2023 Belonging and Inclusion: Campus Climate Survey

01 Thank you for taking the time to complete the SSU Belonging and Inclusion: Campus Climate Survey! To ensure the campus community is operating from the same understanding a Definition of Terms was created. When you click the hyperlink the terms will open in a new tab. Use them for reference as needed.

End of Block: Survey Introduction	
Start of Block: SSU Community Member	
Q2 What type of community member are you? (primary role at SSU)	
O Administrator (Management Personnel Plan - MPP) (1)	
○ Faculty (2)	
○ Staff (3)	
○ Student (4)	
End of Block: SSU Community Member	

Start of Block: Student

Start of Block: Survey Introduction

Q3 What is y	our student status? Check all that apply.	
	Part-time (1)	
	Full-time (12 units or more) (2)	
	First-generation (neither parent has a four-year degree) (3)	
	Transfer (4)	
	Commuter (5)	
Q4 If you are	e an undergraduate student, what is your classification?	
O First	year (1)	
○ Second year (2)		
○ Third year (3)		
O Fourt	h year (4)	
O Fifth	or more years (5)	
Q5 What lev	el of degree are you currently pursuing?	
	Bachelor's (1)	
	Master's (2)	
	Credential (4)	

Q6 What is yo	our major? Check all that apply.
	Art (2)
	Communication Studies (4)
	English (5)
	Liberal Studies - Hutchins (6)
	Modern Languages (7)
	Music (8)
	Philosophy (9)
	Theatre Arts (10)
	Business Administration (11)
	Economics (12)
	Curriculum Studies and Second Education (13)
	Early Chidhood Education (14)
	Education Leadership & Special Education (15)
	Literacy Studies & Elementary Education (16)
	Biology (17)
	Chemistry (18)
	Computer Science (19)
	Engineering (20)

Kinesiology (22)
Mathematics (23)
Nursing (24)
Anthropology (26)
Counseling (27)
Criminal Justice (28)
Counseling (29)
Geography, Environment, and Planning (30)
History (31)
Human Development (32)
Political Science (33)
Psychology (34)
Sociology (35)
Undeclared (38)
Another major not listed above. (please specify) (40)

Q7 How are y	ou paying for your education? Check all that apply.
	Family contributions (1)
	Part-time employment (2)
	Full-time employment (3)
	GI Bill (4)
	Grants (5)
	Inheritance (6)
	Loans (7)
	Merit Scholarships (8)
	Other Scholarships (9)
	Pell Grant (10)
	Personal savings (11)
	Work-study (12)
	Other (please specify) (13)

Q8 Are you a	student-athlete?		
O Yes (I	○ Yes (NCAA) (1)		
O Yes (d	club sports) (3)		
O Yes (i	ntramural sports) (2)		
O No (4			
Q9 Are you a	member of a Fraternity or Sorority at SSU?		
O Yes (1)		
○ No (2			
End of Block	x: Student		
Start of Bloc	k: Staff		
Q10 What typ	pe of staff member are you? Check all that apply.		
	Part-time (1)		
	Full-time (2)		
	Temporary (3)		
	Contract (4)		
	Salaried (5)		
	Hourly (6)		

Q11 Which di	vision do you work in? Check all that apply.	
	Academic Affairs (1)	
	Administration and Finance (2)	
	Green Music Center (GMC) (3)	
	Office of the President (4)	
	Student Affairs (5)	
	University Advancement (6)	
	University Library (7)	
Q12 How long have you been employed at SSU?		
C Less than one year (1)		
○ 1-5 years (2)		
○ 6-10 years (3)		
O 11-15	○ 11-15 years (4)	
O 16-20	years (5)	
O 21 yea	ars or more (6)	
End of Block: Staff		

Start of Block: Administrator/Staff/Faculty Overall Climate

Q13 To what extent do you agree or disagree that you are treated with respect by the following groups?

	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
Colleagues in my department (1)	0	0	0	0
Department leadership or chair (2)	0	0	0	0
SSU administration (3)	0	\circ	0	\circ
Students (5)	0	\circ	0	0

Q14 Considering your experiences within your own department, please indicate your level of agreement with each of the following statements.

	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
I feel respected in my department (1)	0	0	0	0
My ideas are seriously considered in my department (2)	0	0	0	\circ
The workload is fairly and equitably distributed in my department (3)	0	0	0	0
There are fair and equitable processes for determining compensation in my department (4)	0	0	0	0
Professional development is provided fairly and equitably in my department (5)	0		0	

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Q15 Considering your experiences at SSU, to what extent do you agree or disagree with the following statements?

