

Appendix D: Frequencies at Wise Campus

A frequencies report is a simple counting of responses for each survey question. Frequencies tables usually also display percentages. Appendix D contains weighted frequencies for the survey questions among Wise Campus respondents. In this appendix there are two types of frequencies tables.

The predominant type is a simple counting of responses for each survey question that allowed one and only one answer. These tables include three different columns of percentages.

The “Percent” shows the percentage of cases at Wise Campus in a particular category based on the number of cases in categories that are being used for analysis. Sometimes these are cases for which the answer is absent, such as when the question was skipped for some respondents due to the flow of the survey or respondents simply did not want to answer the question. Sometimes these are cases that have a response such as “don’t know” or “have no opinion,” but those answers were excluded from the frequencies because they were not substantive.

The second type of frequencies table found in Appendix D is a multiple response table. This type of table reports responses for questions that allowed more than one response. These tables are more complicated to interpret. The “Count” tallies the number of times any particular response was chosen, across all residents who responded to the question. The “Percent” expresses the number of “votes” for a particular response as a percentage of all respondents who responded to the question. (Each resident is a “case.”) Because respondents could “vote” for more than one response, the total number of votes can be greater than the total number of residents. Therefore, the total of the “Percent” across all categories can be greater than 100.0%. In fact, if the total of the “Percent” across categories is thought of as its decimal equivalent, it is the average number of “votes” per respondent. For example, if the total “Percent” adds to 143.7%, then the average number of responses given per respondent was 1.437. Multiple response tables do not show the number of cases who contributed “votes”, but that number can be estimated as the total of the N divided by the total “Percent”.

Frequencies with Weighted Data

When data are weighted, each survey respondent no longer counts as exactly one case in statistical calculations. Each survey respondent counts as the value of its weight. Frequencies tables using weighted data show weighted counts of respondents rounded to the nearest integer.

Therefore, it is possible for a frequency table based on weighted data to show a count of “0” but a percentage greater than zero. This would represent a number of cases whose weights sum to less than 0.5 being rounded down to zero for display in the frequencies table, but being accurately used as a fractional numerator to calculate a non-zero percentage.

With rounded frequencies based on weighted data, it is also possible that the “same” number of weighted cases will yield different percentages. For example, if the weighted count for a “Yes” response is 38.65 and the weighted count for a “No” response is 39.41, both counts will display as 39. But the percentages will display as 49.5% and 50.5%.

Note that throughout the report and appendices, total percentages and total weighted numbers of respondents may not add exactly due to rounding.

type_resp UVA Affiliation	1.00 Undergrad	Count	194
		% at Wise	68.3%
	2.00 Grad	Count	0
		% at Wise	0.0%
	3.00 Staff	Count	56
		% at Wise	19.7%
	4.00 Faculty	Count	34
		% at Wise	12.0%
Total		Count	284
		% at Wise	100.0%

AGE Age range	2 18-25	Count	171
		% at Wise	60.0%
	3 26-33	Count	34
		% at Wise	11.9%
	4 34-41	Count	20
		% at Wise	7.0%
	5 42-49	Count	18
		% at Wise	6.3%
	6 50-57	Count	21
		% at Wise	7.4%
	7 58-65	Count	17
		% at Wise	6.0%
	8 Over 65	Count	4
		% at Wise	1.4%
Total		Count	285
		% at Wise	100.0%

CITIZENSTAT Are you a U.S. Citizen, Permanent Resident, or DACA eligible?	1 Yes	Count	281
		% at Wise	98.6%
	2 No	Count	4
		% at Wise	1.4%
Total		Count	285
		% at Wise	100.0%

TEMPVISA Temporary Visa Holder (such as F-1, J-1, H1-B, and U)	1 Yes	Count	2
		% at Wise	0.8%
	2 No	Count	244
		% at Wise	99.2%
Total		Count	246
		% at Wise	100.0%

rucreligion Religion/spirituality	1.00 Agnostic	Count	26
		% at Wise	9.2%
	2.00 Atheist	Count	25
		% at Wise	8.8%
	3.00 Baha'i	Count	0
		% at Wise	0.0%
	4.00 Buddhist	Count	2
		% at Wise	0.7%
	5.00 Christian (Please specify)	Count	185
		% at Wise	65.4%
	6.00 Hindu	Count	0
		% at Wise	0.0%
	7.00 Jewish (Please specify)	Count	0
		% at Wise	0.0%
	8.00 Muslim (Please specify)	Count	3
	% at Wise	1.1%	
9.00 Native American Traditional Practitioner or Ceremonial	Count	0	
	% at Wise	0.0%	
10.00 Sikh	Count	0	
	% at Wise	0.0%	
11.00 Spiritual, but no religious affiliation	Count	20	
	% at Wise	7.1%	
12.00 Not listed (Please specify)	Count	6	
	% at Wise	2.1%	
13.00 No religious or spiritual preference	Count	16	
	% at Wise	5.7%	
Total	Count	283	
	% at Wise	100.0%	
\$rucdis Ways in which disabilities or impairments affect respondent^a	RUCDIS_1 Disabilities or impairments that affect how you access or use UVA facilities	Count	11
		% at Wise	3.7%
	RUCDIS_2 Disabilities or impairments that affect how you perform your work, read or study	Count	29
		% at Wise	10.3%
	RUCDIS_3 Disabilities or impairments that affect how you process information or interact with others	Count	16
		% at Wise	5.5%
RUCDIS_4 Disabilities or impairments that affect your use of digital technologies or interactions with online environments	Count	5	
	% at Wise	1.9%	
RUCDIS_5 No disabilities or impairments	Count	248	
	% at Wise	87.5%	
Total	Count	283	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

DISVSBLTY Description of disability or impairment	1 Invisible (Not generally observable)	Count	26
		% at Wise	72.2%
	2 Visible (Generally observable)	Count	4
		% at Wise	11.1%
	3 I have both invisible and visible disabilities or impairments	Count	6
		% at Wise	16.7%
Total		Count	36
		% at Wise	100.0%
rucaccomdis Do you currently receive, or have you ever received, accommodations from the University for your disability or impairment?	1 Yes	Count	12
		% at Wise	33.3%
	2 No	Count	24
		% at Wise	66.7%
Total		Count	36
		% at Wise	100.0%
rucpoliticorient Political orientation	1 Very liberal	Count	15
		% at Wise	5.7%
	2 Liberal	Count	53
		% at Wise	20.3%
	3 Slightly liberal	Count	24
		% at Wise	9.2%
	4 Moderate or middle of the road	Count	76
	% at Wise	29.1%	
5 Slightly conservative	Count	20	
	% at Wise	7.7%	
6 Conservative	Count	56	
	% at Wise	21.5%	
7 Very conservative	Count	17	
	% at Wise	6.5%	
Total		Count	261
		% at Wise	100.0%
rucsex Biological sex assigned at birth	1 Female	Count	150
		% at Wise	52.8%
	2 Male	Count	134
	% at Wise	47.2%	
	4 Intersex	Count	0
		% at Wise	0.0%
Total		Count	284
		% at Wise	100.0%

RUCGENDER Current gender identity	1 Man	Count	132
		% at Wise	47.1%
	2 Woman	Count	146
		% at Wise	52.1%
	3 Trans Man	Count	1
		% at Wise	0.4%
	4 Trans Woman	Count	1
		% at Wise	0.4%
	5 Genderqueer	Count	0
		% at Wise	0.0%
	7 I wish to provide my own description	Count	0
		% at Wise	0.0%
	8 Non-binary or Gender Non-conforming	Count	0
		% at Wise	0.0%
Total		Count	280
		% at Wise	100.0%

rucsexorient Sexual orientation	1 Heterosexual or straight	Count	230
		% at Wise	82.4%
	2 Gay or lesbian	Count	6
		% at Wise	2.2%
	3 Bisexual	Count	18
		% at Wise	6.5%
	4 Questioning	Count	3
		% at Wise	1.1%
	6 I wish to provide my own description	Count	7
		% at Wise	2.5%
	7 Queer	Count	0
		% at Wise	0.0%
	8 Pansexual	Count	2
		% at Wise	0.7%
	9 Asexual	Count	13
		% at Wise	4.7%
Total		Count	279
		% at Wise	100.0%

\$RACEETHNIC Racial/ethnic affiliation^a	RACEETHNIC_1	Count	4
	Race/ethnicity- own description	% at Wise	1.6%
	RACEETHNIC_2	Count	18
	Race/ethnicity- African American or Black	% at Wise	6.7%
	RACEETHNIC_3	Count	3
	Race/ethnicity- American Indian or Alaska Native	% at Wise	1.1%
	RACEETHNIC_4	Count	6
	Race/ethnicity- Asian American or Asian	% at Wise	2.1%
	RACEETHNIC_5	Count	3
	Race/ethnicity- Hispanic or LatinX	% at Wise	1.3%
	RACEETHNIC_6	Count	0
	Race/ethnicity- Middle Eastern or North African	% at Wise	0.0%
	RACEETHNIC_7	Count	1
	Race/ethnicity- Native Hawaiian or Other Pacific Islander	% at Wise	0.2%
	RACEETHNIC_8	Count	247
	Race/ethnicity- White or Caucasian	% at Wise	90.7%
Total	Count		272

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

VET Military or veteran status	1 I am currently serving	Count	4
		% at Wise	1.4%
	2 I am no longer serving	Count	8
		% at Wise	2.8%
	3 I have never served	Count	269
		% at Wise	95.7%
Total	Count		281
	% at Wise		100.0%

SESCRRNT Current socioeconomic status	1 Poor	Count	23
		% at Wise	8.5%
	2 Low income	Count	82
		% at Wise	30.3%
	3 Middle class	Count	121
		% at Wise	44.6%
	4 Upper-middle class	Count	44
		% at Wise	16.2%
	5 Wealthy	Count	1
		% at Wise	0.4%
Total	Count		271
	% at Wise		100.0%

EDLEVEL Highest academic degree or professional credential completed	1 High school diploma or equivalency	Count	9
		% at Wise	10.3%
	2 Associate's degree	Count	6
		% at Wise	6.9%
	3 Bachelor's degree	Count	17
		% at Wise	19.5%
	4 Master's degree	Count	21
		% at Wise	24.1%
	5 Multiple Master's degrees	Count	3
		% at Wise	3.4%
	6 Professional Master's (MEd, MPP, MPH, MBA, MFA, MLIS, etc.)	Count	4
		% at Wise	4.6%
7 Law degree (LLB or JD)	Count	0	
	% at Wise	0.0%	
8 Medical doctorate (MD)	Count	0	
	% at Wise	0.0%	
9 Medical doctorate other than MD (DO, DDS, DVM, etc.)	Count	0	
	% at Wise	0.0%	
10 Doctorate (PhD, EdD, etc.)	Count	23	
	% at Wise	26.4%	
11 Multiple doctoral degrees (MD/PhD, etc.)	Count	0	
	% at Wise	0.0%	
12 Professional credential	Count	4	
	% at Wise	4.6%	
Total	Count	87	
	% at Wise	100.0%	

RUCPOSTBACDEGREE What is the highest academic degree or professional credential that you plan to complete?	1 Bachelor's degree	Count	51
		% at Wise	28.8%
	4 Professional Master's	Count	6
		% at Wise	3.4%
	5 Master's degree	Count	68
		% at Wise	38.4%
	6 Law degree	Count	8
		% at Wise	4.5%
	7 Medical doctorate other than MD	Count	5
		% at Wise	2.8%
	8 Medical doctorate (MD)	Count	10
		% at Wise	5.6%
9 Doctorate (PhD, EdD, etc.)	Count	22	
	% at Wise	12.4%	
10 Multiple doctoral degrees (MD/PhD, etc.)	Count	5	
	% at Wise	2.8%	
12 Professional Credential	Count	2	
	% at Wise	1.1%	
Total	Count	177	
	% at Wise	100.0%	

RUCPARENTED Educational experience of respondent's parent(s)/guardian(s) to the best of their knowledge	1 Neither parent/guardian attended any college	Count	82
		% at Wise	29.4%
	4 One or both parents/guardians attended some college, but neither has a four-year degree	Count	78
		% at Wise	28.0%
	5 One parent/guardian has a four-year degree	Count	41
		% at Wise	14.7%
	6 Both parents/guardians have a four-year degree	Count	26
		% at Wise	9.3%
Total		Count	279
		% at Wise	100.0%

RUCSOCIALCLASS Childhood socioeconomic status	1 Poor	Count	32
		% at Wise	11.4%
	2 Low income	Count	86
		% at Wise	30.6%
	3 Middle class	Count	125
		% at Wise	44.5%
	4 Upper-middle class	Count	38
		% at Wise	13.5%
	5 Wealthy	Count	0
		% at Wise	0.0%
Total		Count	281
		% at Wise	100.0%

SOLEPROVIDE Are you currently the sole provider for your living and educational expenses?	1 Yes	Count	51
		% at Wise	26.3%
	2 No	Count	143
		% at Wise	73.7%
Total		Count	194
		% at Wise	100.0%

HSHLDINC Current household income in U.S. dollars	1 Below \$30,000	Count	76
		% at Wise	29.0%
	2 \$30,000 - \$69,999	Count	84
		% at Wise	32.1%
	3 \$70,000 - \$99,999	Count	51
		% at Wise	19.5%
	4 \$100,000 - \$249,999	Count	47
		% at Wise	17.9%
	5 \$250,000 - \$499,999	Count	3
		% at Wise	1.1%
	6 \$500,000 or more	Count	1
		% at Wise	0.4%
Total	Count	262	
	% at Wise	100.0%	

RELATIONSHIP Current relationship status	1 Single	Count	108
		% at Wise	38.2%
	2 In a casual relationship	Count	13
		% at Wise	4.6%
	3 In a serious relationship	Count	73
		% at Wise	25.8%
	4 Divorced	Count	7
		% at Wise	2.5%
	5 Widow (partner/spouse deceased)	Count	0
		% at Wise	0.0%
	6 Legally partnered (civil union/registered domestic partnership)	Count	0
		% at Wise	0.0%
	7 Married or remarried	Count	81
		% at Wise	28.6%
	8 Separated	Count	0
		% at Wise	0.0%
	9 Other relationship status not listed here (Please specify)	Count	1
		% at Wise	0.4%
Total	Count	283	
	% at Wise	100.0%	

UVAPRIMROLE Primary role at UVA	1 Staff - UVA Academic (Includes A&P Faculty)	Count	1
		% at Wise	1.2%
	2 Staff - UVA Medical Center (Excludes Schools of Medicine and Nursing)	Count	0
		% at Wise	0.0%
	3 Staff - UVA Wise (Includes A&P Faculty)	Count	47
		% at Wise	56.6%
	4 Teaching and Research Faculty	Count	28
		% at Wise	33.7%
	5 Professional Research Staff or Scientist	Count	0
		% at Wise	0.0%
	6 Clinical Faculty (Health System)	Count	0
		% at Wise	0.0%
	7 Other (Please specify)	Count	4
		% at Wise	4.8%
	9 Post-doctoral fellow	Count	0
		% at Wise	0.0%
	10 Temporary Staff	Count	3
		% at Wise	3.6%
Total		Count	83
		% at Wise	100.0%

TENURESTAT Tenure	1 Not on the tenure track	Count	7
		% at Wise	24.1%
	2 On the tenure track	Count	7
		% at Wise	24.1%
	3 Tenured	Count	15
		% at Wise	51.7%
Total		Count	29
		% at Wise	100.0%

ACDRANK What is your current academic rank?	1 Instructor	Count	6
		% at Wise	20.7%
	2 Lecturer	Count	1
		% at Wise	3.4%
	3 Assistant Professor	Count	8
		% at Wise	27.6%
	4 Associate Professor	Count	7
		% at Wise	24.1%
	5 Professor	Count	7
		% at Wise	24.1%
Total		Count	29
		% at Wise	100.0%

PAYBASIS How are you paid?	1 Salary	Count	77
		% at Wise	92.8%
	2 Per course, event, or project	Count	6
		% at Wise	7.2%
	3 Unpaid affiliation	Count	0
		% at Wise	0.0%
Total		Count	83
		% at Wise	100.0%

TIMEATUVA How long have you worked at UVA?	1 Less than 1 Year	Count	10
		% at Wise	11.9%
2 1 - 3 Years	3 4 - 7 Years	Count	13
		% at Wise	15.5%
4 8 - 11 Years	5 12 - 15 Years	Count	18
		% at Wise	21.4%
6 16 - 20 Years	7 More than 20 Years	Count	9
		% at Wise	10.7%
Total		Count	7
		% at Wise	8.3%
		Count	13
		% at Wise	15.5%
		Count	14
		% at Wise	16.7%
		Count	84
		% at Wise	100.0%

UVAAREA With which area of the University are you primarily affiliated?	1 Batten School of Leadership & Public Policy	Count	0
		% at Wise	0.0%
	2 College & Graduate School of Arts & Sciences	Count	0
		% at Wise	0.0%
	3 Curry School of Education	Count	0
		% at Wise	0.0%
	4 Darden School of Business	Count	0
		% at Wise	0.0%
	5 McIntire School of Commerce	Count	0
		% at Wise	0.0%
	6 Office of the Executive Vice President and Provost	Count	1
		% at Wise	1.3%
	7 Office of the President	Count	0
		% at Wise	0.0%
	8 School of Architecture	Count	0
		% at Wise	0.0%
	9 School of Continuing & Professional Studies	Count	0
		% at Wise	0.0%
	10 School of Engineering & Applied Sciences	Count	1
		% at Wise	1.3%
	11 School of Law	Count	0
		% at Wise	0.0%
	12 School of Medicine	Count	0
		% at Wise	0.0%
	13 School of Nursing	Count	0
	% at Wise	0.0%	
14 University Library	Count	1	
	% at Wise	1.3%	
15 UVA College at Wise	Count	72	
	% at Wise	93.5%	
16 Executive Vice President and Chief Operating Officer	Count	0	
	% at Wise	0.0%	
17 Senior Vice President for Operations	Count	0	
	% at Wise	0.0%	
18 Vice President and Chief Human Resources Officer	Count	0	
	% at Wise	0.0%	
19 Vice President for Finance	Count	0	
	% at Wise	0.0%	
20 Vice President for Research	Count	0	
	% at Wise	0.0%	
21 Vice President for Advancement	Count	1	
	% at Wise	1.3%	
22 Vice President and Chief Student Affairs Officer	Count	0	
	% at Wise	0.0%	
23 Vice President for Communications	Count	0	
	% at Wise	0.0%	
24 Vice President for Information Technology	Count	0	
	% at Wise	0.0%	
25 Other, not listed	Count	1	
	% at Wise	1.3%	
Total	Count	77	
	% at Wise	100.0%	

UgradSchool UVa School	2 Architecture Undergraduate	Count	0
		% at Wise	0.0%
	3 Arts & Sciences UG Non-Degree	Count	0
		% at Wise	0.0%
	4 Arts & Sciences Undergraduate	Count	0
		% at Wise	0.0%
	5 Commerce Undergrad Non-Degree	Count	0
		% at Wise	0.0%
	6 Commerce Undergraduate	Count	0
		% at Wise	0.0%
	8 Education Undergraduate	Count	0
		% at Wise	0.0%
	9 Engineering UG Non-Degree	Count	0
		% at Wise	0.0%
	10 Engineering Undergraduate	Count	1
		% at Wise	0.5%
	11 Ldsh & Public Policy Undergrad	Count	0
		% at Wise	0.0%
	12 Nursing Undergraduate	Count	0
		% at Wise	0.0%
	13 Post-Baccalaureate	Count	0
		% at Wise	0.0%
	14 SCPS Undergraduate	Count	0
		% at Wise	0.0%
	15 SCPS Undergraduate Non-Degree	Count	0
		% at Wise	0.0%
	16 Visiting Undergrad Non-Degree	Count	0
		% at Wise	0.0%
	17 Wise	Count	193
		% at Wise	99.5%
Total		Count	194
		% at Wise	100.0%

School/Primary School Affiliation	1.00 Batten School of Leadership & Public Policy	Count	0
		% at Wise	0.0%
	2.00 College & Graduate School of Arts & Sciences	Count	0
		% at Wise	0.0%
	3.00 Curry School of Education	Count	0
		% at Wise	0.0%
	4.00 Darden School of Business	Count	0
		% at Wise	0.0%
	5.00 McIntire School of Commerce	Count	0
		% at Wise	0.0%
	6.00 School of Architecture	Count	0
		% at Wise	0.0%
	7.00 School of Continuing & Professional Studies	Count	0
		% at Wise	0.0%
8.00 School of Engineering & Applied Sciences	Count	0	
	% at Wise	0.0%	
9.00 School of Law	Count	0	
	% at Wise	0.0%	
10.00 School of Medicine	Count	0	
	% at Wise	0.0%	
11.00 School of Nursing	Count	0	
	% at Wise	0.0%	
12.00 UVA College at Wise	Count	271	
	% at Wise	100.0%	
13.00 Other	Count	0	
	% at Wise	0.0%	
Total	Count	271	
	% at Wise	100.0%	

RUCCLIMSECWELC_RU CCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	1 Strongly disagree	Count	19
		% at Wise	6.9%
	2 Disagree	Count	17
		% at Wise	6.2%
	3 Somewhat disagree	Count	13
		% at Wise	4.7%
	4 Somewhat agree	Count	41
		% at Wise	15.0%
	5 Agree	Count	116
		% at Wise	42.3%
	6 Strongly agree	Count	68
		% at Wise	24.8%
Total	Count	274	
	% at Wise	100.0%	

RUCCLIMSECWELC_RUCCLIMSECWELCPRGRM DI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	1 Strongly disagree	Count	8
		% at Wise	9.1%
	2 Disagree	Count	1
		% at Wise	1.1%
	3 Somewhat disagree	Count	2
		% at Wise	2.3%
	4 Somewhat agree	Count	10
		% at Wise	11.4%
	5 Agree	Count	31
		% at Wise	35.2%
	6 Strongly agree	Count	36
		% at Wise	40.9%
Total	Count	88	
	% at Wise	100.0%	

RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	1 Strongly disagree	Count	1
		% at Wise	1.0%
	2 Disagree	Count	6
		% at Wise	6.2%
	3 Somewhat disagree	Count	6
		% at Wise	6.2%
	4 Somewhat agree	Count	8
		% at Wise	8.2%
	5 Agree	Count	38
		% at Wise	39.2%
	6 Strongly agree	Count	38
		% at Wise	39.2%
Total	Count	97	
	% at Wise	100.0%	

RUCMY_RUCMYGENDE R Individuals of my gender or gender identity are respected at UVA	1 Strongly disagree	Count	6
		% at Wise	2.3%
	2 Disagree	Count	4
		% at Wise	1.5%
	3 Somewhat disagree	Count	6
		% at Wise	2.3%
	4 Somewhat agree	Count	17
		% at Wise	6.5%
	5 Agree	Count	95
		% at Wise	36.3%
	6 Strongly agree	Count	134
		% at Wise	51.1%
Total	Count	262	
	% at Wise	100.0%	

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

RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	1 Strongly disagree	Count	11
		% at Wise	4.5%
	2 Disagree	Count	3
		% at Wise	1.2%
	3 Somewhat disagree	Count	3
		% at Wise	1.2%
	4 Somewhat agree	Count	9
		% at Wise	3.7%
	5 Agree	Count	83
		% at Wise	33.7%
	6 Strongly agree	Count	137
		% at Wise	55.7%
Total	Count	246	
	% at Wise	100.0%	
RUCMY_RUCMYPOLITI CS Individuals of my political beliefs are respected at UVA	1 Strongly disagree	Count	21
		% at Wise	8.1%
	2 Disagree	Count	15
		% at Wise	5.8%
	3 Somewhat disagree	Count	34
		% at Wise	13.1%
	4 Somewhat agree	Count	26
		% at Wise	10.0%
	5 Agree	Count	89
		% at Wise	34.2%
	6 Strongly agree	Count	75
		% at Wise	28.8%
Total	Count	260	
	% at Wise	100.0%	

RUCMY_RUCMYRACE Individuals of my race are respected at UVA	1 Strongly disagree	Count	14
		% at Wise	5.3%
	2 Disagree	Count	2
		% at Wise	0.8%
	3 Somewhat disagree	Count	9
		% at Wise	3.4%
	4 Somewhat agree	Count	14
		% at Wise	5.3%
	5 Agree	Count	92
		% at Wise	34.7%
	6 Strongly agree	Count	134
		% at Wise	50.6%
Total	Count	265	
	% at Wise	100.0%	
RUCMY_RUCMYRELIGI ON Individuals of my religious or spiritual beliefs are respected at UVA	1 Strongly disagree	Count	8
		% at Wise	3.2%
	2 Disagree	Count	20
		% at Wise	8.0%
	3 Somewhat disagree	Count	16
		% at Wise	6.4%
	4 Somewhat agree	Count	45
		% at Wise	18.0%
	5 Agree	Count	79
		% at Wise	31.6%
	6 Strongly agree	Count	82
		% at Wise	32.8%
Total	Count	250	
	% at Wise	100.0%	
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	1 Strongly disagree	Count	2
		% at Wise	0.8%
	2 Disagree	Count	6
		% at Wise	2.4%
	3 Somewhat disagree	Count	5
		% at Wise	2.0%
	4 Somewhat agree	Count	23
		% at Wise	9.2%
	5 Agree	Count	83
		% at Wise	33.3%
	6 Strongly agree	Count	130
		% at Wise	52.2%
Total	Count	249	
	% at Wise	100.0%	

RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	1 Strongly disagree	Count	3
		% at Wise	5.8%
	2 Disagree	Count	2
		% at Wise	3.8%
	3 Somewhat disagree	Count	6
		% at Wise	11.5%
	4 Somewhat agree	Count	9
		% at Wise	17.3%
	5 Agree	Count	18
		% at Wise	34.6%
	6 Strongly agree	Count	14
		% at Wise	26.9%
Total	Count	52	
	% at Wise	100.0%	
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RUCMY_MYTENURESTA T Faculty of my tenure status are respected at UVA	1 Strongly disagree	Count	2
		% at Wise	6.3%
	2 Disagree	Count	2
		% at Wise	6.3%
	3 Somewhat disagree	Count	6
		% at Wise	18.8%
	4 Somewhat agree	Count	2
		% at Wise	6.3%
	5 Agree	Count	7
		% at Wise	21.9%
	6 Strongly agree	Count	13
		% at Wise	40.6%
Total	Count	32	
	% at Wise	100.0%	
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RUCMY_RUCMYIMMIG RANT Individuals of my citizenship status are respected at UVA	1 Strongly disagree	Count	7
		% at Wise	2.9%
	2 Disagree	Count	2
		% at Wise	0.8%
	3 Somewhat disagree	Count	4
		% at Wise	1.6%
	4 Somewhat agree	Count	10
		% at Wise	4.1%
	5 Agree	Count	80
		% at Wise	32.8%
	6 Strongly agree	Count	141
		% at Wise	57.8%
Total	Count	244	
	% at Wise	100.0%	

RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	1 Strongly disagree	Count	4
		% at Wise	2.3%
	2 Disagree	Count	5
		% at Wise	2.9%
	3 Somewhat disagree	Count	10
		% at Wise	5.7%
	4 Somewhat agree	Count	23
		% at Wise	13.1%
	5 Agree	Count	63
		% at Wise	36.0%
	6 Strongly agree	Count	70
		% at Wise	40.0%
Total	Count	175	
	% at Wise	100.0%	
RUCCOMMFBK_RUC1 MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	1 Never	Count	4
		% at Wise	4.8%
	2 Rarely	Count	6
		% at Wise	7.2%
	3 Occasionally	Count	3
		% at Wise	3.6%
	4 Somewhat often	Count	7
		% at Wise	8.4%
	5 Often	Count	29
		% at Wise	34.9%
	6 Very often	Count	34
		% at Wise	41.0%
Total	Count	83	
	% at Wise	100.0%	
RUCCOMMFBK_RUC1 MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	1 Never	Count	7
		% at Wise	3.8%
	2 Rarely	Count	6
		% at Wise	3.2%
	3 Occasionally	Count	14
		% at Wise	7.6%
	4 Somewhat often	Count	35
		% at Wise	18.9%
	5 Often	Count	51
		% at Wise	27.6%
	6 Very often	Count	72
		% at Wise	38.9%
Total	Count	185	
	% at Wise	100.0%	

RUCCOMMFDBK_RUCC OMMFDBKRSPTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	1 Never	Count	3
		% at Wise	3.4%
	2 Rarely	Count	3
		% at Wise	3.4%
	3 Occasionally	Count	4
		% at Wise	4.5%
	4 Somewhat often	Count	7
		% at Wise	7.9%
	5 Often	Count	28
		% at Wise	31.5%
	6 Very often	Count	44
		% at Wise	49.4%
Total	Count	89	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1 Never	Count	66
		% at Wise	75.9%
	2 Rarely	Count	12
		% at Wise	13.8%
	3 Occasionally	Count	5
		% at Wise	5.7%
	4 Somewhat often	Count	0
		% at Wise	0.0%
	5 Often	Count	1
		% at Wise	1.1%
	6 Very often	Count	3
		% at Wise	3.4%
Total	Count	87	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	Count	59
		% at Wise	67.8%
	2 Rarely	Count	13
		% at Wise	14.9%
	3 Occasionally	Count	7
		% at Wise	8.0%
	4 Somewhat often	Count	3
		% at Wise	3.4%
	5 Often	Count	3
		% at Wise	3.4%
	6 Very often	Count	2
		% at Wise	2.3%
Total	Count	87	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1 Never	Count	73
		% at Wise	83.9%
	2 Rarely	Count	8
		% at Wise	9.2%
	3 Occasionally	Count	3
		% at Wise	3.4%
	4 Somewhat often	Count	0
		% at Wise	0.0%
	5 Often	Count	1
		% at Wise	1.1%
	6 Very often	Count	2
		% at Wise	2.3%
Total	Count	87	
	% at Wise	100.0%	
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DUCSNRLDR_DUCSNRL DRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1 Never	Count	72
		% at Wise	83.7%
	2 Rarely	Count	12
		% at Wise	14.0%
	3 Occasionally	Count	0
		% at Wise	0.0%
	4 Somewhat often	Count	1
		% at Wise	1.2%
	5 Often	Count	1
		% at Wise	1.2%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	86	
	% at Wise	100.0%	
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DUCSNRLDR_DUCSNRL DRGENDER Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	Count	66
		% at Wise	75.9%
	2 Rarely	Count	13
		% at Wise	14.9%
	3 Occasionally	Count	3
		% at Wise	3.4%
	4 Somewhat often	Count	1
		% at Wise	1.1%
	5 Often	Count	1
		% at Wise	1.1%
	6 Very often	Count	3
		% at Wise	3.4%
Total	Count	87	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1 Never	Count	77
		% at Wise	88.5%
	2 Rarely	Count	7
		% at Wise	8.0%
	3 Occasionally	Count	1
		% at Wise	1.1%
	4 Somewhat often	Count	1
		% at Wise	1.1%
	5 Often	Count	1
		% at Wise	1.1%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	87	
	% at Wise	100.0%	
DUCSNRLDR_DUCSNRL DRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1 Never	Count	78
		% at Wise	89.7%
	2 Rarely	Count	4
		% at Wise	4.6%
	3 Occasionally	Count	2
		% at Wise	2.3%
	4 Somewhat often	Count	0
		% at Wise	0.0%
	5 Often	Count	1
		% at Wise	1.1%
	6 Very often	Count	2
		% at Wise	2.3%
Total	Count	87	
	% at Wise	100.0%	
DUCSNRLDR_DUCSNRL DRPOLIT Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	Count	57
		% at Wise	64.8%
	2 Rarely	Count	13
		% at Wise	14.8%
	3 Occasionally	Count	6
		% at Wise	6.8%
	4 Somewhat often	Count	7
		% at Wise	8.0%
	5 Often	Count	1
		% at Wise	1.1%
	6 Very often	Count	4
		% at Wise	4.5%
Total	Count	88	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1 Never	Count	76
		% at Wise	88.4%
	2 Rarely	Count	5
		% at Wise	5.8%
	3 Occasionally	Count	2
		% at Wise	2.3%
	4 Somewhat often	Count	3
		% at Wise	3.5%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	86	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1 Never	Count	71
		% at Wise	81.6%
	2 Rarely	Count	8
		% at Wise	9.2%
	3 Occasionally	Count	3
		% at Wise	3.4%
	4 Somewhat often	Count	3
		% at Wise	3.4%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	2
		% at Wise	2.3%
Total	Count	87	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRRLTSH Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1 Never	Count	70
		% at Wise	80.5%
	2 Rarely	Count	8
		% at Wise	9.2%
	3 Occasionally	Count	5
		% at Wise	5.7%
	4 Somewhat often	Count	2
		% at Wise	2.3%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	2
		% at Wise	2.3%
Total	Count	87	
	% at Wise	100.0%	

DUCSNRLDR_DUCSNRL DRRELIG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1 Never	Count	66
		% at Wise	75.9%
	2 Rarely	Count	8
		% at Wise	9.2%
	3 Occasionally	Count	9
		% at Wise	10.3%
	4 Somewhat often	Count	1
		% at Wise	1.1%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	3
		% at Wise	3.4%
Total	Count	87	
	% at Wise	100.0%	
DUCSNRLDR_DUCSNRL DRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1 Never	Count	71
		% at Wise	82.6%
	2 Rarely	Count	7
		% at Wise	8.1%
	3 Occasionally	Count	4
		% at Wise	4.7%
	4 Somewhat often	Count	2
		% at Wise	2.3%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	2
		% at Wise	2.3%
Total	Count	86	
	% at Wise	100.0%	
DUCSNRLDR_DUCSNRL DRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1 Never	Count	71
		% at Wise	82.6%
	2 Rarely	Count	6
		% at Wise	7.0%
	3 Occasionally	Count	5
		% at Wise	5.8%
	4 Somewhat often	Count	3
		% at Wise	3.5%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	1
		% at Wise	1.2%
Total	Count	86	
	% at Wise	100.0%	

VSTPTNNEGVW_VSTPT NNEGVWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1 Never	Count	195
		% at Wise	78.9%
	2 Rarely	Count	27
		% at Wise	10.9%
	3 Occasionally	Count	20
		% at Wise	8.1%
	4 Somewhat often	Count	2
		% at Wise	0.8%
	5 Often	Count	3
		% at Wise	1.2%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	247	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	Count	177
		% at Wise	71.1%
	2 Rarely	Count	34
		% at Wise	13.7%
	3 Occasionally	Count	21
		% at Wise	8.4%
	4 Somewhat often	Count	11
		% at Wise	4.4%
	5 Often	Count	5
		% at Wise	2.0%
	6 Very often	Count	1
		% at Wise	0.4%
Total	Count	249	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1 Never	Count	206
		% at Wise	82.7%
	2 Rarely	Count	23
		% at Wise	9.2%
	3 Occasionally	Count	12
		% at Wise	4.8%
	4 Somewhat often	Count	3
		% at Wise	1.2%
	5 Often	Count	3
		% at Wise	1.2%
	6 Very often	Count	2
		% at Wise	0.8%
Total	Count	249	
	% at Wise	100.0%	

VSTPTNNEGVW_VSTPT NNEGVWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1 Never	Count	209
		% at Wise	85.7%
	2 Rarely	Count	21
		% at Wise	8.6%
	3 Occasionally	Count	11
		% at Wise	4.5%
	4 Somewhat often	Count	2
		% at Wise	0.8%
	5 Often	Count	1
		% at Wise	0.4%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	244	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	Count	188
		% at Wise	76.1%
	2 Rarely	Count	31
		% at Wise	12.6%
	3 Occasionally	Count	17
		% at Wise	6.9%
	4 Somewhat often	Count	4
		% at Wise	1.6%
	5 Often	Count	5
		% at Wise	2.0%
	6 Very often	Count	2
		% at Wise	0.8%
Total	Count	247	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1 Never	Count	227
		% at Wise	92.3%
	2 Rarely	Count	15
		% at Wise	6.1%
	3 Occasionally	Count	3
		% at Wise	1.2%
	4 Somewhat often	Count	1
		% at Wise	0.4%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	246	
	% at Wise	100.0%	

VSTPTNNEGVW_VSTPT NNEGVWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1 Never	Count	211
		% at Wise	84.7%
	2 Rarely	Count	20
		% at Wise	8.0%
	3 Occasionally	Count	11
		% at Wise	4.4%
	4 Somewhat often	Count	2
		% at Wise	0.8%
	5 Often	Count	4
		% at Wise	1.6%
	6 Very often	Count	1
		% at Wise	0.4%
Total	Count	249	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	Count	162
		% at Wise	65.3%
	2 Rarely	Count	37
		% at Wise	14.9%
	3 Occasionally	Count	23
		% at Wise	9.3%
	4 Somewhat often	Count	9
		% at Wise	3.6%
	5 Often	Count	7
		% at Wise	2.8%
	6 Very often	Count	10
		% at Wise	4.0%
Total	Count	248	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1 Never	Count	211
		% at Wise	85.1%
	2 Rarely	Count	24
		% at Wise	9.7%
	3 Occasionally	Count	7
		% at Wise	2.8%
	4 Somewhat often	Count	5
		% at Wise	2.0%
	5 Often	Count	1
		% at Wise	0.4%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	248	
	% at Wise	100.0%	

VSTPTNNEGVW_VSTPT NNEGVWRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	1 Never	Count	183
		% at Wise	74.1%
	2 Rarely	Count	29
		% at Wise	11.7%
	3 Occasionally	Count	13
		% at Wise	5.3%
	4 Somewhat often	Count	10
		% at Wise	4.0%
	5 Often	Count	4
		% at Wise	1.6%
	6 Very often	Count	8
		% at Wise	3.2%
Total	Count	247	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWRLTSH Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:- Relationship/marital status	1 Never	Count	209
		% at Wise	84.6%
	2 Rarely	Count	24
		% at Wise	9.7%
	3 Occasionally	Count	7
		% at Wise	2.8%
	4 Somewhat often	Count	5
		% at Wise	2.0%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	2
		% at Wise	0.8%
Total	Count	247	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPT NNEGVWRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1 Never	Count	183
		% at Wise	73.2%
	2 Rarely	Count	34
		% at Wise	13.6%
	3 Occasionally	Count	18
		% at Wise	7.2%
	4 Somewhat often	Count	6
		% at Wise	2.4%
	5 Often	Count	4
		% at Wise	1.6%
	6 Very often	Count	5
		% at Wise	2.0%
Total	Count	250	
	% at Wise	100.0%	

VSTPTNNEGVW_VSTPTNNEGVWSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1 Never	Count	189
		% at Wise	77.1%
	2 Rarely	Count	20
		% at Wise	8.2%
	3 Occasionally	Count	20
		% at Wise	8.2%
	4 Somewhat often	Count	6
		% at Wise	2.4%
	5 Often	Count	2
		% at Wise	0.8%
	6 Very often	Count	8
		% at Wise	3.3%
Total	Count	245	
	% at Wise	100.0%	
VSTPTNNEGVW_VSTPTNNEGVWSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1 Never	Count	190
		% at Wise	77.6%
	2 Rarely	Count	34
		% at Wise	13.9%
	3 Occasionally	Count	13
		% at Wise	5.3%
	4 Somewhat often	Count	4
		% at Wise	1.6%
	5 Often	Count	2
		% at Wise	0.8%
	6 Very often	Count	2
		% at Wise	0.8%
Total	Count	245	
	% at Wise	100.0%	
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1 Never	Count	158
		% at Wise	60.1%
	2 Rarely	Count	45
		% at Wise	17.1%
	3 Occasionally	Count	40
		% at Wise	15.2%
	4 Somewhat often	Count	5
		% at Wise	1.9%
	5 Often	Count	7
		% at Wise	2.7%
	6 Very often	Count	8
		% at Wise	3.0%
Total	Count	263	
	% at Wise	100.0%	

DUCSTDNT_STDNTAPPE AR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	Count	94
		% at Wise	35.6%
	2 Rarely	Count	62
		% at Wise	23.5%
	3 Occasionally	Count	63
		% at Wise	23.9%
	4 Somewhat often	Count	17
		% at Wise	6.4%
	5 Often	Count	12
		% at Wise	4.5%
	6 Very often	Count	16
		% at Wise	6.1%
Total	Count	264	
	% at Wise	100.0%	
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1 Never	Count	180
		% at Wise	68.2%
	2 Rarely	Count	46
		% at Wise	17.4%
	3 Occasionally	Count	20
		% at Wise	7.6%
	4 Somewhat often	Count	6
		% at Wise	2.3%
	5 Often	Count	3
		% at Wise	1.1%
	6 Very often	Count	9
		% at Wise	3.4%
Total	Count	264	
	% at Wise	100.0%	
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1 Never	Count	180
		% at Wise	68.7%
	2 Rarely	Count	51
		% at Wise	19.5%
	3 Occasionally	Count	18
		% at Wise	6.9%
	4 Somewhat often	Count	4
		% at Wise	1.5%
	5 Often	Count	2
		% at Wise	0.8%
	6 Very often	Count	7
		% at Wise	2.7%
Total	Count	262	
	% at Wise	100.0%	

DUCSTDNT_DUCSTDNT GENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	Count	116
		% at Wise	44.3%
	2 Rarely	Count	53
		% at Wise	20.2%
	3 Occasionally	Count	54
		% at Wise	20.6%
	4 Somewhat often	Count	18
		% at Wise	6.9%
	5 Often	Count	6
		% at Wise	2.3%
	6 Very often	Count	15
		% at Wise	5.7%
Total	Count	262	
	% at Wise	100.0%	
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1 Never	Count	213
		% at Wise	81.3%
	2 Rarely	Count	25
		% at Wise	9.5%
	3 Occasionally	Count	12
		% at Wise	4.6%
	4 Somewhat often	Count	2
		% at Wise	0.8%
	5 Often	Count	3
		% at Wise	1.1%
	6 Very often	Count	7
		% at Wise	2.7%
Total	Count	262	
	% at Wise	100.0%	
DUCSTDNT_STDNTNTLO RG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	1 Never	Count	201
		% at Wise	76.4%
	2 Rarely	Count	32
		% at Wise	12.2%
	3 Occasionally	Count	13
		% at Wise	4.9%
	4 Somewhat often	Count	3
		% at Wise	1.1%
	5 Often	Count	5
		% at Wise	1.9%
	6 Very often	Count	9
		% at Wise	3.4%
Total	Count	263	
	% at Wise	100.0%	

DUCSTDNT_DUCSTDNTP OLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	Count	81
		% at Wise	30.7%
	2 Rarely	Count	44
		% at Wise	16.7%
	3 Occasionally	Count	52
		% at Wise	19.7%
	4 Somewhat often	Count	28
		% at Wise	10.6%
	5 Often	Count	24
		% at Wise	9.1%
	6 Very often	Count	35
		% at Wise	13.3%
Total	Count	264	
	% at Wise	100.0%	
DUCSTDNT_STDNTPRGN CY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1 Never	Count	195
		% at Wise	74.4%
	2 Rarely	Count	39
		% at Wise	14.9%
	3 Occasionally	Count	12
		% at Wise	4.6%
	4 Somewhat often	Count	6
		% at Wise	2.3%
	5 Often	Count	3
		% at Wise	1.1%
	6 Very often	Count	7
		% at Wise	2.7%
Total	Count	262	
	% at Wise	100.0%	
DUCSTDNT_DUCSTDNTR ACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	1 Never	Count	144
		% at Wise	54.1%
	2 Rarely	Count	54
		% at Wise	20.3%
	3 Occasionally	Count	33
		% at Wise	12.4%
	4 Somewhat often	Count	11
		% at Wise	4.1%
	5 Often	Count	7
		% at Wise	2.6%
	6 Very often	Count	17
		% at Wise	6.4%
Total	Count	266	
	% at Wise	100.0%	

DUCSTDNT_STDNTRLTN SHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	1 Never	Count	179
		% at Wise	68.1%
	2 Rarely	Count	41
		% at Wise	15.6%
	3 Occasionally	Count	17
		% at Wise	6.5%
	4 Somewhat often	Count	10
		% at Wise	3.8%
	5 Often	Count	5
		% at Wise	1.9%
	6 Very often	Count	11
		% at Wise	4.2%
Total	Count	263	
	% at Wise	100.0%	
DUCSTDNT_DUCSTDNTR ELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	1 Never	Count	127
		% at Wise	48.1%
	2 Rarely	Count	45
		% at Wise	17.0%
	3 Occasionally	Count	36
		% at Wise	13.6%
	4 Somewhat often	Count	17
		% at Wise	6.4%
	5 Often	Count	20
		% at Wise	7.6%
	6 Very often	Count	19
		% at Wise	7.2%
Total	Count	264	
	% at Wise	100.0%	
DUCSTDNT_DUCSTDNTS EXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	1 Never	Count	136
		% at Wise	51.5%
	2 Rarely	Count	51
		% at Wise	19.3%
	3 Occasionally	Count	36
		% at Wise	13.6%
	4 Somewhat often	Count	17
		% at Wise	6.4%
	5 Often	Count	7
		% at Wise	2.7%
	6 Very often	Count	17
		% at Wise	6.4%
Total	Count	264	
	% at Wise	100.0%	

DUCSTDNT_DUCSTDNTS ES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	1 Never	Count	154
		% at Wise	58.1%
	2 Rarely	Count	56
		% at Wise	21.1%
	3 Occasionally	Count	30
		% at Wise	11.3%
	4 Somewhat often	Count	7
		% at Wise	2.6%
	5 Often	Count	5
		% at Wise	1.9%
	6 Very often	Count	13
		% at Wise	4.9%
Total	Count	265	
	% at Wise	100.0%	
DUCFAC_FACNEGVWAG E In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1 Never	Count	116
		% at Wise	61.7%
	2 Rarely	Count	42
		% at Wise	22.3%
	3 Occasionally	Count	11
		% at Wise	5.9%
	4 Somewhat often	Count	9
		% at Wise	4.8%
	5 Often	Count	10
		% at Wise	5.3%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	188	
	% at Wise	100.0%	
DUCFAC_FACNEGVWAP PEAR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms	1 Never	Count	108
		% at Wise	57.8%
	2 Rarely	Count	38
		% at Wise	20.3%
	3 Occasionally	Count	17
		% at Wise	9.1%
	4 Somewhat often	Count	10
		% at Wise	5.3%
	5 Often	Count	9
		% at Wise	4.8%
	6 Very often	Count	5
		% at Wise	2.7%
Total	Count	187	
	% at Wise	100.0%	

DUCFAC_FACNEGVWCT ZN In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Citizenship	1 Never	Count	156
		% at Wise	84.8%
	2 Rarely	Count	18
		% at Wise	9.8%
	3 Occasionally	Count	4
		% at Wise	2.2%
	4 Somewhat often	Count	3
		% at Wise	1.6%
	5 Often	Count	3
		% at Wise	1.6%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	184	
	% at Wise	100.0%	
ducfac_facnegywdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.00 Never	Count	150
		% at Wise	81.5%
	2.00 Rarely	Count	14
		% at Wise	7.6%
	3.00 Occasionally	Count	16
		% at Wise	8.7%
	4.00 Somewhat often	Count	3
		% at Wise	1.6%
	5.00 Often	Count	1
		% at Wise	0.5%
	6.00 Very often	Count	0
		% at Wise	0.0%
Total	Count	184	
	% at Wise	100.0%	
DUCFAC_DUCFACGEND ER In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Gender or gender identity	1 Never	Count	135
		% at Wise	72.6%
	2 Rarely	Count	29
		% at Wise	15.6%
	3 Occasionally	Count	11
		% at Wise	5.9%
	4 Somewhat often	Count	9
		% at Wise	4.8%
	5 Often	Count	1
		% at Wise	0.5%
	6 Very often	Count	1
		% at Wise	0.5%
Total	Count	186	
	% at Wise	100.0%	

DUCFAC_FACNEGVWVE T In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1 Never	Count	152
		% at Wise	84.4%
	2 Rarely	Count	21
		% at Wise	11.7%
	3 Occasionally	Count	4
		% at Wise	2.2%
	4 Somewhat often	Count	3
		% at Wise	1.7%
	5 Often	Count	0
		% at Wise	0.0%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	180	
	% at Wise	100.0%	
DUCFAC_FACNEGVWNA TORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1 Never	Count	152
		% at Wise	83.1%
	2 Rarely	Count	20
		% at Wise	10.9%
	3 Occasionally	Count	4
		% at Wise	2.2%
	4 Somewhat often	Count	6
		% at Wise	3.3%
	5 Often	Count	1
		% at Wise	0.5%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	183	
	% at Wise	100.0%	
DUCFAC_DUCFACPOLIT ICS In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Political affiliations, opinions, or beliefs	1 Never	Count	68
		% at Wise	36.4%
	2 Rarely	Count	47
		% at Wise	25.1%
	3 Occasionally	Count	19
		% at Wise	10.2%
	4 Somewhat often	Count	22
		% at Wise	11.8%
	5 Often	Count	17
		% at Wise	9.1%
	6 Very often	Count	14
		% at Wise	7.5%
Total	Count	187	
	% at Wise	100.0%	

DUCFAC_FACNEGVWPR GNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1 Never	Count	152
		% at Wise	81.3%
	2 Rarely	Count	22
		% at Wise	11.8%
	3 Occasionally	Count	7
		% at Wise	3.7%
	4 Somewhat often	Count	5
		% at Wise	2.7%
	5 Often	Count	1
		% at Wise	0.5%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	187	
	% at Wise	100.0%	
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DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1 Never	Count	133
		% at Wise	71.5%
	2 Rarely	Count	33
		% at Wise	17.7%
	3 Occasionally	Count	6
		% at Wise	3.2%
	4 Somewhat often	Count	3
		% at Wise	1.6%
	5 Often	Count	2
		% at Wise	1.1%
	6 Very often	Count	9
		% at Wise	4.8%
Total	Count	186	
	% at Wise	100.0%	
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DUCFAC_FACNEGVWRL TNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1 Never	Count	142
		% at Wise	77.6%
	2 Rarely	Count	22
		% at Wise	12.0%
	3 Occasionally	Count	5
		% at Wise	2.7%
	4 Somewhat often	Count	8
		% at Wise	4.4%
	5 Often	Count	6
		% at Wise	3.3%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	183	
	% at Wise	100.0%	

