Purpose
You are invited to participate in a survey of students, faculty, staff and administrators regarding the climate at Carleton College. The results of the survey will provide important information about our climate and will enable us to improve the environment for working and learning at Carleton.

Procedures
You will be asked to complete the attached 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. When you have completed the survey, please return it directly to the external consultants (Rankin and Associates) using the enclosed envelope. 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 survey report. Quotes from submitted comments 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.

Students who experience discomfort are encouraged to contact:
The Wellness Center x4080 or the Office of the Chaplain x4003

Faculty and staff who experience discomfort are encouraged to contact:
Carolyn Fure-Slocum, Chaplain x4003 or Joanne Jirik Mullen, Ombudsperson x4569

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 at Carleton College 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. Neither the external consultant nor the internal investigators will report any group data for groups of fewer than 5 individuals that may be small enough to compromise identity. Instead, the analysts will combine the groups to eliminate any potential for identifiable demographic information.

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. 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. Refusal to take part in this research study will involve no penalty or loss of student or employee benefits.
Right to Ask Questions

You can ask questions about this research.

Questions concerning this project should be directed to:

Susan R. Rankin, Ph.D.
Principal & Senior Research Associate
Rankin and Associates, Consulting
PO Box 576
Howard, PA 16841
sue@rankin-consulting.com
814-625-2780

Questions regarding the survey process may also be directed to:
Joe Baggot, Associate Dean of Students, jbaggot@carleton.edu
Adriana Estill, Associate Professor of English and American Studies, aestill@carleton.edu
Stephen Kennedy, Professor of Mathematics, skennedy@carleton.edu
Chai Lee, Class of 2009, leec@carleton.edu
Dan Lugo, Development Officer, dlugo@carleton.edu
Maya Warren, Research Assistant, Institutional Research and Assessment, mwarren@carleton.edu
Kaaren Williamsen-Garvey, Director for the Gender and Sexuality Center, kwilliam@carleton.edu

Questions concerning the rights of research participants should be directed to:
Sharon Akimoto
Associate Professor of Psychology
Chair for the Carleton College Institutional Review Board
x4503
sakimoto@carleton.edu

This informed consent form was reviewed and approved by the Institutional Review Board at Carleton College on 2-28-2008.

Directions

Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, darken the oval of your new answer and cross out your previous response. You may decline to answer specific questions. Your answers will be scored by machine, so please use a blue or black pen.
Survey Terms and Definitions

**Climate**: Current attitudes, behaviors, and standards held by faculty, staff, and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

**Disability**: A person who has a physical or psychological impairment which substantially limits one or more major life activities; a person who has a record of such impairment or is regarded as having such impairment

**Ethnic Identity**: A unique social and cultural heritage shared by a group of people.

**Gender Expression**: The manner in which a person outwardly represents their gender, regardless of the physical characteristics that might typically define them as male or female.

**Institutional Status**: Within the institution, the status one holds by virtue of their position/status within the institution (e.g., student, staff, full-time faculty, part-time faculty, administrator, etc.).

**American Indian (Native American)**: A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

**Non-Native English Speakers**: People for whom English is not their first language.

**Physical Characteristics**: Term that refers to one’s appearance.

**Racial Identity**: A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

**Sexual Harassment**: A repeated course of conduct whereby one person engages in verbal or physical behavior of a sexual nature, that is unwelcome, serves no legitimate purpose, intimidates another person, and has the effect of creating an intimidating, hostile or offensive work or classroom environment.

**Sexual Assault**: Intentional physical contact, such as sexual intercourse or touching, of a person’s intimate body parts by someone who did not have permission to make such contact.

**Sexual Orientation**: Term that refers to the sex of the people one tends to be emotionally, physically and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

**Socioeconomic Status**: The status one holds in society based on one’s level of income, wealth, educational, and familial background.

**Transgender**: Umbrella term for someone whose self-identity challenges traditional societal definitions of male and female.

Please do not complete this survey more than once.
Personal Experiences

During The Past Two Years...

1. Overall, how comfortable are you with the climate at Carleton College?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable

2. Overall, how comfortable are you with the climate in your department/work unit?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable
   - Not applicable

3. Overall, how comfortable are you with the climate in your classes?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable
   - Not applicable

4. If you would like to elaborate on your responses in questions 1-3, please do so here.
   ______________________________________________________________
   ______________________________________________________________
   ______________________________________________________________
   ______________________________________________________________

5. Have you ever seriously considered leaving Carleton?
   - Yes
   - No [Go to Question 8]

6. When did you consider leaving? (Mark all that apply)
   - During my first year as a student
   - During my second year as a student
   - During my third year as a student
   - During my fourth year as a student
   - Faculty (please specify when) _________________________________
   - Staff (please specify when) _________________________________

7. Why did you consider leaving and why did you decide to stay?
   ______________________________________________________________
   ______________________________________________________________
   ______________________________________________________________
8. **Within the past two years**, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) that has interfered with your ability to work or learn at Carleton?

