

**The National Assessment of Collegiate Campus Climates Student Survey
Executive Summary of Faculty Results in Fall 2023
Southwestern University**

Executive Summary

The National Assessment of Collegiate Campus Climates (NACCC) Faculty Survey is designed to provide university leadership with detailed information about the ways in which students, faculty, and staff experience the campus racial climate; and thus, provide a data driven basis for decision making involving this climate on campus. As a member of the Liberal Arts College Racial Equity Leadership Alliance (LACRELA), Southwestern University invited 177 full and part-time instructional faculty to complete the NACCC in fall of 2023. 95 faculty responded, resulting in a response rate of 53.7%. The NACCC places emphasis on the differences in responses from faculty based on racial/ethnic identity. The demographic makeup of survey respondents from Southwestern generally matched the overall Southwestern faculty population. 66.3% of Southwestern respondents were White, and 33.7% of respondents were of color; during survey administration in Fall 2023, 67.5% of Southwestern instructional faculty were White, and 32.5% were of color. It should be noted that the majority of Southwestern's responding faculty of color are Hispanic and results may differ between race/ethnic subgroups within the "of color" designation.

The current social context of the administration of the NACCC is unique, and was an important part of constructing the survey by race, equity, and inclusion experts. Several historic events currently surround and impact the diverse cultures of university communities across the board: the revival of the Civil Rights Movement with Black Lives Matter; the ending of Deferred Action for Childhood Arrivals (DACA) and the incarceration of immigrants at the Mexican border; the impact of Coronavirus on levels of hate toward Asian Americans; as well as the higher health risk and negative financial impact of COVID-19 to people of color compared to White people. There are several items on the survey which directly pertain to these current issues and their effect on important facets of equity and diversity on campus. For more information about survey development including the NACCC survey content area map and a list of advisory experts, please visit race.usc.edu.

The faculty version of the NACCC contains six primary areas. Results with the greatest comparative differences within the Southwestern community for each section. The magnitude of difference (in parentheses) is also provided. The sign of the magnitude indicates whether a greater (+) or lesser (-) proportion of faculty of color than White faculty at Southwestern answered the survey item accordingly; and whether a greater (+) or lesser (-) proportion of Southwestern faculty than national respondents answered the survey accordingly.

Unlike the Student and Staff versions of the NACCC, national comparisons were not provided by LACRELA for the faculty survey version.

1) **Workplace Mattering:** Items in this area of the survey are meant to gauge the extent to which faculty feel they matter at their institutions and to campus community groups. Faculty indicate how much support they receive, how often they experience disrespect, and if they feel their perspective is valued. National data indicates that White individuals represented the majority of all non-instructional staff positions on campus (National Center for Education Statistics, 2020). Southwestern's faculty of color report feeling they mostly or strongly matter to the university at 28.13% compared to 49.2% of White faculty.

At SU: 62.5% of Southwestern faculty of color feel that they mostly or strongly matter to students, compared to 87.3% of White faculty (-24.8%).

2) **Racial Learning and Literacy:** Respondents indicate their knowledge of university policies and practices, frequency of conversations regarding race, and their satisfaction with DEI-related training received. The United States Census projects that the country's racial and ethnic demographics will shift such that non-Hispanic White people will no longer make up the numerical majority (Colb & Ortman, 2015). Preparing employees for campuses reflecting this shift is important to maintain a welcoming campus environment for all.

At SU: 87.1% of Southwestern faculty of color often or almost always adjust their teaching practices to prioritize educational equity for racially minoritized students at Southwestern, compared to 42.1% of White faculty (+45%).

3) **Encounters with Racial Stress:** Respondents appraise the racial environment on campus by reporting their encounters with racism, ranging from microaggressions and racial stereotyping to more overt acts of racial harassment and violence. They also indicate the impact of these experiences on their personal well-being. Racism in America is a public health threat that directly affects the wellbeing of Americans (Centers for Disease Control and Prevention, 2021). It is a key factor for employees of color in contribution to feelings of loneliness, isolation, and lack of community. At Southwestern, more faculty of color than White faculty indicated that the campus racial environment impacted their well-being in this way.

At SU: 58.1% of Southwestern faculty of color feel that racism is mostly or completely a problem at Southwestern, compared to 26.4% of White Southwestern faculty (+31.7%).

4) **Workplace Equity:** Faculty indicate their personal experience with discrimination based on race/ethnicity, gender identity, age, and sexual orientation. Faculty also report the level of support received for success as well as the transparency of policies related to promotion. Discrimination is a major reason for employees leaving their organizations. To recruit and retain professionals with diverse backgrounds, we need to pay proactive attention to eliminating the exclusion of historically marginalized groups. The proportion of Southwestern faculty that reported experiencing discrimination based on the specified characteristics at least once in the last year is as follows: race/ethnicity 26.7%, national origin 16.3%, gender 26.7%, sexual orientation 2.4%, age 26.7%, disability 10.1%, religion 11.1%.

At SU: 45.3% of Southwestern faculty of color feel they've received much less or less opportunity for leadership/career growth when compared to colleagues, compared to 19.64% of White faculty (+25.5%).

5) Appraisals of Institutional Commitment: Faculty evaluate their administrators' demonstrated commitment to racial diversity and inclusion, as well as campus leaders' responses to racial problems on campus. The rhetoric of diversity, equity, and inclusion must accompany concrete changes to demonstrate a meaningful institutional commitment. Committing to action is especially important when the compositional diversity of an institution's employees fails to reflect the racial and ethnic diversity of the students it serves. At Southwestern, White faculty gave a higher appraisal of institutional commitment to racial diversity and inclusion than faculty of color.

At SU: 51.7% of Southwestern faculty of color feel that Southwestern is mostly or strongly committed to racial diversity among students, compared to 72.6% of White faculty (-20.8%).

6) Impact of External Environments: Faculty indicate their sense of well-being and encounters with racism in the areas surrounding campus and online. The safety of the external environment of a campus is of great importance for all members of the community. Southwestern faculty of color report feeling less welcome, less included, and less safe in the areas surrounding campus than their White coworkers.

At SU: 65.5% of Southwestern faculty of color feel moderately or completely included in the surrounding neighborhood, compared to 89.6% of White faculty (-31.3%).

More detailed results are included in the following report. It is important to consider each item in the six subject areas as a piece of a larger picture of the typical sociopolitical experience of faculty working in their institution's environment. Items containing percentages may not total 100% due to rounding or *select all that apply* question formats.

