## **Diversity and Inclusion Survey**

14 February to 14 March 2022

# **RESPONSE RATE Students**



### **Faculty and Staff** 21.2%

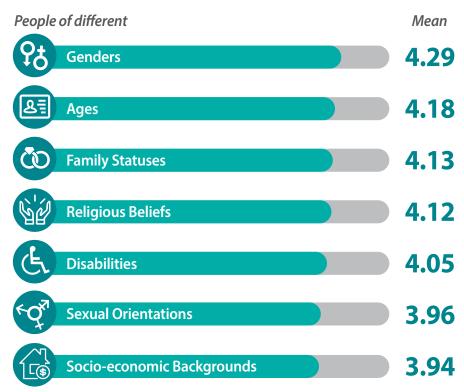
**1,7** resp





#### 1. PERCEPTION OF RESPECT AND ACCEPTANCE OF **DIFFERENT SOCIAL GROUPS AT CUHK**

The following are some statements about the respect and acceptance of different social groups at CUHK. Please indicate to what extent you would agree/disagree with these statements.



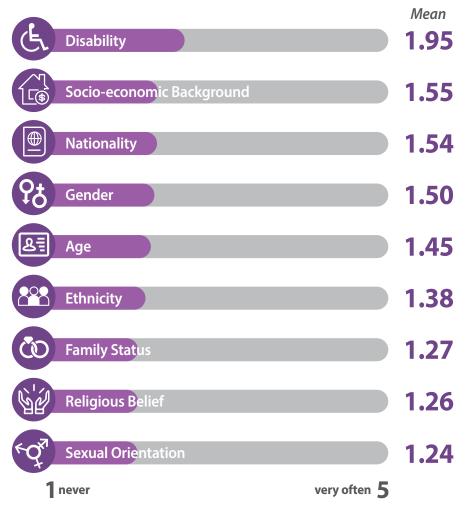


Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.
- (2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.

#### 2. PERSONAL EXPERIENCES OF UNFAIR TREATMENT **AT CUHK**

How often have you personally experienced unfair treatment (e.g. unfair deprivation of opportunities, unfair denial of resources or unfair evaluation of performance, etc.) in your learning environment on the basis of your\_\_\_\_ ?



Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "never" representing as 1 and "very often" representing as 5.
- (2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.

#### 3. PERCEPTION OF CUHK'S CAMPUS CLIMATE

The following are some statements about the overall campus climate of CUHK. Please indicate to what extent you would agree/ disagree with these statements.





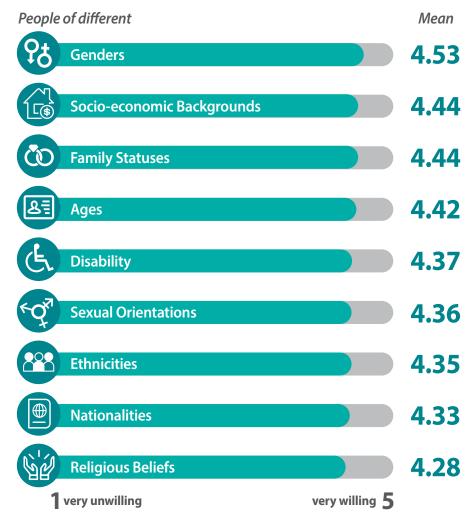


Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and 'strongly agree' representing as 5.
- (2) The answers of "prefer not to answer" were excluded from the calculation of the mean scores.

#### 4. WILLINGNESS OF SOCIAL INTERACTION

If there were a chance for you to engage with people of different backgrounds in CUHK campus, to what extent would you be willing to interact with them?



Notes:

(1) The five answers on the Likert scale were each assigned with a score with "very unwilling" representing as 1 and "very willing" representing as 5.

(2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.

#### 5. DEALING WITH ACTS OF DISCRIMINATION OR HARASSMENT AT CUHK

The following are some statements about your understanding of how CUHK deals with the acts of discrimination or harassment. Please indicate to what extent you would agree/ disagree with these statements.



If I experienced or observed an act of discrimination or harassment at CUHK, I know whom to contact to report the





Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.
- (2) The answers of "prefer not to answer" were excluded from the calculation of the mean scores.

#### 6. PERCEPTION OF CUHK'S COMMITMENT TO **DIVERSITY AND INCLUSION**

The following are some statements about CUHK's institutional commitment to diversity and inclusion. Please indicate to what extent you would agree/ disagree with these statements.



