Thank you for taking the time to participate in the Diversity Engagement Survey.

Please assist us with how to best structure The University of Texas Health Science Center at San Antonio's diversity and inclusion efforts by completing a Diversity Engagement Survey. This 22-item survey will describe the inclusiveness of our academic learning environment and define our areas of strengths and areas of improvement. Part two of the survey seeks demographic information that will help to evaluate our Affirmative Action and Diversity Strategic Plan. Responses to items will only be reported in aggregate form, not provided to any unauthorized parties and does not contain any information that would permit identification of an individual.

The survey is being given across the entire UTHSCSA-SOM system including faculty, staff, residents and post docs. Please respond to the items based on your specific relationship to the system. Deadline for completing the survey is Monday, June 30, 2014. Completing the survey takes approximately 10 minutes.

The Diversity Engagement Survey has been developed through a partnership between the Association of American Medical Colleges (AAMC) and the University of Massachusetts Medical School. UTHSCSA-SOM has joined many other academic medical centers using this survey to measure and assess inclusion in academic medicine.

Please click the "NEXT" button to begin the survey.

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Source = 22 - UTHCSA-SOM
Instructions

- At the bottom of each screen are buttons to advance to the next screen or return to a previously answered section. Your responses are always saved as you navigate between pages using these buttons. Please do not use the "Back" and "Forward" buttons at the top of your browser window to navigate the survey. Instead, always use the navigation buttons at the bottom of each screen to make sure your responses will be saved correctly.

- Use your mouse to select the response(s) of your choice. Some questions may ask you to type in your response. You may use the scroll bar on the right side of your browser to move up and down on the screen.

- When you have completed all questions, please click the "Submit Your Completed Survey" button at the bottom of the final survey page. You will receive a verification that your responses have been received. At this point, you will not be able to go back to review or change your responses.

- Responses to items will only be reported in aggregate form, not provided to any unauthorized parties and does not contain any information that would permit identification of an individual.

- The survey should take you approximately 10 minutes to complete. There is no specific time limit for completing each page.

Survey is 10% complete.

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### Diversity Engagement Survey

**Shaping Our Future Through Inclusion**

#### Inclusion Items

**Part I**

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Unable to Evaluate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1. I trust my institution to be fair to all employees and students.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q2. The leadership of my institution is committed to treating people respectfully.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q3. I am valued as an individual by my institution.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q4. I feel that my work or studies contributes to the mission of the institution.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q5. This last year, I have had opportunities at work/school to develop professionally.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q6. At work/school, my opinions matter.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q7. In this institution, I have opportunities to work successfully in settings with diverse colleagues.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q8. Someone at work/school seems to care about me as an individual.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q9. There is someone at work/school who encourages my development.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q10. I receive recognition and praise for my good work similarly to others who do good work at this institution.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q11. I believe my institution manages diversity effectively.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q12. In my institution, I experience respect among individuals and groups with various cultural differences.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q13. If I raised a concern about discrimination, I am confident my institution would do what is right.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q14. I consider at least one of my co-workers or fellow students to be a trusted friend.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q15. In my institution, I receive support for working with diverse groups and working in cross-cultural situations.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q16. In my institution, I am confident that my accomplishments are compensated similarly to others who have achieved their goals.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q17. I feel connected to the vision, mission and values of this institution.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q18. I believe that my institution reflects a culture of civility.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q19. I believe that in my institution harassment is not tolerated.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Q20. In this institution, there are opportunities for me to engage in service and community outreach.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>9</td>
</tr>
</tbody>
</table>
Q21. I feel that I am an integral part of my department or school.

Q22. The culture of my institution is accepting of people with different ideas.

Survey is 40% complete.

Review previous responses.

Continue to the next screen.
23. If you wish, please provide additional comments on the diversity and inclusion efforts.
The University of Texas Health Science Center at San Antonio fully embraces diversity as fundamental to institution excellence. To support our efforts for building an inclusive work environment, please complete the following demographic information.

The University of Texas Health Science Center at San Antonio will use this information to understand our workforce demographics and inform strategic planning. Answering the questions in this section is optional, and will only be reported in aggregate. Thank you.

24. Position at UTHSCSA-SOM (Select all that apply)

- [ ] Executive Leadership/Senior Administration
- [ ] Faculty
- [ ] Staff
- [ ] Resident/Fellow
- [ ] Post Doc

25. Length of time at UTHSCSA-SOM

- [ ] Less than 1 year
- [ ] 1 year to less than 5 years
- [ ] 5 years to less than 10 years
- [ ] 10 years to less than 15 years
- [ ] 15 years to less than 20 years
- [ ] 20 years or more

26. Gender

- [ ] Male
- [ ] Female
- [ ] Other
- [ ] Decline to answer

27. Race/Ethnicity (If multi-racial, please select all that apply)

- [ ] Hispanic/Latino(a)
- [ ] American Indian/Alaska Native
- [ ] Asian
- [ ] Black/African American
- [ ] Native Hawaiian/Other Pacific Islander
- [ ] White
- [ ] Other (please specify) Q27oth (length=40)

28. Generational Age Group

- [ ] Traditional (Born between 1922-1944)
- [ ] Baby Boomers (Born between 1945-1964)
- [ ] Generation X (Born between 1965-1980)
- [ ] Millennials (Born between 1981-2000)

29. Sexual Orientation (Select all that apply)

- [ ] Heterosexual
### 30. Primary Language

- **English**
- **Mandarin**
- **Hindustani**
- **Spanish**
- **Russian**
- **Arabic**
- **Bengali**
- **Portuguese**
- **French**
- **Other (please specify)**

### 31. Other Languages Spoken Fluently (Please specify)

### 32. Belief System

- **Christian**
- **Judaism**
- **Islam**
- **Hinduism**
- **Buddhism**
- **Nonreligious**
- **Atheist**
- **Other (please specify)**
- **Decline to answer**

### 33. Veteran Status

- **Yes**
- **No**

### 34. I am a

#### UTHCSA04

- Full time employee
- Part-time employee

### 35. I am an/a

#### UTHCSA05

- Exempt employee
- Non-exempt employee

### 36. During your employment at UTHCSA, have you needed to use Family Medical Leave as governed by the Family Medical Leave Act of 1993?

#### UTHCSA06

- Yes
37. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Please select one below:

1. Yes, I have a disability
2. No, I don't have a disability
3. I don't wish to answer