

University of Richmond

Diverse Learning Environments Survey

2020-2021 Results

Full-time Respondents

University of Richmond

N=812

All private institutions

N=6,391

(UR Administration Period: February 1-April 30, 2021)

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EMBRACING DIVERSITY PROMOTES STUDENT SUCCESS

Results from the Diverse Learning Environments Survey (DLE) can be used to assess the impact of the environments that help shape learning, providing important information on the intersection of the following:

- Campus Climate
- Institutional Practices
- Student Learning Outcomes
- COVID-19 Pandemic

A Note about HERI Factors

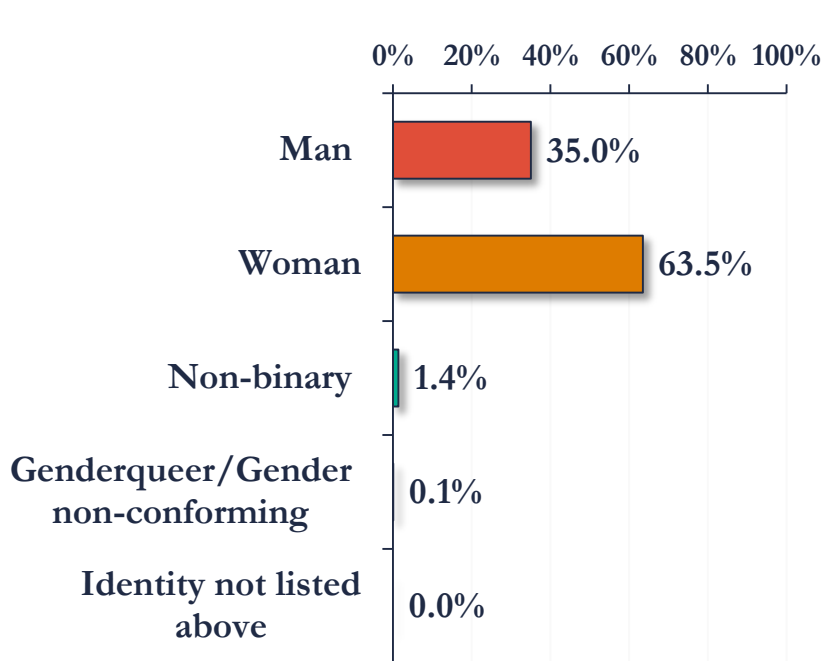
HERI uses Factors throughout this PowerPoint to help summarize important information about your students from the DLE.

Factors use confirmatory factor analysis to aggregate the results from CIRP questions that tap into key aspects of the college experience. They focus on student traits and institutional practices contributing to students' academic and social development.

