

## **Appendix B – Survey**

### **Colorado State University Cooperative Extension Change Agent States for Diversity Collaboration Assessment of Organizational Climate**

(Administered for CASD by Rankin & Associates, Consulting)  
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#### **Purpose**

You are invited to participate in a survey of administration, faculty and staff regarding the climate in Colorado State University Cooperative Extension's organization. The results of the survey will provide important information about CSUCE organization and will enable us to improve the environment for working and learning.

#### **Procedures**

You will be asked to complete an online survey. Your participation and responses are confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take about 20 minutes to complete. You must be 18 years of age or older to participate. Please note that you can choose to withdraw your responses at any time before you submit your answers. The survey results will be submitted directly to a secure server where any computer identification that might identify participants is deleted from the submissions. Any comments provided by participants are also separated at submission so that comments are not attributed to any demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the report. Quotes will also be used throughout the report to give "voice" to the quantitative data.

#### **Discomforts and Risks**

There are no risks in participating in this research beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. It is not possible to identify all potential risks in research procedures, but the researcher(s) have taken reasonable safeguards to minimize any known and potential, but unknown, risks.

#### **Benefits**

The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment in our organization is conducive to working and learning.

#### **Statement of Confidentiality**

You will not be asked to provide any identifying information and information you provide on the survey will remain confidential. In the event of any publication or presentation resulting from the research, no personally identifiable information will be shared. Your confidentiality will be kept to the degree permitted by the technology used (e.g., IP addresses will be stripped when the survey is submitted). No guarantees can be made regarding the interception of data sent via the Internet by any third parties. In addition, the external consultant (Rankin & Associates) will not report any group data for groups of fewer than 10 individuals that may be small enough to compromise identity. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

#### **Voluntary Participation**

Participation in this research is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. You don't have to participate at all, or you can quit at any time.

**Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). By completing the survey, your informed consent will be implied. Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this research study will involve no penalty or loss of employee benefits.

**Right to Ask Questions**

You can ask questions about this research. If you have any questions about your rights as a volunteer in this research, contact Janell Meldrem, Human Research Administrator at 970-491-1655.

If you agree to take part in this research study as outlined in the information above, please click on the “Continue” button below, which indicates your consent to participate in this study. It is recommended that you print this statement for your records, or record the address for this site and keep it for reference.

**Continue button – leads participant to the survey.**

**If participant declines participation, she/he is led to a “thank you” page.**

### **Directions**

Please read and answer each question carefully. For each answer, click on/fill in the appropriate oval. If you want to change an answer, click on/fill in the oval of your new answer and your previous response will be erased. You may decline to answer specific questions.

### **Definitions**

<b><u>Climate:</u></b>	Current attitudes, behaviors, and standards of employees and students concerning the level of respect for individual needs, abilities, and potential.
<b><u>Diversity:</u></b>	Diversity is the variety created in any society (and within any individual) by the presence of different points of view and ways of making meaning which generally flow from the influence of different cultural, ethnic, and religious heritages, from the differences in how we socialize women and men, and from the differences that emerge from class, age, sexual orientation, gender identity, ability and other socially constructed characteristics.
<b><u>Disability:</u></b>	A physical or mental impairment that substantially limits one or more major life activities. Some examples of disabling conditions include, but are not limited to, blindness, diabetes, learning disabilities, deafness, and psychological disabilities.
<b><u>Ethnic Background:</u></b>	A group of people who share a unique social and cultural heritage.
<b><u>Non-Native English Speaker:</u></b>	People for whom English is not their first language.
<b><u>Physical Characteristics:</u></b>	People who do not fit the socially constructed “perfect” physique (e.g., too thin, too heavy, too tall, too short, etc.)
<b><u>Racial Background:</u></b>	A group of people who share a socially constructed category based on generalized beliefs and/or assumptions about their physical characteristics.
<b><u>Sexual Orientation</u></b>	This is inclusive of lesbians (women who are emotionally, physically and sexually attracted to women), gay men (men who are emotionally, physically and sexually attracted to men), and bisexual people (individuals who are emotionally, physically, and sexually attracted to those of either gender)
<b><u>Transgender:</u></b>	Individuals who bend or blend gender including cross-dressers, transvestites, transsexuals, intersexuals, and androgynous persons

