# Hope COLLEGE
## FROST CENTER FOR DATA AND RESEARCH

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, with responses disaggregated by staff and faculty of color and white staff and faculty.

| | Hope College Culture and Inclusion Item Scores 2021 by Staff and Faculty Race/Ethnicity | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Organization Perspective | | | | | | | | | |
| | Staff and Faculty of Color 2021 (n=37) | | | | | White Staff and Faculty 2021 (n= 348) | | | | |
| | 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. | 17 | 46% | 30% | 63% | 7% | 238 | 70% | 33% | 58% | 8% |
| I have a clear understanding of the college's mission. | 29 | 81% | 33% | 63% | 4% | 307 | 90% | 37% | 61% | 2% |
| The work I do helps achieve the college's mission. | 33 | 89% | 42% | 58% | 0% | 317 | 93% | 31% | 67% | 2% |
| Leadership demonstrates its commitment to creating a diverse and inclusive workplace. | 15 | 46% | 38% | 55% | 7% | 233 | 68% | 59% | 38% | 3% |
| Our actions demonstrate that we value diversity. | 12 | 35% | 35% | 55% | 10% | 185 | 54% | 58% | 38% | 3% |
| Faculty demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures. | 11 | 31% | 29% | 64% | 7% | 215 | 64% | 48% | 50% | 2% |
| Staff demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures. | 10 | 29% | 22% | 70% | 7% | 211 | 63% | 43% | 57% | 1% |
| Leadership demonstrates sensitivity and understanding in their interactions with people of different races, ethnicities and cultures. | 16 | 44% | 39% | 54% | 7% | 238 | 71% | 55% | 41% | 3% |
| Leadership acts in the best interest of employees when making decisions. | 18 | 51% | 21% | 68% | 11% | 199 | 58% | 34% | 57% | 9% |
| We value discourse and dialogue about issues on which opinions differ. | 17 | 47% | 31% | 58% | 12% | 190 | 55% | 38% | 54% | 9% |
| We respect and value differing Christian theological perspectives and denominational traditions. | 21 | 58% | 27% | 69% | 4% | 211 | 62% | 24% | 71% | 5% |
| My opinions are valued. | 20 | 54% | 23% | 62% | 15% | 224 | 65% | 18% | 75% | 8% |
| I trust leadership to use the findings of this survey to make the college a better place to work. | 19 | 53% | 36% | 61% | 4% | 246 | 72% | 46% | 49% | 5% |
| People with varied physical, cognitive and emotional abilities are treated fairly here. | 24 | 67% | 23% | 65% | 12% | 217 | 65% | 30% | 69% | 1% |
| Hope-developed Culture & Inclusion Index Score | | 52% | | | | | 68% | | | |
| Items added in 2019 | | | | | | | | | | |
| I feel like an outsider in our Hope culture* | 12 | 34% | 8% | 69% | 23% | 214 | 63% | 6% | 80% | 14% |
| If I voice my thoughts to leadership, I can be assured of getting a response | 19 | 51% | 31% | 65% | 4% | 217 | 64% | 26% | 64% | 10% |
| We demonstrate sensitivity and understanding in our interactions with people with different worldviews | 15 | 42% | 30% | 59% | 11% | 183 | 54% | 34% | 62% | 5% |
| I am treated fairly | 21 | 58% | 26% | 67% | 7% | 266 | 78% | 21% | 74% | 5% |

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