

## TESOL International Association Climate, Diversity, and Inclusivity Survey Data

The following data were received in response to a survey conducted by the Diverse Voices Task Force (DVTF) during the summer of 2020, as part of its work to assess TESOL members' perceptions of Diversity, Equity, and Inclusion (DEI) within the organization. A summary of the DVTF's findings and recommendations can be found [here](#) along with the Association's DEI initiatives and next steps.

From August 11 to September 21, 2020, the TESOL Climate, Diversity, and Inclusivity Survey was accessed 1,488 times. Between 705 and 864 respondents answered the survey items, depending on the question, yielding a 95% confidence level margin of error calculation of between 3.5% and 3.2%. Based on TESOL's membership population of 11,000 at the time, this was an acceptable margin of error for a social science questionnaire. Survey data were analyzed via SPSS in subsequent months.

### Questions 1-6

Please choose how you feel about the following.

By "diverse backgrounds" in TESOL, we mean differences in race, ethnicity, origin, age, sexual orientation, gender identity, level of physical ability, beliefs, religions, cultures, language background, socio-economic status, and geographic location. By "inclusivity" in TESOL, we mean that we incorporate all the groups represented in the membership, especially in positions of prominence, throughout the association. This also means the incorporation of groups that have typically been underrepresented in the association.

**Strongly agree = 1; Agree = 2; Undecided = 3; Disagree = 4; Strongly disagree = 5**

#### Question 1

I feel I belong in the TESOL International Association.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	368	42.4	42.4
	Agree	385	44.4	86.9
	Undecided	85	9.8	96.7
	Disagree	21	2.4	99.1
	Strongly disagree	8	.9	100.0
	Total	867	100.0	

**N = 867**

**Mean = 1.67, SD = .80**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 2**

I know about opportunities for me to contribute to the association.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	294	34.0	34.0
	Agree	419	48.5	82.5
	Undecided	104	12.0	94.6
	Disagree	38	4.4	99.0
	Strongly disagree	9	1.0	100.0
	Total	864	100.0	

**N = 864****Mean = 1.90, SD = .849****95% confidence level margin of error (population of 11,000) = 3.2%****Question 3**

I feel my voice is being heard in the association.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	176	20.3	20.3
	Agree	354	40.9	61.3
	Undecided	250	28.9	90.2
	Disagree	65	7.5	97.7
	Strongly disagree	20	2.3	100.0
	Total	865	100.0	

**N = 865****Mean = 2.31, SD = .953****95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 4**

TESOL is a diverse organization.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	375	43.7	43.7
	Agree	340	39.6	83.2
	Undecided	93	10.8	94.1
	Disagree	40	4.7	98.7
	Strongly disagree	11	1.3	100.0
	Total	859	100.0	

**N = 859**

**Mean = 1.80, SD = .899**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 5**

TESOL is an inclusive organization.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	337	39.2	39.2
	Agree	341	39.7	78.9
	Undecided	127	14.8	93.7
	Disagree	44	5.1	98.8
	Strongly disagree	10	1.2	100.0
	Total	859	100.0	

**N = 859**

**Mean = 1.89, SD = .916**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 6**

People like me are represented in TESOL activities, publications, events, etc.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	337	39.0	39.0
	Agree	341	39.5	78.6
	Undecided	113	13.1	91.7
	Disagree	56	6.5	98.1
	Strongly disagree	16	1.9	100.0
	Total	863	100.0	

**N = 863**

**Mean = 1.93, SD = .971**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Correlations among questions 1 through 6**

	Q1 I belong	Q2 I know about opportunities	Q3 I'm heard	Q4 TESOL is diverse	Q5 TESOL is inclusive	Q6 I'm represented
Q1 I belong	1	.543	.581	.393	.423	.529
Q2 I know about opportunities		1	.533	.275	.279	.419
Q3 I'm heard			1	.411	.500	.565
Q4 TESOL is diverse				1	.715	.369
					1	.515
						1

All correlations were found to be significant at the .01 level (two-tailed).

**Question 7**

If you wish, please add comments about the statements above.

A total of 219 colleagues registered additional comments regarding belongingness with respect to DEI in TESOL.

<b>Theme</b>	<b>Number of resp.</b>
The organization itself successfully holds a variety of folks together as it stands now	60
Number of minority identities not fully represented, even with lip service; sometimes US-centric or native-speaker centric	49
DEI is necessary	14
Other	30
I still have a lot to learn about TESOL, so I won't judge here.	27
I'm from the majority, so I'm well represented.	13
Money/access a problem	11
DEI is not necessary; does not fit my needs; an overreach; out of touch with traditions; whites overlooked	6
Higher education valued more than K-12	5
Acknowledgment that cross-cultural stuff is a broader understanding of TESOL; boost in multicultural study needed within the profession	3
Concern regarding physical disability	1

**Questions 8 to 14**

*To a great extent = 1*

*To a moderate extent = 2*

*To a small extent = 3*

*Not at all = 4*

*Low number means large extent; larger number means larger*

**Question 8**

How much has TESOL contributed to your understanding of positive cross-cultural experiences?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	318	37.0	37.0
	To a moderate extent	380	44.2	81.3
	To a small extent	118	13.7	95.0
	Not at all	43	5.0	100.0
	Total	859	100.0	

**N = 859**

**Mean = 1.87, SD = .831**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 9**

How much has TESOL contributed to your thoughtful use of language related to diversity and inclusion?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	306	35.9	35.9
	To a moderate extent	325	38.1	74.1
	To a small extent	155	18.2	92.3
	Not at all	66	7.7	100.0
	Total	852	100.0	

**N = 852**

**Mean = 1.98, SD = .923**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 10**

How much has TESOL contributed to your ability to recognize bias that affects your own thinking?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	237	27.8	27.8
	To a moderate extent	318	37.2	65.0
	To a small extent	209	24.5	89.5
	Not at all	90	10.5	100.0
	Total	854	100.0	

**N = 854**

**Mean = 2.18, SD = .956**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Questions 11-14**

Please choose how you feel about the following. By "TESOL," we mean TESOL International Association, not the field in general. By different varieties of English, we mean varieties that are spoken/written in various countries around the world, including what some call "Global Englishes."

