

Appendix K: T-Tests of Selected Survey Items by Political Orientation – Main Campus

In the following tables, a mean rating with a superscript indicates that this mean is a significantly higher numerical value (at the 95% level of confidence) than the mean in the column that is numbered corresponding to the superscript. In instances where a superscript is not present between a pair of groups, the difference between means is not statistically significant.

In the following example, the mean rating of agreement that the respondent feels comfortable with the climate for diversity and inclusiveness at UVA is compared across political orientation. As indicated in Column 5, the mean level of agreement among Slightly Conservative respondents is 4.41, and this is statistically higher than the mean rating provided by respondents who identify as (1) Very Liberal, (2) Liberal, (3) Slightly Liberal, and (7) Very Conservative. In other words, Slightly Conservative respondents feel more comfortable with the climate for diversity and inclusiveness than these other groups feel. Likewise, Moderate respondents are more comfortable with the climate for diversity than these same four groups.

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	3.25	833	3.88 ⁽¹⁾	1795	4.22 ⁽¹⁾⁽²⁾⁽⁷⁾	870	4.40 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	1074	4.41 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	516	4.35 ⁽¹⁾⁽²⁾⁽⁷⁾	497	3.58	132	4.02	5716

The data presented in these tables are weighted, with both the base weight and post-stratification weights applied. A complex sampling plan was applied during analysis to account for effects of weighting on variance and significance. For additional information on weighting in this study, see Appendix A, Survey Methodology.

Some variables were omitted from these tables either because calculating means for them is not appropriate because they are not ordinal/binary or there were too few cases from those variables to yield statistically viable comparisons.

Political Orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	3.25	833	3.88 ⁽¹⁾	1795	4.22 ⁽¹⁾⁽²⁾⁽⁷⁾	870	4.40 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	1074	4.41 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	516	4.35 ⁽¹⁾⁽²⁾⁽⁷⁾	497	3.58	132	4.02	5716
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	3.77	457	4.32 ⁽¹⁾⁽⁷⁾	882	4.44 ⁽¹⁾⁽⁷⁾	435	4.64 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾⁽⁷⁾	566	4.42 ⁽¹⁾⁽⁷⁾	216	4.51 ⁽¹⁾⁽⁷⁾	215	3.63	56	4.32	2828
DUCPRIDE_DUCDVRISMPTCPS Agreement with: - Diversity is important at UVA	4.05	735	4.45 ⁽¹⁾	1495	4.56 ⁽¹⁾	740	4.87 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	911	4.81 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	443	4.75 ⁽¹⁾⁽²⁾⁽³⁾	440	4.32	119	4.54	4884
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.32	794	4.65 ⁽¹⁾	1701	4.63 ⁽¹⁾	846	4.82 ⁽¹⁾⁽²⁾⁽³⁾⁽⁶⁾⁽⁷⁾	1019	4.66 ⁽¹⁾	497	4.64 ⁽¹⁾	468	4.27	123	4.62	5447
DUCPRIDE_DUCDVRSIMPTME Agreement with: - Diversity is important to me	5.80 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	744	5.59 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1519	5.38 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	753	5.21 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	917	4.75 ⁽⁷⁾	444	4.54 ⁽⁷⁾	446	3.77	123	5.30	4946
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.39	269	4.69 ⁽¹⁾	525	4.81 ⁽¹⁾	249	4.77 ⁽¹⁾	374	4.77 ⁽¹⁾	135	4.96 ⁽¹⁾⁽²⁾	161	5.10 ⁽¹⁾⁽²⁾⁽⁴⁾	41	4.72	1755
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.74	816	4.95 ⁽¹⁾	1764	5.12 ⁽¹⁾⁽²⁾⁽⁷⁾	859	5.06 ⁽¹⁾⁽²⁾⁽⁷⁾	1058	5.09 ⁽¹⁾⁽²⁾⁽⁷⁾	512	4.99 ⁽¹⁾	489	4.72	132	4.98	5631
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.43 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	267	5.33 ⁽⁴⁾	651	5.26	333	5.12	467	5.16	233	5.21	222	4.98	65	5.25	2238
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.44 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	762	5.37 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1663	5.26	828	5.15	1015	5.23	473	5.20	472	5.07	128	5.29	5341
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	5.02 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	832	5.25 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1767	5.17 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	859	4.45 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	1016	3.51 ⁽⁶⁾⁽⁷⁾	513	3.02 ⁽⁷⁾	499	2.25	133	4.63	5619
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.19 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	813	5.05 ⁽⁶⁾⁽⁷⁾	1788	5.14 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	866	4.96 ⁽⁷⁾	1075	4.97 ⁽⁷⁾	517	4.85	498	4.55	132	5.03	5690
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.82 ⁽⁶⁾⁽⁵⁾⁽⁷⁾	767	4.97 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1687	5.08 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	822	4.79 ⁽⁶⁾⁽⁷⁾	1014	4.65 ⁽⁷⁾	505	4.51 ⁽⁷⁾	497	3.57	132	4.83	5424
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.22 ⁽⁷⁾	810	5.35 ⁽¹⁾⁽⁶⁾⁽⁷⁾	1751	5.39 ⁽¹⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	853	5.27 ⁽⁷⁾	1037	5.33 ⁽⁷⁾	508	5.19 ⁽⁷⁾	473	4.74	127	5.29	5560
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.61 ⁽⁷⁾	124	4.72 ⁽⁷⁾	286	4.84 ⁽¹⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	145	4.65 ⁽⁷⁾	228	4.71 ⁽⁷⁾	84	4.60 ⁽⁷⁾	108	4.24	23	4.68	997
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.47	116	4.75 ⁽¹⁾	164	4.69	67	4.63	57	4.22	20	5.36 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	12	5.50 ⁽¹⁾⁽⁵⁾	4	4.65	440
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.52 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	719	5.36 ⁽⁴⁾⁽⁷⁾	1529	5.30 ⁽⁴⁾	756	5.16	941	5.34 ⁽⁴⁾	431	5.28	427	5.10	126	5.32	4928
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.89	588	4.96	1325	5.00	659	4.89	785	5.05	416	4.92	375	4.73	102	4.94	4250
RUCOMMFDBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	4.54	221	4.57	430	4.59	206	4.55	277	4.51	98	4.58	115	4.29	26	4.56	1373
RUCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	4.50	565	4.79 ⁽¹⁾	1299	4.83 ⁽¹⁾	630	4.85 ⁽¹⁾	757	4.81 ⁽¹⁾	407	4.88 ⁽¹⁾	357	4.99 ⁽¹⁾	99	4.78	4114
RUCOMMFDBK_RUCOMMFDBKRSPTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	5.13 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	236	5.05 ⁽⁵⁾⁽⁷⁾	457	5.09 ⁽⁵⁾⁽⁷⁾	214	4.98	288	4.80	103	5.03 ⁽⁵⁾⁽⁷⁾	121	4.69	27	5.03	1447
DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1.63 ⁽⁴⁾	238	1.64 ⁽⁴⁾	456	1.57 ⁽⁴⁾	215	1.42	289	1.49	103	1.66 ⁽⁴⁾	122	1.59	26	1.58	1449
DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1.68 ⁽⁴⁾	240	1.64 ⁽⁴⁾	456	1.61 ⁽⁴⁾	216	1.49	288	1.66 ⁽⁴⁾	104	1.61	123	1.75	26	1.61	1453
DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1.16	238	1.16	456	1.20	215	1.17	290	1.25	103	1.22	123	1.25	26	1.18	1453
DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1.17	238	1.15	456	1.14	214	1.14	288	1.20	103	1.21	124	1.12	26	1.16	1449

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRGENDER Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Gender or gender identity	1.52 ⁽²⁾⁽⁴⁾⁽⁶⁾	239	1.38 ⁽⁴⁾	456	1.40 ⁽⁴⁾	214	1.28	288	1.36	104	1.29	123	1.37	26	1.38	1449
DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1.04	238	1.06	454	1.10 ⁽¹⁾	215	1.11 ⁽¹⁾⁽²⁾	289	1.20 ⁽¹⁾⁽²⁾	101	1.18 ⁽¹⁾⁽²⁾	122	1.11	26	1.09	1445
DUCSNRLDR_DUCSNRLDRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1.25 ⁽²⁾	239	1.17	454	1.24	215	1.21	288	1.23	102	1.24	123	1.19	26	1.21	1447
DUCSNRLDR_DUCSNRLDRPOLIT Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.77 ⁽²⁾	240	1.59	455	1.77 ⁽²⁾	214	1.66	290	2.28 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	101	2.05 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	122	2.39 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	26	1.76	1449
DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1.18	239	1.19 ⁽⁷⁾	456	1.15	214	1.15	289	1.12	101	1.18	124	1.10	26	1.17	1449
DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1.37 ⁽⁶⁾	238	1.34	456	1.34	214	1.30	289	1.33	102	1.25	123	1.32	25	1.33	1446
DUCSNRLDR_DUCSNRLDRRLTSH Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1.30 ⁽⁴⁾	239	1.25	456	1.27	215	1.21	290	1.26	104	1.25	122	1.23	26	1.25	1451
DUCSNRLDR_DUCSNRLDRRELIG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.30	239	1.27	455	1.30	215	1.29	291	1.50 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	104	1.53 ⁽²⁾⁽³⁾⁽⁴⁾⁽¹⁾	123	1.74 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	26	1.33	1453
DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1.23 ⁽⁴⁾	239	1.20	455	1.19	215	1.15	290	1.20	104	1.23	122	1.28	26	1.20	1451
DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1.34 ⁽²⁾⁽³⁾⁽⁴⁾	240	1.25	455	1.23	215	1.21	289	1.32	104	1.24	123	1.30	26	1.26	1451
VSTPTNNEG VW_VSTPTNNEG VWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.44 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	720	1.32 ⁽⁷⁾	1614	1.37 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	827	1.27	995	1.27	480	1.25	454	1.17	131	1.32	5220
VSTPTNNEG VW_VSTPTNNEG VWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1.75 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	724	1.56 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	1614	1.57 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	827	1.43 ⁽⁷⁾	998	1.43 ⁽⁷⁾	480	1.44 ⁽⁷⁾	454	1.23	131	1.53	5228
VSTPTNNEG VW_VSTPTNNEG VWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.67 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	567	1.47 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1165	1.43 ⁽⁷⁾	597	1.32 ⁽⁷⁾	757	1.31 ⁽⁷⁾	340	1.30	347	1.15	112	1.43	3886
VSTPTNNEG VW_VSTPTNNEG VWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.44 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	565	1.27 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	1164	1.22 ⁽⁷⁾	594	1.20	752	1.17	340	1.21	345	1.11	112	1.25	3873
VSTPTNNEG VW_VSTPTNNEG VWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.82 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	566	1.51 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1169	1.42 ⁽⁷⁾	597	1.33 ⁽⁷⁾	757	1.36 ⁽⁷⁾	340	1.31 ⁽⁷⁾	346	1.15	111	1.46	3887
VSTPTNNEG VW_VSTPTNNEG VWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.17	724	1.13	1602	1.14	824	1.10	997	1.13	478	1.12	454	1.20	132	1.13	5210

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VSTPTNNEG VW_VSTPTNNEG V WNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1.74 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	724	1.49 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1601	1.48 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	819	1.35 ⁽⁷⁾	995	1.30 ⁽⁷⁾	481	1.26	454	1.14	129	1.45	5203
VSTPTNNEG VW_VSTPTNNEG V WPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	2.01 ⁽⁵⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾	568	1.75 ⁽⁴⁾	1166	1.71	597	1.60	757	1.76	341	1.72	344	2.01 ⁽⁴⁾	113	1.76	3886
VSTPTNNEG VW_VSTPTNNEG V WRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.26 ⁽³⁾⁽⁴⁾⁽⁷⁾⁽⁵⁾	719	1.18 ⁽⁵⁾	1606	1.15	818	1.14	995	1.11	475	1.19	456	1.11	132	1.17	5201
VSTPTNNEG VW_VSTPTNNEG V WRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	2.07 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁵⁾	571	1.71 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1164	1.56 ⁽⁴⁾⁽⁷⁾	593	1.42	756	1.51	337	1.41	344	1.33	111	1.63	3876
VSTPTNNEG VW_VSTPTNNEG V WRLTSHP Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Relationship/marital status	1.30 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	720	1.24	1605	1.23	822	1.19	997	1.18	481	1.17	453	1.14	131	1.22	5208
VSTPTNNEG VW_VSTPTNNEG V WRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.69 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	568	1.50 ⁽⁴⁾⁽⁶⁾	1162	1.42	597	1.33	757	1.39	342	1.34	346	1.53	112	1.46	3885
VSTPTNNEG VW_VSTPTNNEG V WSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1.74 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	568	1.50 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1165	1.36 ⁽⁷⁾	597	1.29	755	1.28	342	1.29	346	1.18	111	1.43	3884
VSTPTNNEG VW_VSTPTNNEG V WSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1.62 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	567	1.40 ⁽⁶⁾⁽⁷⁾	1160	1.41 ⁽⁶⁾⁽⁷⁾	596	1.32	750	1.32	336	1.27	346	1.22	112	1.40	3868
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1.98 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	797	1.84 ⁽⁴⁾⁽⁶⁾	1701	1.85 ⁽⁴⁾⁽⁶⁾	846	1.60	1033	1.73	499	1.64	474	1.70	132	1.79	5482
DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.78 ⁽⁴⁾⁽⁵⁾⁽²⁾⁽³⁾⁽⁶⁾⁽⁷⁾	798	2.55 ⁽⁴⁾⁽⁶⁾	1701	2.49 ⁽⁴⁾⁽⁶⁾	846	2.07	1029	2.42 ⁽⁴⁾⁽⁶⁾	502	2.16	474	2.20	132	2.43	5482
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1.92 ⁽³⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	629	1.62 ⁽⁴⁾⁽⁶⁾	1252	1.63 ⁽⁴⁾⁽⁶⁾	608	1.46	783	1.54	358	1.44	361	1.57	111	1.61	4101
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.73 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	628	1.46 ⁽⁴⁾⁽⁶⁾	1250	1.41 ⁽⁴⁾	604	1.27	783	1.38	358	1.31	358	1.27	111	1.43	4092
DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.49 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	728	2.11 ⁽⁴⁾⁽⁶⁾	1477	2.01 ⁽⁴⁾⁽⁶⁾	731	1.74	907	1.98 ⁽⁴⁾⁽⁶⁾	443	1.74	432	2.14	121	2.04	4840
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.29 ⁽³⁾	787	1.22	1700	1.21	846	1.25	1031	1.25	501	1.37 ⁽²⁾⁽³⁾	473	1.67 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	132	1.26	5470
DUCSTDNT_STDNTNLTORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	2.14 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	797	1.86 ⁽⁴⁾⁽⁶⁾⁽⁷⁾	1701	1.91 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	845	1.70	1033	1.74	498	1.60	474	1.59	131	1.84	5478
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	3.15 ⁽²⁾⁽³⁾⁽⁴⁾	729	2.75 ⁽⁴⁾	1475	2.73 ⁽⁴⁾	732	2.53	909	3.30 ⁽²⁾⁽³⁾⁽⁴⁾	444	3.39 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	436	4.17 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	123	2.91	4849
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.45 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	788	1.37 ⁽⁴⁾	1696	1.37	842	1.29	1031	1.32	501	1.29	473	1.22	130	1.35	5461
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.58 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	728	2.24 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	1479	2.06 ⁽⁴⁾⁽⁶⁾	730	1.76	911	2.01 ⁽⁴⁾	443	1.83	434	2.12	121	2.11	4847

