

ESM Culture Survey Results: Mental Health and Wellness

Spring 2023 (n=216)

Overview

In 2023 a survey of ESM students, staff and faculty was conducted to understand cultural values and priorities. Findings indicate that ESM is largely supportive of working to achieve diversity and inclusion goals, same as Penn State. Also, most people are able to bring their authentic self to ESM, a bit more than other depts/colleges at Penn State. However, findings also raised a number of issues. How can the ESM community provide more safety, respect, support and accountability for our members? How can we help ESM community members feel more welcome in communities outside of Penn State?

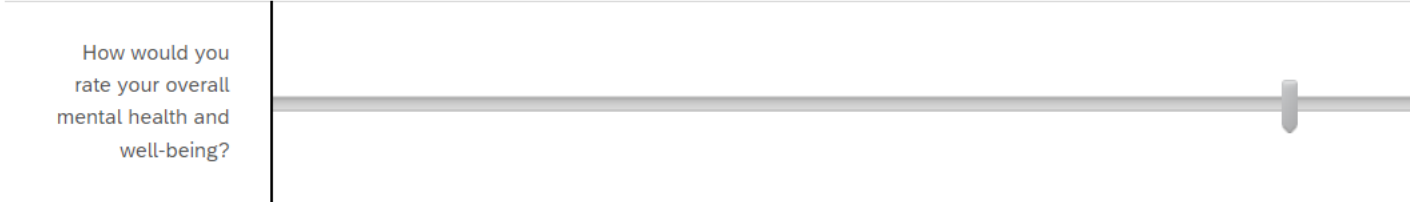
Tool Used to Measure Mental Health

Q3

Q3. What is your overall mental health and wellbeing level (1 is positive and 10 is negative)?

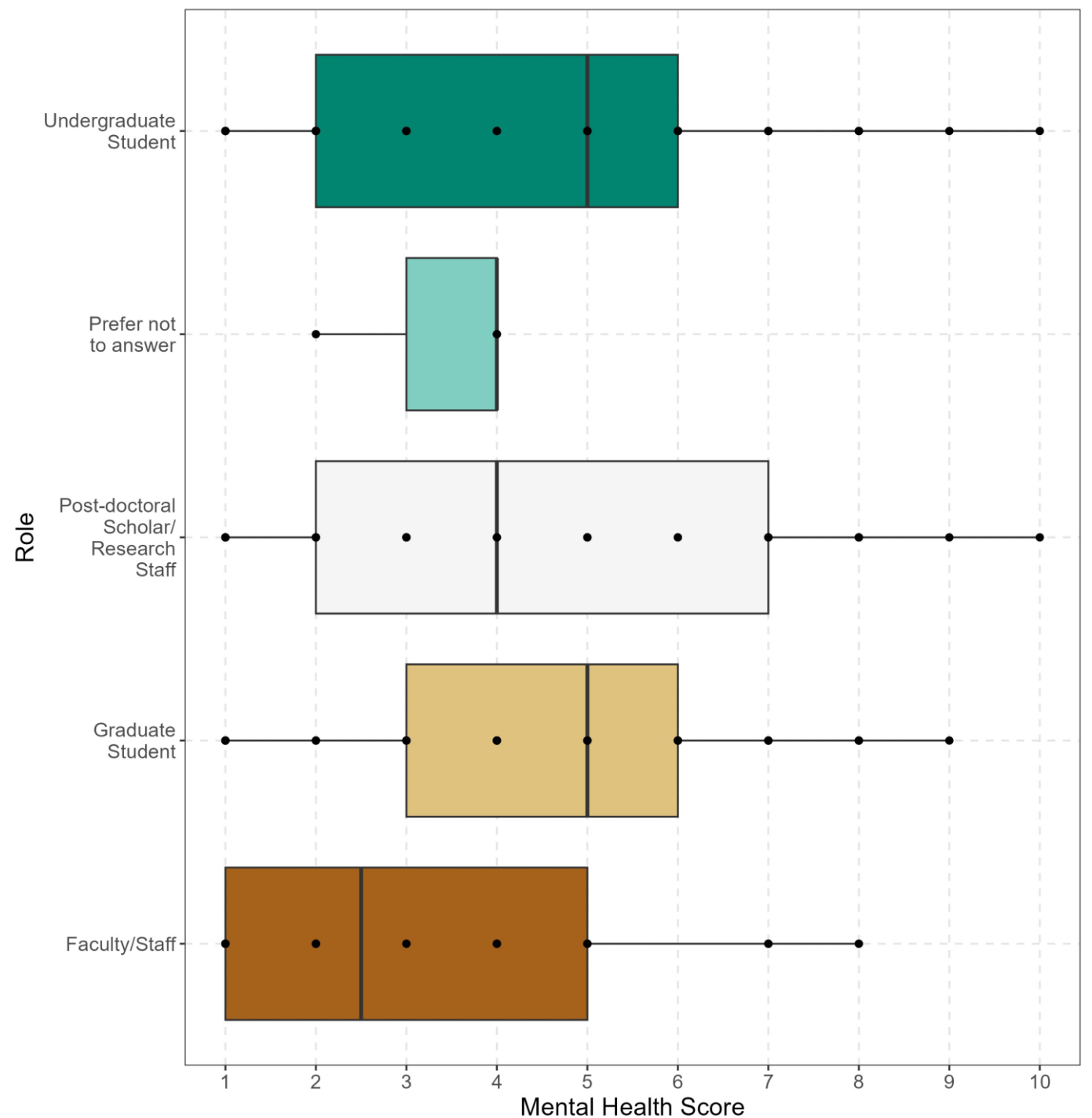
I feel comfortable I have difficulties but I am okay I am struggling and I am not okay

