

Appendix F: Results by University Affiliation – Wise 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 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, and undergraduate 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		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Primary work location	2 Wise	119	100.0%	122	100.0%	52	100.0%
Total		119	100.0%	122	100.0%	52	100.0%
Age range	2 18-25	104	87.5%	5	4.2%	0	0.9%
	3 26-33	12	10.2%	21	17.6%	6	11.1%
	4 34-41	1	1.1%	26	21.6%	8	15.8%
	5 42-49	1	0.4%	20	16.1%	12	23.0%
	6 50-57			25	20.6%	14	26.9%
	7 58-65	1	0.8%	23	18.7%	7	13.9%
	8 Over 65			2	1.3%	4	8.3%
Total		119	100.0%	122	100.0%	52	100.0%
Are you a U.S. Citizen, Permanent Resident, or DACA eligible?	1 Yes	117	98.3%	122	100.0%	49	95.5%
	2 No	2	1.7%			2	4.5%
Total		119	100.0%	122	100.0%	52	100.0%
Temporary Visa Holder (such as F-1, J-1, H1-B, and U)	1 Yes	1	1.0%			1	3.3%
	2 No	100	99.0%	105	100.0%	44	96.7%
Total		101	100.0%	105	100.0%	45	100.0%
Religion/spirituality	1.00 Agnostic	15	12.9%	4	3.2%	4	6.9%
	2.00 Atheist	10	8.5%	4	3.5%	7	13.1%
	4.00 Buddhist	0	0.3%	0	0.2%	1	1.8%
	5.00 Christian (Please specify)	69	58.4%	99	83.1%	32	62.5%
	8.00 Muslim (Please specify)	1	1.1%			1	2.5%
	11.00 Spiritual, but no religious affiliation	7	5.5%	11	9.4%	7	13.3%
	12.00 Not listed (Please specify)	3	2.4%	1	0.6%		
	13.00 No religious or spiritual preference	13	10.9%				
Total		119	100.0%	120	100.0%	50	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Educational experience of respondent's parent(s)/guardian(s) to the best of their knowledge	1 Neither parent/guardian attended any college	27	23.2%	62	51.5%	12	23.8%
	4 One or both parents/guardians attended some college, but neither has a four-year degree	37	31.6%	19	16.1%	15	29.0%
	5 One parent/guardian has a four-year degree	21	18.3%	10	8.4%	4	7.0%
	6 Both parents/guardians have a four-year degree	8	6.7%	15	12.4%	8	15.2%
	7 One parent/guardian has a graduate or professional degree	14	12.3%	5	4.6%	9	16.9%
	8 Both parents/guardians have a graduate or professional degree	9	8.0%	8	7.0%	4	8.2%
Total		117	100.0%	120	100.0%	52	100.0%
Childhood socioeconomic status	1 Poor	18	15.5%	7	6.0%	2	4.5%
	2 Low income	37	31.1%	36	30.1%	11	21.7%
	3 Middle class	46	39.0%	60	50.7%	31	61.3%
	4 Upper-middle class	17	14.4%	16	13.2%	6	12.5%
Total		119	100.0%	118	100.0%	51	100.0%
Current socioeconomic status	1 Poor	13	12.0%	3	2.2%		
	2 Low income	40	36.3%	28	23.8%	1	1.8%
	3 Middle class	38	34.0%	71	59.1%	39	76.0%
	4 Upper-middle class	20	17.7%	18	15.0%	10	18.7%
	5 Wealthy					2	3.5%
Total		111	100.0%	120	100.0%	52	100.0%
Are you currently the sole provider for your living and educational expenses?	1 Yes	31	25.8%				
	2 No	88	74.2%				
Total		119	100.0%				
Current household income in U.S. dollars	1 Below \$30,000	42	39.1%	15	12.3%	0	0.4%
	2 \$30,000 - \$69,999	32	29.8%	48	39.9%	15	29.2%
	3 \$70,000 - \$99,999	14	13.2%	31	25.6%	18	35.3%
	4 \$100,000 - \$249,999	18	16.5%	27	22.2%	16	32.4%
	5 \$250,000 - \$499,999	1	1.3%			0	0.9%
	6 \$500,000 or more					1	1.8%
Total		106	100.0%	120	100.0%	51	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Current relationship status	1 Single	61	51.3%	21	17.0%	6	11.9%
	2 In a casual relationship	7	6.1%	1	1.0%	1	1.2%
	3 In a serious relationship	40	33.8%	8	6.3%	3	4.9%
	4 Divorced			11	8.7%	3	5.4%
	5 Widow (partner/spouse deceased)					1	1.4%
	7 Married or remarried	11	8.8%	81	67.1%	37	71.5%
	8 Separated					0	0.9%
	9 Other relationship status not listed here (Please specify)					1	2.9%
	Total		119	100.0%	121	100.0%	52
Which of the following most closely describes your current housing?	1 UVA housing	44	36.7%				
	2 Independently in an apartment/house (with or without roommates)	36	30.6%				
	3 Living with family member/guardian	38	32.0%				
	5 Other (Please specify)	1	0.8%				
Total		119	100.0%				
Ways in which disabilities or impairments affect respondent	1.00 Disabilities or impairments that affect how you access or use UVA facilities	4	3.6%	6	4.7%	3	5.5%
	2.00 Disabilities or impairments that affect how you perform your work, read or study	16	13.5%	4	2.9%	2	4.6%
	3.00 Disabilities or impairments that affect how you process information or interact with others	10	8.0%				
	4.00 Disabilities or impairments that affect your use of digital technologies or interactions with online environments	4	3.2%			0	0.9%
	5.00 No disabilities or impairments	101	84.8%	113	93.9%	48	92.6%
Total		119	100.0%	121	100.0%	52	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Description of disability or impairment	1 Invisible (Not generally observable)	14	78.6%	7	75.1%	1	26.3%
	2 Visible (Generally observable)	1	6.3%	2	24.9%	1	36.0%
	3 I have both invisible and visible disabilities or impairments	3	15.2%			1	37.8%
Total		18	100.0%	9	100.0%	4	100.0%
Do you currently receive, or have you ever received, accommodations from the University for your disability or impairment?	1 Yes	6	34.8%	2	24.9%	1	38.8%
	2 No	12	65.2%	7	75.1%	2	61.2%
	Total	18	100.0%	9	100.0%	4	100.0%
Political orientation	1 Very liberal	5	4.5%	5	4.5%	5	10.6%
	2 Liberal	20	18.5%	17	14.8%	20	41.3%
	3 Slightly liberal	11	10.8%	8	6.5%	3	6.1%
	4 Moderate or middle of the road	36	34.1%	28	23.9%	8	15.8%
	5 Slightly conservative	7	6.5%	15	12.8%	3	6.4%
	6 Conservative	21	19.5%	36	31.1%	7	15.2%
	7 Very conservative	6	6.1%	8	6.5%	2	4.7%
Total		106	100.0%	116	100.0%	49	100.0%
Biological sex assigned at birth	1 Female	61	51.3%	69	57.1%	22	42.6%
	2 Male	58	48.7%	52	42.9%	30	57.4%
Total		119	100.0%	121	100.0%	52	100.0%
Current gender identity	1 Man	58	48.6%	51	43.0%	28	56.6%
	2 Woman	60	50.5%	68	57.0%	21	42.4%
	3 Trans Man	1	0.6%				
	4 Trans Woman	0	0.3%			0	0.9%
	8 Non-binary or Gender Non-conforming	0	0.0%				
Total		118	100.0%	120	100.0%	50	100.0%
Sexual orientation	1 Heterosexual or straight	94	79.6%	103	86.5%	47	95.1%
	2 Gay or lesbian	2	1.7%	5	4.3%		
	3 Bisexual	9	7.3%	2	1.9%	1	2.0%
	4 Questioning	2	1.4%			0	1.0%
	6 I wish to provide my own description	3	2.4%	3	2.9%		
	8 Pansexual	1	0.6%	1	1.2%		
	9 Asexual	8	7.0%	4	3.1%	1	1.9%
Total		117	100.0%	119	100.0%	50	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Racial/ethnic affiliation	1.00 Race/ethnicity- own description	1	0.9%	1	0.8%	3	6.1%
	2.00 Race/ethnicity- African American or Black	13	11.9%	4	3.6%		
	3.00 Race/ethnicity- American Indian or Alaska Native	0	0.1%	2	1.9%	1	2.0%
	4.00 Race/ethnicity- Asian American or Asian	2	2.0%	0	0.4%	3	5.8%
	5.00 Race/ethnicity- Hispanic or LatinX	2	1.5%	0	0.2%	0	1.0%
	6.00 Race/ethnicity- Middle Eastern or North African						
	7.00 Race/ethnicity- Native Hawaiian or Other Pacific Islander					1	2.0%
	8.00 Race/ethnicity- White or Caucasian	96	86.1%	116	96.2%	43	87.1%
Total		111	100.0%	121	100.0%	49	100.0%
Military or veteran status	1 I am currently serving	2	1.9%				
	2 I am no longer serving	1	0.7%	8	6.3%	5	10.1%
	3 I have never served	115	97.4%	113	93.7%	46	89.9%
Total		118	100.0%	121	100.0%	52	100.0%
Highest academic degree or professional credential completed	1 High school diploma or equivalency			19	16.4%		
	2 Associate's degree			13	10.7%	1	1.8%
	3 Bachelor's degree			34	28.6%	3	4.9%
	4 Master's degree			31	26.0%	11	21.0%
	5 Multiple Master's degrees			6	4.8%		
	6 Professional Master's (MEd, MPP, MPH, MBA, MFA, MLIS, etc.)			3	2.1%	4	8.4%
	10 Doctorate (PhD, EdD, etc.)			6	5.4%	31	60.8%
	11 Multiple doctoral degrees (MD/PhD, etc.)					1	1.4%
12 Professional credential			7	6.0%	1	1.8%	
Total			118	100.0%	52	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
What is the highest academic degree or professional credential that you plan to complete?	1 Bachelor's degree	31	28.6%				
	4 Professional Master's	4	3.6%				
	5 Master's degree	43	39.3%				
	6 Law degree	5	4.2%				
	7 Medical doctorate other than MD	4	4.1%				
	8 Medical doctorate (MD)	6	5.8%				
	9 Doctorate (PhD, EdD, etc.)	12	11.1%				
	10 Multiple doctoral degrees (MD/PhD, etc.)	2	2.2%				
	12 Professional Credential	1	1.1%				
Total		109	100.0%				
Individuals of my citizenship status are respected at UVA	1 Strongly disagree	5	4.8%	5	5.0%	0	0.5%
	2 Disagree	1	0.9%			1	1.5%
	3 Somewhat disagree	2	2.2%				
	4 Somewhat agree	3	2.9%	10	9.2%	1	1.3%
	5 Agree	30	29.4%	41	39.6%	17	38.0%
	6 Strongly agree	61	59.8%	48	46.2%	26	58.7%
Total		103	100.0%	104	100.0%	44	100.0%
Individuals with a disability or impairment like mine are respected at UVA	1 Strongly disagree			1	2.9%	0	1.3%
	2 Disagree	4	9.3%	2	4.9%		
	3 Somewhat disagree	2	6.0%	3	7.4%		
	4 Somewhat agree	3	7.1%	7	16.5%		
	5 Agree	14	36.3%	16	37.9%	11	65.1%
	6 Strongly agree	16	41.3%	13	30.4%	5	33.6%
Total		38	100.0%	43	100.0%	16	100.0%
Individuals of my gender or gender identity are respected at UVA	1 Strongly disagree	1	1.2%	5	4.6%	2	4.9%
	2 Disagree	1	1.3%	1	1.1%	2	3.4%
	3 Somewhat disagree	2	1.6%	5	4.6%	1	2.6%
	4 Somewhat agree	6	5.6%	9	7.8%	2	3.9%
	5 Agree	36	32.5%	52	47.0%	18	37.9%
	6 Strongly agree	64	57.8%	38	35.0%	22	47.4%
Total		110	100.0%	110	100.0%	48	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my military service status are respected at UVA	1 Strongly disagree	1	1.8%			0	1.1%
	2 Disagree			3	5.3%		
	3 Somewhat disagree			2	4.7%		
	4 Somewhat agree	3	6.9%	6	12.3%		
	5 Agree	18	38.6%	12	25.5%	9	47.3%
	6 Strongly agree	24	52.7%	25	52.2%	10	51.6%
Total		46	100.0%	47	100.0%	20	100.0%
Individuals of my national origin are respected at UVA	1 Strongly disagree	6	6.2%	5	5.1%	1	2.0%
	2 Disagree	1	0.6%	3	3.2%	1	1.3%
	3 Somewhat disagree	1	1.1%	1	1.1%	1	2.4%
	4 Somewhat agree	3	2.5%	9	8.8%	1	1.4%
	5 Agree	31	29.1%	42	41.6%	15	35.5%
	6 Strongly agree	64	60.6%	40	40.2%	25	57.4%
Total		105	100.0%	100	100.0%	43	100.0%
Individuals of my political beliefs are respected at UVA	1 Strongly disagree	7	6.8%	14	12.7%	2	3.7%
	2 Disagree	5	5.2%	7	6.2%	2	4.1%
	3 Somewhat disagree	16	15.6%	8	7.1%	7	14.1%
	4 Somewhat agree	8	7.8%	14	12.8%	6	12.5%
	5 Agree	36	34.3%	42	37.6%	17	34.8%
	6 Strongly agree	32	30.3%	27	23.6%	15	30.9%
Total		104	100.0%	113	100.0%	50	100.0%
Individuals of my race are respected at UVA	1 Strongly disagree	7	6.7%	8	7.1%	1	3.2%
	2 Disagree	1	0.6%			2	3.5%
	3 Somewhat disagree	5	4.4%	3	2.4%	1	2.4%
	4 Somewhat agree	4	3.8%	12	10.1%	1	2.7%
	5 Agree	35	31.3%	52	45.0%	13	28.8%
	6 Strongly agree	59	53.3%	41	35.3%	27	59.4%
Total		111	100.0%	115	100.0%	46	100.0%
Individuals of my religious or spiritual beliefs are respected at UVA	1 Strongly disagree	1	0.6%	10	9.0%	3	7.0%
	2 Disagree	9	9.0%	4	3.2%	5	12.3%
	3 Somewhat disagree	7	7.3%	8	6.9%	2	3.8%
	4 Somewhat agree	19	19.3%	17	14.9%	5	12.4%
	5 Agree	28	27.4%	48	41.6%	15	34.8%
	6 Strongly agree	37	36.4%	28	24.3%	13	29.8%
Total		101	100.0%	115	100.0%	44	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my sexual orientation are respected at UVA	1 Strongly disagree	0	0.4%	3	3.2%	0	0.5%
	2 Disagree	2	2.0%	2	1.9%	2	3.6%
	3 Somewhat disagree	1	1.1%	4	3.8%	1	2.0%
	4 Somewhat agree	9	8.5%	15	13.5%	0	0.5%
	5 Agree	28	28.0%	48	44.8%	17	38.8%
	6 Strongly agree	61	60.1%	35	32.8%	25	54.7%
Total		102	100.0%	108	100.0%	45	100.0%
Employees in my line of work are respected at UVA	1 Strongly disagree			7	6.4%		
	2 Disagree			4	3.8%		
	3 Somewhat disagree			13	11.5%		
	4 Somewhat agree			20	17.6%		
	5 Agree			39	34.3%		
	6 Strongly agree			30	26.4%		
Total				115	100.0%		
Faculty of my tenure status are respected at UVA	1 Strongly disagree					3	5.5%
	2 Disagree					3	7.1%
	3 Somewhat disagree					9	18.4%
	4 Somewhat agree					3	5.9%
	5 Agree					10	21.9%
	6 Strongly agree					19	41.3%
Total						47	100.0%
Students of my socioeconomic status are respected at UVA	1 Strongly disagree	2	1.9%				
	2 Disagree	3	2.6%				
	3 Somewhat disagree	7	6.2%				
	4 Somewhat agree	13	12.2%				
	5 Agree	36	34.9%				
	6 Strongly agree	44	42.3%				
Total		105	100.0%				
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	1 Strongly disagree	6	5.6%	8	6.6%	13	25.0%
	2 Disagree	8	7.0%	2	1.8%	5	9.8%
	3 Somewhat disagree	5	4.7%	5	4.2%	3	5.5%
	4 Somewhat agree	17	14.3%	23	19.6%	5	10.5%
	5 Agree	46	39.8%	58	50.5%	14	27.8%
	6 Strongly agree	33	28.6%	20	17.3%	11	21.4%
Total		116	100.0%	116	100.0%	51	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	1 Strongly disagree			7	5.9%	6	12.7%
	2 Disagree					2	3.0%
	3 Somewhat disagree			2	1.5%	2	4.1%
	4 Somewhat agree			11	9.6%	7	14.4%
	5 Agree			51	42.6%	11	22.5%
	6 Strongly agree			48	40.4%	22	43.3%
Total				119	100.0%	51	100.0%
Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	1 Never			5	4.3%	2	4.6%
	2 Rarely			5	4.8%	6	11.9%
	3 Occasionally			7	6.6%		
	4 Somewhat often			10	8.6%	4	8.3%
	5 Often			45	40.4%	13	26.0%
	6 Very often			39	35.3%	25	49.1%
Total				111	100.0%	50	100.0%
Frequency in the past year- students in similar circumstances being treated equitably by faculty	1 Never	5	4.3%				
	2 Rarely	3	2.9%				
	3 Occasionally	8	7.2%				
	4 Somewhat often	21	18.7%				
	5 Often	31	27.1%				
	6 Very often	45	39.8%				
Total	114	100.0%					
Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	1 Never			3	2.5%	2	4.6%
	2 Rarely			3	2.8%	2	4.9%
	3 Occasionally			6	5.4%	2	2.9%
	4 Somewhat often			9	7.4%	4	7.4%
	5 Often			46	38.1%	11	20.6%
	6 Very often			52	43.6%	30	59.7%
Total				120	100.0%	51	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1 Never			93	80.1%	36	70.0%
	2 Rarely			15	12.7%	9	16.9%
	3 Occasionally			4	3.0%	5	9.6%
	4 Somewhat often					0	0.3%
	5 Often			1	1.1%		
	6 Very often			4	3.2%	2	3.2%
Total				116	100.0%	51	100.0%

		UVA Affiliation						
		1.00 Undergrad		3.00 Staff		4.00 Faculty		
		wN	w%	wN	w%	wN	w%	
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never			82	70.6%	33	63.9%	
	2 Rarely			16	14.2%	8	15.4%	
	3 Occasionally			11	9.9%	3	6.2%	
	4 Somewhat often			3	2.3%	3	6.1%	
	5 Often			2	2.0%	3	5.3%	
	6 Very often			1	1.2%	2	3.2%	
Total				116	100.0%	51	100.0%	
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1 Never			102	87.9%	40	77.8%	
	2 Rarely			8	6.5%	7	14.2%	
	3 Occasionally			3	2.4%	2	3.6%	
	5 Often			2	2.0%	1	1.1%	
	6 Very often			1	1.2%	2	3.2%	
	Total				116	100.0%	51	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1 Never			99	84.8%	41	82.1%	
	2 Rarely			14	12.1%	9	17.9%	
	4 Somewhat often			1	1.2%			
	5 Often			2	2.0%			
	Total				116	100.0%	49	100.0%
	Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Gender or gender identity	1 Never			94	81.0%	35	68.5%
2 Rarely				11	9.9%	11	21.9%	
3 Occasionally				6	4.8%	1	2.1%	
4 Somewhat often				1	1.1%			
5 Often				2	2.0%			
6 Very often				1	1.2%	4	7.4%	
Total				116	100.0%	50	100.0%	
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1 Never			109	93.8%	40	81.7%	
	2 Rarely			3	2.5%	8	16.4%	
	3 Occasionally			3	2.3%			
	4 Somewhat often			0	0.4%	1	1.9%	
	5 Often			1	1.0%			
	Total				116	100.0%	49	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1 Never			110	94.2%	42	81.4%	
	2 Rarely			1	1.1%	5	10.7%	
	3 Occasionally			2	1.5%	2	3.6%	
	4 Somewhat often			1	0.5%			
	5 Often			1	0.7%	1	1.1%	
	6 Very often			2	2.1%	2	3.2%	
Total				116	100.0%	51	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	56	48.8%	60	52.7%	24	48.5%
	2 Rarely	19	16.6%	21	18.5%	10	19.7%
	3 Occasionally	13	11.8%	22	18.9%	7	13.7%
	4 Somewhat often	10	8.9%	6	5.0%	2	3.7%
	5 Often	5	4.7%	2	1.9%	3	5.4%
	6 Very often	10	9.1%	3	3.0%	5	9.0%
Total		114	100.0%	114	100.0%	50	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1 Never			103	88.8%	44	88.1%
	2 Rarely			6	5.1%	3	6.3%
	3 Occasionally			3	2.6%	1	1.3%
	4 Somewhat often			3	2.6%	2	4.3%
	6 Very often			1	0.9%		
Total				116	100.0%	49	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1 Never			102	87.9%	36	71.4%
	2 Rarely			8	6.5%	7	13.1%
	3 Occasionally			3	2.4%	3	5.2%
	4 Somewhat often			1	1.2%	4	7.1%
	6 Very often			2	2.1%	2	3.2%
Total				116	100.0%	51	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1 Never			98	84.0%	38	73.9%
	2 Rarely			9	7.9%	6	11.4%
	3 Occasionally			6	5.5%	3	6.1%
	4 Somewhat often			2	1.5%	2	4.1%
	5 Often					1	1.3%
	6 Very often			1	1.2%	2	3.2%
Total				116	100.0%	51	100.0%
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	1 Never			95	81.9%	33	64.6%
	2 Rarely			10	8.5%	5	9.2%
	3 Occasionally			7	6.0%	10	18.7%
	4 Somewhat often			2	1.6%	1	1.3%
	6 Very often			2	2.1%	3	6.2%
	Total				116	100.0%	51