By systemic discrimination, we mean the patterns of behavior, policies or practices that are part of the structures of an organization, and which disadvantage or harm underrepresented groups.

**Question 11**

To what extent do you feel different varieties of English are welcomed in the association's conferences and professional development events?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	394	46.4	46.4
	To a moderate extent	307	36.2	82.6
	To a small extent	129	15.2	97.8
	Not at all	19	2.2	100.0
	Total	849	100.0	

**N = 849**

**Mean = 1.73, SD = .797**

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 12**

To what extent do you feel different varieties of written English are acceptable in the association's publications?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	241	28.7	28.7
	To a moderate extent	348	41.4	70.0
	To a small extent	179	21.3	91.3
	Not at all	73	8.7	100.0
	Total	841	100.0	

**N = 841**

**Mean = 2.10, SD = .915**

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Question 13**

How committed is TESOL to creating an inclusive organization?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	465	55.2	55.2
	To a moderate extent	287	34.0	89.2
	To a small extent	74	8.8	98.0
	Not at all	17	2.0	100.0
	Total	843	100.0	

**N = 843**

**Mean = 1.58, SD = .736**

**95% confidence level margin of error (population of 11,000) = 3.2%**



**Question 14**

To what extent does TESOL look inwardly to identify systemic discrimination within its practice?

		Frequency	Valid Percent	Cumulative Percent
Valid	To a great extent	271	33.4	33.4
	To a moderate extent	335	41.3	74.7
	To a small extent	164	20.2	94.9
	Not at all	41	5.1	100.0
	Total	811	100.0	

**N = 811**

**Mean = 1.97, SD = .859**

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Correlations among questions 8 through 14**

TESOL's role in:	Q8 Cross-cultural understd.	Q9 Lang use	Q10 Recog-nize bias	Q11 Lang variety-conf	Q12 Lang variety-pubs	Q13 Committe d	Q14 Look inward
Q8	1	.760	.702	.450	.441	.525	.468
Q9		1	.763	.478	.465	.530	.511
Q10			1	.454	.499	.504	.459
Q11				1	.638	.580	.561
Q12					1	.545	.519
Q13						1	.638
							1

All correlations were found to be significant at the .01 level (two-tailed)

**Correlations among questions 1-6 with questions 8-14**

TESOL's role in:	Q8 Cross-cultural understanding.	Q9 Lang use	Q10 Recognize bias	Q11 Lang variety-conf	Q12 Lang variety-pubs	Q13 Committed	Q14 Look inward
Q1 I belong	.369	.354	.352	.298	.191	.355	.268
Q2 I know about opportunities	.261	.234	.219	.208	.135	.233	.190
Q3 I'm heard	.424	.421	.421	.340	.328	.392	.358
Q4 TESOL is diverse	.395	.451	.410	.417	.414	.484	.391
Q5 TESOL is inclusive	.458	.478	.465	.479	.490	.622	.515
Q6 I'm represented	.362	.301	.301	.303	.229	.407	.311

All correlations were found to be significant at the .01 level (two-tailed).

**Questions 16-20**

The following questions refer to your experiences with TESOL International Association events and related activities. These include conventions, task forces, affiliates, interest sections, professional learning networks, councils, committees, TESOL Board, publications, policies and procedures. Please choose the most accurate description of how you feel about the following statements.

By "social identity" we mean the groups that you feel that you belong to or that you are identified as belonging to.

**Question 16**

How often have you felt included on the basis of your “social identity”- the groups you feel that you belong to or that you are identified as belonging to - at the convention?

		Frequency	Valid Percent	Cumulative Percent
Valid	Always	260	31.0	31.0
	Very often	278	33.1	64.0
	Sometimes	206	24.5	88.6
	Rarely	56	6.7	95.2
	Never	40	4.8	100.0
	Total	840	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Question 17**

How often have you felt included on the basis of your social identity in other areas of the association?

		Frequency	Valid Percent	Cumulative Percent
Valid	Always	220	26.3	26.3
	Very often	286	34.2	60.5
	Sometimes	222	26.6	87.1
	Rarely	66	7.9	95.0
	Never	42	5.0	100.0
	Total	836	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Question 18**

How often have you been targeted or singled out unfairly because of your social identity in TESOL-related spaces, such as MyTESOL discussions, participation in councils and communities of practice, and the like?

		Frequency	Valid Percent	Cumulative Percent
Valid	Always	29	3.5	3.5
	Very often	48	5.7	9.2
	Sometimes	84	10.0	19.2
	Rarely	114	13.6	32.8
	Never	563	67.2	100.0

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Question 19**

How often have you seen or heard negative remarks or comments related to the social identity of yourself or others in TESOL-related spaces, such as MyTESOL discussions, participation in councils and communities of practice?

		Frequency	Valid Percent	Cumulative Percent
Valid	Always	22	2.6	2.6
	Very often	34	4.1	6.7
	Sometimes	88	10.5	17.2
	Rarely	159	19.0	36.2
	Never	535	63.8	100.0
	Total	838	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Question 20**

How often have financial constraints affected your participation in TESOL?

