

Diversity and Inclusion Survey - St. John's College - 2020

Q1 Browser Meta Info

Q2 Thank you for taking this survey for St. John's College. It is intended to inform the Task Force on Diversity and Inclusion for the work we will be doing to advise the Board of Visitors and Governors and the college. We undertake this work in the spirit of a St. John's education, looking at evidence, deeply questioning our assumptions, and listening carefully to the words, thoughts, and experiences of others. This survey is a starting place, which will undoubtedly not cover all aspects of the issues of concern to all members of our community. It will focus on the areas which community members have raised as most concerning at St. John's College. As we go forward, we ask you to work with us to help us better understand the college, its structure, and its members. We appreciate the time this takes, and we want you to know that we value all of your voices and concerns.

All information you provide will be maintained on a confidential basis by Hanover Research, a market research firm based in Arlington, VA, and your responses will only be used and reported in an aggregate form, so please be as candid as possible.

Q3 Hanover Research takes protecting your personal information seriously. We use your data for research and analysis purposes only. Please see our [Privacy Policy](#) to learn how we collect and process your data.

- I consent** to having my personal data collected for this survey. (1)
- I do not consent** to having my personal data collected and wish to **exit the survey**. (2)

Start of Block: Introduction and Screeners

Q4 As you fill out the survey, there are some terms that may have many different meanings to each of us. We start with some brief working definitions that may not capture all aspects for all groups, but we view these as a reasonable place from which to start our discussion.

We consider **Diversity** here to be the variety of similarities and differences among people, including but not limited to: gender, gender identity, ethnicity, race, sexual orientation, culture, religion, disability, mental health, political views, and socioeconomic background.

Inclusion is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and highly successful community.

Because this survey is the first of its kind issued by the college, we have attempted a broad exploration of issues of diversity and inclusion in our community.

This approach is also important to identify areas where various groups may have similar or different experiences from one another.

Q5 What is your primary role within the St. John's Community? *Please select only one option. If you are currently employed with the college and also an alum, please pick your current role with the college. If you have been a student in multiple programs, please pick the most recent.*

- Tutor (2)
 - Staff (3)
 - Undergraduate Student (5)
 - Graduate Institute Student (Liberal Arts) (6)
 - Graduate Institute Student (Eastern Classics) (15)
 - Degreed Alumni (Undergrad) (7)
 - Non-Degreed Alumni (Undergrad) (8)
 - Degreed Alumni (Graduate Institute) (9)
 - Non-Degreed Alumni (Graduate Institute) (10)
 - Degreed Alumni (Eastern Classics) (11)
 - Non-Degreed Alumni (Eastern Classics) (12)
 - Other (please specify): (13)
-
- None of the above (14)

Display This Question:

If Staff

Q6 Which of the following best describes your role within the St. John's Community?

- Administration and other offices (e.g., admissions, business office, dean's office, financial aid)
- Student and campus services (e.g., residential life, bookstore, student health, IT)
- Facilities support and security (e.g., B&G, CET, campus security, food services)

End of Block: Introduction and Screeners

Start of Block: Campus Experience with Diversity

Q7 Based on your experiences and direct observations, please rate the **overall campus climate** at **St. John's College** using the following dimensions:

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-sexist
Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-racist
Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Accepting of all sexual orientations
Transphobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Accepting of all gender identities/expressions
Intolerant of differing religious beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerant of differing religious beliefs
Intolerant of disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerant of disability
Intolerant of differing political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerant of differing political views

Page Break

Display This Question:

If stakeholder = non-instructional staff

Q8 Based on your experiences and direct observations at [St. John's College](#), please rate the climate in your work area using the following dimensions:

Display This Question:

If stakeholder = Alumni

Or stakeholder = Student

Q9 Based on your experiences and direct observations at [St. John's College](#), please rate the climate in your classes using the following dimensions:

Display This Question:

If stakeholder = Instructional

Q10 Based on your experiences and direct observations at [St. John's College](#), please rate the climate in your classes and workspace using the following dimensions:

Display This Question:

If stakeholder = Other

Q11 Based on your experiences and direct observations at [St. John's College](#), please rate the climate in your classes or workspace using the following dimensions:



Q12 Based on your experiences and direct observations at [St. John's College](#), please rate the climate in your [classes/work area] for [students/tutors/staff] using the following dimensions:

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-sexist
Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-racist
Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Accepting of all sexual orientations
Transphobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Accepting of all gender identities/expressions
Intolerant of differing religious beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerant of differing religious beliefs
Intolerant of disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerant of disability
Intolerant of differing political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerant of differing political views

Page Break

End of Block: Campus Experience with Diversity

Start of Block: Direct Experience with Discrimination or Harassment

Display This Question:

If stakeholder = Alumni

Q13 Did you experience any of the following incidents at [St. John's College](#)?

Display This Question:

If stakeholder = non-instructional staff

Or stakeholder = Instructional

Or stakeholder = Other

Or stakeholder = Student

Q14 Have you experienced any of the following incidents at [St. John's College](#)?

Q15 [Have you experienced/Did you experience] any of the following incidents at [St. John's College](#)?

	Due to sexual orientation (actual or as perceived by others) (1)	Due to gender identity/expression (2)	Due to race/ethnicity (3)	Due to religious identity (4)	Due to disability (5)	Due to political views (6)	Due to socioeconomic background (8)	Not applicable (7)
Graded unfairly by tutor (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Denied any student services (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unfairly or unjustly treated by campus security or other college personnel (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Denied physical or mental health services (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Derogatory remarks or gestures (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Derogatory graffiti (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Threats to expose sexual orientation or gender identity/expression (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Pressure to be silent about sexual orientation or gender identity/expression (8)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Unfair comments in classroom/workplace (9)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Denied a promotion (10)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Denied any human resources services (11)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Display This Question:

If [Have you experienced/Did you experience] any of the following incidents at St. John's College? [

Q16 If you wish to share your experience, please describe any incidents of harassment or discrimination, including role of involved parties (e.g. peer, staff, tutor, etc.) and context (e.g. classroom, staff office, non-classroom setting, etc.)

Page Break

Display This Question:

If stakeholder = Alumni

Q17 Did you experience any of the following forms of online interactions (e.g., e-mail, text messages, social media posts) at [St. John's College](#) or within the community?

Display This Question:

If stakeholder = non-instructional staff

Or stakeholder = Instructional

Or stakeholder = Other

Or stakeholder = Student

Q18 Have you experienced any of the following forms of online interactions (e.g., e-mail, text messages, social media posts) at [St. John's College](#) or within the community?



Q19 [Did you experience/Have you experienced] any of the following forms of online interactions (e.g., e-mail, text messages, social media posts) at [St. John's College](#) or within the [St. John's College](#) community?

	Due to sexual orientation (actual or as perceived by others) (1)	Due to gender identity/expression (2)	Due to race/ethnicity (3)	Due to religious identity (4)	Due to disability (5)	Due to political views (6)	Due to socioeconomic background (8)	Not applicable (7)
Being embarrassed or humiliated online by a member of the community (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being bullied online by a member of the community (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being threatened online by a member of the community (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Page Break

Display This Question:

If [Did you experience/Have you experienced] any of the following forms of online interactions (e.g.... [Not applicable] (Count) < 3

Q20 If you wish to share your experience, please describe any incidents of online discrimination or harassment, including role of involved parties (e.g. peer, staff, tutor, etc.) and context (e.g. e-mail, text messages, social media posts, etc.)

Display This Question:

If stakeholder = non-instructional staff
Or stakeholder = Instructional
Or stakeholder = Other
Or stakeholder = Student



Q21 Have you experienced any of the following forms of physical altercations at St. John's College?

Display This Question:

If stakeholder = Alumni



Q22 Did you experience any of the following forms of physical altercations at St. John's College?



