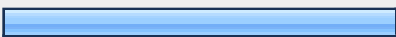
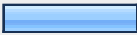


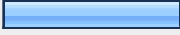
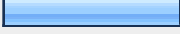
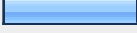


# CIMC Diversity Survey

1. How long have you been coming to CIMC?			Response Percent	Response Count
Less than 1 year			30.8%	8
<b>1-5 years</b>			<b>46.2%</b>	<b>12</b>
6-10 years			7.7%	2
11-15 years			11.5%	3
16-20 years			3.8%	1
20 years or more			0.0%	0
		<b>answered question</b>		<b>26</b>
		<b>skipped question</b>		<b>1</b>

2. How frequently do you come to CIMC?			
		Response Percent	Response Count
Daily		0.0%	0
<b>Weekly</b>		<b>34.6%</b>	<b>9</b>
3-4- times per week		11.5%	3
Some weekends		7.7%	2
Monthly		7.7%	2
Bimonthly		15.4%	4
Three times a year		15.4%	4
Once a year		11.5%	3
		<i>answered question</i>	<b>26</b>
		<i>skipped question</i>	<b>1</b>

3. It is important to me that CIMC is a welcoming and inclusive place to all regardless of race, ethnicity, socio-economic status (level of income, education, employment).								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	N/A or unsure	Rating Average	Response Count
Choose one	11.1% (3)	0.0% (0)	3.7% (1)	3.7% (1)	<b>81.5% (22)</b>	0.0% (0)	4.44	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

4. I think it is important to study and work towards inclusion within CIMC.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	N/A	Rating Average	Response Count
Choose one	7.4% (2)	3.7% (1)	7.4% (2)	7.4% (2)	<b>74.1% (20)</b>	0.0% (0)	4.37	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

5. CIMC fulfills its goal of welcoming all people regardless of race or ethnicity.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	N/A or unsure	Rating Average	Response Count
Choose one	0.0% (0)	11.1% (3)	18.5% (5)	14.8% (4)	<b>29.6% (8)</b>	25.9% (7)	3.85	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

6. CIMC fulfills its goal of welcoming all people regardless of socioeconomic status (level of income, education, employment).								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	N/A or unsure	Rating Average	Response Count
Choose one	0.0% (0)	7.7% (2)	19.2% (5)	23.1% (6)	19.2% (5)	<b>30.8% (8)</b>	3.78	26
	<i>answered question</i>							<b>26</b>
	<i>skipped question</i>							<b>1</b>

7. CIMC serves the interests and needs of a particular race or ethnicity better than others.									
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	unsure or don't know	Rating Average	Response Count	
Choose one	11.1% (3)	7.4% (2)	18.5% (5)	<b>22.2% (6)</b>	18.5% (5)	<b>22.2% (6)</b>	3.38	27	
	<i>answered question</i>								<b>27</b>
	<i>skipped question</i>								<b>0</b>

8. CIMC serves the interests and needs of a particular socioeconomic group better than others.									
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count	
Choose one	3.7% (1)	7.4% (2)	14.8% (4)	<b>33.3% (9)</b>	18.5% (5)	22.2% (6)	3.71	27	
	<i>answered question</i>								<b>27</b>
	<i>skipped question</i>								<b>0</b>

9. My race, ethnicity or skin color is a barrier to my involvement or participation at CIMC.									
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count	
Choose one	<b>51.9% (14)</b>	22.2% (6)	3.7% (1)	14.8% (4)	3.7% (1)	3.7% (1)	1.92	27	
	<i>answered question</i>								<b>27</b>
	<i>skipped question</i>								<b>0</b>

10. My socioeconomic status (level of income, education or employment) is a barrier to my involvement or participation at CIMC.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	29.6% (8)	<b>33.3% (9)</b>	14.8% (4)	18.5% (5)	0.0% (0)	3.7% (1)	2.23	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

11. Over time, my sense of belonging and comfort at CIMC has increased.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	0.0% (0)	7.4% (2)	22.2% (6)	<b>40.7% (11)</b>	25.9% (7)	3.7% (1)	3.88	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

