

**Diversity and Human Rights Commission Climate Survey
Ci3 Instrument**

CATI on
SQN right
REVIEW ctrlr

Q:GATE
T:

PLEASE NOTE THE COLOR OF THE SURVEY YOU WILL BE DATA ENTERING:

NOTE: IF YOU ARE NOT SURE ABOUT THE COLOR, LOOK ON THE BACK PAGE.
AT THE END OF THE INTRODUCTORY SENTENCE:

(Finally, we would like to ask you some questions about yourself.)

YOU WILL SEE A SYMBOL. YOU CAN USE THE SYMBOL TO PICK THE CATEGORY

- 1 TAN SURVEY (PLUS SIGN, TILDE, OR SMALL CIRCLE)
- 2 BLUE SURVEY (SMALL CIRCLE)
- 3 YELLOW SURVEY (NUMBER SIGN "#")
- 4 PINK/SALMON SURVEY (SMALL DIAMOND)
- 5 GOLD SURVEY (SMALL SQUARE)
- 6 NONE OF THE ABOVE-->SPECIFY

I:

Key 1-6

oth 6 20 40 24 75

If (ans > 1) skipto P1Q01

Q:GATE2
T:

IF YOU ARE WORKING WITH A TAN SURVEY, LOOK ON THE BACK PAGE.

WHAT SYMBOL DO YOU SEE

- 1 SMALL CIRCLE
- 2 PLUS SIGN
- 3 TILDE (THE LITTLE SQUIGGLE)
- 4 OTHER SYMBOL-->SPECIFY
- 5 NO SYMBOL

I:

Key 1-5

oth 4 20 40 24 75

Q:P1Q01
T:

Please answer the following questions about your entire organization:

FIRST ITEM:

I work in a comfortable environment, free from harassment and discrimination.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

QAL NOQAL

Key 1-5,9

If (ans > 10) skipto NOQAL

Q:P1Q02

T:

Please answer the following questions about your entire organization:

SECOND ITEM:

I have as many opportunities to grow and advance in my career as anyone else.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q03

T:

Please answer the following questions about your entire organization:

THIRD ITEM:

My organization has policies against discrimination and harassment.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q04

T:

Please answer the following questions about your entire organization:

FOURTH ITEM:

My organization tries to hire people from a variety of backgrounds.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q05

T:

Please answer the following questions about your entire organization:

FIFTH ITEM:

My organization should try harder to hire people from a variety of backgrounds.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q06

T:

Please answer the following questions about your entire organization:

SIXTH ITEM:

My organization provides enough training
to promote multicultural understanding.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE

2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q07

T:

Please answer the following questions about your entire organization:

SEVENTH ITEM:

My organization should provide more training to promote multicultural understanding.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q08

T:

Please answer the following questions about your entire organization:

EIGHTH ITEM:

My organization does a good job in serving the diverse populations in the area.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q09

T:

Please answer the following questions about your entire organization:

NINTH ITEM:

My organization should do a better job in serving the diverse populations in the area.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q10

T:

Please answer the following questions about your entire organization:

TENTH ITEM:

I have been exposed to different cultural perspectives in my workplace.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q11

T:

Please answer the following questions about your entire organization:

ELVENTH ITEM:

If I were to witness harassment or discrimination at work,
I would feel comfortable reporting it.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q12

T:

Please answer the following questions about your entire organization:

TWELTH ITEM:

If I were to experience harassment or discrimination at work,
I would feel comfortable reporting it.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE

2 SOMEWHAT DISAGREE

3 NO OPINION

4 SOMEWHAT AGREE

5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q13

T:

Please answer the following questions about your entire organization:

THIRTEENTH ITEM:

I believe increasing workforce diversity is a good thing.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE

2 SOMEWHAT DISAGREE

3 NO OPINION

4 SOMEWHAT AGREE

5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P1Q14

T:

Compared to one year ago, how would you rate your organization
as a place to work in terms of its acceptance of people's differences
(e.g. race, color, religion, gender, age, mental or physical disability,
national origin or ancestry, and sexual orientation).

ANSWER CATEGORIES (FROM TOP TO BOTTOM)

1 BETTER
2 WORSE
3 UNCHANGED

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q01

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

FIRST ITEM:

The people in my work environment are concerned about each other.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q02

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

SECOND ITEM:

The people in my work environment are friendly to new people.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q03

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

THIRD ITEM:

The people in my work environment are welcoming to new people.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q04

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

FOURTH ITEM:

The people in my work environment are respectful of new people.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q05

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

FIFTH ITEM:

The people in my work environment are cooperative with new people.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE

3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q06

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

SIXTH ITEM:

The people in my work environment are welcoming to persons with disabilities.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q07

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

SEVENTH ITEM:

The people in my work environment are non-racist.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q08

T:

In answering the following questions, we will use the term work environment

to refer to the people you work with on a daily basis within your organization.

EIGHTH ITEM:

The people in my work environment are non-sexist.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q09

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

NINTH ITEM:

The people in my work environment are non-homophobic.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q10

T:

In answering the following questions, we will use the term work environment to refer to the people you work with on a daily basis within your organization.

TENTH ITEM:

The people in my work environment are non-transgender phobic.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION
- 4 SOMEWHAT AGREE

5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P2Q11

T:

My manager has talked to my work group about the organization's policies around discrimination and harassment.

ANSWER CATEGORIES (FROM TOP TO BOTTOM)

1 YES

2 NO

9 NO ANSWER

I:

Key 1,2,9

Q:P2Q12

T:

My manager has taken steps to ensure that acts of harassment do not take place.

ANSWER CATEGORIES (FROM TOP TO BOTTOM)

1 YES

2 NO

9 NO ANSWER

I:

Key 1,2,9

Q:P2Q13

T:

My manager has taken steps to ensure that acts of discrimination do not take place.

ANSWER CATEGORIES (FROM TOP TO BOTTOM)

1 YES

2 NO

9 NO ANSWER

I:

Key 1,2,9

Q:P3Q01

T:

>From the list below, select two items that you think are barriers to increasing diversity at your organization:

ANSWER CATEGORIES (FIRST COLUMN TOP TO BOTTOM, THEN SECOND COLUMN)

- 1 LOW TURNOVER
- 2 HIGH TURNOVER
- 3 BIAS IN RECRUITING AND HIRING
- 4 NOT ENOUGH QUALIFIED APPLICANTS
- 5 BUDGET ISSUES
- 6 LACK OF OUTREACH TO DIVERSE COMMUNITIES
- 7 DOWNSIZING AND LAY-OFFS
- 8 YOU HAVE TO KNOW SOMEONE OT GET IN
- 9 FAILURE TO VALUE CULTURAL DIFFERENCES
- 10 NO ANSWER
- 11 ***CLICK HERE TO EXIT***

I:

LOC 7 11 1 N

SEL 11 1 2 1 OFF ENTER

Q:P3Q02

T:

My organization has provided me with the opportunities to increase my skills in the following ways:

FIRST ITEM:

Recognizing discriminatory behavior.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

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

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q03

T:

My organization has provided me with the opportunities to increase my skills in the following ways:

SECOND ITEM:

Stopping to consider whether the language I am using may be offensive to others.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

- 1 STRONGLY DISAGREE
- 2 SOMEWHAT DISAGREE
- 3 NO OPINION

4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q04

T:

My organization has provided me with the opportunities to increase my skills in the following ways:

THIRD ITEM:

Handling negative language used by another in such a way as to try to educate the other person.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q05

T:

My organization has provided me with the opportunities to increase my skills in the following ways:

FOURTH ITEM:

Initiating contact with people who are not of my culture or ethnic background.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q06

T:

Rate how closely you agree with the following statements.

FIRST ITEM:

I enjoy my job.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q07

T:

Rate how closely you agree with the following statements.

SECOND ITEM:

I enjoy my coworkers.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q08

T:

Rate how closely you agree with the following statements.