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	1.71 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	791	1.65 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1703	1.59 ⁽⁷⁾	843	1.49 ⁽⁷⁾	1031	1.51 ⁽⁷⁾	501	1.50 ⁽⁷⁾	473	1.28	131	1.58	5473
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	2.21 ⁽²⁾⁽⁴⁾⁽³⁾	729	1.91 ⁽⁴⁾	1477	1.92 ⁽⁴⁾	733	1.73	909	2.18 ⁽²⁾⁽³⁾⁽⁴⁾	436	2.17 ⁽³⁾⁽⁴⁾⁽²⁾	431	2.71 ⁽¹⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽²⁾	123	1.99	4837
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	2.24 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	728	1.94 ⁽⁴⁾⁽⁶⁾⁽⁷⁾	1476	1.87 ⁽⁴⁾⁽⁷⁾	731	1.61	908	1.86 ⁽⁴⁾	444	1.72	434	1.61	120	1.88	4841
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	2.24 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽²⁾⁽³⁾	727	1.93 ⁽⁴⁾	1474	1.91 ⁽⁴⁾	729	1.62	906	1.79	442	1.80 ⁽⁴⁾	426	1.96	121	1.89	4826
DUCFAC_FACNEGWWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1.58 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	584	1.48 ⁽⁴⁾	1303	1.45	647	1.38	766	1.40	406	1.37	370	1.36	106	1.45	4182
DUCFAC_FACNEGWWAPPEAR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms	1.79 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	584	1.67 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1305	1.59 ⁽⁶⁾	644	1.45	765	1.50	406	1.41	365	1.40	106	1.59	4175
ducfac_facnegwdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.39 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	510	1.23 ⁽⁵⁾⁽⁷⁾	1083	1.20	532	1.20	649	1.12	346	1.22	331	1.11	97	1.23	3548
DUCFAC_DUCFACGENDER In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Gender or gender identity	1.75 ⁽²⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽³⁾⁽⁵⁾	509	1.50 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	1083	1.41 ⁽⁵⁾	535	1.35	649	1.27	346	1.38	333	1.25	95	1.45	3551
DUCFAC_FACNEGWWVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1.14	579	1.12	1304	1.16	646	1.14	762	1.15	405	1.24	368	1.34 ⁽¹⁾⁽²⁾⁽⁴⁾	107	1.15	4171
DUCFAC_FACNEGWWNATORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1.39 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	578	1.34 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	1300	1.33	648	1.26	764	1.23	404	1.28	369	1.20	106	1.31	4169
DUCFAC_DUCFACPOLITICS In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Political affiliations, opinions, or beliefs	2.21 ⁽⁴⁾⁽²⁾⁽³⁾	511	1.93	1082	1.91	536	1.93	649	2.43 ⁽²⁾⁽³⁾⁽⁴⁾	346	3.09 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	333	3.56 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	98	2.17	3555
DUCFAC_FACNEGWWPRGNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1.25 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	578	1.17 ⁽⁵⁾	1306	1.17	646	1.15	765	1.10	406	1.15	366	1.09	105	1.17	4172
DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1.67 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽³⁾	508	1.48 ⁽³⁾⁽⁴⁾	1083	1.31	536	1.34	651	1.37	346	1.43	331	1.45	93	1.44	3548
DUCFAC_FACNEGWWRLTNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1.35 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	578	1.26	1307	1.26	647	1.19	765	1.21	407	1.27	366	1.18	105	1.25	4175
DUCFAC_DUCFACRELIG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Religious/spiritual affiliations, opinions, or beliefs	1.43	510	1.36	1083	1.35	536	1.37	646	1.43	345	1.70 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	328	1.93 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	97	1.43	3544
DUCFAC_DUCFACSEXOR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1.43 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁷⁾	507	1.25 ⁽⁵⁾	1081	1.20	534	1.22	643	1.16	342	1.27	331	1.16	95	1.25	3533
DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1.51 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	510	1.33	1080	1.31	536	1.25	636	1.29	343	1.45 ⁽⁴⁾	329	1.68 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	97	1.35	3531
DUCSTAFF_STAFFNEGWWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.38 ⁽⁷⁾	782	1.36 ⁽⁷⁾	1707	1.38 ⁽⁷⁾	845	1.33	1046	1.32	504	1.40 ⁽⁷⁾	476	1.23	133	1.36	5493

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTAFF_STAFFNEGWVAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.53	786	1.52	1712	1.53	846	1.45	1045	1.43	503	1.54	476	1.36	133	1.50	5501
DUCSTAFF_STAFFNEGWVCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship	1.38 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽³⁾	619	1.28	1263	1.26	611	1.26	797	1.20	362	1.28	363	1.34	113	1.29	4127
DUCSTAFF_STAFFNEGWVDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.29 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	616	1.21 ⁽⁵⁾	1263	1.20 ⁽⁵⁾	608	1.19 ⁽⁵⁾	792	1.11	360	1.26 ⁽⁵⁾	364	1.23	112	1.21	4115
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.55 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	714	1.43 ⁽³⁾⁽⁵⁾	1492	1.34	732	1.36	921	1.31	446	1.42	436	1.40	122	1.41	4863
DUCSTAFF_STAFFNEGWVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.12	783	1.10	1704	1.13	838	1.13	1039	1.13	503	1.21 ⁽²⁾	474	1.25	133	1.13	5473
DUCSTAFF_STAFFNEGWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.35	780	1.32	1710	1.37 ⁽⁴⁾	842	1.28	1039	1.29	501	1.34	472	1.35	132	1.32	5477
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.72	718	1.68	1495	1.63	733	1.70	920	1.96 ⁽¹⁾⁽²⁾⁽⁴⁾⁽³⁾	446	2.30 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	437	2.93 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	124	1.79	4873
DUCSTAFF_STAFFNEGWVPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.19	780	1.16	1704	1.16	840	1.15	1037	1.14	499	1.18	474	1.11	131	1.16	5464
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.53 ⁽³⁾⁽⁴⁾⁽⁵⁾	716	1.49 ⁽⁴⁾⁽⁵⁾	1494	1.42	731	1.38	920	1.37	445	1.47	435	1.33	121	1.45	4861
DUCSTAFF_STAFFNEGWVRLTSH Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1.24 ⁽⁷⁾	782	1.23	1706	1.20	844	1.20	1035	1.20	498	1.32 ⁽⁷⁾	473	1.13	129	1.22	5467
DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.36	718	1.35	1487	1.28	732	1.34	919	1.37	446	1.61 ⁽²⁾⁽¹⁾⁽³⁾⁽⁴⁾⁽⁵⁾	435	1.71 ⁽²⁾⁽¹⁾⁽³⁾⁽⁴⁾⁽⁵⁾	124	1.37	4862
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.47 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁷⁾	717	1.34	1485	1.27	729	1.28	920	1.32	446	1.41 ⁽³⁾⁽⁷⁾	433	1.23	122	1.34	4851
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.40 ⁽⁴⁾	712	1.35	1480	1.32	731	1.30	919	1.34	442	1.35	436	1.44	121	1.34	4840
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.73	718	4.87 ⁽¹⁾	1510	4.89 ⁽¹⁾	758	4.98 ⁽²⁾⁽¹⁾	922	4.98 ⁽¹⁾	465	5.01 ⁽¹⁾⁽²⁾	444	5.19 ⁽¹⁾⁽³⁾⁽²⁾	114	4.90	4931
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.66 ⁽³⁾⁽⁷⁾⁽⁶⁾	702	2.57 ⁽⁷⁾	1480	2.47 ⁽⁷⁾	753	2.56 ⁽⁷⁾	916	2.63 ⁽⁷⁾	459	2.43 ⁽⁷⁾	443	1.88	115	2.54	4869
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	3.69	680	4.14 ⁽¹⁾	1445	4.27 ⁽¹⁾	721	4.61 ⁽²⁾⁽³⁾⁽¹⁾	904	4.57 ⁽¹⁾⁽²⁾⁽³⁾	453	4.68 ⁽¹⁾⁽²⁾⁽³⁾	430	4.97 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	115	4.29	4748
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.09	592	4.43 ⁽¹⁾	1250	4.56 ⁽¹⁾⁽²⁾	642	4.77 ⁽¹⁾⁽²⁾⁽³⁾	842	4.78 ⁽³⁾⁽¹⁾⁽²⁾	427	4.75 ⁽¹⁾⁽³⁾⁽²⁾	411	5.11 ⁽⁵⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽¹⁾⁽²⁾	105	4.55	4269
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	3.83	620	4.22 ⁽¹⁾	1313	4.40 ⁽²⁾⁽¹⁾	683	4.71 ⁽¹⁾⁽³⁾⁽²⁾	855	4.68 ⁽³⁾⁽¹⁾⁽²⁾	434	4.73 ⁽¹⁾⁽³⁾⁽²⁾	419	4.89 ⁽¹⁾⁽³⁾⁽²⁾	109	4.40	4433

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCLDSDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.43	231	4.48	446	4.52	205	4.77 ⁽²⁾⁽³⁾⁽¹⁾	279	4.64	100	4.87 ⁽³⁾⁽⁵⁾⁽²⁾⁽¹⁾	117	4.63	27	4.58	1406
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	4.88 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	694	4.54 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	1408	4.10 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	700	3.88 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	861	3.19 ⁽⁷⁾	405	3.00 ⁽⁷⁾	388	1.87	117	4.08	4573
VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	5.00 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	231	4.86 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽³⁾⁽⁷⁾	440	4.59 ⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁵⁾	208	4.32 ⁽⁶⁾⁽⁷⁾⁽⁵⁾	275	3.70 ⁽⁷⁾	99	3.72 ⁽⁷⁾	115	3.02	26	4.53	1393
VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty	5.11 ⁽³⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	305	4.86 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	661	4.77 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	320	4.25 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	397	3.82 ⁽⁷⁾	159	3.75 ⁽⁷⁾	152	3.13	33	4.57	2026
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	3.41	660	4.07 ⁽¹⁾	1351	4.25 ⁽¹⁾⁽²⁾	667	4.53 ⁽²⁾⁽¹⁾⁽³⁾	787	4.35 ⁽¹⁾⁽²⁾	383	4.50 ⁽²⁾⁽³⁾⁽¹⁾	373	4.35 ⁽¹⁾	112	4.15	4333
VAWCSTMT_VAWCLDSDHPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	4.46	205	4.49	399	4.59	183	4.78 ⁽²⁾⁽³⁾⁽⁵⁾⁽¹⁾	253	4.53	93	4.77 ⁽¹⁾⁽²⁾	105	4.78	23	4.59	1262
VAWCSTMT_VAWCSEMPRESP Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	4.06	210	4.24 ⁽¹⁾	398	4.50 ⁽²⁾⁽¹⁾	186	4.61 ⁽¹⁾⁽²⁾	253	4.44 ⁽¹⁾⁽²⁾	92	4.64 ⁽¹⁾⁽²⁾	108	4.87 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	24	4.38	1272
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.45	665	4.62 ⁽¹⁾	1351	4.64 ⁽¹⁾	674	4.77 ⁽¹⁾⁽²⁾	797	4.67 ⁽¹⁾	387	4.66 ⁽¹⁾	357	4.72	109	4.63	4341
VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	4.39	229	4.42	440	4.64 ⁽²⁾⁽¹⁾	199	4.75 ⁽²⁾⁽¹⁾⁽⁵⁾	269	4.53	100	4.82 ⁽²⁾⁽¹⁾⁽³⁾⁽⁵⁾	111	5.00 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	24	4.56	1370

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	5.4% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	841	3.6%	1820	2.9%	884	2.9%	1100	2.7%	527	3.5%	521	3.7%	137	3.6%	5830
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	3.2% ⁽⁵⁾⁽⁶⁾	841	3.0% ⁽⁵⁾⁽⁶⁾	1820	2.7% ⁽⁵⁾⁽⁶⁾	884	2.0%	1100	1.3%	527	1.0%	521	1.9%	137	2.4%	5830
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	9.0% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	841	6.9% ⁽⁵⁾⁽⁶⁾	1820	8.0% ⁽⁵⁾⁽⁶⁾	884	5.6%	1100	3.7%	527	4.4%	521	5.5%	137	6.6%	5830
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.7%	841	6.0% ⁽⁴⁾⁽⁶⁾	1820	6.2% ⁽⁴⁾⁽⁶⁾	884	3.2%	1100	4.7%	527	3.3%	521	4.2%	137	4.9%	5830
MICROAGGREG_MICROAGGREGCMPLN_1b Someone told me that I complain too much because of my: age	3.6% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	3.6% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	2.7% ⁽⁷⁾	884	1.4% ⁽⁷⁾	1100	1.3%	527	1.3%	521	0.3%	137	2.5%	5830
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	7.5% ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	5.1% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	6.6% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	884	3.2%	1100	2.8%	527	2.5%	521	1.7%	137	4.8%	5830
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	1.8% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	841	1.3% ⁽⁴⁾⁽⁵⁾	1820	1.1%	884	0.7%	1100	0.5%	527	0.8%	521	1.4%	137	1.1%	5830
MICROAGGREG_MICROAGGREGEXCLUDE_1b I was not invited to an important work meeting or conversation because of my: age	3.7% ⁽⁴⁾⁽⁶⁾⁽⁷⁾	841	2.6% ⁽⁴⁾⁽⁶⁾	1820	3.2% ⁽⁴⁾⁽⁶⁾⁽⁷⁾	884	1.3%	1100	2.0%	527	1.2%	521	1.3%	137	2.4%	5830
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	6.0% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	5.0% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	4.1% ⁽⁶⁾	884	3.3% ⁽⁶⁾	1100	2.6%	527	1.6%	521	2.5%	137	4.1%	5830
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.8%	841	1.0%	1820	1.4%	884	0.8%	1100	0.6%	527	0.8%	521	0.3%	137	0.9%	5830
microage_none Respondent indicated zero instances of microaggressions due to age	81.2%	841	81.8%	1820	82.2%	884	87.4% ⁽¹⁾⁽²⁾⁽³⁾	1100	89.5% ⁽¹⁾⁽²⁾⁽³⁾	527	90.0% ⁽¹⁾⁽²⁾⁽³⁾	521	92.6% ⁽¹⁾⁽²⁾⁽³⁾	137	84.5%	5830
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	21.3% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	12.7% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	1820	9.9% ⁽⁴⁾⁽⁶⁾	884	4.7%	1100	8.3% ⁽⁴⁾	527	5.1%	521	7.7%	137	10.8%	5830
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	12.5% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	8.3% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	6.2% ⁽⁷⁾	884	3.8% ⁽⁷⁾	1100	4.9% ⁽⁷⁾	527	3.7% ⁽⁷⁾	521	0.3%	137	6.8%	5830
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	24.2% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	16.6% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	12.5% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	884	7.5% ⁽⁶⁾⁽⁷⁾	1100	7.7% ⁽⁶⁾⁽⁷⁾	527	3.1%	521	1.3%	137	13.0%	5830
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	23.7% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	17.6% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	14.1% ⁽⁴⁾⁽⁶⁾	884	7.9%	1100	11.2%	527	8.4%	521	6.7%	137	14.5%	5830
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	15.1% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	11.1% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	9.8% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	884	4.1%	1100	2.6%	527	2.2%	521	3.7%	137	8.4%	5830
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	35.7% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	22.1% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	18.1% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	884	9.8%	1100	9.8%	527	6.7%	521	9.9%	137	18.4%	5830
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	4.4% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	2.7% ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	1820	1.6% ⁽⁶⁾⁽⁷⁾	884	1.0%	1100	1.8% ⁽⁶⁾⁽⁷⁾	527	0.6%	521	0.3%	137	2.1%	5830
MICROAGGREG_MICROAGGREGEXCLUDE_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	7.5% ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	4.7% ⁽⁴⁾⁽⁵⁾⁽⁷⁾	1820	4.9% ⁽⁴⁾⁽⁷⁾	884	1.8%	1100	2.5%	527	3.0% ⁽⁷⁾	521	0.7%	137	4.2%	5830
MICROAGGREG_MICROAGGREGDISMISS_3b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: gender or gender identity	29.9% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	17.4% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	14.5% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	884	8.2% ⁽⁶⁾⁽⁷⁾	1100	8.0%	527	5.2%	521	3.4%	137	14.8%	5830
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	5.7% ⁽³⁾⁽⁴⁾	841	4.0% ⁽⁴⁾	1820	2.6%	884	2.0%	1100	4.6%	527	5.0% ⁽⁴⁾	521	11.1% ⁽³⁾⁽⁴⁾	137	4.0%	5830
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	51.1%	841	62.1% ⁽¹⁾	1820	68.1% ⁽¹⁾⁽²⁾	884	80.6% ⁽¹⁾⁽²⁾⁽³⁾	1100	76.3% ⁽¹⁾⁽²⁾⁽³⁾	527	80.7% ⁽¹⁾⁽²⁾⁽³⁾	521	70.3% ⁽¹⁾	137	68.0%	5830
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	3.9% ⁽²⁾⁽³⁾⁽⁴⁾	841	1.0%	1820	1.2%	884	2.0%	1100	10.5% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	527	16.6% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	521	31.9% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	137	4.6%	5830

