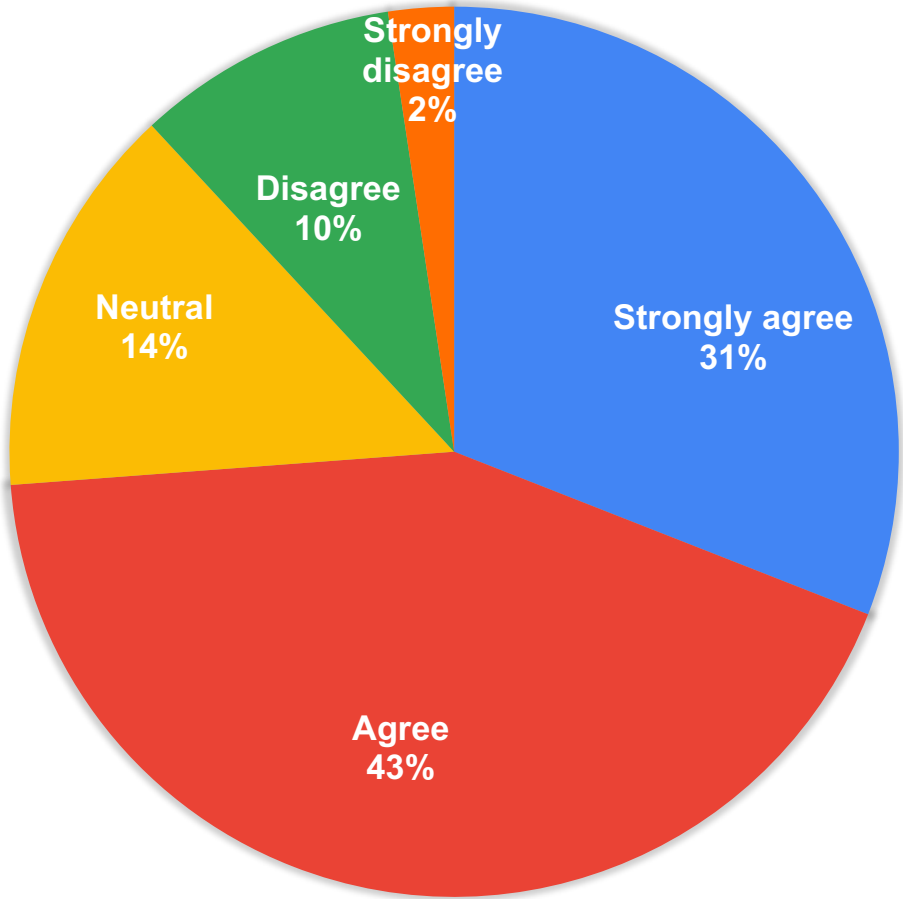


Results of IGG Faculty-DEI Survey

Administered during the first two weeks of December 2020

Closed on Dec 17, 2020. Response rate = 42/113 faculty = 37.2%

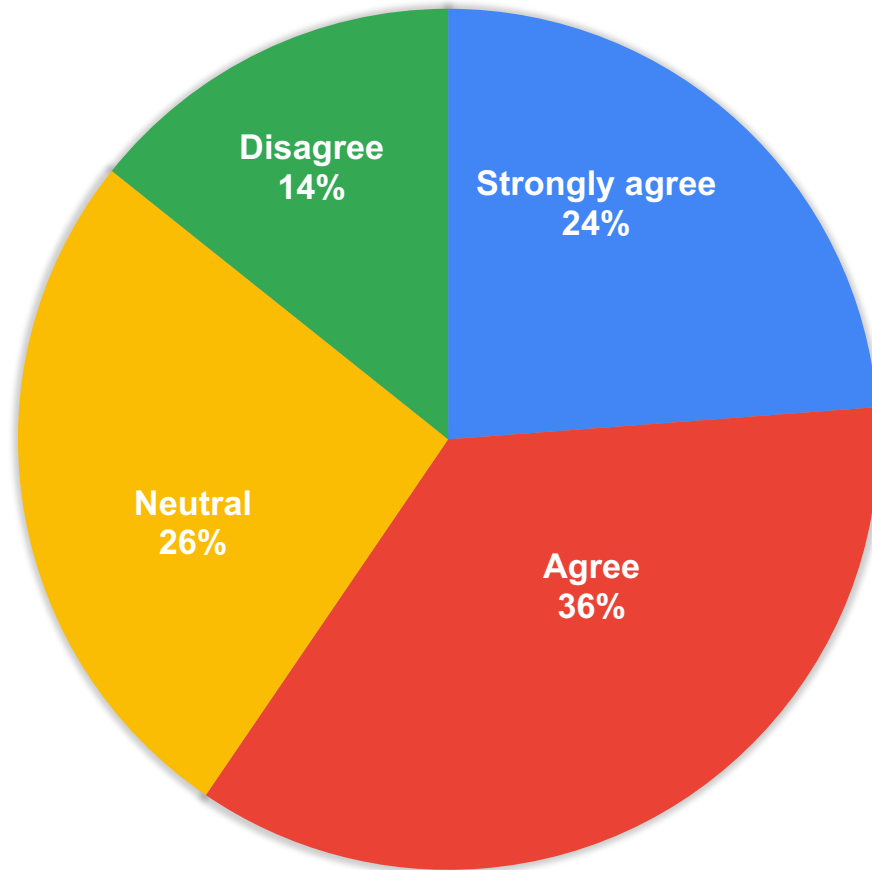
**MEMBERS OF IGG FROM ALL CULTURES AND BACKGROUNDS ARE RESPECTED,
VALUED, AND HAVE EQUAL OPPORTUNITIES TO SUCCEED IN IGG**



