2021–2022 HEDS Diversity and Equity Campus Climate Survey

Updated on November 19, 2021

*This is a PDF representation of the online version of the survey. It includes all questions and response options, as well as notes (in italics) about how questions will display to survey takers.*

In this survey, we will ask you about your perceptions of [Institution Name]’s climate, your perceptions of how [Institution Name] supports diversity and equity, and your experiences with discrimination and harassment at [Institution Name].

We are administering this survey to students, faculty, staff, and administrators at [Institution Name] to develop a better understanding of the extent to which our campus climate supports diversity and equity. The survey usually takes less than 15 minutes to complete.

Your participation is **voluntary**. We are grateful for your cooperation and willingness to provide information that will help us better understand [Institution Name]’s climate. We are committed to ensuring that our campus has an inclusive, engaging, and supportive environment, and your participation in this survey will help us work toward this goal.

We will ask you many questions about your identity in this survey to develop a better sense of the diversity on our campus. However, your responses are **anonymous.** The survey is being administered by an independent organization, the [Higher](https://www.hedsconsortium.org/) [Education Data Sharing Consortium (HEDS).](https://www.hedsconsortium.org/) **They will exclude any personal information, such as your name, email address, student or employee identification number, and your IP address, from the data they send to our institution. We also agreed to follow the organization’s secure data handling practices.**

You may stop taking the survey at any time or choose not to answer particular questions. You may also go back and change your responses. If you wish to stop taking the survey, simply leave the survey without hitting the “Submit” button at the end. We will not record your responses until you hit the “Submit” button.

The information you provide will be used to inform and improve support, policies, and practices at [Institution Name] and **will not** be used to investigate specific individuals. Disclosing an incident here does not constitute reporting the incident to your campus and will not result in any action, disciplinary or otherwise. Please do not include your name or accuse anyone of discrimination or harassment by name in your survey responses. If you include your name or accuse anyone by name, these names will be removed before we receive the data.

The [Institution Name] leader(s) of this survey effort [is/are] [name(s)], and [he/she/they] can be reached at [email address(es) and/or phone number(s)].

# By clicking on the “Continue” button below, you indicate that you are at least 18 years old, have read and considered the above information about the survey, and agree to participate in the survey.

*[Respondents see a “Continue” button.]*

**Campus Climate**

For this survey, we define ***diversity*** and ***equity*** as follows:

* ***Diversity:*** differences among people in their race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, culture, national origin, religious beliefs and identity, age, disability status, and political perspective.
* ***Equity:*** a commitment to working to challenge and respond to bias, harassment, and discrimination against people

from diverse identities and backgrounds.

# Please indicate your level of satisfaction with the following at [Institution Name].

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very satisfied | Generally satisfied | Neither satisfied nor dissatisfied | Generally dissatisfied | Very dissatisfied |
| Overall campus climate |  |  |  |  |  |
| The campus experience/environment regarding diversity at [Institution Name] |  |  |  |  |  |
| The extent to which you experience a sense of belonging or community at [Institution Name] |  |  |  |  |  |
| The extent to which you feel all community members experience a sense of belonging or community at [Institution Name] |  |  |  |  |  |

1. **Please indicate your level of agreement with each of the following statements about [Institution Name].**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| The campus environment is free from tensions related to individual or group differences. |  |  |  |  |  |
| Recruitment of historically marginalized students, faculty, and staff is an institutional priority. |  |  |  |  |  |
| Retention of historically marginalized students, faculty, and staff is an institutional priority. |  |  |  |  |  |
| Senior leadership demonstrates a commitment to diversity and equity on this campus. |  |  |  |  |  |

*We will randomize the items listed in Question 3 in the electronic survey.*

1. **In the last year, about how often have you interacted with the following people while at [Institution Name]?**

|  | Daily | Weekly | Monthly | A few times | Not at all/ not that I’m aware of |
| --- | --- | --- | --- | --- | --- |
| People who have a racial and/or ethnic identity other than your own |  |  |  |  |  |
| People from a socioeconomic background other than your own |  |  |  |  |  |
| People who have a sexual orientation other than your own |  |  |  |  |  |
| People whose gender differs from yours |  |  |  |  |  |
| People for whom English is not their native language |  |  |  |  |  |
| People from a religious background other than your own |  |  |  |  |  |
| People with a disability |  |  |  |  |  |
| People who are undocumented immigrants |  |  |  |  |  |
| People from a country other than your own |  |  |  |  |  |
| People who hold a political affiliation, philosophy, or view that differs from yours |  |  |  |  |  |
| People who are significantly older or younger than you |  |  |  |  |  |

