



Achieving the Dream™

Community Colleges Count

Please Check One

- African American
- Asian/Pacific Islander
- Hispanic/Latino
- Native American
- Caucasian

Please Check One

- Administrator
- Staff
- Faculty
- Student

INVENTORY ON DIVERSITY AND EQUITY

This inventory is designed to promote dialogue about colleges' cultural sensitivity, cultural competence, and commitment to equitable outcomes for all students. Individuals' perceptions are a key component of such dialogue. Responses to the inventory are intended for use in a facilitated discussion or focus group.

Circle 1 – 5 to indicate the extent to which you agree with each statement. **1** = strongly disagree; **2** = disagree; **3** = neither agree nor disagree; **4** = agree; and **5** = strongly agree; DK=Don't Know

1. This institution has publicly committed itself to the promotion of equity and fairness.	1	2	3	4	5	DK
--	---	---	---	---	---	----

Comment: _____

2. Closing gaps in student outcomes (retention and graduation) between racial and ethnic groups is a part of this college's vision for the future.	1	2	3	4	5	DK
--	---	---	---	---	---	----

Comment: _____

3. The college climate indicates a respect for inclusiveness.	1	2	3	4	5	DK
---	---	---	---	---	---	----

Comment: _____

4. This college consistently demonstrates a commitment to equity for all students.	1	2	3	4	5	DK
--	---	---	---	---	---	----

Comment: _____

5. Institutional policies are sensitive to the needs of a diverse student population.	1	2	3	4	5	DK
---	---	---	---	---	---	----

Comment: _____



Achieving the Dream™

Community Colleges Count

Circle 1 – 5 to indicate the extent to which you agree with each statement. **1** = strongly disagree; **2** = disagree; **3** = neither agree nor disagree; **4** = agree; and **5** = strongly agree; DK=Don't Know

6. This institution routinely reviews and discusses student outcome data (retention, graduation, course completion) that is disaggregated by race, income, and other demographic factors. 1 2 3 4 5 DK

Comment: _____

7. Student support staff routinely discuss and assess how their services address achievement gaps between students of different racial, ethnic, and income groups. 1 2 3 4 5 DK

Comment: _____

8. The college's staffing reflects the racial and ethnic composition of its service area's population (community or region). 1 2 3 4 5 DK

Comment: _____

9. At this institution equity and fairness is considered during the hiring process. 1 2 3 4 5 DK

Comment: _____

10. Most faculty have sufficient experience with or knowledge of how to teach students from diverse backgrounds. 1 2 3 4 5 DK

Comment: _____



Achieving the Dream™

Community Colleges Count

Circle 1 – 5 to indicate the extent to which you agree with each statement. **1** = strongly disagree; **2** = disagree; **3** = neither agree nor disagree; **4** = agree; and **5** = strongly agree; DK=Don't Know

11. Most staff have sufficient experience with or knowledge of how to work with students from diverse backgrounds. 1 2 3 4 5 DK

Comment: _____

12. Most administrators have sufficient experience with or knowledge of how to work with students from diverse backgrounds. 1 2 3 4 5 DK

Comment: _____

13. Front-line staff are sensitive to culturally diverse students. 1 2 3 4 5 DK

Comment: _____

14. Student support services are effective for a diverse student population. 1 2 3 4 5 DK

Comment: _____

15. Multicultural perspectives are integrated throughout the curriculum. 1 2 3 4 5 DK

Comment: _____

16. Faculty members hold high expectations for the success of all students. 1 2 3 4 5 DK

Comment: _____



Achieving the Dream™

Community Colleges Count

Circle 1 – 5 to indicate the extent to which you agree with each statement. **1** = strongly disagree; **2** = disagree; **3** = neither agree nor disagree; **4** = agree; and **5** = strongly agree; DK=Don't Know

17. Professional development opportunities have increased cultural competence across all college units. 1 2 3 4 5 DK

Comment: _____

18. Instructional and student services areas carefully coordinate their work to support a diverse student population. 1 2 3 4 5 DK

Comment: _____

19. The college routinely creates opportunities for students of color and low-income students to voice opinions about their college experience. 1 2 3 4 5 DK

Comment: _____

20. Students of color and low-income students are encouraged to assume student leadership positions at the college and supported when they do so. 1 2 3 4 5 DK

Comment: _____

21. Students of color and low-income students routinely have opportunities to be hired for student jobs at the college 1 2 3 4 5 DK

Comment: _____

B. McClenney/CCLP 2006
Revised 2011.02.01 (ATD)
ATD Structural Inequity Team