



HEDS Diversity and Equity Campus Climate Survey

Fall 2020 Comparison Report

University of Bridgeport

Table of Contents

Released 02/19/2021

In this report, we compare the responses of students, faculty, staff, and administrators at University of Bridgeport who took the HEDS Diversity and Equity Campus Climate Survey in Fall 2020 to the responses of those same groups at other institutions.

We compare University of Bridgeport's survey results to all other institutions on the first three summary worksheets and to two different comparison groups in Worksheets 6–13:

- 1) all other 4-Year Private institutions and
- 2) all other participating institutions that administered the survey in 2017–2018, 2018–2019, 2019–2020, and/or Fall 2020.

This report consists of a series of worksheets in which we summarize the survey data from different perspectives and with different levels of granularity. Worksheets 1–5 provide an overview of the survey results. We suggest looking at Worksheets 1–5 to get a sense of overall trends. Worksheets 6–9 focus on four key indicators—two that represent views on the campus climate for diversity and equity and two that focus on negative experiences related to diversity and equity. Throughout the report, we highlight comparisons of different groups on your campus, and these comparisons get more detailed in later worksheets. Our comparisons focus on results by people's role on campus as well as the following demographic categories: race/ethnicity, gender, sexual orientation, religious affiliation, political affiliation, and disability status.

You can find more information about who we included in each group on the Technical Information worksheet, and you can use the Table of Contents and accompanying section descriptions (see below) to navigate this report.

Click on the underlined names below to jump to the worksheet you would like to view.

<p><u>1. Summary: Campus Diversity</u> Data on the range of identities of people at your institution compared to that of people at other institutions</p>
<p><u>2. Summary: Campus Climate for Diversity and Equity</u> Responses to key questions about your institution's climate for diversity and equity</p>
<p><u>3. Summary: Negative Experiences</u> Overall, how often people at your institution 1) heard insensitive or disparaging remarks, or 2) experienced discrimination or harassment compared to people at other institutions</p>
<p><u>4. Summary: Experiences by Group - Your Institution</u> Comparison of how often people with different identities on your campus 1) heard insensitive or disparaging remarks, or 2) experienced discrimination or harassment</p>
<p><u>5. Summary: Possible Areas of Concern Within Your Institution</u> Table identifying substantial differences among groups on your campus related to the four key indicators (see Worksheets 6–9 for more information on indicators)</p>
<p>Worksheets 6–9 include the most granular level of detail about each of the four indicators, including effect sizes for differences between results and frequencies for the questions related to each indicator, comparing your institution to other institutions.</p>
<p><u>6. Campus Climate for Diversity and Equity</u></p>
<p><u>7. Institutional Support for Diversity and Equity</u></p>
<p><u>8. Insensitive or Disparaging Remarks</u></p>
<p><u>9. Experiences of Discrimination and Harassment</u></p>
<p>Worksheets 10–12 feature high scores for each of the three topics listed below—Interactions, Comfort, and Impact—for different groups at your institution, as well as frequencies for your institution compared to those for other institutions.</p>
<p><u>10. Interactions with Different Groups</u></p>
<p><u>11. Comfort Interacting with Different Groups</u></p>
<p><u>12. Impact of Different Activities on Support for Diversity and Equity</u></p>

13. Detailed Demographics

Frequencies for demographic questions, your institution compared to other institutions

14. Technical Information

Contains detailed information on sampling and the calculations presented in this report

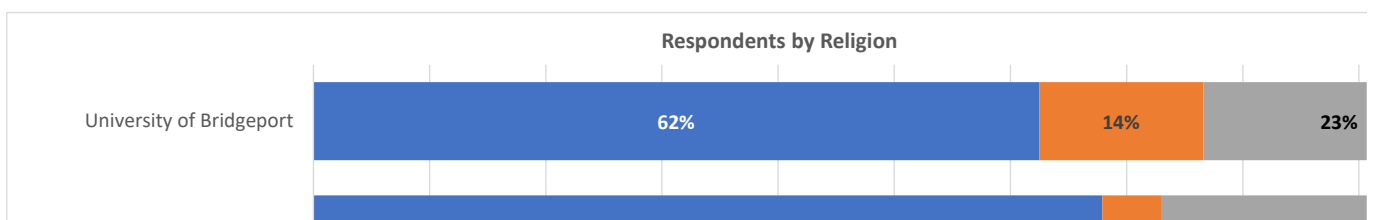
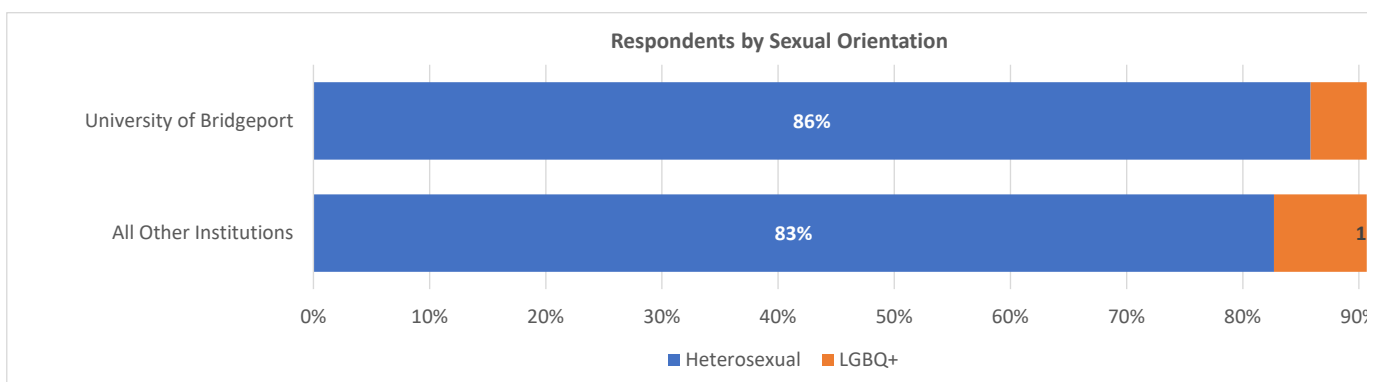
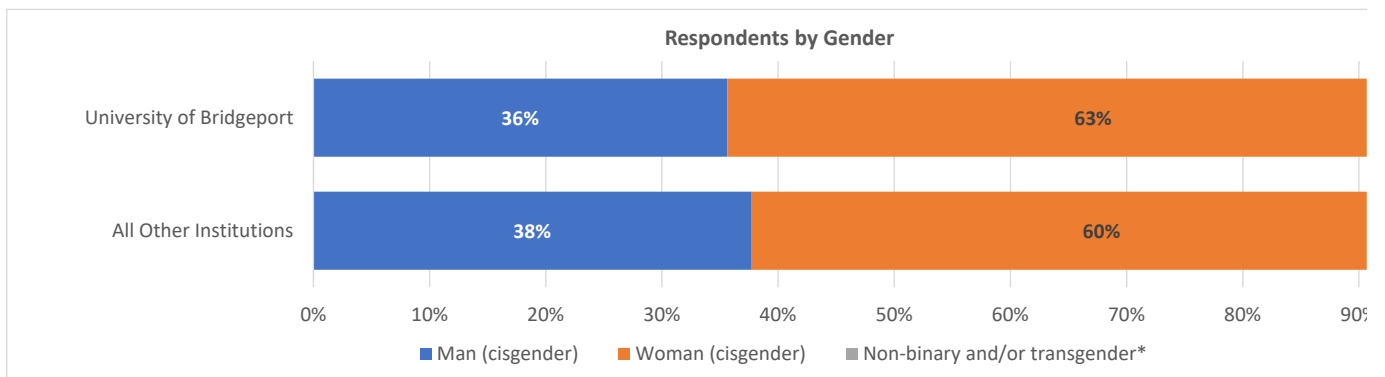
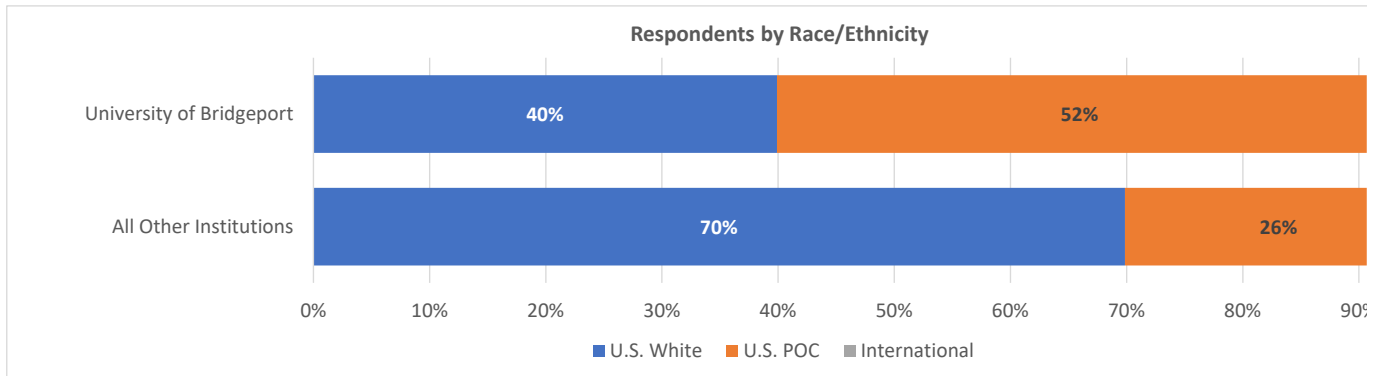


HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport

Campus Diversity

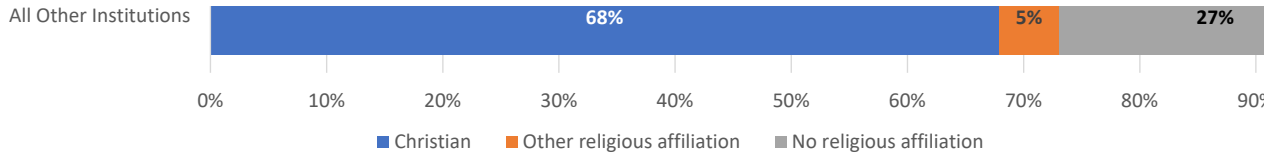
In the graphs below, we show how students and employees from your institution reported various aspects of their identity in the survey, and we compare this to all other participating institutions.

Note: Groups marked with an asterisk (*) in the graph legends below contain fewer than 10 respondents for your institution.

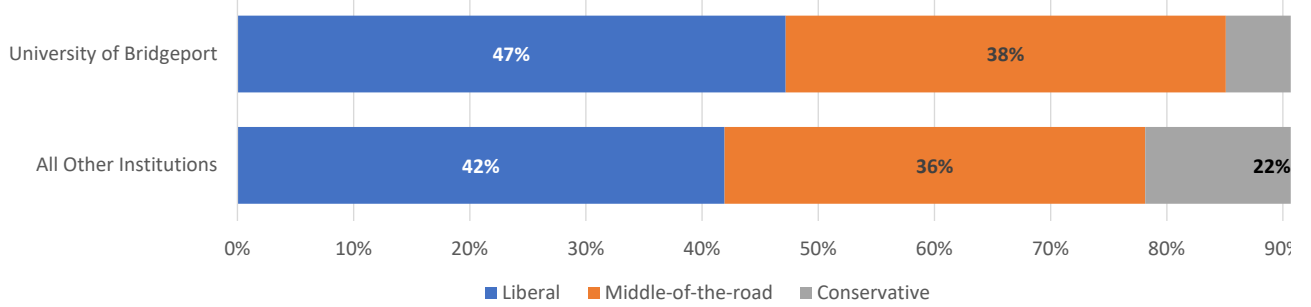




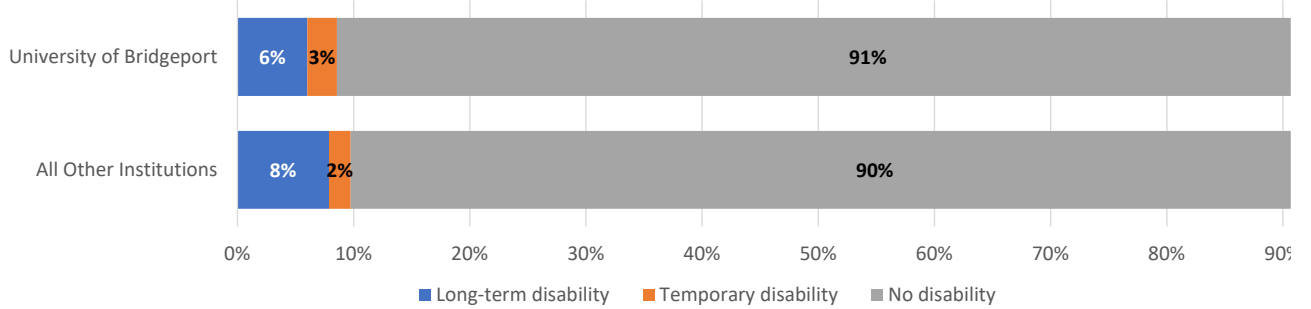
HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport



Respondents by Political Affiliation



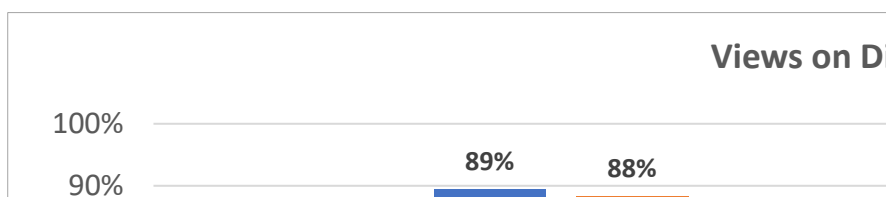
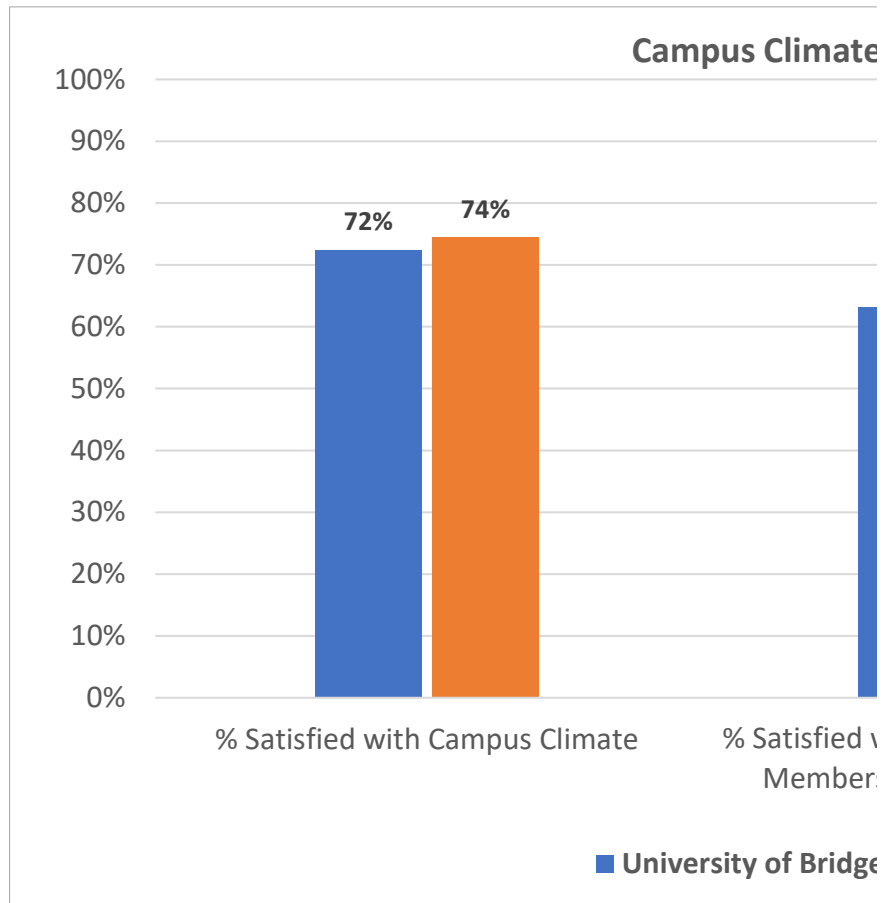
Respondents by Disability Status





Campus Climate for Diversity and Equity

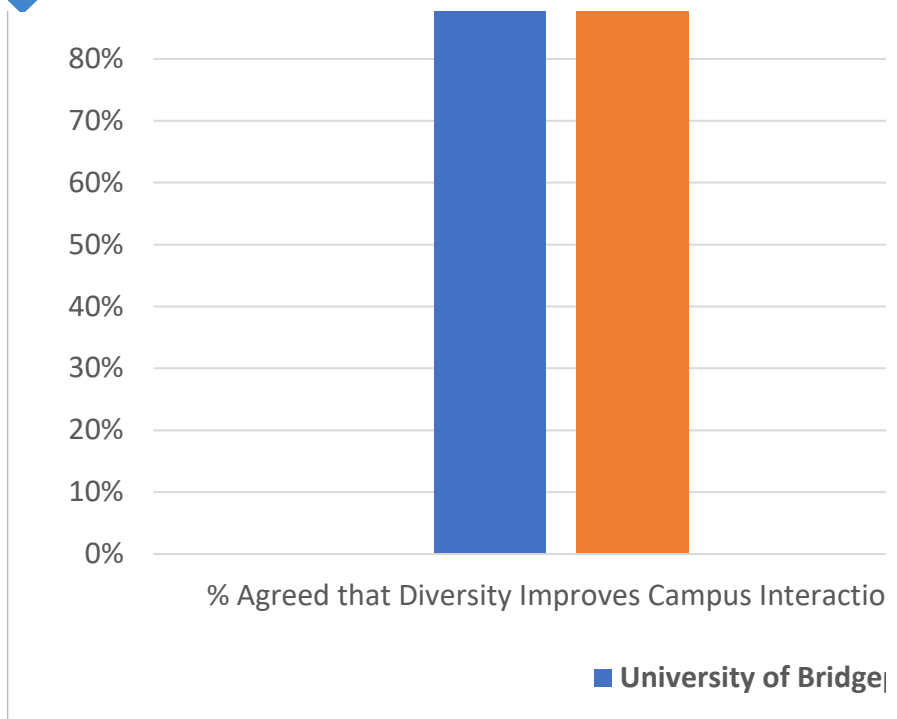
The graphs below present results from key questions on the climate of campus compared to those of other institutions. The first graph focuses on overall campus climate. The second graph focuses on whether the campus is free from tensions related to individual or group differences. The third graph focuses on whether respondents agree that diversity on campus improves experiences and interaction. The fourth graph focuses on the question: "Overall, how comfortable would you be sharing your views on diversity and equity?"