DUCFAC_DUCFACRELIG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Religious/spiritual affiliations, opinions, or beliefs	1 Never	Count	109
		% at Wise	58.3%
	2 Rarely	Count	32
		% at Wise	17.1%
	3 Occasionally	Count	18
		% at Wise	9.6%
	4 Somewhat often	Count	16
		% at Wise	8.6%
	5 Often	Count	9
		% at Wise	4.8%
	6 Very often	Count	3
		% at Wise	1.6%
Total	Count	187	
	% at Wise	100.0%	
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DUCFAC_DUCFACSEXO R In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1 Never	Count	140
		% at Wise	74.5%
	2 Rarely	Count	26
		% at Wise	13.8%
	3 Occasionally	Count	7
		% at Wise	3.7%
	4 Somewhat often	Count	12
		% at Wise	6.4%
	5 Often	Count	3
		% at Wise	1.6%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	188	
	% at Wise	100.0%	
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DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1 Never	Count	147
		% at Wise	78.6%
	2 Rarely	Count	22
		% at Wise	11.8%
	3 Occasionally	Count	8
		% at Wise	4.3%
	4 Somewhat often	Count	8
		% at Wise	4.3%
	5 Often	Count	2
		% at Wise	1.1%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	187	
	% at Wise	100.0%	

DUCSTAFF_STAFFNEGV WAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1 Never	Count	194
		% at Wise	72.7%
	2 Rarely	Count	35
		% at Wise	13.1%
	3 Occasionally	Count	23
		% at Wise	8.6%
	4 Somewhat often	Count	3
		% at Wise	1.1%
	5 Often	Count	6
		% at Wise	2.2%
	6 Very often	Count	6
		% at Wise	2.2%
Total	Count	267	
	% at Wise	100.0%	
DUCSTAFF_STAFFNEGV WAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1 Never	Count	168
		% at Wise	61.8%
	2 Rarely	Count	52
		% at Wise	19.1%
	3 Occasionally	Count	25
		% at Wise	9.2%
	4 Somewhat often	Count	10
		% at Wise	3.7%
	5 Often	Count	7
		% at Wise	2.6%
	6 Very often	Count	10
		% at Wise	3.7%
Total	Count	272	
	% at Wise	100.0%	
DUCSTAFF_STAFFNEGV WCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship	1 Never	Count	219
		% at Wise	80.5%
	2 Rarely	Count	28
		% at Wise	10.3%
	3 Occasionally	Count	8
		% at Wise	2.9%
	4 Somewhat often	Count	8
		% at Wise	2.9%
	5 Often	Count	4
		% at Wise	1.5%
	6 Very often	Count	5
		% at Wise	1.8%
Total	Count	272	
	% at Wise	100.0%	

DUCSTAFF_STAFFNEGV WDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1 Never	Count	225
		% at Wise	83.3%
	2 Rarely	Count	26
		% at Wise	9.6%
	3 Occasionally	Count	7
		% at Wise	2.6%
	4 Somewhat often	Count	5
		% at Wise	1.9%
	5 Often	Count	3
		% at Wise	1.1%
	6 Very often	Count	4
		% at Wise	1.5%
Total	Count	270	
	% at Wise	100.0%	
DUCSTAFF_DUCSTAFFG ENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1 Never	Count	187
		% at Wise	69.3%
	2 Rarely	Count	28
		% at Wise	10.4%
	3 Occasionally	Count	28
		% at Wise	10.4%
	4 Somewhat often	Count	9
		% at Wise	3.3%
	5 Often	Count	12
		% at Wise	4.4%
	6 Very often	Count	6
		% at Wise	2.2%
Total	Count	270	
	% at Wise	100.0%	
DUCSTAFF_STAFFNEGV WVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1 Never	Count	240
		% at Wise	89.2%
	2 Rarely	Count	18
		% at Wise	6.7%
	3 Occasionally	Count	7
		% at Wise	2.6%
	4 Somewhat often	Count	0
		% at Wise	0.0%
	5 Often	Count	3
		% at Wise	1.1%
	6 Very often	Count	1
		% at Wise	0.4%
Total	Count	269	
	% at Wise	100.0%	

DUCSTAFF_STAFFNEGV WNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1 Never	Count	216
		% at Wise	80.0%
	2 Rarely	Count	26
		% at Wise	9.6%
	3 Occasionally	Count	14
		% at Wise	5.2%
	4 Somewhat often	Count	0
		% at Wise	0.0%
	5 Often	Count	5
		% at Wise	1.9%
	6 Very often	Count	9
		% at Wise	3.3%
Total	Count	270	
	% at Wise	100.0%	
DUCSTAFF_DUCSTAFFP OLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1 Never	Count	137
		% at Wise	50.7%
	2 Rarely	Count	45
		% at Wise	16.7%
	3 Occasionally	Count	36
		% at Wise	13.3%
	4 Somewhat often	Count	20
		% at Wise	7.4%
	5 Often	Count	13
		% at Wise	4.8%
	6 Very often	Count	19
		% at Wise	7.0%
Total	Count	270	
	% at Wise	100.0%	
DUCSTAFF_STAFFNEGV WPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1 Never	Count	221
		% at Wise	82.8%
	2 Rarely	Count	32
		% at Wise	12.0%
	3 Occasionally	Count	5
		% at Wise	1.9%
	4 Somewhat often	Count	2
		% at Wise	0.7%
	5 Often	Count	7
		% at Wise	2.6%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	267	
	% at Wise	100.0%	

DUCSTAFF_DUCSTAFFR ACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1 Never	Count	190
		% at Wise	70.6%
	2 Rarely	Count	33
		% at Wise	12.3%
	3 Occasionally	Count	20
		% at Wise	7.4%
	4 Somewhat often	Count	8
		% at Wise	3.0%
	5 Often	Count	4
		% at Wise	1.5%
	6 Very often	Count	14
		% at Wise	5.2%
Total	Count	269	
	% at Wise	100.0%	
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DUCSTAFF_STAFFNEGV WRLTSHP Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:: - Relationship/marital status	1 Never	Count	215
		% at Wise	79.3%
	2 Rarely	Count	28
		% at Wise	10.3%
	3 Occasionally	Count	10
		% at Wise	3.7%
	4 Somewhat often	Count	3
		% at Wise	1.1%
	5 Often	Count	9
		% at Wise	3.3%
	6 Very often	Count	6
		% at Wise	2.2%
Total	Count	271	
	% at Wise	100.0%	
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DUCSTAFF_DUCSTAFFR ELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1 Never	Count	166
		% at Wise	61.5%
	2 Rarely	Count	46
		% at Wise	17.0%
	3 Occasionally	Count	20
		% at Wise	7.4%
	4 Somewhat often	Count	12
		% at Wise	4.4%
	5 Often	Count	11
		% at Wise	4.1%
	6 Very often	Count	15
		% at Wise	5.6%
Total	Count	270	
	% at Wise	100.0%	

DUCSTAFF_DUCSTAFFS EXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1 Never	Count	191
		% at Wise	70.7%
	2 Rarely	Count	31
		% at Wise	11.5%
	3 Occasionally	Count	18
		% at Wise	6.7%
	4 Somewhat often	Count	11
		% at Wise	4.1%
	5 Often	Count	7
		% at Wise	2.6%
	6 Very often	Count	12
		% at Wise	4.4%
Total	Count	270	
	% at Wise	100.0%	
DUCSTAFF_DUCSTAFFS ES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1 Never	Count	200
		% at Wise	74.6%
	2 Rarely	Count	30
		% at Wise	11.2%
	3 Occasionally	Count	18
		% at Wise	6.7%
	4 Somewhat often	Count	10
		% at Wise	3.7%
	5 Often	Count	2
		% at Wise	0.7%
	6 Very often	Count	8
		% at Wise	3.0%
Total	Count	268	
	% at Wise	100.0%	
ACCSBLTYPERCEP_ACC SBLTYPERCEPACCOMR QST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	1 Strongly disagree	Count	1
		% at Wise	0.4%
	2 Disagree	Count	1
		% at Wise	0.4%
	3 Somewhat disagree	Count	21
		% at Wise	8.5%
	4 Somewhat agree	Count	24
		% at Wise	9.7%
	5 Agree	Count	96
		% at Wise	38.9%
	6 Strongly agree	Count	104
		% at Wise	42.1%
Total	Count	247	
	% at Wise	100.0%	

ACCSBLTYPERCEP_ACC SBLTYPERCEPACCOMR ETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	1 Strongly disagree	Count	92
		% at Wise	38.2%
	2 Disagree	Count	90
		% at Wise	37.3%
	3 Somewhat disagree	Count	10
		% at Wise	4.1%
	4 Somewhat agree	Count	28
		% at Wise	11.6%
	5 Agree	Count	13
		% at Wise	5.4%
	6 Strongly agree	Count	8
		% at Wise	3.3%
Total	Count	241	
	% at Wise	100.0%	
ACCSBLTYPERCEP_ACC SBLTYPERCEPBUILTEN VIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	1 Strongly disagree	Count	3
		% at Wise	1.2%
	2 Disagree	Count	6
		% at Wise	2.4%
	3 Somewhat disagree	Count	16
		% at Wise	6.5%
	4 Somewhat agree	Count	44
		% at Wise	17.9%
	5 Agree	Count	105
		% at Wise	42.7%
	6 Strongly agree	Count	72
		% at Wise	29.3%
Total	Count	246	
	% at Wise	100.0%	
ACCSBLTYPERCEP_ACC SBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	1 Strongly disagree	Count	3
		% at Wise	1.3%
	2 Disagree	Count	11
		% at Wise	4.7%
	3 Somewhat disagree	Count	9
		% at Wise	3.8%
	4 Somewhat agree	Count	33
		% at Wise	14.0%
	5 Agree	Count	99
		% at Wise	42.1%
	6 Strongly agree	Count	80
		% at Wise	34.0%
Total	Count	235	
	% at Wise	100.0%	

ACCSBLTYPERCEP_ACC SBLTYPERCEPPRGRMA	1 Strongly disagree	Count	2
		% at Wise	0.8%
CT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	2 Disagree	Count	7
		% at Wise	2.9%
	3 Somewhat disagree	Count	16
		% at Wise	6.7%
	4 Somewhat agree	Count	38
		% at Wise	15.8%
5 Agree	Count	97	
	% at Wise	40.4%	
6 Strongly agree	Count	80	
	% at Wise	33.3%	
Total	Count	240	
	% at Wise	100.0%	

\$PHYSBARRIER Areas at UVA in which respondent with disabilities/impairments has experienced a barrier when accessing ^a	PHYSBARRIER_1 Experienced a barrier to access/use in the following area at UVA in the past year- Athletic/recreational facilities	Count	1
		% at Wise	15.8%
	PHYSBARRIER_2 Experienced a barrier to access/use in the following area at UVA in the past year - Classroom buildings	Count	1
		% at Wise	33.6%
	PHYSBARRIER_3 Experienced a barrier to access/use in the following area at UVA in the past year- Classroom/labs	Count	0
		% at Wise	0.0%
	PHYSBARRIER_4 Experienced a barrier to access/use in the following area at UVA in the past year- Doors	Count	1
		% at Wise	30.2%
	PHYSBARRIER_5 Experienced a barrier to access/use in the following area at UVA in the past year - Elevator/lifts	Count	1
		% at Wise	38.1%
	PHYSBARRIER_6 Experienced a barrier to access/use in the following area at UVA in the past year- UVA dining facilities	Count	0
		% at Wise	0.0%
	PHYSBARRIER_7 Experienced a barrier to access/use in the following area at UVA in the past year- UVA housing	Count	0
		% at Wise	0.0%
PHYSBARRIER_8 Experienced a barrier to access/use in the following area at UVA in the past year- Restrooms	Count	1	
	% at Wise	15.8%	
PHYSBARRIER_9 Experienced a barrier to access/use in the following area at UVA in the past year - Studios/Performing Arts Spaces	Count	0	
	% at Wise	0.0%	
PHYSBARRIER_10 Experienced a barrier to access/use in the following area at UVA in the past year - Building where you work	Count	1	
	% at Wise	29.6%	
PHYSBARRIER_11 Experienced a barrier to access/use in the following area at UVA in the past year - UVA buses	Count	1	
	% at Wise	15.8%	
PHYSBARRIER_12 Experienced a barrier to access/use in the following area at UVA in the past year - UVA medical facilities	Count	0	
	% at Wise	9.2%	
PHYSBARRIER_13 Experienced a barrier to access/use in the following area at UVA in the past year- Walkways, pedestrian paths, crosswalks	Count	2	
	% at Wise	49.4%	
PHYSBARRIER_14 Experienced a barrier to access/use in the following area at UVA in the past year - Other	Count	1	
	% at Wise	23.2%	
Total	Count	3	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$TECHBARRIER Technologies at UVA in which respondent with disabilities/impairments has experienced a barrier when accessing ^a	TECHBARRIER_1 Experienced a barrier to accessing/using in the past year- Documents in accessible electronic format	Count	4
		% at Wise	100.0%
	TECHBARRIER_2 Experienced a barrier to accessing/using in the past year - On-line course management/learning platform	Count	4
		% at Wise	92.9%
	TECHBARRIER_3 Experienced a barrier to accessing/using in the past year - UVA hosted webinars	Count	0
		% at Wise	0.0%
	TECHBARRIER_4 Experienced a barrier to accessing/using in the past year - UVA library or other databases	Count	0
		% at Wise	0.0%
	TECHBARRIER_5 Experienced a barrier to accessing/using in the past year - UVA produced video recordings	Count	0
		% at Wise	0.0%
TECHBARRIER_6 Experienced a barrier to accessing/using in the past year - UVA specific software applications	Count	0	
	% at Wise	0.0%	
TECHBARRIER_7 Experienced a barrier to accessing/using in the past year - UVA websites	Count	4	
	% at Wise	92.9%	
TECHBARRIER_8 Experienced a barrier to accessing/using in the past year - Video audio description	Count	0	
	% at Wise	0.0%	
TECHBARRIER_9 Experienced a barrier to accessing/using in the past year - Other	Count	0	
	% at Wise	0.0%	
Total	Count	4	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$TRANSBARRIER Barriers at UVA experienced by trans individuals^a	TRANSBARRIER_1 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Athletic and recreational facilities	Count	0
		% at Wise	0.0%
	TRANSBARRIER_2 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Health forms or accessing health services	Count	0
		% at Wise	0.0%
	TRANSBARRIER_3 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Identify accuracy in UVA databases	Count	2
		% at Wise	86.7%
	TRANSBARRIER_4 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Identity accuracy on UVA ID cards	Count	1
		% at Wise	57.8%
TRANSBARRIER_5 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Restrooms	Count	1	
	% at Wise	57.8%	
TRANSBARRIER_6 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by department chair or equivalent	Count	2	
	% at Wise	86.7%	
TRANSBARRIER_7 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by faculty or staff	Count	1	
	% at Wise	28.9%	
TRANSBARRIER_8 Individuals who identify as Trans Man or Trans Woman experienced a barrier with: Use of preferred pronouns by students/advises	Count	1	
	% at Wise	42.2%	
Total	Count	2	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG age Because of my age ^a	MICROAGGREG_MICROAGG REGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	Count	7
		% at Wise	2.3%
	MICROAGGREG_MICROAGG REGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	Count	7
		% at Wise	2.4%
	MICROAGGREG_MICROAGG REGPERF_1b Someone acted surprised at my professional success because of my: age	Count	27
		% at Wise	9.5%
	MICROAGGREG_MICROAGG REGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	Count	17
		% at Wise	5.9%
	MICROAGGREG_MICROAGG REGCMPLN_1b Someone told me that I complain too much because of my: age	Count	2
		% at Wise	0.7%
	MICROAGGREG_MICROAGG REGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	Count	11
		% at Wise	3.8%
	MICROAGGREG_MICROAGG REGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	Count	2
		% at Wise	0.8%
MICROAGGREG_MICROAGG REGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	Count	2	
	% at Wise	0.6%	
MICROAGGREG_MICROAGG REGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	Count	7	
	% at Wise	2.4%	
MICROAGGREG_MICROAGG REGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	Count	3	
	% at Wise	1.1%	
	microage_none Respondent indicated zero instances of microaggressions due to age	Count	235
		% at Wise	82.7%
Total		Count	284

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG disability Because of my disability ^a	MICROAGGREG_MICROAGGR EGINORE_2b I was ignored in a meeting or other group setting because of my: disability	Count	0
		% at Wise	0.1%
	MICROAGGREG_MICROAGGR EGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	Count	2
		% at Wise	0.6%
	MICROAGGREG_MICROAGGR EGPREF_2b Someone acted surprised at my professional success because of my: disability	Count	5
		% at Wise	1.8%
	MICROAGGREG_MICROAGGR EGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	Count	5
		% at Wise	1.7%
	MICROAGGREG_MICROAGGR EGCMLN_2b Someone told me that I complain too much because of my: disability	Count	2
		% at Wise	0.6%
	MICROAGGREG_MICROAGGR EGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	Count	0
		% at Wise	0.1%
	MICROAGGREG_MICROAGGR EGDIMINISH_2b Someone diminished the legitimacy of barriers to my success because of my: disability	Count	0
		% at Wise	0.0%
	MICROAGGREG_MICROAGGR EGEXCLUD_2b I was not invited to an important work meeting or conversation because of my: disability	Count	0
	% at Wise	0.1%	
MICROAGGREG_MICROAGGR EGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	Count	2	
	% at Wise	0.6%	
MICROAGGREG_MICROAGGR EGDISCOMF_2b Someone expressed disgust at or discomfort with an aspect of my identity because of my: disability	Count	1	
	% at Wise	0.3%	
microdis_none Respondent indicated zero instances of microaggressions due to disability status	Count	272	
	% at Wise	95.7%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG gender Because of my gender identity ^a	MICROAGGREG_MICROAGGR EGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	Count	17
		% at Wise	5.8%
	MICROAGGREG_MICROAGGR EGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	Count	13
		% at Wise	4.7%
	MICROAGGREG_MICROAGGR EGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	Count	19
		% at Wise	6.8%
	MICROAGGREG_MICROAGGR EGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	Count	26
		% at Wise	9.1%
	MICROAGGREG_MICROAGGR EGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity	Count	13
		% at Wise	4.8%
	MICROAGGREG_MICROAGGR EGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	Count	30
		% at Wise	10.7%
	MICROAGGREG_MICROAGGR EGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	Count	3
		% at Wise	1.2%
MICROAGGREG_MICROAGGR EGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	Count	5	
	% at Wise	1.7%	
MICROAGGREG_MICROAGGR EGDISMISS_3b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: gender or gender identity	Count	19	
	% at Wise	6.8%	
MICROAGGREG_MICROAGGR EGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	Count	8	
	% at Wise	2.9%	
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	Count	234	
	% at Wise	82.5%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG political Because of my political beliefs ^a	MICROAGGREG_MICROAGGR	Count	17
	EGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	% at Wise	6.0%
	MICROAGGREG_MICROAGGR	Count	11
	EGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	% at Wise	3.8%
	MICROAGGREG_MICROAGGR	Count	5
	EGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	% at Wise	1.6%
	MICROAGGREG_MICROAGGR	Count	28
	EGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	% at Wise	9.9%
	MICROAGGREG_MICROAGGR	Count	7
	EGCMLN_4b Someone told me that I complain too much because of my: political beliefs	% at Wise	2.6%
	MICROAGGREG_MICROAGGR	Count	13
	EGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	% at Wise	4.6%
	MICROAGGREG_MICROAGGR	Count	1
	EGDIMINISH_4b Someone diminished the legitimacy of barriers to my success because of my: political beliefs	% at Wise	0.3%
	MICROAGGREG_MICROAGGR	Count	7
EGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	% at Wise	2.3%	
MICROAGGREG_MICROAGGR	Count	9	
EGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	% at Wise	3.0%	
MICROAGGREG_MICROAGGR	Count	20	
EGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	% at Wise	7.1%	
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	Count	236	
	% at Wise	83.2%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG race Because of my race/ethnicity ^a	MICROAGGREG_MICROAGGR EIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	Count	9
		% at Wise	3.0%
	MICROAGGREG_MICROAGGR EGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	Count	18
		% at Wise	6.4%
	MICROAGGREG_MICROAGGR EGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	Count	11
		% at Wise	4.0%
	MICROAGGREG_MICROAGGR EGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	Count	21
		% at Wise	7.3%
	MICROAGGREG_MICROAGGR EGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	Count	3
		% at Wise	0.9%
	MICROAGGREG_MICROAGGR EGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	Count	12
		% at Wise	4.1%
	MICROAGGREG_MICROAGGR EGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	Count	2
		% at Wise	0.8%
MICROAGGREG_MICROAGGR EGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	Count	1	
	% at Wise	0.5%	
MICROAGGREG_MICROAGGR EGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	Count	10	
	% at Wise	3.5%	
MICROAGGREG_MICROAGGR EGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	Count	14	
	% at Wise	4.9%	
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	Count	254	
	% at Wise	89.5%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG relig Because of my religion ^a	MICROAGGREG_MICROAGGR EGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	Count	24
		% at Wise	8.5%
	MICROAGGREG_MICROAGGR EGAVOID_6b Someone avoided eye contact or avoided acknowledging me because of my: religion/spirituality	Count	11
		% at Wise	3.7%
	MICROAGGREG_MICROAGGR EGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	Count	6
		% at Wise	2.0%
	MICROAGGREG_MICROAGGR EGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	Count	29
		% at Wise	10.1%
	MICROAGGREG_MICROAGGR EGCMLPN_6b Someone told me that I complain too much because of my: religion/spirituality	Count	4
		% at Wise	1.4%
	MICROAGGREG_MICROAGGR EGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	Count	9
		% at Wise	3.1%
	MICROAGGREG_MICROAGGR EGDIMINISH_6b Someone diminished the legitimacy of barriers to my success because of my: religion/spirituality	Count	1
		% at Wise	0.3%
MICROAGGREG_MICROAGGR EGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	Count	3	
	% at Wise	0.9%	
MICROAGGREG_MICROAGGR EGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	Count	2	
	% at Wise	0.8%	
MICROAGGREG_MICROAGGR EGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	Count	23	
	% at Wise	8.1%	
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	Count	230	
	% at Wise	80.9%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG sexorient Because of my sexual orientation ^a	MICROAGGREG_MICROAGGR EGINORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	Count	2
		% at Wise	0.7%
	MICROAGGREG_MICROAGGR EGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	Count	7
		% at Wise	2.3%
	MICROAGGREG_MICROAGGR EGPREF_7b Someone acted surprised at my professional success because of my: sexual orientation	Count	2
		% at Wise	0.7%
	MICROAGGREG_MICROAGGR EGSPKERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	Count	11
		% at Wise	3.8%
	MICROAGGREG_MICROAGGR EGCMLN_7b Someone told me that I complain too much because of my: sexual orientation	Count	2
		% at Wise	0.7%
	MICROAGGREG_MICROAGGR EGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	Count	8
		% at Wise	2.9%
	MICROAGGREG_MICROAGGR EGDIMINISH_7b Someone diminished the legitimacy of barriers to my success because of my: sexual orientation	Count	1
		% at Wise	0.3%
MICROAGGREG_MICROAGGR EGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	Count	2	
	% at Wise	0.7%	
MICROAGGREG_MICROAGGR EGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	Count	1	
	% at Wise	0.4%	
MICROAGGREG_MICROAGGR EGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	Count	12	
	% at Wise	4.4%	
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	Count	263	
	% at Wise	92.7%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$MICROAGGREG unsure I am unsure of the motivation for why ^a	MICROAGGREG_MICROAGGR EGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	Count	62
		% at Wise	21.7%
	MICROAGGREG_MICROAGGR EGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	Count	64
		% at Wise	22.5%
	MICROAGGREG_MICROAGGR EGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	Count	69
		% at Wise	24.2%
	MICROAGGREG_MICROAGGR EGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	Count	46
		% at Wise	16.1%
	MICROAGGREG_MICROAGGR EGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	Count	76
		% at Wise	26.7%
	MICROAGGREG_MICROAGGR EGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	Count	80
		% at Wise	28.1%
	MICROAGGREG_MICROAGGR EGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	Count	7
		% at Wise	2.6%
MICROAGGREG_MICROAGGR EGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	Count	80	
	% at Wise	28.0%	
MICROAGGREG_MICROAGGR EGDISMISS_8b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: unsure of the motivation	Count	72	
	% at Wise	25.4%	
MICROAGGREG_MICROAGGR EGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	Count	54	
	% at Wise	18.9%	
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	Count	164	
	% at Wise	57.6%	
Total	Count	284	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

