

Appendices

Appendix A: Equity, Diversity, and Inclusion in Sustainability Survey Questions

A. Knowledge of and Experience with Sustainability at UCLA

1. How familiar are you with the concept of sustainability? (Not very familiar, somewhat familiar, mostly familiar, or very familiar)
2. Please provide a brief description of what sustainability means to you.
3. Where would you say your knowledge on sustainability and environmental issues/solutions comes from? (e.g. college courses, student organizations, etc)
4. How familiar would you generally say you are with environmental issues? (e.g. air pollution, deforestation, etc)
5. How familiar would you generally say you are with SOLUTIONS to environmental issues?
6. How familiar are you with the concept of environmental justice?
7. Which major environmental organizations, centers, or resources are you aware of or familiar with on campus? (check all that apply)
8. Please list the sustainability clubs, organizations, or extracurricular activities you are involved with on campus (if any).
9. How familiar are you with places, offices, clubs, etc at UCLA where you can go to learn more about or get involved with sustainability?
10. Do you know who to contact to voice your opinions on the sustainability community at UCLA?
11. Are you familiar with UCLA's sustainability goals?
12. Are you familiar with the EDI page on the sustain.ucla.edu website?
13. If you answered "yes" to the previous question, please briefly describe how helpful you find the EDI page. If you answered "no" to the previous question, please proceed to the next question.
14. Which of the following EDI in sustainability student, faculty, and/or staff-led project(s) would you like to see at UCLA? (select all that apply)

B. Perception of Sustainability at UCLA

1. Sustainability at UCLA encourages the participation of people of all racial and ethnic backgrounds.
2. Sustainability at UCLA encourages the participation of people of all socioeconomic backgrounds.
3. Sustainability at UCLA is inclusive of people with disabilities.
4. Sustainability at UCLA is inclusive of LGBTQ+ people.
5. I feel included and represented in sustainability efforts and spaces at UCLA.
6. Sustainability efforts at UCLA address issues of race and class.
7. Sustainability student leadership at UCLA is diverse.

8. Sustainability faculty and staff leadership at UCLA is diverse.
9. Have you taken classes that discuss environmental issues (e.g. environmental science, geography, public policy, urban planning, etc)?
 - a. Yes, No

C. Experience with Courses That Discuss Environmental Issues

1. Please select the subject area(s) for the classes you have taken that discuss environmental issues.
2. My professors present a diverse array of course material from different racial and ethnic backgrounds.
3. Course material addresses how environmental degradation affects people and communities.
4. Course material includes both ecological and social dimensions of environmental issues.
5. Courses consider the viewpoints of people from all socioeconomic backgrounds.

D. Reflect on Your Sustainability Experiences

1. Thinking about your identities, please write about your feelings and experiences (positive or negative) that influence how you feel about and interact with sustainability.
2. Which identity of yours do you most associate with this experience?

E. Identities

1. Pronouns
2. Major (pick the category that best describes your major)
3. Expected Graduation Year
4. Are you a... (select all that apply)
 - a. First-generation college student?
 - b. Transfer student?
 - c. Out-of-state student?
 - d. International student?
 - e. Undocumented student?
 - f. Students experiencing houselessness?
 - g. Formerly incarcerated student?
 - h. Students impacted by the criminal justice system?
 - i. None of the above/prefer not to say
5. Race [racial group you identify with] (select all that apply)
6. Ethnicity [cultural heritage you identify with] (ex: Peruvian-American, Vietnamese, Kumeyaay, etc.)
7. Gender Identity: How do you describe your gender?
8. Sexual and Romantic Orientation (please select all that apply)
9. Political Affiliation
10. Religion

11. Do you have a physical, emotional, and/or developmental (dis)ability?
 12. If you answered "yes" to the previous question, would you mind explaining? If you do not feel comfortable explaining or if you answered "no" to the previous question, please proceed to the next question.
 13. Do you identify as...
 - a. Working-class/low-income
 - b. Lower-middle class
 - c. Middle class
 - d. Upper-middle-class
 - e. Upper class
 - f. Prefer not to say
 14. Are there any other identities not listed here that you would like to mention that have shaped your experiences with sustainability (e.g. national origin or first language)? If so, please list them.
- F. Contact Information and Additional Information
1. Is there anything else you would like to tell us? (comments, questions, concerns, feedback)

Appendix B: Community Conversations Questions

1. What are your experiences with sustainability?
 - a. What are your experiences with sustainability At UCLA?
2. Has your identity shaped your experience?
 - a. If yes, how and please be specific?
 - b. If no, why do you think that?
3. Do you think your identity is important to represent in the sustainability movement and spaces? Why/why not?
4. How would you describe the degree to which sustainability at UCLA is inclusive of or accessible to people from all (race/gender/etc) backgrounds?
5. Do you feel like sustainability is inclusive of people from all backgrounds at UCLA?
6. What do you most value in an inclusive environment?

Appendix C: Pre-Conversation Survey for Community Conversations

1. You are invited to take part in a research project for UCLA's Sustainability Action Research Equity, Diversity, and Inclusion (EDI) Team. This research study is designed to understand how identities influence students' relationships with sustainability. The study will consist of one Community Conversation lasting approximately 70 minutes. To keep your answers confidential, we will ask you to adopt a pseudonym for the interview. At no point during the interview will we ask you for personal identifying information. You may refuse to participate in the study without any penalty. If you decide to participate, you may refuse to answer any questions and you may withdraw from the study at any time

without any penalty. We may ask you follow-up questions to better understand your experiences and you may refuse to answer these questions as well. If at any point during the study you have questions, please feel free to ask to obtain clarification. You must be an undergraduate at UCLA to participate. If you have any follow-up questions regarding the research study upon completion of your participation, please feel free to email pratikanagpal01@g.ucla.edu or alyssasmoreno@gmail.com. If you understand the information presented to you and agree to the research study requirements, please consent below. Thank you for your participation.

- a. I consent to participate in Community Conversations with SAR's Equity, Diversity, and Inclusion Team.
 - b. I do not consent to participate in Community Conversations with SAR's Equity, Diversity, and Inclusion Team.
2. We will be using a voice recorder to accurately collect the information shared during the interview. All recordings will be transcribed and recordings will not be used for any additional sections of this study. We will use this information, in conjunction with information provided by other participants, to understand how identities influence interactions with sustainability. Do you consent to an audio recording of the Community Conversation?
- a. I consent to an audio recording
 - b. I do not consent to an audio recording

Appendix D: Key Quotes from Survey Participants

Section 1: Knowledge of Sustainability in General and at UCLA

Three common themes emerged from students defining what sustainability means to them:

1. **Sustainability as a moral cause and for fear of climate disaster and to protect the Earth**
 - “Practicing sustainability means living lifestyles, using products, composting, and recycling in a way that *allows us to sustain the health and safety of our planet* as well as the ecosystems, animals, plants, and atmospheric cycles it supports.”
 - “Moving forward with how we interact with the environment with methods that *can prolong our relationship with the planet without harming it.*”
2. **Sustainability as recycling and reusing initiatives to combat waste and using Earth’s resources efficiently**
 - “*To use resources in a way as to not overuse it* and recycling if possible to avoid waste.”
 - “Sustainability means being conscious of your actions and *trying to reduce your wast[e]/carbon footprint*. Some examples of sustainability include using reusable materials, reducing plastic use, recycling and repurposing items, and buying items that are recycled or good for the planet.”