



# 2018 UVA Diversity and Inclusion Climate Survey

Report of Results

**Prepared by:**

The Center for Survey Research

for

The UVA Climate Survey Committee



*Center for Survey Research • University of Virginia*  
A UNIT OF THE WELDON COOPER CENTER FOR PUBLIC SERVICE

CSR Project  
# 18.03



## The University Diversity and Inclusion Climate Survey

The University Diversity and Inclusion Climate Survey was conducted by the Center for Survey Research (CSR) at the University of Virginia in conjunction with Archie Holmes, Vice Provost for Academic Affairs; Margaret Riley, Professor of Law; Catherine Spear, Associate Vice President for Equal Opportunity & Civil Rights; Rachel Spraker, Compliance Director for Equity and Affirmative Action; and Sarah Schultz-Robinson, Assistant Director for Institutional Assessment & Studies. All undergraduate students, graduate students, staff, and faculty from UVA, including the College at Wise, were included in the sample, except for those in the Medical Center and School of Medicine. While a survey on these topics was already under discussion in relation to the University's strategic efforts to advance diversity, equity, and inclusion, it was also the recommendation of the Dean's Working Group, convened in response to the events of August 11-12, 2017, that a survey of the climate for inclusion and safety be conducted to aid in informing the University on priority areas for institutional transformation. University President Teresa A. Sullivan accepted that recommendation and the Board of Visitors approved funding for the survey project in early March 2018.

The survey was conducted between April and June of 2018. The CSR then performed data analysis, prepared tables, and drafted the final report, a demanding process that occupied several months. The release of the report was delayed by a number of factors, including the departures of President Sullivan, Provost Katsouleas and Vice Provost Archie Holmes. Most significantly, the emergence of COVID-19 soon after Provost Magill's arrival in Fall 2019 required intensive focus on adapting UVA's academic and service operations to the circumstances of a global pandemic.

In the time since this survey was conducted, UVA has made important commitments related to diversity, equity, and inclusion. In January 2020, the University adopted [the Inclusive Excellence framework](#), a structure for self-study and organizational change. In June 2020, President Ryan convened the Racial Equity Task Force, which presented a set of goals for the university; [UVA's Board of Visitors endorsed those goals](#) in September 2020.

### Acknowledgments

The CSR, a unit of the Weldon Cooper Center for Public Service at UVA, assisted with study design and questionnaire development, collected the data, analyzed the results and prepared the initial, detailed report of results. The project leadership at CSR included Director Thomas M. Guterbock, PhD, who oversaw the entire CSR operation; Senior Project Coordinator Kathryn F. Wood, PhD, who drafted the report of results; and Senior Project Coordinator Kara S. Fitzgibbon, PhD, who led the data analysis effort. All three worked closely with the Associate Provost's survey team (Holmes, Riley, Schultz-Robinson, Spear, and Spraker) on conceptual development, design of the questionnaires, field procedures and deciding on the content and structure of the final report as well as final editing. Matt Starnowski, CSR Survey Operations Manager, managed the programming and fielding of the questionnaire (using the Qualtrics survey platform) and oversaw the reminder calling effort by CSR's telephone interviewers. Research Analysts Hexuan Zhang, Sean Johnson, and Senior Research Analyst Mitch Morehart contributed greatly to questionnaire programming, data analysis and preparation of tables, with assistance from graduate and undergraduate students Laura Baird, Rebecca Brookman, Keyu Chen, Julia Nguyen, Hannah Shadowen, Carole Yang, and Shayne Zaslow. Gare Galbraith supervised telephone reminder calling by CSR's interviewing team, which included Louise Bibb, Nancy Botchford, Spot Etal, Stephanie Fick, Kelly Johnson, Beverley Kerr, Susanne Moyer, Michelle Paul, Hannah Ridings, and Christine Stone.



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## I. Profile of Nine Aspects of Identity

Before turning to discussion of results of the survey about the climate for diversity and inclusion at the University of Virginia, it is important to understand the social identifiers, or identities, used to conduct the data analysis. For purposes of comparison, nine independent variables—aspects of each respondent’s reported identity—were selected for analysis in this report. They include University affiliation, racial/ethnic identity, gender identity, sexual orientation, religious affiliation, political orientation, socioeconomic status, ability status, and age. In the tables below, we provide demographic information about the respondents to the survey, separated by campus location. The data have been weighted to match the university population figures, where known. Further details on weighting can be found in Appendix A, Survey Methodology.

### UVA-Charlottesville Campus

#### *UVA Affiliation*

Table I-1 provides the breakdown by University affiliation at UVA-Charlottesville: Undergraduates, Graduate students, Staff, and Faculty. All four categories are used in analysis throughout the report.

**Table I-1. University Affiliation at UVA-Charlottesville**

<b>UVA- Charlottesville Affiliation</b>	<b>Undergrad</b>	<b>Count</b>	3031
			49.5%
	<b>Grad</b>	<b>Count</b>	1508
			24.6%
	<b>Staff</b>	<b>Count</b>	1088
			17.8%
	<b>Faculty</b>	<b>Count</b>	502
			8.2%
<b>Total</b>		<b>Count</b>	6129
			100.0%

***Race/Ethnicity***

Table I-2 shows the breakdown by race or ethnic origin as provided by respondents. Respondents were able to select multiple racial/ethnic categories. Because of small counts in a number of categories, and for ease of interpretation, this variable has been collapsed into six categories when used in analysis. These six categories are African American or Black, Asian American or Asian, Hispanic or Latinx, White or Caucasian, Multiracial, and All remaining categories (which includes American Indian or Alaska Native, Middle Eastern or North African, Native Hawaiian or Other Pacific Islander, and other descriptions provided by respondent).

**Table I-2. Race/Ethnicity at UVA-Charlottesville**

<b>Racial/ethnic affiliation</b>	<b>I wish to provide my own description</b>	<b>Count</b>	118
			2.0%
	<b>African American or Black</b>	<b>Count</b>	490
			8.2%
	<b>American Indian or Alaska Native</b>	<b>Count</b>	77
			1.3%
	<b>Asian American or Asian</b>	<b>Count</b>	992
			16.5%
	<b>Hispanic or Latinx</b>	<b>Count</b>	366
			6.1%
<b>Middle Eastern or North African</b>	<b>Count</b>	186	
		3.1%	
<b>Native Hawaiian or Other Pacific Islander</b>	<b>Count</b>	10	
		0.2%	
<b>White or Caucasian</b>	<b>Count</b>	4209	
		70.1%	
<b>Total</b>	<b>Count</b>	6004	

Percentages and totals are based on respondents.

### Gender Identity

Table I-3 provides the count of gender identity as provided by respondents. For clarity and purposes of protecting anonymity in analysis, these categories were collapsed into three: Man, Woman, and TGQNO (Trans, Genderqueer, non-binary or non-conforming, and own description as provided by respondent).

**Table I-3. Gender at UVA-Charlottesville**

<b>Current gender identity</b>	<b>Man</b>	<b>Count</b>	2856
			47.1%
	<b>Woman</b>	<b>Count</b>	3097
			51.0%
	<b>Trans Man</b>	<b>Count</b>	10
			0.2%
	<b>Trans Woman</b>	<b>Count</b>	5
			0.1%
	<b>Genderqueer</b>	<b>Count</b>	14
		0.2%	
	<b>I wish to provide my own description</b>	<b>Count</b>	39
			0.6%
	<b>Non-binary or Gender Non-conforming</b>	<b>Count</b>	49
			0.8%
<b>Total</b>	<b>Count</b>	6070	
			100.00%

**Sexual Orientation**

Table I-4 shows the distribution of sexual orientation identities as provided by respondents. For purposes of analysis and the protection of anonymity, the data were collapsed into four categories for UVA-Charlottesville: Heterosexual or straight, Gay or lesbian, Bisexual, and QPAO (Questioning, Queer, Pansexual, Asexual or Other description as provided by respondent).

**Table I-4. Sexual Orientation at UVA-Charlottesville**

<b>Sexual orientation</b>	<b>Heterosexual or straight</b>	<b>Count</b>	5083
			85.1%
	<b>Gay or lesbian</b>	<b>Count</b>	215
			3.6%
	<b>Bisexual</b>	<b>Count</b>	296
			5.0%
	<b>Questioning</b>	<b>Count</b>	86
			1.4%
	<b>I wish to provide my own description</b>	<b>Count</b>	44
			0.7%
	<b>Queer</b>	<b>Count</b>	93
			1.6%
	<b>Pansexual</b>	<b>Count</b>	37
			0.6%
	<b>Asexual</b>	<b>Count</b>	117
			2.0%
<b>Total</b>	<b>Count</b>		5971
			100.0%



**Religious Affiliation**

The question on religious affiliation provided the categories shown in Table I-5 below. For purposes of analysis, these categories were collapsed into eight groupings: Agnostic, Atheist, Christian, Jewish, Muslim, Spiritual but no religious affiliation, No religious or spiritual preference, and all remaining religious affiliations (including Baha'i, Buddhist, Hindu, Native American, Sikh, and own description as provided by respondent).

**Table I-5. Religion at UVA-Charlottesville**

	Count	
<b>Agnostic</b>	885	14.6%
<b>Atheist</b>	760	12.6%
<b>Baha'i</b>	3	0.0%
<b>Buddhist</b>	93	1.5%
<b>Christian</b>	2805	46.4%
<b>Hindu</b>	96	1.6%
<b>Jewish</b>	226	3.7%
<b>Muslim</b>	108	1.8%
<b>Native American Traditional Practitioner or Ceremonial</b>	2	0.0%
<b>Sikh</b>	8	0.1%
<b>Spiritual, but no religious affiliation</b>	484	8.0%
<b>Not listed (Please specify)</b>	74	1.2%
<b>No religious or spiritual preference</b>	500	8.3%
<b>Total</b>	6044	100.0%

***Political Orientation***

Table I-6 provides data on the variable asking respondents about their political orientation. Because of sufficient numbers in each category, this breakdown was retained as is for analysis of UVA-Charlottesville.

**Table I-6. Political Orientation at UVA-Charlottesville**

<b>Political orientation</b>	<b>Very liberal</b>	<b>Count</b>	841
			14.4%
	<b>Liberal</b>	<b>Count</b>	1820
			31.2%
	<b>Slightly liberal</b>	<b>Count</b>	884
			15.2%
	<b>Moderate or middle of the road</b>	<b>Count</b>	1100
			18.9%
	<b>Slightly conservative</b>	<b>Count</b>	527
			9.0%
	<b>Conservative</b>	<b>Count</b>	521
			8.9%
	<b>Very conservative</b>	<b>Count</b>	137
			2.3%
<b>Total</b>	<b>Count</b>	5830	
			100.0%

### Socioeconomic Status

Table I-7 provides the data for socioeconomic status as reported by the respondents, who could choose from five categories. These categories were retained as distinct for UVA-Charlottesville analysis.

**Table I-7. Socioeconomic Status at UVA-Charlottesville**

<b>Current socioeconomic status</b>	<b>Poor</b>	<b>Count</b>	112
			1.9%
	<b>Low income</b>	<b>Count</b>	697
			11.7%
	<b>Middle class</b>	<b>Count</b>	2474
			41.4%
	<b>Upper-middle class</b>	<b>Count</b>	2316
			38.7%
	<b>Wealthy</b>	<b>Count</b>	380
			6.4%
<b>Total</b>		<b>Count</b>	5979
			100.0%

### Disability Status

Table I-8 provides information on the ability status of respondents, comparing the number of individuals without disabilities to the number with disabilities. For information on specific types of disability, see Appendix C.

**Table I-8. Disability Status at UVA-Charlottesville**

<b>Disability status</b>	<b>Individuals without disabilities</b>	<b>Count</b>	5489
			89.5%
	<b>Individuals with disabilities</b>	<b>Count</b>	641
			10.5%
<b>Total</b>		<b>Count</b>	6130
			100.0%

## Age

Table I-9 provides data on the age of respondents. For purposes of analysis, the data were collapsed into four categories: 25 and under, 26-33, 34-49, and 50 and above.

**Table I-9. Age at UVA-Charlottesville**

	<b>18-25</b>	<b>Count</b>	3581
			58.6%
	<b>26-33</b>	<b>Count</b>	1072
			17.5%
	<b>34-41</b>	<b>Count</b>	403
			6.6%
<b>Age range</b>	<b>42-49</b>	<b>Count</b>	341
			5.6%
	<b>50-57</b>	<b>Count</b>	322
			5.3%
	<b>58-65</b>	<b>Count</b>	266
			4.4%
	<b>Over 65</b>	<b>Count</b>	124
			2.0%
<b>Total</b>		<b>Count</b>	6109
			100.0%

## UVA-Wise Campus

### *UVA Affiliation*

Table I-10 provides the breakdown by University affiliation in Wise (UVA-Wise). The University of Virginia College in Wise does not enroll graduate students, so all UVA-Wise analysis by University affiliation will have three categories.

**Table I-10. University Affiliation at UVA-Wise**

	<b>Undergrad</b>	<b>Count</b>	194
			68.3%
<b>UVA-Wise Affiliation</b>	<b>Staff</b>	<b>Count</b>	56
			19.7%
	<b>Faculty</b>	<b>Count</b>	34
			12.0%
<b>Total</b>		<b>Count</b>	284
			100.0%

***Race/Ethnicity***

Table I-11 shows the breakdown by race or ethnic origin as provided by respondents. Respondents were able to select multiple racial/ethnic categories. Because of small counts in a number of categories, and for ease of interpretation, this variable has been collapsed when used in analysis. In analysis of results from UVA-Wise, the data were collapsed into two categories: White or Caucasian alone and all remaining categories.

**Table I-11. Race/Ethnicity at UVA-Wise**

<b>Racial/ethnic affiliation</b>	<b>I wish to provide my own description</b>	<b>Count</b>	4
			1.6%
	<b>African American or Black</b>	<b>Count</b>	18
			6.7%
	<b>American Indian or Alaska Native</b>	<b>Count</b>	3
			1.1%
	<b>Asian American or Asian</b>	<b>Count</b>	6
			2.1%
	<b>Hispanic or Latinx</b>	<b>Count</b>	3
			1.3%
	<b>Middle Eastern or North African</b>	<b>Count</b>	0
			0.0%
	<b>Native Hawaiian or Other Pacific Islander</b>	<b>Count</b>	1
			0.2%
	<b>White or Caucasian</b>	<b>Count</b>	247
			90.7%
	<b>Total</b>	<b>Count</b>	272

Percentages and totals are based on respondents.

### Gender Identity

Table I-12 provides the gender identity choices provided by respondents. Again, for clarity and purposes of protecting anonymity in analysis, these categories were collapsed into three: Man, Woman, and TGQNO (Trans, Genderqueer, non-binary or non-conforming, and own description). Due to the small number of cases in some categories, the frequency below shows the combined gender identity categories.

**Table I-12. Gender at UVA-Wise**

<b>Current gender identity</b>	<b>Man</b>	<b>Count</b>	132
			47.1%
	<b>Woman</b>	<b>Count</b>	146
			52.1%
	<b>TGQNO</b>	<b>Count</b>	2
			0.8%
<b>Total</b>		<b>Count</b>	280
			100.0%

**Sexual Orientation**

Table I-13 shows the distribution of sexual orientation identities, as provided by respondents. For purposes of analysis and protection of anonymity, the data were collapsed into the following two categories for analysis: Heterosexual or straight, and LGBQPAO.

**Table I-13. Sexual Orientation at UVA-Wise**

<b>Sexual orientation</b>	<b>Heterosexual or straight</b>	<b>Count</b>	230
			82.4%
	<b>Gay or lesbian</b>	<b>Count</b>	6
			2.2%
	<b>Bisexual</b>	<b>Count</b>	18
			6.5%
	<b>Questioning</b>	<b>Count</b>	3
			1.1%
	<b>I wish to provide my own description</b>	<b>Count</b>	7
			2.5%
	<b>Queer</b>	<b>Count</b>	0
			0.0%
	<b>Pansexual</b>	<b>Count</b>	2
			0.7%
	<b>Asexual</b>	<b>Count</b>	13
			4.7%
<b>Total</b>	<b>Count</b>	279	
			100.0%



**Religious Affiliation**

The question on religious affiliation provided the possibilities shown in Table I-14 below. For purposes of analysis, these categories were collapsed into four groupings: Non-Christian religions, Christian, Spiritual but no religious affiliation, and No religious or spiritual preference/Agnostic/Atheist.

**Table I-14. Religion at UVA-Wise**

Religion/spirituality	<b>Agnostic</b>	<b>Count</b>	26
			9.2%
	<b>Atheist</b>	<b>Count</b>	25
			8.8%
	<b>Baha'i</b>	<b>Count</b>	0
			0.0%
	<b>Buddhist</b>	<b>Count</b>	2
			0.7%
	<b>Christian</b>	<b>Count</b>	185
			65.4%
	<b>Hindu</b>	<b>Count</b>	0
			0.0%
	<b>Jewish</b>	<b>Count</b>	0
			0.0%
	<b>Muslim</b>	<b>Count</b>	3
			1.1%
<b>Native American Traditional Practitioner or Ceremonial</b>	<b>Count</b>	0	
		0.0%	
<b>Sikh</b>	<b>Count</b>	0	
		0.0%	
<b>Spiritual, but no religious affiliation</b>	<b>Count</b>	20	
		7.1%	
<b>Not listed (Please specify)</b>	<b>Count</b>	6	
		2.1%	
<b>No religious or spiritual preference</b>	<b>Count</b>	16	
		5.7%	
<b>Total</b>	<b>Count</b>	283	
		100.0%	

***Political Orientation***

Table I-15 provides data on the variable asking respondents about their political orientation. In analysis, political orientation was collapsed into three affiliations: Liberal (which includes very liberal, liberal, and slightly liberal), Moderate or middle of the road, and Conservative (which includes slightly conservative, conservative, and very conservative).

**Table I-15. Political Orientation at UVA-Wise**

	<b>Very liberal</b>	<b>Count</b>	15
			5.7%
	<b>Liberal</b>	<b>Count</b>	53
			20.3%
	<b>Slightly liberal</b>	<b>Count</b>	24
			9.2%
<b>Political orientation</b>	<b>Moderate or middle of the road</b>	<b>Count</b>	76
			29.1%
	<b>Slightly conservative</b>	<b>Count</b>	20
			7.7%
	<b>Conservative</b>	<b>Count</b>	56
			21.5%
	<b>Very conservative</b>	<b>Count</b>	17
			6.5%
<b>Total</b>		<b>Count</b>	261
			100.0%

### Socioeconomic Status

Table I-16 provides the data for socioeconomic status as reported by the respondents, who could choose from five categories. For analysis, these categories were collapsed three: poor/low income, middle class, and upper-middle class/wealthy.

**Table I-16. Socioeconomic Status at UVA-Wise**

<b>Current socioeconomic status</b>	<b>Poor</b>	<b>Count</b>	23
			8.5%
	<b>Low income</b>	<b>Count</b>	82
			30.3%
	<b>Middle class</b>	<b>Count</b>	121
			44.6%
	<b>Upper-middle class</b>	<b>Count</b>	44
			16.2%
	<b>Wealthy</b>	<b>Count</b>	1
			0.4%
<b>Total</b>		<b>Count</b>	271
			100.0%

### Disability Status

Table I-17 provides information on the ability status of respondents, comparing the number of individuals without disabilities to the number with disabilities. For information on specific types of disability, see Appendix D.

**Table I-17. Disability Status at UVA-Wise**

<b>Disability status</b>	<b>Individuals without disabilities</b>	<b>Count</b>	248
			87.3%
	<b>Individuals with disabilities</b>	<b>Count</b>	36
			12.7%
<b>Total</b>		<b>Count</b>	284
			100.0%

## Age

Table I-18 provides data on the age of respondents. For purposes of analysis, the data were collapsed into four categories: 25 and under, 26-33, 34-49, and 50 and above.

**Table I-18. Age at UVA-Wise**

	<b>18-25</b>	<b>Count</b>	171
			60.0%
	<b>26-33</b>	<b>Count</b>	34
			11.9%
	<b>34-41</b>	<b>Count</b>	20
			7.0%
<b>Age range</b>	<b>42-49</b>	<b>Count</b>	18
			6.3%
	<b>50-57</b>	<b>Count</b>	21
			7.4%
	<b>58-65</b>	<b>Count</b>	17
			6.0%
	<b>Over 65</b>	<b>Count</b>	4
			1.4%
<b>Total</b>		<b>Count</b>	285
			100.0%

## II. Overall Comfort with Climate for Diversity and Inclusiveness

One purpose of the 2018 UVA Diversity and Inclusion Climate Survey was to assess the interaction between the individual student, faculty member, or employee and the environment at the University of Virginia regarding diversity, equity, and inclusion. The survey provides many measures of diversity, equity, and inclusion, and many ways of assessing the individual’s experience.

This chapter presents analysis on two summary questions: first, respondents’ overall comfort with the climate for diversity and inclusiveness at the University of Virginia, and then their comfort within their department, unit, or program (undergraduate students were not asked the latter question). These questions use a type of Likert scale, with choices ranging from strongly disagree to strongly agree.

The results are presented below with each campus discussed separately, beginning with UVA-Charlottesville. Within each campus, results are first broken out by frequency totals and then by affiliation (whether the respondent was student, faculty, or staff). We then expand the comparisons to examine statistical differences by affiliation and the eight social identifiers: age, political orientation, race, religion, socioeconomic status, sexual orientation, gender, and disability status. These comparisons are performed by computing mean scores for each of the questions, for each group, and then using a series of t-tests to determine which differences are statistically significant. Statistically significant t-test comparisons will be summarized here; full tables can be found in Appendices G through Q. Results for UVA-Wise are presented in the second part of the chapter, following the same format.

### UVA-Charlottesville

#### *Comfort with Climate at UVA-Charlottesville*

Table II-1 below shows that more than two-thirds (68.7 percent) of UVA-Charlottesville respondents at least somewhat agreed that they feel comfortable with the climate for diversity and inclusiveness at UVA-Charlottesville. A small percentage, 6.5 percent strongly disagreed, while a larger number, 12.7 percent, strongly agreed.

**Table II-1. Comfort with Climate for Diversity and Inclusiveness at UVA-Charlottesville**

UVA-Charlottesville			
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA- Charlottesville	Strongly disagree	Count	391
			6.5%
	Disagree	Count	602
			10.1%
	Somewhat disagree	Count	880
			14.7%
	Somewhat agree	Count	1563
		26.2%	
Agree	Count	1783	
		29.8%	
Strongly agree	Count	756	
		12.7%	
<b>Total</b>	Count	5975	
			100.0%

### *Comfort with Climate within Respondent's Department, Unit, or Program*

Table II-2 provides a summary of the responses for the question of comfort within the respondent's department, unit or program. On this summary measure, three-quarters (75 percent) of survey respondents at least somewhat agreed that they were comfortable, with 21.4 percent saying that they strongly agreed. Respondents were more likely to strongly agree that they were comfortable in their own department, unit, or program than in the University as a whole. It is also important to remember that this respondent sample was somewhat different from Table II-1 because undergraduates were not asked this question.

**Table II-2. Comfort with Climate for Diversity and Inclusiveness within Respondent's department, unit, or program at UVA-Charlottesville**

		UVA-Charlottesville	
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department, unit, or program</b>	<b>Strongly disagree</b>	Count	189
			6.3%
	<b>Disagree</b>	Count	227
			7.5%
	<b>Somewhat disagree</b>	Count	336
			11.2%
	<b>Somewhat agree</b>	Count	629
			20.9%
	<b>Agree</b>	Count	985
			32.7%
	<b>Strongly agree</b>	Count	646
			21.4%
<b>Total</b>		Count	3012
			100.0%

### *Comfort with Climate by University Affiliation*

Table II-3 shows the breakdown for responses for UVA-Charlottesville on these two questions when affiliation is considered. (These data are weighted to reflect demographic proportions in the population, but do not adjust by the population distribution of university affiliation.) Comparing the groups, in all cases more than half of the respondents at least somewhat agreed that they felt comfortable with the climate at UVA-Charlottesville, and for students and staff, that proportion was more than two-thirds. Faculty respondents were less likely than others to say they felt comfortable with the climate for diversity and inclusiveness. The responses of graduate students showed a polarity, with 11 percent strongly disagreeing, while 15 percent strongly agreed.

When asked about their own department, unit, or program, the breakdowns followed the pattern of the University more broadly. Respondents were more likely to feel comfortable in their own department, unit, or program than at UVA-Charlottesville generally. As was true regarding UVA-Charlottesville as a whole, the data suggest that faculty are less likely than graduate students and staff to agree or strongly agree that they felt comfortable in their departments, units, or programs. The percentage of respondents who at least somewhat agreed that they felt comfortable is 73 percent for graduate students, 81 percent for staff, and 69 percent for faculty.

Table II-3. Comfort with Climate for Diversity and Inclusiveness by UVA Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA-Charlottesville</b>	<b>Strongly disagree</b>	75	4.5%	137	11.3%	107	4.7%	72	9.6%
	<b>Disagree</b>	151	9.1%	113	9.4%	230	10.0%	131	17.7%
	<b>Somewhat disagree</b>	254	15.2%	162	13.4%	318	13.9%	130	17.5%
	<b>Somewhat agree</b>	456	27.3%	290	24.0%	640	27.9%	169	22.8%
	<b>Agree</b>	516	30.9%	324	26.7%	767	33.5%	179	24.1%
	<b>Strongly agree</b>	219	13.1%	186	15.3%	230	10.0%	62	8.3%
<b>Total</b>		1670	100.0%	1212	100.0%	2292	100.0%	743	100.0%
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department, unit, or program</b>	<b>Strongly disagree</b>			96	7.9%	73	3.2%	61	8.2%
	<b>Disagree</b>			92	7.6%	140	6.1%	78	10.4%
	<b>Somewhat disagree</b>			144	11.9%	225	9.8%	89	11.9%
	<b>Somewhat agree</b>			235	19.4%	508	22.0%	172	23.0%
	<b>Agree</b>			361	29.8%	887	38.4%	215	28.9%
	<b>Strongly agree</b>			286	23.6%	473	20.5%	130	17.5%
<b>Total</b>				1214	100.0%	2307	100.0%	745	100.0%

### *Comparison of Mean Comfort with Climate across Individual Characteristics*

In order to simplify comparison among groups, a mean score for each question was computed, reflecting the scale in which “strongly disagree” counts as one point and “strongly agree” counts as six. On this scale, a higher mean indicates a higher level of agreement. We can then compare the difference between the means of a given group in order to determine which differences are statistically significant across groups.

For the question of comfort with the overall climate for diversity and inclusiveness at UVA-Charlottesville, the mean score for the UVA-Charlottesville campus is 4.0, which is equivalent to “Somewhat agree.” Faculty respondents had a statistically significantly lower level of comfort with the climate for diversity and inclusion for UVA-Charlottesville as a whole (3.59) than all other affiliations. Both staff (4.05) and undergraduate respondents (4.10) were found to have a higher mean comfort level when compared with graduate students (3.91), though they were not statistically significantly different from each other.

On the second question pertaining to department, unit, or program the mean for the University is 4.3, with graduate students having a mean of 4.26, higher than faculty at 4.07, while staff has the highest mean of the three groups at 4.48.

Continuing the comparisons to include the social identifiers, we discuss the significant differences below. Results across all comparisons, regardless of significance, can be found in the appendices.

When comparing comfort with the climate at UVA-Charlottesville across racial affiliations, African Americans or black respondents reported a mean of 3.27, which was significantly lower than any other racial group. On the question of comfort in the department, unit, or program, again the numbers were higher than those reported for climate at UVA-Charlottesville, but racial differences persisted. Black and African American respondents and respondents from “all remaining categories” reported the lowest means at 3.65 and 3.64, respectively. Respondents identifying as Asian or Asian American had significantly higher degree of comfort with the climate for inclusion and diversity within their department, unit, or program when compared with all other race or ethnicity categories.

Regarding comfort at UVA-Charlottesville overall and considering gender identity, men had a mean of 4.18, while women had a mean of 3.88, and TGQNO a mean of 3.04. These differences were significant in all cases. However, some of these differences did not persist when looking at climate within one’s department, unit, or program. Men did have a statistically significantly higher mean level of comfort (4.45) than did women or the TGQNO category, and the latter two groups reported comparable levels of comfort.

For comfort at UVA-Charlottesville overall, by sexual orientation, heterosexual or straight respondents had a higher mean score than all other groups. Heterosexual respondents had a mean of 4.08, compared with 3.72 for gay or lesbian, 3.49 for bisexual and 3.50 for QPAQ respondents. With respect to the degree of comfort in their department, unit, or program, bisexual respondents had a significantly lower level of comfort than all other sexual orientation categories. Those considered as heterosexual or straight had a significantly higher mean comfort (4.35) than bisexual (3.59) or QPAO (4.05), but similar to the mean for gay or lesbian respondents (4.33).

In terms of religious affiliation, the highest mean for any group is 4.12, for those respondents reporting no religious or spiritual preference, followed by Christians at 4.09. Muslim and Jewish respondents had the lowest means of any group, at 3.70 and 3.74 respectively, essentially equivalent. Jewish respondents also reported a statistically significantly lower level of comfort with the climate for diversity and inclusion (3.91) than almost all other religious affiliations in their department, unit, or program.



However, when political orientation is concerned, considering UVA-Charlottesville as a whole, the highest means were 4.40 and 4.41 for moderates and slightly conservative respondents. Very liberal respondents had a mean of 3.25, significantly lower than all the other political groups except the very conservative, whose mean was 3.58. In other words, very liberal and very conservative respondents were less likely to report feeling comfortable with the climate for inclusion and diversity. When considering their own department, unit, or program, all groups expressed more agreement, but the mean for the moderate or middle-of-the-road category (4.64) was higher than the mean for any of the other political orientation categories except conservative (4.51).

Regarding socioeconomic status, self-identified wealthy respondents, upper-middle class respondents, and middle class respondents were more likely than low-income respondents and poor respondents to report feeling comfortable overall at UVA-Charlottesville. In fact, there was a clear and linear positive relationship between the mean agreement on comfort at UVA-Charlottesville and social class, starting with a mean of 4.11 for wealthy respondents, and decreasing to 3.62 for poor respondents. In contrast, on the level of comfort in respondent's department, unit, or program there were no significant differences by socioeconomic status.

On disability status, those without disabilities were significantly more likely to agree that they felt comfortable at UVA-Charlottesville, with a mean of 4.05, while those with disabilities had a mean of 3.62. Considering the department, unit, or program, the mean for individuals without disabilities was 4.33, compared with 3.95 for those with disabilities.

In terms of respondent age, there were two instances of significant differences in the level of comfort with both UVA-Charlottesville and in the respondent's own department, unit, or program. Those in the age 25 and under category had a statistically significantly higher level of comfort with UVA as a whole when compared with respondents in the 34 to 49 age group. Comfort with the climate of inclusion and diversity in the respondent's department, unit, or program was significantly higher for those in the age 50 and over group when compared to both the 34 to 49 age group and the 26 to 33 age group.

## UVA-Wise

### *Comfort with Climate at UVA-Wise*

Table II-4 below shows that for UVA-Wise, a total of 82 percent of respondents at least somewhat agreed that they felt comfortable with the climate for diversity and inclusiveness at UVA-Wise. A quarter of respondents strongly agreed with the statement.

**Table II-4. Comfort with Climate for Diversity and Inclusiveness at UVA-Wise**

UVA-Wise			
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA-Wise</b>	<b>Strongly disagree</b>	Count	19
			6.9%
	<b>Disagree</b>	Count	17
			6.2%
	<b>Somewhat disagree</b>	Count	13
			4.7%
	<b>Somewhat agree</b>	Count	41
			15.0%
	<b>Agree</b>	Count	116
			42.3%
	<b>Strongly agree</b>	Count	68
			24.8%
<b>Total</b>		Count	274
			100.0%

### *Comfort with Climate within Respondent's Department, Unit, or Program*

Considering their own department, unit, or program, an even higher number, 88 percent at least somewhat agreed, and 41 percent strongly agreed that they felt comfortable, as Table II-5 below indicates.

**Table II-5. Comfort with Climate for Diversity and Inclusiveness within Respondent’s department, unit, or program at UVA-Wise**

UVA-Wise			
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department, unit, or program</b>	<b>Strongly disagree</b>	Count	8
			9.1%
	<b>Disagree</b>	Count	1
			1.1%
	<b>Somewhat disagree</b>	Count	2
			2.3%
	<b>Somewhat agree</b>	Count	10
		11.4%	
	<b>Agree</b>	Count	31
			35.2%
	<b>Strongly agree</b>	Count	36
			40.9%
<b>Total</b>		Count	88
			100.0%

*Comfort with Climate by University Affiliation*

Table II-6 compares the two questions by University affiliation. For the overall UVA-Wise climate, nearly 83 percent of students at least somewhat agreed that they felt comfortable. For staff, the percent was even higher, at 87 percent. Faculty were less likely to agree that they felt comfortable, with a total of 60 percent agreeing, and 25 percent strongly disagreeing with the statement.

Regarding their own department, unit, or program, 93 percent of staff at least somewhat agreed, while 80 percent of faculty did. As a reminder, this latter question was not asked of students. Among faculty and staff, respondents reported feeling more comfortable with the climate in their own department, unit, or program than with the climate at UVA-Wise overall.

**Table II-6. Comfort with Climate for Diversity and Inclusiveness by Affiliation – UVA-Wise Campus**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA-Wise</b>	<b>Strongly disagree</b>	6	5.6%	8	6.6%	13	25.0%
	<b>Disagree</b>	8	7.0%	2	1.8%	5	9.8%
	<b>Somewhat disagree</b>	5	4.7%	5	4.2%	3	5.5%
	<b>Somewhat agree</b>	17	14.3%	23	19.6%	5	10.5%
	<b>Agree</b>	46	39.8%	58	50.5%	14	27.8%
	<b>Strongly agree</b>	33	28.6%	20	17.3%	11	21.4%
<b>Total</b>		116	100.0%	116	100.0%	51	100.0%
<b>Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department, unit, or program</b>	<b>Strongly disagree</b>			7	5.9%	6	12.7%
	<b>Disagree</b>					2	3.0%
	<b>Somewhat disagree</b>			2	1.5%	2	4.1%
	<b>Somewhat agree</b>			11	9.6%	7	14.4%
	<b>Agree</b>			51	42.6%	11	22.5%
	<b>Strongly agree</b>			48	40.4%	22	43.3%
<b>Total</b>				119	100.0%	51	100.0%

### *Comparison of Mean Comfort with Climate across Individual Characteristics*

In order to simplify comparison among groups, a mean score for each question was computed, reflecting the scale in which “strongly disagree” counts as one point and “strongly agree” counts as six. On this scale, a higher mean indicates a higher level of agreement. We can then compare the difference between the means of a given group in order to determine which differences are statistically significant across groups.

In terms of race, White or Caucasian respondents (4.72) had a statistically significantly higher level of comfort with the overall climate at UVA-Wise than did all other race or ethnicity categories combined (3.43). In terms of comfort with the climate within the respondent’s department, unit, or program, there were no statistically significant differences by race for UVA-Wise.

The comfort level with the overall climate at UVA-Wise was significantly higher for men (4.79) than those in the TGQNO category (3.25). The gender identity pattern was similar for the level of comfort with the climate within the respondent’s department, unit, or program, except in this case the result for both men (4.94) and women (4.85) was determined to be significantly higher than for the TGQNO category, but not different from each other.

Sexual orientation did not significantly influence the level of comfort with UVA-Wise as a whole or the respondent’s department, unit, or program at UVA-Wise.

Most of the statistically significant differences in comfort level by religion for UVA-Wise respondents involved those identified as Christian. For overall climate at UVA-Wise, Christian respondents had a significantly higher mean comfort level (4.88) when compared with spiritual, but no religious affiliation (3.86) and those identified as no spiritual or religious affiliation (4.09). In terms of the respondent’s department, unit, or program, Christians were more comfortable with the climate for diversity and inclusion than those in the combined Non-Christian religious groups were.

On political orientation at UVA-Wise, there was only one statistically significant outcome. In terms of overall comfort with the climate for diversity and inclusion at UVA-Wise, those identified as conservative (4.91) were more comfortable than liberal respondents (4.19) were. There was no statistically significant difference in mean comfort levels regarding the respondent's department, unit, or program.

Pertaining to comfort with the overall environment for diversity and inclusion at UVA-Wise, those in the combined upper-middle class and wealthy socioeconomic status groups had the highest mean comfort level (5.24) when compared with all other socioeconomic groups. This was also one of the highest mean values considering any of the eight diversity dimensions and satisfaction with the overall climate at UVA-Wise. There were no significant differences regarding socioeconomic status and comfort level with the respondent's department, unit, or program.

Disability status did not significantly influence the level of comfort with the University as a whole or the respondent's department, unit, or program at UVA-Wise.

Regarding respondents age, there were no statistically significant differences in mean comfort level with the overall climate for diversity and inclusion at UVA-Wise. However, comfort level with the department, unit, or program was higher in the case of UVA-Wise respondents in the age 26-33 group (5.59) when compared with the successive two older age categories. Their comfort level was not significantly different from the youngest group who had a mean value of 5.19.

In sum, these data suggest that there are in fact differences at UVA-Wise in the level of comfort with the climate for diversity and inclusiveness, particularly at the level of the university as a whole. The data also suggest that the level of comfort for all respondents is higher at the department, unit, or program level, though differences by identity variables persist.

### III. Perceptions of Respect at UVA

A section of the survey dealt with the question of whether the respondents felt that they were respected at UVA, based on particular personal attributes. Of the eight social identifiers we consider in this report, seven were among the characteristics on the respect series, and we discuss them here. Age was not included in the series. Additional characteristics that were in the series included national origin, military status, and citizenship status. These results are also reported here. Other variables included in the respect questions were tenure status and line of work. Data for those attributes are included in the appendices to this report.

#### UVA-Charlottesville Campus

##### *Respect Based on Race*

Table III-1 below demonstrates the level of respect that respondents reported on the characteristic of race. For UVA-Charlottesville, nearly 89 percent at least somewhat agreed that individuals of their race are respected.

**Table III-1. Individuals of my Race are Respected at UVA-Charlottesville**

		UVA-Charlottesville	
<b>Individuals of my race are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	129
			2.2%
	<b>Disagree</b>	Count	185
			3.1%
	<b>Somewhat disagree</b>	Count	361
			6.1%
	<b>Somewhat agree</b>	Count	744
		12.5%	
<b>Agree</b>	Count	1886	
		31.8%	
<b>Strongly agree</b>	Count	2632	
		44.3%	
<b>Total</b>	Count	5937	
		100.0%	

##### Respect Based on Race by University Affiliation

Table III-2 below shows that the vast majority of respondents at UVA-Charlottesville campus at least somewhat agreed that individuals of their race were respected, with over 90 percent of faculty and staff doing so. Undergraduate and graduate students were slightly more likely than faculty and staff to disagree, with 11 percent and 13 percent of them respectively at least somewhat disagreeing.

**Table III-2. Individuals of my Race are Respected at UVA by University Affiliation – UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my race are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	19	1.1%	48	3.9%	52	2.3%	23	3.1%
	<b>Disagree</b>	55	3.3%	41	3.4%	67	2.9%	14	2.0%
	<b>Somewhat disagree</b>	116	7.0%	69	5.7%	106	4.6%	34	4.6%
	<b>Somewhat agree</b>	264	15.9%	114	9.5%	225	9.8%	59	8.1%
	<b>Agree</b>	527	31.7%	355	29.4%	834	36.5%	211	28.9%
	<b>Strongly agree</b>	679	40.9%	579	48.0%	1000	43.8%	390	53.3%
<b>Total</b>		1660	100.0%	1205	100.0%	2284	100.0%	732	100.0%

### Comparison of Mean Respect Based on Race by Racial Affiliation

As we have done previously, we computed means for this question and compared the reported mean across different racial affiliations. The computed mean was based on a scale of 1 to 6, with 1 indicating that the respondent strongly disagreed with the statement, and 6 indicating that the respondent strongly agreed. In this case, the higher mean score indicates that the respondents expressed feeling respected based on their race.

For the UVA-Charlottesville campus, the overall mean was 5.01, indicating general agreement with the statement. But the mean differs dramatically by race. The highest mean, 5.42, was for white respondents, which was statistically significantly higher than all other racial categories. The mean for African American and black respondents was 3.60, the lowest of the categories, and all other racial groups had significantly higher means than the former group. The mean for Hispanic respondents was 4.68, for multi-racial respondents 4.57, for Asian Americans or Asians 4.44, and all remaining categories 4.12. It is clear that African-American and black respondents were far less likely than others to agree that they were respected at UVA-Charlottesville.

### Respect Based on Gender Identity

Table III-3 below examines the responses when the characteristic of concern is gender. Overall, 90 percent of respondents in UVA-Charlottesville at least somewhat agreed that individuals of their gender identity are respected, 38.2 percent strongly agreeing.

**Table III-3. Individuals of my Gender Identity are Respected at UVA-Charlottesville**

UVA-Charlottesville			
<b>Individuals of my gender identity are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	107
			1.8%
	<b>Disagree</b>	Count	146
			2.5%
	<b>Somewhat disagree</b>	Count	326
			5.5%
	<b>Somewhat agree</b>	Count	896
		15.2%	
<b>Agree</b>	Count	2159	
		36.7%	
<b>Strongly agree</b>	Count	2250	
		38.2%	
<b>Total</b>	Count	5884	
		100.0%	

### Respect Based on Gender Identity by University Affiliation

When asked about gender identity, overall, respondents' sense of being respected differed little depending on whether the respondent was a student, staff or faculty, as Table III-4 below shows. Faculty and graduate students were slightly less likely to agree than were undergraduates and staff.



Table III-4. Individuals of my Gender Identity are Respected at UVA by University affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my gender or gender identity are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	24	1.5%	30	2.5%	35	1.6%	19	2.6%
	<b>Disagree</b>	35	2.1%	36	3.1%	43	1.9%	33	4.5%
	<b>Somewhat disagree</b>	92	5.6%	62	5.2%	125	5.5%	43	5.9%
	<b>Somewhat agree</b>	262	15.9%	152	12.8%	367	16.1%	122	16.8%
	<b>Agree</b>	618	37.5%	395	33.3%	928	40.8%	232	31.8%
	<b>Strongly agree</b>	617	37.5%	510	43.1%	774	34.1%	280	38.4%
<b>Total</b>		1648	100.0%	1185	100.0%	2272	100.0%	730	100.0%

### Comparison of Mean Respect Based on Gender Identity by Gender Identity

The overall mean was 4.97, just slightly below the strongly agree category. As was the case with race, when breaking down the means by the corresponding social identifier, gender showed strong differences. For men, the mean was 5.30, while for women it was 4.73, and for respondents who identified as trans, genderqueer, non-binary, or gender non-conforming (TGQNO), the mean dropped to 3.26. TGQNO’s mean was statistically significantly lower than both men’s and women’s mean agreement on this issue.

### *Respect Based on Sexual Orientation*

Table III-5 shows that at UVA-Charlottesville, 94 percent of respondents at least somewhat agreed that individuals of their sexual orientation are respected at UVA, 52 percent of them strongly agreeing.

**Table III-5. Individuals of my Sexual Orientation are Respected at UVA-Charlottesville**

		<b>UVA-Charlottesville</b>	
<b>Individuals of my sexual orientation are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	88
			1.5%
	<b>Disagree</b>	Count	84
			1.4%
	<b>Somewhat disagree</b>	Count	190
			3.3%
	<b>Somewhat agree</b>	Count	456
		7.9%	
	<b>Agree</b>	Count	1945
			33.5%
	<b>Strongly agree</b>	Count	3037
			52.4%
<b>Total</b>		Count	5800
			100.0%

### Respect Based on Sexual Orientation by University Affiliation

Table III-6 below shows that there are few differences on this issue by University affiliation in Charlottesville.

Table III-6. Individuals of my Sexual Orientation are Respected at UVA by University Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my sexual orientation are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	20	1.2%	27	2.3%	31	1.4%	13	1.8%
	<b>Disagree</b>	24	1.5%	20	1.7%	20	0.9%	11	1.7%
	<b>Somewhat disagree</b>	51	3.1%	48	4.1%	64	3.0%	14	2.0%
	<b>Somewhat agree</b>	146	8.9%	77	6.6%	177	8.2%	35	5.1%
	<b>Agree</b>	533	32.3%	350	29.8%	924	42.7%	228	32.8%
	<b>Strongly agree</b>	875	53.0%	650	55.5%	949	43.8%	394	56.7%
<b>Total</b>		1650	100.0%	1171	100.0%	2165	100.0%	696	100.0%

### Comparison of Mean Respect Based on Sexual Orientation by Sexual Orientation

For UVA-Charlottesville, on the issue of sexual orientation, the overall mean level of agreement was 5.27. The mean for heterosexual respondents was 5.46, which was statistically significantly higher than all other categories. Bisexual respondents had a mean agreement of 4.35 (which was significantly higher than for gay or lesbian respondents), while asexual, pansexual, queer, or questioning (QPAO) respondents had a mean of 4.18. Gay and lesbian respondents reported the lowest mean (3.98) of all categories.

### Respect Based on Religious Affiliation

On the question of religion, respondents identified their religious or spiritual beliefs, falling into eight categories used for analysis: Agnostic, Atheist, Christian, Jewish, Muslim, All remaining religious affiliations, Spiritual but no religious affiliation, and No religious or spiritual preference.

Table III-7 below shows that on the whole, respondents feel that individuals of their religious beliefs are respected. Nearly 88 percent of respondents at least somewhat agreed that individuals of their religion are respected at UVA.

**Table III-7. Individuals of my Religious or Spiritual Beliefs are respected at UVA-Charlottesville**

UVA-Charlottesville			
<b>Individuals of my religious or spiritual beliefs are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	109
			1.9%
	<b>Disagree</b>	Count	212
			3.8%
	<b>Somewhat disagree</b>	Count	371
			6.6%
	<b>Somewhat agree</b>	Count	946
			16.8%
<b>Agree</b>	Count	2310	
		40.9%	
<b>Strongly agree</b>	Count	1695	
		30.0%	
<b>Total</b>	Count	5643	
		100.0%	

### Respect Based on Religion by University Affiliation

Table III-8 shows few differences across University affiliation at UVA-Charlottesville. Staff are slightly less likely to strongly agree and slightly more likely simply to agree that individuals of their religious beliefs are respected at UVA, but on the whole, as noted above, the vast majority (more than 80 percent in every case) agree that they are respected.

Table III-8. Individuals of my Religious or Spiritual Beliefs are Respected at UVA by University Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my religious or spiritual beliefs are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	18	1.1%	34	3.0%	50	2.4%	22	3.4%
	<b>Disagree</b>	59	3.7%	51	4.5%	69	3.3%	23	3.5%
	<b>Somewhat disagree</b>	110	6.8%	61	5.5%	159	7.6%	49	7.4%
	<b>Somewhat agree</b>	287	17.7%	166	14.9%	360	17.1%	108	16.1%
	<b>Agree</b>	660	40.7%	452	40.4%	922	43.9%	242	36.2%
	<b>Strongly agree</b>	489	30.1%	355	31.7%	539	25.7%	224	33.5%
<b>Total</b>		1623	100.0%	1118	100.0%	2098	100.0%	669	100.0%

### Comparison of Mean Respect Based on Religion by Religion

While there are only a few differences when University affiliation is concerned, when the question of respect of religion is broken down by religious beliefs themselves, there is a significant divide. The feeling of being respected is dependent upon one’s religious beliefs. The overall mean agreement that individuals who share one’s religious beliefs are respected was 4.81, but it differed by the kind of religious beliefs the respondent claimed. It is clear that those respondents who did not affiliate with a particular religion felt most respected at UVA-Charlottesville. The mean for respondents with no religious or spiritual preference was the highest, at 5.07, followed by 5.05 for agnostic respondents, and 4.97 for those who said they were spiritual but had no religious affiliation. The lowest two means were 3.74 for Muslim respondents and 4.15 for Jewish respondents, which were significantly lower than all other categories. In between were Christians at 4.79, while atheists had a mean of 4.77, and “all remaining categories” 4.57.

### Respect Based on Political Beliefs

Respondents were also asked whether they felt that individuals of their political beliefs were respected at UVA-Charlottesville. Table III-9 shows that 81 percent of respondents at least somewhat agreed with that statement.

**Table III-9. Individuals of my Political Beliefs are Respected at UVA-Charlottesville**

UVA-Charlottesville			
<b>Individuals of my political beliefs are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	342
			5.9%
	<b>Disagree</b>	Count	306
			5.3%
	<b>Somewhat disagree</b>	Count	443
			7.6%
	<b>Somewhat agree</b>	Count	826
			14.2%
	<b>Agree</b>	Count	2203
			37.8%
	<b>Strongly agree</b>	Count	1703
			29.2%
<b>Total</b>		Count	5823
			100.0%

### Respect Based on Political Beliefs by University Affiliation

In Charlottesville, undergraduate students and staff said that they at least somewhat agreed with the statement 80 percent of the time, graduate students about 83 percent of the time, and faculty, 86 percent of the time, as Table III-10 shows

**Table III-10. Individuals of my political beliefs are respected at UVA by University Affiliation – UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my political beliefs are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	103	6.2%	77	6.7%	103	4.7%	35	4.8%
	<b>Disagree</b>	89	5.4%	54	4.7%	143	6.5%	23	3.1%
	<b>Somewhat disagree</b>	136	8.2%	69	6.0%	186	8.5%	44	6.1%
	<b>Somewhat agree</b>	246	14.9%	159	13.7%	302	13.8%	95	13.1%
	<b>Agree</b>	595	36.0%	458	39.5%	887	40.5%	274	37.8%
	<b>Strongly agree</b>	484	29.2%	341	29.5%	566	25.9%	255	35.1%
<b>Total</b>		1653	100.0%	1159	100.0%	2188	100.0%	727	100.0%

### Comparison of Mean Respect Based on Political Beliefs by Political Orientation

For the UVA-Charlottesville campus, the overall mean agreement on this issue was 4.63. But the mean was directly related to political views, with those reporting themselves to be liberal having the highest mean of 5.25, slightly liberal 5.17, and very liberal 5.02. All three of these means were significantly higher than the remaining categories. Moderates had a mean of 4.45, while those who claimed to be slightly conservative had a mean of 3.51, conservatives, 3.02, and very conservative individuals had a mean of only 2.25, which was significantly lower than every other category.

### *Respect Based on Socioeconomic Status*

Only students were asked about respect based on their socioeconomic status, and therefore the following data refers only to student experience. Table III-11 below shows that nearly 88 percent of respondents at least somewhat agreed that students of their socioeconomic status were respected.

**Table III-11. Students of my Socioeconomic Status are Respected at UVA-Charlottesville**

		UVA-Charlottesville	
<b>Students of my socioeconomic status are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	108
			2.4%
	<b>Disagree</b>	Count	150
			3.4%
	<b>Somewhat disagree</b>	Count	293
			6.6%
	<b>Somewhat agree</b>	Count	592
			13.4%
	<b>Agree</b>	Count	1503
			34.1%
	<b>Strongly agree</b>	Count	1768
			40.1%
<b>Total</b>		Count	4414
			100.0%

### Respect Based on Socioeconomic Status by University Affiliation

Table III-12 below suggests that University affiliation, whether undergraduate student or graduate student, does not substantially impact the response to this item at UVA-Charlottesville.



Table III-12. Students of my Socioeconomic Status are Respected at UVA by University Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Students of my socioeconomic status are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	38	2.3%	34	2.8%				
	<b>Disagree</b>	51	3.1%	48	4.0%				
	<b>Somewhat disagree</b>	103	6.2%	93	7.8%				
	<b>Somewhat agree</b>	234	14.1%	144	12.0%				
	<b>Agree</b>	587	35.3%	378	31.4%				
	<b>Strongly agree</b>	651	39.1%	506	42.0%				
<b>Total</b>		1664	100.0%	1204	100.0%				

### Comparison of Mean Respect Based on Socioeconomic Status by Socioeconomic Status

On the issue of current socioeconomic status, the data show a clear and linear relationship. The overall mean agreement that students of their socioeconomic status are respected at UVA-Charlottesville was 4.93. But students who said they were poor had a mean of 3.42, low income, 3.95, middle class, 4.77, upper middle-class 5.39 and wealthy 5.39. Most of these differences were statistically significant, with poor and low-income respondents reporting significantly lower means than the three remaining categories.

### *Respect Based on Ability Status*

On the question of respect for those with disabilities, many respondents did not answer this question because they did not feel it applied to them. Of the 1854 respondents who answered, most were individuals without disabilities (n=1279).

Table III-13 provides data for those who provided a response to the question of respect for individuals with a disability or impairment like theirs at the UVA-Charlottesville campus. About 85 percent at least somewhat agreed with this statement, nearly two-thirds of respondents either strongly agreeing or agreeing.

**Table III-13. Individuals with a Disability or Impairment like Mine are Respected at UVA – UVA-Charlottesville**

		UVA-Charlottesville	
<b>Individuals with a disability or impairment like mine are respected at UVA-Charlottesville</b>	<b>Strongly disagree</b>	Count	56
			3.0%
	<b>Disagree</b>	Count	87
			4.7%
	<b>Somewhat disagree</b>	Count	138
			7.4%
	<b>Somewhat agree</b>	Count	338
			18.2%
	<b>Agree</b>	Count	666
			35.9%
	<b>Strongly agree</b>	Count	569
			30.7%
<b>Total</b>		Count	1854
			100.0%

### Respect Based on Disability Status by University Affiliation

Table III-14 shows that there are only slight differences on this question depending on University affiliation. In all categories, more than 80 percent of respondents were likely to say they felt respected. Graduate students were somewhat more likely to strongly disagree with the statement.

Table III-14. Individuals with a Disability or Impairment like Mine are Respected at UVA by University Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Individuals with a disability or impairment like mine are respected at UVA-Charlottesville	Strongly disagree	15	2.5%	13	4.1%	18	2.5%	8	4.6%
	Disagree	28	4.9%	18	5.7%	24	3.3%	6	3.7%
	Somewhat disagree	44	7.7%	24	7.4%	46	6.3%	15	9.1%
	Somewhat agree	118	20.6%	45	14.2%	128	17.4%	25	15.1%
	Agree	184	31.9%	126	39.1%	315	42.9%	63	38.4%
	Strongly agree	186	32.4%	95	29.7%	204	27.7%	48	29.1%
<b>Total</b>		576	100.0%	321	100.0%	735	100.0%	164	100.0%

### Comparison of Mean Respect Based on Disability Status by Disability Status

Respondents without disabilities reported a mean on this question of 4.98. For the 574 individuals with a disability, the mean was statistically significantly lower, at 4.12.

### *Respect Based on Citizenship*

Table III-15 below shows that when citizenship status is considered, more than half (55.9 percent) of respondents strongly agree that individuals of their citizenship status are respected. An additional 37.8 percent either agree or somewhat agree.

**Table III-15. Individuals of My Citizenship Status are Respected at UVA at UVA-Charlottesville**

<b>Individuals of my citizenship status are respected at UVA-Charlottesville</b>	<b>1 Strongly disagree</b>	<b>Count</b>	77
			1.5%
	<b>2 Disagree</b>	<b>Count</b>	93
			1.8%
	<b>3 Somewhat disagree</b>	<b>Count</b>	152
			2.9%
	<b>4 Somewhat agree</b>	<b>Count</b>	371
			7.2%
	<b>5 Agree</b>	<b>Count</b>	1581
			30.6%
	<b>6 Strongly agree</b>	<b>Count</b>	2888
			55.9%
<b>Total</b>		<b>Count</b>	5162
			100.0%

### Respect Based on Citizenship by University Affiliation

Table III-16 shows that on the UVA-Charlottesville campus, almost all respondents, regardless of university affiliation said at least somewhat agreed that individuals of their citizenship status were respected at UVA. Specifically the totals at least somewhat agreeing were 93 percent of undergraduate students, 94 percent of graduate students, 95 percent of staff, and 95 percent of faculty.