**74% agree and
strongly agree**

100% response rate

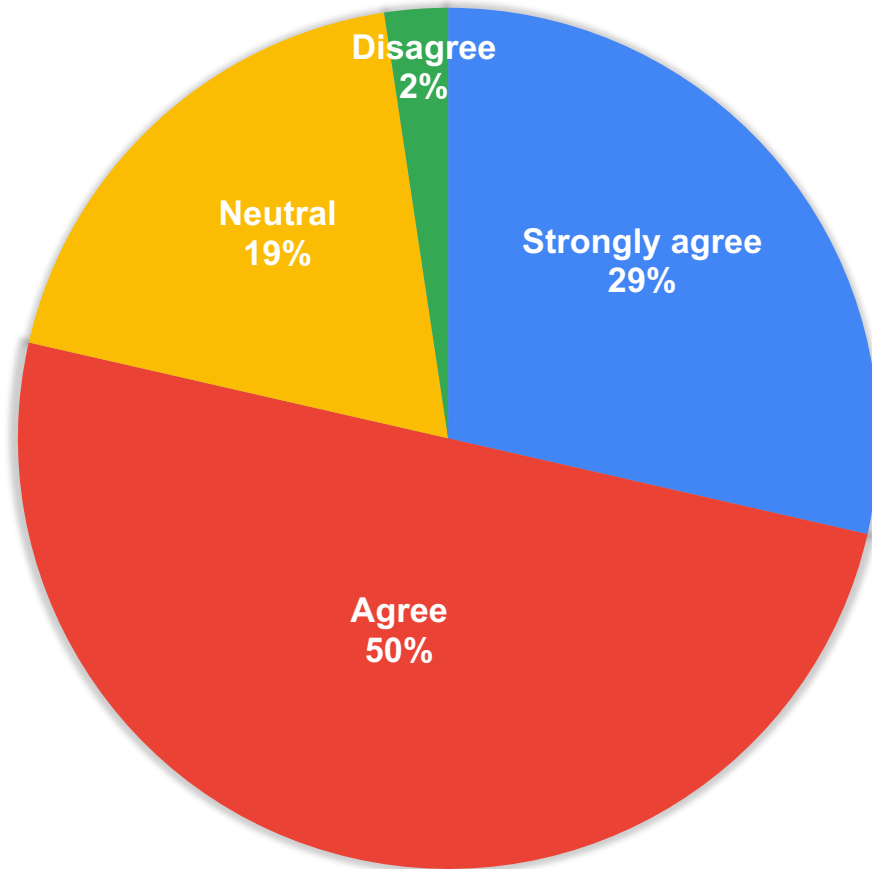
IN GENERAL, IGG MEMBERS ACTIVELY PROMOTE A CULTURE OF DEI AND EMPHASIZE THE VALUE OF DIVERSITY IN CREATING A STRONGER GRADUATE PROGRAM