	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
I feel others value my opinion at SSU (1)	0	0	0	0
I have to work harder than my colleagues to be valued at SSU (2)	0		0	
I have opportunities at SSU for professional success that are similar to those of my colleagues (3)	0	0	0	
SSU provides sufficient resources to foster my success with a diverse group of employees (4)	0	0	0	0
My experience at SSU has had a positive influence on my professional development (5)	0		0	

End of Block: Administrator/Staff/Faculty Overall Climate

Start of Block: Faculty

Q16 Which typ	pe of faculty member are you? Check all that apply.
	Part-time (1)
	Full-time (2)
	Professor (3)
	Associate Professor (4)
	Assistant Professor (5)
	Non-Instructional Faculty (6)
	Lecturer (7)
	Visiting Professor (8)
Q17 What sch	nool do you teach in? Check all that apply.
Q17 What sch	nool do you teach in? Check all that apply. School of Arts and Humanities (1)
Q17 What sch	
Q17 What sch	School of Arts and Humanities (1)
Q17 What sch	School of Arts and Humanities (1) School of Business and Economics (2)
Q17 What sch	School of Arts and Humanities (1) School of Business and Economics (2) School of Education (3)
Q17 What sch	School of Arts and Humanities (1) School of Business and Economics (2) School of Education (3) School of Extended Education and International Education (4)
Q17 What sch	School of Arts and Humanities (1) School of Business and Economics (2) School of Education (3) School of Extended Education and International Education (4) School of Science and Technology (5)

Q18 How long have you been employed at SSU?
O Less than one year (1)
O 1-5 years (2)
○ 6-10 years (3)
O 11-15 years (4)
O 16-20 years (5)
O 21 years or more (6)
Q19 Do you have access to sufficient diversity, equity, and inclusion teaching resources such as inclusive teaching practices?
○ Yes (1)
O No (2)
O I am not sure (3)
End of Block: Faculty
Start of Block: Administrator
Q20 What type of administrator are you? (your primary role)
▼ Senior administrator (president, provost, vice president, dean) (1) Administrator (associate/assistant vice president, Dean of Students, department head, executive director) (2)

Q21 Which div	vision do you work in? Check all that apply.	
	Academic Affairs (1)	
	Administration and Finance (2)	
	Green Music Center (GMC) (3)	
	Office of the President (4)	
	Student Affairs (5)	
	University Advancement (6)	
	University Library (7)	
Q22 How long	have you been employed at SSU?	
C Less than one year (1)		
O 1-5 years (2)		
O 6-10 years (3)		
O 11-15 years (4)		
O 16-20 years (5)		
O 21 years or more (6)		
End of Block: Administrator		

Start of Block: Disability

Q23 Do you have a disability*? (*View Definition of Terms)			
○ Yes (1)			
O No (2)			
End of Block	: Disability		
Start of Block	k: Disability Details		
Q24 With whice	ch of the following disabilities have you been diagnosed? Check all that apply.		
	Attention Deficit Hyperactivity Disorder (1)		
	Autism Spectrum Disorder (2)		
	Blind/Visually Impaired (3)		
	Chronic Health Condition (4)		
	Deaf/Hard of Hearing (5)		
	Endocrine Disorder (6)		
	Learning Disabilities (7)		
	Mobility Impairment (8)		
	Mental Health/Psychological (9)		
	Neurological Disorder (10)		
	Prefer not to answer (11)		

25 If you have a disability*, have you registered for accommodations with SSU? (*View efinition of Terms)	
O Yes (1)	
O No (2)	
26 Has having a disability* negatively affected your ability to succeed at SSU? (*View efinition of Terms)	
O Yes (1)	
O No (2)	
nd of Block: Disability Details	

Start of Block: Title IX, Discrimination and Harassment

Q27 During the last 12 months at SSU, how often have you experienced the following? (*View Definition of Terms)