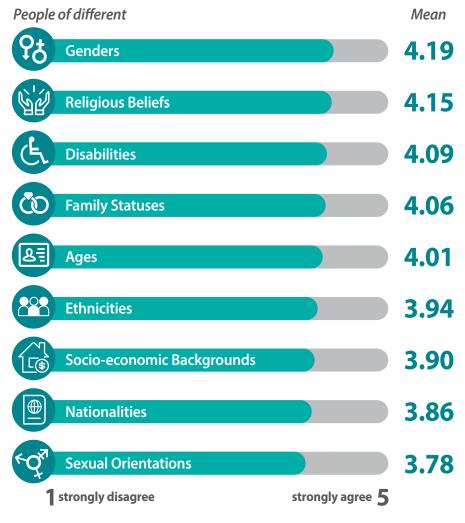
Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.
- (2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.



#### 1. PERCEPTION OF RESPECT AND ACCEPTANCE OF DIFFERENT SOCIAL GROUPS AT CUHK

The following are some statements about the respect and acceptance of different social groups at CUHK. Please indicate to what extent you would agree/disagree with these statements.



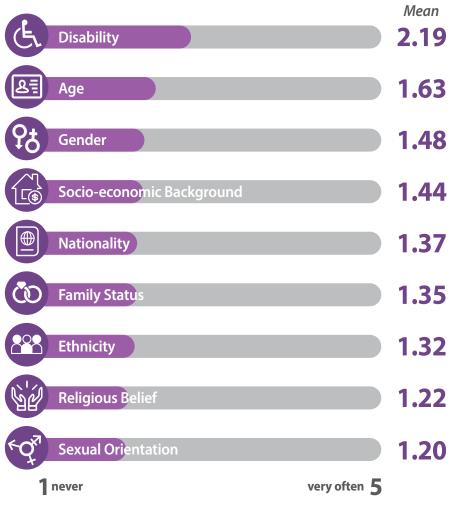
Notes:

(1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.

(2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.

#### 2. PERSONAL EXPERIENCES OF UNFAIR TREATMENT AT CUHK

How often have you personally experienced unfair treatment (e.g. unfair deprivation of opportunities, unfair denial of resources or unfair evaluation of performance, etc.) at your workplace on the basis of your \_\_\_\_\_?



Notes:

 The five answers on the Likert scale were each assigned with a score with "never" representing as 1 and "very often" representing as 5.

(2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.

#### 3. PERCEPTION OF CUHK'S CAMPUS CLIMATE

The following are some statements about the overall campus climate of CUHK. Please indicate to what extent you would agree/ disagree with these statements.



Notes:

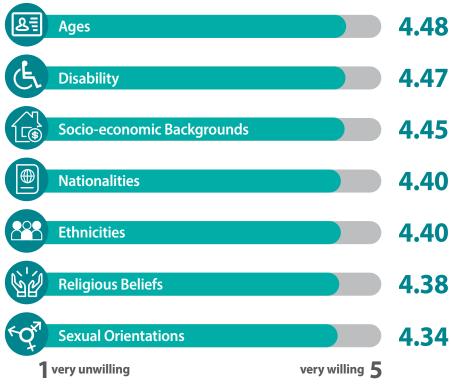
(1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.

(2) The answers of "prefer not to answer" were excluded from the calculation of the mean scores.

#### 4. WILLINGNESS OF SOCIAL INTERACTION

If there were a chance for you to engage with people of different backgrounds in CUHK campus, to what extent would you be willing to interact with them?



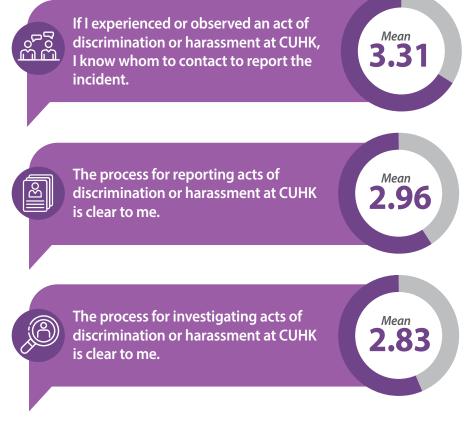


Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "very unwilling" representing as 1 and "very willing" representing as 5.
- (2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.

#### 5. DEALING WITH ACTS OF DISCRIMINATION OR HARASSMENT AT CUHK

The following are some statements about your understanding of how CUHK deals with the acts of discrimination or harassment. Please indicate to what extent you would agree/ disagree with these statements.



Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.
- (2) The answers of "prefer not to answer" were excluded from the calculation of the mean scores.

#### 6. PERCEPTION OF CUHK'S COMMITMENT TO DIVERSITY AND INCLUSION

The following are some statements about CUHK's institutional commitment to diversity and inclusion. Please indicate to what extent you would agree/ disagree with these statements.

Mean

Mean

Mean



CUHK management/ leadership are committed to the values of diversity and inclusion.

CUHK management/ leadership have formulated adequate and effective policies related to diversity and inclusion.

If an issue related to diversity and inclusion is raised, CUHK management/ leadership will take action.

Notes:

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5.
- (2) The answers of "don't know/ prefer not to answer" were excluded from the calculation of the mean scores.