



***Fall 2023 University of Example
All Campus Climate Survey***

University of Example Overall Report

Draft Report

Prepared for



June 2024

Prepared by:
SoundRocket
info@soundrocket.com
734-213-4600

Table of Contents

Executive Summary	2-10
Introduction to the Executive Summary	2
Study Overview	2
Data Collection	2
Response Rates by Population	2
Demographics	3-4
Overall Campus Climate	5
Discriminatory Events	6-7
Areas of Strength and Improvement	8-9
Introduction	11-12
Institutional Context	11
Background & Methods	11-12
Section A—Students (Undergraduate & Graduate Students)	13-61
Part 1: Data Collection & Methods	13-14
Part 2: Dispositions & Response Rates	15
Part 3: Results	16
Part 4: Demographics	17-20
Part 5: DEI Perceptions & Experiences: Campus Overall	21-43
Part 6: DEI Perceptions & Experiences	44-61
Section B—Employees (Staff & Faculty)	62-103
Part 1: Data Collection & Methods	62-63
Part 2: Dispositions & Response Rates	64
Part 3: Results	65
Part 4: Demographics	66-69
Part 5: DEI Perceptions & Experiences: Campus Overall	70-84
Part 6: DEI Perceptions & Experiences	85-103
Use of Findings & Next Steps	104
Confidentiality	104
DEI Resources	104

Executive Summary

Introduction to the Executive Summary

The purpose of the University of Example All Campus Climate Survey is to examine whether our university's values of diversity, equity, and inclusion are reflected in the daily experiences of students, faculty, and staff. This assessment began with a diversity, equity, and inclusion survey administered during the Fall 2023 semester. Analyzing the responses to the Fall 2023 survey will allow us to establish a baseline understanding of how various groups experience the campus climate and the current challenges. We will use future studies to assess longitudinal changes.

This executive summary is intended to provide a high-level snapshot of the University of Example All Campus Climate Survey results.

Study Overview

To assess the current campus climate, the University of Example conducted a survey in 2023 on Diversity, Equity and Inclusion (DEI). This survey was designed to help university leaders and campus communities develop a baseline understanding of the climate relating to diversity, equity, and inclusion. Information was gathered from faculty, staff, and students relating to their perceptions, experiences, and perspectives relative to these topics. The survey results will help inform current and future decisions to support a diverse, inclusive, and welcoming community and serve as a benchmark against which to measure change over time. As stated in our mission, the University of Example is charged by our state to enhance the lives of all people in our state, across the nation, and around the world through our leadership, discovery, engagement, and economic development.

This document is intended to provide a high-level summary of the All Campus Climate Survey.

Data Collection

The survey was launched on October 10, 2023 and closed on December 31, 2023. All eligible University of Example undergraduate students, graduate students, staff, and faculty were invited to participate. Of the 9500 individuals who were invited and not excluded as ineligible, 8707 responses were collected, yielding an overall response rate of 91.7% and completion rate of 94.1%.

Response Rates by Population

Executive Summary - Table 1: Response & Completion Rates by Population

	Eligible Sample	Partial Responses	Completed Responses	Response Rate	Completion Rate
Undergraduate Students	3000	210	2589	93.3%	92.5%
Graduate Students	2500	173	2045	88.7%	92.2%
Staff	3000	94	2671	92.2%	96.6%
Faculty	1000	34	891	92.5%	96.3%
Total	9500	511	8196	91.7%	94.1%

Demographics

Executive Summary - Table 2: Gender Identity by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Man	46.0% (2039)	44.6% (1597)	44.5% (1929)	44.9% (662)
Woman	52.1% (2308)	53.9% (1929)	53.6% (2324)	53.7% (792)
Transgender/Gender Non-Conforming	1.9% (85)	1.5% (52)	1.9% (82)	1.4% (20)
Response not listed	—	—	—	—

† Question: What is your gender/gender identity? (Select all that apply)

Executive Summary - Table 3: Race/Ethnicity by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
African American/Black	5.9% (263)	5.6% (200)	5.6% (241)	5.8% (86)
Asian American/Asian	23.6% (1048)	24.0% (859)	23.1% (1002)	24.3% (358)
Hispanic/Latino/a	5.9% (263)	6.2% (223)	6.3% (272)	5.3% (78)
Middle Eastern/North African	0.8% (35)	0.6% (21)	0.6% (26)	0.5% (7)
Native American/Alaskan Native	—	—	—	—
Native Hawaiian/Other Pacific Islander	—	—	—	—
White	62.6% (2773)	62.4% (2231)	63.7% (2761)	63.4% (935)
Multiracial	—	—	—	—
Response not listed	1.1% (50)	1.2% (44)	0.8% (33)	0.7% (10)

† Question: Please indicate the racial or ethnic group(s) with which you identify. (Select all that apply)

† Note: This question was asked in a manner that allowed responders to select multiple categories. For these results, we have collapsed anyone who selected multiple categories into "Multiracial." Only those who answered with only one category are included in the individual race/ethnicity categories.

Executive Summary - Table 4: Sexual Orientation by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Heterosexual	70.0% (3063)	71.6% (2506)	80.8% (3408)	79.1% (1137)
LGBQA+	28.0% (1224)	25.4% (891)	16.9% (713)	18.6% (267)
Response not listed	2.0% (87)	3.0% (104)	2.3% (96)	2.4% (34)

† Question: What is your sexual orientation?

Executive Summary - Table 5: Religious Affiliation by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Atheist	12.9% (561)	10.6% (371)	8.3% (349)	15.6% (221)
Agnostic	12.3% (534)	10.3% (362)	9.0% (378)	11.5% (163)
Buddhist	2.2% (96)	3.1% (108)	1.1% (44)	3.7% (52)
Christian [Including Christian, Catholic, The Church of Jesus Christ of Latter-day Saints (Mormons), and Protestant]	42.3% (1841)	34.8% (1217)	58.0% (2430)	36.8% (521)
Hindu	7.5% (327)	14.4% (503)	0.9% (37)	3.5% (50)
Jewish	3.2% (138)	2.6% (92)	1.2% (50)	6.5% (92)
Muslim	3.1% (134)	5.0% (175)	1.0% (41)	3.5% (49)
Additional Religions	3.9% (171)	5.1% (179)	6.0% (251)	5.2% (74)
Nothing in particular	12.6% (550)	14.0% (491)	14.5% (607)	13.7% (194)

† Question: With what religion (if any) do you most identify?

Executive Summary - Table 6: Military Service by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Current or past military service	1.7% (74)	2.3% (83)	4.7% (202)	0.8% (12)

† Question: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

Executive Summary - Table 7: First Generation College Student by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Parent/guardian education less than a Bachelor's degree	27.7% (1124)	27.7% (913)	49.2% (2056)	30.8% (432)

† Question: What is the highest level of formal education obtained by any of your parent(s) or guardian(s)?

Executive Summary - Table 8: International Status by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
International status	7.2% (320)	38.4% (1375)	1.6% (70)	14.7% (216)

† The variable was provided by the University of Example.

Executive Summary - Table 9: Disability Status by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Yes, I have a disability	10.5% (464)	12.9% (459)	15.9% (684)	13.3% (196)

† Do you have a disability?

Overall Campus Climate

Executive Summary - Table 10: Satisfaction with Overall University of Example Campus Climate in the Past 12 Months by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Satisfied/Very Satisfied	69.8% (3091)	65.8% (2344)	58.7% (2543)	64.7% (954)

† Question: How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at the University of Example within the past 12 months? (If you have been at the university for under 12 months, please consider the time that you have been here.)

Executive Summary - Table 11: Satisfaction with University of Example Support for DEI in the Last 3 Years by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Satisfied/Very Satisfied	56.3% (2490)	50.4% (1794)	54.4% (2347)	53.9% (790)

† Question: How satisfied are you with the institution's actions in support of its commitment to diversity in the last three years? (If you have been at the University of Example for less than 3 years, please consider the progress you have seen during the time that you have been here.)

Executive Summary - Table 12: How Well University of Example is Doing in Comparison With Other Institutions by Population

	Undergraduate Students	Graduate Students	Staff	Faculty
Better than most / Among the very best	53.3% (2331)	43.6% (1518)	42.0% (1765)	40.4% (573)

† Question: How well do you think the University of Example is doing in relation to DEI compared to other institutions?

Discriminatory Events

Executive Summary - Table 13: Experienced At Least One Discriminatory Event by Type in Order of Reported Experiences - Undergraduate Students

	Experienced At Least One Discriminatory Event
Racial or ethnic identity	20.1% (840)
Sex	18.7% (779)
Height or weight	15.8% (659)
Mental health status	13.8% (577)
Religion	13.6% (567)
Political orientation	13.4% (558)
Social class	12.7% (527)
Gender identity or gender expression	10.6% (444)
National origin	10.3% (431)
Relationship status	9.3% (388)
Sexual orientation	9.0% (375)
Age	6.2% (257)
Ability or disability status	5.5% (230)
Parental status	3.8% (159)
Veteran status	1.3% (55)
Pregnancy	0.7% (31)

† Question: Over the past 12 months, how often have YOU experienced discriminatory events at the University of Example because of your: (If you have been at the University of Example for under 12 months, please consider your experiences during the time that you have been here.)

Executive Summary - Table 13.1: Experienced At Least One Discriminatory Event by Type in Order of Reported Experiences - Graduate Students

	Experienced At Least One Discriminatory Event
Racial or ethnic identity	8.2% (269)
National origin	7.0% (229)
Sex	5.8% (191)
Mental health status	5.6% (184)
Age	5.0% (164)
Political orientation	4.9% (159)
Social class	4.1% (134)
Gender identity or gender expression	3.5% (115)
Disability status	3.5% (114)
Height or weight	3.5% (113)
Religion	3.4% (110)
Sexual orientation	2.0% (64)
Parental status	1.7% (56)
Marital status	1.4% (47)
Pregnancy	1.1% (37)
Veteran status	0.6% (21)

† Question: Over the past 12 months, how often have YOU experienced discriminatory events in your department/unit because of your: (If you have been at the University of Example for under 12 months, please consider your experiences during the time that you have been here.)

Executive Summary - Table 13.2: Experienced At Least One Discriminatory Event by Type in Order of Reported Experiences - Staff

	Experienced At Least One Discriminatory Event
Age	17.9% (744)
Sex	16.6% (692)
Racial or ethnic identity	13.3% (554)
Political orientation	11.6% (486)
Height or weight	10.5% (439)
Social class	9.8% (411)
Mental health status	9.1% (381)
Ability or disability status	8.0% (333)
Parental status	7.5% (313)
Religion	7.3% (302)
Gender identity or gender expression	6.4% (266)
National origin	5.6% (232)
Relationship status	5.3% (220)
Sexual orientation	4.4% (184)
Pregnancy	1.9% (77)
Veteran status	0.9% (36)

† Question: Over the past 12 months, how often have YOU experienced discriminatory events in your department/unit because of your: (If you have been at the University of Example for under 12 months, please consider your experiences during the time that you have been here.)

Executive Summary - Table 13.3: Experienced At Least One Discriminatory Event by Type in Order of Reported Experiences - Faculty

	Experienced At Least One Discriminatory Event
Sex	11.9% (166)
Age	9.7% (134)
Racial or ethnic identity	8.0% (111)
Parental status	6.6% (90)
Political orientation	5.3% (73)
Gender identity or gender expression	5.2% (72)
National origin	4.8% (67)
Disability status	4.6% (64)
Mental health status	4.4% (61)
Marital status	3.9% (54)
Social class	3.8% (53)
Religion	3.7% (51)
Height or weight	2.2% (31)
Sexual orientation	2.0% (28)
Pregnancy	1.6% (22)
Veteran status	0.1% (1)

† Question: Over the past 12 months, how often have YOU experienced discriminatory events in your department/unit because of your: (If you have been at the University of Example for under 12 months, please consider your experiences during the time that you have been here.)

Areas of Strength and Improvement

Executive Summary - Table 14: Individual Dimension Category Mean Scores Ordered by Highest to Lowest - Undergraduate Students

Undergraduate Students	
Unwelcoming / Welcoming	5.6 (4413)
Hostile / Friendly	5.5 (4401)
Homogenous / Diverse	5.5 (4399)
Homophobic / Non-homophobic	5.4 (4400)
Disrespectful / Respectful	5.4 (4404)
Unsupportive / Supportive	5.4 (4409)
Ableist / Accessible	5.3 (4399)
Transphobic / Non-transphobic	5.3 (4398)
Racist / Non-racist	5.2 (4406)
Ageist / Non-ageist	5.1 (4388)
Sexist / Non-sexist	5.0 (4403)
Contentious / Collegial	4.6 (4359)
Individualistic / Collaborative	4.6 (4400)
Elitist / Non-elitist	4.2 (4392)
Competitive / Cooperative	3.9 (4405)

† Question: Thinking of the words [LEFT WORD] and [RIGHT WORD], where 1 represents [LEFT WORD] and 7 represents [RIGHT WORD]. On the scale of 1 to 7, including all values in between, which adjective best represents how you would rate the University of Example based on your direct experiences?

Executive Summary - Table 14.1: Individual Dimension Category Mean Scores Ordered by Highest to Lowest - Graduate Students

Graduate Students	
Hostile / Friendly	5.6 (3548)
Disrespectful / Respectful	5.6 (3541)
Unwelcoming / Welcoming	5.6 (3524)
Homophobic / Non-homophobic	5.6 (3486)
Unsupportive / Supportive	5.5 (3523)
Ableist / Accessible	5.3 (3524)
Homogenous / Diverse	5.3 (3542)
Transphobic / Non-transphobic	5.3 (3489)
Racist / Non-racist	5.2 (3529)
Sexist / Non-sexist	5.2 (3515)
Ageist / Non-ageist	5.1 (3496)
Contentious / Collegial	5.0 (3487)
Individualistic / Collaborative	4.8 (3528)
Competitive / Cooperative	4.5 (3523)
Elitist / Non-elitist	4.3 (3501)

† Question: Thinking of the words [LEFT WORD] and [RIGHT WORD], where 1 represents [LEFT WORD] and 7 represents [RIGHT WORD]. On the scale of 1 to 7, including all values in between, which adjective best represents how you would rate the University of Example based on your direct experiences?

