

Academic Department Climate and Inclusion Survey

This survey is a confidential opportunity for you to honestly tell us about your experiences as a member of the **[insert academic department]** and to share how things are going. We ask that you be candid and tell us what has worked well for you and what could be better. Your responses, along with those of your fellow department members, will provide extremely valuable information about your department and will give important guidance to your department as they develop programming, provide support and plan for the future. All data and information will only be reported in aggregate and nothing identifiable will be shared with the department. The survey has about 25 questions and will take 7 minutes to complete.

All questions are voluntary; you are free to not answer a question if you wish.

Your response to this survey will be confidential. Nothing you say in this survey will affect your ability to access Princeton University or the department in any way. Because this survey is confidential, information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like to the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu.

If you have any questions about this survey, please contact:

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Thank you in advance for your participation and feedback.

Academic Department Climate and Inclusion Survey

S1: Climate

For the purposes of this survey, we define **climate** as the current attitudes, behaviors, and standards concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential. (Definition from Rankin Associates)

S1Q1. From your perspective, would you characterize **Princeton University** as a welcoming place?

- Almost always welcoming
- Often welcoming
- Sometimes welcoming
- Rarely welcoming
- Almost never welcoming

S1Q2. From your perspective, would you characterize **[insert academic department]** as a welcoming place?

- Almost always welcoming
- Often welcoming
- Sometimes welcoming
- Rarely welcoming
- Almost never welcoming

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S1Q3. During the last 12 months, how frequently have you felt accepted as part of **your departmental community**?

- Almost always
- Often
- Sometimes
- Rarely
- Almost never

S1Q4. I would encourage a prospective colleague or friend who resembles me (in interests, background, etc.) to work or study in the department of **[insert academic department]**?

- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree
- I Don't Know

S1Q5. I am comfortable with the climate in my primary place of work in **[insert department location]** (including classes / research group / work environment).

- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree

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Strongly Disagree

I Don't Know

S1Q6. I am comfortable expressing opposing views in lab meetings or seminars.

Strongly Agree

Agree

Neither Agree Nor Disagree

Disagree

Strongly Disagree

I Don't Know

S1H2

We define diversity as those efforts that seek to promote awareness of perspectives that may have been previously inaccessible (or less prominent) to groups traditionally represented in scientific research environments. Diversification requires cultural, experiential, and ideological representation as well as increasing the number of researchers and students from underrepresented groups.

We define inclusion as a learning and working environment in which all individuals are treated fairly and

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respectfully, have equal access to opportunities and resources, and can contribute fully to the departmental mission of teaching and research.

S1Q7. My department provides opportunities to learn about diversity and inclusion.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- I don't know

S1Q8. The department leadership of **[insert academic department]** cares about, and is taking steps toward, an inclusive environment.

- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree
- I Don't Know

S1Q9. The **University leadership** cares about, and is taking steps toward, an inclusive environment.

- Strongly agree
- Agree
- Neither agree nor disagree

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- Disagree
- Strongly disagree
- I don't know

S1Q10. Princeton University provides diversity and inclusion related resources that are available to my department.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- I don't know

S1Q11. I feel that there is adequate discussion of diversity, inclusion, and climate issues in the **[insert academic department]**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- I don't know

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S2: Unwelcome and Exclusionary Behavior

S2Q1. During the past 12 months, at any university event, or from any university-affiliated individual, have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you? (based on your race, ethnicity, nationality, sexuality, ability, or another aspect of your identity)¹

Yes (1)

No (2)

S2Q2. During the past 12 months, how frequently **have you experienced** any unwelcome comments, jokes, offensive remarks, or images **directed at you** based on:

¹ Survey logic is used for this question. The full panel of questions for unwelcome and exclusionary behavior (S2Q2 through S2Q12) is only displayed if a respondent answers yes.

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	Never	Once or twice this year	More frequently
your rank/position within the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sex/gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender identity or expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your political views or opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your research or scholarly interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another aspect of your identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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S2Q3. Where did you experience such behavior? (Mark all that apply)

- In the classroom
- Department-sponsored academic events (talk or presentation)
- In the lab or observing room
- At a conference or on a work-related trip
- Department-sponsored social events
- Academic or co-curricular spaces (library, office space, public space)
- Non-departmental social events with departmental colleagues (parties, social events, social gatherings)
- On-line / Internet (email, social media, websites)
- Other places _____

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S2Q4. During the past 12 months, **have you felt singled out or targeted** for different or less favorable treatment due to your race, ethnicity, nationality, sexuality, ability, religion, age, views, scholarly interests, or another aspect of your identity?

