Sinclair Diversity Audit Interview Summary Overview

The following summary document is representative of a series of 19 interviews conducted over a period of six weeks, beginning February 23 through April 7, 2017. The interview participants included 9 members of leadership (including the board), 4 directors, 4 members from staff and security, and 2 students. Each participant was asked to respond to the following 8 questions:

#	Questions
1.	What comes to mind when you hear the term "Diversity and Inclusion"? What does it mean to you?
2.	Respond to the following statement with a "yes" or "no": *Sinclair demonstrates a strong commitment to valuing diversity and inclusion as a strategic imperative.* a. If "Yes", to what extent on a scale of 1 – 5, with 5 being the highest? b. What's the evidence of that? c. If not rated a 5, what keeps it from being a 5? d. If "No", what's the evidence? What's missing?
3.	What are some of the strengths and challenges as relates to supporting diversity and inclusion at Sinclair? a. What helps? b. What gets in the way?
4.	How frequently does diversity and inclusion surface as a topic or agenda item in leadership meetings? (always, frequently, sometimes, never) a. Who's bringing it up and what are they saying?
5.	What type of training and support has been provided to faculty, staff and administrators as relates to diversity and inclusion?
6.	What/what else should Sinclair do to demonstrate a strong commitment to valuing diversity and inclusion?
7.	On a scale of 1 – 5, how important do you <u>personally</u> feel that diversity and inclusion is to an organization like Sinclair? Explain.
8.	How do you see your role in supporting diversity and inclusion here? a. What are you doing/could you be doing/should you be doing to help? b. To what extent do you feel you're kept in the loop regarding the diversity and inclusion initiatives here? (Scale of 1 – 5) c. What additional help do you need in order to be more effective in supporting diversity and inclusion at Sinclair?