

The Dickinson College

Diversity Survey

Welcome to the Campus Diversity Survey. Please remember that your responses are strictly confidential.

Upon completing this survey, you will be eligible to enter a random prize drawing. Details of the drawing are at the end of the survey.

Please answer as openly as possible. It is anticipated that your participation in completing this survey will be an interesting experience that will contribute to understanding more about diversity issues and multiculturalism on college campuses. The content of some of the items on the questionnaire may raise your level of awareness of certain feelings; otherwise there are no risks or benefits associated with your participation.

What is your status?

- ☐ Administrator
- ☐ Faculty
- ☐ Staff

What is your division?

- ☐ Academic Affairs
- ☐ Campus Operations
- ☐ Enrollment & Communication
- ☐ Financial Operations
- ☐ HR Services
- ☐ Library & Information Services
- ☐ Student Development

What is your current age in years?

What is your religion or belief system?

- ☐ Roman Catholic
- ☐ Protestant (e.g., Lutheran, Methodist, Episcopalian, Quaker, Adventist, Baptist, Presbyterian, Mennonite, Brethren, etc.)
- ☐ Evangelical Christian
- ☐ Orthodox Christian
- ☐ Other Christian (e.g., Mormon, Jehovah's Witness, etc.)
- ☐ Buddhist
- ☐ Hindu

- ☐ *Jewish*
- ☐ *Muslim*
- ☐ *Atheist*
- ☐ *Agnostic*
- ☐ *No religion*
- ☐ *Other*
- ☐ *I'd prefer not to say.*

Please specify.

Are you a U.S. resident?

- ☐ *Yes*
- ☐ *No*

Is English your native language?

- ☐ *Yes*
- ☐ *No*

What is your sex?

- ☐ *Female*
- ☐ *Male*

In what setting did you spend most of your life before coming to Dickinson? (If several apply, use the most recent.)

- ☐ *Large city or metropolitan area*
- ☐ *Rural area or town*
- ☐ *Small city*

How do you describe your overall political views?

- ☐ *Far left*
- ☐ *Liberal*
- ☐ *Middle of the road*
- ☐ *Conservative*
- ☐ *Far right*

Please indicate your level of agreement with the following statements:

	Strongly Disagree	Disagree	Agree	Strongly Not	
I feel a sense of acceptance and belonging at Dickinson	☐	☐	☐	☐	☐
I am satisfied with my campus experience/environment regarding diversity at Dickinson	☐	☐	☐	☐	☐
The faculty here are respectful of different religions	☐	☐	☐	☐	☐
The staff here are respectful of different religions	☐	☐	☐	☐	☐
The students here are respectful of different religions	☐	☐	☐	☐	☐
The faculty here are respectful of people of different races and cultures	☐	☐	☐	☐	☐
The staff here are respectful of people of different races and cultures	☐	☐	☐	☐	☐
The students here are respectful of people of different races and cultures	☐	☐	☐	☐	☐
The faculty here are respectful of people with different political affiliations/views	☐	☐	☐	☐	☐
The staff here are respectful of people with different political affiliations/views	☐	☐	☐	☐	☐
The students here are respectful of people with different political affiliations/views	☐	☐	☐	☐	☐
Students of different racial and ethnic backgrounds participate equally in classroom discussions and learning	☐	☐	☐	☐	☐
People of different sexual orientations are accepted socially here	☐	☐	☐	☐	☐
People of different socioeconomic backgrounds are accepted socially here	☐	☐	☐	☐	☐
People of different races and cultures are accepted socially here	☐	☐	☐	☐	☐
People on campus feel free to express their individual spirituality here	☐	☐	☐	☐	☐
The environment here encourages students to develop an appreciation for diversity	☐	☐	☐	☐	☐

Instructions: In the following section, you will find a set of statements about experiences with diversity that you may have had on your campus. Please select a response to each statement.