*We will randomize the items listed in Question 4 in the electronic survey?*

1. **How comfortable are you interacting with the following people?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very comfortable | Somewhat comfortable | Neither comfortable nor uncomfortable | Somewhat uncomfortable | Very uncomfortable |
| People who have a racial and/or ethnic identity other than your own |  |  |  |  |  |
| People from a socioeconomic background other than your own |  |  |  |  |  |
| People who have a sexual orientation other than your own |  |  |  |  |  |
| People whose gender differs from yours |  |  |  |  |  |
| People for whom English is not their native language |  |  |  |  |  |
| People from a religious background other than your own |  |  |  |  |  |
| People with a disability |  |  |  |  |  |
| People who are undocumented immigrants |  |  |  |  |  |
| People from a country other than your own |  |  |  |  |  |
| People who hold a political affiliation, philosophy, or view that differs from yours |  |  |  |  |  |
| People who are significantly older or younger than you |  |  |  |  |  |

1. **To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?**

Strongly agree Agree

Neither agree nor disagree Disagree

Strongly disagree

# Overall, how comfortable would you be sharing your views on diversity and equity at [Institution Name]?

Very comfortable Somewhat comfortable

Neither comfortable nor uncomfortable Somewhat uncomfortable

Very uncomfortable

1. **How have the following activities influenced your support for diversity and equity?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Greatly increased my support | Somewhat increased my support | Somewhat decreased my support | Greatly decreased my support | Have not engaged in this activity |
| Performed community service |  |  |  |  |  |
| Engaged in discussions or activities concerning political issues |  |  |  |  |  |
| Attended presentations, performances, or art exhibits related to diversity |  |  |  |  |  |
| Participated in discussions, training, or activities on racial/ethnic issues |  |  |  |  |  |
| Participated in discussions, training, or activities on gender issues and/or gender  identity issues |  |  |  |  |  |
| Participated in discussions, training, or activities on sexual orientation issues |  |  |  |  |  |
| Participated in discussions, training, or activities on socioeconomic status issues |  |  |  |  |  |
| Participated in discussions, training, or activities on religious diversity issues |  |  |  |  |  |
| Participated in discussions, training, or activities on disability issues |  |  |  |  |  |
| Participated in discussions, training, or activities on immigration issues |  |  |  |  |  |

1. **What one word or sentence would you use to describe the sense of community you feel at [Institution Name]?**
2. **What one change would you make in order to enhance the sense of community at [Institution Name]?**

**Experiences with Discrimination and Harassment**

*We will randomize the items listed in Question 10 in the electronic survey.*

# During your time at [Institution Name], about how often have you heard someone make an insensitive or disparaging remark about:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never | Rarely | Sometimes | Often | Very often |
| People who have a particular racial and/or ethnic identity |  |  |  |  |  |
| People of a particular sexual orientation |  |  |  |  |  |
| People of a particular gender or gender identity |  |  |  |  |  |
| People from a particular socioeconomic background |  |  |  |  |  |
| People from a particular religious background |  |  |  |  |  |
| People with a particular disability |  |  |  |  |  |

1. **If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never | Rarely | Sometimes | Often | Very often |
| Students |  |  |  |  |  |
| Faculty |  |  |  |  |  |
| Staff |  |  |  |  |  |
| Administration |  |  |  |  |  |
| Local community |  |  |  |  |  |

For this survey, we define ***discrimination*** and ***harassment*** as follows:

* + ***Discrimination:*** the unfavorable treatment of a person based on that person’s race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.
  + ***Harassment:*** a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility

toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the

college’s educational and/or social programs.

# Please indicate your level of agreement with the following items.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| If I experienced or observed an act of discrimination or  harassment while at [Institution Name], I know whom to contact to report the incident. |  |  |  |  |  |
| The process for reporting acts of discrimination or harassment at [Institution Name] is clear to me. |  |  |  |  |  |
| The process for investigating acts of discrimination or harassment at [Institution Name] is clear to me. |  |  |  |  |  |

1. **Have you ever been discriminated against or harassed on the [Institution Name] campus, at an off-campus residence, or at an off-campus program/event affiliated with [Institution Name]?**

Yes No Unsure

*Respondents who selected “No” for the previous question will skip to the first question of the demographic section of the survey (Question 21). Respondents who selected “Unsure” for the previous question will see Question 13A below. After they see Question 13A, they will skip to Question 21.*

# 13A. In responding to the previous question, you indicated that you were unsure about whether you have experienced discrimination or harassment at [Institution Name]. Please tell us more about why you selected that response.

