

## **Appendix E: Results by University Affiliation – Main Campus**

### *Cross-tabulation tables*

Cross-tabulation tables count survey cases in categories defined by two variables simultaneously. For example, how many faculty members are comfortable with the overall climate for diversity at the University? How many graduate students have considered leaving the University? How many undergraduate students have experienced microaggressions related to gender? This would be a cross-tabulation table of experiences of different types of microaggressions and university affiliation. These cross-tabulation tables allow the reader to compare the responses of different university affiliation categories (faculty, staff, undergraduate students, and graduate students).

In appendices E and F, the survey questions are compared by university affiliation at each campus location. In these tables, the percentages add up to 100 within each university affiliation (that is, within each column of the table).

In these cross-tabulation tables, “wN” indicates the weighted number of respondents who answered a particular way. This number can be used as an indication of how reliable the percentages are. If the unweighted total N for the question is small, it may not be wise to generalize the percentages to the larger population. The definition of “small” depends on the user’s tolerance for error.

Questions answered by fewer than 25 or 30 respondents in total should not be generalized to the university population, and perhaps fewer than 50 cases would serve as a threshold for more conservative users.

When reading these tables, it is important to note the distinction between blank cells and cells with “0” counts. The weighted n in some cells in the table can be less than 1. When a “0” count is shown, that indicates the weighted n has been rounded down to zero. When a cell is blank, there are no cases at all in that cell. The “w%” column indicates the weighted percentage of respondents who answered a particular way, within categories displayed across the top of the table.

The data presented in these tables are weighted, with only the post-stratification weight applied. For additional information on weighting in this study, see Appendix A, Survey Methodology.



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Primary work location</b>	<b>1 Charlottesville area</b>	1668	97.9%	1252	100.0%	2219	94.2%	738	95.5%
	<b>3 Other location or telecommuting</b>	36	2.1%			137	5.8%	35	4.5%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%
<b>Age range</b>	<b>2 18-25</b>	1618	95.2%	531	42.6%	141	6.0%		
	<b>3 26-33</b>	47	2.7%	588	47.1%	509	21.7%	73	9.4%
	<b>4 34-41</b>	14	0.9%	68	5.4%	399	17.0%	169	21.9%
	<b>5 42-49</b>	9	0.5%	32	2.6%	396	16.9%	158	20.5%
	<b>6 50-57</b>	3	0.2%	22	1.7%	423	18.1%	146	18.8%
	<b>7 58-65</b>	7	0.4%	5	0.4%	359	15.3%	125	16.2%
	<b>8 Over 65</b>	2	0.1%	1	0.1%	115	4.9%	103	13.3%
<b>Total</b>		1699	100.0%	1246	100.0%	2342	100.0%	773	100.0%
<b>Are you a U.S. Citizen, Permanent Resident, or DACA eligible?</b>	<b>1 Yes</b>	1628	95.6%	981	78.6%	2298	97.9%	731	95.0%
	<b>2 No</b>	75	4.4%	267	21.4%	50	2.1%	38	5.0%
<b>Total</b>		1702	100.0%	1248	100.0%	2348	100.0%	770	100.0%
<b>Temporary Visa Holder (such as F-1, J-1, H1-B, and U)</b>	<b>1 Yes</b>	70	4.3%	259	21.4%	47	2.2%	41	6.1%
	<b>2 No</b>	1575	95.7%	956	78.6%	2078	97.8%	619	93.9%
<b>Total</b>		1645	100.0%	1215	100.0%	2125	100.0%	659	100.0%
<b>Religion/spirituality</b>	<b>1.00 Agnostic</b>	200	11.8%	237	19.3%	303	13.2%	155	20.7%
	<b>2.00 Atheist</b>	169	9.9%	218	17.7%	225	9.8%	144	19.2%
	<b>3.00 Baha'i</b>	1	0.0%	0	0.0%			2	0.3%
	<b>4.00 Buddhist</b>	24	1.4%	28	2.3%	19	0.8%	11	1.5%
	<b>5.00 Christian (Please specify)</b>	817	48.2%	496	40.2%	1245	54.4%	267	35.5%
	<b>6.00 Hindu</b>	31	1.8%	25	2.0%	18	0.8%	8	1.1%
	<b>7.00 Jewish (Please specify)</b>	70	4.1%	42	3.4%	37	1.6%	53	7.0%
	<b>8.00 Muslim (Please specify)</b>	35	2.1%	34	2.7%	16	0.7%	5	0.6%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
	<b>9.00 Native American Traditional Practitioner or Ceremonial</b>					4	0.2%	0	0.1%
	<b>10.00 Sikh</b>	1	0.1%	3	0.3%	4	0.2%		
	<b>11.00 Spiritual, but no religious affiliation</b>	68	4.0%	124	10.0%	347	15.2%	81	10.8%
	<b>12.00 Not listed (Please specify)</b>	10	0.6%	18	1.5%	48	2.1%	19	2.6%
	<b>13.00 No religious or spiritual preference</b>	269	15.8%	7	0.6%	22	0.9%	4	0.6%
<b>Total</b>		1696	100.0%	1231	100.0%	2286	100.0%	750	100.0%
<b>Educational experience of respondent's parent(s)/guardian(s) to the best of their knowledge</b>	<b>1 Neither parent/guardian attended any college</b>	108	6.4%	141	11.4%	680	29.7%	133	17.3%
	<b>4 One or both parents/guardians attended some college, but neither has a four-year degree</b>	113	6.7%	109	8.8%	344	15.0%	63	8.1%
	<b>5 One parent/guardian has a four-year degree</b>	185	11.0%	165	13.3%	315	13.8%	110	14.3%
	<b>6 Both parents/guardians have a four-year degree</b>	418	24.8%	222	17.9%	283	12.4%	103	13.4%
	<b>7 One parent/guardian has a graduate or professional degree</b>	377	22.4%	280	22.6%	367	16.0%	183	23.8%
	<b>8 Both parents/guardians have a graduate or professional degree</b>	484	28.7%	322	26.0%	299	13.0%	177	23.0%
<b>Total</b>		1685	100.0%	1239	100.0%	2288	100.0%	769	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Childhood socioeconomic status</b>	<b>1 Poor</b>	51	3.0%	39	3.1%	83	3.6%	22	2.9%
	<b>2 Low income</b>	171	10.2%	176	14.2%	444	19.3%	119	15.7%
	<b>3 Middle class</b>	565	33.6%	585	47.2%	1345	58.6%	415	54.4%
	<b>4 Upper-middle class</b>	795	47.2%	382	30.9%	403	17.6%	192	25.1%
	<b>5 Wealthy</b>	102	6.0%	57	4.6%	21	0.9%	14	1.9%
<b>Total</b>		1685	100.0%	1239	100.0%	2296	100.0%	763	100.0%
<b>Current socioeconomic status</b>	<b>1 Poor</b>	37	2.2%	31	2.6%	25	1.1%	2	0.2%
	<b>2 Low income</b>	149	8.9%	255	21.1%	245	10.6%	17	2.3%
	<b>3 Middle class</b>	573	34.4%	524	43.4%	1431	62.3%	253	33.3%
	<b>4 Upper-middle class</b>	764	45.8%	342	28.3%	563	24.5%	426	56.1%
	<b>5 Wealthy</b>	145	8.7%	56	4.6%	33	1.4%	62	8.1%
<b>Total</b>		1667	100.0%	1207	100.0%	2297	100.0%	760	100.0%
<b>Are you currently the sole provider for your living and educational expenses?</b>	<b>1 Yes</b>	177	10.4%	710	57.0%				
	<b>2 No</b>	1525	89.6%	536	43.0%				
<b>Total</b>		1703	100.0%	1247	100.0%				
<b>Current household income in U.S. dollars</b>	<b>1 Below \$30,000</b>	132	9.0%	470	41.2%	85	3.8%	14	1.8%
	<b>2 \$30,000 - \$69,999</b>	216	14.8%	290	25.5%	688	30.8%	47	6.3%
	<b>3 \$70,000 - \$99,999</b>	199	13.7%	99	8.7%	541	24.2%	126	17.1%
	<b>4 \$100,000 - \$249,999</b>	579	39.7%	219	19.3%	834	37.3%	408	55.2%
	<b>5 \$250,000 - \$499,999</b>	235	16.1%	41	3.6%	79	3.5%	120	16.2%
	<b>6 \$500,000 or more</b>	97	6.7%	19	1.7%	10	0.4%	25	3.4%
<b>Total</b>		1458	100.0%	1138	100.0%	2236	100.0%	740	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Current relationship status</b>	<b>1 Single</b>	1060	62.5%	489	39.3%	357	15.3%	74	9.7%
	<b>2 In a casual relationship</b>	167	9.9%	52	4.2%	34	1.5%	3	0.4%
	<b>3 In a serious relationship</b>	414	24.4%	381	30.6%	294	12.6%	61	7.9%
	<b>4 Divorced</b>	3	0.2%	13	1.0%	118	5.0%	24	3.2%
	<b>5 Widow (partner/spouse deceased)</b>	2	0.1%	0	0.0%	31	1.3%	7	0.9%
	<b>6 Legally partnered (civil union/registered domestic partnership)</b>			3	0.3%	9	0.4%	5	0.7%
	<b>7 Married or remarried</b>	42	2.5%	300	24.1%	1457	62.3%	579	75.6%
	<b>8 Separated</b>	1	0.1%	3	0.2%	27	1.2%	8	1.0%
	<b>9 Other relationship status not listed here (Please specify)</b>	7	0.4%	2	0.2%	10	0.4%	5	0.7%
<b>Total</b>		1695	100.0%	1244	100.0%	2337	100.0%	765	100.0%
<b>Which of the following most closely describes your current housing?</b>	<b>1 UVA housing</b>	661	39.4%	105	8.4%				
	<b>2 Independently in an apartment/house (with or without roommates)</b>	941	56.1%	1062	85.2%				
	<b>3 Living with family member/guardian</b>	55	3.3%	64	5.1%				
	<b>4 Transient (couch surfing, sleeping in car, sleeping in campus office/lab, etc.)</b>	5	0.3%	2	0.2%				
	<b>5 Other (Please specify)</b>	16	1.0%	14	1.1%				
<b>Total</b>		1679	100.0%	1247	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Ways in which disabilities or impairments affect respondent</b>	<b>1.00 Disabilities or impairments that affect how you access or use UVA facilities</b>	27	1.6%	17	1.4%	58	2.5%	19	2.5%
	<b>2.00 Disabilities or impairments that affect how you perform your work, read or study</b>	183	10.8%	67	5.4%	137	5.9%	33	4.3%
	<b>3.00 Disabilities or impairments that affect how you process information or interact with others</b>	110	6.5%	35	2.9%	71	3.1%	19	2.5%
	<b>4.00 Disabilities or impairments that affect your use of digital technologies or interactions with online environments</b>	16	0.9%	8	0.6%	19	0.8%	7	1.0%
	<b>5.00 No disabilities or impairments</b>	1474	87.2%	1140	92.9%	2116	91.2%	707	93.1%
<b>Total</b>		1691	100.0%	1228	100.0%	2321	100.0%	760	100.0%
<b>Description of disability or impairment</b>	<b>1 Invisible (Not generally observable)</b>	199	90.4%	86	89.9%	159	73.6%	41	78.1%
	<b>2 Visible (Generally observable)</b>	12	5.3%	5	5.1%	32	15.0%	8	15.1%
	<b>3 I have both invisible and visible disabilities or impairments</b>	10	4.3%	5	4.9%	25	11.4%	4	6.8%
<b>Total</b>		221	100.0%	95	100.0%	217	100.0%	52	100.0%
<b>Do you currently receive, or have you ever received, accommodations from the University for your disability or impairment?</b>	<b>1 Yes</b>	118	33.7%	29	29.5%	55	24.1%	12	21.5%
	<b>2 No</b>	232	66.3%	70	70.5%	173	75.9%	45	78.5%
<b>Total</b>		351	100.0%	99	100.0%	228	100.0%	57	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Political orientation</b>	<b>1 Very liberal</b>	209	12.6%	183	15.7%	271	12.3%	182	25.0%
	<b>2 Liberal</b>	517	31.3%	359	30.9%	626	28.5%	271	37.2%
	<b>3 Slightly liberal</b>	250	15.1%	183	15.7%	320	14.6%	111	15.3%
	<b>4 Moderate or middle of the road</b>	292	17.7%	236	20.3%	501	22.8%	102	13.9%
	<b>5 Slightly conservative</b>	174	10.5%	94	8.1%	183	8.3%	32	4.4%
	<b>6 Conservative</b>	165	10.0%	83	7.1%	241	11.0%	24	3.3%
	<b>7 Very conservative</b>	45	2.7%	25	2.1%	54	2.5%	6	0.9%
<b>Total</b>		1650	100.0%	1165	100.0%	2197	100.0%	728	100.0%
<b>Biological sex assigned at birth</b>	<b>1 Female</b>	932	55.0%	614	49.5%	1198	51.2%	309	40.3%
	<b>2 Male</b>	760	44.9%	626	50.4%	1142	48.8%	456	59.5%
	<b>4 Intersex</b>	1	0.1%	1	0.1%	0	0.0%	1	0.2%
<b>Total</b>		1694	100.0%	1241	100.0%	2341	100.0%	766	100.0%
<b>Current gender identity</b>	<b>1 Man</b>	750	44.2%	615	49.7%	1128	48.7%	442	58.7%
	<b>2 Woman</b>	908	53.5%	596	48.2%	1162	50.2%	300	39.8%
	<b>3 Trans Man</b>	4	0.2%	2	0.1%	2	0.1%		
	<b>4 Trans Woman</b>	1	0.1%	2	0.2%	0	0.0%		
	<b>5 Genderqueer</b>	1	0.1%	5	0.4%	4	0.2%	5	0.6%
	<b>7 I wish to provide my own description</b>	15	0.9%	7	0.5%	11	0.5%	1	0.1%
	<b>8 Non-binary or Gender Non-conforming</b>	18	1.0%	11	0.8%	7	0.3%	6	0.7%
<b>Total</b>		1697	100.0%	1238	100.0%	2315	100.0%	753	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Sexual orientation</b>	<b>1 Heterosexual or straight</b>	1428	84.7%	999	82.2%	1978	88.7%	655	89.4%
	<b>2 Gay or lesbian</b>	55	3.2%	49	4.0%	87	3.9%	28	3.9%
	<b>3 Bisexual</b>	96	5.7%	74	6.1%	50	2.3%	13	1.8%
	<b>4 Questioning</b>	37	2.2%	7	0.6%	14	0.6%	5	0.7%
	<b>6 I wish to provide my own description</b>	10	0.6%	11	0.9%	21	1.0%	6	0.8%
	<b>7 Queer</b>	24	1.4%	26	2.1%	19	0.9%	17	2.3%
	<b>8 Pansexual</b>	9	0.5%	10	0.8%	12	0.6%	5	0.6%
	<b>9 Asexual</b>	26	1.6%	39	3.2%	47	2.1%	5	0.7%
	<b>Total</b>		1686	100.0%	1216	100.0%	2230	100.0%	733
<b>Racial/ethnic affiliation</b>	<b>1.00 Race/ethnicity- own description</b>	38	2.3%	31	2.5%	33	1.4%	7	0.9%
	<b>2.00 Race/ethnicity- African American or Black</b>	134	8.0%	77	6.2%	279	12.2%	41	5.4%
	<b>3.00 Race/ethnicity- American Indian or Alaska Native</b>	16	0.9%	27	2.2%	26	1.1%	3	0.4%
	<b>4.00 Race/ethnicity- Asian American or Asian</b>	305	18.2%	273	22.3%	130	5.7%	83	11.1%
	<b>5.00 Race/ethnicity- Hispanic or LatinX</b>	126	7.5%	84	6.9%	44	1.9%	29	3.8%
	<b>6.00 Race/ethnicity- Middle Eastern or North African</b>	89	5.3%	39	3.2%	10	0.5%	5	0.7%
	<b>7.00 Race/ethnicity- Native Hawaiian or Other Pacific Islander</b>	4	0.2%	0	0.0%	4	0.2%		
	<b>8.00 Race/ethnicity- White or Caucasian</b>	1114	66.5%	783	63.9%	1870	81.4%	604	80.9%
<b>Total</b>		1676	100.0%	1225	100.0%	2297	100.0%	747	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Military or veteran status</b>	<b>1 I am currently serving</b>	12	0.7%	20	1.6%	8	0.4%	5	0.6%
	<b>2 I am no longer serving</b>	13	0.8%	31	2.5%	154	6.6%	38	5.0%
	<b>3 I have never served</b>	1670	98.5%	1195	95.9%	2175	93.0%	722	94.4%
<b>Total</b>		1696	100.0%	1246	100.0%	2337	100.0%	765	100.0%
<b>Highest academic degree or professional credential completed</b>	<b>1 High school diploma or equivalency</b>					381	16.3%		
	<b>2 Associate's degree</b>					148	6.4%		
	<b>3 Bachelor's degree</b>					714	30.6%	13	1.7%
	<b>4 Master's degree</b>					494	21.2%	44	5.7%
	<b>5 Multiple Master's degrees</b>					52	2.2%	4	0.6%
	<b>6 Professional Master's (MEd, MPP, MPH, MBA, MFA, MLIS, etc.)</b>					180	7.7%	20	2.6%
	<b>7 Law degree (LLB or JD)</b>					52	2.2%	33	4.3%
	<b>8 Medical doctorate (MD)</b>							1	0.1%
	<b>9 Medical doctorate other than MD (DO, DDS, DVM, etc.)</b>					5	0.2%	0	0.0%
	<b>10 Doctorate (PhD, EdD, etc.)</b>					216	9.3%	641	83.3%
	<b>11 Multiple doctoral degrees (MD/PhD, etc.)</b>					3	0.1%	8	1.1%
	<b>12 Professional credential</b>					86	3.7%	5	0.6%
<b>Total</b>						2333	100.0%	769	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>What is the highest academic degree or professional credential that you plan to complete?</b>	<b>1 Bachelor's degree</b>	264	18.0%						
	<b>4 Professional Master's</b>	243	16.5%						
	<b>5 Master's degree</b>	332	22.6%						
	<b>6 Law degree</b>	159	10.8%						
	<b>7 Medical doctorate other than MD</b>	43	2.9%						
	<b>8 Medical doctorate (MD)</b>	165	11.2%						
	<b>9 Doctorate (PhD, EdD, etc.)</b>	210	14.3%						
	<b>10 Multiple doctoral degrees (MD/PhD, etc.)</b>	45	3.0%						
	<b>12 Professional Credential</b>	10	0.7%						
<b>Total</b>		1471	100.0%						
<b>Individuals of my citizenship status are respected at UVA</b>	<b>1 Strongly disagree</b>	15	1.2%	21	1.7%	32	1.5%	14	2.0%
	<b>2 Disagree</b>	30	2.3%	21	1.8%	34	1.5%	5	0.7%
	<b>3 Somewhat disagree</b>	46	3.6%	27	2.3%	54	2.4%	18	2.6%
	<b>4 Somewhat agree</b>	113	8.9%	74	6.3%	143	6.5%	29	4.0%
	<b>5 Agree</b>	374	29.4%	317	27.0%	847	38.4%	220	30.7%
	<b>6 Strongly agree</b>	694	54.5%	715	60.9%	1099	49.7%	431	60.1%
<b>Total</b>		1273	100.0%	1175	100.0%	2209	100.0%	717	100.0%
<b>Individuals with a disability or impairment like mine are respected at UVA</b>	<b>1 Strongly disagree</b>	15	2.5%	13	4.1%	18	2.5%	8	4.6%
	<b>2 Disagree</b>	28	4.9%	18	5.7%	24	3.3%	6	3.7%
	<b>3 Somewhat disagree</b>	44	7.7%	24	7.4%	46	6.3%	15	9.1%
	<b>4 Somewhat agree</b>	118	20.6%	45	14.2%	128	17.4%	25	15.1%
	<b>5 Agree</b>	184	31.9%	126	39.1%	315	42.9%	63	38.4%
	<b>6 Strongly agree</b>	186	32.4%	95	29.7%	204	27.7%	48	29.1%
<b>Total</b>		576	100.0%	321	100.0%	735	100.0%	164	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my gender or gender identity are respected at UVA</b>	<b>1 Strongly disagree</b>	24	1.5%	30	2.5%	35	1.6%	19	2.6%
	<b>2 Disagree</b>	35	2.1%	36	3.1%	43	1.9%	33	4.5%
	<b>3 Somewhat disagree</b>	92	5.6%	62	5.2%	125	5.5%	43	5.9%
	<b>4 Somewhat agree</b>	262	15.9%	152	12.8%	367	16.1%	122	16.8%
	<b>5 Agree</b>	618	37.5%	395	33.3%	928	40.8%	232	31.8%
	<b>6 Strongly agree</b>	617	37.5%	510	43.1%	774	34.1%	280	38.4%
<b>Total</b>		1648	100.0%	1185	100.0%	2272	100.0%	730	100.0%
<b>Individuals of my military service status are respected at UVA</b>	<b>1 Strongly disagree</b>	4	0.5%	4	1.0%	17	2.0%	6	2.5%
	<b>2 Disagree</b>	4	0.5%	5	1.3%	16	1.9%	7	3.3%
	<b>3 Somewhat disagree</b>	12	1.6%	8	2.1%	35	4.1%	8	3.4%
	<b>4 Somewhat agree</b>	62	8.2%	30	8.1%	80	9.5%	9	3.9%
	<b>5 Agree</b>	348	45.9%	146	39.9%	387	45.5%	73	33.1%
	<b>6 Strongly agree</b>	329	43.4%	174	47.6%	314	36.9%	119	53.7%
<b>Total</b>		759	100.0%	366	100.0%	849	100.0%	221	100.0%
<b>Individuals of my national origin are respected at UVA</b>	<b>1 Strongly disagree</b>	20	1.3%	22	1.9%	28	1.3%	12	1.8%
	<b>2 Disagree</b>	26	1.7%	28	2.5%	27	1.3%	12	1.8%
	<b>3 Somewhat disagree</b>	61	3.9%	39	3.4%	60	2.8%	22	3.1%
	<b>4 Somewhat agree</b>	138	8.8%	93	8.3%	169	7.9%	44	6.4%
	<b>5 Agree</b>	456	29.2%	319	28.3%	811	37.7%	196	28.3%
	<b>6 Strongly agree</b>	860	55.1%	627	55.7%	1057	49.1%	407	58.7%
<b>Total</b>		1560	100.0%	1127	100.0%	2152	100.0%	693	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my political beliefs are respected at UVA</b>	<b>1 Strongly disagree</b>	103	6.2%	77	6.7%	103	4.7%	35	4.8%
	<b>2 Disagree</b>	89	5.4%	54	4.7%	143	6.5%	23	3.1%
	<b>3 Somewhat disagree</b>	136	8.2%	69	6.0%	186	8.5%	44	6.1%
	<b>4 Somewhat agree</b>	246	14.9%	159	13.7%	302	13.8%	95	13.1%
	<b>5 Agree</b>	595	36.0%	458	39.5%	887	40.5%	274	37.8%
	<b>6 Strongly agree</b>	484	29.2%	341	29.5%	566	25.9%	255	35.1%
<b>Total</b>		1653	100.0%	1159	100.0%	2188	100.0%	727	100.0%
<b>Individuals of my race are respected at UVA</b>	<b>1 Strongly disagree</b>	19	1.1%	48	3.9%	52	2.3%	23	3.1%
	<b>2 Disagree</b>	55	3.3%	41	3.4%	67	2.9%	14	2.0%
	<b>3 Somewhat disagree</b>	116	7.0%	69	5.7%	106	4.6%	34	4.6%
	<b>4 Somewhat agree</b>	264	15.9%	114	9.5%	225	9.8%	59	8.1%
	<b>5 Agree</b>	527	31.7%	355	29.4%	834	36.5%	211	28.9%
	<b>6 Strongly agree</b>	679	40.9%	579	48.0%	1000	43.8%	390	53.3%
<b>Total</b>		1660	100.0%	1205	100.0%	2284	100.0%	732	100.0%
<b>Individuals of my religious or spiritual beliefs are respected at UVA</b>	<b>1 Strongly disagree</b>	18	1.1%	34	3.0%	50	2.4%	22	3.4%
	<b>2 Disagree</b>	59	3.7%	51	4.5%	69	3.3%	23	3.5%
	<b>3 Somewhat disagree</b>	110	6.8%	61	5.5%	159	7.6%	49	7.4%
	<b>4 Somewhat agree</b>	287	17.7%	166	14.9%	360	17.1%	108	16.1%
	<b>5 Agree</b>	660	40.7%	452	40.4%	922	43.9%	242	36.2%
	<b>6 Strongly agree</b>	489	30.1%	355	31.7%	539	25.7%	224	33.5%
<b>Total</b>		1623	100.0%	1118	100.0%	2098	100.0%	669	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my sexual orientation are respected at UVA</b>	<b>1 Strongly disagree</b>	20	1.2%	27	2.3%	31	1.4%	13	1.8%
	<b>2 Disagree</b>	24	1.5%	20	1.7%	20	0.9%	11	1.7%
	<b>3 Somewhat disagree</b>	51	3.1%	48	4.1%	64	3.0%	14	2.0%
	<b>4 Somewhat agree</b>	146	8.9%	77	6.6%	177	8.2%	35	5.1%
	<b>5 Agree</b>	533	32.3%	350	29.8%	924	42.7%	228	32.8%
	<b>6 Strongly agree</b>	875	53.0%	650	55.5%	949	43.8%	394	56.7%
<b>Total</b>		1650	100.0%	1171	100.0%	2165	100.0%	696	100.0%
<b>Employees in my line of work are respected at UVA</b>	<b>1 Strongly disagree</b>					73	3.2%		
	<b>2 Disagree</b>					99	4.3%		
	<b>3 Somewhat disagree</b>					168	7.3%		
	<b>4 Somewhat agree</b>					452	19.6%		
	<b>5 Agree</b>					920	39.9%		
	<b>6 Strongly agree</b>					592	25.7%		
<b>Total</b>						2305	100.0%		
<b>Faculty of my tenure status are respected at UVA</b>	<b>1 Strongly disagree</b>							33	4.7%
	<b>2 Disagree</b>							57	8.0%
	<b>3 Somewhat disagree</b>							60	8.5%
	<b>4 Somewhat agree</b>							98	13.8%
	<b>5 Agree</b>							196	27.7%
	<b>6 Strongly agree</b>							264	37.3%
<b>Total</b>								709	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Students of my socioeconomic status are respected at UVA</b>	<b>1 Strongly disagree</b>	38	2.3%	34	2.8%				
	<b>2 Disagree</b>	51	3.1%	48	4.0%				
	<b>3 Somewhat disagree</b>	103	6.2%	93	7.8%				
	<b>4 Somewhat agree</b>	234	14.1%	144	12.0%				
	<b>5 Agree</b>	587	35.3%	378	31.4%				
	<b>6 Strongly agree</b>	651	39.1%	506	42.0%				
<b>Total</b>		1664	100.0%	1204	100.0%				
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA</b>	<b>1 Strongly disagree</b>	75	4.5%	137	11.3%	107	4.7%	72	9.6%
	<b>2 Disagree</b>	151	9.1%	113	9.4%	230	10.0%	131	17.7%
	<b>3 Somewhat disagree</b>	254	15.2%	162	13.4%	318	13.9%	130	17.5%
	<b>4 Somewhat agree</b>	456	27.3%	290	24.0%	640	27.9%	169	22.8%
	<b>5 Agree</b>	516	30.9%	324	26.7%	767	33.5%	179	24.1%
	<b>6 Strongly agree</b>	219	13.1%	186	15.3%	230	10.0%	62	8.3%
<b>Total</b>		1670	100.0%	1212	100.0%	2292	100.0%	743	100.0%
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program</b>	<b>1 Strongly disagree</b>			96	7.9%	73	3.2%	61	8.2%
	<b>2 Disagree</b>			92	7.6%	140	6.1%	78	10.4%
	<b>3 Somewhat disagree</b>			144	11.9%	225	9.8%	89	11.9%
	<b>4 Somewhat agree</b>			235	19.4%	508	22.0%	172	23.0%
	<b>5 Agree</b>			361	29.8%	887	38.4%	215	28.9%
	<b>6 Strongly agree</b>			286	23.6%	473	20.5%	130	17.5%
<b>Total</b>				1214	100.0%	2307	100.0%	745	100.0%
<b>Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably</b>	<b>1 Never</b>					56	2.6%	22	3.2%
	<b>2 Rarely</b>					164	7.5%	44	6.5%
	<b>3 Occasionally</b>					263	12.0%	112	16.4%
	<b>4 Somewhat often</b>					343	15.7%	102	14.9%
	<b>5 Often</b>					734	33.6%	227	33.3%
	<b>6 Very often</b>					623	28.5%	176	25.7%
<b>Total</b>						2183	100.0%	683	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in the past year- students in similar circumstances being treated equitably by faculty</b>	<b>1 Never</b>	8	0.5%	18	1.6%				
	<b>2 Rarely</b>	39	2.4%	54	4.7%				
	<b>3 Occasionally</b>	139	8.6%	111	9.6%				
	<b>4 Somewhat often</b>	301	18.6%	195	16.8%				
	<b>5 Often</b>	698	43.2%	472	40.7%				
	<b>6 Very often</b>	433	26.8%	311	26.8%				
<b>Total</b>		1617	100.0%	1161	100.0%				
<b>Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace</b>	<b>1 Never</b>					25	1.1%	4	0.5%
	<b>2 Rarely</b>					59	2.6%	22	3.0%
	<b>3 Occasionally</b>					184	8.0%	67	9.2%
	<b>4 Somewhat often</b>					277	12.1%	95	13.1%
	<b>5 Often</b>					786	34.3%	228	31.2%
	<b>6 Very often</b>					961	41.9%	314	43.0%
<b>Total</b>						2292	100.0%	729	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age</b>	<b>1 Never</b>					1568	68.9%	495	67.0%
	<b>2 Rarely</b>					339	14.9%	113	15.3%
	<b>3 Occasionally</b>					230	10.1%	85	11.5%
	<b>4 Somewhat often</b>					58	2.6%	28	3.8%
	<b>5 Often</b>					54	2.4%	12	1.6%
	<b>6 Very often</b>					27	1.2%	6	0.8%
<b>Total</b>						2276	100.0%	739	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms</b>	<b>1 Never</b>					1463	64.0%	489	65.8%
	<b>2 Rarely</b>					379	16.6%	135	18.2%
	<b>3 Occasionally</b>					296	13.0%	83	11.2%
	<b>4 Somewhat often</b>					75	3.3%	21	2.8%
	<b>5 Often</b>					48	2.1%	8	1.1%
	<b>6 Very often</b>					24	1.1%	7	0.9%
<b>Total</b>						2285	100.0%	743	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship</b>	<b>1 Never</b>					2008	87.8%	645	87.0%
	<b>2 Rarely</b>					177	7.8%	66	8.9%
	<b>3 Occasionally</b>					53	2.3%	21	2.9%
	<b>4 Somewhat often</b>					22	0.9%	5	0.6%
	<b>5 Often</b>					18	0.8%	3	0.4%
	<b>6 Very often</b>					8	0.4%	2	0.2%
<b>Total</b>						2286	100.0%	740	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability</b>	<b>1 Never</b>					2031	89.0%	654	88.7%
	<b>2 Rarely</b>					163	7.2%	57	7.7%
	<b>3 Occasionally</b>					58	2.5%	17	2.3%
	<b>4 Somewhat often</b>					12	0.5%	3	0.4%
	<b>5 Often</b>					15	0.7%	2	0.3%
	<b>6 Very often</b>					3	0.1%	4	0.6%
<b>Total</b>						2282	100.0%	737	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Gender or gender identity</b>	<b>1 Never</b>					1837	80.4%	555	75.3%
	<b>2 Rarely</b>					227	10.0%	97	13.2%
	<b>3 Occasionally</b>					119	5.2%	50	6.7%
	<b>4 Somewhat often</b>					56	2.5%	20	2.8%
	<b>5 Often</b>					33	1.4%	8	1.1%
	<b>6 Very often</b>					12	0.5%	7	1.0%
<b>Total</b>						2284	100.0%	737	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service</b>	<b>1 Never</b>					2116	92.7%	689	94.3%
	<b>2 Rarely</b>					116	5.1%	29	4.0%
	<b>3 Occasionally</b>					32	1.4%	7	1.0%
	<b>4 Somewhat often</b>					9	0.4%	2	0.3%
	<b>5 Often</b>					8	0.4%	2	0.2%
	<b>6 Very often</b>					2	0.1%	2	0.2%
<b>Total</b>						2284	100.0%	731	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin</b>	<b>1 Never</b>					1984	87.1%	614	83.6%
	<b>2 Rarely</b>					183	8.0%	79	10.8%
	<b>3 Occasionally</b>					65	2.8%	25	3.4%
	<b>4 Somewhat often</b>					23	1.0%	10	1.4%
	<b>5 Often</b>					16	0.7%	5	0.6%
	<b>6 Very often</b>					6	0.3%	2	0.2%
<b>Total</b>						2277	100.0%	735	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs</b>	<b>1 Never</b>	811	65.9%	847	72.5%	1130	50.4%	458	64.3%
	<b>2 Rarely</b>	140	11.4%	113	9.6%	384	17.1%	91	12.7%
	<b>3 Occasionally</b>	128	10.4%	97	8.3%	418	18.7%	110	15.4%
	<b>4 Somewhat often</b>	77	6.3%	34	2.9%	169	7.5%	21	2.9%
	<b>5 Often</b>	42	3.4%	33	2.8%	73	3.3%	17	2.4%
	<b>6 Very often</b>	32	2.6%	44	3.7%	66	3.0%	16	2.2%
<b>Total</b>		1232	100.0%	1168	100.0%	2241	100.0%	712	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status</b>	<b>1 Never</b>					2039	89.3%	649	88.4%
	<b>2 Rarely</b>					152	6.7%	51	6.9%
	<b>3 Occasionally</b>					64	2.8%	19	2.6%
	<b>4 Somewhat often</b>					11	0.5%	8	1.1%
	<b>5 Often</b>					10	0.4%	5	0.7%
	<b>6 Very often</b>					7	0.3%	2	0.2%
<b>Total</b>						2283	100.0%	734	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race</b>	<b>1 Never</b>					1894	83.1%	589	80.5%
	<b>2 Rarely</b>					193	8.5%	65	8.9%
	<b>3 Occasionally</b>					104	4.6%	46	6.3%
	<b>4 Somewhat often</b>					38	1.7%	14	1.9%
	<b>5 Often</b>					28	1.2%	7	1.0%
	<b>6 Very often</b>					22	1.0%	10	1.4%
<b>Total</b>						2279	100.0%	732	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status</b>	<b>1 Never</b>					1928	84.4%	606	82.3%
	<b>2 Rarely</b>					212	9.3%	83	11.3%
	<b>3 Occasionally</b>					94	4.1%	32	4.4%
	<b>4 Somewhat often</b>					29	1.3%	8	1.1%
	<b>5 Often</b>					16	0.7%	3	0.4%
	<b>6 Very often</b>					6	0.2%	4	0.5%
<b>Total</b>						2285	100.0%	736	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs</b>	<b>1 Never</b>					1826	79.9%	601	81.5%
	<b>2 Rarely</b>					251	11.0%	80	10.8%
	<b>3 Occasionally</b>					134	5.9%	36	4.9%
	<b>4 Somewhat often</b>					42	1.9%	6	0.8%
	<b>5 Often</b>					20	0.9%	9	1.3%
	<b>6 Very often</b>					14	0.6%	5	0.7%
<b>Total</b>						2287	100.0%	738	100.0%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation</b>	<b>1 Never</b>					1969	86.1%	656	89.0%
	<b>2 Rarely</b>					190	8.3%	61	8.2%
	<b>3 Occasionally</b>					67	2.9%	13	1.8%
	<b>4 Somewhat often</b>					32	1.4%	3	0.4%
	<b>5 Often</b>					21	0.9%	3	0.3%
	<b>6 Very often</b>					8	0.3%	2	0.2%
<b>Total</b>						2286	100.0%	736	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status</b>	<b>1 Never</b>					1907	83.5%	639	86.6%
	<b>2 Rarely</b>					218	9.6%	53	7.1%
	<b>3 Occasionally</b>					83	3.6%	31	4.2%
	<b>4 Somewhat often</b>					40	1.8%	9	1.3%
	<b>5 Often</b>					20	0.9%	4	0.6%
	<b>6 Very often</b>					15	0.7%	2	0.2%
<b>Total</b>						2284	100.0%	738	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age</b>	<b>1 Never</b>	1238	82.6%	904	83.4%	1632	74.5%	534	77.6%
	<b>2 Rarely</b>	150	10.0%	86	7.9%	287	13.1%	87	12.6%
	<b>3 Occasionally</b>	64	4.3%	64	5.9%	205	9.4%	60	8.7%
	<b>4 Somewhat often</b>	31	2.0%	16	1.5%	35	1.6%	3	0.4%
	<b>5 Often</b>	13	0.9%	9	0.8%	21	1.0%	4	0.7%
	<b>6 Very often</b>	3	0.2%	6	0.6%	10	0.5%	0	0.0%
<b>Total</b>		1499	100.0%	1084	100.0%	2191	100.0%	688	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms</b>	<b>1 Never</b>	1073	71.4%	833	76.8%	1439	65.7%	489	70.8%
	<b>2 Rarely</b>	186	12.4%	111	10.2%	334	15.3%	93	13.5%
	<b>3 Occasionally</b>	130	8.6%	92	8.5%	302	13.8%	86	12.5%
	<b>4 Somewhat often</b>	59	3.9%	31	2.9%	67	3.0%	12	1.8%
	<b>5 Often</b>	34	2.3%	12	1.1%	35	1.6%	9	1.3%
	<b>6 Very often</b>	20	1.3%	6	0.6%	13	0.6%	1	0.1%
<b>Total</b>		1502	100.0%	1084	100.0%	2191	100.0%	690	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship</b>	<b>1 Never</b>	596	80.4%	820	75.6%	1616	73.9%	510	73.9%
	<b>2 Rarely</b>	73	9.9%	127	11.7%	279	12.7%	82	11.9%
	<b>3 Occasionally</b>	38	5.2%	85	7.8%	203	9.3%	65	9.4%
	<b>4 Somewhat often</b>	19	2.6%	29	2.6%	41	1.9%	21	3.0%
	<b>5 Often</b>	11	1.5%	9	0.9%	25	1.1%	10	1.5%
	<b>6 Very often</b>	3	0.4%	15	1.4%	23	1.1%	2	0.3%
<b>Total</b>		741	100.0%	1086	100.0%	2187	100.0%	690	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability</b>	<b>1 Never</b>	634	85.4%	919	85.4%	1779	81.7%	584	84.8%
	<b>2 Rarely</b>	66	8.8%	91	8.4%	242	11.1%	61	8.9%
	<b>3 Occasionally</b>	20	2.7%	39	3.6%	111	5.1%	32	4.7%
	<b>4 Somewhat often</b>	13	1.7%	15	1.4%	22	1.0%	6	0.8%
	<b>5 Often</b>	8	1.1%	6	0.6%	17	0.8%	3	0.5%
	<b>6 Very often</b>	2	0.3%	6	0.6%	7	0.3%	2	0.3%
<b>Total</b>		742	100.0%	1076	100.0%	2177	100.0%	688	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity</b>	<b>1 Never</b>	580	78.0%	807	74.6%	1544	70.5%	502	72.9%
	<b>2 Rarely</b>	77	10.3%	118	10.9%	324	14.8%	84	12.1%
	<b>3 Occasionally</b>	45	6.0%	104	9.6%	212	9.7%	77	11.2%
	<b>4 Somewhat often</b>	24	3.3%	26	2.4%	63	2.9%	16	2.3%
	<b>5 Often</b>	10	1.4%	14	1.3%	31	1.4%	6	0.9%
	<b>6 Very often</b>	7	1.0%	13	1.2%	16	0.7%	3	0.5%
<b>Total</b>		743	100.0%	1082	100.0%	2190	100.0%	689	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service</b>	<b>1 Never</b>	1357	90.5%	975	90.4%	1998	91.3%	633	92.6%
	<b>2 Rarely</b>	100	6.7%	66	6.1%	146	6.7%	38	5.6%
	<b>3 Occasionally</b>	21	1.4%	24	2.2%	25	1.1%	12	1.7%
	<b>4 Somewhat often</b>	14	0.9%	5	0.5%	9	0.4%	0	0.1%
	<b>5 Often</b>	8	0.5%	4	0.4%	7	0.3%		
	<b>6 Very often</b>			4	0.4%	4	0.2%		
<b>Total</b>		1499	100.0%	1078	100.0%	2189	100.0%	683	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - National origin</b>	<b>1 Never</b>	1147	76.8%	820	76.2%	1603	73.4%	482	69.8%
	<b>2 Rarely</b>	159	10.6%	116	10.8%	305	14.0%	90	13.1%
	<b>3 Occasionally</b>	111	7.4%	88	8.2%	180	8.3%	86	12.4%
	<b>4 Somewhat often</b>	41	2.7%	30	2.8%	51	2.3%	21	3.1%
	<b>5 Often</b>	29	2.0%	10	0.9%	24	1.1%	10	1.4%
	<b>6 Very often</b>	7	0.5%	13	1.2%	21	0.9%	1	0.2%
<b>Total</b>		1494	100.0%	1077	100.0%	2184	100.0%	691	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs</b>	<b>1 Never</b>	525	70.8%	719	66.3%	1286	58.8%	416	60.6%
	<b>2 Rarely</b>	72	9.7%	117	10.8%	328	15.0%	85	12.4%
	<b>3 Occasionally</b>	65	8.7%	140	12.9%	333	15.2%	126	18.3%
	<b>4 Somewhat often</b>	46	6.2%	43	3.9%	112	5.1%	36	5.2%
	<b>5 Often</b>	21	2.9%	35	3.2%	68	3.1%	15	2.2%
	<b>6 Very often</b>	13	1.7%	31	2.9%	60	2.7%	9	1.4%
<b>Total</b>		742	100.0%	1085	100.0%	2186	100.0%	687	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status</b>	<b>1 Never</b>	1318	88.0%	968	90.0%	1940	89.2%	609	89.5%
	<b>2 Rarely</b>	120	8.0%	71	6.6%	173	7.9%	52	7.7%
	<b>3 Occasionally</b>	28	1.8%	17	1.6%	36	1.7%	14	2.0%
	<b>4 Somewhat often</b>	16	1.0%	11	1.0%	15	0.7%	2	0.3%
	<b>5 Often</b>	14	1.0%	3	0.2%	11	0.5%	3	0.4%
	<b>6 Very often</b>	3	0.2%	6	0.5%	1	0.0%		
<b>Total</b>		1498	100.0%	1075	100.0%	2176	100.0%	681	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race</b>	<b>1 Never</b>	537	72.3%	732	67.8%	1445	66.3%	451	65.9%
	<b>2 Rarely</b>	88	11.9%	140	13.0%	332	15.2%	86	12.6%
	<b>3 Occasionally</b>	58	7.8%	120	11.1%	241	11.1%	98	14.4%
	<b>4 Somewhat often</b>	28	3.8%	47	4.3%	68	3.1%	25	3.7%
	<b>5 Often</b>	20	2.7%	19	1.8%	57	2.6%	11	1.6%
	<b>6 Very often</b>	12	1.6%	21	2.0%	35	1.6%	12	1.8%
<b>Total</b>		743	100.0%	1079	100.0%	2179	100.0%	684	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:- Relationship/marital status</b>	<b>1 Never</b>	1281	85.7%	944	87.5%	1847	84.5%	601	87.2%
	<b>2 Rarely</b>	130	8.7%	78	7.3%	238	10.9%	51	7.3%
	<b>3 Occasionally</b>	44	2.9%	40	3.8%	65	3.0%	31	4.5%
	<b>4 Somewhat often</b>	21	1.4%	7	0.7%	19	0.9%	4	0.5%
	<b>5 Often</b>	13	0.8%	4	0.4%	11	0.5%	3	0.4%
	<b>6 Very often</b>	6	0.4%	5	0.5%	5	0.2%		
<b>Total</b>		1495	100.0%	1079	100.0%	2185	100.0%	688	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs</b>	<b>1 Never</b>	585	78.9%	808	74.8%	1581	72.3%	491	71.0%
	<b>2 Rarely</b>	72	9.7%	125	11.6%	302	13.8%	92	13.3%
	<b>3 Occasionally</b>	43	5.8%	101	9.4%	208	9.5%	78	11.2%
	<b>4 Somewhat often</b>	23	3.0%	23	2.1%	38	1.7%	16	2.3%
	<b>5 Often</b>	13	1.7%	11	1.1%	36	1.7%	11	1.6%
	<b>6 Very often</b>	6	0.8%	12	1.1%	20	0.9%	4	0.6%
<b>Total</b>		742	100.0%	1081	100.0%	2185	100.0%	692	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - Sexual orientation</b>	<b>1 Never</b>	575	77.7%	841	77.9%	1583	72.6%	527	76.2%
	<b>2 Rarely</b>	74	10.0%	114	10.6%	313	14.4%	78	11.2%
	<b>3 Occasionally</b>	52	7.1%	73	6.8%	178	8.2%	63	9.2%
	<b>4 Somewhat often</b>	21	2.8%	30	2.7%	48	2.2%	13	1.8%
	<b>5 Often</b>	12	1.7%	11	1.0%	41	1.9%	6	0.9%
	<b>6 Very often</b>	6	0.8%	10	0.9%	16	0.8%	5	0.7%
<b>Total</b>		741	100.0%	1079	100.0%	2181	100.0%	692	100.0%
<b>Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status</b>	<b>1 Never</b>	571	77.3%	864	80.6%	1626	74.6%	543	79.1%
	<b>2 Rarely</b>	86	11.6%	100	9.3%	313	14.4%	65	9.5%
	<b>3 Occasionally</b>	43	5.9%	56	5.2%	137	6.3%	55	8.0%
	<b>4 Somewhat often</b>	20	2.7%	27	2.5%	50	2.3%	13	1.9%
	<b>5 Often</b>	16	2.2%	18	1.7%	32	1.5%	9	1.4%
	<b>6 Very often</b>	2	0.3%	7	0.7%	21	0.9%	1	0.1%
<b>Total</b>		739	100.0%	1072	100.0%	2179	100.0%	686	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age</b>	<b>1 Never</b>	817	51.3%	648	54.6%	1592	74.9%	458	63.7%
	<b>2 Rarely</b>	341	21.4%	203	17.1%	285	13.4%	125	17.5%
	<b>3 Occasionally</b>	287	18.0%	224	18.8%	171	8.0%	98	13.6%
	<b>4 Somewhat often</b>	80	5.0%	69	5.8%	34	1.6%	28	3.9%
	<b>5 Often</b>	49	3.1%	30	2.5%	26	1.2%	9	1.2%
	<b>6 Very often</b>	20	1.3%	14	1.2%	17	0.8%	2	0.3%
<b>Total</b>		1594	100.0%	1187	100.0%	2126	100.0%	719	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms</b>	<b>1 Never</b>	364	22.8%	508	42.8%	1454	68.4%	410	57.1%
	<b>2 Rarely</b>	276	17.3%	203	17.1%	316	14.9%	131	18.2%
	<b>3 Occasionally</b>	461	28.9%	236	19.9%	228	10.7%	119	16.5%
	<b>4 Somewhat often</b>	248	15.5%	138	11.6%	65	3.1%	44	6.1%
	<b>5 Often</b>	157	9.8%	60	5.1%	39	1.8%	11	1.5%
	<b>6 Very often</b>	89	5.6%	41	3.5%	23	1.1%	4	0.5%
<b>Total</b>		1595	100.0%	1186	100.0%	2125	100.0%	718	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship</b>	<b>1 Never</b>	449	55.3%	766	64.7%	1728	81.3%	533	74.5%
	<b>2 Rarely</b>	174	21.5%	183	15.4%	217	10.2%	101	14.1%
	<b>3 Occasionally</b>	111	13.7%	138	11.7%	121	5.7%	49	6.8%
	<b>4 Somewhat often</b>	38	4.7%	54	4.6%	32	1.5%	18	2.6%
	<b>5 Often</b>	23	2.8%	30	2.5%	15	0.7%	10	1.4%
	<b>6 Very often</b>	16	1.9%	13	1.1%	12	0.6%	5	0.7%
<b>Total</b>		812	100.0%	1185	100.0%	2125	100.0%	716	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability</b>	<b>1 Never</b>	497	61.4%	909	77.1%	1821	86.0%	595	83.0%
	<b>2 Rarely</b>	163	20.1%	135	11.4%	196	9.2%	77	10.8%
	<b>3 Occasionally</b>	86	10.6%	86	7.3%	63	3.0%	25	3.5%
	<b>4 Somewhat often</b>	39	4.8%	31	2.6%	17	0.8%	10	1.4%
	<b>5 Often</b>	13	1.6%	10	0.9%	12	0.6%	7	0.9%
	<b>6 Very often</b>	13	1.6%	7	0.6%	9	0.4%	2	0.3%
<b>Total</b>		810	100.0%	1179	100.0%	2119	100.0%	716	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity</b>	<b>1 Never</b>	361	29.4%	639	54.0%	1657	77.9%	508	70.8%
	<b>2 Rarely</b>	285	23.2%	198	16.8%	235	11.1%	95	13.2%
	<b>3 Occasionally</b>	328	26.7%	203	17.1%	164	7.7%	73	10.2%
	<b>4 Somewhat often</b>	134	10.9%	76	6.4%	35	1.7%	24	3.3%
	<b>5 Often</b>	80	6.5%	38	3.2%	16	0.7%	13	1.8%
	<b>6 Very often</b>	41	3.3%	29	2.4%	19	0.9%	5	0.8%
<b>Total</b>		1227	100.0%	1184	100.0%	2126	100.0%	718	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service</b>	<b>1 Never</b>	1258	79.0%	984	83.3%	1913	90.1%	645	90.2%
	<b>2 Rarely</b>	209	13.1%	119	10.0%	133	6.3%	50	7.0%
	<b>3 Occasionally</b>	82	5.2%	47	4.0%	51	2.4%	16	2.2%
	<b>4 Somewhat often</b>	24	1.5%	15	1.3%	10	0.5%	2	0.3%
	<b>5 Often</b>	9	0.5%	10	0.9%	10	0.5%	2	0.2%
	<b>6 Very often</b>	11	0.7%	6	0.5%	4	0.2%	1	0.1%
<b>Total</b>		1593	100.0%	1181	100.0%	2122	100.0%	715	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin</b>	<b>1 Never</b>	676	42.4%	712	60.1%	1705	80.4%	529	73.5%
	<b>2 Rarely</b>	382	24.0%	202	17.0%	243	11.5%	99	13.8%
	<b>3 Occasionally</b>	312	19.6%	155	13.1%	127	6.0%	56	7.7%
	<b>4 Somewhat often</b>	134	8.4%	63	5.3%	19	0.9%	17	2.4%
	<b>5 Often</b>	55	3.4%	27	2.3%	15	0.7%	14	1.9%
	<b>6 Very often</b>	35	2.2%	26	2.2%	13	0.6%	4	0.6%
<b>Total</b>		1594	100.0%	1185	100.0%	2121	100.0%	719	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs</b>	<b>1 Never</b>	177	14.4%	398	33.5%	1293	60.6%	364	50.6%
	<b>2 Rarely</b>	155	12.6%	151	12.7%	239	11.2%	106	14.7%
	<b>3 Occasionally</b>	293	23.8%	215	18.2%	327	15.4%	151	21.1%
	<b>4 Somewhat often</b>	232	18.9%	154	13.0%	121	5.7%	50	7.0%
	<b>5 Often</b>	180	14.6%	136	11.5%	68	3.2%	28	3.9%
	<b>6 Very often</b>	193	15.7%	132	11.2%	83	3.9%	20	2.8%
<b>Total</b>		1229	100.0%	1185	100.0%	2132	100.0%	719	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status</b>	<b>1 Never</b>	1105	69.6%	977	82.7%	1960	92.6%	662	92.7%
	<b>2 Rarely</b>	277	17.4%	124	10.5%	110	5.2%	35	4.9%
	<b>3 Occasionally</b>	126	7.9%	51	4.3%	33	1.6%	11	1.5%
	<b>4 Somewhat often</b>	44	2.8%	18	1.5%	7	0.3%	4	0.5%
	<b>5 Often</b>	21	1.3%	6	0.5%	3	0.1%	2	0.2%
	<b>6 Very often</b>	16	1.0%	5	0.4%	4	0.2%	1	0.2%
<b>Total</b>		1588	100.0%	1182	100.0%	2117	100.0%	715	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race</b>	<b>1 Never</b>	348	28.3%	620	52.2%	1541	72.5%	497	69.3%
	<b>2 Rarely</b>	329	26.8%	207	17.4%	268	12.6%	90	12.6%
	<b>3 Occasionally</b>	307	24.9%	167	14.1%	200	9.4%	71	9.9%
	<b>4 Somewhat often</b>	112	9.1%	86	7.2%	49	2.3%	35	4.9%
	<b>5 Often</b>	80	6.5%	54	4.6%	37	1.7%	10	1.4%
	<b>6 Very often</b>	53	4.3%	54	4.5%	30	1.4%	14	1.9%
<b>Total</b>		1229	100.0%	1188	100.0%	2125	100.0%	718	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status</b>	<b>1 Never</b>	901	56.6%	876	73.9%	1869	88.2%	627	87.7%
	<b>2 Rarely</b>	295	18.5%	154	13.0%	169	8.0%	65	9.1%
	<b>3 Occasionally</b>	236	14.8%	96	8.1%	49	2.3%	13	1.8%
	<b>4 Somewhat often</b>	80	5.0%	32	2.7%	13	0.6%	8	1.2%
	<b>5 Often</b>	42	2.7%	20	1.7%	13	0.6%	2	0.3%
	<b>6 Very often</b>	38	2.4%	8	0.7%	5	0.2%		
<b>Total</b>		1592	100.0%	1185	100.0%	2119	100.0%	715	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs</b>	<b>1 Never</b>	415	34.0%	654	55.1%	1594	75.0%	515	71.7%
	<b>2 Rarely</b>	291	23.8%	201	16.9%	245	11.5%	96	13.3%
	<b>3 Occasionally</b>	307	25.1%	173	14.6%	184	8.6%	72	10.0%
	<b>4 Somewhat often</b>	101	8.3%	70	5.9%	52	2.4%	22	3.0%
	<b>5 Often</b>	72	5.9%	43	3.6%	31	1.4%	13	1.8%
	<b>6 Very often</b>	36	3.0%	46	3.9%	21	1.0%	1	0.2%
<b>Total</b>		1223	100.0%	1187	100.0%	2126	100.0%	719	100.0%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation</b>	<b>1 Never</b>	439	35.8%	735	62.1%	1650	77.8%	555	77.2%
	<b>2 Rarely</b>	328	26.7%	224	18.9%	249	11.7%	92	12.9%
	<b>3 Occasionally</b>	245	20.0%	100	8.4%	133	6.3%	43	6.0%
	<b>4 Somewhat often</b>	120	9.8%	61	5.1%	48	2.3%	17	2.3%
	<b>5 Often</b>	61	5.0%	36	3.0%	21	1.0%	5	0.7%
	<b>6 Very often</b>	34	2.8%	28	2.4%	21	1.0%	7	1.0%
<b>Total</b>		1228	100.0%	1185	100.0%	2121	100.0%	719	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status</b>	<b>1 Never</b>	532	43.5%	693	58.5%	1618	76.4%	520	72.8%
	<b>2 Rarely</b>	279	22.8%	183	15.4%	244	11.5%	98	13.6%
	<b>3 Occasionally</b>	216	17.7%	142	12.0%	141	6.7%	55	7.7%
	<b>4 Somewhat often</b>	96	7.8%	81	6.9%	53	2.5%	24	3.3%
	<b>5 Often</b>	64	5.2%	43	3.6%	32	1.5%	10	1.4%
	<b>6 Very often</b>	36	2.9%	43	3.6%	31	1.4%	8	1.2%
<b>Total</b>		1222	100.0%	1184	100.0%	2118	100.0%	715	100.0%
<b>In this academic year, I have heard students express negative or stereotypical views about: - Immigrant backgrounds</b>	<b>1 Never</b>	197	47.4%						
	<b>2 Rarely</b>	118	28.3%						
	<b>3 Occasionally</b>	70	17.0%						
	<b>4 Somewhat often</b>	21	5.1%						
	<b>5 Often</b>	7	1.7%						
	<b>6 Very often</b>	2	0.6%						
<b>Total</b>		416	100.0%						
<b>In this academic year, I have heard students express negative or stereotypical views about: - Physical or other observable disabilities</b>	<b>1 Never</b>	262	62.9%						
	<b>2 Rarely</b>	87	20.9%						
	<b>3 Occasionally</b>	49	11.7%						
	<b>4 Somewhat often</b>	8	2.0%						
	<b>5 Often</b>	9	2.1%						
	<b>6 Very often</b>	2	0.4%						
<b>Total</b>		416	100.0%						
<b>In this academic year, I have heard students express negative or stereotypical views about: - Learning, psychological, or other disabilities that are not readily apparent</b>	<b>1 Never</b>	243	58.4%						
	<b>2 Rarely</b>	88	21.3%						
	<b>3 Occasionally</b>	52	12.6%						
	<b>4 Somewhat often</b>	17	4.2%						
	<b>5 Often</b>	10	2.4%						
	<b>6 Very often</b>	4	1.1%						
<b>Total</b>		416	100.0%						