12. My participation in the following has increased my sense of belonging and comfort at CIMC:							
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Rating Average	Response Count
Classes	8.7% (2)	0.0% (0)	<b>39.1% (9)</b>	26.1% (6)	26.1% (6)	3.61	23
Dharma talks	0.0% (0)	0.0% (0)	<b>42.9% (9)</b>	38.1% (8)	19.0% (4)	3.76	21
Sittings	4.0% (1)	4.0% (1)	<b>36.0% (9)</b>	28.0% (7)	28.0% (7)	3.72	25
Interviews	9.5% (2)	0.0% (0)	<b>33.3% (7)</b>	<b>33.3% (7)</b>	23.8% (5)	3.62	21
Retreats	4.5% (1)	0.0% (0)	22.7% (5)	31.8% (7)	<b>40.9% (9)</b>	4.05	22
Workshops	4.0% (1)	0.0% (0)	<b>36.0% (9)</b>	24.0% (6)	<b>36.0% (9)</b>	3.88	25
	<i>answered question</i>						<b>27</b>
	<i>skipped question</i>						<b>0</b>

13. If participation has not led to increased comfort at CIMC, what would you say is the reason for that?		Response Count
		6
	<i>answered question</i>	<b>6</b>
	<i>skipped question</i>	<b>21</b>

14. I understand the criteria and process for becoming a practice leader.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	11.1% (3)	22.2% (6)	11.1% (3)	11.1% (3)	11.1% (3)	<b>33.3% (9)</b>	2.83	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

15. I am interested in becoming a practice leader.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	7.4% (2)	<b>33.3% (9)</b>	22.2% (6)	14.8% (4)	3.7% (1)	18.5% (5)	2.68	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

16. I understand the process for becoming a board member.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	19.2% (5)	26.9% (7)	7.7% (2)	0.0% (0)	3.8% (1)	<b>42.3% (11)</b>	2.00	26
	<i>answered question</i>							<b>26</b>
	<i>skipped question</i>							<b>1</b>

17. I am interested in becoming a board member.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	22.2% (6)	25.9% (7)	<b>29.6% (8)</b>	7.4% (2)	7.4% (2)	7.4% (2)	2.48	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>

18. A person could participate in CIMC's Leadership structure as a practice leader regardless of her/his:								
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Unsure or don't know	Rating Average	Response Count
Race	8.0% (2)	4.0% (1)	8.0% (2)	<b>36.0% (9)</b>	28.0% (7)	16.0% (4)	4.20	25
Ethnicity	8.0% (2)	4.0% (1)	8.0% (2)	<b>36.0% (9)</b>	28.0% (7)	16.0% (4)	4.20	25
Socioeconomic status	8.0% (2)	8.0% (2)	8.0% (2)	<b>28.0% (7)</b>	<b>28.0% (7)</b>	20.0% (5)	4.20	25
	<i>answered question</i>							<b>25</b>
	<i>skipped question</i>							<b>2</b>

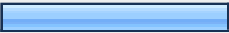
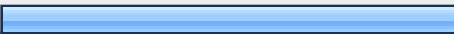
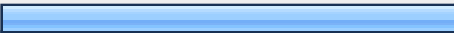
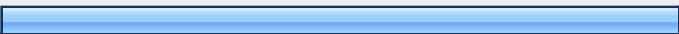
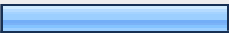
19. A person could participate in CIMC's leadership structure as a staff member regardless of her/his:									
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Unsure or don't know	Rating Average	Response Count	
Race	8.0% (2)	0.0% (0)	8.0% (2)	28.0% (7)	<b>32.0% (8)</b>	24.0% (6)	1.00	25	
Ethnicity	8.0% (2)	0.0% (0)	8.0% (2)	28.0% (7)	<b>32.0% (8)</b>	24.0% (6)	1.00	25	
Socioeconomic status	8.0% (2)	0.0% (0)	12.0% (3)	<b>28.0% (7)</b>	24.0% (6)	<b>28.0% (7)</b>	1.00	25	
	<i>answered question</i>								<b>25</b>
	<i>skipped question</i>								<b>2</b>



