





Table 4: Climate Survey about Students						
	F/St	S/St	A/St	St/St	St/O	
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.25	5.00	5.17	5.31	5.24	
<b>Displayed an appreciation for cultural differences</b>	5.18	4.95	5.08	5.31	5.21	
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.23	5.02	5.08	5.35	5.26	
<b>Encourages free and open discussion about difficult topics</b>	5.09	5.00	5.08	5.25	5.16	
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	5.10	4.98	5.08	5.26	5.17	
<b>Creates an environment of acceptance of different religious practices</b>	5.05	4.93	4.92	5.23	5.13	
<b>Supportive of International students</b>	5.30	5.32	5.42	5.46	5.40	
<b>Create an environment of acceptance of different political views</b>	5.09	4.97	4.83	5.25	5.15	
<b>Respects me as person</b>	5.38	5.13	5.42	5.39	5.34	
<b>Maximum Mean Value = 6</b>						

Table 5: Climate Survey Data for Final 7 Questions						
Questions	Facul ty	Staff	Administ ration	Stud ents	Overall	
<b>I feel included as a member of the Missouri Baptist Community</b>	<b>5.15</b>	<b>5.09</b>	<b>5.92</b>	<b>5.16</b>	<b>5.16</b>	
<b>I enjoy having discussions with people whose ideas and values are different from my own</b>	<b>5.47</b>	<b>5.39</b>	<b>5.75</b>	<b>5.46</b>	<b>5.46</b>	
<b>Talking with people who have values different from mine helps me understand myself and my values better</b>	<b>5.55</b>	<b>5.48</b>	<b>5.83</b>	<b>5.60</b>	<b>5.57</b>	
<b>Being able to communicate with people who are different from me is an essential leadership skill</b>	<b>5.75</b>	<b>5.70</b>	<b>5.75</b>	<b>5.68</b>	<b>5.70</b>	
<b>Meaningful interactions with individuals whose background are different from my own is an essential part of team-building</b>	<b>5.64</b>	<b>5.70</b>	<b>5.92</b>	<b>5.66</b>	<b>5.67</b>	

<b>As a result of my experience at MBU, I have a greater understanding of issues of social justice</b>	<b>4.63</b>	<b>4.61</b>	<b>5.17</b>	<b>5.07</b>	<b>4.89</b>		
<b>As a result of my experience at MBU, I have a greater understanding of diversity in general</b>	<b>4.83</b>	<b>4.71</b>	<b>5.17</b>	<b>5.18</b>	<b>5.02</b>		
<b>Maximum Mean Value = 6</b>							

Table 6: Faculty Views

<b>Questions</b>	<b>F/F</b>	<b>F/S</b>	<b>F/A</b>	<b>F/St</b>			
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.53	5.47	5.34	5.25			
<b>Displayed an appreciation for cultural differences</b>	5.41	5.31	5.29	5.18			
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.45	5.37	5.31	5.23			
<b>Encourages free and open discussion about difficult topics</b>	5.18	5.16	4.95	5.09			
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	5.22	5.17	4.98	5.10			
<b>Creates an environment of acceptance of different religious practices</b>	5.02	5.05	4.99	5.05			
<b>Supportive of International students</b>	5.55	5.48	5.52	5.30			
<b>Create an environment of acceptance of different political views</b>	5.11	5.11	5.07	5.09			
<b>Respects me as person</b>	5.55	5.53	5.31	5.38			
<b>Maximum Mean Value = 6</b>							

Table 7: Staff Views

<b>Questions</b>	<b>S/F</b>	<b>S/S</b>	<b>S/A</b>	<b>S/St</b>			
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.16	5.28	5.08	5.17			
<b>Displayed an appreciation for cultural differences</b>	5.08	5.21	5.02	4.95			
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.11	5.20	5.08	5.02			
<b>Encourages free and open discussion about difficult topics</b>	4.94	4.98	4.74	5.08			
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	4.94	4.91	4.74	4.98			

<b>Creates an environment of acceptance of different religious practices</b>	4.86	4.97	4.84	4.93			
<b>Supportive of International students</b>	5.34	5.43	5.29	5.32			
<b>Create an environment of acceptance of different political views</b>	4.95	4.97	4.89	4.97			
<b>Respects me as person</b>	5.23	5.31	5.04	5.13			
<b>Maximum Value = 6</b>							

Table 8: Administration Views

<b>Questions</b>	<b>A/F</b>	<b>A/S</b>	<b>A/A</b>	<b>A/St</b>			
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.54	5.46	5.92	5.17			
<b>Displayed an appreciation for cultural differences</b>	5.54	5.31	5.42	5.08			
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.38	5.46	5.52	5.08			
<b>Encourages free and open discussion about difficult topics</b>	4.92	5.00	5.25	5.08			
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	5.08	5.15	5.08	5.08			
<b>Creates an environment of acceptance of different religious practices</b>	4.69	4.85	4.92	4.92			
<b>Supportive of International students</b>	5.38	5.54	5.75	5.42			
<b>Create an environment of acceptance of different political views</b>	4.54	4.92	4.83	4.83			
<b>Respects me as person</b>	5.85	5.77	5.75	5.42			
<b>Maximum Value = 6</b>							

