

In Spring 2022, UVU participated in the Viewfinder Campus Climate Survey administered by INSIGHT Into Diversity magazine. The employee version of this survey was sent by email to all full-time and part-time employees (2,196). The student version of this survey was sent by email to a random sampling of 10,000 non-Concurrent Enrollment students. We received responses from 1,244 employees (56.6% response rate) and 424 students (4.2% response rate). Results presented in this report are selections from the larger surveys.

Included are comparisons to the results from Utah State University, Weber State University, and Ohio University (collectively referred to in this report as “peers”). USU only participated in the student survey and is therefore not included in employee comparisons. USU and Weber are the only Utah System of Higher Education schools who have participated in the Viewfinder Campus Climate survey, and none of our peer institutions have participated. Ohio University was selected from the list of schools who have participated in order to round out the comparisons. The number of people who responded to the survey was not available for peers.

If you have any questions, please contact Taylor Lovell (Tlovell@uvu.edu).

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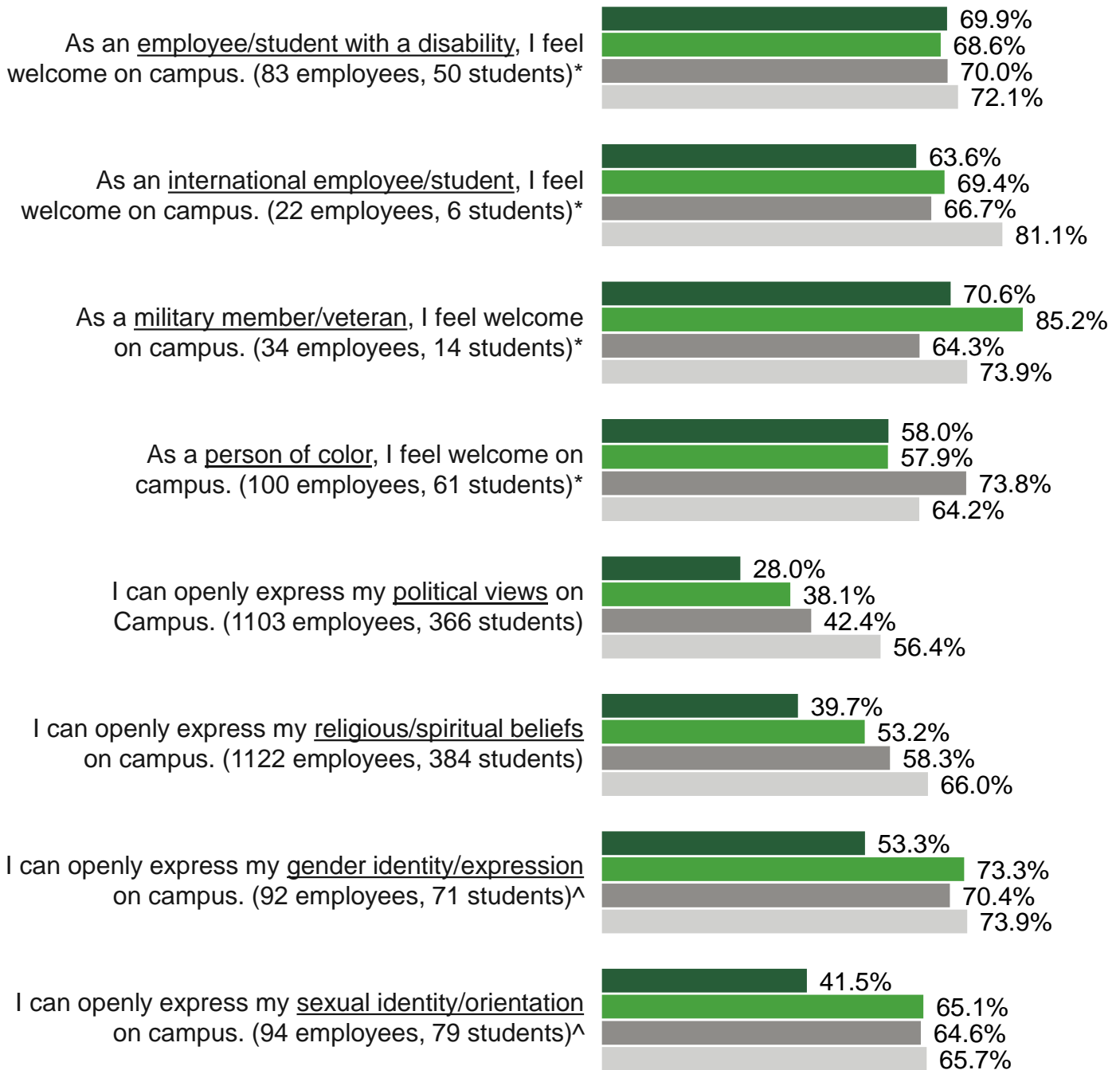
Key Findings

