

Spring 2017 Diversity Climate Survey:

Analysis Report

Office of Institutional Research November 2017 OIR 17-18 **Section III: Survey Appendix**

Appendix Table A: Demographics

PERSONAL CHARACTERISTICS (RESPONDENT SELF-IDENTIFIED DATA)

Maximum Survey Respondents (*N* = 2108)

Race/Ethnicity N % Asian/Pacific Islander 212 13.3 Black/African American 228 14.2 Hispanic/Latino/a *598* 37.4 Middle Eastern 27 1.7 Native American/Alaskan Native 3 0.2 White/Caucasian 285 17.8 Multiracial/Biracial 5.8 93 Other 76 4.8 Choose not to respond 4.8 77 Ethnicity N % Hispanic or Latino 722 45.2 Not Hispanic or Latino 877 54.8 **Class Year** % N Freshman 229 14.3 Sophomore 183 11.4 Junior 387 24.2 Senior 512 32.0 Graduate student 288 18.0 **Transfer Student** N % Yes 625 39.1 No 974 60.9 **Enrollment Status** N % Part time 328 20.5 Full time 1271 79.5 **Residential Status** N % On-campus 31 1.9 Off-campus (within 5 miles of campus) 332 20.8 Off-campus (Farther than 5 miles from campus) 1236 77.3

Demographic Questions Survey Respondents (*N* = 1599)

PERSONAL CHARACTERISTICS (RESPONDENT SELF-IDENTIFIED DATA)

Highest Level of Education	N	%
Some primary or secondary (K-12) education	3	0.2
High school diploma or GED/equivalent	275	17.2
Some college, no degree	435	27.2
Associate's degree	408	25.5
Bachelor's degree	388	24.3
Professional certificate	6	0.4
Master's of Business Administration	3	0.2
Master's degree	74	4.6
Law degree	1	0.1
Medical doctor degree	0	0.0
Doctoral degree	0	0.0
None of the above	6	0.4
Marital Status	N	%
Single	1086	67.9
In a relationship	360	22.5
Married	126	7.9
Separated	3	0.2
Divorced	24	1.5
Work, Average Hours per Week	N	%
5 or less	334	20.9
6-10	130	8.1
11-15	119	7.4
16-20	211	13.2
21-25	179	11.2
26-30	134	8.4
31-35	125	7.8
36-40	201	12.6
Over 40	166	10.4
Sex/Gender Identity	N	%
Sex/Gender Identity Male	<u>N</u> 420	% 26.3
-		
Male	420	26.3
Male Female	420 1030	26.3 64.4
Male Female Male/Man/Masculine	420 1030 24 76	26.3 64.4 1.5
Male Female Male/Man/Masculine Female/Woman/Feminine	420 1030 24	26.3 64.4 1.5 4.8
Male Female Male/Man/Masculine Female/Woman/Feminine Transgender Male/Transgender Man	420 1030 24 76 3	26.3 64.4 1.5 4.8 0.2
Male Female Male/Man/Masculine Female/Woman/Feminine Transgender Male/Transgender Man Transgender Female/Transgender Woman	420 1030 24 76 3 0	26.3 64.4 1.5 4.8 0.2 0.0
Male Female Male/Man/Masculine Female/Woman/Feminine Transgender Male/Transgender Man Transgender Female/Transgender Woman Genderqueer/Gender Non-conforming	420 1030 24 76 3 0 8	26.3 64.4 1.5 4.8 0.2 0.0 0.5

PERSONAL CHARACTERISTICS (RESPONDENT SELF-IDENTIFIED DATA)

