A stylized graphic on the left side of the slide features a light blue lighthouse with a white top section, set against a background of yellow sun rays. Below the lighthouse are blue wavy lines representing water. The text is centered over the sun rays.

NACCC Campus Climate Survey data *“Cross Racial Engagement”*

November 2023

Table of contents

- Survey overview and participation
- Cross racial engagement - UNDERGRAD
- Cross racial engagement - GRAD
- Comparison to peers
- Recommendations and Next steps



UMB administered the NACCC student campus climate survey in Fall 2022

- University of Southern California Race and Equity Center -- National Assessment of Collegiate Campus Climates (NACCC)
- Administered between October 19 - November 19, 2022
- 15-minute web-based survey that includes six content areas essential to understanding the racial climate on campus and collects participants demographic information in order to conduct meaningful data disaggregation



We plan to rollout the results of each content area through monthly community sessions

Wed Oct 18

1-2pm, CC 3545

- Mattering and Affirmation

Tue Nov 14

11am-12pm, CC 3540

- Cross Racial Engagement

Tue Feb 13

11am-12pm, CC 3545

- Racial Learning and Literacy

Thu Mar 14

11am-12pm, CC 3545

- Encounters with Racial Stress

Mon Apr 22

1pm-2pm, CC 3540

- Appraisals of Institutional Commitment

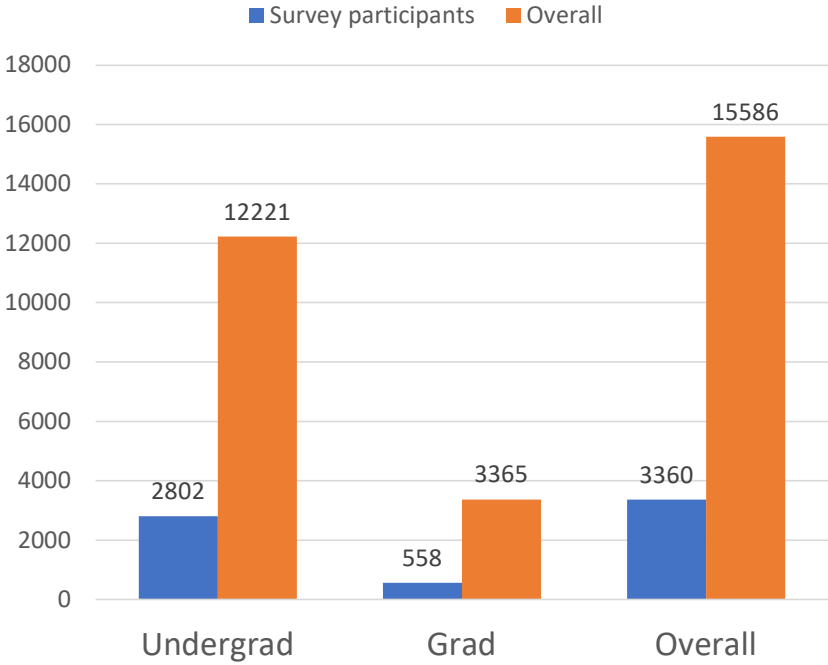
Wed May 8

1pm-2pm, CC 3545

- Impact of External Environments

22% of the UMB student population participated in the NACCC survey

Race/ethnicity	Survey participants		
	Undergrad	Grad	Total
Overall	2802	558	3360
Students of color	1964	376	2340
Caucasian or White	838	182	1020
Asian or Asian American	545	210	755
Black or African American	481	53	534
Hispanic or Latinx	443	25	468
Two or more races	349	47	396
Arab or Arab American	54	3	57
Another group not listed	50	27	77
Middle Eastern	33	11	44
Native American or Alaska Native	5	0	5
Native Hawaiian and/or Pacific Islander	4	0	4



Participation rate: Undergrad 22.9%, Grad 16.5%, Overall 21.6%

Note: UMB students numbers from Fall 2022



“Cross Racial Engagement” is one of six content areas in the NACCC survey

Overview of “Cross Racial Engagement”

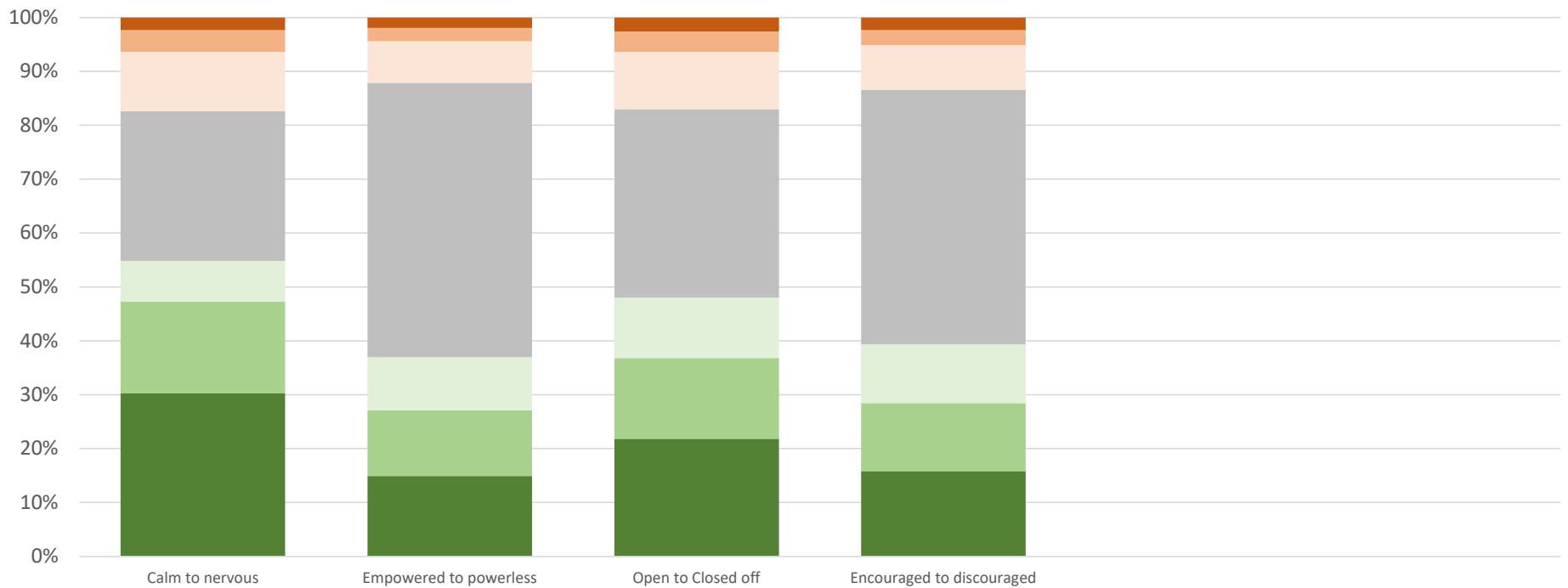
- NACCC respondents indicate the frequency and nature of their interactions on campus with same-race peers and with peers from different racial groups. Additionally, they report their level of comfort in discussions with other students about issues related to race.
- Key topics
 - Feelings regarding conversations about race with White students and with students of color
 - Frequency of conversation about selected political topics with White students and with students of color

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“How do you feel about engaging in conversations about race with WHITE students at UMB?” **UNDERGRAD**

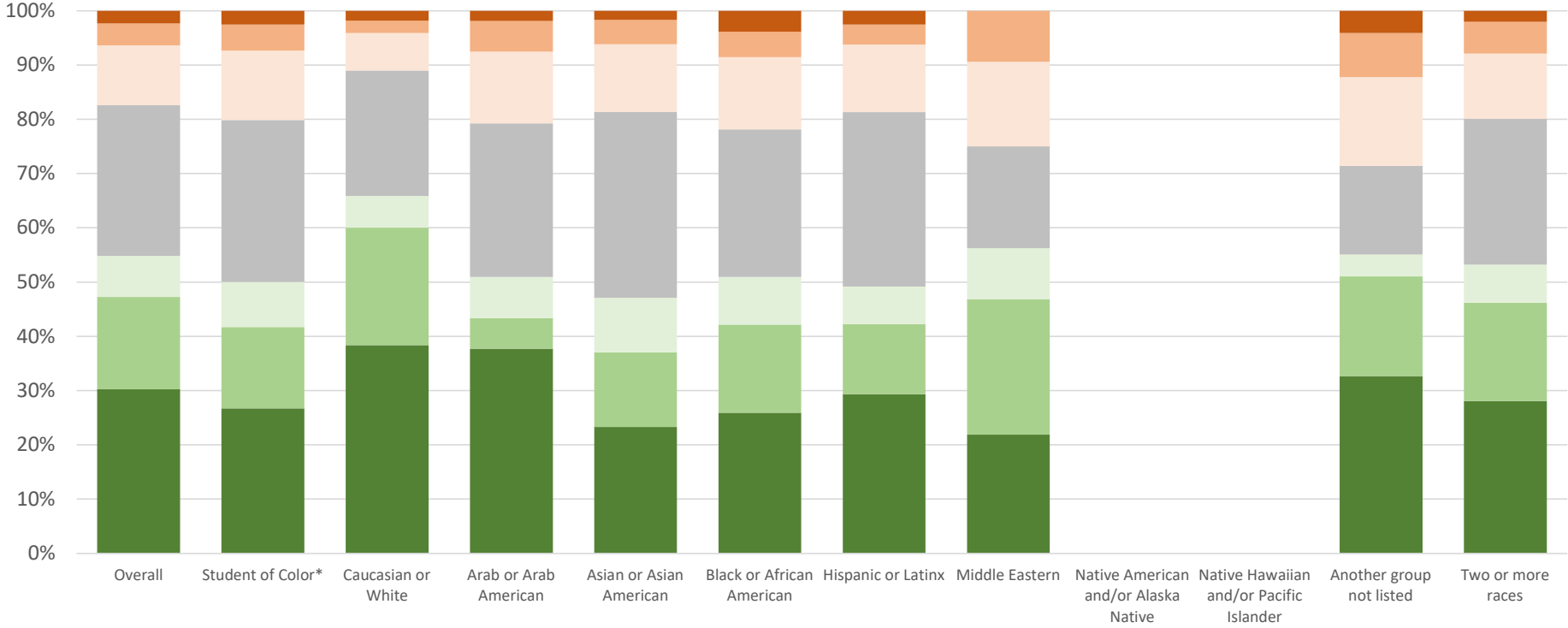


N=

■ 7=Completely (Positive)
 ■ 6=Moderately
 ■ 5=Slightly
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Calm to Nervous

“How do you feel about engaging in conversations about race with WHITE students at UMB?” *UNDERGRAD*

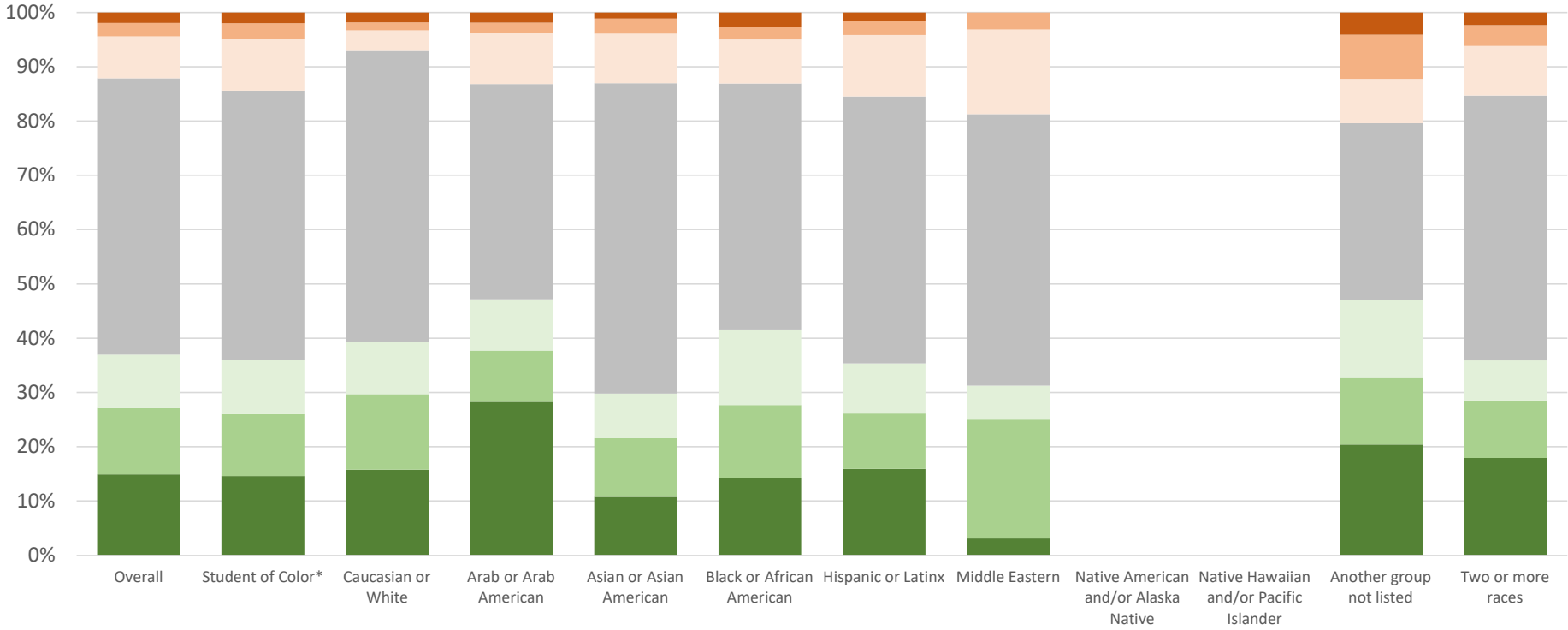


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Empowered to Powerless

“How do you feel about engaging in conversations about race with WHITE students at UMB?” *UNDERGRAD*

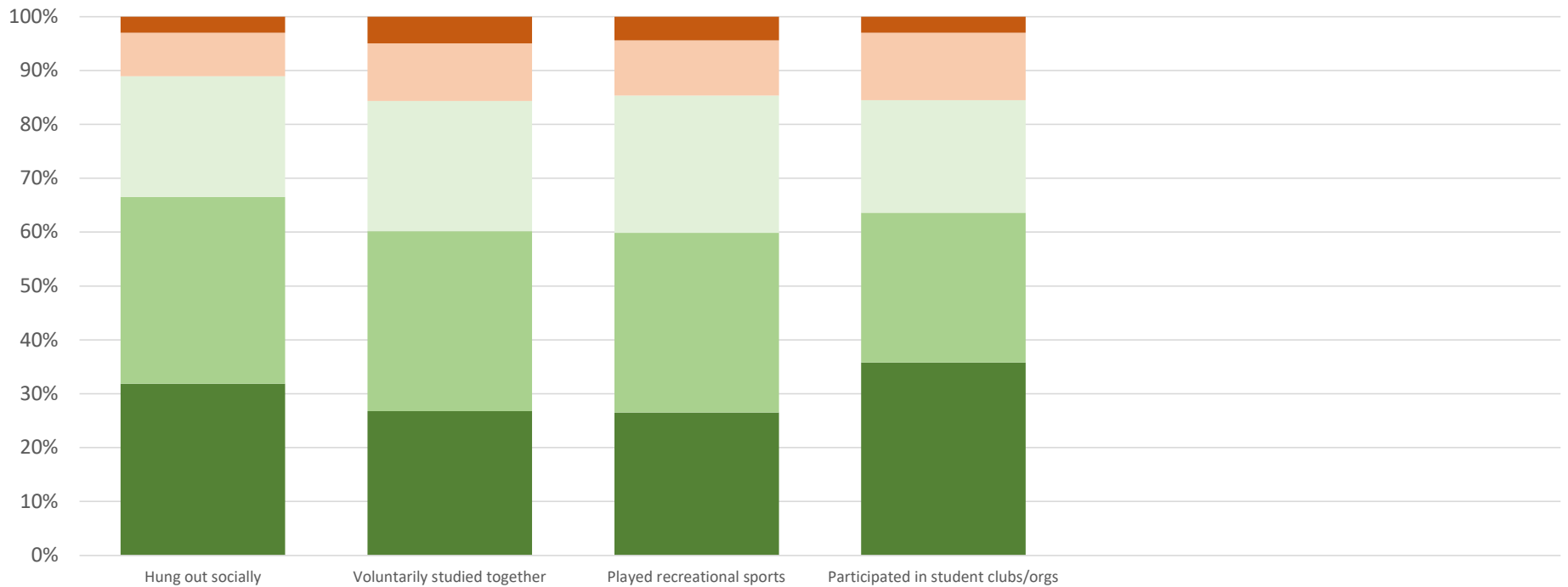


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“How often have you participated in the following activities with UMB students of color?”