- UVU employees who identified as LGBTQIA2S+ were less likely than their peer counterparts to agree that they can openly express their gender identity/expression and sexual identity/orientation on campus.
- UVU employees and students were less likely than their peer counterparts to agree that they are treated with respect by executives.
- UVU employees and students were more likely than their peer counterparts to say that diversity and inclusion are important to campus leadership.
- Half of UVU employees said that UVU has a campus-wide strategic diversity plan.
- Two-thirds of employees and one-third of students reported knowing where to file a report of discrimination, bias, or harassment at UVU.
- Half of employees and two-thirds of students said they have not experienced any discrimination, bias, or harassment at UVU.
- The types of discrimination experienced most by employees were based on (1) gender, (2) religion/worldview/spiritual affiliation, and (3) bullying.
- The types of discrimination experienced most by students were based on (1) religion/worldview/spiritual affiliation, (2) political affiliation, and (3) gender.
- The most common reasons why UVU employees and students who had experienced discrimination chose not to report anything were (1) feeling like nothing would happen, (2) deciding it wasn't important enough, and (3) fearing retaliation.
- UVU employees who had experienced discrimination but chose not to report anything were twice as likely as their peer counterparts to not report because they didn't feel anything would happen.

Feeling Welcome on Campus

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses. Items marked with an asterisk (*) were only presented to persons who indicated that they belong to the corresponding group. Items marked with a caret (^) were only presented to persons who identified as LGBTQIA2S+.

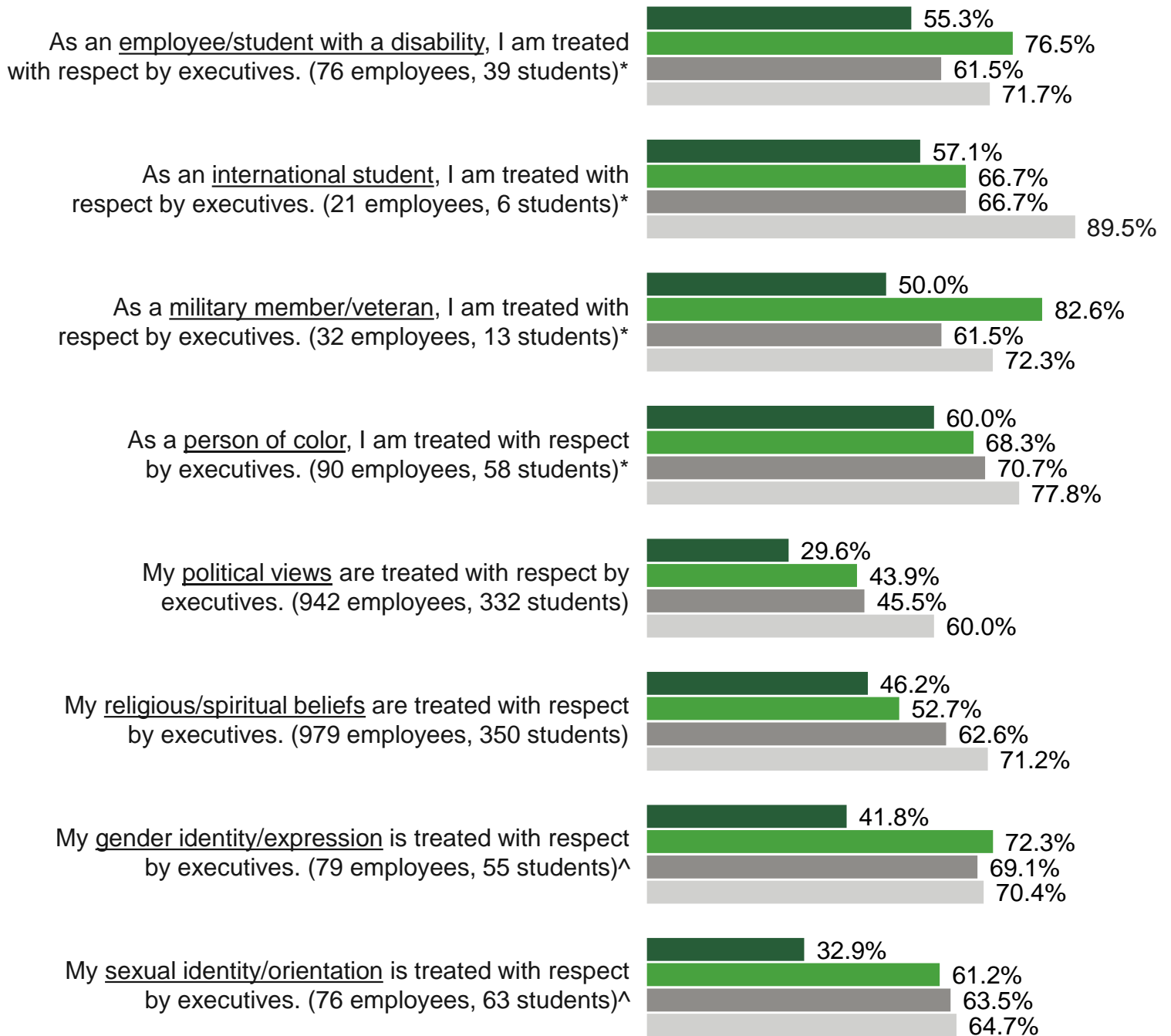
■ UVU Employees ■ Peer Employees ■ UVU Students ■ Peer Students



