

Diversity Infographic

A Snapshot of Assessment Findings on Structural Diversity, Diversity Interactions, and Diversity Initiatives

Structural Diversity, Access, and Equity

Full-Time Staff Demographics & Faculty Demographics*
(as of 12/1/2022, listed by gender and ethnicity)

	Ordinary Faculty	Staff/Admin
Male	57%	44%
Female	43%	56%

	Ordinary Faculty	Staff/Admin
White (Non-Hispanic)	75%	84%
BIPOC	25%	16%

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Undergraduate Day School Demographics
(Source: PC At-A-Glance Fall 2022)

Status	
Male	46%
Female	54%

Status	
Students of Color	17%

* Note: International faculty are coded based on the racial/ethnic category they self-reported.

Diversity Interactions: National Survey of Student Engagement (NSSE)

[Response options: Frequency - 1=Never, 2=Sometimes, 3=Often, 4=Very Often and Emphasis - 1=Very Little, 2=Some, 3=Quite a Bit, 4=Very Much]

			PC	Master's Institutions
During the current school year, about how often have you included diverse perspectives (political, religious, racial/ethnic, gender, etc.) in course discussions or assignments? [Often or very often]	FY	2023	60%	51%
		2020	51%	49%
		2017	54%	51%
	SR	2023	69%	55%
		2020	64%	53%
		2017	58%	55%
How much does your institution emphasize encouraging contact among students from different backgrounds (social, racial/ethnic, religious, etc.)? [Quite a bit or very much]	FY	2023	58%	58%
		2020	46%	61%
		2017	51%	61%
	SR	2023	45%	54%
		2020	44%	54%
		2017	51%	55%

Diversity Interactions: HEDS Diversity and Equity Campus Climate Survey

(administered to faculty, staff, and students)


Respondents were asked if they ever felt discriminated against or harassed on the Providence College campus, at an off-campus residence, or at a program/event affiliated with Providence College.

	PC Overall	
	2023	2020
Yes	21%	21%
No	69%	71%
Unsure	10%	9%

Diversity Interactions: One-Year Out Alumni Data, UG Day School

[Response options: Importance 0= Not at all, 1=Somewhat, 2=Very, 3=Extensive; Extent 0=Not at all, 1=minimally, 2=moderately, 3= greatly]

	Class of 2021	Class of 2020	Class of 2019	Class of 2018	Class of 2017	Class of 2016	Class of 2015
In your personal and professional life, how important is understanding people different than yourself? [% responding very or extensive]	92%	89%	92%	90%	92%	89%	90%
During your UG experience, how much was your ability to understand people different than yourself enhanced? [% responding moderately or greatly]	77%	79%	71%	79%	85%	78%	76%

71%  92%

Notable Diversity Initiatives

- * Appointed Dr. Quincy Bevely as inaugural vice president for Institutional Diversity, Equity, and Inclusion
- * Established the presidential series, With Mutual Respect: Discussions on Contemporary Challenges
- * Reconstituted the Black Studies Program as a department which will now offer a Black Studies major
- * Received a substantial, six-year grant from the Howard Hughes Medical Institute (HHMI) to promote inclusive excellence in Science, Technology, Engineering, and Math (STEM)
- * Launched a new programmatic initiative to fund co-curricular learning opportunities created by students and faculty called Intellectual Engagement Communities (IEC)
- * Established the Dialogue, Inclusion, and Democracy (DID) Lab which supports the development of well-informed and engaged students through deliberative, community-based discourse to promote equity and democracy
- * Instituted a dialogue series with the local Smith Hill Community - The Conversations for Change Project