Q23 [Did you experience/Have you experienced] any of the following forms of physical altercations at [St. John's College](#)?

	Due to sexual orientation (actual or as perceived by others) (1)	Due to gender identity/expression (2)	Due to race/ethnicity (3)	Due to religious identity (4)	Due to disability (5)	Due to political views (6)	Due to socioeconomic background (8)	Not applicable (7)
Threats of physical violence (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actual physical violence (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Property damage (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Display This Question:

If [Did you experience/Have you experienced] any of the following forms of physical altercations at... [Not applicable] (Count) < 3

Q24 If you wish to share your experience, please describe any incidents of physical altercations or harassment, including role of involved parties (e.g. peer, staff, tutor, etc.) and context (e.g. classroom, staff office, non-classroom setting, etc.)

Display This Question:

If stakeholder = Student

Q25 Have you ever thought about or done any of the following as a result of your experiences with discrimination or harassment on campus? *Please select all that apply.*

Display This Question:

If stakeholder = Alumni

Q26 Did you ever think about or do any of the following as a result of your experiences with discrimination or harassment on campus? *Please select all that apply.*

Display This Question:

If stakeholder = Student Or stakeholder = Alumni

Q27 [Have you ever thought about or done/Did you ever think about or do] any of the following as a result of your experiences with discrimination or harassment on campus? *Please select all that apply.*

- Transferring to another school /Applying for a position at another school (1)
- Dropping out of SJC/Quitting your position (2)
- Not** recommending SJC to a prospective student/academic member/staff member (3)
- Taken time off from SJC (4)
- Sought mental health help while at SJC (5)
- Created/joined a social group to help address or improve campus or alumni culture/community (6)
- Filed a formal complaint to the college (7)
- Publicly written about your experience in news or journal articles or social media (8)
- None of the above (9)

Display This Question:

If stakeholder = Student

Or stakeholder = Alumni

Q28 Please describe any other consequences you thought about or did that are not listed previously.

End of Block: Consequences of Discrimination and Harassment

Start of Block: Deeper Institutional Experiences of Campus Climate

Display This Question:

If stakeholder = Student

Q29 Please indicate your level of agreement with the following statements regarding your experience in the classroom/learning environment at [St. John's College](#):

Display This Question:

If stakeholder = Alumni

Q30 Please indicate your level of agreement with the following statements regarding your experience in the classroom/learning environment during your time at [St. John's College](#):

Display This Question:

If stakeholder = Student

Or stakeholder = Alumni

Q31 Please indicate your level of agreement with the following statements regarding your experience in the classroom/learning environment [during your time] at [St. John's College](#):

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
My thoughts and contributions are respected and heard by other students. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My thoughts and contributions are respected and heard by tutors. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can fulfill the requirements of the Program without unduly repressing my identity, background, or experience. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My sexual orientation is respected at the college. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My racial/ethnic group is respected at the college. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My gender identity/expression is respected at the college. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My religious beliefs are respected at the college. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My disability is respected at the college. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students of diverse backgrounds, identity and cultural experience interact well within the college community/classroom. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have opportunities for academic success that are similar to those of my classmates. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am comfortable talking about my identity, background and cultural experience with members of the SJC community. (11)

The program (seminar texts, tutorial texts, music, etc) provides a space to explore questions related to diverse backgrounds, identity and cultural experience. (12)

Tutors are capable of navigating complex conversations related to diverse backgrounds, identity and cultural experience. (13)

Display This Question:

If stakeholder = non-instructional staff

Or stakeholder = Instructional

Q32 Please indicate your level of agreement with the following statements, thinking about the most recent five years of your time at the college:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I am reluctant to bring up issues of diversity and inclusion that concern me for fear that it will affect my performance evaluation or promotion decision. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues include me in opportunities that will help my career as much as they do others in my position. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive adequate mentoring support on tenure or promotion. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am supported when seeking information about my career development. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to supportive social networks within the college. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is respected by my peers. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My work is respected by the campus community. (8)

