

EEMB DEI Report - 2022/23

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Load Data

These are the questions to be analyzed after omitting long responses (eg what “Other” means, “define diversity”) and demographic information.

```
## questions in a useable format
questions <- read_csv("eemb_dei_colrename.csv") %>%
  unite("newcolnames", c(colnames, category), sep = ":", na.rm=T, remove=F)

## these are the questions to be analyzed
questions %>%
  filter(!str_detect(newcolnames, "longanswer"),
         !str_detect(newcolnames, "demograph"),
         !str_detect(newcolnames, "other"),
         !str_detect(newcolnames, "confirm")) %>%
  select(question)
```

```
# A tibble: 97 x 1
```

```
  question
  <chr>
```

```
1 How comfortable do you feel discussing about general DEI issues with: - Frie~
2 How comfortable do you feel discussing about general DEI issues with: - Fami~
3 How comfortable do you feel discussing about general DEI issues with: - peer~
4 How comfortable do you feel discussing about general DEI issues with: - juni~
5 How comfortable do you feel discussing about general DEI issues with: - seni~
6 How comfortable do you feel discussing about general DEI issues with: - advi~
7 How comfortable do you feel discussing about general DEI issues with: - non~
8 How comfortable do you feel discussing about general DEI issues with: - EEMB~
9 How comfortable do you feel discussing about general DEI issues with: - Anon~
10 Do you personally feel well supported - academically by the department
# i 87 more rows
```

In the dataset analyzed the shorter names for the questions are as follows after removing extra text:

```

/questions.short <- questions %>%
  filter(!str_detect(newcolnames, "longanswer"),
         !str_detect(newcolnames, "demograph"),
         !str_detect(newcolnames, "other"),
         !str_detect(newcolnames, "eemb_support"),
         !str_detect(newcolnames, "confirm")) %>%
  separate(question, c("question", NA), sep = "-") %>%
  select(question, colnames) %>%
  mutate(question = str_remove_all(question, "\nUnderrepresented background: belonging to",
                                   question = str_remove_all(question, "(financially, mentally, emotionally, academic",
                                   question = str_remove_all(question, "Please identify how available support is from",
                                   question = str_remove_all(question, "(We are primarily interested in TA experie",
                                   question = str_remove_all(question, "(Science by the Pint, Happy Hour, Tea Time",
                                   question = str_remove_all(question, "\\(",
                                   question = str_remove_all(question, "\\)") %>%
  distinct()

```

Warning: Expected 2 pieces. Additional pieces discarded in 27 rows [7, 19, 20, 24, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 55, 62, 63, 65, 66, ...].

Warning: Expected 2 pieces. Missing pieces filled with `NA` in 5 rows [29, 64, 81, 82, 83].

A tibble: 17 x 2

question <chr>	colnames <chr>
1 "How comfortable do you feel discussing about general DEI issues wi~	dei_con~
2 "Do you personally feel well supported "	persona~
3 "Do you think any of the following are issues in the EEMB departmen~	eemb_is~
4 "To what extent do you feel that graduate students from the followi~	group_s~
5 "I know what resources are available to me if I am discriminated ag~	discrim~
6 "I feel comfortable using these resources and/or reporting acts of ~	discrim~
7 "How often do you think the department should hold department"	eemb_de~
8 "There are many factors that can have an effect on someone's well"	factors
9 "We would like to identify EEMB's strengths and weaknesses in suppo~	eemb_st~
10 "Please use the scale below to help us understand the state of your~	finances
11 "To meet my monthly bills, I rely on..."	monthly~
12 "How would you rate the support for personal financial well"	financi~
13 "How would you rate your experience as a TA for EEMB courses? We ar~	eemb_ta
14 "How satisfied are you by the frequency of social opportunities/eve~	social
15 "How satisfied are you by the types of social opportunities/events ~	social
16 "How satisfied are you by the climate of the social events/opportun~	social
17 "Which topics would you like EEMB to prioritize with regards to att~	eemb_pr~

Load the survey data and assign levels to all of the multilevel responses

```

## raw survey
raw <- read_csv("EEMB Grad Student Climate Survey.csv", skip = 1) %>%
  select(-1)

mc <- raw
colnames(mc) <- questions$newcolnames

mc <- mc %>%
  select(-contains("longanswer"),
        -contains("demographic"),
        -contains("other"),
        -contains("eemb_support"),
        -confirm)
colnames(mc)

[1] "dei_conversations:Friends"
[2] "dei_conversations:Family members"
[3] "dei_conversations:peer EEMB graduate students"
[4] "dei_conversations:junior EEMB graduate students"
[5] "dei_conversations:senior EEMB graduate students"
[6] "dei_conversations:advising faculty"
[7] "dei_conversations:non-advising EEMB faculty"
[8] "dei_conversations:EEMB staff"
[9] "dei_conversations:Anonymous bias reporting on the EEMB DEI website"
[10] "personally_supported:academically by the department"
[11] "personally_supported:financially by the department"
[12] "personally_supported:mentally and emotionally by the department"
[13] "eemb_issues:Lack of graduate students from underrepresented backgrounds"
[14] "eemb_issues:Bias against graduate students from underrepresented backgrounds"
[15] "eemb_issues:General lack of support for graduate students from underrepresented backgr
[16] "eemb_issues:Lack of invited speakers from underrepresented backgrounds"
[17] "eemb_issues:Lack of faculty from underrepresented backgrounds"
[18] "group_supported:All graduate students"
[19] "group_supported:First-generation college"
[20] "group_supported:First-generation graduate"
[21] "group_supported:Socioeconomically disadvantaged"
[22] "group_supported:Underrepresented cultural backgrounds"
[23] "group_supported:Underrepresented ethnicities"
[24] "group_supported:International (non-American)"
[25] "group_supported:Underrepresented gender identities"
[26] "group_supported:Underrepresented sexualities"
[27] "group_supported:Physical disabilities"
[28] "group_supported:Neurodivergent"
[29] "discrimination_resources"
[30] "discrimination_reporting:Talking to my advisor"