Sexual Orientation N $\%$ Bisexual885.5Gay181.1Lesbian402.5Straight/Heterosexual131782.4Queer90.6Questioning140.9Other271.7Prefer not to respond865.4Religious Affiliation N $\%$ Agnostic794.9Atheist976.1Buddhist/Taoist251.6Christian/Catholic53833.6Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9I prefer not to respond to this question1398.7			<i>0</i> /
Gay 18 1.1 Lesbian 40 2.5 Straight/Heterosexual 1317 82.4 Queer 9 0.6 Questioning 14 0.9 Other 27 1.7 Prefer not to respond 86 5.4 Religious Affiliation N % Agnostic 79 4.9 Atheist 97 6.1 Buddhist/Taoist 25 1.6 Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 1.9	Sexual Orientation	<u>N</u>	%
Lesbian 40 2-5 Straight/Heterosexual 1317 82.4 Queer 9 0.6 Questioning 14 0.9 Other 27 1.7 Prefer not to respond 86 5.4 Religious Affiliation Agnostic 79 4.9 Atheist 97 6.1 Buddhist/Taoist 25 1.6 Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 1.9	Bisexual		
Straight/Heterosexual 1317 82.4 Queer 9 0.6 Questioning 14 0.9 Other 27 1.7 Prefer not to respond 86 5.4 Religious Affiliation N Agnostic 79 4.9 Atheist 97 6.1 Buddhist/Taoist 25 1.6 Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 1.9	Gay	18	
Queer 9 0.6 Questioning 14 0.9 Other 27 1.7 Prefer not to respond 86 54 Religious Affiliation N % Agnostic 79 4.9 Atheist 97 6.1 Buddhist/Taoist 25 1.6 Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Christian/Other 169 10.6 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 19	Lesbian	40	2.5
Questioning 14 0.9 Other 27 1.7 Prefer not to respond 86 5.4 Religious Affiliation Agnostic 79 4.9 Atheist 97 6.1 Buddhist/Taoist 25 1.6 Christian/Catholic 538 33.6 Christian/Other 169 10.6 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 19	Straight/Heterosexual	1317	82.4
Other271.7Prefer not to respond865.4Religious AffiliationN%Agnostic794.9Atheist976.1Buddhist/Taoist251.6Christian/Catholic53833.6Christian/Catholic53833.6Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Queer	9	0.6
Prefer not to respond865.4Religious AffiliationN%Agnostic794.9Atheist976.1Buddhist/Taoist251.6Christian/Catholic53833.6Christian/Catholic53833.6Christian/Protestant865.4Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Questioning	14	0.9
Religious AffiliationN%Agnostic794.9Atheist976.1Buddhist/Taoist251.6Christian/Catholic53833.6Christian/Catholic53833.6Christian/Protestant865.4Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Other	27	1.7
Agnostic794.9Atheist976.1Buddhist/Taoist251.6Christian/Catholic53833.6Christian/Protestant865.4Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Prefer not to respond	86	5.4
Agnostic794.9Atheist976.1Buddhist/Taoist251.6Christian/Catholic53833.6Christian/Protestant865.4Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Religious Affiliation	N	%
Buddhist/Taoist 25 1.6 Buddhist/Taoist 25 1.6 Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Christian/Other 169 10.6 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 1.9	-	79	4.9
Distribution 538 33.6 Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Christian/Other 169 10.6 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 1.9	Atheist	97	6.1
Christian/Catholic 538 33.6 Christian/Protestant 86 5.4 Christian/Other 169 10.6 Hindu 23 1.4 Jewish 36 2.3 LDS/The Church of Jesus Christ of Latter-Day Saints 2 0.1 Muslim 103 6.4 Not religious 180 11.3 Sikh 6 0.4 Zoroastrian 0 0.0 Spiritual but not religious 85 5.3 Other 31 1.9	Buddhist/Taoist	25	1.6
Christian/Protestant865.4Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Christian/Catholic	538	33.6
Christian/Other16910.6Hindu231.4Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9		86	5.4
Jewish362.3LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Christian/Other	169	10.6
LDS/The Church of Jesus Christ of Latter-Day Saints20.1Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Hindu	23	1.4
Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Jewish	36	2.3
Muslim1036.4Not religious18011.3Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	LDS/The Church of Jesus Christ of Latter-Day Saints	2	0.1
Not religious60.4Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9		103	6.4
Sikh60.4Zoroastrian00.0Spiritual but not religious855.3Other311.9	Not religious	180	11.3
Spiritual but not religious855.3Other311.9	-	6	0.4
Other 31 1.9	Zoroastrian	0	0.0
Other 31 1.9	Spiritual but not religious	85	5.3
_		31	1.9
		139	8.7

