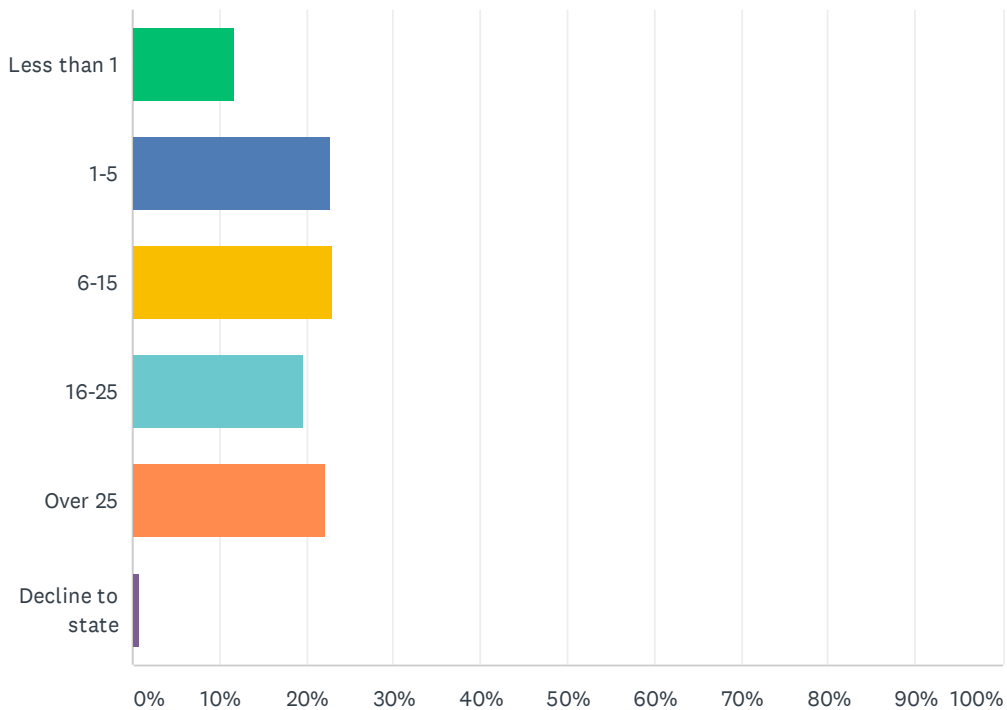


Q1 How many years have you been a member of SLA?

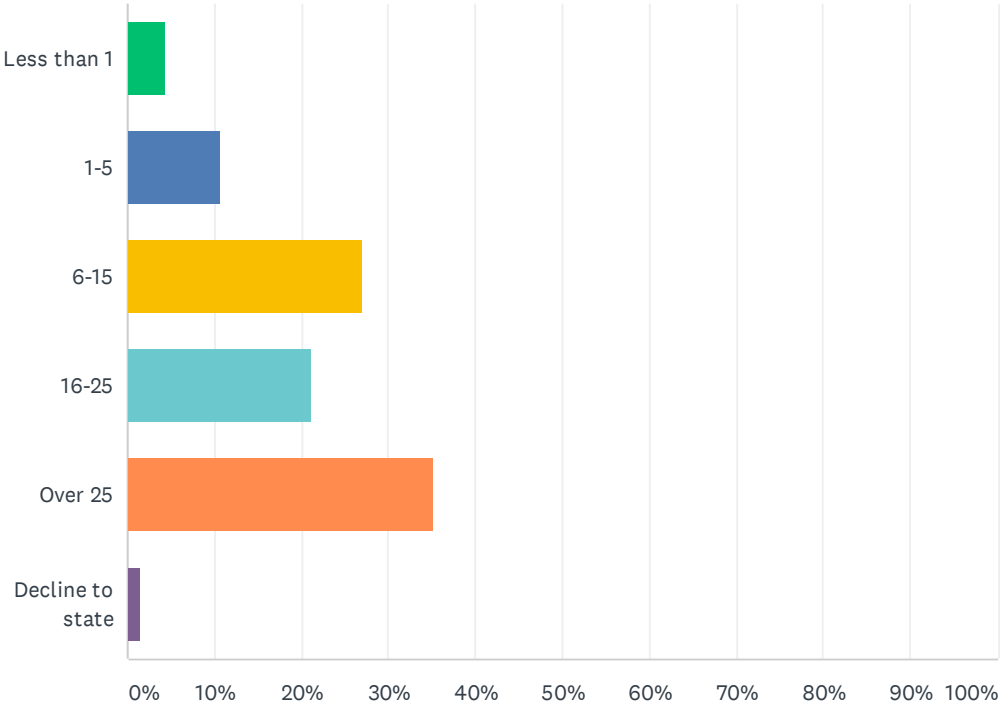
Answered: 515 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1	11.65%	60
1-5	22.72%	117
6-15	23.11%	119
16-25	19.61%	101
Over 25	22.14%	114
Decline to state	0.78%	4
TOTAL		515

