

Appendix L: T-Tests of Selected Survey Items by Socioeconomic Status – 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 socioeconomic status. As indicated in Column 5, the mean level of agreement among Wealthy respondents is 4.11, and this is statistically higher than the mean rating provided by respondents who identify as (2) Low Income. In other words, Wealthy respondents feel more comfortable with the climate for diversity and inclusiveness than low income respondents feel. Likewise, Upper-Middle Class and Middle Class respondents are more comfortable with the climate for diversity than this same group.

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	3.62	107	3.82	682	4.01 ⁽²⁾	2406	4.05 ⁽²⁾	2279	4.11 ⁽²⁾	372	4.00	5846

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.

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	3.62	107	3.82	682	4.01 ⁽²⁾	2406	4.05 ⁽²⁾	2279	4.11 ⁽²⁾	372	4.00	5846
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.27	46	4.29	421	4.30	1419	4.35	930	4.12	119	4.31	2934
DUCPRIDE_DUCDVRISMPTCPS Agreement with: - Diversity is important at UVA	4.36	75	4.38	580	4.54 ⁽²⁾	2127	4.57 ⁽²⁾	1906	4.57	313	4.53	5001
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.49	98	4.52	645	4.62	2316	4.65	2163	4.63	347	4.62	5569
DUCPRIDE_DUCDVRISIMPRTME Agreement with: - Diversity is important to me	5.03	80	5.33	590	5.27	2150	5.34 ⁽⁵⁾	1921	5.15	317	5.29	5058
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.45	44	4.36	269	4.69 ⁽²⁾	759	4.87 ⁽²⁾⁽³⁾	637	5.02 ⁽¹⁾⁽²⁾⁽³⁾	91	4.71	1800
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.68	102	4.79	671	4.91	2374	5.06 ⁽¹⁾⁽²⁾⁽³⁾	2247	5.22 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	364	4.97	5758
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.08	47	5.03	261	5.19 ⁽²⁾	914	5.35 ⁽²⁾⁽³⁾	911	5.38 ⁽²⁾	146	5.24	2279
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	4.97	99	5.00	635	5.19 ⁽²⁾	2248	5.45 ⁽¹⁾⁽²⁾⁽³⁾	2125	5.53 ⁽¹⁾⁽²⁾⁽³⁾	354	5.29	5460
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.35	105	4.50	653	4.54	2322	4.74 ⁽²⁾⁽³⁾⁽⁵⁾	2244	4.41	374	4.61	5698
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	4.41	104	4.74	677	4.92 ⁽¹⁾⁽²⁾	2398	5.18 ⁽¹⁾⁽²⁾⁽³⁾	2258	5.32 ⁽¹⁾⁽²⁾⁽³⁾	374	5.01	5812
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.52	100	4.64	632	4.76 ⁽²⁾	2245	4.92 ⁽¹⁾⁽²⁾⁽³⁾	2184	4.85 ⁽²⁾	366	4.81	5527
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	4.88	106	4.98	668	5.24 ⁽¹⁾⁽²⁾	2321	5.39 ⁽¹⁾⁽²⁾⁽³⁾	2226	5.47 ⁽¹⁾⁽²⁾⁽³⁾	362	5.28	5682
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	3.85	12	4.22	111	4.64 ⁽²⁾	646	4.94 ⁽¹⁾⁽³⁾⁽²⁾	257	4.69	15	4.66	1041
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	4.82	96	5.05	613	5.23 ⁽¹⁾⁽²⁾	2138	5.49 ⁽¹⁾⁽²⁾⁽³⁾	1886	5.53 ⁽¹⁾⁽²⁾⁽³⁾	309	5.32	5042
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	3.42	97	3.95	564	4.77 ⁽¹⁾⁽²⁾	1599	5.39 ⁽¹⁾⁽²⁾⁽³⁾	1740	5.39 ⁽¹⁾⁽²⁾⁽³⁾	318	4.93	4318
RUCOMMFDBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	4.26	12	4.38	111	4.45	755	4.69 ⁽²⁾⁽³⁾	497	4.54	52	4.53	1427
RUCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	4.56	92	4.66	538	4.66	1552	4.92 ⁽²⁾⁽³⁾	1688	4.88 ⁽²⁾⁽³⁾	309	4.78	4179
RUCOMMFDBK_RUCOMMFDBKRSPCTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	4.60	13	4.88	117	4.95	802	5.14 ⁽³⁾⁽²⁾	519	5.24 ⁽¹⁾⁽²⁾⁽³⁾	54	5.02	1504
DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	2.17 ⁽⁴⁾⁽⁵⁾	13	1.63	118	1.59	796	1.55	524	1.52	54	1.58	1504

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	2.34 ^{(3) (4) (5)}	13	1.80 ^{(3) (4) (5)}	118	1.64 ⁽⁴⁾	801	1.55	527	1.52	54	1.62	1512
DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1.81 ^{(3) (4) (5)}	12	1.37 ^{(4) (5) (3)}	118	1.18	800	1.15	526	1.11	54	1.19	1509
DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1.55	12	1.31 ^{(3) (4) (5)}	118	1.16	797	1.13	526	1.10	53	1.16	1506
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	1.72	12	1.55 ^{(4) (5) (3)}	118	1.36	798	1.38	525	1.29	54	1.38	1507
DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1.46	13	1.17 ^{(3) (4) (5)}	118	1.09	793	1.08	526	1.07	53	1.10	1503
DUCSNRLDR_DUCSNRLDRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1.70 ^{(3) (4) (5)}	12	1.30 ^{(3) (5)}	118	1.21	795	1.21	525	1.14	53	1.22	1504
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	2.28	13	1.76	117	1.72	796	1.81	526	1.99 ⁽³⁾	54	1.77	1505
DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1.39	13	1.17	117	1.17	797	1.17	526	1.28	53	1.17	1506
DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1.87	12	1.45 ⁽³⁾	118	1.32	796	1.32	523	1.32	53	1.34	1502
DUCSNRLDR_DUCSNRLDRRLTSH Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1.64	13	1.36 ^{(4) (5)}	116	1.27 ⁽⁴⁾	799	1.21	526	1.17	54	1.26	1507
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	1.55	12	1.44 ⁽⁵⁾	118	1.33 ⁽⁵⁾	800	1.32 ⁽⁵⁾	525	1.16	54	1.33	1508
DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1.83 ^{(3) (4) (5)}	12	1.39 ^{(5) (4) (3)}	117	1.20	799	1.16	526	1.14	54	1.21	1508
DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1.77 ⁽⁵⁾	12	1.43 ^{(3) (5) (4)}	116	1.29 ^{(4) (5)}	799	1.20	526	1.17	54	1.27	1508
VSTPTNNEG VW_VSTPTNNEG VWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.40	96	1.37	592	1.33	2235	1.28	2073	1.32	338	1.32	5334

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VSTPTNNEG VW_VSTPTNNEG VWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	2.15 ^{(5) (3) (4)}	96	1.63 ⁽⁴⁾	591	1.54	2237	1.50	2076	1.47	342	1.54	5342
VSTPTNNEG VW_VSTPTNNEG VWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.77 ^{(4) (5)}	62	1.51 ⁽⁴⁾	455	1.45 ⁽⁴⁾	1787	1.37	1449	1.34	241	1.42	3994
VSTPTNNEG VW_VSTPTNNEG VWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.49	62	1.33 ⁽⁴⁾	449	1.26	1785	1.21	1444	1.27	241	1.25	3980
VSTPTNNEG VW_VSTPTNNEG VWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.71	62	1.54 ⁽⁵⁾	454	1.48	1786	1.44	1453	1.35	241	1.47	3996
VSTPTNNEG VW_VSTPTNNEG VWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.12	96	1.16	589	1.14 ⁽⁴⁾	2224	1.10	2073	1.19	342	1.13	5324
VSTPTNNEG VW_VSTPTNNEG VWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1.92 ^{(2) (4) (5) (3)}	96	1.52	585	1.45	2219	1.42	2074	1.40	342	1.45	5316
VSTPTNNEG VW_VSTPTNNEG VWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	2.36 ^{(4) (5) (2) (3)}	62	1.75	453	1.77	1788	1.72	1448	1.64	241	1.75	3992
VSTPTNNEG VW_VSTPTNNEG VWRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.18	96	1.21 ⁽⁴⁾	586	1.20 ⁽⁴⁾	2223	1.13	2064	1.21	341	1.17	5310
VSTPTNNEG VW_VSTPTNNEG VWRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	2.01	63	1.72 ⁽⁴⁾	451	1.65	1782	1.56	1447	1.53	240	1.62	3982
VSTPTNNEG VW_VSTPTNNEG VWRLTSHP Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Relationship/marital status	1.45	96	1.24	586	1.23	2225	1.19	2071	1.22	342	1.22	5319
VSTPTNNEG VW_VSTPTNNEG VWRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.76	62	1.50	450	1.45	1789	1.44	1449	1.39	241	1.46	3991
VSTPTNNEG VW_VSTPTNNEG VWSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Sexual orientation	1.79 ⁽⁵⁾	62	1.47	450	1.44	1789	1.40	1444	1.35	241	1.43	3985
VSTPTNNEG VW_VSTPTNNEG VWSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	2.14 ^{(4) (2) (5) (3)}	62	1.54 ^{(4) (3)}	447	1.40 ⁽⁴⁾	1787	1.33	1432	1.41	240	1.40	3968
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	2.14	97	1.93 ⁽³⁾	652	1.71	2309	1.80 ⁽³⁾	2182	1.88	356	1.79	5596
DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.75 ⁽³⁾	99	2.53 ⁽³⁾	652	2.25	2304	2.51 ⁽³⁾	2184	2.74 ^{(3) (4)}	357	2.42	5597
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	2.34 ^{(3) (4) (5)}	65	1.80 ^{(3) (4)}	511	1.57	1849	1.56	1535	1.71	251	1.62	4211

