

University of Nebraska at Omaha
DIVISION OF STUDENT SUCCESS & WELLBEING

2022-2023 Assessment Project Report

I. Department

Housing and Residence Life (HRL) at the University of Nebraska at Omaha in collaboration with the Office of Multicultural Affairs (MCA)

II. Assessment Lead

Marshall Kole, Associate Director of Housing and Residence Life, with assistance from Elizabeth Blanco, Associate Director and Summer Scholars Program Coordinator in Multicultural Affairs

III. Program

Assessment of the Student Experience of HRL as a welcoming, inclusive, and safe space

IV. Institutional Priority Supported

Goal 1: Student-Centeredness - The success of our students, while enrolled at our campus and later as graduates and global citizens, is critical to our mission. We are committed to ensuring a supportive and invigorating environment in which all of our students can thrive and grow.

- Strategy 1.5: Create a supportive, inclusive culture that enhances students' experiences and success.

Goal 4: Institutional Quality — We recognize the great value of the human, informational, financial, and physical assets entrusted to us and are committed to the highest levels of efficiency, effectiveness, and ethics in their deployment.

- Strategy 4.2: Provide a safe, sustainable, and welcoming environment.
- Strategy 4.3: Create a vibrant and inclusive environment and culture for students, faculty, and staff.

V. Co-Curricular Learning Outcome

Intercultural Competency

The ability of students to integrate and celebrate human differences through interaction, scholarship, and active participation to achieve a more inclusive and equitable community. Intercultural competency is demonstrated by the ability to:

- Understand that there is an inequitable distribution of social power within society, resulting in advantages for some and disadvantages for others.
- Suspends judgment and values interactions with individuals different than oneself.
- Recognize and analyze the interconnections between individuals and society as well as how individual actions have an impact on others.

VI. Program Learning Outcomes

While not connected to any specific program learning outcomes within HRL, this assessment ties directly to the Mission and Vision statements for the department. The mission of the department states “Housing and Residence Life at the University of Nebraska Omaha creates a positive residential experience and supports the evolving needs of our students.” The vision statement states that HRL “provide[s] a safe and inclusive community where students are able to achieve success in obtaining their educational goals (curricular and co-curricular).”

VII. Methodology

To better understand the experience students have in on-campus housing, this assessment project attempted to gather feedback and information in two ways. First, HRL and MCA collaborated on creating an assessment survey to be distributed electronically via email to all students living in on-campus housing. This included approximately 1850 residents living on both Dodge and Scott campuses. The survey included 21 questions for each respondent to answer, including a mix of demographic questions, quantitative prompts, and qualitative questions.

Following distribution of the survey to all residents via email, HRL and MCA hosted a focus group for respondents who indicated they were interested in providing additional context and feedback about their experience in on-campus housing. This focus group was poorly attended (four residents). The information provided by the participants was very limited and not very substantive towards analyzing the data gathered by the survey. For that reason, the focus group responses have not been included in this assessment report. It will be noted in the recommendation section at the end of the report that additional focus group with more focused questions about inclusion and welcomeness may be beneficial towards implementing changes that will meet student needs.

i. Demographic Questions

To analyze and compare response data, the survey included open-ended and multiple-choice demographic questions. Open-ended questions included space for the respondents to provide their gender identity, racial/ethnic identity, and sexual orientation. It was important to the assessment team that these questions were not limited to specific response prompts so respondents could provide responses that best reflected their identities.

The survey included additional demographic response questions which respondents answered by selecting options from an existing list. These questions included respondents identifying their

academic year, the closeness of their permanent home to campus, whether they had reliable transportation to get around campus and Omaha as needed, and where on campus they currently lived.

ii. Quantitative Assessment Questions

The survey included several quantitative prompts. Responses to the prompts were gathered along a five-point Likert scale with the options strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree. Examples of prompts that were included on the survey for respondents to answer are:

- When I think about my experience living on campus:
 - I feel welcomed and included by my roommates in my apartment
 - I feel safe in my individual residence hall apartment
 - I feel welcome in the housing community
 - I feel included in the housing community
- Housing and Residence Life at UNO:
 - Promotes and celebrates diversity
 - Fosters an inclusive and welcoming environment
 - Provides housing services that meet my needs
 - Supports students who share my identities

iii. Qualitative Assessment Questions

The survey included open-ended questions which prompted the respondents to provide qualitative information about their experiences with on-campus housing. Some of these questions were truly open-ended while others asked respondents to select responses from a list with the option of “other” to provide additional feedback. Examples of these qualitative questions are:

- What factors initially influenced your decision to live on campus? (Multiple choice list)

- What influenced your decision to return to on-campus housing for next year? (Multiple choice list)
- What elements or characteristics must be present in a community to make you feel welcome and included?
- Do you have any additional thoughts or experiences to share about living on campus?

iv. Analyzing the Response Data

From the overall response data, the assessment team sorted responses based on the identities offered by respondents to the questions about gender identity, race/ethnic identity, and sexual orientation. The goal in doing so was to allow for comparison of the experience in housing for students with each of these identities.

For the Likert scale responses, the assessment team added together the response percentages in the “strongly agree” and “agree” boxes to produce an “agree total” for each prompt. For example, if 59% of respondents said, “strongly agree” and 34% said “agree” to the statement “I trust HRL staff to do great assessment work”, that would produce an “agree total” of 93% with the remaining 7% responding either neutral, disagree, or strongly disagree. The assessment team used the “agree totals” to each prompt to compare the experience of different identity groups in housing. Agree totals that fell within one percentage point higher or lower than the overall response agree total (hereafter referred to as the O) were marked as neutral. Agree totals that fell more or less than one percentage point above or below the O were marked in green (for positive) or red (negative) (e.g., O -7.53% or O +3.33%).

VIII. Summary of Key Data Findings

i. Respondent Demographics

Respondents answered several questions pertaining to individual demographic information. These included respondents providing gender identity, racial/ethnic identity, sexual orientation, and

academic year. The gender, racial/ethnic, and sexual orientation identity questions were left open-ended to allow respondents freedom to describe how they identify themselves instead of selecting identities from predetermined options. The survey recorded 328 total responses nearly evenly split between Dodge (155) and Scott Campus (173) residence halls.

Gender	Race/Ethnicity	Sexual Orientation
<ul style="list-style-type: none"> ▪ Male: 103 (31.4%) ▪ Female: 204 (62.2%) ▪ Non-Binary/Trans: 21 (6.4%) 	<ul style="list-style-type: none"> ▪ White: 232 (70.7%) ▪ Non-White: 86 (26.2%) <ul style="list-style-type: none"> ○ Asian/Pacific Islander: 23 ○ Biracial: 18 ○ Black/African American: 19 ○ Hispanic/Latino: 24 ○ Middle Eastern: 2 ▪ N/A: 10 (3.1%) 	<ul style="list-style-type: none"> ▪ Heterosexual: 255 (77.8%) ▪ LGBTQ+: 73 (22.2%)

Academic Year	Permanent/Family Home Proximity to UNO Campus
<ul style="list-style-type: none"> ▪ First Year: 177 ▪ Sophomore: 69 ▪ Junior: 36 ▪ Senior: 23 ▪ Graduate Student: 15 ▪ Transfer Undergraduate: 8 	<ul style="list-style-type: none"> ▪ In Omaha: 95 ▪ Omaha Metro Area: 56 ▪ Outside Omaha, within 1 hour drive: 50 ▪ Further than 1-hour drive: 62 ▪ Further than 3-hour drive: 17 ▪ Different State: 25 ▪ Country outside of US: 23

ii. Feelings of Welcomeness and Inclusion in Housing

The survey asked respondents to offer their experience with feeling welcomed and included at various levels of their housing experience. This included with their roommates, within their individual apartment, within the housing community, and by HRL Staff. The overall response data for these prompts is included below:

OVERALL	
When I think about my experience living on campus...	Agrees Total
I feel welcomed and included by my roommates in my apartment	73.42%
I feel welcome in the housing community	72.42%
I feel included in the housing community	64.46%
HRL staff (RAs, RLCs, etc.) is welcoming	82.39%
I feel included by HRL staff (RAs, RLCs, etc.)	73.09%

