

## 2023 COMMUNITY BELONGING SURVEY

Salem is a diverse community with well-established neighborhoods, a family-friendly ambiance, and a small-town feel. **These qualities reflect values that contribute to a diverse, welcoming, inclusive, and friendly community.**

This annual survey helps to identify how we are doing in being a diverse, welcoming, inclusive, and friendly community by assessing discrimination that you may have witnessed or experienced. This survey is conducted by Western Oregon University graduate students in partnership with the City of Salem Human Rights Commission (HRC).

Survey results are used to identify and implement ways to increase diversity, welcomeness, and inclusion in Salem. In 2022, the City of Salem added housing status as a protected class because survey results reflected that people experiencing homelessness were also experiencing significant discrimination. **The survey isn't just a rote process; it is a path for systems change!**

The survey is expected to take 5-10 minutes. Your individual responses will remain confidential. They will be combined with the responses of others for analysis purposes. We value your perspectives and your voice!

### Q1 What is your age?

- 17 years and under *[If marked, thank and dismiss]*
- 18 - 24 years
- 25 - 29 years
- 30 - 39 years
- 40 - 49 years
- 50 - 59 years
- 60 - 69 years
- 70 years or more

### Q2 Do you currently live or work in Salem, Oregon?

- Yes, I live or work in Salem
- No, but I live or work near Salem (less than 20 miles away)
- No, I do not live or work in or near Salem *[If marked, thank and dismiss]*

### Q3 How much do you agree or disagree with each of the following statements?

#### Q3A Salem is a welcoming community for someone like me.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

#### Q3B Salem is a welcoming community for people of all identities and demographics.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

**For this survey, we will use the following definition:** *Discrimination occurs when someone is treated unfairly or differently because of their age, race, color, national origin, language spoken, gender, gender identity, sexual orientation, religion, marital/parental/familial status, mental or physical disability, weight or body type, income, or housing status.*

### Based on this definition...

#### ALL ABOUT OTHERS!

**Q4 In the past 12 months, have you witnessed or heard about SOMEONE ELSE experiencing discrimination in Salem, Oregon?**

- Yes
- No *[If marked, skip to Q8]*

**Q5 In the past 12 months, which types of discrimination have you witnessed or heard about SOMEONE ELSE experiencing discrimination in Salem, Oregon. [Check all that apply.]**

- |  |   |
|--|---|
| <input type="radio"/> Age                            | <input type="radio"/> Physical Disability                         |
| <input type="radio"/> Race / Color / National Origin | <input type="radio"/> Weight or Body Type                         |
| <input type="radio"/> Language Spoken                | <input type="radio"/> Marital Status / Parental / Familial Status |
| <input type="radio"/> Gender                         | <input type="radio"/> Income                                      |
| <input type="radio"/> Gender Identity                | <input type="radio"/> Housing Status                              |
| <input type="radio"/> Sexual Orientation             | <input type="radio"/> Other (please specify): _____               |
| <input type="radio"/> Religion                       | _____   |
| <input type="radio"/> Mental Disability              | <input type="radio"/> Prefer not to say                           |

**Q6 In the past 12 months, about how often did you witness or hear about OTHERS experiencing discrimination in Salem, Oregon?**

- |  |                              |
|--|------------------------------|
| <input type="radio"/> Rarely (1-2 times in last year)        | <input type="radio"/> Weekly |
| <input type="radio"/> Occasionally (3-10 times in last year) | <input type="radio"/> Daily  |
| <input type="radio"/> Monthly                                |                              |

**Q7 In the past 12 months, in what places or situations have you witnessed or heard about discrimination occurring in Salem, Oregon? [Check all that apply]**

- |  |   |
|--|---|
| <input type="radio"/> Business (examples: bank, restaurant, shop)                        | <input type="radio"/> Online with a LOCAL group/neighbor                  |
| <input type="radio"/> Church   | <input type="radio"/> Public Transportation (example: buses)              |
| <input type="radio"/> Government office or agency  | <input type="radio"/> Public outdoor spaces (examples: parks and streets) |
| <input type="radio"/> Healthcare setting (examples: doctor's office, hospital, pharmacy) | <input type="radio"/> School  |
| <input type="radio"/> Housing (examples: finding housing, getting repairs)               | <input type="radio"/> Work  |
|  | <input type="radio"/> Other (please specify): _____                       |

**ALL ABOUT YOU!**

**Q8 In the past 12 months, have YOU personally experienced discrimination in Salem, Oregon?**

- |                           |  |
|---------------------------|--|
| <input type="radio"/> Yes | <input type="radio"/> No <i>[If marked, skip to Q12]</i> |
|---------------------------|--|

**Q9 In the past 12 months, which types of discrimination have YOU personally experienced in Salem, Oregon. [Check all that apply.]**

- |  |   |
|--|---|
| <input type="radio"/> Age                            | <input type="radio"/> Physical Disability                         |
| <input type="radio"/> Race / Color / National Origin | <input type="radio"/> Weight or Body Type                         |
| <input type="radio"/> Language Spoken                | <input type="radio"/> Marital Status / Parental / Familial Status |
| <input type="radio"/> Gender                         | <input type="radio"/> Income                                      |
| <input type="radio"/> Gender Identity                | <input type="radio"/> Housing Status                              |
| <input type="radio"/> Sexual Orientation             | <input type="radio"/> Other (please specify): _____               |
| <input type="radio"/> Religion                       | _____   |
| <input type="radio"/> Mental Disability              | <input type="radio"/> Prefer not to say                           |