Q2 How many years have been an information professional?

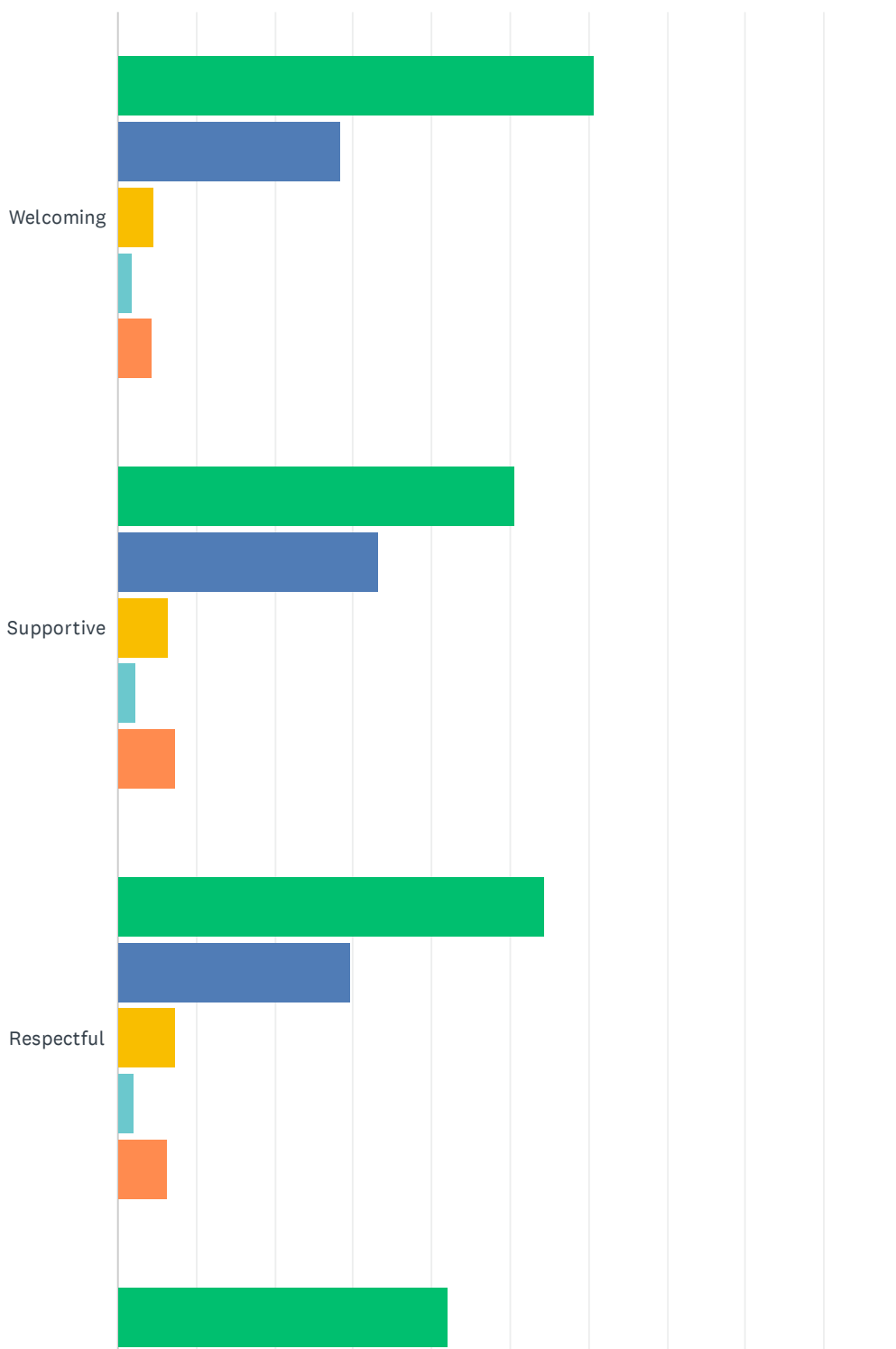
Answered: 512 Skipped: 3



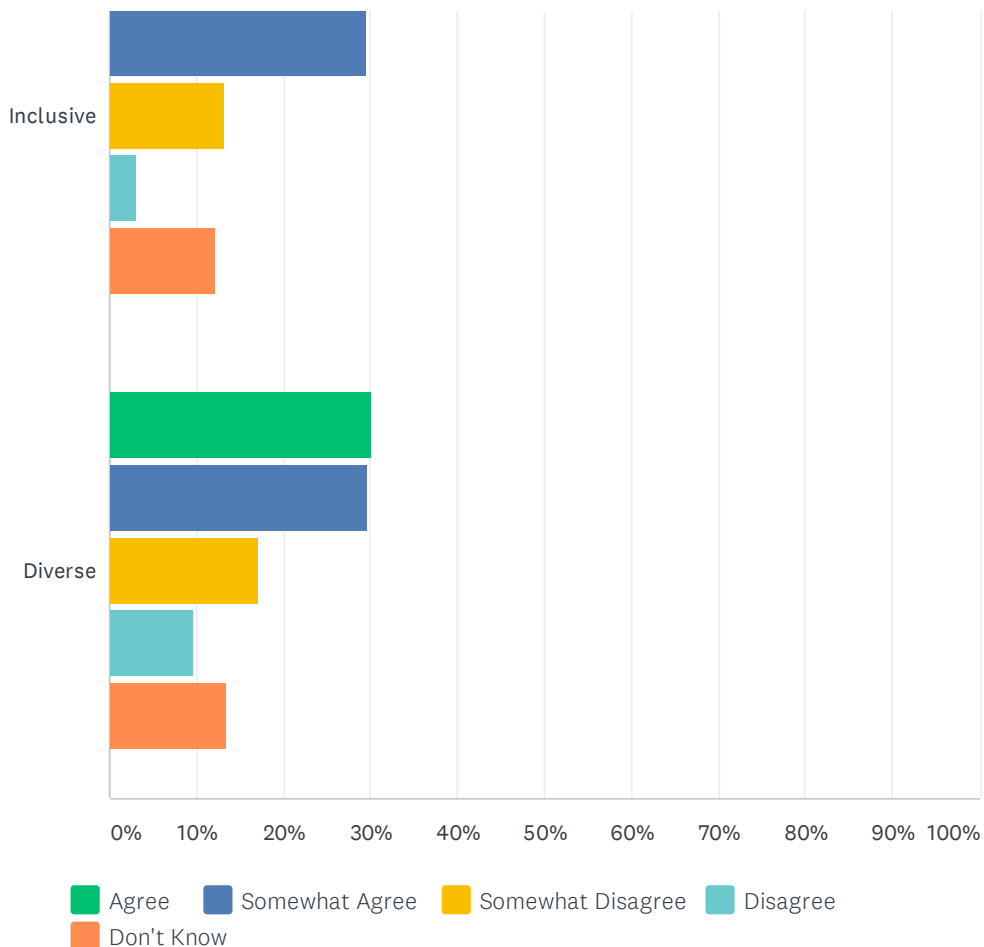
ANSWER CHOICES	RESPONSES
Less than 1	4.49% 23
1-5	10.74% 55
6-15	26.95% 138
16-25	21.09% 108
Over 25	35.16% 180
Decline to state	1.56% 8
TOTAL	512

Q3 Climate in SLA is defined as the current attitudes, behaviors, and standards of members, leadership, staff, vendors, and colleagues concerning the level of respect for individual needs, abilities, and potential. Please rate your level of agreement with the following statement: My experience has been that the SLA climate is:

Answered: 510 Skipped: 5



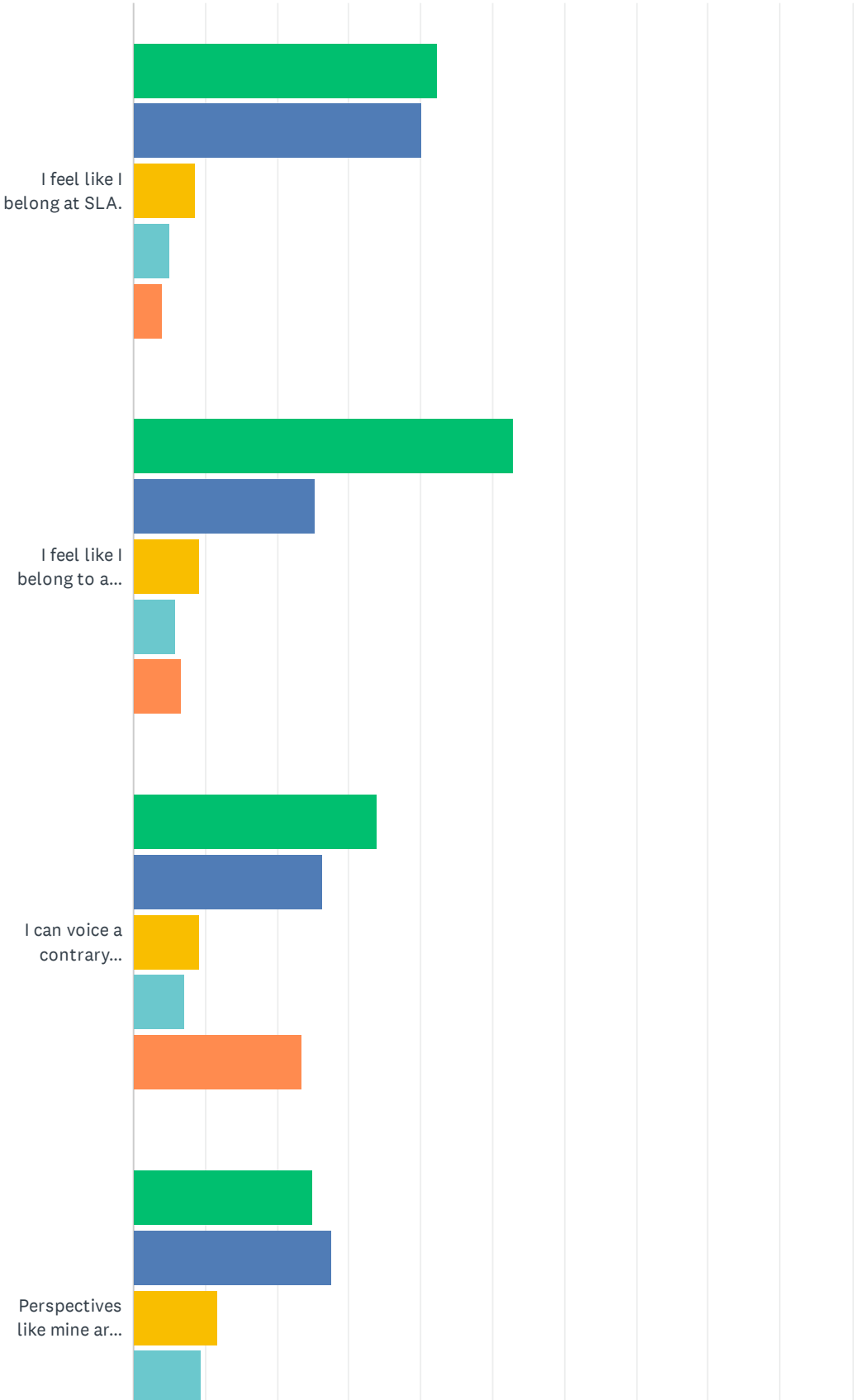
SLA Public Policy, Diversity, and Mentoring Survey



