

## **Appendix Q: T-Tests of Selected Survey Items by Eight Identity Variables and University Affiliation – Wise 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 this appendix, selected survey items are compared across each of the following variables: race, gender, sexual orientation, religion, political orientation, socioeconomic status, disability status, age, and University affiliation. A subset of variables are also compared across citizenship status, national origin, and military service.

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.



Race/Ethnicity						
	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	4.72 <sup>(2)</sup>	233	3.43	32	4.56	265
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.92	78	4.26	8	4.86	86
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.42	211	4.15	30	5.26	241
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.46	25	4.73	4	4.50	29
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.33	103	5.41	9	5.33	112
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.56	49	3.42	4	4.48	53
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	5.05	85	4.18	10	4.96	95
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.25	228	5.17	29	5.24	257
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.46	213	4.33	27	5.34	240
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.43	226	4.33	28	4.42	254
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.31 <sup>(2)</sup>	229	3.72	31	5.12	259
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.65	222	4.39	23	4.63	245
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.96	151	4.88	20	4.95	171
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.26	223	5.38	20	5.27	243
racecomposite Race based harassment/discrimination index	1.53	239	2.73 <sup>(2)</sup>	33	1.672	272
Gendercomposite Gender based harassment/discrimination index	1.62	239	1.94	33	1.658	272
sexorcomposite Sexual orientation based harassment/discrimination index	1.60	239	1.87	33	1.631	272
relcomposite Religion based harassment/discrimination index	1.90	239	2.09	33	1.923	271
polorcomposite Political belief based harassment/discrimination index	2.25	239	2.46	33	2.279	271
sescomposite Socioeconomic Status based harassment/discrimination index	1.53	239	1.84	33	1.57	272

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
discomposite Disability based harassment/discrimination index	1.44	238	1.93	33	1.498	271
agecomposite Age based harassment/discrimination index	1.44	236	1.99	32	1.51	268
DUCPRIDE_DUCDVRISIMPRTME Agreement with: - Diversity is important to me	5.23	224	5.16	33	5.218	257
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.98	222	4.32	32	4.893	254
DUCPRIDE_DUCDVRISIMPRTCPS Agreement with: - Diversity is important at UVA	4.99	222	4.11	32	4.882	254

Race/Ethnicity						
	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
racecomposite Race based harassment/discrimination index	1.53	239	2.73 <sup>(2)</sup>	33	1.67	272
Gendercomposite Gender based harassment/discrimination index	1.62	239	1.94	33	1.66	272
sexorcomposite Sexual orientation based harassment/discrimination index	1.60	239	1.87	33	1.63	272
relcomposite Religion based harassment/discrimination index	1.90	239	2.09	33	1.92	271
polorcomposite Political belief based harassment/discrimination index	2.25	239	2.46	33	2.28	271
sescomposite Socioeconomic Status based harassment/discrimination index	1.53	239	1.84	33	1.57	272
discomposite Disability based harassment/discrimination index	1.44	238	1.93	33	1.50	271
agecomposite Age based harassment/discrimination index	1.44	236	1.99	32	1.51	268
DUCPRIDE_DUCDVRSIMPTME Agreement with: - Diversity is important to me	5.23	224	5.16	33	5.22	257
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.98	222	4.32	32	4.89	254
DUCPRIDE_DUCDVRISMPTCPS Agreement with: - Diversity is important at UVA	4.99	222	4.11	32	4.88	254

Race/Ethnicity						
	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	5.1%	214	25.0%	22	7.0%	236
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	19.3%	217	51.9% <sup>(1)</sup>	30	23.3%	248
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	2.5% <sup>(2)</sup>	240	0.0%	33	2.2%	272
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	1.0%	240	0.0%	33	0.9%	272
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	8.5%	240	7.0%	33	8.3%	272
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.9%	240	13.7%	33	6.0%	272
MICROAGGREG_MICROAGGREGCMPLN_1b Someone told me that I complain too much because of my: age	0.6%	240	0.5%	33	0.6%	272
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	2.7%	240	11.6%	33	3.8%	272
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.7%	240	0.0%	33	0.6%	272
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.5%	240	0.5%	33	0.5%	272
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	2.6%	240	0.0%	33	2.3%	272
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	1.1%	240	0.0%	33	0.9%	272
microage_none Respondent indicated zero instances of microaggressions due to age	85.8%	240	67.8%	33	83.6%	272
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	240	0.5%	33	0.1%	272
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.7%	240	0.5%	33	0.7%	272
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.5%	240	11.6%	33	1.8%	272
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	1.9%	240	0.5%	33	1.8%	272
MICROAGGREG_MICROAGGREGCMPLN_2b Someone told me that I complain too much because of my: disability	0.5%	240	1.0%	33	0.6%	272

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	240	0.5%	33	0.1%	272
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.6%	240	0.5%	33	0.6%	272
microdis_none Respondent indicated zero instances of microaggressions due to disability status	96.5%	240	88.4%	33	95.5%	272
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	5.2%	240	12.3%	33	6.1%	272
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	5.2%	240	2.7%	33	4.9%	272
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	6.3%	240	12.8%	33	7.1%	272
MICROAGGREG_MICROAGGREGSPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	8.8%	240	14.7%	33	9.5%	272
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	5.4% <sup>(2)</sup>	240	1.5%	33	5.0%	272
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	7.6%	240	24.4%	33	9.6%	272
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	1.4%	240	0.0%	33	1.2%	272
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	2.0%	240	0.5%	33	1.8%	272
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	4.6%	240	12.8%	33	5.6%	272
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3.5% <sup>(2)</sup>	240	0.0%	33	3.1%	272
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	84.7%	240	72.9%	33	83.3%	272
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	7.0% <sup>(2)</sup>	240	0.5%	33	6.2%	272
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.4%	240	1.1%	33	4.0%	272

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	1.9% <sup>(2)</sup>	240	0.0%	33	1.7%	272
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	9.9%	240	12.8%	33	10.3%	272
MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs	2.9%	240	1.0%	33	2.7%	272
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	5.4% <sup>(2)</sup>	240	0.5%	33	4.8%	272
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	2.7% <sup>(2)</sup>	240	0.0%	33	2.4%	272
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	3.6% <sup>(2)</sup>	240	0.0%	33	3.1%	272
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	8.2% <sup>(2)</sup>	240	1.0%	33	7.4%	272
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	82.1%	240	85.6%	33	82.5%	272
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	1.1%	240	17.9%	33	3.2%	272
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	1.5%	240	44.9% <sup>(1)</sup>	33	6.7%	272
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	0.0%	240	34.6% <sup>(1)</sup>	33	4.2%	272
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	2.4%	240	45.7% <sup>(1)</sup>	33	7.6%	272
MICROAGGREG_MICROAGGREGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	0.5%	240	4.2%	33	1.0%	272
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	1.1%	240	27.1%	33	4.3%	272
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.4%	240	4.2%	33	0.8%	272
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	0.0%	240	4.2%	33	0.5%	272
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	0.4%	240	27.6% <sup>(1)</sup>	33	3.7%	272



	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	1.9%	240	28.1% <sup>(1)</sup>	33	5.1%	272
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	95.6% <sup>(2)</sup>	240	40.9%	33	89.0%	272
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	9.6%	240	3.8%	33	8.9%	272
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	0.9%	240	10.6%	33	2.1%	272
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	11.4%	240	4.5%	33	10.5%	272
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	3.6%	240	0.5%	33	3.2%	272
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	1.1%	240	0.0%	33	1.0%	272
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	1.0%	240	0.0%	33	0.9%	272
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	9.7% <sup>(2)</sup>	240	0.0%	33	8.5%	272
micrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	79.7%	240	83.1%	33	80.1%	272
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.7%	240	0.5%	33	0.7%	272
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	2.8% <sup>(2)</sup>	240	0.0%	33	2.4%	272
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.8%	240	0.0%	33	0.7%	272
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	4.4% <sup>(2)</sup>	240	0.5%	33	3.9%	272
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	0.7%	240	0.5%	33	0.7%	272
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	3.3%	240	0.5%	33	3.0%	272
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.8%	240	0.5%	33	0.8%	272

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Percent	N	Percent	N	Percent	N
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%	240	0.0%	33	0.4%	272
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	5.1% <sup>(2)</sup>	240	0.5%	33	4.6%	272
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	91.4%	240	99.5% <sup>(1)</sup>	33	92.4%	272
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	20.6%	240	37.3%	33	22.6%	272
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	22.7%	240	29.3%	33	23.5%	272
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	24.8%	240	27.1%	33	25.1%	272
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	16.9%	240	15.9%	33	16.8%	272
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	24.1%	240	55.3% <sup>(1)</sup>	33	27.9%	272
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	27.2%	240	32.7%	33	27.8%	272
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	2.7%	240	3.1%	33	2.7%	272
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	25.6%	240	55.3% <sup>(1)</sup>	33	29.2%	272
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	25.4%	240	34.3%	33	26.5%	272
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	17.7%	240	33.8%	33	19.7%	272
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	60.3%	240	36.5%	33	57.4%	272
leaveuvaR Have you considered leaving UVA in the past year?	44.6%	231	49.4%	33	45.1%	264
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	14.4%	103	55.5% <sup>(1)</sup>	16	20.0%	119
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	4.5% <sup>(2)</sup>	103	0.0%	16	3.9%	119
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	32.0%	103	62.0%	16	36.1%	119

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	16.8%	103	56.5% <sup>(1)</sup>	16	22.2%	119
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	2.2%	103	2.7%	16	2.3%	119
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	5.7% <sup>(2)</sup>	103	0.0%	16	4.9%	119
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	9.1%	103	5.9%	16	8.7%	119
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	2.7%	103	1.9%	16	2.6%	119
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	3.2%	103	13.3%	16	4.6%	119
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	12.0%	103	16.0%	16	12.5%	119
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	22.2%	103	16.5%	16	21.4%	119
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	1.8%	103	1.0%	16	1.7%	119
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	23.2%	103	13.0%	16	21.8%	119
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	11.2%	103	7.6%	16	10.7%	119
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	5.0% <sup>(2)</sup>	103	0.0%	16	4.4%	119
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	25.9% <sup>(2)</sup>	103	9.5%	16	23.6%	119
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	10.0%	103	22.6%	16	11.7%	119
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	18.4%	103	35.7%	16	20.7%	119
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	7.6%	103	47.6% <sup>(1)</sup>	16	13.1%	119
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	7.4%	103	23.6%	16	9.5%	119
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	7.7%	103	0.0%	16	6.7%	119

Race/Ethnicity						
	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
leaveuvaR Have you considered leaving UVA in the past year?	44.6%	231	49.4%	33	45.1%	264
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	14.4%	103	55.5% <sup>(1)</sup>	16	20.0%	119
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	4.5% <sup>(2)</sup>	103	0.0%	16	3.9%	119
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	32.0%	103	62.0%	16	36.1%	119
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	16.8%	103	56.5% <sup>(1)</sup>	16	22.2%	119
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	2.2%	103	2.7%	16	2.3%	119
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	5.7% <sup>(2)</sup>	103	0.0%	16	4.9%	119
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	9.1%	103	5.9%	16	8.7%	119
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	2.7%	103	1.9%	16	2.6%	119
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	3.2%	103	13.3%	16	4.6%	119
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	12.0%	103	16.0%	16	12.5%	119
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	22.2%	103	16.5%	16	21.4%	119
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	1.8%	103	1.0%	16	1.7%	119
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	23.2%	103	13.0%	16	21.8%	119
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	11.2%	103	7.6%	16	10.7%	119
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	5.0% <sup>(2)</sup>	103	0.0%	16	4.4%	119
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	25.9% <sup>(2)</sup>	103	9.5%	16	23.6%	119
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	10.0%	103	22.6%	16	11.7%	119

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	18.4%	103	35.7%	16	20.7%	119
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	7.6%	103	47.6% <sup>(1)</sup>	16	13.1%	119
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	7.4%	103	23.6%	16	9.5%	119
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	7.7%	103	0.0%	16	6.7%	119

Race/Ethnicity						
	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.38	232	1.59	32	1.41	264
RUCCLIMSECWELC_RUCSAFESURE Agreement with- UVA is a safe and secure workplace	4.96	238	4.28	32	4.88	271
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	5.03	79	5.14	9	5.04	87
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.65 <sup>(2)</sup>	218	3.56	32	4.51	250
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.99	238	4.18	32	4.89	271
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.89	79	4.89	9	4.89	87
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.95 <sup>(2)</sup>	212	3.80	31	4.81	242
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.71	227	4.23	33	4.65	259
belongcomposite Belonging Composite index	4.97	227	4.37	33	4.89	260
connectcomposite Connectedness Composite index	2.92	73	3.18	7	2.95	80
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.01	231	5.38 <sup>(1)</sup>	29	5.05	260
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.00	234	5.48 <sup>(1)</sup>	29	5.06	263
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.16	230	4.35	32	4.18	261
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.33	230	3.82	32	4.27	261
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	4.06	69	3.99	7	4.06	76
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.78	78	1.70	8	1.77	87
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	4.57	235	4.24	33	4.53	268
memposcomposite UVA Message Positive Composite index	4.89	217	4.28	30	4.82	247

	White or Caucasian alone (1)		All remaining categories (2)		Total	
	Mean	N	Mean	N	Mean	N
memnegcomposite UVA Message Negative Composite index	2.16	217	2.76	30	2.24	247
localposcomposite Local Residents Message Positive Composite index	4.78	203	5.00	27	4.80	230
localnegcomposite Local Resident Message Negative Composite index	2.49	199	2.35	27	2.47	226
MYWISE_MYWISERACE Individuals of my race are respected in Wise	5.40 <sup>(2)</sup>	226	3.43	30	5.18	256
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	1.18	72	1.17	6	1.18	78
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	1.26 <sup>(2)</sup>	72	1.05	7	1.24	78
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	1.28 <sup>(2)</sup>	72	1.02	7	1.25	79
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	1.07 <sup>(2)</sup>	73	1.0	7	1.06	80
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	1.11 <sup>(2)</sup>	73	1.0	7	1.10	80
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	1.08 <sup>(2)</sup>	73	1.0	7	1.07	80
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.14	208	3.79	30	4.09	238
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.61	197	5.27 <sup>(1)</sup>	30	4.70	227
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.98	70	5.07	7	4.99	77

Gender								
	Man (1)		Woman (2)		TGQNO (3)		Total	
	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	4.79 <sup>(3)</sup>	129	4.35	140	3.25	2	4.55	272
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.94 <sup>(3)</sup>	42	4.85 <sup>(3)</sup>	44	4.0	0	4.89	86
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.45	121	5.12	121	5.00	2	5.28	245
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.80	17	4.31	13	5.0	0	4.59	30
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.49 <sup>(3)</sup>	61	5.16	50	4.64	2	5.33	112
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	5.00 <sup>(3)</sup>	41	5.04 <sup>(3)</sup>	51	3.37	2	4.98	95
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.38 <sup>(3)</sup>	125	5.17 <sup>(3)</sup>	133	3.31	2	5.25	260
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.41	120	5.30	121	4.19	2	5.34	243
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.40 <sup>(3)</sup>	128	4.49 <sup>(3)</sup>	126	3.11	2	4.43	257
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.22	129	5.07	132	5.0	2	5.14	263
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.52 <sup>(3)</sup>	124	4.79 <sup>(3)</sup>	123	3.58	2	4.65	249
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	5.16 <sup>(3)</sup>	89	4.81	83	3.76	2	4.98	174
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.33 <sup>(3)</sup>	124	5.28 <sup>(3)</sup>	120	3.04	2	5.28	247
racecomposite Race based harassment/discrimination index	1.54	132	1.78	144	2.14	2	1.67	279
Gendercomposite Gender based harassment/discrimination index	1.51	132	1.77 <sup>(1)</sup>	144	3.60 <sup>(1)(2)</sup>	2	1.66	279
sexorcomposite Sexual orientation based harassment/discrimination index	1.54	132	1.68	144	2.93 <sup>(1)(2)</sup>	2	1.63	279
relcomposite Religion based harassment/discrimination index	1.88	132	1.93	144	2.43 <sup>(1)(2)</sup>	2	1.91	279
polorcomposite Political belief based harassment/discrimination index	2.26	132	2.23	144	3.50 <sup>(1)(2)</sup>	2	2.26	279
sescomposite Socioeconomic Status based harassment/discrimination index	1.46	132	1.64	144	1.84	2	1.56	279
discomposite Disability based harassment/discrimination index	1.39	132	1.56	143	2.37 <sup>(1)(2)</sup>	2	1.49	278
agecomposite Age based harassment/discrimination index	1.40	131	1.60	141	1.78	2	1.51	275
norgcomposite National origin based harassment/discrimination index	1.30	132	1.48	143	1.80 <sup>(1)</sup>	2	1.39	278
ctzncomposite Citizenship Status based harassment/discrimination index	1.33	132	1.42	144	1.82	2	1.38	279
vetcomposite Military Service Status based harassment/discrimination index	1.19	132	1.24	143	1.52 <sup>(1)</sup>	2	1.22	277