DODGE CAMPUS		
When I think about my experience living on campus...	Agrees Total	Difference
I feel welcomed and included by my roommates in my apartment	73.43%	0.01%
I feel welcome in the housing community	70.63%	-1.79%
I feel included in the housing community	61.54%	-2.92%
HRL staff (RAs, RLCs, etc.) is welcoming	81.12%	-1.27%
I feel safe with HRL staff (RAs, RLCs, etc.)	72.03%	-1.06%
SCOTT CAMPUS		
I feel welcomed and included by my roommates in my apartment	73.41%	-0.01%
I feel welcome in the housing community	74.05%	1.63%
I feel included in the housing community	67.09%	2.63%
HRL staff (RAs, RLCs, etc.) is welcoming	83.54%	1.15%
I feel included by HRL staff (RAs, RLCs, etc.)	74.05%	0.96%

Responses for each prompt are documented for each identity group/demographic measured in the survey (with agree totals and difference [+ or -] from the O) in the following charts:

Gender Identity group responses about feelings of inclusion and welcomeness in housing:

MALE		
When I think about my experience living on campus...	Agrees Total	Difference
I feel welcomed and included by my roommates in my apartment	81.05%	+7.63%
I feel welcome in the housing community	78.94%	+6.52%
I feel included in the housing community	66.31%	+1.85%
HRL staff (RAs, RLCs, etc.) is welcoming	88.42%	+6.03%
I feel safe with HRL staff (RAs, RLCs, etc.)	87.37%	+5.31%
FEMALE		
I feel welcomed and included by my roommates in my apartment	70.81%	-2.61%
I feel welcome in the housing community	70.81%	-1.61%
I feel included in the housing community	65.41%	0.95%
HRL staff (RAs, RLCs, etc.) is welcoming	80.54%	-1.85%
I feel included by HRL staff (RAs, RLCs, etc.)	71.89%	-1.20%

TRANS & NON-BINARY		
I feel welcomed and included by my roommates in my apartment	61.90%	-11.52%
I feel welcome in the housing community	57.14%	-15.28%
I feel included in the housing community	47.62%	-16.84%
HRL staff (RAs, RLCs, etc.) is welcoming	71.43%	-10.96%
I feel included by HRL staff (RAs, RLCs, etc.)	57.14%	-15.95%

Sexual orientation group responses about feelings of inclusion and welcomeness in housing:

STRAIGHT/HETEROSEXUAL		
When I think about my experience living on campus...	Agrees Total	Difference
I feel welcomed and included by my roommates in my apartment	73.97%	0.55%
I feel welcome in the housing community	73.06%	0.64%
I feel included in the housing community	65.75%	1.29%
HRL staff (RAs, RLCs, etc.) is welcoming	82.19%	-0.20%
I feel included by HRL staff (RAs, RLCs, etc.)	73.06%	-0.03%
LGBTQ+		
I feel welcomed and included by my roommates in my apartment	74.24%	0.82%
I feel welcome in the housing community	74.24%	1.82%
I feel included in the housing community	60.61%	-3.85%
HRL staff (RAs, RLCs, etc.) is welcoming	83.33%	0.94%
I feel included by HRL staff (RAs, RLCs, etc.)	72.73%	-0.36%

Racial Identity group responses about feelings of inclusion and welcomeness in housing:

WHITE		
When I think about my experience living on campus...	Agrees Total	Difference
I feel welcomed and included by my roommates in my apartment	73.83%	0.41%
I feel welcome in the housing community	75.71%	3.29%
I feel included in the housing community	65.42%	0.96%
HRL staff (RAs, RLCs, etc.) is welcoming	82.24%	-0.15%
I feel included by HRL staff (RAs, RLCs, etc.)	74.76%	1.67%
ASIAN / PACIFIC ISLANDER		
I feel welcomed and included by my roommates in my apartment	73.69%	0.27%
I feel welcome in the housing community	84.21%	11.79%
I feel included in the housing community	73.68%	9.22%
HRL staff (RAs, RLCs, etc.) is welcoming	89.47%	7.08%
I feel included by HRL staff (RAs, RLCs, etc.)	84.21%	11.12%
BIRACIAL		
I feel welcomed and included by my roommates in my apartment	58.82%	-14.60%
I feel welcome in the housing community	47.06%	-25.36%
I feel included in the housing community	58.83%	-5.63%