Table III-16. Individuals of My Citizenship Status are Respected at UVA by University Affiliation –UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my citizenship status are respected at UVA-Charlottesville</b>	<b>1 Strongly disagree</b>	15	1.2%	21	1.7%	32	1.5%	14	2.0%
	<b>2 Disagree</b>	30	2.3%	21	1.8%	34	1.5%	5	0.7%
	<b>3 Somewhat disagree</b>	46	3.6%	27	2.3%	54	2.4%	18	2.6%
	<b>4 Somewhat agree</b>	113	8.9%	74	6.3%	143	6.5%	29	4.0%
	<b>5 Agree</b>	374	29.4%	317	27.0%	847	38.4%	220	30.7%
	<b>6 Strongly agree</b>	694	54.5%	715	60.9%	1099	49.7%	431	60.1%
<b>Total</b>		1273	100.0%	1175	100.0%	2209	100.0%	717	100.0%

### Comparison of Mean Respect Based on Citizenship by Citizenship Status

Respondents who identified themselves as a U.S. Citizen, permanent resident or DACA eligible agreed more strongly with the notion that “individuals of my citizenship status are respected at UVA,” since their mean response of 5.36 was statistically significantly higher than the mean response for non-citizens (4.85).

### *Respect Based on National Origin*

Table III-17 below shows that as with citizenship, the vast majority of respondents at the UVA-Charlottesville campus at least somewhat agreed that individuals of their national origin are respected at UVA. More than half of respondents strongly agreed, while the total at least somewhat agreeing was 93 percent.

**Table III-17. Individuals of My National Origin are Respected at UVA at UVA-Charlottesville**

<b>Individuals of my national origin are respected at UVA-Charlottesville</b>	<b>1 Strongly disagree</b>	<b>Count</b>	82
			1.5%
	<b>2 Disagree</b>	<b>Count</b>	95
			1.7%
	<b>3 Somewhat disagree</b>	<b>Count</b>	197
			3.5%
	<b>4 Somewhat agree</b>	<b>Count</b>	455
			8.2%
	<b>5 Agree</b>	<b>Count</b>	1705
			30.5%
	<b>6 Strongly agree</b>	<b>Count</b>	3048
			54.6%
<b>Total</b>		<b>Count</b>	5582
			100.0%

### Respect Based on National Origin by University Affiliation

Comparing University affiliation, Table III-18 shows that there are few differences on this question. For all groups, the percent at least somewhat agreeing was 93 percent or slightly more, with faculty being slightly more likely to strongly agree than were staff or students.

Table III-18. Individuals of my National Origin are Respected at UVA-Charlottesville by University Affiliation

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my national origin are respected at UVA-Charlottesville</b>	<b>1 Strongly disagree</b>	20	1.3%	22	1.9%	28	1.3%	12	1.8%
	<b>2 Disagree</b>	26	1.7%	28	2.5%	27	1.3%	12	1.8%
	<b>3 Somewhat disagree</b>	61	3.9%	39	3.4%	60	2.8%	22	3.1%
	<b>4 Somewhat agree</b>	138	8.8%	93	8.3%	169	7.9%	44	6.4%
	<b>5 Agree</b>	456	29.2%	319	28.3%	811	37.7%	196	28.3%
	<b>6 Strongly agree</b>	860	55.1%	627	55.7%	1057	49.1%	407	58.7%
<b>Total</b>		1560	100.0%	1127	100.0%	2152	100.0%	693	100.0%

**Comparison of Mean Respect Based on National Origin by National Origin**

Respondents of U.S. national origin agreed statistically significantly more strongly with the statement that “individuals of my national origin are respected at UVA;” having a mean response of 5.46 compared with 4.67 for those with a national origin outside the U.S.

***Respect Based on Military Service***

Table III-19 below shows that 43.8 percent of respondents on the UVA-Charlottesville campus strongly agreed that individuals of their military status are respected at UVA. Taking the total of those who at least somewhat agreed, the percent was 96 percent.

**Table III-19. Individuals of My Military Service are Respected at UVA at UVA-Charlottesville**

Individuals of my military service status are respected at UVA-Charlottesville	1 Strongly disagree	Count	23
		% at UVA-Charlottesville	1.0%
	2 Disagree	Count	24
		% at UVA-Charlottesville	1.0%
	3 Somewhat disagree	Count	52
		% at UVA-Charlottesville	2.2%
	4 Somewhat agree	Count	187
		% at UVA-Charlottesville	8.0%
	5 Agree	Count	1024
		% at UVA-Charlottesville	44.0%
	6 Strongly agree	Count	1019
		% at UVA-Charlottesville	43.8%
<b>Total</b>		Count	2329
		% at UVA-Charlottesville	100.0%

**Respect Based on Military Service Status by University Affiliation**

Table III-20 shows some differences by university affiliation, though in all cases, more than 90 percent of respondents agreed that individuals of their military service status are respected at UVA-Charlottesville. While 97 percent of undergraduate students and 96 percent of graduate students at least somewhat agreed, the percentages were 92 percent for staff and 91 percent for faculty.



Table III-20. Individuals of My Military Service are Respected at UVA by University Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Individuals of my military service status are respected at UVA-Charlottesville	1 Strongly disagree	4	0.5%	4	1.0%	17	2.0%	6	2.5%
	2 Disagree	4	0.5%	5	1.3%	16	1.9%	7	3.3%
	3 Somewhat disagree	12	1.6%	8	2.1%	35	4.1%	8	3.4%
	4 Somewhat agree	62	8.2%	30	8.1%	80	9.5%	9	3.9%
	5 Agree	348	45.9%	146	39.9%	387	45.5%	73	33.1%
	6 Strongly agree	329	43.4%	174	47.6%	314	36.9%	119	53.7%
<b>Total</b>		759	100.0%	366	100.0%	849	100.0%	221	100.0%

### Comparison of Mean Respect Based on Military Service Status by Military Service Status

Respondents who currently serve in the military or have served in the past were statistically significantly less inclined (mean value of 4.70) to agree with the statement that “individuals of my military status are respected at UVA-Charlottesville” than were those who never served (mean value of 5.1).

## UVA-Wise

### *Respect Based on Race*

As we have done previously, we computed means for this question and compared the reported mean across different racial affiliations. The computed mean was based on a scale of 1 to 6, with 1 indicating that the respondent strongly disagreed with the statement, and 6 indicating that the respondent strongly agreed. In this case, the higher mean score indicates that the respondents expressed feeling respected based on their race.

Table III-21 shows that a total of 91 percent of UVA-Wise respondents at least somewhat agreed that individuals of their race are respected at UVA-Wise, with more than half of the respondents strongly agreeing with the statement.

**Table III-21. Individuals of my Race are Respected at UVA- Wise**

UVA-Wise			
<b>Individuals of my race are respected at UVA-Wise</b>	<b>Strongly disagree</b>	Count	14
			5.3%
	<b>Disagree</b>	Count	2
			0.8%
	<b>Somewhat disagree</b>	Count	9
			3.4%
	<b>Somewhat agree</b>	Count	14
			5.3%
	<b>Agree</b>	Count	92
			34.7%
	<b>Strongly agree</b>	Count	134
			50.6%
<b>Total</b>		Count	265
			100.0%

### Respect Based on Race by University Affiliation

When considering University affiliation, Table III-22 shows 88 percent of students, 90 percent of staff, and 91 percent of faculty at least somewhat agreed that individuals of their race are respected at UVA-Wise. A higher percentage of UVA-Wise students and staff said they strongly disagreed with the statement, while fewer faculty did. But these numbers are very small and need to be interpreted with caution.

**Table III-22. Individuals of my Race are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my race are respected at UVA-Wise</b>	<b>Strongly disagree</b>	7	6.7%	8	7.1%	1	3.2%
	<b>Disagree</b>	1	0.6%			2	3.5%
	<b>Somewhat disagree</b>	5	4.4%	3	2.4%	1	2.4%
	<b>Somewhat agree</b>	4	3.8%	12	10.1%	1	2.7%
	<b>Agree</b>	35	31.3%	52	45.0%	13	28.8%
	<b>Strongly agree</b>	59	53.3%	41	35.3%	27	59.4%
<b>Total</b>		111	100.0%	115	100.0%	46	100.0%

**Comparison of Mean Respect Based on Race by Racial Affiliation**

For UVA-Wise respondents, there was a statistically higher mean agreement that individuals of the respondent’s race are respected at UVA-Wise for those respondents in the White or Caucasian category (5.31) versus respondents in all other racial and ethnic groups (3.72).

**Respect Based on Gender Identity**

Table III-23 shows that regarding gender identity at the UVA-Wise campus, more than half of respondents strongly agreed that individuals of their gender identity are respected at UVA-Wise. The total at least somewhat agreeing with this statement was nearly 94 percent.

**Table III-23: Individuals of my Gender Identity are Respected at UVA -Wise**

		UVA-Wise	
<b>Individuals of my gender identity are respected at UVA</b>	<b>Strongly disagree</b>	Count	6
			2.3%
	<b>Disagree</b>	Count	4
			1.5%
	<b>Somewhat disagree</b>	Count	6
			2.3%
	<b>Somewhat agree</b>	Count	17
			6.5%
	<b>Agree</b>	Count	95
			36.3%
	<b>Strongly agree</b>	Count	134
			51.1%
<b>Total</b>		Count	262
			100.0%

**Respect Based on Gender Identity by University Affiliation**

Table III-24 indicates that staff and faculty respondents were somewhat more likely to feel respected than were undergraduate students. Ninety-six percent of students at least somewhat agreed, while 90

percent of staff and 89 percent of faculty did. The differences are especially clear when considering the percent who strongly agreed that individuals of their gender identity are respected at UVA-Wise.

**Table III-24. Individuals of my Gender Identity are Respected at UVA by University affiliation – UVA-Wise**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my gender or gender identity are respected at UVA</b>	<b>Strongly disagree</b>	1	1.2%	5	4.6%	2	4.9%
	<b>Disagree</b>	1	1.3%	1	1.1%	2	3.4%
	<b>Somewhat disagree</b>	2	1.6%	5	4.6%	1	2.6%
	<b>Somewhat agree</b>	6	5.6%	9	7.8%	2	3.9%
	<b>Agree</b>	36	32.5%	52	47.0%	18	37.9%
	<b>Strongly agree</b>	64	57.8%	38	35.0%	22	47.4%
<b>Total</b>		110	100.0%	110	100.0%	48	100.0%

**Comparison of Mean Respect Based on Gender Identity by Gender Identity**

There were statistically significant differences across gender groups at UVA-Wise in strength of agreement with the statement that individuals of my gender or gender identity are respected at UVA. This outcome was that both men (5.38) and women (5.17) had a much stronger agreement with gender acceptance than did those in the TGQNO category (3.31). Men and women at UVA-Wise were not significantly different from each other on this question.

***Respect Based on Sexual Orientation***

Table III-25 shows that more than half of respondents at UVA-Wise strongly agreed that individuals of their sexual orientation are respected at UVA. The total at least somewhat agreeing was about 95 percent.

**Table III-25: Individuals of my Sexual Orientation are Respected at UVA-Wise**

		UVA-Wise	
<b>Individuals of my sexual orientation are respected at UVA</b>	<b>Strongly disagree</b>	Count	2
			0.8%
	<b>Disagree</b>	Count	6
			2.4%
	<b>Somewhat disagree</b>	Count	5
			2.0%
	<b>Somewhat agree</b>	Count	23
		9.2%	
<b>Agree</b>	Count	83	
		33.3%	
<b>Strongly agree</b>	Count	130	
		52.2%	
<b>Total</b>	Count	249	
		100.0%	

**Respect Based on Sexual Orientation by University Affiliation**

Table III-26 shows that staff were significantly less likely than students or faculty to strongly agree with this statement. As is typical when reporting the breakdown for the campus at UVA-Wise, the numbers are very small in some of the categories.

**Table III-26. Individuals of my Sexual Orientation are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my sexual orientation are respected at UVA</b>	<b>Strongly disagree</b>	0	0.4%	3	3.2%	0	0.5%
	<b>Disagree</b>	2	2.0%	2	1.9%	2	3.6%
	<b>Somewhat disagree</b>	1	1.1%	4	3.8%	1	2.0%
	<b>Somewhat agree</b>	9	8.5%	15	13.5%	0	0.5%
	<b>Agree</b>	28	28.0%	48	44.8%	17	38.8%
	<b>Strongly agree</b>	61	60.1%	35	32.8%	25	54.7%
<b>Total</b>		102	100.0%	108	100.0%	45	100.0%

**Comparison of Mean Respect Based on Sexual Orientation by Sexual Orientation**

UVA-Wise campus respondents in the heterosexual or straight sexual orientation category had a statistically significantly stronger agreement (5.44) with the statement that individuals of my sexual orientation are treated with respect than all other sexual orientation categories combined (4.45).

**Respect Based on Religious Affiliation**

Table III-27 shows that 82 percent of respondents at UVA-Wise at least somewhat agreed that individuals of their religious or spiritual beliefs are respected at UVA-Wise.

**Table III-27: Individuals of my Religious or Spiritual Beliefs are Respected at UVA-Wise**

		UVA-Wise	
<b>Individuals of my religious or spiritual beliefs are respected at UVA</b>	<b>Strongly disagree</b>	Count	8
			3.2%
	<b>Disagree</b>	Count	20
			8.0%
	<b>Somewhat disagree</b>	Count	16
			6.4%
	<b>Somewhat agree</b>	Count	45
			18.0%
	<b>Agree</b>	Count	79
			31.6%
	<b>Strongly agree</b>	Count	82
			32.8%
<b>Total</b>		Count	250
			100.0%

**Respect Based on Religious Affiliation by University Affiliation**

Table III-28 below shows that for UVA-Wise, faculty and staff are less likely to strongly agree and more likely simply to agree that individuals of their religious beliefs are respected than are students. Considering the total of those respondents who at least somewhat agreed with the statement, the percentage is smaller for faculty (77 percent) than for the other groups (83 percent for students; 81 percent for staff).

**Table III-28. Individuals of my Religious or Spiritual Beliefs are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my religious or spiritual beliefs are respected at UVA</b>	<b>Strongly disagree</b>	1	0.6%	10	9.0%	3	7.0%
	<b>Disagree</b>	9	9.0%	4	3.2%	5	12.3%
	<b>Somewhat disagree</b>	7	7.3%	8	6.9%	2	3.8%
	<b>Somewhat agree</b>	19	19.3%	17	14.9%	5	12.4%
	<b>Agree</b>	28	27.4%	48	41.6%	15	34.8%
	<b>Strongly agree</b>	37	36.4%	28	24.3%	13	29.8%
<b>Total</b>		101	100.0%	115	100.0%	44	100.0%

**Comparison of Mean Respect Based on Religion by Religion**

In terms of agreement with the statement that individuals of my religious beliefs are respected, there was only one group that had a statistically higher mean agreement than other affiliations. Christian respondents from UVA-Wise (4.85) had a significantly stronger agreement than respondents with no spiritual or religious affiliation reported (3.99).

***Respect Based on Political Affiliation***

Table III-29 provides the frequency of agreement with the statement that “individuals of my political beliefs are respected at UVA” for the campus at UVA-Wise. Not quite three-quarters of respondents at least somewhat agreed with this statement. Thirteen percent somewhat disagreed, and an additional 14 percent either disagreed or strongly disagreed with the statement.

**Table III-29: Individuals of my Political beliefs are Respected at UVA-Wise**

		UVA-Wise	
<b>Individuals of my political beliefs are respected at UVA</b>	<b>Strongly disagree</b>	Count	21
			8.1%
	<b>Disagree</b>	Count	15
			5.8%
	<b>Somewhat disagree</b>	Count	34
			13.1%
	<b>Somewhat agree</b>	Count	26
		10.0%	
	<b>Agree</b>	Count	89
			34.2%
	<b>Strongly agree</b>	Count	75
			28.8%
<b>Total</b>		Count	260
			100.0%

**Respect Based on Political Affiliation by University Affiliation**

Considering University affiliation, at UVA-Wise, faculty were slightly more likely to at least somewhat agree that individuals with their political beliefs are respected, (78 percent) than staff and students who at least somewhat agreed with the statement 74 percent of the time and 72 percent of the time respectively, as Table III-30 shows.



**Table III-30. Individuals of my political beliefs are respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my political beliefs are respected at UVA</b>	<b>Strongly disagree</b>	7	6.8%	14	12.7%	2	3.7%
	<b>Disagree</b>	5	5.2%	7	6.2%	2	4.1%
	<b>Somewhat disagree</b>	16	15.6%	8	7.1%	7	14.1%
	<b>Somewhat agree</b>	8	7.8%	14	12.8%	6	12.5%
	<b>Agree</b>	36	34.3%	42	37.6%	17	34.8%
	<b>Strongly agree</b>	32	30.3%	27	23.6%	15	30.9%
<b>Total</b>		104	100.0%	113	100.0%	50	100.0%

**Comparison of Mean Respect Based on Political Beliefs by Political Orientation**

Both liberal (4.75) and moderate (4.72) UVA-Wise respondents had significantly stronger agreement with individuals of my political orientation are respected than those who indicated they were conservative (3.85). However, liberal and moderate mean values were not significantly different from each other.

**Respect Based on Socioeconomic Status**

Table III-31 provides the breakdown of responses from students on the question of respect by socioeconomic status. Eighty-nine percent of students at least somewhat agreed with the statement that students of their socioeconomic status are respected at UVA, with 40 percent of them strongly agreeing.

**Table III-31: Individuals of my Socioeconomic Status are Respected at UVA-Wise**

	UVA-Wise	
<b>Students of my socioeconomic status are respected at UVA</b>	<b>Strongly disagree</b>	Count 4 2.3%
	<b>Disagree</b>	Count 5 2.9%
	<b>Somewhat disagree</b>	Count 10 5.7%
	<b>Somewhat agree</b>	Count 23 13.1%
	<b>Agree</b>	Count 63 36.0%
	<b>Strongly agree</b>	Count 70 40.0%
<b>Total</b>	Count 175 100.0%	

**Respect Based on Socioeconomic Status by University Affiliation**

Because this question was asked only of students, there is no comparison by affiliation.

**Comparison of Mean Respect Based on Socioeconomic Status by Socioeconomic Status**

The results for UVA-Wise suggest a linear relationship between agreement with the statement about respect for socioeconomic status and the various socioeconomic status categories. Beginning with the poor and low-income categories mean of 4.53, values increased to 5.17 for middle class, and reached a high of 5.77 for upper-middle class and wealthy. In each case, these were statistically significant differences.

***Respect Based on Ability Status***

Table III-32 shows responses for respondents from the UVA-Wise campus regarding respect for disabilities. For those who responded to this question, nearly 87 percent at least somewhat agreed that individuals with a disability like theirs are respected at UVA-Wise.

**Table III-32: Individuals with a disability or impairment like mine are respected at UVA-Wise**

		UVA-Wise	
<b>Individuals with a disability or impairment like mine are respected at UVA</b>	<b>Strongly disagree</b>	Count	1
			1.0%
	<b>Disagree</b>	Count	6
			6.2%
	<b>Somewhat disagree</b>	Count	6
			6.2%
	<b>Somewhat agree</b>	Count	8
			8.2%
	<b>Agree</b>	Count	38
			39.2%
	<b>Strongly agree</b>	Count	38
			39.2%
<b>Total</b>		Count	97
			100.0%

**Respect Based on Ability Status by University Affiliation**

Considering University affiliation, Table III-33 shows that on this question, staff and students are less likely to agree with the statement on respect for individuals with their impairment than are faculty. While 85 percent of both students and staff at least somewhat agreed, 99 percent of faculty either strongly agreed or agreed.

**Table III-33. Individuals with a Disability or Impairment like Mine are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals with a disability or impairment like mine are respected at UVA</b>	<b>Strongly disagree</b>			1	2.9%	0	1.3%
	<b>Disagree</b>	4	9.3%	2	4.9%		
	<b>Somewhat disagree</b>	2	6.0%	3	7.4%		
	<b>Somewhat agree</b>	3	7.1%	7	16.5%		
	<b>Agree</b>	14	36.3%	16	37.9%	11	65.1%
	<b>Strongly agree</b>	16	41.3%	13	30.4%	5	33.6%
<b>Total</b>		38	100.0%	43	100.0%	16	100.0%

**Comparison of Mean Respect Based on Disability Status by Disability Status**

Individuals without a disability at UVA-Wise (5.38) had significantly stronger agreement with being respected (based on their disability status) than did Wise respondents with disabilities (4.30).

*Respect Based on Citizenship*

Table III-34 below shows that at UVA-Wise, 95 percent of respondents at least somewhat agreed that individuals of their citizenship status are respected at UVA-Wise.

**Table III-34. Individuals of My Citizenship Status or are Respected at UVA-Wise**

<b>Individuals of my citizenship status are respected at UVA</b>	<b>1 Strongly disagree</b>	<b>Count</b>	7
			2.9%
	<b>2 Disagree</b>	<b>Count</b>	2
			0.8%
	<b>3 Somewhat disagree</b>	<b>Count</b>	4
			1.6%
	<b>4 Somewhat agree</b>	<b>Count</b>	10
			4.1%
	<b>5 Agree</b>	<b>Count</b>	80
			32.8%
	<b>6 Strongly agree</b>	<b>Count</b>	141
			57.8%
<b>Total</b>	<b>Count</b>		244
			100.0%

**Respect Based on Citizenship by University Affiliation**

By University affiliation, there are some observable differences. Compared to students and faculty, fewer staff strongly agreed that individuals of their citizenship are respected. However, looking at general agreement, the affiliations are similar: 92 percent of students, 95 percent of staff, and 98 percent of faculty at least somewhat agreed, as Table III-35 below indicates.

**Table III-35. Individuals of My Citizenship Status are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my citizenship status are respected at UVA	1 Strongly disagree	5	4.8%	5	5.0%	0	0.5%
	2 Disagree	1	0.9%			1	1.5%
	3 Somewhat disagree	2	2.2%				
	4 Somewhat agree	3	2.9%	10	9.2%	1	1.3%
	5 Agree	30	29.4%	41	39.6%	17	38.0%
	6 Strongly agree	61	59.8%	48	46.2%	26	58.7%
<b>Total</b>		103	100.0%	104	100.0%	44	100.0%

**Comparison of Mean Respect Based on Citizenship by Citizenship Status**

Among UVA-Wise respondents who were a U.S. citizen, permanent resident or DACA eligible versus those who were not citizens, there was not a statistically significant difference in the mean level of agreement that “individuals of my citizenship status are respected at UVA.”

**Respect Based on National Origin**

Table III-36 below shows the responses at UVA-Wise to the question of respect based on national origin. Ninety-three percent of respondents at least somewhat agreed with the statement, with over half (55 percent) strongly agreeing.

**Table III-36. Individuals of My National Origin are Respected at UVA-Wise**

Individuals of my national origin are respected at UVA	1 Strongly disagree	Count	11
			4.5%
	2 Disagree	Count	3
			1.2%
	3 Somewhat disagree	Count	3
			1.2%
	4 Somewhat agree	Count	9
			3.7%
	5 Agree	Count	83
			33.7%
	6 Strongly agree	Count	137
			55.7%
<b>Total</b>		Count	246
			100.0%

**Respect Based on National Origin by University Affiliation**

Table III-37 reports the same data broken down by University affiliation, and shows little difference in the total at least strongly agreeing, but staff are less likely than students or faculty to strongly agree that individuals of their national origin are respected at UVA-Wise.

**Table III-37. Individuals of My National Origin are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my national origin are respected at UVA</b>	<b>1 Strongly disagree</b>	6	6.2%	5	5.1%	1	2.0%
	<b>2 Disagree</b>	1	0.6%	3	3.2%	1	1.3%
	<b>3 Somewhat disagree</b>	1	1.1%	1	1.1%	1	2.4%
	<b>4 Somewhat agree</b>	3	2.5%	9	8.8%	1	1.4%
	<b>5 Agree</b>	31	29.1%	42	41.6%	15	35.5%
	<b>6 Strongly agree</b>	64	60.6%	40	40.2%	25	57.4%
<b>Total</b>		105	100.0%	100	100.0%	43	100.0%

**Comparison of Mean Respect Based on National Origin by National Origin**

Comparing responses between UVA-Wise respondents who were born in the U.S. versus those of other national origins, there was not a statistically significant reported difference in the mean level of agreement that “individuals of my national origin are respected at UVA.”

**Respect Based on Military Service Status**

Table III-38 indicates near unanimity on the question of respect based on military service status at the UVA-Wise campus. Ninety-seven percent of respondents at least somewhat agreed that individuals of their military service status are respected at UVA-Wise, more than half strongly agreeing.

**Table III-38. Individuals of My Military Service are Respected at UVA-Wise**

<b>Individuals of my military service status are respected at UVA</b>	<b>1 Strongly disagree</b>	<b>Count</b>	2
			1.8%
	<b>2 Disagree</b>	<b>Count</b>	1
			0.9%
	<b>3 Somewhat disagree</b>	<b>Count</b>	1
			0.9%
	<b>4 Somewhat agree</b>	<b>Count</b>	8
			7.1%
	<b>5 Agree</b>	<b>Count</b>	42
			37.2%
	<b>6 Strongly agree</b>	<b>Count</b>	59
			52.2%
<b>Total</b>		<b>Count</b>	113
			100.0%

**Respect Based on Military Service by University Affiliation**

Table III-39 considers the same issue, broken down by University affiliation. While more than half of all groups strongly agreed with the statement, staff were more likely than faculty or students to disagree. The total disagreeing was 10 percent for staff, 2 percent for students, and 1 percent for faculty.

**Table III-39. Individuals of My Military Service are Respected at UVA-Wise by University Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Individuals of my military service status are respected at UVA</b>	<b>1 Strongly disagree</b>	1	1.8%			0	1.1%
	<b>2 Disagree</b>			3	5.3%		
	<b>3 Somewhat disagree</b>			2	4.7%		
	<b>4 Somewhat agree</b>	3	6.9%	6	12.3%		
	<b>5 Agree</b>	18	38.6%	12	25.5%	9	47.3%
	<b>6 Strongly agree</b>	24	52.7%	25	52.2%	10	51.6%
<b>Total</b>		46	100.0%	47	100.0%	20	100.0%

**Comparison of Mean Respect Based on Military Service by Military Service**

UVA-Wise respondents who have never served in the military were not statistically different from those who currently serve or have served in the past regarding their agreement with the statement that “individuals of my military status are respected at UVA.”

## **IV. Bias and Discrimination Experience**

While individual measures are critical in assessing and measuring important attributes, sometimes a combination of two or more measures can provide an even more effective glimpse into the multiple dimensions of a perception, attitude, or scale evaluation. A composite scale measure is composed of several items that have a logical or empirical structure among them. In other words, scales highlight differences in intensity among the indicators of a variable.

Simple averaging is the most commonly used approach to creating a composite variable. That was the tactic taken in this analysis. A composite scale index was created to capture bias or discrimination related to each of the eight social identifiers: race, gender, sexual orientation, religion, political, socioeconomic, disability, and age. The specific variables used to construct each measure and the quality of association are described in detail below, along with the means comparison. Composite index values ranged from 1.0 to 6.0, with the higher values representing a higher incidence of observation or personal experience with bias and discrimination.

For each dimension of identity, this chapter will first present analysis on two component items used in each index: personally experiencing bias, harassment, or discrimination; and witnessing bias, harassment, or discrimination. The construction and reliability of the bias and discrimination experience index is then presented, followed by analysis of the composite measure. For additional detail, the frequencies of each component item used in the index can be found in Appendices C and D.

## UVA-Charlottesville

### *Racial Bias and Discrimination*

#### Experienced or Witnessed Racial Bias, Harassment, or Discrimination

At UVA-Charlottesville, 13 percent of respondents reported having personally experienced bias, harassment, or discrimination related to race.

**Table IV-1. Personally Experienced Bias, Harassment, or Discrimination based on Race at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	Yes	Count	636
			12.8%
	No	Count	4335
			87.2%
<b>Total</b>		<b>Count</b>	4971
			100.0%

A higher percentage of respondents (39 percent) reported *witnessing* bias, harassment, or discrimination related to race.

**Table IV-2. Witnessed Bias, Harassment, or Discrimination based on Race at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	Yes	Count	1929
			38.8%
	No	Count	3049
			61.2%
<b>Total</b>		<b>Count</b>	4978
			100.0%

#### Comparison of Experiencing or Witnessing Racial Bias, Harassment, or Discrimination by Race

Several statistically significant differences were found at UVA-Charlottesville in both experiencing and witnessing bias, harassment, or discrimination related to race for the six different categories representing race/ethnicity of the respondents. African American or Black respondents reported the highest incidence of personally experiencing bias, harassment, or discrimination related to race at 51.6 percent. This was significantly higher than all other racial categories. In contrast, White or Caucasian respondents reported the lowest incidence of experiencing bias, harassment, or discrimination with 4.3 percent, and this was significantly lower than all other racial categories. Respondents identifying with other racial affiliations reported experiencing bias and discrimination at rates between these two figures: 27.4 percent of multiracial respondents, 25.0 percent of Asian American or Asian respondents, 21.1 percent of Hispanic or Latinx respondents, and 18.8% of respondents from the remaining racial categories.

Similar to the results for experiencing racial bias or discrimination, African American or Black respondents reported the highest percentage of witnessing bias, harassment, or discrimination related to race (58.3 percent). This outcome was statistically significantly higher than all other race/ethnicity



categories except Hispanic or Latinx, where more than half of respondents (52.4 percent) indicated that they had witnessed racial bias, harassment, or discrimination in the last year. In every racial or ethnic category, a higher proportion of respondents reported witnessing racial bias or discrimination than having personally experienced it.

### Racial Bias and Discrimination Index

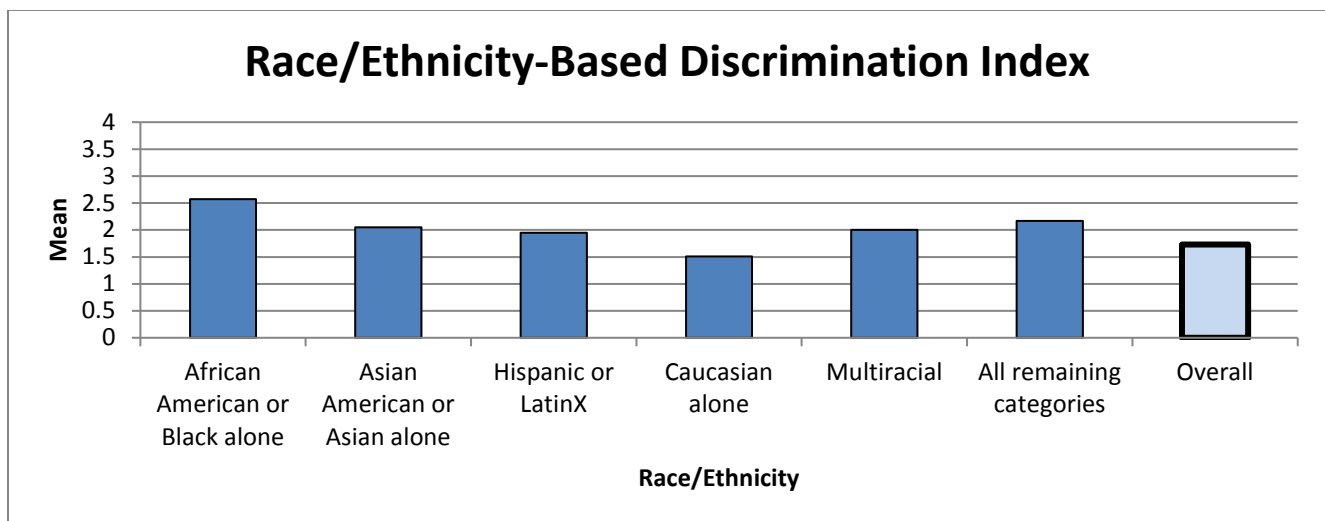
A total of 12 questions from the survey were used to create the composite index to measure experience with racial bias and discrimination. Several items were either recoded to make the order of severity consistent with the scale or combined to represent all locations or all University affiliations. The resulting eight variables were used to form the composite index:

- *Frequency of witnessing employees express negative views about someone’s race*
- *Frequency of witnessing students express negative views about someone’s race*
- *Frequency of witnessing visitors express negative views about someone’s race*
- *Frequency of witnessing faculty, instructors, or senior leaders express negative views about race*
- *Frequency of personally experiencing bias, harassment, or discrimination related to race*
- *Frequency of witnessing bias, harassment, or discrimination related to race*
- *Level of disagreement that individuals of the respondent’s race are respected at UVA*
- *Level of disagreement that individuals of respondent’s race are respected in Charlottesville*

Cronbach's Alpha<sup>1</sup> provides a measure of how closely associated these variables measure the degree of experience with racial bias (have a high covariance) when combined into one index. Its value of 0.822 indicates a strong association.

### Comparison of Racial Bias and Discrimination Index by Racial Affiliation

Figure IV-1. Race-Based Discrimination Index by Race/Ethnicity – UVA-Charlottesville



<sup>1</sup> Taber, K.S. Res Sci Educ (2017). <https://doi.org/10.1007/s11165-016-9602-2>

The overall mean value for the race-based harassment or discrimination index was 1.73. As seen in the above figure, the highest mean index value was reported by African American or Black respondents at 2.57 and was determined to be statistically significantly higher than each of the other race/ethnicity categories. The lowest value of the index was for White or Caucasian respondents at 1.51. This was found to be significantly lower than all other index means for ethnicity categories. In other words, White or Caucasian individuals encounter the least amount of race-based bias or discrimination compared to all other racial/ethnic groups. For the remaining mean values, see Appendix G.

## Gender-Based Bias and Discrimination

### Experienced or Witnessed Gender Bias, Harassment, or Discrimination

About one in five respondents (20 percent) reported personally experiencing bias, harassment, or discrimination related to gender at UVA-Charlottesville.

**Table IV-3. Personally Experienced Bias, Harassment, or Discrimination based on Gender at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	Yes	Count	983
			19.8%
	No	Count	3985
			80.2%
<b>Total</b>		<b>Count</b>	4968
			100.0%

In terms of witnessing gender bias or discrimination, 35 percent of all respondents said they had witnessed bias or discrimination at UVA-Charlottesville

**Table IV-4. Witnessed Bias, Harassment, or Discrimination based on Gender at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	Yes	Count	1745
			35.0%
	No	Count	3234
			65.0%
<b>Total</b>		<b>Count</b>	4979
			100.0%

### Comparison of Experiencing or Witnessing Gender Bias, Harassment, or Discrimination by Gender Identity

At UVA-Charlottesville, the highest percentage reporting gender bias, harassment, or discrimination by gender identity was the TGQNO category at 48 percent. This was found to be statistically significantly higher than both the man and woman identities. The lowest percentage reporting gender bias or discrimination at UVA-Charlottesville was the man identity (6 percent). The woman identity fell right in the middle (32 percent) being significantly higher than the man identity and significantly lower than TGQNO.

Regardless of gender identity, a higher share of respondents reported witnessing bias, harassment, or discrimination related to gender. The same ranking among gender identities prevailed, with TGQNO having the highest percentage (62 percent), man the lowest (27 percent), and woman falling in the middle (42 percent). All differences were found to be statistically significant.

## Gender Bias and Discrimination Index

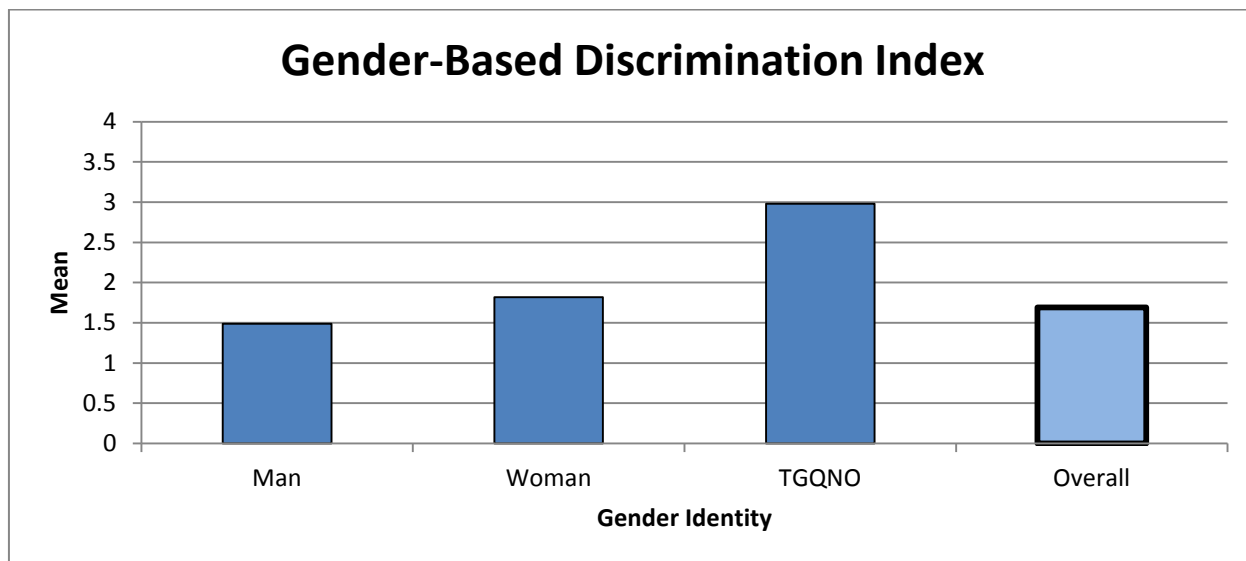
A total of 12 questions from the survey were used to create the composite scale index for gender. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the gender composite index:

- *Frequency of witnessing employees express negative views about someone's gender identity*
- *Frequency of witnessing students express negative views about someone's gender identity*
- *Frequency of witnessing visitors express negative views about someone's gender identity*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about gender identity*
- *Frequency of personally experiencing bias, harassment, or discrimination related to gender*
- *Frequency of witnessing bias, harassment, or discrimination related to gender*
- *Level of disagreement that individuals of the respondent's gender are respected at UVA*
- *Level of disagreement that individuals of the respondent's gender are respected in Charlottesville.*

Cronbach's Alpha of 0.806 indicates a strong association between selected variables that measure the degree of gender bias or discrimination when combine into one index.

### Comparison of Gender Bias and Discrimination Index by Gender Identity

Figure IV-2. Gender-Based Discrimination Index by Gender Identity – UVA-Charlottesville



The overall mean of the composite gender index computed for UVA-Charlottesville was 1.69. As was the case for general frequency results on the two composite measures, the mean index of gender bias or discrimination was lowest for men (1.49), highest for TGQNO (2.98), and women falling in the middle (1.82). All differences in mean values were found to be statistically significant at the 95 percent confidence level. Figure IV-2 above illustrates these findings.

## Sexual Orientation-Based Bias and Discrimination

### Experienced or Witnessed Sexual Orientation Bias, Harassment, or Discrimination

Turning to bias, harassment, or discrimination based on sexual orientation, 4 percent of respondents at UVA-Charlottesville reported that they had personally experienced that behavior.

**Table IV-5. Personally Experienced Bias, Harassment, or Discrimination based on Sexual Orientation at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	Yes	Count	209
			4.2%
	No	Count	4756
			95.8%
<b>Total</b>		<b>Count</b>	4965
			100.0%

But, 24 percent of respondents said they had witnessed bias, harassment or discrimination related to sexual orientation.

**Table IV-6. Witnessed Bias, Harassment, or Discrimination based on Sexual Orientation at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	Yes	Count	1175
			23.5%
	No	Count	3819
			76.5%
<b>Total</b>		<b>Count</b>	4994
			100.0%

### Comparison of Experiencing or Witnessing Sexual Orientation Bias and Discrimination by Sexual Orientation

Several statistically significant differences were found across the various sexual orientation categories in the percentage of respondents reporting having personally experienced bias, harassment, or discrimination due to sexual orientation at UVA-Charlottesville. The lowest percentage reporting having experienced bias, harassment, or discrimination based on sexual orientation was the heterosexual or straight category at 1 percent, lower than any other category. The highest percent reporting having experienced sexual orientation discrimination was the gay or lesbian category at 39 percent, which is statistically significantly higher than any other category, including the bisexual (13 percent) and QPAO (17 percent) categories. The latter two categories were not significantly different from each other.

More than half of respondents in the gay or lesbian category or in the bisexual category reported witnessing bias, harassment, or discrimination related to sexual orientation at UVA-Charlottesville. Each of these results was statistically significantly higher than the heterosexual or straight category and the QPAO category. The lowest incidence of witnessing discrimination due to sexual orientation was for the heterosexual or straight category at 20 percent. The QPAO category reported witnessing bias or discrimination related to sexual orientation at a rate of 37 percent, which was not statistically

significantly different from the gay or lesbian and bisexual percentages, but significantly higher than heterosexual respondents report.

### Sexual Orientation Bias and Discrimination Index

There were 12 questions from the survey that captured experiences and attitudes involving bias or discrimination related to sexual orientation that were used to create the composite scale index for sexual orientation. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the sexual orientation composite index:

- *Frequency of witnessing employees express negative views about someone's sexual orientation*
- *Frequency of witnessing students express negative views about someone's sexual orientation*
- *Frequency of witnessing visitors express negative views about someone's sexual orientation*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about sexual orientation*
- *Frequency of personally experiencing bias, harassment, or discrimination related to sexual orientation*
- *Frequency of witnessing bias, harassment, or discrimination related to sexual orientation*
- *Level of disagreement that individuals of the respondent's sexual orientation are respected at UVA*
- *Level of disagreement that individuals of the respondent's sexual orientation are respected in Charlottesville*

Cronbach's Alpha of 0.790 suggests a strong association between selected variables that measure the degree of experience of sexual orientation bias or discrimination when combined into one index.

Comparison of Sexual Orientation Bias and Discrimination Index by Sexual Orientation

Figure IV-3. Sexual Orientation-Based Discrimination Index by Sexual Orientation – UVA-Charlottesville

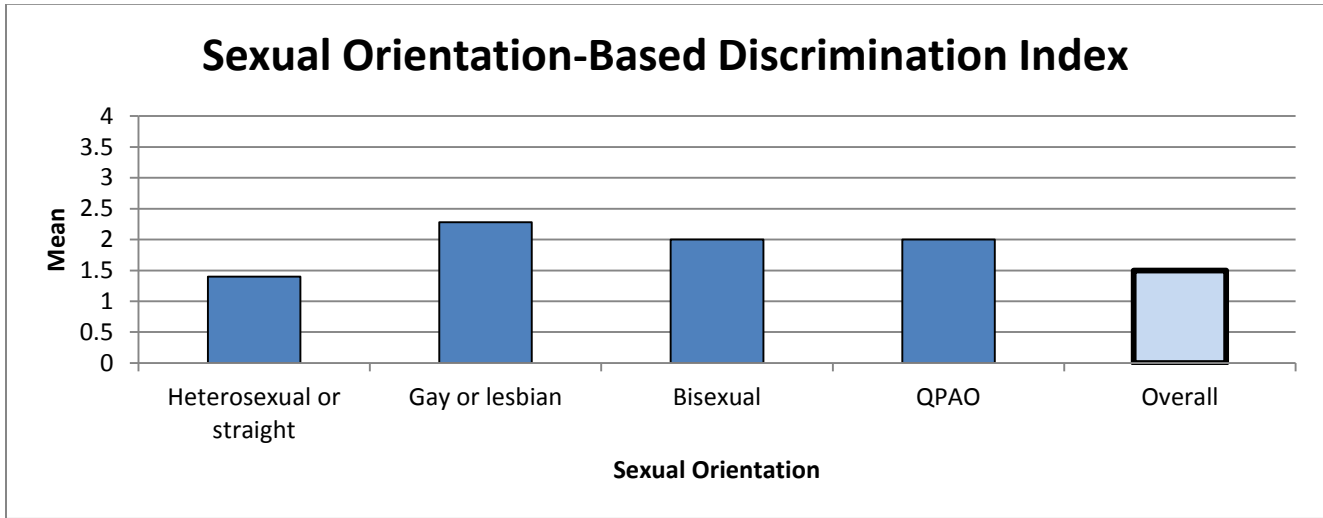


Figure IV-3 above shows that the overall mean of the composite sexual orientation index computed for UVA-Charlottesville was 1.50. The highest average index value among the various sexual orientation categories was 2.28 for the gay or lesbian group. This composite index value was found to be statistically significantly higher than all other categories. The lowest value for the mean index was 1.40 for the heterosexual or straight category, which was statistically significantly lower than all other sexual orientation categories. The bisexual and QPAO categories shared the same mean value of 2.00, with both values not being statistically different from the gay or lesbian mean at the 95 percent confidence level.

## Religious Bias and Discrimination

### Experienced or Witnessed Religious Bias, Harassment, or Discrimination

Table IV-7 shows that 9 percent of respondents from UVA-Charlottesville reported experiencing bias, harassment or discrimination in the past year, on the basis of religious or spiritual beliefs.

**Table IV-7. Personally Experienced Bias, Harassment, or Discrimination based on Religion at UVA- Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	Yes	Count	440
			8.9%
	No	Count	4518
			91.1%
<b>Total</b>		<b>Count</b>	4958
			100.0%

But a much higher percentage, 25 percent reported having witnessed such behavior, as Table IV-8 indicates.

**Table IV-8. Witnessed Bias, Harassment, or Discrimination based on Religion at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	Yes	Count	1266
			25.4%
	No	Count	3709
			74.6%
<b>Total</b>		<b>Count</b>	4975
			100.0%

### Comparison of Experiencing or Witnessing Religious Bias, Harassment, or Discrimination by Religious Affiliation

The highest percentage of respondents reporting having experienced religious bias or discrimination were those who reported their affiliation as Jewish (37 percent). This outcome was statistically significantly higher than all other religious affiliations at the 95 percent confidence level. Muslim respondents report the next highest share (22 percent). This was statistically significantly higher than all other religious affiliations except for Jewish. Those identified as Christian had the third highest percentage that reported experiencing religious bias or discrimination at 11 percent. The lowest percentages of reported experiencing religious bias or discrimination (3 to 5 percent) were reported by those in the agnostic, all remaining religious, spiritual (but no) religious affiliation, and the no religious or spiritual preference.

A similar outcome occurred across religious affiliations for witnessing bias or discrimination related to religious beliefs, however, at much higher percentages than reported for experiencing such discrimination. More than half (56 percent) of respondents identified as Jewish reported witnessing bias or discrimination related to religious beliefs. This result was found to be statistically significantly higher



than all other affiliations. They were followed by those who indicated Muslim religious affiliation (44 percent) and those indicating Christian religious affiliation (27 percent). The remaining religious affiliation categories had rates of witnessing bias or discrimination related to religious beliefs of between 18 and 23 percent.

### Religious Bias and Discrimination Index

A total of 12 questions from the survey were used to create the composite scale index for religious beliefs. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the religious belief composite index:

- *Frequency of witnessing employees express negative views about someone's religious beliefs*
- *Frequency of witnessing students express negative views about someone's religious beliefs*
- *Frequency of witnessing visitors express negative views about someone's religious beliefs*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about religious beliefs*
- *Frequency of personally experiencing bias, harassment, or discrimination related to religious beliefs*
- *Frequency of witnessing bias, harassment, or discrimination related to religious beliefs*
- *Level of disagreement that individuals of the respondent's religious beliefs are respected at UVA*
- *Level of disagreement that individuals of the respondent's religious beliefs are respected in Charlottesville*

Cronbach's Alpha of 0.807 indicates a relatively strong association between selected variables that measure the degree of religious bias or discrimination when combine into one index.

Comparison of Religious Bias and Discrimination Index by Religious Affiliation

Figure IV-4. Religion-Based Discrimination Index by Religion – UVA-Charlottesville

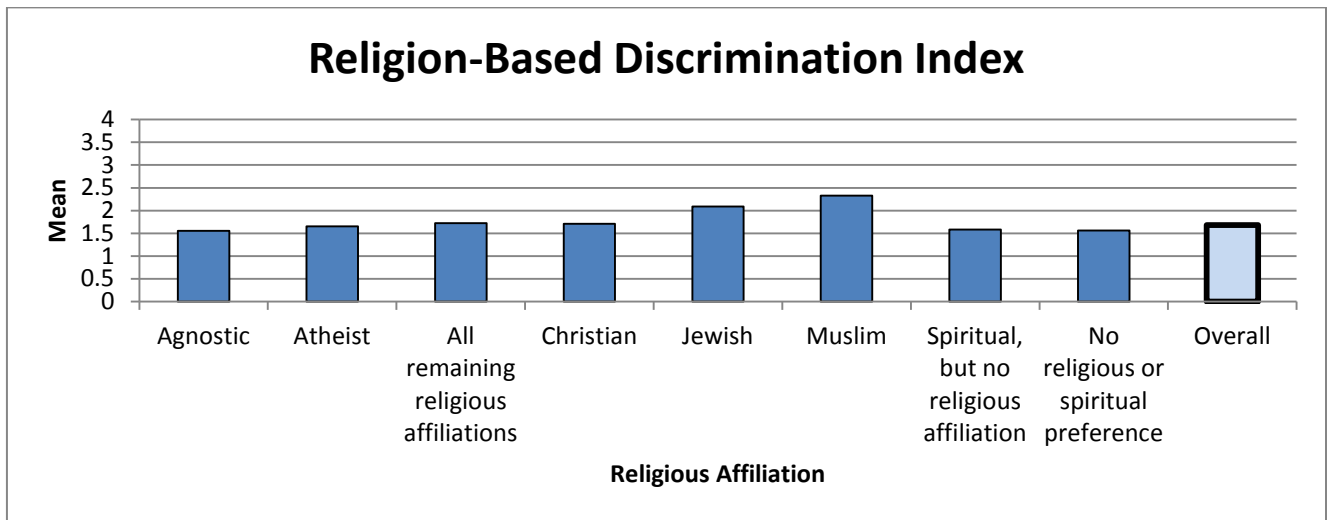


Figure IV-4 shows that the mean religious composite index value was 1.68. The highest mean was for Muslim affiliation at 2.33, which was statistically significantly higher than all other religious categories except for Jewish affiliation. Respondents identified as Jewish had the second highest mean value for the composite index at 2.09. The third highest index means were for those in the all remaining religious affiliations and Christian at 1.72 and 1.71, respectively. Those identified as atheist had the fourth highest index value at 1.65. The remaining religious affiliation categories had mean index values from 1.55 to 1.58.

**Political Bias and Discrimination Index**

**Experienced or Witnessed Political Bias, Harassment, or Discrimination**

Sixteen percent of respondents from UVA-Charlottesville reported personally experiencing bias or discrimination based on political beliefs in the past year.

**Table IV-9. Personally Experienced Bias, Harassment, or Discrimination based on Political Beliefs at UVA- Charlottesville**

UVA-Charlottesville			
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs</b>	<b>Yes</b>	<b>Count</b>	801
			16.2%
	<b>No</b>	<b>Count</b>	4150
			83.8%
<b>Total</b>		<b>Count</b>	4951
			100.0%

Witnessing bias or discrimination related to political beliefs was reported at a much higher rate. Forty-four percent of respondents from UVA-Charlottesville reported witnessing such behavior.

**Table IV-10. Witnessed Bias, Harassment, or Discrimination based on Political Beliefs at UVA-Charlottesville**

UVA-Charlottesville			
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs</b>	<b>Yes</b>	<b>Count</b>	2174
			44.2%
	<b>No</b>	<b>Count</b>	2747
			55.8%
<b>Total</b>		<b>Count</b>	4921
			100.0%

**Comparison of Experiencing or Witnessing Political Bias, Harassment, or Discrimination by Political Orientation**

Several differences between categories of political orientation were found to be statistically significant in terms of personally experiencing bias or discrimination. The lowest percentages were for the liberal or slightly liberal categories, both at 9 percent. Over half of respondents who indicated that they belonged to the very conservative category (54 percent) experienced bias or discrimination based on political orientation.

More than two thirds of UVA-Charlottesville respondents who considered themselves in the very conservative group reported witnessing bias or discrimination due to political orientation. This outcome was statistically significantly higher than all other political orientation categories. The lowest share (found to be statistically significant at the 95 percent confidence level) witnessing political bias or discrimination was the moderate or middle-of-the-road group at 35 percent. Values for the liberal side of the scale ranged from 42 to 45 percent and were not statistically different from each other, but significantly higher than for moderate respondents.

## Political Bias and Discrimination Index

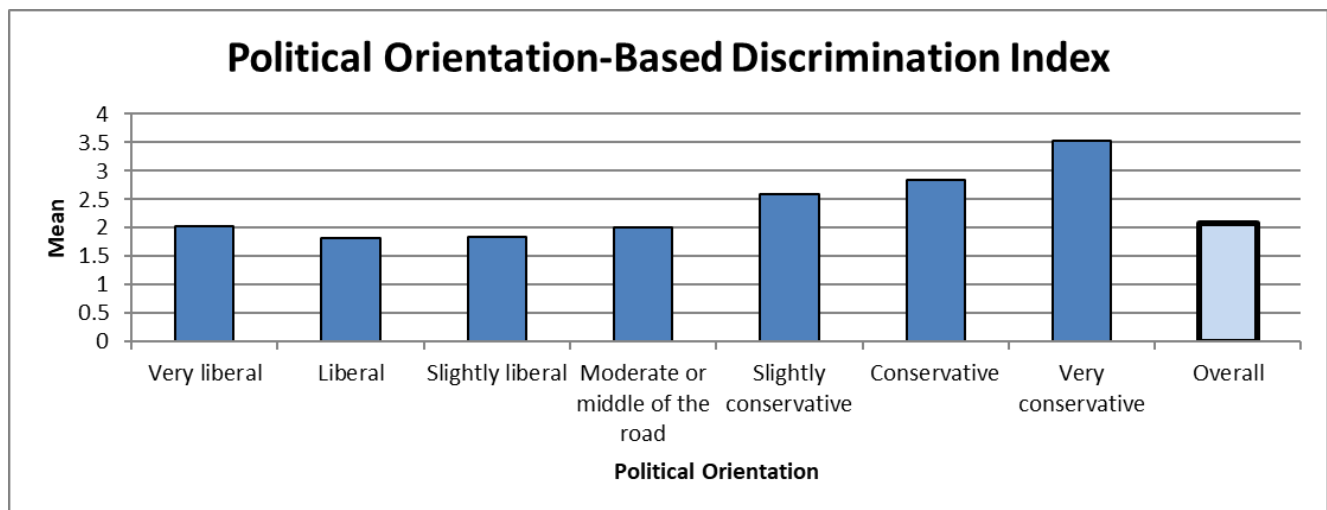
A total of 12 questions from the survey were used to create the composite scale index for political orientation. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the political orientation composite index:

- *Frequency of witnessing employees express negative views about someone’s political orientation*
- *Frequency of witnessing students express negative views about someone’s political orientation*
- *Frequency of witnessing visitors express negative views about someone’s political orientation*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about political orientation*
- *Frequency of personally experiencing bias, harassment, or discrimination related to political orientation;*
- *Frequency of witnessing bias, harassment, or discrimination related to political orientation;*
- *Level of disagreement that individuals of the respondent’s political orientation are respected at UVA*
- *Level of disagreement that individuals of the respondent’s political orientation are respected in Charlottesville*

Cronbach's Alpha of 0.829 indicates a strong association between selected variables that measure the degree of political bias or discrimination when combined into one index.

### Comparison of Political Bias and Discrimination Index by Political Orientation

Figure IV-5. Political Orientation-Based Discrimination Index by Political Orientation – UVA-Charlottesville



The overall mean of the composite political orientation index computed for UVA-Charlottesville was 2.09. The highest mean value for the index (3.54) was for the very conservative political orientation category. This result was statistically significantly higher than all other categories. The lowest average index means were for the liberal category and the slightly liberal category at 1.81 and 1.84, respectively. While not different from each other, these values were statistically significantly lower than all other political orientation categories. Figure IV-5 above illustrates these results.

### Socioeconomic Status-Based Bias and Discrimination Index

#### Experienced or Witnessed Socioeconomic Bias, Harassment, or Discrimination

Turning to bias based on socioeconomic status (SES), 7 percent of respondents from UVA-Charlottesville reported experiencing bias, harassment, or discrimination.