	Man (1)		Woman (2)		TGQNO (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
DUCPRIDE_DUCDVRIMPRTME Agreement with: - Diversity is important to me	5.14	126	5.32	135	4.64	2	5.23	264
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	5.10	128	4.72	131	4.91	2	4.91	261
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	5.19 <sup>(2)</sup>	127	4.67	133	4.71	2	4.92	261
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	1.40	89	1.46	95	2.30 <sup>(1) (2)</sup>	2	1.45	186
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	1.28	41	1.59	43	2.0 <sup>(1) (2)</sup>	0	1.44	85
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.47	129	1.87	136	2.13	2	1.68	268
MYWISE_MYWISEGNDR Individuals of my gender or gender identity are respected in Wise	5.39 <sup>(3)</sup>	123	5.14 <sup>(3)</sup>	133	1.37	2	5.22	259
VSTPTNNEGvw_VSTPTNNEGvwGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.37	127	1.42	117	3.54	2	1.41	245

Gender								
	Man (1)		Woman (2)		TGQNO (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
racecomposite Race based harassment/discrimination index	1.54	132	1.78	144	2.14	2	1.67	279
Gendercomposite Gender based harassment/discrimination index	1.51	132	1.77 <sup>(1)</sup>	144	3.60 <sup>(1)(2)</sup>	2	1.66	279
sexorcomposite Sexual orientation based harassment/discrimination index	1.54	132	1.68	144	2.93 <sup>(1)(2)</sup>	2	1.63	279
relcomposite Religion based harassment/discrimination index	1.88	132	1.93	144	2.43 <sup>(1)(2)</sup>	2	1.91	279
polorcomposite Political belief based harassment/discrimination index	2.26	132	2.23	144	3.50 <sup>(1)(2)</sup>	2	2.26	279
sescomposite Socioeconomic Status based harassment/discrimination index	1.46	132	1.64	144	1.84	2	1.56	279
discomposite Disability based harassment/discrimination index	1.39	132	1.56	143	2.37 <sup>(1)(2)</sup>	2	1.49	278
agecomposite Age based harassment/discrimination index	1.40	131	1.60	141	1.78	2	1.51	275
norgcomposite National origin based harassment/discrimination index	1.30	132	1.48	143	1.80 <sup>(1)</sup>	2	1.39	278
ctzncomposite Citizenship Status based harassment/discrimination index	1.33	132	1.42	144	1.82	2	1.38	279
vetcomposite Military Service Status based harassment/discrimination index	1.19	132	1.24	143	1.52 <sup>(1)</sup>	2	1.22	277
DUCPRIDE_DUCDVRSIMPRIME Agreement with: - Diversity is important to me	5.14	126	5.32	135	4.64	2	5.23	264
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	5.10	128	4.72	131	4.91	2	4.91	261
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	5.19 <sup>(2)</sup>	127	4.67	133	4.71	2	4.92	261
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	1.40	89	1.46	95	2.30 <sup>(1)(2)</sup>	2	1.45	186
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	1.28	41	1.59	43	2.0 <sup>(1)(2)</sup>	0	1.44	85
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.47	129	1.87	136	2.13	2	1.68	268
MYWISE_MYWISEGNDR Individuals of my gender or gender identity are respected in Wise	5.39 <sup>(3)</sup>	123	5.14 <sup>(3)</sup>	133	1.37	2	5.22	259
VSTPTNNEGvw_VSTPTNNEGvwGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.37	127	1.42	117	3.54	2	1.41	245

Gender								
	Man (1)		Woman (2)		TGQNO (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	5.2%	121	20.6% <sup>(1)</sup>	120	100.0% <sup>(1)(2)</sup>	2	13.6%	243
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	21.8%	123	35.3%	124	100.0% <sup>(1)(2)</sup>	2	29.2%	249
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	1.9%	132	9.1%	146	27.0%	2	5.9%	281
microage_none Respondent indicated zero instances of microaggressions due to age	88.7%	132	77.9%	146	72.9%	2	82.9%	281
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.2%	132	2.7%	146	27.0%	2	1.7%	281
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	0.1%	132	2.7%	146	27.0%	2	1.7%	281
microdis_none Respondent indicated zero instances of microaggressions due to disability status	98.9%	132	93.1%	146	72.9%	2	95.6%	281
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	1.2%	132	9.6% <sup>(1)</sup>	146	27.0%	2	5.8%	281
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	1.3%	132	6.9% <sup>(1)</sup>	146	54.0% <sup>(1)</sup>	2	4.7%	281
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	0.0%	132	12.7% <sup>(1)</sup>	146	27.0%	2	6.8%	281
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	3.0%	132	14.0% <sup>(1)</sup>	146	54.0% <sup>(1)</sup>	2	9.2%	281
MICROAGGREG_MICROAGGREGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity	1.3%	132	7.5% <sup>(1)</sup>	146	27.0%	2	4.8%	281
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	3.4%	132	17.1% <sup>(1)</sup>	146	27.0%	2	10.7%	281
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.7%	132	1.7%	146	0.0%	0	1.2%	281
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	1.4%	132	2.0%	146	0.0%	0	1.7%	281
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	1.2%	132	11.9% <sup>(1)(3)</sup>	146	0.0%	0	6.8%	281

	Man (1)		Woman (2)		TGQNO (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3.9%	132	1.6%	146	27.0%	2	2.9%	281
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	94.7% <sup>(3) (2)</sup>	132	72.2% <sup>(3)</sup>	146	18.9%	2	82.3%	281
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	10.2%	132	9.0%	146	54.0%	2	9.9%	281
MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs	3.1%	132	1.6%	146	27.0%	2	2.5%	281
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	4.3% <sup>(2)</sup>	132	0.0%	146	27.0%	2	2.2%	281
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	8.1%	132	5.8%	146	27.0%	2	7.1%	281
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	78.8%	132	87.6%	146	45.9%	2	83.1%	281
microrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	88.5%	132	89.9%	146	100.0% <sup>(1) (2)</sup>	2	89.3%	281
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	11.2%	132	5.8%	146	27.0%	2	8.5%	281
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	9.1%	132	10.8%	146	27.0%	2	10.2%	281
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	11.1%	132	5.3%	146	27.0%	2	8.2%	281
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	79.8%	132	81.6%	146	72.9%	2	80.7%	281
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	3.2%	132	1.0%	146	27.0%	2	2.3%	281
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	3.6%	132	3.5%	146	27.0%	2	3.8%	281
MICROAGGREG_MICROAGGREGCMLN_7b Someone told me that I complain too much because of my: sexual orientation	0.9%	132	0.0%	146	27.0%	2	0.6%	281
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	2.1%	132	3.1%	146	27.0%	2	2.8%	281
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	4.1%	132	4.3%	146	27.0%	2	4.4%	281

	Man (1)		Woman (2)		TGQNO (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	95.0%	132	90.7%	146	72.9%	2	92.6%	281
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	28.0%	132	20.8%	146	27.0%	2	24.3%	281
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	25.0%	132	30.9%	146	27.0%	2	28.1%	281
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	21.5% <sup>(3)</sup>	132	16.9% <sup>(3)</sup>	146	0.0%	2	19.0%	281
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	59.2%	132	55.8%	146	45.9%	2	57.3%	281
LEAVEUVA Have you considered leaving UVA in the past year?	37.0%	130	48.3%	139	93.5% <sup>(1) (2)</sup>	2	43.3%	272
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	16.5%	48	22.8%	67	13.3%	2	20.0%	118
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	4.6%	48	3.5% <sup>(3)</sup>	67	0.0%	2	3.9%	118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	38.9%	48	34.2%	67	42.2%	2	36.3%	118
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	19.7%	48	23.4%	67	42.2%	2	22.3%	118
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	2.0%	48	2.6%	67	0.0%	2	2.3%	118
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	8.1% <sup>(3)</sup>	48	2.9%	67	0.0%	2	4.9%	118
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	8.6% <sup>(3)</sup>	48	9.0% <sup>(3)</sup>	67	0.0%	2	8.7%	118
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	0.0%	48	3.1%	67	13.3%	2	2.1%	118
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	2.5%	48	5.9%	67	13.3%	2	4.6%	118
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	10.9%	48	13.9%	67	13.3%	2	12.6%	118
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	28.0% <sup>(3)</sup>	48	17.8% <sup>(3)</sup>	67	0.0%	2	21.6%	118
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	0.3%	48	2.8%	67	0.0%	2	1.7%	118
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	11.1%	48	28.6%	67	57.8%	2	22.0%	118
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	12.3%	48	9.6%	67	13.3%	2	10.8%	118

	Man (1)		Woman (2)		TGQNO (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	7.0% <sup>(3)</sup>	48	2.7%	67	0.0%	2	4.4%	118
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	19.4%	48	25.1%	67	28.9%	2	22.8%	118
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	3.7%	48	17.1%	67	28.9%	2	11.9%	118
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	14.2%	48	24.5%	67	57.8%	2	20.9%	118
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	3.4%	48	19.7% <sup>(1)</sup>	67	28.9%	2	13.2%	118
WHYLEAVEUVA_20b Reason for considering leaving UVA - WHYLEAVELCKEMPPART	0.0%	48	0.0%	67	0.0%	2	0.0%	118
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	12.1%	48	8.2%	67	0.0%	2	9.6%	118
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	15.2%	48	0.9%	67	0.0%	2	6.7%	118

Gender								
	Man (1)		Woman (2)		TGQNO (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.31	132	1.50	137	1.93	2	1.41	271
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	5.12 <sup>(2)</sup>	132	4.64	144	3.52	2	4.86	278
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.64 <sup>(3)</sup>	126	4.46 <sup>(3)</sup>	129	2.19	2	4.53	258
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	5.01 <sup>(3)</sup>	132	4.69 <sup>(3)</sup>	144	3.32	2	4.83	278
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.88	124	4.85	123	3.66	2	4.86	249
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.82	130	4.50	134	4.40	2	4.65	266
belongcomposite Belonging Composite index	5.00 <sup>(3)</sup>	128	4.80 <sup>(3)</sup>	137	4.02	2	4.89	267
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.21 <sup>(2)(3)</sup>	128	4.92	137	3.37	2	5.05	267
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.20	129	4.90	139	4.48	2	5.04	270
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.22	129	4.22	133	3.34	2	4.21	264
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.37 <sup>(3)</sup>	129	4.29	137	3.46	2	4.32	268
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	4.57	132	4.43	140	5.06	2	4.50	275
memposcomposite UVA Message Positive Composite index	4.97 <sup>(3)</sup>	127	4.63 <sup>(3)</sup>	126	3.18	2	4.79	254
memnegcomposite UVA Message Negative Composite index	2.13	127	2.35	126	3.5 <sup>(2)(1)</sup>	2	2.25	254
localposcomposite Local Residents Message Positive Composite index	4.89	122	4.75	113	3.6	1	4.81	236
localnegcomposite Local Resident Message Negative Composite index	2.50	118	2.41	113	3.2	1	2.46	232
MYWISE_MYWISEGNDR Individuals of my gender or gender identity are respected in Wise	5.39 <sup>(3)</sup>	123	5.14 <sup>(3)</sup>	133	1.37	2	5.22	259
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit is a safe and secure workplace	5.26 <sup>(3)</sup>	42	4.92 <sup>(3)</sup>	45	4.0	0	5.08	87
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	5.11 <sup>(3)</sup>	42	4.78 <sup>(3)</sup>	45	4.0	0	4.93	87
connectcomposite Connectedness Composite index	2.89	39	2.99	42			2.94	81

	Man (1)		Woman (2)		TGQNO (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_IMENTORFAC Agreement ith- I mentor other faculty/employees	4.23 <sup>(3)</sup>	39	3.93 <sup>(3)</sup>	37	2.0	0	4.08	76
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.70	42	1.79	44	3.0 <sup>(1)(2)</sup>	0	1.75	87
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	1.08	38	1.27	41			1.18	79
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	1.15	39	1.32	40			1.24	79
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	1.14	39	1.35 <sup>(1)</sup>	41			1.25	80
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	1.0	39	1.13 <sup>(1)</sup>	42			1.06	80
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	1.02	39	1.18	42			1.10	80
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	1.04	39	1.12	42			1.08	80
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.26	121	3.97	122	3.66	2	4.11	245
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.81	115	4.52	118	4.0	1	4.66	234
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.89	37	5.03	40			4.96	77



Sexual orientation						
	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	4.62	221	4.17	48	4.54	269
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.87	77	5.12	9	4.89	86
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.36	208	4.82	36	5.28	244
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.65	28	4.22	2	4.62	29
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.34	95	5.30	17	5.34	113
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.48	45	4.41	7	4.47	52
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	5.01	82	4.66	13	4.96	94
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.33 <sup>(2)</sup>	215	4.87	43	5.25	258
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.44	202	4.91	40	5.35	242
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.47	214	4.31	40	4.44	254
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.27	217	4.61	44	5.16	261
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.69	211	4.41	36	4.65	246
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	5.11 <sup>(2)</sup>	140	4.42	32	4.98	172
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.44 <sup>(2)</sup>	208	4.45	39	5.28	247
racecomposite Race based harassment/discrimination index	1.59	228	2.12	49	1.68	277
Gendercomposite Gender based harassment/discrimination index	1.59	228	2.10 <sup>(1)</sup>	49	1.68	277
sexorcomposite Sexual orientation based harassment/discrimination index	1.52	228	2.21 <sup>(2)</sup>	49	1.64	277
relcomposite Religion based harassment/discrimination index	1.86	228	2.17	48	1.92	276
polorcomposite Political belief based harassment/discrimination index	2.21	228	2.53	48	2.26	276
sescomposite Socioeconomic Status based harassment/discrimination index	1.52	228	1.83 <sup>(1)</sup>	49	1.57	277
discomposite Disability based harassment/discrimination index	1.46	228	1.68	48	1.50	276

	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Mean	N	Mean	N	Mean	N
agecomposite Age based harassment/discrimination index	1.43	225	1.65	48	1.47	273
DUCPRIDE_DUCDVRISIMPRTME Agreement with: - Diversity is important to me	5.31	215	4.94	46	5.25	262
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.95	213	4.75	46	4.91	258
DUCPRIDE_DUCDVRISIMPRTCPS Agreement with: - Diversity is important at UVA	5.06 <sup>(2)</sup>	214	4.33	46	4.93	259

Sexual orientation						
	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Mean	N	Mean	N	Mean	N
racecomposite Race based harassment/discrimination index	1.59	228	2.12	49	1.68	277
Gendercomposite Gender based harassment/discrimination index	1.59	228	2.10 <sup>(1)</sup>	49	1.68	277
sexorcomposite Sexual orientation based harassment/discrimination index	1.52	228	2.21 <sup>(2)</sup>	49	1.64	277
relcomposite Religion based harassment/discrimination index	1.86	228	2.17	48	1.92	276
polorcomposite Political belief based harassment/discrimination index	2.21	228	2.53	48	2.26	276
sescomposite Socioeconomic Status based harassment/discrimination index	1.52	228	1.83 <sup>(1)</sup>	49	1.57	277
discomposite Disability based harassment/discrimination index	1.46	228	1.68	48	1.50	276
agecomposite Age based harassment/discrimination index	1.43	225	1.65	48	1.47	273
DUCPRIDE_DUCDVRIMPRTME Agreement with: - Diversity is important to me	5.31	215	4.94	46	5.25	262
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.95	213	4.75	46	4.91	258
DUCPRIDE_DUCDVRISMPTCPS Agreement with: - Diversity is important at UVA	5.06 <sup>(2)</sup>	214	4.33	46	4.93	259

Sexual orientation						
	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	1.6%	197	31.1% <sup>(1)</sup>	42	6.8%	239
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	16.0%	204	55.7% <sup>(1)</sup>	45	23.2%	248
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	2.4% <sup>(2)</sup>	230	0.0%	49	2.0%	278
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	3.0%	230	0.0%	49	2.5%	278
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	9.0%	230	13.2%	49	9.7%	278
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	5.2%	230	9.7%	49	6.0%	278
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	0.8%	230	0.3%	49	0.7%	278
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	3.4%	230	5.9%	49	3.8%	278
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.9%	230	0.0%	49	0.8%	278
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.7%	230	0.3%	49	0.6%	278
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	2.4%	230	2.6%	49	2.4%	278
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	1.3%	230	0.0%	49	1.1%	278
microage_none Respondent indicated zero instances of microaggressions due to age	85.8%	230	68.6%	49	82.8%	278
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	230	0.3%	49	0.1%	278
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.7%	230	0.3%	49	0.6%	278
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	1.7%	230	2.0%	49	1.8%	278
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	1.5%	230	3.0%	49	1.7%	278
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.0%	230	3.2%	49	0.6%	278

