

Appendix O: T-Tests of Selected Survey Items by University Affiliation – 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 University affiliation. As indicated in Column 1, the mean level of agreement among undergraduates is 4.10, and this is statistically higher than the mean rating provided by graduate students and faculty. Faculty reported the lowest mean level of comfort (3.59), and this was statistically lower than all other affiliation groups. In other words, faculty feel the least comfortable with the climate for diversity and inclusiveness at UVA.

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (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	4.10 ⁽²⁾⁽⁴⁾	2974	3.91 ⁽⁴⁾	1460	4.05 ⁽²⁾⁽⁴⁾	1059	3.59	482	4.00	5975

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.

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (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	4.10 ⁽²⁾⁽⁴⁾	2974	3.91 ⁽⁴⁾	1460	4.05 ⁽²⁾⁽⁴⁾	1059	3.59	482	4.00	5975
DUCPRIDE_DUCDVRISMPTCPS Agreement with: - Diversity is important at UVA	4.51 ⁽⁴⁾	2166	4.51 ⁽⁴⁾	1421	4.67 ⁽¹⁾⁽²⁾⁽⁴⁾	1051	4.36	477	4.53	5114
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.52	2748	4.71 ⁽¹⁾	1427	4.72 ⁽¹⁾	1040	4.63	479	4.61	5694
DUCPRIDE_DUCDVRSIMPTME Agreement with: - Diversity is important to me	5.16	2175	5.36 ⁽¹⁾	1453	5.35 ⁽¹⁾	1057	5.55 ⁽¹⁾⁽²⁾⁽³⁾	485	5.29	5170
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.71	1019	4.67	387	4.77	340	4.66	106	4.71	1853
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.98 ⁽⁴⁾	2934	5.00 ⁽⁴⁾	1427	4.94	1050	4.86	474	4.97	5885
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.28 ⁽³⁾	1353	5.27 ⁽³⁾	440	5.05	392	5.23	143	5.24	2329
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.29	2780	5.25	1357	5.26	994	5.33	450	5.28	5582
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.57	2944	4.62	1396	4.56	1011	4.81 ⁽³⁾⁽¹⁾⁽²⁾	472	4.60	5823
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	4.97	2957	5.01	1451	5.06 ⁽¹⁾	1055	5.17 ⁽¹⁾⁽²⁾⁽³⁾	475	5.01	5938
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.84 ⁽³⁾	2892	4.80	1347	4.73	969	4.78	434	4.81	5643
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.29 ⁽³⁾	2937	5.26	1411	5.21	1001	5.35 ⁽³⁾	452	5.27	5801
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.27	2262	5.37 ⁽¹⁾⁽³⁾	1415	5.27	1021	5.40 ⁽¹⁾⁽³⁾	465	5.31	5163
VSTPTNNEG VW_VSTPTNNEG VWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.29	2673	1.30	1306	1.42 ⁽²⁾⁽¹⁾⁽⁴⁾	1012	1.34	447	1.32	5438
VSTPTNNEG VW_VSTPTNNEG VWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1.57 ⁽²⁾	2680	1.43	1306	1.61 ⁽²⁾⁽⁴⁾	1012	1.49	448	1.53	5446
VSTPTNNEG VW_VSTPTNNEG VWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.36	1319	1.45 ⁽¹⁾	1308	1.46 ⁽¹⁾	1010	1.47 ⁽¹⁾	448	1.43	4084
VSTPTNNEG VW_VSTPTNNEG VWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.25	1322	1.25	1296	1.29	1006	1.24	447	1.25	4071
VSTPTNNEG VW_VSTPTNNEG VWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.42	1323	1.48	1303	1.52 ⁽¹⁾	1012	1.47	447	1.47	4085

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VSTPTNNEGVM_VSTPTNNEGVMVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.14 ⁽⁴⁾	2675	1.15 ⁽⁴⁾	1298	1.12	1011	1.09	444	1.13	5428
VSTPTNNEGVM_VSTPTNNEGVMWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - National origin	1.44	2665	1.45	1298	1.46	1009	1.53 ⁽¹⁾	449	1.45	5420
VSTPTNNEGVM_VSTPTNNEGVMWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.65	1320	1.75	1307	1.86 ⁽¹⁾⁽²⁾	1010	1.80 ⁽¹⁾	446	1.75	4083
VSTPTNNEGVM_VSTPTNNEGVMWRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.19	2672	1.16	1295	1.15	1005	1.14	442	1.17	5414
VSTPTNNEGVM_VSTPTNNEGVMWRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	1.57	1322	1.65	1300	1.65	1006	1.68	444	1.63	4073
VSTPTNNEGVM_VSTPTNNEGVMWRLTSHP Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:- Relationship/marital status	1.23	2667	1.20	1300	1.22	1009	1.19	447	1.22	5423
VSTPTNNEGVM_VSTPTNNEGVMWRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.41	1321	1.46	1302	1.49	1009	1.51 ⁽¹⁾	450	1.46	4081
VSTPTNNEGVM_VSTPTNNEGVMWSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1.42	1319	1.41	1300	1.48 ⁽²⁾	1008	1.42	449	1.43	4076
VSTPTNNEGVM_VSTPTNNEGVMWSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1.41	1315	1.37	1292	1.44 ⁽²⁾⁽⁴⁾	1007	1.37	446	1.40	4059
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1.90 ⁽³⁾⁽⁴⁾	2840	1.88 ⁽³⁾⁽⁴⁾	1430	1.43	982	1.62 ⁽³⁾	467	1.79	5719
DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.89 ⁽³⁾⁽⁴⁾⁽²⁾	2842	2.29 ⁽⁴⁾⁽³⁾	1429	1.58	982	1.78 ⁽³⁾	466	2.42	5719
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1.83 ⁽²⁾⁽³⁾⁽⁴⁾	1442	1.68 ⁽³⁾⁽⁴⁾	1427	1.31	982	1.44 ⁽³⁾	465	1.62	4316
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.68 ⁽²⁾⁽³⁾⁽⁴⁾	1441	1.40 ⁽³⁾⁽⁴⁾	1420	1.22	979	1.27	465	1.44	4305
DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.51 ⁽³⁾⁽²⁾⁽⁴⁾	2185	1.95 ⁽³⁾⁽⁴⁾	1426	1.38	982	1.54 ⁽³⁾	466	2.04	5059

