

Division of Student Affairs: Equity & Social Justice Climate Survey

Start of Block: Default Question Block

Q1

Division Colleagues,

Thank you for participating in our Equity and Social Justice DOSA staff survey. The survey includes questions about in-service preferences, your self-assessment of equity and social justice work, climate in your department, and professional development.

The survey should take less than 5 minutes to fill out. It is voluntary and anonymous (without identifiers).

The results serve three purposes. Information collected on in-service preferences will inform future in-services. Second, to measure the current understanding of equity and social justice within DOSA. Last, results will create a baseline for studying the division's climate. Key findings from this survey will be shared with the division in spring 2020.

Thank you for your time completing the survey, we appreciate it.

In community,

The Equity and Social Justice Committee

Q2 For the Equity and Social Justice in-service requirement, how would you like to learn?
(Select all that apply.)

Individually, independently, or on-line learning (you would be asked to submit evidence of completion): could be connected to your role, something you're interested in, current events (1)

Small Group discussion (2)

Unit based learning: e.g. read and discuss something with colleagues and supervisor, related to your work and these topics (3)

With all of DOSA though half or full-day conference: an on-campus conference experience for staff. This also allows on-campus staff and faculty to present on content areas and gain presenting experience (4)

Lecture: Guest Speaker or content expert. Someone from outside of DOSA or Ohio University (5)

Interactive Activity: tours, museum visits, games with reflections, etc. (7)

Other: (6) _____

Q3 Which of the following programs would you like to participate in for your spring 2020 Equity and Social Justice in-service requirement? (Select your top choice.)

- Professional Development Plan (PDP) Workshop: In this 90-minute workshop attendees create a draft version of their PDP for 2020 (1)
- Equity Social Justice Workshop Individual Goal Setting: In this 90-minute workshop attendees create a draft individual goal and map out the necessary steps to accomplish it. (2)
- Local Discussion Spaces: In these peer-facilitated discussions, individuals share ongoing experiences and moments from our work to discuss ESJ in a judgement free group setting (3)
- National Discussion Spaces: In these peer-facilitated discussions, individuals process national events related to ESJ and how they impact our work, in a judgement free group setting (4)
- DOSA Book Club (5)
- Learn from a campus expert (7)
- Other, please say more: (6)

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Q4

Use the Division's definition of social justice and equity to answer the following questions. The definition is:

Social Justice is an active process and commitment to promoting equity through (1) the identification and removal of barriers, (2) facilitation of learning, (3) cultivation of community, and (4) empowerment of people.

Q5 I understand what equity and social justice looks like in the core functions of my job.

- Strongly Disagree (1)
 - Disagree (2)
 - Agree (3)
 - Strongly Agree (4)
-

Q6 I identify and remove barriers for students in my workplace.

- Strongly Disagree (4)
- Disagree (5)
- Agree (6)
- Strongly Agree (7)

Skip To: Q8 If Tracking Metrics = Disagree

Skip To: Q8 If Tracking Metrics = Strongly Disagree

Display This Question:

If Tracking Metrics = Agree

Or Tracking Metrics = Strongly Agree

Q7

Social Justice is an active process and commitment to promoting equity through (1) the identification and removal of barriers, (2) facilitation of learning, (3) cultivation of community, and (4) empowerment of people.

Please share an example of how you identify and remove barriers for students in your work place:

Q8

Social Justice is an active process and commitment to promoting equity through (1) the identification and removal of barriers, (2) facilitation of learning, (3) cultivation of community, and (4) empowerment of people.

I help others learn about concepts related to equity and social justice through my work.

- Strongly Disagree (1)
- Disagree (2)
- Agree (3)
- Strongly Agree (4)

Display This Question:

If Tracking Metrics = Agree

Or Tracking Metrics = Strongly Agree

Q9 Please share how you help others learn concepts related to equity and social justice through your work.

Q10

Social Justice is an active process and commitment to promoting equity through (1) the identification and removal of barriers, (2) facilitation of learning, (3) cultivation of community, and (4) empowerment of people.

I cultivate inclusive community through my work.

- Strongly Disagree (1)
- Disagree (2)
- Agree (3)
- Strongly Agree (4)

Skip To: Q12 If Tracking Metrics = Disagree
Skip To: Q12 If Tracking Metrics = Strongly Disagree

Display This Question:
If Tracking Metrics = Agree
Or Tracking Metrics = Strongly Agree

Q11 Share an example of how you cultivate inclusive community through your work:

Q12

Social Justice is an active process and commitment to promoting equity through (1) the identification and removal of barriers, (2) facilitation of learning, (3) cultivation of community, and (4) empowerment of people.