- Yes
- No [Go to Question 15]

9. What do you believe this conduct was based upon? *(Mark all that apply)*

- My age
- My country of origin
- My educational level
- My English language proficiency/accent
- My ethnicity
- My gender
- My gender expression
- My immigrant status
- My learning disability (e.g., dyslexia)
- My military/veteran status
- My parental status (e.g., having children)
- My psychological disability (e.g., depression, anxiety, bi-polar, PTSD)
- My physical characteristics
- My physical disability
- My political views
- My race
- My religious/spiritual views
- My sexual orientation
- My socioeconomic status
- My institutional status
- Other (please specify) ______________________________________

10. How did you experience this conduct? *(Mark all that apply)*

- I was the target of racial/ethnic profiling
- I was the target of graffiti (e.g., event advertisements removed or defaced)
- I was the target of derogatory remarks (e.g., “that’s so gay”, “I got Jewed down”, “she’s/he’s such a _____
- I was the target of physical violence
- I was the victim of a crime
- I was singled out as the “resident authority” due to my identity
- I received derogatory written comments
- I received derogatory phone calls
- I received threats of physical violence
- I received derogatory/unsolicited e-mails
- I received a low performance evaluation
- I felt I was deliberately ignored or excluded
- I felt intimidated/bullied
- I felt isolated or left out when work was required in groups
- I felt isolated or left out
- I feared for my physical safety
- I feared for my family’s safety
- I feared getting a poor grade because of a hostile classroom environment
- I observed others staring at me
- Someone assumed I was admitted or hired because of my identity
- Other (please specify) ______________________________________
11. Where did this conduct occur? (Mark all that apply)
- In a class
- While working at a campus job
- While walking on campus
- In campus housing
- In off-campus housing
- In a College dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- Off campus
- Other (please specify) ________________________________

12. Who was the source of this conduct? (Mark all that apply)
- Academic administrator
- Administrator
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Colleague
- Community member
- Department chair
- Don’t know source
- Faculty advisor
- Faculty member
- Person that I supervise
- Staff member
- Student
- Supervisor
- Teaching assistant
- Other (please specify) ________________________________

13. 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 confronted the harasser at the time
- I ignored it
- I was angry
- I was afraid
- I left the situation immediately
- I didn’t know who to go to
- I confronted the harasser later
- I made an official complaint to a campus employee/official
- I felt somehow responsible
- I didn’t report it for fear of retaliation
- It didn’t affect me at the time
- I sought support from counseling services
- I sought support from a faculty member
- I sought support from a staff member
- I did report it but it but my complaint was not taken seriously
- I didn’t report it for fear that my complaint would not be taken seriously
- Other (please specify) ________________________________
14. If you would like to elaborate on your personal experiences, please do so here.
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

During Your Time at Carleton College...

15. Do you know someone who has been a victim of sexual harassment at Carleton?
   ☐ Yes
   ☐ No

16. Have you ever been a victim of sexual harassment while at Carleton?
   ☐ Yes
   ☐ No  [Go to Question 22]

17. Who was the offender(s)? (Mark all that apply)
   ☐ Acquaintance
   ☐ Administrator
   ☐ Department chair
   ☐ Co-worker
   ☐ Faculty advisor
   ☐ Faculty member
   ☐ Friend
   ☐ Partner/spouse
   ☐ Person that I supervise
   ☐ Staff member
   ☐ Stranger
   ☐ Student
   ☐ Supervisor
   ☐ Teaching assistant
   ☐ Other (please specify) ___________________________

18. Where did the incident(s) occur? (Mark all that apply)
   ☐ Off-campus (please specify location) ___________________________
   ☐ On-campus (please specify location) ___________________________
   ☐ Other location (please specify) ________________________________

19. Please describe your response to experiencing the incident(s). (Mark all that apply)
   ☐ I sought support from off-campus hot-line/advocacy services
   ☐ I told a friend
   ☐ I told a family member
   ☐ I sought support from a campus resource (e.g., Wellness Center)
   ☐ I contacted campus security
   ☐ I contacted a local law enforcement official
   ☐ I contacted my Union
   ☐ I reported the incident and it was ignored
   ☐ I sought support from a staff person
   ☐ I sought support from a faculty member
   ☐ I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
   ☐ I sought support from student staff (e.g., resident assistant)
   ☐ I sought support from CAASHA
   ☐ I sought information on-line
   ☐ I did nothing
   ☐ Other (please specify) ___________________________
20. If you did not report the sexual harassment to a campus official or staff member please explain why you did not.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