How would you rate your overall mental health and well-being?



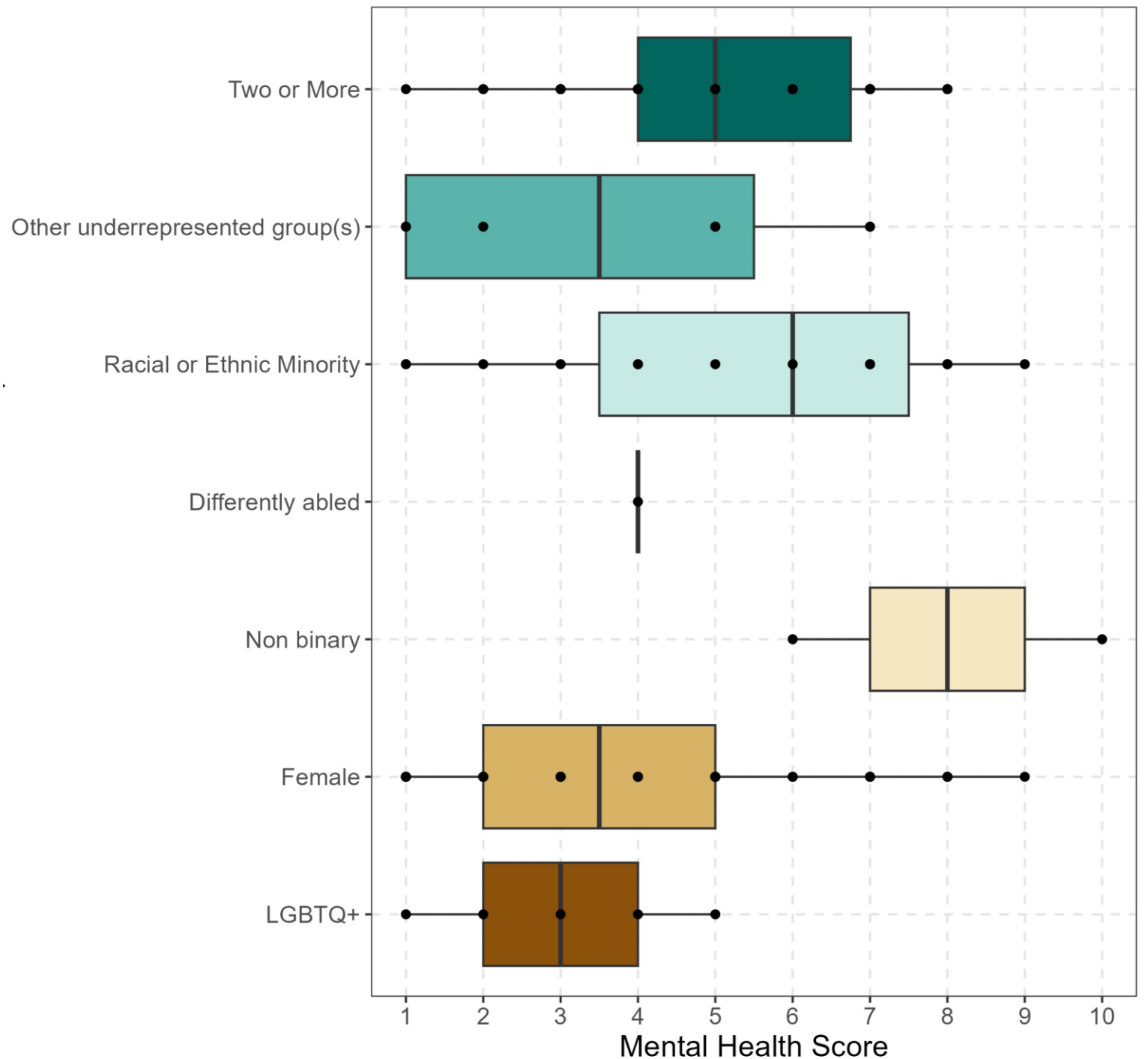
ESM Community

- Responses at every level of the spectrum
- 60% are comfortable or are ok
- 20% are having difficulties, but still doing ok
- 19% are struggling and not ok (<5)



Minority Groups

- Compared to represented groups, underrepresented groups are more likely to be struggling and not ok
- Number of intersections correlated with lower mental health score.



