				2019-20HERI F Campus Clin All Respo	nate Module	2				2016-17 HERI F Campus Clin All Respo	nate Module		
		To	al	Men/Tra	ns men	Women/Tra	ns women	Tot	al	Me	n	Won	nen
	Hope College	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
	All Respondents	159	9,827	ମ	4,369	76	4,903	272	32,195	142	16,159	130	16,036
	Indicate the extent to which you agree or disagree with the following statements. This institution:												
	Lack strategic diversity goals and plans	0.000	10 5	(20)	0.5%	10 50	11 (0)	4.000	0.1%	2.0%	7.00/	F 70(11.00
	Agree strongly	82%	10.5%	62%	85%	10.5%	11.6%	4.3%	9.1%	29%	7.3% 21.9%	5.7% 19.8%	11.0%
	Agree	18.2%	24.8%	17.3%	23.3%	19.7%	26.1%	180%	231%	162%			24.3%
	Disagree	48.4%	38.5%	55.6%	39.5%	421%	38.5%	41.2%	39.2%	42.9%	40.7%	39.6%	37.6%
	Disagree strongly	25.2%	26.3%	21.0%	287%	27.6%	23.8%	36.5%	28.6%	381%	30.1%	34.9%	27.1%
	Total(n)	159	9,827	81	4,369	76	4,903	211	14,209	105	7,141	106	7,068
	Nean	209	219	209	212	213	226	1.9	213	1.84	206	1.96	219
	Standard deviation	Q87	Q94	0.79	0.92	0.94	095	0.84	0.93	08	0.9	088	0%
	Significance	-		-		-		-	***	-	*	-	*
	Effectsize	-	-0.11	-	-0.03	-	-014	-	-0.25	-	-0.24	-	-0.24
	Has a long-standing commitment to diversity												
	Agree strongly	9.4%	28.3%	12.3%	30.5%	66%	25.9%	15.5%	30.9%	19.8%	32.8%	11.2%	29.0%
Q	Agree	41.5%	41.7%	44.4%	42.3%	36.8%	41.3%	46.9%	42.9%	44.3%	43.5%	49.5%	42.2%
u	Disagree	34.6%	21.0%	30.9%	19.3%	39.5%	22.9%	25.4%	189%	22.6%	17.3%	28.0%	20.6%
	Disagree strongly	14.5%	9.0%	12.3%	7.9%	17.1%	9.8%	12.2%	7.2%	13.2%	64%	11.2%	81%
	Total(n)	159	9,857	81	4,373	76	4,923	213	14,290	106	7,185	107	7,105
	Mean	246	289	257	295	233	283	266	297	2 1 18	303	261	292
	Standard deviation	0.85	0.92	0.87	0.90	0.84	0.92	0.88	0.89	0.94	087	083	0.9
	Significance	-	***	-	***	-	***	-	***	-	***	-	***
	Effect size	-	-0.47	_	-0.42	_	-0.54	_	-0.35	_	-0.37	-	-0.34
		-	-0.47	-	-0.42	-	-0.54		-4.55	_	-0.5/	_	-0.54
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			2019-20HERI F Campus Clim All Respo	nate Module ondents	<u>.</u>		2016-17 HERI Faculty Survey Campus Climate Module All Respondents Total Men Women							
	То		Men/Trar		Women/Tra				Men		Women			
Hope College	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All		
Counseled a student who had been sexually assaulted Very often	1.3%	0.8%	1.3%	Q.4%	1.3%	1.2%	1.0%	0.7%	1.0%	0.5%	0.9%	0.9%		
Often	1.3%	24%	1.3%	1.5%	1.3%	3.0%	1.9%	1.6%	1.9%	1.0%	1.9%	22%		
Sometimes	168%	11.1%	10.3%	7.7%	24.0%	14.1%	12.4%	86%	68%	60%	17.8%	11.1%		
Seldom	21.3%	18.8%	20.5%	16.3%	21.3%	20.8%	22.4%	160%	22.3%	14.6%	22.4%	17.4%		
Never	59.4%	67.0%	66.7%	74.1%	520%	60.9%	62.4%	731%	680%	77.9%	57.0%	68.3%		
Total(n)	155	9,883	78	4,375	75	4,956	210	14,248	103	7,133	107	7,115		
Nean Standard deviation	1.64 090	1.51 O1856	1.50 083	1.38 0.72	1.79 0.95	1.63 0.91	1.57 0.85	1.41 Q.77	1.46 0.79	1.31 0.67	1.67 09	1.5 0555T 0F		
Siandard deviation Sih Ow 0.05 05 65	05	uce LOS	0		65 65	65	U.a.	un	019	00/	0.9	ULOCUT UF		
	UB I	ue		8	e	e								

