

# Climate Survey Results & Next Steps

Diversity and Inclusion Committee

# Diversity and Inclusion Committee

- \* Focus on institutional/structural change
- \* Meets monthly
- \* Activities include:
  - \* Book club
  - \* Monitor
  - \* Plan
  - \* CEPH reporting
- \* Rep on LSUSHC Multicultural Committee

# From Our Plan

**Statement:** The students, faculty, staff and administration should reflect the diversity of demographic characters of Louisiana's population. In addition to addressing representation of minority groups and women, the SPH is committed to equity and inclusion--meaningful and full participation.

## Areas to Address

- \* Diversity and Inclusion in the classroom
- \* Diversity and Inclusion in the workplace
- \* Diversity and Inclusion in research
- \* Diversity and Inclusion in public health practice

# Committee Membership

First	Last	Program/Office	Position
Hasheemah	Afaneh	EPID Data Center	Coordinator
Molly	Ariail	BCHS	Data Coordinator, LCP
Patricia	Arteaga	Research Office	Coordinator
Kari	Brisolara	Academic Affairs/ENHS	Assoc Dean/Assoc Professor
Amber	Brown	Practice & Community Engagement	Coordinator
Michael	Celestin	BCHS	Instructor/Dir Tobacco Control
Chandré	Chaney	BCHS	Manager, LCP
Martha	Cuccia	Academic Affairs/HPSM	Coordinator/Instructor
Richard	Culbertson	HPSM	Program Chair/Professor
Amanda	Goumas	IPE	Coordinator
Dana	Gray	HPSM	Manager
Peggy	Honore	HPSM	Professor
Randi	Kaufman	HPSM	Assistant Professor
Michelle	Lawrence	BCHS	PhD Student
Isha	Matta	Dean's Office/Student Recruitment	Coordinator
Lee	McDaniel	BIOS	Assistant Professor
Leilani	Perriatt	BIOS	MS Student
Ariane	Rung	EPID	Associate Professor
Lindsay	Simpson	BCHS	Coordinator
Sam	Tseng	BCHS	Assoc Professor
Donna	Williams	Practice & Community Engagement/BCHS	Assoc Dean/Assoc Professor

# Climate Survey



# Introduction

- \* Follow up to survey completed in 2018
- \* Subcommittee revised survey
- \* Administered November/December 2019
- \* Epi Data Center provided support for online administration
- \* Report emailed to everyone last month
  - \* Part 1 Quantitative
  - \* Part 2 Qualitative

# Participation

- \* Overall response rate of 49.6% (141 out of 284)
  - \* Students 55.1%
  - \* Faculty and staff 45.2%
  - \* Higher percentage of females vs. males (48.5% vs. 36.5%)
- \* Roles of respondents
  - \* Students n=59 (42.5%)
  - \* Staff n=42 (30.2%)
  - \* Faculty n= 38 (27.3%)

