

Memorial Student Center Diversity Climate Survey Fall 2021

Purpose of Assessment

The Texas A&M Memorial Student Center (MSC) provides leadership development opportunities for students through its 18 programming committees and resource areas. MSC Diversity leadership wanted to assess how MSC committee members and executive teams perceived the diversity initiatives instituted toward creating an inclusive student union. Student Life Studies has worked with the MSC since 2011 to assess the diversity and inclusion efforts and its effects on its membership.

Key Findings with Recommendations

Student Life Studies identified several key findings and developed actionable recommendations that MSC staff and student leadership may take based on the results. However, MSC staff and students may identify other findings using their knowledge and understanding of the community. Staff members are strongly encouraged to read all the results and qualitative comments to gain a fuller understanding of students' experiences.

- MSC students responding to the survey were generally positive about the MSC, its influence on their ideas of diversity, and similar to respondents in 2018 and 2016, were comfortable as members of their committees and of the MSC as a whole.
- As in previous years, the students overall indicated they found the MSC to be welcoming. However, they rated the MSC less welcoming based on religious beliefs and commented that they perceived an intolerance to non-Christian religious affiliations among students active in the MSC. Similarly, student reported exposure to a prejudiced environment based on religious affiliation, gender (self-reported) as well as based on their ethnicity/race. Although not part of quantitative response choices about feeling welcome at the MSC, some students also commented about the lack of support for LGBTQ+ students.
- The rate that students indicated experiencing exclusionary and unwelcoming encounters within the MSC fell slightly compared to 2018. The percentage of students who witnessed these encounters and intervened on another's behalf was the same as in 2018; those who witnessed encounters and did not intervene fell 2 percentage points.
- Respondents seemed to understand the importance of communicating and working with people who are different from themselves, but like previous years, the students were less confident in being prepared to work in diverse teams and communicate with people different from themselves. The students' agreement that activities, resources and initiatives intended to improve the diversity and inclusion of the MSC were effective or available also fell in comparison to 2018. Also students indicated discussing topics of diversity at a lower rate than in both 2018 and 2016.
 - Although gathering restrictions due to the COVID-19 pandemic may have influenced responses, continuing opportunities for diversity and inclusion education within committee programming, as well as encouraging opportunities for committees to work with one another when developing common programming, may enhance students' confidence in working with diverse teams, communicating with people different than themselves and their understanding of issues of power, privilege, and oppression. Forming partnerships between MSC

committees and organizations outside the MSC would also provide opportunities for MSC members to improve these skills.

- These results are recommended to be widely shared with MSC committee members, executives, advisors and other stakeholders. Response data will also be available to MSC committees and their members through a dashboard link from Student Life Studies when available.

Method and Sample

The survey was developed using Qualtrics®, a survey design software that creates web-based forms and databases. Of the 41 questions on the survey, 35 questions were quantitative, three were demographic questions and three were qualitative questions. This year's survey contained 15 fewer questions than the previous MSC Diversity climate survey issued in the fall of 2018. Due to branching technology, not all students who responded to the survey saw all the questions. The data were analyzed using SPSS®, a statistical software package, Microsoft Excel® and Microsoft Word®.

On October 26, 2021, an email invitation with the survey link was successfully sent to 1052 MSC members and executives. Four additional email reminders were sent to non-respondents until the close of the survey on November 18, 2021. Of the total 1052 unique links sent to students, 477 responded to at least some part of the survey, for a 45% response rate, which was higher than the 18% response rate in 2018 and the 29% response rate of the similar survey sent in 2016. Of the 477 responses, 13 were duplicates (received from the same student); in these cases, only a student's first, original response was retained. Additionally, 44 responded to the survey through an anonymous link; these responses were included in analyses but lacked demographic data.

Results

Results are reported as means, standard deviations (sd), and frequency percentages for the number of people (n) who responded to the question. For ease of reading, frequency percentages have been rounded to the nearest whole percent, so totals may not add up to exactly 100%. Tables are in descending mean or frequency order for 2021 unless otherwise specified. Duplicate responses (those from the same student) were removed from analysis, but the 44 from anonymous links were included in analysis. Qualitative themes are provided in this report; the entire list can be found in a separate document. Two appendices that present disaggregated results on some results are also included. Comparisons to the similar MSC climate surveys conducted in fall 2016 and fall 2018 will be made where appropriate.

