

Appendix N: T-Tests of Selected Survey Items by Age – 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 age. As indicated in Column 1, the mean level of agreement among respondents aged 25 and under is 4.04, and this is statistically higher than the mean rating provided by respondents aged 34 to 49 years old. In other words, younger respondents feel more comfortable with the climate for diversity and inclusiveness than this other group feels.

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	4.04 ⁽³⁾	3516	3.93	1045	3.92	715	4.02	686	4.00	5963

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.

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	4.04 ⁽³⁾	3516	3.93	1045	3.92	715	4.02	686	4.00	5963
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.28	684	4.26	973	4.28	677	4.40 ⁽²⁾⁽³⁾	670	4.30	3004
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.49	2724	4.51	989	4.48	708	4.78 ⁽¹⁾⁽²⁾⁽³⁾	681	4.53	5101
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.54	3285	4.67 ⁽¹⁾	1009	4.67 ⁽¹⁾	708	4.83 ⁽²⁾⁽³⁾⁽¹⁾	680	4.61	5681
DUCPRIDE_DUCDVRISMPRTME Agreement with: - Diversity is important to me	5.20	2737	5.40 ⁽¹⁾	1017	5.44 ⁽⁴⁾⁽¹⁾	713	5.36 ⁽¹⁾	691	5.29	5157
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.69	1149	4.71	299	4.72	173	4.76	225	4.71	1846
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.97 ⁽⁴⁾	3463	5.03 ⁽³⁾⁽⁴⁾	1035	4.92	704	4.89	671	4.97	5872
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.29 ⁽³⁾⁽⁴⁾	1485	5.24 ⁽⁴⁾	330	5.13	246	5.03	261	5.24	2324
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.30 ⁽⁴⁾	3284	5.27 ⁽⁴⁾	975	5.29 ⁽⁴⁾	666	5.17	646	5.28	5571
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.58	3470	4.70 ⁽⁴⁾	1002	4.64 ⁽⁴⁾	684	4.52	655	4.60	5811
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	4.98	3501	5.09 ⁽¹⁾	1037	5.07 ⁽¹⁾	705	5.00	684	5.01	5926
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.84 ⁽³⁾⁽⁴⁾	3393	4.84 ⁽⁴⁾	960	4.74	650	4.65	628	4.81	5631
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.28 ⁽⁴⁾	3461	5.30 ⁽⁴⁾	1024	5.31 ⁽⁴⁾	672	5.12	633	5.27	5790
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.93 ⁽³⁾⁽⁴⁾	64	4.74 ⁽³⁾	228	4.59	363	4.61	405	4.65	1059
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.32 ⁽⁴⁾	2804	5.34 ⁽⁴⁾	1002	5.34 ⁽⁴⁾	674	5.19	671	5.31	5151
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.94	3439	4.89	773	4.87	147	4.94	48	4.93	4407
RUCOMMFDBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	4.90 ⁽³⁾⁽⁴⁾	59	4.66 ⁽³⁾⁽⁴⁾	257	4.49	539	4.46	592	4.52	1447
RUCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	4.80 ⁽²⁾	3353	4.66	725	4.83	145	4.76	45	4.78	4269
RUCOMMFDBK_RUCOMMFDBKRSPCTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	5.19 ⁽³⁾⁽⁴⁾	61	5.12 ⁽⁴⁾	270	5.00	561	4.95	635	5.01	1527

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1.66	62	1.70 ^{(3) (4)}	273	1.55	563	1.55	629	1.58	1527
DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1.72	62	1.73 ⁽⁴⁾	273	1.64	563	1.57	634	1.63	1533
DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1.17	62	1.26 ⁽⁴⁾	272	1.19	563	1.17	635	1.19	1532
DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1.15	62	1.19	273	1.16	562	1.16	632	1.17	1528
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	1.47	62	1.54 ^{(3) (4)}	273	1.39 ⁽⁴⁾	561	1.30	633	1.38	1529
DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1.06	62	1.09	271	1.09	563	1.12	627	1.10	1524
DUCSNRLDR_DUCSNRLDRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1.21	62	1.26 ⁽⁴⁾	270	1.25 ⁽⁴⁾	563	1.17	628	1.22	1524
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	1.80	61	1.81	272	1.82 ⁽⁴⁾	563	1.70	630	1.76	1526
DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1.12	62	1.26 ^{(1) (4)}	271	1.21 ⁽⁴⁾	562	1.11	631	1.17	1526
DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1.28	62	1.48 ^{(1) (3) (4)}	271	1.35 ⁽⁴⁾	561	1.26	629	1.34	1523
DUCSNRLDR_DUCSNRLDRRLTSH Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1.25	62	1.29	271	1.27	562	1.22	633	1.25	1528
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	1.30	61	1.37	272	1.36 ⁽⁴⁾	563	1.29	634	1.33	1530

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1.22	62	1.28 ^{(3) (4)}	272	1.18	561	1.20	634	1.21	1529
DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1.33	62	1.36 ⁽⁴⁾	273	1.27	560	1.22	634	1.27	1529
VSTPTNNEGVM_VSTPTNNEGVMWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.30	3167	1.35	935	1.32	667	1.35	658	1.32	5428
VSTPTNNEGVM_VSTPTNNEGVMWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1.56 ⁽⁴⁾	3173	1.51	936	1.50	668	1.46	659	1.53	5436
VSTPTNNEGVM_VSTPTNNEGVMWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.41	1843	1.47	911	1.44	665	1.39	656	1.42	4075
VSTPTNNEGVM_VSTPTNNEGVMWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.26	1845	1.25	902	1.24	660	1.23	654	1.25	4061
VSTPTNNEGVM_VSTPTNNEGVMWGENGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.46	1848	1.53 ⁽⁴⁾	907	1.45	664	1.40	656	1.46	4076
VSTPTNNEGVM_VSTPTNNEGVMWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.14 ⁽³⁾	3166	1.15 ⁽³⁾	931	1.09	664	1.12	657	1.13	5418
VSTPTNNEGVM_VSTPTNNEGVMWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1.45	3159	1.47	929	1.46	666	1.41	660	1.45	5414
VSTPTNNEGVM_VSTPTNNEGVMWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.72	1844	1.82 ⁽⁴⁾	909	1.82 ⁽⁴⁾	663	1.67	656	1.75	4073
VSTPTNNEGVM_VSTPTNNEGVMWRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.18 ^{(3) (4)}	3160	1.18 ⁽³⁾	928	1.12	661	1.13	654	1.17	5404
VSTPTNNEGVM_VSTPTNNEGVMWRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	1.63 ⁽⁴⁾	1846	1.68 ⁽⁴⁾	904	1.64 ⁽⁴⁾	663	1.51	650	1.62	4063
VSTPTNNEGVM_VSTPTNNEGVMWRLTSHP Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Relationship/marital status	1.22 ⁽³⁾	3158	1.25 ⁽³⁾	930	1.17	664	1.22 ⁽³⁾	660	1.22	5413

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VSTPTNNEGVM_VSTPTNNEGVMWRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.44	1844	1.49	907	1.48	662	1.42	658	1.45	4072
VSTPTNNEGVM_VSTPTNNEGVMWSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1.45	1843	1.42	904	1.41	662	1.39	658	1.43	4067
VSTPTNNEGVM_VSTPTNNEGVMWSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1.43 ⁽⁴⁾	1834	1.38	899	1.38	661	1.34	656	1.40	4050
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1.89 ^{(4) (3)}	3365	1.84 ^{(3) (4)}	996	1.50	689	1.51	657	1.79	5707
DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.83 ^{(2) (3) (4)}	3365	2.13 ^{(3) (4)}	997	1.66 ⁽⁴⁾	690	1.56	655	2.42	5706
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1.81 ^{(2) (3) (4)}	2000	1.60 ^{(3) (4)}	968	1.36	684	1.33	651	1.62	4304
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.64 ^{(2) (3) (4)}	1996	1.33 ^{(3) (4)}	962	1.23	684	1.20	650	1.44	4293
DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.43 ^{(2) (3) (4)}	2728	1.82 ^{(3) (4)}	975	1.43	688	1.39	655	2.04	5047
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.31 ^{(3) (4)}	3361	1.26 ^{(3) (4)}	990	1.15	687	1.16	655	1.27	5694
DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	2.08 ^{(2) (3) (4)}	3367	1.72 ^{(3) (4)}	993	1.36	689	1.32	653	1.84	5702
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	3.46 ^{(2) (3) (4)}	2731	2.65 ^{(3) (4)}	977	2.03 ⁽⁴⁾	691	1.83	657	2.90	5055
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.47 ^{(2) (3) (4)}	3356	1.26 ^{(3) (4)}	994	1.13	688	1.10	652	1.35	5689
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.45 ^{(2) (3) (4)}	2731	1.98 ^{(3) (4)}	982	1.57 ⁽⁴⁾	689	1.45	652	2.11	5054
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Relationship/marital status	1.79 ^{(2) (3) (4)}	3363	1.40 ^{(3) (4)}	993	1.19	688	1.18	653	1.58	5697

