

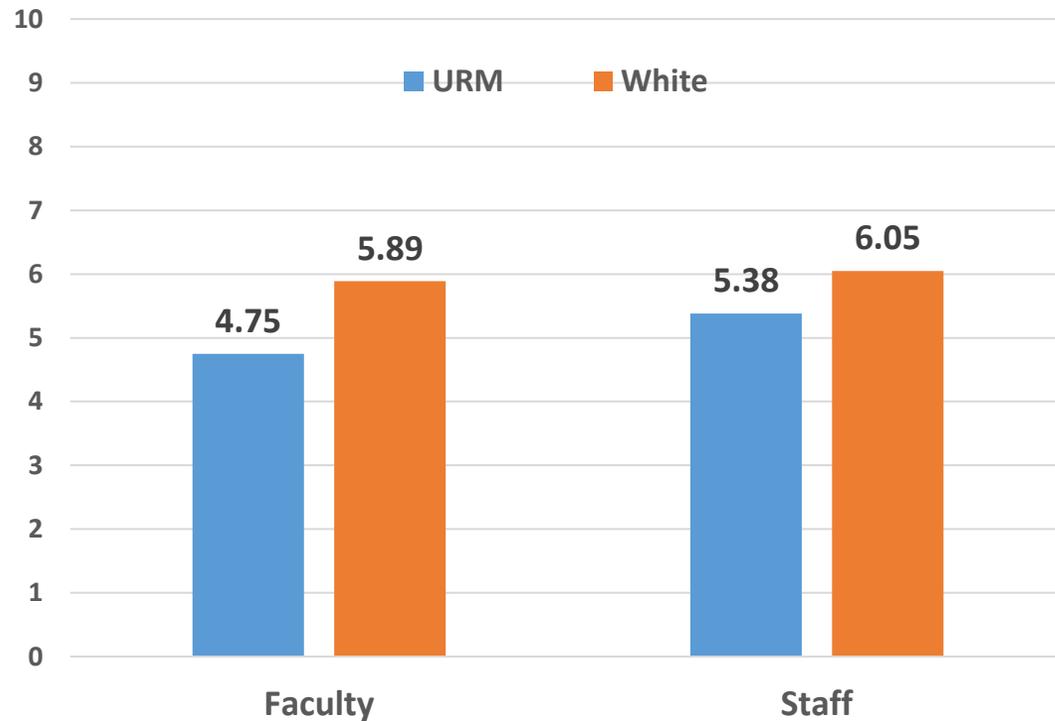
# UNC System Racial Equity Survey of Faculty and Staff Highlights of Results

- 2,174 usable responses received for an overall response rate of 16.5%
- Faculty: N=690, Staff: N=1,484
  - “Faculty” includes tenured/tenure track and fixed term
  - “Staff” includes non-faculty employees and administrators at all levels
- Respondents consisted of 23% URM and 77% White, similar to Carolina’s faculty/staff population
  - “URM” includes American Indian, Asian, Black/African American, Hispanic, Hawaiian/Pacific Islander, Two or more races, and Other
  - “White” includes respondents who did not report a race/ethnicity

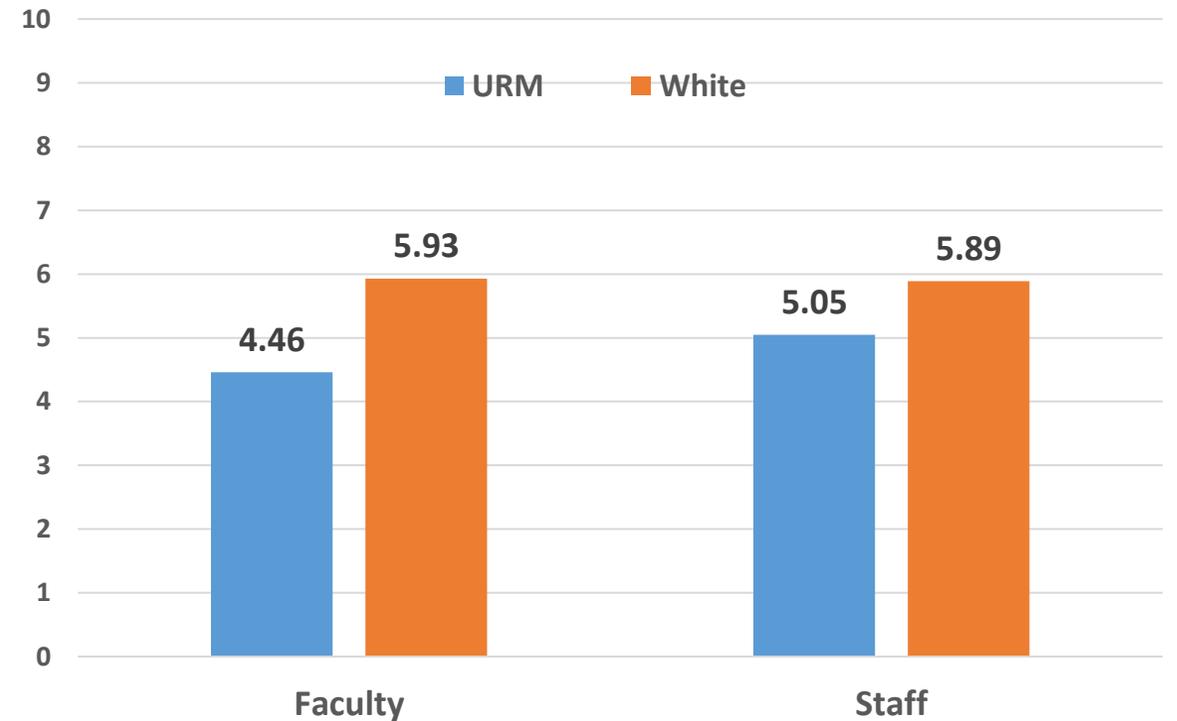
# “How well do you think your institution is performing in the following areas?”

*Comparison of Mean Ratings on a 10-point scale from 1=“Very Poorly” to 10=“Very Well”*

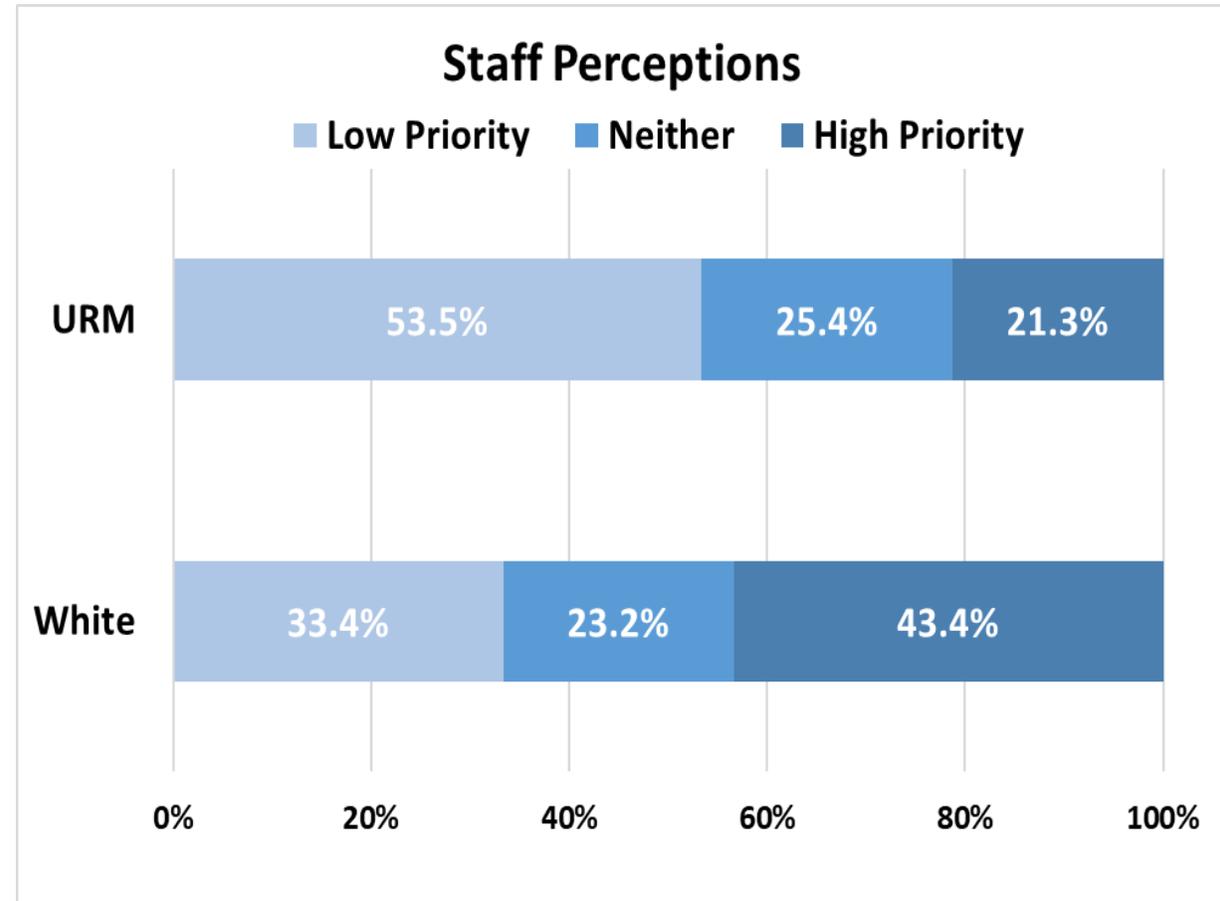
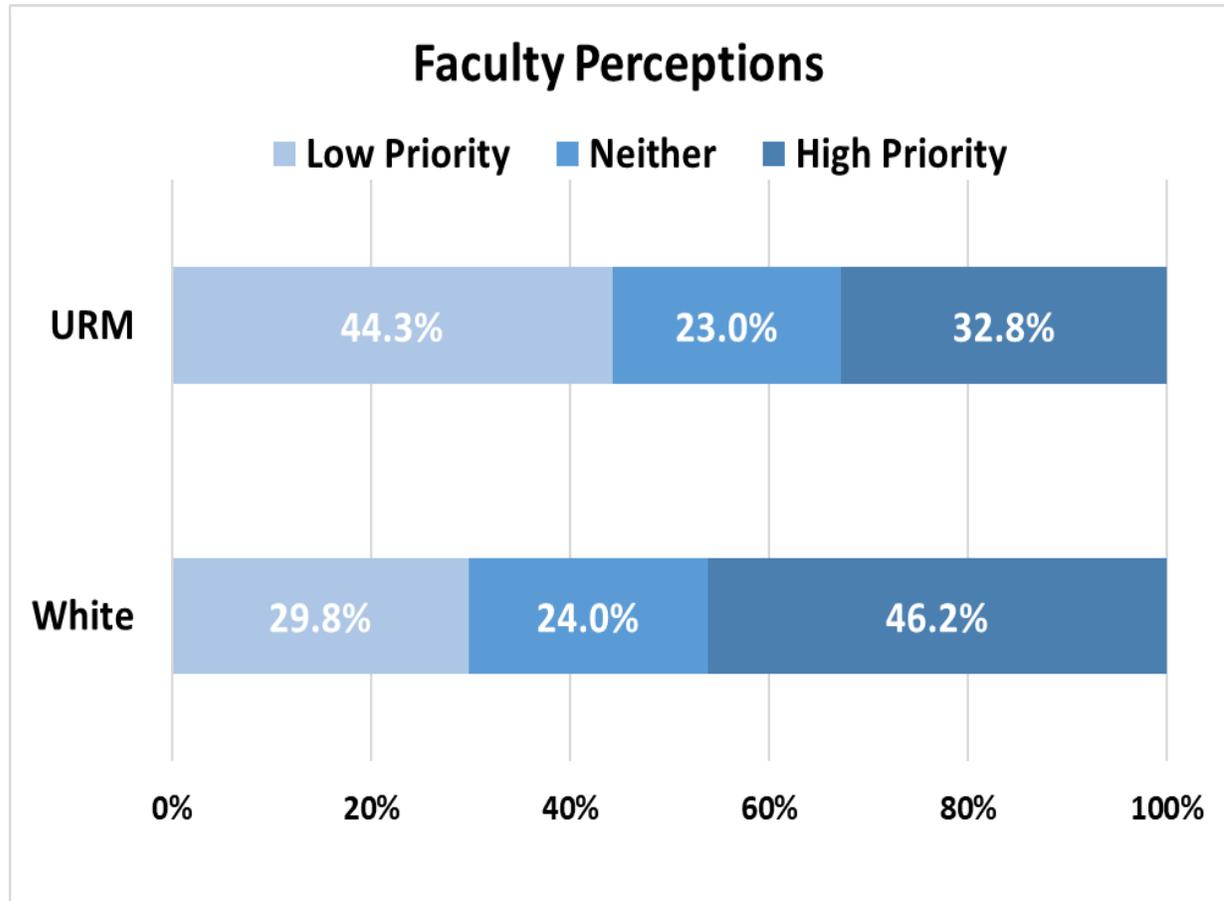
Supporting a diverse, inclusive, and safe campus for all races and ethnicities