UVAISVAL_1 Personally agree that UVA is - Caring	1 Strongly disagree	Count	9
		% at Wise	3.5%
	2 Disagree	Count	5
		% at Wise	2.0%
	3 Somewhat disagree	Count	8
		% at Wise	3.1%
	4 Somewhat agree	Count	43
		% at Wise	16.9%
	5 Agree	Count	111
		% at Wise	43.5%
	6 Strongly agree	Count	79
		% at Wise	31.0%
Total		Count	255
		% at Wise	100.0%
UVAISVAL_2 Personally agree that UVA is - Safe	1 Strongly disagree	Count	4
		% at Wise	1.6%
	2 Disagree	Count	0
		% at Wise	0.0%
	3 Somewhat disagree	Count	8
		% at Wise	3.1%
	4 Somewhat agree	Count	26
		% at Wise	10.1%
	5 Agree	Count	129
		% at Wise	50.2%
	6 Strongly agree	Count	90
		% at Wise	35.0%
Total		Count	257
		% at Wise	100.0%
UVAISVAL_3 Personally agree that UVA is - Cooperative	1 Strongly disagree	Count	9
		% at Wise	3.6%
	2 Disagree	Count	4
		% at Wise	1.6%
	3 Somewhat disagree	Count	15
		% at Wise	6.0%
	4 Somewhat agree	Count	35
		% at Wise	13.9%
	5 Agree	Count	112
		% at Wise	44.6%
	6 Strongly agree	Count	76
		% at Wise	30.3%
Total		Count	251
		% at Wise	100.0%

UVAISVAL_4 Personally agree that UVA is - Elitist	1 Strongly disagree	Count	35
		% at Wise	15.4%
	2 Disagree	Count	69
		% at Wise	30.4%
	3 Somewhat disagree	Count	30
		% at Wise	13.2%
	4 Somewhat agree	Count	36
		% at Wise	15.9%
	5 Agree	Count	29
		% at Wise	12.8%
	6 Strongly agree	Count	28
		% at Wise	12.3%
Total	Count	227	
	% at Wise	100.0%	
UVAISVAL_5 Personally agree that UVA is - Hostile	1 Strongly disagree	Count	95
		% at Wise	37.7%
	2 Disagree	Count	104
		% at Wise	41.3%
	3 Somewhat disagree	Count	31
		% at Wise	12.3%
	4 Somewhat agree	Count	12
		% at Wise	4.8%
	5 Agree	Count	7
		% at Wise	2.8%
	6 Strongly agree	Count	3
		% at Wise	1.2%
Total	Count	252	
	% at Wise	100.0%	
UVAISVAL_6 Personally agree that UVA is - Dangerous	1 Strongly disagree	Count	117
		% at Wise	45.5%
	2 Disagree	Count	107
		% at Wise	41.6%
	3 Somewhat disagree	Count	25
		% at Wise	9.7%
	4 Somewhat agree	Count	5
		% at Wise	1.9%
	5 Agree	Count	1
		% at Wise	0.4%
	6 Strongly agree	Count	2
		% at Wise	0.8%
Total	Count	257	
	% at Wise	100.0%	

UVAISVAL_7 Personally agree that UVA is - Fair	1 Strongly disagree	Count	13
		% at Wise	5.1%
	2 Disagree	Count	10
		% at Wise	3.9%
	3 Somewhat disagree	Count	12
		% at Wise	4.7%
	4 Somewhat agree	Count	60
		% at Wise	23.3%
	5 Agree	Count	110
		% at Wise	42.8%
	6 Strongly agree	Count	52
		% at Wise	20.2%
Total		Count	257
		% at Wise	100.0%
UVAISVAL_8 Personally agree that UVA is- Inclusive	1 Strongly disagree	Count	6
		% at Wise	2.6%
	2 Disagree	Count	21
		% at Wise	8.9%
	3 Somewhat disagree	Count	24
		% at Wise	10.2%
	4 Somewhat agree	Count	41
		% at Wise	17.4%
	5 Agree	Count	84
		% at Wise	35.7%
	6 Strongly agree	Count	59
		% at Wise	25.1%
Total		Count	235
		% at Wise	100.0%
UVAISVAL_9 Personally agree that UVA is - Detached	1 Strongly disagree	Count	67
		% at Wise	28.2%
	2 Disagree	Count	81
		% at Wise	34.0%
	3 Somewhat disagree	Count	22
		% at Wise	9.2%
	4 Somewhat agree	Count	44
		% at Wise	18.5%
	5 Agree	Count	20
		% at Wise	8.4%
	6 Strongly agree	Count	4
		% at Wise	1.7%
Total		Count	238
		% at Wise	100.0%

UVAISVAL_10 Personally agree that UVA is - Uncaring	1 Strongly disagree	Count	88
		% at Wise	35.3%
	2 Disagree	Count	104
		% at Wise	41.8%
	3 Somewhat disagree	Count	29
		% at Wise	11.6%
	4 Somewhat agree	Count	8
		% at Wise	3.2%
	5 Agree	Count	16
		% at Wise	6.4%
	6 Strongly agree	Count	4
		% at Wise	1.6%
Total	Count	249	
	% at Wise	100.0%	
RUCCLIMSECWELC_RU CSAFESECURE Agreement with- UVA is a safe and secure workplace	1 Strongly disagree	Count	9
		% at Wise	3.2%
	2 Disagree	Count	4
		% at Wise	1.4%
	3 Somewhat disagree	Count	16
		% at Wise	5.7%
	4 Somewhat agree	Count	39
		% at Wise	13.9%
	5 Agree	Count	132
		% at Wise	47.0%
	6 Strongly agree	Count	81
		% at Wise	28.8%
Total	Count	281	
	% at Wise	100.0%	
RUCCLIMSECWELC_RU CCLIMSECWELCPRGMS EC Agreement with- My department/unit/program is a safe and secure place	1 Strongly disagree	Count	6
		% at Wise	6.7%
	2 Disagree	Count	0
		% at Wise	0.0%
	3 Somewhat disagree	Count	4
		% at Wise	4.5%
	4 Somewhat agree	Count	7
		% at Wise	7.9%
	5 Agree	Count	29
		% at Wise	32.6%
	6 Strongly agree	Count	43
		% at Wise	48.3%
Total	Count	89	
	% at Wise	100.0%	

PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	1 Never	Count	162
		% at Wise	59.3%
	2 Rarely	Count	81
		% at Wise	29.7%
	3 Occasionally	Count	22
		% at Wise	8.1%
	4 Somewhat often	Count	3
		% at Wise	1.1%
	5 Often	Count	1
		% at Wise	0.4%
	6 Very often	Count	4
		% at Wise	1.5%
Total	Count	273	
	% at Wise	100.0%	
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	1 Never	Count	207
		% at Wise	75.3%
	2 Rarely	Count	49
		% at Wise	17.8%
	3 Occasionally	Count	12
		% at Wise	4.4%
	4 Somewhat often	Count	6
		% at Wise	2.2%
	5 Often	Count	1
		% at Wise	0.4%
	6 Very often	Count	0
		% at Wise	0.0%
Total	Count	275	
	% at Wise	100.0%	
SGBKNLDG_SGBKNLDG DEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	1 Not at all	Count	2
		% at Wise	2.4%
	2 A little	Count	1
		% at Wise	1.2%
	3 Somewhat	Count	13
		% at Wise	15.9%
	4 Very	Count	35
		% at Wise	42.7%
	5 Extremely	Count	31
		% at Wise	37.8%
Total	Count	82	
	% at Wise	100.0%	

SGBKNLDG_SGBKNLDG G Level of knowledge- Where to get help at UVA if you, a colleague, or a student experienced sexual assault or other form of sexual or gender-based violence	1 Not at all	Count	2
		% at Wise	2.4%
	2 A little	Count	1
		% at Wise	1.2%
	3 Somewhat	Count	7
		% at Wise	8.5%
	4 Very	Count	36
		% at Wise	43.9%
	5 Extremely	Count	36
		% at Wise	43.9%
Total	Count	82	
	% at Wise	100.0%	

SGBKNLDG_SGBKNLDG TORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	1 Not at all	Count	2
		% at Wise	2.5%
	2 A little	Count	0
		% at Wise	0.0%
	3 Somewhat	Count	8
		% at Wise	9.9%
	4 Very	Count	35
		% at Wise	43.2%
	5 Extremely	Count	36
		% at Wise	44.4%
Total	Count	81	
	% at Wise	100.0%	

SGBKNLDG_SGBKNLDG RE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	1 Not at all	Count	1
		% at Wise	1.2%
	2 A little	Count	1
		% at Wise	1.2%
	3 Somewhat	Count	6
		% at Wise	7.3%
	4 Very	Count	36
		% at Wise	43.9%
	5 Extremely	Count	38
		% at Wise	46.3%
Total	Count	82	
	% at Wise	100.0%	

SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1 Not at all	Count	52
		% at Wise	67.5%
	2 A little	Count	18
		% at Wise	23.4%
	3 Somewhat	Count	6
		% at Wise	7.8%
	4 Very	Count	0
		% at Wise	0.0%
	5 Extremely	Count	1
		% at Wise	1.3%
Total	Count	77	
	% at Wise	100.0%	

SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1 Not at all	Count	73
		% at Wise	86.9%
	2 A little	Count	7
		% at Wise	8.3%
	3 Somewhat	Count	2
		% at Wise	2.4%
	4 Very	Count	1
		% at Wise	1.2%
	5 Extremely	Count	1
		% at Wise	1.2%
Total	Count	84	
	% at Wise	100.0%	

SXASLTPRBLM_SXASLT PRBLMLIHDOTHR How likely do you think it is that you will experience other forms of sexual or gender-based violence (stalking, IPV, etc.) in the UVA workplace?	1 Not at all	Count	71
		% at Wise	85.5%
	2 A little	Count	11
		% at Wise	13.3%
	3 Somewhat	Count	1
		% at Wise	1.2%
	4 Very	Count	0
		% at Wise	0.0%
	5 Extremely	Count	0
		% at Wise	0.0%
Total	Count	83	
	% at Wise	100.0%	

SXASLTPRBLM_SXASLT PRBLMLIHDUVAEVNT How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1 Not at all	Count	71
		% at Wise	85.5%
	2 A little	Count	12
		% at Wise	14.5%
	3 Somewhat	Count	0
		% at Wise	0.0%
	4 Very	Count	0
		% at Wise	0.0%
	5 Extremely	Count	0
		% at Wise	0.0%
Total	Count	83	
	% at Wise	100.0%	

EXPSXASLTWRKFREQ Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence in the UVA workplace?	1 0 Times	Count	81
		% at Wise	96.4%
	2 1-3 Times	Count	3
		% at Wise	3.6%
	3 More than 5 Times	Count	0
		% at Wise	0.0%
Total	Count	84	
	% at Wise	100.0%	

EXPSXASLTUVAEVNTER EQ Past year frequency of experiencing sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event?	1 0 Times	Count	83
		% at Wise	98.8%
	2 1-3 Times	Count	1
		% at Wise	1.2%
	3 More than 5 Times	Count	0
		% at Wise	0.0%
Total	Count	84	
	% at Wise	100.0%	

RPTSXASLT Did you report the incident of sexual or gender-based violence at UVA or UVA-sponsored event to a UVA official?	1 Yes	Count	2
		% at Wise	2.4%
	2 No	Count	4
		% at Wise	4.7%
	3 I have not experienced sexual assault or other gender-based violence	Count	79
		% at Wise	92.9%
Total	Count	85	
	% at Wise	100.0%	

\$NORPTSXASLTRSN Not report(select all that apply) ^a	NORPTSXASLTRSN_1 Reason to not report incident- Did not know where to go/who to tell	Count	0
		% at Wise	8.1%
	NORPTSXASLTRSN_2 Reason to not report incident- Embarrassed/ashamed/too emotionally difficult	Count	0
		% at Wise	0.0%
	NORPTSXASLTRSN_3 Reason to not report incident- I did not think anyone would believe me	Count	0
		% at Wise	0.0%
	NORPTSXASLTRSN_4 Reason to not report incident- I did not think it was serious enough to report	Count	1
		% at Wise	52.9%
	NORPTSXASLTRSN_5 Reason to not report incident- I feared negative consequences/retaliation	Count	0
		% at Wise	17.5%
NORPTSXASLTRSN_6 Reason to not report incident- I did not think anything would be done	Count	1	
	% at Wise	39.0%	
NORPTSXASLTRSN_7 Reason to not report incident- I feared it would not be kept confidential	Count	0	
	% at Wise	17.5%	
NORPTSXASLTRSN_8 Reason to not report incident- Incident did not occur at the University	Count	0	
	% at Wise	0.0%	
NORPTSXASLTRSN_10 Reason to not report incident- Other	Count	0	
	% at Wise	0.0%	
Total	Count	2	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

Past year frequency by someone at UVA - Made sexual or gender-based remarks		Count	
	Never	68	85.4%
	Seldom	9	10.9%
	Frequently	3	3.7%
Total		80	100.00%

Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive		Count	
	Never	64	79.9%
	Seldom	13	16.3%
	Frequently	3	3.8%
Total		80	100.00%

Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities		Count	
	Never	64	78.9%
	Seldom	14	16.9%
	Frequently	3	4.30%
Total		81	100.00%

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%
Total		Count	81
			100.00%

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%
Total		Count	81
			100.00%

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
			93.40%
	Seldom	Count	4
			4.80%
	Frequently	Count	1
			1.80%
Total		Count	81
			100.00%

Individual's relationship to respondent at the time of respondent receiving the unwanted behavior^a	SGBHARASSRLTSP_1	Count	0
	Relationship to perpetrator of unwanted behaviors- Advisee/mentee	% at Wise	0.0%
	SGBHARASSRLTSP_2	Count	1
	Relationship to perpetrator of unwanted behaviors- Advisor/Mentor/PI	% at Wise	5.8%
	SGBHARASSRLTSP_3	Count	12
	Relationship to perpetrator of unwanted behaviors- Co-worker	% at Wise	66.9%
	SGBHARASSRLTSP_4	Count	3
	Relationship to perpetrator of unwanted behaviors- Friend/acquaintance	% at Wise	18.9%
	SGBHARASSRLTSP_5	Count	0
	Relationship to perpetrator of unwanted behaviors- Someone I had been involved with/was intimate with	% at Wise	0.0%
	SGBHARASSRLTSP_6	Count	0
Relationship to perpetrator of unwanted behaviors- Someone I was involved with/intimate with at the time of the conduct	% at Wise	0.0%	
SGBHARASSRLTSP_7	Count	1	
Relationship to perpetrator of unwanted behaviors- Stranger	% at Wise	8.1%	
SGBHARASSRLTSP_8	Count	4	
Relationship to perpetrator of unwanted behaviors- Student/student employee	% at Wise	24.2%	
SGBHARASSRLTSP_9	Count	3	
Relationship to perpetrator of unwanted behaviors- Supervisor	% at Wise	17.9%	
SGBHARASSRLTSP_10	Count	0	
Relationship to perpetrator of unwanted behaviors- Other	% at Wise	0.0%	
SGBHARASSRLTSP_11	Count	1	
Relationship to perpetrator of unwanted behaviors- Unknown	% at Wise	3.4%	
Total	Count	18	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$SGBHARASSLOC Location at which unwanted behavior was experienced ^a	SGBHARASSLOC_1 Location of conduct - Faculty-hosted event off grounds	Count	1
		% at Wise	3.2%
	SGBHARASSLOC_2 Location of conduct - Professional/disciplinary conference or networking event	Count	1
		% at Wise	6.4%
	SGBHARASSLOC_3 Location of conduct - Project/research site	Count	0
		% at Wise	0.0%
	SGBHARASSLOC_4 Location of conduct - Student group-sponsored event	Count	1
		% at Wise	3.5%
	SGBHARASSLOC_5 Location of conduct - UVA dining facility	Count	1
		% at Wise	6.4%
	SGBHARASSLOC_6 Location of conduct - UVA library	Count	0
		% at Wise	0.0%
	SGBHARASSLOC_7 Location of conduct - UVA-sponsored event	Count	2
		% at Wise	10.8%
	SGBHARASSLOC_8 Location of conduct - Classroom	Count	1
		% at Wise	8.4%
	SGBHARASSLOC_9 Location of conduct - Faculty office	Count	2
		% at Wise	10.1%
	SGBHARASSLOC_10 Location of conduct - Greek event	Count	0
		% at Wise	0.0%
SGBHARASSLOC_11 Location of conduct - Lab	Count	0	
	% at Wise	0.0%	
SGBHARASSLOC_12 Location of conduct - Medical facility	Count	0	
	% at Wise	0.0%	
SGBHARASSLOC_13 Location of conduct - Athletic facility	Count	1	
	% at Wise	9.0%	
SGBHARASSLOC_14 Location of conduct - Off-Grounds housing	Count	0	
	% at Wise	0.0%	
SGBHARASSLOC_15 Location of conduct- on-Grounds housing	Count	0	
	% at Wise	0.0%	
SGBHARASSLOC_16 Location of conduct - UVA bus	Count	0	
	% at Wise	0.0%	
SGBHARASSLOC_17 Location of conduct - Phone/text/e-mail	Count	1	
	% at Wise	7.0%	
SGBHARASSLOC_18 Location of conduct - Social networking sites	Count	1	
	% at Wise	6.7%	
SGBHARASSLOC_19 Location of conduct - UVA property	Count	6	
	% at Wise	34.4%	
SGBHARASSLOC_20 Location of conduct - Other	Count	5	
	% at Wise	27.7%	
Total	Count	17	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

VAWCWITBHD_BHDWITNESS_ BHDPRGSTAT In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	1 Yes	Count	22
		% at Wise	8.6%
	2 No	Count	234
		% at Wise	91.4%
Total		Count	256
		% at Wise	100.0%

VAWCWITBHD_BHDWIT NESSFREQ_BHDPRGSTA T In the past year at UVA, FREQUENCY of witnessing bias/harassment/discriminat ion related to - Pregnancy status	1 1-5 Times	Count	19
		% at Wise	67.9%
	2 6-10 Times	Count	8
		% at Wise	28.6%
	3 11-15 Times	Count	0
		% at Wise	0.0%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	1
		% at Wise	3.6%
Total	Count	28	
	% at Wise	100.0%	

VAWCWITBHD_BHDWITNESS _BHDWITNTLORG In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	1 Yes	Count	23
		% at Wise	9.0%
	2 No	Count	232
		% at Wise	91.0%
Total	Count	255	
	% at Wise	100.0%	

VAWCWITBHD_BHDWIT NESSFREQ_BHDWITNTL ORG In the past year at UVA, FREQUENCY of witnessing bias/harassment/discriminat ion related to - National Origin	1 1-5 Times	Count	21
		% at Wise	80.8%
	2 6-10 Times	Count	4
		% at Wise	15.4%
	3 11-15 Times	Count	0
		% at Wise	0.0%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	1
		% at Wise	3.8%
Total	Count	26	
	% at Wise	100.0%	

VAWCWITBHD_BHDWITNESS_B HDWITVET In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	1 Yes	Count	11
		% at Wise	4.3%
	2 No	Count	246
		% at Wise	95.7%
Total	Count	257	
	% at Wise	100.0%	

VAWCWITBHD_BHDWIT NESSFREQ_BHDWITVET In the past year at UVA, FREQUENCY of witnessing bias/harassment/discriminat ion related to - Military service	1 1-5 Times	Count	12
		% at Wise	80.0%
	2 6-10 Times	Count	1
		% at Wise	6.7%
	3 11-15 Times	Count	2
		% at Wise	13.3%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	0
		% at Wise	0.0%
Total	Count	15	
	% at Wise	100.0%	

VAWCWITBHD_BHDWITNESS_ _VAWCDISC1W In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	1 Yes	Count	20
		% at Wise	7.8%
	2 No	Count	235
		% at Wise	92.2%
Total		Count	255
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESSFREQ_ VAWCDISC1W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination ion related to - Disability	1 1-5 Times	Count	23
		% at Wise	85.2%
	2 6-10 Times	Count	2
		% at Wise	7.4%
	3 11-15 Times	Count	1
		% at Wise	3.7%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	1
		% at Wise	3.7%
Total		Count	27
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_ _VAWCDISC2W In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	1 Yes	Count	35
		% at Wise	13.6%
	2 No	Count	222
		% at Wise	86.4%
Total		Count	257
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESSFREQ_ VAWCDISC2W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination ion related to- Age	1 1-5 Times	Count	31
		% at Wise	75.6%
	2 6-10 Times	Count	5
		% at Wise	12.2%
	3 11-15 Times	Count	3
		% at Wise	7.3%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	2
		% at Wise	4.9%
Total		Count	41
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_ _VAWCDISC3W In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	1 Yes	Count	12
		% at Wise	4.7%
	2 No	Count	244
		% at Wise	95.3%
Total		Count	256
		% at Wise	100.0%

VAWCWITBHD_BHDWIT NESSFREQ_VAWCDISC3 W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discriminat ion related to - Citizenship Status	1 1-5 Times	Count	12
		% at Wise	66.7%
	2 6-10 Times	Count	3
		% at Wise	16.7%
	3 11-15 Times	Count	2
		% at Wise	11.1%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	1
		% at Wise	5.6%
Total		Count	18
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_ VAWCDISC4W In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	1 Yes	Count	74
		% at Wise	29.4%
	2 No	Count	178
		% at Wise	70.6%
Total		Count	252
		% at Wise	100.0%

VAWCWITBHD_BHDWIT NESSFREQ_VAWCDISC4 W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discriminat ion related to - Gender or gender identity	1 1-5 Times	Count	53
		% at Wise	63.9%
	2 6-10 Times	Count	7
		% at Wise	8.4%
	3 11-15 Times	Count	16
		% at Wise	19.3%
	4 16-20 Times	Count	2
		% at Wise	2.4%
	5 20 or more Times	Count	5
		% at Wise	6.0%
Total		Count	83
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_ VAWCDISC5W In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	1 Yes	Count	105
		% at Wise	41.3%
	2 No	Count	149
		% at Wise	58.7%
Total		Count	254
		% at Wise	100.0%

VAWCWITBHD_BHDWIT NESSFREQ_VAWCDISC5 W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discriminat ion related to - Political beliefs	1 1-5 Times	Count	46
		% at Wise	41.1%
	2 6-10 Times	Count	21
		% at Wise	18.8%
	3 11-15 Times	Count	19
		% at Wise	17.0%
	4 16-20 Times	Count	13
		% at Wise	11.6%
	5 20 or more Times	Count	13
		% at Wise	11.6%
Total		Count	112
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_	1 Yes	Count	62
VAWCDISC6W	In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	% at Wise	24.4%
	2 No	Count	192
		% at Wise	75.6%
Total		Count	254
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESSFREQ_VAWCDISC6W	1 1-5 Times	Count	34
W	In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Race	% at Wise	49.3%
	2 6-10 Times	Count	11
		% at Wise	15.9%
	3 11-15 Times	Count	10
		% at Wise	14.5%
	4 16-20 Times	Count	5
		% at Wise	7.2%
	5 20 or more Times	Count	9
		% at Wise	13.0%
Total		Count	69
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_	1 Yes	Count	65
VAWCDISC7W	In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	% at Wise	26.1%
	2 No	Count	184
		% at Wise	73.9%
Total		Count	249
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESSFREQ_VAWCDISC7W	1 1-5 Times	Count	50
W	In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Religious/Spiritual beliefs	% at Wise	61.0%
	2 6-10 Times	Count	12
		% at Wise	14.6%
	3 11-15 Times	Count	10
		% at Wise	12.2%
	4 16-20 Times	Count	5
		% at Wise	6.1%
	5 20 or more Times	Count	5
		% at Wise	6.1%
Total		Count	82
		% at Wise	100.0%

VAWCWITBHD_BHDWITNESS_	1 Yes	Count	58
	VAWCDISC8W In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	% at Wise	22.8%
	2 No	Count	196
		% at Wise	77.2%
Total		Count	254
		% at Wise	100.0%
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VAWCWITBHD_BHDWITNESSFREQ_VAWCDISC8W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Sexual orientation	1 1-5 Times	Count	41
		% at Wise	63.1%
	2 6-10 Times	Count	15
		% at Wise	23.1%
	3 11-15 Times	Count	5
		% at Wise	7.7%
	4 16-20 Times	Count	1
		% at Wise	1.5%
	5 20 or more Times	Count	3
		% at Wise	4.6%
Total		Count	65
		% at Wise	100.0%
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VAWCWITBHD_BHDWITNESS_	1 Yes	Count	38
	VAWCDISC9W In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	% at Wise	15.0%
	2 No	Count	216
		% at Wise	85.0%
Total		Count	254
		% at Wise	100.0%
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VAWCWITBHD_BHDWITNESSFREQ_VAWCDISC9W In the past year at UVA, FREQUENCY of witnessing bias/harassment/discrimination related to - Socioeconomic Status	1 1-5 Times	Count	27
		% at Wise	62.8%
	2 6-10 Times	Count	9
		% at Wise	20.9%
	3 11-15 Times	Count	3
		% at Wise	7.0%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	4
		% at Wise	9.3%
Total		Count	43
		% at Wise	100.0%

