

Diversity Equity and Inclusion Institutionalization
Staff Version
89 items

The information you supply for this survey will be kept completely confidential. However, if any item requests information that you do not wish to provide or you are unable to answer, please skip the item. Some items may not be applicable to you. If this is the case, skip the item or mark the “Not Applicable” option.

Please reflect upon your experience **at your current institution** as you answer each of the questions.

You will see references to the term “**DEI**” which means **Diversity, Equity, and Inclusion**.

Thank you for your participation.

Overall DEI Rating (1 item)

1. On a scale from 1 to 10, with 10 being the highest, what is your overall rating of diversity, equity, and inclusion **at your institution**?
Scale 1-10

MODULE I. Institutional Environment: Leadership and Infrastructure (14 items)

AGREEMENT

Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree, Not Applicable

For each of the following, indicate your level of agreement **at your institution**.

1. There is clarity regarding the term DEI amongst staff and administrators
2. The institution’s *mission, vision, or values* adequately support DEI
3. The institution’s *strategic plan* adequately supports DEI
4. The institution has articulated an effective DEI agenda
5. The institutional leadership is dedicated to ensuring fairness through DEI initiatives
6. The institution has been responsive to recommendations regarding DEI
7. Committees to review DEI policies and procedures are representative of diverse perspectives
8. The office/task force/individuals dedicated to support DEI at the institution is effective

SATISFACTION

Scale: Very Dissatisfied, Dissatisfied, Neutral, Satisfied, Very Satisfied, Not Applicable

For each of the following, indicate your level of satisfaction **at your institution**.

9. Atmosphere of *cultural* understanding
10. Atmosphere of *religious* understanding
11. Atmosphere of *political* understanding
12. Overall *openness to opinions* of others
13. My sense of belonging at this institution

Please indicate the single most appropriate response.

14. Does your institution have a mission that supports DEI?
Yes, No, I don't know

MODULE II. Institutional Environment: Policies and Programs (18 items)

SATISFACTION

Scale: Very Dissatisfied, Dissatisfied, Neutral, Satisfied, Very Satisfied, Not Applicable
For each of the following, indicate your level of satisfaction **at your institution**.

1. Policies/procedures to address discrimination against *students*
2. Policies/procedures to address discrimination against *faculty*
3. Policies/procedures to address discrimination against *staff*
4. Policies/procedures to address discrimination against *administration*
5. Mechanisms to identify DEI challenges
6. Institution's action plans to identify and address inequities
7. Implementation of institution's action plans to address inequities
8. Procedures to report acts of prejudice, racism, or discrimination
9. Procedures to resolve conflicts
10. Communication of DEI goals and progress
11. Campus safety, in general
12. Review of equity in *safety, policing, and security practices*
13. Review of equity in *social services and counseling programs*
14. Review of *culturally relevant academic programs and centers*
15. Public Safety personnel consistency in applying rules/policies

AGREEMENT

Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree, Not Applicable

For each of the following, indicate your level of agreement **at your institution**.

16. I would feel comfortable filing a complaint
17. I feel like complaints are ignored

18. Do you know how to file a complaint **at your institution**?
Yes, No

MODULE III. Belongingness (5 items)

AGREEMENT

Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree

For each of the following, indicate your level of agreement **at your institution**.

1. I feel accepted by *my peers/other staff*
2. I feel accepted by the *faculty*
3. I feel accepted by the *administration*
4. I am a valued member of the college community
5. I feel like I can be my authentic self

MODULE IV. Staff Recruitment (9 items)

AGREEMENT

Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree

For each of the following, indicate your level of agreement **at your institution**.

1. The diversity of the *student body* was a factor in my decision to work here
2. The diversity of the *faculty* was a factor in my decision to work here
3. The diversity of the *staff* was a factor in my decision to work here
4. The diversity of the *administration* was a factor in my decision to work here
5. The institution's reputation for respecting diverse perspectives was a factor in my decision to work here
6. The institution's commitment to staff to succeed in their careers was a factor in my decision to work here

SATISFACTION

Scale: Very Dissatisfied, Dissatisfied, Neutral, Satisfied, Very Satisfied, Not Applicable

For each of the following, indicate your level of satisfaction **at your institution**.