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	2.33 ⁽²⁾⁽³⁾⁽⁴⁾	2721	1.80 ⁽³⁾⁽⁴⁾	978	1.51 ⁽⁴⁾	689	1.42	655	1.99	5044
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	2.23 ⁽²⁾⁽³⁾⁽⁴⁾	2729	1.61 ⁽³⁾⁽⁴⁾	977	1.38	688	1.34	654	1.88	5048
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Socioeconomic status	2.15 ⁽²⁾⁽³⁾⁽⁴⁾	2715	1.81 ⁽³⁾⁽⁴⁾	979	1.50 ⁽⁴⁾	687	1.38	653	1.90	5034
DUCFAC_FACNEGVWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1.46 ⁽³⁾⁽⁴⁾	3375	1.45 ⁽³⁾	756	1.28	152	1.27	50	1.45	4332
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	1.59 ⁽³⁾	3374	1.65 ⁽³⁾	752	1.29	151	1.39	52	1.58	4329
ducfac_facnegvwdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.23 ⁽³⁾⁽⁴⁾	2741	1.27 ⁽³⁾⁽⁴⁾	740	1.13	150	1.06	51	1.23	3682
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	1.44 ⁽³⁾⁽⁴⁾	2745	1.56 ⁽¹⁾⁽³⁾⁽⁴⁾	739	1.23	151	1.12	51	1.45	3685
DUCFAC_FACNEGVWVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1.14	3367	1.19	754	1.14	151	1.25	52	1.15	4323
DUCFAC_FACNEGVWNATORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1.30 ⁽³⁾	3366	1.43 ⁽³⁾⁽¹⁾	757	1.14	149	1.22	52	1.32	4324
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	2.24 ⁽²⁾⁽³⁾	2747	2.04 ⁽³⁾	741	1.66	151	1.82	51	2.17	3690
DUCFAC_FACNEGVWPRGNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1.14	3365	1.28 ⁽¹⁾⁽³⁾	755	1.18	151	1.13	52	1.17	4323
DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1.42 ⁽³⁾⁽⁴⁾	2742	1.57 ⁽³⁾⁽⁴⁾⁽¹⁾	740	1.20	150	1.15	51	1.44	3683
DUCFAC_FACNEGVWRLTNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1.23	3369	1.37 ⁽⁴⁾⁽¹⁾⁽³⁾	754	1.18	150	1.15	52	1.25	4326

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
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	1.43 ⁽³⁾	2743	1.48 ⁽³⁾⁽⁴⁾	735	1.28	150	1.26	51	1.43	3679
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 ⁽³⁾⁽⁴⁾	2734	1.32 ⁽³⁾⁽⁴⁾	731	1.13	150	1.06	51	1.25	3666
DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1.34 ⁽³⁾⁽⁴⁾	2728	1.46 ⁽¹⁾⁽³⁾⁽⁴⁾	736	1.20	150	1.14	51	1.36	3665
DUCSTAFF_STAFFNEGVWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.28	3344	1.40 ⁽¹⁾	1010	1.46 ⁽¹⁾	703	1.56 ⁽²⁾⁽³⁾⁽¹⁾	665	1.35	5722
DUCSTAFF_STAFFNEGVWAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.46	3348	1.46	1011	1.62 ⁽¹⁾⁽²⁾	704	1.62 ⁽¹⁾⁽²⁾	666	1.50	5729
DUCSTAFF_STAFFNEGVWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Citizenship	1.26	1992	1.30	979	1.31	700	1.29	662	1.28	4333
DUCSTAFF_STAFFNEGVWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.20	1986	1.22	980	1.20	696	1.22	659	1.21	4320
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.40	2716	1.40	993	1.41	702	1.41	663	1.40	5074
DUCSTAFF_STAFFNEGVWVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.12	3332	1.13	1007	1.12	700	1.14	662	1.12	5701
DUCSTAFF_STAFFNEGVWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.32	3332	1.32	1012	1.34	698	1.31	663	1.32	5705
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.77	2720	1.72	995	1.90 ⁽¹⁾⁽²⁾⁽⁴⁾	703	1.80	665	1.78	5084
DUCSTAFF_STAFFNEGVWPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.14	3324	1.21 ⁽⁴⁾⁽¹⁾	1005	1.19 ⁽⁴⁾⁽¹⁾	702	1.14	662	1.16	5693
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.43	2721	1.45	988	1.49	702	1.43	661	1.44	5073

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTAFF_STAFFNEGVWRLTSHP Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1.20	3334	1.24	1002	1.24	697	1.25 ⁽¹⁾	661	1.22	5695
DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.34	2714	1.38	995	1.44 ⁽¹⁾	700	1.43 ⁽¹⁾	664	1.37	5074
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.33	2705	1.30	993	1.35	700	1.37	664	1.34	5063
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.33	2700	1.34	993	1.36	699	1.34	660	1.34	5052
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.80	2973	5.04 ⁽¹⁾	840	5.05 ⁽¹⁾	641	4.99 ⁽¹⁾	649	4.90	5103
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.65 ^{(3) (4)}	2936	2.52 ^{(3) (4)}	830	2.37	634	2.29	640	2.55	5040
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	4.17	2952	4.50 ⁽¹⁾	771	4.44 ⁽¹⁾	585	4.53 ⁽¹⁾	609	4.30	4917
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.50	2671	4.66 ⁽¹⁾	708	4.59 ⁽¹⁾	502	4.63 ⁽¹⁾	542	4.55	4423
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	4.31	2771	4.56 ⁽¹⁾	723	4.48 ⁽¹⁾	527	4.55 ⁽¹⁾	569	4.40	4589
VAWCSTMT_VAWCLDHPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.64	59	4.54	262	4.48	543	4.65 ⁽³⁾	617	4.57	1482
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	3.87	2526	4.23 ⁽¹⁾	959	4.35 ⁽¹⁾	667	4.33 ⁽¹⁾	629	4.07	4782
VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	4.73	60	4.69 ^{(3) (4)}	261	4.51	541	4.43	606	4.52	1468
VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty	4.54	695	4.74 ⁽⁴⁾	276	4.57	539	4.50	605	4.56	2115
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	4.10	2437	4.07	878	4.20	606	4.37 ^{(1) (3) (2)}	599	4.14	4521
VAWCSTMT_VAWCLDHPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	4.64	53	4.34	241	4.57 ⁽²⁾	488	4.70 ^{(2) (3)}	550	4.58	1332

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCSEMPRESP Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	4.31	55	4.27	237	4.32	491	4.47 ⁽²⁾⁽³⁾	554	4.37	1337
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.63	2482	4.53	882	4.75 ⁽²⁾⁽¹⁾⁽⁴⁾	597	4.57	560	4.62	4522
VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	4.56	56	4.47	254	4.47	532	4.68 ⁽³⁾⁽²⁾	601	4.56	1443

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	1.2%	3582	5.6% ⁽¹⁾	1072	7.3% ⁽¹⁾	744	7.4% ⁽¹⁾	712	3.5%	6111
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	1.2%	3582	3.7% ⁽¹⁾	1072	4.2% ⁽¹⁾	744	4.1% ⁽¹⁾	712	2.4%	6111
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	4.6%	3582	11.3% ⁽¹⁾⁽⁴⁾	1072	10.6% ⁽¹⁾⁽⁴⁾	744	4.1%	712	6.5%	6111
MICROAGGREG_MICROAGGREGSPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.7% ⁽⁴⁾	3582	7.0% ⁽³⁾⁽¹⁾⁽⁴⁾	1072	3.9%	744	2.8%	712	4.8%	6111
MICROAGGREG_MICROAGGREGCMPLN_1b Someone told me that I complain too much because of my: age	3.1% ⁽⁴⁾⁽³⁾	3582	2.5% ⁽⁴⁾⁽³⁾	1072	0.7%	744	1.1%	712	2.5%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	4.0% ⁽⁴⁾	3582	6.8% ⁽¹⁾⁽⁴⁾	1072	6.5% ⁽¹⁾⁽⁴⁾	744	2.8%	712	4.7%	6111
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.2%	3582	1.9% ⁽¹⁾	1072	2.7% ⁽¹⁾	744	3.2% ⁽¹⁾⁽²⁾	712	1.1%	6111
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	1.6%	3582	3.5% ⁽¹⁾	1072	3.5% ⁽¹⁾	744	3.5% ⁽¹⁾	712	2.4%	6111
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	3.3%	3582	5.4% ⁽¹⁾	1072	5.1% ⁽¹⁾	744	4.4%	712	4.0%	6111
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.6%	3582	1.4%	1072	1.5%	744	1.3% ⁽¹⁾	712	1.0%	6111
microage_none Respondent indicated zero instances of microaggressions due to age	87.1% ⁽²⁾⁽³⁾	3582	80.0%	1072	81.5%	744	85.1% ⁽²⁾⁽³⁾	712	84.9%	6111
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.5%	3582	0.6%	1072	0.3%	744	0.4%	712	0.5%	6111
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.5%	3582	0.6%	1072	0.2%	744	0.8%	712	0.5%	6111
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	1.0% ⁽³⁾⁽⁴⁾	3582	0.7% ⁽³⁾	1072	0.1%	744	0.2%	712	0.8%	6111
MICROAGGREG_MICROAGGREGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	1.5% ⁽²⁾⁽³⁾⁽⁴⁾	3582	0.5%	1072	0.2%	744	0.5%	712	1.1%	6111
MICROAGGREG_MICROAGGREGCMPLN_2b Someone told me that I complain too much because of my: disability	1.3% ⁽³⁾⁽⁴⁾	3582	0.7%	1072	0.3%	744	0.3%	712	0.9%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.7% ⁽³⁾⁽⁴⁾	3582	0.3% ⁽³⁾	1072	0.0%	744	0.2%	712	0.5%	6111
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.4% ⁽³⁾	3582	0.3%	1072	0.0%	744	0.3%	712	0.3%	6111
microdis_none Respondent indicated zero instances of microaggressions due to disability status	96.8%	3582	97.8%	1072	98.9% ⁽¹⁾⁽⁴⁾⁽²⁾	744	97.7%	712	97.3%	6111

