



## Survey for HFE in Diversity, Inclusion and Social Justice: A Practical Primer

Dear session participant:

The Human Factors in Sociotechnical Systems Laboratory at the University of Illinois at Urbana-Champaign is studying how human factors can be used to address issues related to diversity, equity and inclusion and perceptions about this session and the Society as a whole.

In this study we collect data on your perceptions of this session, the diversity/inclusion climate of HFES, and future activities involving HFE and diversity, inclusion and social justice. This information will be used in a report back to the Society on this special session, to set priorities for future events and to provide recommendations to the Society.

We need your help. We are asking you to fill out this questionnaire. It will take at most 20 minutes of your time.

When completing the questionnaire, you can leave blank any questions that you do not want to answer. Remember that your responses are strictly confidential and will be closely guarded. Please try to answer all the questions.

To answer the questions, check the appropriate box (or boxes) on the scale. For example:

1. Do you currently conduct research using HFE to address diversity?

- Yes
- No
- Do not know.

If you do not know the answer to a question, or are unable to say, select do not know, unable to say or prefer not to answer.

We appreciate the time you are taking to complete this questionnaire and hope that the information will help us create computer and information systems that are less vulnerable!

Thank you for your participation!

*Abigail R. Woodbridge*



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Please tell us a bit about yourselves so we may understand the reach of this session.

1. What is your gender?
  - Male
  - Female
  - Other
  - Prefer not to answer
  
2. Do you consider yourself to be of Hispanic, Latino or of Spanish origin?
  - Yes
  - No
  - Prefer not to answer
  
3. What race do you consider yourself to be? CHOOSE ONE OR MORE
  - White or Caucasian
  - Black or African-American
  - Asian
  - American Indian or Alaska Native
  - Native Hawaiian or Other Pacific Islander
  - Other (write in): \_\_\_\_\_
  - Prefer not to answer
  
4. What is your age?
  - 18 – 24 years old
  - 25 – 34 years old
  - 35 – 44 years old
  - 45 – 54 years old
  - 55 – 64 years old
  - 65 – 74 years old
  - 75+
  
5. What is your primary employment sector?
  - Academia
  - Consulting
  - Government/military
  - Industry
  - Student
  - Other (write in): \_\_\_\_\_
  
6. What domain do you work or conduct research in?



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7. Does your work currently include attention to diversity, inclusion or social justice?
- Yes
  - No
  - Do not know
8. What is your HFES membership status
- Full member
  - Emeritus member
  - Associate member
  - Affiliate member
  - Student member
  - Non-member
  - Do not know

**Please tell us about your perspective on today's session.**

9. What was the topic of the mini-workshop you attended today?
- Ensuring inclusive excellence in HFE training and education?
  - Broadening participation in HFE
  - Potential partners (allies)
  - Considerations for conducting research
  - Do not know
10. How useful was the mini-workshop you attended today?
- Not at all useful
  - Slightly useful
  - Somewhat useful
  - Very useful
  - Extremely useful
  - Do not know
11. What activity focused on Diversity, Inclusion and Social Justice would you be interested in attending or participating in? CHOOSE ONE OR MORE.
- Panel
  - Half-day workshop
  - Full-day workshop
  - Online listserv/discussion forum
  - Special journal issue
  - Other (write in)
  - Do not know



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What topic would you be interested in learning more about? CHOOSE ONE OR MORE.

- Ensuring inclusive excellence in HFE training and education
- Broadening participation in HFE
- Developing cross-/multi-/trans-disciplinary partnerships for DISJ research
- Obtaining funding for HFE in DISJ research
- Conducting HFE in DISJ research
- Incorporating DISJ-focused HFE into industry-based work
- Applying HFE in entrepreneurial DISJ activities
- Other (write in)
- Do not know

12. Would you be interested in exchanging contact information with other session attendees?
- Yes (A link to do this is available on the information sheet to exchange contact information)
  - No
  - Do not know

Please tell us about your perspective on the Society by checking filling in one circle on each row.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unable to answer
13. I trust HFES to be fair to all members and students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. The leadership of HFES is committed to treating people respectfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I am valued as an individual by HFES.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I feel that my work or studies contribute to the mission of HFES.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. This last year, I have had opportunities at HFES to develop professionally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. At HFES, my opinions matter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. In HFES, I have opportunities to work successfully in settings with diverse colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Someone at HFES seems to care about me as an individual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. There is someone at HFES who encourages my development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I receive recognition and praise for my good work similar to others who do good work at HFES.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. I believe HFES manages diversity effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unable to answer
24. In HFES, I experience respect among individuals and groups with various cultural differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. If I raised a concern about discrimination, I am confident HFES would do what is right.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. I consider at least one of my co-attendees or fellow members to be a trusted friend.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. In HFES, I receive support for working with diverse groups and working in cross-cultural situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. In HFES, I am confident that my accomplishments are compensated similar to others who have achieved their goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. I feel connected to the vision, mission and values of HFES.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. I believe that HFES reflects a culture of civility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. I believe that in HFES harassment is not tolerated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. In HFES, there are opportunities for me to engage in service and community outreach.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. I feel that I am an integral part of HFES.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. The culture of HFES is accepting of people with different ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please tell us about your perspectives on human factors/ergonomics and diversity, inclusion and social justice.**

35. How important do you think it is for HFE training and education to include an emphasis on diversity and inclusion?
- Not at all important
  - Slightly important
  - Somewhat important
  - Very important
  - Extremely important
  - Do not know



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36. Please tell us more about important you think it is for HFE training and education to include an emphasis on diversity and inclusion. Why do you think it is important or not important to include such an emphasis?

37. How likely do you think HFE is to make an impact on issues related to diversity and inclusion?

- Not at all likely
- Slightly likely
- Somewhat likely
- Very likely
- Extremely likely
- Do not know

38. Please tell us more about likely you think HFE is to make an impact on issues related to diversity and inclusion. Why do you believe HFE is likely or not likely to make an impact?

39. How likely are you to initiate a project or study using HFE to address issues related to diversity and inclusion?

- Not at all likely
- Slightly likely
- Somewhat likely
- Very likely



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- Do not know
- Extremely likely

40. Please tell us more about what impacts how likely you are to initiative a project or study using HFE to address issues related to diversity and inclusion. Why are you likely or not likely to begin such a project?

41. If you were to start an HFE-based project addressing diversity and inclusion, what would you focus on (e.g., research in a specific domain, activities to increase student participation, etc.)?



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42. What is one critical societal issue or problem where you think HFES could have a meaningful and positive impact on society?

43. What is one concrete strategy HFES could implement to have a meaningful and positive impact on society? (open ended)

**Thank you very much for your participation.**