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.7% ⁽²⁾⁽³⁾⁽⁴⁾	841	1.4% ⁽³⁾	1820	0.4%	884	1.7% ⁽³⁾	1100	5.6% ⁽²⁾⁽³⁾⁽⁴⁾	527	8.1% ⁽²⁾⁽³⁾⁽⁴⁾	521	23.8% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	137	3.3%	5830
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	1.2%	841	0.4%	1820	0.3%	884	1.2% ⁽³⁾	1100	3.1% ⁽²⁾⁽³⁾	527	6.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	521	15.7% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	137	1.8%	5830
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	13.2% ⁽³⁾⁽⁴⁾	841	10.0% ⁽³⁾⁽⁴⁾	1820	7.1%	884	6.8%	1100	14.9% ⁽²⁾⁽³⁾⁽⁴⁾	527	19.3% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	521	26.6% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	137	11.1%	5830
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	7.5% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	841	2.9% ⁽⁴⁾	1820	2.5%	884	1.1%	1100	2.6%	527	4.4% ⁽⁴⁾	521	13.0% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	137	3.5%	5830
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	3.4% ⁽²⁾	841	1.0%	1820	2.2%	884	2.0%	1100	7.0% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	527	13.4% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	521	19.6% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	137	3.8%	5830
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	1.9% ⁽²⁾⁽³⁾	841	0.7%	1820	0.4%	884	1.1%	1100	2.8% ⁽²⁾⁽³⁾	527	5.8% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	521	14.0% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	137	1.8%	5830
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	2.5% ⁽²⁾⁽³⁾	841	0.4%	1820	0.6%	884	1.1%	1100	4.3% ⁽²⁾⁽³⁾⁽⁴⁾	527	5.6% ⁽²⁾⁽³⁾⁽⁴⁾	521	15.7% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	137	2.1%	5830
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	7.4% ⁽²⁾⁽³⁾⁽⁴⁾	841	3.5%	1820	2.8%	884	3.5%	1100	15.7% ⁽¹⁾⁽⁴⁾⁽²⁾⁽³⁾	527	24.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	521	44.6% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	137	7.9%	5830
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	78.2% ⁽⁵⁾⁽⁶⁾⁽⁷⁾	841	85.6% ⁽¹⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	87.8% ⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽¹⁾	884	88.6% ⁽¹⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1100	71.1% ⁽⁶⁾⁽⁷⁾	527	62.1% ⁽⁷⁾	521	42.8%	137	81.0%	5830
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	6.3%	841	7.6%	1820	6.3%	884	7.1%	1100	5.2%	527	7.0%	521	5.2%	137	6.8%	5830
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	9.0% ⁽⁵⁾⁽⁷⁾	841	11.2% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	9.9% ⁽⁷⁾⁽⁵⁾	884	8.4% ⁽⁵⁾⁽⁷⁾	1100	4.6% ⁽⁷⁾	527	6.7% ⁽⁷⁾	521	1.6%	137	8.9%	5830
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	17.9% ⁽⁶⁾⁽⁷⁾	841	19.6% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1820	19.4% ⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁵⁾	884	13.8% ⁽⁶⁾	1100	13.2%	527	8.7%	521	6.7%	137	16.4%	5830
MICROAGGREG_MICROAGGREGCMPLN_5b Someone told me that I complain too much because of my: race/ethnicity	5.0%	841	5.7% ⁽⁴⁾⁽⁵⁾	1820	4.4%	884	3.6%	1100	2.6%	527	4.4%	521	6.8%	137	4.6%	5830
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	6.5% ⁽⁵⁾	841	6.4% ⁽⁵⁾	1820	6.2% ⁽⁵⁾	884	5.7%	1100	3.2%	527	3.8%	521	2.7%	137	5.7%	5830
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	4.4% ⁽⁷⁾	841	3.3% ⁽⁷⁾	1820	5.3% ⁽⁷⁾⁽⁵⁾	884	3.3% ⁽⁷⁾	1100	2.1%	527	3.3%	521	1.1%	137	3.6%	5830
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	6.2% ⁽⁵⁾	841	6.7% ⁽⁵⁾	1820	6.8% ⁽⁵⁾	884	6.8% ⁽⁵⁾	1100	2.9%	527	4.0%	521	2.8%	137	6.0%	5830
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	5.4%	841	5.7%	1820	5.3%	884	5.1%	1100	4.8%	527	6.6%	521	13.0%	137	5.6%	5830
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	77.7%	841	73.8%	1820	74.9%	884	79.4% ⁽²⁾	1100	79.6% ⁽²⁾	527	81.1% ⁽²⁾⁽³⁾	521	74.5%	137	76.8%	5830
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	1.2%	841	0.4%	1820	0.6%	884	1.3%	1100	2.6% ⁽²⁾⁽³⁾	527	4.2% ⁽¹⁾⁽³⁾⁽²⁾⁽⁴⁾	521	11.1% ⁽⁴⁾⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	137	1.5%	5830
MICROAGGREG_MICROAGGREGAVOID_6b Someone avoided eye contact or avoided acknowledging me because of my: religion/spirituality	0.7%	841	1.1%	1820	1.1%	884	1.3%	1100	1.4%	527	2.7% ⁽¹⁾	521	1.3%	137	1.3%	5830
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	0.9%	841	1.0% ⁽⁵⁾	1820	0.6%	884	1.1% ⁽⁵⁾	1100	0.2%	527	2.4% ⁽⁵⁾	521	7.1% ⁽⁵⁾	137	1.1%	5830
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	9.2%	841	9.6%	1820	8.9%	884	8.9%	1100	14.5% ⁽¹⁾⁽³⁾⁽⁴⁾⁽²⁾	527	13.5%	521	12.4%	137	10.2%	5830
MICROAGGREG_MICROAGGREGCMPLN_6b Someone told me that I complain too much because of my: religion/spirituality	1.5% ⁽²⁾	841	0.5%	1820	0.7%	884	0.5%	1100	1.5%	527	1.1%	521	7.5% ⁽²⁾⁽³⁾⁽⁴⁾	137	1.0%	5830

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	0.8%	841	0.7%	1820	1.2%	884	1.1%	1100	1.7%	527	3.0% ^{(1) (2)}	521	3.6%	137	1.2%	5830
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.9%	841	0.3%	1820	0.4%	884	1.1%	1100	1.0%	527	2.4% ⁽²⁾	521	1.9%	137	0.8%	5830
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	4.4%	841	3.3%	1820	3.6%	884	2.9%	1100	9.2% ^{(3) (1) (2) (4)}	527	9.9% ^{(2) (3) (4) (1)}	521	18.6% ^{(1) (2) (3) (4)}	137	4.9%	5830
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	87.8% ^{(5) (6) (7)}	841	88.3% ^{(5) (6) (7)}	1820	88.1% ^{(5) (6) (7)}	884	88.2% ^{(5) (6) (7)}	1100	81.7% ⁽⁷⁾	527	78.4% ⁽⁷⁾	521	66.2%	137	86.2%	5830
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	9.3% ^{(2) (4) (5) (6) (7) (3)}	841	6.0% ^{(4) (5) (6) (7)}	1820	4.6% ^{(4) (5) (6)}	884	1.0%	1100	1.5%	527	1.1%	521	1.9%	137	4.4%	5830
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	7.6% ^{(2) (3) (4) (5) (6)}	841	3.9% ^{(3) (4) (5) (6)}	1820	2.0% ⁽⁴⁾	884	0.5%	1100	1.6%	527	1.1%	521	8.3% ⁽⁴⁾	137	3.1%	5830
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	87.3%	841	91.6% ⁽¹⁾	1820	93.8% ⁽¹⁾	884	98.1% ^{(1) (2) (3) (7)}	1100	95.8% ^{(1) (2) (7)}	527	96.1% ^{(2) (7) (1)}	521	86.0%	137	93.2%	5830
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	12.2%	841	13.3% ⁽⁶⁾	1820	16.6% ^{(1) (6) (7)}	884	19.5% ^{(1) (2) (5) (6) (7)}	1100	14.2% ⁽⁶⁾	527	9.2%	521	9.2%	137	14.4%	5830
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	12.8%	841	14.9%	1820	18.4% ⁽¹⁾	884	20.2% ^{(2) (6) (1)}	1100	19.3% ⁽¹⁾	527	14.9%	521	15.7%	137	16.5%	5830
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	8.7%	841	11.5% ⁽¹⁾	1820	10.8%	884	17.1% ^{(2) (3) (6) (1)}	1100	16.6% ^{(1) (2) (3)}	527	11.3%	521	13.5%	137	12.5%	5830
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	5.5%	841	6.1%	1820	8.2%	884	11.5% ^{(1) (2) (3)}	1100	9.2%	527	8.7%	521	8.3%	137	7.9%	5830
MICROAGGREG_MICROAGGREGCMPLN_8b Someone told me that I complain too much because of my: unsure of the motivation	7.2%	841	9.4%	1820	11.9% ⁽¹⁾	884	15.0% ^{(1) (2)}	1100	15.1% ^{(1) (2)}	527	12.1% ⁽¹⁾	521	11.6%	137	11.3%	5830
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	13.0%	841	18.3% ^{(1) (6)}	1820	18.2% ⁽¹⁾	884	20.1% ^{(6) (1)}	1100	22.0% ^{(1) (6) (7)}	527	14.3%	521	13.6%	137	17.7%	5830
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	1.9%	841	1.9%	1820	2.5%	884	3.1% ^{(1) (2)}	1100	2.2%	527	2.8%	521	4.8% ^{(5) (2) (1)}	137	2.4%	5830
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	14.0%	841	16.8% ^{(6) (7)}	1820	15.9% ⁽⁷⁾	884	20.2% ^{(1) (6) (5) (7) (3)}	1100	14.8%	527	12.5%	521	9.0%	137	16.1%	5830
MICROAGGREG_MICROAGGREGDISMISS_8b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: unsure of the motivation	10.7%	841	15.6% ⁽¹⁾	1820	16.3% ⁽¹⁾	884	17.0% ⁽¹⁾	1100	17.8% ⁽¹⁾	527	12.9%	521	13.4%	137	15.2%	5830
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	6.3%	841	9.0% ⁽¹⁾	1820	10.2% ⁽¹⁾	884	14.7% ^{(6) (7) (2) (1) (3)}	1100	11.2% ⁽¹⁾	527	8.4%	521	8.9%	137	10.0%	5830
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	67.4% ⁽²⁾	841	62.8%	1820	63.4%	884	63.3%	1100	61.5%	527	74.7% ^{(3) (4) (5) (1) (2)}	521	72.2%	137	64.8%	5830

