



**Institutional Research and Assessment**

WSU Overall Student Population Gender (by College Level)

	<b>Fall '19</b>	<b>Fall '20</b>	<b>Fall '21</b>	<b>Fall '22</b>	<b>Fall '23</b>
<b>Undergraduate</b>					
	N = 5071	N = 4633	N = 4239	N = 3942	N = 3788
Male	44.4%	44.0%	43.9%	43.7%	44.6%
Female	55.1%	55.3%	55.1%	54.5%	53.3%
Other	0.5%	0.6%	0.8%	1.1%	1.6%
Unknown	0.1%	0.2%	0.1%	0.7%	0.5%
<b>Graduate</b>					
	N = 727	N = 762	N = 774	N = 759	N = 767
Male	23.2%	26.0%	29.2%	26.1%	25.0%
Female	67.7%	63.5%	61.2%	63.9%	63.5%
Other	1.7%	2.2%	1.9%	2.2%	2.9%
Unknown	7.4%	8.3%	7.6%	7.8%	8.6%

WSU Overall Student Demographics

WSU Overall Student Population Race/Ethnicity (by College Level)

	Fall '19	Fall '20	Fall '21	Fall '22	Fall '23
<b>Undergraduate</b>					
	N = 5071	N = 4633	N = 4239	N = 3942	N = 3788
U.S. Nonresident	0.4%	0.4%	0.4%	0.7%	1.0%
Hispanic / Latino	10.5%	12.7%	11.1%	12.0%	13.5%
Amer. Indian or Alaska Native	0.3%	0.3%	0.3%	0.3%	0.2%
Asian	1.7%	1.6%	2.2%	2.3%	2.1%
Black / African American	5.2%	5.5%	4.9%	5.6%	6.3%
Native Hawaiian or other Pac. Islander	0.0%	0.0%	-	0.0%	0.0%
White	72.1%	70.7%	70.7%	68.8%	65.2%
Two or more races	3.1%	3.2%	3.2%	3.3%	3.1%
Unknown	6.8%	5.5%	7.2%	7.0%	8.7%
<b>Graduate</b>					
	N = 727	N = 762	N = 774	N = 759	N = 767
U.S. Nonresident	0.8%	0.9%	1.0%	0.7%	1.2%
Hispanic / Latino	10.5%	10.1%	8.8%	8.8%	9.5%
Amer. Indian or Alaska Native	0.3%	0.4%	0.4%	0.1%	0.8%
Asian	2.1%	1.6%	1.6%	1.7%	1.7%
Black / African American	4.8%	5.6%	5.4%	6.1%	5.7%
Native Hawaiian or other Pac. Islander	0.1%	0.1%	0.1%	0.1%	0.1%
White	68.2%	70.2%	69.3%	70.2%	67.8%
Two or more races	3.7%	2.6%	3.4%	3.3%	4.4%
Unknown	9.5%	8.4%	10.1%	9.0%	8.7%

## WSU Overall Student Demographics

### Other WSU Student Characteristics

	Fall '19	Fall '20	Fall '21	Fall '22	Fall '23
<b>Undergraduate</b>					
	N = 5071	N = 4633	N = 4239	N = 3942	N = 3788
Veteran or active military	4.9%	4.5%	3.7%	3.5%	4.0%
Students with disabilities (any)	16.0%	16.0%	17.3%	18.2%	17.3%
Students with disabilities (LDP <sup>1</sup> )	6.7%	7.1%	7.4%	7.0%	6.5%
<b>Graduate</b>					
	N = 727	N = 762	N = 774	N = 759	N = 767
Veteran or active military	3.3%	4.9%	6.1%	6.9%	6.5%
Students with disabilities (any)	4.3%	6.2%	6.3%	7.0%	7.4%
Students with disabilities (LDP)	1.5%	1.0%	0.8%	1.1%	1.2%

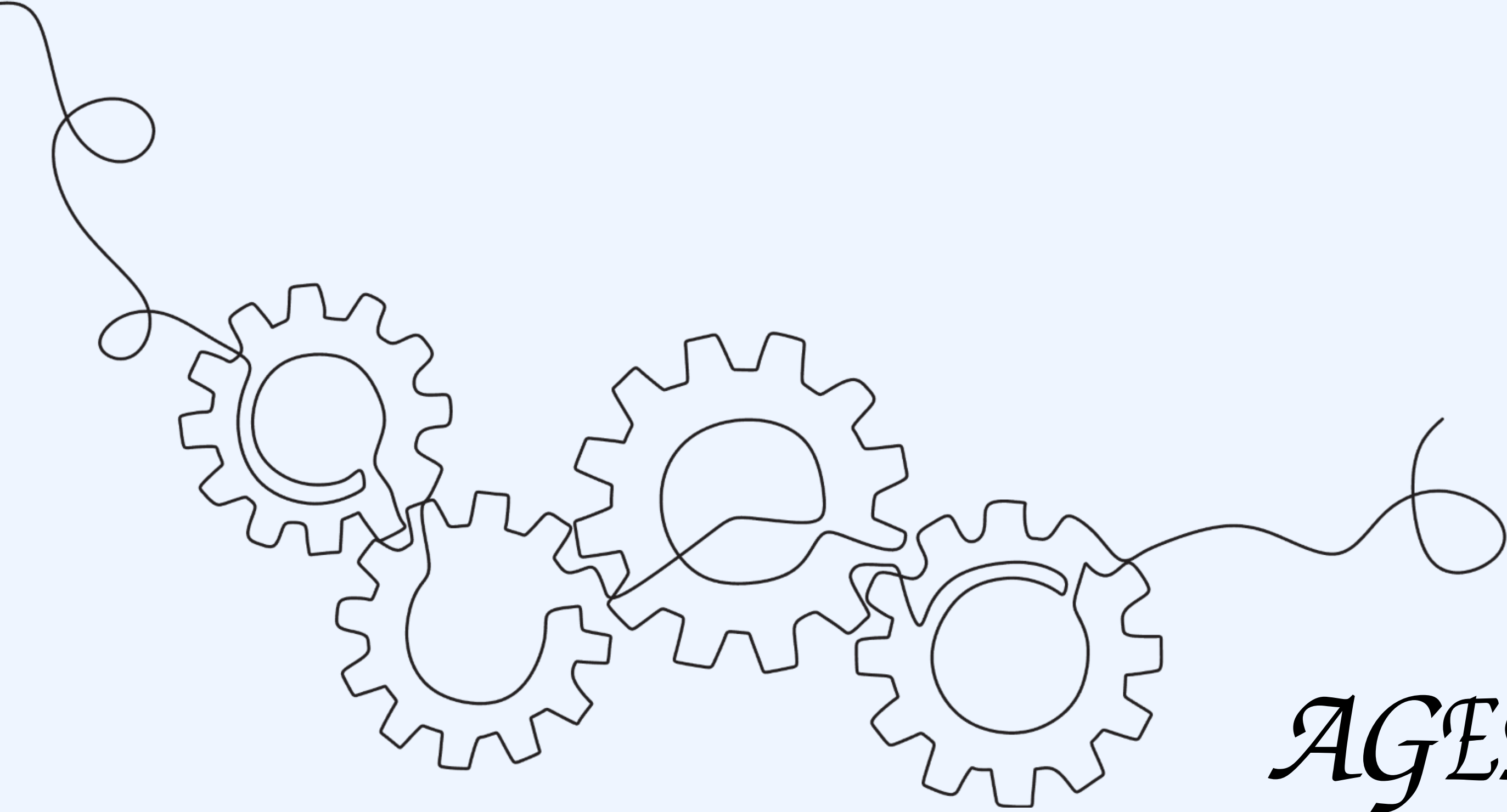
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<sup>1</sup> Denotes students who are part of the Learning Disabilities Program



