Demographic Question Wording used in Campus Climate Surveys
Courtesy of the Office of Inclusive Excellence (Employee Climate Survey),
the ^CSU Job Application Portal (adapted), and the *EAB (Student Climate Survey)

Gender

How do you describe your gender identity (select all that apply):

- Agender
- Cisgender
- Man
- Non-binary/Gender Queer/Gender Non-Conforming
- Trans/Transgender
- Trans Man/Masculine
- Trans Woman/Feminine
- Two Spirit
- Woman
- Prefer not to disclose
- The gender I most closely align with is not listed (please specify): ____

Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced.
In an attempt to understand this complexity and how various genders experience the campus, we are using
these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an
attempt to understand the experiences of all genders on campus.

In general, how do you see yourself? (please answer all three scales)

Not at all (0) to Very (6)

- Feminine
- Masculine
- Androgynous

What term best describes your race and/or ethnicity (select all that apply):

- Asian (A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam)
- Black or African American (A person having origins in any of the black racial groups of Africa)
- Hispanic or Latinx (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race)
- Native American or Alaska Native or First Nations (A person having origins in any of the original peoples of North and South America, including Central America)
- Native Hawaiian or Other Pacific Islander (A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands)
• White (A person having origins in any of the original peoples of Europe, the Middle East, or North Africa)
• Prefer not to disclose
• The race/ethnicity I most closely align with is not listed (please specify): ______

What type(s) of disabilities do you have? (Check all that apply.)
• Acquired/Traumatic Brain Injury
• Attention Deficit/Hyperactivity Disorder
• Asperger's/Autism Spectrum
• Blind/Low Vision
• Deaf/Hard of Hearing
• Cognitive or Learning Disability
• Chronic Illness/Medical Condition
• Mental Health/Psychological Condition
• Physical/Mobility condition that affects walking/sitting/standing
• Physical/Mobility condition that does not affect walking/sitting/standing
• Speech/Communication Condition
• Other (please specify): ______

Do you identify in the LGBTQIA+ community?
• Yes
• No
• Prefer not to respond

*What term best describes your citizenship or residence status?
• U.S. citizen
• Permanent U.S. resident, not a citizen
• Undocumented/DREAMer/DACA/student with Mixed-Status Family
• Foreign national, international student (or on a student visa)
• Prefer not to respond
• Other: _____

Are you a first-generation college student? (A CSU First Generation student is one whose parents have not completed a bachelor's degree.)
• Yes
• No
• Prefer not to respond