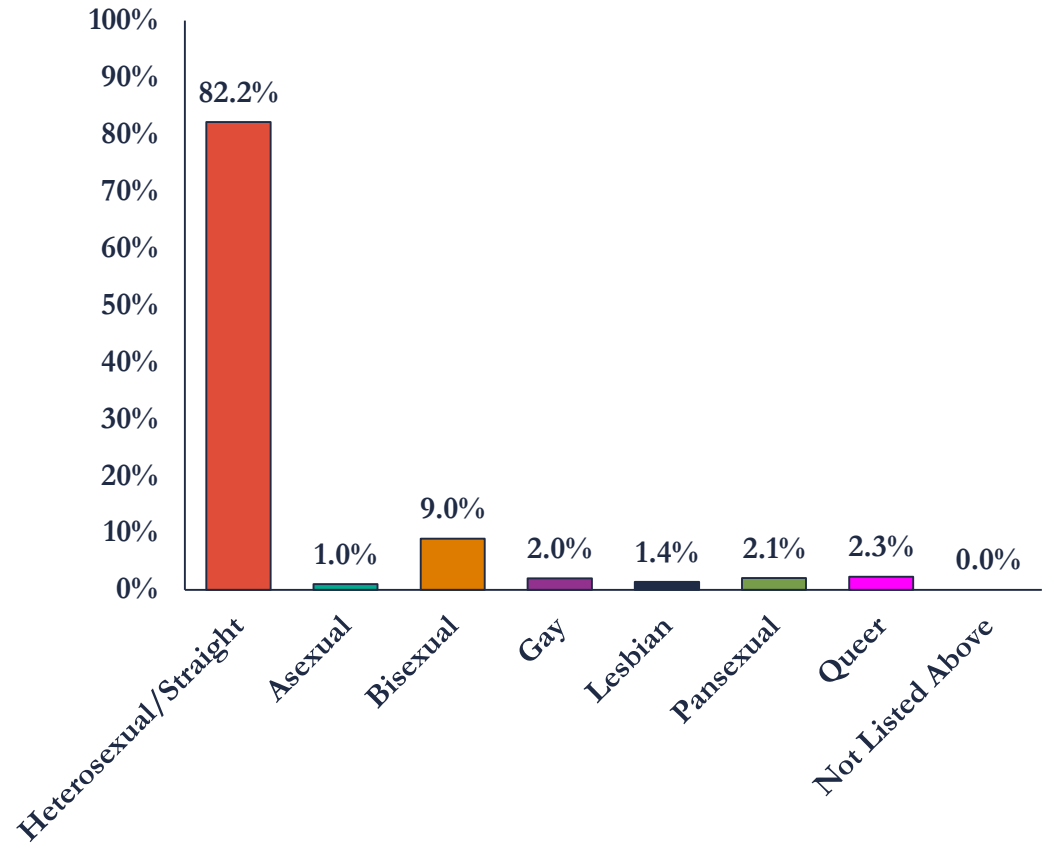
Demographics

Demographics

Gender Identity

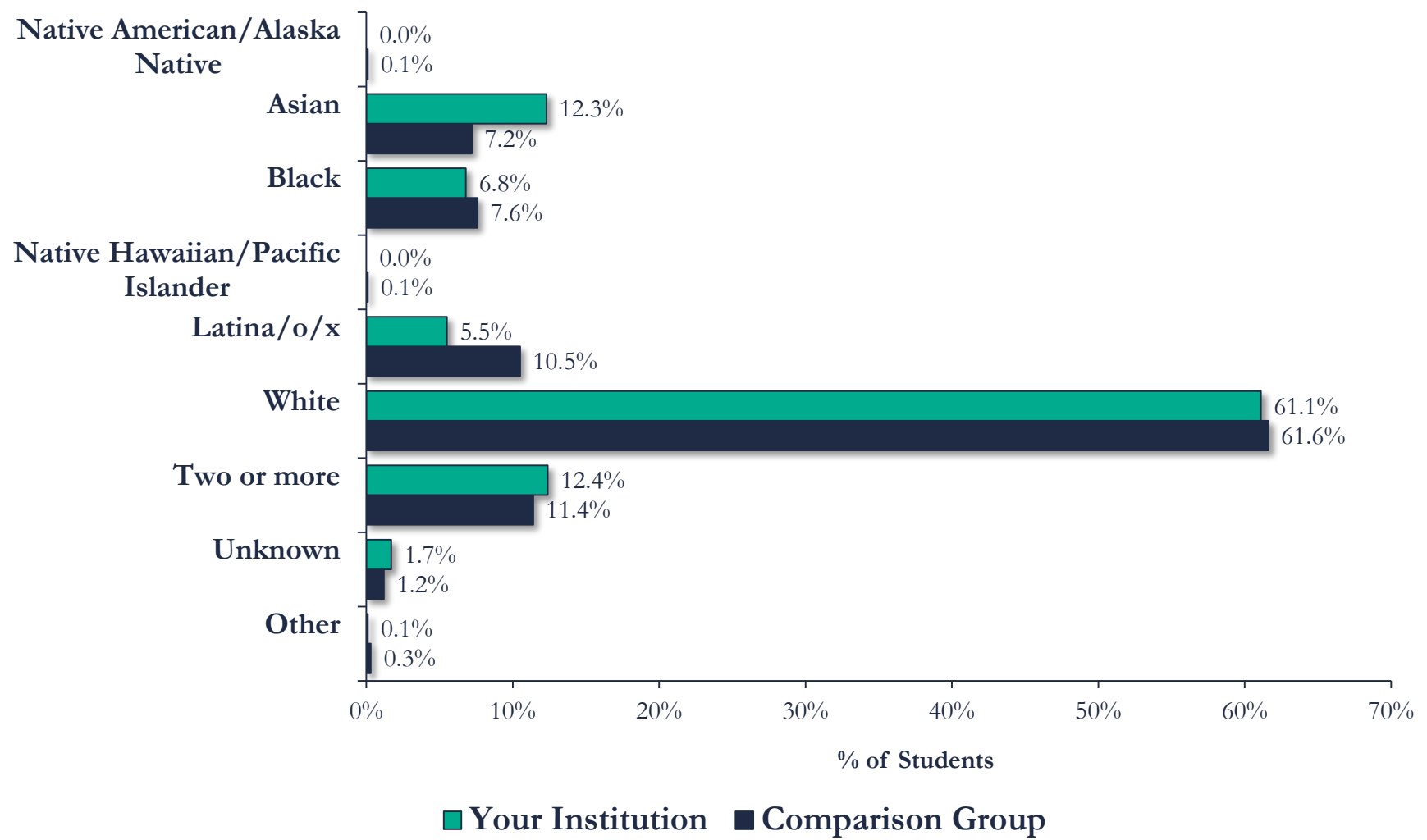


Sexual Orientation



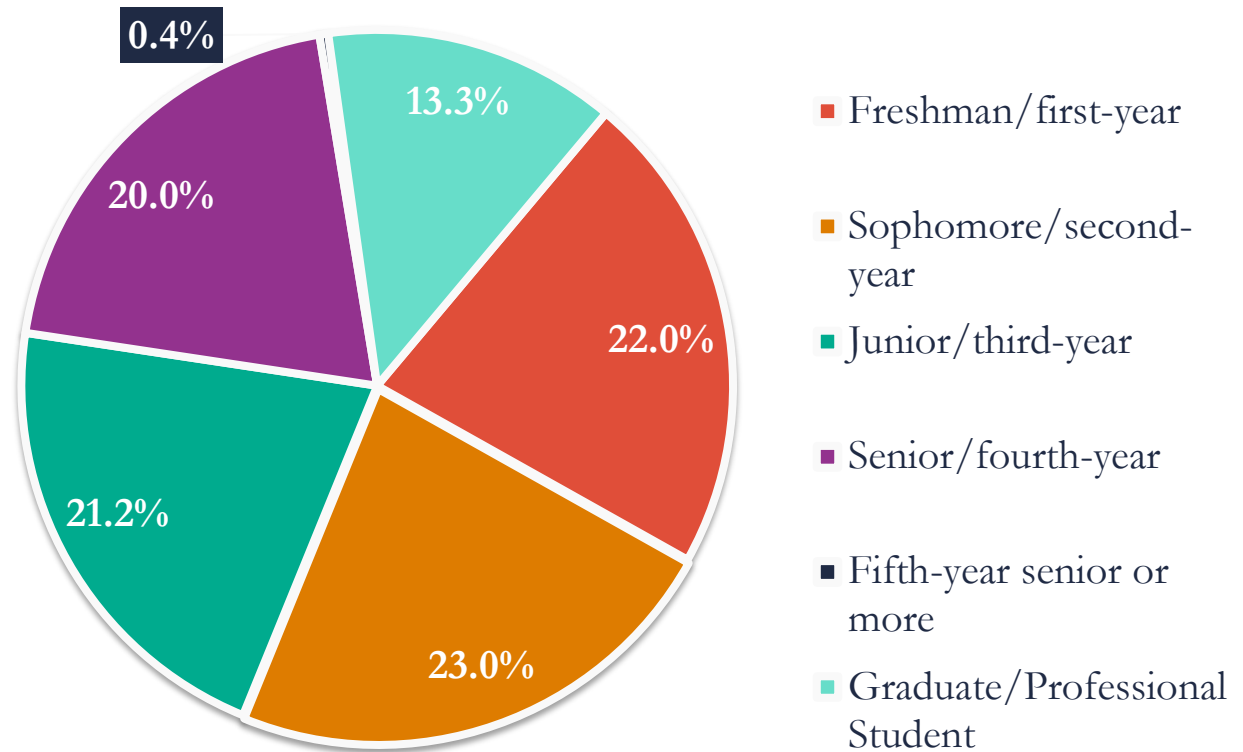
Demographics

Race/Ethnicity Group



Demographics

Class Standing





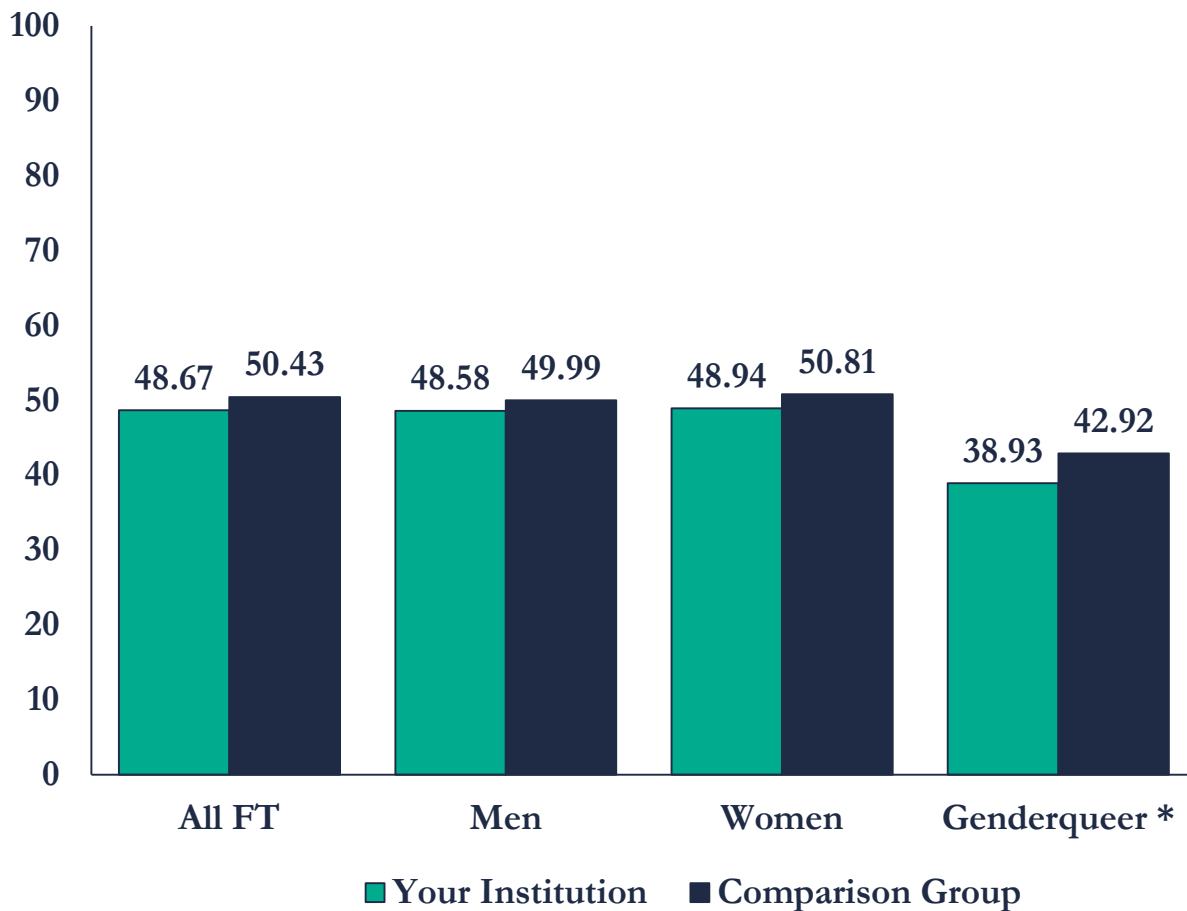
Campus Climate

The social and psychological climate on campus can impact students' ability to benefit from their educational environment and their academic success.



Sense of Belonging

The campus community is a powerful source of influence on students' development. *Sense of Belonging* measures the extent to which students feel a sense of academic and social integration on campus.



Items

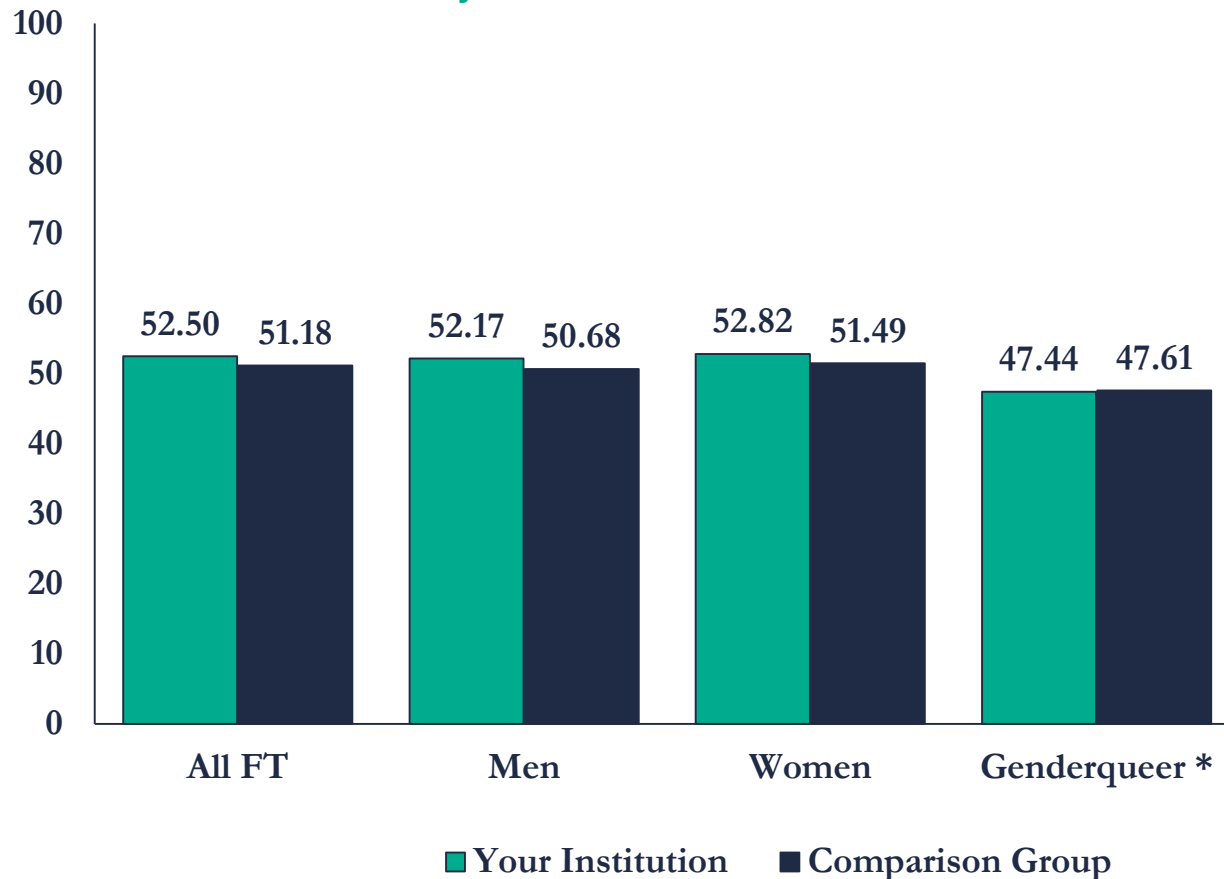
- I feel a sense of belonging to this campus
- I feel that I am a member of this college
- If asked, I would recommend this college to others

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

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Academic Validation

Faculty interactions in the classroom can foster students' academic development. *Academic Validation* measures students' views of the extent to which faculty actions in class reflect concern for their academic success.



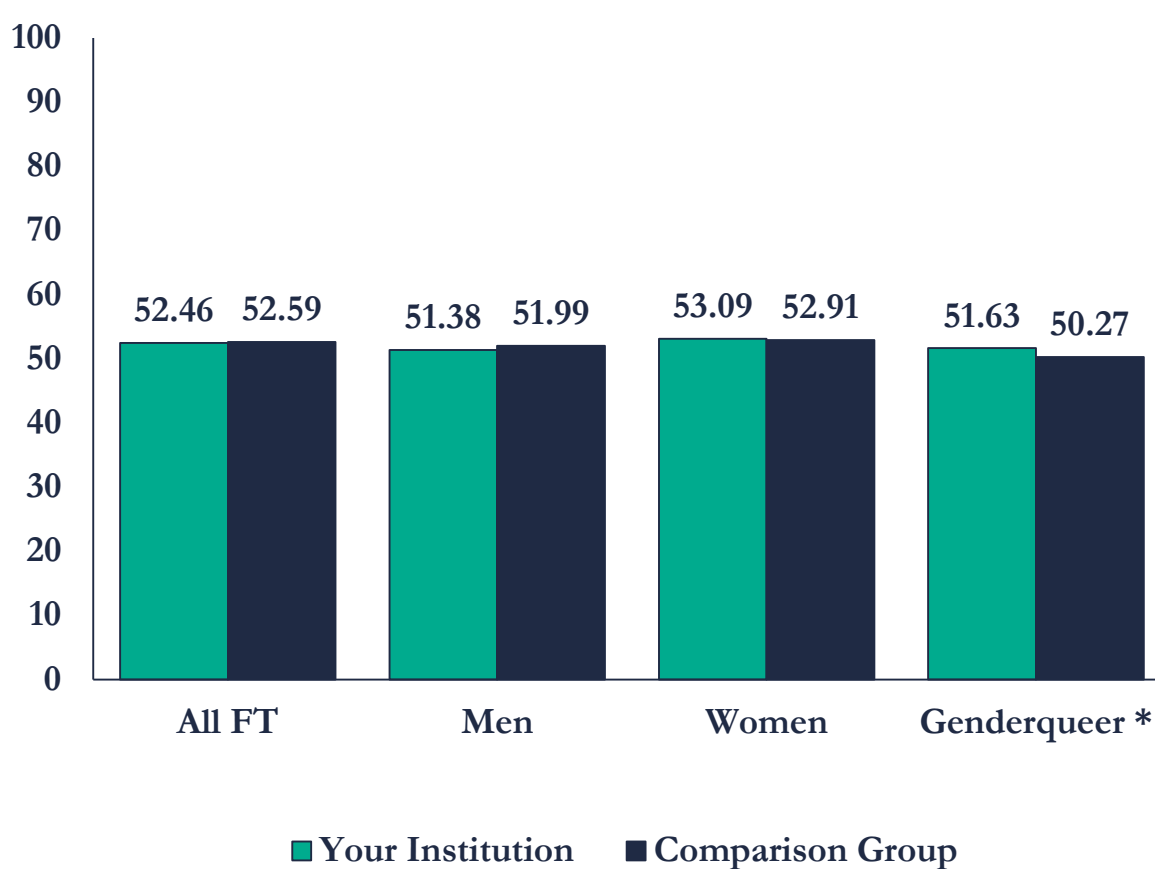
Items

- Felt that my contributions were valued
- Felt that faculty provided me with feedback that helped me assess my progress
- Felt that faculty encouraged me to ask questions and participate in discussions
- Faculty were able to determine my level of understanding of the course material

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General Interpersonal Validation

General Interpersonal Validation measures students' view of faculty and staff's attention to their development.