21. If you did report the sexual harassment to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

22. Do you know someone who has been a victim of sexual assault at Carleton?

☒ Yes
☒ No

23. Have you ever been a victim of sexual assault while at Carleton?

☒ Yes
☒ No  [Go to Question 29]

24. Who was the offender(s)? (Mark all that apply)

☒ Acquaintance
☒ Administrator
☒ Department chair
☒ Co-worker
☒ Faculty advisor
☒ Faculty member
☒ Friend
☒ Partner/spouse
☒ Person that I supervise
☒ Staff member
☒ Stranger
☒ Student
☒ Supervisor
☒ Teaching assistant
☒ Other (please specify) ________________________________

25. Where did the incident(s) occur? (Mark all that apply)

☒ Off-campus (please specify location) ________________________________

☒ On-campus (please specify location) ________________________________

☒ Other location (please specify) ________________________________
26. Please describe your response to experiencing the incident(s). *(Mark all that apply)*

- I sought support from off-campus hot-line/advocacy services
- I told a friend
- I told a family member
- I sought support from a campus resource (e.g., Wellness Center)
- I sought medical services
- I contacted campus security
- I contacted local law enforcement official
- I contacted my Union
- I reported the incident and it was ignored
- I sought support from a staff person
- I sought support from a faculty member
- I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
- I sought support from student staff (e.g., resident assistant)
- I sought support from CAASHA
- I sought information on-line
- I did nothing
- Other (please specify) ____________________________

27. If you did not report the sexual assault to a campus official or staff member please explain why you did not.

____________________________________________________________
____________________________________________________________
____________________________________________________________
____________________________________________________________

28. If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

____________________________________________________________
____________________________________________________________
____________________________________________________________
Demographic Information

Neither the external consultant nor the internal investigators will report any group data for groups of fewer than 5 individuals that may be small enough to compromise identity. Instead, the analysts will combine the groups to eliminate any potential for identifiable demographic information.

29. What is your gender identity?
   - Man
   - Woman
   - Transgender
   - Other (please specify) ______________________

30. What is your race/ethnicity?
(If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)
   - African
   - African American/Black (not Hispanic)
   - Alaskan Native (please specify corporation) ______________________
   - Asian (please specify) ______________________________
   - Asian American
   - Southeast Asian (please specify) ______________________
   - South Asian (please specify) __________________________
   - Caribbean/West Indian (please specify) ______________
   - Caucasian/White (not Latino(a)/Hispanic)
   - Latino(a)/Hispanic (please specify) __________________
   - Latin American (please specify) ______________________
   - Middle Eastern (please specify) ______________________
   - Native American Indian (please specify Tribal affiliations) ______________
   - Pacific Islander/Hawaiian Native
   - Other (please specify) ________________________________

31. Which term best describes your sexual orientation?
   - Asexual
   - Bisexual
   - Gay
   - Heterosexual
   - Lesbian
   - Queer
   - Questioning
   - Other (please specify) ______________________________

32. What is your primary status on campus? (Please mark only one)
   - Student
   - Faculty [Go to Question 34]
   - Staff [Go to Question 35]
33. **Students only**: What is your current status? *(Please mark only one)*
   - First year student
   - Second year student
   - Third year student
   - Fourth year student
   - Other (please specify) ___________________________

34. **Faculty only**: What is your current status? *(Please mark only one)*
   - Faculty (tenure/tenure track) [Go to Question 34a]
   - Visiting Faculty [Go to Question 34b]
   - Adjunct Faculty [Go to Question 34c]
   - Faculty in PEAR [Go to Question 34d]

34a. Faculty (tenure/tenure track) please choose one of the following:
   - Instructor
   - Assistant Professor
   - Associate Professor
   - (Full) Professor

34b. Visiting faculty please choose one of the following:
   - Instructor
   - Assistant Professor
   - Associate Professor
   - (Full) Professor

34c. Adjunct faculty please choose one of the following:
   - Instructor
   - Lecturer
   - Senior Lecturer

34d. Faculty in PEAR please choose one of the following:
   - Instructor
   - Lecturer
   - Senior Lecturer

35. **Staff only**: What is your current status? *(Please mark only one)*
   - Exempt
   - Non-exempt, non-union
   - Non-exempt, union
   - Sodexho

36. **Faculty/Staff Only**: What is your current parental status?
   - No children
   - Single parent
   - Pregnant
   - Co-parent with a partner/spouse
   - Other (please specify) ___________________________
37. **Students Only**: What is the highest level of education achieved by your parent(s)/legal guardian(s)?