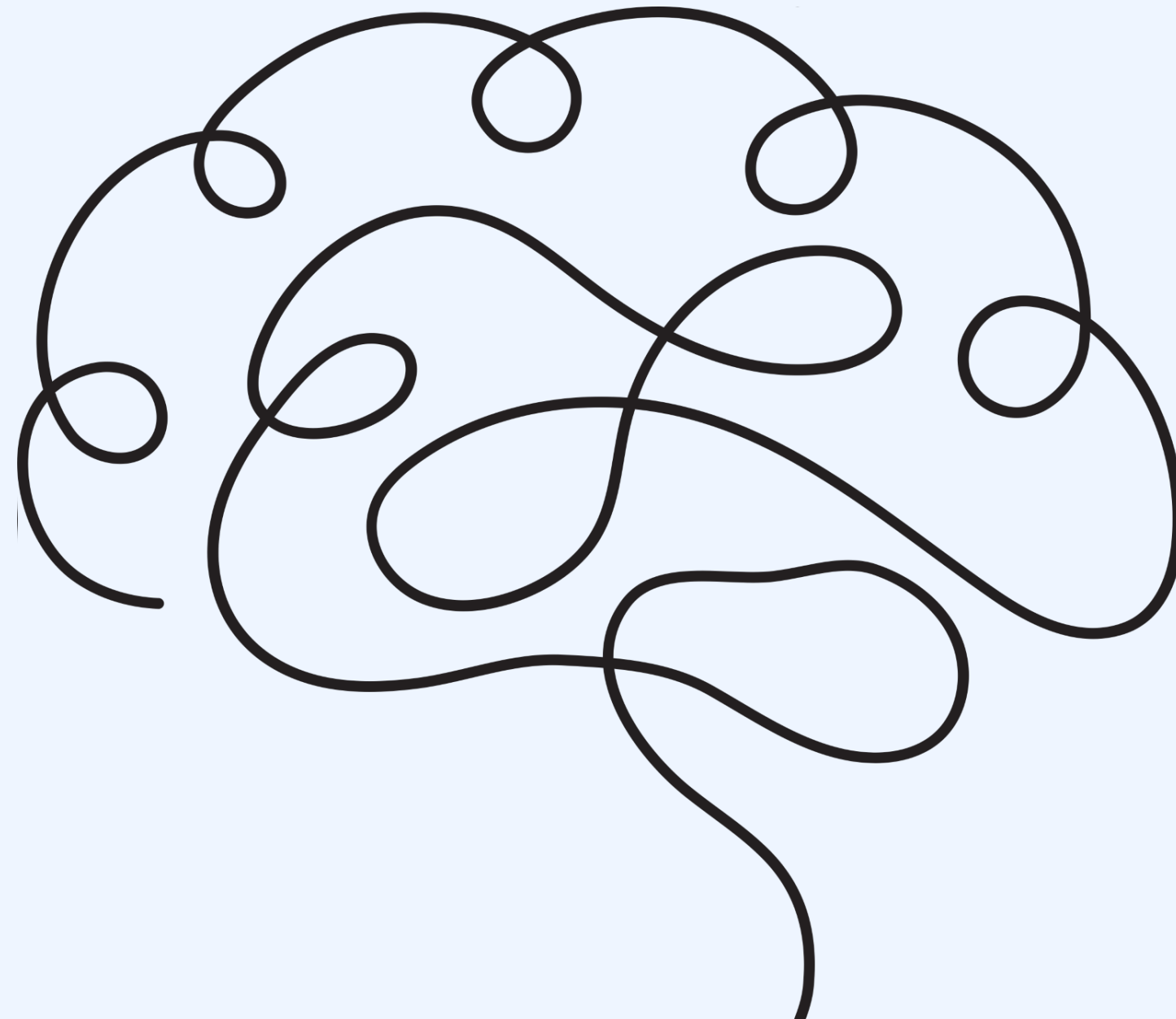
*OFFICE OF BELONGING, INCLUSION, AND  
LEARNING*

Jenyka Spitz-Gassnola (she/they)  
Director, Office of Belonging, Inclusion, and Learning



# *AGENDA*

- Review Demographic Data Trends
- Brief Thematic Analysis
- Office Language Creation
- Updates on Programming and Future Planning

