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**Hope College Culture and Inclusion Pulse Survey
Item Score 2015-2021**

Hope College developed a 14-item Culture and Inclusion question set that was administered to faculty and staff members in 2015 and 2017 along with The Great Place to Work® survey. The Hope-developed

Comparison of staff and faculty 2021 responses 190 respondents identified as faculty members (58% response rate) and 233 as staff (42% response rate). The 7 respondents who did not identify their employment category are not included in this section.

Staff scores are higher than faculty scores for 17 of the 18 items. Differences between staff and faculty scores range from 2-20% with a median difference of 6%. The one item where faculty scores are higher is "The work I do helps achieve the college's mission" where 93% of faculty respondents and 90% of staff selected "often true" or "almost always true." The item with the greatest difference between staff and faculty scores is "I feel like an outsider in our Hope culture" where 66% of staff respondents indicated this is "often untrue" or "almost always untrue" while 46% of faculty responded this way.

Differences between staff and faculty scores in 2021 for "Moving in the right direction" are not as pronounced as the item scores, with a 1-10% range and a median difference of 4%. Overall, staff and faculty members are generally in agreement that we are moving in the right direction.

Comparison by race/ethnicity within 2021 responses Thirty-seven respondents identified as a staff or faculty of color¹ (a 35% response rate), and 348 as white (a 45% response rate). The 44 respondents who did not provide their race/ethnicity are not included in this section.

Responses from staff and faculty members of color identify only three culture and inclusion items where 65% or more respondents indicate "often true" or "almost always true" while there are nine items where white staff and faculty scores of "often true" or "almost always true" exceed 65%.

Staff and faculty of color, similar to respondents identifying as white, score "I have a clear understanding of the college's mission" and "The work I do helps achieve the college's mission" the highest. In the next highest overall-rated item, "I am treated fairly," 58% of staff and faculty of color responded "often true" or "almost always true," while 78% of white staff and faculty responded in this way.

As a reverse scaled item, "racial/e

Hope College Culture and Inclusion Item Scores 2021 by Staff and Faculty Race/Ethnicity