60% agree and strongly agree

100% response rate

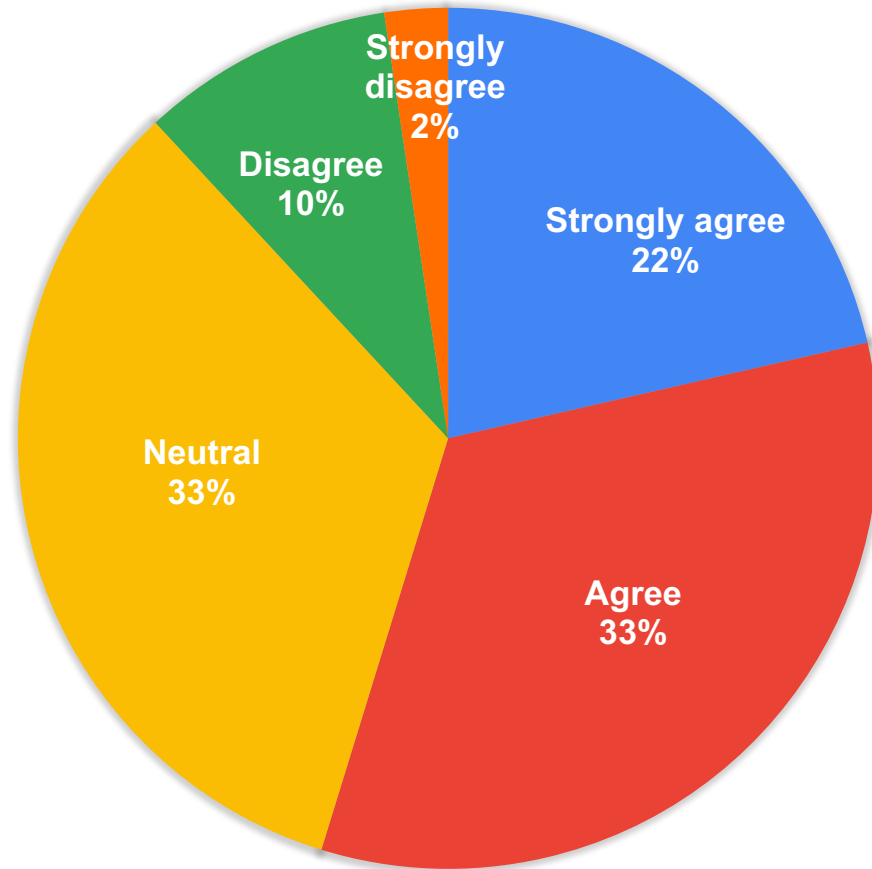
**LECTURERS AND ADVISORS AT IGG VALUE PEOPLE WITH DIFFERENT TALENTS,
SKILLS, AND BACKGROUNDS AND WELCOMES AND ENCOURAGES
DIFFERENCES OF OPINION**



79% agree and strongly agree

100% response rate

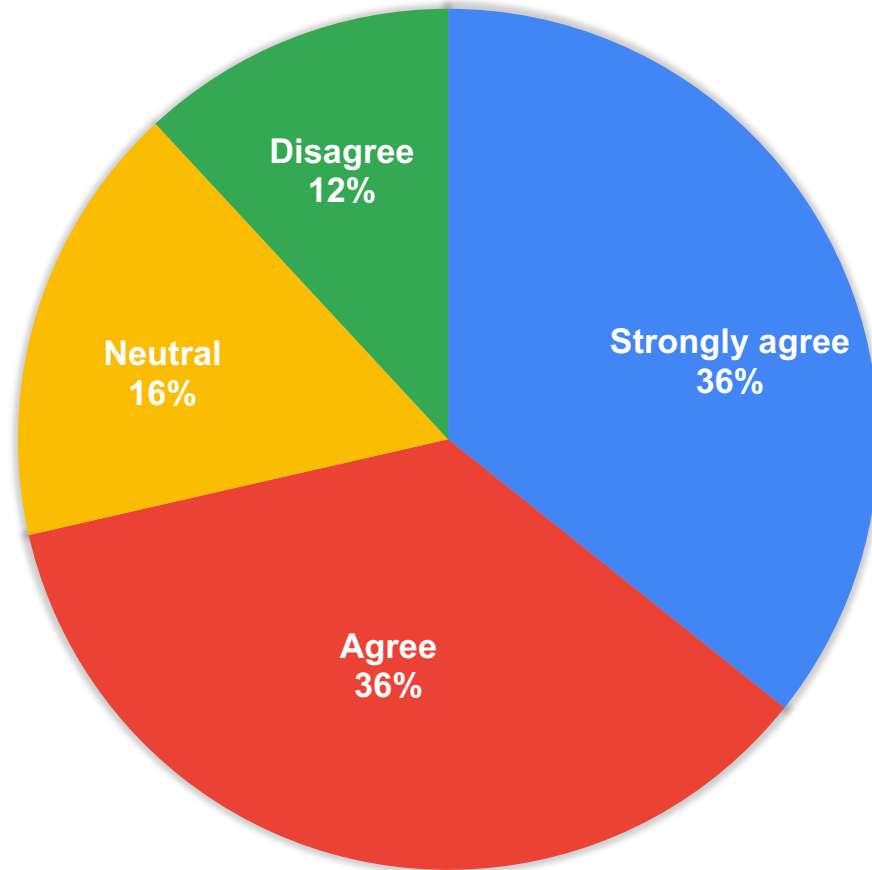
IN IGG, HARASSMENT OF ANY SORT IS TAKEN SERIOUSLY AND DEALT WITH APPROPRIATELY. IF ANYBODY HAD A CONCERN ABOUT HARASSMENT OR DISCRIMINATION, THEY KNOW WHERE AND HOW TO REPORT THAT CONCERN