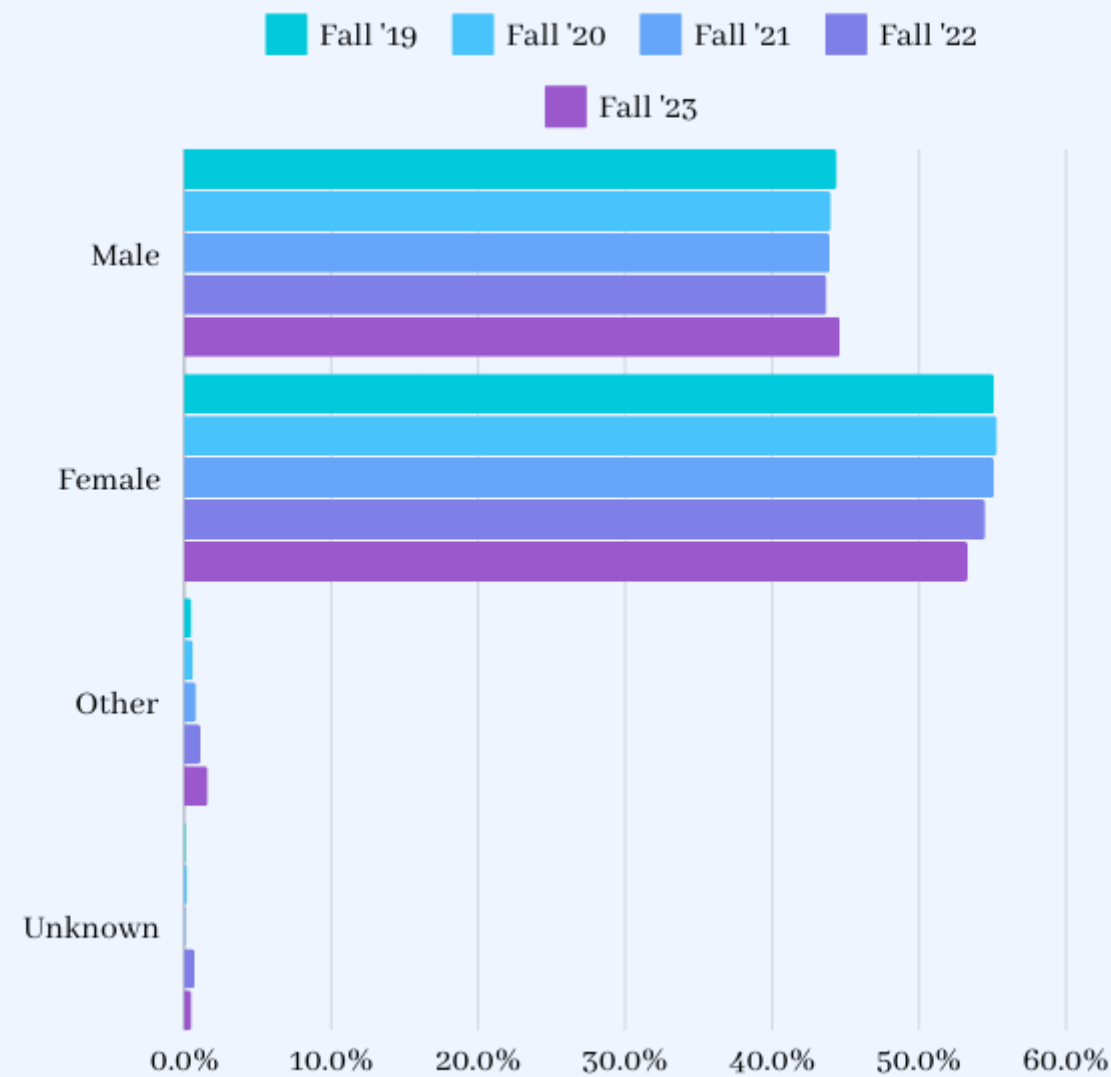


# *DATA*

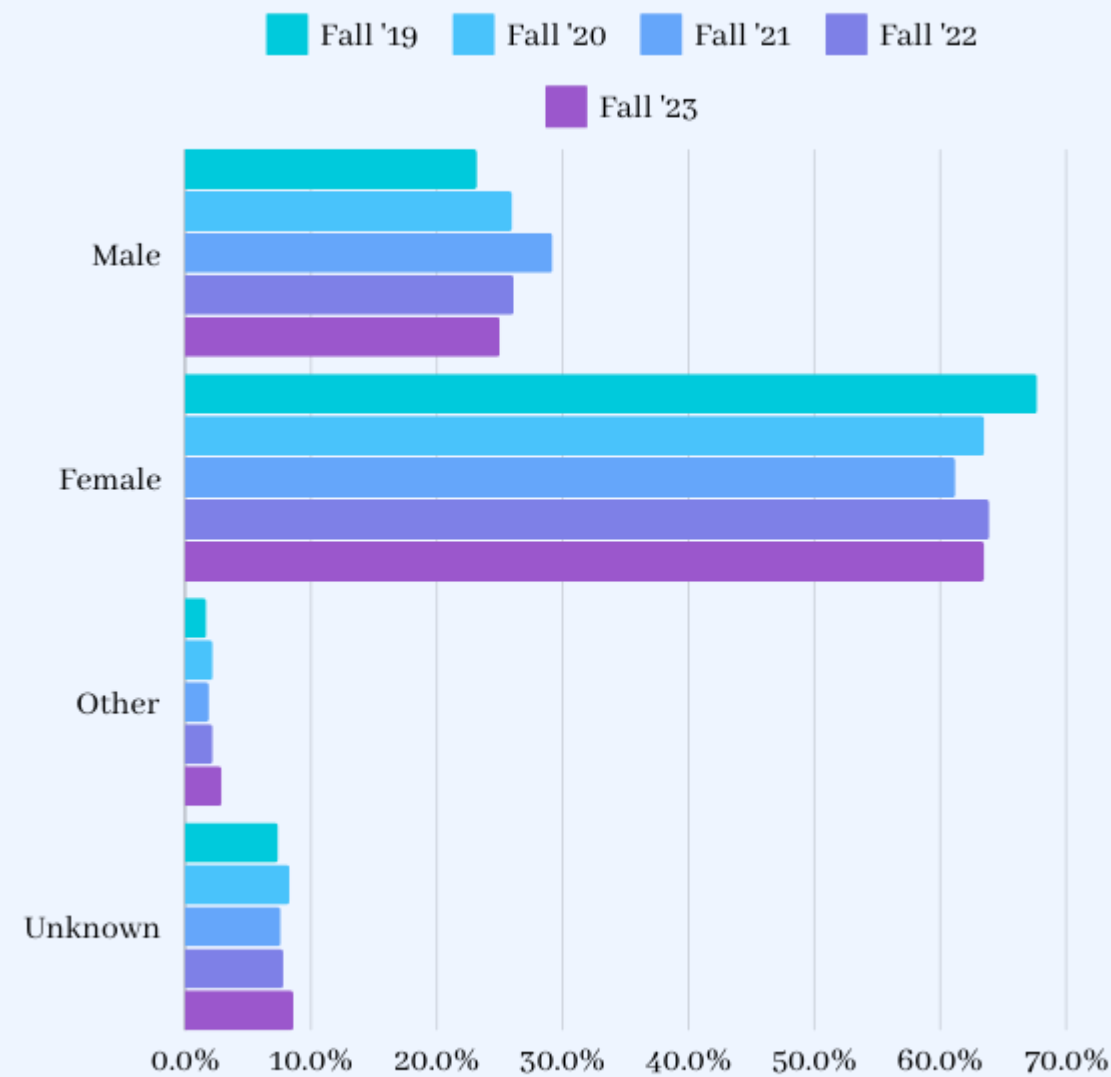
2019-2023

- Gender
- Race/Ethnicity
- Disability Status
- Veteran Status

# WSU OVERALL STUDENT POPULATION: GENDER



Undergraduate Gender (by College Level)



Graduate Gender (by College Level)

## Key Findings:

- **Undergraduates**

- Male representation has remained steady (43%-44%), while female representation declined slightly (55.1% to 53.3%).
- “Other” gender identities grew from 0.5% to 1.6%

- **Graduates**

- Males saw a peak in 2021 (29.2%) but declined to 25% by 2023.
- Female representation also decreased, while “Other” identities grew modestly from 1.7% to 2.9%

