

Appendix J: T-Tests of Selected Survey Items by Religion – Main Campus

In the following tables, a mean rating with a superscript indicates that this mean is a significantly higher numerical value (at the 95% level of confidence) than the mean in the column that is numbered corresponding to the superscript. In instances where a superscript is not present between a pair of groups, the difference between means is not statistically significant.

In the following example, the mean rating of agreement that the respondent feels comfortable with the climate for diversity and inclusiveness at UVA is compared across religion.¹ As indicated in Column 4, the mean level of agreement among Christian respondents is 4.09, and this is statistically higher than the mean rating provided by respondents who identify as (1) Agnostic, (5) Jewish, and (7) spiritual but no religious affiliation. In other words, Christian respondents feel more comfortable with the climate for diversity and inclusiveness than these other groups feel. Likewise, respondents with no religious or spiritual preference are more comfortable with the climate for diversity than these same three groups.

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	3.89	873	3.97	749	4.05	276	4.09 ⁽¹⁾⁽⁵⁾⁽⁷⁾	2725	3.74	223	3.70	103	3.82	462	4.12 ⁽¹⁾⁽⁵⁾⁽⁷⁾	498	4.00	5910

The data presented in these tables are weighted, with both the base weight and post-stratification weights applied. A complex sampling plan was applied during analysis to account for effects of weighting on variance and significance. For additional information on weighting in this study, see Appendix A, Survey Methodology.

Some variables were omitted from these tables either because calculating means for them is not appropriate because they are not ordinal/binary or there were too few cases from those variables to yield statistically viable comparisons.

¹ “All remaining religious affiliations” captures respondents who identified as Baha’i, Buddhist, Hindu, Native American Traditional Practitioner or Ceremonial, Sikh, or a category not listed.

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	3.89	873	3.97	749	4.05	276	4.09 ⁽¹⁾⁽⁵⁾⁽⁷⁾	2725	3.74	223	3.70	103	3.82	462	4.12 ⁽¹⁾⁽⁵⁾⁽⁷⁾	498	4.00	5910
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.26 ⁽⁵⁾	519	4.31 ⁽⁵⁾	450	4.35 ⁽⁵⁾	157	4.36 ⁽⁵⁾	1316	3.91	101	3.97	47	4.24	346	4.58 ⁽⁵⁾	20	4.30	2956
DUCPRIDE_DUCDVRISMPRTCPSS Agreement with: - Diversity is important at UVA	4.43	800	4.53	642	4.54	237	4.60 ⁽¹⁾⁽⁵⁾	2318	4.32	187	4.29	80	4.47	444	4.55	352	4.53	5060
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.54	839	4.55	707	4.65	262	4.66 ⁽¹⁾	2586	4.76 ⁽¹⁾⁽⁸⁾	211	4.49	102	4.62	455	4.52	474	4.61	5636
DUCPRIDE_DUCDVRISMPRTME Agreement with: - Diversity is important to me	5.35 ⁽⁴⁾	804	5.40 ⁽⁴⁾⁽⁸⁾	655	5.39 ⁽⁴⁾	233	5.18	2350	5.49 ⁽⁴⁾⁽⁸⁾	189	5.55 ⁽¹⁾⁽⁴⁾⁽⁸⁾	80	5.50 ⁽¹⁾⁽⁴⁾⁽⁸⁾	450	5.22	349	5.29	5111
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.81 ⁽⁷⁾	268	4.81 ⁽⁷⁾	203	4.63	99	4.74 ⁽⁷⁾	822	4.52	67	4.57	44	4.40	138	4.76	191	4.72	1833
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.93	852	5.04 ⁽⁷⁾	746	4.96	262	4.98	2689	5.00	216	4.70	108	4.89	462	4.99	488	4.97	5824
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.32	321	5.36 ⁽³⁾⁽⁴⁾	264	5.08	103	5.20	1097	5.32	70	5.43 ⁽³⁾	47	5.15	154	5.25	259	5.24	2315
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.39 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	799	5.41 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	702	4.85 ⁽⁶⁾	258	5.29 ⁽³⁾⁽⁶⁾	2548	5.62 ⁽³⁾⁽¹⁾⁽²⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	211	4.42	107	5.25 ⁽³⁾⁽⁶⁾	436	5.23 ⁽³⁾⁽⁶⁾	464	5.28	5525
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.96 ⁽⁴⁾⁽⁷⁾	865	4.90 ⁽⁴⁾	730	4.76 ⁽⁴⁾	239	4.29	2681	4.81 ⁽⁴⁾	222	4.70 ⁽⁴⁾	105	4.76 ⁽⁴⁾	450	4.90 ⁽⁴⁾	485	4.60	5777
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.17 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	864	5.32 ⁽¹⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	744	4.62	269	4.95 ⁽³⁾⁽⁶⁾	2731	5.31 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	211	4.29	108	4.96 ⁽³⁾⁽⁶⁾	460	4.93 ⁽³⁾⁽⁶⁾	490	5.02	5877
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	5.05 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	796	4.77 ⁽³⁾⁽⁵⁾⁽⁶⁾	690	4.57 ⁽⁵⁾⁽⁶⁾	243	4.79 ⁽³⁾⁽⁵⁾⁽⁶⁾	2689	4.15 ⁽⁶⁾	223	3.74	108	4.97 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	404	5.07 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	457	4.81	5610
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.27	845	5.35 ⁽⁷⁾⁽⁸⁾	733	5.20	254	5.29 ⁽⁷⁾	2667	5.35	213	5.18	105	5.16	444	5.19	489	5.27	5750
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.79 ⁽⁴⁾⁽⁷⁾	137	4.71 ⁽⁷⁾	103	4.72	42	4.65 ⁽⁷⁾	564	4.57	17	4.85	7	4.51	158	5.08 ⁽⁷⁾	9	4.66	1037
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.48 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	782	5.44 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	672	4.93	247	5.30 ⁽³⁾⁽⁶⁾⁽⁸⁾	2332	5.56 ⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾⁽⁶⁾	189	4.84	91	5.30 ⁽³⁾⁽⁶⁾⁽⁸⁾	438	5.09	355	5.32	5104
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.99	633	4.98	553	4.85	199	4.89	1997	5.30 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	168	4.67	97	4.90	256	4.93	483	4.93	4387
RUCOMMFDBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	4.59	225	4.57	184	4.43	59	4.52	690	4.83 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	44	4.19	9	4.48	194	4.48	11	4.54	1417
RUCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	4.65	627	4.78	540	4.59	198	4.83 ⁽¹⁾⁽³⁾	1929	5.02 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	157	4.72	84	4.67	245	4.82	472	4.78	4253
RUCOMMFDBK_RUCOMMFDBKRSPCTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	5.05 ⁽³⁾	235	5.12 ⁽³⁾⁽⁷⁾	192	4.78	65	5.02	725	5.25 ⁽³⁾⁽⁷⁾	49	4.85	10	4.94	208	5.01	12	5.02	1495
DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1.58 ⁽⁵⁾	234	1.54 ⁽⁵⁾	193	1.71 ⁽⁵⁾⁽⁸⁾	67	1.56 ⁽⁵⁾	724	1.37	50	1.90	9	1.70 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	207	1.35	12	1.58	1497
DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1.63 ⁽⁵⁾	235	1.61	194	1.81 ⁽⁵⁾⁽⁸⁾	67	1.60	726	1.46	51	1.62	9	1.73 ⁽⁴⁾⁽⁵⁾⁽⁸⁾	209	1.42	12	1.63	1503
DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1.13	234	1.12	194	1.42 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	67	1.20 ⁽¹⁾⁽²⁾⁽⁸⁾	727	1.11	51	1.85 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	9	1.25 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁸⁾	209	1.06	12	1.19	1502
DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1.16 ⁽⁵⁾⁽⁶⁾	235	1.09 ⁽⁶⁾	194	1.42 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	67	1.17 ⁽²⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	725	1.08 ⁽⁶⁾	51	1.0	8	1.20 ⁽²⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	206	1.06	12	1.17	1498
DUCSNRLDR_DUCSNRLDRGENDER Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Gender or gender identity	1.43 ⁽⁶⁾	236	1.36 ⁽⁶⁾	192	1.53 ⁽⁵⁾⁽⁶⁾⁽⁸⁾	67	1.35 ⁽⁶⁾	726	1.27 ⁽⁶⁾	51	1.02	7	1.48 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	208	1.23 ⁽⁶⁾	12	1.38	1499
DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1.05 ⁽⁶⁾	234	1.04 ⁽⁶⁾	192	1.15 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁶⁾	66	1.12 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁶⁾	725	1.04 ⁽⁶⁾	51	1.0	8	1.12 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁶⁾	207	1.16	12	1.10	1495
DUCSNRLDR_DUCSNRLDRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1.16	233	1.18	192	1.49 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	67	1.21 ⁽⁸⁾	724	1.18	51	1.82 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	8	1.26 ⁽¹⁾⁽⁸⁾	207	1.06	12	1.22	1494

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRPOLIT Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.70	236	1.71	192	1.79	67	1.82	725	1.75	51	2.12	9	1.76	206	1.61	12	1.77	1497
DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1.19 ⁽⁶⁾	236	1.14 ⁽⁶⁾	192	1.22 ⁽⁶⁾	65	1.16 ⁽⁶⁾	727	1.11 ⁽⁶⁾	51	1.0	7	1.23 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	207	1.17	12	1.17	1497
DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1.30	234	1.25	190	1.55 ⁽²⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	66	1.35 ⁽²⁾⁽⁵⁾	727	1.18	51	1.16	7	1.40 ⁽²⁾⁽⁵⁾⁽⁶⁾	207	1.23	12	1.34	1494
DUCSNRLDR_DUCSNRLDRRLTSH Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1.21 ⁽⁵⁾⁽⁶⁾	234	1.22 ⁽⁵⁾⁽⁶⁾	194	1.30 ⁽⁵⁾⁽⁶⁾	67	1.26 ⁽⁵⁾⁽⁶⁾	727	1.10	51	1.02	7	1.36 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	207	1.20	12	1.25	1499
DUCSNRLDR_DUCSNRLDRRELIG 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	1.18	235	1.27 ⁽¹⁾	194	1.37 ⁽¹⁾	67	1.39 ⁽⁵⁾⁽¹⁾⁽²⁾	728	1.22	51	1.71	9	1.36 ⁽¹⁾⁽⁵⁾	206	1.24	12	1.33	1501
DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1.16	235	1.14	194	1.42 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	67	1.19 ⁽⁵⁾	727	1.12	51	1.26	7	1.32 ⁽⁴⁾⁽¹⁾⁽²⁾⁽⁵⁾	208	1.43	12	1.21	1501
DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1.27 ⁽⁶⁾⁽⁵⁾	235	1.20 ⁽⁶⁾	194	1.36 ⁽⁶⁾⁽⁵⁾	67	1.25 ⁽⁶⁾⁽⁵⁾	727	1.11 ⁽⁶⁾	51	1.02	7	1.39 ⁽⁶⁾⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	208	1.19 ⁽⁶⁾	12	1.26	1501
VSTPTNNEGVW_VSTPTNNEGVWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.35 ⁽²⁾⁽⁸⁾	796	1.25	674	1.35	253	1.33 ⁽²⁾⁽⁸⁾	2512	1.31	188	1.41	91	1.39 ⁽²⁾⁽⁸⁾	419	1.23	453	1.32	5386
VSTPTNNEGVW_VSTPTNNEGVWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1.56	796	1.51	676	1.58	253	1.51	2512	1.64	189	1.67	91	1.60	420	1.52	456	1.53	5394
VSTPTNNEGVW_VSTPTNNEGVWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.46	664	1.43	544	1.55	200	1.39	1878	1.47	136	1.45	54	1.50	393	1.33	169	1.43	4038
VSTPTNNEGVW_VSTPTNNEGVWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.29	662	1.26	540	1.28	203	1.24	1865	1.31	135	1.34	54	1.25	393	1.19	171	1.25	4024
VSTPTNNEGVW_VSTPTNNEGVWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.54 ⁽⁴⁾⁽⁸⁾	663	1.50 ⁽⁸⁾	543	1.47	204	1.42	1873	1.63 ⁽⁸⁾	136	1.77	53	1.53 ⁽⁸⁾	394	1.29	171	1.47	4038
VSTPTNNEGVW_VSTPTNNEGVWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.11	795	1.13	669	1.26 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	253	1.14	2504	1.10	190	1.16	90	1.12	419	1.09	456	1.13	5376
VSTPTNNEGVW_VSTPTNNEGVWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1.48	789	1.44	673	1.60	252	1.42	2503	1.53	190	1.48	91	1.48	418	1.43	454	1.45	5369
VSTPTNNEGVW_VSTPTNNEGVWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.79 ⁽⁸⁾	664	1.76 ⁽⁸⁾	544	1.65	203	1.78 ⁽⁸⁾	1871	1.76 ⁽⁸⁾	136	1.61	54	1.80 ⁽⁸⁾	392	1.42	171	1.75	4035
VSTPTNNEGVW_VSTPTNNEGVWRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.16	796	1.17	668	1.33 ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	251	1.16	2500	1.12	190	1.26	90	1.14	415	1.17	453	1.17	5362
VSTPTNNEGVW_VSTPTNNEGVWRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	1.70 ⁽⁸⁾	666	1.62 ⁽⁸⁾	542	1.60 ⁽⁸⁾	199	1.59 ⁽⁸⁾	1867	1.76 ⁽⁸⁾	136	1.94 ⁽⁸⁾	53	1.73 ⁽⁴⁾⁽⁸⁾	391	1.33	171	1.63	4025
VSTPTNNEGVW_VSTPTNNEGVWRLTSH Past year frequency of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Relationship/marital status	1.19	795	1.23	673	1.37 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	253	1.21	2506	1.17	190	1.40	90	1.21	416	1.19	449	1.22	5372
VSTPTNNEGVW_VSTPTNNEGVWRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.48 ⁽⁸⁾	665	1.48 ⁽⁸⁾	545	1.43 ⁽⁸⁾	203	1.45 ⁽⁸⁾	1873	1.65 ⁽⁸⁾	135	1.64 ⁽⁸⁾	54	1.46 ⁽⁸⁾	390	1.21	169	1.46	4034