55% agree and strongly agree

100% response rate

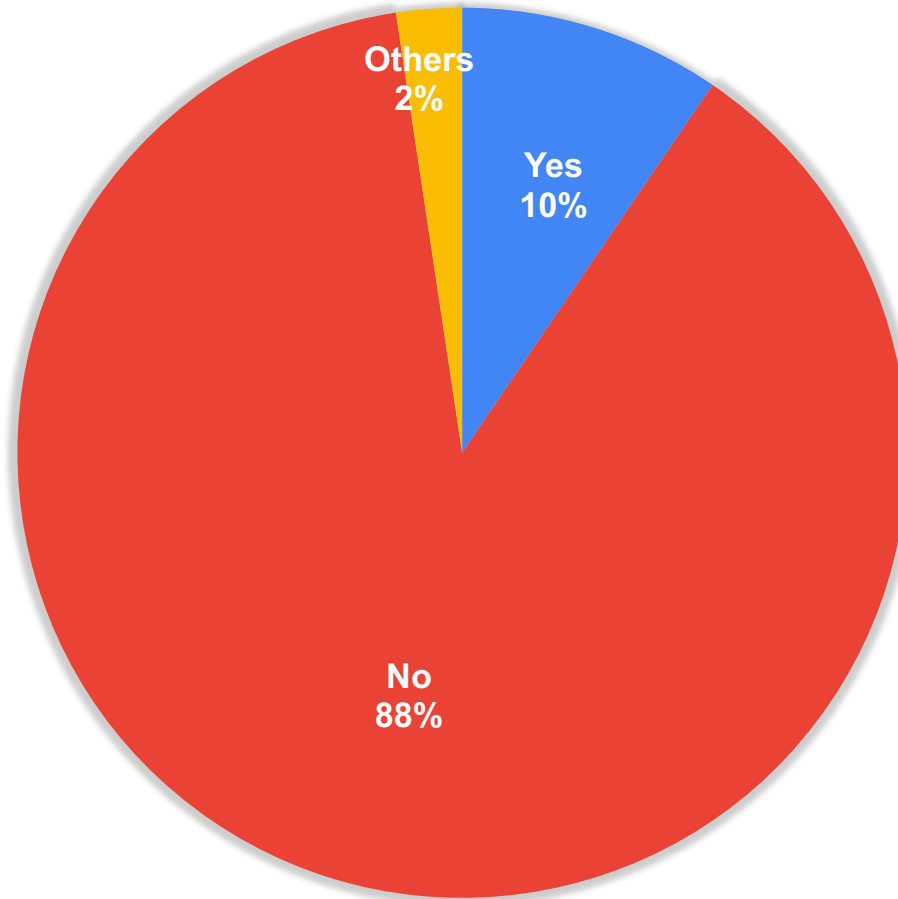
THERE IS ZERO TOLERANCE IN IGG FOR HARASSMENT OR INAPPROPRIATE COMMENTS OR JOKES BASED ON RACE, ETHNICITY, RELIGION, GENDER, MARITAL OR SOCIOECONOMIC STATUS AND THE LIKE



