

# **The Campus Diversity Survey**

**Sponsored by  
The Regional Consortium for Multicultural Education**

**College Misericordia  
King's College  
Marywood University  
University of Scranton  
Wilkes University**

Funded by an Institutional Collaboration Grant from  
The Foundation for Independent Higher Education

## **About The Campus Diversity Survey**

You have been selected to participate in The Campus Diversity Survey. The Regional Consortium for Multicultural Education is conducting this survey. Institutions represented in this consortium include College Misericordia, King's College, Wilkes University, University of Scranton and Marywood University. The purpose of this multi-campus survey is to assess local college students' attitudes, behaviors and experiences regarding multiculturalism.

Your participation will involve the voluntary completion of a five-part questionnaire; only those students who have experience as a member of a subgroup will be requested to complete a sixth section. The questionnaire will take approximately 15-20 minutes to complete. Part 1 of the survey contains background information about you; Parts 2 through 5 contain questions about your campus experiences, attitudes and behaviors related to diversity. For those students who are members of particular multicultural subgroups, a few specific questions are asked in Part 6 of the survey. The purpose of these questions is to determine the nature of student's experiences as a member of a particular subgroup on your campus.

**You should complete this questionnaire only once.** If you are a member of several classes or groups who are asked to complete the questionnaire, **do not complete the questionnaire a second time.** Your responses will be completely anonymous, since there is no way to link the responses from completed questionnaires with any particular respondent. It is anticipated that your participation in completing this survey will be an interesting experience that will contribute to understanding more about diversity issues and multiculturalism on our local college campuses. The content of some of the items on the questionnaire may raise your level of awareness of certain feelings; otherwise, there are no expected risks or benefits associated with your participation. You may choose to withdraw your participation at any time; however, the return of your completed questionnaire will be considered as your consent to participate in this survey.

Please answer all questions on the survey as directed. Once you have completed your survey, place it in the pre-addressed envelope provided by the student volunteer/researcher. Student volunteers/researchers must collect all questionnaires in the envelope provided, seal the envelope and return it to the campus collection site indicated on the front of the envelope.

**Thank you for taking the time to complete this questionnaire.**

## PART 1: BACKGROUND INFORMATION

**Instructions:** Please complete the following questions by filling in the appropriate circle completely or filling in the blank spaces for each question. Use either a **Number 2 pencil** or a **pen with black or blue ink**. Provide only one response unless prompted otherwise. **Do not skip any questions unless instructed to do so. PLEASE ANSWER ALL QUESTIONS IN THIS SURVEY WITH RESPECT TO THE CAMPUS COMMUNITY IDENTIFIED IN QUESTION #1.**

1. To which campus community do you belong?

**(Please mark only one)**

- College Misericordia
- King's College
- Marywood University
- University of Scranton
- Wilkes University
- Penn State, Wilkes-Barre

2. What is your status? **(Please mark only one)**

- Administrator (If you marked this response, skip to question #3)
- Faculty (If you marked this response, skip to question #3)
- Staff (If you marked this response, skip to question #3)
- Student (If you marked this response, please answer questions 2a through 2e before proceeding to question #3)

2a. What degree do you plan to complete?

**(Please mark only one)**

- Bachelor's degree
- Master's degree
- Combined bachelor's and master's
- Other: (Please specify) \_\_\_\_\_

2b. What is your current student status?

**(Please mark only one)**

- Full-time undergraduate student (12 or more credits per sem.)
- Full-time graduate student (9 or more credits per semester)
- Part-time undergraduate student (less than 12 credits per sem.)
- Part-time graduate student (less than 9 credits per semester)
- Other: (Please specify) \_\_\_\_\_

2c. What is your current resident status?

**(Please mark only one)**

- Reside in residence hall on campus
- Reside in off-campus housing
- Reside with family
- Other: (Please specify) \_\_\_\_\_

2d. How many semesters, including the current semester, have you been enrolled at this college/university? (Exclude summer semesters.)

	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9

2e. What is your major area of study/department at this college/university?