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.33 ^{(3) (4)}	2839	1.27 ^{(3) (4)}	1423	1.15	980	1.13	464	1.27	5706
DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	2.12 ^{(2) (3) (4)}	2840	1.79 ^{(3) (4)}	1428	1.31	980	1.47 ⁽³⁾	467	1.84	5715
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	3.53 ^{(3) (2) (4)}	2189	2.89 ^{(3) (4)}	1427	1.91	985	2.07 ⁽³⁾	467	2.90	5069
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.51 ^{(2) (3) (4)}	2832	1.28 ^{(3) (4)}	1424	1.10	978	1.11	464	1.35	5698
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.51 ^{(2) (3) (4)}	2188	2.08 ^{(3) (4)}	1431	1.52	982	1.62 ⁽³⁾	466	2.11	5067
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	1.85 ^{(2) (3) (4)}	2838	1.47 ^{(3) (4)}	1427	1.18	979	1.17	464	1.58	5709
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	2.36 ^{(2) (3) (4)}	2178	1.97 ^{(3) (4)}	1430	1.46	982	1.50	467	2.00	5056
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	2.29 ^{(2) (3) (4)}	2187	1.75 ^{(3) (4)}	1427	1.40	980	1.39	467	1.88	5060
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	2.17 ^{(4) (2) (3)}	2177	1.92 ^{(3) (4)}	1426	1.45	979	1.50	464	1.90	5046
DUCSTAFF_STAFFNEGVWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.27	2831	1.28	1402	1.66 ^{(1) (4) (2)}	1036	1.42 ^{(1) (2)}	462	1.36	5732
DUCSTAFF_STAFFNEGVWAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.47 ⁽²⁾	2836	1.36	1404	1.77 ^{(1) (2) (4)}	1036	1.48 ⁽²⁾	463	1.50	5739
DUCSTAFF_STAFFNEGVWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship	1.28	1447	1.26	1401	1.34 ^{(2) (4)}	1031	1.26	463	1.29	4343
DUCSTAFF_STAFFNEGVWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.21	1443	1.19	1395	1.26 ^{(2) (4)}	1030	1.17	461	1.21	4329
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.41	2189	1.34	1401	1.50 ^{(4) (1) (2)}	1034	1.39	461	1.41	5084

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTAFF_STAFFNEGVVVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.13 ⁽⁴⁾	2824	1.11	1395	1.15 ⁽⁴⁾	1033	1.09	458	1.13	5711
DUCSTAFF_STAFFNEGVVNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.33	2820	1.29	1405	1.36 ⁽²⁾⁽⁴⁾	1031	1.29	459	1.32	5715
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.77 ⁽²⁾	2191	1.65	1406	2.05 ⁽¹⁾⁽²⁾⁽⁴⁾	1035	1.73	462	1.79	5094
DUCSTAFF_STAFFNEGVPWPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.16	2815	1.14	1396	1.22 ⁽⁴⁾⁽¹⁾⁽²⁾	1031	1.12	460	1.16	5702
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.44	2191	1.39	1399	1.54 ⁽⁴⁾⁽²⁾⁽¹⁾	1031	1.45	462	1.45	5082
DUCSTAFF_STAFFNEGVVWRLTSHP Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1.21	2820	1.18	1396	1.31 ⁽¹⁾⁽²⁾⁽⁴⁾	1031	1.19	457	1.22	5705
DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.36	2185	1.29	1404	1.53 ⁽⁴⁾⁽¹⁾⁽²⁾	1034	1.35	462	1.38	5084
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.35 ⁽²⁾	2175	1.25	1401	1.46 ⁽⁴⁾⁽¹⁾⁽²⁾	1034	1.28	462	1.34	5072
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.34	2172	1.30	1398	1.42 ⁽⁴⁾⁽¹⁾⁽²⁾	1032	1.30	459	1.34	5062
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.81	2535	4.94 ⁽¹⁾	1152	5.02 ⁽¹⁾	996	5.02 ⁽¹⁾	431	4.90	5114
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.65 ⁽³⁾⁽⁴⁾	2509	2.61 ⁽³⁾⁽⁴⁾	1132	2.34	987	2.33	421	2.55	5050
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	4.16	2546	4.45 ⁽¹⁾⁽⁴⁾	1057	4.50 ⁽¹⁾⁽⁴⁾	936	4.27	389	4.30	4928
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.51	2304	4.68 ⁽⁴⁾⁽³⁾⁽¹⁾	960	4.58 ⁽¹⁾⁽⁴⁾	859	4.42	310	4.55	4433
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	4.30	2394	4.55 ⁽⁴⁾⁽¹⁾	986	4.53 ⁽¹⁾⁽⁴⁾	887	4.27	332	4.40	4599

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	3.78	2011	4.12 ⁽¹⁾	1342	4.50 ⁽¹⁾⁽²⁾⁽⁴⁾	985	4.31 ⁽²⁾⁽¹⁾	453	4.07	4792
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	4.11	1942	4.14 ⁽⁴⁾	1227	4.30 ⁽¹⁾⁽²⁾⁽⁴⁾	935	3.98	426	4.15	4531
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.63	1977	4.57	1261	4.72 ⁽¹⁾⁽²⁾⁽⁴⁾	882	4.57	412	4.62	4532

