

Diversity and Inclusion Dashboard Documentation

About the Diversity and Inclusion Dashboards

The purpose of these dashboards is to provide diversity and inclusion data to the Marquette community in a comprehensive, transparent, and centralized manner. The dashboards are comprised of two components: Composition and Achievement. The composition dashboards examine the number and percent of MU's students, faculty and staff by gender and race/ethnicity. The achievement dashboards, focused on students, display measures of success, such as retention rates, graduation rates, and degrees awarded by gender and race/ethnicity.

About the Data

Data are updated for the diversity dashboards in December by the Office of Institutional Research.

Student Data

Data represent enrollment as of the 5th Tuesday of the fall term. Students are asked to identify their gender and race/ethnicity on their application for admission to Marquette.

Faculty/Staff Data

Data reflect employment as of November 1st. Faculty and staff are asked for gender and race/ethnicity information on the employee data form, which is completed at the time of hire.

Race/Ethnicity Data Collection and Reporting

Race and ethnicity information are collected and reported according to statistical standards set by the National Center for Education Statistics (NCES), which is part of the U.S. Department of Education.

As required by NCES, Marquette moved to this standard in fall 2010 and re-surveyed its students, faculty and staff. The information below outlines how the data are *collected* and how they are *reported*.

Race/ethnicity data are **collected** by asking students, faculty and staff the following questions:

Are you Hispanic or Latino?

- Yes, I have Hispanic or Latino
- No, I am not Hispanic or Latino

What is your race? (Select one or more)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

Diversity and Inclusion Dashboard Documentation

By combining the two questions above with citizenship data, race/ethnicity data are **reported** by the following groups:

- **International:** Regardless of how the race/ethnicity questions are answered, those who are not citizen or permanent residents of the U.S. are represented in this category.
- **People of Color:** Only includes U.S. citizens and permanent residents and is further disaggregated into the following groups. Note that those who self-identify as Hispanic or Latino are represented in that category, regardless of how they answer “What is your race?”.
 - American Indian or Alaska Native, not Hispanic or Latino
 - Asian, not Hispanic or Latino
 - Black or African American, not Hispanic or Latino
 - Hawaiian Native or Pacific Islander, not Hispanic or Latino
 - Latino/Hispanic
 - **Multi-Race, URPOC:** Two or more races selected where one or more race is considered to be an underrepresented person of color (includes American Indian or Alaska Native, Black or African American, Native Hawaiian or Other Pacific Islander); not Hispanic or Latino
 - **Multi-Race, non URPOC:** Two or more races selected where none of the races selected are not considered underrepresented person of color; not Hispanic or Latino
- **Unknown:** Race/Ethnicity not specified. Only includes U.S. citizens and permanent residents.
- **White:** Only includes U.S. citizens and permanent residents.