Audit Questionnaire Step 1: Developing Common Definitions of Diversity and Inclusion

1. My institution has developed common understandings and definitions of diversity and inclusion.
   ____Yes   ____No

   a. If yes, how is diversity defined by my institution?
      __________________________________________________________
      __________________________________________________________________________________________________________
      __________________________________________________________________________________________________________
      __________________________________________________________________________________________________________

   b. If yes, how is inclusion defined?
      __________________________________________________________________________________________________________
      __________________________________________________________________________________________________________
      __________________________________________________________________________________________________________

2. Are diversity and inclusion listed as separate headings on the institution’s home page?
   ____Yes   ____No

3. Is the definition of diversity included in the mission, vision, and values statements and the strategic plan(s), including the diversity strategic plan?
   ____Yes   ____No

   a. If no, which university or college documents do not address the definition?
      __________________________________________________________
      __________________________________________________________________________________________________________
      __________________________________________________________________________________________________________
AUDIT QUESTIONNAIRE STEP 1

b. If no, list the primary definitional variations:

_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
________________________________________________________________________________
________________________________

4. Are the definitions of diversity and inclusion consistently applied throughout the colleges and schools of the institution?
   ____Yes   ____No

a. If no, list some of the primary variations:

_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________

5. Which domains do the definitions of diversity and inclusion specifically reference? Check all that apply.
   □ Campus climate and culture
   □ Civility and community
   □ Cocurriculum
   □ Curriculum
   □ Demographics and compositional diversity
   □ Educational outcomes and student intellectual/social development
   □ External community relations
   □ Institutional viability and vitality
   □ International programs
   □ Interpersonal interactions and intergroup relations
   □ Leadership
   □ Policies
   □ Research and scholarship
   □ Student access and success
   □ Other:

   ________________________________________________________________
6. What specific aspects of the definitions of diversity and inclusion can be strengthened, modified, consolidated, or solidified to develop a common institutional perspective?

_________________________________________________________________________________
_________________________________________________________________________________
_________________________________________________________________________________
_________________________________________________________________________________

7. What elements or dimensions of the definitions remain contested or require further discussion to reach consensus?

_________________________________________________________________________________
_________________________________________________________________________________
_________________________________________________________________________________
_________________________________________________________________________________

Summative Evaluation: Please provide a summative evaluation of the results of this questionnaire and concrete steps for enhancement:

_________________________________________________________________________________
_________________________________________________________________________________
_________________________________________________________________________________
_________________________________________________________________________________

Goals for enhancement:

1. ____________________________________________________________________________

2. ____________________________________________________________________________

3. ____________________________________________________________________________