Executive Summary - Table 14.2: Individual Dimension Category Mean Scores Ordered by Highest to Lowest - Staff

	Staff
Homophobic / Non-homophobic	5.4 (4247)
Hostile / Friendly	5.3 (4305)
Unwelcoming / Welcoming	5.3 (4289)
Disrespectful / Respectful	5.3 (4307)
Homogenous / Diverse	5.2 (4290)
Unsupportive / Supportive	5.2 (4288)
Ableist / Accessible	5.2 (4279)
Transphobic / Non-transphobic	5.1 (4227)
Racist / Non-racist	5.0 (4295)
Contentious / Collegial	4.8 (4230)
Individualistic / Collaborative	4.7 (4266)
Ageist / Non-ageist	4.7 (4239)
Sexist / Non-sexist	4.6 (4265)
Competitive / Cooperative	4.2 (4272)
Elitist / Non-elitist	3.7 (4257)

† Question: Thinking of the words [LEFT WORD] and [RIGHT WORD], where 1 represents [LEFT WORD] and 7 represents [RIGHT WORD]. On the scale of 1 to 7, including all values in between, which adjective best represents how you would rate the University of Example based on your direct experiences?

Executive Summary - Table 14.3: Individual Dimension Category Mean Scores Ordered by Highest to Lowest - Faculty

	Faculty
Homophobic / Non-homophobic	5.4 (1435)
Hostile / Friendly	5.4 (1461)
Disrespectful / Respectful	5.3 (1459)
Unwelcoming / Welcoming	5.3 (1460)
Unsupportive / Supportive	5.2 (1459)
Ableist / Accessible	5.0 (1443)
Contentious / Collegial	5.0 (1449)
Transphobic / Non-transphobic	5.0 (1424)
Homogenous / Diverse	5.0 (1454)
Ageist / Non-ageist	4.9 (1432)
Racist / Non-racist	4.9 (1446)
Sexist / Non-sexist	4.6 (1447)
Individualistic / Collaborative	4.5 (1456)
Competitive / Cooperative	4.3 (1454)
Elitist / Non-elitist	3.9 (1442)

† Question: Thinking of the words [LEFT WORD] and [RIGHT WORD], where 1 represents [LEFT WORD] and 7 represents [RIGHT WORD]. On the scale of 1 to 7, including all values in between, which adjective best represents how you would rate the University of Example based on your direct experiences?

This page intentionally left blank

Introduction

The University of Example is dedicated to cultivating a university community that encourages constructive participation in a diverse, multicultural world. University of Example has a commitment to supporting initiatives that foster safe and inclusive learning and working environments.

To assess the current campus climate, SoundRocket, a social science survey research firm located in Ann Arbor, Michigan, was contracted to conduct a survey on Diversity, Equity and Inclusion among the University of Example community. This survey was administered in Fall 2023. See Part II for details about the specific populations included in this survey.

The survey was designed to help develop shared knowledge around diversity, equity and inclusion at University of Example through learning about our campus community's perspectives, opinions and experiences related to these topics. Data collected in the Fall 2023 DEI survey will establish a baseline understanding of the present climate, help inform current and future decisions about how best to support a diverse, inclusive, and vibrant campus community, and serve as a benchmark against which to measure change over time.

Institutional Context

This survey was administered to the University of Example community between October 10, 2023 through December 31, 2023. This period was also marked by several international conflicts, including the first months of the Israel-Hamas War and the continuing war in Ukraine. The results below reflect the responses our community members shared during this moment of raised tensions on university campuses across the country, including at University of Example.

Background & Methods

This survey was conducted among the populations defined below, using industry-standard methodologies for social science data collection. The study was designed to minimize biases from the perspective of the questionnaire, sampling, and reporting.

Census Data Collection Strategy

The study was conducted as a census of the full community population at the institution. General eligibility to be included in the survey was determined as follows:

- Participants must have been 18 or older as of the eligibility date defined below.
- Participants must have been affiliated with the institution as of the eligibility date below.
- Participants must have been physically located within the United States when they took the survey.

The specific population eligibility dates and other related qualifications were defined as:

- Population A: Students
 - Eligibility Date: Participants were eligible if they were enrolled at the institution on a part—or full-time basis as students as of October 15, 2023.
 - Students were included if their physical address included a country in the (European Economic Area (EEA), UK or China.
 - Students were excluded if they were enrolled in study abroad.
- Population B: Employees
 - Eligibility Date: Participants were eligible if employed as permanent staff or faculty as of October 15, 2023.
 - Employees were excluded if their physical address included a country in the (European Economic Area (EEA), UK or China.
 - Employees considered extra help and academic hourly were excluded.

The institution provided SoundRocket with each population file including all potentially eligible participants and transferred the data using a secure data transfer platform. SoundRocket does not share or sell customer lists, has pledged to maintain this information confidential, and promised to destroy the lists after this study is completed.

The Campus Climate Questionnaire

The questionnaire was developed originally via a collaboration between SoundRocket and a research team at the University of Michigan. A revised version of the original instrument was adapted in collaboration with multiple institutions over the past several years. The final instrument fielded to the University of Example community was agreed to collaboratively between SoundRocket and the university.

The resulting questionnaire is standardized to allow for future comparisons but also tailored so that the institution may gain a nuanced understanding of the climate on campus.

The survey was designed as a self-administered, interactive, mobile-friendly web-based survey.

The final questionnaire was structured as follows:

Welcome

A brief description of the survey and its key objectives, a statement of confidentiality, a note regarding voluntary participation and survey length, information about incentives, and contact information for the SoundRocket survey team.

Consent

An informed, passive consent, wherein study details about the nature and purpose of the research were provided and participants clicked “Next” if they agreed to participate.

Demographics

Questions were asked to capture the demographics of each participant, including (but not limited to) gender, race/ethnicity, sexual orientation, religious affiliation, disability, military status, citizenship, and other related descriptors.

Campus Climate

Questions were asked about satisfaction with the campus climate; perceptions of attributes related to diversity, equity, and inclusion; individual opinions about DEI; frequency of interactions with diverse people; discriminatory events personally experienced; and ratings regarding aspects of being a community member.

Unit-Level Climate and COVID Experiences

Questions were asked about satisfaction with the campus climate at the unit level, individual opinions about DEI at the unit level, discriminatory events personally experienced at the unit level, and the adverse effects of COVID-19 in various areas.

Web-based Survey Data Collection

The survey was administered as a web-based survey. It was optimized so that it could be completed successfully on mobile devices and tablets as well as desktop or laptop computers. Mobile optimization was implemented dynamically during the survey—if the system detected that a mobile-sized screen was in use, it automatically adjusted the view to accommodate the device.

Paper Survey

To be more inclusive to staff members who may not have access to a computer, a paper version of the survey was mailed to the University of Example Human Resources Department for distribution to approximately 435 select staff. Staff who received the paper survey were then able to mail the survey directly using pre-paid postage envelopes to SoundRocket.

Section A - Students (Undergraduate & Graduate Students)

Part 1: Data Collection & Methods

The population-specific to each section of this report is noted in each section header. Section A includes the results for the following:

- Population A: Students
 - Enrolled part- or full-time at the institution as a student as of October 15, 2023.
 - Participants must have been 18 years old or older as of October 15, 2023.
 - A total of 3000 undergraduate and 2500 graduate students were invited to participate in the survey.
 - Participants must have been in the United States at time of taking survey.

