

College of Education Diversity Committee

11/22/19

MINUTES

In attendance: Dilys Schoorman, Hanizah Zainuddin, Charles Dukes, Susanne Lapp, Maria Vasquez, Laura Cushing, Iris Minor

- Postponed approval of October Minutes
- Diversity survey
 - Faculty members shared responses from their departments to the survey. From Teaching and Learning: there were some who supported the survey; others who noted they supported diversity but had lingering concerns about the sensitivity of the data. The dean's support was important.
 - There was a recommendation for a similar survey to be sent to the faculty. There was agreement that we would work on the student survey first and then move to the faculty.
 - The rest of the meeting was devoted to editing the survey.
 - We agreed that Dilys would send the survey out to the committee for their review as soon as was possible, so that final edits could be made and sent to the dean by the first week of December.
 - See attached for draft of survey as of November 22nd.

DRAFT AS OF NOVEMBER 22

COE Diversity Survey - DRAFT

As the Diversity Committee of the college, we are seeking your input on how we can improve the culture and climate of/ for diversity in the College of Education (COE). Please provide us your suggestions for how we might improve the pedagogy, policies and climate of our college with regard to diversity of all types, but particularly as they relate to the concerns of historically under-served groups. Our collective commitment is to make diversity an asset in our educational experiences and decision making. Please be assured that your responses will be anonymous and that professional development ideas will be considered.

If, through the solicitation of student suggestions for improving diversity, the Diversity Committee receives a report of discriminatory conduct, such report will be forwarded to the Office of Equity, Inclusion and Compliance in accordance with FAU Regulation 5.010, Anti-Discrimination and Anti-Harassment. Reports can be made directly by visiting www.fau.edu/report.

The purpose of this informal survey is to get a sense of how students at FAU experience diversity both in the COE and across the University. Please note that this survey is **COMPLETELY VOLUNTARY**. Please answer as many or as few questions as you desire.

Part I

Think about the diversity climate at the FAU’s COE, then consider the adjectives below. Use the scale and choose the adjective that best represents how you rate FAU’s College of Education based on **your direct experiences**:

- | | | | | | | |
|-------------------|---|---|---|---|---|---------------|
| 1. Friendly | 1 | 2 | 3 | 4 | 5 | Unfriendly |
| 2. Non-Racist | 1 | 2 | 3 | 4 | 5 | Racist |
| 3. Respectful | 1 | 2 | 3 | 4 | 5 | Disrespectful |
| 4. Collegial | 1 | 2 | 3 | 4 | 5 | Contentious |
| 5. Non-Sexist | 1 | 2 | 3 | 4 | 5 | Sexist |
| 6. Cooperative | 1 | 2 | 3 | 4 | 5 | Competitive |
| 7. LGBTQ-friendly | 1 | 2 | 3 | 4 | 5 | Homophobic |
| 8. Supportive | 1 | 2 | 3 | 4 | 5 | Unsupportive |
| 9. Welcoming | 1 | 2 | 3 | 4 | 5 | Unwelcoming |

Part II

During your time at FAU, how often have you **witnessed** discrimination or prejudice directed towards people of a particular: (Items #10 - #19)

| | Never | Rarely | Occasionally | Frequently | Consistently |
|-------------------------------|-------|--------|--------------|------------|--------------|
| Racial and/or ethnic identity | | | | | |
| Gender or gender identity | | | | | |
| Sexual orientation | | | | | |
| Socio-economic class | | | | | |
| Religious background | | | | | |
| Disability | | | | | |

| | | | | | |
|-----------------------------|--|--|--|--|--|
| Immigration background | | | | | |
| Language background/ accent | | | | | |
| Age or generation | | | | | |
| Political affiliation | | | | | |
| | | | | | |
| | | | | | |

Based on your responses above, what was the source of the discrimination or prejudice? (Items #20 - #24)

| | Never | Rarely | Occasionally | Frequently Often | Consistently Very Often |
|-------------------|-------|--------|--------------|------------------|-------------------------|
| Students | | | | | |
| Faculty/Teachers | | | | | |
| Academic Advisors | | | | | |
| Administrators | | | | | |
| Other: | | | | | |

Part III

During your time at FAU, how often have you **experienced** discrimination or prejudice because of your: (Items #25 - #35)

| | Never | Rarely | Occasionally | Frequently Often | Consistently Very Often |
|--|-------|--------|--------------|------------------|-------------------------|
| | | | | | |

| | | | | | |
|-------------------------------|--|--|--|--|--|
| Racial and/or ethnic identity | | | | | |
| Gender or gender identity | | | | | |
| Sexual orientation | | | | | |
| Socio-economic class | | | | | |
| Religious background | | | | | |
| Disability | | | | | |
| Immigration background | | | | | |
| Language background/ accent | | | | | |
| Age or generation | | | | | |
| Political affiliation | | | | | |
| Veteran status | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

Based on your responses above, what was the source of the discrimination or prejudice?

(Items #36 - #40)

| | Never | Rarely | Occasionally | Frequently Often | Consistently Very Often |
|-------------------|-------|--------|--------------|------------------|-------------------------|
| Students | | | | | |
| Faculty/Teachers | | | | | |
| Academic Advisors | | | | | |
| Administrators | | | | | |
| Other: | | | | | |

Part IV

As you respond to the following open-ended questions, please refrain from mentioning the names of any specific individuals.

Question #41

As you think about your experiences with diversity in the College of Education what are some of the things we are doing well?

Question #42

As you think about your experiences with diversity in the College of Education what are some areas for improvement?

YOUR DEMOGRAPHICS:

Please select the category/categories that best describe/s your identity.

43. Race/ethnicity:

- African American/Black
- Asian American/Asian
- Latino/Latina/Latinx
- White
- Indigenous/ Native American
- Mixed/ biracial
- Immigrant
- Preferred response not listed: _____

44. Gender:

- Female
- Male

Non-Binary
Transgender/Trans Man
Transgender/Trans Woman
Genderqueer
Gender Fluid

Preferred response not listed : _____

#45. What is your primary role at FAU?

Undergraduate Student
Graduate Student
Non-degree student

#46. Is English your native or dominant language?

Yes

No

#47. Are you a student with a disability?

Yes

No