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age</b>	<b>1 Never</b>	1159	71.1%	879	73.6%
	<b>2 Rarely</b>	283	17.4%	165	13.8%
	<b>3 Occasionally</b>	128	7.8%	102	8.6%
	<b>4 Somewhat often</b>	39	2.4%	27	2.2%
	<b>5 Often</b>	14	0.8%	13	1.1%
	<b>6 Very often</b>	7	0.4%	7	0.6%
<b>Total</b>		1630	100.0%	1193	100.0%
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms</b>	<b>1 Never</b>	1067	65.4%	782	65.8%
	<b>2 Rarely</b>	331	20.3%	201	16.9%
	<b>3 Occasionally</b>	153	9.4%	118	9.9%
	<b>4 Somewhat often</b>	40	2.4%	42	3.6%
	<b>5 Often</b>	31	1.9%	31	2.6%
	<b>6 Very often</b>	10	0.6%	15	1.2%
<b>Total</b>		1632	100.0%	1189	100.0%
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability</b>	<b>1.00 Never</b>	1071	84.4%	1020	85.7%
	<b>2.00 Rarely</b>	134	10.6%	105	8.8%
	<b>3.00 Occasionally</b>	33	2.6%	39	3.3%
	<b>4.00 Somewhat often</b>	21	1.7%	7	0.6%
	<b>5.00 Often</b>	5	0.4%	13	1.1%
	<b>6.00 Very often</b>	4	0.3%	7	0.6%
<b>Total</b>		1269	100.0%	1190	100.0%

		<b>UVA Affiliation</b>			
		<b>1.00 Undergrad</b>		<b>2.00 Grad</b>	
		<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Gender or gender identity</b>	<b>1 Never</b>	947	74.6%	867	72.8%
	<b>2 Rarely</b>	181	14.3%	151	12.6%
	<b>3 Occasionally</b>	92	7.2%	104	8.7%
	<b>4 Somewhat often</b>	27	2.1%	42	3.5%
	<b>5 Often</b>	11	0.9%	15	1.3%
	<b>6 Very often</b>	11	0.9%	13	1.1%
	<b>Total</b>		1270	100.0%	1192
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service</b>	<b>1 Never</b>	1450	89.1%	1066	89.6%
	<b>2 Rarely</b>	136	8.4%	82	6.9%
	<b>3 Occasionally</b>	21	1.3%	29	2.4%
	<b>4 Somewhat often</b>	6	0.4%	2	0.2%
	<b>5 Often</b>	11	0.7%	7	0.6%
	<b>6 Very often</b>	3	0.2%	4	0.4%
	<b>Total</b>		1627	100.0%	1190
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin</b>	<b>1 Never</b>	1285	79.1%	926	77.8%
	<b>2 Rarely</b>	231	14.2%	158	13.3%
	<b>3 Occasionally</b>	79	4.9%	71	5.9%
	<b>4 Somewhat often</b>	19	1.2%	17	1.5%
	<b>5 Often</b>	5	0.3%	12	1.0%
	<b>6 Very often</b>	6	0.4%	6	0.5%
	<b>Total</b>		1625	100.0%	1190
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Political affiliations, opinions, or beliefs</b>	<b>1 Never</b>	554	43.6%	600	50.2%
	<b>2 Rarely</b>	245	19.3%	208	17.4%
	<b>3 Occasionally</b>	258	20.3%	209	17.5%
	<b>4 Somewhat often</b>	107	8.4%	65	5.5%
	<b>5 Often</b>	65	5.1%	54	4.5%
	<b>6 Very often</b>	42	3.3%	59	5.0%
	<b>Total</b>		1270	100.0%	1195

		<b>UVA Affiliation</b>			
		<b>1.00 Undergrad</b>		<b>2.00 Grad</b>	
		<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status</b>	<b>1 Never</b>	1459	89.7%	1038	87.1%
	<b>2 Rarely</b>	125	7.7%	86	7.2%
	<b>3 Occasionally</b>	25	1.5%	30	2.5%
	<b>4 Somewhat often</b>	10	0.6%	20	1.6%
	<b>5 Often</b>	4	0.2%	12	1.0%
	<b>6 Very often</b>	4	0.3%	5	0.4%
	<b>Total</b>		1626	100.0%	1192
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race</b>	<b>1 Never</b>	970	76.6%	876	73.4%
	<b>2 Rarely</b>	169	13.3%	152	12.7%
	<b>3 Occasionally</b>	69	5.4%	95	7.9%
	<b>4 Somewhat often</b>	33	2.6%	39	3.3%
	<b>5 Often</b>	17	1.3%	17	1.4%
	<b>6 Very often</b>	10	0.8%	15	1.3%
	<b>Total</b>		1267	100.0%	1194
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status</b>	<b>1 Never</b>	1366	83.9%	949	79.6%
	<b>2 Rarely</b>	189	11.6%	144	12.1%
	<b>3 Occasionally</b>	47	2.9%	64	5.4%
	<b>4 Somewhat often</b>	12	0.7%	17	1.4%
	<b>5 Often</b>	9	0.5%	6	0.5%
	<b>6 Very often</b>	4	0.3%	11	1.0%
	<b>Total</b>		1628	100.0%	1192

		<b>UVA Affiliation</b>			
		<b>1.00 Undergrad</b>		<b>2.00 Grad</b>	
		<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Religious/spiritual affiliations, opinions, or beliefs</b>	<b>1 Never</b>	935	73.8%	885	74.5%
	<b>2 Rarely</b>	206	16.3%	158	13.3%
	<b>3 Occasionally</b>	76	6.0%	90	7.5%
	<b>4 Somewhat often</b>	27	2.1%	26	2.2%
	<b>5 Often</b>	14	1.1%	12	1.0%
	<b>6 Very often</b>	10	0.8%	18	1.5%
<b>Total</b>		1268	100.0%	1189	100.0%
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation</b>	<b>1 Never</b>	1059	83.8%	988	83.4%
	<b>2 Rarely</b>	136	10.7%	119	10.0%
	<b>3 Occasionally</b>	37	2.9%	46	3.9%
	<b>4 Somewhat often</b>	18	1.4%	15	1.3%
	<b>5 Often</b>	8	0.6%	7	0.6%
	<b>6 Very often</b>	7	0.5%	9	0.8%
<b>Total</b>		1264	100.0%	1184	100.0%
<b>In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status</b>	<b>1 Never</b>	1005	79.6%	912	76.8%
	<b>2 Rarely</b>	160	12.7%	157	13.2%
	<b>3 Occasionally</b>	52	4.1%	57	4.8%
	<b>4 Somewhat often</b>	31	2.5%	33	2.8%
	<b>5 Often</b>	8	0.6%	15	1.3%
	<b>6 Very often</b>	7	0.5%	12	1.0%
<b>Total</b>		1262	100.0%	1187	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age</b>	<b>1 Never</b>	1297	81.5%	979	84.1%	1401	62.5%	527	74.0%
	<b>2 Rarely</b>	185	11.6%	95	8.2%	410	18.3%	107	15.0%
	<b>3 Occasionally</b>	80	5.0%	53	4.6%	303	13.5%	57	8.1%
	<b>4 Somewhat often</b>	21	1.3%	21	1.8%	70	3.1%	11	1.6%
	<b>5 Often</b>	7	0.4%	6	0.5%	29	1.3%	4	0.5%
	<b>6 Very often</b>	1	0.1%	10	0.9%	30	1.3%	6	0.9%
<b>Total</b>		1590	100.0%	1164	100.0%	2243	100.0%	712	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms</b>	<b>1 Never</b>	1176	73.8%	930	79.8%	1248	55.7%	495	69.5%
	<b>2 Rarely</b>	211	13.2%	121	10.4%	466	20.8%	119	16.7%
	<b>3 Occasionally</b>	124	7.8%	66	5.7%	386	17.2%	80	11.2%
	<b>4 Somewhat often</b>	46	2.9%	27	2.3%	79	3.5%	11	1.6%
	<b>5 Often</b>	28	1.7%	12	1.0%	44	2.0%	3	0.4%
	<b>6 Very often</b>	9	0.5%	10	0.8%	19	0.8%	4	0.6%
<b>Total</b>		1593	100.0%	1166	100.0%	2242	100.0%	712	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship</b>	<b>1 Never</b>	675	82.7%	980	84.3%	1756	78.7%	598	83.7%
	<b>2 Rarely</b>	84	10.3%	108	9.3%	271	12.1%	68	9.5%
	<b>3 Occasionally</b>	32	4.0%	47	4.1%	150	6.7%	35	4.9%
	<b>4 Somewhat often</b>	12	1.5%	12	1.0%	30	1.3%	5	0.7%
	<b>5 Often</b>	10	1.2%	12	1.0%	15	0.7%	3	0.5%
	<b>6 Very often</b>	2	0.3%	4	0.3%	10	0.4%	5	0.7%
<b>Total</b>		816	100.0%	1164	100.0%	2231	100.0%	714	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability</b>	<b>1 Never</b>	697	85.6%	1025	88.4%	1846	82.8%	625	88.1%
	<b>2 Rarely</b>	74	9.1%	82	7.1%	248	11.1%	60	8.5%
	<b>3 Occasionally</b>	25	3.1%	28	2.4%	100	4.5%	18	2.6%
	<b>4 Somewhat often</b>	12	1.5%	15	1.3%	20	0.9%	1	0.1%
	<b>5 Often</b>	4	0.5%	7	0.6%	8	0.3%	1	0.2%
	<b>6 Very often</b>	1	0.2%	2	0.2%	8	0.4%	3	0.5%
<b>Total</b>		814	100.0%	1159	100.0%	2230	100.0%	709	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity</b>	<b>1 Never</b>	942	76.5%	961	82.6%	1592	71.2%	548	77.3%
	<b>2 Rarely</b>	147	11.9%	88	7.6%	334	14.9%	88	12.4%
	<b>3 Occasionally</b>	84	6.8%	72	6.2%	208	9.3%	49	6.9%
	<b>4 Somewhat often</b>	36	2.9%	12	1.0%	59	2.6%	11	1.6%
	<b>5 Often</b>	15	1.2%	16	1.4%	25	1.1%	7	0.9%
	<b>6 Very often</b>	7	0.6%	14	1.2%	18	0.8%	7	0.9%
<b>Total</b>		1231	100.0%	1164	100.0%	2238	100.0%	710	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service</b>	<b>1 Never</b>	1434	90.4%	1077	92.9%	2011	89.9%	662	93.9%
	<b>2 Rarely</b>	115	7.2%	58	5.0%	154	6.9%	34	4.8%
	<b>3 Occasionally</b>	20	1.3%	7	0.6%	49	2.2%	3	0.5%
	<b>4 Somewhat often</b>	8	0.5%	5	0.4%	12	0.5%	3	0.4%
	<b>5 Often</b>	8	0.5%	9	0.8%	7	0.3%	1	0.1%
	<b>6 Very often</b>	1	0.1%	3	0.3%	5	0.2%	2	0.3%
<b>Total</b>		1586	100.0%	1159	100.0%	2237	100.0%	705	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin</b>	<b>1 Never</b>	1273	80.4%	978	83.8%	1731	77.6%	576	81.5%
	<b>2 Rarely</b>	166	10.5%	91	7.8%	283	12.7%	78	11.0%
	<b>3 Occasionally</b>	89	5.6%	65	5.5%	152	6.8%	41	5.7%
	<b>4 Somewhat often</b>	42	2.7%	17	1.5%	38	1.7%	4	0.6%
	<b>5 Often</b>	10	0.6%	12	1.0%	15	0.7%	5	0.8%
	<b>6 Very often</b>	3	0.2%	5	0.4%	12	0.5%	3	0.5%
<b>Total</b>		1584	100.0%	1167	100.0%	2231	100.0%	707	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs</b>	<b>1 Never</b>	811	65.9%	847	72.5%	1130	50.4%	458	64.3%
	<b>2 Rarely</b>	140	11.4%	113	9.6%	384	17.1%	91	12.7%
	<b>3 Occasionally</b>	128	10.4%	97	8.3%	418	18.7%	110	15.4%
	<b>4 Somewhat often</b>	77	6.3%	34	2.9%	169	7.5%	21	2.9%
	<b>5 Often</b>	42	3.4%	33	2.8%	73	3.3%	17	2.4%
	<b>6 Very often</b>	32	2.6%	44	3.7%	66	3.0%	16	2.2%
<b>Total</b>		1232	100.0%	1168	100.0%	2241	100.0%	712	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status</b>	<b>1 Never</b>	1397	88.4%	1061	91.5%	1903	85.3%	646	91.2%
	<b>2 Rarely</b>	134	8.5%	63	5.4%	210	9.4%	43	6.1%
	<b>3 Occasionally</b>	28	1.7%	22	1.9%	87	3.9%	14	2.0%
	<b>4 Somewhat often</b>	12	0.8%	3	0.2%	20	0.9%	3	0.5%
	<b>5 Often</b>	7	0.5%	7	0.6%	5	0.2%		
	<b>6 Very often</b>	2	0.1%	4	0.3%	6	0.3%	2	0.2%
<b>Total</b>		1581	100.0%	1160	100.0%	2232	100.0%	709	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race</b>	<b>1 Never</b>	946	76.8%	926	79.7%	1556	69.8%	544	76.5%
	<b>2 Rarely</b>	139	11.3%	116	10.0%	359	16.1%	76	10.7%
	<b>3 Occasionally</b>	75	6.1%	62	5.4%	190	8.5%	55	7.7%
	<b>4 Somewhat often</b>	43	3.5%	24	2.1%	58	2.6%	18	2.5%
	<b>5 Often</b>	20	1.6%	20	1.7%	35	1.6%	8	1.1%
	<b>6 Very often</b>	9	0.7%	13	1.1%	33	1.5%	10	1.5%
<b>Total</b>		1232	100.0%	1162	100.0%	2231	100.0%	711	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:: - Relationship/marital status</b>	<b>1 Never</b>	1364	86.1%	1024	88.3%	1773	79.4%	614	87.2%
	<b>2 Rarely</b>	140	8.8%	90	7.7%	291	13.0%	53	7.6%
	<b>3 Occasionally</b>	47	3.0%	26	2.2%	123	5.5%	30	4.3%
	<b>4 Somewhat often</b>	18	1.1%	10	0.8%	20	0.9%	5	0.7%
	<b>5 Often</b>	11	0.7%	7	0.6%	15	0.7%		
	<b>6 Very often</b>	4	0.2%	3	0.3%	11	0.5%	2	0.2%
<b>Total</b>		1584	100.0%	1160	100.0%	2232	100.0%	704	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs</b>	<b>1 Never</b>	972	79.1%	980	84.0%	1556	69.5%	558	78.5%
	<b>2 Rarely</b>	139	11.4%	102	8.8%	352	15.7%	90	12.7%
	<b>3 Occasionally</b>	67	5.5%	45	3.9%	222	9.9%	43	6.0%
	<b>4 Somewhat often</b>	27	2.2%	16	1.3%	49	2.2%	7	1.0%
	<b>5 Often</b>	13	1.0%	12	1.0%	31	1.4%	9	1.3%
	<b>6 Very often</b>	10	0.8%	11	1.0%	27	1.2%	3	0.4%
<b>Total</b>		1228	100.0%	1166	100.0%	2238	100.0%	711	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation</b>	<b>1 Never</b>	975	79.7%	999	85.9%	1634	73.0%	594	83.4%
	<b>2 Rarely</b>	129	10.5%	91	7.8%	338	15.1%	66	9.3%
	<b>3 Occasionally</b>	70	5.7%	45	3.8%	167	7.5%	34	4.8%
	<b>4 Somewhat often</b>	27	2.2%	12	1.0%	54	2.4%	8	1.1%
	<b>5 Often</b>	14	1.2%	9	0.7%	26	1.2%	7	0.9%
	<b>6 Very often</b>	8	0.7%	9	0.7%	19	0.8%	3	0.5%
<b>Total</b>		1223	100.0%	1164	100.0%	2238	100.0%	712	100.0%
<b>Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status</b>	<b>1 Never</b>	980	80.2%	961	82.7%	1685	75.4%	579	82.0%
	<b>2 Rarely</b>	136	11.1%	113	9.7%	313	14.0%	71	10.0%
	<b>3 Occasionally</b>	61	5.0%	50	4.3%	135	6.1%	37	5.2%
	<b>4 Somewhat often</b>	21	1.7%	18	1.5%	43	1.9%	12	1.8%
	<b>5 Often</b>	18	1.4%	13	1.1%	37	1.7%	3	0.5%
	<b>6 Very often</b>	6	0.5%	8	0.7%	19	0.9%	4	0.6%
<b>Total</b>		1222	100.0%	1162	100.0%	2234	100.0%	707	100.0%
<b>In this academic year, I have heard non-teaching staff or administrators express negative or stereotypical views about: - Physical or other observable disabilities</b>	<b>1 Never</b>	355	85.3%						
	<b>2 Rarely</b>	43	10.3%						
	<b>3 Occasionally</b>	10	2.5%						
	<b>4 Somewhat often</b>	3	0.7%						
	<b>5 Often</b>	5	1.1%						
<b>Total</b>		416	100.0%						
<b>In this academic year, I have heard non-teaching staff or administrators express negative or stereotypical views about: - Immigrant backgrounds</b>	<b>1 Never</b>	338	81.1%						
	<b>2 Rarely</b>	43	10.3%						
	<b>3 Occasionally</b>	21	5.0%						
	<b>4 Somewhat often</b>	9	2.0%						
	<b>5 Often</b>	5	1.2%						
<b>6 Very often</b>	2	0.4%							
<b>Total</b>		416	100.0%						