Please specify: \_\_\_\_\_

3. What is your current age in years?

	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9

4. What is your religion? **(Please mark only one)**

- Christian
- Hindu
- Jewish
- Muslim
- No religion
- Other: (Please specify) \_\_\_\_\_

5. Do you currently have a disability that substantially limits a major life activity (such as seeing, hearing, learning, walking, etc.)?

- Yes (Proceed to question 5a before answering question #6)
- No (If you marked this response, skip to question #6)

5a. Please specify your disability below.

**(Mark all that apply)**

- Coordination impairment
- Hearing impairment
- Learning disability
- Mobility impairment
- Speech impairment
- Visual impairment
- Other: (Please specify) \_\_\_\_\_

6. Please indicate the **primary** racial/ethnic group with which you identify. (If you are of a multi-racial or multi-ethnic background, indicate that group with which you identify **most of the time**.)

- African American/Black
- American Indian/Alaskan Native/Aleut
- Asian/Pacific Islander
- Chicano/Latino/Hispanic
- Middle Eastern
- White/Caucasian
- Other: (Please specify) \_\_\_\_\_

7. What is your sex?

- Female
- Male

8. What is your sexual orientation? **(Please mark only one)**

- Bisexual
- Gay
- Heterosexual
- Lesbian

9. In what setting did you spend most of your life before coming to this college/university? **(Mark only one. If several apply, use the most recent.)**

- Large city or metropolitan area
- Rural area or town

O Small city

## PART 2: CAMPUS EXPERIENCES WITH DIVERSITY

**Instructions:** Below you will find a set of statements about experiences with diversity that you may have had on your campus. Please provide a response to each statement.

Use the following rating guide for your responses to questions #10 through #12.

- N = Never
- R = Rarely, i.e., once or twice a year, on average
- O = Occasionally, i.e., 3 to 5 times a year, on average
- V = Very often, i.e., 6 to 9 times a year, on average
- F = Frequently, i.e., 10 or more times a year, on average

10. Please fill in the circle that corresponds with the number of times you have heard a student make an insensitive or disparaging remark about:

- Gay, lesbian or bisexual persons ..... N R O V F
- Non-native English speaking persons ..... N R O V F
- Persons of particular economic backgrounds ..... N R O V F
- Persons of particular religious backgrounds ..... N R O V F
- Persons with a disability ..... N R O V F
- Persons of particular racial/ethnic backgrounds ..... N R O V F
- Women ..... N R O V F

11. Please fill in the circle that corresponds with the number of times you have heard a college staff member, faculty member, administrator or teaching assistant make insensitive or disparaging remarks about:

- Gay, lesbian or bisexual persons ..... N R O V F
- Non-native English speaking persons ..... N R O V F
- Persons of particular economic backgrounds ..... N R O V F
- Persons of particular religious backgrounds ..... N R O V F
- Persons with a disability ..... N R O V F
- Persons of particular racial/ethnic backgrounds ..... N R O V F
- Women ..... N R O V F

12. Please fill in the circle that corresponds with the number of times you have been present at college/university affiliated events where the following **would not** feel welcome:

- Gay, lesbian or bisexual persons ..... N R O V F
- Non-native English speaking persons ..... N R O V F
- Persons of particular economic backgrounds ..... N R O V F
- Persons of particular religious backgrounds ..... N R O V F
- Persons with a disability ..... N R O V F
- Persons of particular racial/ethnic backgrounds ..... N R O V F
- Women ..... N R O V F

13. Have you ever felt discriminated against or harassed (even subtly) on this campus?  
 Yes (If you marked this response, proceed to questions 13a to 13d)  
 No (If you marked this response, skip to Part 3, question #14)

13a. What do you believe was the **primary** reason that you were discriminated against or harassed? (**Please mark only the primary one**)

- Because of my age
- Because of my disability
- Because of my economic status
- Because of my gender
- Because of my race or ethnicity
- Because of my religious beliefs
- Because of my sexual orientation
- Other: (Please specify) \_\_\_\_\_

13b. In what form was the discrimination or harassment **mainly** expressed?

