

- My department is a welcoming place for faculty from historically-underrepresented groups.
- My department is a place where all faculty are treated with respect.
- My department is a place where faculty feel free to express their views and opinions to their colleagues.
- Overall, do you feel the university is an inclusive environment for community members from all backgrounds?
- How satisfied are you with the university's efforts to recruit and retain a diverse faculty?
- How satisfied are you with the university's efforts to recruit a diverse student body?
- How satisfied are you with your department's efforts to recruit and retain a diverse work group?
- Within the past year, how often (**if ever**) have you personally experienced any discriminatory behavior at [INSTITUTION] that you believe was based on your...
- [INSTITUTION] has effective programs and procedures to actively recruit underrepresented minority faculty.
- [INSTITUTION] has effective programs and procedures to retain underrepresented minority faculty.
- [INSTITUTION] has effective programs and procedures to promote women into leadership positions.
- [INSTITUTION] provides a diversity-friendly work environment.
- [INSTITUTION] demonstrates a commitment to diversity.
- [INSTITUTION] treats me fairly.
- How prepared do you feel to moderate discussions of controversial topics in your classes?
- How prepared do you feel to create a classroom environment where students feel safe to disagree?
- How prepared do you feel to develop courses/curricula that reflect the experiences of a diverse audience?
- How often do you and your colleagues discuss strategies for moderating discussions of controversial topics?
- How often have you had discussions of controversial topics in the classroom?
- Search processes in my department or area are effective at generating a diverse candidate pool.
- I am comfortable moderating classroom discussions of controversial topics.
- Diversity is important at [INSTITUTION].
- Overall, I feel comfortable with the climate for diversity and inclusiveness at [INSTITUTION].
- My department actively works to recruit faculty members from historically underrepresented groups.
- My department actively works to retain faculty members from historically underrepresented groups.
- The diversity/multiculturalism of faculty in my department has enhanced intellectual diversity in the department.
- The diversity/multiculturalism of faculty in my department has enhanced the quality of teaching/research/extension programs in the department.

- The climate in my department is accepting and respectful all faculty (i.e., regardless of their age, disability status, nationality/ethnic origin, race and color, religion, gender, sexual orientation, marital status, parental status, etc.).
- All faculty in my department and their spouses/partners are made to feel welcome at departmental social events (i.e., regardless of their age, disability status, nationality/ethnic origin, race and color, religion, gender, sexual orientation, marital status, parental status, etc.).
- I feel included in the informal network in my department.
- I am treated with respect by other faculty in my department.
- This university has a commitment to diversity.
- This university does not discriminate on the basis of gender, age, race, ethnicity, or sexual orientation.
- This institution fosters an environment that invites diversity of people, thoughts, and ideas.
- I observed people like me (in terms of gender, age, race, ethnicity or sexual orientation) in prominent positions at my institution.
- An employer or co-worker was unfriendly or unwelcoming toward me because of my gender, age, race, ethnicity or sexual orientation.
- My opinion was dismissed or devalued in a group discussion because of my gender, age, race, ethnicity or sexual orientation.
- Others ask me to serve as a “spokesperson” for people they perceive to be like in terms of my gender, age, race, ethnicity or sexual orientation.
- My department values the contributions of faculty from historically underrepresented groups in the department (e.g., women or men, ethnic minority faculty).
- My colleagues value my contributions to teaching and advising.
- My department/division creates a welcoming environment for faculty who are racial/ethnic minorities.
- My department/division creates a welcoming environment for faculty of all ages.
- My department/division creates a welcoming environment for faculty from the LGBTQIA community.
- My colleagues value my service and administrative contributions.
- I am reluctant to raise controversial issues for fear it will affect my promotion/tenure.
- I feel isolated in my department/division