

Spring 2016 Diversity Survey

Introduction

This survey is focused on several dimensions that could cause groups or individuals to be systematically excluded from full participation in the university. This survey is going out to all students, staff, and faculty. We are asking you to complete this survey based on your experiences as a [student//staff member//faculty member].

We are focused on campus climate: the atmosphere of an organization as perceived by its members that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.

We understand that there are many different ways of defining several words in the survey, including racism, sexism and so on. While we do not assume a particular definition of most of these words, for purposes of this survey, some key terms should be understood as defined below:

SEXUAL ORIENTATION is the inclination or capacity to develop romantic and sexual relationships with people of the same gender (e.g., lesbian, gay), a different gender (heterosexual), or any gender (e.g., bisexual, omnisexual).

GENDER IDENTITY is the psychological sense of one's gender (for example male, female, intersex, genderqueer, transgender).

GENDER EXPRESSION is the ways in which one expresses one's gender identity in terms of behavior, appearance, speech, and movement.

PEER is a fellow student, staff, or faculty member who does not supervise you for employment or course grading purpose.

Perceptions of Campus Climate

Q-OVERALL-CLIMATE

Based on your experiences and observations, please rate the OVERALL CAMPUS CLIMATE for [students//faculty//staff] using the following dimensions:

Discriminatory	1	2	3	4	5	Non-Discriminatory
Sexist	1	2	3	4	5	Non-sexist
Racist	1	2	3	4	5	Non-racist
Homophobic	1	2	3	4	5	Non-homophobic
Religiously intolerant	1	2	3	4	5	Religiously accepting
Intolerant of disability accommodation	1	2	3	4	5	Tolerant of disability accommodation

Q-LOCAL-CLIMATE

Based on your experiences and observations, please rate the climate IN [THE CLASSROOM//YOUR DEPARTMENT] for [students//faculty//staff] using the following dimensions:

Discriminatory	1	2	3	4	5	Non-Discriminatory
Sexist	1	2	3	4	5	Non-sexist
Racist	1	2	3	4	5	Non-racist
Homophobic	1	2	3	4	5	Non-homophobic
Religiously intolerant	1	2	3	4	5	Religiously accepting
Intolerant of disability accommodation	1	2	3	4	5	Tolerant of disability accommodation

Q-CLIMATE-DETAILS

Indicate how strongly you agree or disagree with each of the following statements (strongly disagree, disagree, disagree somewhat, agree somewhat, agree, strongly agree, no answer):

- I feel that I belong at this university
- I feel welcomed at this university
- I feel valued at this university
- This university values students'//staffs' opinions
- Attending//working at a diverse university is important to me

Thinking about racial and ethnic discrimination:

- Racial and ethnic discrimination or harassment at this university are rare and isolated situations
- It is important for this university of have courses that explore racial and ethnic issues
- It is important for this university's leaders to talk about racial and ethnic issues to help work through or solve the problems
- Racism at this university may have been a problem in the past, but it is not an important problem today
- This university should recognize and celebrate racial and ethnic diversity

Thinking about sexual orientation discrimination:

- Sexual orientation discrimination or harassment at this university are rare and isolated situations
- It is important for this university of have courses that explore sexual orientation issues
- It is important for this university's leaders to talk about sexual orientation issues to help work through or solve the problems
- Sexism at this university may have been a problem in the past, but it is not an important problem today
- This university should recognize and celebrate sexual orientation diversity

Thinking about issues of gender identity, gender expression, and transgender discrimination:

- Transgender discrimination or harassment at this university are rare and isolated situations
- It is important for this university of have courses that explore gender identity and gender expression issues
- It is important for this university's leaders to talk about transgender issues to help work through or solve the problems
- Transgender discrimination at this university may have been a problem in the past, but it is not an important problem today
- This university should recognize and celebrate gender identity diversity

[STUDENTS ONLY:]

Q-CLIMATE-IN-CLASSROOM

Please think about the classroom/learning environment when thinking about the following questions and indicate your level of agreement with the following statements (strongly disagree, disagree, disagree somewhat, agree somewhat, agree, strongly agree, no answer):

- I feel valued by faculty.
- I feel valued by other students.
- I think faculty are genuinely concerned about my welfare.
- I feel comfortable expressing my views regarding religion.
- I feel comfortable expressing my views regarding race/ethnicity.
- I feel comfortable expressing my views regarding sexual orientation.
- I feel comfortable expressing my views regarding gender identity expression.
- I have faculty who I perceive as role models.
- I have opportunities for academic success that are similar to those of my classmates.
- Students of my sexual orientation are respected at this university
- Students of my religious identity are respected at this university
- Students of my racial/ethnic group are respected at this university
- Students of my gender identity expression are respected at this university
- Students of my socioeconomic status are respected at this university