HEDS

HEDS Diversity and Eq
Fall 2020 Co
Universit





HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport

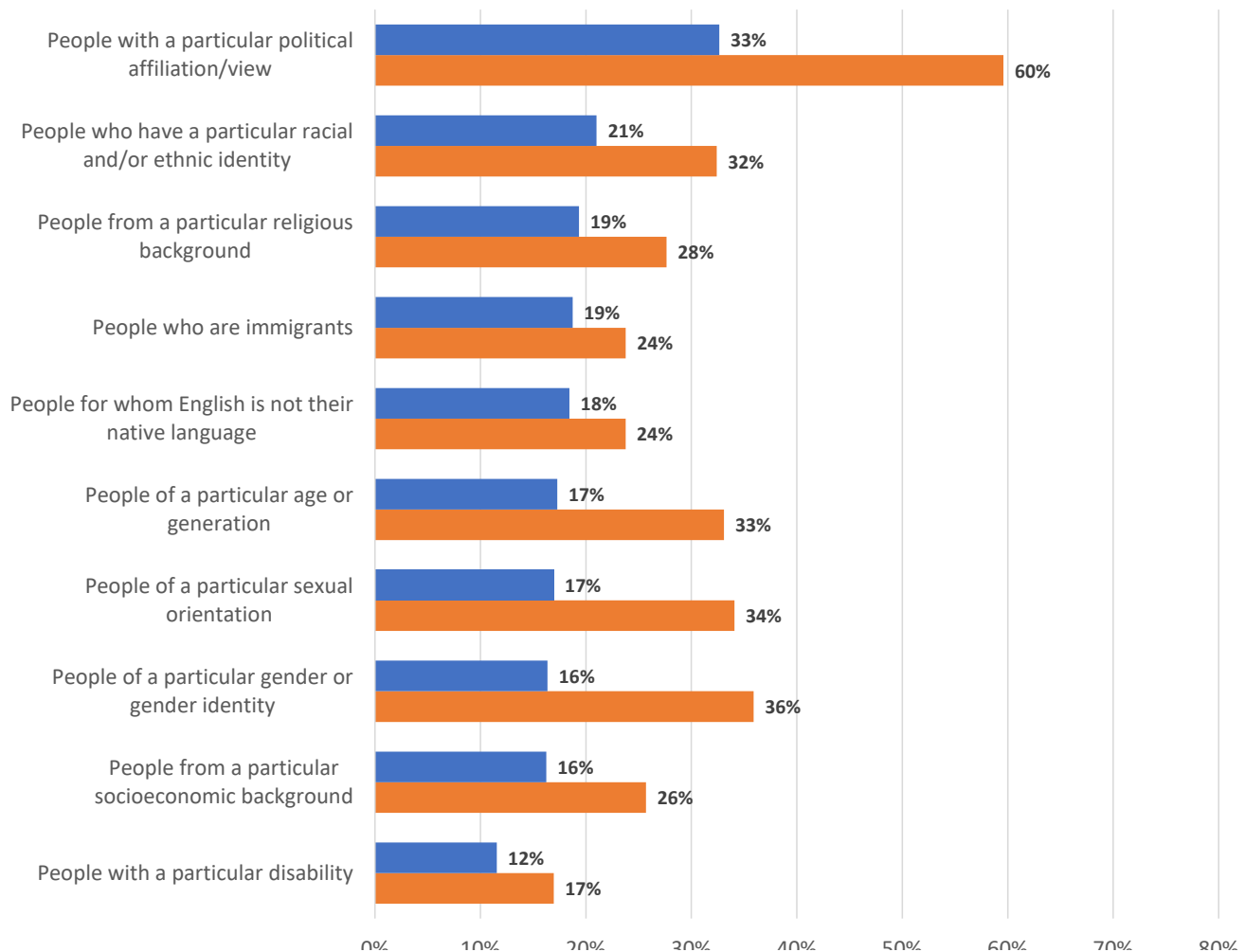
Negative Experiences

In the graphs below, we show results related to hearing insensitive or disparaging remarks as well as experiencing discrimination or harassment. In our analyses, we've found that having these experiences influences all of the measures of campus climate we reviewed on the previous year's report. Specifically, the more often people (a) hear insensitive or disparaging remarks about people's identity or (b) experience discrimination or harassment:

- * The more negative their views are on overall campus climate
- * The more they believe that their campus has tensions related to individual or group identity
- * The less satisfied they are with how welcoming their institution is to all members of the community
- * The less likely they are to believe that diversity improves interactions and experiences on campus
- * The less comfortable they are sharing their views on diversity and equity.

Insensitive or Disparaging Remarks

During your time at this institution, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)
% Sometimes, Often, or Very often





HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport

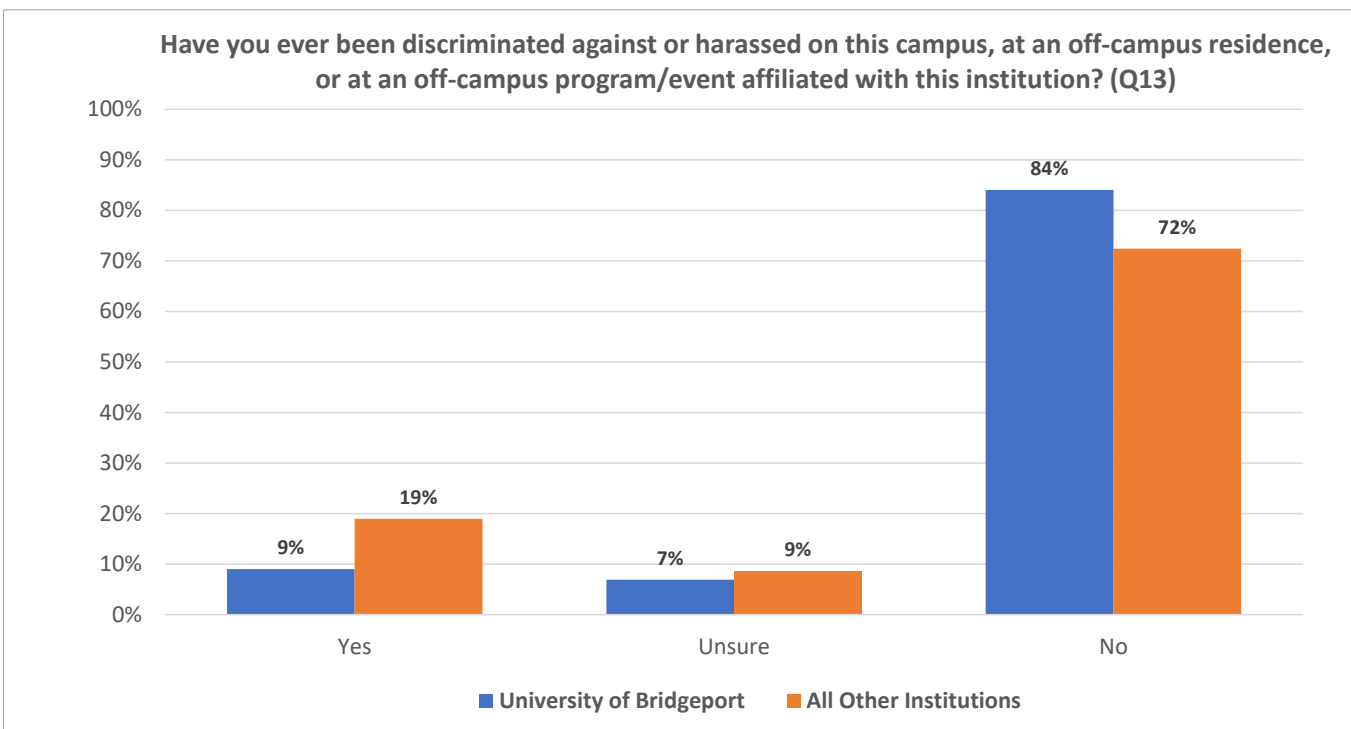


Discrimination and Harassment

In the survey, respondents saw the following definitions of discrimination and harassment:

• **Discrimination** is the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.

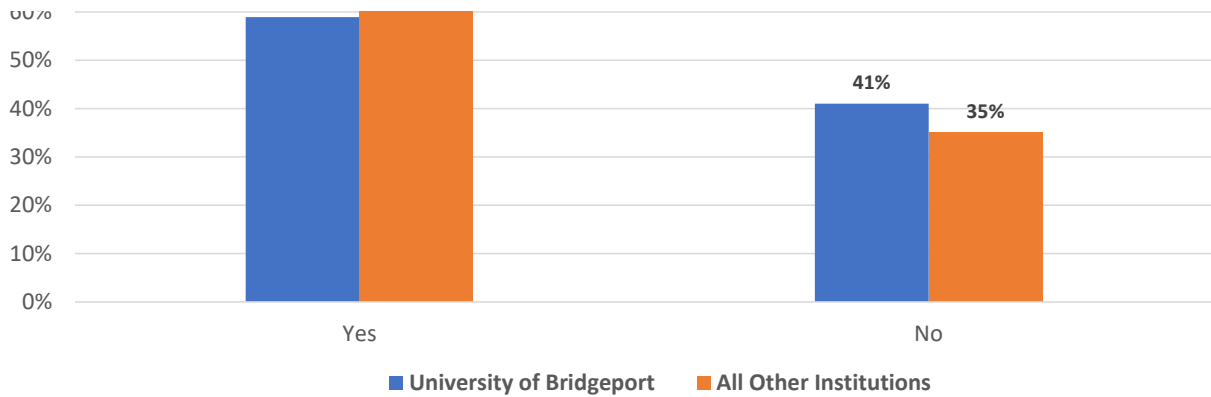
• **Harassment** is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe, pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from college's educational and/or social programs.





HEDS

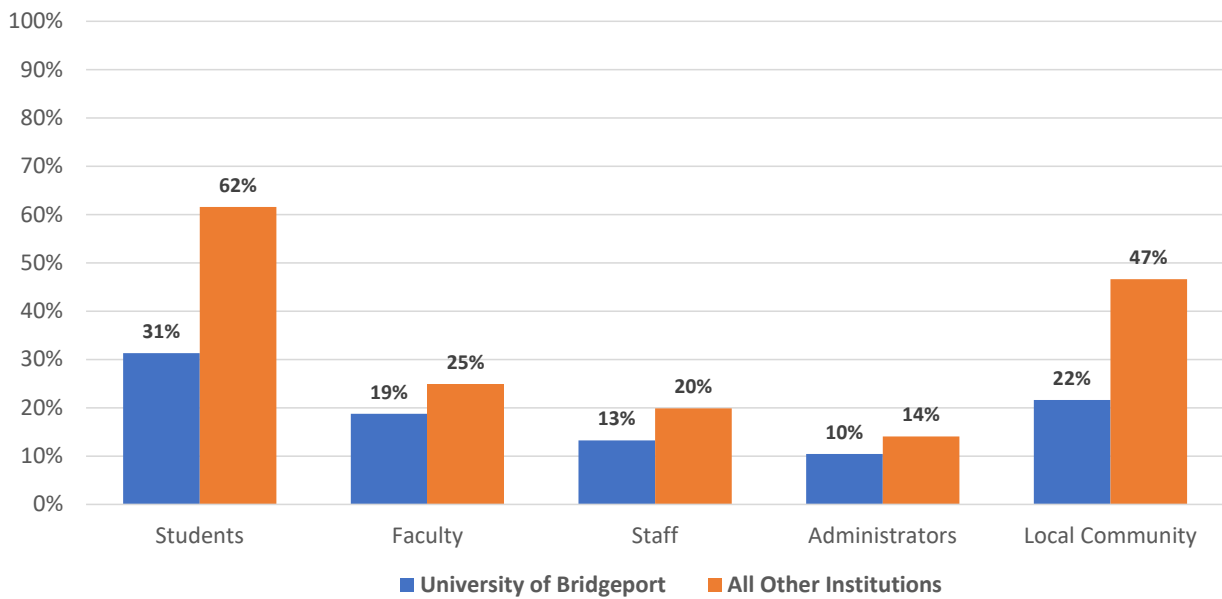
HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport



*This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.

Source of Insensitive/Disparaging Remarks and Discrimination/Harassment

Source of Insensitive/Disparaging Remarks - % of Respondents Who Selected Each Source (Q11)



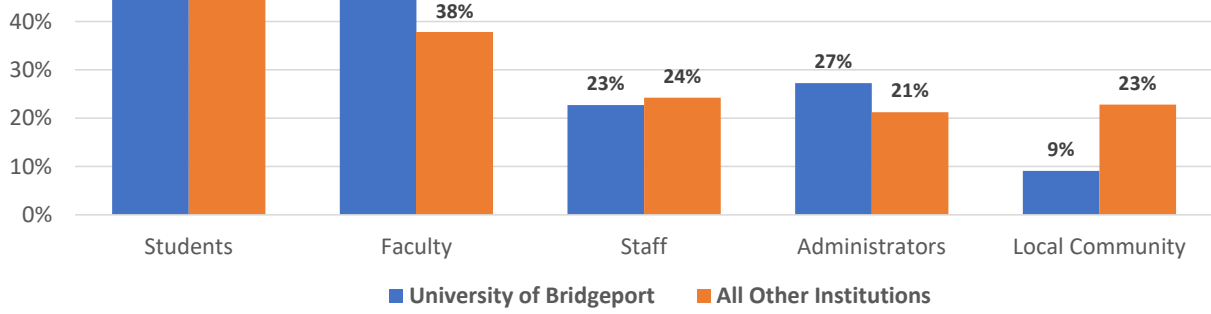
Source of Discrimination/Harassment - % of Respondents Who Selected Each Source (Q18)*





HEDS

HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport



*This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.



isparities in Experiences by Group - Your Institution



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report University of Bridgeport

Possible Areas of Concern Within Your Institution

In this worksheet, we identify instances in which there are substantial differences among groups on campus in their experiences of:

1. Campus Climate for Diversity and Equity
2. Institutional Support for Diversity and Equity
3. Hearing insensitive or disparaging remarks
4. Experiencing discrimination or harassment

We compared groups within each of the following demographic categories to see if there were substantial differences in their experiences.

Demographic Category	Comparisons
Role at Institution:	undergraduate students <u>vs</u> graduate students <u>vs</u> faculty <u>vs</u> staff/administrators
Race/Ethnicity:	U.S. white individuals <u>vs</u> U.S. persons of color <u>vs</u> international individuals
Gender:	men (cisgender) <u>vs</u> women (cisgender)
Sexual Orientation:	heterosexual individuals <u>vs</u> LGBTQ+ individuals
Religion:	Christians <u>vs</u> individuals with religious identities outside of Christianity <u>vs</u> individuals with no religious affiliation
Political Affiliation:	liberal individuals <u>vs</u> middle-of-the-road individuals <u>vs</u> conservative individuals
Disability Status:	individuals with a long-term disability <u>vs</u> individuals with a temporary disability <u>vs</u> individuals without a disability

In the table below, we only note instances in which there were substantial differences in our comparisons.

Climate & Support at University of Bridgeport		
Campus Climate for Diversity and Equity		
LGBQ+ individuals	← have substantially less positive views of campus climate than →	heterosexual individuals
individuals with a temporary disability		individuals with a long-term disability, individuals without a disability
Institutional Support for Diversity and Equity		
staff/administrators	← →	undergraduate students, faculty
LGBQ+ individuals	← perceive substantially less institutional support than →	heterosexual individuals
liberal individuals		conservative individuals
middle-of-the-road individuals		conservative individuals
individuals with a temporary disability		individuals with a long-term disability, individuals without a disability
Negative Experiences at University of Bridgeport		
Insensitive or Disparaging Remarks		
staff/administrators	← →	graduate students
international individuals	← hear substantially more insensitive or disparaging remarks than →	U.S. white individuals
LGBQ+ individuals		heterosexual individuals
individuals with religious identities outside of Christianity		Christians, individuals with no religious affiliation
individuals with a long-term disability		individuals without a disability
Discrimination or Harassment		
middle-of-the-road individuals	← experienced →	conservative individuals



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Campus Climate for Diversity and Equity

[Back to Table of Contents](#)

This worksheet includes four tables with data on Campus Climate for Diversity and Equity. Table 1 lists the four elements of campus climate on which we ask people to rate their satisfaction: overall climate, the campus diversity environment, their sense of belonging, and the extent to which other members of the community have a sense of belonging. We compute the overall level of satisfaction with campus climate by averaging the level of satisfaction that a person has with each of those four elements.

Table 2 shows the overall level of satisfaction with campus climate of different groups at your institution compared to those groups at other institutions. Higher means indicate higher levels of satisfaction. Arrows pointing down indicate that members of a group at your institution, on average, are less satisfied than their counterparts at other institutions; arrows pointing up indicate higher levels of satisfaction. An "=" sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on the level of satisfaction for each of the four elements of Campus Climate for Diversity and Equity. Finally, Table 4 provides information from two survey questions on the impact of diversity and people's comfort sharing views on diversity.

Please indicate your level of satisfaction with the following at University of Bridgeport. (Q1)	
Overall campus climate	
The campus experience/environment regarding diversity at University of Bridgeport	
The extent to which you experience a sense of belonging or community at University of Bridgeport	
The extent to which you feel all community members experience a sense of belonging or community at University of Bridgeport	

	University of Bridgeport		vs. All Other 4-Year Private Institutions		All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ^a	Effect Size ^b		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role									
Undergraduate Students	202	3.88	↑	↑	27,711	3.64	27,474	3.68	
Graduate Students	86	4.02	↑	↑	5,015	3.70	1,540	3.78	
Faculty	85	4.01	↑	↑	5,387	3.58	7,292	3.52	
Staff	42	3.82	↑	↑	6,894	3.70	7,922	3.65	
Administrators	13	4.13	↑	↑	1,908	3.78	1,846	3.62	
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	74	3.93	↑	↑	22,588	3.72	17,265	3.75
	U.S. Persons of Color	175	3.96	↑	↑	8,411	3.45	9,839	3.58
	International	33	3.86	↑	↑	1,476	3.67	1,632	3.70
All Employees	U.S. White	91	4.03	↑	↑	11,613	3.71	12,973	3.64
	U.S. Persons of Color	45	3.89	↑	↑	2,567	3.47	3,547	3.47
	International	0	-	-	-	99	3.74	167	3.69
Results by Role and Gender									
All Students	Men (cisgender)	91	3.83	↑	↑	13,144	3.78	9,146	3.74
	Women (cisgender)	191	3.99	↑	↑	18,894	3.57	18,703	3.69
	Non-binary and/or transgender	3	-	↑	↑	592	3.06	1,051	3.21
All Employees	Men (cisgender)	62	4.07	↑	↑	6,489	3.78	6,588	3.68
	Women (cisgender)	74	3.88	↑	↑	8,089	3.58	10,384	3.55
	Non-binary and/or transgender	3	-	↑	↑	95	3.21	140	3.07
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	232	4.01	↑	↑	27,228	3.72	21,473	3.77
	LGBTQ+	46	3.51	↑	↑	5,267	3.24	7,211	3.41
All Employees	Heterosexual	125	3.96	↑	↑	12,826	3.70	14,657	3.63
	LGBTQ+	13	4.00	↑	↑	1,436	3.38	2,059	3.35
Results by Role and Religion (Broad Categories)									
All Students	Christian	167	3.96	↑	↑	24,797	3.71	15,047	3.82
	Other religious affiliation	39	3.85	↑	↑	1,064	3.61	2,012	3.60
	No religious affiliation	58	3.95	↑	↑	9,204	3.60	9,319	3.52
All Employees	Christian	70	3.93	↑	↑	9,705	3.76	9,292	3.72
	Other religious affiliation	16	4.41	↑	↑	518	3.55	790	3.50
	No religious affiliation	39	4.05	↑	↑	3,296	3.44	5,467	3.45
Results by Role and Political Affiliation									
All Students	Far left	20	3.81	↑	↑	1,714	3.03	2,552	3.21
	Liberal	98	3.89	↑	↑	8,787	3.29	10,261	3.52
	Middle-of-the-road	110	3.98	↑	↑	12,103	3.69	10,333	3.64
	Conservative	30	4.08	=	=	8,872	4.04	4,362	3.95
	Far right	6	3.71	↑	↑	452	4.08	408	3.97
All Employees	Far left	5	3.70	↑	↑	951	3.15	1,413	3.12
	Liberal	67	3.99	↑	↑	5,381	3.46	6,961	3.47
	Middle-of-the-road	41	3.91	↑	↑	4,773	3.74	5,463	3.75
	Conservative	24	4.31	↑	↑	3,021	4.08	2,535	3.86
	Far right	0	-	↑	↑	63	3.99	94	3.76
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	17	3.74	↑	↑	2,599	3.28	2,995	3.45
	Temporary disability	7	3.32	↑	↑	576	3.46	631	3.55
	No disability	261	3.96	↑	↑	29,441	3.68	25,217	3.72
All Employees	Long-term disability	7	3.75	↑	↑	757	3.49	975	3.36
	Temporary disability	3	-	↑	↑	257	3.45	269	3.46
	No disability	179	4.01	↑	↑	13,489	3.68	15,775	3.61
Results by Race/Ethnicity (Detailed Categories, Students and Employees)									
	African	6	3.46	↑	↑	277	3.51	456	3.49
	African American/Black	48	3.83	↑	↑	1,286	3.31	2,745	3.49
	Alaska Native	0	-	↑	↑	4	3.72	30	3.46
	Asian	22	4.43	↑	↑	1,218	3.74	1,533	3.89
	Asian American	4	-	↑	↑	438	3.43	417	3.57
	Caribbean/West Indian	14	4.13	↑	↑	98	3.38	165	3.37
	Hispanic or Latino/a	49	4.15	↑	↑	1,882	3.50	2,293	3.73
	Latin American	9	4.78	↑	↑	184	3.56	239	3.78
	Middle Eastern	10	3.83	=	=	241	3.73	352	3.83
	Native American/American Indian	0	-	↑	↑	110	3.66	193	3.68
	Native Hawaiian or other Pacific Islander	0	-	↑	↑	177	3.51	49	3.92
	South Asian	10	3.35	↑	↑	142	3.46	211	3.54
	Southeast Asian	3	-	↑	↑	76	3.67	106	3.54
	White	167	3.98	↑	↑	34,471	3.72	30,613	3.70
	Some other race or ethnicity	11	2.86	↑	↑	573	3.52	723	3.36
	Multiple race/ethnicity categories	64	3.92	↑	↑	5,562	3.42	5,593	3.46
Results by Sexual Orientation (Detailed Categories, Students and Employees)									
	Asexual	15	3.52	↑	↑	948	3.65	1,167	3.78
	Bisexual	10	3.78	↑	↑	2,358	3.21	3,300	3.41
	Gay	8	3.63	↑	↑	866	3.31	1,074	3.43
	Lesbian	9	3.78	↑	↑	416	3.22	548	3.43
	Pansexual	5	3.65	↑	↑	490	3.15	780	3.32
	Queer	4	-	↑	↑	507	2.86	797	2.98
	Questioning	5	3.55	↑	↑	565	3.17	673	3.34
	Straight (heterosexual)	357	3.97	↑	↑	40,044	3.72	36,130	3.72
Results by Religion (Detailed Categories, Students and Employees)									
	Agnostic	27	3.78	↑	↑	3,175	3.41	4,813	3.49
	Atheist	24	4.04	↑	↑	2,025	3.40	3,665	3.47
	Baptist	23	3.75	↑	↑	770	3.74	2,247	3.86
	Buddhist	4	-	↑	↑	337	3.48	485	3.69
	Catholic	120	4.04	↑	↑	7,329	3.80	7,690	3.79
	The Church of Jesus Christ of Latter-day Saints	1	-	↑	↑	18,612	3.69	1,043	4.06
	Episcopalian	5	3.90	↑	↑	337	3.67	603	3.93
	Hindu	13	3.85	↑	↑	233	3.80	237	3.73
	Jehovah's Witnesses	1	-	↑	↑	24	3.73	86	3.78
	Jewish	15	4.05	↑	↑	541	3.54	1,137	3.36
	Lutheran	4	-	↑	↑	1,211	3.86	940	3.80
	Methodist	5	4.25	↑	↑	765	3.80	1,304	3.75
	Muslim	23	3.95	↑	↑	416	3.57	644	3.79
	Nondenominational Christian	27	3.83	↑	↑	2,399	3.63	3,802	3.78
	Orthodox Christian	5	3.25	↑	↑	285	3.85	467	3.82
	Other Christian	39	4.05	↑	↑	1,440	3.67	2,592	3.79
	Presbyterian	7	3.87	↑	↑	494	3.79	818	3.76
	Spiritual, but not religious	38	3.99	↑	↑	2,800	3.43	4,403	3.53

^aWe only show means for groups of five (5) or more people.
^bEffect size^b measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. We only provide effect size when the report is based on 10 or more people.
 Large positive difference Medium positive difference Small positive difference No difference
 Large negative difference Medium negative difference Small negative difference

		University of Bridgeport												All Other 4-Year Private Institutions												All Other Institutions																							
		Undergraduate Students				Graduate Students				Faculty				Staff/Administrators				Undergraduate Students				Graduate Students				Faculty				Staff/Administrators				Undergraduate Students				Graduate Students				Faculty				Staff/Administrators			
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%												
Please indicate your level of satisfaction with the following at University of Bridgeport. (Q1)																																																	
Overall campus climate	Very satisfied	63	31%	36	42%	38	45%	17	30%	7,527	27%	1,537	30%	1,363	22%	2,160	24%	6,988	25%	471	30%	1,387	19%	1,825	18%																								
	Generally satisfied	77	38%	28	32%	29	34%	25	45%	13,956	50%	2,229	44%	2,843	48%	4,722	52%	13,385	48%	723	47%	3,592	49%	5,428	55%																								
	Neither satisfied nor dissatisfied	42	21%	14	16%	9	11%	9	16%	3,705	13%	798	16%	952	16%	1,239	14%	4,253	15%	241	16%	1,311	18%	1,641	16%																								
	Generally dissatisfied	16	8%	8	9%	6	7%	7	13%	2,258	8%	401	8%	578	10%	655	7%	2,465	9%	92	6%	880	12%	882	9%																								
	Very dissatisfied	5	2%	2	2%	3	4%	2	4%	448	2%	96	2%	127	2%	104	1%	613	2%	25	2%	201	3%	183	2%																								
	Total	203	100%	88	100%	85	100%	56	100%	27,894	100%	5,061	100%	5,863	100%	8,880	100%	27,704	100%	1,552	100%	7,379	100%	9,959	100%																								
The campus experience/environment regarding diversity at University	Very satisfied	82	40%	36	41%	41	47%	49	87%	5,020	20%	1,278	25%	964	16%	1,580	18%	6,672	24%	468	29%	1,320	16%	1,667	17%																								
	Generally satisfied	68	33																																														

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20				
of Bridgeport	13	6%	5	6%	4	5%	9	10%	4,948	18%	742	15%	1,170	20%	1,306	15%	3,997	14%	170	11%	1,259	17%	1,281	13%
Generally dissatisfied	4	2%	2	2%	4	5%	0	0%	1,280	5%	227	4%	234	4%	158	2%	972	4%	44	3%	280	4%	223	2%
Very dissatisfied	204	100%	88	100%	85	100%	57	100%	21,928	100%	5,046	100%	5,855	100%	8,860	100%	27,682	100%	3,560	100%	7,216	100%	9,869	100%
Total	64	31%	36	42%	38	45%	20	34%	8,185	29%	1,520	30%	1,812	32%	2,861	32%	7,957	29%	433	28%	1,807	24%	2,613	26%
The extent to which you experience a sense of belonging in community at University of Bridgeport	66	32%	28	33%	24	28%	27	47%	11,093	40%	1,899	37%	2,429	41%	3,814	43%	10,709	39%	604	39%	3,172	43%	4,473	45%
Very satisfied	50	24%	14	16%	13	15%	5	9%	4,732	17%	945	18%	914	16%	1,305	15%	5,135	19%	310	20%	1,329	18%	1,674	17%
Neither satisfied nor dissatisfied	18	9%	6	7%	6	7%	4	7%	2,967	11%	545	11%	579	10%	708	8%	2,899	10%	161	10%	830	11%	1,001	10%
Generally dissatisfied	7	3%	2	2%	4	5%	2	3%	1,039	4%	184	4%	159	3%	179	2%	1,096	4%	53	3%	276	4%	256	3%
Very dissatisfied	205	100%	88	100%	85	100%	58	100%	28,016	100%	5,073	100%	5,893	100%	8,887	100%	27,736	100%	3,563	100%	7,414	100%	10,017	100%
Total	59	29%	33	38%	32	38%	13	22%	4,279	15%	1,020	20%	710	12%	1,155	13%	5,268	19%	300	21%	827	11%	1,164	12%
The extent to which you feel all community members experience a sense of belonging or community at University of Bridgeport	66	32%	26	30%	25	29%	21	36%	9,631	34%	1,672	33%	1,895	32%	3,349	38%	9,560	34%	573	37%	2,119	31%	3,208	33%
Very satisfied	60	29%	21	24%	14	16%	17	29%	7,005	25%	1,299	26%	1,653	28%	2,474	28%	6,912	25%	403	26%	2,195	30%	2,918	29%
Neither satisfied nor dissatisfied	18	9%	5	6%	10	12%	7	12%	5,378	19%	796	16%	1,277	22%	1,603	18%	4,370	16%	207	13%	1,626	22%	1,804	18%
Generally dissatisfied	2	1%	2	2%	4	5%	0	0%	1,222	6%	280	6%	337	6%	298	3%	1,632	6%	55	4%	422	6%	496	5%
Very dissatisfied	205	100%	87	100%	85	100%	58	100%	28,015	100%	5,067	100%	5,872	100%	8,879	100%	27,742	100%	3,558	100%	7,389	100%	10,000	100%
Total																								

Table 4: Responses to Additional Questions About Campus Climate for Diversity and Equity

	University of Bridgeport					All Other 4-Year Private Institutions					All Other Institutions													
	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Total	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Total	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Total									
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community? (Q5)																								
Strongly agree	128	63%	59	69%	69	81%	45	78%	16,154	57%	3,380	66%	4,430	75%	6,112	69%	16,181	67%	1,027	65%	5,528	74%	6,592	66%
Agree	47	23%	19	22%	9	11%	11	19%	8,137	29%	1,513	29%	1,068	18%	2,111	24%	7,997	28%	371	23%	1,422	19%	2,507	25%
Neither agree nor disagree	24	12%	6	7%	5	6%	2	3%	2,847	10%	410	8%	330	6%	557	6%	2,790	10%	136	9%	400	5%	770	8%
Disagree	1	0%	2	2%	2	2%	0	0%	780	3%	88	2%	56	1%	77	1%	728	3%	35	2%	68	1%	125	1%
Strongly disagree	4	2%	0	0%	0	0%	0	0%	881	3%	55	1%	35	1%	42	0%	490	2%	23	1%	35	0%	46	0%
Total	204	100%	86	100%	85	100%	58	100%	28,279	100%	5,086	100%	5,919	100%	8,919	100%	28,146	100%	3,592	100%	7,463	100%	10,040	100%
Overall, how comfortable would you be sharing your views on diversity and equity at University of Bridgeport? (Q6)																								
Very comfortable	90	44%	40	47%	57	68%	33	57%	8,849	31%	2,041	40%	2,427	41%	2,886	32%	9,594	34%	641	40%	2,976	40%	3,642	39%
Somewhat comfortable	53	25%	25	29%	14	17%	15	26%	9,985	35%	1,606	32%	1,902	32%	3,039	34%	9,416	33%	501	31%	2,363	32%	3,216	33%
Neither comfortable nor uncomfortable	42	21%	18	21%	7	8%	5	9%	5,223	18%	780	15%	768	13%	1,085	12%	5,158	18%	262	16%	1,068	14%	2,064	21%
Somewhat uncomfortable	11	5%	3	3%	5	6%	4	7%	3,134	11%	461	9%	572	10%	930	10%	2,652	9%	115	7%	652	9%	1,078	11%
Very uncomfortable	9	4%	0	0%	1	1%	1	2%	1,088	4%	201	4%	252	4%	379	4%	1,316	5%	75	5%	346	5%	563	6%
Total	204	100%	86	100%	84	100%	58	100%	28,279	100%	5,089	100%	5,921	100%	8,919	100%	28,136	100%	3,594	100%	7,465	100%	10,013	100%



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Institutional Support for Diversity and Equity

[Back to Table of Contents](#)

This worksheet includes three tables with data on Institutional Support for Diversity and Equity. Table 1 lists the four elements of institutional support that we ask people to rate their level of agreement with: whether the campus is free from tensions, whether recruitment of historically marginalized people is an institutional priority, whether retention of historically marginalized people is an institutional priority, and whether senior leadership demonstrates commitment to diversity and equity. We compute the overall sense of institutional support for diversity and equity by averaging the level of agreement that a person has with each of those four elements.

Table 2 shows the overall sense of institutional support for diversity and equity of different groups at your institution compared to those groups at other institutions. Higher means indicate a higher sense of support. Arrows pointing down indicate that members of a group at your institution, on average, sense less institutional support for diversity and equity than their counterparts at other institutions; arrows pointing up indicate a higher sense of support. An "=" sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on the level of agreement with each of the four elements of Institutional Support for Diversity and Equity.

	University of Bridgeport				All Other 4-Year Private Institutions			
	n	Mean ¹	Effect Size ²		n	Mean	All Other Institutions	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions			n	Mean
Results by Role								
Undergraduate Students	205	3.84	***	***	28,122	3.35	27,906	3.45
Graduate Students	86	3.76			5,054	3.41	1,577	3.54
Faculty	45	3.92		†	5,078	3.23	7,296	3.34
Staff	45	3.39	†	†	6,915	3.33	8,035	3.40
Administrators	13	3.87	†	†	1,922	3.35	1,862	3.46
Results by Role and Race/Ethnicity (Broad Categories)								
All Students								
U.S. White	76	3.84	†	†	22,891	3.40	15,735	3.48
U.S. Persons of Color	177	3.82	†	†	8,540	3.23	9,865	3.39
International	32	3.90	†	†	1,498	3.50	1,447	3.56
All Employees								
U.S. White	94	3.88	†	†	11,729	3.24	13,120	3.44
U.S. Persons of Color	45	3.48			2,580	3.21	3,601	3.19
International	0	-			98	3.45	166	3.44
Results by Role and Gender								
All Students								
Men (cisgender)	91	3.78	†	†	13,317	3.48	9,274	3.55
Women (cisgender)	194	3.85	†	†	19,171	3.29	19,032	3.44
Non-binary and/or transgender	3	-			597	2.80	1,065	2.87
All Employees								
Men (cisgender)	63	3.64			6,361	3.42	6,647	3.50
Women (cisgender)	77	3.60			8,155	3.20	10,431	3.31
Non-binary and/or transgender	3	-			88	2.98	144	2.94
Results by Role and Sexual Orientation (Broad Categories)								
All Students								
Heterosexual	234	3.88	†	†	27,626	3.43	23,814	3.55
GLBQ+	47	3.54	†	†	5,306	3.00	7,336	3.17
All Employees								
Heterosexual	128	3.76	†	†	12,932	3.32	14,831	3.42
GLBQ+	13	3.65	†	†	1,459	3.06	2,097	3.11
Results by Role and Religion (Broad Categories)								
All Students								
Christian	171	3.88	†	†	25,151	3.40	15,344	3.59
Other religious affiliation	37	3.74	†	†	1,070	3.43	2,025	3.36
No religious affiliation	51	3.79	†	†	5,172	3.16	9,437	3.28
All Employees								
Christian	72	3.67	†	†	9,774	3.37	9,390	3.49
Other religious affiliation	16	4.17	†	†	566	3.24	806	3.32
No religious affiliation	40	3.71	†	†	3,340	3.11	5,542	3.24
Results by Role and Political Affiliation								
All Students								
Far left	22	3.65	†	†	1,711	2.79	2,585	2.90
Liberal	98	3.80	†	†	8,526	3.03	10,423	3.26
Middle-of-the-road	111	3.85	†	†	12,402	3.42	10,525	3.63
Conservative	31	4.07	†	†	8,091	3.67	4,461	3.71
Far right	6	3.71	†	†	455	3.86	415	3.85
All Employees								
Far left	5	3.55	†	†	964	2.78	1,448	2.89
Liberal	68	3.69	†	†	5,656	3.09	7,063	3.23
Middle-of-the-road	43	3.65	†	†	4,799	3.38	5,520	3.53
Conservative	24	4.21	†	†	3,038	3.69	2,554	3.73
Far right	0	-			64	3.20	99	3.64
Results by Role and Disability Status (Broad Categories)								
All Students								
Long-term disability	19	3.61	†	†	2,635	3.10	3,027	3.25
Temporary disability	8	3.47	†	†	379	3.24	644	3.42
No disability	261	3.85	†	†	29,856	3.38	25,654	3.48
All Employees								
Long-term disability	7	3.46	†	†	765	3.15	996	3.19
Temporary disability	3	-			259	3.13	273	3.21
No disability	112	3.79	†	†	13,408	3.31	15,966	3.40
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
African	6	3.63	†	†	284	3.38	465	3.39
African American/Black	48	3.64	†	†	1,299	3.06	2,801	3.24
Asian	0	-			9	3.19	9	3.28
Asian American	21	4.32	†	†	1,234	3.58	1,546	3.73
Asian American	4	-			443	3.16	420	3.34
Caribbean/West Indian	14	3.71	†	†	88	3.13	568	3.25
Hispanic or Latino/a	50	3.99	†	†	1,914	3.27	2,235	3.52
Latin American	9	4.44	†	†	188	3.33	242	3.51
Middle Eastern	10	3.63	†	†	235	3.50	353	3.64
Native American/American Indian	0	-			112	3.48	195	3.48
Native Hawaiian or other Pacific Islander	0	-			181	3.22	48	3.59
South Asian	10	3.58	†	†	143	3.22	214	3.33
Southeast Asian	7	3.8	†	†	78	3.36	107	3.31
White	172	3.86	†	†	34,887	3.38	30,880	3.46
Some other race or ethnicity	11	2.70	†	†	576	3.29	750	3.26
Multiple race/ethnicity categories	65	3.74	†	†	5,651	3.16	5,677	3.25
Results by Sexual Orientation (Detailed Categories, Students and Employees)								
Asexual	15	3.50	†	†	960	3.40	1,191	3.58
Bisexual	10	3.63	†	†	2,392	2.97	3,363	3.15
Gay	8	3.81	†	†	875	3.08	1,099	3.16
Lesbian	9	3.64	†	†	484	2.96	801	3.11
Pansexual	5	3.65	†	†	494	2.91	789	3.06
Queer	4	-			514	2.54	813	2.63
Transgender	6	3.88	†	†	668	2.88	877	3.13
Straight (Heterosexual)	362	3.84	†	†	40,558	3.39	36,645	3.49
Results by Religion (Detailed Categories, Students and Employees)								
Agnostic	27	3.75	†	†	3,227	3.13	4,895	3.26
Atheist	25	3.81	†	†	2,058	3.15	3,698	3.29
Baptist	23	3.36	†	†	779	3.50	2,308	3.64
Buddhist	4	-			344	3.30	490	3.45
Catholic	123	3.89	†	†	7,466	3.33	7,788	3.56
The Church of Jesus Christ of Latter-day Saints	1	-			18,786	3.31	1,054	3.80
Episcopalian	5	3.80	†	†	343	3.36	623	3.33
Hindu	12	3.79	†	†	229	3.63	243	3.53
Jehovah's Witness	1	-			24	2.40	88	2.58
Jewish	15	3.82	†	†	548	3.23	1,126	3.12
Lutheran	4	-			1,220	3.58	954	3.57
Methodist	5	3.80	†	†	775	3.49	1,247	3.52
Muslim	22	3.78	†	†	420	3.42	683	3.61
Nondenominational Christian	27	3.56	†	†	2,426	3.36	3,878	3.54
Orthodox Christian	5	4.05	†	†	296	3.68	483	3.67
Other Christian	42	4.01	†	†	1,472	3.41	2,651	3.60
Presbyterian	7	3.89	†	†	459	3.50	848	3.52
Spiritual, but not religious	39	3.68	†	†	2,836	3.15	4,458	3.32

¹ We only show means for groups of five (5) or more people.
² Effect size measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. We only report effect size when the effect is based on 10 or more people.
 Large positive difference Medium positive difference Small positive difference = No difference
 Large negative difference Medium negative difference Small negative difference

	University of Bridgeport												All Other 4-Year Private Institutions																			
	Undergraduate Students				Graduate Students				Faculty				Staff/Administrators				Undergraduate Students				Graduate Students				Faculty				Staff/Administrators			
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%				
Please indicate your level of agreement with each of the following statements about University of Bridgeport. (Q2)																																
The campus environment is free from tensions related to individual or group differences.																																
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.																																
Retention of historically marginalized students, faculty, and staff is an institutional priority.																																
Senior leadership demonstrates a commitment to diversity and equity on this campus.																																

priority.	Disagree	5	2%	7	8%	7	8%	6	10%	4,264	15%	698	14%	1,110	19%	1,340	15%	3,134	11%	158	10%	1,072	14%	1,153	12%
	Strongly disagree	2	1%	4	5%	2	2%	2	3%	1,512	5%	311	6%	444	8%	415	5%	1,223	4%	82	5%	352	5%	352	4%
Retention of historically marginalized students, faculty, and staff is an institutional priority.	Total	205	100%	87	100%	85	100%	58	100%	28,230	100%	5,079	100%	5,902	100%	8,178	100%	18,613	100%	1,588	100%	7,419	100%	10,020	100%
	Strongly agree	52	25%	21	24%	30	35%	15	26%	4,342	15%	873	17%	859	15%	1,239	14%	4,888	17%	296	19%	1,555	17%	1,629	16%
Senior leadership demonstrates a commitment to diversity and equity on this campus.	Agree	71	35%	25	29%	29	34%	13	22%	8,506	30%	1,413	28%	1,789	30%	2,990	34%	8,780	31%	486	31%	2,515	34%	3,661	37%
	Neither agree nor disagree	68	33%	28	33%	15	18%	18	31%	10,160	36%	1,803	36%	1,681	29%	2,897	33%	9,530	34%	555	35%	1,884	26%	2,968	29%
Total	Disagree	11	5%	7	8%	9	11%	9	16%	3,624	13%	649	13%	3,062	48%	1,307	15%	3,201	11%	169	11%	1,204	16%	1,385	14%
	Strongly disagree	3	1%	5	6%	2	2%	3	5%	1,547	5%	339	7%	507	9%	418	5%	1,590	6%	80	5%	555	7%	439	4%
Total	Strongly agree	205	100%	88	100%	85	100%	58	100%	28,187	100%	5,068	100%	5,898	100%	8,171	100%	27,999	100%	1,588	100%	7,423	100%	10,002	100%
	Disagree	58	28%	31	35%	35	41%	14	24%	5,665	20%	1,243	24%	1,341	23%	2,052	23%	5,745	21%	381	24%	1,711	23%	2,219	23%
Total	Agree	75	37%	28	32%	28	32%	17	29%	10,476	37%	1,731	34%	2,068	35%	3,482	39%	10,098	36%	578	37%	2,726	37%	4,036	40%
	Neither agree nor disagree	58	28%	20	23%	14	16%	14	24%	7,996	28%	1,380	27%	1,326	22%	1,949	22%	7,906	28%	419	27%	1,661	22%	2,197	22%
Total	Disagree	11	5%	6	7%	5	6%	10	17%	2,884	11%	497	9%	817	14%	1,034	12%	2,847	11%	130	8%	851	11%	1,042	10%
	Strongly disagree	3	1%	3	3%	3	4%	3	5%	1,118	4%	263	5%	358	6%	386	4%	1,321	5%	72	5%	468	6%	418	4%
Total	Strongly disagree	205	100%	88	100%	85	100%	58	100%	28,219	100%	5,074	100%	5,915	100%	8,903	100%	28,017	100%	1,588	100%	7,437	100%	10,022	100%



**HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport**

Insensitive or Disparaging Remarks

This worksheet includes four tables with data on insensitive or disparaging remarks. We asked people to indicate how often they hear insensitive or disparaging remarks about 10 different aspects of a person's identity (see Table 1 for the survey questions). We compute how often people hear insensitive or disparaging remarks overall by averaging how often a person hears insensitive or disparaging remarks about each of those ten aspects of identity.

Table 2 shows how often different groups at your institution heard insensitive or disparaging remarks compared to those groups at other institutions. Higher means indicate that people heard insensitive or disparaging remarks more often. Arrows pointing down indicate that members of a group at your institution, on average, heard insensitive or disparaging remarks less often than their counterparts at other institutions; arrows pointing up indicate hearing insensitive or disparaging remarks more often. An "=" sign indicates that the groups are roughly the same. [For more details on means and effect sizes, see notes below Table 2.]

Table 3 provides more detail on how often people heard insensitive or disparaging remarks about each aspect of a person's identity. Finally, Table 4 provides frequencies for a follow-up question about the source of those remarks.

[Back to Table of Contents](#)

During your time at University of Bridgeport, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)	People who have a particular racial and/or ethnic identity	People with a particular disability
	People of a particular gender or gender identity	People who are immigrants
	People from a particular socioeconomic background	People with a particular political affiliation/view
	People from a particular religious background	People of a particular age or generation
		People for whom English is not their native language

	University of Bridgeport		All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ^a	n	Mean	n	Mean	
							Effect Size ^b
Results by Role							
Undergraduate Students	199	1.70	27,858	2.18	27,434	2.10	
Graduate Students	85	1.51	4,961	1.82	1,556	1.85	
Faculty	83	1.64	5,836	1.95	7,307	1.97	
Staff	44	1.95	6,877	1.87	7,951	1.93	
Administrators	13	1.58	1,012	1.98	1,247	1.98	
Results by Role and Race/Ethnicity (Broad Categories)							
All Students	U.S. White	75	1.55	22,717	2.11	17,344	2.07
	U.S. Persons of Color	171	1.64	8,458	2.18	8,796	2.11
	International	33	1.84	1,463	2.05	1,613	2.05
All Employees	U.S. White	92	1.63	11,672	1.90	12,989	1.92
	U.S. Persons of Color	84	1.97	2,657	2.02	3,554	2.01
	International	0	0	150	1.76	164	1.89
Results by Role and Gender							
All Students	Men (cisgender)	90	1.73	13,165	2.02	9,096	1.99
	Women (cisgender)	191	1.58	18,089	2.18	18,768	2.11
	Non-binary and/or transgender	2	1.58	590	2.48	1,018	2.50
All Employees	Men (cisgender)	60	1.63	6,329	1.87	6,582	1.91
	Women (cisgender)	76	1.75	8,093	1.95	10,390	1.98
	Non-binary and/or transgender	3	1.64	96	2.17	141	2.40
Results by Role and Sexual Orientation (Broad Categories)							
All Students	Heterosexual	228	1.59	27,356	2.07	21,485	2.01
	LGBTQ+	46	1.97	5,219	2.41	7,261	2.33
All Employees	Heterosexual	125	1.70	12,855	1.89	14,663	1.92
	LGBTQ+	13	1.83	1,448	2.13	2,072	2.23
Results by Role and Religion (Broad Categories)							
All Students	Christian	167	1.58	24,892	2.12	15,095	2.01
	Other religious affiliation	37	1.92	1,055	2.06	1,992	2.16
	No religious affiliation	48	1.63	5,335	2.16	6,329	2.17
All Employees	Christian	71	1.73	9,710	1.90	9,286	1.91
	Other religious affiliation	16	1.83	566	1.93	790	1.95
	No religious affiliation	40	1.68	3,315	1.94	5,491	2.02
Results by Role and Political Affiliation							
All Students	Far left	22	1.85	1,698	2.52	2,539	2.44
	Liberal	94	1.61	8,817	2.40	10,295	2.36
	Middle-of-the-road	108	1.65	12,295	2.08	10,362	1.94
	Conservative	31	1.68	8,312	1.86	4,379	1.86
All Employees	Far right	6	1.95	449	1.82	404	1.86
	Far left	5	1.42	954	2.15	1,437	2.21
	Liberal	67	1.79	5,415	2.03	6,968	2.05
	Middle-of-the-road	41	1.69	4,218	1.89	5,469	1.98
	Conservative	24	1.58	3,020	1.70	2,515	1.71
	Far right	0	-	63	1.70	91	1.83
Results by Role and Disability Status (Broad Categories)							
All Students	Long-term disability	19	2.12	2,617	2.40	2,990	2.30
	Temporary disability	7	1.97	569	2.30	622	2.34
	No disability	257	1.59	29,556	2.09	25,240	2.05
All Employees	Long-term disability	3	1.76	711	2.12	981	2.16
	Temporary disability	3	1.76	255	2.15	269	2.14
	No disability	129	1.71	13,538	1.90	15,787	1.94
Results by Race/Ethnicity (Detailed Categories, Students and Employees)							
	African	5	2.34	278	2.01	445	2.15
	African American/Black	48	1.67	1,260	2.08	2,744	2.12
	Alaska Native	0	-	9	2.30	9	2.41
	Asian	21	1.65	1,207	1.93	1,507	1.95
	Asian American	4	2.65	439	2.14	416	2.03
	Caribbean/West Indian	14	1.47	96	2.05	160	2.18
	Hispanic or Latino/a	49	1.54	1,887	2.10	2,194	1.96
	Latin American	8	1.99	196	2.10	317	2.03
	Middle Eastern	10	1.85	234	1.92	340	1.93
	Native American/American Indian	0	-	109	1.96	189	2.06
	Native Hawaiian or other Pacific Islander	0	-	180	2.16	48	1.91
	South Asian	10	2.11	139	2.13	209	2.06
	Southeast Asian	3	-	77	2.13	107	2.06
	White	169	1.60	34,558	2.03	30,508	2.01
	Some other race or ethnicity	11	1.96	576	1.94	718	2.12
	Multiple race/ethnicity categories	62	1.73	5,572	2.23	5,597	2.19
Results by Sexual Orientation (Detailed Categories, Students and Employees)							
	Bisexual	15	2.11	841	2.08	1,162	1.99
	Gay	10	1.95	2,378	2.44	3,394	2.33
	Lesbian	8	1.54	867	2.25	1,084	2.32
	Transman	9	1.96	478	2.36	840	2.33
	Transwoman	5	1.64	486	2.16	775	2.41
	Queer	3	-	503	2.57	793	2.61
	Questioning	6	1.57	561	2.41	676	2.26
	Straight (heterosexual)	351	1.63	40,211	2.01	36,148	1.97
Results by Religion (Detailed Categories, Students and Employees)							
	Agnostic	25	1.74	3,202	2.11	4,811	2.12
	Atheist	25	1.65	2,040	2.06	3,670	2.09
	Buddhist	23	1.97	759	1.95	2,259	1.90
	Buddhist	4	4	337	2.08	483	2.00
	Catholic	122	1.60	7,377	1.91	7,903	1.96
	The Church of Jesus Christ of Latter-day Saints	1	-	18,684	2.18	1,042	1.94
	Episcopalian	4	-	395	1.91	608	2.06
	Hindu	13	1.98	229	1.90	233	2.03
	Jehovah's Witness	1	-	34	2.03	84	1.82
	Jewish	15	1.91	648	2.10	1,118	2.21
	Lutheran	4	4	1,214	1.90	998	1.91
	Methodist	4	-	768	1.98	1,298	1.98
	Muslim	21	1.94	416	1.99	674	1.95
	Nondenominational Christian	27	1.64	2,409	1.99	3,636	1.96
	Orthodox Christian	5	1.68	287	1.86	481	1.92
	Other Christian	40	1.59	1,453	1.96	2,605	1.95
	Presbyterian	7	1.81	459	1.93	896	1.93
	Spiritual, but not religious	38	1.61	2,836	2.09	4,417	2.08

^aWe only show means for groups of five (5) or more people.
^bEffect size^a measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. We used Cohen's effect size when the n is based on 25 or more people.
 Large positive difference Medium positive difference Small positive difference No difference
 Large negative difference Medium negative difference Small negative difference

	University of Bridgeport				All Other 4-Year Private Institutions				All Other Institutions																
	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators													
During your time at University of Bridgeport, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)																									
People who have a particular racial and/or ethnic identity	Never	115	57%	63	72%	46	54%	29	50%	10,145	36%	2,672	53%	2,701	46%	4,059	46%	10,735	38%	773	49%	1,112	42%	4,147	41%
	Rarely	43	21%	9	10%	24	28%	13	22%	7,589	27%	1,076	21%	1,739	29%	2,762	31%	6,886	25%	380	24%	2,259	31%	3,079	31%
	Sometimes	32	16%	10	11%	12	14%	13	22%	6,165	22%	856	17%	1,038	18%	1,525	17%	6,013	22%	276	17%	1,504	20%	1,981	20%
	Often	9	4%	3	3%	3	4%	3	5%	2,740	10%	275	5%	284	5%	401	5%	2,675	10%	90	6%	361	5%	567	6%
	Very often	4	2%	2	2%	0	0%	0	0%	1,512	5%	160	3%	133	2%	150	2%	1,582	6%	55	3%	168	2%	219	2%
	Total	203	100%	87	100%	85	100%	58	100%	28,151	100%	5,039	100%	5,895	100%	27,891	100%	13,578	100%	7,406	100%	9,993	100%		
People of a particular sexual	Never	118	59%	62	71%	56	66%	29	50%	8,159	29%	2,792	55%	2,631	45%	3,863	43%	10,762	39%	875	55%	3,458	47%	4,304	43%



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Experiences of Discrimination or Harassment

[Back to Table of Contents](#)

This worksheet includes three tables with data on Experiences of Discrimination or Harassment. Table 1 presents the survey question which asked people whether they had experienced discrimination or harassment.

Table 2 shows the percentage of people within different groups at your institution who experienced discrimination or harassment compared to those groups at other institutions. Arrows pointing down indicate that members of a group at your institution, on average, experienced less discrimination or harassment than their counterparts at other institutions; arrows pointing up indicate that group has experienced more discrimination or harassment. An "-" sign indicates that the groups are roughly the same. (For more details on effect sizes and high scores, see notes below Table 2.)

Table 3 provides more detail on experiences of discrimination or harassment, including frequencies for follow-up questions answered by those who indicated they had experienced discrimination or harassment.

Table 1: Experiences of Discrimination or Harassment	
Have you ever been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/event affiliated with University of Bridgeport? (Q13)	
Yes	
No	
Unsure	

