Topical Module: Inclusiveness and Engagement with Cultural Diversity

This module examines environments, processes, and activities that engage and validate cultural diversity and promote greater understanding of societal differences. Questions explore faculty use of inclusive teaching practices and intercultural learning; perceptions of institutional values and commitment regarding diversity; and opportunities for diversity-related programming and coursework. The module replaced the Experiences with Diverse Perspectives module in 2017.

1. **Earlier, you answered some questions based on one particular undergraduate course section that you are teaching or have taught during this academic year. Thinking again about that course, how much does it emphasize the following?**

   Response options: Very much, Quite a bit, Some, Very little

   a. Developing the skills necessary to work effectively with people from various backgrounds
   b. Recognizing students' cultural norms and biases
   c. Students sharing their perspectives and experiences
   d. Exploring students' backgrounds through projects, assignments, or programs
   e. Learning about other cultures
   f. Discussing issues of equity or privilege
   g. Respecting the expression of diverse ideas

2. **How much does your institution emphasize the following?**

   Response options: Very much, Quite a bit, Some, Very little

   a. Demonstrating a commitment to diversity
   b. Providing faculty with the knowledge and skills needed for success in a multicultural world
   c. Creating an overall sense of community among faculty
   d. Appreciating the expression of a variety of opinions and values
   e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)
   f. Providing information about anti-discrimination and harassment policies
   g. Taking allegations of discrimination or harassment seriously
   h. Helping faculty develop the skills to confront discrimination and harassment
   i. Appreciating your unique background and experiences
   j. Connecting to groups of people at your institution with interests like yours
   k. Connecting to groups of people beyond your institution with interests like yours

3. **How much does your institution provide a supportive environment for the following forms of diversity?**

   Response options: Very much, Quite a bit, Some, Very little

   a. Racial/ethnic identity
   b. Gender identity
   c. Economic background
   d. Political affiliation
   e. Religious affiliation
   f. Sexual orientation
   g. Disability status
   h. Citizenship or immigration status

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4. **Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?**
    Response options: No; Yes, but it did not interfere with my work; Yes, and it interfered with my work

5. **Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?**
    Response options: No; Yes, but I would not be comfortable doing so; Yes, and I would be comfortable doing so