

MCE Climate Survey - Revised

Survey Flow

Block: Demographics (16 Questions)

Standard: Work-Life Balance/Working Conditions (4 Questions)

Standard: Block 2 (3 Questions)

Standard: Engagement/Participation (2 Questions)

Standard: Caltech as an institution (3 Questions)

Standard: Discrimination/Harassment (9 Questions)

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Standard: Block 6 (3 Questions)

Standard: Thank you/End Block (1 Question)

Page Break

Start of Block: Demographics

Q1 Thank you for participating in the 2020 MCE Climate Committee Survey. The following questions are designed to reflect student and postdoctoral scholar experiences during normal working conditions in the MCE Department.

For the purposes of this survey, please try to answer based on your experiences and perspectives within the department prior to the campus COVID-19 shutdown.

Q2 Which role best describes your affiliation with Caltech:

- Graduate Student (2)
- Postdoctoral Scholar (3)

Display This Question:

If Q2 = 3

Q3 How many academic years have you been at Caltech? (Please round to the nearest tenths value):

Display This Question:

If Q2 = 2

Q45 Are you a:

- G1 (1)
- G2 (2)
- G3 (3)
- G4 (4)
- G5 (5)
- G6+ (6)

Q4 What best describes your race/ethnicity: (Check all that apply)

- Hispanic/Latin(x) or Spanish Origin of any race (7)
- White (1)
- Black or African American (2)
- American Indian or Alaskan Native (3)
- Asian (4)
- Native Hawaiian or Pacific Islander (5)
- Other (6) _____

Q39 Are you an international student/postdoc?

- Yes (1)
- No (2)

Q41 Where do you currently live?

- Off-Campus, Non-Caltech Affiliated Housing (1)
- On-Campus (6)
- Off-Campus, Caltech Owned Housing (7)

Q42 What is your marital status?

- Single, never married (1)
- Married or Domestic Partnership (2)
- Widowed (3)
- Divorced (4)
- Separated (5)

Q43 Are you a parent?

- Yes (1)
- No (2)

Q5 What best describes your gender identity:

- Man (1)
- Woman (2)
- Transgender (3)
- Prefer to self-describe: (4) _____
- Prefer not to state (5)

Q6 What best describes your sexual orientation:

- Heterosexual/Straight (1)
- Homosexual/Gay/Lesbian (2)
- Bisexual/Pansexual (3)
- Asexual/Aromantic (4)
- Prefer to self-describe: (5) _____
- Prefer not to state (6)

Q7 What is your preferred religious affiliation (if any):

- Agnostic (1)
- Atheist (2)
- Buddhist (3)
- Catholic (4)
- Church of Christ (5)
- Hindu (6)
- Jewish (7)
- Muslim (8)
- Protestant (9)
- Other Christian (10)
- Unknown (13)
- Spiritual (14)
- Other Religion (11) _____
- Not Affiliated (12)

Q8 Are you the first in your family to go to college and/or complete a 4-year college degree?
(neither parent has a 4-year college degree)

- Yes (1)
- No (2)

Q40 Have you ever received or were eligible to receive a federal Pell Grant?

*The Federal **Pell Grant** is usually awarded to undergraduates who have a high degree of unmet financial need. Students whose families have a total income of up to \$50,000 may be **eligible** for the need-based funding, though most **Pell grant** money goes to students with a total family income below \$20,000.*

- Yes (1)
- No (2)
- Not sure (4)
- N/A (3)

Q53 My research advisor(s) and I share the same gender identity.

- Yes (1)
- No (2)
- Not sure (4)

Q54 My research advisor(s) and I share the same racial/ethnicity identity.

- Yes (1)
- No (2)
- Not sure (3)

End of Block: Demographics

Start of Block: Work-Life Balance/Working Conditions

Q47 Please try to answer based on your experiences and perspectives within the department prior to the campus COVID-19 shutdown (i.e. during the normal Caltech working year).

Q10 On average, how many hours per week do you work?

