Diversity, Equity, & Inclusion

2020-2021 Climate Survey Results
1. I am recognized for my accomplishments.
1. I am recognized for my accomplishments.
1. I am recognized for my accomplishments.

**Faculty**
- Strongly agree: 107 (54%)
- Strongly disagree: 6 (3%)
- Neither agree nor disagree: 26 (13%)
- Somewhat agree: 49 (24%)
- Somewhat disagree: 12 (6%)

**Student**
- Strongly agree: 119 (30%)
- Strongly disagree: 30 (8%)
- Neither agree nor disagree: 95 (24%)
- Somewhat agree: 127 (32%)
- Somewhat disagree: 22 (6%)

**Researcher/Staff/Admin**
- Strongly agree: 44 (29%)
- Strongly disagree: 30 (8%)
- Neither agree nor disagree: 37 (25%)
- Somewhat agree: 15 (10%)
- Somewhat disagree: 22 (6%)

**Prefer not to answer**
- Strongly agree: 27 (32%)
- Neither agree nor disagree: 20 (24%)
- Somewhat agree: 16 (19%)
- Somewhat disagree: 11 (13%)
- Strongly disagree: 10 (12%)

**Did not provide answer**
- Strongly agree: 24 (30%)
- Somewhat agree: 23 (29%)
- Somewhat disagree: 2 (3%)
- Neither agree nor disagree: 21 (27%)
- Strongly disagree: 9 (11%)
2. I feel that my contributions in a group setting (classroom, clinic, meetings, etc.) are valued.
2. I feel that my contributions in a group setting (classroom, clinic, meetings, etc.) are valued.
2. I feel that my contributions in a group setting (classroom, clinic, meetings, etc.) are valued.
3. I feel comfortable with being myself.
3. I feel comfortable with being myself.
3. I feel comfortable with being myself.

Faculty
- Strongly agree: 126 (63%)
- Somewhat agree: 52 (26%)
- Somewhat disagree: 8 (4%)
- Neither agree nor disagree: 9 (4%)
- Strongly disagree: 6 (3%)

Student
- Strongly agree: 126 (32%)
- Somewhat agree: 135 (34%)
- Somewhat disagree: 55 (14%)
- Neither agree nor disagree: 44 (11%)
- Strongly disagree: 33 (9%)

Researcher/Admin/Staff
- Strongly agree: 43 (28%)
- Somewhat agree: 66 (44%)
- Somewhat disagree: 18 (12%)
- Neither agree nor disagree: 11 (7%)
- Strongly disagree: 13 (9%)

Prefer not to answer
- Strongly agree: 29 (35%)
- Somewhat agree: 25 (30%)
- Somewhat disagree: 7 (8%)
- Neither agree nor disagree: 12 (14%)
- Strongly disagree: 11 (13%)

Did not provide answer
- Strongly agree: 32 (40%)
- Somewhat agree: 22 (27%)
- Somewhat disagree: 12 (15%)
- Neither agree nor disagree: 7 (9%)
- Strongly disagree: 7 (9%)
- Prefer not to answer: 10
4. There is transparent communication about important developments at NYU Dentistry.
4. There is transparent communication about important developments at NYU Dentistry.
4. There is transparent communication about important developments at NYU Dentistry.
5. I can be successful as my authentic self.
5. I can be successful as my authentic self.
5. I can be successful as my authentic self.

Faculty

- Strongly agree: 104 (52%)
- Somewhat agree: 60 (30%)
- Neither agree nor disagree: 16 (8%)
- Somewhat disagree: 15 (7%)
- Strongly disagree: 6 (3%)

Student

- Strongly agree: 115 (29%)
- Somewhat agree: 59 (15%)
- Neither agree nor disagree: 63 (16%)
- Somewhat disagree: 15 (7%)
- Strongly disagree: 31 (8%)

Researcher/Staff/Admin

- Strongly agree: 45 (24%)
- Somewhat agree: 59 (32%)
- Neither agree nor disagree: 63 (16%)
- Somewhat disagree: 22 (14%)
- Strongly disagree: 11 (6%)

