

2022 ADEA Climate Study: Overview of Preliminary Key Findings and Data

November 2022

Phase 1: Feasibility Study

2020 Climate Assessment Feasibility Study

Commissioned under the direction:

- ADEA President and CEO Dr. Karen P. West

ADEA Collaborative on Dental Education Climate Assessment (ADEA CDECA) was formed

Data collected focused on three areas:

- Past climate survey activities
- Perceptions and concerns for a future climate study
- Effects of COVID-19 and Black Lives Matter movement within dental education

Recommendation to conduct a Climate Study based on need was submitted in December 2020

RFP issued in 2021 and Nonprofit HR was selected to conduct study and analyze all data

Phase 2: Climate Study

About the Study

ADEA Climate Study

The ADEA Climate Study is an inaugural landmark study within academic dentistry.

- Data previously did not exist
- Representative data of roles and social identities does not currently exist within dental education
 - *Sample is **U.S. and Canadian dental schools and allied dental education programs***
- Campus-level data and confidential reports
 - *Campus definition: U.S. & Canadian dental schools and allied dental education programs*
- Benchmark data

Deliverables for Climate Study

Nonprofit HR

- Lead, design, conduct and analyze all climate study-related data
- Produce a report to the ADEA President and CEO reflective of climate study findings and recommendations for U.S. and Canadian Dental Schools and Allied Dental Education Programs
- Confidential campus-level reports

ADEA CDECA

- Assist Nonprofit HR with the development and design of climate survey instruments
- Marketing of study
- Provide recommendations on data collection, presentation of data and results and recommendations

ADEA CDECA

Representatives from:

- ADEA Diversity and Inclusion Advisory Committee
- Six independent researchers from Phase I
- Faculty, staff, and student representatives from the U.S. and Canadian dental schools and allied dental education programs
- Nonprofit HR consultants
- ADEA staff

Met bi-weekly in fall 2021 and throughout 2022

Campus Liaisons

- Determine launch and close date
- Deploy survey to campus
- Primary Contact to ADEA and Nonprofit HR
- Marketing and Participation
- Localized incentives
- Share information with their community
- Impact Statement

Recruitment

Met with key
stakeholder
groups

Marketing
materials

ADEA Website
ADEA
Connect

ADEA
eLearning
Webinar

Campus
Liaisons

Ambassadors

Design and Methodology

IRB Approval

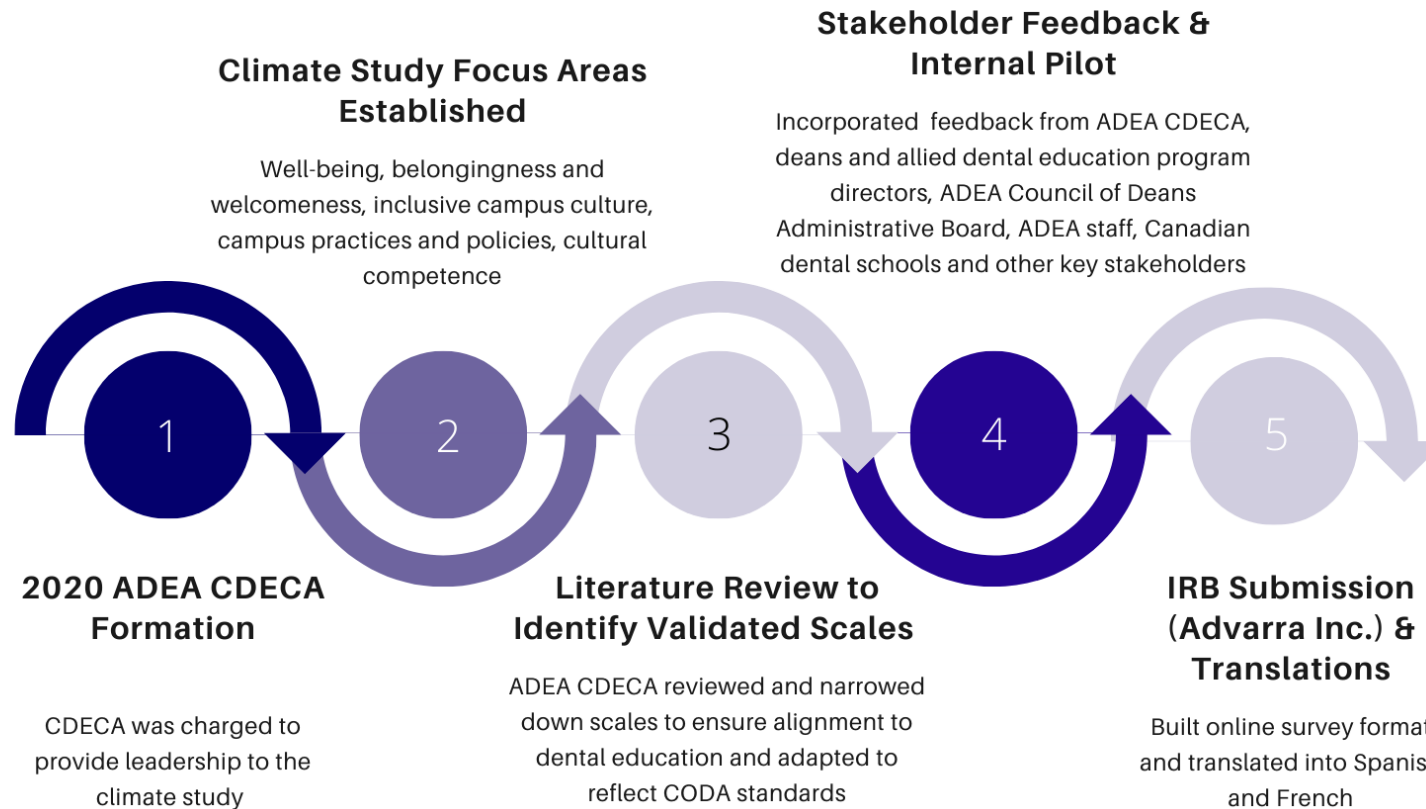


- Entire study approved by Advarra, Inc.
- Single site protocol using social/behavioral research
- Anyone developing instruments, accessing, and analyzing data completed certifications
- Used by ADEA for all research projects and at major research companies

Survey Development and Distribution



OVERVIEW: INSTRUMENT DESIGN PROCESS



Feedback From Stakeholder Groups

Feedback on survey instruments and item-level construction

No rankings or comparisons

All data to be presented in aggregated form

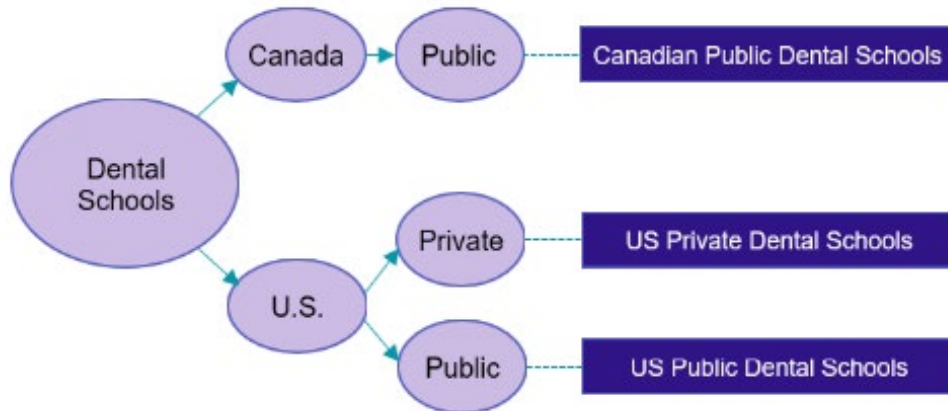
Confidentiality of participating campuses and individual participants