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - Diversity is important at UVA</b>	<b>1 Strongly disagree</b>	45	3.7%	58	5.0%	57	2.5%	47	6.4%
	<b>2 Disagree</b>	58	4.7%	74	6.3%	105	4.6%	60	8.2%
	<b>3 Somewhat disagree</b>	126	10.4%	93	7.9%	162	7.1%	68	9.3%
	<b>4 Somewhat agree</b>	283	23.3%	241	20.4%	490	21.5%	161	21.9%
	<b>5 Agree</b>	412	33.9%	393	33.3%	848	37.3%	197	26.8%
	<b>6 Strongly agree</b>	292	24.0%	320	27.1%	612	26.9%	201	27.4%
<b>Total</b>		1217	100.0%	1180	100.0%	2274	100.0%	734	100.0%
<b>Agreement with: - Diversity is important to my department/unit/program</b>	<b>1 Strongly disagree</b>	47	3.0%	47	3.9%	62	2.7%	39	5.3%
	<b>2 Disagree</b>	74	4.8%	64	5.4%	85	3.8%	48	6.5%
	<b>3 Somewhat disagree</b>	162	10.5%	80	6.7%	155	6.9%	43	5.9%
	<b>4 Somewhat agree</b>	398	25.8%	200	16.9%	462	20.5%	141	19.1%
	<b>5 Agree</b>	483	31.3%	391	33.0%	819	36.4%	207	28.0%
	<b>6 Strongly agree</b>	380	24.6%	404	34.1%	666	29.6%	259	35.1%
<b>Total</b>		1543	100.0%	1185	100.0%	2250	100.0%	738	100.0%
<b>Agreement with: - Diversity is important to me</b>	<b>1 Strongly disagree</b>	24	2.0%	13	1.1%	18	0.8%	6	0.9%
	<b>2 Disagree</b>	19	1.5%	19	1.6%	20	0.9%	5	0.6%
	<b>3 Somewhat disagree</b>	45	3.7%	26	2.1%	35	1.5%	9	1.1%
	<b>4 Somewhat agree</b>	171	14.0%	107	8.8%	218	9.5%	40	5.4%
	<b>5 Agree</b>	354	29.0%	333	27.6%	774	33.8%	176	23.5%
	<b>6 Strongly agree</b>	608	49.8%	709	58.8%	1223	53.5%	511	68.4%
<b>Total</b>		1221	100.0%	1207	100.0%	2289	100.0%	746	100.0%
<b>Agreement with: - I feel a sense of belonging in my department/unit/program</b>	<b>1 Strongly disagree</b>	42	2.7%	64	5.3%	80	3.5%	33	4.4%
	<b>2 Disagree</b>	83	5.3%	66	5.6%	98	4.3%	49	6.6%
	<b>3 Somewhat disagree</b>	123	7.9%	92	7.7%	164	7.1%	58	7.7%
	<b>4 Somewhat agree</b>	356	22.8%	209	17.5%	401	17.4%	126	16.8%
	<b>5 Agree</b>	533	34.2%	376	31.5%	765	33.1%	196	26.3%
	<b>6 Strongly agree</b>	421	27.0%	387	32.4%	799	34.6%	285	38.2%
<b>Total</b>		1558	100.0%	1195	100.0%	2308	100.0%	746	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I feel a sense of belonging at UVA</b>	<b>1 Strongly disagree</b>	77	4.9%	87	7.3%	60	2.6%	26	3.4%
	<b>2 Disagree</b>	91	5.8%	113	9.5%	104	4.5%	56	7.5%
	<b>3 Somewhat disagree</b>	136	8.6%	135	11.3%	206	9.0%	78	10.5%
	<b>4 Somewhat agree</b>	340	21.5%	251	21.1%	575	25.0%	174	23.4%
	<b>5 Agree</b>	538	34.1%	367	30.8%	819	35.6%	207	27.7%
	<b>6 Strongly agree</b>	398	25.2%	238	20.0%	536	23.3%	205	27.5%
<b>Total</b>		1579	100.0%	1190	100.0%	2300	100.0%	746	100.0%
<b>Agreement with: - Alcohol use is a problem at this University</b>	<b>1 Strongly disagree</b>	56	4.6%	89	8.1%				
	<b>2 Disagree</b>	195	16.2%	212	19.3%				
	<b>3 Somewhat disagree</b>	236	19.6%	192	17.5%				
	<b>4 Somewhat agree</b>	354	29.4%	249	22.7%				
	<b>5 Agree</b>	201	16.7%	191	17.5%				
	<b>6 Strongly agree</b>	162	13.5%	163	14.9%				
<b>Total</b>		1205	100.0%	1095	100.0%				
<b>What is your level of agreement or disagreement with the following: - Academic cheating is a problem at this campus</b>	<b>1 Strongly disagree</b>	51	12.1%						
	<b>2 Disagree</b>	134	32.0%						
	<b>3 Somewhat disagree</b>	110	26.3%						
	<b>4 Somewhat agree</b>	76	18.1%						
	<b>5 Agree</b>	34	8.1%						
	<b>6 Strongly agree</b>	14	3.3%						
<b>Total</b>		419	100.0%						
<b>Agreement with: - Drug use is a problem at this University</b>	<b>1 Strongly disagree</b>	75	6.3%	135	13.0%				
	<b>2 Disagree</b>	246	20.6%	315	30.4%				
	<b>3 Somewhat disagree</b>	288	24.2%	230	22.2%				
	<b>4 Somewhat agree</b>	331	27.8%	168	16.2%				
	<b>5 Agree</b>	165	13.8%	112	10.8%				
	<b>6 Strongly agree</b>	87	7.3%	77	7.4%				
<b>Total</b>		1193	100.0%	1036	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - UVA values faculty/employee/student opinions</b>	<b>1 Strongly disagree</b>	37	3.0%	51	4.3%	95	4.2%	33	4.4%
	<b>2 Disagree</b>	57	4.7%	80	6.7%	194	8.5%	62	8.4%
	<b>3 Somewhat disagree</b>	141	11.5%	115	9.7%	309	13.6%	116	15.7%
	<b>4 Somewhat agree</b>	347	28.5%	238	20.1%	770	33.8%	200	27.1%
	<b>5 Agree</b>	392	32.2%	425	35.9%	645	28.3%	201	27.1%
	<b>6 Strongly agree</b>	246	20.1%	276	23.3%	263	11.6%	127	17.2%
<b>Total</b>		1220	100.0%	1185	100.0%	2275	100.0%	740	100.0%
<b>Agreement with: - Most faculty/employees/students are proud to work at UVA</b>	<b>1 Strongly disagree</b>	2	0.2%	3	0.2%	15	0.7%	6	0.9%
	<b>2 Disagree</b>	1	0.1%	13	1.1%	32	1.4%	6	0.8%
	<b>3 Somewhat disagree</b>	13	1.6%	25	2.1%	110	4.9%	28	3.9%
	<b>4 Somewhat agree</b>	96	11.9%	153	12.8%	548	24.2%	136	18.6%
	<b>5 Agree</b>	377	46.7%	588	49.2%	1103	48.7%	325	44.4%
	<b>6 Strongly agree</b>	319	39.6%	413	34.6%	456	20.1%	230	31.4%
<b>Total</b>		806	100.0%	1194	100.0%	2265	100.0%	732	100.0%
<b>Agreement with: - I am proud to be a faculty member/employee/student at UVA</b>	<b>1 Strongly disagree</b>	18	1.5%	34	2.8%	24	1.0%	13	1.7%
	<b>2 Disagree</b>	22	1.8%	57	4.7%	32	1.4%	20	2.7%
	<b>3 Somewhat disagree</b>	48	3.9%	68	5.6%	81	3.5%	33	4.5%
	<b>4 Somewhat agree</b>	220	18.0%	201	16.6%	383	16.6%	113	15.2%
	<b>5 Agree</b>	408	33.3%	402	33.4%	887	38.4%	235	31.6%
	<b>6 Strongly agree</b>	510	41.5%	443	36.8%	904	39.1%	330	44.3%
<b>Total</b>		1227	100.0%	1205	100.0%	2310	100.0%	744	100.0%
<b>What is your level of agreement or disagreement with the following: - This campus values students' opinions</b>	<b>1 Strongly disagree</b>	5	1.3%						
	<b>2 Disagree</b>	13	3.1%						
	<b>3 Somewhat disagree</b>	45	10.7%						
	<b>4 Somewhat agree</b>	136	32.4%						
	<b>5 Agree</b>	152	36.1%						
	<b>6 Strongly agree</b>	69	16.3%						
<b>Total</b>		420	100.0%						

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>What is your level of agreement or disagreement with the following: - Most students are proud to attend this school</b>	<b>2 Disagree</b>	4	1.1%						
	<b>3 Somewhat disagree</b>	8	2.0%						
	<b>4 Somewhat agree</b>	61	14.5%						
	<b>5 Agree</b>	228	54.3%						
	<b>6 Strongly agree</b>	118	28.2%						
<b>Total</b>		420	100.0%						
<b>Agreement with: - Unethical behavior is a problem in my department/program</b>	<b>1 Strongly disagree</b>	341	22.2%	309	26.4%				
	<b>2 Disagree</b>	665	43.4%	429	36.6%				
	<b>3 Somewhat disagree</b>	247	16.1%	171	14.6%				
	<b>4 Somewhat agree</b>	135	8.8%	80	6.8%				
	<b>5 Agree</b>	86	5.6%	95	8.2%				
	<b>6 Strongly agree</b>	58	3.8%	86	7.3%				
<b>Total</b>		1532	100.0%	1170	100.0%				
<b>Agreement with: - Unethical behavior is a problem at UVA</b>	<b>1 Strongly disagree</b>	82	10.4%	188	16.3%				
	<b>2 Disagree</b>	243	30.8%	351	30.5%				
	<b>3 Somewhat disagree</b>	155	19.6%	205	17.7%				
	<b>4 Somewhat agree</b>	151	19.1%	164	14.2%				
	<b>5 Agree</b>	98	12.4%	128	11.1%				
	<b>6 Strongly agree</b>	61	7.8%	118	10.2%				
<b>Total</b>		791	100.0%	1154	100.0%				
<b>Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions</b>	<b>1 Strongly disagree</b>	41	2.7%	48	4.1%	103	4.5%	36	4.9%
	<b>2 Disagree</b>	66	4.4%	65	5.6%	171	7.6%	39	5.4%
	<b>3 Somewhat disagree</b>	180	11.9%	105	9.0%	261	11.5%	60	8.2%
	<b>4 Somewhat agree</b>	535	35.3%	252	21.5%	596	26.3%	172	23.7%
	<b>5 Agree</b>	460	30.4%	387	33.1%	745	32.9%	233	32.0%
	<b>6 Strongly agree</b>	232	15.3%	313	26.8%	387	17.1%	186	25.7%
<b>Total</b>		1514	100.0%	1171	100.0%	2262	100.0%	726	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - My department/unit/program values faculty/employee/student opinions</b>	<b>1 Strongly disagree</b>	25	1.6%	41	3.4%	101	4.4%	35	4.7%
	<b>2 Disagree</b>	50	3.2%	72	6.0%	147	6.4%	36	4.9%
	<b>3 Somewhat disagree</b>	128	8.2%	73	6.1%	220	9.6%	36	4.9%
	<b>4 Somewhat agree</b>	386	24.7%	192	16.0%	496	21.6%	146	19.6%
	<b>5 Agree</b>	570	36.5%	389	32.4%	719	31.3%	207	27.8%
	<b>6 Strongly agree</b>	401	25.7%	434	36.1%	617	26.8%	283	38.1%
<b>Total</b>		1559	100.0%	1201	100.0%	2299	100.0%	744	100.0%
<b>Agreement with: - UVA acts on faculty/employee/student comments and suggestions</b>	<b>1 Strongly disagree</b>	85	5.5%	62	5.4%	95	4.3%	38	5.3%
	<b>2 Disagree</b>	140	9.0%	80	6.9%	218	10.0%	88	12.3%
	<b>3 Somewhat disagree</b>	255	16.3%	151	13.0%	380	17.4%	119	16.7%
	<b>4 Somewhat agree</b>	564	36.2%	285	24.5%	798	36.6%	232	32.5%
	<b>5 Agree</b>	357	22.9%	355	30.5%	540	24.7%	177	24.9%
	<b>6 Strongly agree</b>	158	10.1%	230	19.8%	152	7.0%	59	8.3%
<b>Total</b>		1559	100.0%	1163	100.0%	22183	100.0%	713	100.0%
<b>Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved</b>	<b>1 Strongly disagree</b>	15	1.1%	12	1.2%	22	1.0%	9	1.3%
	<b>2 Disagree</b>	28	2.0%	19	2.0%	40	1.9%	10	1.5%
	<b>3 Somewhat disagree</b>	70	4.9%	41	4.3%	57	2.6%	25	3.7%
	<b>4 Somewhat agree</b>	290	20.4%	145	15.2%	308	14.3%	97	14.6%
	<b>5 Agree</b>	716	50.4%	456	47.7%	1046	48.5%	298	44.8%
	<b>6 Strongly agree</b>	301	21.2%	283	29.6%	683	31.7%	227	34.1%
<b>Total</b>		1421	100.0%	956	100.0%	2156	100.0%	665	100.0%
<b>Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences</b>	<b>1 Strongly disagree</b>	232	16.5%	221	23.5%	585	27.4%	195	30.1%
	<b>2 Disagree</b>	553	39.4%	356	37.9%	881	41.3%	244	37.5%
	<b>3 Somewhat disagree</b>	297	21.1%	127	13.5%	289	13.5%	93	14.4%
	<b>4 Somewhat agree</b>	164	11.7%	84	8.9%	181	8.5%	56	8.6%
	<b>5 Agree</b>	119	8.5%	101	10.7%	135	6.3%	36	5.6%
	<b>6 Strongly agree</b>	40	2.9%	50	5.3%	66	3.1%	25	3.9%
<b>Total</b>		1406	100.0%	939	100.0%	2137	100.0%	649	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments</b>	<b>1 Strongly disagree</b>	54	3.8%	29	3.3%	51	2.5%	20	3.4%
	<b>2 Disagree</b>	121	8.4%	49	5.6%	112	5.5%	42	7.0%
	<b>3 Somewhat disagree</b>	175	12.3%	76	8.6%	166	8.2%	65	10.8%
	<b>4 Somewhat agree</b>	405	28.4%	223	25.4%	482	23.8%	184	30.7%
	<b>5 Agree</b>	515	36.1%	339	38.6%	863	42.6%	203	33.9%
	<b>6 Strongly agree</b>	157	11.0%	162	18.5%	352	17.4%	85	14.2%
<b>Total</b>		1426	100.0%	877	100.0%	2026	100.0%	600	100.0%
<b>Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments</b>	<b>1 Strongly disagree</b>	9	0.7%	11	1.4%	22	1.2%	10	2.0%
	<b>2 Disagree</b>	48	3.7%	22	2.8%	62	3.3%	12	2.6%
	<b>3 Somewhat disagree</b>	116	9.0%	56	7.0%	134	7.2%	57	11.9%
	<b>4 Somewhat agree</b>	374	29.0%	178	22.4%	491	26.4%	151	31.6%
	<b>5 Agree</b>	580	45.0%	372	46.7%	890	47.9%	183	38.3%
	<b>6 Strongly agree</b>	163	12.6%	157	19.7%	260	14.0%	65	13.6%
<b>Total</b>		1290	100.0%	796	100.0%	1859	100.0%	477	100.0%
<b>Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments</b>	<b>1 Strongly disagree</b>	34	2.6%	17	2.1%	34	1.8%	14	2.8%
	<b>2 Disagree</b>	75	5.6%	34	4.1%	72	3.8%	32	6.2%
	<b>3 Somewhat disagree</b>	163	12.1%	79	9.7%	175	9.1%	58	11.4%
	<b>4 Somewhat agree</b>	385	28.7%	182	22.2%	489	25.5%	163	31.9%
	<b>5 Agree</b>	534	39.9%	356	43.5%	856	44.6%	182	35.7%
	<b>6 Strongly agree</b>	149	11.1%	150	18.3%	294	15.3%	62	12.1%
<b>Total</b>		1340	100.0%	818	100.0%	1920	100.0%	511	100.0%
<b>Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community</b>	<b>1 Strongly disagree</b>					75	3.4%	42	5.9%
	<b>2 Disagree</b>					114	5.1%	55	7.7%
	<b>3 Somewhat disagree</b>					191	8.6%	51	7.2%
	<b>4 Somewhat agree</b>					455	20.5%	121	17.0%
	<b>5 Agree</b>					808	36.4%	216	30.4%
	<b>6 Strongly agree</b>					579	26.0%	226	31.8%
<b>Total</b>						2222	100.0%	710	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - UVA should implement required diversity and inclusion training for students</b>	<b>1 Strongly disagree</b>	144	12.7%	140	12.6%	94	4.4%	51	7.4%
	<b>2 Disagree</b>	145	12.9%	96	8.6%	136	6.4%	51	7.4%
	<b>3 Somewhat disagree</b>	138	12.3%	113	10.1%	175	8.2%	82	11.8%
	<b>4 Somewhat agree</b>	276	24.4%	198	17.7%	483	22.7%	152	21.8%
	<b>5 Agree</b>	236	20.9%	279	25.0%	689	32.3%	165	23.6%
	<b>6 Strongly agree</b>	190	16.8%	290	26.0%	555	26.0%	196	28.1%
<b>Total</b>		1128	100.0%	1115	100.0%	2132	100.0%	698	100.0%
<b>Agreement with: - UVA should implement required diversity and inclusion training for staff</b>	<b>1 Strongly disagree</b>					94	4.3%	53	7.5%
	<b>2 Disagree</b>					129	5.9%	40	5.7%
	<b>3 Somewhat disagree</b>					150	6.8%	65	9.2%
	<b>4 Somewhat agree</b>					473	21.6%	146	20.5%
	<b>5 Agree</b>					740	33.8%	211	29.8%
	<b>6 Strongly agree</b>					604	27.6%	194	27.3%
<b>Total</b>						2191	100.0%	709	100.0%
<b>Agreement with: - UVA should implement required diversity and inclusion training for faculty</b>	<b>1 Strongly disagree</b>	16	4.4%			88	4.0%	58	8.1%
	<b>2 Disagree</b>	23	6.3%			110	5.1%	38	5.4%
	<b>3 Somewhat disagree</b>	22	5.9%			123	5.7%	70	9.7%
	<b>4 Somewhat agree</b>	99	27.0%			444	20.5%	149	20.9%
	<b>5 Agree</b>	115	31.3%			710	32.7%	187	26.2%
	<b>6 Strongly agree</b>	91	25.0%			694	32.0%	212	29.7%
<b>Total</b>		366	100.0%			2168	100.0%	714	100.0%
<b>Agreement with: - Faculty are responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>	41	3.8%	70	6.8%				
	<b>2 Disagree</b>	66	6.1%	71	7.0%				
	<b>3 Somewhat disagree</b>	113	10.4%	92	9.1%				
	<b>4 Somewhat agree</b>	346	31.6%	208	20.4%				
	<b>5 Agree</b>	353	32.3%	404	39.7%				
	<b>6 Strongly agree</b>	173	15.8%	173	17.0%				
<b>Total</b>		1093	100.0%	1017	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>					68	3.4%	34	5.4%
	<b>2 Disagree</b>					98	4.9%	44	6.9%
	<b>3 Somewhat disagree</b>					143	7.1%	56	8.8%
	<b>4 Somewhat agree</b>					385	19.3%	100	15.8%
	<b>5 Agree</b>					839	41.9%	220	34.6%
	<b>6 Strongly agree</b>					468	23.4%	181	28.6%
<b>Total</b>						2000	100.0%	635	100.0%
<b>Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>					25	1.2%	20	3.1%
	<b>2 Disagree</b>					109	5.4%	49	7.8%
	<b>3 Somewhat disagree</b>					172	8.5%	76	12.2%
	<b>4 Somewhat agree</b>					616	30.5%	184	29.3%
	<b>5 Agree</b>					841	41.6%	219	34.9%
	<b>6 Strongly agree</b>					260	12.9%	79	12.6%
<b>Total</b>						2022	100.0%	627	100.0%
<b>Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA</b>	<b>1 Strongly disagree</b>					23	1.1%	20	2.9%
	<b>2 Disagree</b>					65	3.0%	35	5.0%
	<b>3 Somewhat disagree</b>					187	8.7%	85	12.2%
	<b>4 Somewhat agree</b>					515	24.0%	195	27.8%
	<b>5 Agree</b>					949	44.2%	228	32.5%
	<b>6 Strongly agree</b>					408	19.0%	137	19.6%
<b>Total</b>						2147	100.0%	701	100.0%
<b>The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>	64	5.9%	97	9.5%	81	4.0%	57	8.7%
	<b>2 Disagree</b>	93	8.5%	85	8.3%	148	7.3%	61	9.4%
	<b>3 Somewhat disagree</b>	139	12.7%	101	9.9%	225	11.1%	101	15.4%
	<b>4 Somewhat agree</b>	320	29.4%	208	20.4%	495	24.5%	150	22.9%
	<b>5 Agree</b>	319	29.3%	345	33.9%	764	37.8%	188	28.7%
	<b>6 Strongly agree</b>	155	14.2%	184	18.0%	310	15.3%	98	15.0%
<b>Total</b>	1090	100.0%	1020	100.0%	2025	100.0%	656	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I have had opportunities to engage in positive interactions at UVA with students from other ethnic/cultural backgrounds</b>	<b>1 Strongly disagree</b>	6	0.5%	10	0.9%				
	<b>2 Disagree</b>	13	1.1%	28	2.4%				
	<b>3 Somewhat disagree</b>	54	4.7%	44	3.8%				
	<b>4 Somewhat agree</b>	195	17.1%	159	13.8%				
	<b>5 Agree</b>	556	48.8%	472	40.8%				
	<b>6 Strongly agree</b>	317	27.8%	442	38.3%				
<b>Total</b>		1140	100.0%	1157	100.0%				
<b>Agreement with: - UVA provides sufficient opportunities for students of different ethnic/cultural backgrounds to meaningfully interact</b>	<b>1 Strongly disagree</b>	21	1.8%	50	4.4%				
	<b>2 Disagree</b>	53	4.6%	66	5.8%				
	<b>3 Somewhat disagree</b>	121	10.7%	116	10.2%				
	<b>4 Somewhat agree</b>	275	24.3%	210	18.5%				
	<b>5 Agree</b>	426	37.6%	410	36.0%				
	<b>6 Strongly agree</b>	237	21.0%	285	25.1%				
<b>Total</b>		1133	100.0%	1137	100.0%				
<b>Agreement with: - Faculty are adept at teaching and working in a diverse, multicultural community</b>	<b>1 Strongly disagree</b>	13	1.2%	57	5.0%				
	<b>2 Disagree</b>	29	2.5%	74	6.5%				
	<b>3 Somewhat disagree</b>	79	7.0%	116	10.1%				
	<b>4 Somewhat agree</b>	270	23.7%	203	17.8%				
	<b>5 Agree</b>	511	45.0%	433	37.9%				
	<b>6 Strongly agree</b>	234	20.6%	260	22.7%				
<b>Total</b>		1137	100.0%	1142	100.0%				
<b>Agreement with: - I feel valued as an individual by faculty</b>	<b>1 Strongly disagree</b>	22	1.9%	24	2.1%				
	<b>2 Disagree</b>	33	2.9%	47	4.1%				
	<b>3 Somewhat disagree</b>	94	8.2%	67	5.8%				
	<b>4 Somewhat agree</b>	311	27.1%	225	19.4%				
	<b>5 Agree</b>	492	43.0%	470	40.6%				
	<b>6 Strongly agree</b>	194	16.9%	325	28.0%				
<b>Total</b>		1144	100.0%	1159	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Areas at UVA in which respondent with disabilities/impairments has experienced a barrier when accessing	1.00 Experienced a barrier to access/use in the following area at UVA in the past year- Athletic/recreational facilities	4	23.6%	3	27.8%	4	9.1%	3	25.3%
	2.00 Experienced a barrier to access/use in the following area at UVA in the past year - Classroom buildings	7	34.5%	6	64.0%	9	23.2%	4	29.8%
	3.00 Experienced a barrier to access/use in the following area at UVA in the past year- Classroom/labs	0	2.3%	1	11.5%	1	3.4%	1	11.2%
	4.00 Experienced a barrier to access/use in the following area at UVA in the past year- Doors	4	23.2%	3	26.6%	16	41.2%	4	36.0%
	5.00 Experienced a barrier to access/use in the following area at UVA in the past year - Elevator/lifts	2	12.3%	2	16.4%	2	5.4%	2	13.5%
	6.00 Experienced a barrier to access/use in the following area at UVA in the past year- UVA dining facilities	5	24.2%	0	3.2%	3	7.2%	0	0.7%
	7.00 Experienced a barrier to access/use in the following area at UVA in the past year- UVA housing	9	44.9%			1	2.8%		

	UVA Affiliation							
	1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%	wN	w%
<b>8.00 Experienced a barrier to access/use in the following area at UVA in the past year- Restrooms</b>	5	28.9%	1	13.7%	11	28.7%	5	40.1%
<b>9.00 Experienced a barrier to access/use in the following area at UVA in the past year - Studios/Performing Arts Spaces</b>	5	28.0%			1	2.0%	0	3.3%
<b>10.00 Experienced a barrier to access/use in the following area at UVA in the past year - Building where you work</b>	3	13.5%			16	41.4%	6	45.7%
<b>11.00 Experienced a barrier to access/use in the following area at UVA in the past year - UVA buses</b>	7	35.1%	4	37.0%	7	17.8%	0	3.2%
<b>12.00 Experienced a barrier to access/use in the following area at UVA in the past year - UVA medical facilities</b>			1	11.5%	4	10.9%	0	3.2%
<b>13.00 Experienced a barrier to access/use in the following area at UVA in the past year- Walkways, pedestrian paths, crosswalks</b>	6	30.2%	5	49.9%	18	46.4%	5	39.3%
<b>14.00 Experienced a barrier to access/use in the following area at UVA in the past year - Other</b>	2	9.7%			13	33.1%	5	36.3%
<b>Total</b>	19	100.0%	10	100.0%	40	100.0%	12	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Technological barrier at UVA that respondents with disabilities/impairments have experienced</b>	<b>1.00 Experienced a barrier to accessing/using in the past year- Documents in accessible electronic format</b>	5	73.0%	2	54.2%	2	21.3%	3	74.7%
	<b>2.00 Experienced a barrier to accessing/using in the past year - On-line course management/learning platform</b>	2	30.5%	2	66.7%	0	3.2%		
	<b>3.00 Experienced a barrier to accessing/using in the past year - UVA hosted webinars</b>					2	21.7%		
	<b>4.00 Experienced a barrier to accessing/using in the past year - UVA library or other databases</b>	2	24.1%	1	20.9%	1	15.3%		
	<b>5.00 Experienced a barrier to accessing/using in the past year - UVA produced video recordings</b>	1	10.8%			1	12.6%		
	<b>6.00 Experienced a barrier to accessing/using in the past year - UVA specific software applications</b>	3	38.0%	1	45.8%	0	3.2%	1	27.5%
	<b>7.00 Experienced a barrier to accessing/using in the past year - UVA websites</b>	2	26.1%			4	39.4%	1	27.5%
	<b>8.00 Experienced a barrier to accessing/using in the past year - Video audio description</b>	1	16.3%			2	23.9%		
	<b>9.00 Experienced a barrier to accessing/using in the past year - Other</b>	2	22.4%			2	18.4%	1	25.3%
<b>Total</b>	7	100.0%	3	100.0%	9	100.0%	4	100.0%	