	2019-20HERI Faculty Survey Campus Climate Module All Respondents							2016-17 HERI Faculty Survey Campus Climate Module All Respondents							
	Tot	tal	Men/Trar	ns men	Women/Tra	ns women	То	tal	Mer	า	Wom	nen			
Hope College	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All			
Please indicate howoften at this institution you have:															
Been discriminated or excluded from activities because of my race/ethnicity															
Veryoften	25%	1.5%	38%	1.4%	1.3%	1.3%	0.5%	0.9%	1.0%	0.8%	0.0%	1.0%			
Often	Q6%	1.4%	1.3%	1.2%	0.0%	1.3%	1.9%	1.1%	1.9%	1.1%	1.9%	1.2%			
Sometimes	5.7%	4.5%	63%	4.1%	5.3%	4.6%	3.4%	3.4%	29%	3.3%	3.8%	35%			
Seldom	64%	5.7%	88%	5.7%	4.0%	5.4%	4.3%	4.5%	68%	4.4%	1.9%	4.6%			
Never	84.7%	87.0%	80.0%	87.6%	89.3%	87.4%	89.9%	90.0%	87.4%	90.4%	92.4%	89.7%			
Total(n)	157	9,801	80	4,350	75	4,909	208	14,145	103	7,096	105	7,049			
Mean	1.30	1.25	1.40	1.23	1.20	1.24	1.19	1.18	1.22	1.18	1.15	1.19			
Standard deviation	0.82	073	0.95	Q71	0.66	072	0.63	063	0.69	061	Q57	065			
Significance	-		-	*	-		-		-		-				
Effectsize	-	0.07	-	0.24	-	-0.06	-	0.02	-	007	-	-0.06			
Been discriminated or excluded from activities because of my gender	1.00	0.404	0.000	0.000	1.00	0.10/	1.000	1.00/		05%		1.00			
Veryoften	1.9%	21%	0.0%	08%	4.0%	31%	1.9%	1.2%	960%	05%	3.8%	1.9%			
Often	7.1%	27%	3.8%	0.8%	10.7%	4.2%	29%	1.9%	1.0%	0.7%	9650 %	31% 1			
Sometimes	11.5%	9.9%	63%	4.2%	17.3%	14.6%	9.6%	7.8%	20%	28%	17.0%	128%			
Seldom	13.5%	10.6%	51%	61%	22.7%	14.8%	125%	9.5%	7.8%	94 D%	9500%	13.9%			
Never	660%	74.8%	84.8%	88.1%	45.3%	63.3%	731%	75906%	89.2%	90.9%	57.5%	682%			
Total(n)	156	9,778	79	4,330	75	4,907	208	14,166	102	17,410 03	106	7,063			
Nean	1.65	1.47	1.29	1.20	205	1.69	1.48	1.36	1.15	1.15	1.8	1.57			
Standard deviation	1.06	0.92 *	0.75	062	1.20	1.06	0.92	08	0.48	053	1.12	0% *			
Significance	-		-		-		-	×	-		-				
Effectsize	-	0.20	-	015	-	034	-	015	-	000	-	024			
Been discriminated or excluded from activities because of my sexual orientation	0.0%	05%	0.0%	Q.4%	0.0%	Q.4%	0.5%	0.3%	0.0%	0.3%	1.0%	0.2%			
Veryoften Often	Q6%	0.4%	00%	0.4% 0.4%	1.3%	0.2%	0.0%	0.3%	0.0%	Q.4%	0.0%	0.4%			
Sometimes	0.0%	1.9%	00%	0.4% 9.49%	0.0%	1.5%	0.5%	1.4%	0.0%	1.4%	1.0%				
	3.2%	1.9% 29%	26%		9KD%						9592%	1.3%			
Seldom Never	32% 961%	2.9% 94.4%	97.4%	29% 94.3%	94.7%	26% 95.3%	3.4% 95.6%	26% 95.4%	50% 950%	26% 95.3%	96.1%	26% 95.5%			
	155	94.4%	97.4%	4,B27	94.7% 75	4,887	203	95.4% 14,051	92.0% 8000	7,062	90.1% 1009	95.5% 6,989			
Total(n)	1.05	9,743 1.10	1.03	1.10	1.08	1.08	1.06	14,001	1.05	1.08	1.08	1.07			
Nean Standowd da iation	0.30	0.45	0.16	0.45	0.39	0.40	0.36	0.39	0.22	0.4	9,26	0.38			
Standard deviation		U45		U45	- 0.39	U40	0.36	U.39	- u22	U4	AIRO	0.38			
Significance	-	-011	-	-016		M 107	-	220		0	- 16	2.1/			
Effectsize	-	-0.11	-	-0.16	-	M 1.0%		2.39	2.16	-0	10	2.16			