Respect from Executives

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses. Items marked with an asterisk (*) were only presented to persons who indicated that they belong to the corresponding group. Items marked with a caret (^) were only presented to persons who identified as LGBTQIA2S+.

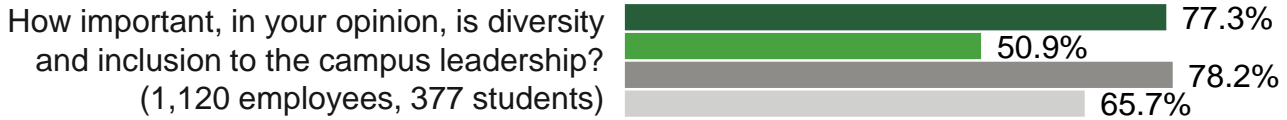
■ UVU Employees ■ Peer Employees ■ UVU Students ■ Peer Students



Campus Diversity

Percentage of employees and students who responded “Somewhat” or “Very,” excluding N/A responses.

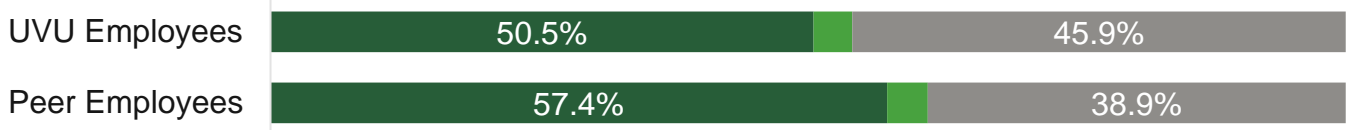
■ UVU Employees ■ Peer Employees ■ UVU Students ■ Peer Students



Campus Diversity Plan

“Does our campus have a campus-wide strategic diversity plan?”

■ Yes ■ No ■ I don't know



Senior Leadership and Diversity

These statements were only presented to employees who answered “Yes” to the previous question. Numbers are the percentages of employees who Agreed and Strongly Agreed with each statement, excluding N/A responses.

■ UVU Employees ■ Peer Employees



Personal Experiences and Discrimination

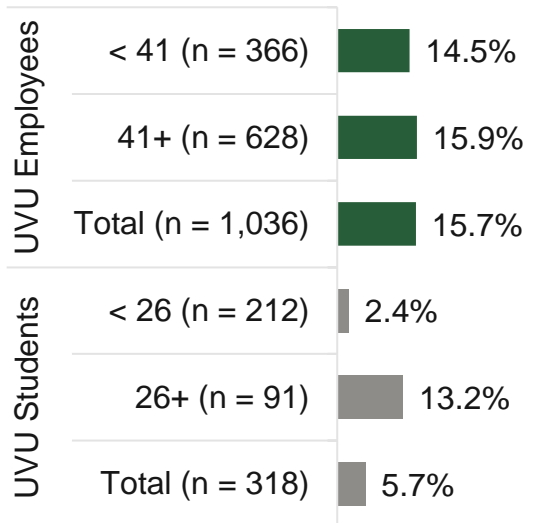
“Have you experienced any of the following while at our institution?” Multiple responses allowed.

