

Hope College

| | 2019-20 HERI Faculty Survey Campus Climate Module All Respondents | | | | | |
|---|---|-------|---------------|-------|-------------------|-------|
| | Total | | Men/Trans men | | Women/Trans women | |
| | 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% | 0.4% | 1.3% | 1.2% |
| Often | 1.3% | 2.4% | 1.3% | 1.5% | 1.3% | 3.0% |
| Sometimes | 16.8% | 11.1% | 10.3% | 7.7% | 24.0% | 14.1% |
| Seldom | 21.3% | 18.8% | 20.5% | 16.3% | 21.3% | 20.8% |
| Never | 59.4% | 67.0% | 66.7% | 74.1% | 52.0% | 60.9% |
| Total (n) | 155 | 9,883 | 78 | 4,375 | 75 | 4,956 |
| Mean | 1.64 | 1.51 | 1.50 | 1.38 | 1.79 | 1.63 |
| Standard deviation | 0.90 | 0.85 | 0.83 | 0.72 | 0.95 | 0.91 |
| Sig. | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 |

| | 2016-17 HERI Faculty Survey Campus Climate Module All Respondents | | | | | |
|---|---|--------|-----------|-------|-----------|-------|
| | Total | | Men | | Women | |
| | Your Inst | All | Your Inst | All | Your Inst | All |
| Counseled a student who had been sexually assaulted | | | | | | |
| Very often | 1.0% | 0.7% | 1.0% | 0.5% | 0.9% | 0.9% |
| Often | 1.9% | 1.6% | 1.9% | 1.0% | 1.9% | 2.2% |
| Sometimes | 12.4% | 8.6% | 6.8% | 6.0% | 17.8% | 11.1% |
| Seldom | 22.4% | 16.0% | 22.3% | 14.6% | 22.4% | 17.4% |
| Never | 62.4% | 73.1% | 68.0% | 77.9% | 57.0% | 68.3% |
| Total (n) | 210 | 14,248 | 108 | 7,133 | 107 | 7,115 |
| Mean | 1.57 | 1.41 | 1.46 | 1.31 | 1.67 | 1.5 |
| Standard deviation | 0.85 | 0.77 | 0.79 | 0.67 | 0.9 | 0.85 |

Hope College

Please indicate how often at this institution you have:

Been discriminated or excluded from activities because of my race/ethnicity

| | Total | | Men/Trans men | | Women/Trans women | |
|--------------------|-----------|-------|---------------|-------|-------------------|-------|
| | Your Inst | All | Your Inst | All | Your Inst | All |
| Very often | 25% | 15% | 38% | 14% | 13% | 13% |
| Often | 06% | 14% | 13% | 12% | 00% | 13% |
| Sometimes | 57% | 45% | 63% | 41% | 53% | 46% |
| Seldom | 64% | 57% | 88% | 57% | 40% | 54% |
| Never | 84.7% | 87.0% | 80.0% | 87.6% | 89.3% | 87.4% |
| Total(n) | 157 | 9801 | 80 | 4350 | 75 | 4909 |
| Mean | 1.30 | 1.25 | 1.40 | 1.23 | 1.20 | 1.24 |
| Standard deviation | 0.82 | 0.73 | 0.95 | 0.71 | 0.66 | 0.72 |
| Significance | - | | - | * | - | |
| Effect size | - | 0.07 | - | 0.24 | - | -0.06 |