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	3.86	717	4.36 ⁽¹⁾	1544	4.49 ⁽¹⁾⁽²⁾	783	4.69 ⁽¹⁾⁽²⁾⁽³⁾	915	4.73 ⁽¹⁾⁽²⁾⁽³⁾	443	4.75 ⁽¹⁾⁽²⁾⁽³⁾	429	4.70 ⁽¹⁾⁽²⁾	113	4.44	4944
UVAISVAL_2 Personally agree that UVA is - Safe	4.20	716	4.57 ⁽¹⁾	1552	4.70 ⁽¹⁾⁽²⁾	784	4.80 ⁽¹⁾⁽²⁾	915	4.94 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	443	4.94 ⁽¹⁾⁽²⁾⁽³⁾	431	5.26 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	117	4.66	4959
UVAISVAL_3 Personally agree that UVA is - Cooperative	3.90	711	4.41 ⁽¹⁾	1539	4.57 ⁽¹⁾⁽²⁾	779	4.73 ⁽¹⁾⁽²⁾⁽³⁾	912	4.77 ⁽¹⁾⁽²⁾⁽³⁾	441	4.75 ⁽¹⁾⁽²⁾⁽³⁾	427	4.70 ⁽¹⁾⁽²⁾	113	4.49	4922
UVAISVAL_4 Personally agree that UVA is - Elitist	4.96 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	719	4.67 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1541	4.56 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	777	4.24 ⁽⁶⁾	885	4.37 ⁽⁶⁾⁽⁷⁾	444	3.95	428	4.01	110	4.51	4903
UVAISVAL_5 Personally agree that UVA is - Hostile	2.84 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	713	2.43 ⁽⁵⁾⁽⁶⁾	1534	2.34 ⁽⁵⁾	782	2.34 ⁽⁵⁾	908	2.10	441	2.17	425	2.13	115	2.40	4918
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.53 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	711	2.24 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1544	2.10 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	783	2.07 ⁽⁶⁾⁽⁷⁾	913	1.95	443	1.89	425	1.79	116	2.16	4935
UVAISVAL_7 Personally agree that UVA is - Fair	3.73	715	4.22 ⁽¹⁾	1538	4.32 ⁽¹⁾	783	4.48 ⁽¹⁾⁽²⁾⁽³⁾	913	4.44 ⁽¹⁾⁽²⁾	443	4.52 ⁽¹⁾⁽²⁾⁽³⁾	423	4.28 ⁽¹⁾	117	4.26	4931
UVAISVAL_8 Personally agree that UVA is- Inclusive	3.43	716	4.00 ⁽¹⁾	1549	4.15 ⁽¹⁾⁽²⁾	782	4.48 ⁽¹⁾⁽²⁾⁽³⁾	892	4.58 ⁽¹⁾⁽²⁾⁽³⁾	441	4.57 ⁽³⁾⁽¹⁾⁽²⁾	424	4.36 ⁽¹⁾	114	4.13	4919
UVAISVAL_9 Personally agree that UVA is - Detached	3.73 ⁽²⁾⁽³⁾⁽⁷⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	697	3.29 ⁽⁶⁾⁽⁴⁾⁽⁵⁾	1502	3.23 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	759	2.92 ⁽⁶⁾	886	2.78	438	2.62	414	3.07 ⁽⁶⁾	111	3.17	4809
UVAISVAL_10 Personally agree that UVA is - Uncaring	3.12 ⁽²⁾⁽³⁾⁽⁷⁾⁽⁵⁾⁽⁴⁾⁽⁶⁾	711	2.66 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1532	2.54 ⁽⁶⁾⁽⁷⁾⁽⁵⁾	775	2.40 ⁽⁵⁾	903	2.21	437	2.26	419	2.12	110	2.57	4887
RUCCLIMSECWELC_RUCSAFSESECURE Agreement with- UVA is a safe and secure workplace	3.89	832	4.37 ⁽¹⁾	1795	4.58 ⁽¹⁾⁽²⁾	875	4.73 ⁽¹⁾⁽²⁾⁽³⁾	1080	4.76 ⁽¹⁾⁽³⁾⁽²⁾	521	4.89 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	500	5.00 ⁽¹⁾⁽²⁾⁽³⁾	135	4.50	5737
RUCCLIMSECWELC_RUCCLIMSECWELCPGMSEC Agreement with- My department/unit/program is a safe and secure place	4.44	457	4.89 ⁽¹⁾	881	5.01 ⁽¹⁾⁽²⁾	434	5.04 ⁽¹⁾⁽²⁾	570	5.12 ⁽¹⁾⁽²⁾	218	4.96 ⁽¹⁾	216	4.82	57	4.89	2834
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	2.36 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	826	2.10 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1764	2.00 ⁽⁶⁾⁽⁷⁾	876	1.91 ⁽⁶⁾⁽⁷⁾	1075	1.87 ⁽⁷⁾⁽⁶⁾	518	1.66	498	1.51	136	2.01	5695
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	1.86 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	821	1.74 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1751	1.61 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	870	1.56 ⁽⁶⁾⁽⁷⁾	1072	1.49 ⁽⁷⁾	514	1.43	493	1.31	134	1.64	5655
SGBKNDG_SGBKNDGDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	3.67	211	3.58	406	3.58	198	3.67	251	3.62	94	3.71 ⁽²⁾	101	3.72	25	3.63	1285
SGBKNDG_SGBKNDGG Level of knowledge- Where to get help at UVA if you, a colleague, or a student experienced sexual assault or other form of sexual or gender-based violence	3.37	381	3.37	742	3.52 ⁽²⁾	382	3.64 ⁽¹⁾⁽²⁾⁽⁵⁾	471	3.42	181	3.56 ⁽¹⁾⁽²⁾	172	3.63	49	3.47	2378
SGBKNDG_SGBKNDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	3.33	383	3.36	744	3.43	382	3.62 ⁽¹⁾⁽²⁾⁽³⁾	469	3.46	180	3.56 ⁽¹⁾	172	3.59	49	3.44	2379
SGBKNDG_SGBKNDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	3.95	212	3.91	405	3.94	200	3.93	250	3.87	92	3.90	102	3.89	25	3.92	1284
SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1.97 ⁽⁷⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	184	1.82 ⁽⁷⁾⁽⁴⁾⁽⁶⁾	360	1.79 ⁽⁴⁾⁽⁶⁾⁽⁷⁾	177	1.63 ⁽⁷⁾	221	1.72 ⁽⁷⁾	90	1.56 ⁽⁷⁾	98	1.38	23	1.76	1154
SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1.25 ⁽⁶⁾⁽⁷⁾⁽⁴⁾	211	1.24 ⁽⁷⁾⁽⁴⁾⁽⁶⁾	392	1.20	191	1.15	244	1.26 ⁽⁷⁾	93	1.15	103	1.11	25	1.21	1258
SXASLTPRBLM_SXASLTPRBLMLIHDOTHR How likely do you think it is that you will experience other forms of sexual or gender-based violence (stalking, IPV, etc) in the UVA workplace?	1.30 ⁽⁷⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾	213	1.22 ⁽⁶⁾⁽⁷⁾	391	1.20 ⁽⁷⁾	189	1.19 ⁽⁷⁾	242	1.28 ⁽⁷⁾⁽⁶⁾	92	1.14	101	1.06	25	1.22	1253
SXASLTPRBLM_SXASLTPRBLMLIHUVAEVNT How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1.37 ⁽⁷⁾⁽⁶⁾⁽²⁾⁽³⁾⁽⁴⁾	212	1.29 ⁽⁶⁾⁽⁷⁾⁽⁴⁾	388	1.27 ⁽⁶⁾⁽⁷⁾	189	1.22	242	1.28	91	1.18	101	1.14	25	1.28	1248
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.17 ⁽⁴⁾	378	2.20 ⁽⁴⁾⁽⁷⁾	737	2.22 ⁽⁴⁾⁽⁷⁾	379	2.09	468	2.21 ⁽⁴⁾⁽⁷⁾	178	2.15	175	2.08	48	2.17	2363
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.24 ⁽⁴⁾⁽⁷⁾	376	2.23 ⁽⁴⁾⁽⁷⁾	737	2.20 ⁽⁴⁾⁽⁷⁾	380	2.13 ⁽⁷⁾	467	2.23 ⁽⁴⁾⁽⁷⁾	178	2.20 ⁽⁷⁾	174	2.04	48	2.20	2360

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SGBHARASSFREQ_SGBHARASSFREQCOMAPPR Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities	2.18 ⁽⁷⁾	377	2.18 ⁽⁴⁾⁽⁷⁾	739	2.20 ⁽⁷⁾⁽⁴⁾	381	2.11 ⁽⁷⁾	467	2.25 ⁽⁴⁾⁽⁷⁾	178	2.17 ⁽⁷⁾	176	2.01	48	2.17	2365
SGBHARASSFREQ_SGBHARASSFREQAFTNOINT Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc after you said no or otherwise expressed not being interested	2.02	378	2.04 ⁽⁷⁾	738	2.03 ⁽⁷⁾	380	2.02	467	2.04	178	2.04	177	1.98	48	2.03	2366
SGBHARASSFREQ_SGBHARASSFREQCRUDE Past year frequency by someone at UVA- Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to	2.05	378	2.05	740	2.05	379	2.02	464	2.08	177	2.03	176	2.00	48	2.04	2364
SGBHARASSFREQ_SGBHARASSFREQMSSGS Past year frequency by someone at UVA - Emailed, texted, tweeted etc, offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want	2.03	377	2.02	739	2.03	379	2.00	466	2.04 ⁽⁷⁾	178	1.99	176	1.98	48	2.02	2363

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCWITBHD_BHDWITNESS_VAWCDISC2WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	19.8% ^{(4) (5) (6) (7)}	707	18.3% ^{(4) (5) (6) (7)}	1504	18.1% ^{(4) (7)}	764	12.2% ⁽⁷⁾	902	13.5% ⁽⁷⁾	443	13.2% ⁽⁷⁾	426	4.6%	114	16.1%	4860
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	26.7% ^{(2) (3) (4) (5) (6) (7)}	695	18.9% ^{(4) (5) (6) (7)}	1489	20.5% ^{(4) (5) (6) (7)}	750	10.2% ⁽⁶⁾	893	10.4% ⁽⁶⁾	442	5.4%	419	5.0%	113	16.4%	4801
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	19.1% ^{(2) (3) (4) (5) (6) (7)}	697	12.5% ^{(4) (5) (6) (7)}	1487	10.9% ^{(5) (6) (7)}	756	7.7% ⁽⁷⁾	900	5.8%	437	6.2%	420	2.3%	114	10.9%	4811
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	53.9% ^{(2) (3) (4) (5) (6) (7)}	693	39.8% ^{(4) (5) (6) (7)}	1478	35.6% ^{(4) (5) (6)}	754	24.0%	893	28.4% ⁽⁶⁾	434	19.7%	422	24.3%	107	35.1%	4781
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	2.0%	704	2.0%	1501	3.0%	759	3.1%	902	2.5%	439	2.9%	420	2.2%	110	2.5%	4836
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	32.2% ^{(2) (4) (5) (6) (7)}	697	25.2% ^{(4) (5) (6) (7)}	1481	27.6% ^{(4) (5) (6) (7)}	748	16.9% ^{(6) (7)}	883	15.4% ⁽⁶⁾	434	8.0%	417	8.0%	112	22.3%	4772
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	43.0% ⁽⁴⁾	689	42.0% ⁽⁴⁾	1447	45.2% ⁽⁴⁾	749	35.3%	879	55.6% ^{(1) (2) (3) (4)}	439	54.5% ^{(1) (2) (3) (4)}	410	68.8% ^{(1) (2) (3) (4) (5) (6)}	102	44.3%	4715
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	7.1% ^{(2) (3) (4) (5) (7)}	700	4.5% ⁽⁷⁾	1488	4.2% ⁽⁷⁾	754	4.0% ⁽⁷⁾	903	4.0% ⁽⁷⁾	433	4.4% ⁽⁷⁾	423	0.0%	111	4.6%	4811
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	52.6% ^{(2) (3) (4) (5) (6) (7)}	699	45.2% ^{(4) (5) (6) (7)}	1466	41.7% ^{(4) (5) (6) (7)}	751	28.4% ⁽⁶⁾	890	34.0% ⁽⁶⁾	437	19.8%	423	27.2%	106	38.9%	4771
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	30.2% ^{(2) (4) (6)}	699	25.0% ⁽⁴⁾	1473	26.6% ⁽⁴⁾	744	18.8%	894	29.1% ⁽⁴⁾	434	22.6%	417	34.6% ⁽⁴⁾	114	25.3%	4774
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	33.3% ^{(3) (4) (5) (6) (7)}	698	28.9% ^{(4) (5) (6) (7)}	1481	26.4% ^{(4) (5) (6) (7)}	752	13.9%	899	19.0%	435	13.1%	420	14.9%	111	23.7%	4795
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	33.0% ^{(2) (3) (4) (5) (6) (7)}	700	25.1% ^{(4) (5) (6)}	1485	25.0% ^{(4) (5) (6)}	747	16.2%	900	18.5%	436	17.2%	413	16.2%	113	23.1%	4794
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	9.7% ^{(5) (7)}	702	10.8% ^{(5) (6) (7)}	1486	8.9% ⁽⁵⁾	760	8.1%	891	5.4%	438	6.7%	414	5.0%	114	8.9%	4804
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	1.9% ⁽⁵⁾	701	1.4% ⁽⁵⁾	1483	2.9% ⁽⁵⁾	755	3.4% ^{(2) (5)}	888	0.2%	436	1.9%	414	1.7%	113	2.0%	4790
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	4.8% ^{(5) (4) (2)}	700	2.3%	1481	2.4%	754	1.7%	888	1.7%	436	3.1%	414	2.2%	114	2.6%	4788
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	33.6% ^{(2) (3) (4) (5) (6) (7)}	696	21.7% ^{(4) (6) (5)}	1459	20.5% ^{(4) (5) (6)}	761	13.6%	888	12.4%	432	10.4%	412	20.5%	113	19.9%	4761
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	0.1%	701	0.2%	1486	0.4%	755	0.6%	887	0.3%	434	0.7%	412	1.7%	113	0.4%	4786
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	4.9%	700	3.5%	1477	5.7% ^{(5) (6)}	755	4.6%	888	1.9%	434	2.3%	412	3.5%	113	4.0%	4777
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	16.1% ^{(2) (3)}	693	9.3%	1470	9.4%	759	14.1% ^{(2) (3)}	886	26.4% ^{(1) (2) (3) (4)}	433	37.2% ^{(2) (1) (3) (4) (5)}	404	53.8% ^{(1) (2) (3) (4) (5) (6)}	106	16.1%	4751

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPBHD In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	0.8% ⁽⁷⁾	700	0.8% ⁽⁷⁾	1477	0.4%	757	0.7% ⁽⁷⁾	888	0.6%	434	1.7%	413	0.0%	114	0.8%	4783
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	13.6% ⁽⁶⁾	703	14.0% ⁽⁶⁾	1460	12.5% ⁽⁶⁾	758	13.1% ⁽⁶⁾	887	10.5%	434	7.6%	412	19.6% ⁽⁶⁾	113	12.8%	4767
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	7.6%	696	7.8%	1467	8.5%	758	7.5%	886	12.4% ⁽²⁾⁽⁴⁾	432	10.9%	414	20.9% ⁽³⁾⁽⁴⁾⁽¹⁾⁽²⁾	107	8.8%	4760
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	8.8% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽³⁾⁽²⁾	689	4.6% ⁽⁴⁾⁽⁵⁾	1473	3.6% ⁽⁴⁾	754	1.4%	892	1.7%	434	3.3%	410	5.5%	110	4.1%	4761
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	8.0%	699	6.4%	1471	7.6%	749	6.9%	886	5.6%	434	8.3%	410	16.6% ⁽²⁾⁽⁵⁾	113	7.3%	4762
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	4.3% ⁽⁶⁾	545	4.3% ⁽⁴⁾⁽⁶⁾	1010	3.7% ⁽⁶⁾	500	2.2% ⁽⁶⁾	489	2.8% ⁽⁶⁾	294	0.2%	276	1.9%	80	3.3%	3195
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	24.5%	545	26.0%	1010	24.8%	500	22.4%	489	20.3%	294	22.1%	276	27.8%	80	24.2%	3195
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	24.6% ⁽⁶⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	545	14.8% ⁽⁶⁾	1010	16.2% ⁽⁶⁾	500	13.8%	489	12.7%	294	8.9%	276	21.9%	80	16.0%	3195
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	7.3% ⁽⁶⁾	545	9.5% ⁽⁵⁾⁽⁶⁾	1010	7.6% ⁽⁶⁾	500	9.3% ⁽⁵⁾⁽⁶⁾	489	4.3%	294	2.4%	276	6.1%	80	7.6%	3195
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	4.4% ⁽⁶⁾	545	5.2% ⁽³⁾⁽⁴⁾⁽⁶⁾	1010	2.7% ⁽⁶⁾	500	2.3%	489	6.0% ⁽⁶⁾	294	0.8%	276	3.3%	80	3.9%	3195
BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	0.7%	545	0.9% ⁽⁴⁾	1010	1.0%	500	0.2%	489	0.8%	294	0.3%	276	1.2%	80	0.7%	3195
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	28.4%	545	26.2%	1010	27.8%	500	32.5% ⁽²⁾	489	32.9%	294	44.6% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾⁽³⁾	276	41.7%	80	30.4%	3195
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	22.5% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽²⁾	545	17.4% ⁽⁴⁾⁽⁶⁾	1010	17.2% ⁽⁶⁾	500	12.1%	489	12.4%	294	10.2%	276	12.5%	80	16.2%	3195
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	17.3% ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	545	12.3% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1010	10.7% ⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁵⁾	500	6.2% ⁽⁶⁾⁽⁷⁾	489	3.9% ⁽⁷⁾	294	2.6%	276	0.0%	80	10.0%	3195
BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	0.8%	545	1.9% ⁽⁴⁾⁽⁶⁾	1010	2.0% ⁽⁶⁾	500	0.4%	489	0.9%	294	0.0%	276	3.3%	80	1.3%	3195
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	13.7%	545	14.7%	1010	11.0%	500	11.2%	489	12.0%	294	14.5%	276	18.9%	80	13.3%	3195
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	31.7% ⁽⁵⁾⁽³⁾⁽⁴⁾⁽⁶⁾	545	28.8% ⁽⁴⁾	1010	24.4%	500	22.8%	489	21.9%	294	22.2%	276	21.7%	80	26.3%	3195
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	5.9%	545	4.6%	1010	4.5%	500	6.4%	489	5.9%	294	6.3%	276	8.9%	80	5.5%	3195

