

Who are our students?

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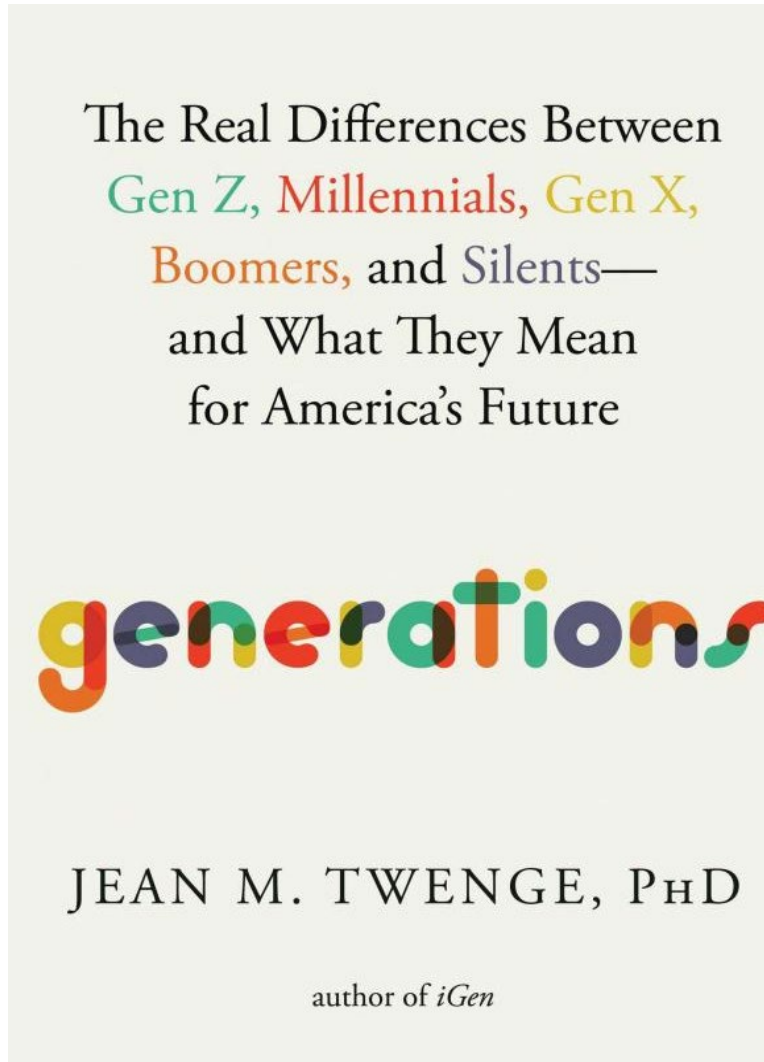
Executive Vice President and Provost