The following population-specific data collection methods were used to maximize the quality of this survey.

Respondent Incentives

To encourage participation, all eligible study participants were entered into a random drawing to win various prizes.

- \$50 Amazon e-gift cards
- \$25 Amazon e-gift cards
- \$10 Amazon e-gift cards
- \$5 Amazon e-gift cards

The random drawing was conducted after data collection was completed, and the university delivered the incentive to the winners.

Data Collection Schedule

The overall data collection design protocol included:

- Invitation Email was sent on October 10, 2023
- Reminder 1 Email was sent on October 13, 2023
- Reminder 2 Email was sent on October 17, 2023
- Reminder 3 Email was sent on October 21, 2023
- Reminder 4 Email was sent on October 28, 2023
- Reminder 5 Email was sent on November 3, 2023
- Reminder 6 Email was sent on November 10, 2023

The dates identified above for each data collection invitation represent the date the first communications (of each type) were sent. While most of the communications would have been sent the same day, depending on the time of day and any necessary data quality checks performed, some individuals may have received their communications on the next calendar day.

Survey Completion Time

Determining the time taken to participate in a web-based survey is not straightforward; however, standard practices were employed to calculate the average length of time for respondents to complete this survey.

The completion time for the questionnaire was calculated by computing the elapsed time between when the participant initially logged in and when they clicked submit on the final page of the web survey. Because participants could leave the survey and return to it later (returning to where they left off), which would lead to extended time durations “in” the survey, only individuals who completed the full survey in one session were included in this calculation.

Additionally, some participants may have completed a portion of the survey and remained logged in, but they may have been called away from the survey or distracted by other tasks. As such, we often find many outliers in the total time variable. As such, our standard practice to identify the outliers is to determine the median number of minutes spent in the survey by those who completed the survey in one session. A top-end outlier range was then set to be three times the median value. For example, if the initial median completion time was 15 minutes; anyone who took more than 45 minutes was considered an outlier who likely did not spend that full time working on the questionnaire. Anyone above three times the median time was also excluded from the final length calculation. This is a standard practice in the survey research industry to estimate an accurate time to complete a web-based survey. Because of the variability involved in estimating completion time, we only estimate one overall completion time across all populations in the study.

Web survey completion timetables show final estimates for the length of the web-based survey among the population identified in this section of the report.

Section A - Table 1: Web Survey Completion Time (Minutes) for All Study Participants

	Original Median Time to Complete in minutes	Reasonable Maximum Time in minutes	Mean Time to Complete in minutes
All Participants	14.0	35.0	14.5

Part 2: Dispositions & Response Rates

Disposition codes, response rates, and completion rates presented in this report are based on Standard Definitions as described by The American Association for Public Opinion Research (AAPOR) in their 2011 publication: Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys, 7th edition.

Final Study Dispositions

Survey dispositions were defined as follows:

- **Eligible:** An individual is determined to be eligible to participate if they were provided in the original sample file and they are determined to meet the eligibility criteria. Often some individuals are excluded from final eligibility due to them being duplicated in the file, they don't meet the age criteria, etc.
- **Partial:** An individual who consented but did not click "Submit Results" at the end of the survey.
- **Complete:** An individual who consented to participate and clicked through the entire survey (answering all or some questions), completed the incentive questions, and clicked "Submit Results."
- **Ineligible:** A case initially thought eligible to participate but determined not to be eligible (e.g., due to not being at least 18 years old); ineligible cases were removed from the denominator of all response rate calculations.

Response Rates

Response rates for the survey were calculated as follows:

- **Response Rate:** Number of completes (c) plus the number of partials (p) divided by the eligible (e) sample size. This calculation follows AAPOR response rate calculation #2: $((c+p)/e)$.
- **Completion Rate:** Number of completes (c) divided by the sum of completes (c) plus partials (p): $(c/(c+p))$.

An individual is considered to have responded to the survey if their submission met the stated criteria to be considered a complete or a partial. Data from all such cases is included in this report. Response and completion rates are shown for the total number of individuals at the University of Example who responded to the survey.

Section A - Table 2: Response & Completion Rates by Student Population

	Eligible Sample	Partial Responses	Completed Responses	Response Rate	Completion Rate
Undergraduate Students	3000	210	2589	93.3%	92.5%
Graduate Students	2500	173	2045	88.7%	92.2%
Total	5500	383	4634	91.2%	92.4%

Part 3: Results

Reading the Results

Because the study was designed in part to provide insights and information that could be used to assist in developing programs, key comparison groups are included in the tables. Summary tables in this report include a total column named “Total.” This column shows the combined data of all individuals who completed the survey from among the population defined by this report.

Due to the nature of the voluntary confidential survey, respondents were not required to answer any substantive questions. Only two questions, one asking whether the study participant was responding to the survey from a location in the U.S. and the second asking for their age were required to proceed. This was because these items were necessary to confirm eligibility in the survey. If a potential respondent did not consent to participate, they were not shown subsequent survey questions.

To preserve confidentiality, the following criteria was used to determine if data would be suppressed:

1. In the Executive Summary . . .
 - a. no suppression was used In the Demographics section.
 - b. a cell including fifteen (15) or fewer responses in any non-demographic section was suppressed.
2. In the main body of the report (Section A and Section B) . . .
 - a. no suppression was used In the Demographics section.
 - b. a cell including fifteen (15) or fewer responses in any non-demographic section was suppressed.

All suppressed data will be shown as a dash (–) within the data cell.

Interpreting the Results

This effort is intended to provide the institution with the data and results so that local individuals can use them, together with their local knowledge of these issues, to come up with interpretations and meaning.

Part 4: Demographics

To best understand the survey results, it is important to get an understanding of who completed the survey. The first section of the survey asked about several background and demographic elements. Characteristics of the responding population identified in the header of this report are shown in the Selected Demographics tables.

Section A - Table 4: Collapsed Race (BIPOC) Demographic Distribution of Respondents by Student Population

	Undergraduate Students	Graduate Students
BIPOC	37.4% (1659)	37.6% (1347)
White	62.6% (2773)	62.4% (2231)

Primary Demographics

Section A - Table 3: Selected Demographics by Student Population

	Undergraduate Students	Graduate Students
Age		
Average (Years)	19.9 (4432)	29.7 (3578)
Gender Identity		
Man	46.0% (2039)	44.6% (1597)
Woman	52.1% (2308)	53.9% (1929)
Transgender/Gender Non-Conforming	1.9% (85)	1.5% (52)
Response not listed	—	—
Sexual Orientation		
Asexual	5.3% (233)	8.3% (297)
Bisexual	12.7% (564)	9.3% (332)
Gay/Lesbian	4.4% (193)	4.5% (160)
Heterosexual	70.2% (3113)	71.2% (2549)
Queer	5.3% (236)	4.8% (171)
Questioning	3.4% (151)	1.2% (44)
Response not listed	2.0% (87)	2.9% (104)
Race/Ethnicity †		
African American/Black	5.9% (263)	5.6% (200)
Asian American/Asian	23.6% (1048)	24.0% (859)
Hispanic/Latino/a	5.9% (263)	6.2% (223)
Middle Eastern/North African	0.8% (35)	0.6% (21)
Native American/Alaskan Native	—	—
Native Hawaiian/Other Pacific Islander	—	—
White	62.6% (2773)	62.4% (2231)
Multiracial	—	—
Response not listed	1.1% (50)	1.2% (44)
U.S. Born		
Yes	85.3% (3766)	52.7% (1875)
First Generation College Student		
Parent/guardian education less than a Bachelor's degree	27.7% (1124)	27.7% (913)
International Status		
International Status	7.2% (320)	38.4% (1375)

† Note: This question was asked in a manner that allowed responders to select multiple categories. For these results, we have collapsed anyone who selected multiple categories into "Multiracial." Only those who answered with only one category are included in the individual race/ethnicity categories.