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (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	1.1%	3031	1.6%	1508	10.2% ⁽¹⁾⁽²⁾	1088	8.4% ⁽²⁾⁽¹⁾	502	3.5%	6129
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	1.1%	3031	2.2%	1508	4.9% ⁽¹⁾⁽²⁾	1088	4.8% ⁽¹⁾⁽²⁾	502	2.4%	6129
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	3.9%	3031	5.9% ⁽¹⁾	1508	12.4% ⁽¹⁾⁽²⁾	1088	10.2% ⁽¹⁾⁽²⁾	502	6.4%	6129
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.9%	3031	4.3%	1508	5.2%	1088	4.3%	502	4.8%	6129
MICROAGGREG_MICROAGGREGCMPLN_1b Someone told me that I complain too much because of my: age	2.9% ⁽⁴⁾	3031	2.1%	1508	2.1%	1088	1.3%	502	2.4%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	3.1%	3031	4.4%	1508	7.9% ⁽¹⁾⁽²⁾	1088	8.0% ⁽¹⁾⁽²⁾	502	4.6%	6129
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	1.0%	3031	2.7% ⁽¹⁾	1508	4.9% ⁽¹⁾⁽²⁾	1088	4.3% ⁽¹⁾	502	2.4%	6129
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	2.8%	3031	3.4%	1508	6.8% ⁽¹⁾⁽²⁾	1088	6.6% ⁽¹⁾⁽²⁾	502	4.0%	6129
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.7%	3031	1.2%	1508	1.0%	1088	1.7%	502	0.9%	6129
microage_none Respondent indicated zero instances of microaggressions due to age	87.6% ⁽³⁾⁽⁴⁾	3031	86.4% ⁽³⁾⁽⁴⁾	1508	77.8%	1088	79.8%	502	84.9%	6129
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.5%	3031	0.5%	1508	0.3%	1088	0.6%	502	0.5%	6129
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.6%	3031	0.5%	1508	0.3%	1088	0.5%	502	0.5%	6129
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	1.8% ⁽²⁾⁽³⁾⁽⁴⁾	3031	0.5%	1508	0.2%	1088	0.5%	502	1.1%	6129
MICROAGGREG_MICROAGGREGCMPLN_2b Someone told me that I complain too much because of my: disability	1.2% ⁽³⁾⁽⁴⁾	3031	1.0% ⁽³⁾⁽⁴⁾	1508	0.3%	1088	0.2%	502	0.9%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.4%	3031	0.9% ⁽³⁾	1508	0.2%	1088	0.2%	502	0.5%	6129
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.2%	3031	0.6%	1508	0.1%	1088	0.3%	502	0.3%	6129
microdis_none Respondent indicated zero instances of microaggressions due to disability status	96.7%	3031	97.6%	1508	98.3% ⁽¹⁾	1088	98.4% ⁽¹⁾	502	97.3%	6129
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	9.7%	3031	10.8%	1508	9.6%	1088	16.3% ⁽¹⁾⁽²⁾⁽³⁾	502	10.5%	6129
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	7.3% ⁽³⁾	3031	7.4% ⁽³⁾	1508	4.2%	1088	8.7% ⁽³⁾	502	6.9%	6129
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	14.8% ⁽²⁾⁽³⁾	3031	12.0% ⁽³⁾	1508	6.7%	1088	13.3% ⁽³⁾	502	12.6%	6129

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGSPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	18.2% ⁽²⁾⁽³⁾⁽⁴⁾	3031	12.8% ⁽³⁾	1508	6.5%	1088	10.3% ⁽³⁾	502	14.1%	6129
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	11.3% ⁽²⁾⁽⁴⁾⁽³⁾	3031	7.0% ⁽³⁾⁽⁴⁾	1508	2.6%	1088	4.1% ⁽³⁾	502	8.1%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	19.2% ⁽³⁾	3031	20.4% ⁽³⁾	1508	10.8%	1088	17.7% ⁽³⁾	502	17.9%	6129
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	3.6%	3031	4.8% ⁽³⁾	1508	3.2%	1088	7.0% ⁽¹⁾⁽³⁾	502	4.1%	6129
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	16.4% ⁽³⁾	3031	15.6% ⁽³⁾	1508	6.9%	1088	14.2% ⁽³⁾	502	14.3%	6129
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	4.7% ⁽³⁾	3031	4.4% ⁽³⁾	1508	1.7%	1088	3.6% ⁽³⁾	502	4.0%	6129
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	64.0%	3031	68.2% ⁽¹⁾	1508	80.2% ⁽¹⁾⁽²⁾⁽⁴⁾	1088	72.9% ⁽¹⁾⁽²⁾	502	68.6%	6129
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	5.8% ⁽³⁾⁽⁴⁾	3031	5.0% ⁽⁴⁾⁽³⁾	1508	2.3%	1088	1.9%	502	4.7%	6129
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	3.6% ⁽³⁾	3031	4.0% ⁽³⁾	1508	1.7%	1088	2.4%	502	3.3%	6129
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	2.4% ⁽³⁾⁽⁴⁾	3031	1.7% ⁽³⁾⁽⁴⁾	1508	0.6%	1088	0.6%	502	1.8%	6129
MICROAGGREG_MICROAGGREGSPKERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	16.3% ⁽²⁾⁽³⁾⁽⁴⁾	3031	8.4% ⁽³⁾⁽⁴⁾	1508	3.3%	1088	2.6%	502	10.9%	6129
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	4.7% ⁽³⁾⁽⁴⁾	3031	3.7% ⁽⁴⁾⁽³⁾	1508	1.2%	1088	0.8%	502	3.5%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	5.0% ⁽³⁾⁽⁴⁾	3031	4.3% ⁽³⁾⁽⁴⁾	1508	1.0%	1088	0.6%	502	3.7%	6129
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	2.1% ⁽³⁾	3031	2.3% ⁽³⁾	1508	0.7%	1088	1.3%	502	1.8%	6129
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	2.9% ⁽³⁾⁽⁴⁾	3031	1.8% ⁽³⁾⁽⁴⁾	1508	0.7%	1088	0.5%	502	2.0%	6129
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	10.2% ⁽³⁾⁽⁴⁾	3031	8.6% ⁽³⁾⁽⁴⁾	1508	3.1%	1088	2.7%	502	7.9%	6129
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	75.0%	3031	82.3% ⁽¹⁾	1508	92.0% ⁽¹⁾⁽²⁾	1088	91.9% ⁽¹⁾⁽²⁾	502	81.2%	6129