HRL staff (RAs, RLCs, etc.) is welcoming	76.47%	-5.92%
I feel included by HRL staff (RAs, RLCs, etc.)	70.59%	-2.50%
BLACK		
I feel welcomed and included by my roommates in my apartment	72.23%	-1.19%
I feel welcome in the housing community	77.78%	5.36%
I feel included in the housing community	72.22%	7.76%
HRL staff (RAs, RLCs, etc.) is welcoming	94.45%	12.06%
I feel included by HRL staff (RAs, RLCs, etc.)	77.77%	4.68%
HISPANIC/LATINO		
I feel welcomed and included by my roommates in my apartment	90.47%	17.05%
I feel welcome in the housing community	61.90%	-10.52%
I feel included in the housing community	52.39%	-12.07%
HRL staff (RAs, RLCs, etc.) is welcoming	80.95%	-1.44%
I feel included by HRL staff (RAs, RLCs, etc.)	52.39%	-20.70%
N/A RACE or ETHNICITY PROVIDED		
I feel welcomed and included by my roommates in my apartment	60.00%	-13.42%
I feel welcome in the housing community	40.00%	-32.42%
I feel included in the housing community	50.00%	-14.46%
HRL staff (RAs, RLCs, etc.) is welcoming	60.00%	-22.39%
I feel included by HRL staff (RAs, RLCs, etc.)	50.00%	-23.09%

Residents on Dodge Campus report lower feelings of welcomeness and inclusion (within O - 1.06% to -2.92%) in housing. Scott Campus residents, on the other hand, report more positive feelings of welcomeness and inclusion (O +0.96% to +2.63%).

Male students in housing report very positive feelings of welcomeness and inclusion, with responses largely falling in the in the range of O +5.31% to +7.62%. Female students typically responded lower than the overall data, with responses falling anywhere from O -.95% to -2.61%. Most concerning were the responses from Trans and Non-Binary identifying residents. Responses about welcomeness and inclusion for this group were anywhere between O -10.96% to -16.84%, which represented consistently significant lower perceptions of welcomeness and inclusion than most other respondent groups.

Heterosexual students in housing reported mostly neutral feelings about welcomeness and inclusion in housing. Only one prompt about inclusion in housing elicited a response total that was outside of the O +/- 1 neutral range. LGBTQ+ students provided mostly neutral responses to these prompts, as well, with one prompt each eliciting a response above and below the O +/- 1 neutral range. Given that often times the LGBTQ+ and Trans/Non-Binary identities are grouped together, it is interesting to note that most of the LGBTQ+ responses were within or close to the neutral range when the Trans and Non-Binary gender group responses were so much lower.

White students reported all neutral to positive feelings about welcomeness and inclusion in housing. Asian/Pacific Islander student also reported neutral and primarily positive feelings. Their positive responses were far above (O +7.08% to +11.79%) the “agree totals” for the overall data in these areas, representing the racial identity group with the most positive perception of welcomeness and inclusion in housing. Black students also responded well above (O +4.68% to 12.06%) the overall “agree totals” for these prompts. The only prompt with a negative response from black students was about feeling welcomed and included in their individual apartment (O -1.19%).

Three racial groups provided responses to the prompts about welcomeness and inclusion in housing that were well below the overall response percentages. These were Hispanic/Latino students, biracial students, and students who chose not to provide a racial/ethnic identity on the survey (“N/A”). The N/A group responses were all negative and well below (-13.42% to -32.42%) the O. It is difficult to analyze what identities may have been impacted by the experience in housing for these students as most of these students also responded “N/A” to the other identity-based demographic questions.

Biracial students also reported consistently lower feelings of welcomeness and inclusion in housing (O -2.50% to -25.36%). The lowest agree totals for biracial students came in response to prompts about feeling welcome and included in their individual apartments and feeling welcome in the

housing community. Interestingly, the biracial students who responded that they did not feel welcome in the housing community (O -25.36%) did not respond with the same level of disagreement when prompted about whether or not they perceived HRL staff as welcoming. Those responses were only -5.92% below the overall agree total for that prompt. That’s a 19.44% difference between how welcome they feel in the housing community versus how welcoming they perceive HRL Staff to be.

Hispanic/Latino students also responded mostly below the overall response data for the welcomeness and inclusion prompts. These negative responses ranged from -1.44% to -20.70% lower. One question elicited a very positive response percentage, however. The “agree total” from Hispanic/Latino students for the prompt “I feel welcomed and included by my roommates in my apartment” was +17.05% above the overall agree totals.