Prefer not to answer

- Strongly agree: 22 (26%)
- Somewhat agree: 12 (14%)
- Neither agree nor disagree: 20 (24%)
- Somewhat disagree: 11 (14%)
- Strongly disagree: 9 (11%)

Did not provide answer

- Strongly agree: 19 (24%)
- Somewhat agree: 11 (14%)
- Neither agree nor disagree: 27 (34%)
- Somewhat disagree: 11 (14%)
- Strongly disagree: 9 (11%)

Neither agree nor disagree: 24 (17%)

Strongly disagree: 9 (11%)

Somewhat disagree: 11 (14%)

Neither agree nor disagree: 9 (11%)
6. I can voice a contrary opinion without fear of negative consequences.
6. I can voice a contrary opinion without fear of negative consequences.
6. I can voice a contrary opinion without fear of negative consequences.

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7. When I speak up, my opinion is valued.
7. When I speak up, my opinion is valued.
7. When I speak up, my opinion is valued.

**Faculty**
- Strongly agree: 57 (28%)
- Somewhat agree: 28 (14%)
- Neither agree nor disagree: 37 (19%)
- Somewhat disagree: 28 (14%)
- Strongly disagree: 12 (6%)

**Student**
- Strongly agree: 107 (27%)
- Somewhat agree: 70 (18%)
- Neither agree nor disagree: 87 (22%)
- Somewhat disagree: 28 (7%)
- Strongly disagree: 12 (6%)

**Researcher/Staff/Admin**
- Strongly agree: 33 (22%)
- Somewhat agree: 33 (22%)
- Neither agree nor disagree: 18 (12%)
- Somewhat disagree: 33 (22%)
- Strongly disagree: 12 (6%)

**Prefer not to answer**
- Strongly agree: 13 (16%)
- Somewhat agree: 15 (18%)
- Neither agree nor disagree: 23 (27%)
- Strongly disagree: 17 (20%)

**Did not provide answer**
- Strongly agree: 8 (10%)
- Somewhat agree: 15 (19%)
- Neither agree nor disagree: 21 (26%)
- Somewhat disagree: 21 (26%)
- Strongly disagree: 15 (19%)
8. NYU Dentistry enables me to balance my professional and personal life.
8. NYU Dentistry enables me to balance my professional and personal life.
8. NYU Dentistry enables me to balance my professional and personal life.

**Faculty**
- Strongly agree: 68 (34%)
- Somewhat agree: 76 (38%)
- Neither agree nor disagree: 35 (17%)
- Somewhat disagree: 19 (9%)
- Strongly disagree: 3 (2%)

**Student**
- Strongly agree: 102 (26%)
- Somewhat agree: 94 (24%)
- Neither agree nor disagree: 80 (20%)
- Somewhat disagree: 80 (20%)
- Strongly disagree: 18 (9%)

**Researcher/Staff/Admin**
- Strongly agree: 45 (29%)
- Somewhat agree: 45 (29%)
- Neither agree nor disagree: 18 (12%)
- Somewhat disagree: 17 (11%)
- Strongly disagree: 18 (12%)

**Prefer not to answer**
- Strongly agree: 15 (18%)
- Somewhat agree: 18 (22%)
- Neither agree nor disagree: 17 (20%)
- Somewhat disagree: 17 (20%)
- Strongly disagree: 17 (20%)

**Did not provide answer**
- Strongly agree: 9 (11%)
- Somewhat agree: 13 (16%)
- Neither agree nor disagree: 14 (18%)
- Somewhat disagree: 25 (32%)
- Strongly disagree: 18 (23%)
9. NYU Dentistry is committed to diversity and inclusion.
9. NYU Dentistry is committed to diversity and inclusion.
9. NYU Dentistry is committed to diversity and inclusion.