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.83 ⁽³⁾	65	1.57 ⁽³⁾	507	1.36	1843	1.45 ⁽³⁾	1534	1.57 ⁽³⁾	251	1.44	4201
DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.45 ⁽³⁾	78	2.15 ⁽³⁾	579	1.89	2096	2.11 ⁽³⁾	1884	2.34 ⁽³⁾	315	2.04	4953
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.38	97	1.32 ⁽⁴⁾	647	1.26	2306	1.23	2177	1.36	357	1.26	5583
DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	2.52 ^{(4) (3) (2)}	99	1.98 ^{(3) (4)}	650	1.77	2304	1.83	2186	2.01 ⁽³⁾	356	1.84	5596
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	3.56 ^{(3) (2)}	78	2.90 ⁽³⁾	577	2.64	2103	3.07 ⁽³⁾	1887	3.44 ^{(2) (4) (3)}	315	2.90	4961
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.40	97	1.41	647	1.34	2299	1.33	2176	1.37	357	1.35	5576
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.85 ^{(3) (4)}	78	2.34 ^{(3) (4)}	580	2.00	2102	2.11 ⁽³⁾	1885	2.31 ⁽³⁾	314	2.12	4959
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	2.06 ⁽³⁾	99	1.67 ⁽³⁾	651	1.49	2301	1.61 ⁽³⁾	2177	1.65	357	1.58	5585
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	2.34 ⁽³⁾	78	2.07 ⁽³⁾	577	1.88	2100	2.05 ⁽³⁾	1880	2.27 ⁽³⁾	315	2.00	4950
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	2.31 ⁽³⁾	78	1.98 ⁽³⁾	579	1.77	2095	1.94 ⁽³⁾	1886	1.95	315	1.88	4953
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	2.62 ^{(4) (3) (5)}	78	2.13 ^{(3) (4)}	580	1.80	2083	1.87	1883	2.06 ⁽³⁾	315	1.90	4939
DUCFAC_FACNEGVWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1.56	86	1.51	547	1.44	1574	1.41	1718	1.54	314	1.45	4238
DUCFAC_FACNEGVWAPPEAR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms	1.57	86	1.78 ^{(3) (4)}	551	1.56	1571	1.53	1713	1.63	314	1.58	4235
ducfac_facnegvdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.54 ^{(3) (5) (4)}	67	1.30 ⁽⁴⁾	474	1.22	1372	1.20	1420	1.18	273	1.23	3605
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	1.86 ^{(5) (4) (3)}	67	1.50	473	1.45	1374	1.42	1422	1.43	270	1.45	3607
DUCFAC_FACNEGVWVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1.18	86	1.23 ⁽⁴⁾	548	1.17 ⁽⁴⁾	1567	1.10	1715	1.15	314	1.15	4230

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCFAC_FACNEGVWNATORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1.37	86	1.42 ⁽⁴⁾	544	1.34 ⁽⁴⁾	1568	1.24	1716	1.34	314	1.31	4227
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	2.29	67	2.11	475	2.11	1373	2.17	1424	2.56 ^{(3) (4) (2)}	273	2.17	3612
DUCFAC_FACNEGVWPRGNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1.19	86	1.28 ^{(3) (4)}	548	1.18 ⁽⁴⁾	1565	1.11	1717	1.16	314	1.16	4230
DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1.76	67	1.58 ^{(4) (3)}	475	1.43	1369	1.38	1421	1.39	273	1.43	3605
DUCFAC_FACNEGVRWLTNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1.50 ⁽⁴⁾	86	1.33 ⁽⁴⁾	548	1.27 ⁽⁴⁾	1569	1.20	1715	1.27	314	1.25	4231
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	1.68	67	1.53 ⁽⁴⁾	475	1.44	1372	1.38	1414	1.37	273	1.43	3600
DUCFAC_DUCFACSEXOR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1.38	67	1.35 ^{(4) (5)}	473	1.26	1366	1.22	1411	1.19	271	1.25	3588
DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1.76 ^{(4) (3)}	67	1.52 ^{(3) (4)}	475	1.32	1366	1.30	1407	1.39	273	1.35	3588
DUCSTAFF_STAFFNEGFWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.46	94	1.39 ⁽⁴⁾	649	1.41 ⁽⁴⁾	2320	1.29	2186	1.32	361	1.36	5611
DUCSTAFF_STAFFNEGFWAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.60	97	1.63 ^{(3) (4) (5)}	652	1.52 ⁽⁴⁾	2322	1.44	2190	1.42	360	1.50	5620
DUCSTAFF_STAFFNEGFWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship	1.51 ⁽⁵⁾	63	1.45 ^{(3) (4) (5)}	510	1.29 ^{(4) (5)}	1864	1.23	1544	1.17	258	1.28	4239
DUCSTAFF_STAFFNEGFWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.38	63	1.31 ^{(4) (5)}	509	1.22 ⁽⁴⁾	1860	1.16	1539	1.16	257	1.21	4228
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.55	75	1.52 ^{(5) (4)}	580	1.43 ⁽⁵⁾	2115	1.36	1888	1.30	322	1.41	4981
DUCSTAFF_STAFFNEGFWVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.16	94	1.20 ⁽⁴⁾	649	1.13	2309	1.10	2181	1.13	360	1.13	5593
DUCSTAFF_STAFFNEGFWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.39	97	1.45 ^{(3) (4) (5)}	652	1.33 ⁽⁴⁾	2312	1.27	2176	1.27	358	1.32	5595
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	2.02	75	1.85	581	1.79	2119	1.76	1892	1.77	321	1.79	4989

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTAFF_STAFFNEGvwPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.17	92	1.23 ⁽⁴⁾	650	1.18 ⁽⁴⁾	2304	1.12	2180	1.15	358	1.16	5584
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.64	76	1.66 ⁽³⁾⁽⁴⁾⁽⁵⁾	580	1.46 ⁽⁴⁾⁽⁵⁾	2107	1.38	1892	1.31	322	1.44	4976
DUCSTAFF_STAFFNEGvwRLTSHp Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1.26	94	1.30 ⁽⁵⁾⁽⁴⁾	652	1.25 ⁽⁴⁾	2300	1.17	2182	1.17	357	1.22	5585
DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.43	76	1.48 ⁽⁴⁾⁽⁵⁾	581	1.41 ⁽⁵⁾⁽⁴⁾	2109	1.32	1891	1.27	322	1.37	4978
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.48	75	1.45 ⁽⁴⁾⁽⁵⁾⁽³⁾	579	1.34	2103	1.31	1889	1.24	322	1.34	4968
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.63 ⁽⁴⁾⁽⁵⁾	75	1.52 ⁽⁵⁾⁽³⁾⁽⁴⁾	578	1.35 ⁽⁴⁾	2105	1.28	1880	1.26	319	1.34	4957
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.96	82	4.75	577	4.89 ⁽²⁾	2097	4.93 ⁽²⁾	1954	5.02 ⁽²⁾⁽³⁾	308	4.90	5017
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.37	81	2.79 ⁽⁴⁾⁽⁵⁾⁽³⁾⁽¹⁾	570	2.55	2057	2.49	1936	2.50	310	2.55	4954
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	4.18	78	4.24	545	4.32	2012	4.29	1887	4.29	311	4.29	4833
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.66	68	4.54	503	4.55	1831	4.55	1668	4.55	279	4.55	4348
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	4.36	70	4.30	531	4.41	1892	4.41	1733	4.41	287	4.39	4513
VAWCSTMT_VAWCLDShpDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.42	12	4.54	113	4.54	768	4.63	511	4.58	54	4.57	1458
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	3.80	87	4.23 ⁽⁴⁾⁽⁵⁾	551	4.24 ⁽⁵⁾⁽⁴⁾	1966	3.97 ⁽⁵⁾	1783	3.41	285	4.08	4672
VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	4.43	11	4.60 ⁽⁴⁾	112	4.61 ⁽⁴⁾	757	4.40	509	4.38	53	4.52	1442
VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty	4.24	33	4.60	186	4.70 ⁽⁴⁾⁽⁵⁾	960	4.44	800	4.25	96	4.56	2074
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happn at UVA	3.86	82	4.04	515	4.15	1860	4.15	1690	4.22	279	4.14	4425
VAWCSTMT_VAWCLDShpPRES Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	4.42	9	4.49	104	4.50	688	4.71 ⁽³⁾⁽²⁾	461	4.72	50	4.58	1312
VAWCSTMT_VAWCSEMPRES Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	3.98	10	4.40	101	4.34	691	4.43	464	4.40	51	4.37	1318

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.59	82	4.48	515	4.59	1847	4.68 ⁽²⁾	1704	4.74 ⁽²⁾	274	4.62	4422
VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	4.76	11	4.62	109	4.57	745	4.53	504	4.58	52	4.56	1421

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	2.0%	112	4.2% ⁽⁴⁾	697	4.4% ⁽¹⁾⁽⁴⁾	2474	2.2%	2316	4.9% ⁽⁴⁾	380	3.5%	5980
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	4.7%	112	2.3%	697	3.0% ⁽⁴⁾	2474	1.8%	2316	2.0%	380	2.4%	5980
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	3.9%	112	8.7% ⁽¹⁾⁽⁴⁾⁽⁵⁾	697	7.7% ⁽⁵⁾⁽¹⁾⁽⁴⁾	2474	5.2%	2316	4.1%	380	6.5%	5980
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.1%	112	4.4%	697	4.4%	2474	5.4%	2316	4.9%	380	4.8%	5980
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	3.9%	112	2.8%	697	2.7%	2474	1.9%	2316	3.3%	380	2.5%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	9.7% ⁽⁵⁾	112	6.2% ⁽⁵⁾	697	5.0% ⁽⁵⁾	2474	4.0%	2316	2.9%	380	4.7%	5980
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	1.9%	112	1.0%	697	1.7% ⁽²⁾⁽⁴⁾⁽⁵⁾	2474	0.6%	2316	0.8%	380	1.1%	5980
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	2.9%	112	2.9%	697	2.7% ⁽⁵⁾	2474	2.1%	2316	1.2%	380	2.4%	5980
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	6.1%	112	5.2% ⁽⁵⁾	697	4.6% ⁽⁴⁾	2474	3.4%	2316	2.2%	380	4.1%	5980
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	3.5%	112	1.1%	697	1.0%	2474	0.6%	2316	1.3%	380	0.9%	5980
microage_none Respondent indicated zero instances of microaggressions due to age	84.0%	112	82.2%	697	84.0%	2474	86.0% ⁽²⁾	2316	86.6%	380	84.7%	5980
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	112	0.9%	697	0.2% ⁽¹⁾	2474	0.5% ⁽¹⁾	2316	0.3%	380	0.4%	5980
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.0%	112	1.1% ⁽¹⁾	697	0.4% ⁽¹⁾	2474	0.4% ⁽¹⁾	2316	0.3%	380	0.4%	5980
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.0%	112	0.9% ⁽¹⁾	697	0.6% ⁽¹⁾	2474	0.6% ⁽¹⁾	2316	0.9%	380	0.6%	5980
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	2.1%	112	0.3%	697	0.8%	2474	1.2% ⁽²⁾	2316	1.5%	380	1.0%	5980
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.0%	112	1.5% ⁽¹⁾	697	0.9% ⁽¹⁾	2474	0.7% ⁽¹⁾	2316	1.1%	380	0.9%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.0%	112	0.8% ⁽¹⁾	697	0.3% ⁽¹⁾	2474	0.2%	2316	1.3%	380	0.4%	5980
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.0%	112	0.8% ⁽¹⁾⁽⁴⁾	697	0.3% ⁽¹⁾	2474	0.0%	2316	0.3%	380	0.2%	5980
microdis_none Respondent indicated zero instances of microaggressions due to disability status	96.8%	112	95.8%	697	97.8% ⁽²⁾	2474	97.7% ⁽²⁾	2316	96.7%	380	97.4%	5980
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	11.8%	112	9.1%	697	10.6%	2474	11.3%	2316	9.2%	380	10.6%	5980
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	12.5% ⁽⁵⁾	112	5.5%	697	6.6% ⁽⁵⁾	2474	8.1% ⁽²⁾⁽⁵⁾	2316	3.1%	380	6.9%	5980
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	13.2%	112	13.1%	697	11.8%	2474	13.2%	2316	14.7%	380	12.7%	5980