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	4.38 ⁽⁴⁾	2554	4.51 ⁽¹⁾⁽⁴⁾	1215	4.53 ⁽¹⁾⁽⁴⁾	960	4.22	428	4.42	5157
UVAISVAL_2 Personally agree that UVA is - Safe	4.62	2563	4.66	1214	4.71 ⁽¹⁾	960	4.66	431	4.65	5169
UVAISVAL_3 Personally agree that UVA is - Cooperative	4.47 ⁽⁴⁾	2550	4.52 ⁽⁴⁾	1210	4.51 ⁽⁴⁾	951	4.27	423	4.47	5134
UVAISVAL_4 Personally agree that UVA is - Elitist	4.55 ⁽³⁾	2542	4.59 ⁽³⁾	1203	4.36	932	4.47 ⁽³⁾	430	4.52	5107
UVAISVAL_5 Personally agree that UVA is - Hostile	2.47 ⁽³⁾⁽⁴⁾	2551	2.47 ⁽³⁾	1202	2.24	942	2.34	430	2.42	5125
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.17 ⁽³⁾	2558	2.26 ⁽³⁾	1206	2.08	947	2.15	429	2.17	5141
UVAISVAL_7 Personally agree that UVA is - Fair	4.27 ⁽⁴⁾	2560	4.24 ⁽⁴⁾	1211	4.22 ⁽⁴⁾	948	4.04	425	4.24	5143
UVAISVAL_8 Personally agree that UVA is- Inclusive	4.14 ⁽⁴⁾	2552	4.08 ⁽⁴⁾	1205	4.22 ⁽¹⁾⁽²⁾⁽⁴⁾	942	3.85	427	4.11	5127
UVAISVAL_9 Personally agree that UVA is - Detached	3.12	2475	3.19	1192	3.18	932	3.46 ⁽¹⁾⁽²⁾⁽³⁾	414	3.18	5013
UVAISVAL_10 Personally agree that UVA is - Uncaring	2.59	2533	2.57	1198	2.53	939	2.81 ⁽²⁾⁽³⁾⁽¹⁾	422	2.59	5092
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.46	2981	4.37	1461	4.69 ⁽¹⁾⁽²⁾⁽⁴⁾	1070	4.49 ⁽²⁾	487	4.48	5999
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	2.16 ⁽²⁾⁽³⁾⁽⁴⁾	2898	2.03 ⁽³⁾⁽⁴⁾	1491	1.74	1081	1.78	495	2.02	5965
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	1.67	2871	1.62	1485	1.64	1072	1.67	491	1.65	5919

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (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	12.1%	2481	15.6% ⁽¹⁾	1227	24.0% ⁽¹⁾⁽²⁾	923	22.4% ⁽¹⁾⁽²⁾	428	16.0%	5059
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	17.7% ⁽³⁾⁽⁴⁾	2466	20.2% ⁽³⁾⁽⁴⁾	1208	8.9%	907	13.7% ⁽³⁾	420	16.4%	5000
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	13.5% ⁽³⁾⁽⁴⁾⁽²⁾	2467	7.9%	1213	8.0%	910	9.4%	417	10.8%	5007
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	40.0% ⁽³⁾⁽²⁾⁽⁴⁾	2442	35.1% ⁽³⁾	1214	22.9%	904	31.5% ⁽³⁾	419	35.0%	4979
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	2.5%	2487	3.3%	1217	2.3%	912	2.0%	422	2.6%	5037
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	24.6% ⁽³⁾⁽⁴⁾	2450	25.7% ⁽³⁾⁽⁴⁾	1205	12.4%	906	18.8% ⁽³⁾	413	22.2%	4974
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	55.5% ⁽²⁾⁽³⁾⁽⁴⁾	2405	39.2% ⁽³⁾⁽⁴⁾	1194	27.6%	905	28.3%	416	44.1%	4921
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	4.2%	2471	5.4%	1210	5.2%	909	3.9%	421	4.7%	5011
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	45.0% ⁽²⁾⁽³⁾⁽⁴⁾	2437	38.4% ⁽³⁾⁽⁴⁾	1210	25.3%	912	31.8% ⁽³⁾	419	38.7%	4978
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	31.2% ⁽²⁾⁽³⁾⁽⁴⁾	2452	25.6% ⁽³⁾⁽⁴⁾	1198	13.5%	908	16.2%	416	25.4%	4975
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	30.5% ⁽²⁾⁽³⁾⁽⁴⁾	2451	20.7% ⁽³⁾⁽⁴⁾	1215	13.1%	909	13.2%	419	23.5%	4995
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	27.7% ⁽²⁾⁽³⁾⁽⁴⁾	2463	22.0% ⁽³⁾⁽⁴⁾	1217	15.0%	906	15.4%	416	23.0%	5002
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	5.8%	2464	7.3%	1202	15.6% ⁽¹⁾⁽²⁾	916	15.0% ⁽¹⁾⁽²⁾	423	8.7%	5005
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	1.9%	2464	3.6% ⁽³⁾⁽⁴⁾	1202	1.1%	908	1.4%	418	2.2%	4991
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	3.4% ⁽³⁾⁽⁴⁾	2462	2.2%	1205	2.2% ⁽⁴⁾	906	1.1%	415	2.7%	4989
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	21.5% ⁽³⁾	2437	22.3% ⁽³⁾	1203	12.2%	908	18.8% ⁽³⁾	420	19.7%	4968
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	0.3%	2458	0.4%	1205	0.8%	907	0.4%	416	0.4%	4987
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	4.5% ⁽³⁾	2455	5.1% ⁽³⁾	1203	1.9%	905	3.1%	415	4.1%	4978
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	20.5% ⁽²⁾⁽³⁾⁽⁴⁾	2432	14.5% ⁽³⁾	1197	8.4%	903	11.7% ⁽³⁾	418	16.1%	4951

