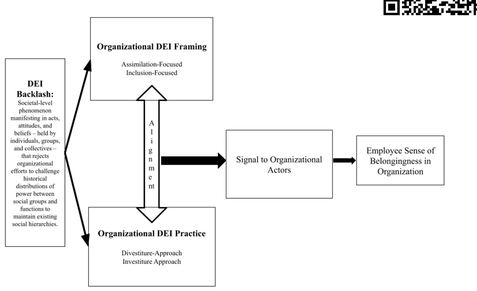
Contested Commitments: How Backlash Reshapes DEI Framings and Appraisals in U.S. Universities

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Project Background



Present Research Overview

- This project longitudinally studies how R1 universities in the United States have altered their stated commitments to diversity-related issues from 2023-2026.

Data

- 131 R1 universities at 4 time points (2023-2026)
- 456 public statement observations
- 153 anti-diversity legislative measures
- Social sentiment data from public posts on Reddit, Twitter, Bluesky

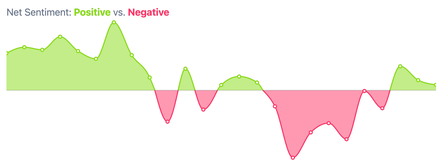
Universities are battlegrounds in public and political debates around issues of diversity, merit, and fairness.

This research studies how U.S. R1 institutions are navigating the fraught sociopolitical environment.

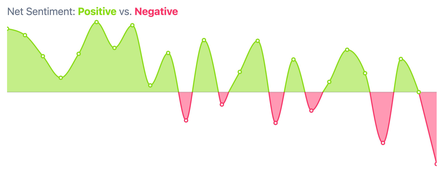
Discourse around diversity-related issues unfolds in both national and localized contexts.

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2021-2026: National Sentiment Around Diversity in Higher Education



2021-2026: Sentiment Around Diversity at Penn State University



Changes in both social sentiment and legal environments influence universities' publicly stated commitments.

Office of Diversity & Inclusion (excerpt)

"ODI advances diversity, equity and inclusive excellence through…"

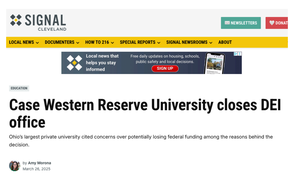


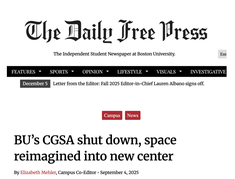
Civil Rights Compliance Office (excerpt)

"Members of the university community have the right to be free from all forms of protected class discrimination…"

University-level tactical decisions are also appraised by campus stakeholders.



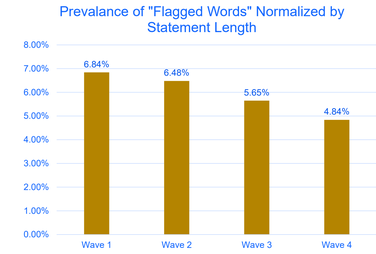




KEY STUDY DIMENSIONS

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Framing Content Evolution Over Time



Framings As a Product Of



Legislative Mandate



Social Sentiment

Stakeholder Appraisals of University Responses