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	18.3%	112	16.7% ⁽³⁾	697	12.0%	2474	15.9% ⁽³⁾	2316	14.1%	380	14.3%	5980
MICROAGGREG_MICROAGGREGCMPLN_3b Someone told me that I complain too much because of my: gender or gender identity	10.3%	112	9.1%	697	7.6%	2474	8.6%	2316	7.7%	380	8.2%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	20.9%	112	19.9%	697	17.1%	2474	18.9%	2316	14.8%	380	18.0%	5980
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	0.6%	112	1.2%	697	2.8% ⁽²⁾⁽¹⁾⁽⁴⁾⁽⁵⁾	2474	1.9% ⁽¹⁾⁽²⁾	2316	1.4%	380	2.1%	5980
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	9.1%	112	4.2%	697	4.1%	2474	4.2%	2316	3.0%	380	4.2%	5980
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	18.0%	112	15.3%	697	14.1%	2474	14.4%	2316	14.2%	380	14.4%	5980
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	13.9% ⁽²⁾⁽³⁾⁽⁴⁾	112	4.4%	697	4.0%	2474	3.0%	2316	7.4% ⁽⁴⁾	380	4.0%	5980
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	64.9%	112	66.2%	697	70.1% ⁽⁴⁾	2474	66.8%	2316	70.6%	380	68.3%	5980
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	10.0%	112	5.6%	697	4.1%	2474	4.4%	2316	7.8%	380	4.7%	5980
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	4.3%	112	3.1%	697	3.5%	2474	3.0%	2316	4.5%	380	3.3%	5980
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	2.4%	112	1.4%	697	2.1%	2474	1.4%	2316	3.1%	380	1.8%	5980
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	10.5%	112	9.8%	697	9.6%	2474	12.2% ⁽³⁾	2316	15.3% ⁽³⁾	380	11.0%	5980
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	4.5%	112	3.5%	697	4.0%	2474	3.0%	2316	3.9%	380	3.5%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	10.8%	112	3.9%	697	3.4%	2474	3.8%	2316	3.8%	380	3.8%	5980
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	6.9%	112	1.9%	697	1.5%	2474	1.8%	2316	3.1%	380	1.9%	5980
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	2.8%	112	1.6%	697	2.4%	2474	1.8%	2316	2.2%	380	2.1%	5980
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	12.4%	112	8.6%	697	6.9%	2474	8.0%	2316	12.1% ⁽³⁾	380	8.0%	5980
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	73.3%	112	80.7%	697	83.2% ⁽⁴⁾⁽⁵⁾	2474	80.1%	2316	75.8%	380	81.1%	5980
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	7.7%	112	9.6% ⁽⁴⁾⁽⁵⁾	697	7.7% ⁽⁴⁾⁽⁵⁾	2474	5.3%	2316	4.1%	380	6.8%	5980
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	18.0% ⁽⁴⁾⁽⁵⁾	112	13.2% ⁽⁴⁾⁽⁵⁾	697	10.0% ⁽⁴⁾⁽⁵⁾	2474	7.0%	2316	5.3%	380	9.0%	5980
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	20.7% ⁽³⁾⁽⁴⁾⁽⁵⁾	112	11.0% ⁽⁵⁾⁽⁴⁾	697	8.4% ⁽⁴⁾⁽⁵⁾	2474	5.7%	2316	4.6%	380	7.6%	5980

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGSPKERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	31.1% ⁽³⁾⁽⁴⁾⁽⁵⁾	112	20.2% ⁽⁴⁾⁽⁵⁾	697	16.1%	2474	15.1%	2316	13.6%	380	16.3%	5980
MICROAGGREG_MICROAGGREGCMPLN_5b Someone told me that I complain too much because of my: race/ethnicity	10.3%	112	5.9% ⁽⁴⁾	697	5.0% ⁽⁴⁾	2474	3.3%	2316	4.8%	380	4.5%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	14.2% ⁽⁴⁾⁽⁵⁾	112	7.6% ⁽⁴⁾⁽⁵⁾	697	6.0% ⁽⁵⁾	2474	4.7%	2316	3.1%	380	5.7%	5980
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	1.2%	112	0.9%	697	2.1% ⁽²⁾⁽⁵⁾⁽⁴⁾	2474	0.9%	2316	0.5%	380	1.4%	5980
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	7.6%	112	3.7%	697	4.2%	2474	3.1%	2316	2.4%	380	3.6%	5980
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	14.5% ⁽⁴⁾⁽⁵⁾	112	8.9% ⁽⁴⁾⁽⁵⁾	697	6.7% ⁽⁴⁾⁽⁵⁾	2474	4.5%	2316	3.7%	380	6.0%	5980
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	12.4%	112	7.4% ⁽⁴⁾	697	5.8%	2474	4.6%	2316	6.8%	380	5.7%	5980
microrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	60.1%	112	69.6%	697	77.3% ⁽¹⁾⁽²⁾	2474	78.9% ⁽¹⁾⁽²⁾	2316	78.6% ⁽¹⁾⁽²⁾	380	76.8%	5980
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	8.4%	112	2.8% ⁽⁴⁾	697	1.3%	2474	1.1%	2316	2.1%	380	1.6%	5980
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	2.4%	112	1.6%	697	0.8%	2474	0.8%	2316	4.2% ⁽³⁾⁽⁴⁾	380	1.1%	5980
MICROAGGREG_MICROAGGREGSPKERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	14.7%	112	9.6%	697	8.2%	2474	10.8% ⁽³⁾	2316	14.8% ⁽³⁾	380	9.9%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	0.8%	112	2.4%	697	0.9%	2474	1.1%	2316	2.5%	380	1.3%	5980
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	6.9%	112	0.7%	697	0.7%	2474	0.7%	2316	1.7%	380	0.9%	5980
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	1.9%	112	0.2%	697	0.9% ⁽²⁾⁽⁴⁾	2474	0.3%	2316	1.7%	380	0.6%	5980
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	12.9% ⁽³⁾	112	5.0%	697	4.1%	2474	4.8%	2316	8.9% ⁽³⁾	380	4.9%	5980
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	77.1%	112	85.9%	697	88.1% ⁽⁵⁾	2474	86.0%	2316	80.6%	380	86.4%	5980
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	3.2%	112	1.9% ⁽⁴⁾	697	0.7%	2474	0.4%	2316	0.9%	380	0.8%	5980
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	3.2%	112	2.4%	697	1.3%	2474	1.4%	2316	2.3%	380	1.6%	5980
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	1.4%	112	0.3%	697	0.5%	2474	0.3%	2316	0.9%	380	0.4%	5980
MICROAGGREG_MICROAGGREGSPKERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	20.1% ⁽³⁾⁽⁴⁾⁽²⁾⁽⁵⁾	112	5.3%	697	3.5%	2474	4.4%	2316	4.6%	380	4.4%	5980
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	1.4%	112	1.7%	697	1.1%	2474	1.5%	2316	1.8%	380	1.3%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	0.8%	112	1.3%	697	0.9%	2474	0.3%	2316	1.2%	380	0.7%	5980

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.8%	112	0.3%	697	0.6% ⁽⁴⁾	2474	0.1%	2316	1.2%	380	0.4%	5980
MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation	0.0%	112	0.9% ⁽¹⁾	697	0.5% ⁽¹⁾	2474	0.3% ⁽¹⁾	2316	1.2%	380	0.5%	5980
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	12.7% ^{(3) (4)}	112	4.8% ⁽³⁾	697	2.5%	2474	2.7%	2316	4.8%	380	3.2%	5980
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	75.2%	112	91.2% ⁽¹⁾	697	94.1% ^{(1) (2)}	2474	93.6% ⁽¹⁾	2316	92.4% ⁽¹⁾	380	93.1%	5980
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	19.7%	112	19.3% ^{(5) (4)}	697	15.7% ⁽⁴⁾	2474	12.1%	2316	11.3%	380	14.5%	5980
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	24.0%	112	20.7% ^{(3) (4)}	697	16.7%	2474	14.3%	2316	16.8%	380	16.4%	5980
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	17.8%	112	15.0% ⁽⁴⁾	697	13.2%	2474	11.1%	2316	11.4%	380	12.6%	5980
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	8.6%	112	10.6% ⁽⁴⁾	697	9.0% ⁽⁴⁾	2474	6.0%	2316	8.7%	380	8.0%	5980
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	19.5%	112	14.4% ⁽⁴⁾	697	12.7% ⁽⁴⁾	2474	9.0%	2316	11.5%	380	11.5%	5980
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	21.0%	112	18.5%	697	19.4% ⁽⁴⁾	2474	16.0%	2316	16.9%	380	17.8%	5980
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	1.8%	112	3.5% ^{(4) (5)}	697	3.7% ^{(1) (4) (5)}	2474	1.4%	2316	0.7%	380	2.5%	5980
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	23.3%	112	21.1% ^{(3) (5) (4)}	697	17.0% ⁽⁴⁾	2474	13.8%	2316	12.7%	380	16.1%	5980
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	21.3%	112	18.0% ⁽⁴⁾	697	16.2%	2474	13.8%	2316	12.7%	380	15.3%	5980
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	11.0%	112	14.0% ⁽⁴⁾	697	10.8% ⁽⁴⁾	2474	7.6%	2316	11.9%	380	10.0%	5980
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	49.9%	112	60.2%	697	63.4% ⁽¹⁾	2474	67.8% ^{(2) (1) (3)}	2316	70.1% ^{(1) (2) (3)}	380	64.9%	5980

