

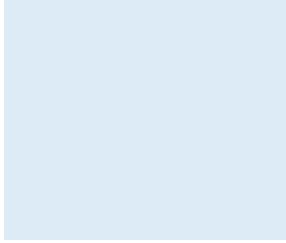


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DATA AND RESEARCH

Hope College Culture and Inclusion Pulse Survey Item Scores 2015-2021

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



Hope College Culture and Inclusion Item Scores 2021 by Disability & Chronic Condition										
	Organization Perspective									
	Staff & Faculty with Disability/Chronic Condition 2021 (n=33)					Staff & Faculty without Disability/Chronic Condition 2021 (n=349)				
	Indicating often true and almost always true		Direction from 2019-2021			Indicating often true and almost always true		Direction from 2019-2021		
	Number	Percent	Moving in the right direction	About the same	Worse	Number	Percent	Moving in the right direction	About the same	Worse
I can voice my opinions and concerns to leadership without fear of negative consequences.	16	50%	42%	46%	12%	266	78%	32%	59%	9%
I have a clear understanding of the college's mission.	23	72%	33%	61%	6%	306	89%	37%	60%	3%
The work I do helps achieve the college's mission.	29	91%	42%	55%	3%	318	92%	32%	66%	2%
Leadership demonstrates its commitment to creating a diverse and inclusive workplace.	18	58%	58%	33%	9%	222	65%	56%	41%	3%
Our actions demonstrate that we value diversity.	14	45%	52%	42%	6%	278	51%	55%	41%	4%
Faculty demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures. Staff demonstrate sensitivity	16	53%	39%	61%	0%	203	60%	44%	52%	3%