<input type="checkbox"/> 0.1% - <input checked="" type="checkbox"/> 26.1%	UVU Employees (n = 1,038)	Peer Employees	UVU Students (n = 318)	Peer Students
An illegal act	6.9%	4.3%	2.5%	14.1%
Bullying	21.8%	22.5%	6.0%	3.0%
Discrimination/bias/harassment based on age	15.6%	16.0%	5.4%	6.7%
...based on gender	26.1%	26.1%	11.0%	14.1%
...based on gender identity/expression	4.1%	3.7%	4.4%	5.9%
...based on race/ethnicity	11.7%	10.4%	9.8%	8.8%
...based on lack of English language proficiency	4.9%	5.8%	2.8%	6.7%
...based on national origin	3.0%	3.3%	2.2%	1.1%
...based on a disability	3.4%	4.0%	3.5%	4.3%
...based on veteran status	0.6%	0.5%	0.9%	0.7%
...based on religion/worldview/spiritual affiliation	22.4%	13.9%	16.0%	19.6%
...based on a medical condition or illness	5.5%	6.4%	2.8%	3.3%
...based on socioeconomic status	4.1%	5.5%	2.2%	4.8%
...based on sexual identity/orientation	4.4%	4.3%	5.7%	6.9%
...based on political views	19.9%	14.8%	15.1%	16.8%
...based on genetic information	0.3%	3.1%	0.6%	0.3%
...based on pregnancy	3.3%	3.5%	1.3%	0.1%
Retaliation	10.8%	8.4%	1.9%	1.4%
Sexual assault	1.4%	1.3%	1.6%	4.7%
None of the above	46.9%	45.5%	66.4%	62.7%

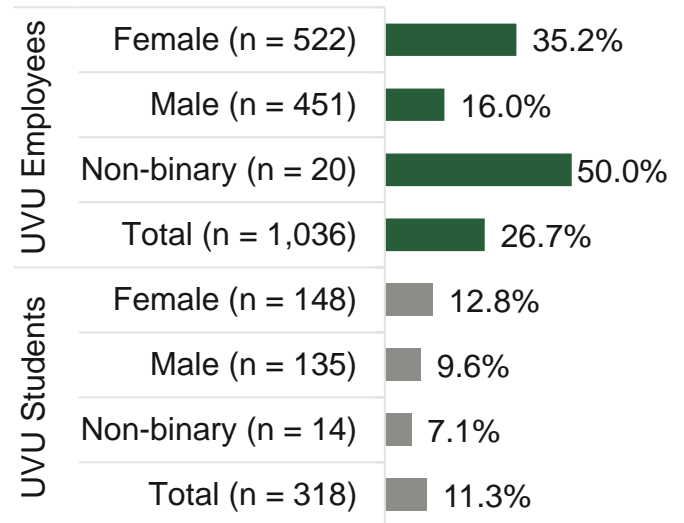
Discrimination Demographic Comparisons

Below are demographic comparisons for the most often mentioned forms of discrimination/bias/harassment (excluding political leaning, which wasn't asked on the survey). Some people chose not to respond to demographic questions, but their responses are still included in totals. Numbers on this page may differ slightly from their counterparts on the previous page due to back coding of "other" responses, which is not possible with peer comparison data.

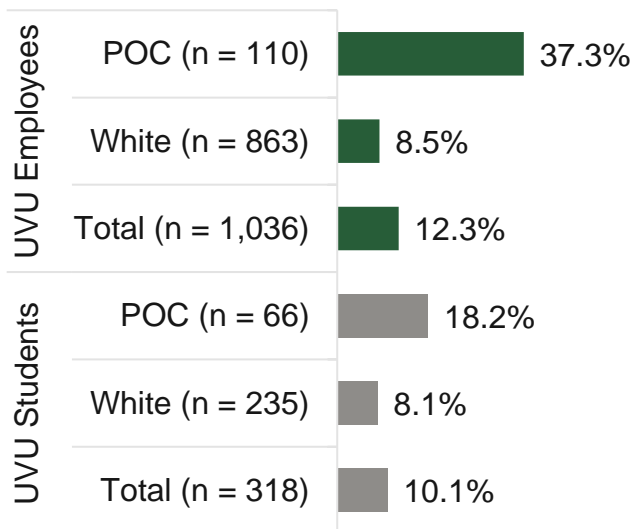
Experienced discrimination/bias/harassment based on age.