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VSTPTNNEGVW_VSTPTNNEGVWSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1.46	664	1.47	547	1.47	200	1.40	1867	1.48	136	1.67	54	1.46	391	1.32	169	1.43	4029
VSTPTNNEGVW_VSTPTNNEGVWSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1.43 ⁽⁸⁾	660	1.42	545	1.40	203	1.38	1854	1.34	136	1.61	53	1.47 ⁽⁸⁾	390	1.25	169	1.40	4011
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1.81	842	1.77	712	1.85	262	1.73	2619	1.88	207	2.00	99	1.83	445	2.01 ⁽¹⁾⁽²⁾⁽⁴⁾	482	1.79	5667
DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.43 ⁽⁷⁾	842	2.39	711	2.33	262	2.38	2620	2.62 ⁽⁷⁾	207	2.65 ⁽⁷⁾	98	2.23	445	2.90 ⁽¹⁾⁽²⁾⁽⁴⁾⁽³⁾⁽⁷⁾	483	2.43	5666
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1.54	705	1.64	578	1.78	211	1.59	1965	1.53	146	1.87	60	1.69	420	1.89 ⁽¹⁾⁽⁴⁾⁽⁵⁾	181	1.62	4267
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.48 ⁽⁴⁾	705	1.43	575	1.54	212	1.38	1960	1.43	147	1.67	58	1.47	418	1.72 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	181	1.44	4256
DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.04	794	2.06	644	2.09	231	1.99	2304	2.27 ⁽⁴⁾⁽⁷⁾	182	2.17	76	1.89	431	2.51 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	350	2.05	5010
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.21	837	1.25	708	1.35	264	1.29 ⁽¹⁾	2618	1.30	207	1.26	98	1.25	441	1.25	481	1.27	5653
DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	1.74	840	1.88	711	2.10 ⁽¹⁾⁽⁴⁾⁽⁷⁾	262	1.79	2617	1.87	207	2.64 ⁽²⁾⁽⁵⁾⁽⁷⁾⁽¹⁾⁽³⁾⁽⁴⁾⁽⁸⁾	100	1.74	444	2.08 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾	481	1.85	5661
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	2.79	793	2.83 ⁽³⁾	644	2.49	231	2.99 ⁽¹⁾⁽³⁾⁽⁷⁾	2309	3.29 ⁽³⁾⁽¹⁾⁽²⁾⁽⁷⁾	182	2.86	77	2.60	434	3.25 ⁽⁷⁾⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	352	2.91	5019
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.28	840	1.32	710	1.56 ⁽⁷⁾⁽¹⁾⁽²⁾	260	1.35 ⁽¹⁾⁽⁷⁾	2611	1.39	207	1.48	97	1.25	443	1.47 ⁽²⁾⁽⁴⁾⁽⁷⁾⁽¹⁾	476	1.35	5645
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.09	793	2.09	646	2.15	232	2.07	2304	2.31	182	2.33	77	2.08	432	2.45 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾	352	2.12	5018
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Relationship/marital status	1.49	841	1.56	711	1.76 ⁽⁷⁾⁽¹⁾	262	1.57 ⁽⁷⁾	2621	1.57	206	1.88 ⁽¹⁾⁽⁷⁾	98	1.40	443	1.87 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	476	1.58	5657
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.83	793	1.88	645	1.87	230	2.08 ⁽⁷⁾⁽¹⁾⁽²⁾	2301	2.42 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	182	2.34 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	76	1.84	432	2.09 ⁽¹⁾⁽²⁾⁽⁷⁾	349	2.00	5008
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Sexual orientation	1.87	793	1.88	645	1.86	231	1.83	2303	2.05	182	2.13	76	1.85	432	2.22 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	350	1.89	5011
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	1.86	791	1.88	641	1.83	232	1.87	2294	1.97	182	2.10	76	1.98	432	2.10 ⁽¹⁾⁽²⁾⁽⁴⁾	349	1.90	4997
DUCFAC_FACNEGVWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1.47	631	1.44	540	1.46	203	1.44	1953	1.56	167	1.54	89	1.49	256	1.39	477	1.45	4315
DUCFAC_FACNEGVWAPPEAR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms	1.56	625	1.62	541	1.69	205	1.57	1951	1.80	165	1.56	91	1.55	253	1.55	478	1.59	4310
ducfac_facnegvwdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.25	581	1.27	472	1.28	169	1.20	1645	1.31	141	1.46	68	1.23	245	1.21	347	1.23	3667
DUCFAC_DUCFACGENDER In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Gender or gender identity	1.49 ⁽⁸⁾	578	1.47 ⁽⁸⁾	472	1.60	173	1.43 ⁽⁸⁾	1646	1.55 ⁽⁸⁾	141	1.48	68	1.51 ⁽⁸⁾	244	1.31	347	1.45	3670
DUCFAC_FACNEGVWVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1.10	631	1.12	537	1.34 ⁽¹⁾⁽⁸⁾	199	1.17 ⁽¹⁾⁽⁸⁾	1950	1.12	167	1.23	89	1.15	256	1.09	477	1.15	4305
DUCFAC_FACNEGVWNTORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1.30	632	1.35	537	1.57 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	203	1.28	1941	1.28	167	1.54	89	1.39	256	1.28	477	1.32	4301

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCFAC_DUCFACPOLITICS 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	2.09 ⁽⁸⁾	582	2.03	472	1.90	169	2.36 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	1651	2.32 ⁽⁸⁾	141	2.04	68	1.95	244	1.85	347	2.17	3674
DUCFAC_FACNEGVPWPRGNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1.14	629	1.18	538	1.38 ⁽¹⁾⁽⁴⁾⁽⁸⁾	203	1.16 ⁽⁸⁾	1948	1.22	167	1.24	87	1.20	257	1.10	477	1.17	4305
DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1.47 ⁽⁸⁾	581	1.44	471	1.68 ⁽⁸⁾	170	1.42	1644	1.44	141	1.51	68	1.52 ⁽⁸⁾	244	1.32	347	1.44	3668
DUCFAC_FACNEGVRTNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1.24	630	1.25	539	1.38	202	1.26 ⁽⁸⁾	1947	1.23	167	1.29	89	1.36 ⁽⁸⁾	257	1.17	477	1.26	4307
DUCFAC_DUCFACRELIG 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	1.30 ⁽⁸⁾	580	1.33 ⁽⁸⁾	471	1.47 ⁽⁸⁾	166	1.56 ⁽²⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾⁽¹⁾	1647	1.36 ⁽⁸⁾	141	1.57 ⁽⁸⁾	68	1.36 ⁽⁸⁾	244	1.19	347	1.43	3664
DUCFAC_DUCFACSEXOR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1.25	580	1.24	471	1.42	167	1.25	1635	1.28	141	1.47	68	1.32	244	1.18	345	1.26	3651
DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1.32	578	1.40 ⁽⁸⁾	472	1.41	164	1.39 ⁽⁸⁾	1637	1.34	141	1.35	68	1.33	244	1.23	345	1.36	3650
DUCSTAFF_STAFFNEGVPWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.35	837	1.29	711	1.37	264	1.36 ⁽⁵⁾⁽²⁾	2639	1.25	205	1.29	96	1.55 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	449	1.28	478	1.36	5679
DUCSTAFF_STAFFNEGVPWAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.49	838	1.40	711	1.51	266	1.52 ⁽²⁾	2642	1.40	204	1.32	96	1.66 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	451	1.48	478	1.50	5686
DUCSTAFF_STAFFNEGVPWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Citizenship	1.24	700	1.30	578	1.42 ⁽¹⁾⁽⁴⁾⁽⁵⁾	217	1.27	1986	1.21	145	1.37	57	1.32	426	1.34	184	1.29	4294
DUCSTAFF_STAFFNEGVPWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.21	699	1.18	576	1.31 ⁽²⁾⁽⁵⁾	213	1.20	1982	1.15	144	1.32	57	1.23	425	1.29	184	1.21	4281
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.45 ⁽⁵⁾	785	1.37	644	1.50 ⁽⁵⁾	236	1.38	2324	1.27	180	1.56	74	1.49 ⁽²⁾⁽⁴⁾⁽⁵⁾	440	1.46 ⁽⁵⁾	354	1.41	5036
DUCSTAFF_STAFFNEGVPWVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.09	834	1.10	704	1.24 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁸⁾	263	1.14 ⁽¹⁾⁽⁵⁾	2630	1.07	204	1.24	96	1.14 ⁽⁵⁾	449	1.11	479	1.13	5659
DUCSTAFF_STAFFNEGVPWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.30	836	1.29	711	1.46 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	264	1.32 ⁽⁵⁾	2633	1.21	200	1.47	96	1.36 ⁽⁵⁾	447	1.32	474	1.32	5662
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.76 ⁽²⁾	789	1.61	643	1.66	237	1.89 ⁽²⁾⁽³⁾⁽⁵⁾⁽⁸⁾	2327	1.63	180	1.69	74	1.78 ⁽²⁾	440	1.67	354	1.79	5045
DUCSTAFF_STAFFNEGVPWPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.14	835	1.16	706	1.25 ⁽¹⁾⁽⁴⁾⁽⁵⁾	264	1.16	2626	1.12	201	1.22	96	1.21 ⁽¹⁾⁽⁵⁾	445	1.15	476	1.16	5650
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.44 ⁽⁵⁾	791	1.36	641	1.58 ⁽²⁾⁽⁵⁾	237	1.45 ⁽²⁾⁽⁵⁾	2320	1.25	180	1.45	74	1.52 ⁽⁵⁾⁽²⁾	436	1.49 ⁽⁵⁾	354	1.45	5034
DUCSTAFF_STAFFNEGVPWRLTNSHP Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1.16	834	1.19	707	1.31 ⁽¹⁾⁽⁵⁾⁽²⁾	265	1.24 ⁽¹⁾	2626	1.17	202	1.25	96	1.29 ⁽⁵⁾⁽¹⁾⁽²⁾	445	1.20	479	1.22	5653
DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.29	787	1.31	644	1.42 ⁽⁵⁾	234	1.43 ⁽¹⁾⁽²⁾⁽⁵⁾	2324	1.24	180	1.47	74	1.39 ⁽⁵⁾	438	1.32	354	1.38	5036
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.35 ⁽⁵⁾	785	1.27	643	1.32	232	1.35 ⁽⁵⁾	2317	1.19	180	1.48	74	1.40 ⁽²⁾⁽⁵⁾	438	1.38 ⁽⁵⁾	354	1.34	5024

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.33 ⁽⁵⁾	786	1.30	636	1.42 ⁽⁵⁾	233	1.36 ⁽⁵⁾	2312	1.19	180	1.28	74	1.40 ⁽⁵⁾	438	1.33	354	1.34	5013
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.91 ⁽⁸⁾	735	4.92 ⁽⁸⁾	602	4.90	222	4.91 ⁽⁸⁾	2379	4.89	193	4.83	97	4.95 ⁽⁸⁾	400	4.75	438	4.90	5067
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.49	733	2.41	591	2.89 ⁽²⁾⁽¹⁾⁽⁴⁾⁽⁵⁾	219	2.53	2353	2.33	192	2.68	97	2.68 ⁽⁵⁾⁽¹⁾⁽²⁾	393	2.72 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	426	2.55	5004
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	4.18	714	4.14	585	4.38 ⁽⁵⁾	217	4.39 ⁽¹⁾⁽²⁾⁽⁵⁾	2280	3.95	183	4.52 ⁽²⁾⁽⁵⁾	95	4.27 ⁽⁵⁾	377	4.28 ⁽⁵⁾	429	4.30	4881
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.45	627	4.44	507	4.57	198	4.63 ⁽¹⁾⁽²⁾⁽⁵⁾	2089	4.32	169	4.62	90	4.52	329	4.55	384	4.55	4394
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	4.32 ⁽⁵⁾	649	4.20	533	4.41 ⁽⁵⁾	203	4.50 ⁽¹⁾⁽²⁾⁽⁵⁾	2163	3.99	176	4.41	89	4.42 ⁽²⁾⁽⁵⁾	345	4.37 ⁽⁵⁾	399	4.40	4559
VAWCSTMT_VAWCLDHPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.51	227	4.44	184	4.38	65	4.66 ⁽¹⁾⁽²⁾⁽⁷⁾	704	4.80 ⁽²⁾⁽⁷⁾⁽¹⁾⁽³⁾	50	4.82	9	4.45	198	4.74	12	4.57	1450
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	4.23 ⁽⁴⁾⁽⁸⁾	719	4.03	628	4.52 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾⁽¹⁾	230	3.89	2202	4.03	168	4.74 ⁽⁵⁾⁽⁸⁾⁽¹⁾⁽²⁾⁽⁴⁾	78	4.60 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	416	3.87	302	4.07	4744
VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	4.65 ⁽²⁾⁽⁴⁾	228	4.38	189	4.93 ⁽¹⁾⁽⁴⁾⁽²⁾	61	4.38	691	4.66 ⁽⁴⁾	49	5.44 ⁽¹⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽²⁾⁽⁸⁾	9	4.80 ⁽²⁾⁽⁴⁾	200	4.68	12	4.52	1438
VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty	4.71 ⁽²⁾⁽⁴⁾	278	4.40	256	4.87 ⁽²⁾⁽⁴⁾	89	4.46	1000	4.60	74	4.98 ⁽²⁾⁽⁴⁾	29	4.89 ⁽¹⁾⁽²⁾⁽⁴⁾	213	4.56	144	4.56	2084
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	3.92	671	3.97	589	4.46 ⁽⁵⁾⁽⁷⁾⁽⁸⁾⁽¹⁾⁽²⁾	224	4.28 ⁽¹⁾⁽²⁾⁽⁵⁾	2086	3.67	164	4.27 ⁽⁵⁾	79	4.13 ⁽⁵⁾⁽¹⁾	382	4.07 ⁽⁵⁾	292	4.15	4486
VAWCSTMT_VAWCLDHPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	4.48	205	4.47	161	4.41	54	4.67 ⁽¹⁾⁽²⁾	645	4.83 ⁽¹⁾⁽²⁾⁽⁷⁾⁽³⁾	43	4.77	8	4.53	177	4.40	12	4.59	1305
VAWCSTMT_VAWCSEMPRESP Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	4.29	204	4.19	167	4.21	55	4.49 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾	645	4.09	44	4.67	9	4.34	181	4.57 ⁽²⁾⁽⁵⁾	11	4.38	1315
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.57	690	4.49	591	4.70 ⁽⁵⁾	218	4.69 ⁽¹⁾⁽²⁾⁽⁵⁾	2076	4.30	163	4.56	79	4.68 ⁽²⁾⁽⁵⁾	383	4.61	296	4.62	4496
VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	4.37	223	4.42	185	4.57	60	4.67 ⁽²⁾⁽¹⁾⁽⁵⁾	683	4.27	47	4.91 ⁽¹⁾⁽⁵⁾⁽²⁾	9	4.63 ⁽⁵⁾⁽¹⁾⁽²⁾	199	4.53	11	4.57	1418

