

UMR-ACUHO Climate Study Report- Updated July 2007

| What is your gender? | Response Percent | Response Count |
|----------------------|------------------|----------------|
| Female | 57.2% | 95 |
| Male | 42.2% | 70 |
| Transgender | 0.6% | 1 |

| What is your sexual identity? | Response Percent | Response Count |
|-------------------------------|------------------|----------------|
| Bisexual | 1.8% | 3 |
| Gay | 7.8% | 13 |
| Lesbian | 4.2% | 7 |
| Heterosexual | 84.9% | 141 |
| Uncertain | 1.2% | 2 |

| What is your age? | Response Percent | Response Count |
|-------------------|------------------|----------------|
| 18-21 | 1.2% | 2 |
| 22-25 | 31.3% | 52 |
| 26-30 | 31.3% | 52 |
| 31-40 | 22.3% | 37 |
| 41-50 | 9.0% | 15 |
| 51-60 | 4.2% | 7 |
| 60 and over | 0.6% | 1 |

| Which of the following best describes the type of position you hold? | Response Percent | Response Count |
|--|------------------|----------------|
| Undergraduate | 1.8% | 3 |
| Graduate | 10.8% | 18 |
| Entry Level | 41.0% | 68 |
| Mid Level | 32.5% | 54 |
| Senior Housing Officer | 12.1% | 20 |
| Other (please specify) | 1.8% | 3 |

- Dean of Students
- Dean of Students
- Supervise housing and other student affairs departments

| Do you have a disability that substantially affects a major life activity (such as seeing, hearing, mobility, learning, working)? | Response Percent | Response Count |
|---|------------------|----------------|
| Yes | 2.4% | 4 |
| No | 97.6% | 162 |

| What is your race or ethnicity? (If you are of a multi-national/multi-ethnic/multi-cultural background, mark all that apply.) | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| African American | 2.4% | 4 |
| African | 0% | 0 |
| Asian/Pacific Islander | 3.6% | 6 |
| Middle Eastern | 0% | 0 |
| American Indian | 0.6% | 1 |
| Alaskan Native/Hawaiian Native | 0% | 0 |
| Latino(a)/Hispanic/Chicano(a) | 3.6% | 6 |
| White/Caucasian | 91.6% | 152 |
| Other (please specify) | 1.8% | 3 |

- Slav
- Norwegian American
- Lebanese

| What is your citizenship status? | Response Percent | Response Count |
|---|-------------------------|-----------------------|
| US Citizen- born in the United States | 97.6% | 162 |
| US Citizen- naturalized | 2.4% | 4 |
| International | 0% | 0 |
| Permanent Resident (Immigrant) | 0% | 0 |
| Permanent Resident (refugee) | 0% | 0 |

| What is your spiritual affiliation? | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Agnostic | 4.2% | 7 |
| Atheist | 2.4% | 4 |
| Christian | 80.1% | 133 |
| Wiccan | 0% | 0 |
| Jewish | 1.2% | 2 |
| Muslim | 0% | 0 |
| Spiritual-no affiliation | 9.6% | 16 |
| Other (please specify) | 3.6% | 6 |

- NA
- Baptist
- Catholic
- Neither Agnostic nor Atheist
- Catholic
- Native American Spirituality

| What is your (single) or your family's (if married or partnered) annual household income (include estimated housing/food values provided)? | Response Percent | Response Count |
|---|-------------------------|-----------------------|
| Below \$9,999 | 3.6% | 6 |
| \$10,000-\$19,999 | 7.2% | 12 |
| \$20,000-\$29,999 | 18.1% | 30 |
| \$30,000-\$39,999 | 21.7% | 36 |
| \$40,000-\$49,999 | 12.7% | 21 |
| \$50,000-\$59,999 | 8.4% | 14 |
| \$60,000-\$69,999 | 6.0% | 10 |
| Over \$70,000 | 22.3% | 37 |

| I have attended the following at UMR-ACUHO: (Please check all that apply.) | Response Percent | Response Count |
|---|-------------------------|-----------------------|
| Annual Conference | 100% | 166 |
| Winter Business Meetings | 64.5% | 107 |
| Summer Business Meetings | 57.2% | 95 |
| Other (please specify) | 4.8% | 8 |