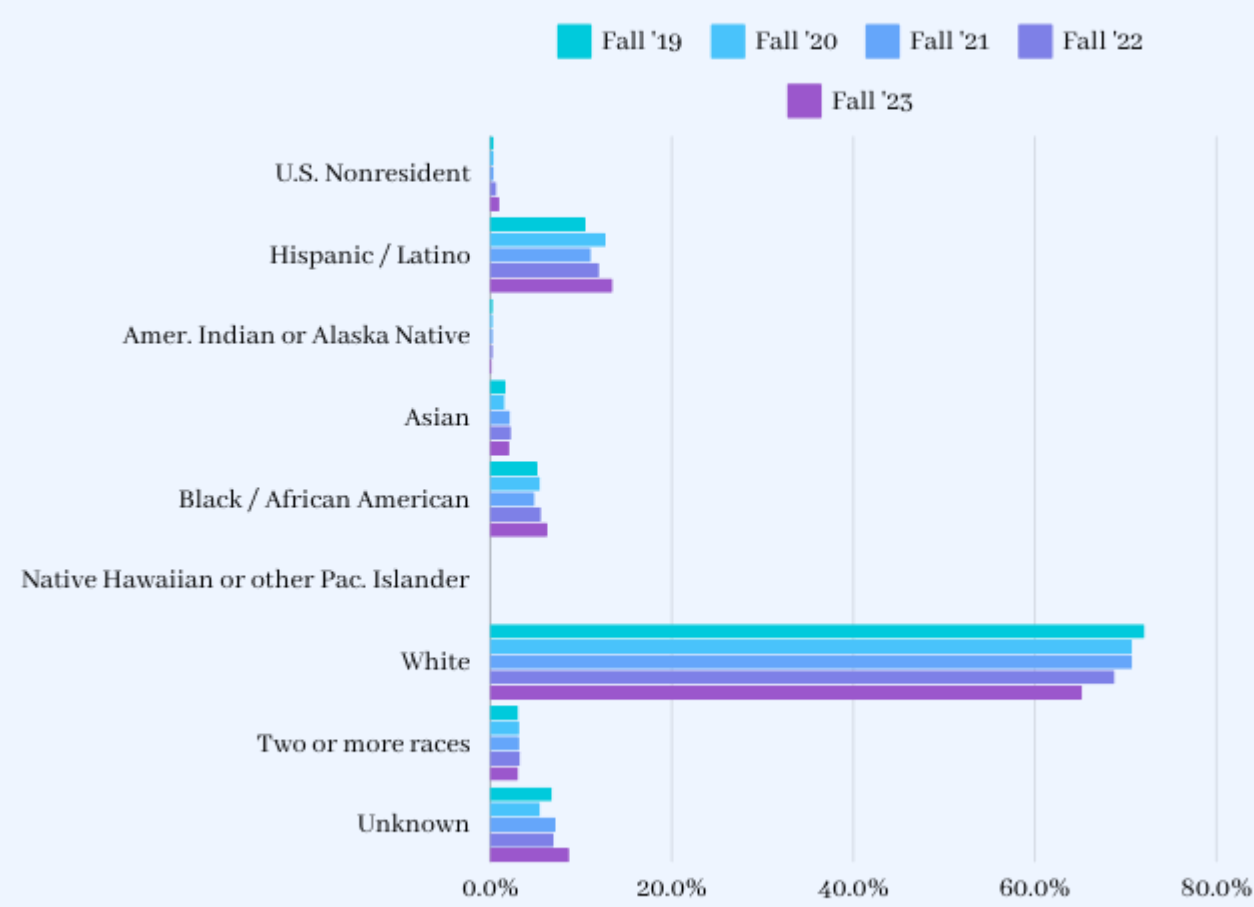
## Summary of Findings:

- **Growing Diversity in Gender Identification**
- **Declining Female Majority**

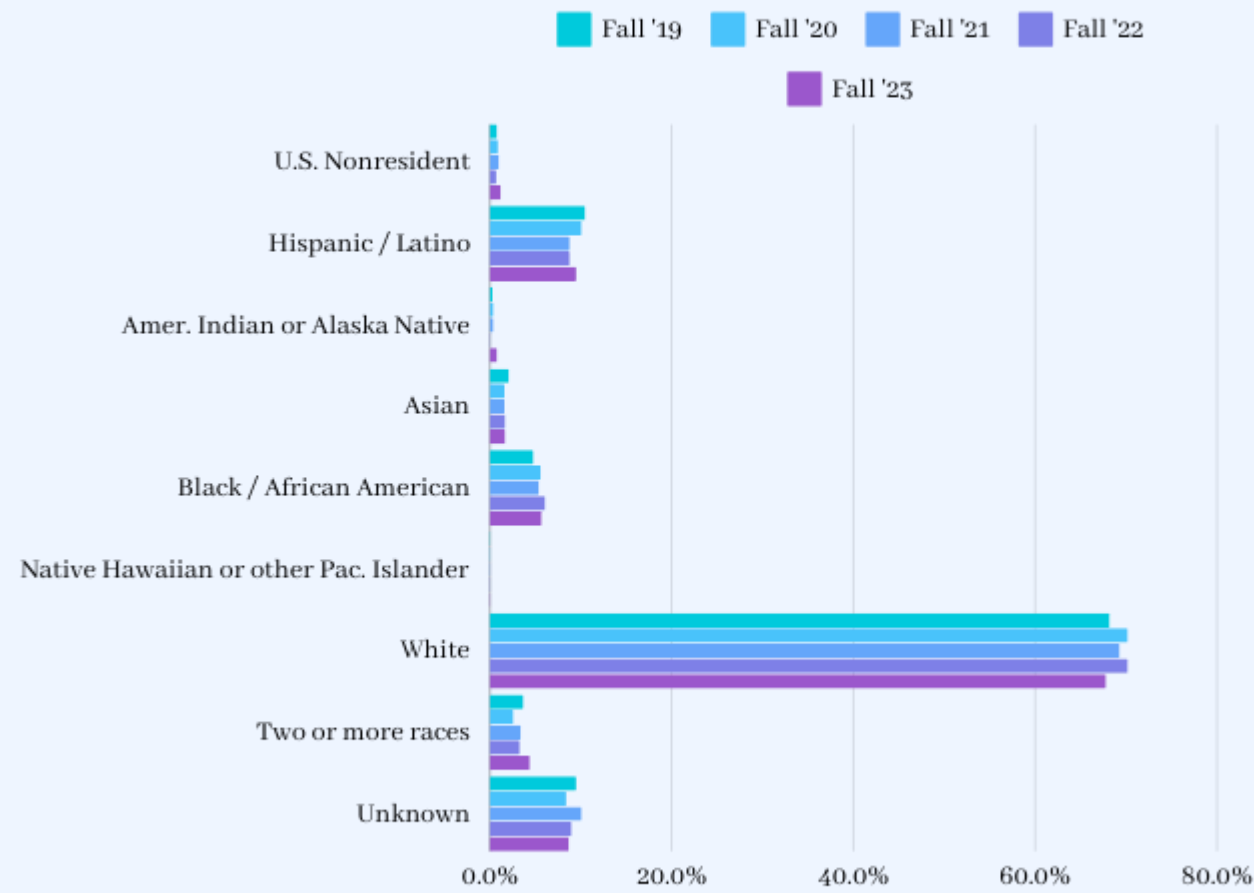
# WSU OVERALL STUDENT POPULATION: RACE/ETHNICITY

## Key Findings:

- **Increasing Diversity:**
  - **Hispanic/Latino Representation**
    - Significant growth in the undergraduate population, from 10.5% in 2019 to 13.5% in 2023, suggests a more diverse incoming student body.
  - **Black/African American Representation**
    - Increased across both undergraduate and graduate levels, reflecting broader inclusivity.
  - **Decline in White Representation**
    - Both undergraduate and graduate populations saw a consistent decline in the percentage of White students (e.g., undergraduates dropped from 72.1% in 2019 to 65.2% in 2023).
- **Stable or Minimal Growth in Smaller Groups:**
  - **Asian Representation**
    - Remained relatively stable at around 1.6%-2% for both undergraduate and graduate students.
  - **Two or More Races**
    - Slight fluctuations but remained steady at approximately 3%-4%.
  - **Increase in “Unknown” and “U.S. Nonresident” Categories**
    - Both categories showed growth, with “Unknown” reaching 8.7% for undergraduates in 2023 and U.S. Nonresidents increasing modestly across both levels.



