

Hope College-developed item set administered with The Great Place to Work® survey in 2015 and 2019, and administered again in 2019 as a Pulse Survey by the Hope College Culture Task Force. The index score reflects the percentage of respondents selecting "often true" and "almost always true" to individual index statements.

Hope College-developed Culture and Inclusion <u>Index Score</u> 2015-2017								
Culture and Inclusion: Hope College-developed index of culture and inclusion items specific to our institution administered with the Great Place to Work assessment.	Organization Perspective				Workgroup Perspective			
	2015 (n=594)	2017 (n=558)	2019 (n=196)	2015-2019 Change	2015 (n=594)	2017 (n=558)	2019 (n=196)	2015-2019 Change
	62	66	55	-7	78	81	76	-2

Hope College-developed Culture and Inclusion <u>Item Scores</u> 2015-2017-2019 Percent of respondents indicating "often true" and "almost always true"											
	Organization Perspective				Workgroup Perspective				Direction from 2017-2019		
	2015 (n=594)	2017 (n=558)	2019 (n=196)	2015-2019 Change	2015 (n= )	2017 (n= )	2019 (n=196)	2015-2019 Change	Moving in the right direction	About the same	Worse
I can voice my opinions and concerns to leadership without fear of negative consequences.	48	53	51	3	69	73	71	2	18%	55%	27%
I have a clear understanding of the college's mission.	83	86	78	-5	87	92	85	-2	30%	51%	19%
The work I do helps achieve the college's mission.	86	90	84	-2	91	94	94	3	31%	62%	6%
Leadership demonstrates its commitment to creating a diverse and inclusive workplace.	57	64	52	-5	76	80	77	1	39%	51%	10%
Our actions demonstrate that we value diversity.	55	58	44	-11	72	77	69	-3	36%	52%	12%
Faculty demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	68	70	52	-16	82	82	72	-10	28%	66%	6%
Staff demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	66	70	57	-9	80	83	77	-3	29%	65%	6%
Leadership demonstrates sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	63	67	56	-7	84	86	76	-8	31%	61%	7%
Leadership acts in the best interest of employees when making decisions.	51	53	50	-1	70	74	72	2	21%	57%	22%
We value discourse and dialogue about issues on which opinions differ.	47	53	36	-11	67	70	61	-6	20%	52%	28%
We respect and value differing Christian theological perspectives and denominational traditions.	60	63	52	-8	80	84	80	0	26%	62%	13%
My opinions are valued.	53	76	47	-6	73	76	71	-2	19%	63%	18%
I trust leadership to use the findings of this survey to make the college a better place to work.	63	78	58	-5	76	78	73	-3	37%	48%	15%
People with varied physical, cognitive and emotional abilities are treated fairly here.	74	86	59	-15	83	86	79	-4	23%	65%	12%
<b>Hope-developed Culture &amp; Inclusion Index Score</b>	62	66	55	-7	78	81	76	-2			
<b>Items added in 2019</b>											
I feel like an outsider in our Hope culture			39*				50*		15%	67%	18%
If I voice my thoughts to leadership, I can be assured of getting a response			42				73		23%	64%	13%
We demonstrate sensitivity and understanding in our interactions with people with different worldviews			50				76		21%	66%	13%
I am treated fairly			70				82		19%	69%	12%

\* Reverse scored