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1 Never			96	82.2%	40	80.1%
	2 Rarely			11	9.1%	4	7.5%
	3 Occasionally			6	4.9%	2	3.6%
	4 Somewhat often			1	1.1%	2	4.2%
	5 Often			1	0.9%		
	6 Very often			2	1.8%	2	4.6%
Total				116	100.0%	50	100.0%
Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1 Never			100	86.0%	38	77.8%
	2 Rarely			6	4.9%	6	11.4%
	3 Occasionally			6	5.2%	3	6.5%
	4 Somewhat often			3	2.3%	2	4.3%
	5 Often						
	6 Very often			2	1.6%		
Total				116	100.0%	49	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1 Never	84	80.7%	80	73.1%	29	67.7%
	2 Rarely	9	8.7%	17	15.6%	7	16.8%
	3 Occasionally	9	8.5%	8	7.0%	7	15.6%
	4 Somewhat often	1	1.1%	0	0.4%		
	5 Often	1	1.1%	3	2.8%		
	6 Very often			1	1.0%		
Total		104	100.0%	109	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	77	74.6%	71	64.4%	24	55.3%
	2 Rarely	13	12.2%	22	19.9%	6	13.9%
	3 Occasionally	5	5.0%	12	10.6%	9	21.4%
	4 Somewhat often	7	6.4%	4	3.2%	2	4.9%
	5 Often	2	1.9%	1	0.7%	2	4.6%
	6 Very often			1	1.1%		
Total		104	100.0%	110	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1 Never	90	86.7%	91	82.0%	29	67.3%
	2 Rarely	10	9.2%	13	11.6%	2	4.8%
	3 Occasionally	3	2.5%	3	2.4%	9	21.0%
	4 Somewhat often	0	0.3%			3	6.9%
	5 Often	1	1.4%	1	0.7%		
	6 Very often			4	3.3%		
Total		104	100.0%	110	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1 Never	92	90.5%	84	77.8%	31	71.4%
	2 Rarely	6	6.3%	14	13.1%	6	13.9%
	3 Occasionally	2	1.5%	8	7.4%	6	14.8%
	4 Somewhat often	1	1.1%				
	5 Often	1	0.6%	1	0.7%		
	6 Very often			1	1.0%		
Total		102	100.0%	108	100.0%	44	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	88	84.6%	72	65.7%	21	49.2%
	2 Rarely	9	8.7%	21	19.4%	9	22.0%
	3 Occasionally	3	2.9%	12	11.1%	10	22.9%
	4 Somewhat often	1	1.2%	1	0.9%	2	4.9%
	5 Often	2	2.2%	1	0.7%		
	6 Very often	0	0.4%	2	2.2%	0	0.9%
Total		104	100.0%	109	100.0%	43	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1 Never	95	92.1%	104	95.2%	38	87.5%
	2 Rarely	7	6.4%	3	3.2%	4	9.2%
	3 Occasionally	1	1.1%	2	1.6%	0	1.1%
	4 Somewhat often	0	0.3%			1	2.2%
Total		103	100.0%	109	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - National origin	1 Never	93	90.1%	87	79.1%	29	66.9%
	2 Rarely	6	5.8%	15	13.2%	6	14.1%
	3 Occasionally	2	1.8%	4	3.6%	8	19.0%
	4 Somewhat often	1	0.9%	0	0.1%		
	5 Often	1	1.4%	3	2.9%		
	6 Very often			1	1.1%		
Total		104	100.0%	110	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	73	70.8%	69	62.6%	18	40.1%
	2 Rarely	16	15.7%	15	13.5%	6	13.6%
	3 Occasionally	6	6.3%	14	13.0%	9	21.0%
	4 Somewhat often	3	2.7%	4	3.4%	3	7.6%
	5 Often	1	1.4%	5	4.2%	4	8.1%
	6 Very often	3	3.1%	4	3.3%	4	9.5%
Total		103	100.0%	110	100.0%	45	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1 Never	91	87.4%	92	83.8%	34	77.8%
	2 Rarely	8	7.6%	14	12.4%	7	16.2%
	3 Occasionally	2	2.3%	4	3.7%	0	1.1%
	4 Somewhat often	2	2.2%			2	4.9%
	5 Often	1	0.6%				
Total		104	100.0%	109	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	1 Never	81	78.4%	76	68.4%	24	54.6%
	2 Rarely	10	9.5%	19	17.6%	6	13.3%
	3 Occasionally	3	2.9%	10	8.9%	4	10.2%
	4 Somewhat often	5	5.1%	0	0.1%	7	16.1%
	5 Often	1	0.9%	1	0.7%	2	4.8%
	6 Very often	3	3.1%	5	4.3%	0	0.9%
Total		103	100.0%	110	100.0%	44	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Relationship/marital status	1 Never	91	87.6%	90	82.6%	31	71.8%
	2 Rarely	9	8.4%	13	11.7%	6	13.9%
	3 Occasionally	2	1.9%	3	2.7%	3	8.0%
	4 Somewhat often	1	1.1%	3	2.3%	2	4.9%
	5 Often			1	0.7%		
	6 Very often	1	0.9%			1	1.5%
Total		104	100.0%	109	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1 Never	80	77.3%	81	73.4%	22	49.9%
	2 Rarely	14	13.4%	11	10.3%	10	22.6%
	3 Occasionally	6	5.9%	11	10.1%	5	10.7%
	4 Somewhat often	2	2.0%	1	1.2%	3	5.7%
	5 Often			2	1.6%	5	10.3%
	6 Very often	1	1.4%	4	3.3%	0	0.9%
Total		104	100.0%	110	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1 Never	87	84.6%	67	61.1%	26	59.3%
	2 Rarely	5	4.7%	21	19.5%	5	10.8%
	3 Occasionally	7	6.7%	16	14.3%	3	7.3%
	4 Somewhat often	2	1.6%	2	2.2%	3	6.7%
	5 Often	0	0.0%	1	0.7%	3	6.6%
	6 Very often	2	2.3%	2	2.2%	4	9.4%
Total		102	100.0%	109	100.0%	44	100.0%
Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1 Never	81	81.0%	82	73.8%	29	67.3%
	2 Rarely	14	14.1%	15	13.6%	7	15.4%
	3 Occasionally	3	3.2%	7	6.4%	6	12.7%
	4 Somewhat often	1	1.2%	5	4.4%		
	5 Often			1	0.7%	2	4.6%
	6 Very often	1	0.6%	1	1.1%		
Total		100	100.0%	110	100.0%	44	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1 Never	62	55.8%	76	67.1%	26	51.4%
	2 Rarely	20	18.3%	17	15.4%	9	17.7%
	3 Occasionally	18	16.4%	18	15.9%	9	17.3%
	4 Somewhat often	2	2.1%	1	1.0%	1	2.2%
	5 Often	2	2.0%	1	0.7%	4	7.1%
	6 Very often	6	5.4%			2	4.4%
Total		110	100.0%	113	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	32	29.0%	63	55.6%	16	30.9%
	2 Rarely	32	29.1%	17	15.1%	6	11.4%
	3 Occasionally	24	21.5%	26	23.2%	20	38.4%
	4 Somewhat often	8	7.0%	2	2.1%	5	8.9%
	5 Often	5	4.2%	3	2.9%	3	5.3%
	6 Very often	10	9.1%	1	1.1%	3	5.1%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Total		110	100.0%	114	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1 Never	74	67.3%	88	76.7%	27	53.1%
	2 Rarely	22	20.0%	9	8.1%	11	22.1%
	3 Occasionally	3	3.1%	15	13.4%	10	20.4%
	4 Somewhat often	3	2.6%			1	1.1%
	5 Often	1	1.3%	1	0.7%		
	6 Very often	6	5.8%	1	1.1%	2	3.2%
Total		110	100.0%	115	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1 Never	73	66.3%	78	70.9%	34	66.5%
	2 Rarely	23	21.0%	22	19.7%	10	19.7%
	3 Occasionally	6	5.2%	8	7.5%	5	9.1%
	4 Somewhat often	2	1.5%	1	1.1%	1	1.4%
	5 Often	1	0.9%	1	0.7%		
	6 Very often	6	5.1%			2	3.2%
Total		110	100.0%	110	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	42	38.1%	64	57.8%	20	40.3%
	2 Rarely	22	19.6%	17	15.1%	16	32.1%
	3 Occasionally	26	23.9%	22	19.6%	9	18.2%
	4 Somewhat often	8	7.2%	7	5.8%	3	5.4%
	5 Often	3	2.4%	2	1.6%		
	6 Very often	10	8.9%			2	4.2%
Total		110	100.0%	111	100.0%	49	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1 Never	86	77.7%	102	90.1%	40	83.5%
	2 Rarely	12	11.2%	5	4.5%	4	8.2%
	3 Occasionally	4	3.6%	4	3.3%	4	8.4%
	4 Somewhat often	1	0.5%	1	1.0%		
	5 Often	1	1.3%	1	1.1%		
	6 Very often	6	5.7%				
Total		110	100.0%	113	100.0%	48	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	1 Never	86	77.9%	90	80.2%	31	61.0%
	2 Rarely	12	10.6%	12	11.0%	10	19.5%
	3 Occasionally	2	2.1%	8	7.0%	8	15.1%
	4 Somewhat often	1	1.1%	1	1.1%	1	1.1%
	5 Often	3	2.4%	1	0.7%		
	6 Very often	7	5.9%			2	3.2%
Total		110	100.0%	112	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	27	24.3%	54	47.9%	15	29.9%
	2 Rarely	21	19.2%	11	9.7%	12	23.3%
	3 Occasionally	20	18.6%	27	24.3%	9	16.8%
	4 Somewhat often	14	12.8%	8	7.4%	3	5.8%
	5 Often	9	7.8%	8	7.5%	6	11.7%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
	6 Very often	19	17.3%	4	3.2%	6	12.6%
Total		110	100.0%	112	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1 Never	77	69.8%	94	83.7%	39	80.4%
	2 Rarely	19	16.9%	14	12.3%	4	7.4%
	3 Occasionally	3	3.1%	4	3.9%	6	12.2%
	4 Somewhat often	3	2.8%				
	5 Often	2	1.6%				
	6 Very often	6	5.8%				
Total		110	100.0%	112	100.0%	49	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	1 Never	56	50.3%	71	61.6%	25	48.3%
	2 Rarely	25	23.0%	15	12.8%	10	19.9%
	3 Occasionally	13	11.8%	20	17.1%	8	15.4%
	4 Somewhat often	5	4.7%	4	3.7%	2	3.0%
	5 Often	2	1.9%	3	2.8%	2	3.9%
	6 Very often	9	8.3%	2	2.0%	5	9.5%
Total		110	100.0%	115	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	1 Never	71	64.7%	88	77.2%	36	71.3%
	2 Rarely	17	15.1%	18	15.8%	7	13.6%
	3 Occasionally	8	6.8%	7	6.3%	3	5.9%
	4 Somewhat often	4	4.1%			3	6.1%
	5 Often	3	2.3%	1	0.7%		
	6 Very often	8	7.0%			2	3.2%
Total		110	100.0%	113	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	1 Never	46	42.0%	72	65.3%	24	47.0%
	2 Rarely	20	18.4%	17	15.4%	8	15.2%
	3 Occasionally	16	14.2%	12	11.1%	7	13.8%
	4 Somewhat often	7	6.4%	4	3.3%	7	13.1%
	5 Often	11	9.6%	3	3.1%	1	1.9%
	6 Very often	10	9.3%	2	1.9%	5	9.0%
Total		110	100.0%	110	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	1 Never	53	48.2%	60	52.9%	27	53.2%
	2 Rarely	22	20.2%	26	22.9%	9	17.9%
	3 Occasionally	14	12.3%	21	18.1%	5	9.0%
	4 Somewhat often	9	8.4%	3	3.1%	3	6.1%
	5 Often	2	1.8%	3	3.0%	2	4.4%
	6 Very often	10	9.1%			5	9.4%
Total		110	100.0%	113	100.0%	51	100.0%
Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: -	1 Never	59	53.0%	81	70.6%	28	55.0%
	2 Rarely	25	22.8%	21	17.9%	11	21.2%
	3 Occasionally	15	13.2%	9	7.6%	5	9.1%
	4 Somewhat often	3	2.7%	2	2.1%		

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Socioeconomic status	5 Often	1	1.2%	1	0.7%	3	6.4%
	6 Very often	8	7.0%	1	1.1%	4	8.2%
Total		110	100.0%	115	100.0%	51	100.0%

		UVA Affiliation	
		1.00 Undergrad	
		wN	w%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1 Never	70	60.6%
	2 Rarely	26	22.7%
	3 Occasionally	6	5.1%
	4 Somewhat often	6	5.0%
	5 Often	8	6.6%
	6 Very often	0	0.0%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms	1 Never	66	57.4%
	2 Rarely	24	20.4%
	3 Occasionally	9	8.1%
	4 Somewhat often	6	5.6%
	5 Often	7	6.3%
	6 Very often	2	2.1%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.00 Never	92	80.9%
	2.00 Rarely	9	7.6%
	3.00 Occasionally	11	9.4%
	4.00 Somewhat often	2	1.6%
	5.00 Often	1	0.5%
	6.00 Very often	0	0.0%
Total		114	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Gender or gender identity	1 Never	84	72.9%
	2 Rarely	18	15.9%
	3 Occasionally	7	6.2%
	4 Somewhat often	5	4.2%
	5 Often	1	0.5%
	6 Very often	0	0.3%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1 Never	93	84.5%
	2 Rarely	14	12.4%
	3 Occasionally	2	1.8%
	4 Somewhat often	1	1.3%
Total		110	100.0%

		UVA Affiliation	
		1.00 Undergrad	
		wN	w%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1 Never	95	83.6%
	2 Rarely	12	10.9%
	3 Occasionally	2	2.0%
	4 Somewhat often	3	3.0%
	5 Often	1	0.5%
	6 Very often	0	0.0%
Total		113	100.0%
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	1 Never	40	34.5%
	2 Rarely	32	27.8%
	3 Occasionally	10	9.0%
	4 Somewhat often	13	11.4%
	5 Often	13	11.0%
	6 Very often	7	6.4%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1 Never	95	82.7%
	2 Rarely	13	11.4%
	3 Occasionally	4	3.2%
	4 Somewhat often	3	2.3%
	5 Often	1	0.5%
	6 Very often	0	0.0%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1 Never	80	69.8%
	2 Rarely	21	18.6%
	3 Occasionally	3	2.7%
	4 Somewhat often	2	1.6%
	5 Often	1	1.2%
	6 Very often	7	6.2%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1 Never	89	79.1%
	2 Rarely	13	12.0%
	3 Occasionally	3	2.6%
	4 Somewhat often	4	3.7%
	5 Often	3	2.7%
	6 Very often	0	0.0%
Total		112	100.0%

		UVA Affiliation	
		1.00 Undergrad	
		wN	w%
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	1 Never	68	58.8%
	2 Rarely	21	17.8%
	3 Occasionally	11	9.5%
	4 Somewhat often	10	8.3%
	5 Often	5	4.1%
	6 Very often	2	1.4%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1 Never	87	75.2%
	2 Rarely	17	14.8%
	3 Occasionally	4	3.1%
	4 Somewhat often	6	5.6%
	5 Often	1	1.3%
	6 Very often	0	0.0%
Total		115	100.0%
In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1 Never	91	79.1%
	2 Rarely	14	12.4%
	3 Occasionally	4	3.8%
	4 Somewhat often	4	3.7%
	5 Often	1	1.0%
	6 Very often	0	0.0%
Total		115	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1 Never	79	70.6%	82	70.8%	36	72.0%
	2 Rarely	15	12.9%	22	19.2%	6	11.3%
	3 Occasionally	10	8.7%	6	5.3%	7	13.4%
	4 Somewhat often	1	0.9%	2	2.0%		
	5 Often	3	2.7%	2	1.6%		
	6 Very often	5	4.1%	1	1.2%	2	3.2%
Total		112	100.0%	115	100.0%	51	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	69	60.1%	68	59.0%	34	67.2%
	2 Rarely	24	21.0%	28	24.2%	6	11.2%
	3 Occasionally	8	7.4%	13	11.1%	5	10.3%
	4 Somewhat often	3	2.6%	3	2.9%	4	8.1%
	5 Often	4	3.2%	1	0.7%		
	6 Very often	7	5.7%	2	2.1%	2	3.2%
Total		114	100.0%	115	100.0%	51	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship	1 Never	90	79.0%	99	85.5%	39	76.6%
	2 Rarely	12	10.9%	10	8.8%	5	9.6%
	3 Occasionally	2	1.8%	4	3.8%	3	6.5%
	4 Somewhat often	4	3.1%			2	4.2%
	5 Often	1	1.2%	2	1.8%		
	6 Very often	5	4.0%			2	3.2%
Total		114	100.0%	115	100.0%	51	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1 Never	94	82.3%	94	81.3%	41	84.2%
	2 Rarely	10	9.0%	15	13.2%	4	8.6%
	3 Occasionally	2	1.5%	4	3.4%	3	7.1%
	4 Somewhat often	2	2.0%	2	1.5%		
	5 Often	1	1.2%	1	0.7%		
	6 Very often	5	4.0%				
Total		114	100.0%	115	100.0%	49	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	81	70.7%	73	63.8%	35	69.7%
	2 Rarely	9	8.3%	20	17.6%	5	10.7%
	3 Occasionally	11	9.3%	15	13.3%	6	11.3%
	4 Somewhat often	6	5.2%	3	2.4%		
	5 Often	6	5.4%	1	0.7%	0	0.8%
	6 Very often	1	1.0%	2	2.1%	4	7.5%
Total		114	100.0%	114	100.0%	50	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1 Never	100	88.1%	109	95.6%	42	86.8%
	2 Rarely	10	8.8%	2	1.8%	2	3.9%
	3 Occasionally	1	1.2%	3	2.6%	4	9.3%
	5 Often	2	1.6%				
	6 Very often	0	0.3%				
	Total		114	100.0%	114	100.0%	48
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1 Never	89	78.3%	98	85.6%	36	73.0%
	2 Rarely	11	9.9%	9	7.6%	5	9.9%
	3 Occasionally	5	4.4%	5	4.0%	7	13.8%
	5 Often	2	1.6%	3	2.8%		
	6 Very often	7	5.7%			2	3.3%
	Total		113	100.0%	114	100.0%	50
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	56	48.8%	60	52.7%	24	48.5%
	2 Rarely	19	16.6%	21	18.5%	10	19.7%
	3 Occasionally	13	11.8%	22	18.9%	7	13.7%
	4 Somewhat often	10	8.9%	6	5.0%	2	3.7%
	5 Often	5	4.7%	2	1.9%	3	5.4%
	6 Very often	10	9.1%	3	3.0%	5	9.0%
Total		114	100.0%	114	100.0%	50	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1 Never	93	82.5%	99	87.0%	40	82.2%
	2 Rarely	15	13.0%	10	8.4%	5	10.6%
	3 Occasionally	1	0.8%	5	4.6%	1	2.8%
	4 Somewhat often	0	0.3%			2	4.4%
	5 Often	4	3.3%				
	6 Very often	0	0.0%				
Total		113	100.0%	114	100.0%	48	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1 Never	76	67.7%	88	76.6%	34	66.8%
	2 Rarely	13	11.7%	16	13.5%	5	10.3%
	3 Occasionally	9	7.8%	4	3.9%	5	9.6%
	4 Somewhat often	6	5.0%	1	1.2%	1	1.1%
	5 Often	1	0.5%	1	0.7%	4	8.2%
	6 Very often	8	7.3%	5	4.1%	2	4.0%
Total		113	100.0%	115	100.0%	50	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1 Never	90	79.6%	92	79.9%	37	74.5%
	2 Rarely	11	9.5%	15	13.1%	5	9.9%
	3 Occasionally	2	2.0%	6	4.9%	4	8.2%
	4 Somewhat often	0	0.3%	2	1.5%	2	4.2%
	5 Often	5	4.1%	1	0.7%		
	6 Very often	5	4.6%			2	3.3%
Total		114	100.0%	115	100.0%	50	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1 Never	69	60.5%	73	63.4%	26	52.9%
	2 Rarely	20	17.5%	23	19.6%	9	17.7%
	3 Occasionally	4	3.9%	15	13.4%	7	14.9%
	4 Somewhat often	6	5.6%			4	7.3%
	5 Often	6	5.2%	1	0.7%		
	6 Very often	8	7.2%	3	3.0%	4	7.3%
Total		113	100.0%	115	100.0%	50	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1 Never	81	71.5%	73	63.7%	33	66.0%
	2 Rarely	12	10.8%	21	18.4%	6	12.1%
	3 Occasionally	3	2.9%	16	14.2%	6	12.6%
	4 Somewhat often	6	5.6%	1	0.9%		
	5 Often	3	2.6%	1	0.7%	3	5.3%
	6 Very often	7	6.5%	2	2.1%	2	4.0%
Total		114	100.0%	115	100.0%	50	100.0%
Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1 Never	81	71.8%	89	77.5%	36	72.1%
	2 Rarely	14	12.3%	13	11.2%	5	10.9%
	3 Occasionally	8	7.3%	6	5.6%	3	5.6%
	4 Somewhat often	3	2.5%	5	4.1%	4	8.2%
	5 Often	1	0.7%	2	1.6%		
	6 Very often	6	5.3%			2	3.3%
Total		112	100.0%	115	100.0%	50	100.0%
Agreement with: - Diversity is important at UVA	1 Strongly disagree	7	6.4%	5	3.8%	2	4.1%
	2 Disagree	2	2.1%	2	2.0%	12	22.7%
	3 Somewhat disagree	2	1.4%	3	2.7%		
	4 Somewhat agree	13	11.9%	13	10.7%	4	8.0%
	5 Agree	31	28.4%	69	57.8%	17	32.5%
	6 Strongly agree	55	49.9%	27	22.9%	17	32.6%
Total		110	100.0%	119	100.0%	51	100.0%
Agreement with: - Diversity is important to my department/unit/program	1 Strongly disagree	2	1.7%	6	5.0%	3	6.5%
	2 Disagree	3	2.4%			5	10.4%
	3 Somewhat disagree	2	1.5%	4	3.3%	0	0.8%
	4 Somewhat agree	29	26.5%	10	8.9%	7	14.5%
	5 Agree	35	32.1%	61	52.1%	11	21.4%
	6 Strongly agree	39	35.8%	36	30.7%	23	46.4%
Total		110	100.0%	117	100.0%	49	100.0%
Agreement with: - Diversity is important to me	1 Strongly disagree	3	2.5%	3	2.8%		
	2 Disagree	1	0.9%				
	3 Somewhat disagree	2	2.2%				
	4 Somewhat agree	18	16.3%	11	9.5%	3	5.7%
	5 Agree	26	23.8%	54	45.4%	14	27.2%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
	6 Strongly agree	60	54.3%	51	42.3%	35	67.1%
Total		110	100.0%	120	100.0%	52	100.0%
Agreement with: - I feel a sense of belonging in my department/unit/program	1 Strongly disagree	3	3.2%	7	5.5%	5	9.7%
	2 Disagree	1	0.5%	0	0.1%	1	1.6%
	3 Somewhat disagree	2	1.8%			2	3.6%
	4 Somewhat agree	20	19.1%	9	7.4%	6	11.0%
	5 Agree	29	27.6%	51	42.4%	12	24.5%
	6 Strongly agree	50	47.8%	53	44.5%	25	49.7%
Total		105	100.0%	120	100.0%	51	100.0%
Agreement with: - I feel a sense of belonging at UVA	1 Strongly disagree	3	3.2%	6	5.0%	2	3.2%
	2 Disagree	8	7.5%	4	3.1%	8	15.0%
	3 Somewhat disagree	5	5.1%	1	1.0%	2	3.4%
	4 Somewhat agree	30	28.4%	27	22.4%	8	15.0%
	5 Agree	28	26.9%	49	41.2%	12	23.1%
	6 Strongly agree	30	28.8%	33	27.4%	20	40.3%
Total		104	100.0%	119	100.0%	51	100.0%
Agreement with: - Alcohol use is a problem at this University	1 Strongly disagree	15	14.7%				
	2 Disagree	29	27.9%				
	3 Somewhat disagree	17	16.7%				
	4 Somewhat agree	19	18.7%				
	5 Agree	9	8.8%				
	6 Strongly agree	14	13.2%				
Total		104	100.0%				
Agreement with: - Drug use is a problem at this University	1 Strongly disagree	20	19.3%				
	2 Disagree	31	29.5%				
	3 Somewhat disagree	23	22.4%				
	4 Somewhat agree	8	7.3%				
	5 Agree	9	9.0%				
	6 Strongly agree	13	12.6%				
Total		104	100.0%				
Agreement with: - UVA values faculty/employee/student opinions	1 Strongly disagree	4	4.0%	8	6.6%	5	9.1%
	2 Disagree	9	8.1%	6	5.2%	6	12.0%
	3 Somewhat disagree	4	3.4%	12	9.9%	4	7.0%
	4 Somewhat agree	20	17.6%	30	25.0%	11	21.8%
	5 Agree	39	35.0%	43	35.7%	12	23.7%
	6 Strongly agree	35	31.8%	21	17.5%	13	26.3%
Total		112	100.0%	120	100.0%	51	100.0%
Agreement with: - Most faculty/employees/students are proud to work at UVA	1 Strongly disagree	5	4.6%	2	1.9%		
	2 Disagree	2	2.1%	2	1.7%	2	3.6%
	3 Somewhat disagree	8	7.7%	1	1.0%	4	9.4%
	4 Somewhat agree	17	15.3%	24	20.7%	10	22.2%

	UVA Affiliation						
	1.00 Undergrad		3.00 Staff		4.00 Faculty		
	wN	w%	wN	w%	wN	w%	
	5 Agree	45	40.8%	51	43.5%	13	29.1%
	6 Strongly agree	33	29.6%	37	31.2%	16	35.7%
Total		110	100.0%	117	100.0%	46	100.0%
Agreement with: - I am proud to be a faculty member/employee/student at UVA	1 Strongly disagree	1	0.9%	2	1.9%		
	2 Disagree	6	5.9%	4	3.8%	2	4.4%
	3 Somewhat disagree	1	0.7%	1	0.6%	3	6.1%
	4 Somewhat agree	11	9.6%	9	8.1%	9	18.0%
	5 Agree	44	39.6%	40	34.6%	9	18.0%
	6 Strongly agree	48	43.4%	59	51.0%	27	53.5%
Total		110	100.0%	116	100.0%	50	100.0%
Agreement with: - Unethical behavior is a problem in my department/program	1 Strongly disagree	36	32.7%				
	2 Disagree	40	36.0%				
	3 Somewhat disagree	12	10.8%				
	4 Somewhat agree	7	6.0%				
	5 Agree	9	8.1%				
	6 Strongly agree	7	6.4%				
Total		111	100.0%				
Agreement with: - Unethical behavior is a problem at UVA	1 Strongly disagree	22	19.7%				
	2 Disagree	54	48.4%				
	3 Somewhat disagree	11	9.9%				
	4 Somewhat agree	14	12.5%				
	5 Agree	8	7.2%				
	6 Strongly agree	3	2.3%				
Total		111	100.0%				
Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	1 Strongly disagree	3	2.3%	7	5.7%	4	8.6%
	2 Disagree	2	1.4%	3	2.5%	3	6.5%
	3 Somewhat disagree	4	3.9%	4	3.7%	1	1.8%
	4 Somewhat agree	23	21.1%	27	23.2%	8	15.3%
	5 Agree	51	47.0%	56	47.0%	12	23.2%
	6 Strongly agree	27	24.3%	21	17.8%	23	44.5%
Total		110	100.0%	118	100.0%	51	100.0%
Agreement with: - My department/unit/program values faculty/employee/student opinions	1 Strongly disagree	2	1.7%	4	3.6%	5	10.0%
	2 Disagree	2	1.8%	5	4.5%	1	1.5%
	3 Somewhat disagree	2	1.4%	6	5.2%	2	3.9%
	4 Somewhat agree	11	10.3%	12	9.9%	0	0.9%
	5 Agree	44	39.3%	53	43.6%	16	31.6%
	6 Strongly agree	51	45.5%	40	33.3%	27	52.0%
Total		112	100.0%	121	100.0%	52	100.0%
Agreement with: - UVA acts on faculty/employee/student comments and suggestions	1 Strongly disagree	8	7.0%	7	6.0%	5	10.4%
	2 Disagree	5	4.5%	13	11.6%	7	12.8%
	3 Somewhat disagree	12	11.4%	9	8.2%	5	9.0%
	4 Somewhat agree	28	25.2%	51	45.4%	15	28.7%

	UVA Affiliation						
	1.00 Undergrad		3.00 Staff		4.00 Faculty		
	wN	w%	wN	w%	wN	w%	
	5 Agree	26	24.2%	29	25.6%	10	19.4%
	6 Strongly agree	30	27.6%	4	3.3%	10	19.7%
Total		109	100.0%	113	100.0%	52	100.0%
Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	1 Strongly disagree	0	0.4%	1	0.7%		
	2 Disagree	1	0.5%				
	3 Somewhat disagree	14	13.5%	2	2.2%	2	4.7%
	4 Somewhat agree	9	8.5%	10	8.6%	6	12.3%
	5 Agree	41	40.3%	52	46.1%	12	26.4%
	6 Strongly agree	37	36.8%	48	42.4%	27	56.6%
Total		101	100.0%	112	100.0%	47	100.0%
Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	1 Strongly disagree	37	38.2%	30	26.6%	23	48.7%
	2 Disagree	35	36.2%	60	53.3%	8	17.8%
	3 Somewhat disagree	3	3.5%	2	1.8%	4	9.4%
	4 Somewhat agree	15	16.1%	8	7.3%	3	6.4%
	5 Agree	4	4.6%	6	4.9%	5	9.6%
	6 Strongly agree	1	1.5%	7	6.1%	4	8.1%
Total		96	100.0%	112	100.0%	47	100.0%
Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	1 Strongly disagree	1	1.4%	2	1.8%		
	2 Disagree	2	2.0%	2	2.2%	1	2.9%
	3 Somewhat disagree	6	5.6%	4	3.6%	6	12.2%
	4 Somewhat agree	17	16.4%	19	17.6%	10	21.0%
	5 Agree	47	47.0%	52	47.2%	12	25.1%
	6 Strongly agree	28	27.5%	30	27.6%	18	38.8%
Total		101	100.0%	109	100.0%	47	100.0%
Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	1 Strongly disagree	1	0.5%	1	1.3%	2	3.5%
	2 Disagree	2	2.5%	3	3.0%	8	16.9%
	3 Somewhat disagree	3	2.6%	4	3.8%	4	9.0%
	4 Somewhat agree	12	12.8%	13	12.7%	9	20.3%
	5 Agree	44	45.3%	52	51.0%	11	24.6%
	6 Strongly agree	35	36.3%	29	28.2%	12	25.7%
Total		96	100.0%	101	100.0%	46	100.0%
Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	1 Strongly disagree	1	0.5%			2	3.5%
	2 Disagree	1	0.6%	1	1.0%	8	18.4%
	3 Somewhat disagree	4	4.3%	11	10.0%	4	9.5%
	4 Somewhat agree	16	16.4%	15	13.7%	8	17.5%
	5 Agree	42	43.2%	52	47.3%	12	25.9%
	6 Strongly agree	34	35.0%	31	28.1%	12	25.2%
Total		97	100.0%	110	100.0%	46	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	1 Strongly disagree			1	1.1%	5	10.0%
	2 Disagree			2	1.8%		
	3 Somewhat disagree			7	6.0%	2	3.5%
	4 Somewhat agree			9	8.1%	5	10.7%
	5 Agree			54	46.8%	15	29.3%
	6 Strongly agree			42	36.2%	24	46.5%
Total				116	100.0%	51	100.0%
Agreement with: - UVA should implement required diversity and inclusion training for students	1 Strongly disagree	13	11.4%	1	1.3%		
	2 Disagree	12	10.4%	8	7.1%	5	10.2%
	3 Somewhat disagree	15	14.0%	1	1.4%	0	0.3%
	4 Somewhat agree	24	21.4%	31	28.7%	13	26.2%
	5 Agree	18	16.0%	39	35.8%	11	22.1%
	6 Strongly agree	30	26.7%	28	25.8%	21	41.2%
Total		111	100.0%	108	100.0%	51	100.0%
Agreement with: - UVA should implement required diversity and inclusion training for staff	1 Strongly disagree			3	2.3%	2	4.0%
	2 Disagree			8	6.9%	5	10.8%
	3 Somewhat disagree			4	3.9%		
	4 Somewhat agree			26	23.6%	17	33.5%
	5 Agree			38	34.7%	8	17.0%
	6 Strongly agree			31	28.6%	17	34.8%
Total				109	100.0%	49	100.0%
Agreement with: - UVA should implement required diversity and inclusion training for faculty	1 Strongly disagree			3	2.3%	1	2.6%
	2 Disagree			6	5.4%	5	10.8%
	3 Somewhat disagree			4	3.9%	2	3.4%
	4 Somewhat agree			22	19.9%	15	29.8%
	5 Agree			42	38.3%	9	18.2%
	6 Strongly agree			33	30.2%	17	35.2%
Total				109	100.0%	49	100.0%
Agreement with: - Faculty are responsive when bias incidents happen at UVA	1 Strongly disagree	10	9.7%				
	2 Disagree	4	4.4%				
	3 Somewhat disagree	8	8.1%				
	4 Somewhat agree	20	20.7%				
	5 Agree	35	35.3%				
	6 Strongly agree	21	21.8%				
Total		99	100.0%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	1 Strongly disagree			3	3.2%	3	7.3%
	2 Disagree			9	8.6%	2	3.3%
	3 Somewhat disagree			1	1.2%	6	12.5%
	4 Somewhat agree			18	16.3%	1	2.9%
	5 Agree			42	38.7%	15	31.7%
	6 Strongly agree			35	32.0%	20	42.4%
Total				110	100.0%	46	100.0%
Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	1 Strongly disagree			1	1.1%	3	7.3%
	2 Disagree			6	5.8%	1	2.4%
	3 Somewhat disagree			8	7.4%	5	11.8%
	4 Somewhat agree			24	21.6%	5	12.5%
	5 Agree			48	43.0%	18	44.7%
	6 Strongly agree			24	21.1%	9	21.3%
Total				111	100.0%	41	100.0%
Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	1 Strongly disagree					1	2.5%
	2 Disagree			1	1.0%		
	3 Somewhat disagree			4	3.6%	10	20.7%
	4 Somewhat agree			18	16.8%	3	5.5%
	5 Agree			57	52.7%	23	46.3%
	6 Strongly agree			28	26.0%	12	24.9%
Total				109	100.0%	49	100.0%
The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	1 Strongly disagree	10	10.2%	2	1.9%	4	8.6%
	2 Disagree	4	4.0%	10	9.0%	3	7.0%
	3 Somewhat disagree	8	8.3%	8	7.1%	1	2.2%
	4 Somewhat agree	21	21.8%	26	23.6%	5	12.8%
	5 Agree	34	35.1%	37	33.1%	16	37.5%
	6 Strongly agree	20	20.7%	28	25.3%	14	31.9%
Total	98	100.0%	111	100.0%	43	100.0%	
Agreement with: - I have had opportunities to engage in positive interactions at UVA with students from other ethnic/cultural backgrounds	1 Strongly disagree	1	0.5%				
	2 Disagree	5	4.8%				
	3 Somewhat disagree	4	3.6%				
	4 Somewhat agree	17	15.0%				
	5 Agree	51	45.6%				
	6 Strongly agree	34	30.5%				
Total	112	100.0%					

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - UVA provides sufficient opportunities for students of different ethnic/cultural backgrounds to meaningfully interact	1 Strongly disagree	7	6.4%				
	2 Disagree	3	2.6%				
	3 Somewhat disagree	1	0.9%				
	4 Somewhat agree	15	14.2%				
	5 Agree	47	42.9%				
	6 Strongly agree	36	33.0%				
Total		109	100.0%				
Agreement with: - Faculty are adept at teaching and working in a diverse, multicultural community	1 Strongly disagree	7	6.8%				
	2 Disagree	1	0.8%				
	3 Somewhat disagree	2	1.7%				
	4 Somewhat agree	11	10.5%				
	5 Agree	50	45.6%				
	6 Strongly agree	38	34.7%				
Total		110	100.0%				
Agreement with: - I feel valued as an individual by faculty	1 Strongly disagree	2	2.0%				
	2 Disagree	2	1.7%				
	3 Somewhat disagree	3	2.6%				
	4 Somewhat agree	14	12.4%				
	5 Agree	55	49.5%				
	6 Strongly agree	35	31.7%				
Total		112	100.0%				

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		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	1	24.8%		
	2.00 Experienced a barrier to access/use in the following area at UVA in the past year - Classroom buildings	1	22.6%	1	53.0%
	3.00 Experienced a barrier to access/use in the following area at UVA in the past year- Classroom/labs				
	4.00 Experienced a barrier to access/use in the following area at UVA in the past year- Doors	2	47.4%		
	5.00 Experienced a barrier to access/use in the following area at UVA in the past year - Elevator/lifts	2	47.4%	0	21.7%
	6.00 Experienced a barrier to access/use in the following area at UVA in the past year- UVA dining facilities				
	7.00 Experienced a barrier to access/use in the following area at UVA in the past year- UVA housing				
	8.00 Experienced a barrier to access/use in the following area at UVA in the past year- Restrooms	1	24.8%		
	9.00 Experienced a barrier to access/use in the following area at UVA in the past year - Studios/Performing Arts Spaces				
	10.00 Experienced a barrier to access/use in the following area at UVA in the past year - Building where you work	1	16.3%	1	53.0%
	11.00 Experienced a barrier to access/use in the following area at UVA in the past year - UVA buses	1	24.8%		
	12.00 Experienced a barrier to access/use in the following area at UVA in the past year - UVA medical facilities			0	25.3%
	13.00 Experienced a barrier to access/use in the following area at UVA in the past year- Walkways, pedestrian paths, crosswalks	2	47.4%	1	53.0%
	14.00 Experienced a barrier to access/use in the following area at UVA in the past year - Other	2	36.3%		
Total		5	100.0%	2	100.0%

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
Technological barrier at UVA that respondents with disabilities/impairments have experienced	1.00 Experienced a barrier to accessing/using in the past year- Documents in accessible electronic format	3	100.0%	0	100.0%
	2.00 Experienced a barrier to accessing/using in the past year - On-line course management/learning platform	3	100.0%		
	3.00 Experienced a barrier to accessing/using in the past year - UVA hosted webinars				
	4.00 Experienced a barrier to accessing/using in the past year - UVA library or other databases				
	5.00 Experienced a barrier to accessing/using in the past year - UVA produced video recordings				
	6.00 Experienced a barrier to accessing/using in the past year - UVA specific software applications				
	7.00 Experienced a barrier to accessing/using in the past year - UVA websites	3	100.0%		
	8.00 Experienced a barrier to accessing/using in the past year - Video audio description				
	9.00 Experienced a barrier to accessing/using in the past year - Other				
	Total		3	100.0%	0
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				
	2.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Health forms or accessing health services				
	3.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Identify accuracy in UVA databases	1	100.0%		
	4.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Identity accuracy on UVA ID cards	1	66.7%		
	5.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Restrooms	1	66.7%		
	6.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by department chair or equivalent	1	100.0%		