Appendix Table B: Race/Ethnicity Demographic Supplement

As stated, there were 13 demographic questions appearing at the end of the survey. The Office of Compliance and Diversity designed the survey to specifically capture each respondent's sense of individualism and self-concept, key in successfully conducting a diversity climate institution-wide assessment. This rightly requires that the survey instrument allow for a virtually unlimited number of categorical "labels" to be identified and defined by the students themselves. However, it should be noted that surveys with a high level of demographic individualism challenge robust data analysis that requires aggregation into large enough cell sizes for statistical testing between "like-groups" of respondents. At this point in the survey, 509 respondents had discontinued their participation in the survey, leaving 1599 of the initial 2108 total respondents (75%); all 1599 completed the survey although not all submitted substantive responses².

Race/Ethnicity

When asked to select a single option to identify their race/ethnicity, respondents were given nine choices including one that allowed nonidentification (i.e., "choose not to respond") and another that allowed a write-in response (i.e., "other"). Through the analysis of the write-in responses, two additional race/ethnicity groups emerged (Jewish and West Indian/Caribbean).

In addition, there were three successive questions addressing race and ethnicity, and thus the data were triangulated to determine validity of respondent submissions and populate the race/ethnicity fields that were not consistently blank³. Through this process, 1494 responses were ultimately validated. For context and to test for representativeness, the John Jay College student population's race/ethnicity statistics (standardized reporting categories) were added to Table 18 as well.

Table 18. Respondent Self-Identified Race/Ethnicity

Respondent Self-identified Race/Ethnicity	Percent to Total	John Jay College Population
Asian/Pacific Islander	15.3%	12.5%
Black/African American	16.0%	21.2%
Hispanic/Latino/a*	40.2%	41.4%
Jewish⁵	0.3%	
Middle Eastern/North African	1.5%	
Multiracial/Biracial	4.4%	
Native American/Alaskan Native	0.2%	0.3%
West Indian/Caribbean ⁶	1.7%	
White/Caucasian	20.3%	24.6%
Total	100.0%	100.0%

There were 3 questions focused on race and ethnicity identity in the demographics section at the end of the survey. These were listed in succession, prompting respondents to self-identify their race/ethnicity in slightly different ways. Of the 1599 respondents that participated, 91 respondents selected not to respond in answer to the question, "With which race/ethnicity do you identify?" When respondents were then asked, "With which race(s) do you identify? (Check all that apply)", over half of the 91 now selfidentified. The only difference between the questions was the latter 1) allowed the selection of more than one explicit race designation, and 2) did not explicitly list "choose not to respond" as a selection choice. Some respondents checked "other" and then typed in "choose not to respond"; none of the respondents opted to skip the question entirely. Further, when asked, "Which best describes your ethnicity?" and given only two choices (Hispanic/Latino/a" and "Not Hispanic/Latino/a"), all 1599 students answered. Last, there were respondents that used the "other" selection as a means of pushing back on being defined or labeled at all, but - despite their protests - all of them voluntarily identified their race/ethnicity in all three questions.

² Some of the demographic questions allowed respondents to select "choose not to respond" or "other (please specify)"; for the latter, they did not always explain their selection of "other". Thus, we did not always collect 1599 descriptive demographic responses.

³ Some respondents selected "choose not to respond" for one of the three race/ethnicity questions but not all 3; triangulation of the data sometimes allowed for blank cells to be populated.

⁴ Fall 2016 Fact Book, Tables 7 and 10, fall 2016 student enrollment personal characteristics data, "Imputed Ethnicity"; percentages based on total fall 2016 undergraduate and graduate students of 13,831.

⁵ This was not offered as a choice to survey respondents; this was a write-in response to "other" that could aggregated.

⁶ This was not offered as a choice to survey respondents; this was a write-in response to "other" that could aggregated.