- Less than 40 hours (1)
- 40 hours (2)
- 41-49 hours (3)
- 50-59 hours (4)
- 60-69 hours (5)
- 70 or more hours (6)

Q11 Please mark your agreement on the following statements:

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
I have a healthy work-life balance. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are clear expectations from my adviser for how much I should work. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured by my adviser to work more than I am comfortable with. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured by my peers to work more than I am comfortable with. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am working at a sustainable pace where I will not burn out. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to repeatedly prove myself to get the same level of respect and recognition as my peers at Caltech. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I speak up in meetings/classes at Caltech, my opinion, even if controversial, is valued. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In meetings/classes at Caltech, other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

people get credit
for ideas I
originally offered.
(9)

I am frequently
interrupted when
talking in
meetings or in
class at Caltech.
(10)

I know at least 3
faculty members
who would write
me a letter of
recommendation.
(11)

I have
relationships with
other faculty
beyond my PI.
(12)

Q12 In general, how comfortable are you bringing up the following topics with your adviser?

	Extremely uncomfortable (1)	Somewhat uncomfortable (2)	Neutral (3)	Somewhat comfortable (4)	Extremely comfortable (5)
Asking for an increase or decrease in the amount of hands on guidance. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussing a change of research direction/focus. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussing concerns with my mental health (including requesting time off to manage these concerns). (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussing my overall well-being. (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Work-Life Balance/Working Conditions

Start of Block: Block 2

Q13 Please indicate the extent to which you agree or disagree with the following statements about MCE as a department.

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
Has a commitment to diversity. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the reporting procedures for incidents of harassment or discrimination. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think faculty take initiative to ask about my general welfare. (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think faculty I know are genuinely concerned about my welfare. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have faculty who I perceive as role models. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have opportunities for academic success that are similar to those of my classmates. (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My research advisor(s) show(s) that diversity is	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

important
through their
actions. (17)

Q55 Please indicate the extent to which you agree or disagree with the following statements about MCE as a department.

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
Students/Postdocs of my sexual orientation are disrespected in MCE. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students/Postdocs of my religious identity are disrespected in MCE. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students/Postdocs of my racial/ethnic group are disrespected in MCE. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students/Postdocs of my gender identity expression are disrespected in MCE. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students/Postdocs of my socioeconomic status are disrespected in MCE. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q17 Based on your experiences and observations, please rate the climate in the department for students using the following dimensions:

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Discriminatory	<input type="radio"/>	Non-Discriminatory				
Sexist	<input type="radio"/>	Non-Sexist				
Racist	<input type="radio"/>	Non-Racist				
Homophobic	<input type="radio"/>	Non-Homophobic				
Religiously Intolerant	<input type="radio"/>	Religiously Accepting				
Intolerant of Disability Accommodation	<input type="radio"/>	Tolerant of Disability Accommodation				

End of Block: Block 2

Start of Block: Engagement/Participation

Q14 How often do you participate in the following in a given academic year:

	Never (1)	Sometimes (once or twice a quarter) (2)	About half the time (3-5 times a quarter) (3)	Frequently (Weekly) (4)	Always (Daily) (5)
Community Service Activities (including tutoring) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussions or activities concerning political issues (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend presentations, performances, or art exhibits related to diversity (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in discussions, training, or activities on racial/ethnic issues (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in discussions, training, or activities on gender issues and/or gender identity issues (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in discussions, training, or activities on socioeconomic status issues (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in discussion, training, or activities on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

religious diversity issues (7)	<input type="radio"/>				
Participate in discussions, training, or activities on disability issues (8)	<input type="radio"/>				
Participate in discussions, training, or activities on immigration issues (9)	<input type="radio"/>				

Q44 How often have you used these specific campus resources?