- Actual physical assault or injury
- Anonymous phone calls
- Glances
- Ignoring
- Publications on campus
- Threats of physical violence
- Verbal comments
- Written comments
- Subtle forms: (Please specify) \_\_\_\_\_

13c. Where did this discrimination or harassment usually occur?

- In a college classroom
- In a college office
- In a residence hall
- While working at a college job
- Other location on campus: (Please specify) \_\_\_\_\_

13d. To which group did the person who was the primary source of the discrimination or harassment belong?

- Administration
- Faculty
- Neighbors in the areas near campus
- Residence assistants
- Security or campus police
- Staff
- Students
- Teaching assistants
- Others: (Please specify) \_\_\_\_\_

## PART 3: ATTITUDES AND ACTIONS RELATIVE TO DIVERSITY

**Instructions:** For the questions in this section, you will be asked to rate particular statements about diversity according to your beliefs or attitudes. Answer as honestly as possible. Read each item carefully and use the rating scales specified for each item.

Use the following rating guide for this question:

- N = No contact
- L = Little contact
- M = Moderate contact
- F = Frequent contact
- VF = Very frequent contact

14. Generally speaking, how much contact would you say that you had with people of the following backgrounds prior to coming to this college/university? **(Mark one rating for each group of people)**

- African Americans/Blacks ..... N L M F VF
- American Indians/Alaskans/Aleuts ..... N L M F VF
- Asians/Pacific Islanders ..... N L M F VF
- Chicanos/Latinos/Hispanics ..... N L M F VF
- Whites/Caucasians ..... N L M F VF
- Non-native English speaking persons ..... N L M F VF
- Openly gay, lesbian or bisexual persons ..... N L M F VF
- Persons of economic backgrounds other than your own ..... N L M F VF
- Persons of religious backgrounds other than your own ..... N L M F VF
- Persons with a disability ..... N L M F VF

15. Would you be comfortable being close friends with any of the following persons? **(Mark “yes” or “no”)**

- African American/Black..... Y N
- American Indian/Alaskan/Aleut..... Y N
- Asian/Pacific Islander..... Y N
- Chicano/Latino/Hispanic..... Y N
- White/Caucasian ..... Y N
- A heterosexual man ..... Y N
- A heterosexual woman ..... Y N
- A person with a disability..... Y N
- A person with different religious beliefs than yours ..... Y N
- An individual with HIV or AIDS ..... Y N
- An international student ..... Y N
- An openly gay or bisexual man..... Y N
- An openly gay or bisexual woman ..... Y N

16. Would you be comfortable being a roommate/neighbor of any of the following persons? **(Mark “yes” or “no”)**

- African American/Black ..... Y N
- American Indian/Alaskan/Aleut..... Y N
- Asian/Pacific Islander ..... Y N
- Chicano/Latino/Hispanic..... Y N
- White/Caucasian ..... Y N
- A heterosexual man..... Y N
- A heterosexual woman ..... Y N
- A person with a disability..... Y N
- A person with different religious beliefs than yours ..... Y N
- An individual with HIV or AIDS ..... Y N
- An international student ..... Y N
- An openly gay or bisexual man..... Y N
- An openly gay or bisexual woman..... Y N

17. Would you be dating any of the following persons? **(Assume that you are single. Mark “yes” or “no”)**

- African American/Black ..... Y N
- American Indian/Alaskan/Aleut..... Y N
- Asian/Pacific Islander ..... Y N
- Chicano/Latino/Hispanic..... Y N
- White/Caucasian ..... Y N
- A heterosexual man..... Y N
- A heterosexual woman ..... Y N
- A person with a disability..... Y N
- A person with different religious beliefs than yours ..... Y N
- An individual with HIV or AIDS ..... Y N
- An international student ..... Y N
- An openly gay or bisexual man..... Y N
- An openly gay or bisexual woman..... Y N

Use the following ranking guide to indicate your agreement or disagreement with the statements about diversity:

- SA = Strongly Agree
- A = Agree
- N = Neutral (neither agree or disagree)
- D = Disagree
- SD = Strongly Disagree
- ? = Not sure/Don’t know

18. This college/university thoroughly addresses campus issues related to: **(Mark one rating for each statement)**

- Age or ageism..... SA A N D SD ?
- Disability or ableism..... SA A N D SD ?
- Race or racism ..... SA A N D SD ?
- Religious beliefs or harassment ..... SA A N D SD ?
- Sex/gender or sexism..... SA A N D SD ?
- Sexual orientation or homophobia..... SA A N D SD ?