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	4.15	89	4.18	575	4.43 ⁽²⁾	2094	4.49 ⁽²⁾	1965	4.53 ⁽²⁾	329	4.43	5052
UVAISVAL_2 Personally agree that UVA is - Safe	4.48	88	4.51	572	4.59	2096	4.74 ⁽²⁾⁽³⁾	1976	4.78 ⁽²⁾⁽³⁾	329	4.65	5062
UVAISVAL_3 Personally agree that UVA is - Cooperative	4.19	89	4.32	572	4.44	2084	4.54 ⁽²⁾⁽³⁾	1956	4.58 ⁽²⁾	327	4.47	5028
UVAISVAL_4 Personally agree that UVA is - Elitist	4.99 ⁽³⁾⁽⁴⁾⁽⁵⁾	89	4.79 ⁽³⁾⁽⁴⁾⁽⁵⁾	553	4.50	2059	4.47	1974	4.33	328	4.52	5003
UVAISVAL_5 Personally agree that UVA is - Hostile	2.65	88	2.68 ⁽³⁾⁽⁴⁾⁽⁵⁾	557	2.45 ⁽⁴⁾	2075	2.29	1970	2.44	330	2.42	5020
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.25	88	2.29 ⁽⁴⁾	566	2.25 ⁽⁴⁾	2080	2.06	1972	2.13	329	2.17	5035
UVAISVAL_7 Personally agree that UVA is - Fair	3.87	89	3.96	569	4.20 ⁽²⁾	2080	4.35 ⁽¹⁾⁽²⁾⁽³⁾	1971	4.39 ⁽²⁾⁽¹⁾⁽³⁾	329	4.24	5038
UVAISVAL_8 Personally agree that UVA is- Inclusive	3.75	89	3.83	566	4.09 ⁽²⁾	2065	4.20 ⁽²⁾⁽³⁾	1972	4.32 ⁽¹⁾⁽²⁾⁽³⁾	329	4.11	5022
UVAISVAL_9 Personally agree that UVA is - Detached	3.43	88	3.38 ⁽³⁾⁽⁴⁾	548	3.17	2037	3.12	1922	3.20	323	3.18	4917
UVAISVAL_10 Personally agree that UVA is - Uncaring	2.85	87	2.83 ⁽³⁾⁽⁴⁾⁽⁵⁾	563	2.61 ⁽⁴⁾	2059	2.51	1954	2.54	327	2.59	4991
RUCCLIMSECWELC_RUCSAFESURE Agreement with- UVA is a safe and secure workplace	4.28	108	4.26	680	4.48 ⁽²⁾	2419	4.56 ⁽²⁾	2285	4.54 ⁽²⁾	376	4.49	5869
RUCCLIMSECWELC_RUCCLIMSECWELCPGMSEC Agreement with- My department/unit/program is a safe and secure place	4.77	46	4.77	420	4.84	1425	4.96 ⁽²⁾⁽³⁾	931	4.79	119	4.87	2941
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	2.29	108	2.16 ⁽³⁾⁽⁵⁾⁽⁴⁾	683	2.00	2426	1.98	2252	1.89	362	2.01	5832
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	2.01 ⁽⁴⁾⁽⁵⁾	107	1.78 ⁽⁵⁾⁽³⁾⁽⁴⁾	678	1.67 ⁽⁴⁾⁽⁵⁾	2405	1.58	2238	1.49	361	1.64	5791
SGBKNLDG_SGBKNLDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	3.19	10	3.51	100	3.66	709	3.60	467	3.70	49	3.63	1334
SGBKNLDG_SGBKNLDGG 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	3.38	40	3.44	348	3.49	1188	3.45	792	3.51	103	3.47	2472
SGBKNLDG_SGBKNLDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	3.35	38	3.44	348	3.48	1188	3.40	794	3.46	103	3.45	2472
SGBKNLDG_SGBKNLDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	3.79	10	3.82	100	3.89	708	3.97 ⁽³⁾⁽²⁾	468	4.17 ⁽²⁾⁽³⁾⁽¹⁾⁽⁴⁾	48	3.92	1334
SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1.90	8	1.68	88	1.73	626	1.81 ⁽³⁾	427	2.06 ⁽²⁾⁽⁴⁾⁽³⁾	45	1.77	1194
SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1.50	10	1.31 ⁽⁴⁾	97	1.22 ⁽⁴⁾	690	1.16	460	1.18	48	1.21	1306
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?	1.70 ⁽⁴⁾⁽⁵⁾⁽³⁾	10	1.36 ⁽⁴⁾	97	1.23 ⁽⁴⁾	684	1.17	460	1.23	48	1.22	1299
SXASLTPRBLM_SXASLTPRBLMLIHDUVAEVNT How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1.45	10	1.36 ⁽⁴⁾	96	1.31 ⁽⁴⁾	678	1.19	461	1.28	48	1.27	1293
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	1.96	37	2.16	344	2.17	1173	2.19	794	2.20	105	2.17	2453

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.16	35	2.17	343	2.17	1174	2.26 ^{(2) (3)}	794	2.21	104	2.20	2450
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	2.13	36	2.15	343	2.16	1175	2.20	796	2.24	104	2.17	2455
SGBHARASSFREQ_SGBHARASSFREQAFTNOINT Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc after you said no or otherwise expressed not being interested	1.92	36	2.06 ⁽³⁾	344	2.02	1173	2.03	797	2.04	105	2.03	2455
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	2.02	36	2.04	345	2.03	1172	2.06 ⁽³⁾	796	2.07	105	2.04	2454
SGBHARASSFREQ_SGBHARASSFREQMSSGS Past year frequency by someone at UVA - Emailed, texted, tweeted etc, offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want	1.88	36	2.02 ⁽¹⁾	344	2.00 ⁽¹⁾	1172	2.04 ^{(1) (3)}	796	2.05 ⁽¹⁾	105	2.02	2453

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	24.0%	89	17.8%	576	17.6% ⁽⁴⁾	2064	13.8%	1905	14.5%	322	16.1%	4956
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	36.2% ^{(3) (4) (5)}	86	22.1% ^{(3) (4)}	563	16.7% ⁽⁴⁾	2036	13.8%	1893	15.9%	320	16.5%	4897
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	16.8%	87	12.8%	571	10.0%	2037	11.2%	1891	10.5%	319	11.0%	4904
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	43.4%	85	36.9%	558	32.0%	2024	37.2% ⁽³⁾	1893	39.5%	315	35.2%	4875
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	7.4%	89	1.7%	573	2.7%	2048	2.4%	1903	3.5%	322	2.6%	4935
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	45.8% ^{(2) (3) (4) (5)}	89	27.7% ^{(3) (4)}	552	21.5%	2027	20.3%	1883	23.4%	319	22.3%	4870
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	65.7% ^{(2) (3) (4)}	85	40.9%	550	38.5%	2014	49.6% ^{(2) (3)}	1867	51.4% ^{(2) (3)}	301	44.4%	4816
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	10.9%	87	5.7%	572	4.8%	2029	4.2%	1903	4.3%	320	4.7%	4910
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	61.3% ^{(2) (3) (4) (5)}	85	44.2% ⁽³⁾	557	35.7%	2036	39.8% ⁽³⁾	1882	38.9%	313	38.9%	4871
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	45.1% ^{(2) (3) (4) (5)}	83	27.6%	557	22.8%	2023	26.5% ⁽³⁾	1894	28.5%	314	25.5%	4872
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	39.8% ^{(3) (4)}	84	25.0%	561	21.1%	2033	25.0% ⁽³⁾	1892	26.3%	322	23.7%	4892
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	51.7% ^{(2) (3) (4) (5)}	85	29.6% ^{(3) (4)}	559	22.1%	2037	20.9%	1903	24.0%	316	23.1%	4900
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	20.8% ⁽⁴⁾	83	12.0% ⁽⁴⁾	557	9.5% ⁽⁴⁾	2035	6.5%	1904	8.4%	322	8.7%	4901
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	14.8% ^{(4) (5)}	81	3.0%	553	2.5% ⁽⁴⁾	2032	1.0%	1902	1.5%	321	2.1%	4889
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	9.6%	82	4.3% ^{(3) (5)}	560	2.1% ⁽⁵⁾	2022	2.8% ⁽⁵⁾	1904	0.5%	319	2.7%	4887
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	35.0% ^{(3) (4) (5)}	83	22.3%	551	18.4%	2025	19.9%	1891	19.2%	314	19.8%	4864
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	0.0%	84	0.2% ^{(1) (5)}	556	0.6% ^{(1) (5)}	2022	0.3% ^{(1) (5)}	1905	0.0%	317	0.4%	4884
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	19.5% ^{(2) (3) (4) (5)}	84	5.5% ⁽⁴⁾	557	4.9% ⁽⁴⁾	2016	2.3%	1900	2.7%	320	4.1%	4876

