

A CAMPUS CLIMATE STUDY ON DIVERSITY AND INCLUSION:
A FACTOR ANALYSIS

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ABSTRACT

This study examines the psychometric properties of a newly developed campus climate survey on diversity and inclusion by conducting a factor analysis on its 16 Likert-scale items and analyzing the factor scores as they relate to participant demographics. Sample data from undergraduate students ($n = 215$) was utilized in an effort to identify underlying factor structures. Two primary factors emerged from the data: *Factor 1, desire for diversity and inclusion initiatives*, for which six items were retained, and *Factor 2, sense of comfort and belonging*, for which three items were retained. *Desire for diversity and inclusion initiatives (Factor 1)* measures a respondent's desire for a more diverse campus population as well as initiatives to increase cross-cultural experiences and understanding, while *sense of comfort and belonging (Factor 2)* measures whether an individual enjoys being a student and feels a sense of inclusion and comfort on campus. Internal consistency for the subscale scores was .92 and .73 for *Factor 1* and *Factor 2*, respectively. Internal consistency for the whole scale was .68. *Desire for diversity and inclusion initiatives (Factor 1)* was higher for students of color than for White students, and it correlated positively with frequency of discrimination or harassment experiences. *Sense of comfort and belonging (Factor 2)* was lower for students of color than for White students, and it correlated negatively with frequency of discrimination or harassment experiences.