

Equity Diversity & Inclusivity Survey

Undergraduate Students – Fall 2020

1. DEMOGRAPHICS OF SAMPLE (N=141).*

Gender*	
Male	N=48, 34.3%
Female	N=90, 64.3%
Gender fluid or non-binary	N=2, 1.4%

*2% missing or didn't want to answer

Do you consider yourself a visible minority?*	
No	N=57, 41%
Yes	N=76, 54.7%

*4.3% (6) missing or didn't want to answer

Age	
18-20	N=68, 48.6%
21-25	N=68, 48.6%
25-30	N=2, 1.4%
31-35	N=1, .7%
Over 35	N=1, .7%

When were you admitted to the UG program?	
2020	N=50, 35.7%
2019	N=37, 26.4%
2018	N=25, 17.9%
2017	N=18, 12.9%
2016	N=7, 5%
<2016	N=3, 2.1%

Are you Indigenous?	
No	N=139, 99.3%
Yes	N=1, .7%

Were you born in Canada?	
No	N=49, 35.3%
Yes	N=90, 64.7%



What is your first language?	
English	N=101, 72.7%
French	N=1, .7%
Other	N=36, 25.9%

*.7% (1) preferred not to answer.

Do you have a disability?	
No	N=122, 87.8%
Yes	N=8, 5.8%

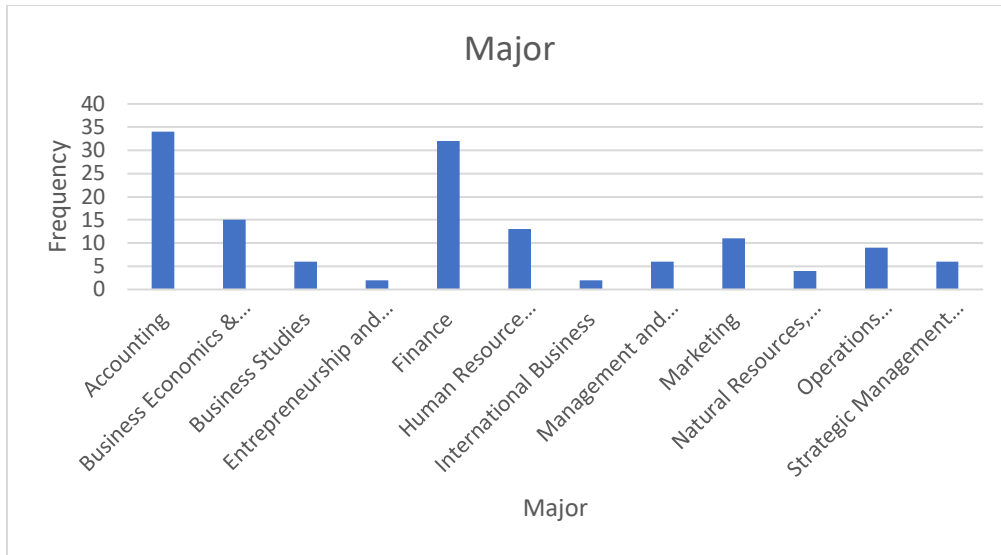
*4.3% (6) left blank or did not want to answer

Domestic/International Status	
Domestic	N=120, 86.3%
Permanent resident	N=6, 4.3 %
International	N=13, 9.4%

Marital Status	
Never married	N=130, 92.9%
Common law married	N=4, 2.9 %
Married	N=3, 2.1%
Divorced, separated	N=0