Peer groups to be included in campus level reports

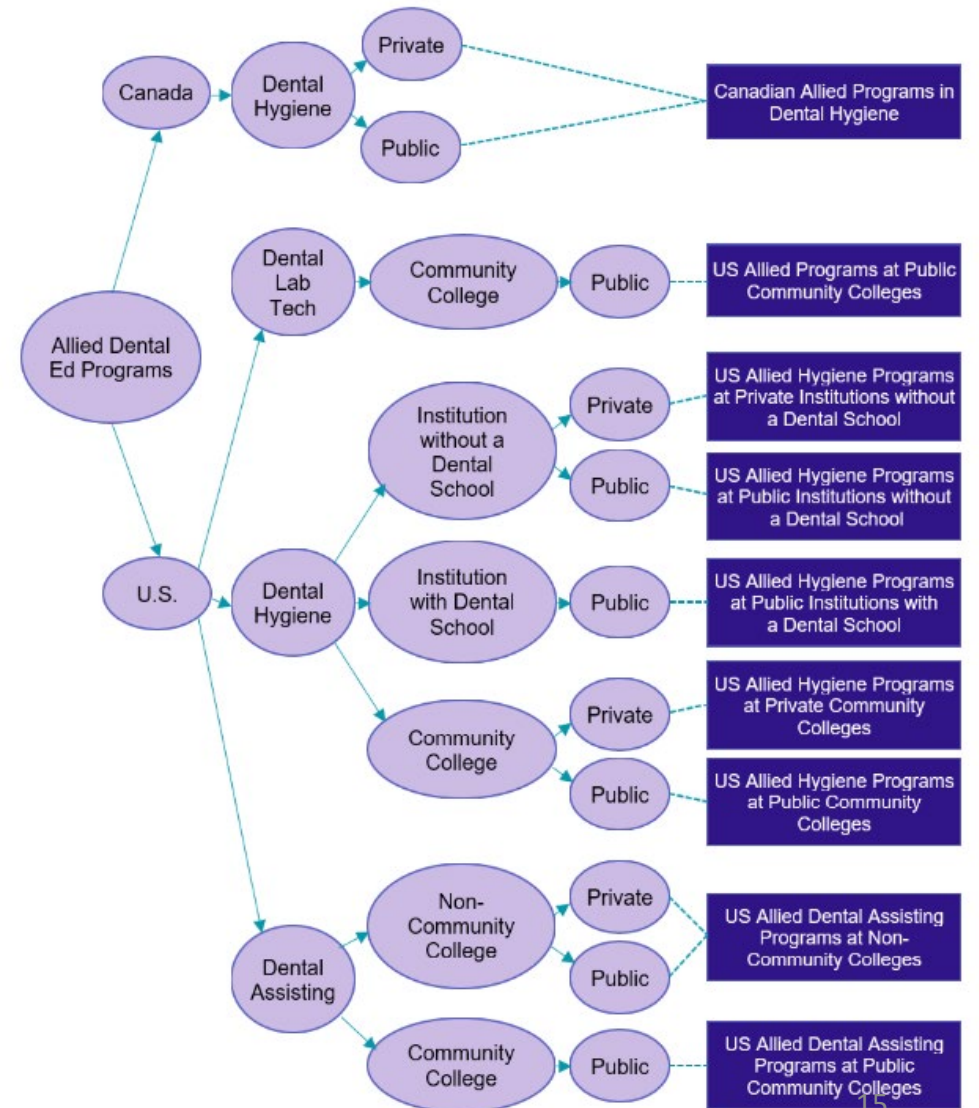
Impact Statements

Campus-level Report Peer Groupings

Dental Schools



Allied Dental Education Programs



Climate Study Survey

- Adapted scales with validity evidence
- Survey logic and block questioning
- Approximately 15 minutes to complete
- English, Spanish, French
- Jan. 3 – March 31, 2022
- Recommended survey open 4-6 weeks

The following entities gave permission for ADEA and Nonprofit HR to use items or scales that were part of their climate study:

- American Association of Colleges of Nursing
- American Association of Veterinary Medical Colleges
- University of Vermont
- University of Michigan School of Dentistry

Overview of Composite Scores

Composite Scores

- Participants used a 5-point Likert-type response scale for some items:

1	2	3	4	5
Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree

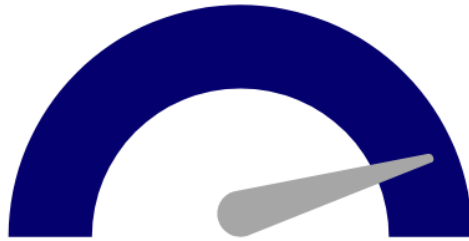
- We scored these responses using the numbers above
- Similar items were assessed if they “hang together” as authors intended
- These items became composite scores
- Mean composite scores by area were computed for the items completed

Climate Study Survey Scales



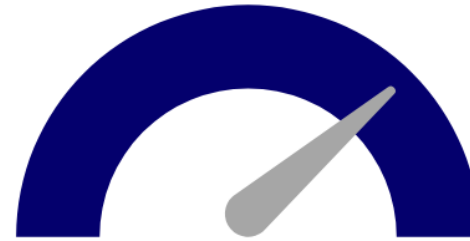
Participation and Demographics

Registration Rates



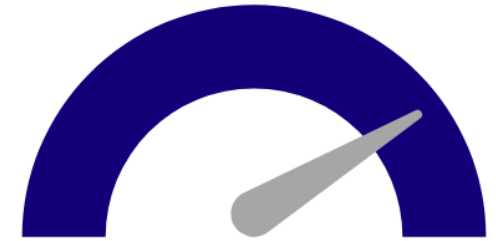
88% (66) of possible dental schools

100% **ADEA members**



75% (179) of **ADEA member allied dental education programs**

25% (60) are ADEA non-members



80% (245) of participating campuses are **ADEA members**

*Registration numbers as of 12/16
Membership numbers as of 11/3

Participation Rates

- 18,666 unique responses were collected
 - 2,500 opened the survey but answered no questions
 - 122 declined the study agreement
 - 49 were removed because they indicated residency
- English, French (49 participants), Spanish (168 participants). All responses were translated into English for analysis.

Participation by Country and Program

Program	U.S.	Canada	Total
Dental School	58	8	66
Allied Dental Program	180	12	192
<i>Dental Assisting</i>	49	---	49
<i>Dental Hygiene</i>	125	12	137
<i>Dental Laboratory Technology</i>	5	---	5
<i>Dental Therapy</i>	1	---	1
	238	20	258

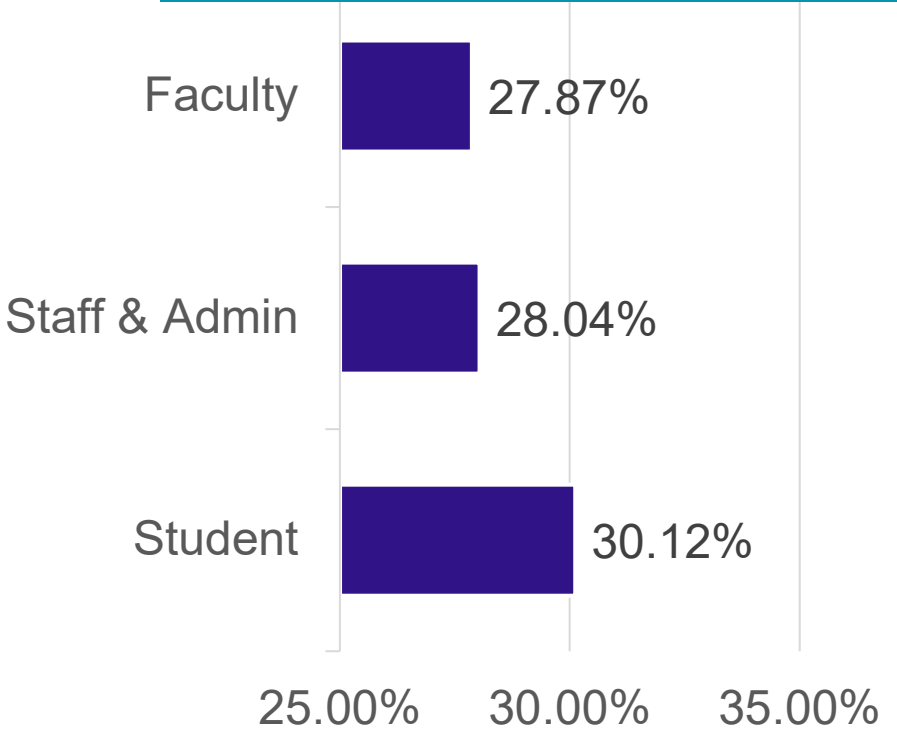
Estimated Participation by Role

Role	Received invitation to participate	Percent Participated
Student	31,235	30.12%
Staff and Administrators	10,468	28.04%
Faculty	13,139	27.87%
Overall Participation	54,842	29.19%