Section A - Table 3.1: Selected Demographics by Student Population

	Undergraduate Students	Graduate Students
Religiosity		
Religious and spiritual	31.0% (1362)	36.6% (1298)
Religious but not spiritual	16.7% (736)	9.0% (319)
Spiritual but not religious	18.8% (828)	21.6% (766)
Neither spiritual nor religious	33.4% (1470)	32.8% (1162)
Religious Affiliation		
Agnostic	12.3% (534)	10.3% (362)
Atheist	12.9% (561)	10.6% (371)
Bahá'í	0.1% (4)	0.1% (5)
Buddhist	2.2% (96)	3.1% (108)
Catholic	21.1% (919)	12.9% (450)
Christian (nonspecific)	19.1% (830)	18.8% (658)
Confucian	0.0% (2)	0.1% (5)
Hindu	7.5% (327)	14.4% (503)
Jewish	3.2% (138)	2.6% (92)
Muslim	3.1% (134)	5.0% (175)
Native American Tradition(s)	0.0% (2)	0.0% (1)
Protestant	1.9% (84)	2.8% (97)
Sikh	0.3% (12)	0.3% (12)
Taoist	0.2% (7)	0.5% (17)
The Church of Jesus Christ of Latter-day Saints (Mormons)	0.2% (8)	0.3% (12)
Wiccan	0.4% (18)	0.4% (14)
Zoroastrian	0.1% (3)	0.0% (1)
Nothing in particular	12.6% (550)	14.0% (491)
Response not listed	2.8% (123)	3.5% (124)

Section A - Table 3.2: Selected Demographics by Student Population

	Undergraduate Students	Graduate Students
Military Service		
Current or past military service	1.7% (74)	2.3% (83)
Political Affiliation		
Very liberal	14.8% (652)	16.6% (590)
Liberal	28.1% (1240)	28.2% (1000)
Slightly liberal	14.5% (641)	11.3% (402)
Moderate/Middle of the road	17.4% (769)	17.4% (618)
Slightly conservative	7.1% (312)	6.3% (225)
Conservative	5.8% (258)	5.3% (189)
Very conservative	1.3% (57)	1.2% (42)
Not thought about it/Don't know	11.0% (487)	13.5% (478)
Housing Status		
University of Example residence hall, dormitory or university-owned apartment, or private certified housing	50.9% (2254)	13.5% (483)
Off campus housing	48.6% (2151)	85.9% (3070)
Uncertain housing/no stable housing	0.5% (23)	0.6% (21)
Employment Status		
Work-study employment	14.1% (603)	34.1% (1069)
On-campus employment (not including work-study)	29.7% (1291)	46.2% (1473)
Off-campus employment (not including work-study)	18.9% (810)	36.4% (1111)
Disability		
Yes	10.5% (464)	12.9% (459)
Disability Type (of those who indicated they had a disability)		
Acquired/Traumatic Brain Injury	2.4% (11)	4.4% (20)
Attention Deficit/Hyperactivity Disorder	41.8% (194)	39.9% (183)
Autism Spectrum	21.8% (101)	14.8% (68)
Blind/Low Vision	3.4% (16)	2.8% (13)
Deaf/Hard of Hearing	4.1% (19)	6.8% (31)
Cognitive or Learning Disability	11.0% (51)	5.7% (26)
Chronic Illness/Medical Condition	21.3% (99)	26.8% (123)
Mental Health/Psychological Condition	50.2% (233)	59.9% (275)
Physical/Mobility condition that affects walking	3.2% (15)	11.3% (52)
Physical/Mobility condition that does not affect walking	6.0% (28)	4.4% (20)
Speech/Communication Condition	3.4% (16)	2.4% (11)
Sensory Impairment	1.3% (6)	3.1% (14)
Response not listed	3.2% (15)	5.2% (24)

Black, Indigenous & People of Color (BIPOC) and Gender Reporting

We recognize the critical need to disaggregate the data in order to understand the experiences of diverse communities at the University of Example. The data in this report is disaggregated by race/ethnicity and gender except in places where breakouts of individual race/ethnicity and gender categories will result in cell sizes that are too small to report. Therefore, we are also presenting a collapsed version of race/ethnicity, which is abbreviated in report columns as BIPOC (meaning "Black, Indigenous, and People of Color"). This category will include any participant who identified as African American/Black, Asian American/Asian, Hispanic/Latino/a, Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Other Pacific Islander, or Multiracial. Gender identity categories are Woman, Man, and Transgender/Gender Non-Conforming.

The following tables represent the distribution of the BIPOC and gender identity categories for all of the populations identified in the header of this report section.

Section A - Table 4: Collapsed Race (BIPOC) Demographic Distribution of Respondents by Student Population

	Undergraduate Students	Graduate Students
BIPOC	37.4% (1659)	37.6% (1347)
White	62.6% (2773)	62.4% (2231)

In the report that follows, most of the measures captured are broken down by gender and by both the BIPOC categories as well as the full racial breakdown. For the purpose of this reporting, all responders who identified more than one racial category were grouped as multiracial.

Part 5: DEI Perceptions & Experiences: Campus Overall

Next, respondents were asked to rate their overall satisfaction with the campus climate/environment based on their experiences in the past 12 months.

Section A - Table 5: Satisfaction with Overall Campus Climate by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Very Dissatisfied/Dissatisfied	8.5% (375)	8.3% (191)	8.6% (176)	9.4% (8)	8.5% (210)	8.4% (164)
Neither Satisfied nor Dissatisfied	21.8% (964)	21.7% (500)	21.7% (443)	24.7% (21)	23.6% (582)	19.3% (378)
Satisfied/Very Satisfied	69.8% (3091)	70.0% (1616)	69.6% (1419)	65.9% (56)	67.8% (1670)	72.3% (1414)
Graduate Students						
Very Dissatisfied/Dissatisfied	9.5% (339)	8.9% (172)	10.1% (161)	11.8% (6)	9.7% (214)	9.3% (123)
Neither Satisfied nor Dissatisfied	24.7% (880)	24.2% (465)	25.5% (405)	19.6% (10)	24.2% (535)	25.5% (337)
Satisfied/Very Satisfied	65.8% (2344)	66.9% (1286)	64.4% (1023)	68.6% (35)	66.1% (1463)	65.3% (864)

Section A - Table 5.1: Satisfaction with Overall Campus Climate by Detailed Race and Student Population

