

Highlights of JHU Diversity Survey Findings

GENERAL DEMOGRAPHICS

The following are breakdowns of the total JHU respondents (1542) by position, gender, and race/ethnicity:

<i>Position/Title</i>	<i>Percentage of Total Respondents</i>
Administrative Officer	5%
Faculty	25%
Senior Staff	32%
Support Staff	38%
<i>Gender</i>	
Male	37%
Female	63%
<i>Primary Race/Ethnicity</i>	
African American	17%
Native American or Alaskan Native	0.3%
Asian or Pacific Islander	4%
Latino	3%
White	73%
Other	3%

OVERALL JHU RESPONSES IN COMPARISON TO RESPONSES BY RACE AND GENDER FOR A DOZEN SELECTED CLIMATE SURVEY STATEMENTS

- 1. When asked, “Overall how satisfied are you with your experience at Johns Hopkins?” 77% of the total JHU respondents to this question were satisfied or very satisfied.** African Americans responded 52%, Asians or Pacific Islanders 60%, Latinos 78%, Whites 85%. Males responded 79% and Females 76%.
- 2. 65% of the total JHU respondents to the question “Overall how satisfied are you with the climate in the University?” were satisfied or very satisfied.** African Americans responded 35%; Asians or Pacific Islanders 59%; Latinos 72%, and Whites 73%. Males responded 70% and Females 63%.
- 3. 63% of the total JHU survey participants agreed or strongly agreed with the statement “Diversity and Inclusion is very much a part of the University culture”.** The response varied by race: African Americans 37%, Asians or Pacific Islanders 53%, Latinos 50%, and Whites 71%. Males responded 65% and Females 62%.
- 4. 77% of JHU respondents agreed or strongly agreed with the statement “My colleagues treat me with civility”.** African Americans responded 50%; Asians or Pacific Islanders 58%; Latinos 81% and Whites 85%. There was little difference in the response of Males (79%) and Females (77%).

5. Of the total JHU respondents, **62% agreed or strongly agreed that they “Work in an environment of trust where [they are] free to offer different opinions.”** This compared to 35% for African Americans; 53% for Asians or Pacific Islanders; 56% for Latinos and 71% for Whites. Males were 66% compared to 61% for Females.
6. Of the total JHU respondents, **44% stated that they always or almost always receive acknowledgement for work achievement.** This compared to 26% for African Americans, 33% for Asians or Pacific Islanders, 33% for Latinos, and 50% for Whites. Males were 46% and Females were 44%.
7. **Of the total JHU responses to the statement, “Workplace policies, practices, and procedures are applied consistently at the University.” 45% agreed or strongly agreed.** African Americans responded 31%; Asians or Pacific Islanders 24%; Latinos 28% and Whites 49%. Males responded 52% and Females 41%.
8. **Of the total JHU responses to the statement “At the University I have observed insensitive behavior or heard disparaging remarks targeted at someone due to..”**, the types mentioned the most by employees who answered the question were:
 - Race and Ethnicity 517
 - Gender 216
 - Sexual orientation 212

(Note: Numbers are out of a total 603 employees who answered any part of the question. Individuals could have selected more than one category.)
9. **Agreement for total JHU with the statement, “The University visibly addresses accessibility concerns for individuals with disabilities” was 48%.** For total JHU respondents that answered this question, 25% said “Don’t Know”.
10. **In response to the statement “It is usually easy for me to balance the demands of both work and home life in my current job”,** 60% of all respondents stated either always or almost always. African Americans responded 52%, Asians or Pacific Islanders 43%; Latinos 61%; and Whites 62%. The percentage for Males was 57% and for Females 61%.
11. **In response to the statement “The University takes sufficient action to retain underrepresented groups of (Academic Officers, Faculty, and Senior Staff)”**, more than 40% answered “Don’t Know”.
12. **In response to the question “Have you ever felt you were treated differently at the University because of the following...”**, The types mentioned the most by employees who answered the question were:
 - Race and Ethnicity 304
 - Gender 189

(Note: A total of 515 participants responded to this question; each respondent may have selected more than one response.)