The Effect of Department Climate on Student Success: At the intersection of gender and ethnicity in STEM

Dawn Loyola
Director of Graduate Student Advising
CNAS Graduate Student Affairs Center, UC Riverside
dawn.loyola@ucr.edu, 951-827-4116

Doctoral Candidate, Ed.D. Higher Education Leadership
Maryville University, St. Louis MO
Dissertation Chair: Dr. Robin Grebing
Why should we care??
Theoretical Framework

**Intersectionality**

- Individuals experience multiple identities simultaneously
- Situates identity in the larger culture and the power structures that perpetuate inequality
- Intersectionality seeks social justice through its examination of the structures of power, privilege, and oppression
Importance of Diversity in Higher Education

- Cross-cultural interaction
- Increase in critical thinking
- Socio-economic mobility
Campus Culture and Climate

- Campus culture
- Campus climate
Barriers Students Face

- Racism
- Stereotype Threat
- Lack of faculty representation
- Chilly climate
- Microaggressions
Study

**Respondents:** STEM MS and PhD students at 3 UC campuses (Riverside, Los Angeles, Santa Barbara)

**Gender**
- Female 60%
- Male 38%
- Other (genderqueer, non-binary) 2%

**Ethnicity**
- African American/Black 4%
- Asian Indian (Indian Subcontinent) 5%
- Asian (e.g. Chinese, Filipino, Japanese, Korean, Vietnamese) 15%
- Hispanic/Latino 18%
- Native American / Alaska Native / Pacific Islander 1%
- White / Caucasian (e.g. European, Middle Eastern, North African) 56%
- Other (decline to state) 1%
Study Results

Classroom experience

- 33% felt negatively judged in class on the basis of gender
- 19% felt negatively judged on basis of ethnicity
Study Results

Department Climate

- 43% felt isolated
- 29% experienced discrimination based on gender/gender identity
- 19% experienced discrimination based on race/ethnicity
- 12% experienced sexual harassment
Solutions

Sense of belonging

[Image of people]
Solutions

How to foster a sense of belonging

- Microaffirmations
- High-quality advising and mentoring
- Faculty representation
- Safe spaces
What is your department doing right? What can be improved?

How can you put what was discussed into practice in your department or advising office?

What one thing can you change to create a more welcoming climate?
Questions
References


References


References


References


References