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPPRGNCYR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	0.4%	2459	0.9%	1205	1.2% ⁽¹⁾	903	1.0%	416	0.7%	4984
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	15.3% ^{(3) (4)}	2450	12.6% ⁽³⁾	1200	7.1%	904	10.4% ⁽³⁾	417	12.7%	4971
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	11.5% ^{(2) (3) (4)}	2443	8.4% ^{(3) (4)}	1198	4.1%	901	4.9%	416	8.8%	4958
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	4.9% ^{(3) (4)}	2439	4.5% ^{(3) (4)}	1199	2.5%	905	2.6%	421	4.2%	4964
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	8.7% ^{(3) (4)}	2447	7.8% ^{(3) (4)}	1195	4.5% ⁽⁴⁾	904	2.6%	418	7.2%	4965
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	1.6%	1816	5.4% ⁽¹⁾	786	5.1% ⁽¹⁾	484	6.7% ⁽¹⁾	245	3.4%	3331
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	20.3%	1816	32.6% ^{(1) (3) (4)}	786	24.4% ⁽¹⁾	484	25.1%	245	24.1%	3331
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	13.6%	1816	21.8% ^{(1) (3)}	786	15.0%	484	19.5% ⁽¹⁾	245	16.2%	3331
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	4.8%	1816	12.1% ^{(3) (1)}	786	8.4% ⁽¹⁾	484	14.9% ^{(1) (3)}	245	7.8%	3331
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	2.1%	1816	4.4% ⁽¹⁾	786	6.6% ⁽¹⁾	484	8.8% ^{(1) (2)}	245	3.8%	3331
BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	0.6%	1816	0.5%	786	0.6%	484	2.1%	245	0.7%	3331
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	24.1%	1816	41.4% ^{(1) (3)}	786	35.4% ⁽¹⁾	484	36.5% ⁽¹⁾	245	30.7%	3331
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	14.1%	1816	21.4% ⁽¹⁾	786	17.2%	484	16.3%	245	16.4%	3331
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	6.4%	1816	15.2% ^{(1) (3)}	786	10.5% ⁽¹⁾	484	20.2% ^{(1) (3)}	245	10.1%	3331
BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	1.3%	1816	1.5%	786	0.8%	484	0.6%	245	1.2%	3331
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	8.0%	1816	18.9% ⁽¹⁾	786	19.8% ⁽¹⁾	484	23.4% ⁽¹⁾	245	13.4%	3331
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	23.8%	1816	33.1% ^{(4) (1) (3)}	786	23.6%	484	23.7%	245	26.0%	3331
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	1.6%	1816	8.0% ⁽¹⁾	786	13.9% ^{(1) (2)}	484	11.2% ⁽¹⁾	245	5.6%	3331

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.81 ⁽²⁾	1499	2.69	675	3.34 ⁽¹⁾⁽²⁾	751	3.33 ⁽¹⁾⁽²⁾	283	2.96	3207
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	2.88 ⁽²⁾	2071	2.72	920	3.19 ⁽¹⁾⁽²⁾	803	3.17 ⁽¹⁾⁽²⁾	317	2.93	4110
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.86 ⁽²⁾	1942	2.71	852	3.17 ⁽¹⁾⁽²⁾	795	3.19 ⁽¹⁾⁽²⁾	316	2.92	3905
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.90 ⁽²⁾	2393	2.80	1190	3.07 ⁽¹⁾⁽²⁾	797	3.20 ⁽¹⁾⁽²⁾⁽³⁾	340	2.92	4721
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.31	2094	2.32	1070	2.66 ⁽¹⁾⁽²⁾	817	2.58 ⁽¹⁾⁽²⁾	340	2.40	4322
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.36	1827	2.33	1034	2.71 ⁽¹⁾⁽²⁾	806	2.67 ⁽¹⁾⁽²⁾	341	2.45	4007
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.78 ⁽²⁾	1770	2.65	924	3.06 ⁽¹⁾⁽²⁾	769	3.02 ⁽¹⁾⁽²⁾	318	2.82	3781
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.72 ⁽²⁾	2454	2.57	1195	3.09 ⁽¹⁾⁽²⁾⁽⁴⁾	845	2.88 ⁽¹⁾⁽²⁾	345	2.76	4839
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTAMB Degree of comfort contacting- UVA Security Ambassadors	2.75 ⁽²⁾	2238	2.56	921	3.05 ⁽¹⁾⁽²⁾⁽⁴⁾	716	2.89 ⁽¹⁾⁽²⁾	243	2.77	4118
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	3.01 ⁽²⁾	2262	2.82	957	3.23 ⁽¹⁾⁽²⁾	771	3.25 ⁽¹⁾⁽²⁾	309	3.03	4298
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.74	619	2.62	616	3.09 ⁽¹⁾⁽²⁾	665	3.13 ⁽¹⁾⁽²⁾	258	2.86	2158
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.51 ⁽²⁾⁽⁴⁾	2978	4.40 ⁽⁴⁾	1468	4.61 ⁽¹⁾⁽²⁾⁽⁴⁾	1069	4.26	482	4.48	5998
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.47	2916	4.49	1441	4.54	995	4.54	473	4.49	5826
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	5.04 ⁽²⁾	2186	4.83	1451	5.07 ⁽²⁾	1067	5.05 ⁽²⁾	483	4.99	5188
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	5.17 ⁽³⁾⁽⁴⁾	2184	5.13 ⁽³⁾⁽⁴⁾	1437	4.79	1046	4.99 ⁽³⁾	475	5.06	5143
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	4.42 ⁽³⁾⁽⁴⁾	2173	4.45 ⁽³⁾⁽⁴⁾	1427	4.08	1051	4.15	480	4.34	5132
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.68 ⁽³⁾	2778	4.75 ⁽³⁾	1447	4.49	1062	4.75 ⁽³⁾	483	4.67	5770
DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	3.92	2779	4.26 ⁽¹⁾⁽³⁾⁽⁴⁾	1399	3.88	1009	3.83	462	3.99	5649
DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.32	2698	4.53 ⁽¹⁾⁽³⁾	1410	4.26	1045	4.49 ⁽¹⁾⁽³⁾	471	4.38	5624
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	4.50 ⁽²⁾	2814	4.18	1433	4.56 ⁽²⁾	1062	4.46 ⁽²⁾	484	4.43	5794
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.61	2776	4.61	1439	4.76 ⁽¹⁾⁽²⁾	1066	4.68	484	4.64	5766