**15,995
Total
Participants
in the Study**

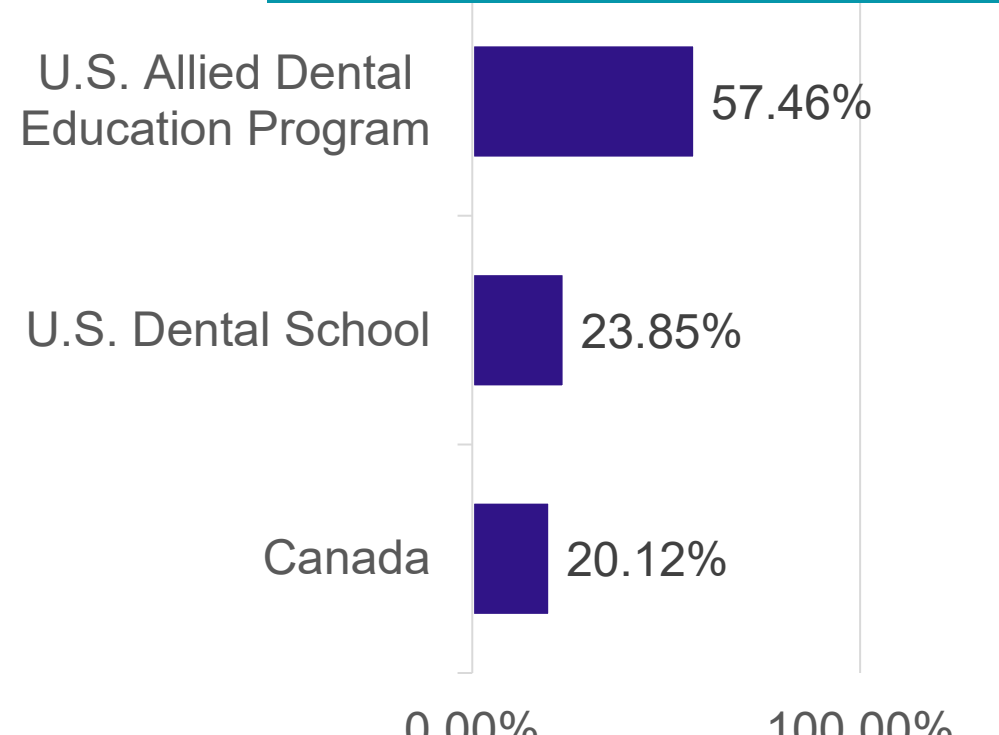
Participation Rates

Participation by Role



Overall: 29.19% (15,995)

Participation by Location



Overall: 29.19% (15,995)

Participation Rates

Participant's Location and Role

Location	Role									
	Administrator		Faculty		Staff		Student		Total	
	N	%	N	%	N	%	N	%	N	%
U.S. Dental Schools	567	3.54	2,299	14.37	1,840	11.50	5,156	32.24	9,862	61.66
U.S. Allied Dental Education Programs	143	0.89	1,145	7.16	229	1.43	3,713	23.21	5,230	32.70
Canada	33	0.21	230	1.44	145	0.91	495	3.09	903	5.65
Total	743	4.65	3,674	22.97	2,214	13.84	9,364	58.54	15,995	100.00

Participant's Location

Response	N	Percent
United States	14,957	93.51
Canadian Provinces	903	5.65
Puerto Rico	135	0.84

Participant's Education Type

Response	N	Percent
Allied dental education program (i.e., dental hygiene, dental laboratory tech, dental assisting, dental therapy)	5,517	34.49
Dental school	10,478	65.51

Participant's Primary Role

Response	N	Percent
Administrator	743	4.65
Faculty	3,674	22.97
Staff	2,214	13.84
Student	9,364	58.54

Study Demographics

Note on Representativeness

Objective: Survey all students, faculty and staff in U.S. and Canadian dental schools and allied dental education programs (*e.g., all faculty types: adjunct, full-time, part-time, etc.*)

As we mentioned, reliable population-level demographics do not exist within all areas of dental education to compare sample. (*i.e., CODA, ADA, ADEA*)

We present the sample demographics so you can assess for yourself the representativeness of this study sample to U.S. and Canadian dental schools and allied dental education programs.

Even without representativeness comparison data, this climate study contains the varied lived experiences of almost 16,000 students, faculty and staff that merit your attention.

Demographics

Race and/or Ethnicity

Response	N	%
American Indian, Alaska Native, Native American or Indigenous (U.S.)	315	1.97
First Nations, Indigenous (Canada)	39	0.24
Middle Eastern, Arab or North African (Cypriot, Lebanese, Syrian, Iraqi, Iranian, Israeli, Jordanian, Saudi Arabian, Kuwaiti, Qatari, Bahraini, United Arab Emirati, Omani, Yemeni)	582	3.64
Black, African American	909	5.68
Black, African Canadian	33	0.21
African	120	0.75
Hispanic, Latino, Latinx (Cuban, Mexican, Puerto Rican, South or Central American and additional Spanish descent)	1,751	10.95
Native Hawaiian or Pacific Islander (Hawaiian, Guamanian/Chamorro, Samoan and additional Pacific Islanders)	69	0.43
East Asian, Southeast Asian (Chinese, Korean, Japanese, Taiwanese, Filipino, Vietnamese, Cambodian, Thai, Indonesian and additional East/Southeast Asian descent)	1,409	8.81
South Asian (Afghan, Bangladeshi, Bhutani, Indian, Nepali, Pakistani, Sri Lankan and Maldivian)	690	4.31
White, European	7,974	49.85
Multiracial	25	0.16

Note. Percentages will not sum to 100 due to participant’s ability to select more than one response option. Percentage reflects those who selected the response option out of all participants in the study.

Disability Status

Response	N	%
Did not identify	3,035	18.97
No	11,164	69.80
Yes	1,796	11.23
Total	15,995	100.00

Demographics

Gender Identity

Response	N	%
Woman	9,334	58.36
Man	3,515	21.98
Transgender woman	≤5	0.01
Transgender man	6	0.04
Genderqueer/gender non-conforming	22	0.14
Non-binary	39	0.24
Did not identify	3,077	19.24
Total	15,995	100.00

Sexual Orientation

Response	N	%
Asexual	13	0.08
Bisexual	471	2.94
Did not identify	3,272	20.46
Gay	240	1.50
Heterosexual or straight	11,666	72.94
Lesbian	94	0.59
Other	≤5	0.03
Pansexual	23	0.14
Queer	75	0.47
Unsure or questioning	136	0.85
Total	15,995	100.00

Demographics

The following demographic information was gathered for representation purposes.

- Sex assigned at birth
- Year of birth
- Year of program start – students
- Length of program – students
- Begin working at current campus – faculty, staff, administrators
- Begin career in dental education – faculty, staff, administrators
- Employment status – faculty, staff
- Staff role
- Academic rank – faculty
- Professional track/tenure – faculty

Overview of Composite Scores

Overview of Composite Scores

	U.S. Dental Schools – Public			U.S. Dental Schools – Private			U.S. Allied – Dental Laboratory Technology			U.S. Allied – Dental Hygiene			U.S. Allied – Dental Assisting			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Overall Climate	5,303	3.34	1.19	3,538	3.62	1.09	52	4.27	0.89	4,017	3.89	1.03	612	4.15	0.93	772	3.46	1.16	14,514	3.61	1.14
Well-Being	5,321	3.45	1.01	3,544	3.64	0.97	52	4.29	0.82	4,019	3.94	0.95	613	4.16	0.87	775	3.47	1.03	14,546	3.68	1.01
Sense of Belonging	5,319	3.64	1.01	3,544	3.83	0.92	52	4.40	0.84	4,017	4.05	0.91	613	4.20	0.84	776	3.67	0.99	14,542	3.83	0.97
Inclusive Environment	5,178	3.40	1.00	3,469	3.60	0.95	52	4.21	0.78	3,964	3.91	0.90	605	4.10	0.81	754	3.50	0.97	14,239	3.64	0.98
Inclusive Culture	5,178	3.77	0.80	3,470	3.89	0.76	52	4.32	0.75	3,968	4.05	0.77	604	4.22	0.71	754	3.78	0.78	14,243	3.90	0.79
Welcomeness	5,360	3.80	0.84	3,653	3.94	0.79	53	4.49	0.54	4,044	4.13	0.77	623	4.21	0.72	789	3.81	0.85	14,745	3.95	0.81

Climate Study Results

Note on Identity Findings

Although the average experiences of some groups are described in this summary and in the full study, the individual lived experiences of *every participant* in our study and non-participants at our institutions *matter*.