	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	230	0.3%	49	0.1%	278
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.0%	230	3.4%	49	0.6%	278
microdis_none Respondent indicated zero instances of microaggressions due to disability status	96.3%	230	92.4%	49	95.6%	278
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	3.3%	230	18.5%	49	5.9%	278
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	3.3%	230	12.1%	49	4.8%	278
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	4.0%	230	20.8% <sup>(1)</sup>	49	6.9%	278
MICROAGGREG_MICROAGGREGSPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	6.1%	230	24.3% <sup>(1)</sup>	49	9.3%	278
MICROAGGREG_MICROAGGREGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity	3.2%	230	12.6%	49	4.8%	278
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	7.9%	230	24.8%	49	10.9%	278
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	1.5%	230	0.0%	49	1.2%	278
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	1.1%	230	4.7%	49	1.7%	278
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	4.5%	230	18.2%	49	6.9%	278
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	1.9%	230	8.1%	49	3.0%	278
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	85.9% <sup>(2)</sup>	230	64.8%	49	82.2%	278
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	5.6%	230	8.3%	49	6.1%	278
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	1.1%	230	14.5% <sup>(1)</sup>	49	3.4%	278
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	0.7%	230	5.9%	49	1.6%	278
MICROAGGREG_MICROAGGREGSPKERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	8.2%	230	14.5%	49	9.3%	278

	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	1.8%	230	6.3%	49	2.6%	278
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	1.7%	230	16.4%	49	4.3%	278
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	1.1%	230	8.1%	49	2.4%	278
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%	230	4.6%	49	3.1%	278
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	4.7%	230	18.7%	49	7.2%	278
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	86.7%	230	70.0%	49	83.8%	278
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	1.0%	230	13.0%	49	3.1%	278
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	4.5%	230	14.9%	49	6.3%	278
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	2.9%	230	9.6%	49	4.1%	278
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	7.0%	230	9.6%	49	7.4%	278
MICROAGGREG_MICROAGGREGCMPLN_5b Someone told me that I complain too much because of my: race/ethnicity	0.6%	230	2.6%	49	0.9%	278
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	2.3%	230	13.0%	49	4.2%	278
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.7%	230	1.3%	49	0.8%	278
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	0.3%	230	1.3%	49	0.5%	278
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	2.3%	230	9.6%	49	3.6%	278
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	3.2%	230	13.0%	49	4.9%	278
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	90.7%	230	83.9%	49	89.5%	278
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	7.0%	230	14.1%	49	8.3%	278

	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	2.0%	230	0.0%	49	1.6%	278
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	8.9%	230	16.0%	49	10.2%	278
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	1.6%	230	8.4%	49	2.8%	278
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.7%	230	0.0%	49	0.6%	278
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	1.0%	230	0.0%	49	0.9%	278
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	6.5%	230	16.8%	49	8.3%	278
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	83.4%	230	71.7%	49	81.4%	278
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.0%	230	3.9%	49	0.7%	278
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	0.0%	230	13.5% <sup>(1)</sup>	49	2.4%	278
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.0%	230	4.1%	49	0.7%	278
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	2.1%	230	12.0%	49	3.9%	278
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	0.0%	230	3.9%	49	0.7%	278
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	0.0%	230	16.7% <sup>(1)</sup>	49	2.9%	278
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.4%	230	0.3%	49	0.4%	278
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.0%	230	2.2%	49	0.4%	278
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	0.4%	230	23.7% <sup>(1)</sup>	49	4.5%	278
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	97.5% <sup>(2)</sup>	230	71.5%	49	92.9%	278
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	21.4%	230	23.1%	49	21.7%	278

	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	20.9%	230	29.5%	49	22.4%	278
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	23.3%	230	28.7%	49	24.2%	278
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	15.6%	230	17.6%	49	15.9%	278
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	22.9%	230	42.6%	49	26.3%	278
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	28.6%	230	28.4%	49	28.5%	278
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	2.3%	230	3.2%	49	2.4%	278
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	24.3%	230	47.6% <sup>(1)</sup>	49	28.4%	278
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	24.7%	230	28.4%	49	25.3%	278
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	18.2%	230	21.1%	49	18.7%	278
micro unsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	62.4% <sup>(2)</sup>	230	35.9%	49	57.7%	278
leaveuvaR Have you considered leaving UVA in the past year?	39.3%	221	61.8% <sup>(1)</sup>	49	43.4%	270
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	16.3%	87	30.6%	30	20.0%	117
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	3.8%	87	4.3%	30	3.9%	117
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	31.2%	87	51.4%	30	36.4%	117
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	20.5%	87	27.3%	30	22.2%	117
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	3.1%	87	0.0%	30	2.3%	117
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	5.7%	87	3.0%	30	5.0%	117
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	10.0%	87	4.3%	30	8.5%	117
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	2.4%	87	1.0%	30	2.1%	117



	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	4.9%	87	2.8%	30	4.4%	117
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	15.3% <sup>(2)</sup>	87	5.4%	30	12.7%	117
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	25.7% <sup>(2)</sup>	87	9.4%	30	21.5%	117
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	0.0%	87	6.7%	30	1.7%	117
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	16.7%	87	37.9%	30	22.2%	117
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	12.7%	87	5.8%	30	10.9%	117
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	4.9%	87	3.0%	30	4.4%	117
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	25.8%	87	13.5%	30	22.6%	117
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	13.7%	87	6.9%	30	11.9%	117
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	21.2%	87	20.7%	30	21.1%	117
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	9.9%	87	23.1%	30	13.3%	117
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	10.8%	87	6.5%	30	9.7%	117
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	6.5%	87	7.5%	30	6.8%	117

Sexual orientation						
	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Mean	N	Mean	N	Mean	N
leaveuvaR Have you considered leaving UVA in the past year?	39.3%	221	61.8% <sup>(1)</sup>	49	43.4%	270
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	16.3%	87	30.6%	30	20.0%	117
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	3.8%	87	4.3%	30	3.9%	117
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	31.2%	87	51.4%	30	36.4%	117
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	20.5%	87	27.3%	30	22.2%	117
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	3.1%	87	0.0%	30	2.3%	117
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	5.7%	87	3.0%	30	5.0%	117
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	10.0%	87	4.3%	30	8.5%	117
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse//partner	2.4%	87	1.0%	30	2.1%	117
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	4.9%	87	2.8%	30	4.4%	117
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	15.3% <sup>(2)</sup>	87	5.4%	30	12.7%	117
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	25.7% <sup>(2)</sup>	87	9.4%	30	21.5%	117
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	0.0%	87	6.7%	30	1.7%	117
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	16.7%	87	37.9%	30	22.2%	117
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	12.7%	87	5.8%	30	10.9%	117
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	4.9%	87	3.0%	30	4.4%	117
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	25.8%	87	13.5%	30	22.6%	117
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	13.7%	87	6.9%	30	11.9%	117
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	21.2%	87	20.7%	30	21.1%	117
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	9.9%	87	23.1%	30	13.3%	117
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	10.8%	87	6.5%	30	9.7%	117
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	6.5%	87	7.5%	30	6.8%	117

Sexual orientation						
	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.42	223	1.35	45	1.41	269
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.87	226	4.80	49	4.86	275
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	5.06	78	5.22	9	5.07	87
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.67 <sup>(2)</sup>	212	3.88	43	4.54	255
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.86	227	4.71	49	4.83	275
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.91	78	5.09	9	4.93	87
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	5.03 <sup>(2)</sup>	202	4.04	45	4.85	247
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.76	216	4.13	48	4.64	264
belongcomposite Belonging Composite index	4.96 <sup>(2)</sup>	216	4.59	49	4.89	265
connectcomposite Connectedness Composite index	2.92	71	3.06	9	2.94	80
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.08	221	4.89	44	5.05	265
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.09	224	4.82	44	5.05	268
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.18	214	4.41	48	4.22	262
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.32	219	4.30	47	4.32	266
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	4.09	67	3.99	8	4.08	76
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.75	77	1.85	9	1.76	86
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	4.46	224	4.61	48	4.49	273
memposcomposite UVA Message Positive Composite index	4.86	206	4.47	46	4.79	252

	Heterosexual or straight (1)		LGBQPAO (2)		Total	
	Mean	N	Mean	N	Mean	N
memnegcomposite UVA Message Negative Composite index	2.20	206	2.47	46	2.25	252
localposcomposite Local Residents Message Positive Composite index	4.88 <sup>(2)</sup>	200	4.38	34	4.81	234
localnegcomposite Local Resident Message Negative Composite index	2.39	196	2.85 <sup>(1)</sup>	34	2.46	230
MYWISE_MYWISEORIENT Individuals of my sexual orientation are respected in Wise	5.47 <sup>(2)</sup>	208	3.64	39	5.18	247
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	1.19	70	1.12	9	1.18	78
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	1.24	69	1.21	9	1.24	78
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	1.25	70	1.26	9	1.26	79
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	1.07	71	1.06	9	1.06	79
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	1.11	71	1.06	9	1.10	79
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	1.08	71	1.06	9	1.08	79
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.29 <sup>(2)</sup>	200	3.26	43	4.11	243
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.65	188	4.70	43	4.66	232
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.97	69	5.07	8	4.98	77

Religion										
	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (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	3.20	10	4.88 <sup>(3)(4)</sup>	177	3.86	20	4.09	65	4.55	273
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	2.87	2	5.12 <sup>(1)</sup>	65	4.17	10	4.58	10	4.90	86
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	3.67	10	5.41	165	5.43	18	5.19	53	5.29	246
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	3.00	1	4.96 <sup>(4)</sup>	19	4.31	4	3.73	5	4.58	30
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.82 <sup>(2)(4)</sup>	4	5.39	85	4.54	6	5.27	19	5.34	114
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	3.76	1	4.56	43	3.59	5	5.34 <sup>(2)(3)</sup>	4	4.52	53
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	3.49	5	5.33 <sup>(1)(4)</sup>	73	4.79 <sup>(1)</sup>	2	3.95	15	5.00	96
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.92	8	5.31	176	4.88	19	5.31	59	5.27	262
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	4.06	10	5.49 <sup>(1)</sup>	163	5.45 <sup>(1)</sup>	18	5.16	54	5.36	245
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	2.59	9	4.54 <sup>(1)</sup>	175	4.23	20	4.53 <sup>(1)</sup>	55	4.45	258
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	3.56	10	5.35	175	5.11	19	4.89	61	5.16	265
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.78	7	4.85 <sup>(4)</sup>	173	4.69	19	3.99	51	4.66	250
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.09	8	5.25 <sup>(1)(4)</sup>	110	4.72	11	4.56	46	4.98	175
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.06	4	5.38	170	4.95	20	5.20	55	5.30	248
racecomposite Race based harassment/discrimination index	3.12	10	1.44	183	1.89	20	2.01 <sup>(2)</sup>	67	1.67	280
Gendercomposite Gender based harassment/discrimination index	2.26	10	1.53	183	2.02 <sup>(2)</sup>	20	1.85 <sup>(2)</sup>	67	1.67	280
sexorcomposite Sexual orientation based harassment/discrimination index	2.26	10	1.52	183	1.97	20	1.72	67	1.63	280
relcomposite Religion based harassment/discrimination index	2.53	10	1.77	183	2.17	20	2.13	67	1.91	280
polorcomposite Political belief based harassment/discrimination index	3.52	10	2.12	183	2.64	20	2.32	67	2.26	280

	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
sescomposite Socioeconomic Status based harassment/discrimination index	2.43	10	1.41	183	1.89 <sup>(2)</sup>	20	1.75 <sup>(2)</sup>	67	1.56	280
discomposite Disability based harassment/discrimination index	2.21	10	1.39	182	1.57	20	1.63	67	1.49	279
agecomposite Age based harassment/discrimination index	2.32	10	1.35	181	1.77	20	1.56	67	1.47	278
DUCPRIDE_DUCDVRIMPRTME Agreement with: - Diversity is important to me	4.89	10	5.25	171	5.56	20	5.15	64	5.24	265
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	3.57	10	5.04	169	4.92	19	4.82	64	4.92	262
DUCPRIDE_DUCDVRISMPTCPS Agreement with: - Diversity is important at UVA	3.50	10	5.15	168	4.53	20	4.75	64	4.94	263

Religion										
	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	16.3%	6	13.8%	161	20.4%	14	20.0%	60	15.8%	242
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	5.4%	10	27.1% <sup>(1)</sup>	164	27.4%	15	26.6% <sup>(1)</sup>	58	26.1%	247
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	0.0%	10	1.8% <sup>(1)(3)</sup>	185	0.0%	20	4.7%	67	2.3%	282
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	0.0%	10	1.5% <sup>(1)</sup>	185	20.0%	20	0.2%	67	2.5%	282
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	22.2%	10	9.3%	185	30.0%	20	2.5%	67	9.6%	282
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	0.0%	10	4.9% <sup>(1)</sup>	185	9.6%	20	8.5%	67	5.9%	282
MICROAGGREG_MICROAGGREGCMLPN_1b Someone told me that I complain too much because of my: age	0.0%	10	1.0%	185	0.8%	20	0.0%	67	0.7%	282
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	33.8%	10	2.4%	185	10.5%	20	0.9%	67	3.8%	282
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.0%	10	1.2%	185	0.0%	20	0.0%	67	0.8%	282
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.0%	10	0.8%	185	0.8%	20	0.0%	67	0.6%	282
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	0.0%	10	3.1%	185	0.0%	20	1.7%	67	2.4%	282
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.0%	10	0.8%	185	7.3%	20	0.0%	67	1.1%	282
microage_none Respondent indicated zero instances of microaggressions due to age	44.0%	10	87.4% <sup>(1)(3)</sup>	185	57.2%	20	82.9%	67	82.6%	282
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	10	0.0%	185	0.8%	20	0.0%	67	0.1%	282
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.0%	10	0.9%	185	0.8%	20	0.0%	67	0.6%	282
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	33.8%	10	0.4%	185	0.8%	20	1.0%	67	1.8%	282
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	0.0%	10	2.1%	185	0.8%	20	1.0%	67	1.7%	282
MICROAGGREG_MICROAGGREGCMLPN_2b Someone told me that I complain too much because of my: disability	0.0%	10	0.8%	185	0.8%	20	0.0%	67	0.6%	282

	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	10	0.0%	185	0.8%	20	0.0%	67	0.1%	282
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.0%	10	0.0%	185	8.1%	20	0.0%	67	0.6%	282
microdis_none Respondent indicated zero instances of microaggressions due to disability status	66.2%	10	96.6%	185	91.9%	20	99.0%	67	95.7%	282
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	6.5%	10	2.6%	185	10.7%	20	13.2%	67	5.8%	282
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	10.7%	10	2.7%	185	14.8%	20	6.5%	67	4.7%	282
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	0.0%	10	5.2% <sup>(1)</sup>	185	18.3%	20	8.9%	67	6.9%	282
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	6.5%	10	6.1%	185	15.3%	20	16.2%	67	9.2%	282
MICROAGGREG_MICROAGGREGCMLPN_3b Someone told me that I complain too much because of my: gender or gender identity	6.5%	10	3.5%	185	16.4%	20	4.6%	67	4.8%	282
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	40.3%	10	4.5%	185	18.8%	20	21.0% <sup>(2)</sup>	67	10.7%	282
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.0%	10	1.2%	185	5.2%	20	0.0%	67	1.2%	282
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	0.0%	10	0.8%	185	6.0%	20	3.2%	67	1.7%	282
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	0.0%	10	2.9% <sup>(1)</sup>	185	10.7%	20	17.4% <sup>(1)</sup>	67	6.8%	282
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	6.5%	10	1.8%	185	5.2%	20	4.9%	67	3.0%	282
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	55.6%	10	88.5% <sup>(4)</sup>	185	76.2%	20	71.5%	67	82.4%	282
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	0.0%	10	5.3% <sup>(1)</sup>	185	9.1%	20	7.9% <sup>(1)</sup>	67	6.0%	282
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	3.6%	10	2.5%	185	8.3%	20	6.3%	67	3.8%	282
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	0.0%	10	0.3%	185	16.4%	20	0.9%	67	1.6%	282