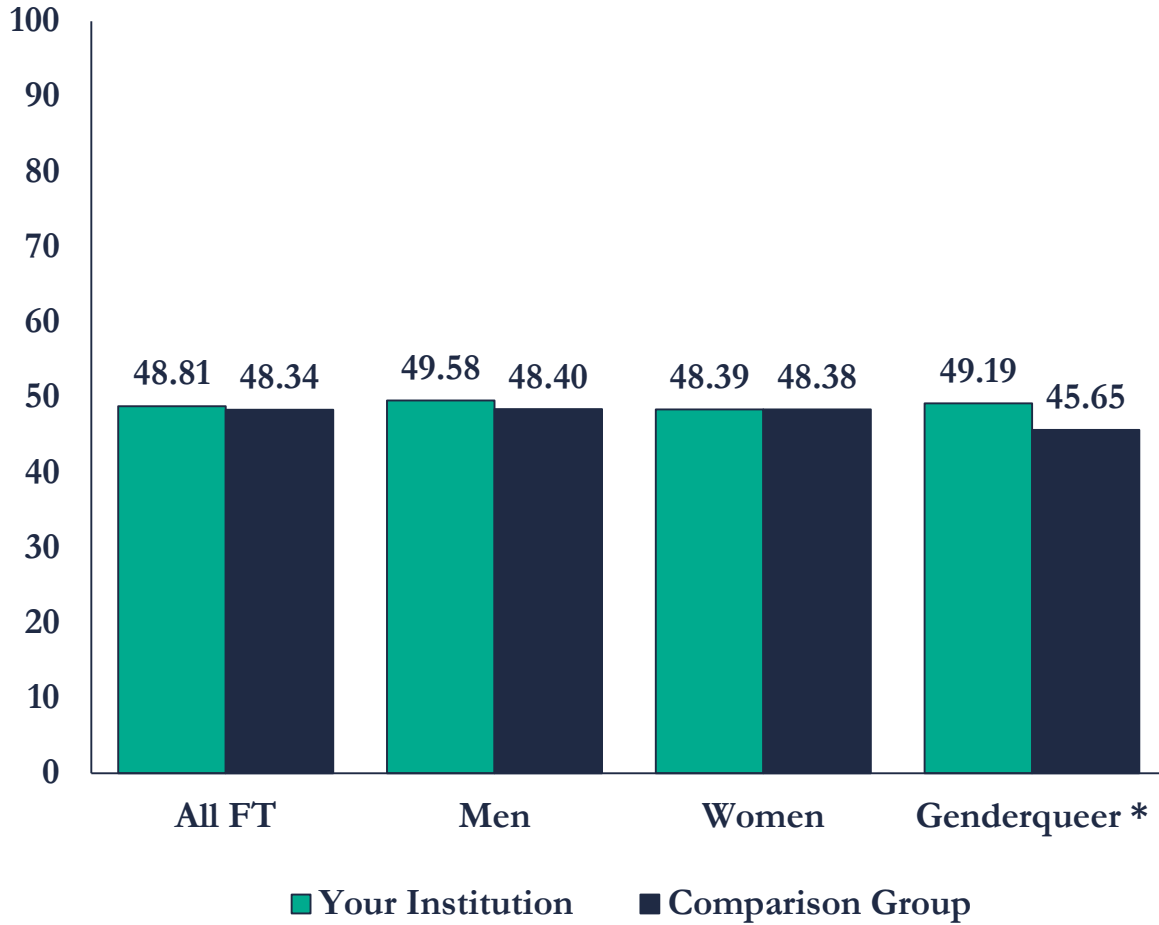
Items

- At least one faculty member has taken an interest in my development
- Faculty believe in my potential to succeed academically
- At least one staff member has taken an interest in my development
- Faculty empower me to learn here
- Staff encourage me to get involved in campus activities

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Institutional Commitment to Diversity

Institutional Commitment to Diversity is a measure of a student's perception of the campus' commitment to diversity.



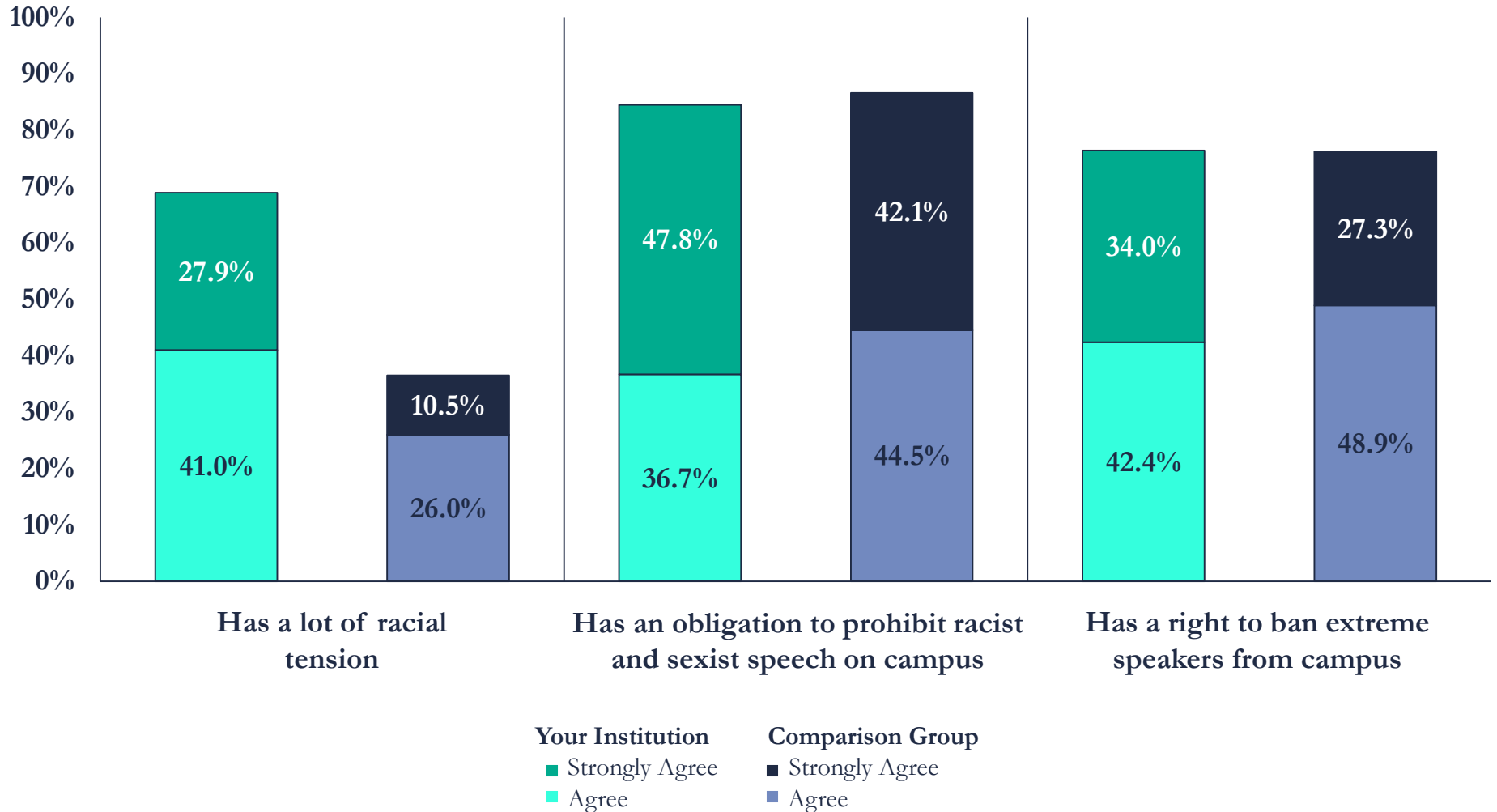
Items

- Promotes the appreciation of cultural differences
- Has a long-standing commitment to diversity
- Accurately reflects the diversity of its student body in publications (e.g., brochures, website)
- Has campus administrators who regularly speak about the value of diversity

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

Racial Tension and Free Speech

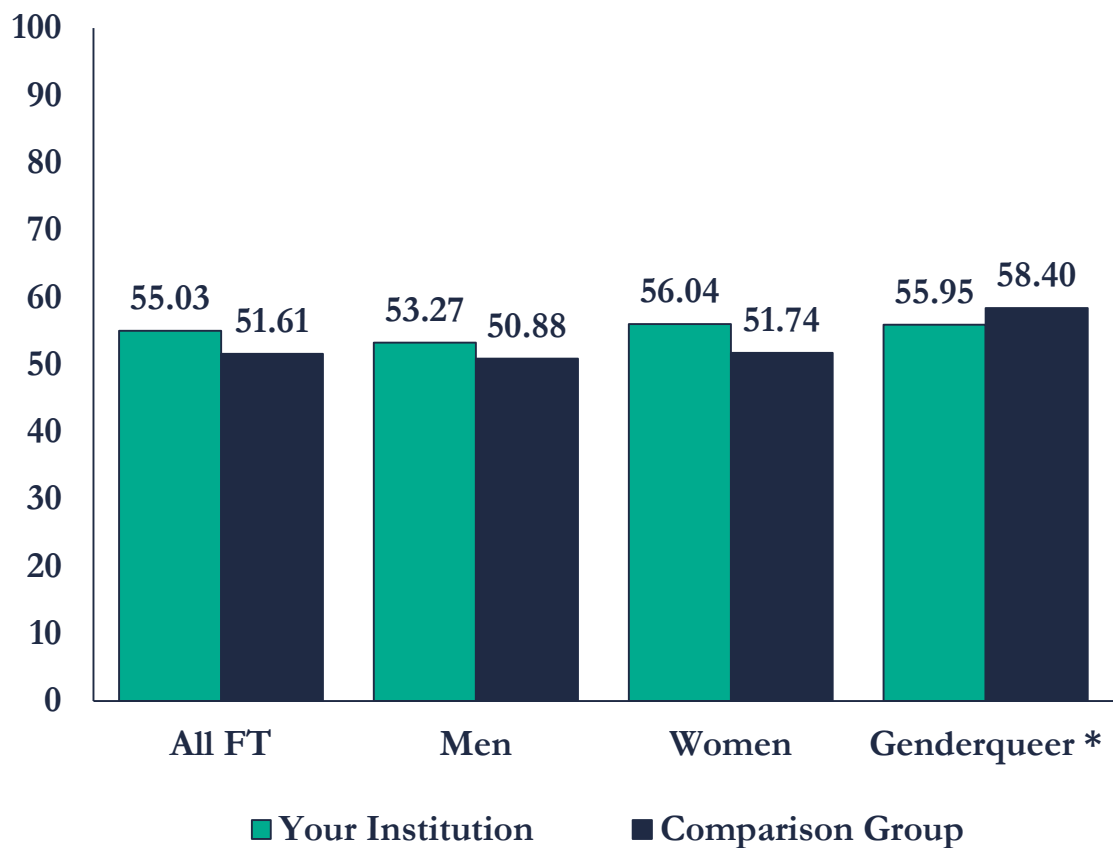
This college:





Discrimination and Bias

Discrimination and Bias measures the frequency of students' experiences with more subtle forms of discrimination.