How would you rate the workplace climate of the entire Division of Student Affairs related to equity and social justice?

- Behind other parts of campus (1)
 - Equal to other parts of campus (2)
 - Slightly better than other parts of campus (3)
 - Leader in relation to others on campus (4)
 - Unable to answer (5)
-

Q30 Do you feel a sense of belonging and connectedness within your department?

- Yes (1)
 - No (2)
-

Q31 Do you feel a sense of belonging and connectedness within the Division of Student Affairs?

- Yes (1)
 - No (2)
-

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Q17 Do you feel a sense of belonging and connectedness within Ohio University?

Yes (1)

No (2)

Q15 I feel like I have good working relationships with colleagues in the following departments:

	Yes (1)	Neutral (2)	No (3)
Campus Involvement Center (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Recreation (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career and Leadership Development Center (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Standards and Student Responsibility (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference and Event Services (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counseling and Psychological Services (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culinary Services (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dean of Students' Office (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Promotion (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing and Residence Life (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sorority and Fraternity Life (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Affairs Communication and Marketing (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Survivor Advocacy Program (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vice President for Students Affairs' Office (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q16 I am comfortable sharing my reflections and processing information with....(select all that apply):

- At least one person in my department (1)
- At least one person in DOSA (outside of my department) (2)
- At least one person outside of DOSA on-campus (3)
- At least one person off-campus (4)
- I am not comfortable doing this anywhere (5)

Q42 I have a support network....(select all that apply):

- In my department (1)
- In DOSA (not including my department) (2)
- Somewhere else on campus (formally or informally) (3)
- Off-Campus (4)
- I don't have a support network (5)

Q18 Have you filled out the [professional development](#) form?

Yes (1)

No (2)

Q19 Have you talked about your professional development (by using the form) with your supervisor at least three times in 2019?

Yes (1)

No (2)

Skip To: Q21 If Tracking Metrics = No

Display This Question:

If Tracking Metrics = Yes

Q20 Are the conversations with your supervisor about your professional development plan helpful?

Yes (1)

No (2)

Q21 Please share your 2019 personal Equity and Social Justice goal (remember, this survey is anonymous):

Q36 Were you involved with the development of your department's equity and social justice goal?

Yes (1)

No (2)

Q37 Were you involved in the achievement of your department's equity and social justice goal?

Yes (1)

No (2)

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Q39 Did you attend the fall Division All-Staff meeting in the Baker Ballroom where the Diversity Awareness Profile (DAP) was presented by Guest Speaker Tony Orange?

Yes (1)

No (2)

Skip To: Q22 If Did you attend the fall Division All-Staff meeting in the Baker Ballroom where the Diversity Awar... = No

Q40 Did you use the Diversity Awareness Profile (DAP) to help set a personal equity and social justice goal?

Yes (1)

No (2)

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Q22 My supervisor supports my development of skill and/or knowledge on topics of Equity and Social Justice fundamental to my job.

Yes (1)

No (2)

Q23 I feel appreciated by my peers.

Yes (1)

No (2)

Q24 I feel appreciated by my supervisor(s).

Yes (1)

No (2)

Q25 Excluding monetary compensation, how would you like to be recognized for exceptional work-place performance?

Q26 How often do you recognize others for doing a job well done?

- Daily (1)
- Weekly (2)
- Monthly (3)
- I Forget (my bad) (4)

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Q28 I work in a department size of:

- 10 or fewer Full-Time Employees (1)
 - 11-30 Full-Time Employees (2)
 - 31 or more Full-Time Employees (3)
-

Q29 Number of years of service at OHIO:

- 0-2 (1)
 - 3-5 (2)
 - 6-10 (3)
 - 11+ (4)
-

Q44 I am a graduate assistant.

- Yes (1)
 - No (2)
-

Q30 Race/Ethnicity (Select all the apply)

- Asian/Pacific Islander (9)
 - Black (1)
 - Hispanic (3)
 - Latina/o (4)
 - Native American (5)
 - White (2)
 - Prefer not to disclose (8)
 - Other/Please describe: (7)
-

Q31 Sexual Orientation

- LGBTQQIAA+ (4)
 - Straight (3)
 - Prefer not to disclose (6)
-

Q32 I identify as:

- A man (5)
 - A woman (3)
 - Gender non-conforming/gender queer (4)
 - Transgender (6)
 - Prefer not to disclose (7)
-

Q33 Use this space below to share other salient identities that would be helpful to know are represented among our DOSA team (e.g. religion, social class, parental status, education, Veteran status, etc.)

Q43 Use the space below to share anything else you want to disclose.

End of Block: Default Question Block