- Drive in workshops
- Drive in workshop
- Drive In workshops
- Winter Drive-in
- Drive In Workshop
- drive in workshops
- drive-in workshops
- Drive in Workshops

| How long have you attended UMR-ACUHO? | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Less than 2 years | 31.3% | 52 |
| 2-4 years | 30.7% | 51 |
| 5-10 years | 22.3% | 37 |
| 11-19 years | 9.6% | 16 |
| Over 20 years | 6.0% | 10 |

| Have you been involved with a UMR-ACUHO committee? | Response Percent | Response Count |
|---|-------------------------|-----------------------|
| Yes | 68.7% | 114 |
| No | 31.3% | 52 |

| The UMR-ACUHO newsletter has articles which positively address issues related to: | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Don't Know | |
|---|----------------|----|-------|----|---------|----|----------|----|-------------------|---|------------|----|
| | % | n | % | n | % | n | % | n | % | n | % | n |
| Age | 0.6% | 1 | 17.4% | 28 | 23.6% | 38 | 21.1% | 34 | 1.9% | 3 | 35.4% | 57 |
| Ethnicity | 5.6% | 9 | 38.5% | 62 | 18.0% | 29 | 9.3% | 15 | 0.6% | 1 | 28.0% | 45 |
| Gender Identity | 6.2% | 10 | 39.1% | 63 | 16.8% | 27 | 8.1% | 13 | 1.9% | 3 | 28.0% | 45 |
| Mental Illness | 5.0% | 8 | 42.2% | 68 | 14.3% | 23 | 9.9% | 16 | 1.2% | 2 | 27.3% | 44 |
| Physical Characteristics | 0% | 0 | 12.4% | 20 | 32.3% | 52 | 18.0% | 29 | 1.9% | 3 | 35.4% | 57 |
| Physical Disability | 1.9% | 3 | 23.0% | 37 | 29.2% | 47 | 13.7% | 22 | 0.6% | 1 | 31.7% | 51 |
| Multinational | 3.1% | 5 | 23.0% | 37 | 24.8% | 40 | 11.8% | 19 | 1.9% | 3 | 35.4% | 57 |
| Race | 6.2% | 10 | 38.5% | 62 | 18.0% | 29 | 5.6% | 9 | 1.9% | 3 | 30.4% | 49 |
| Religion | 3.1% | 5 | 19.3% | 31 | 32.3% | 52 | 11.2% | 18 | 3.7% | 6 | 30.4% | 49 |
| Sex | 1.2% | 2 | 22.4% | 36 | 34.2% | 55 | 11.2% | 18 | 0% | 0 | 31.1% | 50 |
| Sexual Orientation | 8.7% | 14 | 44.7% | 72 | 14.3% | 23 | 4.3% | 7 | 0% | 0 | 28.0% | 45 |
| Socioeconomic Class | 1.9% | 3 | 17.4% | 28 | 25.5% | 41 | 19.9% | 32 | 3.1% | 5 | 32.3% | 52 |
| Transgender | 1.9% | 3 | 19.3% | 31 | 26.7% | 43 | 13.0% | 21 | 5.6% | 9 | 33.5% | 54 |

Comments:

- I have never received the newsletter.
- I do not think I have received the newsletter. If I have, I do not believe I have read many articles. I am sorry.
- I do not recall ever seeing an article in the newsletter relating to the topics I marked "Don't Know"
- I've only received 2 of the newsletters and haven't read through them thoroughly enough to know how thoroughly they cover each of these issues. Having only read two newsletters also limits my ability to know how well these issues have been covered in the past.
- I have not seen nor received a copy of the newsletter
- My boss must get the newsletter and not pass it along to me. I haven't seen it for a couple years.
- I do not know. I have not been affiliated with UMR for the past five years. I was asked back last year as a consultant.
- I am sure it does, I just don't read it that closely. It is my impression that UMR covers ALL groups pretty well at conferences and in newsletters.
- When I marked disagree, it was because I didn't remember any articles that addressed this topic, not because I thought they were negatively addressed.
- I really don't remember all the different articles in the newsletter. It seemed more of the articles are job related and don't talk about these other topics. If they do, it is done in a way that I don't realize it as a driving force.

- I'm not sure that I've seen a copy/electronic version of the newsletter in some time.
- I wish I was receiving a newsletter, but I don't. How do I go about getting them?
- I don't read the newsletter regularly enough to comment accurately.
- I do not believe I have received the UMR newsletter.
- Hard to have an articles about some of these...age???
- I've never received the newsletter.
- I haven't regularly received the newsletter.

