

IU South Bend 2024

Belongingness Survey Results

IU South Bend
Institutional Analytics

***A dive into the feedback from
IUSB students, staff and faculty***



INDIANA UNIVERSITY
SOUTH BEND



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The 22-question survey was administered between October 7 – 21, 2024, via an email sent to the whole campus community.

Participants were informed that their participation is voluntary and that their feedback would be used to inform decisions that affect their belongingness (*need to feel accepted, valued, and appreciated at the campus*) experience on the campus.

Participants were told that they could skip any question they felt uncomfortable responding to, and that the survey should take them less than 15 minutes to complete.

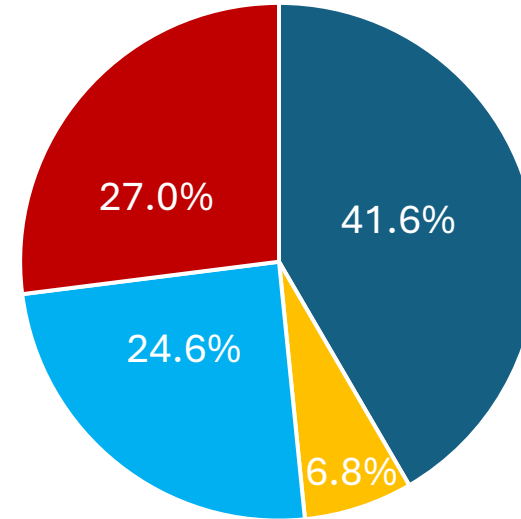
In general, respondents' demographic characteristics matched our campus population.



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There was a total of 281 complete or partial responses out of a total 5,915 students, staff and faculty sent the survey for a 5% response rate.

Percentage of Respondents by Campus Role



- Undergraduate Students
- Graduate Students
- Staff
- Faculty

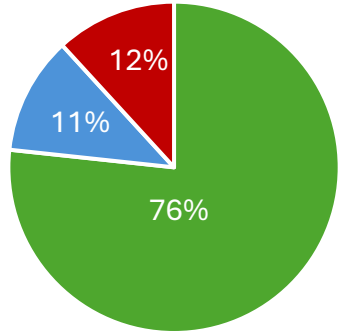


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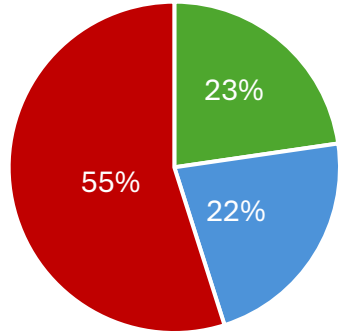
Question 1: Please indicate the extent to which you agree or disagree with the following statements about diversity and inclusion at IUSB.

- Agree
- Neutral
- Disagree

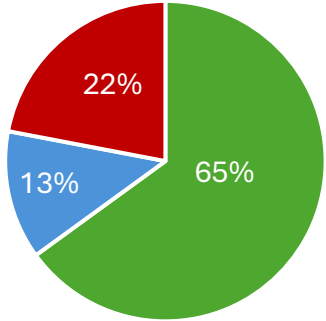
IUSB Committed to Diversity and Inclusion



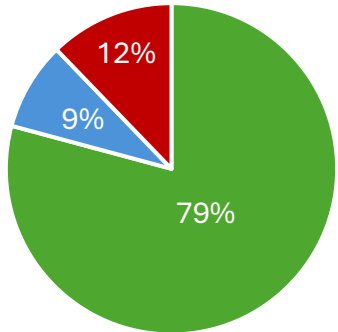
IUSB Has Not Enough Emphasis on Diversity and Inclusion



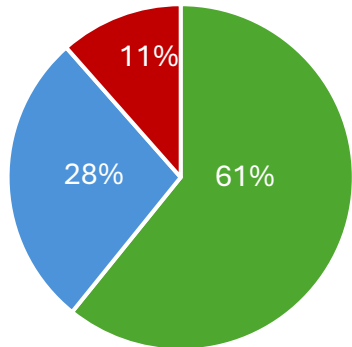
IUSB Has Diverse Faculty and Staff



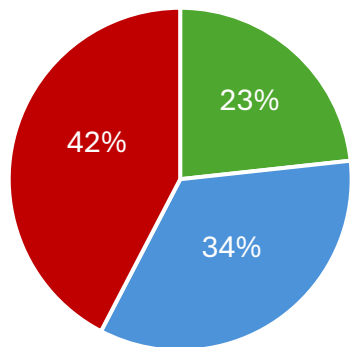
IUSB has Diverse Students



IUSB Accurately Reflects Diversity in Publications



IUSB Has Tension Around Diversity Issues



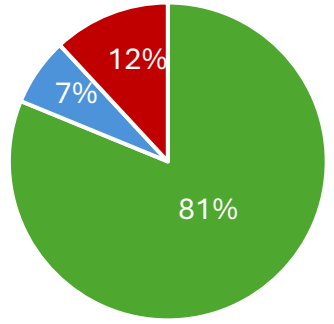


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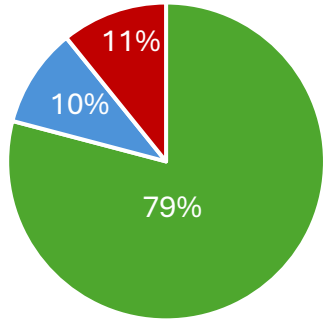
Question 2: Please indicate the extent to which you agree or disagree with the following statements about belongingness (defined as "need to feel accepted, valued, and appreciated as a part of a group or something greater than oneself").

