

University of Maryland Libraries Diversity Climate Assessment Survey June 18, 2014

The University of Maryland Libraries is conducting this survey of library employees to assess your perceptions of the diversity and inclusion climate in the Libraries. Your responses will provide the Libraries with guidance about the types of organizational changes, training, and programs which will be beneficial to the staff and the Libraries.

In addition, your responses to several of the statements will provide data to assist us in identifying the diverse population of our staff. Although your participation is completely voluntary, your input is very important. Please answer as many questions as possible; however, you may decline to answer any of the questions listed. In accordance with UMD policy, your responses are treated as confidential. Only summarized group results will be reported to appropriate campus units.

The deadline for responses is **September 21, 2014**.

The results of the survey will be presented to library staff when analysis is completed. If you have any questions about the survey, please contact the Diversity Advisory Committee at lib-diversityadv@umd.edu.

Thank you!

Definitions



Diversity - differences between identity groups based on social categories such as race, ethnicity, gender, nationality, socioeconomic status, sexual orientation, disability, age, or other differences. (Office of Diversity and Inclusion)

Inclusion – creating and sustaining a climate that is welcoming, affirming and embracing of all people; where people feel respected and affirmed, regardless of their diverse backgrounds. (Office of Diversity and Inclusion)

Demographics

1. Race/Ethnicity: (check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> White |
| <input type="checkbox"/> Asian | <input type="checkbox"/> Other |
| <input type="checkbox"/> Black or African American | <input type="checkbox"/> Unknown |
| <input type="checkbox"/> Hispanic/Latino | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Native Hawaiian or Other Pacific Islander | |

2. Gender/gender identity: *(select one)*

- | | |
|---------------------------------|---|
| <input type="checkbox"/> Female | <input type="checkbox"/> Questioning/Not Sure |
| <input type="checkbox"/> Male | <input type="checkbox"/> Other |
| <input type="checkbox"/> Queer | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Trans | |

3. Sexual orientation: *(select one)*

- | | |
|--|---|
| <input type="checkbox"/> Heterosexual/Straight | <input type="checkbox"/> Pansexual |
| <input type="checkbox"/> Gay | <input type="checkbox"/> Queer |
| <input type="checkbox"/> Lesbian | <input type="checkbox"/> Questioning/Not Sure |
| <input type="checkbox"/> Asexual | <input type="checkbox"/> Other |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Prefer not to answer |

4. Current marital status: *(select one)*

- | | |
|------------------------------------|---|
| <input type="checkbox"/> Single | <input type="checkbox"/> Civil Unioned |
| <input type="checkbox"/> Partnered | <input type="checkbox"/> Widow/Widower |
| <input type="checkbox"/> Married | <input type="checkbox"/> Prefer not to answer |

5. Disability status: *(check all that apply)*

- Mental impairment that substantially limits one or more major life activities
- Physical impairment that substantially limits one or more major life activities
- None
- Prefer not to answer

6. Role in Libraries: *(check all that apply)*

- Administrator (Dean, Associate/Assistant Dean)
- Faculty librarian
- Staff (does not include librarians)
- Graduate assistant
- Student assistant
- Prefer not to answer

Climate

7. In the Libraries, I am personally treated with respect by most or by all: *(check all that apply)*

- Administrator (Dean, Associate/Assistant Dean)
- Faculty librarians
- Staff (does not include librarians)
- Graduate assistants
- Student assistants
- Library users
- Prefer not to answer

8. Library employees are treated equitably regardless of: (check all that apply)

	Agree	Disagree	I don't know	Prefer not to answer
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender/gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cognitive disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment category	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Within the Libraries, in the past year, I have personally experienced bias, exclusion, apathy/being ignored, isolation and/or discrimination based on: (check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Gender/gender identity | <input type="checkbox"/> Other factors (optional) |
| <input type="checkbox"/> Cognitive disability | <input style="width: 150px; height: 15px; border: 1px solid black;" type="text"/> |
| <input type="checkbox"/> Employment category | <input type="checkbox"/> I have, but I don't know why |
| <input type="checkbox"/> Ethnic background | <input type="checkbox"/> I have not experienced bias, exclusion, apathy/being ignored, isolation and/or discrimination |
| <input type="checkbox"/> Nationality | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Perceived socioeconomic status | |
| <input type="checkbox"/> Physical disability | |
| <input type="checkbox"/> Race | |
| <input type="checkbox"/> Religion | |

10. Within the Libraries, in the past year, I have witnessed bias, exclusion, apathy/being ignored, isolation and/or discrimination based on: (check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Gender/gender identity | <input type="checkbox"/> Other factors (optional) |
| <input type="checkbox"/> Cognitive disability | <input style="width: 150px; height: 15px; border: 1px solid black;" type="text"/> |
| <input type="checkbox"/> Employment category | <input type="checkbox"/> I have, but I don't know why |
| <input type="checkbox"/> Ethnic background | <input type="checkbox"/> I have not witnessed bias, exclusion, apathy/being ignored, isolation and/or discrimination |
| <input type="checkbox"/> Nationality | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Perceived socioeconomic status | |
| <input type="checkbox"/> Physical disability | |
| <input type="checkbox"/> Race | |
| <input type="checkbox"/> Religion | |

11. Rate your agreement with the following statement about diversity and inclusion in the Libraries' environment as a whole:

Do members of the following employee groups, who are guilty of bias, exclusion, and/or discrimination face consequences for their actions?