Table 9: Students Views

<b>Questions</b>	<b>St/F</b>	<b>St/S</b>	<b>St/A</b>	<b>St/St</b>			
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.49	5.50	5.47	5.31			
<b>Displayed an appreciation for cultural differences</b>	5.42	5.47	5.47	5.31			
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.50	5.49	5.47	5.35			
<b>Encourages free and open discussion about difficult topics</b>	5.41	5.41	5.42	5.25			
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	5.36	5.40	5.35	5.26			

<b>Creates an environment of acceptance of different religious practices</b>	5.20	5.30	5.28	5.23			
<b>Supportive of International students</b>	5.47	5.47	5.52	5.46			
<b>Create an environment of acceptance of different political views</b>	5.31	5.37	5.34	5.25			
<b>Respects me as person</b>	5.56	5.55	5.49	5.39			
<b>Maximum Value = 6</b>							

Table 10: Climate Survey by Division by Students Views of Faculty **Maximum Value = 6**

<b>Questions</b>	<b>Business</b>	<b>Education</b>	<b>Natural Sciences</b>	<b>Fine Arts</b>	<b>Humanities</b>	<b>Social &amp; Behavioral Sciences</b>	<b>Health &amp; Sports Sciences</b>
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.44	5.54	5.50	5.82	5.38	5.53	5.33
<b>Displayed an appreciation for cultural differences</b>	5.38	5.42	5.33	5.91	5.42	5.53	5.23
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.47	5.52	5.50	5.91	5.42	5.61	5.28
<b>Encourages free and open discussion about difficult topics</b>	5.35	5.46	5.22	5.27	5.54	5.59	5.19
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	5.33	5.45	5.44	5.27	5.42	5.47	5.12
<b>Creates an environment of acceptance of different religious practices</b>	5.32	5.20	5.22	4.91	5.08	5.37	4.93
<b>Supportive of International students</b>	5.43	5.42	5.56	6.00	5.42	5.69	5.28
<b>Create an environment of acceptance of different political views</b>	5.26	5.30	5.17	5.00	5.46	5.49	5.21
<b>Respects me as person</b>	5.49	5.57	5.67	5.91	5.50	5.67	5.37

Table 11: Climate Survey by division by Students views of Staff **Maximum Value = 6**

<b>Questions</b>	<b>Business</b>	<b>Education</b>	<b>Natural Sciences</b>	<b>Fine Arts</b>	<b>Humanities</b>	<b>Social &amp; Behavioral Sciences</b>	<b>Health &amp; Sports Sciences</b>
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.49	5.46	5.56	5.73	5.63	5.63	5.35



**Table 13: Climate Survey by division by students views of students**

					<b>Maximum Value = 6</b>		
<b>Questions</b>	<b>Busi ness</b>	<b>Educa tion</b>	<b>Natural Sciences</b>	<b>Fine Arts</b>	<b>Huma nities</b>	<b>Social &amp; Behav ioral Scienc es</b>	<b>Heal th \$ Spor ts Scie nces</b>
<b>Demonstrated a commitment to creating a welcoming and inclusive environment for all people</b>	5.25	5.34	5.44	5.82	5.21	5.37	5.10
<b>Displayed an appreciation for cultural differences</b>	5.31	5.30	5.28	5.73	5.33	5.39	5.08
<b>Supportive of people with different racial and ethnic backgrounds</b>	5.39	5.36	5.28	5.64	5.33	5.43	5.08
<b>Encourages free and open discussion about difficult topics</b>	5.27	5.27	4.94	5.55	5.17	5.31	5.15
<b>Creates an environment for the free and open expression of ideas, opinions, and beliefs</b>	5.28	5.27	5.17	5.64	5.21	5.29	5.08
<b>Creates an environment of acceptance of different religious practices</b>	5.21	5.31	5.22	5.91	5.00	5.31	4.87
<b>Supportive of International students</b>	5.49	5.45	5.56	5.82	5.42	5.45	5.33
<b>Create an environment of acceptance of different political views</b>	5.21	5.28	5.22	5.82	5.25	5.25	5.03
<b>Respects me as person</b>	5.43	5.45	5.50	5.73	5.25	5.35	5.10

**Table 14: Climate Survey Data for Final 7 Questions by Division**

					<b>Maximum Value = 6</b>		
<b>Questions</b>	<b>Busi ness</b>	<b>Educa tion</b>	<b>Natural Sciences</b>	<b>Fine Arts</b>	<b>Huma nities</b>	<b>Social &amp; Behav ioral Scienc es</b>	<b>Heal th \$ Spor ts Scie nces</b>
<b>I feel included as a member of the Missouri Baptist Community</b>	4.98	5.14	5.61	5.73	4.96	5.25	5.16
<b>I enjoy having discussions with people whose ideas and values are different from my own</b>	5.48	5.48	5.22	5.91	5.46	5.59	5.21
<b>Talking with people who have values different from mine helps me understand myself and my values better</b>	5.58	5.65	5.67	5.73	5.67	5.63	5.26



<b>Being able to communicate with people who are different from me is an essential leadership skill</b>	5.63	5.69	5.78	6.00	5.67	5.76	5.47
<b>Meaningful interactions with individuals whose background are different from my own is an essential part of team-building</b>	5.66	5.70	5.67	6.00	5.67	5.71	5.39
<b>As a result of my experience at MBU, I have a greater understanding of issues of social justice</b>	4.97	4.99	5.39	5.27	5.21	5.22	5.00
<b>As a result of my experience at MBU, I have a greater understanding of diversity in general</b>	5.11	5.11	5.33	5.64	5.25	5.31	5.13