Penn State Culture Survey

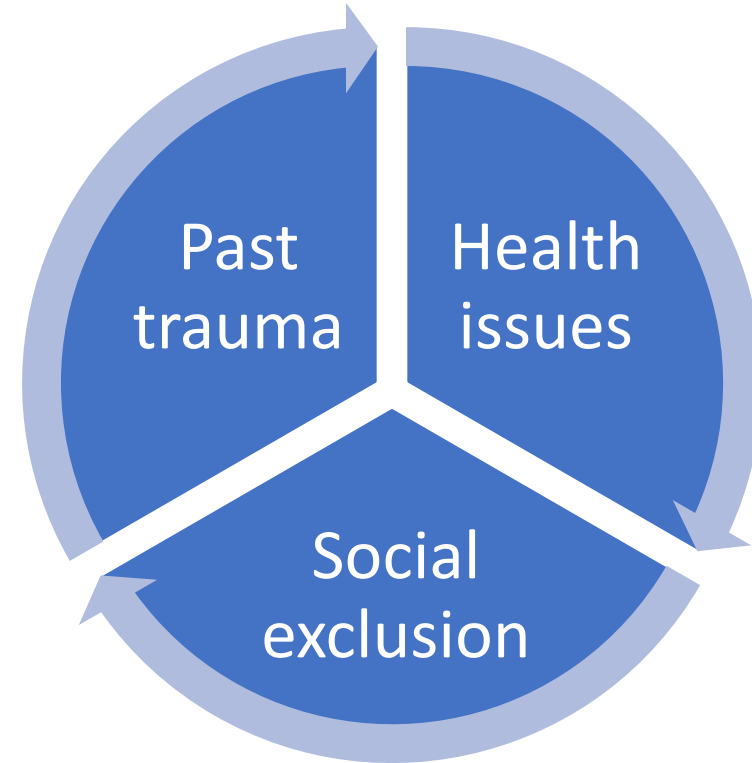
Percent who agree that leadership is doing a good job advancing diversity.				ESM	PSU	Difference
Understands that diversity is critical to our future success..				63%	64%	-1%
Effectively working (prioritize) increased diversity.				55%	56%	-1%
Made up of a diverse group of faculty, staff, and students.				63%	79%	-16%
Takes appropriate action to address negative interactions				62%	88%	-26%
Percent who agree that the cultural environment is supportive/inclusive.				ESM	PSU	Difference
I feel I can bring my authentic self to the office/classroom without fear (tension).				65%	53%	12%
I feel valued, respected, and appreciated even if I am different from others (belonging).				64%	70%	-6%
My superior takes steps to make me feel included, safe, and welcome.				71%	79%	-8%
I feel comfortable to voice my opinion, even when it differs from the group opinion.				60%	69%	-9%
I feel welcome in the community outside of Penn State.				64%	76%	-12%

Summary of the ESM Culture

- ESM is working to achieve diversity goals, same as Penn State.
- Most people are able to bring their authentic self to ESM, a bit more than other depts/colleges at Penn State.
- How can the ESM community provide more safety, respect, support and *accountability* for our members?
- How can we help ESM community members feel more welcome in communities outside of Penn State?

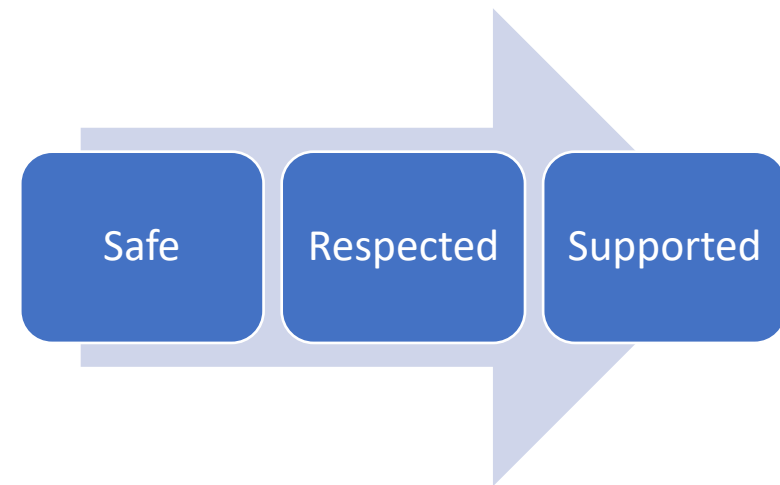
At Risk Populations

- Differently abled
- Women
- LGBTQ+
- Nonbinary
- Ethnic or racial minority
- Other underrepresented groups



Suggested Policy Aims

- Help ESM community members reach their potential



<https://www.bi.team/blogs/helping-everyone-reach-their-potential-new-education-results/>