72% agree and strongly agree

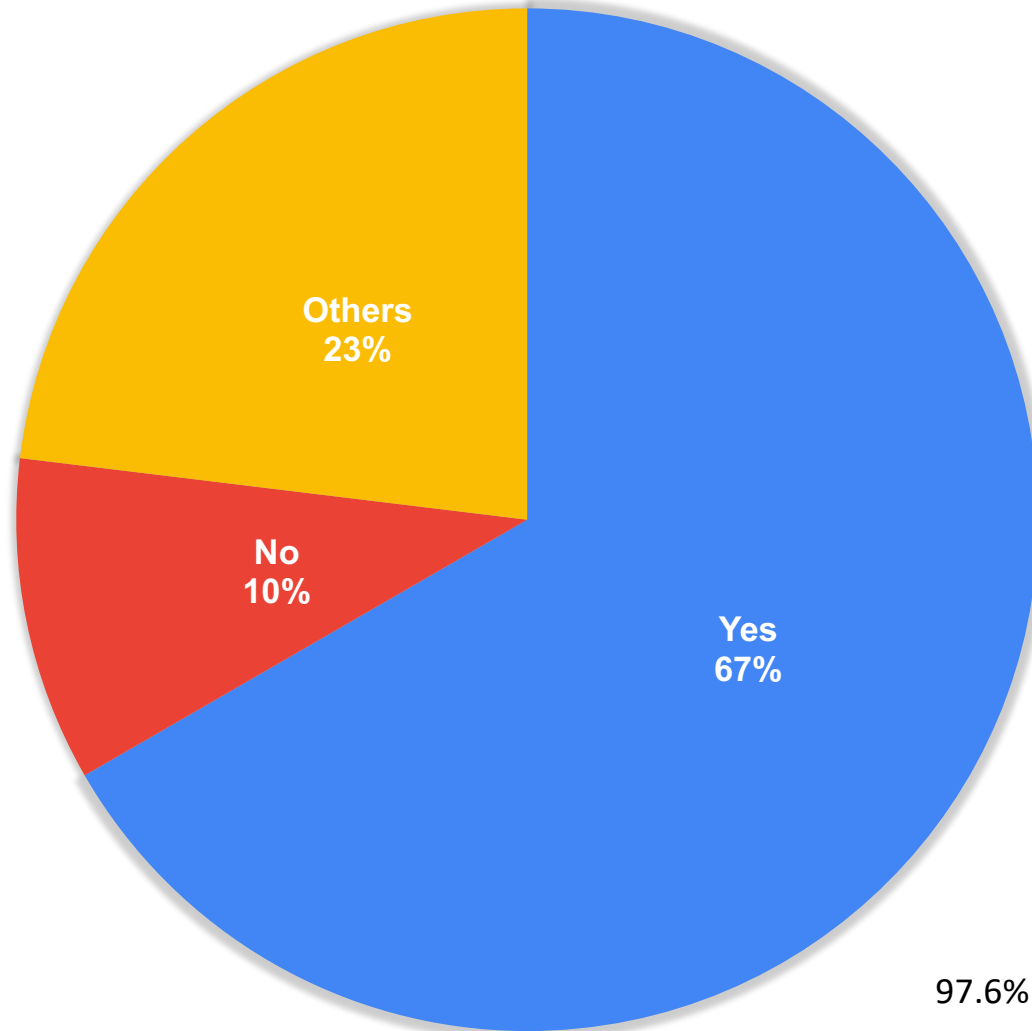
100% response rate

HAVE YOU EVER FELT PRESSURED TO HIDE OR CHANGE THINGS ABOUT YOURSELF TO FIT IN AT IGG?