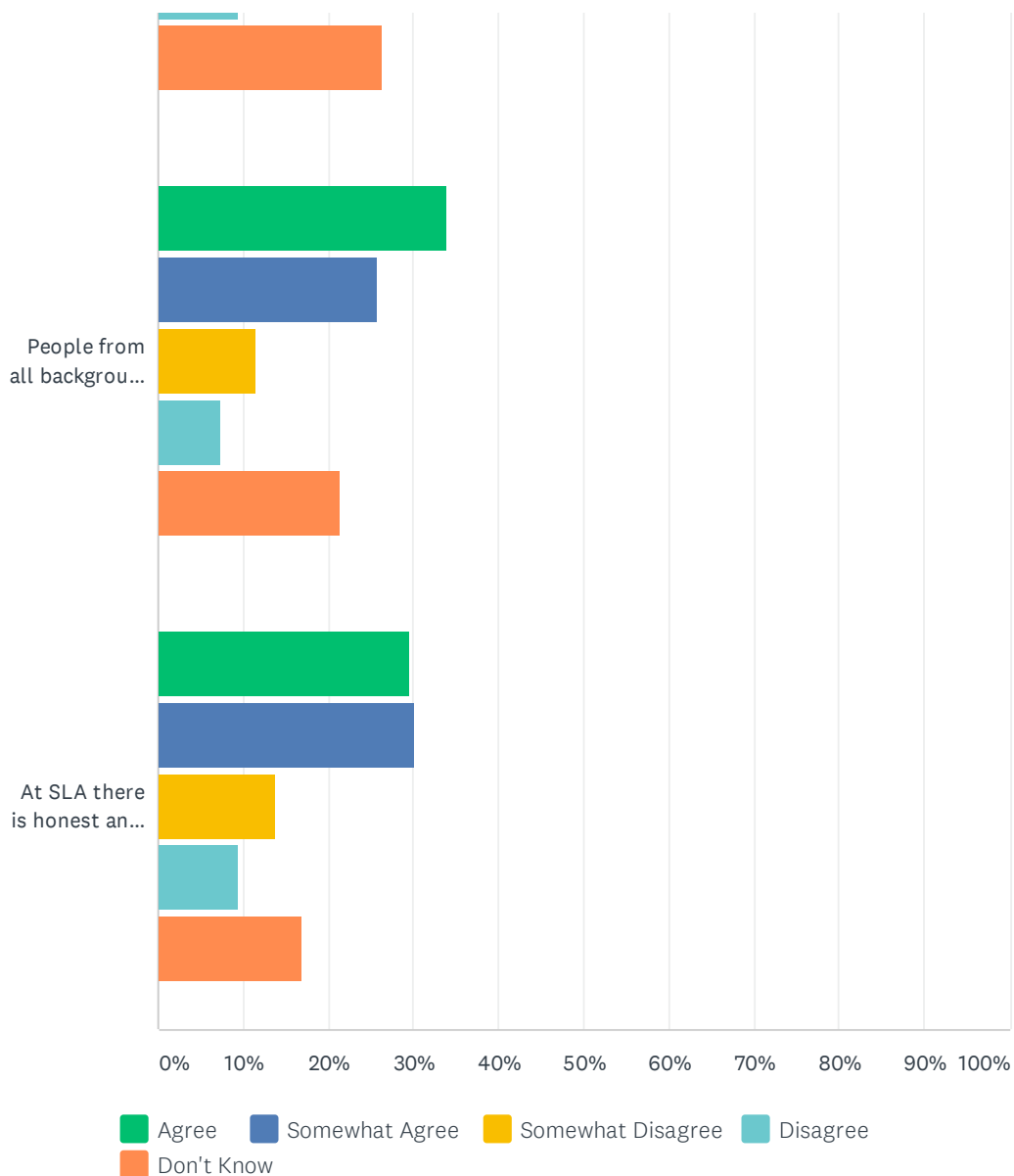
	AGREE	SOMEWHAT AGREE	SOMEWHAT DISAGREE	DISAGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Welcoming	60.59% 309	28.43% 145	4.71% 24	1.96% 10	4.31% 22	510	1.61
Supportive	50.69% 258	33.20% 169	6.48% 33	2.36% 12	7.27% 37	509	1.82
Respectful	54.44% 276	29.78% 151	7.30% 37	2.17% 11	6.31% 32	507	1.76
Inclusive	42.04% 214	29.47% 150	13.16% 67	3.14% 16	12.18% 62	509	2.14
Diverse	30.04% 152	29.64% 150	17.19% 87	9.68% 49	13.44% 68	506	2.47

Q4 Please rate your level of agreement with the following statements:

Answered: 512 Skipped: 3



SLA Public Policy, Diversity, and Mentoring Survey

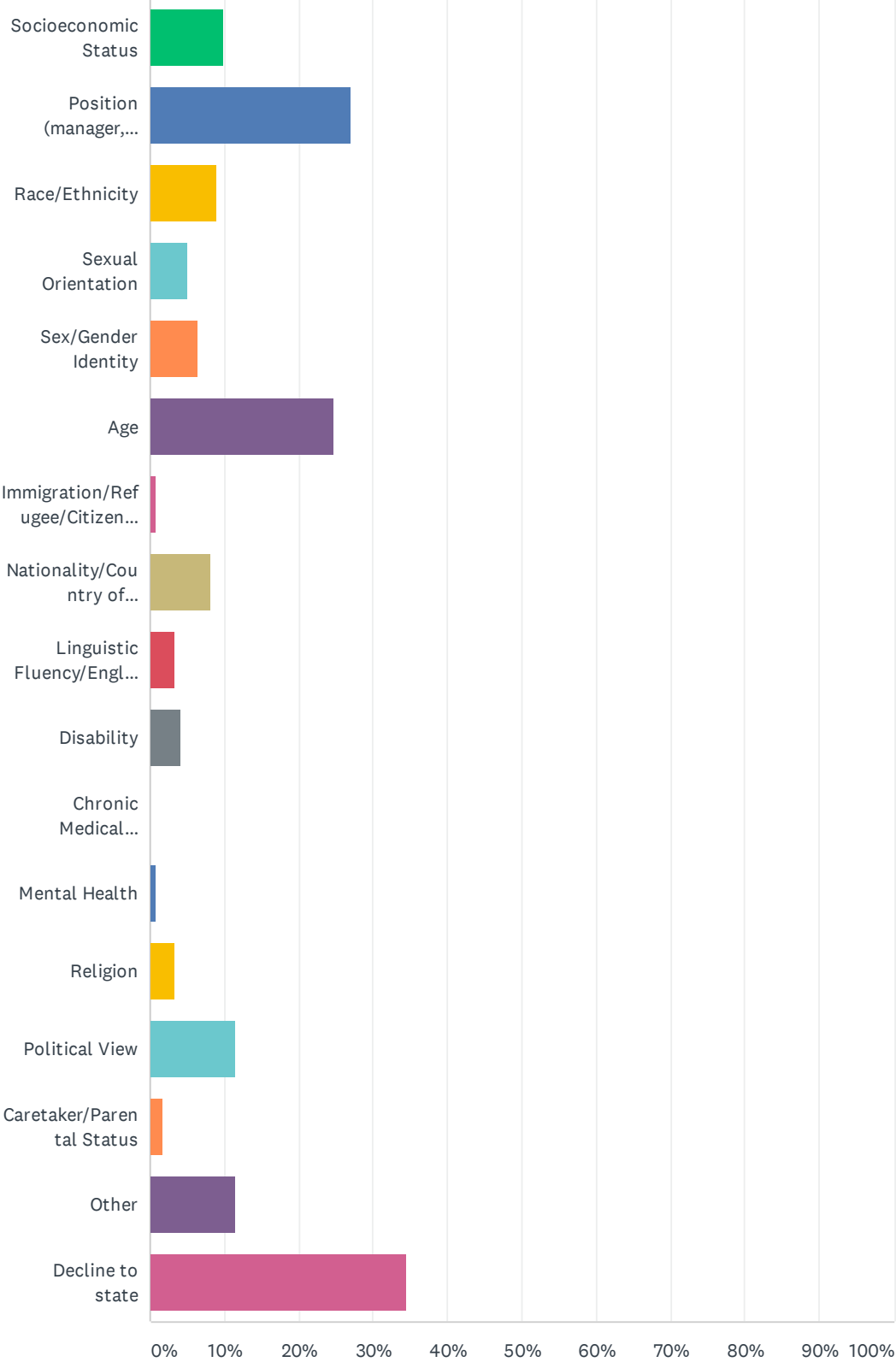


	AGREE	SOMEWHAT AGREE	SOMEWHAT DISAGREE	DISAGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
I feel like I belong at SLA.	42.16% 215	40.20% 205	8.63% 44	5.10% 26	3.92% 20	510	1.88
I feel like I belong to a unit within SLA.	52.93% 271	25.39% 130	9.18% 47	5.86% 30	6.64% 34	512	1.88
I can voice a contrary opinion without fear of negative consequences.	33.86% 173	26.42% 135	9.20% 47	7.05% 36	23.48% 120	511	2.60
Perspectives like mine are included in decision-making.	25.00% 128	27.54% 141	11.72% 60	9.38% 48	26.37% 135	512	2.85
People from all backgrounds have equal opportunity to succeed at SLA.	33.98% 174	25.78% 132	11.52% 59	7.42% 38	21.29% 109	512	2.56
At SLA there is honest and open communication.	29.55% 151	30.14% 154	13.89% 71	9.39% 48	17.03% 87	511	2.54

Q5 Refer to the following definitions for the upcoming questions: Discrimination is differential actions towards others because of their marginalized group membership. Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. Over the past year, have you personally experienced discrimination/microaggressions within SLA for any of the following? Check all that apply.