Items

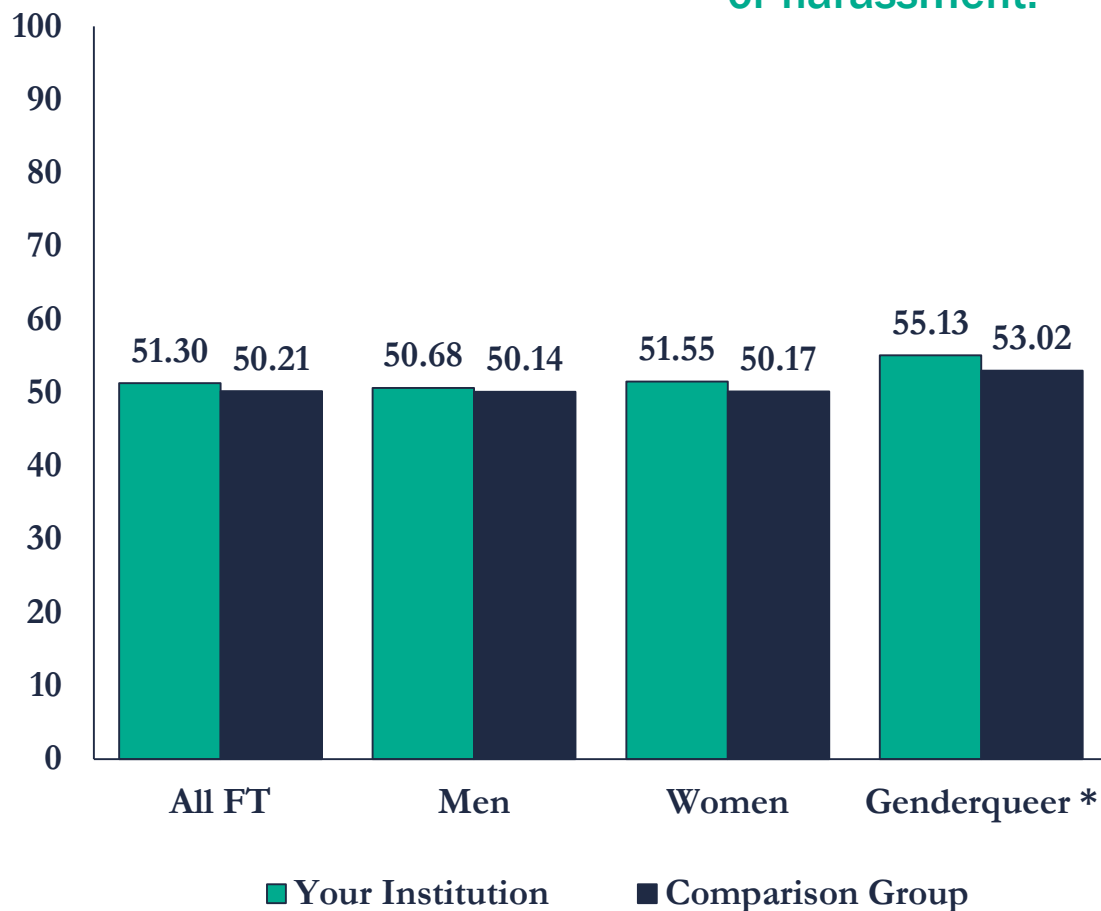
- Verbal comments
- Witnessed discrimination
- Cyberbullying (e.g., emails, texts, social media)
- Exclusion (e.g., from gatherings, events)
- Offensive visual images or items

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Harassment

Harassment measures the frequency that students experience threats or harassment.



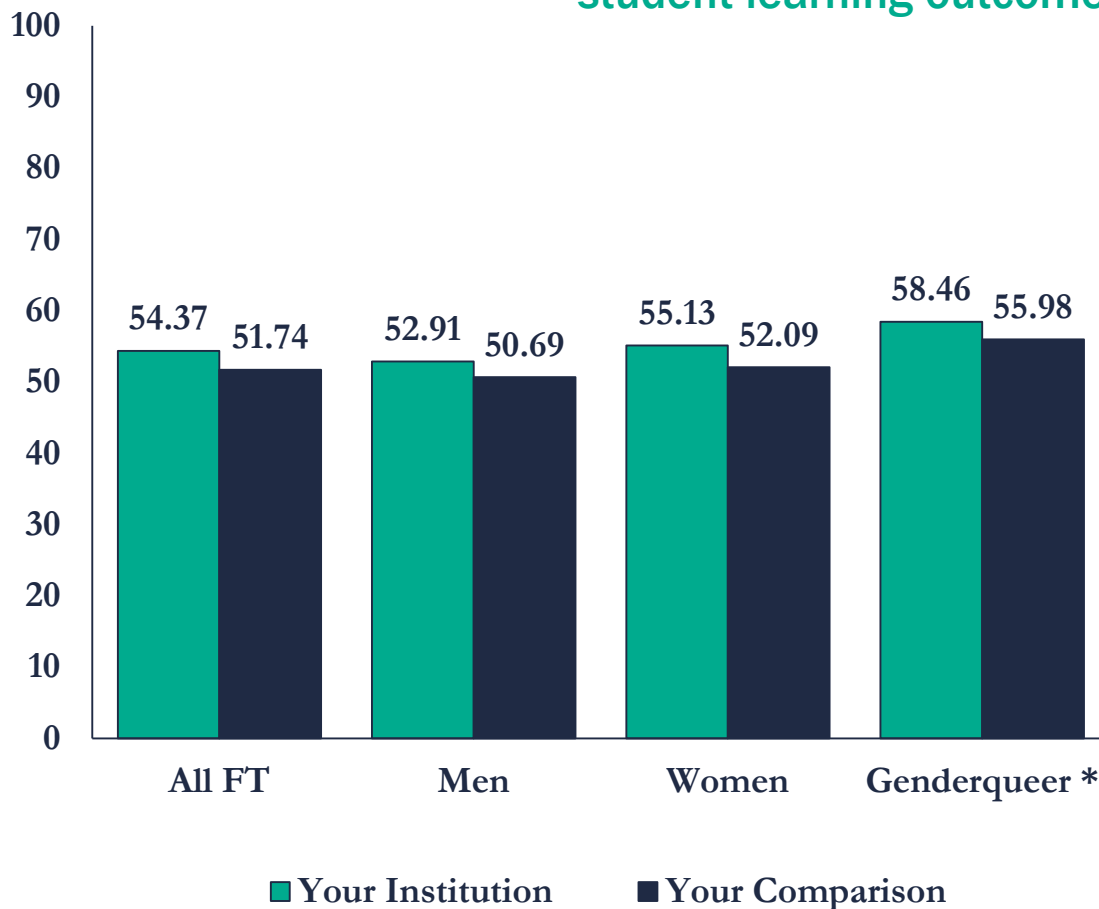
Items

- Physical assaults or injuries
- Threats of physical violence
- Anonymous phone calls
- Damage to personal property
- Reported an incident of sexual harassment to a campus authority
- Reported an incident of discrimination to a campus authority
- Been sexually harassed

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Conversations Across Difference

Conversations Across Difference measures how often students have in-depth conversations with diverse peers. Students who engage with diverse peers are more likely to achieve change across a wide range of student learning outcomes.



Items

How often in the past year did you interact with someone:

- From a socioeconomic class different from your own
- From a religion different from your own
- Of a sexual orientation different from your own
- From a country other than your own
- With a disability

How often in the past year did you:

- Discuss issues related to sexism, gender differences, or gender equity

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

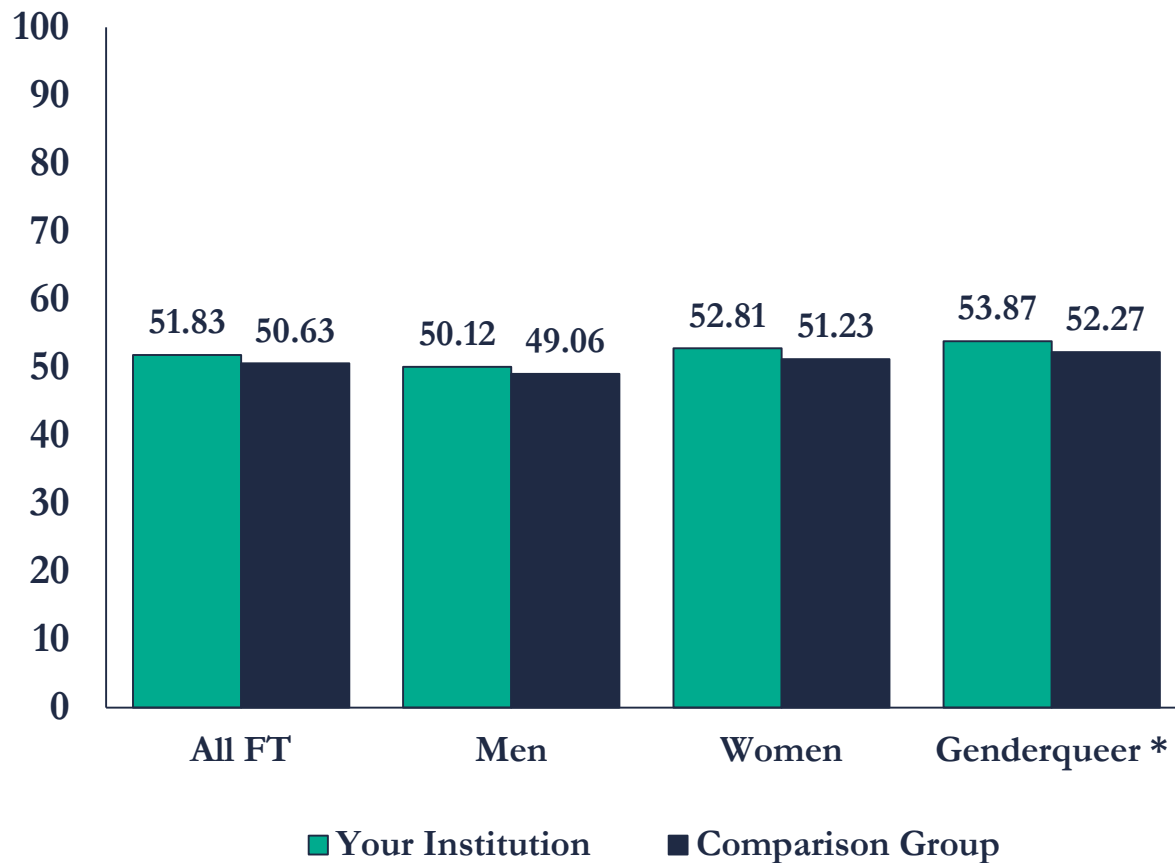


Institutional Practices

Guided and intentional campus practices that create opportunities for interaction among a diverse student body help students become active agents in their own learning.

Curriculum of Inclusion

Pedagogy and course content resonate with students' identities and help students feel valued and affirmed as learners. *Curriculum of Inclusion* measures the number of courses a student has taken that include materials and pedagogy addressing diversity.