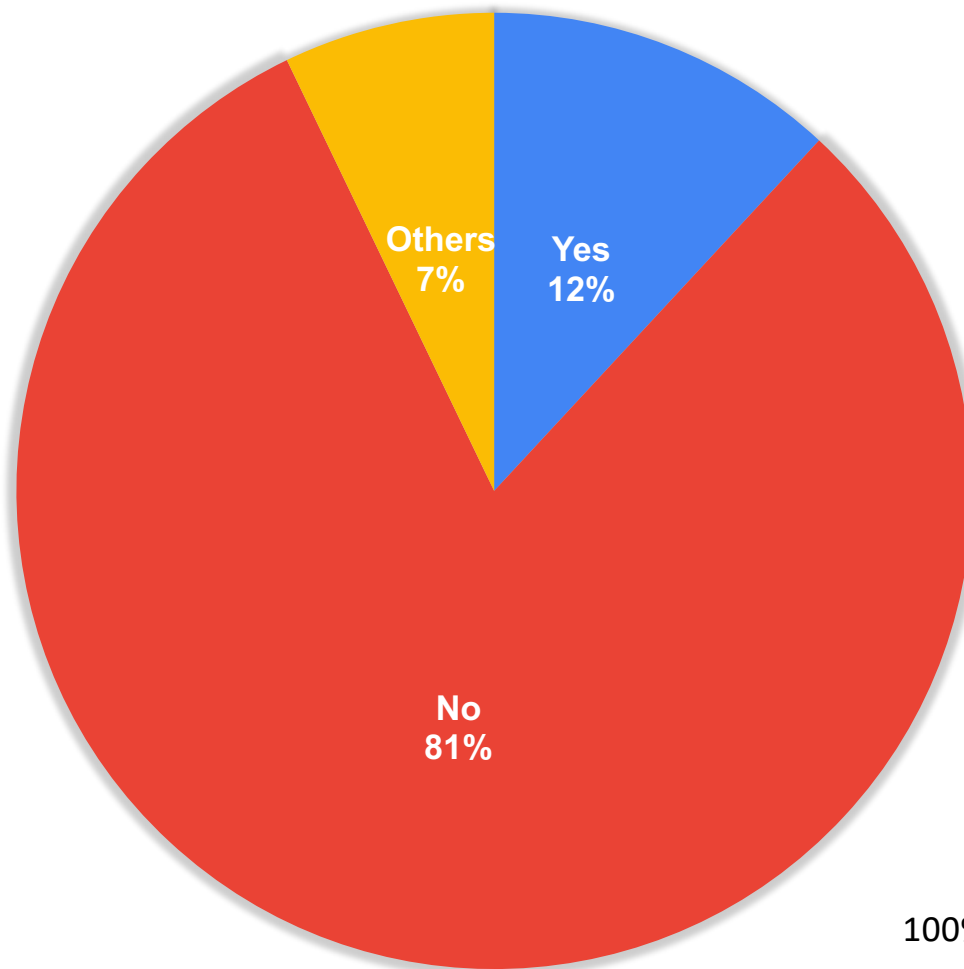


100% response rate

DO YOU FEEL THAT YOUR UNIQUE ATTRIBUTES, TRAITS, CHARACTERISTICS, SKILLS, EXPERIENCE, AND BACKGROUND ARE VALUED AT IGG?