	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	6.5%	10	8.0% <sup>(3)</sup>	185	0.8%	20	18.6% <sup>(3)</sup>	67	9.9%	282
MICROAGGREG_MICROAGGREGCMLPN_4b Someone told me that I complain too much because of my: political beliefs	6.5%	10	0.9%	185	9.1%	20	4.6%	67	2.6%	282
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	0.0%	10	3.2%	185	9.1%	20	7.9% <sup>(1)</sup>	67	4.6%	282
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	0.0%	10	0.6%	185	8.1%	20	5.8%	67	2.3%	282
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	0.0%	10	2.2% <sup>(1)</sup>	185	3.1%	20	5.7%	67	3.0%	282
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	6.5%	10	6.9%	185	9.1%	20	7.2%	67	7.1%	282
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	89.9%	10	85.1%	185	82.8%	20	76.6%	67	83.1%	282
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	5.7%	10	0.9%	185	0.0%	20	8.5%	67	2.8%	282
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	41.6%	10	1.0% <sup>(3)</sup>	185	0.0%	20	14.8%	67	6.3%	282
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	57.5% <sup>(2)(3)(4)</sup>	10	0.4%	185	0.0%	20	6.1%	67	3.8%	282
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	33.8%	10	2.3%	185	2.3%	20	18.0%	67	7.1%	282
MICROAGGREG_MICROAGGREGCMLPN_5b Someone told me that I complain too much because of my: race/ethnicity	0.0%	10	0.7%	185	3.1%	20	0.2%	67	0.7%	282
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	33.8%	10	1.0%	185	0.0%	20	8.5%	67	3.9%	282
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	1.6%	10	0.8%	185	0.0%	20	0.0%	67	0.6%	282
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	1.6%	10	0.4%	185	0.0%	20	0.0%	67	0.3%	282
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	36.9%	10	0.8%	185	0.0%	20	6.1%	67	3.3%	282
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	35.3%	10	2.1% <sup>(3)</sup>	185	0.0%	20	8.5%	67	4.7%	282
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	33.1%	10	96.0% <sup>(1)(4)</sup>	185	94.6% <sup>(1)</sup>	20	79.2% <sup>(1)</sup>	67	89.6%	282

	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	10.7%	10	6.9%	185	6.0%	20	13.5%	67	8.6%	282
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	33.8%	10	0.0%	185	5.2%	20	1.6%	67	2.0%	282
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	10.1%	10	9.8%	185	10.4%	20	11.3%	67	10.2%	282
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	0.0%	10	3.7%	185	6.0%	20	0.9%	67	3.1%	282
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.0%	10	1.4%	185	0.0%	20	0.0%	67	0.9%	282
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	0.0%	10	0.6%	185	0.0%	20	1.9%	67	0.8%	282
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	6.5%	10	7.4%	185	5.2%	20	11.6%	67	8.2%	282
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	52.0%	10	82.6%	185	83.6%	20	79.3%	67	80.8%	282
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	6.5%	10	0.0%	185	0.8%	20	1.6%	67	0.7%	282
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	6.5%	10	0.5%	185	8.1%	20	5.0%	67	2.3%	282
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.0%	10	0.5%	185	0.0%	20	1.6%	67	0.7%	282
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	6.5%	10	2.6%	185	8.9%	20	5.1%	67	3.8%	282
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	6.5%	10	0.0%	185	0.8%	20	1.6%	67	0.7%	282
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	6.5%	10	1.8%	185	0.8%	20	5.9%	67	2.9%	282
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.0%	10	1.0%	185	0.8%	20	0.0%	67	0.7%	282
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.0%	10	0.0%	185	0.0%	20	1.6%	67	0.4%	282

	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	6.5%	10	3.6%	185	8.9%	20	5.0%	67	4.4%	282
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	93.5%	10	93.2%	185	91.1%	20	91.5%	67	92.7%	282
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	44.4%	10	20.0%	185	25.9%	20	22.4%	67	21.9%	282
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	14.3%	10	23.5%	185	12.1%	20	24.9%	67	22.7%	282
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	17.1%	10	23.5%	185	11.2%	20	32.0%	67	24.4%	282
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	29.5%	10	16.9%	185	6.0%	20	15.1%	67	16.2%	282
MICROAGGREG_MICROAGGREGCMLPN_8b Someone told me that I complain too much because of my: unsure of the motivation	68.4% <sup>(2)(3)</sup>	10	21.6%	185	16.3%	20	38.4%	67	26.9%	282
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	32.9%	10	27.7%	185	44.3%	20	24.3%	67	28.3%	282
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	12.7%	10	2.9% <sup>(3)</sup>	185	0.0%	20	1.2%	67	2.6%	282
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	76.7% <sup>(2)(3)(4)</sup>	10	24.3%	185	23.6%	20	33.0%	67	28.2%	282
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	39.6%	10	23.7%	185	18.6%	20	30.9%	67	25.6%	282
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	33.1%	10	18.8%	185	8.1%	20	20.5%	67	19.0%	282
micro unsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	21.7%	10	63.4% <sup>(1)(3)</sup>	185	36.9%	20	52.0%	67	57.3%	282
leaveuvaR Have you considered leaving UVA in the past year?	76.2% <sup>(3)</sup>	10	44.6%	177	28.7%	20	38.2%	66	43.1%	274
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	56.6% <sup>(2)</sup>	8	6.4%	79	46.6% <sup>(2)</sup>	6	46.3% <sup>(2)</sup>	25	20.2%	118
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	0.0%	8	5.2% <sup>(1)(4)</sup>	79	9.2%	6	0.0%	25	3.9%	118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	65.1%	8	24.9%	79	46.6%	6	59.5% <sup>(2)</sup>	25	36.0%	118
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	65.1% <sup>(2)</sup>	8	10.8%	79	49.4%	6	39.6% <sup>(2)</sup>	25	22.4%	118
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	5.5%	8	1.7%	79	0.0%	6	3.9%	25	2.3%	118
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	0.0%	8	5.2% <sup>(1)(3)</sup>	79	0.0%	6	7.0%	25	5.0%	118

	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/Atheist (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	4.8%	8	7.7%	79	18.2%	6	9.0%	25	8.3%	118
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	0.0%	8	0.7%	79	27.4%	6	1.2%	25	2.1%	118
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	10.2%	8	3.1%	79	18.2%	6	2.3%	25	4.1%	118
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	5.5%	8	12.4%	79	19.0%	6	11.8%	25	12.2%	118
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	19.7%	8	20.5%	79	68.8% <sup>(1) (2) (4)</sup>	6	12.8%	25	21.2%	118
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	0.0%	8	1.6%	79	2.8%	6	2.5%	25	1.7%	118
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	8.5%	8	24.5%	79	31.2%	6	16.2%	25	22.0%	118
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	0.0%	8	10.6% <sup>(2)</sup>	79	43.7% <sup>(1)</sup>	6	7.2%	25	10.8%	118
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	0.0%	8	5.2% <sup>(1) (4)</sup>	79	18.2%	6	0.0%	25	4.4%	118
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	27.4%	8	26.7% <sup>(4)</sup>	79	17.3%	6	10.4%	25	22.8%	118
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	52.8% <sup>(3) (4)</sup>	8	12.2% <sup>(4)</sup>	79	2.8%	6	0.0%	25	11.9%	118
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	54.9% <sup>(3)</sup>	8	16.4%	79	5.6%	6	28.4% <sup>(3)</sup>	25	21.0%	118
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	52.8% <sup>(3)</sup>	8	7.9% <sup>(3)</sup>	79	0.0%	6	20.5%	25	13.2%	118
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	44.3%	8	8.4%	79	5.6%	6	3.8%	25	9.6%	118
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	0.0%	8	8.0%	79	0.0%	6	6.5%	25	6.7%	118

Religion											
	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/ Atheist (4)		Total		
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.83	10	1.40	176	1.24	20	1.42	67	1.41	273	
RUCCLIMSECWELC_RUCSAFESURE Agreement with- UVA is a safe and secure workplace	3.86	10	5.04 <sup>(3)</sup>	182	4.16	20	4.78	66	4.87	279	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	4.41	2	5.20	66	4.48	10	5.02	10	5.08	88	
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	2.80	10	4.71 <sup>(1)</sup>	167	4.56	19	4.37	62	4.54	259	
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	3.95	10	5.11 <sup>(3)(4)</sup>	183	3.82	20	4.53	66	4.84	279	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	3.59	2	5.07 <sup>(1)</sup>	66	4.29	10	4.92	10	4.93	88	
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.03	10	5.12 <sup>(1)(4)</sup>	161	4.84	20	4.31	60	4.86	251	
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.79	10	4.82 <sup>(3)</sup>	172	4.10	20	4.37	66	4.65	268	
belongcomposite Belonging Composite index	3.42	10	5.10 <sup>(3)(4)</sup>	172	4.41	20	4.73	66	4.89	268	
connectcomposite Connectedness Composite index	3.25	2	2.81	61	3.49 <sup>(2)</sup>	10	3.09	9	2.93	81	
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.13	10	5.10	178	4.70	20	5.00	61	5.05	269	
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.70 <sup>(2)(3)(4)</sup>	10	5.07	180	4.62	20	4.97	62	5.04	272	
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.26	10	4.22	175	4.15	19	4.38	62	4.21	266	
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.02	10	4.38	176	4.37	19	4.36	65	4.32	270	
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	2.72	2	4.17 <sup>(1)</sup>	58	4.11 <sup>(1)</sup>	8	3.78	9	4.08	76	
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	2.45 <sup>(2)</sup>	2	1.68	65	1.82	10	1.96	10	1.75	87	
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	3.20	10	4.57 <sup>(1)</sup>	180	3.83	19	4.67 <sup>(1)</sup>	67	4.49	276	
memposcomposite UVA Message Positive Composite index	3.92	10	4.97 <sup>(3)</sup>	164	4.13	20	4.69	62	4.79	256	
memnegcomposite UVA Message Negative Composite index	3.23	10	2.10	164	2.58	20	2.37	62	2.24	256	
localposcomposite Local Residents Message Positive Composite index	4.95 <sup>(3)</sup>	10	4.94 <sup>(3)</sup>	160	4.17	20	4.66	48	4.82	238	
localnegcomposite Local Resident Message Negative Composite index	2.91 <sup>(2)</sup>	10	2.29	156	3.02 <sup>(2)</sup>	20	2.69	48	2.46	234	
MYWISE_MYWISERELIGION Individuals of my religious or spiritual beliefs are respected in Wise	3.43	10	5.07 <sup>(4)</sup>	176	4.08	18	3.56	55	4.62	259	
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.0	1	2.08 <sup>(1)</sup>	60	1.99	9	2.09	9	2.07	79	
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.29	1	2.13	60	1.94	9	2.25	9	2.12	79	

	Non-Christian religion (1)		Christian (2)		Spiritual, but no religious affiliation (3)		No religious or spiritual preference/ Agnostic/ Atheist (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
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	2.0	1	2.12 <sup>(1)</sup>	61	2.01	9	2.24	9	2.12	80
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	2.0	1	2.04	61	1.94	10	2.0	9	2.02	81
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	2.0	1	2.02	61	2.01	10	2.0	9	2.01	81
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	2.0	1	2.04	61	1.94	10	2.02	9	2.02	81
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	3.54	10	4.23	157	4.24	20	3.84	60	4.11	246
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	5.55 <sup>(2) (3) (4)</sup>	10	4.63	149	4.18	20	4.75	57	4.66	235
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	5.18	2	4.97	58	4.56	10	5.30	8	4.96	78

Political Orientation								
	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	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	4.19	90	4.46	75	4.91 <sup>(1)</sup>	86	4.52	251
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.65	32	4.87	18	5.17	34	4.91	84
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.49	77	5.02	72	5.32	83	5.28	232
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.28	17	5.08	5	4.97	7	4.59	29
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.38	34	5.25	31	5.38	44	5.34	109
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.52	13	4.56	12	4.50	25	4.52	51
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.47	22	5.00	30	5.23	35	4.96	88
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.10	88	5.33	73	5.36	87	5.26	247
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.47	78	5.15	71	5.42	81	5.35	230
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.75 <sup>(3)</sup>	87	4.72 <sup>(3)</sup>	69	3.85	90	4.41	245
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.22	88	4.96	74	5.21	87	5.14	250
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.34	83	5.14 <sup>(1)(3)</sup>	65	4.48	87	4.61	235
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.48	56	5.20 <sup>(1)</sup>	53	5.32 <sup>(1)</sup>	53	4.99	163
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.25	88	5.40	66	5.25	80	5.29	234
racecomposite Race based harassment/discrimination index	1.82 <sup>(3)</sup>	92	1.84	75	1.40	92	1.68	258
Gendercomposite Gender based harassment/discrimination index	1.85 <sup>(3)</sup>	92	1.62	75	1.46	92	1.65	258
sexorcomposite Sexual orientation based harassment/discrimination index	1.79 <sup>(3)</sup>	92	1.64	75	1.44	92	1.62	258
relcomposite Religion based harassment/discrimination index	2.06	92	1.80	74	1.85	92	1.91	258
polorcomposite Political belief based harassment/discrimination index	2.32	92	2.13	74	2.34	92	2.27	258
sescomposite Socioeconomic Status based harassment/discrimination index	1.71 <sup>(3)</sup>	92	1.67 <sup>(3)</sup>	75	1.35	92	1.57	258
discomposite Disability based harassment/discrimination index	1.56 <sup>(3)</sup>	92	1.59	74	1.36	92	1.50	257

	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
agecomposite Age based harassment/discrimination index	1.56 <sup>(3)</sup>	92	1.68	74	1.30	90	1.50	255
norgcomposite National origin based harassment/discrimination index	1.39	92	1.60	74	1.26	92	1.40	257
ctzncomposite Citizenship Status based harassment/discrimination index	1.44	92	1.50	75	1.26	92	1.39	258
vetcomposite Military Service Status based harassment/discrimination index	1.17	92	1.28	74	1.20	92	1.21	257
DUCPRIDE_DUCDVRISMPRTME Agreement with: - Diversity is important to me	5.51 <sup>(3)</sup>	89	5.17	71	4.93	84	5.21	243
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.72	86	4.92	71	5.08	83	4.90	241
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.63	88	4.79	71	5.23 <sup>(1)</sup>	83	4.88	241



Political Orientation								
	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	26.6% <sup>(2)</sup>	82	8.0%	61	22.8% <sup>(2)</sup>	78	20.1%	220
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	46.6%	85	34.4%	64	45.2%	81	42.7%	230
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	3.3%	92	2.6%	76	1.4%	92	2.5%	260
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	0.4%	92	6.5%	76	0.4%	92	2.2%	260
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	6.6%	92	9.1%	76	6.8%	92	7.4%	260
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	3.5%	92	10.3%	76	1.1%	92	4.7%	260
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	4.4%	92	6.4%	76	1.6%	92	4.0%	260
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	1.5%	92	1.6%	76	0.8%	92	1.3%	260
microage_none Respondent indicated zero instances of microaggressions due to age	83.6%	92	76.5%	76	91.0%	92	84.1%	260
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.0%	92	0.0%	76	0.5%	92	0.2%	260
MICROAGGREG_MICROAGGREGCMPLN_2b Someone told me that I complain too much because of my: disability	0.6%	92	0.8%	76	0.1%	92	0.5%	260
microdis_none Respondent indicated zero instances of microaggressions due to disability status	97.7%	92	94.6%	76	98.5%	92	97.0%	260
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	9.9% <sup>(3)</sup>	92	6.9%	76	1.6%	92	6.1%	260
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	12.3% <sup>(2) (3)</sup>	92	1.4%	76	1.0%	92	5.1%	260
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	11.2% <sup>(3)</sup>	92	9.9%	76	1.5%	92	7.4%	260
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	15.3% <sup>(3)</sup>	92	9.0%	76	5.2%	92	9.9%	260
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	8.5%	92	5.0%	76	1.7%	92	5.1%	260
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	13.4% <sup>(3)</sup>	92	13.6%	76	2.9%	92	9.7%	260

	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	2.6%	92	0.8%	76	1.7%	92	1.8%	260
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	7.0%	92	8.4%	76	2.4%	92	5.8%	260
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	76.2%	92	81.3%	76	90.4% <sup>(1)</sup>	92	82.7%	260
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	5.1%	92	4.0%	76	9.8%	92	6.4%	260
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.3%	92	3.1%	76	4.8%	92	4.1%	260
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	3.6%	92	0.8%	76	0.6%	92	1.7%	260
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	13.9%	92	5.2%	76	8.4%	92	9.4%	260
MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs	3.4%	92	0.8%	76	3.6%	92	2.7%	260
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	3.9%	92	2.2%	76	4.6%	92	3.6%	260
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	3.4%	92	0.2%	76	3.5%	92	2.5%	260
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	2.3%	92	1.0%	76	6.0%	92	3.2%	260
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	6.9% <sup>(2)</sup>	92	0.8%	76	10.3% <sup>(2)</sup>	92	6.3%	260
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	79.3%	92	90.7%	76	80.4%	92	83.0%	260
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	2.4%	92	6.0%	76	1.1%	92	3.0%	260
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	7.4%	92	11.5%	76	2.1%	92	6.7%	260
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	0.8%	92	10.0%	76	2.4%	92	4.1%	260
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	10.2%	92	10.0%	76	3.2%	92	7.7%	260
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	2.4%	92	10.0%	76	1.1%	92	4.2%	260
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	0.8%	92	10.0%	76	0.9%	92	3.6%	260

