

Diversity Survey- Staff

How long have you been employed at The University of Toledo? (years)

▼ Less than 1 year ... > 71 years

Which campus do you spend the majority of your time?

- Main Campus
- Health Science Campus
- Scott Park
- The Art Museum
- Lake Erie Center

What is your college?

▼ Arts and Letters ... Other (Please specify)

If other, please specify.

An important component of diversity is *inclusion*, or the extent to which a person feels included or a sense of belonging.

Please use a scale of 1 to 7 to rate your opinion on how *inclusive* The University of Toledo is for you on a personal level where 1 means Not At All and 7 means Very Included.

	1	2	3	4	5	6	7	Don't know
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Considering your ranking of inclusion in the question above, please tell us why you gave the University this ranking?

- I feel very included at the university.
- I feel somewhat included at the university.
- The university pays little attention to what I think and feel.
- There is no strategy of inclusion for people like me.
- I feel excluded from opportunities available only to an “inner circle” where skill and talent are not most important.
- I don't pay attention to inclusion at all.
- Other: (please specify) _____

Another important component of diversity is *equity*, or the extent to which people feel they are treated equally and have equal access to things that matter, such as resources, opportunities, and justice.

Considering the work you do at the university, to what extent do you feel the university is *equitable*?

Please use a scale of 1 to 7 to rank your answer where 1 means Not At All and 7 means Very Equitable.

	1	2	3	4	5	6	7	Don't know
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Considering your ranking of equity in the question above, please tell us why you gave the University this ranking?

- I feel there is equity at the university.
- I feel there is some equity at the university.
- There is unequal access to professional development opportunities and resources.
- There is unequal access to opportunities for promotion.
- There is unequal access to an "inner circle" where most opportunities and resources are maintained.
- I don't pay attention to equity at all.
- Other: (please specify) _____

Cultural Competence is a concept which suggests that when individuals interact with others in diverse settings that it is important for those individuals (i.e. professors, advisors, peers, administrators) to understand and respect the history and culture of people they interact with. Please rank the following question on a scale of 1 to 7 where 1 means Not At All and 7 means Very *Culturally Competent*.

	1	2	3	4	5	6	7	Don't know
Are professors at The University of Toledo?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is the administration (ex. President, Vice President, etc.) at The University of Toledo?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are staff at The University of Toledo?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use a scale of 1 to 7 to rate your opinion on how *trusting* you are of The University of Toledo in doing what is right for you, where 1 means Not At All and 7 means Very Trusting.

	1	2	3	4	5	6	7	Don't know
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use a scale of 1 to 7 to rate your opinion on how *trusting* you are of your College/Organizational Unit in doing what is right for you, where 1 means Not At All and 7 means Very Trusting.

	1	2	3	4	5	6	7	Don't know
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use a scale of 1 to 7 to rate your opinion on how *trusting* you are of your Department in doing what is right for you, where 1 means Not At All and 7 means Very Trusting.

	1	2	3	4	5	6	7	Don't know
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you had any structured diversity training or instruction since you arrived at The University of Toledo (excluding classroom discussion)?

- Yes
- No

How effective was the training in enhancing your understanding of “others” and the importance of diversity?

Please rank the following question on a scale of 1 to 7 where 1 means Not Effective At All and 7 means Very Effective.

	1	2	3	4	5	6	7	Don't know.
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Would you like to receive additional diversity training or instruction?

- Yes
 - No
-

Why have you not received any diversity training or instruction at The University of Toledo?

- I don't need diversity training.
 - I am not aware of diversity training at The University of Toledo.
 - I don't have time for such training.
 - Never thought about it.
 - Never offered to me.
 - Other: (please specify) _____
-

Would you like to receive diversity training or instruction?

- Yes
- No

How often do you think about diversity and/or multicultural issues at The University of Toledo?

Please rank the following question on a scale of 1 to 7 where 1 means Not At All and 7 All the time.

	1	2	3	4	5	6	7	Don't know.
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, WITH REGARD TO STUDENTS what can be done to improve the understanding and respect for "others" at The University of Toledo?

Please rank the following: (you only have to rank the items that apply- 1 BEING MOST IMPORTANT)

- _____ Required diversity training/instruction for all incoming students
- _____ Optional diversity training/instruction for all incoming students
- _____ Required diversity training/instruction for all current students
- _____ Optional diversity training/instruction for all current students
- _____ Cultural sharing activities
- _____ Nothing needs to be done
- _____ Other: (please specify and rank)

In your opinion, WITH REGARD TO FACULTY what can be done to improve the understanding and respect for "others" at The University of Toledo?

Please rank the following: (you only have to rank the items that apply- 1 BEING MOST IMPORTANT)

- _____ Required diversity training/instruction for all newly hired faculty
- _____ Optional diversity training/instruction for all newly hired faculty
- _____ Required diversity training/instruction for all current faculty
- _____ Optional diversity training/instruction for all current faculty
- _____ Improved or additional diversity training/instruction for current faculty
- _____ Cultural sharing activities
- _____ Nothing needs to be done
- _____ Other: (please specify and rank)

In your opinion, WITH REGARD TO STAFF what can be done to improve the understanding and respect for "others" at The University of Toledo?