Undergraduate Race/Ethnicity (by College Level)



Graduate Race/Ethnicity (by College Level)

## Summary of Findings:

- **Diversified Student Body**
- **Growing “Unknown” and “U.S. Nonresident” Categories**



# WSU OVERALL STUDENT POPULATION: DISABILITY STATUS

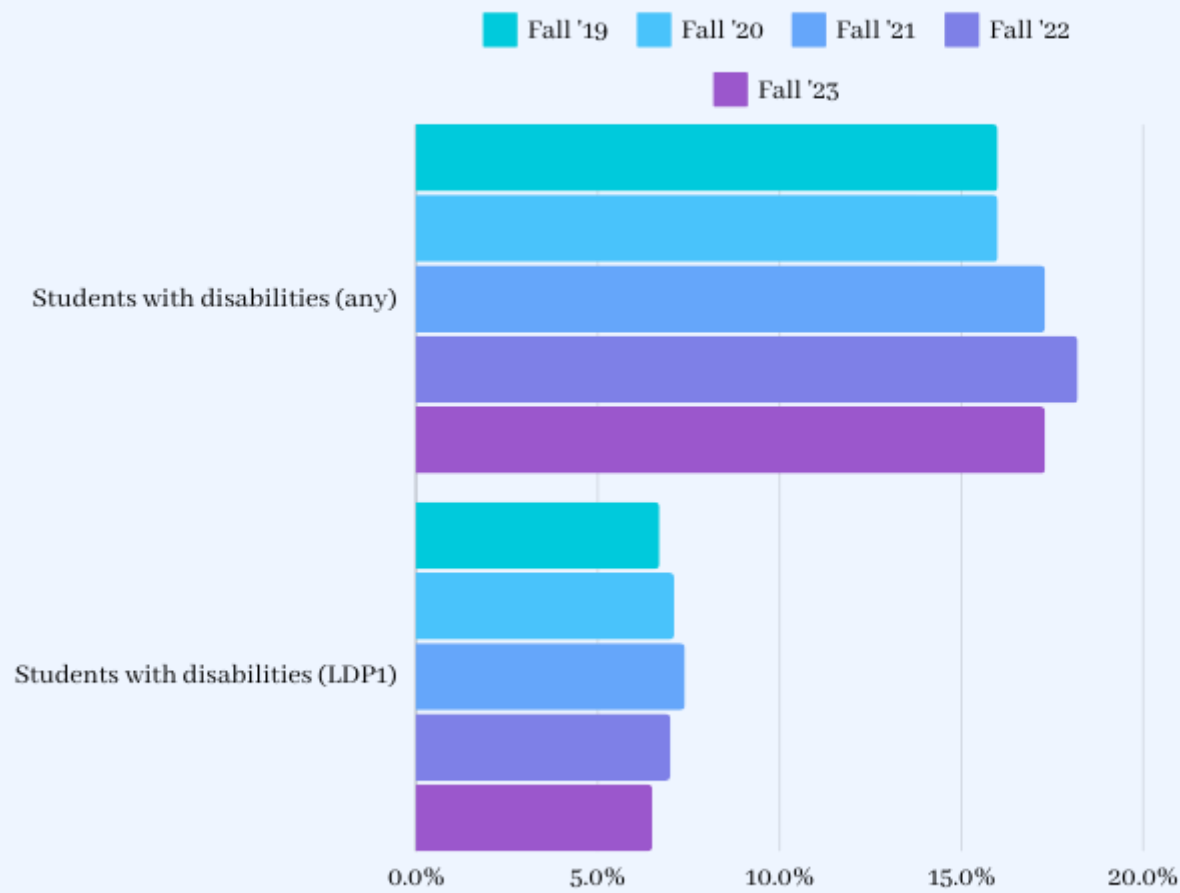
## Key Findings:

- **Undergraduate Students with Disabilities**

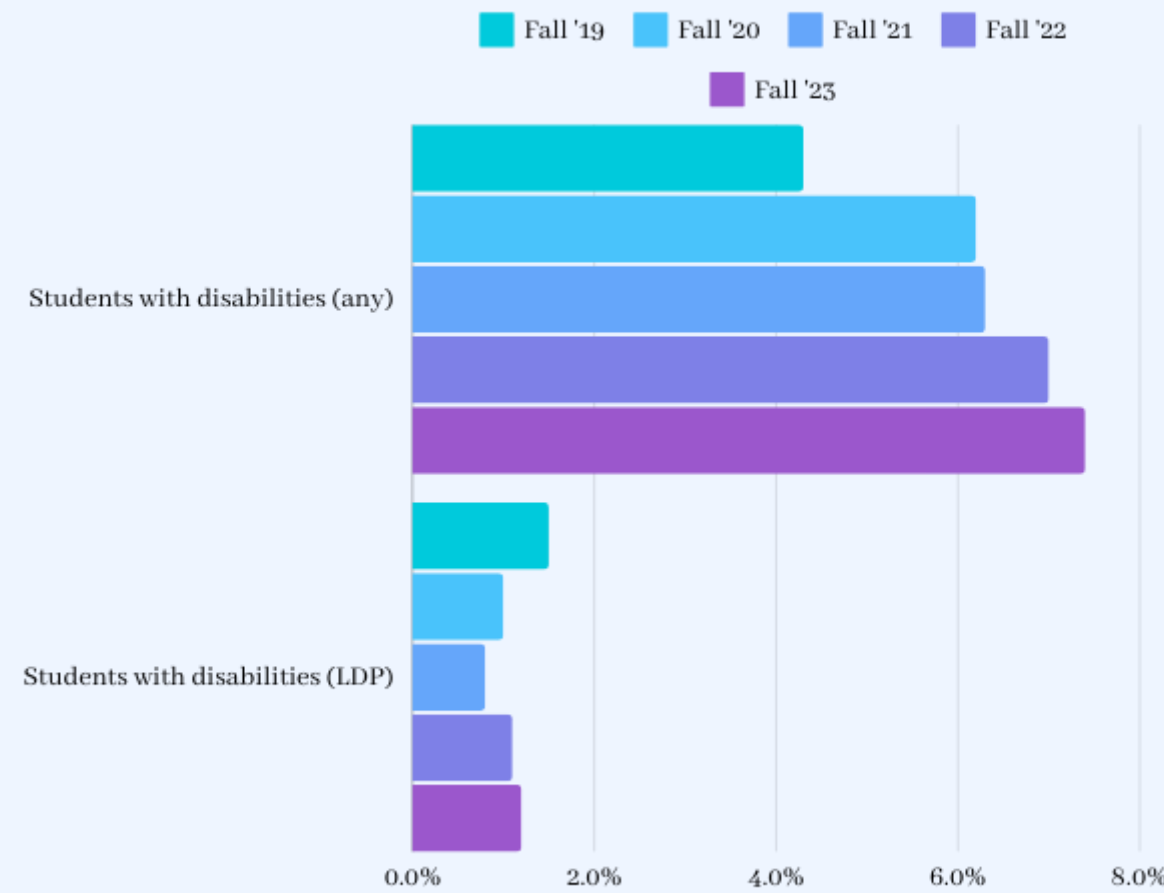
- The percentage of undergraduates with any disability increased from 16% in 2019 to 18.2% in 2022, before slightly declining to 17.3% in 2023
- Students with Learning Disabilities Program (LDP) participation stayed consistent around 6.5%-7.4%

- **Graduate Students with Disabilities**

- Representation increased steadily, from 4.3% in 2019 to 7.4% in 2023
- LDP participation remained lower than undergraduates, ranging between 0.8% and 1.5%



Undergraduate Student Characteristics (by College Level)