Use the following rating guide to indicate your agreement or disagreement with the statements about diversity in questions #19 through #25: **(Mark one rating for each question)**

- SA = Strongly Agree
- A = Agree
- N = Neutral (neither agree or disagree)
- D = Disagree
- SD = Strongly Disagree
- ? = Not sure/Don't know

19. This college/university has visible leadership from the president and other administrators to foster diversity on campus ..... SA A N D SD ?
20. I feel awkward around campus community members who are from groups I've not encountered before ..... SA A N D SD ?
21. Students with disabilities have more financial aid opportunities available to them than other students. .... SA A N D SD ?
22. The curriculum at this college/university adequately represents the contributions of a variety of groups of people ..... SA A N D SD ?
23. The climate in the classroom/work environment is accepting of who I am ..... SA A N D SD ?
24. My views about sexual orientation are strongly influenced by my religion ..... SA A N D SD ?
25. This college/university has visible leadership that fosters accessibility for persons with disabilities ..... SA A N D SD ?

Use the following rating guide to indicate how likely you are to experience the feelings and/or behaviors specified in questions #26 through #34: **(Mark one rating for each question)**

- VL = Very Likely
- SL = Somewhat Likely
- SU = Somewhat Unlikely
- VU = Very Unlikely
- ? = Not sure/don't know

26. Challenge others on racial/ethnic/sexually derogatory comments..... VL SL SU VU ?
27. Feel disapproval for a display of public affection by a gay or lesbian couple..... VL SL SU VU ?
28. Feel disapproval for a display of public affection by a heterosexual couple..... VL SL SU VU ?
29. Get to know people from different cultures and groups as individuals..... VL SL SU VU ?
30. Refuse to participate in comments or jokes that are derogatory to any group or culture or sex..... VL SL SU VU ?
31. Repeat a comment or joke about a religion other than your own ..... VL SL SU VU ?
32. Repeat a derogatory comment or joke about gays, lesbians or bisexuals ..... VL SL SU VU ?
33. Repeat a derogatory comment or joke about people with disabilities ..... VL SL SU VU ?
34. Take action to have offensive graffiti removed ..... VL SL SU VU ?

35. Please rate how your attitudes towards the following groups of people have changed since you came to this college/university. **(Mark the rating that best corresponds to your current attitudes.)**

Use the following rating guide for your responses to question #35:

- MA = Much more accepting
- SA = Somewhat more accepting
- LA = Less accepting
- EA = Extremely less accepting
- NC = No change

- |   |    |    |    |    |    |
|---|----|----|----|----|----|
| African Americans/Blacks .....                              | MA | SA | LA | EA | NC |
| American Indians/Alaskans/Aleuts.....                       | MA | SA | LA | EA | NC |
| Asians/Pacific Islanders .....                              | MA | SA | LA | EA | NC |
| Chicanos/Latinos/Hispanics.....                             | MA | SA | LA | EA | NC |
| Whites/Caucasians .....                                     | MA | SA | LA | EA | NC |
| Bisexual men or women.....                                  | MA | SA | LA | EA | NC |
| Gay men.....  | MA | SA | LA | EA | NC |
| Lesbians .....  | MA | SA | LA | EA | NC |
| Men.....  | MA | SA | LA | EA | NC |
| Persons of different economic backgrounds than yours .....  | MA | SA | LA | EA | NC |
| Persons of different religious backgrounds than yours ..... | MA | SA | LA | EA | NC |
| Women.....  | MA | SA | LA | EA | NC |







## PART 6: EXPERIENCES AS A MEMBER OF A SUBGROUP

**Instructions:** Answer questions #42 and #43 **ONLY IF YOU ARE A PERSON OF COLOR**. If you are White/Caucasian, please proceed to question #44.