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.86	429	2.94 ⁽³⁾	897	2.82	486	3.08 ⁽¹⁾⁽²⁾⁽³⁾	593	2.97	286	3.07 ⁽¹⁾⁽³⁾	305	3.08	77	2.96	3073
CVLLECMFRTCONTACT_CVLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	3.31 ⁽⁷⁾	160	3.32 ⁽⁷⁾	319	3.24	151	3.29	209	3.25	74	3.29	92	3.06	20	3.29	1026
CVLLECMFRTCONTACT_CVLECMFRTCONTACTHR Degree of comfort contacting - Human Resources	2.99	188	3.07	358	3.02	176	3.20 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	220	3.20 ⁽¹⁾⁽³⁾⁽⁷⁾	83	3.11	96	2.86	23	3.08	1144
CVLLECMFRTCONTACT_CVLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police	2.70	189	3.00 ⁽¹⁾	360	3.03 ⁽¹⁾	173	3.25 ⁽¹⁾⁽²⁾⁽³⁾	219	3.21 ⁽¹⁾⁽²⁾⁽³⁾	81	3.29 ⁽¹⁾⁽²⁾⁽³⁾	96	3.29 ⁽¹⁾⁽²⁾⁽³⁾	23	3.05	1142
CVLLECMFRTCONTACT_CVLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	2.90	576	3.00 ⁽¹⁾⁽³⁾⁽⁶⁾⁽⁷⁾	1211	2.87	628	3.03 ⁽¹⁾⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	725	2.89	353	2.79	357	2.68	94	2.93	3945
CVLLECMFRTCONTACT_CVLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.90	558	2.99 ⁽³⁾⁽⁶⁾	1123	2.84	580	3.01 ⁽¹⁾⁽³⁾⁽⁵⁾⁽⁶⁾	703	2.87	345	2.77	343	2.78	93	2.92	3745
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.71	664	2.89 ⁽¹⁾	1417	2.90 ⁽¹⁾	725	3.04 ⁽¹⁾⁽²⁾⁽³⁾	820	3.00 ⁽¹⁾	406	3.03 ⁽¹⁾⁽²⁾⁽³⁾	399	3.09 ⁽¹⁾	107	2.92	4538
CVLLECMFRTCONTACT_CVLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.03	612	2.32 ⁽¹⁾	1293	2.36 ⁽¹⁾	660	2.66 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	741	2.50 ⁽¹⁾⁽²⁾	363	2.59 ⁽¹⁾⁽²⁾⁽³⁾	374	2.61 ⁽¹⁾⁽²⁾	106	2.39	4149
CVLLECMFRTCONTACT_CVLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.13	588	2.38 ⁽¹⁾	1196	2.40 ⁽¹⁾	623	2.71 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	667	2.51 ⁽¹⁾	347	2.67 ⁽¹⁾⁽²⁾⁽³⁾	341	2.78 ⁽¹⁾⁽²⁾⁽³⁾	97	2.45	3858
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police	2.48	187	2.72 ⁽¹⁾	348	2.80 ⁽¹⁾	173	3.05 ⁽¹⁾⁽²⁾⁽³⁾	214	3.00 ⁽¹⁾⁽²⁾⁽³⁾	77	3.16 ⁽³⁾⁽¹⁾⁽²⁾	94	3.07 ⁽³⁾⁽¹⁾⁽²⁾	23	2.82	1116
CVLLECMFRTCONTACT_CVLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.68	572	2.91 ⁽¹⁾⁽³⁾⁽⁵⁾	1131	2.73	571	2.97 ⁽¹⁾⁽⁵⁾⁽⁶⁾⁽³⁾	623	2.77	321	2.78	331	2.63	86	2.82	3634
CVLLECMFRTCONTACT_CVLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.32	678	2.69 ⁽¹⁾	1456	2.72 ⁽¹⁾	748	2.99 ⁽³⁾⁽¹⁾⁽²⁾	833	2.95 ⁽¹⁾⁽²⁾⁽³⁾	419	3.11 ⁽¹⁾⁽²⁾⁽³⁾	408	3.28 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	111	2.77	4652
CVLLECMFRTCONTACT_CVLECMFRTCONTACTAMB Degree of comfort contacting - UVA Security Ambassadors	2.40	553	2.72 ⁽¹⁾	1226	2.67 ⁽¹⁾	651	2.97 ⁽¹⁾⁽²⁾⁽³⁾	717	2.93 ⁽¹⁾⁽²⁾⁽³⁾	364	3.04 ⁽³⁾⁽¹⁾⁽²⁾	361	3.22 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	96	2.77	3966
CVLLECMFRTCONTACT_CVLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	3.18 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	633	3.16 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1280	2.96 ⁽⁶⁾⁽⁷⁾	676	3.02 ⁽⁶⁾⁽⁷⁾	732	2.89 ⁽⁷⁾	363	2.77	356	2.53	91	3.03	4131
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office	2.94	187	3.02	346	3.02	169	3.11 ⁽¹⁾	210	2.98	74	2.98	91	2.84	21	3.01	1098
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair	3.27 ⁽⁶⁾	186	3.21	343	3.22	167	3.20	210	3.20	78	3.11	90	3.02	21	3.21	1095
CVLLECMFRTCONTACT_CVLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.65	280	2.84 ⁽¹⁾	594	2.78	323	2.97 ⁽¹⁾⁽²⁾⁽³⁾	437	2.94 ⁽¹⁾	177	3.01 ⁽¹⁾⁽²⁾⁽³⁾	202	3.15 ⁽¹⁾	48	2.87	2059
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean	2.40	468	2.71 ⁽¹⁾	1085	2.74 ⁽¹⁾	556	2.93 ⁽¹⁾⁽²⁾⁽³⁾	608	2.93 ⁽¹⁾⁽²⁾⁽³⁾	331	3.08 ⁽¹⁾⁽²⁾⁽³⁾	305	3.02 ⁽¹⁾⁽²⁾	83	2.77	3435
CVLLECMFRTCONTACT_CVLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor	2.73	479	2.96 ⁽¹⁾	1107	2.87	573	3.13 ⁽³⁾⁽¹⁾⁽²⁾	630	3.01 ⁽¹⁾	333	3.16 ⁽³⁾⁽¹⁾⁽²⁾	311	3.26 ⁽³⁾⁽¹⁾⁽²⁾	86	2.98	3519
CVLLECMFRTCONTACT_CVLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty	2.87	502	3.00 ⁽¹⁾	1132	3.00	582	3.10 ⁽¹⁾⁽²⁾	642	3.14 ⁽¹⁾⁽²⁾	345	3.20 ⁽³⁾⁽¹⁾⁽²⁾	315	3.38 ⁽³⁾⁽⁴⁾⁽¹⁾⁽²⁾	91	3.04	3610
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center	2.74	372	2.88 ⁽¹⁾⁽³⁾	839	2.72	462	3.01 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	483	2.81	276	3.08 ⁽²⁾⁽⁵⁾⁽¹⁾⁽³⁾	257	3.07 ⁽³⁾	70	2.87	2759
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSTUH Degree of comfort contacting - Student Health/Counseling	2.96	466	3.14 ⁽¹⁾⁽³⁾	1070	3.01	550	3.11 ⁽¹⁾	590	3.06	313	3.16 ⁽¹⁾	304	3.17	85	3.08	3378
CVLLECMFRTCONTACT_CVLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police	1.97	496	2.45 ⁽¹⁾	1118	2.51 ⁽¹⁾	580	2.79 ⁽¹⁾⁽²⁾⁽³⁾	616	2.79 ⁽¹⁾⁽²⁾⁽³⁾	341	3.06 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	308	3.46 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁵⁾	88	2.56	3548
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	3.90	833	4.40 ⁽¹⁾	1799	4.51 ⁽¹⁾⁽²⁾	874	4.75 ⁽¹⁾⁽²⁾⁽³⁾	1076	4.86 ⁽¹⁾⁽²⁾⁽³⁾	519	4.86 ⁽¹⁾⁽²⁾⁽³⁾	501	4.71 ⁽¹⁾	134	4.50	5736
RUCCLIMSECWELC_RUCCLIMSECWELCPGMWELCOME Agreement with- My department/unit is a welcoming place	4.36	457	4.82 ⁽¹⁾	889	4.88 ⁽¹⁾	435	5.00 ⁽²⁾⁽¹⁾	564	5.02 ⁽²⁾⁽¹⁾	217	4.96 ⁽¹⁾	215	4.66	57	4.81	2835
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.30 ⁽⁷⁾	819	4.54 ⁽¹⁾⁽⁷⁾	1767	4.66 ⁽¹⁾⁽⁶⁾⁽⁷⁾	859	4.62 ⁽¹⁾⁽⁷⁾	1031	4.67 ⁽¹⁾⁽⁶⁾⁽⁷⁾	513	4.43 ⁽⁷⁾	470	3.65	128	4.52	5588
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	4.62	740	4.95 ⁽¹⁾	1509	5.10 ⁽²⁾⁽¹⁾	750	5.15 ⁽²⁾⁽¹⁾	926	5.21 ⁽¹⁾⁽²⁾	452	5.23 ⁽¹⁾⁽²⁾	457	4.93	126	5.01	4960
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	4.92	729	5.03 ⁽¹⁾	1497	5.10 ⁽¹⁾	745	5.12 ⁽¹⁾⁽²⁾	923	5.18 ⁽¹⁾⁽²⁾	450	5.21 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	451	5.07	124	5.07	4919
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	3.81	731	4.31 ⁽¹⁾	1489	4.50 ⁽¹⁾⁽²⁾	744	4.57 ⁽¹⁾⁽²⁾⁽⁷⁾	922	4.56 ⁽⁷⁾⁽¹⁾⁽²⁾	447	4.55 ⁽¹⁾⁽²⁾⁽⁷⁾	454	4.14	122	4.35	4908

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.45	799	4.68 ⁽¹⁾	1706	4.83 ⁽¹⁾⁽²⁾⁽⁷⁾⁽⁶⁾	854	4.79 ⁽¹⁾⁽²⁾⁽⁶⁾⁽⁷⁾	1038	4.75 ⁽¹⁾	505	4.60	490	4.41	132	4.68	5523
DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	3.41	782	3.92 ⁽¹⁾	1675	4.08 ⁽¹⁾⁽²⁾	841	4.28 ⁽¹⁾⁽²⁾⁽⁷⁾⁽³⁾	1014	4.25 ⁽¹⁾⁽⁷⁾⁽²⁾⁽³⁾	495	4.31 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	478	3.85 ⁽¹⁾	123	4.00	5409
DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.18	779	4.37 ⁽¹⁾	1670	4.46 ⁽¹⁾	837	4.52 ⁽¹⁾⁽²⁾	1007	4.44 ⁽¹⁾	494	4.38 ⁽¹⁾	470	4.26	125	4.39	5383
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	4.02	804	4.37 ⁽¹⁾	1717	4.52 ⁽²⁾⁽¹⁾	860	4.59 ⁽²⁾⁽¹⁾	1043	4.76 ⁽¹⁾⁽²⁾⁽³⁾	508	4.69 ⁽²⁾⁽¹⁾	490	4.44 ⁽¹⁾	129	4.45	5550
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.38	802	4.66 ⁽¹⁾	1709	4.72 ⁽¹⁾	855	4.73 ⁽¹⁾	1037	4.80 ⁽¹⁾	508	4.72 ⁽¹⁾	486	4.63	128	4.66	5524

