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)**
   - American Indian or Alaska Native
   - Asian
   - Black or African American
   - Hispanic/Latino
   - Native Hawaiian or Other Pacific Islander
   - White
   - Other
   - Unknown
   - Prefer not to answer
2. **Gender/gender identity:** *(select one)*

- [ ] Female
- [ ] Male
- [ ] Queer
- [ ] Trans
- [ ] Questioning/Not Sure
- [ ] Other
- [ ] Prefer not to answer

3. **Sexual orientation:** *(select one)*

- [ ] Heterosexual/Straight
- [ ] Gay
- [ ] Lesbian
- [ ] Asexual
- [ ] Bisexual
- [ ] Pansexual
- [ ] Queer
- [ ] Questioning/Not Sure
- [ ] Other
- [ ] Prefer not to answer

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

- [ ] Single
- [ ] Partnered
- [ ] Married
- [ ] Civil Unioned
- [ ] Widow/Widower
- [ ] 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)

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>I don’t know</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Gender/gender identity</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Cognitive disability</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Employment category</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Ethnic background</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Nationality</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Perceived socioeconomic status</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Physical disability</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Race</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Religion</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

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)

- Age
- Gender/gender identity
- Cognitive disability
- Employment category
- Ethnic background
- Nationality
- Perceived socioeconomic status
- Physical disability
- Race
- Religion
- Sexual orientation
- Other factors (optional)
- I have, but I don’t know why
- I have not experienced bias, exclusion, apathy/being ignored, isolation and/or discrimination
- Prefer not to answer

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)

- Age
- Gender/gender identity
- Cognitive disability
- Employment category
- Ethnic background
- Nationality
- Perceived socioeconomic status
- Physical disability
- Race
- Religion
- Sexual orientation
- Other factors (optional)
- I have, but I don’t know why
- I have not witnessed bias, exclusion, apathy/being ignored, isolation and/or discrimination
- Prefer not to answer
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?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>I don’t know if there are consequences</th>
<th>I don’t know if employees in this group are guilty</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators (Dean, Associate/Assistant Dean)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Faculty librarians</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Staff (does not include librarians)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Graduate assistants</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Student assistants</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supportive</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Inclusive</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Welcoming</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Friendly</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>I don’t know</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Collections</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Services</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Space and infrastructure</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Administrators</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Faculty</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Staff</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>User community</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Research and scholarship</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>None of the above</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
14. My personal work experiences at the Libraries have been most shaped by my: (check all that apply)

- Age
- Gender/gender identity
- Cognitive disability
- Employment category
- Ethnic background
- Nationality
- Perceived socioeconomic status
- Physical disability
- Race
- Religion
- Sexual orientation
- Other
- None
- 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:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Disagree</th>
<th>I don’t know</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>The majority of the Libraries’ employees are unaware of or disinterested in issues of diversity and inclusion.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Issues of diversity and inclusion are the interest of only a small part of the Libraries’ employees.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Libraries’ employees generally are interested in issues of diversity and inclusion, but struggle with how to handle them.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Issues of diversity and inclusion are seen as the responsibility of all of the Libraries’ employees.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Issues of diversity and inclusion are central to all aspects of the Libraries’ culture.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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)

- Administrators (Dean, Associate/Assistant Dean)
- Faculty librarians
- Staff (does not include librarians)
- Graduate assistants
- Student assistants
- None of the above
- 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)

- Administrators (Dean, Associate/Assistant Dean)
- Faculty librarians
- Staff (does not include librarians)
- Graduate assistants
- Student assistants
- None of the above
- 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:

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

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>I don’t know</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

... training on diversity and inclusion issues

... programming and events focusing on diversity and inclusion

... communications related to diversity and inclusion

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:

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.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>I don’t know</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

The Libraries are welcoming to members of the University of Maryland community from all backgrounds.

The Libraries engage in outreach to the University of Maryland community on issues related to diversity and inclusion.

The Libraries are supportive of groups at the University of Maryland committed to diversity and inclusion.

Overall, the Libraries have a positive impact on diversity and inclusion in the University of Maryland community.
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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