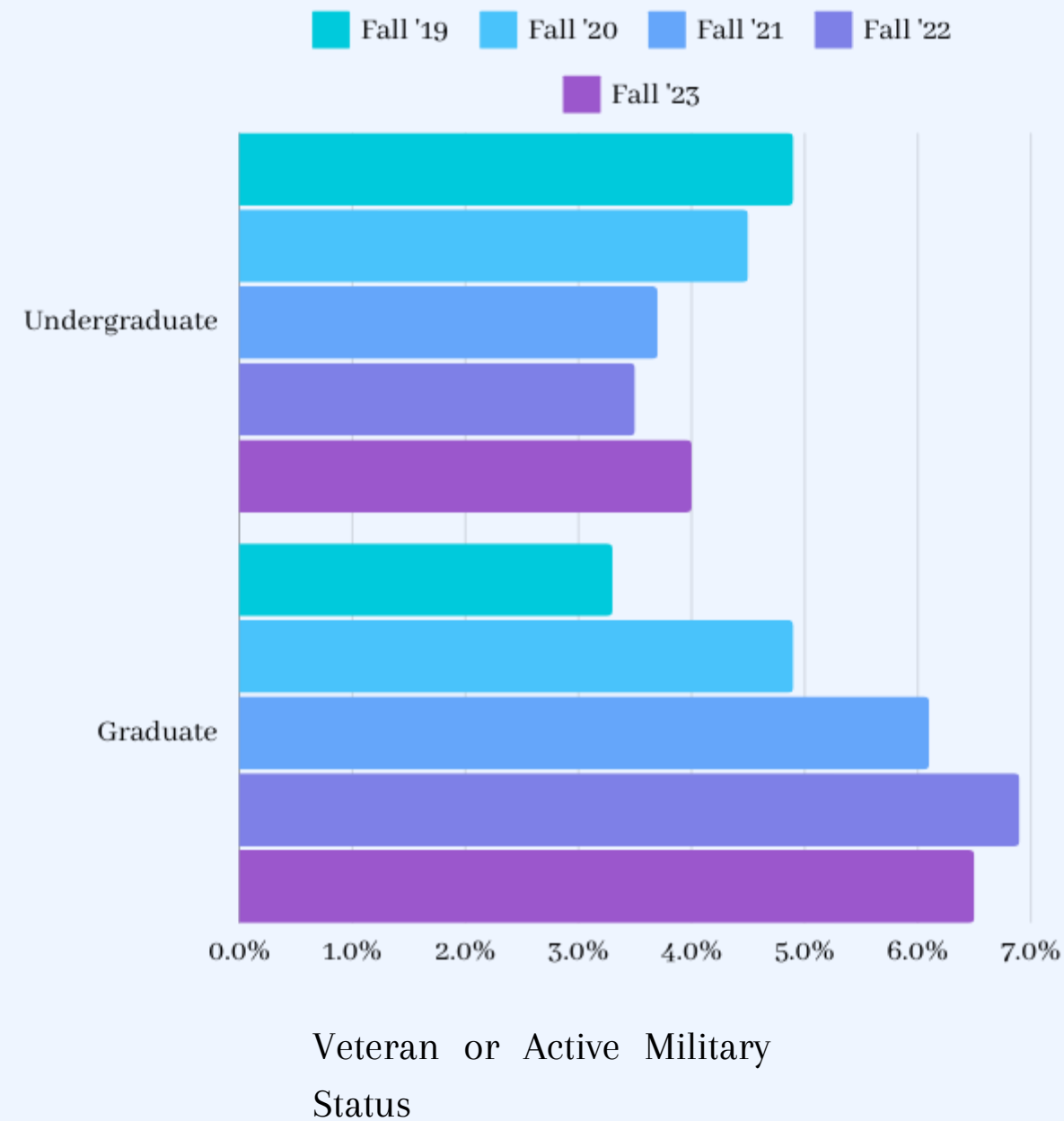


Graduate Student Characteristics (by College Level)

## Summary of Findings:

- **Increasing Representation**
- **LDP Program**
- **Cultural Shifts**

# WSU OVERALL STUDENT POPULATION: VETERAN STATUS



## Key Findings:

- **Undergraduate Veterans**
  - Representation slightly declined from 4.9% in 2019 to 3.5% in 2022, before rebounding to 4.0% in 2023
- **Graduate Veterans**
  - Steady growth was observed, increasing from 3.3% in 2019 to a peak of 6.9% in 2022, before slightly declining to 6.5% in 2023

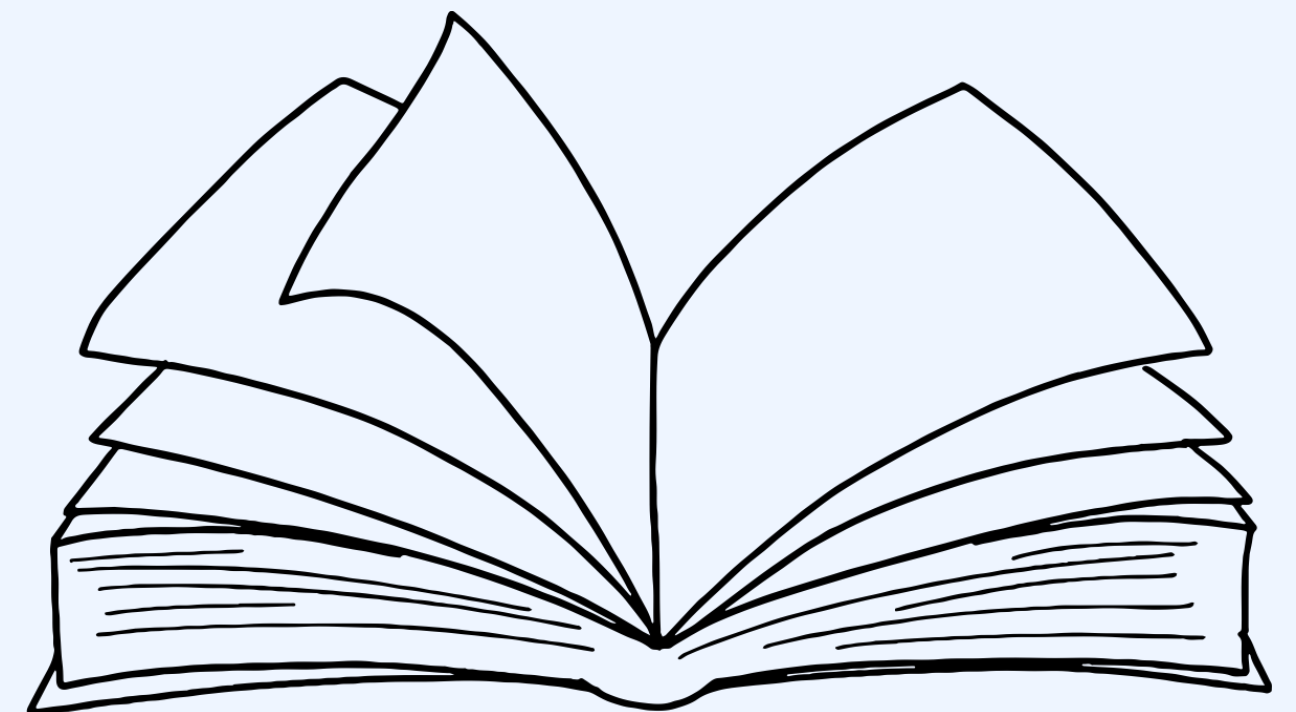
## Summary of Findings:

- **Decline in Undergraduate Representation**
- **Consistent Growth**

# *BRIEF THEMATIC ANALYSIS: Overview*

- **Process Overview**

- Conducted over 12 weeks
- Engaged with over 75 stakeholders, including faculty, staff, and students
- Gathered qualitative insights into how the community describes:
  - **WSU's culture** and **identity**
  - **Needs** and **priorities** pertaining to DEIAB



