"Equity Surveys in Postsecondary Education" Presentation for State Equity Plan Advisory Committee

April 6, 2023

OCCRL
Office of Community College
Research and Leadership

Mission

OCCRL researchers study policies, programs, and practices designed to enhance outcomes for diverse youth and adults who seek to transition to and through college to employment.

Public Engagement

Transformative Leadership

OCCRL

Equity–Driven Change

Comprehensive P–20 Educational Pathways

Strengthening Pathways for All Students Through Research and Leadership

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Presentation Agenda

- Overview of Campus Climate Surveys

- Components for Survey Design

- Lessons from OCCRL Racial Campus Climate Survey

- Questions/Discussion

Overview of Campus Climate Surveys

- Campus climate surveys provide powerful data for understanding the extent to which all students, faculty, and staff feel welcomed, valued, and supported in various institutional spaces.

- **Climate surveys demonstrate a commitment to addressing diversity, equity, and inclusion by providing information about community perceptions, uncovering normative inequalities embedded in everyday practice, and enabling a tailored response to addressing issues**

- A variety of climate surveys, methods, and other tools are available to institutions of higher education.

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Components for Survey Design

- Institutions may elect to use commercially development instruments (CDI) or locally developed instruments (LDI). CDIs provide a standard set of questions tested for reliability and validity and often provide peer comparison feedback. LDIs offer greater institutional control including support surveys developed with understanding of unique context.

- Survey design should also include consideration of environment levels – e.g., feedback on individual interactions vs. classroom vs. department. Additional consideration to addressing climate academic vs. social spaces

- Most survey instruments are now delivered via online formats (e.g. Survey Monkey or Webtools) – two main considerations are ADA compliance and consistent format across technology (smart phone, tablet, computer).

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Components for Survey Design

- Storage security and management of data is also a key component of survey design with considerations to where data is stored, how it can be accessed, and who has permission to view the "raw" data.

- To address survey fatigue, institutions may consider various sampling strategies to maximize response rates and ensure participation representative of campus demographics. Additional consideration should be given to the timing of the survey, and how long it will be available.

- Data analysis includes summary of descriptive data with disaggregation of data by specific demographics. Depending on sample size, more nuanced methods may be incorporated - from T-Tests to Sequential Mixed Model Design

Lessons for Racial Campus Climate Survey

- Survey Timeline and Acknowledgments

- Difficulty mandating/centering race-focused work in the current climate

- Voluntary Participation: Little incentive to complete the survey without mandates/directives from institutions.

- Limited participation: we found many participants represented a particular group, so there were questions about whose voices were represented in the survey. How "safe" do potential participants feel about engaging the survey? How could this skew our results?

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