[FACULTY AND STAFF ONLY:]

Q-CLIMATE-IN-JOB

Please indicate your level of agreement with the following statements (strongly disagree, disagree, disagree somewhat, agree somewhat, agree, strongly agree, no answer):

- I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or promotion decision.
- I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition.
- Even though I work hard and achieve success, I do not have the same opportunities as others in my position.
- My colleagues include me in opportunities that will help my career as much as they do others in my position.
- My diversity-related research/teaching/service contributions have been/will be valued for promotion or tenure.
- Tenure/promotion standards are applied equally.
- I receive adequate mentoring support on tenure/promotion.
- I am supported when seeking information about my career development.
- My supervisor treats me with respect and dignity.
- My work is respected by my peers.
- I have access to supportive social networks within my department.
- I believe that I would be nominated for leadership roles.

Campus Experiences

Q-EXPERIENCES-ON-CAMPUS

Thinking about your experiences at this university, have you done any of the following within the past 2 years (yes/no):

Avoided disclosing or concealed my support for _____ due to fear of intimidation from a peer?

- Transgender, and/or intersex rights
- Gay, lesbian, bisexual rights
- Racial/ethnic minority rights
- Particular religious groups
- Particular political viewpoints
- Campus accessibility/disability issues
- Other (please specify) _____

Avoided disclosing or concealed my support for _____ due to fear of intimidation from an instructor or professor//supervisor.

- Transgender, and/or intersex rights
- Gay, lesbian, bisexual rights
- Racial/ethnic minority rights
- Particular religious groups
- Particular political viewpoints
- Campus accessibility/disability issues
- Other (please specify) _____

Avoided disclosing or concealed my _____ to a peer due to fear of negative consequences, harassment, or discrimination.

- Sexual orientation
- Gender identity
- Racial/ethnic identity
- Religious identity
- Political viewpoint
- Physical disability
- Mental health history
- Socioeconomic status
- Other (please specify) _____

Avoided disclosing or concealed my _____ to an instructor or professor//supervisor due to fear of negative consequences, harassment, or discrimination.

- Sexual orientation
- Gender identity
- Racial/ethnic identity Does this one make sense
- Religious identity

- Political viewpoint
- Physical disability
- Mental health history
- Socioeconomic status
- Other (please specify) _____

Refrained from disclosing my _____ to a campus health practitioner due to fear of harassment or intimidation?

- Sexual orientation
- Gender identity
- Religious identity
- Disability status
- Socioeconomic status
- Other (please specify) _____

[Note: for the following items, four yes/no responses are requested, for each of the following dimensions: because of your sexual orientation (actual or as perceived by others); because of your gender expression; because of your race/ethnicity; because of your religious identity]

Q-WITNESS-HARASSMENT

Within the past 2 years, have you WITNESSED any of the following happen because of the person's race/ethnicity, sexual orientation, gender identity expression, religious identity, disability status, or political views?

- Denied a promotion (faculty/staff)
- Denied any human resource services (faculty/staff)
- Graded unfairly by an instructor/professor (students)
- Denied any student services (students)
- Received an unfair performance evaluation
- Unfairly/unjustly stopped by UChicago police
- Unfairly/unjustly stopped by City/State police, on or near campus
- Denied physical/mental health services
- Derogatory remarks or gestures
- Derogatory graffiti
- Threats to expose their sexual orientation/gender identity
- Pressure to be silent about their sexual orientation/gender identity
- Unfair comments in the classroom//workplace
- Discrimination
- Other (please specify) _____

Q-WITNESSED-HARASSMENT-ONLINE

Have you WITNESSED any of the following forms of online harassment (e-mail, text message, social media posts) within the past 2 years?

- Someone being embarrassed/humiliated online by a member of the UChicago community

- Someone being bullied online by a member of the UChicago community
- Someone being threatened online by a member of the UChicago community

Q-WITNESS-PHYSICAL-HARASSMENT

What about physical harassment, have you WITNESSED any of the following forms of harassment within the past 2 years?