Appendix Table B: Race/Ethnicity Demographic Supplement (continued)

*Please note that the separate question asking students to identify their ethnicity ("Hispanic or Latino" or "Not Hispanic or Latino") resulted in 121 more students identifying as Hispanic or Latino than represented in Table 12 (see Table 1 reprinted below). These students indicated their "race/ethnicity" as something other than Hispanic/Latino/a for the race/ethnicity question. This may be a reflection of how students personally define Hispanic or Latino (i.e., as a race/ethnicity group or an ethnicity group alone), and/or whether they identify as primarily Hispanic or Latino.

Table 1. Summary of Respondent Self-identified Ethnicity

Student Self-identified Ethnicity	Number of Respondents	Percent to Total	John Jay College Population ⁷
Hispanic or Latino	722	45.2%	41.4%
Not Hispanic or Latino	877	54.8%	58.6%
Total	1599	100.0%	100.0%

7 Fall 2016 Fact Book, Tables 7 and 10, fall 2016 student enrollment personal characteristics data, "Imputed Ethnicity".

Appendix Table C: Survey Instrument

Diversity Climate Survey Students Questionnaire April 2017

Thank you for taking the Diversity Climate Survey. This survey should take about 20 minutes to complete. It will ask you to rate your level of agreement with various statements about diversity at John Jay College. There will also be space for participants to record their own experiences in the classroom and on campus with regard to discrimination and harassment.

At the end of the survey, you will be asked for your EMPL ID number. This is only to eliminate duplicate survey results and to enter participants in the drawing to win an iPad Mini or Visa gift cards. Your results and participation in this survey is otherwise completely anonymous and confidential.

Throughout the survey, please note that "Staff" refers to employees of the College who are not faculty members/instructors.

1. STUDENTS: Please indicate your level of agreement with the following statements:

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
I feel that my fellow students at John Jay College accept me for who I am.					
I feel that faculty members at John Jay College accept me for who I am.					
The atmosphere in my classes does not make me feel like I belong.					
I believe my values and the values of John Jay College are similar.					
I believe the current campus climate at John Jay College is open and accepting of diversity.					
Overall, the John Jay College faculty, staff, and staff treat students with respect and fairness.					

2. STUDENTS: Please indicate your level of agreement with the following statements: **At John Jay College, people are treated fairly regardless of** ...

Category	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Race/ ethnicity					
Gender					
Sexual Orientation (i.e., lesbian, gay, bisexual, transgender, asexual, or straight)					
Disability					
Religion					
Age					

3. FACULTY: Please indicate your level of agreement with the following statements: **At John Jay College, people have equal opportunity to excel at John Jay College regardless of** ...

Category	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Race/ ethnicity					
Gender					
Sexual Orientation (i.e., lesbian, gay, bisexual, transgender, asexual, or straight)					
Disability					
Religion					
Age					

4. STUDENTS: **How important** do you think it is to celebrate diversity on campus

through each of the following:

	Very Important	Important	Not Very Important	Not at all Important
Events & Programming (e.g., festivals, music, theater)				
Workshops				
Faculty actions (support/mentoring)				
Staff actions (support/mentoring)				
Student actions (support/mentoring)				
Support services (multicultural services, disability services, etc.)				
Student clubs & organizations				
John Jay College website and digital marketing				
Campus magazines/newspapers				

5. STUDENTS: Please indicate your level of agreement with the following statements:

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
I feel I am expected to represent my race or ethnic group in discussions in the classroom.					
Students are resentful of others whose sexual orientation is different from their own					
I believe there is racial tension on the campus.					
I believe there is religious tension on the campus.					
At the College, students are resentful of others whose race/ethnicity is different from their own.					
Faculty and staff are resentful of others whose race/ethnicity is different from their own.					
There are visible signs of support for racial and ethnic diversity on campus.					
There are visible signs of support for safe space on campus for LGBTQ members.					
The top administration at John Jay College does not appear to be interested in diversity issues.					
John Jay College does a good job of providing programs and activities that promote acceptance of all sexual orientations.					
John Jay College does a good job of addressing race issues.					
John Jay College focuses too much on issues of diversity.					
John Jay College provides an environment where people are free to give their ideas, opinions, or beliefs.					