	UVA Affiliation			
	3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%
7.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by faculty or staff	0	33.3%		
8.00 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by students/advises	0	33.3%	0	100.0%
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)				
Total	1	100.0%	0	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		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	1	1.0%	5	3.9%	3	6.3%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: age	4	3.0%	1	1.1%	2	3.2%
	3.00 Someone acted surprised at my professional success because of my: age	13	11.2%	7	5.8%	2	3.5%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: age	10	8.0%	6	5.0%	1	2.1%
	5.00 Someone told me that I complain too much because of my: age	0	0.3%	1	1.1%	1	1.7%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	4	3.6%	4	3.4%	1	2.1%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: age			3	2.8%	1	1.7%
	8.00 I was not invited to an important work meeting or conversation because of my: age	0	0.0%	1	1.1%	1	2.4%
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	2	1.8%	4	3.4%	1	2.4%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	1	0.7%	2	1.6%	1	1.7%
	11.00 Respondent indicated zero instances of microaggressions due to age	95	80.1%	105	85.6%	47	90.3%
Total		119	100.0%	122	100.0%	52	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Because of my disability:	1.00 I was ignored in a meeting or other group setting because of my: disability	0	0.0%				
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: disability	1	0.5%	1	0.9%		
	3.00 Someone acted surprised at my professional success because of my: disability	2	1.9%	1	0.9%		
	4.00 Someone asked me to give my opinion on an issue/subject because of my: disability	3	2.2%				
	5.00 Someone told me that I complain too much because of my: disability	1	0.6%				
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0	0.0%				
	7.00 Someone diminished the legitimacy of barriers to my success because of my: disability						
	8.00 I was not invited to an important work meeting or conversation because of my: disability	0	0.0%				
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	1	0.7%				
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: disability	0	0.3%				
	11.00 Respondent indicated zero instances of microaggressions due to disability status	113	94.7%	121	99.1%	52	100.0%
Total	119	100.0%	122	100.0%	52	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Because of my gender identity:	1.00 I was ignored in a meeting or other group setting because of my: gender or gender identity	8	6.6%	7	5.7%	5	9.3%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	4	3.7%	4	3.1%	6	11.0%
	3.00 Someone acted surprised at my professional success because of my: gender or gender identity	11	8.9%	3	2.3%	5	9.0%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	14	11.5%	5	4.1%	4	8.0%
	5.00 Someone told me that I complain too much because of my: gender or gender identity	6	4.9%			4	7.3%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	18	15.2%	1	0.9%	6	11.8%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity			2	1.6%	4	7.3%
	8.00 I was not invited to an important work meeting or conversation because of my: gender or gender identity	1	0.8%	1	0.9%	4	7.5%
	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	12	10.1%	5	3.7%	4	7.5%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3	2.3%	2	1.6%	4	7.3%
	11.00 Respondent indicated zero instances of microaggressions due to gender identity	95	79.7%	107	87.9%	42	82.4%
Total	119	100.0%	122	100.0%	52	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Because of my political beliefs:	1.00 I was ignored in a meeting or other group setting because of my: political beliefs	7	5.7%	3	2.8%	4	8.5%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4	3.7%	2	1.6%	3	5.4%
	3.00 Someone acted surprised at my professional success because of my: political beliefs	2	1.6%			2	3.2%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: political beliefs	14	12.1%	3	2.9%	4	6.8%
	5.00 Someone told me that I complain too much because of my: political beliefs	3	2.2%			4	7.0%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	6	5.4%			2	4.0%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: political beliefs			2	1.6%		
	8.00 I was not invited to an important work meeting or conversation because of my: political beliefs	2	1.8%	2	1.6%	3	4.9%
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	3	2.8%	2	1.6%	3	4.9%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	11	8.9%	2	1.6%	2	4.0%
	11.00 Respondent indicated zero instances of microaggressions due to political beliefs	95	79.8%	115	94.4%	45	87.4%
Total		119	100.0%	122	100.0%	52	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Because of my race/ethnicity:	1.00 I was ignored in a meeting or other group setting because of my: race/ethnicity	6	5.1%	1	1.0%	2	3.2%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	11	9.1%	7	5.5%	2	4.4%
	3.00 Someone acted surprised at my professional success because of my: race/ethnicity	8	6.5%	1	1.1%	1	1.9%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	13	10.7%	5	4.2%	3	5.8%
	5.00 Someone told me that I complain too much because of my: race/ethnicity	1	0.6%	1	1.0%	1	1.9%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	8	6.7%	1	1.0%	1	1.9%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity			3	2.7%	1	1.9%
	8.00 I was not invited to an important work meeting or conversation because of my: race/ethnicity			1	1.1%	1	1.9%
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	7	5.5%	3	2.7%	1	1.9%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	9	7.2%	3	2.7%	1	1.9%
	11.00 Respondent indicated zero instances of microaggressions due to race/ethnicity	103	86.4%	113	92.9%	47	91.8%
Total		119	100.0%	122	100.0%	52	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Because of my religion:	1.00 I was ignored in a meeting or other group setting because of my: religion/spirituality	12	9.8%	2	1.6%	6	11.0%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: religion/spirituality	5	4.5%			4	7.8%
	3.00 Someone acted surprised at my professional success because of my: religion/spirituality	3	2.1%			2	3.2%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	15	12.2%	4	3.3%	4	6.9%
	5.00 Someone told me that I complain too much because of my: religion/spirituality	2	1.3%			2	3.2%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	4	3.5%			2	3.2%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: religion/spirituality			2	1.6%		
	8.00 I was not invited to an important work meeting or conversation because of my: religion/spirituality	1	0.7%	2	1.6%	0	0.3%
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality			2	1.6%	2	4.1%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	13	10.6%	4	3.3%	3	6.1%
	11.00 Respondent indicated zero instances of microaggressions due to religious beliefs	92	76.9%	116	95.0%	44	85.0%
Total	119	100.0%	122	100.0%	52	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Because of my sexual orientation:	1.00 I was ignored in a meeting or other group setting because of my: sexual orientation	1	0.8%				
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	4	3.1%				
	3.00 Someone acted surprised at my professional success because of my: sexual orientation	1	0.9%				
	4.00 Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	5	4.5%	2	1.6%		
	5.00 Someone told me that I complain too much because of my: sexual orientation	1	0.8%				
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	4	3.7%				
	7.00 Someone diminished the legitimacy of barriers to my success because of my: sexual orientation			2	1.6%		
	8.00 I was not invited to an important work meeting or conversation because of my: sexual orientation	1	0.9%				
	9.00 Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	1	0.5%				
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	6	5.3%	2	1.6%		
	11.00 Respondent indicated zero instances of microaggressions due to sexual orientation	108	90.9%	120	98.4%	52	100.0%
Total	119	100.0%	122	100.0%	52	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
I am unsure of the motivation for why:	1.00 I was ignored in a meeting or other group setting because of my: unsure of the motivation	30	25.1%	17	14.3%	5	10.2%
	2.00 Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	31	26.4%	17	14.3%	5	9.0%
	3.00 Someone acted surprised at my professional success because of my: unsure of the motivation	34	29.0%	19	16.0%	5	9.7%
	4.00 Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	21	17.2%	12	9.9%	7	12.9%
	5.00 Someone told me that I complain too much because of my: unsure of the motivation	43	36.1%	10	8.1%	6	11.2%
	6.00 Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	40	33.5%	21	17.3%	5	9.3%
	7.00 Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation			11	9.2%	3	6.6%
	8.00 I was not invited to an important work meeting or conversation because of my: unsure of the motivation	41	34.3%	22	18.2%	6	11.2%
	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	38	31.7%	13	10.9%	5	10.4%
	10.00 Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	28	23.5%	10	8.4%	4	7.0%
	11.00 Respondent indicated zero instances of microaggressions for which they were unsure of motivation	60	50.7%	83	67.9%	41	79.3%
Total		119	100.0%	122	100.0%	52	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Personally agree that UVA is - Caring	1 Strongly disagree	5	4.9%	3	2.3%	4	9.3%
	2 Disagree	1	0.9%	2	2.0%	3	6.2%
	3 Somewhat disagree	3	2.7%	4	3.3%	1	1.3%
	4 Somewhat agree	20	18.8%	20	17.3%	4	8.0%
	5 Agree	42	39.7%	59	50.8%	24	51.3%
	6 Strongly agree	35	33.0%	28	24.4%	11	23.8%
Total		105	100.0%	116	100.0%	48	100.0%
Personally agree that UVA is - Safe	1 Strongly disagree	2	2.3%				
	3 Somewhat disagree	3	2.5%	1	1.1%	4	7.8%
	4 Somewhat agree	14	12.9%	9	7.4%	2	3.8%
	5 Agree	55	51.6%	60	51.9%	22	45.9%
	6 Strongly agree	33	30.7%	46	39.7%	20	42.5%
Total		107	100.0%	116	100.0%	48	100.0%
Personally agree that UVA is - Cooperative	1 Strongly disagree	3	2.8%	3	2.3%	4	7.9%
	2 Disagree	5	4.5%				
	3 Somewhat disagree	6	5.6%	6	4.9%	5	10.1%
	4 Somewhat agree	12	11.8%	22	18.6%	4	8.9%
	5 Agree	44	43.4%	59	51.1%	21	44.3%
	6 Strongly agree	32	32.0%	27	23.2%	14	28.8%
Total		101	100.0%	116	100.0%	48	100.0%
Personally agree that UVA is - Elitist	1 Strongly disagree	12	14.2%	13	11.6%	13	27.5%
	2 Disagree	26	30.5%	43	37.6%	13	28.5%
	3 Somewhat disagree	12	13.9%	12	10.3%	6	12.9%
	4 Somewhat agree	13	14.6%	20	17.7%	7	15.5%
	5 Agree	12	13.6%	14	12.1%	5	10.2%
	6 Strongly agree	11	13.2%	12	10.6%	3	5.4%
Total		86	100.0%	115	100.0%	47	100.0%
Personally agree that UVA is - Hostile	1 Strongly disagree	39	36.7%	42	36.3%	16	34.6%
	2 Disagree	43	41.0%	50	43.9%	21	44.9%
	3 Somewhat disagree	12	11.8%	14	12.0%	5	11.2%
	4 Somewhat agree	7	6.4%	5	4.3%	3	5.8%
	5 Agree	3	3.2%	2	1.5%	1	2.1%
	6 Strongly agree	1	0.9%	2	2.1%	1	1.4%
Total		105	100.0%	115	100.0%	48	100.0%
Personally agree that UVA is - Dangerous	1 Strongly disagree	47	44.4%	50	42.8%	24	49.3%
	2 Disagree	45	42.6%	52	44.3%	17	35.7%
	3 Somewhat disagree	11	10.7%	10	8.9%	5	11.4%
	4 Somewhat agree	1	1.3%	3	2.7%	1	1.5%
	5 Agree			2	1.5%	1	2.1%
	6 Strongly agree	1	0.9%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Total		107	100.0%	116	100.0%	48	100.0%
Personally agree that UVA is - Fair	1 Strongly disagree	8	7.6%	3	2.3%	4	7.9%
	2 Disagree	4	3.9%	3	2.4%	1	3.1%
	3 Somewhat disagree	2	2.3%	8	6.7%	5	10.9%
	4 Somewhat agree	26	24.8%	24	20.4%	7	15.0%
	5 Agree	44	41.1%	61	52.8%	22	45.4%
	6 Strongly agree	22	20.4%	18	15.4%	8	17.7%
Total		107	100.0%	116	100.0%	48	100.0%
Personally agree that UVA is - Inclusive	1 Strongly disagree	1	0.6%	4	3.2%	6	11.8%
	2 Disagree	8	8.9%	9	7.5%	5	10.2%
	3 Somewhat disagree	9	9.4%	8	6.9%	6	12.6%
	4 Somewhat agree	18	19.5%	21	18.0%	6	12.1%
	5 Agree	32	34.5%	52	45.1%	15	31.0%
	6 Strongly agree	25	27.3%	22	19.3%	10	22.1%
Total		92	100.0%	116	100.0%	47	100.0%
Personally agree that UVA is - Detached	1 Strongly disagree	31	33.2%	25	21.6%	9	19.5%
	2 Disagree	28	30.2%	52	44.4%	16	34.6%
	3 Somewhat disagree	7	7.2%	15	12.9%	4	8.8%
	4 Somewhat agree	18	19.3%	13	11.6%	13	28.3%
	5 Agree	8	9.1%	7	6.4%	3	6.6%
	6 Strongly agree	1	1.0%	4	3.2%	1	2.1%
Total		92	100.0%	116	100.0%	47	100.0%
Personally agree that UVA is - Uncaring	1 Strongly disagree	40	39.1%	31	26.3%	12	26.6%
	2 Disagree	40	38.9%	59	50.3%	20	43.4%
	3 Somewhat disagree	12	12.2%	10	8.7%	5	11.2%
	4 Somewhat agree	2	1.5%	8	7.0%	2	4.4%
	5 Agree	8	7.7%	5	4.6%	5	10.8%
	6 Strongly agree	1	0.6%	4	3.2%	2	3.5%
Total		102	100.0%	116	100.0%	46	100.0%
Agreement with- UVA is a safe and secure workplace	1 Strongly disagree	3	2.4%	5	3.8%	3	6.0%
	2 Disagree	2	1.7%	1	0.9%		
	3 Somewhat disagree	9	7.7%	2	2.0%	2	3.9%
	4 Somewhat agree	14	11.8%	11	9.2%	12	24.5%
	5 Agree	59	49.5%	62	52.1%	18	36.5%
	6 Strongly agree	32	26.9%	38	32.0%	15	29.2%
Total		118	100.0%	118	100.0%	50	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with- My department/unit/pr ogram is a safe and secure place	1 Strongly disagree			6	4.7%	5	9.3%
	3 Somewhat disagree			7	5.5%	2	3.0%
	4 Somewhat agree			6	4.8%	6	11.4%
	5 Agree			48	40.0%	11	20.9%
	6 Strongly agree			54	45.0%	29	55.4%
	Total			120	100.0%	52	100.0%
Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	1 Never	64	56.6%	78	63.6%	32	62.5%
	2 Rarely	36	32.2%	32	25.9%	13	25.0%
	3 Occasionally	9	7.9%	11	9.4%	6	10.7%
	4 Somewhat often	1	1.3%	1	1.1%		
	5 Often	0	0.3%				
	6 Very often	2	1.7%			1	1.7%
Total	113	100.0%	122	100.0%	52	100.0%	
In the past year, how often have you been concerned about your physical safety at UVA- sponsored events?	1 Never	91	80.1%	84	68.5%	38	73.9%
	2 Rarely	16	14.4%	31	25.6%	9	16.9%
	3 Occasionally	3	2.4%	7	5.9%	5	9.3%
	4 Somewhat often	3	2.8%				
	5 Often	0	0.3%				
Total	113	100.0%	122	100.0%	52	100.0%	

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	1 Not at all			3	6.6%
	2 A little	2	1.4%		
	3 Somewhat	23	20.8%	4	8.9%
	4 Very	51	46.3%	17	37.3%
	5 Extremely	35	31.6%	22	47.1%
Total		111	100.0%	47	100.0%
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	1 Not at all			3	6.6%
	2 A little	0	0.2%	1	1.5%
	3 Somewhat	13	12.1%	2	3.5%
	4 Very	51	45.5%	19	41.2%
	5 Extremely	47	42.2%	22	47.2%
Total		111	100.0%	47	100.0%
Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	1 Not at all			3	5.6%
	2 A little			1	1.5%
	3 Somewhat	13	12.3%	3	5.9%
	4 Very	52	47.2%	17	36.9%
	5 Extremely	44	40.6%	23	50.0%
Total		110	100.0%	47	100.0%
Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	1 Not at all	2	1.5%	1	2.2%
	2 A little	1	1.2%		
	3 Somewhat	10	8.6%	2	3.5%
	4 Very	51	45.4%	19	42.1%
	5 Extremely	48	43.2%	24	52.2%
Total		111	100.0%	46	100.0%
How problematic is sexual assault in the UVA workplace?	1 Not at all	76	70.1%	27	62.2%
	2 A little	23	21.0%	11	26.5%
	3 Somewhat	6	6.0%	5	10.8%
	4 Very	0	0.4%		
	5 Extremely	3	2.5%	0	0.5%
Total		109	100.0%	43	100.0%
How likely do you think it is that you will experience sexual assault in the UVA workplace?	1 Not at all	101	88.9%	41	87.8%
	2 A little	9	7.9%	4	8.7%
	3 Somewhat	1	1.2%	2	3.5%
	4 Very	1	1.0%		
	5 Extremely	1	1.0%		
Total		113	100.0%	47	100.0%

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
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?	1 Not at all	97	85.5%	40	85.6%
	2 A little	14	12.0%	7	14.4%
	3 Somewhat	3	2.5%		
Total		113	100.0%	47	100.0%
How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1 Not at all	99	87.7%	38	81.5%
	2 A little	14	12.2%	9	18.5%
	3 Somewhat	0	0.1%		
Total		113	100.0%	47	100.0%
Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence in the UVA workplace?	1 0 Times	111	96.3%	46	97.9%
	2 1-3 Times	4	3.7%	1	2.1%
Total		116	100.0%	47	100.0%
Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event?	1 0 Times	113	97.8%	47	100.0%
	2 1-3 Times	3	2.2%		
Total		116	100.0%	47	100.0%
Did you report the incident of sexual or gender-based violence at UVA or UVA-sponsored event to a UVA official?	1 Yes	2	2.1%	1	1.9%
	2 No	5	4.0%	3	6.3%
	3 I have not experienced sexual assault or other gender-based violence	110	94.0%	43	91.8%
Total		117	100.0%	47	100.0%

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
Reason the individual did not report the incident to the University	1.00 Reason to not report incident- Did not know where to go/who to tell	0	2.8%		
	2.00 Reason to not report incident- Embarrassed/ashamed/too emotionally difficult				
	3.00 Reason to not report incident- I did not think anyone would believe me				
	4.00 Reason to not report incident- I did not think it was serious enough to report	2	73.1%		
	5.00 Reason to not report incident- I feared negative consequences/retaliation	1	24.1%		
	6.00 Reason to not report incident- I did not think anything would be done	1	24.1%	1	100.0%
	7.00 Reason to not report incident- I feared it would not be kept confidential	1	24.1%		
	8.00 Reason to not report incident- Incident did not occur at the University				
	9.00 Reason to not report incident- I am still deciding whether to contact a University official				
	10.00 Reason to not report incident- Other				
Total		3	100.0%	1	100.0%

		UVA Affiliation			
		Staff		Faculty	
		wN	w%	wN	w%
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	Never	105	95.9%	43	92.0%
	Seldom	5	4.1%	2	4.5%
	Frequently			2	3.5%
Total		110	100.0%	47	100.0%
Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities	Never	86	78.9%	37	79.0%
	Seldom	21	19.1%	6	13.0%
	Frequently	2	2.0%	4	8.0%
Total		109	100.0%	47	100.0%
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	Never	103	93.4%	42	90.6%
	Seldom	7	6.6%	1	1.4%
	Frequently			4	8.0%
Total		110	100.0%	47	100.0%
Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	Never	88	82.4%	35	75.6%
	Seldom	17	16.3%	8	16.4%
	Frequently	1	1.3%	4	8.0%
Total		107	100.0%	47	100.0%
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	Never	105	95.5%	42	89.7%
	Seldom	5	4.5%	3	5.4%
	Frequently			2	4.9%
Total		110	100.0%	47	100.0%
Past year frequency by someone at UVA - Made sexual or gender-based remarks	Never	94	86.8%	38	82.8%
	Seldom	13	12.1%	4	8.9%
	Frequently	1	1.1%	4	8.3%
Total		109	100.0%	45	100.0%

Individual's relationship to respondent at the time of respondent receiving the unwanted behavior	1.00 Relationship to perpetrator of unwanted behaviors- Advisee/mentee				
	2.00 Relationship to perpetrator of unwanted behaviors- Advisor/Mentor/PI			2	11.8%
	3.00 Relationship to perpetrator of unwanted behaviors- Co-worker	15	73.2%	8	59.9%
	4.00 Relationship to perpetrator of unwanted behaviors- Friend/acquaintance	4	17.6%	3	20.6%
	5.00 Relationship to perpetrator of unwanted behaviors- Someone I had been involved with/was intimate with				
	6.00 Relationship to perpetrator of unwanted behaviors- Someone I was involved with/intimate with at the time of the conduct				
	7.00 Relationship to perpetrator of unwanted behaviors- Stranger	3	15.9%		
	8.00 Relationship to perpetrator of unwanted behaviors- Student/student employee	4	21.2%	4	27.6%
	9.00 Relationship to perpetrator of unwanted behaviors- Supervisor	1	6.7%	4	29.8%
	10.00 Relationship to perpetrator of unwanted behaviors- Other				
	11.00 Relationship to perpetrator of unwanted behaviors- Unknown	1	6.7%		
Total	20	100.0%	14	100.0%	
Location at which unwanted behavior was experienced	1.00 Location of conduct - Faculty-hosted event off grounds	1	6.1%		
	2.00 Location of conduct - Professional/disciplinary conference or networking event			2	11.8%
	3.00 Location of conduct - Project/research site				
	4.00 Location of conduct - Student group-sponsored event	1	6.5%		
	5.00 Location of conduct - UVA dining facility	1	7.1%	1	4.9%
	6.00 Location of conduct - UVA library				
	7.00 Location of conduct - UVA-sponsored event	3	13.7%	1	6.5%
	8.00 Location of conduct - Classroom	1	5.5%	1	10.2%
	9.00 Location of conduct - Faculty office			3	18.5%
	10.00 Location of conduct - Greek event				
	11.00 Location of conduct - Lab				
	12.00 Location of conduct - Medical facility				
	13.00 Location of conduct - Athletic facility	3	17.0%		
	14.00 Location of conduct - Off-Grounds housing				