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
leaveuvaR Have you considered leaving UVA in the past year?	35.0% ⁽²⁾	2878	28.5%	1294	47.8% ⁽²⁾⁽¹⁾	1077	45.6% ⁽¹⁾⁽²⁾	493	36.8%	5742
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	39.7% ⁽³⁾	1009	33.8% ⁽³⁾	369	14.7%	516	33.6% ⁽³⁾	225	32.0%	2118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	73.2% ⁽²⁾⁽³⁾⁽⁴⁾	1009	45.6% ⁽³⁾	369	28.7%	516	44.3% ⁽³⁾	225	54.5%	2118
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	41.7% ⁽²⁾⁽³⁾⁽⁴⁾	1009	22.3% ⁽³⁾	369	14.4%	516	21.7% ⁽³⁾	225	29.6%	2118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of employment for spouse/partner	0.0%	1009	8.1% ⁽¹⁾	369	6.6% ⁽¹⁾	516	19.5% ⁽¹⁾⁽²⁾⁽³⁾	225	5.1%	2118
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	2.8%	1009	7.1% ⁽¹⁾⁽³⁾	369	3.6%	516	5.1%	225	4.0%	2118
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	23.9% ⁽³⁾⁽⁴⁾	1009	20.9% ⁽⁴⁾⁽³⁾	369	10.6%	516	7.3%	225	18.3%	2118
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	13.3%	1009	32.5% ⁽¹⁾	369	33.2% ⁽¹⁾	516	44.1% ⁽¹⁾⁽²⁾⁽³⁾	225	24.8%	2118

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.69	2030	4.89 ^{(1) (4)}	1395	4.91 ^{(1) (4)}	1050	4.72	476	4.80	4950
ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	4.12 ⁽²⁾	53	3.67	251	3.86	19	3.60	20	3.74	344
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	3.48	53	3.40	251	4.12 ^{(1) (2)}	19	3.72	20	3.47	343
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	3.65	53	3.21	250	3.75 ⁽²⁾	19	3.57	20	3.33	342
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	3.86	53	3.80	248	3.98	18	4.27	18	3.84	338
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	3.34	47	3.13	246	3.20	18	3.30	19	3.18	331
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.61 ⁽²⁾	1850	4.41	1207	4.75 ^{(1) (2) (4)}	964	4.53 ⁽²⁾	443	4.58	4464
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.04 ⁽²⁾	2459	3.83	1184	4.27 ^{(1) (2)}	944	4.18 ^{(1) (2)}	443	4.05	5031
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.37	2378	4.31	1136	4.45 ^{(1) (2)}	931	4.53 ^{(1) (2)}	434	4.39	4879
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	3.88	2461	3.94	1177	4.07 ^{(1) (2)}	919	4.03 ⁽¹⁾	426	3.95	4983
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.52 ^{(3) (4)}	2973	1.49 ^{(3) (4)}	1459	1.43 ⁽⁴⁾	1055	1.22	484	1.47	5971
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1.64 ⁽⁴⁾	2960	1.70 ^{(3) (4)}	1462	1.60 ⁽⁴⁾	1062	1.23	486	1.61	5970
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.36 ⁽⁴⁾	2961	1.49 ^{(1) (3) (4)}	1462	1.43 ^{(1) (4)}	1069	1.31	483	1.40	5974
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1.31	2966	1.46 ^{(1) (4)}	1461	1.52 ^{(1) (2) (4)}	1072	1.31	487	1.38	5986
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	2.06 ^{(2) (3) (4)}	2963	1.88 ⁽³⁾	1468	1.78	1068	1.90 ⁽³⁾	488	1.95	5988
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.64 ^{(3) (4)}	2971	1.64 ^{(3) (4)}	1467	1.49 ⁽⁴⁾	1068	1.43	486	1.59	5993
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1.76 ^{(2) (3) (4)}	2975	1.53 ⁽⁴⁾	1473	1.47 ⁽⁴⁾	1070	1.10	489	1.60	6006
RUCSKPCUT_RUCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	3.62 ^{(2) (3) (4)}	2981	3.47 ^{(3) (4)}	1472	3.32 ⁽⁴⁾	1070	2.39	487	3.43	6010
RUCSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	2.98 ⁽⁴⁾	2969	3.22 ^{(1) (4)}	1470	3.29 ^{(1) (4)}	1066	2.47	490	3.05	5995

UVA Affiliation						
	Undergrad (1)		Grad (2)		Total	
	Percent	N	Percent	N	Percent	N
HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card	22.0% ⁽²⁾	3031	17.2%	1508	20.4%	4539
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	77.1% ⁽²⁾	3031	28.5%	1508	60.9%	4539
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	15.5%	3031	32.8% ⁽¹⁾	1508	21.2%	4539
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	0.0%	3031	31.9% ⁽¹⁾	1508	10.6%	4539
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	0.0%	3031	22.1% ⁽¹⁾	1508	7.3%	4539
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	29.8%	3031	30.9%	1508	30.1%	4539
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	28.0% ⁽²⁾	3031	6.8%	1508	21.0%	4539
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	20.5% ⁽²⁾	3031	4.8%	1508	15.3%	4539
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	31.3% ⁽²⁾	3031	27.3%	1508	29.9%	4539
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	6.1%	3031	6.5%	1508	6.2%	4539
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	3.3%	3031	5.8% ⁽¹⁾	1508	4.2%	4539
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	15.0% ⁽²⁾	3031	3.3%	1508	11.1%	4539
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	2.7%	3031	4.4% ⁽¹⁾	1508	3.2%	4539
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	0.3%	3031	15.6% ⁽¹⁾	1508	5.4%	4539
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	6.8%	3031	20.6% ⁽¹⁾	1508	11.4%	4539
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	16.4%	3031	16.7%	1508	16.5%	4539
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	7.2%	3031	9.1%	1508	7.8%	4539
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	22.6% ⁽²⁾	3031	18.7%	1508	21.3%	4539
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	15.3% ⁽²⁾	3031	9.0%	1508	13.2%	4539