**Part 1. Organizational Experiences with diversity**

1. Overall, how comfortable are you with the climate for diversity in your organization?

Very comfortable	Comfortable	Not Comfortable or Uncomfortable	Uncomfortable	Very Uncomfortable	Not applicable
0	0	0	0	0	0

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2. Overall, how comfortable are you with the climate for diversity in your work unit?

Very comfortable	Comfortable	Not Comfortable or Uncomfortable	Uncomfortable	Very Uncomfortable	Not applicable
0	0	0	0	0	0

3. Within the past year, have you heard an administrator make insensitive or disparaging remarks about people based on their...

	Never	1-2 times	3-5 times	6-9 times	10 or more times
Age	0	0	0	0	0
Disability status	0	0	0	0	0
Ethnic background	0	0	0	0	0
Gender (men)	0	0	0	0	0
Gender (women)	0	0	0	0	0
Gender Identity	0	0	0	0	0
Inability to speak English	0	0	0	0	0
Physical characteristics	0	0	0	0	0
Racial background	0	0	0	0	0
Religious background	0	0	0	0	0
Sexual orientation	0	0	0	0	0
Socio-economic class	0	0	0	0	0
Veteran status	0	0	0	0	0

4. Within the past year, have you heard a field faculty or agent make insensitive or disparaging remarks about people based on their...

	Never	1-2 times	3-5 times	6-9 times	10 or more times
Age	0	0	0	0	0
Disability status	0	0	0	0	0
Ethnic background	0	0	0	0	0
Gender (men)	0	0	0	0	0
Gender (women)	0	0	0	0	0
Gender Identity	0	0	0	0	0
Inability to speak English	0	0	0	0	0
Physical characteristics	0	0	0	0	0
Racial background	0	0	0	0	0
Religious background	0	0	0	0	0
Sexual orientation	0	0	0	0	0
Socio-economic class	0	0	0	0	0
Veteran status	0	0	0	0	0

5. Within the past year, have you heard a specialist/campus faculty make insensitive or disparaging remarks about people based on their...

	Never	1-2 times	3-5 times	6-9 times	10 or more times
Age	0	0	0	0	0
Disability status	0	0	0	0	0
Ethnic background	0	0	0	0	0
Gender (men)	0	0	0	0	0
Gender (women)	0	0	0	0	0
Gender Identity	0	0	0	0	0
Inability to speak English	0	0	0	0	0
Physical characteristics	0	0	0	0	0
Racial background	0	0	0	0	0
Religious background	0	0	0	0	0
Sexual orientation	0	0	0	0	0
Socio-economic class	0	0	0	0	0
Veteran status	0	0	0	0	0

6. Within the past year, have you heard a paraprofessional or technician make insensitive or disparaging remarks about people based on their...

	Never	1-2 times	3-5 times	6-9 times	10 or more times
Age	0	0	0	0	0
Disability status	0	0	0	0	0
Ethnic background	0	0	0	0	0
Gender (men)	0	0	0	0	0
Gender (women)	0	0	0	0	0
Gender Identity	0	0	0	0	0
Inability to speak English	0	0	0	0	0
Physical characteristics	0	0	0	0	0
Racial background	0	0	0	0	0
Religious background	0	0	0	0	0
Sexual orientation	0	0	0	0	0
Socio-economic class	0	0	0	0	0
Veteran status	0	0	0	0	0

7. Within the past year, have you heard a support staff member make insensitive or disparaging remarks about people based on their...