Please select the circle that corresponds with the number of times, on average, you have heard a student make an insensitive or disparaging remark about:

*Frequently = 10+ times/year Very often = 6-9 times/year
Occasionally = 3-5 times/year Rarely = 1-2 times/year*

	<i>Frequently</i>	<i>Very often</i>	<i>Occasionally</i>	<i>Rarely</i>	<i>Never</i>
Gay, lesbian or bisexual persons	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of particular socioeconomic backgrounds	☐	☐	☐	☐	☐
Persons of particular religious backgrounds	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons of a particular racial/ethnic background	☐	☐	☐	☐	☐
Persons with particular political affiliations/views	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐
Men	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

Please select the circle that corresponds with the number of times, on average, you have heard a faculty member or teaching assistant make an insensitive or disparaging remark about:

*Frequently = 10+ times/year Very often = 6-9 times/year
Occasionally = 3-5 times/year Rarely = 1-2 times/year*

	<i>Frequently</i>	<i>Very often</i>	<i>Occasionally</i>	<i>Rarely</i>	<i>Never</i>
Gay, lesbian or bisexual persons	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of particular socioeconomic backgrounds	☐	☐	☐	☐	☐
Persons of particular religious backgrounds	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons of a particular racial/ethnic background	☐	☐	☐	☐	☐
Persons with particular political affiliations/views	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐
Men	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

Please select the circle that corresponds with the number of times, on average, you have heard a coach or another Dickinson staff member or administrator make an insensitive or disparaging remark about:

*Frequently = 10+ times/year Very often = 6-9 times/year
Occasionally = 3-5 times/year Rarely = 1-2 times/year*

	<i>Frequently</i>	<i>Very often</i>	<i>Occasionally</i>	<i>Rarely</i>	<i>Never</i>
Gay, lesbian or bisexual persons	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of particular socioeconomic backgrounds	☐	☐	☐	☐	☐
Persons of particular religious backgrounds	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons of a particular racial/ethnic background	☐	☐	☐	☐	☐
Persons with particular political affiliations/views	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐
Men	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

Please select the circle that corresponds with the number of times, on average, you have made an insensitive or disparaging remark about:

*Frequently = 10+ times/year Very often = 6-9 times/year
Occasionally = 3-5 times/year Rarely = 1-2 times/year*

	<i>Frequently</i>	<i>Very often</i>	<i>Occasionally</i>	<i>Rarely</i>	<i>Never</i>
Gay, lesbian or bisexual persons	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of particular socioeconomic backgrounds	☐	☐	☐	☐	☐
Persons of particular religious backgrounds	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons of a particular racial/ethnic background	☐	☐	☐	☐	☐
Persons with particular political affiliations/views	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐
Men	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

Please select the circle that corresponds with the number of times, on average, you have been present at college/university affiliated events where the following would not feel welcome:

*Frequently = 10+ times/year Very often = 6-9 times/year
Occasionally = 3-5 times/year Rarely = 1-2 times/year*

	<i>Frequently</i>	<i>Very often</i>	<i>Occasionally</i>	<i>Rarely</i>	<i>Never</i>
Gay, lesbian or bisexual persons	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of particular socioeconomic backgrounds	☐	☐	☐	☐	☐
Persons of particular religious backgrounds	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons of a particular racial/ethnic background	☐	☐	☐	☐	☐
Persons with particular political affiliations/views	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐
Men	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

Have you ever felt discriminated against or harassed at Dickinson?

- ☐ Yes
- ☐ No

If you answer yes to this, please complete the next set of questions. If you answer no, please skip to the following set of questions. The next set of questions begins with the word "Instructions."

How often have you felt discriminated against or harassed at Dickinson for the following reasons?

*Frequently = 10+ times/year Very often = 6-9 times/year
Occasionally = 3-5 times/year Rarely = 1-2 times/year*

	<i>Frequently</i>	<i>Very often</i>	<i>Occasionally</i>	<i>Rarely</i>	<i>Never</i>
Gay, lesbian or bisexual persons	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of particular socioeconomic backgrounds	☐	☐	☐	☐	☐
Persons of particular religious backgrounds	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons of a particular racial/ethnic background	☐	☐	☐	☐	☐
Persons with particular political affiliations/views	☐	☐	☐	☐	☐
Women	☐	☐	☐	☐	☐
Men	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

I felt discriminated against or harassed at Dickinson in the following forms: (Please select all that apply.)

- ☐ *Actual physical assault or injury*
- ☐ *Anonymous phone calls*
- ☐ *Glances*
- ☐ *Ignoring*
- ☐ *Publications on campus*
- ☐ *Threats of physical violence*
- ☐ *Written comments (including electronic communications such as a website, email, or instant messaging)*
- ☐ *Other*

If you marked "other," please specify.

Where did this discrimination or harassment occur?
(Please select all that apply.)