		Frequency	Valid Percent	Cumulative Percent
Valid	Always	127	15.2	15.2
	Very often	246	29.5	44.7
	Sometimes	220	26.4	71.1
	Rarely	102	12.2	83.3
	Never	139	16.7	100.0
	Total	834	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%****Question 21**

If you wish, please add comments about the statements above.

Expensive conference, necessitating fund raising, scholarships, or outside financial support	67
Social issues (positive); things are good	14
Neutral	13
Other	13
Social issues (negative)	9
Member of the majority	9
Getting one's head around the definitions of social identity, desire for a neutral option	8
Internet access an issue; statement regarding one's barriers due to a digital divide	7
grateful for virtual conference, global membership; slight help with finances appreciated	5
Majority is discriminated against	5
Difficult but I figure things out	4
Don't feel connected to the professional organization	2

Race/identity not addressed sufficiently	3
Wish journals and courses were available to K-12	2

12 Other
a. Concern with TESOL leadership
b. My own issues
c. Cumbersome website

**Question 22**

I am aware of mentorship opportunities for diverse and/or under-represented members in TESOL International Association.

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	400	47.4	47.4
	No	374	44.3	91.7
	Prefer not to answer	70	8.3	100.0
	Total	844	100.0	

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Question 23**

Have you ever felt silenced or excluded in the TESOL International Association on the basis of any of the following?

**Race**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	49	5.8	5.8
	No	763	90.3	96.1
	Prefer not to answer	33	3.9	100.0
	Total	845	100.0	

**95% confidence level margin of error (population of 11,000) = 3.2%**

**Gender**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	30	3.6	3.6
	No	780	94.0	97.6
	Prefer not to answer	20	2.4	100.0
	Total	830	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Sexual orientation**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	26	3.1	3.1
	No	777	93.4	96.5
	Prefer not to answer	29	3.5	100.0
	Total	832	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Gender expression**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	16	1.9	1.9
	No	783	94.9	96.8
	Prefer not to answer	26	3.2	100.0
	Total	825	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Political views**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	63	7.6	7.6
	No	725	87.2	94.8
	Prefer not to answer	43	5.2	100.0
	Total	831	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Socioeconomic status**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	97	11.8	11.8
	No	690	83.6	95.4
	Prefer not to answer	38	4.6	100.0
	Total	825	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Religion**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	49	5.9	5.9
	No	745	89.9	95.8
	Prefer not to answer	35	4.2	100.0
	Total	829	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**



**National origin**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	50	6.1	6.1
	No	739	89.9	96.0
	Prefer not to answer	33	4.0	100.0
	Total	822	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Language (other than English)**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	34	4.1	4.1
	No	753	90.9	95.0
	Prefer not to answer	41	5.0	100.0
	Total	828	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Variety of English**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	44	5.4	5.4
	No	753	91.6	97.0
	Prefer not to answer	25	3.0	100.0
	Total	822	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Age**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	54	6.5	6.5
	No	744	90.2	96.7
	Prefer not to answer	27	3.3	100.0
	Total	825	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Disability**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	19	2.3	2.3
	No	772	93.9	96.2
	Prefer not to answer	31	3.8	100.0
	Total	822	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

**Professional position (e.g., higher ed, K-12, community college, consultant, etc.) (13)**

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	109	13.2	13.2
	No	685	82.8	96.0
	Prefer not to answer	33	4.0	100.0
	Total	827	100.0	

**95% confidence level margin of error (population of 11,000) = 3.3%**

### Question 24

I feel fairly treated by TESOL	30
Wish TESOL would address privilege; Higher ed favored over K-12 or business sector; research over teaching	20
Concern about money	9
History of exclusion toward colleagues; lack of addressing gender, race, and so forth; general non-acceptedness	9
Possible unfair treatment by colleagues with different English proficiencies; native speakerism	6
US-centric (white centric)	6
Religion overtly mentioned as an issue	6
Would like to see more offerings in my area/IS	5
Demonization of majority; concern of political correctness	5
Have always felt some discrimination, but things have improved over time	3
Question of ageism	2
Other	21

### Question 25

How would you define diversity?

#### Themes

Being/belonging to different groups (e.g., race, religion, geographical, sexual orientation, physical abilities, social-economic status etc.)	171
Acceptance, being different, uniqueness	154
Inclusion, unity, representation	46
Variety of different elements, infinite possibilities	27
Unseen characteristics, ideas, different ways of thinking	19
Inviting/welcoming people who are different to lead, participate, and be seen	17
Influence, relationships, interactions, learning, circumstances among people on humanity	14

Global perspective and representation from all over the world	12
Connections, interaction of people in a community while working and living together	10
TESOL's definition	7
Equality	6
Freedom, freedom of choice to choose to be your own person and ability to pass this knowledge to the next generation	5
Incomplete thought/no answer	7
Maintaining your own individual thoughts/behaviors without affecting development of others	4
Prefer not to define	3
Non-white/race	3
Deviation from the norm, neglect attitudes, shift away from assumption	2
Not a concept of great value	2

### Question 26

How would you define inclusivity?

#### Themes

Welcome, respect, include acceptance of differences	287
Recruit and engage those who are different while providing a sense of belonging	43
Everyone has a voice, participation matters, feeling heard	33
Living, working, connecting without discrimination or judgement, equity	30
Including everyone in decision making, opportunities to lead and be seen	16
Change in mindset, move away from privilege	10
A political view, a world view, or a global organization	9
Different perspectives working toward one goal	7
Marginalized, policy to prevent marginalization	7
Wide range of possibilities	7
TESOL's definition	6

Individuality, self-awareness, freedom, flexibility	5
Should not exist	4
Prefer not to define	3
Incomplete response	2
Illusion (when everyone is not included, but feels included)	2
Appropriate interactions with those disagree	2
Other	4

### Question 27

In your opinion, what groups are underrepresented in TESOL and TESOL leadership?