| Program presentations at the annual UMR-ACUHO Conference positively address issues on the following topics: | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Don't Know | |
|---|----------------|----|-------|-----|---------|----|----------|----|-------------------|---|------------|----|
| | % | n | % | n | % | n | % | n | % | n | % | n |
| Age | 0% | 0 | 18.8% | 30 | 26.3% | 42 | 36.9% | 59 | 3.1% | 5 | 15.0% | 24 |
| Ethnicity | 13.1% | 21 | 51.9% | 83 | 19.4% | 31 | 8.1% | 13 | 0% | 0 | 7.5% | 12 |
| Gender Identity | 14.4% | 23 | 61.3% | 98 | 10.6% | 17 | 6.9% | 11 | 0.6% | 1 | 6.3% | 10 |
| Mental Illness | 22.5% | 36 | 49.4% | 79 | 16.3% | 26 | 5.6% | 9 | 0% | 0 | 6.3% | 10 |
| Physical Characteristics | 0% | 0 | 27.5% | 44 | 38.1% | 61 | 18.8% | 30 | 0.6% | 1 | 15.0% | 24 |
| Physical Disability | 1.3% | 2 | 47.5% | 76 | 24.4% | 39 | 15.6% | 25 | 0.6% | 1 | 10.6% | 17 |
| Multinational | 3.8% | 6 | 36.9% | 59 | 28.8% | 46 | 15.0% | 24 | 1.9% | 3 | 13.8% | 22 |
| Race | 13.8% | 22 | 64.4% | 103 | 10.6% | 17 | 5.6% | 9 | 0% | 0 | 5.6% | 9 |
| Religion | 4.4% | 7 | 51.9% | 83 | 21.3% | 34 | 13.8% | 22 | 1.9% | 3 | 6.9% | 11 |
| Sex | 6.9% | 11 | 37.5% | 60 | 33.1% | 53 | 10.0% | 16 | 0% | 0 | 12.5% | 20 |
| Sexual Orientation | 26.3% | 42 | 61.9% | 99 | 3.8% | 6 | 3.8% | 6 | 0% | 0 | 4.4% | 7 |
| Socioeconomic Class | 4.4% | 7 | 28.1% | 45 | 26.3% | 42 | 27.5% | 44 | 3.1% | 5 | 10.6% | 17 |
| Transgender | 10.0% | 16 | 55.0% | 88 | 14.4% | 23 | 9.4% | 15 | 1.9% | 3 | 9.4% | 15 |

Comments:

- Again, I have been out of it - so I really cannot comment.
- Some years all are covered, some not, but the underlying foundation of acceptance and care are always present.
- I marked disagree because of the absence of this type of program (age), not due to a negative presentation of the topic.
- Why isn't there a concern about programs about the job the individuals do in Residence Life/Student Affairs.
- It's amazing how many programs related to sexual orientation exist. I think that area is covered!

| The annual UMR-ACUHO Conference as a whole positively addresses issues on the following topics: | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Don't Know | |
|---|----------------|-------|-------|-------|---------|-------|----------|-------|-------------------|-------|------------|-------|
| | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count |
| Age | 2.5% | 4 | 25.8% | 41 | 29.6% | 47 | 29.6% | 47 | 0.6% | 1 | 11.9% | 19 |
| Ethnicity | 8.8% | 14 | 61.6% | 98 | 14.5% | 23 | 8.2% | 13 | 0.6% | 1 | 6.3% | 10 |
| Gender Identity | 12.6% | 20 | 56.0% | 88 | 17.0% | 27 | 8.2% | 13 | 0.6% | 1 | 5.7% | 9 |
| Mental Illness | 13.8% | 22 | 47.8% | 76 | 18.9% | 30 | 12.6% | 20 | 0.6% | 1 | 6.3% | 10 |
| Physical Characteristics | 3.8% | 6 | 23.3% | 37 | 32.1% | 51 | 27.0% | 43 | 1.9% | 3 | 11.9% | 19 |
| Physical Disability | 4.4% | 7 | 44.7% | 71 | 25.8% | 41 | 17.6% | 28 | 0.6% | 1 | 6.9% | 11 |
| Multinational | 4.4% | 7 | 36.5% | 58 | 30.2% | 48 | 18.9% | 30 | 0.6% | 1 | 9.4% | 15 |
| Race | 11.9% | 19 | 57.9% | 92 | 16.4% | 26 | 6.3% | 10 | 1.3% | 2 | 6.3% | 10 |
| Religion | 6.9% | 11 | 37.1% | 59 | 29.6% | 47 | 18.9% | 30 | 0.6% | 1 | 6.9% | 11 |
| Sex | 5.0% | 8 | 38.4% | 61 | 30.2% | 48 | 15.1% | 24 | 0% | 0 | 11.3% | 18 |
| Sexual Orientation | 20.8% | 33 | 56.0% | 89 | 10.1% | 16 | 7.5% | 12 | 0% | 0 | 5.7% | 9 |
| Socioeconomic Class | 3.1% | 5 | 32.1% | 51 | 28.3% | 45 | 23.9% | 38 | 3.8% | 6 | 8.8% | 14 |
| Transgender | 10.7% | 17 | 47.8% | 76 | 18.2% | 29 | 13.2% | 21 | 2.5% | 4 | 7.5% | 12 |

Comments:

- It is the foundation, including core values, and the members of UMR-ACUHO that create an atmosphere of acceptance and connection that does not happen every day.
- I really think we need to focus more on race, white privilege and other categories around race for training for staff.
- When these topics have been presented I believe they have been positively addressed.
- I feel that UMR-ACUHO has moved too far in trying to address everyone's concerns and the core of the Association, newsletter and conference have gotten away from housing.

| When I attend UMR-ACUHO events, I can find other people with whom I identify. | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Strongly Agree | 39.5% | 62 |
| Agree | 49.0% | 77 |
| Uncertain | 5.1% | 8 |
| Disagree | 5.7% | 9 |
| Strongly Disagree | 0.6% | 1 |
| Don't Know | 0% | 0 |

Comments:

- This is a tough one. UMR definitely isn't as diverse as it could be. So I don't go to the conference hoping to find others I identify with. We're all in housing and that's the major identifier for me at UMR events. This varies vastly from ACUHO-I where you can find a like group to spend time with. At ACUHO I do tend to spend more time with the LGBT folks because there is some organization there. At UMR they have moved into a bad space of lumping all diversities under one umbrella where they all seem to get watered down. I applaud the efforts but it doesn't work for me.
- There needs to be activities that pull people together. Everyone seemed to already know people and mingled with them. I felt like an outsider at times.
- In my opinion, everyone does. We all work in student affairs, specifically residential life, in some capacity. We all have that commonality.
- It is becoming more difficult each year, because there are less and less offerings of interest for senior housing officers.
- as a person who tends to identify as conservative and who has a Christian worldview I do not always feel like my point of view is represented or respected
- I find it hard to identify with many people in UMR because of where I believe they are in regards to issues of diversity. I have heard comments that make me feel as though they just would not identify with me.

| When I attend UMR-ACUHO events, I can find other people who look like me. | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Strongly Agree | 46.8% | 74 |
| Agree | 44.3% | 70 |
| Uncertain | 3.2% | 5 |
| Disagree | 2.5% | 4 |
| Strongly Disagree | 2.5% | 4 |
| Don't Know | 0.6% | 1 |

Comments:

- The upper mid-west region caters to this happening based on the location and population.
- We are all unique. I don't think I would every find someone like me. Only as identifying similar characteristics.
- It is getting harder because I see fewer and fewer senior housing officers.
- Not many.
- There are few people of color in student affairs and as you look at mid-senior level positions the numbers of people also are very low.

| UMR-ACUHO Executive Committee members and Committee Chairs foster diversity. | Response Percent | Response Count |
|---|-------------------------|-----------------------|
| Strongly Agree | 17.7% | 28 |
| Agree | 51.9% | 82 |
| Uncertain | 20.9% | 33 |
| Disagree | 1.9% | 3 |
| Strongly Disagree | 2.5% | 4 |
| Don't Know | 5.1% | 8 |

Comments:

- In what way? Through selection of committee members? Through their actions? Through their policies?
- I think the attitudes are there and I do trust that people have the best of intentions in mind, but the truth of the matter is, there isn't (and hasn't) been much diversity in the past 10 years at the leadership level.
- I strongly agree with this statement, and also want to add that it is a responsibility that is bigger than how decisions are made to be on the executive committee or serve as committee chair. Some years there is more "visual" diversity among this group than others, yet diversity thrives within the group of individuals that serve.
- The main source of my agreement with this statement was the activities sponsored by the Diversity Action Committee. I do not know about other committee members.
- I don't care. That is not why I voted for them.
- Some are better than others at this.
- I have felt and seen a very white dominated exec board and committee leadership and membership. There have been a few people of color in committee chair positions but I have yet to see a person of color in an exec position. I have also noticed a very welcoming environment for GLBT individuals and women.

| How would you rate the accessibility of UMR-ACUHO for people with disabilities? | Very Accessible | | Somewhat Accessible | | Uncertain | | Somewhat Inaccessible | | Very Inaccessible | | Don't Know | |
|---|-----------------|-------|---------------------|-------|-----------|-------|-----------------------|-------|-------------------|-------|------------|-------|
| | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count |
| Annual Conference | 22.4% | 35 | 43.6% | 68 | 13.5% | 21 | 3.2% | 5 | 0% | 0 | 17.3% | 27 |
| Winter Meetings | 13.5% | 21 | 27.6% | 43 | 9.6% | 15 | 2.6% | 4 | 0% | 0 | 46.8% | 73 |
| Summer Meetings | 10.9% | 17 | 26.9% | 42 | 9.0% | 14 | 1.9% | 3 | 0% | 0 | 51.3% | 80 |
| UMR-ACUHO Website | 10.9% | 17 | 23.1% | 36 | 26.3% | 41 | 5.1% | 8 | 1.3% | 2 | 33.3% | 52 |
| Information in Alternative Formats | 2.6% | 4 | 16.7% | 26 | 28.8% | 45 | 4.5% | 7 | 0.6% | 1 | 46.8% | 73 |
| UMR-ACUHO Newsletter | 7.7% | 12 | 23.1% | 36 | 22.4% | 36 | 11.5% | 18 | 1.9% | 3 | 33.3% | 52 |