The survey opened by asking the students to report their level of agreement or disagreement with a series of statements regarding the influence of the MSC on their personal development and ideas of diversity. As shown in Table 1, on the next page, students were most in agreement with being satisfied with the extent of their personal development since becoming a member of the MSC, similar to previous years.

| Statements | Strongly Agree (4) | Agree (3) | Disagree (2) | Strongly Disagree (1) | 2021 Mean (sd) [n] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|--|-----------------------|--------------|-----------------|--------------------------|--------------------------|--------------------------|--------------------------|
| I am satisfied with the extent of my personal development since becoming a member of the MSC. | 47% | 49% | 4% | 1% | 3.42 (.60) [505] | 3.38 (.72) [204] | 3.40 (.61) [291] |
| The MSC has had a positively influenced my idea(s) of diversity. | 39% | 54% | 6% | 1% | 3.31 (.64) [506] | 3.32 (.73) [207] | ↑ |
| My interest in matters of diversity have increased since joining the MSC. | 33% | 56% | 10% | 2% | 3.20 (.67) [507] | 3.25 (.75) [209] | ↑ |

Table 1: Influence of the MSC

↑ Not asked

MSC students were next asked to report their comfort levels as members of the MSC and at Texas A&M. Noted in Table 2, students primarily reported high levels of comfort overall, but were most comfortable as a member of their MSC committee and least comfortable as part of Texas A&M, similar to previous years. Comfort levels fell compared to 2018.

| How comfortable are you as part of..... | Very Comfortable (4) | Comfortable (3) | Uncomfortable (2) | Very Uncomfortable (1) | 2021 Mean (sd) [n=507] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|---|-------------------------|--------------------|----------------------|---------------------------|------------------------------|--------------------------|--------------------------|
| Your MSC Committee | 70% | 28% | 2% | -- | 3.69 (.50) | 3.72 (.58) [208] | 3.65 (.58) [292] |
| The Memorial Student Center | 60% | 39% | 1% | <1% | 3.57 (.54) | 3.60 (.58) [206] | 3.50 (.58) [291] |
| Texas A&M University | 48% | 44% | 7% | <1% | 3.40 (.64) | 3.47 (.71) [207] | 3.40 (.67) [292] |

Table 2: Respondent Comfort within MSC and Texas A&M

Students were asked about the overall climate of the MSC; how welcoming they found the MSC based on their own demographic profiles. Table 3 on the following page, demonstrates that students generally perceived the MSC to be a welcoming environment; however, students found it a little less so in relation to their religious beliefs. Although the “I don’t know” selection was the last Likert scale option displayed for responders to choose in the survey, it was considered the neutral response and included within the calculation of mean as rating 3. Those who selected “unfriendly” or “extremely unwelcoming” for any of the dimension were asked to share why they found the MSC unfriendly or unwelcoming. Fifteen students responded and although each response was unique, nearly half mentioned that they found the MSC unfriendly and unwelcoming due to intolerance of religious beliefs and expression outside of Christianity. Others mentioned their response was influenced by the lack of support for the LGBTQ+ community visible within the MSC.

| Please rate the overall climate at the Memorial Student Center on the following dimensions: The Memorial Student Center is welcoming based on my | Extremely Welcoming (5) | Friendly (4) | I Don't know (3) | Unfriendly (2) | Extremely Unwelcoming (1) | 2021 Mean (sd) [n=497] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|--|-------------------------|--------------|------------------|----------------|---------------------------|------------------------|--------------------|--------------------|
| Gender | 57% | 39% | 2% | 2% | <1% | 4.51 (.65) | 4.54 (.59) [207] | 4.48 (.63) [292] |
| Race | 54% | 42% | 2% | 2% | -- | 4.48 (.63) | 4.49 (.66) [208] | 4.36 (.79) [291] |
| US Citizenship Status | 57% | 36% | 6% | 1% | <1% | 4.48 (.69) | 4.41 (.80) [207] | 4.39 (.87) [292] |
| Ethnicity | 52% | 44% | 3% | 1% | -- | 4.47 (.62) | 4.49 (.68) [208] | 4.34 (.82) [292] |
| Religious Beliefs | 40% | 47% | 10% | 3% | <1% | 4.22 (.68) | 4.24 (.81) [208] | 4.24 (.86) [292] |

Table 3: MSC Welcoming Climate

Responses to the overall climate dimension for race, and ethnicity were further disaggregated by the race and ethnicity of respondents based on data obtained through official University record and those results are shown in Appendix 1. Similarly, responses to the overall climate dimension of religious beliefs were further disaggregated by self-reported religious affiliation also shown in Appendix 1. Data presented that exceeds the percent frequencies within unfriendly or extremely unwelcoming categories presented in Table 3 are highlighted in red within their respective tables within Appendix 1.

