

Draft – Diversity and Inclusion Community Sentiment Survey – (Version 5/19/2021)

Welcome to the Bernards Township Diversity and Inclusion (D&I) Committee's Community Sentiment Survey. The Diversity and Inclusion Committee, established in 2020, is dedicated to fostering an atmosphere of understanding and acceptance of each individual to further strengthen Bernards Township as a welcoming, exceptional place to live, work and grow.

As a valued member of our community, your participation will help us to better understand where the opportunities are to enhance diversity and inclusion within Bernards Township.

What is Diversity and Inclusion? Diversity is the representation of our varied personal characteristics and identities, collectively and as individuals. It includes but is not limited to age, ethnicity, gender, physical abilities/qualities, race, sexual orientation, religious status, gender expression, educational background, geographical location, income, marital status, parental status, and work experiences.

Categories of difference are not always fixed but can change.

Inclusion is the practice of recognizing, appreciating, and valuing all of the ways an individual is unique and recognizing that no one culture or individual is intrinsically superior to another. Inclusion nurtures a culture of belonging by actively inviting the contribution and participation of all.

The survey will take approximately five to ten minutes for you to complete. Your responses will be anonymous, and all responses and results will be reported in the aggregate. We ask you to be as honest as possible. We will take your input and recommendations seriously. While we value all of your responses, note that the survey is voluntary, and you may choose to skip questions you prefer not to answer. Finally, the survey is targeted to adult residents; however, we leave it to parents to decide if they wish to share it with their mature children aged 16 and over.

Thank you for your participation!

Diversity and Inclusion Committee, Bernards Township

Values:

- 1) My community values and respects the unique personal characteristics of its residents. []
Strongly Agree [] Agree [] Neither Agree nor Disagree [] Disagree [] Strongly Disagree
- 2) I have a clear understanding of my community's diversity and inclusion strategic objectives. []
Strongly Agree [] Agree [] Neither Agree nor Disagree [] Disagree [] Strongly Disagree
- 3) The leaders of my community set the example of being champions for inclusion of all aspects of the diversity of our residents. [] Strongly Agree [] Agree [] Neither Agree nor Disagree []
Disagree [] Strongly Disagree

Engagement:

- 4) I am aware of and participate in recreation activities provided for residents of our community (i.e. Plays in the Park, Band Concerts, Bus Trips for Seniors, Youth Sports, Adult Classes).

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

- 5) Activities in my town are representative of my interests and personal pursuits.
☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

- 6) My township provides programs that reflect the diversity of the community.
☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

- 7) I am a member of facilities provided through the town (Coakley-Russo golf course, Pleasant Valley Pool).
☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

- 8) What other programs would you recommend the town consider offering? (Open item)

Belonging:

- 9) I feel like I belong in my community. ☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree
☐ Disagree ☐ Strongly Disagree

- 10) In my community, I am treated with dignity and respect. ☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree
☐ Disagree ☐ Strongly Disagree

- 11) Our community provides a culture in which I can thrive. ☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree
☐ Disagree ☐ Strongly Disagree

- 12) Diverse perspectives are encouraged and valued in my community. ☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree
☐ Disagree ☐ Strongly Disagree

- 13) I would recommend Bernards Township as a great place to live. ☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree
☐ Disagree ☐ Strongly Disagree

- 14) Disparaging comments and behavior targeting an individual's personal characteristics are not accepted in our community.
☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

Inclusion:

15) I believe that my community respects and values my personal characteristics, based on the following:

My Ethnicity/Ancestry:

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree
Insert ancestry here: _____

My Gender

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

My Age

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree

My Religious Beliefs

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree
Insert religion here: _____

My Gender Identity or Expression:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree
Insert gender here: _____

My Physical and/or Mental Abilities:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Sexual Orientation

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree
Insert here: _____

My Race

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Marital Status:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Parental Status:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Educational Background:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Socio-Economic Status :

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Geographical Location:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Income:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

My Military Veteran Status:

☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

Insert branch here: _____ (optional)

Other Comments:

16) Are there areas where our community is doing well demonstrating its value and respect of the unique personal characteristics of our residents? If so, please describe them.

17) Are there areas where we could improve demonstrating that the community values and respects the unique personal characteristics of our residents? If yes, please include any recommendations you may have.

18) Is there something else you would like to comment on in this survey?

19) Would you be interested in providing additional feedback and/or participating in a forum/town hall about the work of the township Diversity and Inclusion committee? _____ Yes _____ No
_____ Maybe

20) About which topic(s) would you be interested in providing more input?

The following are **OPTIONAL** demographic questions. You can respond to all or some of the questions. Your response will enable us to determine priorities for segments of our community. Responses will only be reported in aggregate.

What is your age? _____

What is your gender? _____

Do you belong to a religious community?

- Yes
- No
- Prefer not to say

If yes, which community? _____

Do you identify with a racial or ethnic group?

- Yes
- No
- Prefer not to say

If yes, what group(s)? _____

Have you served in the military?

- Yes
- No
- Prefer not to say

Are you a person with disabilities?

- Yes
- No
- Prefer not to say

Do you consider yourself a member of the Lesbian, Gay, Bisexual, Transgender, and/or Queer (LGBTQ) community?

- Yes
- No
- No, but I identify as an ally to the LGBTQ community
- Prefer not to say

Are there other personal characteristics you would like to share that describe you? If yes, please add those personal characteristics here:
