

October 2021

Dear Members of the LCA Community,

Thank you for participating in the Climate Study. We very much appreciate the time and effort you took to tell us about your experiences of the LCA. Shawn Maxam, Senior Associate Director for Institutional Diversity and Inclusion in the Provost's Office, was pleased with our response rate of 22%, noting that it is in line with those of other units. This is the beginning of a long-term data gathering and accountability process, and we hope for an even larger response to future studies as we build on what we've learned with your help.

This study generated a large amount of data. The executive summary below highlights a selection of the major issues and themes from this study. Thank you.

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Princeton LCA Climate Survey 2021 – Executive Summary of Results

LCA conducted a center-wide climate survey in Spring 2021. 95 out of 432 current and recent department members participated in the survey. The survey was run by the Princeton Office for Institutional Research, with resulting data and anonymized comments passed to the department leadership. The demographic breakdown of survey participants by role, race/ethnicity and gender, and national origin is shown below. A brief summary of the main survey findings follows, along with key themes which emerged from the Spring 2021 focus groups with samples of all populations within LCA.

Participation Rates of Princeton LCA Climate Survey

Dates Survey Conducted: Spring 2021

95 respondents completed all or part of the survey out of a total 432 surveys circulated.

Response rate: 22%

DEPARTMENTAL AFFILIATION (CHART A): 61 Faculty/Lecturer/Fellow/Staff/Visitor | 32 Undergraduate Student | 2 Not Disclosed

RACE/ETHNICITY AND GENDER IDENTITY (CHART B): 53 Asian/ Black /Hispanic/Latinx /Native American/ Middle Eastern / Another Identity & Gender Non-Conforming & Not Disclosed | 42 White Men and White Women

NATIONAL ORIGIN and/or IMMIGRATION STATUS (CHART C): 7 Naturalized Citizen / Permanent Resident /Other Status | 70 US Citizen since birth | 18 Not Disclosed

CHART A -- What best describes your affiliation with the department?

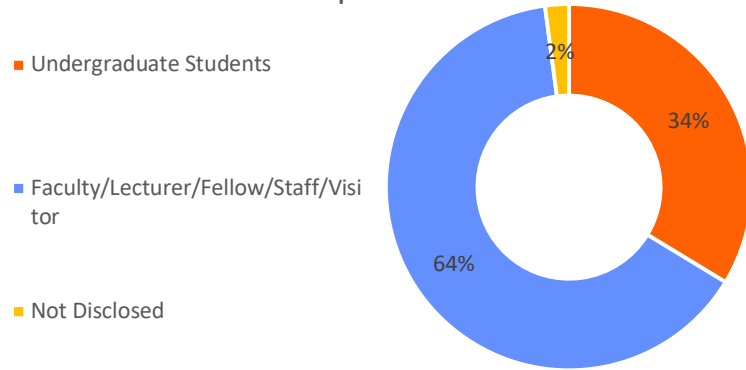


CHART B - Survey Participant Breakdown by Race/Ethnicity AND Gender Identity

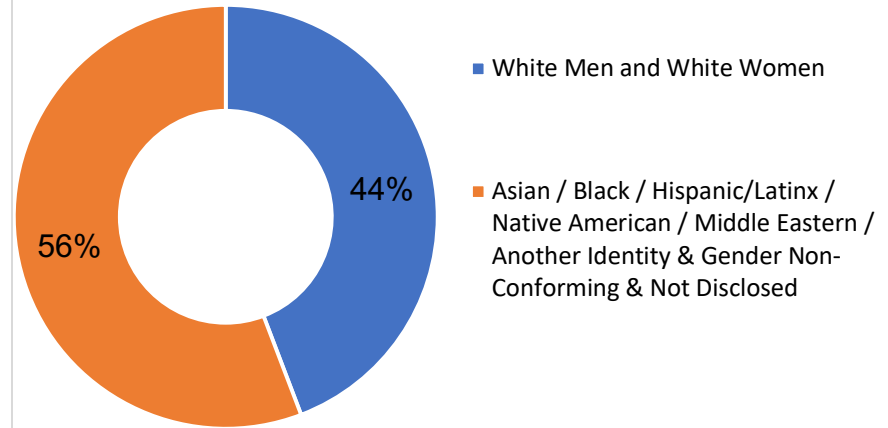
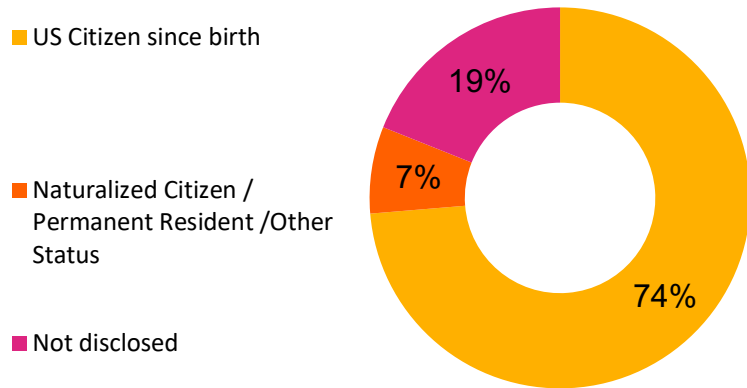
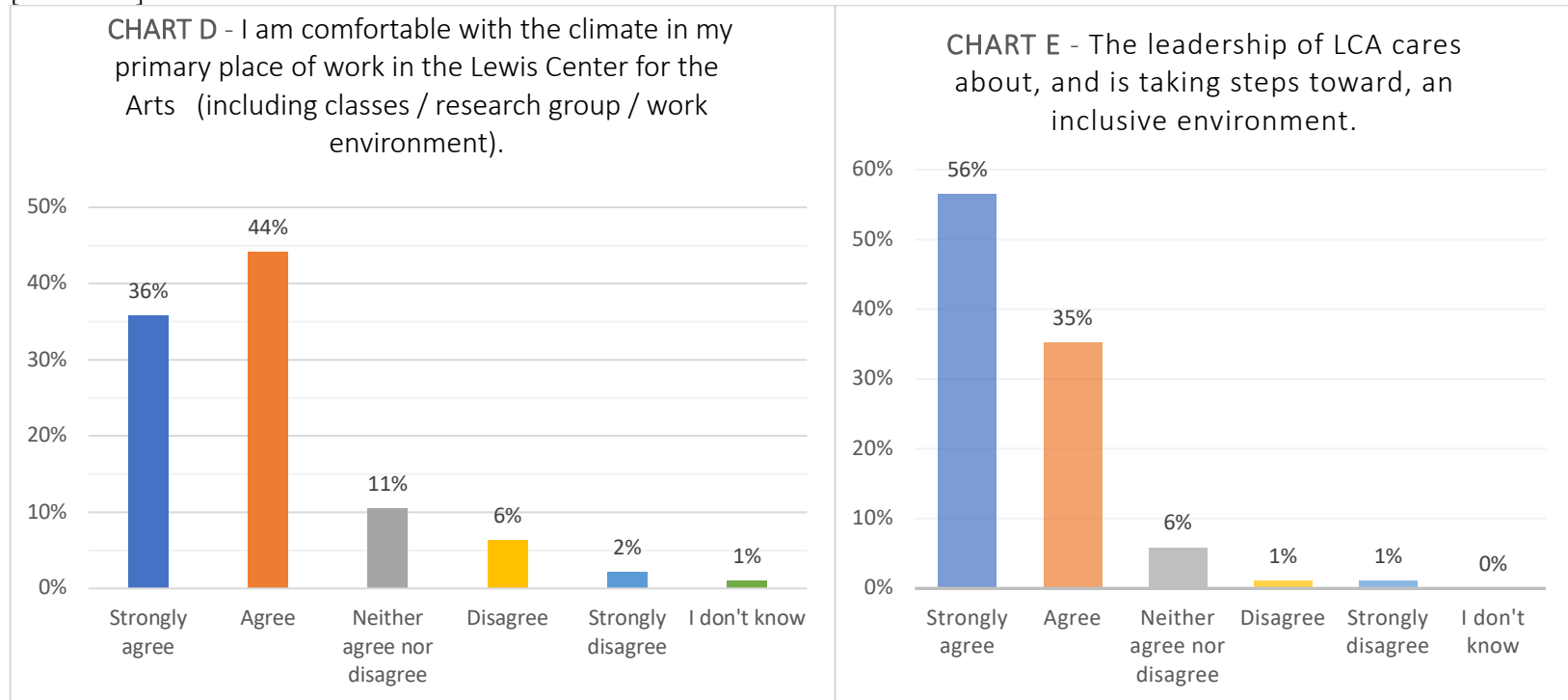


CHART C - Survey Participant Breakdown by National origin and/or immigration status