15.00 Location of conduct- on-Grounds housing				
16.00 Location of conduct - UVA bus				
17.00 Location of conduct - Phone/text/e-mail	3	13.2%		
18.00 Location of conduct - Social networking sites	2	12.7%		
19.00 Location of conduct - UVA property	9	45.1%	3	19.4%
20.00 Location of conduct - Other			7	50.7%
21.00 Location of conduct -Another employee's office	5	26.2%		
Total	19	100.0%	14	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	1 Yes	10	9.1%	6	5.2%	2	4.4%
	2 No	97	90.9%	107	94.8%	43	95.6%
	Total	107	100.0%	113	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Pregnancy status	1 1-5 Times	9	68.5%	6	85.6%	2	48.5%
	2 6-10 Times	4	27.5%	1	14.4%	2	51.5%
	5 20 or more Times	1	4.1%				
	Total	13	100.0%	7	100.0%	4	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	1 Yes	6	5.8%	13	11.4%	9	18.7%
	2 No	100	94.2%	100	88.6%	38	81.3%
	Total	106	100.0%	113	100.0%	47	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - National Origin	1 1-5 Times	9	93.5%	9	67.2%	5	55.8%
	2 6-10 Times	1	6.5%	3	24.6%	2	24.4%
	4 16-20 Times			1	8.2%		
	5 20 or more Times					2	19.9%
	Total	9	100.0%	13	100.0%	8	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	1 Yes	5	4.4%	4	3.5%	1	1.5%
	2 No	102	95.6%	109	96.5%	46	98.5%
	Total	107	100.0%	113	100.0%	47	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to -	1 1-5 Times	6	80.6%	4	100.0%		
	2 6-10 Times	1	9.0%				
	3 11-15 Times	1	10.4%			1	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Military service							
Total		8	100.0%	4	100.0%	1	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	1 Yes	8	7.7%	7	6.5%	3	6.2%
	2 No	98	92.3%	105	93.5%	44	93.8%
Total		106	100.0%	112	100.0%	47	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Disability	1 1-5 Times	12	95.7%	4	47.6%	2	68.5%
	2 6-10 Times			3	31.3%	1	31.5%
	3 11-15 Times			2	21.1%		
	5 20 or more Times	1	4.3%				
Total		12	100.0%	8	100.0%	3	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	1 Yes	13	11.9%	17	14.9%	6	12.8%
	2 No	94	88.1%	96	85.1%	41	87.2%
Total		107	100.0%	113	100.0%	47	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to- Age	1 1-5 Times	13	77.8%	13	78.8%	4	58.8%
	2 6-10 Times	2	13.9%	1	6.9%	0	6.6%
	3 11-15 Times	1	8.3%				
	4 16-20 Times			1	6.3%		
	5 20 or more Times			1	8.1%	2	34.6%
Total		17	100.0%	17	100.0%	6	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	1 Yes	2	2.0%	9	8.0%	6	12.9%
	2 No	104	98.0%	104	92.0%	41	87.1%
Total		106	100.0%	113	100.0%	47	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Citizenship Status	1 1-5 Times	5	81.0%	8	68.4%	2	40.2%
	2 6-10 Times	1	10.2%	1	10.2%	2	32.9%
	3 11-15 Times	1	8.9%	1	12.1%		
	4 16-20 Times			1	9.3%		
	5 20 or more Times					2	26.9%
Total		6	100.0%	11	100.0%	6	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	1 Yes	35	32.8%	27	24.2%	14	31.4%
	2 No	71	67.2%	86	75.8%	30	68.6%
Total		106	100.0%	113	100.0%	44	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrim	1 1-5 Times	23	59.8%	18	69.1%	9	57.1%
	2 6-10 Times	2	5.3%	4	15.3%	2	12.2%
	3 11-15 Times	12	30.4%	3	10.4%	1	4.3%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
ination related to - Gender or gender identity	4 16-20 Times	1	2.2%				
	5 20 or more Times	1	2.3%	1	5.2%	4	26.3%
Total		39	100.0%	26	100.0%	16	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	1 Yes	48	45.7%	34	30.0%	12	26.5%
	2 No	57	54.3%	80	70.0%	33	73.5%
Total		105	100.0%	114	100.0%	44	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrim ination related to - Political beliefs	1 1-5 Times	20	38.2%	21	58.1%	5	34.7%
	2 6-10 Times	10	18.3%	7	19.7%	2	17.6%
	3 11-15 Times	12	22.2%	3	6.9%	1	5.4%
	4 16-20 Times	6	10.9%	3	8.9%	2	16.1%
	5 20 or more Times	5	10.4%	2	6.5%	3	26.2%
Total		53	100.0%	37	100.0%	13	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	1 Yes	29	27.1%	26	23.2%	11	26.1%
	2 No	77	72.9%	87	76.8%	32	73.9%
Total		106	100.0%	114	100.0%	44	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrim ination related to - Race	1 1-5 Times	16	49.0%	15	51.0%	5	38.6%
	2 6-10 Times	6	18.3%	7	22.9%	0	1.5%
	3 11-15 Times	3	8.9%	4	13.6%	4	31.0%
	4 16-20 Times	2	6.2%	2	8.2%		
	5 20 or more Times	6	17.7%	1	4.3%	4	28.9%
Total		32	100.0%	29	100.0%	14	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	1 Yes	31	30.1%	21	18.1%	10	23.8%
	2 No	71	69.9%	93	81.9%	33	76.2%
Total		102	100.0%	113	100.0%	44	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrim ination related to - Religious/Spiritual beliefs	1 1-5 Times	24	60.7%	17	75.5%	9	62.6%
	2 6-10 Times	7	17.8%	1	4.7%		
	3 11-15 Times	6	14.2%			1	10.6%
	4 16-20 Times	2	5.9%	2	9.0%		
	5 20 or more Times	1	1.3%	2	10.8%	4	26.8%
Total		40	100.0%	22	100.0%	14	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	1 Yes	23	21.5%	23	20.7%	11	23.7%
	2 No	83	78.5%	90	79.3%	34	76.3%
Total		106	100.0%	113	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrim ination related to -	1 1-5 Times	17	64.3%	19	78.0%	7	50.8%
	2 6-10 Times	6	23.5%	3	12.2%	3	20.3%
	3 11-15 Times	2	8.3%			1	9.7%
	4 16-20 Times					2	16.1%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Sexual orientation	5 20 or more Times	1	4.0%	2	9.9%	0	3.1%
Total		26	100.0%	24	100.0%	13	100.0%
In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	1 Yes	17	15.6%	16	13.7%	4	9.7%
	2 No	90	84.4%	99	86.3%	40	90.3%
Total		106	100.0%	115	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Socioeconomic Status	1 1-5 Times	14	72.4%	6	35.7%	4	58.4%
	2 6-10 Times	4	18.8%	5	32.1%		
	3 11-15 Times	1	4.3%	3	18.4%	1	10.8%
	5 20 or more Times	1	4.5%	2	13.9%	2	30.8%
Total		19	100.0%	17	100.0%	6	100.0%
Frequency of witnessing in the past year- Name calling or insults	1 0 Times	17	26.6%	21	48.4%	0	1.4%
	2 1 -5 Times	30	47.2%	18	41.3%	11	71.8%
	3 6-10 Times	13	20.1%	2	4.7%	3	22.3%
	4 11-15 Times	3	4.5%	2	5.5%	1	4.5%
	6 20 or more Times	1	1.6%				
Total		64	100.0%	44	100.0%	15	100.0%
Frequency of witnessing in the past year- Threatening comments	1 0 Times	44	69.2%	26	62.1%	8	70.1%
	2 1 -5 Times	16	24.3%	13	30.0%	4	29.9%
	3 6-10 Times	1	1.5%	2	4.7%		
	4 11-15 Times	2	3.4%				
	5 16-20 Times	1	0.8%	1	3.2%		
	6 20 or more Times	1	0.8%				
Total		64	100.0%	42	100.0%	12	100.0%
Frequency of witnessing in the past year- Offensive visual images or items	1 0 Times	43	67.3%	28	59.3%	6	41.7%
	2 1 -5 Times	18	28.4%	16	33.3%	8	52.1%
	3 6-10 Times	1	1.9%	1	2.2%		
	4 11-15 Times	1	1.6%	1	2.2%		
	5 16-20 Times	1	0.8%	1	2.9%		
	6 20 or more Times					1	6.2%
Total		64	100.0%	47	100.0%	14	100.0%
Frequency of witnessing in the past year- Damage or theft of personal property	1 0 Times	43	70.9%	35	82.6%	11	94.2%
	2 1 -5 Times	11	18.3%	6	14.2%	1	5.8%
	3 6-10 Times	7	10.8%				
	6 20 or more Times			1	3.2%		
Total		61	100.0%	43	100.0%	12	100.0%
Frequency of witnessing in the past year- Physical violence	1 0 Times	54	89.8%	40	94.3%	12	100.0%
	2 1 -5 Times	5	8.4%	1	3.2%		
	3 6-10 Times	1	1.9%	1	2.5%		

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Total		60	100.0%	42	100.0%	12	100.0%
Frequency of witnessing in the past year- Other (please specify)	1 0 Times	26	72.6%	9	59.1%	5	47.5%
	2 1 -5 Times	6	18.3%	7	40.9%	1	5.3%
	3 6-10 Times	3	9.1%			0	2.2%
	4 11-15 Times					2	24.6%
	5 16-20 Times	0	0.0%				
	6 20 or more Times					2	20.4%
Total		35	100.0%	16	100.0%	10	100.0%

Location at which respondent witnessed bias, harassment, or discrimination at UVA		1.00 Location of the incident of bias/harassment/discrimination - Faculty event off grounds		2.00 Location of the incident of bias/harassment/discrimination - Professional/disciplinary conference/networking event		3.00 Location of the incident of bias/harassment/discrimination - Project/research site		4.00 Location of the incident of bias/harassment/discrimination - Student group-sponsored event		5.00 Location of the incident of bias/harassment/discrimination - UVA dining		6.00 Location of the incident of bias/harassment/discrimination - UVA library		7.00 Location of the incident of bias/harassment/discrimination - UVA sponsored event		8.00 Location of the incident of bias/harassment/discrimination - Classroom		9.00 Location of the incident of bias/harassment/discrimination- Faculty office		10.00 Location of the incident of bias/harassment/discrimination - Greek house/event		11.00 Location of the incident of bias/harassment/discrimination - Lab		
		wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	wN	w%	
	1.00 Location of the incident of bias/harassment/discrimination - Faculty event off grounds	1	0.9%																					
	2.00 Location of the incident of bias/harassment/discrimination - Professional/disciplinary conference/networking event	1	1.0%	1	2.0%	0	2.2%																	
	3.00 Location of the incident of bias/harassment/discrimination - Project/research site	1	1.0%	2	3.5%																			
	4.00 Location of the incident of bias/harassment/discrimination - Student group-sponsored event	3	5.0%	8	16.1%	4	24.2%																	
	5.00 Location of the incident of bias/harassment/discrimination - UVA dining	20	32.8%	10	19.6%	6	32.7%																	
	6.00 Location of the incident of bias/harassment/discrimination - UVA library	8	13.4%	3	5.4%																			
	7.00 Location of the incident of bias/harassment/discrimination - UVA sponsored event	7	11.8%	4	8.0%	2	9.2%																	
	8.00 Location of the incident of bias/harassment/discrimination - Classroom	34	57.5%	3	6.2%	8	43.2%																	
	9.00 Location of the incident of bias/harassment/discrimination- Faculty office	3	5.8%			7	37.9%																	
	10.00 Location of the incident of bias/harassment/discrimination - Greek house/event	1	1.0%	1	2.4%	2	10.8%																	
	11.00 Location of the incident of bias/harassment/discrimination - Lab	6	10.1%	4	8.2%	1	5.1%																	

	UVA Affiliation					
	1.00 Undergrad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%
12.00 Location of the incident of bias/harassment/discrimination - Medical facility	1	1.0%				
13.00 Location of the incident of bias/harassment/discrimination - Athletic facility	3	5.7%	4	8.5%	3	14.5%
14.00 Location of the incident of bias/harassment/discrimination - Off-grounds housing	17	28.7%	2	4.4%	1	3.6%
15.00 Location of the incident of bias/harassment/discrimination - On-grounds housing	14	24.0%	8	15.3%	3	14.4%
16.00 Location of the incident of bias/harassment/discrimination - UVA bus	1	1.0%				
17.00 Location of the incident of bias/harassment/discrimination - Phone calls/texts/e-mail	11	17.9%	7	13.4%	4	19.0%
18.00 Location of the incident of bias/harassment/discrimination - Social networking sites	12	19.7%	17	34.1%	6	32.8%
19.00 Location of the incident of bias/harassment/discrimination - UVA property	21	35.3%	21	43.1%	8	44.9%
20.00 Location of the incident of bias/harassment/discrimination - Other	2	3.4%	9	18.6%	1	7.8%
21.00 Location of the incident of bias/harassment/discrimination - Staff's office			14	28.0%		
22.00 Location of the incident of bias/harassment/discrimination - Event hosted by co-worker			1	2.4%		
Total	60	100.0%	49	100.0%	19	100.0%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	1 Yes	1	0.5%		2	4.7%
	2 No	100	99.5%	114	100.0%	43
Total	100	100.0%	114	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Pregnancy status	1 1-5 Times	3	85.3%		2	100.0%
	2 6-10 Times	1	14.7%			
Total	4	100.0%			2	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	1 Yes	1	1.4%	2	1.8%		
	2 No	100	98.6%	112	98.2%	45	100.0%
Total		101	100.0%	114	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- National origin	1 1-5 Times	4	100.0%	2	100.0%		
	Total	4	100.0%	2	100.0%		
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	1 Yes	1	1.2%	3	2.8%		
	2 No	99	98.8%	112	97.2%	45	100.0%
Total		100	100.0%	115	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Military service	1 1-5 Times	4	82.6%	3	100.0%		
	4 16-20 Times	1	17.4%				
Total		5	100.0%	3	100.0%		
In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	1 Yes	3	3.1%	2	1.5%		
	2 No	98	96.9%	110	98.5%	45	100.0%
Total		101	100.0%	111	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Disability	1 1-5 Times	5	85.6%	1	31.0%		
	2 6-10 Times	0	5.9%				
	3 11-15 Times			2	69.0%		
	4 16-20 Times	1	8.5%				
Total		6	100.0%	2	100.0%		
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	1 Yes	6	5.6%	11	9.8%	5	10.3%
	2 No	96	94.4%	103	90.2%	40	89.7%
Total		101	100.0%	114	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Age	1 1-5 Times	5	79.0%	8	77.2%	3	53.8%
	2 6-10 Times	1	9.0%				
	3 11-15 Times	1	12.0%	1	9.9%	1	15.4%
	5 20 or more Times			1	12.9%	2	30.7%
Total		7	100.0%	11	100.0%	6	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	1 Yes	1	1.4%	2	1.8%		
	2 No	100	98.6%	112	98.2%	45	100.0%
	Total	101	100.0%	114	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Citizenship	1 1-5 Times	4	88.3%	2	100.0%		
	2 6-10 Times	1	11.7%				
	Total	4	100.0%	2	100.0%		
In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	1 Yes	18	17.8%	10	8.4%	5	10.6%
	2 No	83	82.2%	104	91.6%	41	89.4%
	Total	101	100.0%	114	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Gender or gender identity	1 1-5 Times	12	57.2%	4	38.8%	1	18.8%
	2 6-10 Times	6	30.1%	4	43.7%		
	3 11-15 Times	2	8.4%	2	17.6%		
	4 16-20 Times	1	2.5%				
	5 20 or more Times	0	1.8%			4	81.2%
	Total	20	100.0%	10	100.0%	5	100.0%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	1 Yes	23	23.2%	10	8.9%	8	18.3%
	2 No	77	76.8%	101	91.1%	37	81.7%
	Total	101	100.0%	111	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Political beliefs	1 1-5 Times	12	49.6%	5	46.1%	2	19.1%
	2 6-10 Times	9	38.3%	2	16.8%	2	23.8%
	3 11-15 Times	2	8.5%	2	16.8%	2	22.5%
	4 16-20 Times	0	1.4%	2	20.3%		
	5 20 or more Times	1	2.2%			3	34.6%
	Total	24	100.0%	12	100.0%	9	100.0%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	1 Yes	9	9.3%	5	4.1%	3	5.9%
	2 No	88	90.7%	111	95.9%	43	94.1%
	Total	97	100.0%	115	100.0%	45	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Race	1 1-5 Times	8	55.5%	1	28.6%	1	21.5%
	2 6-10 Times	1	4.0%	2	42.5%		
	3 11-15 Times	1	6.1%				
	4 16-20 Times	5	30.8%			2	78.5%
	5 20 or more Times	1	3.5%	1	28.9%		
Total		15	100.0%	5	100.0%	3	100.0%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	1 Yes	19	18.6%	8	7.2%	6	13.8%
	2 No	82	81.4%	106	92.8%	38	86.2%
Total		100	100.0%	114	100.0%	44	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Religious/Spiritual beliefs	1 1-5 Times	10	50.1%	4	46.3%	2	34.7%
	2 6-10 Times	9	47.2%			1	12.5%
	3 11-15 Times			3	40.9%		
	4 16-20 Times			1	12.8%	2	27.9%
	5 20 or more Times	1	2.6%			2	24.9%
Total		20	100.0%	8	100.0%	7	100.0%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	1 Yes	7	7.4%	3	2.7%	2	4.7%
	2 No	93	92.6%	111	97.3%	43	95.3%
Total		101	100.0%	114	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Sexual orientation	1 1-5 Times	6	63.8%	1	34.5%		
	2 6-10 Times	2	18.0%				
	3 11-15 Times	1	9.2%	2	65.5%		
	4 16-20 Times	0	3.7%			2	100.0%
	5 20 or more Times	1	5.3%				
Total		10	100.0%	3	100.0%	2	100.0%
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	1 Yes	4	3.7%	9	7.6%	2	4.7%
	2 No	96	96.3%	103	92.4%	43	95.3%
Total		100	100.0%	112	100.0%	45	100.0%
In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Socioeconomic status	1 1-5 Times	4	57.1%	2	25.0%	2	100.0%
	2 6-10 Times	2	24.2%	4	43.5%		
	3 11-15 Times	1	11.5%	2	17.5%		
	4 16-20 Times	1	7.3%				
	5 20 or more Times			1	14.1%		
Total		7	100.0%	10	100.0%	2	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency of personally experiencing- Name calling or insults	1 0 Times	12	34.1%	6	42.9%	3	30.7%
	2 1-5 Times	12	34.6%	7	49.8%	6	67.6%
	3 6-10 Times	8	23.3%	1	7.2%	0	1.7%
	4 11-15 Times	3	8.1%				
Total		36	100.0%	15	100.0%	8	100.0%
Frequency of personally experiencing- Threatening comments	1 0 Times	26	73.1%	6	45.4%	5	61.5%
	2 1-5 Times	7	21.1%	7	54.6%	1	9.8%
	3 6-10 Times	2	4.3%			2	28.7%
	4 11-15 Times	1	1.5%				
Total		35	100.0%	13	100.0%	7	100.0%
Frequency of personally experiencing- Offensive visual images or items	1 0 Times	24	75.7%	8	56.2%	6	67.7%
	2 1-5 Times	7	22.6%	4	26.5%	2	21.5%
	3 6-10 Times	1	1.7%	1	7.6%		
	5 16-20 Times			1	9.8%	1	10.8%
Total		32	100.0%	14	100.0%	8	100.0%
Frequency of personally experiencing- Damage or theft of personal property	1 0 Times	28	79.4%	9	74.5%	7	100.0%
	2 1-5 Times	7	20.6%	2	14.4%		
	6 20 or more Times			1	11.0%		
Total		36	100.0%	12	100.0%	7	100.0%
Frequency of personally experiencing- Physical violence	1 0 Times	32	93.2%	12	90.7%	7	100.0%
	2 1-5 Times	2	5.7%	1	9.3%		
	4 11-15 Times	0	1.0%				
Total		34	100.0%	13	100.0%	7	100.0%
Frequency of personally experiencing - Other (please specify)	1 0 Times	11	68.0%	2	32.4%	1	26.3%
	2 1-5 Times	1	7.6%	3	34.9%	1	26.1%
	3 6-10 Times	4	21.3%				
	4 11-15 Times	1	3.1%				
	6 20 or more Times			2	32.7%	2	47.6%
Total		17	100.0%	7	100.0%	3	100.0%
Location at which respondent personally experienced bias, harassment, or discrimination at UVA	1.00 Location of personally experienced bias/discrimination/harassment- Faculty-hosted event off grounds	2	4.5%			2	22.6%
	2.00 Location of personally experienced bias/discrimination/harassment - Professional conference/networking event	1	1.8%	1	6.9%	2	22.6%
	3.00 Location of personally experienced bias/discrimination/harassment - Project/research site	1	3.6%	2	10.1%		