Microaggressions* (1)	O Always (1)	Overy Often (2)	O Sometimes (3)	O Rarely (4)	O Never (5)
Someone making a derogatory comment towards me in person (2)	O Always (1)	Overy Often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Someone making a derogatory comment toward me on social media, email, or text (3)	O Always (1)	Overy Often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Experiencing embarrassment or humiliation based on my identity/identities (4)	O Always (1)	O Very oOten (2)	O Sometimes (3)	O Rarely (4)	O Never (5)
Bullying (5)	O Always (1)	O Very often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Retaliation* (6)	O Always (1)	Overy Often (2)	O Sometimes (3)	Rarely (4)	never (5)
Sexual Assault* (7)	O Always (1)	Overy Often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Domestic Violence* (8)	O Always (1)	Often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Dating Violence* (9)	O Always (1)	Often	O Sometimes (3)	Rarely (4)	O Never (5)

medical condition (18)					
Discrimination*, Bias*, or Harassment* based on veteran status (19)	O Always (1)	Very often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Discrimination*, Bias*, or Harassment* based on pregnancy (20)	O Always (1)	Overy Often (2)	O Sometimes (3)	Rarely (4)	O Never (5)
Discrimination*, Bias*, Harassment* based on lack of English proficiency (21)	O Always (1)	Overy Often (2)	O Sometimes (3)	Rarely (4)	O Never (5)

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•	ve experienced any of the items listed in the previous question, who caused the ck all that apply.
	Administrator (1)
	Athletic Coach (2)
	Faculty (4)
	Member of the surrounding community (5)
	Staff (6)
	Student (7)
	University Police (3)
	Unknown (8)
	Not applicable (9)
Q29 I know w Terms)	here to file a report of discrimination*, bias*, or harassment*. (*View Definition of
O Yes (1)
O No (2)
	ed a report of sexual misconduct* or a bias*, harassment*, or discrimination in the s.(*View Definition of Terms)
O Yes (1)
○ No (2)

Start of Block: Title IX, Discrimination and Harassment Part 2

Q31 Who did you file your report to? Check all that apply.		
Athlet	ic Department (1)	
Camp	ous Health Center (2)	
Unive	rsity Police (3)	
Local	police (4)	
Tribal	police (5)	
Facul	ty (6)	
Staff	(7)	
Admir	nistrator (8)	
Famil	y member (9)	
Friend	d (10)	
Huma	an Resources (11)	
Title I	X Office (12)	
Off-ca	ampus health care provider (13)	
Perso	on or group not listed (17)	

•	ve filed a sexual misconduct* or a bias*, harassment*, or discrimination report in ears, what were the results? Check all that apply. (*View Definition of Terms)	
	Criminal action was taken (1)	
	My complaint was addressed but not to my satisfaction (2)	
	My complaint was resolved to my satisfaction (3)	
	My complaint was dismissed (4)	
	My complaint was referred to another office (5)	
	Nothing was done (6)	
	It is still in process (7)	
	Reason not listed (8)	
End of Block: Title IX, Discrimination and Harassment Part 2		
Start of Block: Title IX, Discrimination and Harassment Part 3		

Q33 If you hat <u>Ferms)</u>	ve not reported an incident, why not? Check all that apply. (*View Definition of
	I decided it wasn't important enough (1)
	There wasn't enough evidence (2)
	I feared retaliation* (3)
	I didn't think anything would happen (4)
	The offender asked me not to (5)
	I felt pressured by friends not to report (6)
	I felt pressured by staff not to report (7)
	I felt pressured by faculty not to report (8)
	I felt it was my fault (9)
	There were no witnesses (10)
	I did not trust the reporting process (11)
	I did not think the school would support me (12)
	I was embarrassed (13)
	I didn't know where to report (14)
	I have not been involved in an incident (16)
	I have not witnessed an incident (17)
End of Block	: Title IX, Discrimination and Harassment Part 3

Start of Block: Race, Gender, Sexuality, Religion/Spirituality

Q34 Please rate your experience at SSU from 1 (disrespectful, for example) to 100 (respectful) based on different aspects of your identity. (*View Definition of Terms)

	Disrespectful	Respectful
	0	100
Race* ()		
Gender* ()		
Sexuality* ()		
Religion/Spirituality ()		

Q35 Please rate your experience at SSU from 1 (hostile, for example) to 100 (friendly) based on different aspects of your identity. (*View Definition of Terms)

Hostile

	0	100
Race* ()		
Gender* ()		
Sexuality* ()		
Religion/Spirituality ()		

Q36 Please rate your experience at SSU from 1 (not inclusive, for example) to 100 (inclusive) based on different aspects of your identity. (*View Definition of Terms)

Exclusive	Inclusive
0	100

Friendly

Race* ()	
Gender* ()	
Sexuality* ()	
Religion/Spirituality ()	