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey administered in Fall 2023

Respondents Demographics

	Southwestern University
Total (n)	95
Race/Ethnicity Group*	
Arab or Arab American	0.0%
Asian or Asian American	6.3%
Black or African American	4.2%
Caucasian or White	66.3%
Hispanic or Latino/a/x or Chicano/a/x	14.7%
Middle Eastern	0.0%
Native American and/or Alaska Native	1.1%
Native Hawaiian and/or Pacific Islander	0.0%
Another group not listed	1.1%
Two or more races	6.3%
Gender Identity	
Cisgender Woman	57.9%
Cisgender Man	41.1%
Other	1.1%
Age	
18-34 years	10.7%
35-44 years	26.2%
45-54 years	31.0%
55-64 years	20.2%
65 years or older	11.9%
Diagnosed with a Disability	
Yes	11.9%
No	84.5%
Prefer not to answer	3.6%
Adjunct Faculty Status	
Yes	20.0%
No	80.0%
Faculty Rank	
Full Professor	31.6%
Associate Professor	25.3%
Assistant Professor	18.9%
Instructor/Lecturer	13.7%
Other	10.5%
Supervisor Status	
Yes	20.9%
No	79.1%
Time Worked at Institution	
2 years or less	27.1%
3-5 years	5.9%
6-10 years	14.1%
11-20 years	28.2%
21-30 years	18.8%
More than 30 years	5.9%

*"Faculty of Color" includes all groups except the group "Caucasian or White"

Workplace Mattering

To what extent do you feel you matter at your institution?

		I don't matter at all	I slightly matter	I somewhat matter	I mostly matter	I strongly matter	n
Overall	Southwestern	1.1%	17.9%	38.9%	28.4%	13.7%	95
Faculty of Color	Southwestern	3.1%	18.8%	50.0%	15.6%	12.5%	32
White Faculty	Southwestern	0.0%	17.5%	33.3%	34.9%	14.3%	63

To what extent do you feel you matter to the following groups of people you work with on your campus?

		I don't matter at all	I slightly matter	I somewhat matter	I mostly matter	I strongly matter	n
Your supervisor or unit leader(s)							n
Overall	Southwestern	12.0%	9.8%	17.4%	22.8%	38.0%	92
Faculty of Color	Southwestern	9.7%	12.9%	16.1%	16.1%	45.2%	31
White Faculty	Southwestern	13.1%	8.2%	18.0%	26.2%	34.4%	61
Staff colleagues							n
Overall	Southwestern	1.1%	10.0%	23.3%	28.9%	36.7%	90
Faculty of Color	Southwestern	3.3%	10.0%	26.7%	23.3%	36.7%	30
White Faculty	Southwestern	0.0%	10.0%	21.7%	31.7%	36.7%	60
Faculty colleagues							n
Overall	Southwestern	0.0%	11.7%	20.2%	37.2%	30.9%	94
Faculty of Color	Southwestern	0.0%	3.1%	25.0%	43.8%	28.1%	32
White Faculty	Southwestern	0.0%	16.1%	17.7%	33.9%	32.3%	62
Students							n
Overall	Southwestern	1.1%	6.3%	13.7%	42.1%	36.8%	95
Faculty of Color	Southwestern	3.1%	12.5%	21.9%	34.4%	28.1%	32
White Faculty	Southwestern	0.0%	3.2%	9.5%	46.0%	41.3%	63

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey Administered in Fall 2023

How comfortable do you feel doing the following in your workplace?

Not at all Slightly Somewhat Mostly Completely

Providing feedback or suggestions to your coworkers							n
Overall	Southwestern	1.1%	11.8%	20.4%	43.0%	23.7%	93
Faculty of Color	Southwestern	0.0%	9.4%	28.1%	37.5%	25.0%	32
White Faculty	Southwestern	1.6%	13.1%	16.4%	45.9%	23.0%	61
Providing feedback or suggestions to your supervisor or superiors							
Overall	Southwestern	14.9%	14.9%	22.3%	37.2%	10.6%	94
Faculty of Color	Southwestern	15.6%	12.5%	21.9%	40.6%	9.4%	32
White Faculty	Southwestern	14.5%	16.1%	22.6%	35.5%	11.3%	62
Speaking out in a situation when something seems unfair to you							
Overall	Southwestern	9.8%	13.0%	30.4%	30.4%	16.3%	92
Faculty of Color	Southwestern	16.1%	19.4%	25.8%	25.8%	12.9%	31
White Faculty	Southwestern	6.6%	9.8%	32.8%	32.8%	18.0%	61
Reaching out to coworkers for help							
Overall	Southwestern	1.1%	5.4%	20.7%	32.6%	40.2%	92
Faculty of Color	Southwestern	0.0%	6.3%	28.1%	25.0%	40.6%	32
White Faculty	Southwestern	1.7%	5.0%	16.7%	36.7%	40.0%	60
Reaching out to your supervisor or superiors for help							
Overall	Southwestern	7.4%	11.7%	18.1%	28.7%	34.0%	94
Faculty of Color	Southwestern	6.3%	15.6%	15.6%	31.3%	31.3%	32
White Faculty	Southwestern	8.1%	9.7%	19.4%	27.4%	35.5%	62
Sharing your culture with others from your workplace							
Overall	Southwestern	7.1%	12.9%	16.5%	31.8%	31.8%	85
Faculty of Color	Southwestern	12.9%	16.1%	22.6%	25.8%	22.6%	31
White Faculty	Southwestern	3.7%	11.1%	13.0%	35.2%	37.0%	54

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey Administered in Fall 2023

How safe or in danger do you feel in your immediate work environment?

	Overall		Faculty of Color		White Faculty	
	Southwestern		Southwestern		Southwestern	
Completely in danger	0.0%		0.0%		0.0%	
Moderately in danger	2.1%		0.0%		3.2%	
Slightly in danger	8.4%		15.6%		4.8%	
Neither	2.1%		3.1%		1.6%	
Slightly safe	4.2%		6.3%		3.2%	
Moderately safe	37.9%		46.9%		33.3%	
Completely safe	45.3%		28.1%		54.0%	
n	95		32		63	

How welcome or unwelcome do you feel in your immediate work environment?

	Overall		Faculty of Color		White Faculty	
	Southwestern		Southwestern		Southwestern	
Completely unwelcome	2.1%		0.0%		3.2%	
Moderately unwelcome	6.3%		9.4%		4.8%	
Slightly unwelcome	1.1%		3.1%		0.0%	
Neither	1.1%		0.0%		1.6%	
Slightly welcome	9.5%		12.5%		7.9%	
Moderately welcome	36.8%		40.6%		34.9%	
Completely welcome	43.2%		34.4%		47.6%	
n	95		32		63	

How included or excluded do you feel in your immediate work environment?

	Overall		Faculty of Color		White Faculty	
	Southwestern		Southwestern		Southwestern	
Completely excluded	3.2%		3.1%		3.2%	
Moderately excluded	6.3%		12.5%		3.2%	
Slightly excluded	1.1%		0.0%		1.6%	
Neither	3.2%		6.3%		1.6%	
Slightly included	12.6%		12.5%		12.7%	
Moderately included	41.1%		40.6%		41.3%	
Completely included	32.6%		25.0%		36.5%	
n	95		32		63	

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey Administered in Fall 2023

How much do you agree or disagree with the following statements?

