



DIVERSITY AND INCLUSION

Climate Assessment



TOOLKIT

Please tell us about your experience in _____. This survey asks about perceptions of climate and diversity within the college/school and about interaction among students, faculty and staff. Results from this survey will be used by members of the “Diversity and Inclusion Committee” to understand and improve the learning and working environments within the college/school.

Survey content is adapted from [the University of Washington Evans School of Public Policy & Governance](#).

For the purposes of this survey, diversity includes but is not limited to dimensions of age, disability/ability, gender, gender identity and expression, national origin, race/ethnicity, religion, sexual orientation, socioeconomic status, and veteran status.

The survey should take no more than 10-15 minutes of your time. All questions are optional and you may skip any questions you are not comfortable answering. Participation in this survey is entirely voluntary and you may withdraw from participation at any time. By completing this survey, you acknowledge your informed consent and that you are 18 years of age or older.

All data will be kept confidential to the extent possible and data shared with _____ | will be anonymous. Data will be reported in aggregated form and will not be linked to specific individuals.

This survey will remain open until _____.

1. In general, how would you evaluate your overall experience in the college/school?

- Positive
- Neutral
- Negative

2. How familiar are you with the efforts, projects, and activities related to diversity in the college/school?

- Not familiar
- Somewhat familiar
- Very familiar

3. Please indicate your level of agreement. Overall, the curriculum in the college/school and/or my department prepares students for careers in _____, recognizing the interests/needs of diverse populations.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Do not know/unable to assess

4. I believe that skills related to diversity are necessary for the professional success of _____ graduates.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

5. Please indicate your level of agreement. I believe that students, faculty and staff in the college/school generally interact positively with each other across differences of _____.

Age

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

National origin

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Socioeconomic status

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Disability/ability

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Race/ethnicity

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Veteran status

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Gender

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Religion

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Gender identity and expression

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Sexual orientation

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

6. I am personally involved in activities related to diversity in my department and/or college/school.

- Very involved
- Involved
- Occasionally involved
- Not involved

7. How important is it that the college/school community has efforts, activities and projects related to diversity and inclusion?

- Very important
- Important
- Not particularly important
- Unimportant

8. How satisfied are you with the inclusion of diversity in the college/school environment/experience?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

9. Diversity is well integrated into the required core curriculum/course offerings of my department and/or the college/school.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

10. Diversity is adequately reflected in the publications, productions, exhibitions and events of my department and/or college/school.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

11. I feel comfortable engaging in or leading discussions about diversity in the classroom or workplace.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

12. I feel comfortable engaging in discussions about diversity outside of the classroom or workplace.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

13. I feel comfortable interacting with my peers in the college/school who are different from me.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

14. What is your primary status within the college/school?

- Undergraduate Student
- Graduate Student
- Faculty
- Staff
- Administrator

15. What is your primary departmental affiliation within the college/school?

- [insert department name here]
- Office of the Dean

16. How many years have you been in the college/school?

- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-15 years
- 16 or more years

17. Please mark yes or no to indicate your agreement with the statements below.

I identify myself as female.

Yes

No

I identify myself as male.

Yes

No

I identify myself as transgender, nonbinary and or genderqueer.

Yes

No

I identify myself as a person of color and/or a member of an underrepresented race/ethnicity.

Yes

No

I identify myself as lesbian, gay, bisexual, or queer.

Yes

No

I have a cognitive, physical and/or psychological disability.

Yes

No

I came from and/or consider myself currently to be low-income or in poverty.

Yes

No

I was born and/or raised outside of the United States of America.

Yes

No

I consider myself to be a person who holds religious beliefs that are in the minority.

Yes

No

I do not identify with a religion.

Yes

No

I am a veteran.

Yes

No

18. In my college/school how often do you feel:

	1:Never	2: Seldom	3: Occasionally	4: Often	5: Always
Like you don't fit in					
Like you have a good support network					
Proud to be a member of the community					
Valued as an individual					
Like there are role models for you in the college/ school					



19. How can the college/school improve the campus climate for diversity?

20. Please use this space to share any comments or thoughts not addressed elsewhere regarding diversity in the college/school.

Thank you for your participation in this survey. Results from this survey will be shared with the college/school community in the future. As the diversity planning process in the college/school moves forward, we look forward to receiving additional feedback and ideas from you.