Figure 7. Race/ethnicity

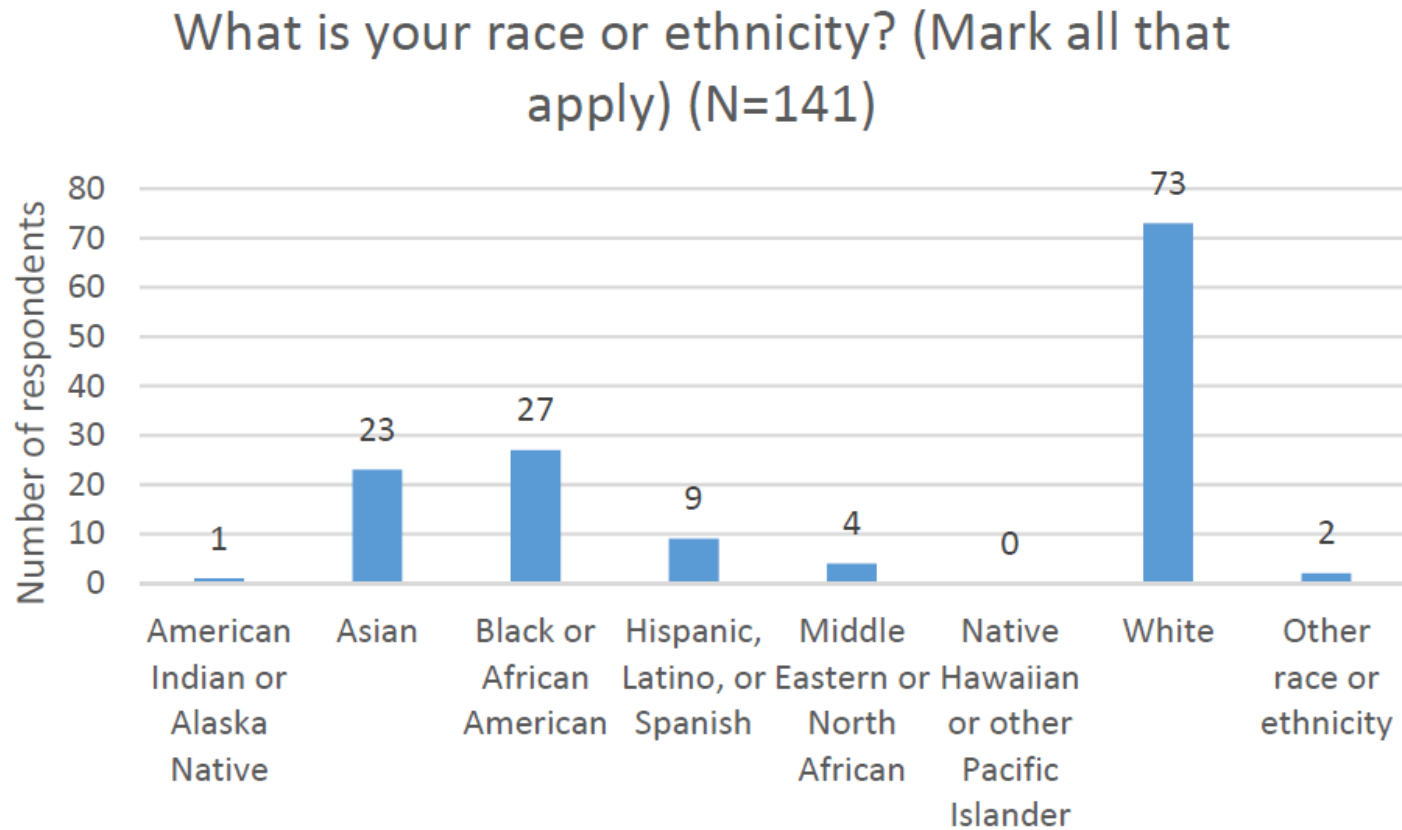




Figure 5. Sexual orientation

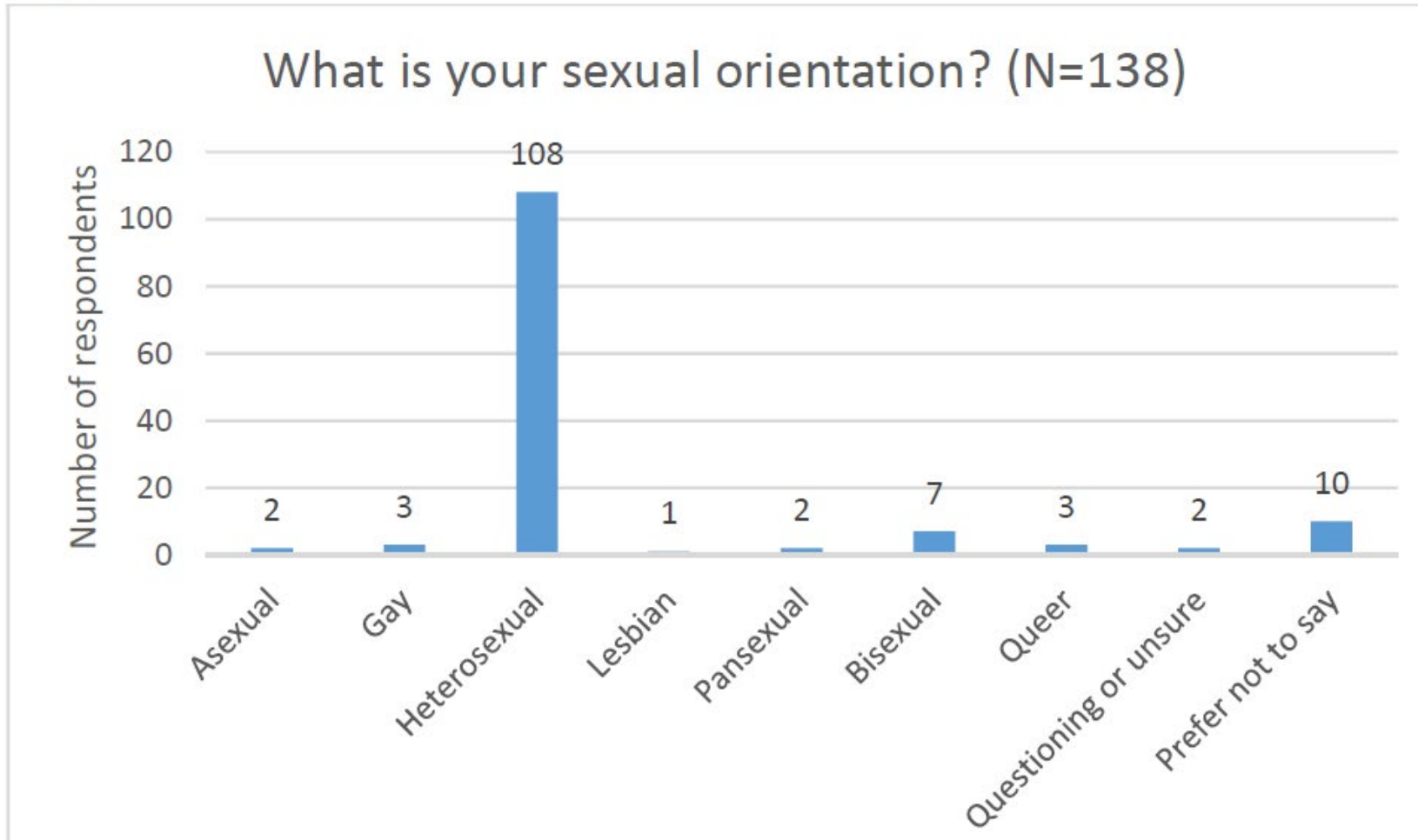


Table 2. Overall Climate (N=139)