Overall Climate

Overall Climate Findings



64%

of participants reported they **agreed or strongly agreed that they were satisfied with the climate** at their dental school/allied dental education program.

Overall Climate Findings

“I am satisfied with the overall climate of my dental school/allied dental education program.”

Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total
	N	%	N	%	N	%	N	%	N	%	
U.S. Dental Schools	627	7.09	1,435	16.22	1,609	18.18	3,650	41.25	1,527	17.26	8,848
U.S. Allied Dental Education Programs	164	3.36	368	7.54	677	13.88	2,121	43.47	1,549	31.75	4,879
Canada	57	7.24	126	16.01	141	17.92	326	41.42	137	17.41	787
Overall	848	5.84	1,929	13.29	2,427	16.72	6,097	42.01	3,213	22.14	14,514

Overall Climate Findings - Continued

Highest Composite
Score:
Welcomeness

Lowest Composite
Score:
**Inclusive
Environment**

Overall, all composite scores were within a positive range.

However, some participant identity groups experiences were less positive within composite areas.

Experiences varied depending upon the participant's location, role, and social identity group.

Well-being

Well-being Findings – Role and Location

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Role	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Administrator	517	3.87	0.83	139	4.26	0.74	30	4.03	0.68	686	3.96	0.82
Faculty	2,089	3.63	0.96	1,092	4.23	0.84	212	3.58	0.92	3,393	3.82	0.96
Staff	1,661	3.49	0.92	219	4.00	0.93	122	3.57	0.96	2,002	3.55	0.94
Student	4,605	3.46	1.05	3,434	3.88	0.96	426	3.35	1.11	8,465	3.62	1.04
Overall	8,872	3.53	1.00	4,884	3.97	0.94	790	3.47	1.03	14,546	3.68	1.01

Staff compared to other role identities have lower well-being means.

Well-being Findings – Race/Ethnicity

Race/Ethnicity	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	Mean	SD
African	82	3.49	0.96	30	4.15	0.83	8	3.13	0.99	120	3.63	0.98
American Indian, Alaska Native, Native American or Indigenous (U.S.)	136	3.43	1.13	172	3.96	1.06	7	2.80	1.12	315	3.70	1.12
Black, African American	622	3.47	0.93	284	3.86	0.96	≤5	3.69	0.34	909	3.60	0.96
Black, African Canadian	11	3.36	0.95	14	3.94	0.83	8	3.58	0.57	33	3.66	0.84
Did not identify	1,255	3.37	1.03	497	3.73	1.06	115	3.42	1.07	1,867	3.47	1.05
East Asian, Southeast Asian	958	3.54	0.96	346	3.99	0.89	104	3.49	0.86	1,408	3.64	0.95
First Nations, Indigenous (Canada)	8	3.17	1.02	11	4.36	0.94	20	3.21	1.13	39	3.53	1.16
Hispanic, Latino, Latinx	916	3.61	1.01	800	3.95	0.96	31	3.42	0.91	1,747	3.76	1.00
Middle Eastern, Arab or North African	425	3.53	1.08	96	3.97	1.04	60	3.18	1.03	581	3.57	1.09
Multiracial	19	3.26	1.06	≤5	3.85	0.95	≤5	3.00	-	25	3.37	1.02
Native Hawaiian or Pacific Islander	37	3.34	1.00	31	4.03	0.87	≤5	3.33	-	69	3.65	0.99
South Asian	503	3.56	1.04	95	3.96	1.06	91	3.43	1.14	689	3.60	1.07
White, European	4,600	3.56	0.99	2,972	4.03	0.92	396	3.52	1.03	7,968	3.73	0.99
Overall	8,872	3.53	1.00	4,884	3.97	0.94	790	3.47	1.03	14,546	3.68	1.01

Well-being composite score means were somewhat higher for African and First Nations, Indigenous (Canada) groups within U.S. Allied Dental Education Programs

Well-being Findings – Sexual Orientation

Sexual Orientation	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
Asexual	7	3.36	0.49	≤5	3.00	1.43	≤5	2.00	-	13	3.12	0.97
Bisexual	246	3.37	1.07	192	3.86	0.98	32	3.28	1.08	470	3.56	1.06
Did not identify	1,213	3.41	1.01	513	3.76	1.03	107	3.42	1.05	1,833	3.51	1.03
Gay	183	3.59	0.92	41	4.03	0.76	15	3.34	1.29	239	3.65	0.94
Heterosexual or straight	7,035	3.56	0.99	4,005	4.01	0.92	618	3.50	1.02	11,658	3.71	1.00
Lesbian	56	3.58	1.01	34	3.86	0.93	≤5	3.54	0.55	94	3.68	0.97
Other	≤5	3.67	0.38	≤5	2.67	-	-	-	-	≤5	3.47	0.56
Pansexual	12	3.32	1.16	9	3.85	0.95	≤5	3.50	1.18	23	3.54	1.06
Queer	51	3.17	0.98	21	3.69	1.18	≤5	2.44	0.84	75	3.29	1.06
Unsure or questioning	65	3.29	1.17	63	3.88	0.92	8	3.07	1.34	136	3.55	1.11
Overall	8,872	3.53	1.00	4,884	3.97	0.94	790	3.47	1.03	14,546	3.68	1.01

- Heterosexual or straight campus members, compared to campus members of other sexual orientations, had higher well-being means.
- Asexual campus members had the lowest well-being means.

Well-Being Findings – Disability Status

Disability Status	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
Yes	1,059	3.29	1.07	639	3.73	1.05	97	3.29	1.03	1,795	3.45	1.08
No	6,743	3.58	0.98	3,815	4.04	0.90	597	3.51	1.02	11,155	3.74	0.98
Did not identify	1,070	3.42	1.00	430	3.75	1.04	96	3.38	1.08	1,596	3.51	1.03
Overall	8,872	3.53	1.00	4,884	3.97	0.94	790	3.47	1.03	14,546	3.68	1.01

- Well-being mean composite scores were highest for campus members who did not identify as having a disability compared to campus members who do identify as having a disability.
- This was true across all locations (i.e., U.S. Dental Schools, U.S. Allied Dental Education Programs and Canada).

Sense of Belonging

Sense of Belonging Findings – Role & Location

Role	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Administrator	517	4.01	0.87	139	4.32	0.71	30	4.26	0.59	686	4.08	0.84
Faculty	2,087	3.79	1.03	1,088	4.30	0.86	212	3.68	0.97	3,387	3.94	1.00
Staff	1,661	3.53	0.96	219	4.02	0.96	122	3.64	1.02	2,002	3.59	0.97
Student	4,605	3.73	0.96	3,435	3.99	0.90	427	3.61	1.02	8,467	3.83	0.95
Overall	8,870	3.72	0.98	4,881	4.07	0.90	791	3.66	1.00	14,542	3.83	0.97

- At all locations, administrators reported the highest mean composite scores compared to other role identities.
- Staff had the lowest mean composite score overall.
- Staff in U.S. Dental Schools had the lowest mean composite score.

