

## Faculty Items

### Survey Introduction

Your participation in the survey is entirely voluntary, and your responses will remain confidential. Individual faculty names and identifying information will not be included in survey results, so please be completely candid.

Skip any survey items that do not apply to you or that you cannot or do not want to answer.

### Faculty Items

1. How much do you agree with this statement? Racism exists in my community outside of this college.
  - a. Strongly disagree
  - b. Moderately disagree
  - c. Slightly disagree
  - d. Slightly agree
  - e. Moderately agree
  - f. Strongly agree
  
2. How much do you agree with this statement? Racism exists at this college.
  - a. Strongly disagree
  - b. Moderately disagree
  - c. Slightly disagree
  - d. Slightly agree
  - e. Moderately agree
  - f. Strongly agree
  
3. During the current academic year, how often have you witnessed racism in your community outside of this college?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often
  
4. During the current academic year at this college, how often have you witnessed racism?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Often
  - e. Very often

5. During the current academic year, how often has racism been directed toward you in your community outside of this college?
- Never
  - Rarely
  - Sometimes
  - Often
  - Very often
6. During the current academic year at this college, how often has racism been directed toward you?
- Never
  - Rarely
  - Sometimes
  - Often
  - Very often
7. During the current academic year at this college, how often have you taken a stance against racism on behalf of students?
- Never
  - Rarely
  - Sometimes
  - Often
  - Very often
  - I have not needed to take a stance against racism on behalf of students at this college during the current academic year
8. During the current academic year at this college, I have had opportunities to provide feedback to the college regarding incidents of racism.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree
  - I have not needed to provide feedback about incidents of racism at this college during the current academic year
9. During the current academic year, this college has taken appropriate actions regarding incidents of racism.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree
  - I am not aware of any incidents of racism at this college during the current academic year

10. During the current academic year at this college, how often have you facilitated activities or discussions that encouraged your students to examine their understanding of issues of race/ethnicity?
- Never
  - Rarely
  - Sometimes
  - Often
  - Very often
11. At this college, there is an adequate amount of racial/ethnic diversity among instructors and staff members.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree
12. Currently, there is a culture of caring at this college.
- Strongly disagree
  - Moderately disagree
  - Slightly disagree
  - Slightly agree
  - Moderately agree
  - Strongly agree
13. In the last 12 months, have you participated in any professional development activities that have helped you understand the history of various races/ethnicities?
- Yes
  - No

13a. If response is *no* for Item 13

Does your college offer professional development activities that focus on understanding the history of various races and ethnicities?

- Yes
- No

13b. If response is *yes* for item 13a

Why did you not participate? [Write in]

14. In the last 12 months, have you participated in professional development activities about how to teach students of various races/ethnicities?
- Yes
  - No
- 14a. If response is *no* for Item 14  
Does your college offer professional development activities that focus on teaching students of various races/ethnicities?
- Yes
  - No
- 14b. If response is *yes* for item 14a  
Why did you not participate? [Write in]
15. During this academic term, does your institution consider you to be employed part-time or full-time?
- Part-time
  - Full-time
16. What is your age group?
- 24 or under
  - 25 to 29
  - 30 to 39
  - 40 to 49
  - 50 to 64
  - 65 or more
17. What is your racial or ethnic identification? (*Mark all that apply*)
- American Indian or Alaska Native
  - Black or African-American
  - Hispanic or Latino
  - Native Hawaiian
  - Pacific Islander (non-Native Hawaiian)
  - White
  - Other
  - Additional racial or ethnic category (or other); please specify: \_\_\_\_\_
  - Decline to answer
18. Mark your gender identity:
- Man
  - Woman
  - Transgender man/trans man/female-to-male (FTM)
  - Transgender woman/trans woman/male-to-female (MTF)
  - Genderqueer/gender nonconforming neither exclusively male nor female
  - Additional gender category (or other); please specify: \_\_\_\_\_
  - Decline to answer

19. What sex was originally listed on your birth certificate?
- Male
  - Female
  - Decline to answer
20. Mark your sexual orientation:
- Straight or heterosexual
  - Lesbian or gay
  - Bisexual
  - Queer, pansexual, and/or questioning
  - Something else; please specify: \_\_\_\_\_
  - I do not know
  - Decline to answer
21. How many years of teaching experience do you have at any college/university, not including graduate teaching assistant positions?
- I am a first-year instructor
  - 1 to 4 years
  - 5 to 9 years
  - 10 to 19 years
  - 20 to 29 years
  - 30 to 39 years
  - 40 years or more