	Students		Faculty		Staff	
	N	%	N	%	N	%
<b>Overall, how comfortable are you with the climate at LSUHSC-NO?</b>						
Very comfortable or comfortable	44	74.6	16	42.1	18	42.9
Neutral	12	20.3	11	29.0	17	40.5
Very uncomfortable or uncomfortable	3	5.1	11	29.0	7	16.7
<b>Overall, how comfortable are you with the climate at the School of Public Health?</b>						
Very comfortable or comfortable	50	84.8	21	55.3	21	50.0
Neutral	9	15.3	6	15.8	13	31.0
Very uncomfortable or uncomfortable	0	0.0	11	29.0	8	19.1
<b>Overall, how comfortable are you with the climate in your program?</b>						
Very comfortable or comfortable	48	81.4	21	55.3	30	71.4
Neutral	10	17.0	7	18.4	4	9.5
Very uncomfortable or uncomfortable	1	1.7	10	26.3	8	19.1
<b>[For students] Overall, how comfortable are you with the climate in your classes? (N=59)</b>						
Very comfortable or comfortable	49	83.1				
Neutral	9	15.3				
Very uncomfortable or uncomfortable	1	1.7				
<b>Missing data: LSUHSC climate, SPH climate, program climate (n=2)</b>						

Figure 9. Overall climate at LSUHSC-NO

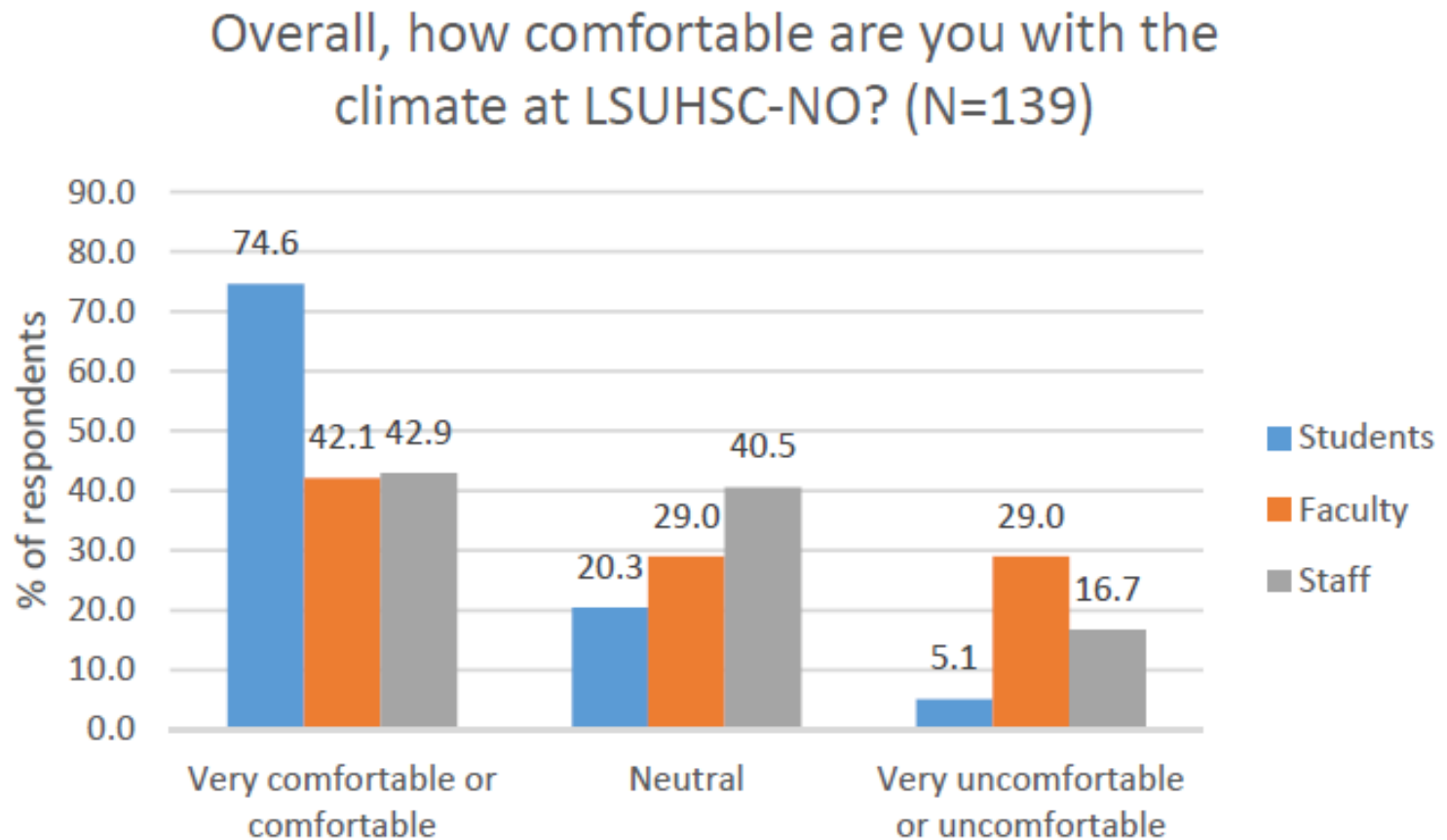


Figure 10. Overall climate at SPH

Overall, how comfortable are you with the climate at the School of Public Health? (N=139)

