ASRC Diversity, Equity, and Inclusion Climate and Demographic Survey Results

Statement:
In the spring of 2022, a dedicated group of students, faculty, and staff at Advanced Science Research Center (ASRC) at The Graduate Center (GC) came together to develop and distribute the ASRC Diversity, Equity, and Inclusion (DEI) Climate and Demographic Survey. The goal of the survey was to proactively develop a deeper understanding of the ASRC community members' concerns, experiences, and priorities. Using the survey's results, the ASRC aims to develop programming and resources to make the ASRC a more diverse, inclusive, and equitable place for everyone.

About the survey:
The survey was developed in conjunction with The Graduate Center's Office of Institutional Research and Effectiveness (OIRE) and distributed via the Qualtrics platform.

The invitation to complete the survey was delivered through an emailed invitation link to the ASRC listserv, which includes 430+ individuals. A total of 88 responses were submitted to the survey.

The survey data are summarized below. All questions are represented with summarized data in table form. In some tables, data has been further aggregated to ease interpretation. Areas of concern are highlighted to ease the reading of the tables. Longer response questions are included at the end.

Using data from the survey, the ASRC-DEI Survey Committee recommends:
- Increasing awareness among ASRC community members around reporting procedures for harassment and discrimination.
- Increasing coordination between GC's Human Resources (GC-HR) and ASRC
- Releasing a statement from leadership condemning harassment, bullying, discrimination, microaggressions, and gendered work expectations.
- Increasing scholarship and funding opportunities for students from underrepresented minority (URM) backgrounds.
- Developing programming and groups for LGBTQ+ community members.
- Developing faculty-student or senior student-junior student mentorship programs for students from URM backgrounds.
- Improving the ASRC's physical access plan.
- Re-releasing survey annually or biannually to track improvement in key areas.
- Examining and updating hiring procedures to increase diversity among faculty and mentors.
- Increasing messaging around how failures to proactively diversify scientific communities is detrimental to science itself.

1. **Are you a student, faculty, staff member or affiliate of the ASRC?**

Response	%
Yes	96%
No	4%

2. **Which position best describes your role at the ASRC (Select all that may apply)**

Response	%
Staff Member	31%
Graduate Student	24%
Faculty	17%
Postdoc	14%
Undergraduate Student	7%
External User/Affiliate	2%
Other [Please Specify]	6%

Other:
Admin
Ex-employee
Research assistant

3. **The ASRC's community, leadership, programs, and work environment are inclusive to individuals of all:**

Question	Agree	Disagree	Not sure/Not applicable
Race/Ethnicities	77%	17%	6%
Gender Identities	77%	10%	13%
Sexual Orientations	75%	8%	18%
Religions	80%	3%	18%
Disability Statuses	62%	15%	23%
National Origins	88%	7%	5%

4. **The ASRC's Community, Leadership, Programs, and Work Environment are diverse in terms of:**

Question	Agree	Disagree	Not sure/Not applicable
Race/Ethnicities	66%	29%	5%
Gender Identities	58%	26%	16%
Sexual Orientations	54%	18%	28%
Religions	60%	9%	31%
Disability Statuses	41%	23%	37%
National Origins	85%	4%	11%

	Yes	No
5. I feel supported and included at the ASRC	84%	16%
6. I feel I can be successful in the current culture and climate at the ASRC.	82%	18%
7. I feel ASRC leadership handles issues around equity appropriately.	69%	31%

8. **I have witnessed or experienced the following actions by ASRC community members or leadership. (Select all that apply)**

Question	Witnessed	Experienced
Bullying	15%	11%
Discrimination	17%	9%
Harassment	13%	8%
Microaggressions	36%	26%
Sexual harassment	4%	1%
None of the above	53%	66%

8a. **I have been harassed/discriminated against/experienced microaggressions/been bullied by ASRC community members or leadership based on my (Select all that may apply):**

Question	%
Race/Ethnicity	50%
Gender identity	50%
Age	20%
Other	20%
Sexual orientation	15%
Religion	10%

9. **Do you know how to report sexual harassment, discrimination, and bullying at the ASRC?**

Response	%
Yes	67%
No	15%
Not sure	18%

10. **I would raise concerns about ASRC workplace discrimination or harassment with the following offices or individuals. (Select all that apply)**

Question	%
Supervisor	77%
Human Resources – The Graduate Center	70%
Title IX Office – The Graduate Center	59%
Public Safety	25%
Other	3%

11. **The ASRC campus is physically accessible.**

Agree	Disagree
57%	43%

For the following statements, opportunities may include employment, financial support, workplace involvement, research, publishing, etc.