- ☐ *In a college classroom*
- ☐ *In a college office*
- ☐ *In campus housing*
- ☐ *While working at a college job*
- ☐ *Via the internet (e.g., website, email, instant messaging, etc.)*
- ☐ *Other locations on campus*
- ☐ *Off campus location*

If you marked “other” or “off campus,” please specify.

To which group did the person who was the source of the discrimination or harassment belong?

(Please select all that apply.)

- ☐ *Administration*
- ☐ *Faculty*
- ☐ *Neighbors in the areas near campus*
- ☐ *Residence assistants*
- ☐ *Security or campus police*
- ☐ *Staff*
- ☐ *Students at your college/university*
- ☐ *Teaching assistants*
- ☐ *Visitors to campus*
- ☐ *Others*

If you marked “others,” please specify.

Instructions: For the questions in this section, you will be asked to rate a particular set of statements about diversity according to your experience, beliefs, or attitudes. Answer as openly as possible. Read each item carefully and use the rating scales specified for each of them.

Generally speaking, how much contact would you say that you had with people of the following backgrounds prior to coming to Dickinson?

	<i>Very frequent contact</i>	<i>Frequent contact</i>	<i>Moderate contact</i>	<i>Little contact</i>	<i>No contact</i>
African Americans/Blacks	☐	☐	☐	☐	☐
American Indians/Alaskans/Aleuts	☐	☐	☐	☐	☐
Asians/Pacific Islanders	☐	☐	☐	☐	☐
Chicanos/Latinos/Hispanics	☐	☐	☐	☐	☐
Whites/Caucasians	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐
Persons of economic backgrounds other than your own	☐	☐	☐	☐	☐
Persons of religious backgrounds other than your own	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons from other countries	☐	☐	☐	☐	☐
Persons with political affiliations/views other than your own	☐	☐	☐	☐	☐
GLBT persons	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

Generally speaking, how much contact would you say that you had with people of the following backgrounds while at Dickinson?

	<i>Very frequent contact</i>	<i>Frequent contact</i>	<i>Moderate contact</i>	<i>Little contact</i>	<i>No contact</i>
African Americans/Blacks	☐	☐	☐	☐	☐
American Indians/Alaskans/Aleuts	☐	☐	☐	☐	☐
Asians/Pacific Islanders	☐	☐	☐	☐	☐
Chicanos/Latinos/Hispanics	☐	☐	☐	☐	☐
Whites/Caucasians	☐	☐	☐	☐	☐
Non-native English speaking persons	☐	☐	☐	☐	☐

	<i>Very frequent contact</i>	<i>Frequent contact</i>	<i>Moderate contact</i>	<i>Little contact</i>	<i>No contact</i>
Persons of economic backgrounds other than your own	☐	☐	☐	☐	☐
Persons of religious backgrounds other than your own	☐	☐	☐	☐	☐
Persons with a disability	☐	☐	☐	☐	☐
Persons from other countries	☐	☐	☐	☐	☐
Persons with political affiliations/views other than your own	☐	☐	☐	☐	☐
GLBT Persons	☐	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐	☐

How comfortable would you be being close friends with the following persons?

	<i>Not comfortable</i>	<i>Somewhat comfortable</i>	<i>Comfortable</i>	<i>Very comfortable</i>
African Americans/Black	☐	☐	☐	☐
American Indian/Alaskan/Aleut	☐	☐	☐	☐
Asian/Pacific Islander	☐	☐	☐	☐
Chicano/Latino/Hispanic	☐	☐	☐	☐
Middle Easterner	☐	☐	☐	☐
White/Caucasian	☐	☐	☐	☐
A heterosexual man	☐	☐	☐	☐
A heterosexual woman	☐	☐	☐	☐
A person with a disability	☐	☐	☐	☐
A person of a socioeconomic background other than your own	☐	☐	☐	☐
A person of religious backgrounds other than your own	☐	☐	☐	☐
A person with political affiliations/views other than your own	☐	☐	☐	☐
An individual with HIV or AIDS	☐	☐	☐	☐
An international person	☐	☐	☐	☐
An openly gay or bisexual man	☐	☐	☐	☐
An openly lesbian or bisexual woman	☐	☐	☐	☐
GLBT Persons	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐

How comfortable would you be working with one of the following persons?