Answered: 122 Skipped: 393

SLA Public Policy, Diversity, and Mentoring Survey

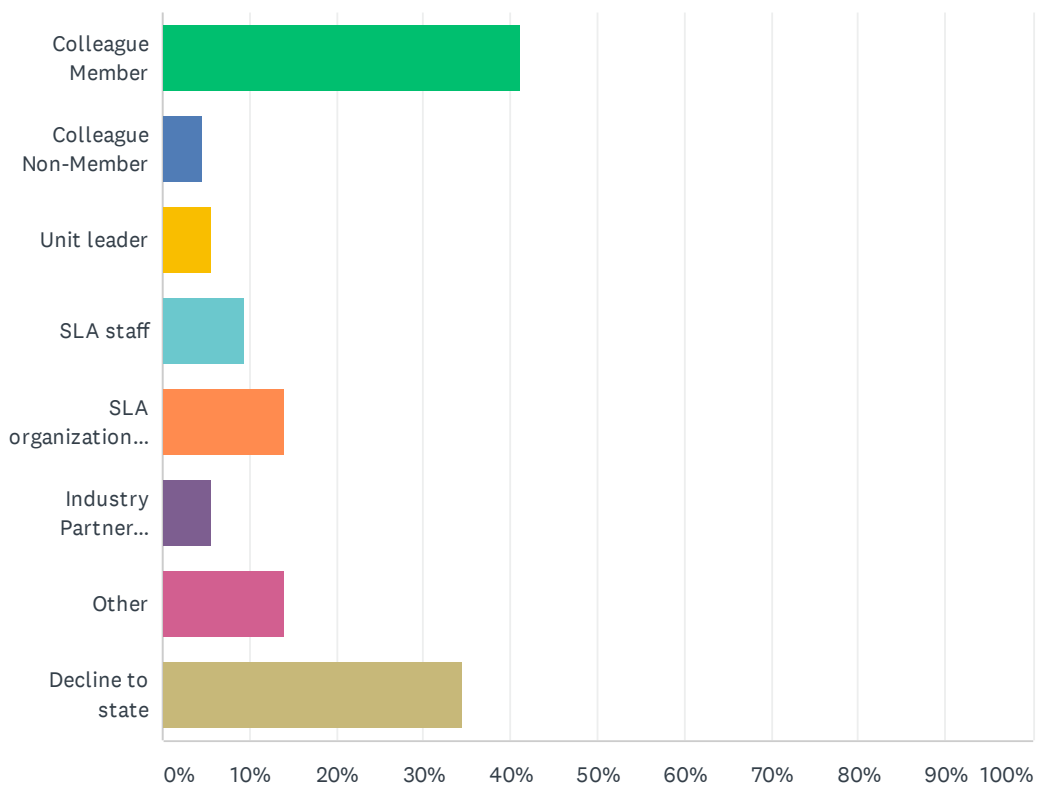


SLA Public Policy, Diversity, and Mentoring Survey

ANSWER CHOICES	RESPONSES	
Socioeconomic Status	9.84%	12
Position (manager, staff, unit leader, etc.)	27.05%	33
Race/Ethnicity	9.02%	11
Sexual Orientation	4.92%	6
Sex/Gender Identity	6.56%	8
Age	24.59%	30
Immigration/Refugee/Citizenship Status	0.82%	1
Nationality/Country of Origin/Country of Residence	8.20%	10
Linguistic Fluency/English Proficiency	3.28%	4
Disability	4.10%	5
Chronic Medical Condition	0.00%	0
Mental Health	0.82%	1
Religion	3.28%	4
Political View	11.48%	14
Caretaker/Parental Status	1.64%	2
Other	11.48%	14
Decline to state	34.43%	42
Total Respondents: 122		

Q6 If you answered “Yes” to Question 5, who was the person who inflicted bias, discrimination, harassment, or microaggressions at SLA? Check all that apply.