VAWBHDWITTYPE_VA WDISCNAMEWIT Frequency of witnessing in the past year- Name calling or insults	1 0 Times	Count	36
		% at Wise	27.3%
	2 1 -5 Times	Count	64
		% at Wise	48.5%
	3 6-10 Times	Count	23
		% at Wise	17.4%
	4 11-15 Times	Count	7
		% at Wise	5.3%
	5 16-20 Times	Count	0
		% at Wise	0.0%
Total	Count	132	
	% at Wise	100.0%	
VAWBHDWITTYPE_VA WDISCETHREATWIT Frequency of witnessing in the past year- Threatening comments	1 0 Times	Count	89
		% at Wise	69.5%
	2 1 -5 Times	Count	29
		% at Wise	22.7%
	3 6-10 Times	Count	3
		% at Wise	2.3%
	4 11-15 Times	Count	4
		% at Wise	3.1%
	5 16-20 Times	Count	2
		% at Wise	1.6%
Total	Count	128	
	% at Wise	100.0%	
VAWBHDWITTYPE_VA WDISCEVISWIT Frequency of witnessing in the past year- Offensive visual images or items	1 0 Times	Count	86
		% at Wise	65.2%
	2 1 -5 Times	Count	38
		% at Wise	28.8%
	3 6-10 Times	Count	3
		% at Wise	2.3%
	4 11-15 Times	Count	2
		% at Wise	1.5%
	5 16-20 Times	Count	2
		% at Wise	1.5%
Total	Count	132	
	% at Wise	100.0%	

VAWBHDWITYPE_VA WDISCEPROPWIT Frequency of witnessing in the past year- Damage or theft of personal property	1 0 Times	Count	95
		% at Wise	76.0%
	2 1 -5 Times	Count	20
		% at Wise	16.0%
	3 6-10 Times	Count	9
		% at Wise	7.2%
	4 11-15 Times	Count	0
		% at Wise	0.0%
	5 16-20 Times	Count	0
		% at Wise	0.0%
Total	Count	125	
	% at Wise	100.0%	
VAWBHDWITYPE_VA WDISCEPHYWIT Frequency of witnessing in the past year- Physical violence	1 0 Times	Count	111
		% at Wise	89.5%
	2 1 -5 Times	Count	10
		% at Wise	8.1%
	3 6-10 Times	Count	3
		% at Wise	2.4%
	4 11-15 Times	Count	0
		% at Wise	0.0%
	5 16-20 Times	Count	0
		% at Wise	0.0%
Total	Count	124	
	% at Wise	100.0%	
VAWBHDWITYPE_VA WDISCEOTHTEXTWIT Frequency of witnessing in the past year- Other (please specify)	1 0 Times	Count	50
		% at Wise	71.4%
	2 1 -5 Times	Count	13
		% at Wise	18.6%
	3 6-10 Times	Count	4
		% at Wise	5.7%
	4 11-15 Times	Count	2
		% at Wise	2.9%
	5 16-20 Times	Count	0
		% at Wise	0.0%
Total	Count	70	
	% at Wise	100.0%	

\$WITCON DOCCBHD Location at which respondent witnessed bias, harassment, or discriminati on at UVA ^a	WITCONDOCCBHD_1 Location of the incident of bias/harassment/discrimination - Faculty event off grounds	Count % at Wise	1 0.7%
	WITCONDOCCBHD_2 Location of the incident of bias/harassment/discrimination - Professional/disciplinary conference/networking event	Count % at Wise	2 1.4%
	WITCONDOCCBHD_3 Location of the incident of bias/harassment/discrimination - Project/research site	Count % at Wise	2 1.4%
	WITCONDOCCBHD_4 Location of the incident of bias/harassment/discrimination - Student group-sponsored event	Count % at Wise	12 9.3%
	WITCONDOCCBHD_5 Location of the incident of bias/harassment/discrimination - UVA dining	Count % at Wise	39 30.4%
	WITCONDOCCBHD_6 Location of the incident of bias/harassment/discrimination - UVA library	Count % at Wise	14 10.8%
	WITCONDOCCBHD_7 Location of the incident of bias/harassment/discrimination - UVA sponsored event	Count % at Wise	12 9.1%
	WITCONDOCCBHD_8 Location of the incident of bias/harassment/discrimination - Classroom	Count % at Wise	58 45.1%
	WITCONDOCCBHD_9 Location of the incident of bias/harassment/discrimination- Faculty office	Count % at Wise	11 8.6%
	WITCONDOCCBHD_10 Location of the incident of bias/harassment/discrimination - Greek house/event	Count % at Wise	3 2.4%
	WITCONDOCCBHD_11 Location of the incident of bias/harassment/discrimination - Lab	Count % at Wise	9 7.1%
	WITCONDOCCBHD_12 Location of the incident of bias/harassment/discrimination - Medical facility	Count % at Wise	1 0.8%
	WITCONDOCCBHD_13 Location of the incident of bias/harassment/discrimination - Athletic facility	Count % at Wise	10 7.6%
	WITCONDOCCBHD_14 Location of the incident of bias/harassment/discrimination - Off-grounds housing	Count % at Wise	25 19.6%
	WITCONDOCCBHD_15 Location of the incident of bias/harassment/discrimination - On-grounds housing	Count % at Wise	27 21.1%

WITCONDOCCBHD_16 Location of the incident of bias/harassment/discrimination - UVA bus	Count	1
	% at Wise	0.8%
WITCONDOCCBHD_17 Location of the incident of bias/harassment/discrimination - Phone calls/texts/e-mail	Count	25
	% at Wise	19.3%
WITCONDOCCBHD_18 Location of the incident of bias/harassment/discrimination - Social networking sites	Count	33
	% at Wise	25.8%
WITCONDOCCBHD_19 Location of the incident of bias/harassment/discrimination - UVA property	Count	45
	% at Wise	34.8%
WITCONDOCCBHD_20 Location of the incident of bias/harassment/discrimination - Other	Count	9
	% at Wise	6.9%
WITCONDOCCBHD_21 Location of the incident of bias/harassment/discrimination - Staff's office	Count	6
	% at Wise	4.9%
WITCONDOCCBHD_22 Location of the incident of bias/harassment/discrimination - Event hosted by co-worker	Count	1
	% at Wise	0.4%
Total	Count	129

Percentages and totals are based on respondents.
a. Dichotomy group tabulated at value 1.

VAWCPEREXPBHD_PER 1 Yes	Count	2
SEXPBHD_BHDPERSEXP	% at Wise	0.8%
PRGNCY In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	Count	242
	% at Wise	99.2%
Total	Count	244
	% at Wise	100.0%

VAWCPEREXPBHD_PER 1 1-5 Times	Count	5
SEXPBHDREQ_BHDPER	% at Wise	83.3%
SEXPBHDREQ_BHDPER 2 6-10 Times	Count	1
PRGNCY In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Pregnancy status	% at Wise	16.7%
	Count	0
	% at Wise	0.0%
	Count	0
	% at Wise	0.0%
	Count	0
	% at Wise	0.0%
Total	Count	6
	% at Wise	100.0%

VAWCPEREXPBHD_PERSEXPBHD_ VBHDPERSEXPNTLORG In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	1 Yes	Count	4
		% at Wise	1.6%
	2 No	Count	242
		% at Wise	98.4%
Total		Count	246
		% at Wise	100.0%
VAWCPEREXPBHD_PER SEXPBHD FREQ_ VBHDPE RSEXPNTLORG In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- National origin	1 1-5 Times	Count	8
		% at Wise	100.0%
	2 6-10 Times	Count	0
		% at Wise	0.0%
	3 11-15 Times	Count	0
		% at Wise	0.0%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	0
		% at Wise	0.0%
Total		Count	8
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_ VBHDPERSEXPVET In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	1 Yes	Count	4
		% at Wise	1.6%
	2 No	Count	240
		% at Wise	98.4%
Total		Count	244
		% at Wise	100.0%
VAWCPEREXPBHD_PER SEXPBHD FREQ_ VBHDPE RSEXPVET In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Military service	1 1-5 Times	Count	7
		% at Wise	87.5%
	2 6-10 Times	Count	0
		% at Wise	0.0%
	3 11-15 Times	Count	0
		% at Wise	0.0%
	4 16-20 Times	Count	1
		% at Wise	12.5%
	5 20 or more Times	Count	0
		% at Wise	0.0%
Total		Count	8
		% at Wise	100.0%

VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	7
	2 No	% at Wise	2.9%
VAWCDISC1E In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability		Count	237
		% at Wise	97.1%
Total		Count	244
		% at Wise	100.0%
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VAWCPEREXPBHD_PERSEXPBHD	1 1-5 Times	Count	9
		% at Wise	75.0%
SEXPBHD	2 6-10 Times	Count	1
		% at Wise	8.3%
ISC1E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Disability	3 11-15 Times	Count	1
		% at Wise	8.3%
	4 16-20 Times	Count	1
		% at Wise	8.3%
	5 20 or more Times	Count	0
		% at Wise	0.0%
Total		Count	12
		% at Wise	100.0%
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VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	19
	2 No	% at Wise	7.7%
VAWCDISC2E In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age		Count	227
		% at Wise	92.3%
Total		Count	246
		% at Wise	100.0%
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VAWCPEREXPBHD_PERSEXPBHD	1 1-5 Times	Count	14
		% at Wise	70.0%
SEXPBHD	2 6-10 Times	Count	1
		% at Wise	5.0%
ISC2E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Age	3 11-15 Times	Count	3
		% at Wise	15.0%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	2
		% at Wise	10.0%
Total		Count	20
		% at Wise	100.0%

VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	4
	2 No	% at Wise	1.6%
VAWCDISC3E In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship		Count	242
		% at Wise	98.4%
Total		Count	246
		% at Wise	100.0%
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VAWCPEREXPBHD_PERSEXPBHD	1 1-5 Times	Count	7
		% at Wise	87.5%
SEXPBHD	2 6-10 Times	Count	1
		% at Wise	12.5%
ISC3E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Citizenship	3 11-15 Times	Count	0
		% at Wise	0.0%
	4 16-20 Times	Count	0
		% at Wise	0.0%
	5 20 or more Times	Count	0
		% at Wise	0.0%
Total		Count	8
		% at Wise	100.0%
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VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	33
	2 No	% at Wise	13.4%
VAWCDISC4E In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity		Count	213
		% at Wise	86.6%
Total		Count	246
		% at Wise	100.0%
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VAWCPEREXPBHD_PERSEXPBHD	1 1-5 Times	Count	19
		% at Wise	52.8%
SEXPBHD	2 6-10 Times	Count	9
		% at Wise	25.0%
ISC4E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Gender or gender identity	3 11-15 Times	Count	4
		% at Wise	11.1%
	4 16-20 Times	Count	1
		% at Wise	2.8%
	5 20 or more Times	Count	3
		% at Wise	8.3%
Total		Count	36
		% at Wise	100.0%

VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	49
VAWCDISC5E In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs		% at Wise	20.1%
	2 No	Count	195
		% at Wise	79.9%
Total		Count	244
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_FREQ_VAWCDISC5E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Political beliefs	1 1-5 Times	Count	24
		% at Wise	48.0%
	2 6-10 Times	Count	15
		% at Wise	30.0%
	3 11-15 Times	Count	6
		% at Wise	12.0%
	4 16-20 Times	Count	2
		% at Wise	4.0%
	5 20 or more Times	Count	3
		% at Wise	6.0%
Total		Count	50
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	16
VAWCDISC6E In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race		% at Wise	6.6%
	2 No	Count	225
		% at Wise	93.4%
Total		Count	241
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_FREQ_VAWCDISC6E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to - Race	1 1-5 Times	Count	13
		% at Wise	54.2%
	2 6-10 Times	Count	2
		% at Wise	8.3%
	3 11-15 Times	Count	2
		% at Wise	8.3%
	4 16-20 Times	Count	5
		% at Wise	20.8%
	5 20 or more Times	Count	2
		% at Wise	8.3%
Total		Count	24
		% at Wise	100.0%

VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	38
VAWCDISC7W In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs		% at Wise	15.6%
	2 No	Count	205
		% at Wise	84.4%
Total		Count	243
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_FREQ_VAWCDISC7W In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Religious/Spiritual beliefs	1 1-5 Times	Count	20
		% at Wise	50.0%
	2 6-10 Times	Count	14
		% at Wise	35.0%
	3 11-15 Times	Count	2
		% at Wise	5.0%
	4 16-20 Times	Count	2
		% at Wise	5.0%
	5 20 or more Times	Count	2
		% at Wise	5.0%
Total		Count	40
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	16
VAWCDISC8E In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation		% at Wise	6.5%
	2 No	Count	229
		% at Wise	93.5%
Total		Count	245
		% at Wise	100.0%
VAWCPEREXPBHD_PERSEXPBHD_FREQ_VAWCDISC8E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Sexual orientation	1 1-5 Times	Count	11
		% at Wise	55.0%
	2 6-10 Times	Count	3
		% at Wise	15.0%
	3 11-15 Times	Count	3
		% at Wise	15.0%
	4 16-20 Times	Count	2
		% at Wise	10.0%
	5 20 or more Times	Count	1
		% at Wise	5.0%
Total		Count	20
		% at Wise	100.0%

VAWCPEREXPBHD_PERSEXPBHD_	1 Yes	Count	12
		% at Wise	4.9%
VAWCDISC9E In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	2 No	Count	231
		% at Wise	95.1%
Total		Count	243
		% at Wise	100.0%

VAWCPEREXPBHD_PERS EXPBHDREQ_VAWCDISC9E In the past year at UVA, FREQUENCY of personally experiencing bias, harassment, or discrimination related to- Socioeconomic status	1 1-5 Times	Count	9
		% at Wise	50.0%
	2 6-10 Times	Count	5
		% at Wise	27.8%
	3 11-15 Times	Count	2
		% at Wise	11.1%
	4 16-20 Times	Count	1
		% at Wise	5.6%
	5 20 or more Times	Count	1
		% at Wise	5.6%
Total		Count	18
		% at Wise	100.0%

VAWPERSEXPYPE_VA WDISCENAMEPERSEXP Frequency of personally experiencing- Name calling or insults	1 0 Times	Count	20	
		% at Wise	29.9%	
	2 1-5 Times	Count	30	
		% at Wise	44.8%	
	3 6-10 Times	Count	12	
		% at Wise	17.9%	
	4 11-15 Times	Count	5	
		% at Wise	7.5%	
	5 16-20 Times	Count	0	
		% at Wise	0.0%	
	6 20 or more Times	Count	0	
		% at Wise	0.0%	
	Total		Count	67
			% at Wise	100.0%

VAWPERSEXPTYPE_VA WDISCETHREATPERSEX P Frequency of personally experiencing- Threatening comments	1 0 Times	Count	47
		% at Wise	72.3%
	2 1-5 Times	Count	13
		% at Wise	20.0%
	3 6-10 Times	Count	4
		% at Wise	6.2%
	4 11-15 Times	Count	1
		% at Wise	1.5%
	5 16-20 Times	Count	0
		% at Wise	0.0%
Total	Count	65	
	% at Wise	100.0%	
VAWPERSEXPTYPE_VA WDISCEVISPERSEXP Frequency of personally experiencing- Offensive visual images or items	1 0 Times	Count	48
		% at Wise	76.2%
	2 1-5 Times	Count	12
		% at Wise	19.0%
	3 6-10 Times	Count	2
		% at Wise	3.2%
	4 11-15 Times	Count	0
		% at Wise	0.0%
	5 16-20 Times	Count	1
		% at Wise	1.6%
Total	Count	63	
	% at Wise	100.0%	
VAWPERSEXPTYPE_VA WDISCEPROPPERSEXP Frequency of personally experiencing- Damage or theft of personal property	1 0 Times	Count	54
		% at Wise	83.1%
	2 1-5 Times	Count	10
		% at Wise	15.4%
	3 6-10 Times	Count	0
		% at Wise	0.0%
	4 11-15 Times	Count	0
		% at Wise	0.0%
	6 20 or more Times	Count	1
		% at Wise	1.5%
Total	Count	65	
	% at Wise	100.0%	

VAWPERSEXPTYPE_VA WDISCEPHYPERSEXP Frequency of personally experiencing- Physical violence	1 0 Times	Count	58
		% at Wise	92.1%
	2 1-5 Times	Count	4
		% at Wise	6.3%
	3 6-10 Times	Count	0
		% at Wise	0.0%
	4 11-15 Times	Count	1
		% at Wise	1.6%
	6 20 or more Times	Count	0
		% at Wise	0.0%
Total	Count	63	
	% at Wise	100.0%	

VAWPERSEXPTYPE_VA WDISCEOTHTEXTPERSE XP Frequency of personally experiencing - Other (please specify)	1 0 Times	Count	22
		% at Wise	64.7%
	2 1-5 Times	Count	4
		% at Wise	11.8%
	3 6-10 Times	Count	5
		% at Wise	14.7%
	4 11-15 Times	Count	1
		% at Wise	2.9%
	5 16-20 Times	Count	0
		% at Wise	0.0%
6 20 or more Times	Count	2	
	% at Wise	5.9%	
Total	Count	34	
	% at Wise	100.0%	

\$PERSEXPCOND DOCCRBHD Location at which respondent personally experienced bias, harassment, or discrimination at UVA ^a	PERSEXPCONDCCRBHD_1 Location of personally experienced bias/discrimination/harassment- Faculty-hosted event off grounds	Count % at Wise	4 5.7%
	PERSEXPCONDCCRBHD_2 Location of personally experienced bias/discrimination/harassment - Professional conference/networking event	Count % at Wise	3 4.0%
	PERSEXPCONDCCRBHD_3 Location of personally experienced bias/discrimination/harassment - Project/research site	Count % at Wise	3 4.4%
	PERSEXPCONDCCRBHD_4 Location of personally experienced bias/discrimination/harassment - Student group-sponsored event	Count % at Wise	13 20.0%
	PERSEXPCONDCCRBHD_5 Location of personally experienced bias/discrimination/harassment - UVA dining facility	Count % at Wise	16 24.2%
	PERSEXPCONDCCRBHD_6 Location of personally experienced bias/discrimination/harassment - UVA library	Count % at Wise	8 11.6%
	PERSEXPCONDCCRBHD_7 Location of personally experienced bias/discrimination/harassment - UVA-sponsored event	Count % at Wise	5 7.8%
	PERSEXPCONDCCRBHD_8 Location of personally experienced bias/discrimination/harassment - Classroom	Count % at Wise	32 49.1%
	PERSEXPCONDCCRBHD_9 Location of personally experienced bias/discrimination/harassment- Faculty office	Count % at Wise	9 13.4%
	PERSEXPCONDCCRBHD_10 Location of personally experienced bias/discrimination/harassment - Greek house/Greek event	Count % at Wise	1 1.9%
	PERSEXPCONDCCRBHD_11 Location of personally experienced bias/discrimination/harassment- Lab	Count % at Wise	9 13.0%
	PERSEXPCONDCCRBHD_12 Location of personally experienced bias/discrimination/harassment - Medical facility	Count % at Wise	1 1.6%
	PERSEXPCONDCCRBHD_13 Location of personally experienced bias/discrimination/harassment - Athletic facility	Count % at Wise	4 6.3%
	PERSEXPCONDCCRBHD_14 Location of personally experienced bias/discrimination/harassment - Off-grounds housing	Count % at Wise	10 14.8%
	PERSEXPCONDCCRBHD_15 Location of personally experienced bias/discrimination/harassment - On-grounds housing	Count % at Wise	18 27.3%
	PERSEXPCONDCCRBHD_16 Location of personally experienced bias/discrimination/harassment - UVA bus	Count % at Wise	1 1.6%

PERSEXPONDOCCRBHD_17	Count	21
Location of personally experienced bias/discrimination/harassment - Email/text/phone	% at Wise	31.6%
PERSEXPONDOCCRBHD_18	Count	15
Location of personally experienced bias/discrimination/harassment - Social networking sites	% at Wise	22.5%
PERSEXPONDOCCRBHD_19	Count	23
Location of personally experienced bias/discrimination/harassment - UVA property	% at Wise	35.1%
PERSEXPONDOCCRBHD_20	Count	4
Location of personally experienced bias/discrimination/harassment - Other	% at Wise	6.2%
PERSEXPONDOCCRBHD_21	Count	4
Location of personally experienced bias/discrimination/harassment - Staff's office	% at Wise	5.6%
PERSEXPONDOCCRBHD_22	Count	0
Location of personally experienced bias/discrimination/harassment - Event hosted by co-worker	% at Wise	0.0%
Total	Count	66

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$BHDPERSEXP LTSHP Individual's relationship to respondent at the time of respondent experiencing bias, harassment, or discrimination^a	BHDPERSEXP_LTSHP_1 Relationship to the individual perpetuating the bias/harassment/discrimination - Advisee/mentee	Count	4
		% at Wise	6.1%
	BHDPERSEXP_LTSHP_2 Relationship to the individual perpetuating the bias/harassment/discrimination - Advisor/mentor/PI	Count	2
		% at Wise	3.6%
	BHDPERSEXP_LTSHP_3 Relationship to the individual perpetuating the bias/harassment/discrimination - Co-worker	Count	11
		% at Wise	15.6%
	BHDPERSEXP_LTSHP_4 Relationship to the individual perpetuating the bias/harassment/discrimination - Friend/acquaintance	Count	28
		% at Wise	40.2%
	BHDPERSEXP_LTSHP_5 Relationship to the individual perpetuating the bias/harassment/discrimination - Someone I had been involved with/was intimate with	Count	3
		% at Wise	4.9%
	BHDPERSEXP_LTSHP_6 Relationship to the individual perpetuating the bias/harassment/discrimination - Someone I was involved with/intimate with at the time of the conduct	Count	1
	% at Wise	2.0%	
BHDPERSEXP_LTSHP_7 Relationship to the individual perpetuating the bias/harassment/discrimination - Stranger	Count	27	
	% at Wise	39.4%	
BHDPERSEXP_LTSHP_8 Relationship to the individual perpetuating the bias/harassment/discrimination - Student/student employee	Count	43	
	% at Wise	62.4%	
BHDPERSEXP_LTSHP_9 Relationship to the individual perpetuating the bias/harassment/discrimination - Supervisor/manager/boss	Count	6	
	% at Wise	8.1%	
BHDPERSEXP_LTSHP_10 Relationship to the individual perpetuating the bias/harassment/discrimination - Other	Count	9	
	% at Wise	13.4%	
BHDPERSEXP_LTSHP_11 Relationship to the individual perpetuating the bias/harassment/discrimination - Unknown	Count	4	
	% at Wise	5.2%	
Total	Count	69	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$BHDRESPONSE Individual's response when they witnessed or personally experienced bias, harassment, or discrimination^a	BHDRESPONSE_1 Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	Count	3
		% at Wise	3.3%
	BHDRESPONSE_2 Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	Count	34
		% at Wise	38.2%
	BHDRESPONSE_3 Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	Count	29
		% at Wise	32.2%
	BHDRESPONSE_4 Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	Count	4
		% at Wise	5.0%
	BHDRESPONSE_5 Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	Count	10
		% at Wise	10.6%
	BHDRESPONSE_6 Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	Count	8
		% at Wise	9.1%
	BHDRESPONSE_7 Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	Count	29
		% at Wise	32.5%
BHDRESPONSE_8 Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	Count	17	
	% at Wise	19.5%	
BHDRESPONSE_9 Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	Count	10	
	% at Wise	11.4%	
BHDRESPONSE_10 Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	Count	1	
	% at Wise	1.2%	
BHDRESPONSE_11 Response to witnessed incidents of bias/harassment/discrimination- Told family member	Count	16	
	% at Wise	17.4%	
BHDRESPONSE_12 Response to witnessed incidents of bias/harassment/discrimination- Told friend	Count	20	
	% at Wise	22.4%	
BHDRESPONSE_13 Response to witnessed incidents of bias/harassment/discrimination- Other	Count	10	
	% at Wise	11.5%	
Total	Count	89	

Percentages and totals are based on respondents.
a. Dichotomy group tabulated at value 1.