Comments:

- Not a Braille version, as far as I know.
- The physical set up of some of the host sites have been better than others. Construction, ease of maneuvering through the conference site, etc. all play a role.
- I'm just not sure what accommodations we make in these areas.
- I think each year it is different, since the venue changes. I think the conferences where the sessions and events are close to the sleeping rooms would be much more accessible than those conferences where the sessions/events are located a distance away.
- Visual or hearing concerns don't seem to be addressed. I assume most concern is for individuals in chairs.
- For someone without an unidentified disability, I cannot answer for certain if some items on this list are accessible.
- I don't feel qualified to answer this.

| How do you perceive the overall UMR-ACUHO climate for the following groups? | Very Welcoming | | Moderately Welcoming | | Not Sure/No Experience | | Somewhat Welcoming | | Not At All Welcoming | |
|---|----------------|-----|----------------------|----|------------------------|----|--------------------|----|----------------------|---|
| | % | n | % | n | % | n | % | n | % | n |
| African Americans/Blacks | 22.6% | 35 | 41.3% | 64 | 27.1% | 42 | 7.7% | 12 | 1.3% | 2 |
| American Indians/Alaskan Natives | 15.5% | 24 | 25.8% | 40 | 47.7% | 74 | 8.4% | 13 | 2.6% | 4 |
| Asians/Pacific Islanders | 20.0% | 31 | 38.1% | 59 | 33.5% | 52 | 7.1% | 11 | 1.3% | 2 |
| Caucasians/Whites | 82.6% | 128 | 14.8% | 23 | 2.6% | 4 | 0% | 0 | 0% | 0 |
| Latino(a)s/Chicano(a)s | 19.4% | 30 | 38.1% | 59 | 33.5% | 52 | 7.7% | 12 | 1.3% | 2 |
| Men | 55.5% | 86 | 25.8% | 40 | 14.8% | 23 | 3.2% | 5 | 0.6% | 1 |
| Middle Eastern Persons | 14.8% | 23 | 27.7% | 43 | 45.8% | 71 | 10.3% | 16 | 1.3% | 2 |
| Persons from multiracial, multiethnic, or multicultural backgrounds | 26.5% | 41 | 37.4% | 58 | 29.0% | 45 | 6.5% | 10 | 0.6% | 1 |
| Gay, lesbian, bisexual, or transgendered persons | 57.4% | 89 | 27.1% | 42 | 11.0% | 17 | 3.9% | 6 | 0.6% | 1 |
| Persons with physical limitations | 12.9% | 20 | 43.2% | 67 | 32.3% | 50 | 10.3% | 16 | 1.3% | 2 |
| Persons with mental illnesses | 11.6% | 18 | 20.6% | 32 | 56.1% | 87 | 10.3% | 16 | 1.3% | 2 |
| Persons with religious backgrounds different from your own | 23.9% | 37 | 38.7% | 60 | 27.7% | 43 | 8.4% | 13 | 1.3% | 2 |
| Persons of ages different from your own | 34.8% | 54 | 41.3% | 64 | 15.5% | 24 | 7.7% | 12 | 0.6% | 1 |
| Persons who speak English as a second language | 14.8% | 23 | 31.0% | 48 | 41.3% | 64 | 11.0% | 17 | 1.9% | 3 |
| People from ethnic backgrounds different from your own | 28.4% | 44 | 43.2% | 67 | 21.3% | 33 | 6.5% | 10 | 0.6% | 1 |
| People from cultural backgrounds different from your own | 25.2% | 39 | 45.2% | 70 | 23.2% | 36 | 5.8% | 9 | 0.6% | 1 |
| People who do not fit the socially constructed "perfect" physique | 33.5% | 52 | 41.3% | 64 | 17.4% | 27 | 7.1% | 11 | 0.6% | 1 |
| Women | 56.8% | 88 | 36.1% | 56 | 5.8% | 9 | 1.3% | 2 | 0% | 0 |

Comments:

- Heterosexual males tend to cluster at the entry level.
- Some of this is false though. It's embracing that Res Life-ism that we are very accepting of all people. I don't know if sincerity matters, as it appears to be very welcoming of all people, despite the fact that some people may be made uncomfortable. And shouldn't that be part of the UMR-ACUHO's goal as well? To push individuals outside of their comfort zones?
- The climate, in my opinion, is very welcoming and caring...because that is a value of people in our field. The population, geography, industry, etc. of the region influences the probability of connecting with another very similar to you. Our organization creates a positive atmosphere for all.
- It seems that our organization appreciates people of all backgrounds and is welcoming; however it would be great to have more diversity on the committees and attending the conference. So possibly some groups don't feel welcome... not sure.
- With the exception of meals I don't feel religion has anything to do with a UMR-ACUHO conference. Of course meal options should be available for individuals who choose not to eat a particular item, such as pork, the same as host committees offer none-meat choices.