The students were asked to report their level of agreement or disagreement with statements that focused on interacting with diverse people, and their preparation in doing so. As noted in Table 4, on the following page, their responses were primarily positive to all statements; however, they were most positive about the essentialness of communicating with people different than themselves as a leadership skill. Conversely, the students were least positive about feeling prepared to communicate effectively with people different from themselves and working effectively in diverse teams.

| Statements | Strongly Agree (4) | Agree (3) | Disagree (2) | Strongly Disagree (1) | 2021 Mean (sd) [n] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|---|--------------------|-----------|--------------|-----------------------|--------------------|--------------------|--------------------|
| Being able to communicate with people different from me is an essential leadership skill. | 84% | 16% | -- | -- | 3.84 (.34) [486] | 3.82 (.40) [175] | 3.84 (.38) [259] |
| It is important to include diverse people in teams †. | 77% | 22% | 1% | -- | 3.76 (.45) [486] | 3.76 (.49) [174] | 3.75 (.49) [257] |
| Meaningful interactions with people who hold different identities than my own is an essential part of my college education. | 72% | 26% | 2% | -- | 3.70 (.50) [485] | 3.74 (.49) [175] | 3.63 (.63) [257] |
| Talking with people who have values different than me helps me to understand myself and my values better. | 64% | 35% | 1% | -- | 3.63 (.51) [486] | 3.68 (.55) [175] | 3.71 (.47) [257] |
| I feel prepared to work effectively in diverse teams. | 61% | 38% | 1% | -- | 3.59 (.52) [486] | 3.60 (.53) [175] | 3.54 (.57) [259] |
| I feel prepared to communicate effectively with people different than me. | 60% | 39% | 2% | -- | 3.58 (.53) [486] | 3.63 (.53) [174] | 3.55 (.56) [257] |

Table 4: Interaction with Diverse People

† Previous to 2021 this statement ended with the phrase “and organizations.”

Respondents were next asked about their perceptions of the MSC regarding its focus on issues of diversity. As noted in Table 5, nearly three-quarters thought their committee frequently included sufficiently diverse materials, perspectives or experiences for their members, but less often thought their committee focused on issues of diversity. The mean frequency rating increased from 2018 and 2016 for the statements “To what extent does your committee include sufficiently diverse materials, perspectives or experiences for its members” and the “MSC focus on issues of diversity” but was slightly lower than 2018 regarding “Your committees focus on issues diversity.”

| To what extent does.... | Frequently (4) | Sometimes (3) | Rarely (2) | Not at all (1) | 2021 Mean (sd) [n=484] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n=226] |
|--|----------------|---------------|------------|----------------|------------------------|--------------------|------------------------|
| Your committee include sufficiently diverse materials, perspectives, or experiences for its members. | 70% | 28% | 2% | 1% | 3.67 (.54) | 3.61 (.65) [176] | 3.57 (.56) |
| The MSC focus on issues of diversity. | 61% | 34% | 4% | <1% | 3.56 (.60) | 3.49 (.65) [175] | 3.44 (.66) |
| Your committee focus on issues of diversity. | 55% | 37% | 7% | 1% | 3.46 (.68) | 3.47 (.75) [176] | 3.37 (.74) |

Table 5: MSC Focus on Diversity

Participants were next asked to report how often they were likely to engage in certain inclusive and divisive behaviors as a result of their participation in the MSC. As detailed in Table 6, on the following page, more than three-quarters of the students reported that they frequently initiated contact with people not of a

similar racial/ethnic background as a result of participation in the MSC. However, one-quarter of students indicated sometimes or frequently being exposed to a prejudiced environment within the MSC. The question about being exposed to prejudice within the MSC changed wording from 2016 to 2018, with the broader term “prejudiced” replacing “racist.”

| As a result of your participation in the MSC, how often are you likely to | Frequently (4) | Sometimes (3) | Rarely (2) | Not at all (1) | 2021 Mean (sd) [n] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|--|----------------|---------------|------------|----------------|--------------------|--------------------|--------------------|
| Initiate contact with people not of a similar racial/ethnic background. | 78% | 20% | 2% | <1% | 3.75 (.50) [475] | 3.72 (.53) [175] | 3.54 (.71) [228] |
| Initiate contact with people not of a similar religious background. | 72% | 24% | 3% | <1% | 3.68 (.55) [475] | 3.64 (.61) [176] | 3.50 (.69) [226] |
| Discuss a topic related to diversity. | 44% | 47% | 6% | 3% | 3.33 (.71) [475] | 3.53 (.65) [176] | 3.38 (.68) [228] |
| Confront others who use hurtful or negative language about people who are different from themselves. | 40% | 41% | 13% | 6% | 3.16 (.86) [475] | 3.19 (.87) [176] | 3.01 (.81) [227] |
| Have been exposed to a 1 prejudiced environment within the MSC. | 11% | 14% | 29% | 47% | 1.90 (1.00) [476] | 2.01 (1.06) [175] | 1.80 (.93) [227] |

Table 6: Inclusive or Divisive Behaviors
1 in 2016, the question used the term “racist”, not “prejudiced”

One-quarter of respondents indicated having been exposed to prejudiced environment within the MSC, and standard deviation of responses was also elevated compared to the other statement responses. As a result responses were disaggregated by race, ethnicity, self-reported religious affiliation and self-reported gender to present more detail regarding the overall response. Appendix 2 presents that data, and the responses that exceeds the percent frequencies within frequently or sometimes categories presented in Table 6 are highlighted in red within their respective tables within Appendix 2.