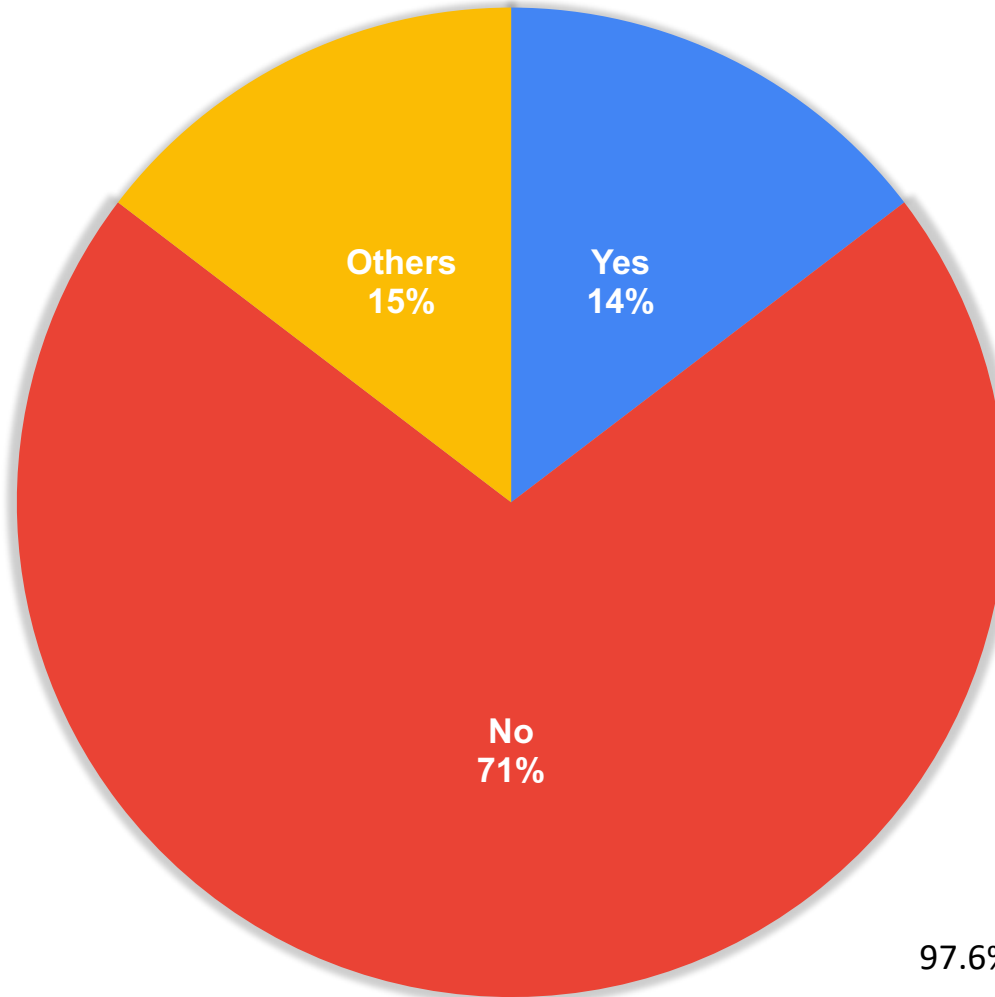


HAVE YOU EVER FELT EXCLUDED/IGNORED AT IGG DUE TO YOUR UNIQUE PERSONAL ATTRIBUTES, TRAITS, CHARACTERISTICS, SKILLS, EXPERIENCE, AND BACKGROUND WHEN ENGAGING IN CLASSROOM, RESEARCH, OR SOCIAL ACTIVITIES?



