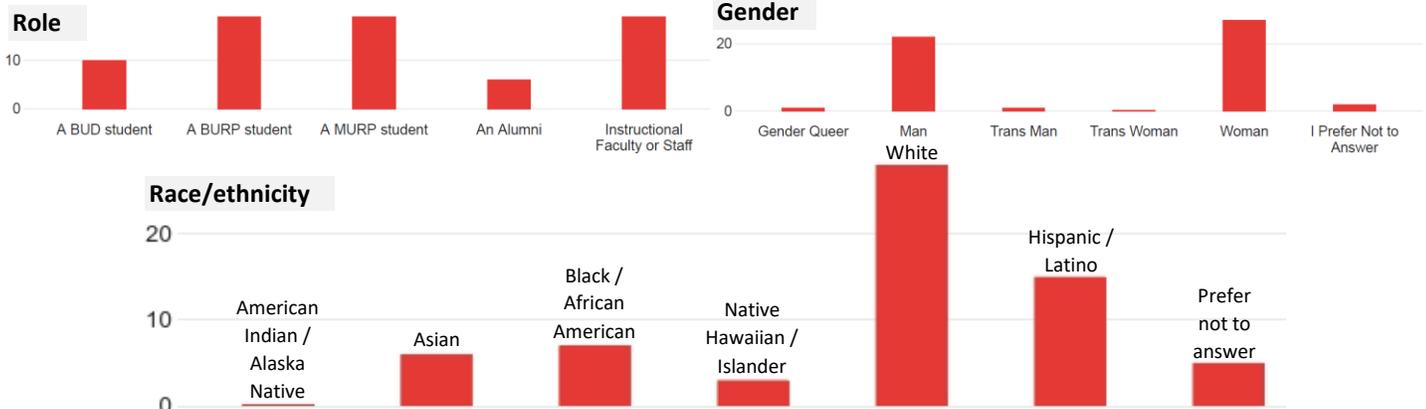# 2020 Results: URP Diversity and Inclusion Climate Survey

Data collected by URP's Diversity and Inclusion Committee (Chair, Lilah Besser, lbesser@fau.edu)

Survey goals: 1) Assess URP's overall climate regarding diversity, inclusion, bias, and harassment; 2) Monitor time trends; and 3) Set action items in response to any issues identified.

About the 73 respondents (# reporting each category)

Role — A BUD student, A BURP student, A MURP student, An Alumni, Instructional Faculty or Staff

Gender — Gender Queer, Man, Trans Man, Trans Woman, Woman, I Prefer Not to Answer

Race/ethnicity — American Indian / Alaska Native, Asian, Black / African American, Native Hawaiian / Islander, White, Hispanic / Latino, Prefer not to answer

✚ Positive findings

Evaluation of Department and Faculty	90% agreed	URP encourages critical thinking and respectful debate	
	80% agreed	URP embraces differences in racial/ethnic background	
	79% agreed	URP encourages students to have public voice, share ideas openly	
	72% agreed	URP addresses needs of individuals with physical/learning disabilities	
Bias	90-97% reported *never experiencing bias* regarding:	- Gender identify/expression - Sexual orientation - Marital/parental status - Non-native English language	- Citizenship status / nationality - Religious or spiritual beliefs - Socioeconomic status

▬ Notable findings to monitor/address when possible

Evaluation of Department and Faculty	16% disagreed	URP accurately reflects diversity of student body in publications (ex: website)
	15% disagreed	URP addresses value of diversity and inclusion in curricula
	10% disagreed	URP fosters a strong sense of community among FAU students
Bias	22% reported	At least occasionally experiencing race/ethnicity bias
	22% reported	At least occasionally experiencing bias regarding political beliefs
	14% reported	At least occasionally experiencing bias regarding age
	10% reported	At least occasionally experiencing bias regarding gender identify/expression

Resulting Action Items

Diversity/inclusion in curricula

- Standing recommendation to address diversity/inclusion and history of racial injustice in introductory planning courses.

- In spring 2021, committee will survey all faculty/instructors on specific course material addressing diversity, inclusion, and equity.

- Every term, committee will encourage faculty/instructors to review course materials/syllabi and consider incorporation of material addressing diversity, inclusion, and equity.

Bias and harassment

Every term, committee to provide faculty, staff and students with:

- Guidance on reporting harassment and discrimination and related training.

- Reminder to contact Diversity and Inclusion Committee about any possible issues.

- Links to support and counseling.

- Reminders to faculty/instructors to include diversity and inclusion statement in syllabi.

- Recommendation to all faculty/staff to redo anti-discrimination/anti-harassment and Title IX training every 3 years.

Celebrate student diversity

- Update photos and student highlights on website and other published materials to be more representative of the student body.

- Monitor new publications/website updates to ensure images and photos are reflecting student body diversity.