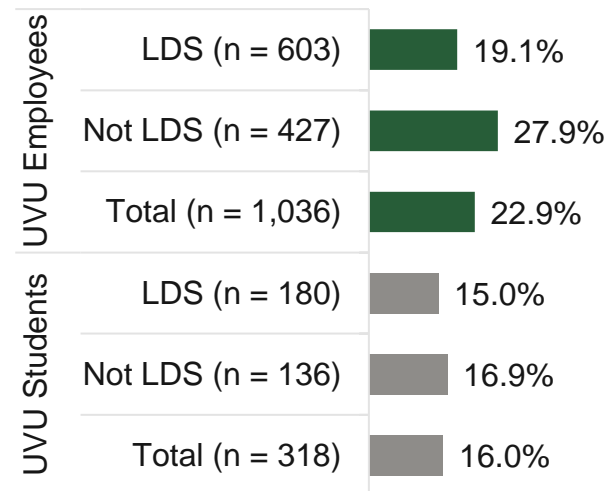
Experienced discrimination/bias/harassment based on gender.



Experienced discrimination/bias/harassment based on race/ethnicity.



Experienced discrimination/bias/harassment based on religion/worldview/spiritual affiliation.



“Who caused the offense?”

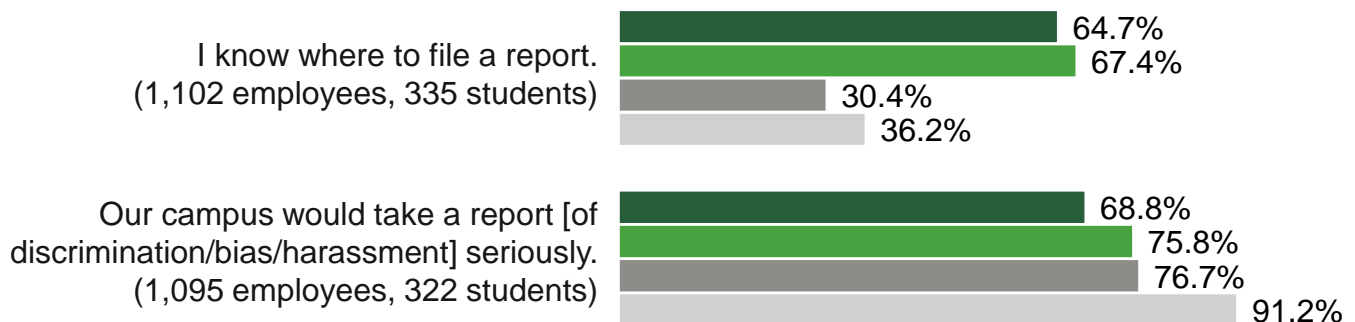
Only presented to employees and students who indicated that they had experienced some form of discrimination. Multiple responses allowed.

<input type="checkbox"/> 0.0% - <input checked="" type="checkbox"/> 79.1%	UVU Employees (n = 535)	Peer Employees	UVU Students (n = 106)	Peer Students
Athletic coach	0.6%	0.6%	0.0%	0.5%
Campus police	3.0%	2.0%	0.0%	3.0%
Faculty member	47.9%	47.0%	36.6%	35.5%
Member of the surrounding community	12.7%	12.1%	17.0%	19.4%
Parent of a student	3.9%	5.2%	3.8%	5.0%
Senior executive (vice president or dean)	19.8%	18.0%	1.9%	2.8%
Other executive	24.3%	34.4%	4.7%	5.2%
Staff Member	51.6%	40.1%	16.0%	15.3%
Student	26.9%	25.8%	70.8%	79.1%

Filing a Report

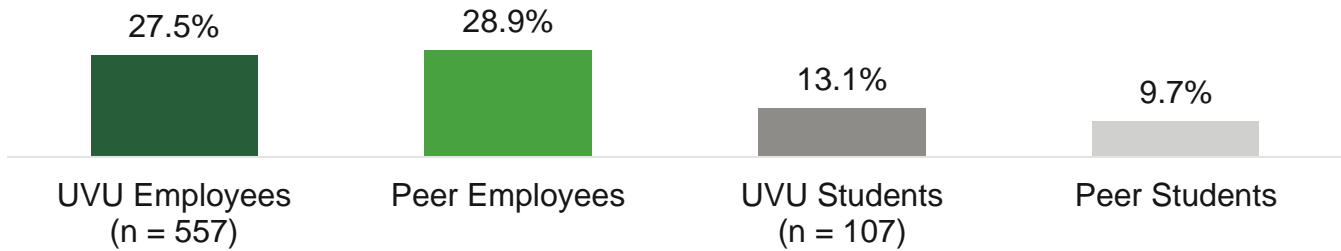
These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses.