- **Faculty**
  - Strongly agree: 88 (44%)
  - Somewhat agree: 60 (30%)
  - Strongly disagree: 13 (7%)
  - Neither agree nor disagree: 26 (13%)

- **Student**
  - Strongly agree: 99 (31%)
  - Somewhat agree: 122 (31%)
  - Strongly disagree: 43 (11%)
  - Neither agree nor disagree: 50 (13%)

- **Researcher/Staff/Admin**
  - Strongly agree: 37 (24%)
  - Somewhat agree: 26 (17%)
  - Strongly disagree: 50 (13%)
  - Neither agree nor disagree: 33 (22%)

- **Prefer not to answer**
  - Strongly agree: 17 (20%)
  - Somewhat agree: 12 (14%)
  - Strongly disagree: 15 (18%)
  - Neither agree nor disagree: 21 (25%)

- **Did not provide answer**
  - Somewhat agree: 28 (35%)
  - Strongly disagree: 22 (28%)
  - Somewhat disagree: 5 (6%)
  - Neither agree nor disagree: 13 (17%)
10. People of all cultures and backgrounds are respected and valued here.
10. People of all cultures and backgrounds are respected and valued here.
10. People of all cultures and backgrounds are respected and valued here.

Faculty
- Strongly agree: 94 (47%)
- Somewhat agree: 57 (28%)
- Neither agree nor disagree: 20 (10%)
- Somewhat disagree: 15 (8%)
- Strongly disagree: 14 (7%)

Student
- Strongly agree: 115 (29%)
- Somewhat agree: 118 (30%)
- Neither agree nor disagree: 77 (19%)
- Somewhat disagree: 42 (11%)
- Strongly disagree: 42 (11%)

Researcher/Staff/Admin
- Strongly agree: 118 (30%)
- Somewhat agree: 30 (20%)
- Neither agree nor disagree: 30 (19%)
- Somewhat disagree: 31 (21%)
- Strongly disagree: 35 (23%)

Prefer not to answer
- Strongly agree: 13 (16%)
- Somewhat agree: 26 (33%)
- Neither agree nor disagree: 23 (27%)
- Somewhat disagree: 13 (16%)
- Strongly disagree: 20 (24%)

Did not provide answer
- Strongly agree: 26 (33%)
- Somewhat agree: 26 (32%)
- Neither agree nor disagree: 12 (15%)
- Somewhat disagree: 8 (10%)
- Strongly disagree: 8 (10%)
11. I feel included and respected within NYU Dentistry.
11. I feel included and respected within NYU Dentistry.
11. I feel included and respected within NYU Dentistry.

**Faculty**
- Strongly agree: 95 (48%)
- Somewhat agree: 61 (30%)
- Neither agree nor disagree: 22 (11%)
- Somewhat disagree: 12 (6%)
- Strongly disagree: 10 (5%)
- Prefer not to answer: 18 (9%)
- Did not provide answer: 18 (9%)

**Student**
- Strongly agree: 79 (20%)
- Somewhat agree: 129 (33%)
- Neither agree nor disagree: 71 (18%)
- Somewhat disagree: 61 (15%)
- Strongly disagree: 54 (14%)
- Prefer not to answer: 34 (9%)
- Did not provide answer: 18 (5%)

**Researcher/Staff/Admin**
- Strongly agree: 79 (20%)
- Somewhat agree: 129 (33%)
- Neither agree nor disagree: 33 (18%)
- Somewhat disagree: 24 (16%)
- Strongly disagree: 18 (12%)
- Prefer not to answer: 18 (11%)
- Did not provide answer: 18 (11%)

**Prefer not to answer**
- Strongly agree: 15 (18%)
- Somewhat agree: 26 (33%)
- Neither agree nor disagree: 34 (42%)
- Somewhat disagree: 11 (13%)
- Strongly disagree: 11 (13%)
- Did not provide answer: 18 (22%)

**Did not provide answer**
12. NYU Dentistry provides an environment for the free and open expression of ideas, opinions and beliefs.
12. NYU Dentistry provides an environment for the free and open expression of ideas, opinions and beliefs.
12. NYU Dentistry provides an environment for the free and open expression of ideas, opinions and beliefs.
13. If I had a concern about harassment or discrimination, I know where and how to report that concern.
13. If I had a concern about harassment or discrimination, I know where and how to report that concern.

