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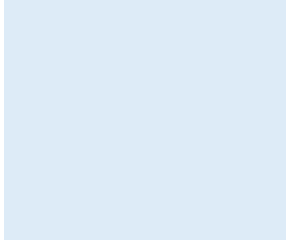
## Hope College Culture and Inclusion Pulse Survey Item Scores 2015-2021







**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.<br>Staff demonstrate sensitivity | 16  | 53%     | 39%                           | 61%            | 0%    | 203   | 60%     | 44%                           | 52%            | 3%    |