- Agree
- Neutral
- Disagree

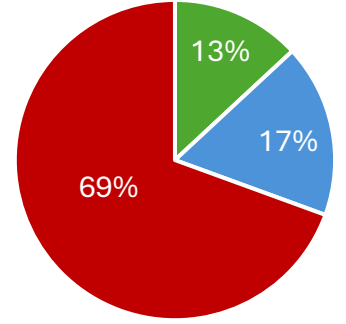
Feel comfortable being myself at IUSB



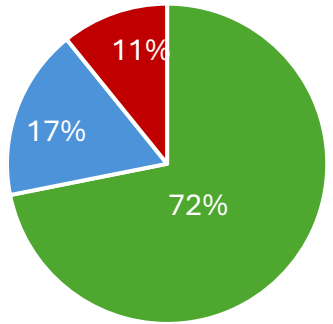
Able to make friends at IUSB



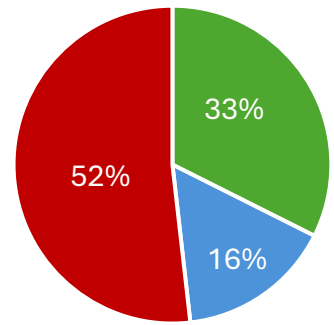
Difficult to advance in my studies/career at IUSB Because of Who I Am



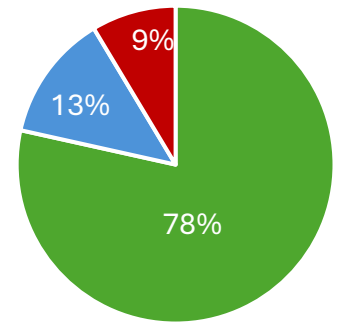
Easy to Collaborate with People From a Different Background at IUSB



Fear Speaking Up for What I Think at IUSB



Feel Emotionally and Physically Safe on Campus





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Question 3:

At IUSB, within the past year, how often have you heard an offensive or insensitive remark towards:

Frequency of Offense Witnessed	Once	More than once	Frequently	Almost Weekly	Almost Daily	Weighted Average
Non-native English speakers	33	37	13	1	2	1.86
Veterans	11	10	3	1	1	1.88
Being of international origin	23	20	8	2	2	1.91
Bisexual, gay, or lesbian persons	24	33	10	2	2	1.94
Trans-identified or gender nonconforming	26	38	9	2	3	1.95
Persons of a particular economic background	24	33	16	0	2	1.97
Persons of a particular age group	33	43	16	8	3	2.08
Persons of a particular racial or ethnic background	25	29	12	2	5	2.08
Religious or spiritual beliefs	24	36	14	5	3	2.11
Mental health issues	27	32	17	3	5	2.13
Women	24	45	21	2	5	2.16
Persons with a disability	20	26	14	3	4	2.18
Appearance	28	55	22	7	6	2.22
Men	17	31	11	4	7	2.33



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Question 5:
At IUSB,
within the past
year, how
often have you
experienced
bias or
discrimination
in the
following
categories:

Frequency of Bias or Discrimination Experienced	Once	More than once	Frequently	Almost Weekly	Almost Daily	Weighted Average
Persons of a particular economic background	15	4	3	0	0	1.45
Non-native English speakers	10	5	2	1	0	1.67
Women	15	20	6	0	0	1.78
Bisexual, gay or lesbian persons	6	6	3	0	0	1.80
Religious or spiritual beliefs	9	15	4	0	0	1.82
Being of international origin	6	5	4	0	0	1.87
Persons of a particular age group	12	12	7	1	0	1.91
Others' appearance	9	11	4	0	1	1.92
Veterans	1	4	1	0	0	2.00
Persons of a particular racial or ethnic background	9	8	7	0	1	2.00
Mental health issues	10	11	5	0	2	2.04
Trans-identified or gender nonconforming	5	5	4	0	1	2.13
Persons with a disability	4	7	3	1	2	2.41
Men	4	4	4	1	3	2.69



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Occurrence of Harmful Behaviors

Regarding the occurrence of harmful behaviors:

- 3 experienced physical assault, one of which was a frequent incident
- 15 experienced threat of physical violence (8 more than once)
- 19 experienced offensive images (13 of which more than once)
- 42 experienced offensive written communication (24 more than once)
- 80 experienced offensive verbal communication (58 more than once)

Employees reported experiencing all of the above more than students, with the exception of physical assault.

The most common locations for occurrences were “other campus spaces (e.g., offices)”, followed by classrooms. Restrooms were the least common locations for occurrences.



Summary of findings from reporting harmful behaviors

Regarding the community's knowledge on how to report:

- A noteworthy number of students (23%) stated not knowing how to report.
- When looking into these, it seems that a very large amount (48%) of these were part-time students.

Both students and employees were more likely to report harassment or discrimination compared to bias.

Students were less likely to report behaviors compared to employees

- Students: 14% unlikely to report bias; 8% unlikely to report discrimination; 7% unlikely to report harassment
- Employees: 6% unlikely to report bias; 4% unlikely to report discrimination; 3% unlikely to report harassment

From comments on reporting these actions:

- Some shared that they have reported these practices in the past and that didn't have an impact
- Some shared that the system in place leaves them in a vulnerable position if they report anything
- Some shared that the Title IX training contributes to knowledge and likelihood of reporting harmful behaviors
- Some shared it was hard to know if bias was occurring
- Some shared their likelihood to report was based on severity of the occurrence



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General Take Aways

- Opportunity for greater awareness of reporting mechanisms for campus – especially with part-time students
- Additional training around Title IX policies and reporting and how the process works (confidentiality)
- Finding ways to continue to educate the entire campus around harassment, discrimination and bias
- Additional training across campus for employees