■ UVU Employees ■ Peer Employees ■ UVU Students ■ Peer Students



“Have you ever reported any incident(s)?”

Percentage “Yes.” Only presented to employees and students who indicated that they had experienced some form of discrimination.



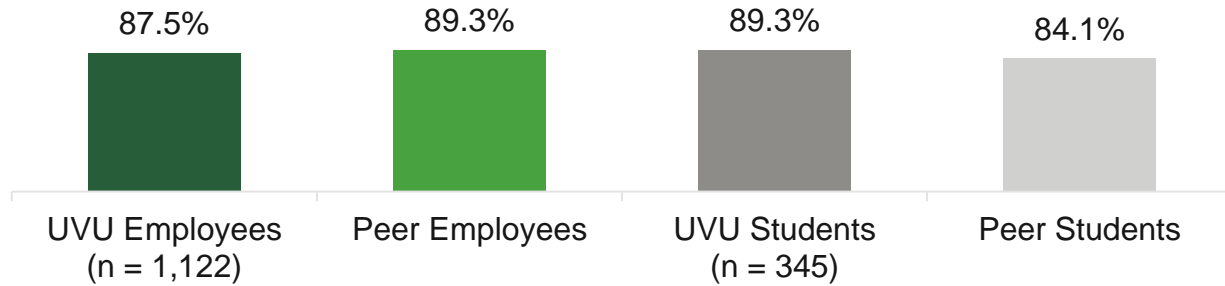
“Why didn’t you report the incident(s)?”

Only presented to employees and students who indicated that they have not reported any incidents. Multiple responses allowed.

	UUV Employees (n = 360)	Peer Employees	UUV Students (n = 90)	Peer Students
<input type="checkbox"/> 0.0% - <input checked="" type="checkbox"/> 65.6%				
I decided it wasn't important enough.	44.2%	40.0%	65.6%	62.4%
There was not enough evidence.	23.6%	23.2%	23.3%	28.4%
I feared retaliation.	41.9%	45.3%	24.4%	19.5%
I didn't feel anything would happen.	56.1%	26.0%	54.4%	46.8%
The offender asked me not to.	0.6%	26.3%	0.0%	1.2%
The offender is no longer here.	9.2%	10.7%	4.4%	4.7%
There was too much pressure by my friends/peers not to report.	0.8%	1.6%	1.1%	1.1%
There was too much pressure from executives/faculty/staff not to report.	4.4%	1.9%	0.0%	1.1%
There was too much pressure from my family not to report.	0.3%	0.3%	0.0%	0.5%
I feared losing my job/being expelled.	30.8%	32.5%	4.4%	2.5%
I felt it was my fault.	1.9%	3.1%	5.6%	3.9%
I had no witnesses to support me.	18.1%	17.3%	10.0%	15.9%
The process to file a complaint was not secure.	13.6%	11.3%	5.6%	5.3%
I didn't think the school would support me.	35.8%	28.9%	25.3%	25.3%
I was embarrassed.	8.6%	11.0%	14.4%	13.1%

"I feel safe on campus."

Percentage Agreed and Strongly Agreed.



"Which of the following would make you feel safe on campus?"