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Very Dissatisfied/Dissatisfied	7.6% (20)	9.0% (94)	8.4% (22)	8.6% (3)	—	—	8.3% (231)	—	10.0% (5)
Neither Satisfied nor Dissatisfied	27.0% (71)	21.4% (224)	24.3% (64)	22.9% (8)	—	—	21.1% (586)	—	22.0% (11)
Satisfied/Very Satisfied	65.4% (172)	69.7% (730)	67.3% (177)	68.6% (24)	—	—	70.5% (1954)	—	68.0% (34)
Graduate Students									
Very Dissatisfied/Dissatisfied	10.5% (21)	10.4% (89)	5.9% (13)	14.3% (3)	—	—	9.4% (209)	—	9.1% (4)
Neither Satisfied nor Dissatisfied	23.0% (46)	22.9% (196)	22.1% (49)	33.3% (7)	—	—	25.7% (570)	—	27.3% (12)
Satisfied/Very Satisfied	66.5% (133)	66.7% (572)	72.1% (160)	52.4% (11)	—	—	64.9% (1440)	—	63.6% (28)

Section A - Table 6: Participation in DEI Activities One or More Times by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Attended a DEI-related event (training, seminar, film series, etc.)	45.9% (2031)	46.2% (1064)	45.9% (935)	37.6% (32)	43.8% (1076)	48.6% (950)
Listened to a DEI-related podcast or read a book on a DEI-related topic	24.0% (1057)	24.2% (556)	23.5% (477)	28.2% (24)	23.3% (569)	24.9% (486)
Served on a DEI-related committee or taskforce	11.3% (497)	11.2% (258)	11.5% (233)	7.1% (6)	13.4% (329)	8.6% (168)
Had a DEI-related conversation with a colleague/peer	46.9% (2073)	47.2% (1085)	46.8% (951)	43.5% (37)	43.9% (1077)	50.9% (993)
Graduate Students						
Attended a DEI-related event (training, seminar, film series, etc.)	41.1% (1459)	42.0% (803)	40.1% (636)	39.2% (20)	37.3% (820)	47.6% (632)
Listened to a DEI-related podcast or read a book on a DEI-related topic	31.5% (1108)	32.4% (614)	30.4% (478)	31.4% (16)	27.9% (608)	37.6% (496)
Served on a DEI-related committee or taskforce	11.7% (411)	12.6% (239)	10.5% (164)	15.7% (8)	11.5% (250)	12.0% (159)
Had a DEI-related conversation with a colleague/peer	51.7% (1829)	52.0% (992)	51.1% (808)	56.9% (29)	44.9% (984)	63.4% (837)

Section A - Table 6.1: Participation in DEI Activities One or More Times by Detailed Race and Student Population

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Attended a DEI-related event (training, seminar, film series, etc.)	50.2% (132)	44.8% (469)	46.4% (122)	57.1% (20)	—	—	45.8% (1267)	—	42.0% (21)
Listened to a DEI-related podcast or read a book on a DEI-related topic	27.6% (72)	22.8% (238)	27.2% (71)	25.7% (9)	—	—	23.7% (653)	—	28.0% (14)
Served on a DEI-related committee or taskforce	11.5% (30)	11.2% (117)	10.6% (28)	14.3% (5)	—	—	11.2% (309)	—	16.0% (8)
Had a DEI-related conversation with a colleague/peer	46.2% (121)	47.5% (497)	43.7% (115)	51.4% (18)	—	—	47.0% (1297)	—	50.0% (25)
Graduate Students									
Attended a DEI-related event (training, seminar, film series, etc.)	45.2% (90)	41.3% (353)	42.8% (95)	47.6% (10)	—	—	40.5% (894)	—	39.5% (17)
Listened to a DEI-related podcast or read a book on a DEI-related topic	35.7% (71)	30.9% (262)	30.6% (67)	23.8% (5)	—	—	31.3% (686)	—	39.5% (17)
Served on a DEI-related committee or taskforce	15.2% (30)	11.9% (101)	12.3% (27)	14.3% (3)	—	—	11.2% (245)	—	11.6% (5)
Had a DEI-related conversation with a colleague/peer	56.8% (113)	50.9% (435)	55.5% (122)	57.1% (12)	—	—	51.0% (1123)	—	55.8% (24)

Participants were asked about their level of satisfaction with the university's commitment to DEI over the past three years. Next, they were asked to rate the DEI climate compared to three years ago. Participants who had been at the institution for less than three years were instructed to consider their time there when answering the question.

Section A - Table 7: Satisfaction with Commitment to DEI by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Very Dissatisfied/Dissatisfied	9.8% (435)	9.4% (216)	10.1% (205)	16.9% (14)	11.3% (278)	8.0% (156)
Neither Satisfied nor Dissatisfied	33.9% (1500)	33.3% (768)	34.9% (710)	26.5% (22)	36.6% (900)	30.4% (594)
Satisfied/Very Satisfied	56.3% (2490)	57.3% (1321)	55.1% (1122)	56.6% (47)	52.1% (1280)	61.6% (1205)
Graduate Students						
Very Dissatisfied/Dissatisfied	11.1% (395)	11.5% (220)	10.6% (169)	11.5% (6)	10.8% (240)	11.6% (154)
Neither Satisfied nor Dissatisfied	38.5% (1371)	37.5% (720)	39.5% (628)	44.2% (23)	34.3% (759)	45.1% (597)
Satisfied/Very Satisfied	50.4% (1794)	51.0% (980)	49.8% (791)	44.2% (23)	54.8% (1213)	43.3% (573)

Section A - Table 7.1: Satisfaction with Commitment to DEI by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Very Dissatisfied/Dissatisfied	8.4% (22)	9.6% (100)	8.4% (22)	14.3% (5)	—	—	10.2% (281)	—	10.0% (5)
Neither Satisfied nor Dissatisfied	36.5% (96)	32.8% (343)	36.9% (97)	37.1% (13)	—	—	33.7% (933)	—	36.0% (18)
Satisfied/Very Satisfied	55.1% (145)	57.7% (604)	54.8% (144)	48.6% (17)	—	—	56.1% (1553)	—	54.0% (27)
Graduate Students									
Very Dissatisfied/Dissatisfied	11.1% (22)	12.3% (105)	9.9% (22)	14.3% (3)	—	—	10.8% (239)	—	9.3% (4)
Neither Satisfied nor Dissatisfied	36.7% (73)	38.1% (325)	37.2% (83)	57.1% (12)	—	—	38.8% (861)	—	39.5% (17)
Satisfied/Very Satisfied	52.3% (104)	49.6% (424)	52.9% (118)	28.6% (6)	—	—	50.5% (1120)	—	51.2% (22)

Section A - Table 8: Rating of Overall Campus Climate Over Three Years by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Much worse / Somewhat worse	5.6% (179)	5.6% (93)	5.4% (81)	9.6% (5)	5.7% (104)	5.4% (73)
About the same	55.5% (1773)	55.4% (915)	55.4% (825)	63.5% (33)	54.9% (1006)	56.4% (763)
Somewhat better / Much better	38.9% (1241)	39.0% (645)	39.1% (582)	26.9% (14)	39.4% (722)	38.2% (517)
Graduate Students						
Much worse / Somewhat worse	7.7% (174)	7.2% (89)	8.2% (82)	9.7% (3)	7.7% (114)	7.5% (58)
About the same	54.8% (1238)	54.0% (667)	55.8% (555)	51.6% (16)	51.7% (766)	60.9% (470)
Somewhat better / Much better	37.5% (848)	38.8% (479)	35.9% (357)	38.7% (12)	40.7% (603)	31.6% (244)