Table 2: Experiences of Discrimination or Harassment by Demographic Categories													
	University of Bridgeport				All Other 4-Year Private Institutions				All Other Institutions				
	n	%	Yes ¹	Effect Size ²	n	%	Yes	Effect Size	n	%	Yes	Effect Size	
Results by Role													
Undergraduate Students	202	8%	↓	↓	28,250	17%	↓	↓	28,116	20%	↓	↓	
Graduate Students	86	8%	↓	↓	5,081	15%	↓	↓	3,990	15%	↓	↓	
Faculty	85	14%	↑↑↑	↑↑↑	5,921	21%	↑	↑	7,441	22%	↑	↑	
Staff	45	9%	↓	↓	6,982	18%	↑	↑	8,054	20%	↑	↑	
Administrators	13	0%	↓	↓	1,534	20%	↑	↑	1,976	26%	↑	↑	
Results by Role and Race/Ethnicity (Broad Categories)													
All Students	U.S. White	76	8%	↓	↓	22,886	14%	↓	↓	17,700	18%	↓	↓
	U.S. Persons of Color	175	7%	↓	↓	8,596	24%	↑	↑	10,088	23%	↑	↑
	International	34	9%	↓	↓	1,507	23%	↑	↑	1,667	23%	↑	↑
All Employees	U.S. White	94	13%	↓	↓	11,814	17%	↓	↓	13,205	18%	↓	↓
	U.S. Persons of Color	45	9%	↓	↓	2,612	27%	↑	↑	3,627	28%	↑	↑
	International	0	-	↓	↓	102	19%	↓	↓	365	26%	↑	↑
Results by Role and Gender													
All Students	Men (cisgender)	92	11%	↓	↓	13,879	13%	↓	↓	9,329	17%	↓	↓
	Women (cisgender)	194	6%	↓	↓	19,272	18%	↓	↓	19,213	21%	↓	↓
	Non-binary and/or transgender	3	0%	↓	↓	600	39%	↑	↑	1,067	41%	↑	↑
All Employees	Men (cisgender)	62	11%	↓	↓	6,407	13%	↓	↓	6,688	16%	↓	↓
	Women (cisgender)	77	12%	↓	↓	8,218	24%	↑	↑	10,494	24%	↑	↑
	Non-binary and/or transgender	3	-	↓	↓	98	34%	↑	↑	144	40%	↑	↑
Results by Role and Sexual Orientation (Broad Categories)													
All Students	Heterosexual	233	7%	↓	↓	27,769	14%	↓	↓	21,994	17%	↓	↓
	LSGBQ+	47	13%	↑	↑	5,321	29%	↑	↑	7,374	29%	↑	↑
All Employees	Heterosexual	128	11%	↓	↓	13,004	18%	↓	↓	14,518	19%	↓	↓
	LSGBQ+	13	15%	↑	↑	1,472	27%	↑	↑	2,308	31%	↑	↑
Results by Role and Religion (Broad Categories)													
All Students	Christian	168	5%	↓	↓	25,262	15%	↓	↓	15,452	18%	↓	↓
	Other religious affiliation	39	8%	↓	↓	1,083	23%	↑	↑	2,055	24%	↑	↑
	No religious affiliation	51	8%	↓	↓	5,402	22%	↑	↑	9,504	22%	↑	↑
All Employees	Christian	72	10%	↓	↓	9,449	19%	↓	↓	9,449	19%	↓	↓
	Other religious affiliation	16	6%	↓	↓	514	20%	↑	↑	808	23%	↑	↑
	No religious affiliation	40	18%	↑↑	↑↑	3,361	20%	↑	↑	5,574	21%	↑	↑
Results by Role and Political Affiliation													
All Students	Far left	22	5%	↓	↓	1,223	29%	↑	↑	2,098	31%	↑	↑
	Liberal	96	9%	↓	↓	8,954	21%	↓	↓	10,400	24%	↓	↓
	Middle-of-the-road	111	9%	↓	↓	12,457	14%	↓	↓	10,609	15%	↓	↓
	Conservative	31	6%	↓	↓	9,039	11%	↓	↓	4,484	17%	↓	↓
	Far right	6	0%	↓	↓	419	16%	↓	↓	421	15%	↓	↓
All Employees	Far left	5	0%	↓	↓	968	27%	↑	↑	1,464	30%	↑	↑
	Liberal	68	12%	↓	↓	5,498	20%	↓	↓	7,084	22%	↓	↓
	Middle-of-the-road	43	16%	↓	↓	4,819	18%	↓	↓	5,567	19%	↓	↓
	Conservative	24	0%	↓	↓	3,062	16%	↓	↓	3,569	18%	↓	↓
	Far right	0	-	↓	↓	64	20%	↓	↓	94	16%	↓	↓
Results by Role and Disability Status (Broad Categories)													
All Students	Long-term disability	19	20%	↑	↑	2,659	36%	↑	↑	3,059	36%	↑	↑
	Temporary disability	8	13%	↓	↓	584	32%	↑	↑	647	29%	↑	↑
	No disability	262	6%	↓	↓	30,000	15%	↓	↓	25,855	18%	↓	↓
All Employees	Long-term disability	7	14%	↓	↓	771	35%	↑	↑	997	36%	↑	↑
	Temporary disability	3	0%	↓	↓	264	35%	↑	↑	277	11%	↓	↓
	No disability	132	10%	↓	↓	13,720	18%	↓	↓	16,067	20%	↓	↓
Results by Race/Ethnicity (Detailed Categories, Students and Employees)													
	African	6	0%	↓	↓	203	24%	↓	↓	471	27%	↓	↓
	African American/Black	48	0%	↓	↓	1,114	27%	↓	↓	2,823	26%	↓	↓
	Alaska Native	0	0%	↓	↓	9	11%	↓	↓	10	50%	↓	↓
	Asian	21	0%	↓	↓	1,239	18%	↓	↓	1,550	18%	↓	↓
	Asian American	4	0%	↓	↓	445	23%	↓	↓	427	21%	↓	↓
	Caribbean/West Indian	13	0%	↓	↓	99	26%	↓	↓	167	25%	↓	↓
	Hispanic or Latina/a	50	4%	↓	↓	1,923	23%	↓	↓	2,360	19%	↓	↓
	Latin American	9	0%	↓	↓	189	24%	↓	↓	245	21%	↓	↓
	Middle Eastern	11	0%	↓	↓	243	19%	↓	↓	350	18%	↓	↓
	Native American/American Indian	0	-	↓	↓	112	25%	↓	↓	195	31%	↓	↓
	Native Hawaiian or other Pacific Islander	0	-	↓	↓	183	26%	↓	↓	49	16%	↓	↓
	South Asian	3	0%	↓	↓	145	28%	↓	↓	218	27%	↓	↓
	Southeast Asian	3	0%	↓	↓	78	15%	↓	↓	109	24%	↓	↓
	White	172	10%	↓	↓	35,073	15%	↓	↓	31,081	18%	↓	↓
	Some other race or ethnicity	11	27%	↑	↑	584	27%	↑	↑	742	34%	↑	↑
	Multiple race/ethnicity categories	63	8%	↓	↓	5,676	26%	↑	↑	5,717	27%	↑	↑
Results by Sexual Orientation (Detailed Categories, Students and Employees)													
	Asexual	15	13%	↑	↑	964	18%	↓	↓	1,202	18%	↓	↓
	Bisexual	30	10%	↓	↓	2,401	31%	↑	↑	3,369	29%	↑	↑
	Gay	8	13%	↑	↑	878	30%	↑	↑	1,001	18%	↓	↓
	Lesbian	9	11%	↑	↑	494	33%	↑	↑	861	31%	↑	↑
	Pansexual	5	0%	↓	↓	496	29%	↑	↑	797	36%	↑	↑
	Queer	6	0%	↓	↓	514	26%	↑	↑	814	47%	↑	↑
	Questioning	6	0%	↓	↓	569	24%	↑	↑	684	25%	↑	↑
	Straight (heterosexual)	361	8%	↓	↓	40,803	15%	↓	↓	36,912	18%	↓	↓
Results by Religion (Detailed Categories, Students and Employees)													
	Agnostic	27	19%	↓	↓	3,239	21%	↓	↓	4,910	21%	↓	↓
	Atheist	25	8%	↓	↓	2,068	20%	↓	↓	3,722	21%	↓	↓
	Baptist	23	17%	↓	↓	782	21%	↓	↓	2,326	18%	↓	↓
	Buddhist	4	0%	↓	↓	343	24%	↓	↓	492	19%	↓	↓
	Catholic	122	6%	↓	↓	7,509	16%	↓	↓	7,849	17%	↓	↓
	The Church of Jesus Christ of Latter-day Saints	1	-	↓	↓	18,872	15%	↓	↓	1,055	17%	↓	↓
	Episcopal	5	20%	↓	↓	343	20%	↓	↓	624	24%	↓	↓
	Hindu	13	8%	↓	↓	219	17%	↓	↓	243	20%	↓	↓
	Jehovah's Witness	1	8%	↓	↓	34	15%	↓	↓	89	16%	↓	↓
	Jewish	15	7%	↓	↓	555	22%	↓	↓	1,138	28%	↓	↓
	Lutheran	4	0%	↓	↓	3,225	24%	↓	↓	566	18%	↓	↓
	Methodist	5	0%	↓	↓	778	17%	↓	↓	1,332	16%	↓	↓
	Muslim	23	9%	↓	↓	430	25%	↓	↓	708	19%	↓	↓
	Nondenominational Christian	26	4%	↓	↓	2,444	20%	↓	↓	3,897	18%	↓	↓
	Orthodox Christian	5	0%	↓	↓	297	16%	↓	↓	417	16%	↓	↓
	Other Christian	41	2%	↓	↓	1,480	19%	↓	↓	2,673	17%	↓	↓
	Presbyterian	7	0%	↓	↓	464	16%	↓	↓	855	18%	↓	↓
	Spiritual, but not religious	39	10%	↓	↓	2,860	21%	↓	↓	4,500	23%	↓	↓

¹Yes only shows percentages for groups of five (5) or more people.
²Effect size² measures the magnitude of the difference between the percentage for your students and employees and the percentage for students and employees at other institutions. We only report effect size when the percentage is based on 10 or more people.
 Large positive difference Medium positive difference Small positive difference - No difference
 Large negative difference Medium negative difference Small negative difference

Table 3: Responses to Questions About Experiences of Discrimination or Harassment																	
		University of Bridgeport					All Other 4-Year Private Institutions					All Other Institutions					
		Undergraduate Students	Graduate Students	Faculty	Staff/Administrators		Undergraduate Students	Graduate Students	Faculty	Staff/Administrators		Undergraduate Students	Graduate Students	Faculty	Staff/Administrators		
Please indicate your level of agreement with the following items. (Q12)																	
If experienced or observed an act of discrimination or harassment while at University of Bridgeport, I know whom to contact to report the incident.	Strongly agree	64	32%	31	36%	46	55%	43	24%	5,049	18%	1,066	21%	1,943	22%	3,619	41%
	Agree	62	31%	23	27%	29	35%	9	16%	7,902	28%	1,494	30%	2,311	39%	3,419	38%
	Neither agree nor disagree	36	18%	14	16%	5	6%	2	3%	3,829	14%	768	15%	606	10%	678	8%
	Disagree	30	15%	10	12%	3	4%	2	3%	2,877	10%	1,157	23%	773	13%	914	10%
The process for reporting acts of discrimination or harassment at University of Bridgeport is clear to me.	Strongly agree	11	5%	7	8%	11	13%	2	3%	1,511	12%	564	11%	275	3%	298	3%
	Disagree	203	100%	85	100%	84	100%	58	100%	28,170	100%	5,053	100%	5,908	100%	8,919	100%

	203	100%	85	100%	84	100%	58	100%	28,152	100%	5,045	100%	5,509	100%	8,920	100%	27,927	100%	1,881	100%	7,436	100%	10,022	100%
Total	65	32%	27	32%	42	50%	36	62%	3,872	14%	845	17%	1,178	23%	2,373	27%	5,712	20%	302	16%	1,743	23%	3,108	31%
Strongly agree	50	24%	21	25%	29	34%	12	21%	4,126	16%	917	18%	1,467	28%	2,942	33%	5,143	18%	317	17%	2,012	27%	2,692	27%
Agree	14	7%	6	7%	13	15%	24	41%	3,272	12%	707	14%	711	13%	831	9%	5,974	21%	185	10%	1,531	20%	2,416	24%
Neither agree nor disagree	44	22%	15	18%	14	17%	2	4%	4,870	18%	971	19%	1,171	22%	1,641	18%	5,009	18%	317	17%	2,012	27%	2,692	27%
Disagree	29	14%	14	16%	6	7%	4	7%	5,625	21%	1,418	28%	1,429	26%	1,780	20%	7,049	25%	407	22%	1,557	21%	1,618	16%
Strongly disagree	15	7%	8	9%	11	13%	2	3%	5,194	19%	818	16%	582	10%	635	7%	5,980	21%	208	11%	637	8%	607	6%
Total	203	100%	85	100%	84	100%	58	100%	27,927	100%	5,039	100%	5,307	100%	8,911	100%	27,883	100%	1,881	100%	7,429	100%	10,011	100%
Yes	16	8%	7	8%	13	14%	4	7%	4,801	17%	751	15%	1,243	23%	1,613	18%	5,763	20%	342	18%	1,873	25%	1,984	20%
No	174	86%	75	85%	67	79%	48	83%	20,987	74%	3,887	76%	4,232	77%	6,633	74%	19,692	70%	1,221	64%	5,080	68%	7,319	73%
Unsure	12	6%	6	7%	6	7%	6	10%	2,462	9%	445	9%	472	9%	670	8%	2,662	9%	127	7%	688	9%	727	7%
Total	203	100%	88	100%	85	100%	58	100%	28,250	100%	5,083	100%	5,521	100%	8,916	100%	28,116	100%	1,590	100%	7,441	100%	10,030	100%
How often have you been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/vent affiliated with University of Bridgeport for the following reasons? (Q14)																								
Respondents who selected "Yes" for Question 13 saw Question 14.																								
Never	4	25%	2	29%	0	0%	2	50%	2,462	52%	353	48%	823	68%	1,078	68%	2,797	49%	98	41%	975	59%	1,217	63%
Rarely	1	6%	1	14%	0	0%	1	25%	463	9%	65	9%	108	9%	164	10%	601	11%	20	8%	156	12%	199	10%
Sometimes	7	44%	4	57%	0	0%	1	25%	508	10%	100	13%	177	15%	304	12%	1,074	19%	53	23%	271	17%	325	16%
Often	2	13%	1	14%	0	0%	0	0%	526	11%	104	14%	56	5%	93	4%	698	12%	30	13%	114	7%	121	6%
Very often	2	13%	2	29%	0	0%	0	0%	408	9%	58	8%	52	4%	59	4%	542	9%	26	11%	86	5%	78	4%
Total	16	100%	7	100%	12	100%	4	100%	4,779	100%	728	100%	1,215	100%	1,588	100%	5,712	100%	237	100%	1,642	100%	1,940	100%
Because of my racial and/or ethnic identity																								
Never	4	25%	2	29%	0	0%	2	50%	2,462	52%	353	48%	823	68%	1,078	68%	2,797	49%	98	41%	975	59%	1,217	63%
Rarely	1	6%	1	14%	0	0%	1	25%	463	9%	65	9%	108	9%	164	10%	601	11%	20	8%	156	12%	199	10%
Sometimes	7	44%	4	57%	0	0%	1	25%	508	10%	100	13%	177	15%	304	12%	1,074	19%	53	23%	271	17%	325	16%
Often	2	13%	1	14%	0	0%	0	0%	526	11%	104	14%	56	5%	93	4%	698	12%	30	13%	114	7%	121	6%
Very often	2	13%	2	29%	0	0%	0	0%	408	9%	58	8%	52	4%	59	4%	542	9%	26	11%	86	5%	78	4%
Total	16	100%	7	100%	12	100%	4	100%	4,779	100%	728	100%	1,215	100%	1,588	100%	5,712	100%	237	100%	1,642	100%	1,940	100%
Because of my sexual orientation																								
Never	9	56%	7	100%	12	100%	3	75%	3,530	74%	583	79%	1,043	86%	1,385	87%	3,844	67%	164	69%	1,516	83%	1,609	83%
Rarely	1	6%	0	0%	0	0%	1	25%	364	8%	66	9%	68	6%	88	6%	609	11%	23	10%	102	6%	139	7%
Sometimes	3	19%	0	0%	0	0%	0	0%	407	9%	53	7%	70	6%	77	5%	702	12%	26	11%	130	8%	135	7%
Often	2	13%	0	0%	0	0%	0	0%	292	6%	23	3%	29	2%	22	1%	316	6%	14	6%	28	2%	32	2%
Very often	1	6%	0	0%	0	0%	0	0%	209	4%	18	2%	16	1%	12	1%	232	4%	9	4%	13	1%	18	1%
Total	16	100%	7	100%	12	100%	4	100%	4,767	100%	743	100%	1,219	100%	1,584	100%	5,703	100%	236	100%	1,629	100%	1,933	100%
Because of my gender or gender identity																								
Never	7	44%	4	57%	0	0%	3	75%	4,122	16%	333	48%	429	35%	651	41%	2,215	48%	106	45%	106	45%	891	46%
Rarely	1	6%	2	29%	0	0%	0	0%	535	11%	94	13%	133	11%	181	11%	693	12%	36	15%	201	12%	244	13%
Sometimes	4	25%	0	0%	0	0%	0	0%	1,005	21%	159	21%	388	32%	464	29%	1,172	21%	51	22%	509	31%	509	26%
Often	3	19%	0	0%	0	0%	1	25%	579	12%	86	12%	162	13%	205	13%	690	12%	26	11%	200	12%	159	8%
Very often	1	6%	1	14%	0	0%	0	0%	317	7%	51	7%	100	8%	96	6%	425	7%	18	8%	116	7%	103	5%
Total	16	100%	7	100%	12	100%	4	100%	4,768	100%	743	100%	1,228	100%	1,597	100%	5,715	100%	237	100%	1,644	100%	1,937	100%
Because of my socioeconomic background																								
Never	9	56%	3	42%	11	92%	3	75%	2,904	61%	463	63%	629	76%	1,133	72%	3,151	55%	134	65%	1,444	73%	1,301	67%
Rarely	3	19%	2	29%	1	8%	0	0%	730	15%	103	14%	146	18%	213	13%	916	16%	34	16%	223	14%	275	14%
Sometimes	3	19%	1	14%	0	0%	1	25%	230	4%	130	18%	109	13%	170	10%	1,004	18%	23	11%	135	8%	248	14%
Often	1	6%	1	14%	0	0%	0	0%	215	4%	38	5%	22	2%	20	1%	380	7%	17	8%	40	2%	65	3%
Very often	0	0%	0	0%	0	0%	0	0%	146	3%	26	4%	21	2%	21	1%	259	5%	9	4%	22	1%	31	2%
Total	16	100%	7	100%	12	100%	4	100%	4,771	100%	740	100%	1,213	100%	1,587	100%	5,710	100%	237	100%	1,631	100%	1,936	100%
Because of my religious background																								
Never	11	73%	5	71%	10	83%	4	100%	3,285	69%	497	67%	854	70%	1,207	76%	3,789	66%	149	63%	1,028	67%	1,366	71%
Rarely	0	0%	1	14%	1	8%	0	0%	594	12%	94	13%	162	13%	180	11%	718	13%	31	13%	225	14%	233	12%
Sometimes	3	19%	0	0%	1	8%	0	0%	536	11%	86	12%	130	11%	138	9%	576	10%	22	9%	213	13%	242	12%
Often	1	7%	1	14%	0	0%	0	0%	200	4%	32	4%	43	4%	41	3%	48	8%	113	5%	60	4%	58	3%
Very often	0	0%	0	0%	0	0%	0	0%	113	2%	35	5%	32	3%	15	1%	197	3%	14	6%	37	2%	38	2%
Total	15	100%	7	100%	12	100%	4	100%	4,768	100%	744	100%	1,219	100%	1,588	100%	5,713	100%	237	100%	1,633	100%	1,937	100%
Because of my disability																								
Never	13	81%	6	86%	12	100%	4	100%	3,860	81%	575	78%	1,028	84%	1,387	86%	4,608	81%	189	80%	1,457	80%	1,607	80%
Rarely	1	6%	1	14%	0	0%	0	0%	428	9%	73	10%	53	5%	58	5%	367	6%	15	6%	61	4%	82	4%
Sometimes	2	13%	0	0%	0	0%	0	0%	351	7%	61	8%	44	4%	73	5%	432	8%	22	9%	73	5%	96	5%
Often	0	0%	0	0%	0	0%	0																	



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Interactions with Different Groups

[Back to Table of Contents](#)

Table 1: % Reporting High Levels of Interaction* with Different Groups of People at University of Bridgeport
In the last year, about how often have you interacted with the following groups, while at University of Bridgeport? (Q3)