	Undergrad (1)		Grad (2)		Total	
	Percent	N	Percent	N	Percent	N
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	19.3%	3031	19.5%	1508	19.3%	4539
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	21.4% ⁽²⁾	3031	13.8%	1508	18.9%	4539
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	12.7% ⁽²⁾	3031	8.8%	1508	11.4%	4539
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	2.0%	3031	2.6%	1508	2.2%	4539
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	47.9% ⁽²⁾	3031	41.1%	1508	45.6%	4539

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.87 ⁽³⁾⁽⁴⁾	1548	4.85 ⁽⁴⁾	1450	4.78 ⁽⁴⁾	1055	4.62	481	4.82	4534
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.90 ⁽²⁾⁽³⁾⁽⁴⁾	1546	4.78 ⁽⁴⁾	1449	4.76 ⁽⁴⁾	1055	4.51	481	4.79	4532
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.74	2925	4.38 ⁽¹⁾⁽³⁾⁽⁴⁾	1435	3.68	1019	3.66	474	3.88	5853
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.77 ⁽³⁾⁽⁴⁾	2936	4.32 ⁽¹⁾⁽³⁾⁽⁴⁾	1431	3.48	1014	3.48	470	3.83	5850
RUCCOMMFBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	4.70 ⁽⁴⁾⁽³⁾	2950	4.87 ⁽¹⁾⁽⁴⁾⁽³⁾	1446	4.11	1043	4.01	463	4.59	5903
RUCCOMMFBK_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	4.16	2944	4.44 ⁽¹⁾	1447	4.52 ⁽¹⁾⁽⁴⁾	1051	4.36 ⁽¹⁾	470	4.31	5913
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.52 ⁽²⁾⁽³⁾	2750	5.34 ⁽³⁾	1379	5.25	858	5.46 ⁽²⁾⁽³⁾	357	5.43	5345
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.75	754	4.79	360	4.74	256	4.68	68	4.75	1439
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	5.20 ⁽³⁾	2793	5.16 ⁽³⁾	1380	5.01	874	5.22 ⁽³⁾	359	5.16	5406
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	5.28 ⁽³⁾	971	5.26 ⁽³⁾	417	5.02	304	5.30 ⁽³⁾	115	5.23	1807
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	5.33 ⁽³⁾	2683	5.25	1344	5.22	840	5.32	351	5.29	5218
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.64 ⁽³⁾	2846	4.68 ⁽³⁾	1369	4.48	868	4.81 ⁽¹⁾⁽³⁾	358	4.64	5441
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	4.99	2855	4.99	1404	4.92	884	5.13 ⁽¹⁾⁽³⁾	358	4.99	5501
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.90 ⁽³⁾⁽⁴⁾	2679	4.88 ⁽³⁾⁽⁴⁾	1331	4.68	831	4.72	335	4.85	5176
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	5.34 ⁽³⁾	2791	5.30 ⁽³⁾	1372	5.17	847	5.40 ⁽³⁾	350	5.31	5360
MYCVILLE_MYCVILLESES Individuals of my socioeconomic status are respected in Charlottesville	5.12 ⁽³⁾	2852	5.04 ⁽³⁾	1404	4.85	878	5.40 ⁽¹⁾⁽²⁾⁽³⁾	361	5.07	5495
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	4.12 ⁽⁴⁾	2340	4.30 ⁽¹⁾⁽³⁾⁽⁴⁾	1131	4.15 ⁽⁴⁾	913	3.59	397	4.13	4782
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	4.39 ⁽³⁾⁽⁴⁾	2346	4.47 ⁽³⁾⁽⁴⁾	1135	4.24 ⁽⁴⁾	920	4.08	403	4.35	4804
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	4.13 ⁽⁴⁾	2346	4.38 ⁽¹⁾⁽³⁾⁽⁴⁾	1130	4.13 ⁽⁴⁾	908	3.71	398	4.15	4783
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	4.84	2339	4.87	1149	4.88	901	5.03 ⁽¹⁾⁽²⁾⁽³⁾	403	4.87	4791

	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	2.85 ⁽³⁾	2334	2.76 ⁽³⁾	1125	2.61	902	2.90 ⁽²⁾⁽³⁾	396	2.79	4757
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.52 ⁽²⁾⁽³⁾	2341	2.37	1135	2.36	910	2.49 ⁽³⁾	400	2.45	4787
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	4.02 ⁽⁴⁾	2326	4.14 ⁽¹⁾⁽³⁾⁽⁴⁾	1129	3.96 ⁽⁴⁾	900	3.70	394	4.01	4750
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.73 ⁽⁴⁾	2337	3.89 ⁽¹⁾⁽⁴⁾	1129	3.86 ⁽¹⁾⁽⁴⁾	896	3.35	401	3.76	4763
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	3.61	2311	3.51	1115	3.59	894	4.10 ⁽¹⁾⁽²⁾⁽³⁾	390	3.62	4710
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	3.06 ⁽²⁾⁽³⁾	2326	2.89	1110	2.94	897	3.43 ⁽¹⁾⁽²⁾⁽³⁾	395	3.03	4728