Based on the responses, the student groups reporting the least feelings of welcomeness and inclusion in housing are noted as biracial students, Hispanic/Latino students, and Trans/Non-Binary students.

iii. Feelings of Safety in Housing

The survey asked respondents to offer their experience with feeling safe in their housing apartment, the housing community, and with HRL staff. The overall response data for these prompts is included below:

OVERALL	
When I think about my experience living on campus...	Agrees Total
I feel safe in my individual residence hall apartment	87.37%
I feel safe in the housing community	84.71%
I feel safe with HRL staff (RAs, RLCs, etc.)	82.06%

DODGE CAMPUS		
When I think about my experience living on campus...	Agrees Total	Difference
I feel safe in my individual residence hall apartment	86.72%	-0.65%
I feel safe in the housing community	84.61%	-0.10%
I feel safe with HRL staff (RAs, RLCs, etc.)	81.12%	-0.94%

SCOTT CAMPUS		
I feel safe in my individual residence hall apartment	87.97%	0.60%
I feel safe in the housing community	84.81%	0.10%
I feel safe with HRL staff (RAs, RLCs, etc.)	82.91%	0.85%

Responses for each prompt are documented for each identity group/demographic measured in the survey (with agree totals and difference [+ or -] from the overall agree total) in the following charts:

Gender Identity group responses regarding feelings of safety in housing:

MALE		
When I think about my experience living on campus...	Agrees Total	Difference
I feel safe in my individual residence hall apartment	93.69%	6.32%
I feel safe in the housing community	92.63%	7.92%
I feel safe with HRL staff (RAs, RLCs, etc.)	87.37%	5.31%
FEMALE		
I feel safe in my individual residence hall apartment	86.49%	-0.88%
I feel safe in the housing community	83.25%	-1.46%
I feel safe with HRL staff (RAs, RLCs, etc.)	81.63%	-0.43%
TRANS & NON-BINARY		
I feel safe in my individual residence hall apartment	66.66%	-20.71%
I feel safe in the housing community	61.90%	-22.81%
I feel safe with HRL staff (RAs, RLCs, etc.)	61.91%	-20.15%

Sexual Orientation group responses regarding feelings of safety in housing:

STRAIGHT / HETEROSEXUAL		
When I think about my experience living on campus...	Agrees Total	Difference
I feel safe in my individual residence hall apartment	88.58%	1.21%
I feel safe in the housing community	87.22%	2.51%
I feel safe with HRL staff (RAs, RLCs, etc.)	83.11%	1.05%
LGBTQ+		
I feel safe in my individual residence hall apartment	84.84%	-2.53%
I feel safe in the housing community	77.27%	-7.44%
I feel safe with HRL staff (RAs, RLCs, etc.)	81.82%	-0.24%

Racial Identity group responses about feelings of safety in housing:

WHITE		
When I think about my experience living on campus...	Agrees Total	Difference
I feel safe in my individual residence hall apartment	90.66%	3.29%
I feel safe in the housing community	88.31%	3.60%

I feel safe with HRL staff (RAs, RLCs, etc.)	83.65%	1.59%
ASIAN / PACIFIC ISLANDER		
I feel safe in my individual residence hall apartment	78.95%	-8.42%
I feel safe in the housing community	84.22%	-0.49%
I feel safe with HRL staff (RAs, RLCs, etc.)	89.48%	7.42%
BIRACIAL		
I feel safe in my individual residence hall apartment	88.24%	0.87%
I feel safe in the housing community	82.35%	-2.36%
I feel safe with HRL staff (RAs, RLCs, etc.)	88.23%	6.17%
BLACK		
I feel safe in my individual residence hall apartment	94.44%	7.07%
I feel safe in the housing community	83.33%	-1.38%
I feel safe with HRL staff (RAs, RLCs, etc.)	77.78%	-4.28%
HISPANIC / LATINO		
I feel safe in my individual residence hall apartment	66.67%	-20.70%
I feel safe in the housing community	66.67%	-18.04%
I feel safe with HRL staff (RAs, RLCs, etc.)	71.43%	-10.63%
N/A RACE or ETHNICITY PROVIDED		
I feel safe in my individual residence hall apartment	70.00%	-17.97%
I feel safe in the housing community	60.00%	-24.81%
I feel safe with HRL staff (RAs, RLCs, etc.)	50.00%	-32.91%

Resident feelings of safety do not differ significantly between those living on Dodge and Scott Campus. Both groups answered within the 0 +/- 1 neutral range for all prompts.