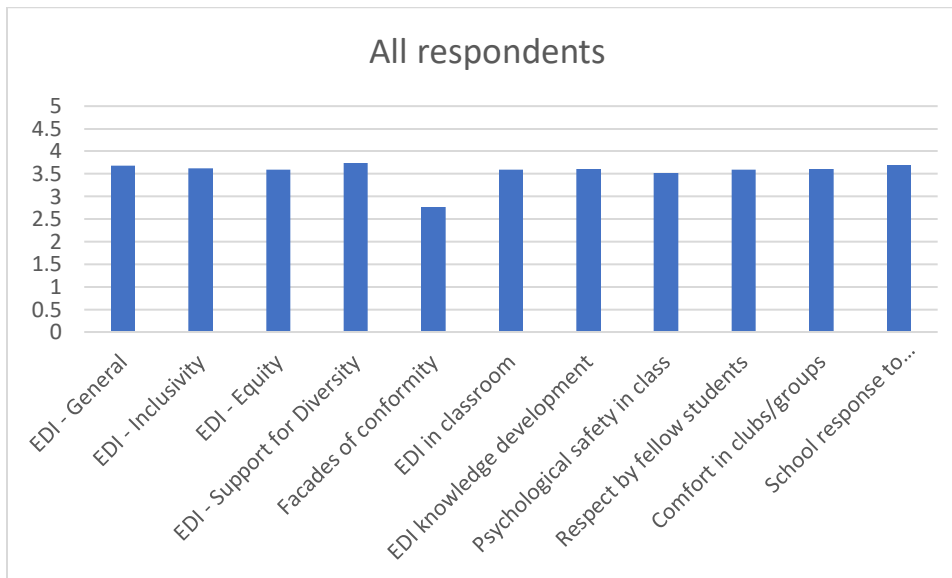
Do you have dependents?	
No	N=138, 98.6%
Yes	N=2, 1.4%*





2. CULTURAL PERCEPTIONS

Scales assessed general climate related to EDI, facades of conformity, EDI in the classroom, being welcome by fellow students in general, and in clubs, and perceptions that we respond seriously to harassment or discrimination. Each were assessed on a 5-point scale (1=strongly disagree, 5=strongly agree).



A. General Climate Scale. Items are positively worded. E.g., “I feel valued at ASB). Overall descriptives indicate a relatively positive feeling about the climate (M=3.68, SD=.73). On this scale a 3 is ‘neutral’ and a 4 is ‘agree’



Items on this scale assess:

Inclusiveness (I feel valued, belonging): $M=3.62$, $SD=.80$

Embracing of Diversity: $M=3.74$, $SD=.82$.

People treated equitably: $M=3.60$, $SD=.82$

We would not tolerate discrimination/harassment: $M=3.70$, $SD=.85$

B. Facades of Conformity

This scale assesses the unpleasant experience of having to hide one's true self. Items are negatively worded. E.g., "I feel like I cannot be my authentic self at ASB", thus, a higher score indicates the perceived need to hide one's true self (thus a lower score is seen as a more positive experience).

$M=2.76$, $SD=.94$ (a 2 indicates disagree and a 3 indicates neither agree nor disagree)

(On this scale a 2 is disagree and a 3 is neutral).

C. EDI in the classroom

A series of questions asked about experiences in the classroom. Some of them asked about students' perceptions that they are learning information and skills that support them working in a diverse world (e.g., In my classes, I have studied content that emphasized contributions to the field by people from multiple theoretical backgrounds, cultures, genders, fields of work, etc.).

Others ask about their perceptions that it is psychologically safe to speak up, ask questions, etc. The questions are worded in a positive direction. E.g., My instructors make all students feel comfortable participating in class"

Overall: $M=3.59$, $SD=.68$

EDI Info/skills: $M=3.61$, $SD=.73$

Psychological safety in classroom: $M=3.52$, $SD=.91$

(A 3 is neutral and 4 is agree.)

D. Being welcomed by fellow students

These questions ask the students perceptions that they are informally welcomed by fellow students. (e.g., 'I feel that I am treated fairly and equitably by fellow students')

$M=3.61$, $sd=.78$.

(A 3 is neutral and 4 is agree).

E. Being welcomed into student clubs

These questions ask to what extent the student feels welcomed/comfortable joining student clubs. (e.g., Student clubs and groups at the School of Business are generally welcoming and inclusive of all types of people)

$M = 3.61$, $SD=.98$

(A 3 is neutral and 4 is agree).



F. Trust that the School would respond to reports of harassment/discrimination

These questions assess the respondent's trust that the school would respond proactively to reports of harassment or discrimination ('If I confided in faculty and staff about any harassment or discrimination I have experienced, my grades and reputation would not be jeopardized')
M=3.70, sd=.85.

A 3 is neutral and 4 is agree.

GROUP COMPARISONS* For each set of group comparisons I looked at the cultural variables described in the preceding section:

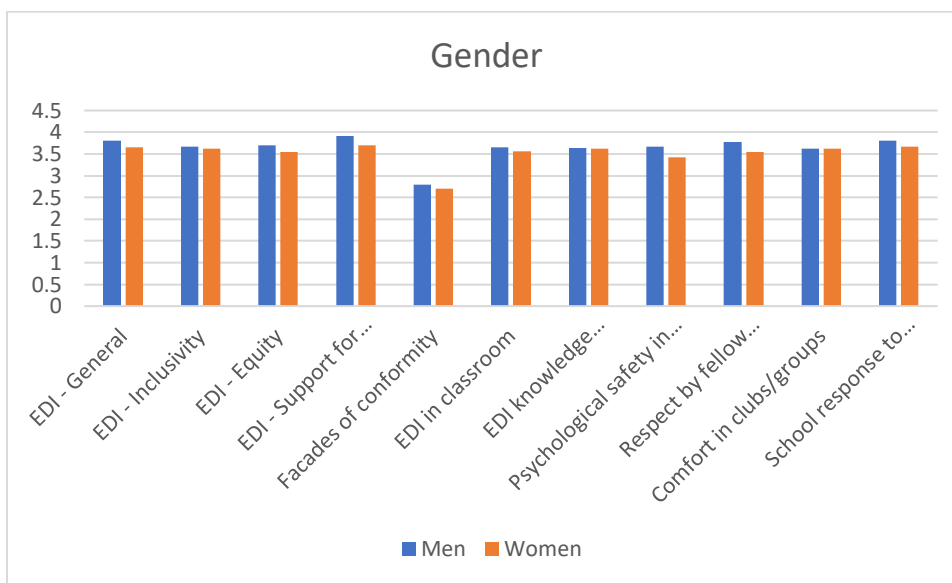
*in some cases, the groups are very small. When groups were fewer than 10, responses were removed to protect the privacy of respondents

Reported below are analyses that yielded significant differences between groups

1. Gender differences

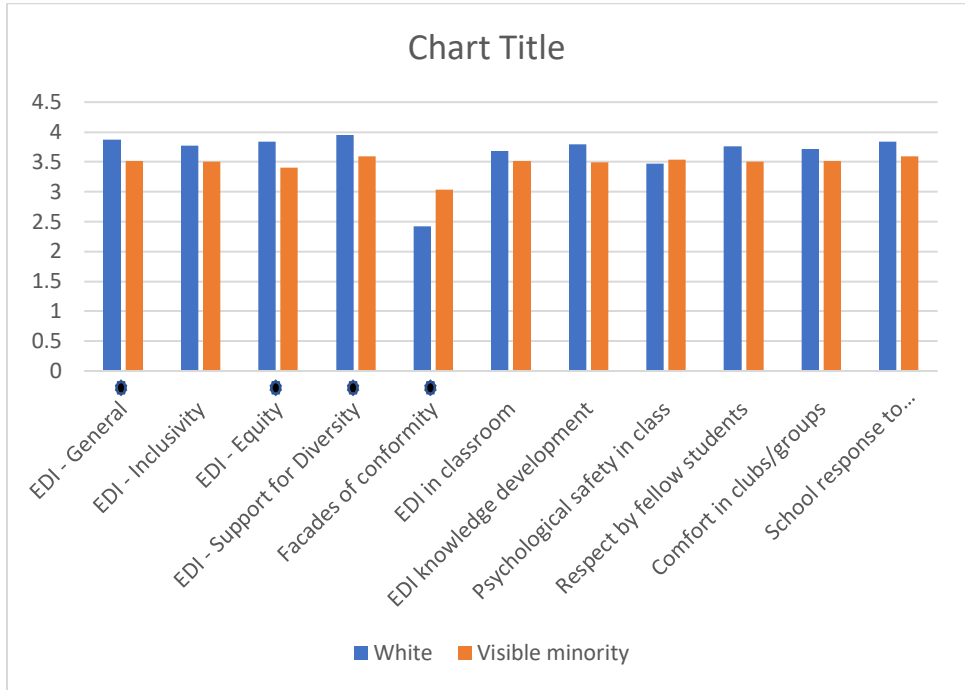
We had respondents occupying 3 gender categories: male (50), female (82) and gender fluid/non-binary (2). For the purposes of participant confidentiality, the smaller gender fluid/non-binary category is removed in the present document. However, those data will be retained for our internal program development purposes.

There were no significant differences between men and women on any of the cultural perception variables.



