Diversity and Inclusion at the District, Section, and Chapter Level

These are a guidance. The local Districts, Sections and Chapters (DSCs)are free to edit or add to these questions.

Request the DSCs to share their results with ITE's D&I committee

1. I feel accepted within ITE's __ District/Section/Chapter
    a. Participating and interacting at ITE events
    b. ITE's online communities and forums
2. I feel comfortable within ITE's District/Section/Chapter
    a. Participating and interacting at ITE events
    b. ITE's online communities and forums
3. I feel safe within ITE
    a. Participating and interacting at ITE events
    b. ITE's online communities and forums
4. I feel included in ITE as an organization and by other members
5. I feel respected by ITE and its leadership
6. I feel respected by my fellow ITE members

1. I can voice a contrary opinion within my chapter without fear of negative consequences.
2. I can voice a contrary opinion within my section without fear of negative consequences.
3. I can voice a contrary opinion within my district without fear of negative consequences.
4. I can voice a contrary opinion within ITE International without fear of negative consequences.

1. Perspectives like mine are included in decision making within ITE.
2. At ITE events, people's opinions are valued whether they are from the public or private sector
3. At ITE events, people's opinions are valued whether they are planners, engineers or other transportation professionals
4. ITE has a clear definition of what is considered a respectful organization.
5. At __ District/Section/Chapter ITE events, people are treated respectfully regardless of their race/ethnicity
6. At __ District/Section/Chapter ITE events, people are treated respectfully regardless of their color
7. I believe that diverse identities, ideas, and ways of thinking and working are valued in ITE.

__ District/Section/Chapter Events

1. At ITE events, people are treated respectfully regardless of their gender
2. At ITE events, people are treated respectfully regardless of their age
3. At ITE events, people are treated respectfully regardless of their sexual orientation
4. At ITE events, people are treated respectfully regardless of their gender identity
5. At ITE events, people are treated respectfully regardless of their veterans status
6. At ITE events, people are treated respectfully regardless of their religious beliefs
7. At ITE events, people are treated respectfully regardless of their disability
8. At ITE events, people are treated respectfully regardless of their socioeconomic status
9. At ITE events, people are treated respectfully regardless of their political affiliation

1. I have personally witnessed prejudice or discrimination toward diverse groups at ITE events.
2. When I have a problem or complaint about ITE activities or policies, I feel I can speak up without fear of retaliation or reprisals.
3. If I had a concern about harassment or discriminatory treatment, I would feel comfortable reporting that concern.
4. If I had a concern about harassment or discriminatory treatment, I would know where to report that concern.
5. I can participate in ITE events as my genuine self
6. I do not need to change the way I talk, dress, or other aspects of myself in order to feel comfortable at ITE events.
7. I believe that the ITE leadership is committed to diversity.
8. I feel that I need to mask or downplay one or more aspects of my physical, cultural, spiritual, or emotional self in ITE events.

Diversity and Inclusion at __ District/Section/Chapter

1. Where are you with Diversity & Inclusion within your District/Section/Chapter
2. What are we doing well with regards to D&I?
3. Have there been good D&I related ITE events at your District/Section/Chapter
4. Would having a D&I coordinator for the District be helpful?
5. How should we measure how we are doing with D&I?
6. What could we be doing differently?

Anything else we need to know on D&I?