		UVA Affiliation					
		1.00 Undergrad		2.00 Grad		3.00 Staff	
		wN	w%	wN	w%	wN	w%
Barriers at UVA experienced by trans individuals	1.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Athletic and recreational facilities	4	75.4%	2	50.7%	2	100.0%
	2.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Health forms or accessing health services	2	46.5%	4	100.0%		
	3.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Identify accuracy in UVA databases	3	71.1%	2	50.7%		
	4.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Identity accuracy on UVA ID cards	3	71.1%	2	50.7%		
	5.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Restrooms	3	71.1%	4	100.0%	2	100.0%
	6.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by department chair or equivalent	3	71.1%	4	100.0%		
	7.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by faculty or staff	3	71.1%	3	81.0%		
	8.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by students/adviseses	3	71.1%	3	81.0%		
	9.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: UVA housing						
	10.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Other (Please specify)						
<b>Total</b>		5	100.0%	4	100.0%	2	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Because of my age:	1.00 I was ignored in a meeting or other group setting because of my: age	20	1.2%	21	1.7%	241	10.2%	65	8.4%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: age	21	1.2%	27	2.2%	118	5.0%	37	4.8%
	3.00 Someone acted surprised at my professional success because of my: age	68	4.0%	74	5.9%	293	12.4%	79	10.2%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: age	84	4.9%	54	4.3%	125	5.3%	34	4.4%
	5.00 Someone told me that I complain too much because of my: age	50	2.9%	27	2.1%	51	2.2%	11	1.4%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	53	3.1%	55	4.4%	186	7.9%	62	8.1%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: age					108	4.6%	34	4.3%
	8.00 I was not invited to an important work meeting or conversation because of my: age	17	1.0%	34	2.7%	117	5.0%	33	4.3%
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	49	2.9%	43	3.4%	162	6.9%	51	6.6%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	12	0.7%	16	1.3%	26	1.1%	13	1.7%
	11.00 Respondent indicated zero instances of microaggressions due to age	1493	87.7%	1083	86.5%	1834	77.8%	618	79.9%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my disability:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: disability</b>	10	0.6%	6	0.5%	9	0.4%	5	0.6%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: disability</b>	12	0.7%	7	0.5%	9	0.4%	4	0.6%
	<b>3.00 Someone acted surprised at my professional success because of my: disability</b>	21	1.2%	9	0.7%	5	0.2%	1	0.1%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: disability</b>	31	1.8%	6	0.5%	6	0.3%	4	0.5%
	<b>5.00 Someone told me that I complain too much because of my: disability</b>	23	1.3%	14	1.1%	9	0.4%	2	0.3%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability</b>	9	0.5%	13	1.1%	5	0.2%	2	0.2%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: disability</b>					13	0.6%	4	0.5%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: disability</b>	7	0.4%	3	0.2%	8	0.3%	2	0.2%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability</b>	6	0.4%	8	0.6%	4	0.2%	3	0.3%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: disability</b>	19	1.1%	8	0.6%	11	0.5%	2	0.2%
	<b>11.00 Respondent indicated zero instances of microaggressions due to disability status</b>	1647	96.7%	1222	97.6%	2316	98.3%	762	98.5%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my gender identity:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: gender or gender identity</b>	167	9.8%	135	10.8%	227	9.6%	127	16.4%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity</b>	123	7.2%	93	7.4%	99	4.2%	67	8.7%
	<b>3.00 Someone acted surprised at my professional success because of my: gender or gender identity</b>	249	14.6%	151	12.0%	158	6.7%	103	13.3%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity</b>	308	18.1%	160	12.7%	154	6.5%	80	10.4%
	<b>5.00 Someone told me that I complain too much because of my: gender or gender identity</b>	192	11.3%	87	7.0%	61	2.6%	33	4.2%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity</b>	325	19.1%	256	20.4%	255	10.8%	138	17.8%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity</b>					147	6.2%	98	12.7%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: gender or gender identity</b>	61	3.6%	61	4.9%	75	3.2%	54	7.0%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: gender or gender identity</b>	277	16.3%	195	15.6%	163	6.9%	110	14.2%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity</b>	81	4.8%	56	4.5%	41	1.7%	28	3.6%
	<b>11.00 Respondent indicated zero instances of microaggressions due to gender identity</b>	1094	64.2%	857	68.4%	1891	80.3%	565	73.0%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my political beliefs:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: political beliefs</b>	103	6.0%	64	5.1%	55	2.3%	15	2.0%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: political beliefs</b>	63	3.7%	50	4.0%	41	1.7%	19	2.5%
	<b>3.00 Someone acted surprised at my professional success because of my: political beliefs</b>	44	2.6%	22	1.8%	15	0.6%	5	0.6%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: political beliefs</b>	278	16.3%	106	8.4%	79	3.4%	21	2.7%
	<b>5.00 Someone told me that I complain too much because of my: political beliefs</b>	79	4.6%	47	3.8%	29	1.2%	7	0.9%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs</b>	86	5.1%	55	4.4%	25	1.1%	5	0.6%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: political beliefs</b>					21	0.9%	6	0.8%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: political beliefs</b>	38	2.2%	29	2.3%	17	0.7%	10	1.3%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs</b>	51	3.0%	23	1.8%	18	0.8%	4	0.5%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs</b>	175	10.3%	108	8.7%	74	3.2%	22	2.8%
	<b>11.00 Respondent indicated zero instances of microaggressions due to political beliefs</b>	1279	75.1%	1032	82.4%	2168	92.0%	711	92.0%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my race/ethnicity:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: race/ethnicity</b>	108	6.3%	122	9.7%	93	4.0%	57	7.4%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity</b>	169	9.9%	135	10.8%	131	5.6%	55	7.1%
	<b>3.00 Someone acted surprised at my professional success because of my: race/ethnicity</b>	147	8.6%	90	7.1%	128	5.4%	59	7.6%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity</b>	352	20.7%	204	16.3%	174	7.4%	77	10.0%
	<b>5.00 Someone told me that I complain too much because of my: race/ethnicity</b>	103	6.1%	54	4.4%	35	1.5%	21	2.7%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity</b>	104	6.1%	92	7.3%	62	2.6%	38	4.9%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity</b>					100	4.2%	63	8.2%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: race/ethnicity</b>	58	3.4%	71	5.7%	34	1.5%	34	4.4%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity</b>	110	6.5%	101	8.0%	50	2.1%	48	6.2%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity</b>	109	6.4%	93	7.4%	62	2.6%	32	4.2%
	<b>11.00 Respondent indicated zero instances of microaggressions due to race/ethnicity</b>	1238	72.7%	927	74.1%	2070	87.9%	662	85.6%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my religion:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: religion/spirituality</b>	29	1.7%	28	2.2%	16	0.7%	7	0.9%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: religion/spirituality</b>	29	1.7%	18	1.5%	13	0.6%	7	0.9%
	<b>3.00 Someone acted surprised at my professional success because of my: religion/spirituality</b>	25	1.4%	16	1.2%	15	0.6%	7	0.9%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality</b>	245	14.4%	108	8.6%	78	3.3%	19	2.4%
	<b>5.00 Someone told me that I complain too much because of my: religion/spirituality</b>	19	1.1%	18	1.4%	6	0.3%	3	0.4%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality</b>	33	1.9%	14	1.1%	12	0.5%	1	0.2%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: religion/spirituality</b>					12	0.5%	6	0.7%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: religion/spirituality</b>	22	1.3%	13	1.1%	8	0.3%	3	0.4%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality</b>	14	0.8%	9	0.7%	4	0.2%	3	0.4%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality</b>	116	6.8%	60	4.8%	37	1.6%	16	2.1%
	<b>11.00 Respondent indicated zero instances of microaggressions due to religious beliefs</b>	1387	81.4%	1089	87.0%	2239	95.0%	734	94.9%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my sexual orientation:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: sexual orientation</b>	11	0.7%	16	1.3%	15	0.6%	5	0.6%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation</b>	33	1.9%	22	1.7%	22	0.9%	9	1.2%
	<b>3.00 Someone acted surprised at my professional success because of my: sexual orientation</b>	4	0.2%	12	0.9%	7	0.3%	4	0.6%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: sexual orientation</b>	100	5.9%	56	4.5%	44	1.9%	17	2.2%
	<b>5.00 Someone told me that I complain too much because of my: sexual orientation</b>	33	2.0%	18	1.4%	5	0.2%	2	0.3%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation</b>	13	0.8%	15	1.2%	11	0.5%	2	0.2%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: sexual orientation</b>					22	1.0%	8	1.0%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: sexual orientation</b>	3	0.2%	14	1.1%	8	0.3%	4	0.5%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation</b>	9	0.5%	13	1.0%	4	0.2%	3	0.4%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation</b>	77	4.5%	38	3.0%	23	1.0%	8	1.0%
	<b>11.00 Respondent indicated zero instances of microaggressions due to sexual orientation</b>	1552	91.1%	1175	93.8%	2278	96.7%	747	96.5%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>I am unsure of the motivation for why:</b>	<b>1.00 I was ignored in a meeting or other group setting because of my: unsure of the motivation</b>	241	14.1%	164	13.1%	420	17.8%	120	15.5%
	<b>2.00 Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation</b>	270	15.8%	203	16.2%	453	19.2%	123	15.9%
	<b>3.00 Someone acted surprised at my professional success because of my: unsure of the motivation</b>	229	13.4%	144	11.5%	292	12.4%	97	12.5%
	<b>4.00 Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation</b>	133	7.8%	108	8.6%	221	9.4%	47	6.1%
	<b>5.00 Someone told me that I complain too much because of my: unsure of the motivation</b>	219	12.9%	137	11.0%	250	10.6%	66	8.6%
	<b>6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation</b>	312	18.3%	184	14.7%	517	22.0%	119	15.4%
	<b>7.00 Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation</b>					251	10.7%	69	9.0%
	<b>8.00 I was not invited to an important work meeting or conversation because of my: unsure of the motivation</b>	263	15.4%	173	13.8%	503	21.4%	130	16.8%
	<b>9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: unsure of the motivation</b>	270	15.8%	182	14.5%	415	17.6%	86	11.1%
	<b>10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation</b>	181	10.6%	129	10.3%	229	9.7%	54	7.0%
	<b>11.00 Respondent indicated zero instances of microaggressions for which they were unsure of motivation</b>	1094	64.2%	875	69.9%	1407	59.7%	512	66.2%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Personally agree that UVA is - Caring</b>	<b>1 Strongly disagree</b>	40	2.8%	37	3.7%	33	1.6%	24	3.7%
	<b>2 Disagree</b>	83	5.8%	47	4.7%	75	3.6%	56	8.5%
	<b>3 Somewhat disagree</b>	129	9.0%	67	6.6%	167	8.0%	70	10.7%
	<b>4 Somewhat agree</b>	410	28.6%	249	24.7%	570	27.4%	194	29.4%
	<b>5 Agree</b>	563	39.3%	426	42.2%	941	45.3%	224	34.0%
	<b>6 Strongly agree</b>	207	14.4%	184	18.2%	291	14.0%	91	13.8%
<b>Total</b>		1432	100.0%	1010	100.0%	2077	100.0%	660	100.0%
<b>Personally agree that UVA is - Safe</b>	<b>1 Strongly disagree</b>	27	1.9%	32	3.2%	16	0.8%	13	2.0%
	<b>2 Disagree</b>	47	3.3%	37	3.7%	52	2.5%	17	2.5%
	<b>3 Somewhat disagree</b>	99	6.9%	64	6.3%	128	6.2%	55	8.3%
	<b>4 Somewhat agree</b>	348	24.2%	196	19.4%	478	23.0%	147	22.1%
	<b>5 Agree</b>	668	46.5%	456	45.2%	1034	49.8%	299	45.0%
	<b>6 Strongly agree</b>	248	17.3%	225	22.3%	369	17.8%	134	20.1%
<b>Total</b>		1437	100.0%	1009	100.0%	2078	100.0%	664	100.0%
<b>Personally agree that UVA is - Cooperative</b>	<b>1 Strongly disagree</b>	25	1.7%	33	3.3%	16	0.8%	17	2.5%
	<b>2 Disagree</b>	65	4.6%	46	4.6%	75	3.6%	41	6.3%
	<b>3 Somewhat disagree</b>	127	8.9%	81	8.0%	180	8.8%	85	13.1%
	<b>4 Somewhat agree</b>	394	27.6%	227	22.6%	603	29.3%	197	30.3%
	<b>5 Agree</b>	626	43.8%	434	43.1%	935	45.4%	227	34.8%
	<b>6 Strongly agree</b>	192	13.4%	185	18.4%	248	12.1%	84	12.9%
<b>Total</b>		1430	100.0%	1006	100.0%	2057	100.0%	652	100.0%
<b>Personally agree that UVA is - Elitist</b>	<b>1 Strongly disagree</b>	32	2.2%	32	3.2%	63	3.1%	13	1.9%
	<b>2 Disagree</b>	90	6.3%	76	7.6%	184	9.1%	46	6.9%
	<b>3 Somewhat disagree</b>	128	9.0%	55	5.5%	182	9.0%	55	8.3%
	<b>4 Somewhat agree</b>	373	26.2%	243	24.3%	554	27.5%	200	30.2%
	<b>5 Agree</b>	422	29.6%	295	29.5%	595	29.5%	198	29.8%
	<b>6 Strongly agree</b>	380	26.7%	298	29.8%	439	21.8%	151	22.9%
<b>Total</b>		1426	100.0%	1000	100.0%	2017	100.0%	662	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Personally agree that UVA is - Hostile</b>	<b>1 Strongly disagree</b>	267	18.6%	251	25.1%	512	25.1%	165	24.9%
	<b>2 Disagree</b>	576	40.2%	358	35.8%	869	42.6%	252	38.1%
	<b>3 Somewhat disagree</b>	337	23.6%	199	19.9%	402	19.7%	145	21.9%
	<b>4 Somewhat agree</b>	166	11.6%	88	8.8%	175	8.6%	67	10.1%
	<b>5 Agree</b>	65	4.5%	63	6.3%	58	2.9%	16	2.4%
	<b>6 Strongly agree</b>	21	1.5%	41	4.1%	22	1.1%	17	2.6%
<b>Total</b>		1431	100.0%	999	100.0%	2039	100.0%	662	100.0%
<b>Personally agree that UVA is - Dangerous</b>	<b>1 Strongly disagree</b>	348	24.2%	307	30.6%	609	29.7%	198	29.9%
	<b>2 Disagree</b>	672	46.8%	374	37.3%	900	43.9%	270	40.8%
	<b>3 Somewhat disagree</b>	274	19.1%	175	17.5%	354	17.3%	129	19.5%
	<b>4 Somewhat agree</b>	112	7.8%	74	7.4%	140	6.8%	35	5.2%
	<b>5 Agree</b>	27	1.9%	44	4.4%	33	1.6%	17	2.6%
	<b>6 Strongly agree</b>	2	0.2%	28	2.8%	13	0.6%	13	1.9%
<b>Total</b>		1434	100.0%	1003	100.0%	2049	100.0%	662	100.0%
<b>Personally agree that UVA is - Fair</b>	<b>1 Strongly disagree</b>	28	1.9%	49	4.9%	38	1.8%	33	5.0%
	<b>2 Disagree</b>	69	4.8%	52	5.2%	119	5.8%	38	5.9%
	<b>3 Somewhat disagree</b>	184	12.8%	115	11.4%	277	13.5%	117	17.8%
	<b>4 Somewhat agree</b>	472	32.9%	299	29.7%	702	34.2%	212	32.4%
	<b>5 Agree</b>	560	39.0%	366	36.4%	754	36.7%	190	29.0%
	<b>6 Strongly agree</b>	122	8.5%	125	12.4%	162	7.9%	65	9.9%
<b>Total</b>		1435	100.0%	1007	100.0%	2052	100.0%	654	100.0%
<b>Personally agree that UVA is - Inclusive</b>	<b>1 Strongly disagree</b>	55	3.8%	74	7.3%	54	2.6%	41	6.2%
	<b>2 Disagree</b>	99	6.9%	83	8.3%	150	7.4%	85	12.9%
	<b>3 Somewhat disagree</b>	206	14.4%	124	12.4%	265	13.0%	109	16.6%
	<b>4 Somewhat agree</b>	447	31.2%	269	26.9%	602	29.5%	183	27.9%
	<b>5 Agree</b>	486	34.0%	314	31.3%	751	36.8%	172	26.2%
	<b>6 Strongly agree</b>	139	9.7%	138	13.8%	216	10.6%	67	10.2%
<b>Total</b>		1431	100.0%	1002	100.0%	2039	100.0%	658	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Personally agree that UVA is - Detached</b>	<b>1 Strongly disagree</b>	150	10.8%	152	15.4%	234	11.6%	55	8.6%
	<b>2 Disagree</b>	394	28.4%	232	23.4%	542	26.9%	140	21.9%
	<b>3 Somewhat disagree</b>	310	22.3%	172	17.4%	356	17.6%	108	17.0%
	<b>4 Somewhat agree</b>	279	20.1%	217	21.9%	501	24.8%	170	26.7%
	<b>5 Agree</b>	176	12.7%	142	14.4%	272	13.5%	121	18.9%
	<b>6 Strongly agree</b>	79	5.7%	76	7.7%	113	5.6%	44	6.9%
<b>Total</b>		1389	100.0%	991	100.0%	2016	100.0%	637	100.0%
<b>Personally agree that UVA is - Uncaring</b>	<b>1 Strongly disagree</b>	249	17.5%	250	25.1%	411	20.3%	107	16.5%
	<b>2 Disagree</b>	536	37.8%	316	31.7%	748	36.8%	190	29.3%
	<b>3 Somewhat disagree</b>	325	22.9%	220	22.1%	440	21.7%	164	25.3%
	<b>4 Somewhat agree</b>	198	14.0%	91	9.1%	287	14.1%	118	18.2%
	<b>5 Agree</b>	78	5.5%	62	6.3%	104	5.1%	43	6.6%
	<b>6 Strongly agree</b>	34	2.4%	57	5.7%	41	2.0%	27	4.1%
<b>Total</b>		1420	100.0%	996	100.0%	2031	100.0%	650	100.0%
<b>Agreement with- UVA is a safe and secure workplace</b>	<b>1 Strongly disagree</b>	37	2.2%	67	5.5%	43	1.9%	20	2.6%
	<b>2 Disagree</b>	68	4.1%	75	6.2%	65	2.8%	38	5.1%
	<b>3 Somewhat disagree</b>	181	10.8%	112	9.2%	151	6.5%	72	9.6%
	<b>4 Somewhat agree</b>	456	27.2%	280	23.1%	495	21.3%	192	25.6%
	<b>5 Agree</b>	654	39.1%	435	35.9%	1096	47.3%	276	36.8%
	<b>6 Strongly agree</b>	278	16.6%	244	20.1%	467	20.2%	152	20.3%
<b>Total</b>		1675	100.0%	1213	100.0%	2317	100.0%	750	100.0%
<b>Agreement with- My department/unit/program is a safe and secure place</b>	<b>1 Strongly disagree</b>			42	3.5%	37	1.6%	18	2.4%
	<b>2 Disagree</b>			39	3.2%	53	2.3%	32	4.3%
	<b>3 Somewhat disagree</b>			64	5.3%	117	5.0%	44	5.9%
	<b>4 Somewhat agree</b>			162	13.4%	351	15.1%	130	17.4%
	<b>5 Agree</b>			496	41.0%	1041	44.8%	320	42.8%
	<b>6 Strongly agree</b>			407	33.6%	727	31.2%	204	27.2%
<b>Total</b>				1210	100.0%	2326	100.0%	749	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in the past year-concern for your physical safety at UVA/specific work site(s)?</b>	<b>1 Never</b>	510	31.4%	485	39.2%	1222	52.2%	412	54.0%
	<b>2 Rarely</b>	595	36.6%	404	32.7%	668	28.6%	190	24.9%
	<b>3 Occasionally</b>	351	21.6%	236	19.1%	354	15.1%	112	14.7%
	<b>4 Somewhat often</b>	107	6.6%	66	5.3%	48	2.0%	23	3.0%
	<b>5 Often</b>	43	2.6%	29	2.3%	26	1.1%	13	1.8%
	<b>6 Very often</b>	20	1.2%	18	1.4%	23	1.0%	13	1.7%
<b>Total</b>		1627	100.0%	1238	100.0%	2341	100.0%	762	100.0%
<b>In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?</b>	<b>1 Never</b>	898	55.7%	754	61.2%	1335	57.6%	457	60.4%
	<b>2 Rarely</b>	459	28.5%	296	24.0%	629	27.1%	173	22.8%
	<b>3 Occasionally</b>	174	10.8%	120	9.7%	264	11.4%	83	11.0%
	<b>4 Somewhat often</b>	48	3.0%	32	2.6%	46	2.0%	20	2.6%
	<b>5 Often</b>	19	1.2%	18	1.5%	31	1.3%	13	1.7%
	<b>6 Very often</b>	13	0.8%	13	1.0%	14	0.6%	12	1.5%
<b>Total</b>		1612	100.0%	1233	100.0%	2320	100.0%	757	100.0%
<b>Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA</b>	<b>1 Not at all</b>					54	2.7%	18	2.8%
	<b>2 A little</b>					99	4.9%	53	8.1%
	<b>3 Somewhat</b>					654	32.3%	228	34.8%
	<b>4 Very</b>					873	43.1%	271	41.4%
	<b>5 Extremely</b>					344	17.0%	85	12.9%
<b>Total</b>					2023	100.0%	655	100.0%	
<b>Level of knowledge- Where to get help at UVA if you, a colleague, or a student experienced sexual assault or other form of sexual or gender-based violence</b>	<b>1 Not at all</b>		72	7.4%	48	2.4%	21	3.3%	
	<b>2 A little</b>		132	13.6%	126	6.2%	46	7.0%	
	<b>3 Somewhat</b>		355	36.6%	621	30.7%	236	36.0%	
	<b>4 Very</b>		253	26.0%	875	43.2%	267	40.8%	
	<b>5 Extremely</b>		159	16.4%	356	17.6%	85	13.0%	
<b>Total</b>			972	100.0%	2026	100.0%	656	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA</b>	<b>1 Not at all</b>		94	9.6%	60	3.0%		24	3.6%
	<b>2 A little</b>		128	13.2%	136	6.7%		44	6.6%
	<b>3 Somewhat</b>		351	36.2%	583	28.8%		240	36.6%
	<b>4 Very</b>		236	24.3%	900	44.4%		253	38.5%
	<b>5 Extremely</b>		162	16.7%	347	17.1%		96	14.7%
<b>Total</b>			971	100.0%	2025	100.0%		657	100.0%
<b>Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment</b>	<b>1 Not at all</b>				42	2.1%		16	2.5%
	<b>2 A little</b>				73	3.6%		25	3.8%
	<b>3 Somewhat</b>				393	19.4%		113	17.3%
	<b>4 Very</b>				1006	49.7%		339	51.9%
	<b>5 Extremely</b>				509	25.1%		160	24.4%
<b>Total</b>					2023	100.0%		653	100.0%

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
<b>How problematic is sexual assault in the UVA workplace?</b>	<b>1 Not at all</b>	995	54.1%	200	35.7%
	<b>2 A little</b>	552	30.0%	206	36.8%
	<b>3 Somewhat</b>	205	11.1%	125	22.3%
	<b>4 Very</b>	49	2.7%	19	3.5%
	<b>5 Extremely</b>	37	2.0%	10	1.7%
<b>Total</b>		1838	100.0%	560	100.0%
<b>How likely do you think it is that you will experience sexual assault in the UVA workplace?</b>	<b>1 Not at all</b>	1683	84.9%	510	80.6%
	<b>2 A little</b>	235	11.8%	98	15.5%
	<b>3 Somewhat</b>	40	2.0%	17	2.7%
	<b>4 Very</b>	14	0.7%	5	0.9%
	<b>5 Extremely</b>	9	0.5%	2	0.3%
<b>Total</b>		1981	100.0%	633	100.0%
<b>How likely do you think it is that you will experience other forms of sexual or gender-based violence (stalking, IPV, etc.) in the UVA workplace?</b>	<b>1 Not at all</b>	1667	84.5%	488	77.7%
	<b>2 A little</b>	246	12.5%	115	18.3%
	<b>3 Somewhat</b>	37	1.9%	19	3.1%
	<b>4 Very</b>	14	0.7%	3	0.4%
	<b>5 Extremely</b>	7	0.4%	3	0.5%
<b>Total</b>		1971	100.0%	629	100.0%
<b>How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?</b>	<b>1 Not at all</b>	1526	77.6%	477	76.5%
	<b>2 A little</b>	358	18.2%	130	20.9%
	<b>3 Somewhat</b>	62	3.1%	13	2.1%
	<b>4 Very</b>	17	0.9%	1	0.2%
	<b>5 Extremely</b>	3	0.2%	2	0.3%
<b>Total</b>		1966	100.0%	623	100.0%

		<b>UVA Affiliation</b>			
		<b>3.00 Staff</b>		<b>4.00 Faculty</b>	
		<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>
<b>Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence in the UVA workplace?</b>	<b>1 0 Times</b>	2054	98.7%	671	98.0%
	<b>2 1-3 Times</b>	26	1.2%	12	1.8%
	<b>3 More than 5 Times</b>	0	0.0%	2	0.3%
<b>Total</b>		2080	100.0%	685	100.0%
<b>Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event?</b>	<b>1 0 Times</b>	2062	99.3%	677	99.0%
	<b>2 1-3 Times</b>	15	0.7%	5	0.8%
	<b>3 More than 5 Times</b>			2	0.3%
<b>Total</b>		2077	100.0%	684	100.0%
<b>Did you report the incident of sexual or gender-based violence at UVA or UVA-sponsored event to a UVA official?</b>	<b>1 Yes</b>	22	1.0%	10	1.5%
	<b>2 No</b>	75	3.6%	21	3.0%
	<b>3 I have not experienced sexual assault or other gender-based violence</b>	1983	95.3%	649	95.5%
<b>Total</b>		2080	100.0%	680	100.0%
<b>Reason the individual did not report the incident to the University</b>	<b>1.00 Reason to not report incident- Did not know where to go/who to tell</b>	6	9.5%	1	10.8%
	<b>2.00 Reason to not report incident- Embarrassed/ashamed/too emotionally difficult</b>	6	9.9%	1	8.4%
	<b>3.00 Reason to not report incident- I did not think anyone would believe me</b>	5	8.4%	1	7.3%
	<b>4.00 Reason to not report incident- I did not think it was serious enough to report</b>	23	39.8%	4	29.3%
	<b>5.00 Reason to not report incident- I feared negative consequences/retaliation</b>	11	18.1%	4	27.5%

	UVA Affiliation			
	3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%
<b>6.00 Reason to not report incident- I did not think anything would be done</b>	13	22.8%	6	46.9%
<b>7.00 Reason to not report incident- I feared it would not be kept confidential</b>	12	20.3%	4	31.0%
<b>8.00 Reason to not report incident- Incident did not occur at the University</b>	10	17.2%		
<b>9.00 Reason to not report incident- I am still deciding whether to contact a University official</b>				
<b>10.00 Reason to not report incident- Other</b>	18	30.2%	4	33.5%
<b>Total</b>	58	100.0%	13	100.0%

		UVA Affiliation					
		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc after you said no or otherwise expressed not being interested</b>	<b>Never</b>	860	89.4%	1968	98.0%	637	96.7%
	<b>Seldom</b>	77	8.0%	32	1.6%	19	2.9%
	<b>Frequently</b>	26	2.7%	9	0.4%	2	0.3%
<b>Total</b>		963	100.0%	2009	100.0%	658	100.0%
<b>Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities</b>	<b>Never</b>	588	60.9%	1575	78.5%	515	78.7%
	<b>Seldom</b>	284	29.4%	367	18.3%	123	18.7%
	<b>Frequently</b>	93	9.6%	63	3.1%	17	2.6%
<b>Total</b>		965	100.0%	2005	100.0%	655	100.0%



<b>Past year frequency by someone at UVA- Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to</b>	<b>Never</b>	831	86.3%	1906	94.9%	637	97.0%
	<b>Seldom</b>	101	10.5%	83	4.1%	17	2.6%
	<b>Frequently</b>	31	3.2%	19	1.0%	2	0.4%
<b>Total</b>		963	100.0%	2009	100.0%	656	100.0%
<b>Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive</b>	<b>Never</b>	563	58.5%	1532	76.4%	486	74.4%
	<b>Seldom</b>	308	32.0%	415	20.7%	150	23.0%
	<b>Frequently</b>	91	9.5%	57	2.9%	17	2.6%
<b>Total</b>		963	100.0%	2005	100.0%	653	100.0%
<b>Past year frequency by someone at UVA - Emailed, texted, tweeted etc, offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want</b>	<b>Never</b>	885	92.2%	1965	97.5%	641	97.6%
	<b>Seldom</b>	50	5.2%	42	2.1%	15	2.2%
	<b>Frequently</b>	25	2.6%	8	0.4%	1	0.1%
<b>Total</b>		960	100.0%	2015	100.0%	657	100.0%
<b>Past year frequency by someone at UVA - Made sexual or gender-based remarks</b>	<b>Never</b>	561	58.1%	1535	76.6%	498	76.0%
	<b>Seldom</b>	291	30.2%	415	20.7%	135	20.6%
	<b>Frequently</b>	113	11.7%	55	2.7%	22	3.4%
<b>Total</b>		965	100.0%	2004	100.0%	655	100.0%

		UVA Affiliation					
		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individual's relationship to respondent at the time of respondent receiving the unwanted behavior</b>	<b>1.00 Relationship to perpetrator of unwanted behaviors- Advisee/mentee</b>	2	0.3%	1	0.2%	2	1.0%
	<b>2.00 Relationship to perpetrator of unwanted behaviors- Advisor/Mentor/PI</b>	15	3.2%	2	0.5%	8	4.4%
	<b>3.00 Relationship to perpetrator of unwanted behaviors- Co-worker</b>	156	32.7%	336	61.3%	123	67.8%
	<b>4.00 Relationship to perpetrator of unwanted behaviors- Friend/acquaintance</b>	232	48.6%	81	14.8%	14	7.9%
	<b>5.00 Relationship to perpetrator of unwanted behaviors- Someone I had been involved with/was intimate with</b>	31	6.5%	10	1.8%	0	0.1%
	<b>6.00 Relationship to perpetrator of unwanted behaviors- Someone I was involved with/intimate with at the time of the conduct</b>	15	3.1%	4	0.8%		
	<b>7.00 Relationship to perpetrator of unwanted behaviors- Stranger</b>	110	23.0%	69	12.5%	17	9.4%
	<b>8.00 Relationship to perpetrator of unwanted behaviors- Student/student employee</b>	160	33.6%	37	6.8%	22	12.3%
	<b>9.00 Relationship to perpetrator of unwanted behaviors- Supervisor</b>	12	2.6%	54	9.8%	24	13.2%
	<b>10.00 Relationship to perpetrator of unwanted behaviors- Other</b>	23	4.7%	41	7.4%	12	6.9%
	<b>11.00 Relationship to perpetrator of unwanted behaviors- Unknown</b>	25	5.2%	55	10.0%	14	7.9%
<b>Total</b>	478	100.0%	549	100.0%	182	100.0%	

Location at which unwanted behavior was experienced	1.00 Location of conduct - Faculty-hosted event off grounds	UVA Affiliation					
		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
	1.00 Location of conduct - Faculty-hosted event off grounds	10	2.1%	26	5.2%	18	11.1%
	2.00 Location of conduct - Professional/disciplinary conference or networking event	14	3.1%	18	3.6%	20	12.0%
	3.00 Location of conduct - Project/research site	5	1.1%	35	7.0%	11	6.6%
	4.00 Location of conduct - Student group-sponsored event	47	10.4%	8	1.6%	3	1.5%
	5.00 Location of conduct - UVA dining facility	8	1.9%	9	1.9%	1	0.8%
	6.00 Location of conduct - UVA library	18	4.0%	12	2.4%	0	0.2%
	7.00 Location of conduct - UVA-sponsored event	16	3.6%	43	8.7%	15	8.7%
	8.00 Location of conduct - Classroom	106	23.7%	10	2.1%	15	8.8%
	9.00 Location of conduct - Faculty office	19	4.2%			65	39.0%
	10.00 Location of conduct - Greek event	7	1.5%	4	0.8%	1	0.3%
	11.00 Location of conduct - Lab	37	8.4%	11	2.2%	2	1.0%
	12.00 Location of conduct - Medical facility	32	7.1%	11	2.1%	2	1.1%
	13.00 Location of conduct - Athletic facility	9	1.9%	16	3.1%	7	4.0%
	14.00 Location of conduct - Off-Grounds housing	102	22.9%	10	1.9%	1	0.5%
	15.00 Location of conduct- on-Grounds housing	9	2.0%	4	0.8%		
	16.00 Location of conduct - UVA bus	10	2.2%	16	3.3%	1	0.5%
	17.00 Location of conduct - Phone/text/e-mail	55	12.3%	25	5.0%	8	4.9%
	18.00 Location of conduct - Social networking sites	41	9.2%	19	3.9%	8	5.1%
	19.00 Location of conduct - UVA property	120	26.9%	135	27.0%	22	13.1%
	20.00 Location of conduct - Other	84	18.8%	124	24.8%	27	16.3%
	21.00 Location of conduct - Another employee's office			121	24.3%		
<b>Total</b>		447	100.0%	499	100.0%	167	100.0%