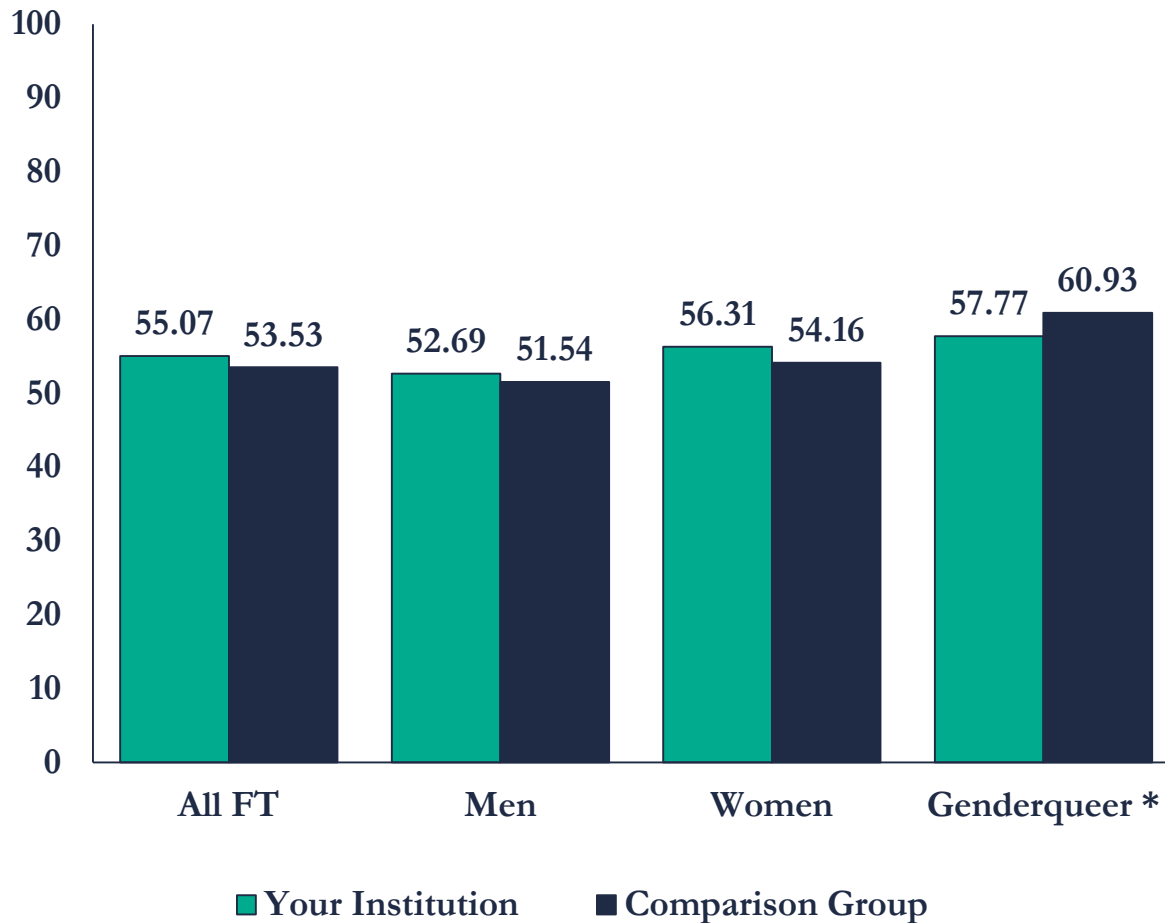
Items

- Materials/readings about race/ethnicity
- Materials/readings about socioeconomic class differences
- Materials/readings about privilege
- Materials/readings about sexual orientation
- Materials/readings about gender/gender identity
- Materials/readings about disability
- Opportunities for intensive dialogue between students with different backgrounds and beliefs
- Opportunities to study and serve communities in need (e.g., service learning)

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

Co-Curricular Diversity Activities

Co-Curricular Diversity Activities measures students' involvement with institutional programs focused on diversity issues.



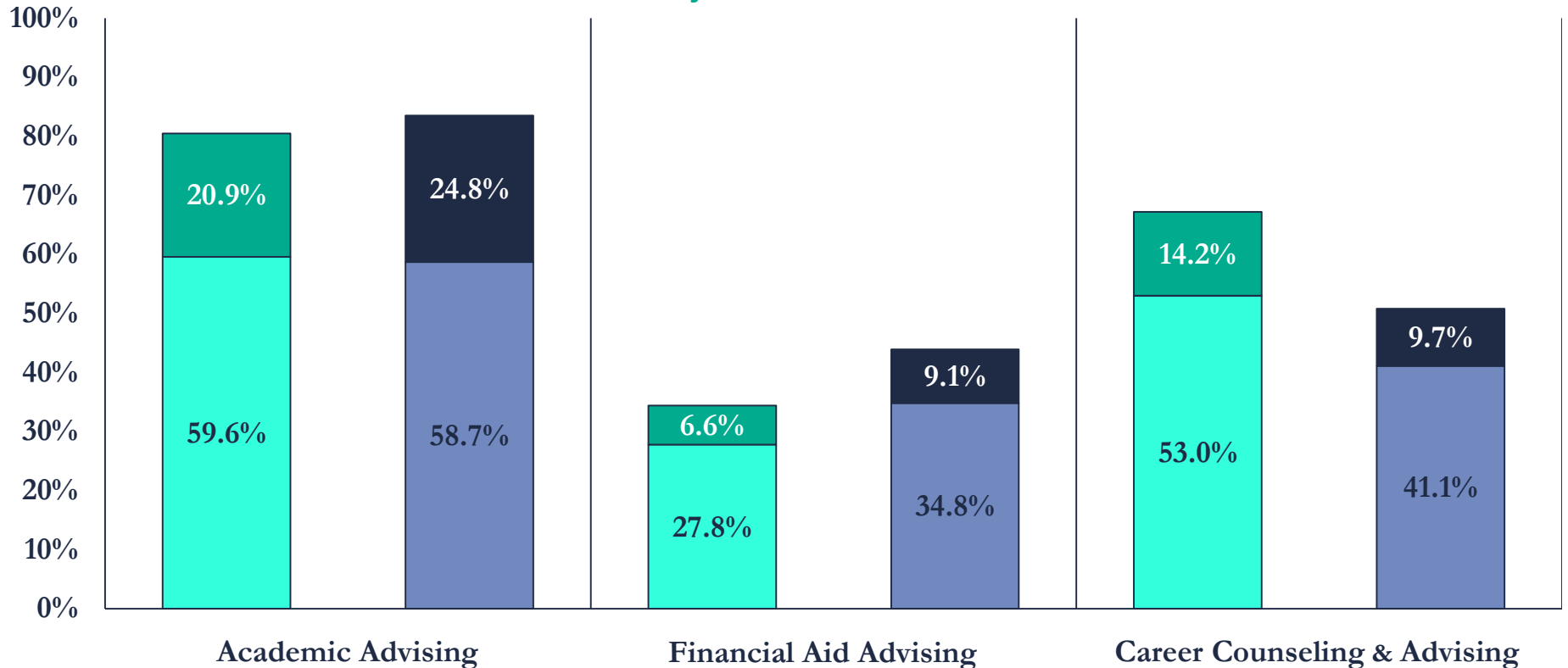
Items

- Participated in ongoing campus-organized discussions on racial/ethnic issues (e.g., intergroup dialogue)
- Attended events focused on diversity (e.g., presentations, performances, art exhibits, debates)
- Participated in Campus Center activities (e.g., LGBTQ+, Racial/Ethnic, Cultural, Women's/Men's, Religious, Disability Centers)

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Navigational Action

Navigational Action illustrates how often students participated in institutional programs or engaged in activities that would help them successfully traverse the institution.



Your Institution
■ Frequently
■ Occasionally

Comparison Group
■ Frequently
■ Occasionally

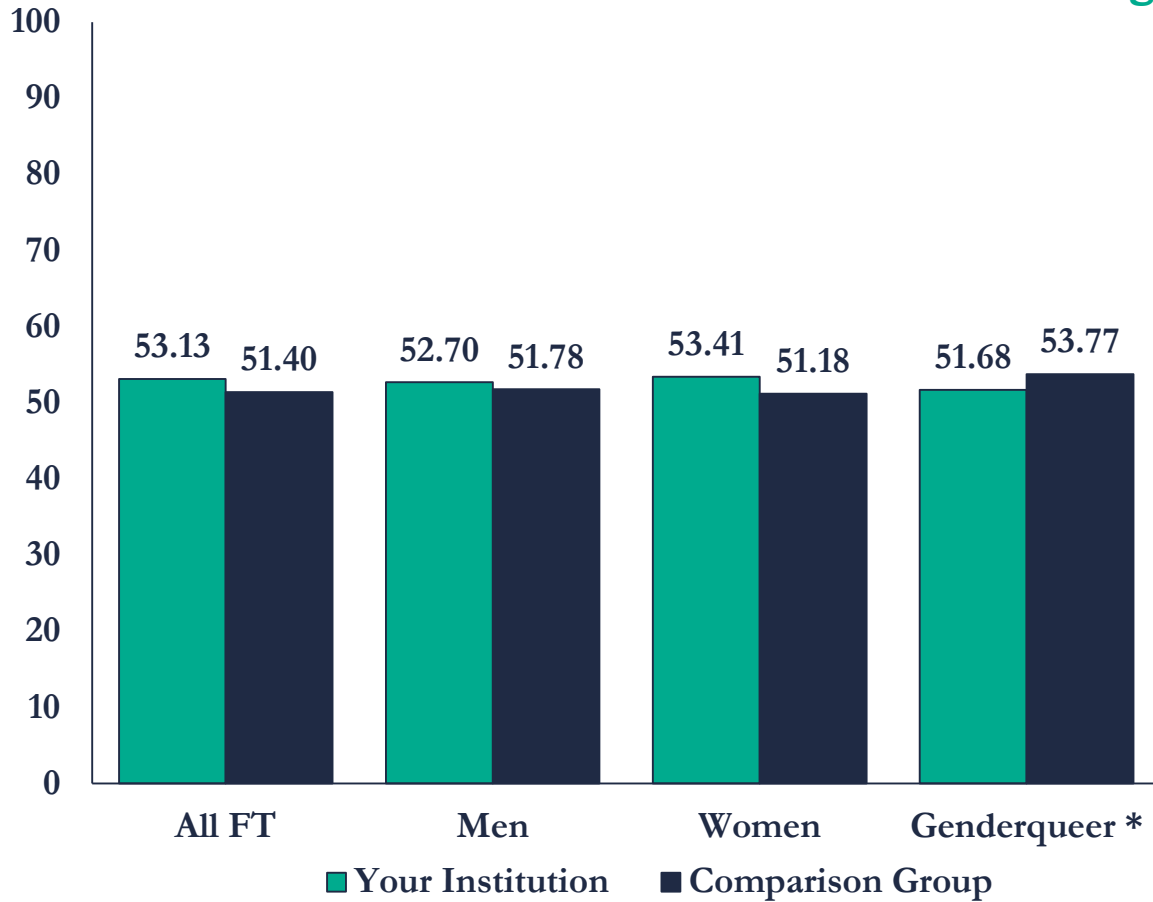


Student Learning Outcomes

Students develop across a range of outcomes related to complex thinking, ethical decision-making, and capacity for citizenship when they are exposed to diversity.

Habits of Mind

Habits of Mind is a unified measure of the behaviors and traits associated with academic success. These learning behaviors are seen as the foundation for lifelong learning.