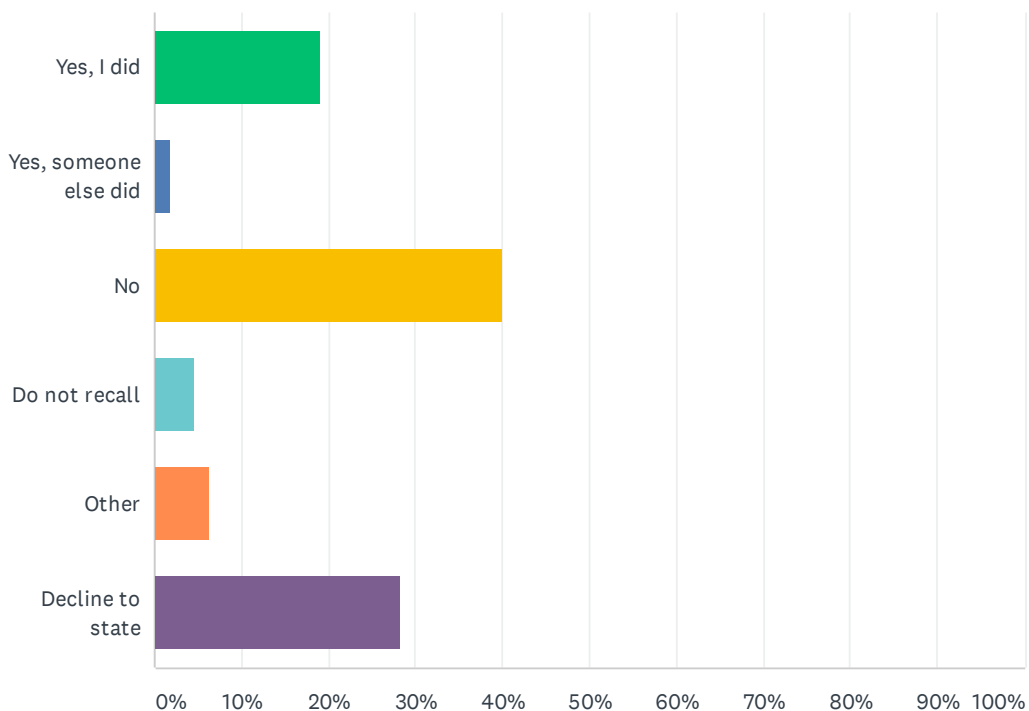
Answered: 107 Skipped: 408



ANSWER CHOICES	RESPONSES	
Colleague Member	41.12%	44
Colleague Non-Member	4.67%	5
Unit leader	5.61%	6
SLA staff	9.35%	10
SLA organizational leader (SLA Board member, etc.)	14.02%	15
Industry Partner (Vendor)	5.61%	6
Other	14.02%	15
Decline to state	34.58%	37
Total Respondents: 107		

Q7 If you answered “Yes” to question 5, did you or someone confront the person who inflicted this bias, discrimination, harassment, or microaggression?

Answered: 110 Skipped: 405



ANSWER CHOICES	RESPONSES
Yes, I did	19.09% 21
Yes, someone else did	1.82% 2
No	40.00% 44
Do not recall	4.55% 5
Other	6.36% 7
Decline to state	28.18% 31
TOTAL	110

Q8 If you answered "Yes" to Question 7 above, please indicate what resources for support you used (if any).

Answered: 28 Skipped: 487

Q9 As we consider what services SLA could potentially offer to help individuals cope with discrimination, please suggest anything you would consider utilizing.

Answered: 80 Skipped: 435

Q10 Please explain any instances in which you ever felt isolated or without a sense of community in SLA.

Answered: 127 Skipped: 388

Q11 What is SLA doing well (at either the association or unit level, or both) to improve climate within our association? Please elaborate.

Answered: 156 Skipped: 359

Q12 If you have other ideas for specific actions you would like SLA to take to improve diversity, equity, community, and inclusion, please describe below.

Answered: 99 Skipped: 416

Q13 Is there anything else you would like us to ask in a possible future climate survey?

Answered: 39 Skipped: 476

Q14 Please add any additional information you would like us to know as we strive to improve the climate here in SLA.

Answered: 73 Skipped: 442