**Assessment and Benchmarking**

**Charge:** The Assessment and Benchmarking Committee was charged with examining data at the university that could shed light on the climate of diversity and inclusion on campus. Additionally, this working group considered new data that could be useful to strengthen these efforts in the future.

**Tasks:** 1. Examine data from existing surveys such as those administered by Residential Life, individual student organizations, and Institutional Research; 2. Create a Campus Climate Survey that would provide additional insight targeted specifically to issues of diversity, inclusion, and bias.

**Outcomes:** After reviewing existing data sets, the committee realized that the campus has a lot of data that can be split by various demographic categories, but none that specifically aimed to understand bias and inclusion. Therefore, the primary task of this committee shifted to the creation of a campus climate survey. They reviewed examples from other institutions and began to craft a survey specific to WU.

**Survey Structure.** After a series of demographic questions, twelve questions related to diversity and inclusion on campus were posed to all undergraduate and graduate students on the Danforth Campus. Responses were analyzed to assess how individuals with different identities perceive the University climate.

**Survey Questions**

**PART ONE: Demographic Questions**
- What is your primary academic division at Washington University?
- What is your current year in your program?
- Where do you live?
- What is your gender?
- What is your race?
- Are you an international student?
- What is your sexual orientation?
- What is your ability status?
- What is your socioeconomic background?
- What is your religion?
- What is your age?
- What is your veteran status?

**PART TWO: Items relevant to the student experience**
- I am satisfied with the sense of community I have on campus.
- I believe that meaningful interactions with those different from me is an essential part of my college education.
- There is a fellow student on campus that I feel comfortable turning to if I need support.
- There is a faculty or staff member on campus that I feel comfortable turning to if I need support.
- During my time at WU, I have felt isolated or out of place on campus.
- During my time at WU, I have been treated fairly by faculty.
During my time at WU, I have been treated fairly by staff.
During my time at WU, I have been treated fairly by other students.
During the past school year, I have experienced an incident of bias (as defined above) on the basis of my: Ability Status, Age, Gender, National Origin, Race, Religion, Sexual Orientation, Socioeconomic Status, Veteran Status
If you were to experience an incident of bias (as defined above), how likely would you be to talk about it with each of the following: Another student/friend, A professor, A University staff person, My RA or RCD, My academic advisor, The BRSS, Student Health Services
Have you ever considered leaving Washington University?
Do you know anyone who has left Washington University due to bias or discrimination on the basis of some aspect of their identity?

Survey Results
A total of 2641 students responded to the survey (21.11% of the student body). The results are available at the following links:
Graduate/Professional Student results: http://diversity.wustl.edu/wp-content/uploads/2013/04/FINAL-Grad-Prof-Results.pdf

A town hall meeting convened on Monday, March 31, to discuss these results and get feedback from community members. Further, the committee shared these results with the seven academic Deans and the newly-appointed Diversity & Inclusion Center Director to explore developing actions and programs that address the findings.

Next Steps:
1. The Campus Climate survey will continue to be administered every other year by the Center for Diversity and Inclusion.
2. Each year the survey is administered, a committee of undergraduate, graduate, and professional students will meet with Center staff to evaluate the survey and make changes as necessary.
3. Survey administrators will continue to make additional analyses available to community members, as requested.

Members:
Chair: Vivek Biswas, School of Engineering and Applied Sciences, Class of 2015
Chair: Tim Bono, Assessment Coordinator, Campus Life
Chair: Sandy Graham, Administrative Assistant, Campus Life
Adam Joyce, Doctoral student, Arts & Sciences
Judie Lee, Olin School of Business, Class of 2016
Jessica Miller, MD/PhD student
Aaron Rutledge, Residential College Director
Sonya Schoenberger, College of Arts & Sciences, Class of 2015