	Never (1)	Rarely (Once/Year) (2)	Sometimes (Once/Quarter) (3)	Very Often (Once/Week) (4)
Graduate Dean's Office (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Center (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Center (on-campus) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counseling Center (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Center for Diversity (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Title IX Office (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Engagement/Participation

Start of Block: Caltech as an institution

Q15 Please state your agreement with the following statements about Caltech as an institution:

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
Caltech values issues of diversity, inclusion, and belonging. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caltech makes clear that offensive languages, jokes, and behavior are unacceptable. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caltech shows that diversity is important through its actions. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caltech takes appropriate action in responding to incidents of harassment or discrimination. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18 How confident are you that you have the tools to respond effectively if you witness hostile, harassing, or intimidating behaviors?

- Very Unconfident (1)
- Somewhat Unconfident (2)
- Neutral (3)
- Somewhat Confident (4)
- Very Confident (5)

Q19 To what extent do you try personally to create a welcoming environment for others in your office/classes/lab?

- Not at all (1)
- A Little (2)
- Somewhat (3)
- A Great Deal (4)

End of Block: Caltech as an institution

Start of Block: Discrimination/Harassment

Q20 For this survey, we define discrimination and harassment as follows:

Discrimination is the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.

Harassment is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs.

Q21 Using the definitions above, have you experienced discrimination or harassment during your time at Caltech?

- No (1)
- Yes (2)
- I think so (3)

Skip To: End of Block If Q21 = 1

Q32 Did you report the incident(s)?

- Yes (1)
- No (2)

Display This Question:

If Q32 = 1

Q33 Who did you report the incident to? Check all that apply.

- Faculty member or instructor (1)
- Option/Department chair (2)
- Staff member or administrator (3)
- My PI/Research adviser (4)
- Teaching assistant (5)
- Lab manager (6)
- Title IX Office (7)
- Caltech Security Campus Police Department (8)
- Graduate Student Dean (9)
- University health services (10)
- Other (11) _____

Display This Question:

If Q32 = 1

Q48 Was the issue resolved?

- No (1)
- Yes (2)
- Not sure (3)

Display This Question:

If Q32 = 1

Q34 How satisfied were you with how the report(s) was/were handled?

- Extremely dissatisfied (1)
- Somewhat dissatisfied (2)
- Neutral (3)
- Somewhat satisfied (4)
- Extremely satisfied (5)

Display This Question:

If Q32 = 2

Q35 Why did you not report the incident(s)?

- Not a big deal (1)
- Indifferent, hostile culture (2)
- Fear of retribution (3)
- Did not know who to report (4)
- Did not know how to report (6)
- Nothing would happen (5)

Q36 Have you ever thought about doing any of the following because of your experiences of discrimination/harassment at Caltech? Check all that apply.

- Transferring to another school/ applying for a position at another university (1)
- Dropping out/ quitting your position (2)
- Not recommending Caltech to a prospective student//faculty member//staff member (3)
- Taking a leave of absence (4)

Q38 Did (this/any of these) experience(s) affect you in any of the following ways? Check all that apply.

- Interfered with academic or professional performance (1)
- Limited your ability to participate in an academic program (2)
- Created an intimidating, hostile or offensive social, academic or work environment (3)
- Personal/ Emotional distress (6)
- Other (4) _____
- None of the above (5)

End of Block: Discrimination/Harrassment

Start of Block: Witnessing Others

Q22 Have you ever witnessed or experienced the following during your time here at Caltech?
Check all that apply.

- Someone at Caltech made sexist remarks or jokes about women in your presence. (1)
- Someone at Caltech made sexist remarks or jokes about men in your presence. (2)
- Someone at Caltech made inappropriate comments about your or someone else's body, appearance, or attractiveness in your presence. (3)
- Someone at Caltech suggested or implied in your presence that women don't have to meet the same intellectual standards that men do to get into Caltech. (4)
- Someone at Caltech told offensive jokes about LGBTQ+ people. (5)
- Someone at Caltech said crude or gross sexual things to you, or tried to get you to talk about sexual matters when you didn't want to. (8)
- Someone at Caltech emailed, texted, posted on social media or instant messaged offensive sexual jokes, stories, or pictures to you. (9)
- Someone at Caltech told you about their sexual experiences when you did not want to hear them. (10)
- Someone at Caltech repeatedly asked you on dates, to go out, or to hook up even after you've said no. (11)
- Someone at Caltech seemed to be bribing you with some reward if you agreed to engage in a romantic or sexual relationship with that person? (12)

Skip To: End of Block If Condition: Have you ever witnessed or ... Is Equal to 0. Skip To: End of Block.