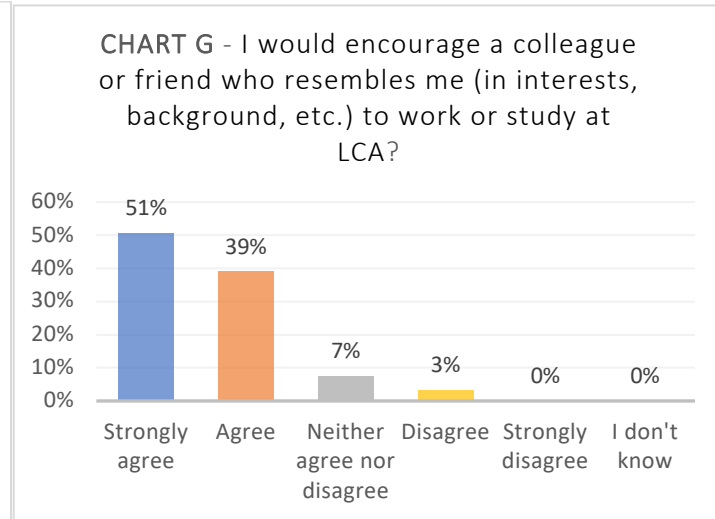
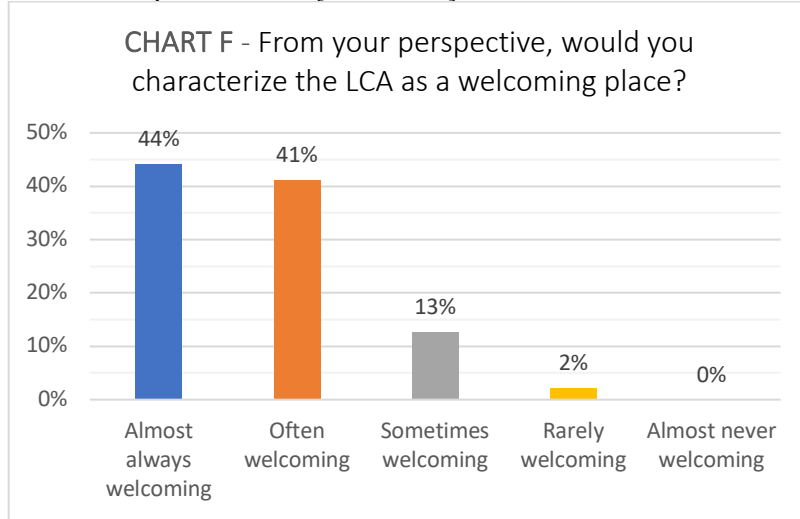


Key Takeaways from Overall LCA Responses

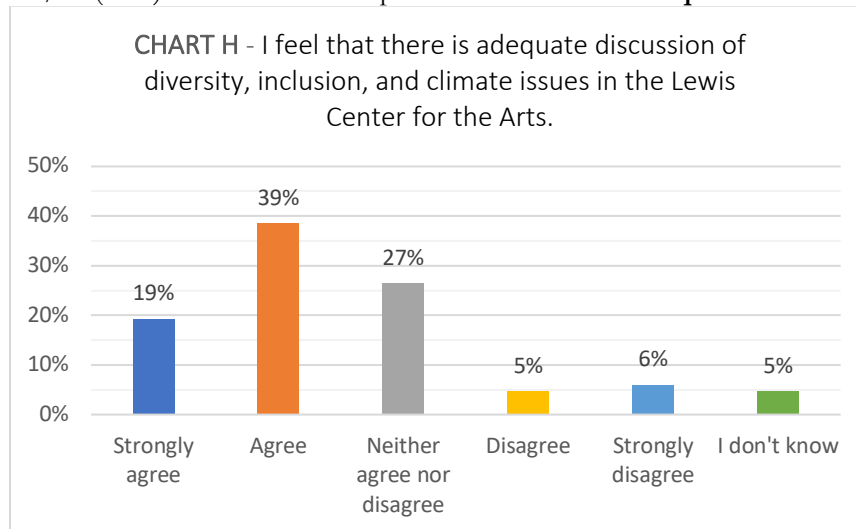
- 76/95 (80%) either agreed or strongly agreed that they **are comfortable with the climate in their primary place of work** within the LCA. [CHART D]
- 78/85 (92%) of overall respondents felt that the LCA leadership **cares about, and is taking steps toward, an inclusive environment**. [CHART E]