- Since my own religious background is different from most people's, I answered "very welcoming"--as I think UMR-ACUHO is very welcoming to the majority religions. This is not to say they are not welcoming to minority religions--it just doesn't get covered.
- I think it is difficult to comment on the "welcoming climate" for identities you do not possess.
- I'm only comfortable in commenting on my experiences / perceptions. I won't comment on the "perception" for others.
- I do feel that UMR-ACUHO is very white. From personal experiences and experiences from friends I don't feel that UMR-ACUHO is a welcoming environment for people of color.

| I feel comfortable when participating in a UMR-ACUHO event. | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Strongly Agree | 34.8% | 54 |
| Agree | 59.4% | 92 |
| Uncertain | 5.2% | 8 |
| Disagree | 0% | 0 |
| Strongly Disagree | 0.7% | 1 |
| Don't Know | 0% | 0 |

Comments:

- This is generally true, but I find that I am quite bit older than most UMR conference participants, which can limit conversation and interaction somewhat.
- I feel that UMR-ACUHO is a organization that has many "cliques" I honestly feel that if you are not on a committee, or part of the leadership in some way, you are not made to feel welcome. I have worked in 3 other ACUHO-I regions and have never felt this way before coming to UMR-ACUHO.
- As I've stated earlier, UMR is the place I go to connect with housing folks. I use other outlets to connect with people I relate with in other facets of my person. It's nothing necessarily against UMR because I believe they have good intentions, they just don't have the people and resources to meet the needs of all people.
- The level of comfort at UMR events has less to do with more traditional aspects - such as race, ethnicity, gender, etc., and more to do with "in-group" dynamics. Those that are more highly involved in UMR tend to be highly engaged and almost form a clique - or so it may appear to others who have not had as much experience with UMR.
- There is a certain level of "fakeness" at these events. Which can be uncomfortable as a new person in the field.
- Student affairs people make me uncomfortable.
- Most the time. Although, sometimes it feels like an "in group/out group" mentality.....with certain UMR "celebrities" basking in their time at the conference
- Sometimes. I feel welcome by the other people in my committee and a few other committees, but not all.
- My comfort level at the UMR conference is only because of a small number of people that I know from my local region. Not seeing many people of color in membership or exec board does make me feel uncomfortable at times

| I feel respected when participating in a UMR-ACUHO event. | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Strongly Agree | 41.3% | 64 |
| Agree | 51.6% | 80 |
| Uncertain | 3.9% | 6 |
| Disagree | 2.6% | 4 |
| Strongly Disagree | 0.7% | 1 |
| Don't Know | 0% | 0 |

Comments:

- The flip side of the above comment is that it seems obvious that the organization wants to attract us older folks so I do feel "catered to" by the organization. Keep up the good work! :)
- As a first year hall director, I feel like a child at UMR-ACHUO events.
- I feel that I have been treated rudely by experienced professionals when they find out that I have fewer years of service or hold a mid-level position.
- I feel that as a person I am respected, however do not feel that my religious affiliation and political leanings are always respected.
- I feel that I have had to work very hard to earn respect within UMR. I have seen others who, from my perspective have come in and been quickly accepted and respected.

| Have you experienced or have you been made aware of any harassment (any offensive, hostile, or intimidating conduct that has interfered unreasonably with your experience) at a UMR-ACUHO event? | Response Percent | Response Count |
|---|-------------------------|-----------------------|
| Yes | 7.1% | 11 |
| No | 92.9% | 144 |

| If yes, what do you feel this conduct was based upon? (Please mark all that apply.) | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Age | 25.0% | 3 |
| Country of origin | 0% | 0 |
| Ethnicity | 33.3% | 4 |
| Gender identity | 33.3% | 4 |
| Learning disability | 0% | 0 |
| Physical characteristics | 25.0% | 3 |
| Physical disability | 0% | 0 |
| Race | 41.7% | 5 |
| Religion | 8.3% | 1 |
| Sex | 0% | 0 |
| Sexual orientation | 8.3% | 1 |
| Socioeconomic class | 25.0% | 3 |
| Professional position | 41.7% | 5 |
| Other (please specify) | 0% | 0 |

If you are comfortable, please share what happened.