**Table IV-11. Personally Experienced Bias, Harassment, or Discrimination based on Socioeconomic Status at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	Yes	Count	361
			7.3%
	No	Count	4603
			92.7%
<b>Total</b>		<b>Count</b>	4964
			100.0%

But as has been true in all cases considered thus far, a much higher percentage of respondents (23 percent) reported witnessing bias, harassment, or discrimination related to socioeconomic status.

**Table IV-12. Witnessed Bias, Harassment, or Discrimination based on Socioeconomic Status at UVA- Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	Yes	Count	1153
			23.0%
	No	Count	3850
			77.0%
<b>Total</b>		<b>Count</b>	5003
			100.0%

#### Comparison of Experiencing or Witnessing Socioeconomic Status Bias, Harassment, or Discrimination by Socioeconomic Status

Differences between categories of socioeconomic status were found to be statistically significant in terms of personally experiencing bias, harassment, or discrimination. The highest percentages of experiencing discrimination based on socioeconomic status were reported by those in the poor category (33 percent) and the low-income category (19 percent). These results were found to be statistically significantly higher than the remaining socioeconomic status categories. The lowest incidence of experiencing socioeconomic status bias or discrimination was reported by the upper-middle class category at 3.2 percent.

A similar pattern emerged with respect to witnessing bias or discrimination related to socioeconomic status by socioeconomic status category. The highest percentage (52 percent) was for the poor category followed by the low-income category (30 percent), with both values being statistically significantly different from each other and higher than the remaining categories.

## Socioeconomic Status Bias and Discrimination Index

There were 12 questions from the survey that captured experiences and attitudes involving bias or discrimination related to socioeconomic status that were used to create the composite scale index for socioeconomic status. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the socioeconomic status composite index:

- *Frequency of witnessing employees express negative views about socioeconomic status*
- *Frequency of witnessing students express negative views about someone's socioeconomic status*
- *Frequency of witnessing visitors express negative views about someone's socioeconomic status*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about socioeconomic status*
- *Frequency of personally experiencing bias, harassment, or discrimination related to socioeconomic status;*
- *Frequency of witnessing bias, harassment, or discrimination related to socioeconomic status;*
- *Level of disagreement that individuals of the respondent's socioeconomic status are respected at UVA*
- *Level of disagreement that individuals of the respondent's socioeconomic status are respected in Charlottesville*

Cronbach's Alpha of 0.820 suggests a strong association between selected variables that measure the degree of socioeconomic status bias or discrimination when combine into one index.

Comparison of Socioeconomic Status Bias and Discrimination Index by Socioeconomic Status

Figure IV-6. Socioeconomic Status-Based Discrimination Index by Socioeconomic Status – UVA-Charlottesville

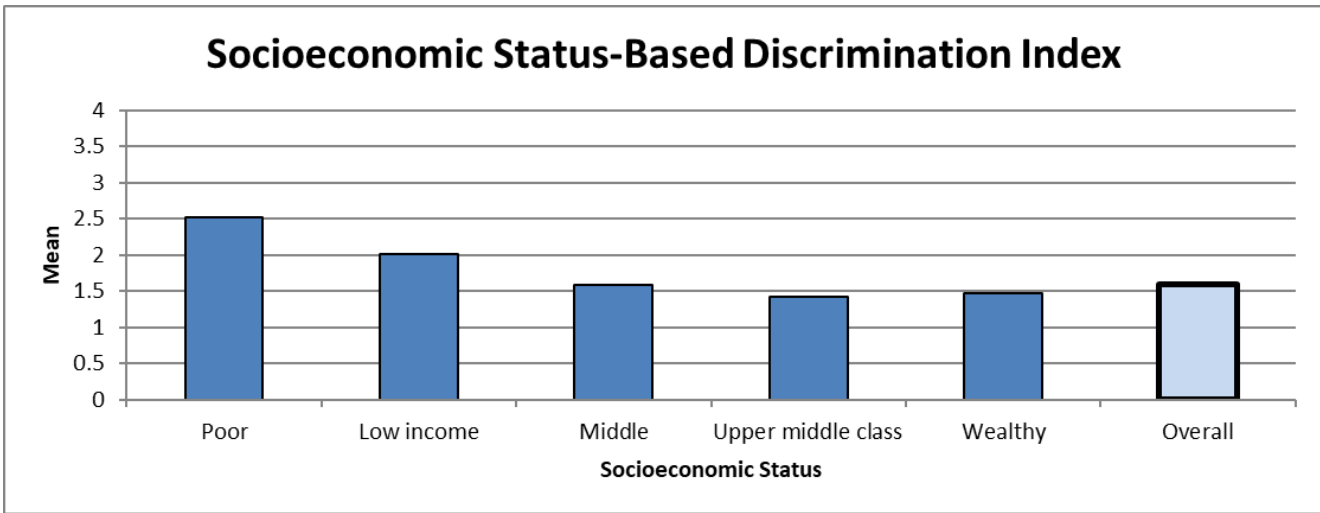


Figure IV-6 shows that the overall mean value for the socioeconomic status composite index was 1.59. The highest mean index value (2.52) was for those in the poor socioeconomic status category. This outcome was found to be statistically significantly higher than all other categories at the 95 percent confidence level. In general, a negative linear relationship was found between socioeconomic status category and the mean index value, with the value declining when comparing the poor socioeconomic status category to the wealthy category.

## Disability-Based Bias and Discrimination

### Experienced or Witnessed Disability Bias, Harassment, or Discrimination

Less than 3 percent of respondents from UVA-Charlottesville experienced bias, harassment, or discrimination related to disability status, as Table IV-13 below indicates.

**Table IV-13. Personally Experienced Bias, Harassment, or Discrimination based on Disability at UVA- Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	Yes	Count	136
			2.7%
	No	Count	4853
			97.3%
<b>Total</b>		<b>Count</b>	4989
			100.0%

As has been the result for other measures, there was a much higher share of respondents reporting having witnessed bias or discrimination, in this case, related to disability. At UVA- Charlottesville, 11 percent indicated witnessing disability bias or discrimination.

**Table IV-14. Witnessed Bias, Harassment, or Discrimination based on Disability at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	Yes	Count	545
			10.9%
	No	Count	4462
			89.1%
<b>Total</b>		<b>Count</b>	5007
			100.0%

### Comparison of Experiencing or Witnessing Disability Bias and Discrimination by Disability Status

Statistically significant differences were found in the incidence of disability bias, harassment, or discrimination between those with and without disabilities. Specifically, 21 percent of respondents with a disability reported experiencing bias, harassment, or discrimination due to a disability compared with 0.5 percent for those that reported not having a disability. In terms of witnessing bias, harassment, or discrimination related to a disability, 30 percent of those with a disability reported witnessing disability discrimination. For those that reported not having a disability, 9 percent reported having witnessed bias, harassment, or discrimination due to a disability.

### Disability Bias and Discrimination Index

The construction of the composite index for disability status was unique in that there were 14 variables available from the survey that address this issue. As for other measures, several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. In all, 10 different variables were used to create the composite index:

- *Frequency of witnessing employees express negative views about someone's disability status*

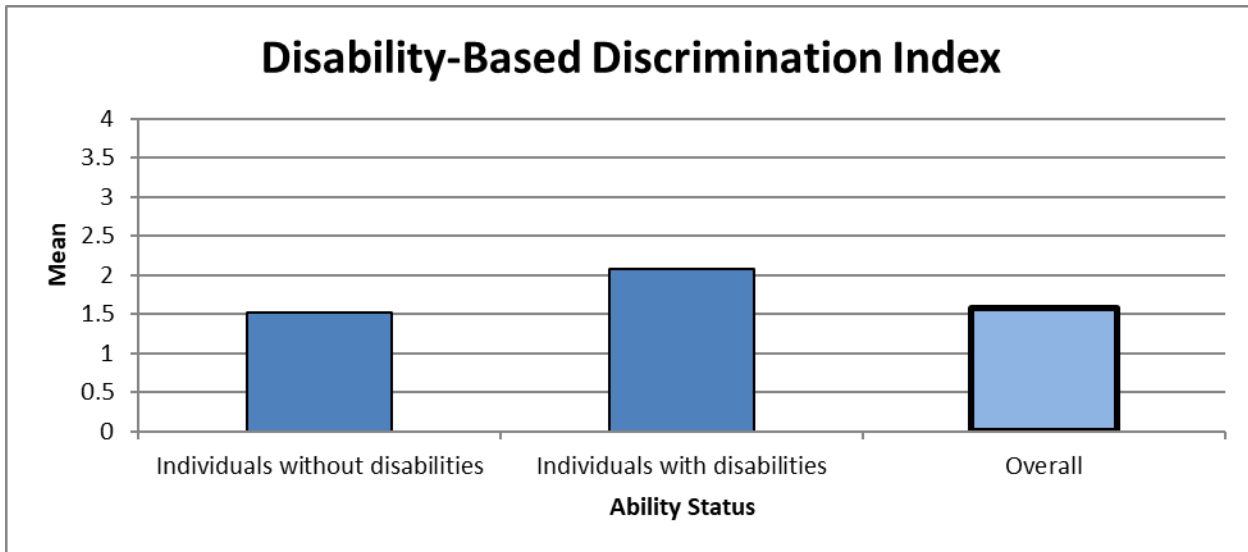


- Frequency of witnessing students express negative views about someone’s disability status
- Frequency of witnessing visitors express negative views about someone’s disability status
- Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about disability status
- Frequency of personally experiencing bias, harassment, or discrimination related to disability status
- Frequency of witnessing bias, harassment, or discrimination related to disability status
- Level of disagreement that individuals of my disability status are respected at UVA
- Level of disagreement that individuals of the respondent’s disability status are respected in Charlottesville
- Level of disagreement that if the respondent requested a reasonable accommodation for a disability or impairment it would be approved
- Level of agreement that if the respondent requested a reasonable accommodation for a disability or impairment they would experience negative consequences

Cronbach's Alpha of 0.804 suggests a strong association between the 10 selected variables that measure the degree of disability status bias, harassment, or discrimination when combined into one index.

Comparison of Disability Bias and Discrimination Index by Disability Status

Figure IV-7. Disability-Based Discrimination Index by Ability Status – UVA-Charlottesville



The overall mean value for the disability status composite index was 1.58. The mean index value for those that reported having a disability was 2.07. This outcome was found to be statistically significantly higher than for individuals without disabilities (1.52) at the 95 percent confidence level. Figure IV-7 illustrates these findings.

## Age-Based Bias and Discrimination

### Experienced or Witnessed Age Bias, Harassment, or Discrimination

Turning to age-based discrimination, about 9 percent of respondents reported personally experiencing bias, harassment, or discrimination related to age, as Table IV-15 indicates.

**Table IV-15. Personally Experienced Bias, Harassment, or Discrimination based on Age at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to – Age	Yes	Count	439
			8.8%
	No	Count	4566
			91.2%
<b>Total</b>		<b>Count</b>	5005
			100.0%

But 16 percent of respondents reported witnessing such behavior, as Table IV-16 below shows.

**Table IV-16. Witnessed Bias, Harassment, or Discrimination based on Age at UVA-Charlottesville**

UVA-Charlottesville			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	Yes	Count	811
			16.0%
	No	Count	4248
			84.0%
<b>Total</b>		<b>Count</b>	5059
			100.0%

### Comparison of Experiencing or Witnessing Age Bias and Discrimination by Age

Several statistically significant differences were found between age groups in terms of experiencing age discrimination. The highest percentage was reported for respondents that were age 50 and above (14.3 percent), which was statistically significantly higher than all other age groups except age 26-33 years. The lowest percentage (statistically significantly lower than all other groups) was reported by those in the 25 and under age category (6.0 percent). Those in the age 26-33 group has the second highest incidence of age related bias or discrimination (12.5 percent), which was not significantly different from the 10.8 percent reported by the age 34-39 group.

All three age categories above 25 years reported similar incidences of witnessing age related bias or discrimination (21, 20, and 20 percent, respectively). The age 25 and under category had the lowest percentage that reported witnessing age bias or discrimination at 13 percent.

### Age Bias and Discrimination Index

There were nine questions from the survey that addressed experiences or attitudes towards age discrimination. As with the construction of the previous composite index measures, several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. In all, six different variables were used to create the composite index including:

- *Frequency of witnessing employees express negative views about someone’s age*
- *Frequency of witnessing students express negative views about someone’s age*
- *Frequency of witnessing visitors express negative views about someone’s age*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about age*
- *Frequency of personally experiencing bias, harassment, or discrimination related to age*
- *Frequency of witnessing bias, harassment, or discrimination related to age*

Cronbach's Alpha of 0.794 suggests a strong association between the 6 selected variables that measure the degree of age bias, harassment, or discrimination when combined into one index.

### Comparison of Age Bias and Discrimination Index by Age

**Figure IV-8. Age-Based Discrimination Index by Age – UVA-Charlottesville**

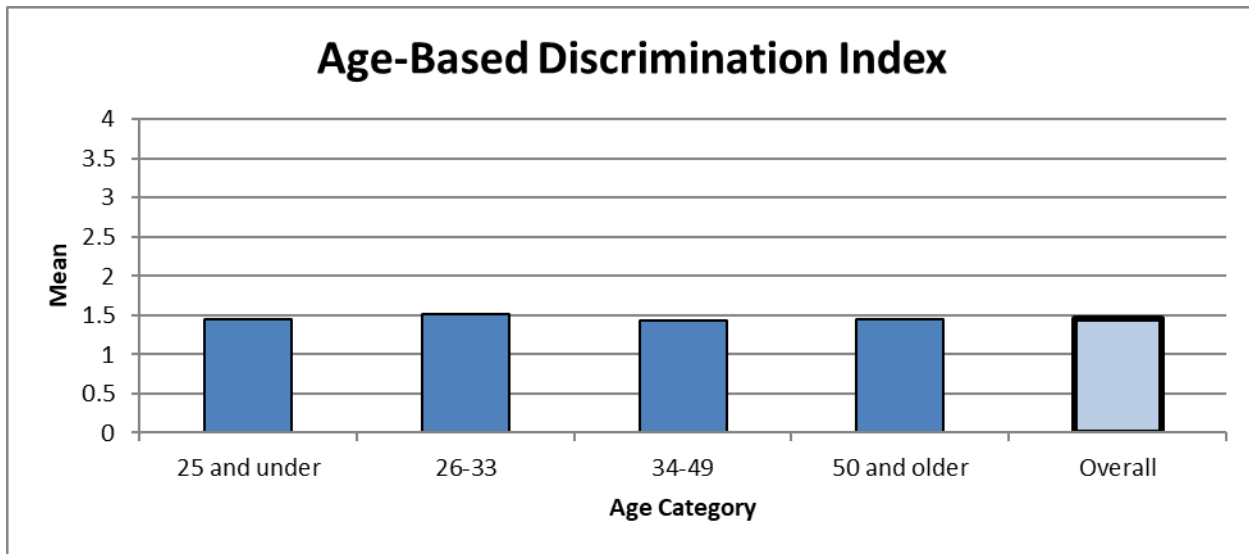


Figure IV-8 above shows that the mean value for the age composite index, regardless of age, was 1.46. There was little variation across age categories, with values ranging from 1.47 for those age 22-33 years to 1.40 for the 25 and under and the 34-49 age category. The outcome of higher age bias for the 26-33 age category was found to be statistically significantly higher than both the 25 and under and the 34-49 age category, but not the 50 years and above group.

## UVA-Wise

### *Racial Bias and Discrimination*

#### Experienced or Witnessed Racial Bias, Harassment, or Discrimination

At UVA-Wise, about 7 percent of respondents reported experiencing bias, harassment, or discrimination based on race. But 24 percent said they had witnessed such behavior, as Table IV-18 shows.

**Table IV-17. Personally Experienced Bias, Harassment, or Discrimination based on Race at UVA-Wise**

UVA-Wise			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	Yes	Count	16
			6.6%
	No	Count	225
			93.4%
<b>Total</b>		<b>Count</b>	241
			100.0%

**Table IV-18. Witnessed Bias, Harassment, or Discrimination based on Race at UVA-Wise**

UVA-Wise			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	Yes	Count	62
			24.4%
	No	Count	192
			75.6%
<b>Total</b>		<b>Count</b>	254
			100.0%

#### Comparison of Experiencing or Witnessing Racial Bias and Discrimination by Racial Affiliation

Due to the relatively lower sample size at UVA-Wise, several of the race or ethnicity categories were collapsed into two groups: White or Caucasian; all other racial categories. In terms of personally experiencing bias, harassment, or discrimination related to race, UVA-Wise respondents from all the remaining race categories were 5 times more likely to report such incidences (25 percent versus 5 percent for White or Caucasian respondents). Similarly, White or Caucasian respondents were much less likely (19 percent) to witness racial bias or discrimination when compared with all remaining ethnic categories (52 percent).

### Racial Bias and Discrimination Index

A total of 12 questions from the survey were used to create the composite index to measure experience with racial bias and discrimination. Several items were either recoded to make the order of severity consistent with the scale or combined to represent all locations or all University affiliations. The resulting eight variables were used to form the composite index:

- *Frequency of witnessing employees express negative views about someone’s race*
- *Frequency of witnessing students express negative views about someone’s race*
- *Frequency of witnessing visitors express negative views about someone’s race*
- *Frequency of witnessing faculty, instructors, or senior leaders express negative views about race*
- *Frequency of personally experiencing bias, harassment, or discrimination related to race*
- *Frequency of witnessing bias, harassment, or discrimination related to race*
- *Level of disagreement that individuals of the respondent’s race are respected at UVA*
- *Level of disagreement that individuals of respondent’s race are respected in Wise*

Cronbach's Alpha provides a measure of how closely associated these variables measure the degree of racial bias (have a high covariance) when combined into one index. Its value of 0.822 indicates a strong association.

### Comparison of Racial Bias and Discrimination Index by Race UVA-Wise

**Figure IV-9. Race-Based Discrimination Index by Race/Ethnicity UVA-Wise**

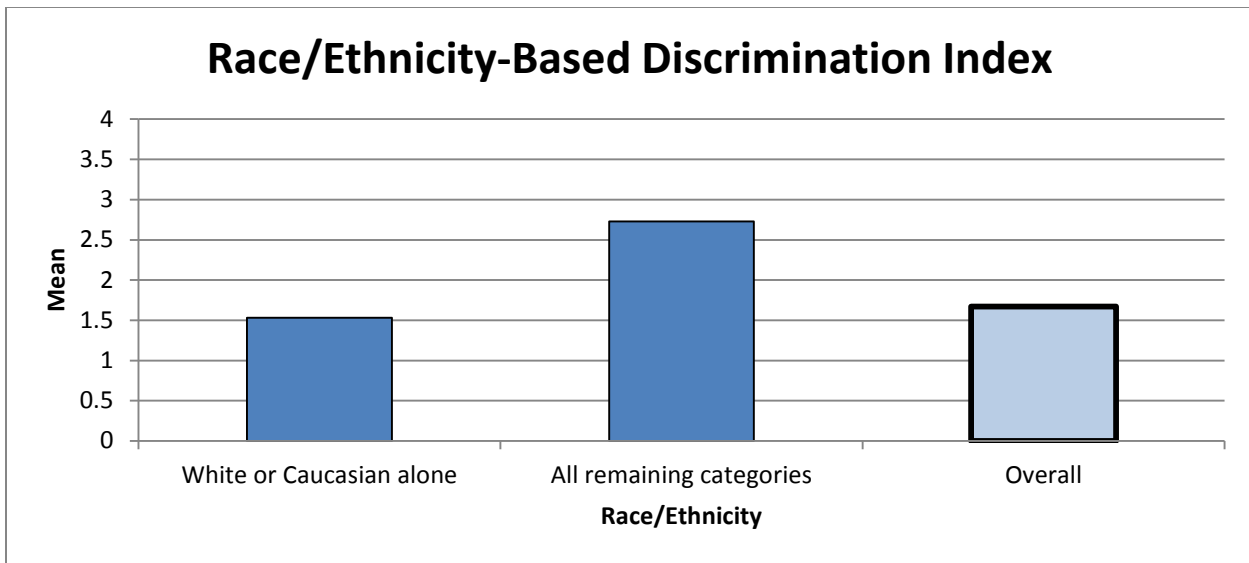


Figure IV-9 above shows that the mean value for the composite index for racial bias or discrimination for UVA-Wise was 1.67. The mean index value for those not identifying as White or Caucasian was nearly twice as high (2.73) and statistically significant from the mean value estimated for White or Caucasian respondents (1.53).

## Gender-Based Bias and Discrimination

### Experienced or Witnessed Gender Bias, Harassment, or Discrimination

At UVA-Wise, Table IV-19 indicates that 13 percent of respondents reported personally experiencing bias, harassment, or discrimination based on gender or gender-identity.

**Table IV-19. Personally Experienced Bias, Harassment, or Discrimination based on Gender at UVA-Wise**

UVA-Wise			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to-Gender or gender identity	Yes	Count	33
			13.4%
	No	Count	213
			86.6%
<b>Total</b>		Count	246
			100.0%

In terms of witnessing gender bias or discrimination, the percent more than doubled, to 29 percent.

**Table IV-20. Witnessed Bias, Harassment, or Discrimination based on Gender at UVA-Wise**

UVA-Wise			
In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	Yes	Count	74
			29.4%
	No	Count	178
			70.6%
<b>Total</b>		Count	252
			100.0%

### Comparison of Experiencing or Witnessing Gender Bias, Harassment, or Discrimination by Gender Identity

Women at UVA-Wise were four times more likely than men to have personally experienced bias or discrimination due to gender. All respondents identifying as TGQNO (100 percent) reported both having personally experienced *and* having witnessed bias, harassment, and discrimination related to gender identity. In terms of witnessing gender bias or discrimination at UVA-Wise, there was no statistically significant difference between men and women.

### Gender Bias and Discrimination Index

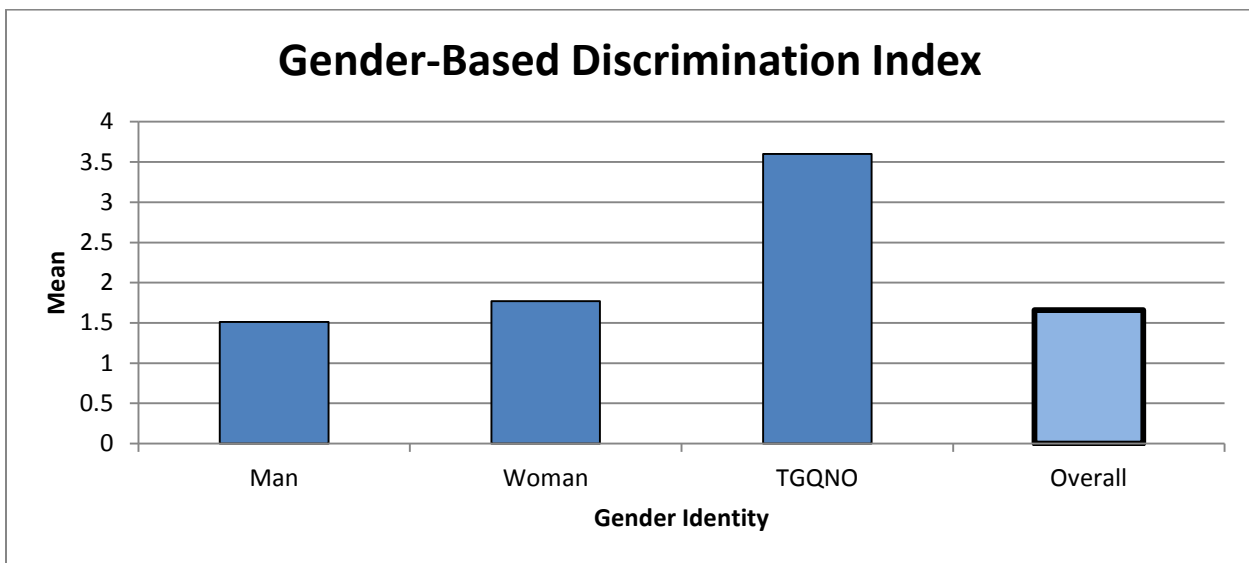
A total of 12 questions from the survey were used to create the composite scale index for gender. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the gender composite index:

- *Frequency of witnessing employees express negative views about someone’s gender or gender identity*
- *Frequency of witnessing students express negative views about someone’s gender or gender identity*
- *Frequency of witnessing visitors express negative views about someone’s gender or gender identity*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about gender or gender identity*
- *Frequency of personally experiencing bias, harassment, or discrimination related to gender*
- *Frequency of witnessing bias, harassment, or discrimination related to gender*
- *Level of disagreement that individuals of the respondent’s gender are respected at UVA*
- *Level of disagreement that individuals of the respondent’s gender are respected in Wise*

Cronbach's Alpha of 0.806 indicates a strong association between selected variables that measure the degree of gender bias or discrimination when combine into one index.

### Comparison of Gender Bias and Discrimination Index by Gender Identity

Figure IV-10. Gender-Based Discrimination Index by Gender Identity – UVA-Wise



The mean composite gender index was 1.66 for UVA-Wise respondents. Respondents that identified as TGQNO had the highest mean value at 3.60, which was statistically significantly higher than the mean gender index values for women or men. The gender index value for women (1.77) was significantly higher than for men (1.51) at the 95 percent confidence level. Figure IV-10 illustrates these findings.

## Sexual Orientation-Based Bias and Discrimination

### Experienced or Witnessed Sexual Orientation Bias, Harassment, or Discrimination

Turning to bias based on sexual orientation, about 7 percent of respondents at UVA-Wise indicated having personally experienced bias, harassment or discrimination in the past year.

**Table IV-21. Personally Experienced Bias, Harassment, or Discrimination based on Sexual Orientation at UVA-Wise**

UVA-Wise			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	Yes	Count	16
			6.5%
	No	Count	229
			93.5%
<b>Total</b>		<b>Count</b>	245
			100.0%

But as was true in previous cases, a much higher number, 23 percent, reported that they had witnessed bias, harassment, or discrimination based on sexual orientation.

**Table IV-22. Witnessed Bias, Harassment, or Discrimination based on Sexual Orientation at UVA-Wise**

UVA-Wise			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	Yes	Count	58
			22.8%
	No	Count	196
			77.2%
<b>Total</b>		<b>Count</b>	254
			100.0%

### Comparison of Experiencing or Witnessing Sexual Orientation Bias, Harassment, or Discrimination by Sexual Orientation

UVA-Wise respondents that did not consider themselves heterosexual or straight were almost 20 times more likely to have experienced bias or discrimination related to sexual orientation. A statistically significantly lower percentage of heterosexual or straight respondents (16 percent) reported witnessing sexual orientation discrimination or bias at UVA-Wise compared with the combination of all other sexual orientation categories (56 percent).

### Sexual Orientation Bias and Discrimination Index

There were 12 questions from the survey that captured experiences and attitudes involving bias or discrimination related to sexual orientation that were used to create the composite scale index for sexual orientation. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the sexual orientation composite index:

- *Frequency of witnessing employees express negative views about someone's sexual orientation*
- *Frequency of witnessing students express negative views about someone's sexual orientation*
- *Frequency of witnessing visitors express negative views about someone's sexual orientation*



- Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about sexual orientation
- Frequency of personally experiencing bias, harassment, or discrimination related to sexual orientation
- Frequency of witnessing bias, harassment, or discrimination related to sexual orientation
- Level of disagreement that individuals of the respondent's sexual orientation are respected at UVA
- Level of disagreement that individuals of the respondent's sexual orientation are respected in Wise

Cronbach's Alpha of 0.790 suggests a strong association between selected variables that measure the degree of sexual orientation bias or discrimination when combine into one index.

### Comparison of Sexual Orientation Bias and Discrimination Index by Sexual Orientation

Figure IV-11. Sexual Orientation-Based Discrimination Index by Sexual Orientation – UVA-Wise

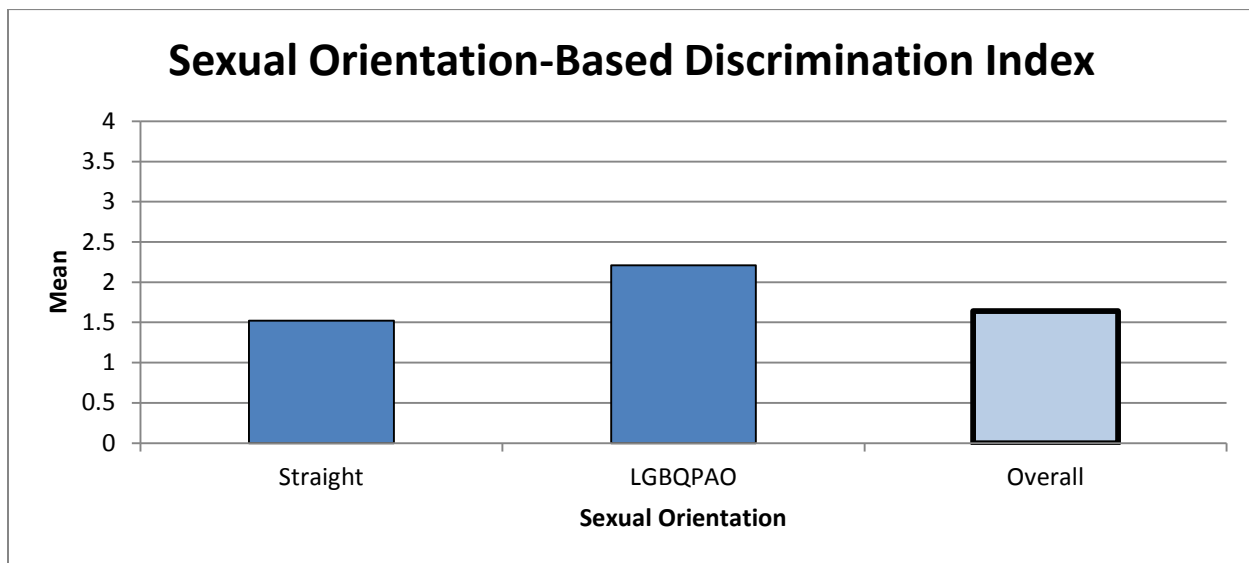


Figure IV-11 shows that the sexual orientation composite index had a mean value of 1.64 for UVA-Wise respondents. The value was significantly lower for heterosexual or straight respondents (1.52) versus the combination of all other sexual orientation categories (2.21).

## Religious Bias and Discrimination

### Experienced or Witnessed Religious Bias, Harassment, or Discrimination

In terms of religious and spiritual beliefs, 16 percent of respondents from UVA-Wise said they had personally experienced bias, harassment, or discrimination based on their beliefs, as Table IV-23 below shows.

**Table IV-23. Personally Experienced Bias, Harassment, or Discrimination based on Religion at UVA-Wise**

		UVA-Wise	
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	Yes	Count	38
			15.6%
	No	Count	205
			84.4%
<b>Total</b>		<b>Count</b>	<b>243</b>
			100.0%

Table IV-24 shows that 26 percent of respondents at UVA-Wise said they had witnessed such behavior.

**Table IV-24. Witnessed Bias, Harassment, or Discrimination based on Religion at UVA-Wise**

		UVA-Wise	
In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	Yes	Count	65
			26.1%
	No	Count	184
			73.9%
<b>Total</b>		<b>Count</b>	<b>249</b>
			100.0%

### Comparison of Experiencing or Witnessing Religious Bias, Harassment, or Discrimination by Religious Affiliation

In terms of experiencing bias, harassment, or discrimination due to religious affiliation at UVA-Wise, there was no statistically significant difference in the mean percentages across the four categories analyzed. Values ranged between 14 percent for Christian respondents to 20 percent for spiritual, but no religious affiliation. There were significant differences in witnessing religious bias or discrimination at UVA-Wise. Christian respondents and those with no spiritual or religious affiliation had higher percentages witnessing bias or discrimination than did the combined non-Christian religious affiliations or the spiritual but no religious affiliation group.

### Religious Bias and Discrimination Index

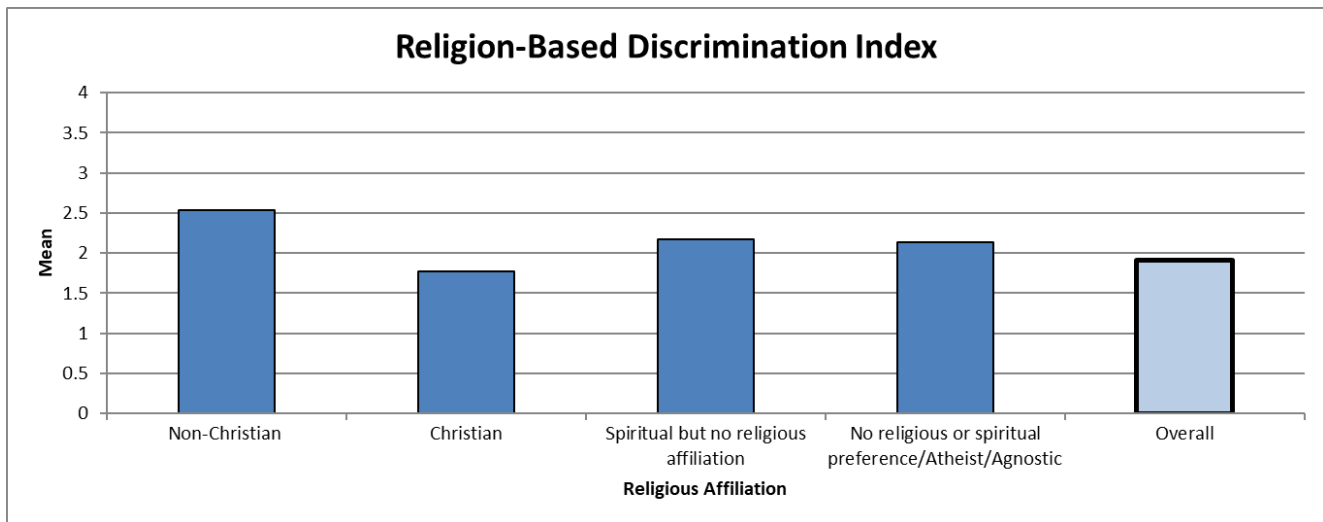
A total of 12 questions from the survey were used to create the composite scale index for religious beliefs. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the religious belief composite index:

- *Frequency of witnessing employees express negative views about someone’s religious beliefs*
- *Frequency of witnessing students express negative views about someone’s religious beliefs*
- *Frequency of witnessing visitors express negative views about someone’s religious beliefs*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about religious beliefs*
- *Frequency of personally experiencing bias, harassment, or discrimination related to religious beliefs*
- *Frequency of witnessing bias, harassment, or discrimination related to religious beliefs*
- *Level of disagreement that individuals of the respondent’s religious beliefs are respected at UVA*
- *Level of disagreement that individuals of the respondent’s religious beliefs are respected in Wise*

Cronbach's Alpha of 0.807 indicates a relatively strong association between selected variables that measure the degree of religious bias or discrimination when combined into one index.

### Comparison of Religious Bias and Discrimination Index by Religious Affiliation

Figure IV-12. Religion-Based Discrimination Index by Religion – UVA-Wise



For UVA-Wise respondents, the average religious composite index was 1.91. Values ranged from 1.77 for Christian respondents to 2.53 for the combined Non-Christian religious affiliations. No statistically significant differences were found between mean values of the religious composite index, as Figure IV-12 shows.

*Political Bias and Discrimination Index*

**Experienced or Witnessed Political Bias, Harassment, or Discrimination**

Twenty percent of respondents at UVA-Wise reported having personally experienced bias, harassment, or discrimination based on political beliefs in the past year, as Table IV-25 shows.

**Table IV-25. Personally Experienced Bias, Harassment, or Discrimination based on Political Beliefs at UVA-Wise**

UVA-Wise			
<b>In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs</b>	<b>Yes</b>	<b>Count</b>	49
			20.1%
	<b>No</b>	<b>Count</b>	195
			79.9%
<b>Total</b>		<b>Count</b>	244
			100.0%

Witnessing bias, harassment, or discrimination related to political beliefs was reported at more than twice that rate, 41 percent.

**Table IV-26. Witnessed Bias, Harassment, or Discrimination based on Political Beliefs at UVA-Wise**

UVA-Wise			
<b>In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs</b>	<b>Yes</b>	<b>Count</b>	105
			41.3%
	<b>No</b>	<b>Count</b>	149
			58.7%
<b>Total</b>		<b>Count</b>	254
			100.0%

**Comparison of Experiencing or Witnessing Political Bias, Harassment, or Discrimination by Political Orientation**

At UVA-Wise, both liberal and conservative respondents had statistically significantly higher incidences of experiencing bias, harassment, or discrimination because of political orientation. However, the result for witnessing political bias, harassment, or discrimination suggested no significant difference among the different political orientations at UVA-Wise.

**Political Bias and Discrimination Index**

A total of 12 questions from the survey were used to create the composite scale index for political orientation. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the political orientation composite index:

- *Frequency of witnessing employees express negative views about someone’s political orientation*
- *Frequency of witnessing students express negative views about someone’s political orientation*
- *Frequency of witnessing visitors express negative views about someone’s political orientation*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about political orientation*
- *Frequency of personally experiencing bias, harassment, or discrimination related to political orientation;*
- *Frequency of witnessing bias, harassment, or discrimination related to political orientation;*
- *Level of disagreement that individuals of the respondent’s political orientation are respected at UVA*
- *Level of disagreement that individuals of the respondent’s political orientation are respected in Wise*

Cronbach's Alpha of 0.829 indicates a strong association between selected variables that measure the degree of political bias or discrimination when combined into one index.

**Comparison of Political Bias and Discrimination Index by Political Orientation**

**Figure IV-13. Political Orientation-Based Discrimination Index by Political Orientation – UVA-Wise**

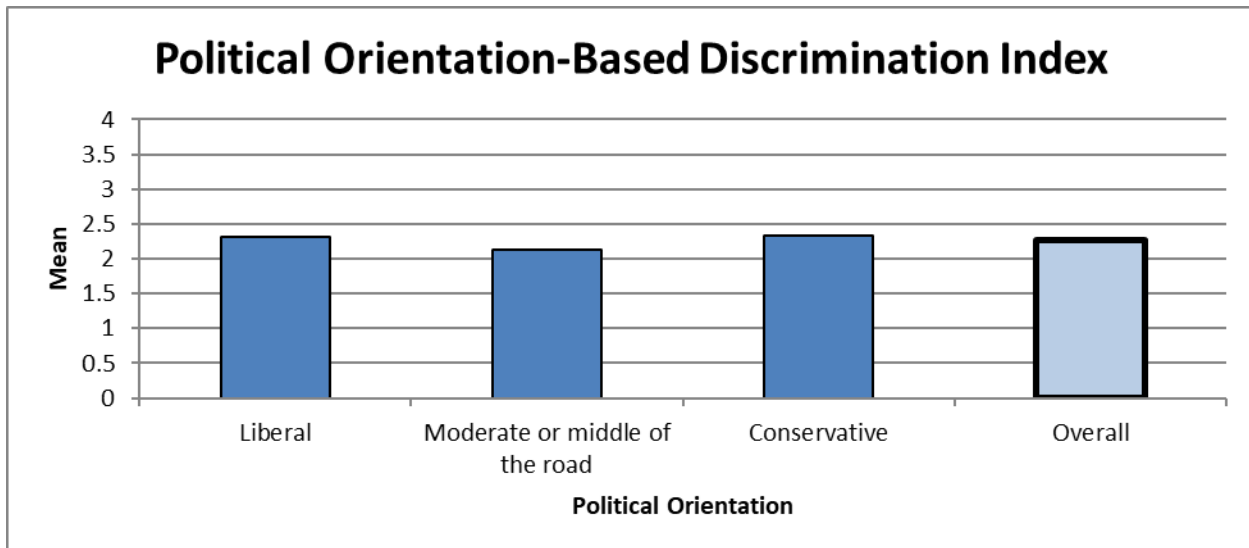


Figure IV-13 shows that the overall mean value for the political orientation composite index at UVA-Wise was 2.27. No statistically significant differences were found across the various political orientations. Values ranged from 2.13 for moderate respondents to 2.34 for conservative UVA-Wise respondents.

## Socioeconomic Status-Based Bias and Discrimination Index

### Experienced or Witnessed Socioeconomic Bias, Harassment, or Discrimination

At UVA-Wise, 5 percent of respondents said they had personally experienced bias, harassment, or discrimination related to socioeconomic status. But 15 percent reported witnessing bias, harassment, or discrimination related to socioeconomic status.

**Table IV-27. Personally Experienced Bias, Harassment, or Discrimination based on Socioeconomic Status at UVA-Wise**

UVA-Wise			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	Yes	Count	12
			4.9%
	No	Count	231
			95.1%
<b>Total</b>		<b>Count</b>	243
			100.0%

**Table IV-28. Witnessed Bias, Harassment, or Discrimination based on Socioeconomic Status at UVA-Wise**

UVA-Wise			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	Yes	Count	38
			15.0%
	No	Count	216
			85.0%
<b>Total</b>		<b>Count</b>	254
			100.0%

### Comparison of Experiencing or Witnessing Socioeconomic Status Bias, Harassment, or Discrimination by Socioeconomic Status

At UVA-Wise, respondents in the combined poor or low-income category personally experienced bias or discrimination related to socioeconomic status at a statistically significantly higher rate (10 percent) than other socioeconomic groups. In terms of witnessing socioeconomic status discrimination, there were no significant differences across the various socioeconomic categories. Values ranged from 10 percent for the combined upper-middle class or wealthy group to 23 percent for UVA-Wise respondents that reported being in the poor or low-income socioeconomic category.

### Socioeconomic Status Bias and Discrimination Index

There were 12 questions from the survey that captured experiences and attitudes involving bias or discrimination related to socioeconomic status that were used to create the composite scale index for sexual orientation. Several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. The resulting eight variables were used to form the socioeconomic status composite index:

- *Frequency of witnessing employees express negative views about someone's socioeconomic status*
- *Frequency of witnessing students express negative views about someone's socioeconomic status*
- *Frequency of witnessing visitors express negative views about someone's socioeconomic status*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about socioeconomic status*

- Frequency of personally experiencing bias, harassment, or discrimination related to socioeconomic status;
- Frequency of witnessing bias, harassment, or discrimination related to socioeconomic status;
- Level of disagreement that individuals of the respondent’s socioeconomic status are respected at UVA
- Level of disagreement that individuals of the respondent’s socioeconomic status are respected in Wise

Cronbach's Alpha of 0.820 suggests a strong association between selected variables that measure the degree of socioeconomic status bias or discrimination when combined into one index.

Comparison of Socioeconomic Status Bias and Discrimination Index by Socioeconomic Status

Figure IV-14. Socioeconomic Status-Based Discrimination Index by Socioeconomic Status – UVA-Wise

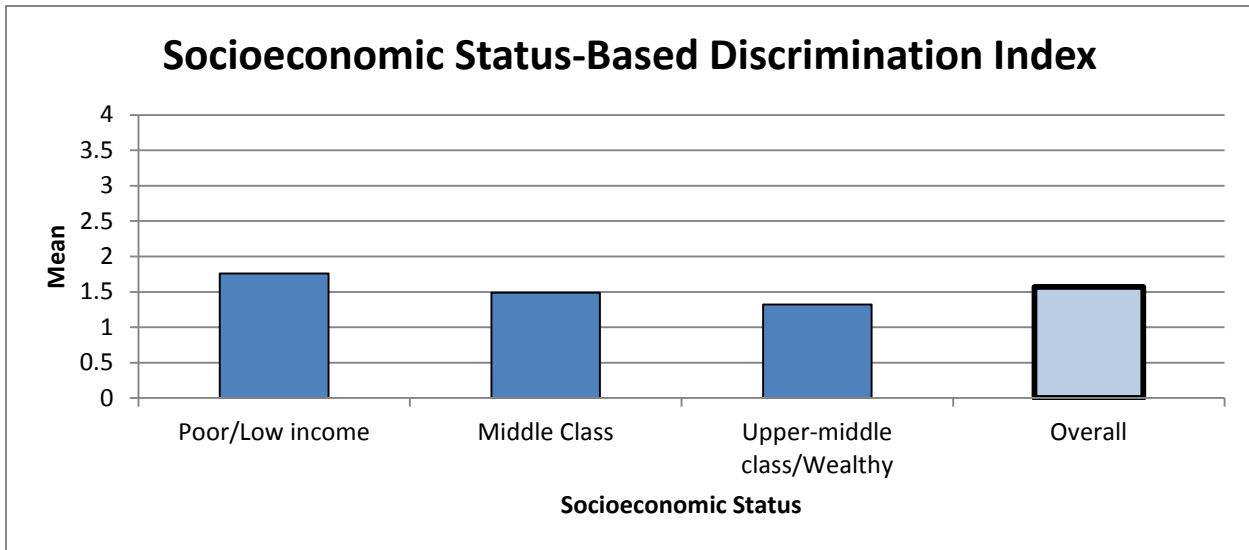


Figure IV-14 shows that the overall mean value of the socioeconomic composite index for UVA-Wise was 1.57. UVA-Wise respondents in the combined poor or low-income socioeconomic category had a statistically significantly higher mean index value (1.76) when compared with all other socioeconomic groups.

## Disability-Based Bias and Discrimination

### Experienced or Witnessed Disability Bias, Harassment, or Discrimination

At UVA-Wise, 3 percent of respondents reported that they had experienced bias, harassment, or discrimination based on their disability status, as Table IV-29 shows.

**Table IV-29. Personally Experienced Bias, Harassment, or Discrimination based on Disability at UVA-Wise**

		UVA-Wise	
In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	Yes	Count	7
			2.9%
Total	No	Count	237
			97.1%
Total		Count	244
			100.0%

In comparison, as seen in the table below, 8 percent reported witnessing such behavior.

**Table IV-30. Witnessed Bias, Harassment, or Discrimination based on Disability at UVA-Wise**

		UVA-Wise	
In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	Yes	Count	20
			7.8%
Total	No	Count	235
			92.2%
Total		Count	255
			100.0%

### Comparison of Experiencing or Witnessing Disability Bias, Harassment, or Discrimination by Disability Status

For UVA-Wise, there was no statistically significant difference in the percentage of respondents reporting having personally experienced bias or discrimination due to disability between those with and without a disability. However, the results suggest a statistically significantly higher incidence of witnessing disability related discrimination at UVA-Wise for those with a disability (31.5 percent versus 4.4 percent).

### Disability Bias and Discrimination Index

The construction of the composite index for disability status was unique in that there were 14 variables available from the survey that address this issue. As for other measures, several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. In all, 10 different variables were used to create the composite index:

- *Frequency of witnessing employees express negative views about someone's disability status*
- *Frequency of witnessing students express negative views about someone's disability status*
- *Frequency of witnessing visitors express negative views about someone's disability status*



- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about disability status*
- *Frequency of personally experiencing bias, harassment, or discrimination related to disability status*
- *Frequency of witnessing bias, harassment, or discrimination related to disability status*
- *Level of disagreement that individuals of my disability status are respected at UVA*
- *Level of disagreement that individuals of the respondent's disability status are respected in Wise*
- *Level of disagreement that if the respondent requested a reasonable accommodation for a disability or impairment it would be approved*
- *Level of agreement that if the respondent requested a reasonable accommodation for a disability or impairment they would experience negative consequences*

Cronbach's Alpha of 0.804 suggests a strong association between the 10 selected variables that measure the degree of disability status bias or discrimination when combine into one index.

### Comparison of Disability Bias and Discrimination Index by Disability Status

Figure IV-15. Disability-Based Discrimination Index by Ability Status – UVA-Wise

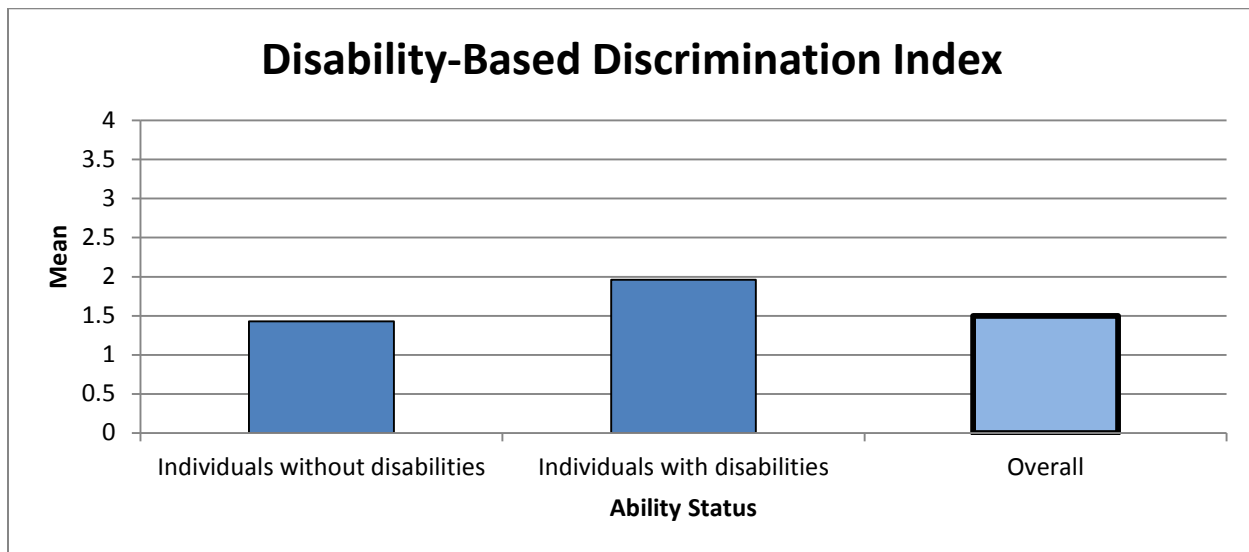


Figure IV-15 shows that the UVA-Wise mean value for the disability composite index was 1.50. Even though these values were distinct, no statistically significant differences were found between mean values for those with and without a disability.

## Age-Based Bias and Discrimination

### Experienced or Witnessed Age Bias, Harassment, or Discrimination

At UVA-Wise, 8 percent of respondents said they had experienced bias, harassment, or discrimination based on age, as can be seen below in Table IV-31.

**Table IV-31. Personally Experienced Bias, Harassment, or Discrimination based on Age at UVA-Wise**

UVA-Wise			
In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	Yes	Count	19
			7.7%
	No	Count	227
			92.3%
<b>Total</b>		<b>Count</b>	246
			100.0%

But 14 percent had witnessed such behavior, as Table IV-32 shows.

**Table IV-32: Witnessed Bias, Harassment, or Discrimination based on Age at UVA-Wise**

UVA-Wise			
In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	Yes	Count	35
			13.6%
	No	Count	222
			86.4%
<b>Total</b>		<b>Count</b>	257
			100.0%

### Comparison of Experiencing or Witnessing Age Bias, Harassment, or Discrimination by Age

In terms of either personally experiencing or witnessing bias, harassment, or discrimination related to age at UVA-Wise, there were no statistically significant differences in the rate of incidents for the various age categories. For personally experiencing discrimination, values ranged from 5.7 percent for UVA-Wise respondents age 25 and under or age 26-33 to 15.7 percent for respondents age 50 and above.

### Age Bias, Harassment, and Discrimination Index

There were nine questions from the survey that addressed experiences or attitudes towards age discrimination. As with the construction of the previous composite index measures, several items were recoded to get the order of severity consistent or were combined to represent all locations or all University affiliations. In all, six different variables were used to create the composite index including:

- *Frequency of witnessing employees express negative views about someone’s age*
- *Frequency of witnessing students express negative views about someone’s age*
- *Frequency of witnessing visitors express negative views about someone’s age*
- *Frequency of witnessing teaching, faculty, instructors, or senior leaders express negative views about age*
- *Frequency of personally experiencing bias, harassment, or discrimination related to age*
- *Frequency of witnessing bias, harassment, or discrimination related to age*

Cronbach's Alpha of 0.794 suggests a strong association between the 6 selected variables that measure the degree of age bias or discrimination when combine into one index.

### Comparison of Age Bias and Discrimination Index by Age

Figure IV-16. Age-Based Discrimination Index by Age – UVA-Wise

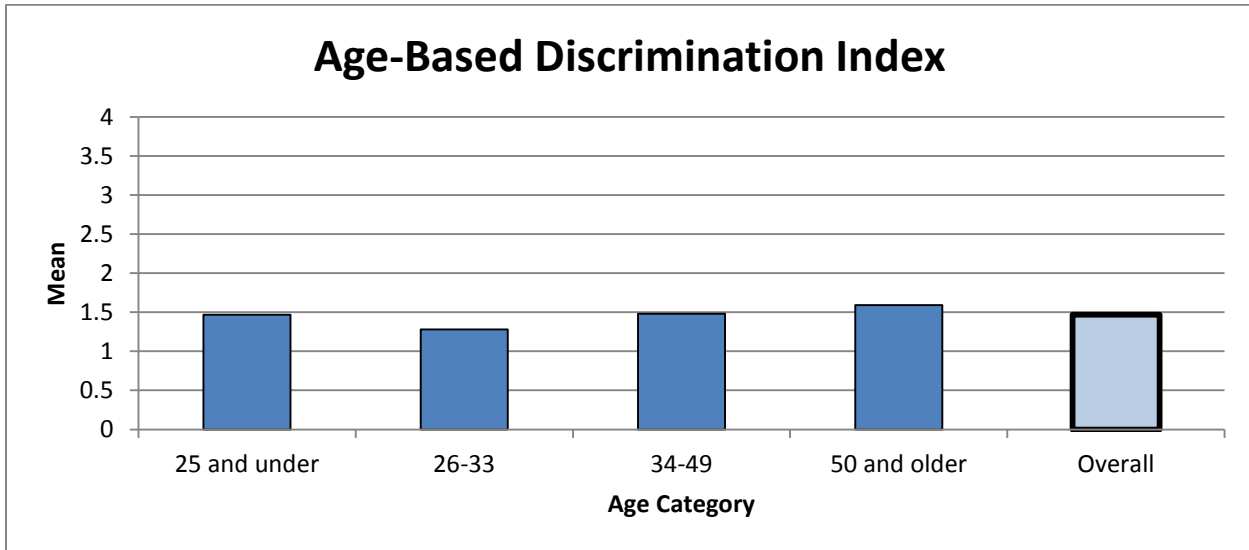


Figure IV-16 shows that the overall mean value for the age composite index at UVA-Wise was 1.47. There were no statistically significant differences in the mean index value across age groups. Values ranged from 1.28 for UVA-Wise respondents in the 26-33 age group to 1.59 for those aged 50 and older.

## **V. Experiences of Microaggressions**

Microaggressions is a term used to refer to brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward a marginalized group. Our survey asked questions about microaggressions, the results of which are shown in the tables below. Microaggressions include experiences that may not be intentional, as noted above, but that can leave a person feeling singled out or differently treated based on their identity (as when a member of a marginalized group is asked to give an opinion because of the identity they represent.) The tables present the instances of microaggression broken down by: age, disability, race, gender, religion, sexual orientation, political beliefs, or whether they experienced microaggression but were unsure about how to characterize it.

## UVA-Charlottesville

### *Race-Based Microaggressions*

UVA-Charlottesville respondents were asked which (if any) types of microaggressions they had experienced that they attributed to their race. Respondents were able to select as many microaggressions as they had experienced.

Table V-1 on the following page shows that 77 percent of respondents at UVA-Charlottesville reported no experience of microaggression based on race. The most-often reported race-based aggression was being asked to give an opinion on an issue or subject, with 16 percent reporting that.

**Table V-1. Race-based Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
Because of my race/ethnicity	I was ignored in a meeting or other group setting	Count	416
			6.8%
	Someone avoided eye contact or avoided acknowledging me	Count	553
			9.0%
	Someone acted surprised at my professional success	Count	465
			7.6%
	Someone asked me to give my opinion on an issue/subject	Count	997
			16.3%
	Someone told me that I complain too much	Count	279
			4.6%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	348
			5.7%
	Someone diminished the legitimacy of barriers to my success	Count	87
		1.4%	
I was not invited to an important work meeting or conversation	Count	224	
		3.7%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	369	
		6.0%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	351	
		5.7%	
Respondent indicated zero instances of microaggressions due to race/ethnicity	Count	4718	
		77.0%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

### Race Microaggressions by University Affiliation

Table V-2 provides the data on the same set of questions by University affiliation at UVA-Charlottesville. Faculty and staff were less likely than students were to have experienced race-based microaggression. Eighty-eight percent of staff and nearly 86 percent of faculty reported no instances, compared with 73 percent of undergraduate students and 74 percent of graduate students. In all cases, the most likely form of microaggression reported was being asked to give an opinion on an issue or subject.