	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	2.4%	92	10.2%	76	3.3%	92	5.0%	260
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	86.4%	92	87.4%	76	92.0%	92	88.7%	260
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	11.1%	92	4.3%	76	7.6%	92	7.9%	260
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	14.5% <sup>(2)</sup>	92	2.2%	76	7.5%	92	8.4%	260
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	1.4%	92	0.2%	76	0.9%	92	0.9%	260
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	11.3%	92	1.9%	76	8.6%	92	7.6%	260
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	77.6%	92	86.8%	76	81.6%	92	81.7%	260
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	7.1%	92	1.9%	76	0.9%	92	3.4%	260
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	89.2%	92	98.0% <sup>(1)</sup>	76	97.9% <sup>(1)</sup>	92	94.9%	260
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	24.7%	92	26.8%	76	14.6%	92	21.8%	260
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	20.2%	92	25.4%	76	14.6%	92	19.7%	260
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	32.2%	92	23.1%	76	17.3%	92	24.3%	260
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	10.8%	92	20.2%	76	15.9%	92	15.4%	260
MICROAGGREG_MICROAGGREGCMPLN_8b Someone told me that I complain too much because of my: unsure of the motivation	25.6%	92	32.1%	76	20.6%	92	25.7%	260
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	29.5%	92	30.9%	76	22.4%	92	27.4%	260
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	2.9%	92	3.8%	76	0.8%	92	2.4%	260
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	31.0%	92	35.0%	76	20.5%	92	28.4%	260
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	29.8%	92	26.5%	76	20.6%	92	25.6%	260

	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	17.6%	92	19.1%	76	18.7%	92	18.4%	260
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	55.2%	92	51.0%	76	67.8%	92	58.4%	260
leaveuvaR Have you considered leaving UVA in the past year?	39.67%	89	43.38%	73	45.42%	90	42.79%	252
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	27.3% <sup>(3)</sup>	35	34.36%	32	7.66%	41	21.94%	108
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	2.20%	35	3.36%	32	6.80%	41	4.28%	108
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	38.16%	35	50.32%	32	30.01%	41	38.65%	108
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	20.75%	35	39.75%	32	14.04%	41	23.79%	108
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	4.26%	35	1.36%	32	1.91%	41	2.52%	108
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	4.96%	35	1.98%	32	8.49%	41	5.42%	108
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	19.9% <sup>(3)</sup>	35	5.71%	32	2.38%	41	9.10%	108
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	2.98%	35	1.68%	32	2.06%	41	2.25%	108
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	5.52%	35	5.02%	32	3.32%	41	4.54%	108
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	18.29%	35	6.55%	32	14.23%	41	13.31%	108
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	29.9% <sup>(2)</sup>	35	9.76%	32	27.8% <sup>(2)</sup>	41	23.17%	108
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	1.76%	35	1.97%	32	0.00%	41	1.16%	108
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	17.65%	35	15.60%	32	17.99%	41	17.18%	108
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	11.54%	35	7.42%	32	15.58%	41	11.86%	108
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	5.09%	35	2.34%	32	6.52%	41	4.82%	108
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	14.54%	35	30.12%	32	25.56%	41	23.28%	108
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	15.76%	35	12.96%	32	10.20%	41	12.84%	108
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	12.51%	35	25.50%	32	19.89%	41	19.11%	108
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	9.45%	35	30.94%	32	5.96%	41	14.44%	108
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	5.80%	35	16.18%	32	9.94%	41	10.41%	108
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	6.40%	35	17.98%	32	0.00%	41	7.38%	108

Political Orientation									
	Liberal (1)		Moderate (2)		Conservative (3)		Total		
	Mean	N	Mean	N	Mean	N	Mean	N	
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.46	91	1.40	75	1.35	88	1.40	254	
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.66	91	4.77	75	5.10 <sup>(1)</sup>	91	4.85	257	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	5.01	32	5.04	18	5.16	35	5.08	85	
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.54	87	4.54	72	4.46	80	4.51	240	
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.73	91	4.63	75	5.08	91	4.82	257	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.64	32	4.95	18	5.18	35	4.92	85	
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.52	84	4.82	66	5.24 <sup>(1)</sup>	79	4.85	229	
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.29	89	4.69	70	4.84 <sup>(1)</sup>	87	4.60	246	
belongcomposite Belonging Composite index	4.74	89	4.83	72	5.00	86	4.86	246	
connectcomposite Connectedness Composite index	3.23 <sup>(3)</sup>	30	3.09 <sup>(3)</sup>	16	2.54	31	2.93	78	
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	4.99	90	4.97	71	5.10	85	5.02	247	
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.89	91	5.13	71	5.16	87	5.05	250	
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.09	88	4.59 <sup>(3)</sup>	74	3.91	85	4.18	248	
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.96	88	4.79 <sup>(1)(3)</sup>	74	4.16	85	4.28	248	
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	4.17	28	4.04	16	4.03	29	4.09	74	
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	2.00 <sup>(3)</sup>	31	1.71	18	1.58	35	1.76	84	
RUCCLIMSECWELC_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	4.43	91	4.39	74	4.63	89	4.49	254	
memposcomposite UVA Message Positive Composite index	4.72	86	4.56	68	5.04 <sup>(1)</sup>	80	4.78	234	
memnegcomposite UVA Message Negative Composite index	2.32	86	2.45	68	2.11	80	2.29	234	

	Liberal (1)		Moderate (2)		Conservative (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
localposcomposite Local Residents Message Positive Composite index	4.58	77	4.88	63	4.98 <sup>(1)</sup>	76	4.81	216
localnegcomposite Local Resident Message Negative Composite index	2.80 <sup>(3)</sup>	77	2.45	63	2.21	76	2.49	216
MYWISE_MYWISEPOLITICS Individuals of my political beliefs are respected in Wise	3.77	87	4.84 <sup>(1)</sup>	67	4.55 <sup>(1)</sup>	90	4.35	243
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.08	29	2.03	16	2.10	32	2.07	77
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.16	30	2.07	16	2.14	31	2.13	77
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	30	2.08	16	2.14	32	2.13	78
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	2.01	30	2.06	16	2.03	32	2.03	78
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	1.94	30	2.10	16	2.05	32	2.02	78
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	2.04	30	2.10	16	1.99	32	2.03	78
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.15	84	3.80	65	4.42	77	4.14	225
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.60	83	4.57	64	4.78	67	4.65	214
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	5.20	31	4.80	15	4.78	29	4.95	76

Socioeconomic status									
	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total		
	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	4.55	104	4.17	114	5.24 <sup>(1)(2)</sup>	45	4.50	263	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.94	15	4.85	56	5.02	16	4.90	87	
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.30	92	5.16	100	5.60	44	5.30	236	
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	5.00	1	4.44	23	4.84	7	4.54	31	
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.13	43	5.37	48	5.68 <sup>(1)</sup>	22	5.34	113	
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.57	14	4.49	31	4.56	8	4.52	53	
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.71	37	5.18	40	5.20	18	5.00	95	
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.32	99	5.12	110	5.53 <sup>(2)</sup>	43	5.27	252	
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.33	92	5.32	98	5.53	44	5.36	235	
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.64	92	4.18	111	4.50	45	4.41	249	
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.07	101	5.06	109	5.52 <sup>(2)</sup>	45	5.15	254	
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.57	92	4.63	103	4.81	45	4.64	240	
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.53	82	5.17 <sup>(1)</sup>	54	5.77 <sup>(1)(2)</sup>	29	4.96	165	
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.26	94	5.25	102	5.46	42	5.29	238	
racecomposite Race based harassment/discrimination index	1.72 <sup>(3)</sup>	104	1.75 <sup>(3)</sup>	121	1.32	45	1.67	270	
Gendercomposite Gender based harassment/discrimination index	1.69	104	1.73 <sup>(3)</sup>	121	1.45	45	1.67	270	
sexorcomposite Sexual orientation based harassment/discrimination index	1.67	104	1.64	121	1.51	45	1.63	270	
relcomposite Religion based harassment/discrimination index	1.95	103	1.91	121	1.88	45	1.92	270	
polorcomposite Political belief based harassment/discrimination index	2.27	103	2.32	121	2.18	45	2.28	270	
sescomposite Socioeconomic Status based harassment/discrimination index	1.76 <sup>(2)(3)</sup>	104	1.49	121	1.32	45	1.57	270	
discomposite Disability based harassment/discrimination index	1.59 <sup>(3)</sup>	103	1.46	121	1.33	45	1.49	269	
agecomposite Age based harassment/discrimination index	1.58 <sup>(3)</sup>	102	1.41	121	1.31	44	1.46	267	
DUCPRIDE_DUCDVRSIMPRIME Agreement with: - Diversity is important to me	5.23	94	5.25	117	5.17	44	5.23	255	

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.81	94	4.83	114	5.21	44	4.89	252
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.88	94	4.75	116	5.33 <sup>(2)</sup>	43	4.90	253



Socioeconomic status								
	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
racecomposite Race based harassment/discrimination index	1.72 <sup>(3)</sup>	104	1.75 <sup>(3)</sup>	121	1.32	45	1.67	270
Gendercomposite Gender based harassment/discrimination index	1.69	104	1.73 <sup>(3)</sup>	121	1.45	45	1.67	270
sexorcomposite Sexual orientation based harassment/discrimination index	1.67	104	1.64	121	1.51	45	1.63	270
relcomposite Religion based harassment/discrimination index	1.95	103	1.91	121	1.88	45	1.92	270
polorcomposite Political belief based harassment/discrimination index	2.27	103	2.32	121	2.18	45	2.28	270
sescomposite Socioeconomic Status based harassment/discrimination index	1.76 <sup>(2) (3)</sup>	104	1.49	121	1.32	45	1.57	270
discomposite Disability based harassment/discrimination index	1.59 <sup>(3)</sup>	103	1.46	121	1.33	45	1.49	269
agecomposite Age based harassment/discrimination index	1.58 <sup>(3)</sup>	102	1.41	121	1.31	44	1.46	267
DUCPRIDE_DUCDVRISIMPRTME Agreement with: - Diversity is important to me	5.23	94	5.25	117	5.17	44	5.23	255
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.81	94	4.83	114	5.21	44	4.89	252
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.88	94	4.75	116	5.33 <sup>(2)</sup>	43	4.90	253

Socioeconomic status								
	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	9.9% <sup>(3)</sup>	87	2.8%	102	0.0%	42	5.0%	231
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	23.2%	93	10.4%	107	9.5%	43	15.2%	243
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	2.4%	105	2.0%	121	3.6%	45	2.4%	272
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	0.6%	105	3.9%	121	1.0%	45	2.2%	272
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	10.8%	105	9.8%	121	6.0%	45	9.6%	272
MICROAGGREG_MICROAGGREGSPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	11.6% <sup>(3)</sup>	105	2.3%	121	1.0%	45	5.7%	272
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	0.7%	105	0.5%	121	1.3%	45	0.7%	272
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	2.9%	105	5.1%	121	3.0%	45	3.9%	272
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.6%	105	0.8%	121	1.3%	45	0.8%	272
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.7%	105	0.1%	121	1.7%	45	0.6%	272
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	5.1%	105	0.5%	121	1.7%	45	2.5%	272
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	1.4%	105	0.8%	121	1.3%	45	1.1%	272
microage_none Respondent indicated zero instances of microaggressions due to age	78.1%	105	83.4%	121	89.6%	45	82.4%	272
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.2%	105	0.0%	121	0.0%	45	0.1%	272
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.2%	105	0.4%	121	0.0%	45	0.3%	272
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.9%	105	3.3%	121	0.0%	45	1.8%	272
MICROAGGREG_MICROAGGREGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	4.5%	105	0.0%	121	0.0%	45	1.8%	272
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.9%	105	0.5%	121	0.0%	45	0.6%	272
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.2%	105	0.0%	121	0.0%	45	0.1%	272
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	1.6%	105	0.0%	121	0.0%	45	0.6%	272

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
microdis_none Respondent indicated zero instances of microaggressions due to disability status	93.9%	105	96.2%	121	100.0%	45	95.9%	272
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	9.1%	105	4.6%	121	2.8%	45	6.1%	272
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	7.1%	105	4.3%	121	1.3%	45	4.9%	272
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	10.2%	105	6.1%	121	2.7%	45	7.1%	272
MICROAGGREG_MICROAGGREGSPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	14.3%	105	7.5%	121	3.8%	45	9.5%	272
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	4.8%	105	6.5%	121	1.4%	45	5.0%	272
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	11.0%	105	13.0%	121	6.3%	45	11.1%	272
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.0%	105	2.8%	121	0.0%	45	1.2%	272
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	1.7%	105	2.5%	121	0.0%	45	1.8%	272
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	8.1%	105	8.3%	121	1.4%	45	7.1%	272
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3.1%	105	3.3%	121	2.4%	45	3.1%	272
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	79.2%	105	80.2%	121	92.0% <sup>(1)(2)</sup>	45	81.8%	272
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	5.8%	105	7.9%	121	2.7%	45	6.2%	272
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.0%	105	4.9%	121	1.4%	45	4.0%	272
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	2.1%	105	1.4%	121	1.4%	45	1.7%	272
MICROAGGREG_MICROAGGREGSPKERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	15.1%	105	8.6%	121	3.8%	45	10.3%	272
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	2.3%	105	3.1%	121	2.4%	45	2.7%	272
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	8.0%	105	2.4%	121	3.8%	45	4.8%	272
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	3.7%	105	2.1%	121	0.0%	45	2.4%	272

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	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	4.1%	105	3.4% <sup>(3)</sup>	121	0.0%	45	3.1%	272
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	6.4%	105	6.7%	121	11.3%	45	7.4%	272
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	78.0%	105	84.8%	121	86.9%	45	82.5%	272
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	5.5%	105	0.9%	121	2.4%	45	2.9%	272
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	7.3%	105	4.8%	121	0.0%	45	5.0%	272
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	4.0%	105	3.5%	121	5.1%	45	4.0%	272
MICROAGGREG_MICROAGGREGSPKERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	5.8%	105	6.5%	121	4.6%	45	5.9%	272
MICROAGGREG_MICROAGGREGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	0.6%	105	1.2%	121	0.0%	45	0.8%	272
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	5.5%	105	3.4%	121	2.4%	45	4.1%	272
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.0%	105	1.4%	121	0.0%	45	0.6%	272
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	0.0%	105	0.7%	121	0.0%	45	0.3%	272
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	4.0%	105	4.3%	121	0.0%	45	3.5%	272
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	5.8%	105	4.9%	121	2.4%	45	4.9%	272
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	90.1%	105	91.4%	121	90.3%	45	90.7%	272
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	10.2%	105	9.3%	121	4.8%	45	8.9%	272
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	1.0%	105	3.7%	121	0.0%	45	2.1%	272
MICROAGGREG_MICROAGGREGSPKERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	15.8%	105	7.8%	121	5.9%	45	10.6%	272
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	4.7%	105	1.6%	121	3.8%	45	3.2%	272
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.6%	105	1.7%	121	0.0%	45	1.0%	272

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	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	0.0%	105	2.0%	121	0.0%	45	0.9%	272
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	10.8%	105	4.6%	121	13.4%	45	8.5%	272
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	75.4%	105	82.3%	121	84.8%	45	80.0%	272
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.2%	105	1.4%	121	0.0%	45	0.7%	272
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	4.0%	105	1.4%	121	1.4%	45	2.4%	272
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.9%	105	0.9%	121	0.0%	45	0.7%	272
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	6.5%	105	2.7%	121	1.4%	45	4.0%	272
MICROAGGREG_MICROAGGREGCMLN_7b Someone told me that I complain too much because of my: sexual orientation	0.2%	105	1.4%	121	0.0%	45	0.7%	272
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	5.5%	105	1.4%	121	1.4%	45	3.0%	272
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	1.0%	105	0.8%	121	0.0%	45	0.8%	272
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.0%	105	0.9%	121	0.0%	45	0.4%	272
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	8.7%	105	2.2%	121	1.4%	45	4.6%	272
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	85.0%	105	96.5% <sup>(1)</sup>	121	98.6% <sup>(1)</sup>	45	92.4%	272
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	23.5%	105	19.7%	121	17.4%	45	20.8%	272
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	29.6%	105	15.6%	121	17.8%	45	21.4%	272
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	31.4%	105	17.2%	121	20.2%	45	23.2%	272
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	12.2%	105	15.9%	121	18.5%	45	14.9%	272
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	34.3%	105	19.7%	121	22.5%	45	25.8%	272
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	35.2%	105	22.6%	121	22.5%	45	27.5%	272