	UVA Affiliation					
	1.00 Undergrad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%
4.00 Location of personally experienced bias/discrimination/harassment - Student group-sponsored event	9	26.4%	3	18.2%		
5.00 Location of personally experienced bias/discrimination/harassment - UVA dining facility	8	24.3%	2	14.4%		
6.00 Location of personally experienced bias/discrimination/harassment - UVA library	4	12.4%				
7.00 Location of personally experienced bias/discrimination/harassment - UVA-sponsored event	2	4.5%	3	15.0%	2	27.6%
8.00 Location of personally experienced bias/discrimination/harassment - Classroom	19	56.8%	3	18.2%	4	50.2%
9.00 Location of personally experienced bias/discrimination/harassment- Faculty office	6	16.5%			4	59.9%
10.00 Location of personally experienced bias/discrimination/harassment - Greek house/Greek event	1	1.8%				
11.00 Location of personally experienced bias/discrimination/harassment- Lab	6	18.1%	4	24.0%		
12.00 Location of personally experienced bias/discrimination/harassment - Medical facility	1	1.8%				
13.00 Location of personally experienced bias/discrimination/harassment - Athletic facility	2	4.5%	3	18.8%		
14.00 Location of personally experienced bias/discrimination/harassment - Off-grounds housing	8	23.1%				
15.00 Location of personally experienced bias/discrimination/harassment - On-grounds housing	12	34.9%	2	11.9%		
16.00 Location of personally experienced bias/discrimination/harassment - UVA bus	1	1.8%				
17.00 Location of personally experienced bias/discrimination/harassment- Email/text/phone	14	42.4%	4	26.3%	1	8.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
	18.00 Location of personally experienced bias/discrimination/harassment - Social networking sites	6	17.7%	5	32.6%	2	27.6%
	19.00 Location of personally experienced bias/discrimination/harassment - UVA property	15	43.4%	5	29.3%	3	35.6%
	20.00 Location of personally experienced bias/discrimination/harassment - Other	1	3.6%	3	15.4%	1	12.5%
Total		34	100.0%	17	100.0%	7	100.0%
Individual's relationship to respondent at the time of respondent experiencing bias, harassment, or discrimination	1.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Advisee/mentee	5	12.9%				
	2.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Advisor/mentor/PI	0	1.0%	2	8.7%	2	19.8%
	3.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Co-worker	1	2.4%	11	57.5%	6	74.4%
	4.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Friend/acquaintance	17	49.0%				
	5.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Someone I had been involved with/was intimate with	2	4.8%				
	6.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Someone I was involved with/intimate with at the time of the conduct	1	2.0%				
	7.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Stranger	18	51.4%	5	28.0%		
	8.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Student/student employee	25	70.2%	6	30.7%	4	45.9%
	9.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Supervisor/manager/boss	0	1.0%	3	17.8%	5	58.5%

	UVA Affiliation					
	1.00 Undergrad		3.00 Staff		4.00 Faculty	
	wN	w%	wN	w%	wN	w%
10.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Other	7	18.5%				
11.00 Relationship to the individual perpetuating the bias/harassment/discrimination - Unknown	1	3.6%	2	10.2%		
Total	36	100.0%	20	100.0%	8	100.0%

Respondent's response when they witnessed or personally experienced bias, harassment, or discrimination	UVA Affiliation					
	1.00 Undergrad	3.00 Staff	4.00 Faculty	1.00 Undergrad	3.00 Staff	4.00 Faculty
	wN	w%	wN	w%	wN	w%
1.00 Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	1	1.7%	1	2.4%	2	10.2%
2.00 Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	16	45.2%	15	33.6%	5	24.8%
3.00 Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	15	41.5%	9	19.4%	6	27.1%
4.00 Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	1	3.6%	4	8.1%	0	0.7%
5.00 Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	2	4.8%	10	23.6%	2	10.2%
6.00 Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	6	16.7%	3	6.8%		
7.00 Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	13	36.1%	10	22.4%	9	39.8%
8.00 Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	9	25.9%	5	11.4%	2	7.5%
9.00 Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	8	21.7%			0	1.0%
10.00 Response to witnessed incidents of bias/harassment/discrimination	1	1.7%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
n- Submitted a bias incident report online							
11.00 Response to witnessed incidents of bias/harassment/discrimination- Told family member		8	21.6%	4	9.3%	5	24.1%
12.00 Response to witnessed incidents of bias/harassment/discrimination- Told friend		9	23.7%	6	14.3%	2	9.2%
13.00 Response to witnessed incidents of bias/harassment/discrimination- Other		1	2.4%	10	23.6%	6	27.9%
Total		36	100.0%	44	100.0%	22	100.0%
Degree of comfort contacting - Americans with Disabilities Act Coordinator	1 Very uncomfortable	3	2.5%	1	1.0%		
	2 Uncomfortable	15	14.2%	3	2.6%	2	4.9%
	3 Comfortable	35	33.3%	37	34.8%	15	34.8%
	4 Very comfortable	29	27.3%	61	57.2%	21	48.2%
	6 I am unaware of this resource	24	22.6%	5	4.4%	5	12.0%
Total		105	100.0%	107	100.0%	43	100.0%
Degree of comfort contacting - Campus/University Police	1 Very uncomfortable	10	9.9%	2	1.6%	2	4.9%
	2 Uncomfortable	16	14.9%	1	1.1%	4	8.6%
	3 Comfortable	34	32.6%	22	20.6%	14	32.4%
	4 Very comfortable	44	41.7%	82	76.8%	23	54.2%
	6 I am unaware of this resource	1	0.9%				
Total		105	100.0%	107	100.0%	43	100.0%
Degree of comfort contacting - Chancellor's Office	1 Very uncomfortable	7	6.8%	9	8.3%	6	13.9%
	2 Uncomfortable	12	11.0%	15	13.7%	6	13.1%
	3 Comfortable	52	50.0%	36	34.2%	12	27.2%
	4 Very comfortable	26	24.6%	47	43.8%	20	45.8%
	6 I am unaware of this resource	8	7.6%				
Total		105	100.0%	107	100.0%	43	100.0%
Degree of comfort contacting - Faculty and Employee Assistance Program	1 Very uncomfortable			3	3.0%	5	11.8%
	2 Uncomfortable			10	8.9%	3	6.9%
	3 Comfortable			41	38.5%	13	30.8%
	4 Very comfortable			47	44.1%	19	45.1%
	6 I am unaware of this resource			6	5.5%	2	5.5%
Total				107	100.0%	43	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Degree of comfort contacting - Human Resources	1 Very uncomfortable			5	4.5%	6	13.0%
	2 Uncomfortable			8	7.4%	0	1.0%
	3 Comfortable			31	28.3%	16	37.4%
	4 Very comfortable			64	59.8%	21	48.5%
Total				108	100.0%	43	100.0%
Degree of comfort contacting - Local Police	1 Very uncomfortable	8	7.3%	1	0.7%	3	7.8%
	2 Uncomfortable	19	18.1%	8	8.0%	3	5.8%
	3 Comfortable	38	36.2%	41	38.8%	17	38.7%
	4 Very comfortable	35	33.2%	55	52.5%	21	47.7%
	6 I am unaware of this resource	6	5.2%				
Total		105	100.0%	105	100.0%	43	100.0%
Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	1 Very uncomfortable	2	2.3%	3	3.1%	0	0.5%
	2 Uncomfortable	10	9.1%	10	9.0%	3	6.7%
	3 Comfortable	39	37.5%	43	40.0%	14	33.1%
	4 Very comfortable	28	26.9%	44	41.4%	18	45.0%
	6 I am unaware of this resource	25	24.3%	7	6.4%	6	14.7%
Total		104	100.0%	106	100.0%	41	100.0%
Degree of comfort contacting - Office of Compliance, Conduct & Inclusion	1 Very uncomfortable	7	6.3%	7	6.6%	1	3.0%
	2 Uncomfortable	6	5.7%	4	3.5%	6	13.1%
	3 Comfortable	41	38.9%	36	33.3%	12	28.5%
	4 Very comfortable	37	35.8%	57	53.2%	19	43.0%
	6 I am unaware of this resource	14	13.3%	4	3.4%	5	12.4%
Total		104	100.0%	107	100.0%	43	100.0%
Degree of comfort contacting - Ombuds	1 Very uncomfortable	2	1.8%	2	2.2%	3	6.2%
	2 Uncomfortable	7	7.1%	6	6.2%	3	6.3%
	3 Comfortable	28	27.4%	24	23.7%	9	23.2%
	4 Very comfortable	17	16.5%	29	28.1%	15	36.2%
	6 I am unaware of this resource	48	47.1%	41	39.8%	11	28.1%
Total		103	100.0%	102	100.0%	41	100.0%
Degree of comfort contacting - Provost's Office	1 Very uncomfortable	5	4.6%	4	4.2%	5	11.0%
	2 Uncomfortable	16	15.2%	13	11.8%	2	5.2%
	3 Comfortable	37	35.7%	39	36.7%	15	34.2%
	4 Very comfortable	27	26.3%	49	46.1%	21	49.6%
	6 I am unaware of this resource	19	18.1%	1	1.4%		
Total		104	100.0%	107	100.0%	43	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Degree of comfort contacting - State Police	1 Very uncomfortable	10	10.0%	4	4.2%	2	4.4%
	2 Uncomfortable	17	16.6%	3	3.2%	6	15.0%
	3 Comfortable	41	39.1%	45	42.2%	13	30.3%
	4 Very comfortable	29	27.4%	54	50.4%	22	50.3%
	6 I am unaware of this resource	7	6.8%				
Total		105	100.0%	107	100.0%	43	100.0%
Degree of comfort contacting - Title IX Office	1 Very uncomfortable	4	4.3%	7	6.2%	3	7.9%
	2 Uncomfortable	12	11.9%	2	2.3%	3	6.8%
	3 Comfortable	33	32.0%	29	26.9%	16	36.5%
	4 Very comfortable	44	41.8%	69	64.6%	21	48.8%
	6 I am unaware of this resource	10	9.9%				
Total		104	100.0%	107	100.0%	43	100.0%
Degree of comfort contacting - Your Chair or Department Head	1 Very uncomfortable			4	3.5%	5	11.1%
	2 Uncomfortable			2	2.3%	1	1.4%
	3 Comfortable			22	20.2%	10	22.7%
	4 Very comfortable			79	74.0%	28	64.8%
Total				107	100.0%	44	100.0%
Agreement with- UVA is a welcoming place/workplace	1 Strongly disagree	1	1.1%	7	5.8%	4	7.4%
	2 Disagree	6	5.0%	2	1.4%	5	10.2%
	3 Somewhat disagree	14	11.6%	1	0.9%	3	5.7%
	4 Somewhat agree	13	10.8%	14	11.9%	4	8.6%
	5 Agree	44	37.1%	67	56.6%	14	27.9%
	6 Strongly agree	41	34.4%	28	23.3%	20	40.2%
Total		118	100.0%	118	100.0%	51	100.0%
Agreement with- My department/unit is a welcoming place	1 Strongly disagree			6	4.7%	5	9.8%
	2 Disagree			2	1.4%	4	7.3%
	3 Somewhat disagree			3	2.6%	5	8.7%
	4 Somewhat agree			11	9.0%	2	3.7%
	5 Agree			46	38.4%	11	22.0%
	6 Strongly agree			53	43.9%	25	48.5%
Total				120	100.0%	52	100.0%
Agreement with- Social and cultural norms at UVA are inclusive of my identity	1 Strongly disagree	6	5.4%	4	3.5%	5	10.2%
	2 Disagree	7	6.2%	4	3.8%	3	6.6%
	3 Somewhat disagree	7	6.7%	8	7.9%	2	4.1%
	4 Somewhat agree	21	19.0%	17	16.3%	8	17.7%
	5 Agree	46	41.5%	50	47.7%	12	25.6%
	6 Strongly agree	23	21.1%	22	20.8%	17	35.8%
Total		111	100.0%	106	100.0%	47	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - I am proud to be a faculty member/employ ee/student at UVA	1 Strongly disagree	1	0.9%	2	1.9%		
	2 Disagree	6	5.9%	4	3.8%	2	4.4%
	3 Somewhat disagree	1	0.7%	1	0.6%	3	6.1%
	4 Somewhat agree	11	9.6%	9	8.1%	9	18.0%
	5 Agree	44	39.6%	40	34.6%	9	18.0%
	6 Strongly agree	48	43.4%	59	51.0%	27	53.5%
Total		110	100.0%	116	100.0%	50	100.0%
Agreement with: - Most faculty/employee s/students are proud to work at UVA	1 Strongly disagree	5	4.6%	2	1.9%		
	2 Disagree	2	2.1%	2	1.7%	2	3.6%
	3 Somewhat disagree	8	7.7%	1	1.0%	4	9.4%
	4 Somewhat agree	17	15.3%	24	20.7%	10	22.2%
	5 Agree	45	40.8%	51	43.5%	13	29.1%
	6 Strongly agree	33	29.6%	37	31.2%	16	35.7%
Total		110	100.0%	117	100.0%	46	100.0%
Agreement with: - UVA values faculty/employee /student opinions	1 Strongly disagree	4	4.0%	8	6.6%	5	9.1%
	2 Disagree	9	8.1%	6	5.2%	6	12.0%
	3 Somewhat disagree	4	3.4%	12	9.9%	4	7.0%
	4 Somewhat agree	20	17.6%	30	25.0%	11	21.8%
	5 Agree	39	35.0%	43	35.7%	12	23.7%
	6 Strongly agree	35	31.8%	21	17.5%	13	26.3%
Total		112	100.0%	120	100.0%	51	100.0%
Agreement with: - My department/unit/ program values faculty/employee /student opinions	1 Strongly disagree	2	1.7%	4	3.6%	5	10.0%
	2 Disagree	2	1.8%	5	4.5%	1	1.5%
	3 Somewhat disagree	2	1.4%	6	5.2%	2	3.9%
	4 Somewhat agree	11	10.3%	12	9.9%	0	0.9%
	5 Agree	44	39.3%	53	43.6%	16	31.6%
	6 Strongly agree	51	45.5%	40	33.3%	27	52.0%
Total		112	100.0%	121	100.0%	52	100.0%
Agreement with: - UVA acts on faculty/employee /student comments and suggestions	1 Strongly disagree	8	7.0%	7	6.0%	5	10.4%
	2 Disagree	5	4.5%	13	11.6%	7	12.8%
	3 Somewhat disagree	12	11.4%	9	8.2%	5	9.0%
	4 Somewhat agree	28	25.2%	51	45.4%	15	28.7%
	5 Agree	26	24.2%	29	25.6%	10	19.4%
	6 Strongly agree	30	27.6%	4	3.3%	10	19.7%
Total		109	100.0%	113	100.0%	51	100.0%
Agreement with: - My department/unit/ program acts on faculty/employee /student comments and	1 Strongly disagree	3	2.3%	7	5.7%	4	8.6%
	2 Disagree	2	1.4%	3	2.5%	3	6.5%
	3 Somewhat disagree	4	3.9%	4	3.7%	1	1.8%
	4 Somewhat agree	23	21.1%	27	23.2%	8	15.3%
	5 Agree	51	47.0%	56	47.0%	12	23.2%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
suggestions	6 Strongly agree	27	24.3%	21	17.8%	23	44.5%
Total		110	100.0%	118	100.0%	51	100.0%
Agreement with: - Diversity is important at UVA	1 Strongly disagree	7	6.4%	5	3.8%	2	4.1%
	2 Disagree	2	2.1%	2	2.0%	12	22.7%
	3 Somewhat disagree	2	1.4%	3	2.7%		
	4 Somewhat agree	13	11.9%	13	10.7%	4	8.0%
	5 Agree	31	28.4%	69	57.8%	17	32.5%
	6 Strongly agree	55	49.9%	27	22.9%	17	32.6%
Total		110	100.0%	119	100.0%	51	100.0%
Agreement with: - Diversity is important to my department/unit/ program	1 Strongly disagree	2	1.7%	6	5.0%	3	6.5%
	2 Disagree	3	2.4%			5	10.4%
	3 Somewhat disagree	2	1.5%	4	3.3%	0	0.8%
	4 Somewhat agree	29	26.5%	10	8.9%	7	14.5%
	5 Agree	35	32.1%	61	52.1%	11	21.4%
	6 Strongly agree	39	35.8%	36	30.7%	23	46.4%
Total		110	100.0%	117	100.0%	49	100.0%
Agreement with: - Diversity is important to me	1 Strongly disagree	3	2.5%	3	2.8%		
	2 Disagree	1	0.9%				
	3 Somewhat disagree	2	2.2%				
	4 Somewhat agree	18	16.3%	11	9.5%	3	5.7%
	5 Agree	26	23.8%	54	45.4%	14	27.2%
	6 Strongly agree	60	54.3%	51	42.3%	35	67.1%
Total		110	100.0%	120	100.0%	52	100.0%
Agreement with: - I feel a sense of belonging at UVA	1 Strongly disagree	3	3.2%	6	5.0%	2	3.2%
	2 Disagree	8	7.5%	4	3.1%	8	15.0%
	3 Somewhat disagree	5	5.1%	1	1.0%	2	3.4%
	4 Somewhat agree	30	28.4%	27	22.4%	8	15.0%
	5 Agree	28	26.9%	49	41.2%	12	23.1%
	6 Strongly agree	30	28.8%	33	27.4%	20	40.3%
Total		104	100.0%	119	100.0%	51	100.0%
Agreement with: - I feel a sense of belonging in my department/unit/ program	1 Strongly disagree	3	3.2%	7	5.5%	5	9.7%
	2 Disagree	1	0.5%	0	0.1%	1	1.6%
	3 Somewhat disagree	2	1.8%			2	3.6%
	4 Somewhat agree	20	19.1%	9	7.4%	6	11.0%
	5 Agree	29	27.6%	51	42.4%	12	24.5%
	6 Strongly agree	50	47.8%	53	44.5%	25	49.7%
Total		105	100.0%	120	100.0%	51	100.0%

		UVA Affiliation	
		1.00 Undergrad	
		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	54	45.7%
	2.00 Participation as a UVA student - Academic or academic competition organization	14	12.0%
	3.00 Participation as a UVA student - Athletic team	14	11.7%
	4.00 Participation as a UVA student - Club sport	10	8.6%
	5.00 Participation as a UVA student - Culture-specific organization	7	5.8%
	6.00 Participation as a UVA student - Faith or spiritually-based organization	4	3.6%
	7.00 Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	2	1.9%
	8.00 Participation as a UVA student - Greek letter organization	6	4.8%
	9.00 Participation as a UVA student - Health and wellness organization	13	10.5%
	10.00 Participation as a UVA student - Performance organization	2	1.3%
	11.00 Participation as a UVA student - Political or issue-oriented organization	6	5.2%
	12.00 Participation as a UVA student - Professional organization	4	3.1%
	13.00 Participation as a UVA student - Publication/media organization	3	2.5%
	14.00 Participation as a UVA student - Recreational organization	2	1.4%
	15.00 Participation as a UVA student - Service or philanthropic organization	5	4.1%
	16.00 Participation as a UVA student - A student organization not listed above (please specify)	10	8.7%
Total		119	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Have you considered leaving UVA in the past year?	1 Yes	47	40.8%	64	52.5%	19	36.0%
	2 No	68	59.2%	58	47.5%	33	64.0%
Total		114	100.0%	122	100.0%	52	100.0%
Reason respondent considered leaving UVA	1.00 Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	12	25.0%	4	6.9%	7	39.9%
	2.00 Reason for considering leaving UVA- Cost of living			10	15.6%		
	3.00 Reason for considering leaving UVA - Lack of a sense of belonging	21	45.4%	13	20.0%	7	39.9%
	4.00 Reason for considering leaving UVA - Lack of support group	15	31.5%	2	3.8%	7	37.7%
	5.00 Reason for considering leaving UVA - Lack of adequate child or elder-care services			3	4.4%	2	11.7%
	6.00 Reason for considering leaving UVA - Lack of adequate office/lab space			10	15.9%	2	9.3%
	7.00 Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair			11	16.6%	8	45.1%
	8.00 Reason for considering leaving UVA - Lack of employment opportunities for partner/spouse			2	3.6%	3	17.2%
	9.00 Reason for considering leaving UVA - Lack of meaningful interactions with colleagues			6	9.4%	4	22.4%
	10.00 Reason for considering leaving UVA - Lack of promotional opportunities			25	39.0%	5	28.0%
	11.00 Reason for considering leaving UVA - Level of compensation			45	69.7%	7	40.2%
	12.00 Reason for considering leaving UVA - Marital/relationship status	1	2.3%				
	13.00 Reason for considering leaving UVA- Personal reason	12	25.3%	7	10.2%	2	12.1%
	14.00 Reason for considering leaving UVA - Quality of health insurance			20	31.3%	5	29.4%
	15.00 Reason for considering leaving UVA- Quality of retirement/employment benefits			8	13.1%	2	11.0%
	16.00 Reason for considering leaving UVA - Other	10	22.3%	14	22.5%	4	21.4%
	17.00 Reason for considering leaving UVA - Coursework too difficult	8	16.6%				
	18.00 Reason for considering leaving UVA - Financial reason	13	29.1%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
19.00 Reason for considering leaving UVA - Homesick		11	23.6%				
20.00 Reason for considering leaving UVA - Lack of employment opportunities for partner/spouse							
21.00 Reason for considering leaving UVA - Lack of meaningful interactions with faculty		7	15.4%				
22.00 Reason for considering leaving UVA - Preferred field of study not offered		5	11.6%				
Total		46	100.0%	64	100.0%	19	100.0%
Agreement with: - I feel valued as an individual by my department chair or equivalent	1 Strongly disagree			4	3.2%	5	10.6%
	2 Disagree			2	1.4%	4	8.1%
	3 Somewhat disagree			1	1.1%	0	0.4%
	4 Somewhat agree			12	9.8%	6	11.7%
	5 Agree			49	41.8%	12	23.0%
	6 Strongly agree			51	42.8%	24	46.2%
Total				118	100.0%	51	100.0%
Agreement with: - I feel valued as an individual by my UVA colleagues/peers	1 Strongly disagree	5	4.9%	4	3.1%	2	4.5%
	2 Disagree	3	2.7%	2	2.0%	5	10.1%
	3 Somewhat disagree	4	3.9%	10	8.4%	8	14.7%
	4 Somewhat agree	31	28.1%	20	17.1%	6	11.4%
	5 Agree	41	36.3%	47	39.6%	16	31.9%
	6 Strongly agree	27	24.1%	36	29.7%	14	27.4%
Total		112	100.0%	120	100.0%	51	100.0%
Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	1 Strongly disagree			1	1.1%	5	10.0%
	2 Disagree			2	1.8%		
	3 Somewhat disagree			7	6.0%	2	3.5%
	4 Somewhat agree			9	8.1%	5	10.7%
	5 Agree			54	46.8%	15	29.3%
	6 Strongly agree			42	36.2%	24	46.5%
Total				116	100.0%	51	100.0%
Agreement with: - UVA should implement required diversity and inclusion training for students	1 Strongly disagree	13	11.4%	1	1.3%		
	2 Disagree	12	10.4%	8	7.1%	5	10.2%
	3 Somewhat disagree	15	14.0%	1	1.4%	0	0.3%
	4 Somewhat agree	24	21.4%	31	28.7%	13	26.2%
	5 Agree	18	16.0%	39	35.8%	11	22.1%
	6 Strongly agree	30	26.7%	28	25.8%	21	41.2%
Total		111	100.0%	108	100.0%	51	100.0%