<table>
<thead>
<tr>
<th></th>
<th>No high school</th>
<th>Some high school</th>
<th>High school diploma/GED</th>
<th>Some college</th>
<th>Business/Technical certificate/degree</th>
<th>Associates degree</th>
<th>Bachelors degree</th>
<th>Some graduate work</th>
<th>Masters degree</th>
<th>Doctoral degree</th>
<th>Other professional degree</th>
<th>Unknown</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent/Legal Guardian 1</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Parent/Legal Guardian 2</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>•</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

38. **Staff Only**: What is your highest completed level of education?
- Did not complete high school
- Completed high school
- Some college
- Some graduate work
- Associates degree
- Bachelors degree
- Masters degree
- Doctoral degree/Terminal Professional degree
- Business/Technical certificate/degree
- Other professional degree

39. **Faculty/Staff only**: With which academic department/work unit/program are you primarily affiliated at this time?
- Arts and Literature
- Humanities
- Social Sciences
- Mathematics and Natural Sciences
- PEAR (Physical Education, Athletics, & Recreation)
- Admissions/Financial Aid (Admissions Office, Alumni Admissions Program, Student Financial Services)
- Dean of the College (Animal Colony, Arboretum, Archives, Art Gallery & Collections, College Writing Program, Information Technology Services, Language Center, Library, Media Services, Off-Campus Studies, Perlman Center for Learning and Teaching, Registrar, Summer Academic Programs)
- Dean of Students Division (Academic Support Center, Campus Activities, Career Center, Educational Counseling, Gender & Sexuality Center, Intercultural Life, Residential Life, Trio/Student Support Services, Wellness Center)
- President’s Office (including Chaplain’s Office, Institutional Research)
- External Relations (Alumni Affairs, College Relations, Development, Media & Public Relations, Publications, Web Communications)
- Vice President and Treasurer Division: Auxiliary Services & Special Projects (Bookstores, Campus Services, Food Service, Post Office, Printing and Mailing, Telecommunications)
- Vice President and Treasurer Division: Facilities Management and Capital Planning (Building Maintenance, Custodial Services, Energy Management, Grounds, Interior Design)
- Vice President and Treasurer Division: Budget Analyst, Business Office, Ombudsperson, Human Resources, Investment Office, Security Services
- Other (please specify) ____________________________________________
40. **Students only:** What is your academic major? **(Mark all that apply)**

- Undeclared
- African/African-American Studies
- American Studies
- Asian Studies
- Art History
- Art (Studio)
- Biology
- Chemistry
- Cinema & Media Studies
- Classical Languages
- Classical Studies
- Computer Science
- Economics
- English
- French & Francophone Studies
- Geology
- German
- Greek
- History
- Latin American Studies
- Latin
- Mathematics
- Music
- Philosophy
- Physics
- Political Science
- Political Science/IR
- Psychology
- Religion
- Russian
- Sociology/Anthropology
- Spanish
- Theater Arts
- Women’s and Gender Studies
- Other (please specify) ______________________________

41. **Faculty/Staff only:** During the academic year, are you:

- Part time
- Full time
- Other (please specify) ______________________________

42. Do you have a disability (physical, learning, psychological) that substantially affects a major life activity?

- Yes
- No  [Go to Question 44]

43. What is your disability? **(Mark all that apply)**

- Physical condition (e.g., seeing, hearing, walking)?
- Learning disability (e.g., dyslexia)
- Psychological condition (e.g., depression, anxiety, bi-polar, PTSD)
44. What is your citizenship status?
   - U.S. citizen
   - U.S. citizen – naturalized
   - Dual citizenship
   - Permanent resident (immigrant)
   - Permanent resident (refugee)
   - International (F-1, J-1, H, A, L, or G visas)
   - Other (please specify) ___________________________________

45. What is your religious or spiritual affiliation?
   - Animist
   - Anabaptist
   - Agnostic
   - Atheist
   - Baha’i
   - Baptist
   - Buddhist
   - Christian Orthodox
   - Confucianist
   - Druid
   - Evangelical/Non-denominational Christian
   - Episcopalian
   - Hindu
   - Islam
   - Jehovah’s Witness
   - Jewish
   - Latter Day Saints (Mormon)
   - Lutheran
   - Mennonite
   - Methodist
   - Moravian
   - Muslim
   - Native American Traditional Practitioner or Ceremonial
   - Pagan
   - Pentecostal
   - Presbyterian
   - Quaker
   - Roman Catholic
   - Seventh Day Adventist
   - Shamanist
   - Shinto
   - Sikh
   - Taoist
   - Unitarian Universalist
   - United Church of Christ
   - Wiccan
   - Zoroastrian
   - Spiritual, but no religious affiliation
   - No affiliation
   - Other (please specify) ___________________________________
46. **Faculty/Staff only**: How long have you been employed by Carleton?
   - Less than 2 years
   - 2-4 years
   - 5-10 years
   - 11-15 years
   - 16-20 years
   - 21-30 years
   - 31+ years

47. **Faculty/Staff only**: Are you a Carleton alumnus?
   - Yes
   - No

48. **Students only**: Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)
   - Dependent
   - Independent