UNDERGRAD

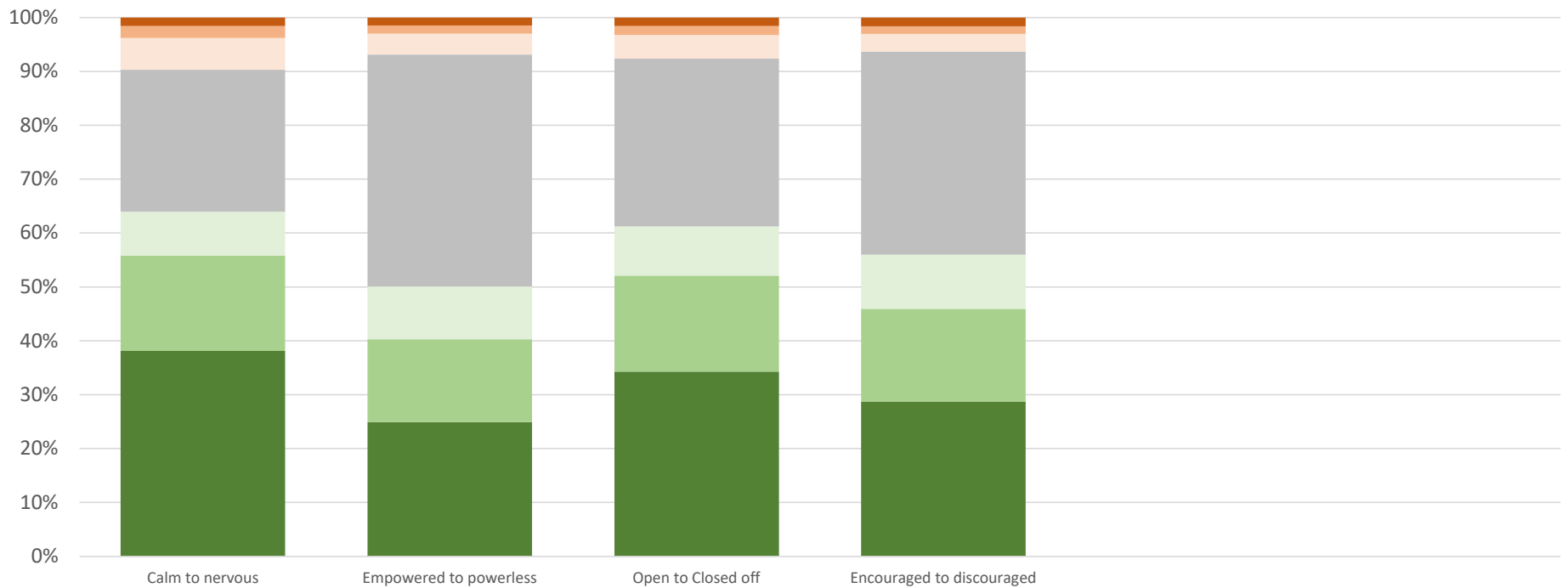


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UNDERGRAD



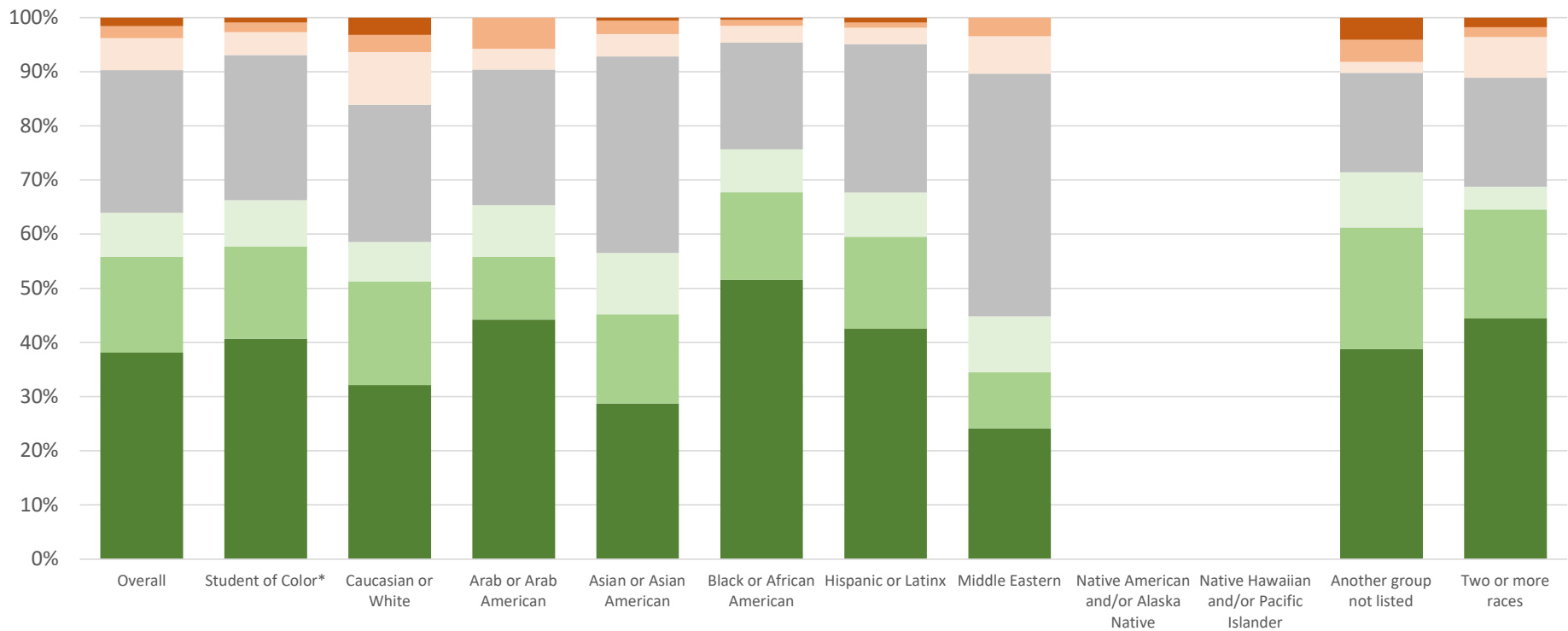
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UNDERGRAD



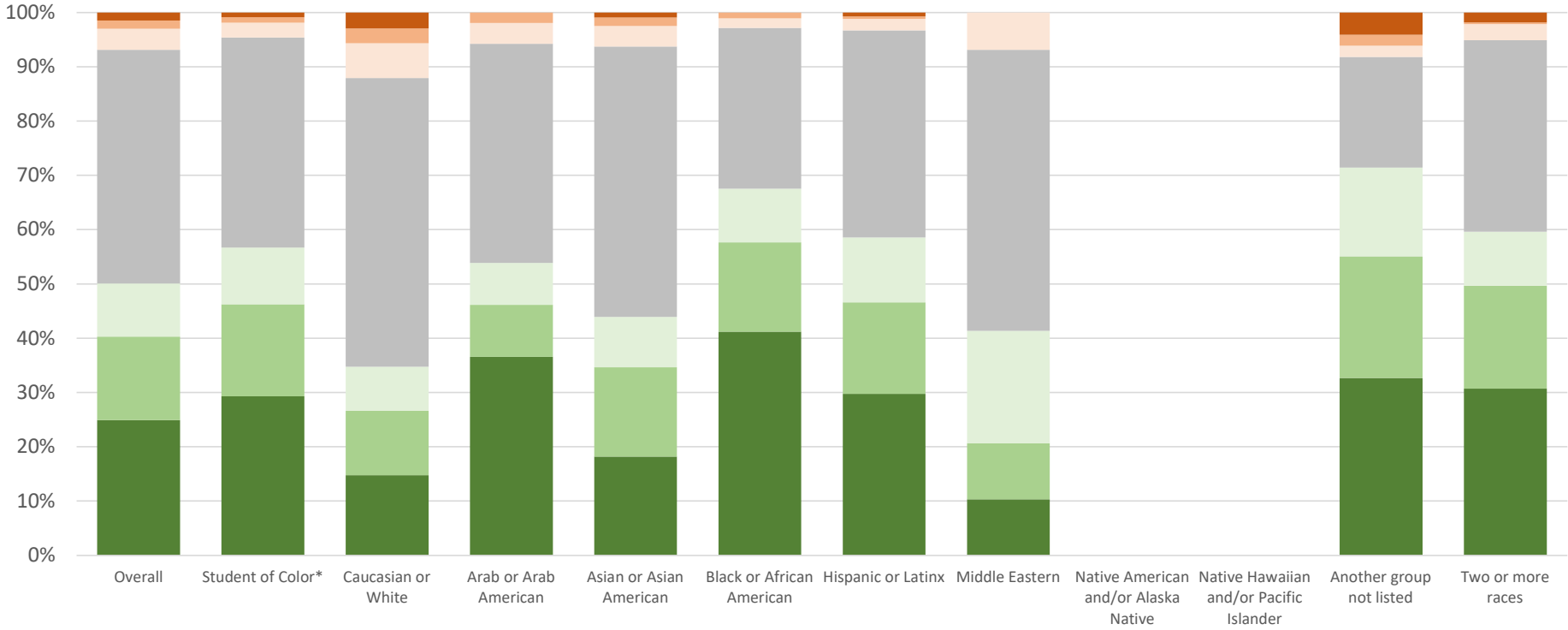
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Empowered to Powerless

“How do you feel about engaging in conversations about race with UMB students of color?”

UNDERGRAD



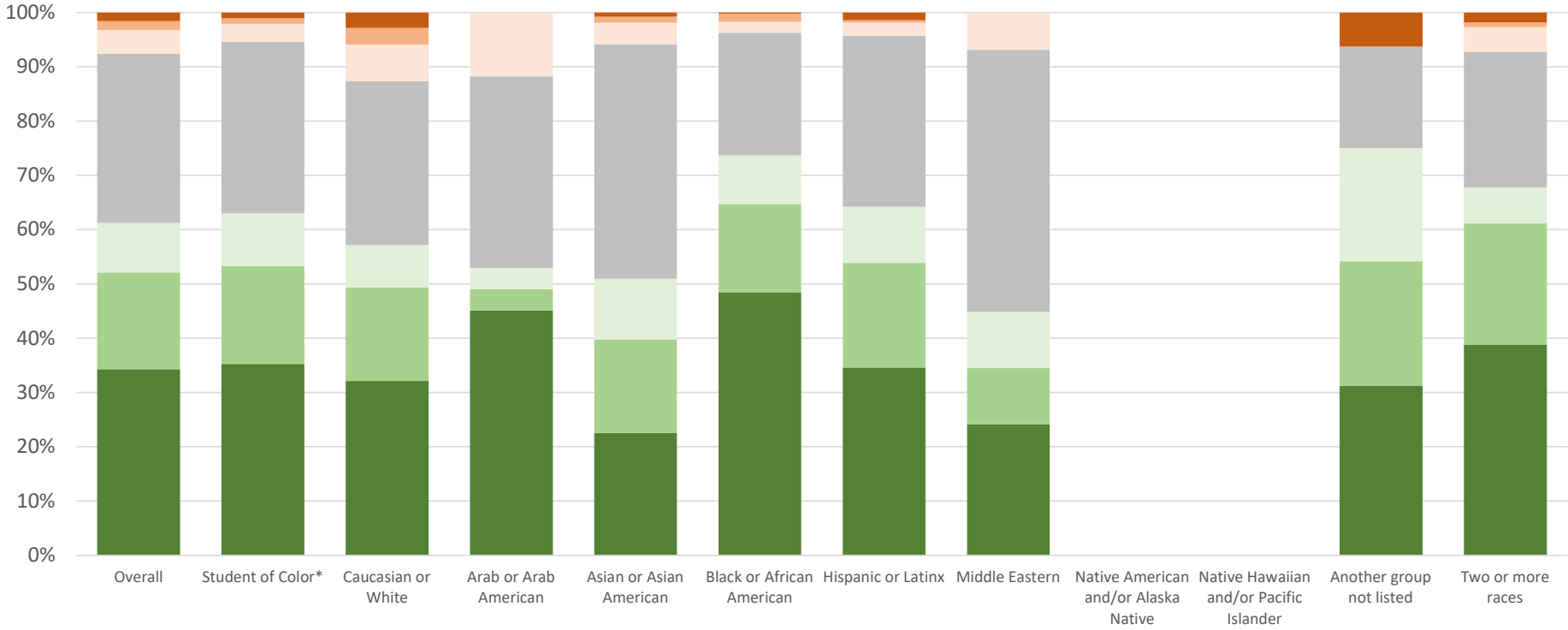
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Open to Closed Off

“How do you feel about engaging in conversations about race with UMB students of color?”

UNDERGRAD



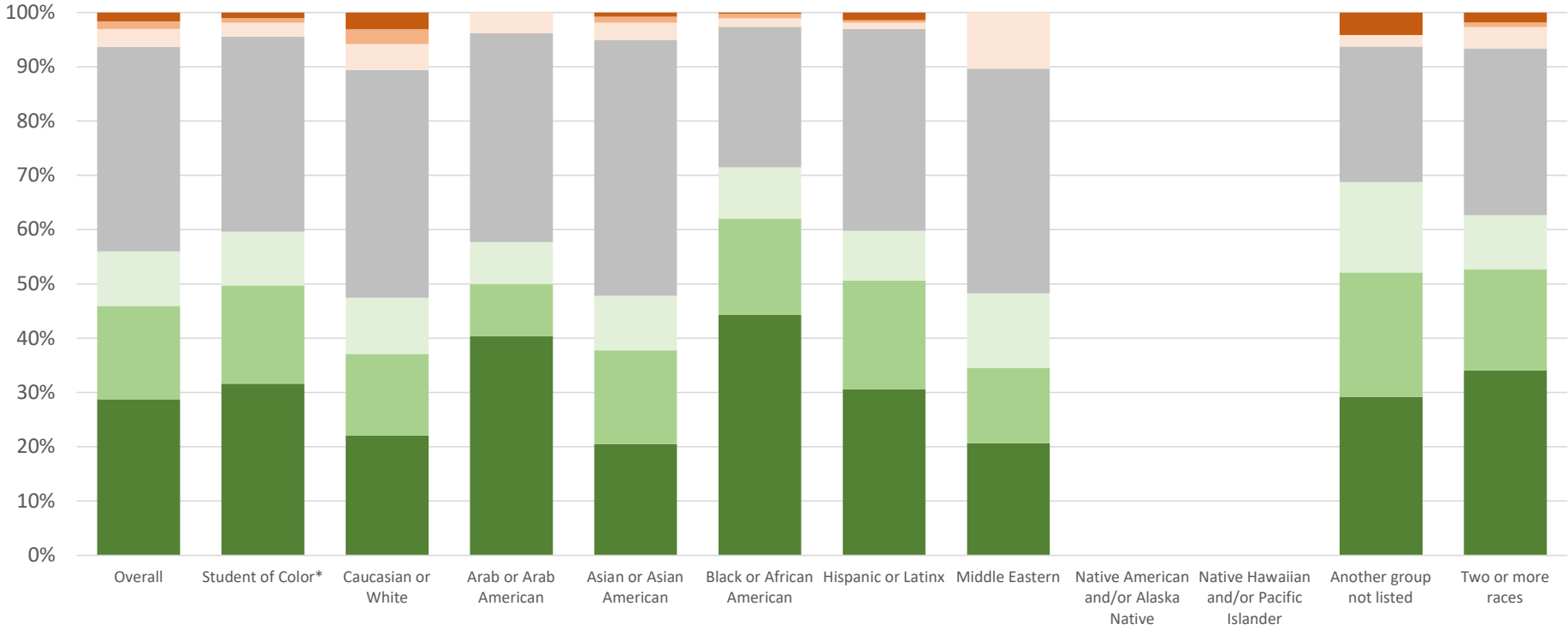
N=

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Encouraged to Discouraged

“How do you feel about engaging in conversations about race with UMB students of color?”

UNDERGRAD

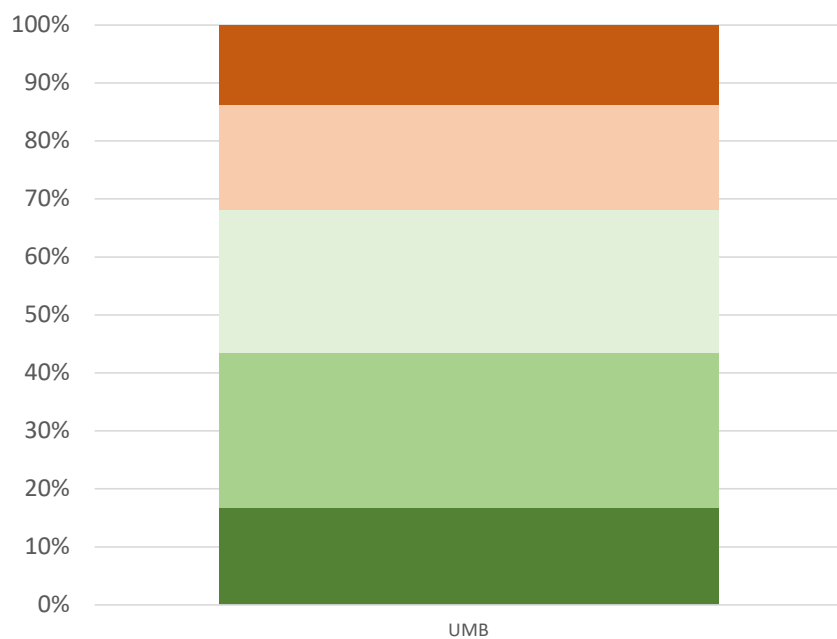


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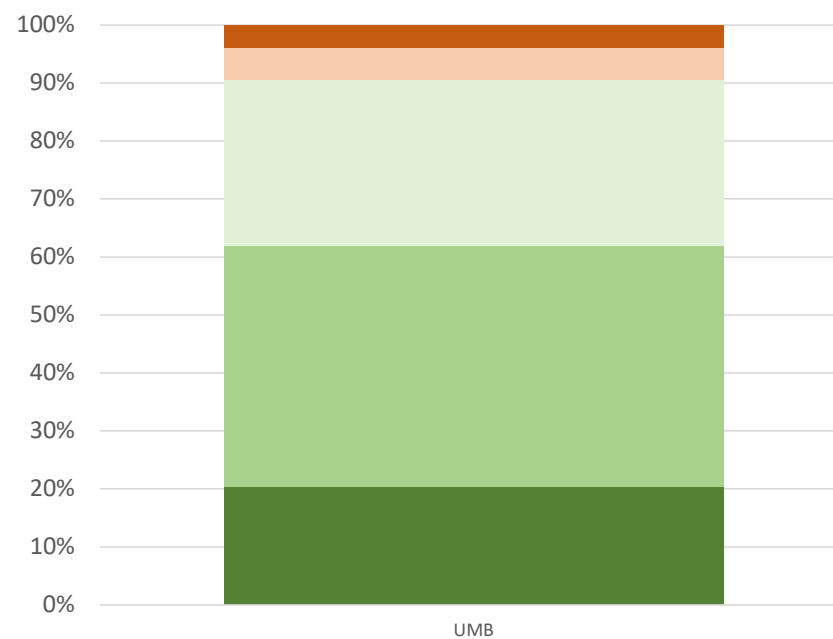
“How often have you HUNG OUT SOCIALLY with WHITE STUDENTS?”

If you are a student of color...



“How often have you HUNG OUT SOCIALLY with STUDENTS OF COLOR?”

If you are a white student...

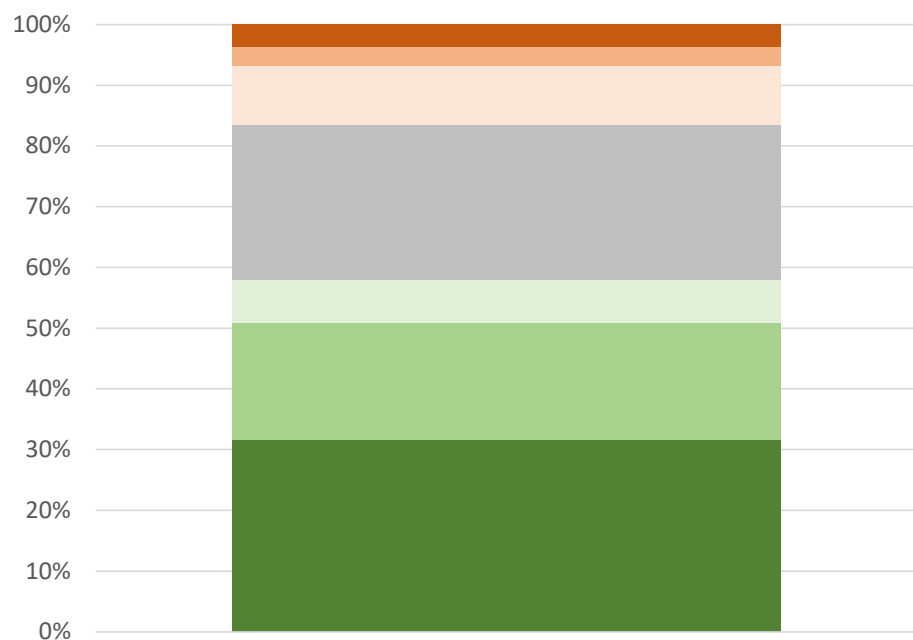


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“How do you feel about engaging in conversations about race with white students at UMB?”

If you are a student of color...