	UVA Affiliation						
	1.00 Undergrad		3.00 Staff		4.00 Faculty		
	wN	w%	wN	w%	wN	w%	
Agreement with: - UVA should implement required diversity and inclusion training for staff	1 Strongly disagree			3	2.3%	2	4.0%
	2 Disagree			8	6.9%	5	10.8%
	3 Somewhat disagree			4	3.9%		
	4 Somewhat agree			26	23.6%	17	33.5%
	5 Agree			38	34.7%	8	17.0%
	6 Strongly agree			31	28.6%	17	34.8%
Total			109	100.0%	49	100.0%	
Agreement with: - UVA should implement required diversity and inclusion training for faculty	1 Strongly disagree			3	2.3%	1	2.6%
	2 Disagree			6	5.4%	5	10.8%
	3 Somewhat disagree			4	3.9%	2	3.4%
	4 Somewhat agree			22	19.9%	15	29.8%
	5 Agree			42	38.3%	9	18.2%
	6 Strongly agree			33	30.2%	17	35.2%
Total			109	100.0%	49	100.0%	
The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	1 Strongly disagree	10	10.2%	2	1.9%	4	8.6%
	2 Disagree	4	4.0%	10	9.0%	3	7.0%
	3 Somewhat disagree	8	8.3%	8	7.1%	1	2.2%
	4 Somewhat agree	21	21.8%	26	23.6%	5	12.8%
	5 Agree	34	35.1%	37	33.1%	16	37.5%
	6 Strongly agree	20	20.7%	28	25.3%	14	31.9%
Total	98	100.0%	111	100.0%	43	100.0%	
Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	1 Strongly disagree			3	3.2%	3	7.3%
	2 Disagree			9	8.6%	2	3.3%
	3 Somewhat disagree			1	1.2%	6	12.5%
	4 Somewhat agree			18	16.3%	1	2.9%
	5 Agree			42	38.7%	15	31.7%
	6 Strongly agree			35	32.0%	20	42.4%
Total			110	100.0%	46	100.0%	
Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	1 Strongly disagree			1	1.1%	3	7.3%
	2 Disagree			6	5.8%	1	2.4%
	3 Somewhat disagree			8	7.4%	5	11.8%
	4 Somewhat agree			24	21.6%	5	12.5%
	5 Agree			48	43.0%	18	44.7%
	6 Strongly agree			24	21.1%	9	21.3%
Total			111	100.0%	41	100.0%	
Agreement with: - Students are responsive when bias incidents happen at UVA	1 Strongly disagree	2	2.2%	1	1.2%		
	2 Disagree	4	3.7%	6	5.2%	0	1.0%
	3 Somewhat disagree	8	7.5%	7	7.0%	8	20.2%
	4 Somewhat agree	26	24.8%	33	31.1%	8	19.9%
	5 Agree	43	41.3%	44	40.8%	15	35.6%
	6 Strongly agree	21	20.6%	16	14.7%	10	23.4%
Total	103	100.0%	107	100.0%	41	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	1 Strongly disagree					1	2.5%
	2 Disagree			1	1.0%		
	3 Somewhat disagree			4	3.6%	10	20.7%
	4 Somewhat agree			18	16.8%	3	5.5%
	5 Agree			57	52.7%	23	46.3%
	6 Strongly agree			28	26.0%	12	24.9%
Total			109	100.0%	49	100.0%	

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	1 Never	22	19.8%	1	2.1%
	2 Rarely	25	22.2%	6	13.6%
	3 Occasionally	46	40.9%	15	31.7%
	4 Somewhat often	8	7.2%	9	20.0%
	5 Often	7	6.0%	6	14.0%
	6 Very often	4	3.9%	9	18.7%
Total		113	100.0%	46	100.0%
Frequency of engagement outside of work - Attend UVA athletic events	1 Never	28	25.1%	12	25.8%
	2 Rarely	17	14.9%	13	28.7%
	3 Occasionally	32	28.1%	13	28.1%
	4 Somewhat often	8	7.0%	2	4.1%
	5 Often	12	10.5%	3	5.7%
	6 Very often	16	14.3%	4	7.7%
Total		113	100.0%	46	100.0%
Frequency of engagement outside of work - Attend UVA major events	1 Never	19	16.6%	1	1.5%
	2 Rarely	14	12.6%	4	7.9%
	3 Occasionally	44	38.7%	13	29.4%
	4 Somewhat often	7	6.0%	8	17.1%
	5 Often	19	16.4%	9	20.0%
	6 Very often	11	9.7%	11	24.0%
Total		113	100.0%	45	100.0%
Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1 Never	49	46.6%	22	49.6%
	2 Rarely	15	14.1%	13	29.7%
	3 Occasionally	16	15.2%	3	6.3%
	4 Somewhat often	7	7.0%	2	4.3%
	5 Often	13	12.6%	1	2.6%
	6 Very often	5	4.6%	3	7.5%
Total		105	100.0%	44	100.0%
Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1 Never	87	77.3%	26	55.9%
	2 Rarely	10	8.6%	9	18.9%
	3 Occasionally	11	9.6%	8	16.4%
	4 Somewhat often	2	1.3%		
	5 Often	3	2.2%	3	6.7%
	6 Very often	1	1.0%	1	2.2%
Total		113	100.0%	46	100.0%

		UVA Affiliation			
		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%
Frequency of engagement outside of work - Participation in department or unit special events	1 Never	8	7.0%	1	2.5%
	2 Rarely	24	21.3%	5	10.6%
	3 Occasionally	29	26.0%	10	22.1%
	4 Somewhat often	15	13.8%	8	17.3%
	5 Often	20	17.9%	8	18.0%
	6 Very often	16	14.0%	13	29.4%
Total		111	100.0%	46	100.0%
Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	1 Never	13	11.8%	4	9.8%
	2 Rarely	20	17.3%	12	25.6%
	3 Occasionally	41	36.3%	18	39.8%
	4 Somewhat often	13	11.1%	3	6.3%
	5 Often	13	11.4%	5	11.4%
	6 Very often	14	12.1%	3	7.1%
Total		113	100.0%	46	100.0%

		UVA Affiliation			
		1.00 Undergrad		4.00 Faculty	
		wN	w%	wN	w%
Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	4 Easy	1	100.0%		
	5 Very easy			1	100.0%
Total		1	100.0%	1	100.0%
Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	4 Easy	1	100.0%		
Total		1	100.0%		
Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	4 Easy	1	100.0%		
	5 Very easy			1	100.0%
Total		1	100.0%	1	100.0%
Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	4 Easy	1	100.0%		
	5 Very easy			1	100.0%
Total		1	100.0%	1	100.0%
Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	4 Easy	1	100.0%		
	5 Very easy			1	100.0%
Total		1	100.0%	1	100.0%
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	4 Easy	1	100.0%		
	5 Very easy			1	100.0%
Total		1	100.0%	1	100.0%
Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/student- When socializing	3 Mostly American			1	100.0%
Total				1	100.0%
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.)	5 All or mostly all American	1	100.0%		
Total		1	100.0%		

		UVA Affiliation			
		1.00 Undergrad		4.00 Faculty	
		wN	w%	wN	w%
Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/students - When participating in workplace events	3 Mostly American			1	100.0%
Total				1	100.0%
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	3 Mostly American			1	100.0%
Total				1	100.0%
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	5 All or mostly all American	1	100.0%		
Total		1	100.0%		
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	5 All or mostly all American	1	100.0%		
Total		1	100.0%		

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	1 Strongly disagree	6	5.3%				
	2 Disagree	7	7.1%			4	8.8%
	3 Somewhat disagree	5	4.7%	2	1.9%	0	0.5%
	4 Somewhat agree	20	18.9%	6	5.6%	4	9.1%
	5 Agree	33	32.1%	63	54.4%	17	36.7%
	6 Strongly agree	33	31.9%	44	38.1%	21	44.9%
Total		104	100.0%	116	100.0%	47	100.0%
Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	1 Strongly disagree	12	12.1%	3	2.7%	5	11.2%
	2 Disagree	11	10.9%	5	4.4%	2	4.7%
	3 Somewhat disagree	15	14.8%	15	12.9%	2	5.3%
	4 Somewhat agree	24	23.8%	10	8.7%	4	8.9%
	5 Agree	22	21.9%	51	44.7%	20	43.5%
	6 Strongly agree	17	16.5%	30	26.6%	12	26.3%
Total		102	100.0%	114	100.0%	47	100.0%
Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	0	0.4%			4	8.3%
	2 Disagree	4	4.5%	8	6.6%	3	7.8%
	3 Somewhat disagree	7	7.1%	10	8.5%	1	3.1%
	4 Somewhat agree	23	23.6%	17	14.5%	8	18.4%
	5 Agree	42	43.1%	46	40.6%	17	37.6%
	6 Strongly agree	21	21.2%	34	29.8%	11	24.8%
Total		97	100.0%	114	100.0%	45	100.0%
Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	1 Strongly disagree			1	1.0%	1	2.2%
	2 Disagree			5	5.0%	1	3.2%
	3 Somewhat disagree			3	2.9%	3	6.7%
	4 Somewhat agree			12	11.0%	4	10.2%
	5 Agree			55	50.0%	14	33.2%
	6 Strongly agree			33	30.2%	19	44.6%
Total				109	100.0%	43	100.0%
Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	1 Strongly disagree	8	7.4%	6	5.8%		
	2 Disagree	15	14.8%	17	15.6%	7	16.7%
	3 Somewhat disagree	13	12.4%	11	9.9%	4	9.2%
	4 Somewhat agree	26	24.6%	26	23.7%	15	33.6%
	5 Agree	27	26.0%	35	31.7%	12	27.4%
	6 Strongly agree	15	14.8%	15	13.2%	6	13.1%
Total		104	100.0%	111	100.0%	45	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	2 Disagree	6	7.3%				
	3 Somewhat disagree	3	3.4%				
	4 Somewhat agree	19	21.9%				
	5 Agree	45	50.5%				
	6 Strongly agree	15	17.0%				
Total		89	100.0%				
Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	0	0.0%				
	2 Disagree	9	9.0%				
	3 Somewhat disagree	5	5.5%				
	4 Somewhat agree	24	24.6%				
	5 Agree	42	43.1%				
6 Strongly agree	18	17.8%					
Total		98	100.0%				
Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	1 Strongly disagree	8	8.0%				
	2 Disagree	8	8.9%				
	3 Somewhat disagree	16	16.8%				
	4 Somewhat agree	20	20.8%				
	5 Agree	31	32.5%				
6 Strongly agree	12	12.9%					
Total		95	100.0%				
Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	8	7.8%				
	2 Disagree	7	7.1%				
	3 Somewhat disagree	19	19.5%				
	4 Somewhat agree	20	19.9%				
	5 Agree	32	32.7%				
6 Strongly agree	13	13.1%					
Total		99	100.0%				
Agreement with: - When relevant to the course(s) I teach, I feel empowered to include controversial topics or statements in classroom discussions	1 Strongly disagree					3	5.8%
	2 Disagree					1	1.6%
	3 Somewhat disagree					3	6.3%
	4 Somewhat agree					8	17.0%
	5 Agree					18	38.3%
6 Strongly agree					15	31.0%	
Total						47	100.0%
Agreement with: - I am intentionally inclusive of the topics/subjects examined in my courses or research (as applicable)	2 Disagree					1	1.6%
	3 Somewhat disagree					0	0.5%
	4 Somewhat agree					7	14.9%
	5 Agree					18	40.2%
6 Strongly agree					19	42.9%	
Total						45	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Degree of concern in the past year - Finding, or remaining in, adequate housing	1 Not a concern	80	67.7%	93	78.5%	35	69.5%
	2 Somewhat of a concern	29	24.9%	14	12.1%	11	21.6%
	3 A serious concern	9	7.3%	11	9.4%	4	8.9%
Total		118	100.0%	118	100.0%	50	100.0%
Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1 Not a concern	32	27.1%	48	40.1%	30	60.3%
	2 Somewhat of a concern	43	37.0%	44	36.9%	16	30.9%
	3 A serious concern	42	35.9%	27	23.0%	4	8.8%
Total		117	100.0%	118	100.0%	50	100.0%
Degree of concern in the past year- Obtaining health services	1 Not a concern	72	60.8%	46	38.6%	12	23.9%
	2 Somewhat of a concern	24	20.0%	49	41.0%	21	40.6%
	3 A serious concern	23	19.2%	24	20.4%	18	35.6%
Total		118	100.0%	120	100.0%	51	100.0%
Degree of concern in the past year - Maintaining adequate health insurance coverage	1 Not a concern	70	58.9%	43	36.2%	15	29.4%
	2 Somewhat of a concern	20	16.5%	44	37.1%	24	46.0%
	3 A serious concern	29	24.6%	32	26.7%	13	24.6%
Total		118	100.0%	118	100.0%	51	100.0%
Degree of concern in the past year - The level of work-related stress I experience	1 Not a concern			39	32.4%	18	35.9%
	2 Somewhat of a concern			51	42.5%	12	23.9%
	3 A serious concern			30	25.2%	20	40.1%
Total				120	100.0%	51	100.0%
Degree of concern in the past year - Obtaining adequate hours of sleep each night	1 Not a concern	26	21.9%	44	37.1%	21	41.3%
	2 Somewhat of a concern	55	46.1%	52	43.8%	14	26.6%
	3 A serious concern	38	32.0%	23	19.1%	16	32.1%
Total		118	100.0%	120	100.0%	51	100.0%
Degree of concern in the past year - Personal security on or around UVA	1 Not a concern	71	61.8%	97	82.4%	35	69.5%
	2 Somewhat of a concern	32	27.9%	16	13.9%	16	30.5%
	3 A serious concern	12	10.3%	4	3.7%		
Total		115	100.0%	117	100.0%	51	100.0%
Degree of concern - The level of academic-related stress I experience	1 Not a concern	19	16.1%				
	2 Somewhat of a concern	60	50.4%				
	3 A serious concern	40	33.6%				
Total		118	100.0%				
Degree of concern in the past year - The level of personal-related stress I experience	1 Not a concern	34	28.4%				
	2 Somewhat of a concern	43	36.1%				
	3 A serious concern	42	35.6%				
Total		118	100.0%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Degree of concern in the past year - Securing employment after graduation/completion	1 Not a concern	38	33.8%				
	2 Somewhat of a concern	45	39.7%				
	3 A serious concern	30	26.5%				
	Total	114	100.0%				
Degree of concern in the past year - Securing employment while completing my program of study	1 Not a concern	55	46.8%				
	2 Somewhat of a concern	46	39.3%				
	3 A serious concern	16	13.9%				
	Total	118	100.0%				
Degree of concern in the past year - The amount of institutional service I am expected to perform	1 Not a concern					20	39.5%
	2 Somewhat of a concern					21	40.6%
	3 A serious concern					10	19.9%
	Total					51	100.0%

		UVA Affiliation	
		1.00 Undergrad	
		wN	w%
Which of the following most closely describes your current housing?	1 UVA housing	44	36.7%
	2 Independently in an apartment/house (with or without roommates)	36	30.6%
	3 Living with family member/guardian	38	32.0%
	5 Other (Please specify)	1	0.8%
Total		119	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1 Never	47	40.2%	77	65.0%	34	72.0%
	2 Rarely	18	14.9%	11	9.6%	10	21.9%
	3 Occasionally	18	15.4%	26	22.0%	2	4.1%
	4 Somewhat often	12	9.8%	1	1.1%		
	5 Often	8	6.6%	3	2.2%	1	2.0%
	6 Very often	15	13.1%				
Total		118	100.0%	119	100.0%	47	100.0%
Frequency in the past year - Cut down on personal or recreational spending	1 Never	2	2.0%	9	7.8%	12	25.2%
	2 Rarely	10	8.5%	9	7.4%	7	15.9%
	3 Occasionally	36	30.4%	48	40.5%	12	25.3%
	4 Somewhat often	24	20.4%	17	14.3%	6	12.7%
	5 Often	18	14.8%	18	15.2%	0	0.5%
	6 Very often	28	23.9%	18	14.8%	9	20.5%
Total		118	100.0%	118	100.0%	46	100.0%
Frequency in the past year - Worried about my financial circumstances	1 Never	10	8.4%	9	7.6%	9	18.8%
	2 Rarely	24	19.9%	15	12.4%	15	33.0%
	3 Occasionally	18	15.1%	48	40.7%	9	20.6%
	4 Somewhat often	13	10.9%	13	11.1%	3	6.0%
	5 Often	13	11.0%	12	10.2%	2	4.7%
	6 Very often	41	34.7%	21	18.0%	8	16.8%
Total		118	100.0%	118	100.0%	46	100.0%