- 81/95 (85%) of respondents characterized the LCA as “often” or “almost always” welcoming. [CHART F]
- 85/95 (90%) said they would **encourage a prospective colleague or friend who resembles themselves** (in interests, background, etc.) to work or study in the LCA. [CHART G]



- 48/83 (58%) of overall LCA respondents feel there is **adequate discussion of diversity, inclusion & climate issues** in LCA. [CHART H]



Key Themes Identified at LCA Focus Groups

- While many populations within LCA perceive LCA to be more welcoming than many other Princeton spaces, there is a lack of clarity and access to information related to opportunities, resources, policies and procedures. For example, structures are not put in place to create equal access to opportunities and there is often a mismatch between communication and expectations.
- Standards and processes used across the LCA seem opaque (for example, approaches used for auditions).
- Experiences within LCA differ by program for faculty, staff and students.
- Students and non-ladder faculty experience an uneven distribution of labor.
- The expertise of staff feels unrecognized by faculty and students. Greater recognition and acknowledgement of the contributions and value of staff is needed.
- Non-ladder faculty would benefit from greater incentives to conduct research, including access to leave/sabbaticals.
- LCA should continue enhancing efforts on race, gender, gender expression, sexuality, ability, particularly with regard to art-making. The onus to bring their work to the forefront should not be placed on students of color.

Opportunities for Improvement

- A majority of respondents wish to see more information about diversity and inclusion, including engaging complex conversations around identity and opposing views.
 - 24/94 (26%) respondents report they “disagree” or “strongly disagree” that they are **comfortable expressing opposing views in Lewis Center for the Arts meetings, activities, events or seminars.**
- Despite the overall perception that the LCA was a welcoming place, respondents across all constituencies surveyed (ladder and non-ladder faculty, staff, and undergraduates) reported experiencing unwelcome behaviors or experiences, including offensive remarks and/or being adversely targeted, at high rates. Undergraduates, people of color and genderqueer/gender nonconforming community members reported the most challenges with the LCA climate.
 - 23/33 (70%) of overall LCA respondents who reported that that they have experienced unwelcome comments, jokes, offensive remarks, or images **directed at them** report that they were based on **their sex**. 15/33 (45%) reported the same due to **their rank/position within LCA.**
 - 10/19 of respondents identifying as Asian/ Black /Hispanic/Latinx /Native American / Middle Eastern / Another Identity & Gender Non-Conforming & Not Disclosed who reported that they have experienced unwelcome comments, jokes, offensive remarks, or images **directed at them** report that they were based **on their ethnicity.**
 - 23/32 (72%) of overall LCA respondents reported that on one or more occasions they heard or observed exclusionary behavior, unwelcome comments, jokes, offensive remarks, or images **directed at another person or people based on their race.** 22/32 (69%) reported witnessing the same **with regard to sex/gender.**

- Regarding the desire to advocate for increased representation in LCA processes, 16/40 (43%) of Asian/ Black /Hispanic/Latinx /Native American/ Middle Eastern / Another Identity & Gender Non-Conforming & Not Disclosed respondents reported that **they wanted to advocate at 4 or more times during a year** for current, future, or possible Lewis Center for the Arts auditions/events/policies/presentations/readings/shows **representing their race, ethnicity, gender, sexuality, class, disability, or identities that matter to them.** 7/40 (18%) of White Men and White Women reported the same.
- 17/39 (44%) of Asian/ Black /Hispanic/Latinx/Native American/ Middle Eastern / Another Identity & Gender Non-Conforming & Not Disclosed respondents reported **feeling pressure to take on additional duties due to their race, ethnicity, gender, or sexuality** on at least one occasion. 9 of this group (23%) reporting feeling pressure to do the same on more than 6 occasions.
 - 5/40 (12.5%) of Asian/ Black /Hispanic/Latinx /Native American / Middle Eastern / Another Identity & Gender Non-Conforming & Not Disclosed respondents feel **their efforts on behalf of equity, diversity, and inclusion are compensated by the LCA** “most of the time” or “sometimes.”

Proposed Next Steps for the LCA

- Utilize findings from the climate study (survey and focus groups) to develop strategies to enhance climate, equity and inclusivity.
- Explore providing DEI professional development workshops and resources for all members of the LCA to learn about inclusive and culturally competent praxis.
- Build upon previous LCA Climate and Inclusion [committee actions implemented in academic years 2019-20 and 2020-21.](#)
- Enhance program-specific and student-led initiatives e.g. Lewis Center Student Advisors and BIPOC Theater-Makers Group
- Additional items to be determined in collaboration with the broader LCA Community.