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PennState

Equity moment – generational identities

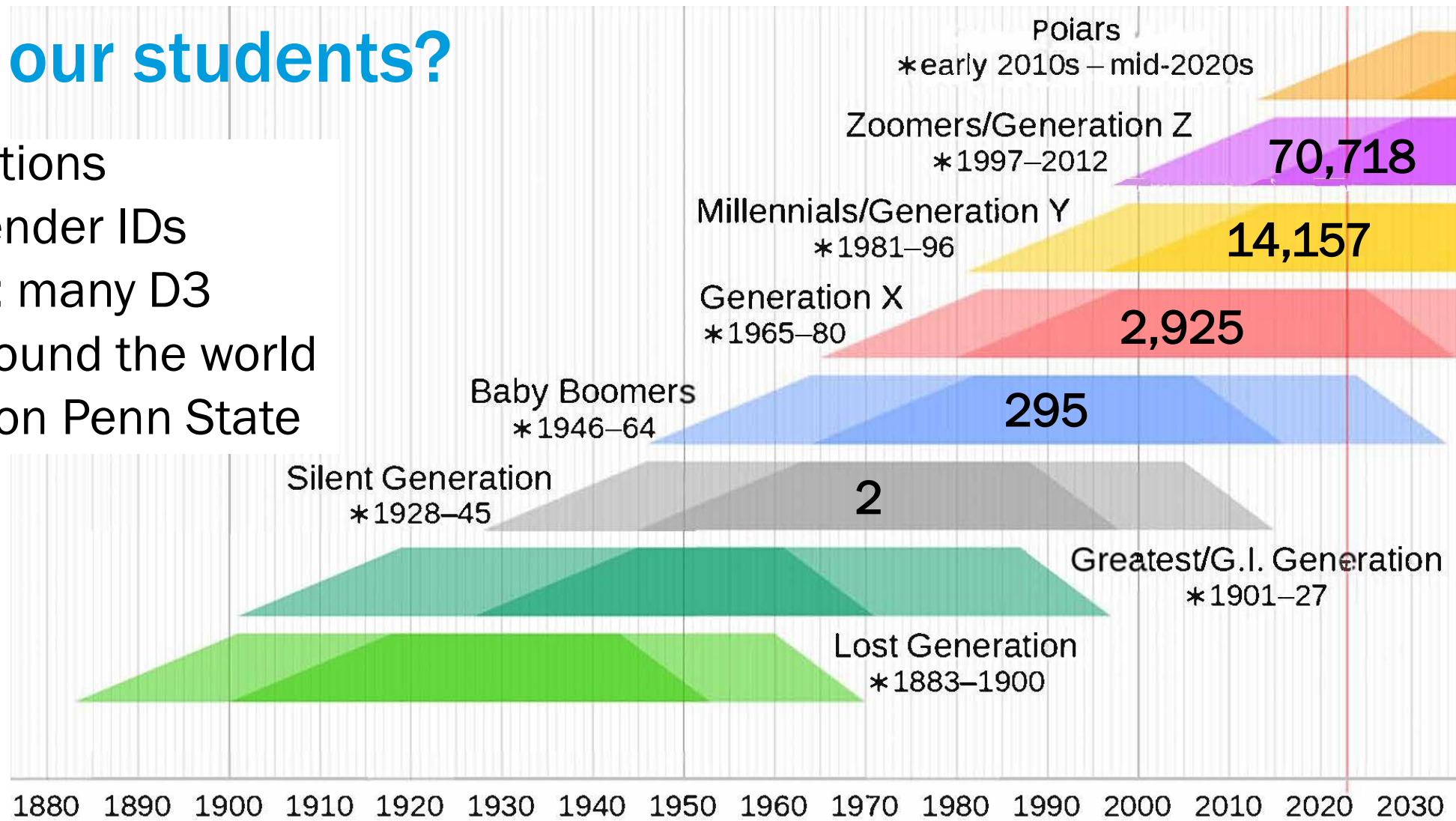


Generations

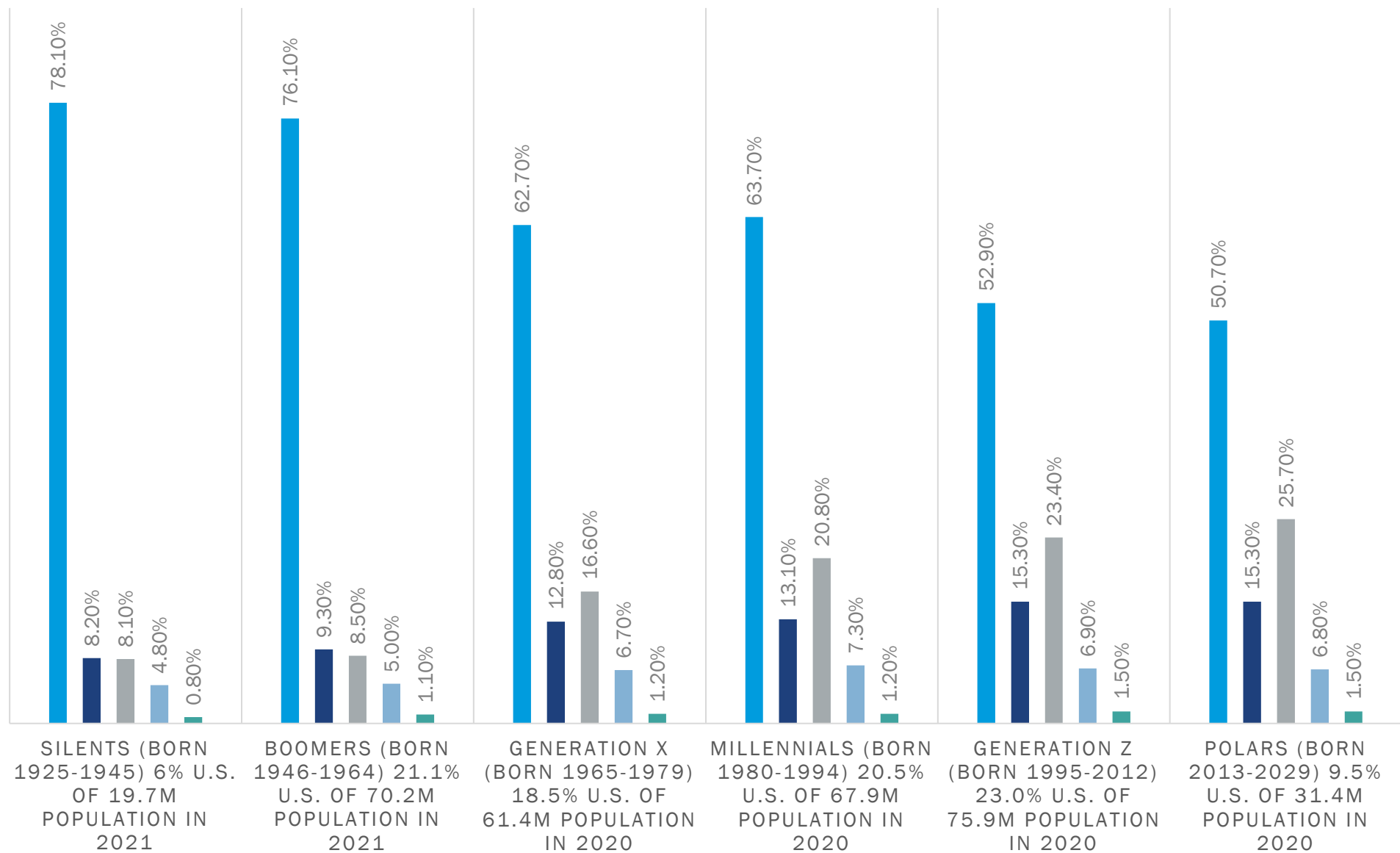
- Large-scale longitudinal data analysis from broad range of sources with data collection going back decades and longer
- Lots of insights into trends in
 - mental health, educational rates, incomes, attitudes about identity, equity, and activism, free speech, individualism, etc.
 - delineated by generation, race, gender, educational level
- Fundamental multigenerational trends:
 - Rise in individualism and expectation of freedom to be who you want to be
 - "slow life"

Who are our students?

- Multiple generations
- All races and gender IDs
- 1% D1 athletes; many D3
- From PA, US, around the world
- Sun never sets on Penn State