Been discriminated or excluded from activities because of my gender

| | Total | | Men/Trans men | | Women/Trans women | |
|--------------------|-----------|-------|---------------|-------|-------------------|-------|
| | Your Inst | All | Your Inst | All | Your Inst | All |
| Very often | 1.9% | 21% | 00% | 08% | 40% | 31% |
| Often | 7.1% | 27% | 38% | 08% | 10.7% | 4.2% |
| Sometimes | 11.5% | 99% | 63% | 42% | 17.3% | 14.6% |
| Seldom | 135% | 106% | 51% | 61% | 22.7% | 14.8% |
| Never | 66.0% | 74.8% | 84.8% | 88.1% | 45.3% | 63.3% |
| Total(n) | 156 | 9778 | 79 | 4330 | 75 | 4907 |
| Mean | 1.65 | 1.47 | 1.29 | 1.20 | 2.05 | 1.69 |
| Standard deviation | 1.06 | 0.92 | 0.75 | 0.62 | 1.20 | 1.06 |
| Significance | - | * | - | | - | ** |
| Effect size | - | 0.20 | - | 0.15 | - | 0.34 |

Been discriminated or excluded from activities because of my sexual orientation

| | Total | | Men/Trans men | | Women/Trans women | |
|--------------------|-----------|-------|---------------|----------------|-------------------|--------|
| | Your Inst | All | Your Inst | All | Your Inst | All |
| Very often | 00% | 05% | 00% | 04% | 00% | 04% |
| Often | 06% | 04% | 00% | 04% | 1.3% | 0.2% |
| Sometimes | 00% | 1.9% | 00% | 94% | 00% | 1.5% |
| Seldom | 3.2% | 2.9% | 2.6% | 2.9% | 96% | 2.6% |
| Never | 96.1% | 94.4% | 97.4% | 94.3% | 94.7% | 95.3% |
| Total(n) | 155 | 9743 | 78 | 4327 | 75 | 4887 |
| Mean | 1.05 | 1.10 | 1.03 | 1.10 | 1.08 | 1.08 |
| Standard deviation | 0.30 | 0.45 | 0.16 | 0.45 | 0.39 | 0.40 |
| Significance | - | | - | | - | |
| Effect size | - | -0.11 | - | -0.16 | - | M 1.0% |

 2019-20 HERI Faculty Survey
 Campus Climate Module
 All Respondents

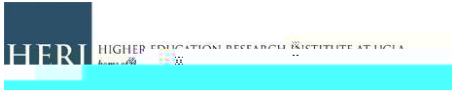
 2016-17 HERI Faculty Survey
 Campus Climate Module
 All Respondents

| | Total | | Men | | Women | |
|--------------------|-----------|------------------|----------------|----------------|-----------------|-------|
| | Your Inst | All | Your Inst | All | Your Inst | All |
| Very often | 05% | 09% | 10% | 08% | 00% | 10% |
| Often | 19% | 11% | 19% | 11% | 19% | 12% |
| Sometimes | 34% | 34% | 29% | 33% | 38% | 35% |
| Seldom | 43% | 45% | 68% | 44% | 19% | 46% |
| Never | 89.9% | 90.0% | 87.4% | 90.4% | 92.4% | 89.7% |
| Total(n) | 208 | 14145 | 103 | 7096 | 105 | 7049 |
| Mean | 1.19 | 1.18 | 1.22 | 1.18 | 1.15 | 1.19 |
| Standard deviation | 0.63 | 0.63 | 0.69 | 0.61 | 0.57 | 0.65 |
| Significance | - | | - | | - | |
| Effect size | - | 0.02 | - | 0.07 | - | -0.06 |
| Very often | 1.9% | 1.2% | 90% | 05% | 3.8% | 1.9% |
| Often | 2.9% | 1.9% | 10% | 07% | 93% | 3.1% |
| Sometimes | 9.6% | 7.8% | 20% | 28% | 17.0% | 12.8% |
| Seldom | 125% | 9.5% | 7.8% | 94% | 920% | 13.9% |
| Never | 73.1% | 79.6% | 89.2% | 90.9% | 57.5% | 68.2% |
| Total(n) | 208 | 14166 | 102 | 7103 | 106 | 7063 |
| Mean | 1.48 | 1.36 | 1.15 | 1.15 | 1.8 | 1.57 |
| Standard deviation | 0.92 | 0.8 | 0.48 | 0.53 | 1.12 | 0.96 |
| Significance | - | * | - | | - | * |
| Effect size | - | 0.15 | - | 0.00 | - | 0.24 |
| Very often | 05% | 03% | 00% | 03% | 1.0% | 0.2% |
| Often | 00% | 04% | 00% | 04% | 00% | 04% |
| Sometimes | 05% | 1.4% | 00% | 1.4% | 1.0% | 1.3% |
| Seldom | 3.4% | 2.6% | 50% | 2.6% | 93% | 2.6% |
| Never | 95.6% | 95.4% | 95.0% | 95.3% | 96.1% | 95.5% |
| Total(n) | 209 | 14051 | 100 | 7062 | 109 | 6989 |
| Mean | 1.06 | 1.08 | 1.05 | 1.08 | 1.08 | 1.07 |
| Standard deviation | 0.36 | 0.39 | 0.22 | 0.4 | 0.06 | 0.38 |
| Significance | - | | - | | - | |
| Effect size | - | 0.39 | 2.16 | -0.16 | - | 2.16 |

