



NATIONAL ASSESSMENT OF COLLEGIATE  
CAMPUS CLIMATES

USC Race and  
Equity Center

UNIVERSITY OF WISCONSIN - PARKSIDE  
NACCC Fall 2021

Appraisals of Institutional Commitment	Individual Racial/Ethnic Groups											
	Overall	Student of Color*	Caucasian or White	Arab or Arab American	Asian or Asian American	Black or African American	Hispanic or Latinx	Middle Eastern	Native American and/or Alaska Native	Native Hawaiian and/or Pacific Islander	Another group not listed	Two or more races
Note: The data in this report is disaggregated by: (1) Student of Color vs. Caucasian or White Student; (2) Individual Racial/Ethnic Groups.												
Total (n)	828	341	487	6	38	67	121	3	0	0	6	100
%	100.0%	41.2%	58.8%	0.7%	4.6%	8.1%	14.6%	0.4%	0.0%	0.0%	0.7%	12.1%
<b>In your opinion, how racially diverse is your institution?</b>												
1 = Not at all racially diverse	8.6%	11.3%	6.7%	0.0%	13.2%	13.3%	12.9%	33.3%	0.0%	0.0%	33.3%	6.2%
2 = Slightly racially diverse	11.8%	15.3%	9.3%	0.0%	15.8%	41.7%	7.8%	0.0%	0.0%	0.0%	16.7%	9.3%
3 = Somewhat racially diverse	30.1%	30.4%	29.9%	0.0%	36.8%	30.0%	31.9%	0.0%	0.0%	0.0%	16.7%	29.9%
4 = Mostly racially diverse	28.6%	23.6%	32.2%	50.0%	21.1%	8.3%	24.1%	66.7%	0.0%	0.0%	33.3%	29.9%
5 = Strongly racially diverse	20.8%	19.3%	22.0%	50.0%	13.2%	6.7%	23.3%	0.0%	0.0%	0.0%	0.0%	24.7%
Total (n)	777	326	451	6	38	60	116	3	0	0	6	97
Mean	3.4	3.2	3.5	4.5	3.1	2.5	3.4	3.0	^	^	2.5	3.6
Standard deviation	1.2	1.3	1.1	0.5	1.2	1.0	1.3	1.7	^	^	1.4	1.1
<b>Rate your institution on how they deal with on-campus racism and racist incidents:</b>												
They don't acknowledge racism or racist incidents on my campus at all.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total (n)	828	341	487	6	38	67	121	3	0	0	6	100
<b>Ineffectively (1) to Effectively (7)</b>												
1 = Completely ineffectively	1.3%	2.0%	0.7%	0.0%	0.0%	5.9%	0.9%	0.0%	0.0%	0.0%	0.0%	2.2%
2 = Moderately ineffectively	1.8%	1.7%	1.9%	0.0%	0.0%	7.8%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
3 = Slightly ineffectively	3.4%	4.6%	2.4%	16.7%	5.7%	3.9%	3.6%	0.0%	0.0%	0.0%	0.0%	5.4%
4 = Neither effectively nor ineffectively (or neutral)	34.1%	35.3%	33.2%	16.7%	45.7%	39.2%	30.0%	100.0%	0.0%	0.0%	16.7%	36.6%
5 = Slightly effectively	14.2%	14.9%	13.8%	0.0%	5.7%	11.8%	20.0%	0.0%	0.0%	0.0%	16.7%	15.1%
6 = Moderately effectively	25.8%	22.8%	28.1%	33.3%	25.7%	15.7%	25.5%	0.0%	0.0%	0.0%	33.3%	21.5%
7 = Completely effectively	19.4%	18.8%	19.9%	33.3%	17.1%	15.7%	19.1%	0.0%	0.0%	0.0%	33.3%	19.4%
Total (n)	716	303	413	6	35	51	110	2	0	0	6	93