Table V-2. Race-based Microaggressions by UVA Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my race/ethnicity:</b>	<b>I was ignored in a meeting or other group setting</b>	108	6.3%	122	9.7%	93	4.0%	57	7.4%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	169	9.9%	135	10.8%	131	5.6%	55	7.1%
	<b>Someone acted surprised at my professional success</b>	147	8.6%	90	7.1%	128	5.4%	59	7.6%
	<b>Someone asked me to give my opinion on an issue/subject</b>	352	20.7%	204	16.3%	174	7.4%	77	10.0%
	<b>Someone told me that I complain too much</b>	103	6.1%	54	4.4%	35	1.5%	21	2.7%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	104	6.1%	92	7.3%	62	2.6%	38	4.9%
	<b>Someone diminished the legitimacy of barriers to my success</b>					100	4.2%	63	8.2%
	<b>I was not invited to an important work meeting or conversation</b>	58	3.4%	71	5.7%	34	1.5%	34	4.4%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	110	6.5%	101	8.0%	50	2.1%	48	6.2%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	109	6.4%	93	7.4%	62	2.6%	32	4.2%
	<b>Respondent indicated zero instances of microaggressions due to race/ethnicity</b>	1238	72.7%	927	74.1%	2070	87.9%	662	85.6%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

### Comparison of Experiences of Race Microaggressions by Racial Affiliation

Of the 11 types of microaggression, the highest incidences related to race or ethnicity were reported by African American or Black respondents. For example, over half of African American or Black respondents reported being asked to give an opinion on an issues or subject because of their race or ethnic identity. This particular microaggression had the highest percentages reported for all racial and ethnic categories. When compared with all other groups, White or Caucasian respondents reported statistically significantly lower percentage of occurrences of microaggressions. Except for two types of microaggression, the results were statistically identical for the Asian American or Asian category and the Hispanic or Latinx Category. These groups generally were second behind African Americans in terms of the share reporting having experienced a microaggression related to race/ethnicity.



### Gender-Based Microaggressions

Table V-3 shows that 69 percent of respondents from UVA-Charlottesville indicated that they had experienced no instances of microaggression attributed to gender and gender-identity. The most-often reported experience of gender-based microaggression at UVA-Charlottesville was being interrupted in a meeting or group setting, reported by 18 percent of respondents.

**Table V-3. Gender-based Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
Because of my gender identity	I was ignored in a meeting or other group setting	Count	647
			10.6%
	Someone avoided eye contact or avoided acknowledging me	Count	425
			6.9%
	Someone acted surprised at my professional success	Count	773
			12.6%
	Someone asked me to give my opinion on an issue/subject	Count	868
			14.2%
	Someone told me that I complain too much	Count	501
			8.2%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	1100
			17.9%
	Someone diminished the legitimacy of barriers to my success	Count	132
		2.2%	
I was not invited to an important work meeting or conversation	Count	254	
		4.1%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	882	
		14.4%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	248	
		4.1%	
Respondent indicated zero instances of microaggressions due to gender identity	Count	4210	
		68.7%	
<b>Total</b>	Count	1919	

Percentages and totals are based on respondents.

### Gender Microaggressions by University Affiliation

Table V-6 shows that students, both undergraduate and graduate were more likely to report experiencing gender-based microaggressions than were faculty and staff. While 80 percent of staff reported zero instances, and 73 percent of faculty reported zero instances, the percentage for undergraduate students was 64 and 68 percent for graduate students. Across all categories, the most commonly reported gender-based microaggression was being interrupted in a meeting. But undergraduate students were nearly as likely to report being asked to give an opinion on an issue or subject, and having an idea ignored until it was brought up by someone else.

Table V-4. Gender-based Microaggressions by UVA Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my gender identity:</b>	<b>I was ignored in a meeting or other group setting</b>	167	9.8%	135	10.8%	227	9.6%	127	16.4%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	123	7.2%	93	7.4%	99	4.2%	67	8.7%
	<b>Someone acted surprised at my professional success</b>	249	14.6%	151	12.0%	158	6.7%	103	13.3%
	<b>Someone asked me to give my opinion on an issue/subject</b>	308	18.1%	160	12.7%	154	6.5%	80	10.4%
	<b>Someone told me that I complain too much</b>	192	11.3%	87	7.0%	61	2.6%	33	4.2%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	325	19.1%	256	20.4%	255	10.8%	138	17.8%
	<b>Someone diminished the legitimacy of barriers to my success</b>					147	6.2%	98	12.7%
	<b>I was not invited to an important work meeting or conversation</b>	61	3.6%	61	4.9%	75	3.2%	54	7.0%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	277	16.3%	195	15.6%	163	6.9%	110	14.2%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	81	4.8%	56	4.5%	41	1.7%	28	3.6%
	<b>Respondent indicated zero instances of microaggressions due to gender identity</b>	1094	64.2%	857	68.4%	1891	80.3%	565	73.0%
<b>Total</b>	1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%	

### Comparison of Experiences of Gender Microaggressions by Gender Identity

The highest percentage of respondents reporting zero incidences of microaggressions related to gender or gender identity were men at 88 percent compared with the statistically significantly lower 52 percent for women and 44 percent for the TGQNO gender category. For all but three types of microaggressions, TGQNO individuals and women were not found to be statistically different from each other, and both were higher than the men. The three instances where TGQNO respondents reported the highest percentage values were: 1) “Someone avoided eye contact or avoided acknowledging me because of my gender or gender identity” (24 percent); 2) “Someone asked me to give my opinion on an issue/subject because of my gender or gender identity” (33 percent); and 3) “Someone expressed disgust at or discomfort with an aspect of my identity because of my gender or gender identity” (27 percent). As was the case for racial microaggressions, the highest percentages across all gender categories were for the microaggression having to do with being asked to give an opinion on an issue/subject because of gender or gender identity.

## Sexual Orientation-Based Microaggressions

Table V-5 below shows that 93 percent of respondents from UVA-Charlottesville reported experiencing zero instances of microaggression because of their sexual orientation.

**Table V-5. Sexual orientation-based Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
<b>Because of my sexual orientation</b>	<b>I was ignored in a meeting or other group setting</b>	Count	50
			0.8%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	99
			1.6%
	<b>Someone acted surprised at my professional success</b>	Count	28
			0.5%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	275
			4.5%
	<b>Someone told me that I complain too much</b>	Count	84
			1.4%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	48
			0.8%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	15
		0.3%	
<b>I was not invited to an important work meeting or conversation</b>	Count	29	
		0.5%	
<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	33	
		0.5%	
<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	199	
		3.2%	
<b>Respondent indicated zero instances of microaggressions due to sexual orientation</b>	Count	5714	
		93.2%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

Of those who did report instances, the most often reported types at UVA- Charlottesville were being asked to give an opinion on a subject or issue (5 percent), and the expression of disgust or discomfort with an aspect of the respondent's identity (3 percent).

### Sexual Orientation Microaggressions by University Affiliation

Table V-6 reflects the same findings, when broken down by UVA affiliation. Very few of our respondents experienced microaggression on this basis, and those who did reported that they were asked their opinion or experienced an expression of disgust or discomfort. Students were slightly more likely to report incidents of microaggression than were faculty or staff.

Table V-6. Sexual Orientation-based Microaggressions by UVA Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my sexual orientation:</b>	<b>I was ignored in a meeting or other group setting</b>	11	0.7%	16	1.3%	15	0.6%	5	0.6%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	33	1.9%	22	1.7%	22	0.9%	9	1.2%
	<b>Someone acted surprised at my professional success</b>	4	0.2%	12	0.9%	7	0.3%	4	0.6%
	<b>Someone asked me to give my opinion on an issue/subject</b>	100	5.9%	56	4.5%	44	1.9%	17	2.2%
	<b>Someone told me that I complain too much</b>	33	2.0%	18	1.4%	5	0.2%	2	0.3%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	13	0.8%	15	1.2%	11	0.5%	2	0.2%
	<b>Someone diminished the legitimacy of barriers to my success</b>					22	1.0%	8	1.0%
	<b>I was not invited to an important work meeting or conversation</b>	3	0.2%	14	1.1%	8	0.3%	4	0.5%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	9	0.5%	13	1.0%	4	0.2%	3	0.4%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	77	4.5%	38	3.0%	23	1.0%	8	1.0%
	<b>Respondent indicated zero instances of microaggressions due to sexual orientation</b>	1552	91.1%	1175	93.8%	2278	96.7%	747	96.5%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%

### Comparison of Experiences of Sexual Orientation Microaggressions by Sexual Orientation

One percent or fewer of heterosexual or straight respondents reported experiencing any type of microaggression related to sexual orientation. This outcome was statistically significantly lower than most other sexual orientation categories and for most types of microaggressions. The highest (and statistically significant) incidences of microaggression based on sexual orientation were reported by gay or lesbian respondents on issues related to: 1) “Someone avoided eye contact or avoided acknowledging me because of my sexual orientation” (22 percent); 2) “Someone asked me to give my opinion on an issue/subject because of my sexual orientation” (40 percent); and 3) “Someone expressed disgust at or discomfort with an aspect of my identity because of my sexual orientation” (29 percent). Among the various types of microaggressions, these three were also the most often reported by bisexual respondents or by those in the QPAO category.

### Religion-Based Microaggressions

Turning to the experience of microaggressions perceived to be based on religious or spiritual beliefs, Table V-7 shows that 86 percent of UVA-Charlottesville respondents indicated zero instances of microaggression. For those who did experience microaggressions of this kind, the most likely type of experience was being asked to provide an opinion based on religion (10 percent); followed by the expression of disgust or discomfort with their identity (5 percent).

**Table V-7. Religion-based Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
Because of my religion	I was ignored in a meeting or other group setting	Count	96
			1.6%
	Someone avoided eye contact or avoided acknowledging me	Count	82
			1.3%
	Someone acted surprised at my professional success	Count	72
			1.2%
	Someone asked me to give my opinion on an issue/subject	Count	607
			9.9%
	Someone told me that I complain too much	Count	61
			1.0%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	79
			1.3%
	Someone diminished the legitimacy of barriers to my success	Count	9
			0.2%
I was not invited to an important work meeting or conversation	Count	56	
		0.9%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	40	
		0.6%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	303	
		4.9%	
Respondent indicated zero instances of microaggressions due to religious beliefs	Count	5299	
		86.4%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

### Religion Microaggressions by University Affiliation

Table V-8 suggests that what seems to be the typical pattern regarding microaggression is in play regarding religion. Students, both undergraduate and graduate, are more likely to report having experienced microaggression than are staff or faculty respondents. While 81 percent of undergrads reported zero instances, and 87 percent of graduate students did, 95 percent of both faculty and staff reported zero instances of microaggression on the basis of religion. Regardless, among all affiliation types, the most likely type of aggression reported was being asked an opinion on an issue based on their religious views, which was experienced by 2 percent of faculty, 3 percent of staff, 9 percent of graduate students, and 14 percent of undergrads.

**Table V-8. Religion-based Microaggressions by UVA Affiliation – UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my religion:</b>	<b>I was ignored in a meeting or other group setting</b>	29	1.7%	28	2.2%	16	0.7%	7	0.9%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	29	1.7%	18	1.5%	13	0.6%	7	0.9%
	<b>Someone acted surprised at my professional success</b>	25	1.4%	16	1.2%	15	0.6%	7	0.9%
	<b>Someone asked me to give my opinion on an issue/subject</b>	245	14.4%	108	8.6%	78	3.3%	19	2.4%
	<b>Someone told me that I complain too much</b>	19	1.1%	18	1.4%	6	0.3%	3	0.4%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	33	1.9%	14	1.1%	12	0.5%	1	0.2%
	<b>Someone diminished the legitimacy of barriers to my success</b>					12	0.5%	6	0.7%
	<b>I was not invited to an important work meeting or conversation</b>	22	1.3%	13	1.1%	8	0.3%	3	0.4%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	14	0.8%	9	0.7%	4	0.2%	3	0.4%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	116	6.8%	60	4.8%	37	1.6%	16	2.1%
	<b>Respondent indicated zero instances of microaggressions due to religious beliefs</b>	1387	81.4%	1089	87.0%	2239	95.0%	734	94.9%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%



### Comparison of Experiences of Religion Microaggressions by Religious Affiliation

As observed for other measures, the most frequent occurrence of a microaggression related to religion was being asked for an opinion on an issue/subject. Muslim (40.8 percent) and Jewish (36.4 percent) respondents had the highest percentages experiencing this microaggression. Both were statistically significantly higher than other religious affiliations. Respondents that identified themselves as agnostic, atheist, spiritual but no religious affiliation, or no religious affiliation had the lowest percentage experiencing any of the microaggressions. The incidence of microaggressions related to religious beliefs reported by Christians was lower than for Muslim and Jewish respondents, but higher than the non-traditional or non-spiritual affiliations.

### *Politics-Based Microaggressions*

Table V-9 shows that 81.3 percent of respondents from UVA-Charlottesville reported zero instances of experiencing micro-aggressions based on political beliefs. The most likely to be reported instance of microaggression was being asked to give an opinion on a subject, reported by 11 percent of respondents, followed by someone expressing disgust or discomfort, reported by 8 percent.

**Table V-9: Politics-based Microaggressions at UVA-Charlottesville**

<b>UVA-Charlottesville</b>			
<b>Because of my political beliefs</b>	<b>I was ignored in a meeting or other group setting</b>	Count	291
			4.7%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	203
			3.3%
	<b>Someone acted surprised at my professional success</b>	Count	112
			1.8%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	673
			11.0%
	<b>Someone told me that I complain too much</b>	Count	217
			3.5%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	232
			3.8%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	14
		0.2%	
<b>I was not invited to an important work meeting or conversation</b>	Count	115	
		1.9%	
<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	127	
		2.1%	
<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	489	
		8.0%	
<b>Respondent indicated zero instances of microaggressions due to political beliefs</b>	Count	4980	
		81.3%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

### **Politics-Based Microaggressions by University Affiliation**

Table V-10 suggests that undergraduate students at UVA- Charlottesville were more likely to report instances of microaggression related to political beliefs. Seventy-five percent of undergrads reported zero instances, compared with 82 percent of graduate students and 92 percent of both staff and faculty. Among undergraduates, 16 percent reported the experience of being asked their opinion on an issue, and 10 percent reported that someone had expressed discomfort or disgust.

Table V-10: Politics-based Microaggressions by UVA Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my political beliefs:</b>	<b>I was ignored in a meeting or other group setting</b>	103	6.0%	64	5.1%	55	2.3%	15	2.0%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	63	3.7%	50	4.0%	41	1.7%	19	2.5%
	<b>Someone acted surprised at my professional success</b>	44	2.6%	22	1.8%	15	0.6%	5	0.6%
	<b>Someone asked me to give my opinion on an issue/subject</b>	278	16.3%	106	8.4%	79	3.4%	21	2.7%
	<b>Someone told me that I complain too much</b>	79	4.6%	47	3.8%	29	1.2%	7	0.9%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	86	5.1%	55	4.4%	25	1.1%	5	0.6%
	<b>Someone diminished the legitimacy of barriers to my success</b>					21	0.9%	6	0.8%
	<b>I was not invited to an important work meeting or conversation</b>	38	2.2%	29	2.3%	17	0.7%	10	1.3%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	51	3.0%	23	1.8%	18	0.8%	4	0.5%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	175	10.3%	108	8.7%	74	3.2%	22	2.8%
	<b>Respondent indicated zero instances of microaggressions due to political beliefs</b>	1279	75.1%	1032	82.4%	2168	92.0%	711	92.0%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%

### Comparison of Experiences of Politics-based Microaggressions by Political Orientation

More than 85 percent of respondents who considered themselves either liberal, slightly liberal, or moderate in terms of political orientation indicated zero instances of microaggressions due to political beliefs. In contrast, fewer than half (42.8 percent) of those identified as very conservative indicated no occurrences of microaggressions related to political orientation. For each type of microaggression, the very conservative political orientation reported the highest percentages of experiencing the circumstance, with differences from other groups determined to be statistically significant. For example, nearly a third (31.9 percent) of those considered very conservative indicated being ignored in a group setting or meeting because of their political beliefs. This same microaggression was experienced by 2.0 percent or less of those in the moderate, slightly liberal, or liberal political orientation. The highest percentage (44.6 percent) of experiencing any type of microaggression was reported by the very conservative group for: “Someone expressed disgust at or discomfort with any aspect of my identity because of my political beliefs.” The microaggressions reported most often by those in the very liberal (13.2 percent) or liberal category (10 percent) had to do with: “Someone asked me to give my opinion on an issue or subject because of my political beliefs.” These were statistically significantly higher than the slightly liberal or moderate groups, but significantly lower than the percentages reported for the three types of conservative groups.

### Disability-Based Microaggressions

Respondents were asked about microaggression based on disability status. As the tables below indicate, almost all of our respondents reported experiencing no instances of this. It is important to recall in reading these statistics that students, faculty, and staff with a disability are a numerical minority and the high percentages not experiencing microaggression must be read in that light.

Table V-11 shows that 97 percent of UVA-Charlottesville respondents reported zero instances of microaggression. Those reporting some instances at UVA- Charlottesville were more likely to report being told they complain too much and being asked their opinion on a topic (both 1 percent).

**Table V-11. Disability-based Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
Because of my disability	I was ignored in a meeting or other group setting	Count	31
			0.5%
	Someone avoided eye contact or avoided acknowledging me	Count	35
			0.6%
	Someone acted surprised at my professional success	Count	49
			0.8%
	Someone asked me to give my opinion on an issue/subject	Count	68
			1.1%
	Someone told me that I complain too much	Count	61
			1.0%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	32
			0.5%
	Someone diminished the legitimacy of barriers to my success	Count	9
			0.1%
I was not invited to an important work meeting or conversation	Count	19	
		0.3%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	22	
		0.4%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	47	
		0.8%	
Respondent indicated zero instances of microaggressions due to disability status	Count	5969	
		97.4%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

### Disability Microaggressions by University Affiliation

Table V-12 reflects the small numbers of respondents reporting microaggressions based on disability, but shows again that students are more likely than faculty and staff to report instances. The most likely types to be reported were being asked to give an opinion (2 percent of undergrads), being told they complain too much (1 percent of undergraduate students; 1 percent of graduate students), being interrupted in a meeting (1 percent of graduate students), and someone expressing disgust or discomfort with their identity (1 percent of undergraduates).

**Table V-12. Disability-based Microaggressions by UVA Affiliation – UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Because of my disability:</b>	<b>I was ignored in a meeting or other group setting</b>	10	0.6%	6	0.5%	9	0.4%	5	0.6%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	12	0.7%	7	0.5%	9	0.4%	4	0.6%
	<b>Someone acted surprised at my professional success</b>	21	1.2%	9	0.7%	5	0.2%	1	0.1%
	<b>Someone asked me to give my opinion on an issue/subject</b>	31	1.8%	6	0.5%	6	0.3%	4	0.5%
	<b>Someone told me that I complain too much</b>	23	1.3%	14	1.1%	9	0.4%	2	0.3%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	9	0.5%	13	1.1%	5	0.2%	2	0.2%
	<b>Someone diminished the legitimacy of barriers to my success</b>					13	0.6%	4	0.5%
	<b>I was not invited to an important work meeting or conversation</b>	7	0.4%	3	0.2%	8	0.3%	2	0.2%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	6	0.4%	8	0.6%	4	0.2%	3	0.3%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	19	1.1%	8	0.6%	11	0.5%	2	0.2%
	<b>Respondent indicated zero instances of microaggressions due to disability status</b>	1647	96.7%	1222	97.6%	2316	98.3%	762	98.5%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%

### Comparison of Experiences of Disability-based Microaggressions by Disability Status

Almost 80 percent of individuals with disabilities indicated zero instances of microaggressions due to disability status. While fewer than 10 percent of respondents with disabilities reported any of the specific types of microaggression, the two highest occurrences were: 1) “Someone asked me to give an opinion on an issue or subject because of my disability” (9.5 percent) and 2) “Someone told me that I complain too much because of my disability” (8.0 percent).

## Age-Based Microaggressions

Table V-13 shows that 85 percent of respondents from UVA-Charlottesville campus reported zero instances of microaggression based on age. The most likely types to be reported were that someone was surprised at the respondent's professional success (7 percent), being asked to give an opinion on a topic (5 percent), followed closely by interrupted in a meeting or group setting (5 percent).

**Table V-13. Age-based Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
Because of my age	I was ignored in a meeting or other group setting	Count	215
			3.5%
	Someone avoided eye contact or avoided acknowledging me	Count	148
			2.4%
	Someone acted surprised at my professional success	Count	398
			6.5%
	Someone asked me to give my opinion on an issue/subject	Count	295
			4.8%
	Someone told me that I complain too much	Count	153
			2.5%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	288
			4.7%
	Someone diminished the legitimacy of barriers to my success	Count	72
		1.2%	
I was not invited to an important work meeting or conversation	Count	148	
		2.4%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	247	
		4.0%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	61	
		1.0%	
Respondent indicated zero instances of microaggressions due to age	Count	5210	
		85.0%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

## Age-based Microaggressions by University Affiliation

Table V-14 shows the reverse of the pattern exhibited when the other identity-based microaggressions have been considered. While in other cases, students have been more likely to report microaggressions, when it comes to age, faculty and staff are more likely than students to report microaggressions. At UVA-Charlottesville, the group least likely to report zero instances is staff (78 percent), followed by faculty (80 percent). Undergraduate students report zero instances 88 percent of the time, while 87 percent of graduate students reported zero instances. Among faculty and staff, the most often reported aggression was that someone was surprised at the respondent's professional success.



Table V-14. Age-based Microaggressions by UVA Affiliation – UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Because of my age:	I was ignored in a meeting or other group setting	20	1.2%	21	1.7%	241	10.2%	65	8.4%
	Someone avoided eye contact or avoided acknowledging me	21	1.2%	27	2.2%	118	5.0%	37	4.8%
	Someone acted surprised at my professional success	68	4.0%	74	5.9%	293	12.4%	79	10.2%
	Someone asked me to give my opinion on an issue/subject	84	4.9%	54	4.3%	125	5.3%	34	4.4%
	Someone told me that I complain too much	50	2.9%	27	2.1%	51	2.2%	11	1.4%
	Someone interrupted me while I was speaking in a meeting or other group setting	53	3.1%	55	4.4%	186	7.9%	62	8.1%
	Someone diminished the legitimacy of barriers to my success					108	4.6%	34	4.3%
	I was not invited to an important work meeting or conversation	17	1.0%	34	2.7%	117	5.0%	33	4.3%
	Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	49	2.9%	43	3.4%	162	6.9%	51	6.6%
	Someone expressed disgust at or discomfort with an aspect of my identity	12	0.7%	16	1.3%	26	1.1%	13	1.7%
Respondent indicated zero instances of microaggressions due to age	1493	87.7%	1083	86.5%	1834	77.8%	618	79.9%	
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%

### Comparison of Experiences of Age-based Microaggressions by Age

In general, 20 percent or fewer of respondents, regardless of their age, reported experiencing any type of microaggression related to age. The highest incidences were for the middle age groups (26-33 years and 34-49 years). For example, 11.3 percent of respondents aged 26-33 years reported experiencing: “Someone acted surprised at my professional success because of my age.” The next age group (34-49 years) reported a statistically similar percentage (10.6) for this type of microaggression. In both instances, the reported percentages were statistically significantly higher than either the youngest or oldest age groups.

### Microaggressions of Unknown Motivation

Finally, we asked about microaggressions experienced by respondents for which they could not assign any motivation. Table V-15 shows that at UVA-Charlottesville more respondents reported microaggressions for which they could not identify a motivation than in the other identity-based instances we have discussed. Sixty-five percent of respondents said they had experienced zero instances of microaggressions of unknown motivation.

**Table V-15. Unknown Motivation Microaggressions at UVA-Charlottesville**

UVA-Charlottesville			
<b>I am unsure of the motivation for why</b>	<b>I was ignored in a meeting or other group setting</b>	Count	893
			14.6%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	1009
			16.5%
	<b>Someone acted surprised at my professional success</b>	Count	774
			12.6%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	494
			8.1%
	<b>Someone told me that I complain too much</b>	Count	708
			11.5%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	1094
			17.9%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	161
		2.6%	
<b>I was not invited to an important work meeting or conversation</b>	Count	991	
		16.2%	
<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	944	
		15.4%	
<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	617	
		10.1%	
<b>Respondent indicated zero instances of microaggressions for which they were unsure of motivation</b>	Count	3987	
		65.0%	
<b>Total</b>	Count	6129	

Percentages and totals are based on respondents.

The most common microaggressions experienced were being interrupted while speaking in a group setting (18 percent), avoiding eye contact (17 percent), and not being invited to an important meeting or conversation (16 percent).

### Microaggressions of Unknown Motivation by University Affiliation

Table V-16 presents differences by UVA affiliation on this question, at UVA-Charlottesville. Of the categories, staff are least likely to report zero instances of microaggression, at only 59.7 percent. Staff report being interrupted at a meeting (22 percent) and not being invited to an important meeting or conversation (21 percent), in addition to the full range of other types of microaggression. Undergraduate students were most likely to report being interrupted (18 percent), while graduate students were most likely to report someone avoiding them (16 percent), and faculty were most likely to report not being invited to an important meeting or conversation (17 percent).

**Table V-16. Unknown Motivation Microaggressions by UVA Affiliation – UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>I am unsure of the motivation for why:</b>	<b>I was ignored in a meeting or other group setting</b>	241	14.1%	164	13.1%	420	17.8%	120	15.5%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	270	15.8%	203	16.2%	453	19.2%	123	15.9%
	<b>Someone acted surprised at my professional success</b>	229	13.4%	144	11.5%	292	12.4%	97	12.5%
	<b>Someone asked me to give my opinion on an issue/subject</b>	133	7.8%	108	8.6%	221	9.4%	47	6.1%
	<b>Someone told me that I complain too much</b>	219	12.9%	137	11.0%	250	10.6%	66	8.6%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	312	18.3%	184	14.7%	517	22.0%	119	15.4%
	<b>Someone diminished the legitimacy of barriers to my success</b>					251	10.7%	69	9.0%
	<b>I was not invited to an important work meeting or conversation</b>	263	15.4%	173	13.8%	503	21.4%	130	16.8%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	270	15.8%	182	14.5%	415	17.6%	86	11.1%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	181	10.6%	129	10.3%	229	9.7%	54	7.0%
	<b>Respondent indicated zero instances of microaggressions for which they were unsure of motivation</b>	1094	64.2%	875	69.9%	1407	59.7%	512	66.2%
<b>Total</b>		1703	100.0%	1252	100.0%	2356	100.0%	773	100.0%

## UVA-Wise

### *Race-Based Microaggressions*

Respondents were asked which (if any) types of microaggressions they had experienced that they attributed to their race. Respondents were able to select as many microaggressions as they had experienced.

Table V-17 shows that about 90 percent of UVA-Wise respondents experienced zero instances of microaggressions based on race. For those who had experienced race-based microaggression, the most often reported was that someone avoided eye contact, which was reported by 6 percent of respondents.

**Table V-17: Race-Based Microaggressions at UVA- Wise**

UVA-Wise			
Because of my race/ethnicity	I was ignored in a meeting or other group setting	Count	9
			3.0%
	Someone avoided eye contact or avoided acknowledging me	Count	18
			6.4%
	Someone acted surprised at my professional success	Count	11
			4.0%
	Someone asked me to give my opinion on an issue/subject	Count	21
			7.3%
	Someone told me that I complain too much	Count	3
			0.9%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	12
			4.1%
	Someone diminished the legitimacy of barriers to my success	Count	2
		0.8%	
I was not invited to an important work meeting or conversation	Count	1	
		0.5%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	10	
		3.5%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	14	
		4.9%	
Respondent indicated zero instances of microaggressions due to race/ethnicity	Count	254	
		89.5%	
<b>Total</b>	Count	284	

Percentages and totals are based on respondents.

### Race Microaggressions by University Affiliation

Table V-18 shows that students were more likely to have experienced microaggression based on race than were faculty and staff. While 86 percent of students reported zero instances, 93 percent of staff and 92 percent of faculty reported zero instances. The most often reported type of aggression was being asked to provide an opinion (11 percent), followed by someone avoiding eye contact (9 percent).

**Table V-18. Race-based Microaggressions by UVA Affiliation – UVA-Wise**

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

### Comparison of Experiences of Race Microaggressions by Racial Affiliation

For five out of the eleven different types of racial microaggressions, UVA-Wise respondents who identified as White or Caucasian had statistically significantly lower percentages than did the combined group representing all other racial or ethnic categories. These included: someone asked me to give my opinion on a subject or issue because of my race or ethnicity (2.4 percent versus 45.7 percent); someone avoided eye contact or avoided acknowledging me because of my race or ethnicity (1.5 percent versus 44.9 percent); someone acted surprised at my professional success because of my race or ethnicity (0.0 percent versus 34.6 percent); someone expressed disgust at or discomfort with an aspect of my identity because of my race or ethnicity (1.9 percent versus 28.1 percent); and ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my race (0.4 percent versus 27.6 percent).

## Gender-Based Microaggressions

At UVA-Wise, regarding gender-based microaggressions, 83 percent of respondents reported zero instances of that experience. The most often reported instance of a gender-based microaggression was being interrupted while speaking in a meeting, reported by 11 percent of respondents. Table V-19 presents the details on this issue.

**Table V-19: Gender-based Microaggressions at UVA- Wise**

UVA-Wise			
Because of my gender identity	I was ignored in a meeting or other group setting	Count	17
			5.8%
	Someone avoided eye contact or avoided acknowledging me	Count	13
			4.7%
	Someone acted surprised at my professional success	Count	19
			6.8%
	Someone asked me to give my opinion on an issue/subject	Count	26
			9.1%
	Someone told me that I complain too much	Count	13
			4.8%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	30
			10.7%
Someone diminished the legitimacy of barriers to my success	Count	3	
		1.2%	
I was not invited to an important work meeting or conversation	Count	5	
		1.7%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	19	
		6.8%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	8	
		2.9%	
Respondent indicated zero instances of microaggressions due to gender identity	Count	234	
		82.5%	
<b>Total</b>	Count	50	

Percentages and totals are based on respondents.

## Gender Microaggressions by University Affiliation

Table V-20 shows that again, students were more likely than staff or faculty to report experiencing instances of microaggression, and that again, they were most likely to report being interrupted, being asked their opinion, and having an idea ignored than other types. For staff at UVA-Wise, the most often reported experience was of being ignored at a meeting. For faculty, while the most-often-reported experience was being interrupted, other experiences were mentioned frequently.

**Table V-20. Gender-based Microaggressions by UVA affiliation – UVA-Wise**

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

### Comparison of Experiences of Gender Microaggressions by Gender Identity

A statistically significantly higher percentage of men (94.7 percent) reported experiencing zero instances of microaggression related to gender at UVA-Wise when compared with women and the TGQNO category. Women reported a significantly higher percentage not having experienced a gender-related microaggression (72.2 percent) when compared with the TGQNO category (18.9 percent). Women respondents at UVA-Wise were unique in the percentage response to the microaggression having to do with the following statement: ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my gender. They reported a statically significantly higher percentage than both men and those in the TGQNO gender category. In fact, women reported a higher percentage response to just about every possible microaggression than did men from the UVA-Wise campus. The strongest occurrences of microaggressions reported by more than half of TGQNO respondents were: Someone avoided eye contact or avoided acknowledging me because of my gender or gender identity and someone asked me to give my opinion on an issue/subject because of my gender or gender identity.



### Sexual Orientation-Based Microaggressions

Table V-21 provides responses regarding the experience of microaggression based on sexual orientation at UVA-Wise. Ninety-three percent of respondents reported having no such experience. For those who did experience microaggression based on their sexual orientation, the most often reported experience was that someone expressed discomfort or disgust with an aspect of the respondent’s identity, reported by more than 4 percent.

**Table V-21: Sexual orientation-based Microaggressions at UVA- Wise**

UVA-Wise			
<b>Because of my sexual orientation</b>	<b>I was ignored in a meeting or other group setting</b>	Count	2
			0.7%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	7
			2.3%
	<b>Someone acted surprised at my professional success</b>	Count	2
			0.7%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	11
			3.8%
	<b>Someone told me that I complain too much</b>	Count	2
			0.7%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	8
			2.9%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	1
		0.3%	
<b>I was not invited to an important work meeting or conversation</b>	Count	2	
		0.7%	
<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	1	
		0.4%	
<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	12	
		4.4%	
<b>Respondent indicated zero instances of microaggressions due to sexual orientation</b>	Count	263	
		92.7%	
<b>Total</b>	Count	284	

Percentages and totals are based on respondents.

### Sexual Orientation Microaggressions by University Affiliation

Table V-22 shows the data for the campus at UVA-Wise and indicates that no faculty members reported this behavior, and only a few students and staff did. Again, the expression of disgust at or discomfort with an aspect of sexual orientation-based identity was reported at a higher rate than other types of microaggression, reported by 5 percent of students and nearly 2 percent of staff.

**Table V-22. Sexual Orientation-based Microaggressions by UVA Affiliation – UVA-Wise**

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

### Comparison of Experiences of Sexual Orientation Microaggressions by Sexual Orientation

Wise respondents identified as heterosexual or straight have a statistically significantly higher percentage indicating no instances of micro aggression related to sexual orientation (98 percent) when compared with the combined other types of sexual orientations, for which 72 percent reported no experience. Specific types of microaggressions in which the distinction between heterosexual and other sexual orientations were statistically significantly different include: “Someone avoided eye contact or avoided acknowledging me because of my sexual orientation;” “Someone interrupted me while I was speaking in a meeting or other group setting because of my sexual orientation;” and “Someone expressed disgust at or discomfort with an aspect of my identity because of my sexual orientation.”

### Religion-Based Microaggressions

Microaggressions based on religion were somewhat more likely to be reported by respondents than other identity-based microaggression. At UVA-Wise, 81 percent of respondents reported zero instances of microaggression. The most likely type to be reported was being asked to give an opinion (10 percent), followed by being ignored in a meeting (9 percent), and someone expressing discomfort or disgust at an aspect of identity (8 percent).

**Table V-23: Religion-based Microaggressions at UVA- Wise**

UVA-Wise			
Because of my religion	I was ignored in a meeting or other group setting	Count	24
			8.5%
	Someone avoided eye contact or avoided acknowledging me	Count	11
			3.7%
	Someone acted surprised at my professional success	Count	6
			2.0%
	Someone asked me to give my opinion on an issue/subject	Count	29
			10.1%
	Someone told me that I complain too much	Count	4
			1.4%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	9
			3.1%
	Someone diminished the legitimacy of barriers to my success	Count	1
		0.3%	
I was not invited to an important work meeting or conversation	Count	3	
		0.9%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	2	
		0.8%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	23	
		8.1%	
Respondent indicated zero instances of microaggressions due to religious beliefs	Count	230	
		80.9%	
<b>Total</b>	Count	284	

Percentages and totals are based on respondents.

### Religion Microaggressions by University Affiliation

Table V-24 shows the data broken down by university affiliation. While 95 percent of staff and 85 percent of faculty reported zero instances of microaggression on the basis of religion, that percent drops to 76.9 percent of undergraduate students. Students most often reported being asked an opinion as the type of aggression they experienced (12 percent), followed by being ignored in a meeting or group setting (10 percent). Faculty most often experienced being ignored in a meeting or other group setting (11 percent), followed by someone avoiding eye contact (7.8 percent).

**Table V-24. Religion-based Microaggressions by UVA Affiliation – UVA-Wise**

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

### Comparison of Experiences of Religion Microaggressions by Religious Affiliation

There were no statistically significant differences in the overall incidence of micro aggressions related to religious affiliation at UVA-Wise. Nor were there any differences across religious affiliation for specific types of microaggressions.

**Politics-Based Microaggressions**

Table V-25 shows that considering microaggressions based on political beliefs, 83 percent of respondents at UVA-Wise reported zero instances. For those reporting experiences of microaggression based on their political beliefs, the most common experience was being asked to give an opinion, reported by 10 percent of respondents.

**Table V-25: Politics-based Microaggressions at UVA- Wise**

UVA-Wise			
<b>Because of my political beliefs</b>	<b>I was ignored in a meeting or other group setting</b>	Count	17
			6.0%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	11
			3.8%
	<b>Someone acted surprised at my professional success</b>	Count	5
			1.6%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	28
			9.9%
	<b>Someone told me that I complain too much</b>	Count	7
			2.6%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	13
			4.6%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	1
		0.3%	
<b>I was not invited to an important work meeting or conversation</b>	Count	7	
		2.3%	
<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	9	
		3.0%	
<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	20	
		7.1%	
<b>Respondent indicated zero instances of microaggressions due to political beliefs</b>	Count	236	
		83.2%	
<b>Total</b>	Count	284	

Percentages and totals are based on respondents.

**Politics-Based Microaggressions by University Affiliation**

Regarding UVA-Wise, Table V-26 suggests some differences by university affiliation. While undergrads were less likely than either of the other groups to report zero instances of microaggression on the basis of politics (79.8 percent), faculty were less likely than staff to report zero instances (87.4 percent compared with 94.4 percent). Students at UVA-Wise reported being asked to give an opinion and that someone expressed disgust or discomfort based on their identity more often than other types of microaggressions. Faculty at UVA-Wise reported being ignored at a meeting, being told they complain too much, and being asked to give their opinion on an issue or subject more often than other types of microaggressions.

**Table V-26. Politics-based Microaggressions by UVA Affiliation – UVA-Wise**

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

**Comparison of Experiences of Politics-based Microaggressions by Political Orientation**

There was only one specific type of microaggression related to political orientation that showed statistically significant differences across political affiliations. Both conservative and liberal respondents from UVA-Wise had a higher percentage response than did moderate political respondents to the microaggression having to do with: “Someone expressed disgust at or discomfort with an aspect of my identity because of my political beliefs.”

**Disability-Based Microaggressions**

Table V-27 shows that almost all respondents (96 percent) reported no instances of microaggression based on their disability status. For those who did report experiencing such microaggressions, the most likely to be reported were that someone acted surprised about the respondent’s professional success, and being asked to give an opinion, both reported by about 2 percent of respondents.

**Table V-27: Disability-based Microaggressions at UVA- Wise**

UVA-Wise			
<b>Because of my disability</b>	<b>I was ignored in a meeting or other group setting</b>	Count	0
			0.1%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	2
			0.6%
	<b>Someone acted surprised at my professional success</b>	Count	5
			1.8%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	5
			1.7%
	<b>Someone told me that I complain too much</b>	Count	2
			0.6%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	0
			0.1%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	0
			0.0%
	<b>I was not invited to an important work meeting or conversation</b>	Count	0
			0.1%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	2
			0.6%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	1
			0.3%
	<b>Respondent indicated zero instances of microaggressions due to disability status</b>	Count	272
			95.7%
<b>Total</b>		Count	284

Percentages and totals are based on respondents.

**Disability Microaggressions by University Affiliation**

Table V-28 shows small numbers of microaggressions by UVA affiliation at UVA-Wise. Again, students were less likely to report zero instances of microaggression, and the most often reported type was being asked to give an opinion on a topic.

**Table V-28. Disability-based Microaggressions by UVA Affiliation – UVA-Wise**

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

**Comparison of Experiences of Disability-based Microaggressions by Disability Status**

UVA-Wise respondents without a disability reported a statistically higher percentage of zero incidences related to disability status (99.1 percent) than did those with a disability (72.3). There were no statistically significant differences for specific types of microaggressions related to disability status.



### Age-Based Microaggressions

Table V-29 shows that 82 percent of respondents reported zero instances of microaggression based on age. By far the most common microaggression reported was that someone acted surprised at the respondent’s success, reported by nearly 10 percent of respondents.

**Table V-29: Age-based Microaggressions at UVA-Wise**

UVA-Wise			
Because of my age	I was ignored in a meeting or other group setting	Count	7
			2.3%
	Someone avoided eye contact or avoided acknowledging me	Count	7
			2.4%
	Someone acted surprised at my professional success	Count	27
			9.5%
	Someone asked me to give my opinion on an issue/subject	Count	17
			5.9%
	Someone told me that I complain too much	Count	2
			0.7%
	Someone interrupted me while I was speaking in a meeting or other group setting	Count	11
			3.8%
	Someone diminished the legitimacy of barriers to my success	Count	2
		0.8%	
I was not invited to an important work meeting or conversation	Count	2	
		0.6%	
Ideas that I suggested were ignored and later accepted when someone else offered the same ideas	Count	7	
		2.4%	
Someone expressed disgust at or discomfort with an aspect of my identity	Count	3	
		1.1%	
Respondent indicated zero instances of microaggressions due to age	Count	235	
		82.7%	
<b>Total</b>	Count	284	

Percentages and totals are based on respondents.

### Age-based Microaggressions by University Affiliation

At UVA-Wise, regarding age, the pattern continues that students experience more instances of microaggression than do faculty and staff. While 80 percent of students indicated zero instances, 85.5 percent of staff and 90.3 percent of faculty did. Again, this table should be read with caution because the numbers are very small, but as is true in the other age-based tables, the most often reported instance of microaggression was that someone acted surprised at the respondent’s professional success (11 percent of students 6 percent of staff, and 4 percent of faculty).

**Table V-30. Age-based Microaggressions by UVA Affiliation – UVA-Wise**

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

### Comparison of Experiences of Age-based Microaggressions by Age

Age of respondent did not influence incidence of not experience any microaggressions related to age at UVA-Wise. There were, however, statistically significant differences in the percentage response to three specific types of microaggressions for respondents in the age 50 and older group. These included: “Someone avoided eye contact or avoided acknowledging me because of my age”; “Someone interrupted me while I was speaking in a meeting or other group setting because of my age”; and “Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my age.”

**Microaggressions of Unknown Motivation**

Turning to microaggressions of unknown motivation, Table V-31 shows that about 58 percent of respondents at UVA-Wise reported no instances of microaggression for which they had no explanation. Quite a few of the types of microaggressions were reported by more than 20 percent of respondents: the most often being that they were interrupted in a meeting or were not invited to an important meeting (both reported by 28 percent), followed by being told that they complain too much (reported by 27 percent).

**Table V-31: Unknown Motivation Microaggressions at UVA- Wise**

UVA-Wise			
<b>I am unsure of the motivation for why</b>	<b>I was ignored in a meeting or other group setting</b>	Count	62 21.7%
	<b>Someone avoided eye contact or avoided acknowledging me</b>	Count	64 22.5%
	<b>Someone acted surprised at my professional success</b>	Count	69 24.2%
	<b>Someone asked me to give my opinion on an issue/subject</b>	Count	46 16.1%
	<b>Someone told me that I complain too much</b>	Count	76 26.7%
	<b>Someone interrupted me while I was speaking in a meeting or other group setting</b>	Count	80 28.1%
	<b>Someone diminished the legitimacy of barriers to my success</b>	Count	7 2.6%
	<b>I was not invited to an important work meeting or conversation</b>	Count	80 28.0%
	<b>Ideas that I suggested were ignored and later accepted when someone else offered the same ideas</b>	Count	72 25.4%
	<b>Someone expressed disgust at or discomfort with an aspect of my identity</b>	Count	54 18.9%
	<b>Respondent indicated zero instances of microaggressions for which they were unsure of motivation</b>	Count	164 57.6%
	<b>Total</b>	Count	284

Percentages and totals are based on respondents.

**Microaggressions of Unknown Motivation by University Affiliation**

At UVA-Wise, Table V-32 shows that only 51 percent of students reported zero instances of microaggression compared to 68 percent of staff and 79percent of faculty.

**Table V-32: Unknown Motivation Microaggressions by UVA Affiliation – UVA-Wise**

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

More than a third of students reported that someone told them they complained too much (36 percent), that they were not invited to an important meeting or conversation (34 percent), and that someone interrupted them in a meeting (34 percent). For staff, the most often reported types were not being invited to an important meeting (18 percent) and being interrupted while speaking (17 percent). For faculty, the most often reported microaggression was being asked an opinion on a topic (13 percent), followed by being told they complain too much (11percent) and not being invited to an important meeting or conversation (11percent).

## VI. Importance of Diversity

Respondents to the survey were asked a series of questions about the importance of diversity at UVA, again using a type of Likert scale with answer responses ranging from strongly disagree to strongly agree, as reported in the tables below. First the respondents were asked about the importance of diversity at UVA overall, then about the importance of diversity in their unit or department and then about the importance of diversity to themselves personally.

### UVA-Charlottesville

#### *Importance of Diversity at UVA*

Table VI-1 shows that at UVA-Charlottesville, 82 percent of respondents at least somewhat agreed that diversity is important at UVA. More than a quarter, 26 percent, strongly agreed that it is.

**Table VI-1. Agreement with: Diversity is important at UVA-Charlottesville**

		UVA-Charlottesville	
<b>Agreement with: - Diversity is important at UVA</b>	<b>Strongly disagree</b>	Count	204
			4.0%
	<b>Disagree</b>	Count	279
			5.5%
	<b>Somewhat disagree</b>	Count	459
			9.0%
	<b>Somewhat agree</b>	Count	1126
		22.0%	
	<b>Agree</b>	Count	1727
			33.8%
	<b>Strongly agree</b>	Count	1318
			25.8%
<b>Total</b>		Count	5113
			100.0%

#### Importance of Diversity at UVA by University Affiliation

By University affiliation in Charlottesville, undergraduate and graduate students look essentially identical on this issue with about 81 percent of both groups at least somewhat agreeing that diversity is important at UVA. Staff were even more likely to agree, with 86 percent in agreement. Faculty however were less likely to fall into the agreement categories, with 76 percent of them at least somewhat agreeing. Six percent of faculty said they strongly disagreed, higher than the other groups, as Table VI-2 below shows.

**Table VI-2. Diversity is Important at UVA by UVA affiliation- UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - Diversity is important at UVA</b>	<b>Strongly disagree</b>	45	3.7%	58	5.0%	57	2.5%	47	6.4%
	<b>Disagree</b>	58	4.7%	74	6.3%	105	4.6%	60	8.2%
	<b>Somewhat disagree</b>	126	10.4%	93	7.9%	162	7.1%	68	9.3%
	<b>Somewhat agree</b>	283	23.3%	241	20.4%	490	21.5%	161	21.9%
	<b>Agree</b>	412	33.9%	393	33.3%	848	37.3%	197	26.8%
	<b>Strongly agree</b>	292	24.0%	320	27.1%	612	26.9%	201	27.4%
<b>Total</b>		1217	100.0%	1180	100.0%	2274	100.0%	734	100.0%

### Comparison of Mean Importance of Diversity at UVA across Individual Characteristics

Statistical tests were performed across the eight social identifiers and University affiliation to determine where significant differences existed in the mean scale values, which were used by respondents to express how much they agree or disagree with the statement on importance of diversity.

Across the various categories of race or ethnicity of respondents, the strongest agreement with "Diversity being important at UVA" was found for the Asian American or Asian category (4.70) and the White or Caucasian group (4.62). While the results for these two ethnic groups were not statistically significantly different from each other, they were found to be significantly higher than all other race categories. The second strongest agreement with "Diversity being important at UVA" was for the Hispanic or Latinx ethnic category (4.29) and respondents who identified themselves as multiracial (4.23). Like the previous instance, they were not statistically different from each other, but significantly higher than the mean scale values for African American or Black and the other remaining race and ethnicity categories.

With respect to gender, men (4.64) had a stronger agreement with "Diversity being important at UVA" than women (4.46). Both men and women expressed stronger agreement than did those in the TGQNO gender category. Respondents who identified themselves as straight or heterosexual had a stronger agreement with "Diversity being important at UVA" than did the other sexual orientation categories. The strength of agreement was not statistically different between gay or lesbian, bisexual, or the QPAO sexual orientation categories.

Those who identified themselves as Christian had a stronger agreement with "Diversity being important at UVA" than all other religious affiliations. The seven non-Christian religious affiliations had mean scale values that were not statistically different from each other. Those with a moderate (4.87) or slightly conservative (4.81) political orientation had the strongest agreement with the notion that diversity is important at UVA. They were not statistically significantly different from each other. Nor were they significantly different from the conservative (4.75) political orientation, which also had one of the strongest agreements with this sentiment.

The middle class and upper middle class socioeconomic status group, which represent the majority of respondents, had the strongest agreement with "Diversity being important at UVA." There results were statistically different from the low-income socioeconomic category, but not from the poor or wealthy socioeconomic status groups. Those without a disability were found to more strongly agree with the sentiment that diversity is important at UVA than respondents with a disability. The oldest respondents (age 50 years and above) had the strongest agreement with "Diversity being important at UVA," with the mean scale value statistically significantly higher than the mean scale value for the other three age categories.

Compared with other University affiliations, faculty had a statistically significantly lower agreement with "Diversity being important at UVA" than all other affiliations (undergraduate students, graduate students, and staff). The highest agreement was found for staff (4.67) followed by both graduate and undergraduate students.

### *Importance of Diversity to Respondent's Department, Unit, or Program*

The next set of tables compare response on the question of whether diversity is important to the respondent's department or unit or program.

Table VI-3 shows the responses to this question for UVA-Charlottesville. The percent at least somewhat agreeing was 83 percent, compared with 82 percent when asked about UVA overall. On this question, 28 percent strongly agreed, compared to 26 percent when UVA overall was considered.

**Table VI-3. Diversity is important to my department, unit, or program at UVA-Charlottesville**

<b>UVA-Charlottesville</b>			
<b>Agreement with: - Diversity is important to my department, unit, or program</b>	<b>Strongly disagree</b>	Count	190
			3.3%
	<b>Disagree</b>	Count	277
			4.9%
	<b>Somewhat disagree</b>	Count	486
			8.5%
	<b>Somewhat agree</b>	Count	1253
			22.0%
	<b>Agree</b>	Count	1846
			32.4%
	<b>Strongly agree</b>	Count	1642
			28.8%
<b>Total</b>		Count	5694
			100.0%

### **Importance of Diversity to Respondent's Department or Unit by University Affiliation**

Table VI-4 looks at the same responses broken down by UVA affiliation at UVA-Charlottesville. The level of agreement that diversity is important to the department is high across all groups, over 80 percent. There are slight differences. Staff were more likely to agree that diversity was important to their unit than were faculty, graduate students, or undergraduate students. While 86.5 percent of staff agreed, 84 percent of graduate students, 81 percent of undergraduates, and 82 percent of faculty agreed.



Table VI-4. Diversity is important to my department, unit, or program by UVA Affiliation -- UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Agreement with: Diversity is important to my department, unit, or program	Strongly disagree	47	3.0%	47	3.9%	62	2.7%	39	5.3%
	Disagree	74	4.8%	64	5.4%	85	3.8%	48	6.5%
	Somewhat disagree	162	10.5%	80	6.7%	155	6.9%	43	5.9%
	Somewhat agree	398	25.8%	200	16.9%	462	20.5%	141	19.1%
	Agree	483	31.3%	391	33.0%	819	36.4%	207	28.0%
	Strongly agree	380	24.6%	404	34.1%	666	29.6%	259	35.1%
<b>Total</b>		1543	100.0%	1185	100.0%	2250	100.0%	738	100.0%

### Comparison of Mean Importance of Diversity to Respondent's Department or Unit across Individual Characteristics

Results by race or ethnicity of respondents to “diversity being important to my department or program” were similar to the importance of diversity to UVA, with white or Caucasian respondents (4.71) and those in the Asian American or Asian category (4.64) having the strongest agreement. Again, the results for these two ethnic groups were not statistically significantly different from each other, but were found to be significantly higher than all other race categories. The second strongest agreement with “Diversity being important to my department or program” was for the Hispanic or Latinx ethnic category (4.44) and respondents who identified themselves as multiracial (4.41).

With respect to gender, men (4.69) reported a stronger agreement with “Diversity being important to my department or program” than women (4.57) did. Both men and women expressed stronger agreement than did those in the TGQNO gender category. Respondents who identified themselves as straight or heterosexual had a stronger agreement with “Diversity being important to my department or program” than did the other sexual orientation categories except gay or lesbian. The strength of agreement was not statistically different between bisexual and the QPAO sexual orientation categories.

Those who identified themselves as Jewish (4.76) and Christian (4.66) had a stronger agreement with “Diversity being important to my department or program” than the agnostic religious category and in the case of Jewish respondents, stronger agreement than respondents with no religious or spiritual preference did. Those with a moderate (4.87) political orientation had stronger agreement with the notion that diversity is important within my department or program than all other political orientations except slightly conservative (4.66). The very liberal and very conservative political orientations stood out as having the least agreement with “Diversity being important to my department or program” when compared with all other political orientations.

There were no statistically significant differences in the strength of agreement between socioeconomic status groups. Those without a disability were found to more strongly agree with the sentiment that diversity is important to my department or program. The oldest respondents (age 50 years and above) had the strongest agreement with “Diversity being important to my department or program”, with the mean scale value statistically significantly higher than the mean scale value for the other three age categories. The age 25 and under category had significantly less agreement with “diversity being important to my department or program” than respondents of all other age groups. Compared with other University affiliations, graduate students and staff had stronger agreement with “Diversity being important to my department or program” than undergraduate students did.

**Importance of Diversity to Respondent**

Finally, we asked the respondents to the survey to state their level of agreement with the statement “Diversity is important to me.”

Table VI-5 shows that more than half of the respondents (55 percent) strongly agreed, and an additional 29 percent agreed, and 11 percent somewhat agreed, for a total of 95 percent of respondents in agreement that diversity is important to them personally.

**Table VI-5. Diversity is important to me --UVA-Charlottesville**

UVA-Charlottesville			
<b>Agreement with: - Diversity is important to me</b>	<b>Strongly disagree</b>	Count	71
			1.4%
	<b>Disagree</b>	Count	70
			1.4%
	<b>Somewhat disagree</b>	Count	135
			2.6%
	<b>Somewhat agree</b>	Count	545
		10.5%	
	<b>Agree</b>	Count	1507
			29.1%
	<b>Strongly agree</b>	Count	2842
			55.0%
<b>Total</b>		Count	5170
			100.0%

**Importance of Diversity to Respondent by University Affiliation**

Table VI-6 shows virtual unanimity on this issue, though students appear slightly less likely than faculty and staff to agree that diversity is important to them. For undergraduate students, the total at least somewhat agreeing was 93 percent, while for graduate students it was 95 percent, for staff the total was 97 percent and for faculty, 97 percent.

**Table VI-6. Diversity is Important to Me by UVA Affiliation -- UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: Diversity is important to me</b>	<b>Strongly disagree</b>	24	2.0%	13	1.1%	18	0.8%	6	0.9%
	<b>Disagree</b>	19	1.5%	19	1.6%	20	0.9%	5	0.6%
	<b>Somewhat disagree</b>	45	3.7%	26	2.1%	35	1.5%	9	1.1%
	<b>Somewhat agree</b>	171	14.0%	107	8.8%	218	9.5%	40	5.4%
	<b>Agree</b>	354	29.0%	333	27.6%	774	33.8%	176	23.5%
	<b>Strongly agree</b>	608	49.8%	709	58.8%	1223	53.5%	511	68.4%
<b>Total</b>		1221	100.0%	1207	100.0%	2289	100.0%	746	100.0%

### Comparison of Mean Importance of Diversity to Respondent across Individual Characteristics

The results for the importance of diversity to me stand in stark contrast with what was found regarding importance to my department or to UVA in just about every one of the eight social identifiers. African American or Black respondents had a statistically significantly stronger agreement (higher average scale value) with “Diversity is important to me” than all other ethnic categories. Respondents who identified themselves as Hispanic or Latinx had a stronger agreement with “Diversity is important to me” than did White or Caucasian respondents. Women were found to have stronger agreement with “Diversity is important to me” than men, but not statistically different from the TGQNO gender identity.