49. **Students only**: What is your best estimate of your family’s yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)?
   - $24,999 or below
   - $25,000 - $49,999
   - $50,000 - $74,999
   - $75,000 - $99,999
   - $100,000 - $125,999
   - $126,000 - $149,999
   - $150,000 - $174,999
   - $175,000 - $199,999
   - $200,000 - $225,999
   - $226,000-$249,999
   - $250,000 and above

50. **Students only**: Where do you live?
   - Campus housing
   - Northfield option
   - Other (please specify) __________________________

51. **Students only**: Are you employed on average more than 10 hours per week?
   - Yes
   - No [Go to Question 58]

52. **Students only**: How many hours per week do you work?
   - 11-15
   - 16-20
   - 21-30
   - 31-40
   - 41 and over
### Work-Life Issues

53. **Faculty/Staff only**: As a faculty/staff member …

<table>
<thead>
<tr>
<th>I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation and/or tenure decision.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I am comfortable asking questions about performance expectations.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>My colleagues/peers expect me to represent “the point of view” of my identity (e.g., race, gender, sexual orientation).</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>My colleagues solicit my opinions about their work.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>My colleagues/peers have lower expectations of me than other faculty/staff.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I constantly feel under scrutiny by my colleagues.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>My research/professional interests are valued by my colleagues.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I feel pressured to change my research agenda to make tenure/be promoted.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I am reluctant to take family leave that I am entitled to for fear that it may affect my career.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I have to work harder than I believe my colleagues do in order to be perceived as legitimate.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>My colleagues have higher expectations of me than other faculty/staff.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I feel pressured to change my methods of teaching to achieve tenure/be promoted.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I believe that tenure and promotion procedures are fair.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I believe tenure and promotion procedures are clear.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I believe salary determinations are fair.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I believe salary determinations are clear.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I think the college administration adequately reflects the diversity of the faculty and staff.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I think the college understands the value of a diverse faculty and staff.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I think the college acts effectively to recruit and retain a diverse faculty and staff.</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
54. **Faculty/Staff only**: As a faculty/staff member…

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I often have to forgo professional activities because of my personal responsibilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I find that personal responsibilities and commitments have slowed down my career progression.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I find that Carleton is supportive of my family leave.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have to miss out on important things in my personal life because of professional responsibilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that faculty/staff who have children are considered less committed to their careers.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that faculty/staff who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I think that Carleton should continue to provide domestic partner benefits.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have equitable access to domestic partner benefits.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

55. **Faculty/Staff only**: Please indicate your level of agreement with the following statements about the resources that are available to you:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have colleagues or peers who give me career advice or guidance when I need it.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that the faculty mentor program is effective.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I believe that decision makers/colleagues support my career advancement.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have the equipment and supplies I need to adequately perform my work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have equitable work space in terms of quantity and quality as compared to my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have equitable access for research support as compared to my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have equitable access for teaching support as compared to my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that my compensation is equitable to my peers with similar level of experience.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have equitable access to health benefits.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I believe the college treats exempt and non-exempt staff equitably.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
56. **Faculty/Staff only**: As a faculty/staff member, how satisfied are you with…

<table>
<thead>
<tr>
<th></th>
<th>Highly satisfied</th>
<th>Satisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your job at Carleton?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The way your career has progressed at Carleton?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

57. Why are you satisfied or dissatisfied with your job and/or the way your career has progressed at Carleton?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

58. **Students Only**: As a student, how satisfied are you with…

<table>
<thead>
<tr>
<th></th>
<th>Highly satisfied</th>
<th>Satisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your education at Carleton?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The way your academic career has progressed at Carleton?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

59. Why were you satisfied or dissatisfied with your education and/or the way your academic career has progressed at Carleton?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

60. **Students Only**: Do you experience financial hardship at Carleton?

☐ Yes

☐ No [Go to Question 62]

61. How do you experience the financial hardship? *(Mark all that apply)*

☐ Unable to purchase my books

☐ Unable to participate in social events

☐ Unable to afford on-campus housing

☐ Other (please specify) ____________________
Perceptions

62. Within the past two years, have you observed or personally been made aware of any conduct directed toward a person or group of people on campus that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or or hostile (harassing) working or learning environment?
   ☑ Yes
   ☑ No [Go to Question 69]

63. What do you believe were the bases for this conduct? (Mark all that apply)
   - Age
   - Country of origin
   - Educational level
   - English language proficiency/accent
   - Ethnicity
   - Gender
   - Gender expression
   - Immigrant status
   - Learning disability (e.g., dyslexia)
   - Military/veteran status
   - Parental status (e.g., having children)
   - Psychological disability (e.g., depression, anxiety, bi-polar, PTSD)
   - Physical characteristics
   - Physical disability
   - Political views
   - Race
   - Religious/spiritual views
   - Sexual orientation
   - Socioeconomic status
   - Institutional status
   - Other (please specify) ___________________________________

