

The following survey includes questions concerning your experiences in the Idaho State University (ISU) College of Education (COE). The purpose of this study is to explore and assess the COE culture and climate specific to student perceptions related to discrimination and harassment. NO personally identifying information will be released in any form whatsoever. Your honest and timely responses are appreciated. Thank you from COE Diversity Committee – Sub Committee members: Dr. Cynthia Pemberton, Dr. Beverly Ray, Dr. Traci Bliss and Mr. Hamdan Said.

Section I: Harassment

HARASSMENT is uninvited and unwelcome verbal or physical conduct, comment or display that demeans, belittles, intimidates or humiliates another person or group.

\* A1. Have you experienced Harassment (as defined above) at the ISU College of Education (COE) by faculty, staff/administration or students while a graduate student within the COE?

Yes     No

Please complete the chart below - fill in the boxes as they apply to you. If you feel that harassment has occurred, use the coding system shown in the far right column to quantify sources of harassment.

Please complete the chart below - fill in the boxes as they apply to you. If you feel that harassment has occurred, use the coding system shown in the far right column to quantify sources of harassment.

Source of Harassment

	never	ONCE	More than ONCE
Race/ethnicity color/national origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exceptionality in education/disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex/Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socio-economic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran Status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language/Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
aBCD			

\* ahfahaahah

A1.1 In what form was the harassment? (Mark all that apply)

- Oral remarks (derogatory, demeaning, belittling, intimidating, humiliating)
- Written comments
- Anonymous phone calls
- Emails
- Graffiti (unofficial and offensive public signs or word displays)
- Bullying
- Denial of services/support
- Threats of physical violence
- Actual physical assault or injury
- Other -- please describe:

A1.2 Where did the harassment occur? (Mark all that apply)

- In a College of Education Classroom
- In a College of Education Lab (computer lab, etc.)
- In a campus office in the College of Education
- In a public space in the College of Education
- While working at my College/University job
- At a College of Education/Campus event
- Other -- please describe:

A1.3 While a graduate student in the COE how often (if at all) have you experienced the following? Heard a COE faculty member make an insensitive or disparaging remark about...(please circle items below)

	Never	1 - 2 times	3 - 5 times	6 - 9 times	10 or more times
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Racial Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, Lesbian, Bisexual, Transgender People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English Speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A1.4 While a graduate student in the COE how often (if at all) have you experienced the following? Heard a COE administrator make an insensitive or disparaging remark about...(please circle items below)

	Never	1 - 2 times	3 - 5 times	6 - 9 times	10 or more times
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, Lesbian, Bisexual, Transgender People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English Speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A1.5 While a graduate student in the COE how often (if at all) have you experienced the following? Heard a COE staff member make an insensitive or disparaging remark about...(please circle items below)

	Never	1 - 2 times	3 - 5 times	6 - 9 times	10 or more times
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, Lesbian, Bisexual, Transgender People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English Speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A1.6 While a graduate student in the COE how often (if at all) have you experienced the following? Heard a student make an insensitive or disparaging remark about...(please circle items below)

	Never	1 - 2 times	3 - 5 times	6 - 9 times	10 or more times
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Racial Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, Lesbian, Bisexual, Transgender People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English Speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* A1.7 Have you personally experienced harassment while a student in the COE that you believe interfered with your ability to learn?

Yes  No

\* A1.8 Have you witnessed harassment while a student in the COE that you believe interfered with your ability to learn?

Yes  No

\* A1.9 Have you witnessed harassment while a student in the COE that you believe interfered with another student's ability to learn?

Yes  No

Section II: Discrimination

DISCRIMINATION is the unfair and unequal treatment or consideration of a person or group (i.e. prejudicial bias) on the basis of race, ethnicity, color, national origin, exceptionalities in education, disability, age, sex/gender, sexual orientation, religion, socio-economic status (SES), veteran status, language, or culture.

\* B1. Have you experienced Discrimination as defined above at the ISU College of Education (COE) by faculty, staff/administration or students while you were a graduate student within the COE?

Yes  No

Please complete the chart below - fill in the boxes as they apply to you. If you feel that discrimination has occurred, use the coding system shown in the far right column to quantify sources of discrimination.

B1.1 In what form was the discrimination? (Mark all that apply)

- Oral remarks (derogatory, demeaning, belittling, intimidating, humiliating)
- Written comments
- Grading
- Anonymous phone calls
- Emails
- Graffiti (unofficial and offensive public signs or word displays)

- Bullying
- Denial of services/support
- Threats of physical violence
- Actual physical assault or injury
- Other – please describe:

**B1.2 Where did the discrimination occur? (Mark all that apply)**

- In a College of Education classroom
- In a College of Education lab (computer lab, etc.)
- In a campus office in the College of Education
- In a public space in the College of Education
- While working at my College/University job
- At a College of Education/Campus event
- Other – please describe:

**Section III. Diversity**

**DIVERSITY:** Within the College of Education, Diversity is defined to include, but is not limited to: race, ethnicity, color, national origin, exceptionalities in education, disability, age, sex/gender, sexual orientation, religion, socio-economic status (SES), geographic area, veteran status, language, and culture.

Please rate your level of agreement with the following statements regarding your perceptions as a graduate student in the ISU College of Education (COE).

\* C1 The COE has visible leadership from the College of Education administration (Dean’s, Associate’s/ Assistant’s level) that fosters diversity awareness and advocacy.

- strongly disagree
- disagree
- agree
- strongly disagree

-Please comment and/or give an example in the space below:

\* C2 The COE has visible leadership from the College of Education administration (Dept Chair level) that fosters diversity awareness and advocacy.

- strongly disagree
- disagree
- agree
- strongly agree

-Please comment and/or give an example in the space below:

\* C3 The COE graduate curriculum (as I have experienced it) adequately includes and represents the contributions of people from underrepresented or minority groups.

- strongly disagree
- disagree
- agree
- strongly agree

\* C4 The classroom climate is welcoming for students from underrepresented or minority groups.

- strongly disagree
- disagree
- agree
- strongly agree

\* C5 How likely are you to challenge others on racially or ethnically or culturally derogatory remarks?

- very unlikely
- somewhat unlikely
- uncertain
- somewhat likely
- everylikely

C6 How likely are you to challenge others on derogatory -sexist remarks?

- very unlikely
- somewhat unlikely
- uncertain
- somewhat likely
- very likely

\* C7 How likely are you to challenge others on derogatory remarks regarding sexual orientation?

- very unlikely
- somewhat unlikely
- uncertain
- somewhat likely
- very likely

\* C8 How likely are you to challenge others on derogatory remarks regarding people with disabilities?

- very unlikely
- somewhat unlikely
- uncertain
- somewhat likely
- very likely

\* C9 How like are you to refuse to participate in comments or jokes that are derogatory toward persons in underrepresented groups?

- very unlikely
- somewhat unlikely
- uncertain
- somewhat likely
- very likely

C10 How would you rate the overall COE climate for diversity in regard to the following groups:

	not accepting	somewhat accepting	uncertain	accepting	every accepting
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse Ages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African Americans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Africans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

American Indians/Alaskan natives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asians/Pacific Islanders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chicanos/Latinos/Hispanics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caucasians/Whites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Easterners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lesbians (gay women)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bisexual men or women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persons with religious backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English Speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C11 Please rate the COE culture/climate as you perceive and/or have experienced it using the following 4 point scale – see first item for range example: Hostile/Friendly 1(Hostile) 2 3 4(Friendly)

Note: Homophobia is a fear and even hatred of individuals who engage in same-sex romantic relationships

	1	2	3	4
Hostile/Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reserved/Communicative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indifferent/Concerned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disrespectful/Respectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uncooperative/Cooperative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Noncompetitive/Competitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worsening/Improving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inaccessible/Accessible to persons with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist/Non-Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexist/Non-Sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homophobic/Non-Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C12 Gender discrimination – While a student in the College of Education

	Yes	No
a. Do you believe you have been judged on the basis of gender?	<input type="radio"/>	<input type="radio"/>
b. Have you been singled out in class to speak on behalf of your gender?	<input type="radio"/>	<input type="radio"/>
c. Do you believe you have experienced discrimination based on your gender?	<input type="radio"/>	<input type="radio"/>
d. Have you experienced sexual harassment?	<input type="radio"/>	<input type="radio"/>

C13 Race discrimination – While a student in the College of Education

	Yes	No	
a. Do you believe you have been judged on the basis of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	
b. Have you been singled out in class to speak on behalf of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	
c. Do you believe you have experienced discrimination based on your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	

\* C14 While a graduate student in the COE how often have you taken a course in which you felt the faculty member demonstrated a commitment to inclusiveness?

- never
  sometimes
  often
  very often

C15 While a graduate student in the COE how often have you experienced appreciation for differences demonstrated by a faculty member who...

	never	sometimes	often	very often
-Calls on all students equally regardless of age, sex, primary language, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Clearly explains academic vocabulary to ensure it is understood by non-native speakers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Is equally available to all students for advising and support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Uses examples that are inclusive, relevant to and appropriate for the various members of the class.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Presents and models teaching and learning strategies for creating inclusive learning environments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Encourages questions in and out of class without regard for sex, age, primary language, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Provides additional help for students who may have language or other learning needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-Uses assessments that are free of cultural and/or other types of bias.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section IV: Demographic Information

\* D1 Gender

- male
  female
  transgender

\* D2 Age-Range

- 20 - 25
  26 - 30
  31 - 35
  36 - 40
  41 - 45
  46 - 50
  Over 50

\* D3 Sexual Identity

- Bisexual
  Gay
  Lesbian
  Heterosexual
  Uncertain
  Decline to respond

\* D4 Do you have a diagnosed disability?

Yes  No

\* D5 Status

US Citizen  Non-US, Permanent Visa  Non-US, Temporary Visa

\* D6 What is your race/ethnicity?

\* D7 What is your Native Language?

\* D8 Spousal Status

single  married  domestic partnership

D10 Are you the primary care-giver for:

	Yes	No
children	<input type="radio"/>	<input type="radio"/>
parent(s)	<input type="radio"/>	<input type="radio"/>
others	<input type="radio"/>	<input type="radio"/>

\* D11 When did you begin your COE graduate program of study \_\_\_\_\_ (semester & year)

\* D14 I was part of a COE graduate program cohort.

Yes  No

D15 My COE Graduate Program Degree is in:

- EdD Educational Leadership Education Administration
- EdD Educational Leadership Higher Education
- EdD Educational Leadership Instructional Technology
- EdS Education Administration
- EdS School Psychology
- EdS Special Education
- MEd Education Administration

- MEd Elementary Education
- MEd Secondary Education
- MEd Instructional Technology
- MEd K-12 Education
- MEd Literacy
- MEd Child & Family Studies
- MEd Human Exceptionality
- MPE Athletic Administration

D16 If completed/graduated, how many years did it take for you to complete your program?

-If not completed/graduated, when do you expect to graduate? \_\_\_\_\_ (semester/year)

\* D17 I am/was a

- full-time graduate student       part-time graduate student

\* Comments/Concerns? (please feel free to write in any additional comments or concerns in the space below and/or on the back of this page). Thank you for your participation in this important College Culture/Climate Assessment!

**Finish >>**