In terms of sexual orientation, the only significant difference in “Diversity is important to me” occurred between bisexual (5.54) and the heterosexual or straight sexual orientation category (5.27). Three religious groups (Jewish, Muslim, and spiritual, but no religious affiliation) had the strongest agreement with “Diversity is important to me.” Their mean scale values were not statistically different from each other, but higher than respondents that identified as Christian or indicated no religious or spiritual preference. Respondents who considered themselves very liberal in terms of political orientation had the strongest agreement with “Diversity is important to me.” Their mean scale value of 5.80 was statistically significantly higher than all other political orientations. Those identified as liberal (5.59) and slightly liberal (5.38) had stronger agreement with “Diversity is important to me” than the moderate or conservative political orientation categories.

In terms of socioeconomic status, the only statistically significant outcome regarding “Diversity is important to me” was that the upper-middle class group had stronger agreement than did the wealthy group. Individuals with disabilities more strongly agreed that, “Diversity is important to me” when compared with those not having a disability. Respondents aged 25 or younger were found to have much lower agreement with “Diversity is important to me” than all other age categories. The age categories of 26-33 years and 34-49 years had the highest mean scale values at 5.40 and 5.44, respectively indicating the strongest agreement with “Diversity is important to me.” Regarding University affiliation, faculty respondents had stronger agreement with “Diversity is important to me” than all other types of affiliations. Undergraduate students had the least strong agreement, with a statistically significantly lower mean scale value when compared with all other affiliations.

## UVA-Wise

### *Importance of Diversity at UVA-Wise*

Table VI-7 shows the results for the question regarding importance of diversity at UVA-Wise. A total of 89 percent of respondents at least somewhat agreed that it is important, with 40 percent strongly in agreement.

**Table VI-7: Agreement with: Diversity is important at UVA – Wise**

		UVA-Wise	
<b>Agreement with: - Diversity is important at UVA</b>	<b>Strongly disagree</b>	Count	12
			4.5%
	<b>Disagree</b>	Count	13
			4.9%
	<b>Somewhat disagree</b>	Count	4
			1.5%
	<b>Somewhat agree</b>	Count	33
			12.5%
	<b>Agree</b>	Count	96
			36.2%
	<b>Strongly agree</b>	Count	107
			40.4%
<b>Total</b>		Count	265
			100.0%

### Importance of Diversity at UVA by University Affiliation

Table VI-8 shows differences at UVA-Wise by University affiliation. While 90 percent of students at least somewhat agreed that diversity is important at UVA-Wise, and 91 percent of staff did, the percent of faculty at least somewhat agreeing was 73 percent. Nearly 23 percent of faculty at UVA-Wise disagreed with the statement, and an additional 4.1 percent strongly disagreed.

**Table VI-8. Diversity is Important at UVA by UVA Affiliation-UVA-Wise**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with: - Diversity is important at UVA</b>	<b>Strongly disagree</b>	7	6.4%	5	3.8%	2	4.1%
	<b>Disagree</b>	2	2.1%	2	2.0%	12	22.7%
	<b>Somewhat disagree</b>	2	1.4%	3	2.7%		
	<b>Somewhat agree</b>	13	11.9%	13	10.7%	4	8.0%
	<b>Agree</b>	31	28.4%	69	57.8%	17	32.5%
	<b>Strongly agree</b>	55	49.9%	27	22.9%	17	32.6%
<b>Total</b>		110	100.0%	119	100.0%	51	100.0%

**Comparison of Mean Importance of Diversity at UVA across Individual Characteristics**

Statistical tests were performed across the eight social identifiers and University Wise affiliation to determine where significant differences existed in the mean scale values, which were used by respondents to express how much they agree or disagree with the statement on importance of diversity.

For UVA-Wise respondents, there were no statistically significant differences in the strength of agreement with “Diversity being important at UVA-Wise” across the various categories of race or ethnicity of respondents. Men respondents at UVA-Wise had a significantly stronger agreement with the importance of diversity at UVA than women, but not significantly higher than the TGQNO gender category. Heterosexual or straight UVA-Wise respondents had a stronger agreement with the importance of diversity than all other sexual orientation categories combined. As was the case for race, there were no statistically significant differences in the strength of agreement by religious affiliation at UVA-Wise. Conservative respondents at UVA-Wise (5.23) had a stronger level of agreement that diversity is important at UVA than did liberal respondents (4.63). In terms of socioeconomic status, the combined upper-middle class and wealthy categories had a stronger agreement with the importance of diversity than middle class UVA-Wise respondents did. The latter result, however, was not significantly different from those in the combined poor and low-income groups. Having a disability or not did not influence the strength of agreement of the importance of diversity for UVA-Wise respondents. The youngest UVA-Wise respondents (25 years or under) had a stronger association with the importance of diversity than those in the age 34-49 group, but not significantly different from other age groups. University affiliation of UVA-Wise respondents did not influence the strength of agreement with the importance of diversity at UVA.

***Importance of Diversity to Respondent’s Department, Unit, or Program***

Table VI-9 turns to the question of the importance of diversity in the respondent’s department, unit, or program. Here the total level of agreement is 92 percent,

**Table VI-9: Diversity is important to my department, unit, or program at UVA-Wise**

		UVA-Wise	
<b>Agreement with: - Diversity is important to my department, unit, or program</b>	<b>Strongly disagree</b>	Count	8
			3.0%
	<b>Disagree</b>	Count	8
			3.0%
	<b>Somewhat disagree</b>	Count	5
			1.9%
	<b>Somewhat agree</b>	Count	51
			19.4%
	<b>Agree</b>	Count	97
			36.9%
	<b>Strongly agree</b>	Count	94
			35.7%
<b>Total</b>		Count	263
			100.0%

**Importance of Diversity to Respondent’s Department or Unit by University Affiliation**

Table VI-10 shows the breakdown across UVA affiliation at UVA-Wise. Almost all students and staff at least somewhat agree that diversity is important to their department or unit: 94.4 percent of students and 91.7 percent of staff did. Fewer faculty agreed (82.3 percent total) than did students and staff, but 46.4 percent of faculty strongly agreed that diversity was important—a substantially higher percentage than the other two categories with that answer.

**Table VI-10. Diversity is important to my department, unit, or program by UVA Affiliation -- UVA-Wise**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with: Diversity is important to my department, unit, or program</b>	<b>Strongly disagree</b>	2	1.7%	6	5.0%	3	6.5%
	<b>Disagree</b>	3	2.4%			5	10.4%
	<b>Somewhat disagree</b>	2	1.5%	4	3.3%	0	0.8%
	<b>Somewhat agree</b>	29	26.5%	10	8.9%	7	14.5%
	<b>Agree</b>	35	32.1%	61	52.1%	11	21.4%
	<b>Strongly agree</b>	39	35.8%	36	30.7%	23	46.4%
<b>Total</b>		110	100.0%	117	100.0%	49	100.0%

**Comparison of Mean Importance of Diversity to Respondent’s Department or Unit across Individual Characteristics**

For UVA-Wise respondents, there were no statistically significant differences in the strength of agreement with “The importance of diversity within my department” across the various categories of race or ethnicity. Moreover, there were no statistically significant differences found for any of the remaining social identifiers (gender, sexual orientation, religion, political beliefs, SES, disability status, or age) or University affiliation regarding the importance of diversity within my department.

***Importance of Diversity to Respondent***

Table VI-11 shows the results at UVA-Wise for the question of whether diversity was important to the respondent personally. More than 95 percent of respondents at least somewhat agreed, with more than half (52 percent) strongly agreeing.

**Table VI-11: Diversity is important to me --UVA-Wise**

		UVA-Wise	
<b>Agreement with: - Diversity is important to me</b>	<b>Strongly disagree</b>	Count	7
			2.6%
	<b>Disagree</b>	Count	2
			0.7%
	<b>Somewhat disagree</b>	Count	4
			1.5%
	<b>Somewhat agree</b>	Count	35
			13.1%
	<b>Agree</b>	Count	80
			29.9%
	<b>Strongly agree</b>	Count	140
			52.2%
<b>Total</b>		Count	268
			100.0%



Importance of Diversity to Respondent by University Affiliation

Table VI-12 shows the breakdown at UVA-Wise by University affiliation. Again, the responses show virtual unanimity, with 100 percent of the faculty at least somewhat agreeing, while 97 percent of staff and 94 percent of students at least somewhat agreed that diversity was important to them.

Table VI-12: Diversity is Important to Me by UVA Affiliation – UVA-Wise

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with: Diversity is important to me	Strongly disagree	3	2.5%	3	2.8%		
	Disagree	1	0.9%				
	Somewhat disagree	2	2.2%				
	Somewhat agree	18	16.3%	11	9.5%	3	5.7%
	Agree	26	23.8%	54	45.4%	14	27.2%
	Strongly agree	60	54.3%	51	42.3%	35	67.1%
<b>Total</b>		110	100.0%	120	100.0%	52	100.0%

Comparison of Mean Importance of Diversity to Respondent across Individual Characteristics

For Wise respondents, there were no statistically significant differences in the strength of agreement with “The importance of diversity to me” across the various categories of race or ethnicity of respondents. This was the same outcome for gender categories, sexual orientation, and religious affiliation. Respondents at UVA-Wise that identified with a liberal orientation (5.51) had a stronger agreement with “The importance of diversity to me” than did respondents who identified a conservative orientation (4.93). In terms of socioeconomic status, there were no statistically significant differences. Nor were any significant differences found for ability status. The youngest UVA-Wise respondents (25 years or under) had a stronger agreement with the importance of diversity personally than those in the age 34-49 group, but not significantly different from other age groups. UVA-Wise faculty were found to have a stronger agreement with “The importance of diversity to me” than UVA-Wise student and staff respondents.

## VII. Consideration of Leaving the University

The survey also asked respondents if they had ever considered leaving UVA. For those who indicated having considered leaving in the last 12 months, they were asked the specific reason(s) for why they considered leaving. Those results are presented below.

### UVA-Charlottesville

#### *Whether or Not Respondent Has Considered Leaving UVA-Charlottesville*

First, respondents were asked whether in the past year they had considered leaving UVA-Charlottesville. The following tables and discussion present the responses to this question and then provide the reasons respondents considered leaving.

Table VII-1 shows that slightly more than one-third (37 percent) of respondents had considered leaving UVA-Charlottesville in the past year.

**Table VII-1. Have you considered leaving UVA in the past year? – UVA-Charlottesville**

		UVA-Charlottesville	
Have you considered leaving UVA in the past year?	1 Yes	Count	2118
			36.9%
	2 No	Count	3624
			63.1%
<b>Total</b>		Count	5742
			100.0%

#### *Have you Considered Leaving UVA-Charlottesville by University Affiliation*

Table VII-2 shows that those most likely to consider leaving UVA were staff and faculty, at 48 percent and 46 percent respectively. Thirty-five percent of undergraduate students had considered leaving UVA-Charlottesville, while 28 percent of graduate students had.

**Table VII-2. Have You Considered Leaving UVA by Affiliation -- UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Have you considered leaving UVA in the past year?	Yes	567	35.1%	305	28.3%	1116	47.8%	347	45.7%
	No	1049	64.9%	771	71.7%	1216	52.2%	412	54.3%
<b>Total</b>		1615	100.0%	1075	100.0%	2331	100.0%	759	100.0%

### *Comparison of Considering Leaving UVA-Charlottesville across Individual Characteristics*

In terms of race or ethnicity, nearly half of all African American or Black respondents (48.9 percent) had considered leaving UVA-Charlottesville in the past year. This was a statistically significantly higher percentage than for Asian American (34.5 percent), Hispanic or Latinx (39.1 percent), and White or Caucasian (35.0 percent) respondents. Nearly three fourths of TGQNO respondents (73.9 percent) indicated that they had considered leaving UVA-Charlottesville, which was statistically significantly higher than all other gender categories. This was also one of the highest percentage responses across all of the eight broad dimensions of diversity. Women also had a higher incidence of having considered leaving than did men (38.9 percent versus 33.1 percent). Heterosexual or straight respondents had a statistically significantly lower percentage reporting that they had considered leaving UVA-Charlottesville in the past year when compared with all other sexual orientation categories. Only one statistically significant difference was found across religious affiliations when comparing the percent of respondents indicating that they had considered leaving UVA-Charlottesville in the past year. Those who said they were spiritual, but not religious affiliation (43.0) had a higher percentage than did Christian respondents (35.4 percent). A much higher (and statistically significant) percentage of respondents who considered themselves very liberal (48.8 percent) indicated that they had considered leaving UVA-Charlottesville when compared with all other political affiliations. Respondents from the lower spectrum of socioeconomic status groups (poor, low income, and middle class) had a statistically significantly higher percentage who indicated that they had considered leaving UVA-Charlottesville in the last year when compared with the upper-middle class and wealthy categories. More than half (54.5 percent) of respondents with a disability have considered leaving UVA-Charlottesville, which was significantly higher than for those without a disability (34.9 percent). The highest percentage of respondents that reported they had considered leaving UVA-Charlottesville were from the age 34-49 category (45.6 percent). This outcome was statistically significantly higher than all other age groups. Respondents age 50 and older had a higher percentage that considered leaving than both the 26-33 age group, and the under 25 age category. In terms of UVA affiliation, almost half of staff (47.8 percent) had considered leaving, which was statistically significantly higher than for graduate and undergraduate students, but not statistically different from the percentage reported for faculty (45.6).

### *Reasons for Having Considered Leaving UVA-Charlottesville*

Respondents who indicated they had considered leaving UVA-Charlottesville in the past year were then asked their reasons for leaving. Respondents were able to select multiple reasons.

Table VII-3 below provides a compiled list of reasons for leaving UVA-Charlottesville. For the UVA-Charlottesville, reasons cited most often were “Lack of sense of belonging” (55 percent), “Climate for diversity and inclusion not welcoming” (32 percent) and “Lack of a support group and (30 percent).

Table VII-3. Reasons for Considering Leaving UVA-Charlottesville

		UVA-Charlottesville	
<b>Reason respondent considered leaving UVA</b>	<b>Climate for diversity and inclusion not welcoming</b>	Count	678
			32.2%
	<b>Cost of living</b>	Count	147
			7.0%
	<b>Lack of a sense of belonging</b>	Count	1155
			54.9%
	<b>Lack of support group</b>	Count	627
			29.8%
	<b>Lack of adequate child or elder-care services</b>	Count	23
			1.1%
	<b>Lack of adequate office/lab space</b>	Count	52
			2.5%
	<b>Lack of commitment to my program/research from my department chair</b>	Count	252
			12.0%
	<b>Lack of employment opportunities for partner/spouse</b>	Count	108
			5.1%
	<b>Lack of meaningful interactions with colleagues</b>	Count	158
			7.5%
	<b>Lack of promotional opportunities</b>	Count	323
			15.3%
	<b>Level of compensation</b>	Count	322
			15.3%
	<b>Marital/relationship status</b>	Count	85
			4.0%
	<b>Personal reason</b>	Count	390
			18.5%
	<b>Quality of health insurance</b>	Count	57
		2.7%	
<b>Quality of retirement/employment benefits</b>	Count	49	
		2.3%	
<b>Other</b>	Count	526	
		25.0%	
<b>Coursework too difficult</b>	Count	261	
		12.4%	
<b>Financial reason</b>	Count	330	
		15.7%	
<b>Homesick</b>	Count	223	
		10.6%	
<b>Lack of meaningful interactions with faculty</b>	Count	391	
		18.6%	
<b>Preferred field of study not offered</b>	Count	108	
		5.1%	
<b>Total</b>	Count	2106	

Percentages and totals are based on respondents.

### *Reasons for Considering Leaving UVA-Charlottesville by University Affiliation*

For those in Charlottesville who considered leaving UVA, UVA affiliation is compared in Table VII-4.

For undergraduate students, the most often cited reason was “Lack of a sense of belonging” (73 percent), followed by “Lack of a support group” (41 percent) and “Climate for diversity and inclusion not welcoming,” (40 percent). For graduate students, 47 percent cited “Lack of a sense of belonging”, 35 percent said that the climate for diversity and inclusion was not welcoming, 33 percent cited a reason other than that on the list, and 26 percent cited “Financial reasons”. Staff cited two primary reasons “Lack of promotional opportunities (51 percent) and “Level of compensation” (47 percent). Faculty who considered leaving cited “Lack of a sense of belonging” (44 percent), some other reason (44 percent), “Level of compensation” (36 percent), “Climate for diversity not welcoming” (34 percent) and “Lack of commitment from department chair” (33 percent).

Table VII-4. Reasons for Considering Leaving UVA-Charlottesville by Affiliation -- UVA-Charlottesville

Reason respondent considered leaving UVA		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
	Climate for diversity and inclusion not welcoming	226	40.0%	103	34.5%	164	14.9%	117	33.7%
	Cost of living					258	23.4%	42	12.1%
	Lack of a sense of belonging	415	73.3%	139	46.5%	320	28.9%	153	44.4%
	Lack of support group	235	41.4%	68	22.8%	161	14.5%	75	21.7%
	Lack of adequate child or elder-care services					39	3.5%	8	2.2%
	Lack of adequate office/lab space					57	5.2%	40	11.6%
	Lack of commitment to my program/research from my department chair					384	34.7%	115	33.1%
	Lack of employment opportunities for partner/spouse			25	8.3%	73	6.6%	68	19.6%
	Lack of meaningful interactions with colleagues					201	18.2%	101	29.1%
	Lack of promotional opportunities					567	51.3%	94	27.1%
	Level of compensation					520	47.0%	125	36.0%
	Marital/relationship status	16	2.8%	22	7.3%	41	3.7%	18	5.2%
	Personal reason	134	23.7%	64	21.4%	118	10.7%	25	7.3%
	Quality of health insurance					75	6.8%	35	10.0%
	Quality of retirement/employment benefits					56	5.1%	36	10.5%
	Other	77	13.6%	99	33.2%	370	33.5%	153	44.4%
	Coursework too difficult	134	23.7%	17	5.6%				
	Financial reason	132	23.4%	77	25.9%				
	Homesick	107	19.0%	24	8.0%				
	Lack of meaningful interactions with faculty	170	30.1%	69	23.2%				
	Preferred field of study not offered	48	8.5%	18	6.0%				
<b>Total</b>		566	100.0%	299	100.0%	1106	100.0%	346	100.0%

### *Comparison of Reasons for Considering Leaving UVA-Charlottesville across Individual Characteristics*

As noted, the most often selected reason from the menu of 21 items provided to respondents was: “Lack of a sense of belonging”, however, this may not be the most important factor when considering the various diversity attributes of respondents. In order to examine this further, we conducted statistical tests of differences between the mean responses for the various components of the eight social identifiers and for University affiliation.

The only statistically significant outcome that was unique among ethnic categories was the relatively high percentage of White or Caucasian respondents (15.6 percent) selecting: “Lack of commitment to my program or research from my department chair”. A high percentage of African American or Black respondents (63.2) indicated: “Climate for diversity and inclusion not welcoming” as one of the reasons for considering leaving UVA-Charlottesville. This outcome was statistically significantly higher than percentages for all other racial groups except Hispanic or Latinx. African American and Caucasian respondents had similarly high percentages for three specific reasons that were statistically significantly higher than other ethnic groups. They included: 1) “Lack of meaningful interaction with colleagues”, 2) “Lack of promotional opportunities”, and 3) “Level of compensation”. Three of the highest percentage response reasons for considering leaving UVA-Charlottesville for Hispanic or Latinx respondents that were statistically different than most other ethnic categories were: “Lack of meaningful interactions with faculty” (36.9 percent), “Financial reasons” (32.1 percent), and “Personal reasons” (31.7 percent). For most reasons, Asian American or Asian respondents were similar with African American or Black and Hispanic or Latinx respondents in terms of ranking their importance.

Men were distinctly different in the importance of two reasons for considering leaving UVA-Charlottesville in comparison with other gender categories. These included: “Lack of commitment to my program or research from my department chair” (13.6 percent) and “Lack of promotional opportunities” (17.4 percent). When compared with women respondents, men also had a higher percentage selection of “Cost of living” and “Level of compensation” as reasons for considering leaving UVA-Charlottesville. Conversely, women had a statistically significantly higher percentage response across five different specific reasons when compared with male respondents. These included: 1) “Climate for diversity and inclusion not welcoming”; 2) “Lack of a sense of belonging”; 3) “Lack of a support group”; 4) “Homesick”; and 5) “Lack of meaningful interactions with faculty”. By far, respondents in the TGQNO category had the highest percentage response (56.7 percent) to the selection of “Climate for diversity and inclusion not welcoming” for the reason they considered leaving UVA-Charlottesville.

In terms of sexual orientation, there were several distinct statistically significant differences between categories in term of reasons for considering leaving UVA-Charlottesville. Heterosexual or straight respondents along with those in the gay or lesbian sexual orientation category had significantly higher percentage response to: “Lack of commitment to my program or research from my department chair” (12.7 and 14.8 percent, respectively); “Lack of promotional opportunities” (16.1 and 16.6 percent, respectively); and “Level of compensation” (16.5 and 13.8 percent respectively). The three strongest reasons for bisexual respondents that were statistically significantly higher than for heterosexual respondents, included: “Lack of a sense of belonging” (65.5 percent); “Lack of support group” (44.5 percent); and “personal reason” (33.6 percent). Those in the QPAO sexual orientation category cited two reasons more often than heterosexual respondents reported. These statistically significantly higher percentages were for: “Climate for diversity and inclusion not welcoming” (43.2 percent) and “Personal reason” (27.8 percent).

Respondents that indicated a Muslim religious affiliation had a unique and statistically significantly higher percentage response to the consideration for leaving UVA-Charlottesville as due to: “Climate for diversity and inclusion not welcoming”, with more than two in three (68.8 percent) selecting this reason. They also had the highest percentage response recorded for any of the 21 possible reasons (83.4 percent) having to do with: “Lack of a sense of belonging”. The other major reason (in terms of having a high percentage of responses) for Muslim respondents was: “Coursework too difficult” (38.0 percent). Most other religious categories demonstrated a more scattered set of reasons. Statistically significant differences identified for Christian respondents had to do with having higher percentage responses for reasons not chosen by most other spiritual or religious categories. For example, 15.7 percent of Christian respondents indicated that “Lack of promotional opportunities” was a reason for thinking about leaving UVA-Charlottesville, which was nearly identical to the responses for agnostic; atheist; all remaining religious affiliations; and spiritual, but not religious, but significantly higher than for the Jewish; Muslim; and no spiritual or religious affiliation categories. Atheists and Muslim respondents were unique in that they shared the highest percentage (and statistically significant) choosing: “Lack of adequate child or elder care services” (2.8 and 2.3 percent, respectively) as a reason for considering leaving UVA-Charlottesville. Those in the spiritual, but no religious affiliation had statistically significantly higher percentage response to: “Lack of promotional opportunities” (25.7 percent) and “Level of compensation” (27.4 percent).

In terms of political affiliation, there were not any instances where one reason was statistically different than all other categories. The closest occurrences of a dominant reason were for respondents identified as very liberal pertaining to: “Climate for diversity and inclusion not welcoming” (42.4 percent); “Lack of support group” (38.6 percent); and “Personal reason” (24 percent). Of course, “Lack of a sense of belonging” was identified by more than half of respondents regardless of political affiliation and statistically significantly higher for very liberal (58.9 percent) or liberal (58.4 percent) respondents. Respondents identified as conservative (28.9 percent) or very conservative (36.5 percent) had a statistically significantly higher percentage response to the reason of “Other” when compared with all other political affiliations. Those identified as slightly conservative had the highest percent responses to: “Lack of promotional potential” and “Level of compensation” as reasons for considering leaving UVA-Charlottesville.

Compared with the wealthy socioeconomic status category where only 2 percent of respondents indicated “Financial reasons”, the percentage responses were much higher for all other groups ranging from 8.5 percent for upper-middle class to 36.1 percent for the low income category. Respondents identified as middle class had uniquely higher and statistically significant differences in the percentage response to: “Lack of commitment to my program or research by my department chair” (15.2 percent); “Lack of promotional opportunities” (21.0 percent); and “Level of compensation” (21.1 percent).

Respondents with a disability had statistically significantly higher percentage responses than those without disability for 4 specific reasons: “Lack of a sense of belonging” (63.1 percent); “Climate for diversity and inclusion not welcoming” (46.8 percent); “Personal reason” (38.1 percent); and “Lack of support group” (36.2 percent). The two distinguishing reasons for considering leaving UVA-Charlottesville by respondents without a disability were: “Lack of promotional opportunities” (15.9 percent) and “Lack of commitment to my program or research by my department chair” (12.5 percent).

There were eight different reasons for which the youngest age group (25 years or less) has statistically significantly higher percentage responses than all other age groups. The four most popular were: “Lack of a sense of belonging” (70.2 percent); “Lack of group support” (39.8 percent); “Climate for diversity and inclusion not welcoming” (39.4); and “Lack of meaningful interactions with faculty” (29.5 percent). The other four involved: “Personal reason” (24.3 percent); “Coursework too difficult” (20.9 percent);



“Homesick” (17.6 percent); and “Preferred field of study not offered” (8.1 percent). Respondents age 50 and above had the highest percentage response that was statistically significantly different from all other age groups for: “Quality of retirement or employment benefits” (9.7 percent) and “Other” (40.4 percent) as reasons for considering leaving UVA-Charlottesville. Those in either the 26-33 age group or the 34-49 age group had a statistically significantly higher percentage response to: “Marital or relationship status” as a reason for thinking about leaving UVA-Charlottesville than either the youngest or oldest age groups.

Undergraduate students had statistically significantly higher percentage response to: “Lack of a sense of belonging” (73.2 percent) and “Lack of support group” (41.7 percent) as reasons for considering leaving UVA-Charlottesville, when compared with all other types of University affiliations. Faculty respondents had two reasons for considering leaving UVA-Charlottesville that were statistically significantly higher than all other University affiliations. Specifically, these were: “Other” (44.1 percent) and “Lack of employment for spouse or partner” (19.5 percent).

## UVA-Wise

### *Whether or Not Respondent Has Considered Leaving UVA-Wise*

Respondents were asked whether in the past year they had considered leaving UVA-Wise. The following tables and discussion present the responses to this question and then provide the reasons respondents considered leaving.

Table VII-5 shows that 43 percent of respondents reported that they had thought about leaving UVA-Wise in the past year.

**Table VII-5: Have you considered leaving UVA-Wise in the past year?**

		UVA-Wise	
<b>Have you considered leaving UVA in the past year?</b>	<b>1 Yes</b>	Count	119
			43.3%
	<b>2 No</b>	Count	156
			56.7%
<b>Total</b>		Count	275
			100.0%

### *Have you Considered Leaving UVA-Wise by University Affiliation*

At UVA-Wise, those most likely to have considered leaving were staff, where more than half (52.5 percent) had done so, followed by students (40.8 percent) and faculty (36 percent).

**Table VII-6. Have You Considered Leaving UVA-Wise by Affiliation**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Have you considered leaving UVA in the past year?</b>	<b>Yes</b>	47	40.8%	64	52.5%	19	36.0%
	<b>No</b>	68	59.2%	58	47.50%	33	64.0%
<b>Total</b>		114	100.0%	122	100.0%	52	100.0%

### *Comparison of Considering Leaving UVA-Wise across Individual Characteristics*

There were no statistically significant differences between White respondents and other race or ethnicity categories in terms of the percentage that considered leaving UVA-Wise in the past year. Those that reported themselves in the TGQNO gender category at UVA-Wise had a significantly higher share (93.5 percent) indicate that they had considered leaving in the past year when compared with either men or women. UVA-Wise respondents who indicated they were heterosexual or straight were significantly less likely to have considered leaving UVA-Wise (39.3 percent) when compare with all other sexual orientation categories combined (61.8 percent). In terms of religious affiliation, those in the combined Non-Christian religious groups from UVA-Wise were significantly more likely to have considered leaving UVA-Wise in the past year (76.2 percent) when compared to any of the other spiritual or religious groups. There were no statistically significant differences in the percentage of respondents

indicating that they were thinking about leaving UVA-Wise in terms of political orientation. Each group had between 40 and 45 percent indicated they had thought about it. Socioeconomic status had a similar outcome where there were no statistically significant differences between categories at UVA-Wise. Those with and without disabilities in Wise were no different in terms of the percentage who had considered leaving UVA-Wise in the past year. More than half (51.8 percent) of Wise respondents in the 34-39 age group indicated that they had considered leaving UVA-Wise in the past year, which was statistically significantly higher than the percentage for those age 50 and older, but not different from the 2 younger age groups. For UVA-Wise respondents, Affiliation did not generate any statistically difference outcomes for consideration of leaving UVA-Wise.

### *Reasons for Having Considered Leaving UVA-Wise*

Table VII-7 shows the variety of reasons respondents considered leaving UVA-Wise. The three most often reported listed reasons were: “Lack of a sense of belonging” (36 percent), “Coursework too difficult” (24 percent) and “Lack of support group” (22 percent).

Table VII-7: Reasons for Considering Leaving UVA-Wise

UVA-Wise			
<b>Reason respondent considered leaving UVA</b>	<b>Climate for diversity and inclusion not welcoming</b>	Count	24
			20.2%
	<b>Cost of living</b>	Count	5
			3.9%
	<b>Lack of a sense of belonging</b>	Count	43
			36.4%
	<b>Lack of support group</b>	Count	26
			22.4%
	<b>Lack of adequate child or elder-care services</b>	Count	3
			2.3%
	<b>Lack of adequate office/lab space</b>	Count	6
			4.9%
	<b>Lack of commitment to my program/research from my department chair</b>	Count	10
			8.8%
	<b>Lack of employment opportunities for partner/spouse</b>	Count	3
			2.7%
	<b>Lack of meaningful interactions with colleagues</b>	Count	5
			4.6%
	<b>Lack of promotional opportunities</b>	Count	15
			12.6%
	<b>Level of compensation</b>	Count	26
			21.6%
	<b>Marital/relationship status</b>	Count	2
			1.7%
	<b>Personal reason</b>	Count	26
			22.0%
	<b>Quality of health insurance</b>	Count	13
			10.8%
	<b>Quality of retirement/employment benefits</b>	Count	5
			4.4%
	<b>Other</b>	Count	28
			23.8%
	<b>Coursework too difficult</b>	Count	14
			11.8%
	<b>Financial reason</b>	Count	25
			20.9%
	<b>Homesick</b>	Count	16
			13.2%
	<b>Lack of meaningful interactions with faculty</b>	Count	11
			9.6%
	<b>Preferred field of study not offered</b>	Count	8
			6.7%
<b>Total</b>		Count	118

Percentages and totals are based on respondents.

**Reasons for Having Considered Leaving UVA-Wise by Affiliation**

Table VII-8 provides detail by affiliation. For undergraduates, the most often cited reason for considering leaving was “Lack of a sense of belonging” (45 percent), followed by “Lack of a support group” (32 percent) and “Financial reasons” (29 percent). For staff, the most often cited reason was “Level of compensation” (70 percent), followed by “Lack of promotional opportunities” (39 percent). For faculty, the most often cited reason was “Lack of commitment to my program/research from my department chair” (45 percent), followed by “Level of compensation” (40 percent), “Climate for diversity and inclusion not welcoming” (40 percent) and “Lack of a sense of belonging” (40 percent).

**Table VII-8. Reasons for Considering Leaving UVA-Wise by Affiliation**

Reason respondent considered leaving UVA		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
	Climate for diversity and inclusion not welcoming	12	25.0%	4	6.9%	7	39.9%
	Cost of living			10	15.6%		
	Lack of a sense of belonging	21	45.4%	13	20.0%	7	39.9%
	Lack of support group	15	31.5%	2	3.8%	7	37.7%
	Lack of adequate child or elder-care services			3	4.4%	2	11.7%
	Lack of adequate office/lab space			10	15.9%	2	9.3%
	Lack of commitment to my program/research from my department chair			11	16.6%	8	45.1%
	Lack of employment opportunities for partner/spouse			2	3.6%	3	17.2%
	Lack of meaningful interactions with colleagues			6	9.4%	4	22.4%
	Lack of promotional opportunities			25	39.0%	5	28.0%
	Level of compensation			45	69.7%	7	40.2%
	Marital/relationship status	1	2.3%				
	Personal reason	12	25.3%	7	10.2%	2	12.1%
	Quality of health insurance			20	31.3%	5	29.4%
	Quality of retirement/employment benefits			8	13.1%	2	11.0%
	Other	10	22.3%	14	22.5%	4	21.4%
	Coursework too difficult	8	16.6%				
	Financial reason	13	29.1%				
	Homesick	11	23.6%				
	Lack of meaningful interactions with faculty	7	15.4%				
	Preferred field of study not offered	5	11.6%				
<b>Total</b>		46	100.0%	64	100.0%	19	100.0%

## *Comparison of Reasons for Considering Leaving UVA across Individual Characteristics*

As noted, the most often selected reason from the menu of 21 items provided to respondents was: “Lack of a sense of belonging,” however, this may not be the most important factor when considering the various social identifiers of respondents. In order to examine this further, we conducted statistical tests of differences between the mean responses for the various components of the eight social identifiers and for University affiliation.

In terms of race or ethnicity of wise respondents, those who identified in the combined Non-White categories had statistically significantly higher preference for three specific reasons when compared with White or Caucasian respondents. There were: “Lack of support group” (56.5 percent); “Climate for diversity and inclusion not welcoming” (55.5 percent); and “Homesick” (47.6 percent). Reasons that were statistically distinct for White respondents at UVA-Wise included: “Cost of living” (4.5 percent); “Lack of adequate office or lab space” (5.7 percent); “Quality of retirement or employment benefits” (5.0 percent); and “Other” (25.9 percent).

Both women and men at UVA-Wise had statistically significantly higher percentage response to: “Lack of commitment to my program or research from my department chair” and “Level of compensation” as reasons for thinking about leaving UVA-Wise when compared with those who identified in the TGQNO gender identity. Women had a statistically significantly higher percentage choose: “Homesick” as a reason for leaving when compared with male Wise respondents. There were no reasons where men had a statistically significant stronger response than women did.

In terms of sexual orientation at UVA-Wise, there were two instances where heterosexual or straight respondents had a statistically significantly stronger (higher percentage) preference for specific reason when compared with the combined remaining sexual orientation categories. They included: “Lack of promotional opportunities” (15.3 percent) and “Level of compensation” (25.7 percent).

There was only one instance where a reason for considering leaving UVA-Wise was statistically different from all other religious categories at UVA-Wise. More than two thirds of those indicating that they were spiritual, but had no religious affiliation chose “Level of compensation” as their reason, which was much higher than for any other religious group. Wise respondents in the Non-Christian combined religious group had a statistically significantly higher percentage select “Lack of support group” and “Climate for diversity and inclusion not welcoming” as reasons to consider leaving when compare with the Christian religious category. Conversely, those identified as Christian had statistically significantly stronger preference for: “Cost of living”; “Lack of adequate office or lab space”; “Quality of retirement or employment benefits” as reasons for leaving, when compared with Wise respondents in the Non-Christian religious category.

With respect to political orientation, both liberal and conservative UVA-Wise respondents had a statistically stronger preference for: “Level of compensation” as a reason for leaving when compared with those in the moderate political category. Liberal respondents had two statistically significantly distinct reasons for considering leaving UVA-Wise when compared with conservative respondents. These included: “Climate for diversity and inclusion not welcoming” (27.3 percent versus 7.7 percent) and “Lack of commitment to my program or research from my department chair” (19.9 percent versus 2.4 percent).

UVA-Wise respondents in the poor or low-income socioeconomic status categories had statistically significantly stronger preference for certain reasons for leaving UVA-Wise when compared with those in the wealthy socioeconomic category. These included: “Climate for diversity and inclusion not welcoming” (22.6 percent versus 1.9 percent); “Lack of commitment to my program or research from

my department chair” (5.2 percent versus 0.0 percent); “Personal reason” (34.2 percent versus 3.5 percent); and “Financial reason” (28.1 percent versus 0.0 percent). Those in the middle class socioeconomic category were found to have the same differences compared with wealthy respondents for these specific reasons although at lower percentage rates than for the poor and low-income category. Moreover, there were three additional reasons selected by middle class UVA-Wise respondents at a higher rate than for respondents in the wealthy socioeconomic category. They included: “Cost of living”; “Quality of retirement or employment benefits”; and “Homesick.”

There were only two instances where ability mattered in terms of statistically significant difference in the preference for a particular reason for considering leaving UVA-Wise. For UVA-Wise individuals with a disability they had a significantly higher preference for: “Financial reason”, when compared with those without a disability. “Quality of retirement or employment benefits” was selected as a reason for considering leaving UVA-Wise by significantly more UVA-Wise respondents without a disability than those with a disability.

The youngest UVA-Wise respondents (age 25 and under) were unique in terms of their preference for four different reasons. They had a statistically significantly lower percentage response to: “Level of compensation” and *quality of health insurance* as reasons for considering leaving UVA-Wise when compared with all other age categories. They had a statistically significantly stronger response for: “Coursework too difficult” and “Homesick” in comparison with all other age groups. UVA-Wise respondents in the 34-49 age group and the 50 and over age group had a significantly higher percentage response (24.8 and 28.0 percent, respectively) to: “Lack of commitment to my program or research from my department chair” as a reason for considering leaving UVA-Wise. Those in the age 34-49 category has a statistically significantly higher preference for: “Lack of employment for spouse or partner” as a reason for considering leaving UVA-Wise when compared with all other age groups.

UVA-Wise staff had statistically significantly different preferences for two reasons for considering leaving UVA-Wise when compared with student and faculty. These included: “Cost of living” and “Level of compensation”. Students were unique from staff and faculty in the selection of four different reasons. They had a statistically significantly higher percentage response to: “Coursework too difficult” (18.1 percent); “Financial reason” (31.9 percent); “Homesick” (20.1 percent); and “Lack of meaningful interactions with faculty” (14.7 percent). There were no instances where the preferred reasons of UVA-Wise faculty were statistically significantly different for both students and staff. However, faculty did have a significantly stronger preference for “Lack of commitment to my program or research from my department chair”; “Lack of meaningful interactions with colleagues”; “Lack of promotional opportunities”; “Level of compensation”; and “Quality of health insurance” when compared with UVA-Wise students. Faculty reasons for considering leaving UVA-Wise were different from UVA-Wise staff in several areas including: “Climate for diversity and inclusion not welcoming” and “Lack of support group”.

## VIII. Safety and Security

The survey asked multiple questions to measure respondents' feelings and experiences with safety and security in and around the University. This chapter presents results from several of those questions, ranging from overall perceptions of safety and security, personal experiences regarding safety, experiences with sexual assault and violence, awareness of University resources, and experiences as a witness to threats of safety and security.

### UVA-Charlottesville

#### *Overall Perceptions of Safety and Security*

To assess safety and security at UVA-Charlottesville, we first present the responses for two general questions, which probed respondents' degree of concern for their personal safety and their belief that UVA-Charlottesville is a safe and secure place.

Table VIII-1 below suggests that respondents were split on the issue of concern for personal security. Just over half, 51 percent, said it was not a concern, but 38 percent said it was somewhat of a concern, and 11 percent found safety and security a serious concern.

**Table VIII-1. Degree of concern for personal security on or around UVA - Charlottesville**

Degree of concern in the past year - Personal security on or around UVA	Count	
Not a concern	3052	50.9%
Somewhat of a concern	2288	38.2%
A serious concern	652	10.9%
<b>Total</b>	<b>5992</b>	<b>100.0%</b>

Table VIII-2 shows that 83 percent of respondents at least somewhat agreed that UVA-Charlottesville is a safe and secure place. Three percent strongly disagree, 4 percent disagreed, and about 10 percent somewhat disagreed with that statement.

**Table VIII-2 Agreement with UVA-Charlottesville is a safe and secure place**

Agreement with- UVA is a safe and secure place	Count	
Strongly disagree	179	3.0%
Disagree	266	4.4%
Somewhat disagree	573	9.6%
Somewhat agree	1507	25.1%
Agree	2380	39.7%
Strongly agree	1095	18.3%
<b>Total</b>	<b>6000</b>	<b>100.0%</b>



Respondents were more likely to agree that their own department, unit, or program was a safe and secure place, as Table VIII-3 below indicates. Eighty-nine percent at least somewhat agreed with this statement.

**Table VIII-3 Agreement with safety and security of department, unit, or program-UVA-Charlottesville**

Agreement with- My department, unit, or program is a safe and secure place		Count	80
		Strongly disagree	
		Count	92
Disagree			3.0%
		Count	160
Somewhat disagree			5.3%
		Count	443
Somewhat agree			14.7%
		Count	1286
Agree			42.6%
		Count	958
Strongly agree			31.7%
		Count	3019
<b>Total</b>			100.0%

**Perceptions of Safety and Security by University Affiliation**

Turning to these three questions, broken down by University affiliation, Table VIII-4, Table VIII-5, and Table VIII-6 present the findings. Some clear differences among students, faculty and staff emerge.

Table VIII-4 shows that faculty and staff were more likely than graduate students or undergraduate students to say that their personal security was not a concern. While 65 percent of faculty and 59 percent of staff responded that way, only 47 percent of undergraduate students and 49 percent of graduate students said that their personal security was not a concern. Graduate students were more likely than any other group to say that it was a serious concern, with 13 percent of them saying so, as compared to 11 percent for undergraduate students and less than 9 percent for both faculty and staff.

Table VIII-5 shows that 83% undergraduate students, 79% of graduate students, 89% of staff, and 83% faculty at least somewhat agreed that UVA-Charlottesville is safe and secure place. On the whole, the numbers are very similar across groups except that almost twice the percent of graduate students compared to the others were likely to strongly disagree that UVA-Charlottesville is safe and secure.

Table VIII-6 looks at the breakdown by University affiliation for the question regarding the safety and security in the respondent’s own program or unit. The percentage of agreement that the respondent’s own unit is safe and secure is higher across the board than when considering UVA-Charlottesville overall. Eighty-eight percent of graduate students, 91 percent of staff, and 87 percent of faculty at least somewhat agreed that their own unit is safe.

**Table VIII-4: Degree of concern for personal security on or around UVA-Charlottesville by UVA Affiliation**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Degree of concern in the past year - Personal security on or around UVA</b>	<b>Not a concern</b>	785	47.0%	596	48.9%	1365	59.1%	486	64.9%
	<b>Somewhat of a concern</b>	701	42.0%	465	38.2%	746	32.3%	198	26.5%
	<b>A serious concern</b>	184	11.0%	157	12.9%	200	8.6%	65	8.7%
<b>Total</b>		1669	100.0%	1218	100.0%	2311	100.0%	749	100.0%

**Table VIII-5: Agreement with UVA is a safe and secure place by UVA-Charlottesville Affiliation-**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- UVA-Charlottesville is a safe and secure place</b>	<b>Strongly disagree</b>	37	2.2%	67	5.5%	43	1.9%	20	2.6%
	<b>Disagree</b>	68	4.1%	75	6.2%	65	2.8%	38	5.1%
	<b>Somewhat disagree</b>	181	10.8%	112	9.2%	151	6.5%	72	9.6%
	<b>Somewhat agree</b>	456	27.2%	280	23.1%	495	21.3%	192	25.6%
	<b>Agree</b>	654	39.1%	435	35.9%	1096	47.3%	276	36.8%
<b>Strongly agree</b>	278	16.6%	244	20.1%	467	20.2%	152	20.3%	
<b>Total</b>		1675	100.0%	1213	100.0%	2317	100.0%	750	100.0%

**Table VIII-6: Agreement with safety and security of department, unit, or program by UVA-Charlottesville Affiliation**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- My department, unit, or program is a safe and secure place</b>	<b>Strongly disagree</b>			42	3.5%	37	1.6%	18	2.4%
	<b>Disagree</b>			39	3.2%	53	2.3%	32	4.3%
	<b>Somewhat disagree</b>			64	5.3%	117	5.0%	44	5.9%
	<b>Somewhat agree</b>			162	13.4%	351	15.1%	130	17.4%
	<b>Agree</b>			496	41.0%	1041	44.8%	320	42.8%
<b>Strongly agree</b>			407	33.6%	727	31.2%	204	27.2%	
<b>Total</b>				1210	100.0%	2326	100.0%	749	100.0%

### Comparison of Perceptions of Safety and Security across Individual Characteristics

Perceptions of safety and security were captured by respondents ranking of “The degree of concern in the past year about personal security on or around UVA,” the degree of their agreement with “UVA is a safe and secure workplace,” and the strength of agreement with “My department, unit, or program is a safe and secure place.” Statistical tests were conducted to identify significant differences across the eight social identifiers and University affiliation.

There were several statistically significant outcomes related to safety and security in terms of race or ethnicity of respondents. White or Caucasian respondents were significantly less concerned about personal security on or around UVA-Charlottesville than all other ethnicity groups. Respondents from both the African American and Asian American groups reported the highest degree of concern with mean values that were statically higher than most other ethnic groups. White or Caucasian respondents also had a statically significantly stronger agreement with the statement that “UVA is a safe and secure workplace”, than all other ethnic groups except Asian Americans. African American respondents had the weakest amount of agreement with this notion, with a statistically significantly lower mean than most ethnic groups. While not statistically different from each other, white or Caucasian, Asian American, Hispanic, and multiracial ethnic groups had statistically significantly strong agreement with “my Department, unit, or program is a safe and secure place than did African Americans or respondents for all other remaining ethnic groups.

Women and those in the TGQNO gender group were statistically significantly more concerned than men about “Personal security on or around UVA.” TGQNO gender respondents were statistically significantly less inclined to agree with the statement that “UVA is a safe and secure workplace” than both men and women respondents. Women were statistically significantly less inclined to agree with this statement than were men. There was a similar outcome regarding agreement with “My department, unit, or program is a safe and secure place,” in terms of gender identity.

In terms of sexual orientation, both bisexual and QPAO respondents had statistically significantly more concern about safety and security on or around UVA-Charlottesville than heterosexual respondents and gay or lesbian respondents. Heterosexual respondents and gay or lesbian respondents were not significantly different in their degree of concern about safety and security. They were, however, significantly different in their agreement with “UVA is a safe and secure workplace,” with heterosexual respondents having a higher amount of agreement. Bisexual and QPAO respondents were statistically significantly less inclined to agree with this statement than both heterosexual and gay or lesbian respondents were. Regarding agreement with “My department, unit, or program is a safe a secure place,” heterosexual respondents and gay or lesbian respondents were not significantly different from each other in their strength of agreement but did agree more strongly than the remaining sexual orientation categories.

Respondents that identified themselves as belonging to all remaining religious affiliations, were statistically significantly more concerned about “Safety and security on or around UVA” than all other religious affiliations. Christian respondents were in statistically significantly stronger agreement with the statement that “UVA is a safe and secure workplace,” than were respondents that identified as Jewish, or spiritual but no religious affiliation. Those identified as atheist or no religious or spiritual preference were statistically significantly more inclined to agree with this statement than those identified as spiritual, but no religious preference. Jewish respondents had statistically significant less agreement with the statement that “my department, unit, or program is a safe and secure place than all most other religious affiliations. The exceptions were Muslim, spiritual, but no religious affiliation, and all other affiliations.

Respondents identified as very liberal or liberal were similar in their degree of concern regarding personal security on or around UVA-Charlottesville and statistically significantly more concerned than all other political orientations. Conversely, those identified as very conservative or conservative were not statistically significantly different from each other but had the least amount of concern relative to all other political orientations. Very liberal respondents had the least amount of agreement with “UVA is a safe and secure workplace,” when compared with all other political affiliations. Strength of agreement was statistically significantly different among all political affiliations and generally became stronger moving from the very liberal affiliation to the very conservative group. In terms of strength of agreement with “My department, unit, or program is a safe and secure place”, both extremes of political affiliation (very liberal or very conservative) had statically significantly lower agreement than other political affiliations. Those in the middle of the political spectrum tended to have the strongest agreement with this statement.

Poor and lower income respondents were statistically significantly more concerned about personal security on or around UVA-Charlottesville than respondents from all other socioeconomic status groups were. These same groups also had statistically significantly less agreement with the statement that “UVA is a safe and secure workplace,” when compared with other socioeconomic status groups. Respondents from the upper-middle class socioeconomic status group were statistically significantly more inclined to agree with the statement, “My department, unit, or program is a safe and secure place,” than respondents from both the low-income and middle-class socioeconomic groups.

For each type of safety and security statement, respondents with disabilities were statistically significantly more inclined to be concerned or to be in less agreement with UVA-Charlottesville being a safe and secure environment.

The youngest respondents (age 25 and under) were statistically significantly more concerned about personal security on or around UVA-Charlottesville than all other age groups. The degree of concern was statistically significantly different between all age groups and declined as age increased. Those in the age 25 and under group also had statistically significant less agreement with the statement that “UVA-Charlottesville is a safe and secure workplace,” than all other age groups. The remaining age groups were not significantly different in the strength of their agreement with this statement. There was no significant difference among age groups in strength of agreement with “My department, program, or unit is a safe and secure place.”

In terms of University affiliation, students (both undergraduate and graduate) were statistically significantly more concerned about personal security on or around UVA-Charlottesville than either staff or faculty. Faculty were the least concerned, with staff having significantly more apprehension. However, staff had statistically significantly more agreement with the statement that “UVA-Charlottesville is a safe and secure workplace,” than other University affiliations.

### *Experiences of Bias and Harassment*

Safety and security are of course tied to the kinds of behaviors we previously discussed with the bias and discrimination indices. Recall that our respondents were asked if they had any personal experience of bias or harassment at UVA in relation to a particular characteristic (e.g., race or ethnicity, gender identity, etc.). Those who said they did were then asked a series of follow up questions to specify the type of behavior they had experienced. The following tables explore the incidence of various kinds of bias and harassment experienced at UVA-Charlottesville. The total number of responses in these tables is a subset of respondents because it reflects *only those who had indicated some experience of bias or harassment*. Thus, the reported percentages below should be understood as the percent among those who had experienced bias or harassment.

Table VIII-7 shows the report of the personal experience of name-calling or insults. Of those who had experienced bias or harassment at UVA, many had experienced name-calling or insults. Forty-five percent reported the experience of name-calling or insults one to five times, and smaller percentages reported experiencing the behavior more often than that.

**Table VIII-7: Of those who experienced bias or harassment, frequency of personally experiencing name-calling or insults-UVA-Charlottesville**

Frequency of personally experiencing- Name calling or insults	Count	
0 Times	662	38.2%
1-5 Times	786	45.4%
6-10 Times	139	8.0%
11-15 Times	57	3.3%
11-15 Times	21	1.2%
20 or more Times	66	3.8%
<b>Total</b>	<b>Count</b>	<b>1731</b> 100.0%

Table VIII-8 suggests that threatening comments were a less common form of bias or harassment, experienced by 23 percent of those who reported experiencing violence or harassment.

**Table VIII-8: Of those who experienced bias or harassment, Frequency of personally experiencing threatening comments-UVA-Charlottesville**

Frequency of personally experiencing- Threatening comments	Count	
0 Times	1259	77.0%
1-5 Times	311	19.0%
6-10 Times	42	2.6%
11-15 Times	18	1.1%
11-15 Times	2	0.1%
20 or more Times	4	0.2%
<b>Total</b>	<b>Count</b>	<b>1636</b> 100.0%

Table VIII-9 shows that of those who reported experiencing bias or harassment, they experienced offensive visual images or items 26 percent of the time, some of them reporting repeated experiences.

**Table VIII-9: Of those who experienced bias or harassment, Frequency of personally experiencing offensive visual images or items-UVA-Charlottesville**

Frequency of personally experiencing- Offensive visual images or items	Count	
0 Times	1209	73.9%
1-5 Times	337	20.6%
6-10 Times	51	3.1%
11-15 Times	20	1.2%
11-15 Times	9	0.6%
20 or more Times	9	0.6%
<b>Total</b>	<b>Count</b> 1635	100.0%

Table VIII-10 presents the percent of those who experienced any bias or harassment who reported experiencing damage or theft of personal property. This was an experience reported by very few, less than four percent.

**Table VIII-10: Of those who experienced bias or harassment, frequency of personally experiencing damage or theft of personal property-UVA-Charlottesville**

Frequency of personally experiencing- Damage or theft of personal property	Count	
0 Times	1567	96.4%
1-5 Times	44	2.7%
6-10 Times	14	0.9%
11-15 Times	1	0.1%
20 or more Times	0	0.0%
<b>Total</b>	<b>Count</b> 1626	100.0%

Perhaps surprisingly, physical violence was somewhat more common than theft of personal property, with 5 percent of those who reported bias or harassment experiencing physical violence. A few respondents reported experiencing physical violence more than once.

**Table VIII-11: Of those who experienced bias or harassment, Frequency of personally experiencing physical violence-UVA-Charlottesville**

Frequency of personally experiencing-Physical violence	Count	
0 Times	1534	94.9%
1-5 Times	73	4.5%
6-10 Times	8	0.5%
11-15 Times	0	0.0%
20 or more Times	1	0.1%
<b>Total</b>	<b>Count</b> 1616	100.00%

Other kinds of bias or harassment were more often reported. Nearly half (46 percent) of those who reported the experience of bias or harassment classified it as “Other,” and a substantial number reported having the experience multiple times, as Table VIII-12 shows.

**Table VIII-12: Of those who experienced bias or harassment, frequency of personally experiencing other types of violence-UVA-Charlottesville**

Frequency of personally experiencing - Other (please specify)	Count	
0 Times	510	56.4%
1-5 Times	271	30.0%
6-10 Times	64	7.1%
11-15 Times	20	2.2%
11-15 Times	7	0.8%
20 or more Times	32	3.5%
<b>Total</b>	<b>Count</b> 904	100.0%

### *Sexual Assault and Violence*

Turning to sexual assault and violence, a number of questions were included in this survey’s questionnaire that were not asked of students, some because they were asked specifically about UVA-Charlottesville as a workplace, and some because two prior surveys of UVA students had focused specifically on the issue of sexual misconduct and assault. A report of the most recent survey results on this issue for UVA-Charlottesville students can be found at: <https://ias.virginia.edu/climate>.

## Frequency of Experiencing Sexual Assault or Gender-based Violence

Table VIII-13 shows the frequency of the experience of sexual assault or other forms of sexual violence in the workplace at UVA-Charlottesville. Ninety-nine percent of our faculty and staff respondents reported that they had not experienced sexual assault or other forms of gender-based violence in the workplace at all. As the table shows, while the percentage is low, more than a few respondents reported the experience at least one time.

**Table VIII-13: Frequency of experiencing sexual assault or other forms of sexual/gender-based violence in the UVA-Charlottesville workplace: Faculty and Staff**

Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence in the UVA workplace?	0 Times	Count	1385
			98.5%
	1-3 Times	Count	20
			1.4%
	More than 5 Times	Count	1
			0.1%
<b>Total</b>		Count	1406
			100.0%

Turning to the experience of sexual assault or other forms of gender-based violence at a UVA event, again, 99 percent of faculty and staff respondents reported no such experience, as Table VIII-14 shows.

**Table VIII-14: Frequency of experiencing sexual assault or other forms of sexual/gender-based violence at a UVA-sponsored event-UVA-Charlottesville: Faculty and Staff**

Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event?	0 Times	Count	1392
			99.2%
	1-3 Times	Count	10
			0.7%
	More than 5 Times	Count	1
			0.1%
<b>Total</b>		Count	1403
			100.0%

## Experiences of Sexual or Gender-based Harassment

Table VIII-15 shows the responses to a different kind of question. How frequently were sexual or gender-based remarks made by someone at UVA? This question was asked of faculty, staff, and graduate students. Sixty-eight percent said they had never had the experience of someone at UVA making sexual or gender-based remarks, while 25 percent said that happened seldom.



**Table VIII-15: Frequency of someone at UVA making sexual or gender-based remarks-UVA-Charlottesville**

Past year frequency by someone at UVA - Made sexual or gender-based remarks		Count	1706
Never			67.9%
Seldom		Count	630
			25.1%
Frequently		Count	177
			7.0%
<b>Total</b>		<b>Count</b>	<b>2513</b>
			100.00%

Asked about someone telling insulting or offensive sexual or gender-based jokes or stories in the past year, again, 68 percent said it never happened, and 26 percent said it happened seldom.