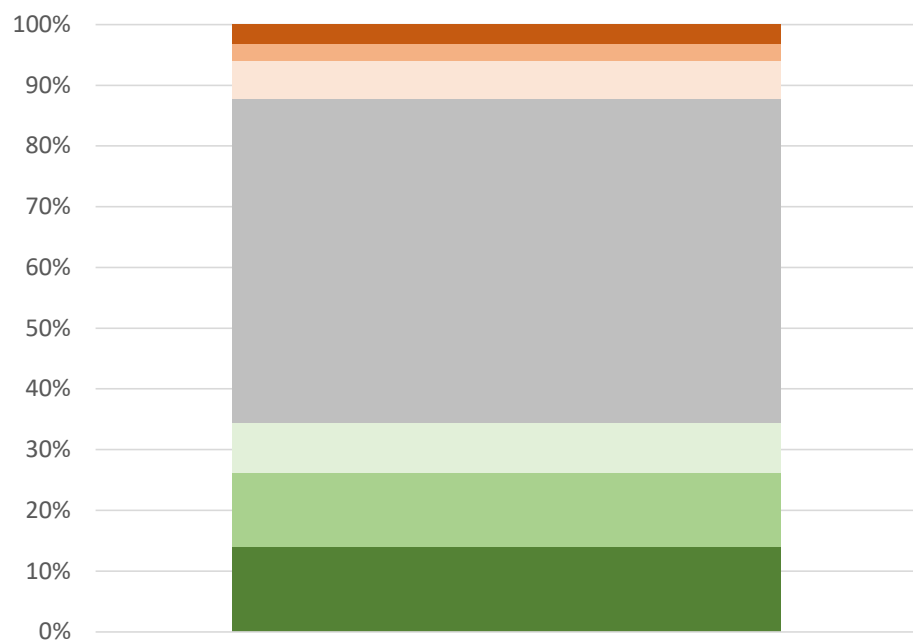
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“How do you feel about engaging in conversations about race with UMB students of color?”

If you are a white student...

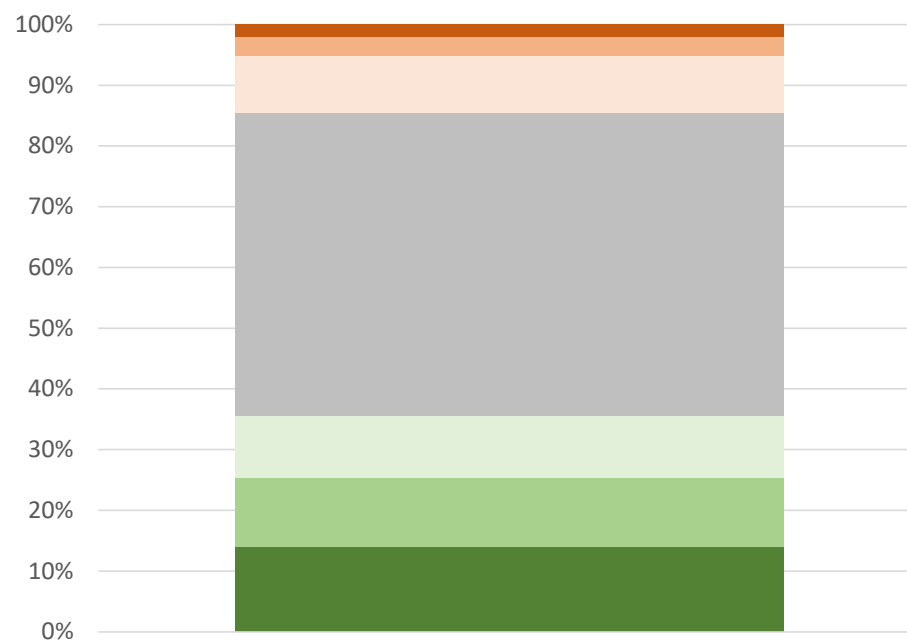


N=

- 7 = Completely empowered
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- 5 = Slightly empowered
- 4 = Neither empowered nor powerless (or neutral)
- 3 = Slightly powerless
- 2 = Moderately powerless
- 1 = Completely powerless

“How do you feel about engaging in conversations about race with white students at UMB?”

If you are a student of color...



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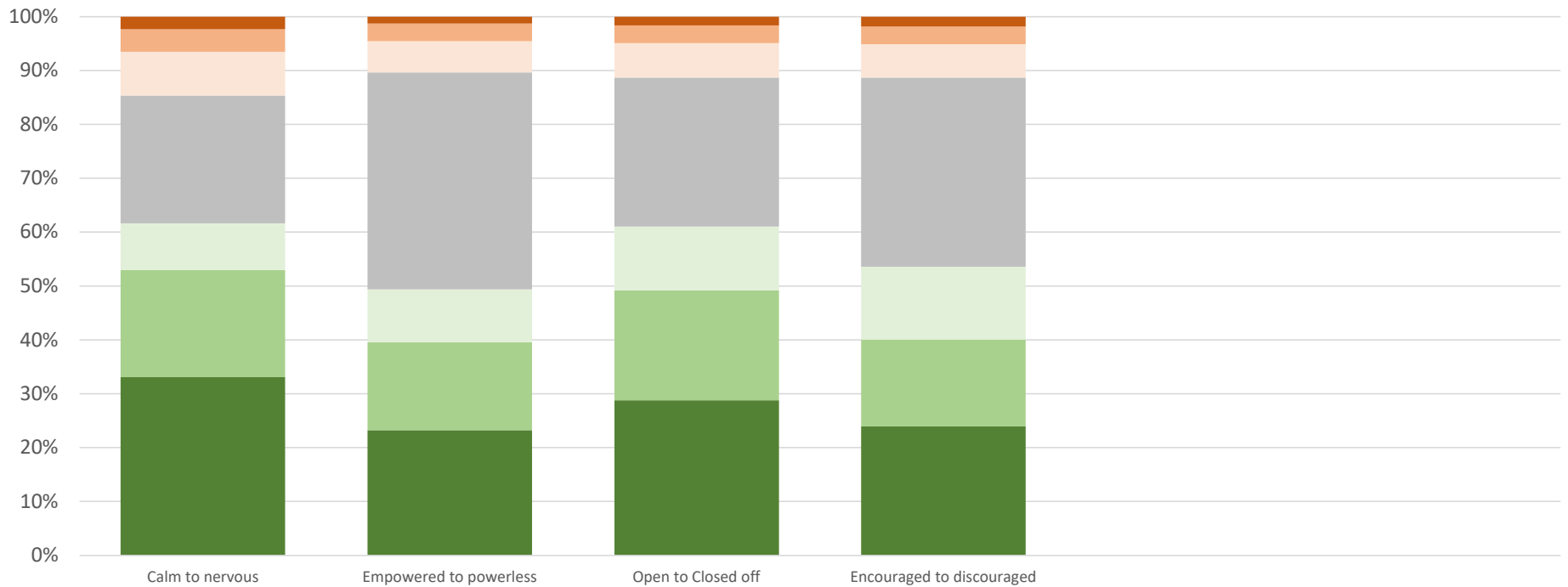
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“How do you feel about engaging in conversations about race with white students at UMB?”

GRAD

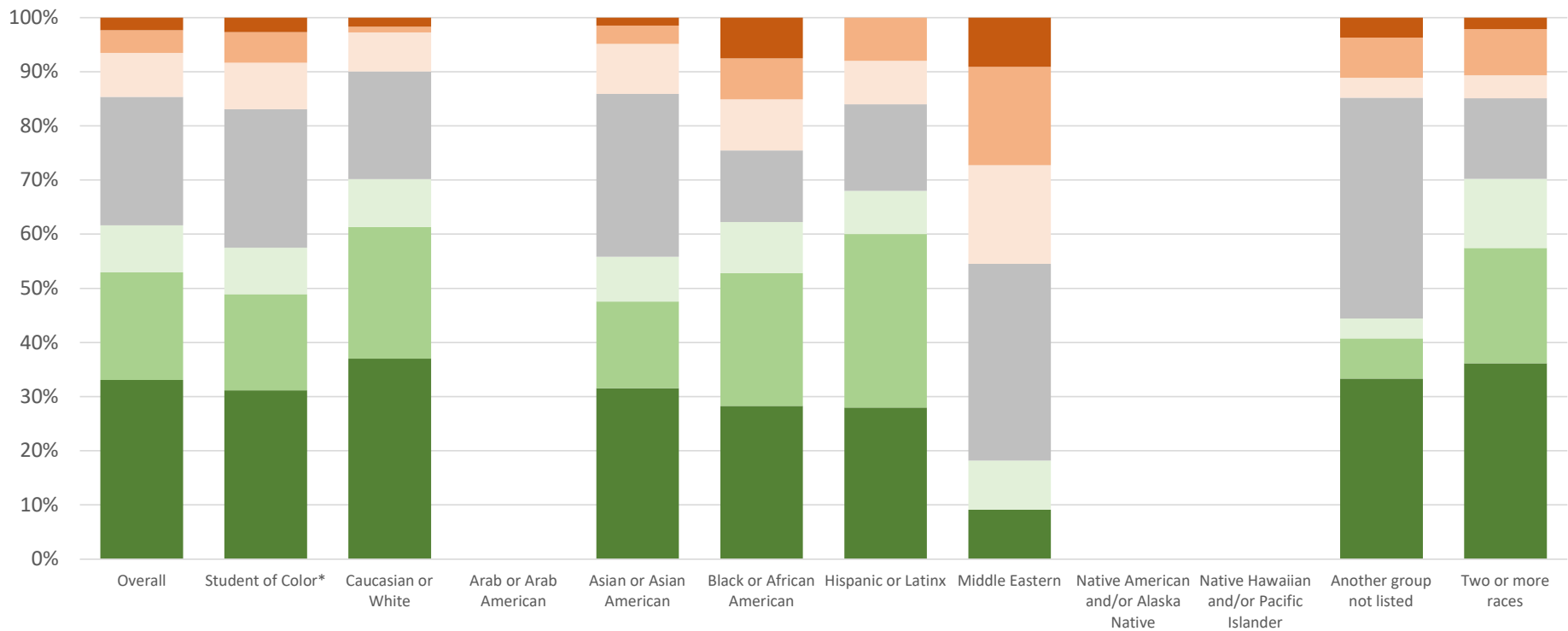


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“How do you feel about engaging in conversations about race with WHITE students at UMB?”

GRAD



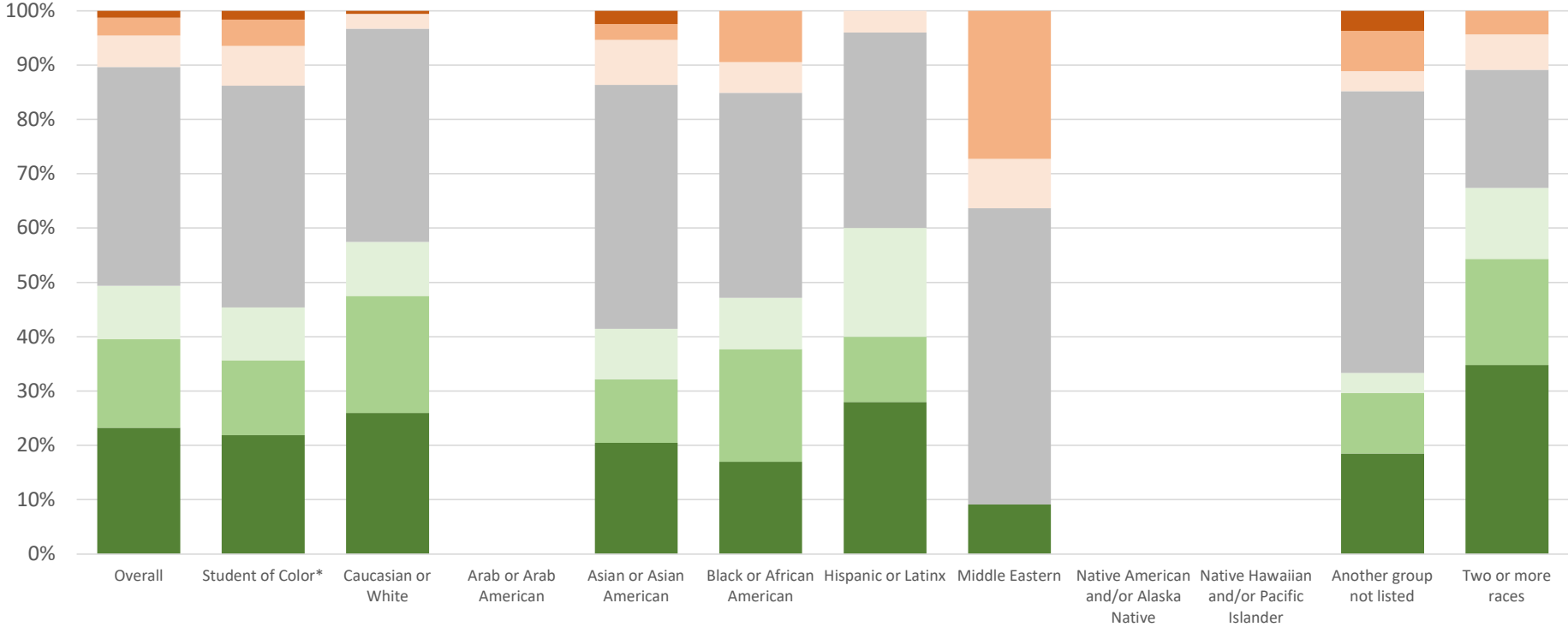
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Empowered to Powerless

“How do you feel about engaging in conversations about race with WHITE students at UMB?”

GRAD



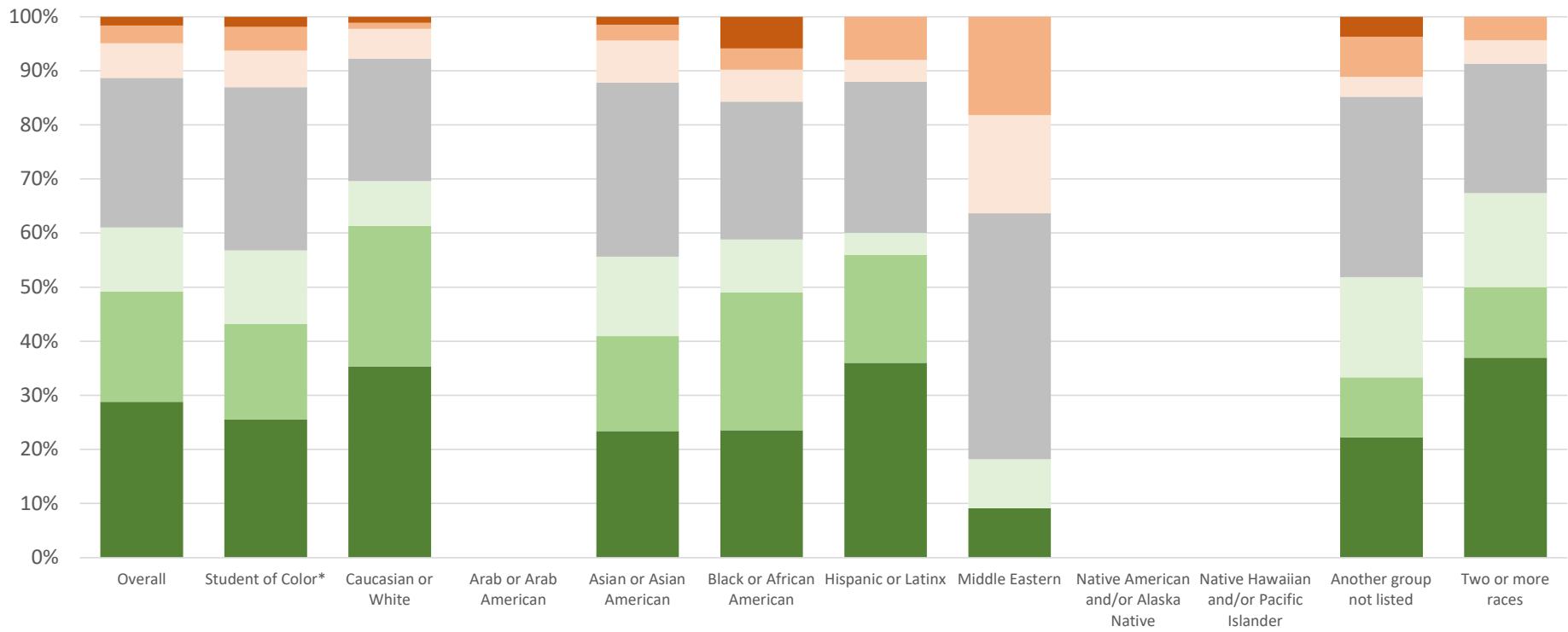
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Open to Closed Off

“How do you feel about engaging in conversations about race with WHITE students at UMB?”

GRAD



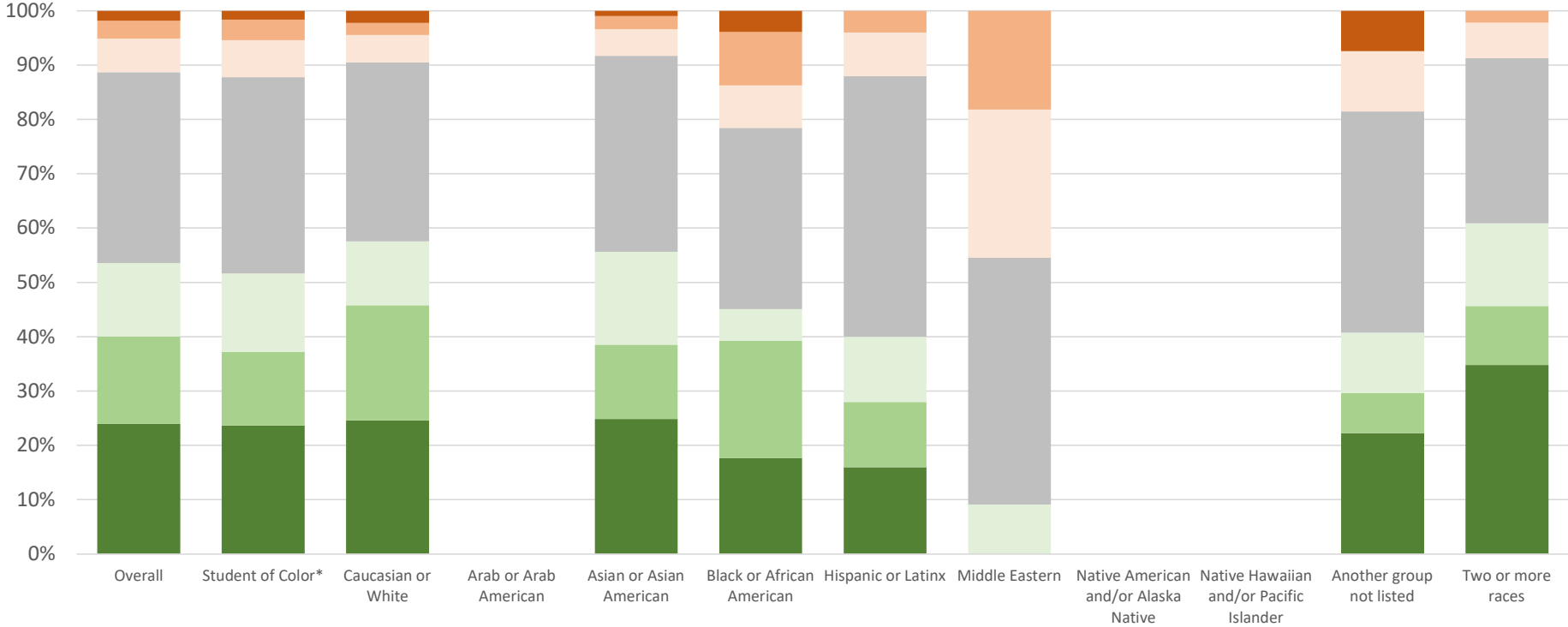
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Encouraged to Discouraged

“How do you feel about engaging in conversations about race with WHITE students at UMB?”