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|--|-----|---------------|-----|-------------------|-----|
| Total | | Men/Trans men | | Women/Trans women | |
| Your Inst | All | Your Inst | All | Your Inst | All |
| Item not included in the 2019-20HERI Faculty Survey | | | | | |
| Item not included in the 2019-20HERI Faculty Survey | | | | | |

| 2016-17 HERI Faculty Survey Campus Climate Module All Respondents | | | | | |
|---|--------|-----------|-------|-----------|-------|
| Total | | Men | | Women | |
| Your Inst | All | Your Inst | All | Your Inst | All |
| 2.4% | 1.1% | 1.0% | 0.7% | 3.8% | 1.5% |
| 3.4% | 3.0% | 2.9% | 2.2% | 3.8% | 3.9% |
| 21.7% | 15.7% | 21.6% | 12.5% | 21.9% | 19.0% |
| 33.8% | 29.4% | 33.3% | 31.1% | 34.3% | 27.6% |
| 38.6% | 50.8% | 41.2% | 53.6% | 36.2% | 48.0% |
| 207 | 14,263 | 102 | 7,145 | 105 | 7,118 |
| 1.97 | 1.74 | 1.89 | 1.65 | 2.05 | 1.83 |
| 0.98 | 0.9 | 0.91 | 0.83 | 1.04 | 0.97 |
| - | *** | - | ** | - | * |
| - | 0.26 | - | 0.29 | - | 0.23 |
| 2.4% | 1.5% | 0.0% | 0.6% | 4.8% | 2.5% |
| 3.4% | 3.7% | 1.9% | 2.0% | 4.8% | 5.4% |
| 24.0% | 17.9% | 22.3% | 13.1% | 25.7% | 22.8% |
| 33.2% | 27.6% | 37.9% | 29.6% | 28.6% | 25.6% |
| 37.0% | 49.3% | 37.9% | 54.7% | 3 | 49.3% |



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| | | | | | |

| 2016-17 HERI Faculty Survey Campus Climate Module All Respondents | | | | | |
|---|-----|-----------|-----|-----------|-----|
| Total | | Men | | Women | |
| Your Inst | All | Your Inst | All | Your Inst | All |
| | | | | | |



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| Total | | Men/Trans men | | Women/Trans women | |
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| | | | | | |

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|---|-----|-----------|-----|-----------|-----|
| Total | | Men | | Women | |
| Your Inst | All | Your Inst | All | Your Inst | All |
| | | | | | |

| 2019-20 HERI Faculty Survey Campus Climate Module All Respondents | | |
|---|---------------|-------------------|
| Total | Men/Trans men | Women/Trans women |
| | | |

| 2016-17 HERI Faculty Survey Campus Climate Module All Respondents | | |
|---|-----|--|
| Total | Men | |
| | | |