

# Race/Ethnicity Survey

## FACULTY AND STAFF ITEMS

### Survey Introduction

Your participation in the survey is entirely voluntary, and your responses will remain confidential. Individual names and identifying information will not be included in survey results, so please be completely candid.

Skip any survey items that do not apply to you or that you cannot or do not want to answer.

1. How do you define your role at this college? (Mark all that apply)
  - a. Faculty
  - b. Staff/Administrator

*ONLY DISPLAYS IF RESPONSE TO ITEM 1 IS B.*

- 1a. In your role as a staff member/administrator, do you interact directly with students?
    - a. Yes
    - b. No
2. How much do you agree with this statement? Racism exists in my community outside of this college.
  - a. Strongly disagree
  - b. Moderately disagree
  - c. Slightly disagree
  - d. Slightly agree
  - e. Moderately agree
  - f. Strongly agree
3. How much do you agree with this statement? Racism exists at this college.
  - a. Strongly disagree
  - b. Moderately disagree
  - c. Slightly disagree
  - d. Slightly agree
  - e. Moderately agree
  - f. Strongly agree
4. During the current academic year, how often have you witnessed racism in your community outside of this college?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often

5. During the current academic year, how often have you witnessed racism at this college?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often
  
6. During the current academic year, how often has racism been directed toward you in your community outside of this college?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often
  
7. During the current academic year, how often has racism been directed toward you at this college?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often
  
8. During the current academic year, how often have you taken a stance against racism on behalf of students at this college?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often
  - f. I have not needed to take a stance against racism on behalf of students during the current academic year at this college
  
9. During the current academic year, I have had opportunities to provide feedback to this college regarding incidents of racism.
  - a. Strongly disagree
  - b. Moderately disagree
  - c. Slightly disagree
  - d. Slightly agree
  - e. Moderately agree
  - f. Strongly agree
  - g. I have not needed to provide feedback about incidents of racism during the current academic year at this college

10. During the current academic year, this college has taken appropriate actions regarding incidents of racism.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree
  - I am not aware of any incidents of racism during the current academic year at this college
11. During the current academic year at this college, how often have you facilitated activities or discussions that encouraged students to examine their understanding of issues of race/ethnicity?
- Never
  - Rarely
  - Sometimes
  - Often
  - Very often
12. There is an adequate amount of racial/ethnic diversity among instructors and staff members at this college.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree
13. Currently, there is a culture of caring at this college.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree

14. Does your college offer professional development activities that focus on understanding the history of various races and ethnicities?
- Yes
  - No
  - I don't know

*ONLY DISPLAYS IF RESPONSE TO ITEM 14 IS A.*

- 14a. In the last 12 months, have you participated in any professional development activities that have helped you understand the history of various races/ethnicities?
- Yes
  - No

*ONLY DISPLAYS IF RESPONSE TO ITEM 14A IS B.*

14b. Why did you not participate? [Write in]

*ONLY DISPLAYS IF RESPONDENT IDENTIFIES AS FACULTY IN ITEM 1.*

15. Does your college offer professional development activities that focus on teaching students of various races/ethnicities?
- Yes
  - No
  - I don't know

*ONLY DISPLAYS IF RESPONSE TO ITEM 15 IS A.*

- 15a. In the last 12 months, have you participated in professional development activities about teaching students of various races/ethnicities?
- Yes
  - No

*ONLY DISPLAYS IF RESPONSE TO ITEM 15A IS B.*

15b. Why did you not participate? [Write in]

16. During this academic term, does your institution consider you to be employed part time or full time?
- Part time
  - Full time

17. What is your age group?
- 24 or under
  - 25 to 29
  - 30 to 39
  - 40 to 49
  - 50 to 64
  - 65 or more

18. What is your racial or ethnic identification? (*Mark all that apply*)
- a. American Indian, Indigenous, Native American, or Alaska Native
  - b. Asian
  - c. Black or African-American
  - d. Hispanic or Latino
  - e. Native Hawaiian
  - f. Pacific Islander (non-Native Hawaiian)
  - g. White
  - h. I prefer to self-identify: \_\_\_\_\_
  - i. I prefer not to respond
19. Mark your gender identity.
- a. Man
  - b. Woman
  - c. Transgender man/trans man/female-to-male (FTM)
  - d. Transgender woman/trans woman/male-to-female (MTF)
  - e. Genderqueer/gender nonconforming neither exclusively male nor female
  - f. I prefer to self-identify: \_\_\_\_\_
  - g. I prefer not to respond
20. What sex was originally listed on your birth certificate?
- a. Male
  - b. Female
  - c. I prefer not to respond
21. Mark your sexual orientation.
- a. Straight or heterosexual
  - b. Lesbian or gay
  - c. Bisexual
  - d. Queer, pansexual, and/or questioning
  - e. I prefer to self-identify: \_\_\_\_\_
  - f. I do not know
  - g. I prefer not to respond

*ONLY DISPLAYS IF RESPONDENT IDENTIFIES AS FACULTY IN ITEM 1.*

22. How many years of teaching experience do you have at any college/university, not including graduate teaching assistant positions?
- a. I am a first-year instructor
  - b. 1 to 4 years
  - c. 5 to 9 years
  - d. 10 to 19 years
  - e. 20 to 29 years
  - f. 30 to 39 years
  - g. 40 years or more