Strongly disagree Somewhat disagree Neither Somewhat agree Strongly agree

My supervisor or unit leader cares about my professional growth.

n

Overall	Southwestern	10.5%	11.6%	13.7%	23.2%	41.1%	95
Faculty of Color	Southwestern	9.4%	18.8%	9.4%	15.6%	46.9%	32
White Faculty	Southwestern	11.1%	7.9%	15.9%	27.0%	38.1%	63

My supervisor or unit leader cares about my work-life balance.

n

Overall	Southwestern	12.6%	15.8%	18.9%	24.2%	28.4%	95
Faculty of Color	Southwestern	15.6%	18.8%	9.4%	21.9%	34.4%	32
White Faculty	Southwestern	11.1%	14.3%	23.8%	25.4%	25.4%	63

My supervisor or unit leader values and appreciate my work.

n

Overall	Southwestern	11.6%	6.3%	7.4%	32.6%	42.1%	95
Faculty of Color	Southwestern	12.5%	9.4%	12.5%	21.9%	43.8%	32
White Faculty	Southwestern	11.1%	4.8%	4.8%	38.1%	41.3%	63

My supervisor or unit leader acknowledges the challenges of my work.

n

Overall	Southwestern	12.6%	9.5%	14.7%	27.4%	35.8%	95
Faculty of Color	Southwestern	18.8%	6.3%	12.5%	12.5%	50.0%	32
White Faculty	Southwestern	9.5%	11.1%	15.9%	34.9%	28.6%	63

My supervisor or unit leader listens to my needs.

n

Overall	Southwestern	10.5%	11.6%	11.6%	25.3%	41.1%	95
Faculty of Color	Southwestern	9.4%	9.4%	12.5%	21.9%	46.9%	32
White Faculty	Southwestern	11.1%	12.7%	11.1%	27.0%	38.1%	63

My supervisor or unit leader gives me time-off or resources for my self-care.

n

Overall	Southwestern	13.7%	10.5%	28.4%	22.1%	25.3%	95
Faculty of Color	Southwestern	18.8%	9.4%	21.9%	25.0%	25.0%	32
White Faculty	Southwestern	11.1%	11.1%	31.7%	20.6%	25.4%	63

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey Administered in Fall 2023

How much do you agree or disagree with the following statements?

		Strongly disagree	Somewhat disagree	Neither	Somewhat agree	Strongly agree	
My supervisor or unit leader cares about my physical health.							n
Overall	Southwestern	13.7%	4.2%	26.3%	25.3%	30.5%	95
Faculty of Color	Southwestern	21.9%	3.1%	18.8%	25.0%	31.3%	32
White Faculty	Southwestern	9.5%	4.8%	30.2%	25.4%	30.2%	63
My supervisor or unit leader cares about my mental health.							n
Overall	Southwestern	13.7%	6.3%	25.3%	23.2%	31.6%	95
Faculty of Color	Southwestern	21.9%	6.3%	12.5%	21.9%	37.5%	32
White Faculty	Southwestern	9.5%	6.3%	31.7%	23.8%	28.6%	63

In the past year, how often have you experienced the following in your current workplace?

		Never	Once in a while	Sometimes	Often	Almost always	
Having your professional judgment questioned							n
Overall	Southwestern	37.2%	25.5%	22.3%	12.8%	2.1%	94
Faculty of Color	Southwestern	40.6%	21.9%	18.8%	15.6%	3.1%	32
White Faculty	Southwestern	35.5%	27.4%	24.2%	11.3%	1.6%	62
Being interrupted or spoken over							n
Overall	Southwestern	22.6%	38.7%	22.6%	12.9%	3.2%	93
Faculty of Color	Southwestern	28.1%	40.6%	9.4%	15.6%	6.3%	32
White Faculty	Southwestern	19.7%	37.7%	29.5%	11.5%	1.6%	61
Being deliberately excluded from work social events (e.g., lunch gathering)							n
Overall	Southwestern	68.5%	16.9%	11.2%	2.2%	1.1%	89
Faculty of Color	Southwestern	68.8%	12.5%	12.5%	3.1%	3.1%	32
White Faculty	Southwestern	68.4%	19.3%	10.5%	1.8%	0.0%	57

National Assessment of Collegiate Campus Climates (NACCC)

Faculty Survey Administered in Fall 2023

In the past year, how often have you experienced the following in your current workplace?

		Never	Once in a while	Sometimes	Often	Almost always	
	Having others comment on your hair, clothing, or appearance						n
Overall	Southwestern	40.9%	29.0%	22.6%	6.5%	1.1%	93
Faculty of Color	Southwestern	40.6%	21.9%	21.9%	12.5%	3.1%	32
White Faculty	Southwestern	41.0%	32.8%	23.0%	3.3%	0.0%	61

To what degree do you feel your perspective is valued in the decision-making process in your workplace?

		Not at all	Slightly	Somewhat	Mostly	Strongly	
							n
Overall	Southwestern	11.0%	14.3%	24.2%	39.6%	11.0%	91
Faculty of Color	Southwestern	9.4%	15.6%	21.9%	43.8%	9.4%	32
White Faculty	Southwestern	11.9%	13.6%	25.4%	37.3%	11.9%	59

Racial Learning

Have you ever served on a DEI committee at your institution?

	Overall		Faculty of Color		White Faculty	
	Southwestern		Southwestern		Southwestern	
Yes	21.7%		32.3%		16.4%	
No	78.3%		67.7%		83.6%	
Total (n)	92		31		61	

In the past year, have you learned about or engaged in discussion about race or racism from the following sources? Select any that apply.

	Overall		Faculty of Color		White Faculty	
	Southwestern		Southwestern		Southwestern	
Interactions/conversations with people from your workplace	76.6%		71.9%		79.0%	
Formal professional development from your institution	56.4%		50.0%		59.7%	
Professional conferences	41.5%		43.8%		40.3%	
Through self-learning and self-reflection	79.8%		68.8%		85.5%	
Another source not listed	16.0%		21.9%		12.9%	
I did not learn about race or racism in the past year	5.3%		9.4%		3.2%	
Total (n)	94		32		62	

How satisfied are you with the overall quality of the racial equity, diversity, and inclusion training from your institution?

		Strongly dissatisfied	Somewhat dissatisfied	Neither	Somewhat satisfied	Strongly satisfied	
Overall	Southwestern	1.9%	47.2%	26.4%	22.6%	1.9%	53
Faculty of Color	Southwestern	6.3%	50.0%	31.3%	12.5%	0.0%	16
White Faculty	Southwestern	0.0%	45.9%	24.3%	27.0%	2.7%	37

National Assessment of Collegiate Campus Climates (NACCC)

Faculty Survey administered in Fall 2023

In the past year, how often have you had conversations about racial inequity and injustice (e.g., institutional racism, anti-Black racism) with the following people at your institution?