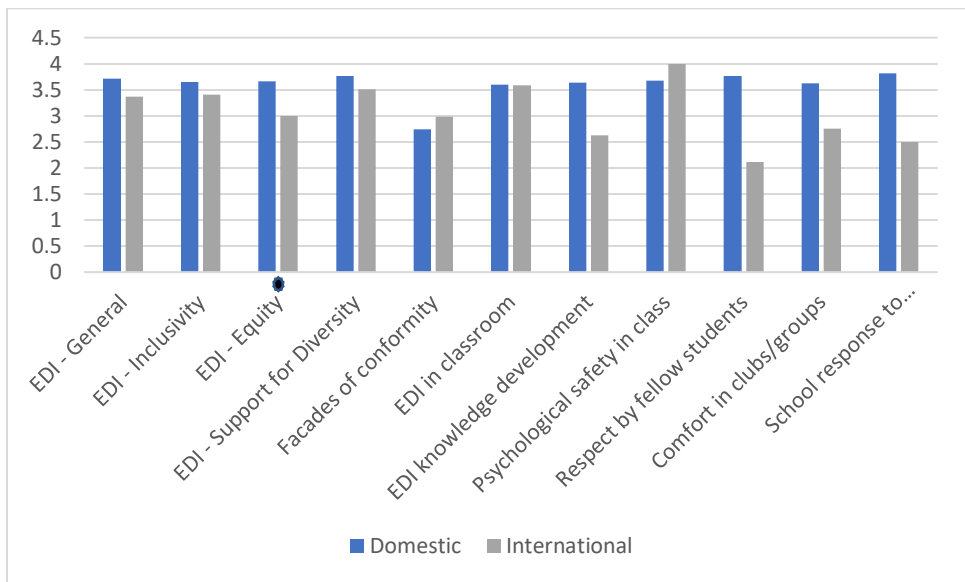
2. Visible minorities (74) vs non-visible minorities (57):

Significant differences are identified with: ●



3. Canadian citizens vs permanent residents vs international students

Participants in this sample identified as Canadian Citizens (133), permanent residents (6), and international students (12). I removed the smaller group, 'permanent residents' to protect confidentiality. The significant difference is identified with ●



Discrimination experiences

Overall sample

Overall rates of discrimination were relatively low, but there were differences between groups in discrimination experiences.

Have you experienced harassment or discrimination by people who work at the Alberta School of Business with respect to any of the following?

[Never, Seldom, Sometimes, Often, I prefer not to answer, N/A]

Language M= 1.12, SD=.42

Disability M=1.03 , SD=.21

Gender M= 1.20, SD=.58

Sexual orientation M= 1.07, SD=.40

Country of origin M=1.15 , SD=.51

Ethnic/cultural background M= 1.19, SD=.56

Religion M=1.08 , SD=.35

Have you experienced harassment or discrimination by Alberta School of Business students with respect to any of the following?

[Never, Seldom, Sometimes, Often, I prefer not to answer, N/A]

Language M= 1.19 , SD=.52

Disability M= 1.03, SD=.29

Gender M= 1.34, SD=.73

Sexual orientation M= 1.10, SD=.44

Country of origin M=1.24 , SD=.61

Ethnic/cultural background M= 1.39, SD=.78

Religion M= 1.16 , SD=.47

Group comparisons:

Gender:

Women were more likely to feel gender discrimination by fellow students than men, $t(133)=-2.30$, $p<.05$

White/Caucasian students and Visible Minority students:

As compared to White students, visible minority students were more likely to report:

Discrimination by people who work at the U of A (faculty/staff) on the basis of ethnicity $t(130)=-2.64$, $p<.01$; Discrimination by fellow students on the basis of country of origin, $t(129)=-2.28$, $p<.05$ and ethnicity, $t(131)=-3.53$, $p=.001$.



Domestic and International students:

As compared to domestic students, international students are more likely to perceive experiencing discrimination by people who work at the ASB on the basis of country of origin, $t(129)=-2.65$, $p < .01$; As compared to domestic students, international students are more likely to perceive experiencing discrimination by fellow students on the basis of country of origin, $t(129)=-4.32$, $p < .001$, ethnicity/culture, $t(131)=-2.70$, $p < .01$, and language, $t(129)=-6.95$, $P < .001$.