My sexual orientation is respected at the college. (9)

My racial/ethnic group is respected at the college. (10)

My gender identity/expression is respected at the college. (11)

My religious beliefs are respected at the college. (12)

My political views are respected at the college. (13)

My disability is respected at the college. (14)

Display This Question:

If stakeholder = Alumni



Q33 Please indicate your level of agreement with the following statements regarding diversity and inclusion during your time at [St. John's College](#):

Display This Question:

If stakeholder = non-instructional staff

Or stakeholder = Instructional

Or stakeholder = Other

Or stakeholder = Student



Q34 Please indicate your level of agreement with the following statements regarding diversity and inclusion at [St. John's College](#):

Q35 Please indicate your level of agreement with the following statements regarding diversity and inclusion [during your time] at [St. John's College](#):

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
The college community is comfortable discussing questions related to diverse backgrounds, identity and cultural experience. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussing questions related to diverse backgrounds, identity and cultural experience is an important part of the work of a St. John's education. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues of diverse backgrounds, identity and cultural experience are a distraction from the main work of a St. John's education. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of the St. John's community should be willing to engage in discussions related to diverse backgrounds, identity and cultural experience, if students consider it essential to their full inclusion in a St. John's education. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Display This Question:

If stakeholder = Alumni



Q36 Please indicate your level of agreement with the following statements regarding discussion of harassment, discrimination, and representation during your time at [St. John's College](#):

Display This Question:

If stakeholder = non-instructional staff

Or stakeholder = Instructional

Or stakeholder = Other

Or stakeholder = Student



Q37 Please indicate your level of agreement with the following statements regarding discussion of harassment, discrimination, and representation at [St. John's College](#):



Q38 Please indicate your level of agreement with the following statements regarding discussion of harassment and discrimination [during your time] at [St. John's College](#):

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
Individuals with a concern about harassment or discrimination know where and how to report that concern. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college takes appropriate action in response to incidents of discrimination. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of the St. John's community feel safe bringing up topics related to diversity and inclusion with leadership. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of the St. John's community feel safe bringing up topics related to diversity and inclusion with tutors. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q39 Please tell us about any challenges you may have faced relating to diversity and inclusion at [St. John's College](#).

Page Break



Q40 Please tell us anything else you wish about how [St. John's College](#) addresses diversity and inclusion.

End of Block: Additional Comments

Start of Block: Diversity Initiative Suggestions from the Community



Q41 Over the past few months, students and alumni have raised the need for diversity initiatives at [St. John's College](#) and have suggested a number of them. We are interested to know how the members of our community view these suggestions. How important do you consider the community-proposed initiatives below for fostering inclusivity? How important do you consider the community-proposed initiatives below for fostering inclusivity?

	Not at all important (1)	Slightly important (2)	Moderately important (3)	Very important (4)	Extremely important (5)
Training for faculty and staff to mitigate bias and increase cultural competency. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training for students to mitigate bias and increase cultural competency. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishment of a grievance system for complaints regarding bias. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishment of oversight bodies on both campuses to assess and oversee diversity initiatives. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Programs to increase retention (mentorship, advocacy, academic support) of BIPOC, LGBTQ+, disabled and other under-represented students. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Increasing diversity of authors in the curriculum.
(6)

Increasing diversity of staff, faculty, and college leadership.
(7)

Supporting the formation of student groups such as a Black Student Union and other groups.
(8)



Q42 The list above is not intended to be an exhaustive list of possible actions but represents much of what has been received from the community. If you feel there are other issues that are not listed or want to submit recommendations about diversity, **please use the space below to offer any suggestions or comments. Please provide importance ratings for any suggested initiatives as above (Not at all important, slightly important, moderately important, very important, or extremely important).** Your input is an important part of our preliminary steps in gathering information from the community.