		Never	A few times in the year	A few times a month	A few times a week	Almost every day	
Staff of color							n
Overall	Southwestern	51.1%	31.1%	10.0%	6.7%	1.1%	90
Faculty of Color	Southwestern	46.7%	26.7%	16.7%	10.0%	0.0%	30
White Faculty	Southwestern	53.3%	33.3%	6.7%	5.0%	1.7%	60
White staff							n
Overall	Southwestern	44.4%	36.7%	16.7%	2.2%	0.0%	90
Faculty of Color	Southwestern	46.7%	33.3%	13.3%	6.7%	0.0%	30
White Faculty	Southwestern	43.3%	38.3%	18.3%	0.0%	0.0%	60
Faculty of color							n
Overall	Southwestern	18.5%	38.0%	21.7%	8.7%	13.0%	92
Faculty of Color	Southwestern	6.3%	31.3%	18.8%	15.6%	28.1%	32
White Faculty	Southwestern	25.0%	41.7%	23.3%	5.0%	5.0%	60
White faculty							n
Overall	Southwestern	17.4%	45.7%	29.3%	7.6%	0.0%	92
Faculty of Color	Southwestern	21.9%	37.5%	34.4%	6.3%	0.0%	32
White Faculty	Southwestern	15.0%	50.0%	26.7%	8.3%	0.0%	60
Students of color							n
Overall	Southwestern	22.8%	35.9%	18.5%	15.2%	7.6%	92
Faculty of Color	Southwestern	18.8%	28.1%	15.6%	25.0%	12.5%	32
White Faculty	Southwestern	25.0%	40.0%	20.0%	10.0%	5.0%	60
White students							n
Overall	Southwestern	29.3%	37.0%	15.2%	13.0%	5.4%	92
Faculty of Color	Southwestern	34.4%	34.4%	6.3%	18.8%	6.3%	32
White Faculty	Southwestern	26.7%	38.3%	20.0%	10.0%	5.0%	60

National Assessment of Collegiate Campus Climates (NACCC)

Faculty Survey administered in Fall 2023

In the past year, have you had conversations about any of the following topics with people in your workplace? Select any that apply.

	Overall Southwestern	Faculty of Color Southwestern	White Faculty Southwestern
Anti-Asian hate crimes and harassment	36.6%	43.8%	32.8%
Police brutality and racially motivated violence against Black people	67.7%	68.8%	67.2%
Passing of restrictive voting laws that disproportionately make voting harder for voters of color	32.3%	43.8%	26.2%
Growing domestic terrorism inspired by White supremacy and White nationalism	45.2%	50.0%	42.6%
None of the above	29.0%	28.1%	29.5%
Total (n)	93	32	61

How knowledgeable are you about the following policies or resources at your institution?

Not at all Slightly Somewhat Very Extremely

How racism is defined at your institution							n
Overall	Southwestern	19.6%	20.7%	41.3%	16.3%	2.2%	92
Faculty of Color	Southwestern	34.4%	18.8%	31.3%	15.6%	0.0%	32
White Faculty	Southwestern	11.7%	21.7%	46.7%	16.7%	3.3%	60
How to respond to or act against a racist incident at work							n
Overall	Southwestern	12.0%	27.2%	38.0%	18.5%	4.3%	92
Faculty of Color	Southwestern	25.0%	25.0%	21.9%	25.0%	3.1%	32
White Faculty	Southwestern	5.0%	28.3%	46.7%	15.0%	5.0%	60
Where to find resources if you or a colleague experienced a racist incident at work							n
Overall	Southwestern	16.3%	28.3%	31.5%	20.7%	3.3%	92
Faculty of Color	Southwestern	34.4%	25.0%	21.9%	18.8%	0.0%	32
White Faculty	Southwestern	6.7%	30.0%	36.7%	21.7%	5.0%	60

National Assessment of Collegiate Campus Climates (NACCC)

Faculty Survey administered in Fall 2023

How knowledgeable are you about the following policies or resources at your institution?

Not at all Slightly Somewhat Very Extremely

Where to make a report of a racist incident at work

n

Overall	Southwestern	15.2%	25.0%	31.5%	22.8%	5.4%	92
Faculty of Color	Southwestern	34.4%	18.8%	18.8%	28.1%	0.0%	32
White Faculty	Southwestern	5.0%	28.3%	38.3%	20.0%	8.3%	60

How knowledgeable are you about the following topics?

Not at all Slightly Somewhat Very Extremely

Confronting explicit acts of racism and racial violence on campus

n

Overall	Southwestern	14.3%	26.4%	38.5%	15.4%	5.5%	91
Faculty of Color	Southwestern	21.9%	9.4%	37.5%	25.0%	6.3%	32
White Faculty	Southwestern	10.2%	35.6%	39.0%	10.2%	5.1%	59

Recognizing and confronting racism

n

Overall	Southwestern	7.7%	24.2%	37.4%	25.3%	5.5%	91
Faculty of Color	Southwestern	15.6%	6.3%	34.4%	34.4%	9.4%	32
White Faculty	Southwestern	3.4%	33.9%	39.0%	20.3%	3.4%	59

Identifying and reducing your own implicit racial biases

n

Overall	Southwestern	1.1%	8.8%	37.4%	42.9%	9.9%	91
Faculty of Color	Southwestern	3.1%	6.3%	37.5%	40.6%	12.5%	32
White Faculty	Southwestern	0.0%	10.2%	37.3%	44.1%	8.5%	59

Thinking about your teaching practices, how do you agree with the following statements?

Strongly disagree Somewhat disagree Neither Somewhat agree Strongly agree

When I begin a new course, I notice the racial/ethnic composition of the class

n

Overall	Southwestern	2.2%	8.9%	13.3%	24.4%	51.1%	90
Faculty of Color	Southwestern	6.3%	0.0%	12.5%	15.6%	65.6%	32
White Faculty	Southwestern	0.0%	13.8%	13.8%	29.3%	43.1%	58

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey administered in Fall 2023

I believe racial biases in grading practices exists

n

Overall	Southwestern	4.4%	3.3%	16.7%	30.0%	45.6%	90
Faculty of Color	Southwestern	9.4%	3.1%	12.5%	15.6%	59.4%	32
White Faculty	Southwestern	1.7%	3.4%	19.0%	37.9%	37.9%	58

I believe my classroom practices have a unique impact on the learning experience of minoritized students

n

Overall	Southwestern	0.0%	5.6%	23.3%	24.4%	46.7%	90
Faculty of Color	Southwestern	0.0%	3.1%	6.3%	12.5%	78.1%	32
White Faculty	Southwestern	0.0%	6.9%	32.8%	31.0%	29.3%	58

It is difficult to incorporate DEI into my teaching practices

n

Overall	Southwestern	37.8%	36.7%	15.6%	8.9%	1.1%	90
Faculty of Color	Southwestern	53.1%	31.3%	6.3%	6.3%	3.1%	32
White Faculty	Southwestern	29.3%	39.7%	20.7%	10.3%	0.0%	58

Thinking about your teaching practices, how often do you do the following?