Section A - Table 8.1: Rating of Overall Campus Climate Over Three Years by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Much worse / Somewhat worse	2.7% (5)	5.0% (39)	5.9% (12)	3.6% (1)	—	—	6.2% (121)	—	3.1% (1)
About the same	56.8% (105)	55.7% (436)	59.3% (121)	50.0% (14)	—	—	55.0% (1079)	—	56.2% (18)
Somewhat better / Much better	40.5% (75)	39.3% (308)	34.8% (71)	46.4% (13)	—	—	38.8% (761)	—	40.6% (13)
Graduate Students									
Much worse / Somewhat worse	9.4% (12)	8.4% (45)	8.2% (11)	—	—	—	7.4% (105)	—	3.2% (1)
About the same	50.4% (64)	53.5% (287)	55.2% (74)	64.7% (11)	—	—	55.6% (787)	—	48.4% (15)
Somewhat better / Much better	40.2% (51)	38.1% (204)	36.6% (49)	35.3% (6)	—	—	37.0% (523)	—	48.4% (15)

Participants were asked how well they thought the university is doing in relation to DEI compared to other institutions. Response categories were provided on a 5-point scale, ranging from “Among the very worst” to “Among the very best.”

Section A - Table 9: Comparing DEI Progress to Other Institutions by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Among the very worst / Worse than most	2.6% (114)	2.1% (49)	3.0% (61)	4.9% (4)	3.3% (80)	1.8% (34)
About equal	44.1% (1931)	44.9% (1026)	43.2% (868)	45.7% (37)	44.9% (1095)	43.1% (832)
Better than most / Among the very best	53.3% (2331)	53.0% (1211)	53.8% (1080)	49.4% (40)	51.8% (1262)	55.2% (1065)
Graduate Students						
Among the very worst / Worse than most	5.3% (185)	5.3% (100)	5.2% (81)	7.7% (4)	5.9% (127)	4.4% (57)
About equal	51.0% (1775)	50.4% (944)	52.0% (808)	44.2% (23)	47.5% (1028)	57.1% (741)
Better than most / Among the very best	43.6% (1518)	44.3% (829)	42.8% (664)	48.1% (25)	46.7% (1011)	38.5% (500)

Section A - Table 9.1: Comparing DEI Progress to Other Institutions by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Among the very worst / Worse than most	1.9% (5)	2.6% (27)	1.9% (5)	—	—	—	2.8% (76)	—	2.0% (1)
About equal	47.3% (123)	44.1% (456)	50.0% (131)	48.6% (17)	—	—	43.2% (1182)	—	44.9% (22)
Better than most / Among the very best	50.8% (132)	53.3% (552)	48.1% (126)	51.4% (18)	—	—	54.0% (1477)	—	53.1% (26)
Graduate Students									
Among the very worst / Worse than most	7.2% (14)	5.1% (43)	4.7% (10)	5.0% (1)	—	—	5.3% (115)	—	4.7% (2)
About equal	43.6% (85)	51.6% (431)	48.8% (105)	60.0% (12)	—	—	51.7% (1122)	—	46.5% (20)
Better than most / Among the very best	49.2% (96)	43.3% (362)	46.5% (100)	35.0% (7)	—	—	43.0% (932)	—	48.8% (21)

After considering the DEI climate at the institution over the past three years, survey participants reflected on several sets of opposite DEI-related aspects using a semantic differential scale. In this scale, polar adjectives (opposite-meaning terms) are shown. Survey participants select a rating for each aspect that they feel best represents their perception of the entity being studied – in this case, individual perceptions of the overall campus community.

In the following chart, the higher the mean score shown in each bar, the closer ratings were to the positive attribute in each set of adjectives located on the right. A 7-point scale was used to evaluate the paired adjectives, thus the mean values in the following tables utilize the same scale.

Section A - Table 10: Student Perceptions of Overall DEI Aspects (Mean Ratings)† - Undergraduate Students

Hostile	5.5	Friendly
Racist	5.2	Non-racist
Homogenous	5.5	Diverse
Disrespectful	5.4	Disrespectful
Ableist	5.3	Accessible
Contentious	4.6	Collegial
Sexist	5.0	Non-sexist
Individualistic	4.6	Collaborative
Competitive	3.9	Cooperative
Transphobic	5.3	Non-transphobic
Homophobic	5.4	Non-homophobic
Unsupportive	5.4	Supportive
Ageist	5.1	Non-ageist
Unwelcoming	5.6	Welcoming
Elitist	4.2	Non-elitist

† Note: respondents chose one of seven radio buttons in the survey spaced equally between opposite attributes; for analysis purposes, a 7-point scale was used in which 1=negative attribute and 7=positive attribute, mean ratings are calculated based on this 7-point scale.

Section A - Table 11: Student Perceptions of Overall DEI Aspects (Mean Ratings)† - Graduate Students

Hostile	5.6	Friendly
Racist	5.2	Non-racist
Homogenous	5.3	Diverse
Disrespectful	5.6	Disrespectful
Ableist	5.3	Accessible
Contentious	5.0	Collegial
Sexist	5.2	Non-sexist
Individualistic	4.8	Collaborative
Competitive	4.5	Cooperative
Transphobic	5.3	Non-transphobic
Homophobic	5.6	Non-homophobic
Unsupportive	5.5	Supportive
Ageist	5.1	Non-ageist
Unwelcoming	5.6	Welcoming
Elitist	4.3	Non-elitist

† Note: respondents chose one of seven radio buttons in the survey spaced equally between opposite attributes; for analysis purposes, a 7-point scale was used in which 1=negative attribute and 7=positive attribute, mean ratings are calculated based on this 7-point scale.

Exploratory factor analysis (EFA) is a statistical technique that condenses data by grouping variables into factors (sets of variables) based on shared variance, the statistical index of the degree to which two variables are associated (shared variance is indicated by correlation coefficients). Thus, the goal of EFA is to identify related underlying constructs within the survey responses to help make the data more comprehensible and useful for practical applications.