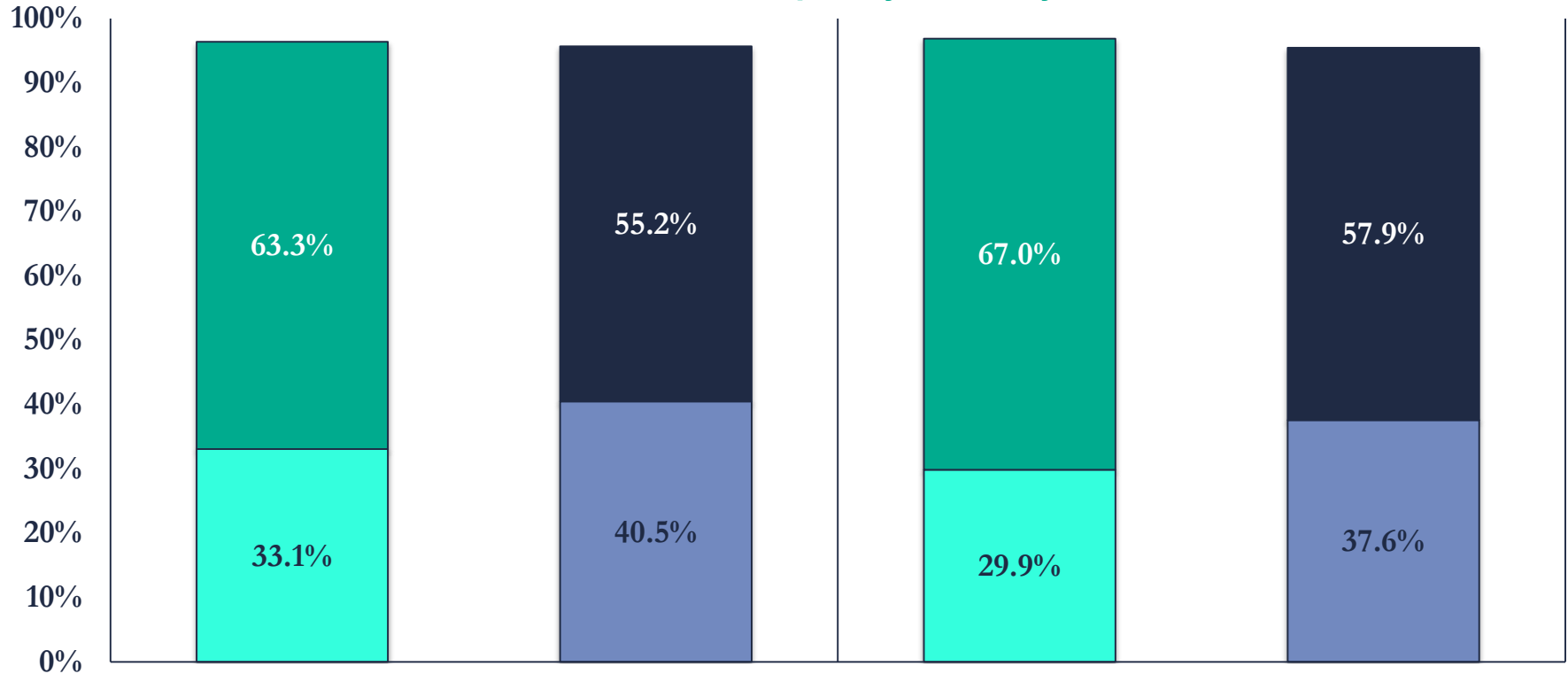
Items

- Seek solutions to problems and explain them to others
- Support your opinion with a logical argument
- Explore topics on your own, even though it was not required for a class
- Accept mistakes as part of the learning process
- Look up scientific research articles and resources

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Application of Learning

How often in the past year did you:



Use different points of view to make an argument

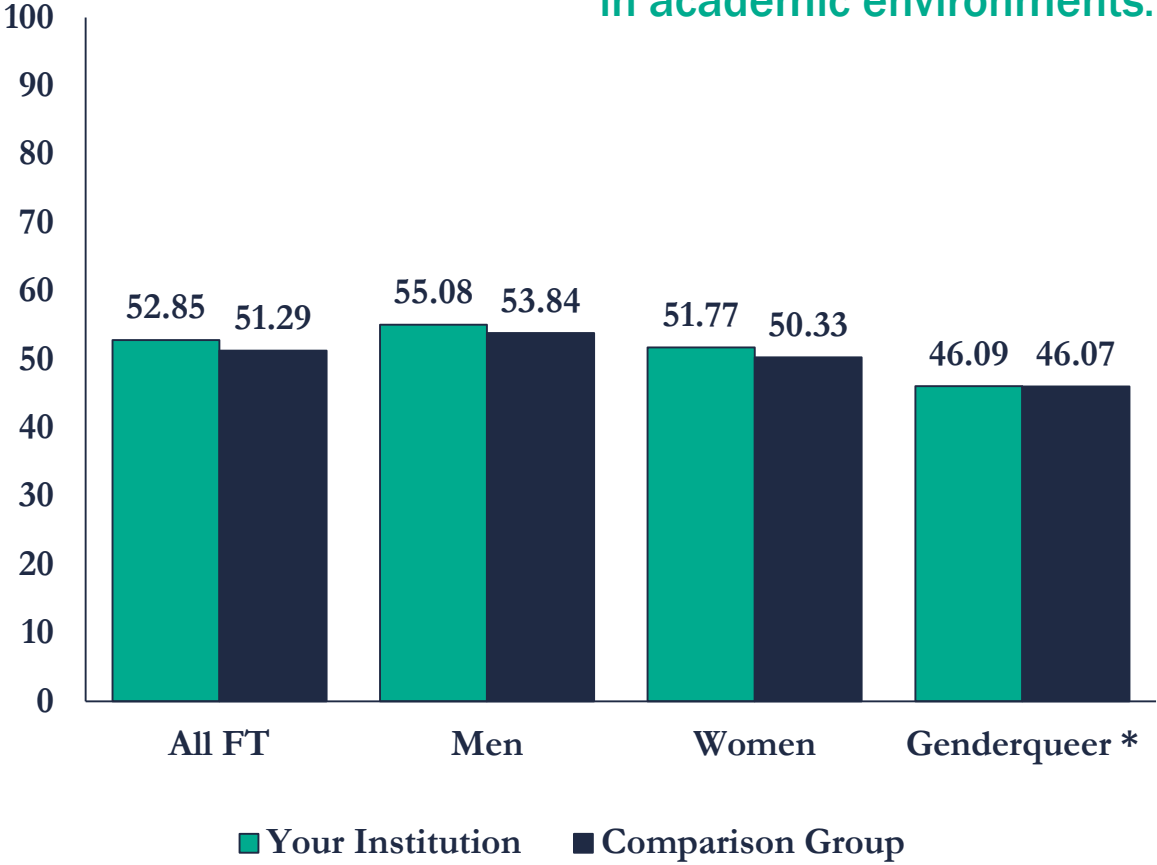
Recognize the biases that affect your own thinking

Your Institution
■ Frequently
■ Occasionally

Comparison Group
■ Frequently
■ Occasionally

Academic Self-Concept

Self-awareness and confidence in academic environments help students learn by encouraging their intellectual inquiry. *Academic Self-Concept* is a unified measure of students' beliefs about their abilities and confidence in academic environments.



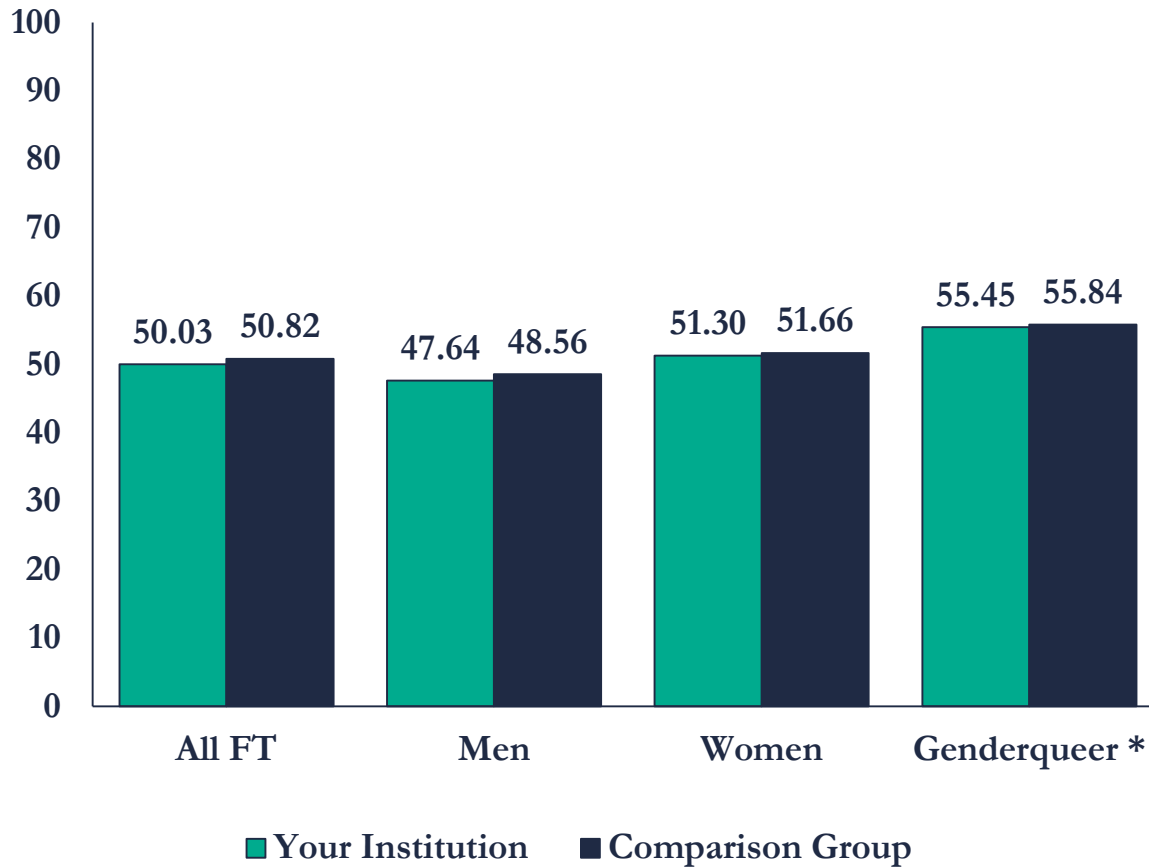
Items

- Self-rated academic ability
- Self-rated self-confidence (intellectual)
- Self-rated drive to achieve
- Self-rated mathematical ability

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Social Agency

Social Agency measures the extent to which students value political and social involvement as a personal goal.