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	10.6% ⁽⁴⁾	3582	11.5% ⁽⁴⁾	1072	11.4% ⁽⁴⁾	744	8.2%	712	10.5%	6111
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	7.4% ⁽⁴⁾	3582	7.4% ⁽⁴⁾	1072	6.6% ⁽⁴⁾	744	3.9%	712	6.9%	6111
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	15.3% ⁽²⁾⁽³⁾⁽⁴⁾	3582	10.5% ⁽⁴⁾	1072	9.3% ⁽⁴⁾	744	5.6%	712	12.6%	6111
MICROAGGREG_MICROAGGREGSPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	17.6% ⁽²⁾⁽³⁾⁽⁴⁾	3582	13.9% ⁽³⁾⁽⁴⁾	1072	7.3% ⁽⁴⁾	744	4.3%	712	14.2%	6111
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	11.2% ⁽²⁾⁽³⁾⁽⁴⁾	3582	5.5% ⁽³⁾⁽⁴⁾	1072	2.9%	744	2.0%	712	8.1%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	20.4% ⁽³⁾⁽⁴⁾	3582	18.9% ⁽³⁾⁽⁴⁾	1072	13.1% ⁽⁴⁾	744	9.1%	712	17.9%	6111
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.3%	3582	2.5% ⁽¹⁾	1072	6.7% ⁽¹⁾⁽²⁾	744	5.9% ⁽¹⁾⁽²⁾	712	2.1%	6111
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	4.1%	3582	4.2%	1072	4.3%	744	3.6%	712	4.1%	6111
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	17.2% ⁽²⁾⁽³⁾⁽⁴⁾	3582	13.1% ⁽³⁾⁽⁴⁾	1072	8.8%	744	7.9%	712	14.4%	6111
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	4.9% ⁽³⁾⁽⁴⁾	3582	4.2% ⁽³⁾⁽⁴⁾	1072	1.8%	744	1.7%	712	4.0%	6111
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	63.5%	3582	68.6% ⁽¹⁾	1072	77.7% ⁽¹⁾⁽²⁾	744	84.4% ⁽¹⁾⁽²⁾⁽³⁾	712	68.6%	6111
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	5.6% ⁽³⁾⁽⁴⁾	3582	4.6% ⁽³⁾⁽⁴⁾	1072	2.3%	744	2.7%	712	4.7%	6111
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	3.7% ⁽⁴⁾	3582	3.1%	1072	2.5%	744	2.0%	712	3.3%	6111
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	2.4% ⁽²⁾⁽³⁾⁽⁴⁾	3582	0.8%	1072	1.3%	744	0.6%	712	1.8%	6111
MICROAGGREG_MICROAGGREGSPKERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	15.4% ⁽²⁾⁽³⁾⁽⁴⁾	3582	6.9% ⁽³⁾⁽⁴⁾	1072	3.6%	744	2.3%	712	11.0%	6111
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	4.8% ⁽²⁾⁽³⁾⁽⁴⁾	3582	2.7% ⁽⁴⁾⁽³⁾	1072	1.1%	744	0.9%	712	3.5%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	5.0% ⁽²⁾⁽³⁾⁽⁴⁾	3582	2.8% ⁽³⁾	1072	1.2%	744	1.6%	712	3.7%	6111
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	2.0% ⁽³⁾	3582	1.9% ⁽³⁾	1072	0.7%	744	2.2% ⁽³⁾	712	1.8%	6111

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	2.7% ⁽²⁾⁽³⁾⁽⁴⁾	3582	1.4%	1072	0.7%	744	1.2%	712	2.0%	6111
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	10.5% ⁽²⁾⁽³⁾⁽⁴⁾	3582	6.1% ⁽³⁾⁽⁴⁾	1072	3.4%	744	2.5%	712	8.0%	6111
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	75.4%	3582	85.5% ⁽¹⁾	1072	91.3% ⁽¹⁾⁽²⁾	744	92.6% ⁽¹⁾⁽²⁾	712	81.1%	6111
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	6.6% ⁽⁴⁾	3582	9.5% ⁽¹⁾⁽⁴⁾⁽³⁾	1072	5.7%	744	4.4%	712	6.8%	6111
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	9.8% ⁽³⁾⁽⁴⁾	3582	11.1% ⁽⁴⁾⁽³⁾	1072	6.5% ⁽⁴⁾	744	4.4%	712	9.0%	6111
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	8.5% ⁽⁴⁾	3582	7.2% ⁽⁴⁾	1072	6.7% ⁽⁴⁾	744	4.6%	712	7.6%	6111
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	19.9% ⁽³⁾⁽⁴⁾	3582	16.7% ⁽⁴⁾⁽³⁾	1072	8.7% ⁽⁴⁾	744	4.4%	712	16.2%	6111
MICROAGGREG_MICROAGGREGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	6.1% ⁽²⁾⁽³⁾⁽⁴⁾	3582	2.0%	1072	2.5%	744	1.8%	712	4.5%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	6.4% ⁽³⁾⁽⁴⁾	3582	6.2% ⁽⁴⁾	1072	4.1% ⁽⁴⁾	744	2.6%	712	5.6%	6111
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.1%	3582	1.8% ⁽¹⁾	1072	4.6% ⁽¹⁾⁽²⁾	744	3.6% ⁽¹⁾⁽²⁾	712	1.4%	6111
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	3.9% ⁽⁴⁾	3582	4.4% ⁽⁴⁾	1072	2.6%	744	2.3%	712	3.6%	6111
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	6.7% ⁽³⁾⁽⁴⁾	3582	7.1% ⁽³⁾⁽⁴⁾	1072	4.1%	744	2.9%	712	6.0%	6111
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	6.8% ⁽³⁾⁽⁴⁾	3582	5.9% ⁽³⁾⁽⁴⁾	1072	3.3%	744	2.6%	712	5.7%	6111
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	73.0%	3582	74.9%	1072	86.0% ⁽²⁾⁽¹⁾	744	90.2% ⁽¹⁾⁽²⁾⁽³⁾	712	76.9%	6111
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	1.6% ⁽⁴⁾	3582	1.9% ⁽⁴⁾	1072	1.6% ⁽⁴⁾	744	0.6%	712	1.5%	6111
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	1.3% ⁽⁴⁾	3582	1.0%	1072	1.1%	744	0.5%	712	1.1%	6111
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	13.7% ⁽²⁾⁽³⁾⁽⁴⁾	3582	7.5% ⁽³⁾⁽⁴⁾	1072	3.1% ⁽⁴⁾	744	1.5%	712	9.9%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	1.5%	3582	1.0%	1072	0.9%	744	0.7%	712	1.2%	6111
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.9%	3582	1.3%	1072	0.4%	744	0.4%	712	0.9%	6111

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	0.7% ⁽³⁾	3582	0.7%	1072	0.2%	744	0.3%	712	0.6%	6111
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	6.3% ⁽²⁾⁽³⁾⁽⁴⁾	3582	4.4% ⁽⁴⁾	1072	2.6% ⁽⁴⁾	744	1.1%	712	4.9%	6111
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	82.2%	3582	88.5% ⁽¹⁾	1072	94.2% ⁽¹⁾⁽²⁾	744	96.1% ⁽¹⁾⁽²⁾⁽³⁾	712	86.4%	6111
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.8%	3582	1.1%	1072	0.5%	744	0.5%	712	0.8%	6111
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	1.9% ⁽³⁾	3582	1.7% ⁽³⁾	1072	0.4%	744	1.1% ⁽³⁾	712	1.6%	6111
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.4%	3582	0.7%	1072	0.3%	744	0.5%	712	0.4%	6111
MICROAGGREG_MICROAGGREGSPKERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	5.8% ⁽³⁾⁽⁴⁾	3582	4.1% ⁽³⁾⁽⁴⁾	1072	1.7%	744	1.3%	712	4.5%	6111
MICROAGGREG_MICROAGGREGCMLN_7b Someone told me that I complain too much because of my: sexual orientation	1.9% ⁽²⁾⁽⁴⁾⁽³⁾	3582	0.8%	1072	0.4%	744	0.2%	712	1.3%	6111
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	0.9% ⁽³⁾⁽⁴⁾	3582	0.8%	1072	0.3%	744	0.3%	712	0.7%	6111
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.4% ⁽³⁾	3582	0.7% ⁽³⁾	1072	0.0%	744	0.6% ⁽³⁾	712	0.4%	6111
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.5% ⁽³⁾	3582	0.8%	1072	0.1%	744	0.3%	712	0.5%	6111
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	4.4% ⁽²⁾⁽³⁾⁽⁴⁾	3582	2.4% ⁽⁴⁾⁽³⁾	1072	1.0%	744	0.6%	712	3.2%	6111
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	91.1%	3582	94.2% ⁽¹⁾	1072	97.3% ⁽¹⁾⁽²⁾	744	97.7% ⁽²⁾⁽¹⁾	712	93.2%	6111
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	13.9%	3582	14.4%	1072	16.9% ⁽¹⁾	744	15.6%	712	14.6%	6111
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	16.1%	3582	16.4%	1072	17.1%	744	17.8%	712	16.4%	6111
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	12.9%	3582	11.2%	1072	12.4%	744	13.4%	712	12.6%	6111
MICROAGGREG_MICROAGGREGSPKERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	7.9%	3582	7.7%	1072	8.3%	744	8.8%	712	8.0%	6111
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	11.9%	3582	11.5%	1072	10.2%	744	10.9%	712	11.5%	6111