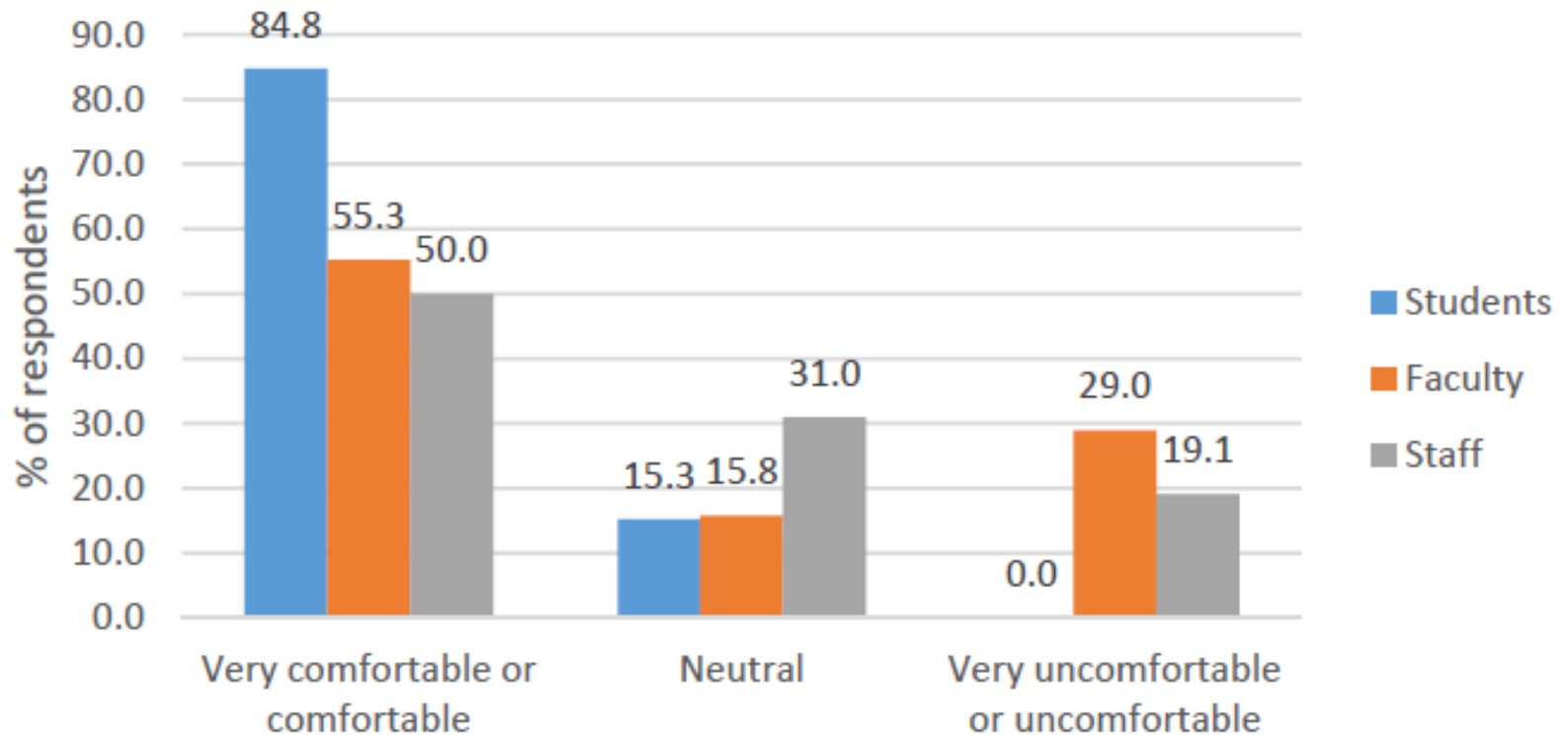


Figure 11. Overall climate of program

Overall, how comfortable are you with the climate in your program? (N=139)