Note: The data in this report is disaggregated by: (1) Student of Color vs. Caucasian or White Student; (2) Individual Racial/Ethnic Groups.	Overall	Student of Color*	Caucasian or White	Arab or Arab American	Asian or Asian American	Black or African American	Hispanic or Latinx	Middle Eastern	Native American and/or Alaska Native	Native Hawaiian and/or Pacific Islander	Another group not listed	Two or more races
Mean	5.1	5.0	5.2	5.5	5.0	4.5	5.2	4.0	^	^	5.8	5.0
Standard deviation	1.4	1.4	1.3	1.6	1.3	1.7	1.3	0.0	^	^	1.2	1.4
<b>In secret (1) to In the open (7)</b>												
1 = Completely in secret	2.4%	2.6%	2.2%	0.0%	0.0%	7.8%	0.9%	0.0%	0.0%	0.0%	0.0%	3.2%
2 = Moderately in secret	4.6%	7.3%	2.7%	20.0%	2.9%	15.7%	6.4%	0.0%	0.0%	0.0%	0.0%	5.4%
3 = Slightly in secret	5.5%	6.3%	4.8%	0.0%	11.4%	3.9%	4.5%	0.0%	0.0%	0.0%	16.7%	7.5%
4 = Neither in the open nor in secret (or neutral)	44.8%	40.7%	47.7%	60.0%	42.9%	33.3%	42.7%	100.0%	0.0%	0.0%	33.3%	39.8%
5 = Slightly in the open	12.7%	14.2%	11.6%	0.0%	8.6%	11.8%	19.1%	0.0%	0.0%	0.0%	0.0%	14.0%
6 = Moderately in the open	17.5%	14.9%	19.4%	0.0%	20.0%	9.8%	15.5%	0.0%	0.0%	0.0%	16.7%	16.1%
7 = Completely in the open	12.6%	13.9%	11.6%	20.0%	14.3%	17.6%	10.9%	0.0%	0.0%	0.0%	33.3%	14.0%
Total (n)	715	302	413	5	35	51	110	2	0	0	6	93
Mean	4.6	4.6	4.7	4.2	4.7	4.3	4.6	4.0	^	^	5.2	4.6
Standard deviation	1.4	1.5	1.4	1.8	1.4	1.9	1.3	0.0	^	^	1.7	1.5
<b>In a delayed manner (1) to In a timely manner (7)</b>												
1 = Completely in a delayed manner	1.0%	1.7%	0.5%	0.0%	0.0%	5.9%	0.9%	0.0%	0.0%	0.0%	0.0%	1.1%
2 = Moderately in a delayed manner	1.8%	3.0%	1.0%	0.0%	2.9%	5.9%	0.9%	0.0%	0.0%	0.0%	0.0%	4.3%
3 = Slightly in a delayed manner	3.4%	4.3%	2.7%	20.0%	5.7%	7.8%	2.7%	0.0%	0.0%	0.0%	0.0%	3.2%
4 = Neither in a timely manner nor in a delayed manner (or neutral)	39.6%	36.1%	42.2%	40.0%	37.1%	39.2%	33.6%	100.0%	0.0%	0.0%	33.3%	35.5%
5 = Slightly in a timely manner	10.5%	12.9%	8.7%	0.0%	14.3%	7.8%	16.4%	0.0%	0.0%	0.0%	16.7%	11.8%
6 = Moderately in a timely manner	23.0%	21.2%	24.3%	0.0%	22.9%	13.7%	22.7%	0.0%	0.0%	0.0%	16.7%	24.7%
7 = Completely in a timely manner	20.7%	20.9%	20.6%	40.0%	17.1%	19.6%	22.7%	0.0%	0.0%	0.0%	33.3%	19.4%
Total (n)	714	302	412	5	35	51	110	2	0	0	6	93
Mean	5.1	5.0	5.1	5.0	5.0	4.6	5.2	4.0	^	^	5.5	5.0
Standard deviation	1.4	1.5	1.3	1.9	1.4	1.7	1.3	0.0	^	^	1.4	1.4
<b>In your opinion or experience, how committed is your institution to each of the following?</b>												
<b>Admitting students of color</b>												
1 = Not committed at all	0.9%	0.8%	0.9%	0.0%	0.0%	2.1%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
2 = Slightly committed	3.0%	5.6%	0.9%	50.0%	3.2%	12.5%	3.1%	0.0%	0.0%	0.0%	0.0%	4.2%
3 = Somewhat committed	15.8%	18.3%	13.8%	0.0%	12.9%	35.4%	14.4%	0.0%	0.0%	0.0%	0.0%	15.5%
4 = Mostly committed	22.1%	22.2%	22.0%	0.0%	32.3%	14.6%	22.7%	0.0%	0.0%	0.0%	50.0%	22.5%