7. Diversity training and requirements for members of search committees
8. Policies and procedures for increasing the diversity of qualified applicant pools
9. Adequacy of methods/analyses to inform DEI goals in recruitment

MODULE V. Staff: Retention (27 items)

Please indicate the single most appropriate response.

1. Does this institution offer DEI awareness/training programs?
Yes, No, I don't know
2. Have you participated in DEI awareness/training programs offered by the institution?
Yes, No

AGREEMENT

Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree, Not Applicable

For each of the following, indicate your level of agreement **at your institution**.

3. Overall, there is a culture of respect
4. I am treated differently by *my peers/other staff* based on my identity
5. I am treated differently by *faculty* based on my identity
6. I am treated differently by *administrators* based on my identity
7. My contributions are valued
8. Mentorship programs at the institution have improved my sense of belonging
9. The administration is consistent in applying rules/policies
10. The administration is committed to DEI

SATISFACTION

Scale: Very Dissatisfied, Dissatisfied, Neutral, Satisfied, Very Satisfied, Not Applicable

For each of the following, indicate your level of satisfaction **at your institution**.

11. Initiatives/programming to improve staff retention
12. Opportunities to advance my career
13. Accommodations as needed
14. The degree to which people of different *races/ethnicities* get along with each other
15. The degree to which people of different *religions* get along with each other
16. The degree to which people of different *political views* get along with each other
17. Opportunity to provide input into administrative decisions concerning DEI

FREQUENCIES

Scale: Never, Rarely, Sometimes, Often, Always, Not Applicable

For each of the following, indicate the frequency of the occurrences **at your institution**.

18. I witnessed acts of prejudice based on *race/ethnicity*
19. I witnessed acts of prejudice based on *religion*
20. I witnessed acts of prejudice based on *political views*
21. I have been spoken to in a condescending or derogatory manner by *another staff member*
22. I have been spoken to in a condescending or derogatory manner by a *faculty member*
23. I have been spoken to in a condescending or derogatory manner by an *administrator*
24. I have been spoken to in a condescending or derogatory manner by a *student*
25. I have been bullied by *another staff member*
26. I have been bullied by a *faculty member*
27. I have been bullied by an *administrator*

MODULE VI. Students: Admissions/Recruitment (3 items)

SATISFACTION

Scale: Very Dissatisfied, Dissatisfied, Neutral, Satisfied, Very Satisfied, Not Applicable
For each of the following, indicate your level of satisfaction **at your institution**.

1. Policies and procedures for increasing diversity of the students
2. Student recruitment strategies that consider DEI (e.g., defined goals, policies, accountabilities, action items and/or success measures)
3. Mechanisms to identify obstacles to the admission of diverse students

MODULE VII. Student: Retention/Persistence/Completion (3 items)

SATISFACTION

Scale: Very Dissatisfied, Dissatisfied, Neutral, Satisfied, Very Satisfied, Not Applicable
For each of the following, indicate your level of satisfaction **at your institution**.

1. Initiatives/programming to address achievement gaps for diverse students
2. Mechanisms to *identify* obstacles to graduation for diverse students
3. Initiatives/programming to *address* obstacles to graduation for diverse students

MODULE VIII. Budgetary Policies and Procedures (3 items)

AGREEMENT

Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree, Not Applicable

For each of the following, indicate your level of agreement **at your institution**.

1. There is adequate fiscal support for DEI initiatives
2. There is an equitable distribution of resources among staff/administrators at my institution
3. The institution has made advancements in fundraising for DEI initiatives

DEMOGRAPHICS (5 items)

1. How would you describe your gender/gender identity?

Female

Male

Transgender female

Transgender male

Gender Non-conforming

Non-binary

Gender Not specified

Gender Not Listed/Other (Please specify: _____)

2. How would you describe your sexual orientation?

Bisexual

Gay

Heterosexual/straight

Lesbian

Queer

Questioning

Asexual

Pansexual

Other (Please specify: _____)

3. What is your religion?

Buddhism

Christianity (Catholic, Protestant or any other Christian denominations)

Hinduism

Judaism (or whether you identify culturally, ethnically, or religiously as Jewish)

Islam

No Religion

Other (Please specify: _____)

4. What is your ethnic background?

Hispanic or Latino

Not Hispanic or Latino

5. What is your race?

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

Some other race (Please specify: _____)

DEI Comments or Suggestions (1 item)

Use the box below for any comments or suggestions you would like to make about DEI
at this institution

TEXT BOX

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