```

[31] "discrimination_reporting:Talking to the EEMB Chair"
 [32] "discrimination_reporting:Talking to the Grad Affairs Chair"
 [33] "discrimination_reporting:Talking to a committee member"
 [34] "discrimination_reporting:Reporting to the EEMB anonymous feedback site"
 [35] "discrimination_reporting:Reporting outside of EEMB"
 [36] "eemb_dei_meeting_frequency"
 [37] "factors:Non-academic support from research advisors, including committee advisors"
 [38] "factors:Academic support from peers"
 [39] "factors:Non-academic support from peers"
 [40] "factors:Approachability of non-advising faculty"
 [41] "factors:Approachability of department staff"
 [42] "factors:Sense of department camaraderie"
 [43] "factors:Mentorship opportunities"
 [44] "factors:Spirituality/religion"
 [45] "factors:Social life"
 [46] "factors:Family life"
 [47] "factors:Spending time outdoors"
 [48] "eemb_strengths_weaknesses:Mental Health"
 [49] "eemb_strengths_weaknesses:Physical Health"
 [50] "eemb_strengths_weaknesses:Physical Safety"
 [51] "eemb_strengths_weaknesses:Food security"
 [52] "eemb_strengths_weaknesses:Financial security"
 [53] "eemb_strengths_weaknesses:Sense of department camaraderie"
 [54] "eemb_strengths_weaknesses:Academic support from research advisors, including committee advisors"
 [55] "eemb_strengths_weaknesses:Approachability of non-advising faculty"
 [56] "eemb_strengths_weaknesses:Approachability of department staff"
 [57] "eemb_strengths_weaknesses:Mentorship opportunities"
 [58] "eemb_strengths_weaknesses:Spirituality/religion"
 [59] "eemb_strengths_weaknesses:Social life"
 [60] "eemb_strengths_weaknesses:Family life"
 [61] "eemb_strengths_weaknesses:Spending time outdoors"
 [62] "finances:Monthly salary (\$, current spring quarter 2023)"
 [63] "finances:Monthly cost of living currently (\$, rent, food, gas, internet, dependency care)"
 [64] "monthly_bills"
 [65] "financially_supported:Teaching assistantship"
 [66] "financially_supported:Summer block grant"
 [67] "financially_supported:Graduate student research assistantship"
 [68] "financially_supported:Conference travel"
 [69] "financially_supported:Research support for research project"
 [70] "financially_supported:Emergency support"
 [71] "financially_supported:Research support for objects or consumables that may be personally owned"
 [72] "financially_supported:Mentoring students"
 [73] "financially_supported:Service work provided to the department (organizing seminars, events, etc.)"
 [74] "eemb_ta:Time dedicated to TA'ing is reasonable and assigned tasks can be accomplished within the scope of their contracts."
 [75] "eemb_ta:TAs are not expected to carry out tasks outside the scope of their contracts."
 [76] "eemb_ta:There is sufficient training given to graduate students to learn how to TA."

```

[77] "eemb_ta:TA stress levels are comparable or less to that of graduate students on GSR or
[78] "eemb_ta:Even though I have wanted to say 'no', I have felt pressured to take on extra
[79] "eemb_ta:There is reasonable support from the professors I TA for"
[80] "eemb_ta:I have been confident in my knowledge of the material in the courses to which
[81] "social:frequency"
[82] "social:type"
[83] "social:climate"
[84] "eemb_prioritize:Equity and transparency for financial support"
[85] "eemb_prioritize:Departmental climate (inclusivity and wellbeing)"
[86] "eemb_prioritize:Departmental transparency"
[87] "eemb_prioritize:Faculty advising"
[88] "eemb_prioritize:Professional skills development (e.g., stat courses)"
[89] "eemb_prioritize:Program requirements (e.g., oral exam structure)"
[90] "eemb_prioritize:Teaching assistant assignments or GSR work load"
[91] "eemb_prioritize:Faculty diversity (e.g., recruitment and retention)"
[92] "eemb_prioritize:Graduate student diversity (e.g., recruitment and retention)"
[93] "eemb_prioritize:Undergraduate student diversity (e.g., recruitment and retention)"
[94] "eemb_prioritize:Staff diversity (e.g., recruitment and retention)"
[95] "eemb_prioritize:Research associate diversity (e.g., recruitment and retention)"

```

```
## add levels to scaled questions
```

```
mc %>% select(contains("eemb_prior")) %>% pivot_longer(everything()) %>% pull(value) %>%
```

```
[1] 6 2 3 1 4 5 7 8 9 10 12 11 NA
```

```
mc <- mc %>%
```

```
  mutate(across(c(contains("dei_conversations"),
                    contains("discrimination_reporting")), ~factor(., levels = c("Very uncomfortable",
                    "Somewhat uncomfortable",
                    "Neither comfortable nor uncomfortable",
                    "Somewhat comfortable",
                    "Extremely comfortable",
                    "Unsure"))),
```

```
  across(c(contains("personally_supported"),
            contains("eemb_ta")), ~ factor(., levels = c("Strongly disagree",
                    "Somewhat disagree",
                    "Neither agree nor disagree",
                    "Somewhat agree",
                    "Strongly agree"))),
```

```
  across(contains("eemb_issues"), ~ factor(., levels = c("No", "Somewhat", "Yes",
  across(contains("group"), ~factor(., levels = c("No support", "Minimal support",
  eemb_dei_meeting_frequency = factor(eemb_dei_meeting_frequency, levels = c("Every 2 weeks",
  "Once a month",
  "Twice a month",
  "More often",
  "Less often",
  "Never")

```

```

"Once
across(contains("factors"), ~ factor(., levels = c("Not at all important", "Most
across(contains("eemb_strengths"), ~ factor(., levels = c("Critically lacking",
"Somewhat lacking",
"Somewhat available",
"Readily available",
"Unsure"))),
across(contains("financially_supported"), ~ factor(., levels = c("Poor",
"Adequate",
"Fair",
"Good",
"Great"))),
across(c(`social:type`, `social:climate`), ~factor(`social:type`, levels = c("Ex
"Somewhat dissatisfied",
"Neither satisfied nor dissatis
"Somewhat satisfied",
"Extremely satisfied"))))