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARTICIPATION_1b Participation as a UVA student - I do not participate in any clubs or organizations at UVA	14.2%	597	14.3%	1354	13.8%	664	22.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	803	10.6%	422	12.7%	394	11.3%	108	15.1%	4342
PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization	27.3%	597	25.7%	1354	25.2%	664	27.8%	803	32.4% ⁽⁶⁾	422	21.6%	394	27.6%	108	26.6%	4342
PARTICIPATION_3b Participation as a UVA student - Athletic team	13.6% ⁽⁴⁾	597	13.5% ⁽⁴⁾⁽⁵⁾	1354	11.3%	664	8.7%	803	8.6%	422	10.8%	394	6.2%	108	11.4%	4342
PARTICIPATION_4b Participation as a UVA student - Club sport	4.5%	597	4.5%	1354	3.7%	664	3.7%	803	5.7%	422	10.3% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	394	14.5% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	108	5.1%	4342
PARTICIPATION_5b Participation as a UVA student - Culture-specific organization	10.3%	597	12.5%	1354	15.9% ⁽¹⁾	664	18.1% ⁽¹⁾⁽²⁾	803	17.4% ⁽¹⁾	422	22.1% ⁽¹⁾⁽²⁾	394	21.8%	108	15.3%	4342
PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization	25.3% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	597	25.3% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1354	19.7% ⁽⁶⁾⁽⁷⁾	664	17.5% ⁽⁶⁾⁽⁷⁾	803	13.8% ⁽⁷⁾	422	9.7% ⁽⁷⁾	394	2.7%	108	19.9%	4342
PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	6.8%	597	12.9% ⁽¹⁾	1354	19.5% ⁽¹⁾⁽²⁾	664	23.3% ⁽¹⁾⁽²⁾	803	33.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	422	37.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	394	48.3% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	108	20.0%	4342
PARTICIPATION_8b Participation as a UVA student - Greek letter organization	18.1% ⁽⁴⁾⁽⁷⁾	597	15.4% ⁽⁴⁾	1354	17.3% ⁽⁴⁾⁽⁷⁾	664	9.4%	803	15.4% ⁽⁴⁾	422	15.6% ⁽⁴⁾	394	8.8%	108	14.8%	4342
PARTICIPATION_9b Participation as a UVA student - Health and wellness organization	12.3%	597	16.8% ⁽¹⁾	1354	22.7% ⁽¹⁾⁽²⁾	664	18.5% ⁽¹⁾	803	33.1% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	422	30.2% ⁽¹⁾⁽²⁾⁽⁴⁾	394	20.4%	108	20.3%	4342
PARTICIPATION_10b Participation as a UVA student - Performance organization	12.8% ⁽⁶⁾⁽⁷⁾	597	10.4% ⁽⁶⁾⁽⁷⁾	1354	13.2% ⁽⁶⁾⁽⁷⁾	664	10.9% ⁽⁷⁾⁽⁶⁾	803	8.6% ⁽⁶⁾⁽⁷⁾	422	2.8%	394	1.2%	108	10.2%	4342
PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization	31.7% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	597	14.9% ⁽⁴⁾	1354	13.5% ⁽⁴⁾	664	6.8%	803	11.4%	422	19.8% ⁽⁴⁾⁽⁵⁾	394	35.1% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	108	16.1%	4342
PARTICIPATION_12b Participation as a UVA student - Professional organization	19.0%	597	19.7%	1354	25.9% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁷⁾	664	17.8%	803	25.8% ⁽⁴⁾⁽⁷⁾	422	21.9%	394	14.1%	108	20.8%	4342
PARTICIPATION_13b Participation as a UVA student - Publication/media organization	11.6% ⁽⁵⁾⁽⁴⁾	597	8.8% ⁽⁴⁾	1354	8.0%	664	5.0%	803	5.9%	422	7.9%	394	8.8%	108	8.0%	4342
PARTICIPATION_14b Participation as a UVA student - Recreational organization	16.9%	597	19.7%	1354	17.9%	664	17.7%	803	21.1%	422	26.3% ⁽³⁾⁽⁴⁾⁽¹⁾⁽⁷⁾	394	10.9%	108	19.2%	4342
PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization	32.1% ⁽⁴⁾⁽⁷⁾	597	31.9% ⁽⁶⁾⁽⁴⁾⁽⁷⁾	1354	37.2% ⁽⁶⁾⁽⁴⁾⁽⁷⁾	664	23.2% ⁽⁷⁾	803	37.5% ⁽⁴⁾⁽⁷⁾⁽⁶⁾	422	24.8% ⁽⁷⁾	394	11.4%	108	30.5%	4342
PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)	5.0%	597	6.2%	1354	3.9%	664	5.3%	803	5.5%	422	4.2%	394	5.3%	108	5.3%	4342
WHYLEAVEUVA Have you considered leaving UVA in the past year?	48.8% ⁽⁴⁾⁽²⁾⁽³⁾⁽⁶⁾⁽⁵⁾⁽⁷⁾	787	38.6% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	1703	35.0% ⁽⁵⁾	850	33.8%	1032	28.7%	497	30.2%	484	29.2%	131	36.7%	5484
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	45.2% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	384	38.1% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	658	22.4%	298	28.0% ⁽⁵⁾	350	17.1%	143	20.7%	146	28.0%	38	32.5%	2018
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	6.7%	384	5.3%	658	6.0%	298	7.5%	350	9.6%	143	6.0%	146	10.6%	38	6.5%	2018
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	58.9% ⁽⁵⁾⁽⁶⁾	384	58.4% ⁽⁶⁾⁽⁵⁾	658	52.7%	298	53.7%	350	47.7%	143	43.2%	146	54.7%	38	54.9%	2018
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	36.6% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	384	31.4% ⁽⁶⁾⁽⁷⁾	658	29.5% ⁽⁷⁾	298	26.7% ⁽⁷⁾	350	25.6% ⁽⁷⁾	143	21.3% ⁽⁷⁾	146	6.4%	38	29.7%	2018
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	1.3% ⁽⁶⁾	384	1.3% ⁽⁶⁾	658	1.0%	298	0.5%	350	1.2%	143	0.3%	146	2.2%	38	1.0%	2018
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	3.0%	384	2.1%	658	1.4%	298	2.3%	350	2.1%	143	1.8%	146	6.0%	38	2.2%	2018
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	11.3%	384	12.4%	658	11.2%	298	10.9%	350	14.0%	143	11.7%	146	8.1%	38	11.7%	2018
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	7.3% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	384	5.1% ⁽⁵⁾	658	6.5% ⁽⁵⁾	298	3.1% ⁽⁵⁾	350	0.0%	143	3.7% ⁽⁵⁾	146	8.5%	38	5.0%	2018
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	7.3%	384	7.5%	658	6.0%	298	7.8%	350	7.6%	143	5.5%	146	4.7%	38	7.1%	2018
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	13.2%	384	15.3%	658	12.7%	298	16.2%	350	19.2% ⁽³⁾⁽⁷⁾	143	16.2%	146	10.3%	38	14.9%	2018
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	13.5%	384	14.0%	658	12.2%	298	16.0%	350	20.7% ⁽²⁾⁽¹⁾⁽³⁾	143	17.7%	146	12.7%	38	14.7%	2018
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	3.7%	384	4.3%	658	3.2%	298	3.8%	350	3.2%	143	3.5%	146	10.5%	38	3.9%	2018
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	24.0% ⁽⁷⁾⁽²⁾⁽⁴⁾⁽⁶⁾	384	16.8% ⁽⁷⁾	658	20.6% ⁽⁷⁾	298	16.5% ⁽⁷⁾	350	17.7% ⁽⁷⁾	143	13.3%	146	5.1%	38	18.3%	2018

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	3.0%	384	2.5%	658	2.1%	298	2.8%	350	1.3%	143	1.3%	146	5.4%	38	2.5%	2018
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	2.7%	384	1.9%	658	1.9%	298	2.4%	350	1.8%	143	1.3%	146	4.7%	38	2.1%	2018
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	21.9%	384	23.8% ⁽⁵⁾	658	26.3% ⁽⁵⁾	298	24.8% ⁽⁵⁾	350	16.0%	143	28.9% ⁽⁵⁾	146	36.5% ⁽⁵⁾	38	24.0%	2018
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	10.0%	384	14.5%	658	12.4%	298	13.7%	350	8.9%	143	12.9%	146	12.8%	38	12.6%	2018
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	11.5%	384	15.9%	658	21.4% ⁽¹⁾ ⁽⁷⁾	298	18.8% ⁽¹⁾	350	15.5%	143	12.0%	146	6.9%	38	15.9%	2018
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	10.1%	384	11.3%	658	11.5%	298	12.4%	350	7.3%	143	9.7%	146	9.6%	38	10.9%	2018
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	22.7% ⁽⁷⁾	384	19.0% ⁽⁷⁾	658	15.9% ⁽⁷⁾	298	20.6% ⁽⁷⁾	350	19.2% ⁽⁷⁾	143	14.6% ⁽⁷⁾	146	2.6%	38	18.9%	2018
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	3.6%	384	5.8%	658	4.2%	298	4.3%	350	5.1%	143	5.4%	146	7.1%	38	4.8%	2018

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCVALLDSHP Agreement with: - I feel valued as an individual by my department chair or equivalent	4.87	237	4.79	453	4.83	214	4.83	287	4.66	103	4.77	121	4.58	27	4.80	1442
VAWCSTMT_VAWCVALLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.65	711	4.85 ⁽¹⁾	1458	4.81 ⁽¹⁾	722	4.82 ⁽¹⁾	888	4.88 ⁽¹⁾	414	4.78	401	4.86	120	4.81	4715
ISE1_ISELECTURE Difficulty as an international member of UVA - Understanding workplace/department meetings and learning environment discussions/lectures	3.85	31	3.96	98	3.54	56	3.70	108	3.50	13	4.59 ⁽³⁾⁽⁴⁾⁽⁵⁾	7	4.42 ⁽³⁾⁽⁴⁾⁽⁵⁾	3	3.78	316
ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	3.73	24	3.61	86	3.41	43	3.50	106	3.50	9	4.41 ⁽³⁾	7	4.57 ⁽²⁾⁽³⁾⁽⁴⁾	3	3.57	280
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	4.17 ⁽²⁾⁽³⁾⁽⁴⁾	31	3.54	97	3.16	56	3.44	108	3.63	13	4.35 ⁽³⁾	7	4.14	3	3.53	315
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	3.25	31	3.60 ⁽³⁾	97	2.90	56	3.38	107	3.38	13	3.97 ⁽³⁾	7	3.28	3	3.36	314
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	3.90	31	4.07 ⁽⁴⁾	97	3.79	55	3.75	105	3.63	11	4.41	7	4.14	3	3.89	310
ISE1_ISESOCIAL Difficulty as an international member of UVA - Fitting into the social scene, such as finding organizations and groups/staff/faculty where you feel comfortable and can socialize	3.12	31	3.32 ⁽³⁾	93	2.79	54	3.35 ⁽³⁾	107	3.20	13	4.51 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	7	3.28	3	3.24	307
CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	3.39 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	216	3.21 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	408	3.16 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	202	2.66 ⁽⁶⁾⁽⁷⁾	251	2.67 ⁽⁶⁾⁽⁷⁾	94	2.37	107	2.12	25	3.00	1303
CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events	2.20	216	2.56 ⁽¹⁾	406	2.78 ⁽¹⁾⁽²⁾	202	2.68 ⁽¹⁾	252	2.74 ⁽¹⁾	94	2.84 ⁽¹⁾⁽²⁾	107	2.69	26	2.60	1303
CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events	2.76 ⁽⁷⁾	216	2.84 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	408	2.94 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	201	2.71 ⁽⁷⁾	251	2.65 ⁽⁷⁾	93	2.59	105	2.30	26	2.77	1300
CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1.83	194	1.93 ⁽⁷⁾	377	1.96 ⁽⁷⁾	189	2.02 ⁽¹⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	239	1.78	88	1.82	100	1.62	25	1.91	1212
CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1.44	216	1.42	406	1.52	202	1.58 ⁽²⁾	250	1.59	94	1.48	105	1.84	27	1.50	1299
CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events	3.63 ⁽⁴⁾⁽⁶⁾	216	3.57 ⁽⁶⁾	408	3.54 ⁽⁶⁾	202	3.46 ⁽⁶⁾	248	3.46	94	3.22	105	3.27	26	3.51	1299
CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	3.38 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	216	3.07 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	409	2.98 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	203	2.81 ⁽⁶⁾	251	2.75	93	2.56	106	2.53	26	2.98	1304
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.37	636	4.50 ⁽¹⁾	1325	4.54 ⁽¹⁾	664	4.73 ⁽¹⁾⁽²⁾⁽³⁾	798	4.62 ⁽¹⁾	365	4.76 ⁽¹⁾⁽²⁾⁽³⁾	364	4.97 ⁽¹⁾⁽²⁾⁽³⁾	102	4.57	4254
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.13 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	717	4.23 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	1510	4.15 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	759	4.13 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	886	3.82 ⁽⁷⁾	431	3.57 ⁽⁷⁾	408	2.70	112	4.06	4823
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.48 ⁽⁶⁾⁽⁷⁾	704	4.57 ⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1473	4.35 ⁽⁶⁾⁽⁷⁾	754	4.47 ⁽⁶⁾⁽⁷⁾	857	4.32 ⁽⁶⁾⁽⁷⁾	412	3.96 ⁽⁷⁾	383	3.18	97	4.40	4680
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	5.11 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	218	4.67 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	406	4.51 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	197	4.45 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	249	3.88 ⁽⁷⁾	91	3.92 ⁽⁷⁾	102	3.22	22	4.54	1284
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	3.54	699	3.72 ⁽¹⁾	1489	3.84 ⁽¹⁾	757	4.06 ⁽¹⁾⁽²⁾⁽³⁾	886	4.29 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	428	4.62 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	413	4.62 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	113	3.93	4785

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
EMPOWER_EMPOWERPARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	3.81	446	4.30 ⁽¹⁾	975	4.25 ⁽¹⁾	524	4.47 ⁽¹⁾⁽²⁾⁽³⁾	570	4.54 ⁽¹⁾⁽²⁾⁽³⁾	318	4.56 ⁽¹⁾⁽²⁾⁽³⁾	261	4.61 ⁽¹⁾	81	4.31	3176
EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.10	458	4.46 ⁽¹⁾	992	4.41 ⁽¹⁾	532	4.57 ⁽¹⁾	575	4.60 ⁽¹⁾	319	4.61 ⁽¹⁾	260	4.82 ⁽¹⁾	84	4.45	3220
EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	3.68	451	4.04 ⁽¹⁾	1017	4.14 ⁽¹⁾	528	4.27 ⁽¹⁾⁽²⁾	600	4.29 ⁽¹⁾⁽²⁾	330	4.41 ⁽¹⁾⁽²⁾⁽³⁾	287	4.81 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	81	4.12	3295
EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.01	468	4.22 ⁽¹⁾	1049	4.28 ⁽¹⁾	548	4.43 ⁽¹⁾⁽²⁾	606	4.44 ⁽¹⁾⁽²⁾	333	4.51 ⁽¹⁾⁽²⁾⁽³⁾	299	4.96 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	86	4.31	3389
EMPOWER_EMPOWERTECHCONTRO Agreement with: - When relevant to the course(s) I teach, I feel empowered to include controversial topics or statements in classroom discussions	4.67 ⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	103	4.45 ⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	145	4.11 ⁽⁷⁾	67	4.37 ⁽⁷⁾	53	3.55 ⁽⁷⁾	16	3.86 ⁽⁷⁾	12	2.08	4	4.36	400
EMPOWER_EMPOWERINCLUSV Agreement with: - I am intentionally inclusive of the topics/subjects examined in my courses or research (as applicable)	5.20 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	100	4.90	144	4.85	61	4.80	49	4.44	16	4.23	12	5.05	4	4.92	387
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.49 ⁽⁶⁾⁽⁷⁾	833	1.49 ⁽⁶⁾⁽⁷⁾	1796	1.49 ⁽⁶⁾⁽⁷⁾	875	1.52 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	1064	1.41	520	1.34	499	1.31	132	1.47	5719
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1.63 ⁽⁶⁾	835	1.61	1792	1.61	875	1.65 ⁽⁵⁾⁽⁶⁾	1060	1.55	521	1.53	503	1.54	131	1.61	5717
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.49 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	834	1.41 ⁽⁶⁾⁽⁷⁾	1790	1.35 ⁽⁶⁾⁽⁷⁾	876	1.42 ⁽³⁾⁽⁶⁾⁽⁷⁾	1074	1.35 ⁽⁷⁾	511	1.27 ⁽⁷⁾	498	1.14	132	1.39	5715
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1.40 ⁽⁷⁾	834	1.36 ⁽⁷⁾	1794	1.34 ⁽⁷⁾	877	1.44 ⁽²⁾⁽³⁾⁽⁶⁾⁽⁷⁾	1070	1.36 ⁽⁷⁾	520	1.32 ⁽⁷⁾	500	1.18	132	1.37	5727
BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	2.07 ⁽³⁾⁽⁴⁾⁽⁶⁾	242	2.01 ⁽³⁾⁽⁴⁾⁽⁶⁾	460	1.87	219	1.85	291	1.99 ⁽⁴⁾	105	1.90	123	1.88	29	1.95	1468
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	2.06 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	835	2.00 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1793	1.89	874	1.91	1075	1.89	519	1.85	502	1.90	130	1.95	5730
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.75 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽²⁾⁽³⁾	835	1.65 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽³⁾	1795	1.57 ⁽⁶⁾⁽⁷⁾	876	1.57 ⁽⁶⁾⁽⁷⁾	1075	1.51 ⁽⁶⁾⁽⁷⁾	518	1.40	506	1.31	132	1.59	5736
BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience	2.37 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽²⁾	592	2.27 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1333	2.25 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	659	2.18	783	2.09	414	2.07	380	2.02	99	2.22	4261
BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	2.25 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾⁽²⁾	592	2.09 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1329	2.06 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	661	1.94 ⁽⁷⁾	785	1.85	413	1.83	379	1.73	102	2.03	4261
BASICWELL_BASICWELLEMPLYGRD Degree of concern in the past year - Securing employment after graduation/completion	2.16 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	589	2.12 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1332	2.10 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	659	2.00 ⁽⁷⁾	778	1.91	416	1.92	377	1.74	104	2.05	4254
BASICWELL_BASICWELLEMPLYATTND Degree of concern in the past year - Securing employment while completing my program of study	1.70 ⁽⁶⁾⁽⁷⁾	586	1.74 ⁽⁶⁾⁽⁷⁾	1331	1.73 ⁽⁶⁾⁽⁷⁾	650	1.79 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	778	1.63 ⁽⁷⁾	413	1.57 ⁽⁷⁾	378	1.32	104	1.71	4239
BASICWELL_BASICWELLINSTLSVC Degree of concern in the past year - The amount of institutional service I am expected to perform	1.95	117	1.87	171	1.83	72	1.82	62	1.71	20	1.69	16	1.67	4	1.86	462
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1.60	836	1.58	1803	1.58	876	1.62	1075	1.64	522	1.55	502	1.50	135	1.59	5749
RUCSKPCUT_RUCCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	3.51 ⁽⁴⁾	837	3.42	1805	3.45	879	3.36	1074	3.44	522	3.56 ⁽⁷⁾	503	3.19	135	3.43	5755
RUCSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	3.31 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	834	3.06 ⁽⁷⁾	1805	3.09 ⁽⁷⁾	877	2.96	1072	2.97	521	2.89	496	2.67	133	3.05	5739

