

Climate Survey Example

Survey Background:

- Modeled on [Harvard Pulse Survey 2019](#).
- Designed for high level “pulse” and analysis. If not done UVA-wide, small units will need to modify demographics questions to protect confidentiality.
- Purposefully short and based on key indicators of belonging and engagement which overall reveal perceptions of being seen, heard, listened to, respected, valued, belonging, and psychological safety.
- Would be part of evidence-base and metrics for Inclusive Excellence plans across the University and would be a major central support for those efforts. Actions reviewed and to be taken in relation to responses should be transparently communicated with stakeholders for accountability and to show connection to IE plan and change overtime.
- Regular administration on a set schedule to all faculty, staff, students. Recommending once every two years and staggering groups.
- UVA Division for Diversity, Equity, and Inclusion could be a partner for survey administration via Qualtrics.

Pulse Survey Questions

1. I feel like I belong at [Insert Org/Dept/School/Institution].
2. My relationships at [Insert Org/Dept/School/Institution] are as satisfying as I would want them to be.
3. I feel like I can be my authentic self at [Insert Org/Dept/School/Institution].
4. **Students** The academic goals I have for myself are being met at [Insert Org/Dept/School/Institution]. **Staff and Faculty:** The professional goals I have for myself are being met at [Insert Org/Dept/School/Institution].
5. I know what constitutes good performance in my role.
6. I receive meaningful recognition for doing good work.
7. I feel comfortable expressing my opinions to others at [Insert Org/Dept/School/Institution].
8. I believe [Insert Org/Dept/School/Institution] leadership will take appropriate action in response to incidents of harassment and discrimination.
9. I have the skills to address hostile behavior that I witness.
10. [Optional:] Please suggest one or two concrete actions that you believe would improve the climate for inclusion for all members of the [Insert Org/Dept/School/Institution] community.

Likert Scale for all questions:

1 (Strongly disagree) 2 (Disagree) 3 (Slightly disagree) 4 (Slightly Agree) 5 (Agree) 6 (Strongly agree)

- Alternative – 7 point scale where 4 is “Neither agree nor disagree”

Demographic Questions

- 1) Which best describes your gender identity?
 - Woman
 - Man
 - Transgender
 - Genderqueer or nonbinary
 - Another identity: _____

- I prefer not to say
 - Unsure
- 2) Which of the following best describes you? (Check all that apply)
- American Indian or Alaskan Native
 - Asian or Asian American
 - Black or African American
 - Hispanic or Latina/o/x
 - Middle Eastern
 - Native Hawaiian or other Pacific Islander
 - White
 - Another: _____
 - I prefer not to say
- 3) Which best describes your sexual orientation?
- Asexual
 - Bisexual
 - Gay/Lesbian
 - Heterosexual
 - Another orientation: _____
- 4) What is the highest level of education completed by any of your parents or guardians?
- Elementary school
 - Middle school
 - High school
 - Bachelor's degree
 - Master's degree
 - Professional degree (i.e. medical or legal degree)
 - Doctoral degree
 - Unsure
 - I prefer not to say
- 5) When it comes to politics, where would you place yourself on this scale?
- 1-Very conservative
 - 2-Conservative
 - 3-Slightly conservative
 - 4-Moderate, middle of the road
 - 5-Slightly liberal
 - 6-Liberal
 - 7-Very liberal
 - Another: _____
 - I prefer not to say
- 6) Which best describes your religious preference?
- Buddhist
 - Hindu
 - Jewish
 - Mormon
 - Muslim

- Protestant
 - Roman Catholic
 - Another preference: _____
 - No religion
 - I prefer not to say
- 7) Do you identify as a person with a disability?
- Yes
 - No
 - Unsure
 - I prefer not to say

Decision Points

- Any modifications to the base questions?
- Any modifications to the demographic questions? Note: This will likely need the most edits to customize results to actionable insights reflecting working/learning groups in the area.
- Confidential or anonymous administration? Recommendation: = Anonymous.
- Timing of administration by group (staff, faculty, undergraduates, graduates)?
- Would IRB approval be sought for future publishing and/or data protection? [Note: Could generally be considered for administrative purposes such that human subjects research waiver could be obtained].
- Who reviews the open comments section?
- Who maintains the data and for how long?
- Who would pay for survey incentives, if any, and what would they be?
- Others?