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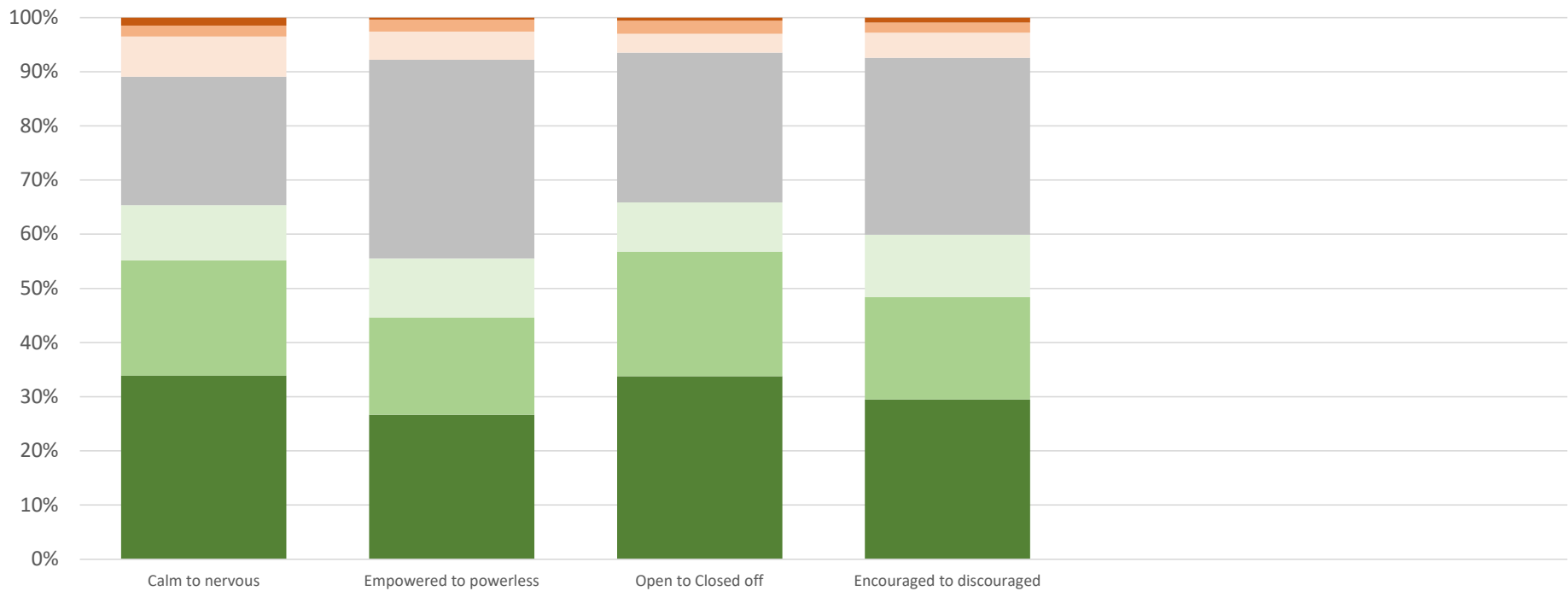


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“How do you feel about engaging in conversations about race with UMB students of color?”

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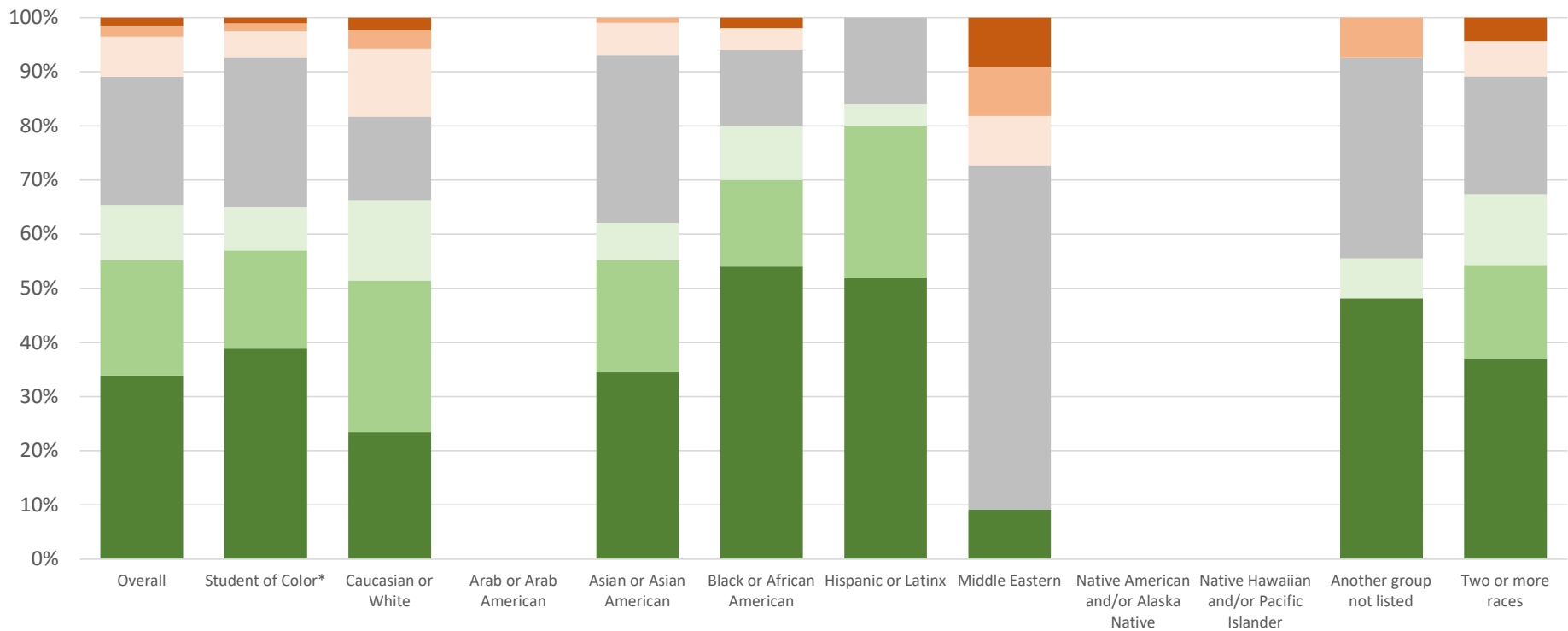
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Calm to Nervous

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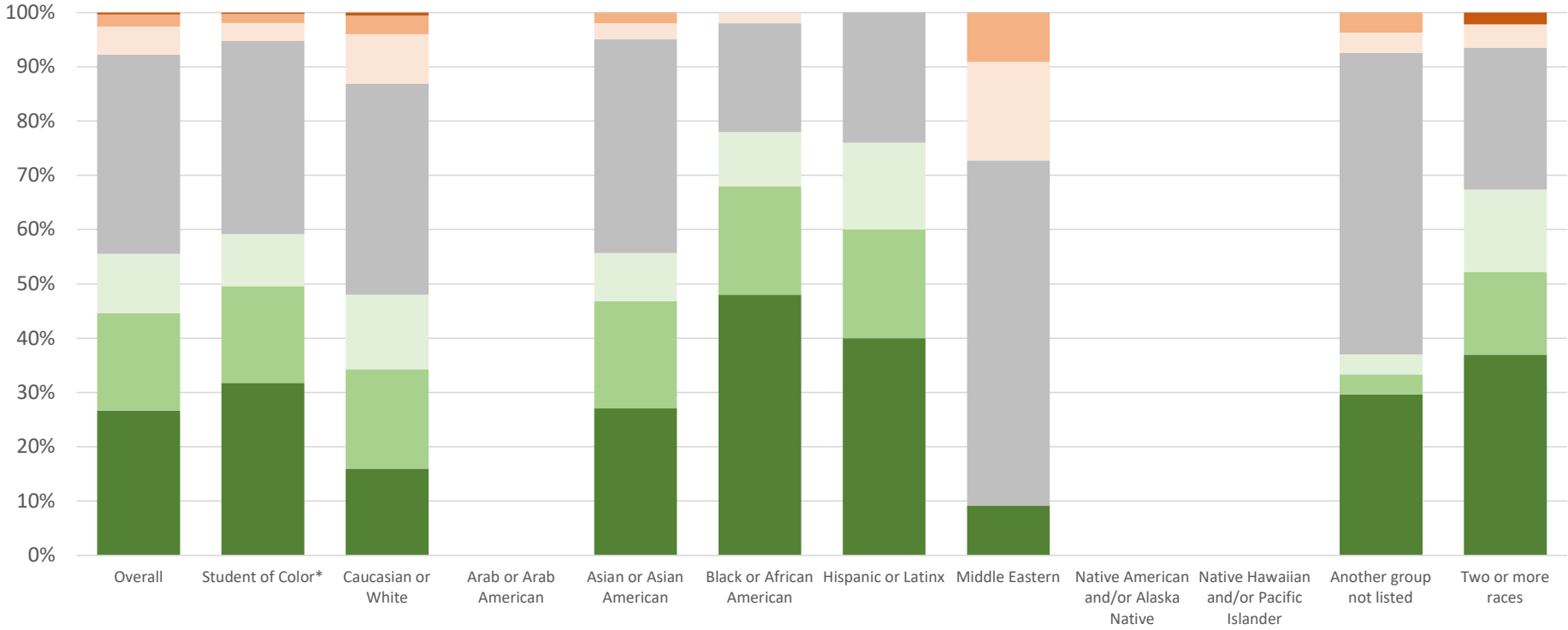
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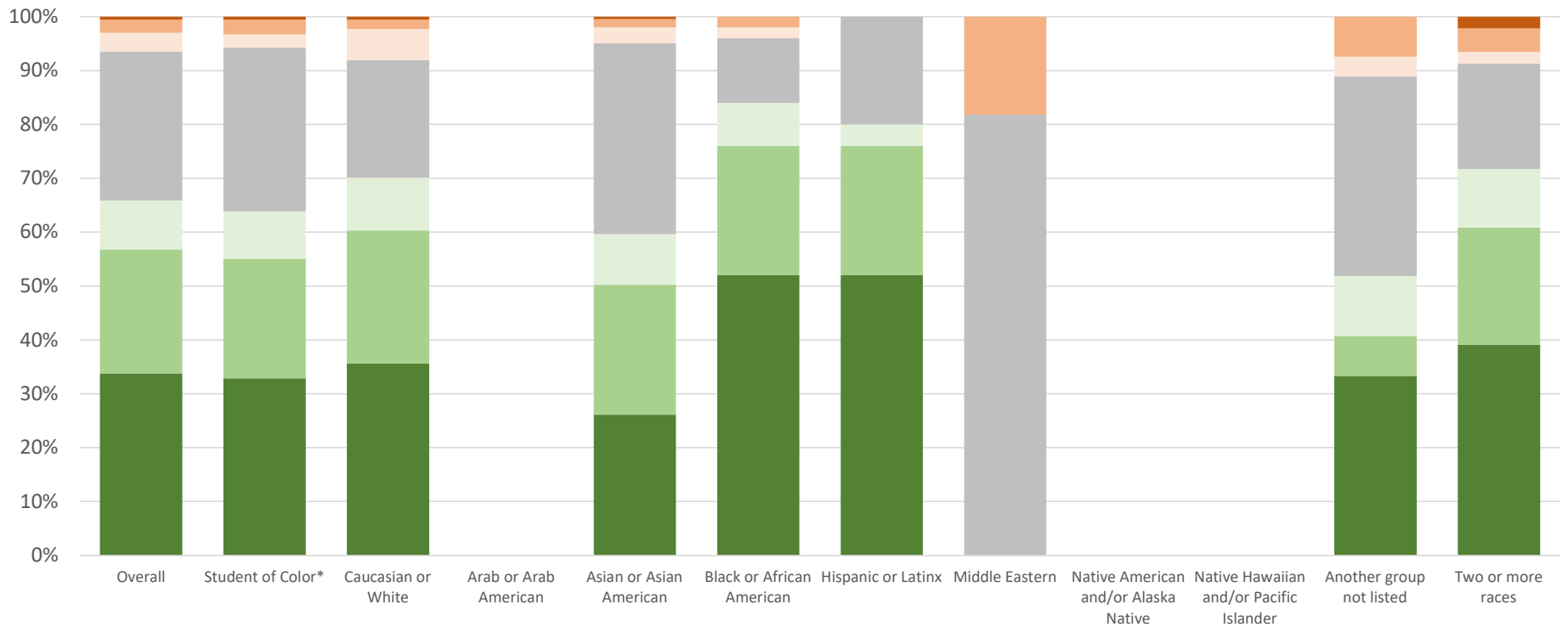
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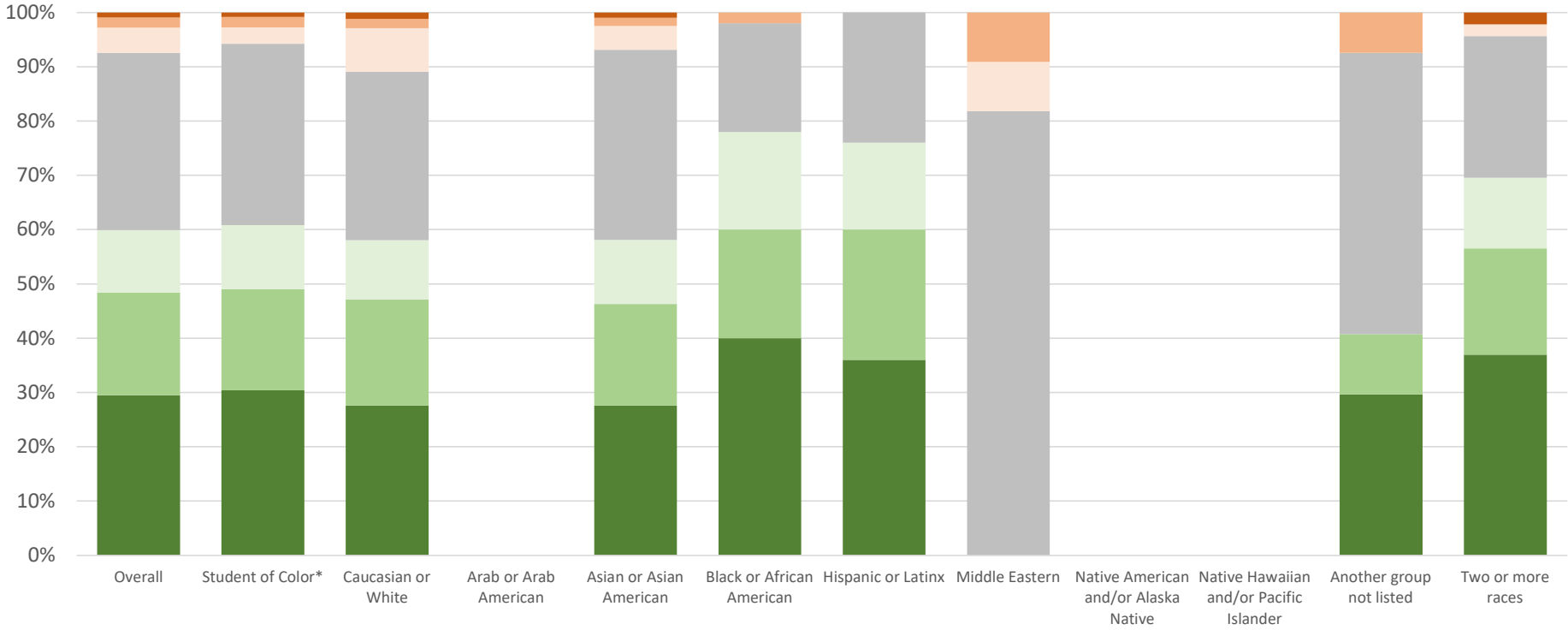
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“How do you feel about engaging in conversations about race with UMB students of color?”

“How do you feel about engaging in conversations about race with white students at UMB?”

If you are a white student...



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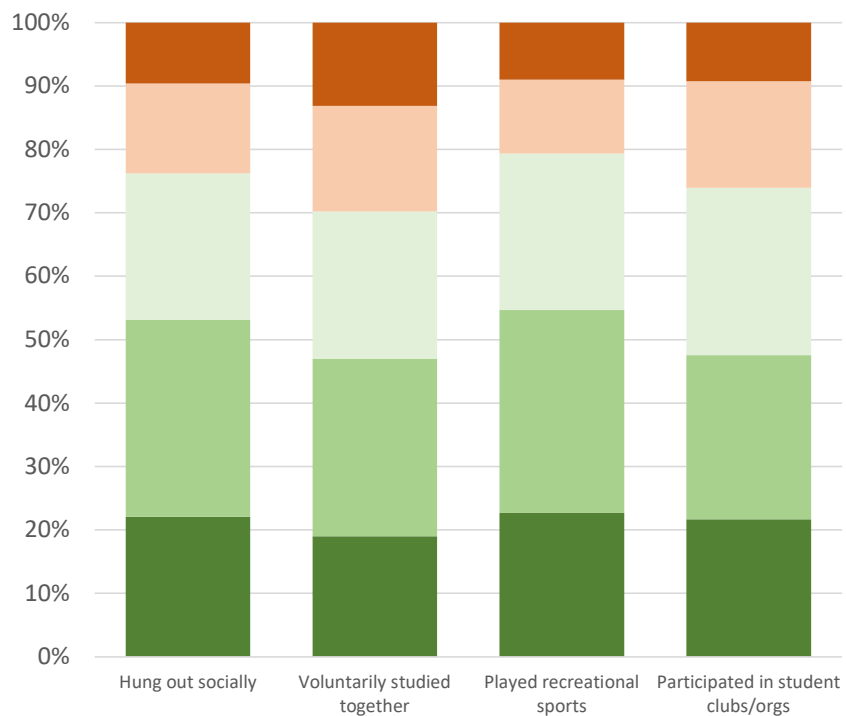
Five institutions were used for the peer comparison group

Institution	# of students	Carnegie classification	Location	AANAPISI
Metropolitan State University (MN)	5k-10k	Doctoral	Large City	Yes
Stockton University (NJ)	5k-10k	Masters	Suburb	
Texas Southern University	5k-10k	Doctoral	Large City	
University of Houston	>10k	Doctoral	Large City	Yes
University of Houston - Downtown	>10k	Masters	Large City	



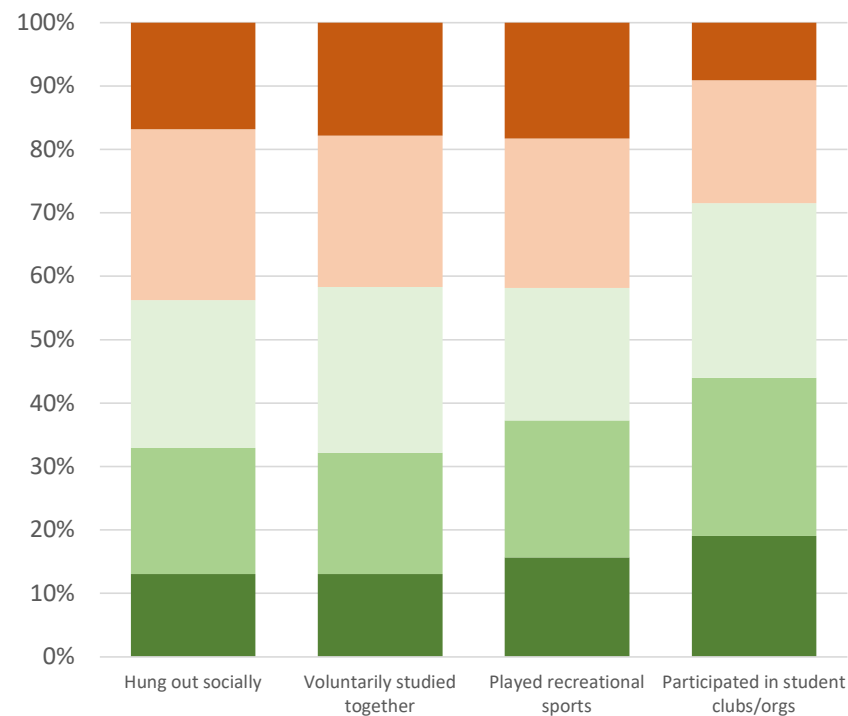
“How often have you participated in the following activities with WHITE students?”

