

**IUPUI Climate Survey 2014**  
**Institutional Research and Decision Support**  
**Office of Diversity, Equity, and Inclusion**

**LGBTQ+ Faculty, Staff, and Students**

**PURPOSE:** To measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus

**METHODS:** Survey administered to census of faculty, staff, and current students in Fall 2014.

**PROFILE OF RESPONDENTS:**

	Faculty/Staff – LGBTQ+	Faculty/Staff – All IUPUI	Students – LGBTQ+	Students – All IUPUI
Men	48%	37%	37%	38%
Women	52%	63%	63%	62%
Transgender/Gender Non-conforming	10%	1%	14%	2%
Not Transgender/Gender conforming	90%	99%	86%	98%
Heterosexual	5%	92%	5%	88%
Lesbian	22%	2%	12%	2%
Gay	31%	2%	16%	2%
Bisexual	32%	3%	40%	5%
Queer/Pansexual/Other	10%	1%	26%	3%
White	76%	75%	67%	68%
Black	7%	9%	5%	8%
Hispanic	5%	4%	9%	7%
Asian	6%	6%	8%	9%
Other	6%	5%	11%	6%
With Disability	6%	5%	6%	5%
No Disability	94%	95%	94%	95%
Christian	40%	64%	31%	57%
Non-Christian Religious	9%	7%	14%	10%
No Religious Affiliation	51%	29%	55%	33%
Conservative	6%	21%	8%	23%
Moderate	30%	38%	30%	44%
Liberal	64%	41%	62%	34%
n	214	2884	438	3933
<b>Response rate</b>		<b>39%</b>		<b>15%</b>

- LGBTQ+ faculty and staff are more likely to be men than IUPUI faculty/staff as a whole.
- LGBT faculty, staff, and students are more likely to have no religious affiliation and are more likely to identify as politically liberal than IUPUI generally.

**CAMPUS ENVIRONMENT:**

Percentage who agree with...	LGBTQ+ Faculty	Non-LGBTQ+ Faculty	LGBTQ+ Staff	Non-LGBTQ+ Staff
I feel free to be myself at IUPUI	86%	81%	81%	83%
At IUPUI I sometimes fear speaking up for what I think	41%	39%	38%	40%
I feel safe on campus	91%	89%	95%	90%
There are a lot of people like me on campus	55%	76%***	64%	82%***
IUPUI's Multicultural Center is for people like me	49%	39%	43%	40%
IUPUI has a commitment to diversity	91%	90%	87%	94%**
IUPUI places too much emphasis on diversity	20%	22%	15%	31%***
IUPUI has diverse faculty and staff	57%	68%*	72%	83%**
IUPUI has a diverse student population	82%	85%	87%	94%**
IUPUI accurately reflects diversity in publications	72%	80%	77%	86%**
IUPUI has a lot of tension around diversity issues	34%	20%**	37%	21%***
It's difficult to move up in my career	43%	48%	61%	65%
	N 76	860	138	1503

Percentage who agree with...	LGBTQ+ UGRD	Non-LGBTQ+ UGRD	LGBTQ+ GRAD	Non-LGBTQ+ GRAD
I feel free to be myself at IUPUI	93%	95%	93%	95%
At IUPUI I sometimes fear speaking up for what I think	26%	27%	29%	24%
I feel safe on campus	83%	86%	83%	83%
There are a lot of people like me on campus	64%	73%**	62%	73%*
IUPUI's Multicultural Center is for people like me	46%	42%	50%	49%
IUPUI has a commitment to diversity	91%	97%***	89%	92%
IUPUI places too much emphasis on diversity	20%	28%**	19%	24%
IUPUI has diverse faculty and staff	88%	90%	74%	84%*
IUPUI has a diverse student population	92%	97%***	81%	91%**
IUPUI accurately reflects diversity in publications	84%	90%**	79%	85%
IUPUI has a lot of tension around diversity issues	14%	13%	18%	12%
It's difficult to find student opportunities at IUPUI	20%	25%*	26%	21%
	N 333	2121	94	812

\* p<.05, \*\* p<.01, \*\*\* P<.001

- The vast majority of LGBTQ+ faculty, staff feel free to be themselves, feel safe at IUPUI, and agree IUPUI has a commitment to diversity.
- LGBTQ+ staff significantly differ from other staff on most campus environment indicators.
- Less than half of LGBTQ+ students agree that IUPUI's Multicultural Center is for them.

## **BIAS / HARASSMENT / DISCRIMINATION:**

- Over one-quarter of all LGBTQ+ faculty/staff (26%) report experiencing bias/harassment/discrimination based on their sexual orientation (26% for faculty / 26% for staff).
- Just under 20% of LGBTQ+ students report experiencing bias/harassment/discrimination based on sexual orientation. There is no significant difference in likelihood of experiencing this kind of bias between first-years and students who have attended IUPUI longer.
- LGBTQ+ women faculty/staff (35%) experience higher rates of gender bias/harassment/discrimination compared to non-LGBTQ+ women. The trend is the same for LGBTQ+ women students.
- LGBTQ+ faculty/staff that identify as non-religious are significantly more likely to experience bias on the basis of religion than non-LGBTQ+ faculty and staff who are not religious. The trend is the same for LGBTQ+ non-religious students.
- Over one in five transgender/gender non-conforming faculty/staff (23%) report experiencing bias/harassment/discrimination due to gender identity.
- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes from LGBTQ+ faculty and staff are described below:
  - FACULTY AND STAFF THEMES
    - LGBTQ+ women talked about experiencing sexual harassment, sexual jokes, comments regarding gender, and experiencing feeling as if they were not taken as seriously as men on campus.
    - LGBTQ+ faculty/staff with no religious affiliation discuss experiencing religious bias/ harassment/discrimination in their units from Christian colleagues.
    - A few faculty/staff tell of colleagues explicitly saying they were wrong for their sexual orientation because of religious beliefs.
  - STUDENT THEMES
    - Experiencing name-calling (from faculty, staff, and students), derogatory terminology (from faculty, staff, and students), misgendering (from faculty primarily), and encountering faculty/staff with a general lack of knowledge about the community.
    - Some LGBTQ+ students discuss the preachers on campus to be an endorsement of the university.
    - Some LGBTQ+ students discuss faculty ineffectively navigating LGBTQ+ topics in classrooms.