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	2.3%	885	3.2% ⁽⁸⁾	760	2.7%	277	3.4% ⁽¹⁾⁽⁸⁾	2805	5.7% ⁽⁸⁾	226	3.8%	108	7.4% ⁽¹⁾⁽²⁾⁽³⁾⁽⁸⁾⁽⁴⁾	484	1.2%	500	3.4%	6044
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	1.7%	885	3.3% ⁽⁸⁾	760	2.5%	277	2.1%	2805	3.0%	226	1.5%	108	4.8% ⁽¹⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	484	1.1%	500	2.4%	6044
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	6.1% ⁽³⁾	885	6.9% ⁽³⁾⁽⁸⁾	760	3.2%	277	6.5% ⁽³⁾⁽⁸⁾	2805	4.9%	226	10.0%	108	11.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	484	3.7%	500	6.5%	6044
MICROAGGREG_MICROAGGREGSPKPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	5.4%	885	3.8%	760	4.8%	277	3.9%	2805	7.2%	226	6.5%	108	6.3% ⁽⁴⁾	484	7.4% ⁽²⁾⁽⁴⁾	500	4.8%	6044
MICROAGGREG_MICROAGGREGCMPLN_1b Someone told me that I complain too much because of my: age	2.4%	885	2.5%	760	3.3%	277	2.0%	2805	4.9%	226	3.7%	108	2.3%	484	3.7%	500	2.5%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	5.8% ⁽³⁾	885	4.0%	760	2.3%	277	4.4% ⁽³⁾	2805	4.8%	226	4.5%	108	6.1% ⁽³⁾	484	5.4% ⁽³⁾	500	4.7%	6044
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.9% ⁽⁵⁾⁽⁶⁾⁽⁸⁾	885	1.5% ⁽⁵⁾⁽⁶⁾⁽⁸⁾	760	1.0% ⁽⁶⁾⁽⁸⁾	277	1.1% ⁽⁵⁾⁽⁶⁾⁽⁸⁾	2805	0.2%	226	0.0%	108	3.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	484	0.0%	500	1.1%	6044
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	2.9% ⁽³⁾⁽⁶⁾	885	2.1% ⁽⁶⁾	760	1.3%	277	2.1% ⁽⁶⁾	2805	3.7% ⁽⁶⁾	226	0.3%	108	4.5% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	484	1.9%	500	2.4%	6044
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	5.3% ⁽⁴⁾	885	4.0%	760	3.0%	277	3.4%	2805	5.0%	226	3.2%	108	6.7% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁸⁾	484	3.1%	500	4.0%	6044
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.1% ⁽⁶⁾	885	0.6% ⁽⁶⁾	760	1.5% ⁽⁶⁾	277	0.8% ⁽¹⁾⁽⁶⁾	2805	2.5%	226	0.0%	108	1.8% ⁽¹⁾⁽⁶⁾	484	2.1% ⁽¹⁾⁽⁶⁾	500	1.0%	6044
microage_none Respondent indicated zero instances of microaggressions due to age	83.8%	885	85.1% ⁽⁷⁾	760	88.2% ⁽⁷⁾⁽⁸⁾	277	86.2% ⁽⁷⁾	2805	80.0%	226	81.7%	108	80.0%	484	84.6%	500	84.9%	6044
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.3%	885	0.3%	760	2.9%	277	0.3% ⁽⁶⁾	2805	0.6%	226	0.0%	108	0.3%	484	0.9%	500	0.5%	6044
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.2% ⁽⁶⁾	885	0.5% ⁽⁶⁾	760	3.7% ⁽¹⁾⁽⁶⁾⁽⁷⁾	277	0.4% ⁽⁶⁾⁽⁷⁾	2805	1.1%	226	0.0%	108	0.0%	484	0.4%	500	0.5%	6044
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.6% ⁽⁶⁾	885	0.5% ⁽⁶⁾	760	1.5%	277	0.9% ⁽⁶⁾	2805	2.1% ⁽⁶⁾	226	0.0%	108	0.3%	484	0.6%	500	0.8%	6044
MICROAGGREG_MICROAGGREGSPKPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	0.7% ⁽⁶⁾	885	1.0% ⁽⁶⁾	760	4.2% ⁽⁶⁾⁽⁷⁾	277	0.8% ⁽⁶⁾	2805	1.9% ⁽⁶⁾	226	0.0%	108	0.3%	484	2.3% ⁽⁶⁾⁽⁷⁾	500	1.1%	6044
MICROAGGREG_MICROAGGREGCMPLN_2b Someone told me that I complain too much because of my: disability	1.1% ⁽⁶⁾	885	1.3% ⁽⁶⁾	760	3.3% ⁽⁶⁾	277	0.5% ⁽⁶⁾	2805	2.7% ⁽⁶⁾	226	0.0%	108	1.2% ⁽⁶⁾	484	0.7%	500	1.0%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	885	0.6%	760	3.3%	277	0.4% ⁽⁵⁾⁽⁶⁾	2805	0.0%	226	0.0%	108	0.3%	484	0.6%	500	0.5%	6044
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.1%	885	0.4%	760	2.4%	277	0.2% ⁽⁵⁾⁽⁶⁾	2805	0.0%	226	0.0%	108	0.5%	484	0.4%	500	0.3%	6044
microdis_none Respondent indicated zero instances of microaggressions due to disability status	97.7% ⁽³⁾	885	97.7% ⁽³⁾	760	92.9%	277	97.8% ⁽³⁾	2805	94.9%	226	100.0% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	108	98.0% ⁽³⁾	484	95.8%	500	97.3%	6044
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	11.6% ⁽³⁾	885	10.6%	760	6.9%	277	10.5%	2805	12.4%	226	9.6%	108	13.0% ⁽³⁾⁽⁸⁾	484	8.7%	500	10.6%	6044
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	5.2%	885	9.3% ⁽¹⁾⁽⁶⁾	760	5.8%	277	6.7%	2805	5.7%	226	3.6%	108	9.4% ⁽¹⁾⁽⁶⁾	484	6.9%	500	6.9%	6044
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	14.6% ⁽⁴⁾⁽⁶⁾	885	13.3% ⁽⁶⁾	760	14.0% ⁽⁶⁾	277	11.3% ⁽⁶⁾	2805	15.5% ⁽⁶⁾	226	5.5%	108	12.6% ⁽⁶⁾	484	15.7% ⁽⁶⁾	500	12.7%	6044
MICROAGGREG_MICROAGGREGSPKPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	17.0% ⁽³⁾⁽⁴⁾⁽⁷⁾	885	17.7% ⁽³⁾⁽⁴⁾⁽⁷⁾	760	10.3%	277	12.6%	2805	17.3% ⁽³⁾⁽⁷⁾	226	12.4%	108	10.9%	484	18.1% ⁽³⁾⁽⁴⁾⁽⁷⁾	500	14.3%	6044
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	9.1% ⁽⁴⁾	885	9.1% ⁽⁴⁾	760	6.6%	277	6.5%	2805	14.3% ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	226	5.0%	108	7.3%	484	15.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	500	8.2%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	22.9% ⁽³⁾⁽⁷⁾⁽⁴⁾	885	20.0% ⁽⁴⁾	760	15.3%	277	15.7%	2805	22.6% ⁽⁴⁾	226	14.1%	108	16.8%	484	22.0% ⁽⁴⁾	500	18.1%	6044
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	3.0% ⁽⁸⁾⁽⁴⁾⁽⁶⁾	885	3.1% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	760	2.3% ⁽⁶⁾⁽⁸⁾	277	1.5% ⁽⁶⁾⁽⁸⁾	2805	1.7% ⁽⁶⁾⁽⁸⁾	226	0.0%	108	4.6% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	484	0.0%	500	2.1%	6044
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	5.9% ⁽⁴⁾⁽⁶⁾	885	3.8% ⁽⁶⁾	760	4.7% ⁽⁶⁾	277	3.6% ⁽⁶⁾	2805	3.5% ⁽⁶⁾	226	0.0%	108	4.6% ⁽⁶⁾	484	5.0% ⁽⁶⁾	500	4.1%	6044
MICROAGGREG_MICROAGGREGDISMISS_3b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: gender or gender identity	18.3% ⁽³⁾⁽⁴⁾⁽⁶⁾	885	16.6% ⁽³⁾⁽⁴⁾	760	9.9%	277	12.5%	2805	18.1% ⁽³⁾	226	8.8%	108	14.9%	484	17.6% ⁽³⁾⁽⁴⁾	500	14.5%	6044

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3.1%	885	3.6%	760	2.9%	277	4.1%	2805	6.4%	226	5.2%	108	4.6%	484	5.1%	500	4.0%	6044
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	64.6%	885	65.2%	760	73.4% ⁽¹⁾⁽²⁾	277	70.1% ⁽¹⁾⁽²⁾	2805	64.0%	226	73.0%	108	71.4% ⁽¹⁾⁽²⁾	484	64.9%	500	68.3%	6044
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	2.0%	885	3.1%	760	3.6%	277	6.8% ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2805	7.2% ⁽¹⁾⁽⁷⁾⁽⁸⁾	226	5.2%	108	2.3%	484	2.3%	500	4.8%	6044
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	2.6%	885	1.9%	760	2.3%	277	4.0% ⁽²⁾	2805	4.0%	226	2.9%	108	3.5%	484	2.8%	500	3.3%	6044
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	1.3% ⁽⁵⁾	885	1.0% ⁽⁵⁾	760	1.8% ⁽⁵⁾	277	2.5% ⁽²⁾⁽⁵⁾⁽⁷⁾	2805	0.0%	226	3.7%	108	0.8%	484	1.4%	500	1.8%	6044
MICROAGGREG_MICROAGGREGSPKERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	8.8%	885	11.2%	760	7.3%	277	11.9% ⁽¹⁾⁽³⁾⁽⁷⁾	2805	19.4% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	226	10.6%	108	7.5%	484	11.8%	500	11.0%	6044
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	3.6%	885	4.0%	760	5.4%	277	3.0%	2805	5.5%	226	2.9%	108	2.4%	484	5.0%	500	3.5%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	2.5%	885	2.2%	760	3.2%	277	4.6% ⁽¹⁾⁽²⁾⁽⁷⁾	2805	6.9% ⁽⁷⁾	226	5.9%	108	1.5%	484	4.6% ⁽⁷⁾	500	3.8%	6044
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	1.2%	885	0.9%	760	2.0%	277	2.1%	2805	4.3%	226	1.5%	108	1.3%	484	1.9%	500	1.8%	6044
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	1.6% ⁽²⁾	885	0.3%	760	1.4%	277	2.9% ⁽²⁾⁽⁷⁾⁽⁸⁾	2805	4.4%	226	1.5%	108	1.2%	484	1.1%	500	2.0%	6044
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	4.3%	885	5.9%	760	5.1%	277	10.8% ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	2805	10.4% ⁽¹⁾⁽⁷⁾	226	7.0%	108	3.7%	484	7.3%	500	8.0%	6044
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	85.4% ⁽⁴⁾⁽⁵⁾	885	84.1% ⁽⁴⁾⁽⁵⁾	760	82.9% ⁽⁵⁾	277	78.1%	2805	71.7%	226	84.0%	108	87.1% ⁽⁴⁾⁽⁵⁾⁽⁸⁾	484	81.3% ⁽⁵⁾	500	81.0%	6044
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	4.3%	885	3.9%	760	17.1% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	277	7.3% ⁽¹⁾⁽²⁾⁽⁵⁾	2805	3.1%	226	12.7%	108	7.2%	484	6.3%	500	6.7%	6044
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	7.7% ⁽⁵⁾	885	7.0% ⁽⁵⁾	760	15.2% ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾	277	9.0% ⁽⁵⁾	2805	1.3%	226	27.3% ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	108	8.3% ⁽⁵⁾	484	11.2% ⁽⁵⁾	500	9.0%	6044
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	6.8% ⁽²⁾⁽⁵⁾	885	3.0% ⁽⁵⁾	760	10.2% ⁽²⁾⁽⁵⁾	277	9.0% ⁽²⁾⁽⁵⁾	2805	0.8%	226	13.0% ⁽⁵⁾	108	9.5% ⁽²⁾⁽⁵⁾	484	6.2% ⁽⁵⁾	500	7.6%	6044
MICROAGGREG_MICROAGGREGSPKERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	15.3%	885	13.3%	760	27.2% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	277	15.9%	2805	11.7%	226	39.6% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	108	14.0%	484	18.4%	500	16.3%	6044
MICROAGGREG_MICROAGGREGCMPLN_5b Someone told me that I complain too much because of my: race/ethnicity	4.2%	885	3.0%	760	5.9%	277	4.8%	2805	2.8%	226	7.9%	108	5.6%	484	4.7%	500	4.5%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	5.5% ⁽²⁾⁽⁵⁾	885	2.4%	760	9.7% ⁽⁵⁾⁽²⁾	277	6.1% ⁽²⁾⁽⁵⁾	2805	1.5%	226	5.7%	108	5.9% ⁽²⁾⁽⁵⁾	484	8.1% ⁽²⁾⁽⁵⁾	500	5.7%	6044
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	1.1% ⁽⁵⁾⁽⁸⁾	885	0.7% ⁽⁵⁾⁽⁸⁾	760	1.6% ⁽⁵⁾⁽⁸⁾	277	1.6% ⁽²⁾⁽⁵⁾⁽⁸⁾	2805	0.0%	226	1.6%	108	3.2% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁸⁾	484	0.0%	500	1.3%	6044
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	3.7%	885	2.2%	760	9.4% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	277	3.4% ⁽⁵⁾	2805	1.2%	226	8.8%	108	2.7%	484	4.7% ⁽⁵⁾	500	3.6%	6044
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	7.1% ⁽²⁾⁽⁵⁾	885	3.7%	760	11.3% ⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁵⁾	277	6.0% ⁽²⁾⁽⁵⁾	2805	1.5%	226	9.3%	108	5.1% ⁽⁵⁾	484	6.9% ⁽⁵⁾	500	6.0%	6044
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	3.5%	885	3.6%	760	9.3% ⁽¹⁾⁽²⁾	277	6.6% ⁽¹⁾⁽²⁾	2805	5.1%	226	12.6% ⁽¹⁾⁽²⁾	108	5.8%	484	4.6%	500	5.7%	6044
microrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	79.6% ⁽³⁾⁽⁶⁾	885	82.2% ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	760	63.6% ⁽⁶⁾	277	76.7% ⁽³⁾⁽⁶⁾	2805	82.7% ⁽³⁾⁽⁶⁾⁽⁸⁾	226	47.9%	108	78.7% ⁽³⁾⁽⁶⁾	484	73.3% ⁽³⁾⁽⁶⁾	500	76.8%	6044
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	0.2%	885	1.3%	760	0.1%	277	2.5% ⁽¹⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2805	2.3%	226	2.5%	108	0.3%	484	0.5%	500	1.5%	6044
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	0.0%	885	0.1%	760	0.5%	277	2.0% ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	2805	0.3%	226	6.1%	108	0.6%	484	0.0%	500	1.1%	6044
MICROAGGREG_MICROAGGREGSPKERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	3.6%	885	7.2% ⁽¹⁾⁽⁷⁾	760	10.1% ⁽¹⁾⁽⁷⁾	277	11.6% ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾	2805	36.4% ⁽⁷⁾⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁸⁾	226	40.8% ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾⁽⁴⁾⁽³⁾	108	1.9%	484	5.6% ⁽⁷⁾	500	10.0%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	0.1%	885	0.5%	760	1.8%	277	2.0% ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾	2805	0.9%	226	7.5%	108	0.1%	484	0.2%	500	1.3%	6044

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.3%	885	0.7%	760	0.4%	277	1.0% ⁽¹⁾⁽⁸⁾⁽⁷⁾	2805	2.5%	226	7.4%	108	0.1%	484	0.2%	500	0.9%	6044
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	0.1%	885	0.1%	760	0.3%	277	0.9% ⁽¹⁾⁽²⁾⁽⁷⁾	2805	1.5%	226	2.3%	108	0.0%	484	0.3%	500	0.6%	6044
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	1.5%	885	3.6% ⁽¹⁾⁽⁷⁾	760	3.5%	277	6.6% ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2805	14.7% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	226	14.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	108	1.3%	484	2.1%	500	5.0%	6044
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	94.5% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	885	90.5% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	760	87.0% ⁽⁵⁾⁽⁶⁾	277	83.1% ⁽⁵⁾⁽⁶⁾	2805	57.4%	226	54.1%	108	96.8% ⁽⁵⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	484	92.3% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	500	86.2%	6044
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.6%	885	0.2%	760	0.3%	277	0.7%	2805	0.7%	226	2.4%	108	1.7% ⁽²⁾⁽³⁾	484	1.1%	500	0.8%	6044
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	2.0% ⁽³⁾	885	1.7%	760	0.5%	277	1.2%	2805	1.9%	226	3.7%	108	2.7% ⁽³⁾	484	2.0%	500	1.6%	6044
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.4%	885	0.3%	760	0.3%	277	0.4% ⁽⁶⁾	2805	1.9%	226	0.0%	108	0.7% ⁽⁶⁾	484	0.0%	500	0.4%	6044
MICROAGGREG_MICROAGGREGSPKERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	5.6% ⁽³⁾⁽⁴⁾	885	7.0% ⁽³⁾⁽⁴⁾	760	1.5%	277	3.0% ⁽³⁾	2805	5.0%	226	3.7%	108	7.5% ⁽³⁾⁽⁴⁾	484	5.6% ⁽³⁾	500	4.5%	6044
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	2.5% ⁽⁷⁾⁽²⁾⁽³⁾⁽⁴⁾	885	0.7%	760	0.3%	277	0.9%	2805	3.3%	226	3.7%	108	0.9%	484	2.5% ⁽³⁾	500	1.3%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	0.5%	885	0.7% ⁽⁶⁾	760	0.3%	277	0.8% ⁽⁶⁾	2805	0.7%	226	0.0%	108	0.9% ⁽⁶⁾	484	1.3%	500	0.7%	6044
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.4%	885	0.5% ⁽⁶⁾	760	0.5%	277	0.3% ⁽⁶⁾	2805	0.7%	226	0.0%	108	0.8% ⁽⁶⁾	484	0.5%	500	0.4%	6044
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.9%	885	0.2%	760	0.4%	277	0.4% ⁽⁶⁾	2805	0.7%	226	3.7%	108	0.4%	484	0.0%	500	0.5%	6044
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	4.2% ⁽³⁾	885	3.3%	760	1.3%	277	2.6%	2805	3.2%	226	3.7%	108	4.9% ⁽³⁾	484	4.3% ⁽³⁾	500	3.2%	6044
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	92.0%	885	91.1%	760	97.5% ⁽⁷⁾⁽⁴⁾⁽¹⁾⁽²⁾⁽⁸⁾	277	94.4% ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾	2805	94.0%	226	93.7%	108	90.7%	484	89.7%	500	93.1%	6044
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	13.4% ⁽⁵⁾	885	14.1% ⁽⁵⁾	760	20.6% ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁴⁾	277	13.7% ⁽⁵⁾	2805	5.9%	226	26.8% ⁽⁴⁾⁽¹⁾⁽²⁾⁽⁵⁾	108	18.4% ⁽⁴⁾⁽⁵⁾⁽¹⁾	484	17.3% ⁽⁵⁾	500	14.6%	6044
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	14.7% ⁽⁵⁾	885	16.8% ⁽⁵⁾	760	24.0% ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽²⁾	277	15.8% ⁽⁵⁾	2805	8.1%	226	22.9% ⁽⁵⁾	108	20.3% ⁽¹⁾⁽⁴⁾⁽⁵⁾	484	17.7% ⁽⁵⁾	500	16.5%	6044
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	11.3%	885	12.3%	760	20.4% ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁴⁾⁽⁷⁾	277	11.8%	2805	10.5%	226	19.0%	108	13.8%	484	14.4%	500	12.6%	6044
MICROAGGREG_MICROAGGREGSPKERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	6.3%	885	7.0%	760	14.9% ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽²⁾	277	8.1% ⁽⁵⁾	2805	3.6%	226	11.4% ⁽⁵⁾	108	8.2% ⁽⁵⁾	484	9.6% ⁽⁵⁾	500	8.0%	6044
MICROAGGREG_MICROAGGREGCMPLN_8b Someone told me that I complain too much because of my: unsure of the motivation	7.9%	885	9.9%	760	20.8% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁵⁾⁽⁸⁾	277	11.6% ⁽¹⁾	2805	8.0%	226	20.5% ⁽⁵⁾⁽¹⁾	108	13.5% ⁽¹⁾	484	13.5% ⁽¹⁾	500	11.6%	6044
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	15.8%	885	15.9%	760	23.9% ⁽¹⁾⁽²⁾⁽⁵⁾	277	18.1% ⁽⁵⁾	2805	12.0%	226	27.3% ⁽⁵⁾	108	20.2% ⁽⁵⁾	484	18.6%	500	17.9%	6044
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	2.2% ⁽⁸⁾	885	2.2% ⁽⁸⁾	760	6.1% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	277	2.7% ⁽⁸⁾	2805	1.5% ⁽⁸⁾	226	2.0% ⁽⁸⁾	108	4.2% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁸⁾⁽⁵⁾⁽⁶⁾	484	0.1%	500	2.6%	6044
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	13.6% ⁽⁵⁾	885	14.1% ⁽⁵⁾	760	24.1% ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽²⁾	277	16.3% ⁽⁵⁾	2805	8.4%	226	24.6% ⁽⁵⁾	108	20.4% ⁽⁴⁾⁽¹⁾⁽²⁾⁽⁵⁾	484	17.3% ⁽⁵⁾	500	16.2%	6044
MICROAGGREG_MICROAGGREGDISMISS_8b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: unsure of the motivation	13.7%	885	13.8%	760	21.6% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	277	15.1% ⁽⁵⁾	2805	9.9%	226	28.4% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	108	16.9% ⁽⁵⁾	484	17.4% ⁽⁵⁾	500	15.4%	6044
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	7.3% ⁽⁵⁾	885	8.2% ⁽⁵⁾	760	16.9% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	277	10.5% ⁽¹⁾⁽⁵⁾	2805	3.8%	226	18.2% ⁽¹⁾⁽⁵⁾	108	9.2% ⁽⁵⁾	484	13.9% ⁽¹⁾⁽²⁾⁽⁵⁾	500	10.1%	6044
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	66.5% ⁽³⁾⁽⁷⁾	885	65.9% ⁽³⁾	760	57.4%	277	65.9% ⁽³⁾⁽⁷⁾	2805	70.8% ⁽³⁾⁽⁷⁾⁽⁸⁾	226	59.3%	108	60.6%	484	60.7%	500	64.8%	6044

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	4.31	755	4.29	657	4.38	238	4.53 ^{(1) (2) (5)}	2359	4.20	183	4.55	83	4.40	397	4.39	441	4.43	5112
UVAISVAL_2 Personally agree that UVA is - Safe	4.62	756	4.67 ^{(5) (7)}	658	4.50	236	4.72 ^{(5) (7)}	2369	4.41	181	4.56	83	4.49	400	4.63	438	4.65	5123
UVAISVAL_3 Personally agree that UVA is - Cooperative	4.40	751	4.34	653	4.37	238	4.58 ^{(1) (2) (5) (7)}	2349	4.27	182	4.52	83	4.36	397	4.49	438	4.47	5090
UVAISVAL_4 Personally agree that UVA is - Elitist	4.60 ^{(4) (5)}	754	4.62 ^{(4) (5)}	663	4.48	229	4.40	2333	4.34	184	4.64	79	4.68 ^{(4) (5)}	393	4.67 ^{(4) (5)}	430	4.51	5066
UVAISVAL_5 Personally agree that UVA is - Hostile	2.45 ⁽⁴⁾	752	2.39	651	2.59 ⁽⁴⁾	237	2.33	2350	2.47	184	2.79 ⁽⁴⁾	80	2.52 ⁽⁴⁾	392	2.55 ⁽⁴⁾	435	2.42	5081
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.17	752	2.16	657	2.39 ^{(1) (2) (4)}	236	2.12	2355	2.27	184	2.37	83	2.26 ⁽⁴⁾	392	2.20	437	2.17	5096
UVAISVAL_7 Personally agree that UVA is - Fair	4.14	750	4.19	656	4.12	239	4.32 ^{(1) (2) (7)}	2353	4.10	181	4.18	83	4.16	398	4.25	440	4.24	5099
UVAISVAL_8 Personally agree that UVA is- Inclusive	3.96	754	4.10	656	3.92	236	4.25 ^{(1) (2) (3) (5) (7)}	2340	3.85	182	3.91	81	3.94	396	4.09	438	4.12	5083
UVAISVAL_9 Personally agree that UVA is - Detached	3.34 ^{(8) (4)}	729	3.30 ⁽⁴⁾	642	3.19	237	3.07	2306	3.16	175	3.28	77	3.38 ^{(4) (8)}	385	3.08	420	3.17	4970
UVAISVAL_10 Personally agree that UVA is - Uncaring	2.68 ⁽⁴⁾	744	2.70 ⁽⁴⁾	651	2.76 ⁽⁴⁾	238	2.47	2326	2.71	181	2.99 ⁽⁴⁾	83	2.73 ⁽⁴⁾	392	2.57	434	2.59	5047
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.44	873	4.50 ⁽⁷⁾	748	4.38	274	4.55 ^{(1) (5) (7)}	2745	4.25	224	4.26	104	4.31	465	4.51 ⁽⁷⁾	498	4.48	5931
RUCCLIMSECWELC_RUCCLIMSECWELCPGMSEC Agreement with- My department/unit/program is a safe and secure place	4.88 ⁽⁵⁾	518	4.89 ⁽⁵⁾	451	4.78	155	4.90 ⁽⁵⁾	1321	4.54	101	4.69	47	4.82	347	4.99 ⁽⁵⁾	20	4.87	2961
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	2.01 ⁽²⁾	863	1.89	739	2.35 ^{(2) (4) (7) (1)}	273	1.96	2729	2.23 ^{(1) (2) (4)}	219	2.32 ^{(1) (2) (4)}	108	2.07 ⁽²⁾	476	2.12 ^{(2) (4)}	487	2.01	5895
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	1.62	858	1.57	733	1.82 ⁽²⁾	271	1.63	2711	1.75 ⁽²⁾	216	1.73	108	1.71 ⁽²⁾	471	1.70 ⁽²⁾	483	1.65	5850
SGBKNLDG_SGBKNLDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	3.60	205	3.53	173	3.41	60	3.66 ^{(2) (3)}	647	3.52	44	4.01	7	3.62	180	4.02 ^{(1) (2) (3) (4) (5) (7)}	9	3.62	1326
SGBKNLDG_SGBKNLDGG 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	3.46	436	3.34	380	3.28	127	3.53 ^{(2) (3)}	1121	3.41	87	3.28	35	3.52 ^{(2) (3)}	291	3.81 ^{(2) (3) (6)}	15	3.47	2490
SGBKNLDG_SGBKNLDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	3.42	435	3.32	381	3.31	127	3.49 ⁽²⁾	1118	3.28	87	3.31	35	3.52 ⁽²⁾	292	3.77 ^{(2) (3) (5)}	15	3.44	2491
SGBKNLDG_SGBKNLDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	3.90	205	3.86	171	3.83	60	3.93	650	3.98	44	4.37 ^{(1) (2) (3) (4) (7)}	7	3.92	181	4.33 ^{(1) (2) (3) (4) (5) (7)}	9	3.92	1326
SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1.90 ^{(7) (8) (4)}	192	1.80 ⁽⁴⁾	151	2.17 ^{(2) (4) (7) (8)}	51	1.68	592	2.07 ^{(2) (4) (7) (8)}	36	1.75	6	1.72	156	1.52	8	1.77	1191
SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1.20	205	1.19	169	1.30	55	1.19	638	1.27	43	1.20	7	1.27	172	1.17	9	1.21	1299
SXASLTPRBLM_SXASLTPRBLMLIHDOTHR 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?	1.23	204	1.25	169	1.34 ⁽⁴⁾	56	1.19	636	1.31 ⁽⁴⁾	43	1.18	7	1.24	169	1.17	9	1.22	1293
SXASLTPRBLM_SXASLTPRBLMLIHUVAEVNT How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1.27	203	1.25	167	1.43 ^{(2) (4) (8) (1)}	56	1.25	634	1.29	43	1.20	7	1.33 ⁽⁴⁾	170	1.19	9	1.27	1287
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.16	442	2.18	379	2.16	125	2.18	1106	2.14	87	2.23	37	2.20	281	2.02	15	2.18	2473
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.22 ⁽⁸⁾	441	2.21 ⁽⁸⁾	379	2.13 ⁽⁸⁾	126	2.20 ⁽⁸⁾	1106	2.30 ^{(3) (8)}	87	2.04	36	2.19 ⁽⁸⁾	279	1.92	15	2.20	2469
SGBHARASSFREQ_SGBHARASSFRECOMAPPR Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities	2.16	440	2.19	382	2.16	126	2.19	1106	2.12	86	2.01	36	2.14	282	2.18	15	2.17	2473

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SGBHARASSFREQ_SGBHARASSFREQAFTNOINT 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	2.02 ⁽⁸⁾	440	2.03 ⁽⁸⁾	380	2.00	126	2.03 ⁽⁸⁾	1110	2.00	86	2.13 ⁽⁸⁾	36	2.04 ⁽⁸⁾	283	1.91	15	2.03	2475
SGBHARASSFREQ_SGBHARASSFREQCRUDE 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	2.04	440	2.05	380	2.02	125	2.05	1105	2.03	87	1.93	36	2.04	284	1.97	15	2.04	2473
SGBHARASSFREQ_SGBHARASSFREQMSSGS 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	2.01	440	2.03	380	2.02	126	2.02	1106	1.99	87	1.86	36	2.02	283	1.97	15	2.02	2473

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCWITBHD_BHDWITNESS_VAWCDISC2WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Age	19.1% ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	745	14.9%	655	11.6%	230	14.7%	2326	16.4%	180	8.4%	78	26.0% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾⁽¹⁾	387	13.0%	413	15.9%	5013
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Citizenship	17.6%	734	17.5%	648	18.7%	230	14.2%	2296	22.7% ⁽⁴⁾	180	24.3%	78	18.4%	382	17.4%	407	16.4%	4955
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	11.6%	736	10.8%	647	7.7%	229	10.2%	2300	17.9% ⁽³⁾⁽⁴⁾	180	7.5%	78	11.1%	382	12.8%	411	10.9%	4963
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	40.0% ⁽³⁾⁽⁴⁾	723	37.3% ⁽³⁾	652	27.6%	232	32.4%	2276	42.6% ⁽³⁾⁽⁴⁾	179	37.7%	78	36.8% ⁽³⁾	382	37.3% ⁽³⁾	410	35.1%	4934
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	3.2% ⁽⁵⁾	740	3.0% ⁽⁵⁾	657	1.2%	228	2.6% ⁽⁵⁾	2308	0.5%	180	3.4%	78	1.7%	385	2.9% ⁽⁵⁾	416	2.6%	4992
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	21.7%	729	25.9% ⁽⁴⁾	645	25.6%	226	19.5%	2285	27.6%	178	27.9%	78	24.3%	387	26.1% ⁽⁴⁾	400	22.3%	4929
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	43.8% ⁽³⁾	723	39.2% ⁽³⁾	644	26.3%	223	47.8% ⁽²⁾⁽³⁾⁽⁷⁾	2245	57.9% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	179	38.0%	78	38.7% ⁽³⁾	380	44.4% ⁽³⁾	402	44.3%	4875
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to - Pregnancy status	4.5%	740	6.0% ⁽⁸⁾	653	4.5%	228	4.4%	2298	6.5%	178	5.1%	78	6.5% ⁽⁸⁾	380	2.3%	412	4.7%	4967
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Race	40.6%	720	39.1%	648	37.3%	224	36.5%	2288	46.1% ⁽⁴⁾	177	50.6%	78	44.4% ⁽⁴⁾	388	37.9%	408	38.8%	4931
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Religious/Spiritual beliefs	21.0%	734	21.5%	647	17.6%	225	27.0% ⁽¹⁾⁽²⁾⁽³⁾	2284	56.3% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	175	44.0% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	79	23.0%	381	21.5%	405	25.5%	4930
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Sexual orientation	25.4% ⁽³⁾	727	23.5% ⁽³⁾	646	14.6%	233	21.5% ⁽³⁾	2294	28.9% ⁽³⁾	179	23.4%	78	27.3% ⁽³⁾⁽⁴⁾	390	32.3% ⁽²⁾⁽³⁾⁽⁴⁾	402	23.6%	4949
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Socioeconomic status	23.1% ⁽³⁾	732	21.2%	648	14.9%	229	23.0% ⁽³⁾	2297	26.5% ⁽³⁾	174	24.6%	78	27.2% ⁽³⁾	386	25.5% ⁽³⁾	411	23.1%	4957
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	10.0% ⁽⁸⁾	737	7.3%	645	6.7%	234	8.1%	2285	11.4%	177	7.4%	77	15.9% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁸⁾	391	5.2%	412	8.7%	4958
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Citizenship	1.9%	736	2.3%	647	7.6% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	227	1.7%	2280	0.9%	177	3.8%	79	1.2%	384	2.9%	414	2.2%	4945
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Disability	1.4%	731	2.7%	646	3.9%	231	3.0% ⁽¹⁾	2283	5.4%	176	5.2%	77	2.1%	384	1.5%	415	2.7%	4944
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Gender or gender identity	22.3% ⁽³⁾	729	18.4%	635	14.8%	229	19.1%	2274	24.8% ⁽³⁾	175	16.6%	76	21.2%	386	21.8%	417	19.8%	4922
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	3.5%	733	4.0%	643	12.9% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	225	2.9%	2276	1.9%	176	17.2% ⁽¹⁾⁽⁴⁾⁽⁵⁾	79	3.8%	387	5.2%	411	4.1%	4932
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	13.2% ⁽³⁾	732	11.5%	640	7.3%	230	20.2% ⁽⁶⁾⁽⁷⁾⁽⁸⁾⁽¹⁾⁽²⁾⁽³⁾	2258	22.9% ⁽²⁾⁽⁸⁾⁽¹⁾⁽³⁾⁽⁶⁾	173	7.9%	77	14.7% ⁽³⁾	384	11.8%	411	16.2%	4906
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	12.5% ⁽²⁾	738	7.4%	643	17.6% ⁽²⁾	227	13.0% ⁽²⁾	2269	9.5%	175	22.9% ⁽²⁾	77	13.1% ⁽²⁾	382	15.9% ⁽²⁾	413	12.7%	4923
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	3.7%	733	6.4% ⁽⁷⁾	643	3.3%	229	10.9% ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2259	37.4% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	178	22.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	75	3.2%	383	4.6%	412	8.9%	4912
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	5.0% ⁽⁴⁾	729	3.4%	647	3.0%	232	2.8%	2263	5.5%	177	5.2%	77	7.4% ⁽²⁾⁽³⁾⁽⁴⁾	383	8.5% ⁽²⁾⁽³⁾⁽⁴⁾	411	4.2%	4918
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	7.5% ⁽⁶⁾⁽³⁾	731	4.7%	644	2.5%	228	8.2% ⁽²⁾⁽³⁾⁽⁶⁾	2273	4.3%	173	2.3%	77	7.5% ⁽³⁾⁽⁶⁾	383	10.1% ⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾	412	7.2%	4921
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	4.6%	492	3.7%	404	4.3%	128	2.9%	1538	3.8%	141	1.5%	57	4.3%	260	2.2%	284	3.4%	3305

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	26.0% ^{(5) (6)}	492	24.7%	404	24.8%	128	24.2%	1538	17.2%	141	13.5%	57	28.9% ^{(5) (6)}	260	21.8%	284	24.2%	3305
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	17.5%	492	18.0%	404	13.3%	128	14.9%	1538	20.5%	141	22.4%	57	21.7% ^{(8) (4)}	260	12.1%	284	16.3%	3305
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	9.6% ^{(3) (8)}	492	7.9% ⁽⁸⁾	404	4.7%	128	7.2% ⁽⁸⁾	1538	11.8% ⁽⁸⁾	141	4.6%	57	13.1% ^{(3) (4) (8)}	260	2.7%	284	7.8%	3305
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	4.7% ^{(6) (8) (3)}	492	2.8% ^{(6) (8)}	404	1.6%	128	3.5% ^{(6) (8)}	1538	10.7% ^{(8) (2) (3) (6)}	141	0.2%	57	7.3% ^{(3) (4) (8) (6) (2)}	260	0.5%	284	3.8%	3305
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	31.5% ⁽⁸⁾	492	30.2% ⁽⁸⁾	404	35.5% ⁽⁸⁾	128	32.2% ⁽⁸⁾	1538	33.7% ⁽⁸⁾	141	23.3%	57	33.7% ⁽⁸⁾	260	18.9%	284	30.9%	3305
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	19.9% ⁽⁸⁾	492	15.2%	404	21.7%	128	15.7%	1538	15.7%	141	11.3%	57	20.8% ⁽⁸⁾	260	11.5%	284	16.5%	3305
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	12.3% ^{(6) (8)}	492	10.2% ^{(6) (8)}	404	12.8% ⁽⁶⁾	128	9.5% ^{(6) (8)}	1538	15.4% ^{(6) (8)}	141	2.8%	57	11.8% ^{(6) (8)}	260	5.4%	284	10.1%	3305
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	11.7% ⁽⁸⁾	492	12.8% ⁽⁸⁾	404	10.2% ⁽⁸⁾	128	15.4% ⁽⁸⁾	1538	16.1% ⁽⁸⁾	141	12.7%	57	17.7% ^{(1) (3) (8)}	260	2.4%	284	13.4%	3305
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	25.9%	492	22.6%	404	25.3%	128	26.0%	1538	30.3%	141	28.5%	57	35.0% ^{(1) (2) (4) (8)}	260	20.3%	284	26.0%	3305
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	5.8% ⁽⁸⁾	492	4.5%	404	4.3%	128	5.6% ⁽⁸⁾	1538	7.9% ⁽⁸⁾	141	2.0%	57	10.6% ^{(6) (1) (2) (8) (3) (4)}	260	1.9%	284	5.5%	3305

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.88	453	2.97 ⁽⁵⁾⁽⁶⁾	361	2.94	153	2.99 ⁽¹⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	1545	2.67	101	2.60	51	3.12 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁸⁾	275	2.82	238	2.95	3176
CVLLECMFRTCONTACT_CVLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	3.29	162	3.27	131	3.31	48	3.28	522	3.31	29	2.81	6	3.27	151	2.94	7	3.27	1055
CVLLECMFRTCONTACT_CVLECMFRTCONTACTHR Degree of comfort contacting - Human Resources	3.02	180	3.04	152	3.02	53	3.11 ⁽⁷⁾	578	3.21	34	2.79	6	2.99	165	3.17	8	3.07	1174
CVLLECMFRTCONTACT_CVLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police	2.85	180	2.87	150	2.78	53	3.19 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	575	3.00	35	2.79	6	2.98 ⁽¹⁾	164	2.59	8	3.04	1172
CVLLECMFRTCONTACT_CVLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	2.96 ⁽⁵⁾	591	2.97 ⁽⁵⁾	491	3.01 ⁽⁵⁾	189	2.92	1908	2.72	146	2.91	73	3.03 ⁽⁵⁾⁽⁸⁾	319	2.85	353	2.93	4070
CVLLECMFRTCONTACT_CVLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.94 ⁽⁵⁾	561	2.92	454	2.96	173	2.91	1825	2.72	141	2.78	63	3.05 ⁽⁴⁾⁽⁵⁾⁽⁸⁾	309	2.84	340	2.92	3865
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.83	703	2.89	587	2.99	209	2.98 ⁽¹⁾⁽⁸⁾	2162	2.90	172	2.71	77	2.88	367	2.85	403	2.92	4679
CVLLECMFRTCONTACT_CVLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.27	635	2.35	527	2.63 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	189	2.45 ⁽¹⁾⁽⁸⁾	2010	2.29	151	2.26	73	2.42 ⁽¹⁾	352	2.31	344	2.40	4281
CVLLECMFRTCONTACT_CVLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.35	607	2.39	496	2.59 ⁽¹⁾⁽⁸⁾	175	2.50 ⁽¹⁾⁽⁸⁾	1846	2.36	145	2.35	68	2.51 ⁽¹⁾	325	2.35	308	2.45	3970
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police	2.64	176	2.63	148	2.57	52	2.96 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	563	2.84	33	2.76	6	2.74	160	2.32	7	2.81	1146
CVLLECMFRTCONTACT_CVLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.80	579	2.79	469	2.88	147	2.84	1774	2.69	140	2.82	53	2.85	302	2.78	287	2.82	3751
CVLLECMFRTCONTACT_CVLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.61	719	2.61	606	2.76	211	2.86 ⁽⁸⁾⁽¹⁾⁽²⁾	2213	2.77	171	2.61	76	2.80 ⁽¹⁾⁽²⁾	379	2.69	420	2.76	4793
CVLLECMFRTCONTACT_CVLECMFRTCONTACTAMB Degree of comfort contacting - UVA Security Ambassadors	2.70 ⁽²⁾	603	2.54	480	2.77 ⁽²⁾	180	2.85 ⁽¹⁾⁽²⁾	1926	2.71	146	2.67	60	2.75 ⁽²⁾	307	2.78 ⁽²⁾	381	2.76	4083
CVLLECMFRTCONTACT_CVLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	3.09 ⁽⁴⁾	637	3.04	504	3.05	177	2.99	1993	2.89	150	2.75	68	3.13 ⁽⁴⁾⁽⁵⁾	337	3.05	392	3.03	4257
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office	2.96	176	2.93	146	3.02	51	3.03	548	3.32 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	33	3.09	5	2.93	156	2.95	8	3.00	1124
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair	3.20	173	3.22 ⁽⁷⁾	146	3.03	51	3.21 ⁽⁷⁾	548	3.62 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	32	3.45	5	3.09	160	3.43	8	3.20	1123
CVLLECMFRTCONTACT_CVLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.78	324	2.87	254	2.90	111	2.90	1002	2.58	68	2.58	36	2.97 ⁽¹⁾⁽⁵⁾⁽⁸⁾	222	2.72	114	2.86	2130
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean	2.65	528	2.68	455	2.98 ⁽¹⁾⁽²⁾⁽⁶⁾	165	2.83 ⁽¹⁾⁽²⁾	1602	2.76	127	2.54	72	2.74	206	2.79	393	2.78	3548
CVLLECMFRTCONTACT_CVLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor	2.93	534	2.93	466	3.08	159	3.01	1635	2.85	132	2.93	72	3.05	217	2.94	413	2.98	3628
CVLLECMFRTCONTACT_CVLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty	2.98 ⁽⁶⁾	549	3.01 ⁽⁶⁾	486	3.07 ⁽⁶⁾	175	3.08 ⁽⁶⁾	1673	3.06 ⁽⁶⁾	138	2.66	75	3.09 ⁽⁶⁾	226	3.03 ⁽⁶⁾	412	3.04	3734
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center	2.81	416	2.78	341	2.98	122	2.91	1316	2.77	100	2.72	57	2.95	156	2.87	330	2.87	2838
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSTUH Degree of comfort contacting - Student Health/Counseling	3.09	516	3.01	453	3.15	152	3.10	1580	2.93	131	3.04	70	3.13	201	3.14	393	3.09	3496
CVLLECMFRTCONTACT_CVLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police	2.37	544	2.38	461	2.52	166	2.66 ⁽¹⁾⁽²⁾	1655	2.61	139	2.48	72	2.55	219	2.60 ⁽¹⁾⁽²⁾	413	2.56	3669
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.40	875	4.44	750	4.41	273	4.58 ⁽¹⁾⁽⁵⁾⁽⁶⁾⁽²⁾⁽⁷⁾	2738	4.25	225	4.16	104	4.33	468	4.54 ⁽⁵⁾⁽⁷⁾	498	4.48	5930
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.77	520	4.76	452	4.69	157	4.87 ⁽⁵⁾	1316	4.54	102	4.59	47	4.75	348	4.88	20	4.79	2963
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.55 ⁽³⁾⁽⁶⁾	864	4.66 ⁽³⁾⁽⁶⁾⁽⁷⁾	736	4.09 ⁽⁶⁾	267	4.53 ⁽³⁾⁽⁶⁾	2646	4.46 ⁽³⁾⁽⁶⁾	220	3.57	102	4.42 ⁽⁶⁾⁽³⁾	449	4.48 ⁽⁶⁾⁽³⁾	488	4.50	5773
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	4.81	812	4.89	652	4.89	230	5.12 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2364	4.93	189	4.96	80	4.96 ⁽¹⁾	454	4.90	350	4.99	5132
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	5.02	804	5.04	648	5.01	232	5.11 ⁽¹⁾⁽⁷⁾	2342	4.98	187	5.33 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	79	4.98	447	5.08	351	5.07	5091
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	4.25	792	4.20	648	4.41	231	4.41 ⁽²⁾⁽⁷⁾⁽¹⁾	2347	4.18	187	4.65 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾	80	4.19	442	4.45 ⁽²⁾⁽¹⁾⁽⁷⁾	350	4.34	5078
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.64	843	4.61	711	4.72	260	4.71 ⁽⁷⁾	2646	4.71	213	4.56	101	4.52	460	4.75 ⁽⁷⁾	475	4.67	5709
DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	3.84	820	3.88	694	4.10 ⁽¹⁾	257	4.09 ⁽¹⁾⁽²⁾⁽⁵⁾	2598	3.80	208	4.00	100	4.00	441	3.92	474	3.99	5594
DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.34	825	4.33	699	4.36	250	4.43 ⁽⁷⁾	2581	4.43	203	4.20	100	4.29	450	4.36	457	4.38	5567
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	4.32	847	4.33	720	4.29	262	4.55 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2651	4.46	213	4.27	103	4.28	460	4.30	478	4.43	5733
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.62	847	4.63	714	4.54	258	4.69	2633	4.61	214	4.42	103	4.59	458	4.62	475	4.65	5702

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARTICIPATION_1b Participation as a UVA student - I do not participate in any clubs or organizations at UVA	15.7%	645	21.1%	563	23.9%	207	12.9%	2057	8.5%	174	18.3%	97	30.5%	271	11.5%	487	15.7%	4501
PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization	23.1%	645	25.8%	563	32.3%	207	26.1%	2057	27.1%	174	41.1%	97	27.8%	271	25.2%	487	26.3%	4501
PARTICIPATION_3b Participation as a UVA student - Athletic team	10.4%	645	10.9%	563	10.9%	207	10.8%	2057	19.9%	174	6.3%	97	13.4%	271	11.8%	487	11.3%	4501
PARTICIPATION_4b Participation as a UVA student - Club sport	3.9%	645	6.6%	563	4.9%	207	5.5%	2057	13.9%	174	1.0%	97	2.6%	271	2.8%	487	5.1%	4501
PARTICIPATION_5b Participation as a UVA student - Culture-specific organization	11.6%	645	14.4%	563	11.9%	207	17.0%	2057	12.9%	174	8.0%	97	9.5%	271	17.9%	487	15.0%	4501
PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization	19.0%	645	14.9%	563	43.0%	207	16.8%	2057	26.5%	174	35.0%	97	15.8%	271	26.2%	487	19.8%	4501
PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	1.6%	645	1.5%	563	3.5%	207	34.6%	2057	44.0%	174	46.4%	97	5.0%	271	4.0%	487	19.8%	4501
PARTICIPATION_8b Participation as a UVA student - Greek letter organization	13.1%	645	13.2%	563	14.9%	207	15.4%	2057	17.2%	174	4.4%	97	12.0%	271	17.6%	487	14.7%	4501
PARTICIPATION_9b Participation as a UVA student - Health and wellness organization	13.9%	645	13.1%	563	12.7%	207	24.8%	2057	31.5%	174	4.8%	97	13.9%	271	19.8%	487	19.8%	4501
PARTICIPATION_10b Participation as a UVA student - Performance organization	12.3%	645	8.9%	563	12.5%	207	9.8%	2057	14.1%	174	6.1%	97	12.6%	271	6.4%	487	10.1%	4501
PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization	17.0%	645	18.0%	563	7.9%	207	15.3%	2057	30.2%	174	18.6%	97	14.3%	271	15.3%	487	16.1%	4501
PARTICIPATION_12b Participation as a UVA student - Professional organization	21.9%	645	21.4%	563	20.4%	207	21.4%	2057	16.6%	174	22.9%	97	19.8%	271	17.7%	487	20.8%	4501
PARTICIPATION_13b Participation as a UVA student - Publication/media organization	8.7%	645	7.6%	563	4.0%	207	7.6%	2057	15.4%	174	5.7%	97	5.7%	271	9.1%	487	7.9%	4501
PARTICIPATION_14b Participation as a UVA student - Recreational organization	19.7%	645	18.9%	563	16.0%	207	17.6%	2057	25.4%	174	16.8%	97	20.9%	271	23.7%	487	19.1%	4501
PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization	31.1%	645	23.0%	563	18.7%	207	31.7%	2057	34.0%	174	29.1%	97	18.8%	271	37.4%	487	29.8%	4501
PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)	5.0%	645	4.5%	563	8.3%	207	5.2%	2057	8.8%	174	7.3%	97	3.3%	271	5.8%	487	5.4%	4501
leaveuvaR Have you considered leaving UVA in the past year?	37.9%	827	37.2%	709	36.3%	259	35.4%	2628	37.8%	214	35.8%	105	43.0%	450	36.1%	487	36.8%	5679
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	32.7%	314	33.3%	264	31.3%	94	29.6%	931	31.2%	81	68.8%	38	30.7%	193	34.4%	176	31.9%	2091
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	7.3%	314	6.3%	264	11.6%	94	7.2%	931	0.6%	81	2.3%	38	11.3%	193	0.9%	176	6.8%	2091
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	53.0%	314	49.9%	264	45.8%	94	54.5%	931	57.6%	81	83.4%	38	46.6%	193	72.6%	176	54.7%	2091
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	26.1%	314	27.5%	264	32.9%	94	28.4%	931	32.9%	81	38.0%	38	27.3%	193	44.9%	176	29.8%	2091
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	0.3%	314	2.8%	264	0.6%	94	1.0%	931	0.0%	81	2.3%	38	0.5%	193	0.8%	176	1.0%	2091
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	1.1%	314	2.6%	264	6.5%	94	2.4%	931	0.5%	81	0.0%	38	3.9%	193	0.8%	176	2.3%	2091
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	13.8%	314	14.8%	264	10.7%	94	11.2%	931	10.0%	81	0.4%	38	18.8%	193	1.2%	176	11.7%	2091
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	5.2%	314	7.0%	264	3.8%	94	3.9%	931	10.9%	81	6.1%	38	8.5%	193	0.0%	176	4.9%	2091
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	7.2%	314	8.6%	264	10.1%	94	6.9%	931	8.1%	81	2.8%	38	12.5%	193	0.0%	176	7.2%	2091
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	15.4%	314	16.4%	264	13.5%	94	15.7%	931	8.7%	81	1.7%	38	25.7%	193	2.9%	176	15.0%	2091
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	14.2%	314	16.6%	264	12.0%	94	15.3%	931	13.5%	81	0.4%	38	27.4%	193	1.5%	176	14.8%	2091
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	4.1%	314	4.4%	264	7.1%	94	3.8%	931	2.5%	81	2.4%	38	5.2%	193	2.1%	176	4.0%	2091
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	21.7%	314	22.4%	264	7.4%	94	17.7%	931	13.9%	81	3.1%	38	18.5%	193	20.4%	176	18.3%	2091
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	2.1%	314	7.3%	264	5.0%	94	1.5%	931	0.0%	81	0.5%	38	3.9%	193	0.4%	176	2.5%	2091
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	2.5%	314	3.5%	264	3.9%	94	1.9%	931	0.6%	81	0.0%	38	3.3%	193	0.4%	176	2.2%	2091
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	25.9%	314	26.8%	264	28.8%	94	24.4%	931	24.3%	81	20.0%	38	28.9%	193	14.2%	176	24.6%	2091
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	8.7%	314	6.0%	264	16.8%	94	12.8%	931	9.1%	81	38.0%	38	7.8%	193	24.9%	176	12.3%	2091
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	10.4%	314	11.0%	264	17.2%	94	17.5%	931	10.3%	81	8.7%	38	16.4%	193	22.4%	176	15.5%	2091
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	9.7%	314	3.3%	264	12.1%	94	12.5%	931	11.7%	81	5.8%	38	7.1%	193	16.7%	176	10.6%	2091
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	19.3%	314	20.1%	264	13.9%	94	16.6%	931	12.2%	81	32.5%	38	14.5%	193	32.1%	176	18.6%	2091

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	4.7%	314	2.2%	264	4.7%	94	4.6% ⁽⁵⁾	931	1.3%	81	11.2%	38	4.2%	193	14.7% ^{(4) (3) (1) (2) (5) (7)}	176	5.1%	2091

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCVALLDSHP Agreement with: - I feel valued as an individual by my department chair or equivalent	4.80	233	4.78	192	4.73	65	4.80	722	5.14 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	49	4.92	9	4.73	207	5.02	12	4.80	1490
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.79	740	4.84	646	4.69	244	4.82	2267	4.76	173	4.62	81	4.80	438	4.68	306	4.80	4896
ISE1_ISELECTURE Difficulty as an international member of UVA - Understanding workplace/department meetings and learning environment discussions/lectures	3.69	52	3.85	88	3.52	68	3.71	61	3.93	2	3.55	17	4.21 ⁽³⁾⁽⁶⁾	32	3.88	18	3.75	340
ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	3.75	45	3.51	76	3.29	58	3.71	54	3.85	2	3.31	17	3.71	31	3.58	17	3.56	300
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	3.50	52	3.65 ⁽³⁾⁽⁸⁾	88	3.06	68	3.71 ⁽³⁾⁽⁸⁾	61	3.40	2	3.70	17	3.54	32	3.12	18	3.48	339
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	3.09 ⁽⁵⁾	52	3.28 ⁽⁵⁾	88	3.00 ⁽⁵⁾	68	3.76 ⁽¹⁾⁽³⁾⁽⁵⁾	60	2.0	2	3.52 ⁽⁵⁾	17	3.58 ⁽⁵⁾	32	3.64 ⁽⁵⁾	18	3.33	338
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	3.92	52	3.77	86	3.53	68	4.13 ⁽³⁾	60	4.0 ⁽³⁾	2	3.91	17	4.10 ⁽³⁾	30	3.74	18	3.84	333
ISE1_ISESOCIAL 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	3.11	52	3.06	88	2.82	66	3.53 ⁽³⁾⁽⁶⁾	57	2.85	2	2.93	17	3.66 ⁽²⁾⁽³⁾⁽⁶⁾	30	3.62 ⁽³⁾	15	3.17	327
CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	3.14 ⁽⁴⁾	212	3.06 ⁽⁴⁾	175	3.16 ⁽⁴⁾	61	2.85	654	3.45 ⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	46	3.60	7	3.05 ⁽⁴⁾	180	2.84	9	2.99	1343
CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events	2.54 ⁽²⁾⁽³⁾⁽⁷⁾	213	2.29	174	2.18	60	2.82 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	653	2.34	46	2.07	6	2.32	180	2.33	9	2.59	1341
CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events	2.80 ⁽²⁾	212	2.62	175	2.69	60	2.82 ⁽²⁾⁽⁷⁾	653	2.80	45	2.64	6	2.67	179	2.49	9	2.76	1339
CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1.71	195	1.87	164	2.43 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	56	1.97 ⁽¹⁾⁽⁵⁾⁽⁸⁾	610	1.71	42	3.79 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	6	1.95 ⁽¹⁾⁽⁸⁾	166	1.43	9	1.93	1247
CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1.53 ⁽⁷⁾	213	1.52 ⁽⁷⁾	173	1.58 ⁽⁷⁾	60	1.52 ⁽⁷⁾	650	1.52	46	1.81	7	1.32	178	1.55	9	1.50	1336
CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events	3.59	211	3.41	174	3.52	61	3.49	650	3.65	46	4.38 ⁽²⁾⁽⁷⁾⁽⁸⁾	7	3.44	181	3.31	9	3.50	1338
CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	3.12 ⁽⁴⁾⁽⁸⁾	215	3.14 ⁽⁴⁾⁽⁸⁾	173	3.22 ⁽⁴⁾⁽⁸⁾	60	2.83	651	3.58 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	46	2.82	7	2.96 ⁽⁸⁾	181	2.53	9	2.97	1342
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.50	673	4.47	592	4.44	206	4.67 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	2045	4.27	157	4.44	72	4.55 ⁽⁵⁾	392	4.59 ⁽⁵⁾	279	4.57	4416
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.11 ⁽⁶⁾	748	4.12 ⁽⁶⁾	650	4.18 ⁽⁶⁾	223	4.00 ⁽⁶⁾	2287	4.03	181	3.56	84	4.05 ⁽⁶⁾	393	4.12 ⁽⁶⁾	418	4.05	4983
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.39	728	4.47	634	4.47	221	4.36	2204	4.35	183	4.11	82	4.42	381	4.40	401	4.39	4835
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.45	209	4.43	171	4.80 ⁽²⁾⁽⁴⁾⁽¹⁾	55	4.46	644	4.65	47	4.97	7	4.86 ⁽¹⁾⁽²⁾⁽⁴⁾	180	4.50	10	4.53	1324
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	3.81	738	3.69	630	3.90	218	4.12 ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾	2289	3.79	185	4.12	83	3.85	383	3.74	416	3.94	4942
EMPOWER_EMPOWERPARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.21	485	4.12	413	4.33	156	4.43 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁸⁾	1501	3.99	127	4.19	70	4.21	180	4.18	360	4.29	3292

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.39	493	4.32	422	4.40	158	4.56 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁸⁾	1509	4.18	128	4.29	73	4.38	184	4.34	366	4.44	3333
EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	4.09	496	3.87	429	4.13	158	4.25 ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾	1551	3.98	132	3.96	73	3.93	186	4.01	392	4.11	3418
EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.22	514	4.12	442	4.20	163	4.44 ⁽⁵⁾⁽⁷⁾⁽⁸⁾⁽¹⁾⁽²⁾	1590	4.09	133	4.34	75	4.10	193	4.15	397	4.29	3509
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.46 ⁽⁵⁾	876	1.49 ⁽⁵⁾	750	1.60 ⁽¹⁾⁽⁴⁾⁽⁵⁾	271	1.44 ⁽⁵⁾	2729	1.27	224	1.65 ⁽⁴⁾⁽⁵⁾	98	1.54 ⁽⁴⁾⁽⁵⁾	465	1.57 ⁽⁴⁾⁽⁵⁾⁽¹⁾	497	1.47	5910
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1.63 ⁽²⁾⁽⁵⁾	875	1.52 ⁽⁵⁾	750	1.65 ⁽⁵⁾	266	1.62 ⁽²⁾⁽⁵⁾	2732	1.32	222	1.75 ⁽²⁾⁽⁵⁾	101	1.73 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁴⁾	470	1.63 ⁽⁵⁾	493	1.61	5909
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.44 ⁽⁵⁾⁽⁴⁾	876	1.44 ⁽⁴⁾⁽⁵⁾	749	1.61 ⁽²⁾⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	269	1.34	2730	1.27	222	1.55 ⁽⁴⁾⁽⁵⁾	101	1.44 ⁽⁴⁾⁽⁵⁾	467	1.44 ⁽⁴⁾⁽⁵⁾	497	1.40	5911
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1.39 ⁽⁵⁾	876	1.36 ⁽⁵⁾	752	1.52 ⁽²⁾⁽¹⁾⁽⁴⁾⁽⁵⁾	269	1.36 ⁽⁵⁾	2738	1.23	222	1.44	101	1.48 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	471	1.41 ⁽⁵⁾	495	1.38	5923
BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	1.99 ⁽⁴⁾	237	2.02 ⁽⁴⁾	194	2.05 ⁽⁴⁾	65	1.89	736	1.87	52	1.83	10	2.06 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	210	1.95	12	1.95	1516
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	1.97	881	1.94	751	2.07 ⁽⁵⁾⁽²⁾⁽⁴⁾	272	1.91	2740	1.89	222	2.06	99	1.99 ⁽⁴⁾	470	2.06 ⁽⁵⁾⁽²⁾⁽⁴⁾	488	1.95	5923
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.59	876	1.56	753	1.77 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾⁽⁴⁾	270	1.57	2739	1.61	222	1.70	101	1.62	470	1.60	498	1.59	5929
BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience	2.24	643	2.25	556	2.28	205	2.19	1996	2.11	172	2.59 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾⁽³⁾	91	2.23	261	2.28 ⁽⁵⁾	482	2.22	4407
BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	2.08 ⁽⁴⁾	643	2.06 ⁽⁴⁾	556	2.10	207	1.95	2004	1.99	169	2.35 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾⁽⁷⁾⁽⁴⁾⁽⁸⁾	91	2.07	259	2.08 ⁽⁴⁾	476	2.02	4406
BASICWELL_BASICWELLEMPLOYGRD Degree of concern in the past year - Securing employment after graduation/completion	2.10 ⁽⁵⁾⁽⁴⁾	640	2.14 ⁽⁵⁾⁽⁴⁾	551	2.15 ⁽⁵⁾⁽⁴⁾	202	1.99	1996	1.90	171	2.39 ⁽¹⁾⁽⁴⁾⁽²⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	91	2.03	259	2.14 ⁽⁴⁾⁽⁵⁾	481	2.05	4392
BASICWELL_BASICWELLEMPLOYATTND Degree of concern in the past year - Securing employment while completing my program of study	1.74 ⁽⁵⁾	641	1.66 ⁽⁵⁾	553	1.77 ⁽⁵⁾	196	1.66 ⁽⁵⁾	1989	1.45	171	1.76 ⁽⁵⁾	91	1.72 ⁽⁵⁾	253	1.89 ⁽¹⁾⁽⁵⁾⁽⁴⁾⁽⁷⁾⁽²⁾	478	1.70	4373
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1.54 ⁽²⁾⁽⁵⁾	879	1.40	752	1.66 ⁽²⁾⁽⁵⁾	274	1.62 ⁽⁵⁾⁽²⁾	2745	1.34	224	1.76 ⁽²⁾⁽⁵⁾	99	1.76 ⁽⁵⁾⁽¹⁾⁽²⁾	472	1.68 ⁽²⁾⁽⁵⁾	497	1.59	5942
RUCSKPCUT_RUCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	3.46 ⁽²⁾⁽⁵⁾	880	3.27 ⁽⁵⁾	751	3.25 ⁽⁵⁾	274	3.49 ⁽²⁾⁽³⁾⁽⁵⁾	2749	2.89	223	3.23	99	3.57 ⁽²⁾⁽³⁾⁽⁵⁾	473	3.51 ⁽²⁾⁽⁵⁾	498	3.43	5947
RUCSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	3.14 ⁽⁵⁾⁽²⁾	878	2.86 ⁽⁵⁾	748	2.93 ⁽⁵⁾	274	3.08 ⁽⁵⁾⁽²⁾	2742	2.52	220	3.04	99	3.38 ⁽³⁾⁽⁸⁾⁽⁴⁾⁽¹⁾⁽²⁾⁽⁵⁾	473	2.97 ⁽⁵⁾	497	3.05	5932

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card	20.8%	645	16.3%	563	19.5%	207	19.8%	2057	30.4%	174	28.7%	97	19.8%	271	23.2%	487	20.5%	4501
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	60.0%	645	55.4%	563	53.9%	207	60.5%	2057	74.5%	174	61.6%	97	47.4%	271	78.6%	487	61.2%	4501
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	23.1%	645	21.9%	563	17.0%	207	21.3%	2057	15.0%	174	29.1%	97	23.7%	271	17.8%	487	21.1%	4501
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	16.3%	645	18.2%	563	14.9%	207	7.5%	2057	7.3%	174	13.2%	97	18.4%	271	0.5%	487	10.5%	4501
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	11.6%	645	13.7%	563	10.4%	207	4.7%	2057	4.0%	174	11.7%	97	13.4%	271	0.0%	487	7.2%	4501
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	33.0%	645	26.7%	563	28.1%	207	32.6%	2057	24.3%	174	19.0%	97	26.8%	271	27.3%	487	30.2%	4501
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	18.8%	645	15.9%	563	16.7%	207	23.4%	2057	17.1%	174	20.7%	97	12.8%	271	27.8%	487	21.0%	4501
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	13.4%	645	11.2%	563	7.8%	207	18.0%	2057	11.3%	174	7.6%	97	11.9%	271	19.7%	487	15.3%	4501
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	28.3%	645	27.5%	563	17.0%	207	31.9%	2057	39.2%	174	17.6%	97	30.1%	271	31.5%	487	30.0%	4501
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	4.5%	645	5.4%	563	5.6%	207	6.9%	2057	7.4%	174	4.4%	97	8.4%	271	5.5%	487	6.2%	4501
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	3.0%	645	1.4%	563	6.2%	207	5.1%	2057	3.2%	174	2.4%	97	6.4%	271	4.0%	487	4.2%	4501
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	8.6%	645	10.8%	563	13.7%	207	11.6%	2057	8.1%	174	13.5%	97	9.3%	271	14.0%	487	11.2%	4501
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	2.4%	645	3.1%	563	2.8%	207	2.8%	2057	0.9%	174	2.0%	97	8.4%	271	4.3%	487	3.2%	4501
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	8.2%	645	6.6%	563	10.5%	207	4.2%	2057	4.7%	174	3.7%	97	8.2%	271	1.5%	487	5.3%	4501
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	11.5%	645	15.8%	563	15.0%	207	9.4%	2057	7.2%	174	12.8%	97	20.2%	271	9.1%	487	11.3%	4501
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	15.8%	645	13.0%	563	19.6%	207	18.5%	2057	13.1%	174	8.5%	97	14.1%	271	15.4%	487	16.4%	4501
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	6.4%	645	6.2%	563	10.9%	207	7.4%	2057	5.5%	174	7.1%	97	15.5%	271	8.9%	487	7.9%	4501
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	20.9%	645	14.6%	563	23.7%	207	23.3%	2057	20.0%	174	21.3%	97	21.4%	271	20.6%	487	21.3%	4501
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	14.3%	645	11.3%	563	11.8%	207	13.1%	2057	8.6%	174	1.7%	97	13.7%	271	18.8%	487	13.2%	4501
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	19.9%	645	18.8%	563	17.3%	207	19.6%	2057	12.8%	174	18.2%	97	23.1%	271	19.1%	487	19.3%	4501
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	19.0%	645	15.3%	563	18.2%	207	19.4%	2057	9.3%	174	13.2%	97	23.8%	271	22.3%	487	18.8%	4501
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	12.5%	645	7.4%	563	11.3%	207	12.0%	2057	3.2%	174	13.3%	97	13.3%	271	13.5%	487	11.4%	4501
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	1.3%	645	1.2%	563	5.2%	207	2.5%	2057	3.5%	174	0.0%	97	2.5%	271	1.8%	487	2.2%	4501
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	44.3%	645	46.2%	563	46.4%	207	44.8%	2057	57.2%	174	51.3%	97	37.9%	271	50.9%	487	45.8%	4501

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.84	234	1.86	195	2.02 ⁽¹⁾⁽⁴⁾⁽⁵⁾	64	1.86	723	1.76	52	2.26 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	10	2.02 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	206	2.33 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁵⁾	11	1.89	1493
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.72	729	4.80	604	4.70	216	4.87 ⁽¹⁾	2066	4.76	163	4.37	63	4.91 ⁽¹⁾	438	4.90 ⁽¹⁾	194	4.82	4474
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.65	727	4.74	603	4.70	217	4.87 ⁽²⁾⁽¹⁾	2070	4.67	163	4.42	63	4.84 ⁽¹⁾	438	4.88 ⁽¹⁾	193	4.79	4473
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.83 ⁽⁸⁾	859	3.95 ⁽⁸⁾	736	4.10 ⁽¹⁾⁽⁵⁾⁽⁸⁾	265	3.91 ⁽⁸⁾	2681	3.71	221	3.86	102	3.94 ⁽⁸⁾	449	3.58	483	3.88	5795
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.81	854	3.90 ⁽⁵⁾	735	4.04 ⁽⁵⁾⁽⁷⁾⁽⁸⁾	268	3.85	2675	3.62	222	3.69	102	3.75	451	3.73	486	3.83	5793
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.89	227	3.84	185	4.15	60	3.97	692	4.22 ⁽¹⁾⁽²⁾	49	3.72	9	3.99	191	3.74	11	3.95	1424
RUCCOMMFDBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	3.35	226	3.33	184	3.25	62	3.54 ⁽¹⁾⁽²⁾	690	3.49	47	3.52	9	3.49	197	3.75	12	3.46	1427
RUCCOMMFDBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year-Clear explanation of what constitutes poor academic performance	4.11	280	3.90	244	3.77	87	4.12	568	3.86	50	4.07	31	4.17	141	4.03	8	4.05	1409
RUCCOMMFDBK_RUC1MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	3.88	232	3.95	186	3.78	65	4.14 ⁽¹⁾⁽²⁾⁽³⁾	716	4.04	49	4.35	9	4.01	203	4.22	12	4.04	1473
RUCCOMMFDBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	4.45	636	4.38	547	4.25	204	4.44	1971	4.31	170	4.44	89	4.41	256	4.46	481	4.42	4354
RUCCOMMFDBK_RUC1MJRACTPART Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives	4.75 ⁽⁷⁾	369	4.65	322	4.62	115	4.72 ⁽⁷⁾	1373	5.05 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾⁽³⁾	108	4.86	48	4.51	232	4.70	317	4.71	2885
RUCCOMMFDBK_RUC1MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	5.09	501	5.16 ⁽³⁾	417	4.83	153	5.13 ⁽³⁾	1318	5.25 ⁽³⁾	109	4.89	49	5.18 ⁽³⁾	227	5.14	178	5.12	2952
RUCCOMMFDBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty-Increased your enthusiasm for your work	4.57	866	4.56	740	4.49	268	4.63 ⁽⁷⁾	2697	4.71 ⁽⁷⁾	219	4.64	97	4.46	463	4.57	493	4.59	5842
RUCCOMMFDBK_RUC1MJROPEN Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	4.31	870	4.25	741	4.10	268	4.35 ⁽³⁾	2701	4.36	218	4.09	98	4.39 ⁽³⁾	463	4.21	493	4.31	5851
RUCCOMMFDBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	5.24 ⁽³⁾	635	5.29 ⁽³⁾	552	4.99	204	5.24 ⁽³⁾	1986	5.24	169	5.28 ⁽³⁾	89	5.18	257	5.22	483	5.23	4375
RUCCOMMFDBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	4.60	618	4.57	531	4.76	201	4.72	1913	4.63	165	4.63	83	4.83 ⁽¹⁾⁽²⁾	248	4.73	471	4.69	4230
RUCCOMMFDBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	5.29	635	5.36	550	5.16	204	5.30	1985	5.30	170	5.31	89	5.28	258	5.30	480	5.30	4370
RUCCOMMFDBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect	5.18	628	5.16	552	5.12	200	5.14	1979	5.11	170	5.10	86	5.13	256	5.07	481	5.14	4351
RUCCOMMFDBK_PRVSJCONCPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	3.60	616	3.41	534	3.89 ⁽²⁾	194	3.89 ⁽¹⁾⁽²⁾	1922	3.77	163	3.36	87	3.87 ⁽²⁾	244	3.91 ⁽¹⁾⁽²⁾	463	3.77	4225
PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings	3.04 ⁽⁵⁾	234	3.14 ⁽⁵⁾	215	3.21 ⁽⁵⁾	75	2.98 ⁽⁵⁾	488	2.48	39	2.97	32	2.94	113	2.93	8	3.01	1205
PRFSLSKILLIMP_PRFSLSKILLIMP_2 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Understanding the norms of ethical behavior for my profession	3.14	234	3.09	214	3.37 ⁽⁵⁾⁽⁸⁾	75	3.18	487	2.86	39	3.08	32	3.16	113	2.76	8	3.15	1202

	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds	2.94	229	3.09	213	3.16	74	3.06	492	2.78	39	2.97	32	2.89	113	3.10	8	3.02	1201
PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers	3.31	233	3.38 ⁽⁵⁾	214	3.29	74	3.31 ⁽⁵⁾	489	2.87	39	3.29	32	3.24	113	3.10	8	3.30	1203
PRFSLSKILLIMP_PRFSLSKILLIMP_5 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being able to incorporate concepts of privilege or social justice in my work/research/teaching	2.63	233	2.81 ⁽⁵⁾	213	2.97 ⁽⁵⁾	75	2.77 ⁽⁵⁾	490	2.26	39	2.87	32	2.80	113	2.67	6	2.75	1202
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.55 ⁽³⁾⁽⁶⁾⁽⁷⁾⁽⁴⁾⁽⁸⁾	769	5.52 ⁽³⁾⁽⁶⁾⁽⁴⁾⁽⁷⁾	687	5.02	245	5.42 ⁽³⁾	2429	5.70 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	197	5.13	96	5.37 ⁽³⁾	403	5.39 ⁽³⁾	468	5.43	5293
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.89 ⁽³⁾	198	4.96 ⁽³⁾⁽⁵⁾⁽⁷⁾	167	4.43	84	4.75	634	4.28	51	4.53	33	4.61	117	4.93 ⁽³⁾⁽⁵⁾	141	4.76	1423
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	5.15	785	5.29 ⁽³⁾⁽⁴⁾⁽⁷⁾⁽¹⁾	702	5.02	246	5.18	2445	5.09	202	4.96	96	5.08	410	5.19	471	5.17	5356
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	5.31 ⁽³⁾	262	5.41 ⁽³⁾⁽⁴⁾	223	4.86	79	5.17 ⁽³⁾	830	5.47 ⁽³⁾⁽⁴⁾	57	4.77	20	5.25 ⁽³⁾	127	5.34 ⁽³⁾	195	5.24	1793
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	5.41 ⁽⁶⁾⁽⁷⁾⁽³⁾	750	5.40 ⁽³⁾⁽⁶⁾⁽⁷⁾	677	4.81 ⁽⁶⁾	241	5.31 ⁽³⁾⁽⁶⁾	2356	5.63 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	192	4.34	96	5.20 ⁽³⁾⁽⁶⁾	399	5.27 ⁽³⁾⁽⁶⁾	456	5.30	5167
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.95 ⁽⁴⁾⁽³⁾	806	4.90 ⁽⁴⁾	694	4.69 ⁽⁴⁾	229	4.35	2493	4.95 ⁽⁴⁾	205	4.62	95	4.82 ⁽⁴⁾	407	4.97 ⁽⁴⁾⁽³⁾	468	4.64	5397
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	5.14 ⁽³⁾⁽⁶⁾⁽⁷⁾⁽⁴⁾	806	5.26 ⁽³⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾⁽⁴⁾	703	4.51 ⁽⁶⁾	244	4.92 ⁽⁶⁾⁽³⁾	2514	5.52 ⁽¹⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾⁽²⁾⁽³⁾	194	3.91	97	4.92 ⁽⁶⁾⁽³⁾	411	5.08 ⁽³⁾⁽⁴⁾⁽⁶⁾	481	4.99	5449
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.95 ⁽⁶⁾⁽²⁾⁽³⁾⁽⁵⁾	738	4.68 ⁽⁵⁾⁽⁶⁾	644	4.50 ⁽⁵⁾⁽⁶⁾	224	4.94 ⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾	2480	4.00	202	3.63	97	4.93 ⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾	380	5.19 ⁽⁵⁾⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	381	4.85	5147
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	5.31 ⁽³⁾⁽⁷⁾	786	5.35 ⁽³⁾⁽⁷⁾	694	5.08	241	5.34 ⁽³⁾⁽⁷⁾	2445	5.38 ⁽³⁾	198	5.15	88	5.17	407	5.32 ⁽³⁾	456	5.31	5314
MYCVILLE_MYCVILLESESES Individuals of my socioeconomic status are respected in Charlottesville	5.16 ⁽³⁾⁽⁴⁾⁽⁷⁾	808	5.18 ⁽³⁾⁽⁴⁾⁽⁷⁾	705	4.95	239	5.02	2494	5.50 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁸⁾	203	5.19	96	4.95	416	5.12	482	5.08	5443
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	3.93	694	4.02	599	4.19 ⁽¹⁾	222	4.23 ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁷⁾	2199	3.90	171	4.40 ⁽⁵⁾⁽¹⁾	80	4.03	372	4.17 ⁽¹⁾	404	4.13	4742
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	4.35	699	4.34	607	4.29	219	4.38 ⁽⁷⁾	2210	4.22	174	4.47	80	4.24	374	4.45 ⁽⁷⁾	400	4.35	4763
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	4.02	700	4.00	597	4.21	222	4.24 ⁽²⁾⁽⁷⁾⁽¹⁾⁽⁵⁾	2204	3.93	169	4.45 ⁽¹⁾⁽²⁾⁽⁵⁾	80	4.09	371	4.23 ⁽¹⁾⁽²⁾	402	4.16	4744
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	4.98 ⁽³⁾⁽⁴⁾	708	4.99 ⁽³⁾⁽⁴⁾	615	4.52	219	4.82 ⁽³⁾	2190	4.88 ⁽³⁾	174	4.67	77	5.08 ⁽⁸⁾⁽³⁾⁽⁴⁾	374	4.80	396	4.87	4752
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	2.85 ⁽⁴⁾	691	2.80	603	2.90	219	2.71	2196	2.88	170	3.16	76	2.77	369	2.86	394	2.78	4719
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.45	696	2.43	610	2.64 ⁽⁴⁾	220	2.42	2207	2.48	173	2.83	79	2.50	370	2.43	393	2.45	4749
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	3.89	693	3.89	600	4.08	218	4.07 ⁽⁵⁾⁽¹⁾⁽²⁾	2189	3.81	172	4.22	79	4.00	367	4.08 ⁽¹⁾	393	4.01	4711
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.63	697	3.66	601	3.89 ⁽⁵⁾	220	3.84 ⁽⁵⁾⁽²⁾⁽¹⁾	2188	3.42	174	4.07 ⁽⁵⁾⁽¹⁾	78	3.71	368	3.77 ⁽⁵⁾	398	3.76	4723
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	3.79 ⁽⁴⁾⁽³⁾	692	3.68	593	3.47	214	3.53	2177	3.80	172	3.56	74	3.84 ⁽³⁾⁽⁴⁾⁽⁸⁾	365	3.56	382	3.62	4670
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	3.20 ⁽⁴⁾	685	3.10 ⁽⁴⁾	599	3.09	220	2.91	2173	3.27 ⁽⁴⁾	172	3.23	79	3.06	364	3.05	396	3.03	4688

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	14.3% ⁽⁸⁾	885	12.6% ⁽⁸⁾	760	15.2% ⁽⁸⁾	277	17.2% ^{(1) (2) (5) (8)}	2805	11.7% ⁽⁸⁾	226	13.0% ⁽⁸⁾	108	20.8% ^{(1) (2) (3) (4) (5) (8)}	484	5.4%	500	15.2%	6044
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	4.4% ^{(2) (8)}	885	2.4%	760	6.0% ^{(2) (8)}	277	6.2% ^{(8) (1) (2)}	2805	5.7% ^{(2) (8)}	226	5.4%	108	7.1% ^{(1) (2) (8)}	484	1.6%	500	5.1%	6044
PARENCARE_3b No caregiving responsibility	81.4% ^{(7) (4)}	885	84.5% ^{(3) (4) (7)}	760	77.6%	277	76.9% ⁽⁷⁾	2805	85.2% ^{(3) (4) (7)}	226	79.1%	108	72.2%	484	91.8% ^{(1) (2) (4) (5) (6) (7) (3)}	500	79.8%	6044

Religion																			
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total		
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	
SATFCTIONENGAGEUVA_VAWCSATHARM Satisfaction with UVA's efforts to: Provide assistance to individuals in the UVA community/students when they see or experience unethical or disrespectful acts	4.08	604	3.96	538	4.24 ⁽⁵⁾	197	4.38 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾	1887	3.77	137	3.98	67	4.08	359	4.47 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾	274	4.23	4063	
SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	4.27	629	4.26	557	4.42	206	4.60 ⁽²⁾⁽⁵⁾⁽⁷⁾⁽¹⁾	1940	4.25	141	4.35	67	4.34	370	4.70 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾	281	4.46	4192	
SATFCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.75	699	3.69	594	3.88	221	4.13 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾	2197	3.51	167	3.80	77	3.87 ⁽⁵⁾	370	3.97 ⁽¹⁾⁽²⁾⁽⁵⁾	400	3.95	4724	
SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	3.73	689	3.80	604	3.85	214	4.11 ⁽¹⁾⁽²⁾⁽⁷⁾	2147	3.90	166	3.66	77	3.77	362	3.97 ⁽¹⁾	401	3.95	4659	
SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	3.29 ⁽⁵⁾	617	3.30 ⁽⁵⁾	536	3.63 ⁽¹⁾⁽²⁾⁽⁵⁾	199	3.90 ⁽¹⁾⁽²⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	1967	2.80	149	3.64 ⁽⁵⁾	69	3.43 ⁽⁵⁾	335	3.56 ⁽¹⁾⁽⁵⁾	368	3.61	4238	
agecomposite Age based harassment/discrimination index	1.44	873	1.38	744	1.43	276	1.40	2724	1.42	222	1.46	103	1.52 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁸⁾	473	1.40	496	1.42	5909	
discomposite Disability based harassment/discrimination index	1.56	877	1.50	747	1.66 ⁽²⁾	276	1.56 ⁽²⁾	2742	1.59	221	1.77 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾	105	1.55	475	1.73 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	497	1.58	5940	
relcomposite Religion based harassment/discrimination index	1.55	880	1.65 ⁽¹⁾⁽⁸⁾	753	1.72 ⁽⁷⁾⁽⁸⁾⁽¹⁾	276	1.71 ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁸⁾	2776	2.09 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	226	2.33 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁸⁾	108	1.58	478	1.56	498	1.68	5995	
racecomposite Race based harassment/discrimination index	1.69	882	1.61	754	1.89 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽¹⁾	276	1.74 ⁽²⁾	2777	1.64	226	2.23 ⁽⁶⁾⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	108	1.77 ⁽²⁾	477	1.78 ⁽²⁾⁽⁵⁾	500	1.73	5999	
sexorcomposite Sexual orientation based harassment/discrimination index	1.49	881	1.47	756	1.54	276	1.48	2777	1.48	226	1.67	108	1.54	478	1.58 ⁽²⁾⁽⁴⁾	500	1.50	6001	
polorcomposite Political belief based harassment/discrimination index	1.96	881	1.93	754	1.88	276	2.25 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾⁽⁸⁾	2779	2.11 ⁽²⁾⁽³⁾	226	2.08	108	1.95	477	1.95	500	2.09	6000	
sescomposite Socioeconomic Status based harassment/discrimination index	1.54 ⁽⁵⁾	883	1.55 ⁽⁵⁾	756	1.62 ⁽⁵⁾	276	1.60 ⁽⁵⁾	2775	1.44	225	1.77 ⁽⁵⁾	108	1.61 ⁽⁵⁾	478	1.62 ⁽⁵⁾	500	1.59	6000	
norgcomposite National origin based harassment/discrimination index	1.42	882	1.44	754	1.71 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽⁸⁾	276	1.45 ⁽⁵⁾	2764	1.37	226	1.97 ⁽⁶⁾⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	108	1.49 ⁽⁵⁾	478	1.53 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	500	1.47	5987	
ctzncomposite Citizenship Status based harassment/discrimination index	1.35	883	1.38 ⁽⁵⁾	753	1.62 ⁽⁴⁾⁽⁵⁾⁽⁷⁾⁽¹⁾⁽²⁾⁽⁸⁾	276	1.39 ⁽⁵⁾	2770	1.29	226	1.63 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	106	1.43 ⁽¹⁾⁽⁵⁾	478	1.47 ⁽¹⁾⁽²⁾⁽⁵⁾	499	1.40	5990	
vetcomposite Military Service Status based harassment/discrimination index	1.15	875	1.15	747	1.28 ⁽⁷⁾⁽¹⁾⁽²⁾⁽⁵⁾	276	1.20 ⁽¹⁾⁽²⁾⁽⁵⁾	2747	1.15	223	1.20	103	1.17	474	1.19 ⁽¹⁾	498	1.19	5942	
Gendercomposite Gender based harassment/discrimination index	1.73 ⁽⁴⁾	883	1.68	758	1.71	276	1.65	2774	1.76	226	1.85	108	1.70	476	1.74 ⁽⁴⁾	500	1.69	6001	

Religion																		
	Agnostic (1)		Atheist (2)		All remaining religious affiliations (3)		Christian (4)		Jewish (5)		Muslim (6)		Spiritual, but no religious affiliation (7)		No religious or spiritual preference (8)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.53	862	4.53	723	4.56	266	4.69 ^{(7) (1) (2)}	2689	4.60	215	4.50	103	4.50	468	4.57	482	4.61	5807
connectcomposite Connectedness Composite index	2.66 ^{(7) (8)}	216	2.57	175	2.70	61	2.63 ⁽⁷⁾	658	2.73 ^{(7) (8)}	46	3.17 ^{(1) (2) (4) (7) (8)}	8	2.54	181	2.36	9	2.62	1352
memposcomposite UVA Message Positive Composite index	4.28	762	4.31	659	4.26	239	4.48 ^{(1) (2) (3) (5) (7)}	2375	4.16	183	4.36	83	4.27	404	4.37	441	4.38	5146
memnegcomposite UVA Message Negative Composite index	3.06 ⁽⁴⁾	759	3.06 ⁽⁴⁾	665	3.06	238	2.88	2375	2.99	184	3.17	83	3.13 ⁽⁴⁾	400	3.01	441	2.98	5145
localposcomposite Local Residents Message Positive Composite index	3.95	709	3.98	611	4.13	222	4.15 ^{(1) (2) (5) (7)}	2231	3.85	174	4.33 ^{(1) (5)}	80	4.02	378	4.13 ^{(1) (5)}	406	4.08	4813
localnegcomposite Local Resident Message Negative Composite index	3.47 ⁽⁴⁾	714	3.42 ⁽⁴⁾	618	3.31	222	3.28	2231	3.47	174	3.42	80	3.47 ⁽⁴⁾	378	3.36	404	3.36	4822