Q37 Please rate your experience at SSU from 1 (homogenous, for example) to 100 (diverse based on different aspects of your identity. (*View Definition of Terms)

	Homogenous	Diverse
	0	100
Race* ()		—
Gender* ()		
Sexuality* ()		
Religion/Spirituality ()		

Q38 Please rate your experience at SSU from 1 (unwelcoming, for example) to 100 (welcoming) based on different aspects of your identity. (*View Definition of Terms)

Unwelcoming Welcoming
0 100

Race ()	
Gender ()	
Sexuality ()	
Religion/Spirituality ()	
	•
Q39 In addition to issues of identity, SSU is also childcare or other forms of care work made it diff Definition of Terms)	· · · · · · · · · · · · · · · · · · ·
O Very difficult (1)	
O Somewhat difficult (2)	
O Not very difficult (3)	
O Not at all difficult (4)	
Q40 To what extent do you agree or disagree wi allows me to live without worrying about paying fliving in Sonoma County?	
O Strongly agree (1)	
O Agree (2)	
O Disagree (4)	
O Strongly Disagree (3)	
End of Block: Race, Gender, Sexuality, Religi	ion/Spirituality

Start of Block: Campus Diversity, Inclusion and Belonging

Q41 How effective is SSU at promoting interaction between different racial groups?	
O Very effective (1)	
○ Effective (3)	
O Somewhat effective (2)	
O Not effective at all (4)	

Q42 Based your experiences, how welcoming is our campus to the following groups? (*View Definition of Terms)

	Very Welcoming (1)	Somewhat Welcoming (2)	Not Very Welcoming (3)	Not At All Welcoming (4)	Not Sure (5)
African- American/Black (1)	0	0	0	0	0
Asian- American/Asian (2)	0	0	0	0	0
Hispanic/Latinx (3)	0	\circ	\circ	\circ	\circ
LGBTQIA+ (4)	\circ	\bigcirc	\bigcirc	\circ	\bigcirc
Middle Eastern (5)	0	\circ	\circ	\circ	\circ
Muslim (6)	\circ	\circ	\circ	\circ	\circ
Native American/Alaska Native (7)	0	0	0	0	0
Native Hawaiian/Pacific Islander (8)	0	0	0	0	0
People with disabilities (9)	0	\circ	\circ	\circ	0
Transgender* people (10)	\circ	\circ	\circ	\circ	\circ
Undocumented Students (11)	0	\circ	\circ	\circ	\circ
Women (12)	0	\circ	\circ	\circ	\circ

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•	u ever experienced microaggressions* from any of the following groups? Check all View Definition of Terms)
	Administrators (1)
	Faculty (2)
	Staff (3)
	Students (4)
	I have not experienced microaggressions* (5)

Q44 To what extent do you agree or disagree with the following statements? (*View Definition of Terms)

I feel like I belong at SSU (1)	0			
		\bigcirc	\circ	\circ
Our campus is diverse (2)	\circ	0	\circ	\circ
Our campus is inclusive (3)	\circ	\circ	\circ	\circ
Diversity*, Equity*, and Inclusion* is important to campus leadership (4)	0	0	0	0
I have considered leaving SSU because of a lack of diversity* (5)	0	0	0	0
I have found one or more groups on campus where I feel like I belong (6)	0	0	0	0
Our school puts too much emphasis on Diversity*, Equity*, and Inclusion* (7)	0	0		0

Q45 To what extent do you worry about paying for the following items while living in Sonoma County?

	I worry a lot (1)	I worry some (2)	I worry a little (3)	I do not worry (4)	Not applicable (5)
Textbooks (1)	\circ	\circ	\circ	\circ	\circ
Tuition (2)	\circ	\circ	\circ	\circ	\circ
Student Loan payments (16)	\circ	0	0	0	\circ
School- related technology (3)	\circ	0	0	0	0
On-campus housing (4)	0	\circ	\circ	\circ	\circ
Off-campus housing (5)	\circ	0	\circ	0	0
Renting a home (14)	0	\circ	\circ	\circ	\circ
Buying a home (15)	\circ	\circ	\circ	\circ	\circ
Food (6)	\circ	\circ	\circ	\circ	\circ
Utilities (7)	\circ	\circ	\circ	\circ	\circ
Medical expenses (8)	\circ	\circ	\circ	\circ	\circ
Self-care (13)	\circ	\circ	\circ	\circ	\circ
Child care (9)	\circ	\circ	\circ	\circ	\circ
Elder care (11)	0	0	0	0	0