		UVA Affiliation	
		2.00 Grad	
		wN	w%
<b>Reason respondent did not report incident to the University</b>	<b>1.00 Reason for not reporting the inappropriate sexual remarks/behavior - Did not know where to go or who to tell</b>	28	6.1%
	<b>2.00 Reason for not reporting the inappropriate sexual remarks/behavior - Felt embarrassed, ashamed, or that it would be too emotionally difficult</b>	28	6.1%
	<b>3.00 Reason for not reporting the inappropriate sexual remarks/behavior - I did not think anyone would believe me</b>	18	3.9%
	<b>4.00 Reason for not reporting the inappropriate sexual remarks/behavior - I did not think anything would be done</b>	82	17.6%
	<b>5.00 Reason for not reporting the inappropriate sexual remarks/behavior - I did not think it was serious enough to report</b>	385	82.3%
	<b>6.00 Reason for not reporting the inappropriate sexual remarks/behavior - I feared it would not be kept confidential</b>	39	8.4%
	<b>7.00 Reason for not reporting the inappropriate sexual remarks/behavior - I feared negative consequences/retaliation</b>	57	12.2%
	<b>8.00 Reason for not reporting the inappropriate sexual remarks/behavior - Incident did not occur at the University</b>	38	8.0%
	<b>9.00 Reason for not reporting the inappropriate sexual remarks/behavior - I am still deciding whether to contact a University Official</b>	5	1.0%
	<b>10.00 Reason for not reporting the inappropriate sexual remarks/behavior - Other (Please specify)</b>	44	9.5%
<b>Total</b>		468	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status</b>	<b>1 Yes</b>	61	4.4%	55	5.5%	104	5.3%	25	3.9%
	<b>2 No</b>	1328	95.6%	950	94.5%	1863	94.7%	623	96.1%
<b>Total</b>		1389	100.0%	1005	100.0%	1966	100.0%	648	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Pregnancy status</b>	<b>1 1-5 Times</b>	78	80.0%	57	74.1%	96	83.9%	24	81.4%
	<b>2 6-10 Times</b>	7	7.5%	9	12.0%	13	11.1%	4	12.6%
	<b>3 11-15 Times</b>	6	6.3%	6	8.2%	4	3.7%	2	6.1%
	<b>4 16-20 Times</b>	1	0.9%	1	1.3%				
	<b>5 20 or more Times</b>	5	5.2%	3	4.4%	1	1.3%		
<b>Total</b>		98	100.0%	77	100.0%	114	100.0%	30	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin</b>	<b>1 Yes</b>	340	24.7%	258	25.8%	244	12.4%	120	18.9%
	<b>2 No</b>	1037	75.3%	742	74.2%	1717	87.6%	517	81.1%
<b>Total</b>		1377	100.0%	1001	100.0%	1961	100.0%	637	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - National Origin</b>	<b>1 1-5 Times</b>	266	68.2%	198	69.1%	213	77.2%	94	77.3%
	<b>2 6-10 Times</b>	66	16.8%	48	16.6%	37	13.3%	12	9.7%
	<b>3 11-15 Times</b>	40	10.2%	18	6.3%	15	5.4%	7	5.7%
	<b>4 16-20 Times</b>	5	1.2%	2	0.8%	5	1.6%		
	<b>5 20 or more Times</b>	14	3.6%	21	7.3%	7	2.4%	9	7.3%
<b>Total</b>		391	100.0%	287	100.0%	276	100.0%	121	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service</b>	<b>1 Yes</b>	36	2.6%	34	3.4%	46	2.3%	14	2.1%
	<b>2 No</b>	1361	97.4%	976	96.6%	1927	97.7%	636	97.9%
<b>Total</b>		1397	100.0%	1011	100.0%	1973	100.0%	649	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Military service</b>	<b>1 1-5 Times</b>	58	87.7%	43	84.5%	37	76.3%	11	81.8%
	<b>2 6-10 Times</b>	2	2.7%	4	8.0%	7	14.1%		
	<b>3 11-15 Times</b>	3	3.8%	2	4.9%	2	3.2%	1	5.2%
	<b>4 16-20 Times</b>	1	1.1%	1	2.6%			2	13.0%
	<b>5 20 or more Times</b>	3	4.6%			3	6.4%		
<b>Total</b>		67	100.0%	51	100.0%	49	100.0%	13	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability</b>	<b>1 Yes</b>	187	13.5%	80	7.9%	159	8.1%	61	9.5%
	<b>2 No</b>	1199	86.5%	928	92.1%	1810	91.9%	582	90.5%
<b>Total</b>		1386	100.0%	1008	100.0%	1969	100.0%	643	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Disability</b>	<b>1 1-5 Times</b>	182	78.3%	59	64.2%	140	81.0%	53	78.9%
	<b>2 6-10 Times</b>	24	10.3%	19	21.0%	19	11.1%	7	10.0%
	<b>3 11-15 Times</b>	8	3.5%	9	9.3%	4	2.1%	2	3.7%
	<b>4 16-20 Times</b>	6	2.7%	2	1.9%	2	1.3%	1	1.9%
	<b>5 20 or more Times</b>	12	5.2%	3	3.6%	8	4.5%	4	5.6%
<b>Total</b>		232	100.0%	92	100.0%	173	100.0%	67	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to- Age</b>	<b>1 Yes</b>	169	12.1%	160	15.7%	480	24.0%	148	22.4%
	<b>2 No</b>	1225	87.9%	859	84.3%	1517	76.0%	512	77.6%
<b>Total</b>		1394	100.0%	1019	100.0%	1997	100.0%	660	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to- Age</b>	<b>1 1-5 Times</b>	155	78.4%	134	74.2%	376	72.3%	116	77.8%
	<b>2 6-10 Times</b>	26	13.1%	22	12.1%	72	13.7%	21	14.4%
	<b>3 11-15 Times</b>	8	3.9%	13	7.4%	31	6.0%	9	5.8%
	<b>4 16-20 Times</b>	3	1.4%	2	1.0%	16	3.1%	3	1.8%
	<b>5 20 or more Times</b>	6	3.2%	10	5.3%	25	4.9%	0	0.3%
<b>Total</b>		198	100.0%	180	100.0%	520	100.0%	149	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship</b>	<b>1 Yes</b>	249	18.0%	204	20.4%	176	9.0%	89	13.7%
	<b>2 No</b>	1137	82.0%	799	79.6%	1786	91.0%	558	86.3%
<b>Total</b>		1386	100.0%	1003	100.0%	1962	100.0%	647	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Citizenship Status</b>	<b>1 1-5 Times</b>	219	75.9%	176	74.7%	159	75.8%	74	80.5%
	<b>2 6-10 Times</b>	30	10.3%	32	13.6%	30	14.5%	9	10.4%
	<b>3 11-15 Times</b>	27	9.4%	13	5.4%	12	5.5%	3	3.6%
	<b>4 16-20 Times</b>	3	0.9%	1	0.4%	2	0.9%	2	1.8%
	<b>5 20 or more Times</b>	10	3.4%	14	5.9%	7	3.3%	3	3.8%
<b>Total</b>		289	100.0%	236	100.0%	209	100.0%	91	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity</b>	<b>1 Yes</b>	549	40.0%	352	34.9%	449	22.9%	204	31.6%
	<b>2 No</b>	823	60.0%	656	65.1%	1508	77.1%	441	68.4%
<b>Total</b>		1372	100.0%	1008	100.0%	1957	100.0%	645	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Gender or gender identity</b>	<b>1 1-5 Times</b>	366	59.7%	213	56.5%	306	60.3%	115	51.9%
	<b>2 6-10 Times</b>	122	19.9%	72	19.1%	95	18.8%	47	21.4%
	<b>3 11-15 Times</b>	60	9.8%	29	7.6%	43	8.6%	21	9.7%
	<b>4 16-20 Times</b>	33	5.4%	21	5.6%	21	4.1%	12	5.3%
	<b>5 20 or more Times</b>	33	5.3%	42	11.2%	41	8.1%	26	11.6%
<b>Total</b>		614	100.0%	377	100.0%	507	100.0%	221	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs</b>	<b>1 Yes</b>	750	55.5%	387	39.0%	542	27.6%	182	28.3%
	<b>2 No</b>	601	44.5%	605	61.0%	1418	72.4%	459	71.7%
<b>Total</b>		1351	100.0%	992	100.0%	1959	100.0%	641	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Political beliefs</b>	<b>1 1-5 Times</b>	420	49.8%	204	47.7%	314	53.5%	114	56.1%
	<b>2 6-10 Times</b>	195	23.1%	76	17.8%	127	21.6%	44	21.6%
	<b>3 11-15 Times</b>	94	11.1%	50	11.7%	51	8.7%	17	8.4%
	<b>4 16-20 Times</b>	36	4.3%	28	6.6%	16	2.8%	10	5.1%
	<b>5 20 or more Times</b>	98	11.6%	69	16.1%	79	13.4%	18	8.8%
<b>Total</b>		844	100.0%	428	100.0%	588	100.0%	202	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to- Race</b>	<b>1 Yes</b>	615	44.9%	386	38.4%	501	25.4%	205	31.8%
	<b>2 No</b>	754	55.1%	619	61.6%	1472	74.6%	440	68.2%
<b>Total</b>		1369	100.0%	1005	100.0%	1973	100.0%	645	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Race</b>	<b>1 1-5 Times</b>	360	52.7%	216	50.9%	339	62.3%	110	50.3%
	<b>2 6-10 Times</b>	138	20.1%	85	20.1%	89	16.3%	40	18.2%
	<b>3 11-15 Times</b>	92	13.5%	36	8.4%	57	10.4%	20	9.0%
	<b>4 16-20 Times</b>	33	4.8%	27	6.4%	11	2.1%	20	9.1%
	<b>5 20 or more Times</b>	60	8.8%	60	14.2%	48	8.9%	29	13.4%
<b>Total</b>		683	100.0%	423	100.0%	545	100.0%	218	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs</b>	<b>1 Yes</b>	433	31.5%	254	25.5%	266	13.5%	104	16.2%
	<b>2 No</b>	944	68.5%	741	74.5%	1700	86.5%	537	83.8%
<b>Total</b>		1377	100.0%	995	100.0%	1966	100.0%	641	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Religious/Spiritual beliefs</b>	<b>1 1-5 Times</b>	288	58.9%	182	64.6%	208	71.8%	84	70.7%
	<b>2 6-10 Times</b>	118	24.2%	47	16.9%	39	13.4%	23	19.4%
	<b>3 11-15 Times</b>	40	8.1%	24	8.6%	16	5.7%	4	3.0%
	<b>4 16-20 Times</b>	14	2.8%	9	3.2%	6	2.0%	6	5.3%
	<b>5 20 or more Times</b>	29	5.9%	19	6.7%	21	7.1%	2	1.6%
<b>Total</b>		488	100.0%	282	100.0%	290	100.0%	119	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation</b>	<b>1 Yes</b>	419	30.4%	208	20.6%	257	13.1%	86	13.3%
	<b>2 No</b>	958	69.6%	801	79.4%	1710	86.9%	559	86.7%
<b>Total</b>		1376	100.0%	1009	100.0%	1967	100.0%	645	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Sexual orientation</b>	<b>1 1-5 Times</b>	279	60.0%	142	64.3%	187	66.3%	65	72.1%
	<b>2 6-10 Times</b>	102	21.9%	39	17.6%	44	15.8%	12	13.4%
	<b>3 11-15 Times</b>	37	8.0%	25	11.3%	27	9.5%	9	10.4%
	<b>4 16-20 Times</b>	15	3.2%	5	2.2%	9	3.1%	4	4.1%
	<b>5 20 or more Times</b>	32	6.9%	10	4.6%	15	5.3%		
<b>Total</b>		465	100.0%	221	100.0%	282	100.0%	91	100.0%
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status</b>	<b>1 Yes</b>	384	27.7%	223	22.1%	294	15.0%	99	15.4%
	<b>2 No</b>	999	72.3%	788	77.9%	1667	85.0%	541	84.6%
<b>Total</b>		1383	100.0%	1011	100.0%	1961	100.0%	640	100.0%
<b>In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Socioeconomic Status</b>	<b>1 1-5 Times</b>	244	57.3%	130	54.4%	182	56.7%	63	56.2%
	<b>2 6-10 Times</b>	77	18.0%	48	19.9%	60	18.6%	22	19.2%
	<b>3 11-15 Times</b>	46	10.8%	26	10.9%	31	9.7%	13	11.2%
	<b>4 16-20 Times</b>	21	4.9%	5	2.2%	17	5.2%	10	8.8%
	<b>5 20 or more Times</b>	38	9.0%	30	12.7%	31	9.8%	5	4.5%
<b>Total</b>		426	100.0%	239	100.0%	322	100.0%	113	100.0%
<b>Frequency of witnessing in the past year- Name calling or insults</b>	<b>1 0 Times</b>	217	23.4%	150	27.1%	347	41.9%	139	45.8%
	<b>2 1 -5 Times</b>	479	51.8%	266	48.1%	346	41.8%	130	42.7%
	<b>3 6-10 Times</b>	104	11.2%	57	10.3%	54	6.5%	21	7.0%
	<b>4 11-15 Times</b>	57	6.1%	25	4.5%	21	2.5%	5	1.7%
	<b>5 16-20 Times</b>	15	1.6%	22	3.9%	21	2.5%	1	0.2%
	<b>6 20 or more Times</b>	54	5.8%	33	6.0%	39	4.7%	8	2.7%
<b>Total</b>		925	100.0%	553	100.0%	827	100.0%	304	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency of witnessing in the past year- Threatening comments</b>	<b>1 0 Times</b>	586	64.8%	346	67.0%	564	72.5%	202	68.0%
	<b>2 1 -5 Times</b>	266	29.4%	133	25.8%	171	21.9%	80	26.9%
	<b>3 6-10 Times</b>	28	3.1%	21	4.1%	13	1.7%	10	3.5%
	<b>4 11-15 Times</b>	15	1.7%	5	1.1%	6	0.8%	2	0.6%
	<b>5 16-20 Times</b>	3	0.3%	7	1.3%	10	1.3%		
	<b>6 20 or more Times</b>	6	0.7%	4	0.8%	14	1.8%	3	1.1%
<b>Total</b>		904	100.0%	517	100.0%	778	100.0%	297	100.0%
<b>Frequency of witnessing in the past year- Offensive visual images or items</b>	<b>1 0 Times</b>	489	54.1%	340	65.4%	513	65.0%	183	61.3%
	<b>2 1 -5 Times</b>	299	33.1%	132	25.4%	198	25.2%	92	30.7%
	<b>3 6-10 Times</b>	73	8.1%	23	4.5%	37	4.7%	18	5.9%
	<b>4 11-15 Times</b>	27	3.0%	6	1.1%	17	2.2%	3	1.0%
	<b>5 16-20 Times</b>	9	1.0%	5	1.0%	8	1.0%		
	<b>6 20 or more Times</b>	6	0.7%	14	2.7%	16	2.1%	3	1.0%
<b>Total</b>		904	100.0%	521	100.0%	789	100.0%	299	100.0%
<b>Frequency of witnessing in the past year- Damage or theft of personal property</b>	<b>1 0 Times</b>	756	84.4%	456	88.8%	666	88.5%	248	86.1%
	<b>2 1 -5 Times</b>	113	12.6%	51	9.9%	80	10.7%	32	11.0%
	<b>3 6-10 Times</b>	16	1.7%	4	0.8%	5	0.7%	4	1.3%
	<b>4 11-15 Times</b>	5	0.6%	1	0.2%	1	0.1%	2	0.6%
	<b>5 16-20 Times</b>	2	0.2%						
	<b>6 20 or more Times</b>	3	0.4%	2	0.3%			3	1.1%
<b>Total</b>		896	100.0%	514	100.0%	752	100.0%	289	100.0%
<b>Frequency of witnessing in the past year- Physical violence</b>	<b>1 0 Times</b>	778	86.9%	447	86.9%	665	86.8%	248	84.9%
	<b>2 1 -5 Times</b>	100	11.2%	62	12.0%	85	11.1%	41	14.0%
	<b>3 6-10 Times</b>	7	0.8%	2	0.3%	9	1.2%		
	<b>4 11-15 Times</b>	4	0.5%			1	0.2%		
	<b>5 16-20 Times</b>	3	0.4%	1	0.2%	3	0.4%		
	<b>6 20 or more Times</b>	3	0.3%	3	0.5%	3	0.4%	3	1.1%
<b>Total</b>		895	100.0%	514	100.0%	766	100.0%	292	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency of witnessing in the past year- Other (please specify)</b>	<b>1 0 Times</b>	286	78.4%	112	55.2%	123	36.3%	31	23.0%
	<b>2 1 -5 Times</b>	35	9.6%	44	21.4%	128	37.8%	53	39.7%
	<b>3 6-10 Times</b>	25	6.9%	15	7.2%	28	8.3%	15	11.1%
	<b>4 11-15 Times</b>	3	0.9%	4	1.8%	16	4.7%	12	9.3%
	<b>5 16-20 Times</b>	5	1.5%	4	1.8%	8	2.4%	6	4.2%
	<b>6 20 or more Times</b>	10	2.7%	26	12.6%	35	10.5%	17	12.7%
<b>Total</b>		365	100.0%	204	100.0%	338	100.0%	133	100.0%
<b>Location at which respondent witnessed bias, harassment, or discrimination at UVA</b>	<b>1.00 Location of the incident of bias/harassment/discrimination - Faculty event off grounds</b>	26	3.0%	9	1.7%			38	12.2%
	<b>2.00 Location of the incident of bias/harassment/discrimination - Professional/disciplinary conference/networking event</b>	9	1.0%	36	6.7%	66	7.9%	54	17.2%
	<b>3.00 Location of the incident of bias/harassment/discrimination - Project/research site</b>	7	0.8%	27	5.1%	57	6.8%	27	8.7%
	<b>4.00 Location of the incident of bias/harassment/discrimination - Student group-sponsored event</b>	196	22.2%	96	18.1%	74	8.8%	34	10.9%
	<b>5.00 Location of the incident of bias/harassment/discrimination - UVA dining</b>	134	15.2%	38	7.1%	31	3.7%	13	4.0%
	<b>6.00 Location of the incident of bias/harassment/discrimination - UVA library</b>	97	11.0%	74	13.8%	47	5.5%	16	5.2%
	<b>7.00 Location of the incident of bias/harassment/discrimination - UVA sponsored event</b>	70	8.0%	54	10.1%	109	13.0%	53	16.9%
	<b>8.00 Location of the incident of bias/harassment/discrimination - Classroom</b>	236	26.7%	235	44.0%	42	5.0%	89	28.2%
	<b>9.00 Location of the incident of bias/harassment/discrimination- Faculty office</b>	19	2.2%	37	6.9%			85	27.1%

	UVA Affiliation							
	1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%	wN	w%
<b>10.00 Location of the incident of bias/harassment/discrimination - Greek house/event</b>	243	27.6%	11	2.0%	9	1.1%	4	1.2%
<b>11.00 Location of the incident of bias/harassment/discrimination - Lab</b>	11	1.2%	61	11.4%	25	2.9%	13	4.0%
<b>12.00 Location of the incident of bias/harassment/discrimination - Medical facility</b>	13	1.5%	45	8.4%	54	6.4%	10	3.1%
<b>13.00 Location of the incident of bias/harassment/discrimination - Athletic facility</b>	27	3.1%	11	2.1%	43	5.1%	13	4.0%
<b>14.00 Location of the incident of bias/harassment/discrimination - Off-grounds housing</b>	283	32.1%	106	19.9%	18	2.1%	3	1.0%
<b>15.00 Location of the incident of bias/harassment/discrimination - On-grounds housing</b>	220	25.0%	20	3.7%	25	3.0%	4	1.3%
<b>16.00 Location of the incident of bias/harassment/discrimination - UVA bus</b>	111	12.6%	36	6.7%	44	5.2%	9	3.0%
<b>17.00 Location of the incident of bias/harassment/discrimination - Phone calls/texts/e-mail</b>	177	20.0%	87	16.3%	93	11.1%	40	12.8%
<b>18.00 Location of the incident of bias/harassment/discrimination - Social networking sites</b>	357	40.5%	146	27.4%	134	16.0%	45	14.3%
<b>19.00 Location of the incident of bias/harassment/discrimination - UVA property</b>	421	47.8%	239	44.8%	303	36.1%	115	36.7%
<b>20.00 Location of the incident of bias/harassment/discrimination - Other</b>	89	10.1%	75	14.0%	194	23.0%	78	24.7%
<b>21.00 Location of the incident of bias/harassment/discrimination - Staff's office</b>					272	32.4%		
<b>22.00 Location of the incident of bias/harassment/discrimination - Event hosted by co-worker</b>					40	4.8%		
<b>Total</b>	882	100.0%	534	100.0%	840	100.0%	314	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status</b>	<b>1 Yes</b>	7	0.5%	9	0.9%	25	1.3%	7	1.1%
	<b>2 No</b>	1375	99.5%	992	99.1%	1929	98.7%	634	98.9%
<b>Total</b>		1382	100.0%	1001	100.0%	1954	100.0%	641	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Pregnancy status</b>	<b>1 1-5 Times</b>	17	75.3%	16	77.6%	21	86.7%	3	100.0%
	<b>2 6-10 Times</b>	0	1.9%	1	6.4%	2	8.3%		
	<b>3 11-15 Times</b>	1	5.9%	1	5.4%				
	<b>4 16-20 Times</b>					1	5.0%		
	<b>5 20 or more Times</b>	4	17.0%	2	10.6%				
<b>Total</b>		23	100.0%	21	100.0%	25	100.0%	3	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin</b>	<b>1 Yes</b>	68	4.9%	52	5.2%	37	1.9%	20	3.2%
	<b>2 No</b>	1312	95.1%	947	94.8%	1920	98.1%	619	96.8%
<b>Total</b>		1380	100.0%	999	100.0%	1957	100.0%	639	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - National origin</b>	<b>1 1-5 Times</b>	62	74.1%	49	65.6%	32	72.5%	11	70.8%
	<b>2 6-10 Times</b>	10	11.8%	8	10.8%	6	12.4%	3	18.0%
	<b>3 11-15 Times</b>	1	1.6%	2	3.0%	4	8.3%		
	<b>4 16-20 Times</b>	6	7.4%	1	1.0%	1	3.1%		
	<b>5 20 or more Times</b>	4	5.1%	15	19.6%	2	3.8%	2	11.1%
<b>Total</b>		83	100.0%	75	100.0%	44	100.0%	16	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service</b>	<b>1 Yes</b>	5	0.4%	4	0.4%	17	0.9%	3	0.4%
	<b>2 No</b>	1376	99.6%	997	99.6%	1946	99.1%	638	99.6%
<b>Total</b>		1382	100.0%	1001	100.0%	1963	100.0%	641	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Military service</b>	<b>1 1-5 Times</b>	18	69.1%	15	86.9%	14	100.0%	1	55.0%
	<b>2 6-10 Times</b>	2	6.9%	0	0.8%			1	45.0%
	<b>3 11-15 Times</b>	3	12.5%	2	12.3%				
	<b>5 20 or more Times</b>	3	11.5%						
	<b>Total</b>	27	100.0%	17	100.0%	14	100.0%	2	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Disability</b>	<b>1 Yes</b>	49	3.5%	22	2.2%	43	2.2%	7	1.1%
	<b>2 No</b>	1335	96.5%	979	97.8%	1918	97.8%	632	98.9%
<b>Total</b>		1384	100.0%	1001	100.0%	1961	100.0%	639	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Disability</b>	<b>1 1-5 Times</b>	53	70.8%	24	71.2%	36	72.8%	5	70.3%
	<b>2 6-10 Times</b>	10	13.6%	6	17.8%	9	19.0%		
	<b>3 11-15 Times</b>	4	5.2%	2	5.2%	1	3.1%		
	<b>4 16-20 Times</b>	1	2.0%	1	3.1%	1	1.7%	2	24.0%
	<b>5 20 or more Times</b>	6	8.4%	1	2.8%	2	3.5%	0	5.7%
<b>Total</b>		75	100.0%	34	100.0%	49	100.0%	7	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age</b>	<b>1 Yes</b>	81	5.8%	73	7.3%	311	15.7%	98	15.0%
	<b>2 No</b>	1304	94.2%	925	92.7%	1671	84.3%	554	85.0%
<b>Total</b>		1385	100.0%	998	100.0%	1981	100.0%	652	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Age</b>	<b>1 1-5 Times</b>	88	85.2%	69	72.1%	237	74.6%	75	77.5%
	<b>2 6-10 Times</b>	7	6.7%	14	14.6%	45	14.2%	13	13.6%
	<b>3 11-15 Times</b>			6	6.7%	23	7.2%	6	5.9%
	<b>4 16-20 Times</b>	3	3.4%	2	2.2%	6	1.8%	1	1.4%
	<b>5 20 or more Times</b>	5	4.7%	4	4.3%	7	2.2%	1	1.5%
<b>Total</b>		103	100.0%	96	100.0%	318	100.0%	97	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Citizenship</b>	<b>1 Yes</b>	29	2.1%	37	3.7%	23	1.2%	9	1.4%
	<b>2 No</b>	1355	97.9%	961	96.3%	1941	98.8%	634	98.6%
<b>Total</b>		1385	100.0%	998	100.0%	1964	100.0%	643	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Citizenship</b>	<b>1 1-5 Times</b>	28	67.2%	41	68.5%	23	79.3%	7	72.7%
	<b>2 6-10 Times</b>	9	21.1%	5	9.1%	2	5.3%	2	16.8%
	<b>3 11-15 Times</b>	1	1.9%	1	1.7%	2	8.1%		
	<b>4 16-20 Times</b>	1	2.5%	1	1.2%				
	<b>5 20 or more Times</b>	3	7.3%	12	19.4%	2	7.3%	1	10.5%
<b>Total</b>		42	100.0%	60	100.0%	29	100.0%	10	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Gender or gender identity</b>	<b>1 Yes</b>	292	21.3%	222	22.2%	240	12.2%	122	18.9%
	<b>2 No</b>	1078	78.7%	777	77.8%	1725	87.8%	525	81.1%
<b>Total</b>		1370	100.0%	999	100.0%	1965	100.0%	647	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Gender or gender identity</b>	<b>1 1-5 Times</b>	232	70.2%	165	70.6%	184	70.0%	75	60.7%
	<b>2 6-10 Times</b>	56	17.0%	22	9.3%	44	16.7%	28	22.5%
	<b>3 11-15 Times</b>	17	5.1%	19	7.9%	12	4.7%	5	3.9%
	<b>4 16-20 Times</b>	6	2.0%	7	3.1%	6	2.3%	3	2.7%
	<b>5 20 or more Times</b>	19	5.7%	21	9.1%	16	6.3%	13	10.2%
<b>Total</b>		330	100.0%	234	100.0%	263	100.0%	123	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs</b>	<b>1 Yes</b>	283	20.7%	144	14.5%	164	8.4%	76	11.8%
	<b>2 No</b>	1083	79.3%	850	85.5%	1791	91.6%	568	88.2%
<b>Total</b>		1367	100.0%	994	100.0%	1955	100.0%	645	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Political beliefs</b>	<b>1 1-5 Times</b>	218	67.7%	86	54.1%	113	67.9%	57	76.6%
	<b>2 6-10 Times</b>	50	15.4%	28	17.8%	19	11.5%	6	8.3%
	<b>3 11-15 Times</b>	23	7.1%	15	9.7%	13	7.8%	3	4.6%
	<b>4 16-20 Times</b>	10	3.2%	6	4.0%	9	5.3%		
	<b>5 20 or more Times</b>	22	6.7%	23	14.4%	13	7.5%	8	10.5%
<b>Total</b>		323	100.0%	158	100.0%	167	100.0%	75	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race</b>	<b>1 Yes</b>	214	15.6%	126	12.7%	140	7.1%	67	10.4%
	<b>2 No</b>	1162	84.4%	870	87.3%	1817	92.9%	576	89.6%
<b>Total</b>		1376	100.0%	997	100.0%	1957	100.0%	643	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Race</b>	<b>1 1-5 Times</b>	168	68.1%	93	62.4%	101	69.7%	38	55.7%
	<b>2 6-10 Times</b>	38	15.3%	22	15.0%	25	17.1%	12	17.2%
	<b>3 11-15 Times</b>	20	8.3%	14	9.1%	5	3.3%	6	8.8%
	<b>4 16-20 Times</b>	1	0.6%	8	5.6%	3	2.4%	5	7.5%
	<b>5 20 or more Times</b>	19	7.7%	12	7.8%	11	7.6%	7	10.8%
<b>Total</b>		246	100.0%	149	100.0%	145	100.0%	69	100.0%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs</b>	<b>1 Yes</b>	162	11.8%	83	8.4%	81	4.2%	32	4.9%
	<b>2 No</b>	1211	88.2%	912	91.6%	1868	95.8%	610	95.1%
<b>Total</b>		1373	100.0%	995	100.0%	1949	100.0%	641	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Religious/Spiritual beliefs</b>	<b>1 1-5 Times</b>	158	80.1%	74	74.2%	58	72.2%	23	76.2%
	<b>2 6-10 Times</b>	21	10.6%	15	15.0%	5	6.1%	7	23.4%
	<b>3 11-15 Times</b>	9	4.6%	4	3.6%	11	13.6%		
	<b>4 16-20 Times</b>	3	1.7%	4	3.9%	4	4.8%		
	<b>5 20 or more Times</b>	6	2.9%	3	3.3%	3	3.4%	0	0.5%
<b>Total</b>		197	100.0%	100	100.0%	80	100.0%	31	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation</b>	<b>1 Yes</b>	68	4.9%	45	4.5%	50	2.5%	17	2.7%
	<b>2 No</b>	1303	95.1%	950	95.5%	1909	97.5%	632	97.3%
	<b>Total</b>	1371	100.0%	994	100.0%	1959	100.0%	649	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Sexual orientation</b>	<b>1 1-5 Times</b>	67	71.3%	43	75.0%	34	67.2%	7	49.7%
	<b>2 6-10 Times</b>	16	17.1%	4	6.5%	8	15.8%	6	43.6%
	<b>3 11-15 Times</b>	4	4.0%	4	6.3%	1	2.5%	1	6.8%
	<b>4 16-20 Times</b>			2	3.3%	2	3.7%		
	<b>5 20 or more Times</b>	7	7.6%	5	8.8%	5	10.8%		
<b>Total</b>	94	100.0%	58	100.0%	50	100.0%	13	100.0%	
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status</b>	<b>1 Yes</b>	121	8.8%	78	7.9%	89	4.6%	17	2.7%
	<b>2 No</b>	1254	91.2%	914	92.1%	1867	95.4%	627	97.3%
	<b>Total</b>	1375	100.0%	993	100.0%	1956	100.0%	644	100.0%
<b>In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Socioeconomic status</b>	<b>1 1-5 Times</b>	95	66.3%	66	68.9%	60	68.4%	10	67.9%
	<b>2 6-10 Times</b>	23	16.3%	13	13.2%	14	16.5%	1	4.6%
	<b>3 11-15 Times</b>	12	8.2%	7	7.0%	4	4.0%	2	10.7%
	<b>4 16-20 Times</b>	2	1.1%	3	3.4%	3	3.6%	1	9.6%
	<b>5 20 or more Times</b>	11	8.0%	7	7.5%	7	7.5%	1	7.3%
<b>Total</b>	143	100.0%	95	100.0%	88	100.0%	15	100.0%	
<b>Frequency of personally experiencing- Name calling or insults</b>	<b>1 0 Times</b>	195	34.8%	116	34.3%	248	53.7%	92	49.9%
	<b>2 1-5 Times</b>	263	46.9%	158	46.9%	158	34.2%	82	44.0%
	<b>3 6-10 Times</b>	56	10.0%	22	6.6%	31	6.8%	4	2.4%
	<b>4 11-15 Times</b>	21	3.7%	13	3.8%	12	2.6%	3	1.7%
	<b>5 16-20 Times</b>	6	1.0%	7	2.1%	3	0.7%	1	0.7%
	<b>6 20 or more Times</b>	20	3.5%	21	6.3%	9	1.9%	3	1.4%
<b>Total</b>	560	100.0%	337	100.0%	461	100.0%	186	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency of personally experiencing- Threatening comments</b>	<b>1 0 Times</b>	410	76.0%	229	74.2%	347	81.7%	142	80.4%
	<b>2 1-5 Times</b>	109	20.2%	64	20.6%	64	15.0%	28	16.1%
	<b>3 6-10 Times</b>	15	2.7%	7	2.3%	9	2.1%	5	2.6%
	<b>4 11-15 Times</b>	5	0.9%	7	2.3%	3	0.7%		
	<b>5 16-20 Times</b>			1	0.2%	1	0.2%	2	0.9%
	<b>6 20 or more Times</b>	1	0.2%	1	0.4%	2	0.4%		
<b>Total</b>		539	100.0%	308	100.0%	425	100.0%	177	100.0%
<b>Frequency of personally experiencing- Offensive visual images or items</b>	<b>1 0 Times</b>	381	70.4%	235	75.6%	342	82.9%	141	82.3%
	<b>2 1-5 Times</b>	131	24.2%	56	17.9%	55	13.2%	23	13.5%
	<b>3 6-10 Times</b>	14	2.6%	12	4.0%	13	3.1%	7	4.1%
	<b>4 11-15 Times</b>	9	1.6%	4	1.2%	1	0.2%	0	0.1%
	<b>5 16-20 Times</b>	4	0.7%	0	0.1%	2	0.6%		
	<b>6 20 or more Times</b>	2	0.4%	4	1.2%				
<b>Total</b>		540	100.0%	311	100.0%	412	100.0%	171	100.0%
<b>Frequency of personally experiencing- Damage or theft of personal property</b>	<b>1 0 Times</b>	516	96.2%	300	95.8%	397	96.7%	164	97.2%
	<b>2 1-5 Times</b>	13	2.4%	12	3.9%	14	3.3%	4	2.3%
	<b>3 6-10 Times</b>	7	1.4%					1	0.5%
	<b>4 11-15 Times</b>			1	0.3%				
<b>Total</b>		536	100.0%	313	100.0%	411	100.0%	168	100.0%
<b>Frequency of personally experiencing- Physical violence</b>	<b>1 0 Times</b>	500	93.8%	296	95.1%	404	98.5%	161	96.8%
	<b>2 1-5 Times</b>	30	5.6%	13	4.3%	6	1.4%	3	1.7%
	<b>3 6-10 Times</b>	3	0.5%	1	0.3%			2	1.5%
	<b>4 11-15 Times</b>					1	0.1%		
	<b>6 20 or more Times</b>			1	0.3%				
<b>Total</b>		533	100.0%	311	100.0%	411	100.0%	167	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency of personally experiencing - Other (please specify)</b>	<b>1 0 Times</b>	189	63.9%	92	55.8%	115	43.7%	23	24.8%
	<b>2 1-5 Times</b>	74	25.2%	46	28.1%	116	43.9%	41	44.3%
	<b>3 6-10 Times</b>	18	6.2%	10	5.9%	20	7.6%	15	16.0%
	<b>4 11-15 Times</b>	4	1.2%	8	4.7%	2	0.7%	5	4.8%
	<b>5 16-20 Times</b>	2	0.6%	0	0.2%	2	0.9%	4	4.4%
	<b>6 20 or more Times</b>	9	2.9%	9	5.3%	8	3.2%	5	5.8%
<b>Total</b>		295	100.0%	164	100.0%	264	100.0%	94	100.0%
<b>Location at which respondent personally experienced bias, harassment, or discrimination at UVA</b>	<b>1.00 Location of personally experienced bias/discrimination/harassment - Faculty-hosted event off grounds</b>	15	2.7%	8	2.3%			26	12.5%
	<b>2.00 Location of personally experienced bias/discrimination/harassment - Professional conference/networking event</b>	14	2.4%	29	8.4%	41	9.3%	47	22.4%
	<b>3.00 Location of personally experienced bias/discrimination/harassment - Project/research site</b>	9	1.5%	13	3.8%	55	12.7%	16	7.8%
	<b>4.00 Location of personally experienced bias/discrimination/harassment - Student group-sponsored event</b>	115	20.7%	57	16.7%	24	5.6%	7	3.4%
	<b>5.00 Location of personally experienced bias/discrimination/harassment - UVA dining facility</b>	62	11.1%	19	5.5%	15	3.4%	5	2.6%
	<b>6.00 Location of personally experienced bias/discrimination/harassment - UVA library</b>	60	10.7%	37	10.8%	22	5.1%	2	0.8%
	<b>7.00 Location of personally experienced bias/discrimination/harassment - UVA-sponsored event</b>	32	5.8%	27	7.8%	55	12.6%	35	16.6%

