Diversity Survey

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The Center for Teaching and Learning collaborated with the Diversity Fellow Prof. Nelson Nuñez-Rodríguez to develop a faculty survey based on cultural competencies and organize a panel focused on diversity matters during the CTL annal professional development day aka Spa Day. The Office of Academic Affairs Associate Dean Ann Mester; Prof. Hector Soto, Chair, College-wide Senate Affirmative Action Committee; Lauren Gretina, Chief Diversity Officer/Title IX Coordinator; and Prof. Nelson Nuñez-Rodríguez facilitated this panel. This panel is twice too close. The second time can be substituted by "conversation", these four Hostos family members shared outcomes from the 2018 AAC&U Conference on Diversity, Equity, and Inclusive Democracy: The Inconvenient Truths, which they attended, as a benchmark to open a faculty conversation on this topic. The held panel and faculty comments during Spa Day demonstrated the need to organize a sustained dialogue exploring functional definitions of diversity, plurality and inclusiveness in our Hostos classroom environment and brought to the surface different faculty visions on this regard. Faculty members mentioned the need to clarify rules of
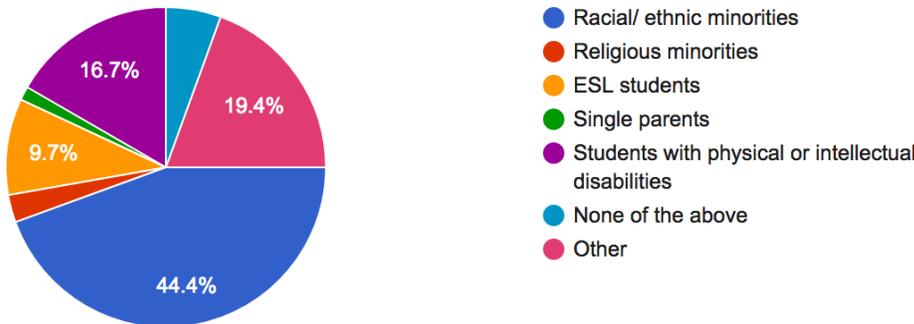
The need to have more resources to navigate difficult situations in the classroom related to the diversity was also pointed out. It was also mentioned that using case studies helps to develop student cultural competencies and that each discipline nature shapes the depth and breadth of diversity conversations. The session also shared the outcomes from above-mentioned survey. Prof. Nuñez-Rodríguez composed this survey with several faculty members and received feedback from the CTL directors and faculty council members. Seventy-two faculty members responded to the survey. A preliminary analysis showed that, according to faculty perceptions, racial and religious minority student groups are the most needed cohorts requiring a cultural competent teaching approach. The majority of the survey participants think that a conversation with a group of faculty sharing best practices and a panel with a diverse group of students can be effective practices to develop faculty cultural competencies. In this regard, the majority of survey participants also pointed out that major challenges to addressing these issues are related with the narrow understanding about diversity by the faculty community and the perception that they know enough about it. These survey and Spa Day presentation outcomes served to gather useful information to design upcoming professional development initiatives focused on inclusiveness and diversity. Below available online resources were also briefly presented during the panel and represent another source of information to conceptualize future diversity conversations.

CUNY Policy on Sexual Miscounduct: http://www.hostos.cuny.edu/Hostos/media/Office-of-Compliance-and-Diversity/POLICY-ON-SEXUAL_MISCONDUCT-Final-9-11-15.pdf

CUNY Equal Opportunity and Non-DiscriminationPolicy: http://www.hostos.cuny.edu/Hostos/media/Of-fice-of-Compliance-and-Diversity/PolicyonEqualOpportu-nityand-NonDiscriminationandProceduresDecember42014.pdf
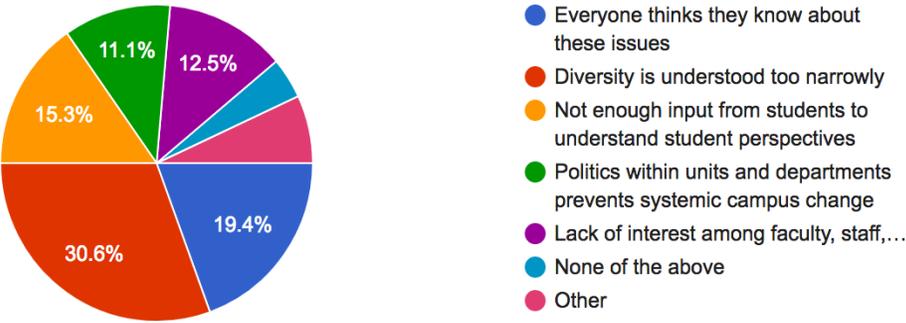
Which group/s of Hostos students are you MOST likely to feel a heightened urgency to be culturally sensitive or exercise cultural competencies?