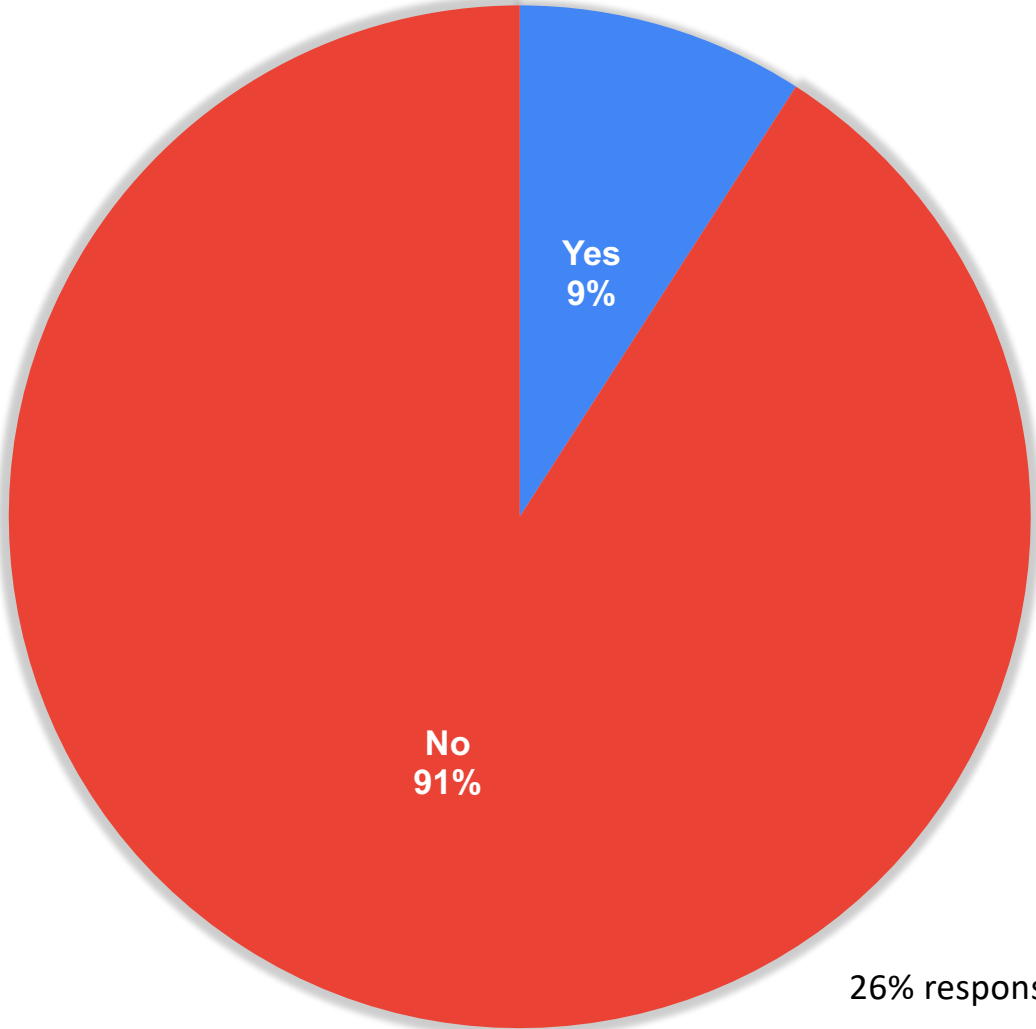
100% response rate

HAVE YOU EVER FACED ANY OBSTACLES IN YOUR CAREER PROGRESSION OR ABILITY TO PARTICIPATE FULLY IN IGG THAT ARE NOT EXPERIENCED BY MOST OF YOUR COLLEAGUES?



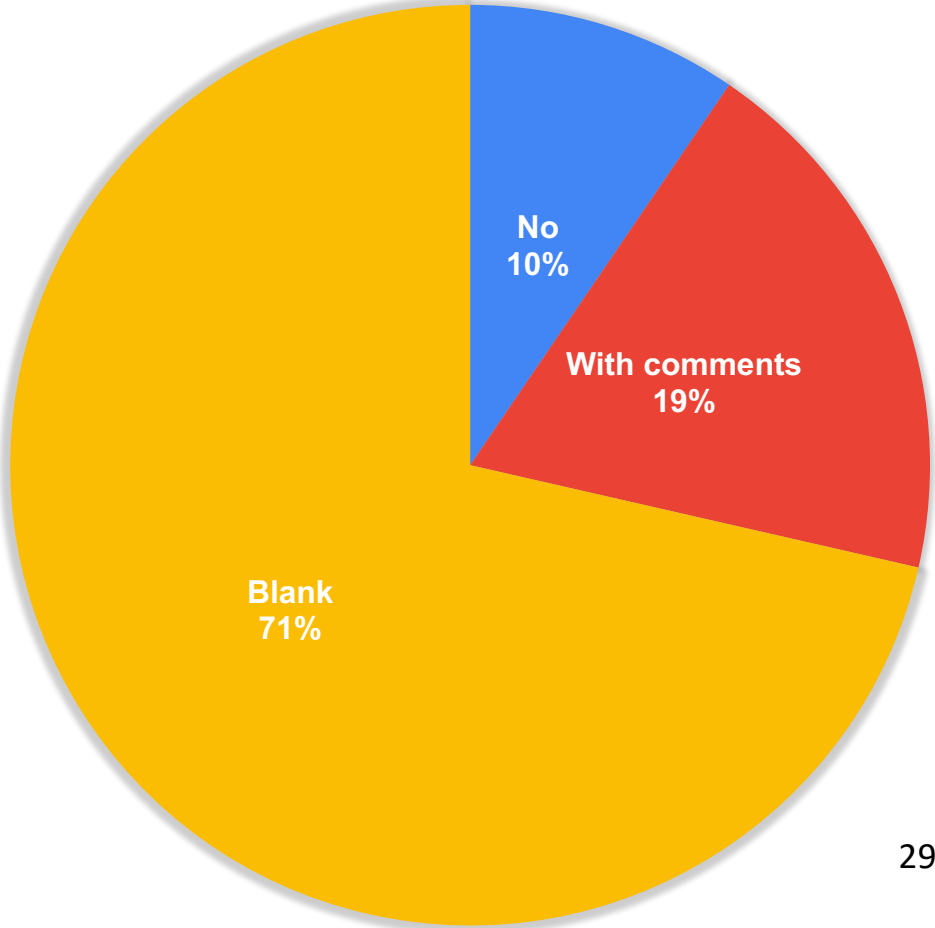
97.6% response rate

CAN YOU INDICATE ANY INSTANCE IN WHICH YOU PERCEIVED THAT DEI PRACTICES WERE OVERLOOKED IN A QUALIFYING EXAM?



26% response rate

**DO YOU HAVE ANY OTHER THOUGHTS ON DEI AT IGG
YOU WOULD LIKE TO SHARE?**



29% response rate