Equitable opportunity for employees (including faculty, staff, administrators) of all races & ethnicities in recruitment, retention, career advancement.



# Perceptions of the Priority that Campus Leadership Places on Fostering Racial and Ethnic Diversity



# Perceptions of Fair Treatment and Equitable Career Opportunities for People of All Backgrounds

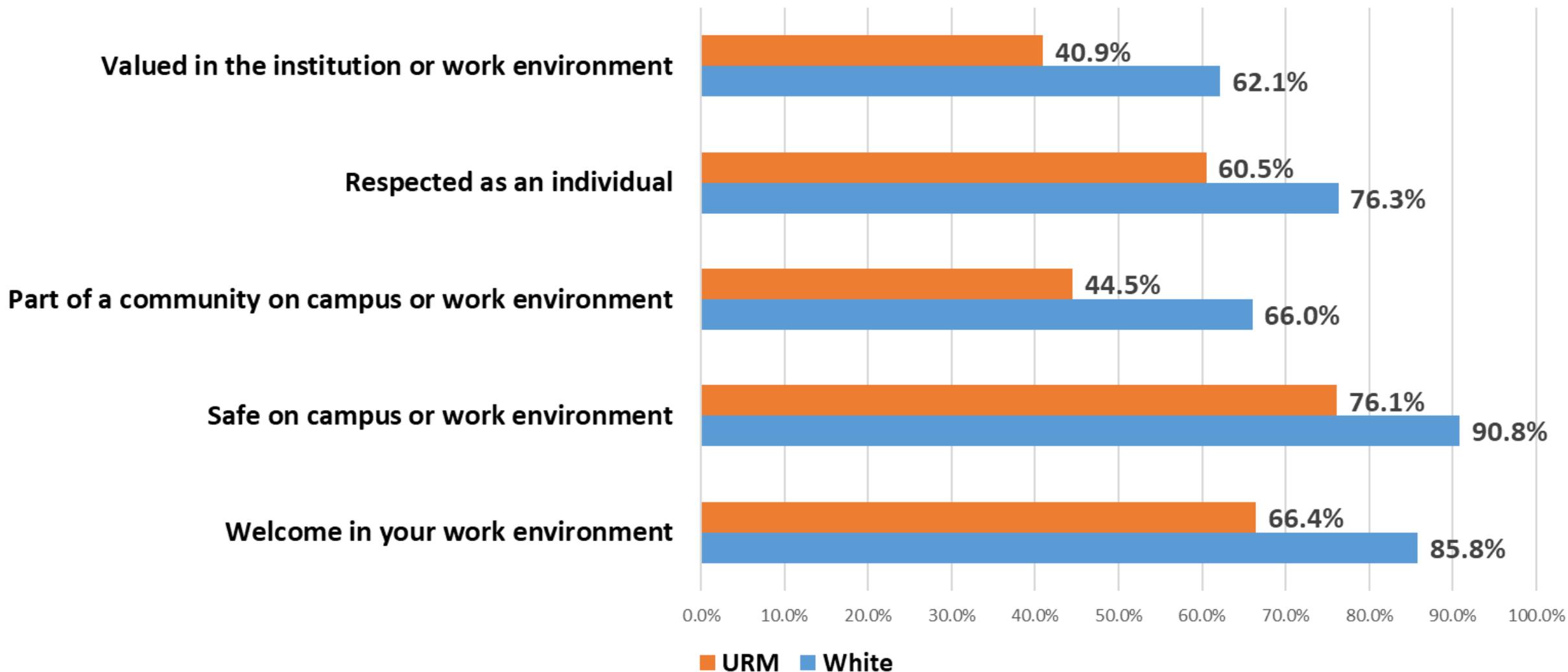
*Four-point scale from “Never” to “Always”: Percentage shown is the sum of “Always” and “Mostly”*