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	17.7%	3582	15.9%	1072	20.3% ⁽²⁾	744	19.0% ⁽²⁾	712	17.8%	6111
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	0.1%	3582	2.7% ⁽¹⁾	1072	8.2% ⁽¹⁾⁽²⁾	744	9.0% ⁽¹⁾⁽²⁾	712	2.6%	6111
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	15.0%	3582	16.5%	1072	19.3% ⁽¹⁾	744	18.2% ⁽¹⁾	712	16.2%	6111
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	15.2%	3582	16.4%	1072	15.7%	744	14.3%	712	15.4%	6111
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	10.6%	3582	10.0%	1072	8.6%	744	8.8%	712	10.0%	6111
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	65.7%	3582	64.9%	1072	62.8%	744	63.7%	712	64.9%	6111

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	4.38	3005	4.54 ⁽¹⁾	892	4.45	633	4.44	617	4.42	5146
UVAISVAL_2 Personally agree that UVA is - Safe	4.59	3010	4.74 ⁽¹⁾	891	4.70 ⁽¹⁾	632	4.73 ⁽¹⁾	624	4.65	5157
UVAISVAL_3 Personally agree that UVA is - Cooperative	4.45	2997	4.57 ⁽¹⁾⁽⁴⁾	886	4.49	623	4.43	616	4.47	5123
UVAISVAL_4 Personally agree that UVA is - Elitist	4.60 ⁽³⁾⁽⁴⁾	2995	4.56 ⁽³⁾⁽⁴⁾	876	4.39 ⁽⁴⁾	617	4.19	609	4.51	5096
UVAISVAL_5 Personally agree that UVA is - Hostile	2.52 ⁽²⁾⁽³⁾⁽⁴⁾	2989	2.31	885	2.21	626	2.26	614	2.42	5114
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.23 ⁽²⁾⁽³⁾⁽⁴⁾	3000	2.07	888	2.10	629	2.07	614	2.17	5130
UVAISVAL_7 Personally agree that UVA is - Fair	4.24	3006	4.21	885	4.24	626	4.24	616	4.24	5132
UVAISVAL_8 Personally agree that UVA is- Inclusive	4.10	2999	4.09	886	4.14	618	4.20 ⁽¹⁾	613	4.11	5115
UVAISVAL_9 Personally agree that UVA is - Detached	3.17	2925	3.15	865	3.26	611	3.16	600	3.18	5002
UVAISVAL_10 Personally agree that UVA is - Uncaring	2.63 ⁽²⁾	2979	2.46	875	2.58	623	2.60 ⁽²⁾	604	2.59	5080
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.41	3524	4.54 ⁽¹⁾	1048	4.60 ⁽¹⁾	721	4.63 ⁽¹⁾	693	4.48	5986
RUCCLIMSECWELC_RUCCLIMSECWELCPGMSEC Agreement with- My department/unit/program is a safe and secure place	4.84	684	4.87	969	4.86	682	4.88	676	4.86	3010
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	2.18 ⁽²⁾⁽³⁾⁽⁴⁾	3454	1.90 ⁽⁴⁾⁽³⁾	1056	1.75 ⁽⁴⁾	734	1.68	707	2.02	5952
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	1.68 ⁽⁴⁾	3431	1.64 ⁽⁴⁾	1050	1.62	728	1.57	697	1.65	5906
SGBKNLDG_SGBKNLDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	3.59	52	3.63	231	3.61	500	3.64	572	3.62	1354
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	3.40	546	3.31	794	3.56 ⁽¹⁾⁽²⁾	591	3.67 ⁽¹⁾⁽²⁾⁽³⁾	593	3.47	2525
SGBKNLDG_SGBKNLDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	3.29	547	3.30	792	3.57 ⁽¹⁾⁽²⁾	591	3.66 ⁽¹⁾⁽²⁾⁽³⁾	595	3.44	2525
SGBKNLDG_SGBKNLDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	3.78	52	3.88	230	3.94	502	3.92	569	3.92	1354
SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1.79	47	1.67	208	1.74	443	1.83 ⁽³⁾⁽²⁾	512	1.77	1210
SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1.43 ⁽²⁾⁽³⁾⁽⁴⁾	52	1.24 ⁽⁴⁾	224	1.23 ⁽⁴⁾	487	1.15	560	1.21	1323
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?	1.42 ⁽³⁾⁽⁴⁾	51	1.27 ⁽⁴⁾	224	1.24 ⁽⁴⁾	485	1.16	555	1.22	1316

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SXASLTPRBLM_SXASLTPRBLMLIHDUVAEVNT How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1.59 ^{(4) (2) (3)}	52	1.32 ⁽⁴⁾	220	1.29 ⁽⁴⁾	483	1.20	554	1.27	1309
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.14	557	2.21 ⁽⁴⁾	774	2.18 ⁽⁴⁾	587	2.15	589	2.18	2507
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.19	555	2.24 ^{(4) (3)}	768	2.16	589	2.19	590	2.20	2503
SGBHARASSFREQ_SGBHARASSFREQCOMAPPR Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities	2.15	555	2.23 ^{(1) (3) (4)}	773	2.16	590	2.13	590	2.17	2507
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	2.06 ^{(3) (4)}	551	2.03 ⁽⁴⁾	776	2.01	591	2.01	590	2.03	2508
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	2.07 ⁽⁴⁾	553	2.06 ⁽⁴⁾	774	2.03	590	2.02	590	2.04	2507
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	2.02	551	2.02	772	2.02	592	2.01	591	2.02	2507

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	12.9%	2941	21.1% ⁽¹⁾	885	19.6% ⁽¹⁾	619	19.7% ⁽¹⁾	604	16.0%	5049
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	18.2% ^{(3) (4)}	2922	20.1% ^{(3) (4)}	871	11.6% ⁽⁴⁾	607	7.2%	589	16.4%	4990
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	13.2% ^{(2) (3) (4)}	2926	7.0%	875	8.7%	609	6.9%	587	10.9%	4997
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	40.3% ^{(2) (3) (4)}	2905	35.2% ^{(3) (4)}	868	24.9% ⁽⁴⁾	609	19.3%	586	35.0%	4969
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	2.6%	2948	2.7%	877	2.4%	611	2.6%	592	2.6%	5027
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	25.2% ^{(3) (4)}	2910	24.0% ^{(3) (4)}	869	16.7% ⁽⁴⁾	602	10.2%	584	22.2%	4964
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	53.9% ^{(2) (3) (4)}	2859	36.3% ^{(3) (4)}	862	27.6%	603	24.9%	586	44.1%	4909
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	4.3% ⁽⁴⁾	2928	7.3% ^{(1) (3) (4)}	872	4.8% ⁽⁴⁾	610	2.8%	591	4.7%	5001
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	45.1% ^{(2) (3) (4)}	2904	37.2% ^{(3) (4)}	864	27.0% ⁽⁴⁾	605	21.8%	592	38.7%	4966
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	30.9% ^{(2) (3) (4)}	2913	21.6% ^{(3) (4)}	860	15.4%	603	13.6%	589	25.4%	4965
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	30.3% ^{(2) (3) (4)}	2916	16.8% ^{(3) (4)}	871	12.1%	611	11.7%	586	23.5%	4985
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	27.5% ^{(2) (3) (4)}	2926	20.8% ^{(3) (4)}	877	15.2% ⁽⁴⁾	606	12.0%	583	23.0%	4992
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	6.0%	2911	12.5% ⁽¹⁾	867	10.8% ⁽¹⁾	618	14.3% ^{(1) (3)}	598	8.7%	4994
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	1.8% ⁽³⁾	2911	5.1% ^{(1) (3) (4)}	866	0.6%	615	1.1%	589	2.1%	4980
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	3.3% ^{(2) (3)}	2915	1.9%	866	1.2%	614	2.3% ⁽³⁾	583	2.7%	4978
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	22.7% ^{(3) (4)}	2885	20.2% ^{(3) (4)}	869	13.9% ⁽⁴⁾	617	10.6%	586	19.8%	4957

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	0.2%	2912	0.5%	865	0.7%	614	1.1% ⁽¹⁾	584	0.4%	4976
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	4.3% ^{(3) (4)}	2904	6.4% ^{(3) (4)}	867	2.0%	614	1.6%	582	4.1%	4967
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	20.0% ^{(2) (3) (4)}	2886	12.3% ⁽³⁾	861	8.8%	612	10.3%	582	16.1%	4941
VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPGRNCYR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	0.4%	2908	1.6% ^{(1) (4)}	868	1.1%	614	0.6%	583	0.7%	4973
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	15.5% ^{(2) (3) (4)}	2898	10.4%	861	8.0%	611	7.7%	590	12.8%	4960
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	11.2% ^{(2) (3) (4)}	2895	6.7%	858	4.4%	611	4.8%	584	8.8%	4947
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	5.2% ^{(2) (3) (4)}	2884	3.1%	867	2.2%	617	2.6%	586	4.2%	4954
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	8.9% ^{(3) (4)}	2902	6.5% ^{(3) (4)}	856	4.2%	616	3.2%	580	7.2%	4954
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	2.5%	2141	4.9% ⁽¹⁾	569	6.3% ⁽¹⁾	322	3.9%	294	3.4%	3326
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	22.4%	2141	30.7% ^{(3) (4) (1)}	569	23.8%	322	24.3%	294	24.1%	3326
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	15.5%	2141	19.2% ⁽⁴⁾	569	17.8%	322	13.9%	294	16.2%	3326
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	5.7%	2141	13.1% ^{(4) (1)}	569	12.1% ^{(4) (1)}	322	8.1%	294	7.8%	3326
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	2.9%	2141	3.8%	569	6.0% ⁽¹⁾	322	8.3% ^{(1) (2)}	294	3.8%	3326
BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	0.6%	2141	0.4%	569	1.0%	322	1.4%	294	0.7%	3326
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	27.1%	2141	39.5% ^{(1) (4)}	569	38.6% ^{(1) (4)}	322	32.1% ⁽¹⁾	294	30.8%	3326
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	15.3% ⁽⁴⁾	2141	22.2% ^{(4) (1)}	569	19.1% ⁽⁴⁾	322	10.1%	294	16.4%	3326

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	8.1%	2141	15.2% ^{(4) (1)}	569	14.5% ^{(1) (4)}	322	10.1%	294	10.1%	3326
BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	1.4%	2141	0.9%	569	0.8%	322	0.8%	294	1.2%	3326
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	10.1%	2141	19.9% ⁽¹⁾	569	20.8% ⁽¹⁾	322	17.3% ⁽¹⁾	294	13.4%	3326
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	26.0% ⁽⁴⁾	2141	30.4% ⁽⁴⁾	569	24.8% ⁽⁴⁾	322	18.6%	294	26.0%	3326
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	2.4%	2141	8.7% ⁽¹⁾	569	13.1% ^{(1) (2)}	322	14.0% ^{(1) (2)}	294	5.5%	3326

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.78	1747	2.84	520	3.33 ⁽¹⁾⁽²⁾	451	3.36 ⁽¹⁾⁽²⁾	486	2.95	3203
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	3.23	36	3.14	175	3.29 ⁽²⁾	393	3.31 ⁽²⁾	474	3.27	1077
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTHR Degree of comfort contacting- Human Resources	3.11	49	2.99	205	3.05	447	3.11 ⁽²⁾	497	3.07	1199
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police	2.93	51	2.77	203	3.01 ⁽²⁾	446	3.19 ⁽²⁾⁽³⁾⁽¹⁾	496	3.04	1195
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	2.85	2403	2.84	684	3.14 ⁽¹⁾⁽²⁾	507	3.22 ⁽¹⁾⁽²⁾⁽³⁾	512	2.93	4105
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.82	2251	2.82	634	3.15 ⁽¹⁾⁽²⁾	508	3.23 ⁽¹⁾⁽²⁾⁽³⁾	506	2.92	3899
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.87	2848	2.81	813	3.10 ⁽¹⁾⁽²⁾	546	3.19 ⁽¹⁾⁽²⁾⁽³⁾	506	2.92	4713
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.28	2494	2.37	754	2.63 ⁽¹⁾⁽²⁾	550	2.77 ⁽¹⁾⁽²⁾⁽³⁾	517	2.40	4315
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.33	2232	2.39	719	2.69 ⁽¹⁾⁽²⁾	538	2.82 ⁽¹⁾⁽²⁾⁽³⁾	512	2.45	4001
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police	2.72	50	2.56	196	2.76 ⁽²⁾	441	2.98 ⁽¹⁾⁽²⁾⁽³⁾	481	2.82	1168
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.74	2167	2.72	636	3.01 ⁽¹⁾⁽²⁾	493	3.13 ⁽¹⁾⁽²⁾⁽³⁾	478	2.82	3775
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.68	2904	2.64	835	2.99 ⁽¹⁾⁽²⁾	562	3.17 ⁽¹⁾⁽²⁾⁽³⁾	532	2.76	4832
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTAMB Degree of comfort contacting- UVA Security Ambassadors	2.70	2629	2.63	621	3.01 ⁽¹⁾⁽²⁾	427	3.10 ⁽¹⁾⁽²⁾⁽³⁾	435	2.77	4112
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	2.98	2656	2.91	653	3.19 ⁽¹⁾⁽²⁾	492	3.25 ⁽¹⁾⁽²⁾	489	3.03	4290
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office	2.75	46	2.90	192	3.01 ⁽¹⁾	436	3.06 ⁽¹⁾⁽²⁾	473	3.00	1147
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair	2.98	48	3.11	196	3.20 ⁽¹⁾	431	3.24 ⁽¹⁾⁽²⁾	472	3.20	1147
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.67	826	2.70	476	3.10 ⁽¹⁾⁽²⁾	404	3.17 ⁽¹⁾⁽²⁾⁽³⁾	447	2.86	2154
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean	2.77	2780	2.71	627	3.02 ⁽¹⁾⁽²⁾	116	3.21 ⁽¹⁾⁽²⁾	40	2.78	3564
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor	2.95	2855	3.00	629	3.41 ⁽¹⁾⁽²⁾	121	3.36 ⁽¹⁾⁽²⁾	39	2.98	3644

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty	3.04	2910	2.99	669	3.31 ^{(1) (2)}	127	3.09	44	3.04	3749
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center	2.89 ⁽²⁾	2270	2.70	450	3.13 ^{(1) (2)}	93	3.05 ⁽²⁾	35	2.87	2847
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTUH Degree of comfort contacting- Student Health/Counseling	3.10	2753	3.01	607	3.17	112	3.17	36	3.09	3507
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police	2.55	2873	2.49	647	2.90 ^{(1) (2)}	120	3.04 ^{(1) (2)}	42	2.56	3682
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.46	3522	4.50	1049	4.52	725	4.51	689	4.48	5985
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.82	685	4.81	971	4.77	682	4.76	674	4.79	3012
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.48	3455	4.50	1023	4.54	689	4.52	648	4.49	5815
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	4.98 ⁽²⁾	2746	4.83	1016	5.08 ^{(1) (2)}	717	5.14 ^{(1) (2)}	697	4.99	5176
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	5.14 ^{(2) (3) (4)}	2743	5.04 ⁽⁴⁾	998	4.97 ⁽⁴⁾	705	4.88	684	5.06	5131
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	4.40 ^{(3) (4)}	2728	4.34 ⁽⁴⁾	994	4.30 ⁽⁴⁾	711	4.11	686	4.34	5120
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.69 ⁽⁴⁾	3319	4.65	1032	4.67	712	4.60	693	4.67	5757
DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	3.95	3307	4.10 ^{(1) (4)}	983	4.06 ^{(1) (4)}	679	3.92	667	3.99	5636
DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.37	3230	4.38	1003	4.44	697	4.36	683	4.38	5613
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	4.45 ⁽²⁾	3350	4.20	1024	4.46 ⁽²⁾	716	4.60 ^{(1) (3) (2)}	691	4.43	5781
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.61	3312	4.63	1030	4.69	716	4.79 ^{(2) (1)}	695	4.64	5753

