

## INFORMED CONSENT DOCUMENT

Title of Study: College of Veterinary Medicine Diversity Climate Survey

Investigators: Lisa Greenhill ([lgreenhill@aavmc.org](mailto:lgreenhill@aavmc.org)), LaCheryl Ball ([lball017@vt.edu](mailto:lball017@vt.edu)), and Susan West Marmagas ([swm@vt.edu](mailto:swm@vt.edu)).

This form describes the research project. It has information to help you decide whether or not you wish to participate. Research studies include only people who choose to take part—your participation is completely voluntary. Please discuss any questions you have about the study or about this form with the project staff before deciding to participate.

### Introduction

The purpose of this study is to determine the diversity climate at the College of Veterinary Medicine. Diversity is broadly defined to include race, ethnicity, gender, age, sexual orientation, class, physical and mental ability, family composition, social economic status, and spiritual practice which all relate to individual differences among individuals in our veterinary college community. You are being invited to participate in this study because you are identified as a current member of the CVM student body, faculty or staff.

### Procedure

Participation in this study consists of participating in this singular survey. The web-based survey includes 60 questions and should take about 15-20 minutes to complete. The survey questions include numerous demographic questions as well as questions about your perspectives related to diversity issues within your institution. The survey includes questions on sensitive topics including but not limited to race, gender, sexuality and religion.

### Benefits & Risks

If you decide to participate in this study you will have the opportunity to contribute to program improvement of diversity climate at CVM. It is hoped that the information gained in this study will benefit the CVM community by leading to result-driven training for faculty and staff to insure that all individuals' differences are affirmed and that everyone at CVM is inspired to reach full potential in the classroom and the workplace. This is important because the AAVMC believes in inclusive classrooms and an inclusive workforce.

There are no known risks to participating in this study. The survey instrument does include questions which may be perceived to be sensitive in nature. Participants may refuse to answer any questions they chose throughout the survey. Participants with concerns about survey risk will be referred to campus counseling resources at their home institution.

### Costs and Compensation

You will not incur any costs from participating in this study. You will not be compensated for participating in this study.

### Participant Rights

Participating in this study is completely voluntary. You may choose not to take part in the study or to stop participating at any time, for any reason, without penalty or negative consequences. If you have any questions about the rights of research subjects or research-related injury, please contact the Virginia Tech IRB *Chair, Dr. David M. Moore* at [moored@vt.edu](mailto:moored@vt.edu).

### Confidentiality

No identifying information will be gathered during this study as it is an anonymous survey. All individual responses will be kept confidential. Participants who choose to complete the survey instrument can do so in privacy. All potentially identifiable data will be kept confidential.

All completed survey instruments will be received by the American Association of Veterinary Medical Colleges in Washington DC.

All data files will be pass code protected and all original files will be housed on the AAVMC servers for a period of at least seven years. Only the researchers will have access to the master data file.

If you are not comfortable with the level of confidentiality provided by the Internet, please feel free to print out a copy of the research survey, fill it out by hand, and mail it to the researcher at the address given below; please do not include a return address on the envelope.

You may download the survey here: TBD

Please mail it to:  
Diversity Climate Survey  
C/o Lisa Greenhill  
655 K Street, NW; Suite 725  
Washington, DC 20001

If results are published, participants' identity will remain confidential.

#### Questions

You are encouraged to ask questions at any time during this study. For further information about the study, please contact Lisa Greenhill at lgreenhill@aavmc.org or 202-371-9195 x147 with questions and concerns regarding the research survey.

#### Consent and Authorization Provisions

Your signature indicates that you voluntarily agree to participate in this study, that the study has been explained to you, that you have been given the time to read the document, and that your questions have been satisfactorily answered.

You may download a copy of the written informed consent prior to your participation in the study by visiting: TBD

By clicking yes below, I voluntarily agree to participate in this study, that the study has been explained to me, that I have been given the time to read the document, and that my questions have been satisfactorily answered.

- Yes (1)
- No (2)

Q4 Is your country of origin a country other than the United States?

- Yes (1)
- No (2)

Q5 Are you a US citizen? (Please choose the best descriptive answer)

- I am a natural born US citizen. (1)
- I am a naturalized US citizen. (2)
- I am not a US citizen; I am a permanent resident. (3)
- I am not a US citizen. (4)

Q6 Are you Hispanic/Latino/Latina?