End of Block: Campus Diversity, Inclusion and Belonging					
Start of Block: Campus Safety					
Q46 To what extent do you agree with the following statements concerning safety on or off campus within the last 12 months?					
	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)	
I feel safe on campus (1)	0	0	0	0	
I feel safe in classrooms (2)	0	\circ	\circ	\circ	
I feel safe in campus housing (3)	0	\circ	0	0	
I feel safe in the off-campus community (4)	0	0	0	0	
My family feels I am safe on campus (5)	0	\circ	0	0	

Other form of dependent care (12)

Q47 Which of the following would make you feel safer on campus?

	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
More University Police presence (1)	0	0	0	0
Less University Police presence (2)	0	0	0	0
De-escalation training and response by University Police (3)	0	0	0	0
More lighting along walking paths (4)	0	0	0	0
More designated walking paths (5)	0	\circ	\circ	\circ
Emergency call boxes (6)	0	\circ	0	\circ
More interior lighting in campus buildings (7)	0	0	0	0
More exterior lighting on campus grounds (8)	0	0	0	0
More lighting in the parking lots (9)	0	\circ	0	0
Surveillance cameras (10)	0	0	\circ	\circ

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Q48 To what extent do you agree or disagree with the following statements about University Police. (*View Definition of Terms)

	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
University Police should be required to participate in ongoing diversity* training (1)	0	0	0	0
University Police should be reflective of the diversity* of students (2)	0	0	0	0
University Police services contribute to the University's mission (3)	0	0	0	0
University Police provide adequate communication regarding natters affecting the campus community (4)	0	0		0
When I contact University Police with a problem they are concerned with helping me resolve my problem (5)	0	0		0
The conduct of University Police employees is professional (6)	0	0	0	0
University Police employees are sensitive to the cultural diversity*	0	0	0	0

of campus (7)				
University Police are involved with our campus community (8)	0	0	0	0
University Police play an essential role in creating a campus climate conducive to learning (9)	0		0	0
I see a sufficient number of uniformed police officers on our campus and in or parking lots (10)	0	0	0	0
There is a sufficient number of officers on campus to handle emergency situations (11)	0		0	

End of Block: Campus Safety

Start of Block: Demographics and Identities

Q49 Which of <u>Ferms)</u>	f the following describes your race*? Check all that apply. (*View Definition of
	African-American/Black (1)
	Asian-American/Asian (2)
	Caucasian/White (3)
	Hispanic/Latinx (4)
	Middle Eastern (5)
	Multiracial (6)
	Native American/Alaskan Native (7)
	Native Hawaiian/Pacific Islander (8)
	Prefer not to answer (9)

Q50 Which of of Terms)	the following best describes your gender*? Check all that apply. (*View Definition
	Cisgender* Woman (1)
	Cisgender* Man (2)
	Transgender* Woman (3)
	Transgender* Man (4)
	Non-binary* (5)
	Gender* Queer (6)
	Questioning (7)
	Prefer not to answer (8)

Q51 Which of the following best describes your faith or religion? Check all that apply.		
	Agnostic (1)	
	Atheist (2)	
	Bahá'í (3)	
	Buddhist (4)	
	Christian Catholic (5)	
	Christian Protestant (6)	
	Hindu (7)	
	Jehovah's Witness (8)	
	Jewish (9)	
	Latter-day Saints (10)	
	Muslim (11)	
	Non-denominational (12)	
	Scientologist (13)	
	Seventh Day Adventist (14)	
	Sikh (15)	
	Taoist (16)	
	Unitarian (17)	
	Not religious (18)	

	Prefer not to answer (19)		
Q52 Which o	of the following best describes your sexual identity*? Check all that apply. (*View Terms)		
	Asexual (1)		
	Bisexual (2)		
	Gay (3)		
	Heterosexual or Straight (4)		
	Lesbian (8)		
	Pansexual (5)		
	Queer (9)		
	Questioning (6)		
	Prefer not to answer (7)		
Q53 Are you a member of the LGBTQIA+ Community?			
○ Yes (1)			
○ No (2)			
O Prefer not to answer (3)			

Q54 Are you on active duty or a military veteran?	
○ Yes (1)	
O No (2)	
End of Block: Demographics and Identities	