- My one small instance didn't interfere unreasonably with my experience, mostly it just irked me. I did serve with a committee chair that seemed to prefer working with men over women- let them volunteer first and encouraged them constantly to add their opinions at the table and I was surprised I even noticed, but it was odd to note that the treatment of the same actions was simply different regarding the women in the group. The women were only asked to volunteer if the men didn't want the roles first and if they weren't sharing an opinion, they weren't asked to- which would have been completely fine if the reaction would have been consistent. I do not believe there was malicious intent, however, and my time on the committee was enjoyed regardless.
- A hall director - woman of color was not welcomed in sessions, questioned by participants and presenters in regards to her responses and experiences. She won't come back to the conference again.
- Being regarded as "sir" by other UMR members that don't know me but judge based on appearance. Also, hotel staff are not very good with several of these areas and need to be more aware.
- Negative comments about young heterosexual males were not uncommon both in Iowa and the year before in Appleton. Nothing major, just lots of small incidents that individually would have gone unremarked upon.
- The use of language and the choice of words during a speech can sometimes make people marginalized. The theme chosen at one conference where it can be scene insensitive to the native populations.
- If you're Christian then you MUST be homophobic! Conclusions made/comments made just from the Christian affiliation with no conversation.

| Overall, how comfortable are you with the climate of UMR-ACUHO? | Response Percent | Response Count |
|--|-------------------------|-----------------------|
| Very Comfortable | 34.0% | 52 |
| Comfortable | 56.2% | 86 |
| Unsure | 8.5% | 13 |
| Uncomfortable | 0.7% | 1 |
| Very Uncomfortable | 0.7% | 1 |

Comments:

- Elite attitudes among past executive officers. Some SHO's only want to interact with those they deem important. They do not give the time of day to those who have no perceived value to them. This isn't true of all but does exist.
- I'm comfortable when my own constituent is with me. There is a dimension not being measured here, and it's philosophy of student development. I am often uncomfortable when student development theories are quoted as fact when they don't jive with my personal experience or philosophy. But I like the challenge, so I guess I'm not complaining.
- it does not seem that we do well at recruiting new members of underrepresented groups to be on committees/be involved in UMR. it also seems that the students we bring to UMR to get involved/invested in Student Affairs/Res Life are not from underrepresented groups either.
- I've also been on a committee for 8 years, so I know a lot of people which helps with this comfort level.

- I think it is in the nature of student affairs professionals, particularly housing professionals to be welcoming and accepting. I am concerned that diversity seems to be a topic that has become less of a priority in recent years. I didn't see as many strong presentations on diversity at the conference last year as I would have liked.
- This is one of the best organizations in the world for balancing heads and hearts in service to its members and, ultimately, the members' on-campus constituencies.
- I think UMR-ACUHO's intention are inherently good, it is a critical time for making ourselves accountable by asking the hard questions in areas of cultural competency, recruitment of people of color in the Midwest region, and an active agent in our own liberation pertaining to social justice.
- I check off unsure because if I ignore certain looks, comments, or lack of representation I can feel comfortable, but all it takes is one instance whether very significant or small it makes me feel as though I should not have attended an event.

This survey has raised a large number of issues. If you would like to offer your own thoughts on how you and/or UMR-ACUHO addresses climate issues, elaborate on your experiences, or offer suggestions on how UMR-ACUHO may improve its climate, please use the space below to add your comments. Thank You.

- UMR-ACHUO goes out of its way and beyond a reasonable minimum to assure the comfort and inclusion of all of its members.
- Please keep in mind that creating a "comfortable" environment is a two-way street. For example, in some ways I do not fit well into a higher education setting given my political and religious beliefs. And while I think the organization could do more to foster this kind of diversity I don't lose a lot of sleep over it. It is not UMR's job to "affirm" my identity in this way. That goes for everyone else too. I only get uncomfortable if I feel my beliefs are being unfairly maligned or attacked in the organizational setting. In that respect UMR does a far better job than ACUHO-I, where I often feel maligned for my beliefs and am usually not in a position to respond to the people/person doing the maligning. I stopped going to ACPA for that reason. Life is too short and I prefer to put my professional development funds towards organizations that are more "neutral" in their approach.
- The only thing that this raised in my mind was the question of whether someone thought the association was being unfair to persons in some of these groups. I have not experienced those problems within the organization but maybe I do not identify with the groups who see it happening. I guess I was not expecting to be given the feeling that the association was not being the best it can be. I think the leadership of UMR ACUHO needs to work to make everyone feel welcome. It seems that only certain institutions are involved in the leadership and decision making processes. It seems that if you are not on a committee or other leadership position, there is not a lot of effort to include you in activities, etc. Very much a "good ole boy" environment-- however not meaning that it is male dominated-- but if you have not been in the region for a number of years, your experience from other places is not valued.
- In my experience with UMR over a long number of years I would say that it has been a leader in the field of being truly diverse and welcoming of all forms of diversity. I believe that it serves as a model for many other organizations that are not as inclusive and welcoming.