```


Summarize responses

Without the demographics, all there is to report is how many people responded. Last year they grouped people into “Person of Color” and “White”.

```
nrow(mc)
```

```
[1] 23
```

Plots

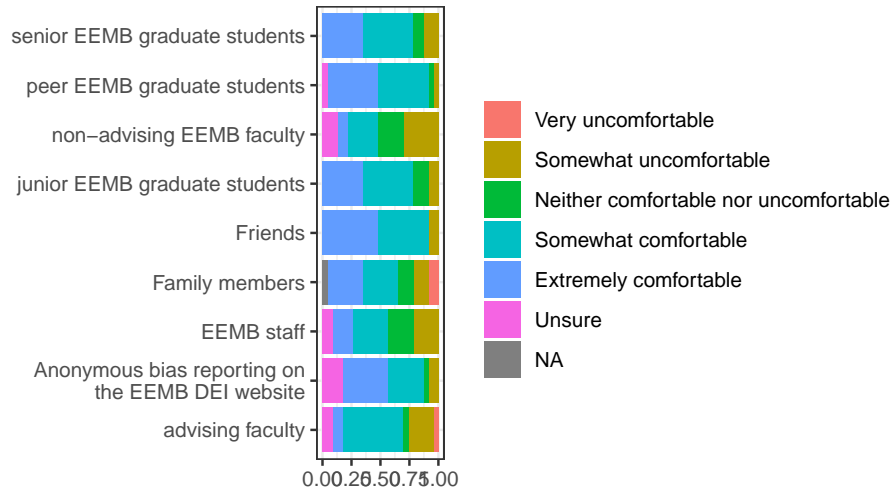
```
## plotting function
plot_fun <- function(question){
  plot_title = questions.short$question[which(questions.short$colnames == question)]
  plot_title = str_wrap(plot_title, width = 50)

  mc %>%
    select(contains(question)) %>%
    pivot_longer(everything()) %>%
    mutate(name = str_remove_all(name, paste0(question, ":")),
           name = str_wrap(name, width=30)) %>%
    ggplot()+
    geom_bar(aes(y = name, fill = value),
             position = "fill")+
    labs(title = plot_title,
         fill = NULL)
}

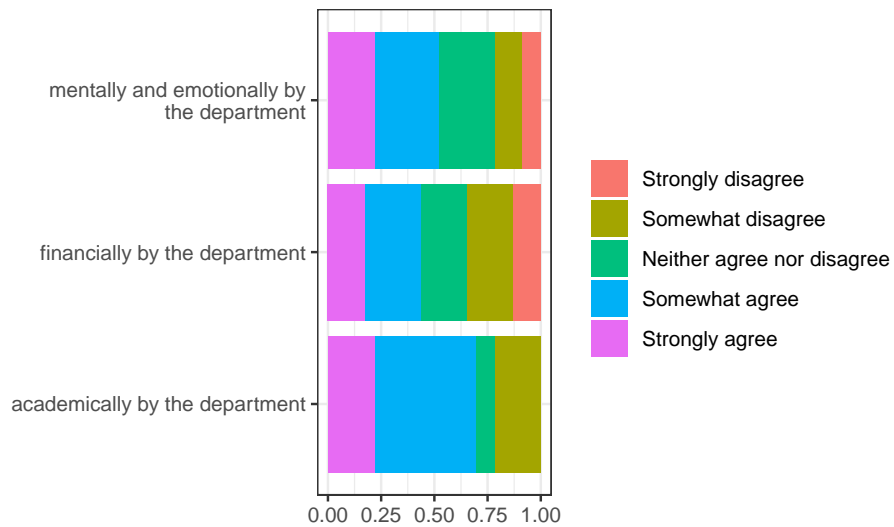
# plot_fun(questions.short$colnames[1])

topplot <- questions.short %>%
  filter(!colnames %in% c("finances", "monthly_bills", "eemb_prioritize", "eemb_dei_meeti
for (i in 1:nrow(topplot)) {
  print(
    plot_fun(topplot$colnames[i])
  )
}
```