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	3.2%	3031	9.8% ⁽¹⁾	1508	40.3% ^{(1) (2)}	1088	51.0% ^{(1) (2) (3)}	502	15.3%	6129
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	2.1%	3031	4.5% ⁽¹⁾	1508	12.3% ^{(1) (2)}	1088	10.2% ^{(1) (2)}	502	5.2%	6129
PARENCARE_3b No caregiving responsibility	93.6% ^{(2) (3) (4)}	3031	83.1% ^{(3) (4)}	1508	51.2% ⁽⁴⁾	1088	43.1%	502	79.3%	6129
CAREBLNCE_1b Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver			42.4%	205					42.4%	205
CAREBLNCE_2b Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work			29.6%	205					29.6%	205
CAREBLNCE_3b Advisor has been supportive of my need to balance work and parenting/caregiving			32.0%	205					32.0%	205
CAREBLNCE_4b Daily schedule is flexible which is helpful for my parenting/caregiving			28.1%	205					28.1%	205
CAREBLNCE_5b My educational and career timing has meshed well with my timing for parenting/caregiving			20.4%	205					20.4%	205
CAREBLNCE_6b My department has been supportive of my need to balance work and parenting/caregiving			24.1%	205					24.1%	205
CAREBLNCE_7b Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently			32.3%	205					32.3%	205
CAREBLNCE_8b I am able to satisfactorily balance my program work and parenting/caregiving			33.2%	205					33.2%	205

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	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	4.24 ⁽⁴⁾	1762	4.20 ⁽⁴⁾	1073	4.34 ⁽¹⁾⁽²⁾⁽⁴⁾	874	3.97	393	4.23	4102
SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	4.48 ⁽⁴⁾	1797	4.41 ⁽⁴⁾	1124	4.58 ⁽¹⁾⁽²⁾⁽⁴⁾	904	4.25	406	4.46	4231
SATFCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.86 ⁽⁴⁾	2382	4.01 ⁽¹⁾⁽⁴⁾	1102	4.20 ⁽¹⁾⁽²⁾⁽⁴⁾	886	3.72	395	3.95	4765
SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	3.86	2378	3.94	1062	4.23 ⁽¹⁾⁽²⁾⁽⁴⁾	854	3.86	404	3.95	4698
SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	3.50 ⁽⁴⁾	2171	3.92 ⁽¹⁾⁽⁴⁾	899	3.84 ⁽¹⁾⁽⁴⁾	833	3.00	373	3.61	4276
agecomposite Age based harassment/discrimination index	1.40	2938	1.41	1472	1.48 ⁽¹⁾⁽²⁾	1076	1.44	490	1.42	5976
discomposite Disability based harassment/discrimination index	1.68 ⁽⁴⁾⁽²⁾⁽³⁾	2957	1.49	1481	1.48	1079	1.44	489	1.58	6006
relcomposite Religion based harassment/discrimination index	1.75 ⁽⁴⁾⁽²⁾⁽³⁾	3003	1.65 ⁽³⁾⁽⁴⁾	1489	1.59	1080	1.55	491	1.68	6063
racecomposite Race based harassment/discrimination index	1.81 ⁽⁴⁾⁽²⁾⁽³⁾	3006	1.73 ⁽³⁾⁽⁴⁾	1491	1.60	1081	1.59	493	1.73	6070
sexorcomposite Sexual orientation based harassment/discrimination index	1.56 ⁽²⁾⁽³⁾⁽⁴⁾	3006	1.46 ⁽⁴⁾	1492	1.44 ⁽⁴⁾	1080	1.34	491	1.50	6069
polorcomposite Political belief based harassment/discrimination index	2.21 ⁽²⁾⁽³⁾⁽⁴⁾	3004	2.06 ⁽³⁾⁽⁴⁾	1491	1.92 ⁽⁴⁾	1080	1.82	493	2.09	6068
sescomposite Socioeconomic Status based harassment/discrimination index	1.66 ⁽³⁾⁽⁴⁾	3008	1.61 ⁽³⁾⁽⁴⁾	1492	1.45 ⁽⁴⁾	1076	1.34	491	1.59	6067
norgcomposite National origin based harassment/discrimination index	1.51 ⁽³⁾⁽⁴⁾	2991	1.49 ⁽³⁾⁽⁴⁾	1492	1.39	1080	1.40	493	1.47	6055
ctzncomposite Citizenship Status based harassment/discrimination index	1.41 ⁽⁴⁾	2991	1.44 ⁽³⁾⁽⁴⁾	1491	1.38	1082	1.35	494	1.41	6059
vetcomposite Military Service Status based harassment/discrimination index	1.21 ⁽⁴⁾⁽³⁾	2963	1.18 ⁽⁴⁾	1478	1.18 ⁽⁴⁾	1076	1.12	490	1.19	6007
Gendercomposite Gender based harassment/discrimination index	1.75 ⁽²⁾⁽⁴⁾⁽³⁾	3004	1.67 ⁽³⁾	1492	1.57	1081	1.61	494	1.69	6071

UVA Affiliation										
	Undergrad (1)		Grad (2)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.63	2844	4.57	1461	4.59	1078	4.61	490	4.60	5873
memposcomposite UVA Message Positive Composite index	4.37 ⁽⁴⁾	2569	4.40 ⁽⁴⁾	1220	4.44 ⁽⁴⁾	969	4.21	435	4.38	5192
memnegcomposite UVA Message Negative Composite index	2.98 ⁽³⁾	2572	3.02 ⁽³⁾	1222	2.88	962	3.05 ⁽³⁾	435	2.98	5191
localposcomposite Local Residents Message Positive Composite index	4.07 ⁽⁴⁾	2369	4.23 ⁽¹⁾⁽³⁾⁽⁴⁾	1153	4.07 ⁽⁴⁾	926	3.68	407	4.08	4854
localnegcomposite Local Resident Message Negative Composite index	3.38 ⁽³⁾	2367	3.30	1160	3.28	927	3.59 ⁽¹⁾⁽²⁾⁽³⁾	409	3.36	4863
connectcomposite Connectedness Composite index					2.53	947	2.82 ⁽³⁾	441	2.62	1388