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	3.9% <sup>(3)</sup>	105	2.6% <sup>(3)</sup>	121	0.0%	45	2.7%	272
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	33.9%	105	22.0%	121	25.4%	45	27.1%	272
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	32.0%	105	19.1%	121	22.5%	45	24.7%	272
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	18.3%	105	16.3%	121	20.7%	45	17.8%	272
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	44.4%	105	63.8% <sup>(1)</sup>	121	72.9% <sup>(1)</sup>	45	57.8%	272
leaveuvar Have you considered leaving UVA in the past year?	47.6%	99	45.3%	120	37.2%	44	44.8%	263
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	22.6% <sup>(3)</sup>	47	23.6% <sup>(3)</sup>	54	1.9%	16	20.2%	118
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	3.9%	47	5.1% <sup>(3)</sup>	54	0.0%	16	3.9%	118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	38.7%	47	34.0%	54	34.5%	16	36.0%	118
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	25.6%	47	15.9%	54	30.9%	16	21.9%	118
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	0.0%	47	5.0%	54	0.0%	16	2.3%	118
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	5.0%	47	6.1%	54	1.0%	16	4.9%	118
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	5.2% <sup>(3)</sup>	47	13.5% <sup>(3)</sup>	54	0.0%	16	8.3%	118
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	1.1%	47	4.2%	54	1.9%	16	2.7%	118
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	3.4%	47	4.4%	54	5.4%	16	4.1%	118
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	7.8%	47	16.4%	54	10.7%	16	12.2%	118
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	14.8%	47	26.0%	54	23.1%	16	21.2%	118
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	4.3%	47	0.0%	54	0.0%	16	1.7%	118
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	34.2% <sup>(3)</sup>	47	17.1% <sup>(3)</sup>	54	3.5%	16	22.0%	118
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	5.4%	47	16.2%	54	8.6%	16	10.8%	118
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	2.0%	47	7.8% <sup>(3)</sup>	54	0.0%	16	4.4%	118
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	13.2%	47	29.5%	54	28.5%	16	22.9%	118

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	12.8%	47	11.8%	54	5.7%	16	11.3%	118
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	28.1% <sup>(3)</sup>	47	21.1% <sup>(3)</sup>	54	0.0%	16	20.9%	118
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	16.8%	47	14.1% <sup>(3)</sup>	54	0.0%	16	13.2%	118
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	2.7%	47	11.1%	54	24.6%	16	9.6%	118
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	4.8%	47	3.0%	54	24.6%	16	6.7%	118

Socioeconomic status								
	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
leaveuvaR Have you considered leaving UVA in the past year?	47.6%	99	45.3%	120	37.2%	44	44.8%	263
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	22.6% <sup>(3)</sup>	47	23.6% <sup>(3)</sup>	54	1.9%	16	20.2%	118
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	3.9%	47	5.1% <sup>(3)</sup>	54	0.0%	16	3.9%	118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	38.7%	47	34.0%	54	34.5%	16	36.0%	118
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	25.6%	47	15.9%	54	30.9%	16	21.9%	118
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	0.0%	47	5.0%	54	0.0%	16	2.3%	118
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	5.0%	47	6.1%	54	1.0%	16	4.9%	118
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	5.2% <sup>(3)</sup>	47	13.5% <sup>(3)</sup>	54	0.0%	16	8.3%	118
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse//partner	1.1%	47	4.2%	54	1.9%	16	2.7%	118
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	3.4%	47	4.4%	54	5.4%	16	4.1%	118
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	7.8%	47	16.4%	54	10.7%	16	12.2%	118
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	14.8%	47	26.0%	54	23.1%	16	21.2%	118
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	4.3%	47	0.0%	54	0.0%	16	1.7%	118
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	34.2% <sup>(3)</sup>	47	17.1% <sup>(3)</sup>	54	3.5%	16	22.0%	118
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	5.4%	47	16.2%	54	8.6%	16	10.8%	118
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	2.0%	47	7.8% <sup>(3)</sup>	54	0.0%	16	4.4%	118
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	13.2%	47	29.5%	54	28.5%	16	22.9%	118
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	12.8%	47	11.8%	54	5.7%	16	11.3%	118
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	28.1% <sup>(3)</sup>	47	21.1% <sup>(3)</sup>	54	0.0%	16	20.9%	118
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	16.8%	47	14.1% <sup>(3)</sup>	54	0.0%	16	13.2%	118
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	2.7%	47	11.1%	54	24.6%	16	9.6%	118
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	4.8%	47	3.0%	54	24.6%	16	6.7%	118



Socioeconomic status									
	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total		
	Mean	N	Mean	N	Mean	N	Mean	N	
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.38	101	1.38	117	1.52	45	1.40	263	
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.78	104	4.74	119	5.31 <sup>(1)(2)</sup>	45	4.85	269	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	5.00	15	5.08	58	5.11	16	5.07	88	
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.57	94	4.41	112	4.73	42	4.53	248	
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.83	104	4.61	120	5.21 <sup>(2)</sup>	45	4.80	269	
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.93	15	4.98	58	4.69	16	4.92	88	
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.35	88	5.08 <sup>(1)</sup>	110	5.27 <sup>(1)</sup>	42	4.84	240	
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.41	96	4.69	118	5.13 <sup>(1)(2)</sup>	44	4.66	258	
belongcomposite Belonging Composite index	4.88	97	4.74	117	5.22 <sup>(2)</sup>	44	4.87	258	
connectcomposite Connectedness Composite index	2.59	13	2.89	55	3.43 <sup>(1)(2)</sup>	13	2.93	82	
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.13	98	4.90	116	5.07	45	5.02	259	
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.08	99	4.86	117	5.25	45	5.01	262	
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.45 <sup>(2)</sup>	102	3.92	112	4.25	42	4.19	256	
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.41	102	4.19	116	4.47	42	4.32	260	
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.51	14	4.11	49	4.50 <sup>(1)</sup>	14	4.07	77	
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	2.26 <sup>(2)(3)</sup>	15	1.72 <sup>(3)</sup>	57	1.39	15	1.75	88	
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	4.42	102	4.58	119	4.32	45	4.48	266	
memposcomposite UVA Message Positive Composite index	4.72	90	4.66	113	5.22 <sup>(1)(2)</sup>	42	4.78	245	
memnegcomposite UVA Message Negative Composite index	2.36 <sup>(3)</sup>	90	2.35 <sup>(3)</sup>	113	1.96	42	2.29	245	
localposcomposite Local Residents Message Positive Composite index	4.62	78	4.79	108	5.19 <sup>(1)(2)</sup>	41	4.80	228	
localnegcomposite Local Resident Message Negative Composite index	2.65 <sup>(3)</sup>	78	2.49	108	2.18	41	2.49	228	

	Poor/Low income (1)		Middle class (2)		Upper-middle class/Wealthy (3)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
MYWISE_MYWISESES Individuals of my socioeconomic status are respected in Wise	4.63	93	5.10 <sup>(1)</sup>	110	5.44 <sup>(1)</sup>	43	4.98	246
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.13	13	2.06	54	2.04	13	2.07	80
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.11	12	2.12	55	2.12	13	2.12	80
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	2.20	13	2.12	55	2.04	13	2.12	81
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	2.08	13	2.01	55	2.03	13	2.02	81
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	2.12	13	1.97	55	2.07	13	2.01	81
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	2.12	13	2.01	55	2.01	13	2.02	81
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	3.87	87	4.28	107	4.08	42	4.10	236
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.79	84	4.48	100	4.75	41	4.64	225
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	5.24	13	4.89	51	4.99	14	4.96	78

Ability Status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	4.53	240	4.58	35	4.54	274
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.88	82	4.69	6	4.87	88
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.30	212	5.21	35	5.28	247
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.48	29	5.48 <sup>(0)</sup>	2	4.54	31
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.30	91	5.48	22	5.34	114
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.48	49	4.52	4	4.48	53
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	5.38 <sup>(1)</sup>	60	4.30	36	4.97	97
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.23	228	5.43	35	5.26	263
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.35	211	5.37	35	5.35	245
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.52	224	3.88	36	4.43	259
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.15	230	5.14	36	5.15	265
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.69	219	4.43	32	4.65	251
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	5.05	145	4.63	30	4.98	175
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.27	217	5.43	31	5.29	249
racecomposite Race based harassment/discrimination index	1.67	246	1.76 <sup>(0)</sup>	36	1.68	282
Gendercomposite Gender based harassment/discrimination index	1.65	246	1.80	36	1.67	282
sexorcomposite Sexual orientation based harassment/discrimination index	1.63	246	1.68	36	1.63	282
relcomposite Religion based harassment/discrimination index	1.87	246	2.26	36	1.92	282
polorcomposite Political belief based harassment/discrimination index	2.19	246	2.78	36	2.26	282
sescomposite Socioeconomic Status based harassment/discrimination index	1.54	246	1.78	36	1.57	282
discomposite Disability based harassment/discrimination index	1.43	245	1.96	36	1.50	281
agecomposite Age based harassment/discrimination index	1.43	243	1.71	36	1.47	279
DUCPRIDE_DUCDVRSIMPRTE Agreement with: - Diversity is important to me	5.21	231	5.44	36	5.24	267
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.93	228	4.75	36	4.91	264
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.90	229	5.08	36	4.92	265

Ability Status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
racecomposite Race based harassment/discrimination index	1.67	246	1.76 <sup>(0)</sup>	36	1.68	282
Gendercomposite Gender based harassment/discrimination index	1.65	246	1.80	36	1.67	282
sexorcomposite Sexual orientation based harassment/discrimination index	1.63	246	1.68	36	1.63	282
relcomposite Religion based harassment/discrimination index	1.87	246	2.26	36	1.92	282
polorcomposite Political belief based harassment/discrimination index	2.19	246	2.78	36	2.26	282
sescomposite Socioeconomic Status based harassment/discrimination index	1.54	246	1.78	36	1.57	282
discomposite Disability based harassment/discrimination index	1.43	245	1.96	36	1.50	281
agecomposite Age based harassment/discrimination index	1.43	243	1.71	36	1.47	279
DUCPRIDE_DUCDVRISIMPRTME Agreement with: - Diversity is important to me	5.21	231	5.44	36	5.24	267
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.93	228	4.75	36	4.91	264
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.90	229	5.08	36	4.92	265

Ability Status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	1.5%	215	11.9%	29	2.7%	244
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	4.4%	221	31.5% <sup>(0)</sup>	34	8.0%	255
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	1.9%	248	5.1%	36	2.3%	284
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	2.4%	248	3.0%	36	2.4%	284
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	9.2%	248	12.2%	36	9.5%	284
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.0%	248	18.8%	36	5.9%	284
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	0.7%	248	0.4%	36	0.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	2.6%	248	11.8%	36	3.8%	284
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.9%	248	0.0%	36	0.8%	284
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.6%	248	0.4%	36	0.6%	284
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	1.4%	248	9.2%	36	2.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	1.2%	248	0.0%	36	1.1%	284
microage_none Respondent indicated zero instances of microaggressions due to age	85.1%	248	66.5%	36	82.7%	284
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	248	0.4%	36	0.1%	284
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.0%	248	4.9%	36	0.6%	284
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.0%	248	13.8%	36	1.8%	284
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	0.0%	248	13.2%	36	1.7%	284

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.3%	248	2.6%	36	0.6%	284
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	248	0.4%	36	0.1%	284
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.6%	248	0.4%	36	0.6%	284
microdis_none Respondent indicated zero instances of microaggressions due to disability status	99.1% <sup>(1)</sup>	248	72.3%	36	95.7%	284
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	6.1%	248	4.0%	36	5.8%	284
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	4.2%	248	8.4%	36	4.7%	284
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	7.3%	248	3.6%	36	6.8%	284
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	9.0%	248	9.9%	36	9.1%	284
MICROAGGREG_MICROAGGREGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity	5.1%	248	2.3%	36	4.8%	284
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	10.5%	248	11.9%	36	10.7%	284
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	1.3%	248	0.0%	36	1.2%	284
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	1.9%	248	0.4%	36	1.7%	284
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	7.7% <sup>(1)</sup>	248	0.0%	36	6.8%	284
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3.1%	248	1.8%	36	2.9%	284
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	83.8%	248	73.9%	36	82.5%	284

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	6.3%	248	3.8%	36	6.0%	284
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.2% <sup>(1)</sup>	248	0.7%	36	3.8%	284
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	1.8% <sup>(1)</sup>	248	0.0%	36	1.6%	284
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	10.3%	248	7.1%	36	9.9%	284
MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs	2.6%	248	2.3%	36	2.6%	284
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	4.7%	248	4.2%	36	4.6%	284
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	2.3%	248	2.6%	36	2.3%	284
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	3.4%	248	0.7%	36	3.0%	284
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	6.0%	248	14.2%	36	7.1%	284
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	84.0%	248	78.4%	36	83.2%	284
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	3.4% <sup>(1)</sup>	248	0.0%	36	3.0%	284
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	5.9%	248	10.0%	36	6.4%	284
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	3.2%	248	9.6%	36	4.0%	284
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	7.0%	248	9.6%	36	7.3%	284
MICROAGGREG_MICROAGGREGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	1.0% <sup>(1)</sup>	248	0.0%	36	0.9%	284
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	3.3%	248	9.6%	36	4.1%	284
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.9%	248	0.0%	36	0.8%	284

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	0.6%	248	0.0%	36	0.5%	284
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	2.6%	248	9.6%	36	3.5%	284
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	4.1%	248	10.0%	36	4.9%	284
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	89.4%	248	90.0%	36	89.5%	284
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	7.3%	248	16.4%	36	8.5%	284
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	0.4%	248	12.6%	36	2.0%	284
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	7.7%	248	26.3%	36	10.1%	284
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	3.4%	248	0.4%	36	3.1%	284
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	1.1%	248	0.0%	36	0.9%	284
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	1.0%	248	0.0%	36	0.8%	284
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	5.8%	248	24.2%	36	8.1%	284
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	85.4% <sup>(1)</sup>	248	49.5%	36	80.9%	284
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.4%	248	2.3%	36	0.7%	284
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	2.4%	248	1.8%	36	2.3%	284
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.8%	248	0.0%	36	0.7%	284
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	2.7%	248	11.5%	36	3.8%	284
MICROAGGREG_MICROAGGREGCMLN_7b Someone told me that I complain too much because of my: sexual orientation	0.4%	248	2.3%	36	0.7%	284



	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	2.9%	248	2.3%	36	2.9%	284
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.8%	248	0.4%	36	0.7%	284
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.4%	248	0.0%	36	0.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	4.7%	248	2.3%	36	4.4%	284
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	93.3%	248	88.5%	36	92.7%	284
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	21.4%	248	24.1%	36	21.7%	284
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	22.2%	248	24.5%	36	22.5%	284
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	23.9%	248	26.2%	36	24.2%	284
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	16.0%	248	16.3%	36	16.1%	284
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	25.5%	248	35.6%	36	26.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	28.6%	248	25.0%	36	28.1%	284
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	2.5%	248	3.1%	36	2.6%	284
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	28.0%	248	28.1%	36	28.0%	284
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	24.9%	248	28.8%	36	25.4%	284

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	19.6%	248	13.7%	36	18.9%	284
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	59.9%	248	42.0%	36	57.6%	284
leaveuvaR Have you considered leaving UVA in the past year?	42.4%	239	49.1%	36	43.2%	275
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	19.3%	101	23.7%	18	20.0%	119
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	3.3%	101	6.9%	18	3.9%	119
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	34.4%	101	45.8%	18	36.1%	119
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	20.9%	101	29.4%	18	22.2%	119
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	2.7%	101	0.0%	18	2.3%	119
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	4.5%	101	7.4%	18	4.9%	119
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	9.8%	101	2.7%	18	8.7%	119
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	2.8%	101	1.7%	18	2.6%	119
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	4.4%	101	5.8%	18	4.6%	119
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	11.5%	101	18.3%	18	12.5%	119
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	23.4%	101	10.1%	18	21.4%	119
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	1.2%	101	4.4%	18	1.7%	119
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	18.8%	101	39.0%	18	21.8%	119
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	11.3%	101	7.4%	18	10.7%	119
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	5.1% <sup>(1)</sup>	101	0.0%	18	4.4%	119
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	23.7%	101	23.4%	18	23.6%	119
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	8.0%	101	33.0%	18	11.7%	119

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	14.1%	101	58.6% <sup>(0)</sup>	18	20.7%	119
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	9.8%	101	31.6%	18	13.1%	119
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	7.6%	101	20.5%	18	9.5%	119
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	7.8%	101	0.0%	18	6.7%	119

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.36	237	1.72 <sup>(0)</sup>	36	1.41	274
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.91	245	4.53	36	4.86	280
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	5.04	82	5.27	7	5.06	89
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.58	226	4.19	34	4.53	259
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.84	245	4.74	36	4.82	280
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.89	82	5.10	7	4.90	89
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.83	219	4.98	33	4.85	252
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.63	233	4.79	36	4.65	269
belongcomposite Belonging Composite index	4.92	234	4.63	36	4.89	270
connectcomposite Connectedness Composite index	2.93	76	2.91	6	2.93	82
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.04	235	5.07	35	5.05	270
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.98	238	5.38 <sup>(0)</sup>	35	5.04	273
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.22	232	4.08	35	4.21	267
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.35	236	4.09	35	4.32	271
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	4.06	73	4.25	5	4.07	78
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.74	82	1.99	7	1.76	88
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	4.49	242	4.49	36	4.49	278
memposcomposite UVA Message Positive Composite index	4.82	223	4.55	34	4.78	257

