ANNEX E: Diversity at the School of Nursing, University of Ottawa
Respondents’ Profile

- **32 Students** (15 English prog., 11 French prog., 6 bilingual prog.)
- **18 professors**
- **2 Placement Supervisors** (too small to analyze)
- **4 administrative personnel** (too small to analyze)

**Racial/Ethnic groups:** 42 Caucasian/European origin, 13 Other (5 Afro–Caribbean Black, 4 African Black, 2 Arab, 1 aboriginal, 1 other)

**Gender:** 49 women, 6 men

**Sexual Orientation:** 48 heterosexual, 6 other

**Religion:** 34 Christians, 4 Muslims, 12 atheists, 2 other

**Disability:** 51 nondisabled, 4 disabled
Students’ Responses

Do you agree that Students are accepted & respected regardless of diversity factors?

Percentage

Regardless of racial background
Regardless of sex/gender
Regardless of sexual orientation
Regardless of disability
Regardless of linguistic background
Regardless of religion

Disagree
Neither agree nor disagree
Agree
Don't know

Office of the Ombudsperson
Responses from Students who DISAGREE that students are accepted & respected regardless of diversity factors

Where are students not accepted?

- due to racial background
- due to sex/gender
- due to sexual orientation
- due to disability
- due to linguistic background
- due to religion

Not accepted in University Setting
Not accepted in Clinical Placement
Responses from Students who DISAGREE that students are accepted & respected regardless of diversity factors

By whom are students not accepted?

- Not accepted by Faculty members
- Not accepted by Practice Coordinators
- Not accepted by Administrative staff
- Not accepted by students
Responses from Students who DISAGREE that students are accepted & respected regardless of diversity factors

By whom are students not accepted?
(all grounds combined)

- 22% By Faculty members
- 24% By Practice coordinators
- 27% By Administrative Staff
- 27% By Students
Responses from Students
General experience with acceptance & respect of diversity at SoN

- Poor: 40%
- Fair: 26%
- Neither good nor bad: 9%
- Good/excellent: 25%
Responses from Professors

Do you agree that Students are accepted & respected regardless of diversity factors?

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regardless of racial background</td>
<td>50</td>
</tr>
<tr>
<td>Regardless of sex/gender</td>
<td>60</td>
</tr>
<tr>
<td>Regardless of sexual orientation</td>
<td>40</td>
</tr>
<tr>
<td>Regardless of disability</td>
<td>30</td>
</tr>
<tr>
<td>Regardless of linguistic background</td>
<td>20</td>
</tr>
<tr>
<td>Regardless of religion</td>
<td>10</td>
</tr>
</tbody>
</table>

Disagree: 50%
Neither agree nor disagree: 60%
Agree: 40%
Responses from Professors who DISAGREE that students are accepted & respected regardless of diversity factors

Where are students not accepted?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>due to racial background</th>
<th>due to sex/gender</th>
<th>due to sexual orientation</th>
<th>due to disability</th>
<th>due to linguistic background</th>
<th>due to religion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not accepted in University Setting</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Not accepted in Clinical Placement</td>
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</tr>
</tbody>
</table>
Professors who DISAGREE that students are accepted & respected regardless of diversity factors – Professors’ Responses (18 respondents)

By whom are students not accepted?

Percentage of respondents

- Not accepted by Faculty members
- Not accepted by Practice Coordinators
- Not accepted by Administrative staff
- Not accepted by students

- Due to racial background
- Due to sex/gender
- Due to sexual orientation
- Due to disability
- Due to linguistic background
- Due to religion
Responses from Professors who DISAGREE that students are accepted & respected regardless of diversity factors

By whom are students not accepted? (all grounds combined)

- By Faculty members: 20%
- By Practice coordinators: 27%
- By Administrative Staff: 27%
- By Students: 26%
Professors’ Responses
General experience with acceptance & respect of diversity at SoN

- Poor: 32%
- Good/Excellent: 23%
- Neither good nor bad: 14%
- Fair: 31%
How the School & Professors react to discrimination

Comparison between Professors’ responses and Students’ responses

Professors (18)

- Prof react openly to discrimination: 61% Agree, 17% Disagree, 17% Neither agree nor disagree, 6% Don't know
- School committed to respecting diversity: 61% Agree, 6% Disagree, 6% Neither agree nor disagree, 6% Don't know
- School prepares students to deal with diversity: 39% Agree, 39% Disagree, 11% Neither agree nor disagree, 11% Don't know

Students (32)