As with the questions about welcomeness and inclusion in housing, male residents responded positive to the prompts about safety. All of the responses from male identified respondents fell in the range of 0 +5.31% to 7.92%. Female responses were all either neutral or minimally negative (0 -1.46% for the prompt “I feel safe in the housing community”). The trend of negative responses seen in the welcoming and inclusion questions from Trans/Non-Binary respondents continued with the prompts about safety in housing. These student responses were all well-below the overall response data (0 -20.15% to -22.81%).

Straight/heterosexual students' responses were all slight above the neutral range, indicating slightly above average feelings of safety within housing. LGBTQ+ respondents differed, with all of the responses being neutral or notably negative (O -.24%, -2.53%, and -7.44%). For female, Trans/Non-Binary, and LGBTQ+ students, the prompt with the most negative deviation from the O was "I feel safe in the housing community."

The response data for feelings of safety in housing for racial/ethnic identity groups largely follows the trends seen for each group in the questions about welcomeness and inclusion in housing. White students reported strong positive perceptions of safety in housing. Hispanic/Latino students reported strong negative perceptions of safety in housing (O -10.63%, -18.04%, and -20.70%).

Three racial identity groups presented mixed perceptions of safety. Black respondents indicated negative perceptions of safety in the housing community (O -1.38%) and with HRL Staff (O -4.28%), but positive feelings of safety in their individual apartment (O +7.07%). Asian/Pacific Islander students shared neutral perceptions about safety in the housing community (O -.49%), negative feelings for safety in their individual apartment (O -8.42%), but strong positive feelings of safety with HRL Staff (O +7.42%). Biracial students, who were largely negative in their responses about welcomeness and inclusion in housing, responded with neutral perceptions of safety in their individual apartments (O +.87%), negative feelings about safety in the housing community (O -2.36%), and strong feelings of safety with HRL staff (O +6.17%).

Based on the response data, the groups with the most negative perception of safety in housing are Trans/Non-Binary students, Hispanic/Latino students, LGBTQ+ students, and Black students.

iv. Perceptions of Diversity and Inclusion within HRL at UNO

The survey asked respondents to offer their response to six statements about HRL at UNO. The responses were offered on a five-point Likert scale ranging from Strongly Agree to Strongly Disagree.

The overall response data for these prompts is included below:

OVERALL	
Housing and Residence Life at UNO...	Agrees Total
Promotes and celebrates diversity	70.39%
Fosters an inclusive and welcoming community	75.39%
Provides housing services that meet my needs	79.62%
Understands the experience of students who share my identities	67.69%
Supports students who share my identities	71.54%
Provides programming and engagement opportunities that meet my needs	65.39%

DODGE CAMPUS		
Housing and Residence Life at UNO...	Agrees Total	Difference
Promotes and celebrates diversity	74.60%	4.21%
Fosters an inclusive and welcoming community	77.77%	2.38%
Provides housing services that meet my needs	74.60%	-5.02%
Understands the experience of students who share my identities	69.05%	1.36%
Supports students who share my identities	73.01%	1.47%
Provides programming and engagement opportunities that meet my needs	65.87%	0.48%
SCOTT CAMPUS		
Promotes and celebrates diversity	66.42%	-3.97%
Fosters an inclusive and welcoming community	73.14%	-2.25%
Provides housing services that meet my needs	84.32%	4.70%
Understands the experience of students who share my identities	66.42%	-1.27%
Supports students who share my identities	70.15%	-1.39%
Provides programming and engagement opportunities that meet my needs	64.92%	-0.47%

Responses for each prompt are documented for each identity group/demographic measured in the survey (with agree totals and difference [+ or -] from the O) in the following charts:

Gender Identity group responses regarding perceptions of Diversity and Inclusion within HRL at UNO:

MALE		
Housing and Residence Life at UNO...	Agrees Total	Difference
Promotes and celebrates diversity	66.67%	-3.72%
Fosters an inclusive and welcoming community	77.38%	1.99%
Provides housing services that meet my needs	83.33%	3.71%
Understands the experience of students who share my identities	66.66%	-1.03%
Supports students who share my identities	69.05%	-2.49%
Provides programming and engagement opportunities that meet my needs	59.52%	-5.87%
FEMALE		
Promotes and celebrates diversity	74.36%	3.97%
Fosters an inclusive and welcoming community	76.28%	0.89%
Provides housing services that meet my needs	80.76%	1.14%
Understands the experience of students who share my identities	70.51%	2.82%
Supports students who share my identities	75.64%	4.10%
Provides programming and engagement opportunities that meet my needs	70.51%	5.12%
TRANS & NON-BINARY		
Promotes and celebrates diversity	55.00%	-15.39%
Fosters an inclusive and welcoming community	60.00%	-15.39%
Provides housing services that meet my needs	55.00%	-24.62%
Understands the experience of students who share my identities	50.00%	-17.69%
Supports students who share my identities	50.00%	-21.54%
Provides programming and engagement opportunities that meet my needs	50.00%	-15.39%

Sexual Orientation identity group responses regarding perceptions of Diversity and Inclusion within HRL at UNO:

STRAIGHT / HETEROSEXUAL		
Housing and Residence Life at UNO...	Agrees Total	Difference
Promotes and celebrates diversity	71.89%	1.50%
Fosters an inclusive and welcoming community	75.67%	0.28%
Provides housing services that meet my needs	80.00%	0.38%
Understands the experience of students who share my identities	70.27%	2.58%
Supports students who share my identities	73.51%	1.97%
Provides programming and engagement opportunities that meet my needs	67.56%	2.17%
LGBTQ+		
Promotes and celebrates diversity	70.00%	-0.39%
Fosters an inclusive and welcoming community	76.66%	1.27%
Provides housing services that meet my needs	83.33%	3.71%

Understands the experience of students who share my identities	65.00%	-2.69%
Supports students who share my identities	71.67%	0.13%
Provides programming and engagement opportunities that meet my needs	63.33%	-2.06%

Racial Identity group responses regarding perceptions of Diversity and Inclusion within HRL at UNO:

WHITE		
Housing and Residence Life at UNO...	Agrees Total	Difference
Promotes and celebrates diversity	72.05%	1.66%
Fosters an inclusive and welcoming community	76.34%	0.95%
Provides housing services that meet my needs	81.72%	2.10%
Understands the experience of students who share my identities	70.97%	3.28%
Supports students who share my identities	73.11%	1.57%
Provides programming and engagement opportunities that meet my needs	68.82%	3.43%
ASIAN / PACIFIC ISLANDER		
Promotes and celebrates diversity	77.78%	7.39%
Fosters an inclusive and welcoming community	77.77%	2.38%
Provides housing services that meet my needs	77.78%	-1.84%
Understands the experience of students who share my identities	72.22%	4.53%
Supports students who share my identities	72.22%	0.68%
Provides programming and engagement opportunities that meet my needs	72.22%	6.83%
BIRACIAL		
Promotes and celebrates diversity	41.66%	-28.73%
Fosters an inclusive and welcoming community	58.33%	-17.06%
Provides housing services that meet my needs	83.34%	3.72%
Understands the experience of students who share my identities	50.00%	-17.69%
Supports students who share my identities	58.33%	-13.21%
Provides programming and engagement opportunities that meet my needs	50.00%	-15.39%
BLACK		
Promotes and celebrates diversity	71.43%	1.04%
Fosters an inclusive and welcoming community	92.86%	17.47%
Provides housing services that meet my needs	85.71%	6.09%
Understands the experience of students who share my identities	64.28%	-3.41%
Supports students who share my identities	85.71%	14.17%
Provides programming and engagement opportunities that meet my needs	50.00%	-15.39%
HISPANIC / LATINO		
Promotes and celebrates diversity	77.78%	7.39%
Fosters an inclusive and welcoming community	72.22%	-3.17%
Provides housing services that meet my needs	77.77%	-1.85%
Understands the experience of students who share my identities	72.22%	4.53%
Supports students who share my identities	77.77%	6.23%

Provides programming and engagement opportunities that meet my needs	72.22%	6.83%
N/A RACE or ETHNICITY PROVIDED		
Promotes and celebrates diversity	40.00%	-26.42%
Fosters an inclusive and welcoming community	60.00%	-13.14%
Provides housing services that meet my needs	40.00%	-44.32%
Understands the experience of students who share my identities	20.00%	-46.42%
Supports students who share my identities	30.00%	-40.15%
Provides programming and engagement opportunities that meet my needs	20.00%	-44.92%