	Faculty			Staff		
	URM	White	% Point Difference	URM	White	% Point Difference
Positions	31%	56%	<b>-24%</b>	42%	64%	<b>-22%</b>
Research resources/Tools to carry out job	43%	66%	<b>-23%</b>	55%	73%	<b>-18%</b>
Awards for professional achievement	34%	62%	<b>-28%</b>	35%	58%	<b>-23%</b>
Promotion	37%	62%	<b>-25%</b>	25%	49%	<b>-24%</b>
Leadership positions in dept.	33%	55%	<b>-22%</b>	31%	51%	<b>-20%</b>
Mentorship	41%	60%	<b>-20%</b>	31%	53%	<b>-22%</b>

# Sense of Belonging: Campus & Work Environment

Combined Faculty and Staff Responses

*5-point scale from "Always" to "Never" -- Sum of "Always" and "Often"*

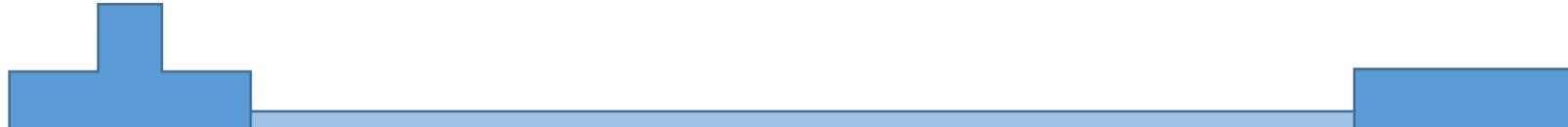


# UNC Racial Equity Survey: Campus Faculty & Staff Qualitative Data



*“Trust is of the utmost importance to make progress that will have staying power and make true, lasting impact to dismantle systemic racism.”*

# Perceptions of Prioritizing Racial and Ethnic Diversity

- 
- Call for meaningful sustained action
  - Full investment in human capital and resources
  - Increase opportunities, promotions and protection
  - Attention on race and racism is overdone
  - Dissent in the slightest is silenced
  - Lower standards in admissions, hiring, and tenure or promotions

# Key Themes

- Leadership, Trust and Transparency
- Commitment Through Action and Investments
- Accountability, Compliance and Consequences
- Representation and Inclusivity at all Levels
- Systemic Change Versus Performative Activities

# Leadership, Trust, and Transparency

*“UNC-Chapel Hill and the UNC System have a long way to go to **building and repairing trust** with all of its students, faculty and staff. For people of color, the amount of repair and progress needed from both institutions is vast. And from what I see, I have zero confidence any progress will be made.”*

*“Our leadership needs to **embrace the tone of diversity and inclusion** and the HR directors and staff need to reiterate this tone.”*

*“We need to be honest when we make mistakes. It is only by **being transparent and taking responsibility for our actions** that we will develop trust with our stakeholders for this work..”*

