Diversity Engagement Survey: Frequently Asked Questions

What is a Diversity Engagement Survey?
It is an engagement survey designed to assess and measure the diversity and inclusion climate across the academic center setting at University of Arizona College of Medicine-Phoenix (College of Medicine-Phoenix) for faculty, staff, residents, fellows and post-docs. Aggregate data may be used for research and by completing the survey, you consent to have your responses used in possible research.

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 College of Medicine-Phoenix in aggregate form.

Who is eligible to complete the survey?
The survey is open to University of Arizona College of Medicine and Banner University Medical Group students, faculty, staff, residents, fellows and post-docs.

When will the survey be available?
The survey is now available online. Simply click this link to begin: https://des.surveystar.com/phoenix/

When does the survey end?
The deadline for sharing your thoughts with us is 11:59 pm, Monday, April 19, 2021 MST.

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, faculty, staff, residents, fellows and post-docs participate, the more accurately we can evaluate College of Medicine-Phoenix’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 College of Medicine-Phoenix 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 College of Medicine-Phoenix 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 College of Medicine-Phoenix.

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 Diversity Strategic Plan.

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

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. The results of the survey may be used for future research.

What if I don’t have access to a computer?
Participants who do not have access to a computer at home may complete the survey at any alternate location with internet service or computer (e.g. friend’s home, public library). You can also complete over a cellular phone.

Whom should I contact if I have a technical question about the survey?
Please contact the Office of Equity, Diversity and Inclusion at 602-827-2575 or compnx-diversity@email.arizona.edu

The DES and its supporting documents are the result of a collaborative effort between the University of Massachusetts Medical School and the Association of American Medical Colleges, and being distributed by an independent third party, DataStar.