72 responses

- Racial/ ethnic minorities
- Religious minorities
- ESL students
- Single parents
- Students with physical or intellectual disabilities
- None of the above
- Other

16.7%
9.7%
19.4%
44.4%

Hostos is a diverse campus in a diverse city. What do you think is the biggest challenge related to diversity, cultural competency, and/or cultural sensitivity?

72 responses

- Everyone thinks they know about these issues
- Diversity is understood too narrowly
- Not enough input from students to understand student perspectives
- Politics within units and departments prevents systemic campus change
- Lack of interest among faculty, staff,…
- None of the above
- Other

11.1%
15.3%
12.5%
30.6%
19.4%

What would/ does cultural sensitivity look like in your syllabus? (Check all that apply)

72 responses

47 (65.3%)
37 (51.4%)
33 (45.8%)
29 (40.3%)
6 (8.3%)
5 (6.9%)
1 (1.4%)

If you were to attend a professional development initiative related to this topic, which ONE of the following would you be most interested in attending?

72 responses

- A short (30 min. or less) online data-driven presentation
- A student panel comprised of a diverse group of Hostos students (6…
- A mindful conversation w/ faculty who share their best practices
- A "keynote"-style speaker who spec…
- A syllabus workshop focused on ret…
- None of the above
- Other
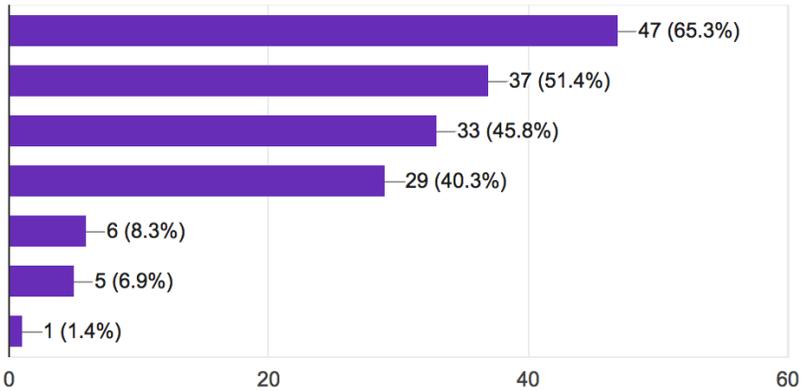
11.1%
15.3%
36.1%
27.8%

Hostos is a diverse campus in a diverse city. What do you think is the biggest challenge related to diversity, cultural competency, and/or cultural sensitivity?
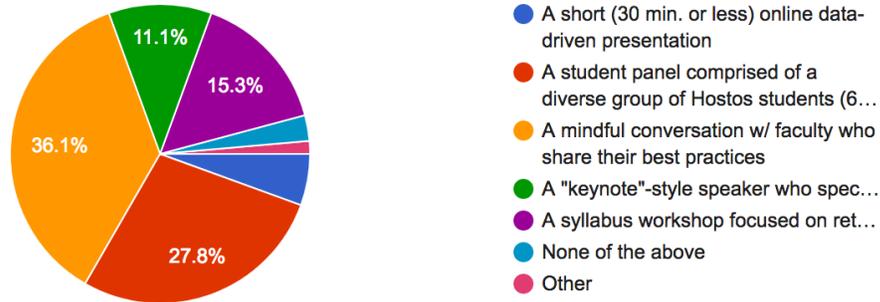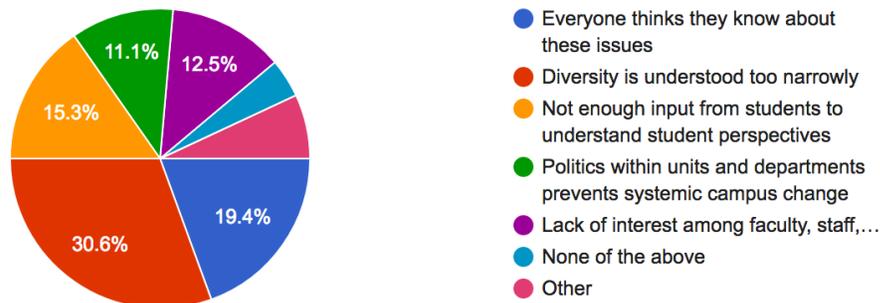
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- Other

11.1%
12.5%
15.3%
30.6%
19.4%

Which of the following definitions is closest to how you think about cultural sensitivity?

72 responses

- Awareness of difference but not assigning positive or negative value
- Respect for people's strength, culture, and knowledge
- A set of skills that enables us to learn about people who are different from…
- Contextualizing teaching and curric…
- Political correctness or being carefu…
- None of the above
- Other

9.7%
26.4%
12.5%
47.2%