6. STUDENTS: Please indicate your level of agreement with the following statements:

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Courses that focus on multicultural issues should be part of the College core requirements.					
The current curriculum and course offerings reflect the lives, perceptions, and contributions of women.					
The current curriculum and course offerings reflect the lives, perceptions, and contributions of people from diverse races and ethnicities.					

7. STUDENTS: Have you been singled out on campus or in class because of your identity within the last 12 months?

- Yes
- No
- Not sure

7A. **IF YES:** Which of the following aspects of your identity were singled out? (Check all that apply)

- Race
- Ethnicity
- Gender
- Sexual orientation
- International student status
- Socio-economic status
- Culture
- Disability
- Religion
- Other (please specify) _____

7B. IF YES:By whom were you singled out?

- Another Student
- Faculty
- Staff
- Other (please specify) _____

8. STUDENTS: How often do you believe you have been exposed to a racist atmosphere in the

classroom?

- Often
- Occasionally
- Rarely
- Never
- I prefer not to respond

9. STUDENTS: Please indicate your level of agreement with the following statements regarding John Jay College **faculty**:

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Faculty encourages free and open discussions about difficult topics.					
Faculty creates an environment of acceptance of different religious practices.					
Faculty creates an environment for the free and open expression of ideas, opinions, and beliefs.					
Faculty successfully facilitate discussions about difficult topics.					
Faculty are supportive of people who are foreign-born.					
Faculty are supportive of a person's sexual orientation (i.e., lesbian, gay, bisexual, transgender, asexual, or straight). Faculty are supportive of a person's					
gender identity/expression (i.e., female, male, transgender, or gender non-conforming, etc.) Faculty are supportive of people with					
different racial and ethnic backgrounds.					
Faculty are accommodating to students with disabilities.					
I have had faculty who made inappropriate jokes or comments about people who are different.					
Faculty responds to me based upon stereotypes they have about my group(s).					
Faculty respects me as a person.					
Faculty are responsive to reports of discrimination *					
Faculty are responsive to reports of harassment *					

***Discrimination** occurs when individuals or groups are treated differently or are denied access to activities, benefits, and/or services based on race, color, religion, sex, sexual orientation, gender, national origin, age, disability, status as military veteran, or protected activity)

***Harassment** is a type of discrimination that involves unwelcome verbal or physical conduct based on race, color, religion, sex, sexual orientation, gender, national origin, age, disability, status as military veteran, or protected activity that unreasonably interferes with a person's work, educational performance, or creates a hostile environment)

10. STUDENTS: How often do you think the following occur?

Statement	Always	Often	Occasionally	Rarely	Never
I am ignored in class, even when I attempt to participate.					
When I make a comment in the classroom, my opinion is not respected by the instructor.					
I am singled out in class because of differences in opinion with the instructor.					
I am singled out in class because of a disability.					

10A. ALL STUDENTS EXCEPT THOSE WHO ANSWER "NEVER": Why do you think your participation attempts were ignored in class? [OPEN-ENDED]

10B. ALL STUDENTS EXCEPT THOSE WHO ANSWER "NEVER": Why do you think your opinion was not respected by the instructor? [OPEN-ENDED]

11. STUDENTS: The College should make a greater effort to recruit and retain **faculty** from which of the following groups? (Check all that apply)

- African American (Non-Hispanic)
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic/Latino(a)
- Foreign nationals
- Women
- Men
- White/Caucasian
- LGBTQ
- Other (please specify) _____
- None of the above

12. STUDENTS: Please indicate your level of agreement with the following statements regarding John Jay College **staff***:

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Staff is supportive of a person's sexual orientation (i.e., lesbian, gay, bisexual, transgender, asexual, or straight). Staff are supportive of a person's gender identity/expression (i.e., female, male, transgender, or gender non-conforming, etc.)					
Staff is supportive of people with different religious backgrounds.					
Staff is supportive of people who are foreign-born.					
Staff is supportive of people with different racial and ethnic backgrounds.					
Staff creates an environment for the free and open expression of ideas, opinions, and beliefs.					
Staff is accommodating to students with disabilities.					
Staff makes inappropriate jokes or comments about people who are different.					
Staff responds to me based upon stereotypes they have about my group(s).					
Staff respects me as a person.					