64. What forms of conduct based on one’s identity have you observed or personally been made aware of? (Mark all that apply)
   - Racial/ethnic profiling
   - Graffiti (e.g., event advertisements removed or defaced)
   - Derogatory written comments
   - Derogatory phone calls
   - Threatened with physical violence
   - Derogatory/unsolicited e-mails
   - Physical violence
   - Stared at
   - Deliberately ignored or excluded
   - Derogatory remarks
   - Intimidated/bullied
   - Feared for their physical safety
   - Feared for their family’s safety
   - Assumed that someone was admitted or hired
   - Victim of a crime
   - Received a poor grade because of a hostile classroom environment
   - Received a low performance evaluation
   - Singled out as the “resident authority”
   - Isolated or left out when work was required in groups
   - Isolated or left out
   - Isolated or left out because of his/her socioeconomic status
   - Other (please specify) ___________________________________
65. Where did this conduct occur? (Mark all that apply)

- In a class
- While working at a campus job
- While walking on campus
- In campus housing
- In off-campus housing
- In a College dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- Off campus
- Other (please specify) ____________________________________

66. Who was the source of this conduct? (Mark all that apply)

- Academic administrator
- Administrator
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Colleague
- Community member
- Department chair
- Don’t know source
- Faculty advisor
- Faculty member
- Person that I supervise
- Staff member
- Student
- Supervisor
- Teaching assistant
- Other (please specify) ________________________________

67. Please describe your reactions to observing this conduct. (Mark all that apply)

- I felt embarrassed
- I told a friend
- I avoided harasser
- I confronted the harasser at the time
- I ignored it
- I was angry
- I was afraid
- I left the situation immediately
- I didn’t know who to go to
- I confronted the harasser later
- I made an official complaint to a campus employee/official
- I felt somehow responsible
- I didn’t report it for fear of retaliation
- It didn’t affect me at the time
- I sought support from counseling services
- I sought support from a faculty member
- I sought support from a staff member
- I did report it but it but my complaint was not taken seriously
- I didn’t report it for fear that my complaint would not be taken seriously
- Other (please specify) ________________________________
68. If you would like to elaborate on your observations, please do so here.

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

69. I have observed unfair, unjust, or discriminatory hiring practices at Carleton College (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool).

☐ Yes
☐ No [Go to Question 71]
☐ Don’t know [Go to Question 71]

70. I believe that the unfair, unjust, or discriminatory hiring practice was based upon (Mark all that apply)

☐ Age
☐ Country of origin
☐ Educational level
☐ English language proficiency/accent
☐ Ethnicity
☐ Gender
☐ Gender expression
☐ Immigrant status
☐ Institutional status
☐ Learning disability (e.g., dyslexia)
☐ Marital/partner status
☐ Military/veteran status
☐ Parental status (e.g., having children)
☐ Psychological disability (e.g., depression, anxiety, bi-polar, PTSD)
☐ Physical characteristics
☐ Physical disability
☐ Political views
☐ Race
☐ Religious/spiritual views
☐ Sexual orientation
☐ Socioeconomic status
☐ Other (please specify) ____________________________________________

71. If you would like to elaborate on your observations, please do so here.

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

72. I have observed unfair, unjust, or discriminatory employment-related actions at Carleton College, up to and including dismissal.

☐ Yes
☐ No [Go to Question 75]
☐ Don’t know [Go to Question 75]
73. I believe that the **unfair, unjust, or discriminatory employee-related actions** was based upon (Mark all that apply)

- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Immigrant status
- Institutional status
- Learning disability (e.g., dyslexia)
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g., depression, anxiety, bi-polar, PTSD)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religious/spiritual views
- Sexual orientation
- Socioeconomic status
- Other (please specify) ___________________________________________

74. If you would like to elaborate on your observations, please do so here.

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

75. I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to **promotion/tenure** at Carleton College.

- Yes
- No [Go to Question 78]
- Don’t know [Go to Question 78]

76. I believe the unfair, unjust, or discriminatory behavior, procedures, or employment practices related to **promotion/tenure** was based upon... (Mark all that apply)

- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Immigrant status
- Institutional status
- Learning disability (e.g., dyslexia)
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g., depression, anxiety, bi-polar, PTSD)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religious/spiritual views
- Sexual orientation
- Socioeconomic status
- Other (please specify) ___________________________________________
77. If you would like to elaborate on your observations, please do so here.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

78. I think sexual harassment is a problem at Carleton.
   o Strongly agree
   o Agree
   o Neither agree nor disagree
   o Disagree
   o Strongly disagree
   o Don’t know

79. If a friend or I were sexually harassed I know where to go to get help.
   o Strongly agree
   o Agree
   o Neither agree nor disagree
   o Disagree
   o Strongly disagree
   o Don’t know