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card	20.6%	597	20.0%	1354	20.0%	664	20.4%	803	21.0%	422	26.1% ⁽⁷⁾	394	12.3%	108	20.6%	4342
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	57.9%	597	63.6%	1354	62.0%	664	58.8%	803	64.0%	422	68.0% ⁽¹⁾⁽⁴⁾	394	65.2%	108	62.2%	4342
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	23.8% ⁽⁵⁾⁽⁷⁾	597	25.3% ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1354	21.7% ⁽⁵⁾	664	19.7% ⁽⁵⁾	803	13.1%	422	17.2%	394	12.4%	108	21.3%	4342
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	14.3% ⁽⁵⁾⁽⁶⁾	597	11.1% ⁽⁶⁾⁽⁵⁾	1354	10.8% ⁽⁵⁾⁽⁶⁾	664	11.6% ⁽⁶⁾⁽⁵⁾	803	4.7%	422	2.7%	394	8.6%	108	10.2%	4342
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	10.7% ⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	597	7.8% ⁽⁵⁾⁽⁶⁾⁽⁷⁾	1354	6.8% ⁽⁶⁾	664	8.7% ⁽⁵⁾⁽⁶⁾⁽⁷⁾	803	4.0% ⁽⁶⁾	422	1.3%	394	3.0%	108	7.1%	4342
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	34.0% ⁽⁴⁾	597	32.1% ⁽⁴⁾	1354	31.3% ⁽⁴⁾	664	24.7%	803	31.4%	422	31.3%	394	25.9%	108	30.5%	4342
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	20.3%	597	24.0% ⁽⁷⁾	1354	20.6%	664	19.8%	803	21.4%	422	19.7%	394	12.7%	108	21.3%	4342
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	15.8%	597	15.4%	1354	17.7% ⁽⁷⁾	664	15.9% ⁽⁷⁾	803	14.3%	422	15.0%	394	8.3%	108	15.6%	4342
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	32.2% ⁽⁴⁾⁽⁷⁾	597	28.9%	1354	35.4% ⁽²⁾⁽⁴⁾⁽⁷⁾	664	24.8%	803	31.4%	422	36.9% ⁽²⁾⁽⁴⁾⁽⁷⁾	394	19.7%	108	30.3%	4342
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	7.5% ⁽⁵⁾	597	8.0% ⁽⁵⁾	1354	6.4% ⁽⁵⁾	664	5.7% ⁽⁵⁾	803	1.9%	422	4.7%	394	4.9%	108	6.3%	4342
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	3.6%	597	2.7%	1354	2.9%	664	5.5% ⁽²⁾⁽³⁾⁽⁷⁾	803	4.9%	422	5.8% ⁽⁷⁾	394	1.9%	108	3.8%	4342
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	12.5% ⁽⁷⁾	597	14.5% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1354	10.2%	664	9.5%	803	7.8%	422	9.2%	394	4.6%	108	11.3%	4342
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	6.0% ⁽²⁾⁽³⁾⁽⁶⁾⁽⁷⁾	597	2.6%	1354	2.3%	664	3.7%	803	3.4%	422	2.7%	394	2.0%	108	3.3%	4342
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	9.3% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	597	4.8% ⁽⁵⁾⁽⁷⁾	1354	5.4% ⁽⁵⁾⁽⁷⁾	664	5.0% ⁽⁵⁾⁽⁷⁾	803	2.3%	422	4.8%	394	1.4%	108	5.2%	4342
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	16.5% ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	597	12.6% ⁽⁵⁾⁽⁶⁾⁽⁷⁾	1354	10.2% ⁽⁷⁾	664	10.5% ⁽⁷⁾	803	7.3% ⁽⁷⁾	422	6.8%	394	2.6%	108	11.1%	4342
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	19.2% ⁽⁵⁾⁽⁶⁾⁽⁷⁾	597	18.2% ⁽⁶⁾⁽⁷⁾	1354	19.3% ⁽⁵⁾⁽⁷⁾⁽⁶⁾	664	14.9%	803	13.3%	422	10.4%	394	9.7%	108	16.5%	4342
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	9.2%	597	8.4%	1354	7.0%	664	8.0%	803	6.5%	422	5.8%	394	8.1%	108	7.8%	4342
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	21.6%	597	19.6%	1354	24.2% ⁽⁷⁾	664	21.0%	803	27.4% ⁽²⁾⁽⁷⁾	422	21.4%	394	13.2%	108	21.6%	4342
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	20.3% ⁽²⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	597	15.1% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	1354	16.0% ⁽⁴⁾⁽⁵⁾⁽⁶⁾	664	9.2%	803	8.3%	422	7.4%	394	10.3%	108	13.4%	4342
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	21.8% ⁽⁴⁾	597	21.1% ⁽⁴⁾	1354	21.1%	664	15.9%	803	16.9%	422	17.0%	394	12.4%	108	19.3%	4342
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	22.1% ⁽⁷⁾	597	20.9% ⁽⁷⁾	1354	19.4% ⁽⁷⁾	664	19.2% ⁽⁷⁾	803	15.9% ⁽⁷⁾	422	15.8%	394	7.6%	108	19.2%	4342
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	13.9% ⁽⁵⁾⁽⁷⁾	597	11.7% ⁽⁷⁾	1354	13.6% ⁽⁵⁾⁽⁷⁾	664	11.5% ⁽⁷⁾	803	8.2%	422	11.4%	394	4.9%	108	11.7%	4342
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	2.1%	597	2.2%	1354	2.0%	664	1.7%	803	1.3%	422	3.7%	394	2.5%	108	2.1%	4342
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	39.3%	597	45.9% ⁽¹⁾	1354	45.2%	664	48.8% ⁽¹⁾	803	49.9% ⁽¹⁾	422	49.4% ⁽¹⁾	394	51.5%	108	46.3%	4342

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.92	241	1.88	450	1.82	218	1.87	287	1.97 ⁽³⁾	103	1.85	121	1.81	28	1.88	1448
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.64	650	4.84 ⁽¹⁾	1339	4.85 ⁽¹⁾	631	4.95 ⁽¹⁾⁽²⁾⁽⁷⁾	817	4.98 ⁽¹⁾⁽²⁾⁽⁶⁾⁽⁷⁾	370	4.78	383	4.51	113	4.83	4304
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.59	648	4.79 ⁽¹⁾	1332	4.83 ⁽¹⁾	635	4.90 ⁽¹⁾⁽²⁾	817	4.94 ⁽¹⁾⁽²⁾	371	4.75	383	4.77	113	4.80	4300
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.88	816	3.92	1762	3.83	856	4.01 ⁽⁶⁾⁽³⁾	1047	3.81	513	3.74	487	3.85	131	3.89	5612
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.68	818	3.85 ⁽¹⁾	1760	3.79	861	3.98 ⁽¹⁾⁽³⁾	1048	3.81	513	3.80	485	4.08 ⁽¹⁾	129	3.84	5614
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.85	222	3.95	438	3.97	208	3.98	271	3.89	99	4.07 ⁽¹⁾	116	3.73	26	3.94	1381
RUCCOMMFDBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	3.51	225	3.39	438	3.30	205	3.59 ⁽²⁾⁽³⁾⁽⁵⁾	277	3.33	99	3.79 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	117	3.39	25	3.46	1385
RUCCOMMFDBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year-Clear explanation of what constitutes poor academic performance	3.38	215	4.15 ⁽¹⁾	419	4.09 ⁽¹⁾	206	4.31 ⁽¹⁾	264	4.18 ⁽¹⁾	113	4.35 ⁽¹⁾	91	3.96	28	4.06	1336
RUCCOMMFDBK_RUC1MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	3.90	229	4.01	451	3.91	212	4.21 ⁽¹⁾⁽²⁾⁽⁵⁾⁽³⁾	285	3.93	101	4.38 ⁽¹⁾⁽²⁾⁽⁵⁾⁽³⁾	121	3.95	27	4.04	1426
RUCCOMMFDBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	4.29	586	4.45 ⁽¹⁾	1324	4.44	648	4.45	772	4.29	411	4.52 ⁽¹⁾⁽⁵⁾	366	4.61	106	4.42	4212
RUCCOMMFDBK_RUC1MJRFACTPART Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives	4.80 ⁽⁵⁾	404	4.68	901	4.73	448	4.68	538	4.58	249	4.86 ⁽²⁾⁽⁴⁾⁽⁵⁾	233	4.63	47	4.71	2820
RUCCOMMFDBK_RUC1MJRFACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	5.04	410	5.09	877	5.20 ⁽⁶⁾	412	5.14	523	5.20 ⁽⁶⁾	265	4.96	256	5.20	86	5.11	2829
RUCCOMMFDBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty-Increased your enthusiasm for your work	4.58	820	4.58	1780	4.62	859	4.58	1062	4.57	513	4.65	487	4.62	132	4.59	5653
RUCCOMMFDBK_RUC1MJROPER Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	4.18	819	4.29	1780	4.33 ⁽¹⁾	863	4.41 ⁽¹⁾⁽²⁾	1064	4.31	512	4.34	490	4.37	133	4.31	5661
RUCCOMMFDBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	5.17	588	5.23	1329	5.28	651	5.21	778	5.28	412	5.18	369	5.31	106	5.23	4232
RUCCOMMFDBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	4.54	571	4.62	1294	4.71 ⁽¹⁾	637	4.88 ⁽¹⁾⁽²⁾⁽³⁾	741	4.83 ⁽¹⁾⁽²⁾	397	4.69	354	4.50	100	4.69	4094
RUCCOMMFDBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	5.28	583	5.27	1332	5.27	651	5.31	778	5.38 ⁽²⁾	412	5.26	367	5.55 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾	106	5.30	4228
RUCCOMMFDBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect	5.04	580	5.10	1326	5.17 ⁽¹⁾	649	5.20 ⁽¹⁾⁽²⁾	775	5.19 ⁽¹⁾	413	5.14	367	5.35 ⁽¹⁾⁽²⁾	102	5.14	4212
RUCCOMMFDBK_PRIVSUCONCEPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	3.96 ⁽³⁾	580	3.82 ⁽³⁾	1297	3.56	644	3.81 ⁽³⁾	737	3.69	391	3.68	344	4.01	102	3.78	4095
PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings	2.85	170	3.13 ⁽¹⁾⁽⁵⁾	349	2.99	194	3.01	241	2.85	86	3.20 ⁽¹⁾⁽⁵⁾	75	3.08	22	3.02	1136