Sense of Belonging Findings – Race/Ethnicity

Race/Ethnicity	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	Mean	SD
African	82	3.50	0.99	30	4.25	0.71	8	3.33	0.59	120	3.68	0.96
American Indian, Alaska Native, Native American or Indigenous (U.S.)	136	3.58	1.10	172	4.05	0.98	7	3.09	1.07	315	3.82	1.06
Black, African American	622	3.62	0.94	284	3.88	0.95	≤5	3.73	0.23	909	3.70	0.95
Black, African Canadian	11	3.40	1.08	14	4.00	0.86	8	3.71	0.64	33	3.73	0.91
Did not identify	1,253	3.51	1.04	494	3.82	1.01	116	3.60	1.02	1,863	3.60	1.04
East Asian, Southeast Asian	958	3.74	0.90	346	4.06	0.82	104	3.66	0.86	1,408	3.81	0.89
First Nations, Indigenous (Canada)	8	3.18	1.11	11	4.42	0.70	20	3.56	1.00	39	3.72	1.03
Hispanic, Latino, Latinx	917	3.78	0.98	800	4.06	0.89	31	3.49	0.97	1,748	3.90	0.95
Middle Eastern, Arab or North African	425	3.75	1.02	96	4.05	0.97	60	3.29	1.13	581	3.75	1.04
Multiracial	19	3.29	1.02	≤5	4.24	1.06	≤5	3.40	-	25	3.49	1.06
Native Hawaiian or Pacific Islander	37	3.46	0.93	31	4.23	0.70	≤5	3.60	-	69	3.81	0.90
South Asian	503	3.73	0.99	95	4.01	0.95	91	3.56	1.09	689	3.75	1.00
White, European	4,599	3.78	0.96	2,972	4.13	0.89	396	3.77	0.96	7,967	3.91	0.95
Overall	8,870	3.72	0.98	4,881	4.07	0.90	791	3.66	1.00	14,542	3.83	0.97

Overall, those who self-identified as Multiracial had the lowest mean Sense of Belonging score

Sense of Belonging Findings – Gender Identity

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Gender Identity	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Did not identify	1,115	3.54	1.01	421	3.83	0.99	100	3.56	1.02	1,636	3.62	1.01
Genderqueer/ gender non-conforming	11	3.80	0.90	8	3.83	0.90	≤5	2.00	-	20	3.72	0.95
Man	3,028	3.82	0.98	295	4.31	0.75	189	3.81	0.95	3,512	3.86	0.97
Non-binary	28	3.29	1.28	9	3.58	1.07	≤5	4.40	0.85	39	3.41	1.23
Transgender man	≤5	3.70	0.70	≤5	2.00	1.41	-	-	-	6	3.13	1.21
Transgender woman	≤5	2.40	-	≤5	3.80	-	-	-	-	≤5	3.10	0.99
Woman	4,683	3.70	0.96	4,145	4.08	0.90	499	3.62	1.01	9,327	3.86	0.95
Overall	8,870	3.72	0.98	4,881	4.07	0.90	791	3.66	1.00	14,542	3.83	0.97

- Across all programs and locations, men and women had higher mean composite scores than other identities.
- Transgender women and non-binary participants had lower composite scores at U.S. Dental Schools than participants with other gender identities at U.S Dental Schools.

Sense of Belonging Findings – Disability Status

Disability Status	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
Yes	1,059	3.53	1.04	639	3.85	1.02	97	3.54	0.95	1,795	3.64	1.04
No	6,742	3.78	0.96	3,815	4.13	0.86	597	3.70	1.00	11,154	3.89	0.94
Did not identify	1,069	3.56	1.01	427	3.83	0.98	97	3.52	1.06	1,593	3.63	1.01
Overall	8,870	3.72	0.98	4,881	4.07	0.90	791	3.66	1.00	14,542	3.83	0.97

Participants who identified as **having a disability**, at all program locations, had a lower composite score than those who indicated they did not have a disability.

Inclusive Environment

Inclusive Environment Findings – Role and Location

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Role	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Administrator	508	3.76	0.83	138	4.15	0.71	30	4.00	0.67	676	3.85	0.82
Faculty	2,031	3.55	0.96	1,073	4.15	0.86	207	3.53	0.92	3,311	3.74	0.97
Staff	1,612	3.35	0.94	212	3.94	0.95	117	3.45	0.97	1,941	3.42	0.96
Student	4,504	3.48	1.01	3,392	3.86	0.89	415	3.46	1.01	8,311	3.63	0.99
Overall	8,655	3.48	0.98	4,815	3.94	0.89	769	3.50	0.98	14,239	3.64	0.98

Administrators overall mean Inclusive Environment composite score was highest compared to the overall Inclusive Environment mean composite scores for faculty, staff and students.

Inclusive Environment Findings – Race/Ethnicity

Race/Ethnicity	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	Mean	SD
African	82	3.44	1.02	30	3.99	0.71	8	3.25	0.89	120	3.57	0.97
American Indian, Alaska Native, Native American or Indigenous (U.S.)	136	3.46	1.08	172	3.87	0.99	7	3.45	1.26	315	3.68	1.05
Black, African American	622	3.41	0.94	284	3.73	0.90	≤5	3.50	0.50	909	3.51	0.94
Black, African Canadian	11	3.11	0.89	14	3.86	0.96	8	3.53	0.52	33	3.53	0.89
Did not identify	1,037	3.30	1.03	431	3.70	1.01	94	3.35	0.98	1,562	3.41	1.04
East Asian, Southeast Asian	958	3.51	0.93	345	3.94	0.82	104	3.52	0.82	1,407	3.62	0.92
First Nations, Indigenous (Canada)	8	3.32	1.08	11	3.97	0.97	20	3.48	1.06	39	3.58	1.04
Hispanic, Latino, Latinx	918	3.57	1.00	798	3.92	0.90	31	3.47	0.97	1,747	3.72	0.97
Middle Eastern, Arab or North African	425	3.56	1.03	97	3.85	0.92	60	3.23	1.03	582	3.58	1.02
Multiracial	19	3.07	0.83	≤5	3.82	1.28	≤5	3.50	-	25	3.24	0.94
Native Hawaiian or Pacific Islander	37	3.29	1.02	31	4.01	0.75	≤5	3.00	-	69	3.61	0.97
South Asian	501	3.56	1.03	95	3.84	0.92	91	3.43	1.11	687	3.58	1.03
White, European	4,601	3.50	0.97	2,970	3.99	0.89	396	3.57	0.96	7,967	3.69	0.97
Overall	8,655	3.48	0.98	4,815	3.94	0.89	769	3.50	0.98	14,239	3.64	0.98

- Across race/ethnicity groups, U.S. Allied Dental Education programs generally had higher means
- Overall, those who self-identified as Multiracial had the lowest mean Inclusive Environment score

Inclusive Environment Findings – Allied Dental Education Programs

Role - Allied Dental Education Program	U.S.			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD
Admin - Dental Assisting	21	4.37	0.78	-	-	-	21	4.37	0.78
Admin - Dental Hygiene	114	4.11	0.69	10	3.80	0.90	124	4.08	0.71
Admin - Dental Laboratory Technology	≤5	4.17	1.04	-	-	-	≤5	4.17	1.04
Admin - Dental Therapy	-	-	-	-	-	-	-	-	-
Administrator - Overall	138	4.15	0.71	10	3.80	0.90	148	4.13	0.73
Faculty - Dental Assisting	114	4.30	0.80	-	-	-	114	4.30	0.80
Faculty - Dental Hygiene	946	4.13	0.87	44	3.76	0.77	990	4.12	0.86
Faculty - Dental Laboratory Technology	≤5	3.95	0.33	-	-	-	≤5	3.95	0.33
Faculty - Dental Therapy	≤5	4.38	0.88	-	-	-	≤5	4.38	0.88
Faculty - Overall	1,067	4.15	0.86	44	3.76	0.77	1,111	4.14	0.86
Staff - Dental Assisting	32	4.08	1.14	-	-	-	32	4.08	1.14
Staff - Dental Hygiene	166	3.95	0.92	14	3.80	0.88	180	3.94	0.92
Staff - Dental Laboratory Technology	≤5	4.00	-	-	-	-	≤5	4.00	-
Staff - Dental Therapy	≤5	4.25	-	-	-	-	≤5	4.25	-
Staff - Overall	200	3.97	0.96	14	3.80	0.88	214	3.96	0.95
Student - Dental Assisting	517	4.03	0.81	-	-	-	517	4.03	0.81
Student - Dental Hygiene	2,822	3.83	0.91	178	3.53	1.08	3,000	3.81	0.92
Student - Dental Laboratory Technology	49	4.15	0.83	-	-	-	49	4.15	0.83
Student - Dental Therapy	≤5	4.56	0.51	-	-	-	≤5	4.56	0.51
Student - Overall	3,391	3.86	0.89	178	3.53	1.08	3,569	3.85	0.91

Dental hygiene students in the U.S. and Canada had the lowest mean composite score across all other roles and allied dental education program types within the U.S. and Canada.

Inclusive Environment Findings – Disability Status

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Disability Status	N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
Yes	1,060	3.29	1.04	639	3.74	1.00	97	3.39	0.95	1,796	3.46	1.05
No	6,741	3.53	0.97	3,811	3.99	0.86	597	3.54	0.98	11,149	3.69	0.96
Did not identify	854	3.36	1.01	365	3.70	0.99	75	3.31	0.97	1,294	3.45	1.01
Overall	8,655	3.48	0.98	4,815	3.94	0.89	769	3.50	0.98	14,239	3.64	0.98

Across all program locations, participants with no disability had higher mean Inclusive Environment composite scores than participants with a disability.