	Never	1-2 times	3-5 times	6-9 times	10 or more times
Age	0	0	0	0	0
Disability status	0	0	0	0	0
Ethnic background	0	0	0	0	0
Gender (men)	0	0	0	0	0
Gender (women)	0	0	0	0	0
Gender Identity	0	0	0	0	0
Inability to speak English	0	0	0	0	0
Physical characteristics	0	0	0	0	0
Racial background	0	0	0	0	0
Religious background	0	0	0	0	0
Sexual orientation	0	0	0	0	0
Socio-economic class	0	0	0	0	0
Veteran status	0	0	0	0	0

8. How often have you witnessed an employee of your organization challenge insensitive or disparaging remarks in support of people based on their...

	Never	1-2 times	3-5 times	6-9 times	10 or more times
Age	0	0	0	0	0
Disability status	0	0	0	0	0
Ethnic background	0	0	0	0	0
Gender (men)	0	0	0	0	0
Gender (women)	0	0	0	0	0
Gender Identity	0	0	0	0	0
Inability to speak English	0	0	0	0	0
Physical characteristics	0	0	0	0	0
Racial background	0	0	0	0	0
Religious background	0	0	0	0	0
Sexual orientation	0	0	0	0	0
Socio-economic class	0	0	0	0	0
Veteran status	0	0	0	0	0

9. Within the past year, the following groups have exhibited sensitivity toward diverse audiences.

	Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree
Your community	0	0	0	0	0
Advisory Group	0	0	0	0	0
Extension volunteers	0	0	0	0	0
Representatives of local government	0	0	0	0	0
User Groups/Clientele	0	0	0	0	0

**The following questions deal with your experiences with harassment in your organization. Questions 10-16 refer to harassment directed at you personally and Questions 17 through 23 refer to conduct you have observed that has created a hostile working or learning environment.**

10. Have you personally experienced harassment (any offensive, hostile, or intimidating conduct) that has interfered unreasonably with your ability to work, learn, or participate in the organization?
- yes             no (If no, please skip to question 17)
11. What do you feel this conduct was based upon...(Mark all that apply)
- your age
  - your country of origin
  - your ethnicity
  - your farm background
  - your family status
  - your gender
  - your gender identity
  - your mental disability
  - your non-farm background
  - your physical characteristics
  - your physical disability
  - your race
  - your religion
  - your sexual orientation
  - your socioeconomic class
  - your veteran status
  - other (please specify \_\_\_\_\_)
12. How did you experience this conduct? (Mark all that apply)
- I received written comments
  - I received anonymous phone calls
  - I received unsolicited emails
  - I received threats of physical violence
  - I felt I was deliberately ignored
  - I felt excluded from some activities
  - I was the target of derogatory remarks
  - I was the target of graffiti
  - I was the target of physical violence
  - I observed others staring at me
  - other (please specify \_\_\_\_\_)
13. Where did this conduct occur? (Mark all that apply)
- campus office
  - local office
  - non-organizational event
  - off campus event
  - on campus event
  - other (please specify \_\_\_\_\_)

14. Who was the source of this conduct? (Mark all that apply)
- administrator
  - customer
  - field faculty/agent
  - partner
  - specialist/campus faculty
  - supervisor
  - support staff
  - technician/paraprofessional
  - volunteer
  - other (please specify \_\_\_\_\_)
15. Please describe your reactions to experiencing this conduct. (Mark all that apply)
- I felt embarrassed
  - I told a friend
  - I avoided the person who harassed me
  - I ignored it
  - I left the situation immediately
  - I considered changing my job
  - I confronted harasser at the time
  - I confronted the harasser later
  - I made a complaint to an appropriate official
  - other (please specify \_\_\_\_\_)
16. If you would like to elaborate on your personal experiences, please do so here.  
**Insert text box here**
17. **Have you observed any harassment** (conduct that you feel has created an offensive, hostile, or intimidating working or learning environment) directed toward a person or group of people in your organization?
- yes                       no (if no, please skip to question 24)
18. What do you feel this conduct was based upon...(Mark all that apply)
- age
  - country of origin
  - ethnicity
  - farm background
  - family status
  - gender
  - gender identity
  - mental disability
  - non-farm background
  - physical characteristics
  - physical disability
  - race
  - religion
  - sexual orientation
  - socioeconomic class
  - veteran status
  - other (please specify \_\_\_\_\_)