	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
PRFSLSKILLIMP_PRFSLSKILLIMP_2 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Understanding the norms of ethical behavior for my profession	2.98	169	3.23 ⁽¹⁾	348	3.14	193	3.16	242	3.28	85	3.21	75	3.21	22	3.17	1134
PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds	2.61	167	3.01 ⁽¹⁾	348	3.19 ⁽¹⁾	192	3.08 ⁽¹⁾	238	3.27 ⁽¹⁾	87	3.15 ⁽¹⁾	76	3.00	22	3.03	1130
PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers	3.13	168	3.33 ⁽¹⁾	347	3.37 ⁽¹⁾	191	3.41 ⁽¹⁾	242	3.20	86	3.25	75	3.08	22	3.30	1132
PRFSLSKILLIMP_PRFSLSKILLIMP_5 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being able to incorporate concepts of privilege or social justice in my work/research/teaching	2.75 ⁽⁷⁾	168	2.77 ⁽⁷⁾	348	2.71 ⁽⁷⁾	189	2.84 ⁽⁷⁾	242	2.60 ⁽⁷⁾	87	2.89 ⁽⁷⁾	75	1.91	22	2.75	1132
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.66 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	726	5.52 ⁽⁵⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾	1590	5.46 ⁽⁶⁾⁽⁴⁾⁽⁷⁾	804	5.22	969	5.40 ⁽⁴⁾	471	5.28	444	5.20	125	5.44	5129
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.50	199	4.83 ⁽¹⁾	407	4.73	181	4.85 ⁽¹⁾	304	4.85 ⁽¹⁾	120	4.74	121	4.83	36	4.77	1368
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	5.04	755	5.17 ⁽¹⁾⁽⁷⁾	1638	5.25 ⁽¹⁾⁽⁷⁾	800	5.23 ⁽¹⁾⁽⁷⁾	966	5.22 ⁽¹⁾⁽⁷⁾	479	5.12	428	4.91	124	5.17	5191
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	5.49 ⁽⁴⁾⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	215	5.36 ⁽⁴⁾⁽⁶⁾	509	5.29 ⁽⁶⁾	252	5.16	373	5.19	173	4.95	163	4.99	53	5.26	1739
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	5.46 ⁽⁶⁾⁽⁷⁾⁽³⁾⁽⁴⁾⁽⁵⁾	718	5.40 ⁽³⁾⁽⁴⁾⁽⁶⁾	1562	5.27 ⁽⁴⁾	780	5.11	955	5.29 ⁽⁴⁾	447	5.20	425	5.20	123	5.30	5010
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.98 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	769	5.20 ⁽⁶⁾⁽⁷⁾⁽¹⁾⁽⁴⁾⁽⁵⁾	1648	5.12 ⁽¹⁾⁽⁴⁾⁽⁶⁾⁽⁷⁾⁽⁵⁾	812	4.55 ⁽⁵⁾⁽⁶⁾⁽⁷⁾	952	3.78 ⁽⁶⁾⁽⁷⁾	488	3.21 ⁽⁷⁾	462	2.22	127	4.66	5258
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	5.16 ⁽⁴⁾⁽⁶⁾⁽⁷⁾	757	5.04 ⁽⁴⁾⁽⁶⁾	1656	5.06 ⁽⁴⁾⁽⁶⁾	822	4.88	989	5.01	488	4.83	445	4.79	126	5.00	5283
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.75 ⁽⁶⁾⁽⁷⁾	710	4.97 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1539	5.07 ⁽¹⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	756	4.87 ⁽⁶⁾⁽⁷⁾	917	4.78 ⁽⁷⁾⁽⁶⁾	473	4.56 ⁽⁷⁾	454	4.15	126	4.86	4975
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	5.24 ⁽⁷⁾	747	5.36 ⁽¹⁾⁽⁷⁾⁽⁶⁾	1634	5.37 ⁽¹⁾⁽⁶⁾⁽⁷⁾	796	5.35 ⁽⁷⁾⁽⁶⁾	955	5.36 ⁽⁷⁾	478	5.22 ⁽⁷⁾	423	4.88	125	5.32	5157
MYCVILLE_MYCVILLESESES Individuals of my socioeconomic status are respected in Charlottesville	5.16 ⁽⁴⁾⁽⁶⁾⁽⁷⁾	764	5.17 ⁽⁷⁾⁽⁴⁾⁽⁶⁾	1658	5.14 ⁽⁴⁾⁽⁶⁾⁽⁷⁾	817	5.00 ⁽⁷⁾	985	5.07 ⁽⁷⁾	488	4.91	447	4.68	124	5.09	5283
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	3.48	661	4.03 ⁽¹⁾	1424	4.07 ⁽¹⁾	735	4.41 ⁽²⁾⁽¹⁾⁽³⁾	857	4.46 ⁽²⁾⁽¹⁾⁽³⁾	411	4.65 ⁽⁴⁾⁽⁵⁾⁽¹⁾⁽²⁾⁽³⁾	392	4.49 ⁽¹⁾⁽²⁾⁽³⁾	102	4.13	4583
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	3.94	664	4.30 ⁽¹⁾	1422	4.37 ⁽¹⁾	742	4.51 ⁽¹⁾⁽²⁾⁽³⁾	858	4.54 ⁽¹⁾⁽²⁾⁽³⁾	413	4.59 ⁽¹⁾⁽³⁾⁽²⁾	392	4.80 ⁽²⁾⁽¹⁾⁽³⁾⁽⁴⁾	111	4.36	4603
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	3.50	658	4.09 ⁽¹⁾	1421	4.14 ⁽¹⁾	740	4.43 ⁽³⁾⁽¹⁾⁽²⁾	857	4.49 ⁽¹⁾⁽²⁾⁽³⁾	411	4.56 ⁽¹⁾⁽²⁾⁽³⁾	388	4.53 ⁽¹⁾⁽²⁾⁽³⁾	109	4.16	4584
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	5.22 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	674	4.99 ⁽⁶⁾⁽⁴⁾⁽⁵⁾	1432	4.97 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	742	4.63	841	4.69	415	4.46	392	4.73	104	4.88	4599
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	3.21 ⁽⁶⁾⁽⁴⁾⁽²⁾⁽⁷⁾⁽⁵⁾⁽³⁾	655	2.84 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1419	2.74 ⁽⁶⁾⁽⁷⁾	733	2.66	846	2.57	411	2.50	391	2.38	109	2.78	4565
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.70 ⁽³⁾⁽⁶⁾⁽⁷⁾⁽⁴⁾⁽⁵⁾⁽²⁾	660	2.51 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾	1431	2.35	739	2.37	853	2.35	413	2.33	390	2.18	106	2.45	4594
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	3.44	656	3.94 ⁽¹⁾	1410	4.05 ⁽¹⁾	728	4.25 ⁽¹⁾⁽²⁾⁽³⁾	848	4.26 ⁽¹⁾⁽²⁾⁽³⁾	413	4.37 ⁽²⁾⁽³⁾⁽¹⁾	390	4.18 ⁽¹⁾	108	4.02	4554
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.06	669	3.66 ⁽¹⁾	1425	3.75 ⁽¹⁾	733	4.13 ⁽¹⁾⁽³⁾⁽²⁾	840	3.98 ⁽³⁾⁽¹⁾⁽²⁾	411	4.28 ⁽¹⁾⁽³⁾⁽⁵⁾⁽²⁾	390	4.16 ⁽¹⁾⁽²⁾	105	3.77	4572
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	4.17 ⁽⁶⁾⁽⁷⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	656	3.75 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	1408	3.74 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	716	3.27	842	3.25	407	3.23	384	3.50	105	3.63	4519
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	3.62 ⁽³⁾⁽⁶⁾⁽⁴⁾⁽⁷⁾⁽²⁾⁽⁵⁾	654	3.11 ⁽⁶⁾⁽⁷⁾⁽⁴⁾⁽⁵⁾	1417	3.08 ⁽⁴⁾⁽⁶⁾⁽⁵⁾⁽⁷⁾	727	2.74	847	2.71	405	2.66	381	2.57	104	3.02	4536

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	13.9%	841	14.4%	1820	13.5%	884	17.5% ⁽¹⁾⁽²⁾⁽³⁾	1100	14.2%	527	16.6%	521	15.4%	137	15.0%	5830
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	5.0%	841	4.2%	1820	5.2%	884	5.6%	1100	5.0%	527	5.8%	521	4.9%	137	5.0%	5830
PARENCARE_3b No caregiving responsibility	81.4% ⁽⁴⁾	841	81.6% ⁽⁴⁾⁽⁶⁾	1820	80.1%	884	77.6%	1100	80.5%	527	77.3%	521	80.3%	137	80.1%	5830
CAREBLNCE_1b Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver	60.5% ⁽⁴⁾	18	48.2% ⁽⁴⁾	46	34.2%	31	28.1%	50	69.2% ⁽³⁾⁽⁴⁾⁽⁶⁾	21	32.6%	20	39.8%	4	42.4%	189
CAREBLNCE_2b Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work	26.8% ⁽⁷⁾	18	36.7% ⁽⁵⁾⁽⁷⁾	46	29.5% ⁽⁷⁾	31	28.2% ⁽⁵⁾⁽⁷⁾	50	9.3%	21	41.9% ⁽⁷⁾	20	0.0%	4	29.1%	189
CAREBLNCE_3b Advisor has been supportive of my need to balance work and parenting/caregiving	38.2%	18	48.0% ⁽³⁾⁽⁵⁾	46	15.8%	31	30.2%	50	17.0%	21	31.6%	20	71.4% ⁽³⁾⁽⁴⁾⁽⁵⁾	4	32.5%	189
CAREBLNCE_4b Daily schedule is flexible which is helpful for my parenting/caregiving	38.4% ⁽³⁾	18	33.9% ⁽³⁾	46	9.5%	31	31.3% ⁽³⁾	50	35.5%	21	20.3%	20	75.7% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾	4	29.3%	189
CAREBLNCE_5b My educational and career timing has meshed well with my timing for parenting/caregiving	13.0% ⁽⁶⁾	18	18.2% ⁽⁶⁾	46	6.6%	31	22.8% ⁽³⁾⁽⁶⁾	50	56.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾	21	0.0%	20	44.1% ⁽⁶⁾	4	19.9%	189
CAREBLNCE_6b My department has been supportive of my need to balance work and parenting/caregiving	35.5%	18	29.1% ⁽³⁾	46	12.7%	31	24.6%	50	14.0%	21	26.4%	20	56.6% ⁽³⁾	4	24.5%	189
CAREBLNCE_7b Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently	29.9%	18	36.9%	46	28.1%	31	36.9%	50	39.3%	21	15.9%	20	39.7%	4	32.9%	189
CAREBLNCE_8b I am able to satisfactorily balance my program work and parenting/caregiving	17.4%	18	25.8%	46	41.6%	31	44.8% ⁽¹⁾⁽²⁾	50	41.0%	21	21.0%	20	31.6%	4	33.8%	189

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SATFCTIONENGAGEUVA_VAWCSATHARM Satisfaction with UVA's efforts to: Provide assistance to individuals in the UVA community/students when they see or experience unethical or disrespectful acts	3.46	583	4.11 ⁽¹⁾	1225	4.33 ⁽¹⁾⁽²⁾	614	4.59 ⁽¹⁾⁽²⁾⁽³⁾	742	4.65 ⁽¹⁾⁽²⁾⁽³⁾	341	4.64 ⁽¹⁾⁽²⁾⁽³⁾	314	4.61 ⁽¹⁾⁽²⁾	93	4.24	3913
SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	3.83	599	4.42 ⁽¹⁾	1257	4.50 ⁽¹⁾	638	4.72 ⁽¹⁾⁽²⁾⁽³⁾	762	4.75 ⁽¹⁾⁽²⁾⁽³⁾	345	4.88 ⁽¹⁾⁽²⁾⁽³⁾	327	4.65 ⁽¹⁾	97	4.47	4025
SATFCTIONENGAGEUVA_SATENGAGECOMMITY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.06	661	3.74 ⁽¹⁾	1434	4.01 ⁽¹⁾⁽²⁾	729	4.36 ⁽¹⁾⁽²⁾⁽³⁾	848	4.52 ⁽¹⁾⁽²⁾⁽³⁾	416	4.58 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	378	4.29 ⁽¹⁾⁽²⁾	103	3.95	4569
SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	3.09	681	3.77 ⁽¹⁾	1427	4.07 ⁽¹⁾⁽²⁾	718	4.42 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	827	4.48 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	405	4.48 ⁽¹⁾⁽²⁾⁽³⁾⁽⁷⁾	366	3.92 ⁽¹⁾	95	3.96	4520
SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	2.44	632	3.31 ⁽¹⁾	1284	3.66 ⁽¹⁾⁽²⁾	629	4.17 ⁽¹⁾⁽²⁾⁽³⁾	753	4.31 ⁽¹⁾⁽²⁾⁽³⁾	380	4.57 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	343	4.84 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	83	3.62	4104
agecomposite Age based harassment/discrimination index	1.52 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	830	1.44 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	1787	1.44 ⁽⁴⁾⁽⁵⁾⁽⁷⁾	874	1.34	1074	1.36	516	1.38	502	1.30	134	1.42	5717
discomposite Disability based harassment/discrimination index	1.72 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	833	1.58 ⁽⁴⁾⁽⁷⁾	1795	1.55 ⁽⁷⁾	874	1.53 ⁽⁷⁾	1080	1.54 ⁽⁷⁾	520	1.51 ⁽⁷⁾	505	1.35	134	1.57	5741
relcomposite Religion based harassment/discrimination index	1.74 ⁽²⁾⁽³⁾⁽⁴⁾	836	1.62	1813	1.58	881	1.61	1091	1.74 ⁽²⁾⁽³⁾⁽⁴⁾	525	1.86 ⁽³⁾⁽²⁾⁽⁴⁾	514	2.22 ⁽¹⁾⁽²⁾⁽⁶⁾⁽⁴⁾⁽⁵⁾⁽³⁾	134	1.67	5793
racecomposite Race based harassment/discrimination index	1.86 ⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁵⁾	838	1.77 ⁽³⁾⁽⁴⁾⁽⁵⁾	1812	1.69	884	1.64	1093	1.67	525	1.66	514	1.75	134	1.73	5799
sexorcomposite Sexual orientation based harassment/discrimination index	1.66 ⁽²⁾⁽³⁾⁽⁶⁾⁽⁴⁾⁽⁵⁾	839	1.50 ⁽⁴⁾	1814	1.45 ⁽⁴⁾	883	1.40	1092	1.44	524	1.48	514	1.53 ⁽⁴⁾	134	1.49	5799
polorcomposite Political belief based harassment/discrimination index	2.03 ⁽²⁾⁽³⁾	839	1.81	1812	1.84	884	2.01 ⁽²⁾⁽³⁾	1092	2.59 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	525	2.85 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	515	3.54 ⁽⁵⁾⁽¹⁾⁽²⁾⁽⁶⁾⁽³⁾⁽⁴⁾	134	2.09	5801
sescomposite Socioeconomic Status based harassment/discrimination index	1.70 ⁽⁴⁾⁽²⁾⁽³⁾⁽⁵⁾	838	1.57	1814	1.55	881	1.53	1093	1.54	524	1.59	514	1.68	134	1.58	5799
norgcomposite National origin based harassment/discrimination index	1.55 ⁽⁴⁾⁽²⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	838	1.45	1811	1.50 ⁽⁵⁾	882	1.46	1087	1.42	525	1.44	509	1.41	134	1.47	5786
ctzncomposite Citizenship Status based harassment/discrimination index	1.44 ⁽⁵⁾	837	1.39	1812	1.41	881	1.42	1088	1.36	525	1.37	514	1.40	134	1.40	5791
vetcomposite Military Service Status based harassment/discrimination index	1.16	831	1.16	1799	1.17	873	1.20 ⁽²⁾	1078	1.19	523	1.27 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	508	1.36 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	134	1.18	5747
Gendercomposite Gender based harassment/discrimination index	1.98 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁶⁾⁽⁵⁾⁽⁷⁾	840	1.73 ⁽³⁾⁽⁶⁾⁽⁴⁾⁽⁵⁾	1815	1.62 ⁽⁴⁾	883	1.55	1092	1.57	523	1.57	514	1.66	134	1.68	5801

Political orientation																
	Very liberal (1)		Liberal (2)		Slightly liberal (3)		Moderate or middle of the road (4)		Slightly conservative (5)		Conservative (6)		Very conservative (7)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.25	818	4.59 ⁽¹⁾	1737	4.72 ⁽¹⁾⁽²⁾	866	4.75 ⁽¹⁾⁽²⁾	1055	4.81 ⁽¹⁾⁽²⁾⁽⁷⁾	514	4.76 ⁽¹⁾⁽²⁾	498	4.52	133	4.62	5622
connectcomposite Connectedness Composite index	2.68 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	217	2.68 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	411	2.70 ⁽⁴⁾⁽⁵⁾⁽⁶⁾	203	2.57 ⁽⁶⁾	253	2.54	94	2.43	107	2.54	28	2.63	1313
memposcomposite UVA Message Positive Composite index	3.82	722	4.31 ⁽¹⁾	1558	4.45 ⁽¹⁾⁽²⁾	788	4.64 ⁽¹⁾⁽²⁾⁽³⁾	917	4.69 ⁽¹⁾⁽²⁾⁽³⁾	444	4.71 ⁽¹⁾⁽²⁾⁽³⁾	431	4.66 ⁽¹⁾⁽²⁾	118	4.40	4978
memnegcomposite UVA Message Negative Composite index	3.45 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	723	3.06 ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1558	2.95 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	786	2.78 ⁽⁶⁾	917	2.72	449	2.59	430	2.60	118	2.97	4981
localposcomposite Local Residents Message Positive Composite index	3.47	674	4.00 ⁽¹⁾	1446	4.08 ⁽¹⁾	744	4.34 ⁽¹⁾⁽²⁾⁽³⁾	866	4.34 ⁽¹⁾⁽²⁾⁽³⁾	415	4.48 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	397	4.44 ⁽¹⁾⁽²⁾⁽³⁾	111	4.08	4653
localnegcomposite Local Resident Message Negative Composite index	3.81 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	677	3.45 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	1454	3.38 ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	745	3.14	865	3.13	418	3.04	395	3.06	112	3.36	4665