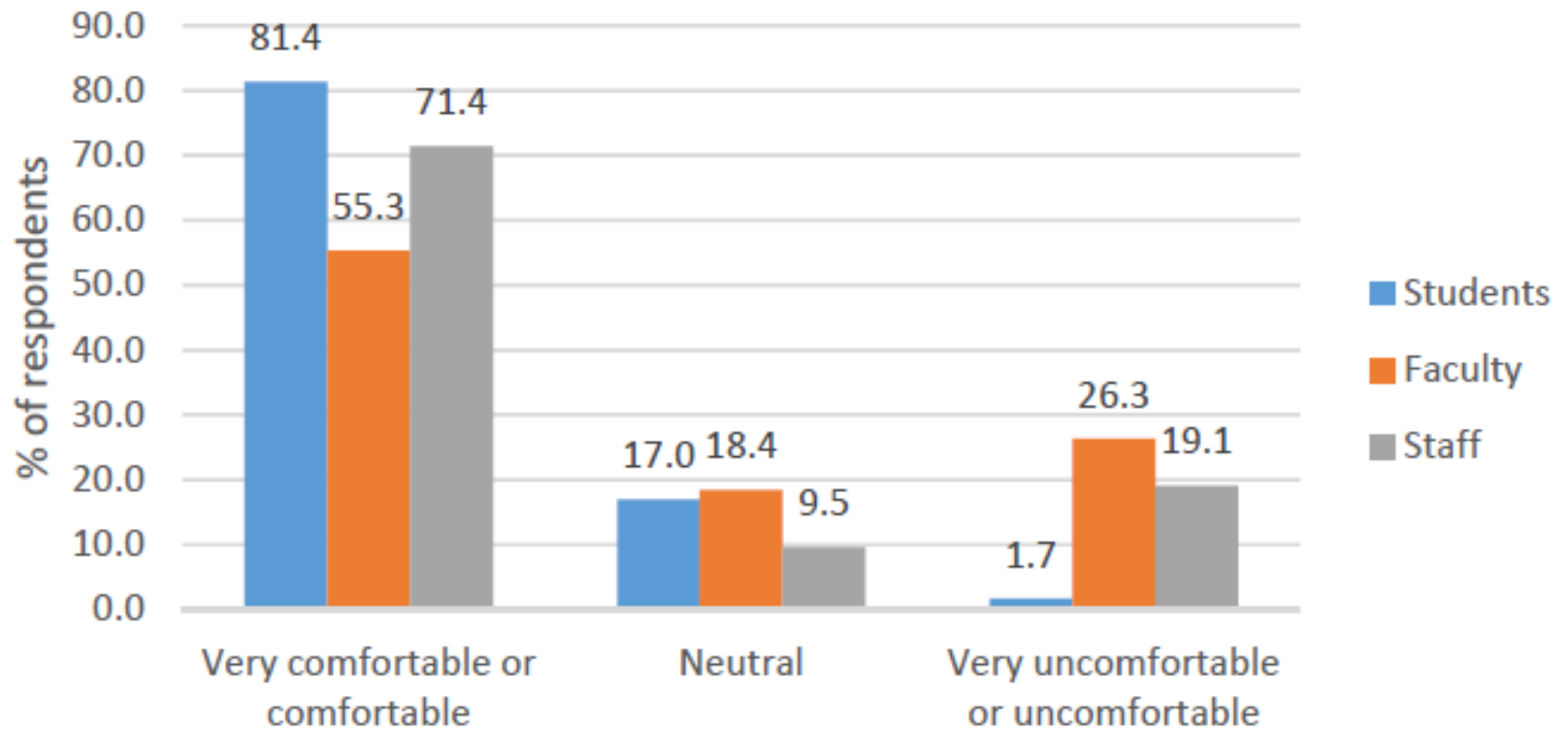


Figure 13. Overall climate at LSUHSC-NO by race

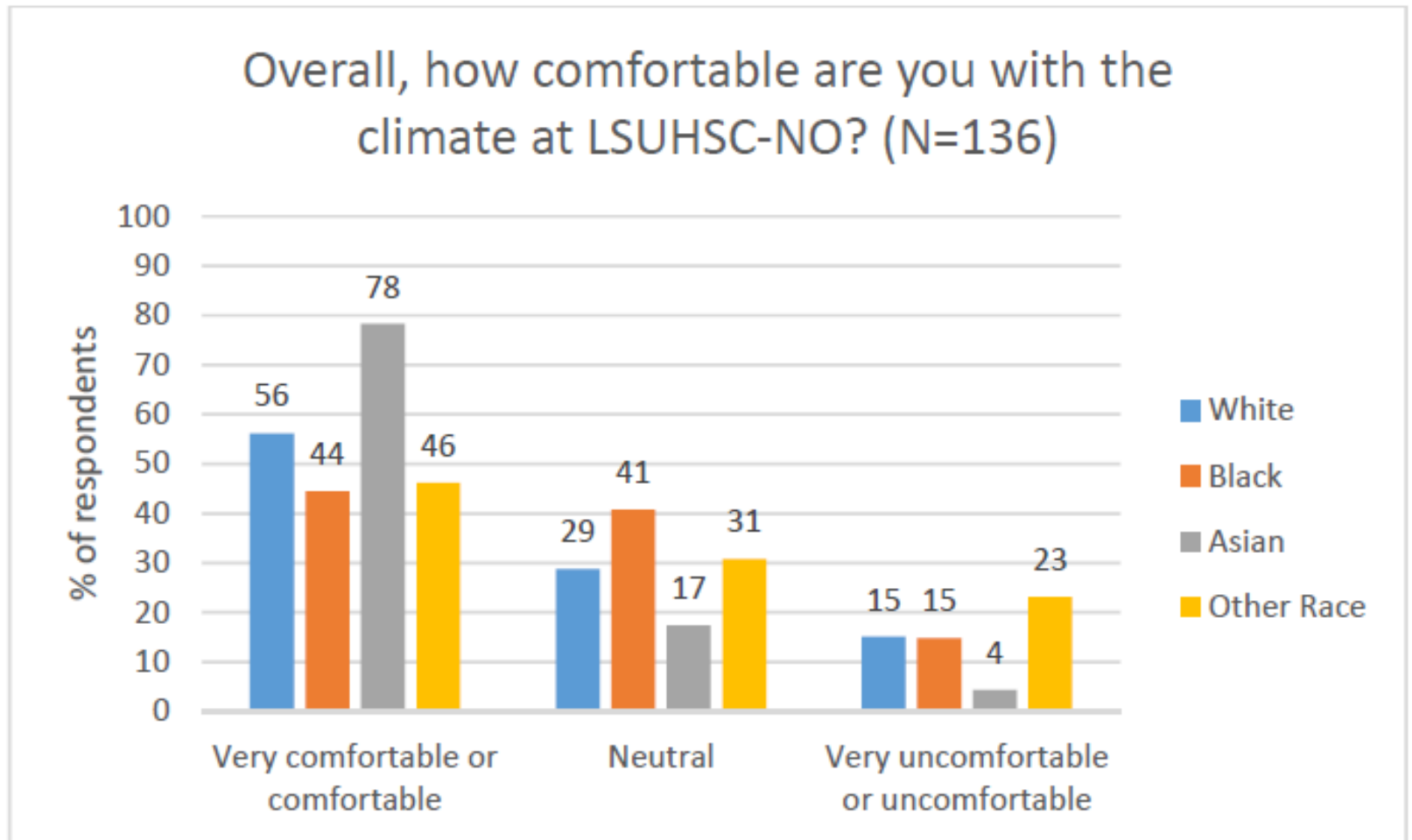