Please rank the following: (you only have to rank the items that apply- 1 BEING MOST IMPORTANT)

- _____ Required diversity training/instruction for all newly hired staff
- _____ Optional diversity training/instruction for all newly hired staff
- _____ Required diversity training/instruction for all current staff
- _____ Optional diversity training/instruction for all current staff
- _____ Improved or additional diversity training/instruction for current staff
- _____ Cultural sharing activities
- _____ Nothing needs to be done
- _____ Other: (please specify and rank)

In your opinion, WITH REGARD TO ADMINISTRATORS what can be done to improve the understanding and respect for "others" at The University of Toledo?

Please rank the following: (you only have to rank the items that apply- 1 BEING MOST IMPORTANT)

- _____ Required diversity training/instruction for all newly hired administrators
- _____ Optional diversity training/instruction for all newly hired administrators
- _____ Required diversity training/instruction for all current administrators
- _____ Optional diversity training/instruction for all current administrators
- _____ Improved or additional diversity training/instruction for current administrators
- _____ Cultural sharing activities
- _____ Nothing needs to be done
- _____ Other: (please specify and rank)

What do you think is the best way to structure diversity training? Identify one.

- A few hours in a single session
- A few hours in a single session followed by ongoing discussions/forums
- Weekly discussions/forums
- Monthly discussions/forums
- Other: (please specify) _____

Did you participate in Diversity Month activities last year?

- Yes
- No
- Was not on campus last year

Which of the reasons best reflects your reason for participating?

- One or more of programs/activities appealed to me.
 - Almost all of the programs/activities appealed to me.
 - Not applicable.
 - Other: (please specify) _____
-

Which of the reasons best reflects your reason for not participating?

- I didn't know about diversity month last year.
- It did not offer anything relevant for me.
- Times conflicted with my schedule.
- Not applicable.
- Other: (please specify) _____

To improve feelings of inclusion and equity among staff, which of the following would you like to see occur at university: Please rank the following: (you only have to rank the items that apply- 1 BEING MOST IMPORTANT)

- _____ Greater effort to recruit and hire a more diverse staff.
- _____ Create more opportunities for internal (UT) professional networking.
- _____ Greater diversity in senior administration.
- _____ Merit-based promotions rather than "inner circle" and personal relationships.
- _____ Ensure hiring committees more diverse and includes people on committee from outside of hiring department.
- _____ Nothing needs to be done.
- _____ Other: (please specify and rank)

The next few questions deal with Inclusion at University Libraries.

Overall, the Libraries have a positive impact on diversity and inclusion in the University of Toledo community.

Please rank the following question on a scale of 1 to 7 where 1 means Strongly Disagree and 7 means Strongly Agree.

	1	2	3	4	5	6	7	Don't know.
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am always treated with respect by library employees while visiting the Library. Please rank the following question on a scale of 1 to 7 where 1 means Strongly Disagree and 7 means Strongly Agree.

	1	2	3	4	5	6	7	Don't know.
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Our Libraries attract a diverse group of users.

Please rank the following question on a scale of 1 to 7 where 1 means Strongly Disagree and 7 means Strongly Agree.

	1	2	3	4	5	6	7	Don't know.
Rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is there anything the university libraries could do to improve inclusiveness at the university libraries?

Overall, what advice can you offer to The University of Toledo regarding diversity?

**The following questions are for comparison purposes only.
How would you define your gender?**

- Male
- Female
- Nonbinary
- Transgender male
- Transgender female
- Not listed (please specify) _____
- Prefer not to answer

Does your gender interfere with your feelings of being included at The University of Toledo?

- Yes
 - No
-

Comments (optional):

What is the sex you were assigned at birth?

- Male
- Female
- Intersex
- Not listed (please specify) _____
- Prefer not to answer

Does your sex interfere with your feelings of being included at The University of Toledo?

- Yes
- No

Comments (optional):

Which best defines your sexual orientation?

- Heterosexual
- Gay
- Lesbian
- Bisexual
- Not listed (please specify) _____
- Prefer not to answer

Does your sexual orientation interfere with your feelings of being included at The University of Toledo?

- Yes
- No

Comments (optional):

Please indicate your race: (select all that apply)

- White
- Black or African American
- Hispanic or Latino
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Not listed (please specify) _____
- Prefer not to answer

Does your race interfere with your feelings of being included at The University of Toledo?

- Yes
- No

Comments (optional):

Do you identify with a religion?

- Yes
- No
- Prefer not to answer

Please indicate which religion you consider yourself to belong to.

- Buddhism
 - Christianity
 - Hinduism
 - Islam
 - Judaism
 - Atheist or Agnostic
 - Not listed (please specify) _____
-

Does your religion interfere with your feelings of being included at The University of Toledo?

- Yes
 - No
-

Comments (optional):

Do you have a disability (for example, sensory or physical impairments, learning disabilities, mental health conditions, chronic health conditions)?

- Yes
- No
- Prefer not to answer

Does your disability status influence your feelings of being included at The University of Toledo?

- Yes
- No

Comments (optional):