UMB



Peers

UNDERGRAD

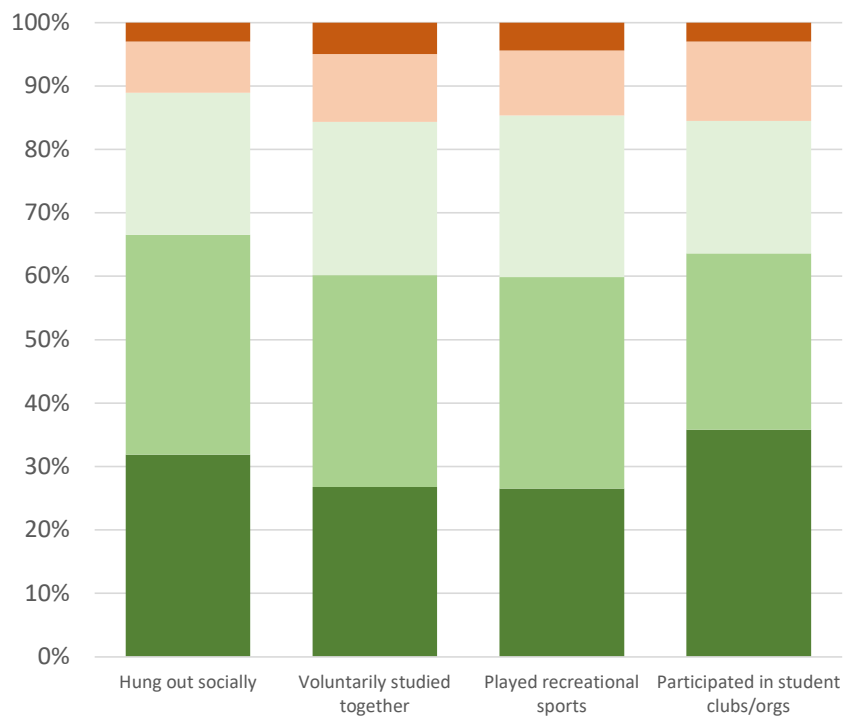


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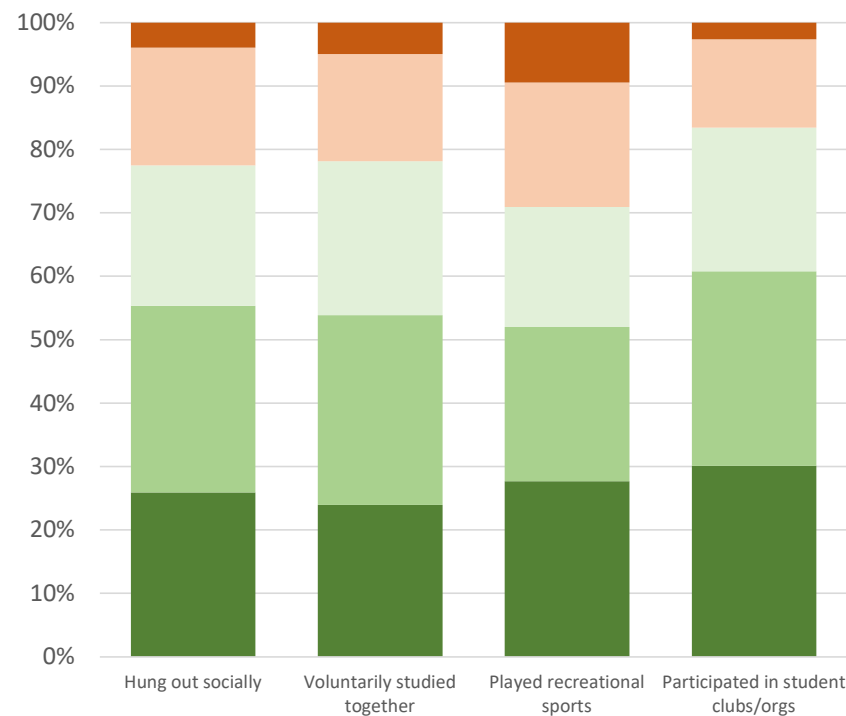
“How often have you participated in the following activities with STUDENTS OF COLOR?”

UMB



Peers

UNDERGRAD

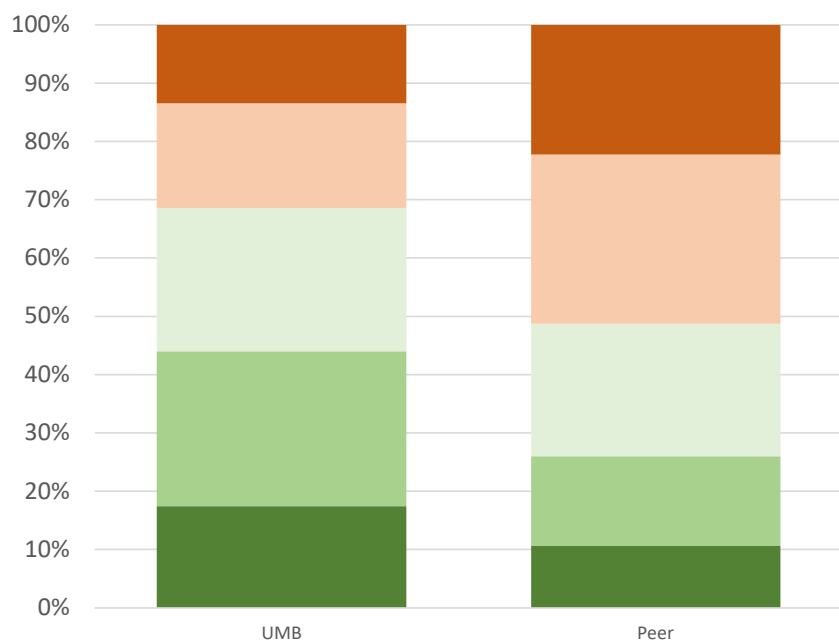


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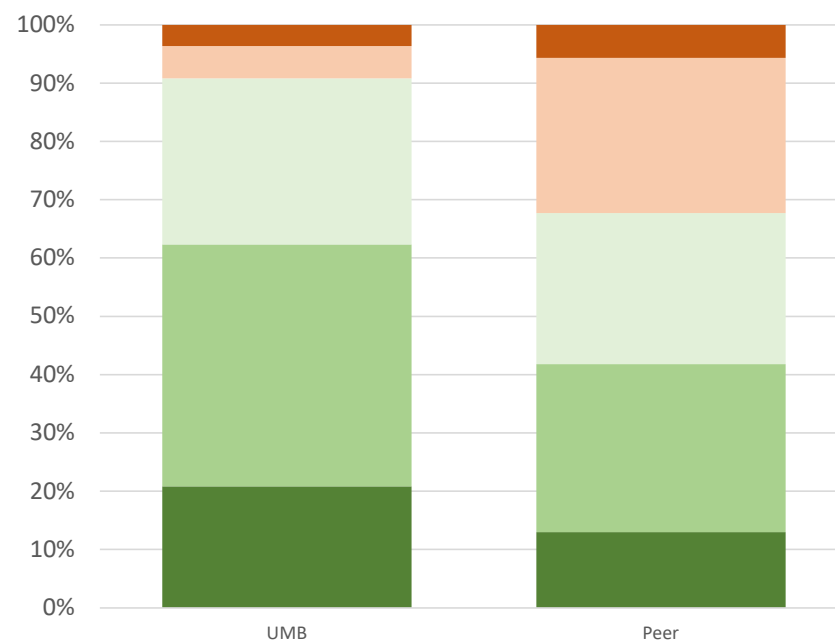
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USC recommended action items in 4 areas

1

Create racial dialogue opportunities

- Develop and include an intergroup dialogue course across first-year curriculum which encourages students to speak and listen freely.
- Create intentional, facilitated opportunities for cross-racial engagement on campus including, for example, hosting inter- and intragroup dialogues with skilled facilitators where privilege and marginality are discussed.

2

Offer racial healing circles

- Consider implementing racial healing circles to bring students, staff, and faculty together for truth-telling, restoring trust in relationships, and community re-building.
- Equip campus leadership, faculty, and staff with the tools to address race-related controversies of the moment, and to initiate discussions about race.

3

Engage staff and faculty

- Develop teams comprised of student affairs professionals, academic advisors, tenure-track and tenured faculty, counseling professionals and other administrators with student-facing roles, across professional rank.
- Charge them with creating student engagement plans that move beyond dialogue and that provide opportunities for students to interact academically and socially across race and other identity group.

4

Provide ongoing and open communication

- Communicate the message that, despite the difficulty, talking about race is important and creates opportunities to push students to higher levels of critical thinking and toward better preparation to live in a diverse democracy.

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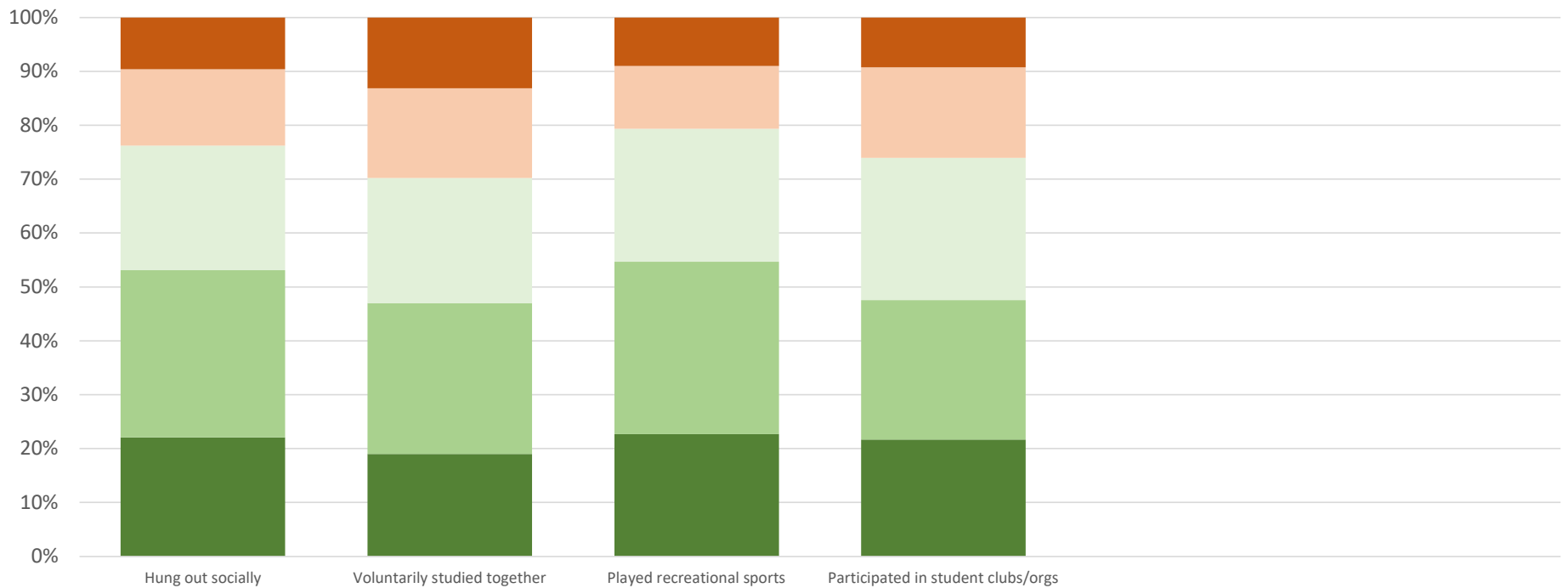
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Appendix

- Cross racial engagement – UNDERGRAD (additional detail and slides)
- Cross racial engagement - GRAD



“How often have you participated in the following activities with WHITE students from UMB?” UNDERGRAD

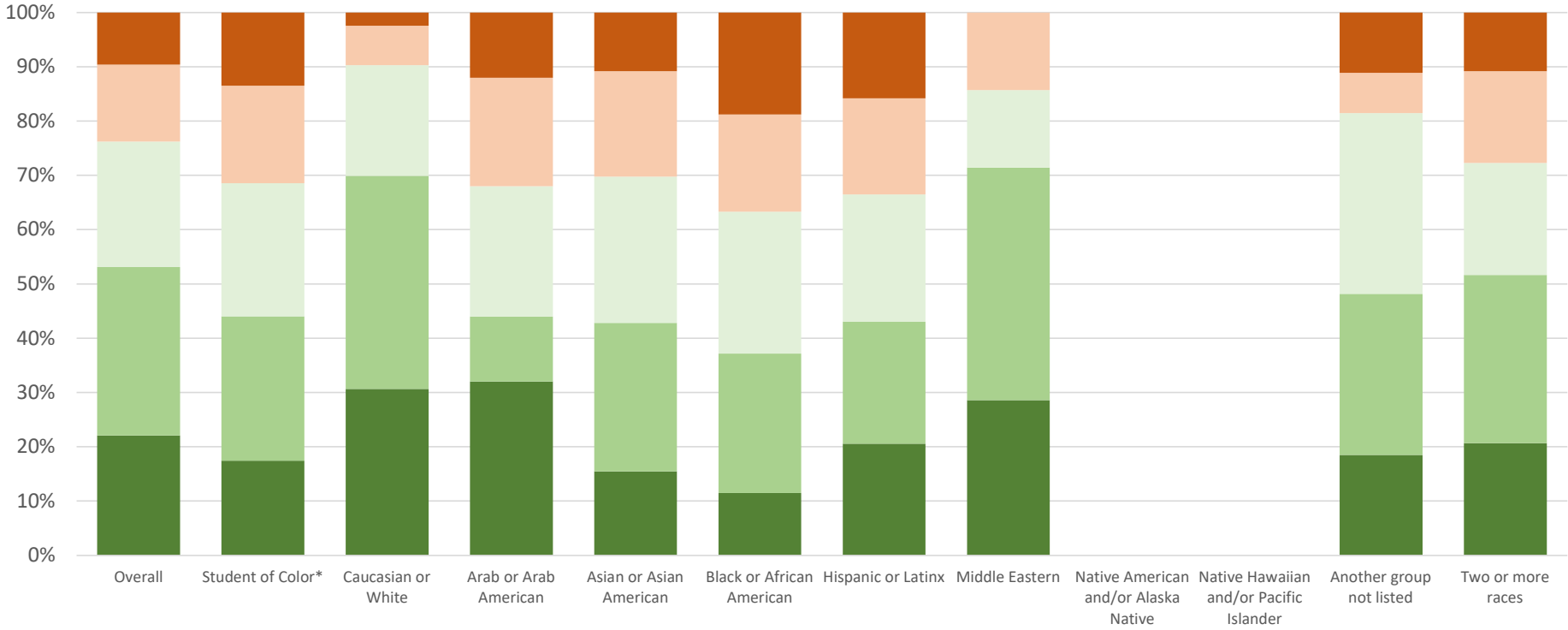


N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Hung out socially

“How often have you participated in the following activities with WHITE students from UMB?” *UNDERGRAD*

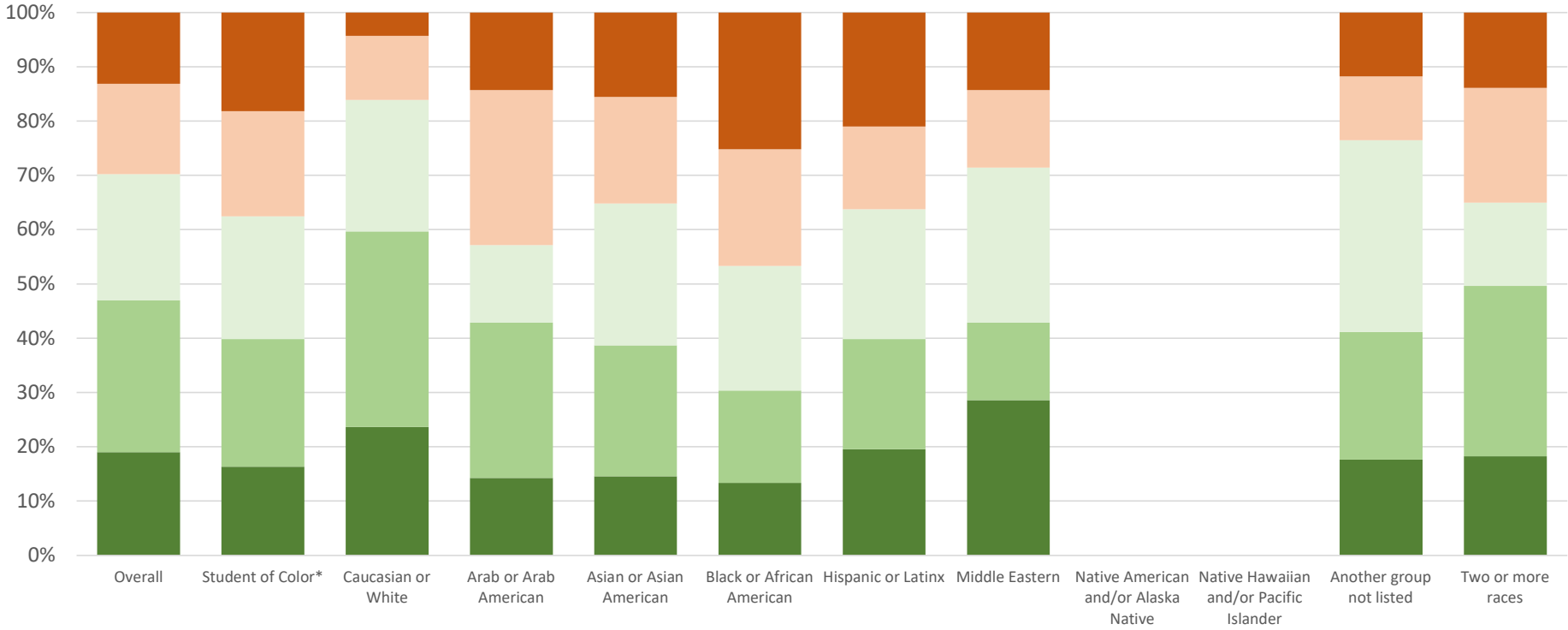


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Voluntarily studied together

“How often have you participated in the following activities with WHITE students from UMB?” *UNDERGRAD*