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5 = Strongly committed	58.2%	53.2%	62.3%	50.0%	51.6%	35.4%	59.8%	0.0%	0.0%	0.0%	50.0%	57.7%
Total (n)	570	252	318	2	31	48	97	1	0	0	2	71
Mean	4.3	4.2	4.4	3.5	4.3	3.7	4.4	1.0	^	^	4.5	4.3
Standard deviation	0.9	1.0	0.8	2.1	0.8	1.2	0.8	^	^	^	0.7	0.9
<b>Racial diversity among faculty</b>												
1 = Not committed at all	3.8%	6.3%	1.8%	0.0%	3.4%	19.6%	2.2%	100.0%	0.0%	0.0%	0.0%	2.8%
2 = Slightly committed	10.2%	12.7%	8.2%	0.0%	0.0%	29.4%	6.5%	0.0%	0.0%	0.0%	33.3%	13.9%
3 = Somewhat committed	20.2%	23.0%	18.0%	0.0%	24.1%	23.5%	23.7%	0.0%	0.0%	0.0%	0.0%	23.6%
4 = Mostly committed	23.1%	21.4%	24.4%	66.7%	34.5%	15.7%	21.5%	0.0%	0.0%	0.0%	0.0%	19.4%
5 = Strongly committed	42.8%	36.5%	47.6%	33.3%	37.9%	11.8%	46.2%	0.0%	0.0%	0.0%	66.7%	40.3%
Total (n)	580	252	328	3	29	51	93	1	0	0	3	72
Mean	3.9	3.7	4.1	4.3	4.0	2.7	4.0	1.0	^	^	4.0	3.8
Standard deviation	1.2	1.3	1.1	0.6	1.0	1.3	1.1	^	^	^	1.7	1.2
<b>Racial diversity among staff</b>												
1 = Not committed at all	3.3%	5.6%	1.5%	0.0%	0.0%	14.0%	2.1%	100.0%	0.0%	0.0%	0.0%	5.6%
2 = Slightly committed	11.0%	16.3%	6.8%	50.0%	6.7%	36.0%	10.6%	0.0%	0.0%	0.0%	0.0%	13.9%
3 = Somewhat committed	21.7%	25.0%	19.2%	0.0%	23.3%	26.0%	26.6%	0.0%	0.0%	0.0%	33.3%	23.6%
4 = Mostly committed	23.7%	19.4%	26.9%	0.0%	30.0%	8.0%	24.5%	0.0%	0.0%	0.0%	0.0%	18.1%
5 = Strongly committed	40.3%	33.7%	45.5%	50.0%	40.0%	16.0%	36.2%	0.0%	0.0%	0.0%	66.7%	38.9%
Total (n)	575	252	323	2	30	50	94	1	0	0	3	72
Mean	3.9	3.6	4.1	3.5	4.0	2.8	3.8	1.0	^	^	4.3	3.7
Standard deviation	1.2	1.3	1.0	2.1	1.0	1.3	1.1	^	^	^	1.2	1.3
<b>Ensuring students of color in your program graduate</b>												
1 = Not committed at all	3.8%	6.6%	1.4%	0.0%	0.0%	16.3%	3.3%	100.0%	0.0%	0.0%	0.0%	5.8%
2 = Slightly committed	6.0%	10.3%	2.4%	0.0%	7.1%	30.6%	6.6%	0.0%	0.0%	0.0%	0.0%	2.9%
3 = Somewhat committed	17.9%	17.7%	18.0%	50.0%	14.3%	20.4%	12.1%	0.0%	0.0%	0.0%	33.3%	23.2%
4 = Mostly committed	23.7%	23.9%	23.5%	0.0%	35.7%	10.2%	27.5%	0.0%	0.0%	0.0%	0.0%	26.1%
5 = Strongly committed	48.7%	41.6%	54.7%	50.0%	42.9%	22.4%	50.5%	0.0%	0.0%	0.0%	66.7%	42.0%
Total (n)	532	243	289	2	28	49	91	1	0	0	3	69
Mean	4.1	3.8	4.3	4.0	4.1	2.9	4.2	1.0	^	^	4.3	4.0
Standard deviation	1.1	1.3	0.9	1.4	0.9	1.4	1.1	^	^	^	1.2	1.1

