

## Background General

**What is gender?**

- Male
- Female

**What is your sexual orientation?**

- Bisexual
- Gay
- Transgender
- Homosexual
- Lesbian
- Queer

**How do you identify ethnically/racially?**

**What is your age?**

**What is your religion?**

- Christian
- Jewish
- Hindu
- Muslim
- Buddhist
- No religion
- Atheist
- Other

**What is your citizenship status?**

- US
- Citizen naturalized
- Permanent Resident
- Visa holder
- Other

**What is your primary status on campus?**

- Student
  - Undergraduate
  - Graduate
  - Professional
- Faculty
  - Tenured/Tenure track
  - Non-tenure track
  - Permanent status (PKY & IFAS Ext. Agents)
  - Permanent Status Accruing (PKY & IFAS Ext. Agents)
- Health center faculty
  - Tenured/Tenure track
  - Non-tenure track
- Staff
  - USPS
  - TEAMS
  - OPS
- Post-Doc
  - Associate
  - Fellow
- Clinical
  - Post-Doc Associate
  - Post-Doc Fellow
  - House Staff
  - Resident

## **Background Specific – Faculty**

### Experiences General (Students, staff and faculty)

**Do you feel welcomed and accepted at UF?**

- Age
- No
- Not sure

**Have you ever felt discriminated against on this campus?**

- Yes
- No

**I think that the primary reason for the discrimination was ...**

- Age
- Disability
- Economic Status
- Gender
- Race (ethnicity)
- Religious Beliefs
- Sexual Orientation
- Other (specify)

**Is the University of Florida environment diverse enough to provide you with sufficient opportunities to attend?**

- UF athletic events
  - Yes
  - No
  - Don't know
- Cultural programs
  - Yes
  - No
  - Don't know
- Artistic and musical performances and activities
  - Yes
  - No
  - Don't know
- Volunteer work (on or off campus)
  - Yes
  - No
  - Don't know
- Campus wide committees
  - Yes
  - No
  - Don't know

**Is the University of Florida environment diverse enough to provide you with sufficient opportunities to interact with people who are:**

- From a different country
  - Yes
  - No
  - Don't know
- Politically different with respect to your ideas
  - Yes
  - No
  - Don't know
- From a sexual identity group different from your own
  - Yes
  - No
  - Don't know

- Persons with physical and/ or mental disability
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never
- People from a different racial/ethnic group than your own
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never

**Have your interaction at the University of Florida with persons from the groups listed above enriched your teaching?**

- Yes
- No
- Don't know

**Based on your experience at the University of Florida how easy or difficult is it to:**

- Find people on campus who share your background and experiences
  - Very easy
  - Easy
  - Undecided
  - Difficult
  - Very difficult
- Find people with whom to socialize
  - Very easy
  - Easy
  - Undecided
  - Difficult
  - Very difficult
- Interact with faculty
  - Very easy
  - Easy
  - Undecided
  - Difficult

**Have you volunteered to do any of the following services or activities for students from a different racial/ethnic group than**

- Academic support services for students
  - Yes
  - No
- Co-curricular student initiatives (e.g., Women in Science and Engineering)
  - Yes
  - No
- Recruitment and/or admission of new or transferring students
  - Yes
  - No
- Faculty advisement of a student organization
  - Yes
  - No

**In the past three years, how often have you done**

- Conducted research or writing focused on diversity issues
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never
  - Not applicable
- Participated in a faculty curriculum development activity designated to integrate diverse perspectives into courses
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never
  - Not applicable
- Given presentation on diversity issues
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never

**In the last three years, how often have you attended symposia or conference outside of the University of Florida that have incorporated the culture, history, health, or social concerns of diverse groups?**

- 5+ times
- 3-4 times
- 1-2 times
- 0 times

**How often do you do the following in your classroom?**

- Greet students or talk informally with them before or after class
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never
  - Don't know
- Use inclusive language (language that does not stereotype or demean)
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never
  - Don't know
- Present material in a culturally insensitive manner
  - Very frequently
  - Frequently
  - Sometimes
  - Rarely
  - Never
  - Don't know

**Has there been a colleague at UF from a different background that has had the most positive impact on your professional development at UF?**

- Yes
- No

**If Yes, select all that apply:**

- Strongly Disagree

**Insensitive or hate speech about specific groups does not take place in your workplace**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**Your supervisor is sensitive to cultural differences when dealing with employees**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

## **Perception General (Students, Faculty and Staff)**

**Indicate the extent to which you agree or disagree with each of the following statements**

- I have encountered peers who believe I do not have a right to be here
  - Strongly agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
- Most of my colleagues/peers in my department are respectful of my ideas and opinions
  - Strongly agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
- The University provides an environment for the free and open expression of ideas, opinions, and beliefs
  - Strongly agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree



**The University values having students/staff/faculty in the campus community similar to you**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**The University administration reflects the diversity of the faculty and staff**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

### **Perception Faculty/Staff**

**Hiring and promotion practices are consistent with the University's public commitment to diversity**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**People similar to you are recruited to work at the University**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**The University effectively retains employees with variety of backgrounds**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree

- Disagree
- Strongly Disagree

**Faculty/Staff who do not have children are burdened with work responsibilities beyond those who have children**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**I feel that my compensation is equitable t my colleagues with similar level of experience and education**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

## **Recommendations to improve climate?**

**You have opportunity for receiving training on how to work with people from a variety of different backgrounds**

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree