SAINT BARNABAS MEDICAL CENTER

Diversity and Inclusion Committee

**2018 Anonymous Diversity Climate Survey**

Directions: Please answer all questions to the best of your ability. **Please provide ONE answer for each question.**

**I. DEMOGRAPHICS:**

1. What is your age?

\_\_\_\_\_25 years or younger

\_\_\_\_\_26-34

\_\_\_\_\_35-44

\_\_\_\_\_45-54

\_\_\_\_\_55-64

\_\_\_\_\_65 and older

2. How would you describe your race/ethnicity?

\_\_\_\_\_Asian or Pacific Islander

\_\_\_\_\_Black/African-American

\_\_\_\_\_Hispanic/Latino(a)

\_\_\_\_\_Native American

\_\_\_\_\_White/Caucasian

\_\_\_\_\_Multi-Ethnic. Please describe\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. What is the highest level of education you have completed?

\_\_\_\_\_Some college

\_\_\_\_\_Associate Degree

\_\_\_\_\_Bachelor’s Degree

\_\_\_\_\_Master’s Degree

\_\_\_\_\_Other. Please indicate\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. What gender were you assigned at birth (i.e., as indicated on your birth certificate)?

\_\_\_\_\_Female

\_\_\_\_\_Male

5. How do you currently identify yourself?

\_\_\_\_\_Female

\_\_\_\_\_Male

\_\_\_\_\_Transgender Female

\_\_\_\_\_Transgender Male

\_\_\_\_\_Another Identity: Please describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

6. Which of the following best describes your sexual orientation identity?

\_\_\_\_\_Heterosexual

\_\_\_\_\_Bisexual

\_\_\_\_\_Gay

\_\_\_\_\_Lesbian

\_\_\_\_\_”Queer” or Questioning

\_\_\_\_\_Another Identity. Please describe\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**II. Using the following Likert scale, please indicate your level of agreement with each statement**.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree1 | Disagree2 | Neither Agree or Disagree3 | Agree4 | Strongly Agree5 |
| Coworkers or other employees make comments that seem to indicate a lack of awareness of LGBTQ issues.  |  |  |  |  |  |
| I am familiar with the proper terminology to use when communicating with the LGBTQ community. |  |  |  |  |  |
| If LGBTQ diversity training were offered, I would be interested in participating. |  |  |  |  |  |
| SBMC demonstrates an appreciation for diversity and inclusion through visible, overt ways throughout the medical center. |  |  |  |  |  |
| This organization values differences in age, gender, religion, sexual orientation, gender identity or expression, race, ethnicity, etc. |  |  |  |  |  |
| All employees have an equal opportunity for promotion regardless of age, gender, religion, sexual orientation, gender identity or expression, race, ethnicity, etc. |  |  |  |  |  |
| If asked, I could explain the purpose of a “Business Resource Group (BRG).” |  |  |  |  |  |
| I believe BRGs promote employee inclusion and engagement. |  |  |  |  |  |
| The organization would benefit from ongoing diversity and inclusion interactive sessions/forums.  |  |  |  |  |  |
| The Schwartz Rounds could be used as a safe, confidential venue to explore diversity and inclusion topics with employees. |  |  |  |  |  |
| **Outside of cultural theme day celebrations,** I am aware of SBMC diversity and inclusion initiatives and accomplishments. |  |  |  |  |  |