		UVA Affiliation	
		1.00 Undergrad	
		wN	w%
Ways in which students pay for their education and expenses at UVA	1.00 Source of payment for education/related expenses at UVA - Credit card	17	13.9%
	2.00 Source of payment for education/related expenses at UVA - Family contribution	31	26.0%
	3.00 Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	37	30.7%
	4.00 Source of payment for education/related expenses at UVA - Graduate stipend		
	5.00 Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration		
	6.00 Source of payment for education/related expenses at UVA - Loans	63	53.1%
	7.00 Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	46	38.9%
	8.00 Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	54	45.0%
	9.00 Source of payment for education/related expenses at UVA - Personal contribution/job	30	25.6%
	10.00 Source of payment for education/related expenses at UVA - Work Study job	16	13.5%
	11.00 Source of payment for education/related expenses at UVA - A method of payment not listed here	4	3.6%
Total		119	100.0%
Financial hardships respondent has experienced while attending UVA	1.00 Financial hardship while at UVA - Difficulty affording co-curricular events or activities	22	19.3%
	2.00 Financial hardship while at UVA - Difficulty affording commuting to UVA	29	24.9%
	3.00 Financial hardship while at UVA- Difficulty affording child care	3	2.5%
	4.00 Financial hardship while at UVA- Difficulty affording health care	21	18.7%
	5.00 Financial hardship while at UVA - Difficulty affording housing	24	21.0%
	6.00 Financial hardship while at UVA - Difficulty affording travel to and from UVA	28	24.8%
	7.00 Financial hardship while at UVA - Difficulty affording tuition	39	33.9%
	8.00 Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	8	7.4%
	9.00 Financial hardship while at UVA- Difficulty participating in social events	30	26.0%
	10.00 Financial hardship while at UVA - Difficulty purchasing my books/course materials	50	43.4%
	11.00 Financial hardship while at UVA - Difficulty affording other academic fees	31	26.8%
	12.00 Financial hardship while at UVA - Other (Please specify) - Text	4	3.2%
	13.00 Financial hardship while at UVA - No, I have not experienced any financial hardships	34	29.4%
Total		115	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1 Not a concern			52	43.8%	24	48.2%
	2 Somewhat of a concern			38	32.0%	17	34.2%
	3 A serious concern			29	24.2%	9	17.6%
	Total			120	100.0%	50	100.0%
Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	1 Strongly disagree	1	0.9%	3	2.9%		
	2 Disagree	0	0.3%			0	0.9%
	3 Somewhat disagree	1	0.8%	6	5.1%	7	12.8%
	4 Somewhat agree	16	14.3%	13	11.8%	10	19.1%
	5 Agree	54	48.8%	55	48.5%	17	34.2%
	6 Strongly agree	39	34.8%	36	31.7%	17	32.9%
Total		111	100.0%	113	100.0%	51	100.0%
Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	1 Strongly disagree	0	0.0%	3	2.8%		
	2 Disagree			2	1.9%	9	16.6%
	3 Somewhat disagree	4	3.5%	5	4.0%	3	5.7%
	4 Somewhat agree	21	18.7%	9	7.9%	7	13.9%
	5 Agree	40	35.6%	60	51.5%	18	34.5%
	6 Strongly agree	47	42.2%	37	31.8%	15	29.2%
Total		112	100.0%	117	100.0%	51	100.0%
Agreement with- I have/had a mentor at UVA	1 Strongly disagree	2	2.0%	5	4.5%	8	16.5%
	2 Disagree	12	10.3%	30	28.4%	12	25.4%
	3 Somewhat disagree	6	4.9%	15	13.9%	5	10.3%
	4 Somewhat agree	22	19.6%	13	12.4%	12	24.1%
	5 Agree	45	40.1%	28	26.6%	6	12.0%
	6 Strongly agree	26	23.0%	15	14.1%	6	11.7%
Total		113	100.0%	106	100.0%	48	100.0%
Agreement with- I have had regular opportunities for effective mentoring	1 Strongly disagree	4	3.2%	7	6.3%	7	14.4%
	2 Disagree	5	4.2%	20	18.2%	15	30.6%
	3 Somewhat disagree	9	7.7%	11	10.4%	2	4.2%
	4 Somewhat agree	26	22.2%	22	20.5%	12	24.3%
	5 Agree	42	35.6%	39	36.3%	8	16.9%
	6 Strongly agree	32	27.2%	9	8.3%	5	9.7%
Total		117	100.0%	108	100.0%	48	100.0%
Agreement with- I mentor other faculty/employees	1 Strongly disagree			5	4.7%	4	8.0%
	2 Disagree			13	12.2%	5	11.1%
	3 Somewhat disagree			7	6.5%	6	13.7%
	4 Somewhat agree			29	27.5%	13	28.3%
	5 Agree			40	37.5%	10	23.2%
	6 Strongly agree			12	11.7%	7	15.8%
Total			105	100.0%	44	100.0%	

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	1 Never			14	12.1%	9	17.2%
	2 Rarely			9	7.9%	14	27.8%
	3 Occasionally			10	9.0%		
	4 Somewhat often			20	17.7%	4	7.5%
	5 Often			31	27.5%	11	21.9%
	6 Very often			29	25.7%	13	25.6%
Total				113	100.0%	51	100.0%
Frequency in the past year-Clear explanation of what constitutes poor academic performance							
Total							
Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	1 Never			6	5.6%	7	13.1%
	2 Rarely			8	7.1%	5	9.7%
	3 Occasionally			15	13.2%	4	7.1%
	4 Somewhat often			14	12.2%	7	13.7%
	5 Often			37	33.1%	12	24.3%
	6 Very often			33	28.8%	16	32.2%
Total				113	100.0%	51	100.0%
Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	2 Rarely	1	1.0%				
	3 Occasionally	6	5.4%				
	4 Somewhat often	25	21.7%				
	5 Often	36	31.5%				
	6 Very often	47	40.4%				
	Total		116	100.0%			
Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives	1 Never			2	2.1%	2	4.2%
	2 Rarely			8	6.8%	7	14.0%
	3 Occasionally			8	6.8%	3	6.6%
	4 Somewhat often			15	13.1%	3	5.9%
	5 Often			47	40.4%	10	18.9%
	6 Very often			36	30.9%	26	50.4%
Total				117	100.0%	51	100.0%
Frequency in past year - Opportunities for active participation in lecture and discussion classes	2 Rarely	2	1.6%				
	3 Occasionally	2	2.1%				
	4 Somewhat often	12	10.2%				
	5 Often	45	38.5%				
	6 Very often	55	47.5%				
Total		117	100.0%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	1 Never			4	3.2%	2	4.5%
	2 Rarely	6	4.8%	13	11.1%	7	13.7%
	3 Occasionally	7	6.0%	8	7.0%	7	13.6%
	4 Somewhat often	10	8.7%	24	20.1%	7	14.1%
	5 Often	35	29.6%	50	42.3%	13	26.7%
	6 Very often	59	50.9%	19	16.3%	13	27.5%
Total		117	100.0%	117	100.0%	48	100.0%
Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	1 Never	3	2.5%	4	3.6%	4	8.7%
	2 Rarely	11	9.5%	5	4.7%	2	4.7%
	3 Occasionally	19	16.4%	11	9.2%	3	6.1%
	4 Somewhat often	27	23.2%	6	5.2%	3	5.5%
	5 Often	27	23.3%	34	29.0%	13	24.7%
	6 Very often	29	25.1%	56	48.3%	26	50.3%
Total		117	100.0%	116	100.0%	51	100.0%
Frequency in past year - Faculty maintaining respectful interactions	2 Rarely	1	0.4%				
	3 Occasionally	4	3.9%				
	4 Somewhat often	13	10.8%				
	5 Often	49	42.2%				
	6 Very often	49	42.7%				
Total		116	100.0%				
Frequency in past year- An instructor who was intentionally inclusive in the topics/authors/theories covered	1 Never	2	2.0%				
	2 Rarely	1	1.1%				
	3 Occasionally	5	4.5%				
	4 Somewhat often	17	15.5%				
	5 Often	36	32.0%				
	6 Very often	50	44.8%				
Total		112	100.0%				
Frequency in past year - Staff at UVA treating graduate/professional students with respect	2 Rarely	6	5.0%				
	3 Occasionally	5	4.1%				
	4 Somewhat often	12	9.9%				
	5 Often	38	33.0%				
	6 Very often	56	48.0%				
Total		117	100.0%				
Frequency in past year - Graduate/professional students treating staff with respect	2 Rarely	1	0.8%				
	3 Occasionally	2	2.1%				
	4 Somewhat often	16	14.4%				
	5 Often	54	47.7%				
	6 Very often	40	35.1%				
Total		113	100.0%				

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	1 Never	13	11.6%				
	2 Rarely	10	9.2%				
	3 Occasionally	7	6.6%				
	4 Somewhat often	20	18.1%				
	5 Often	22	20.1%				
	6 Very often	37	34.3%				
Total		109	100.0%				
Individuals of my citizenship status are respected in Wise	1 Strongly disagree	3	2.8%	5	5.3%	0	0.5%
	2 Disagree			1	1.1%	1	1.4%
	3 Somewhat disagree	1	0.9%				
	4 Somewhat agree	2	2.1%	6	5.7%	2	3.9%
	5 Agree	34	33.4%	40	40.8%	14	33.4%
	6 Strongly agree	62	60.9%	46	47.2%	25	60.8%
Total		102	100.0%	97	100.0%	41	100.0%
Individuals with a disability or impairment like mine are respected in Wise	1 Strongly disagree					0	1.6%
	2 Disagree	0	0.9%	2	6.3%		
	3 Somewhat disagree	6	14.6%	1	2.8%		
	4 Somewhat agree	3	7.2%	3	12.8%	4	26.8%
	5 Agree	16	37.4%	9	34.3%	6	43.7%
	6 Strongly agree	17	40.0%	12	43.8%	4	27.9%
Total		43	100.0%	27	100.0%	14	100.0%
Individuals of my gender or gender identity are respected in Wise	1 Strongly disagree	2	1.8%	5	4.8%	4	9.6%
	2 Disagree	1	1.0%	2	2.1%		
	3 Somewhat disagree	1	0.8%	6	5.7%	1	3.3%
	4 Somewhat agree	8	6.6%	9	8.3%	1	2.3%
	5 Agree	44	38.4%	45	42.5%	10	25.3%
	6 Strongly agree	59	51.5%	39	36.5%	25	59.5%
Total		114	100.0%	106	100.0%	41	100.0%
Individuals of my national origin are respected in Wise	1 Strongly disagree	6	5.8%	6	6.3%	2	4.4%
	2 Disagree	1	0.8%	1	1.1%	1	1.4%
	3 Somewhat disagree			1	1.4%	1	2.3%
	4 Somewhat agree	4	3.2%	4	4.2%	1	1.4%
	5 Agree	37	33.2%	42	43.5%	14	32.5%
	6 Strongly agree	63	56.9%	42	43.4%	25	58.0%
Total		111	100.0%	97	100.0%	42	100.0%
Individuals of my sexual orientation are respected in Wise	1 Strongly disagree	3	2.6%	5	5.0%	2	4.6%
	2 Disagree	1	1.1%	2	1.7%	0	1.2%
	3 Somewhat disagree	3	2.9%	3	2.5%	2	4.4%
	4 Somewhat agree	8	7.7%	8	8.0%		
	5 Agree	32	30.0%	49	48.3%	13	31.6%
	6 Strongly agree	60	55.8%	35	34.6%	23	58.2%
Total		107	100.0%	102	100.0%	40	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my political beliefs are respected in Wise	1 Strongly disagree	5	4.3%	12	11.1%	8	18.4%
	2 Disagree	9	8.4%	3	2.6%	4	7.7%
	3 Somewhat disagree	12	10.5%	12	11.1%	3	6.6%
	4 Somewhat agree	17	15.3%	19	17.5%	10	21.5%
	5 Agree	40	35.6%	39	35.6%	12	26.7%
	6 Strongly agree	29	26.0%	24	22.0%	9	19.0%
Total		112	100.0%	109	100.0%	45	100.0%
Individuals of my race are respected in Wise	1 Strongly disagree	7	6.4%	6	5.7%	2	4.5%
	2 Disagree	0	0.0%	1	1.2%	1	1.4%
	3 Somewhat disagree	4	3.4%	1	1.0%	2	3.8%
	4 Somewhat agree	7	6.3%	6	5.5%	1	3.1%
	5 Agree	35	29.7%	48	44.9%	13	31.9%
	6 Strongly agree	63	54.3%	45	41.8%	23	55.3%
Total		116	100.0%	107	100.0%	41	100.0%
Individuals of my religious or spiritual beliefs are respected in Wise	1 Strongly disagree	5	4.4%	12	11.2%	6	14.3%
	2 Disagree	9	8.2%	3	2.4%	3	6.6%
	3 Somewhat disagree	6	5.5%	5	4.7%	2	4.6%
	4 Somewhat agree	15	13.2%	13	12.1%	5	13.1%
	5 Agree	38	34.1%	45	41.3%	13	32.4%
	6 Strongly agree	38	34.6%	31	28.3%	12	29.1%
Total		110	100.0%	110	100.0%	41	100.0%
Individuals of my socioeconomic status are respected in Wise	1 Strongly disagree	2	1.8%	6	6.0%	2	5.2%
	2 Disagree	3	2.8%	4	3.5%		
	3 Somewhat disagree	2	1.7%	1	0.7%	1	2.6%
	4 Somewhat agree	15	13.6%	20	18.3%	1	2.5%
	5 Agree	46	42.5%	47	44.1%	17	40.5%
	6 Strongly agree	41	37.6%	29	27.4%	21	49.2%
Total		109	100.0%	107	100.0%	43	100.0%
Individuals of my military service status are respected in Wise	1 Strongly disagree	1	2.1%			2	8.7%
	2 Disagree			1	3.6%		
	3 Somewhat disagree	0	0.9%				
	4 Somewhat agree	2	5.1%	3	10.7%	1	3.9%
	5 Agree	18	44.3%	10	31.5%	12	48.1%
	6 Strongly agree	19	47.6%	18	54.2%	10	39.2%
Total		40	100.0%	32	100.0%	25	100.0%
Agreement that local residents think UVA is - Caring	1 Strongly disagree	3	3.3%	1	1.2%	2	3.7%
	2 Disagree	2	2.3%	3	2.2%	3	6.5%
	3 Somewhat disagree	2	2.0%	5	4.4%	5	12.3%
	4 Somewhat agree	7	7.8%	26	22.9%	12	26.6%
	5 Agree	41	45.8%	64	55.7%	13	28.7%
	6 Strongly agree	35	38.7%	16	13.6%	10	22.1%
Total		90	100.0%	114	100.0%	44	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement that local residents think UVA is - Safe	1 Strongly disagree	2	2.4%				
	2 Disagree	1	1.0%	2	1.3%	2	3.6%
	3 Somewhat disagree	1	1.2%	2	1.4%	2	4.3%
	4 Somewhat agree	6	5.7%	14	12.2%	8	18.2%
	5 Agree	51	53.4%	69	60.8%	22	49.5%
	6 Strongly agree	35	36.3%	27	24.2%	11	24.3%
Total		96	100.0%	113	100.0%	44	100.0%
Agreement that local residents think UVA is - Cooperative	1 Strongly disagree	3	2.8%	1	1.1%	2	3.8%
	2 Disagree	2	2.2%	3	2.2%	4	8.2%
	3 Somewhat disagree	4	4.5%	3	2.2%	5	12.1%
	4 Somewhat agree	11	11.8%	25	21.7%	9	20.6%
	5 Agree	44	47.8%	66	57.8%	15	34.1%
	6 Strongly agree	29	30.9%	17	15.0%	9	21.2%
Total		92	100.0%	114	100.0%	43	100.0%
Agreement that local residents think UVA is - Elitist	1 Strongly disagree	8	8.9%	1	0.9%	1	2.1%
	2 Disagree	24	28.4%	29	26.4%	7	15.9%
	3 Somewhat disagree	17	20.4%	20	18.1%	9	20.8%
	4 Somewhat agree	11	12.8%	18	16.1%	8	18.9%
	5 Agree	16	18.8%	28	25.1%	11	23.9%
	6 Strongly agree	9	10.8%	15	13.4%	8	18.5%
Total		85	100.0%	111	100.0%	45	100.0%
Agreement that local residents think UVA is - Hostile	1 Strongly disagree	31	35.3%	25	22.0%	13	29.2%
	2 Disagree	38	42.1%	50	44.1%	19	42.3%
	3 Somewhat disagree	8	8.6%	25	22.1%	5	11.2%
	4 Somewhat agree	7	7.6%	8	6.7%	3	7.4%
	5 Agree	4	4.8%	6	5.1%	3	7.8%
	6 Strongly agree	1	1.6%			1	2.2%
Total		89	100.0%	114	100.0%	44	100.0%
Agreement that local residents think UVA is - Dangerous	1 Strongly disagree	32	34.6%	30	26.6%	17	38.0%
	2 Disagree	41	44.5%	59	51.2%	19	43.5%
	3 Somewhat disagree	8	9.1%	16	14.2%	5	11.0%
	4 Somewhat agree	7	7.6%	3	2.9%	1	2.7%
	5 Agree	2	2.2%	6	5.1%	1	2.3%
	6 Strongly agree	2	2.0%			1	2.6%
Total		93	100.0%	114	100.0%	44	100.0%
Agreement that local residents think UVA is - Fair	1 Strongly disagree	4	4.7%	1	1.1%		
	2 Disagree	4	3.8%	1	0.9%	2	5.5%
	3 Somewhat disagree	4	4.7%	13	11.2%	5	10.6%
	4 Somewhat agree	17	17.6%	21	18.3%	9	19.8%
	5 Agree	44	47.2%	71	62.6%	20	46.3%
	6 Strongly agree	21	22.1%	7	5.9%	8	17.7%
Total		94	100.0%	113	100.0%	44	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Agreement that local residents think UVA is - Inclusive	1 Strongly disagree	2	2.5%	1	1.1%	3	8.0%
	2 Disagree	4	4.6%	8	7.1%	1	1.3%
	3 Somewhat disagree	5	6.2%	7	6.3%	4	9.6%
	4 Somewhat agree	12	13.8%	22	19.7%	7	16.4%
	5 Agree	45	52.1%	59	51.8%	17	38.7%
	6 Strongly agree	18	20.8%	16	14.0%	11	26.0%
Total		86	100.0%	113	100.0%	43	100.0%
Agreement that local residents think UVA is - Detached	1 Strongly disagree	33	37.0%	8	6.8%	6	13.7%
	2 Disagree	29	32.5%	49	43.4%	10	22.9%
	3 Somewhat disagree	13	14.0%	17	15.5%	5	11.7%
	4 Somewhat agree	5	5.5%	25	21.8%	12	28.1%
	5 Agree	7	7.4%	10	9.3%	5	11.3%
	6 Strongly agree	3	3.6%	4	3.3%	5	12.3%
Total		90	100.0%	113	100.0%	44	100.0%
Agreement that local residents think UVA is - Uncaring	1 Strongly disagree	40	43.0%	22	19.9%	12	27.8%
	2 Disagree	38	41.2%	55	49.2%	13	29.6%
	3 Somewhat disagree	6	7.0%	14	12.8%	1	2.6%
	4 Somewhat agree	5	5.5%	11	10.2%	9	21.5%
	5 Agree	2	2.6%	6	5.3%	7	15.4%
	6 Strongly agree	1	0.7%	3	2.6%	1	3.1%
Total		92	100.0%	112	100.0%	43	100.0%
Respondent's parenting or caregiving responsibility	1.00 Caregiving responsibility- Parenting	15	13.1%	60	49.8%	20	38.0%
	2.00 Caregiving responsibility- Caregiving (elder, familial, other)	9	7.6%	26	21.4%	8	15.2%
	3.00 No caregiving responsibility	99	83.7%	43	35.6%	27	53.1%
Total		118	100.0%	121	100.0%	52	100.0%
Satisfaction with UVA's efforts to: Provide assistance to individuals in the UVA community/students when they see or experience unethical or disrespectful acts	1 Very dissatisfied	9	9.8%	3	3.0%	3	7.0%
	2 Dissatisfied	1	1.0%	3	2.3%	4	9.8%
	3 Somewhat dissatisfied	3	3.9%	5	4.5%	2	3.8%
	4 Somewhat satisfied	17	18.9%	18	16.4%	12	28.2%
	5 Satisfied	42	47.7%	61	54.6%	12	28.5%
	6 Very satisfied	16	18.7%	21	19.2%	10	22.7%
Total		88	100.0%	111	100.0%	43	100.0%
Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	1 Very dissatisfied	5	5.2%	2	2.0%	5	10.2%
	2 Dissatisfied	3	3.3%	4	3.2%	3	5.6%
	3 Somewhat dissatisfied	8	8.3%	3	2.2%	3	5.6%
	4 Somewhat satisfied	7	7.3%	13	11.1%	6	13.1%
	5 Satisfied	41	43.3%	65	57.4%	17	37.7%
	6 Very satisfied	31	32.5%	27	24.1%	13	27.8%
Total		95	100.0%	114	100.0%	46	100.0%

		UVA Affiliation					
		1.00 Undergrad		3.00 Staff		4.00 Faculty	
		wN	w%	wN	w%	wN	w%
Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	1 Very dissatisfied	7	7.9%	2	2.1%	3	6.7%
	2 Dissatisfied	4	4.8%	5	5.0%	5	11.5%
	3 Somewhat dissatisfied	5	5.8%	13	11.8%	5	12.3%
	4 Somewhat satisfied	7	8.0%	19	17.0%	12	28.6%
	5 Satisfied	45	48.1%	51	46.5%	10	23.0%
	6 Very satisfied	24	25.3%	19	17.6%	8	17.9%
Total		93	100.0%	110	100.0%	44	100.0%
Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	1 Very dissatisfied	9	10.1%	4	4.4%	3	9.9%
	2 Dissatisfied	4	4.5%	4	4.0%	5	13.2%
	3 Somewhat dissatisfied	5	6.1%	8	8.9%	4	11.8%
	4 Somewhat satisfied	13	15.4%	18	20.1%	6	15.8%
	5 Satisfied	34	39.6%	44	48.2%	12	33.0%
	6 Very satisfied	21	24.3%	13	14.5%	6	16.3%
Total		87	100.0%	91	100.0%	35	100.0%
Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	1 Very dissatisfied	8	10.1%	5	5.4%	7	18.3%
	2 Dissatisfied	0	0.5%	4	3.7%	3	8.2%
	3 Somewhat dissatisfied	6	7.0%	16	16.7%	4	11.9%
	4 Somewhat satisfied	15	18.4%	20	20.8%	11	29.2%
	5 Satisfied	30	38.2%	42	43.1%	6	16.7%
	6 Very satisfied	20	25.8%	10	10.3%	6	15.6%
Total		79	100.0%	97	100.0%	37	100.0%