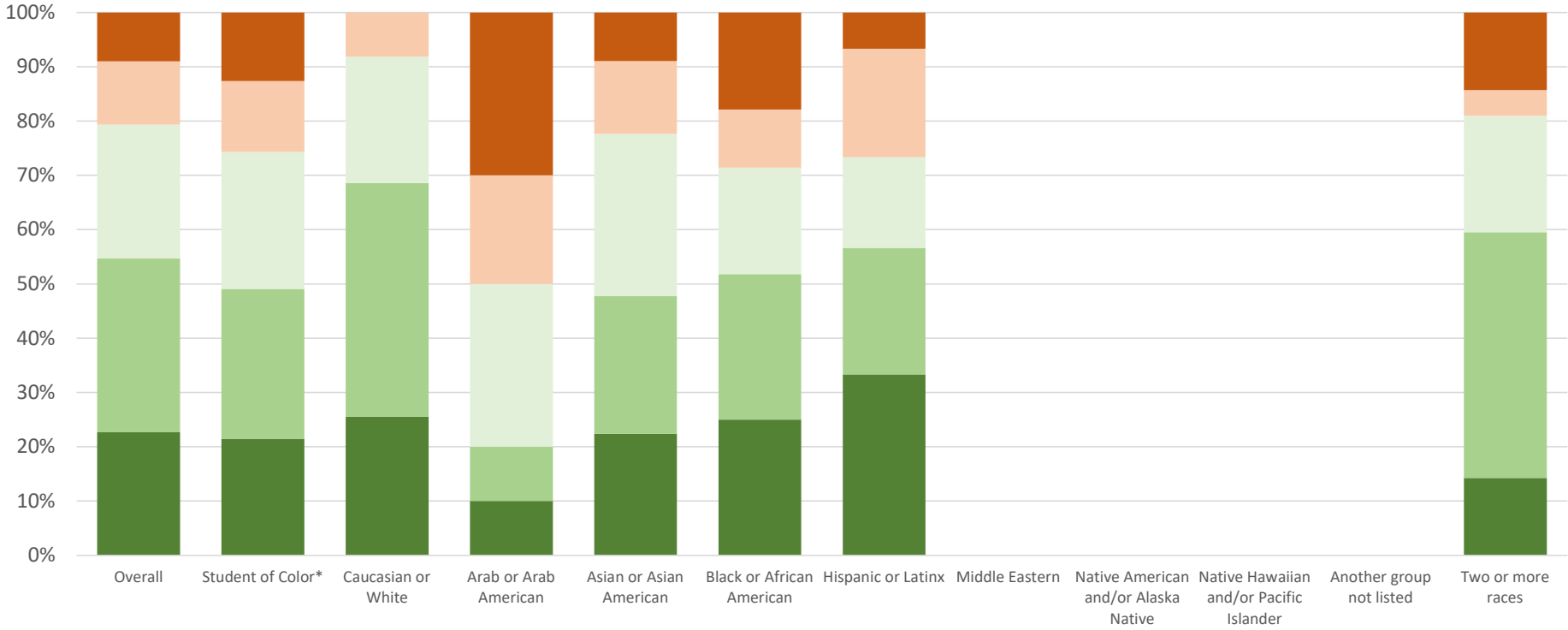


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Played recreational sports

“How often have you participated in the following activities with WHITE students from UMB?” *UNDERGRAD*

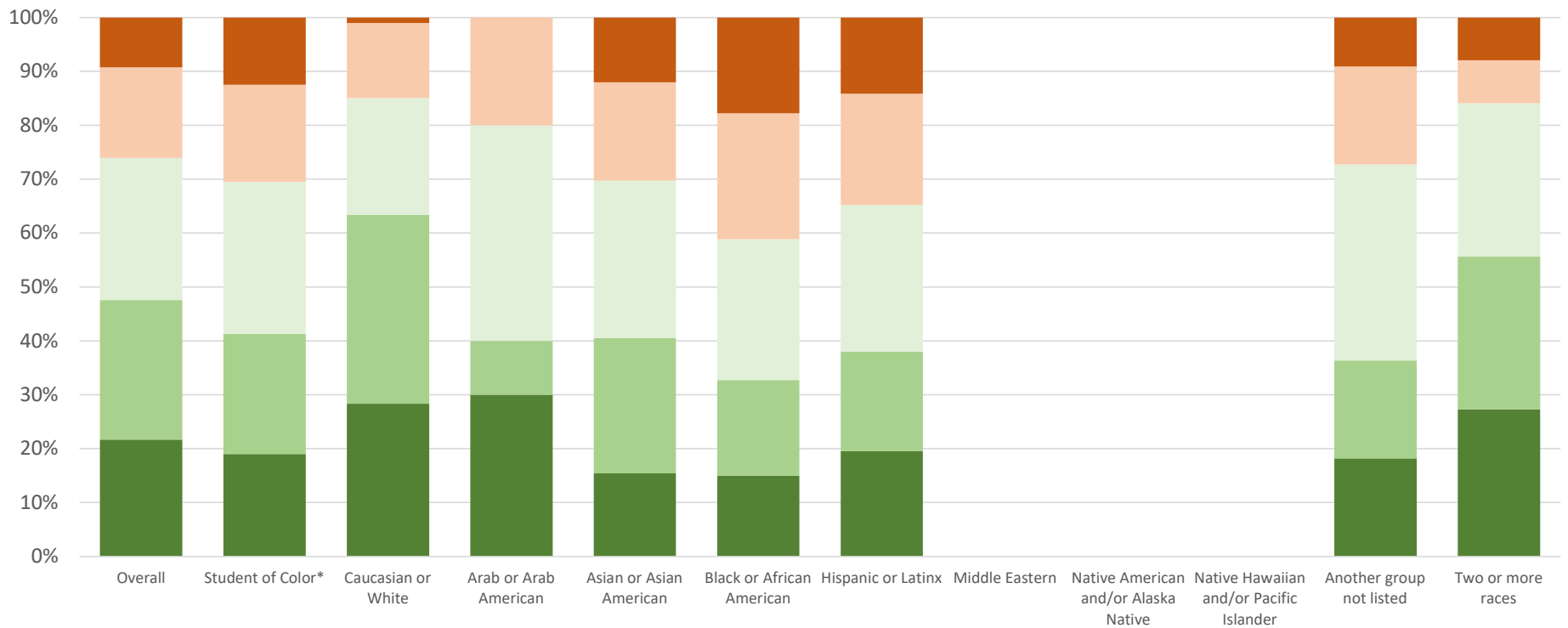


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5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Participated in students clubs/orgs

“How often have you participated in the following activities with WHITE students from UMB?” *UNDERGRAD*

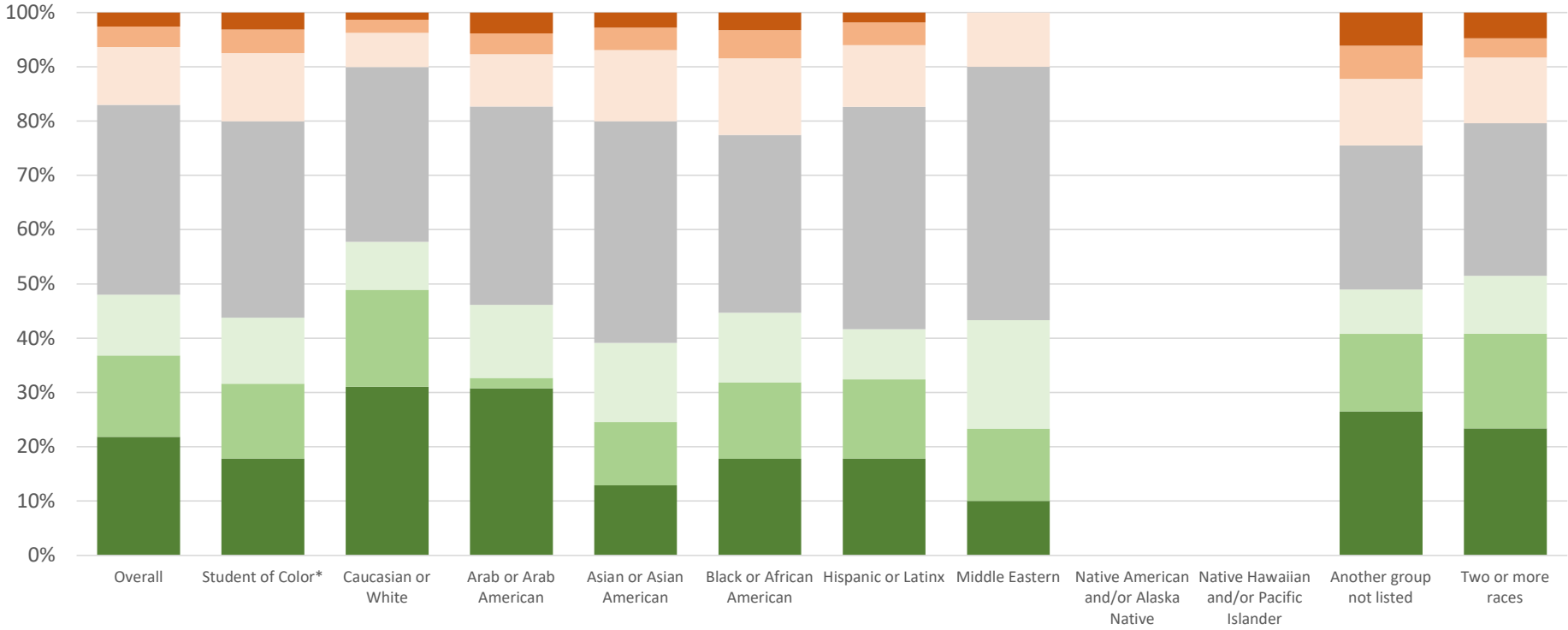


N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Open to Closed Off

“How do you feel about engaging in conversations about race with WHITE students at UMB?” **UNDERGRAD**



N=

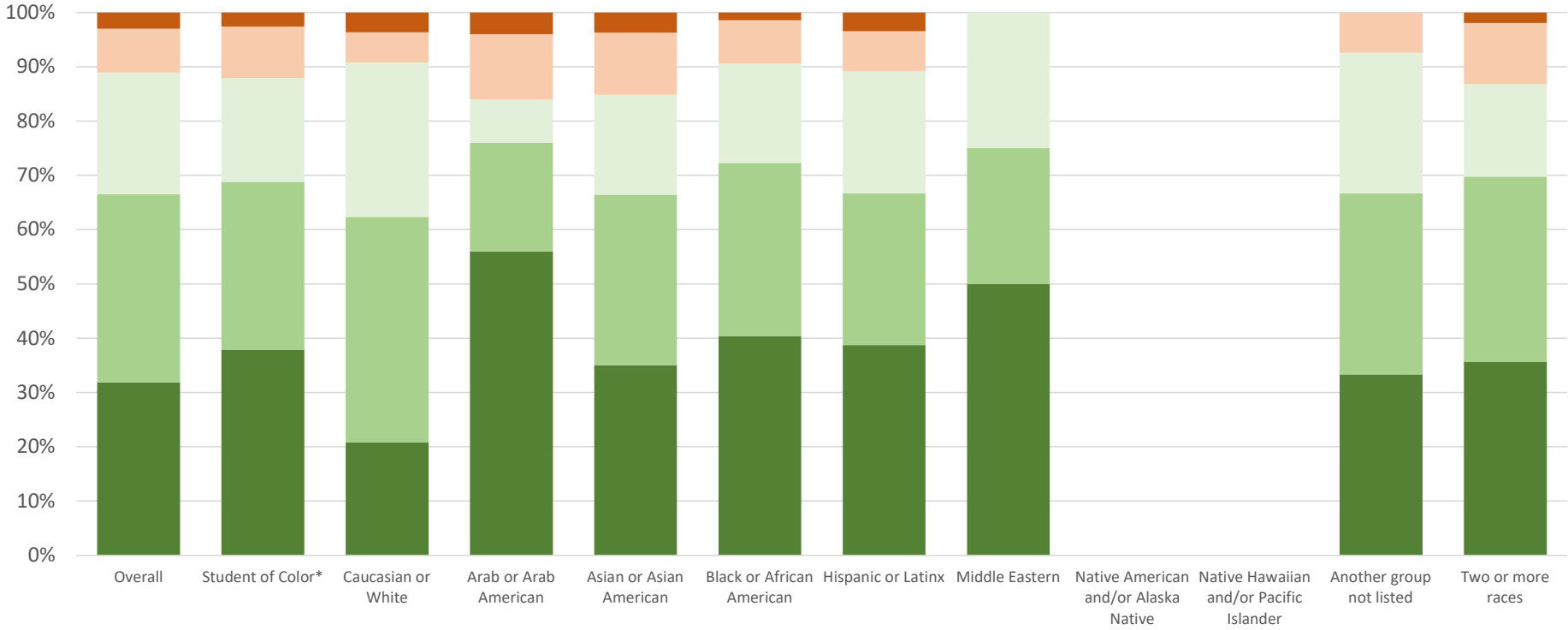
7=Completely Open 6=Moderately Open 5=Slightly Open 4=Neutral 3=Slightly Closed Off 2=Moderately Closed Off 1=Completely Closed Off



Hung out socially

UNDERGRAD

“How often have you participated in the following activities with UMB students of color?”



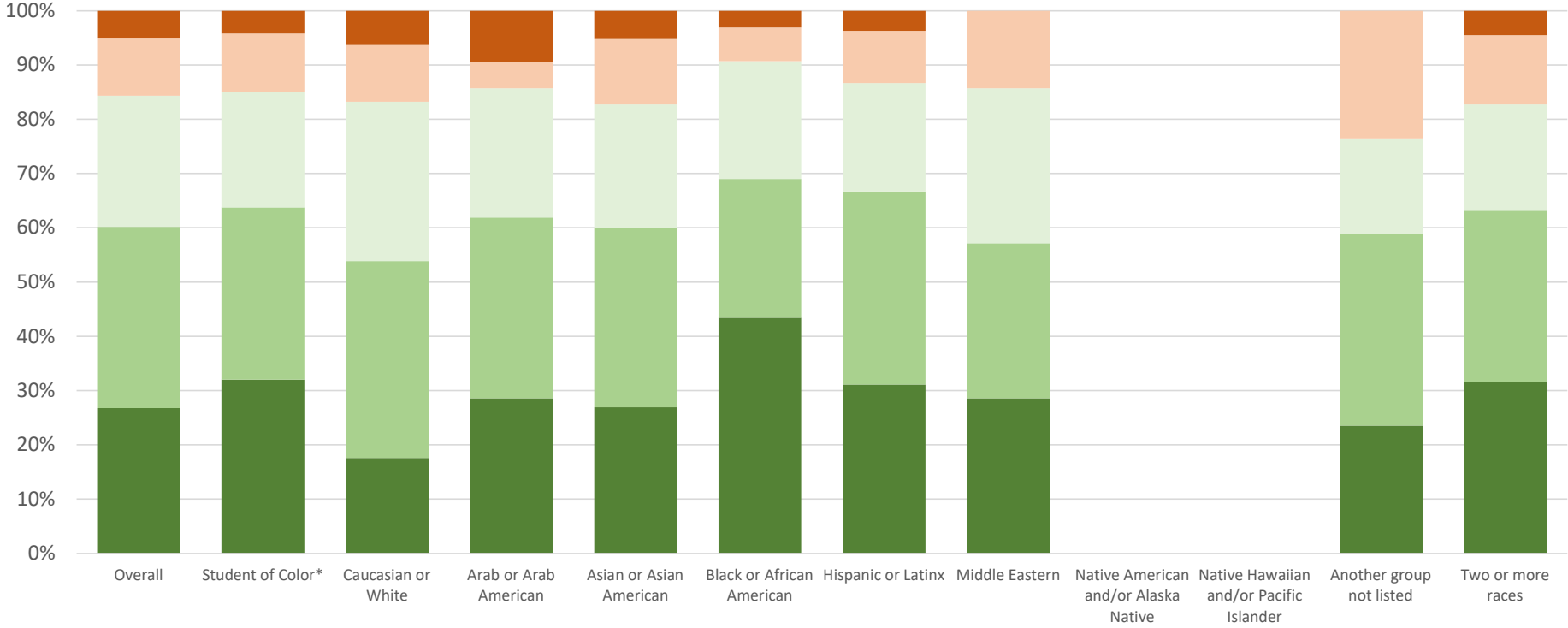
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Voluntarily studied together

UNDERGRAD

“How often have you participated in the following activities with UMB students of color?”



N=

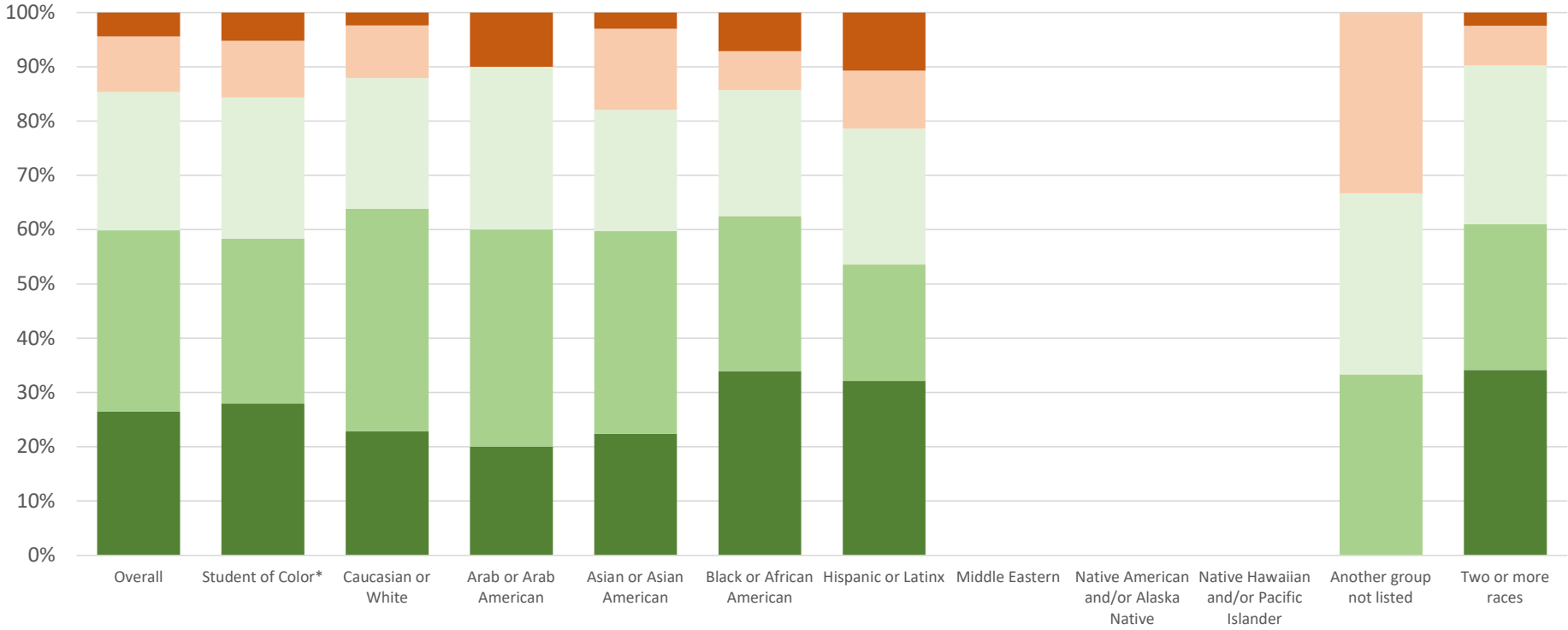
5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never



Played recreational sports

UNDERGRAD

“How often have you participated in the following activities with UMB students of color?”



