

Diversity Survey - Employee Questionnaire

Maricopa County Community College District Diversity Survey Employee Questionnaire

The purpose of this survey is to gather raw demographic group data. Taking this survey is not mandatory. However, in order to help ensure accuracy of group results, we hope that you take the time to respond to the questions provided.

If you do not know the answer, or if you decline to answer an item, please leave the item marked as is and proceed to the following item.

Thank you for your time!

1) **To me, the term "diversity" includes:**

- 1) All human differences
- 2) Primarily racial differences
- 3) Primarily cultural differences
- 4) Both racial and cultural differences
- 5) None of the above

2) **To me, the words "cultural diversity" apply primarily to:**

- 1) Group experience based on the ethnicity and/or race of people
- 2) Group experience based on geographic location of people
- 3) The shared experience of all individual groups, including those based on race, ethnicity, veteran status, physical ability, religion, sexual orientation, etc.
- 4) None of the above

Answer Key for questions 3 to 34:

- 1) **Strongly Agree**
- 2) **Somewhat Agree**
- 3) **Somewhat Disagree**
- 4) **Strongly Disagree**
- 5) **No Opinion**

3) The topic of diversity should be included during new employee orientations.

4) Each one of us should choose our spoken words carefully so that we do not offend individuals from various diverse groups.

5) I am tired of hearing, reading, and/or learning about diversity.

6) I believe that we should learn to emphasize our similarities and not our differences.

7) I believe that we should learn to appreciate and respect our individual differences.

8) Education about diversity will enhance my performance in the workplace.

9) Most employees feel a sense of belonging on this campus/at this worksite.

10) I feel a sense of belonging on this campus/at this worksite.

11) Supervisors/co-workers at my worksite seem to care about most employees as individuals.

12) My supervisor cares about me as an individual.

13) Supervisors at my worksite seem fair in their treatment of most employees.

14) My supervisor treats me fairly.

15) Most employees at my worksite feel welcome at work.

16) I feel welcome at my worksite.

17) Supervisors at my worksite take into consideration employee differences when providing direction and/or making assignments.

18) My supervisor takes my differences into consideration when providing me with direction and/or assignments.

19) Overall, employees at my work location demonstrate a commitment to meeting the needs of underrepresented racial and ethnic employee populations.

- 20) Overall, employees at my work location demonstrate a commitment to meeting the needs of employees with disabilities.
- 21) Most employees at my worksite are treated fairly and with respect as related to their gender.
- 22) I am treated fairly and with respect as related to my gender.
- 23) Most employees at my worksite are treated fairly and with respect as related to their age.
- 24) I am treated fairly and with respect as related to my age.
- 25) Most employees at my worksite are treated fairly and with respect as related to their ethnicity/race.
- 26) I am treated fairly and with respect as related to my race and ethnicity.
- 27) Most employees at my worksite are treated fairly and with respect as related to their sexual orientation.
- 28) I am treated fairly with respect as related to my sexual orientation.
- 29) Discrimination should not be tolerated in the workplace.
- 30) An ideal work climate includes people from every race.
- 31) Maricopa Community Colleges should recruit more racial and ethnic minority employees.
- 32) Maricopa Community Colleges should recruit more racial and ethnic minority students.
- 33) MCCD employees should reflect the types of diversity found within the population of the United States.
- 34) MCCD employees should reflect the types of diversity found within the population of Arizona.

DEMOGRAPHIC INFORMATION

35) **Where are you taking this survey?**

- 1) District Office
- 2) College Campus
- 3) Off-Site Location.
- 4) At Home
- 5) Decline to Answer

36) **Gender**

- 1) Male
- 2) Female
- 3) Decline to Answer

37) **Age**

- 1) 17 through 24
- 2) 25 through 39
- 3) 40 through 54
- 4) 55 through 69
- 5) 70 or above
- 6) Decline to Answer

38) **Ethnicity/Race**

(Choose the one answer that best represents you.)

- 1) African-American
- 2) American Indian or Alaskan Native
- 3) Asian or Pacific Islander
- 4) Caucasian/White
- 5) Hispanic
- 6) Biracial or Multiracial
- 7) Decline to Answer

39) **Sexual Orientation/Gender Identity**

(Choose the answer that best represents you.)

- 1) Heterosexual
- 2) Homosexual
- 3) Bisexual
- 4) Transgender
- 5) Decline to Answer

40) Disabilities

(Please mark "yes" only if you have a professionally diagnosed physical, mental or learning disability.)

- 1) Yes
- 2) No
- 3) Decline to Answer

41) Your Current Employment Status

(Mark the one that best describes you at the time you are answering this survey.)

- 1) Residential Faculty
- 2) MAT/CEC
- 3) PSA
- 4) M&O/Crafts/College Safety
- 5) Adjunct Faculty
- 6) Decline to Answer

42) Current Work Load

- 1) Full-time
- 2) Part-time
- 3) 49% (Early Retiree)
- 4) Decline to Answer

43) Degree Status

- 1) No College Degree
- 2) Associate Degree
- 3) Bachelor Degree
- 4) Master Degree
- 5) Doctorate
- 6) Decline to Answer

44) Length of Employment at Current Location

- 1) Less than 1 year
- 2) 1-4 years
- 3) 5-10 years
- 4) 11-15 years
- 5) Greater than 15 years
- 6) Decline to Answer

45) Length of Employment with MCCD

- 1) Less than 1 year
- 2) 1-4 years
- 3) 5-10 years
- 4) 11-15 years
- 5) Greater than 15 years
- 6) Decline to Answer

46) Please feel free to comment about this survey, its value and your individual views about diversity that might not have been covered by this survey. Also, feel free to make recommendations. This response is limited to 2000 characters, including spaces.