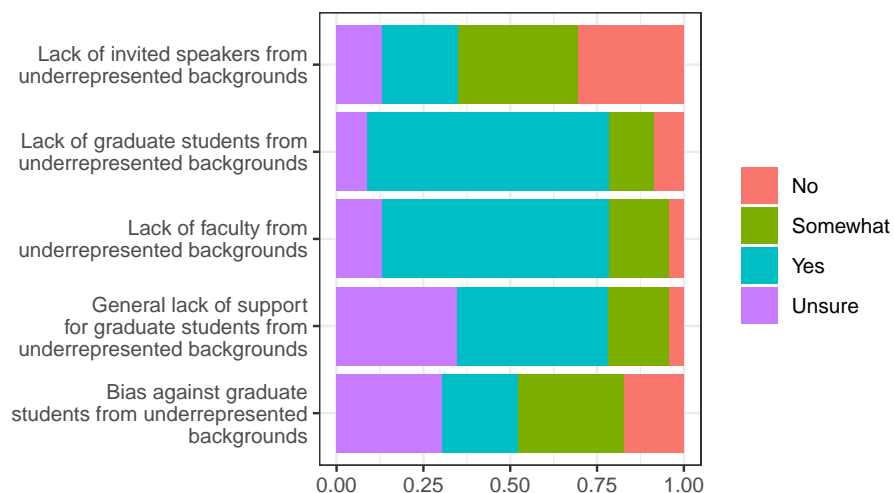
How comfortable do you feel discussing about general DEI issues with:



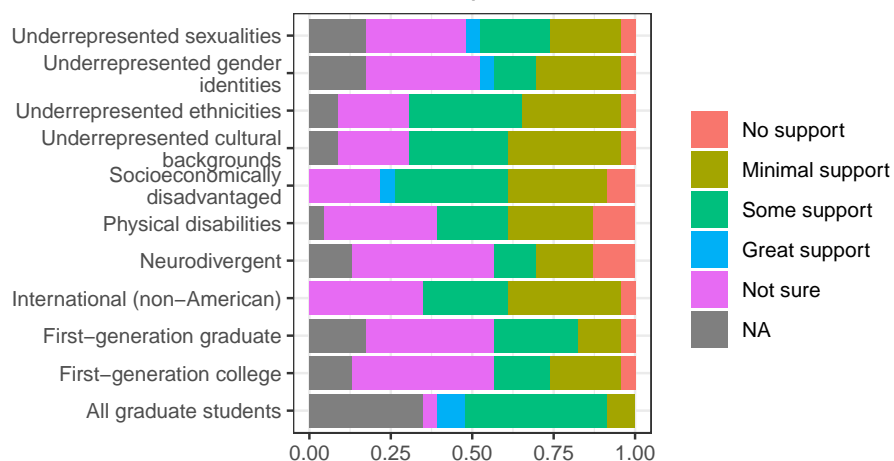
Do you personally feel well supported



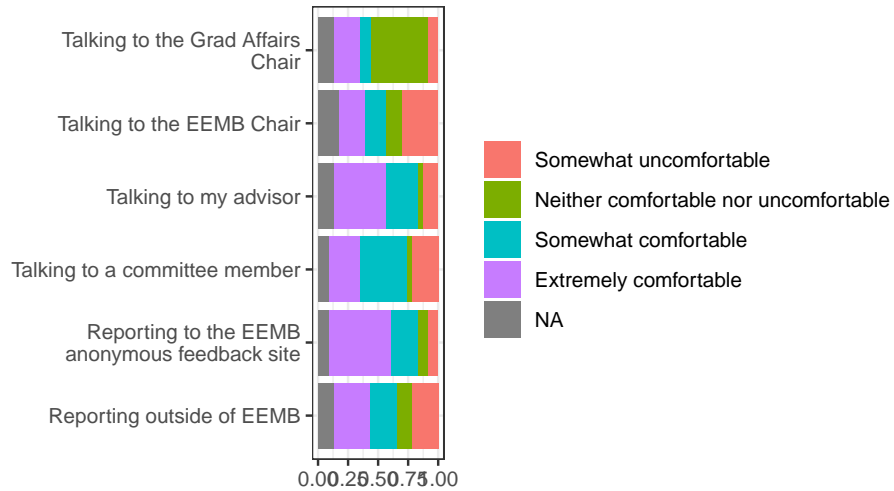
Do you think any of the following are issues in the EEMB department?