**Table VIII-16: Frequency of someone at UVA telling insulting or offensive sexual or gender-based jokes or stories-UVA-Charlottesville**

Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive		Count	1701
Never			67.8%
Seldom		Count	661
			26.3%
Frequently		Count	147
			5.8%
<b>Total</b>		<b>Count</b>	<b>2509</b>
			100.0%

Table VIII-17 shows that the pattern continues, when faculty, staff, and graduate students were asked about the frequency of someone making comments about one’s body, appearance, or sexual activities. Seventy percent had never had the experience, and 24 percent said it happened seldom.

**Table VIII-17: Frequency of someone at UVA making inappropriate or offensive comments about yours or someone else’s body, appearance, or sexual activities—UVA-Charlottesville**

Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities		Count	1770
Never			70.4%
Seldom		Count	592
			23.6%
Frequently		Count	152
			6.%
<b>Total</b>		<b>Count</b>	<b>2513</b>
			100.0%

Table VIII-18 indicates that of the faculty, staff, and graduate students, 94 percent never had the experience of someone continuing to ask them out after they had declined. Somewhat less than 5 percent said it happened seldom.

**Table VIII-18: Frequency of someone at UVA continuing to ask you out, get dinner, etc. after you said no or otherwise expressed not being interested-UVA-Charlottesville**

Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc. after you said no or otherwise expressed not being interested	Never	Count	2358
			93.8%
	Seldom	Count	119
			4.7%
	Frequently	Count	37
			1.5%
<b>Total</b>		Count	2514
			100.0%

Table VIII-19 reports the frequency of someone at UVA saying crude or gross sexual things. Ninety-one percent had never experienced this, with 7 percent experiencing it seldom.

**Table VIII-19: Frequency of someone at UVA saying crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to-UVA-Charlottesville**

Past year frequency by someone at UVA- Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to	Never	Count	2294
			91.3%
	Seldom	Count	171
			6.8%
	Frequently	Count	47
			1.9%
<b>Total</b>		Count	2513
			100.0%

Table VIII-20 reports the experience of receiving offensive emails, texts, or tweets. Ninety-five percent never had this experience, while nearly 4 percent experienced it seldom.

**Table VIII-20: Frequency of someone at UVA emailing, texting, tweeting, etc. offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want**

Past year frequency by someone at UVA - Emailed, texted, tweeted etc., offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want	Never	Count	2389
			95.1%
	Seldom	Count	89
			3.5%
	Frequently	Count	34
			1.4%
<b>Total</b>		Count	2512
			100.00%

## Comparison of Experiences of Sexual or Gender-based Harassment across Select Individual Characteristics

Experiences of harassment related to remarks, jokes or storytelling, comments on appearance, unwanted advancements, crude or gross sexual talk, or offensive use of email and social media are evaluated for statistical differences across categories of race or ethnicity, gender, sexual orientation, and disability status.

In terms of race or ethnicity, there were statistically significant differences found for four of these type of harassment experiences. White or Caucasian respondents had a significantly higher frequency of someone at UVA-Charlottesville making sexual or gender-based remarks than for respondents in the African American, Hispanic or Latinx, and Asian American ethnicity groups. In terms of comments on appearance, those that reported all remaining ethnic categories had a significantly higher frequency of experiencing inappropriate or offensive comments than other ethnic groups. African American and Hispanic respondents reported a statistically significantly lower frequency of being harassed about going out on a date than all other ethnic groups. Respondents in these same ethnic categories had a significantly lower frequency of receiving crude or gross sexual talk. Finally, Asian American respondents had statistically significantly more frequent experiences of email or social media harassment than Hispanic respondents.

Statistically significant gender differences in experiencing harassment were found in all but one of the types of harassment experiences. TGQNO respondents had a significantly higher frequency of someone at UVA-Charlottesville making sexual or gender-based remarks than either women or men. Women had significantly greater frequency than men did on this issue. The same outcome occurred for frequency of someone telling offensive or gender-based jokes and the frequency of receiving inappropriate comments about appearance. Women significantly more frequently experienced harassment in the form of date requests when compared with men. Respondents with TGQNO gender identity had significantly greater frequency of experiencing crude or gross sexual remarks than both male and female respondents. In terms of offensive use of email and social media, TGQNO respondents had a significantly higher frequency of negative experiences than did male respondents.

There were statistically significant differences found for all six different types of harassment experiences across sexual orientation category. Bisexual respondents reported a significantly higher frequency of experiencing sexual or gender-based remarks than all other sexual orientation categories. The same outcome occurred for the frequency of experiencing sexual or gender-based jokes or stories that were insulting. In addition, QPAO respondents had a significantly higher frequency of experiencing offensive jokes than heterosexual respondents. In terms of receiving offensive comments about appearance, heterosexual respondents had a significantly lower frequency than bisexual or QPAO sexual orientations. Bisexual respondents also had a significantly higher frequency of negative appearance comments than gay or lesbian respondents did. Bisexual respondents reported a significantly higher frequency of being harassed about going out on a date than those in the heterosexual or gay or lesbian sexual orientation categories. Those in the QPAO category also had a significantly higher frequency than heterosexual respondents for this type of harassment. Gay or lesbian respondents reported a significantly higher frequency of receiving crude or gross sexual comments than those in the heterosexual sexual orientation category. In terms of experiences of email or social media harassment, QPAO respondents had a significantly higher frequency than heterosexual respondents reported.

For four of the six different types of harassment experiences, those with a disability reported significantly higher frequencies than those without a disability. The two types of harassment where there was no significant difference were receiving crude or gross sexual remarks and email or social media harassment.

**Relationship to Perpetrator of Sexual or Gender-based Harassment**

Table VIII-21 reports further data for those respondents who had experienced unwanted sexual or gender-based harassment. Of those situations, 33 percent reported that it was in the context of an authority relationship, 45 percent reported that it was a peer relationship, 41 percent reported it was a personal relationship, and 31 percent reported it was something else. The percentages sum to more than 100 percent because respondents could choose more than one answer.

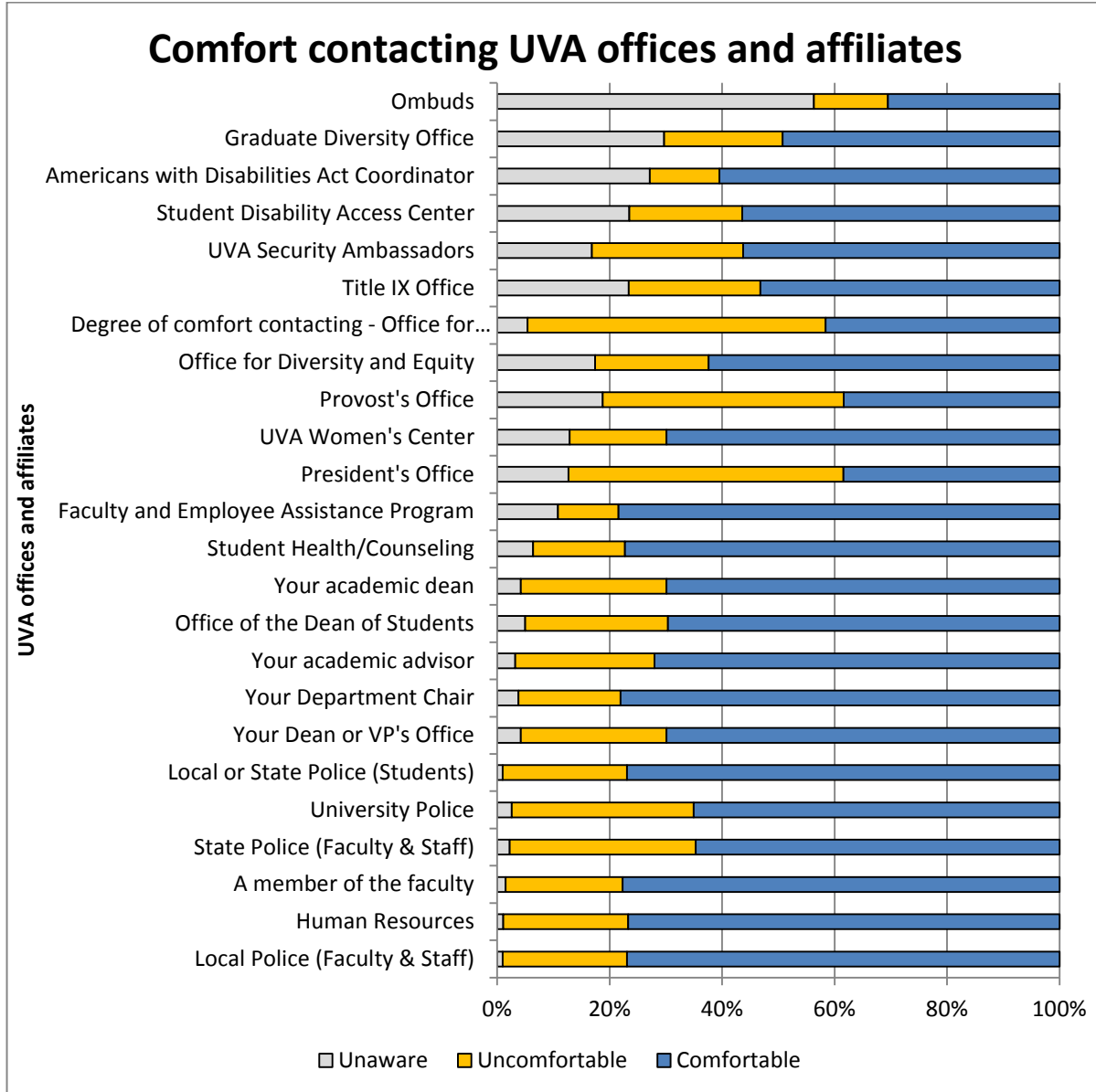
**Table VIII-21: Individual's relationship to respondent at the time of unwanted behavior-UVA-Charlottesville**

Individual's relationship to respondent at the time of respondent receiving the unwanted behavior <sup>a</sup>	Count	
Authority relationship- Advisee/mentee, Advisor/Mentor/PI, Student/student employee, Supervisor	310	32.7%
Peer relationship- Co-worker	424	44.7%
Personal relationship- Friend/acquaintance, Someone respondent is or was intimately involved with	390	41.1%
Other relationship- perpetrator unknown, stranger, or other	294	31.0%
<b>Total</b>	<b>Count</b>	<b>948</b>

### Awareness and Use of Resources

Figure 17 below provides a list of resources that are available to UVA-Charlottesville students, faculty and staff for dealing with safety and security issues and the bar graph illustrates the level of awareness and comfort respondents reported regarding each. The grey portion of the bar, to the left, illustrates the percent of respondents who reported being unaware of the resource. The middle portion, in yellow, shows the percentage of respondents saying they would be uncomfortable interacting with that resource, and the far right portion, in blue, shows the percent saying they were comfortable contacting this resource.

Figure 17: Comfort contacting UVA offices and affiliates-UVA-Charlottesville



*Bystander Behavior*

Knowledge of What to Do if Witness of Discrimination

Table VIII-22 shows that 85 percent of survey respondents at least somewhat agreed that they know what to do if they witness something that is discriminatory or harmful at UVA.

**Table VIII-22: Agreement with "I know what to do if I witness something that is discriminatory or harmful at UVA"-UVA-Charlottesville**

Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	Count	
<b>Strongly disagree</b>	54	1.2%
<b>Disagree</b>	278	6.2%
<b>Somewhat disagree</b>	331	7.4%
<b>Somewhat agree</b>	989	22.2%
<b>Agree</b>	1985	44.5%
<b>Strongly agree</b>	828	18.5%
<b>Total</b>	4465	100.0%

Table VIII-23 shows this information broken down by University affiliation, and shows that graduate students, compared to the other affiliations, report the lowest rates of at least somewhat agree that they know what to do.

Table VIII-23: Agreement with "I know what to do if I witness something that is discriminatory or harmful at UVA" by UVA Affiliation-UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA</b>	<b>Strongly disagree</b>	6	0.6%	23	2.3%	19	0.9%	10	1.4%
	<b>Disagree</b>	90	8.7%	57	5.7%	59	2.8%	36	5.3%
	<b>Somewhat disagree</b>	64	6.2%	106	10.5%	115	5.5%	53	7.8%
	<b>Somewhat agree</b>	180	17.4%	269	26.8%	479	22.9%	188	27.5%
	<b>Agree</b>	497	47.8%	394	39.2%	965	46.3%	276	40.4%
	<b>Strongly agree</b>	201	19.3%	155	15.4%	450	21.6%	120	17.6%
<b>Total</b>		1038	100.0%	1004	100.0%	2086	100.0%	682	100.0%

The degree of agreement with the various questions on knowledge of what to do when encountering bias or discrimination were evaluated for statistical significance across the eight social identifiers and University affiliation.

In terms of racial/ethnic identification, the only statistically significant difference among groups for strength of agreement with “I know what to do if I witness something that is discriminatory or harmful at UVA,” was that white or Caucasian respondents agreed more strongly than Asian Americans.

Men were found to statistically significantly agree more strongly with knowing what to do in response to a discriminatory or harmful incident than women. Neither men nor women were significantly different from the TGQNO category regarding knowledge of what to do.

Both heterosexual and gay or lesbian respondents had statistically significantly stronger agreement with “I know what to do if I witness something that is discriminatory or harmful at UVA,” than respondents that identified as bisexual.

Christian respondents had a statistically significant strong agreement with knowing what to do in response to a discriminatory or harmful incident than most other religious affiliations except for individuals who identify as Muslim, spiritual but no religious affiliation, and no religious or spiritual affiliation.

Respondents identified as very liberal had statistically significantly less agreement with “Knowing what to do if I witness something that is discriminatory or harmful at UVA,” than all other political affiliations. The strength of agreement got significantly stronger moving from liberal political affiliation to the very conservative respondents.

Socioeconomic status or disability status did not affect the degree of agreement with knowing what to do in response to a discriminatory or harmful incident at UVA-Charlottesville.

Agreement with knowing what to do in response to a discriminatory or harmful incident was statistically significantly stronger for respondents in the oldest age group (50 and above). The strength of agreement declined moving from the older to younger age groups.

University staff had statistically significantly stronger agreement with knowing what to do in response to a discriminatory or harmful incident than all other University affiliations. Graduate students had a statistically weaker agreement with this statement than all other University affiliations.

### Response to Witnessing or Experiencing Bias, Harassment, or Discrimination

Table VIII-24 reports a variety of possible responses to witnessing an incident of harassment and discrimination and the percentages of respondents who took that action. Nearly a quarter of respondents said they did not know what to do. A plurality (45 percent) reported that they did nothing. Thirty-eight percent told a friend. Nearly 24 percent confronted the individual at the time, with an additional 11 percent confronting the individual later. Only 6 percent contacted a UVA resource, and 1 percent contacted law enforcement.



**Table VIII-24: Individuals' response when they witnessed or personally experienced bias, harassment, or discrimination-UVA-Charlottesville**

Individual's response when they witnessed or personally experienced bias, harassment, or discrimination <sup>a</sup>	Response to witnessed incidents of bias/harassment/discrimination-	Count	
	Asked someone who knew individuals to intervene	115	5.0%
	Avoided the individual(s) or venue(s)	806	35.3%
	Confronted the individual(s) at the time	541	23.7%
	Confronted the individual(s) later	261	11.4%
	Contacted UVA resource	129	5.6%
	Contacted law enforcement	25	1.1%
	I did not do anything	1026	44.9%
	I did not know what to do	549	24.0%
	I offered or sought social support	337	14.8%
	Submitted a bias incident report online	43	1.9%
	Told family member	450	19.7%
	Told friend	866	37.9%
	Other	188	8.2%
<b>Total</b>		<b>Count</b>	<b>2284</b>

Table VIII-25 shows these responses broken down by University affiliation. Faculty and staff were more likely to report the incident to a UVA resource than were either undergraduate or graduate students, and students were more likely than others to do nothing, perhaps because they were also more likely to say they did not know what to do.

**Table VIII-25: Respondent's response when they witnessed or personally experienced bias, harassment, or discrimination by UVA Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Respondent's response when they witnessed or personally experienced bias, harassment, or discrimination</b>	<b>Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene</b>	17	3.3%	35	5.8%	54	6.0%	26	7.6%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)</b>	206	40.2%	212	34.9%	256	28.2%	95	28.1%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time</b>	142	27.7%	143	23.5%	158	17.4%	74	21.8%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later</b>	49	9.6%	80	13.1%	88	9.7%	56	16.6%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource</b>	23	4.5%	29	4.8%	70	7.7%	33	9.9%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement</b>	7	1.3%	4	0.6%	6	0.7%	8	2.4%
	<b>Response to witnessed incidents of bias/harassment/discrimination- I did not do anything</b>	245	47.7%	270	44.5%	370	40.8%	138	40.9%
	<b>Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do</b>	144	28.0%	139	22.9%	181	19.9%	62	18.2%
	<b>Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support</b>	64	12.5%	99	16.3%	111	12.2%	76	22.6%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online</b>	13	2.6%	10	1.7%	9	1.0%	3	0.8%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Told family member</b>	82	16.0%	123	20.2%	208	22.9%	89	26.2%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Told friend</b>	243	47.4%	215	35.4%	248	27.3%	90	26.5%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Other</b>	16	3.2%	52	8.6%	146	16.1%	42	12.5%
<b>Total</b>		513	100.0%	607	100.0%	909	100.0%	338	100.0%

## UVA-Wise

### Overall Perceptions of Safety and Security

The survey asked about respondent's sense of safety and security at UVA-Wise. Here we present the responses for the two most general questions, which probed respondents' degree of concern for their personal safety and their belief that UVA-Wise is a safe and secure place.

Table VIII-26 shows that for two-thirds of respondents, personal security on or around UVA-Wise is not a concern. For 26 percent it is somewhat of a concern, and for 8 percent, it is a serious concern.

**Table VIII-26: Degree of concern for personal safety around UVA-Wise**

Degree of concern in the past year - Personal security on or around UVA	Count	
Not a concern	182	66.4%
Somewhat of a concern	70	25.5%
A serious concern	22	8.0%
<b>Total</b>	<b>Count</b> 274	100.0%

Table VIII-27 echoes these responses. Ninety percent of respondents at least somewhat agreed that UVA-Wise is a safe and secure workplace.

**Table VIII-27: Agreement that UVA-Wise is a safe and secure workplace**

Agreement with- UVA is a safe and secure workplace	Count	
Strongly disagree	9	3.2%
Disagree	4	1.4%
Somewhat disagree	16	5.7%
Somewhat agree	39	13.9%
Agree	132	47.0%
Strongly agree	81	28.8%
<b>Total</b>	<b>Count</b> 281	100.0%

Table VIII-28 shows that regarding their own department or unit, the percentages at least somewhat agreeing are similarly high, but there is a higher level of strong agreement that the unit is safe than there was for UVA overall.

**Table VIII-28: Agreement with safety and security of department, unit, or program-UVA-Wise**

Agreement with- My department, unit, or program is a safe and secure place		Count	6
		Strongly disagree	
Disagree	Count	0	
			0.0%
Somewhat disagree	Count	4	
			4.5%
Somewhat agree	Count	7	
			7.9%
Agree	Count	29	
			32.6%
Strongly agree	Count	43	
			48.3%
Total	Count	89	
			100.0%

**Perceptions of Safety and Security by University Affiliation**

Table VIII-29 breaks down the sense of personal security by University affiliation, and suggests that staff are more likely than faculty or students to say that security is not a concern. While 10 percent of students said it was a serious concern, as did nearly 4 percent of staff, no faculty at all said personal security was a serious concern.

**Table VIII-29: Degree of concern for personal security on or around UVA by UVA Affiliation-UVA-Wise**

Degree of concern in the past year - Personal security on or around UVA		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Not a concern		71	61.8%	97	82.4%	35	69.5%
	Somewhat of a concern	32	27.9%	16	13.9%	16	30.5%
	A serious concern	12	10.3%	4	3.7%		
<b>Total</b>		115	100.0%	117	100.0%	51	100.0%

Table VIII-30 examines the level of agreement that UVA is a safe and secure workplace by University affiliation. Staff and faculty are somewhat more likely to at least somewhat agree than are students, but in all cases, the percentages are high.

**Table VIII-30: Agreement that UVA is a safe and secure workplace by UVA Affiliation: UVA-Wise**

Agreement with- UVA is a safe and secure workplace		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Strongly disagree		3	2.4%	5	3.8%	3	6.0%
	Disagree	2	1.7%	1	0.9%		
	Somewhat disagree	9	7.7%	2	2.0%	2	3.9%
	Somewhat agree	14	11.8%	11	9.2%	12	24.5%
	Agree	59	49.5%	62	52.1%	18	36.5%
Strongly agree	32	26.9%	38	32.0%	15	29.2%	
<b>Total</b>		118	100.0%	118	100.0%	50	100.0%

Regarding the respondent’s own unit or department, Table VIII-31 shows that 90 percent of staff compared with 88 percent of faculty at least somewhat agree that their unit is safe and secure. More than half of faculty respondents strongly agreed.

**Table VIII-31: Agreement with safety and security of department, unit, or program by UVA Affiliation-UVA-Wise**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with- My department, unit, or program is a safe and secure place</b>	<b>Strongly disagree</b>			6	4.7%	5	9.3%
	<b>Somewhat disagree</b>			7	5.5%	2	3.0%
	<b>Somewhat agree</b>			6	4.8%	6	11.4%
	<b>Agree</b>			48	40.0%	11	20.9%
	<b>Strongly agree</b>			54	45.0%	29	55.4%
<b>Total</b>			120	100.0%	52	100.0%	

**Comparison of Perceptions of Safety and Security across Individual Characteristics**

Perceptions of safety and security were captured by respondents ranking of “The degree of concern in the past year about personal security on or around Wise,” the degree of their agreement with “Wise campus at UVA is a safe and secure workplace,” and the strength of agreement with “My department, unit, or program is a safe and secure place.” Statistical tests were conducted to identify significant differences across the eight social identifiers and University affiliation.

There were several statistically significant outcomes related to safety and security across the eight social identifiers and University affiliation. Female UVA-Wise respondents had statistically significant lesser agreement with UVA-Wise being a safe and secure workplace than male respondents. Both male and female UVA-Wise respondents had significantly stronger agreement with “my department, unit, or program is a safe and secure place than respondents identified as TGQNO gender. UVA-Wise respondents with a disability had a statistically significantly higher degree of concern about personal security on or around UVA-Wise than those without a disability. Respondents in both the 25 and under age group and the 26-33 age group had statistically significantly higher agreement with “My department, unit, or program is a safe and secure place than did respondents in both of the remaining older age groups. Wise respondents identified as having a conservative political orientation had a statistically significant stronger agreement with “UVA-Wise is a safe and secure workplace,” than did those reporting a liberal political orientation. Finally, UVA-Wise students reported greater concern about personal security on or around UVA-Wise than either staff or faculty.

***Experiences of Bias and Harassment***

The next tables provide the frequency of the various kinds of bias and harassment experienced by survey respondents who said they had experienced bias and harassment.

Table VIII-32 pertains to name-calling and insults. Of those who had experienced bias and harassment, 70 percent had experienced this kind of behavior, with 45 percent experiencing it between one and five times.

**Table VIII-32: Of those who experienced bias or harassment, frequency of personally experiencing name-calling or insults-UVA-Wise**

Frequency of personally experiencing- Name calling or insults		Count	
0 Times		20	29.9%
1-5 Times		30	44.8%
6-10 Times		12	17.9%
11-15 Times		5	7.5%
16-20 Times		0	0.0%
20 or more Times		0	0.0%
<b>Total</b>		<b>67</b>	<b>100.0%</b>

Table VIII-33 pertains to personally threatening comments. Of those who had experienced bias or harassment, 28 percent had experienced this, again most reporting the experience one to five times.

**Table VIII-33: Of those who experienced bias or harassment, frequency of personally experiencing threatening comments-UVA-Wise**

Frequency of personally experiencing- Threatening comments		Count	
0 Times		47	72.3%
1-5 Times		13	20.0%
6-10 Times		4	6.2%
11-15 Times		1	1.5%
16-20 Times		0	0.0%
20 or more Times		0	0.0%
<b>Total</b>		<b>65</b>	<b>100.0%</b>

In Table VIII-34, offensive visual images are considered. Twenty-four percent reported this experience, most of them one to five times.

**Table VIII-34: Of those who experienced bias or harassment, frequency of personally experiencing offensive visual images or items-UVA-Wise**

Frequency of personally experiencing- Offensive visual images or items		Count	
		48	76.2%
0 Times			
		Count	
1-5 Times		12	19.0%
		Count	
6-10 Times		2	3.2%
		Count	
11-15 Times		0	0.0%
		Count	
16-20 Times		1	1.6%
		Count	
20 or more Times		0	0.0%
		Count	
<b>Total</b>		63	100.0%

Table VIII-35 looks at the experience of damage or theft of personal property. Sixteen percent of respondents who said they had experienced bias or harassment reported this kind of problem.

**Table VIII-35: Of those who experienced bias or harassment, frequency of personally experiencing damage or theft of personal property-UVA-Wise**

Frequency of personally experiencing- Damage or theft of personal property		Count	
		54	83.1%
0 Times			
		Count	
1-5 Times		10	15.4%
		Count	
6-10 Times		0	0.0%
		Count	
11-15 Times		0	0.0%
		Count	
20 or more Times		1	1.5%
		Count	
<b>Total</b>		65	100.0%

Table VIII-36 provides data on the experience of physical violence. Again, only considering those who said they had experienced bias or harassment, 8 percent experienced physical violence.

**Table VIII-36: Of those who experienced bias or harassment, frequency of personally experiencing physical violence-UVA-Wise**

Frequency of personally experiencing- Physical violence	Count	
0 Times	58	92.1%
1-5 Times	4	6.3%
6-10 Times	0	0.0%
11-15 Times	1	1.6%
20 or more Times	0	0.0%
<b>Total</b>	<b>63</b>	<b>100.0%</b>

Table VIII-37 turns to other kinds of violence. Thirty-five percent of respondents who had experienced bias or harassment reported experiencing another kind of violence, 12 percent experiencing it one to five times, and another 15 percent experiencing it six to ten times.

**Table VIII-37: Of those who experienced bias or harassment, frequency of personally experiencing other types of violence-UVA-Wise**

Frequency of personally experiencing - Other (please specify)	Count	
0 Times	22	64.7%
1-5 Times	4	11.8%
6-10 Times	5	14.7%
11-15 Times	1	2.9%
16-20 Times	0	0.0%
20 or more Times	2	5.9%
<b>Total</b>	<b>34</b>	<b>100.0%</b>



## Sexual Assault and Violence

### Frequency of Experiencing Sexual Assault or Gender-based Violence

The next tables report the experience of sexual assault or gender-based violence. These questions were not asked of undergraduate or graduate students.

Table VIII-38 shows that about 4 percent of faculty and staff at UVA-Wise reported experiencing sexual assault or gender-based violence in the workplace.

**Table VIII-38: Frequency of experiencing sexual assault or other forms of sexual or gender-based violence in the UVA workplace-UVA-Wise**

Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence in the UVA workplace?	Count	
0 Times	81	96.4%
1-3 Times	3	3.6%
3 More than 5 Times	0	0.0%
<b>Total</b>	<b>Count</b> 84	100.0%

Table VIII-39 shows that only 1 percent had experienced such violence at a UVA-Wise-sponsored event.

**Table VIII-39: Frequency of experiencing sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event-UVA-Wise**

Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event?	Count	
0 Times	83	98.8%
1-3 Times	1	1.2%
3 More than 5 Times	0	0.0%
<b>Total</b>	<b>Count</b> 84	100.0%

### Experiences of Sexual or Gender-based Harassment

Asked about their experience of someone at UVA-Wise making sexual or gender-based remarks, 85 percent of our respondents had not had that experience, while 11 percent experienced it seldom, as Table VIII-40 below indicates.

**Table VIII-40: Frequency of someone at UVA making sexual or gender-based remarks – UVA-Wise**

<b>Past year frequency by someone at UVA - Made sexual or gender-based remarks</b>	<b>Never</b>	<b>Count</b>	68
			85.4%
	<b>Seldom</b>	<b>Count</b>	9
			10.9%
	<b>Frequently</b>	<b>Count</b>	3
			3.7%
<b>Total</b>		<b>Count</b>	80
			100.00%

Table VIII-41 provides a breakdown of the reported frequency of someone at UVA-Wise telling insulting or offensive sexual or gender-based jokes. This was somewhat more common, with 80 percent saying they had never had the experience and 16 percent experiencing it seldom.

**Table VIII-41: Frequency of someone at UVA telling insulting or offensive sexual or gender-based jokes or stories -UVA-Wise**

<b>Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive</b>	<b>Never</b>	<b>Count</b>	64
			79.9%
	<b>Seldom</b>	<b>Count</b>	13
			16.3%
	<b>Frequently</b>	<b>Count</b>	3
			3.8%
<b>Total</b>		<b>Count</b>	80
			100.00%

Table VIII-42 shows a very similar pattern. When asked about someone at UVA-Wise making inappropriate or offensive comments about one’s body, appearance, or sexual activities, 79 percent said it never happened, and 14 percent seldom experienced it.

**Table VIII-42: Frequency of someone at UVA making inappropriate or offensive comments about yours or someone else's body, appearance, or sexual activities-UVA-Wise**

<b>Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities</b>	<b>Never</b>	<b>Count</b>	64
			78.9%
	<b>Seldom</b>	<b>Count</b>	14
			16.9%
	<b>Frequently</b>	<b>Count</b>	3
			4.30%
<b>Total</b>		<b>Count</b>	81
			100.00%

Table VIII-43 shows that 95 percent of survey respondents had never experienced someone continuing to ask them out after declaring lack of interest. Only four percent seldom experienced it.

**Table VIII-43: Frequency of someone at UVA continuing to ask you to go out, get dinner, etc. after you said no or otherwise expressed not being interested-UVA-Wise**

Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc. after you said no or otherwise expressed not being interested	Never	Count	77
			94.5%
	Seldom	Count	3
			4.2%
	Frequently	Count	1
			1.3%
<b>Total</b>		Count	81
			100.00%

Similarly, Table VIII-44 shows that the vast majority (92 percent) of respondents had not had the experience of someone saying crude or gross sexual things to them. Five percent had the experience seldom, and 3 percent frequently.

**Table VIII-44: Frequency of someone at UVA saying crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to-UVA-Wise**

Past year frequency by someone at UVA- Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to	Never	Count	75
			92.40%
	Seldom	Count	4
			4.60%
	Frequently	Count	2
			3.0%
<b>Total</b>		Count	81
			100.00%

Table VIII-45 shows that when asked about someone at UVA-Wise sending unwanted offensive emails, texts, or tweets, 93 percent reported they never had that experience, and 5 percent reported that it was a seldom occurrence.

**Table VIII-45: Frequency of someone at UVA emailing, texting, tweeting, etc. offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want-UVA-Wise**

Past year frequency by someone at UVA - Emailed, texted, tweeted etc., offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want	Never	Count	76
			93.4%
	Seldom	Count	4
			4.8%
	Frequently	Count	1
			1.8%
<b>Total</b>		Count	81
			100.0%

## Comparison of Experiences of Sexual or Gender-based Harassment across Select Individual Characteristics

Experiences of harassment at UVA-Wise related to remarks, jokes or storytelling, comments on appearance, unwanted advancements, crude or gross sexual talk, or offensive use of email and social media were evaluated for statistical differences across categories of race or ethnicity, gender, sexual orientation, and disability status.

For all but one of these types of harassment (sexual or gender-based remarks) there were statistically significant differences in the frequency of negative experiences across ethnic groups. White respondents reported a significantly higher frequency of sexual or gender-based jokes or stories that were offensive than all other ethnic categories. White respondents also had a higher frequency of experiencing offensive remarks about appearance, being harassed to go on a date, receiving crude or sexual remarks, and experiencing offensive email or social media. These significant outcomes, however, are likely reflective of low sample sizes associated with non-white ethnic groups.

There were two instances of statistically significant differences in these types of harassment by gender. Female UVA-Wise respondents had a higher frequency of experiencing offensive comments about their appearance than did male respondents. Female respondents also had a significantly higher frequency of being harassed to go on a date than men. There were no instances where frequency of any of these types of harassment was significantly different across sexual orientation categories.

Individuals without disabilities had a significantly higher frequency of experiencing offensive sexual or gender-based remarks, being harassed to go on a date, and receiving crude or gross sexual remarks than did those with a disability. Again, this outcome may reflect large discrepancies in sample sizes.

## Relationship to Perpetrator of Sexual or Gender-based Harassment

For those respondents who reported that they were the victim of sexual or gender-based harassment, Table VIII-46 indicates the relationship they had with the perpetrator. Forty-four percent reported that the behavior occurred within the context of an authority relationship, 67 percent reported a peer relationship, 17 percent a personal relationship and 11 percent something else. The totals sum to more than 100 percent because respondents could choose more than one alternative.

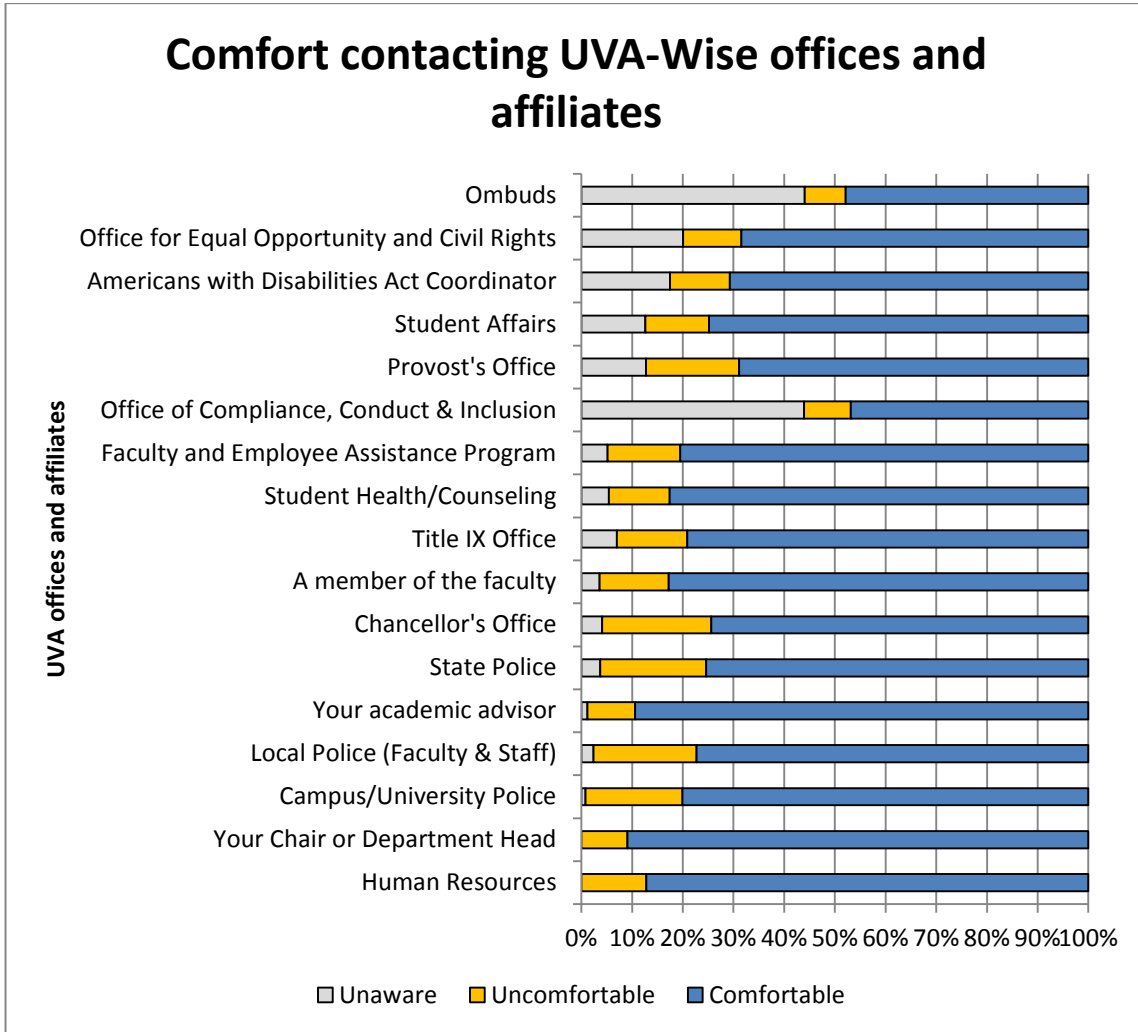
**Table VIII-46: Individual's relationship to respondent at the time of unwanted behavior- UVA-Wise**

Individual's relationship to respondent at the time of respondent receiving the unwanted behavior	Authority relationship- Advisee/mentee, Advisor/Mentor/PI, Student/student employee, Supervisor	Count	8
			44.4%
	Peer relationship- Co-worker	Count	12
			66.9%
Personal relationship- Friend/acquaintance, Someone respondent is or was intimately involved with	Count	3	
			16.7%
Other relationship- perpetrator unknown, stranger, or other	Count	2	
			11.1%
<b>Total</b>	<b>Count</b>	<b>18</b>	

### Awareness and Use of Resources

Figure 18 illustrates both the awareness of and comfort level with contacting UVA-Wise offices and affiliates in the case of a problem. The far left of the bar, in light grey, shows the percent unaware of the office, the middle, in yellow, shows the percent uncomfortable with contacting the office, and the far right shows the percent comfortable with contacting it.

Figure 18: Comfort contacting UVA offices and affiliates-UVA-Wise



**Bystander Behavior**

**Knowledge of What to Do if Witness of Discrimination**

Table VIII-47 shows that 88 percent of respondents at least somewhat agree that they know what to do if they witness something discriminatory or harmful at UVA-Wise. More than a third strongly agree.

**Table VIII-47: Agreement with "I know what to do if I witness something that is discriminatory or harmful at UVA"-UVA-Wise**

Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA		Count	
		Strongly disagree	6
Disagree		Count	14
			5.6%
Somewhat disagree		Count	10
			4.0%
Somewhat agree		Count	39
			15.5%
Agree		Count	94
			37.3%
Strongly agree		Count	89
			35.3%
Total		Count	252
			100.0%

Table VIII-48 breaks down the data by University affiliation. Students are somewhat less likely than others to at least somewhat agree that they know what to do, at 84 percent, compared to 94 percent of staff and 91 percent of faculty.

**Table VIII-48: Agreement with "I know what to do if I witness something that is discriminatory or harmful at UVA" by UVA Affiliation-UVA-Wise**

Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Strongly disagree	Strongly disagree	6	5.3%				
	Disagree	7	7.1%			4	8.8%
	Somewhat disagree	5	4.7%	2	1.9%	0	0.5%
	Somewhat agree	20	18.9%	6	5.6%	4	9.1%
	Agree	33	32.1%	63	54.4%	17	36.7%
Strongly agree	33	31.9%	44	38.1%	21	44.9%	
Total		104	100.0%	116	100.0%	47	100.0%

Results were evaluated for statistically significant differences among the eight diversity measures, and University affiliation for strength of agreement with “I know what to do if I witness something that is discriminatory or harmful at UVA.” In terms of race or ethnicity, white respondents at UVA-Wise had a significantly stronger agreement with knowing what to do when witnessing a discriminatory or harmful act than did all other ethnicity groups. No statistically significant differences were found with respect to gender. Heterosexual or straight respondents had a significantly stronger agreement with knowing what to do when compared with other sexual orientation categories. Wise respondents

affiliated with the Christian religion had a significantly strong agreement with “I know what to do if I witness something that is discriminatory or harmful at UVA,” when compared with non-Christian religions and those that indicated they were agnostic, atheist, or had no religious or spiritual preference. Those identifying their political orientation as conservative had a statistically significantly strong agreement with knowing what to do when witnessing a discriminatory or harmful act than those in liberal political orientation groups. Poor and low-income UVA-Wise respondents had a significantly lower level of agreement with “I know what to do if I witness something that is discriminatory or harmful at UVA.” Disability status did not matter in terms of knowing what to do at UVA-Wise. Those in the oldest age group (50 and above) had a significantly higher level of agreement with knowing what to do when witnessing a discriminatory or harmful act than UVA-Wise respondents in the youngest age group (age 25 and under). In terms of University affiliation, UVA-Wise staff had stronger agreement with knowing what to do than did students.

### Response to Witnessing or Experiencing Bias, Harassment, or Discrimination

Table VIII-49 shows the variety of responses reported by respondents who had witnessed or experienced bias, harassment, or discrimination. Twenty percent said they did not know what to do, and 33 percent said they did not do anything. Eleven percent reported it to a UVA-Wise resource.

**Table VIII-49: Individual's response when they witnessed or personally experienced bias, harassment, or discrimination-UVA-Wise**

Individual's response when they witnessed or personally experienced bias, harassment, or discrimination <sup>a</sup>	Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	
	Count	% in Wise
	3	3.3%
	34	38.2%
	29	32.2%
	4	5.0%
	10	10.6%
	8	9.1%
	29	32.5%
	17	19.5%
	10	11.4%
	1	1.2%
	16	17.4%
	20	22.4%
	10	11.5%
<b>Total</b>	<b>Count</b>	<b>89</b>

Table VIII-50 breaks down the responses by University affiliation. Students were much less likely than faculty or staff to contact a UVA-Wise resource, and were more likely than others to either avoid or confront the individual involved, were more likely to say they didn't know what to do, and were more likely to tell others (friends or family members). Faculty were more likely than students or staff to do nothing, and staff were most likely to contact a UVA-Wise resource.



Table VIII-50: Respondent's response when they witnessed or personally experienced bias, harassment, or discrimination by UVA Affiliation-UVA-Wise

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Respondent's response when they witnessed or personally experienced bias, harassment, or discrimination</b>	<b>Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene</b>	1	1.7%	1	2.4%	2	10.2%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)</b>	16	45.2%	15	33.6%	5	24.8%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time</b>	15	41.5%	9	19.4%	6	27.1%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later</b>	1	3.6%	4	8.1%	0	0.7%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource</b>	2	4.8%	10	23.6%	2	10.2%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement</b>	6	16.7%	3	6.8%		
	<b>Response to witnessed incidents of bias/harassment/discrimination- I did not do anything</b>	13	36.1%	10	22.4%	9	39.8%
	<b>Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do</b>	9	25.9%	5	11.4%	2	7.5%
	<b>Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support</b>	8	21.7%			0	1.0%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online</b>	1	1.7%				
	<b>Response to witnessed incidents of bias/harassment/discrimination- Told family member</b>	8	21.6%	4	9.3%	5	24.1%
	<b>Response to witnessed incidents of bias/harassment/discrimination- Told friend</b>	9	23.7%	6	14.3%	2	9.2%
<b>Total</b>		36	100.0%	44	100.0%	22	100.0%

## IX. Sense of Well-being and Belonging

The issues in this chapter pertain to the individual's sense of well-being and belonging at the University of Virginia, including feelings of inclusion, reception, and value; an overall sense of belonging; connectedness; and sense of empowerment.

### UVA-Charlottesville

#### *Feelings of Inclusion, Reception, and Value*

Table IX-1 explores the level of agreement that the social and cultural environment at UVA is inclusive of the respondent's identity. At UVA-Charlottesville, 80 percent of survey respondents at least somewhat agreed that social and cultural norms are inclusive of their identity. A plurality of respondents (37 percent) were in the agree category, 25 percent in the strongly agree category, and 19 percent somewhat agreed.

**Table IX-1: Agreement with "Social and cultural norms at UVA are inclusive of my identity"-UVA-Charlottesville**

Agreement with- Social and cultural norms at UVA are inclusive of my identity	Strongly disagree	Count	315
			5.4%
	Disagree	Count	350
			6.0%
	Somewhat disagree	Count	485
			8.3%
	Somewhat agree	Count	1090
		18.7%	
Agree	Count	2133	
		36.6%	
Strongly agree	Count	1454	
		25.0%	
<b>Total</b>	<b>Count</b>	5827	
		100.0%	

Another question asked about the respondent's sense that UVA is a welcoming place (or workplace). Table IX-2 presents the results. Eighty-three percent of respondents at least somewhat agreed with this statement.

**Table IX-2: Agreement with "UVA is a welcoming place/workplace"-UVA-Charlottesville**

Agreement with- UVA is a welcoming place/workplace	Count	
Strongly disagree	188	3.1%
Disagree	290	4.8%
Somewhat disagree	532	8.9%
Somewhat agree	1537	25.6%
Agree	2303	38.4%
Strongly agree	1148	19.1%
<b>Total</b>	<b>5998</b>	<b>100.0%</b>

Turning to the respondent’s own unit or department, Table IX-3 shows that about 87 percent (of graduate students, faculty, and staff) at least somewhat agree that their unit is welcoming, slightly higher than for UVA-Charlottesville overall. Undergraduates were not asked this question.

**Table IX-3: Agreement with "My department or unit is a welcoming place"-UVA-Charlottesville**

Agreement with- My department or unit is a welcoming place	Count	
Strongly disagree	96	3.2%
Disagree	99	3.3%
Somewhat disagree	211	7.0%
Somewhat agree	489	16.2%
Agree	1150	38.1%
Strongly agree	974	32.3%
<b>Total</b>	<b>3019</b>	<b>100.0%</b>

Another question probed the respondent’s sense of being valued by UVA colleagues and peers. Table IX-4 shows that at total of 90 percent reported feeling valued, with 26 percent strongly agreeing, and 44 percent agreeing.

**Table IX-4: Agreement with "I feel valued as an individual by my UVA colleagues/peers"-UVA-Charlottesville**

Agreement with: - I feel valued as an individual by my UVA colleagues/peers		Count	66
		Strongly disagree	
Disagree	Count	151	
			3.1%
Somewhat disagree	Count	288	
			5.8%
Somewhat agree	Count	991	
			20.0%
Agree	Count	2151	
			43.5%
Strongly agree	Count	1302	
			26.3%
Total	Count	4949	
			100.0%

**Feelings of Inclusion, Reception, and Value by University Affiliation**

Table IX-5 below breaks down the questions of inclusivity by University affiliation and indicates that there are essentially no differences between students, staff, and faculty. All levels of agreement hover around 80 percent. Graduate students were slightly more likely than other groups to strongly disagree that the culture at UVA is inclusive.

Table IX-6 also breaks down the data for the question of whether UVA is a welcoming place by UVA affiliation. This table shows distinct differences. Undergraduates and staff are much more likely than either graduate students or faculty to feel that UVA is a welcoming place. For undergraduates, the total at least somewhat agreeing is 85 percent, and for staff, 88 percent. For faculty the total is 77 percent and for graduate students, 79 percent.

Table IX-7 turns to the question of the respondent’s own department or unit, and there is stronger agreement across the board that their department is welcoming, as compared to UVA as a whole. Eighty-seven percent of Graduate students at least somewhat agreed, 89 percent of staff, and 80 percent of faculty.

Finally, Table IX-8 looks at the impact of UVA-Charlottesville affiliation on feelings of being valued by colleagues and peers. Ninety-one percent of Graduate students and staff report at least somewhat agreeing that they are valued, 89 percent of undergraduates, and 87 percent of faculty at least somewhat agree that they are valued.

Table IX-5: Agreement with "Social and cultural norms at UVA are inclusive of my identity" by UVA Affiliation-UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Agreement with-Social and cultural norms at UVA are inclusive of my identity	Strongly disagree	81	4.9%	100	8.3%	71	3.3%	35	4.8%
	Disagree	105	6.4%	62	5.2%	131	6.1%	45	6.1%
	Somewhat disagree	137	8.3%	93	7.7%	180	8.3%	72	9.8%
	Somewhat agree	339	20.7%	198	16.6%	405	18.8%	106	14.6%
	Agree	601	36.7%	380	31.8%	898	41.7%	280	38.4%
	Strongly agree	376	22.9%	364	30.4%	469	21.8%	191	26.2%
<b>Total</b>		1638	100.0%	1197	100.0%	2154	100.0%	729	100.0%

Table IX-6: Agreement with "UVA is a welcoming place/workplace" by UVA Affiliation-UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Agreement with-UVA is a welcoming place/workplace	Strongly disagree	34	2.1%	70	5.7%	45	1.9%	33	4.5%
	Disagree	84	5.0%	66	5.4%	58	2.5%	51	6.9%
	Somewhat disagree	141	8.4%	119	9.8%	178	7.7%	86	11.6%
	Somewhat agree	451	27.0%	268	22.0%	607	26.2%	201	27.0%
	Agree	643	38.5%	430	35.3%	1007	43.5%	257	34.6%
	Strongly agree	319	19.0%	265	21.8%	421	18.2%	114	15.4%
<b>Total</b>		1673	100.0%	1219	100.0%	2315	100.0%	743	100.0%

**Table IX-7: Agreement with "My department or unit is a welcome place" by UVA Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- My department or unit is a welcoming place</b>	<b>Strongly disagree</b>			45	3.7%	48	2.1%	30	3.9%
	<b>Disagree</b>			31	2.6%	60	2.6%	51	6.8%
	<b>Somewhat disagree</b>			86	7.1%	143	6.2%	65	8.7%
	<b>Somewhat agree</b>			182	15.0%	413	17.8%	122	16.3%
	<b>Agree</b>			452	37.2%	892	38.5%	296	39.4%
	<b>Strongly agree</b>			418	34.4%	762	32.9%	186	24.8%
<b>Total</b>			1214	100.0%	2318	100.0%	750	100.0%	

**Table IX-8: Agreement with "I feel valued as an individual by my UVA colleagues/peers" by UVA Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - I feel valued as an individual by my UVA colleagues/peers</b>	<b>Strongly disagree</b>	10	0.9%	23	2.0%	26	1.2%	14	1.9%
	<b>Disagree</b>	38	3.3%	30	2.6%	57	2.5%	32	4.4%
	<b>Somewhat disagree</b>	78	6.8%	55	4.8%	106	4.7%	50	6.8%
	<b>Somewhat agree</b>	261	22.9%	202	17.4%	395	17.4%	159	21.8%
	<b>Agree</b>	527	46.3%	483	41.6%	989	43.5%	265	36.2%
	<b>Strongly agree</b>	225	19.8%	366	31.6%	699	30.7%	212	28.9%
<b>Total</b>	1138	100.0%	1159	100.0%	2272	100.0%	733	100.0%	

### Comparison of Feelings of Inclusion, Reception, and Value across Individual Characteristics

Results were evaluated for statistically significant differences among the eight social identifiers, and University affiliation for questions that elicited agreement with feelings of inclusion, reception, and value at UVA.

African American respondents had statistically significantly less agreement with 1) “UVA being a welcoming place”, 2) “My department being a welcoming place”, 3) “Social and cultural norms are inclusive of my identity”, and 4) “I feel valued as an individual by my UVA colleagues or peers” when compared with just about all other ethnic categories. Asian American and Caucasian respondents had statistically significantly stronger agreement with “UVA being a welcoming place” and “My department is a welcoming place” when compared with other ethnic categories. White or Caucasian respondents alone, had a statistically significantly higher agreement with “Social and cultural norms at UVA are inclusive of my identity,” when compared with all other ethnic groups. There was a similar outcome of White respondents having the highest agreement with “I feel valued as an individual by my UVA colleagues or peers.”

In three of the four questions regarding inclusion, male respondents had a statistically significant stronger agreement than did either women or TGQNO gender categories. For the agreement with “Social and cultural norms at UVA are inclusive of my identity,” men and women were the same but significantly more agreeable than the TGQNO gender category.

Heterosexual or straight respondents had a statistically significantly stronger agreement with both “UVA being a welcoming place” and “Social and cultural norms are inclusive of my identity” when compared with all other sexual orientation categories. Both heterosexual and gay or lesbian respondents had significantly higher agreement with my department or unit being a welcoming place than other sexual orientation categories. Those identified as QPAO sexual orientation had significantly lower agreement with “I feel valued as an individual by my UVA colleagues or peers” than heterosexual or bisexual respondents.

For two of the questions (“My department or unit being a welcoming place” and “I feel valued as an individual by my UVA colleagues or peers”) there were few instances of statistically differences related to religious affiliation. Respondents with a Muslim religious affiliation were statistically significantly in less agreement with “Social and cultural norms are inclusive of my identity,” when compared with all other religious affiliations. Christian respondents had a significantly stronger agreement with UVA being a welcoming place than most other religious affiliations.

Regarding agreement with UVA being a welcoming place, respondents who identified themselves as very liberal had significantly less agreement than did all other political orientations. For each of the four questions on inclusion, the general pattern was for the highest statistically significant agreement to be in the middle groups (slightly liberal, moderate, or slightly conservative) relative to the farther end (very liberal or very conservative).

Poor and low-income respondents had statistically significantly less agreement with UVA being a welcoming place when compared with other socioeconomic groups. For the question on “Social and cultural norms are inclusive of my identity,” those in the poor socioeconomic group had significantly less agreement than other socioeconomic groups. Respondents identified as “upper-middle class” had significantly more agreement with “My department or unit being a welcoming place” than either the low-income or middle-class socioeconomic categories. Those in the highest socioeconomic groups (upper-middle class and wealthy) had a statistically significantly stronger agreement with “I feel valued as an individual by my UVA colleagues”.

For each of the four questions regarding inclusion, respondents without a disability had a statistically significantly stronger agreement than those with a disability. Regarding age of respondent, significant differences were found for only one of the four questions. Those in the 25 and under age group had significantly less agreement with “I feel valued as an individual by my UVA colleagues or peers” when compared with all other age categories.

UVA staff had a statistically significantly stronger agreement with “UVA being a welcoming place,” than all other University affiliations. Conversely, faculty had a significantly lower agreement with this sentiment when compared with all other affiliation types. Staff and graduate students had a significantly stronger agreement with “I feel valued as an individual by my UVA colleagues or peers” when compared with undergraduate students and faculty.

### *Sense of Belonging*

A composite measure was created to capture an overall sense of belonging at the University. The index is an average of responses to five survey questions. The five component items measured level of agreement with:

- *I feel a sense of belonging at UVA*
- *I feel a sense of belonging in my department, unit, or program*
- *I am proud to be a faculty member/employee/student at UVA*
- *UVA values faculty, employee, or student opinion*
- *My department, unit, or program values faculty, employee, or student opinion*

Specific question wording of these items can be found in Appendix B; frequencies of these items can be referenced in Appendix C.

The Cronbach's Alpha of this index is 0.880, indicating a strong association for components of the latent belonging measure.

White or Caucasian respondents had a significantly higher sense of belonging (average composite measure of 4.69) than all other ethnic groups except Asian American (4.61). Respondents identified as being in all other racial categories or African American had significantly lower average composite measure of belonging than most other ethnic groups. Men and women, while not significantly different from each other, had higher sense of belonging composite measure means than those in the TGQNO gender category. Heterosexual respondents had a significantly higher average composite measure of belonging when compared with all other sexual orientation categories.

Sense of belonging was significantly higher for Christian respondents than for those identifying in the agnostic, atheist, or spiritual, but no religious affiliation categories. Poor and low-income respondents had significantly lower composite measures of belonging than all other socioeconomic status groups. Respondents without a disability had significantly stronger sense of belonging than did those with a disability. Sense of belonging was fairly consistent across age categories with the exception of the 50 and older group having a significantly higher average composite measure value than those in the 26-33 age group.



## *Connectedness of Faculty and Staff to UVA-Charlottesville*

To examine another element of well-being and belonging, an index was created to capture a measure of connectedness among Faculty and Staff to the University. The index is an average of responses to seven survey questions. The seven component items measured the frequency of engagement outside of work on the following activities:

- *Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA*
- *Attend UVA athletic events*
- *Attend UVA major events*
- *Participate in a UVA Faculty/Staff networking group*
- *Participate in an Intramural recreational or athletic activity*
- *Participate in Department or Unit special events*
- *Socialize with co-workers or colleagues outside of work*

Specific question wording of these items can be found in Appendix B; frequencies of these items can be referenced in Appendix C.

This index has a Cronbach's Alpha value of 0.764, indicating a reasonably strong association for components of the connected composite measure.

