

**Diversity Equity and Inclusion Institutionalization**  
**Faculty Version**  
102 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 faculty
2. The institution’s *mission, vision, and/or values* adequately support DEI
3. The institution’s *strategic plan* adequately supports DEI
4. The institution has articulated an effective DEI strategy
5. The institutional leadership is dedicated to ensuring fairness through DEI initiatives
6. The institution has been responsive to faculty 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 and/or procedures to address discrimination against *staff*
4. Policies and/or 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, Not Applicable  
For each of the following, indicate your level of agreement **at your institution**.

1. I feel accepted by the *faculty in my department*
2. I feel accepted by the *administration*
3. I am a valued member of the college community
4. I feel like I can be my authentic self
5. The college has provided faculty with unifying experiences

### **MODULE IV. Faculty Recruitment** (10 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. 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 *administration* was a factor in my decision to work here
4. The institution's reputation for respecting diverse perspectives was a factor in my decision to work here
5. The institution's commitment to faculty 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**.

6. Diversity training and requirements for members of search committees
7. Policies and procedures for increasing the diversity of qualified applicant pools
8. Adequacy of methods/analyses to inform DEI goals in recruitment
9. Diversity of faculty in *tenure-track* positions
10. Diversity of faculty/instructors in *non-tenure-track* positions

### **MODULE V. Faculty Retention** (30 items)

Please indicate the single most appropriate response.

1. Does the 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* based on my identity
5. I am treated differently by *administrators* based on my identity
6. I am treated differently by *staff* based on my identity
7. My contributions are valued
8. Mentorship programs have helped me to succeed
9. Mentorship programs have improved my sense of belonging
10. The *administration* is consistent in applying rules/policies
11. The *administration* is committed to DEI
12. My *department chair* is consistent in applying rules/policies
13. Faculty in my department are 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**.

14. Initiatives/programming to improve faculty retention
15. Equitable startup compensation
16. Tenure and promotion policies addressing disparities in the context of DEI
17. Accommodations as needed
18. The degree to which people of different *race/ethnicities* get along with each other
19. The degree to which people of different *religions* get along with each other
20. The degree to which people of different *political views* get along with each other
21. Opportunities for faculty 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**.

22. I witnessed acts of prejudice based on *race/ethnicity*
23. I witnessed acts of prejudice based on *religion*
24. I witnessed acts of prejudice based on *political views*
25. I have been spoken to in a condescending or derogatory manner by *my peers*
26. I have been spoken to in a condescending or derogatory manner by the *administration*
27. I have been spoken to in a condescending or derogatory manner by the *staff*
28. I have been spoken to in a condescending or derogatory manner by the *students*
29. I have been bullied by *another faculty member*
30. 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 the 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** (6 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. Analyses to identify outcome gaps (e.g., completion of gateway courses, graduation rates) for diverse students
2. Initiatives/programming to address outcome gaps for diverse students
3. Mechanisms to *identify* obstacles to graduation for diverse students
4. Initiatives/programming to *address* obstacles to graduation for diverse students
5. Professional development for faculty to understand the experiences of diverse students in the classroom
6. Faculty mentorship initiatives to improve retention/persistence of diverse students

## **MODULE VIII. Curriculum** (5 items)

1. Has your department conducted a review of curricula to ensure that DEI is considered?

Yes, No, I don't know

2. Has your academic program articulated DEI learning goals?

Yes, No, I don't know

### **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. Professional development regarding diverse perspectives in the curriculum is adequate
4. There is a consideration of DEI in course and/or program assessments
5. Diverse foundations or perspectives are represented in my courses

**MODULE IX. Budgetary Policies and Procedures** (4 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 at my institution
3. There is equitable distribution of resources in my department
4. 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