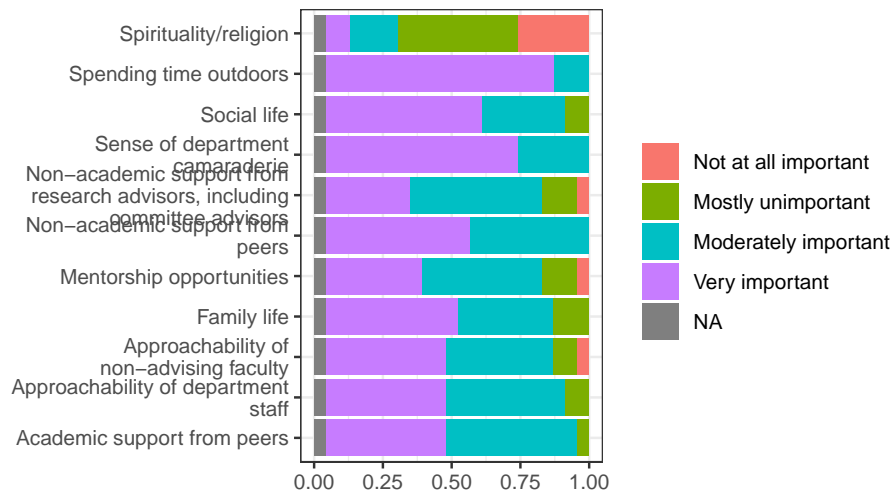
To what extent do you feel that graduate student from the following groups are well supported in the EEMB department?



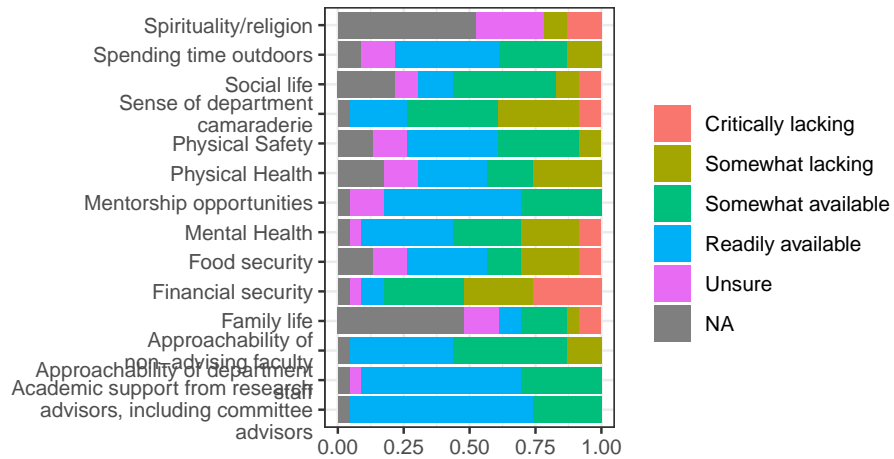
I feel comfortable using these resources and/
reporting acts of discrimination.