I don't know.	95
None; Everything is OK	77
Black diaspora or African descent	67
People of color in general; BIPOC	50
Non US-based colleagues	42
Low income colleagues	40
Non-native English speaking teachers	28
LGBTQ+	26
Public school teachers, primary/secondary teachers, non-researchers (non-univ)	24
Latin*	22
Newbies, adjuncts, young teachers, part-timers	21
Varieties of English	14
Aboriginal; indigenous	14
Special needs	11
Asians (non-specific)	10

Males	10
English for academic purposes; leaders in academia or higher education	8
Those outwardly expressing religion	8
Southeast Asians	5
Actual ESL students	5
Conservatives	5
Adult Education	4
Muslims	4
Teachers from rural or remote areas	4
Sign language	3
South Asian; Indian subcontinent	3
Refugees and immigrants	2
Middle Eastern, North African, Palestinian	2
Females	2
White, European descent	2
Those without academic opportunities	2
Other	28

**Question 28**

Have you experienced any barriers to participation in TESOL events or volunteer opportunities? If so, what were they (e.g., cost, schedule, location, childcare, relevance, belonging, etc.)?

Barrier	Number	Percent
Cost	285	76%
Location	97	26%
Schedule	61	16%
Lack of time/time off	36	10%

Missing sense of belonging; not inclusive; preference for some; race	23	6%
Childcare	20	5%
Doesn't seem relevant	13	3%
Language proficiency	4	1%
Getting a visa for travel	4	1%
Internet/connectivity issues; ability to process payment	4	1%
Disability or health issues	3	1%

**Question 29**

What important factors should the TESOL International Association consider in order to be more equitable and inclusive?

**Major Themes**

	Number	Total	Percent
<b>Don't know</b>	10	10	2%
<b>Going in the right direction</b>		53	14%
It's okay now	38		
Continue DEI/inclusion work	5		
Survey is a good start; continue to do surveys, analyze	15		
Analyze/consider what we're doing	3		
<b>Financial</b>		129	29%
Cost	98		
Cost related to the conference	19		
Cost for global low-income members	31		
Free resources/conference	10		
Free to low-income/global	3		
Scholarships (sometimes as an alternative to free)	21		
Scholarships specifically for low-income	3		

<b>Diversity-related needs</b>		64	14%
Diversity	26		
Diversity in leadership	3		
Diversity - conferences, publications	3		
diversity: not-Euro-American	1		
Seek or recruit different groups	20		
Seek-diversity/underrepresented groups	11		
Non-academic	3		
Language variety/language diversity/World Englishes	10		
K12/primary/secondary needs attention	8		
<b>Opportunities, access, communication</b>		92	21%
Opportunities, access, support	27		
Access	6		
Support for different groups	12		
Mentoring - generally and specifically	13		
Leadership mentoring	4		
Research and presentations	6		
Communication	13		
NNEST issues	6		
Disability/accessibility/Deaf issues	14		
Suggestions related to affiliates	7		
<b>Conference, event, and activity-related</b>		54	12%
Time	11		
Time zone	8		
Virtual events/conference/activities are helpful	14		
Hybrid activities and events are helpful	4		
International focus/events/products/ opportunities	18		
International: not just US	5		



Internet issues/technology problems	7		
<b>Attitudes</b>		31	7%
Action - not just words	9		
Colonialism/colonial mindset is an issue	6		
Awareness - needed; build it	4		
Other attitudes (compassion, respect, welcome)	9		
Unsupportive of DEI efforts (political correctness)	3		

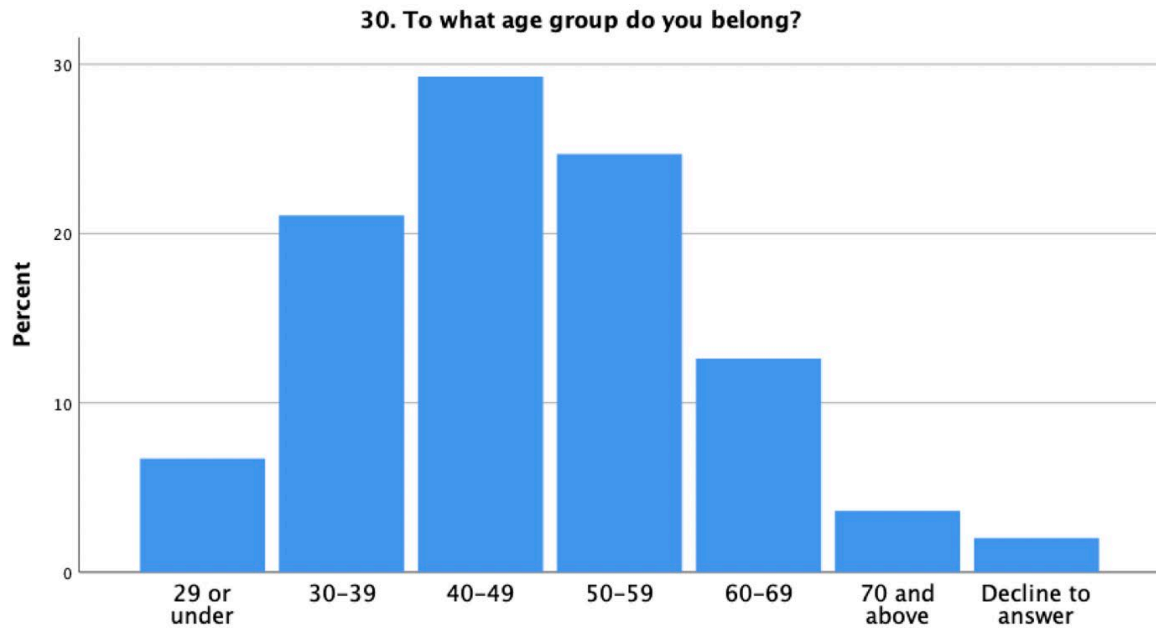
**Question 30**

To what age group do you belong?

