

Welcome.

Thank you for participating in this anonymous survey. The survey will take about 15-20 minutes to complete. The Commonwealth-appointed Special Investigation Team is conducting this survey to better understand the environment and culture of VMI as an institution, and we appreciate your input.

But before we get to the survey, we first need your agreement on a few specific conditions. Please read each of the following statements and indicate your agreement by checking the box next to each statement.

I currently am or have been one of or both of the following:

- a VMI Cadet and/or
- a VMI employee (i.e., faculty, staff or administrator)

- I have a direct invitation to participate in this research.

I will complete this survey only once. I will not in any way attempt to interfere with the administration of this survey. And, I will not attempt to influence anyone else to take the survey, not take the survey, or give any particular responses to the survey.

-

I agree not to discuss my answers to this survey with anyone else, including but not limited to: friends, family members, roommates, other cadets, faculty, staff, administrators, alumni, and journalists, reporters, or other members of the media.

-

I will answer the survey questions with my honest opinions and to the best of my ability.

-

I agree not to post, share, otherwise copy or distribute any part of the survey through any oral, written, or electronic means, including, but not limited to: blogs, message boards, social media, e-mails, instant messaging, text messaging, or social networking sites.

-

I understand that I may not be informed of the results of this research.

-

Your participation is voluntary, but very important. Our focus is on the institution and not on any individual. We will not ask questions that could be used to personally identify you. We are not asking you to provide information that you believe you have

a personal or professional obligation to keep secret. In particular, please do not provide any information you learned through an attorney-client relationship, or through deliberations with a governing body where lawyers were present. Otherwise, we encourage you to answer every question that you feel comfortable answering.

Again, your responses to this survey will be anonymous. If you wish to communicate directly with the Special Investigation Team, please do so by calling to leave a voicemail at 202-831-6777 or sending an e-mail to VMIRewiew@btlaw.com. If you contact the Team by one of these means, your identity will be kept confidential.

Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly Agree	Not enough information to respond
warranted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Personally, how much do you support or oppose the following?

	Strongly oppose	Somewhat oppose	Somewhat support	Strongly support
Reforming the Honor Court system of discipline.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The removal of the statue of Stonewall Jackson	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Removing symbols associated with the Confederacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your current connection to VMI? (Please check all that apply)

- Current Cadet
- VMI Alumni
- Faculty
- Staff
- Administration

In what time period did you graduate from VMI?

- 2016-2020
- 2011-2015
- 2006-2010
- 2001-2005
- 1996-2000
- 1991-1995
- 1986-1990
- 1981-1985
- 1976-1980
- 1971-1975
- 1966-1970
- 1961-1965
- 1956-1960
- 1951-1955
- 1950 or earlier
-

If applicable, what is your current rank, or the highest rank you achieved before retirement?

- O-1 (Second Lieutenant or Ensign)
- O-2 (First Lieutenant or Lieutenant Junior Grade)
- O-3 (Captain or Lieutenant)
- O-4 (Major or Lieutenant Commander)
- O-5 (Lieutenant Colonel or Commander)
- O-6 (Colonel or Captain)
- O-7 (Brigadier General or Rear Admiral Lower Half)
- O-8 (Major General or Rear Admiral Upper Half)
- O-9 (Lieutenant General or Vice Admiral)

- O-10 (General or Admiral)
- Other
- No rank
- I prefer not to respond

Are you or were you ever a cadet athlete?

- No
- Yes

There is a widespread feeling at VMI that diversity makes the Institute stronger.

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

VMI should have more women in positions of leadership.

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

VMI should have more people of color in positions of leadership.

- Strongly disagree

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

VMI leaders genuinely care about increasing the demographic diversity of the Institute.

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

White cadets disproportionately attain positions of leadership as compared with cadets of color,

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

The campus environment at VMI is welcoming to all types of people.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree

- Somewhat agree
- Strongly Agree

People of color have to do more than others to prove they belong at VMI.

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

Cadets at VMI socialize and hang out in groups that are racially integrated.

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

I feel comfortable being myself at VMI.

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

Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.

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

Cultural differences among cadets, staff, and instructors are celebrated.

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

VMI faculty care about getting the views and perspectives of all types of cadets.