- Prof react openly to discrimination: 47% Agree, 19% Disagree, 25% Neither agree nor disagree, 9% Don't know
- School committed to respecting diversity: 50% Agree, 9% Disagree, 9% Neither agree nor disagree, 6% Don't know
- School prepares students to deal with diversity: 31% Agree, 19% Disagree, 16% Neither agree nor disagree, 16% Don't know
Comparison between Students’ and Professors’ Responses
Professors react openly to discrimination

- Disagree: 47% (Students) vs. 61% (Professors)
- Neither agree nor disagree: 19% (Students) vs. 17% (Professors)
- Agree: 25% (Students) vs. 17% (Professors)
- Don't know: 9% (Students) vs. 6% (Professors)
Comparison Between Students’ and Professors’ Responses
School committed to respecting diversity

- Disagree: 34% (Students), 61% (Professors)
- Neither agree nor disagree: 50% (Students), 22% (Professors)
- Agree: 9% (Students), 6% (Professors)
- Don't know: 6% (Students), 6% (Professors)
Comparison Between Students’ and Professors’ Responses
School prepares students to deal with diversity

- Disagree: Students 31%, Professors 39%
- Neither agree nor disagree: Students 19%, Professors 11%
- Agree: Students 34%, Professors 39%
- Don't know: Students 16%, Professors 11%
Combined Responses of Students and Professors Perceptions about Professors and School

- **Prof react openly to discrimination**
  - Disagree: 52%
  - Neither agree nor disagree: 22%
  - Agree: 8%
  - don't know: 18%

- **School committed to respecting diversity**
  - Disagree: 44%
  - Neither agree nor disagree: 40%
  - Agree: 8%
  - don't know: 6%

- **School prepares students to deal with diversity**
  - Disagree: 34%
  - Neither agree nor disagree: 16%
  - Agree: 36%
  - don't know: 14%
Perceptions about Diversity at the School of Nursing
Students’ Responses

<table>
<thead>
<tr>
<th>Perception</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel positive about diversity in school</td>
<td>39%</td>
<td>35%</td>
<td>33%</td>
<td>23%</td>
</tr>
<tr>
<td>I feel included in my group</td>
<td>35%</td>
<td>35%</td>
<td>35%</td>
<td>29%</td>
</tr>
<tr>
<td>I can talk openly about diversity with Prof/coordinators/personnel</td>
<td>35%</td>
<td>35%</td>
<td>35%</td>
<td>32%</td>
</tr>
<tr>
<td>I can talk openly about diversity with students</td>
<td>39%</td>
<td>39%</td>
<td>39%</td>
<td>19%</td>
</tr>
<tr>
<td>I know where to ask for diversity–related assistance</td>
<td>39%</td>
<td>39%</td>
<td>39%</td>
<td>39%</td>
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</tbody>
</table>

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Perceptions about Diversity at the School of Nursing Professors’ Responses

- I feel positive about diversity in school: 39% Agree, 44% Neither agree nor disagree, 6% Disagree
- I feel included in my group: 44% Agree, 39% Neither agree nor disagree, 11% Disagree
- I can talk openly about diversity with Prof/coordinators/personnel: 61% Agree, 17% Neither agree nor disagree, 6% Disagree
- I can talk openly about diversity with students: 56% Agree, 33% Neither agree nor disagree, 11% Disagree
- I know where to ask for diversity–related assistance: 50% Agree, 17% Neither agree nor disagree, 28% Disagree

Legend:
- Disagree
- Neither agree nor disagree
- Agree
- don't know
Perceptions about Diversity at the School of Nursing
Combined Responses (Students and Professors)

- **I feel positive about diversity in school**: 39% agree, 39% neither agree nor disagree, 18% disagree.
- **I feel included in my group**: 33% agree, 27% neither agree nor disagree, 2% disagree.
- **I can talk openly about diversity with Prof/coordinators/personnel**: 45% agree, 31% neither agree nor disagree, 6% disagree.
- **I can talk openly about diversity with students**: 45% agree, 14% neither agree nor disagree, 4% disagree.
- **I know where to ask for diversity-related assistance**: 33% agree, 16% neither agree nor disagree, 16% disagree.
Comparing Responses of Primary Racial Group and Ethnic Groups

Do you agree that students are accepted regardless of diversity factors?

**Primary Racial Group**
- Percentage

**Ethnic Groups**
- Percentage

- Regardless of race
- Regardless of sex
- Regardless of sexual orientation
- Regardless of disability
- Regardless of linguistic background
- Regardless of religion

Disagree  Neither agree nor disagree  Agree
General experience
Comparison of responses of Primary Racial Group and Ethnic groups

Primary Racial Group
- Poor: 42%
- Fair: 24%
- Neither good nor bad: 10%

Ethnic Group
- Poor: 24%
- Fair: 36%
- Neither good nor bad: 27%

Office of the Ombudsperson