		Frequency	Valid Percent	Cumulative Percent
Valid	29 or under	50	6.7	6.7
	30-39	157	21.1	27.8
	40-49	218	29.3	57.0
	50-59	184	24.7	81.7
	60-69	94	12.6	94.4
	70 and above	27	3.6	98.0
	Decline to answer	15	2.0	100.0

**N=745**

**95% confidence level margin of error (population of 11,000) = 3.5%**



**Question 31**

Role in TESOL International Association - please select all that apply to you now or in the past.

Conference strand or awards reviewer	103
TESOL author/editor/reviewer	89
Member of at least one TESOL Interest Section or professional learning network	88
Affiliate leader	82
TESOL leader (interest section, professional council, professional learning network, committee, task force)	78
Member of a TESOL professional council or committee	69
Contributor to TESOL blog/ TESOL Connections or IS newsletter	66
Contributor to MyTESOL	50
Other	47
TESOL Professional Learning teacher/facilitator/course developer	40
Decline to answer	31
Board member	23

**Question 32**

What is your gender/gender identity? Please select all that apply.

Male	199	26.57%
Female	528	70.49%
Trans	1	0.13%
Gender nonconforming	1	0.13%
Not listed	5	0.67%
Decline to answer	15	2.00%

**N = 749**

**95% confidence level margin of error (population of 11,000) = 3.5%**

**Question 33**

Do you identify as a member of the lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual (LGBTQIA+) community?

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	52	7.1	7.1
	No	623	84.8	91.8
	Decline to answer	60	8.2	100.0
	Total	735	100.0	

**95% confidence level margin of error (population of 11,000) = 3.5%**

**Question 34**

Please list which ethnic group(s) your ancestors belonged to and/or which ethnic or cultural groups you identify with.

Ethnicity		Number	Total	% of answers (681)
Asian			118	17.3%
	"Asian"	17		

	East Asian (China, Japan, Korea)	17		
	South Asian (India, Pakistan, Nepal, Sri Lanka)	48		
	SE Asian (Vietnam, Laos, Thailand)	6		
	Asian Pacific (Filipino + Filipino community)	8		
	Central Asian (Stans)	20		
	NE Asian (Mongolia)	2		
<i>Arab, Middle Eastern, Turkish</i>			19	2.8%
	Arab	10		
	Middle Eastern	4		
	Turkish	5		
<i>Black, African, African American, African diaspora</i>			54	7.9%
	African	30		
	Named African community		19	
	N. African	4		
	"Black"	5		
	African-American	12		
	African diaspora/descent	3		
<i>Hispanic, Latin, Mestizo, Mixed</i>			40	5.9%
	Hispanic	6		
	Latino/Latina	10		
	Caribbean	4		
	Mestizo (when a specific indigenous group is named, also listed in Latin American indigenous)	11		

	Mixed/unspecified	9		
<i>Indigenous</i>			38	5.6%
	Latin American indigenous	21		
	Native American/First Nations	15		
	Other indigenous	2		
<i>European, White, N. American</i>			350	51.4%
	European (22 as "European" only)	222		
	Eastern European	9		
	Central European	2		
	"American"	51		
	Canadian/French Canadian	9		
	"Caucasian"	12		
	"white"	45		
<i>Religion-based answer</i>			39	6.3%
	Jewish	21		
	Muslim	12		
	Hindu	4		
	Catholic	2		
	Buddhist, Mennonite, Anabaptist, Protestant	4		
<i>Chooses not to answer/unspecified</i>			88	11.4%
	<i>Human race</i>	4		
	<i>Questions the question</i>	6		

**Question 35**

Please write your race(s).

Race		Number	Total	Valid percent
<i>Asian</i>			122	19.55%
<i>Asian</i>	<i>Asian</i>	31		4.97%
	<i>East Asian[1]</i>	22		3.52%
	<i>South Asian</i>	47		7.53%
	<i>SE Asian</i>	22		3.52%
<i>Arab, Middle East</i>			31	4.97%
<i>Black, African</i>			52	8.33%
<i>Brown</i>			6	0.96%
<i>Hispanic, Latin, Mestizo, Mixed</i>			43	6.89%
	<i>Hispanic, Latin_</i>	15		2.40%
	<i>Mestizo</i>	13		2.08%
	<i>Mixed,[2] creole, half breed, half blood</i>	15		2.40%
<i>Indigenous</i>			52	8.33%
	<i>Indigenous, named smaller community</i>	49		7.85%
	<i>Native American</i>	3		0.48%
<i>Mediterranean</i>			1	0.16%
<i>Pacific Islander</i>			1	0.16%
<i>Turks</i>			4	0.64%
<i>Unidentified without comment</i>			7	1.12%
	<i>Not identified</i>	5		0.80%

	unknown	2		0.32%
White			307	49.20%
Religion-based answer			11	1.76%
	Buddhism	4		0.64%
	Muslim	5		0.80%
	Jewish	2		0.32%
Chooses not to answer			74	11.86%
	Human race	15		2.40%
	Questions the question	59		9.46%

People who answered = 624

People who answered more than one category = 94

Proportion by large category

White	49.20%
Asian	19.55%
Chooses not to answer	11.86%
Black, African	8.33%
Indigenous	8.33%
Hispanic, Latin	6.89%
Arab, Middle East	4.97%
Religion-based	1.76%
“Brown”	.96%
Unidentified or other	1.44%

**Question 36**

Please write your country/countries of citizenship.