WISECMFRTCONTACT_WIS ECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	1 Very uncomfortable	Count	5
		% at Wise	2.0%
	2 Uncomfortable	Count	24
		% at Wise	9.8%
	3 Comfortable	Count	83
		% at Wise	33.7%
	4 Very comfortable	Count	91
		% at Wise	37.0%
	6 I am unaware of this resource	Count	43
		% at Wise	17.5%
Total		Count	246
		% at Wise	100.0%

WISECMFRTCONTACT_WIS ECMFRTCONTACTCHNCLR Degree of comfort contacting - Chancellor's Office	1 Very uncomfortable	Count	21
		% at Wise	8.5%
	2 Uncomfortable	Count	32
		% at Wise	13.0%
	3 Comfortable	Count	106
		% at Wise	43.1%
	4 Very comfortable	Count	77
		% at Wise	31.3%
	6 I am unaware of this resource	Count	10
		% at Wise	4.1%
Total		Count	246
		% at Wise	100.0%

WISECMFRTCONTACT_WIS ECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	1 Very uncomfortable	Count	5
		% at Wise	6.5%
	2 Uncomfortable	Count	6
		% at Wise	7.8%
	3 Comfortable	Count	28
		% at Wise	36.4%
	4 Very comfortable	Count	34
		% at Wise	44.2%
	6 I am unaware of this resource	Count	4
		% at Wise	5.2%
Total		Count	77
		% at Wise	100.0%

WISECMFRTCONTACT_WISECMFRTCONTACTHR Degree of comfort contacting - Human Resources	1 Very uncomfortable	Count	6
		% at Wise	7.7%
	2 Uncomfortable	Count	4
		% at Wise	5.1%
	3 Comfortable	Count	25
		% at Wise	32.1%
	4 Very comfortable	Count	43
		% at Wise	55.1%
Total	Count	78	
	% at Wise	100.0%	

WISECMFRTCONTACT_WISECMFRTCONTACTUPD Degree of comfort contacting - Campus/University Police	1 Very uncomfortable	Count	20
		% at Wise	8.1%
	2 Uncomfortable	Count	27
		% at Wise	11.0%
	3 Comfortable	Count	76
		% at Wise	30.9%
	4 Very comfortable	Count	121
		% at Wise	49.2%
	6 I am unaware of this resource	Count	2
	% at Wise	0.8%	
Total	Count	246	
	% at Wise	100.0%	

WISECMFRTCONTACT_WISECMFRTCONTACTLOCPD Degree of comfort contacting - Local Police	1 Very uncomfortable	Count	17
		% at Wise	6.9%
	2 Uncomfortable	Count	33
		% at Wise	13.4%
	3 Comfortable	Count	94
		% at Wise	38.2%
	4 Very comfortable	Count	96
		% at Wise	39.0%
	6 I am unaware of this resource	Count	6
	% at Wise	2.4%	
Total	Count	246	
	% at Wise	100.0%	

WISECMFRTCONTACT_WIS ECMFRTCONTACTSTATPO Degree of comfort contacting - State Police	1 Very uncomfortable	Count	19
		% at Wise	7.7%
	2 Uncomfortable	Count	32
		% at Wise	13.0%
	3 Comfortable	Count	99
		% at Wise	40.2%
	4 Very comfortable	Count	87
		% at Wise	35.4%
	6 I am unaware of this resource	Count	9
		% at Wise	3.7%
Total		Count	246
		% at Wise	100.0%

WISECMFRTCONTACT_WIS ECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	1 Very uncomfortable	Count	6
		% at Wise	2.5%
	2 Uncomfortable	Count	22
		% at Wise	9.0%
	3 Comfortable	Count	88
		% at Wise	36.1%
	4 Very comfortable	Count	79
		% at Wise	32.4%
	6 I am unaware of this resource	Count	49
		% at Wise	20.1%
Total		Count	244
		% at Wise	100.0%

WISECMFRTCONTACT_WIS ECMFRTCONTACTOCCI Degree of comfort contacting - Office of Compliance, Conduct & Inclusion	1 Very uncomfortable	Count	15
		% at Wise	6.1%
	2 Uncomfortable	Count	16
		% at Wise	6.5%
	3 Comfortable	Count	89
		% at Wise	36.3%
	4 Very comfortable	Count	99
		% at Wise	40.4%
	6 I am unaware of this resource	Count	26
		% at Wise	10.6%
Total		Count	245
		% at Wise	100.0%

WISECMFRTCONTACT_WIS ECMFRTCONTACTOMBD Degree of comfort contacting - Ombuds	1 Very uncomfortable	Count	6
		% at Wise	2.5%
	2 Uncomfortable	Count	16
		% at Wise	6.7%
	3 Comfortable	Count	61
		% at Wise	25.5%
	4 Very comfortable	Count	51
		% at Wise	21.3%
	6 I am unaware of this resource	Count	105
		% at Wise	43.9%
Total	Count	239	
	% at Wise	100.0%	

WISECMFRTCONTACT_WIS ECMFRTCONTACTOPVST Degree of comfort contacting - Provost's Office	1 Very uncomfortable	Count	14
		% at Wise	5.7%
	2 Uncomfortable	Count	31
		% at Wise	12.7%
	3 Comfortable	Count	86
		% at Wise	35.2%
	4 Very comfortable	Count	82
		% at Wise	33.6%
	6 I am unaware of this resource	Count	31
		% at Wise	12.7%
Total	Count	244	
	% at Wise	100.0%	

WISECMFRTCONTACT_WIS ECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	1 Very uncomfortable	Count	13
		% at Wise	5.3%
	2 Uncomfortable	Count	21
		% at Wise	8.6%
	3 Comfortable	Count	79
		% at Wise	32.4%
	4 Very comfortable	Count	114
		% at Wise	46.7%
	6 I am unaware of this resource	Count	17
		% at Wise	7.0%
Total	Count	244	
	% at Wise	100.0%	

WISECMFRTCONTACT_WIS ECMFRTCONTACTDEPTCH R Degree of comfort contacting - Your Chair or Department Head	1 Very uncomfortable	Count	5
		% at Wise	6.5%
	2 Uncomfortable	Count	2
		% at Wise	2.6%
	3 Comfortable	Count	16
		% at Wise	20.8%
	4 Very comfortable	Count	54
		% at Wise	70.1%
Total	Count	77	
	% at Wise	100.0%	

WISECMFRTCONTACT_WIS ECMFRTCONTACTACDADV Degree of comfort contacting .-Your academic advisor	1 Very uncomfortable	Count	11
		% at Wise	6.5%
	2 Uncomfortable	Count	5
		% at Wise	2.9%
	3 Comfortable	Count	45
		% at Wise	26.5%
	4 Very comfortable	Count	107
		% at Wise	62.9%
	6 I am unaware of this resource	Count	2
	% at Wise	1.2%	
Total	Count	170	
	% at Wise	100.0%	

WISECMFRTCONTACT_WIS ECMFRTCONTACTFAC Degree of comfort contacting -A member of the faculty	1 Very uncomfortable	Count	11
		% at Wise	6.5%
	2 Uncomfortable	Count	12
		% at Wise	7.1%
	3 Comfortable	Count	67
		% at Wise	39.6%
	4 Very comfortable	Count	73
		% at Wise	43.2%
	6 I am unaware of this resource	Count	6
	% at Wise	3.6%	
Total	Count	169	
	% at Wise	100.0%	

WISECMFRTCONTACT_WISECMFRTCONTACTSTUAFFR Degree of comfort contacting -Student Affairs	1 Very uncomfortable	Count	7
		% at Wise	4.2%
	2 Uncomfortable	Count	14
		% at Wise	8.4%
	3 Comfortable	Count	77
		% at Wise	46.1%
	4 Very comfortable	Count	48
		% at Wise	28.7%
	6 I am unaware of this resource	Count	21
		% at Wise	12.6%
Total		Count	167
		% at Wise	100.0%

WISECMFRTCONTACT_WISECMFRTCONTACTSTUHLTH Degree of comfort contacting -Student Health/Counseling	1 Very uncomfortable	Count	12
		% at Wise	7.2%
	2 Uncomfortable	Count	8
		% at Wise	4.8%
	3 Comfortable	Count	64
		% at Wise	38.3%
	4 Very comfortable	Count	74
		% at Wise	44.3%
	6 I am unaware of this resource	Count	9
		% at Wise	5.4%
Total		Count	167
		% at Wise	100.0%

RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	1 Strongly disagree	Count	8
		% at Wise	2.9%
	2 Disagree	Count	14
		% at Wise	5.0%
	3 Somewhat disagree	Count	18
		% at Wise	6.4%
	4 Somewhat agree	Count	32
		% at Wise	11.4%
	5 Agree	Count	114
		% at Wise	40.7%
	6 Strongly agree	Count	94
		% at Wise	33.6%
Total		Count	280
		% at Wise	100.0%

RUCCLIMSECWELC_RUCCLIMSECWELCPRGM WELCOME Agreement with- My department/unit is a welcoming place	1 Strongly disagree	Count	6
		% at Wise	6.7%
	2 Disagree	Count	3
		% at Wise	3.3%
	3 Somewhat disagree	Count	5
		% at Wise	5.6%
	4 Somewhat agree	Count	6
		% at Wise	6.7%
	5 Agree	Count	29
		% at Wise	32.2%
	6 Strongly agree	Count	41
		% at Wise	45.6%
Total	Count	90	
	% at Wise	100.0%	
RUCCLIMSECWELC_INC LUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	1 Strongly disagree	Count	16
		% at Wise	6.2%
	2 Disagree	Count	12
		% at Wise	4.6%
	3 Somewhat disagree	Count	17
		% at Wise	6.6%
	4 Somewhat agree	Count	47
		% at Wise	18.1%
	5 Agree	Count	106
		% at Wise	40.9%
	6 Strongly agree	Count	61
		% at Wise	23.6%
Total	Count	259	
	% at Wise	100.0%	
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	1 Strongly disagree	Count	6
		% at Wise	2.3%
	2 Disagree	Count	6
		% at Wise	2.3%
	3 Somewhat disagree	Count	18
		% at Wise	6.7%
	4 Somewhat agree	Count	47
		% at Wise	18%
	5 Agree	Count	106
		% at Wise	40.7%
	6 Strongly agree	Count	79
		% at Wise	27.7%
Total	Count	284	
	% at Wise	100.0%	

DUCPRIDE_DUCFACPRO UD Agreement with: - Most faculty/employees/students are proud to work at UVA	1 Strongly disagree	Count	6
		% at Wise	2.3%
	2 Disagree	Count	6
		% at Wise	2.3%
	3 Somewhat disagree	Count	18
		% at Wise	6.9%
	4 Somewhat agree	Count	47
		% at Wise	17.9%
	5 Agree	Count	106
		% at Wise	40.5%
	6 Strongly agree	Count	79
		% at Wise	30.2%
Total	Count	262	
	% at Wise	100.0%	

DUCPRIDE_DUCFACOPN N Agreement with: - UVA values faculty/employee/student opinions	1 Strongly disagree	Count	14
		% at Wise	5.2%
	2 Disagree	Count	19
		% at Wise	7.1%
	3 Somewhat disagree	Count	15
		% at Wise	5.6%
	4 Somewhat agree	Count	55
		% at Wise	20.4%
	5 Agree	Count	90
		% at Wise	33.5%
	6 Strongly agree	Count	76
		% at Wise	28.3%
Total	Count	269	
	% at Wise	100.0%	

DUCPRIDE_PRGRMVAL OPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	1 Strongly disagree	Count	9
		% at Wise	3.3%
	2 Disagree	Count	7
		% at Wise	2.6%
	3 Somewhat disagree	Count	7
		% at Wise	2.6%
	4 Somewhat agree	Count	27
		% at Wise	10.0%
	5 Agree	Count	104
		% at Wise	38.5%
	6 Strongly agree	Count	116
		% at Wise	43.0%
Total		Count	270
		% at Wise	100.0%
DUCPRIDE_ETHICPROB LEMPRGRM Agreement with: - Unethical behavior is a problem in my department/program	1 Strongly disagree	Count	64
		% at Wise	35.8%
	2 Disagree	Count	64
		% at Wise	35.8%
	3 Somewhat disagree	Count	20
		% at Wise	11.2%
	4 Somewhat agree	Count	10
		% at Wise	5.6%
	5 Agree	Count	12
		% at Wise	6.7%
	6 Strongly agree	Count	9
		% at Wise	5.0%
Total		Count	179
		% at Wise	100.0%

DUCPRIDE_ETHICPROB LEMUVA Agreement with: - Unethical behavior is a problem at UVA	1 Strongly disagree	Count	40
		% at Wise	22.3%
	2 Disagree	Count	80
		% at Wise	44.7%
	3 Somewhat disagree	Count	20
		% at Wise	11.2%
	4 Somewhat agree	Count	22
		% at Wise	12.3%
	5 Agree	Count	12
		% at Wise	6.7%
	6 Strongly agree	Count	5
		% at Wise	2.8%
Total	Count	179	
	% at Wise	100.0%	
RUCOMMFDBK_RUC1 MJRPLAIGIAR Frequency in past year-Clear explanation of what constitutes plagiarism	1 Never	Count	4
		% at Wise	2.1%
	2 Rarely	Count	4
		% at Wise	2.1%
	3 Occasionally	Count	7
		% at Wise	3.7%
	4 Somewhat often	Count	23
		% at Wise	12.2%
	5 Often	Count	55
		% at Wise	29.1%
	6 Very often	Count	96
		% at Wise	50.8%
Total	Count	189	
	% at Wise	100.0%	
DUCPRIDE_DUCALCOH OL Agreement with: - Alcohol use is a problem at this University	1 Strongly disagree	Count	28
		% at Wise	16.7%
	2 Disagree	Count	51
		% at Wise	30.4%
	3 Somewhat disagree	Count	26
		% at Wise	15.5%
	4 Somewhat agree	Count	28
		% at Wise	16.7%
	5 Agree	Count	16
		% at Wise	9.5%
	6 Strongly agree	Count	19
		% at Wise	11.3%
Total	Count	168	
	% at Wise	100.0%	
DUCPRIDE_DUCDRUGUS E Agreement with: - Drug use is a problem at this University	1 Strongly disagree	Count	33
		% at Wise	19.8%
	2 Disagree	Count	52
		% at Wise	31.1%
	3 Somewhat disagree	Count	34
		% at Wise	20.4%
	4 Somewhat agree	Count	14
		% at Wise	8.4%
	5 Agree	Count	16
		% at Wise	9.6%
	6 Strongly agree	Count	18
		% at Wise	10.8%
Total	Count	167	
	% at Wise	100.0%	

DUCPRIDE_UVAACTSUG GEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	1 Strongly disagree	Count	19
		% at Wise	7.3%
	2 Disagree	Count	19
		% at Wise	7.3%
	3 Somewhat disagree	Count	26
		% at Wise	9.9%
	4 Somewhat agree	Count	82
		% at Wise	31.3%
	5 Agree	Count	61
		% at Wise	23.3%
	6 Strongly agree	Count	55
		% at Wise	21.0%
Total		Count	262
		% at Wise	100.0%
DUCPRIDE_PRGMACTSU GGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	1 Strongly disagree	Count	11
		% at Wise	4.2%
	2 Disagree	Count	6
		% at Wise	2.3%
	3 Somewhat disagree	Count	11
		% at Wise	4.2%
	4 Somewhat agree	Count	58
		% at Wise	22.0%
	5 Agree	Count	111
		% at Wise	42.0%
	6 Strongly agree	Count	67
		% at Wise	25.4%
Total		Count	264
		% at Wise	100.0%
DUCPRIDE_DUCDVRISM PRTCPS Agreement with: - Diversity is important at UVA	1 Strongly disagree	Count	12
		% at Wise	4.5%
	2 Disagree	Count	13
		% at Wise	4.9%
	3 Somewhat disagree	Count	4
		% at Wise	1.5%
	4 Somewhat agree	Count	33
		% at Wise	12.5%
	5 Agree	Count	96
		% at Wise	36.2%
	6 Strongly agree	Count	107
		% at Wise	40.4%
Total		Count	265
		% at Wise	100.0%
DUCPRIDE_DIVIMPORT PRGRM Agreement with: - Diversity is important to my department/unit/program	1 Strongly disagree	Count	8
		% at Wise	3.0%
	2 Disagree	Count	8
		% at Wise	3.0%
	3 Somewhat disagree	Count	5
		% at Wise	1.9%
	4 Somewhat agree	Count	51
		% at Wise	19.4%
	5 Agree	Count	97
		% at Wise	36.9%
	6 Strongly agree	Count	94
		% at Wise	35.7%
Total		Count	263
		% at Wise	100.0%

DUCPRIDE_DUCDVRSIM PRIME Agreement with: - Diversity is important to me	1 Strongly disagree	Count	7
		% at Wise	2.6%
	2 Disagree	Count	2
		% at Wise	0.7%
	3 Somewhat disagree	Count	4
		% at Wise	1.5%
	4 Somewhat agree	Count	35
		% at Wise	13.1%
	5 Agree	Count	80
		% at Wise	29.9%
	6 Strongly agree	Count	140
		% at Wise	52.2%
Total	Count	268	
	% at Wise	100.0%	

DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	1 Strongly disagree	Count	10
		% at Wise	3.9%
	2 Disagree	Count	17
		% at Wise	6.6%
	3 Somewhat disagree	Count	12
		% at Wise	4.7%
	4 Somewhat agree	Count	63
		% at Wise	24.5%
	5 Agree	Count	76
		% at Wise	29.6%
	6 Strongly agree	Count	79
		% at Wise	30.7%
Total	Count	257	
	% at Wise	100.0%	

DUCPRIDE_BELONGPRG M Agreement with: - I feel a sense of belonging in my department/unit/program	1 Strongly disagree	Count	12
		% at Wise	4.6%
	2 Disagree	Count	2
		% at Wise	0.8%
	3 Somewhat disagree	Count	5
		% at Wise	1.9%
	4 Somewhat agree	Count	42
		% at Wise	16.2%
	5 Agree	Count	79
		% at Wise	30.4%
	6 Strongly agree	Count	120
		% at Wise	46.2%
Total	Count	260	
	% at Wise	100.0%	

PARTICIPATION_1	1 I do not participate	Count	86
Participation as a UVA student - I do not participate in any clubs or organizations at UVA	in any clubs or organizations at UVA	% at Wise	100.0%
Total		Count	86
		% at Wise	100.0%

\$participa tion Groups student has participat ed in^a	PARTICIPATION_1	Participation as a UVA student - I do not participate in any clubs or organizations at UVA	Count	86
			% at Wise	44.2%
	PARTICIPATION_2	Participation as a UVA student - Academic or academic competition organization	Count	25
			% at Wise	13.1%
	PARTICIPATION_3	Participation as a UVA student - Athletic team	Count	22
			% at Wise	11.4%
	PARTICIPATION_4	Participation as a UVA student - Club sport	Count	18
			% at Wise	9.5%
	PARTICIPATION_5	Participation as a UVA student - Culture-specific organization	Count	10
			% at Wise	5.4%
	PARTICIPATION_6	Participation as a UVA student - Faith or spiritually-based organization	Count	8
			% at Wise	4.1%
	PARTICIPATION_7	Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	Count	4
			% at Wise	2.1%
	PARTICIPATION_8	Participation as a UVA student - Greek letter organization	Count	9
			% at Wise	4.5%
PARTICIPATION_9	Participation as a UVA student - Health and wellness organization	Count	21	
		% at Wise	11.0%	
PARTICIPATION_10	Participation as a UVA student - Performance organization	Count	3	
		% at Wise	1.5%	
PARTICIPATION_11	Participation as a UVA student - Political or issue-oriented organization	Count	11	
		% at Wise	5.9%	
PARTICIPATION_12	Participation as a UVA student - Professional organization	Count	7	
		% at Wise	3.5%	
PARTICIPATION_13	Participation as a UVA student - Publication/media organization	Count	5	
		% at Wise	2.8%	
PARTICIPATION_14	Participation as a UVA student - Recreational organization	Count	3	
		% at Wise	1.6%	
PARTICIPATION_15	Participation as a UVA student - Service or philanthropic organization	Count	9	
		% at Wise	4.7%	
PARTICIPATION_16	Participation as a UVA student - A student organization not listed above (please specify)	Count	17	
		% at Wise	8.9%	
Total		Count	194	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

LEAVEUVA Have you considered leaving UVA in the past year?	1 Yes	Count	119
		% at Wise	43.3%
	2 No	Count	156
		% at Wise	56.7%
Total		Count	275
		% at Wise	100.0%

\$WHYLEAVE UVA Reason respondent considered leaving UVA^a	WHYLEAVEUVA_1 Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	Count	24
		% at Wise	20.2%
	WHYLEAVEUVA_2 Reason for considering leaving UVA- Cost of living	Count	5
		% at Wise	3.9%
	WHYLEAVEUVA_3 Reason for considering leaving UVA - Lack of a sense of belonging	Count	43
		% at Wise	36.4%
	WHYLEAVEUVA_4 Reason for considering leaving UVA - Lack of support group	Count	26
		% at Wise	22.4%
	WHYLEAVEUVA_5 Reason for considering leaving UVA - Lack of adequate child or elder-care services	Count	3
		% at Wise	2.3%
	WHYLEAVEUVA_6 Reason for considering leaving UVA - Lack of adequate office/lab space	Count	6
		% at Wise	4.9%
	WHYLEAVEUVA_7 Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	Count	10
		% at Wise	8.8%
	WHYLEAVEUVA_8 Reason for considering leaving UVA - Lack of employment opportunities for partner/spouse	Count	3
		% at Wise	2.7%
	WHYLEAVEUVA_9 Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	Count	5
		% at Wise	4.6%
	WHYLEAVEUVA_10 Reason for considering leaving UVA - Lack of promotional opportunities	Count	15
		% at Wise	12.6%
	WHYLEAVEUVA_11 Reason for considering leaving UVA - Level of compensation	Count	26
		% at Wise	21.6%
WHYLEAVEUVA_12 Reason for considering leaving UVA - Marital/relationship status	Count	2	
	% at Wise	1.7%	
WHYLEAVEUVA_13 Reason for considering leaving UVA- Personal reason	Count	26	
	% at Wise	22.0%	
WHYLEAVEUVA_14 Reason for considering leaving UVA - Quality of health insurance	Count	13	
	% at Wise	10.8%	
WHYLEAVEUVA_15 Reason for considering leaving UVA- Quality of retirement/employment benefits	Count	5	
	% at Wise	4.4%	
WHYLEAVEUVA_16 Reason for considering leaving UVA - Other	Count	28	
	% at Wise	23.8%	
WHYLEAVEUVA_17 Reason for considering leaving UVA - Coursework too difficult	Count	14	
	% at Wise	11.8%	
WHYLEAVEUVA_18 Reason for considering leaving UVA - Financial reason	Count	25	
	% at Wise	20.9%	
WHYLEAVEUVA_19 Reason for considering leaving UVA - Homesick	Count	16	
	% at Wise	13.2%	
WHYLEAVEUVA_21 Reason for considering leaving UVA - Lack of meaningful interactions with faculty	Count	11	
	% at Wise	9.6%	
WHYLEAVEUVA_22 Reason for considering leaving UVA - Preferred field of study not offered	Count	8	
	% at Wise	6.7%	
Total	Count	118	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

VAWCSTMT_VAWCVAL LDSHP Agreement with: - I feel valued as an individual by my department chair or equivalent	1 Strongly disagree	Count	5
		% at Wise	5.7%
	2 Disagree	Count	3
		% at Wise	3.4%
	3 Somewhat disagree	Count	1
		% at Wise	1.1%
	4 Somewhat agree	Count	9
		% at Wise	10.2%
	5 Agree	Count	31
		% at Wise	35.2%
	6 Strongly agree	Count	39
		% at Wise	44.3%
Total	Count	88	
	% at Wise	100.0%	

VAWCSTMT_VAWCVAL PROF Agreement with: - I feel valued as an individual by faculty	1 Strongly disagree	Count	4
		% at Wise	2.2%
	2 Disagree	Count	3
		% at Wise	1.7%
	3 Somewhat disagree	Count	5
		% at Wise	2.8%
	4 Somewhat agree	Count	24
		% at Wise	13.3%
	5 Agree	Count	84
		% at Wise	46.7%
	6 Strongly agree	Count	60
		% at Wise	33.3%
Total	Count	180	
	% at Wise	100.0%	

VAWCSTMT_VAWCVAL PEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	1 Strongly disagree	Count	9
		% at Wise	3.3%
	2 Disagree	Count	10
		% at Wise	3.7%
	3 Somewhat disagree	Count	18
		% at Wise	6.7%
	4 Somewhat agree	Count	63
		% at Wise	23.4%
	5 Agree	Count	97
		% at Wise	36.1%
	6 Strongly agree	Count	72
		% at Wise	26.8%
Total	Count	269	
	% at Wise	100.0%	
VAWCSTMT_VAWCENG AGE Agreement with: - I have had opportunities to engage in positive interactions at UVA with students from other ethnic/cultural backgrounds	1 Strongly disagree	Count	1
		% at Wise	0.6%
	2 Disagree	Count	6
		% at Wise	3.3%
	3 Somewhat disagree	Count	7
		% at Wise	3.9%
	4 Somewhat agree	Count	27
		% at Wise	15.0%
	5 Agree	Count	81
		% at Wise	45.0%
	6 Strongly agree	Count	58
		% at Wise	32.2%
Total	Count	180	
	% at Wise	100.0%	
VAWCSTMT_VAWCLDS HPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	1 Strongly disagree	Count	4
		% at Wise	4.6%
	2 Disagree	Count	1
		% at Wise	1.1%
	3 Somewhat disagree	Count	4
		% at Wise	4.6%
	4 Somewhat agree	Count	8
		% at Wise	9.2%
	5 Agree	Count	35
		% at Wise	40.2%
	6 Strongly agree	Count	35
		% at Wise	40.2%
Total	Count	87	
	% at Wise	100.0%	