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</table>
13. If I had a concern about harassment or discrimination, I know where and how to report that concern.
14. I believe NYU Dentistry will take appropriate action in response to incidents of discrimination.
14. I believe NYU Dentistry will take appropriate action in response to incidents of discrimination.
14. I believe NYU Dentistry will take appropriate action in response to incidents of discrimination.
15. Within NYU Dentistry, everyone has access to equal opportunities regardless of their race, gender, ethnicity, or disability.
15. Within NYU Dentistry, everyone has access to equal opportunities regardless of their race, gender, ethnicity, or disability.

- Strongly Agree:
  - Faculty: 17, 6%
  - Researcher/Staff/Admin: 22, 8%
  - Student: 82, 31%
  - Prefer not to answer: 30, 11%
  - Did not provide answer: 119, 44%

- Somewhat Agree:
  - Faculty: 22, 9, 4%, 10%
  - Researcher/Staff/Admin: 24, 9%
  - Student: 56, 23%
  - Prefer not to answer: 30, 12%
  - Did not provide answer: 123, 51%

- Neither Agree nor Disagree:
  - Faculty: 23, 14%
  - Researcher/Staff/Admin: 23, 14%
  - Student: 56, 23%
  - Prefer not to answer: 30, 12%
  - Did not provide answer: 71, 43%

- Somewhat Disagree:
  - Faculty: 14, 9%
  - Researcher/Staff/Admin: 14, 9%
  - Student: 31, 19%
  - Prefer not to answer: 25, 15%
  - Did not provide answer: 23, 14%

- Strongly Disagree:
  - Faculty: 31, 19%
  - Researcher/Staff/Admin: 17, 15%
  - Student: 39, 33%
  - Prefer not to answer: 36, 31%
  - Did not provide answer: 36, 31%

- Neither Disagree nor Agree:
  - Faculty: 13, 11%
  - Researcher/Staff/Admin: 12, 10%
  - Student: 71, 43%
  - Prefer not to answer: 25, 15%
  - Did not provide answer: 27, 24%
15. Within NYU Dentistry, everyone has access to equal opportunities regardless of their race, gender, ethnicity, or disability.

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- Faculty: 82 (41%) Strongly agree, 31 (16%) Neither agree nor disagree, 17 (9%) Somewhat disagree, 56 (28%) Somewhat agree, 13 (6%) Strongly disagree
- Student: 119 (30%) Strongly agree, 30 (20%) Somewhat agree, 9 (11%) Somewhat disagree, 36 (9%) Neither agree nor disagree, 17 (9%) Strongly disagree
- Researcher/Staff/Admin: 123 (31%) Strongly agree, 30 (20%) Somewhat agree, 39 (10%) Somewhat disagree, 27 (18%) Neither agree nor disagree, 22 (15%) Strongly disagree
- Prefer not to answer: 22 (26%) Strongly agree, 23 (27%) Neither agree nor disagree, 13 (16%) Somewhat disagree, 9 (11%) Somewhat agree, 17 (20%) Strongly disagree
- Did not provide answer: 22 (28%) Strongly agree, 12 (15%) Somewhat agree, 12 (15%) Somewhat disagree, 12 (15%) Neither agree nor disagree, 24 (30%) Strongly disagree
16. Individuals of different backgrounds are encouraged to apply for opportunities (honors programs, higher positions, leadership roles, etc.).
16. Individuals of different backgrounds are encouraged to apply for opportunities (honors programs, higher positions, leadership roles, etc.).
16. Individuals of different backgrounds are encouraged to apply for opportunities (honors programs, higher positions, leadership roles, etc.).