80. I understand Carleton’s formal procedures to adjudicate complaints of sexual harassment.
   o Strongly agree
   o Agree
   o Neither agree nor disagree
   o Disagree
   o Strongly disagree
   o Don’t know

81. I have confidence that Carleton administers the formal procedures to adjudicate complaints of sexual harassment fairly.
   o Strongly agree
   o Agree
   o Neither agree nor disagree
   o Disagree
   o Strongly disagree
   o Don’t know

82. I think sexual assault is a problem at Carleton.
   o Strongly agree
   o Agree
   o Neither agree nor disagree
   o Disagree
   o Strongly disagree
   o Don’t know

83. If a friend or I were sexually assaulted I know where to go to get help.
   o Strongly agree
   o Agree
   o Neither agree nor disagree
   o Disagree
   o Strongly disagree
   o Don’t know
84. I understand Carleton’s formal procedures to adjudicate complaints of sexual assault.
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don’t know

85. I have confidence that Carleton administers the formal procedures to adjudicate complaints of sexual assault fairly.
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don’t know

86. Using a scale of 1-5, please rate the overall climate on campus on the following dimensions:

(Note: As an example, for the first item, “friendly—hostile,” 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4=somewhat hostile, and 5=very hostile)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friendly</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Concerned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooperative</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improving</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accessible to persons with disabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people who identify as lesbian, gay, bisexual, or transgender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people of Jewish heritage</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people of Islamic faith</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people who practice other than the Christian faith</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people who practice the Christian faith</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for non-native English speakers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people who are immigrants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for international people</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Welcoming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respectful</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people who are raising children</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people of high socioeconomic status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive for people of low socioeconomic status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
87. Using a scale of 1-5, please rate the overall climate on campus on the following dimensions:

(Note: As an example, for the first item, 1= completely free of racism, 2=mostly free of racism 3=occasionally encounter racism; 4= regularly encounter racism; 5=constantly encounter racism)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-racist</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>Racist</td>
</tr>
<tr>
<td>Non-sexist</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>Sexist</td>
</tr>
<tr>
<td>Non-homophobic</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>Homophobic</td>
</tr>
<tr>
<td>Not age biased</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>Age biased</td>
</tr>
<tr>
<td>Non-classist (e.g., socioeconomic status)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>Classist (e.g., socioeconomic status)</td>
</tr>
<tr>
<td>Non-classist (e.g., employment status)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>Classist (e.g., employment status)</td>
</tr>
</tbody>
</table>

88. **Students/Faculty only:** The classroom climate is welcoming for students based on their:

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country of origin</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Gender</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Gender expression</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Immigrant status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Learning disability status (e.g., dyslexia)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Marital/partner status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Parental status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physical characteristics</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physical disability status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Psychological disability status (e.g., depression, anxiety, bi-polar, PTSD)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Political views</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Race</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Religion/spiritual status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Veterans/active military</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
89. **Students only**: Please indicate your level of agreement to the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel valued by faculty in the classroom.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel valued by other students in the classroom.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think faculty are genuinely concerned with my welfare.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think that staff are genuinely concerned with my welfare.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think administrators are genuinely concerned with my welfare.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think faculty pre-judge my abilities based on my identity/background.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I perceive racial/ethnic tensions in the classroom.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I perceive racial/ethnic tensions in social situations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I believe the campus climate encourages free and open discussion of difficult topics.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>As a first-year student, I feel/felt confident of my ability to succeed academically at Carleton.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>As a first-year student, I feel/felt academically prepared for Carleton.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

90. **Faculty/Staff only**: The workplace climate is welcoming for faculty/staff based on their:

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Country of origin</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Gender</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Gender expression</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Immigrant status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Institutional status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Learning disability status (e.g., dyslexia)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Marital/partner status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Parental status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physical characteristics</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physical disability status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Political views</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Psychological disability status (e.g., depression, anxiety, bi-polar, PTSD)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Race</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Religion/spiritual status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Veterans/active military</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
91. How would you rate the accessibility on campus for people with learning or physical disabilities?

<table>
<thead>
<tr>
<th></th>
<th>Very accessible</th>
<th>Accessible</th>
<th>Somewhat inaccessible</th>
<th>Very inaccessible</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Support Center</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Campus Buildings</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Classrooms and Labs</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Information in alternative Formats (e.g., Braille)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>On Campus Parking</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Restrooms</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Web Site</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Wellness Center</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

92. How would you rate the climate on campus for people who are…

<table>
<thead>
<tr>
<th></th>
<th>Very respectful</th>
<th>Moderately respectful</th>
<th>Not respectful nor disrespectful</th>
<th>Moderately disrespectful</th>
<th>Not at all respectful</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affected by psychological health issues (e.g., depression, anxiety, bi-polar, PTSD)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>From religious affiliations other than Christian</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>From Christian affiliations</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Gay, lesbian, bisexual, transgender</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Immigrants</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>International students, staff, or faculty</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Learning disabled (e.g., dyslexia)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Men</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Parents/guardians</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing care for other than a child (e.g., elder care)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physically disabled</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Socioeconomically disadvantaged</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Socioeconomically advantaged</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Women</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Veterans/active military</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
93. How would you rate the climate on campus for persons from the following **racial/ethnic** backgrounds?