		2019-20 HERI Fa Campus Clim All Respo	y e		2016-17 HERI Faculty Survey Campus Climate Module All Respondents							
	Total	Men/Trar		Women/Trans wo	men	Tota	al	Me		Wa	men	
Hope College	Your Inst All	Your Inst	All	YourInst	All	Your Inst	All	Your Inst	All	Your Inst	All	
Heard insensitive or disparaging racial remarks						2.49/	1 10/	1.0%	0.7%	200/	1 🖽	
Veryoften Often						24%	1.1% 3.0%	1.0%	0.7%	3.8%	1.5% 3.9%	
Utten Sometimes						3.4%		2.9% 21.6%	22%	3.8% 21.9%		
Sometimes Seldom						21.7% 33.8%	15.7% 29.4%	21.6%	12 <i>5</i> % 31.1%	21.9%	19.0% 27.6%	
Seldom Never	Item not included in the 2019-20 HERI Faculty Survey					338%	29.4% 50.8%	41.2%	31.1% 53.6%	34.3% 36.2%	27.6% 48.0%	
Total(n)	nemr	iounduded in the 2019	9-20 HERI Fa	curly survey		207	14,263	102	7,145	105	7,118	
						1.97	14,203	1.89	1.65	205	1.83	
Mean Standard deviation						0.98	1.74 Q9	0.91	083	1.04	0.03	
Significance						U96	449 ***	-	uas **	1.04	u9/ *	
			-	0.26	_	029	-	023				
Effect size Please indicate howoften at this institution you have:						-	u <i>2</i> 0	-	U29	-	UZ3	
-												
Heard insensitive or disparaging remarks about women												
Very often						24%	1.5%	0.0%	0.6%	4.8%	25%	
Often						3.4%	3.7%	1.9%	20%	4.8%	5.4%	
Sometimes						24.0%	17.9%	22.3%	131%	25.7%	22.8%	
Seldom	Itemr	not included in the 2019	9-20 HERI Fa	culty Survey		33.2%	27.6%	37.9%	29.6%	28.6%	25.6%	
Never						37.0%	49.3%	37.9%	54.7%	3	49.3%	

			2019-20HERI F Campus Clin All Respo	nate Module	2		2016-17 HERI Faculty Survey Campus Climate Mbdule All Respondents							
	То		Men/Tra	ns men	Women/Tra	ans women	Total		Men		Wom			
Hope College	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All		
Effectsize	-	-0.40	-	-0.31	-	-056	-	-0.36	-	-0.31	-	-0.41		
Atmosphere for religious differences														
Very satisfied	9.5%	19.9%	4.9%	21.3%	14.7%	185%	4.8%	20.2%	68%	21.5%	29%	189%		
Satisfied	24.7%	39.6%	27.2%	41.5%	22.7%	38.7%	24.0%	39.9%	22.3%	40.7%	25.7%	39.0%		
Neutral	29.7%	28.9%	33.3%	261%	25.3%	31.1%	24.0%	27.1%	25.2%	25.2%	22.9%	29.0%		
Dissatisfied	23.4%	88%	25.9%	81%	20.0%	9.2%	33.7%	9.5%	31.1%	9.1%	36.2%	100%		
Very Dissatisfied	127%	28%	86%	30%	17.3%	25%	135%	3.3%	14.6%	35%	12.4%	31%		
Total(n)														

IFRI Higher revention attracts Biotrate chicks 2019-20 HERI Faculty Survey Campus Climate Module All Respondents							2016-17 HERI Faculty Survey Campus Climate Module All Respondents							
	Tota		Men/Tran	s men	Women/Trans women		Total		Mer	I	Wome	en		
Hope College	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All		

			2019-20HERI I Campus Clir All Resp	nate Module		2016-17 HERI Faculty Survey Campus Climate Module All Respondents							
	Тс	tal	Men/Tra			ans women	То		M		Wor	men	
Hope College	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	
Effectsize	-	-019	-	-011	-	-0.29	-	-0.07	-	-0.06	-	-0.09	
Howsatisfied are you with the following aspects of your institution?													
Representation of racial./ethnic minority faculty Very satisfied	13.2%	18.4%	160%	22.0%	9.2%	15.0%	165%	19.1%	14.6%	21.4%	18.4%	167%	
Satisfied	25.2%	26.3%	24.7%	27.1%	26.3%	25.5%	301%	27.3%	28.2%	28.8%	32.0%	25.9%	
Neutral	182%	21.6%	185%	21.6%	18.4%	21.6%	238%	23.0%	25.2%	231%	22.3%	22.8%	
Dissatisfied	32.1%	24.3%	25.9%	22.0%	38.2%	27.3%	22.8%	23.3%	25.2%	20.9%	20.4%	25.8%	
Very Dissatisfied	11.3%	9.4%	14.8%	7.4%	7.9%	10.7%	68%	7.3%	68%	5.8%	68%	88%	
Total(n)	159	9,800	81	4,331	76	4,917	206	14,112	103	7,095	103	7,017	
Mean	297	320	301	3.34	291	307	3.27	3.28	318	3.39	3.35	316	
Standard deviation	1.25	1.26	1.33	1.24	1.16	1.25	1.18	1.22	1.17	1.2	1.19	1.23	
Significance	-	*	-	*	-		-		-		-		
Effectsize	-	-0.18	-	-0.27	-	-013	-	-0.01	-	-0.18	-	015	
Acceptance of differences in sexual orientation			1		1							2.12	
Very satisfied	18.4%	33.5%	23.5%	36.1%	13.3%	31.5%	22.2%	33.0%	24.3%	34.6%	20.2%	31.4%	
Satisfied	24.7%	35.7%	24.7%	35.4%	25.3%	36.2%	35.3%	35.2%	37.9%	360%	32.7%	34.4%	
Neutral	38.0%	25.0%	38.3%	23.9%	37.3%	25.8%	31.9%	26.2%	31.1%	24.9%	32.7%	27.6%	
Dissatisfied	11.4%	4.0%	62%	29%	160%	4.8%	7.2%	3.8%	3.9%	3.0%	10.6%	4.6%	
Very Dissatisfied	7.6%	1.8%	7.4%	1.8%	80%	1.8%	3.4%	1.8%	29%	1.5%	3.8%	20%	
Total(n)	158	9,743	81	4,316	75	4,882	207	13,979	103	7,042	104	6,937	
Nean	3.35	395	351	4.01									
			I										

	2019-20 HERI Faculty Survey Campus Climate Module All Respondents							2016-17 HERI Faculty Survey Campus Climate Module All Respondents						
	Total		Men/Trans men		Women/Trans women		To	al	Mer	1	Wome	n		
Hope College	Your Inst	Your Inst All Your Inst All Your Inst All						All	Your Inst	All	Your Inst	All		

SI		2019-20HERI Faculty Survey Campus Climate Module All Respondents			2016-17 HERI Faculty Survey Campus Climate Nodule All Respondents				
	Total	Men/Trans men	Women/Trans women	Total	Men				