A composite measure of connectedness was constructed based on responses to several questions on this topic by faculty and staff. There were several instances of significant differences across the eight social identifiers and University affiliation. For example, respondents identified as Hispanic had significantly higher composite value of connectedness than all other ethnic groups except Asian American. Bisexual respondents had a significantly lower average composite measure of connectedness than did respondents identified as heterosexual or those identifying in the gay or lesbian sexual orientation.

In terms of religious affiliation, Muslim respondents had a higher average composite measure of connectedness than most other groups. Respondents who were very liberal, liberal, or slightly liberal had a significantly higher composite measure of connectedness than did those from moderate or conservative political orientation groups. Connectedness composite measure mean values were significantly lower for poor and low-income respondents when compared with all other socioeconomic groups. Those without a disability had a statistically significantly higher average composite connectedness measure than those with a disability. There were no significant differences across age groups for connectedness. Faculty had a significantly higher average connectedness composite measure than did staff.

***Sense of Empowerment***

Table IX-9 explores respondents’ sense of empowerment to express views about discrimination and bias at UVA-Charlottesville. The data show that a total of 70 percent at least somewhat agreed with this statement, meaning that 30 percent disagreed, 5 percent strongly disagreeing.

**Table IX-9: Agreement with "I feel empowered to freely express my views about discrimination and bias at UVA"-UVA-Charlottesville**

Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA		Count	
Strongly disagree		274	5.4%
Disagree		469	9.3%
Somewhat disagree		748	14.9%
Somewhat agree		1331	26.5%
Agree		1651	32.8%
Strongly agree		558	11.1%
<b>Total</b>		<b>5031</b>	<b>100.0%</b>

Table IX-10 takes the question a step further and shows the results for a statement indicating that the respondent felt empowered to participate in activities in response to discrimination and bias. A somewhat higher number, 81 percent, at least somewhat agreed with this statement, 3 percent strongly disagreeing.

**Table IX-10: Agreement with "I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members"-UVA Charlottesville**

<b>Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members</b>	<b>Strongly disagree</b>	<b>Count</b>	144
			3.0%
	<b>Disagree</b>	<b>Count</b>	277
			5.7%
	<b>Somewhat disagree</b>	<b>Count</b>	512
			10.5%
	<b>Somewhat agree</b>	<b>Count</b>	1270
		26.0%	
<b>Agree</b>	<b>Count</b>	1938	
		39.7%	
<b>Strongly agree</b>	<b>Count</b>	738	
		15.1%	
<b>Total</b>	<b>Count</b>	4879	
		100.0%	

Table IX-11 asked faculty and staff to respond to a statement that exploring the impact of privilege and social justice was important to their work. Eighty percent of faculty and staff at least somewhat agreed that it is, 30 percent strongly agreeing.

**Table IX-11: Agreement with "Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work"-UVA-Charlottesville**

<b>Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work</b>	<b>Strongly disagree</b>	<b>Count</b>	71
			5.2%
	<b>Disagree</b>	<b>Count</b>	94
			6.9%
	<b>Somewhat disagree</b>	<b>Count</b>	106
			7.8%
	<b>Somewhat agree</b>	<b>Count</b>	244
		18.0%	
<b>Agree</b>	<b>Count</b>	437	
		32.3%	
<b>Strongly agree</b>	<b>Count</b>	402	
		29.7%	
<b>Total</b>	<b>Count</b>	1354	
		100.0%	

### Sense of Empowerment by University Affiliation

The next several tables explore the impact of UVA affiliation on these questions relating to empowerment. Table IX-12 shows that 71 percent of undergrads, 64 percent of graduate students, 76 percent of staff, and 74 percent of faculty feel empowered to express their views about discrimination, slight differences among the groups, with a substantially lower percent for graduate students.

Table IX-13 breaks down the data on the question about participating in activities in response to bias or discrimination incidents and shows that faculty feel the most empowered, at least somewhat agreeing with the statement 84 percent of the time, while graduate students feel the least empowered, with 78 percent at least somewhat agreeing. Undergraduates and staff responded similarly, with a total of 81 percent at least somewhat agreeing.

Table IX-14 breaks down the question of the importance of social justice issues in the respondent's work, by UVA affiliation. Staff were much more likely than faculty to agree that social justice issues are important in their work, with 85 percent of staff at least somewhat agreeing, as compared with 69 percent of faculty. This question was asked only of staff and faculty.

Table IX-12. Agreement with "I feel empowered to freely express my views about discrimination and bias at UVA" by UVA Affiliation-UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	Strongly disagree	65	4.7%	80	8.1%	85	4.1%	37	5.4%
	Disagree	128	9.2%	110	11.2%	162	7.9%	62	9.1%
	Somewhat disagree	213	15.4%	166	16.8%	254	12.4%	82	12.0%
	Somewhat agree	387	28.1%	255	25.9%	476	23.3%	169	24.7%
	Agree	462	33.5%	282	28.7%	741	36.2%	221	32.3%
	Strongly agree	125	9.1%	92	9.3%	326	16.0%	112	16.5%
<b>Total</b>		1379	100.0%	985	100.0%	2043	100.0%	683	100.0%

Table IX-13: Agreement with "I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members" by UVA Affiliation-UVA-Charlottesville

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	28	2.1%	47	5.0%	48	2.4%	24	3.6%
	2 Disagree	72	5.4%	50	5.2%	143	7.1%	38	5.7%
	3 Somewhat disagree	146	10.9%	109	11.5%	191	9.5%	47	7.1%
	4 Somewhat agree	384	28.8%	233	24.6%	449	22.3%	149	22.3%
	5 Agree	532	39.9%	359	38.0%	827	41.1%	266	39.8%
	6 Strongly agree	171	12.8%	147	15.6%	356	17.7%	144	21.5%
<b>Total</b>		1333	100.0%	945	100.0%	2014	100.0%	668	100.0%

**Table IX-14: Agreement with "Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work" by UVA Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work</b>	<b>Strongly disagree</b>					72	3.6%	58	8.9%
	<b>Disagree</b>					95	4.7%	78	12.0%
	<b>Somewhat disagree</b>					134	6.7%	68	10.4%
	<b>Somewhat agree</b>					358	17.7%	121	18.7%
	<b>Agree</b>					738	36.6%	148	22.7%
	<b>Strongly agree</b>					621	30.8%	177	27.3%
<b>Total</b>						2017	100.0%	650	100.0%

### Comparison of Sense of Empowerment across Individual Characteristics

Statistical tests were conducted regarding the degree of agreement with the three questions on sense of empowerment across the eight social identifiers and University affiliation.

Respondents identifying as all remaining categories of race/ethnicity have significantly lower agreement with “I feel empowered to freely express my views about discrimination and bias at UVA” than all other races. White and Asian American respondents had a significantly stronger agreement with this sentiment when compared with African American respondents. White respondents also had significantly stronger agreement with “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members,” than African American respondents. Finally regarding ethnicity, African American respondents had a statistically significantly stronger agreement with “Exploring the impact of privilege or social justice concepts is important in my work,” than all other ethnic categories except for multiracial.

The outcomes for gender varied by question. For agreement with “I feel empowered to freely express my views about discrimination and bias at UVA,” men and women were not different from each other, but had statistically significantly stronger agreement than those in the TGQNO category. For “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members,” women were significantly more inclined to agree than those in the TGQNO gender group. Men had significantly less agreement with “Exploring the impact of privilege or social justice concepts is important in my work,” than both women and those in the TGQNO category. The highest degree of agreement was for TGQNO gender respondents.

There were no statistically significant differences in agreement about “I feel empowered to freely express my views about discrimination and bias at UVA” by sexual orientation. The same was true for the question on “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members.” In terms of agreement with “Exploring the impact of privilege or social justice concepts is important in my work,” men were in significantly less agreement than those identified as gay or lesbian and those in the QPAO sexual orientation.

Muslim respondents had statistically significantly less agreement with “I feel empowered to freely express my views about discrimination and bias at UVA” than all other religious affiliations except Jewish. There were no statistically significant differences in agreement about “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members,” by religious affiliation. Respondents who identified as spiritual, but no religious affiliation or as all remaining religious affiliations had stronger agreement with “Exploring the impact of privilege or social justice concepts is important in my work” than those in the agnostic, atheist, or Christian religious affiliations.

When compared with other political orientations, those identified as very conservative had significantly less agreement with “I feel empowered to freely express my views about discrimination and bias at UVA” than all other groups. Conversely, those identifying as very liberal, liberal, or slightly liberal had the highest agreement with this sentiment. For “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members,” the outcome was similar with those identified as very conservative having significantly less agreement than other political affiliations. Very conservative respondents had significantly less agreement with “Exploring the impact of privilege or social justice concepts is important in my work” than all other political orientations. The highest agreement with this sentiment was for very liberal respondents, with degree of agreement declining as you move towards the more conservative political orientations.

Poor and low-income respondents had significantly less agreement with “I feel empowered to freely express my views about discrimination and bias at UVA” than all other socioeconomic groups. For “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members,” respondents in the upper-middle class group had statistically significant stronger agreement than those in the low-income and middle class socioeconomic status groups. Upper middle class respondents had significantly weaker agreement with “Exploring the impact of privilege or social justice concepts is important in my work” than those in the poor, low-income, and middle class socioeconomic status groups. In contrast, those in the poor socioeconomic status group had significantly higher agreement with this statement than those at the other end of the socioeconomic status spectrum (upper-middle class, wealthy).

In terms of disability status, those without a disability had significantly stronger agreement with the two feeling empowered questions than those with a disability. For, “exploring the impact of privilege or social justice concepts is important in my work,” those with a disability had a significantly stronger agreement than those without a disability.

Respondents in the oldest age group (50 years and older) had significantly stronger agreement with the two feeling empowered questions than those in the younger age groups. Conversely, those in the youngest age groups (25 and under, age 26-33) had significantly stronger agreement with “Exploring the impact of privilege or social justice concepts is important in my work” than older respondents.

In terms of University affiliation, faculty and staff had significantly stronger agreement with “I feel empowered to freely express my views about discrimination and bias at UVA” than students. Undergraduate students had significantly stronger agreement than graduate students on this question. For “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members,” the outcome was similar with faculty and staff having stronger agreement than students.



## UVA-Wise

### *Feelings of Inclusion, Reception, and Value*

At UVA-Wise, 83 percent of respondents at least somewhat agreed that the social and cultural norms at UVA are inclusive of their identity, as Table IX-15 below indicates. Six percent strongly disagreed with the statement.

**Table IX-15: Agreement with "Social and cultural norms at UVA are inclusive to my identity"-UVA-Wise**

Agreement with- Social and cultural norms at UVA are inclusive of my identity	Strongly disagree	Count	16
Disagree		Count	12
			4.6%
Somewhat disagree		Count	17
			6.6%
Somewhat agree		Count	47
			18.1%
Agree		Count	106
			40.9%
Strongly agree		Count	61
			23.6%
Total		Count	259
			100.0%

Table IX-16 shows that when presented with the statement that UVA is a welcoming place, 86 percent of respondents at UVA-Wise at least somewhat agreed.

**Table IX-16: Agreement with "UVA is a welcoming place/workplace"-UVA-Wise**

Agreement with- UVA is a welcoming place/workplace	Strongly disagree	Count	8
Disagree		Count	14
			5.0%
Somewhat disagree		Count	18
			6.4%
Somewhat agree		Count	32
			11.4%
Agree		Count	114
			40.7%
Strongly agree		Count	94
			33.6%
Total		Count	280
			100.0%

Turning to the respondents own department, unit, or program, Table IX-17 shows that 85 percent of faculty and staff at UVA-Wise at least somewhat agree that their department is a welcoming place, with 46 percent strongly agreeing.

**Table IX-17: Agreement with "My department, unit, or program is a welcoming place"-UVA-Wise**

Agreement with- My department, unit, or program is a welcoming place	Strongly disagree	Count	6
			6.7%
	Disagree	Count	3
			3.3%
	Somewhat disagree	Count	5
			5.6%
	Somewhat agree	Count	6
		6.7%	
Agree	Count	29	
		32.2%	
Strongly agree	Count	41	
		45.6%	
<b>Total</b>	<b>Count</b>	90	
		100.0%	

Table IX-18 reports the level of response to the statement “I feel valued as an individual by my UVA colleagues/peers. At UVA-Wise, 86 percent of respondents at least somewhat agreed.

**Table IX-18: Agreement with "I feel valued as an individual by my UVA colleagues/peers"-UVA-Wise**

Agreement with: - I feel valued as an individual by my UVA colleagues/peers	Strongly disagree	Count	9
			3.3%
	Disagree	Count	10
			3.7%
	Somewhat disagree	Count	18
			6.7%
	Somewhat agree	Count	63
		23.4%	
Agree	Count	97	
		36.1%	
Strongly agree	Count	72	
		26.8%	
<b>Total</b>	<b>Count</b>	269	
		100.0%	

Feelings of Inclusion, Reception, and Value by University Affiliation

Table IX-19 breaks down the data on the level of agreement that social and cultural norms are inclusive, by UVA-Wise affiliation. Eighty-seven percent of students, 85 percent of staff, and only 79 percent of faculty agreed with this statement.

**Table IX-19: Agreement with "Social and cultural norms at UVA are inclusive of my identity" by UVA Affiliation-UVA-Wise**

	UVA-Wise Affiliation					
	Undergrad		Staff		Faculty	
	wN	w%	wN	w%	wN	w%
<b>Agreement with-Social and cultural norms at UVA are inclusive of my identity</b>						
<b>Strongly disagree</b>	6	5.4%	4	3.5%	5	10.2%
<b>Disagree</b>	7	6.2%	4	3.8%	3	6.6%
<b>Somewhat disagree</b>	7	6.7%	8	7.9%	2	4.1%
<b>Somewhat agree</b>	21	19.0%	17	16.3%	8	17.7%
<b>Agree</b>	46	41.5%	50	47.7%	12	25.6%
<b>Strongly agree</b>	23	21.1%	22	20.8%	17	35.8%
<b>Total</b>	111	100.0%	106	100.0%	47	100.0%

Table IX-20 shows notable differences on the perception of UVA as a welcoming place, based on whether the respondent was a student, staff member, or faculty. While 82 percent of students and 92 percent of staff at least somewhat agreed that it is, only 76 percent of faculty did.

**Table IX-20: Agreement with "UVA is a welcoming place/workplace" by UVA Affiliation-UVA-Wise**

	UVA-Wise Affiliation					
	Undergrad		Staff		Faculty	
	wN	w%	wN	w%	wN	w%
<b>Agreement with-UVA is a welcoming place/workplace</b>						
<b>Strongly disagree</b>	1	1.1%	7	5.8%	4	7.4%
<b>Disagree</b>	6	5.0%	2	1.4%	5	10.2%
<b>Somewhat disagree</b>	14	11.6%	1	0.9%	3	5.7%
<b>Somewhat agree</b>	13	10.8%	14	11.9%	4	8.6%
<b>Agree</b>	44	37.1%	67	56.6%	14	27.9%
<b>Strongly agree</b>	41	34.4%	28	23.3%	20	40.2%
<b>Total</b>	118	100.0%	118	100.0%	51	100.0%

Turning to their own department, unit, or program, Table IX-21 indicates that staff agreement was at a similar high level, 91 percent, and faculty agreement was somewhat less, 74 percent.

**Table IX-21: Agreement with "My department, unit, or program is a welcoming place" by UVA Affiliation-UVA-Wise**

	UVA-Wise Affiliation					
	Undergrad		Staff		Faculty	
	wN	w%	wN	w%	wN	w%
Agreement with- My department, unit, or program is a welcoming place	Strongly disagree		6	4.7%	5	9.0%
	Disagree		2	1.4%	4	7.3%
	Somewhat disagree		3	2.6%	5	8.7%
	Somewhat agree		11	9.0%	2	3.7%
	Agree		46	38.4%	11	22.0%
	Strongly agree		53	43.9%	25	48.5%
<b>Total</b>			120	100.0%	52	100.0%

Table IX-22 shows that on the question of feeling valued by their UVA colleagues and peers, faculty are much less likely to express agreement with the statement than are students and staff. The total at least somewhat in agreement for faculty was 71percent, while students at least somewhat agreed 89 percent of the time and staff, 86 percent of the time.

**Table IX-22: Agreement with "I feel valued as an individual by my UVA colleagues/peers" by UVA Affiliation-UVA-Wise**

	UVA-Wise Affiliation							
	Undergrad		Staff		Faculty			
	wN	w%	wN	w%	wN	w%		
Agreement with: - I feel valued as an individual by my UVA colleagues/peers	Strongly disagree		5	4.9%	4	3.1%	2	4.5%
	Disagree		3	2.7%	2	2.0%	5	10.1%
	Somewhat disagree		4	3.9%	10	8.4%	8	14.7%
	Somewhat agree		31	28.1%	20	17.1%	6	11.4%
	Agree		41	36.3%	47	39.6%	16	31.9%
	Strongly agree		27	24.1%	36	29.7%	14	27.4%
<b>Total</b>			112	100.0%	120	100.0%	51	100.0%

Comparison of Feelings of Inclusion, Reception, and Value across Individual Characteristics  
Results were evaluated for statistically significant differences among the eight social identifiers, and University affiliation for questions that elicited agreement with feelings of inclusion, reception, and value at UVA-Wise.

White respondents had significantly stronger agreement with “Social and cultural norms at UVA are inclusive of my identity,” than all other ethnic identities. However, there were no other statistically significant differences for the remaining three questions on feelings of inclusion, reception, and value in Wise across ethnic categories.

Male and female respondents were not different from each other in their strength of agreement with “Social and cultural norms at UVA are inclusive of my identity,” but they had significantly stronger agreement when compared with those in the TGQNO gender identity. The questions on “UVA is a welcoming place/workplace and my department, unit, or program is a welcoming place” had the same

outcome across gender categories. There were no statistically significant differences across gender categories for the question on “I feel valued as an individual by my UVA colleagues/peers.”

UVA-Wise respondents identified in the LGBQPAO sexual orientation, had significantly less agreement with “Social and cultural norms at UVA are inclusive of my identity” than other sexual orientation groups. There were no statistically significant differences for the remaining three questions on feelings of inclusion across sexual orientation categories.

Christian respondents at UVA-Wise had stronger agreement with “Social and cultural norms at UVA are inclusive of my identity,” than those reporting a non-Christian religion. For “UVA is a welcoming place/workplace,” Christian respondents had significantly stronger agreement than those identified as spiritual, but no religious affiliation or those identified as agnostic, atheist, or no religious or spiritual preference. For “My department, unit, or program is a welcoming place,” Christian respondents had a significantly stronger agreement than those in the non-Christian religious affiliations. Christian respondents had a significantly stronger agreement with “I feel valued as an individual by my UVA colleagues/peers,” than UVA-Wise respondents in the spiritual, but no religious affiliation group.

There was only one instance of a statistically significant difference by political orientation. UVA-Wise respondents identified as conservative had significantly stronger agreement with “I feel valued as an individual by my UVA colleagues/peers” than those with a liberal political orientation.

In terms of socioeconomic status, UVA-Wise respondents in the upper-middle class and wealthy categories had significantly stronger agreement with “UVA is a welcoming place/workplace” than those in the middle class. For, “I feel valued as an individual by my UVA colleagues/peers,” respondents in the upper-middle class and wealthy categories had significantly stronger agreement than UVA-Wise respondents in other socioeconomic status categories.

For the question regarding “Agreement with my department, unit, or program is a welcoming place,” UVA-Wise respondents in the lowest age groups (25 and under and age 26-33) had significantly stronger agreement when compared with those in the remaining older age groups.

There were no statistically significant differences for questions that elicited agreement with feelings of inclusion, reception, and value at UVA-Wise by disability status or University affiliation.

### *Sense of Belonging*

A composite measure was created to capture an overall sense of belonging at the University. The index is an average of responses to five survey questions. The five component items measured level of agreement with:

- *I feel a sense of belonging at UVA*
- *I feel a sense of belonging in my department, unit, or program*
- *I am proud to be a faculty member/employee/student at UVA*
- *UVA values faculty, employee, or student opinion*
- *My department, unit, or program values faculty, employee, or student opinion*

Specific question wording of these items can be found in Appendix B; frequencies of these items can be referenced in Appendix D.

The Cronbach's Alpha of this index is 0.880, indicating a strong association for components of the latent belonging measure.

There were no statistically significant differences in mean composite measure of belonging at UVA-Wise for race/ethnicity, political orientation, disability status, age group, and University affiliation. Respondents in the upper-middle class or wealthy socioeconomic status group had a significantly higher mean composite belonging value than those in the middle-class. Male and female UVA-Wise respondents had similar mean values for the composite belonging measure, which was significantly higher than for those in the TGQNO gender category. Christian respondents had a significantly higher mean value for the belonging composite measure when compared with those in the spiritual, but no religious affiliation group and those in the agnostic, atheist, or no religious preference group.

### *Connectedness of Faculty and Staff to UVA-Wise*

To examine another element of well-being and belonging, an index was created to capture a measure of connectedness among Faculty and Staff to UVA-Wise. The index is an average of responses to seven survey questions. The seven component items measured the frequency of engagement outside of work on the following activities:

- *Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA*
- *Attend UVA athletic events*
- *Attend UVA major events*
- *Participate in a UVA Faculty/Staff networking group*
- *Participate in an Intramural recreational or athletic activity*
- *Participate in Department, Unit, or Program special events*
- *Socialize with co-workers or colleagues outside of work*

Specific question wording of these items can be found in Appendix B; frequencies of these items can be referenced in Appendix D.

This index has a Cronbach's Alpha value of 0.764, indicating a reasonably strong association for components of the connected composite measure.

There were several instances of significant differences across the eight social identifiers and University affiliation. Respondents that identified themselves as spiritual, but no religious affiliation had a higher mean value for connectedness composite measure than those identified as Christian. Respondents in the oldest age group (50 and above) had significantly higher mean composite connectedness measure than UVA-Wise respondents in the lowest age group (25 and under). Respondents in the wealthiest socioeconomic status group had significantly higher mean connectedness composite measure values when compared with those in the poor, low-income category and those in the middle class.

*Sense of Empowerment*

Table IX-23 suggests that 69 percent of survey respondents from UVA-Wise at least somewhat agreed that they were empowered to freely express their views about discrimination and bias at UVA, with nine percent strongly disagreeing.

**Table IX-23: Agreement with "I feel empowered to freely express my views about discrimination and bias at UVA"-UVA-Wise**

Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	Strongly disagree	Count	23
			9.3%
	Disagree	Count	24
			9.8%
	Somewhat disagree	Count	29
			11.8%
	Somewhat agree	Count	46
		18.7%	
Agree	Count	73	
		29.7%	
Strongly agree	Count	51	
		20.7%	
<b>Total</b>	<b>Count</b>	246	
		100.0%	

Table IX-24 indicates that a higher number (86 percent) at least somewhat agreed that they felt empowered to participate in activities in response to discrimination and bias incidents.

**Table IX-24: Agreement with "I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members"-UVA-Wise**

Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	Strongly disagree	Count	3
			1.3%
	Disagree	Count	14
			5.9%
	Somewhat disagree	Count	17
			7.2%
	Somewhat agree	Count	48
		20.3%	
Agree	Count	98	
		41.5%	
Strongly agree	Count	56	
		23.7%	
<b>Total</b>	<b>Count</b>	236	
		100.0%	

Table IX-25 reports the level of agreement that exploring the impact of privilege or social justice concepts is important for the respondent's work. Overall, 91 percent at least somewhat agreed.

**Table IX-25: Agreement with "Exploring the impact of privilege (gender, race, etc.) or social justice concepts important in my work."-UVA-Wise**

Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work		Count	1
		Strongly disagree	
Disagree	Count	3	
			3.8%
Somewhat disagree	Count	3	
			3.8%
Somewhat agree	Count	8	
			10.3%
Agree	Count	35	
			44.9%
Strongly agree	Count	28	
			35.9%
Total	Count	78	
			100.0%

### Sense of Empowerment by University Affiliation

Table IX-26 looks at the agreement that the respondent felt empowered to freely express their views about discrimination and bias, broken down by UVA-Wise affiliation. Only 62 percent of students at least somewhat agreed, compared with 80 percent of staff, and 79 percent of faculty.

**Table IX-26: Agreement with "I feel empowered to freely express my views about discrimination and bias at UVA" by UVA Affiliation-UVA-Wise**

Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	UVA-Wise Affiliation						
	Undergrad		Staff		Faculty		
	wN	w%	wN	w%	wN	w%	
Strongly disagree	12	12.1%	3	2.7%	5	11.2%	
Disagree	11	10.9%	5	4.4%	2	4.7%	
Somewhat disagree	15	14.8%	15	12.9%	2	5.3%	
Somewhat agree	24	23.8%	10	8.7%	4	8.9%	
Agree	22	21.9%	51	44.7%	20	43.5%	
Strongly agree	17	16.5%	30	26.6%	12	26.3%	
Total	102	100.0%	114	100.0%	47	100.0%	

Turning to the activities question, Table IX-27 shows that 88 percent of students, 85 percent of staff, and 81 percent of faculty at least somewhat agreed that they were empowered to participate in activities in response to discrimination and bias incidents.



**Table IX-27: Agreement with "I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members" by UVA Affiliation-UVA-Wise**

	UVA-Wise Affiliation						
	Undergrad		Staff		Faculty		
	wN	w%	wN	w%	wN	w%	
Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	Strongly disagree	0	0.4%			4	8.3%
	Disagree	4	4.5%	8	6.6%	3	7.8%
	Somewhat disagree	7	7.1%	10	8.5%	1	3.1%
	Somewhat agree	23	23.6%	17	14.5%	8	18.4%
	Agree	42	43.1%	46	40.6%	17	37.6%
	Strongly agree	21	21.2%	34	29.8%	11	24.8%
<b>Total</b>		97	100.0%	114	100.0%	45	100.0%

Finally, Table IX-28 looks at the difference between faculty and staff on the question of the importance of exploring privilege and social justice concepts in their work. Ninety-one percent of staff at least somewhat agreed, and 88 percent of faculty at least somewhat agreed.

**Table IX-28: Agreement with "Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work" by UVA Affiliation-UVA-Wise**

	UVA-Wise Affiliation						
	Undergrad		Staff		Faculty		
	wN	w%	wN	w%	wN	w%	
Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	Strongly disagree			1	1.0%	1	2.2%
	Disagree			5	5.0%	1	3.2%
	Somewhat disagree			3	2.9%	3	6.7%
	Somewhat agree			12	11.0%	4	10.2%
	Agree			55	50.0%	14	33.2%
	Strongly agree			33	30.2%	19	44.6%
<b>Total</b>			109	100.0%	43	100.0%	

**Comparison of Sense of Empowerment across Individual Characteristics**

Statistical tests were conducted regarding the degree of agreement with the three questions on sense of empowerment across the eight social identifiers and University affiliation.

Caucasian respondents had significantly less agreement with “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA,” than did respondents in the remaining ethnic groups. There were no other statistically significant differences by race for the questions on empowerment.

There were no statistically significant differences by gender, political orientation, socioeconomic status, and disability status for questions on empowerment.

Respondents in the LGBQOAO sexual orientation had significantly lower agreement with “I feel empowered to freely express my views about discrimination and bias at UVA,” than respondents in other sexual orientation categories. There were no other statistically significant differences by sexual orientation for the questions on empowerment.

For, “I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA,” Wise respondents indicating a non-Christian religious affiliation had significantly stronger agreement than all other religious affiliations. There were no other statistically significant differences by religious affiliation for the questions on empowerment.

UVA-Wise respondents age 25 and under had significantly lower agreement with “I feel empowered to freely express my views about discrimination and bias at UVA,” than respondents in all other age groups. For, “exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work,” respondents in the lowest age group had significantly stronger agreement than all other age groups.

In terms of University affiliation, staff at UVA-Wise had a significantly stronger agreement with “I feel empowered to freely express my views about discrimination and bias at UVA” than students. There were no other statistically significant differences by University affiliation for the questions on empowerment.

## X. Development and Growth

This chapter examines the data for survey questions that might broadly be characterized as pertaining to individual development and growth: broadening perspectives through interacting with individuals different from oneself, mentoring others, being mentored, professional opportunities and advancement. As we have in prior chapters, we begin with responses from the UVA-Charlottesville campus, and then turn to the UVA-Wise campus.

### UVA-Charlottesville

#### *Broadening Perspectives*

Table X-1 provides the level of agreement with the statement, “Since starting work (or school) with UVA, I have gained abilities in understanding individual perspectives different from my own.” Almost all respondents (90 percent) at least somewhat agreed with this statement, 29 percent strongly agreeing.

**Table X-1: Agreement with "Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own"- UVA-Charlottesville**

Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	Strongly disagree	Count	84
			1.9%
	Disagree	Count	137
			3.0%
	Somewhat disagree	Count	247
			5.4%
	Somewhat agree	Count	873
		19.3%	
Agree	Count	1874	
		41.3%	
Strongly agree	Count	1319	
		29.1%	
<b>Total</b>	<b>Count</b>	<b>4534</b>	
			100.0%

Table X-2 shows the results for a similar question, this one focusing on skills for interacting with “individuals who are different from me.” The results are almost identical, with 89 percent at least somewhat agreeing, and 29 percent strongly agreeing.

**Table X-2: Agreement with "Since starting work with UVA, I have gained skills interacting with individuals who are different from me"- UVA-Charlottesville**

Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	Strongly disagree	Count	101
			2.1%
	Disagree	Count	153
			3.2%
	Somewhat disagree	Count	292
			6.0%
	Somewhat agree	Count	921
		19.0%	
Agree	Count	1947	
		40.3%	
Strongly agree	Count	1424	
		29.4%	
<b>Total</b>	<b>Count</b>	<b>4837</b>	
			100.0%

### Experiences of Broadening Perspectives by University Affiliation

Looking at these two questions by University affiliation, Table X-3 shows that undergraduate students and staff were somewhat more likely to agree on the question of understanding different perspectives than were graduate students or faculty. For undergraduates, 91 percent at least somewhat agreed, the same percent as staff. For faculty and graduate students, the percentages at least somewhat agreeing were 87 percent and 88 percent, respectively.

Table X-4 shows an identical pattern, regarding skill at interacting with different kinds of people. Undergraduates (91 percent) and staff (89 percent) were more likely to say they had increased their skill since starting at UVA than were graduate students (87 percent) and faculty (85 percent). On both of these questions, it is important to note that the percentage at least somewhat agreeing was extremely high across all groups, so care should be taken in interpreting the differences.

**Table X-3: Agreement with "Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own" by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own</b>	<b>Strongly disagree</b>	11	1.3%	32	2.6%	30	1.3%	20	2.6%
	<b>Disagree</b>	20	2.2%	41	3.4%	74	3.2%	30	4.1%
	<b>Somewhat disagree</b>	46	5.3%	68	5.6%	115	5.0%	45	6.0%
	<b>Somewhat agree</b>	170	19.6%	191	15.8%	486	21.3%	181	24.4%
	<b>Agree</b>	368	42.3%	463	38.4%	1016	44.5%	300	40.5%
	<b>Strongly agree</b>	256	29.4%	410	34.1%	563	24.7%	165	22.3%
<b>Total</b>		871	100.0%	1204	100.0%	2284	100.0%	741	100.0%

**Table X-4: Agreement with "Since starting work at UVA, I have gained skills in interacting with individuals who are different from me" by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me</b>	<b>1 Strongly disagree</b>	11	1.2%	40	3.3%	35	1.6%	23	3.1%
	<b>2 Disagree</b>	15	1.7%	50	4.2%	83	3.7%	31	4.2%
	<b>3 Somewhat disagree</b>	53	6.0%	67	5.6%	141	6.2%	54	7.3%
	<b>4 Somewhat agree</b>	154	17.7%	207	17.2%	456	20.0%	213	28.8%
	<b>5 Agree</b>	376	43.2%	441	36.6%	983	43.1%	276	37.3%
	<b>6 Strongly agree</b>	261	30.0%	399	33.2%	585	25.6%	143	19.4%
<b>Total</b>		870	100.0%	1204	100.0%	2283	100.0%	741	100.0%

## Comparison of Experiences Broadening Perspectives across Individual Characteristics

Statistical tests were conducted regarding the degree of agreement with two questions having to do with agreement with experiences of broadening perspectives across the eight social identifiers and University affiliation.

White respondents and Asian American respondents had significantly stronger agreement with “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own,” than for African American respondents. Respondents who identified themselves in the all remaining ethnic categories had significantly lower agreement with this question than all other ethnic groups except African American. Respondents who identified themselves in the all remaining ethnic categories also had significantly lower agreement with “Since starting work with UVA, I have gained skills in interacting with individuals who are different from me” than all other ethnic groups except African American.

Male and female respondents were similar in the strength of agreement with “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own,” but significantly stronger than for those in the TGQNO gender identity. The question on agreement with gaining skills had the exact same outcome by gender.

Heterosexual respondents had stronger agreement with “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own” than gay or lesbian respondents and those identified as QPAO sexual orientation. For, “since starting work with UVA, I have gained skills in interacting with individuals who are different from me,” QPAO respondents had significantly less agreement than heterosexual respondents.

Christian respondents as well as those in the spiritual, but no religious affiliation group, and those in the no religious or spiritual affiliation had significantly stronger agreement with “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own,” than those identified as agnostic. The same outcome occurred for the question “since starting work with UVA, I have gained skills in interacting with individuals who are different from me.” In addition, Christian respondents had significantly stronger agreement than those identified as atheist.

Respondents at either extreme of political orientation (very liberal or very conservative) had significantly less agreement with “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own” than respondents in the remaining political orientation categories. For, “since starting work with UVA, I have gained skills in interacting with individuals who are different from me,” very liberal respondents have significantly less agreement than those in the liberal, slightly liberal, moderate, or slightly conservative political orientation groups.

Respondents in the upper-middle class or wealthy socioeconomic status groups had significantly stronger agreement with “Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own” than those identified in the low-income or middle class socioeconomic groups. For, “since starting work with UVA, I have gained skills in interacting with individuals who are different from me,” upper-middle class and wealthy had significantly stronger agreement only in the comparison with the low-income socioeconomic group.

Ability status did not affect the degree of agreement with the two questions having to do with experiences of broadening perspectives. For, “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own” the youngest respondents (age 25 and under) had significantly stronger agreement than respondents in either the age 26-33 or age 34-49 groups. The youngest respondents had significantly stronger agreement with “since starting work with

UVA, I have gained skills in interacting with individuals who are different from me” than all other age groups.

Faculty had significantly less agreement with “since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own” than all other University affiliations. The same outcome prevailed for the question on, “since starting work with UVA, I have gained skills in interacting with individuals who are different from me.”

**Mentorship**

A series of questions in the survey asked about the experience of mentorship, both being mentored and serving as a mentor. Table X-5 shows that not quite two-thirds of respondents (64 percent) at least somewhat agreed that they had a mentor at UVA. Only 18 percent strongly agreed, suggesting that less than one-fifth of our respondents clearly acknowledged that they had a mentor.

**Table X-5: Agreement with "I have/had a mentor at UVA"- UVA-Charlottesville**

Agreement with- I have/had a mentor at UVA	Strongly disagree	Count	555
Disagree		Count	1049
			17.9%
Somewhat disagree		Count	523
			8.9%
Somewhat agree		Count	1151
			19.7%
Agree		Count	1535
			26.2%
Strongly agree		Count	1039
			17.8%
Total		Count	5852
			100.0%

Table X-6 reports the results from the other side: the opportunity to serve as a mentor. Even fewer of our respondents at least somewhat agreed that they have had regular opportunities for mentoring: 62 percent, with 13 percent strongly agreeing.

**Table X-6: Agreement with "I have had regular opportunities for effective mentoring"- UVA-Charlottesville**

Agreement with- I have had regular opportunities for effective mentoring	Strongly disagree	Count	433
			7.4%
	Disagree	Count	814
			13.9%
	Somewhat disagree	Count	999
			17.1%
	Somewhat agree	Count	1418
		24.2%	
Agree	Count	1422	
		24.3%	
Strongly agree	Count	765	
		13.1%	
<b>Total</b>	<b>Count</b>	5851	
		100.0%	

Finally, Table X-7 reports agreement with a more specific statement, asked only of faculty and staff. Sixty-nine percent at least somewhat agreed that "I mentor other faculty/employees." About 13 percent strongly agreed.

**Table X-7: Agreement with "I mentor other faculty/employees"- UVA-Charlottesville**

Agreement with- I mentor other faculty/employees	Strongly disagree	Count	89
			6.1%
	Disagree	Count	235
			16.2%
	Somewhat disagree	Count	123
			8.5%
	Somewhat agree	Count	390
		26.8%	
Agree	Count	435	
		29.9%	
Strongly agree	Count	181	
		12.5%	
<b>Total</b>	<b>Count</b>	1453	
		100.0%	



### Mentorship Experiences by University Affiliation

It is reasonable to expect mentorship experiences to vary by University affiliation, since students are often considered to be on the receiving end of mentoring, with faculty serving as mentors, and staff falling into both roles.

Table X-8 shows that there are distinct differences among the groups, with graduate students much more likely to agree that they had a mentor (75 percent of them at least somewhat agreeing), than were faculty (58 percent), or undergraduates and staff (both at 60 percent). Even the lowest number among the groups represents more than half of the respondents in each category, so a good many members of the UVA community in all affiliations have had some mentoring experience.

Table X-9 again shows that graduate students are more likely than other groups to experience mentoring. Sixty percent of undergraduate students at least somewhat agreed that they had opportunities for effective mentoring, while 74 percent of graduate students at least somewhat agreed. Just slightly half (52 percent) of both staff and faculty at least somewhat agreed with this statement.

Table X-10 presents the level of agreement among faculty and staff only that they mentor other faculty and employees. Sixty-nine percent of staff and 71 percent of faculty at least somewhat agreed that they did.

**Table X-8: Agreement with "I have/had a mentor at UVA" by UVA Affiliation- UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- I have/had a mentor at UVA</b>	<b>Strongly disagree</b>	152	9.2%	88	7.4%	262	11.9%	86	11.8%
	<b>Disagree</b>	334	20.4%	132	11.1%	429	19.4%	157	21.5%
	<b>Somewhat disagree</b>	167	10.2%	75	6.3%	199	9.0%	66	9.0%
	<b>Somewhat agree</b>	352	21.4%	193	16.2%	464	21.1%	127	17.4%
	<b>Agree</b>	404	24.6%	356	29.8%	555	25.2%	192	26.3%
	<b>Strongly agree</b>	233	14.2%	348	29.2%	295	13.4%	102	14.0%
<b>Total</b>		1641	100.0%	1192	100.0%	2204	100.0%	731	100.0%

**Table X-9: Agreement with "I have had regular opportunities for effective mentoring" by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- I have had regular opportunities for effective mentoring</b>	<b>Strongly disagree</b>	86	5.2%	75	6.3%	267	12.2%	99	13.6%
	<b>Disagree</b>	222	13.4%	99	8.3%	449	20.5%	145	20.0%
	<b>Somewhat disagree</b>	348	21.1%	131	11.0%	347	15.8%	101	14.0%
	<b>Somewhat agree</b>	464	28.2%	247	20.8%	431	19.6%	149	20.6%
	<b>Agree</b>	385	23.3%	340	28.6%	489	22.3%	146	20.2%
	<b>Strongly agree</b>	143	8.7%	297	25.0%	212	9.7%	84	11.6%
<b>Total</b>		1649	100.0%	1188	100.0%	2194	100.0%	724	100.0%

**Table X-10: Agreement with "I mentor other faculty/employees" by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Agreement with- I mentor other faculty/employees</b>	<b>Strongly disagree</b>					134	6.2%	42	5.9%
	<b>Disagree</b>					359	16.6%	106	15.2%
	<b>Somewhat disagree</b>					186	8.6%	57	8.2%
	<b>Somewhat agree</b>					621	28.7%	160	22.8%
	<b>Agree</b>					633	29.3%	220	31.4%
	<b>Strongly agree</b>					230	10.6%	115	16.5%
<b>Total</b>						2163	100.0%	700	100.0%

### Comparison of Mentorship Experiences across Individual Characteristics

Statistical tests were conducted regarding the degree of agreement with three questions having to do with mentorship experiences across the eight social identifiers and University affiliation.

Respondents reporting all remaining ethnic categories had significantly lower agreement with “I have/had a mentor at UVA” than all other ethnic groups except Caucasian and African American. Asian American respondents had significantly stronger agreement with this than did white respondents. For “I have had regular opportunities for effective mentoring,” the outcome was the same as experience mentoring across ethnic groups. White respondents had significantly stronger agreement with “I mentor other faculty/employees” than African American respondents.

In terms of gender, women had significantly stronger agreement with “I have/had a mentor at UVA” than men. For, “I mentor other faculty/employees,” the opposite result occurred with men having significantly stronger agreement than women reported.

There was only one statistically significant outcome with regard to sexual orientation. For, “I mentor other faculty/employees,” heterosexual respondents were more inclined to agree than those in the gay or lesbian category or the QPAO sexual orientation group.

Respondents who identified themselves as having no religious or spiritual preference had significantly lower agreement with “I have/had a mentor at UVA” than all other religious groups except Jewish and Muslim. For, “I have had regular opportunities for effective mentoring,” those in the atheist or all remaining religious affiliations had significantly stronger agreement than Jewish respondents. For, “I mentor other faculty/employees,” Jewish respondents reported significantly stronger agreement than those in the agnostic or atheist religious affiliations.

Respondents that aligned with a moderate political orientation had significantly stronger agreement with “I have/had a mentor at UVA” than those in the slightly liberal or conservative political orientation. Very liberal respondents had significantly less agreement with “I have had regular opportunities for effective mentoring” when compared with all other political orientations except for slightly liberal, slightly conservative, or conservative. Respondents that identified as conservative had significantly stronger agreement with “I mentor other faculty/employees” than those that identified as very liberal political orientation.

In terms of socioeconomic status, the only statistically significant difference for agreement with “I have/had a mentor at UVA” was for low-income respondents being more inclined to agree than middle class respondents. For, “I have had regular opportunities for effective mentoring,” there was a similar outcome except that low income respondents also had significantly stronger agreement than upper middle class socioeconomic status respondents. Low income respondents had significantly less agreement with “I mentor other faculty/employees” when compared with all other socioeconomic groups except those indicating they were poor. In general, the strength of agreement increase as you move from the poor to wealthiest socioeconomic groups.

Respondents with a disability had significantly less agreement with “I have had regular opportunities for effective mentoring” than those without a disability. There were no other statistically significant differences by disability status having to do with mentorship.

Respondents in the oldest age group (50 years and older) had significantly less agreement with “I have/had a mentor at UVA” than all other age groups. In general, the experience of having a mentor declines with age. Respondents in the 26-33 age group had stronger agreement with “I have had regular opportunities for effective mentoring” than all other age groups. Agreement with “I mentor other

faculty/employees” was significantly stronger for those in the 50 and older category when compared with all other age groups.

Graduate students had a significantly stronger agreement with “I have/had a mentor at UVA” when compared with all other University affiliations. Faculty had significantly less agreement with “I have had regular opportunities for effective mentoring” than all other University affiliations.

### *Promotion and Communication*

The next two tables concern opportunities for promotion or advancement and perception about communication channels with department chairs or managers. The question about promotion was asked only of faculty and staff; the question about communication was asked of all survey respondents. Table X-11 shows that faculty and staff are quite evenly divided on the level of concern they see about securing promotion or career advancement. More than a third, 38 percent, said that it was not a concern, while 27 percent said it was a serious concern, the remaining respondents (35 percent) saying it was somewhat a concern. Still, well over half of respondents expressed concern about this issue.

**Table X-11: Degree of concern for securing promotional or other career advancement opportunities at UVA-Charlottesville**

<b>Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA</b>	<b>Not a concern</b>	<b>Count</b>	576
			37.6%
	<b>Somewhat of a concern</b>	<b>Count</b>	537
			35.1%
	<b>A serious concern</b>	<b>Count</b>	418
			27.3%
<b>Total</b>		<b>Count</b>	1531
			100.0%

Table X-12 explores the perceived frequency of open channels of communication with the department chair, manager, or faculty. On the whole, close to three-quarters of our respondents found open communication channels to be a frequent experience, with 21 percent saying that happened very often, and 31 percent often, with an additional 20 percent saying somewhat often. Eleven percent claimed that they found open communication channels rarely or never.

**Table X-12: Frequency of open channels of communication with department chair/manager/faculty regarding faculty/employee/student needs, concerns, and suggestions-UVA-Charlottesville**

Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	Count	
	Never	155
Rarely	510	8.6%
	986	16.7%
Occasionally	1180	20.0%
	1845	31.2%
Somewhat often	1237	20.9%
	5913	100.0%
Often		
Very often		
Total	5913	100.0%

**Communication and Promotion by University Affiliation**

Table X-13 and Table X-14 below show this same information broken down by UVA affiliation. On the question of concern regarding promotion and advancement, faculty are more likely than staff to say they were unconcerned about it. While 43 percent of faculty said it was not a concern, only 35 percent of staff did. When considering these differences, it is important to keep in mind that for both groups, more than half of our respondents found advancement and promotion somewhat of a concern or a serious concern.

Regarding communication, graduate students and staff were somewhat more likely to perceive communication channels to be open often than were undergraduate students or faculty. Seventy-six percent of graduate students and 74 percent of staff responded that channels were open at least somewhat often, while 70 percent of both undergraduates and faculty did so. But faculty and staff were more likely than the both undergraduate students and graduate students to say that the communication channels were open very often.

**Table X-13: Degree of concern for securing promotional or other career advancement opportunities at UVA by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA</b>	<b>1 Not a concern</b>					797	35.1%	320	43.2%
	<b>2 Somewhat of a concern</b>					825	36.3%	241	32.5%
	<b>3 A serious concern</b>					651	28.6%	180	24.3%
<b>Total</b>					2273	100.0%	741	100.0%	

**Table X-14: Frequency of open channels of communication with department chair/manager/faculty regarding faculty/employee/student needs, concerns, and suggestions by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions</b>	<b>1 Never</b>	40	2.4%	32	2.6%	63	2.8%	27	3.7%
	<b>2 Rarely</b>	150	9.1%	84	7.0%	198	8.7%	75	10.3%
	<b>3 Occasionally</b>	308	18.6%	168	14.0%	335	14.7%	116	16.0%
	<b>4 Somewhat often</b>	398	24.1%	228	19.0%	297	13.1%	102	14.1%
	<b>5 Often</b>	520	31.4%	407	33.9%	639	28.1%	195	26.9%
	<b>6 Very often</b>	239	14.4%	283	23.5%	743	32.7%	209	28.9%
<b>Total</b>		1654	100.0%	1202	100.0%	2275	100.0%	724	100.0%

## Comparison of Communication and Promotion across Individual Characteristics

Differences among respondents in terms of degree of concern and frequency of occurrence for different aspects of communication and promotion activities at UVA-Charlottesville were tested for statistical significance.

African American and Multiracial respondents were significantly more concerned about “securing promotional or other career advancement opportunities at UVA” when compared with White or Caucasian respondents. White or Caucasian respondents had a significantly higher frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” than did most all other ethnic categories.

Male respondents were significantly less concerned about “securing promotional or other career advancement opportunities at UVA” when compared with all other gender identities. Respondents in the TGQNO gender identity had significantly less frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” than both male and female respondents.

Significantly greater concern was expressed by those in the QPAO sexual orientation category than by heterosexual respondents regarding “securing promotional or other career advancement opportunities at UVA.” Heterosexual respondents had a significantly higher frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” than both bisexual and QPAO respondents.

Respondents who identified as agnostic, atheist, Christian, or Jewish had significantly less concern regarding “securing promotional or other career advancement opportunities at UVA” when compared with other religious affiliations. Those identified as Christian or spiritual, but no religious affiliation, had greater frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” than those who identified as all remaining religious affiliations.

In terms of political orientation, slightly conservative respondents had significantly greater concern about “securing promotional or other career advancement opportunities at UVA” when compared with those in the slightly liberal political orientation category. Very liberal respondents reported significantly less frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” than those who identified as either slightly liberal or moderate political orientation.

Those in the poorer socioeconomic status groups had significantly greater concern about “securing promotional or other career advancement opportunities at UVA.” In terms of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions,” upper-middle class respondents had significantly greater frequency than did middle class respondents.

Respondents with a disability indicated significantly greater concern regarding “securing promotional or other career advancement opportunities at UVA” than those without a disability. Respondents with a disability also reported a significantly lower frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions.”

Respondents in both the 26-33 and 34-49 age groups had significantly higher concern about “securing promotional or other career advancement opportunities at UVA” when compared with respondents in the oldest age group (50 and above). The youngest respondents (age 25 and under) had significantly lower frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” when compare with all other age groups.

When compared with all other University affiliations, students had significantly lower frequency of “experiencing open channels of communication regarding faculty/employee/student needs, concerns, and suggestions.” Additionally, staff reported a significantly higher frequency of experiencing open channels of communication than did faculty.



## UVA-Wise

### *Broadening Perspectives*

Table X-15 shows that at UVA-Wise, almost all respondents (95 percent) at least somewhat agreed that since starting at UVA-Wise they had gained abilities in understanding perspectives different than their own, a third of them (33 percent) strongly agreeing.

**Table X-15: Agreement with "Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own"-UVA-Wise**

Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	Strongly disagree	Count	3
			1.1%
	Disagree	Count	1
			0.4%
	Somewhat disagree	Count	9
			3.3%
	Somewhat agree	Count	42
			15.6%
	Agree	Count	126
			46.7%
	Strongly agree	Count	89
			33.0%
<b>Total</b>		<b>Count</b>	270
			100.0%

Table X-16 shows that similarly, 93 percent of all respondents at least somewhat agree that they have gained skills in interacting with individuals different than themselves, 38 percent strongly agreeing.

**Table X-16: Agreement with "Since starting work with UVA, I have gained skills in interacting with individuals who are different from me" -Wise Campus**

Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	Strongly disagree	Count	2
			0.7%
	Disagree	Count	7
			2.6%
	Somewhat disagree	Count	11
			4.0%
	Somewhat agree	Count	44
			16.1%
	Agree	Count	106
			38.7%
	Strongly agree	Count	104
			38.0%
<b>Total</b>		<b>Count</b>	274
			100.0%

## Experiences of Broadening Perspectives by University Affiliation

Considering this information broken down by UVA affiliation, Table X-17 shows that 98 percent of students, 92 percent of staff, and 86 percent of faculty at least somewhat agree that they have gained ability in understanding individual perspectives different than their own.

**Table X-17: Agreement with "Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own" by UVA Affiliation-Wise Campus**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	Strongly disagree	1	0.9%	3	2.9%		
	Disagree	0	0.3%			0	0.9%
	Somewhat disagree	1	0.8%	6	5.1%	7	12.8%
	Somewhat agree	16	14.3%	13	11.8%	10	19.1%
	Agree	54	48.8%	55	48.5%	17	34.2%
	Strongly agree	39	34.8%	36	31.7%	17	32.9%
<b>Total</b>		111	100.0%	113	100.0%	51	100.0%

On the question of gaining skills for interacting with others, Table X-18 shows that 97 percent of students, 91 percent of staff, and 78 percent of faculty at least somewhat agreed that they had gained skills since starting at UVA-Wise.

**Table X-18: Agreement with "Since starting work with UVA, I have gained skills in interacting with individuals who are different from me" by UVA Affiliation-UVA-Wise**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	Strongly disagree	0	0.0%	3	2.8%		
	Disagree			2	1.9%	9	16.6%
	Somewhat disagree	4	3.5%	5	4.0%	3	5.7%
	Somewhat agree	21	18.7%	9	7.9%	7	13.9%
	Agree	40	35.6%	60	51.5%	18	34.5%
	Strongly agree	47	42.2%	37	31.8%	15	29.2%
<b>Total</b>		112	100.0%	117	100.0%	51	100.0%

## Comparison of Experiences Broadening Perspectives across Individual Characteristics

Statistical tests were conducted regarding the degree of agreement with two questions having to do with experiences of broadening perspectives at UVA-Wise across the eight social identifiers and University affiliation.

White respondents had significantly less agreement with "Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own," when compared with all other ethnic identities. The outcome was identical for the degree of agreement with "Since starting work with UVA, I have gained skills in interacting with individuals who are different from me."

Male respondents had significantly stronger agreement with “Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own” than both women and TGQNO gender identity. In terms of gaining interaction skills, there were no statistically significant differences across gender categories at UVA-Wise.

Sexual orientation did not matter with respect to the two questions having to do with agreement with experiences of broadening perspectives at UVA-Wise. Nor did political orientation and socioeconomic status.

For, “Since starting at UVA, I have gained abilities in understanding individual perspectives different from my own,” there were no statistically significant differences across religious affiliations. Non-Christian religious affiliations had significantly stronger agreement with “Since starting work with UVA, I have gained skills in interacting with individuals who are different from me” than all other religious affiliations.

Wise respondents with a disability had significantly stronger agreement with “Since starting work with UVA, I have gained skills in interacting with individuals who are different from me” than those without a disability.

For both questions, respondents in the lowest age group (25 and under) had significantly higher agreement than respondents in the highest age group (50 and above).

Students had a significantly stronger agreement with “Since starting work with UVA, I have gained skills in interacting with individuals who are different from me” than did Wise faculty.

### Mentorship

Table X-19 shows the level of agreement with the statement, “I have had a mentor at UVA.” Seventy-three percent at least somewhat agreed, 20 percent strongly agreeing.

**Table X-19: Agreement with "I have/had a mentor at UVA"-UVA-Wise**

Agreement with- I have/had a mentor at UVA		Count	
Strongly disagree		12	
			4.5%
Disagree		43	
			16.0%
Somewhat disagree		19	
			7.1%
Somewhat agree		50	
			18.7%
Agree		91	
			34.0%
Strongly agree		53	
			19.8%
Total		268	
			100.0%

Table X-20 shows that slightly more than three-quarters (77 percent) of respondents at least somewhat agreed that they have had regular opportunities for effective mentoring.

**Table X-20: Agreement with "I have had regular opportunities for effective mentoring"-UVA-Wise**

Agreement with- I have had regular opportunities for effective mentoring	Count	
	Strongly disagree	14
Disagree	28	10.3%
Somewhat disagree	21	7.7%
Somewhat agree	58	21.4%
Agree	94	34.7%
Strongly agree	56	20.7%
Total	271	100.0%

Table X-21 shows that 73 percent of faculty and staff at least somewhat agree that they mentor other faculty and employees, 13 percent strongly agreeing.

**Table X-21: Agreement with "I mentor other faculty/employees"-UVA-Wise**

Agreement with- I mentor other faculty/employees	Count	
	Strongly disagree	5
Disagree	9	11.5%
Somewhat disagree	7	9.0%
Somewhat agree	22	28.2%
Agree	25	32.1%
Strongly agree	10	12.8%
Total	78	100.0%

**Mentorship Experiences by University Affiliation**

Examining mentoring by UVA affiliation, Table X-22 shows distinct differences among the groups. Eighty-three percent of students, 53 percent of staff, and 48 percent of faculty at least somewhat agree that they have had a mentor at UVA-Wise.

**Table X-22: Agreement with "I have/had a mentor at UVA" by UVA Affiliation-UVA-Wise**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with- I have/had a mentor at UVA</b>	<b>Strongly disagree</b>	2	2.0%	5	4.5%	8	16.5%
	<b>Disagree</b>	12	10.3%	30	28.4%	12	25.4%
	<b>Somewhat disagree</b>	6	4.9%	15	13.9%	5	10.3%
	<b>Somewhat agree</b>	22	19.6%	13	12.4%	12	24.1%
	<b>Agree</b>	45	40.1%	28	26.6%	6	12.0%
	<b>Strongly agree</b>	26	23.0%	15	14.1%	6	11.0%
<b>Total</b>		113	100.0%	106	100.0%	48	100.0%

Turning to the question on opportunities for effective mentoring, Table X-23 shows that 85 percent of students at least somewhat agree that they have had such opportunities, compared with 65 percent of staff and 51 percent of faculty.

