

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

Hope College Culture and Inclusion Item Scores 2015-2017-2019-2021											
	Organization Perspective Percent indicating often trueand almost always true				2015-	Direction from 2017-2019			Direction from 2019-2021		
	2015 (n=594)	2017 (n=558)	2019 (n=196)	2021 (n=430)	2021 Change	Moving in the right direction	About the same	Worse			

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

Hope College Culture and blusion 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)					
	trueand	ngoften dalmost ys true	Direction from 20192021			Indicatingoften true and almost always true		Direction from 20192021				
	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.	16	53%	39%	61%	0%	203	60%	44%	52%	3%		

Staff demonstrate sensitivity

Hope College Culture andhblusion Item Scores 2021 by Gender											
	Organization Perspective										
	Male-Man Stat	ff & Faculty 2021 (1 16 9)	FemaleWoman	Staff & Faculty 2021 (2146)							
	Indicatingoften true and almost always true	Direction from 20192021	Indicatingoften true and almost always true	Direction from 20192021							
	Number Percent										

Leadership demonstrates if commitment to creating a diverse and inclusive 3%