End of Block: Diversity Initiative Suggestions from the Community

Start of Block: Demographics

Display This Question:

If stakeholder = Alumni

Q43 Which campus did you attend?

Display This Question:

If stakeholder = Student

Q44 Which campus do you attend?

Display This Question:

If stakeholder = Alumni

Or stakeholder = Student

JS

Q45 Which campus [do/did] you attend?

- Annapolis (4)
 - Santa Fe (5)
 - Both (6)
-

Display This Question:

If stakeholder = non-instructional staff

Or stakeholder = Instructional

Q46 On which campus are you based?

- Annapolis (1)
- Santa Fe (2)



Q47 What was the last year you were enrolled at the college?

Display This Question:

*If What is your primary role within the St. John's Community? Please select only one option. If you...
= Degreed Alumni (Undergrad)*

*Or What is your primary role within the St. John's Community? Please select only one option. If you...
= Degreed Alumni (Graduate Institute)*

*Or What is your primary role within the St. John's Community? Please select only one option. If you...
= Degreed Alumni (Eastern Classics)*



Q48 Please list your graduation year:

Display This Question:

If stakeholder = Student



Q49 Please list your anticipated graduation year:

Q51 With which of the following genders do you identify? *Please select all that apply.*

Male (1)

Female (2)

Transgender (3)

Genderqueer (4)

Self-identify (please specify): (5)



Prefer not to answer (6)

Q52 What is your sexual orientation? *Please select all that apply.*

- Bisexual (1)
 - Fluid (2)
 - Gay (3)
 - Heterosexual (4)
 - Lesbian (5)
 - Queer (6)
 - Questioning (7)
 - Self-identify (please specify): (8)
-
- Prefer not to answer (9)

Display This Question:

If stakeholder = Student

Q53 Are you an international student?

Display This Question:

If stakeholder = Alumni

Q54 Were you an international student?

Display This Question:

If stakeholder = Alumni

Or stakeholder = Student

JS

Q55 [Are/Were] you an international student?

- Yes (1)
 - No (2)
-

Q56 Which of the following best describes the educational experience of your parents/guardians?

- Neither parent/guardian attended college (1)
 - Neither parent/guardian has a four-year degree but one or both attended college (2)
 - One or both parents/guardians have four-year degrees (3)
 - Prefer not to answer (4)
-

Page Break

Q57 With which of the following races/ethnicities do you identify? *Please select all that apply.*

- American Indian or Alaskan Native (1)
 - Asian or Asian American (2)
 - Black or African American (3)
 - Hispanic or Latinx (4)
 - Middle Eastern or North African (5)
 - Native Hawai'ian or Pacific Islander (6)
 - White (7)
 - Other race, ethnicity, or origin (please specify): (8)
-
- Prefer not to answer (9)

Q58 Do you have a disability?

- Yes (1)
 - No (2)
 - Prefer not to respond (3)
-

Page Break

Display This Question:

If Do you have a disability? = Yes

Q59 Please specify your disability. *Please select all that apply.*

- Autism/autism spectrum (1)
 - Emotional or psychological impairment (2)
 - Hearing impairment (3)
 - Orthopedic impairment (4)
 - Specific learning disability (5)
 - Speech or language impairment (6)
 - Traumatic brain injury (7)
 - Visual impairment (8)
 - Other (please specify): (9)
-
- Prefer not to answer (10)

Page Break

End of Block: Demographics

Start of Block: Contact Information

Q60 Thank you for your time in answering this survey. Your responses will be kept confidential and will not be connected with you.

If you wish to be contacted by a member of the St. John's College Task Force on Diversity and Inclusion, please provide your name and email address or phone number here. You can also request to be contacted later or provide any other information anonymously or not on the Taskforces website at <https://www.sjc.edu/about/leadership/board-visitors-governors/task-forces-inclusion-historical-awareness> or by sending email to taskforces@sjc.edu.

First name: (1) _____

Last name: (2) _____

Email: (3) _____

Phone Number: (4) _____

End of Block: Contact Information