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<b>Sponsoring activities about racial diversity (e.g., lecture series)</b>												
1 = Not committed at all	3.1%	4.8%	1.8%	0.0%	3.6%	11.8%	1.1%	100.0%	0.0%	0.0%	0.0%	4.1%
2 = Slightly committed	6.9%	10.0%	4.5%	0.0%	10.7%	25.5%	4.4%	0.0%	0.0%	0.0%	0.0%	6.8%
3 = Somewhat committed	16.9%	18.4%	15.7%	0.0%	10.7%	23.5%	20.0%	0.0%	0.0%	0.0%	0.0%	17.6%
4 = Mostly committed	22.0%	23.6%	20.8%	50.0%	28.6%	17.6%	24.4%	0.0%	0.0%	0.0%	25.0%	24.3%
5 = Strongly committed	51.1%	43.2%	57.1%	50.0%	46.4%	21.6%	50.0%	0.0%	0.0%	0.0%	75.0%	47.3%
Total (n)	581	250	331	2	28	51	90	1	0	0	4	74
Mean	4.1	3.9	4.3	4.5	4.0	3.1	4.2	1.0	^	^	4.8	4.0
Standard deviation	1.1	1.2	1.0	0.7	1.2	1.3	1.0	^	^	^	0.5	1.1
<b>Removing objects or structures on campus that are racially-offensive (e.g., statues, portraits, or names of buildings)</b>												
1 = Not committed at all	2.5%	3.9%	1.5%	0.0%	0.0%	4.9%	2.6%	100.0%	0.0%	0.0%	0.0%	5.2%
2 = Slightly committed	4.8%	5.3%	4.5%	0.0%	8.3%	17.1%	1.3%	0.0%	0.0%	0.0%	0.0%	1.7%
3 = Somewhat committed	16.0%	18.4%	14.2%	0.0%	16.7%	24.4%	22.1%	0.0%	0.0%	0.0%	0.0%	12.1%
4 = Mostly committed	19.2%	22.7%	16.4%	50.0%	29.2%	22.0%	18.2%	0.0%	0.0%	0.0%	25.0%	25.9%
5 = Strongly committed	57.5%	49.8%	63.4%	50.0%	45.8%	31.7%	55.8%	0.0%	0.0%	0.0%	75.0%	55.2%
Total (n)	475	207	268	2	24	41	77	1	0	0	4	58
Mean	4.2	4.1	4.4	4.5	4.1	3.6	4.2	1.0	^	^	4.8	4.2
Standard deviation	1.0	1.1	1.0	0.7	1.0	1.2	1.0	^	^	^	0.5	1.1