

# Boxborough Diversity Equity and Inclusion Committee Survey

**\*\*Download a Spanish, Portuguese, or Chinese versions of the content below from the DEIC website or pick up a print version from the Sargent Memorial Library or at the Town Hall.\*\***

To better understand the needs of our community, we need to hear from as many individuals as possible. This survey should take approximately 5 - 15 minutes to complete. The data collected will be anonymous. If you do opt to include an email address at the end of the survey, your identity will be known to the DEIC committee, who will keep your responses confidential.

The survey will be closed in a month and data will be analyzed and reported back to the community as part of our charge to raise awareness of diversity in town; make Boxborough a more welcoming, equitable and inclusive place; and propose ways to increase diversity, inclusivity and equity in town.

PLEASE SUPPORT DIVERSITY, EQUITY AND INCLUSION IN BOXBOROUGH, BY FILLING OUT THIS SURVEY.

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\* Required

Untitled Title

Untitled Title

1. What is your connection to Boxborough?

*Check all that apply.*

- Resident
- Work here

2. How many years have you lived/worked in Boxborough?

*Mark only one oval.*

- Less than 5 years
- 5-10 years
- More than 10 years

3. What is your age?

*Mark only one oval.*

12-18

19-24

25-34

35-44

45-59

60-74

>75

4. Which category best describes you? You may select more than one from the options below.

*Check all that apply.*

American Indian or Alaska Native (E.g.: Navajo nation, Blackfeet tribe, Mayan, Aztec, Native Village or Barrow Inupiat Traditional Government, Nome Eskimo Community, etc)

Asian (E.g.: Chinese, Filipino, Asian Indian, Pakistani, Vietnamese, Korean, Japanese, etc)

Black or African American (E.g.: Jamaican, Haitian, Nigerian, Ethiopian, Somalian, etc)

Hispanic, Latinx or Spanish origin (E.g.: Mexican or Mexican American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian, etc)

White (E.g.: German, Irish, English, Italian, Polish, French, etc)

Middle Eastern or North African (E.g.: Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, etc)

Native Hawaiian or Other Pacific Islander (E.g.: Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, etc)

Other:  \_\_\_\_\_

5. What religious group do you identify with?

*Mark only one oval.*

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Humanist
- Jewish
- Muslim
- Pagan
- Unitarian Universalist
- None
- Other: \_\_\_\_\_

6. What is your current gender?

*Check all that apply.*

- Male
- Female
- Intersex
- Nonbinary
- Transgender
- A gender not listed here
- Prefer not to say

7. Do you think of yourself as:

*Mark only one oval.*

- Heterosexual or straight (that is, sexually attracted only to people of your opposite gender)
- Homosexual or gay/lesbian (that is, sexually attracted only to people of your same gender)
- Bisexual (that is, sexually attracted to both men and women)
- Pansexual (sexual attraction not limited by gender)
- Not sure
- Other: \_\_\_\_\_

8. In a typical year, how often do you interact with people who are culturally different from you?

*Mark only one oval.*

- Daily
- Weekly
- Monthly
- Never

9. How comfortable are you discussing race and racial issues with other Boxborough residents of different racial backgrounds?

*Mark only one oval.*

	1	2	3	4	5	
Not comfortable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Comfortable

10. How comfortable are you discussing race and racial issues with other Boxborough residents of same racial backgrounds?

*Mark only one oval.*

	1	2	3	4	5	
Not comfortable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Comfortable

11. I feel the decisions made by current town leadership (Selectboard) reflect a commitment to Diversity, Equity, and Inclusion for the community

*Mark only one oval.*

- Strongly Agree
- Agree
- No opinions
- Disagree
- Strongly Disagree
- I am unaware of town leadership decisions



13. If you have felt like you've been treated unfairly, please share any details that you are comfortable sharing or would like us to know.

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14. If you have experienced racism or other identity related conflicts, where has it happened? (Please check all that apply.) \*

*Check all that apply.*

- On the streets (while walking)
- On the streets (while driving)
- At school
- While visiting homes
- In my own home
- In stores or other public spaces
- On social media
- At town meetings
- At town events

Other:  \_\_\_\_\_

15. If you would like to expand on the last question, please share what you are comfortable sharing or would like us to know.

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16. I feel safe to fully express my following identity in Boxborough

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Income level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion/Faith	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Have you experienced any of the following in Boxborough? (Please check all that apply)

Check all that apply.

- Ageism
- Classism
- Disability discrimination
- Gender identity discrimination
- Homophobia
- Racism or Colorism
- Religion or faith based discrimination (e.g., Anti-Semitism, Islamophobia, etc.)
- Sexism
- Xenophobia (prejudice against people from other countries)
- None of the above

Other:  \_\_\_\_\_

18. If you faced unfair treatment based on your identity, who do you trust to help? (Please check all that apply.)

*Check all that apply.*

- Police
- School
- Social Media
- Town Management
- There are no public avenue who can help

Other:  \_\_\_\_\_

19. If better options are needed, what are they?

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20. I can raise issues about unfair treatment based on identity without fear of consequences.

*Mark only one oval.*

- Yes
- No
- Other: \_\_\_\_\_

21. Do you feel that each of the following Boxborough services responds appropriately and with integrity to issues of racism? \*

*Mark only one oval per row.*

	Yes	No	N/A
Town Management (Town Hall)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fire Department and EMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Council on Aging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreation Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sargent Memorial Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transfer Station	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selectboard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. If you do not feel that the town management and services respond appropriately and with integrity to incidents of racism, would you elaborate?

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23. What should the Town of Boxborough do to further efforts of diversity, equity, and inclusion?  
Please check all that apply.

*Check all that apply.*

- Provide training to the Selectboard and other committees
- Create cohesive town policies and procedures to handle and respond to racist events
- Create incident reporting and tracking system
- Review current training for staff
- Hire more diverse workforce
- Set goals and action plans to improve diversity, equity, and inclusion for the next 5 years

Other:  \_\_\_\_\_

24. Please describe 1-2 challenges that you see for Boxborough regarding diversity, equity and inclusion

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25. Please share any suggestions or next steps for Boxborough regarding diversity, equity, and inclusion

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26. If you would like us to follow up with you, please share with us your email address. (If email is shared, your responses will no longer be anonymous, and may become known to any of 10 members of the Boxborough DEIC.)

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# Google Forms