- Threats of physical violence
- Actual physical violence
- Property damage

[Ask only if “yes” was marked for any of the “witnessing harassment” items:]

Q-WITNESS-HARASSMENT-FEELINGS

How did you feel after WITNESSING harassment (Mark all that apply)

- I did not care/it did not bother me
- I felt embarrassed
- I felt somehow responsible
- I ignored it
- I felt afraid
- I felt angry
- I felt depressed
- I felt like retaliating
- I had trouble focusing on school work//work tasks
- I felt like getting away from campus
- Other (please specify) _____

Q-WITNESS-HARASSMENT-REACTIONS

What were your reactions to WITNESSING harassment (Mark all that apply)

- I didn't know what to do
- I did report and the situation was taken seriously
- I did report it but it but I did not feel the complaint was taken seriously
- I didn't report it for fear that my complaint would not be taken seriously
- I am used to it, so I did nothing
- I left the situation immediately
- I confronted the harasser immediately
- I confronted the harasser later
- I avoided the harasser
- I didn't know who to go to
- I told a friend
- I told a family member
- I told someone in HR/union representative
- I told my TA/grad assistant/ preceptor
- I told the Student Ombudsperson

- I told my resident master
- I told my resident head
- I contacted UChicago police
- I contacted a local law enforcement official, NOT UChicago police
- Other (please specify) _____

[Ask only if “yes” was marked for any of the physical harassment items:]

Q-WITNESS-HARASSMENT-SOURCE

Who was the source of the harassment (Mark all that apply)

- Student
- Faculty
- Staff member
- Teaching assistant (TA)
- UChicago police
- City of Chicago police
- Supervisor
- Housing staff
- HR facilitator
- Community member
- Don’t know (unidentified individual)
- Other (please specify) _____
- Prefer not to answer

Q-WITNESS-HARASSMENT-SUPPORT

Please tell us about any support that you received after WITNESSING harassment? This could be support from family and friends, on or off campus services, spiritual advisor, etc.

[Note: for the following items, four yes/no responses are requested, for each of the following dimensions: because of your sexual orientation (actual or as perceived by others); because of your gender expression; because of your race/ethnicity; because of your Religious identity]

Q-EXPERIENCED-HARASSMENT

Within the past 2 years, have you EXPERIENCED any of the following because of your race/ethnicity, sexual orientation, gender identity expression, religious identity, **disability status**, or political views

- Denied a promotion (faculty/staff)
- Denied any human resource services (faculty/staff)
- Graded unfairly by an instructor/professor (students)
- Denied any student services (students)
- Received an unfair performance evaluation
- Unfairly/unjustly stopped by UChicago police
- Unfairly/unjustly stopped by City/State police, on or near campus

- Denied physical/mental health services
- Derogatory remarks or gestures
- Derogatory graffiti
- Threats to expose your sexual orientation/gender identity
- Pressure to be silent about your sexual orientation/gender identity
- Unfair comments in the classroom//workplace
- Discrimination
- Other (please specify) _____

Q-EXPERIENCED-HARASSMENT-ONLINE

Have you EXPERIENCED any of the following forms of online harassment (e-mail, text message, social media posts) within the past 2 years?

- I have been embarrassed/humiliated online by a member of the UChicago community
- I have been bullied online by a member of the UChicago community
- I have been threatened online by a member of the UChicago community

Q-EXPERIENCED-HARASSMENT-PHYSICAL

Have you EXPERIENCED any of the following forms of harassment within the past 2 years?

- Threats of physical violence
- Actual physical violence
- Property damage

[Ask only if “yes” was marked for any of the “experiencing harassment” items:]

Q-EXPERIENCED-HARASSMENT-FEELINGS

How did you feel after EXPERIENCING harassment (Mark all that apply)

- I did not care/it did not bother me
- I felt embarrassed
- I felt somehow responsible
- I ignored it
- I felt afraid
- I felt angry
- I felt depressed
- I felt like retaliating
- I had trouble focusing on school work//work tasks
- I felt like getting away from campus
- I am used to it, so I did nothing
- Other (please specify) _____

Q-EXPERIENCED-HARASSMENT-REACTIONS

What were your reactions to EXPERIENCING harassment (Mark all that apply)

- I didn't know what to do

- I did report and the situation was taken seriously
- I did report it but it but I did not feel the complaint was taken seriously
- I didn't report it for fear that my complaint would not be taken seriously
- I left the situation immediately
- I confronted the harasser immediately
- I confronted the harasser later
- I avoided the harasser
- I didn't know who to go to
- I told a friend
- I told a family member
- I told someone in HR/union representative
- I told my TA/grad assistant/ preceptor
- I told the Student Ombudsperson
- I told my resident master
- I told my resident head
- I contacted UChicago police
- I contacted a local law enforcement official, NOT UChicago police
- Other (please specify) _____

[Ask only if "yes" was marked for any of the physical harassment items:]

Q-EXPERIENCED-HARASSMENT-SOURCE

Who was the source of the harassment (Mark all that apply)

- Student
- Faculty
- Staff member
- Teaching assistant (TA)
- UChicago police
- City of Chicago police
- Supervisor
- Housing staff
- HR facilitator
- Community member
- Don't know (unidentified individual)
- Other (please specify) _____
- Prefer not to answer
-

Q-EXPERIENCED-HARASSMENT-SUPPORT

Please tell us about any support that you received after EXPERIENCING harassment? This could be support from family and friends, on or off campus services, spiritual advisor, etc.