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
memnegcomposite UVA Message Negative Composite index	2.21	223	2.54	34	2.25	257
localposcomposite Local Residents Message Positive Composite index	4.79	205	4.88	34	4.81	239
localnegcomposite Local Resident Message Negative Composite index	2.46	201	2.51	34	2.47	235
MYWISE_MYWISEDIS Individuals with a disability or impairment like mine are respected in Wise	5.28	58	4.60	35	5.03	93
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	1.19 <sup>(1)</sup>	74	1.04	5	1.18	80
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	1.24	75	1.14	5	1.23	80
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	1.26	75	1.14	5	1.25	81
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	1.07 <sup>(1)</sup>	76	1.0	5	1.06	81
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	1.11 <sup>(1)</sup>	76	1.0	5	1.10	81
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	1.08	76	1.04	5	1.08	81
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.19	214	3.61	34	4.11	248
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.68	205	4.52	32	4.66	237
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.96	74	5.12	5	4.97	79

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	4.74	165	4.05	32	4.38	36	4.25	40	4.54	274
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	5.19	3	5.59 <sup>(3)(4)</sup>	13	4.86	34	4.62	38	4.87	88
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.38	150	5.22	30	5.20	30	5.02	38	5.28	247
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	5.00 <sup>(3)</sup>	0	6.00 <sup>(3)(4)</sup>	4	3.96	12	4.65	14	4.54	31
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.48	65	4.78	16	5.55 <sup>(4)</sup>	18	5.04	16	5.34	114
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	5.67 <sup>(2)(3)(4)</sup>	2	4.22	9	4.46	20	4.49	21	4.48	53
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.96	62	5.24	6	5.00	12	4.89	16	4.97	97
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.40 <sup>(4)</sup>	161	5.25	33	5.14	31	4.73	38	5.26	263
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.41	152	5.37	24	5.32	31	5.14	38	5.35	245
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.42	153	4.83	32	4.39	35	4.22	39	4.43	259
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.28	159	4.83	33	5.08	34	4.92	39	5.15	265
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.81	147	4.37	32	4.45	34	4.44	37	4.65	251
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	5.02	150	4.72	20	5.00	3	5.00	2	4.98	175
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.43 <sup>(4)</sup>	149	5.08	33	5.12	29	5.00	37	5.29	249
racecomposite Race based harassment/discrimination index	1.69	170	1.52	34	1.77	37	1.67	41	1.68	282
Gendercomposite Gender based harassment/discrimination index	1.68	170	1.45	34	1.70	37	1.79	41	1.67	282
sexorcomposite Sexual orientation based harassment/discrimination index	1.64 <sup>(2)</sup>	170	1.38	34	1.70	37	1.73 <sup>(2)</sup>	41	1.63	282
relcomposite Religion based harassment/discrimination index	1.96	170	1.67	33	1.97	37	1.87	41	1.92	282
polorcomposite Political belief based harassment/discrimination index	2.36	170	1.94	33	2.18	37	2.21	41	2.26	282
sescomposite Socioeconomic Status based harassment/discrimination index	1.59	170	1.55	34	1.61	37	1.49	41	1.57	282
discomposite Disability based harassment/discrimination index	1.52	170	1.33	33	1.57	37	1.49	41	1.50	281
agecomposite Age based harassment/discrimination index	1.47	169	1.28	33	1.48	36	1.59	41	1.47	279
DUCPRIDE_DUCDVRSIMPRTME Agreement with: - Diversity is important to me	5.27 <sup>(3)</sup>	160	5.22	30	5.02	36	5.31	41	5.24	267

	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
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.98	160	4.59	30	4.84	35	4.90	40	4.91	264
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	5.04 <sup>(3)</sup>	158	4.90	30	4.54	36	4.80	41	4.92	265

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
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	5.7%	146	5.7%	29	8.4%	34	15.7%	36	7.6%	246
VAWCWITBHD_BHDWITNESS_VAWCDISC2WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	13.6%	156	5.7%	29	13.3%	35	19.9%	37	13.6%	257
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	1.7%	171	2.3%	34	3.4%	37	3.7%	41	2.3%	284
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	2.4%	171	0.0%	34	0.0%	37	6.9% <sup>(2)(3)</sup>	41	2.4%	284
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	10.4%	171	9.0%	34	10.5%	37	5.6%	41	9.5%	284
MICROAGGREG_MICROAGGREGSPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	6.6%	171	4.4%	34	2.5%	37	7.1%	41	5.9%	284
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	0.4%	171	0.5%	34	0.0%	37	3.0%	41	0.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	4.6%	171	2.8%	34	0.0%	37	4.5% <sup>(3)</sup>	41	3.8%	284
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.0%	171	2.7%	34	0.0%	37	3.0%	41	0.8%	284
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.0%	171	0.5%	34	0.0%	37	3.7%	41	0.6%	284
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	2.3%	171	2.3%	34	0.0%	37	4.9% <sup>(3)</sup>	41	2.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.0%	171	7.1%	34	0.0%	37	1.4%	41	1.1%	284
microage_none Respondent indicated zero instances of microaggressions due to age	80.5%	171	85.5%	34	83.5%	37	88.8%	41	82.7%	284
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	171	0.5%	34	0.0%	37	0.0%	41	0.1%	284
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.0%	171	0.5%	34	1.4%	37	2.6%	41	0.6%	284
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	2.5%	171	0.5%	34	1.4%	37	0.0%	41	1.8%	284
MICROAGGREG_MICROAGGREGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	2.7%	171	0.5%	34	0.0%	37	0.0%	41	1.7%	284
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.8%	171	0.5%	34	0.0%	37	0.0%	41	0.6%	284
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	171	0.5%	34	0.0%	37	0.0%	41	0.1%	284



	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_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.9%	171	0.5%	34	0.0%	37	0.0%	41	0.6%	284
microdis_none Respondent indicated zero instances of microaggressions due to disability status	94.0%	171	99.5%	34	98.6%	37	97.4%	41	95.7%	284
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	6.3%	171	2.3%	34	2.8%	37	9.2%	41	5.8%	284
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	5.0% <sup>(2)</sup>	171	0.0%	34	4.0%	37	7.7% <sup>(2)</sup>	41	4.7%	284
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	8.8%	171	2.3%	34	4.2%	37	4.7%	41	6.8%	284
MICROAGGREG_MICROAGGREGSPKERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	12.6% <sup>(2)</sup>	171	0.0%	34	6.3%	37	4.4%	41	9.1%	284
MICROAGGREG_MICROAGGREGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity	6.3% <sup>(2)</sup>	171	0.5%	34	2.8%	37	3.3%	41	4.8%	284
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	14.9% <sup>(2)(3)</sup>	171	0.5%	34	2.8%	37	8.1%	41	10.7%	284
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.0%	171	2.7%	34	2.8%	37	3.3%	41	1.2%	284
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	1.0%	171	0.5%	34	2.8%	37	4.9%	41	1.7%	284
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	8.4% <sup>(2)</sup>	171	0.0%	34	5.8%	37	6.0%	41	6.8%	284
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	2.9%	171	2.7%	34	2.8%	37	3.3%	41	2.9%	284
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	78.2%	171	94.5% <sup>(1)</sup>	34	86.8%	37	87.1%	41	82.5%	284
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	7.2%	171	3.2%	34	6.3%	37	2.9%	41	6.0%	284
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.7%	171	2.7%	34	3.8%	37	1.0%	41	3.8%	284
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	2.0%	171	0.0%	34	2.8%	37	0.0%	41	1.6%	284

	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_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	11.0% <sup>(4)</sup>	171	17.9%	34	7.9%	37	0.0%	41	9.9%	284
MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs	2.7% <sup>(4)</sup>	171	0.5%	34	6.3%	37	0.0%	41	2.6%	284
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	6.7% <sup>(2)(4)</sup>	171	0.5%	34	2.8%	37	0.6%	41	4.6%	284
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	2.3%	171	2.7%	34	3.4%	37	1.0%	41	2.3%	284
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	3.5%	171	2.7%	34	3.4%	37	1.0%	41	3.0%	284
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	9.7% <sup>(4)</sup>	171	6.0%	34	2.8%	37	0.6%	41	7.1%	284
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	79.6%	171	79.3%	34	88.3%	37	97.0% <sup>(1)</sup>	41	83.2%	284
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	4.0%	171	0.0%	34	4.4%	37	0.0%	41	3.0%	284
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	7.9% <sup>(4)</sup>	171	7.4%	34	5.4% <sup>(4)</sup>	37	0.0%	41	6.4%	284
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	4.5%	171	0.0%	34	9.4%	37	0.4%	41	4.0%	284
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	9.5% <sup>(4)</sup>	171	2.7%	34	7.8%	37	1.1%	41	7.3%	284
MICROAGGREG_MICROAGGREGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	0.8%	171	0.0%	34	3.3%	37	0.0%	41	0.9%	284
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	6.1%	171	0.0%	34	3.3%	37	0.0%	41	4.1%	284
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.0%	171	2.7%	34	3.3%	37	0.4%	41	0.8%	284
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	0.0%	171	0.0%	34	3.3%	37	0.4%	41	0.5%	284
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	4.5%	171	2.7%	34	3.3%	37	0.4%	41	3.5%	284
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	6.3%	171	5.5%	34	3.3%	37	0.0%	41	4.9%	284

	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
microrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	88.5%	171	89.8%	34	83.9%	37	98.4% <sup>(1)(3)</sup>	41	89.5%	284
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	11.2% <sup>(4)</sup>	171	3.2%	34	7.4%	37	2.3%	41	8.5%	284
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	2.7%	171	0.0%	34	2.8%	37	0.0%	41	2.0%	284
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	13.7% <sup>(4)</sup>	171	5.5%	34	4.4%	37	3.8%	41	10.1%	284
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	4.4%	171	0.5%	34	2.8%	37	0.0%	41	3.1%	284
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.9%	171	2.7%	34	0.0%	37	0.4%	41	0.9%	284
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	0.0%	171	2.7%	34	3.4%	37	0.4%	41	0.8%	284
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	10.6% <sup>(4)</sup>	171	8.2%	34	5.4%	37	0.0%	41	8.1%	284
micorelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	73.6%	171	91.2% <sup>(1)</sup>	34	88.9% <sup>(1)</sup>	37	95.3% <sup>(1)</sup>	41	80.9%	284
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	1.0%	171	0.5%	34	0.0%	37	0.0%	41	0.7%	284
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	3.8% <sup>(2)(3)(4)</sup>	171	0.0%	34	0.0%	37	0.0%	41	2.3%	284
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	1.2%	171	0.0%	34	0.0%	37	0.0%	41	0.7%	284
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	5.6% <sup>(3)(4)</sup>	171	3.2%	34	0.0%	37	0.0%	41	3.8%	284
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	1.0%	171	0.5%	34	0.0%	37	0.0%	41	0.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	4.6% <sup>(3)(4)</sup>	171	0.5%	34	0.0%	37	0.0%	41	2.9%	284
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	1.1%	171	0.5%	34	0.0%	37	0.0%	41	0.7%	284
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.6%	171	0.0%	34	0.0%	37	0.0%	41	0.4%	284

	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_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	6.6% <sup>(3)(4)</sup>	171	3.2%	34	0.0%	37	0.0%	41	4.4%	284
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	88.6%	171	96.8%	34	100% <sup>(1)</sup>	37	100% <sup>(1)</sup>	41	92.7%	284
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	25.3% <sup>(3)</sup>	171	25.0%	34	8.7%	37	15.5%	41	21.7%	284
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	26.9% <sup>(3)(4)</sup>	171	27.7%	34	7.7%	37	13.4%	41	22.5%	284
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	30.0% <sup>(3)(4)</sup>	171	20.6%	34	10.5%	37	15.7%	41	24.2%	284
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	18.8% <sup>(2)</sup>	171	5.9%	34	19.1%	37	9.9%	41	16.1%	284
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	34.2% <sup>(3)(4)</sup>	171	22.2%	34	14.4%	37	10.6%	41	26.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	34.3% <sup>(3)(4)</sup>	171	27.3%	34	16.7%	37	13.3%	41	28.1%	284
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	0.5%	171	0.0%	34	4.9%	37	11.5% <sup>(1)(2)</sup>	41	2.6%	284
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	33.5% <sup>(4)</sup>	171	27.3%	34	19.1%	37	13.9%	41	28.0%	284
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	31.3% <sup>(3)(4)</sup>	171	22.2%	34	14.4%	37	13.5%	41	25.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	22.8% <sup>(4)</sup>	171	15.1%	34	14.1%	37	9.9%	41	18.9%	284
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	49.2%	171	64.5%	34	65.5%	37	79.3% <sup>(1)</sup>	41	57.6%	284
leaveuvaR Have you considered leaving UVA in the past year?	45.2%	166	35.3%	31	51.8% <sup>(4)</sup>	37	33.5%	41	43.2%	275
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	19.5%	75	31.9%	11	21.2%	19	11.1%	14	20.0%	119
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	0.0%	75	15.5%	11	15.0% <sup>(1)</sup> <sup>(4)</sup>	19	0.0%	14	3.9%	119

	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_3b Reason for considering leaving UVA - Lack of a sense of belonging	41.2%	75	23.3%	11	33.6%	19	21.9%	14	36.1%	119
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	25.8%	75	15.0%	11	16.2%	19	16.5%	14	22.2%	119
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	0.0%	75	7.1%	11	10.0%	19	0.0%	14	2.3%	119
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	1.0%	75	25.1%	11	7.8%	19	5.7%	14	4.9%	119
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	0.0%	75	15.5%	11	24.8% <sup>(1)</sup>	19	28.0% <sup>(1)</sup>	14	8.7%	119
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	0.4%	75	0.0%	11	14.6% <sup>(1)</sup> <sup>(2) (4)</sup>	19	0.0%	14	2.6%	119
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	0.4%	75	0.0%	11	20.7% <sup>(1)</sup> <sup>(2)</sup>	19	8.3%	14	4.6%	119
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	1.4%	75	15.5%	11	31.4% <sup>(1)</sup>	19	43.6% <sup>(1)</sup>	14	12.5%	119
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	2.3%	75	53.7% <sup>(1)</sup>	11	54.2% <sup>(1)</sup>	19	53.7% <sup>(1)</sup>	14	21.4%	119
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	2.5%	75	1.5%	11	0.0%	19	0.0%	14	1.7%	119
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	26.5%	75	22.0%	11	8.5%	19	14.6%	14	21.8%	119
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	0.4%	75	32.2% <sup>(1)</sup>	11	29.9% <sup>(1)</sup>	19	22.5% <sup>(1)</sup>	14	10.7%	119
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	0.0%	75	16.8%	11	9.6%	19	10.8%	14	4.4%	119
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	22.2%	75	25.7%	11	30.4%	19	20.0%	14	23.6%	119
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	18.4% <sup>(2)</sup> <sup>(3) (4)</sup>	75	1.5%	11	0.0%	19	0.0%	14	11.7%	119
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	31.5% <sup>(3) (4)</sup>	75	10.1%	11	0.0%	19	0.0%	14	20.7%	119
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	20.7% <sup>(2)</sup> <sup>(3) (4)</sup>	75	0.0%	11	0.0%	19	0.0%	14	13.1%	119
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	15.0% <sup>(3) (4)</sup>	75	1.5%	11	0.0%	19	0.0%	14	9.5%	119
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	10.6%	75	0.0%	11	0.0%	19	0.0%	14	6.7%	119

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_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.52 <sup>(3) (4)</sup>	163	1.35	33	1.13	36	1.25	41	1.41	274
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.90	170	4.68	33	5.04	36	4.65	40	4.86	280
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	5.77 <sup>(3) (4)</sup>	3	5.63 <sup>(3) (4)</sup>	13	5.06	34	4.82	40	5.06	89
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.52	160	4.58	30	4.57	34	4.49	36	4.53	259
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.91	170	4.80	33	4.80	36	4.52	41	4.82	280
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	5.77 <sup>(3) (4)</sup>	3	5.63 <sup>(3) (4)</sup>	13	4.90	34	4.61	40	4.90	89
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.74	152	4.91	27	4.94	35	5.19 <sup>(1)</sup>	38	4.85	252
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.70	163	4.30	29	4.66	37	4.70	40	4.65	269
belongcomposite Belonging Composite index	4.93	162	5.01	30	4.72	37	4.79	41	4.89	270
connectcomposite Connectedness Composite index	2.40	2	2.79	13	2.93	30	3.02 <sup>(1)</sup>	37	2.93	82
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.10 <sup>(4)</sup>	162	5.02	32	5.12	36	4.76	40	5.05	270
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.14 <sup>(4)</sup>	163	4.93	33	4.95	36	4.76	41	5.04	273
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.54 <sup>(4)</sup>	163	3.91 <sup>(4)</sup>	32	4.10 <sup>(4)</sup>	35	3.10	37	4.21	267
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.61 <sup>(4)</sup>	167	4.17 <sup>(4)</sup>	32	4.13 <sup>(4)</sup>	35	3.31	37	4.32	271
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.23	2	4.86 <sup>(1) (4)</sup>	11	4.15 <sup>(1)</sup>	30	3.82	35	4.07	78
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	2.15	3	1.82	13	1.68	34	1.78	39	1.76	88
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	4.35	168	4.63	33	4.73	36	4.70	41	4.49	278
memposcomposite UVA Message Positive Composite index	4.80	155	4.86	28	4.79	36	4.66	38	4.78	257

