

**Diversity and Human Rights Commission Climate Survey
Codebook (from SPSS)**

List of variables on the working file

Name (Position) Label

respnum\$ (1)

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F9
Write Format: F9

time\$ (2)

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F6
Write Format: F6

gate (3) Organization

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- | | |
|---|----------------------|
| 1 | LANE COUNTY (TAN) |
| 2 | EWEB (BLUE) |
| 3 | SPRINGFIELD (YELLOW) |
| 4 | BETHEL SCHOOL (PINK) |
| 5 | LCC (GOLD) |
| 6 | NO ORGANIZATION |
| 7 | LANE ESD |

gate2 (4) Lane County subunit

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- | | |
|---|-----------------------------------|
| 1 | PUBLIC WORKS (SMALL CIRCLE) |
| 2 | SHERIFF'S OFFICE |
| 3 | HEALTH AND HUMAN SERVICES |
| 4 | NO SYMBOL |
| 5 | SYMBOL ALTERED/UNREADABLE/REMOVED |

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p1q01 (5) Work in comfortable envir, free from harass/discrim

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q02 (6) Many opportunities to grow/advance as anyone else

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q03 (7) Org has policies against discrim/harass

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p1q04 (8) Org hires from variety of backgrounds

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q05 (9) Org should try harder to hire from variety of backgrounds

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q06 (10) Org provides training to promote multiculturalism

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p1q07 (11) Org should provide more multicultural training

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q08 (12) Org does good job serving diverse pops

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q09 (13) Org should do better job in serving diverse pops

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p1q10 (14) Exposed to diff cultural perspectives in workplace

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q11 (15) Feel comfortable reporting witnessed discrim/harass

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q12 (16) Feel comfortable reporting experienced discrim/harass

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p1q13 (17) Increasing workforce diversity is a good thing

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p1q14 (18) Org acceptance of diffs vs. last year

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 BETTER
- 2 WORSE
- 3 UNCHANGED
- 9 NO ANSWER

p2q01 (19) People in work envir concerned about each other

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p2q02 (20) People in work envir friendly to new people

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p2q03 (21) People in work envir welcoming to new people

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p2q04 (22) People in work envir respectful of new people

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p2q05 (23) People in work envir are cooperative with new people

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p2q06 (24) People in work envir welcome people w/disabs

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p2q07 (25) People in work envir are non-racist

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p2q08 (26) People in work envir are non-sexist

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p2q09 (27) People in work envir are non-homophobic

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p2q10 (28) People in work envir are non-transgender phobic

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p2q11 (29) Manager talked about org discrim/harassment policies

Measurement Level: Scale

Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 YES
- 2 NO
- 9 NO ANSWER

p2q12 (30) Manager taken steps to prevent harass

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 YES
- 2 NO
- 9 NO ANSWER

p2q13 (31) Manager taken steps to prevent discrim

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 YES
- 2 NO
- 9 NO ANSWER

p3q01_1 (32) Barrier: Low turnover

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 0 NO
- 1 YES

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p3q01_2 (33) Barrier: High turnover

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

0 NO
1 YES

p3q01_3 (34) Barrier: Bias in recruiting/hiring

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

0 NO
1 YES

p3q01_4 (35) Barrier: Not enough qualified applicants

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

0 NO
1 YES

p3q01_5 (36) Barrier: Budget issues

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

0 NO
1 YES

—

p3q01_6 (37) Barrier: Lack of outreach

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

0 NO
1 YES

p3q01_7 (38) Barrier: Downsizing and layoffs

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value	Label
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0	NO
1	YES

p3q01_8 (39) Barrier: Have to know someone to get in

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value	Label
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0	NO
1	YES

p3q01_9 (40) Barrier: Failure to value cultural diffs

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value	Label
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0	NO
1	YES

—

p3q01_10 (41) Barrier: No answer

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value	Label
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0	NO
1	YES

p3q01_11 (42) Barrier: Exit code

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value	Label
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0	NO
1	YES

p3q02 (43) Skills: Recognizing discrim behavior

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p3q03 (44) Skills: Consider whether lang may be offensive to others

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

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p3q04 (45) Skills: Handling negative lang to educate others

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p3q05 (46) Skills: Initiate contact w/people not of my eth background

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p3q06 (47) Rate: I enjoy my job

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p3q07 (48) Rate: I enjoy my coworkers

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p3q08 (49) Rate: Recommend that friend seek employment w/org

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

p3q09 (50) Rate: Org is excellent place to work

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE
- 5 STRONGLY AGREE
- 9 NO ANSWER

—

p3q10 (51)

Measurement Level: Nominal

Column Width: 255 Alignment: Left

Print Format: A255

Write Format: A255

p4q2 (52) Sex

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 FEMALE
- 2 MALE
- 3 TRANSGENDER
- 9 NO ANSWER

p4q3 (53) Age

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 UNDER 30
- 2 31-40
- 3 41-50
- 4 51-60
- 5 OVER 60
- 9 NO ANSWER

p4q4 (54) Disability

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1
Write Format: F1

Value Label

- 1 YES
- 2 NO
- 9 NO ANSWER

—

p4q5 (55) Sexual identity
Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 HETEROSEXUAL
- 2 BISEXUAL
- 3 GAY
- 4 LESBIAN
- 5 QUESTIONING
- 9 NO ANSWER

p4q6 (56) First language
Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 ENGLISH
- 2 ENGLISH NOT FIRST LANG
- 9 NO ANSWER

p4q7 (57) Years working for employer
Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F1
Write Format: F1

Value Label

- 1 0-3 YEARS
- 2 4-6 YEARS
- 3 7-10 YEARS
- 4 11+ YEARS
- 9 NO ANSWER

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p4q8 (58) Do you hold a supervisory/leadership position

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 YES
- 2 NO
- 9 NO ANSWER

p4q8a (59) Employment group

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 MANAGEMENT
- 2 FACULTY
- 3 CLASSIFIED
- 9 NO ANSWER

p4q8b (60) College functional area

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 INSTRUCTIONAL
- 2 NON-INSTRUCTIONAL, HIGH CONTACT
- 3 NON-INSTRUCTIONAL. LOW CONTACT
- 9 NO ANSWER

p4q8c (61) Position type

Measurement Level: Scale

Column Width: 8 Alignment: Right

Print Format: F1

Write Format: F1

Value Label

- 1 CLASSIFIED
- 2 LICENSED/PROFESSIONAL
- 3 SUPERVISORY/ADMINISTRATIVE
- 9 NO ANSWER

p4q9 (62)

Measurement Level: Nominal
Column Width: 255 Alignment: Left
Print Format: A255
Write Format: A255

ending1 (63)

Measurement Level: Nominal
Column Width: 255 Alignment: Left
Print Format: A255
Write Format: A255

ending2 (64) Interviewer ID

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F4
Write Format: F4

ending3 (65) Lane County: Location

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F2
Write Format: F2

Value Label

- 1 DISTRICT OFFICE COMPLEX
- 2 CLEAR LAKE
- 3 DANEBO
- 4 FARIFIELD
- 5 IRVING
- 6 MALABON
- 7 MEADOW VIEW
- 8 PRAIRIE MOUNTAIN
- 9 CASCADE
- 10 SHASTA
- 11 KALAPUYA
- 12 WILLAMETTE
- 13 OTHER/MORE THAN ONE
- 99 NO ANSWER

—

RACEX2 (66) Race (Dichotomous)

Measurement Level: Scale
Column Width: 8 Alignment: Right
Print Format: F8.2
Write Format: F8.2

Value Label

- 1.00 White Only
- 2.00 Other