Country	# listing this first	# listing this second	Total
USA	281	11	292
Peru	39	1	40
Sri Lanka	27		27
Brazil	21		21
India	21		21
Canada	13	6	19
Philippines	16		16
Nepal	14		14
Pakistan	11		11
<i>Decline</i>	9		9
Argentina	8		8
Mexico	6	2	8
Russia	7		7
UK	5	2	7
Costa Rica	6		6
Egypt	6		6
Mongolia	5		5
Senegal	5		5
Ukraine	5		5
Vietnam	5		5
China	4		4
Ecuador	4		4



Israel	2	2	4
Nicaragua	4		4
Spain		4	4
Turkey	3	1	4
Uganda	4		4
Armenia	3		3
Azerbaijan	3		3
Bangladesh	3		3
Bolivia	3		3
Cambodia	3		3
Colombia	2	1	3
France		3	3
Ireland	1	2	3
Kyrgyzstan	3		3
Palestine	3		3
Uzbekistan	3		3
Algeria	2		2
Bulgaria	2		2
Cameroon	2		2
Cape Verde	3		3
Chile	2		2
Georgia	2		2
Germany	1	1	2
Greece	2		2
Honduras	2		2

Kazakhstan	2		2
Kenya	2		2
Malaysia	2		2
Myanmar	2		2
Romania	2		2
Serbia	2		2
Tajikistan	2		2
Tanzania	2		2
Trinidad	2		2
Uruguay	2		2
Hungary	1		1
South Africa	1		1
Afghanistan	1		1
Albania	1		1
Australia	1		1
Bahrain	1		1
Belarus	1		1
Bhutan		1	1
Congo Brazzaville	1		1
Dominican Rep.		1	1
Ethiopia	1		1
Finland	1		1
Ghana	1		1
Guatemala	1		1
Hong Kong	1		1

Indonesia	1		1
Iran	1		1
Ivory Coast	1		1
Japan	1	1	2
Jordan	1		1
Libya	1		1
Mali	1		1
Mauritania	1		1
Montenegro	1		1
Morocco	1		1
Netherland	1		1
New Zealand	1	1	2
Niger	1		1
Nigeria	1		1
Poland	1		1
Puerto Rico	1	1	2
Slovakia	1		1
Sudan	1		1
Taiwan	1	1	2
Thailand	1		1
Moldova	1		1
Timor-Leste	1		1
Venezuela	1		1

**Dual citizenship = 42**

**Question 37**

Please write the country/countries you currently live in.

USA	271
Peru	37
Sri Lanka	27
India	20
Nepal	16
Brazil	15
Philippines	13
<i>Decline to respond</i>	13
Pakistan	11
Canada	10
Japan	10
Argentina	8
Mexico	8
Costa Rica	7
Russia	7
Vietnam	7
Ukraine	6
Malaysia	5
Senegal	5
China	5
Colombia	5
Chile	4
Ecuador	4

Egypt	4
Israel	4
Kyrgyzstan	4
Panama	4
Uganda	4
Uzbekistan	4
Armenia	3
Bangladesh	3
Bolivia	3
Cape Verde	3
Honduras	3
Mongolia	3
Nicaragua	3
Palestine	3
Saudi Arabia	3
South Korea	3
Taiwan	3
Turkey	3
Azerbaijan	2
Bulgaria	2
Cambodia	2
Cameroon	2
Georgia	2

Germany	2
Greece	2
Indonesia	2
Kazakhstan	2
Kenya	2
Mongolia	2
Myanmar	2
Paraguay	2
Puerto Rico	2
Romania	2
Serbia	2
Tajikistan	2
Tanzania	2
Trinidad and Tobago	2
UK	2
Uruguay	2
Bahrain	1
Belarus	1
Congo Brazzaville	1
Dominican Republic	1
Ethiopia	1
Finland	1
Ghana	1

Guatemala	1
Hungary	1
Hong Kong	1
Iran	1
Ivory Coast	1
Jordan	1
Kuwait	1
Libya	1
Mali	1
Mauritania	1
Montenegro	1
Moldova	1
Morocco	1
Niger	1
Nigeria	1
New Zealand	1
Oman	1
Poland	1
South Africa	1
Sudan	1
Timor-Leste	1
UAE	1
Venezuela	1

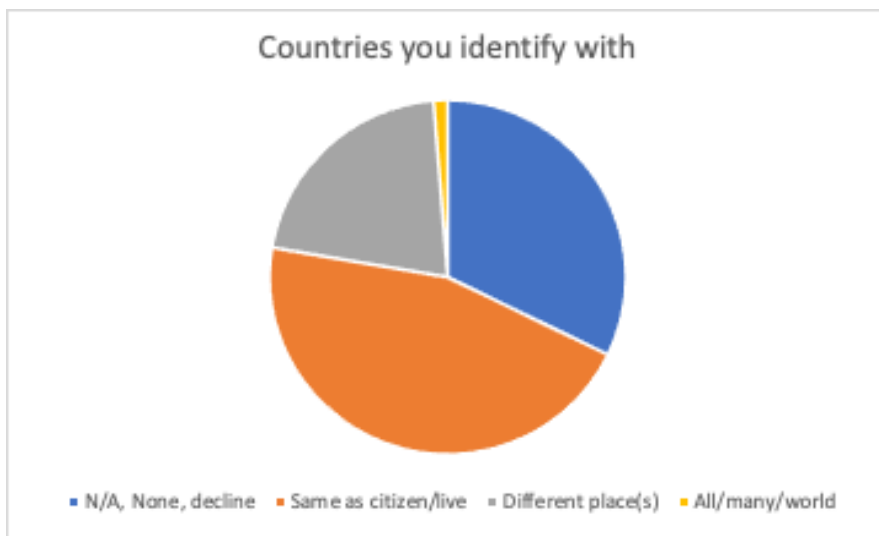
**Multiple countries: 13**

**Question 38**

Please write the country/countries that you most identify with.