13. STUDENTS: Please indicate your level of agreement with the following statements regarding John Jay College **students or your peers**:

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Students are supportive of a person's sexual orientation (i.e., lesbian, gay, bisexual, transgender, asexual, or straight).					
Staff are supportive of a person's gender identity/expression (i.e., female, male, transgender, or gender non-conforming, etc.)					
Students are supportive of people with different religious backgrounds.					

Students are supportive of people who are foreign-born.			
Students are supportive of people with different racial and ethnic backgrounds.			
Students encourage free and open discussions about difficult topics.			
Students create an environment for free and open expression of ideas, opinions, and beliefs.			
Students make inappropriate jokes about people who are different.			
Students respond to me based upon stereotypes they have about my group(s).			
Students respect me as a person.			

14. STUDENTS: The College should make a greater effort to recruit and retain **students** from which of the following groups? (Check all that apply)

- African American (Non-Hispanic)
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic/Latino(a)
- Foreign nationals
- Women
- Men
- White/Caucasian
- LGBTQ
- Other (please specify) _____
- None of the above

15. STUDENTS: Have you ...? - **Witnessed discriminatory behavior** (individuals or groups are treated differently or are denied access to activities, benefits, and/or services based on race, color, religion, sex, sexual orientation, gender, national origin, age, disability, status as military veteran, or protected activity) <u>on campus</u> within the **last 12 months**.

- Yes
- No
- Not sure

15A. IF YES: Which of the following forms of **discrimination** have you <u>witnessed</u>? (Check all that apply)

- Race
 - Ethnicity
 - Gender
 - Sexual orientation
 - International student status
 - Socio-economic status
 - Culture
 - Disability
 - Religion
 - Political Views
 - Other (please specify) _____

16. STUDENTS: Have you ...? - **Witnessed harassment** (discrimination that involves unwelcome verbal or physical conduct based on race, color, religion, sex, sexual orientation, gender, national origin, age, disability, status as military veteran, or protected activity that unreasonably interferes with a person's work, educational performance, or creates a hostile environment) on campus within the last 12 months

- Yes
- No
- Not sure

16A. IF YES: Which of the following forms of harassment have you <u>witnessed</u>? (Check all that apply)
Race

- Ethnicity
- Gender
- Sexual orientation
- International student status
- Socio-economic status
- Culture
- Disability
- Religion
- Political Views
- Other (please specify) ______

17. STUDENTS: If you witness that a discriminatory/stereotypical comment is made, how do you react? (Check all that apply)

- I ignore it because I do not care.
- I ignore it but I feel angry about it.
- I correct/challenge the stereotype.
- I laugh at it.
- I feel uncomfortable/awkward.
- I talk to others about it, but not the person who made the comment.
- It depends upon what was said.
- It depends upon the situation.
- It depends upon who is making the comment.
- I report it to a faculty.
- I report it to the Office of Compliance and Diversity.
- I share it with a Counselor.
- Other (please specify) _____

18. STUDENTS: Have you ...? – **Experienced** harassment (discrimination that involves unwelcome verbal or physical conduct based on race, color, religion, sex, sexual orientation, gender, national origin, age, disability, status as military veteran, or protected activity that unreasonably interferes with a person's work, educational performance, or creates a hostile environment) on campus within the last 12 months

- Yes
- No
- Not sure

18A. IF YES: Do you feel that the discrimination or harassment you **experienced** was due to someone else's perception of your . . .? (Check all that apply)