*Respondents who selected “Yes” for the question about experiencing discrimination or harassment (Question 13) will see Questions 14 and 15 below.*

*The items listed in Question 14 are randomized in the electronic survey.*

# How often have you been discriminated against or harassed on the [Institution Name] campus, at an off-campus residence, or at an off-campus program/event affiliated with [Institution Name] for the following reasons?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never | Rarely | Sometimes | Often | Very often |
| Because of my racial and/or ethnic identity |  |  |  |  |  |
| Because of my sexual orientation |  |  |  |  |  |
| Because of my gender or gender identity |  |  |  |  |  |
| Because of my socioeconomic background |  |  |  |  |  |
| Because of my religious background |  |  |  |  |  |
| Because of my disability |  |  |  |  |  |
| Because I am an immigrant |  |  |  |  |  |
| Because of my political affiliation/views |  |  |  |  |  |
| Because of my age or generation |  |  |  |  |  |
| Because of my physical appearance |  |  |  |  |  |
| Because of some other aspect of my identity: |  |  |  |  |  |

1. **You indicated that you have experienced discrimination or harassment during your time at [Institution Name]. Did any of these incidents of discrimination or harassment at [Institution Name] occur in the last year?**

Yes No

*Respondents who selected “Yes” for Question 15 will see Questions 16-19 which ask them to provide details about their recent experiences with discrimination or harassment. Respondents who selected “No” will skip to Question 20.*

For the next several questions, please consider all instances in the past year in which you were discriminated against or harassed on the [Institution Name] campus, at an off-campus residence, or at an off-campus program/event affiliated with [Institution Name].

# Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply)

Stared at

Deliberately ignored, isolated, left out, or excluded Singled out as the "resident authority" Racial/ethnic profiling

Graffiti or other forms of vandalism on campus Derogatory written comments

Derogatory remarks

Derogatory posts on social media Derogatory phone calls Derogatory/unsolicited e-mails

Received a poor grade because of a hostile classroom environment Received a low performance evaluation

Denied service or access to resources Intimidated/bullied

Threatened with physical violence Feared for your physical safety Feared for your family's safety Physical violence

Sexual assault/harassment

Other form of discrimination or harassment:

# Did any of these incidents of discrimination or harassment occur in the following locations? (Check all that apply)

In a classroom

In a departmental office or conference room

In an individual faculty or staff member's office In on-campus housing/residences

At a house or residence off-campus

At a program/event affiliated with or sponsored by [Institution Name] At a dining hall, recreational space, or athletic facility

Via the internet or social media Other location:

# Was the source of the discrimination/harassment a member of the following groups? (Check all that apply)

Students Faculty Staff

Administration Local community

# Did you report any incident(s) to campus officials?

Yes No

*Respondents who selected “No” for the previous question will see Question 19A.*

# 19A. You indicated that you did not report incident(s) of discrimination/harassment that you experienced at [Institution Name] to campus officials. We would appreciate it if you would explain why you chose not to report the incident(s).

*All respondents who selected “Yes” for the question about experiencing discrimination or harassment (Question 13), regardless of whether it occurred in the last year, will see Question 20 below, which is the last question in this section of the survey.*

# If there is any other information that you would like to provide about your experiences with discrimination or harassment at [Institution Name], please use the box below.

**Demographic Information**

In the next section, we ask questions about your identity, background, and affiliation with [Institution Name]. You may choose not to respond to any of these questions. We use responses to these questions to develop a picture of how different people experience our campus. We will not use this information to identify individuals. In addition, the organization that is administering this survey will combine the responses to many of these questions before we receive them to obscure potentially identifiable information.

# What is your gender?

Man Woman

Non-binary, please self describe: Prefer not to respond

# Are you transgender?

Yes No

Prefer not to respond

# What is your current age?

Younger than 18

18–24

25–34

35–44

45–54

55–64

65 or older

Prefer not to respond

# Which term best describes your sexual orientation? (Select one)

Asexual Bisexual Gay Lesbian Pansexual Queer Questioning

Straight (Heterosexual)

Prefer to self describe: Prefer not to respond

# What is your religious affiliation? (Select one)

Agnostic Atheist Baptist Buddhist Catholic

The Church of Jesus Christ of Latter-day Saints Episcopalian

Hindu

Jehovah’s Witness Jewish

# How would you characterize your political views?

Far left Liberal

Middle-of-the-road Conservative

Far right

Prefer not to respond

Lutheran Methodist Muslim

Nondenominational Christian Orthodox Christian

Other Christian Presbyterian

Spiritual, but not religious Other religion: Prefer not to respond

# Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.?