19. How did you observe this conduct? (Mark all that apply)
- I heard derogatory remarks
  - I heard about unsolicited e-mails
  - I observed graffiti
  - I observed someone being stared at
  - I observed others excluded from activities
  - I observed threats of physical violence
  - I observed physical assault or injury
  - I observed someone being deliberately ignored
  - I read written comments
  - I read publications on campus
  - other (please specify \_\_\_\_\_)
20. Where did this conduct occur? (Mark all that apply)
- campus office
  - local office
  - non-organizational event
  - off campus event
  - on campus event
  - other (please specify \_\_\_\_\_)
21. Who was the source of this conduct? (Mark all that apply)
- administrator
  - customer
  - field faculty/agent
  - partner
  - specialist/campus faculty
  - supervisor
  - support staff
  - technician/paraprofessional
  - volunteer
  - other (please specify \_\_\_\_\_)
22. Please describe your reactions to this observed conduct. (Mark all that apply)
- I felt embarrassed
  - I told a friend
  - I avoided the person who harassed me
  - I ignored it
  - I left the situation immediately
  - I considered changing my job
  - I confronted harasser at the time
  - I confronted the harasser later
  - I made a complaint to an appropriate official
  - other (please specify \_\_\_\_\_)
23. If you would like to elaborate on your observations, please do so here.  
**Insert text box here**

**As a full-time or part-time employee, have you encountered any of the following? (Mark one for each line)**

24. I observed discriminatory hiring in our organization based on...(Mark all that apply)

**Note: Discriminatory refers to a prejudicial bias**

- age
- country of origin
- employment category
- ethnicity
- gender
- gender identity
- mental disability
- physical characteristics
- physical disability
- race
- religion
- sexual orientation
- socioeconomic class
- veteran status
- other (please specify \_\_\_\_\_)

25. I observed discriminatory firing in our organization based on...

- age
- country of origin
- employment category
- ethnicity
- gender
- gender identity
- mental disability
- physical characteristics
- physical disability
- race
- religion
- sexual orientation
- socioeconomic class
- veteran status
- other (please specify \_\_\_\_\_)

26. I observed discriminatory promotion in our organization based on...
- age
  - country of origin
  - employment category
  - ethnicity
  - gender
  - gender identity
  - mental disability
  - physical characteristics
  - physical disability
  - race
  - religion
  - sexual orientation
  - socioeconomic class
  - veteran status
  - other (please specify \_\_\_\_\_)

**Part 2. Actions relative to diversity issues**

27. Generally speaking, how much contact would you say you have with persons of the following backgrounds?

	None	Slight	Some	Frequent	Very Frequent
African Americans/Blacks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African/Caribbean					
American Indians/Alaskan Natives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anabaptist/Amish/Mennonite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asians/Pacific Islanders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caucasians/Whites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latinos/Hispanics/Chicanos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Eastern persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Openly gay, lesbian, bisexual, or transgender persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with physical disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with mental disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with religious backgrounds different from your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons of ages different than your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons who are veterans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons who do not fit the socially constructed "perfect" physique	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons of a socioeconomic class different than your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Would you be comfortable being close friends with, sharing an office with, or being supervised by a person who is...(Please mark one response for each category).

	Close Friend		Share Office with		Be Supervised By	
	Yes	No	Yes	No	Yes	No
African American/Black	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African/Caribbean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
American Indian/Alaskan Native	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anabaptist/Amish/Mennonites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian/Pacific Islander	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caucasian/White	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Heterosexual man	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Heterosexual woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latino/Hispanic/Chicano	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Eastern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Non-native English speaker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An openly gay or bisexual man	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An openly lesbian or bisexual woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person who does not fit the socially constructed "perfect" physique	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person with a disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person with HIV or AIDS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person whose age is different than your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person with mental illness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person with religious beliefs different from your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A transgender man or woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A veteran	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of a socioeconomic class different than your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. The organization addresses issues related to...

	Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't Know
age	0	0	0	0	0	0
ethnicity	0	0	0	0	0	0
gender	0	0	0	0	0	0
gender identity	0	0	0	0	0	0
mental disability	0	0	0	0	0	0
people who speak English as a second language	0	0	0	0	0	0
physical disability	0	0	0	0	0	0
race	0	0	0	0	0	0
religion	0	0	0	0	0	0
sexual orientation	0	0	0	0	0	0
socioeconomic class	0	0	0	0	0	0
veterans	0	0	0	0	0	0

30. The organization has visible leadership from the administration who foster diversity in the workplace.

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
0	0	0	0	0	0

31. Management within your work unit demonstrates a commitment to diversity.

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
0	0	0	0	0	0

32. Programming within your state organization represents the contributions of people from underrepresented groups.

*Note: Underrepresented groups can be based on age, gender, race, ethnicity, national origin, ability, religion, sexual orientation, socioeconomic class, or people who speak English as a second language.*

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
0	0	0	0	0	0

33. The workplace climate is welcoming for clients from underrepresented groups.

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
0	0	0	0	0	0

34. The workplace climate is welcoming for employees from underrepresented groups.

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
0	0	0	0	0	0

35. Diversity among staff within the state organization and it's clients creates increased benefits for the organization.

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6

36. As a result of the increased diversity of our clients across the state, I have made adjustments in my programming strategies.

Strongly agree	Agree	Do not agree or disagree	Disagree	Strongly disagree	Don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. In the last five years how would you describe your organizations commitment or attention to diversity?  
 decreased  
 increased  
 stayed the same

38. If you would like to expand on your response to Question 37, please do so in the text box below:

**Insert Text Box here**

39. What changes would you like your organization to make in regard to diversity?  
 increased efforts  
 decreased efforts  
 no change needed

40. If you would like to expand on your response to Question 39, please do so in the text box below:

**Insert Text Box here**

41. How would you rate the overall organizational climate for the following groups:

	Very accepting	Accepting	Uncertain	Not accepting	Not at all accepting
African Americans/Blacks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
American Indians/Alaskan Natives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African/Caribbean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anabaptist/Amish/Mennonites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asians/Pacific Islanders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caucasians/Whites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latinos/Hispanics/Chicanos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Eastern persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Openly gay, lesbian, bisexual, or transgender persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with physical disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with mental disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with religious backgrounds different from your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons of ages different than your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who speak English as a second language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Part 3. Background Information

*If you are concerned that your confidentiality will be compromised by some (or all) of the questions, please keep in mind that we will not report any “group” data for groups that are small enough to compromise your identity. Instead, we will combine the groups to eliminate any potential for identifiable demographic information.*

42. What is your gender?  
 female  
 male  
 transgender
43. What is your age?  
 22 or under  
 23-32  
 33-42  
 43-52  
 53 and over
44. What is your position?  
 administrator  
 campus faculty/ specialist  
 field faculty/agent/educator  
 support staff  
 paraprofessional/technician  
 other (please specify \_\_\_\_\_)
45. Are you full-time or part-time?  
 full-time  
 part-time
46. How long have you been employed by the organization?  
 1 year or less  
 2-4 years  
 5-10 years  
 11-19 years  
 20-29 years  
 30+ years
47. Do you have a disability that substantially limits a major life activity (such as seeing, hearing, learning, walking)?  
 Yes  
 No
48. Are you a veteran?  
 Yes  
 No