Inclusive Environment Findings – Sexual Orientation

Sexual Orientation	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Asexual	7	3.31	0.60	≤5	3.13	1.54	≤5	1.67	-	13	3.12	1.08
Bisexual	247	3.32	1.07	192	3.88	0.87	32	3.40	1.01	471	3.55	1.02
Did not identify	997	3.35	1.02	446	3.72	0.97	86	3.38	0.96	1,529	3.46	1.01
Gay	183	3.45	0.94	41	4.04	0.80	15	3.47	1.10	239	3.56	0.95
Heterosexual or straight	7,033	3.52	0.97	4,003	3.97	0.88	618	3.53	0.97	11,654	3.67	0.97
Lesbian	56	3.50	0.93	34	3.90	1.00	≤5	3.94	0.77	94	3.66	0.96
Other	≤5	3.75	0.32	≤5	2.33	-	-	-	-	≤5	3.47	0.69
Pansexual	12	3.35	1.12	9	3.66	1.02	≤5	3.50	0.71	23	3.49	1.02
Queer	51	3.11	1.04	21	3.36	1.24	≤5	2.89	0.19	75	3.17	1.08
Unsure or questioning	65	3.30	1.13	63	3.82	0.90	8	3.48	1.21	136	3.55	1.06
Overall	8,655	3.48	0.98	4,815	3.94	0.89	769	3.50	0.98	14,239	3.64	0.98

Queer participants within U.S. Dental Schools had the lowest mean composite score than campus members with other sexual orientations.

Humanistic Environment

Humanistic Environment Findings

U.S. Dental School		Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total N	Agree
Item	N	%	N	%	N	%	N	%	N	%			
My dental school/allied dental education program environment is humanistic.	402	4.68	846	9.85	1,779	20.71	3,861	44.94	1,703	19.82	8,591	64.76%	
The leadership at my dental school/allied dental education program is committed to fostering a humanistic environment.	678	7.87	867	10.07	1,773	20.59	3,446	40.01	1,848	21.46	8,612	61.47%	
U.S. Allied Dental Education Programs		Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total N	Agree
Item	N	%	N	%	N	%	N	%	N	%			
My dental school/allied dental education program environment is humanistic.	105	2.19	222	4.63	716	14.94	2,212	46.15	1,538	32.09	4,793	78.24%	
The leadership at my dental school/allied dental education program is committed to fostering a humanistic environment.	149	3.12	220	4.60	741	15.50	2,048	42.83	1,624	33.96	4,782	76.79%	
Canada		Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total N	Agree
Item	N	%	N	%	N	%	N	%	N	%			
My dental school/allied dental education program environment is humanistic.	36	4.69	81	10.56	167	21.77	343	44.72	140	18.25	767	62.97%	
The leadership at my dental school/allied dental education program is committed to fostering a humanistic environment.	62	8.12	80	10.47	157	20.55	317	41.49	148	19.37	764	60.86%	

Inclusive Culture

Inclusive Culture Findings – Role and Location

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Role	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Administrator	508	4.01	0.70	138	4.26	0.62	30	3.95	0.59	676	4.06	0.68
Faculty	2,032	3.89	0.81	1,074	4.24	0.76	207	3.84	0.73	3,313	4.00	0.81
Staff	1,611	3.64	0.80	212	4.10	0.76	117	3.71	0.79	1,940	3.69	0.81
Student	4,505	3.83	0.77	3,394	4.01	0.77	415	3.75	0.83	8,314	3.90	0.78
Overall	8,656	3.82	0.79	4,818	4.07	0.77	769	3.78	0.79	14,243	3.90	0.79

- Administrators had the highest Inclusive Culture mean composite scores compared to other roles in our study sample.
- Staff had the lowest mean composite scores.
 - This was consistent except in U.S. Allied Dental Education Programs where Students were lower.

Inclusive Culture Findings – Race/Ethnicity

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Race/Ethnicity	N	M	SD	N	M	SD	N	M	SD	N	Mean	SD
African	82	3.65	0.87	30	4.21	0.67	8	3.36	0.98	120	3.77	0.87
American Indian, Alaska Native, Native American or Indigenous (U.S.)	136	3.74	0.87	172	4.05	0.86	7	3.69	0.60	315	3.91	0.87
Black, African American	622	3.70	0.78	284	3.94	0.77	≤5	3.52	0.22	909	3.78	0.78
Black, African Canadian	11	3.44	0.81	14	3.99	0.82	8	3.77	0.54	33	3.75	0.78
Did not identify	1,038	3.65	0.86	432	3.86	0.87	94	3.72	0.77	1,564	3.71	0.86
East Asian, Southeast Asian	958	3.80	0.74	346	4.06	0.74	103	3.77	0.71	1,407	3.86	0.75
First Nations, Indigenous (Canada)	8	3.59	0.74	11	4.26	0.80	20	3.76	0.62	39	3.86	0.73
Hispanic, Latino, Latinx	917	3.88	0.78	800	4.07	0.76	31	3.79	0.67	1,748	3.97	0.77
Middle Eastern, Arab or North African	425	3.86	0.84	96	4.05	0.76	60	3.50	0.87	581	3.86	0.84
Multiracial	19	3.34	0.82	≤5	3.97	0.90	≤5	3.71	-	25	3.48	0.84
Native Hawaiian or Pacific Islander	37	3.48	0.86	31	4.11	0.68	≤5	3.29	-	69	3.76	0.83
South Asian	502	3.82	0.82	95	4.01	0.84	91	3.66	0.89	688	3.82	0.84
White, European	4,601	3.86	0.76	2,971	4.12	0.76	397	3.85	0.76	7,969	3.95	0.77
Overall	8,656	3.82	0.79	4,818	4.07	0.77	769	3.78	0.79	14,243	3.90	0.79

Within U.S. dental schools, Hispanic/Latino/Latinx (3.88), Middle Eastern/Arab/ or North African (3.86) and White/European (3.86) participants had the highest mean scores compared to other racial groups

Inclusive Culture Findings – Gender Identity

Gender Identity	U.S. Dental School			U.S. Allied Dental Education Program			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Did not identify	899	3.67	0.84	359	3.84	0.87	78	3.73	0.72	1,336	3.72	0.84
Genderqueer/ gender non-conforming	12	3.65	0.60	8	3.73	0.82	≤5	2.29	-	21	3.62	0.73
Man	3,028	3.92	0.78	295	4.31	0.61	190	3.92	0.72	3,513	3.95	0.77
Non-binary	28	3.44	1.04	9	3.57	0.66	≤5	4.00	0.20	39	3.50	0.94
Transgender man	≤5	3.54	0.47	≤5	2.00	1.41	-	-	-	6	3.02	1.08
Transgender woman	≤5	3.00	-	≤5	3.14	-	-	-	-	≤5	3.07	0.10
Woman	4,684	3.78	0.77	4,144	4.08	0.76	498	3.73	0.82	9,326	3.91	0.79
Overall	8,656	3.82	0.79	4,818	4.07	0.77	769	3.78	0.79	14,243	3.90	0.79

- Men and women had the highest mean Inclusive Culture composite scores compared to other gender identities.
- In Canada, non-binary individuals had composite scores as high as men and women.
- Among Canadian participants, genderqueer/gender non-conforming individuals have the lowest mean composite score across all gender identities and locations.

Inclusive Culture Findings – Sexual Orientation

Sexual Orientation	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Asexual	7	3.47	0.59	≤5	3.40	1.23	≤5	2.29	-	13	3.35	0.88
Bisexual	247	3.66	0.85	192	4.02	0.73	32	3.61	0.73	471	3.80	0.81
Did not identify	997	3.66	0.85	448	3.87	0.86	86	3.73	0.72	1,531	3.73	0.85
Gay	183	3.84	0.78	41	4.21	0.69	15	3.63	0.78	239	3.89	0.77
Heterosexual or straight	7,034	3.85	0.77	4,004	4.10	0.76	618	3.80	0.79	11,656	3.93	0.78
Lesbian	56	3.78	0.72	34	4.05	0.84	≤5	4.18	0.46	94	3.90	0.76
Other	≤5	3.75	0.14	≤5	2.71	-	-	-	-	≤5	3.54	0.48
Pansexual	12	3.64	0.75	9	3.99	0.78	≤5	3.86	0.20	23	3.80	0.73
Queer	51	3.43	0.80	21	3.73	0.82	≤5	3.19	0.79	75	3.50	0.81
Unsure or questioning	65	3.57	1.02	63	3.91	0.74	8	3.30	1.43	136	3.71	0.94
Overall	8,656	3.82	0.79	4,818	4.07	0.77	769	3.78	0.79	14,243	3.90	0.79

- Heterosexual, gay and lesbian participants were among the groups to have the highest Inclusive Culture mean scores across U.S. and Canadian campuses.
- When asked about sexual orientation, those who self-identified as “other” had the lowest Inclusive Culture mean composite scores.