Yes

Temporary disability No

Prefer not to respond

# What is your citizenship status?

U.S. citizen

U.S. permanent resident but not a U.S. citizen Not a U.S. citizen or permanent resident Prefer not to respond

# Which of the following racial or ethnic categories applies to your identity? (Check all that apply)

African

African American/Black Alaska Native

Asian

Asian American Caribbean/West Indian Hispanic or Latino/a Latin American

Middle Eastern

Native American/American Indian Native Hawaiian or other Pacific Islander South Asian

Southeast Asian White

Some other race or ethnicity: Prefer not to respond

# What is the highest level of education completed by either of your parents (or those who raised you)?

Did not finish high school High school diploma or G.E.D.

Attended college but did not complete degree Associate's degree (A.A., A.S., etc.)

Bachelor's degree (B. A., B. S., etc.)

Master's degree (M.A., M.B.A., M.S., etc.)

Doctoral or professional degree (Ph.D., J.D., M.D., etc.) Prefer not to respond

# What is your primary role at [Institution Name]?

Undergraduate Student Graduate Student Faculty

Staff Administrator

Other role: Prefer not to respond

*Respondents who selected “Undergraduate Student” or “Graduate Student” for Question 31 will see Questions 32 and 33.*

# How do you attend classes at [Institution Name]?

Primarily or entirely on campus Primarily or entirely online

Split between on campus and online Prefer not to respond

1. **Which of the following best describes where you are currently living?** Dormitory or other campus housing (not a fraternity or sorority house) Fraternity or sorority house (including college-owned housing)

Residence (house, apartment, etc.) *within* walking distance to the institution Residence (house, apartment, etc.) *farther than* walking distance to the institution None of the above

Prefer not to respond

*Respondents at 4-year institutions who selected “Undergraduate Student” in Question 31 above will see Question 34.*

# What is your academic classification for the 2021–2022 academic year?

Freshman/First Year Sophomore

Junior Senior

Other academic classification: Prefer not to respond

*Respondents at 2-year institutions who selected “Undergraduate Student” in Question 31 above will see Questions 35 & 36.*

# How many credits did you enroll in at the beginning of this semester?

Less than 12

12 or more

Prefer not to respond

# How many total academic terms have you been enrolled at [Institution Name]?

This is my first academic term This is my second academic term

This is my third or fourth academic term This is my fifth or sixth academic term

I have been enrolled more than six academic terms Prefer not to respond

*Respondents who selected “Faculty,” “Staff,” or “Administrator” in Question 31 will see Questions 37, 38, and 39.*

1. **How do you work at [Institution Name]?** Primarily or entirely on campus Primarily or entirely remotely

Split between on campus and remotely Prefer not to respond

# How long have you worked at [Institution Name]?

Less than 1 year 1–4 years

5–9 years

10 or more years Prefer not to respond

# Are you a part-time or full-time employee at [Institution Name]?

Part-time Full-time

Prefer not to respond

*Respondents who selected “Faculty” in Question 31 will see Questions 40 and 41 below.*

# Which of the following best describes your academic rank?

Professor Associate Professor Assistant Professor

Lecturer/Instructor/Adjunct Prefer not to respond

# Which of the following best describes your primary area of teaching?

Biological Sciences Business and Management Communications Education

Engineering

Fine and Performing Arts Health Sciences Humanities

Physical Sciences, Mathematics, and Computer Science Social Sciences

Other academic areas Prefer not to respond

*Respondents who selected “Staff” or “Administrator” in Question 31 will see Question 42 below.*

# Which category best describes your primary role?

Hourly (non-exempt) Salaried (exempt) Prefer not to respond

# \*\*To submit your answers, please click on the “Submit” button below. We will not record your responses until you click this button. Your name will not be connected in any way with your survey responses.\*\*

*[The following language appears after respondents click the “Submit” button.]*

Thank you for participating in the Diversity and Equity Campus Climate Survey.

The information you have given us is anonymous. Your name is not connected in any way with your responses to this survey, and any identifying information from the computer on which you took the survey was removed before we received the data.

We deeply appreciate your cooperation and willingness to provide information that will help us improve the policies and tools we use to create a diverse, equitable, and supportive environment at [Institution Name].

The [Institution Name] leader(s) of this survey effort [is/are] [name(s)], and [he/she/they] can be reached at [email address(es) and/or phone number(s)]. He/She/They can answer additional questions you may have about the survey.

If you would like to report an incident of discrimination or harassment that you have not previously reported, please go to [URL for website that describes the Institution’s reporting procedures] to learn how to make a report. [OPTIONAL:] For additional resources related to diversity and equity, please visit: [Institutions provide list of organizations and/or resources.]

THANK YOU AGAIN FOR YOUR PARTICIPATION IN THIS SURVEY.