Next, students were asked to indicate their level of agreement or disagreement with statements regarding activities, resources and initiatives intended to improve the diversity and inclusion of the MSC. Table 7, on this page and the following page, shows that students were most agreeable about the chance to interact with or learn about different cultures than their own when participating in activities and programs.

| Statements | Strongly Agree (4) | Agree (3) | Disagree (2) | Strongly Disagree (1) | 2021 Mean (sd) [n] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|---|--------------------|-----------|--------------|-----------------------|--------------------|--------------------|--------------------|
| When participating in activities and programs, I have had the chance to learn about cultures different than my own. | 50% | 44% | 6% | <1% | 3.44 (.61) [433] | 1 | 1 |
| The MSC has diversity resources available for committees to utilize. | 43% | 52% | 4% | -- | 3.39 (.57) [433] | 3.46 (.63) [169] | 3.24 (.69) [206] |
| The MSC effectively reached out to people different than me during recruitment periods. | 38% | 55% | 7% | -- | 3.31 (.60) [432] | 3.33 (.66) [170] | 3.18 (.76) [206] |

| Statements | Strongly Agree (4) | Agree (3) | Disagree (2) | Strongly Disagree (1) | 2021 Mean (sd) [n] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|--|--------------------|-----------|--------------|-----------------------|------------------------|------------------------|------------------------|
| The MSC effectively reached out to people like me during recruitment periods. | 39% | 48% | 12% | 1% | 3.25 (.71) [432] | 3.36 (.69) [170] | 3.22 (.79) [206] |
| As a result of my experience in the MSC, I have a better understanding of issues of power, privilege, and oppression. | 38% | 48% | 12% | 2% | 3.21 (.74) [432] | 3.45 (.69) [170] | 3.25 (.69) [206] |

Table 7: MSC Diversity Education and Recruitment

‡ Not asked

Students were then requested to provide feedback regarding their experiences within the Student Programs Office (SPO) in the MSC. Table 8 details that most students felt that the SPO was a space in which they could work. However, students were less in agreement that they had a chance to interact with people from other MSC committees when in the SPO or felt as though they could approach anyone. All statements' means fell slightly compared to 2018, but were higher than 2016.

| When in the Student Programs Office (SPO).... | Strongly Agree (4) | Agree (3) | Disagree (2) | Strongly Disagree (1) | 2021 Mean (sd) [n] | 2018 Mean (sd) [n] | 2016 Mean (sd) [n] |
|---|--------------------|-----------|--------------|-----------------------|------------------------|------------------------|------------------------|
| I feel as though I have a space in which I can work. | 51% | 44% | 4% | <1% | 3.46 (.60) [464] | 3.47 (.72) [170] | 3.35 (.72) [208] |
| I see people similar to me represented in pictures ‡ within the Student Programs Office (SPO). | 46% | 45% | 8% | 1% | 3.36 (.67) [463] | 3.41 (.72) [170] | 3.25 (.71) [208] |
| I have the chance to interact with people from other MSC committees. | 39% | 48% | 11% | 2% | 3.25 (.71) [465] | 3.26 (.67) [170] | 3.10 (.79) [208] |
| I feel as though I can approach anyone with questions or to just talk. | 37% | 47% | 14% | 2% | 3.20 (.73) [464] | 3.26 (.83) [171] | 3.13 (.82) [208] |

Table 8: MSC Student Programs Office

‡ Phrase "within the Student Programs Office (SPO)" was added in 2021

Table 9, on the following page, shows the students' responses when asked if, within the past year, they had witnessed or experienced any exclusionary behavior within the MSC. Those who responded yes were asked to describe the exclusionary experience or behavior they experienced or witnessed. Of the 17 who responded with comments, four spoke about personal experiences with racism or prejudice against LGBTQ+ community. and conflicts about and incidences stemming from COVID safety protocols. Others spoke about incidences of exclusion due to religion, race and ethnicity and committee membership. Compared to 2018 or 2016, fewer students indicated they witnessed, witnessed and did not interfere, or experienced exclusionary behavior. However, an equal percentage of students in 2021 indicated they interfered after witnessing this behavior as did in 2018, which is 4 percentage points lower than noted in 2016.