Never Once in a while Sometimes Often Almost always

I consider racial equity and diversity when I create a course syllabus (e.g. diverse authors and topics in assigned readings)

n

Overall	Southwestern	5.7%	9.1%	17.0%	27.3%	40.9%	88
Faculty of Color	Southwestern	6.5%	0.0%	6.5%	25.8%	61.3%	31
White Faculty	Southwestern	5.3%	14.0%	22.8%	28.1%	29.8%	57

I confront racial prejudice or racism when I see it in my class

n

Overall	Southwestern	3.5%	5.8%	18.6%	27.9%	44.2%	86
Faculty of Color	Southwestern	0.0%	3.2%	9.7%	22.6%	64.5%	31
White Faculty	Southwestern	5.5%	7.3%	23.6%	30.9%	32.7%	55

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey administered in Fall 2023

I think about how students' racial/ethnic background impact their experiences in my class

n

Overall	Southwestern	1.1%	5.7%	11.4%	44.3%	37.5%	88
Faculty of Color	Southwestern	0.0%	0.0%	3.2%	41.9%	54.8%	31
White Faculty	Southwestern	1.8%	8.8%	15.8%	45.6%	28.1%	57

I consider how racial microaggressions affect my students (e.g. mental health, academic performance, attendance)

n

Overall	Southwestern	1.1%	5.7%	17.2%	37.9%	37.9%	87
Faculty of Color	Southwestern	0.0%	3.2%	9.7%	29.0%	58.1%	31
White Faculty	Southwestern	1.8%	7.1%	21.4%	42.9%	26.8%	56

I adjust my teaching practices to prioritize educational equity for racially minoritized students

n

Overall	Southwestern	4.5%	6.8%	30.7%	29.5%	28.4%	88
Faculty of Color	Southwestern	6.5%	0.0%	6.5%	41.9%	45.2%	31
White Faculty	Southwestern	3.5%	10.5%	43.9%	22.8%	19.3%	57

I provide opportunities for students to recognize and confront their own racial biases

n

Overall	Southwestern	20.5%	10.2%	22.7%	27.3%	19.3%	88
Faculty of Color	Southwestern	6.5%	6.5%	22.6%	35.5%	29.0%	31
White Faculty	Southwestern	28.1%	12.3%	22.8%	22.8%	14.0%	57

In the past year, how often have you discussed each of the following with a faculty colleague?

Never A few times in the year A few times a month A few times a week Almost every day

How race and racism affect your students

n

Overall	Southwestern	10.6%	38.8%	27.1%	16.5%	7.1%	85
Faculty of Color	Southwestern	3.3%	33.3%	20.0%	30.0%	13.3%	30
White Faculty	Southwestern	14.5%	41.8%	30.9%	9.1%	3.6%	55

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey administered in Fall 2023

Racial/ethnic inequities in education							n
Overall	Southwestern	10.6%	42.4%	23.5%	15.3%	8.2%	85
Faculty of Color	Southwestern	6.7%	33.3%	20.0%	30.0%	10.0%	30
White Faculty	Southwestern	12.7%	47.3%	25.5%	7.3%	7.3%	55
Racially unequal teaching practices							n
Overall	Southwestern	25.3%	38.6%	21.7%	9.6%	4.8%	83
Faculty of Color	Southwestern	20.7%	31.0%	27.6%	13.8%	6.9%	29
White Faculty	Southwestern	27.8%	42.6%	18.5%	7.4%	3.7%	54
Ways to avoid racially unequal outcomes for students							n
Overall	Southwestern	17.9%	41.7%	26.2%	10.7%	3.6%	84
Faculty of Color	Southwestern	13.8%	34.5%	31.0%	17.2%	3.4%	29
White Faculty	Southwestern	20.0%	45.5%	23.6%	7.3%	3.6%	55

Encounters with Racial Stress

In the past year, have you personally experienced any of the following racial microaggressions or racist incidents in your current workplace? *Select all that apply.*

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Being viewed as naturally more able than others because of your race	17.2%	9.7%	21.4%
Being viewed as naturally less able than others because of your race	14.9%	38.7%	1.8%
Not speaking out about topics related to race for fear of negative reactions from coworkers	27.6%	48.4%	16.1%
Being asked or expected to represent the views and/or experiences of your entire race in meetings	13.8%	38.7%	0.0%
Being viewed as a foreigner even though you are not	8.0%	12.9%	5.4%
Hearing people express surprise at your English language abilities or speaking	6.9%	19.4%	0.0%
The assumption that you were only hired because of your race	6.9%	19.4%	0.0%
Being asked for ID by campus police/safety when others are not	2.3%	6.5%	0.0%
Jokes related to your race that make you uncomfortable	9.2%	25.8%	0.0%
A race-based physical attack	0.0%	0.0%	0.0%
A race-based verbal attack	3.4%	9.7%	0.0%
Seeing racist signs, symbols, or graffiti on campus	17.2%	32.3%	8.9%
Another racist incident not listed	8.0%	19.4%	1.8%
None of the above	50.6%	22.6%	66.1%
Total (n)	87	31	56

In the past year, how often have you personally experienced racism at your institution?

		Never	A few times in the year	A few times a month	A few times a week	Almost every day	n
Overall	Southwestern	73.6%	19.5%	3.4%	2.3%	1.1%	87
Faculty of Color	Southwestern	45.2%	35.5%	9.7%	6.5%	3.2%	31
White Faculty	Southwestern	89.3%	10.7%	0.0%	0.0%	0.0%	56

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In the past year, how often have you witnessed racism happening at your institution?

		Never	A few times in the year	A few times a month	A few times a week	Almost every day	n
Overall	Southwestern	40.2%	34.5%	17.2%	4.6%	3.4%	87
Faculty of Color	Southwestern	22.6%	41.9%	25.8%	3.2%	6.5%	31
White Faculty	Southwestern	50.0%	30.4%	12.5%	5.4%	1.8%	56

Have the racist incidents you have experienced or witnessed on your campus resulted in any of the following?

Select all that apply

	Overall Southwestern	Faculty of Color Southwestern	White Faculty Southwestern
Decline in your physical health	18.9%	41.7%	0.0%
Decline in your mental health or emotional well-being	37.7%	50.0%	27.6%
Feelings of frustration	71.7%	83.3%	62.1%
Feelings of anger	67.9%	87.5%	51.7%
Feelings of loneliness, not belonging, and/or isolation	28.3%	45.8%	13.8%
Difficulty concentrating at work	30.2%	58.3%	6.9%
Increase in your personal motivation or activism to make change	39.6%	41.7%	37.9%
I did not experience any after effects	17.0%	4.2%	27.6%
Total (n)	53	24	29

In the past year, how often have you experienced racism from the following people at your institution?