**Faculty**
- Strongly agree: 91 (46%)
- Somewhat agree: 50 (25%)
- Neither agree nor disagree: 37 (19%)
- Somewhat disagree: 13 (6%)
- Strongly disagree: 8 (4%)

**Researcher/Staff/Admin**
- Strongly agree: 32 (21%)
- Somewhat agree: 32 (21%)
- Neither agree nor disagree: 24 (16%)
- Strongly disagree: 23 (14%)
- Somewhat disagree: 18 (11%)
- Prefer not to answer: 25 (15%)

**Prefer not to answer**
- Strongly agree: 16 (19%)
- Somewhat agree: 10 (12%)
- Neither agree nor disagree: 25 (30%)
- Somewhat disagree: 10 (12%)
- Strongly disagree: 23 (27%)

**Did not provide answer**
- Strongly agree: 20 (25%)
- Somewhat agree: 18 (11%)
- Neither agree nor disagree: 17 (21%)
- Somewhat disagree: 10 (13%)
- Strongly disagree: 7 (9%)
- Did not provide answer: 49
17. Promotions/awards decisions are free of discrimination.
17. Promotions/awards decisions are free of discrimination.
17. Promotions/awards decisions are free of discrimination.
18. My performance is evaluated free of discrimination.
18. My performance is evaluated free of discrimination.
18. My performance is evaluated free of discrimination.
## CATEGORIZED COMMENTS

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COMMUNICATION / TRANSPARENCY / DISTRUST

Demographic breakdown:
- Students: 98 (59%)
- Faculty: 19 (11%)
- Staff/Admin/Researchers: 18 (11%)
- Prefer not to answer/no response: 32

Total responses: 167
BELONGING / OPEN EXPRESSION

Demographic | # of Responses
---|---
Students | 41
Faculty | 10
Staff/Admin/Researchers | 9
Prefer not to answer/no response | 12
Total | 72

- Students: 41, 57%
- Faculty: 10, 14%
- Staff/Admin/Researchers: 9, 12%
- Prefer not to answer/no response: 12, 17%
DISCRIMINATION / BIAS

Demographic | # of Responses
---|---
Students  | 25
Faculty  | 11
Staff/Admin/Researchers  | 13
Prefer not to answer/no response  | 16
**Total**  | **65**
HIRING / RECRUITMENT / EVALUATION / PROMOTION

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RESPECT / PROFESSIONALISM

Demographic

<table>
<thead>
<tr>
<th>Demographic</th>
<th># of Responses</th>
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</thead>
<tbody>
<tr>
<td>Students</td>
<td>31</td>
</tr>
<tr>
<td>Faculty</td>
<td>5</td>
</tr>
<tr>
<td>Staff/Admin/Researchers</td>
<td>2</td>
</tr>
<tr>
<td>Prefer not to answer/no response</td>
<td>14</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>52</strong></td>
</tr>
</tbody>
</table>

- Students: 31, 59%
- Faculty: 5, 10%
- Staff/Admin/Researchers: 2, 4%
- Prefer not to answer/no response: 14, 27%
WORK LIFE BALANCE / SCHEDULING

Demographic | # of Responses
---|---
Students | 19
Faculty | 1
Staff/Admin/Researchers | 2
Prefer not to answer/no response | 5
Total | 27
MISCELLANEOUS

<table>
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<th># of Responses</th>
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</thead>
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<tr>
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<tr>
<td>Faculty</td>
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<tr>
<td>Staff/Admin/Researchers</td>
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<td><strong>Total</strong></td>
<td><strong>15</strong></td>
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Topics for Training Programs

- How inclusive behaviors can be embedded into everyday professional activities and responsibilities: 304
- Teaching leaders how to manage diverse populations: 304
- Overcoming unconscious bias: 293
- Embracing differences in our community: 210
- Understanding and mitigating unconscious bias: 310
- Diversity, equity, inclusion, and belonging: 224
- Non-discrimination and regulatory compliance: 150
Types of Training Programs

- Lectures: 259
- Panel Discussions: 254
- Instructer-Led Training: 179
- Simulation Training: 163
- Coaching or Mentoring: 220
- Hands-On Training: 219
- E-learning: 216
- Coaching or Mentoring: 220
- Role-Playing: 77
- Case Studies or Other: 128
- Book/Article Clubs: 103
- Small Group Discussion and...: 249
- Role-Playing: 77
- Book/Article Clubs: 103
- Case Studies or Other: 128