	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
memnegcomposite UVA Message Negative Composite index	2.22	155	2.14	28	2.30	36	2.42	38	2.25	257
localposcomposite Local Residents Message Positive Composite index	4.87 <sup>(4)</sup>	143	5.05 <sup>(4)</sup>	24	4.63	35	4.57	36	4.81	239
localnegcomposite Local Resident Message Negative Composite index	2.31	139	2.40	24	2.76 <sup>(1)</sup>	35	2.85 <sup>(1)</sup>	36	2.47	235
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.0	2	2.0	13	2.07	28	2.09	36	2.07	80
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.0	2	2.19	13	2.21	29	2.03	36	2.12	80
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	2.0	2	2.26	13	2.17	29	2.04	36	2.12	81
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	2.0	2	2.0	13	2.01	30	2.05	36	2.02	81
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	2.0	2	2.0	13	2.03	30	2.00	36	2.01	81
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	2.0	2	2.0	13	2.00	30	2.06	36	2.02	81
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	3.80	149	4.52 <sup>(1)</sup>	27	4.63 <sup>(1)</sup>	34	4.56 <sup>(1)</sup>	38	4.11	248
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.61	139	4.92	27	4.64	33	4.65	38	4.66	237
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	6.0 <sup>(2) (3) (4)</sup>	2	5.29	13	4.82	28	4.91	35	4.97	79

UVA Affiliation								
	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	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	4.67 <sup>(4)</sup>	188	4.57 <sup>(4)</sup>	54	3.71	33	4.54	274
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program			5.03	55	4.60	33	4.87	88
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.35	172	4.99	46	5.38	28	5.28	247
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA					4.54	31	4.54	31
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.37	79	5.14	22	5.47	13	5.34	114
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA			4.48	53			4.48	53
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	5.00	66	4.74	20	5.28 <sup>(3)</sup>	11	4.97	97
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.37 <sup>(3)</sup>	181	4.97	51	5.08	31	5.26	263
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.38	169	5.16	48	5.51	28	5.35	245
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.45	175	4.27	52	4.62	33	4.43	259
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.20	182	4.91	53	5.28	30	5.15	265
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.73	169	4.50	53	4.45	29	4.65	251
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.98	175					4.98	175
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.38 <sup>(3)</sup>	170	4.93	50	5.37 <sup>(3)</sup>	29	5.29	249
racecomposite Race based harassment/discrimination index	1.68	193	1.58	56	1.80	34	1.68	282
Gendercomposite Gender based harassment/discrimination index	1.66	193	1.65	56	1.82	34	1.67	282
sexorcomposite Sexual orientation based harassment/discrimination index	1.61	193	1.63	56	1.75	34	1.63	282
relcomposite Religion based harassment/discrimination index	1.94	192	1.76	56	2.07	34	1.92	282
polorcomposite Political belief based harassment/discrimination index	2.3 <sup>(3)</sup>	192	2.01	56	2.33	34	2.26	282
sescomposite Socioeconomic Status based harassment/discrimination index	1.59	193	1.49	56	1.57	34	1.57	282
discomposite Disability based harassment/discrimination index	1.50	192	1.50	56	1.48	34	1.50	281
agecomposite Age based harassment/discrimination index	1.47	190	1.38	55	1.57	34	1.47	279



	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
DUCPRIDE_DUCDVRISIMPRTME Agreement with: - Diversity is important to me	5.18	178	5.22	55	5.61 <sup>(1)(3)</sup>	34	5.24	267
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.92	178	4.95	54	4.73	32	4.91	264
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	5.04	177	4.86	55	4.40	33	4.92	265

UVA Affiliation								
	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	18.8% <sup>(3)</sup>	162	7.2%	53	14.0%	29	15.7%	243
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	28.9%	167	18.0%	52	23.9%	29	26.0%	248
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	1.1%	194	3.9%	56	6.6%	34	2.3%	284
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	2.6%	194	1.1%	56	3.5%	34	2.4%	284
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	11.7%	194	5.7%	56	3.5%	34	9.5%	284
MICROAGGREG_MICROAGGREGSPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	6.8%	194	4.9%	56	2.3%	34	5.9%	284
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	0.4%	194	1.1%	56	1.8%	34	0.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	4.1%	194	3.3%	56	2.3%	34	3.8%	284
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	0.0%	194	2.7%	56	1.8%	34	0.8%	284
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	0.1%	194	1.1%	56	2.7%	34	0.6%	284
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	2.0%	194	3.3%	56	2.7%	34	2.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.8%	194	1.6%	56	1.8%	34	1.1%	284
microage_none Respondent indicated zero instances of microaggressions due to age	80.6%	194	85.7%	56	89.9%	34	82.7%	284
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.1%	194	0.0%	56	0.0%	34	0.1%	284
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.6%	194	0.9%	56	0.0%	34	0.6%	284
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	2.3%	194	0.9%	56	0.0%	34	1.8%	284
MICROAGGREG_MICROAGGREGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	2.5%	194	0.0%	56	0.0%	34	1.7%	284
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.8%	194	0.0%	56	0.0%	34	0.6%	284

	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.1%	194	0.0%	56	0.0%	34	0.1%	284
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.8%	194	0.0%	56	0.0%	34	0.6%	284
microdis_none Respondent indicated zero instances of microaggressions due to disability status	94.0%	194	99.1%	56	100% <sup>(1)</sup>	34	95.7%	284
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	5.2%	194	5.7%	56	9.4%	34	5.8%	284
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	4.1%	194	3.1%	56	11.2%	34	4.7%	284
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	7.7%	194	2.3%	56	9.0%	34	6.8%	284
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	10.8%	194	4.1%	56	7.9%	34	9.1%	284
MICROAGGREG_MICROAGGREGCMLPN_3b Someone told me that I complain too much because of my: gender or gender identity	5.7% <sup>(3)</sup>	194	0.0%	56	7.2%	34	4.8%	284
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	13.3% <sup>(3)</sup>	194	0.9%	56	11.7% <sup>(3)</sup>	34	10.7%	284
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.0%	194	1.6%	56	7.2%	34	1.2%	284
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	0.9%	194	0.9%	56	7.7%	34	1.7%	284
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	7.5%	194	3.7%	56	7.7%	34	6.8%	284
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	2.6%	194	1.6%	56	7.2%	34	2.9%	284
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	81.0%	194	88.0%	56	82.2%	34	82.5%	284
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	6.4%	194	2.7%	56	8.7%	34	6.0%	284
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.2%	194	1.6%	56	5.5%	34	3.8%	284

	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	1.8%	194	0.0%	56	3.1%	34	1.6%	284
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	12.5% <sup>(3)</sup>	194	2.8%	56	6.8%	34	9.9%	284
MICROAGGREG_MICROAGGREGCMLPN_4b Someone told me that I complain too much because of my: political beliefs	2.6% <sup>(3)</sup>	194	0.0%	56	7.0%	34	2.6%	284
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	6.1% <sup>(3)</sup>	194	0.0%	56	3.9%	34	4.6%	284
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	2.0%	194	1.6%	56	5.1%	34	2.3%	284
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	3.1%	194	1.6%	56	5.1%	34	3.0%	284
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	9.2% <sup>(3)</sup>	194	1.6%	56	3.9%	34	7.1%	284
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	79.3%	194	94.4% <sup>(1)</sup>	56	87.2%	34	83.2%	284
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	3.6%	194	1.0%	56	3.2%	34	3.0%	284
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	7.1%	194	5.5%	56	4.3%	34	6.4%	284
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	5.1%	194	1.3%	56	1.9%	34	4.0%	284
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	8.5%	194	4.2%	56	5.8%	34	7.3%	284
MICROAGGREG_MICROAGGREGCMLPN_5b Someone told me that I complain too much because of my: race/ethnicity	0.7%	194	1.0%	56	1.9%	34	0.9%	284
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	5.4%	194	1.0%	56	1.9%	34	4.1%	284
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	0.0%	194	2.9%	56	1.9%	34	0.8%	284
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	0.0%	194	1.3%	56	1.9%	34	0.5%	284
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	4.0%	194	2.9%	56	1.9%	34	3.5%	284
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	6.0%	194	2.7%	56	1.9%	34	4.9%	284

	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
microrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	88.1%	194	92.7%	56	91.8%	34	89.5%	284
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	10.0% <sup>(3)</sup>	194	1.6%	56	11.1%	34	8.5%	284
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	2.3%	194	0.0%	56	3.1%	34	2.0%	284
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	12.7% <sup>(3)</sup>	194	3.3%	56	6.9%	34	10.1%	284
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	3.9%	194	0.0%	56	3.1%	34	3.1%	284
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.8%	194	1.6%	56	0.5%	34	0.9%	284
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	0.0%	194	1.6%	56	4.3%	34	0.8%	284
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	9.9%	194	3.3%	56	6.1%	34	8.1%	284
micorelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	76.1%	194	95.1% <sup>(1)</sup>	56	84.8%	34	80.9%	284
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	1.0%	194	0.0%	56	0.0%	34	0.7%	284
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	3.4% <sup>(3)(4)</sup>	194	0.0%	56	0.0%	34	2.3%	284
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	1.0%	194	0.0%	56	0.0%	34	0.7%	284
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	5.1%	194	1.6%	56	0.0%	34	3.8%	284
MICROAGGREG_MICROAGGREGCMLPN_7b Someone told me that I complain too much because of my: sexual orientation	1.0%	194	0.0%	56	0.0%	34	0.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	4.2% <sup>(3)(4)</sup>	194	0.0%	56	0.0%	34	2.9%	284
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	1.1%	194	0.0%	56	0.0%	34	0.7%	284
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.6%	194	0.0%	56	0.0%	34	0.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	6.0% <sup>(4)</sup>	194	1.6%	56	0.0%	34	4.4%	284

	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	89.8%	194	98.4% <sup>(1)</sup>	56	100% <sup>(1)</sup>	34	92.7%	284
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	25.8% <sup>(4)</sup>	194	14.4%	56	10.2%	34	21.7%	284
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	27.3% <sup>(3)(4)</sup>	194	14.2%	56	9.0%	34	22.5%	284
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	29.2% <sup>(3)(4)</sup>	194	15.9%	56	9.8%	34	24.2%	284
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	18.4%	194	9.8%	56	12.9%	34	16.1%	284
MICROAGGREG_MICROAGGREGCMLPN_8b Someone told me that I complain too much because of my: unsure of the motivation	34.8% <sup>(3)(4)</sup>	194	8.2%	56	11.1%	34	26.7%	284
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	34.5% <sup>(3)(4)</sup>	194	17.2%	56	9.2%	34	28.1%	284
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	0.0%	194	9.2% <sup>(1)</sup>	56	6.5% <sup>(1)</sup>	34	2.6%	284
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	33.8% <sup>(3)(4)</sup>	194	18.2%	56	11.1%	34	28.0%	284
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	32.3% <sup>(3)(4)</sup>	194	10.9%	56	10.4%	34	25.4%	284
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	24.0% <sup>(3)(4)</sup>	194	8.4%	56	7.0%	34	18.9%	284
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	50.9%	194	67.8% <sup>(1)</sup>	56	79.2% <sup>(1)</sup>	34	57.6%	284
leaveuvaR Have you considered leaving UVA in the past year?	41.7%	185	52.5%	56	36.0%	34	43.2%	275
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	21.8%	77	6.9%	30	40.1% <sup>(3)</sup>	12	20.0%	119
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	0.0%	77	15.6% <sup>(1)(4)</sup>	30	0.0%	12	3.9%	119
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	41.6% <sup>(3)</sup>	77	19.9%	30	40.3%	12	36.1%	119
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	26.7% <sup>(3)</sup>	77	3.7%	30	38.2% <sup>(3)</sup>	12	22.2%	119
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	0.0%	77	4.4%	30	11.6%	12	2.3%	119

	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	0.0%	77	15.9% <sup>(1)</sup>	30	9.4%	12	4.9%	119
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	0.0%	77	16.5% <sup>(1)</sup>	30	45.3% <sup>(1)</sup>	12	8.7%	119
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	0.0%	77	3.6%	30	17.1%	12	2.6%	119
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	0.0%	77	9.4% <sup>(1)</sup>	30	22.2% <sup>(1)</sup>	12	4.6%	119
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	0.0%	77	38.9% <sup>(1)</sup>	30	28.0% <sup>(1)</sup>	12	12.5%	119
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	0.0%	77	39.9% <sup>(1) (4)</sup>	30	39.9% <sup>(1)</sup>	12	21.4%	119
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	2.6%	77	0.0%	30	0.0%	12	1.7%	119
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	27.8% <sup>(3)</sup>	77	10.1%	30	12.0%	12	21.8%	119
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	0.0%	77	31.2% <sup>(1)</sup>	30	29.2% <sup>(1)</sup>	12	10.7%	119
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	0.0%	77	13.1% <sup>(1)</sup>	30	10.9%	12	4.4%	119
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	24.4%	77	22.4%	30	21.8%	12	23.6%	119
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	18.1% <sup>(3) (4)</sup>	77	0.0%	30	0.0%	12	11.7%	119
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	31.9% <sup>(3) (4)</sup>	77	0.0%	30	0.0%	12	20.7%	119
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	20.1% <sup>(3) (4)</sup>	77	0.0%	30	0.0%	12	13.1%	119
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	14.7% <sup>(3) (4)</sup>	77	0.0%	30	0.0%	12	9.5%	119
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	10.3%	77	0.0%	30	0.0%	12	6.7%	119

UVA Affiliation								
	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.49 <sup>(3)</sup>	186	1.21	54	1.30	33	1.41	274
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.84	193	5.00	55	4.73	33	4.86	280
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.51	180	4.63	49	4.49	31	4.53	259
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.87	193	4.81	55	4.60	33	4.82	280
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.67	168	5.28 <sup>(1)</sup>	54	5.08	31	4.85	252
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.67	180	4.77	55	4.37	33	4.65	269
belongcomposite Belonging Composite index	4.93	181	4.84	56	4.75	34	4.89	270
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own	5.10	184	4.98	52	4.85	33	5.05	270
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	5.14 <sup>(4)</sup>	185	4.99	54	4.54	33	5.04	273
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	4.50 <sup>(3)(4)</sup>	186	3.70	49	3.24	31	4.21	267
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	4.61 <sup>(3)(4)</sup>	190	3.87 <sup>(4)</sup>	50	3.27	31	4.32	271
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	4.30	191	4.95 <sup>(1)</sup>	54	4.82	33	4.49	278
memposcomposite UVA Message Positive Composite index	4.80	172	4.83	54	4.59	31	4.78	257
memnegcomposite UVA Message Negative Composite index	2.22	172	2.31	54	2.30	31	2.25	257
localposcomposite Local Residents Message Positive Composite index	4.89	157	4.73	53	4.52	29	4.81	239
localnegcomposite Local Resident Message Negative Composite index	2.32	153	2.69 <sup>(1)</sup>	53	2.88 <sup>(1)</sup>	29	2.47	235
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place			5.10	55	5.00	34	5.06	89
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place			5.06	55	4.65	34	4.90	89
connectcomposite Connectedness Composite index			2.82	52	3.13	30	2.93	82
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees			4.15	49	3.93	29	4.07	78



	Undergrad (1)		Staff (3)		Faculty (4)		Total	
	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			1.80	55	1.69	33	1.76	88
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks			2.11	50	2.00	30	2.07	80
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive			2.14	50	2.08	31	2.12	80
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			2.17	50	2.05	31	2.12	81
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			2.04	51	2.01	31	2.02	81
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			2.06 <sup>(4)</sup>	51	1.93	31	2.01	81
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			2.04	51	2.00	31	2.02	81
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	3.86	164	4.67 <sup>(1)</sup>	53	4.47	30	4.11	248
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.66	155	4.78	53	4.43	29	4.66	237
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work			4.94	51	5.02	28	4.97	79

<b>Are you a U.S. Citizen, Permanent Resident, or DACA eligible?</b>						
	Yes (1)		No (2)		Total	
	Mean	N	Mean	N	Mean	N
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.35	242	5.22	4	5.35	245
MYWISE_MYWISECTZ Individuals of my citizenship status are respected in Wise	5.37	237	5.79 <sup>(1)</sup>	3	5.38	240

<b>Military Service Status</b>							
	Never served in military (0)		Currently or have served in military (1)		Total		
	Mean	N	Mean	N	Mean	N	
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.40	101	4.80	13	5.33	114	
MYWISE_MYWISEVET Individuals of my military service status are respected in Wise	5.33	86	4.88	13	5.27	99	

National Origin						
	National origin outside of US (0)		US national origin (1)		Total	
	Mean	N	Mean	N	Mean	N
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	3.95	12	5.33	174	5.25	186
MYWISE_MYWISENTLORG Individuals of my national origin are respected in Wise	4.06	13	5.35	174	5.26	187