Diversity Engagement Survey: Frequently Asked Questions

What is a Diversity Engagement Survey?
It is an employee engagement survey designed to assess and measure the diversity and inclusion climate across the entire academic health care setting at UTMB.

Why is this survey being given?
In academic medicine, diversity is an institutional driver of excellence and improved patient care, whether through research or direct service. Research suggests that diversity in organizations has an advantage if the conditions are right. To capture if the right conditions exists, a Diversity Engagement Surveys is often administered to assess institutional culture.

Who is administering the survey?
The survey is being administered by DataStar, Inc., an independent survey management firm. DataStar will manage the collection and analysis of the data; the results will be reported back to UTMB in aggregate form.

Who is eligible to complete the survey?
The survey is open to all students, faculty, staff, and contract workers.

When will the survey be available?
The survey is now available online. Simply click this link to begin: [http://www.researchstar.com/des/utmbhealth/](http://www.researchstar.com/des/utmbhealth/) Paper copies of the survey also are available upon request to the Office of Diversity and Inclusion, in Room 2.201 of Bethel Hall, and in the Jamail Student Center.

When does the survey end?
The deadline for sharing your thoughts with us is midnight, Friday, Aug. 29.

Why is it important for me to participate in the survey?
The survey will provide us with a better understanding of the strengths and weaknesses of the institution’s policies, practices, and programs as they relate to diversity and inclusion. It also will help to identify challenges to diversity and inclusion, create opportunities for improvement, and raise awareness of diversity-related efforts across the institution.

Am I required to complete the survey?
Participation in the survey is voluntary; however, the more students and employees who provide feedback, the more accurately we can evaluate UTMB’s diversity and inclusion efforts.

Is the survey confidential?
Yes, the survey is completely confidential. All responses will be sent directly to DataStar and reported back to UTMB in aggregate form only. Survey reports will not be provided to any unauthorized parties and will not contain any information that permits identification of an individual. You may opt out of providing a response to any question or section that you do not feel comfortable answering.
Can my manager see my survey responses? Should I worry about responding honestly?
No, it is not possible for your manager or anyone else at UTMB to track a response back to an individual.

How long will it take to complete the survey?
It will take approximately 10 minutes to complete the survey.

How were the survey questions selected?
The survey was developed by the Association of American Medical Colleges (AAMC), the University of Massachusetts Medical School, and UTMB.

What is the purpose of the demographic section?
The Inclusion Factors (Common Purpose, Trust, Appreciation of Individuals, Sense of Belonging, Access to Opportunity, Equitable Reward and Recognition, Cultural Competence, and Respect) are mapped to specific survey items in order to analyze responses by the various diversity dimensions. The demographic information also will help to evaluate our Affirmative Action and Diversity Strategic Plan.

Why am I asked about my religion?
This question will provide UTMB with a better understanding of the variety of religious faiths that exist across the entire academic health care setting.

Is the survey available in Spanish?
Yes, a paper version of the survey is available in Spanish. To request the survey in Spanish, please contact the Office of Diversity and Inclusion at (409) 747-4862 or culture@utmb.edu.

Can I skip any of the questions?
All questions are completely voluntary. You may opt out of providing a response to any question or section that you do not feel comfortable answering. Opting not to answer a question or section does not affect your ability to complete the rest of the survey.

How will the information collected from the survey be used?
Data will be analyzed to identify the institution’s strengths and challenges to diversity and inclusion. The results of this survey will be used for strategic planning, enhancement, implementation, and development of programs.

What if I don’t have access to a computer at work?
Employees who do not have access to a computer at a private workstation may complete the survey at an alternate work location, at the Moody Medical Library on the Galveston campus, at home, at a friend’s house, or at any location with internet service.

Whom should I contact if I have a technical question about the survey?
Please the Office of Diversity and Inclusion at (409) 747-4862 or culture@utmb.edu.