

## EWU Climate Survey Executive Summary

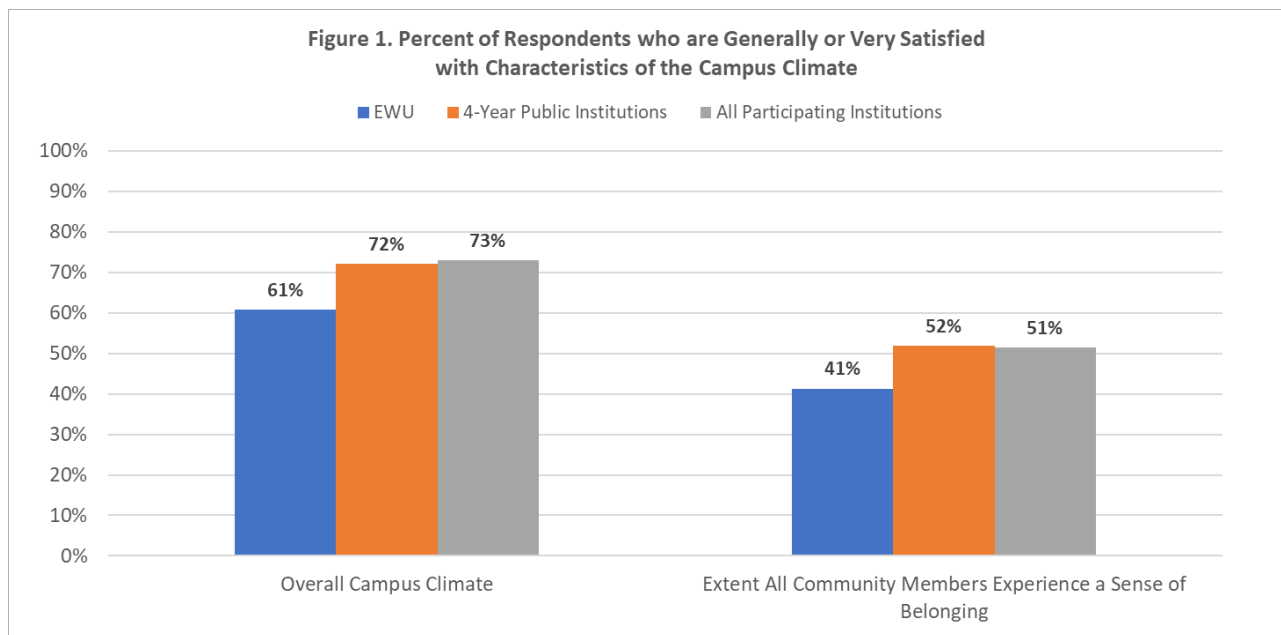
### Summary:

Eastern Washington University conducted a Climate Survey in the Spring of 2023 to assess the climate on campus as it relates to Diversity, Equity, Inclusion, and the overall level of satisfaction of the campus community. EWU contracted with The Higher Education Data Sharing Consortium (HEDS) to deploy their Diversity and Equity Campus Climate Survey. The Survey was distributed to all current faculty, staff, administrators, and students who were enrolled at any time in the 2022-2023 academic year. EWU distributes campus climate surveys regularly to assess the campus climate and utilize the results to inform campus policy and strategy. Washington State Senate Bill 5227, passed by the Washington State Legislature and signed into law by the Governor in 2021, requires higher education institutions to conduct a campus climate survey, at minimum, every five years. EWU already satisfies this requirement by conducting a campus climate survey every five years, last completed in 2018.