Inclusive Culture Findings – Disability Status

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Disability Status	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Yes	1,059	3.66	0.84	639	3.90	0.85	97	3.67	0.80	1,795	3.75	0.85
No	6,743	3.86	0.77	3,814	4.12	0.74	597	3.80	0.79	11,154	3.94	0.77
Did not identify	854	3.69	0.84	365	3.85	0.86	75	3.71	0.74	1,294	3.73	0.84
Overall	8,656	3.82	0.79	4,818	4.07	0.77	769	3.78	0.79	14,243	3.90	0.79

Although a smaller difference compared to other areas of the survey, participants who identify as having a disability had lower Inclusive Culture mean composite scores compared those who do not.

Inclusive Culture Findings – Continued

- Across U.S. dental schools, U.S. allied dental education programs and Canada, a clear majority of participants (78%, 84%, and 74%, respectively) felt that their school or program **promotes the appreciation of diversity.**
- Across locations, participants in U.S. dental schools and Canada had the **lowest total agreement (59% and 61%, respectively) that their program was supportive of its members who are transgender and gender non-conforming.**
- Across U.S. dental schools, U.S. allied dental education programs, and Canada, a clear majority of participants (79%, 86%, and 83%, respectively) felt that their program was **supportive of its racially and ethnically diverse members.**

Welcomeness

Welcomeness Findings – Role and Location

Role	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Administrator	523	4.06	0.72	142	4.32	0.78	31	4.08	0.85	696	4.11	0.75
Faculty	2,134	3.93	0.83	1,089	4.37	0.70	216	3.83	0.83	3,439	4.06	0.82
Staff	1,680	3.74	0.82	220	4.14	0.79	122	3.92	0.80	2,022	3.79	0.82
Student	4,684	3.85	0.81	3,468	4.06	0.77	436	3.73	0.88	8,588	3.93	0.81
Overall	9,021	3.86	0.82	4,919	4.14	0.77	805	3.80	0.86	14,745	3.95	0.81

- Administrators had the highest overall Welcomeness composite score mean.
- Staff had the lowest overall Welcomeness mean composite.
- Faculty within U.S. Allied Dental Education programs composite score mean was the highest Welcomeness composite score mean in relation to all other roles and locations.

Welcomeness Findings – Race/Ethnicity

Race/Ethnicity	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	Mean	SD
African	82	3.64	0.93	30	4.22	0.71	8	2.93	0.72	120	3.74	0.92
American Indian, Alaska Native, Native American or Indigenous (U.S.)	136	3.75	0.92	172	4.15	0.80	7	3.11	1.14	315	3.96	0.89
Black, African American	622	3.70	0.84	284	3.95	0.79	≤5	3.40	0.40	909	3.78	0.83
Black, African Canadian	11	3.35	0.94	14	4.05	0.74	8	3.74	0.47	33	3.74	0.80
Did not identify	1,401	3.72	0.91	531	3.97	0.90	128	3.78	0.93	2,060	3.79	0.92
East Asian, Southeast Asian	958	3.84	0.79	346	4.08	0.74	104	3.76	0.75	1,408	3.89	0.78
First Nations, Indigenous (Canada)	8	3.40	1.12	11	4.38	0.72	20	3.66	0.78	39	3.81	0.90
Hispanic, Latino, Latinx	919	3.88	0.83	800	4.11	0.77	32	3.58	0.86	1,751	3.98	0.82
Middle Eastern, Arab or North African	425	3.85	0.88	96	4.01	0.87	60	3.42	0.95	581	3.83	0.90
Multiracial	19	3.56	0.81	≤5	4.36	0.82	≤5	4.40	-	25	3.75	0.85
Native Hawaiian or Pacific Islander	37	3.59	0.86	31	4.25	0.68	≤5	3.00	-	69	3.88	0.84
South Asian	504	3.85	0.85	95	4.05	0.95	91	3.69	0.92	690	3.86	0.88
White, European	4,599	3.93	0.76	2,973	4.21	0.73	398	3.92	0.79	7,970	4.03	0.77
Overall	9,021	3.86	0.82	4,919	4.14	0.77	805	3.80	0.86	14,745	3.95	0.81

Across racial/ethnic identities, score means at U.S. Allied Dental Education programs were higher than U.S. Dental Schools and Canada, ranging from a composite score mean of 3.95 for Black/African American participants to 4.38 for First Nations, Indigenous (Canada) participants

Welcomeness Findings – Gender Identity

Gender Identity	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Did not identify	1,263	3.75	0.89	459	3.96	0.92	112	3.76	0.93	1,834	3.80	0.91
Genderqueer/ gender non-conforming	12	3.85	0.76	8	3.63	0.56	≤5	2.80	0.57	22	3.67	0.72
Man	3,027	3.93	0.80	295	4.32	0.65	190	3.87	0.81	3,512	3.96	0.80
Non-binary	28	3.41	1.05	9	3.76	0.75	≤5	4.40	0.57	39	3.54	0.99
Transgender man	≤5	3.95	0.60	≤5	2.30	0.99	-	-	-	6	3.40	1.07
Transgender woman	≤5	2.40	-	≤5	3.20	-	-	-	-	≤5	2.80	0.57
Woman	4,686	3.85	0.80	4,145	4.15	0.75	499	3.79	0.86	9,330	3.98	0.80
Overall	9,021	3.86	0.82	4,919	4.14	0.77	805	3.80	0.86	14,745	3.95	0.81

- Women and men had highest overall Welcomeness composite score mean.
- Transgender women and transgender men had lowest overall Welcomeness composite score mean.

Welcomeness Findings – Sexual Orientation

Sexual Orientation	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Asexual	7	3.71	0.66	≤5	3.44	1.40	≤5	3.00	-	13	3.55	0.96
Bisexual	247	3.73	0.89	192	4.07	0.76	32	3.64	0.90	471	3.86	0.86
Did not identify	1,362	3.75	0.89	547	3.98	0.91	120	3.78	0.94	2,029	3.81	0.90
Gay	183	3.83	0.87	41	4.27	0.66	16	3.30	1.30	240	3.87	0.90
Heterosexual or straight	7,034	3.89	0.79	4,006	4.17	0.74	619	3.83	0.82	11,659	3.99	0.79
Lesbian	56	3.93	0.75	34	4.13	0.73	≤5	4.55	0.57	94	4.03	0.75
Other	≤5	4.10	0.38	≤5	3.40	-	-	-	-	≤5	3.96	0.46
Pansexual	12	3.55	1.16	9	4.02	0.75	≤5	3.70	0.42	23	3.75	0.97
Queer	51	3.58	0.85	21	3.77	0.84	≤5	3.00	0.87	75	3.61	0.85
Unsure or questioning	65	3.54	1.08	63	3.86	0.83	8	3.45	1.07	136	3.68	0.98
Overall	9,021	3.86	0.82	4,919	4.14	0.77	805	3.80	0.86	14,745	3.95	0.81

Asexual study participants and queer study participants had the lowest overall welcomeness mean composite score.

Welcomeness Findings – Disability Status

	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
Disability Status	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Yes	1,059	3.72	0.86	639	4.00	0.81	97	3.65	0.85	1,795	3.81	0.86
No	6,746	3.90	0.79	3,816	4.19	0.73	599	3.84	0.84	11,161	3.99	0.79
Did not identify	1,216	3.76	0.90	464	3.97	0.91	109	3.74	0.96	1,789	3.81	0.91
Overall	9,021	3.86	0.82	4,919	4.14	0.77	805	3.80	0.86	14,745	3.95	0.81

At all program locations, study participants who identified as having a disability had a lower Welcomeness composite score mean than those who indicated they did not have a disability.