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	39.3% ^{(2) (3) (4) (5)}	84	17.8%	548	14.1%	2004	16.4%	1897	18.9%	314	16.2%	4846
VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPBHDPRGNCR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	5.7%	84	1.6% ^{(4) (5)}	558	0.9% ^{(4) (5)}	2023	0.3% ⁽⁵⁾	1896	0.0%	320	0.7%	4881
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	37.4% ^{(2) (3) (4) (5)}	83	20.7% ^{(3) (4) (5)}	554	12.4%	2017	10.2%	1892	9.8%	321	12.7%	4868
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	27.4% ^{(2) (3) (4) (5)}	83	11.4% ⁽³⁾	549	6.9%	2008	9.1% ⁽³⁾	1899	11.6%	316	8.9%	4855
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	18.7% ^{(3) (4) (5)}	82	7.6% ^{(3) (4) (5)}	551	3.5%	2020	3.6%	1897	3.0%	312	4.2%	4862
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	32.5% ^{(3) (4) (5)}	84	19.4% ^{(3) (4) (5)}	547	6.4% ⁽⁴⁾	2018	3.2%	1899	9.5% ⁽⁴⁾	318	7.3%	4866
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	2.0%	70	3.4%	378	4.9% ⁽⁴⁾	1285	2.2%	1317	3.0%	220	3.5%	3271
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	31.1%	70	30.4% ^{(4) (5)}	378	27.6% ^{(4) (5)}	1285	19.7%	1317	18.9%	220	24.2%	3271
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	23.3%	70	17.8%	378	17.0%	1285	14.4%	1317	16.9%	220	16.2%	3271
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	4.6%	70	7.2%	378	9.4% ⁽⁴⁾	1285	6.5%	1317	8.1%	220	7.8%	3271
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	0.0%	70	4.0% ⁽¹⁾	378	4.8% ⁽¹⁾	1285	3.5% ⁽¹⁾	1317	2.4% ⁽¹⁾	220	3.9%	3271
BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	0.0%	70	0.4%	378	0.6% ⁽¹⁾	1285	0.8% ⁽¹⁾	1317	1.6%	220	0.7%	3271
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	41.6%	70	37.4% ⁽⁴⁾	378	31.5% ⁽⁴⁾	1285	26.5%	1317	35.5%	220	30.7%	3271
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	33.7% ^{(4) (5)}	70	20.0% ^{(4) (5)}	378	18.2% ^{(4) (5)}	1285	13.4%	1317	11.4%	220	16.4%	3271
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	11.8%	70	10.8%	378	10.7%	1285	9.3%	1317	8.2%	220	10.0%	3271
BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	0.0%	70	0.8%	378	1.7% ⁽¹⁾	1285	0.9% ⁽¹⁾	1317	1.7%	220	1.3%	3271
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	25.7% ⁽⁴⁾	70	14.3%	378	15.5% ⁽⁴⁾	1285	10.5%	1317	13.4%	220	13.4%	3271
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	49.0% ^{(4) (5) (3)}	70	35.3% ^{(4) (3)}	378	26.6% ⁽⁴⁾	1285	20.8%	1317	30.2% ⁽⁴⁾	220	26.0%	3271
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	3.9%	70	6.4%	378	6.4% ⁽⁵⁾	1285	4.9%	1317	2.9%	220	5.5%	3271

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.66	63	2.84	349	3.01 ⁽²⁾	1378	2.94	1163	3.03	191	2.96	3144
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	2.52	7	3.15 ⁽¹⁾	73	3.27 ⁽¹⁾	587	3.31 ⁽¹⁾⁽²⁾	356	3.43 ⁽¹⁾⁽²⁾	38	3.28	1063
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTHR Degree of comfort contacting- Human Resources	2.76	9	3.00	86	3.03	645	3.14 ⁽³⁾⁽²⁾	399	3.24 ⁽¹⁾⁽²⁾⁽³⁾	44	3.07	1183
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police	2.68	9	3.03	86	3.02	640	3.07	400	3.15	44	3.04	1178
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	2.76	62	2.79	440	2.95 ⁽²⁾	1701	2.95 ⁽²⁾	1557	2.91	271	2.93	4031
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.69	59	2.78	427	2.93 ⁽²⁾	1603	2.96 ⁽²⁾	1477	2.85	260	2.92	3826
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.58	78	2.69	527	2.91 ⁽²⁾	1904	3.00 ⁽¹⁾⁽²⁾⁽³⁾	1809	3.03 ⁽¹⁾⁽²⁾	313	2.92	4632
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.08	71	2.21	464	2.45 ⁽¹⁾⁽²⁾	1765	2.40 ⁽²⁾	1635	2.50 ⁽¹⁾⁽²⁾	301	2.40	4236
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.08	64	2.26	418	2.49 ⁽¹⁾⁽²⁾	1666	2.46 ⁽¹⁾⁽²⁾	1505	2.57 ⁽¹⁾⁽²⁾	277	2.45	3929
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police	2.49	8	2.82	83	2.81	623	2.82	393	2.96	43	2.82	1152
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.36	62	2.65	407	2.84 ⁽¹⁾⁽²⁾	1570	2.88 ⁽¹⁾⁽²⁾	1415	2.82 ⁽¹⁾	255	2.82	3708
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.27	84	2.58	533	2.78 ⁽¹⁾⁽²⁾	1980	2.79 ⁽¹⁾⁽²⁾	1840	2.87 ⁽²⁾⁽¹⁾	315	2.76	4752
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTAMB Degree of comfort contacting- UVA Security Ambassadors	2.25	63	2.58	447	2.80 ⁽¹⁾⁽²⁾	1675	2.79 ⁽¹⁾⁽²⁾	1584	2.81 ⁽¹⁾⁽²⁾	275	2.76	4043
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	2.76	68	2.93	465	3.04 ⁽²⁾	1743	3.07 ⁽²⁾	1677	2.91	271	3.03	4224
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office	2.88	7	2.84	77	2.94	608	3.10 ⁽²⁾⁽³⁾	397	3.28 ⁽²⁾⁽³⁾	44	3.01	1134
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair	3.02	8	2.91	81	3.13 ⁽²⁾	613	3.34 ⁽²⁾⁽³⁾	387	3.51 ⁽¹⁾⁽²⁾⁽³⁾	42	3.20	1131
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.46	26	2.60	237	2.89 ⁽²⁾	993	2.92 ⁽²⁾	745	2.91 ⁽²⁾	115	2.86	2116
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean	2.50	74	2.62	444	2.79 ⁽²⁾	1292	2.80 ⁽²⁾	1416	2.91 ⁽¹⁾⁽²⁾	265	2.77	3491
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor	2.92	74	2.91	460	2.99	1330	2.99	1447	2.99	268	2.98	3578
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty	2.94	78	2.87	466	3.02 ⁽²⁾	1386	3.09 ⁽²⁾	1467	3.18 ⁽²⁾⁽³⁾	276	3.04	3673
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center	2.82	61	2.71	368	2.89 ⁽²⁾	1050	2.90 ⁽²⁾	1108	2.92	207	2.87	2793
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTUH Degree of comfort contacting- Student Health/Counseling	2.97	62	2.98	442	3.08	1275	3.13 ⁽²⁾	1395	3.05	266	3.09	3441
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police	2.37	76	2.43	459	2.58 ⁽²⁾	1350	2.56	1457	2.69 ⁽²⁾	273	2.55	3615

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.32	106	4.21	678	4.49 ⁽²⁾	2423	4.54 ⁽²⁾	2284	4.62 ⁽²⁾	376	4.48	5867
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.79	46	4.66	419	4.78	1425	4.89 ⁽²⁾⁽³⁾	932	4.76	119	4.80	2942
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	3.55	103	4.12 ⁽¹⁾	660	4.40 ⁽¹⁾⁽²⁾	2325	4.71 ⁽³⁾⁽¹⁾⁽²⁾	2242	4.86 ⁽¹⁾⁽²⁾⁽³⁾	376	4.50	5705
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	4.23	80	4.67	591	4.96 ⁽¹⁾⁽²⁾	2167	5.11 ⁽¹⁾⁽²⁾⁽³⁾	1926	5.23 ⁽²⁾⁽³⁾⁽¹⁾	316	4.99	5079
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	5.02	79	5.00	584	5.02	2144	5.11 ⁽²⁾⁽³⁾	1910	5.22 ⁽²⁾⁽³⁾	316	5.06	5033
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	3.76	77	4.20	581	4.28 ⁽¹⁾	2144	4.44 ⁽¹⁾⁽²⁾⁽³⁾	1908	4.51 ⁽¹⁾⁽²⁾⁽³⁾	313	4.33	5023
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.29	102	4.55	645	4.63	2345	4.78 ⁽¹⁾⁽³⁾⁽²⁾	2196	4.63	356	4.67	5644
DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	3.73	98	3.91	630	3.97	2290	4.03	2163	4.01	350	3.99	5531
DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.11	102	4.28	632	4.34	2297	4.45 ⁽³⁾⁽²⁾	2129	4.41	346	4.38	5506
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	3.67	101	3.91	649	4.37 ⁽¹⁾⁽²⁾	2355	4.62 ⁽²⁾⁽¹⁾⁽³⁾	2206	4.88 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	358	4.43	5670
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.47	100	4.34	646	4.62 ⁽²⁾	2339	4.76 ⁽²⁾⁽³⁾	2197	4.81 ⁽²⁾	358	4.65	5640