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

VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.

- Strongly disagree
- Somewhat disagree

- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

I feel like I am part of the community at VMI

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

Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets?

People who are:

	None	A little	A lot
Cadet Athletes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBTQ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hispanic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Muslim	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian or Asian American	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
White	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jewish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Black	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.

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

It is harder for people of color to succeed at VMI than it is for white people

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

There is a culture of racial intolerance at VMI.

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

People at VMI are NOT treated differently because of their race.

- Strongly disagree
- Somewhat disagree

- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree
- I do not feel I have enough information to respond

News media reports of racially intolerant conduct at VMI are unfair to the institute.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree
- I am not familiar with any news media reports, or do not feel I have enough information to respond.

Racial intolerance has never been a problem at VMI.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree

- Somewhat agree
- Strongly Agree

VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.

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

People at VMI are NOT treated differently because of their gender.

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

News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.

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

- I am not familiar with any news media reports or do not feel I have enough information to respond.

There is a widespread feeling at VMI that diversity makes the Institute stronger.

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

Personally, how much do you support or oppose the following?

	Strongly oppose	Somewhat oppose	Somewhat support	Strongly support
Continuing the Rat Line, as it is.	○	○	○	○
Honoring VMI's role in the Battle of New Market.	○	○	○	○
Celebrating VMI's Southern heritage.	○	○	○	○

In your view, how much if any do the following things promote racial intolerance and/or discrimination?

	None	A little	A lot
The Rat Line.	○	○	○
Celebrating VMI's Southern Heritage.	○	○	○
The Honor Court.	○	○	○

Confederate symbols on post.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The statue of Stonewall Jackson.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Honoring VMI's role in the Battle of New Market	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Based on what you have seen and heard, how would you characterize support among the VMI Community for the following?

	No one wants this	A few people want this	Most people want this	Nearly everyone wants this
Reforming the Honor Court system of discipline .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The removal of the statue of Stonewall Jackson	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Removing symbols associated with the Confederacy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Based on what you have seen and heard, how would you characterize support among the VMI Community for the following?

	No one wants this	A few people want this	Most people want this	Nearly everyone wants this
Celebrating VMI's Southern heritage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing the Ratline, as it is.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Honoring VMI's Role in the Battle of New Market	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VMI's Honor Court System:

	Strongly Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
would benefit from updating some of its formal procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
is influenced by the race of the accused cadet.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
tends to be tougher on cadets of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
consistently upholds the Honor Coder.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
is influenced by whether a cadet is a cadet-athlete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
produces fair decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Aside from the Honor Court, other VMI disciplinary rules and procedures are:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly Agree
influenced by whether the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

accused is a
cadet-athlete.

fair.

tougher on
cadets of color

influenced by the
race of the
accused cadet

What are your feelings about the following aspects of the Honor courts?

	Should remain unchanged	Should be studied and possibly changed	Should be abolished
The secrecy of the proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The allowing of expulsion based on non-unanimous verdicts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The single-sanction policy of expulsion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The solicitation of faculty and cadets to gather information about other cadets covertly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The drum-out ceremony.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How frequently (if at all) have you personally experienced racial intolerance at VMI?

- Never
- Once or twice
- A few times
- More than a few times

How frequently, (if at all) have you witnessed first-hand racial intolerance at VMI?

- Never
- Once or twice
- A few times
- More than a few times

How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?

- Never
- Once or twice
- A few times
- More than a few times

How frequently (if at all) have you personally experienced the following at VMI?

	Never	Once or twice	A few times	More than a few times
Race-related violence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race-related threats of violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How frequently (if at all) have you witnessed the following at VMI?

	Never	Once or twice	A few times	More than a few times
Race-related violence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race-related threats of violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How frequently (if at all) has anyone told you directly that they experienced the following at VMI?

	Never	Once or twice	A few times	More than a few times
Race-related violence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race-related threats of violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often have you heard the following spoken, or seen the following written, at VMI?

	Never	Once or twice	A few times	More than a few times
Other racial or ethnic slurs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The N-word.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homophobic or transphobic slurs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have been sexually assaulted at VMI.

- No
- Yes
- I prefer not to respond

I have been sexually harassed at VMI.