49. What is your sexual identity?
- bisexual
  - gay
  - lesbian
  - heterosexual
  - uncertain
50. With what racial/ethnic group do you identify? (If you are of a multi-racial/multi-ethnic background, mark all that apply.)
- African American / Black
  - African/Caribbean
  - American Indian/Alaskan Native/Hawaiian Native
  - Asian/Pacific Islander
  - Chicano/Latino/Hispanic
  - Middle Eastern
  - White/Caucasian
  - other (please specify \_\_\_\_\_)
51. What is your citizenship status?
- US citizen - born in the United States
  - US citizen – naturalized
  - permanent resident (immigrant)
  - international (F-1,J-1, or H1-B visa)
  - other (please specify \_\_\_\_\_)
52. What is your religious or spiritual affiliation?
- African Methodist Episcopal (AME)
  - Agnostic
  - Anabaptist/Amish/Mennonite
  - Atheist
  - Baptist
  - Buddhist
  - Eastern Orthodox
  - Episcopalian
  - Hindu
  - Jehovah's Witness
  - Jewish
  - Later Day Saints (Mormon)
  - Lutheran
  - Methodist
  - Muslim
  - Native American Traditional Practitioner
  - Nondenominational Christian
  - Pentecostal
  - Presbyterian
  - Quaker
  - Roman Catholic
  - Seventh Day Adventist
  - Unitarian/Universalism
  - United Church of Christ
  - Wiccan
  - No affiliation
  - Other (please specify) \_\_\_\_\_

53. What is your family status?  
 single  
 married  
 in a committed relationship  
 separated, divorced, widowed  
 other (please specify \_\_\_\_\_)
54. What is your annual income?  
 below \$10,000  
 \$11,000 - \$19,000  
 \$20,000 - \$29,000  
 \$30,000 - \$39,000  
 \$40,000 - \$49,000  
 \$50,000 - \$75,000  
 above \$76,000
55. Where is your primary workplace?  
 off-campus  
 on campus
56. In what environment did you grow up?  
 farm  
 rural, non-farm  
 combination  
 small-town  
 suburban  
 urban  
 international  
 other (please specify \_\_\_\_\_)
57. Have you participated in diversity training within the past one year?  
 Yes  
 No
58. Were you in our organization when we completed the initial diversity climate survey in 2001/ 2002?  
 Yes  
 No
59. If so, did you complete the survey?  
 Yes  
 No
60. Please rate the organization's climate in general using the following scale:
- |  |                           |  |
|--|---------------------------|--|
| friendly                                   | 1.....2.....3.....4.....5 | hostile                                      |
| communicative                              | 1.....2.....3.....4.....5 | reserved                                     |
| concerned                                  | 1.....2.....3.....4.....5 | indifferent                                  |
| respectful                                 | 1.....2.....3.....4.....5 | disrespectful                                |
| cooperative                                | 1.....2.....3.....4.....5 | uncooperative                                |
| improving                                  | 1.....2.....3.....4.....5 | worsening                                    |
| accessible to persons<br>with disabilities | 1.....2.....3.....4.....5 | inaccessible to persons<br>with disabilities |
| non-racist                                 | 1.....2.....3.....4.....5 | racist                                       |
| non-sexist                                 | 1.....2.....3.....4.....5 | sexist                                       |
| non-homophobic                             | 1.....2.....3.....4.....5 | homophobic                                   |
| welcoming                                  | 1.....2.....3.....4.....5 | non-welcoming                                |
| competitive                                | 1.....2.....3.....4.....5 | non-competitive                              |

#### **Part 4. Your additional comments**

61. This survey may have raised additional issues or questions for you. If you would like to offer additional insights, thoughts on how you and/or the organization addresses diversity issues or how the organization may improve the organizational climate, please use the space below or an additional sheet of paper.

**Note: Thank you page. Participants directed to this page after hitting the “submit” button**

## **THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY**

Thanks again for completing the survey. Colorado’s Diversity Catalyst Team appreciates your time and effort, as well as the CE Change Agents States project: building the capacity of the Land Grant system to function inclusively and effectively in a multicultural world; and setting standards and implementing a vision for supporting healthy, thriving, culturally diverse communities through Extension, research and academic programs.

Survey results will be available at <http://www.ediversitycenter.net/> in September, 2007.