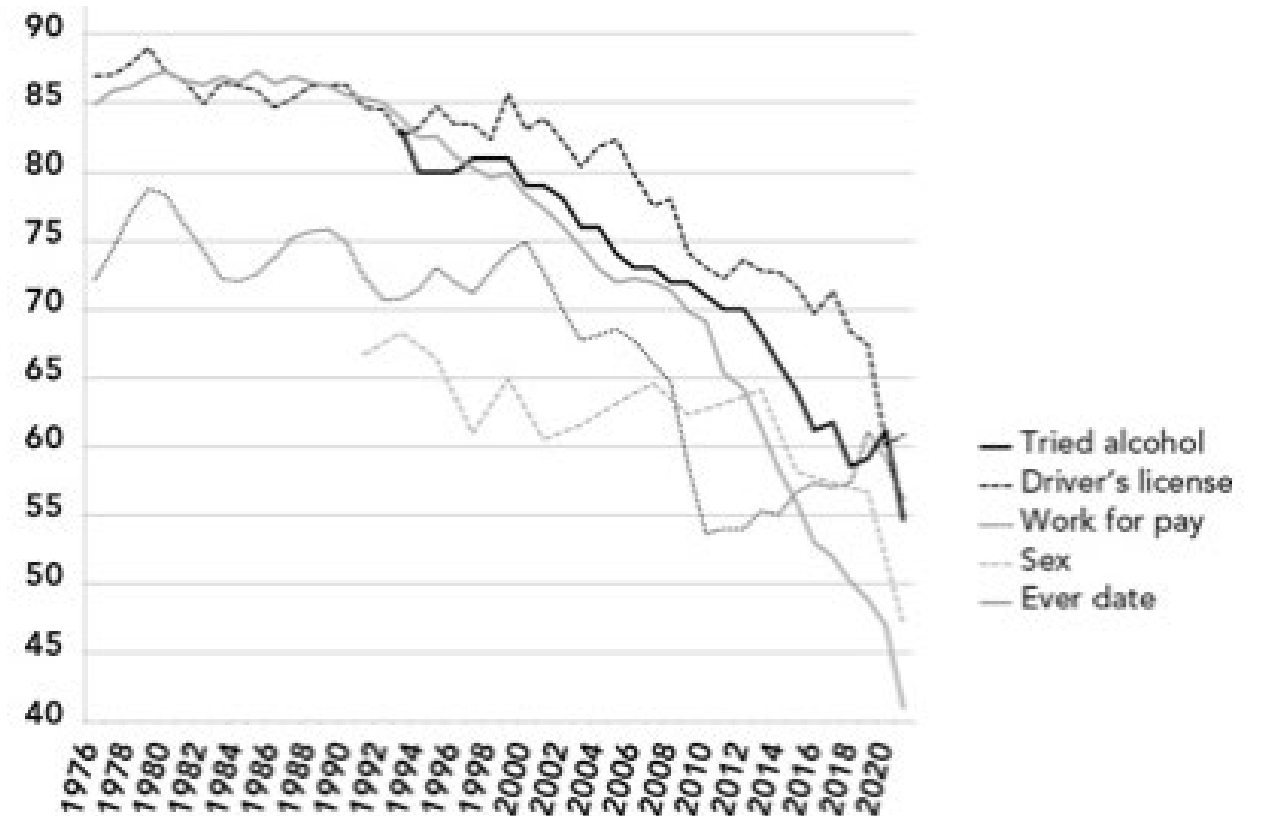
WHITE
BLACK
HISPANIC
ASIAN, NATIVE HAWAIIAN, OR PACIFIC ISLANDER
NATIVE AMERICAN



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Gen Z – "slow life"

- They wait to
 - Get their driver's license
 - Drink alcohol
 - Date
 - Work for pay
 - Have sex
- What does that mean for us?
 - We are the front-line support for Gen Z related to first-time experiences w/out parental oversight

