**The Question Bank**

Revised 12/18/19

The questions found in the Self-Assessment question bank have been excerpted from two sources:

* The Department Climate Survey, created by the Office of Faculty Development & Diversity, Faculty of Arts & Sciences.
* The UC Berkeley Self-Assessment Worksheet, on pages 23 through 29 of the online publication [*Strategic Planning for Equity, Inclusion, and Diversity*](https://diversity.berkeley.edu/sites/default/files/academic-strategic-toolkit-final.pdf). In addition to questions on departmental climate, the toolkit offers additional self-assessment questions on other topics for your consideration.

**SECTION 1:**

**Please indicate your level of agreement with the following statements regarding your own experience within the department.**

My colleagues value my research/scholarship.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

My colleagues value my teaching.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

My colleagues value my service to the department.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

My colleagues value my service to the University.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I feel that my workload is heavier than that of other faculty in the department.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

There have been times when I felt that my perceived identity/background influenced judgment of my

abilities by colleagues.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I feel respected in my department.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I do not feel comfortable voicing my thoughts in front of all faculty in the department.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I believe the department climate encourages free and open discussion of difficult topics.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

My department is a good fit for me.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I have the mentoring I need to be successful here.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

N/A

My current service workload allows me enough time for my research.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I have the resources I need to do my job well (equipment, training, budget, etc.)

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I am satisfied with my salary.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

**SECTION 2:**

**Please indicate your level of agreement with the following statements about how your department functions together as a group.**

I have a voice in the decision-making that affects the direction of my department.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

N/A

Tenure/promotion decisions in my department are fair.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

My colleagues strive to create a respectful working environment free of hostility.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

I feel excluded from an informal network in my department.

Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

The faculty in my department work effectively together to create a workplace where everyone can

thrive.Strongly Agree

Agree

No Opinion

Disagree

Strongly Disagree

**SECTION 3:**

*During the last year* **I have personally experienced or seen** disrespectful exchanges involving person(s) within the department:

Never

Once

2-3 times

More than 3 times

*During the last year* **I have been told by others** **about** disrespectful exchanges involving person(s) within the department:

Never

I have been told about one incident

I have been told about 2-3 different incidents

I have been told about more than 3 different incidents

**SECTION 4:**

**Please indicate the extent to which you agree with the following statements.**

Visible images and materials throughout the department are welcoming and inclusive to diverse groups – for example, they include positive multicultural images, reflect the experiences of multiple communities, and/or showcase the department’s equity efforts.

Yes

No

Somewhat

Don’t Know

N/A

All department-sponsored events and activities are physically accessible to participants with disabilities.

Yes

No

Somewhat

Don’t Know

N/A

There is a clear culture of respect, collegiality, intergroup dialogue, and collaboration across differences in all levels and positions of the department.

Yes

No

Somewhat

Don’t Know

N/A

The department provides opportunities for students, faculty, and staff from underrepresented or marginalized groups to connect with others who share their backgrounds and affiliations.

Yes

No

Somewhat

Don’t Know

N/A

If issues of insensitivity, exclusion, disrespect, or harassment arise, they are addressed directly and in a timely fashion.

Yes

No

Somewhat

Don’t Know

N/A

The department provides a comfortable environment for discussion of personal and academic topics related to race, ethnicity, gender, gender identity, religion, sexual orientation, socioeconomic status, ability/disability, nationality, and other areas of diversity.

Yes

No

Somewhat

Don’t Know

N/A

Departmental services, courses, meetings, and administrative practices reflect sensitivity to all groups and are conducted in culturally competent ways.

Yes

No

Somewhat

Don’t Know

N/A

In my opinion, all students, faculty, and staff feel comfortable and welcome to be their full selves within the department.

Yes

No

Somewhat

Don’t Know

N/A