



Stockton University Cultural Diversity Audit

Answers to Frequently Asked Questions

What is a “cultural audit”?

A cultural audit is an examination of an organization’s cultural characteristics (its assumptions, norms, values and practices) to find out to what extent they hinder or support its mission. The focus of Stockton’s cultural audit will be diversity and inclusion.

What can Stockton gain from a cultural audit at this time?

A cultural audit will provide an independent benchmark of the University’s norms, values, assumptions and practices as they relate to diversity and inclusion. This can then form the focus of campus dialogue regarding who we are, where we want to be and how we will achieve our goals. As such, it is part of assessing institutional effectiveness.

A cultural audit will enhance Stockton’s current culture. We intend to discover issues that inhibit inclusion and equity for all members, in order to engage diversity more effectively. This is also an opportunity to say who we are as a community, what we value, and whether we are living what we say.

Our plan is to:

- Create an opportunity for dialogue among different constituencies on issues of diversity.
- Recognize the issues of unintentional exclusion that may be found in formal and informal policies and practices.
- Increase awareness of our strengths and challenges as they relate to creating a more inclusive community.
- Value to a greater extent multicultural perspectives and realities.

How is cultural audit conducted?

The key components of a cultural audit are focus groups, interviews and an on-line survey.

What is a Focus Group?

A focus group is similar to a group interview. Eight to 12 participants will come together for 90 minutes to discuss issues of diversity at Stockton. A trained facilitator will ask questions and participants will be free to interact with one another as they respond. Focus groups provide insight and information to add to that gained through the on-line survey.



How will participants be selected?

All faculty and staff will be asked to participate via an email invitation. (Please note that it is possible we will receive more responses than we need.) We recognize that everyone has multiple identities, and we ask individuals to identify one for the purpose of joining a focus group. Students will be recruited through the Office of the Dean of Students.

How long will it take me to complete the on-line survey?

Approximately 10 to 12 minutes.

How will confidentiality be maintained?

The consultants will administer the survey in a manner consistent with strict confidentiality practices and procedures established by the University with regards to surveys of this kind. Focus group participants will sign a confidentiality agreement; this will protect the participants' identities and their positions on issues. The report from the focus group sessions will not associate individuals with specific statements, nor will it contain the names of the participants.

How is "diversity" being defined?

In using the word "diversity", we intend to respond to the concerns and desires of all constituencies at Stockton. In doing so, we accept our responsibility to create and preserve an environment that is free from prejudice and discrimination. "Diversity" is not just about numbers. It's also about how people relate to each other and how they feel.

Please note that our definition will continue to evolve, as a result of the cultural audit.

Hasn't Stockton already addressed diversity?

Yes, much has taken place to enhance diversity at Stockton. But this is the first time Stockton has implemented a cultural audit. As with other aspects of institutional performance, we intend to discover what we are doing well, and what else we need to achieve. We view this as an ongoing process.

What will be done with the results?

Following the audit, the consultants will provide recommendations for discussion and action to the entire Stockton Community. Resulting action steps will increase opportunities for Stockton to enhance the extent to which we are a welcoming and inclusive community.

If you have questions that have not been covered in this FAQ, please send an email to: ide@stockton.edu