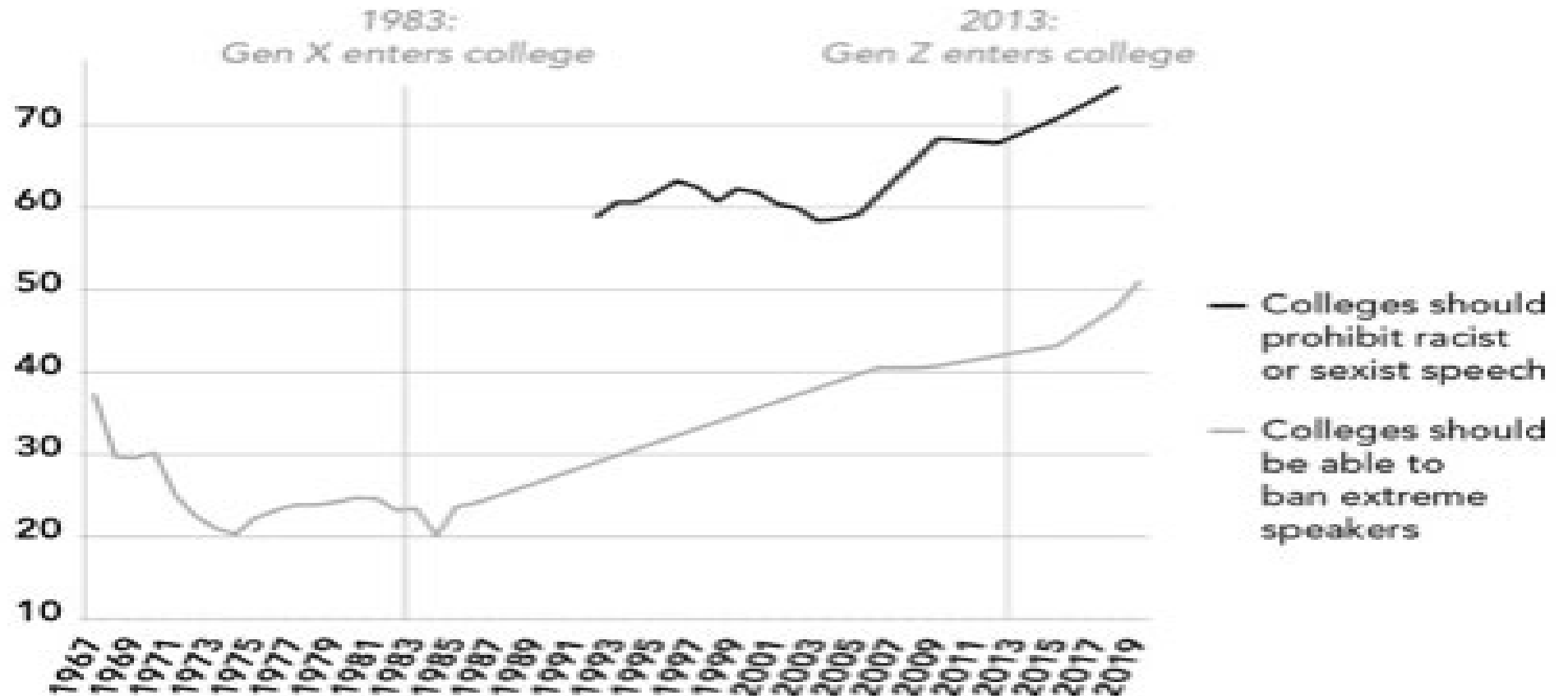


Percent of U.S. 12th graders engaging in adult activities, 1976-2021

Gen Z – is

- More lonely
- Less satisfied with life
- Expect to be cared about as a whole person
- Expect to choose whether they feel well enough or safe enough to go to work
- Highly cautious
- 2x likely to be clinically depressed – this started pre-COVID
 - Admission rates for suicide amongst teens doubled from 2008-2015
 - For those in their early 20s, suicide increased 41%
- More distrusting of traditional institutions, but more trusting and demanding of mental health support

Free speech



Percent of U.S. incoming college students who believe speech should be regulated, 1967-2019

Gen Z – inclusion and impact

- Last generation where one racial group is the majority in the US
- Stella Keating, 1st transgender teen to testify to the US Senate in 2021
 - "as a high school sophomore, I'm starting to look at colleges, and all I can think about is this: less than half of the states in our country provide equal protection under the law. What happens if I want to attend college in a state that doesn't protect me?"
 - "my generation is creating a country where everyone belongs. ... every young person, regardless of who they are or who they love, should be able to be excited about their future."
- Less interested in job that gives status; far more interested in a job where they can help others and that is worthwhile to society
- Empathy is making a comeback; Gen Z wants to make a difference

Gen Z – what else do they want?