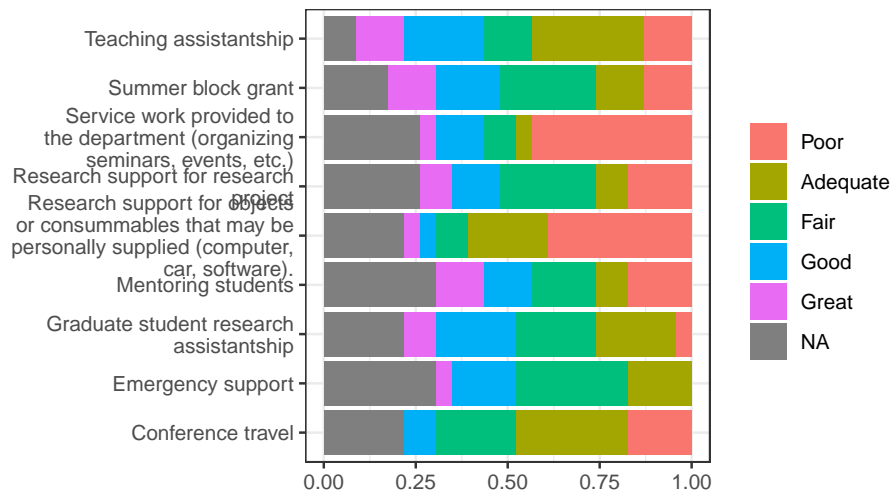
There are many factors that can have an effect
someone's well



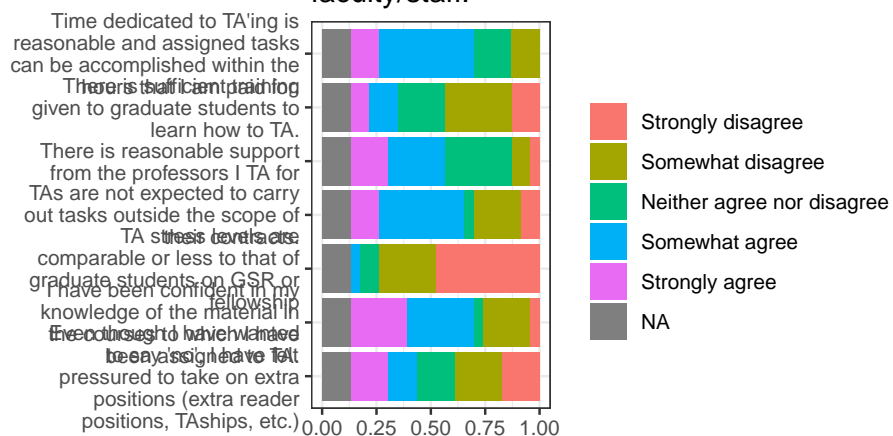
We would like to identify EEMB's strengths and weaknesses in supporting graduate student wellness.



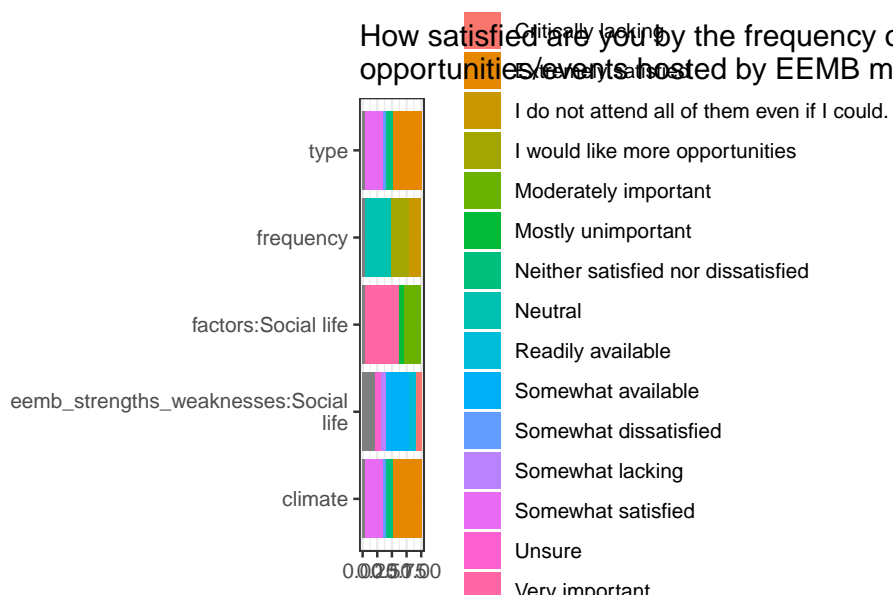
How would you rate the support for personal financial well