	<i>Not comfortable</i>	<i>Somewhat comfortable</i>	<i>Comfortable</i>	<i>Very comfortable</i>
African Americans/Black	☐	☐	☐	☐
American Indian/Alaskan/Aleut	☐	☐	☐	☐
Asian/Pacific Islander	☐	☐	☐	☐

	<i>Not comfortable</i>	<i>Somewhat comfortable</i>	<i>Comfortable</i>	<i>Very comfortable</i>
Chicano/Latino/Hispanic	☐	☐	☐	☐
Middle Easterner	☐	☐	☐	☐
White/Caucasian	☐	☐	☐	☐
A heterosexual man	☐	☐	☐	☐
A heterosexual woman	☐	☐	☐	☐
A person with a disability	☐	☐	☐	☐
A person of a socioeconomic background other than your own	☐	☐	☐	☐
A person of religious backgrounds other than your own	☐	☐	☐	☐
A person with political affiliations/views other than your own	☐	☐	☐	☐
An individual with HIV or AIDS	☐	☐	☐	☐
An international person	☐	☐	☐	☐
An openly gay or bisexual man	☐	☐	☐	☐
An openly lesbian or bisexual woman	☐	☐	☐	☐
GLBT Persons	☐	☐	☐	☐
Persons with non-traditional gender identities	☐	☐	☐	☐

This college adequately addresses issues on campus related to:

	<i>Strongly disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly agree</i>	<i>Not sure/Don't know</i>
Age or ageism	☐	☐	☐	☐	☐
Disability or ableism	☐	☐	☐	☐	☐
Race or racism	☐	☐	☐	☐	☐
Religious beliefs or harassment	☐	☐	☐	☐	☐
Political affiliations/views	☐	☐	☐	☐	☐
Sex/gender or sexism	☐	☐	☐	☐	☐
Sexual orientation or homophobia	☐	☐	☐	☐	☐
Socioeconomic class or classism	☐	☐	☐	☐	☐
Language barriers (e.g., accent, vocabulary, etc.)	☐	☐	☐	☐	☐

Please indicate your level of agreement with the following statements about diversity on campus:

	<i>Strongly disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly agree</i>	<i>Not sure/Don't know</i>
Dickinson has visible leadership from the president and other administrators to foster respect for diversity on campus	☐	☐	☐	☐	☐

	<i>Strongly disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly agree</i>	<i>Not sure/Don't know</i>
Dickinson has visible leadership from the president and other administrators to foster accessibility for persons with a disability	☐	☐	☐	☐	☐
I feel awkward around campus community members who are from groups I've not encountered before	☐	☐	☐	☐	☐
The curriculum at Dickinson adequately represents the contributions of a variety of groups of people	☐	☐	☐	☐	☐
The climate in the work environment is accepting of who I am	☐	☐	☐	☐	☐
I feel I need to hide some characteristics of my religion to fit in here	☐	☐	☐	☐	☐
I feel I need to represent my religion in the workplace	☐	☐	☐	☐	☐
I feel I need to hide my political affiliation/views	☐	☐	☐	☐	☐
The college creates a workplace that is conducive to free and open expression of opinions and beliefs	☐	☐	☐	☐	☐
My views about sexual orientation are strongly influenced by my religion	☐	☐	☐	☐	☐

Please indicate how likely you are to do the following:

	<i>Very unlikely</i>	<i>Somewhat unlikely</i>	<i>Somewhat likely</i>	<i>Very likely</i>	<i>Not sure/Don't know</i>
Challenge others on racial/ethnic/sexually derogatory comments	☐	☐	☐	☐	☐
Feel disapproval for a display of public affection by a gay or lesbian couple	☐	☐	☐	☐	☐
Feel disapproval for a display of public affection by a heterosexual couple	☐	☐	☐	☐	☐
Get to know people from different cultures and groups as individuals	☐	☐	☐	☐	☐
Refuse to participate in comments or jokes that are derogatory to any group or culture or sex	☐	☐	☐	☐	☐
Repeat a derogatory comment or joke about a religion other than your own	☐	☐	☐	☐	☐
Repeat a derogatory comment or joke about gays, lesbians or bisexuals	☐	☐	☐	☐	☐
Repeat a derogatory comment or joke about people with political affiliations/views other than your own	☐	☐	☐	☐	☐
Take action to have offensive graffiti removed	☐	☐	☐	☐	☐

	Very unlikely	Somew hat unlikely	Somew hat likely	Very likely	Not sure/Don't know
Refuse to forward e-mail messages with comments or jokes that are derogatory to any group or culture or sex	☐	☐	☐	☐	☐
Make an effort to get to know someone different from me	☐	☐	☐	☐	☐

Please indicate the primary racial/ethnic group with which you identify:

- ☐ African American/Black
- ☐ American Indian/Alaskan Native/Aleut
- ☐ Asian/Pacific Islander
- ☐ Chicano/Latino/Hispanic
- ☐ Middle Eastern
- ☐ White/Caucasian
- ☐ Other

If you marked "other," please specify.