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	20.9% ⁽⁴⁾⁽⁵⁾	99	24.9% ⁽⁴⁾⁽⁵⁾	573	21.3% ⁽⁴⁾⁽⁵⁾	1648	8.5%	1780	7.6%	325	15.6%	4425
PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization	31.9%	99	25.7%	573	23.0%	1648	27.9% ⁽³⁾	1780	33.9% ⁽³⁾	325	26.3%	4425
PARTICIPATION_3b Participation as a UVA student - Athletic team	8.3%	99	7.3%	573	9.6%	1648	14.1% ⁽²⁾⁽³⁾	1780	12.3%	325	11.3%	4425
PARTICIPATION_4b Participation as a UVA student - Club sport	11.6%	99	2.1%	573	5.1% ⁽²⁾	1648	5.1% ⁽²⁾	1780	6.6% ⁽²⁾	325	5.0%	4425
PARTICIPATION_5b Participation as a UVA student - Culture-specific organization	17.7%	99	9.7%	573	11.3%	1648	18.9% ⁽²⁾⁽³⁾	1780	22.3% ⁽²⁾⁽³⁾	325	15.1%	4425
PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization	18.1%	99	25.5% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	18.3%	1648	19.9%	1780	17.0%	325	19.8%	4425
PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	13.3%	99	15.4%	573	17.6%	1648	22.5% ⁽²⁾⁽³⁾	1780	26.1% ⁽¹⁾⁽²⁾⁽³⁾	325	19.8%	4425
PARTICIPATION_8b Participation as a UVA student - Greek letter organization	8.2%	99	15.7% ⁽³⁾	573	11.4%	1648	15.6% ⁽³⁾	1780	23.7% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	325	14.5%	4425
PARTICIPATION_9b Participation as a UVA student - Health and wellness organization	14.2%	99	7.5%	573	12.8% ⁽²⁾	1648	26.8% ⁽¹⁾⁽²⁾⁽³⁾	1780	42.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	325	19.9%	4425
PARTICIPATION_10b Participation as a UVA student - Performance organization	8.7%	99	8.7%	573	7.7%	1648	13.1% ⁽²⁾⁽³⁾	1780	9.4%	325	10.1%	4425
PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization	18.5%	99	11.4%	573	14.2%	1648	17.9% ⁽²⁾⁽³⁾	1780	23.9% ⁽²⁾⁽³⁾	325	16.2%	4425
PARTICIPATION_12b Participation as a UVA student - Professional organization	20.7%	99	17.6%	573	18.3%	1648	24.1% ⁽²⁾⁽³⁾	1780	20.3%	325	20.7%	4425
PARTICIPATION_13b Participation as a UVA student - Publication/media organization	4.1%	99	5.0%	573	6.9%	1648	9.5% ⁽²⁾⁽³⁾	1780	12.0% ⁽¹⁾⁽²⁾	325	8.0%	4425
PARTICIPATION_14b Participation as a UVA student - Recreational organization	20.1%	99	11.5%	573	16.3% ⁽²⁾	1648	23.9% ⁽²⁾⁽³⁾	1780	24.3% ⁽²⁾⁽³⁾	325	19.4%	4425
PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization	16.4%	99	16.1%	573	24.3% ⁽²⁾	1648	38.8% ⁽¹⁾⁽²⁾⁽³⁾	1780	37.7% ⁽¹⁾⁽²⁾⁽³⁾	325	29.9%	4425
PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)	10.8%	99	5.4%	573	5.6%	1648	4.5%	1780	7.1%	325	5.4%	4425
leaveuVaR Have you considered leaving UVA in the past year?	55.7% ⁽³⁾⁽⁴⁾⁽⁵⁾	106	47.2% ⁽⁴⁾⁽⁵⁾⁽³⁾	635	38.6% ⁽⁴⁾⁽⁵⁾	2337	32.3%	2189	27.0%	353	36.7%	5620
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	44.2%	59	39.3% ⁽³⁾⁽⁵⁾	300	28.4%	903	33.0%	707	23.5%	96	31.8%	2065
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	67.5%	59	55.7%	300	51.0%	903	56.7% ⁽³⁾	707	55.9%	96	54.4%	2065
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	31.5%	59	36.8% ⁽³⁾	300	27.2%	903	29.5%	707	32.3%	96	29.8%	2065
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	0.5%	59	1.8%	300	3.0% ⁽¹⁾	903	2.2% ⁽¹⁾	707	1.3%	96	2.4%	2065
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	4.8%	59	6.3%	300	15.2% ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾	903	11.8% ⁽²⁾⁽⁵⁾⁽¹⁾	707	6.2%	96	12.0%	2065
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	6.5%	59	4.7% ⁽⁵⁾	300	6.0% ⁽⁵⁾	903	4.3% ⁽⁵⁾	707	1.7%	96	5.0%	2065
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	7.6%	59	11.8% ⁽⁵⁾	300	21.0% ⁽⁴⁾⁽²⁾⁽¹⁾⁽⁵⁾	903	11.4% ⁽⁵⁾	707	6.7%	96	15.4%	2065
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	8.7%	59	13.5% ⁽⁵⁾	300	21.1% ⁽²⁾⁽⁴⁾⁽¹⁾⁽⁵⁾	903	10.7% ⁽⁵⁾	707	3.3%	96	15.3%	2065

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	6.9%	59	6.2% ^{(4) (5)}	300	4.2%	903	2.5%	707	1.4%	96	3.9%	2065
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	30.1%	59	20.9%	300	17.5%	903	17.0%	707	24.2%	96	18.5%	2065
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	4.2%	59	2.1%	300	3.0% ⁽⁴⁾	903	1.5%	707	1.4%	96	2.3%	2065
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	20.2%	59	19.0%	300	25.7% ⁽²⁾	903	26.0% ⁽²⁾	707	30.1%	96	24.9%	2065
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	10.9%	59	16.9% ⁽⁵⁾	300	11.7% ⁽⁵⁾	903	12.3% ⁽⁵⁾	707	3.7%	96	12.2%	2065
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	23.8% ⁽⁵⁾	59	36.1% ^{(4) (3) (5)}	300	14.9% ^{(4) (5)}	903	8.5% ⁽⁵⁾	707	2.0%	96	15.5%	2065
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	6.1%	59	13.3%	300	9.6%	903	11.3%	707	6.5%	96	10.5%	2065
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	23.4%	59	25.2% ^{(3) (5) (4)}	300	17.6%	903	16.9%	707	11.6%	96	18.3%	2065
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	1.9%	59	2.9%	300	5.3%	903	6.0%	707	6.1%	96	5.1%	2065

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	4.53	13	4.45	116	4.75 ⁽²⁾	797	4.91 ⁽²⁾⁽³⁾	518	4.99 ⁽²⁾	55	4.79	1498
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.44	89	4.62	568	4.77 ⁽²⁾	2063	4.90 ⁽¹⁾⁽²⁾⁽³⁾	1818	4.95 ⁽¹⁾⁽³⁾⁽²⁾	290	4.81	4827
ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	4.21 ⁽³⁾	4	3.90	75	3.54	161	3.91	84	4.42 ⁽³⁾	11	3.75	335
ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	3.0	4	3.79 ⁽¹⁾⁽³⁾	68	3.31 ⁽¹⁾	136	3.75 ⁽¹⁾	75	4.41 ⁽¹⁾⁽³⁾	11	3.57	295
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	3.72	4	3.81 ⁽³⁾	74	3.32	161	3.54	84	3.22	11	3.49	334
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	3.45	4	3.39	74	3.16	159	3.66 ⁽³⁾	84	3.15	11	3.34	333
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	4.0 ⁽³⁾	4	3.94	74	3.74	155	3.92	84	4.42 ⁽³⁾	11	3.86	329
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	3.72 ⁽³⁾	4	3.19	73	3.12	155	3.33	81	2.66	8	3.19	322
CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	2.09	9	2.38	98	2.89 ⁽¹⁾⁽²⁾	715	3.22 ⁽¹⁾⁽²⁾⁽³⁾	477	3.59 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	52	2.99	1351
CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events	2.16	9	2.14	98	2.49 ⁽²⁾	714	2.77 ⁽²⁾⁽³⁾	477	3.04 ⁽²⁾⁽³⁾	52	2.59	1350
CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events	2.05	9	2.27	98	2.70 ⁽²⁾	712	2.93 ⁽¹⁾⁽²⁾⁽³⁾	475	3.13 ⁽¹⁾⁽²⁾⁽³⁾	51	2.76	1346
CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1.12	7	1.72 ⁽¹⁾	96	1.95 ⁽¹⁾⁽²⁾	659	1.93 ⁽¹⁾⁽²⁾	443	2.05 ⁽¹⁾	49	1.92	1254
CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1.14	9	1.49 ⁽¹⁾	97	1.47 ⁽¹⁾	714	1.52 ⁽¹⁾	474	1.77 ⁽¹⁾	51	1.50	1345
CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events	2.93	9	3.13	98	3.44 ⁽²⁾	713	3.68 ⁽²⁾⁽³⁾	475	3.78 ⁽²⁾⁽³⁾	52	3.51	1346
CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	2.46	9	2.55	99	2.82 ⁽²⁾	715	3.22 ⁽²⁾⁽³⁾	476	3.79 ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	51	2.98	1350
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.52	80	4.52	514	4.57	1854	4.60	1648	4.55	265	4.57	4361
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	3.61	91	3.86	553	4.03 ⁽²⁾	2034	4.11 ⁽²⁾⁽¹⁾	1931	4.15 ⁽¹⁾⁽²⁾	323	4.04	4931
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.18	82	4.25	539	4.32	1966	4.49 ⁽²⁾⁽³⁾	1888	4.44	311	4.38	4785
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	5.06 ⁽⁴⁾⁽⁵⁾	9	4.68 ⁽⁴⁾	99	4.69 ⁽⁴⁾	702	4.28	469	4.45	50	4.54	1330
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	4.35	90	4.07 ⁽³⁾	546	3.92	2003	3.93	1928	3.94	323	3.95	4891

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	4.25	68	4.14	391	4.25	1210	4.33 ⁽²⁾	1328	4.56 ⁽²⁾⁽³⁾⁽⁴⁾	246	4.29	3243
EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.40	69	4.35	402	4.39	1227	4.49	1337	4.63 ⁽²⁾⁽³⁾	248	4.45	3283
EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	4.06	74	3.95	412	4.06	1246	4.16 ⁽²⁾	1375	4.37 ⁽²⁾⁽³⁾	261	4.11	3368
EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.12	79	4.09	436	4.27 ⁽²⁾	1280	4.35 ⁽²⁾	1397	4.48 ⁽²⁾⁽³⁾	266	4.29	3458
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.91 ⁽³⁾⁽⁴⁾⁽⁵⁾	107	1.87 ⁽³⁾⁽⁵⁾⁽⁴⁾	678	1.49 ⁽⁴⁾⁽⁵⁾	2402	1.32	2280	1.31	377	1.47	5844
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	2.50 ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	107	2.26 ⁽³⁾⁽⁴⁾⁽⁵⁾	677	1.76 ⁽⁵⁾⁽⁴⁾	2407	1.29 ⁽⁵⁾	2278	1.11	375	1.61	5845
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.95 ⁽²⁾⁽⁴⁾⁽⁵⁾⁽³⁾	106	1.72 ⁽⁵⁾⁽⁴⁾⁽³⁾	679	1.44 ⁽⁵⁾⁽⁴⁾	2404	1.25	2280	1.20	376	1.39	5845
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	2.04 ⁽⁴⁾⁽³⁾⁽⁵⁾	105	1.83 ⁽⁵⁾⁽⁴⁾⁽³⁾	682	1.45 ⁽⁵⁾⁽⁴⁾	2412	1.18 ⁽⁵⁾	2281	1.10	377	1.38	5857
BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	1.86	12	1.93	119	1.99 ⁽⁵⁾	811	1.94	530	1.82	55	1.96	1526
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	2.07	109	2.02 ⁽⁴⁾⁽⁵⁾	673	1.95	2422	1.93	2281	1.89	374	1.95	5858
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.71	109	1.72 ⁽³⁾⁽⁴⁾⁽⁵⁾	673	1.60 ⁽⁵⁾⁽⁴⁾	2424	1.55	2283	1.49	375	1.59	5864
BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience	2.48 ⁽³⁾⁽⁴⁾⁽⁵⁾	94	2.35 ⁽⁵⁾⁽⁴⁾⁽³⁾	560	2.25 ⁽⁴⁾⁽⁵⁾	1614	2.18 ⁽⁵⁾	1745	2.05	320	2.22	4333
BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	2.49 ⁽³⁾⁽²⁾⁽⁴⁾⁽⁵⁾	94	2.22 ⁽³⁾⁽⁴⁾⁽⁵⁾	561	2.01	1608	1.96	1747	1.95	320	2.02	4331
BASICWELL_BASICWELLEMPLYGRD Degree of concern in the past year - Securing employment after graduation/completion	2.40 ⁽³⁾⁽⁴⁾⁽⁵⁾	97	2.22 ⁽⁴⁾⁽⁵⁾⁽³⁾	553	2.04	1605	2.01	1745	1.98	323	2.05	4322
BASICWELL_BASICWELLEMPLYATTND Degree of concern in the past year - Securing employment while completing my program of study	1.88 ⁽⁵⁾	94	1.91 ⁽³⁾⁽⁴⁾⁽⁵⁾	552	1.72 ⁽⁴⁾⁽⁵⁾	1591	1.64	1742	1.57	321	1.70	4300
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	2.79 ⁽³⁾⁽²⁾⁽⁴⁾⁽⁵⁾	109	2.26 ⁽³⁾⁽⁴⁾⁽⁵⁾	681	1.62 ⁽⁴⁾⁽⁵⁾	2430	1.36 ⁽⁵⁾	2282	1.23	376	1.59	5878
RUCSKPCUT_RUCCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	4.71 ⁽⁴⁾⁽⁵⁾⁽³⁾	109	4.33 ⁽³⁾⁽⁴⁾⁽⁵⁾	680	3.59 ⁽⁴⁾⁽⁵⁾	2428	3.05 ⁽⁵⁾	2287	2.65	378	3.43	5882
RUCSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	4.73 ⁽⁵⁾⁽⁴⁾⁽³⁾	109	4.31 ⁽³⁾⁽⁵⁾⁽⁴⁾	682	3.41 ⁽⁵⁾⁽⁴⁾	2427	2.41 ⁽⁵⁾	2275	1.78	374	3.05	5867