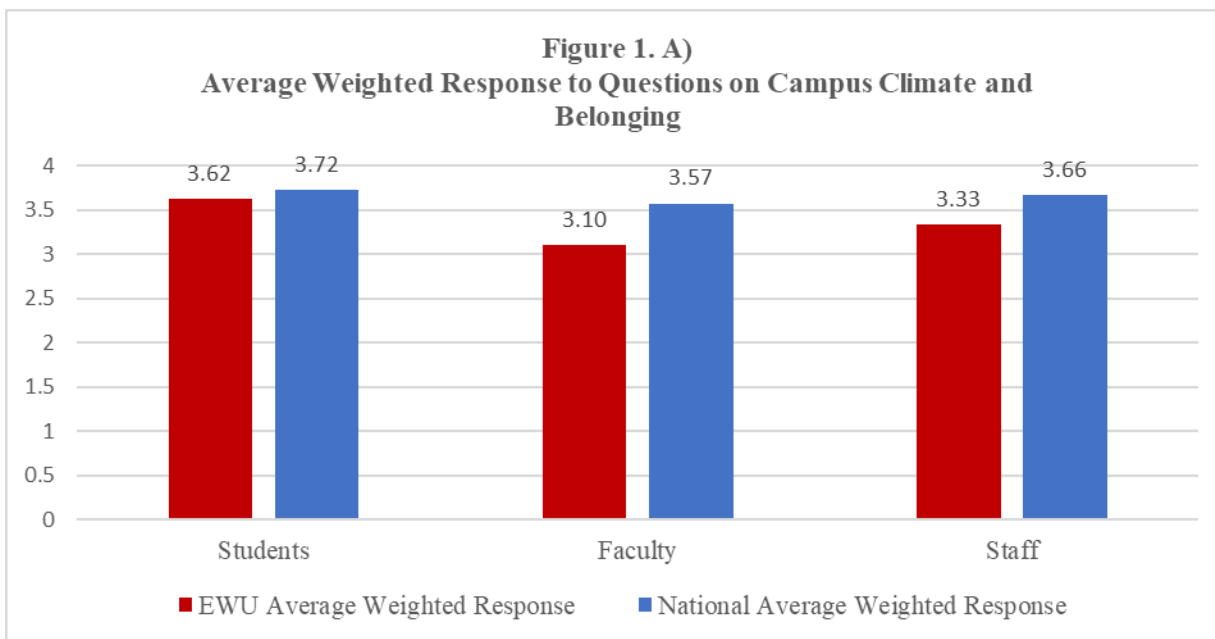
### Data Summary:

HEDS provided EWU with a comprehensive summary of the campus climate survey, the data presented below was produced by, at time, aggregating multiple survey questions to summarize umbrella concepts.

**Figure 1**



**Figure 1. A)**

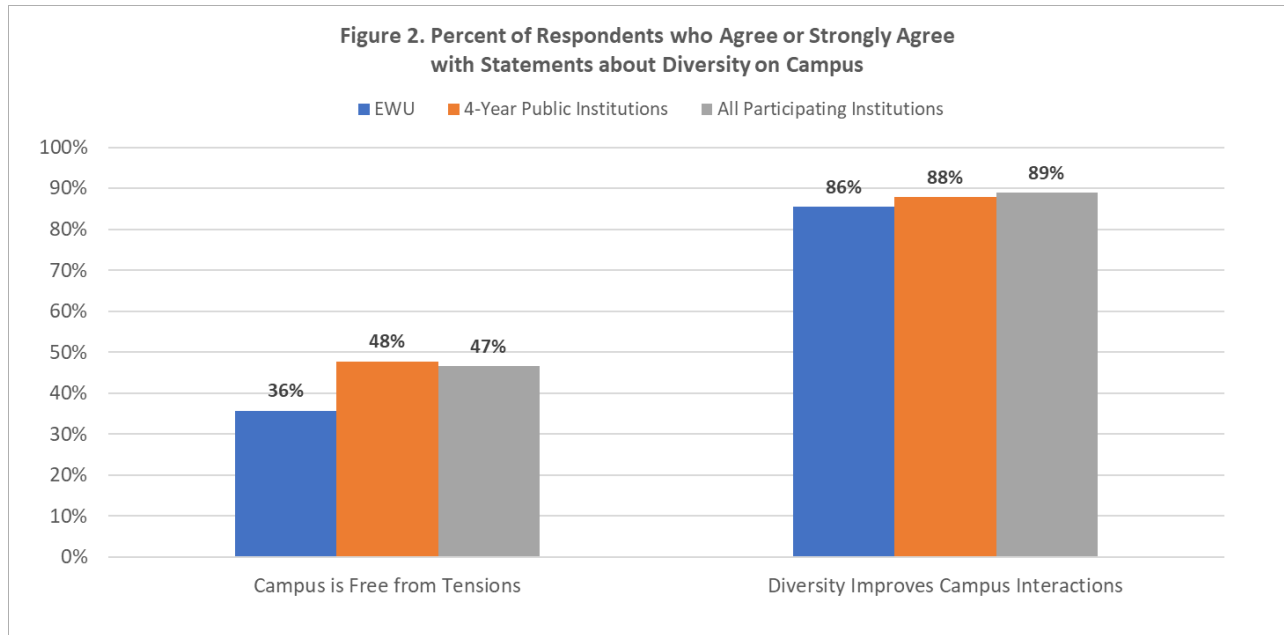


Narrative:

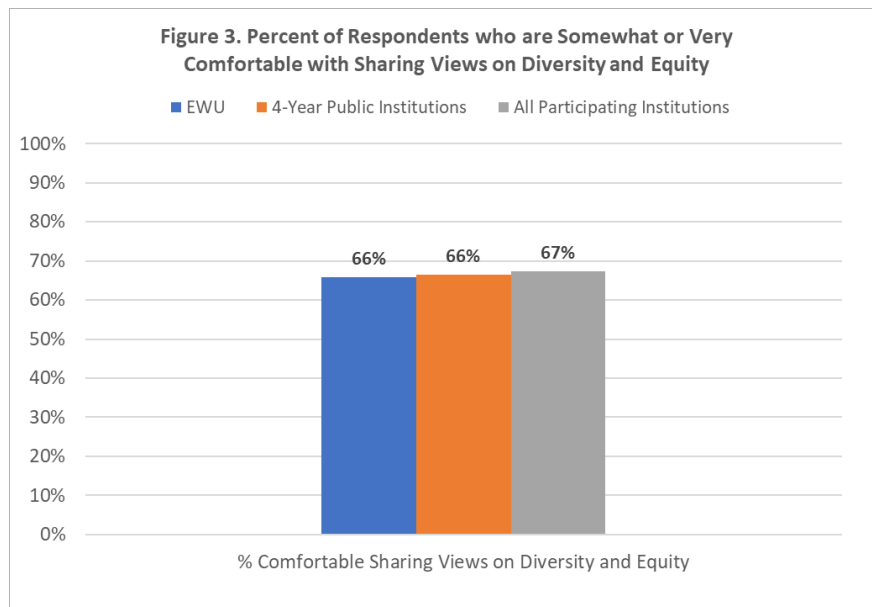
Respondents report lower overall satisfaction with the campus climate and sense of belonging compared to peer institutions at the 4-Year Public level and All Participating Institutions. This provides EWU with the information to confirm the feelings and data gathered through the President's Listening Sessions that employees see satisfaction and morale as an area for improvement. EWU is committed to moving the dial on this metric and improving the campus community's satisfaction and sense of belonging. As a part of the EWU 2024 Strategic Planning process, two goal areas are "Belonging through Justice, Equity, Diversity, and Inclusion" and "Investing in our People and Places." The outcomes and strategies developed under these goal areas will be pivotal in improving the satisfaction of the EWU campus climate and the sense of belonging.

Figure 1. A) provides a disaggregated view of the responses by population and the comparison to the national averages for each population. The data suggest that EWU Faculty and Staff/Administrator satisfaction with the campus climate and sense of belonging is more pronounced than the students. This result gives Executive Leadership insights on where to focus efforts and provides information on Strategic Planning working groups as outcomes and strategies are developed.

**Figure 2**



**Figure 3**



**Narrative:**

Figure 2. demonstrates that 36% of survey respondents reported that the EWU campus is not free from tensions; this number is comparably 12 and 11 percentage points less than the

respondents from peer institutions at the 4-year Public level and All participating institutions, respectively. Although the data suggest that two out of three individuals feel that tension exists on campus, 86% of respondents agree, or strongly agree, that diversity improves campus interactions. Figure 3. demonstrates that the majority of respondents are comfortable sharing views on diversity and equity, in line with peer comparisons. EWU aims to provide an environment where individuals feel supported and welcomed to facilitate open dialogue and constructive conversation surrounding controversial topics, and topics related to diversity, equity and inclusion. The EWU Center for Inclusive Excellence housed in the Office for Diversity, Equity (ODEI), serves as a community space to foster and promote faculty and staff professional and personal development in relation to DEI.

## **Conclusion**

Eastern Washington University is committed to a campus climate that welcomes and respects justice, equity, diversity, inclusion, and belonging. EWU acknowledges the unique perspectives and experiences of the campus community that create a culture of diversity. Recognizing the current state of our campus climate underscores the need to enhance employee morale, foster student belonging, and encourage open dialogue. EWU is committed to conducting comprehensive evaluations and implementing strategic initiatives that propel us toward a sustainable and inclusive campus climate.