N=

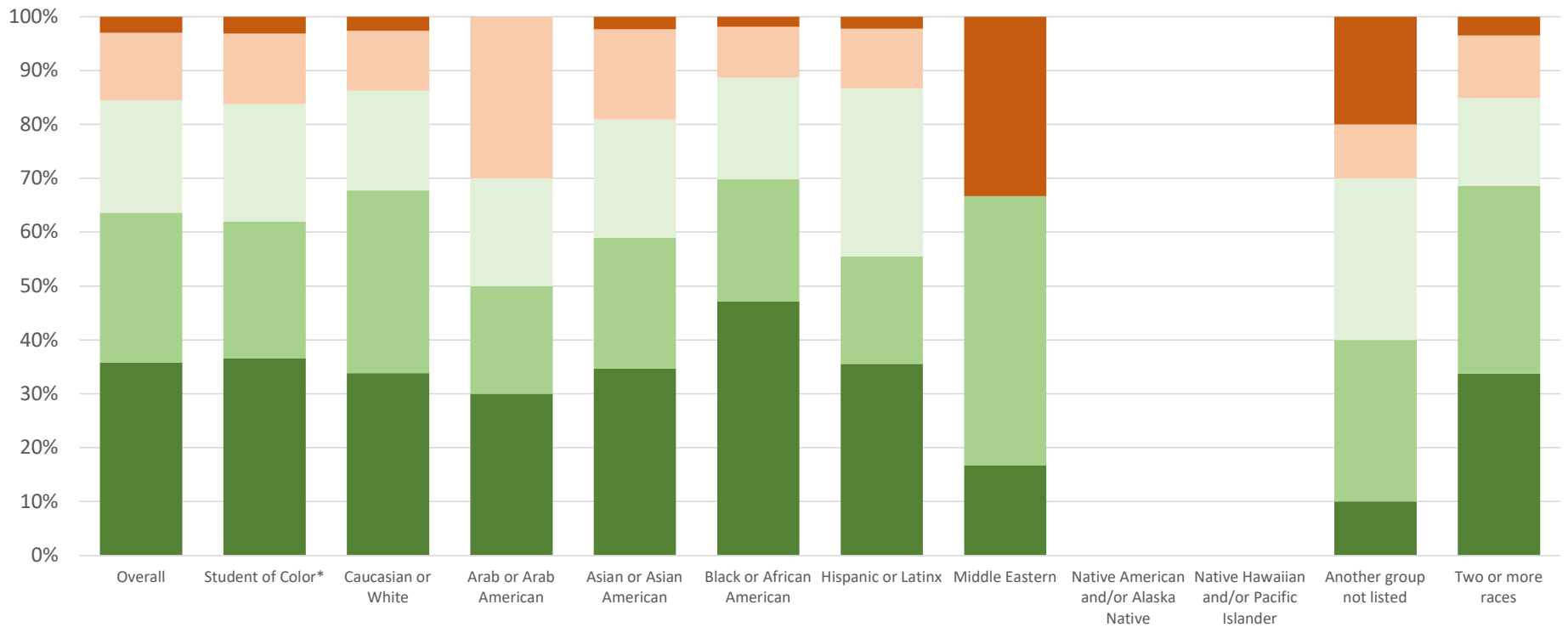
5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never



Participated in student clubs/orgs

UNDERGRAD

“How often have you participated in the following activities with UMB students of color?”

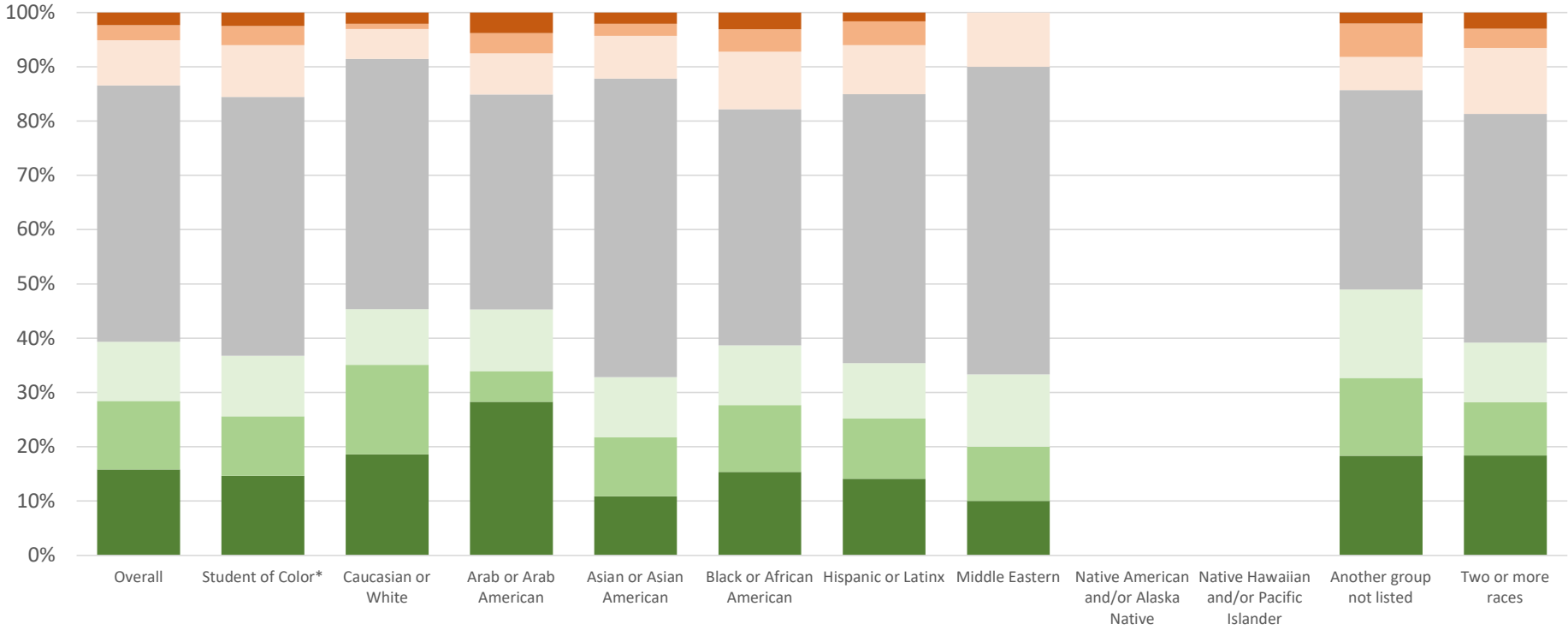


N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Encouraged to Discouraged

“How do you feel about engaging in conversations about race with WHITE students at UMB?” *UNDERGRAD*

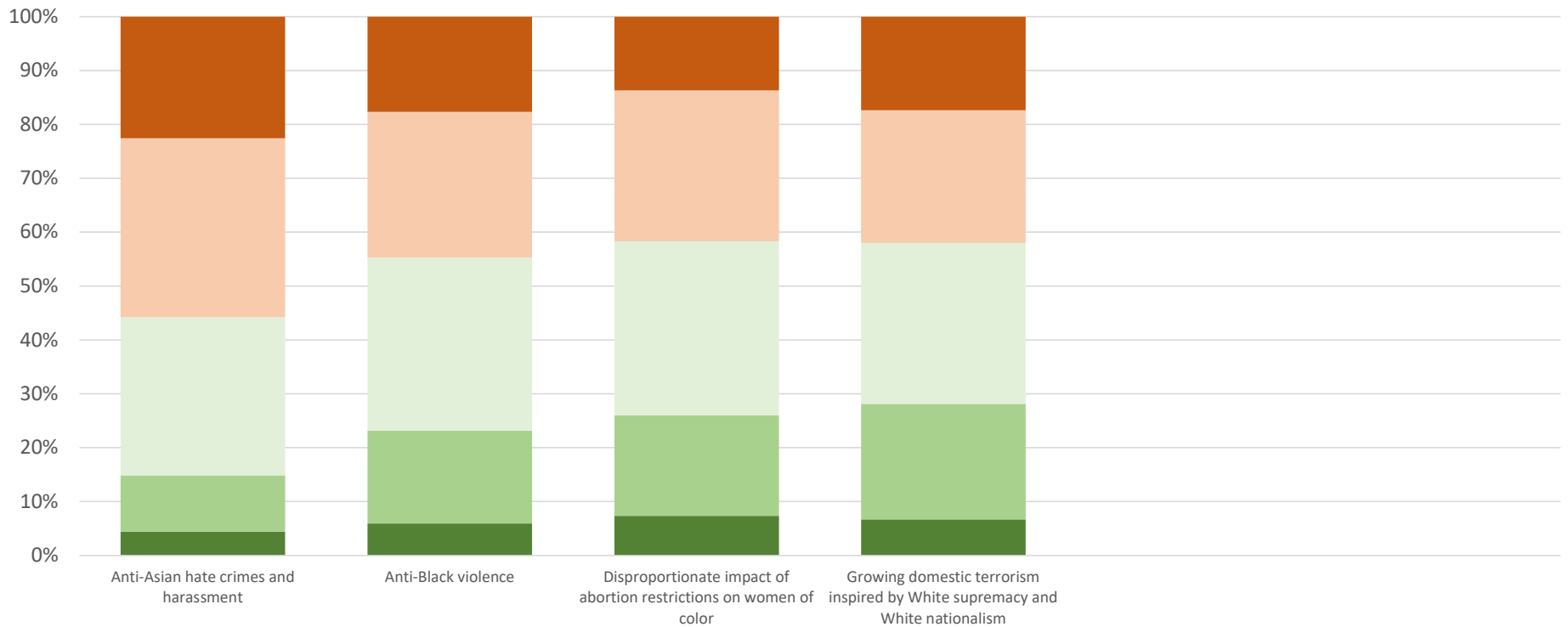


N=

7=Completely Encouraged 6=Moderately Encouraged 5=Slightly Encouraged 4=Neutral
 3=Slightly Discouraged 2=Moderately Discouraged 1=Completely Discouraged

“Have you had conversations about the following topics with white students at UMB?”

UNDERGRAD



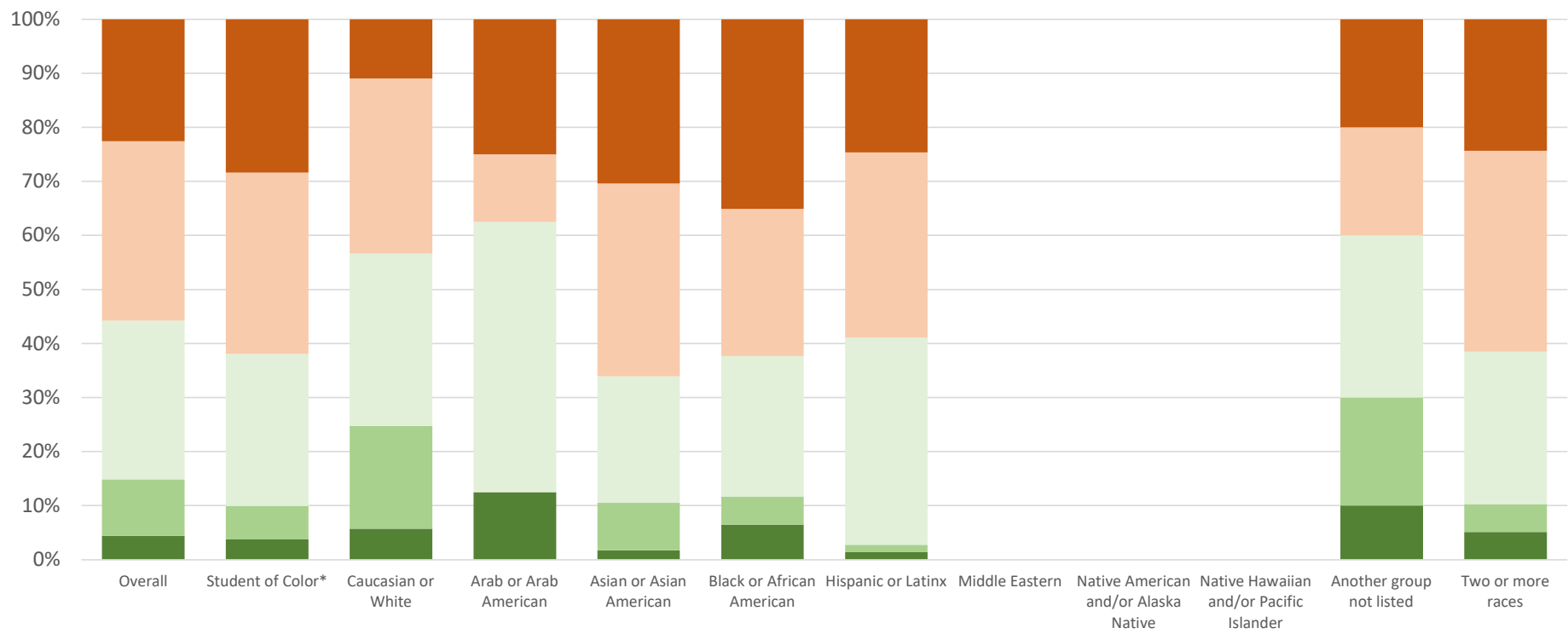
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Anti-Asian hate crimes and harassment

UNDERGRAD

“Have you had conversations about the following topics with white students at UMB?”



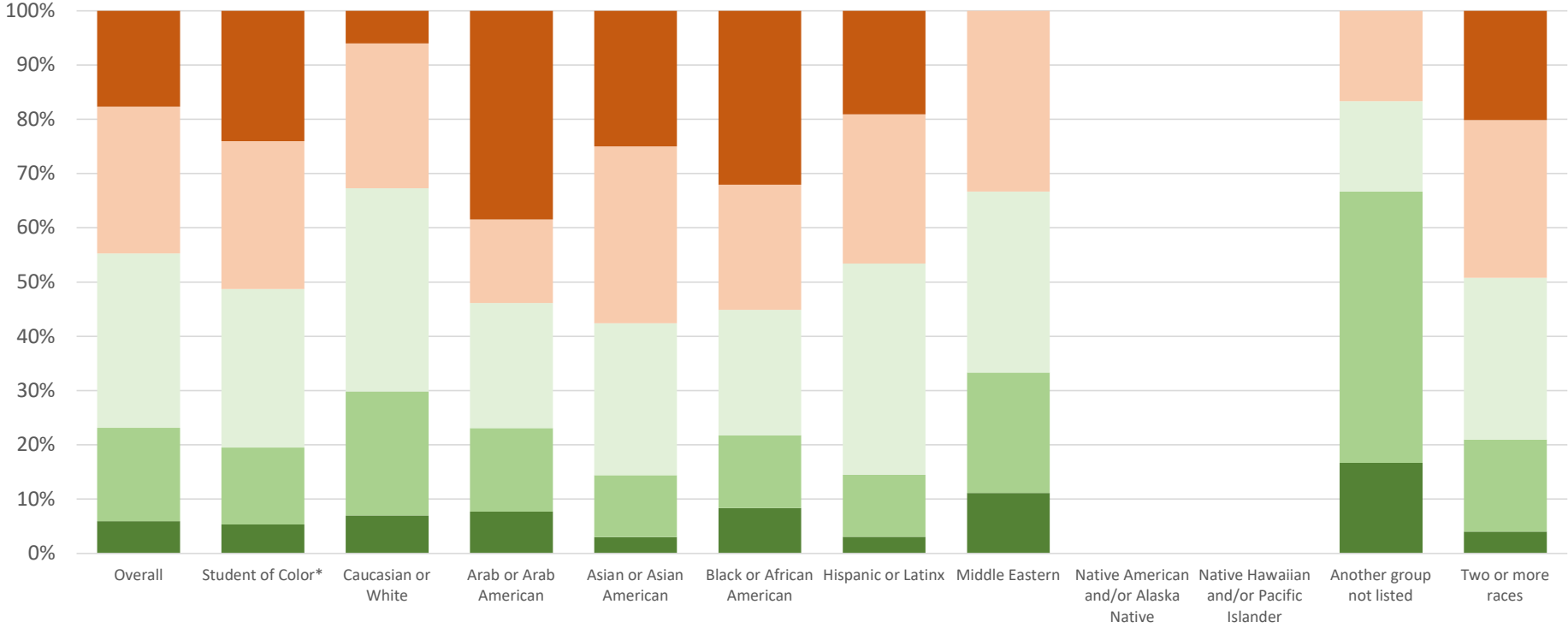
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Anti-Black bias

UNDERGRAD

“Have you had conversations about the following topics with white students at UMB?”



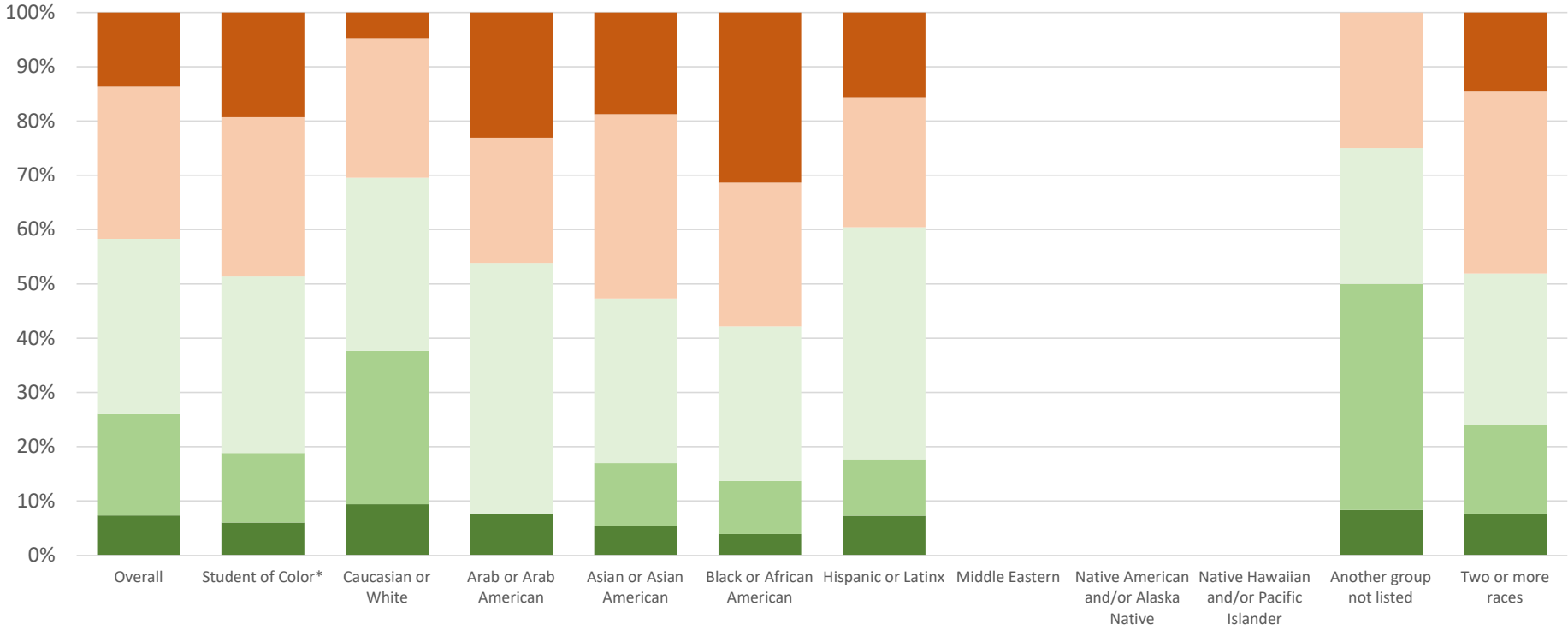
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Disproportionate impact of abortion restrictions on women of color

UNDERGRAD

“Have you had conversations about the following topics with white students at UMB?”