[FACULTY/STAFF ONLY:]

Q-OBSERVED-UNFAIR-EMPLOYMENT

Please indicate whether you have observed any of the following within the past 2 years (yes/no):

- I have observed hiring practices that I perceive to be unfair and unjust or would inhibit diversifying the university. (e.g., hiring supervisor bias, search committee bias, lack of effort in diversifying recruiting pool)
- I have observed employment-related discipline or action up to and including dismissal/termination that I perceive to be unfair and unjust or would inhibit diversifying the university.
- I have observed promotion/tenure/reappointment/reclassification practices that I perceive to be unfair or unjust.

[All survey participants:]

Q-EFFECT-OF-HARASSMENT

Have you ever thought about doing any of the following because of your experiences of discrimination/harassment at this university (yes/no):

- Transferring to another school //applying for a position at another university
- Dropping out of college //quitting your position
- NOT recommending UChicago to a prospective student//faculty member //staff member
- Taking a leave of absence

Do you know of anyone who has done any of the following because of their experiences of discrimination/harassment at this university (yes/no):

- Transferring to another school //applying for a position at another university
- Dropping out of college //quitting your position
- NOT recommending UChicago to a prospective student//faculty member //staff member
- Taking a leave of absence

Campus responsiveness to the needs and concerns of those with experiences of marginalization

For the following items, choose the response that most closely describes your perceptions.

Q-UNIVERSITY-RESPONSIVENESS

How well has the university responded when issues of bias/harassment related to the following factors are reported (totally ineffective; mostly ineffective; mostly effective; totally effective; no answer):

- Sexual orientation
- Gender identity and expression
- Race/ethnicity
- Religious identity
- Disability status/campus accessibility
- Particular political view points
- Socioeconomic status

- Conduct of student organizations
- Conduct of UChicago police

Q-KNOW-HOW-TO-REPORT

I know how to officially report any racist, sexist, homophobic, intolerance of disability, religiously insensitive, or other offensive behaviors and statements (strongly disagree, disagree, disagree somewhat, agree somewhat, agree, strongly agree; no answer)

Q-CAMPUS-RESOURCES

Please describe your POSITIVE experiences with any campus resources that you have accessed related to the issues discussed in this survey.

Q-CAMPUS-RESOURCES

Please describe your NEGATIVE experiences with any campus resources that you have accessed related to the issues discussed in this survey.

Q-CAMPUS-RESOURCES-ADDITIONAL

What additional resources and polices should be created to improve the campus climate for all persons?

Q-CAMPUS-ADDITIONAL

Do you have any additional comments about discrimination and harassment at this university?

Demographics

Q-DEMO-GENDER

What is your gender identity (select all that apply)

- Female
- Male
- Intersex
- Transgender
- Genderqueer
- Self-Identify (please specify)_____
- Prefer not to answer

Q-DEMO-SEXUAL-ORIENTATION

What is your sexual orientation (select all that apply)?

- Bisexual
- Fluid
- Gay
- Heterosexual
- Lesbian
- Queer
- Questioning
- Self-Identify (please specify)_____
- Prefer not to answer

Q-DEMO-RELIGION

What is your religious identity (select all that apply)?

- Agnostic
- Atheist
- Baha'i
- Buddhist
- Christian
- Confucianism
- Daoism
- Hindu
- Jewish
- Muslim
- Native American religion
- Nonreligious/Secular
- Unitarian Universalist
- Sikh
- Scientology
- Humanist

- Wiccan/Pagan/Druid
- Spiritual but not associated with a major religion
- Self-Identify (please specify)_____
- Prefer not to answer

Q-DEMO-RELIGION-DETAIL

Within your selection of [religion], is there a specific branch with which you identify (e.g., Orthodox)?

Q-DEMO-RACE-ETHNICITY

What is your race and/or ethnicity (select all that apply)?