	UVA Affiliation							
	1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%	wN	w%
<b>8.00 Location of personally experienced bias/discrimination/harassment - Classroom</b>	196	35.1%	163	47.8%	19	4.3%	40	18.8%
<b>9.00 Location of personally experienced bias/discrimination/harassment- Faculty office</b>	12	2.2%	34	10.0%			75	35.4%
<b>10.00 Location of personally experienced bias/discrimination/harassment - Greek house/Greek event</b>	129	23.1%	8	2.4%	4	0.9%	0	0.1%
<b>11.00 Location of personally experienced bias/discrimination/harassment- Lab</b>	13	2.3%	38	11.2%	14	3.3%	5	2.5%
<b>12.00 Location of personally experienced bias/discrimination/harassment - Medical facility</b>	13	2.4%	20	5.9%	29	6.7%	7	3.4%
<b>13.00 Location of personally experienced bias/discrimination/harassment - Athletic facility</b>	9	1.6%	2	0.5%	12	2.7%	8	3.8%
<b>14.00 Location of personally experienced bias/discrimination/harassment - Off-grounds housing</b>	144	25.8%	62	18.1%	6	1.3%		
<b>15.00 Location of personally experienced bias/discrimination/harassment - On-grounds housing</b>	105	18.8%	4	1.3%	6	1.3%	2	0.9%
<b>16.00 Location of personally experienced bias/discrimination/harassment - UVA bus</b>	44	7.8%	11	3.1%	24	5.5%	0	0.1%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
	<b>17.00 Location of personally experienced bias/discrimination/harassment- Email/text/phone</b>	107	19.2%	61	17.8%	57	13.1%	21	10.1%
	<b>18.00 Location of personally experienced bias/discrimination/harassment - Social networking sites</b>	147	26.4%	76	22.2%	31	7.2%	23	10.8%
	<b>19.00 Location of personally experienced bias/discrimination/harassment - UVA property</b>	197	35.2%	119	35.0%	128	29.4%	42	19.9%
	<b>20.00 Location of personally experienced bias/discrimination/harassment - Other</b>	56	10.0%	42	12.4%	156	35.8%	51	24.2%
<b>Total</b>		558	100.0%	341	100.0%	435	100.0%	211	100.0%
<b>Individual's relationship to respondent at the time of respondent experiencing bias, harassment, or discrimination</b>	<b>1.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Advisee/mentee</b>	2	0.3%	7	1.8%	5	0.9%	6	2.6%
	<b>2.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Advisor/mentor/PI</b>	23	3.9%	48	13.0%	12	2.1%	14	6.6%
	<b>3.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Co-worker</b>	30	5.3%	59	15.9%	315	56.6%	137	63.2%
	<b>4.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Friend/acquaintance</b>	271	47.2%	136	36.5%	33	6.0%	21	9.7%
	<b>5.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Someone I had been involved with/was intimate with</b>	33	5.8%	12	3.3%	2	0.3%	2	0.9%

	UVA Affiliation							
	1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%	wN	w%
<b>6.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Someone I was involved with/intimate with at the time of the conduct</b>	24	4.2%	9	2.5%			1	0.4%
<b>7.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Stranger</b>	288	50.1%	119	32.1%	118	21.3%	36	16.8%
<b>8.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Student/student employee</b>	271	47.1%	186	50.0%	56	10.0%	47	21.8%
<b>9.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Supervisor/manager/boss</b>	17	3.0%	19	5.1%	192	34.6%	74	34.2%
<b>10.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Other</b>	53	9.3%	54	14.5%	77	13.9%	23	10.4%
<b>11.00 Relationship to the individual perpetuating the bias/harassment/discrimination- Unknown</b>	53	9.2%	34	9.1%	51	9.1%	14	6.6%
<b>Total</b>	575	100.0%	371	100.0%	557	100.0%	216	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Respondent's response when they witnessed or personally experienced bias, harassment, or discrimination</b>	<b>1.00 Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene</b>	17	3.3%	35	5.8%	54	6.0%	26	7.6%
	<b>2.00 Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)</b>	206	40.2%	212	34.9%	256	28.2%	95	28.1%
	<b>3.00 Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time</b>	142	27.7%	143	23.5%	158	17.4%	74	21.8%
	<b>4.00 Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later</b>	49	9.6%	80	13.1%	88	9.7%	56	16.6%
	<b>5.00 Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource</b>	23	4.5%	29	4.8%	70	7.7%	33	9.9%
	<b>6.00 Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement</b>	7	1.3%	4	0.6%	6	0.7%	8	2.4%
	<b>7.00 Response to witnessed incidents of bias/harassment/discrimination- I did not do anything</b>	245	47.7%	270	44.5%	370	40.8%	138	40.9%
	<b>8.00 Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do</b>	144	28.0%	139	22.9%	181	19.9%	62	18.2%
	<b>9.00 Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support</b>	64	12.5%	99	16.3%	111	12.2%	76	22.6%
	<b>10.00 Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online</b>	13	2.6%	10	1.7%	9	1.0%	3	0.8%
	<b>11.00 Response to witnessed incidents of bias/harassment/discrimination- Told family member</b>	82	16.0%	123	20.2%	208	22.9%	89	26.2%
	<b>12.00 Response to witnessed incidents of bias/harassment/discrimination- Told friend</b>	243	47.4%	215	35.4%	248	27.3%	90	26.5%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>13.00 Response to witnessed incidents of bias/harassment/discrimination-Other</b>		16	3.2%	52	8.6%	146	16.1%	42	12.5%
<b>Total</b>		513	100.0%	607	100.0%	909	100.0%	338	100.0%
<b>Degree of comfort contacting - Americans with Disabilities Act Coordinator</b>	<b>1 Very uncomfortable</b>	50	3.6%	92	8.7%	28	1.5%	11	2.0%
	<b>2 Uncomfortable</b>	204	14.6%	109	10.2%	104	5.6%	21	4.0%
	<b>3 Comfortable</b>	431	31.0%	238	22.4%	778	41.9%	213	39.8%
	<b>4 Very comfortable</b>	154	11.1%	123	11.6%	715	38.5%	190	35.5%
	<b>6 I am unaware of this resource</b>	553	39.7%	501	47.1%	232	12.5%	100	18.6%
<b>Total</b>		1393	100.0%	1062	100.0%	1857	100.0%	535	100.0%
<b>Degree of comfort contacting - Faculty and Employee Assistance Program</b>	<b>1 Very uncomfortable</b>					45	2.4%	11	2.1%
	<b>2 Uncomfortable</b>					152	8.2%	51	9.3%
	<b>3 Comfortable</b>					755	40.5%	214	39.6%
	<b>4 Very comfortable</b>					756	40.5%	174	32.2%
	<b>6 I am unaware of this resource</b>					157	8.4%	91	16.8%
<b>Total</b>						1865	100.0%	541	100.0%
<b>Degree of comfort contacting- Human Resources</b>	<b>1 Very uncomfortable</b>					99	5.3%	27	5.0%
	<b>2 Uncomfortable</b>					315	16.8%	93	17.2%
	<b>3 Comfortable</b>					784	41.9%	232	42.9%
	<b>4 Very comfortable</b>					657	35.1%	181	33.4%
	<b>6 I am unaware of this resource</b>					17	0.9%	8	1.5%
<b>Total</b>						1872	100.0%	541	100.0%
<b>Degree of comfort contacting - Local Police</b>	<b>1 Very uncomfortable</b>					101	5.4%	46	8.6%
	<b>2 Uncomfortable</b>					274	14.7%	100	18.6%
	<b>3 Comfortable</b>					824	44.1%	235	43.6%
	<b>4 Very comfortable</b>					652	35.0%	150	27.8%
	<b>6 I am unaware of this resource</b>					16	0.8%	8	1.4%
<b>Total</b>						1866	100.0%	539	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Degree of comfort contacting - Office for Diversity and Equity</b>	<b>1 Very uncomfortable</b>	59	4.2%	105	9.9%	55	2.9%	15	2.8%
	<b>2 Uncomfortable</b>	241	17.2%	145	13.7%	202	10.9%	58	10.8%
	<b>3 Comfortable</b>	634	45.5%	365	34.4%	837	45.1%	241	44.6%
	<b>4 Very comfortable</b>	227	16.3%	150	14.1%	644	34.7%	174	32.2%
	<b>6 I am unaware of this resource</b>	234	16.8%	297	27.9%	117	6.3%	52	9.6%
<b>Total</b>		1395	100.0%	1063	100.0%	1855	100.0%	540	100.0%
<b>Degree of comfort contacting - Office for Equal Opportunity and Civil Rights</b>	<b>1 Very uncomfortable</b>	57	4.1%	105	9.9%	57	3.1%	11	2.1%
	<b>2 Uncomfortable</b>	235	16.8%	147	13.8%	215	11.6%	58	10.8%
	<b>3 Comfortable</b>	597	42.8%	303	28.6%	811	43.7%	240	44.6%
	<b>4 Very comfortable</b>	200	14.3%	153	14.5%	637	34.3%	177	32.9%
	<b>6 I am unaware of this resource</b>	306	21.9%	352	33.2%	135	7.3%	52	9.6%
<b>Total</b>		1395	100.0%	1060	100.0%	1855	100.0%	539	100.0%
<b>Degree of comfort contacting - Office of the Dean of Students</b>	<b>1 Very uncomfortable</b>	81	5.8%	125	11.8%	65	3.5%	18	3.4%
	<b>2 Uncomfortable</b>	274	19.6%	201	18.9%	315	17.2%	64	12.1%
	<b>3 Comfortable</b>	678	48.5%	405	38.1%	780	42.6%	234	44.0%
	<b>4 Very comfortable</b>	306	21.9%	258	24.3%	567	31.0%	208	39.0%
	<b>6 I am unaware of this resource</b>	60	4.3%	74	7.0%	105	5.7%	8	1.6%
<b>Total</b>		1400	100.0%	1063	100.0%	1831	100.0%	532	100.0%
<b>Degree of comfort contacting - President's Office</b>	<b>1 Very uncomfortable</b>	204	14.6%	239	22.6%	206	11.2%	65	12.2%
	<b>2 Uncomfortable</b>	515	37.0%	266	25.2%	572	31.2%	193	36.0%
	<b>3 Comfortable</b>	339	24.3%	244	23.2%	593	32.4%	159	29.7%
	<b>4 Very comfortable</b>	116	8.3%	141	13.4%	397	21.7%	106	19.8%
	<b>6 I am unaware of this resource</b>	220	15.8%	164	15.6%	65	3.5%	12	2.2%
<b>Total</b>		1395	100.0%	1054	100.0%	1833	100.0%	536	100.0%
<b>Degree of comfort contacting - Provost's Office</b>	<b>1 Very uncomfortable</b>	172	12.4%	221	21.0%	189	10.3%	57	10.7%
	<b>2 Uncomfortable</b>	416	29.9%	256	24.3%	532	29.1%	173	32.3%
	<b>3 Comfortable</b>	320	23.0%	251	23.8%	605	33.1%	177	33.1%
	<b>4 Very comfortable</b>	114	8.2%	131	12.5%	419	22.9%	118	22.0%
	<b>6 I am unaware of this resource</b>	367	26.4%	194	18.4%	83	4.5%	10	1.9%
<b>Total</b>		1389	100.0%	1053	100.0%	1829	100.0%	535	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Degree of comfort contacting - State Police</b>	<b>1 Very uncomfortable</b>					167	9.0%	71	13.3%
	<b>2 Uncomfortable</b>					367	19.9%	160	29.9%
	<b>3 Comfortable</b>					762	41.4%	173	32.3%
	<b>4 Very comfortable</b>					511	27.7%	117	21.9%
	<b>6 I am unaware of this resource</b>					36	1.9%	14	2.6%
<b>Total</b>					1843	100.0%	535	100.0%	
<b>Degree of comfort contacting - Title IX Office</b>	<b>1 Very uncomfortable</b>	78	5.6%	121	11.4%	74	4.1%	29	5.4%
	<b>2 Uncomfortable</b>	249	18.0%	165	15.6%	275	15.0%	75	14.0%
	<b>3 Comfortable</b>	475	34.3%	342	32.3%	790	43.2%	242	45.3%
	<b>4 Very comfortable</b>	187	13.5%	141	13.3%	527	28.9%	144	26.9%
	<b>6 I am unaware of this resource</b>	397	28.6%	290	27.4%	162	8.8%	44	8.3%
<b>Total</b>	1385	100.0%	1058	100.0%	1827	100.0%	534	100.0%	
<b>Degree of comfort contacting - University Police</b>	<b>1 Very uncomfortable</b>	159	11.4%	193	18.2%	99	5.4%	52	9.6%
	<b>2 Uncomfortable</b>	310	22.2%	231	21.9%	239	12.9%	99	18.4%
	<b>3 Comfortable</b>	645	46.2%	374	35.5%	877	47.4%	242	44.9%
	<b>4 Very comfortable</b>	260	18.6%	196	18.5%	614	33.2%	138	25.7%
	<b>6 I am unaware of this resource</b>	23	1.6%	62	5.8%	22	1.2%	8	1.4%
<b>Total</b>	1397	100.0%	1056	100.0%	1852	100.0%	538	100.0%	
<b>Degree of comfort contacting- UVA Security Ambassadors</b>	<b>1 Very uncomfortable</b>	126	9.1%	152	14.5%	81	4.4%	35	6.6%
	<b>2 Uncomfortable</b>	285	20.5%	172	16.3%	228	12.4%	65	12.1%
	<b>3 Comfortable</b>	614	44.1%	305	29.0%	762	41.3%	176	32.8%
	<b>4 Very comfortable</b>	228	16.4%	138	13.1%	478	25.9%	97	18.0%
	<b>6 I am unaware of this resource</b>	138	9.9%	285	27.1%	294	15.9%	163	30.4%
<b>Total</b>	1392	100.0%	1052	100.0%	1843	100.0%	537	100.0%	
<b>Degree of comfort contacting - UVA Women's Center</b>	<b>1 Very uncomfortable</b>	73	5.3%	101	9.6%	47	2.6%	18	3.3%
	<b>2 Uncomfortable</b>	189	13.6%	123	11.7%	146	7.9%	29	5.3%
	<b>3 Comfortable</b>	660	47.6%	387	36.7%	835	45.4%	244	45.4%
	<b>4 Very comfortable</b>	345	24.9%	186	17.7%	639	34.8%	185	34.3%
	<b>6 I am unaware of this resource</b>	120	8.6%	256	24.3%	171	9.3%	63	11.7%
<b>Total</b>	1386	100.0%	1052	100.0%	1839	100.0%	538	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Degree of comfort contacting - Your Dean or VP's Office</b>	<b>1 Very uncomfortable</b>					105	5.7%	50	9.1%
	<b>2 Uncomfortable</b>					376	20.5%	88	16.2%
	<b>3 Comfortable</b>					670	36.5%	196	35.9%
	<b>4 Very comfortable</b>					595	32.5%	196	36.0%
	<b>6 I am unaware of this resource</b>					87	4.8%	16	2.9%
<b>Total</b>					1833	100.0%	546	100.0%	
<b>Degree of comfort contacting - Your Department Chair</b>	<b>1 Very uncomfortable</b>					91	5.0%	35	6.6%
	<b>2 Uncomfortable</b>					271	14.7%	42	7.8%
	<b>3 Comfortable</b>					696	37.9%	152	28.4%
	<b>4 Very comfortable</b>					697	37.9%	295	55.1%
	<b>6 I am unaware of this resource</b>					83	4.5%	11	2.0%
<b>Total</b>					1836	100.0%	536	100.0%	
<b>Degree of comfort contacting - Ombuds</b>	<b>1 Very uncomfortable</b>	31	2.2%	93	8.8%	46	2.5%	10	1.9%
	<b>2 Uncomfortable</b>	95	6.8%	115	10.9%	237	13.0%	55	10.2%
	<b>3 Comfortable</b>	147	10.5%	195	18.5%	688	37.6%	203	37.9%
	<b>4 Very comfortable</b>	71	5.1%	109	10.4%	468	25.5%	130	24.2%
	<b>6 I am unaware of this resource</b>	1047	75.3%	541	51.3%	392	21.4%	138	25.8%
<b>Total</b>	1391	100%	1053	100%	1831	100%	536	100%	

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
<b>Degree of comfort contacting - Your academic dean</b>	<b>1 Very uncomfortable</b>	114	8.1%	139	13.2%
	<b>2 Uncomfortable</b>	355	25.4%	229	21.7%
	<b>3 Comfortable</b>	567	40.5%	336	31.8%
	<b>4 Very comfortable</b>	300	21.4%	278	26.3%
	<b>6 I am unaware of this resource</b>	64	4.6%	73	6.9%
<b>Total</b>		1400	100.0%	1055	100.0%
<b>Degree of comfort contacting - Your academic advisor</b>	<b>1 Very uncomfortable</b>	108	7.7%	91	8.6%
	<b>2 Uncomfortable</b>	253	18.1%	148	14.0%
	<b>3 Comfortable</b>	620	44.4%	356	33.6%
	<b>4 Very comfortable</b>	395	28.3%	393	37.1%
	<b>6 I am unaware of this resource</b>	21	1.5%	72	6.8%
<b>Total</b>		1397	100.0%	1061	100.0%
<b>Degree of comfort contacting - A member of the faculty</b>	<b>1 Very uncomfortable</b>	44	3.1%	80	7.4%
	<b>2 Uncomfortable</b>	226	16.1%	177	16.4%
	<b>3 Comfortable</b>	720	51.2%	436	40.4%
	<b>4 Very comfortable</b>	393	28.0%	372	34.5%
	<b>6 I am unaware of this resource</b>	23	1.6%	15	1.4%
<b>Total</b>		1407	100.0%	1081	100.0%
<b>Degree of comfort contacting - Student Disability Access Center</b>	<b>1 Very uncomfortable</b>	55	4.0%	112	10.6%
	<b>2 Uncomfortable</b>	198	14.4%	129	12.3%
	<b>3 Comfortable</b>	605	43.8%	332	31.7%
	<b>4 Very comfortable</b>	244	17.7%	156	14.8%
	<b>6 I am unaware of this resource</b>	278	20.1%	321	30.6%
<b>Total</b>		1381	100.0%	1049	100.0%

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
<b>Degree of comfort contacting- Student Health/Counseling</b>	<b>1 Very uncomfortable</b>	36	2.6%	92	8.7%
	<b>2 Uncomfortable</b>	166	11.9%	117	11.1%
	<b>3 Comfortable</b>	698	50.2%	458	43.4%
	<b>4 Very comfortable</b>	416	29.9%	299	28.3%
	<b>6 I am unaware of this resource</b>	74	5.4%	91	8.6%
<b>Total</b>		1390	100.0%	1056	100.0%
<b>Degree of comfort contacting - Local or State Police</b>	<b>1 Very uncomfortable</b>	201	14.3%	233	21.9%
	<b>2 Uncomfortable</b>	371	26.3%	266	25.0%
	<b>3 Comfortable</b>	567	40.3%	322	30.2%
	<b>4 Very comfortable</b>	242	17.2%	190	17.8%
	<b>6 I am unaware of this resource</b>	26	1.8%	54	5.1%
<b>Total</b>		1407	100%	1065	100%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- UVA is a welcoming place/workplace</b>	<b>1 Strongly disagree</b>	34	2.1%	70	5.7%	45	1.9%	33	4.5%
	<b>2 Disagree</b>	84	5.0%	66	5.4%	58	2.5%	51	6.9%
	<b>3 Somewhat disagree</b>	141	8.4%	119	9.8%	178	7.7%	86	11.6%
	<b>4 Somewhat agree</b>	451	27.0%	268	22.0%	607	26.2%	201	27.0%
	<b>5 Agree</b>	643	38.5%	430	35.3%	1007	43.5%	257	34.6%
	<b>6 Strongly agree</b>	319	19.0%	265	21.8%	421	18.2%	114	15.4%
<b>Total</b>		1673	100.0%	1219	100.0%	2315	100.0%	743	100.0%
<b>Agreement with- My department/unit is a welcoming place</b>	<b>1 Strongly disagree</b>			45	3.7%	48	2.1%	30	3.9%
	<b>2 Disagree</b>			31	2.6%	60	2.6%	51	6.8%
	<b>3 Somewhat disagree</b>			86	7.1%	143	6.2%	65	8.7%
	<b>4 Somewhat agree</b>			182	15.0%	413	17.8%	122	16.3%
	<b>5 Agree</b>			452	37.2%	892	38.5%	296	39.4%
	<b>6 Strongly agree</b>			418	34.4%	762	32.9%	186	24.8%
<b>Total</b>				1214	100.0%	2318	100.0%	750	100.0%
<b>Agreement with- Social and cultural norms at UVA are inclusive of my identity</b>	<b>1 Strongly disagree</b>	81	4.9%	100	8.3%	71	3.3%	35	4.8%
	<b>2 Disagree</b>	105	6.4%	62	5.2%	131	6.1%	45	6.1%
	<b>3 Somewhat disagree</b>	137	8.3%	93	7.7%	180	8.3%	72	9.8%
	<b>4 Somewhat agree</b>	339	20.7%	198	16.6%	405	18.8%	106	14.6%
	<b>5 Agree</b>	601	36.7%	380	31.8%	898	41.7%	280	38.4%
	<b>6 Strongly agree</b>	376	22.9%	364	30.4%	469	21.8%	191	26.2%
<b>Total</b>		1638	100.0%	1197	100.0%	2154	100.0%	729	100.0%
<b>Agreement with: - I am proud to be a faculty member/employee/student at UVA</b>	<b>1 Strongly disagree</b>	18	1.5%	34	2.8%	24	1.0%	13	1.7%
	<b>2 Disagree</b>	22	1.8%	57	4.7%	32	1.4%	20	2.7%
	<b>3 Somewhat disagree</b>	48	3.9%	68	5.6%	81	3.5%	33	4.5%
	<b>4 Somewhat agree</b>	220	18.0%	201	16.6%	383	16.6%	113	15.2%
	<b>5 Agree</b>	408	33.3%	402	33.4%	887	38.4%	235	31.6%
	<b>6 Strongly agree</b>	510	41.5%	443	36.8%	904	39.1%	330	44.3%
<b>Total</b>		1227	100.0%	1205	100.0%	2310	100.0%	744	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - Most faculty/employees/students are proud to work at UVA</b>	<b>1 Strongly disagree</b>	2	0.1%	3	0.2%	15	0.7%	6	0.9%
	<b>2 Disagree</b>	5	0.4%	13	1.1%	32	1.4%	6	0.8%
	<b>3 Somewhat disagree</b>	21	1.7%	25	2.1%	110	4.9%	28	3.9%
	<b>4 Somewhat agree</b>	156	12.8%	153	12.8%	548	24.2%	136	18.6%
	<b>5 Agree</b>	604	49.3%	588	49.2%	1103	48.7%	325	44.4%
	<b>6 Strongly agree</b>	437	35.7%	413	34.6%	456	20.1%	230	31.4%
<b>Total</b>		1226	100.0%	1194	100.0%	2265	100.0%	732	100.0%
<b>Agreement with: - UVA values faculty/employee/student opinions</b>	<b>1 Strongly disagree</b>	37	3.0%	51	4.3%	95	4.2%	33	4.4%
	<b>2 Disagree</b>	57	4.7%	80	6.7%	194	8.5%	62	8.4%
	<b>3 Somewhat disagree</b>	141	11.5%	115	9.7%	309	13.6%	116	15.7%
	<b>4 Somewhat agree</b>	347	28.5%	238	20.1%	770	33.8%	200	27.1%
	<b>5 Agree</b>	392	32.2%	425	35.9%	645	28.3%	201	27.1%
	<b>6 Strongly agree</b>	246	20.1%	276	23.3%	263	11.6%	127	17.2%
<b>Total</b>		1220	100.0%	1185	100.0%	2275	100.0%	740	100.0%
<b>Agreement with: - My department/unit/program values faculty/employee/student opinions</b>	<b>1 Strongly disagree</b>	25	1.6%	41	3.4%	101	4.4%	35	4.7%
	<b>2 Disagree</b>	50	3.2%	72	6.0%	147	6.4%	36	4.9%
	<b>3 Somewhat disagree</b>	128	8.2%	73	6.1%	220	9.6%	36	4.9%
	<b>4 Somewhat agree</b>	386	24.7%	192	16.0%	496	21.6%	146	19.6%
	<b>5 Agree</b>	570	36.5%	389	32.4%	719	31.3%	207	27.8%
	<b>6 Strongly agree</b>	401	25.7%	434	36.1%	617	26.8%	283	38.1%
<b>Total</b>		1559	100.0%	1201	100.0%	2299	100.0%	744	100.0%
<b>Agreement with: - UVA acts on faculty/employee/student comments and suggestions</b>	<b>1 Strongly disagree</b>	85	5.5%	62	5.4%	95	4.3%	38	5.3%
	<b>2 Disagree</b>	140	9.0%	80	6.9%	218	10.0%	88	12.3%
	<b>3 Somewhat disagree</b>	255	16.3%	151	13.0%	380	17.4%	119	16.7%
	<b>4 Somewhat agree</b>	564	36.2%	285	24.5%	798	36.6%	232	32.5%
	<b>5 Agree</b>	357	22.9%	355	30.5%	540	24.7%	177	24.9%
	<b>6 Strongly agree</b>	158	10.1%	230	19.8%	152	7.0%	59	8.3%
<b>Total</b>		1559	100.0%	1162	100.0%	2183	100.0%	712	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions</b>	<b>1 Strongly disagree</b>	41	2.7%	48	4.1%	103	4.5%	36	4.9%
	<b>2 Disagree</b>	66	4.4%	65	5.6%	171	7.6%	39	5.4%
	<b>3 Somewhat disagree</b>	180	11.9%	105	9.0%	261	11.5%	60	8.2%
	<b>4 Somewhat agree</b>	535	35.3%	252	21.5%	596	26.3%	172	23.7%
	<b>5 Agree</b>	460	30.4%	387	33.1%	745	32.9%	233	32.0%
	<b>6 Strongly agree</b>	232	15.3%	313	26.8%	387	17.1%	186	25.7%
<b>Total</b>		1514	100.0%	1171	100.0%	2262	100.0%	726	100.0%
<b>Agreement with: - Diversity is important at UVA</b>	<b>1 Strongly disagree</b>	45	3.7%	58	5.0%	57	2.5%	47	6.4%
	<b>2 Disagree</b>	58	4.7%	74	6.3%	105	4.6%	60	8.2%
	<b>3 Somewhat disagree</b>	126	10.4%	93	7.9%	162	7.1%	68	9.3%
	<b>4 Somewhat agree</b>	283	23.3%	241	20.4%	490	21.5%	161	21.9%
	<b>5 Agree</b>	412	33.9%	393	33.3%	848	37.3%	197	26.8%
	<b>6 Strongly agree</b>	292	24.0%	320	27.1%	612	26.9%	201	27.4%
<b>Total</b>		1217	100.0%	1180	100.0%	2274	100.0%	734	100.0%
<b>Agreement with: - Diversity is important to my department/unit/program</b>	<b>1 Strongly disagree</b>	47	3.0%	47	3.9%	62	2.7%	39	5.3%
	<b>2 Disagree</b>	74	4.8%	64	5.4%	85	3.8%	48	6.5%
	<b>3 Somewhat disagree</b>	162	10.5%	80	6.7%	155	6.9%	43	5.9%
	<b>4 Somewhat agree</b>	398	25.8%	200	16.9%	462	20.5%	141	19.1%
	<b>5 Agree</b>	483	31.3%	391	33.0%	819	36.4%	207	28.0%
	<b>6 Strongly agree</b>	380	24.6%	404	34.1%	666	29.6%	259	35.1%
<b>Total</b>		1543	100.0%	1185	100.0%	2250	100.0%	738	100.0%
<b>Agreement with: - Diversity is important to me</b>	<b>1 Strongly disagree</b>	24	2.0%	13	1.1%	18	0.8%	6	0.9%
	<b>2 Disagree</b>	19	1.5%	19	1.6%	20	0.9%	5	0.6%
	<b>3 Somewhat disagree</b>	45	3.7%	26	2.1%	35	1.5%	9	1.1%
	<b>4 Somewhat agree</b>	171	14.0%	107	8.8%	218	9.5%	40	5.4%
	<b>5 Agree</b>	354	29.0%	333	27.6%	774	33.8%	176	23.5%
	<b>6 Strongly agree</b>	608	49.8%	709	58.8%	1223	53.5%	511	68.4%
<b>Total</b>		1221	100.0%	1207	100.0%	2289	100.0%	746	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I feel a sense of belonging at UVA</b>	<b>1 Strongly disagree</b>	77	4.9%	87	7.3%	60	2.6%	26	3.4%
	<b>2 Disagree</b>	91	5.8%	113	9.5%	104	4.5%	56	7.5%
	<b>3 Somewhat disagree</b>	136	8.6%	135	11.3%	206	9.0%	78	10.5%
	<b>4 Somewhat agree</b>	340	21.5%	251	21.1%	575	25.0%	174	23.4%
	<b>5 Agree</b>	538	34.1%	367	30.8%	819	35.6%	207	27.7%
	<b>6 Strongly agree</b>	398	25.2%	238	20.0%	536	23.3%	205	27.5%
<b>Total</b>		1579	100.0%	1190	100.0%	2300	100.0%	746	100.0%
<b>Agreement with: - I feel a sense of belonging in my department/unit/program</b>	<b>1 Strongly disagree</b>	42	2.7%	64	5.3%	80	3.5%	33	4.4%
	<b>2 Disagree</b>	83	5.3%	66	5.6%	98	4.3%	49	6.6%
	<b>3 Somewhat disagree</b>	123	7.9%	92	7.7%	164	7.1%	58	7.7%
	<b>4 Somewhat agree</b>	356	22.8%	209	17.5%	401	17.4%	126	16.8%
	<b>5 Agree</b>	533	34.2%	376	31.5%	765	33.1%	196	26.3%
	<b>6 Strongly agree</b>	421	27.0%	387	32.4%	799	34.6%	285	38.2%
<b>Total</b>		1558	100.0%	1195	100.0%	2308	100.0%	746	100.0%

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
Groups student has participated in	1.00 Participation as a UVA student - I do not participate in any clubs or organizations at UVA	128	7.6%	393	32.2%
	2.00 Participation as a UVA student - Academic or academic competition organization	431	25.5%	362	29.6%
	3.00 Participation as a UVA student - Athletic team	218	12.9%	100	8.2%
	4.00 Participation as a UVA student - Club sport	94	5.6%	53	4.3%
	5.00 Participation as a UVA student - Culture-specific organization	320	18.9%	92	7.5%
	6.00 Participation as a UVA student - Faith or spiritually-based organization	374	22.1%	189	15.5%
	7.00 Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	408	24.1%	140	11.4%
	8.00 Participation as a UVA student - Greek letter organization	260	15.4%	165	13.5%
	9.00 Participation as a UVA student - Health and wellness organization	470	27.8%	44	3.6%
	10.00 Participation as a UVA student - Performance organization	204	12.1%	78	6.4%
	11.00 Participation as a UVA student - Political or issue-oriented organization	301	17.8%	159	13.0%
	12.00 Participation as a UVA student - Professional organization	292	17.2%	349	28.5%
	13.00 Participation as a UVA student - Publication/media organization	165	9.8%	55	4.5%
	14.00 Participation as a UVA student - Recreational organization	367	21.7%	179	14.6%
	15.00 Participation as a UVA student - Service or philanthropic organization	645	38.1%	158	12.9%
	16.00 Participation as a UVA student - A student organization not listed above (please specify)	108	6.4%	50	4.1%
<b>Total</b>	1691	100.0%	1222	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Have you considered leaving UVA in the past year?</b>	<b>1 Yes</b>	567	35.1%	305	28.3%	1116	47.8%	347	45.7%
	<b>2 No</b>	1049	64.9%	771	71.7%	1216	52.2%	412	54.3%
<b>Total</b>		1615	100.0%	1075	100.0%	2331	100.0%	759	100.0%
<b>Reason respondent considered leaving UVA</b>	<b>1.00 Reason for considering leaving UVA - Climate for diversity and inclusion not welcoming</b>	226	40.0%	103	34.5%	164	14.9%	117	33.7%
	<b>2.00 Reason for considering leaving UVA - Cost of living</b>					258	23.4%	42	12.1%
	<b>3.00 Reason for considering leaving UVA - Lack of a sense of belonging</b>	415	73.3%	139	46.5%	320	28.9%	153	44.4%
	<b>4.00 Reason for considering leaving UVA - Lack of support group</b>	235	41.4%	68	22.8%	161	14.5%	75	21.7%
	<b>5.00 Reason for considering leaving UVA - Lack of adequate child or elder-care services</b>					39	3.5%	8	2.2%
	<b>6.00 Reason for considering leaving UVA - Lack of adequate office/lab space</b>					57	5.2%	40	11.6%
	<b>7.00 Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair</b>					384	34.7%	115	33.1%
	<b>8.00 Reason for considering leaving UVA - Lack of employment opportunities for partner/spouse</b>			25	8.3%	73	6.6%	68	19.6%
	<b>9.00 Reason for considering leaving UVA - Lack of meaningful interactions with colleagues</b>					201	18.2%	101	29.1%
	<b>10.00 Reason for considering leaving UVA - Lack of promotional opportunities</b>					567	51.3%	94	27.1%
	<b>11.00 Reason for considering leaving UVA - Level of compensation</b>					520	47.0%	125	36.0%