Yes (1)

No (2)

S2Q5. During the past 12 months, how frequently **have you felt singled out or targeted** for different or less favorable treatment due to:

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	Never	Once or twice this year	More frequently
your rank/position within the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sex/gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender identity or expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your political views or opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your research or scholarly interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another aspect of your identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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S2Q6. Where did you experience such behavior? (Mark all that apply)

- In the classroom
- Department-sponsored academic events (talk or presentation)
- In the lab or observing room
- At a conference or on a work-related trip
- Department-sponsored social events
- Academic or co-curricular spaces (library, office space, public space)
- Non-departmental social events with departmental colleagues (parties, social events, social gatherings)
- On-line / Internet (email, social media, websites)
- Other places _____

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S2Q7. During the past 12 months, have you been excluded from full participation or marginalized due to your race, ethnicity, nationality, sexuality, ability, religion, age, views, scholarly interests, or another aspect of your identity?

Yes (1)

No (2)

S2Q8. During the past 12 months, how frequently have **you felt excluded from full participation or marginalized** due to:

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	Never	Once or twice this year	More frequently
your rank/position within the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sex/gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender identity or expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your political views or opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
another identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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S2Q9. Where did you feel excluded or marginalized? (Mark all that apply)

- In the classroom
- Department-sponsored academic events (talk or presentation)
- In the lab or observing room
- At a conference or on a work-related trip
- Department-sponsored social events
- Academic or co-curricular spaces (library, office space, public space)
- Non-departmental social events with departmental colleagues (parties, social events, social gatherings)
- On-line / Internet (email, social media, websites)
- Other places _____

S2Q10. During the past 12 months, have **you heard or observed** exclusionary behavior, unwelcome comments, jokes, offensive remarks, or images **directed at another person or people** based on their

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race, ethnicity, nationality, sexuality, ability, religion, age, views, scholarly interests, or another aspect of their identity?

Yes (1)

No (2)

S2Q11. During the past 12 months, how frequently have **you heard or observed** exclusionary behavior, unwelcome comments, jokes, offensive remarks, or images directed at **another person or people** based on:

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	Never	Once or twice this year	More frequently
their rank/position within the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their gender identity or expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their political views or opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
their research or scholarly interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another aspect of their identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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S2Q12. Where did you **hear or observe** the exclusionary behavior, unwelcome comments, jokes, offensive remarks, or images directed at **another person or people**? (Mark all that apply)

- In the classroom
- Department-sponsored academic events (talk or presentation)
- In the lab or observing room
- At a conference or on a work-related trip
- Department-sponsored social events
- Academic or co-curricular spaces (library, office space, public space)
- Non-departmental social events with departmental colleagues (parties, social events, social gatherings)
- On-line / Internet (email, social media, websites)
- Other places _____

S3: Top Priorities

S3Q1. What are one or two things the **[insert academic department]** should consider doing to enhance the inclusiveness of the departmental community?

S3Q2. What one or two things should the **[insert academic department]** consider doing to enhance your professional development?

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S3Q3 Overall, has your impression of **[insert academic department]** changed since you became a member of the Department?

- Yes, my impression is **much more** positive
- Yes, my impression is **more** positive
- No, my impression has not changed
- Yes, my impression is **less** positive
- Yes, my impression is **much less** positive

S4: About Yourself

Important Note:

As stated in the cover letter of this questionnaire, individual responses to these questions are completely confidential. We emphasize confidentiality again because in the following questions you are asked for your ethnicity, gender, and other demographic questions. The reason for these questions is

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that they make it possible for us to measure various demographic groups to understand if there are concerns specific to one group or another.

S4Q1. What best describes your affiliation with the department? (please select only one answer)

- Undergraduate student
- Graduate student
- Post-baccalaureate or pre-doctoral scholar
- Postdoctoral scholar
- Research Scientist
- Administrative or Support Staff
- Lecturer
- Faculty
- Visitor
- Affiliation Not Listed Above _____

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S4Q2. What is your race or ethnicity? (please select all that apply)

- Asian or Asian American
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Native American or Native Alaskan
- Native Hawaiian or Other Pacific Islander
- White
- Identity Not Listed Above _____
- Prefer not to answer

S4Q3. What is your gender identity? (please select all that apply)

- Woman
- Man
- Cisgender person
- Transgender person
- Genderqueer / Gender Non-Conforming/Non-binary person
- Identity Not Listed Above _____

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Prefer not to answer

S5. The Last Page

S5Q1. If you would like to mention anything not covered by the questions above, including particular aspects of the Department climate that you like or dislike, or have any comments about the survey and ways it could be improved in the future, please feel free to share them here.

Please remember that information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. **Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like to University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu**

Thank you for taking this survey! Your feedback is important for helping make **[insert academic department]** a welcoming environment for everyone.

If you are ready to submit your answers, please click the submit button.