		Never	A few times in the year	A few times a month	A few times a week	Almost every day	n
Staff of color							
Overall	Southwestern	97.7%	2.3%	0.0%	0.0%	0.0%	87
Faculty of Color	Southwestern	96.8%	3.2%	0.0%	0.0%	0.0%	31
White Faculty	Southwestern	98.2%	1.8%	0.0%	0.0%	0.0%	56
White staff							
Overall	Southwestern	79.3%	17.2%	2.3%	1.1%	0.0%	87
Faculty of Color	Southwestern	54.8%	35.5%	6.5%	3.2%	0.0%	31
White Faculty	Southwestern	92.9%	7.1%	0.0%	0.0%	0.0%	56

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Faculty of color							n
Overall	Southwestern	94.2%	4.7%	1.2%	0.0%	0.0%	86
Faculty of Color	Southwestern	87.1%	12.9%	0.0%	0.0%	0.0%	31
White Faculty	Southwestern	98.2%	0.0%	1.8%	0.0%	0.0%	55
White faculty							n
Overall	Southwestern	74.7%	20.7%	3.4%	1.1%	0.0%	87
Faculty of Color	Southwestern	48.4%	41.9%	6.5%	3.2%	0.0%	31
White Faculty	Southwestern	89.3%	8.9%	1.8%	0.0%	0.0%	56
Student of color							n
Overall	Southwestern	92.0%	6.9%	1.1%	0.0%	0.0%	87
Faculty of Color	Southwestern	83.9%	16.1%	0.0%	0.0%	0.0%	31
White Faculty	Southwestern	96.4%	1.8%	1.8%	0.0%	0.0%	56
White students							n
Overall	Southwestern	65.5%	25.3%	4.6%	3.4%	1.1%	87
Faculty of Color	Southwestern	32.3%	54.8%	6.5%	3.2%	3.2%	31
White Faculty	Southwestern	83.9%	8.9%	3.6%	3.6%	0.0%	56

In the past year, how often have you experienced racism from the following people at your institution?

Never A few times in the year A few times a month A few times a week Almost every day

People outside of your institution you were in contact with for work							n
Overall	Southwestern	86.1%	8.9%	3.8%	1.3%	0.0%	79
Faculty of Color	Southwestern	76.9%	15.4%	7.7%	0.0%	0.0%	26
White Faculty	Southwestern	90.6%	5.7%	1.9%	1.9%	0.0%	53

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To what extent do you think racism is a problem...

Not at all Slightly Somewhat Mostly Completely

in your immediate work environment							n
Overall	Southwestern	40.2%	35.6%	14.9%	3.4%	5.7%	87
Faculty of Color	Southwestern	41.9%	32.3%	12.9%	3.2%	9.7%	31
White Faculty	Southwestern	39.3%	37.5%	16.1%	3.6%	3.6%	56
at your institution							n
Overall	Southwestern	7.1%	10.7%	44.0%	19.0%	19.0%	84
Staff of Color	Southwestern	9.7%	3.2%	29.0%	29.0%	29.0%	31
White Staff	Southwestern	5.7%	15.1%	52.8%	13.2%	13.2%	53
in our society							n
Overall	Southwestern	0.0%	0.0%	12.6%	31.0%	56.3%	87
Staff of Color	Southwestern	0.0%	0.0%	9.7%	19.4%	71.0%	31
White Staff	Southwestern	0.0%	0.0%	14.3%	37.5%	48.2%	56

Workplace Equity

In the past year, how often have you personally experienced discrimination at your institution based on the following?

		Never	A few times in the year	A few times a month	A few times a week	Almost every day	
Race and/or ethnicity							n
Overall	Southwestern	73.3%	18.6%	5.8%	1.2%	1.2%	86
Faculty of Color	Southwestern	38.7%	41.9%	16.1%	3.2%	0.0%	31
White Faculty	Southwestern	92.7%	5.5%	0.0%	0.0%	1.8%	55
National origin							n
Overall	Southwestern	83.7%	11.6%	2.3%	1.2%	1.2%	86
Faculty of Color	Southwestern	66.7%	23.3%	6.7%	3.3%	0.0%	30
White Faculty	Southwestern	92.9%	5.4%	0.0%	0.0%	1.8%	56
Gender and/or gender identity							n
Overall	Southwestern	73.3%	19.8%	3.5%	2.3%	1.2%	86
Faculty of Color	Southwestern	71.0%	16.1%	9.7%	3.2%	0.0%	31
White Faculty	Southwestern	74.5%	21.8%	0.0%	1.8%	1.8%	55
Sexual orientation							n
Overall	Southwestern	97.6%	1.2%	0.0%	0.0%	1.2%	84
Faculty of Color	Southwestern	96.6%	3.4%	0.0%	0.0%	0.0%	29
White Faculty	Southwestern	98.2%	0.0%	0.0%	0.0%	1.8%	55
Age							n
Overall	Southwestern	73.3%	20.9%	3.5%	0.0%	2.3%	86
Faculty of Color	Southwestern	71.0%	22.6%	3.2%	0.0%	3.2%	31
White Faculty	Southwestern	74.5%	20.0%	3.6%	0.0%	1.8%	55

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In the past year, how often have you personally experienced discrimination at your institution based on the following?

		Never	A few times in the year	A few times a month	A few times a week	Almost every day	
Disability							n
Overall	Southwestern	89.9%	3.8%	3.8%	1.3%	1.3%	79
Faculty of Color	Southwestern	84.0%	4.0%	8.0%	4.0%	0.0%	25
White Faculty	Southwestern	92.6%	3.7%	1.9%	0.0%	1.9%	54
Religious affiliation							n
Overall	Southwestern	88.9%	7.4%	2.5%	0.0%	1.2%	81
Faculty of Color	Southwestern	92.3%	3.8%	3.8%	0.0%	0.0%	26
White Faculty	Southwestern	87.3%	9.1%	1.8%	0.0%	1.8%	55

How much do you agree or disagree with the following statements?