There were 860 responses:

N/A, None, decline	277
Same as citizenship/ currently live	391
Different place(s)	180
All/many/world	12



Including those who didn't respond.

**Question 39**

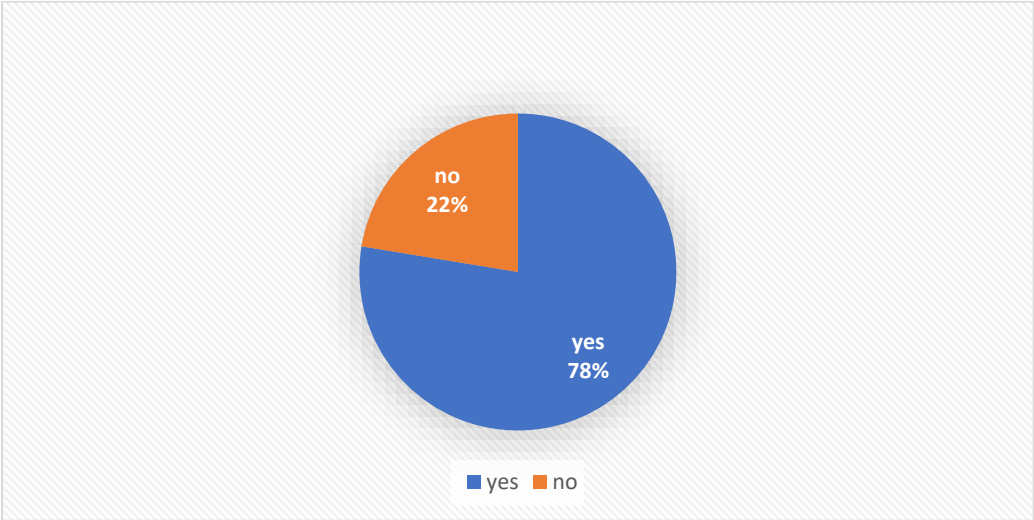
Please write your religion or your religious affiliations.

Catholic	114
Christian (non-specific)	103
None / non-religious	66
Islam / Muslim	59
Buddhist	32
Hinduism	28
No affiliation / non-denominational / spiritual / various / religion fluid / eclectic / interfaith / pantheism	23

Agnostic / non-practicing	21
Atheist / I am not a believer.	18
Jewish	16
Orthodox	14
Protestant (non-specific)	10
Unitarian Universalist	8
Church of Jesus Christ of Latter-day Saints / LDS	7
Episcopal (Christian)	5
Evangelical Christian	4
Seventh Day Adventist	4
Born Again Christian	3
Lutheran	3
Presbyterian	3
Secular humanist	3
Jehovah Witness	2
Bahá'í	1
Baptist Christian	1
Candomblé	1
Charismatic Christian	1
Church of Direct Revelations (Minister of Peace)	1
Communism	1
Crusaders of the Divine Church of Christ	1
Disciple of Jesus	1
Ecumenical	1
Kinh group	1

Members Church of God International (MCGI)	1
Methodist, Presbyterian, UCC/Congregationalist	1
Moravian (Protestant)	1
Native American Jesuit Kateri	1
Quaker	1
Undecided	1
Witch	1
Other	5
Decline / N/A / Prefer not to answer this / rather not / Why ask? / What is religion? / not relevant	49

Chart reflects proportion of respondents naming or not naming specific religions.





**Question 40**

Please list all the languages you can speak well enough to conduct a conversation on everyday topics.

In this chart, all languages reported other than English are included.

Language	Number		Number
Afrikaans	1	Capeverdean Creole	2
Albanian	2	Catalan	1
Amharic	2	Cherokee	1
Arabic	35	Croatian	1
Armenian	3	Danish	1
Asante Twi	1	Dholuo	1
ASL	3	Dutch	5
Azerbaijani	3	Esperanto	1
Bahasa Melayu	1	Farsi / Persian	5
Balkar	1	Filipino / Tagalog	19
Bamanankan	1	Finnish	1
Belarusian	1	French	149
Belizean Creole	1	Fulfulde	1
Bembé	1	Georgian	2
Bengali / Bangla	7	German	45
Berom	1	Greek	6
Bhojpuri	3	Guarani	1
Bicol	1	Gujarati	1
Bulgarian	1	Haryanvi	1
Burmese	1	Hasanya	1
Cantonese	4	Hausa	2

Hebrew	10
Hiligaynon	3
Hindi	33
Hindko	2
Hokkien	2
Hungarian	4
Igbo	1
Ilocano	4
Indonesian / Bahasa Indonesia	10
Innhar	1
Irish	1
Italian	28
Jamaican	1
Japanese	26
Kachin	1
Kannada	1
Kazakh	1
Khmer	4
Ki	1
Korean	11
Krio (from West Africa)	1
Kurdish	1
Kyrgyz	2
Lao	1
Lingala	1
Luganda	3

Macedonian	1
Maithili	2
Malay	3
Malayalam	2
Mandarin	30
Mandingo	1
Marathi	3
Melanesian Pidgin	1
Mongolian	3
Munukutuba / Kituba	1
Nepali	16
Odia / Oriya	2
Pashto	4
Polish	6
Portuguese	44
Pular	3
Punjabi	8
Quechua	1
Romanian	4
Runglwo	1
Russian	50
Sanskrit	1
Serbian	4
Serrer	1
Sindhi	3
Sing	1

Sinhala	24
Siraiki	1
Slovak	2
Solomon Island Pijin	1
Songhey	1
Spanish	265
Swahili	4
Swedish	3
Taiwanese	1
Tajik	3
Tamang	1
Tamil	15
Tatar	1
Te Reo Maori	1
Telugu	3
Thai	3
Tharu	1
Turkish	11
Ukrainian	6
Urdu	13
Uzbek	4
Vietnamese	3
Wolof	7
Zarma	2

**Question 41**

What is your work setting? (Select as many as apply to your current or usual work.)