<table>
<thead>
<tr>
<th></th>
<th>Very respectful</th>
<th>Moderately respectful</th>
<th>Not respectful nor disrespectful</th>
<th>Moderately disrespectful</th>
<th>Not at all respectful</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>African</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American/Black (not Hispanic)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alaskan Native</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southeast Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caribbean/West Indian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caucasian/White (not Latino(a)/Hispanic)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Middle Eastern</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multiracial, multiethnic, or multicultural persons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American Indian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Islanders/Hawaiian Natives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hispanic /Latino(a)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

94. **Students only.** Before I enrolled, I expected that the campus climate would be welcoming for people who are…

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Do not agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affected by psychological health issues (e.g., depression, anxiety, bi-polar, PTSD)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>From religious affiliations other than Christian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>From Christian affiliations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gay, lesbian, bisexual, transgender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Immigrants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>International students, staff, or faculty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Learning disabled (e.g., dyslexia)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents/guardians</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Providing care for other than a child (e.g., elder care)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physically challenged</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Socioeconomically disadvantaged</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Veterans/active military</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


### Institutional Actions Relative to Climate Issues

95. There is visible leadership to foster diversity/inclusion on campus from:

<table>
<thead>
<tr>
<th>Institution</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admissions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board of Trustees</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chapel</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carleton Student Association (CSA)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of Student’s Office</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of the College Office</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diversity Initiative Group (DIG)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender Sexuality Center</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>International Student Programs Office</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of Intercultural Life</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>President’s Office</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TRIO/Student Support Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

96. **Students/Faculty only:** The courses I have taken or have taught at Carleton include materials, perspectives, and/or experiences of people based on their:

<table>
<thead>
<tr>
<th>Variable</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country of origin</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethnicity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender expression</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Immigrant status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Learning disability status (e.g., dyslexia)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical characteristics</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical disability status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psychological disability status (e.g., depression, anxiety, bi-polar, PTSD)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Race</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religion/spiritual status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual orientation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Recommendations to Improve the Climate

97. **Faculty/Staff only.** In your judgment, how strongly do you agree that each of the following would positively affect the climate on campus?

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing tenure clock options with more flexibility for promotion/tenure or faculty/staff with families (e.g., family leave).</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing recognition and rewards for including diversity issues in course outlines across the curriculum.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing diversity training for college staff.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing diversity training for faculty.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing immersion experiences for faculty/staff in civic engagement projects with lower socioeconomic populations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing immersion experiences for students in service learning projects with lower socioeconomic populations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing, promoting and improving access to quality counseling for people who have experienced sexual assault/harassment.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing more effective mentorship for new minority/new women faculty.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing a clear and fair process to resolve conflicts.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Increasing funding to support campus climate change efforts.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing diversity and equity training to search and tenure committees.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Increasing staff representation in College governance.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty and staff.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Increasing the diversity of the student body.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
## Recommendations to Improve the Climate

98. **Students only.** In your judgment, how strongly do you agree that each of the following would positively affect the climate on campus?

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide diversity training for all students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide diversity training for all staff.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide diversity training for all faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide an ombudsperson to adjudicate student complaints of classroom inequity.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase the diversity of the faculty and staff.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase the diversity of the student body.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase opportunities for cross-cultural dialogue among students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase opportunities for cross-cultural dialogue between faculty, staff, and students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incorporate issues of diversity and cross-cultural competence more effectively into the curriculum.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide more effective faculty mentorship of students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Your Additional Comments

99. Are your experiences on campus different from those you experience in the community surrounding campus? If so, how are these experiences different?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

100. This survey has asked you to reflect upon a large number of issues related to the climate and your experiences in this climate, using a multiple-choice format. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues and ways that the college might improve the climate, we encourage you to do so in the space provided below.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY!

Dear member of the Carleton community,

Thank you for completing the campus climate survey. The opinions and experiences you have shared will help us to create an understanding of our current campus environment. From this understanding we will shape a plan to address areas of concern and take advantage of our positive characteristics.

Moving forward, the survey data will be analyzed during the summer and shared with the campus community in the fall of 2008. Please watch for announcements in the coming months.

Once again, thank you for your participation in this undertaking.

Sincerely,

Rob Oden, and the members of DIG