Figure 14. Overall climate at SPH by race

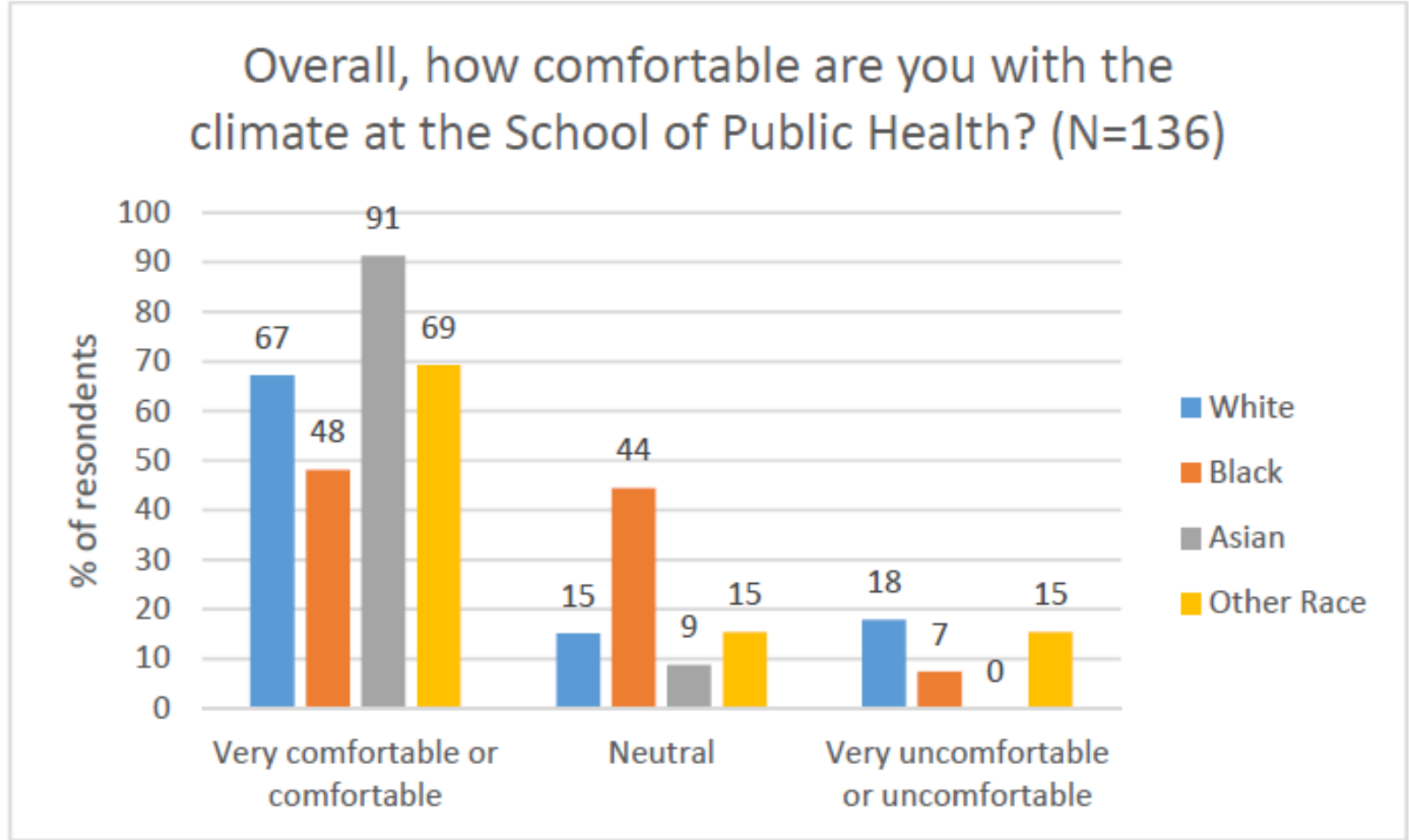


Figure 17. Overall climate at LSUHSC-NO by sex

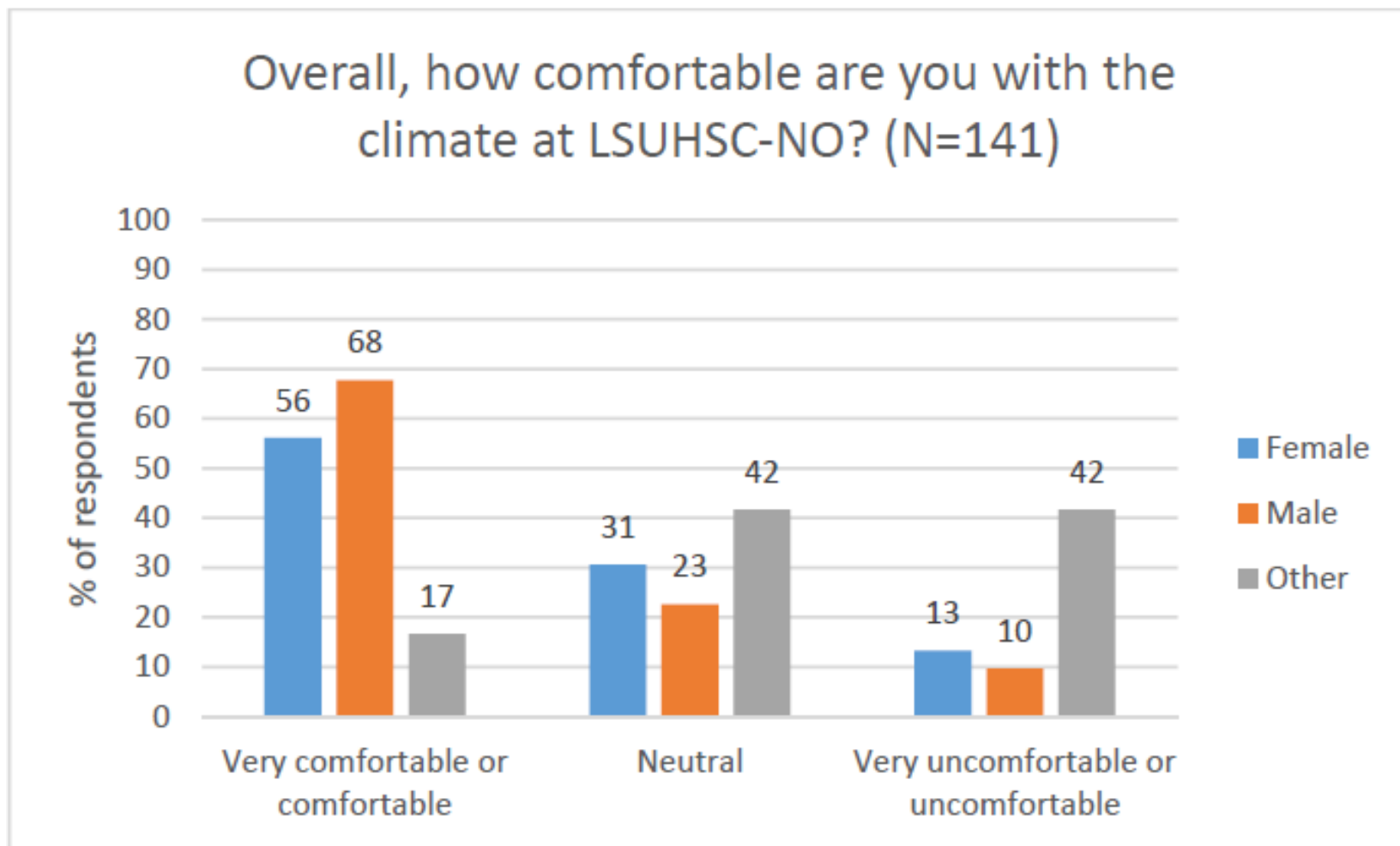
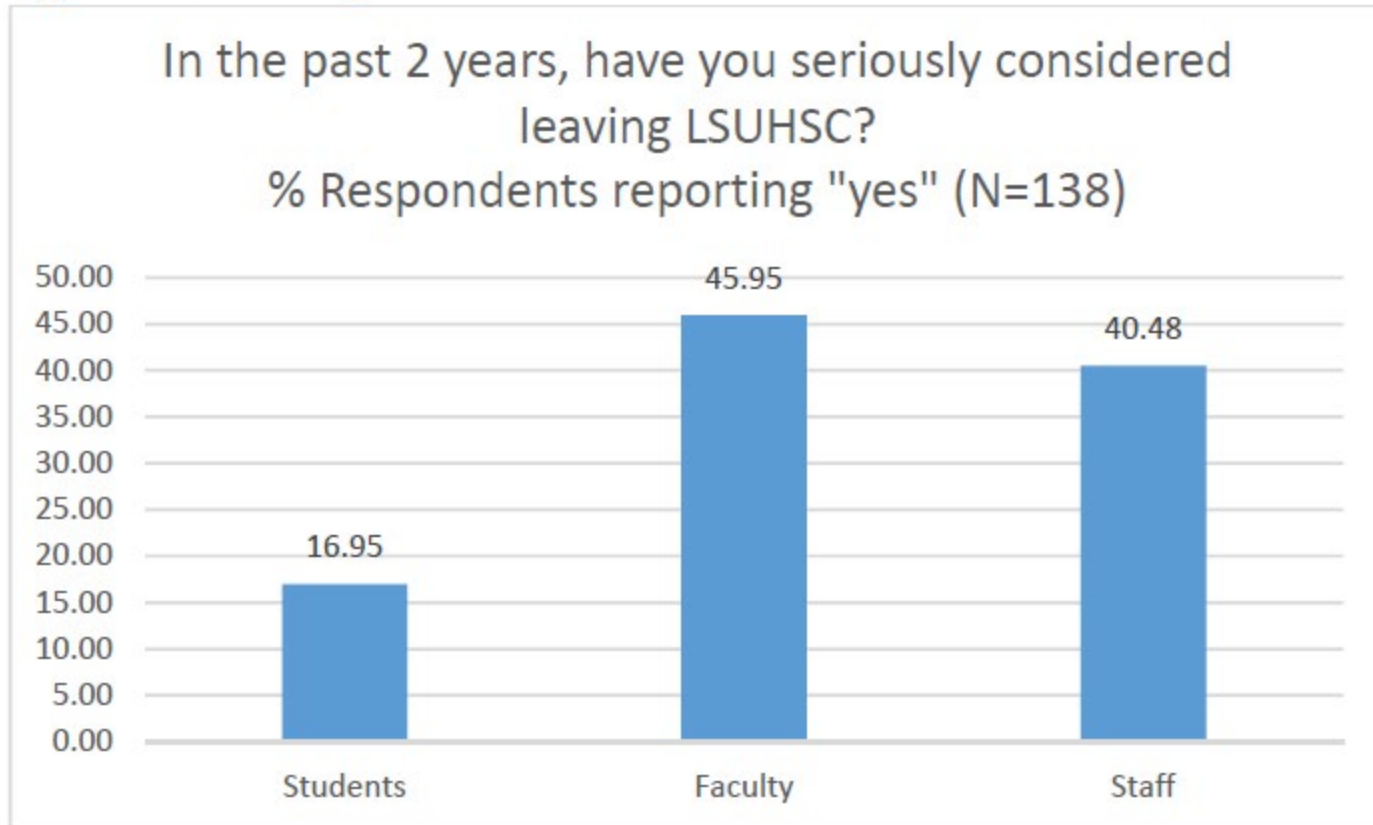