- Age
- Appearance/physical characteristics
- Biological sex
- English language proficiency/accent
- Ethnicity
- Gender identity
- Learning disability
- Military/veteran status
- Nationality/country of origin
- Parental status (having children)
- Physical disability
- Political views
- Psychological disability
- Race
- Religious beliefs
- Sexual orientation
- Socioeconomic status
- Other, please specify _____
- •

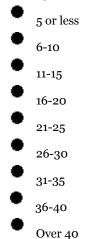
19. STUDENTS: If you **experience** discrimination or harassment, how do you react? (Check all that apply)

- I ignore it because I do not care.
- I ignore it but I feel angry about it.
- I correct/challenge the stereotype.
- I laugh at it.
- I feel uncomfortable/awkward.
- I talk to others about it, but not the person who made the comment.
- It depends upon what was said.
- It depends upon the situation.
- It depends upon who is making the comment.
- I report it to a faculty.
- I report it to the Office of Compliance and Diversity.
- I share it with a Counselor.
- Other (please specify) _____

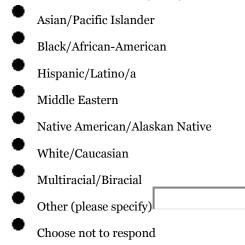
20. STUDENTS: In terms of diversity, which issues have you learned more about/become more aware of since starting John Jay College? (Check all that apply)

- Age
- Disability
- Gender
- Race/ethnicity/culture
- Geographic (where people grow up)
- Political views
- Religion/ spirituality
- Sexual orientation
- Socio-economic status/ class
- Social justice/ oppression and privilege
- I have not learned more about diversity since attending college

21. On average, how many hours a week do you work?



22. With which race/ethnicity do you identify?



- 23. Which best describes your ethnicity?
 - Hispanic or Latino
 - Not Hispanic or Latino

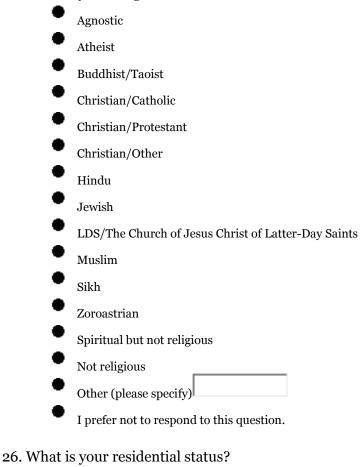
24. With which race(s) do you identify? (Check all that apply)



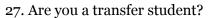
□ Asian

- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Other (please specify)

25. What is your religious affiliation?

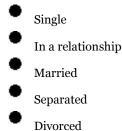


- On-campus
- Off-campus (within 5 miles of campus)
- Off-campus (farther than 5 miles from campus)



- Yes
- No
- 28. What is your enrollment status?
 - Part time Full time

29. What is your marital status?

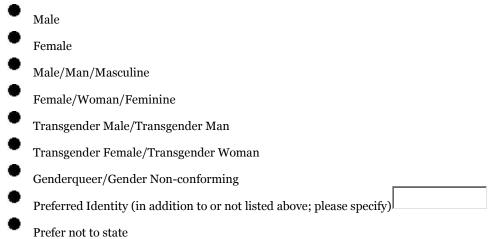


30. What is your class year?

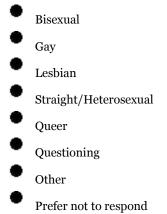


- Junior
- Senior
- Graduate student

31. With which sex/gender do you identify?



32. What is your Sexual Orientation?



- 33. What is your highest level of education?
 - Some primary or secondary (K-12) education
 - High school diploma or GED/equivalent
 - Some college, no degree
 - Associate's degree (e.g., A.S.)
 - Bachelor's degree (e.g., B.A., B.S.)
 - Professional certificate
 - Master's of Business Administration (i.e., M.B.A.)
 - Master's degree (e.g., M.S., M.A., M.F.A., M.Ed.,)
 - Law degree (i.e., J.D.)
 - Medical doctor degree (i.e., M.D., D.O.)
 - Doctoral degree (e.g., Ph.D., Ed.D.)
 - None of the above