| Witnessed or experienced exclusionary behavior within the MSC. | 2021 Frequency Percentage [n=466] | 2018 Frequency Percentage [n=170] | 2016 Frequency Percentage [n=207] |
|--|--|--|--|
| No | 95% | 92% | 87% |
| Yes, witnessed and did interfere | 1% | 1% | 5% |
| Yes, witnessed and did not interfere | 2% | 4% | 4% |
| Yes, experienced | 3% | 4% | 4% |

Table 9: Exclusionary Behaviors within MSC

Students were provided the option to share any information they would like the MSC to know that they were not able to communicate through the other questions within the survey. Twenty-seven chose to comment and those comments included identifications with specific ethnic and racial groups as well as sharing sexual orientation. Some common viewpoints were shared, like noting that diversity efforts and education should move beyond race, ethnicity and other person identities to include diversity of thought. A few students shared that they wanted more opportunities for cross MSC committee interactions and more MSC events in general. See the attached documents for the specific comments.

Students were requested to respond to a series of demographic questions to assist the MSC in understanding differences and similarities between people of different backgrounds. Students were asked to report their gender in a check-all-that-apply response. Of the 468 students who responded, 71% selected female, 37% selected male, 2% indicated they preferred not to answer and 1% selected gender-fluid/non-binary/genderqueer. No one chose the selections of two-spirit, intersex nor wrote in a response to “not listed above (please specify).”

The survey asked students to share their religious affiliation. As seen in Table 10, the majority of students identified as Christian although lower than in previous years. About half of the sixteen “Not Listed” responses listed Catholic, and the other responses included Mormon, Punjabi, Sikh, Baha’i, Pantheist, and non-affiliated.

| Religious Affiliation (check all that apply) | 2021 Frequency Percentage [n=462] | 2018 Frequency Percentage [n=169] | 2016 Frequency Percentage [n=209] |
|--|--|--|--|
| Christian | 57% | 71% | 70% |
| Agnostic | 15% | 9% | 8% |
| Atheist | 8% | 5% | 5% |
| Prefer not to Answer | 8% | 5% | -- |
| Spiritual, but not religious | 6% | 5% | 6% |
| Not Listed | 4% | 4% | 4% |
| Hindu | 3% | 2% | 1% |
| Muslim | 2% | 2% | 3% |
| Jewish | 2% | 1% | -- |
| Buddhist | 1% | 2% | 1% |
| Pagan/Wiccan | <1% | -- | 1% |

Table 10: Religious Affiliation of MSC Students

Lastly, participants were asked, in general, how they would describe their political views. Their responses are noted in Table 11. Almost one-third of respondents described their political views as liberal, followed closely by describing their views as moderate. The question and the scale choices changed compared to the previous two years of surveys, so comparisons are not presented in Table 11. Those responses, however, are available through the dashboard.

| Political Views | 2021 Frequency Percentage [n=169] |
|----------------------|--|
| Liberal | 32% |
| Moderate | 29% |
| Very Liberal | 17% |
| Conservative | 14% |
| Don't Know/Undecided | 5% |
| Very Conservative | 3% |

Table 11: Political Views

The demographics of both the survey respondents and the MSC member student population are noted in Table 12, on this and the following page, based on data obtained from official university records based on the students' Universal Identification Number (UIN). Those who provided responses through an anonymous link are not included. Demographics of survey respondents were similar to MSC members overall, except a slightly greater percentage of Hispanic students answered the survey than are represented within the overall MSC member population.

| Demographics | Respondents Percentage [n=210] | MSC Members Percentage [n=1030] |
|---|--------------------------------------|---------------------------------------|
| Classification | | |
| Senior | 28% | 24% |
| Freshman | 24% | 25% |
| Junior | 24% | 22% |
| Sophomore | 22% | 22% |
| Masters | 2% | 6% |
| Doctoral | 1% | 2% |
| Undergraduate (UG) Non-degree | -- | <1% |
| Academic College | | |
| Liberal Arts | 27% | 23% |
| College of Engineering | 25% | 26% |
| Mays Business School | 15% | 15% |
| Science | 7% | 7% |
| Agriculture and Life Sciences | 7% | 7% |
| Education and Human Development | 5% | 6% |
| Veterinary Medicine and Biomedical Sciences | 5% | 5% |
| Architecture | 4% | 4% |
| General Studies | 3% | 3% |
| Public Health | 2% | 2% |
| Geosciences | 1% | 1% |
| Bush School | 1% | 1% |
| Exchange | -- | 1% |
| Nursing | -- | <1% |
| School of Law | -- | <1% |
| Ethnic Origin | | |
| White | 52% | 47% |
| Hispanic or Latino of any Race | 29% | 25% |
| Asian | 11% | 13% |
| Black Only or multi-racial with Black | 3% | 3% |
| Multi-racial excluding Black | 3% | 3% |
| International | 2% | 8% |
| Ethnic Origin (continued) | | |