- The only suggestion I would have is to see if there is a way to diversify the leadership and committee members in some way. I think we need to get to the root of the problem to figure out why diverse people don't stick around in the committee involvement long enough to move into leadership roles. I know when I first joined a committee I joined the Diversity Action committee because I felt that that was where my strengths and interests could best be utilized. I served on a committee mostly of straight white women with big hearts who had good intentions but didn't get how draining it is to hear that message about treating everyone the same. I spent one year on that committee and moved on to other things and haven't attended a DAC event since. I think they're good for educating majority folks about the resources, but they don't do anything to support or make those of us who are different feel connected. We need to do that on our own.
- If there are ways to be more welcoming to new members, that would be wonderful - particularly those members who may be the one delegate from their school or who may in other ways feel part of a minority group. I know we do a lot for new professionals, but our activities require them to seek out the opportunities. Maybe we need to provide more "low-risk" options for some people who may not feel comfortable taking that on for himself or herself.
- I think those of us who have been hearing diversity concerns for many years have become a bit tired and this has lost some of the focus and emphasis it once had. I would like to see more positive leadership in this area in terms of learning opportunities at conferences and resources available to members.
- I think the diversity aspect of UMR-ACUHO is great. However, it sometimes feels like overkill and that we have lost touch with what is supposed be learned at a professional conference. If someone doesn't choose to be a part of the Diversity "club" it may not be because they are not accepting of others but because the "club" seems to be very one track minded.
- I admire that new professionals are not only accepted, but encouraged to get involved.
- I appreciate that we are examining our own organization with this level of detail. I hope the survey results are made public and that each committee will be asked to submit goals on how to improve their "corner" of the org! Thanks.
- It is possible for the following comments to be taken in a manner not intended. Please understand that what I am saying and the observations I share here are in no way intended to be offensive to anyone. I simply want to point out that our region is largely rural, agriculture and farming based communities. Yes, we have big industry and more. Yes, we are home to some of the most wonderful urban areas and cities in the country. Our region, in terms of diversity you see at face value, is largely white, Christian, and in the middle to low income socioeconomic status. A place of employment is going to reflect the population in which that place of employment operates. I believe that UMR-ACUHO is an organization that accepts and celebrates all. That may not be seen and recognized with everything associated with UMR but it is a core value of the organization and most importantly a core value in those that work in our field. This is what creates the positive atmosphere. Yes, there are individuals within our organization and field that have growing to do, including me. The importance of caring for another regardless of what you or they bring to the table is present in our organization. Most importantly, this approach is part of who we are as individuals.

- There needs to be work to include all racial groups to UMR not only in Diversity Action, but across all areas of the conference and leadership. In addition, care needs to be taken by host committees to ensure that presentations etc. are appropriate to all people regardless of race, sexual orientation, etc.
- I generally think that this association does a good job of welcoming people from varying backgrounds. I think that we could be more proactive in addressing issues and helping our members be more proactive on their home campuses.
- I suggest changing the Diversity Action Committee name and focus to the Inclusive Communities Committee, which focuses on how to create climates that promote the dignity of each person "in community" on our campuses.
- From my perspective, it's fine. Sometimes by being over compensating for the minority, opportunities are lost to move forward in other areas
- As I have indicated with my comments throughout, I feel UMR-ACUHO needs to concentrate on providing the services linked with it's mission, which is campus housing/residential life. The concerns raised in this survey should be addressed, and are, but I feel in my time in UMR-ACUHO they have become the "tail wagging the dog". These issues have overshadowed the job, sessions and overall housing conference experience. You will never see such a strong focus on these issues at other ACUHO-I workshops, NASPA or other professional conferences. Instead of becoming the seasoning to the meal they have become the main course and are beginning to leave a bad taste in my mouth because it is too, too much.
- I think we discuss/present a lot of ideas on how diversity/inclusiveness impacts our students, how to teach our students about inclusiveness, etc. etc. It would be interesting to have more programs like Sandi Scott Deux's program last conference, about supervising professionals with mental health issues. For professional development opportunities alone, it would be really beneficial to--as this survey is doing--begin focusing on inclusiveness and how it is impacting us as a region and us as professionals. Thanks for the survey!
- We can't be all things to all people! Good issues to look in to but don't be too upset by some the feedback you will receive.
- I did not expect this survey to address these topics as we prepare for the upcoming summer meetings and annual conference. However, I do find it refreshing that we can assess our own professional organization to grow in areas which may be lacking attention. The effort that this survey and the region is appearing to make brings a smile to my face.