Figure 27. Leaving LSUHSC



# Additional Findings

- \* Over 20-30% of people do not know how to report a sexual assault, and do not think anything would happen if they did.
- \* 31% of faculty and 29% of staff report feeling bullied or intimidated in the past two years.
- \* 51% of faculty, 29% of staff, and 19% of students report retaliation if they bring up issues.

# Additional Concerns

- \* Unwritten rules
- \* Rules applied inconsistently
- \* Salaries: low, inequities, lack of incentives rewards
- \* Respondent's race/ethnicity and gender not represented at all levels of school/
- \* Lack of support across roles: flexible schedules, child care, mentoring



# Qualitative Themes

- \* **Considering Leaving**
  - \* Lack of opportunity
  - \* Climate
  - \* Poor fit
- \* **Salaries/Hiring**
  - \* Low pay
  - \* Inequities
- \* **Support Issues**
- \* **Congeniality/Civility**
- \* **Power Dynamics**
- \* **Leadership/Morale**
- \* **Gender Discrimination**
- \* **Racism**
- \* **Political & Religious Biases**
- \* **Reporting bias/discrimination/harassment**

# Post Survey

# Report Dissemination

- \* Full report via email to all SPH
- \* Presentations/Feedback
  - \* Administrative Council
  - \* Faculty Assembly
  - \* Staff Assembly
  - \* Student Government Association



# Next Step

- \* Local group will lead us: Conscious Roots
- \* Participants: faculty and administration
- \* on solutions to specific issues identified in climate survey
- \* Series of 6 two-hour sessions with homework starting at end of May.
- \* Follow-up retreats for administration.
- \* Coaching as need, esp. if people miss.
- \* Actionable outcomes and tracking of progress.

# Feedback

- \* Ethics and Integrity Page
  - \* Feedback (anon) form
  - \* Link to LSU Ethics and Integrity Help Line
- \* Diversity committee members or other trusted persons.



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