		Strongly disagrees	Somewhat disagree	Neither	Somewhat agree	Strongly agree	
I am given equal consideration when there is an opportunity for leadership or career growth.							n
Overall	Southwestern	10.3%	18.4%	56.3%	12.6%	2.3%	87
Faculty of Color	Southwestern	9.7%	35.5%	51.6%	3.2%	0.0%	31
White Faculty	Southwestern	10.7%	8.9%	58.9%	17.9%	3.6%	56
I have received enough support from my supervisor or unit leader to succeed in my work.							n
Overall	Southwestern	10.3%	17.2%	9.2%	24.1%	39.1%	87
Faculty of Color	Southwestern	6.5%	19.4%	6.5%	32.3%	35.5%	31
White Faculty	Southwestern	12.5%	16.1%	10.7%	19.6%	41.1%	56
I have received enough support from my colleagues to succeed in my work.							n
Overall	Southwestern	5.7%	8.0%	9.2%	21.8%	55.2%	87
Faculty of Color	Southwestern	3.2%	6.5%	6.5%	32.3%	51.6%	31
White Faculty	Southwestern	7.1%	8.9%	10.7%	16.1%	57.1%	56

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I am supported by my supervisor or unit leader regarding career progression. n

Overall	Southwestern	12.6%	13.8%	12.6%	21.8%	39.1%	87
Faculty of Color	Southwestern	12.9%	16.1%	9.7%	25.8%	35.5%	31
White Faculty	Southwestern	12.5%	12.5%	14.3%	19.6%	41.1%	56

My mental health is a high priority at my institution. n

Overall	Southwestern	20.7%	28.7%	25.3%	18.4%	6.9%	87
Faculty of Color	Southwestern	32.3%	19.4%	19.4%	16.1%	12.9%	31
White Faculty	Southwestern	14.3%	33.9%	28.6%	19.6%	3.6%	56

My physical health is a high priority at my institution. n

Overall	Southwestern	13.8%	25.3%	25.3%	24.1%	11.5%	87
Faculty of Color	Southwestern	32.3%	19.4%	12.9%	22.6%	12.9%	31
White Faculty	Southwestern	3.6%	28.6%	32.1%	25.0%	10.7%	56

How much do you agree or disagree with the following statements?

Strongly disagrees Somewhat disagree Neither Somewhat agree Strongly agree

The policies for promotion or tenure at my institution are easily accessible. n

Overall	Southwestern	2.7%	9.6%	8.2%	39.7%	39.7%	73
Faculty of Color	Southwestern	0.0%	11.1%	11.1%	44.4%	33.3%	27
White Faculty	Southwestern	4.3%	8.7%	6.5%	37.0%	43.5%	46

I understand what I need to do to get a promotion or tenure. n

Overall	Southwestern	4.5%	16.4%	6.0%	25.4%	47.8%	67
Faculty of Color	Southwestern	3.8%	15.4%	7.7%	26.9%	46.2%	26
White Faculty	Southwestern	4.9%	17.1%	4.9%	24.4%	48.8%	41

I receive feedback from my superiors or mentors that helps me in the promotion or tenure process. n

Overall	Southwestern	13.4%	10.4%	14.9%	22.4%	38.8%	67
Faculty of Color	Southwestern	12.0%	12.0%	8.0%	28.0%	40.0%	25
White Faculty	Southwestern	14.3%	9.5%	19.0%	19.0%	38.1%	42

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I feel promotions or tenure are given fairly based on employee performance.							n
Overall	Southwestern	11.4%	14.3%	12.9%	30.0%	31.4%	70
Faculty of Color	Southwestern	16.0%	20.0%	8.0%	32.0%	24.0%	25
White Faculty	Southwestern	8.9%	11.1%	15.6%	28.9%	35.6%	45

Appraisals of Institutional Commitment

How racially diverse are each of the following groups of people at your institution?

Not at all Slightly Somewhat Mostly Strongly

Your institutional leaders and senior administrators							n
Overall	Southwestern	52.6%	27.6%	17.1%	2.6%	0.0%	76
Faculty of Color	Southwestern	70.0%	16.7%	10.0%	3.3%	0.0%	30
White Faculty	Southwestern	41.3%	34.8%	21.7%	2.2%	0.0%	46
Staff members							n
Overall	Southwestern	2.6%	30.3%	47.4%	17.1%	2.6%	76
Faculty of Color	Southwestern	6.9%	31.0%	37.9%	20.7%	3.4%	29
White Faculty	Southwestern	0.0%	29.8%	53.2%	14.9%	2.1%	47
Faculty members							n
Overall	Southwestern	1.3%	30.4%	60.8%	7.6%	0.0%	79
Faculty of Color	Southwestern	0.0%	26.7%	63.3%	10.0%	0.0%	30
White Faculty	Southwestern	2.0%	32.7%	59.2%	6.1%	0.0%	49
Students							n
Overall	Southwestern	2.4%	15.9%	64.6%	14.6%	2.4%	82
Faculty of Color	Southwestern	6.7%	30.0%	50.0%	10.0%	3.3%	30
White Faculty	Southwestern	0.0%	7.7%	73.1%	17.3%	1.9%	52

In your opinion or experience, how committed is your institution to each of the following?

Not at all Slightly Somewhat Mostly Strongly

Racial diversity among campus leaders or senior administrators							n
Overall	Southwestern	25.6%	25.6%	29.5%	11.5%	7.7%	78
Faculty of Color	Southwestern	40.7%	29.6%	14.8%	7.4%	7.4%	27
White Faculty	Southwestern	17.6%	23.5%	37.3%	13.7%	7.8%	51

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In your opinion or experience, how committed is your institution to each of the following?

Not at all Slightly Somewhat Mostly Strongly

Racial diversity among staff							n
Overall	Southwestern	5.3%	31.6%	30.3%	21.1%	11.8%	76
Faculty of Color	Southwestern	8.0%	40.0%	20.0%	24.0%	8.0%	25
White Faculty	Southwestern	3.9%	27.5%	35.3%	19.6%	13.7%	51
Racial diversity among faculty							n
Overall	Southwestern	0.0%	7.6%	41.8%	30.4%	20.3%	79
Faculty of Color	Southwestern	0.0%	7.1%	50.0%	28.6%	14.3%	28
White Faculty	Southwestern	0.0%	7.8%	37.3%	31.4%	23.5%	51
Racial diversity among students							n
Overall	Southwestern	1.3%	12.5%	21.3%	43.8%	21.3%	80
Faculty of Color	Southwestern	3.4%	20.7%	24.1%	37.9%	13.8%	29
White Faculty	Southwestern	0.0%	7.8%	19.6%	47.1%	25.5%	51
Retaining staff of color							n
Overall	Southwestern	26.8%	22.5%	23.9%	16.9%	9.9%	71
Faculty of Color	Southwestern	36.4%	27.3%	13.6%	18.2%	4.5%	22
White Faculty	Southwestern	22.4%	20.4%	28.6%	16.3%	12.2%	49
Retaining faculty of color							n
Overall	Southwestern	20.3%	24.3%	24.3%	18.9%	12.2%	74
Faculty of Color	Southwestern	26.9%	23.1%	15.4%	26.9%	7.7%	26
White Faculty	Southwestern	16.7%	25.0%	29.2%	14.6%	14.6%	48
Retaining students of color							n
Overall	Southwestern	6.6%	18.4%	34.2%	32.9%	7.9%	76
Faculty of Color	Southwestern	11.1%	25.9%	33.3%	25.9%	3.7%	27
White Faculty	Southwestern	4.1%	14.3%	34.7%	36.7%	10.2%	49

In your opinion or experience, how committed is your institution to each of the following?