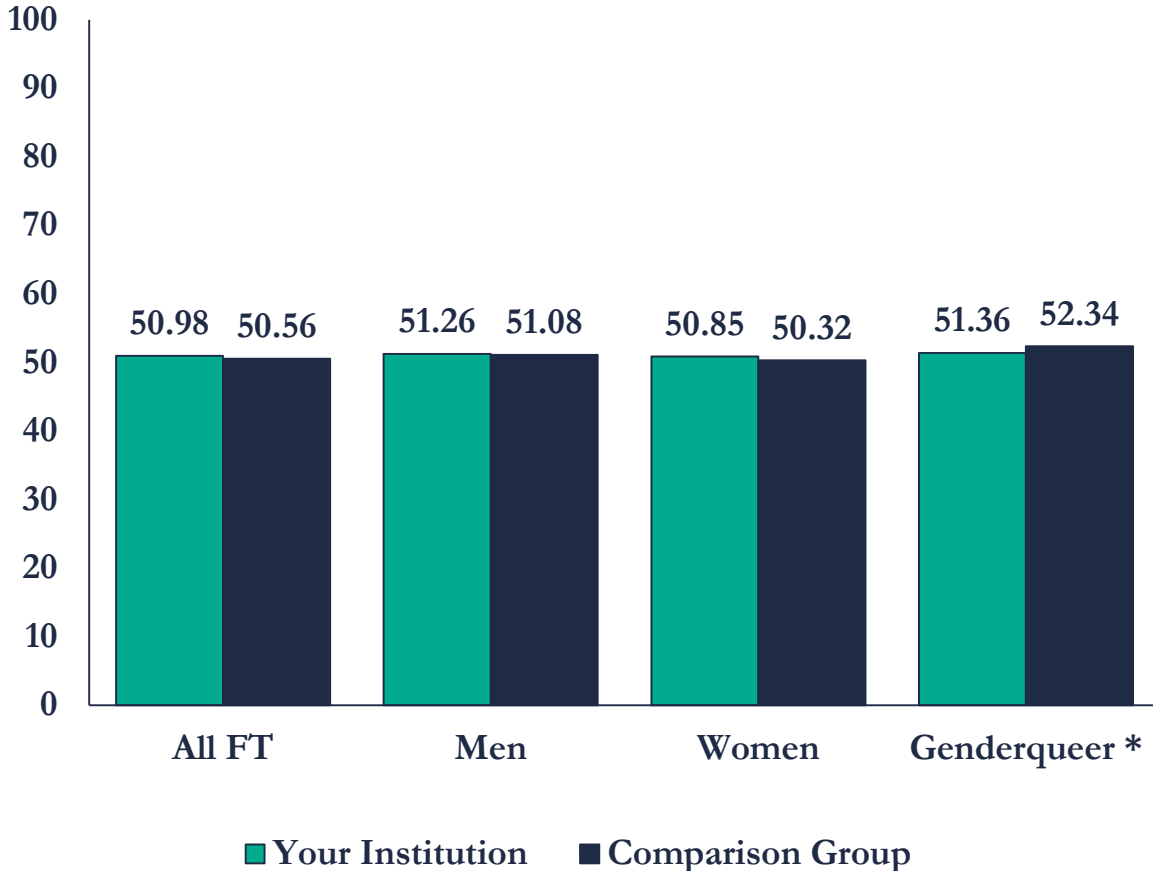
Items

- Influencing the political structure (e.g., voting, education campaigns, get-out-the-vote efforts)
- Working to correct social and economic inequalities
- Influencing social values
- Helping to promote racial understanding
- Working to achieve greater gender equity

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

Pluralistic Orientation

Pluralistic Orientation measures skills and dispositions appropriate for living and working in a diverse society.



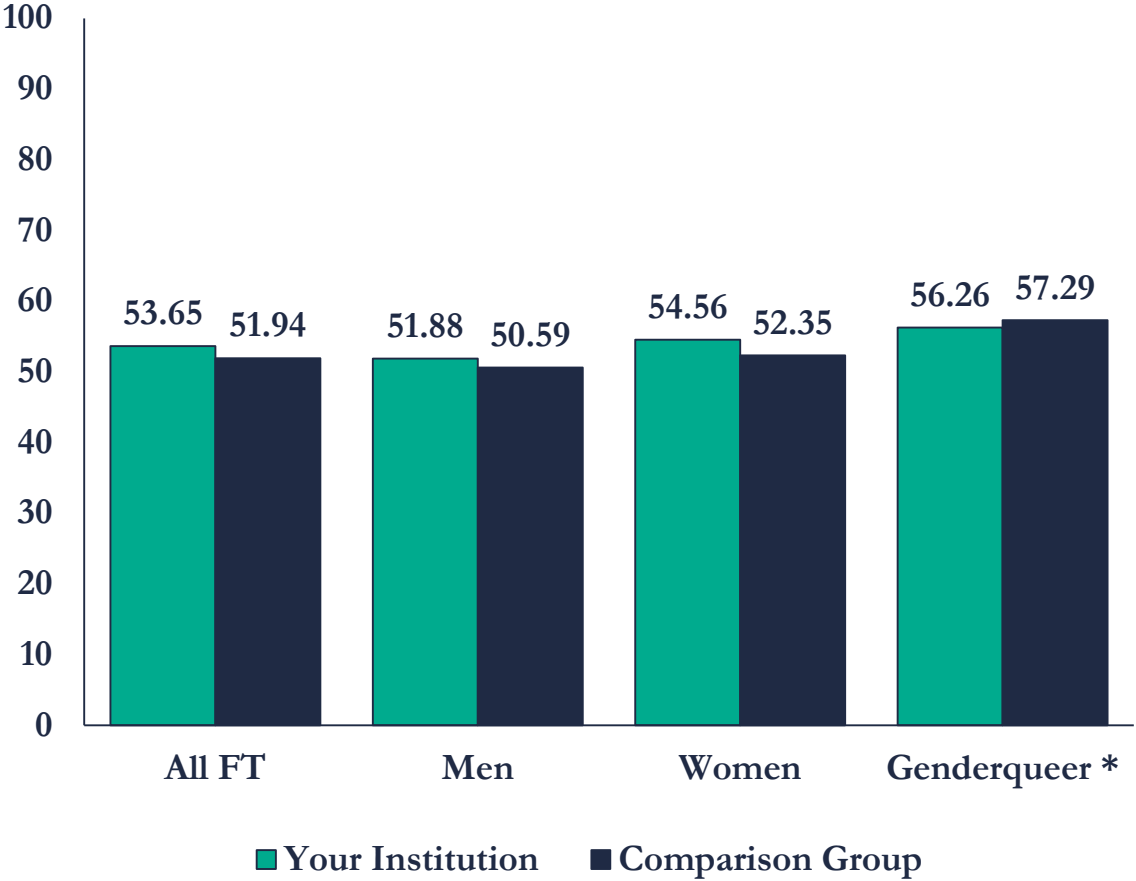
Items

- Tolerance of others with different beliefs
- Openness to having my own views challenged
- Ability to work cooperatively with diverse people
- Ability to discuss and negotiate controversial issues
- Ability to see the world from someone else's perspective

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

Civic Engagement

Engaged citizens are a critical element in the functioning of our democratic society. *Civic Engagement* measures the extent to which students are motivated and involved in civic, electoral, and political activities.



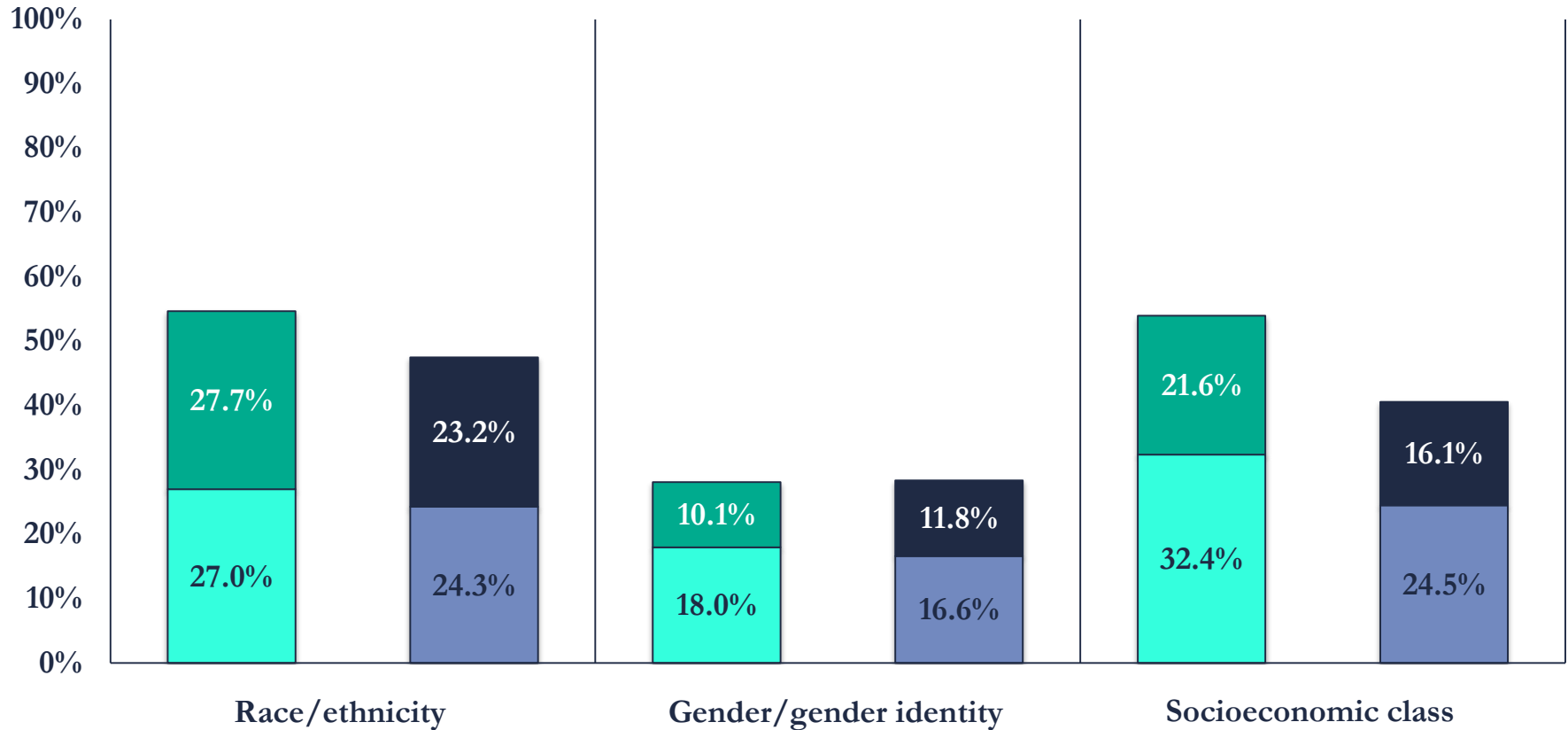
Items

- Demonstrated for a cause (e.g., boycott, rally, protest)
- Publicly communicated your opinion about a cause (e.g., blog, email, petition)
- Discussed politics
- Performed community service

* Includes genderqueer, gender non-conforming, non-binary, identity not listed above

Identity Salience

We are all members of different social identity groups (e.g., gender, race, ethnicity, sexual orientation, socioeconomic class).
 How often in the past year have you thought about your:



Your Institution
 ■ Very Often
 ■ Often

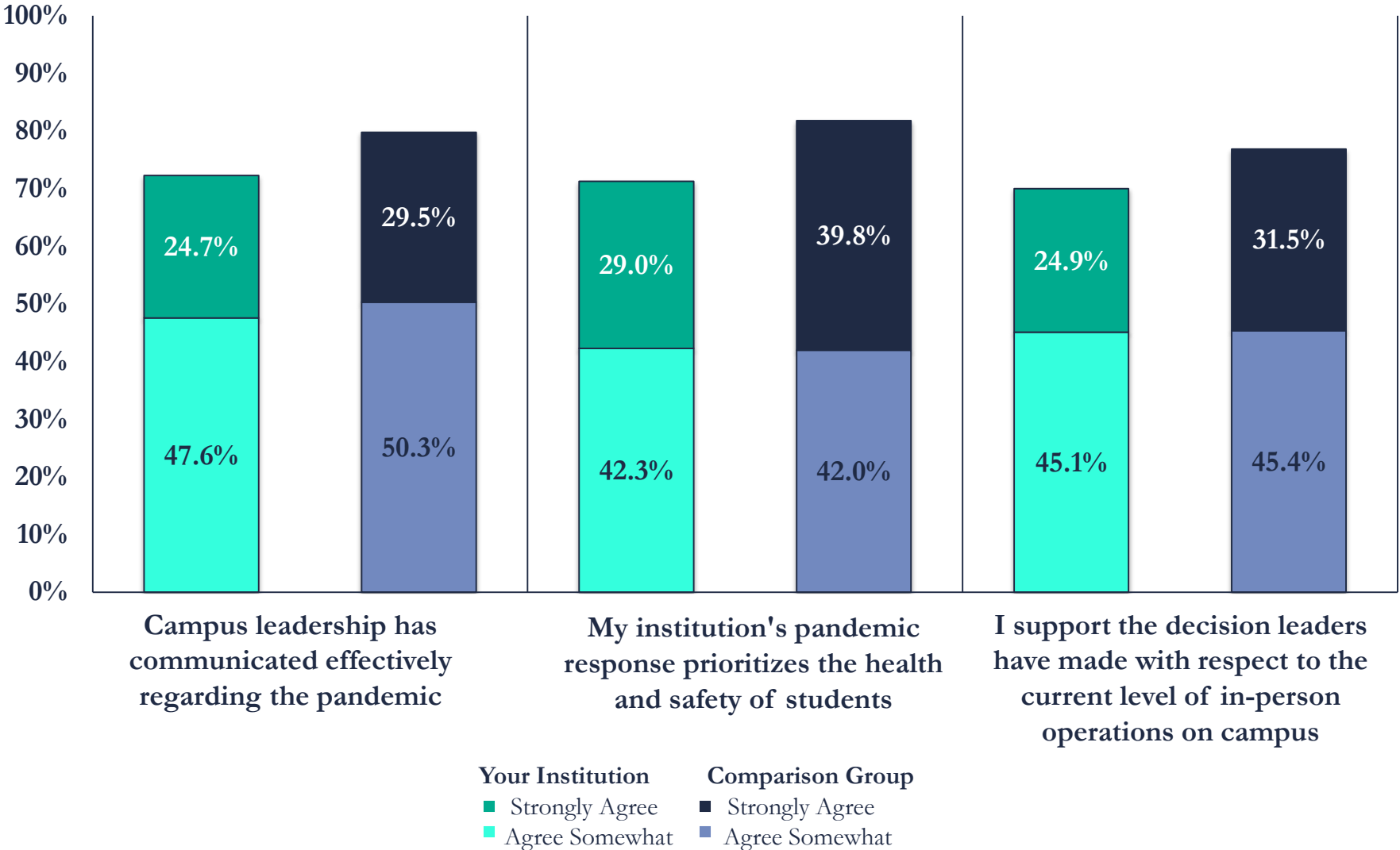
Comparison Group
 ■ Very Often
 ■ Often

COVID-19 Pandemic

Institutions and students have been impacted by the ongoing COVID-19 pandemic.

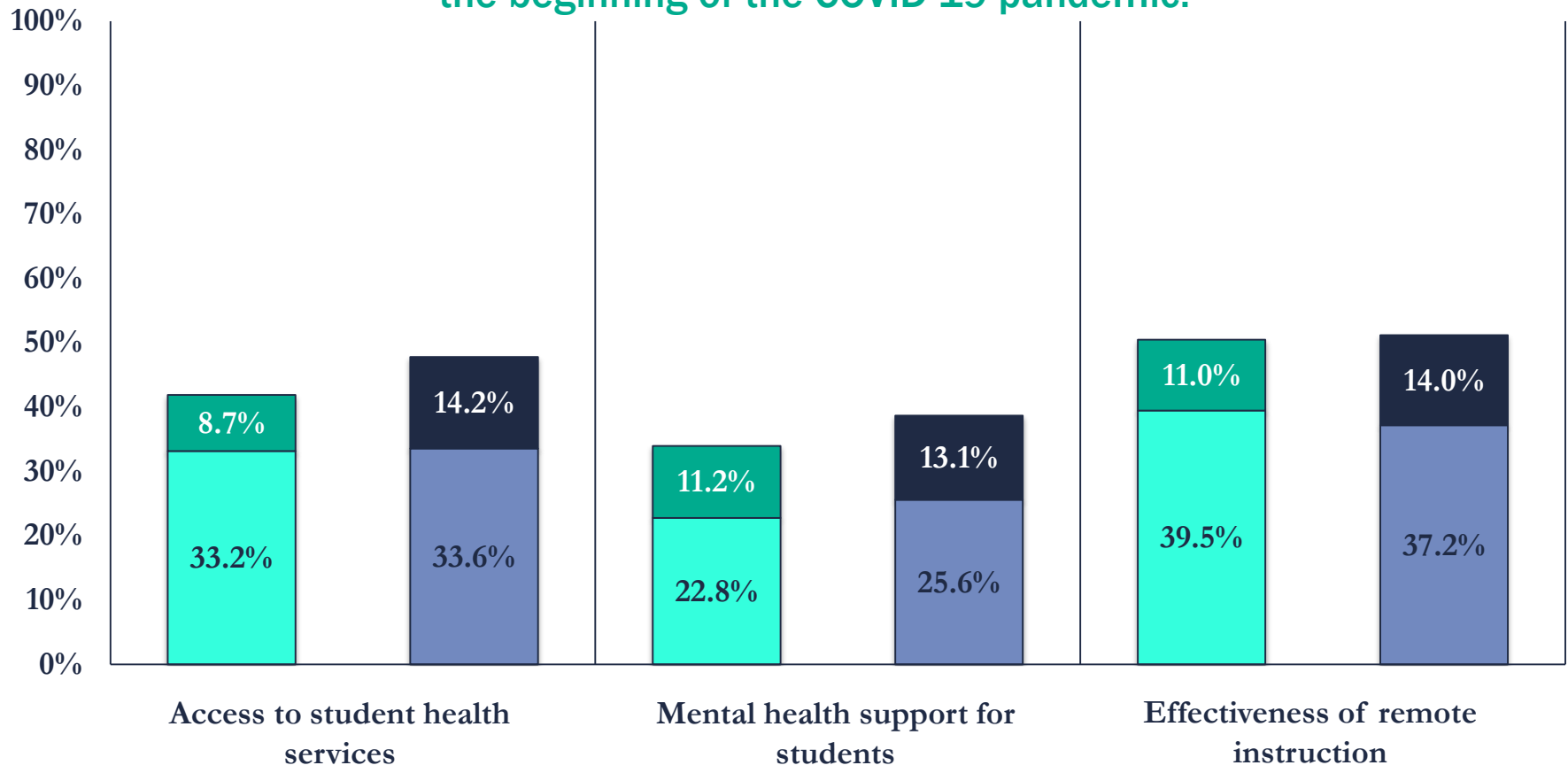
Agreement with Institutional Decisions

Please indicate your agreement with each of the following statements.



Satisfaction with Student and Academic Services

Please rate your satisfaction with your college in the following areas since the beginning of the COVID-19 pandemic.

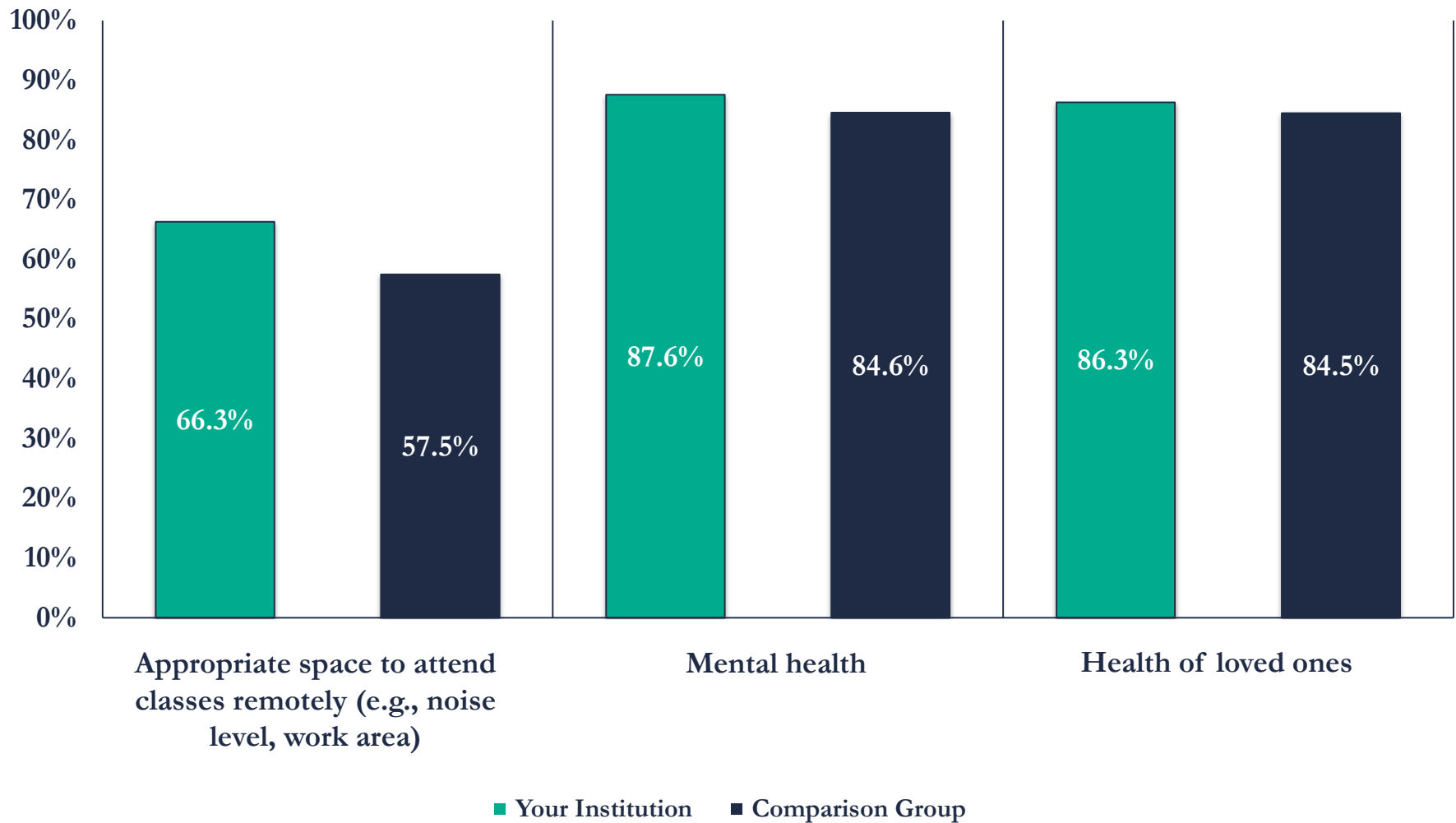


Your Institution
■ Very Satisfied
■ Satisfied

Comparison Group
■ Very Satisfied
■ Satisfied

Sources of Stress

Extent to which the following have been a source of stress during the pandemic: (Percent reporting at least “Somewhat”)



Connections between climate, institutional practices, and outcomes can foster student success.

For more information on the HERI Diverse Learning Environments Survey at UR please contact:

Dr. Glyn Hughes
Director, Institutional Equity and Inclusion
ghughes@richmond.edu

Media inquiries should be directed to:
Cynthia Price
Associate Vice President of Media & PR
cprice2@richmond.edu
804-287-6659

For information about HERI/CIRP Surveys please contact:
heri@ucla.edu (310) 825-1925 www.heri.ucla.edu