As a person of color, please answer the following:

	Yes	No
I have feared for my physical safety on this campus because of my race/ethnicity	☐	☐
I have had someone assume that I was admitted/employed at this campus solely because I am a person of color	☐	☐
I have been a victim of a hate crime on this campus because of my race	☐	☐
I have received adequate support from this campus as a person of color	☐	☐

As a person of color, please indicate whether or not you have experienced the following situations in classrooms, meetings or offices on this campus:

	Yes	No
I have felt isolated or left out when work was required in groups	☐	☐
I have felt that I am expected to present a viewpoint that must always be different from the majority	☐	☐
I have felt that I am expected to speak on behalf of all members of my race or ethnicity	☐	☐
I have felt singled out as the "resident authority" for my particular group when issues of race or ethnicity arose	☐	☐

What is your sexual orientation?

- ☐ *Gay*
- ☐ *Lesbian*
- ☐ *Bisexual*
- ☐ *Heterosexual*
- ☐ *Other*

If you marked “other,” please specify.

As someone who does not identify as a heterosexual, please answer the following:

	Yes	No
I feel the need to hide my sexual orientation to be able to fit in on this campus	☐	☐
I have avoided disclosing my sexual orientation on this campus due to a fear of negative consequences or discrimination	☐	☐
I have discussed my sexual orientation with a close friend on this campus	☐	☐
I have discussed my sexual orientation with a faculty member, staff, or administrator on this campus	☐	☐
I have feared for my physical safety on this campus because of my sexual orientation	☐	☐
I have been a victim of a hate crime on this campus because of my sexual orientation	☐	☐
I have received adequate support from this campus as a person who does not identify as a heterosexual	☐	☐
I have served as an alli to GLBT persons on campus.	☐	☐

Based on your sex (male or female), please respond to the following:

	Yes	No
I have feared for my physical safety on campus	☐	☐
I have felt respected by my peers of the opposite sex	☐	☐
I have felt respected by the faculty	☐	☐
I have felt respected by the administrators	☐	☐

What disability do you currently have? Please mark "No disabilities" if you do not currently have a disability

- ☐ *No disabilities*
- ☐ *Asperger's Syndrome*
- ☐ *Attention Deficit/Hyperactivity Disorder (AD/HD)*
- ☐ *Coordination impairment*
- ☐ *Hearing impairment*
- ☐ *Learning disability*
- ☐ *Mobility impairment*
- ☐ *Psychiatric/Psychological disorder*
- ☐ *Speech impairment*
- ☐ *Visual impairment*
- ☐ *Other*

If you marked "other," please specify.

If you indicated that you have a learning disability, which learning disability do you have? (You may select more than one.) Otherwise, skip this question.

- ☐ *Reading Disorder*
- ☐ *Mathematics Disorder*
- ☐ *Disorder of Written Expression*
- ☐ *Learning Disorder - not otherwise specified*
- ☐ *Don't know*
- ☐ *Other*

If you marked "other," please specify.

If you indicated above that you are a person with a disability, please answer the following:

Otherwise, skip this question.

	Yes	No
I have avoided disclosing a disability to an instructor or college/university employee due to fear of negative consequences or discrimination	☐	☐
I have been in a class or office on this campus where an instructor or college/university employee has refused to make accommodations for my disability	☐	☐
I have feared for my physical safety on this campus because of my disability	☐	☐
I have been a victim of a hate crime on this campus because of my disability	☐	☐
I have received adequate support from this campus as a person with a disability	☐	☐

If you indicated above that you are a person with a disability, please rate the accessibility of the campus for you as a person with a disability in the areas specified below. Otherwise, skip this question.