# BRIEF THEMATIC ANALYSIS: STAKEHOLDER INSIGHTS ON DEIAB

- **Emerging Themes Included:**

- **Community Identity**

- Strong emphasis on inclusivity and **shared responsibility**
- A need for **visible, mission-driven leadership** in DEIAB efforts

- **Barriers to Equity**

- Systemic challenges in **access and representation**
- Desire for **accountability structures** to ensure **transparency and progress**

- **Campus Climate**

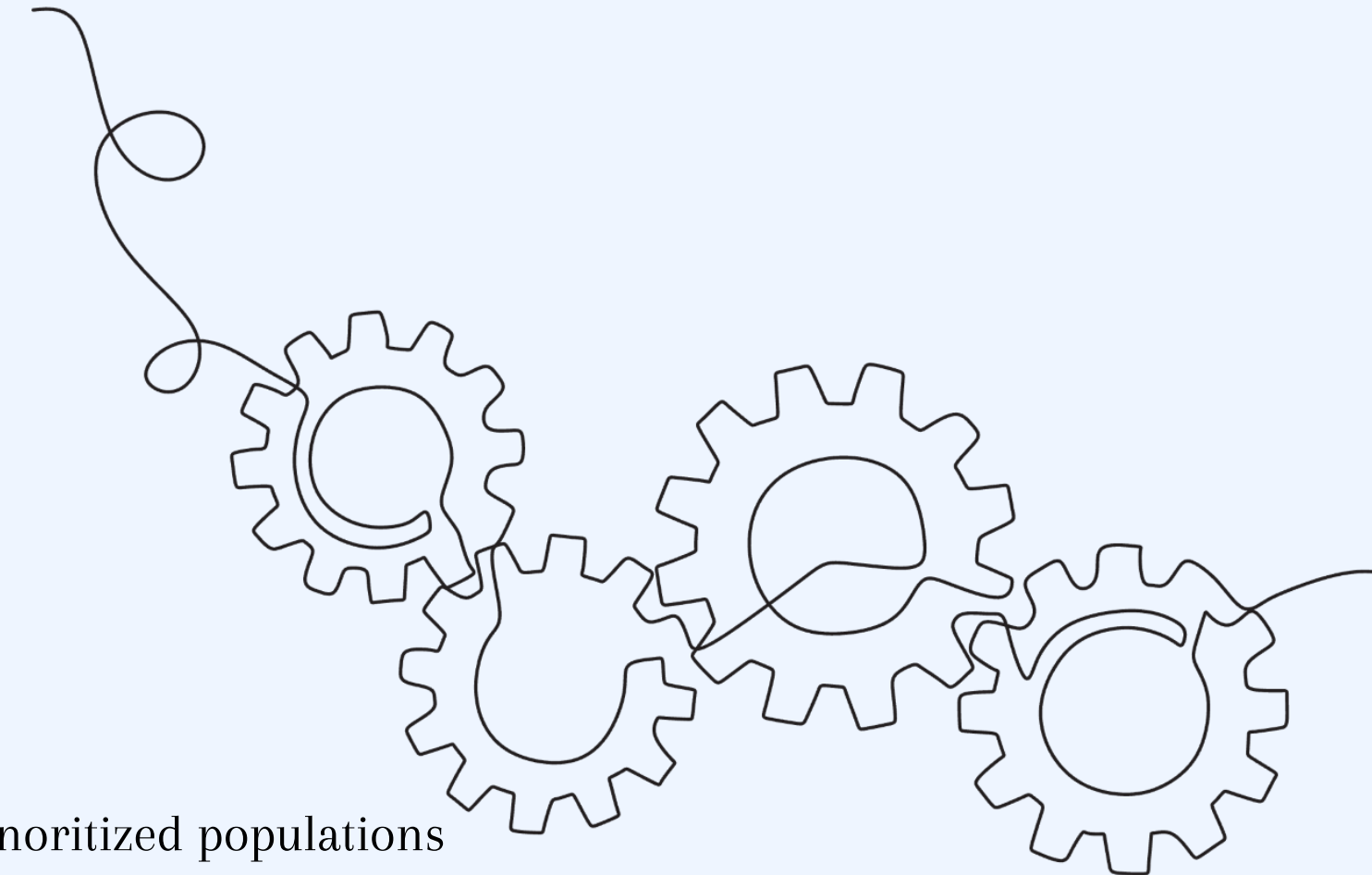
- Varied perceptions of **belonging and inclusion** across different groups
- Recognition of silos limiting **collaboration and collective impact**
- Feelings of erasure and lack of **meaningful engagement** amongst students from minoritized populations

- **Structural DEIAB**

- Need for more **inclusive and accessible physical spaces** that **reflect and support diversity**
- Importance of **creating spaces** where all **individuals can feel safe/brave, represented, and able to engage fully**
- Spaces to **exchange in facilitated dialogue**

- **Collaboration and Growth**

- Calls for **robust programming and resources** for DEIAB initiatives
- Interest in **expanded training and professional development opportunities** to support **cultural competence, humility, and equity-focused practices**



# OFFICE LANGUAGE CREATION

## Mission:

The Office of Belonging, Inclusion, and Learning is dedicated to creating an environment at Westfield State University where diversity, equity, inclusion, access, and belonging are not just goals but integral to every aspect of university life. In alignment with Westfield State's mission to foster intellectual curiosity, social responsibility, and civic engagement, we work to **dismantle barriers to access and representation**, ensuring that **all members of the community are able to fully participate in academic and campus life**. Our efforts are rooted in the belief that when **we honor the diverse realities and identities of our students, faculty, staff, and librarians**, we **enhance the university's commitment to excellence, critical thinking, and leadership**. By **embedding equity** into the fabric of the institution, **we help actualize the university's mission to create a more just, inclusive, and socially responsible society**.