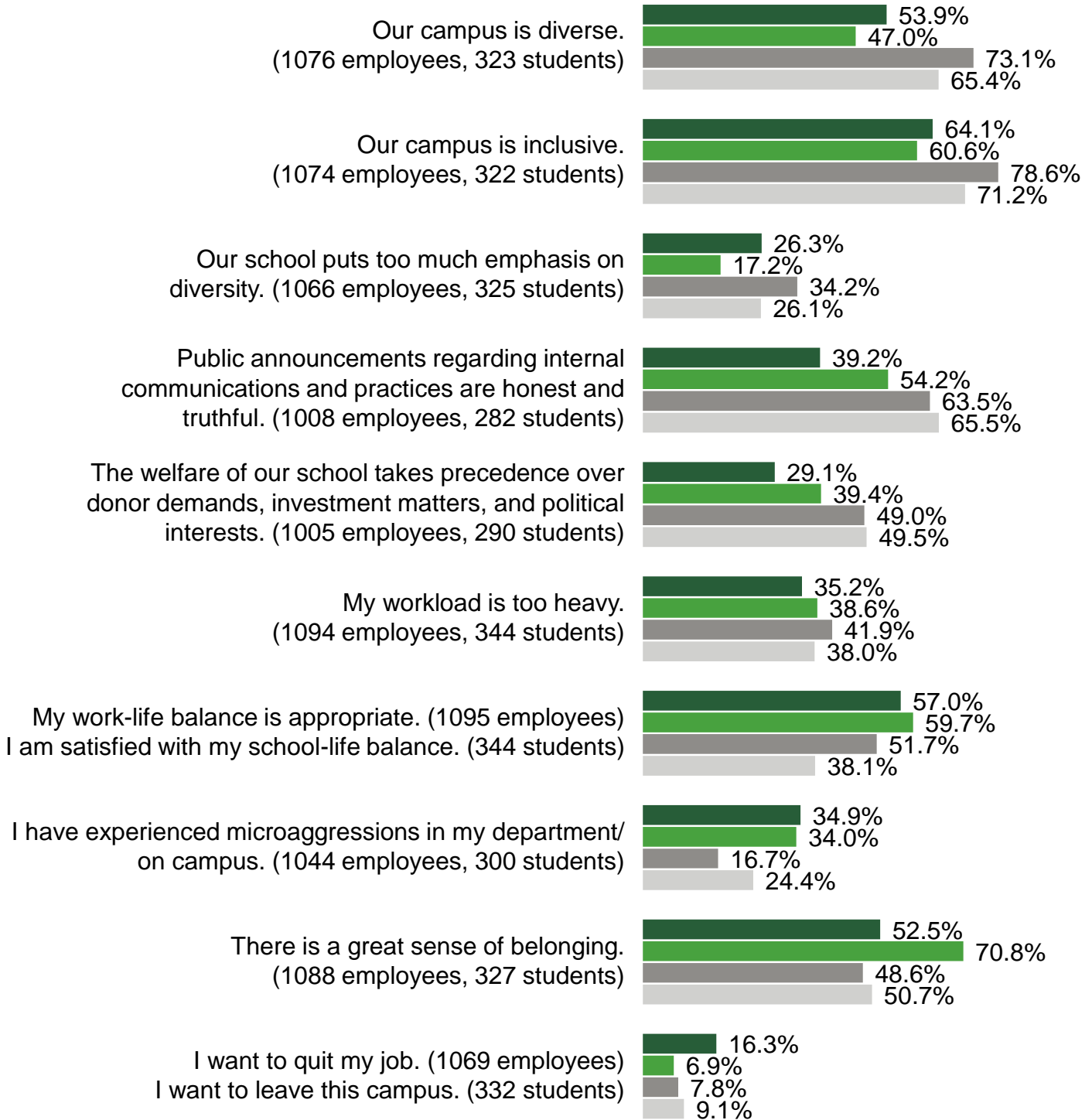
Multiple responses allowed.

	UVU Employees (n = 1,038)	Peer Employees	UVU Students (n = 328)	Peer Students
<input type="checkbox"/> 8.5% - <input checked="" type="checkbox"/> 78.6%				
A policy banning guns on campus	34.7%	48.6%	24.7%	41.9%
Ability to anonymously report concerns about a student or employee	68.2%	67.1%	74.4%	78.3%
Bike or foot patrol campus police	47.2%	51.9%	37.2%	38.6%
Designated walking/bike paths	46.2%	41.7%	48.5%	51.7%
Efforts to keep non-UVU personnel off campus	13.6%	12.6%	14.0%	21.5%
Emergency call boxes	55.4%	54.6%	52.1%	60.9%
Emergency services for incidents of sexual assault	51.8%	55.0%	58.5%	65.6%
Escorts to other buildings on campus	26.2%	38.1%	24.4%	33.3%
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	55.2%	58.6%	61.0%	61.0%
Interior lighting in campus buildings after dark	48.8%	50.8%	58.2%	29.8%
Maintenance of improperly working safety items	55.8%	63.9%	54.9%	62.1%
Parking lot attendants	15.3%	13.8%	21.3%	19.9%
Parking lot lighting	69.1%	74.1%	72.6%	78.6%
Quick response by admin. to campus emergencies	42.5%	53.1%	45.1%	57.3%
Shuttle bus waiting areas	26.5%	30.8%	30.5%	48.0%
Street lighting	54.1%	62.5%	64.3%	76.0%
Surveillance cameras	52.4%	51.0%	62.5%	63.6%
Volunteer designated drivers	8.5%	19.8%	12.8%	20.8%
Walkway lighting	60.9%	71.0%	65.2%	75.0%

Overall Campus Experience

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses.