**Table X-23: Agreement with "I have had regular opportunities for effective mentoring" by UVA Affiliation-UVA-Wise**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with- I have had regular opportunities for effective mentoring</b>	<b>Strongly disagree</b>	4	3.2%	7	6.3%	7	14.4%
	<b>Disagree</b>	5	4.2%	20	18.2%	15	30.6%
	<b>Somewhat disagree</b>	9	7.7%	11	10.4%	2	4.2%
	<b>Somewhat agree</b>	26	22.2%	22	20.5%	12	24.3%
	<b>Agree</b>	42	35.6%	39	36.3%	8	16.9%
	<b>Strongly agree</b>	32	27.2%	9	8.3%	5	9.7%
<b>Total</b>		117	100.0%	108	100.0%	48	100.0%

Finally, Table X-24 looks at the specific statement, "I mentor other faculty/employees." More than three-quarters of staff and 67 percent of faculty at least somewhat agree on this statement.

**Table X-24: Agreement with "I mentor other faculty/employees" by UVA Affiliation-UVA-Wise**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
<b>Agreement with- I mentor other faculty/employees</b>	<b>Strongly disagree</b>			5	4.7%	4	8.0%
	<b>Disagree</b>			13	12.2%	5	11.1%
	<b>Somewhat disagree</b>			7	6.5%	6	13.7%
	<b>Somewhat agree</b>			29	27.5%	13	28.3%
	<b>Agree</b>			40	37.5%	10	23.2%
	<b>Strongly agree</b>			12	11.7%	7	15.8%
<b>Total</b>				105	100.0%	44	100.0%

### Comparison of Mentorship Experiences across Individual Characteristics

There were no statistically significant differences in mentorship experiences in Wise by ethnic group, sexual orientation, and disability status.

In terms of gender, male respondents reported significantly stronger agreement with "I have had regular opportunities for effective mentoring" when compared with those that identified in the TGQNO category. Both men and women respondents reported significantly stronger agreement with "I mentor other faculty/employees" than those that identified in the TGQNO gender identity.

Those identifying a non-Christian religious affiliation had significantly less agreement with "I mentor other faculty/employees" than those that identified as Christian or spiritual, but no religious affiliation.

Respondents with a conservative political orientation had significantly less agreement with "I have/had a mentor at UVA" than UVA-Wise respondents with a moderate political orientation. Moderates also had significantly stronger agreement with "I have had regular opportunities for effective mentoring" than all other political orientations.

Those in a poor or low-income socioeconomic status had significantly stronger agreement with "I have/had a mentor at UVA" than did middle class UVA-Wise respondents. Conversely, respondents in the upper-middle class or wealthy socioeconomic categories had significantly stronger agreement with "I have had regular opportunities for effective mentoring" than those in the poor or low-income category.

The oldest respondents (age 50 and above) had significantly less agreement with "I have/had a mentor at UVA" than all other age groups. For, "I have had regular opportunities for effective mentoring," the same result prevailed. In terms of "I mentor other faculty/employees," respondents in the 26-33 age group had significantly stronger agreement than those in the youngest (25 and under) or oldest (50 and above) age groups.

In terms of UVA affiliation, students had a significantly stronger agreement with "I have/had a mentor at UVA" than either staff or faculty. There was a similar outcome for "I have had regular opportunities for effective mentoring."

**Promotion and Communication**

The next two tables provide data on issues of promotion and advancement for faculty and staff and on opinion about open channels of communication with department chairs and managers for all groups.

Table X-25 explores the level of concern expressed by faculty and staff regarding promotion and advancement. While 46 percent of respondents said it was not a concern for them, 33 percent said it was somewhat of a concern, and 22 percent said it was a serious concern.

**Table X-25: Degree of concern securing promotional or other career advancement opportunities at UVA-Wise**

Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	Not a concern	Count	40
			45.5%
	Somewhat of a concern	Count	29
			33.0%
	A serious concern	Count	19
			21.6%
<b>Total</b>		Count	88
			100.0%

Table X-26 reports the perceived frequency of open channels of communication. Three quarters of survey respondents said that channels were open at least somewhat often, more than 30 percent saying that was true very often.

**Table X-26: Frequency of open channels of communication with department chair/manager/faculty regarding faculty/employee/student needs, concerns, and suggestions-UVA-Wise**

Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	Never	Count	10
			3.6%
	Rarely	Count	23
			8.3%
	Occasionally	Count	36
			12.9%
	Somewhat often	Count	48
		17.3%	
	Often	Count	71
			25.5%
	Very often	Count	90
			32.4%
<b>Total</b>		Count	278
			100.0%

**Communication and Promotion by University Affiliation**

Exploring these questions broken down by UVA affiliation, Table X-27 suggests that staff are more likely than faculty to express concern about career advancement. While 48 percent of faculty said it was not a concern, 44 percent of staff did. While 24 percent of staff said it was a serious concern, only 18 percent of faculty said so.

**Table X-27: Degree of concern securing promotional or other career opportunities at UVA by UVA Affiliation-UVA-Wise**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1 Not a concern			52	43.8%	24	48.2%
	2 Somewhat of a concern			38	32.0%	17	34.2%
	3 A serious concern			29	24.2%	9	17.6%
<b>Total</b>				120	100.0%	50	100.0%

Table X-28 reports the frequency of open channels of communication, experienced by the different groups. Seventy-two percent of students found channels open at least somewhat often, 25 percent saying very often. For faculty and staff, 83 percent of staff and 81 percent of faculty said the channels were open at least somewhat often, but in both cases, close to 50 percent said the communication channels were open very often.

**Table X-28: Frequency of open channels of communication with department chair/manager/faculty regarding faculty/employee/student needs, concerns, and suggestions by UVA Affiliation-UVA-Wise**

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	1 Never	3	2.5%	4	3.6%	4	8.7%
	2 Rarely	11	9.5%	5	4.7%	2	4.7%
	3 Occasionally	19	16.4%	11	9.2%	3	6.1%
	4 Somewhat often	27	23.2%	6	5.2%	3	5.5%
	5 Often	27	23.3%	34	29.0%	13	24.7%
	6 Very often	29	25.1%	56	48.3%	26	50.3%
<b>Total</b>		117	100.0%	116	100.0%	51	100.0%

### Comparison of Communication and Promotion across Individual Characteristics

Differences among UVA-Wise respondents in terms of degree of concern and frequency of occurrence for different aspects of communication and promotion activities at UVA-Wise were tested for statistical significance.

There were no statistically significant differences in the level of concern regarding promotional opportunities or the frequency of open communication channels by ethnic identities, sexual orientation, disability status, and age group.

Those reporting a TGQNO gender identity had significantly greater concern about “securing promotional or other career advancement opportunities at UVA” when compared with other gender identities.

Respondents that identified as non-Christian religion had significantly greater concern about promotion opportunities than those reporting a Christian religious affiliation. Those identified as non-Christian also had a significantly lower frequency of occurrence of open channels to express concerns than all other religious affiliations.

Liberal UVA-Wise respondents had significantly greater concern about promotion opportunities than those identified as conservative political orientation. Political orientation did not affect the frequency of experiencing open channels of communication to express concerns.



The richest socioeconomic categories (upper-middle class or wealthy) has significantly less concern about promotion opportunities when compared with other socioeconomic status groups. The greatest concern was express by those in the poor or low-income socioeconomic group. However, socioeconomic status did not affect the frequency of experiencing open channels of communication to express concerns.

In terms of University affiliation, staff had higher frequency of “open channels of communication regarding faculty/employee/student needs, concerns, and suggestions” than students at UVA-Wise.

## XI. Community Relations

A last series of questions explores the ways in which University of Virginia respondents perceive the local community (either Charlottesville or Wise), particularly on the question of whether individuals believe themselves to be respected based on the identity characteristics detailed earlier in the report. Because the respect questions are relative to the respondent's own background (e.g., "Individuals of *my race* are respected" is best analyzed alongside the respondent's racial affiliation), these tables should be read in conjunction with the t-test analysis (also reported here) that captures those differences in perception and experience.

### UVA-Charlottesville

#### *Perceptions of Respect in the Local Community*

##### Respect Based on Race

Table XI-1 reports the level of agreement with the statement, "Individuals of my race are respected in Charlottesville." Eighty-eight percent of our respondents overall at least somewhat agreed with this statement.

**Table XI-1: Agreement with "Individuals of my race are respected in Charlottesville"-UVA-Charlottesville**

Individuals of my race are respected in Charlottesville	Strongly disagree	Count	150
			2.7%
	Disagree	Count	181
			3.3%
	Somewhat disagree	Count	342
			6.2%
	Somewhat agree	Count	664
		12.1%	
Agree	Count	1715	
		31.2%	
Strongly agree	Count	2449	
		44.5%	
<b>Total</b>	<b>Count</b>	<b>5501</b>	
			100.00%

Table XI-2 breaks down agreement on this statement by affiliation. The data show no real differences on this question among the groups, except that faculty were somewhat more likely to strongly agree than were other groups.

**Table XI-2: Agreement with "Individuals of my race are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my race are respected in Charlottesville</b>	<b>Strongly disagree</b>	37	2.3%	41	3.6%	46	2.4%	20	3.6%
	<b>Disagree</b>	49	3.1%	44	3.7%	71	3.7%	19	3.4%
	<b>Somewhat disagree</b>	116	7.2%	52	4.4%	133	7.0%	24	4.3%
	<b>Somewhat agree</b>	200	12.5%	144	12.4%	232	12.1%	46	8.4%
	<b>Agree</b>	500	31.2%	351	30.1%	676	35.3%	140	25.3%
	<b>Strongly agree</b>	700	43.7%	534	45.8%	755	39.5%	304	55.1%
<b>Total</b>		1602	100.0%	1166	100.0%	1913	100.0%	552	100.0%

When tested for statistical significance, African American respondents had significantly lower agreement with “Individuals of my race are respected in Charlottesville” than all other ethnic groups. White or Caucasian respondents reported significantly stronger agreement with this statement than all other ethnic groups. Those that identified as multiracial or Hispanic had the second highest degree of agreement.

### Respect Based on Gender Identity

Turning to gender identity, Table XI-3 shows that 94 percent of respondents at least somewhat agreed that individuals of their gender or gender identity are respected in Charlottesville.

**Table XI-3: Agreement with "Individuals of my gender or gender identity are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my gender or gender identity are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	66
			1.2%
	<b>Disagree</b>	<b>Count</b>	84
			1.6%
	<b>Somewhat disagree</b>	<b>Count</b>	174
			3.2%
	<b>Somewhat agree</b>	<b>Count</b>	609
			11.3%
<b>Agree</b>	<b>Count</b>	2088	
		38.6%	
<b>Strongly agree</b>	<b>Count</b>	2385	
		44.2%	
<b>Total</b>	<b>Count</b>	5406	
		100.0%	

Broken down by affiliation, Table XI-4 shows again few differences among the groups, except that staff were somewhat less likely to strongly agree than were other groups.

**Table XI-4: Agreement with "Individuals of my gender or gender identity are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my gender or gender identity are respected in Charlottesville</b>	<b>Strongly disagree</b>	14	0.9%	23	2.0%	18	0.9%	7	1.3%
	<b>Disagree</b>	23	1.5%	18	1.6%	39	2.1%	7	1.3%
	<b>Somewhat disagree</b>	45	2.8%	36	3.1%	90	4.8%	12	2.2%
	<b>Somewhat agree</b>	173	11.0%	116	10.1%	252	13.3%	67	12.1%
	<b>Agree</b>	597	38.1%	422	36.9%	836	44.2%	193	34.9%
	<b>Strongly agree</b>	715	45.6%	531	46.3%	657	34.7%	267	48.2%
<b>Total</b>		1567	100.0%	1146	100.0%	1891	100.0%	553	100.0%

There were statistically significant differences for all gender categories regarding “Individuals of my gender are respected in Charlottesville.” Those in the TGQNO had little agreement with this statement (mean of 2.97), while women had significantly less agreement than male respondents.

**Respect Based on Sexual Orientation**

Table XI-5 turns to respect by sexual orientation. Almost all respondents (95 percent) at least somewhat agreed that individuals of their sexual orientation are respected in Charlottesville, more than half strongly agreeing.

**Table XI-5: Agreement with "Individuals of my sexual orientation are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my sexual orientation are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	71
			1.3%
	<b>Disagree</b>	<b>Count</b>	61
			1.1%
	<b>Somewhat disagree</b>	<b>Count</b>	138
			2.6%
	<b>Somewhat agree</b>	<b>Count</b>	430
		8.0%	
<b>Agree</b>	<b>Count</b>	1813	
		33.8%	
<b>Strongly agree</b>	<b>Count</b>	2847	
		53.1%	
<b>Total</b>	<b>Count</b>	5360	
		100.0%	

Breaking down the responses by affiliation, Table XI-6 repeats the pattern seen in prior questions. There are almost no differences across the groups, except that the faculty is somewhat more likely than other groups to strongly agree.

**Table XI-6: Agreement with "Individuals of my sexual orientation are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my sexual orientation are respected in Charlottesville</b>	<b>Strongly disagree</b>	15	1.0%	26	2.3%	20	1.1%	8	1.4%
	<b>Disagree</b>	16	1.0%	15	1.3%	20	1.1%	9	1.6%
	<b>Somewhat disagree</b>	40	2.5%	25	2.2%	64	3.5%	9	1.7%
	<b>Somewhat agree</b>	131	8.4%	80	7.1%	179	9.8%	30	5.5%
	<b>Agree</b>	510	32.6%	368	32.3%	773	42.1%	159	29.5%
	<b>Strongly agree</b>	854	54.5%	625	54.8%	778	42.4%	325	60.3%
<b>Total</b>		1566	100.0%	1139	100.0%	1834	100.0%	539	100.0%

Heterosexual respondents had significantly stronger agreement with Individuals of my sexual orientation are respected in Charlottesville when compared with all other sexual orientation categories. Those that identified as gay or lesbian had significantly lower agreement than all other sexual orientation categories.

**Respect Based on Religious Affiliation**

Table XI-7 looks at the question of respect by religious affiliation. Eighty-nine percent of our respondents at least somewhat agreed that, "Individuals of my religious or spiritual beliefs are respected in Charlottesville," 31 percent strongly agreeing.

**Table XI-7: Agreement with "Individuals of my religious or spiritual beliefs are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my religious or spiritual beliefs are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	92
			1.8%
	<b>Disagree</b>	<b>Count</b>	143
			2.8%
	<b>Somewhat disagree</b>	<b>Count</b>	354
			6.8%
	<b>Somewhat agree</b>	<b>Count</b>	853
		16.5%	
<b>Agree</b>	<b>Count</b>	2142	
		41.4%	
<b>Strongly agree</b>	<b>Count</b>	1591	
		30.7%	
<b>Total</b>	<b>Count</b>	5175	
		100.0%	

Table XI-8 shows that while there are high levels of agreement on this issue across groups. Both undergraduate and graduate students at least somewhat agreed 89 percent of the time, while that number for staff is 86 percent and for faculty, 84 percent.

**Table XI-8: Agreement with: "Individuals of my religious or spiritual beliefs are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my religious or spiritual beliefs are respected in Charlottesville</b>	<b>Strongly disagree</b>	20	1.3%	27	2.4%	35	2.0%	14	2.6%
	<b>Disagree</b>	37	2.4%	33	3.0%	64	3.5%	15	2.9%
	<b>Somewhat disagree</b>	106	7.0%	55	5.0%	147	8.2%	56	10.8%
	<b>Somewhat agree</b>	229	15.2%	179	16.2%	358	19.9%	95	18.3%
	<b>Agree</b>	642	42.7%	437	39.6%	775	43.0%	175	33.9%
	<b>Strongly agree</b>	470	31.3%	374	33.8%	421	23.4%	162	31.5%
<b>Total</b>		1503	100.0%	1105	100.0%	1800	100.0%	516	100.0%

The degree of agreement with "individuals of my religious or spiritual beliefs are respected in Charlottesville" had several statistically significant differences across religious affiliations. Respondents with no religious or spiritual preference had significantly stronger agreement with this sentiment than all other religious affiliations. Christian respondents had significantly stronger agreement than Jewish, Muslim, all remaining religious affiliations, and atheist religious affiliations. Respondents that identified as Jewish or Muslim had significantly less agreement with being respected than all other religious affiliations.

### Respect Based on Political Beliefs

Turning to politics, Table XI-9 shows that 82 percent of survey respondents at least somewhat agreed that, "Individuals of my political beliefs are respected in Charlottesville," 29 percent of them strongly agreeing.

**Table XI-9: Agreement with "Individuals of my political beliefs are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my political beliefs are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	234
			4.3%
	<b>Disagree</b>	<b>Count</b>	306
			5.6%
	<b>Somewhat disagree</b>	<b>Count</b>	423
			7.8%
	<b>Somewhat agree</b>	<b>Count</b>	852
		15.7%	
<b>Agree</b>	<b>Count</b>	2026	
		37.2%	
<b>Strongly agree</b>	<b>Count</b>	1600	
		29.4%	
<b>Total</b>	<b>Count</b>	5441	
		100.0%	

Table XI-10 again breaks down the responses by affiliation. There are some differences. Faculty were more likely than other groups to at least somewhat agree with the statement (88 percent of them did), while staff were the least likely to at least somewhat agree, at 79 percent. Students fell in between those two groups, undergraduates at least somewhat agreeing 82 percent of the time and graduate students 84 percent of the time. The differences are most apparent in the percentages strongly agreeing. While about 30 percent of both undergraduate and graduate students strongly agreed, that percentage was 24 percent for staff and 34 percent for faculty.

**Table XI-10: Agreement with "Individuals of my political beliefs are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my political beliefs are respected in Charlottesville</b>	<b>Strongly disagree</b>	59	3.7%	57	5.0%	105	5.6%	15	2.7%
	<b>Disagree</b>	100	6.3%	48	4.2%	124	6.6%	26	4.6%
	<b>Somewhat disagree</b>	136	8.5%	75	6.6%	163	8.7%	24	4.4%
	<b>Somewhat agree</b>	249	15.6%	169	14.9%	300	15.9%	101	18.3%
	<b>Agree</b>	569	35.6%	449	39.5%	740	39.3%	201	36.4%
	<b>Strongly agree</b>	484	30.3%	338	29.8%	449	23.9%	185	33.5%
<b>Total</b>		1597	100.0%	1136	100.0%	1880	100.0%	552	100.0%

Agreement with being respected in Charlottesville regarding political beliefs had many statistically significant differences across political orientation categories. Very conservative respondents had the least amount of agreement with this sentiment with a mean value that was significantly lower than all other political affiliations. The strongest agreement with this statement was for liberal or slightly liberal respondents; having mean values significantly higher than all other political affiliations. Those considered very liberal fell towards the middle in terms of their political beliefs being respected in Charlottesville.

**Respect Based on Socioeconomic Status**

Table XI-11 turns to socioeconomic status, and shows that 91 percent of survey respondents at least somewhat agreed that individuals of their status are respected in Charlottesville, 42 percent strongly agreeing.

**Table XI-11: Agreement with "Individuals of my socioeconomic status are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my socioeconomic status are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	96
			1.7%
	<b>Disagree</b>	<b>Count</b>	118
			2.1%
	<b>Somewhat disagree</b>	<b>Count</b>	278
			5.1%
	<b>Somewhat agree</b>	<b>Count</b>	581
			10.6%
	<b>Agree</b>	<b>Count</b>	2111
			38.4%
	<b>Strongly agree</b>	<b>Count</b>	2312
			42.1%
<b>Total</b>		<b>Count</b>	5496
			100.00%

Table XI-12 shows that across UVA-Charlottesville affiliation groups, faculty were somewhat more likely to agree with this statement than were other groups (96 percent of them at least somewhat agreed), and staff somewhat less likely, at 89 percent. Those differences are particularly noticeable when considering the percent in each category who strongly agreed: 44 percent of undergraduate students, 42 percent of graduate students, 30 percent of staff, and 56 percent of faculty.

**Table XI-12: Agreement with "Individuals of my socioeconomic status are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my socioeconomic status are respected in Charlottesville</b>	<b>Strongly disagree</b>	27	1.7%	24	2.1%	34	1.8%	5	0.9%
	<b>Disagree</b>	24	1.5%	33	2.9%	67	3.5%	6	1.0%
	<b>Somewhat disagree</b>	86	5.4%	55	4.7%	112	5.9%	11	2.1%
	<b>Somewhat agree</b>	157	9.8%	124	10.7%	295	15.5%	24	4.4%
	<b>Agree</b>	600	37.5%	444	38.0%	823	43.3%	199	35.8%
	<b>Strongly agree</b>	708	44.2%	486	41.6%	572	30.1%	310	55.9%
<b>Total</b>		1601	100.0%	1166	100.0%	1901	100.0%	556	100.0%

The relationship between respect for socioeconomic status and socioeconomic status category had significant differences in strength of agreement for all comparisons. Those in the poor category had significantly lower agreement than all other socioeconomic groups. The strength of agreement tended to increase moving from poor to wealthy socioeconomic status.

### Respect Based on Disability Status

Table XI-13 is concerned with respect based on disability status. Eighty-eight percent of respondents who answered this question at least somewhat agreed that they were respected.

**Table XI-13: Agreement with "Individuals with a disability or impairment like mine are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals with a disability or impairment like mine are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	32
			2.2%
	<b>Disagree</b>	<b>Count</b>	52
			3.6%
	<b>Somewhat disagree</b>	<b>Count</b>	94
			6.5%
	<b>Somewhat agree</b>	<b>Count</b>	279
		19.9%	
<b>Agree</b>	<b>Count</b>	578	
		40.2%	
<b>Strongly agree</b>	<b>Count</b>	404	
		28.1%	
<b>Total</b>	<b>Count</b>	1439	
		100.0%	



Table XI-14 shows few differences among the students, staff, and faculty on this issue, though undergraduate students are somewhat less likely than the other affiliations to at least somewhat agree, at 86 percent compared to about 89 percent for the others.

**Table XI-14: Agreement with "Individuals with a disability or impairment like mine are respected in Charlottesville" by Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals with a disability or impairment like mine are respected in Charlottesville</b>	<b>Strongly disagree</b>	8	2.0%	9	3.0%	9	1.6%	4	3.8%
	<b>Disagree</b>	18	4.3%	10	3.2%	14	2.5%	4	3.7%
	<b>Somewhat disagree</b>	32	7.6%	13	4.4%	35	6.4%	5	4.5%
	<b>Somewhat agree</b>	85	20.0%	52	17.4%	113	20.4%	20	19.3%
	<b>Agree</b>	150	35.0%	135	45.2%	261	47.2%	48	45.6%
	<b>Strongly agree</b>	133	31.1%	81	26.9%	122	22.0%	24	23.1%
<b>Total</b>		427	100.0%	300	100.0%	554	100.0%	105	100.0%

Respondents with a disability had significantly less agreement with being respected in Charlottesville when compared with those without a disability.

**Respect Based on Citizenship**

Table XI-15 shows that 96 percent of respondents at least somewhat agreed that individuals or their citizenship status are respected in Charlottesville. But as with the other tables, it is difficult to interpret this high number without breaking it down by whether the respondent is an American citizen or something else. The t-test reported below addresses that issue.

**Table XI-15: Agreement with "Individuals of my citizenship status are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my citizenship status are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	53
			1.0%
	<b>Disagree</b>	<b>Count</b>	46
			0.9%
	<b>Somewhat disagree</b>	<b>Count</b>	118
			2.2%
	<b>Somewhat agree</b>	<b>Count</b>	314
			5.9%
<b>Agree</b>	<b>Count</b>	1610	
		30.1%	
<b>Strongly agree</b>	<b>Count</b>	3205	
		60.0%	
<b>Total</b>	<b>Count</b>	5346	
		100.0%	

Table XI-16 shows that there are no large differences across UVA-Charlottesville affiliation groups. The percentages at least somewhat agreeing range is from 94 percent for graduate students and staff to 96 percent for faculty, and 97 percent for undergraduate students.

**Table XI-16: Agreement with "Individuals of my citizenship status are respected in Charlottesville" by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my citizenship status are respected in Charlottesville</b>	<b>Strongly disagree</b>	11	0.7%	17	1.5%	21	1.1%	7	1.3%
	<b>Disagree</b>	5	0.3%	17	1.5%	33	1.8%	3	0.5%
	<b>Somewhat disagree</b>	25	1.6%	32	2.8%	59	3.2%	11	2.0%
	<b>Somewhat agree</b>	75	4.8%	84	7.3%	135	7.2%	36	6.5%
	<b>Agree</b>	446	28.8%	332	29.0%	703	37.8%	143	26.0%
	<b>Strongly agree</b>	985	63.7%	664	58.0%	907	48.8%	351	63.6%
<b>Total</b>		1545	100.0%	1145	100.0%	1857	100.0%	551	100.0%

Regarding citizenship, there was a statistically significant difference in the degree of agreement with being respected in Charlottesville. Respondents who were not a U.S. citizen, permanent resident, or DACA eligible had significantly lower agreement with being respect in Charlottesville than did respondents who identified as citizens.

**Respect Based on National Origin**

Turning to respect based on national origin, Table XI-17 shows that 94 percent of survey respondents at least somewhat agreed that individuals of their national origin are respected in Charlottesville, well over half strongly agreeing.

**Table XI-17: Agreement with "Individuals of my national origin are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my national origin are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	71
			1.4%
	<b>Disagree</b>	<b>Count</b>	89
			1.7%
	<b>Somewhat disagree</b>	<b>Count</b>	159
			3.0%
	<b>Somewhat agree</b>	<b>Count</b>	451
		8.6%	
<b>Agree</b>	<b>Count</b>	1586	
		30.4%	
<b>Strongly agree</b>	<b>Count</b>	2863	
		54.9%	
<b>Total</b>	<b>Count</b>	5219	
		100.0%	

Table XI-18 again reports the data broken down by UVA affiliation and on this question, like many of the prior questions, shows no differences among the various groups.

**Table XI-18: Agreement with "Individuals of my national origin are respected in Charlottesville" by UVA Affiliation-UVA-Charlottesville**

		UVA Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my national origin are respected in Charlottesville</b>	<b>Strongly disagree</b>	16	1.1%	19	1.7%	26	1.4%	11	2.1%
	<b>Disagree</b>	30	2.0%	20	1.8%	25	1.4%	6	1.1%
	<b>Somewhat disagree</b>	47	3.1%	35	3.2%	54	2.90	17	3.1%
	<b>Somewhat agree</b>	129	8.6%	108	9.6%	151	8.3%	42	7.8%
	<b>Agree</b>	423	28.1%	335	30.0%	714	39.2%	147	27.2%
	<b>Strongly agree</b>	860	57.1%	599	53.7%	850	46.7%	318	58.7%
<b>Total</b>		1506	100.0%	1116	100.0%	1818	100.0%	541	100.0%

Respondents with a U.S. national origin have statistically significantly stronger agreement with being respected in Charlottesville than those with a national origin outside of the U.S.

**Respect Based on Military Status**

Table XI-19 reports perceptions of respect based on military status. Ninety-six percent of respondents at least somewhat agreed that “Individuals of my military service status are respected in Charlottesville,” 45 percent of them strongly agreeing.

**Table XI-19: Agreement with "Individuals of my military service status are respected in Charlottesville"-UVA-Charlottesville**

<b>Individuals of my military service status are respected in Charlottesville</b>	<b>Strongly disagree</b>	<b>Count</b>	25
			1.4%
	<b>Disagree</b>	<b>Count</b>	7
			0.4%
	<b>Somewhat disagree</b>	<b>Count</b>	35
			1.9%
	<b>Somewhat agree</b>	<b>Count</b>	191
			10.5%
	<b>Agree</b>	<b>Count</b>	738
			40.8%
	<b>Strongly agree</b>	<b>Count</b>	811
			44.9%
<b>Total</b>		<b>Count</b>	1807
			100.0%

Table XI-20 shows few differences by UVA-Charlottesville affiliation on this issue, thought staff were slightly less likely at least to somewhat agree than were students or faculty. While the percent at least somewhat agreeing for undergraduate students was 97 percent, and for graduate students and faculty, 96 percent, for staff it was 93 percent.

**Table XI-20: Agreement with "Individuals of my military status are respected in Charlottesville" by UVA Affiliation- UVA-Charlottesville Campus**

		UVA-Charlottesville Affiliation							
		Undergrad		Grad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%	wN	w%
<b>Individuals of my military status are respected in Charlottesville</b>	<b>Strongly disagree</b>	6	1.1%	6	1.6%	15	2.3%	3	1.7%
	<b>Disagree</b>			2	0.5%	9	1.4%	2	1.0%
	<b>Somewhat disagree</b>	9	1.7%	5	1.6%	24	3.6%	2	1.3%
	<b>Somewhat agree</b>	58	10.6%	36	10.4%	79	11.9%	16	9.1%
	<b>Agree</b>	225	41.2%	131	37.7%	304	46.2%	62	35.2%
	<b>Strongly agree</b>	249	45.6%	167	48.2%	228	34.6%	92	51.6%
<b>Total</b>		546	100.0%	347	100.0%	659	100.0%	177	100.0%

Agreement with being respected regarding military service was statistically significantly different between respondents that never served in the military and those that currently serve or have served in the past. Those with a military background had significantly less agreement with being respected.

### *Characterizations of UVA-Charlottesville*

#### UVA-Charlottesville Members' Characterizations of UVA-Charlottesville

Respondents were given a list of 10 traits, from which they were asked to rate their level of agreement that UVA-Charlottesville embodied that trait. These ten traits were grouped into two separate indices: one index captures positive traits; the second index captures negative traits.

The positive characterization index is an average of the respondent's level of agreement to each of the following items:

- *UVA is - Caring*
- *UVA is - Safe*
- *UVA is - Cooperative*
- *UVA is - Fair*
- *UVA is- Inclusive*

The negative characterization index is an average of the respondent's level of agreement to each of the following items:

- *UVA is - Elitist*
- *UVA is - Hostile*
- *UVA is - Dangerous*
- *UVA is - Detached*

- *UVA is - Uncaring*

Specific question wording of these items can be found in Appendix B; frequencies of these items can be referenced in Appendix C. The Cronbach's alpha value of the positive characterization index is 0.899. The Cronbach's alpha value of the negative characterization index is 0.828. Both values indicate a strong association for the component items of each index.

This section reports where there were statistically significant differences among UVA-Charlottesville members for the eight social identifiers or University affiliation.

African American respondents had significantly less agreement with positive characterizations of UVA-Charlottesville than most all other ethnic groups. White respondents had the one of the highest amounts of agreement with positive characterizations, but were not significantly different from Asian American or Hispanic respondents. In terms of the composite measure reflecting negative characterizations, African American respondents had significantly stronger agreement than all other ethnic groups.

Statistically significant differences regarding positive and negative characterizations by gender tended to mirror each other. Male respondents had the strongest agreement with positive messages and the least amount of agreement with negative messages. Those identifying as TGQNO gender had the least amount of agreement with positive messages and the strongest agreement with negative messages. Women respondents fell in the middle in terms of degree of agreement.

Heterosexual respondents had significantly stronger agreement with positive characterizations of UVA-Charlottesville than all other sexual orientation categories. Conversely, they had significantly lower agreement with negative characterizations than all other sexual orientation categories.

Christian respondents had significantly stronger agreement with positive characterizations of UVA-Charlottesville when compared with all other religious affiliations. In terms of negative characterizations, Christians were significantly less agreeable than those identified as agnostic, atheist, and spiritual, but no religious affiliation.

Very liberal respondents had significantly less agreement with positive characterizations about UVA-Charlottesville when compared with all other political orientation categories. Moderate, slightly conservative, and conservative respondents had the highest degree of agreement with positive characterizations, but were not statistically different from each other. Regarding negative characterizations, very liberal respondents had significantly higher agreement than all other political orientations.

Respondents in the poor and low-income socioeconomic status groups had significantly less agreement with positive characterizations of UVA-Charlottesville than all other socioeconomic groups. Conversely, the least wealthy groups had significantly stronger agreement with negative characterizations about UVA-Charlottesville.

Those without a disability had significantly stronger agreement with positive characterizations and significantly less agreement regarding negative characterization of UVA-Charlottesville.

There were no statistically significant difference in the mean composite measure of positive characterizations by age group. However, those in the youngest age group (25 and under) had significantly stronger agreement with negative characterizations than all other age groups.

In terms of University affiliation, faculty had significantly less agreement with positive characterizations of UVA-Charlottesville when compared with all other affiliations. For negative characterizations, staff had significantly less agreement than all other affiliations.

## Impressions of Local Residents' Characterizations of UVA-Charlottesville

In addition to reflecting on their own opinions of UVA-Charlottesville, respondents were asked their impressions of the local community's views on UVA-Charlottesville. Towards that end, respondents were again given a list of 10 traits, from which they were asked to rate their level of agreement that local residents thought UVA embodied that trait. These ten traits were then grouped into two separate indices: one index captures positive traits; the second index captures negative traits.

The positive characterization index is an average of the respondent's level of agreement that local residents hold the following views:

- *UVA is - Caring*
- *UVA is - Safe*
- *UVA is - Cooperative*
- *UVA is - Fair*
- *UVA is - Inclusive*

The negative characterization index is an average of agreement with the following five items:

- *UVA is - Elitist*
- *UVA is - Hostile*
- *UVA is - Dangerous*
- *UVA is - Detached*
- *UVA is - Uncaring*

The Cronbach's alpha value of the positive characterization index is 0.906. The Cronbach's alpha value of the negative characterization index is 0.824. Both values indicate a strong association for the component items of each index.

This section reports where there were statistically significant differences among UVA-Charlottesville members for the eight social identifiers or University affiliation.

Asian American respondents had significantly higher agreement with positive impressions of local residents than all other ethnic groups. African American had significantly less agreement with this sentiment than most other ethnic categories. For negative impressions of local residents, the results were flipped with African American respondents having significantly stronger agreement than all other ethnic groups.

Male respondents had a significantly stronger agreement with positive impressions of local residents than all other gender identities. Those in the TGQNO group had the lowest degree of agreement, with women falling in the middle. In terms of negative impressions of local residents, women had significantly stronger agreement than men.

Heterosexual respondents had a significantly stronger degree of agreement with positive impressions of local residents than all other sexual orientation categories. Conversely, they had significantly less agreement than all other sexual orientations regarding negative impressions.

Christian respondents had significantly stronger agreement with positive impressions of local residents than most other religious affiliations except Muslim and all remaining religious affiliations. In terms of negative impressions, Christians had significantly lower agreement than those identifying agnostic, atheist, and spiritual, but no religious affiliation.

Respondents that identified a very liberal had significantly less agreement with positive impressions of local residents when compared with all other political orientations. The opposite outcome occurred for negative impressions where very liberal respondents has significantly stronger agreement than all other political orientations.

Middle class respondents had significantly stronger agreement with positive impressions of local residents than did those in the low-income socioeconomic status group. There were no statistically significant differences by socioeconomic status for mean values of the composite measure of negative impressions of local residents.

Respondents with a disability were significantly in less agreement with positive impressions of local residents and in more agreement with negative impressions.

Respondents in the oldest age groups (34-39 and 50 and above) had significantly less agreement with positive impression of local residents than those in the lower age groups. Those in the 26-33 age group had significantly less agreement with negative impressions of local residents when compared with the adjacent age groups (25 and under and 34-49).

Faculty had significantly less agreement with positive impressions of local residents than all other University affiliations. Conversely, they had significantly stronger agreement with negative impressions.

## UVA-Wise

### *Perceptions of Respect in the Local Community*

#### Respect Based on Race

Table XI-21 shows that 92 percent of UVA-Wise respondents agree that individuals of their race are respected in Wise, nearly 53 percent strongly agreeing. As we have previously noted, it is important to read this table in conjunction with the t-test below, which takes into account the effect of racial identity on this question.

**Table XI-21: Agreement with "Individuals of my race are respected in Wise"- UVA-Wise**

Individuals of my race are respected in Wise	Strongly disagree	
	Count	13
		4.9%
Disagree	Count	1
		0.4%
Somewhat disagree	Count	7
		2.6%
Somewhat agree	Count	15
		5.7%
Agree	Count	90
		34.0%
Strongly agree	Count	139
		52.5%
Total	Count	265
		100.0%

Table XI-22 breaks down the data by University affiliation and shows very little difference among the groups, except that staff were somewhat more likely than the others to strongly agree that individuals of their race were respected.

**Table XI-22: Agreement with "Individuals of my race are respected in Wise" by Affiliation- UVA-Wise**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my race are respected in Wise	Strongly disagree	7	6.4%	6	5.7%	2	4.5%
	Disagree	0	0.0%	1	1.2%	1	1.4%
	Somewhat disagree	4	3.4%	1	1.0%	2	3.8%
	Somewhat agree	7	6.3%	6	5.5%	1	3.1%
	Agree	35	29.7%	48	44.9%	13	31.9%
	Strongly agree	63	54.3%	45	41.8%	23	55.3%
Total		116	100.0%	107	100.0%	41	100.0%



When tested for statistical significance, White respondents had significantly stronger agreement with the statement “Individuals of my race are respected in Wise” than all other ethnic groups in Wise.

**Respect Based on Gender Identity**

Considering respect based on gender identity, Table XI-23 suggests equally high levels of agreement. Ninety-three percent of respondents at least somewhat agreed that individuals of their gender identity are respected in Wise.

**Table XI-23: Agreement with "Individuals of my gender or gender identity are respected in Wise"- UVA-Wise**

Individuals of my gender or gender identity are respected in Wise		Count	
		Strongly disagree	9
Disagree		Count	3
			1.1%
Somewhat disagree		Count	6
			2.3%
Somewhat agree		Count	16
			6.1%
Agree		Count	96
			36.8%
Strongly agree		Count	131
			50.2%
Total		Count	261
			100.0%

Table XI-24 again breaks down the results by affiliation. Students were more likely than staff to agree that individuals of their gender identity are respected, with 97 of them at least somewhat agreeing, compared with 87 percent of both staff and faculty/

**Table XI-24: Agreement with "Individuals of my gender or gender identity are respected in Wise" by Affiliation- UVA-Wise**

Individuals of my gender or gender identity are respected in Wise		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my gender or gender identity are respected in Wise	Strongly disagree	2	1.8%	5	4.8%	4	9.6%
	Disagree	1	1.0%	2	2.1%		
	Somewhat disagree	1	0.8%	6	5.7%	1	3.3%
	Somewhat agree	8	6.6%	9	8.3%	1	2.3%
	Agree	44	38.4%	45	42.5%	10	25.3%
	Strongly agree	59	51.5%	39	36.5%	25	59.5%
Total		114	100.0%	106	100.0%	41	100.0%

UVA-Wise respondents that indicated a TGQNO gender identity had significantly less agreement with "Individuals of my gender or gender identity are respected in Wise" than other gender identities. The amount of agreement with this sentiment was not statistically significantly different between men and women.

**Respect Based on Sexual Orientation**

Table XI-25 turns to sexual orientation. The total at least somewhat agreeing that individuals of their sexual orientation are respected in Wise is 92 percent, more than half strongly agreeing.

**Table XI-25: Agreement with "Individuals of my sexual orientation are respected in Wise"- UVA-Wise**

Individuals of my sexual orientation are respected in Wise	Count	
	Count	w%
Strongly disagree	9	3.6%
Disagree	3	1.2%
Somewhat disagree	8	3.2%
Somewhat agree	19	7.6%
Agree	83	33.2%
Strongly agree	128	51.2%
<b>Total</b>	<b>250</b>	<b>100.0%</b>

Table XI-26 suggests that students are more likely (94 percent) to agree with this statement than are staff (91 percent) or faculty (90 percent).

**Table XI-26: Agreement with "Individuals of my sexual orientation are respected in Wise" by Affiliation- UVA-Wise**

Individuals of my sexual orientation are respected in Wise	UVA-Wise Affiliation					
	Undergrad		Staff		Faculty	
	wN	w%	wN	w%	wN	w%
Strongly disagree	3	2.6%	5	5.0%	2	4.6%
Disagree	1	1.1%	2	1.7%	0	1.2%
Somewhat disagree	3	2.9%	3	2.5%	2	4.4%
Somewhat agree	8	7.7%	8	8.0%		
Agree	32	30.0%	49	48.3%	13	31.6%
Strongly agree	60	55.8%	35	34.6%	23	58.2%
<b>Total</b>	<b>107</b>	<b>100.0%</b>	<b>102</b>	<b>100.0%</b>	<b>40</b>	<b>100.0%</b>

Heterosexual respondents had a significantly higher degree of agreement with their sexual orientation being respected in Wise than respondents in all other sexual orientation categories.

**Respect Based on Religious Affiliation**

Table XI-27 considers respect based on religious or spiritual beliefs. Compared with the prior tables, the percent at least somewhat agreeing is relatively lower, at 80 percent, only 34 percent strongly agreeing.

**Table XI-27: Agreement with "Individuals of my religious or spiritual beliefs are respected in Wise"- UVA-Wise**

Individuals of my religious or spiritual beliefs are respected in Wise		Count	
		Strongly disagree	18
Disagree	Count	18	6.9%
Somewhat disagree	Count	15	5.7%
Somewhat agree	Count	33	12.6%
Agree	Count	88	33.7%
Strongly agree	Count	89	34.1%
Total	Count	261	100.0%

Table XI-28 suggests that students and staff are somewhat more likely than faculty to agree on this question. While 82 percent of them at least somewhat agreed, 75 percent of faculty did.

**Table XI-28: Agreement with "Individuals of my religious or spiritual beliefs are respected in Wise" by Affiliation- UVA-Wise**

		UVA-Wise Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my religious or spiritual beliefs are respected in Wise	1 Strongly disagree	5	4.4%	12	11.2%	6	14.3%
	2 Disagree	9	8.2%	3	2.4%	3	6.6%
	3 Somewhat disagree	6	5.5%	5	4.7%	2	4.6%
	4 Somewhat agree	15	13.2%	13	12.1%	5	13.1%
	5 Agree	38	34.1%	45	41.3%	13	32.4%
	6 Strongly agree	38	34.6%	31	28.3%	12	29.1%
Total		111	100.0%	109	100.0%	41	100.0%

Christian respondents had significantly stronger agreement with being respected in Wise than those that reported no religious or spiritual preference.

**Respect Based on Political Beliefs**

Considering respect for individuals of their political beliefs, Table XI-29 shows an even lower level of agreement, at 74 percent, only 26 percent strongly agreeing.

**Table XI-29: Agreement with "Individuals of my political beliefs are respected in Wise" - UVA-Wise**

Individuals of my political beliefs are respected in Wise	Strongly disagree	
	Count	20
	7.5%	
Disagree	Count	21
	7.9%	
Somewhat disagree	Count	27
	10.2%	
Somewhat agree	Count	42
	15.8%	
Agree	Count	87
	32.8%	
Strongly agree	Count	68
	25.7%	
Total	Count	265
	100.0%	

Faculty were somewhat less likely than were students and staff to agree that individuals of their political beliefs are respected in Wise, as Table XI-30 shows. Sixty-seven percent of faculty at least somewhat agreed, compared with 77 percent of students and 75 percent of staff.

**Table XI-30: Agreement with "Individuals of my political beliefs are respected in Wise" by Affiliation- UVA-Wise**

Individuals of my political beliefs are respected in Wise	UVA-Wise Affiliation						
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my political beliefs are respected in Wise	Strongly disagree	5	4.3%	12	11.1%	8	18.4%
	Disagree	9	8.4%	3	2.6%	4	7.7%
	Somewhat disagree	12	10.5%	12	11.1%	3	6.6%
	Somewhat agree	17	15.3%	19	17.5%	10	21.5%
	Agree	40	35.6%	39	35.6%	12	26.7%
	Strongly agree	29	26.0%	24	22.0%	9	19.0%
<b>Total</b>		112	100.0%	109	100.0%	45	100.0%

UVA-Wise respondents who identified as liberal had significantly less agreement with "Individuals of my political beliefs are respected in Wise" than all other political orientations.

Respect Based on Socioeconomic Status

Table XI-31 considers socioeconomic status. Ninety-three percent of respondents at least somewhat agreed that individuals of their socioeconomic status are respected in Wise.

Table XI-31: Agreement with "Individuals of my socioeconomic status are respected in Wise"- UVA-Wise

Individuals of my socioeconomic status are respected in Wise	Count	
	Count	%
Strongly disagree	8	3.1%
Disagree	7	2.7%
Somewhat disagree	4	1.6%
Somewhat agree	35	13.6%
Agree	107	41.6%
Strongly agree	96	37.4%
<b>Total</b>	<b>257</b>	<b>100.0%</b>

Table XI-32 shows very little difference among students, staff, and faculty on this issue, though faculty were much more likely than undergraduates or staff to strongly agree.

Table XI-32: Agreement with "Individuals of my socioeconomic status are respected in Wise" by Affiliation- UVA-Wise

		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my socioeconomic status are respected in Wise	Strongly disagree	2	1.8%	6	6.0%	2	5.2%
	Disagree	3	2.8%	4	3.5%		
	Somewhat disagree	2	1.7%	1	0.7%	1	2.6%
	Somewhat agree	15	13.6%	20	18.3%	1	2.5%
	Agree	46	42.5%	47	44.1%	17	40.5%
	Strongly agree	41	37.6%	29	27.4%	21	49.2%
<b>Total</b>		109	100.0%	107	100.0%	43	100.0%

Poor or low-income respondents had significantly less agreement with being respected in Wise than all other socioeconomic status groups

**Respect Based on Disability Status**

Table XI-33 shows that when asked about respect based on disability status, 88 percent of respondents at least somewhat agreed.

**Table XI-33: Agreement with "Individuals with a disability or impairment like mine are respected in Wise"- UVA-Wise**

Individuals with a disability or impairment like mine are respected in Wise		Count	0
		Strongly disagree	
Disagree	Count	1	
			1.1%
Somewhat disagree	Count	10	
			10.8%
Somewhat agree	Count	10	
			10.8%
Agree	Count	34	
			36.6%
Strongly agree	Count	38	
			40.9%
Total	Count	93	
			100.0%

This percentage of agreement varies by affiliation, as Table XI-34 shows. While a total of 85 percent of students at least somewhat agreed, 91 percent of staff and 98 percent of faculty did.

**Table XI-34: Agreement with "Individuals with a disability or impairment like mine are respected in Wise" by Affiliation-UVA-Wise**

Individuals with a disability or impairment like mine are respected in Wise	UVA-Wise Affiliation					
	Undergrad		Staff		Faculty	
	wN	w%	wN	w%	wN	w%
Strongly disagree					0	1.6%
Disagree	0	0.9%	2	6.3%		
Somewhat disagree	6	14.6%	1	2.8%		
Somewhat agree	3	7.2%	3	12.8%	4	26.8%
Agree	16	37.4%	9	34.3%	6	43.7%
Strongly agree	17	40.0%	12	43.8%	4	27.9%
Total	43	100.0%	27	100.0%	14	100.0%

In terms of disability status, there were no statistically significant differences regarding agreement with "individuals with a disability or impairment like mine are respected in Wise."

Respect Based on Citizenship

Table XI-35 looks at the results of perception of respect based on citizenship. Almost all (95 percent) respondents at least somewhat agreed that individuals of their citizenship status were respected.

Table XI-35: Agreement with "Individuals of my citizenship status are respected in Wise"- UVA-Wise

Individuals of my citizenship status are respected in Wise		Count	
Strongly disagree		8	
			3.3%
Disagree		1	
			0.4%
Somewhat disagree		2	
			0.8%
Somewhat agree		8	
			3.3%
Agree		85	
			35.3%
Strongly agree		137	
			56.8%
Total		241	
			100.0%

Table XI-36 shows undergraduates and faculty shared similar perspectives on respect of their citizenship in Wise. Compared to the other two groups, staff had a lower percentage who strongly agreed; however, the overwhelming majority (nearly 90%) of staff respondents still either agreed or strongly agreed with that their citizenship is respected in Wise.

Table XI-36: Agreement with "Individuals of my citizenship status are respected in Wise" by Affiliation- UVA-Wise

Individuals of my citizenship status are respected in Wise		UVA Affiliation					
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Individuals of my citizenship status are respected in Wise	Strongly disagree	3	2.8%	5	5.3%	0	0.5%
	Disagree			1	1.1%	1	1.4%
	Somewhat disagree	1	0.9%				
	Somewhat agree	2	2.1%	6	5.7%	2	3.9%
	Agree	34	33.4%	40	40.8%	14	33.4%
	Strongly agree	62	60.9%	46	47.2%	25	60.8%
Total		102	100.0%	97	100.0%	41	100.0%

Respondents that indicated they were not a U.S. citizen, permanent resident, or DACA eligible had significantly stronger agreement with "individuals of my citizenship status are respected in Wise" than

those who identified as U.S. citizens. The number of cases for non-U.S. citizens is very small however and this result should be interpreted with care.

**Respect Based on National Origin**

Table XI-37 shows that 94 percent of respondents at least somewhat agree that individuals of their national origin are respected in Wise, 55 percent strongly agreeing.

**Table XI-37: Agreement with "Individuals of my national origin are respected in Wise" - UVA-Wise**

Individuals of my national origin are respected in Wise	Count	
	Count	%
Strongly disagree	12	4.8%
Disagree	2	0.8%
Somewhat disagree	1	0.4%
Somewhat agree	9	3.6%
Agree	89	35.5%
Strongly agree	138	55.0%
<b>Total</b>	<b>251</b>	<b>100.0%</b>

Table XI-38 suggests that these results do not substantially vary by affiliation.

**Table XI-38: Agreement with "Individuals of my national origin are respected in Wise" by Affiliation- UVA-Wise**

Individuals of my national origin are respected in Wise	UVA-Wise Affiliation					
	Undergrad		Staff		Faculty	
	wN	w%	wN	w%	wN	w%
Strongly disagree	6	5.8%	6	6.3%	2	4.4%
Disagree	1	0.8%	1	1.1%	1	1.4%
Somewhat disagree			1	1.4%	1	2.3%
Somewhat agree	4	3.2%	4	4.2%	1	1.4%
Agree	37	33.2%	42	43.5%	14	32.5%
Strongly agree	63	56.9%	42	43.4%	25	58.0%
<b>Total</b>	<b>111</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>	<b>42</b>	<b>100.0%</b>

In terms of national origin, there were no statistically significant differences among UVA-Wise members regarding agreement with "individuals of my national origin are respected in Wise."



Respect Based on Military Status

Table XI-39 turns to military status and again shows that almost all respondents, 95 percent at least somewhat agreed that individuals of their military service status are respected in Wise.

Table XI-39: Agreement with "Individuals of my military service status are respected in Wise"- UVA-Wise

Individuals of my military service status are respected in Wise	Count	
	Count	%
Strongly disagree	3	3.0%
Disagree	1	1.0%
Somewhat disagree	1	1.0%
Somewhat agree	6	6.0%
Agree	41	41.0%
Strongly agree	48	48.0%
<b>Total</b>	<b>100</b>	<b>100.0%</b>

Table XI-40 shows very little difference among faculty, students, and staff. Faculty were somewhat less likely to at least somewhat agree, 91 percent of them doing so, as compared with 97 percent of students and 96 percent of staff.

Table XI-40: Agreement with "Individuals of my military service status are respected in Wise" by Affiliation- UVA-Wise

Individuals of my military service status are respected in Wise	UVA-Wise Affiliation						
		Undergrad		Staff		Faculty	
		wN	w%	wN	w%	wN	w%
Strongly disagree	1	2.1%			2	8.7%	
Disagree			1	3.6%			
Somewhat disagree	0	0.9%					
Somewhat agree	2	5.1%	3	10.7%	1	3.9%	
Agree	18	44.3%	10	31.5%	12	48.1%	
Strongly agree	19	47.6%	18	54.2%	10	39.2%	
<b>Total</b>	<b>40</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>25</b>	<b>100.0%</b>	

In terms of military status, there were no statistically significant differences regarding agreement with "individuals of my military service status are respected in Wise."

## *Characterizations of UVA-Wise*

### UVA Members' Characterizations of UVA-Wise

Respondents were given a list of 10 traits, from which they were asked to rate their level of agreement that UVA-Wise embodied that trait. These ten traits were grouped into two separate indices: one index captures positive traits; the second index captures negative traits.

The positive characterization index is an average of the respondent's level of agreement to each of the following items:

- *UVA is - Caring*
- *UVA is - Safe*
- *UVA is - Cooperative*
- *UVA is - Fair*
- *UVA is- Inclusive*

The negative characterization index is an average of the respondent's level of agreement to each of the following items:

- *UVA is - Elitist*
- *UVA is - Hostile*
- *UVA is - Dangerous*
- *UVA is - Detached*
- *UVA is - Uncaring*

Specific question wording of these items can be found in Appendix B; frequencies of these items can be referenced in Appendix D. The Cronbach's alpha value of the positive characterization index is 0.899. The Cronbach's alpha value of the negative characterization index is 0.828. Both values indicate a strong association for the component items of each index.

This section reports where there were statistically significant differences among UVA-Wise respondents for the eight social identifiers or University affiliation.

There were no statistically significant difference in the mean composite measure of positive or negative characterizations by ethnic groups, sexual orientation, disability status, age group, and University affiliation.

Respondents that identified their gender as TGQNO had significantly lower agreement with positive characterizations of UVA-Wise than both men and women. There was no statistically significant difference between the level of agreement by men and women Wise respondents. TGQNO respondents had significantly higher agreement with negative characterizations than both men and women.

Christian respondents had significantly stronger agreement with positive characterizations of UVA-Wise than those that indicated spiritual, but no religious affiliation. There were no significant differences in the strength of agreement with negative characterizations by religious affiliation.

Wise respondents identified as conservative political orientation had significantly stronger agreement with positive characterizations about UVA-Wise than did liberal respondents. There were no significant differences in the strength of agreement with negative characterizations by political orientation.

Those in the wealthiest socioeconomic status groups (upper-middle class and wealthy) had significantly higher agreement with positive characterizations of UVA-Wise than all other socioeconomic status groups. The converse was true regarding negative characterizations, with the wealthiest groups having significantly less agreement.

### Impressions of Local Residents' Characterizations of UVA-Wise

In addition to reflecting on their own opinions of UVA-Wise, respondents were asked their impressions of the local community's views of UVA-Wise. Towards that end, respondents were again given a list of 10 traits, from which they were asked to rate their level of agreement that local residents thought UVA embodied that trait. These ten traits were then grouped into two separate indices: one index captures positive traits; the second index captures negative traits.

The positive characterization index is an average of the respondent's level of agreement that local residents hold the following views:

- *UVA is - Caring*
- *UVA is - Safe*
- *UVA is - Cooperative*
- *UVA is - Fair*
- *UVA is- Inclusive*

The negative characterization index is an average of agreement with the following five items:

- *UVA is - Elitist*
- *UVA is - Hostile*
- *UVA is - Dangerous*
- *UVA is - Detached*
- *UVA is - Uncaring*

The Cronbach's alpha value of the positive characterization index is 0.906. The Cronbach's alpha value of the negative characterization index is 0.824. Both values indicate a strong association for the component items of each index.

This section reports where there were statistically significant differences among UVA-Wise respondents for the eight different social identifiers or University affiliation.

LGBQPAO respondents had significantly less agreement with positive impressions of local residents than other sexual orientation categories. The converse relationship regarding negative impressions was also statistically significant.

UVA-Wise respondents who indicated they were spiritual, but had no religious affiliation had significantly less agreement with positive impressions of local residents than all other religious affiliations. Christian respondents had significantly less agreement with negative impressions of local residents than all other religious affiliations.

Conservatives had significantly stronger agreement with positive impressions of local residents than those identified a liberal political orientation. Conversely, liberals had significantly higher agreement with negative impressions than did conservatives.

Those in the wealthiest socioeconomic status groups (upper-middle class and wealthy) has significantly stronger agreement with positive impressions of local residents than all other socioeconomic status groups. Those in the poorest socioeconomic groups had significantly stronger agreement with negative impressions than the wealthier socioeconomic status groups.

Younger UVA-Wise respondents (25 and under and 26-33) had significantly stronger agreement with positive impressions of local residents than the oldest age group (50 and older). Respondents in the oldest age groups (34-49 and 50 or older) had significantly stronger agreement with negative impressions of local residents than those in the youngest age group (25 and under).

Students had significantly less agreement with negative impressions of local residents than both staff and faculty. There were no statistically significant differences, however, for positive impressions by University affiliation.

There was no statistically significant difference in the mean composite measure of positive or negative impressions of local residents by ethnic groups, gender identity, and disability status.