Results by Role		People who hold a political philosophy, or view that differs from yours										
		People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	People who hold a political philosophy, or view that differs from yours	
Undergraduate Students	Daily	204	72%	50%	53%	72%	53%	28%	27%	61%	43%	60%
	Weekly	82	27%	53%	37%	26%	46%	30%	26%	30%	56%	40%
	Monthly	35	11%	19%	13%	10%	17%	10%	10%	12%	21%	15%
	Not at all/not that I'm aware of	45	15%	18%	18%	12%	21%	28%	21%	17%	20%	25%
Faculty	Daily	85	34%	53%	55%	55%	28%	17%	20%	51%	34%	51%
	Weekly	45	18%	21%	18%	12%	28%	18%	12%	25%	16%	18%
	Monthly	13	5%	7%	7%	5%	9%	6%	6%	7%	10%	7%
	Not at all/not that I'm aware of	13	5%	7%	7%	5%	9%	6%	6%	7%	10%	7%
Administrators	Daily	13	50%	77%	77%	77%	69%	43%	28%	61%	40%	56%
	Weekly	13	50%	77%	77%	77%	69%	43%	28%	61%	40%	56%
	Monthly	13	50%	77%	77%	77%	69%	43%	28%	61%	40%	56%
	Not at all/not that I'm aware of	13	50%	77%	77%	77%	69%	43%	28%	61%	40%	56%
All Students	Daily	31	60%	60%	57%	76%	61%	40%	29%	57%	63%	67%
	Weekly	137	60%	60%	60%	46%	64%	52%	35%	50%	60%	60%
	Monthly	34	24%	19%	18%	16%	18%	12%	15%	19%	27%	28%
	Not at all/not that I'm aware of	45	31%	21%	21%	18%	21%	28%	21%	17%	20%	25%
All Employees	Daily	45	89%	89%	79%	83%	44%	22%	24%	69%	69%	87%
	Weekly	13	26%	26%	26%	26%	26%	26%	26%	26%	26%	26%
	Monthly	13	26%	26%	26%	26%	26%	26%	26%	26%	26%	26%
	Not at all/not that I'm aware of	13	26%	26%	26%	26%	26%	26%	26%	26%	26%	26%
All Students	Men (excl. gender)	91	73%	53%	41%	76%	62%	40%	22%	54%	48%	67%
	Women (incl. transgender)	156	73%	49%	45%	76%	55%	33%	17%	59%	42%	60%
	Non-binary and/or transgender	3	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	62	80%	69%	69%	84%	84%	44%	26%	87%	73%	89%
All Employees	Men (excl. gender)	17	86%	86%	86%	86%	86%	86%	86%	86%	86%	86%
	Women (incl. transgender)	17	86%	86%	86%	86%	86%	86%	86%	86%	86%	86%
	Non-binary and/or transgender	17	86%	86%	86%	86%	86%	86%	86%	86%	86%	86%
	Total	17	86%	86%	86%	86%	86%	86%	86%	86%	86%	86%
All Students	Hispanic/Latino	235	76%	55%	49%	74%	62%	39%	20%	65%	47%	67%
	Black	47	64%	38%	50%	62%	38%	43%	15%	11%	12%	10%
	Asian	128	52%	52%	47%	54%	42%	26%	20%	42%	40%	41%
	Other	13	100%	92%	92%	100%	100%	100%	100%	100%	100%	100%
All Employees	Hispanic/Latino	47	64%	38%	50%	62%	38%	43%	15%	11%	12%	10%
	Black	128	52%	52%	47%	54%	42%	26%	20%	42%	40%	41%
	Asian	13	100%	92%	92%	100%	100%	100%	100%	100%	100%	100%
	Other	13	100%	92%	92%	100%	100%	100%	100%	100%	100%	100%
All Students	Christian	171	75%	54%	51%	73%	56%	33%	21%	58%	44%	64%
	Other religious affiliation	49	49%	49%	49%	49%	49%	49%	49%	49%	49%	49%
	No religious affiliation	50	60%	52%	51%	60%	54%	38%	20%	40%	47%	50%
	Total	270	60%	52%	51%	60%	54%	38%	21%	58%	44%	64%
All Employees	Christian	72	92%	89%	88%	88%	88%	88%	88%	88%	88%	88%
	Other religious affiliation	15	94%	94%	94%	94%	94%	94%	94%	94%	94%	94%
	No religious affiliation	40	86%	83%	79%	86%	86%	86%	86%	86%	86%	86%
	Total	127	92%	89%	88%	88%	88%	88%	88%	88%	88%	88%
All Students	Far left	22	72%	53%	45%	72%	68%	73%	18%	28%	39%	55%
	Liberal	97	81%	53%	44%	78%	58%	34%	18%	40%	49%	69%
	Middle of the road	112	67%	66%	66%	70%	55%	34%	12%	12%	12%	12%
	Conservative	6	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%
All Employees	Far left	6	63%	63%	63%	63%	63%	63%	63%	63%	63%	63%
	Liberal	14	88%	88%	88%	88%	88%	88%	88%	88%	88%	88%
	Middle of the road	43	89%	86%	84%	88%	72%	39%	28%	23%	7%	10%
	Conservative	24	92%	82%	67%	79%	79%	79%	79%	79%	79%	79%
All Students	Legal/mental disability	10	86%	84%	74%	84%	84%	74%	37%	21%	24%	28%
	Temporary disability	8	76%	50%	50%	63%	63%	63%	25%	63%	37%	50%
	No disability	262	71%	48%	48%	71%	54%	14%	17%	61%	43%	50%
	Total	280	80%	80%	79%	80%	79%	43%	29%	14%	17%	18%
All Employees	Legal/mental disability	3	86%	86%	86%	86%	86%	86%	86%	86%	86%	86%
	Temporary disability	3	86%	86%	86%	86%	86%	86%	86%	86%	86%	86%
	No disability	132	89%	91%	72%	95%	83%	67%	42%	20%	8%	6%
	Total	138	89%	91%	72%	95%	83%	67%	42%	20%	8%	6%
All Students	African American	6	50%	33%	17%	50%	67%	33%	0%	0%	67%	17%
	Hispanic/Latino	6	50%	42%	44%	60%	46%	33%	0%	0%	60%	33%
	Asian American	22	62%	64%	41%	51%	86%	62%	23%	24%	62%	57%
	Other	14	85%	77%	43%	64%	77%	62%	0%	15%	64%	38%
All Employees	African American	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Hispanic/Latino	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Asian American	1	55%	27%	64%	64%	64%	30%	18%	80%	55%	55%
	Other	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Students	South Asian	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	South American	3	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	White	171	88%	78%	63%	67%	73%	73%	30%	13%	73%	62%
	Other	11	78%	78%	63%	67%	73%	73%	30%	13%	73%	62%
All Employees	South Asian	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	South American	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	White	171	88%	78%	63%	67%	73%	73%	30%	13%	73%	62%
	Other	11	78%	78%	63%	67%	73%	73%	30%	13%	73%	62%
All Students	Multiple race/ethnicity categories	65	60%	59%	59%	63%	66%	63%	20%	22%	53%	73%
	Other	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Other	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	65	60%	59%	59%	63%	66%	63%	20%	22%	53%	73%
All Employees	Multiple race/ethnicity categories	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Other	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Other	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Students	Strategic/International	163	81%	68%	56%	61%	68%	28%	16%	62%	53%	75%
	Other	26	96%	81%	69%	92%	83%	77%	50%	15%	88%	72%
	Other	26	96%	81%	69%	92%	83%	77%	50%	15%	88%	72%
	Total	189	81%	68%	56%	61%	68%	28%	16%	62%	53%	75%
All Employees	Strategic/International	1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Other	1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Other	1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

*High levels include people who answered "Daily" or "Weekly" to the respective question.
†Indicates those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: How Often People Interact with Different Groups on Campus

	University of Bridgeport				All Other 4-Year Private Institutions				All Other Institutions															
	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators												
In the last year, about how often have you interacted with the following people while at University of Bridgeport? (Q3)																								
People who have a racial or ethnic identity other than your own																								
Daily	112	55%	38%	44%	62	73%	46	79%	15,714	65%	2,272	45%	1,511	69%	5,501	62%	18,032	68%	930	12%	5,126	72%	7,096	71%
Weekly	32	16%	29	33%	18	21%	7	12%	2,172	25%	1,741	34%	1,770	30%	1,602	27%	4,077	29%	477	27%	1,626	22%	1,889	26%
Monthly	30	15%	5	6%	3	4%	1	2%	2,482	30%	304	6%	304	5%	554	9%	82	6%	187	3%	664	9%		
Not at all/not that I'm aware of	45	22%	7	8%	7	8%	3	5%	2,431	31%	454	9%	115	2%	685	8%	1,730	12%	215	13%	463	6%		
Total	204	100%	87	100%	80	100%	18	100%	28,241	100%	5,067	100%	5,307	100%	6,410	100%	28,052	100%	1,583	100%	7,440	100%	10,005	100%
People from a socioeconomic background other than your own																								
Daily	29	39%	26	30%	60	69%	40	69%	11,240	54%	2,207	40%	1,118	50%	5,111	58%	14,855	60%	794	40%	5,106	69%	6,599	66%
Weekly	24	32%	20	23%	19	22%	11	19%	6,430	29%	1,271	21%	1,658	29%	1,854	21%	5,933	23%	406	20%	1,596	21%	1,863	19%
Monthly	12	16%	9	10%	0	0%	0	0%	1,121	5%	362	7%	224	4%	535	6%	1,076	4%	84	5%	177	2%	412	4%
Not at all/not that I'm aware of	58																							

People who are	Daily	82	40%	30	34%	58	68%	43	74%	11,515	41%	2,090	41%	4,377	74%	7,221	81%	11,345	46%	770	49%	5,817	78%	8,282	89%
significantly older or	Weekly	59	19%	59	34%	37	22%	11	21%	7,499	26%	1,741	34%	1,123	20%	1,114	17%	1,243	26%	566	33%	1,199	16%	1,124	11%
younger than you	Monthly	9	4%	7	8%	2	2%	1	2%	1,427	5%	161	3%	111	2%	158	2%	1,037	4%	77	5%	140	2%	177	2%
	A few times	45	22%	13	15%	3	4%	1	2%	4,637	16%	613	12%	190	3%	282	3%	3,838	14%	146	10%	205	3%	286	3%
	Not at all/not that often/never at	78	14%	4	5%	1	4%	1	2%	1,745	6%	251	5%	52	1%	77	1%	1,960	7%	77	5%	67	1%	86	1%
	Total	203	100%	88	100%	85	100%	58	100%	28,243	100%	5,070	100%	5,903	100%	8,422	100%	28,033	100%	1,586	100%	7,439	100%	10,033	100%



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Comfort Interacting with Different Groups

[Back to Table Contents](#)

Table 1: % Reporting High Levels of Comfort* Interacting with Different Groups of People at University of Bridgeport

Results by Role	How comfortable are you interacting with the following people? (Q4)	People who have a racial or ethnic identity other than your own										People who have a sexual orientation other than your own										People who have a religious affiliation or view that differs from yours										People who hold a political affiliation, philosophy, or view that differs from yours										People who are significantly older or younger than you									
		Very comfortable	Comfortable	Somewhat comfortable	Somewhat uncomfortable	Uncomfortable	Very uncomfortable	Very comfortable	Comfortable	Somewhat comfortable	Somewhat uncomfortable	Uncomfortable	Very uncomfortable	Very comfortable	Comfortable	Somewhat comfortable	Somewhat uncomfortable	Uncomfortable	Very uncomfortable	Very comfortable	Comfortable	Somewhat comfortable	Somewhat uncomfortable	Uncomfortable	Very uncomfortable	Very comfortable	Comfortable	Somewhat comfortable	Somewhat uncomfortable	Uncomfortable	Very uncomfortable	Very comfortable	Comfortable	Somewhat comfortable	Somewhat uncomfortable	Uncomfortable	Very uncomfortable														
All Students	U.S. Whites	35	42%	17%	10%	1%	1%	35	42%	17%	10%	1%	1%	35	42%	17%	10%	1%	1%	35	42%	17%	10%	1%	1%	35	42%	17%	10%	1%	1%	35	42%	17%	10%	1%	1%														
	U.S. Persons of Color	177	21%	35%	22%	12%	5%	177	21%	35%	22%	12%	5%	177	21%	35%	22%	12%	5%	177	21%	35%	22%	12%	5%	177	21%	35%	22%	12%	5%	177	21%	35%	22%	12%	5%														
	International	34	40%	29%	20%	7%	4%	34	40%	29%	20%	7%	4%	34	40%	29%	20%	7%	4%	34	40%	29%	20%	7%	4%	34	40%	29%	20%	7%	4%	34	40%	29%	20%	7%	4%														
All Employees	U.S. Whites	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%														
	U.S. Persons of Color	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%	45	100%	88%	68%	48%	28%														
	International	0	-	-	-	-	-	0	-	-	-	-	-	0	-	-	-	-	-	0	-	-	-	-	-	0	-	-	-	-	-	-	-	-																	

*High Levels include people who answered "Very comfortable" or "Somewhat comfortable" to the respective statement.
†Indicates those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: How Comfortable People Are Interacting with Different Groups on Campus

How comfortable are you interacting with the following people? (Q4)	University of Bridgeport										All Other 4-Year Private Institutions													
	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/Administrators												
People who have a racial or ethnic identity other than your own	187	72%	72	82%	79	83%	57	88%	21,420	83%	4,115	81%	5,105	86%	7,511	84%	22,278	79%	1,285	81%	6,408	86%	8,519	85%
Very comfortable	22	12%	10	15%	5	8%	1	2%	1,448	7%	282	7%	479	12%	1,071	25%	3,902	24%	309	24%	209	24%	1,106	13%
Somewhat comfortable	19	10%	4	6%	5	7%	0	0%	1,356	6%	263	6%	402	10%	978	23%	3,431	21%	79	6%	151	18%	389	5%
Somewhat uncomfortable	2	1%	1	1%	0	0%	0	0%	24	0%	40	1%	24	0%	36	1%	116	1%	8	1%	27	0%	41	0%
Uncomfortable	1	0%	0	0%	0	0%	0	0%	18	0%	30	0%	18	0%	26	0%	88	0%	0	0%	0	0%	0	0%
Very uncomfortable	1	0%	0	0%	0	0%	0	0%	17	0%	28	0%	17	0%	24	0%	83	0%	0	0%	0	0%	0	0%
Total	204	100%	88	100%	85	100%	58	100%	26,241	100%	10,807	100%	15,105	100%	20,816	100%	58,016	100%	1,588	100%	7,449	100%	10,040	100%
People from a socioeconomic background other than your own	157	67%	68	78%	75	88%	51	81%	21,387	78%	3,909	77%	4,839	82%	7,107	80%	20,346	79%	1,217	77%	6,076	82%	8,115	81%
Very comfortable	12	8%	11	16%	7	9%	3	6%	1,409	7%	276	7%	340	7%	525	12%	1,840	9%	153	12%	480	7%	244	3%
Somewhat comfortable	28	18%	6	9%	3	4%	0	0%	1,426	7%	247	6%	159	3%	360	4%	2,099	7%	109	7%	214	3%	467	5%
Somewhat uncomfortable	4	3%	1	1%	0	0%	0	0%	155	1%	26	1%	15	0%	26	0%	156	1%	21	1%	54	1%	95	1%
Uncomfortable	4	3%	1	1%	0	0%	0	0%	115	1%	19	1%	11	0%	19	0%	115	1%	15	1%	38	0%	59	1%
Very uncomfortable	1	1%	0	0%	0	0%	0	0%	15	0%	26	0%	15	0%	26	0%	156	1%	21	1%	54	1%	95	1%
Total	204	100%	87	100%	85	100%	58	100%	28,213	100%	5,080	100%	5,900	100%	8,620	100%	28,044	100%	1,588	100%	7,449	100%	10,014	100%
People who have a sexual orientation other than your own	142	70%	66	78%	73	86%	50	85%	21,823	84%	3,644	74%	4,701	80%	6,728	76%	20,770	76%	1,211	78%	6,171	80%	8,126	81%
Very comfortable	15	10%	10	15%	10	14%	5	10%	1,717	8%	311	8%	372	8%	503	8%	1,116	8%	108	7%	250	7%	316	4%
Somewhat comfortable	3	2%	1	1%	0	0%	0	0%	1,485	7%	181	5%	181	3%	244	3%	731	3%	34	2%	96	1%	131	1%
Somewhat uncomfortable	1	1%	1	1%	0	0%	0	0%	362	1%	45	1%	15	0%	15	0%	304	1%	8	1%	30	0%	48	0%
Uncomfortable	1	1%	1	1%	0	0%	0	0%	200	1%	251	7%	181	3%	244	3%	681	3%	20	1%	69	1%	104	1%
Very uncomfortable	1	1%	1	1%	0	0%	0	0%	155	1%	19	0%	15	0%	19	0%	156	1%	21	1%	54	1%	95	1%
Total	204	100%	87	100%	85	100%	58	100%	26,213	100%	5,080	100%	5,900	100%	8,620	100%	28,044	100%	1,588	100%	7,449	100%	10,014	100%
People whose gender differs from yours	151	74%	71	81%	79	93%	57	98%	20,211	76%	3,589	73%	4,509	78%	6,811	80%	19,811	74%	1,181	80%	7,449	80%	9,014	80%
Very comfortable	13	9%	6	8%	4	5%	1	2%	4,480	22%	587	12%	416	7%	716	7%	3,956	24%	107	12%	456	5%	713	7%
Somewhat comfortable	17	8%	6	7%	7	8%	2	4%	1,518	4%	210	4%	120	2%	225	1%	1,486	7%	69	4%	150	1%	181	1%
Somewhat uncomfortable	1	0%	2	2%	0	0%	0	0%	40	0%	24	0%	11	0%	45	0%	136	1%	13	1%	21	0%	44	0%
Uncomfortable	2	1%	1	1%	0	0%	0	0%	17	0%	21	0%	23	0%	31	0%	116	1%	5	0%	19	0%	31	0%
Very uncomfortable	1	0%	1	1%	0	0%	0	0%	11	0%	14	0%	15	0%	19	0%	116	1%	34	2%	96	1%	131	1%
Total	204	100%	88	100%	85	100%	58	100%	26,241	100%	5,080	100%	5,900	100%	8,620	100%	28,044	100%	1,588	100%	7,449	100%	10,014	100%
People from a religious background other than your own	149	73%	69	78%	75	88%	53	91%	21,385	78%	3,907	78%	4,839	82%	7,107	80%	20,346	79%	1,217	77%	6,076	82%	8,115	81%
Very comfortable	11	8%	12	17%	7	9%	3	6%	1,409	7%	276	7%	340	7%	525	12%	1,840	9%	153	12%	480	7%	244	3%
Somewhat comfortable	20	13%	5	7%	4	5%	2	4%	1,426	7%	247	6%	159	3%	360	4%	2,099	7%	109	7%	214	3%	467	5%
Somewhat uncomfortable	4	3%	1	1%	0	0%	0	0%	155	1%	26	1%	15	0%	26	0%	156	1%	21	1%	54	1%	95	1%
Uncomfortable	4	3%	1	1%	0	0%	0	0%	115	1%	19	1%	11	0%	19	0%	115	1%	15	1%	38	0%	59	1%
Very uncomfortable	1	1%	0	0%	0	0%	0	0%	15	0%	26	0%	15	0%	26	0%	156	1%	21	1%	54	1%	95	1%
Total	204	100%	88	100%	85	100%	58	100%	28,213	100%	5,080	100%	5,900	100%	8,620	100%	28,044	100%	1,588	100%	7,449	100%	10,014	100%
People from a country other than your own	157	77%	70	80%	77	91%	56	97%	21,348	82%	4,115	82%	5,105	86%	7,511	84%	22,278	79%	1,285	81%	6,408	86%	8,519	85%
Very comfortable	11	7%	11	16%	5	7%	2	4%	1,409	7%	276	7%	340	7%	525	12%	1,840	9%	153	12%	480	7%	244	3%
Somewhat comfortable	28	18%	6	9%	3	4%	0	0%	1,426	7%	247	6%	159	3%	360	4%	2,099	7%	109	7%	214	3%	467	5%
Somewhat uncomfortable	4	3%	1	1%	0	0%	0	0%	155	1%	26	1%	15	0%	26	0%	156	1%	21	1%	54	1%	95	1%
Uncomfortable	4	3%	1	1%	0	0%	0	0%	115	1%	19	1%	11	0%	19	0%	115	1%	15	1%	38	0%	59	1%
Very uncomfortable	1	1%	0	0%	0	0%	0	0%	15	0%	26	0%	15	0%	26	0%	156	1%	21	1%	54	1%	95	1%
Total	204	100%	88	100%	85	100%	58	100%	26,241	100%	5,080	100%	5,900	100%	8,620	100%	28,044	100%	1,588	100%	7,449	100%	10,014	100%
People who hold a political affiliation, philosophy, or view that differs from yours	157	77%	70	80%	77	91%	56	97%	21,348	82%	4,115	82%	5,105	86%	7,511	84%	22,278	79%	1,285	81%	6,408	86%	8,519	85%
Very comfortable	11	7%	11	16%	5	7%	2	4%	1,409	7%	276	7%	340	7%	525	12%	1,840	9%	153	12%	480	7%	244	3%
Somewhat comfortable	28	18%	6	9%	3	4%	0	0%	1,426	7%	247	6%	159	3%	360	4%	2,099	7%	109	7%	214			

People who are	Very comfortable	126	63%	68	77%	79	83%	54	89%	10,897	67%	1,985	78%	5,367	82%	7,772	87%	19,218	88%	1,240	78%	6,691	80%	8,021	88%
Significantly older or	Somewhat comfortable	61	20%	15	23%	4	5%	4	7%	1,125	15%	767	16%	1,421	21%	96	10%	6,011	27%	1,848	18%	565	8%	868	4%
younger than you	Neither comfortable nor uncomfortable	21	10%	7	10%	2	2%	0	0%	1,124	15%	231	5%	59	1%	211	2%	1,580	7%	74	5%	155	2%	104	3%
	Somewhat uncomfortable	2	1%	1	1%	0	0%	0	0%	586	2%	52	1%	21	0%	26	0%	535	2%	20	1%	19	0%	43	0%
	Very uncomfortable	1	0%	1	1%	0	0%	0	0%	102	0%	34	0%	11	0%	18	0%	133	0%	5	0%	12	0%	27	0%
	Total	201	100%	88	100%	85	100%	58	100%	16,248	100%	1,087	100%	1,513	100%	8,921	100%	28,058	100%	1,587	100%	7,445	100%	10,041	100%