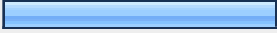
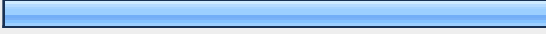
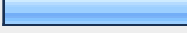
20. A person could participate in CIMC's leadership structure as a board member regardless of her/his:									
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Unsure or don't know	Rating Average	Response Count	
Race	7.7% (2)	0.0% (0)	7.7% (2)	23.1% (6)	<b>30.8% (8)</b>	<b>30.8% (8)</b>	1.00	26	
Ethnicity	7.7% (2)	0.0% (0)	7.7% (2)	23.1% (6)	<b>30.8% (8)</b>	<b>30.8% (8)</b>	1.00	26	
Socioeconomic status	7.7% (2)	3.8% (1)	15.4% (4)	19.2% (5)	23.1% (6)	<b>30.8% (8)</b>	1.00	26	
	<i>answered question</i>								<b>26</b>
	<i>skipped question</i>								<b>1</b>


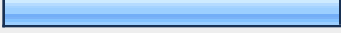
21. A person could participate in CIMC's leadership structure as a teacher regardless of her/his:								
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Unsure or don't know	Rating Average	Response Count
Race	7.7% (2)	3.8% (1)	15.4% (4)	23.1% (6)	<b>34.6% (9)</b>	15.4% (4)	4.19	26
Ethnicity	7.7% (2)	3.8% (1)	15.4% (4)	23.1% (6)	<b>34.6% (9)</b>	15.4% (4)	4.19	26
Socioeconomic status	7.7% (2)	7.7% (2)	15.4% (4)	19.2% (5)	<b>34.6% (9)</b>	15.4% (4)	4.12	26
	<i>answered question</i>							<b>26</b>
	<i>skipped question</i>							<b>1</b>

22. Race, ethnicity or skin color is a barrier to my involvement or participation at a leadership level at CIMC.								
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Unsure or don't know	Rating Average	Response Count
Choose one	<b>33.3% (9)</b>	22.2% (6)	7.4% (2)	14.8% (4)	3.7% (1)	18.5% (5)	2.18	27
	<i>answered question</i>							<b>27</b>
	<i>skipped question</i>							<b>0</b>



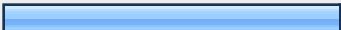

23. Do you volunteer at CIMC: (circle all that apply)


		Response Percent	Response Count
Practice leader		0.0%	0
Cook or cook's assistant		20.0%	1
Gardening		40.0%	2
Retreat/workshop manager		0.0%	0
Library		0.0%	0
Flier yogi		0.0%	0
Greeter		40.0%	2
<b>House cleaning</b>		<b>60.0%</b>	<b>3</b>
Flower yogi		0.0%	0
Tape transcription		0.0%	0
Announcer/recorder for Dharma Talk		0.0%	0
Office Assistant		20.0%	1
	Other (please specify)		4
	<b>answered question</b>		<b>5</b>
	<b>skipped question</b>		<b>22</b>

24. Age(please check one):			Response Percent	Response Count
Under 18			0.0%	0
18-24			4.0%	1
25-34			8.0%	2
35-44			24.0%	6
<b>45-54</b>			<b>48.0%</b>	<b>12</b>
55-64			16.0%	4
65 or over			0.0%	0
		<b>answered question</b>		<b>25</b>
		<b>skipped question</b>		<b>2</b>

25. Gender			Response Percent	Response Count
<b>Female</b>			<b>70.4%</b>	<b>19</b>
Male			29.6%	8
Transgender			0.0%	0
		<b>answered question</b>		<b>27</b>
		<b>skipped question</b>		<b>0</b>

26. Do you identify with being a member of any of the following groups (understanding these categories are imperfect):

		Response Percent	Response Count
Black/African American/Caribbean/African descent		18.5%	5
Caucasian		0.0%	0
<b>East or Southeast Asian</b>		<b>37.0%</b>	<b>10</b>
Indigenous/Native American/American Indian		0.0%	0
Latino/a, Hispanic		29.6%	8
South Asian		14.8%	4
Other (identify if not one of these categories)			2
		<b>answered question</b>	<b>27</b>
		<b>skipped question</b>	<b>0</b>

27. Nationality			
		Response Percent	Response Count
USA		100.0%	21
	Other (identify nationality if not US)		4
		<i>answered question</i>	21
		<i>skipped question</i>	6

28. Location of residence (city and state):			
		Response Count	
		22	
		<i>answered question</i>	22
		<i>skipped question</i>	5