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	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	26.3%	99	19.0%	573	17.6%	1648	22.2% ⁽³⁾	1780	23.7%	325	20.3%	4425
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	19.5%	99	25.7%	573	53.0% ⁽¹⁾⁽²⁾	1648	77.6% ⁽¹⁾⁽²⁾⁽³⁾	1780	92.2% ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	325	61.5%	4425
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	30.9% ⁽⁴⁾⁽⁵⁾	99	32.0% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	23.7% ⁽⁴⁾⁽⁵⁾	1648	17.2% ⁽⁵⁾	1780	9.5%	325	21.3%	4425
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	13.6% ⁽⁴⁾⁽⁵⁾	99	31.0% ⁽¹⁾⁽³⁾⁽⁴⁾⁽⁵⁾	573	12.8% ⁽⁴⁾⁽⁵⁾	1648	3.3% ⁽⁵⁾	1780	1.3%	325	10.5%	4425
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	6.6%	99	21.5% ⁽¹⁾⁽³⁾⁽⁴⁾⁽⁵⁾	573	8.7% ⁽⁴⁾⁽⁵⁾	1648	2.4%	1780	1.4%	325	7.3%	4425
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	55.0% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	99	36.0% ⁽⁴⁾⁽⁵⁾	573	39.2% ⁽⁴⁾⁽⁵⁾	1648	23.5% ⁽⁵⁾	1780	4.7%	325	30.3%	4425
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	57.7% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	99	37.5% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	28.5% ⁽⁴⁾⁽⁵⁾	1648	10.1% ⁽⁵⁾	1780	2.8%	325	21.0%	4425
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	48.9% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	99	25.0% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	18.7% ⁽⁴⁾⁽⁵⁾	1648	9.5% ⁽⁵⁾	1780	2.9%	325	15.3%	4425
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	38.5% ⁽⁵⁾	99	33.3% ⁽⁴⁾⁽⁵⁾	573	33.5% ⁽⁴⁾⁽⁵⁾	1648	27.4% ⁽⁵⁾	1780	18.2%	325	30.0%	4425
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	24.2% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	99	10.4% ⁽⁴⁾⁽⁵⁾	573	7.0% ⁽⁴⁾⁽⁵⁾	1648	4.1% ⁽⁵⁾	1780	0.8%	325	6.2%	4425
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	1.6%	99	3.3% ⁽⁵⁾	573	5.4% ⁽¹⁾⁽⁵⁾	1648	4.0% ⁽⁵⁾	1780	0.5%	325	4.1%	4425
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	25.8% ⁽³⁾⁽⁴⁾⁽⁵⁾	99	25.0% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	13.2% ⁽⁴⁾⁽⁵⁾	1648	5.9% ⁽⁵⁾	1780	2.0%	325	11.3%	4425
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	13.1% ⁽³⁾⁽⁴⁾⁽⁵⁾	99	10.1% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	3.3% ⁽⁴⁾⁽⁵⁾	1648	0.8%	1780	0.4%	325	3.2%	4425
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	19.6% ⁽³⁾⁽⁴⁾⁽⁵⁾	99	17.0% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	5.0% ⁽⁵⁾⁽⁴⁾	1648	2.0% ⁽⁵⁾	1780	0.0%	325	5.3%	4425
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	60.2% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	99	35.4% ⁽⁴⁾⁽⁵⁾⁽³⁾	573	11.0% ⁽⁵⁾⁽⁴⁾	1648	2.5% ⁽⁵⁾	1780	0.3%	325	11.1%	4425
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	38.8% ⁽³⁾⁽⁵⁾⁽⁴⁾	99	36.9% ⁽⁴⁾⁽³⁾⁽⁵⁾	573	19.1% ⁽⁴⁾⁽⁵⁾	1648	8.8% ⁽⁵⁾	1780	0.4%	325	16.4%	4425
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	30.4% ⁽⁴⁾⁽⁵⁾⁽³⁾	99	22.8% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	7.6% ⁽⁴⁾⁽⁵⁾	1648	2.7%	1780	2.9%	325	7.7%	4425
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	32.3% ⁽⁵⁾⁽⁴⁾	99	29.4% ⁽⁵⁾⁽⁴⁾	573	29.4% ⁽⁴⁾⁽⁵⁾	1648	13.2% ⁽⁵⁾	1780	6.4%	325	21.3%	4425
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	28.3% ⁽³⁾⁽⁴⁾⁽⁵⁾	99	22.9% ⁽³⁾⁽⁴⁾⁽⁵⁾	573	13.7% ⁽⁴⁾⁽⁵⁾	1648	10.1% ⁽⁵⁾	1780	2.1%	325	12.9%	4425
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	53.1% ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾	99	35.8% ⁽⁴⁾⁽⁵⁾⁽³⁾	573	22.9% ⁽⁵⁾⁽⁴⁾	1648	11.4% ⁽⁵⁾	1780	5.5%	325	19.3%	4425
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	48.6% ⁽³⁾⁽⁴⁾⁽⁵⁾	99	38.0% ⁽⁴⁾⁽⁵⁾⁽³⁾	573	22.2% ⁽⁴⁾⁽⁵⁾	1648	10.4% ⁽⁵⁾	1780	1.9%	325	18.6%	4425
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	34.0% ⁽³⁾⁽⁵⁾⁽⁴⁾	99	22.8% ⁽⁴⁾⁽⁵⁾⁽³⁾	573	14.7% ⁽⁵⁾⁽⁴⁾	1648	5.0% ⁽⁵⁾	1780	1.5%	325	11.3%	4425
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	3.0%	99	6.4% ⁽⁴⁾⁽⁵⁾⁽³⁾	573	2.2% ⁽⁵⁾	1648	1.1% ⁽⁵⁾	1780	0.0%	325	2.1%	4425
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	4.9%	99	14.9% ⁽¹⁾	573	38.0% ⁽¹⁾⁽²⁾	1648	60.3% ⁽¹⁾⁽²⁾⁽³⁾	1780	80.5% ⁽³⁾⁽²⁾⁽⁴⁾⁽¹⁾	325	46.4%	4425

Socioeconomic status													
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total		
	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	2.07 ^{(4) (5)}	13	2.20 ^{(3) (4) (5)}	113	1.99 ^{(4) (5)}	796	1.71	526	1.56	54	1.89	1501	
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.65	74	4.71	533	4.77	1935	4.91 ^{(2) (3)}	1619	4.97 ^{(2) (3)}	269	4.83	4429	
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.67	74	4.68	531	4.77	1936	4.85 ⁽²⁾	1616	4.92 ⁽²⁾	270	4.80	4427	
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.84	107	4.05 ⁽³⁾	657	3.84	2352	3.88	2241	3.78	374	3.88	5731	
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.75	104	4.02 ^{(3) (4)}	663	3.79	2347	3.81	2242	3.85	375	3.83	5731	
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	4.10	11	3.48	106	3.83 ⁽²⁾	745	4.17 ^{(3) (2)}	512	4.70 ^{(2) (3) (4)}	54	3.96	1428	
RUCCOMMFBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	3.92	12	3.47	110	3.44	762	3.47	498	3.48	54	3.46	1437	
RUCCOMMFBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year- Clear explanation of what constitutes poor academic performance	4.39 ⁽²⁾	31	3.77	290	4.08 ⁽²⁾	599	4.25 ⁽²⁾	394	4.16	63	4.07	1377	
RUCCOMMFBK_RUC1MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	4.39	12	3.95	113	4.10 ⁽⁴⁾	791	3.96	512	4.00	54	4.04	1482	
RUCCOMMFBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	4.54	90	4.38	550	4.45 ⁽⁵⁾	1594	4.45 ⁽⁵⁾	1727	4.20	318	4.42	4279	
RUCCOMMFBK_RUC1MJRACTPART Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives	4.42	46	4.45	258	4.62	1248	4.83 ^{(2) (3)}	1168	4.98 ^{(1) (2) (3)}	161	4.71	2881	
RUCCOMMFBK_RUC1MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	5.01	55	5.08	410	5.06	1130	5.19 ⁽³⁾	1079	5.18	215	5.12	2890	
RUCCOMMFBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	4.54	103	4.51	670	4.51	2382	4.68 ^{(2) (3)}	2244	4.76 ^{(2) (3)}	376	4.59	5775	
RUCCOMMFBK_RUC1MJROPEN Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	4.12	104	4.26	673	4.27	2389	4.38 ⁽³⁾	2247	4.34	371	4.31	5783	
RUCCOMMFBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	5.03	90	5.13	557	5.17	1596	5.33 ^{(3) (2)}	1736	5.23	322	5.23	4300	
RUCCOMMFBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	4.87	84	4.54	521	4.63	1544	4.78 ^{(2) (3)}	1695	4.86 ^{(3) (2)}	314	4.70	4157	
RUCCOMMFBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	5.24	90	5.25	551	5.22	1593	5.41 ^{(2) (3)}	1739	5.32	321	5.31	4294	