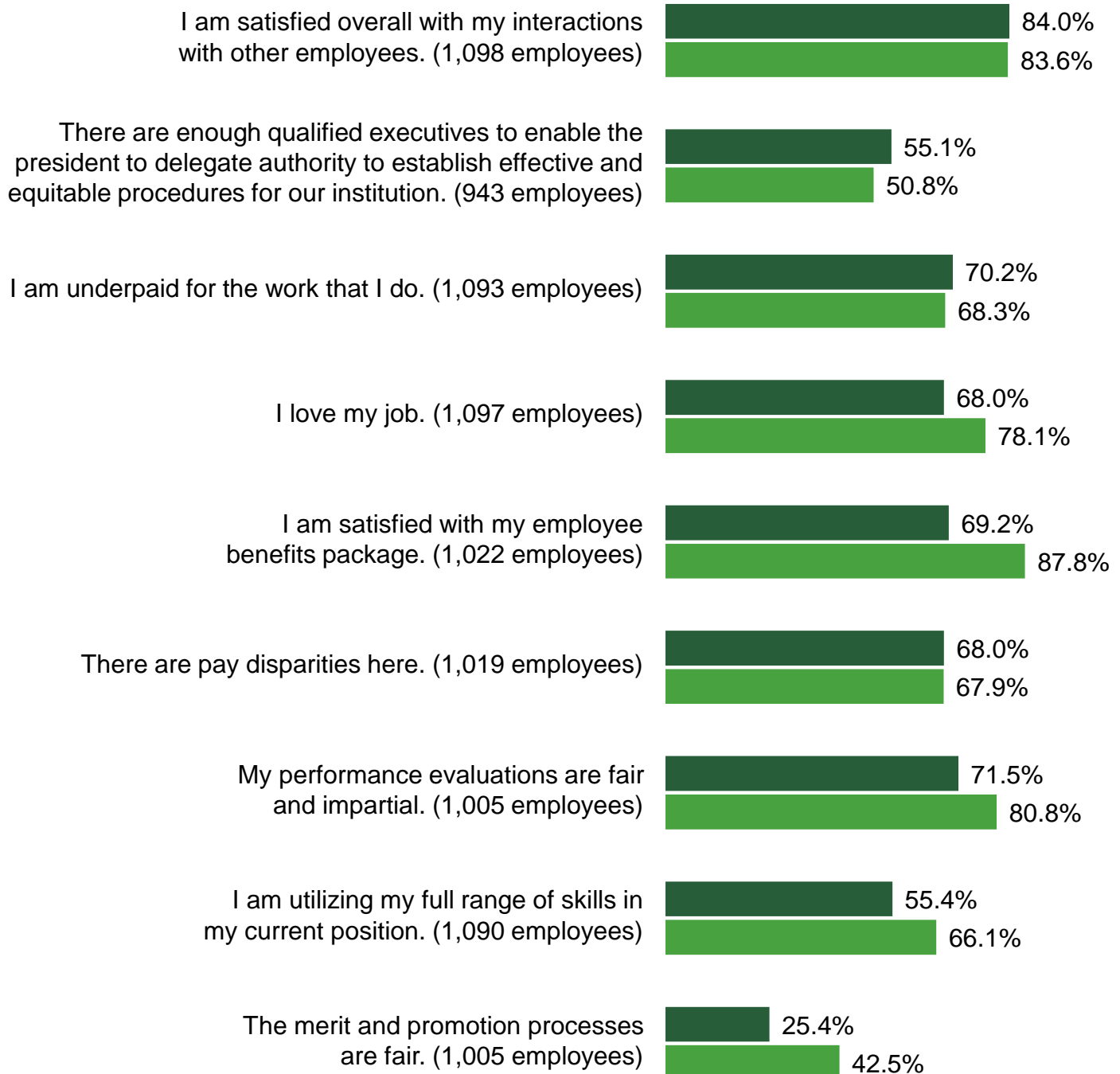
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Employee-Specific Items

These numbers represent the percentages of employees who Agreed or Strongly Agreed with each statement, excluding N/A responses.

■ UVU Employees ■ Peer Employees



Student-Specific Items

These numbers represent the percentages of students who Agreed or Strongly Agreed with each statement, excluding N/A responses.

■ UVU Students ■ Peer Students

