CAMPUS EQUITY, DIVERSITY AND INCLUSION (EDI)
The University of California San Diego is dedicated to fostering a caring university community that fosters an inclusive living, learning, and working environment. The purpose of the following questions are to 1) better understand individual experiences of climate at UC San Diego, 2) monitor the extent to which staff members are satisfied with their working environment, 3) target and develop strategic initiatives to improve the overall campus climate, and 4) track and evaluate climate changes over time within departments and the University. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may skip them and submit the survey at any time. Participation in this portion of the staff at work survey is voluntary. Individuals will not be identified and only aggregated group data will be reported. The results of this survey will provide important information about our campus climate and will help us in our efforts to ensure that UC San Diego embraces the Principles of Community and fosters an inclusive work environment.

The following questions ask about your general experiences over the past 12 months. Please indicate to what extent you agree or disagree with the following statements. Select "N/A" if it is not applicable or you don’t know.

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Overall, I am comfortable with the climate at UC San Diego.</td>
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<td>2. Overall, I am comfortable with the climate in my work department/unit.</td>
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<td>3. Top leaders of the university are committed to diversity.</td>
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<td>4. Diverse perspectives are valued at UC San Diego.</td>
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<td>5. At UC San Diego, people from different backgrounds get along well.</td>
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<td>6. At UC San Diego, people are valued regardless of their backgrounds.</td>
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<td>7. Top leaders prefer people who are similar to them.</td>
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<td>8. At UC San Diego, people provide constructive criticism regarding each other’s work.</td>
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<td>9. At UC San Diego, people work to foster harmony.</td>
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<td>10. Overall, I am satisfied with the diversity related programs and services available campus-wide.</td>
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<td>11. I believe there have been positive changes pertaining to equity, diversity, and inclusion as a result of the strategic plan.</td>
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<td>12. Please provide any comments regarding campus equity, diversity, and inclusion:</td>
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Background Information

13. Which of the following campus community centers did you make use of during the last 12 months? Check all that apply:
   - Black Resource Center
   - Women's Center
   - Cross Cultural Center
   - LGBT Resource Center
   - Raza Resource Centre

14. Please indicate your military status (check all that apply):
   - Protected Veteran - Either under VEVRAA or JVA
   - Reservists
   - Active-duty spouse or partner
   - I have no military status

15. How many years of service do you have at UC San Diego?
   - 1-5
   - 6-15
   - Over 15 years

16. Please indicate if you have any of the following disabilities:
   - Physical
   - Hearing
   - Mobility
   - Visual
   - Cognitive (e.g., learning disabilities, post stroke)
   - Psychiatric (e.g., depression, bipolar disorder)
   - Other

   Definition of a Disability (The ADA Amendments Act of 2008, Section 1630.2(g)): A physical or mental impairment that substantially limits one or more major life activities (actual disability) A physical or mental impairment that substantially limits one or more major life activities (record of) When a covered entity takes an action prohibited by the ADA because of an actual or perceived impairment that is not both transitory and minor ("regarded as")
17. I am satisfied with the services provided for the people with disabilities on campus (e.g., service providers, transportation, signage, physical accessibility)

18. What is your gender?
- Female
- Male
- Transgender male to female
- Transgender female to male
- Intersex
- Do not wish to state gender

19. What is your ethnicity/race?
*Please identify the appropriate category. If two or more ethnic categories are applicable, choose the one category with which you most closely identify.*

- Bical or Multiracial
- White (not of Hispanic origin)
- Black/African American (not of Hispanic origin)
- Filipino/Filipino American
- Pacific Islander (Filijen, Hawaiian, Malaysian, etc.)
- Korean/Korean American
- Vietnamese/Vietnamese American
- Chinese/Chinese American
- Japanese/Japanese American
- Fillipino/Filipino American

20. Do you consider yourself to be:
- Heterosexual
- Lesbian/Gay
- Bisexual
- Do not wish to state

21. Do you consider yourself to be a religious minority at UC San Diego?
- Yes
- No