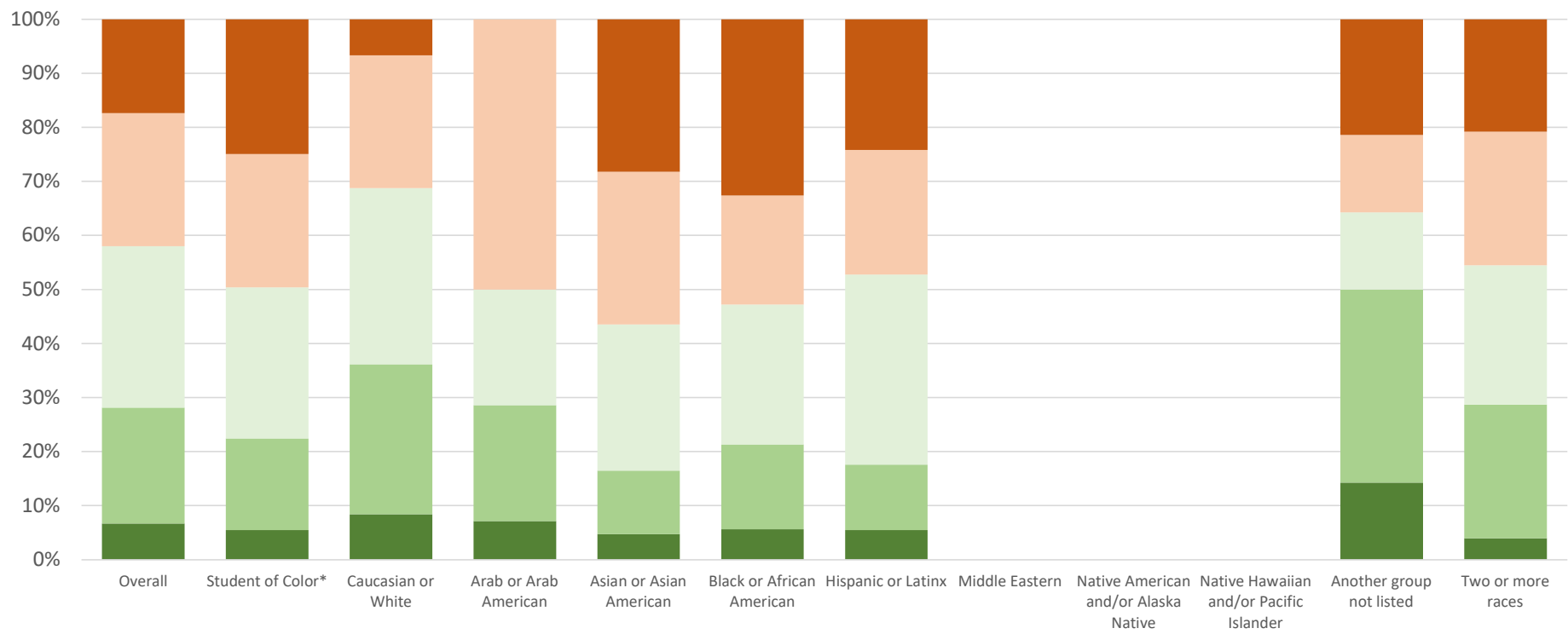
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Growing domestic terrorism inspired by white nationalism

UNDERGRAD

“Have you had conversations about the following topics with white students at UMB?”

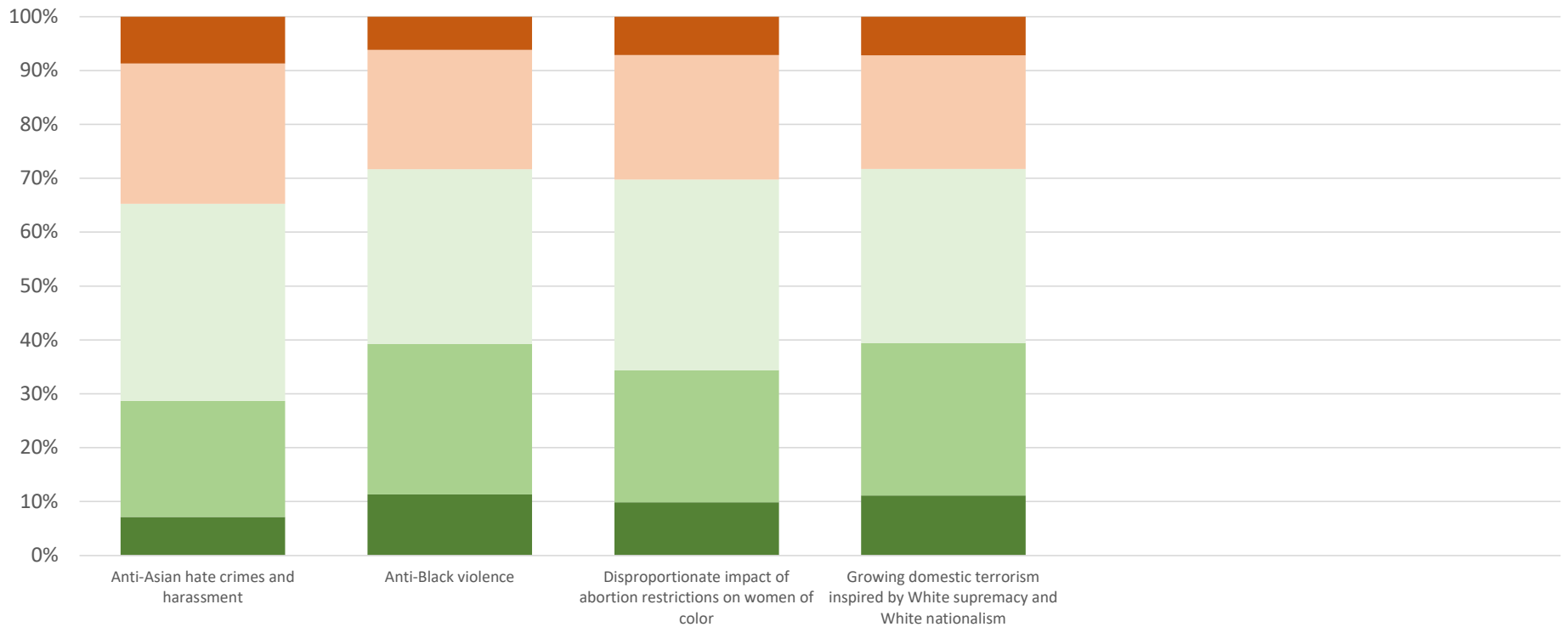


N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

“Have you had conversations about the following topics with students of color at UMB?”

UNDERGRAD



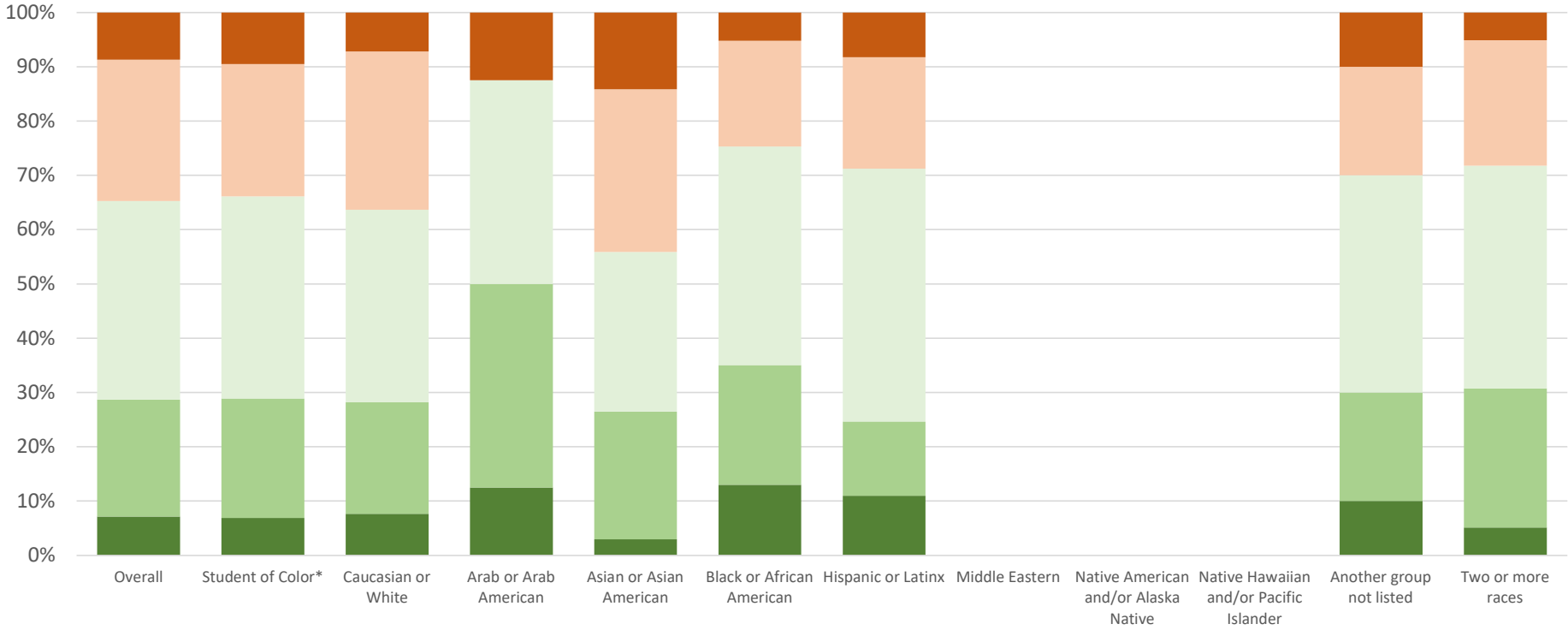
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Anti-Asian hate crimes and harassment

UNDERGRAD

“Have you had conversations about the following topics with students of color at UMB?”



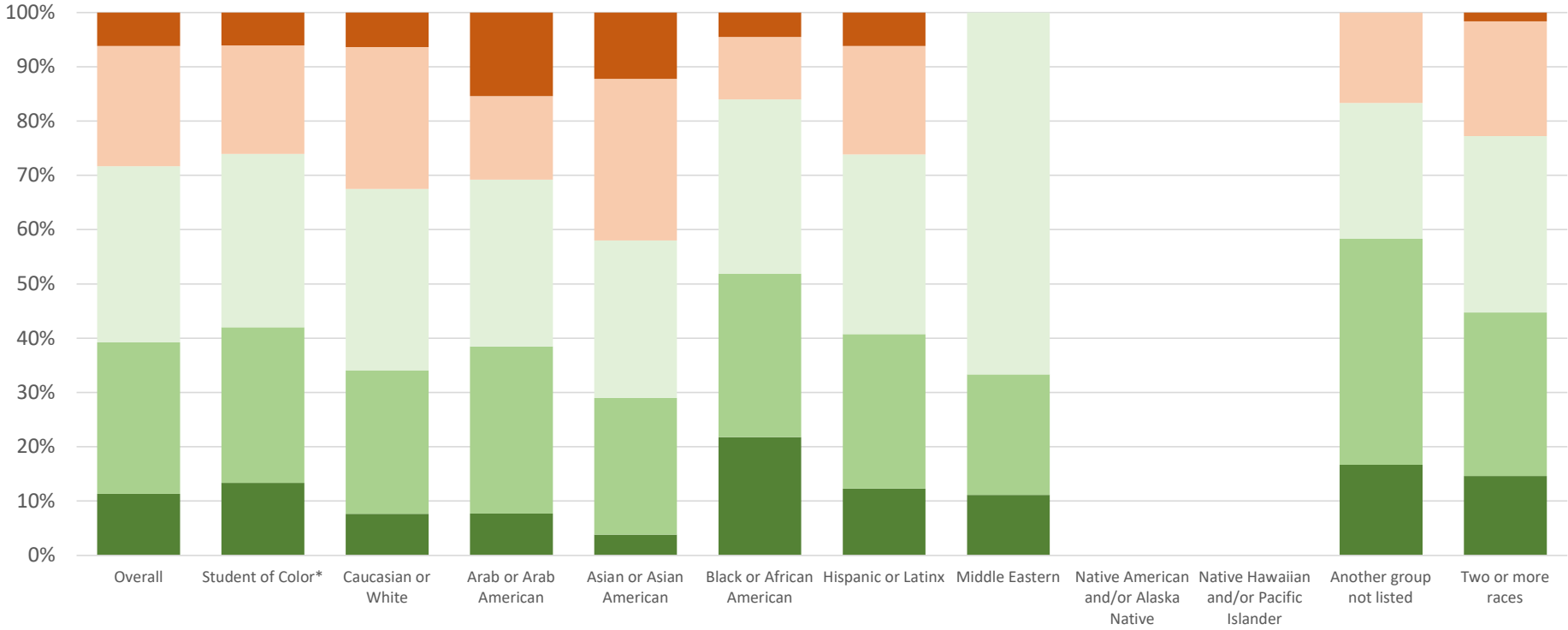
N=

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Anti-Black bias

UNDERGRAD

“Have you had conversations about the following topics with students of color at UMB?”



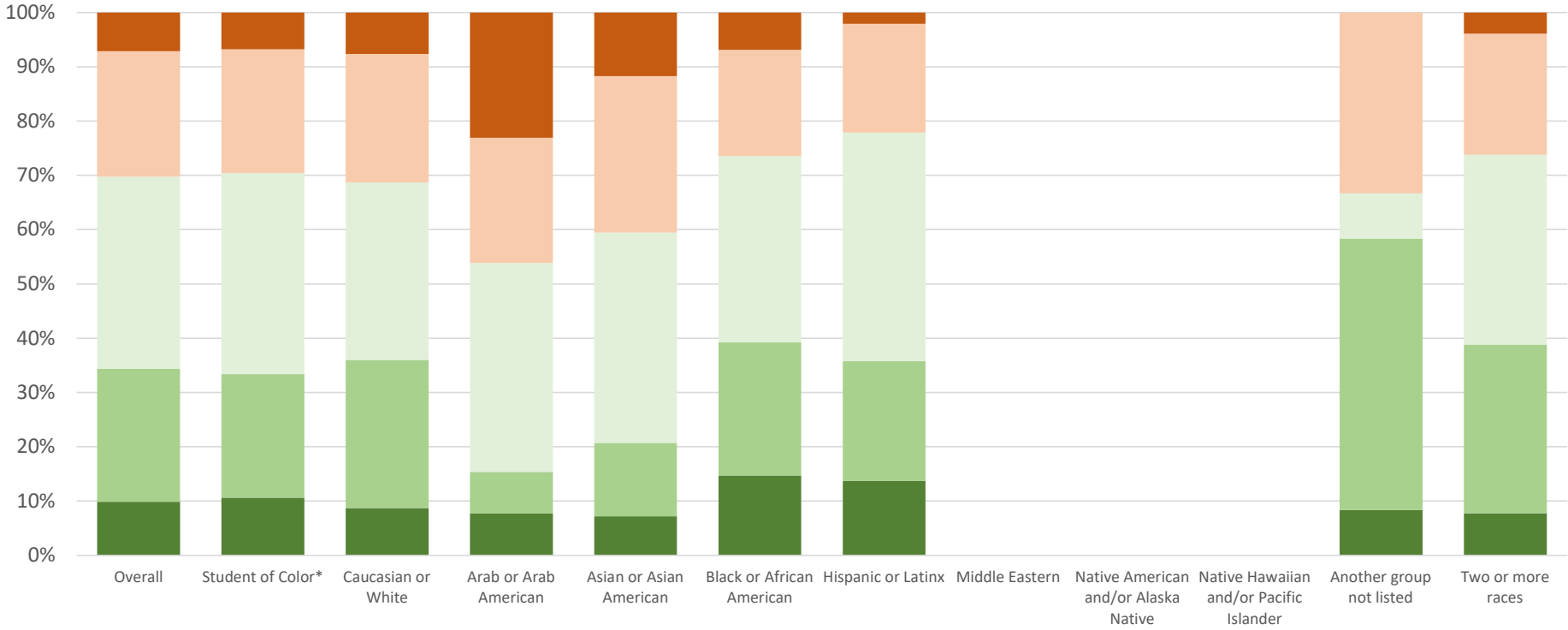
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Disproportionate impact of abortion restrictions on women of color

UNDERGRAD

“Have you had conversations about the following topics with students of color at UMB?”



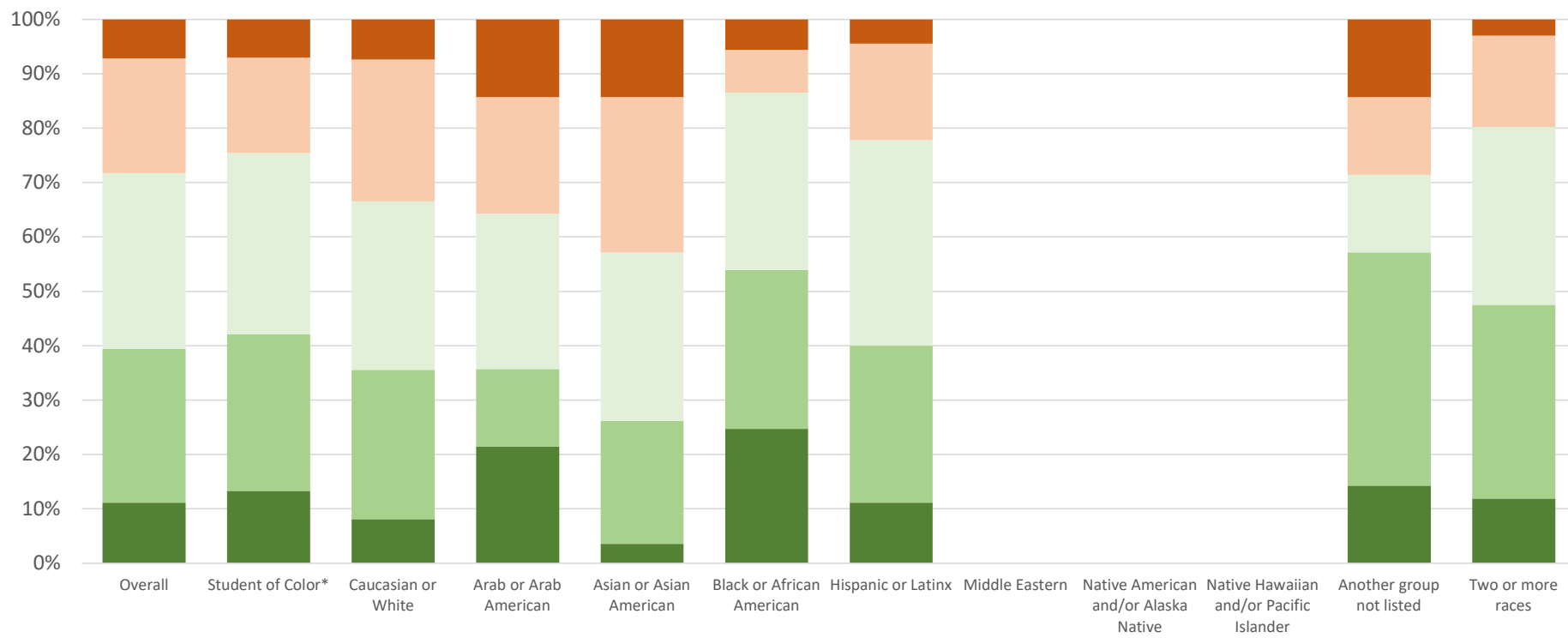
N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Growing domestic terrorism inspired by white nationalism

UNDERGRAD

“Have you had conversations about the following topics with students of color at UMB?”



N=

5=Almost always 4=Often 3=Sometimes 2=Once in a while 1=Never

Appendix

- Cross racial engagement - UNDERGRAD
- Cross racial engagement – GRAD (additional detail and slides)