# Commitment Through Action and Investments

*“We don't need committees. We don't need studies. We don't need readings. **We need action.** And we need it now.”*

*“Talking is different than action. Smart people can talk about DE&I all day long and sounds compelling and intentional, but **actions have and always will speak louder than words.**”*

*“Very little **meaningful action and funding** have been dedicated to this area until now. Decisive action is needed to convince the community that this is a priority and that UNC and the System are committed to this work for the long haul.”*

*“**Full investment in terms of human capital and resources** in the campus Office of Diversity and Inclusion. You can tell how serious someone is by the time and resources invested. UNC-CH is not investing in DEI appropriately.”*

# Accountability, Compliance & Consequences

*“There is a refusal to require anything of faculty, and **there are not consequences for non-compliance**. This is a major issue across the campus and needs to be corrected if things are to get better.”*

*“Until we can have some **oversight or accountability** for professors as well as staff for racial issues, it is going to be difficult to see widespread change.”*

*“**HOLD EVERYONE ACCOUNTABLE** by disciplinary action (can be measured) when they have been found to have participated in or contributed to or allowed a "culture of" or direct activities of discrimination (racism and other-wise); irrespective of their level of authority within the institutional organization.”*

*“Put better processes in place to **protect employees from retaliation**. The lack of trust and fear of retaliation prevent a lot of staff from reporting bullying behaviors.”*

# Perceptions of Fair Treatment and Equitable Career Opportunities

**Different Standards in Tenure and Promotion:** “I have experienced racism at every level of promotion as a faculty member. As an assistant professor, I was told by a senior faculty member if I did not assume a role, then my tenure would be threatened...indeed at the time of my tenure, [the senior faculty member] wrote a letter that I had to provide documentation to refute. As a tenured associate professor, I again had to fight to be promoted while white colleagues promoted before me [were] not held to the same standard.”

**Discriminatory Hiring Practices:** “When a supervisor left, and the position was open, I was interested in applying. I had the experience as I worked closely with this supervisor and his direct supervisor. During a staff meeting, after my supervisor had already moved on, his former supervisor (now mine), looked at me as she stated that she would be considering males for the position, because the constituents (mostly older and white) were just more comfortable with men. And that's what she hired. A man who admitted he had little experience, and eventually I was doing his job without the pay or title, and then he left.”

**Microaggressions and Dismissed Complaints:** “I have had a professor tell a black student that his first paper he handed in was “too sophisticated.” When we brought it forward to the leadership within his department, we were told that this professor was known for his work with black students and could not possibly be racist. The white leadership trusted their own judgement of [the professor’s] character over the student's own experience and feelings.”

# Representation and Inclusivity at All Levels

*“Stop making new positions (even executive ones)...where is diversity and importance of **diversity in our existing leadership** in all of it's forms?”*

*“We need more **women of color, LGBTQIA+ folks** in highest levels of leadership, period.”*

*“**People with disabilities** are highly marginalized in society in general and should not be overlooked in UNC's effort to improve diversity, equity and inclusion.”*

*“Give true MBEs [**Minority Business Enterprises**] opportunity and award them Capital Project Contracts. Stop saying that we have a White Female MBE's and they meet the requirement.”*

*“UNC needs **diversity in our executive boards, alumni boards and executive leadership.**”*

# Systemic Change Versus Performative Activities

*“Make changes, **not put patches on problems** in an effort to appear more diverse or equitable without doing real work. That means that real resources need to be put behind initiatives...”*

*“[Don’t] trot out a **few performative activities** like this research study, for example, to sweep things under the rug and retain the status quo.”*

*“As an alumna and current staff member, I have heard years of talk from task forces and virtue signaling across multiple administrations of leadership, but very **little systemic change seems to take place...**”*

*“Spend much more time on encouraging and funding mentorship and leadership opportunities for Black faculty and students and much **less time supporting superficial things** like changing the names of campus buildings (a waste of time, energy and money) that actually solves none of the underlying systemic problems that are related to various inequities created and sustained by the American caste system..”*