	<i>Not accessible</i>	<i>Not very accessible</i>	<i>Accessible</i>	<i>Very accessible</i>	<i>Does not apply</i>
Information in alternate formats (e.g., audio)	☐	☐	☐	☐	☐
Classrooms	☐	☐	☐	☐	☐
Academic buildings and offices	☐	☐	☐	☐	☐
Restrooms	☐	☐	☐	☐	☐
Campus transportation	☐	☐	☐	☐	☐
Grounds (e.g., snow removal)	☐	☐	☐	☐	☐
Parking	☐	☐	☐	☐	☐
Library	☐	☐	☐	☐	☐
Athletics facilities	☐	☐	☐	☐	☐
Recreational sports facilities	☐	☐	☐	☐	☐
Dining facilities	☐	☐	☐	☐	☐

For all completing this survey, please indicate your awareness of the following at Dickinson:

	<i>Aware</i>	<i>Not aware</i>
Formal office or personnel devoted to addressing the needs of diverse persons and/or diversity issues on campus	☐	☐

	<i>Very dissatisfied</i>	<i>dissatisfied</i>	<i>Satisfied</i>	<i>Very Satisfied</i>
Please indicate your satisfaction with formal office or personnel devoted to addressing the needs of diverse persons and/or diversity issues on campus	☐	☐	☐	☐

	<i>Aware</i>	<i>Not aware</i>
Programs to increase awareness of diversity	☐	☐

	<i>Very dissatisfied</i>	<i>dissatisfied</i>	<i>Satisfied</i>	<i>Very Satisfied</i>
Please indicate your satisfaction with programs to increase awareness of diversity	☐	☐	☐	☐

Programs to increase respect for diverse cultures		Aware ☐		Not aware ☐	
Please indicate your satisfaction with programs to increase respect for diverse cultures		Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Programs to further gender equality		Aware ☐		Not aware ☐	
Please indicate your satisfaction with programs to further gender equality		Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Opportunities for me to relate and interact with diverse persons on campus		Aware ☐		Not aware ☐	
Please indicate your satisfaction with opportunities for me to relate and interact with diverse persons on campus		Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Services addressing the needs of individuals of diverse religions		Aware ☐		Not aware ☐	
Please indicate your satisfaction with services addressing the needs of individuals of diverse religions		Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Services addressing the needs of persons with disabilities		Aware ☐		Not aware ☐	
Please indicate your satisfaction with services addressing the needs of persons with disabilities		Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐

Services addressing the needs of international individuals	Aware ☐	Not aware ☐
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	Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Please indicate your satisfaction with services addressing the needs of international individuals				

Services addressing the needs of gay, lesbians, bisexual individuals	Aware ☐	Not aware ☐
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	Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Please indicate your satisfaction with services addressing the needs of gay, lesbians, bisexual individuals				

Services addressing the needs of individuals of diverse races and cultures	Aware ☐	Not aware ☐
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	Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Please indicate your satisfaction with services addressing the needs of individuals of diverse races and cultures				

Services addressing the needs of working-class students	Aware ☐	Not aware ☐
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	Very dissatisfied ☐	dissatisfied ☐	Satisfied ☐	Very Satisfied ☐
Please indicate your satisfaction with services addressing the needs of working-class students				

Staff:

	<i>Strongly agree</i>				<i>Strongly disagree</i>
The work I do does not lend itself to including diversity materials.	☐	☐	☐	☐	☐
I need more education and resources regarding minority groups and diversity in order to be more effective in my work	☐	☐	☐	☐	☐
I am unsure how to best incorporate diversity issues into my work.	☐	☐	☐	☐	☐
The college's practices and policies have changed to reflect the increasing diversity of the student body.	☐	☐	☐	☐	☐
I believe my immediate supervisor welcomes differences and value diversity	☐	☐	☐	☐	☐
I believe my colleagues welcome differences and value diversity	☐	☐	☐	☐	☐
I feel comfortable challenging discriminatory behaviors/ideas without fear of getting in trouble.	☐	☐	☐	☐	☐

Thank you for your participation!

Please send your completed survey through campus mail to:

**Michael Johnson
Office of Intuitional Research
Old West Hall**

By completing this survey, you are eligible to enter a random prize drawing. Prizes include gift certificates to local Carlisle restaurants. To enter, include a sheet of paper with your name and the words “drawing entry” in the envelope with your survey.

Please note that the prize drawing is in no way connected to your confidential survey responses.