

Dear Wells Staff:

The Staff Forum Executive Committee would like to hear your thoughts and feelings on the climate at Wells College.

All responses are optional. Your answers will remain anonymous. Please provide honest and candid information in your answers to this survey. This information will be used to help us know where we need to put more time and energy.

(\*This survey was adapted from surveys developed by St. Mary's College and the University of Massachusetts, Amherst.)

Please use the following, working definitions in completing this survey.

**Interculturalism:** An intentional approach that promotes the constructive interaction between people with differing cultural norms, values, beliefs, and behaviors. (Based on the work of Janet Bennett)

**Inclusion:** The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions. (Developed by the American Association of Colleges and Universities)

**Diversity:** Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning. (Developed by the American Association of Colleges and Universities)

### 1. Please indicate your level of agreement with the following statements.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree
Staff members feel that understanding diversity, inclusion, and intercultural issues is an important part of their working environment at Wells.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college has made diversity, inclusion, and interculturalism a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work place provides an environment in which your perspective is valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a sense that all staff members are treated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors support inclusion and interculturalism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college is working to develop a sense of community among students, staff, and faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college is developing appreciation for a multicultural society on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college is encouraging collaboration between offices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2. Based on your experience, how would you describe the general climate of WELLS COLLEGE?**

**(There are five topics in this question. Please be sure to scroll to the right for all topics.)**

	Respectful - Disrespectful	Innovative - Stagnant	Safe - Unsafe	Welcoming - Unwelcoming	Collaborative - Uncollaborative
General Campus Climate	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**3. Based on your experience, how would you describe the general climate of your IMMEDIATE WORKING ENVIRONMENT?**

**(There are five topics in this question. Please be sure to scroll to the right for all topics.)**

	Respectful - Disrespectful	Innovative - Stagnant	Safe - Unsafe	Welcoming - Unwelcoming	Collaborative - Uncollaborative
Immediate Working Environment	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**4. How satisfied are you with the following aspects of your job?**

	Satisfied	Somewhat satisfied	Somewhat Dissatisfied	Dissatisfied
Working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy and independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional relationships with co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social relationships with co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to be in charge of tasks or projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Annual performance review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to technical support and assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**5. Please indicate your level of agreement with the following statements.**

Neither  
 Agree    Somewhat Agree    Agree    Somewhat    Disagree  
    nor    Disagree  
    Disagree

I enjoy talking with people who have different perspectives than I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am able to express my perspectives without being attacked by others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think about the influence that social systems and social groups have on people's values, thoughts and behaviors - including my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. Please answer the following questions on how you handle conflict.**

Neither  
 Agree    Somewhat Agree    Agree    Somewhat    Disagree  
    nor    Disagree  
    Disagree

If I disagree with someone, I don't bring it up with them, but will talk about the conflict behind their back.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I disagree with someone, I engage with them to resolve the conflict constructively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the skills and knowledge to handle interpersonal and intergroup conflict constructively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts rarely have positive outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts can clarify and resolve misunderstandings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to go if I have a conflict with my CO-WORKER and need help to resolve it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to go if I have a conflict with my SUPERVISOR and need help to resolve it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to go if I have a conflict with people who report to me and need help to resolve it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7. Please indicate how likely you would be to take each of the following actions:**

Unlikely    SomewhatSomewhat    Likely  
    Unlikely    Likely

Appropriately address derogatory comments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make efforts to get to know individuals from backgrounds that are different than your own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Refuse to participate in activities that are derogatory to any group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Refuse to participate in jokes that are derogatory to any group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize and challenge biases that affect my own thinking and behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**8. Please indicate your level of agreement with the following statements.**

Neither  
 Agree    Somewhat Agree    Agree    Somewhat    Disagree  
    nor    Disagree  
    Disagree

I know where to go if I witness or experience a bias incident.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to go if I witness or experience a harassment incident.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is open and regular communication from the college on important decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are venues where I can express my perspectives and opinions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been asked to reflect on how my identity may affect interpersonal and intergroup relationships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable volunteering my perspectives on issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following demographic questions are optional.

**9. How long have you worked at Wells College?**

- < 1 year
- 1 - 3 years
- 3 - 5 years
- 6 - 10 years
- 11 - 15 years
- >15 years

**10. With which gender do you identify?**

**11. What makes you feel good about being a member of the Wells Community?**

**12. What are specific ways Wells' Campus Climate could be improved? (Please provide constructive feedback. Specific programming suggestions are welcomed.)**

**13. Any additional comments?**