VAWCSTMT_VAWCINTE RACT Agreement with: - UVA provides sufficient opportunities for students of different ethnic/cultural backgrounds to meaningfully interact	1 Strongly disagree	Count	9
		% at Wise	5.1%
	2 Disagree	Count	5
		% at Wise	2.8%
	3 Somewhat disagree	Count	2
		% at Wise	1.1%
	4 Somewhat agree	Count	25
		% at Wise	14.1%
	5 Agree	Count	76
		% at Wise	42.9%
	6 Strongly agree	Count	60
		% at Wise	33.9%
Total	Count	177	
	% at Wise	100.0%	
VAWCSTMT_VAWCPRO FDIV Agreement with: - Faculty are adept at teaching and working in a diverse, multicultural community	1 Strongly disagree	Count	9
		% at Wise	5.1%
	2 Disagree	Count	2
		% at Wise	1.1%
	3 Somewhat disagree	Count	3
		% at Wise	1.7%
	4 Somewhat agree	Count	21
		% at Wise	11.9%
	5 Agree	Count	76
		% at Wise	43.2%
	6 Strongly agree	Count	65
		% at Wise	36.9%
Total	Count	176	
	% at Wise	100.0%	
VAWCSTMT_VAWCDIVS TU Agreement with: - UVA should implement required diversity and inclusion training for students	1 Strongly disagree	Count	24
		% at Wise	9.1%
	2 Disagree	Count	28
		% at Wise	10.6%
	3 Somewhat disagree	Count	27
		% at Wise	10.3%
	4 Somewhat agree	Count	61
		% at Wise	23.2%
	5 Agree	Count	53
		% at Wise	20.2%
	6 Strongly agree	Count	70
		% at Wise	26.6%
Total	Count	263	
	% at Wise	100.0%	

VAWCSTMT_VAWCDIVS TAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	1 Strongly disagree	Count	2
		% at Wise	2.4%
	2 Disagree	Count	7
		% at Wise	8.4%
	3 Somewhat disagree	Count	2
		% at Wise	2.4%
	4 Somewhat agree	Count	23
		% at Wise	27.7%
	5 Agree	Count	23
		% at Wise	27.7%
	6 Strongly agree	Count	26
		% at Wise	31.3%
Total	Count	83	
	% at Wise	100.0%	
VAWCSTMT_VAWCDIVF AC Agreement with: - UVA should implement required diversity and inclusion training for faculty	1 Strongly disagree	Count	2
		% at Wise	2.4%
	2 Disagree	Count	6
		% at Wise	7.2%
	3 Somewhat disagree	Count	3
		% at Wise	3.6%
	4 Somewhat agree	Count	20
		% at Wise	24.1%
	5 Agree	Count	25
		% at Wise	30.1%
	6 Strongly agree	Count	27
		% at Wise	32.5%
Total	Count	83	
	% at Wise	100.0%	
VAWCSTMT_VAWCDIVF AC_stu Agreement/disagreement with: - UVA should implement required diversity and inclusion training for faculty and staff	1 Strongly disagree	Count	20
		% at Wise	11.3%
	2 Disagree	Count	16
		% at Wise	9.0%
	3 Somewhat disagree	Count	21
		% at Wise	11.9%
	4 Somewhat agree	Count	26
		% at Wise	14.7%
	5 Agree	Count	34
		% at Wise	19.2%
	6 Strongly agree	Count	60
		% at Wise	33.9%
Total	Count	177	
	% at Wise	100.0%	

VAWCSTMT_VAWCADM INRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	1 Strongly disagree	Count	18
		% at Wise	7.5%
	2 Disagree	Count	14
		% at Wise	5.9%
	3 Somewhat disagree	Count	17
		% at Wise	7.1%
	4 Somewhat agree	Count	51
		% at Wise	21.3%
	5 Agree	Count	82
		% at Wise	34.3%
	6 Strongly agree	Count	57
		% at Wise	23.8%
Total	Count	239	
	% at Wise	100.0%	
VAWCSTMT_VAWCFAC RES Agreement with: - Faculty are responsive when bias incidents happen at UVA	1 Strongly disagree	Count	13
		% at Wise	8.1%
	2 Disagree	Count	8
		% at Wise	5.0%
	3 Somewhat disagree	Count	13
		% at Wise	8.1%
	4 Somewhat agree	Count	34
		% at Wise	21.3%
	5 Agree	Count	55
		% at Wise	34.4%
	6 Strongly agree	Count	37
		% at Wise	23.1%
Total	Count	160	
	% at Wise	100.0%	
VAWCSTMT_VAWCLDS HPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	1 Strongly disagree	Count	4
		% at Wise	5.0%
	2 Disagree	Count	5
		% at Wise	6.3%
	3 Somewhat disagree	Count	4
		% at Wise	5.0%
	4 Somewhat agree	Count	9
		% at Wise	11.3%
	5 Agree	Count	29
		% at Wise	36.3%
	6 Strongly agree	Count	29
		% at Wise	36.3%
Total	Count	80	
	% at Wise	100.0%	

VAWCSTMT_VAWCSEM PRES P Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	1 Strongly disagree	Count	3
		% at Wise	3.8%
	2 Disagree	Count	4
		% at Wise	5.1%
	3 Somewhat disagree	Count	7
		% at Wise	8.9%
	4 Somewhat agree	Count	14
		% at Wise	17.7%
	5 Agree	Count	34
		% at Wise	43.0%
	6 Strongly agree	Count	17
		% at Wise	21.5%
Total	Count	79	
	% at Wise	100.0%	
VAWCSTMT_VAWSTUR ES Agreement with: - Students are responsive when bias incidents happen at UVA	1 Strongly disagree	Count	5
		% at Wise	2.1%
	2 Disagree	Count	9
		% at Wise	3.7%
	3 Somewhat disagree	Count	22
		% at Wise	9.1%
	4 Somewhat agree	Count	62
		% at Wise	25.5%
	5 Agree	Count	94
		% at Wise	38.7%
	6 Strongly agree	Count	51
		% at Wise	21.0%
Total	Count	243	
	% at Wise	100.0%	
VAWCSTMT_VAWCSPRE PARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	1 Strongly disagree	Count	1
		% at Wise	1.2%
	2 Disagree	Count	0
		% at Wise	0.0%
	3 Somewhat disagree	Count	9
		% at Wise	11.0%
	4 Somewhat agree	Count	10
		% at Wise	12.2%
	5 Agree	Count	41
		% at Wise	50.0%
	6 Strongly agree	Count	21
		% at Wise	25.6%
Total	Count	82	
	% at Wise	100.0%	

ISE1_ISE1COMMUNICAT E Difficulty as an international member of UVA - Communicating (verbally or in writing) clearly in English	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	0
		% at Wise	0.0%
	5 Very easy	Count	1
		% at Wise	100.0%
Total	Count	1	
	% at Wise	100.0%	
ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	1
		% at Wise	50.0%
	5 Very easy	Count	1
		% at Wise	50.0%
Total	Count	2	
	% at Wise	100.0%	
ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	1
		% at Wise	100.0%
	5 Very easy	Count	0
		% at Wise	0.0%
Total	Count	1	
	% at Wise	100.0%	

ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	1
		% at Wise	50.0%
	5 Very easy	Count	1
		% at Wise	50.0%
Total	Count	2	
	% at Wise	100.0%	
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	1
		% at Wise	50.0%
	5 Very easy	Count	1
		% at Wise	50.0%
Total	Count	2	
	% at Wise	100.0%	
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	1
		% at Wise	50.0%
	5 Very easy	Count	1
		% at Wise	50.0%
Total	Count	2	
	% at Wise	100.0%	

ISE1_ISESOCIAL Difficulty as an international member of UVA - Fitting into the social scene, such as finding organizations and groups/staff/faculty where you feel comfortable and can socialize	1 Very difficult	Count	0
		% at Wise	0.0%
	2 Difficult	Count	0
		% at Wise	0.0%
	3 Neither easy nor difficult	Count	0
		% at Wise	0.0%
	4 Easy	Count	1
		% at Wise	50.0%
	5 Very easy	Count	1
		% at Wise	50.0%
Total	Count	2	
	% at Wise	100.0%	

ISE2_ISEINTERACTSOCIAL Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/student- When socializing	1 Mostly from my country	Count	0
		% at Wise	0.0%
	2 Mostly international	Count	0
		% at Wise	0.0%
	3 Mostly American	Count	1
		% at Wise	100.0%
	4 A mix of all three	Count	0
		% at Wise	0.0%
Total	Count	1	
	% at Wise	100.0%	

ISE2_ISEINTERACTSOCIAL_ugrad Is your interaction primarily with faculty and staff from your country, Americans or other international faculty and staff during each of the following? - When socializing (going to movies, recreation, etc.)	1 All or almost all international	Count	0
		% at Wise	0.0%
	2 Mostly international	Count	0
		% at Wise	0.0%
	3 About half and half	Count	0
		% at Wise	0.0%
	4 Mostly American	Count	0
		% at Wise	0.0%
	5 All or mostly all American	Count	1
		% at Wise	100.0%
Total	Count	1	
	% at Wise	100.0%	

ISE2_ISE2WRKEVNT Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/students - When participating in workplace events	1 Mostly from my country	Count	0
		% at Wise	0.0%
	2 Mostly international	Count	0
		% at Wise	0.0%
	3 Mostly American	Count	1
		% at Wise	100.0%
	4 A mix of all three	Count	0
		% at Wise	0.0%
Total	Count	1	
	% at Wise	100.0%	

ISE2_ISEINTERAC Is your interaction primarily with faculty/staff/students from your country, Americans or other international faculty/staff/students - When participating in staff and faculty organizations	1 Mostly from my country	Count	0
		% at Wise	0.0%
	2 Mostly international	Count	0
		% at Wise	0.0%
	3 Mostly American	Count	1
		% at Wise	100.0%
	4 A mix of all three	Count	0
		% at Wise	0.0%
Total	Count	1	
	% at Wise	100.0%	

ISE2_ISEINTERACTCLU B_ugrad Is your interaction primarily with American students or other international students during each of the following? - When participating in clubs or student organizations - Undergraduate student only	1 All or almost all international	Count	0
		% at Wise	0.0%
	2 Mostly international	Count	0
		% at Wise	0.0%
	3 About half and half	Count	0
		% at Wise	0.0%
	4 Mostly American	Count	0
		% at Wise	0.0%
	5 All or mostly all American	Count	1
		% at Wise	100.0%
Total	Count	1	
	% at Wise	100.0%	

ISE2_ISEINTERACTSTUD Y_ugrad Is your interaction primarily with students from your country, Americans or other international students during each of the following? - When studying or doing homework with other students	1 All or almost all international	Count	0
		% at Wise	0.0%
	2 Mostly international	Count	0
		% at Wise	0.0%
	3 About half and half	Count	0
		% at Wise	0.0%
	4 Mostly American	Count	0
		% at Wise	0.0%
	5 All or mostly all American	Count	1
		% at Wise	100.0%
Total	Count	1	
	% at Wise	100.0%	

CONNECTED_CONNECT ED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	1 Never	Count	11
		% at Wise	13.3%
	2 Rarely	Count	16
		% at Wise	19.3%
	3 Occasionally	Count	31
		% at Wise	37.3%
	4 Somewhat often	Count	10
		% at Wise	12.0%
	5 Often	Count	7
		% at Wise	8.4%
	6 Very often	Count	8
		% at Wise	9.6%
Total	Count	83	
	% at Wise	100.0%	

CONNECTED_CONNECT ED_2 Frequency of engagement outside of work - Attend UVA athletic events	1 Never	Count	21
		% at Wise	25.6%
	2 Rarely	Count	16
		% at Wise	19.5%
	3 Occasionally	Count	23
		% at Wise	28.0%
	4 Somewhat often	Count	5
		% at Wise	6.1%
	5 Often	Count	7
		% at Wise	8.5%
	6 Very often	Count	10
		% at Wise	12.2%
Total	Count	82	
	% at Wise	100.0%	
CONNECTED_CONNECT ED_3 Frequency of engagement outside of work - Attend UVA major events	1 Never	Count	9
		% at Wise	11.1%
	2 Rarely	Count	9
		% at Wise	11.1%
	3 Occasionally	Count	29
		% at Wise	35.8%
	4 Somewhat often	Count	8
		% at Wise	9.9%
	5 Often	Count	14
		% at Wise	17.3%
	6 Very often	Count	12
		% at Wise	14.8%
Total	Count	81	
	% at Wise	100.0%	
CONNECTED_CONNECT ED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1 Never	Count	37
		% at Wise	48.1%
	2 Rarely	Count	15
		% at Wise	19.5%
	3 Occasionally	Count	9
		% at Wise	11.7%
	4 Somewhat often	Count	5
		% at Wise	6.5%
	5 Often	Count	7
		% at Wise	9.1%
	6 Very often	Count	4
		% at Wise	5.2%
Total	Count	77	
	% at Wise	100.0%	

CONNECTED_CONNECT ED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1 Never	Count	57
		% at Wise	69.5%
	2 Rarely	Count	10
		% at Wise	12.2%
	3 Occasionally	Count	10
		% at Wise	12.2%
	4 Somewhat often	Count	1
		% at Wise	1.2%
	5 Often	Count	3
		% at Wise	3.7%
	6 Very often	Count	1
		% at Wise	1.2%
Total	Count	82	
	% at Wise	100.0%	
CONNECTED_CONNECTE D_6 Frequency of engagement outside of work - Participation in department or unit special events	1 Never	Count	4
		% at Wise	4.9%
	2 Rarely	Count	14
		% at Wise	17.3%
	3 Occasionally	Count	20
		% at Wise	24.7%
	4 Somewhat often	Count	12
		% at Wise	14.8%
	5 Often	Count	15
		% at Wise	18.5%
	6 Very often	Count	16
		% at Wise	19.8%
Total	Count	81	
	% at Wise	100.0%	
CONNECTED_CONNECT ED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	1 Never	Count	9
		% at Wise	11.0%
	2 Rarely	Count	17
		% at Wise	20.7%
	3 Occasionally	Count	31
		% at Wise	37.8%
	4 Somewhat often	Count	8
		% at Wise	9.8%
	5 Often	Count	9
		% at Wise	11.0%
	6 Very often	Count	8
		% at Wise	9.8%
Total	Count	82	
	% at Wise	100.0%	

EMPOWER_VAWCWITN ESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	1 Strongly disagree	Count	6
		% at Wise	2.4%
	2 Disagree	Count	14
		% at Wise	5.6%
	3 Somewhat disagree	Count	10
		% at Wise	4.0%
	4 Somewhat agree	Count	39
		% at Wise	15.5%
	5 Agree	Count	94
		% at Wise	37.3%
	6 Strongly agree	Count	89
		% at Wise	35.3%
Total	Count	252	
	% at Wise	100.0%	
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	1 Strongly disagree	Count	23
		% at Wise	9.3%
	2 Disagree	Count	24
		% at Wise	9.8%
	3 Somewhat disagree	Count	29
		% at Wise	11.8%
	4 Somewhat agree	Count	46
		% at Wise	18.7%
	5 Agree	Count	73
		% at Wise	29.7%
	6 Strongly agree	Count	51
		% at Wise	20.7%
Total	Count	246	
	% at Wise	100.0%	
EMPOWER_EMPOWERARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	Count	3
		% at Wise	1.3%
	2 Disagree	Count	14
		% at Wise	5.9%
	3 Somewhat disagree	Count	17
		% at Wise	7.2%
	4 Somewhat agree	Count	48
		% at Wise	20.3%
	5 Agree	Count	98
		% at Wise	41.5%
	6 Strongly agree	Count	56
		% at Wise	23.7%
Total	Count	236	
	% at Wise	100.0%	

EMPOWER_EMPOWERJ UST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	1 Strongly disagree	Count	1
		% at Wise	1.3%
	2 Disagree	Count	3
		% at Wise	3.8%
	3 Somewhat disagree	Count	3
		% at Wise	3.8%
	4 Somewhat agree	Count	8
		% at Wise	10.3%
	5 Agree	Count	35
		% at Wise	44.9%
	6 Strongly agree	Count	28
		% at Wise	35.9%
Total	Count	78	
	% at Wise	100.0%	
EMPOWER_EMPOWERR EFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	1 Strongly disagree	Count	17
		% at Wise	6.9%
	2 Disagree	Count	41
		% at Wise	16.6%
	3 Somewhat disagree	Count	24
		% at Wise	9.7%
	4 Somewhat agree	Count	63
		% at Wise	25.5%
	5 Agree	Count	65
		% at Wise	26.3%
	6 Strongly agree	Count	37
		% at Wise	15.0%
Total	Count	247	
	% at Wise	100.0%	
EMPOWER_EMPOWERP ARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	Count	0
		% at Wise	0.0%
	2 Disagree	Count	10
		% at Wise	6.9%
	3 Somewhat disagree	Count	6
		% at Wise	4.1%
	4 Somewhat agree	Count	34
		% at Wise	23.4%
	5 Agree	Count	69
		% at Wise	47.6%
	6 Strongly agree	Count	26
		% at Wise	17.9%
Total	Count	145	
	% at Wise	100.0%	

EMPOWER_EMPOWERP ARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	Count	0
		% at Wise	0.0%
	2 Disagree	Count	15
		% at Wise	9.5%
	3 Somewhat disagree	Count	10
		% at Wise	6.3%
	4 Somewhat agree	Count	38
		% at Wise	24.1%
	5 Agree	Count	65
		% at Wise	41.1%
	6 Strongly agree	Count	30
		% at Wise	19.0%
Total	Count	158	
	% at Wise	100.0%	
EMPOWER_EMPOWERE XPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	1 Strongly disagree	Count	12
		% at Wise	7.7%
	2 Disagree	Count	14
		% at Wise	9.0%
	3 Somewhat disagree	Count	23
		% at Wise	14.8%
	4 Somewhat agree	Count	33
		% at Wise	21.3%
	5 Agree	Count	52
		% at Wise	33.5%
	6 Strongly agree	Count	21
		% at Wise	13.5%
Total	Count	155	
	% at Wise	100.0%	
EMPOWER_EMPOWERE XPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	1 Strongly disagree	Count	12
		% at Wise	7.5%
	2 Disagree	Count	13
		% at Wise	8.2%
	3 Somewhat disagree	Count	26
		% at Wise	16.4%
	4 Somewhat agree	Count	33
		% at Wise	20.8%
	5 Agree	Count	53
		% at Wise	33.3%
	6 Strongly agree	Count	22
		% at Wise	13.8%
Total	Count	159	
	% at Wise	100.0%	

EMPOWER_EMPOWER CHCONTROL Agreement with: - When relevant to the course(s) I teach, I feel empowered to include controversial topics or statements in classroom discussions	1 Strongly disagree	Count	2
		% at Wise	6.7%
	2 Disagree	Count	0
		% at Wise	0.0%
	3 Somewhat disagree	Count	2
		% at Wise	6.7%
	4 Somewhat agree	Count	5
		% at Wise	16.7%
	5 Agree	Count	12
		% at Wise	40.0%
	6 Strongly agree	Count	9
		% at Wise	30.0%
Total		Count	30
		% at Wise	100.0%
EMPOWER_EMPOWER NCLUSV Agreement with: - I am intentionally inclusive of the topics/subjects examined in my courses or research (as applicable)	1 Strongly disagree	Count	0
		% at Wise	0.0%
	2 Disagree	Count	0
		% at Wise	0.0%
	3 Somewhat disagree	Count	0
		% at Wise	0.0%
	4 Somewhat agree	Count	4
		% at Wise	13.8%
	5 Agree	Count	12
		% at Wise	41.4%
	6 Strongly agree	Count	13
		% at Wise	44.8%
Total		Count	29
		% at Wise	100.0%
BASICWELL_BASICWEL LHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1 Not a concern	Count	194
		% at Wise	69.5%
	2 Somewhat of a concern	Count	63
		% at Wise	22.6%
	3 A serious concern	Count	22
		% at Wise	7.9%
Total		Count	279
		% at Wise	100.0%

BASICWELL_BASICWEL LFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1 Not a concern	Count	95
		% at Wise	34.1%
	2 Somewhat of a concern	Count	103
		% at Wise	36.9%
	3 A serious concern	Count	81
		% at Wise	29.0%
Total		Count	279
		% at Wise	100.0%
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BASICWELL_BASICWEL LHLTHSVC Degree of concern in the past year- Obtaining health services	1 Not a concern	Count	147
		% at Wise	52.3%
	2 Somewhat of a concern	Count	77
		% at Wise	27.4%
	3 A serious concern	Count	57
		% at Wise	20.3%
Total		Count	281
		% at Wise	100.0%
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BASICWELL_BASICWEL INSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1 Not a concern	Count	143
		% at Wise	50.9%
	2 Somewhat of a concern	Count	70
		% at Wise	24.9%
	3 A serious concern	Count	68
		% at Wise	24.2%
Total		Count	281
		% at Wise	100.0%
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BASICWELL_BASICWEL LWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	1 Not a concern	Count	30
		% at Wise	34.1%
	2 Somewhat of a concern	Count	31
		% at Wise	35.2%
	3 A serious concern	Count	27
		% at Wise	30.7%
Total		Count	88
		% at Wise	100.0%

BASICWELL_BASICWEL LSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	1 Not a concern	Count	79
		% at Wise	28.1%
	2 Somewhat of a concern	Count	118
		% at Wise	42.0%
	3 A serious concern	Count	84
		% at Wise	29.9%
Total	Count	281	
	% at Wise	100.0%	
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BASICWELL_BASICWEL LSCRTY Degree of concern in the past year - Personal security on or around UVA	1 Not a concern	Count	182
		% at Wise	66.4%
	2 Somewhat of a concern	Count	70
		% at Wise	25.5%
	3 A serious concern	Count	22
		% at Wise	8.0%
Total	Count	274	
	% at Wise	100.0%	
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BASICWELL_BASICWEL LACDSTRESS Degree of concern - The level of academic-related stress I experience	1 Not a concern	Count	29
		% at Wise	15.0%
	2 Somewhat of a concern	Count	95
		% at Wise	49.2%
	3 A serious concern	Count	69
		% at Wise	35.8%
Total	Count	193	
	% at Wise	100.0%	
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BASICWELL_BASICWEL LPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	1 Not a concern	Count	49
		% at Wise	25.5%
	2 Somewhat of a concern	Count	73
		% at Wise	38.0%
	3 A serious concern	Count	70
		% at Wise	36.5%
Total	Count	192	
	% at Wise	100.0%	

BASICWELL_BASICWEL LEMPLOYGRD Degree of concern in the past year - Securing employment after graduation/completion	1 Not a concern	Count	58
		% at Wise	31.5%
	2 Somewhat of a concern	Count	76
		% at Wise	41.3%
	3 A serious concern	Count	50
		% at Wise	27.2%
Total	Count	184	
	% at Wise	100.0%	

BASICWELL_BASICWEL LEMPLOYATTND Degree of concern in the past year - Securing employment while completing my program of study	1 Not a concern	Count	87
		% at Wise	45.5%
	2 Somewhat of a concern	Count	76
		% at Wise	39.8%
	3 A serious concern	Count	28
		% at Wise	14.7%
Total	Count	191	
	% at Wise	100.0%	

BASICWELL_BASICWEL LINSTLSVC Degree of concern in the past year - The amount of institutional service I am expected to perform	1 Not a concern	Count	13
		% at Wise	38.2%
	2 Somewhat of a concern	Count	14
		% at Wise	41.2%
	3 A serious concern	Count	7
		% at Wise	20.6%
Total	Count	34	
	% at Wise	100.0%	

HOUSING Which of the following most closely describes your current housing?	1 UVA housing	Count	63
		% at Wise	32.5%
	2 Independently in an apartment/house (with or without roommates)	Count	63
		% at Wise	32.5%
	3 Living with family member/guardian	Count	66
		% at Wise	34.0%
	4 Transient (couch surfing, sleeping in car, sleeping in campus office/lab, etc.)	Count	0
		% at Wise	0.0%
	5 Other (Please specify)	Count	2
		% at Wise	1.0%
	Total	Count	194
	% at Wise	100.0%	

RUSKPCUT_RUCSKIPM EAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1 Never	Count	136
		% at Wise	49.1%
	2 Rarely	Count	44
		% at Wise	15.9%
	3 Occasionally	Count	42
		% at Wise	15.2%
	4 Somewhat often	Count	20
		% at Wise	7.2%
	5 Often	Count	13
		% at Wise	4.7%
	6 Very often	Count	22
		% at Wise	7.9%
Total	Count	277	
	% at Wise	100.0%	
RUSKPCUT_RUCWRRY FAMDEBT Frequency in the past year - Worried about my financial circumstances	1 Never	Count	28
		% at Wise	10.1%
	2 Rarely	Count	52
		% at Wise	18.8%
	3 Occasionally	Count	58
		% at Wise	20.9%
	4 Somewhat often	Count	29
		% at Wise	10.5%
	5 Often	Count	31
		% at Wise	11.2%
	6 Very often	Count	79
		% at Wise	28.5%
Total	Count	277	
	% at Wise	100.0%	