	UVA Affiliation							
	1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%	wN	w%
<b>12.00 Reason for considering leaving UVA - Marital/relationship status</b>	16	2.8%	22	7.3%	41	3.7%	18	5.2%
<b>13.00 Reason for considering leaving UVA - Personal reason</b>	134	23.7%	64	21.4%	118	10.7%	25	7.3%
<b>14.00 Reason for considering leaving UVA - Quality of health insurance</b>					75	6.8%	35	10.0%
<b>15.00 Reason for considering leaving UVA - Quality of retirement/employment benefits</b>					56	5.1%	36	10.5%
<b>16.00 Reason for considering leaving UVA - Other</b>	77	13.6%	99	33.2%	370	33.5%	153	44.4%
<b>17.00 Reason for considering leaving UVA - Coursework too difficult</b>	134	23.7%	17	5.6%				
<b>18.00 Reason for considering leaving UVA - Financial reason</b>	132	23.4%	77	25.9%				
<b>19.00 Reason for considering leaving UVA - Homesick</b>	107	19.0%	24	8.0%				
<b>21.00 Reason for considering leaving UVA - Lack of meaningful interactions with faculty</b>	170	30.1%	69	23.2%				
<b>22.00 Reason for considering leaving UVA - Preferred field of study not offered</b>	48	8.5%	18	6.0%				
<b>Total</b>	566	100.0%	299	100.0%	1106	100.0%	346	100.0%
<b>Agreement with: - I feel valued as an individual by my department chair or equivalent</b>	<b>1 Strongly disagree</b>				80	3.5%	37	5.1%
	<b>2 Disagree</b>				103	4.5%	46	6.2%
	<b>3 Somewhat disagree</b>				154	6.7%	46	6.2%
	<b>4 Somewhat agree</b>				328	14.4%	118	16.1%
	<b>5 Agree</b>				713	31.3%	210	28.6%
	<b>6 Strongly agree</b>				898	39.5%	278	37.8%
<b>Total</b>					2276	100.0%	735	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I feel valued as an individual by my UVA colleagues/peers</b>	<b>1 Strongly disagree</b>	10	0.9%	23	2.0%	26	1.2%	14	1.9%
	<b>2 Disagree</b>	38	3.3%	30	2.6%	57	2.5%	32	4.4%
	<b>3 Somewhat disagree</b>	78	6.8%	55	4.8%	106	4.7%	50	6.8%
	<b>4 Somewhat agree</b>	261	22.9%	202	17.4%	395	17.4%	159	21.8%
	<b>5 Agree</b>	527	46.3%	483	41.6%	989	43.5%	265	36.2%
	<b>6 Strongly agree</b>	225	19.8%	366	31.6%	699	30.7%	212	28.9%
<b>Total</b>		1138	100.0%	1159	100.0%	2272	100.0%	733	100.0%
<b>Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community</b>	<b>1 Strongly disagree</b>					75	3.4%	42	5.9%
	<b>2 Disagree</b>					114	5.1%	55	7.7%
	<b>3 Somewhat disagree</b>					191	8.6%	51	7.2%
	<b>4 Somewhat agree</b>					455	20.5%	121	17.0%
	<b>5 Agree</b>					808	36.4%	216	30.4%
	<b>6 Strongly agree</b>					579	26.0%	226	31.8%
<b>Total</b>						2222	100.0%	710	100.0%
<b>Agreement with: - UVA should implement required diversity and inclusion training for students</b>	<b>1 Strongly disagree</b>	144	12.7%	140	12.6%	94	4.4%	51	7.4%
	<b>2 Disagree</b>	145	12.9%	96	8.6%	136	6.4%	51	7.4%
	<b>3 Somewhat disagree</b>	138	12.3%	113	10.1%	175	8.2%	82	11.8%
	<b>4 Somewhat agree</b>	276	24.4%	198	17.7%	483	22.7%	152	21.8%
	<b>5 Agree</b>	236	20.9%	279	25.0%	689	32.3%	165	23.6%
	<b>6 Strongly agree</b>	190	16.8%	290	26.0%	555	26.0%	196	28.1%
<b>Total</b>		1128	100.0%	1115	100.0%	2132	100.0%	698	100.0%
<b>Agreement with: - UVA should implement required diversity and inclusion training for staff</b>	<b>1 Strongly disagree</b>					94	4.3%	53	7.5%
	<b>2 Disagree</b>					129	5.9%	40	5.7%
	<b>3 Somewhat disagree</b>					150	6.8%	65	9.2%
	<b>4 Somewhat agree</b>					473	21.6%	146	20.5%
	<b>5 Agree</b>					740	33.8%	211	29.8%
	<b>6 Strongly agree</b>					604	27.6%	194	27.3%
<b>Total</b>						2191	100.0%	709	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - UVA should implement required diversity and inclusion training for faculty</b>	<b>1 Strongly disagree</b>	16	4.4%			88	4.0%	58	8.1%
	<b>2 Disagree</b>	23	6.3%			110	5.1%	38	5.4%
	<b>3 Somewhat disagree</b>	22	5.9%			123	5.7%	70	9.7%
	<b>4 Somewhat agree</b>	99	27.0%			444	20.5%	149	20.9%
	<b>5 Agree</b>	115	31.3%			710	32.7%	187	26.2%
	<b>6 Strongly agree</b>	91	25.0%			694	32.0%	212	29.7%
<b>Total</b>		366	100.0%			2168	100.0%	714	100.0%
<b>The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>	64	5.9%	97	9.5%	81	4.0%	57	8.7%
	<b>2 Disagree</b>	93	8.5%	85	8.3%	148	7.3%	61	9.4%
	<b>3 Somewhat disagree</b>	139	12.7%	101	9.9%	225	11.1%	101	15.4%
	<b>4 Somewhat agree</b>	320	29.4%	208	20.4%	495	24.5%	150	22.9%
	<b>5 Agree</b>	319	29.3%	345	33.9%	764	37.8%	188	28.7%
	<b>6 Strongly agree</b>	155	14.2%	184	18.0%	310	15.3%	98	15.0%
<b>Total</b>		1090	100.0%	1020	100.0%	2025	100.0%	656	100.0%
<b>Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>					68	3.4%	34	5.4%
	<b>2 Disagree</b>					98	4.9%	44	6.9%
	<b>3 Somewhat disagree</b>					143	7.1%	56	8.8%
	<b>4 Somewhat agree</b>					385	19.3%	100	15.8%
	<b>5 Agree</b>					839	41.9%	220	34.6%
	<b>6 Strongly agree</b>					468	23.4%	181	28.6%
<b>Total</b>						2000	100.0%	635	100.0%
<b>Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>					25	1.2%	20	3.1%
	<b>2 Disagree</b>					109	5.4%	49	7.8%
	<b>3 Somewhat disagree</b>					172	8.5%	76	12.2%
	<b>4 Somewhat agree</b>					616	30.5%	184	29.3%
	<b>5 Agree</b>					841	41.6%	219	34.9%
	<b>6 Strongly agree</b>					260	12.9%	79	12.6%
<b>Total</b>						2022	100.0%	627	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - Students are responsive when bias incidents happen at UVA</b>	<b>1 Strongly disagree</b>	21	1.9%	45	4.3%	16	0.9%	12	1.9%
	<b>2 Disagree</b>	43	3.9%	46	4.4%	63	3.3%	31	4.8%
	<b>3 Somewhat disagree</b>	95	8.6%	70	6.7%	121	6.4%	38	5.9%
	<b>4 Somewhat agree</b>	288	25.9%	236	22.6%	455	23.8%	193	30.4%
	<b>5 Agree</b>	394	35.5%	403	38.5%	835	43.7%	225	35.5%
	<b>6 Strongly agree</b>	269	24.2%	246	23.5%	419	21.9%	136	21.4%
<b>Total</b>		1109	100.0%	1047	100.0%	1910	100.0%	634	100.0%
<b>Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA</b>	<b>1 Strongly disagree</b>					23	1.1%	20	2.9%
	<b>2 Disagree</b>					65	3.0%	35	5.0%
	<b>3 Somewhat disagree</b>					187	8.7%	85	12.2%
	<b>4 Somewhat agree</b>					515	24.0%	195	27.8%
	<b>5 Agree</b>					949	44.2%	228	32.5%
	<b>6 Strongly agree</b>					408	19.0%	137	19.6%
<b>Total</b>						2147	100.0%	701	100.0%

		<b>UVA Affiliation</b>			
		<b>3.00 Staff</b>		<b>4.00 Faculty</b>	
		<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>
<b>Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA</b>	<b>1 Never</b>	375	18.5%	28	4.1%
	<b>2 Rarely</b>	510	25.2%	118	17.4%
	<b>3 Occasionally</b>	718	35.4%	240	35.3%
	<b>4 Somewhat often</b>	199	9.8%	120	17.7%
	<b>5 Often</b>	157	7.8%	106	15.7%
	<b>6 Very often</b>	67	3.3%	66	9.8%
	<b>Total</b>		2027	100.0%	679
<b>Frequency of engagement outside of work - Attend UVA athletic events</b>	<b>1 Never</b>	494	24.4%	197	29.0%
	<b>2 Rarely</b>	542	26.7%	191	28.1%
	<b>3 Occasionally</b>	551	27.2%	165	24.3%
	<b>4 Somewhat often</b>	169	8.3%	62	9.2%
	<b>5 Often</b>	152	7.5%	43	6.4%
	<b>6 Very often</b>	119	5.9%	20	2.9%
	<b>Total</b>		2027	100.0%	678
<b>Frequency of engagement outside of work - Attend UVA major events</b>	<b>1 Never</b>	318	15.7%	67	9.9%
	<b>2 Rarely</b>	589	29.2%	208	30.8%
	<b>3 Occasionally</b>	697	34.5%	257	37.9%
	<b>4 Somewhat often</b>	219	10.8%	75	11.0%
	<b>5 Often</b>	139	6.9%	51	7.6%
	<b>6 Very often</b>	58	2.9%	19	2.8%
	<b>Total</b>		2020	100.0%	677
<b>Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)</b>	<b>1 Never</b>	1010	53.0%	318	52.1%
	<b>2 Rarely</b>	390	20.5%	118	19.4%
	<b>3 Occasionally</b>	321	16.8%	94	15.5%
	<b>4 Somewhat often</b>	86	4.5%	30	4.9%
	<b>5 Often</b>	75	3.9%	30	5.0%
	<b>6 Very often</b>	24	1.3%	20	3.2%
	<b>Total</b>		1906	100.0%	610



		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
<b>Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity</b>	<b>1 Never</b>	1562	77.4%	443	65.7%
	<b>2 Rarely</b>	261	12.9%	114	17.0%
	<b>3 Occasionally</b>	113	5.6%	46	6.8%
	<b>4 Somewhat often</b>	40	2.0%	19	2.9%
	<b>5 Often</b>	23	1.1%	24	3.6%
	<b>6 Very often</b>	20	1.0%	27	4.1%
	<b>Total</b>		2019	100.0%	675
<b>Frequency of engagement outside of work - Participation in department or unit special events</b>	<b>1 Never</b>	192	9.5%	40	5.9%
	<b>2 Rarely</b>	299	14.8%	80	11.8%
	<b>3 Occasionally</b>	694	34.3%	219	32.6%
	<b>4 Somewhat often</b>	306	15.1%	116	17.2%
	<b>5 Often</b>	363	18.0%	143	21.2%
	<b>6 Very often</b>	168	8.3%	76	11.2%
	<b>Total</b>		2023	100.0%	674
<b>Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work</b>	<b>1 Never</b>	308	15.1%	30	4.4%
	<b>2 Rarely</b>	602	29.6%	121	18.0%
	<b>3 Occasionally</b>	680	33.5%	260	38.5%
	<b>4 Somewhat often</b>	220	10.8%	107	15.9%
	<b>5 Often</b>	143	7.0%	104	15.3%
	<b>6 Very often</b>	79	3.9%	53	7.8%
	<b>Total</b>		2032	100.0%	674

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures</b>	<b>1 Very difficult</b>			2	0.9%			3	8.2%
	<b>2 Difficult</b>	2	5.4%	24	11.5%	7	16.8%	3	9.9%
	<b>3 Neither easy nor difficult</b>	4	14.2%	65	30.7%	8	20.4%	7	23.2%
	<b>4 Easy</b>	12	40.4%	70	33.5%	9	22.2%	10	30.7%
	<b>5 Very easy</b>	12	40.0%	49	23.4%	17	40.6%	9	28.0%
<b>Total</b>		30	100.0%	210	100.0%	41	100.0%	31	100.0%
<b>Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English</b>	<b>1 Very difficult</b>			4	2.1%				
	<b>2 Difficult</b>	3	10.8%	41	19.5%				
	<b>3 Neither easy nor difficult</b>	4	12.4%	68	32.4%				
	<b>4 Easy</b>	11	36.7%	46	22.2%				
	<b>5 Very easy</b>	12	40.0%	50	23.8%				
<b>Total</b>		30	100.0%	210	100.0%				
<b>Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions</b>	<b>1 Very difficult</b>			11	5.3%			3	8.2%
	<b>2 Difficult</b>	5	15.5%	40	19.1%	3	6.2%	2	5.7%
	<b>3 Neither easy nor difficult</b>	10	32.8%	58	27.6%	6	14.5%	7	23.6%
	<b>4 Easy</b>	11	37.5%	54	25.9%	16	39.5%	9	30.1%
	<b>5 Very easy</b>	4	14.1%	46	22.1%	16	39.8%	10	32.4%
<b>Total</b>		30	100.0%	210	100.0%	41	100.0%	31	100.0%
<b>Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine</b>	<b>1 Very difficult</b>	2	6.8%	20	9.4%			4	12.8%
	<b>2 Difficult</b>	4	14.0%	35	16.8%	1	3.4%	3	9.2%
	<b>3 Neither easy nor difficult</b>	5	16.8%	70	33.6%	17	40.0%	5	17.4%
	<b>4 Easy</b>	8	27.6%	51	24.6%	14	34.4%	9	27.7%
	<b>5 Very easy</b>	11	34.9%	33	15.6%	9	22.3%	10	32.9%
<b>Total</b>		30	100.0%	209	100.0%	41	100.0%	31	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex</b>	<b>1 Very difficult</b>			6	3.0%			1	3.1%
	<b>2 Difficult</b>	3	10.1%	5	2.2%	3	6.6%		
	<b>3 Neither easy nor difficult</b>	6	21.0%	65	31.5%	12	29.3%	5	18.0%
	<b>4 Easy</b>	11	37.6%	79	38.2%	9	23.7%	6	22.9%
	<b>5 Very easy</b>	10	31.3%	52	25.1%	16	40.5%	16	56.0%
<b>Total</b>		30	100.0%	207	100.0%	40	100.0%	28	100.0%
<b>Difficulty as an international member of UVA - Fitting into the social scene, such as finding organizations and groups/staff/faculty where you feel comfortable and can socialize</b>	<b>1 Very difficult</b>	2	7.7%	25	12.3%			5	18.0%
	<b>2 Difficult</b>	3	11.5%	35	17.2%	14	36.1%	3	10.0%
	<b>3 Neither easy nor difficult</b>	7	24.6%	67	32.4%	11	26.9%	5	17.8%
	<b>4 Easy</b>	13	48.7%	44	21.4%	7	17.1%	9	31.6%
	<b>5 Very easy</b>	2	7.6%	34	16.7%	8	19.8%	7	22.6%
<b>Total</b>		27	100.0%	206	100.0%	40	100.0%	30	100.0%
<b>Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/student-When socializing</b>	<b>1 Mostly from my country</b>			84	41.7%	7	17.6%	5	14.8%
	<b>2 Mostly international</b>			48	23.8%	7	20.0%	6	18.0%
	<b>3 Mostly American</b>	1	100.0%	20	9.9%	7	19.9%	5	16.5%
	<b>4 A mix of all three</b>			49	24.6%	16	42.5%	16	50.7%
<b>Total</b>		1	100.0%	201	100.0%	37	100.0%	31	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Is your interaction primarily with faculty and staff from your country, Americans or other international faculty and staff during each of the following? - When socializing (going to movies, recreation, etc.)</b>	<b>1 All or almost all international</b>	2	6.5%						
	<b>2 Mostly international</b>	10	30.3%						
	<b>3 About half and half</b>	7	23.3%						
	<b>4 Mostly American</b>	6	19.9%						
	<b>5 All or mostly all American</b>	6	20.0%						
<b>Total</b>		32	100.0%						
<b>Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/students - When participating in workplace events</b>	<b>1 Mostly from my country</b>							1	2.8%
	<b>2 Mostly international</b>					9	23.4%	5	15.8%
	<b>3 Mostly American</b>					7	18.4%	8	25.0%
	<b>4 A mix of all three</b>					23	58.2%	17	56.4%
<b>Total</b>					40	100.0%	31	100.0%	
<b>Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/students - When participating in staff and faculty organizations</b>	<b>1 Mostly from my country</b>					3	7.3%	2	6.5%
	<b>2 Mostly international</b>					7	16.9%	4	14.4%
	<b>3 Mostly American</b>					10	26.4%	9	30.0%
	<b>4 A mix of all three</b>					19	49.4%	15	49.1%
<b>Total</b>					39	100.0%	30	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Is your interaction primarily with American students or other international students during each of the following? - When participating in clubs or student organizations - Graduate students only</b>	<b>1 Mostly from my country</b>			33	18.7%				
	<b>2 Mostly international</b>			37	21.0%				
	<b>3 Mostly American</b>			21	12.1%				
	<b>4 A mix of all three</b>			84	48.3%				
<b>Total</b>			174	100.0%					
<b>Is your interaction primarily with American students or other international students during each of the following? - When participating in clubs or student organizations - Undergraduate student only</b>	<b>1 All or almost all international</b>	2	6.8%						
	<b>2 Mostly international</b>	2	6.7%						
	<b>3 About half and half</b>	5	16.2%						
	<b>4 Mostly American</b>	10	32.2%						
	<b>5 All or mostly all American</b>	12	38.2%						
<b>Total</b>	30	100.0%							
<b>Is your interaction primarily with students from your country, Americans or other international students during each of the following? - When studying or doing homework with other students</b>	<b>1 Mostly from my country</b>			43	21.8%				
	<b>2 Mostly international</b>			52	26.5%				
	<b>3 Mostly American</b>	1	100.0%	22	11.0%				
	<b>4 A mix of all three</b>			80	40.7%				
<b>Total</b>	1	100.0%	197	100.0%					

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Is your interaction primarily with students from your country, Americans or other international students during each of the following? - When studying or doing homework with other students</b>	<b>1 All or almost all international</b>	4	12.9%						
	<b>2 Mostly international</b>	5	15.6%						
	<b>3 About half and half</b>	7	21.9%						
	<b>4 Mostly American</b>	10	32.9%						
	<b>5 All or mostly all American</b>	5	16.7%						
<b>Total</b>		32	100.0%						
<b>Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA</b>	<b>1 Strongly disagree</b>	6	0.6%	23	2.3%	19	0.9%	10	1.4%
	<b>2 Disagree</b>	90	8.7%	57	5.7%	59	2.8%	36	5.3%
	<b>3 Somewhat disagree</b>	64	6.2%	106	10.5%	115	5.5%	53	7.8%
	<b>4 Somewhat agree</b>	180	17.4%	269	26.8%	479	22.9%	188	27.5%
	<b>5 Agree</b>	497	47.8%	394	39.2%	965	46.3%	276	40.4%
	<b>6 Strongly agree</b>	201	19.3%	155	15.4%	450	21.6%	120	17.6%
<b>Total</b>		1038	100.0%	1004	100.0%	2086	100.0%	682	100.0%
<b>Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA</b>	<b>1 Strongly disagree</b>	65	4.7%	80	8.1%	85	4.1%	37	5.4%
	<b>2 Disagree</b>	128	9.2%	110	11.2%	162	7.9%	62	9.1%
	<b>3 Somewhat disagree</b>	213	15.4%	166	16.8%	254	12.4%	82	12.0%
	<b>4 Somewhat agree</b>	387	28.1%	255	25.9%	476	23.3%	169	24.7%
	<b>5 Agree</b>	462	33.5%	282	28.7%	741	36.2%	221	32.3%
	<b>6 Strongly agree</b>	125	9.1%	92	9.3%	326	16.0%	112	16.5%
<b>Total</b>		1379	100.0%	985	100.0%	2043	100.0%	683	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members</b>	<b>1 Strongly disagree</b>	28	2.1%	47	5.0%	48	2.4%	24	3.6%
	<b>2 Disagree</b>	72	5.4%	50	5.2%	143	7.1%	38	5.7%
	<b>3 Somewhat disagree</b>	146	10.9%	109	11.5%	191	9.5%	47	7.1%
	<b>4 Somewhat agree</b>	384	28.8%	233	24.6%	449	22.3%	149	22.3%
	<b>5 Agree</b>	532	39.9%	359	38.0%	827	41.1%	266	39.8%
	<b>6 Strongly agree</b>	171	12.8%	147	15.6%	356	17.7%	144	21.5%
<b>Total</b>		1333	100.0%	945	100.0%	2014	100.0%	668	100.0%
<b>Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work</b>	<b>1 Strongly disagree</b>					72	3.6%	58	8.9%
	<b>2 Disagree</b>					95	4.7%	78	12.0%
	<b>3 Somewhat disagree</b>					134	6.7%	68	10.4%
	<b>4 Somewhat agree</b>					358	17.7%	121	18.7%
	<b>5 Agree</b>					738	36.6%	148	22.7%
	<b>6 Strongly agree</b>					621	30.8%	177	27.3%
<b>Total</b>						2017	100.0%	650	100.0%
<b>Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense</b>	<b>1 Strongly disagree</b>	76	5.5%	67	6.9%	95	4.8%	28	4.3%
	<b>2 Disagree</b>	212	15.4%	148	15.1%	294	14.8%	75	11.5%
	<b>3 Somewhat disagree</b>	178	12.9%	127	13.0%	211	10.6%	95	14.5%
	<b>4 Somewhat agree</b>	400	29.0%	227	23.2%	482	24.2%	205	31.2%
	<b>5 Agree</b>	344	24.9%	244	24.9%	580	29.1%	155	23.7%
	<b>6 Strongly agree</b>	170	12.3%	166	16.9%	327	16.5%	98	15.0%
<b>Total</b>		1379	100.0%	979	100.0%	1989	100.0%	657	100.0%
<b>Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members</b>	<b>1 Strongly disagree</b>	38	3.0%	34	4.0%				
	<b>2 Disagree</b>	63	5.0%	51	5.9%				
	<b>3 Somewhat disagree</b>	145	11.4%	102	11.9%				
	<b>4 Somewhat agree</b>	394	31.0%	235	27.3%				
	<b>5 Agree</b>	490	38.5%	325	37.8%				
	<b>6 Strongly agree</b>	142	11.1%	114	13.2%				
<b>Total</b>		1271	100.0%	861	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members</b>	<b>1 Strongly disagree</b>	23	1.8%	28	3.2%				
	<b>2 Disagree</b>	43	3.4%	44	4.9%				
	<b>3 Somewhat disagree</b>	128	10.0%	87	9.8%				
	<b>4 Somewhat agree</b>	384	30.1%	222	25.1%				
	<b>5 Agree</b>	535	41.9%	362	40.9%				
	<b>6 Strongly agree</b>	165	12.9%	142	16.0%				
<b>Total</b>		1278	100.0%	886	100.0%				
<b>Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA</b>	<b>1 Strongly disagree</b>	45	3.4%	44	4.9%				
	<b>2 Disagree</b>	89	6.7%	83	9.4%				
	<b>3 Somewhat disagree</b>	198	14.9%	141	15.9%				
	<b>4 Somewhat agree</b>	394	29.7%	263	29.7%				
	<b>5 Agree</b>	476	35.9%	255	28.9%				
	<b>6 Strongly agree</b>	125	9.4%	99	11.2%				
<b>Total</b>		1328	100.0%	885	100.0%				
<b>Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members</b>	<b>1 Strongly disagree</b>	32	2.4%	31	3.3%				
	<b>2 Disagree</b>	72	5.3%	80	8.6%				
	<b>3 Somewhat disagree</b>	156	11.5%	125	13.5%				
	<b>4 Somewhat agree</b>	405	30.0%	236	25.4%				
	<b>5 Agree</b>	530	39.2%	327	35.2%				
	<b>6 Strongly agree</b>	156	11.5%	131	14.1%				
<b>Total</b>		1349	100.0%	930	100.0%				
<b>Agreement with: - When relevant to the course(s) I teach, I feel empowered to include controversial topics or statements in classroom discussions</b>	<b>1 Strongly disagree</b>							28	4.3%
	<b>2 Disagree</b>							60	9.2%
	<b>3 Somewhat disagree</b>							62	9.6%
	<b>4 Somewhat agree</b>							142	21.9%
	<b>5 Agree</b>							211	32.6%
	<b>6 Strongly agree</b>							145	22.4%
<b>Total</b>								647	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I am intentionally inclusive of the topics/subjects examined in my courses or research (as applicable)</b>	<b>1 Strongly disagree</b>							4	0.6%
	<b>2 Disagree</b>							7	1.2%
	<b>3 Somewhat disagree</b>							36	5.8%
	<b>4 Somewhat agree</b>							123	19.7%
	<b>5 Agree</b>							263	42.3%
	<b>6 Strongly agree</b>							189	30.4%
<b>Total</b>								621	100.0%
<b>Degree of concern in the past year - Finding, or remaining in, adequate housing</b>	<b>1 Not a concern</b>	988	59.2%	763	63.0%	1570	68.7%	624	83.7%
	<b>2 Somewhat of a concern</b>	483	28.9%	303	25.0%	442	19.4%	75	10.0%
	<b>3 A serious concern</b>	199	11.9%	146	12.1%	272	11.9%	47	6.3%
<b>Total</b>		1669	100.0%	1211	100.0%	2284	100.0%	746	100.0%
<b>Degree of concern in the past year - Having adequate financial resources to meet your basic needs</b>	<b>1 Not a concern</b>	887	53.3%	596	49.1%	1268	55.2%	612	81.8%
	<b>2 Somewhat of a concern</b>	474	28.5%	382	31.5%	684	29.7%	101	13.5%
	<b>3 A serious concern</b>	302	18.2%	236	19.4%	347	15.1%	35	4.7%
<b>Total</b>		1663	100.0%	1214	100.0%	2298	100.0%	748	100.0%
<b>Degree of concern in the past year- Obtaining health services</b>	<b>1 Not a concern</b>	1170	70.4%	752	61.9%	1518	65.6%	552	74.2%
	<b>2 Somewhat of a concern</b>	372	22.4%	322	26.5%	587	25.4%	151	20.3%
	<b>3 A serious concern</b>	121	7.3%	140	11.5%	208	9.0%	41	5.5%
<b>Total</b>		1663	100.0%	1214	100.0%	2313	100.0%	743	100.0%
<b>Degree of concern in the past year - Maintaining adequate health insurance coverage</b>	<b>1 Not a concern</b>	1279	76.8%	813	67.0%	1437	61.9%	569	75.9%
	<b>2 Somewhat of a concern</b>	242	14.5%	243	20.0%	553	23.8%	125	16.7%
	<b>3 A serious concern</b>	145	8.7%	158	13.0%	331	14.3%	55	7.4%
<b>Total</b>		1666	100.0%	1214	100.0%	2321	100.0%	750	100.0%
<b>Degree of concern in the past year - The level of work-related stress I experience</b>	<b>1 Not a concern</b>					765	33.0%	184	24.7%
	<b>2 Somewhat of a concern</b>					989	42.7%	323	43.2%
	<b>3 A serious concern</b>					563	24.3%	240	32.1%
<b>Total</b>						2317	100.0%	748	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Degree of concern in the past year - Obtaining adequate hours of sleep each night	1 Not a concern	373	22.4%	422	34.6%	939	40.6%	249	33.2%
	2 Somewhat of a concern	811	48.7%	522	42.8%	922	39.9%	322	42.9%
	3 A serious concern	481	28.9%	275	22.6%	451	19.5%	180	23.9%
<b>Total</b>		1664	100.0%	1219	100.0%	2313	100.0%	752	100.0%
Degree of concern in the past year - Personal security on or around UVA	1 Not a concern	785	47.0%	596	48.9%	1365	59.1%	486	64.9%
	2 Somewhat of a concern	701	42.0%	465	38.2%	746	32.3%	198	26.5%
	3 A serious concern	184	11.0%	157	12.9%	200	8.6%	65	8.7%
<b>Total</b>		1669	100.0%	1218	100.0%	2311	100.0%	749	100.0%
Degree of concern - The level of academic-related stress I experience	1 Not a concern	212	12.7%	249	20.4%				
	2 Somewhat of a concern	791	47.5%	549	45.0%				
	3 A serious concern	662	39.8%	422	34.6%				
<b>Total</b>		1665	100.0%	1219	100.0%				
Degree of concern in the past year - The level of personal-related stress I experience	1 Not a concern	365	21.9%	389	31.9%				
	2 Somewhat of a concern	795	47.8%	537	44.0%				
	3 A serious concern	504	30.3%	294	24.1%				
<b>Total</b>		1664	100.0%	1220	100.0%				
Degree of concern in the past year - Securing employment after graduation/completion	1 Not a concern	441	26.6%	412	34.0%				
	2 Somewhat of a concern	633	38.1%	384	31.6%				
	3 A serious concern	585	35.3%	417	34.4%				
<b>Total</b>		1659	100.0%	1213	100.0%				
Degree of concern in the past year - Securing employment while completing my program of study	1 Not a concern	711	43.0%	724	60.1%				
	2 Somewhat of a concern	612	37.0%	265	22.0%				
	3 A serious concern	330	20.0%	216	17.9%				
<b>Total</b>		1653	100.0%	1205	100.0%				
Degree of concern in the past year - The amount of institutional service I am expected to perform	1 Not a concern							272	36.6%
	2 Somewhat of a concern							280	37.7%
	3 A serious concern							192	25.7%
<b>Total</b>								744	100.0%

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
<b>Which of the following most closely describes your current housing?</b>	<b>1 UVA housing</b>	661	39.4%	105	8.4%
	<b>2 Independently in an apartment/house (with or without roommates)</b>	941	56.1%	1062	85.2%
	<b>3 Living with family member/guardian</b>	55	3.3%	64	5.1%
	<b>4 Transient (couch surfing, sleeping in car, sleeping in campus office/lab, etc.)</b>	5	0.3%	2	0.2%
	<b>5 Other (Please specify)</b>	16	1.0%	14	1.1%
<b>Total</b>		1679	100.0%	1247	100.0%

		<b>UVA Affiliation</b>							
		<b>1.00 Undergrad</b>		<b>2.00 Grad</b>		<b>3.00 Staff</b>		<b>4.00 Faculty</b>	
		<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>	<b>wN</b>	<b>w%</b>
<b>Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food</b>	<b>1 Never</b>	980	58.6%	847	69.2%	1711	73.9%	695	92.4%
	<b>2 Rarely</b>	338	20.2%	211	17.2%	303	13.1%	42	5.5%
	<b>3 Occasionally</b>	208	12.4%	99	8.1%	193	8.3%	12	1.6%
	<b>4 Somewhat often</b>	79	4.7%	33	2.7%	46	2.0%	1	0.1%
	<b>5 Often</b>	41	2.4%	26	2.1%	36	1.5%	1	0.1%
	<b>6 Very often</b>	27	1.6%	8	0.7%	25	1.1%	2	0.2%
<b>Total</b>		1671	100.0%	1223	100.0%	2315	100.0%	752	100.0%
<b>Frequency in the past year - Cut down on personal or recreational spending</b>	<b>1 Never</b>	150	9.0%	161	13.2%	287	12.4%	269	35.9%
	<b>2 Rarely</b>	182	10.9%	129	10.5%	323	13.9%	139	18.5%
	<b>3 Occasionally</b>	497	29.7%	377	30.8%	839	36.2%	213	28.4%
	<b>4 Somewhat often</b>	354	21.1%	232	19.0%	342	14.8%	64	8.6%
	<b>5 Often</b>	301	17.9%	174	14.2%	274	11.8%	38	5.1%
	<b>6 Very often</b>	190	11.4%	150	12.3%	253	10.9%	26	3.5%
<b>Total</b>		1674	100.0%	1222	100.0%	2316	100.0%	750	100.0%
<b>Frequency in the past year - Worried about my financial circumstances</b>	<b>1 Never</b>	402	24.1%	204	16.8%	292	12.7%	241	32.0%
	<b>2 Rarely</b>	351	21.1%	225	18.4%	426	18.5%	176	23.3%
	<b>3 Occasionally</b>	327	19.6%	325	26.6%	722	31.3%	191	25.3%
	<b>4 Somewhat often</b>	221	13.2%	171	14.0%	324	14.1%	66	8.8%
	<b>5 Often</b>	194	11.7%	152	12.5%	261	11.3%	43	5.7%
	<b>6 Very often</b>	173	10.3%	143	11.8%	282	12.2%	37	5.0%
<b>Total</b>		1668	100.0%	1220	100.0%	2307	100.0%	754	100.0%

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
<b>Ways in which students pay for their education and expenses at UVA</b>	<b>1.00 Source of payment for education/related expenses at UVA - Credit card</b>	373	22.1%	216	17.4%
	<b>2.00 Source of payment for education/related expenses at UVA - Family contribution</b>	1311	77.6%	359	28.9%
	<b>3.00 Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA</b>	261	15.5%	412	33.2%
	<b>4.00 Source of payment for education/related expenses at UVA - Graduate stipend</b>			398	32.0%
	<b>5.00 Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration</b>			275	22.2%
	<b>6.00 Source of payment for education/related expenses at UVA - Loans</b>	510	30.2%	387	31.2%
	<b>7.00 Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid</b>	479	28.3%	87	7.0%
	<b>8.00 Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)</b>	349	20.7%	61	4.9%
	<b>9.00 Source of payment for education/related expenses at UVA - Personal contribution/job</b>	531	31.4%	342	27.6%
	<b>10.00 Source of payment for education/related expenses at UVA - Work Study job</b>	104	6.2%	81	6.5%
	<b>11.00 Source of payment for education/related expenses at UVA - A method of payment not listed here</b>	58	3.4%	73	5.9%
<b>Total</b>	1690	100.0%	1242	100.0%	

		UVA Affiliation			
		1.00 Undergrad		2.00 Grad	
		wN	w%	wN	w%
<b>Financial hardships respondent has experienced while attending UVA</b>	<b>1.00 Financial hardship while at UVA - Difficulty affording co-curricular events or activities</b>	255	15.7%	42	3.6%
	<b>2.00 Financial hardship while at UVA - Difficulty affording commuting to UVA</b>	45	2.8%	56	4.7%
	<b>3.00 Financial hardship while at UVA- Difficulty affording child care</b>	6	0.4%	196	16.7%
	<b>4.00 Financial hardship while at UVA- Difficulty affording health care</b>	116	7.2%	257	21.9%
	<b>5.00 Financial hardship while at UVA - Difficulty affording housing</b>	282	17.4%	210	17.9%
	<b>6.00 Financial hardship while at UVA - Difficulty affording travel to and from UVA</b>	123	7.6%	115	9.8%
	<b>7.00 Financial hardship while at UVA - Difficulty affording tuition</b>	386	23.8%	235	20.0%
	<b>8.00 Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities</b>	262	16.2%	112	9.6%
	<b>9.00 Financial hardship while at UVA- Difficulty participating in social events</b>	330	20.4%	244	20.8%
	<b>10.00 Financial hardship while at UVA - Difficulty purchasing my books/course materials</b>	367	22.7%	172	14.7%
	<b>11.00 Financial hardship while at UVA - Difficulty affording other academic fees</b>	218	13.4%	111	9.4%
	<b>12.00 Financial hardship while at UVA - Other (Please specify) - Text</b>	35	2.2%	33	2.8%
	<b>13.00 Financial hardship while at UVA - No, I have not experienced any financial hardships</b>	817	50.5%	518	44.1%
<b>Total</b>	1618	100.0%	1174	100.0%	