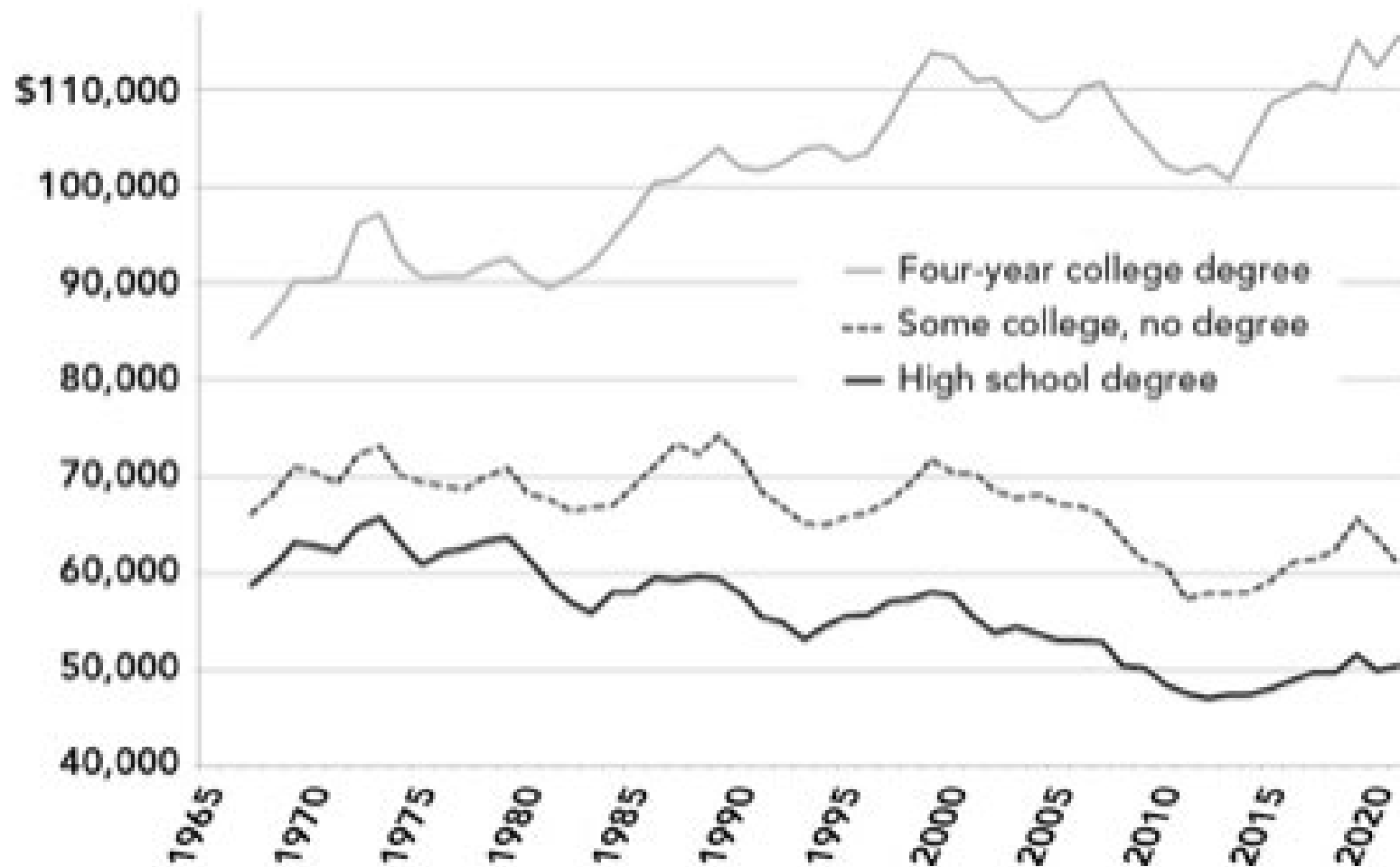
- Strongly favors choice and flexibility
- Need more structure and more direction having had less experience with independence and decision making
- Highly practical, realizes importance of hard work.
 - HS seniors more likely than Millennials to say they are willing to work OT

Locus of Control Matters

- Believing the "cards are stacked against you" is referred to as an *external locus of control*.
- If you believe you are in control of your life, that's an *internal locus of control*
- People with an internal locus of control
 - 40% more likely to engage in healthy behaviors
 - much less likely to suffer from anxiety and depression
- ***Internal locus of control is a better predictor of academic achievement amongst children of color than any other variable***

Normalizing Inclusion

- Best way to foster inclusion is *not* pointing out people's bias, but telling people inclusion is the norm
- Sohad Murrar's studies:
 - Placed a poster in some classrooms noting that 93% of students support diversity and inclusion.
 - Students who saw the poster were later more likely to have positive attitudes towards diversity
 - Black and Latinae students in those classrooms reported better treatment.
 - In contrast, telling people their peers frequently engage in discriminatory behavior is likely to create a less inclusive climate b/c discrimination is normalized.
- I.e., inclusion is improved when the inclusive attitudes of the many, rather than the biased attitudes of a few, are emphasized



Median household income of U.S. adults 25 years old and older in 2021 dollars, by education level, 1967-2021