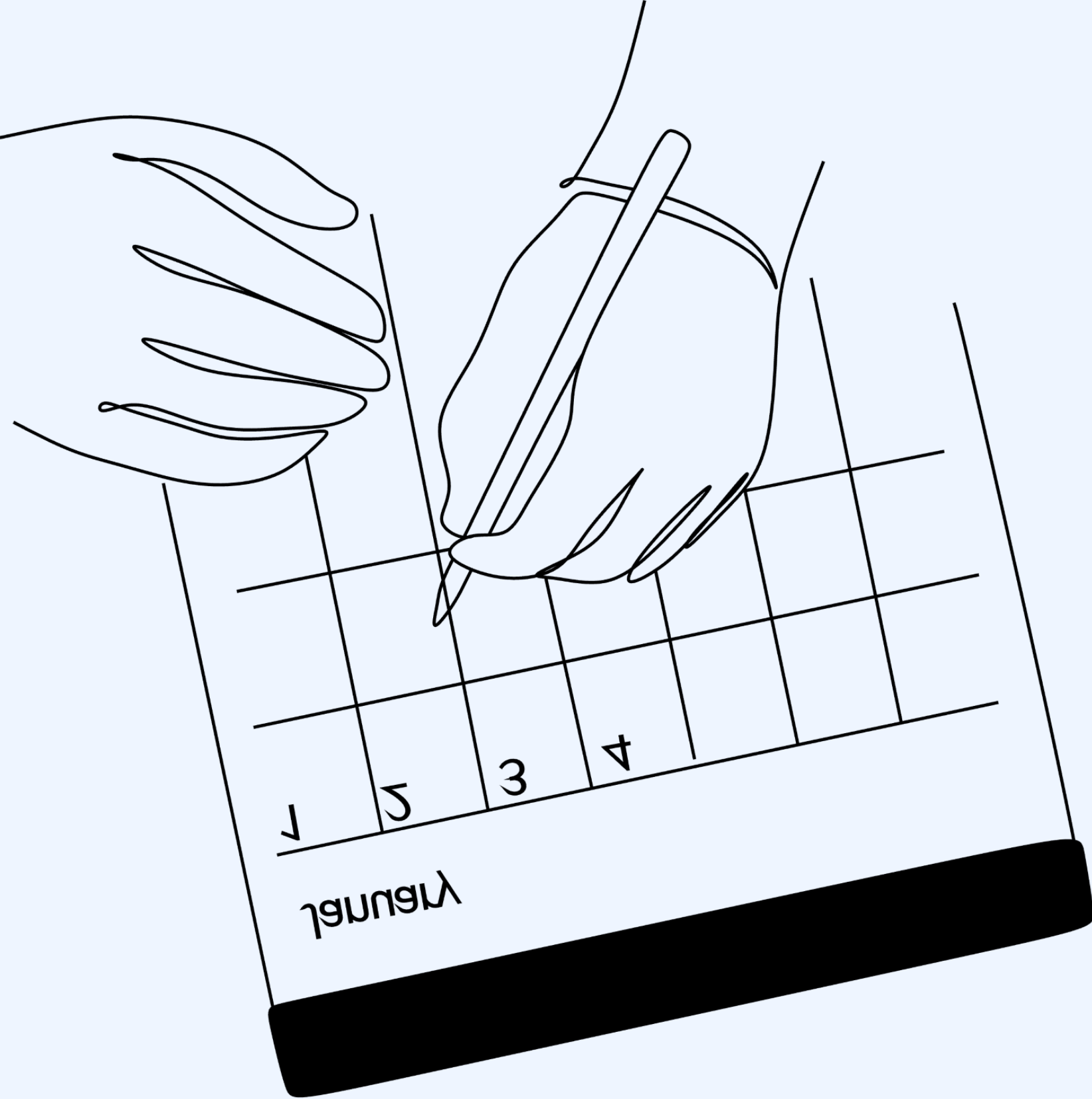
## Vision:

Our vision is to further **actualize a university community where equity is fully realized**, and **all individuals can bring their whole selves, complete with their unique identities, experiences, and truths, into every space they occupy**. We envision a campus where **inclusion and belonging are deeply embedded** in every interaction and decision, shaping a culture that **not only welcomes diversity but thrives because of it**. We strive toward a future where **Westfield State becomes a model for creating environments that hold and uplift the complex realities of all its members**. Through **transformative and restorative justice practices and community-building efforts**, we also aim to **inspire students, faculty, staff, and librarians to engage fully and meaningfully in local, regional, and global initiatives**.

## Key Functions:

The Office of Belonging, Inclusion, and Learning serves the Westfield State community by:

- **Supporting Policy and Structural Equity**
- **Building Inclusive Campus Spaces and Organizational Capacity**
- **Education and Dialogue**
- **Fostering Student Leadership in Equity and Inclusion**
- **Advocacy and Support Networks**
- **Bias Incident Response**
- **Equity Audits and Assessment**
- **Data collection and Tracking**



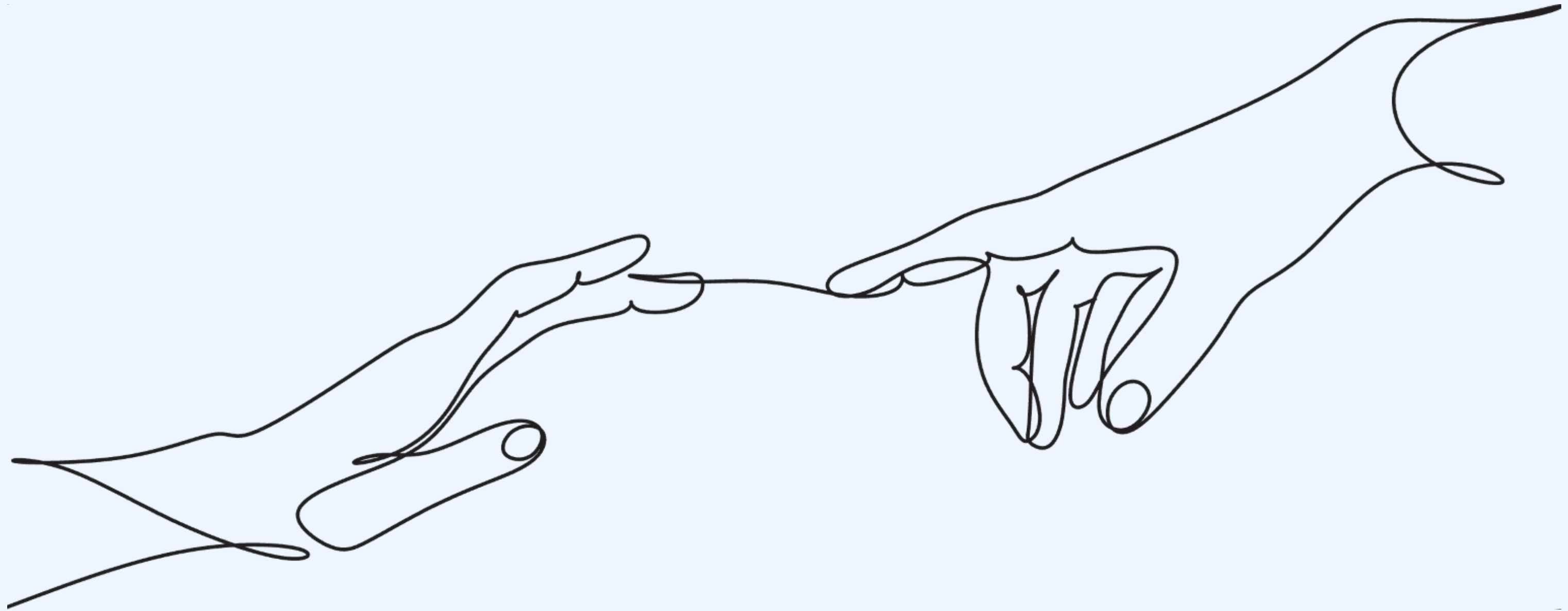
# PROGRAMMING AND FUTURE PLANNING

## Past Initiatives:

- Latiné Heritage Month Celebration
- Election Night Unwind Event
- Collaborative Events:
  - Co-sponsored initiatives like Communications Department/Club Dialogue Spaces, Psych Resiliency Planning for Student Leaders, and FACES Thanksgiving Celebrations, fostering cross-departmental connections and community-building.
- First-Generation College Celebration

## Upcoming Initiatives:

- Website Creation
- BEST Team
- Unity Council
- Training and Professional Development:
  - Facilitating workshops and opportunities for faculty, staff, and students to engage with diversity, equity, inclusion, and belonging frameworks.
- Cultural Event Planning
  - Preparing robust programming for celebrations such as Black History Month, AANHPI Month, Pride Month, and Disability Pride Month, among others.
- Equity Advisory Committee
- "Palette to Palate:" A Mural of Global Diversity Competition
- Sankofa
- Unity Fest
- Set Cultural Event Calendar
- Religious Holiday Calendar
- and much more!



# CONTACT ME

I'd love to talk about your ideas.

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