| Demographics | Respondents Percentage [n=210] | MSC Members Percentage [n=1030] |
|-------------------------|--------------------------------------|---------------------------------------|
| Unknown or Not Reported | <1% | <1% |
| American Indian | -- | <1% |
| Sex | | |
| Female | 63% | 59% |
| Male | 37% | 41% |
| First Generation | | |
| Not First Generation | 81% | 75% |
| First Generation | 15% | 14% |
| Unknown | 4% | 10% |

Table 12: Demographics of Respondents and MSC Members

This year the contact list provided to Student Life Studies from the MSC included the committee memberships of the students on the list. Table 13, on the next page, shows the percentage of MSC membership by committee and the percentage by MSC committee of those who responded to the survey. Those who responded anonymously are not included. Some students are active in multiple committees and that is reflected in the data. The International Student Association included the highest percentage of MSC members; however, their membership responded to the survey through the unique links sent to each member 12 percentage points lower than their representation among MSC members. Add that the table is in descending order by which column for each demographic category

| MSC Committees | Respondents Percentage [n=210] | MSC Members Percentage [n=1185] |
|---|--------------------------------------|---------------------------------------|
| Town Hall | 15% | 10% |
| Freshmen in Service and Hosting (FISH) | 11% | 11% |
| Student Conference on National Affairs (SCONA) | 10% | 6% |
| Aggie Leaders of Tomorrow (ALOT) | 10% | 12% |
| OPAS | 10% | 6% |
| Spencer | 7% | 4% |
| International Student Association (ISA) | 4% | 16% |
| Freshman Leadership International (FLI) | 4% | 6% |
| Aggie Cinema | 4% | 4% |
| Committee for the Awareness of Mexican-American Culture (CAMAC) | 4% | 3% |
| Abbott Family Leadership Conference | 4% | 9% |
| L.T. Jordan Institute for International Awareness | 3% | 2% |
| MSC Officers (excluding Chairs) | 3% | 2% |
| Wiley Lecture Series | 3% | 2% |
| Student Conference on Latino Affairs (SCOLA) | 2% | 1% |
| Carter G. Woodson Black Awareness Committee (WBAC) | 2% | 1% |
| Hospitality | 2% | 3% |
| Fall Leadership Conference (FLC) | 1% | <1% |
| Visual Arts Committee (VAC) | 1% | 3% |

Table 13: MSC Committees

Department Background

The Memorial Student Center (MSC) is a department in the Division of Student Affairs providing students with academic, cultural awareness and arts programs. The MSC provides leadership development opportunities for students involved in any of the 18 committees. Additionally, the MSC developed a diversity plan, active

from 2016 through 2021, and per its website (<https://msc.tamu.edu/diversity-plan/>) the MSC “will strive to be the leader in diversity efforts among the Division of Student Affairs through programming and the development of leaders in the pursuit of creating a diverse marketplace of ideas.”

Project Details

During early distribution of the survey an anonymous link was distributed among some MSC members in addition to the unique link to the survey sent via email to each MSC member. The responses received through the anonymous links were included in the analysis and are reflected in the aggregate results. However, the demographics reported for respondents, as well as cross-tabbed responses by demographics cannot include responses collected through the anonymous link.

The Department of Student Life Studies provides quality assessment services, resources and assessment training for departments in the Texas A&M University Division of Student Affairs and student organizations. Services by Student Life Studies are funded, in part, by the Texas A&M University Advancement Fee. Results of this project and other assessment projects done through Student Life Studies can be found at <https://studentlifestudies.tamu.edu/results/>. Additionally, anyone can follow Student Life Studies on Facebook.

To work with Student Life Studies for future assessment projects, please fill out the Assessment Questionnaire at <https://slsform.dsaapps.tamu.edu/>.