Q24 Indicate the source(s) of discrimination/harassment that you witnessed or experienced a member of the following groups? Check all that apply.

Undergraduate Student (1)

Graduate Student (6)

Postdoc (7)

Faculty (2)

Staff (3)

Administration (4)

Other (5) _____

Q26 Did any of these incidents of discrimination or harassment occur in the following location?
Check all that apply.

- In a classroom (1)
- In lab (10)
- In a departmental office or conference room (2)
- In an individual faculty or staff member's office (3)
- In on-campus housing/residences (4)
- At a house or residence off-campus (5)
- At a program/event affiliated with or sponsored by Caltech (6)
- At a dining hall, recreational space, or athletic facility (7)
- Via the internet or social media (8)
- Off-Campus (11)
- Other location: (9) _____

Q49 Did any of these incidents of discrimination or harassment occur in the presence of a faculty member?

- No (1)
- Yes (2)

Q27 How did you FEEL after witnessing harassment. Check all that apply.

- I did not care/ It did not bother me (1)
- I felt embarrassed (2)
- I felt somehow responsible (3)
- I ignored it (4)
- I felt afraid (5)
- I felt angry (6)
- I felt depressed (7)
- I felt like retaliating (8)
- I had trouble focusing on school work//work tasks (9)
- I felt like getting away from campus (10)
- Other (please specify): (11)

Q28 What did you DO after witnessing harassment? Check all that apply.

- I didn't know what to do (1)
- I did report and the situation was taken seriously (2)
- I did report it but I did not feel the complaint was taken seriously (3)
- I didn't report it for fear that my complaint would not be taken seriously (4)
- I am used to it, so I did nothing (5)
- I left the situation immediately (6)
- I confronted the harasser immediately (7)
- I confronted the harasser later (8)
- I avoided the harasser (9)
- I didn't know who to go to (10)
- I told a friend (11)
- I told a family member (12)
- I told someone in HR/Dean's Office/Graduate Office/TiX/CCD (13)
- I told a faculty member (14)

End of Block: Witnessing Others

Start of Block: Block 6

Q29 What identities have you avoided disclosing or concealing to your PI due to fear of negative consequences, harassment or discrimination? Check all that apply.

- Sexual Orientation (1)
- Gender Identity (2)
- Racial/Ethnic Identity (3)
- Religious Identity (4)
- Political Viewpoint (5)
- Physical Disability (6)
- Mental Health History (7)
- Socioeconomic Status (8)
- Martial/Family Status (9)

Q31 What identities have you avoided disclosing or concealing to a PEER due to fear of negative consequences, harassment or discrimination? (Check all that apply)

- Sexual Orientation (1)
- Gender Identity (2)
- Racial/Ethnic Identity (3)
- Religious Identity (4)
- Political Viewpoint (5)
- Physical Disability (6)
- Mental Health History (7)
- Socioeconomic Status (8)
- Martial/Family Status (9)

Q50 Please respond to the following statements:

	Disagree Strongly (1)	Somewhat Disagree (2)	Neither disagree nor agree (3)	Somewhat Agree (4)	Strongly Agree (7)
I can talk to my PI about anything that concerns me without fear of repercussions. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am worried about being stigmatized for bringing up issues of discrimination or harassment. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Block 6

Start of Block: Thank you/End Block

Q56 To thank you for your participation, please take a screenshot of this page and send it Lynn Seymour (lynn@caltech.edu) after which you will receive a \$10 Amazon gift card. Please inform Lynn of the email address associated with your Amazon account.

End of Block: Thank you/End Block