Equitable Policies and Practices

Equitable Policies and Practices Findings

Experiences of Bias or Inequities

Overall, the greatest percent of study participants

- Code of conduct or discipline policy (22.94%)
- Discrimination policy/equal opportunity policy (21.86%)
- Dress code, personal appearance and attire policies (21.67%)

Students

- Attendance (26%)
- Student scholarship, grant programs (25%)
- Student academic policy (24%)
- Student admissions process (23%)

Faculty and Staff

- Compensation (28%)
- Faculty promotion and tenure (20%)
- Staff career advancement (19%)

Equitable Policies and Practices Findings

Experiences of Bias or Inequities

More than one-quarter of respondents at U.S. Dental Schools

- Dress code, personal appearance and attire policies (26.30%)
- Code of conduct or discipline policy (25.63%)

Allied Dental Education Programs – Dental Assisting

- Code of conduct or discipline policy (32.16%)
- Discrimination policy/equal opportunity policy (29.39%)
- Dress code, personal appearance and attire policies (30.78%)

Discrimination policy/equal opportunity policy at rates *greater than one in three*

- 46% of Black, African Canadian
- 37% of African
- 36% of Native Hawaiian or Pacific Islander
- 36% of Multiracial
 - Twice the rate of White, European 18%

Dress code, personal appearance and attire policies at rates *greater than one in three*

- 44% of Black, African
- 41% of First Nations, Indigenous (Canada)
 - Twice the rate of White, European 19%

Equitable Policies and Practices Findings

62%

of study participants agreed or strongly agreed that their dental school or allied dental education program **has effective strategic diversity goals and plans.**

- U.S. dental schools (61%)
- U.S. allied dental education programs (65%)
- Canadian dental schools and allied dental education programs (52%)

63%

of study participants agreed or strongly agreed that their dental school/allied dental education program **has effective admissions practices and policies that increase student diversity.**

- U.S. dental schools (63%)
- U.S. allied dental education programs (64%)
- Canadian dental schools and allied dental education programs (53%)

Equitable Policies and Practices Findings

Item	Location	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		I don't know		Total N	Agree
		N	%	N	%	N	%	N	%	N	%	N	%		
My dental school/allied dental education program has effective hiring practices and policies that increase <u>faculty</u> diversity.	U.S. Dental Schools	168	4.03	333	7.99	707	16.97	1,296	31.10	991	23.78	672	16.13	4,167	54.88%
	U.S. Allied Dental Education Programs	29	2.05	58	4.09	207	14.61	425	29.99	457	32.25	241	17.01	1,417	62.24%
	Canada	11	2.94	26	6.95	69	18.45	114	30.48	82	21.93	72	19.25	374	52.41%
My dental school/allied dental education program has effective hiring practices and policies that increase <u>staff</u> diversity.	U.S. Dental Schools	138	3.31	299	7.16	760	18.20	1,306	31.28	972	23.28	700	16.77	4,175	54.56%
	U.S. Allied Dental Education Programs	29	2.05	52	3.67	213	15.04	404	28.53	443	31.29	275	19.42	1,416	59.82%
	Canada	12	3.22	29	7.77	66	17.69	109	29.22	73	19.57	84	22.52	373	48.79%

- The greatest percent of faculty and staff that agreed or strongly agreed that their dental school or allied dental education program had an *effective hiring practice to increase faculty* diversity is U.S. allied dental education programs (62.24%)
- The greatest percent of faculty and staff that agreed or strongly agreed that their dental school or allied dental education program had an *effective hiring practice to increase staff* diversity is U.S. allied dental education programs (59.82%)

Cultural Competence

Cultural Competence Findings – Students

Since entering my dental school/allied dental education program, my understanding of the social determinants of health and how they impact oral health treatment has improved.

93%

of U.S. allied dental education students agreed or strongly agreed

87%

of U.S. dental school students agreed or strongly agreed

87%

of Canadian dental school and dental hygiene students agreed or strongly agreed

Cultural Competence Findings – Faculty and Location

Role	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Faculty	1,981	3.91	0.86	1,048	4.25	0.73	205	3.73	0.96	3,234	4.01	0.84

- Faculty overall, had a positive Cultural Competence mean composite score.
- Faculty within U.S. allied dental education programs had the highest Cultural Competence mean composite score.

Cultural Competence Findings – Faculty, Gender Identity

Gender Identity	U.S. Dental Schools			U.S. Allied Dental Education Programs			Canada			Overall		
	N	M	SD	N	M	SD	N	M	SD	N	M	SD
Did not identify	236	3.87	0.91	60	4.22	0.73	23	3.74	1.04	319	3.93	0.90
Genderqueer/gender non-conforming	≤5	4.20	0.85	≤5	3.60	-	0	-	-	≤5	4.00	0.69
Man	952	3.81	0.87	82	4.14	0.68	74	3.60	0.88	1,108	3.82	0.86
Non-binary	≤5	4.45	0.64	0	-	-	≤5	4.20	-	≤5	4.40	0.57
Transgender man	0	-	-	0	-	-	-	-	-	0	-	-
Transgender woman	≤5	3.00	-	≤5	3.20	-	-	-	-	≤5	3.10	0.14
Woman	786	4.03	0.82	904	4.26	0.73	107	3.81	0.99	1,797	4.13	0.80
Overall	1,981	3.91	0.86	1,048	4.25	0.73	205	3.73	0.96	3,234	4.01	0.84

For all program locations, faculty women had a higher mean composite score for cultural competence than faculty men.

Cultural Competence Findings

77%

of students overall **agreed or strongly agreed** that the **faculty use examples and/or case studies that incorporate patients with diverse backgrounds, values, beliefs and cultures**

- U.S. dental schools (71%)
- U.S. allied dental education programs (82%)
- Canadian dental schools and dental hygiene programs (63%)

62%

When asked **which skills and abilities** to provide oral health care for individuals have increased since entering their dental school/allied dental education program, **students in all locations identified individuals whose identity is different than my own**, most often.

Cultural Competence Findings



43%

Students identified “**delivering oral health care services to underserved populations in a clinical or community setting**” most as activities participated in since entering their dental school/allied dental education program.

- 46% of students in U.S. dental schools
- 41% of students in U.S. allied dental education programs
- 29% of students in Canada

Harassment and Discrimination

Harassment and Discrimination Findings

Greatest percent of participants
witnessed and/or experienced *microaggressions*

U.S. dental school locations related to
all identities except age and immigrant
status

- Ranging from 33% related to race or ethnicity to 7% related to primary caregiver status

Harassment and Discrimination Findings

Participants experienced *discrimination*

17% at Canadian dental schools and allied dental education programs

17% in U.S. dental schools

6% at U.S. allied dental education programs

Participants witnessed *discrimination*

27% at U.S. dental schools and Canadian dental schools and allied dental education programs

Participants experienced *harassment*

17% at Canadian dental schools and allied dental education programs

13% in U.S. dental schools

6% at U.S. allied dental education programs

Participants witnessed *harassment*

24% at Canadian dental schools and allied dental education programs

20% in U.S. dental schools

9% at U.S. allied dental education programs

Harassment and Discrimination Findings

Participants experienced discrimination

17% at Canadian dental schools and allied dental education programs

17% in U.S. dental schools

6% at U.S. allied dental education programs

Participants experienced harassment

17% at Canadian dental schools and allied dental education programs

13% in U.S. dental schools

6% at U.S. allied dental education programs

Of those who experienced harassment or discrimination, these participants reported it to their school or program

42% of participants at Canadian dental schools or allied dental education programs
 • 40% of those who reported felt they received support

34% of participants at U.S. dental schools
 • 32% of those who reported felt they received support

38% of participants at U.S. allied dental education programs
 • 36% of those who reported felt they received support

Phase 3: Presentations of Findings and Strategy Design and Implementation

Scheduled Fall 2022 – Findings Presentations



Phase 3: Strategy Design and Implementation, 2023

Climate Study
Toolkit

Webinars,
Workshops,
Virtual
Convenings

Strategic
Roadmap

Take Action
Challenge/DEI
Pledge &
Campaign

Strategy
Implementation
Support

Contact Information

- Climate Study inquiries:
Steven Krzanowski, M.A.
Senior Consultant, EDIJ, Nonprofit HR
skrzanowski@nonprofithr.com
- ADEA inquires:
Sonya G. Smith, Ed.D., J.D.
Chief Diversity Officer, ADEA
smithsg@adea.org