	Yes	No	I don't know if there are consequences	I don't know if employees in this group are guilty	Prefer not to answer
Administrators (Dean, Associate/Assistant Dean)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty librarians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff (does not include librarians)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Overall, the Libraries provide a work environment that is: *(On a scale from 1 to 10, rate the following with 1 being the worst and 10 being the best)*

	1	2	3	4	5	6	7	8	9	10
Supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Welcoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. I feel that the populations I belong to are represented in the Libraries:

	Agree	Disagree	I don't know	Prefer not to answer
Communications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collections	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space and infrastructure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
User community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research and scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
None of the above	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. My personal work experiences at the Libraries have been most shaped by my: (check all that apply)

- | | |
|---|---|
| <input type="checkbox"/> Age | <input type="checkbox"/> Physical disability |
| <input type="checkbox"/> Gender/gender identity | <input type="checkbox"/> Race |
| <input type="checkbox"/> Cognitive disability | <input type="checkbox"/> Religion |
| <input type="checkbox"/> Employment category | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Ethnic background | <input type="checkbox"/> Other |
| <input type="checkbox"/> Nationality | <input type="checkbox"/> None |
| <input type="checkbox"/> Perceived socioeconomic status | <input type="checkbox"/> Prefer not to answer |

15. Rate your agreement with each of the following statements about diversity and inclusion in the Libraries' environment as a whole:

	Agree	Disagree	I don't know	Prefer not to answer
The majority of the Libraries' employees are unaware of or disinterested in issues of diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues of diversity and inclusion are the interest of only a small part of the Libraries' employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Libraries' employees generally are interested in issues of diversity and inclusion, but struggle with how to handle them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues of diversity and inclusion are seen as the responsibility of all of the Libraries' employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues of diversity and inclusion are central to all aspects of the Libraries' culture.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Recruitment and Retention

16. The Libraries could improve diversity and inclusion by focusing its efforts in **recruiting and hiring** people from diverse backgrounds in the following positions: (check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Administrators (Dean, Associate/Assistant Dean) | <input type="checkbox"/> Graduate assistants |
| <input type="checkbox"/> Faculty librarians | <input type="checkbox"/> Student assistants |
| <input type="checkbox"/> Staff (does not include librarians) | <input type="checkbox"/> None of the above |
| | <input type="checkbox"/> Prefer not to answer |

17. The Libraries could improve diversity and inclusion by focusing its efforts in **retaining** people from diverse backgrounds in the following positions: (check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Administrators (Dean, Associate/Assistant Dean) | <input type="checkbox"/> Graduate assistants |
| <input type="checkbox"/> Faculty librarians | <input type="checkbox"/> Student assistants |
| <input type="checkbox"/> Staff (does not include librarians) | <input type="checkbox"/> None of the above |
| | <input type="checkbox"/> Prefer not to answer |

Leadership

18. Rate your agreement with each of the following statements about diversity and inclusion in the Libraries' leadership and administration:

	Strongly agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I don't know	Prefer not to answer
The Libraries' leaders and administrators demonstrate that they value diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty and staff from diverse backgrounds serve in leadership roles within the Libraries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Libraries provide adequate leadership training and mentoring opportunities for faculty and staff from diverse backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Libraries promote from within faculty and staff from diverse backgrounds to leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Libraries' leaders and administrators encourage and support research and scholarship into issues of diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Education and Training

19. Rate your agreement with each of the following statements about diversity and inclusion in the Libraries' education and training:

The Libraries provide adequate ...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I don't know	Prefer not to answer
... training on diversity and inclusion issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... programming and events focusing on diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... communications related to diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Community Engagement

20. Rate your agreement with each of the following statements about the Libraries' relationship with its communities on issues related to diversity and inclusion:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I don't know	Prefer not to answer
The Libraries' staff as a whole (including administrators, faculty librarians, staff, graduate assistants, and student assistants) reflects the diversity of the University of Maryland community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Libraries are welcoming to members of the University of Maryland community from all backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Libraries engage in outreach to the University of Maryland community on issues related to diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Libraries are supportive of groups at the University of Maryland committed to diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the Libraries have a positive impact on diversity and inclusion in the University of Maryland community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. In your opinion, how well are we serving diverse populations through our services?
(250 character limit)

22. In your opinion, how well are we serving diverse populations through our collections?
(250 character limit)

23. In your opinion, how well are we serving diverse populations through our space and infrastructure? (250 character limit)

Implementation and follow-through

24. What would you like to see the Libraries do to demonstrate its commitment to diversity and inclusion? (250 character limit)

25. Is there anything you would like to add either to amplify your responses or to address a topic that you feel was not covered above? (250 character limit)



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