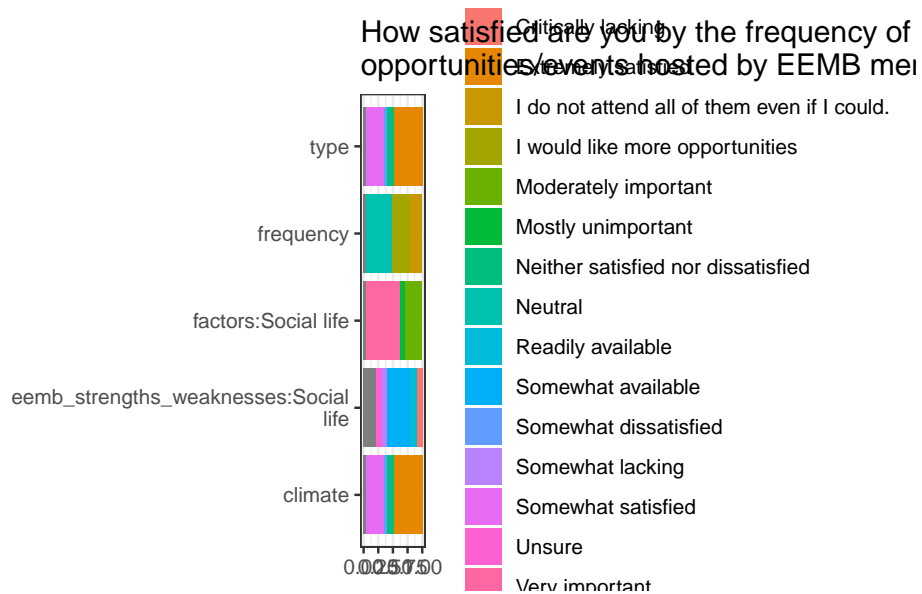
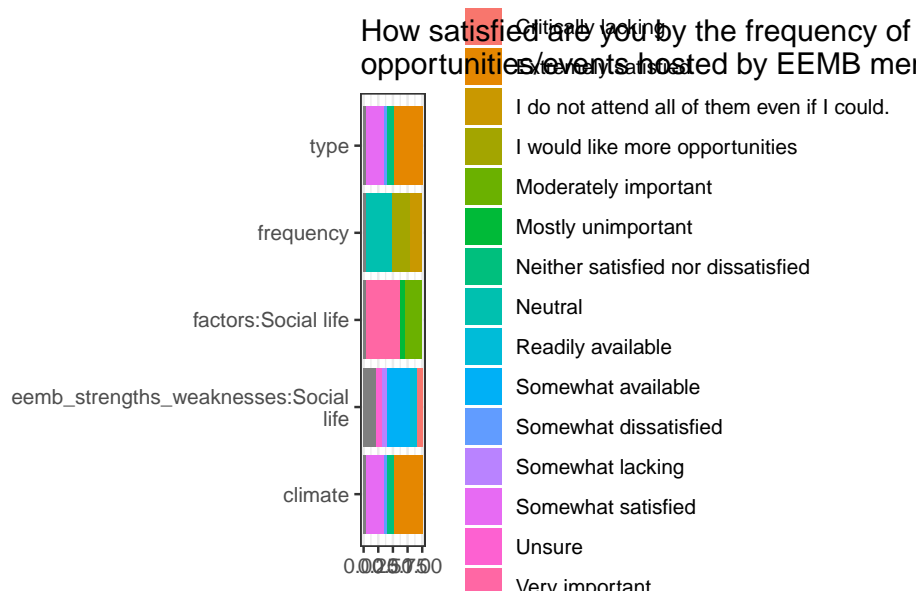


How would you rate your experience as a TA for EEMB courses? We are primarily interested in TA experiences for EEMB courses with EEI faculty/staff.



How satisfied are you by the frequency of opportunities/events hosted by EEMB members?





```
plot_fun(toplot$colnames[8])
```