- American Indian or Alaska Native
(E.g., Navajo Nation, Blackfeet Tribe, or Inupiat Traditional Govt., etc.)
- Asian
(E.g., Chinese, Japanese, Filipino, Korean, South Asian, Vietnamese, etc.)
- Black or African-American
(E.g., Jamaican, Nigerian, Haitian, Ethiopian, etc.)
- Hispanic or Latino
(E.g., Puerto Rican, Mexican, Cuban, Salvadoran, Colombian, etc.)
- Middle Eastern or North African
(E.g., Lebanese, Iranian, Egyptian, Syrian, Moroccan, etc.)
- Native Hawaiian or other Pacific Islander
(E.g., Samoan, Guamanian, Chamorro, Tongan, etc.)
- White
(E.g., German, Irish, English, Italian, Polish, French, etc.)
- Some other race, ethnicity, or origin (please specify)_____
- Prefer not to answer

[STUDENTS ONLY:]

Q-DEMO-STUDENT STATUS

Are you an international student? Yes/No/Prefer not to answer

[ALL SURVEY RESPONDENTS:]

Q-DEMO-LANGUAGE

Is English your primary or secondary language? (English only, English was my first language, English was not my first language, Bilingual since birth, Prefer not to answer)

Q-DEMO-DISABILITY

Do you have a disability (select all that apply)?

- Autism /autism spectrum
- Emotional/psychological disturbance
- Hearing impairment

- Orthopedic impairment
- Specific learning disability
- Speech or language impairment
- Traumatic brain injury
- Visual impairment
- Other (please specify) _____
- Prefer not to answer

Q-DEMO-RESIDENCE

Which best describes where you live?

- Residence hall
- Other campus housing
- Off campus, within walking distance
- Off campus, within 15 minute drive
- Off campus, within 16-30 minute drive
- More than 30 minute drive
- Prefer not to answer

[FACULTY AND STAFF ONLY:]

What is your highest level of education?

- No high school diploma
- High school diploma or equivalent
- Associates degree
- Bachelor's degree
- Master's
- Professional degree (e.g. MBA, J.D., M.D.)
- Ph.D.
- Prefer not to answer

[STUDENTS ONLY:]

We would like to know your family's education history: please tell us about your parents in either order.

Q-DEMO-PARENT1

Parent 1 is my:

- Mother
- Father
- Other _____

Q-DEMO-PARENT1-EDUCATION

Parent 1 highest level of education:

- No high school diploma
- High school diploma or equivalent

- Associates degree
- Bachelor's degree
- Master's
- Professional degree (e.g. MBA, J.D., M.D.)
- Ph.D.
- Don't know
- Prefer not to answer

Q-DEMO-PARENT2

Parent 2 is my:

- Mother
- Father
- Other _____
- Not applicable

Q-DEMO-PARENT2-EDUCATION

Parent 2 highest level of education:

- No high school diploma
- High school diploma or equivalent
- Associates degree
- Bachelor's degree
- Master's
- Professional degree (e.g. MBA, J.D., M.D.)
- Ph.D.
- Don't know
- Prefer not to answer

[ALL SURVEY RESPONDENTS:]

Q-DEMO-FAMILY-INCOME

Please estimate your family income:

- Under \$50,000
- \$50,000 to \$100,000
- \$100,001 to \$200,000
- Over \$200,000
- Prefer not to answer

[STUDENTS ONLY:]

Q-DEMO-YEAR-OF-PROGRAM

What is the current year of your program?

- First
- Second

- Third
- Fourth
- Fifth or above
- Other
- Prefer not to answer

[FACULTY/STAFF:]

Q-DEMO-YEARS-WORKED

How many years have you worked at UChicago?

- less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16+ years
- Prefer not to answer

[ALL SURVEY RESPONDENTS:]

Q-DEMO-AGE

What is your age?

- 18-20
- 21-23
- 24-35
- 36-50
- 51-65
- 66 and over
- Prefer not to answer

[FACULTY/STAFF:]

Q-DEMO-DEPARTMENT

With which department/division/office are you primarily affiliated?

[STUDENTS:]

Q-DEMO-MAJOR

What is your major/degree program?

Q-DEMO-SCHOLARSHIP

Were you admitted on a specific scholarship or fellowship?

[ALL SURVEY RESPONDENTS:]

Q-INCLUDE-IN-DRAWING

You have completed the survey. Please indicate below whether you would like to be included in the drawing for one of fifty \$100 cash cards. If you select "yes", your ID will be stored in a list in order to perform the drawing. This list will contain only IDs, and will not be connected with the de-identified survey responses in the dataset for analysis. After the winners of the cash cards have been determined, we will destroy the list of IDs.

When you select your preference and press "next", your complete survey response will be recorded.

- Yes, please include me in the drawing
- No, please do not include me in the drawing

SURVEY-END-TEXT

Thank you for completing the Spring 2016 Climate Survey. If you requested to be included in the drawing and your ID is selected, you will be notified by May 13.