	Age									
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	9.0%	3517	34.1% ⁽¹⁾	791	56.8% ⁽¹⁾⁽²⁾	164	65.7% ⁽²⁾⁽¹⁾	55	15.8%	4527
PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization	26.6% ⁽³⁾⁽⁴⁾	3517	28.8% ⁽³⁾⁽⁴⁾	791	12.9%	164	11.9%	55	26.3%	4527
PARTICIPATION_3b Participation as a UVA student - Athletic team	12.6% ⁽²⁾⁽³⁾⁽⁴⁾	3517	6.7% ⁽⁴⁾	791	5.7%	164	2.2%	55	11.2%	4527
PARTICIPATION_4b Participation as a UVA student - Club sport	5.7% ⁽³⁾⁽⁴⁾	3517	3.5% ⁽⁴⁾	791	2.2% ⁽⁴⁾	164	0.0%	55	5.1%	4527
PARTICIPATION_5b Participation as a UVA student - Culture-specific organization	17.4% ⁽²⁾⁽³⁾⁽⁴⁾	3517	7.8% ⁽³⁾	791	0.6%	164	4.4%	55	14.9%	4527
PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization	21.3% ⁽²⁾⁽³⁾	3517	15.7% ⁽³⁾	791	4.9%	164	13.5%	55	19.6%	4527
PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	23.2% ⁽²⁾⁽³⁾⁽⁴⁾	3517	8.9% ⁽³⁾	791	2.9%	164	6.4%	55	19.7%	4527
PARTICIPATION_8b Participation as a UVA student - Greek letter organization	15.3% ⁽³⁾	3517	13.4% ⁽³⁾	791	7.8%	164	8.4%	55	14.6%	4527
PARTICIPATION_9b Participation as a UVA student - Health and wellness organization	24.7% ⁽²⁾⁽³⁾⁽⁴⁾	3517	1.8%	791	3.9%	164	6.0%	55	19.7%	4527
PARTICIPATION_10b Participation as a UVA student - Performance organization	11.4% ⁽²⁾⁽³⁾	3517	5.1%	791	6.3%	164	10.0%	55	10.1%	4527
PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization	18.4% ⁽²⁾⁽³⁾⁽⁴⁾	3517	9.7% ⁽³⁾⁽⁴⁾	791	2.0%	164	1.3%	55	16.1%	4527
PARTICIPATION_12b Participation as a UVA student - Professional organization	19.3%	3517	28.6% ⁽¹⁾⁽³⁾⁽⁴⁾	791	15.9%	164	13.0%	55	20.7%	4527
PARTICIPATION_13b Participation as a UVA student - Publication/media organization	9.3% ⁽²⁾⁽³⁾⁽⁴⁾	3517	3.2%	791	2.7%	164	1.4%	55	7.9%	4527
PARTICIPATION_14b Participation as a UVA student - Recreational organization	21.0% ⁽²⁾⁽³⁾⁽⁴⁾	3517	15.7% ⁽³⁾⁽⁴⁾	791	2.1%	164	0.8%	55	19.2%	4527
PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization	35.7% ⁽²⁾⁽³⁾⁽⁴⁾	3517	10.6% ⁽³⁾⁽⁴⁾	791	2.8%	164	2.6%	55	29.7%	4527
PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)	5.5% ⁽⁴⁾	3517	5.7%	791	3.5%	164	2.3%	55	5.4%	4527
leaveuvaR Have you considered leaving UVA in the past year?	34.5%	3354	35.3%	968	45.6% ⁽¹⁾⁽²⁾⁽⁴⁾	709	41.0% ⁽¹⁾⁽²⁾	699	36.8%	5729
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	39.4% ⁽²⁾⁽³⁾⁽⁴⁾	1158	29.5% ⁽³⁾⁽⁴⁾	343	22.4% ⁽⁴⁾	324	16.2%	287	32.0%	2111
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	0.9%	1158	11.5% ⁽¹⁾	343	16.2% ⁽¹⁾⁽²⁾	324	15.0% ⁽¹⁾	287	6.9%	2111
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	70.2% ⁽²⁾⁽³⁾⁽⁴⁾	1158	37.7%	343	33.6%	324	34.3%	287	54.4%	2111
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	39.8% ⁽²⁾⁽³⁾⁽⁴⁾	1158	19.8% ⁽⁴⁾	343	17.6% ⁽⁴⁾	324	12.8%	287	29.5%	2111
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	0.0%	1158	2.6% ⁽¹⁾	343	3.0% ⁽¹⁾⁽⁴⁾	324	1.3% ⁽¹⁾	287	1.0%	2111
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	0.0%	1158	2.7% ⁽¹⁾	343	6.5% ⁽¹⁾⁽²⁾	324	7.2% ⁽¹⁾⁽²⁾	287	2.4%	2111

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	0.6%	1158	17.3% ⁽¹⁾	343	30.4% ⁽¹⁾⁽²⁾	324	30.2% ⁽²⁾⁽¹⁾	287	11.9%	2111
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse//partner	1.0%	1158	11.7% ⁽¹⁾⁽⁴⁾	343	12.3% ⁽¹⁾⁽⁴⁾	324	5.7% ⁽¹⁾	287	3.6%	2111
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	0.4%	1158	9.6% ⁽¹⁾	343	20.2% ⁽¹⁾⁽²⁾	324	18.6% ⁽¹⁾⁽²⁾	287	7.4%	2111
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	1.6%	1158	23.3% ⁽¹⁾	343	37.9% ⁽¹⁾⁽²⁾	324	35.0% ⁽¹⁾⁽²⁾	287	15.2%	2111
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	1.7%	1158	19.0% ⁽¹⁾	343	39.6% ⁽¹⁾⁽²⁾	324	36.8% ⁽¹⁾⁽²⁾	287	15.1%	2111
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	2.5%	1158	7.7% ⁽⁴⁾⁽¹⁾	343	6.4% ⁽⁴⁾⁽¹⁾	324	3.0%	287	4.0%	2111
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	24.3% ⁽²⁾⁽³⁾⁽⁴⁾	1158	13.3%	343	10.5%	324	9.5%	287	18.4%	2111
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	0.1%	1158	2.9% ⁽¹⁾	343	7.6% ⁽¹⁾⁽²⁾	324	7.0% ⁽¹⁾⁽²⁾	287	2.6%	2111
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	0.1%	1158	0.9%	343	4.8% ⁽¹⁾⁽²⁾	324	9.7% ⁽¹⁾⁽²⁾⁽³⁾	287	2.3%	2111
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	15.7%	1158	33.4% ⁽¹⁾	343	34.5% ⁽¹⁾	324	40.4% ⁽¹⁾⁽²⁾⁽³⁾	287	24.8%	2111
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	20.9% ⁽²⁾⁽³⁾⁽⁴⁾	1158	4.0% ⁽³⁾	343	0.4%	324	0.9%	287	12.3%	2111
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	21.1% ⁽³⁾⁽⁴⁾	1158	17.7% ⁽³⁾⁽⁴⁾	343	4.0%	324	2.7%	287	15.4%	2111
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	17.6% ⁽³⁾⁽⁴⁾⁽²⁾	1158	3.4% ⁽⁴⁾⁽³⁾	343	0.6%	324	0.0%	287	10.3%	2111
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	29.5% ⁽²⁾⁽³⁾⁽⁴⁾	1158	11.2% ⁽³⁾⁽⁴⁾	343	1.7%	324	1.4%	287	18.5%	2111
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	8.1% ⁽²⁾⁽³⁾⁽⁴⁾	1158	3.7% ⁽⁴⁾⁽³⁾	343	0.0%	324	0.2%	287	5.1%	2111

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	4.89	62	4.88	269	4.77	560	4.77	633	4.79	1523
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.74	2574	4.87 ⁽¹⁾	986	4.85 ⁽¹⁾	698	4.87 ⁽¹⁾	680	4.80	4938
VAWCSTMT_VAWCLDSHPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.64	59	4.54	262	4.48	543	4.65 ⁽³⁾	617	4.57	1482
ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	3.96 ⁽²⁾	144	3.61	163	3.55	34	3.26	3	3.74	344
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	3.63	144	3.37	163	3.30	34	3.26	3	3.47	343
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	3.48	144	3.22	161	3.25	34	3.26	3	3.33	342
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	3.40	135	3.03	160	3.03	32	2.48	3	3.18	331
CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	2.76	53	2.99	232	2.95	507	3.03 ⁽¹⁾	580	2.98	1373
CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events	2.83 ⁽²⁾	53	2.39	232	2.63 ⁽²⁾	507	2.60 ⁽²⁾	581	2.58	1372
CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events	2.90	53	2.67	232	2.73	507	2.81 ⁽²⁾	577	2.76	1369
CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1.63	47	1.94 ⁽¹⁾	220	1.95 ⁽¹⁾	476	1.93 ⁽¹⁾	529	1.93	1273
CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1.89 ^{(2) (3) (4)}	52	1.48	232	1.49	507	1.48	575	1.50	1367
CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events	3.26	52	3.46	232	3.47	507	3.57 ⁽¹⁾	577	3.50	1368
CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	3.05	52	3.19 ^{(3) (4)}	235	2.99 ⁽⁴⁾	508	2.85	578	2.97	1373
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.52	2316	4.45	873	4.67 ^{(1) (2)}	637	4.85 ^{(1) (2) (3)}	630	4.58	4456
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.01	2908	3.94	859	4.14 ^{(1) (2)}	638	4.28 ^{(1) (2) (3)}	618	4.05	5023
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.36	2822	4.35	826	4.42	624	4.54 ^{(1) (2) (3)}	602	4.39	4874

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.83 ⁽⁴⁾	54	4.86 ⁽³⁾⁽⁴⁾	236	4.50	497	4.41	562	4.54	1349
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	3.92	2893	3.95	858	3.94	618	4.09 ⁽¹⁾⁽²⁾⁽³⁾	607	3.95	4976
EMPOWER_EMPOWERPARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.27	2630	4.32	531	4.61 ⁽¹⁾⁽²⁾	109	4.48	32	4.29	3302
EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.43	2660	4.48	539	4.72 ⁽¹⁾⁽²⁾⁽⁴⁾	112	3.93	33	4.44	3344
EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	4.12	2720	3.99	564	4.43 ⁽¹⁾⁽²⁾	110	4.45 ⁽¹⁾⁽²⁾	35	4.11	3429
EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.30	2781	4.16	592	4.59 ⁽¹⁾⁽²⁾	113	4.49	36	4.29	3522
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.53 ⁽³⁾⁽⁴⁾	3511	1.51 ⁽³⁾⁽⁴⁾	1045	1.35 ⁽⁴⁾	718	1.24	685	1.47	5959
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1.64 ⁽³⁾⁽⁴⁾	3503	1.73 ⁽¹⁾⁽³⁾⁽⁴⁾	1044	1.49 ⁽⁴⁾	720	1.44	691	1.61	5959
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.37	3504	1.55 ⁽¹⁾⁽³⁾⁽⁴⁾	1046	1.36	721	1.38	691	1.40	5962
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1.30	3509	1.57 ⁽¹⁾⁽³⁾	1046	1.41 ⁽¹⁾	724	1.51 ⁽¹⁾⁽³⁾	695	1.38	5974
BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	1.79	62	1.93	277	2.04 ⁽¹⁾⁽²⁾⁽⁴⁾	569	1.91	643	1.96	1550
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	2.03 ⁽²⁾⁽³⁾⁽⁴⁾	3502	1.87 ⁽⁴⁾	1054	1.88 ⁽⁴⁾	723	1.79	696	1.95	5975
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.66 ⁽³⁾⁽²⁾⁽⁴⁾	3518	1.55 ⁽³⁾⁽⁴⁾	1046	1.49 ⁽⁴⁾	721	1.44	695	1.59	5980
BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience	2.26 ⁽²⁾⁽³⁾⁽⁴⁾	3445	2.13 ⁽⁴⁾	770	2.01	157	1.81	52	2.22	4425
BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	2.05 ⁽²⁾⁽⁴⁾	3446	1.92 ⁽⁴⁾	771	1.95 ⁽⁴⁾	156	1.65	52	2.02	4424
BASICWELL_BASICWELLEMPLOYGRD Degree of concern in the past year - Securing employment after graduation/completion	2.08 ⁽³⁾⁽⁴⁾	3433	2.07 ⁽³⁾⁽⁴⁾	769	1.64	155	1.59	52	2.05	4409
BASICWELL_BASICWELLEMPLOYATTND Degree of concern in the past year - Securing employment while completing my program of study	1.74 ⁽²⁾⁽³⁾⁽⁴⁾	3426	1.61 ⁽³⁾⁽⁴⁾	758	1.44	156	1.32	49	1.70	4389
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1.73 ⁽³⁾⁽⁴⁾⁽²⁾	3520	1.52 ⁽³⁾⁽⁴⁾	1053	1.33	726	1.31	695	1.60	5993

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUSKPCUT_RUCCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	3.60 ^{(3) (4) (2)}	3523	3.47 ^{(3) (4)}	1053	3.14 ⁽⁴⁾	726	2.80	696	3.43	5998
RUSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	3.01 ⁽⁴⁾	3511	3.28 ^{(1) (3) (4)}	1053	3.11 ⁽⁴⁾	725	2.87	693	3.05	5983

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card	20.9%	3517	19.1%	791	17.2%	164	19.6%	55	20.4%	4527
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	72.8% ⁽²⁾⁽³⁾⁽⁴⁾	3517	21.9% ⁽³⁾⁽⁴⁾	791	14.3%	164	11.0%	55	61.1%	4527
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	18.6%	3517	34.3% ⁽¹⁾⁽³⁾⁽⁴⁾	791	18.0%	164	13.3%	55	21.3%	4527
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	5.3% ⁽⁴⁾	3517	34.0% ⁽¹⁾⁽³⁾⁽⁴⁾	791	12.8% ⁽¹⁾⁽⁴⁾	164	2.3%	55	10.6%	4527
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	3.7%	3517	22.8% ⁽¹⁾⁽³⁾⁽⁴⁾	791	10.9% ⁽¹⁾⁽⁴⁾	164	1.9%	55	7.3%	4527
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	30.4% ⁽⁴⁾	3517	30.8% ⁽⁴⁾	791	26.4% ⁽⁴⁾	164	12.8%	55	30.1%	4527
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	25.2% ⁽²⁾⁽³⁾⁽⁴⁾	3517	6.2%	791	6.0%	164	12.7%	55	21.0%	4527
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	17.6% ⁽²⁾⁽³⁾⁽⁴⁾	3517	6.8%	791	11.8%	164	7.1%	55	15.3%	4527
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	29.1%	3517	30.6%	791	38.4% ⁽¹⁾	164	53.1% ⁽³⁾⁽¹⁾⁽²⁾	55	30.0%	4527
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	6.8% ⁽³⁾⁽⁴⁾	3517	5.2% ⁽³⁾⁽⁴⁾	791	1.8% ⁽⁴⁾	164	0.0%	55	6.2%	4527
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	2.4%	3517	7.5% ⁽¹⁾	791	20.6% ⁽¹⁾⁽²⁾	164	22.4% ⁽¹⁾⁽²⁾	55	4.2%	4527
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	12.6% ⁽²⁾	3517	4.7%	791	10.4% ⁽²⁾	164	13.1%	55	11.1%	4527
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	2.8%	3517	4.0%	791	7.1% ⁽¹⁾	164	8.2%	55	3.2%	4527
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	2.0%	3517	19.5% ⁽⁴⁾⁽¹⁾⁽³⁾	791	12.2% ⁽⁴⁾⁽¹⁾	164	1.8%	55	5.4%	4527
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	7.8%	3517	26.6% ⁽¹⁾⁽³⁾⁽⁴⁾	791	17.8% ⁽¹⁾⁽⁴⁾	164	4.0%	55	11.4%	4527
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	16.2%	3517	19.1%	791	13.3%	164	10.2%	55	16.5%	4527
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	7.2%	3517	10.0% ⁽¹⁾	791	8.0%	164	10.6%	55	7.8%	4527
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	22.1% ⁽²⁾	3517	16.7%	791	27.0% ⁽²⁾	164	26.0%	55	21.4%	4527
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	15.1% ⁽³⁾⁽²⁾⁽⁴⁾	3517	7.5% ⁽⁴⁾⁽³⁾	791	4.2%	164	2.3%	55	13.2%	4527
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	19.4%	3517	20.1%	791	16.4%	164	16.1%	55	19.4%	4527
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	20.5% ⁽²⁾⁽³⁾	3517	14.2%	791	9.9%	164	15.0%	55	18.9%	4527

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	12.2% ⁽²⁾	3517	7.6%	791	9.7%	164	13.0%	55	11.3%	4527
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	2.0%	3517	2.2%	791	4.2%	164	4.8%	55	2.2%	4527
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	47.6% ⁽²⁾⁽³⁾	3517	37.9%	791	39.7%	164	53.8% ⁽²⁾	55	45.7%	4527

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	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	1.85	60	1.97 ⁽⁴⁾	272	1.98 ⁽⁴⁾	565	1.78	630	1.89	1526
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.88 ^{(3) (4)}	2121	4.83 ⁽³⁾	1011	4.70	710	4.75	681	4.82	4523
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.89 ^{(2) (3) (4)}	2119	4.76 ⁽³⁾	1010	4.62	712	4.68	680	4.79	4520
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.90 ^{(3) (4)}	3460	4.17 ^{(1) (3) (4)}	1021	3.77 ⁽⁴⁾	703	3.41	657	3.88	5841
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.90 ^{(3) (4)}	3469	4.05 ^{(1) (3) (4)}	1017	3.62 ⁽⁴⁾	703	3.34	651	3.83	5839
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.54	57	3.51	251	3.92 ^{(1) (2)}	534	4.20 ^{(1) (2) (3)}	607	3.95	1449
RUCCOMMFDBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	3.89 ^{(3) (4)}	62	3.75 ^{(3) (4)}	262	3.36	535	3.38	599	3.46	1457
RUCCOMMFDBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year- Clear explanation of what constitutes poor academic performance	4.14	608	3.95	675	4.23	108	4.12	31	4.06	1421
RUCCOMMFDBK_RUC1MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	4.23	61	4.20 ^{(3) (4)}	267	4.01	555	3.98	621	4.04	1504
RUCCOMMFDBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	4.39	3408	4.46	758	4.83 ^{(1) (2)}	151	4.57	52	4.42	4369
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	4.79 ^{(3) (4)}	1437	4.70 ⁽⁴⁾	295	4.65 ⁽⁴⁾	560	4.55	628	4.70	2920
RUCCOMMFDBK_RUC1MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	5.06	2041	5.22 ⁽¹⁾	724	5.34 ⁽¹⁾	151	5.32	48	5.11	2964
RUCCOMMFDBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	4.73 ^{(3) (4)}	3486	4.66 ^{(3) (4)}	1025	4.27 ⁽⁴⁾	706	4.08	673	4.59	5890
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	4.24	3485	4.39 ⁽¹⁾	1024	4.48 ^{(1) (4)}	713	4.36 ⁽¹⁾	678	4.31	5900
RUCCOMMFDBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	5.23	3424	5.21	761	5.36 ^{(1) (2)}	154	5.06	53	5.23	4391

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCOMMFDBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	4.69	3333	4.59	718	5.01 ⁽¹⁾⁽²⁾	146	5.01 ⁽¹⁾⁽²⁾	49	4.69	4246
RUCOMMFDBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	5.30	3414	5.29	763	5.39	156	5.15	52	5.30	4385
RUCOMMFDBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect	5.10	3407	5.26 ⁽¹⁾	750	5.36 ⁽¹⁾	156	5.23	52	5.14	4364
RUCOMMFDBK_PRVSJCONCPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	3.83 ⁽²⁾	3335	3.52	707	3.95 ⁽²⁾	147	3.49	48	3.77	4237
PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings	3.01	508	3.03	588	2.93	93	3.12	25	3.01	1214
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	3.24 ⁽²⁾	508	3.08	586	3.16	92	3.07	24	3.15	1211
PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds	3.00	504	3.04	585	3.00	93	3.07	25	3.02	1208
PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers	3.35	508	3.27	585	3.27	93	3.12	24	3.30	1210
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	2.72	508	2.75	585	2.94	92	3.03	24	2.76	1209
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.51 ⁽²⁾⁽³⁾⁽⁴⁾	3295	5.37 ⁽⁴⁾	937	5.28 ⁽⁴⁾	569	5.17	536	5.43	5338
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.76	895	4.86 ⁽⁴⁾	244	4.65	134	4.66	164	4.76	1437
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	5.18 ⁽³⁾⁽⁴⁾	3341	5.23 ⁽³⁾⁽⁴⁾	946	5.09	578	5.01	534	5.16	5399
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	5.30 ⁽³⁾⁽⁴⁾	1118	5.29 ⁽³⁾⁽⁴⁾	282	5.06	198	4.98	208	5.23	1806
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	5.33 ⁽³⁾⁽⁴⁾	3224	5.29 ⁽⁴⁾	910	5.22	555	5.14	523	5.29	5212
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.66 ⁽³⁾⁽⁴⁾	3405	4.72 ⁽³⁾⁽⁴⁾	925	4.54	574	4.50	529	4.64	5433
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	4.99	3417	5.04	956	4.93	580	4.93	542	4.99	5494
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.90 ⁽³⁾⁽⁴⁾	3222	4.90 ⁽³⁾⁽⁴⁾	893	4.65	548	4.63	506	4.85	5169