12. At the ASRC, I believe there are equal opportunities for individuals of all…

Question	Yes	No	Not sure/Not applicable
Races/Ethnicities	74%	12%	14%
Gender Identities	74%	13%	14%
Sexual Orientations	77%	4%	19%
Religions	78%	0%	22%
Disability Statuses	60%	14%	26%
National Origins	80%	6%	14%

13. At the ASRC, I have witnessed or experienced disproportionate expectations and/or work assignments based on…

Question	Yes	No	Not sure/Not applicable
Races/Ethnicities	15%	73%	11%
Gender Identities	27%	65%	8%
Sexual Orientations	7%	77%	15%
Religions	1%	80%	18%
Disability Statuses	6%	76%	18%
National Origins	14%	72%	14%

14. **What are the most important things the ASRC community and leadership should do to improve its diversity, equity, and inclusion? (Select up to 5.)**

Response	%
Financial/material support for students, faculty, and/or staff from underrepresented backgrounds	54%
Expand mental health support	40%
Mentorship for students, faculty, and/or staff from underrepresented backgrounds	37%
Active recruitment of students, faculty, and/or staff from underrepresented backgrounds	36%
Expand outreach initiatives to the local Harlem community	36%
Develop additional programs for students, faculty, and/or staff from underrepresented backgrounds (e.g., bridge programs)	33%
Increase accessibility and accommodations for persons with disabilities	29%
Develop affinity groups for students, faculty and/or staff from diverse backgrounds/identities (people of color, LGBTQ+ populations, etc.)	24%
Create explicit policies to ensure equal opportunities among students, faculty, and staff	24%
Include more diverse voices in colloquia, events and coursework	19%
Develop diversity, equity, and inclusion training for students, faculty, and staff	19%
Other	7%

15. **Do you have ideas on how ASRC leadership, community, or programming could improve diversity, equity, and inclusion?** *(comments are summarized and aggregated)*

Row Labels	N	%
More HR support and support around harassment	5	36%
Leadership is white and male. More diversity needed at the top.	4	29%
Collaborative events and research opportunities needed	3	20%
Financial issues	2	14%
Grand Total	**14**	**100%**

16. **Please feel free to describe any specific ways in which you feel you have been treated unequally by ASRC community members or leadership based on gender/race/sexual orientation/religion/etc. (e.g., leadership roles, overtime, extra hours, salary, internships).** *(comments are summarized and aggregated)*

Row Labels	N	%
Unequal treatment, salary, or opportunity	4	57%
Financial issues	3	43%
Grand Total	**7**	**100%**

17. **Are there any other concerns or experiences related to diversity, equity, and inclusion in the ASRC community that were not addressed in this survey?** *(Comments are summarized)*

- Security issues and safety
- Lack of access to those not assigned to ASRC
- Oversight needed for trainings
- Work environment at ASRC can be toxic
- Hiring policies for PIs
- COVID concerns

Demographics of respondents:

18. What is your gender identity? (Select all that may apply)

Response	%
Female	53%
Male	47%
Cisgender	7%
Nonbinary	2%
Transgender	0%
Other	0%

19. Which race/ethnicity best describes you? (Select all that may apply)

Response	%
White	54%
Asian	26%
Black / African American	11%
Hispanic / Latino	11%
Other	4%
American Indian / Alaska Native	0%
Native Hawaiian or Other Pacific Islander	0%

20. What is your age?

Response	%
18 - 30	34%
31- 45	53%
46 - 60	12%
61 or older	2%

21. Do you identify as LGBTQ+?

Response	%
Yes	28%
No	72%

22. Are you a veteran?

Response	%
Yes	2%
No	98%

23. Are you a person with a disability?

Response	%
Yes	8%
No	92%