**Q10 In the past 12 months, how often have you experienced discrimination in Salem, Oregon based on HOUSING STATUS?**

- |   |                              |
|---|------------------------------|
| <input type="radio"/> I did not experience discrimination in Salem in the past year based on housing status |                              |
| <input type="radio"/> Rarely (1-2 times in last year)   | <input type="radio"/> Weekly |
| <input type="radio"/> Occasionally (3-10 times in last year)  | <input type="radio"/> Daily  |
| <input type="radio"/> Monthly   |                              |

**Q11 In the past 12 months, in what places or situations have you experienced discrimination in Salem, Oregon based on HOUSING STATUS? [Check all that apply]**

- I did not experience discrimination in Salem in the past year based on housing status
- Business (examples: bank, restaurant, shop)
- Church
- Government office or agency
- Healthcare setting (examples: doctor's office, hospital, pharmacy)
- Housing (examples: finding housing, getting repairs)
- Online with a LOCAL group/neighbor
- Public Transportation (example: buses)
- Public outdoor spaces (examples: parks and streets)
- School
- Work
- Other (please specify): \_\_\_\_\_

**ABOUT YOU AND OTHERS!**

**Q12 Overall, how would you rate the level of discrimination in Salem, Oregon?**

- Excellent: almost no discrimination
- Good: small amount of discrimination
- Average: medium amount of discrimination
- Poor: quite a bit of discrimination
- Failing: a lot of discrimination
- Prefer not to say / Not certain

**Q13 Please comment on why you marked that rating for the level of discrimination. (optional)**

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**HRC AWARENESS**

**Q14 Were you aware (before this survey) that the City of Salem has a Human Rights Commission (HRC)?**

- Yes
- No *[If marked, skip to Q16]*

**Q15 How did you learn about the Human Rights Commission (HRC)?**

- School
- Work
- Newspaper
- Website
- Social media
- Personal interaction
- Past Human Rights Commission survey
- Other (please specify): \_\_\_\_\_

**SURVEY AWARENESS**

**Q16 How did you find this survey?**

- City of Salem Facebook page, Instagram, website, or email
- Organization or group posted or emailed about it
- Friend or family member sent it to me
- I was given a paper survey
- Other: \_\_\_\_\_

**BIAS CRIMES**

*A bias crime is a crime against a person or their property due to discrimination. These crimes can include damage to property, criminal threats, assaults, or harassment.*

**Q17 If you were the target of a bias crime, how comfortable would you be in reporting it to the Salem Police Department?**

- Very uncomfortable
- Somewhat uncomfortable
- Neutral
- Somewhat comfortable
- Very comfortable
- Prefer not to say

**Q18 Please comment on why you would be uncomfortable or comfortable reporting a bias crime to the Salem Police Department. (optional)**

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**DEMOGRAPHICS**

**Q19 How do you currently describe your gender identity? Please select the *one* you most identify with.**

- |  |  |
|--|--|
| <input type="radio"/> Genderqueer/Non-binary | <input type="radio"/> Transgender Woman                                  |
| <input type="radio"/> Intersex               | <input type="radio"/> Woman  |
| <input type="radio"/> Man                    | <input type="radio"/> Prefer to self-describe (please specify):<br>_____ |
| <input type="radio"/> Transgender Man        | <input type="radio"/> Prefer not to say                                  |

**Q20 How do you describe your race/ethnicity? Please select the *one* you most identify with.**

- |  |   |
|--|---|
| <input type="radio"/> African American or Black  | <input type="radio"/> White   |
| <input type="radio"/> Asian  | <input type="radio"/> Bi- or Multi-Racial   |
| <input type="radio"/> Indigenous Native American or Alaska Native                        | <input type="radio"/> Another race or ethnicity not listed here<br>(please specify):<br>_____ |
| <input type="radio"/> Indigenous Latin American  | <input type="radio"/> Prefer not to say   |
| <input type="radio"/> Latino/a/e   |   |
| <input type="radio"/> Middle Eastern   |   |
| <input type="radio"/> Pacific Islander / Micronesian / Native<br>Hawaiian / Kānaka Maoli |   |

**Q21 Do you identify as a member of the LGBTQIA+ community in regards to your sexual or romantic orientation?**

- |                                   |   |
|-----------------------------------|---|
| <input type="radio"/> Yes         | <input type="radio"/> No                |
| <input type="radio"/> Questioning | <input type="radio"/> Prefer not to say |

**Q22 Do you have a disability?**

- Yes
- No
- Prefer not to say

**Q23 Are you a military veteran?**

- Yes
- No
- Prefer not to say

**Q24 Have you experienced homelessness?**

- Yes, I am currently experiencing homelessness
- Yes, I have previously experienced homelessness but am not currently
- No, I have not experienced homelessness
- Prefer not to say

**Q25 Is there anything else about community belonging that you want to mention? (optional)**

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Thank you for participating in this survey!