Executive Summary

National Assessment of Collegiate Campus Climate (NACCC) developed and administered by the University of Southern California (USC) Race and Equity Center, is a quantitative national survey of undergraduate students informed by more than a decade of the center’s climate work. The NACCC is an approximately 15-minute long web-based survey and includes six content areas essential to understanding racial climate on campus, plus demographic information, and has been designed specifically for and tested by undergraduate students at community colleges and 4-year postsecondary institutions across the country.

All UNLV undergraduate students (N = 22,819) were invited to participate in the NACCC survey. In total, 3,706 undergraduate students completed the survey for a response rate of 16.2%. The gender and racial identity; age; and, class year of the respondents are reflective of the total undergraduate student population. The report includes the NACCC background and development and methodology. For each content area the key topics and goals are provided. Additionally, detailed recommended action items are indicated, and recommended USC Equity Institute professional development modules are listed.

REPORT DESCRIPTION AND FORMAT

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Summary of Survey Results by the Six Content Areas

MATTERING AND AFFIRMATION

Description

NACCC respondents indicate the extent to which they feel they matter in classrooms and in various out-of-class campus spaces. Additionally, students indicate ways and the frequency with which faculty members affirm them.
Students of color and white students reported equally high levels of affirmation from professors of color.

**Responses**

- **60%** White students who indicated they mostly matter or strongly matter in classes with White professors
- **54%** Students of color who indicated they mostly matter or strongly matter in classes with White professors

**Recommended Action Items**

- Ensure Inclusive Imagery
- Assess Campus Identity
- Builds Standards of Inclusive Teaching
- Train Staff for Inclusive Environments
- Assess Strengths and Weaknesses

**CROSS-RACIAL ENGAGEMENT**

**Description**

NACCC respondents indicate the frequency and nature of their interactions on campus with same-race peers and with peers from different racial groups. Additionally, they report their level of comfort in discussions with other students about issues related to race.

**Responses**

Students of color were more likely to feel open when talking about race with students of color than with white students.

- **32%** White students who felt moderately encouraged or extremely encouraged about having conversations about race with students of color
- **56%** Students of color who felt moderately encouraged or extremely encouraged about having conversations about race with other students of color

**Recommended Action Items**

- Create Dialogue Opportunities
- Provide Training for Campus Community
- Develop Advisory Teams / Committees
- Problem Solving and Collaboration
- Provide Ongoing and Open Communication
RACIAL LEARNING AND LITERACY

Description

NACCC Respondents consider if and where on campus they learn about their own racial identities and about other racial groups. Additionally, students indicate the extent to which they feel racial diversity is reflected in curricula and class discussions, and how prepared they feel to live and work in a racially diverse society after college.

Responses

Students of color assume invisible work on teaching race to peers on campus.

- 24% White students who indicated not learning about race anywhere on campus
- 20% Students of color who indicated not learning about race anywhere on campus

Recommended Action Items

- Conduct Academic Review
- Departmental Review
- Academic Program Review
- Set Realistic Expectations for Learning About Race
- Provide Structured Opportunities

ENCOUNTERS WITH RACIAL STRESS

Description

NACCC respondents appraise the racial environment of their institutions. They identify campus encounters they have experienced as racist, ranging from microaggressions and racial stereotyping to more overt acts of racial harassment and violence. Students indicate the impact of these encounters on their personal well-being and academic success.

Responses

The detailed report indicates the perception of prevalence of racial microaggressions and overt racism on campus.

- 47% White Students who felt moderately included or extremely included on campus
- 44% Students of color who felt moderately included or extremely included on campus
Recommended Action Items

- Create Racial Stress Subcommittee
- Provide Professional Development
- Engage Race-Related Stress Issues
- Create Safe Spaces
- Create Race-Crisis Response

APPRAISALS OF INSTITUTIONAL COMMITMENT

Description
NACCC respondents evaluate their administrators’ demonstrated commitments to racial diversity and inclusion at their institutions. Students also assess institutional leaders’ responses to racial problems on campus.

Responses
The detailed report indicates the percentage of students who believed UNLV was mostly racially diverse or strongly racially diverse.

- **43%** White students who believed campus administration dealt with racism or racist incidents moderately effectively or extremely effectively
- **37%** Students of color who believed campus administration dealt with racism or racist incidents moderately effectively or extremely effectively

Recommended Action Items

- Create Clear Campus-Wide Messaging
- Map Campus Assets and Resources
- Provide Bias Training for Search Committees
- Practice Race-Conscious Leadership
- Review Admissions Policies

IMPACT OF EXTERNAL ENVIRONMENTS

Description
NACCC respondents reflect on their sense of security and on their encounters with racism in their hometowns, in the cities/towns surrounding their campuses, and in online and social media environments.
Response

The detailed report indicates the perception of the prevalence of off-campus racism and that one in two students of color experienced feelings of frustration and anger because of off-campus racism.

- **36%** White students who felt moderately welcome or extremely welcome in the city/town surrounding campus
- **35%** Students of color who felt moderately welcome or extremely welcome in the city/town surrounding campus

Recommended Action Items

- Establish Campus Committee
- Create Racial Incident Response Messaging
- Assess Pre-College Experiences
- Partner with Community
- Assess Campus Environment / Policies

Conclusion

Having NACCC data will help university leaders cultivate a culture of inclusion, better understand racial stressors, and strategically address racial problems on campus before they escalate to crises.

UNLV faculty, administration, and staff will use the results to identify strategies to eliminate inequities, identity and address the safety and security concerns, develop course curriculum to be more inclusive and representative of our student body, examine and revise the policies and procedures that shape the student experience, continue to hone crisis response communication strategies, and improve the overall campus climate.

Thank you to the student participants and many student organizations for their assistance in implementing this study. We invite your continued conversation and collaboration.