Elementary/Secondary	207
2-year college/community college	73
University/college (4-year)	344
Intensive English Program	137
Private language school	88
Business/corporate	29
Government-based organization	83
Nonprofit/religious	48
TESL/TEFL certificate program	52
Other	76
None	12

**Question 42**

What kind of position do you primarily hold at your work? (Select as many as apply to your current or usual work, but please choose ones that are your primary positions.)

Teacher/instructor/lecturer	492
Classroom aide	8
Specialist (EL, special ed, assessment, counseling, other)	57
Instructional coach/inspector/teacher advisor	88
Dean/principal/director	75
Professor/assistant professor/associate professor	164
Researcher/assistant researcher/associate researcher	61
Independent consultant	58
Developer (curriculum, materials, etc.)	86

Project/program manager	45
Coordinator	94
Grant-writer/fundraiser	9
Retired	30
Student (intern, assistant)	25
Unemployed	14
Other	33

**Question 43**

Think about the country and community where you live. Where do you believe you fit in terms of your income level?

		Frequency	Valid Percent	Cumulative Percent
Valid	Top 25%	93	13.0	13.0
	Second 25%	170	23.8	36.9
	Third 25%	249	34.9	71.8
	Lowest 25%	84	11.8	83.6
	Decline to answer	117	16.4	100.0
	Total	713	100.0	

**95% confidence level margin of error (population of 11,000) = 3.6%**

**Question 44**

Do you identify as a person with a disability or differently abled?

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	45	6.2	6.2
	No	655	90.3	96.6
	Decline to answer	25	3.4	100.0
	Total	725	100.0	

**95% confidence level margin of error (population of 11,000) = 3.5%**

**Question 44b**

If you require accommodations to access or participate in TESOL events and resources, please list what those are.

Wheelchair access/elevator	4
Hearing-related	3
Big signs; online access to information	1
Breaks - can't sit still for a long time	1
Internet support	1
Travel is difficult; virtual participation	1

**Question 45**

TESOL International Association offers many opportunities for participation, including benefits at no additional cost to members such as participation in interest sections and other communities of practice, TESOL webinars, and access to the text, video, and audio resources in the TESOL Resource Center. Please mark the option that most closely describes how you feel about each of the following statements.

I was aware of the free opportunities available to TESOL members.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	186	26.0	26.0
	Agree	321	44.9	70.9
	Disagree	102	14.3	85.2

	Strongly disagree	33	4.6	89.8
	I don't know	73	10.2	100.0

**N=715**

**95% confidence level margin of error (population of 11,000) = 3.5%**

I have taken advantage of the free opportunities available to TESOL members.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	166	23.5	23.5
	Agree	256	36.3	59.9
	Disagree	138	19.6	79.4
	Strongly disagree	72	10.2	89.6
	I don't know	73	10.4	100.0
	Total	705	100.0	

**N=705**

**95% confidence level margin of error (population of 11,000) = 3.6%**

TESOL's professional learning options are affordable for me

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	86	12.1	12.1
	Agree	229	32.3	44.4
	Disagree	208	29.3	73.8
	Strongly disagree	75	10.6	84.3
	I don't know	111	15.7	100.0

**N=709**

**95% confidence level margin of error (population of 11,000) = 3.6%**

TESOL publications (print and/or e-books) are affordable for me.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	68	9.6	9.6

	Agree	298	42.0	51.6
	Disagree	175	24.7	76.3
	Strongly disagree	61	8.6	84.9
	I don't know	107	15.1	100.0

**N=709**

**95% confidence level margin of error (population of 11,000) = 3.6%**

TESOL's annual conference is affordable for me.

		Frequency	Valid Percent	Cumulative Percent
Valid	Strongly agree	59	8.3	8.3
	Agree	175	24.8	33.1
	Disagree	255	36.1	69.2
	Strongly disagree	143	20.2	89.4
	I don't know	75	10.6	100.0
	Total	707	100.0	

**N=707**

**95% confidence level margin of error (population of 11,000) = 3.6%**

**Question 46**

Please feel free to comment on your answers to Question 45.

**Question 47**

Are you the parent of a child under 18 years old?

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	260	36.1	36.1
	No	446	61.9	98.1
	Decline to answer	14	1.9	100.0

**N=720**

**95% confidence level margin of error (population of 11,000) = 3.5%**



**Feedback Question 1**

Thank you for participating! We would very much appreciate your feedback on this survey.

The survey length was \_\_\_\_\_.

		Frequency	Valid Percent	Cumulative Percent
Valid	Too much	103	14.4	14.4
	Okay	481	67.3	81.7
	Good	131	18.3	100.0
	Total	715	100.0	

The thoroughness of the survey was \_\_\_\_\_.

		Frequency	Valid Percent	Cumulative Percent
Valid	Too much	39	5.7	5.7
	Okay	382	55.5	61.2
	Good	267	38.8	100.0
	Total	688	100.0	

I found the survey informative and interesting.

		Frequency	Valid Percent	Cumulative Percent
Valid	Yes	431	61.6	61.6
	Somewhat	239	34.1	95.7
	No	30	4.3	100.0
	Total	700	100.0	