- No
- Yes
- I prefer not to respond

Others have told me directly that they have been sexually harassed or assaulted at VMI.

- No
- Yes
- I prefer not to respond

VMI's method of addressing and adjudication reports of sexual harassment and assault is appropriate.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- I do not feel I have enough information to respond.

To what extent are the following groups of people discriminated against at VMI?

	None	A little	A lot
LGBTQ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Muslim	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Asian or Asian American	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cadet Athletes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Black	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
White	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jewish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hispanic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When it comes to a person's ability to get ahead in our country these days, being white:

- helps a lot.
- helps a little.
- neither helps nor hurts.

Race relations in the U.S. are generally bad.

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

When it comes to racial discrimination, the bigger problem for the country today is people:

- seeing discrimination where it does not exist.
- not seeing discrimination where it really does exist.

I am glad that an investigation into the culture at VMI is taking place.

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

The investigation into the culture at VMI is a good use of time and resources.

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

What is your age?

What is your biological sex?

- Female
- Male
- Intersex
- I prefer not to respond

What is your gender identity?

- Man
- Woman

- Another Gender identity
- I prefer not to respond

Which of the following best describes your sexual orientation?

- Gay/Lesbian
- Straight (Heterosexual)
- Bisexual
- Another sexual orientation
- I prefer not to respond

What U.S. State or U.S. territory did you primarily grow up in?

(drop-down menu)

Did you grow up in a military family?

- No
- Yes
- I prefer not to respond

How would you describe yourself (Please check all that apply)

- White or Caucasian
- Hispanic or Latino
- American Indian or Alaska Native
- Black or African American
- Middle Eastern or North African
- Asian or Asian American

- Native Hawaiian or Other Pacific Islander
- Another race not mentioned above
- I prefer not to respond

Do you consider yourself a religious person?

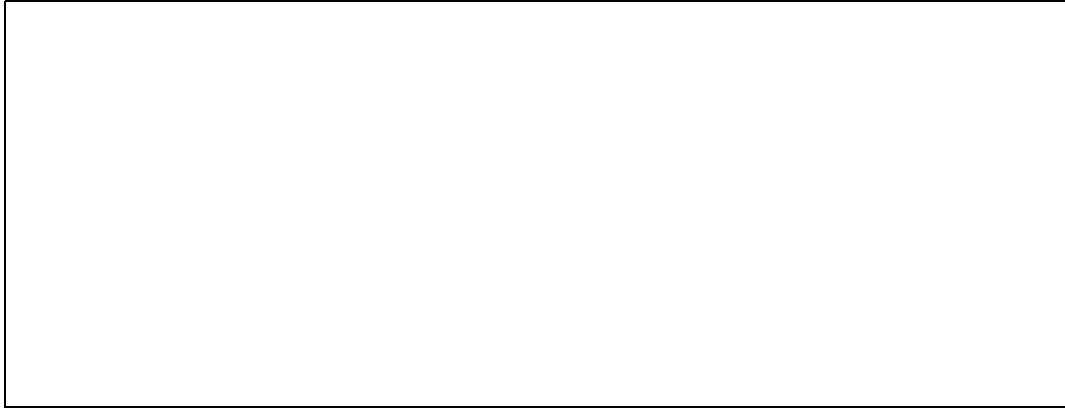
- No
- Yes
- I prefer not to respond

Which of the following best describes your political beliefs?

- | | | | | | |
|-----------------------|-----------------------|----------------------------------|-----------------------|------------------------|-------------------------|
| Extremely liberal | Somewhat liberal | Neither liberal nor conservative | Somewhat conservative | Extremely conservative | I prefer not to respond |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

What if any action steps would you recommend be implemented at VMI to address any of the issues raised in this survey? (Please number each separate action if you list more than one.)

Please use the space below to share any comments or additional thoughts you have about the topics covered in this survey:



Thank you for sharing your views on this important subject. Please remember to honor your commitment to keep your responses to this survey confidential.

As noted above, this survey is entirely anonymous. If you wish to speak directly with the Special Investigation Team at any time, please contact one of the following:

- Informational voicemail: 202-831-6777
- Email: VMIRewiew@btlaw.com