42. As a person of color, please indicate whether or not you have experienced the following situations since coming to this campus:
- I have feared for my physical safety because of my race.....N Y  
 I have had someone assume that I was admitted/  
 employed solely because I was a person of color .....N Y  
 I have been a victim of a hate crime .....N Y
43. As a person of color, please indicate whether or not you have experienced the following situations in classrooms, meetings or offices on this campus.
- I have felt isolated or left out when work was required  
 in groups .....N Y  
 I have felt that I am expected to present a viewpoint that  
 must always be different from the majority .....N Y  
 I have felt that I am expected to speak on behalf of all  
 members of my race.....N Y  
 When issues of race or ethnicity arose, I was singled out  
 as the “resident authority” for my particular group .....N Y

**Instructions:** Answer questions #44 through 46 **ONLY IF YOU ARE A GAY, LESBIAN OR BISEXUAL PERSON**. If you are not part of one of these groups, proceed to question #47.

44. As a gay, lesbian or bisexual person, please indicate whether or not you have had the following experiences since coming to this college/university.
- I have feared for my physical safety because of my  
 sexual orientation.....N Y  
 I have concealed my sexual orientation to avoid  
 intimidation.....N Y  
 I have avoided disclosing my sexual orientation due to a  
 fear of negative consequences or discrimination .....N Y  
 I have discussed my sexual orientation with a close friend ...N Y  
 I have discussed my sexual orientation with a faculty  
 member, staff or administrator.....N Y  
 I have been a victim of a hate crime .....N Y
45. As a gay, lesbian or bisexual person, please indicate how important it is for you to feel comfortable disclosing your sexual orientation to the people around you.
- Very important  
 Moderately important  
 Slightly important  
 Not at all important

46. Please rate how comfortable you actually feel discussing your sexual orientation to the following groups of people:
- V = Very Comfortable  
 M = Moderately Comfortable  
 S = Slightly Comfortable  
 N = Not at all Comfortable  
 NA = Not Applicable
- Acquaintances..... V M S N NA  
 Close friends ..... V M S N NA  
 Faculty ..... V M S N NA  
 Family members ..... V M S N NA  
 Student groups in which you are involved..... V M S N NA

**Instructions:** Answer questions #47 through #49 **ONLY IF YOU ARE A PERSON WITH A DISABILITY**. If you are not a person with a disability, do not answer any of the remaining questions in this survey.

47. As a person with a disability, please indicate whether or not you have had the following experiences since coming to this campus.
- I have feared for my physical safety because of  
 my disability .....N Y  
 I have been in a class or office where an instructor or  
 college/university employee has refused to make  
 accommodations for my disability.....N Y  
 I have avoided disclosing a disability to an instructor or  
 college/university employee due to fear of negative  
 consequences or discrimination .....N Y  
 I have been a victim of a hate crime .....N Y
48. Please indicate how you would rate the accessibility of the campus for persons with a disability in the areas specified below.
- VG = Very Good  
 G = Good  
 F = Fair  
 P = Poor  
 VP = Very Poor
- Information in alternate formats (i.e., Braille).... VG G F P VP  
 Classrooms..... VG G F P VP  
 Buildings..... VG G F P VP  
 Restrooms ..... VG G F P VP  
 Transportation..... VG G F P VP  
 Grounds (i.e., snow removal)..... VG G F P VP  
 Parking..... VG G F P VP  
 Student services (i.e., registration)..... VG G F P VP  
 Library ..... VG G F P VP  
 Athletic facilities..... VG G F P VP  
 Recreational sports facilities ..... VG G F P VP  
 Residence halls ..... VG G F P VP  
 Public transportation ..... VG G F P VP

49. Would you say that this college/university makes a sincere effort to make facilities, programs, classes and services accessible to people with disabilities?
- Yes  No

**THANK YOU FOR COMPLETING THIS SURVEY.  
 YOUR TIME AND EFFORT ARE GREATLY APPRECIATED.**