- Yes (1)
- No (2)

Q7 What is your race? (check all that apply)

- Black/African American (1)
- White (2)
- Asian (3)
- Native Hawaiian/Pacific Islander (4)
- American Indian/Alaska Native (5)
- Other (please specify) (6) \_\_\_\_\_

Q8 Are you a veteran of the US Armed Forces?

- Yes (1)
- No (2)

Q9 How do you express your gender? Please select a descriptor from the list below that is most applicable to you.

- Male (1)
- Female (2)
- A gender not listed here (3)

Q10 Do you consider yourself on the transgender spectrum?

- Yes (1)
- No (2)

Q11 Below is a list of terms that people often use to describe their sexuality or sexual orientation. Please select the one that you feel best describes you.

- Bisexual (1)
- Gay (2)
- Heterosexual (3)
- Lesbian (4)
- Queer (5)
- Questioning (6)
- A sexual identity not listed here (7)

Q12 What is your age? (please enter a whole number)

Q13 Please indicate your religious affiliation:

- Agnostic (1)
- Christian (inclusive of Catholic, Protestant and Non-denominational congregations) (2)
- Buddhist (3)
- Jewish (4)
- Islamic (5)
- I do not identify with any religious affiliation. (6)
- Other (please specify) (7) \_\_\_\_\_

Q15 Please indicate your parents'/guardians' gender.

- Parent/Guardian 1 (1)
- Parent/Guardian 2 (2)
- Parent/Guardian 3 (3)
- Parent/Guardian 4 (4)

Q16 Please indicate your parents'/guardians' highest education level.

- Parent/Guardian 1 (1)
- Parent/Guardian 2 (2)
- Parent/Guardian 3 (3)
- Parent/Guardian 4 (4)

Q17 At any time during your undergraduate schooling, were you eligible or did you receive a Pell grant as a part of your financial aid award?

- Yes (1)
- No (2)
- I do not know/I do not remember (3)

Q18 How would you categorize the place you spent the majority of your life (eg. the longest block of time)?

- Urban (1)
- Suburban (2)
- Rural (3)

Q19 In what region do you currently hold legal residency?

- Northeast (PA, NY, NJ, CT, MA, RI, VT, NH, ME) (1)
- South (DE, MD, DC, VA, WV, KY, TN, NC, SC, GA, FL, AL, MS, AR, LA, OK, TX) (2)
- Midwest (OH, MI, IN, WI, IL, MN, IA, MO, ND, SD, NE, KS) (3)
- West (MT, WY, CO, NM, AZ, UT, ID, NV, CA, OR, WA, AK, HI) (4)
- US Territory (5)
- I am a foreign national, and my legal residence is outside of the US. (6)

Q20 Which of the following best describes your marital/partner status?

- Single (e.g. never married, widowed) (1)
- Married (inclusive of common law marriages). (2)
- Domestic partner (3)
- Legally separated (4)
- Divorced (5)
- Other relationship type not listed here. (6)

Q21 Have you been diagnosed with a disability?

- Coordination impairment (1)
- Hearing impairment (2)
- Learning disability (3)
- Mobility impairment (4)
- Speech impairment (5)
- Visual impairment (excluding corrective lenses such as glasses or contacts) (6)
- None (7)
- Other diagnosis not listed here. (8) \_\_\_\_\_

Q22 Please identify your role in the CVM.

- DVM Student (1)
- Resident, Intern, Graduate Student (MS & PhD) or Post-Doc (2)
- Faculty (3)
- Staff (4)

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q23 Please classify your program of study.

- DVM only (1)
- DVM/MS (2)
- DVM/PhD (3)
- Other dual degree (4)

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q24 When is your expected graduation date?

- 2016 (1)
- 2017 (2)
- 2018 (3)
- 2019 (4)
- Other (5)

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q25 Do you have a DVM mentor within the CVM?

- Yes (1)
- No (2)

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q26 What type of impact has your mentor had on your intellectual and/or personal development? (select all that apply)

- Mentored me beyond the classroom experience. (1)
- Helped enhance my community/involvement/relationships. (2)
- Took a special interest in me and encouraged my academic development. (3)
- Has not impacted. (4)
- Other (please describe) (5) \_\_\_\_\_

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q27 Do you have a faculty/staff member within the CVM in whom you can confide about things that concern you while in veterinary school?

- Yes (1)
- No (2)

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q28 What impact has this confidant had on your emotional well-being? (select all that apply)

- Provided a safe place to talk about issues that concern me. (1)
- Helped enhance my community/involvement/relationships. (2)
- Took a special interest in me and encouraged my academic development. (3)
- Has had no impact. (4)
- This question does not apply to me. (5)
- Other (please describe) (6) \_\_\_\_\_

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q29 Are you a member of any diversity clubs on your campus? Examples of such clubs may be, but are not limited to, VOICE and Broad Spectrum.

- Yes (1)
- No (2)

Q30 Have you attended any club sponsored diversity programming on your campus during the last year?

- Yes (1)
- No (2)

Display This Question:

If Please identify your role in the CVM. DVM Student Is Selected

Q31 Do you look forward to going to class?

- Yes (1)
- Occasionally (2)
- No (3)

Display This Question:

If Please identify your role in the CVM. Faculty Is Selected

Q32 I am:

- Tenured/Tenure Track Faculty (1)
- Non -Tenure Track Clinical Faculty (2)
- Non -Tenure Track Research Faculty (3)
- Adjunct Faculty (4)
- Visiting Scholar/Scientist/Affiliate/Collaborator (5)

Display This Question:

If Please identify your role in the CVM. Staff Is Selected

Q33 I am:

- A full-time staff member (1)
- A part-time staff member (2)
- A temporary/contract staff member (3)

Display This Question:

If Please identify your role in the CVM. Faculty Is Selected

Q34 Do you advise any student organizations at CVM?

- Yes (1)
- No (2)

Display This Question:

If Please identify your role in the CVM. Faculty Is Selected

Q35 Are you a member of any professional affinity groups on campus? Such groups are specific to topics such as, but not limited to race, religion and/or sexuality.

- Yes (1)
- No (2)

Q36 To what extent do students/faculty/staff at CVM treat one another with respect?



Q37 Do you feel that you have a supportive group of colleagues and/or acquaintances at CVM?

- Yes (1)
- Sometimes (2)
- No (3)

Q38 Is there an adequate gender balance among

	Yes (1)	No (2)	I don't know (3)
The student body (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q39 Is there is enough racial/ethnic diversity among

	Yes (1)	No (2)	I don't know (3)
The student body (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q40 For the purposes of questions on this page, race is defined as an arbitrary classification based on any or a combination of various physical characteristics such as skin color, facial form, or eyeshape. Ethnicity may be defined as having racial, religious, linguistic, and certain other cultural traits uncommon. In the United States, Hispanics are considered an ethnicity regardless of racial phenotype.

Q41 How comfortable do you feel with students/faculty/staff whose race is different from your own in the CVM environment?

- 1- Very comfortable (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5- Very Uncomfortable (5)

Q42 How comfortable do you feel with students/faculty/staff whose sexual orientation is different from your own in the CVM environment?

- 1- Very comfortable (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5- Very Uncomfortable (5)

Q43 How comfortable do you feel with students/faculty/staff whose religious affiliation is different from your own in the CVM environment?

- 1- Very comfortable (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5- Very Uncomfortable (5)

Q44 Have you heard racist remarks used at the CVM?

	Yes (1)	No (2)	I don't know (3)
From students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q45 Have you heard sexist remarks used at the CVM?

	Yes (1)	No (2)	I don't know (3)
From students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q46 Have you heard homophobic remarks used at the CVM?

	Yes (1)	No (2)	I don't know (3)
From students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q47 Have you heard disparaging remarks concerning religion or religious affiliation used at the CVM?

	Yes (1)	No (2)	I don't know (3)
From students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q48 Have you heard negative remarks about gender expression at the CVM? (e.g., someone not being "masculine enough" or "feminine enough")?

	Yes (1)	No (2)	I don't know (3)
From students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professor/teaching staff (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q49 Do you believe you have ever been verbally harassed at the CVM (called names, threatened, etc.) because of:

	Yes (1)	No (2)	I don't know (3)
Your race or ethnicity? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sexual orientation? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your expressed gender? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your disability or perceived disability? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your religious affiliation or perceived religious affiliation? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q50 Have you ever been harassed and/or threatened by emails, text messages and/or social media from CVM faculty, staff, or students because of:

	Yes (1)	No (2)	I don't know (3)
Your race or ethnicity? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sexual orientation? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your expressed gender? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your disability or perceived disability? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your religious affiliation or perceived religious affiliation? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q51 Have you ever been physically harassed at the CVM (pushed or shoved) because of:

	Yes (1)	No (2)	I don't know (3)
Your race or ethnicity? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sexual orientation? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your expressed gender? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your disability or perceived disability? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your religious affiliation or perceived religious affiliation? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q52 If you answered "Yes" to any of the questions on this page, where did the harassment (verbal, electronic and/or physical) occur? Check all that apply.

- In a class. (1)
- At my residence or someone else's residence. (2)
- In a common area. (3)
- At college/university event (e.g. sporting event). (4)
- Via emails, text messages and/or social media (5)

Q53 In the past year at the CVM, have you:

	Yes (1)	No (2)	I don't know (3)
Been sexually harassed (sexual remarks, inappropriate touching, etc.)? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt that others told lies about you, spread rumors about you, or tried to make others dislike you? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt that other students/faculty/staff left you out of things on purpose? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q54 Have you ever reported that you were bullied, harassed, or assaulted to college or university officials?

- Yes (1)
- No (2)

Q55 If you answered the previous question no, please indicate the possible reasons why below (check all that apply).

- I do not know where to report such incidents. (1)
- Concerns about anonymity. (2)
- Fear of embarrassment. (3)
- Fear of retribution. (4)
- Other (please specify) (5)

Q56 Have you ever witnessed verbal, physical or electronic harassment of a students/faculty/staff at theCVM (name calling, threat making, etc.) because of:

	Yes (1)	No (2)	I don't know (3)
Race or ethnicity? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender expression? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability or perceived disability? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious affiliation or perceived religious affiliation? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q57 Do you hear comments from others about stereotypes of your race, expressed gender, sexualorientation, disability, religious affiliation or other demographic difference?

	Yes (1)	No (2)
From students (1)	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff (2)	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>

Q58 Do you feel safe explaining why you do something because of your race, ethnicity, expressed gender, disability, religious affiliation or sexual orientation?

	Yes (1)	No (2)
From students (1)	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff (2)	<input type="radio"/>	<input type="radio"/>
From other college/university staff (3)	<input type="radio"/>	<input type="radio"/>

Q59 Does the CVM provide access and accommodations for persons with disabilities?

- Yes (1)
- No (2)
- I do not know (3)

Q60 Please select the answer that most closely describes your experience at the CVM.

	1- Not at all in my experience (1)	2 (2)	3 (3)	4 (4)	5- Very much in my experience (5)
Fairly provides accommodations for students/faculty/staff with disabilities. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is supportive of students/faculty/staff with disabilities. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does too much for students/faculty/staff with disabilities. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q61 The term Underrepresented in Veterinary Medicine (URVM) is defined as populations of individuals whose advancement in the veterinary medical profession has historically been disproportionately impacted by six specific aspects of diversity (gender, race, ethnicity,

geographic, socioeconomic, and educational disadvantage) due to legal, cultural, or social climate impediments. I believe my college:

	1- Not at all what I believe (1)	2 (2)	3 (3)	4 (4)	5- Very much what I believe (5)
Fairly admits/hires the most qualified racial/ethnic URVM students/faculty/staff. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is supportive of racial/ethnic URVM students/faculty/staff. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does too much for racial/ethnic URVM students/faculty/staff. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q62 I believe my college:

	1- Not at all what I believe (1)	2 (2)	3 (3)	4 (4)	5- Very much what I believe (5)
Is supportive of LGBT students/faculty/staff. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does too much for LGBT students/faculty/staff. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q63 I believe my college:

	1- Not at all what I believe (1)	2 (2)	3 (3)	4 (4)	5- Very much what I believe (5)
Is supportive of students/faculty/staff of all religious affiliations. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does not marginalize students/faculty/staff with Christian beliefs. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does not marginalize students/faculty/staff with non-Christian beliefs. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q64 Are there "out" LGBT faculty, staff, or students at the CVM?

- Yes (1)
- No (2)
- I don't know (3)

Q65 Please rate your perception of how sensitive or accommodating CVM is towards

	1- The CVM is not sensitive or accommodating enough (1)	2 (2)	3 (3)	4 (4)	5- The CVM is too sensitive and accommodating (5)
Racial/ethnic minorities (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBT & other sexual minorities (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious minorities (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q66 Again, thank you for your participation in this important survey.