Disability issues	Somewhat decreased my support	6	3%	5	6%	3	1%	0	0%	568	2%	83	2%	154	3%	113	1%	577	2%	33	2%	222	2%	128	1%
	Greatly decreased my support	8	2%	1	1%	10	6%	1	2%	219	1%	42	1%	41	1%	54	0%	224	1%	17	1%	47	1%	24	0%
	Have not engaged in this activity	84	46%	24	28%	25	30%	59	33%	11,123	47%	1,715	41%	1,973	38%	3,319	41%	11,137	45%	867	43%	2,189	33%	3,639	42%
	Total	201	100%	86	100%	83	100%	58	100%	27,676	100%	4,169	100%	5,553	100%	8,558	100%	24,724	100%	1,548	100%	6,281	100%	8,614	100%
	Greatly increased my support	60	30%	29	34%	23	28%	13	22%	6,985	25%	1,197	29%	1,438	22%	1,719	20%	6,710	27%	400	26%	1,439	21%	1,679	19%
Participated in discussions, training, or activities on immigration issues	Somewhat increased my support	50	25%	26	30%	21	25%	17	29%	6,151	23%	1,045	25%	1,452	25%	2,034	24%	5,820	23%	352	23%	1,604	23%	1,962	23%
	Somewhat decreased my support	6	3%	3	3%	2	2%	0	0%	1,000	4%	119	3%	131	2%	188	2%	876	4%	38	2%	116	2%	183	2%
	Greatly decreased my support	1	0%	1	1%	0	0%	1	2%	419	2%	76	2%	86	1%	85	1%	411	2%	46	3%	17	1%	75	1%
	Have not engaged in this activity	84	42%	26	30%	37	45%	27	47%	12,923	47%	1,719	41%	2,711	49%	4,493	51%	10,964	44%	709	46%	3,074	43%	4,738	55%
	Total	201	100%	87	100%	83	100%	58	100%	27,680	100%	4,166	100%	5,568	100%	8,497	100%	24,731	100%	1,539	100%	6,290	100%	8,613	100%



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Detailed Demographics

[Back to Table of Contents](#)

	Frequencies for Demographics																							
	University of Bridgeport				Staff/ Administrators				All Other 4-Year Private Institutions				All Other Institutions											
	Undergraduate Students	Graduate Students	Faculty	Staff/ Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/ Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/ Administrators	Undergraduate Students	Graduate Students	Faculty	Staff/ Administrators								
What is your gender? (Q21)																								
Man	60	30%	34	39%	45	54%	17	29%	11,658	42%	1,834	36%	2,960	50%	3,471	39%	8,912	32%	593	37%	3,297	45%	3,423	34%
Woman	142	70%	53	61%	38	45%	40	69%	16,186	57%	3,177	62%	2,873	49%	5,381	61%	18,391	65%	951	60%	4,036	55%	6,521	65%
Non-binary	1	0%	0	0%	1	1%	1	2%	405	1%	82	2%	35	1%	42	0%	807	3%	41	3%	59	1%	66	1%
Total	203	100%	87	100%	84	100%	58	100%	28,249	100%	5,093	100%	5,868	100%	8,894	100%	28,110	100%	1,585	100%	7,392	100%	10,010	100%
Are you transgender? (Q22)																								
Yes	2	1%	0	0%	1	1%	0	0%	270	1%	43	1%	20	0%	25	0%	587	2%	24	2%	24	0%	30	0%
No	201	99%	87	100%	83	99%	58	100%	27,936	99%	5,039	99%	5,823	100%	8,849	100%	27,442	98%	1,558	98%	7,342	100%	9,962	100%
Total	203	100%	87	100%	83	100%	58	100%	28,206	100%	5,082	100%	5,843	100%	8,874	100%	28,029	100%	1,582	100%	7,366	100%	9,992	100%
What is your current age? (Q23)																								
Younger than 25	149	73%	17	20%	0	0%	0	0%	35,352	83%	1,264	25%	14	0%	289	3%	24,134	86%	584	37%	24	0%	300	3%
25-34	37	18%	37	43%	7	9%	10	17%	1,426	5%	2,330	46%	497	9%	1,849	21%	1,934	7%	637	40%	697	10%	1,802	18%
35-44	9	4%	18	21%	15	18%	8	14%	241	1%	791	16%	1,579	27%	1,978	22%	884	3%	204	13%	1,950	27%	2,199	22%
45-54	5	2%	11	13%	16	20%	16	28%	122	0%	510	10%	1,551	27%	2,095	24%	534	2%	116	7%	2,005	28%	2,623	26%
55-64	3	1%	3	3%	23	28%	18	31%	45	0%	170	3%	1,425	24%	2,089	24%	281	1%	37	2%	1,769	24%	2,409	24%
65 or older	2	1%	1	1%	21	26%	6	10%	11	0%	29	1%	751	13%	533	6%	382	1%	9	1%	845	12%	592	6%
Total	205	100%	87	100%	82	100%	58	100%	28,277	100%	5,094	100%	5,817	100%	8,833	100%	28,149	100%	1,587	100%	7,290	100%	9,925	100%
Which term best describes your sexual orientation? (Select one) (Q24)																								
Asexual	7	3%	6	7%	1	1%	1	2%	628	2%	116	2%	69	1%	157	2%	835	3%	51	3%	123	2%	196	2%
Bisexual	9	4%	0	0%	0	0%	1	2%	1,779	6%	254	5%	149	3%	225	3%	2,774	10%	106	7%	228	3%	271	3%
Gay	2	1%	2	2%	3	4%	1	2%	471	2%	97	2%	142	2%	171	2%	652	2%	40	3%	193	3%	219	2%
Lesbian	4	2%	3	4%	2	2%	0	0%	289	1%	45	1%	58	1%	94	1%	525	2%	29	2%	115	2%	193	2%
Pensexual	4	2%	0	0%	0	0%	1	2%	357	1%	64	1%	27	0%	49	1%	659	2%	29	2%	44	1%	67	1%
Queer	2	1%	0	0%	1	1%	1	2%	274	1%	100	2%	67	1%	75	1%	584	2%	37	2%	108	1%	75	1%
Questioning	0	0%	0	0%	0	0%	0	0%	475	2%	48	1%	16	0%	31	0%	606	2%	8	1%	39	1%	31	0%
Straight (Heterosexual)	168	83%	68	84%	75	90%	53	91%	23,601	84%	4,244	84%	5,160	89%	7,906	90%	20,807	75%	1,255	80%	6,274	87%	8,708	88%
Fill in	0	0%	2	2%	1	1%	0	0%	270	1%	75	1%	78	1%	66	1%	435	2%	16	1%	103	1%	104	1%
Total	202	100%	81	100%	83	100%	58	100%	28,144	100%	5,043	100%	5,766	100%	8,775	100%	27,887	100%	1,571	100%	7,227	100%	9,866	100%
What is your religious affiliation? (Select one) (Q25)																								
Agnostic	10	5%	5	6%	9	11%	3	5%	1,741	6%	317	8%	580	11%	612	7%	3,057	13%	177	12%	941	15%	750	9%
Atheist	9	5%	2	2%	9	11%	5	8%	1,032	4%	213	6%	457	8%	121	1%	1,206	5%	134	9%	841	14%	784	9%
Baptist	14	7%	5	6%	2	2%	2	4%	477	2%	83	2%	65	1%	165	2%	1,474	6%	78	5%	231	4%	553	7%
Buddhist	1	1%	1	1%	2	2%	0	0%	168	1%	46	1%	74	1%	56	1%	304	1%	29	2%	105	2%	60	1%
Catholic	67	34%	16	20%	19	23%	21	37%	3,960	14%	639	15%	913	17%	2,019	24%	4,871	20%	281	19%	899	15%	1,821	21%
The Church of Jesus Christ of Latter-day Saints	1	1%	0	0%	0	0%	0	0%	13,998	51%	1,275	31%	1,397	25%	2,236	27%	579	2%	51	3%	141	2%	286	3%
Episcopalian	0	0%	1	1%	4	5%	0	0%	105	0%	25	1%	104	2%	110	1%	250	1%	14	1%	171	3%	191	2%
Hindu	4	2%	9	11%	0	0%	0	0%	108	0%	80	2%	32	1%	16	0%	154	1%	33	2%	47	1%	10	0%
Jehovah's Witness	0	0%	1	1%	0	0%	0	0%	20	0%	1	0%	1	0%	12	0%	56	0%	2	0%	5	0%	26	0%
Jewish	1	1%	3	4%	4	5%	7	12%	215	1%	48	1%	171	3%	124	1%	742	3%	41	3%	210	3%	152	2%
Lutheran	1	1%	0	0%	1	1%	2	4%	607	2%	138	3%	166	3%	317	4%	485	2%	24	2%	190	3%	259	3%
Methodist	2	1%	2	2%	0	0%	1	2%	352	1%	71	2%	141	3%	214	3%	631	3%	26	2%	235	4%	445	5%
Muslim	13	7%	7	9%	2	2%	1	2%	223	1%	128	3%	53	1%	29	0%	507	2%	78	5%	79	1%	48	1%
Nondenominational Christian	12	6%	5	6%	6	7%	4	7%	1,246	5%	303	7%	259	5%	644	8%	2,264	9%	143	9%	480	8%	1,028	12%
Orthodox Christian	3	2%	0	0%	1	1%	1	2%	160	1%	42	1%	54	1%	41	0%	377	2%	15	1%	59	1%	44	1%
Other Christian	29	15%	8	10%	3	4%	2	4%	343	1%	138	3%	191	3%	318	4%	1,175	4%	99	7%	271	4%	535	6%
Presbyterian	1	1%	3	4%	3	4%	0	0%	207	1%	44	1%	91	2%	124	1%	385	2%	22	1%	187	3%	265	3%
Spiritual, but not religious	18	9%	7	9%	7	9%	7	12%	1,285	5%	382	9%	475	9%	724	9%	2,652	11%	172	11%	658	11%	1,024	12%
Fill in	12	6%	7	9%	9	11%	1	2%	883	3%	158	4%	282	5%	323	4%	1,675	7%	94	6%	428	7%	432	5%
Total	198	100%	82	100%	81	100%	57	100%	27,620	100%	4,151	100%	5,506	100%	8,432	100%	24,444	100%	1,513	100%	6,178	100%	8,482	100%
How would you characterize your political view? (Q26)																								
Far left	21	11%	1	1%	2	2%	3	5%	1,378	5%	350	7%	548	9%	422	5%	2,462	9%	146	10%	957	13%	508	5%
Liberal	63	33%	35	44%	46	56%	22	38%	7,320	26%	1,660	34%	2,616	45%	2,893	33%	9,989	37%	535	40%	3,564	50%	3,540	37%
Middle-of-the-road	76	40%	36	45%	20	24%	23	40%	10,622	38%	1,864	38%	1,722	30%	3,130	36%	10,035	37%	599	46%	1,860	26%	3,725	39%
Conservative	24	13%	7	9%	14	17%	10	18%	8,045	29%	1,020	21%	873	15%	2,200	25%	4,286	16%	215	14%	779	11%	1,104	19%
Far right	5	3%	1	1%	0	0%	0	0%	421	2%	39	1%	19	0%	45	1%	401	1%	23	2%	31	0%	64	1%
Total	189	100%	80	100%	82	100%	58	100%	27,786	100%	4,933	100%	5,778	100%	8,690	100%	27,167	100%	1,519	100%	7,191	100%	9,641	100%
Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.? (Q27)																								
Yes	12	6%	7	9%	5	6%	2	4%	2,327	8%	328	7%	317	5%	455	5%	2,958	11%	109	7%	436	6%	566	6%
Temporary disability	7	3%	1	1%	2	2%	1	2%	521	2%	63	1%	117	2%	147	2%	630	2%	19	1%	135	2%	143	1%
No	184	91%	79	91%	77	92%	55	95%	25,398	90%	4,681	92%	5,463	93%	8,294	93%	24,467	87%	1,455	92%	6,831	92%	9,301	93%
Total	203	100%	87	100%	84	100%	58	100%	28,246	100%	5,082	100%	5,897	100%	8,896	100%	28,055	100%	1,583	100%	7,402	100%	10,010	100%
What is your citizenship status? (Q28)																								
U.S. citizen	169	83%	61	70%	79	93%	55	95%	26,912	95%														

Dormitory or other campus housing (not a fraternity or sorority house)	53	27%	4	5%	-	-	-	-	-	10,385	37%	204	4%	-	-	-	-	13,371	48%	110	7%	-	-	-	-	
Fraternity or sorority house (including college-owned housing)	2	1%	0	0%	-	-	-	-	-	178	1%	10	0%	-	-	-	-	775	3%	5	0%	-	-	-	-	
Residence (house, apartment, etc.) within walking distance to the institution	12	6%	9	10%	-	-	-	-	-	10,041	36%	1,024	20%	-	-	-	-	3,460	12%	297	19%	-	-	-	-	
Residence (house, apartment, etc.) further than walking distance to the institution	103	52%	62	70%	-	-	-	-	-	6,995	25%	3,384	67%	-	-	-	-	9,492	34%	1,065	67%	-	-	-	-	
None of the above	28	14%	13	15%	-	-	-	-	-	605	2%	459	9%	-	-	-	-	891	3%	101	6%	-	-	-	-	
Total	198	100%	88	100%	-	-	-	-	-	28,204	100%	5,081	100%	-	-	-	-	27,989	100%	1,578	100%	-	-	-	-	
What is your college classification for the current academic year? (Q34)																										
Respondents who selected "Undergraduate Student" in Question 31 saw Question 34																										
Freshman/First Year	72	36%	-	-	-	-	-	-	-	6,865	24%	-	-	-	-	-	-	6,022	26%	-	-	-	-	-	-	
Sophomore	33	16%	-	-	-	-	-	-	-	6,341	22%	-	-	-	-	-	-	5,453	23%	-	-	-	-	-	-	
Junior	39	19%	-	-	-	-	-	-	-	7,122	25%	-	-	-	-	-	-	5,709	25%	-	-	-	-	-	-	
Senior	50	25%	-	-	-	-	-	-	-	7,645	27%	-	-	-	-	-	-	5,832	25%	-	-	-	-	-	-	
Other	8	4%	-	-	-	-	-	-	-	250	1%	-	-	-	-	-	-	240	1%	-	-	-	-	-	-	
Total	202	100%	-	-	-	-	-	-	-	28,223	100%	-	-	-	-	-	-	23,266	100%	-	-	-	-	-	-	
How many total credit hours have you earned at University of Bridgeport, not counting the courses you are currently taking this academic term?																										
Students from two-year institutions who selected "Undergraduate Student" in Question 31 saw this question instead of Question 34.																										
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	653	15%	-	-	-	-	-	-	
1-14 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,219	29%	-	-	-	-	-	-	
15-29 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	705	17%	-	-	-	-	-	-	
30-44 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	622	15%	-	-	-	-	-	-	
45-60 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	573	13%	-	-	-	-	-	-	
Over 60 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	491	12%	-	-	-	-	-	-	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,263	100%	-	-	-	-	-	-	
How many total academic terms have you been enrolled at University of Bridgeport?																										
Students from two-year institutions who selected "Undergraduate Student" in Question 31 saw this question instead of Question 34.																										
This is my first academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	857	20%	-	-	-	-	-	-	
This is my second academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	843	20%	-	-	-	-	-	-	
This is my third or fourth academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,280	30%	-	-	-	-	-	-	
This is my fifth or sixth academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	582	14%	-	-	-	-	-	-	
I have been enrolled more than six academic terms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	666	16%	-	-	-	-	-	-	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,228	100%	-	-	-	-	-	-	
How do you work at University of Bridgeport? (Q35)																										
Respondents who selected "Faculty," "Staff," or "Administrator" in Question 31 saw Question 35.																										
Primarily or entirely on campus	-	-	-	-	38	46%	26	46%	-	-	-	-	3,746	66%	6,758	79%	-	-	-	-	4,382	68%	7,254	83%	-	
Primarily or entirely remotely	-	-	-	-	16	19%	11	19%	-	-	-	-	497	9%	635	7%	-	-	-	-	657	10%	522	6%	-	
Split between on campus and remotely	-	-	-	-	29	35%	20	35%	-	-	-	-	1,413	25%	1,177	14%	-	-	-	-	1,371	21%	942	11%	-	
Total	-	-	-	-	83	100%	57	100%	-	-	-	-	5,656	100%	8,570	100%	-	-	-	-	6,410	100%	8,718	100%	-	
How long have you worked at University of Bridgeport? (Q36)																										
Respondents who selected "Faculty," "Staff," or "Administrator" in Question 31 saw Question 36.																										
Less than 1 year	-	-	-	-	4	5%	3	5%	-	-	-	-	427	7%	956	11%	-	-	-	-	549	7%	1,013	10%	-	
1-4 years	-	-	-	-	15	18%	15	26%	-	-	-	-	1,327	23%	2,780	31%	-	-	-	-	1,584	22%	2,948	30%	-	
5-9 years	-	-	-	-	20	24%	26	45%	-	-	-	-	1,306	22%	1,907	22%	-	-	-	-	1,494	20%	2,036	20%	-	
10 or more years	-	-	-	-	44	53%	14	24%	-	-	-	-	2,803	48%	3,198	36%	-	-	-	-	3,726	51%	3,981	40%	-	
Total	-	-	-	-	83	100%	58	100%	-	-	-	-	5,863	100%	8,851	100%	-	-	-	-	7,353	100%	9,978	100%	-	
Are you a part-time or full-time employee at University of Bridgeport? (Q37)																										
Respondents who selected "Faculty," "Staff," or "Administrator" in Question 31 saw Question 37.																										
Part-time	-	-	-	-	25	31%	5	9%	-	-	-	-	1,333	23%	843	10%	-	-	-	-	1,225	17%	728	7%	-	
Full-time	-	-	-	-	56	69%	53	91%	-	-	-	-	4,550	77%	8,028	90%	-	-	-	-	6,153	83%	9,259	93%	-	
Total	-	-	-	-	81	100%	58	100%	-	-	-	-	5,883	100%	8,871	100%	-	-	-	-	7,378	100%	9,987	100%	-	
What is your present academic rank? (Q38)																										
Respondents who selected "Faculty" in Question 31 saw Question 38.																										
Professor	-	-	-	-	16	20%	-	-	-	-	-	-	1,476	26%	-	-	-	-	-	-	1,742	27%	-	-	-	
Associate Professor	-	-	-	-	26	33%	-	-	-	-	-	-	1,483	27%	-	-	-	-	-	-	1,549	24%	-	-	-	
Assistant Professor	-	-	-	-	18	23%	-	-	-	-	-	-	1,315	24%	-	-	-	-	-	-	1,570	24%	-	-	-	
Lecturer	-	-	-	-	9	11%	-	-	-	-	-	-	351	6%	-	-	-	-	-	-	335	5%	-	-	-	
Instructor	-	-	-	-	10	13%	-	-	-	-	-	-	956	17%	-	-	-	-	-	-	1,309	20%	-	-	-	
Total	-	-	-	-	79	100%	-	-	-	-	-	-	5,581	100%	-	-	-	-	-	-	6,505	100%	-	-	-	
In which of the following areas do you teach? (Q39)																										
Respondents who selected "Faculty" in Question 31 saw Question 38.																										
Arts/Humanities	-	-	-	-	14	17%	-	-	-	-	-	-	1,241	33%	-	-	-	-	-	-	1,109	34%	-	-	-	
Social Sciences	-	-	-	-	12	15%	-	-	-	-	-	-	544	14%	-	-	-	-	-	-	474	14%	-	-	-	
STEM	-	-	-	-	15	18%	-	-	-	-	-	-	892	23%	-	-	-	-	-	-	770	24%	-	-	-	
Business/Education	-	-	-	-	11	13%	-	-	-	-	-	-	552	14%	-	-	-	-	-	-	378	12%	-	-	-	
Other academic areas	-	-	-	-	30	37%	-	-	-	-	-	-	584	15%	-	-	-	-	-	-	541	17%	-	-	-	
Total	-	-	-	-	82	100%	-	-	-	-	-	-	3,813	100%	-	-	-	-	-	-	3,272	100%	-	-	-	
Which category best describes your primary role? (Q40)																										
Respondents who selected "Staff" or "Administrator" in Question 31 saw Question 39.																										
Hourly (non-exempt)	-	-	-	-	16	28%	-	-	-	-	-	-	2,789	32%	-	-	-	-	-	-	-	-	-	3,072	31%	
Salaried (exempt) without supervisory responsibilities	-	-	-	-	11	19%	-	-	-	-	-	-	2,425	27%	-	-	-	-	-	-	-	-	-	-	3,074	31%
Salaried (exempt) with supervisory responsibilities	-	-	-	-	31	53%	-	-	-	-	-	-	3,606	41%	-	-	-	-	-	-	-	-	-	-	3,763	38%
Total	-	-	-	-	58	100%	-	-	-	-	-	-	8,820	100%	-	-	-	-	-	-	-	-	-	-	9,909	100%



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
University of Bridgeport

Technical Information

This file summarizes data for over 63,000 students and over 32,000 employees from 166 institutions that administered the HEDS Diversity and Equity Campus Climate Survey in 2017-2018, 2018-2019, 2019-2020, and/or Fall 2020. The average response rate was 18% for students and 42% for employees.