Showpay Ways in which students pay for their education and expenses at UVA^a	HOWPAY_1 Source of payment for education/related expenses at UVA - Credit card	Count	26
		% at Wise	13.6%
	HOWPAY_2 Source of payment for education/related expenses at UVA - Family contribution	Count	49
		% at Wise	25.5%
	HOWPAY_3 Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	Count	58
		% at Wise	29.9%
	HOWPAY_4 Source of payment for education/related expenses at UVA - Graduate stipend	Count	0
		% at Wise	0.0%
	HOWPAY_5 Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	Count	0
		% at Wise	0.0%
	HOWPAY_6 Source of payment for education/related expenses at UVA - Loans	Count	98
	% at Wise	50.7%	
HOWPAY_7 Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	Count	76	
	% at Wise	39.2%	
HOWPAY_8 Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	Count	88	
	% at Wise	45.5%	
HOWPAY_9 Source of payment for education/related expenses at UVA - Personal contribution/job	Count	50	
	% at Wise	25.8%	
HOWPAY_10 Source of payment for education/related expenses at UVA - Work Study job	Count	28	
	% at Wise	14.5%	
HOWPAY_11 Source of payment for education/related expenses at UVA - A method of payment not listed here	Count	8	
	% at Wise	4.2%	
Total	Count	194	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

\$FINHRDSHP Financial hardships respondent has experienced while attending UVA ^a	FINHRDSHP_1 Financial hardship while at UVA - Difficulty affording co-curricular events or activities	Count	33
		% at Wise	17.8%
	FINHRDSHP_2 Financial hardship while at UVA - Difficulty affording commuting to UVA	Count	48
		% at Wise	26.1%
	FINHRDSHP_3 Financial hardship while at UVA- Difficulty affording child care	Count	5
		% at Wise	2.8%
	FINHRDSHP_4 Financial hardship while at UVA- Difficulty affording health care	Count	36
		% at Wise	19.2%
	FINHRDSHP_5 Financial hardship while at UVA - Difficulty affording housing	Count	41
		% at Wise	22.0%
	FINHRDSHP_6 Financial hardship while at UVA - Difficulty affording travel to and from UVA	Count	44
		% at Wise	23.6%
	FINHRDSHP_7 Financial hardship while at UVA - Difficulty affording tuition	Count	61
		% at Wise	32.9%
FINHRDSHP_8 Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	Count	14	
	% at Wise	7.6%	
FINHRDSHP_9 Financial hardship while at UVA- Difficulty participating in social events	Count	49	
	% at Wise	26.2%	
FINHRDSHP_10 Financial hardship while at UVA - Difficulty purchasing my books/course materials	Count	80	
	% at Wise	42.9%	
FINHRDSHP_11 Financial hardship while at UVA - Difficulty affording other academic fees	Count	51	
	% at Wise	27.6%	
FINHRDSHP_12 Financial hardship while at UVA - Other (Please specify) - Text	Count	7	
	% at Wise	3.6%	
FINHRDSHP_13 Financial hardship while at UVA - No, I have not experienced any financial hardships	Count	56	
	% at Wise	30.1%	
Total	Count	186	

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

BASICWELL_BASICWEL LPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1 Not a concern	Count	40
		% at Wise	45.5%
	2 Somewhat of a concern	Count	29
		% at Wise	33.0%
	3 A serious concern	Count	19
		% at Wise	21.6%
Total	Count	88	
	% at Wise	100.0%	

RUCCLIMSECWELC_DIF FPERSPCTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	1 Strongly disagree	Count	3
		% at Wise	1.1%
	2 Disagree	Count	1
		% at Wise	0.4%
	3 Somewhat disagree	Count	9
		% at Wise	3.3%
	4 Somewhat agree	Count	42
		% at Wise	15.6%
	5 Agree	Count	126
		% at Wise	46.7%
	6 Strongly agree	Count	89
		% at Wise	33.0%
Total	Count	270	
	% at Wise	100.0%	

RUCCLIMSECWELC_INT ERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	1 Strongly disagree	Count	2
		% at Wise	0.7%
	2 Disagree	Count	7
		% at Wise	2.6%
	3 Somewhat disagree	Count	11
		% at Wise	4.0%
	4 Somewhat agree	Count	44
		% at Wise	16.1%
	5 Agree	Count	106
		% at Wise	38.7%
	6 Strongly agree	Count	104
		% at Wise	38.0%
Total	Count	274	
	% at Wise	100.0%	

RUCCLIMSECWELC_HA VEMENTOR Agreement with- I have/had a mentor at UVA	1 Strongly disagree	Count	12
		% at Wise	4.5%
	2 Disagree	Count	43
		% at Wise	16.0%
	3 Somewhat disagree	Count	19
		% at Wise	7.1%
	4 Somewhat agree	Count	50
		% at Wise	18.7%
	5 Agree	Count	91
		% at Wise	34.0%
	6 Strongly agree	Count	53
		% at Wise	19.8%
Total	Count	268	
	% at Wise	100.0%	
<hr/>			
RUCCLIMSECWELC_EF FECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	1 Strongly disagree	Count	14
		% at Wise	5.2%
	2 Disagree	Count	28
		% at Wise	10.3%
	3 Somewhat disagree	Count	21
		% at Wise	7.7%
	4 Somewhat agree	Count	58
		% at Wise	21.4%
	5 Agree	Count	94
		% at Wise	34.7%
	6 Strongly agree	Count	56
		% at Wise	20.7%
Total	Count	271	
	% at Wise	100.0%	
<hr/>			
RUCCLIMSECWELC_EF FECTIVEADISING I have received effective academic advising at UVA	1 Strongly disagree	Count	9
		% at Wise	4.7%
	2 Disagree	Count	6
		% at Wise	3.1%
	3 Somewhat disagree	Count	13
		% at Wise	6.8%
	4 Somewhat agree	Count	30
		% at Wise	15.7%
	5 Agree	Count	85
		% at Wise	44.5%
	6 Strongly agree	Count	48
		% at Wise	25.1%
Total	Count	191	
	% at Wise	100.0%	

RUCCLIMSECWELC_IM ENTORFAC Agreement with- I mentor other faculty/employees	1 Strongly disagree	Count	5
		% at Wise	6.4%
	2 Disagree	Count	9
		% at Wise	11.5%
	3 Somewhat disagree	Count	7
		% at Wise	9.0%
	4 Somewhat agree	Count	22
		% at Wise	28.2%
	5 Agree	Count	25
		% at Wise	32.1%
	6 Strongly agree	Count	10
		% at Wise	12.8%
Total	Count	78	
	% at Wise	100.0%	
RUCCOMMFDBK_RUCC OMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	1 Never	Count	12
		% at Wise	14.0%
	2 Rarely	Count	13
		% at Wise	15.1%
	3 Occasionally	Count	5
		% at Wise	5.8%
	4 Somewhat often	Count	12
		% at Wise	14.0%
	5 Often	Count	22
		% at Wise	25.6%
	6 Very often	Count	22
		% at Wise	25.6%
Total	Count	86	
	% at Wise	100.0%	

RUCCOMMFDBK_RUC1 MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	1 Never	Count	7
		% at Wise	8.2%
	2 Rarely	Count	7
		% at Wise	8.2%
	3 Occasionally	Count	9
		% at Wise	10.6%
	4 Somewhat often	Count	11
		% at Wise	12.9%
	5 Often	Count	25
		% at Wise	29.4%
	6 Very often	Count	26
		% at Wise	30.6%
Total	Count	85	
	% at Wise	100.0%	
RUCCOMMFDBK_RUC1 MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	1 Never	Count	0
		% at Wise	0.0%
	2 Rarely	Count	2
		% at Wise	1.1%
	3 Occasionally	Count	11
		% at Wise	5.9%
	4 Somewhat often	Count	42
		% at Wise	22.5%
	5 Often	Count	63
		% at Wise	33.7%
	6 Very often	Count	69
		% at Wise	36.9%
Total	Count	187	
	% at Wise	100.0%	
RUCCOMMFDBK_RUC1 MJRACTPART Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives	1 Never	Count	3
		% at Wise	3.4%
	2 Rarely	Count	8
		% at Wise	9.2%
	3 Occasionally	Count	6
		% at Wise	6.9%
	4 Somewhat often	Count	9
		% at Wise	10.3%
	5 Often	Count	28
		% at Wise	32.2%
	6 Very often	Count	33
		% at Wise	37.9%
Total	Count	87	
	% at Wise	100.0%	

RUCCOMMFBK_RUC1 MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	1 Never	Count	0
		% at Wise	0.0%
	2 Rarely	Count	3
		% at Wise	1.6%
	3 Occasionally	Count	5
		% at Wise	2.6%
	4 Somewhat often	Count	20
		% at Wise	10.5%
	5 Often	Count	73
		% at Wise	38.4%
	6 Very often	Count	89
		% at Wise	46.8%
Total	Count	190	
	% at Wise	100.0%	
RUCCOMMFBK_RUC1 MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	1 Never	Count	3
		% at Wise	1.1%
	2 Rarely	Count	20
		% at Wise	7.3%
	3 Occasionally	Count	21
		% at Wise	7.6%
	4 Somewhat often	Count	34
		% at Wise	12.4%
	5 Often	Count	89
		% at Wise	32.4%
	6 Very often	Count	108
		% at Wise	39.3%
Total	Count	275	
	% at Wise	100.0%	
RUCCOMMFBK_RUC1 MJROPEN 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	Count	10
		% at Wise	3.6%
	2 Rarely	Count	23
		% at Wise	8.3%
	3 Occasionally	Count	36
		% at Wise	12.9%
	4 Somewhat often	Count	48
		% at Wise	17.3%
	5 Often	Count	71
		% at Wise	25.5%
	6 Very often	Count	90
		% at Wise	32.4%
Total	Count	278	
	% at Wise	100.0%	

RUCCOMMFDBK_RUC1 MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	1 Never	Count	0
		% at Wise	0.0%
	2 Rarely	Count	1
		% at Wise	0.5%
	3 Occasionally	Count	8
		% at Wise	4.3%
	4 Somewhat often	Count	19
		% at Wise	10.1%
	5 Often	Count	80
		% at Wise	42.6%
	6 Very often	Count	80
		% at Wise	42.6%
Total	Count	188	
	% at Wise	100.0%	
RUCCOMMFDBK_INCLS VCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	1 Never	Count	4
		% at Wise	2.2%
	2 Rarely	Count	2
		% at Wise	1.1%
	3 Occasionally	Count	9
		% at Wise	5.0%
	4 Somewhat often	Count	30
		% at Wise	16.7%
	5 Often	Count	59
		% at Wise	32.8%
	6 Very often	Count	76
		% at Wise	42.2%
Total	Count	180	
	% at Wise	100.0%	
RUCCOMMFDBK_STAFF STDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	1 Never	Count	0
		% at Wise	0.0%
	2 Rarely	Count	9
		% at Wise	4.7%
	3 Occasionally	Count	9
		% at Wise	4.7%
	4 Somewhat often	Count	16
		% at Wise	8.4%
	5 Often	Count	66
		% at Wise	34.7%
	6 Very often	Count	90
		% at Wise	47.4%
Total	Count	190	
	% at Wise	100.0%	

RUCOMMFBK_STDNT STAFFRES Frequency in past year - Graduate/professional students treating staff with respect	1 Never	Count	0
		% at Wise	0.0%
	2 Rarely	Count	2
		% at Wise	1.1%
	3 Occasionally	Count	4
		% at Wise	2.2%
	4 Somewhat often	Count	28
		% at Wise	15.1%
	5 Often	Count	88
		% at Wise	47.3%
	6 Very often	Count	64
		% at Wise	34.4%
Total	Count	186	
	% at Wise	100.0%	

RUCOMMFBK_PRVSJ CONCP S Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	1 Never	Count	19
		% at Wise	10.6%
	2 Rarely	Count	18
		% at Wise	10.1%
	3 Occasionally	Count	13
		% at Wise	7.3%
	4 Somewhat often	Count	31
		% at Wise	17.3%
	5 Often	Count	39
		% at Wise	21.8%
	6 Very often	Count	59
		% at Wise	33.0%
Total	Count	179	
	% at Wise	100.0%	

MYWISE_MYWISECTZ Individuals of my citizenship status are respected in Wise	1 Strongly disagree	Count	8
		% at Wise	3.3%
	2 Disagree	Count	1
		% at Wise	0.4%
	3 Somewhat disagree	Count	2
		% at Wise	0.8%
	4 Somewhat agree	Count	8
		% at Wise	3.3%
	5 Agree	Count	85
		% at Wise	35.3%
	6 Strongly agree	Count	137
		% at Wise	56.8%
Total	Count	241	
	% at Wise	100.0%	

MYWISE_MYWISEDIS Individuals with a disability or impairment like mine are respected in Wise	1 Strongly disagree	Count	0
		% at Wise	0.0%
	2 Disagree	Count	1
		% at Wise	1.1%
	3 Somewhat disagree	Count	10
		% at Wise	10.8%
	4 Somewhat agree	Count	10
		% at Wise	10.8%
	5 Agree	Count	34
		% at Wise	36.6%
	6 Strongly agree	Count	38
		% at Wise	40.9%
Total	Count	93	
	% at Wise	100.0%	
MYWISE_MYWISEGNDR Individuals of my gender or gender identity are respected in Wise	1 Strongly disagree	Count	9
		% at Wise	3.4%
	2 Disagree	Count	3
		% at Wise	1.1%
	3 Somewhat disagree	Count	6
		% at Wise	2.3%
	4 Somewhat agree	Count	16
		% at Wise	6.1%
	5 Agree	Count	96
		% at Wise	36.8%
	6 Strongly agree	Count	131
		% at Wise	50.2%
Total	Count	261	
	% at Wise	100.0%	
MYWISE_MYWISENTLORG Individuals of my national origin are respected in Wise	1 Strongly disagree	Count	12
		% at Wise	4.8%
	2 Disagree	Count	2
		% at Wise	0.8%
	3 Somewhat disagree	Count	1
		% at Wise	0.4%
	4 Somewhat agree	Count	9
		% at Wise	3.6%
	5 Agree	Count	89
		% at Wise	35.5%
	6 Strongly agree	Count	138
		% at Wise	55.0%
Total	Count	251	
	% at Wise	100.0%	

MYWISE_MYWISEORIENT Individuals of my sexual orientation are respected in Wise	1 Strongly disagree	Count	9
		% at Wise	3.6%
	2 Disagree	Count	3
		% at Wise	1.2%
	3 Somewhat disagree	Count	8
		% at Wise	3.2%
	4 Somewhat agree	Count	19
		% at Wise	7.6%
	5 Agree	Count	83
		% at Wise	33.2%
	6 Strongly agree	Count	128
		% at Wise	51.2%
Total	Count	250	
	% at Wise	100.0%	
MYWISE_MYWISEPOLITICS Individuals of my political beliefs are respected in Wise	1 Strongly disagree	Count	20
		% at Wise	7.5%
	2 Disagree	Count	21
		% at Wise	7.9%
	3 Somewhat disagree	Count	27
		% at Wise	10.2%
	4 Somewhat agree	Count	42
		% at Wise	15.8%
	5 Agree	Count	87
		% at Wise	32.8%
	6 Strongly agree	Count	68
		% at Wise	25.7%
Total	Count	265	
	% at Wise	100.0%	
MYWISE_MYWISERACE Individuals of my race are respected in Wise	1 Strongly disagree	Count	13
		% at Wise	4.9%
	2 Disagree	Count	1
		% at Wise	0.4%
	3 Somewhat disagree	Count	7
		% at Wise	2.6%
	4 Somewhat agree	Count	15
		% at Wise	5.7%
	5 Agree	Count	90
		% at Wise	34.0%
	6 Strongly agree	Count	139
		% at Wise	52.5%
Total	Count	265	
	% at Wise	100.0%	

MYWISE_MYWISERELIGIO Individuals of my religious or spiritual beliefs are respected in Wise	1 Strongly disagree	Count	18
		% at Wise	6.9%
	2 Disagree	Count	18
		% at Wise	6.9%
	3 Somewhat disagree	Count	15
		% at Wise	5.7%
	4 Somewhat agree	Count	33
		% at Wise	12.6%
	5 Agree	Count	88
		% at Wise	33.7%
	6 Strongly agree	Count	89
		% at Wise	34.1%
Total	Count	261	
	% at Wise	100.0%	
MYWISE_MYWISESES Individuals of my socioeconomic status are respected in Wise	1 Strongly disagree	Count	8
		% at Wise	3.1%
	2 Disagree	Count	7
		% at Wise	2.7%
	3 Somewhat disagree	Count	4
		% at Wise	1.6%
	4 Somewhat agree	Count	35
		% at Wise	13.6%
	5 Agree	Count	107
		% at Wise	41.6%
	6 Strongly agree	Count	96
		% at Wise	37.4%
Total	Count	257	
	% at Wise	100.0%	
MYWISE_MYWISEVET Individuals of my military service status are respected in Wise	1 Strongly disagree	Count	3
		% at Wise	3.0%
	2 Disagree	Count	1
		% at Wise	1.0%
	3 Somewhat disagree	Count	1
		% at Wise	1.0%
	4 Somewhat agree	Count	6
		% at Wise	6.0%
	5 Agree	Count	41
		% at Wise	41.0%
	6 Strongly agree	Count	48
		% at Wise	48.0%
Total	Count	100	
	% at Wise	100.0%	

LOCALISVAL_1 Agreement that local residents think UVA is - Caring	1 Strongly disagree	Count	7
		% at Wise	3.0%
	2 Disagree	Count	7
		% at Wise	3.0%
	3 Somewhat disagree	Count	9
		% at Wise	3.9%
	4 Somewhat agree	Count	33
		% at Wise	14.3%
	5 Agree	Count	106
		% at Wise	46.1%
	6 Strongly agree	Count	68
		% at Wise	29.6%
Total	Count	230	
	% at Wise	100.0%	
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	1 Strongly disagree	Count	4
		% at Wise	1.7%
	2 Disagree	Count	3
		% at Wise	1.3%
	3 Somewhat disagree	Count	4
		% at Wise	1.7%
	4 Somewhat agree	Count	22
		% at Wise	9.3%
	5 Agree	Count	128
		% at Wise	54.0%
	6 Strongly agree	Count	76
		% at Wise	32.1%
Total	Count	237	
	% at Wise	100.0%	
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	1 Strongly disagree	Count	6
		% at Wise	2.6%
	2 Disagree	Count	7
		% at Wise	3.0%
	3 Somewhat disagree	Count	12
		% at Wise	5.2%
	4 Somewhat agree	Count	34
		% at Wise	14.8%
	5 Agree	Count	112
		% at Wise	48.7%
	6 Strongly agree	Count	59
		% at Wise	25.7%
Total	Count	230	
	% at Wise	100.0%	

LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	1 Strongly disagree	Count	15
		% at Wise	6.8%
	2 Disagree	Count	55
		% at Wise	25.1%
	3 Somewhat disagree	Count	41
		% at Wise	18.7%
	4 Somewhat agree	Count	32
		% at Wise	14.6%
	5 Agree	Count	47
		% at Wise	21.5%
	6 Strongly agree	Count	29
		% at Wise	13.2%
Total	Count	219	
	% at Wise	100.0%	
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	1 Strongly disagree	Count	71
		% at Wise	31.1%
	2 Disagree	Count	95
		% at Wise	41.7%
	3 Somewhat disagree	Count	28
		% at Wise	12.3%
	4 Somewhat agree	Count	18
		% at Wise	7.9%
	5 Agree	Count	13
		% at Wise	5.7%
	6 Strongly agree	Count	3
		% at Wise	1.3%
Total	Count	228	
	% at Wise	100.0%	
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	1 Strongly disagree	Count	80
		% at Wise	34.0%
	2 Disagree	Count	107
		% at Wise	45.5%
	3 Somewhat disagree	Count	25
		% at Wise	10.6%
	4 Somewhat agree	Count	12
		% at Wise	5.1%
	5 Agree	Count	7
		% at Wise	3.0%
	6 Strongly agree	Count	4
		% at Wise	1.7%
Total	Count	235	
	% at Wise	100.0%	

LOCALISVAL_7 Agreement that local residents think UVA is - Fair	1 Strongly disagree	Count	6
		% at Wise	2.5%
	2 Disagree	Count	9
		% at Wise	3.8%
	3 Somewhat disagree	Count	17
		% at Wise	7.2%
	4 Somewhat agree	Count	44
		% at Wise	18.6%
	5 Agree	Count	116
		% at Wise	49.2%
	6 Strongly agree	Count	44
		% at Wise	18.6%
Total	Count	236	
	% at Wise	100.0%	
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	1 Strongly disagree	Count	7
		% at Wise	3.2%
	2 Disagree	Count	11
		% at Wise	5.0%
	3 Somewhat disagree	Count	15
		% at Wise	6.8%
	4 Somewhat agree	Count	37
		% at Wise	16.7%
	5 Agree	Count	106
		% at Wise	48.0%
	6 Strongly agree	Count	45
		% at Wise	20.4%
Total	Count	221	
	% at Wise	100.0%	
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	1 Strongly disagree	Count	61
		% at Wise	26.8%
	2 Disagree	Count	77
		% at Wise	33.8%
	3 Somewhat disagree	Count	32
		% at Wise	14.0%
	4 Somewhat agree	Count	29
		% at Wise	12.7%
	5 Agree	Count	18
		% at Wise	7.9%
	6 Strongly agree	Count	11
		% at Wise	4.8%
Total	Count	228	
	% at Wise	100.0%	

LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	1 Strongly disagree	Count	82
		% at Wise	35.7%
	2 Disagree	Count	95
		% at Wise	41.3%
	3 Somewhat disagree	Count	19
		% at Wise	8.3%
	4 Somewhat agree	Count	20
		% at Wise	8.7%
	5 Agree	Count	11
		% at Wise	4.8%
	6 Strongly agree	Count	3
		% at Wise	1.3%
Total	Count	230	
	% at Wise	100.0%	

\$parentcare Respondent's parenting or caregiving responsibility^a	PARENCARE_1 Caregiving responsibility- Parenting	Count	66
		% at Wise	23.4%
	PARENCARE_2 Caregiving responsibility- Caregiving (elder, familial, other)	Count	34
		% at Wise	11.9%
	PARENCARE_3 No caregiving responsibility	Count	196
		% at Wise	69.5%
Total	Count	282	

SATFCTIONENGAGEUV A_VAWCSATHARM Satisfaction with UVA's efforts to: Provide assistance to individuals in the UVA community/students when they see or experience unethical or disrespectful acts	1 Very dissatisfied	Count	15
		% at Wise	6.8%
	2 Dissatisfied	Count	6
		% at Wise	2.7%
	3 Somewhat dissatisfied	Count	10
		% at Wise	4.5%
	4 Somewhat satisfied	Count	43
		% at Wise	19.5%
	5 Satisfied	Count	102
		% at Wise	46.4%
	6 Very satisfied	Count	44
		% at Wise	20.0%
Total	Count	220	
	% at Wise	100.0%	

SATFCTIONENGAGEUV A_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	1 Very dissatisfied	Count	9
		% at Wise	3.9%
	2 Dissatisfied	Count	9
		% at Wise	3.9%
	3 Somewhat dissatisfied	Count	14
		% at Wise	6.0%
	4 Somewhat satisfied	Count	23
		% at Wise	9.9%
	5 Satisfied	Count	106
		% at Wise	45.5%
	6 Very satisfied	Count	72
		% at Wise	30.9%
Total	Count	233	
	% at Wise	100.0%	

SATFCTIONENGAGEUV A_SATENGAGECOMMT Y Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	1 Very dissatisfied	Count	13
		% at Wise	5.7%
	2 Dissatisfied	Count	14
		% at Wise	6.2%
	3 Somewhat dissatisfied	Count	18
		% at Wise	7.9%
	4 Somewhat satisfied	Count	30
		% at Wise	13.2%
	5 Satisfied	Count	101
		% at Wise	44.5%
	6 Very satisfied	Count	51
		% at Wise	22.5%
Total	Count	227	
	% at Wise	100.0%	

SATFCTIONENGAGEUV A_SATENGAGELEGEXC LUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	1 Very dissatisfied	Count	16
		% at Wise	8.0%
	2 Dissatisfied	Count	10
		% at Wise	5.0%
	3 Somewhat dissatisfied	Count	16
		% at Wise	8.0%
	4 Somewhat satisfied	Count	33
		% at Wise	16.5%
	5 Satisfied	Count	82
		% at Wise	41.0%
	6 Very satisfied	Count	43
		% at Wise	21.5%
Total	Count	200	
	% at Wise	100.0%	

SATFCTIONENGAGEUV A_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	1 Very dissatisfied	Count	16
		% at Wise	8.3%
	2 Dissatisfied	Count	4
		% at Wise	2.1%
	3 Somewhat dissatisfied	Count	20
		% at Wise	10.4%
	4 Somewhat satisfied	Count	41
		% at Wise	21.2%
	5 Satisfied	Count	71
		% at Wise	36.8%
	6 Very satisfied	Count	41
		% at Wise	21.2%
Total	Count	193	
	% at Wise	100.0%	