IX. Recommendations

Based on the data gathered by this survey of the student experience in HRL, the assessment team recommends ongoing efforts to assess and understand student needs. While this data suggests that certain identity groups within housing experience don't feel welcomed or included inclusion, or do not feel safe in housing, the data did not provide clear information on what would be needed to foster a sense of those things within the residents. The survey did ask respondents to identify the elements that must be present in a community to make them feel welcomed and included. Most of the responses to that question focused on the idea of programs and events to help people connect. Other responses built on that idea saying that a welcoming and inclusive community was one that had programs and engagement opportunities that met students needs. The responses did not necessarily specify what those needs may be, however, nor did they identify specific programs or events that foster welcomeness and a sense of inclusion. HRL should work to assess students desires and needs for the programs hosted by staff early in the academic year. This input from residents should benefit HRL's programming efforts by helping to ensure that the events hosted on behalf of the residential community are actually meeting student needs and wants.

The overall "agree total" responses for the prompt "I feel included in the hosing community" was 64.46%. That means less than two-thirds of housing students feel included here. This response rate is surprisingly low and should be a point of focus for HRL staff to increase in the coming year(s). It is

assumed to a certain extent that these low student feelings of inclusion in the housing community likely are a residual effect of the impact COVID restrictions had on community building opportunities throughout the last two years, including through the first part of the spring 2022 semester. These restrictions do not appear to be continuing forward into the 22-23 academic year at this point. HRL Staff needs to adjust programming expectations and efforts to provide residents with clear and ongoing opportunities to connect with other residents not only in their own residential buildings, but across the housing community. Some things to consider in this regard would be changing individual RA programming expectations to promote partner-programming with other RA staff members and residential buildings; the development of additional and consistent large-scale housing programs throughout the year; and the re-establishment of student-led leadership and programming efforts within housing (e.g., Leadership Involvement Team, Hall Council, Residence Hall Association, etc.).

HRL staff should also incorporate more individualized and on-going outreach to students whose identities fall within any of the groups this survey highlights as well-below the overall response data percentages for feelings of welcomeness, inclusion, and safety. This includes Hispanic/Latino students, biracial students, Transgender/Non-Binary students, and LGBTQ+ students specifically. This outreach should not only be rooted in wanting to know more about these students' needs and wants from a programmatic perspective but should also look to offer resources and connections to offices, departments, and groups on campus which may be supportive of the student's needs both within the housing community and across campus. This individualized outreach may help to foster within the student a sense of care and commitment from HRL staff, which is a strong foundation for building feelings of welcomeness and inclusion.

HRL staff may also want to consider proactively connecting with student groups on campus that represent or serve minoritized or under-represented identities to offer housing space and resources for these groups to connect and engage with students living in housing. For example, it may be appropriate

for HRL staff to be in contact with the Intertribal Student Council to invite that group to hold meetings, programs, events, etc. in housing spaces to make it easier for housing students – indigenous or not – to connect with that group and its efforts on campus.

Finally, HRL staff should re-evaluate and work to enrich the community within Gender-Inclusive Housing (GIH) in the residence halls. Trans/Non-Binary and LGBTQ+ residents reported concerning low feelings of inclusion, welcomeness, and safety in housing. The GIH community typically receives quite a bit of attention and support from HRL Staff prior to and during the assignments process in the spring and summer prior to the start of the academic year, but outreach and engagement opportunities specific to GIH students has been limited in the past few years. It is important to acknowledge the Trans/Non-Binary and LGBTQ+ response data in this survey is low, which likely is connected to the reality that HRL staff capacity for outreach and communication to GIH students during the spring 2022 semester when students returning to GIH for the next academic year was unfortunately somewhat limited. It is likely that GIH students experienced that lack of staff capacity for connection as a lack of support for their needs. This cannot be something that continues. HRL staff should work with staff from the Gender and Sexuality Resource Center (GSRC) to evaluate the effectiveness of existing procedures for approving students to live in GIH, proactively assessing their needs and wants from the GIH community and housing staff, and provide opportunities for active engagement and connection with other GIH students during the year.