**Chemistry Department Climate Survey**

The Chemistry Department at Lafayette College considers the diversity of its students, faculty, and staff to be a strength and critical to its educational mission. We are committed to an inclusive environment that celebrates the diversity of this community. Every member (faculty, students, and staff) of the departmental community contributes to an inclusive and respectful culture in all of its classrooms, work environments, and campus events.

The Chemistry Department is committed to creating a diverse community: one that is inclusive and responsive, and is supportive of each and all of its faculty, students, and staff. We seek input from all members of our community. At this time, we are asking you to help us understand the climate in our community, and elements of our academic program.

Please take some time to provide your honest, carefully considered responses to the questions below. *We want to assure you that your responses to this survey are confidential and anonymous.*

Thank you for taking the time to respond to this survey about the climate and your experience in the Chemistry Department. We appreciate your feedback and look forward to sharing what we learn and what we plan to do next.

**Perspectives.**

**Please choose the number from 1 (strongly disagree) to 5 (strongly agree) that best fits your perspective**. [*Note*: The questions in this first section were taken fromMurrar, S., Campbell, M. R., & Brauer, M. (2020). Exposure to peers’ pro-diversity attitudes increases inclusion and reduces the achievement gap. *Nature Human Behaviour*, *4*(9), Article 9. https://doi.org/10.1038/s41562-020-0899-5]

1. I enjoy having discussions with people whose ideas and values are different from my own.
2. Learning about people from different cultures is a very important part of my college education.
3. Contact with individuals whose background (e.g., race, national origin, sexual orientation) is different from my own is an essential part of my college education.
4. The overwhelming majority of Lafayette students do their best to behave inclusively.
5. If I did or said something discriminatory, my peers would react negatively.
6. It’s a norm on our campus to be welcoming to students from all backgrounds.
7. Most Lafayette students enjoy the fact that there are people from many different social groups on this campus.
8. How many of your peers think that diversity is a good thing or value diversity?

*Mark only one oval.*

none

almost none

a few

a moderate amount many

most

all

1. In general, students in the Chemistry Department behave inclusively toward people from different backgrounds than themselves.
2. Most students in the Chemistry Department try to make sure the classroom is a positive environment for everyone.
3. Please use this space to explain or elaborate on any responses above.

**Inclusion**

**Please choose the number from 1 (strongly disagree) to 5 (strongly agree) that best fits your own feeling.**

1. I feel included in the Chemistry Department.
2. I feel a sense of belonging in the Chemistry Department.
3. I feel comfortable participating in Chemistry classes.
4. I have felt discriminated against in Chemistry class-related group activities.
5. I feel comfortable asking questions in Chemistry classes when I do not understand something.
6. I feel comfortable visiting my Chemistry professors’ office hours.
7. I have been able to make connections with other students in the Chemistry Department.
8. I feel isolated in the Chemistry Department community.
9. I feel included when working in groups with other students in Chemistry courses and labs.
10. The Chemistry Department values diversity, equity, inclusion, and social justice (DEIJ).
11. Please use this space to explain or elaborate on any responses above, or share general thoughts about the environment in the Chemistry Department.

**Characterizing the Community**

**Please choose the bubble that best describes the feeling in the Chemistry Department.** [*Note:* These adjectives are arranged as anchors and the students choose a bubble that best describes the department.]

1. Competitive Cooperative
2. Unsupportive Supportive
3. Disrespectful Respectful
4. Homogenous Diverse
5. Sexist Nonsexist
6. Racist Nonracist
7. Homophobic Nonhomophobic

1. Please use this space to explain or elaborate on any responses above, or share general thoughts about the environment in the Chemistry Department.
2. What elements of your experience in the Chemistry Department community have most fostered your sense of belonging in the Department (e.g. classes, labs, research, ACS, WITS, TA, SI)?
3. What do you think the Chemistry Department does well to create a supportive and inclusive environment?
4. What do you think the Chemistry Department could do differently to create a more supportive and inclusive environment for everyone?

34. Please use this space to explain or elaborate on any response above.

35. I feel comfortable discussing course concerns with my Chemistry Instructors.

36. I feel comfortable discussing personal concerns with members of the Chemistry Department.

37. The academic support programs and resources (e.g. SI, TA, etc.) provided by the Chemistry

Department are effective in supporting my learning.

38. The process of becoming part of a research group in the Chemistry Department is fair and equitable.\*

39. The opportunities to become a part of a research group in the Chemistry Department are sufficient.

40. Have you had to consider turning down a research position because of your financial situation?

41. Are you now or have you ever been part of a research group in the Chemistry Department? Y/N

**Optional but helpful: Tell us about yourself.**

**This information is valuable for data analysis but WILL NOT be used to identify you or compromise the confidentiality of any information you provide. These questions are optional. However, this information will be very valuable to us in understanding and continuing to improve our climate to appreciate how the experience in our community may vary.** [*Note*—each of these questions about social identities has a “prefer not to say” response.]

42. Class year

1. Gender identity
2. Race/Ethnicity
3. Do you identify as a member of the LGBTQ+ community?
4. Domestic/International
5. Are you a 1st generation college student? (Meaning none of the adults you grew up with graduated from a 4-year college) *Mark only one oval.*

Yes Unsure

No Prefer not to say

1. If there's anything else you'd like to share with us today, please do so here.