



Spring 2017 Diversity Climate Survey

Appendix Table B: Race/Ethnicity Demographic Supplement

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As stated, there were 13 demographic questions appearing at the end of the survey. The Office of Compliance and Diversity designed the survey to specifically capture each respondent’s sense of individualism and self-concept, key in successfully conducting a diversity climate institution-wide assessment. This rightly requires that the survey instrument allow for a virtually unlimited number of categorical “labels” to be identified and defined by the students themselves. However, it should be noted that surveys with a high level of demographic individualism challenge robust data analysis that requires aggregation into large enough cell sizes for statistical testing between “like-groups” of respondents. At this point in the survey, 509 respondents had discontinued their participation in the survey, leaving 1599 of the initial 2108 total respondents (76%); all 1599 completed the survey although not all submitted substantive responses¹.

Race/Ethnicity

When asked to select a single option to identify their race/ethnicity, respondents were given nine choices including one that allowed non-identification (i.e., “choose not to respond”) and another that allowed a write-in response (i.e., “other”). Through the analysis of the write-in responses, two additional race/ethnicity groups emerged (Jewish and West Indian/Caribbean).

In addition, there were three successive questions addressing race and ethnicity, and thus the data were triangulated to determine validity of respondent submissions and populate the race/ethnicity fields that were not consistently blank². Through this process, 1494 responses were ultimately validated. For context and to test for representativeness, the John Jay College student population’s race/ethnicity statistics (standardized reporting categories) were added to Table 18.

There were 3 questions focused on race and ethnicity identity in the demographics section at the end of the survey. These were listed in succession, prompting respondents to self-identify their race/ethnicity in slightly different ways. Of the 1599 respondents that participated, 91 respondents selected not to respond in answer to the question, “With which race/ethnicity do you identify?” When respondents were then asked, “With which race(s) do you identify? (Check all that apply)”, over half of the 91 now self-identified. The only difference between the questions was the latter 1) allowed the selection of more than one explicit race designation, and 2) did not explicitly list “choose not to respond” as a selection choice. Some respondents checked “other” and then typed in “choose not to respond”; none of the respondents opted to skip the question entirely. Further, when asked, “Which best describes your ethnicity?” and given only two choices (Hispanic/Latino/a” and “Not Hispanic/Latino/a”), all 1599 students answered. Last, there were respondents that used the “other” selection as a means of pushing back on being defined or labeled at all, but – despite their protests - all of them voluntarily identified their race/ethnicity in all three questions.

Table 18. Respondent Self-Identified Race/Ethnicity

Respondent Self-identified Race/Ethnicity	Percent to Total	John Jay College Population ³
Asian/Pacific Islander	15.3%	12.5%
Black/African American	16.0%	21.2%
Hispanic/Latino/a*	40.2%	41.4%
Jewish ⁴	0.3%	
Middle Eastern/North African	1.5%	
Multiracial/Biracial	4.4%	
Native American/Alaskan Native	0.2%	0.3%
West Indian/Caribbean ⁵	1.7%	
White/Caucasian	20.3%	24.6%
Total	100.0%	100.0%

¹ Some of the demographic questions allowed respondents to select “choose not to respond” or “other (please specify)”; for the latter, they did not always explain their selection of “other”. Thus, we did not always collect 1599 descriptive demographic responses.

² Some respondents selected “choose not to respond” for one of the three race/ethnicity questions but not all 3; triangulation of the data sometimes allowed for blank cells to be populated.

³ Fall 2016 Fact Book, Tables 7 and 10, fall 2016 student enrollment personal characteristics data, “Imputed Ethnicity”; percentages based on total fall 2016 undergraduate and graduate students of 13,831.

⁴ This was not offered as a choice to survey respondents; this was a write-in response to “other” that could be aggregated.

⁵ This was not offered as a choice to survey respondents; this was a write-in response to “other” that could be aggregated.

Appendix Table B: Race/Ethnicity Demographic Supplement (continued)

**Please note that the separate question asking students to identify their ethnicity (“Hispanic or Latino” or “Not Hispanic or Latino”) resulted in 121 more students identifying as Hispanic or Latino than represented in Table 12 (see Table 1 reprinted below). These students indicated their “race/ethnicity” as something other than Hispanic/Latino/a for the race/ethnicity question. This may be a reflection of how students personally define Hispanic or Latino (i.e., as a race/ethnicity group or an ethnicity group alone), and/or whether they identify as primarily Hispanic or Latino.*

Table 1. Summary of Respondent Self-identified Ethnicity

Student Self-identified Ethnicity	Number of Respondents	Percent to Total	John Jay College Population⁶
Hispanic or Latino	722	45.2%	41.4%
Not Hispanic or Latino	877	54.8%	58.6%
Total	1599	100.0%	100.0%

⁶ Fall 2016 Fact Book, Tables 7 and 10, fall 2016 student enrollment personal characteristics data, “Imputed Ethnicity”.