THIRD ITEM:

I would recommend that a friend seek employment with my organization.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE
2 SOMEWHAT DISAGREE
3 NO OPINION
4 SOMEWHAT AGREE
5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q09

T:

Rate how closely you agree with the following statements.

FOURTH ITEM:

Overall, my organization is an excellent place to work.

ANSWER CATEGORIES (FROM LEFT TO RIGHT)

1 STRONGLY DISAGREE

2 SOMEWHAT DISAGREE

3 NO OPINION

4 SOMEWHAT AGREE

5 STRONGLY AGREE

9 NO ANSWER

I:

Key 1-5,9

Q:P3Q10

T:

What do you feel is the most pressing issue related to diversity at your organization?

OPEN ENDED

PLEASE ENTER EXACT ANSWER BELOW

I:

Opn 9 5 24 75

Q:P4Q1

T:

What is your race/ethnicity

SELECT ALL THAT APPLY

1 AFRICAN AMERICAN/BLACK

2 AMERICAN INDIAN/ALASKAN NATIVE

3 ASIAN/PACIFIC ISLANDER

4 CHICANO/LATINO/HISPANIC

5 MIDDLE EASTERN

6 MULTI-RACIAL

7 WHITE/CAUCASIAN

8 OTHER (SPECIFY)

9 NO ANSWER

10 ***CLICK HERE TO EXIT***

I:

LOC 6 10 1 N

OTH 8 22 25 24 70 MIXED
SEL 10 1 8 1 OFF ENTER

Q:P4Q2
T:

Are you (check all that apply):

- 1 FEMALE
- 2 MALE
- 3 TRANSGENDER

9 NO ANSWER

I:
Key 1-3,9

Q:P4Q3
T:

How old are you?

- 1 UNDER 30
- 2 31-40
- 3 41-50
- 4 51-60
- 5 OVER 60

9 NO ANSWER

I:
Key 1-5,9

Q:P4Q4
T:

Do you have a disability that limits a major life activity such as seeing, hearing, learning, and/or walking?

- 1 YES
- 2 NO

9 NO ANSWER

I:
Key 1,2,9

Q:P4Q5
T:

What is your sexual identity (check all that apply)?

- 1 HETEROSEXUAL
- 2 BISEXUAL
- 3 GAY
- 4 LESBIAN
- 5 QUESTIONING

9 NO ANSWER

I:
Key 1-5,9

Q:P4Q6
T:

What is your first language?

1 ENGLISH
2 ENGLISH IS NOT MY FIRST LANGUAGE

9 NO ANSWER

I:
Key 1,2,9

Q:P4Q7
T:

How long have you worked for your current employer?

1 0 - 3 YEARS
2 4 - 6 YEARS
3 7 - 10 YEARS
4 11+ YEARS

9 NO ANSWER

I:
Key 1-4,9

Q:P4Q8
T:

Do you hold a supervisory/leadership position?

1 YES
2 NO

9 NO ANSWER

I:
Key 1,2,9

Q:P4Q9
T:

Do you have any additional comments you'd like to make?

OPEN ENDED

PLEASE ENTER EXACT ANSWER BELOW

I:
Opn 9 5 24 75

Q:ENDING1
T:

PLEASE NOTE ANY COMMENTS OR ADDITIONAL NOTES THAT THE RESPONDENT WROTE

ON THE INSTRUMENT. BE SURE TO INDICATE WHERE THE COMMENT WAS LOCATED
ON THE INSTRUMENT

OPEN ENDED

PLEASE ENTER EXACT ANSWER BELOW

I:

Opn 10 5 24 75

Q:ENDING2

T:

TO COMPLETE THE SURVEY, PLEASE ENTER YOUR INTERVIEWER ID NUMBER BELOW

THANK YOU FOR YOUR HARD WORK.

I:

Num 0 1500 4 0 10 10

CPL

DISPOS = 26

ENDQUEST

Q:NOQAL

T:

YOU SHOULD NOT BE SEEING THIS SCREEN.

SERIOUSLY.

CONTACT THE SUPERVISOR.

KEY "1" TO TERMINATE.

I:

KEY 1

DISPOS = 22

ENDQUEST