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Report Prepared on: February 11, 2022
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Appendix 1: Rate the overall climate at the Memorial Student Center on the following dimensions-
Race, Ethnicity, Religious Beliefs Disaggregated by Race, Ethnicity and Q41 Religious Affiliation

| Please rate the overall climate at the Memorial Student Center on the following dimensions: The Memorial Student Center is welcoming based on my Ethnicity | Multi-racial excluding Black (n=15) | Asian (n=50) | Black only or multi-racial with Black (n=15) | Hispanic or Latino of any Race (n=136) | Inter- national (n=10) | White (n=152) | Anonymous (n=42) | Unknown/ Not Reported (n=1) |
|---|---|-----------------|---|--|------------------------------|------------------|---------------------|-----------------------------------|
| Extremely Unwelcoming | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 |
| Unfriendly | 0% n=0 | 2% n=1 | 7% n=1 | 2% n= | 20% n=2 | <1% n=1 | 2% n=1 | 0% n=0 |
| Don't Know | 0% n=0 | 2% n=1 | 7% n=1 | 2% n=2 | 10% n=1 | 3% n=7 | 2% n=1 | 0% n=0 |
| Friendly | 33% n=5 | 68% n=34 | 80% n=13 | 43% n=59 | 60% n=6 | 34% n=81 | 41% n=17 | 100% n=1 |
| Extremely Welcoming | 67% n=10 | 30% n=15 | 7% n=1 | 54% n=73 | 10% n=1 | 63% n=152 | 55% n=23 | 0% n=0 |

Appendix 1 Table 1: Cross-tab Welcoming Climate Race by Ethnicity/Race Demographic

| Please rate the overall climate at the Memorial Student Center on the following dimensions: The Memorial Student Center is welcoming based on my Ethnicity | Multi-racial excluding Black (n=15) | Asian (n=50) | Black only or multi-racial with Black (n=15) | Hispanic or Latino of any Race (n=136) | Inter- national (n=10) | White (n=152) | Anonymous (n=42) | Unknown/ Not Reported (n=1) |
|---|---|-----------------|---|--|------------------------------|------------------|---------------------|-----------------------------------|
| Extremely Unwelcoming | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 |
| Unfriendly | 0% n=0 | 2% n=1 | 0% n=0 | 2% n=3 | 20% n=2 | <1% n=1 | 2% n=1 | 0% n=0 |
| Don't Know | 0% n=0 | 4% n=2 | 7% n=1 | 1% n=1 | 10% n=1 | 3% n=7 | 2% n=1 | 0% n=0 |
| Friendly | 33% n=5 | 66% n=33 | 87% n=13 | 48% n=65 | 70% n=7 | 34% n=81 | 45% n=19 | 100% n=1 |
| Extremely Welcoming | 65% n=10 | 30% n=15 | 7% n=1 | 49% n=67 | 0% n=0 | 63% n=152 | 50% n=21 | 0% n=0 |

Appendix 1 Table 2: Cross-tab Welcoming Climate Ethnicity by Ethnicity/Race Demographic

Appendix 1: Rate the overall climate at the Memorial Student Center on the following dimensions-
Race, Ethnicity, Religious Beliefs Disaggregated by Race, Ethnicity and Q41 Religious Affiliation

| Please rate the overall climate at the Memorial Student Center on the following dimensions: The Memorial Student Center is welcoming based on my Religious Beliefs | Christian (n=270) | Agnostic (n=70) | Atheist (n=39) | Prefer not to answer (n=36) | Spiritual but not religious (n=26) | Hindu (n=17) |
|---|----------------------|--------------------|-------------------|--------------------------------|---------------------------------------|-----------------|
| Extremely Unwelcoming | 0% n=0 | 0% n=0 | 3% n=1 | 0% n=0 | 4% n=1 | 0% n=0 |
| Unfriendly | 2% n=5 | 11% n=8 | 5% n=2 | 0% n=0 | 4% n=1 | 6% n=1 |
| Don't Know | 5% n=13 | 17% n=12 | 8% n=3 | 19% n=7 | 19% n=5 | 18% n=3 |
| Friendly | 44% n=120 | 41% n=29 | 59% n=23 | 47% n=17 | 50% n=13 | 65% n=11 |
| Extremely Welcoming | 49% n=132 | 30% n=21 | 26% n=10 | 33% n=12 | 23% n=6 | 12% n=2 |

Appendix 1 Table 3: Cross-tab Welcoming Climate Religion by Q41 Self-Reported Religious Affiliation

| Please rate the overall climate at the Memorial Student Center on the following dimensions: The Memorial Student Center is welcoming based on my Religion | Not Listed (n=16) | Muslim (n=7) | Jewish (n=7) | Buddhist (n=5) | Pagan Wiccan (n=1) |
|--|----------------------|-----------------|-----------------|-------------------|-----------------------|
| Extremely Unwelcoming | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 | 0% n=0 |
| Unfriendly | 0% n=0 | 14% n=1 | 29% n=2 | 0% n=0 | 0% n=0 |
| Don't Know | 25% n=4 | 14% n=1 | 0% n=0 | 0% n=0 | 0% n=0 |
| Friendly | 44% n=7 | 71% n=5 | 57% n=4 | 60% n=3 | 100% n=1 |
| Extremely Welcoming | 31% n=5 | 0% n=0 | 14% n=1 | 40% n=2 | 0% n=0 |