[Back to Table of Contents](#)

For data comparisons in this report, we assigned institutions to one of the following groups:

- 1) 2-Year Public: Includes all 2-year public institutions.
- 2) Baccalaureate Liberal Arts: Includes any institution with a Baccalaureate Liberal Arts Carnegie Classification, private or public, as well as Council of Public Liberal Arts Colleges (COLPAC) institutions regardless of their Carnegie Classification.
- 3) 4-Year Private: Includes all 4-year private institutions that are not in the Baccalaureate Liberal Arts Carnegie Classification.
- 4) 4-Year Public: Includes all 4-year public institutions that are not in the Baccalaureate Liberal Arts Carnegie Classification and are not COLPAC institutions.

See the table below for the institutions within each of these groups.³

Participating Institutions	Survey Year	Participating Institutions and Number of Responses							
		Undergraduate Students ¹		Graduate Students ²		Faculty ³		Staff/Administrators ⁴	
		n	Response Rate ⁵	n	Response Rate ⁶	n	Response Rate ⁷	n	Response Rate ⁸
Albion College	2018	Baccalaureate Liberal Arts	211	13%	81	47%	129	31%	
Albion College	2019	Baccalaureate Liberal Arts	292	22%	0	0%	64	42%	
Albright College	2018	Baccalaureate Liberal Arts	263	17%	7	35%	133	46%	
Allegany College	2018	Baccalaureate Liberal Arts	466	28%	125	63%	140	49%	
Allegheny College	2019	Baccalaureate Liberal Arts	493	30%	116	62%	140	33%	
Ashtabula Community College	2021	2-Year Public	264	6%	0	0%	71	15%	
Aspen College	2020	2-Year Public	864	6%	0	0%	99	25%	
Arizona State University/Flagstaff	2019	2-Year Public	21	3%	35	35%	40	47%	
Baldwin Wallace University	2019	4-Year Private	637	12%	154	37%	222	29%	
Bard College	2021	Baccalaureate Liberal Arts	619	36%	97	35%	223	75%	
Blackburn College	2019	4-Year Private	206	43%	33	53%	46	63%	
Brigham Young University	2021	4-Year Private	14,468	44%	1,114	57%	1,408	39%	
Bunker Hill Community College	2020	2-Year Public	345	6%	130	19%	147	42%	
California Institute of the Arts	2021	4-Year Private	127	17%	68	17%	117	37%	
California Institute of Integral Studies	2018	4-Year Private	13	20%	23	28%	48	39%	
California University of Pennsylvania	2019	4-Year Public	314	10%	48	14%	143	39%	
Central College	2018	Baccalaureate Liberal Arts	334	30%	67	61%	138	51%	
Chippewa Valley Technical College	2020	2-Year Public	362	6%	107	24%	129	47%	
Clemson University	2021	2-Year Public	392	22%	70	23%	44	48%	
College of Saint Benedict/Saint John's University	2019	Baccalaureate Liberal Arts	292	6%	19	14%	141	43%	
College of Wooster	2019	Baccalaureate Liberal Arts	357	19%	128	54%	207	35%	
Concordia University	2018	4-Year Private	178	14%	482	13%	96	28%	
Concordia University Texas	2018	4-Year Private	122	10%	71	41%	47	21%	
DePauw University	2019	Baccalaureate Liberal Arts	384	18%	112	40%	105	36%	
Drexel University	2018	4-Year Public	418	6%	105	20%	188	26%	
Dominican University of California	2020	4-Year Private	128	13%	34	10%	83	36%	
East Stroudsburg University of Pennsylvania	2019	4-Year Public	793	15%	73	10%	133	13%	
Elizabeth City State University	2021	2-Year Public	392	22%	15	17%	29	29%	
FAMU FSU College of Engineering	2021	4-Year Public	339	16%	126	38%	68	77%	
Fort Lewis College	2019	Baccalaureate Liberal Arts	305	10%	3	7%	101	47%	
Frederick State University	2021	2-Year Public	193	4%	14	2%	86	22%	
Georgetown College	2019	4-Year Private	247	33%	19	21%	56	68%	
Grand View University	2020	4-Year Private	307	19%	17	13%	82	20%	
Greenville College	2019	Baccalaureate Liberal Arts	174	14%	4	40%	56	37%	
Hamilton College	2019	Baccalaureate Liberal Arts	374	21%	117	40%	176	34%	
Hanover College	2018	Baccalaureate Liberal Arts	224	22%	63	65%	85	49%	
Heidelberg College	2020	Baccalaureate Liberal Arts	160	16%	4	27%	29	46%	
Hobart and William Smith Colleges	2019	Baccalaureate Liberal Arts	226	13%	4	23%	113	46%	
Illinois Wesleyan University	2018	Baccalaureate Liberal Arts	314	20%	97	34%	125	38%	
La Roche University	2020	4-Year Private	169	13%	15	7%	71	21%	
Landmark College	2021	4-Year Private	153	41%	46	59%	78	53%	
Lehigh University	2020	4-Year Private	533	11%	244	15%	248	36%	
Lehigh University	2020	4-Year Private	374	12%	74	12%	139	55%	
Manor College	2020	4-Year Public	124	6%	40	7%	86	27%	
McLennan Community College	2021	2-Year Public	157	6%	0	0%	0	0%	
Meredith College	2021	Baccalaureate Liberal Arts	401	27%	23	22%	131	49%	
Metropolitan Community College - Penn Valley Campus	2021	2-Year Public	71	2%	22	2%	29	2%	
Missouri State University	2019	4-Year Public	407	23%	85	16%	86	63%	
Missouri State University	2019	4-Year Public	158	5%	14	7%	53	46%	
Missouri State University	2020	4-Year Public	1,311	6%	264	18%	434	30%	
Monmouth State University	2020	4-Year Public	661	13%	69	10%	193	47%	
Morningside College	2020	4-Year Private	283	24%	3	62	31%	96	
Mount Mary University	2019	4-Year Private	244	47%	118	31%	59	85%	
Mount St. Joseph University	2019	4-Year Private	137	12%	20	3%	71	33%	
Newberry College	2021	4-Year Private	368	30%	45	37%	42	21%	
Nichols College	2018	4-Year Private	146	13%	0	0%	0	0%	
Nichols College	2021	4-Year Private	124	11%	55	35%	68	63%	
North Central College	2021	4-Year Private	667	27%	64	18%	147	48%	
North Hennepin Community College	2021	2-Year Public	237	5%	23	8%	45%	5%	
Northwest Technical Community College	2021	2-Year Public	113	6%	0	0%	0	0%	
Northwest Technical Community College	2019	4-Year Private	209	6%	2	10%	26%	17%	
Occidental University	2021	Baccalaureate Liberal Arts	296	21%	12	4%	43%	14%	
Oklahoma City University	2020	4-Year Private	317	20%	132	12%	109	31%	
Ohio College of Art and Design	2020	4-Year Private	217	20%	15	28%	90	20%	
Ottawa University	2019	4-Year Private	325	14%	27	7%	92	31%	
Pacific University	2019	4-Year Private	380	20%	136	17%	212	30%	
Pasadena City College	2018	2-Year Public	551	4%	200	23%	256	16%	
Pennsylvania Academy of Fine Arts	2019	4-Year Private	54	29%	26	36%	21	47%	
Pepperdine University	2018	4-Year Private	99	26%	87	27%	41	46%	
Providence College	2020	4-Year Private	386	9%	46	10%	156	29%	
Rhodes College	2019	Baccalaureate Liberal Arts	372	17%	1	5%	116	46%	
Rowan College	2019	Baccalaureate Liberal Arts	142	19%	0	0%	106	50%	
Saddleback College	2021	2-Year Public	1,369	6%	0	0%	0	0%	
Saint Anselm College	2020	Baccalaureate Liberal Arts	825	42%	1	100%	45%	150	
Saint Vincent College	2019	Baccalaureate Liberal Arts	362	23%	29	100%	59%	131	
Sarah Lawrence College	2020	Baccalaureate Liberal Arts	450	33%	57	24%	80	24%	
Sarah Lawrence College	2019	Baccalaureate Liberal Arts	1,286	30%	79	27%	270	29%	
South Orange County Community College	2021	2-Year Public	415	1%	45%	23%	257	33%	
Southeastern University	2019	4-Year Private	102	5%	12	5%	51	30%	
Southern Utah University	2020	4-Year Public	538	7%	59	7%	170	24%	
Southwest College of Naturopathic Medicine & Health Sciences, Inc.	2019	4-Year Private	128	27%	32	46%	71	64%	
St. Edward's University	2020	4-Year Private	392	12%	65	13%	125	35%	
St. Lawrence University	2018	Baccalaureate Liberal Arts	665	29%	17	46%	159	61%	
Stephens College	2019	4-Year Private	93	23%	19	26%	18	33%	
Stony Brook University	2019	4-Year Public	346	12%	30	13%	162	49%	
Susquehanna University	2021	Baccalaureate Liberal Arts	353	16%	114	38%	148	38%	
The College of Idaho	2018	Baccalaureate Liberal Arts	133	15%	4	29%	46	37%	
The College of Idaho	2019	Baccalaureate Liberal Arts	248	28%	0	0%	62	36%	
The University of the Arts	2019	4-Year Private	363	23%	20	14%	117	39%	
Trinity College (CT)	2019	Baccalaureate Liberal Arts	747	34%	17	28%	157	63%	
Trinity University (TX)	2019	4-Year Private	660	28%	8	6%	183	39%	
Union College	2020	Baccalaureate Liberal Arts	225	11%	124	52%	168	27%	
University of Arkansas - Fort Smith	2021	4-Year Public	267	6%	0	0%	98	44%	
University of Bridgeport	2021	4-Year Public	205	20%	88	4%	85	34%	
University of Hartford	2019	4-Year Private	347	6%	68	4%	262	30%	
University of New Orleans	2021	4-Year Public	473	8%	156	11%	163	42%	
University of Portland	2019	4-Year Private	702	19%	21	19%	224	41%	
University of Saint Francis	2021	4-Year Private	362	23%	41	22%	99	33%	
University of Scranton	2021	4-Year Private	691	19%	143	12%	171	25%	
University of Southern Indiana	2020	4-Year Public	1,172	28%	62	11%	300	55%	
University of St. Thomas	2020	4-Year Private	1,731	27%	961	27%	456	31%	
Washington & Jefferson College	2019	Baccalaureate Liberal Arts	360	28%	1	100%	80	20%	
Wells College	2019	Baccalaureate Liberal Arts	160	41%	39	65%	66	49%	
Wentworth Institute of Technology	2020	4-Year Public	462	12%	8	5%	119	35%	
Westminster College (PA)	2020	Baccalaureate Liberal Arts	163	15%	7	11%	71	49%	
Wheaton College	2019	4-Year Private	369	17%	0	0%	0	0%	
William Paterson University	2020	4-Year Public	1,320	16%	219	16%	201	50%	
William Paterson University	2020	Baccalaureate Liberal Arts	200	14%	5	14%	76	41%	
Young Harris College	2021	Baccalaureate Liberal Arts	201	28%	3	14%	63	45%	

Number of Responses by Group				
Participating Institutions	University of Bridgeport		All Other 4-Year Private Institutions	All Other Institutions
	n	Response Rate ⁹		
Participants by Role				
Undergraduate Students	206	8%	28,102	28,449
Graduate Students	88	4%	1,168	1,548
Faculty	85	34%	1,509	7,487
Staff/Administrators	58	23%	8,948	10,684
Participants by Gender				
Men (respondent)	156	10%	19,813	16,295
Women (respondent)	273	8%	27,569	30,007
Participants by Race/Ethnicity¹⁰				
American Indian or Alaska Native	-	-	156	246
Asian	-	-	1,732	1,950
Black or African American	-	-	1,679	3,378
Native Hawaiian or Other Pacific Islander	-	-	207	63
White	-	-	32,245	29,363
Hispanic or Latino/Latina	-	-	1,825	3,620
Not a U.S. citizen or permanent resident	-	-	241	1,489
Two or more races	-	-	1,475	1,231
Unknown	-	-	2,416	1,664

⁹The "Undergraduate Students," "Graduate Students," "Faculty," and "Staff/Administrators" groups include all students and employees who submitted surveys, including those who did not provide a response for the gender question in the survey. Please note that respondents who skipped or selected "Other" for the question on role (Q31) are not included in the results that appear in this report as we could not classify them as either a student or an employee.

¹⁰There were 14 respondents from your institution, 1,256 respondents from all other 4-year Private institutions, and 1,746 respondents from all other institutions who selected "Other" as their primary role or skipped the question.

^aWe calculated the response rate by dividing an institution's total number of submitted surveys by the number of emails successfully delivered through Qualtrics. Please note that the number of successfully delivered emails we use is an approximate estimate for some groups because of the complexity of cross-checking bounced emails and duplicate emails with various demographic categories.

^bWhile we were able to calculate response rates for role and gender breakdowns by dividing respondent-provided information by institution-provided data, we calculated the race/ethnicity response rate breakdowns using only institution-provided data since the categories listed in the survey instrument did not align with the IPEDS categories that we requested institutions to use for the data they submitted in their contact list.

Race/Ethnicity Breakdown - Broad Categories

We created the U.S. White, U.S. persons of color (POC), and International categories by recoding responses to Question 28, "What is your citizenship status?" and Question 29, "Which of the following racial or ethnic categories applies to your identity?" We categorized respondents as follows:

- *U.S. White: People who identified as only white and indicated that they were U.S. citizens or permanent residents.
- *U.S. Persons of Color (POC): People who identified with a race/ethnicity other than "White" and indicated that they were U.S. citizens or permanent residents.
- *International: People who indicated that they were neither U.S. citizens nor permanent residents, regardless of what they selected for Q28.

Gender Breakdown

This information comes from Question 21, "What is your gender?" and Question 22, "Are you transgender?" We combined those who selected "Yes" for Question 22, regardless of what they selected for Question 21, with those who selected "Non-binary" for Question 21 into one group, "Non-binary and/or transgender." We added a "cisgender" label to those who selected "Man" or "Woman" for Question 21 and did not identify as transgender.

Sexual Orientation Breakdown - Broad Categories

This information comes from Question 24, "Which term best describes your sexual orientation? (Select one)." The "LGBTQ+" category in this report includes respondents who selected one of the following response options: Asexual, Bisexual, Gay, Lesbian, Pansexual, Queer, Questioning, or Fill in. Note that we do not use the "LGBTQ+" as the label for this group as we do not factor in whether respondents identified as transgender in Question 22.

Religion Breakdown - Broad Categories

This information comes from Question 25, "What is your religious affiliation? (Select one)." The "Christian" category includes those who selected: Baptist, Catholic, The Church of Jesus Christ of Latter-day Saints, Episcopal, Jehovah's Witness, Lutheran, Methodist, Nondenominational Christian, Orthodox Christian, Other Christian, or Presbyterian. The "Other religious affiliation" group includes those who selected one of the following: Buddhist, Hindu, Jewish, or Muslim. The group, "No religious affiliation," includes those who selected: Agnostic, Atheist, or Spiritual, but not religious. Those who selected "Fill in" are excluded from these broad categories.

Political Affiliation Breakdown - Broad Categories

This information comes from Question 26, "How would you characterize your political views?" We combined the "Far left" and "Liberal" response options into one group and "Conservative" and "Far right" into another group for this report.

Disability Status Breakdown

This information comes from Question 27, "Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.?" We've labeled respondents who selected "Yes" as "Long-term disability" and respondents who selected "No" as "No disability."

Indicators

This file contains information on four campus climate indicators, three of which are composed of multiple statements. These three indicators and their reliabilities are:

- Campus Climate for Diversity and Equity Indicator – 4 statements, Cronbach's $\alpha = 0.88$
- Institutional Support for Diversity and Equity Indicator – 4 statements, Cronbach's $\alpha = 0.83$
- Inclusive or Disparaging Remarks Indicator – 10 statements, Cronbach's $\alpha = 0.93$

Effect Size Calculations

Effect size measures the magnitude of the difference between the results for one group compared to the results for another group. We calculated effect sizes for key comparisons rather than using tests of statistical significance. We have so many comparisons that using a test of significance for each comparison would increase the likelihood of a Type I error should the null hypothesis be correct in any of the comparisons. Unfortunately, correcting for this would dramatically reduce the power of our comparisons, thereby increasing the chance of Type II errors if the differences are the result of more than random influences. So, we have calculated effect sizes to provide a guide for assessing the magnitude of the differences between groups. When we compared the mean of two groups, we used Cohen's d . When we compared two percentages, we used Cohen's h , which uses an arcsine transformation to derive the effect size. (See Cohen, 1988, *Statistical Power Analysis for the Behavioral Sciences*, page 180.) We only calculated Cohen's d and h when $n \geq 10$ in each cell in the comparison.

Following the practice of the National Survey of Student Engagement (see http://www.ipajournal.com/dev/wp-content/uploads/2019/02/RPA_Summer_Fall_Issue_2018_A2.pdf), we used the following thresholds for small, medium, and large effect sizes for both Cohen's d and h :

- Large – 0.5
- Medium – 0.3
- Small – 0.1

Within Institution Worksheet

This worksheet only compares groups at your institution if there were 10 or more members of the respective groups (self-reported) who responded to the survey. The tables in this worksheet then only list groups if their results differed from the results of their counterparts and those comparisons had substantial differences—a medium or large effect size (see explanation above).

Results that Do Not Include Data from All Administration Years

Please note that the questions and response options listed below were not available for the 2017–2018 version of the survey and the comparison frequencies we show for these items do not contain 2018 data.

Q7, "How have the following activities influenced your support for diversity and equity?"

The response option, "Because of my physical appearance" on Q14, "How often have you been discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution for the following reasons?"

The response option, "Sexual assault/harassment" on Q16, "Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply)"

Q25, "What is your religious affiliation? (Select one)"

Q32, "How do you attend classes at this institution?"

Q35, "How do you work at this institution?"

Please note that the question below was only available for the 2019–2020 and the 2020–2021 versions of the survey and the comparison frequencies we show for this item contains 2020 and 2021 data only.

Q39, "In which of the following areas do you teach?"

You can view the full survey instrument here:

https://www.hedconsortium.org/wp-content/uploads/2020/2021_Diversity_Equity_Instrument_2020-06-11.pdf



**HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
Understandings Regarding the Use of Information Gathered for HEDS**

Data Sharing Practices

You can share this report without any restrictions. We send each participating institution this report, comparing their results to those of other