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA</b>	<b>1 Not a concern</b>					797	35.1%	320	43.2%
	<b>2 Somewhat of a concern</b>					825	36.3%	241	32.5%
	<b>3 A serious concern</b>					651	28.6%	180	24.3%
<b>Total</b>					2273	100.0%	741	100.0%	
<b>Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own</b>	<b>1 Strongly disagree</b>	11	1.3%	32	2.6%	30	1.3%	20	2.6%
	<b>2 Disagree</b>	20	2.2%	41	3.4%	74	3.2%	30	4.1%
	<b>3 Somewhat disagree</b>	46	5.3%	68	5.6%	115	5.0%	45	6.0%
	<b>4 Somewhat agree</b>	170	19.6%	191	15.8%	486	21.3%	181	24.4%
	<b>5 Agree</b>	368	42.3%	463	38.4%	1016	44.5%	300	40.5%
	<b>6 Strongly agree</b>	256	29.4%	410	34.1%	563	24.7%	165	22.3%
<b>Total</b>		871	100.0%	1204	100.0%	2284	100.0%	741	100.0%
<b>Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me</b>	<b>1 Strongly disagree</b>	11	1.2%	40	3.3%	35	1.6%	23	3.1%
	<b>2 Disagree</b>	15	1.7%	50	4.2%	83	3.7%	31	4.2%
	<b>3 Somewhat disagree</b>	53	6.0%	67	5.6%	141	6.2%	54	7.3%
	<b>4 Somewhat agree</b>	154	17.7%	207	17.2%	456	20.0%	213	28.8%
	<b>5 Agree</b>	376	43.2%	441	36.6%	983	43.1%	276	37.3%
	<b>6 Strongly agree</b>	261	30.0%	399	33.2%	585	25.6%	143	19.4%
<b>Total</b>		870	100.0%	1204	100.0%	2283	100.0%	741	100.0%
<b>Agreement with- I have/had a mentor at UVA</b>	<b>1 Strongly disagree</b>	152	9.2%	88	7.4%	262	11.9%	86	11.8%
	<b>2 Disagree</b>	334	20.4%	132	11.1%	429	19.4%	157	21.5%
	<b>3 Somewhat disagree</b>	167	10.2%	75	6.3%	199	9.0%	66	9.0%
	<b>4 Somewhat agree</b>	352	21.4%	193	16.2%	464	21.1%	127	17.4%
	<b>5 Agree</b>	404	24.6%	356	29.8%	555	25.2%	192	26.3%
	<b>6 Strongly agree</b>	233	14.2%	348	29.2%	295	13.4%	102	14.0%
<b>Total</b>		1641	100.0%	1192	100.0%	2204	100.0%	731	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- I have had regular opportunities for effective mentoring</b>	<b>1 Strongly disagree</b>	86	5.2%	75	6.3%	267	12.2%	99	13.6%
	<b>2 Disagree</b>	222	13.4%	99	8.3%	449	20.5%	145	20.0%
	<b>3 Somewhat disagree</b>	348	21.1%	131	11.0%	347	15.8%	101	14.0%
	<b>4 Somewhat agree</b>	464	28.2%	247	20.8%	431	19.6%	149	20.6%
	<b>5 Agree</b>	385	23.3%	340	28.6%	489	22.3%	146	20.2%
	<b>6 Strongly agree</b>	143	8.7%	297	25.0%	212	9.7%	84	11.6%
<b>Total</b>		1649	100.0%	1188	100.0%	2194	100.0%	724	100.0%
<b>Agreement with- I mentor other faculty/employees</b>	<b>1 Strongly disagree</b>					134	6.2%	42	5.9%
	<b>2 Disagree</b>					359	16.6%	106	15.2%
	<b>3 Somewhat disagree</b>					186	8.6%	57	8.2%
	<b>4 Somewhat agree</b>					621	28.7%	160	22.8%
	<b>5 Agree</b>					633	29.3%	220	31.4%
	<b>6 Strongly agree</b>					230	10.6%	115	16.5%
<b>Total</b>						2163	100.0%	700	100.0%
<b>Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role</b>	<b>1 Never</b>					312	14.3%	127	18.2%
	<b>2 Rarely</b>					440	20.2%	155	22.2%
	<b>3 Occasionally</b>					349	16.0%	121	17.3%
	<b>4 Somewhat often</b>					258	11.8%	87	12.4%
	<b>5 Often</b>					472	21.6%	113	16.1%
	<b>6 Very often</b>					353	16.2%	96	13.8%
<b>Total</b>						2183	100.0%	698	100.0%
<b>Frequency in the past year-Clear explanation of what constitutes poor academic performance</b>	<b>1 Never</b>			62	5.2%				
	<b>2 Rarely</b>			173	14.7%				
	<b>3 Occasionally</b>			164	13.9%				
	<b>4 Somewhat often</b>			222	18.8%				
	<b>5 Often</b>			350	29.6%				
	<b>6 Very often</b>			211	17.9%				
<b>Total</b>				1182	100.0%				



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only</b>	<b>1 Never</b>					55	2.4%	51	7.1%
	<b>2 Rarely</b>					259	11.5%	123	17.1%
	<b>3 Occasionally</b>					464	20.5%	183	25.4%
	<b>4 Somewhat often</b>					350	15.5%	115	16.0%
	<b>5 Often</b>					640	28.3%	148	20.7%
	<b>6 Very often</b>					491	21.8%	99	13.8%
<b>Total</b>						2258	100.0%	718	100.0%
<b>Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only</b>	<b>1 Never</b>	7	0.4%	23	1.9%				
	<b>2 Rarely</b>	83	5.0%	81	6.8%				
	<b>3 Occasionally</b>	226	13.8%	162	13.5%				
	<b>4 Somewhat often</b>	499	30.3%	252	21.0%				
	<b>5 Often</b>	588	35.7%	406	33.8%				
	<b>6 Very often</b>	243	14.8%	276	23.0%				
<b>Total</b>		1647	100.0%	1200	100.0%				
<b>Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives</b>	<b>1 Never</b>	1	0.2%			60	2.6%	23	3.1%
	<b>2 Rarely</b>	21	2.6%			160	7.1%	52	7.2%
	<b>3 Occasionally</b>	74	9.4%			276	12.2%	63	8.8%
	<b>4 Somewhat often</b>	180	22.9%			389	17.2%	116	16.1%
	<b>5 Often</b>	276	35.0%			649	28.6%	206	28.7%
	<b>6 Very often</b>	236	29.9%			734	32.4%	259	36.1%
<b>Total</b>		789	100.0%			2268	100.0%	719	100.0%
<b>Frequency in past year - Opportunities for active participation in lecture and discussion classes</b>	<b>1 Never</b>	6	0.7%	7	0.6%				
	<b>2 Rarely</b>	9	1.1%	18	1.5%				
	<b>3 Occasionally</b>	46	5.3%	41	3.4%				
	<b>4 Somewhat often</b>	153	17.7%	104	8.8%				
	<b>5 Often</b>	352	40.7%	468	39.3%				
	<b>6 Very often</b>	299	34.6%	554	46.5%				
<b>Total</b>		866	100.0%	1191	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work</b>	<b>1 Never</b>	13	0.8%	14	1.1%	107	4.8%	41	5.8%
	<b>2 Rarely</b>	52	3.2%	50	4.1%	296	13.1%	96	13.5%
	<b>3 Occasionally</b>	205	12.4%	108	9.0%	379	16.8%	123	17.2%
	<b>4 Somewhat often</b>	340	20.5%	179	14.9%	392	17.4%	133	18.6%
	<b>5 Often</b>	587	35.4%	391	32.5%	610	27.0%	187	26.2%
	<b>6 Very often</b>	460	27.8%	460	38.3%	474	21.0%	133	18.6%
<b>Total</b>		1657	100.0%	1201	100.0%	2258	100.0%	713	100.0%
<b>Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions</b>	<b>1 Never</b>	40	2.4%	32	2.6%	63	2.8%	27	3.7%
	<b>2 Rarely</b>	150	9.1%	84	7.0%	198	8.7%	75	10.3%
	<b>3 Occasionally</b>	308	18.6%	168	14.0%	335	14.7%	116	16.0%
	<b>4 Somewhat often</b>	398	24.1%	228	19.0%	297	13.1%	102	14.1%
	<b>5 Often</b>	520	31.4%	407	33.9%	639	28.1%	195	26.9%
	<b>6 Very often</b>	239	14.4%	283	23.5%	743	32.7%	209	28.9%
<b>Total</b>		1654	100.0%	1202	100.0%	2275	100.0%	724	100.0%
<b>Frequency in past year - Faculty maintaining respectful interactions</b>	<b>1 Never</b>	4	0.3%	8	0.6%				
	<b>2 Rarely</b>	6	0.4%	14	1.2%				
	<b>3 Occasionally</b>	47	2.8%	35	2.9%				
	<b>4 Somewhat often</b>	193	11.7%	109	9.0%				
	<b>5 Often</b>	715	43.1%	494	41.0%				
	<b>6 Very often</b>	691	41.7%	545	45.2%				
<b>Total</b>		1656	100.0%	1205	100.0%				
<b>Frequency in past year- An instructor who was intentionally inclusive in the topics/authors/theories covered</b>	<b>1 Never</b>	21	1.3%	28	2.4%				
	<b>2 Rarely</b>	49	3.1%	76	6.6%				
	<b>3 Occasionally</b>	155	9.6%	126	10.9%				
	<b>4 Somewhat often</b>	334	20.8%	203	17.6%				
	<b>5 Often</b>	604	37.6%	373	32.3%				
	<b>6 Very often</b>	443	27.6%	348	30.2%				
<b>Total</b>		1607	100.0%	1155	100.0%				

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in past year - Staff at UVA treating graduate/professional students with respect</b>	<b>1 Never</b>	3	0.2%	5	0.4%				
	<b>2 Rarely</b>	9	0.5%	11	0.9%				
	<b>3 Occasionally</b>	51	3.1%	39	3.3%				
	<b>4 Somewhat often</b>	143	8.7%	91	7.5%				
	<b>5 Often</b>	686	41.5%	443	36.7%				
	<b>6 Very often</b>	760	46.0%	617	51.2%				
<b>Total</b>		1652	100.0%	1206	100.0%				
<b>Frequency in past year - Graduate/professional students treating staff with respect</b>	<b>1 Never</b>	3	0.2%	3	0.2%				
	<b>2 Rarely</b>	14	0.8%	5	0.4%				
	<b>3 Occasionally</b>	66	4.0%	31	2.6%				
	<b>4 Somewhat often</b>	241	14.6%	103	8.7%				
	<b>5 Often</b>	786	47.7%	508	42.5%				
	<b>6 Very often</b>	539	32.7%	544	45.6%				
<b>Total</b>		1648	100.0%	1193	100.0%				
<b>Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice</b>	<b>1 Never</b>	186	11.5%	239	21.0%				
	<b>2 Rarely</b>	190	11.8%	159	14.0%				
	<b>3 Occasionally</b>	251	15.5%	164	14.4%				
	<b>4 Somewhat often</b>	295	18.3%	152	13.3%				
	<b>5 Often</b>	373	23.1%	209	18.4%				
	<b>6 Very often</b>	319	19.8%	215	18.9%				
<b>Total</b>		1614	100.0%	1137	100.0%				

		<b>UVA Affiliation</b>	
		<b>2.00 Grad</b>	
		<b>wN</b>	<b>w%</b>
<b>Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings</b>	<b>1 Not at all</b>	81	8.0%
	<b>2 Somewhat</b>	213	21.1%
	<b>3 A little</b>	317	31.4%
	<b>4 Very much</b>	399	39.5%
<b>Total</b>		1011	100.0%
<b>Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Understanding the norms of ethical behavior for my profession</b>	<b>1 Not at all</b>	75	7.5%
	<b>2 Somewhat</b>	158	15.7%
	<b>3 A little</b>	306	30.4%
	<b>4 Very much</b>	468	46.4%
<b>Total</b>		1009	100.0%
<b>Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds</b>	<b>1 Not at all</b>	109	10.9%
	<b>2 Somewhat</b>	198	19.7%
	<b>3 A little</b>	252	25.1%
	<b>4 Very much</b>	446	44.4%
<b>Total</b>		1005	100.0%
<b>Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers</b>	<b>1 Not at all</b>	41	4.1%
	<b>2 Somewhat</b>	148	14.7%
	<b>3 A little</b>	280	27.8%
	<b>4 Very much</b>	539	53.5%
<b>Total</b>		1007	100.0%
<b>Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being able to incorporate concepts of privilege or social justice in my work/research/teaching</b>	<b>1 Not at all</b>	200	19.9%
	<b>2 Somewhat</b>	194	19.3%
	<b>3 A little</b>	256	25.5%
	<b>4 Very much</b>	356	35.4%
<b>Total</b>		1007	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my citizenship status are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	11	0.7%	17	1.5%	21	1.1%	7	1.3%
	<b>2 Disagree</b>	5	0.3%	17	1.5%	33	1.8%	3	0.5%
	<b>3 Somewhat disagree</b>	25	1.6%	32	2.8%	59	3.2%	11	2.0%
	<b>4 Somewhat agree</b>	75	4.8%	84	7.3%	135	7.2%	36	6.5%
	<b>5 Agree</b>	446	28.8%	332	29.0%	703	37.8%	143	26.0%
	<b>6 Strongly agree</b>	985	63.7%	664	58.0%	907	48.8%	351	63.6%
<b>Total</b>		1545	100.0%	1145	100.0%	1857	100.0%	551	100.0%
<b>Individuals with a disability or impairment like mine are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	8	2.0%	9	2.9%	9	1.6%	4	3.8%
	<b>2 Disagree</b>	18	4.3%	10	3.2%	14	2.5%	4	3.7%
	<b>3 Somewhat disagree</b>	32	7.6%	13	4.4%	35	6.4%	5	4.5%
	<b>4 Somewhat agree</b>	85	20.0%	52	17.4%	113	20.4%	20	19.3%
	<b>5 Agree</b>	150	35.0%	135	45.2%	261	47.2%	48	45.6%
	<b>6 Strongly agree</b>	133	31.1%	81	26.9%	122	22.0%	24	23.1%
<b>Total</b>		427	100.0%	300	100.0%	554	100.0%	105	100.0%
<b>Individuals of my gender or gender identity are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	14	0.9%	23	2.0%	18	0.9%	7	1.3%
	<b>2 Disagree</b>	23	1.5%	18	1.6%	39	2.1%	7	1.3%
	<b>3 Somewhat disagree</b>	45	2.8%	36	3.1%	90	4.8%	12	2.2%
	<b>4 Somewhat agree</b>	173	11.0%	116	10.1%	252	13.3%	67	12.1%
	<b>5 Agree</b>	597	38.1%	422	36.9%	836	44.2%	193	34.9%
	<b>6 Strongly agree</b>	715	45.6%	531	46.3%	657	34.7%	267	48.2%
<b>Total</b>		1567	100.0%	1146	100.0%	1891	100.0%	553	100.0%
<b>Individuals of my military service status are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	6	1.0%	6	1.6%	15	2.3%	3	1.7%
	<b>2 Disagree</b>			2	0.5%	9	1.4%	2	1.0%
	<b>3 Somewhat disagree</b>	9	1.7%	5	1.6%	24	3.6%	2	1.3%
	<b>4 Somewhat agree</b>	58	10.6%	36	10.4%	79	11.9%	16	9.1%
	<b>5 Agree</b>	225	41.2%	131	37.7%	304	46.2%	62	35.2%
	<b>6 Strongly agree</b>	249	45.6%	167	48.2%	228	34.6%	92	51.6%
<b>Total</b>		546	100.0%	347	100.0%	659	100.0%	177	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my national origin are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	16	1.1%	19	1.7%	26	1.4%	11	2.1%
	<b>2 Disagree</b>	30	2.0%	20	1.8%	25	1.4%	6	1.1%
	<b>3 Somewhat disagree</b>	47	3.1%	35	3.2%	54	2.9%	17	3.1%
	<b>4 Somewhat agree</b>	129	8.6%	108	9.6%	151	8.3%	42	7.8%
	<b>5 Agree</b>	423	28.1%	335	30.0%	714	39.2%	147	27.2%
	<b>6 Strongly agree</b>	860	57.1%	599	53.7%	850	46.7%	318	58.7%
<b>Total</b>		1506	100.0%	1116	100.0%	1818	100.0%	541	100.0%
<b>Individuals of my political beliefs are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	59	3.7%	57	5.0%	105	5.6%	15	2.7%
	<b>2 Disagree</b>	100	6.3%	48	4.2%	124	6.6%	26	4.6%
	<b>3 Somewhat disagree</b>	136	8.5%	75	6.6%	163	8.7%	24	4.4%
	<b>4 Somewhat agree</b>	249	15.6%	169	14.9%	300	15.9%	101	18.3%
	<b>5 Agree</b>	569	35.6%	449	39.5%	740	39.3%	201	36.4%
	<b>6 Strongly agree</b>	484	30.3%	338	29.8%	449	23.9%	185	33.5%
<b>Total</b>		1597	100.0%	1136	100.0%	1880	100.0%	552	100.0%
<b>Individuals of my race are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	37	2.3%	41	3.6%	46	2.4%	20	3.6%
	<b>2 Disagree</b>	49	3.1%	44	3.7%	71	3.7%	19	3.4%
	<b>3 Somewhat disagree</b>	116	7.2%	52	4.4%	133	7.0%	24	4.3%
	<b>4 Somewhat agree</b>	200	12.5%	144	12.4%	232	12.1%	46	8.4%
	<b>5 Agree</b>	500	31.2%	351	30.1%	676	35.3%	140	25.3%
	<b>6 Strongly agree</b>	700	43.7%	534	45.8%	755	39.5%	304	55.1%
<b>Total</b>		1602	100.0%	1166	100.0%	1913	100.0%	552	100.0%
<b>Individuals of my religious or spiritual beliefs are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	20	1.3%	27	2.4%	35	2.0%	14	2.6%
	<b>2 Disagree</b>	37	2.4%	33	3.0%	64	3.5%	15	2.9%
	<b>3 Somewhat disagree</b>	106	7.0%	55	5.0%	147	8.2%	56	10.8%
	<b>4 Somewhat agree</b>	229	15.2%	179	16.2%	358	19.9%	95	18.3%
	<b>5 Agree</b>	642	42.7%	437	39.6%	775	43.0%	175	33.9%
	<b>6 Strongly agree</b>	470	31.3%	374	33.8%	421	23.4%	162	31.5%
<b>Total</b>		1503	100.0%	1105	100.0%	1800	100.0%	516	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my sexual orientation are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	15	1.0%	26	2.3%	20	1.1%	8	1.4%
	<b>2 Disagree</b>	16	1.0%	15	1.3%	20	1.1%	9	1.6%
	<b>3 Somewhat disagree</b>	40	2.5%	25	2.2%	64	3.5%	9	1.7%
	<b>4 Somewhat agree</b>	131	8.4%	80	7.1%	179	9.8%	30	5.5%
	<b>5 Agree</b>	510	32.6%	368	32.3%	773	42.1%	159	29.5%
	<b>6 Strongly agree</b>	854	54.5%	625	54.8%	778	42.4%	325	60.3%
<b>Total</b>		1566	100.0%	1139	100.0%	1834	100.0%	539	100.0%
<b>Individuals of my socioeconomic status are respected in Charlottesville</b>	<b>1 Strongly disagree</b>	27	1.7%	24	2.1%	34	1.8%	5	0.9%
	<b>2 Disagree</b>	24	1.5%	33	2.9%	67	3.5%	6	1.0%
	<b>3 Somewhat disagree</b>	86	5.4%	55	4.7%	112	5.9%	11	2.1%
	<b>4 Somewhat agree</b>	157	9.8%	124	10.7%	295	15.5%	24	4.4%
	<b>5 Agree</b>	600	37.5%	444	38.0%	823	43.3%	199	35.8%
	<b>6 Strongly agree</b>	708	44.2%	486	41.6%	572	30.1%	310	55.9%
<b>Total</b>		1601	100.0%	1166	100.0%	1901	100.0%	556	100.0%
<b>Agreement that local residents think UVA is - Caring</b>	<b>1 Strongly disagree</b>	56	4.2%	34	3.6%	53	2.7%	36	5.9%
	<b>2 Disagree</b>	127	9.6%	70	7.5%	132	6.7%	104	17.1%
	<b>3 Somewhat disagree</b>	170	13.0%	92	9.7%	295	14.9%	128	20.9%
	<b>4 Somewhat agree</b>	322	24.6%	251	26.7%	626	31.7%	179	29.2%
	<b>5 Agree</b>	508	38.7%	363	38.6%	719	36.4%	132	21.6%
	<b>6 Strongly agree</b>	130	9.9%	130	13.9%	151	7.6%	32	5.3%
<b>Total</b>		1313	100.0%	940	100.0%	1976	100.0%	612	100.0%
<b>Agreement that local residents think UVA is - Safe</b>	<b>1 Strongly disagree</b>	19	1.4%	30	3.2%	24	1.2%	17	2.7%
	<b>2 Disagree</b>	85	6.4%	40	4.2%	134	6.7%	55	8.8%
	<b>3 Somewhat disagree</b>	140	10.6%	87	9.3%	249	12.5%	98	15.8%
	<b>4 Somewhat agree</b>	345	26.2%	228	24.2%	656	33.0%	188	30.3%
	<b>5 Agree</b>	570	43.3%	409	43.3%	770	38.7%	210	33.9%
	<b>6 Strongly agree</b>	158	12.0%	149	15.8%	157	7.9%	52	8.4%
<b>Total</b>		1316	100.0%	944	100.0%	1990	100.0%	621	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement that local residents think UVA is - Cooperative</b>	<b>1 Strongly disagree</b>	44	3.3%	33	3.5%	39	2.0%	30	4.9%
	<b>2 Disagree</b>	124	9.4%	48	5.1%	135	6.8%	88	14.3%
	<b>3 Somewhat disagree</b>	193	14.7%	109	11.6%	304	15.4%	125	20.5%
	<b>4 Somewhat agree</b>	332	25.3%	226	24.0%	668	34.0%	186	30.3%
	<b>5 Agree</b>	497	37.7%	376	40.0%	683	34.7%	150	24.5%
	<b>6 Strongly agree</b>	126	9.6%	147	15.7%	139	7.1%	33	5.4%
<b>Total</b>		1316	100.0%	940	100.0%	1966	100.0%	613	100.0%
<b>Agreement that local residents think UVA is - Elitist</b>	<b>1 Strongly disagree</b>	25	1.9%	9	1.0%	26	1.3%	3	0.4%
	<b>2 Disagree</b>	96	7.3%	47	5.0%	90	4.6%	14	2.3%
	<b>3 Somewhat disagree</b>	83	6.3%	51	5.4%	98	5.0%	21	3.4%
	<b>4 Somewhat agree</b>	212	16.1%	180	18.9%	358	18.4%	118	18.9%
	<b>5 Agree</b>	343	26.1%	331	34.6%	681	34.9%	228	36.8%
	<b>6 Strongly agree</b>	553	42.2%	336	35.2%	697	35.8%	237	38.2%
<b>Total</b>		1312	100.0%	955	100.0%	1949	100.0%	621	100.0%
<b>Agreement that local residents think UVA is - Hostile</b>	<b>1 Strongly disagree</b>	166	12.6%	141	15.1%	249	12.8%	64	10.6%
	<b>2 Disagree</b>	433	33.1%	318	33.9%	795	40.7%	190	31.2%
	<b>3 Somewhat disagree</b>	330	25.2%	246	26.3%	530	27.2%	178	29.1%
	<b>4 Somewhat agree</b>	229	17.5%	130	13.9%	252	12.9%	114	18.7%
	<b>5 Agree</b>	119	9.1%	50	5.4%	96	4.9%	42	6.9%
	<b>6 Strongly agree</b>	32	2.5%	51	5.4%	29	1.5%	22	3.6%
<b>Total</b>		1310	100.0%	936	100.0%	1952	100.0%	610	100.0%
<b>Agreement that local residents think UVA is - Dangerous</b>	<b>1 Strongly disagree</b>	208	15.8%	206	21.9%	371	18.9%	101	16.3%
	<b>2 Disagree</b>	551	41.9%	385	40.8%	872	44.3%	262	42.4%
	<b>3 Somewhat disagree</b>	321	24.4%	219	23.2%	455	23.1%	145	23.5%
	<b>4 Somewhat agree</b>	156	11.9%	81	8.5%	198	10.0%	79	12.9%
	<b>5 Agree</b>	61	4.6%	33	3.5%	60	3.0%	18	2.9%
	<b>6 Strongly agree</b>	18	1.4%	20	2.1%	14	0.7%	12	2.0%
<b>Total</b>		1314	100.0%	944	100.0%	1970	100.0%	617	100.0%



		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement that local residents think UVA is - Fair</b>	<b>1 Strongly disagree</b>	42	3.2%	35	3.8%	50	2.6%	30	4.9%
	<b>2 Disagree</b>	111	8.5%	49	5.2%	148	7.6%	64	10.6%
	<b>3 Somewhat disagree</b>	225	17.2%	155	16.5%	362	18.6%	144	23.7%
	<b>4 Somewhat agree</b>	394	30.2%	298	31.8%	727	37.3%	203	33.4%
	<b>5 Agree</b>	460	35.3%	309	32.9%	577	29.6%	146	24.1%
	<b>6 Strongly agree</b>	73	5.6%	93	9.9%	84	4.3%	20	3.3%
<b>Total</b>		1305	100.0%	939	100.0%	1948	100.0%	608	100.0%
<b>Agreement that local residents think UVA is - Inclusive</b>	<b>1 Strongly disagree</b>	80	6.1%	61	6.5%	93	4.8%	59	9.6%
	<b>2 Disagree</b>	195	14.9%	90	9.6%	202	10.4%	127	20.5%
	<b>3 Somewhat disagree</b>	263	20.1%	167	17.8%	377	19.5%	136	22.0%
	<b>4 Somewhat agree</b>	312	23.8%	283	30.1%	598	30.8%	160	25.9%
	<b>5 Agree</b>	379	28.9%	239	25.5%	544	28.0%	101	16.3%
	<b>6 Strongly agree</b>	82	6.3%	99	10.5%	126	6.5%	35	5.6%
<b>Total</b>		1311	100.0%	939	100.0%	1940	100.0%	618	100.0%
<b>Agreement that local residents think UVA is - Detached</b>	<b>1 Strongly disagree</b>	101	7.8%	89	9.7%	127	6.6%	25	4.1%
	<b>2 Disagree</b>	278	21.4%	178	19.2%	409	21.1%	64	10.7%
	<b>3 Somewhat disagree</b>	213	16.4%	178	19.3%	322	16.6%	73	12.1%
	<b>4 Somewhat agree</b>	293	22.6%	220	23.7%	507	26.2%	176	29.2%
	<b>5 Agree</b>	262	20.2%	172	18.5%	409	21.2%	188	31.3%
	<b>6 Strongly agree</b>	150	11.6%	89	9.7%	161	8.3%	75	12.5%
<b>Total</b>		1297	100.0%	926	100.0%	1935	100.0%	601	100.0%
<b>Agreement that local residents think UVA is - Uncaring</b>	<b>1 Strongly disagree</b>	143	10.9%	139	15.1%	235	12.1%	49	8.1%
	<b>2 Disagree</b>	386	29.6%	282	30.5%	591	30.5%	117	19.2%
	<b>3 Somewhat disagree</b>	315	24.1%	231	25.0%	468	24.1%	153	25.2%
	<b>4 Somewhat agree</b>	248	19.0%	136	14.7%	415	21.4%	145	23.9%
	<b>5 Agree</b>	143	11.0%	79	8.6%	158	8.2%	98	16.0%
	<b>6 Strongly agree</b>	70	5.4%	56	6.1%	74	3.8%	46	7.6%
<b>Total</b>		1305	100.0%	923	100.0%	1942	100.0%	609	100.0%

		<b>UVA Affiliation</b>	
		<b>2.00 Grad</b>	
		<b>wN</b>	<b>w%</b>
<b>How would you rate the following amenities provided by UVA? - Space available for social interactions for students in your program (e.g., lunch room)</b>	<b>1 Poor</b>	108	11.8%
	<b>2 Average</b>	183	19.9%
	<b>3 Good</b>	361	39.3%
	<b>4 Excellent</b>	265	28.9%
<b>Total</b>		917	100.0%
<b>How would you rate the following amenities provided by UVA? - Departmental social activities</b>	<b>1 Poor</b>	67	7.4%
	<b>2 Average</b>	189	20.9%
	<b>3 Good</b>	377	41.6%
	<b>4 Excellent</b>	272	30.1%
<b>Total</b>		905	100.0%
<b>How would you rate the following amenities provided by UVA? - Health insurance</b>	<b>1 Poor</b>	65	9.1%
	<b>2 Average</b>	175	24.5%
	<b>3 Good</b>	290	40.7%
	<b>4 Excellent</b>	183	25.7%
<b>Total</b>		713	100.0%
<b>How would you rate the following amenities provided by UVA? - Health services</b>	<b>1 Poor</b>	37	4.6%
	<b>2 Average</b>	163	20.5%
	<b>3 Good</b>	344	43.4%
	<b>4 Excellent</b>	250	31.5%
<b>Total</b>		793	100.0%
<b>How would you rate the following amenities provided by UVA? - University-provided child care facilities or child/elder care support</b>	<b>1 Poor</b>	50	32.7%
	<b>2 Average</b>	22	14.3%
	<b>3 Good</b>	44	29.0%
	<b>4 Excellent</b>	37	24.0%
<b>Total</b>		153	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Respondent's parenting or caregiving responsibility</b>	<b>1.00 Caregiving responsibility- Parenting</b>	55	3.3%	122	10.1%	951	40.7%	395	51.5%
	<b>2.00 Caregiving responsibility- Caregiving (elder, familial, other)</b>	36	2.2%	57	4.7%	290	12.4%	79	10.3%
	<b>3.00 No caregiving responsibility</b>	1595	95.1%	1041	86.0%	1210	51.7%	333	43.4%
<b>Total</b>		1678	100.0%	1211	100.0%	2339	100.0%	769	100.0%

		UVA Affiliation	
		wN	w%
<b>Effects of Parenting or Caregiving Responsibilities</b>	<b>1.00 Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver</b>	72	57.2%
	<b>2.00 Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work</b>	51	40.4%
	<b>3.00 Advisor has been supportive of my need to balance work and parenting/caregiving</b>	54	43.2%
	<b>4.00 Daily schedule is flexible which is helpful for my parenting/caregiving</b>	47	38.0%
	<b>5.00 My educational and career timing has meshed well with my timing for parenting/caregiving</b>	34	27.5%
	<b>6.00 My department has been supportive of my need to balance work and parenting/caregiving</b>	41	32.5%
	<b>7.00 Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently</b>	55	43.7%
	<b>8.00 I am able to satisfactorily balance my program work and parenting/caregiving</b>	57	45.2%
<b>Total</b>		125	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Satisfaction with UVA's efforts to: Provide assistance to individuals in the UVA community/students when they see or experience unethical or disrespectful acts</b>	<b>1 Very dissatisfied</b>	45	4.6%	59	6.7%	56	3.0%	38	6.3%
	<b>2 Dissatisfied</b>	116	11.7%	65	7.3%	101	5.3%	62	10.3%
	<b>3 Somewhat dissatisfied</b>	80	8.1%	97	10.9%	189	10.0%	86	14.2%
	<b>4 Somewhat satisfied</b>	173	17.5%	198	22.2%	558	29.5%	169	28.0%
	<b>5 Satisfied</b>	469	47.4%	355	39.8%	765	40.4%	186	30.7%
	<b>6 Very satisfied</b>	106	10.7%	117	13.2%	225	11.9%	63	10.5%
<b>Total</b>		989	100.0%	892	100.0%	1892	100.0%	606	100.0%
<b>Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts</b>	<b>1 Very dissatisfied</b>	32	3.2%	42	4.5%	41	2.1%	29	4.7%
	<b>2 Dissatisfied</b>	91	9.0%	52	5.5%	59	3.0%	38	6.1%
	<b>3 Somewhat dissatisfied</b>	61	6.0%	76	8.1%	154	7.9%	82	13.1%
	<b>4 Somewhat satisfied</b>	165	16.4%	218	23.3%	502	25.7%	160	25.6%
	<b>5 Satisfied</b>	490	48.6%	396	42.3%	871	44.6%	223	35.7%
	<b>6 Very satisfied</b>	170	16.9%	152	16.3%	329	16.8%	92	14.8%
<b>Total</b>		1009	100.0%	935	100.0%	1956	100.0%	625	100.0%
<b>Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community</b>	<b>1 Very dissatisfied</b>	88	6.6%	81	8.8%	82	4.3%	53	8.7%
	<b>2 Dissatisfied</b>	154	11.5%	85	9.3%	123	6.4%	82	13.5%
	<b>3 Somewhat dissatisfied</b>	224	16.7%	129	14.1%	262	13.6%	106	17.5%
	<b>4 Somewhat satisfied</b>	378	28.3%	193	21.1%	524	27.3%	153	25.1%
	<b>5 Satisfied</b>	376	28.1%	296	32.3%	705	36.7%	166	27.2%
	<b>6 Very satisfied</b>	115	8.6%	132	14.4%	222	11.6%	49	8.0%
<b>Total</b>		1335	100.0%	917	100.0%	1917	100.0%	609	100.0%

		UVA Affiliation							
		1.00 Undergrad		2.00 Grad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion</b>	<b>1 Very dissatisfied</b>	111	8.4%	94	10.6%	78	4.2%	43	6.9%
	<b>2 Dissatisfied</b>	149	11.2%	75	8.5%	124	6.7%	86	13.8%
	<b>3 Somewhat dissatisfied</b>	205	15.4%	123	13.9%	212	11.5%	85	13.6%
	<b>4 Somewhat satisfied</b>	341	25.6%	198	22.4%	525	28.4%	170	27.2%
	<b>5 Satisfied</b>	403	30.2%	273	30.9%	684	37.0%	175	28.1%
	<b>6 Very satisfied</b>	124	9.3%	120	13.6%	224	12.1%	64	10.3%
<b>Total</b>		1333	100.0%	883	100.0%	1848	100.0%	623	100.0%
<b>Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work</b>	<b>1 Very dissatisfied</b>	195	16.0%	96	12.8%	159	8.8%	144	25.1%
	<b>2 Dissatisfied</b>	166	13.7%	56	7.5%	174	9.7%	111	19.3%
	<b>3 Somewhat dissatisfied</b>	177	14.6%	92	12.2%	290	16.1%	85	14.8%
	<b>4 Somewhat satisfied</b>	274	22.6%	160	21.4%	496	27.5%	101	17.6%
	<b>5 Satisfied</b>	315	25.9%	250	33.4%	527	29.3%	103	17.9%
	<b>6 Very satisfied</b>	88	7.3%	95	12.7%	155	8.6%	31	5.4%
<b>Total</b>		1216	100.0%	747	100.0%	1802	100.0%	576	100.0%