

Hope College developed a Culture and Inclusion item set administered to faculty and staff members with The Great Place to Work® survey in 2015 and 2017. The Hope-developed item set was administered again in 2019 as a Pulse Survey by the Hope College Culture Task Force. The survey asks respondents to provide their perspectives on each item for both their workgroup and for the organization as a whole. Item scores represent the percentage of respondents selecting "often true" and "almost always true" to individual statements. In 2019 Hope College added a progress scale to the Pulse Survey, asking respondents to indicate if the organization is moving in the right direction, is about the same, or is worse on each individual item.

Frost Center for Data and Research administered the Pulse Survey again in May, 2021. Faculty and staff members' perspectives were requested on the organization as a whole and the progress scale for the organization. Workgroup perspectives were not collected.

Survey results from the 2021 administration of these Hope-developed culture and inclusion items are presented below, disaggregated by staff and faculty members for comparison

Hope College Culture and Inclusion Item Scores 2021 by Staff and Faculty										
	Organization Perspective									
	Staff 2021 (n=233)					Faculty 2021 (n=190)				
	Indicating <i>often true</i> and <i>almost always true</i>		Direction from 2019-2021			Indicating <i>often true</i> and <i>almost always true</i>		Direction from 2019-2021		
	# Staff	% Staff	Moving in the right direction	About the same	Worse	# Faculty	% Faculty	Moving in the right direction	About the same	Worse
I can voice my opinions and concerns to leadership without fear of negative consequences.	155	69%	29%	64%	7%	112	59%	36%	51%	14%
I have a clear understanding of the college's mission.	199	87%	37%	60%	3%	157	84%	36%	59%	6%
The work I do helps achieve the college's mission.	205	90%	32%	67%	2%	175	93%	33%	65%	2%
Leadership demonstrates its commitment to creating a diverse and inclusive workplace.	157	69%	57%	40%	3%	104	56%	54%	39%	7%
Our actions demonstrate that we value diversity.	127	56%	58%	39%	4%	78	41%	49%	43%	8%
Faculty demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	135	61%	43%	55%	2%	105	57%	44%	50%	6%
Staff demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	141	63%	42%	57%	1%	93	52%	36%	61%	3%
Leadership demonstrates sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	149	67%	51%	46%	3%	118	64%	52%	42%	6%
Leadership acts in the best interest of employees when making decisions.	140	62%	37%	46%	3%	89	48%	27%	61%	12%
We value discourse and dialogue about issues on which opinions differ.	129	56%	33%	58%	9%	86	46%	38%	47%	15%
We respect and value differing Christian theological perspectives and denominational traditions.	138	62%	27%	70%	3%	109	58%	22%	70%	9%
My opinions are valued.	141	62%	19%	73%	8%	112	59%	17%	72%	11%
I trust leadership to use the findings of this survey to make the college a better place to work.	157	69%	40%	56%	4%	121	64%	46%	46%	8%
People with varied physical, cognitive and emotional abilities are treated fairly here.	145	65%	30%	68%	2%	115	63%	27%	70%	3%
Hope-developed Culture & Inclusion Index Score		67%					60%			
Items added in 2019										
I feel like an outsider in our Hope culture*	149	66%	6%	79%	15%	86	46%	12%	75%	13%
If I voice my thoughts to leadership, I can be assured of getting a response	144	63%	27%	66%	7%	107	57%	26%	64%	11%
We demonstrate sensitivity and understanding in our interactions with people with different worldviews	125	55%	34%	60%	6%	85	45%	29%	63%	9%
I am treated fairly	176	77%	22%	74%	5%	126	68%	20%	72%	8%

* **Reverse scale:** Item score is the percent of respondents indicating "often untrue" and "almost always untrue"