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCOMMFBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect	5.00	90	5.16	552	5.13	1591	5.16	1727	5.14	318	5.14	4277
RUCOMMFBK_PRVSJCONCPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	3.88	86	3.55	523	3.77 ⁽²⁾	1539	3.84 ⁽²⁾	1689	3.88 ⁽²⁾	317	3.78	4153
PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings	2.58	29	3.07	254	2.99	509	3.06	332	3.11	55	3.02	1179
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	3.32	29	3.08	255	3.15	506	3.21	332	3.31	53	3.16	1176
PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds	2.87	29	2.86	254	3.02	509	3.12 ⁽²⁾	330	3.31 ⁽²⁾	53	3.02	1175
PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers	3.20	29	3.18	255	3.29	507	3.38 ⁽²⁾	332	3.61 ⁽²⁾⁽³⁾	53	3.31	1177
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	2.91	29	2.67	253	2.80	509	2.73	333	2.85	53	2.76	1177
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.01	97	5.25	606	5.31	2134	5.60 ⁽¹⁾⁽²⁾⁽³⁾	2041	5.58 ⁽¹⁾⁽²⁾⁽³⁾	352	5.43	5230
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.37	40	4.47	198	4.79 ⁽²⁾	607	4.85 ⁽²⁾	469	4.75	80	4.75	1394
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	4.87	103	4.97	601	5.08 ⁽²⁾	2155	5.30 ⁽¹⁾⁽²⁾⁽³⁾	2078	5.34 ⁽¹⁾⁽²⁾⁽³⁾	352	5.17	5290
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	5.07	34	4.98	198	5.13	723	5.43 ⁽²⁾⁽³⁾	685	5.37 ⁽²⁾	121	5.24	1762
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	4.85	95	5.01	583	5.19 ⁽²⁾	2096	5.48 ⁽¹⁾⁽²⁾⁽³⁾	1982	5.52 ⁽¹⁾⁽³⁾⁽²⁾	349	5.30	5106
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.30	105	4.51	604	4.57	2154	4.79 ⁽¹⁾⁽²⁾⁽³⁾⁽⁵⁾	2095	4.50	366	4.64	5324
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	4.19	102	4.68 ⁽¹⁾	623	4.86 ⁽¹⁾⁽²⁾	2192	5.21 ⁽¹⁾⁽²⁾⁽³⁾	2104	5.30 ⁽¹⁾⁽²⁾⁽³⁾	362	4.99	5384
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.43	101	4.66	571	4.79 ⁽¹⁾⁽²⁾	2055	4.98 ⁽²⁾⁽¹⁾⁽³⁾	1993	4.88 ⁽¹⁾⁽²⁾	350	4.85	5071
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	4.85	105	5.07	603	5.25 ⁽¹⁾⁽²⁾	2126	5.45 ⁽¹⁾⁽²⁾⁽³⁾	2064	5.44 ⁽¹⁾⁽²⁾⁽³⁾	354	5.31	5252
MYCVILLE_MYCVILLESES Individuals of my socioeconomic status are respected in Charlottesville	3.68	105	4.12 ⁽¹⁾	624	4.95 ⁽¹⁾⁽²⁾	2189	5.51 ⁽¹⁾⁽²⁾⁽³⁾	2101	5.39 ⁽¹⁾⁽²⁾⁽³⁾	364	5.08	5382
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	3.97	78	4.03	539	4.16	1959	4.12	1795	4.18	317	4.13	4689
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	4.35	79	4.26	544	4.33	1962	4.39 ⁽²⁾	1806	4.42	318	4.35	4710
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	4.16	78	4.06	541	4.18	1959	4.16	1794	4.09	317	4.15	4689
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	4.94	82	4.98 ⁽³⁾	535	4.82	1948	4.91 ⁽³⁾	1816	4.90	317	4.88	4698

	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	2.84	79	2.91 ⁽³⁾	530	2.75	1943	2.77	1798	2.94	315	2.79	4665
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.35	79	2.55	535	2.47	1958	2.42	1807	2.42	314	2.46	4694
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	3.79	81	3.84	528	4.05 ⁽²⁾	1944	4.02 ⁽²⁾	1794	4.07 ⁽²⁾	314	4.01	4660
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.71	79	3.66	532	3.83 ^{(5) (2)}	1941	3.75	1806	3.60	315	3.76	4673
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	3.51	81	3.64	523	3.56	1921	3.69 ⁽³⁾	1785	3.72	313	3.63	4622
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	2.83	80	3.10	533	2.99	1928	3.06	1786	3.06	314	3.03	4641

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	5.1%	112	12.1% ⁽¹⁾	697	17.5% ^{(1) (2) (5)}	2474	15.9% ^{(1) (2) (5)}	2316	9.1%	380	15.5%	5980
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	4.8%	112	6.6% ^{(5) (4)}	697	6.3% ^{(5) (4)}	2474	3.9% ⁽⁵⁾	2316	2.0%	380	5.1%	5980
PARENCARE_3b No caregiving responsibility	88.3% ^{(3) (4) (2)}	112	80.6% ⁽³⁾	697	76.2%	2474	81.1% ⁽³⁾	2316	88.1% ^{(2) (4) (3)}	380	79.6%	5980

Socioeconomic status													
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total		
	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	3.67	73	4.11	469	4.20	1715	4.29 ⁽¹⁾⁽²⁾	1517	4.34 ⁽¹⁾	240	4.22	4014	
SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	4.06	74	4.32	493	4.45	1761	4.54 ⁽²⁾	1568	4.46	244	4.46	4140	
SATFCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.64	74	3.72	529	3.98 ⁽²⁾	1933	3.97 ⁽²⁾	1837	4.04 ⁽²⁾	301	3.94	4675	
SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	3.51	74	3.71	527	3.94 ⁽²⁾	1892	4.00 ⁽²⁾	1817	4.19 ⁽¹⁾⁽²⁾⁽³⁾	301	3.94	4610	
SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	3.35	69	3.47	464	3.67 ⁽²⁾	1748	3.55	1656	3.87 ⁽²⁾⁽⁴⁾	265	3.61	4203	

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
agecomposite Age based harassment/discrimination index	1.61 ⁽⁴⁾	108	1.48 ⁽⁴⁾	675	1.42 ⁽⁴⁾	2419	1.38	2268	1.43	373	1.42	5843
discomposite Disability based harassment/discrimination index	1.77 ^{(3) (4) (5)}	109	1.70 ^{(3) (4) (5)}	684	1.56	2427	1.55	2273	1.51	378	1.57	5871
relcomposite Religion based harassment/discrimination index	1.98 ^{(4) (5) (3)}	111	1.80 ^{(3) (4)}	690	1.66	2449	1.64	2301	1.70	378	1.68	5928
racecomposite Race based harassment/discrimination index	2.27 ^{(2) (3) (4) (5)}	109	1.95 ^{(3) (5) (4)}	692	1.74 ^{(4) (5)}	2451	1.65	2304	1.61	378	1.73	5935
sexorcomposite Sexual orientation based harassment/discrimination index	1.88 ^{(2) (4) (5) (3)}	111	1.64 ^{(4) (5) (3)}	691	1.48	2451	1.46	2303	1.41	378	1.50	5934
polorcomposite Political belief based harassment/discrimination index	2.45 ^{(2) (3) (4)}	109	2.13	692	2.04	2451	2.08	2303	2.30 ^{(2) (3) (4)}	378	2.09	5933
sescomposite Socioeconomic Status based harassment/discrimination index	2.52 ^{(5) (2) (3) (4)}	111	2.02 ^{(4) (3) (5)}	691	1.59 ^{(5) (4)}	2450	1.42	2304	1.48	378	1.59	5933
norgcomposite National origin based harassment/discrimination index	1.86 ^{(3) (4) (5)}	111	1.64 ^{(4) (3) (5)}	692	1.48 ^{(5) (4)}	2441	1.40	2298	1.40	378	1.47	5920
ctzncomposite Citizenship Status based harassment/discrimination index	1.78 ^{(2) (3) (4) (5)}	111	1.57 ^{(4) (3) (5)}	690	1.44 ^{(4) (5)}	2447	1.31	2298	1.32	378	1.40	5923
vetcomposite Military Service Status based harassment/discrimination index	1.26	109	1.25 ^{(3) (4)}	682	1.19 ⁽⁴⁾	2431	1.15	2272	1.18	378	1.18	5873
Gendercomposite Gender based harassment/discrimination index	2.00 ^{(3) (5) (4)}	109	1.80 ^{(4) (5) (3)}	692	1.67	2452	1.66	2304	1.64	378	1.69	5936

Socioeconomic status												
	Poor (1)		Low income (2)		Middle class (3)		Upper-middle class (4)		Wealthy (5)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.13	102	4.32	662	4.56 ^{(1) (2)}	2392	4.73 ^{(1) (2) (3)}	2231	4.82 ^{(1) (2) (3)}	359	4.61	5746
connectcomposite Connectedness Composite index	2.06	9	2.28	101	2.56 ^{(1) (2)}	721	2.77 ^{(1) (2) (3)}	477	3.04 ^{(1) (2) (3) (4)}	52	2.62	1360
memposcomposite UVA Message Positive Composite index	4.08	90	4.16	577	4.35 ⁽²⁾	2106	4.46 ^{(2) (3)}	1982	4.52 ^{(2) (3)}	330	4.38	5085
memnegcomposite UVA Message Negative Composite index	3.26	89	3.18 ^{(5) (3) (4)}	571	3.00 ⁽⁴⁾	2102	2.90	1991	2.92	330	2.98	5084
localposcomposite Local Residents Message Positive Composite index	3.97	81	3.97	548	4.11 ⁽²⁾	1987	4.08	1826	4.07	318	4.08	4761
localnegcomposite Local Resident Message Negative Composite index	3.38	83	3.43	545	3.33	1985	3.38	1837	3.42	318	3.37	4769