	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	5.33 ⁽⁴⁾	3340	5.37 ⁽³⁾⁽⁴⁾	940	5.25 ⁽⁴⁾	565	5.14	509	5.31	5355
MYCVILLE_MYCVILLESES Individuals of my socioeconomic status are respected in Charlottesville	5.12 ⁽³⁾⁽⁴⁾	3411	5.03	958	5.00	581	4.97	539	5.08	5488
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	4.14 ⁽⁴⁾⁽³⁾	2780	4.29 ⁽¹⁾⁽³⁾⁽⁴⁾	826	3.96	598	3.97	569	4.12	4772
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	4.39 ⁽³⁾⁽⁴⁾	2780	4.42 ⁽³⁾⁽⁴⁾	836	4.22	599	4.20	578	4.35	4793
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	4.16 ⁽³⁾⁽⁴⁾	2784	4.34 ⁽³⁾⁽¹⁾⁽⁴⁾	827	4.04	590	3.97	571	4.15	4772
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	4.87	2780	4.89	837	4.92 ⁽⁴⁾	596	4.79	567	4.87	4781
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	2.88 ⁽²⁾⁽³⁾⁽⁴⁾	2762	2.63	828	2.63	590	2.71	567	2.78	4747
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.51 ⁽²⁾⁽³⁾⁽⁴⁾	2777	2.32	831	2.39	597	2.40	570	2.45	4776
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	4.04 ⁽³⁾	2756	4.01	828	3.92	592	3.96	564	4.01	4739
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.75	2764	3.80	831	3.71	593	3.78	565	3.76	4753
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	3.61	2744	3.56	805	3.73 ⁽²⁾	587	3.67	564	3.62	4699
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	3.05 ⁽²⁾	2753	2.87	810	3.05 ⁽²⁾	587	3.11 ⁽²⁾	568	3.03	4718

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	1.5%	3582	13.8% ⁽¹⁾	1072	63.8% ⁽¹⁾⁽²⁾⁽⁴⁾	744	36.8% ⁽¹⁾⁽²⁾	712	15.4%	6111
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	1.9%	3582	3.5% ⁽¹⁾	1072	10.3% ⁽¹⁾⁽²⁾	744	18.0% ⁽¹⁾⁽²⁾⁽³⁾	712	5.1%	6111
PARENCARE_3b No caregiving responsibility	95.2% ⁽²⁾⁽³⁾⁽⁴⁾	3582	79.8% ⁽³⁾⁽⁴⁾	1072	31.7%	744	49.5% ⁽³⁾	712	79.5%	6111
CAREBLNCE_1b Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver	4.8%	30	57.2% ⁽¹⁾	77	42.2% ⁽¹⁾	80	43.0% ⁽¹⁾	18	42.4%	205
CAREBLNCE_2b Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work	25.6%	30	31.2% ⁽⁴⁾	77	34.1% ⁽⁴⁾	80	8.2%	18	29.6%	205
CAREBLNCE_3b Advisor has been supportive of my need to balance work and parenting/caregiving	4.9%	30	29.1% ⁽¹⁾	77	44.9% ⁽¹⁾⁽²⁾	80	31.4% ⁽¹⁾	18	32.0%	205
CAREBLNCE_4b Daily schedule is flexible which is helpful for my parenting/caregiving	11.9%	30	35.3% ⁽¹⁾⁽⁴⁾	77	29.7% ⁽¹⁾	80	16.6%	18	28.1%	205
CAREBLNCE_5b My educational and career timing has meshed well with my timing for parenting/caregiving	0.0%	30	24.3% ⁽¹⁾	77	25.7% ⁽¹⁾	80	13.6% ⁽¹⁾	18	20.4%	205
CAREBLNCE_6b My department has been supportive of my need to balance work and parenting/caregiving	3.7%	30	21.4% ⁽¹⁾	77	34.2% ⁽¹⁾	80	23.9% ⁽¹⁾	18	24.1%	205
CAREBLNCE_7b Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently	13.0%	30	44.5% ⁽¹⁾⁽⁴⁾	77	32.2% ⁽⁴⁾	80	12.9%	18	32.3%	205
CAREBLNCE_8b I am able to satisfactorily balance my program work and parenting/caregiving	28.9%	30	30.7%	77	35.3%	80	42.1%	18	33.2%	205

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SATFUNCTIONENGAGEUVA_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	4.19	2197	4.24	772	4.22	566	4.35 ⁽¹⁾⁽³⁾	562	4.23	4098
SATFUNCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	4.43	2245	4.46	809	4.48	591	4.57 ⁽¹⁾⁽²⁾	581	4.46	4226
SATFUNCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.85	2811	4.04 ⁽¹⁾	800	4.00 ⁽¹⁾	584	4.19 ⁽¹⁾⁽²⁾⁽³⁾	564	3.95	4760
SATFUNCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	3.86	2800	3.99	769	4.03 ⁽¹⁾	579	4.22 ⁽¹⁾⁽²⁾⁽³⁾	544	3.95	4693
SATFUNCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	3.56	2548	3.85 ⁽¹⁾⁽³⁾⁽⁴⁾	660	3.61	523	3.55	541	3.61	4272
agecomposite Age based harassment/discrimination index	1.40	3484	1.47 ⁽¹⁾⁽³⁾	1050	1.40	728	1.42	701	1.46	5963
discomposite Disability based harassment/discrimination index	1.65 ⁽²⁾⁽³⁾⁽⁴⁾	3505	1.47	1057	1.45	730	1.47	702	1.58	5993
relcomposite Religion based harassment/discrimination index	1.74 ⁽⁴⁾⁽²⁾⁽³⁾	3549	1.63 ⁽⁴⁾	1062	1.58	733	1.57	706	1.68	6050
racecomposite Race based harassment/discrimination index	1.81 ⁽⁴⁾⁽²⁾⁽³⁾	3553	1.71 ⁽⁴⁾⁽³⁾	1064	1.59	733	1.54	707	1.73	6057
sexorcomposite Sexual orientation based harassment/discrimination index	1.56 ⁽²⁾⁽⁴⁾⁽³⁾	3555	1.44 ⁽³⁾	1064	1.37	734	1.40	703	1.50	6056
polorcomposite Political belief based harassment/discrimination index	2.20 ⁽²⁾⁽³⁾⁽⁴⁾	3551	2.00 ⁽³⁾⁽⁴⁾	1064	1.89	735	1.83	705	2.09	6055
sescomposite Socioeconomic Status based harassment/discrimination index	1.66 ⁽²⁾⁽³⁾⁽⁴⁾	3556	1.58 ⁽³⁾⁽⁴⁾	1063	1.43 ⁽⁴⁾	733	1.38	702	1.59	6054
norgcomposite National origin based harassment/discrimination index	1.51 ⁽³⁾⁽⁴⁾	3541	1.48 ⁽³⁾⁽⁴⁾	1062	1.39	733	1.39	706	1.47	6042
ctzncomposite Citizenship Status based harassment/discrimination index	1.40 ⁽³⁾	3540	1.45 ⁽³⁾⁽⁴⁾	1065	1.36	735	1.38	706	1.41	6046
vetcomposite Military Service Status based harassment/discrimination index	1.19 ⁽³⁾	3507	1.18	1056	1.16	731	1.19	701	1.19	5994
Gendercomposite Gender based harassment/discrimination index	1.75 ⁽²⁾⁽³⁾⁽⁴⁾	3554	1.66 ⁽⁴⁾⁽³⁾	1065	1.55	733	1.53	706	1.69	6058

Age										
	25 and under (1)		26-33 (2)		34-49 (3)		50 and above (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.61	3387	4.53	1042	4.63	726	4.65 ⁽²⁾	704	4.61	5860
connectcomposite Connectedness Composite index	2.71	54	2.61	235	2.61	510	2.63	584	2.62	1383
memposcomposite UVA Message Positive Composite index	4.35	3020	4.43	895	4.40	637	4.41	629	4.38	5181
memnegcomposite UVA Message Negative Composite index	3.04 ^{(3) (2) (4)}	3025	2.91	894	2.91	635	2.86	625	2.98	5180
localposcomposite Local Residents Message Positive Composite index	4.09 ^{(3) (4)}	2815	4.17 ^{(4) (3)}	841	3.97	605	3.98	582	4.07	4843
localnegcomposite Local Resident Message Negative Composite index	3.39 ⁽²⁾	2813	3.26	847	3.36 ⁽²⁾	608	3.34	583	3.36	4852