

## **Draft – Diversity and Inclusion Community Sentiment Survey – (Version5/19/2021)**

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:

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