Not at all Slightly Somewhat Mostly Strongly

Sponsoring activities about racial equity, diversity, and inclusion (e.g., lecture series)

n

Overall	Southwestern	1.2%	16.0%	42.0%	28.4%	12.3%	81
Faculty of Color	Southwestern	3.4%	17.2%	51.7%	24.1%	3.4%	29
White Faculty	Southwestern	0.0%	15.4%	36.5%	30.8%	17.3%	52

Removing objects or structures on campus that are racially-offensive (e.g., statues, portraits or names of buildings)

n

Overall	Southwestern	11.8%	13.2%	18.4%	31.6%	25.0%	76
Faculty of Color	Southwestern	21.4%	14.3%	14.3%	32.1%	17.9%	28
White Faculty	Southwestern	6.3%	12.5%	20.8%	31.3%	29.2%	48

In your opinion or experience, how committed are your unit/division leaders to each of the following?

Not at all Slightly Somewhat Mostly Strongly

Racial diversity among staff

n

Overall	Southwestern	8.0%	18.7%	18.7%	21.3%	33.3%	75
Faculty of Color	Southwestern	11.5%	19.2%	11.5%	23.1%	34.6%	26
White Faculty	Southwestern	6.1%	18.4%	22.4%	20.4%	32.7%	49

Retaining staff of color

n

Overall	Southwestern	8.1%	17.6%	20.3%	18.9%	35.1%	74
Faculty of Color	Southwestern	8.0%	20.0%	16.0%	24.0%	32.0%	25
White Faculty	Southwestern	8.2%	16.3%	22.4%	16.3%	36.7%	49

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey administered in Fall 2023

In your opinion or experience, how committed are your unit/division leaders to each of the following?

Not at all Slightly Somewhat Mostly Strongly

Sponsoring activities about racial equity, diversity, and inclusion (e.g., lecture series)							n
Overall	Southwestern	3.8%	15.0%	33.8%	21.3%	26.3%	80
Faculty of Color	Southwestern	7.1%	21.4%	25.0%	21.4%	25.0%	28
White Faculty	Southwestern	1.9%	11.5%	38.5%	21.2%	26.9%	52

How effective are your institution's leaders in dealing with workplace racism and racist incidents?

Not at all Slightly Somewhat Mostly Strongly

							n
Overall	Southwestern	30.0%	22.5%	33.8%	11.3%	2.5%	80
Faculty of Color	Southwestern	46.7%	23.3%	16.7%	13.3%	0.0%	30
White Faculty	Southwestern	20.0%	22.0%	44.0%	10.0%	4.0%	50

How confident are you that your institution has a long-term commitment to racial equity, diversity, and inclusion in your workplace?

Not at all Slightly Somewhat Mostly Strongly

							n
Overall	Southwestern	15.9%	7.3%	43.9%	28.0%	4.9%	82
Faculty of Color	Southwestern	24.1%	10.3%	44.8%	20.7%	0.0%	29
White Faculty	Southwestern	11.3%	5.7%	43.4%	32.1%	7.5%	53

Impact of External Environments

How safe or in danger do you feel in the neighborhood surrounding your campus/workplace?

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Completely in danger	0.0%	0.0%	0.0%
Moderately in danger	2.5%	3.7%	1.9%
Slightly in danger	3.7%	11.1%	0.0%
Neither	8.6%	14.8%	5.6%
Slightly safe	3.7%	3.7%	3.7%
Moderately safe	42.0%	51.9%	37.0%
Completely safe	39.5%	14.8%	51.9%
n	81	27	54

How welcome or unwelcome do you feel in the neighborhood surrounding your campus/workplace?

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Completely unwelcome	1.2%	0.0%	1.9%
Moderately unwelcome	3.7%	10.3%	0.0%
Slightly unwelcome	6.2%	13.8%	1.9%
Neither	6.2%	10.3%	3.8%
Slightly welcome	14.8%	20.7%	11.5%
Moderately welcome	32.1%	31.0%	32.7%
Completely welcome	35.8%	13.8%	48.1%
n	81	29	52

How included or excluded do you feel in the neighborhood surrounding your campus/workplace?

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Completely excluded	1.4%	4.2%	0.0%
Moderately excluded	4.2%	12.5%	0.0%
Slightly excluded	2.8%	8.3%	0.0%
Neither	12.5%	16.7%	10.4%
Slightly included	15.3%	20.8%	12.5%
Moderately included	40.3%	29.2%	45.8%
Completely included	23.6%	8.3%	31.3%
n	72	24	48

National Assessment of Collegiate Campus Climates (NACCC)
Faculty Survey administered in Fall 2023

In the past year, how often have you personally experienced racism or racist incidents in each of the following spaces?

Never Once in a while Sometimes Often Almost always

Neighborhood surrounding campus/workplace							n
Overall	Southwestern	82.4%	12.2%	2.7%	2.7%	0.0%	74
Faculty of Color	Southwestern	68.0%	20.0%	8.0%	4.0%	0.0%	25
White Faculty	Southwestern	89.8%	8.2%	0.0%	2.0%	0.0%	49
On school-affiliated social media platforms (e.g., Facebook pages/groups, Twitter accounts, Instagram accounts)							n
Overall	Southwestern	89.1%	4.7%	4.7%	1.6%	0.0%	64
Faculty of Color	Southwestern	86.4%	4.5%	9.1%	0.0%	0.0%	22
White Faculty	Southwestern	90.5%	4.8%	2.4%	2.4%	0.0%	42
From local police (non-campus police)							n
Overall	Southwestern	94.4%	2.8%	2.8%	0.0%	0.0%	71
Faculty of Color	Southwestern	91.7%	4.2%	4.2%	0.0%	0.0%	24
White Faculty	Southwestern	95.7%	2.1%	2.1%	0.0%	0.0%	47

Colorism

Compare to most people in your racial/ethnic group, how would you best describe your skin tone?

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Very light	10.5%	3.3%	14.3%
Light	32.6%	30.0%	33.9%
Somewhat light	15.1%	10.0%	17.9%
Medium	31.4%	40.0%	26.8%
Somewhat dark	7.0%	13.3%	3.6%
Dark	0	0	0
Very Dark	0.0%	0.0%	0.0%
n	86	30	56

To what extent do you think colorism is a problem at your institution?

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Not at all a problem	10.2%	12.5%	8.6%
Slightly a problem	28.8%	16.7%	37.1%
Somewhat a problem	35.6%	25.0%	42.9%
Mostly a problem	10.2%	20.8%	2.9%
Completely a problem	15.3%	25.0%	8.6%
n	59	24	35

In the past year, how often have you engaged in conversation about colorism with other employees from your institution?

	Overall	Faculty of Color	White Faculty
	Southwestern	Southwestern	Southwestern
Never	57.8%	46.7%	64.2%
Once in a while	21.7%	23.3%	20.8%
Sometimes	12.0%	10.0%	13.2%
Often	8.4%	20.0%	1.9%
Almost Always	0.0%	0.0%	0.0%
n	83	30	53