Appendix 1 Table 4: Cross-tab Welcoming Climate Religion by Q41 Self-Reported Religious Affiliation
(continued)

Appendix 2: Have been exposed to a prejudiced environment disaggregated by Ethnicity/Race demographic, responses to Q 41 Religious Affiliation and Q20 Gender

| As a result of your participation in the MSC, how often are you likely to have been exposed to a prejudiced environment within the MSC | Multi-racial excluding Black (n=14) | Asian (n=47) | Black only or multi-racial with Black (n=15) | Hispanic or Latino of any Race (n=134) | Inter-national (n=10) | White (n=152) | Anonymous (n=38) | Unknown/ Not Reported (n=1) |
|--|--|-----------------|---|---|--------------------------|------------------|---------------------|--------------------------------|
| Frequently | 0% n=0 | 21% n=10 | 13% n=2 | 8% n=11 | 10% n=1 | 8% n=19 | 21% n=8 | 0% n=0 |
| Sometimes | 7% n=1 | 17% n=8 | 27% n=4 | 11% n=15 | 40% n=4 | 14% n=33 | 13% n= | 0% n=0 |
| Rarely | 14% n=2 | 38% n=18 | 27% n=4 | 28% n=37 | 0% n=0 | 33% n=76 | 21% n=8 | 0% n=0 |
| Not at All | 79% n=11 | 23% n=11 | 33% n=5 | 53% n=71 | 50% n=5 | 44% n=101 | 45% n=17 | 100% n=1 |

Appendix 2 Table 1: Cross-tab Prejudiced Environment by Ethnicity/Race Demographic

| As a result of your participation in the MSC, how often are you likely to have been exposed to a prejudiced environment within the MSC | Christian (n=269) | Agnostic (n=70) | Atheist (n=39) | Prefer not to answer (n=36) | Spiritual but not religious (n=26) | Hindu (n=17) |
|--|----------------------|--------------------|-------------------|--------------------------------|---------------------------------------|-----------------|
| Frequently | 10% n=28 | 4% n=3 | 8% n=3 | 11% n=4 | 12% n=3 | 12% n=2 |
| Sometimes | 14% n=38 | 10% n=7 | 13% n=5 | 19% n=7 | 19% n=5 | 18% n=3 |
| Rarely | 28% n=76 | 43% n=30 | 23% n=9 | 28% n=10 | 35% n=9 | 35% n=6 |
| Not at all | 47% n=127 | 43% n=30 | 56% n=22 | 42% n=15 | 35% n=9 | 35% n=6 |

Appendix 2 Table 2: Cross-tab Prejudiced Environment by Q41 Self-Reported Religious Affiliation

| As a result of your participation in the MSC, how often are you likely to have been exposed to a prejudiced environment within the MSC | Not Listed (n=16) | Muslim (n=7) | Jewish (n=7) | Buddhist (n=5) | Pagan Wiccan (n=1) |
|--|----------------------|-----------------|-----------------|-------------------|-----------------------|
| Frequently | 13% n=2 | 14% n=1 | 0% n=0 | 20% n=1 | 0% n=0 |
| Sometimes | 6% n=1 | 43% n=3 | 14% n=1 | 40% n=2 | 0% n=0 |
| Rarely | 25% n=4 | 14% n=5 | 27% n=2 | 40% n=2 | 0% n=0 |
| Not at all | 56% n=9 | 29% n=2 | 57% n=4 | 0% n=0 | 100% n=1 |

Appendix 2 Table 3: Cross-tab Prejudiced Environment by Q41 Self-Reported Religious Affiliation
[continued]

Appendix 2: Have been exposed to a prejudiced environment disaggregated by Ethnicity/Race demographic, responses to Q 41 Religious Affiliation and Q20 Gender

| As a result of your participation in the MSC, how often are you likely to have been exposed to a prejudiced environment within the MSC* | Female (n=290) | Male (n=175) | Gender-fluid/Non-Binary/Genderqueer (n=7) | Prefer not to answer (n=8) |
|--|---------------------------|-------------------------|--|---------------------------------------|
| Frequently | 9% n=26 | 12% n=21 | 0% n=0 | 13% n=1 |
| Sometimes | 15% n=43 | 14% n=25 | 57% n=4 | 13% n=1 |
| Rarely | 33% n=97 | 22% n=39 | 43% n=3 | 50% n=4 |
| Not at all | 43% n=124 | 51% n=90 | 0% n=0 | 25% n=2 |

Appendix 2 Table 4: Cross-tab Prejudiced Environment by Q40 Self-Reported Gender

*No responses to choices Two-Spirit, Intersex and Not listed above