The EFA on the semantic differential items answered identified two factors, which included thirteen of the dimensions items: (1) General Climate Elements and (2) DEI Climate Elements. The variables that make up each of the factors are:

Factor 1 General Climate Elements	Factor 2 DEI Climate Elements
Hostile / Friendly Disrespectful / Respectful Contentious / Collegial Individualistic / Collaborative Competitive / Cooperative Unsupportive / Supportive Unwelcoming / Welcoming	Racist / Non-racist Sexist / Non-sexist Homophobic / Non-homophobic Ageist / Non-ageist Transphobic / Non-transphobic Homogenous / Diverse

Section A - Table 12: Perceptions of General Climate and DEI Climate Elements (Mean Ratings) by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Factor 1: General Climate Elements	5.0 (4418)	5.0 (2303)	5.0 (2033)	4.9 (82)	5.0 (2455)	5.0 (1951)
Factor 2: DEI Climate Elements	5.2 (4417)	5.2 (2302)	5.2 (2032)	5.1 (83)	5.1 (2454)	5.4 (1951)
Graduate Students						
Factor 1: General Climate Elements	5.2 (3541)	5.2 (1908)	5.2 (1583)	5.2 (50)	5.3 (2207)	5.1 (1310)
Factor 2: DEI Climate Elements	5.3 (3527)	5.3 (1900)	5.3 (1577)	5.2 (50)	5.3 (2199)	5.2 (1308)

Section A - Table 12.1: Perceptions of General Climate and DEI Climate Elements (Mean Ratings) by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Factor 1: General Climate Elements	5.0 (262)	5.0 (1046)	5.1 (263)	4.9 (35)	—	—	5.0 (2762)	—	5.0 (50)
Factor 2: DEI Climate Elements	5.3 (262)	5.2 (1046)	5.2 (262)	5.3 (35)	—	—	5.2 (2762)	—	5.0 (50)
Graduate Students									
Factor 1: General Climate Elements	5.3 (197)	5.2 (850)	5.2 (220)	4.6 (21)	—	—	5.2 (2209)	—	5.0 (44)
Factor 2: DEI Climate Elements	5.3 (197)	5.3 (845)	5.2 (220)	4.8 (20)	—	—	5.3 (2201)	—	4.9 (44)

Survey participants were asked to respond to a series of questions about various aspects, experiences, and perceptions of working or studying at their campus. Individuals rated their level of agreement with each statement using the following five-point scale: Strongly Disagree (1), Disagree (2), Neither Agree Nor Disagree (3), Agree (4), Strongly Agree (5). The following table shows combined responses for “Agree” plus “Strongly Agree” (4 + 5) ratings.

Section A - Table 13: Levels of Agreement with Statements About Campus Aspects (% Strongly Agree + Agree Responses) - Undergraduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non- Conforming	BIPOC	White
I feel valued as an individual at the University of Example.	65.9% (2855)	66.1% (1488)	65.9% (1317)	58.8% (50)	65.8% (1569)	66.1% (1280)
I feel I belong at the University of Example.	74.3% (3219)	74.0% (1665)	74.3% (1486)	80.0% (68)	72.2% (1725)	76.8% (1487)
The University of Example has a strong commitment to diversity, equity, and inclusion.	76.2% (3299)	76.0% (1712)	76.5% (1525)	73.8% (62)	73.3% (1748)	79.9% (1544)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	15.1% (657)	15.4% (348)	15.1% (301)	9.4% (8)	15.1% (360)	15.2% (295)
I am treated with respect at the University of Example.	84.4% (3651)	84.2% (1893)	84.9% (1693)	78.3% (65)	82.6% (1961)	86.6% (1679)
I feel others don't value my opinions at the University of Example.	12.2% (528)	11.8% (265)	12.5% (250)	15.7% (13)	11.0% (262)	13.7% (266)
The University of Example is a place where I am able to perform up to my full potential.	77.5% (3349)	78.1% (1756)	76.9% (1532)	73.5% (61)	74.8% (1775)	80.8% (1565)
I have opportunities at the University of Example for academic success that are similar to those of my peers.	81.0% (3504)	80.5% (1810)	81.7% (1628)	79.5% (66)	77.1% (1830)	85.8% (1663)
I have found one or more communities or groups where I feel I belong at the University of Example.	75.8% (3260)	75.8% (1699)	76.0% (1505)	69.1% (56)	74.1% (1758)	78.0% (1496)
There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Example.	18.3% (789)	17.0% (382)	19.6% (389)	21.7% (18)	16.2% (383)	20.6% (397)
The University of Example provides sufficient programs and resources to foster the success of a diverse student body.	74.4% (3202)	74.2% (1663)	74.4% (1473)	80.5% (66)	72.9% (1723)	76.3% (1469)
I have to work harder than others to be valued equally at the University of Example.	27.3% (1170)	27.3% (610)	27.2% (537)	28.0% (23)	32.2% (762)	21.3% (407)
My experience at the University of Example has had a positive influence on my academic growth.	79.2% (3417)	78.9% (1771)	79.9% (1586)	73.2% (60)	76.9% (1823)	82.3% (1587)

Section A - Table 13.1: Levels of Agreement with Statements About Campus Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Undergraduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
I feel valued as an individual at the University of Example.	63.7% (165)	66.2% (678)	69.1% (177)	57.1% (20)	—	—	65.7% (1782)	—	67.3% (33)
I feel I belong at the University of Example.	74.1% (192)	73.1% (749)	75.8% (194)	65.7% (23)	—	—	74.7% (2025)	—	73.5% (36)
The University of Example has a strong commitment to diversity, equity, and inclusion.	77.1% (199)	74.7% (764)	76.2% (195)	68.6% (24)	—	—	76.9% (2083)	—	69.4% (34)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	17.8% (46)	15.7% (161)	12.1% (31)	11.4% (4)	—	—	15.1% (409)	—	12.2% (6)
I am treated with respect at the University of Example.	84.0% (216)	83.8% (857)	88.8% (229)	70.6% (24)	—	—	84.4% (2283)	—	89.4% (42)
I feel others don't value my opinions at the University of Example.	12.5% (32)	11.9% (122)	10.4% (27)	23.5% (8)	—	—	12.3% (332)	—	14.9% (7)
The University of Example is a place where I am able to perform up to my full potential.	78.6% (202)	75.6% (773)	79.5% (205)	67.6% (23)	—	—	77.8% (2105)	—	87.2% (41)
I have opportunities at the University of Example for academic success that are similar to those of my peers.	82.5% (212)	81.5% (833)	83.7% (216)	70.6% (24)	—	—	80.5% (2179)	—	85.1% (40)
I have found one or more communities or groups where I feel I belong at the University of Example.	78.1% (200)	74.5% (753)	79.5% (202)	71.4% (25)	—	—	75.5% (2038)	—	87.5% (42)
There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Example.	19.5% (50)	16.5% (167)	21.2% (54)	20.0% (7)	—	—	18.7% (505)	—	12.5% (6)
The University of Example provides sufficient programs and resources to foster the success of a diverse student body.	77.3% (198)	73.5% (744)	73.3% (187)	57.1% (20)	—	—	74.9% (2018)	—	72.9% (35)
I have to work harder than others to be valued equally at the University of Example.	27.8% (71)	28.0% (283)	28.0% (71)	23.5% (8)	—	—	26.9% (724)	—	27.1% (13)
My experience at the University of Example has had a positive influence on my academic growth.	79.0% (203)	79.5% (806)	80.8% (206)	65.7% (23)	—	—	79.0% (2136)	—	89.6% (43)

Section A - Table 14: Levels of Agreement with Statements About Campus Aspects (% Strongly Agree + Agree Responses) - Graduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
I feel valued as an individual at the University of Example.	67.8% (2373)	67.7% (1279)	68.1% (1061)	66.0% (33)	69.4% (1494)	65.2% (859)
I feel I belong at the University of Example.	69.7% (2442)	69.8% (1322)	69.8% (1089)	60.8% (31)	70.4% (1521)	68.5% (903)
The University of Example has a strong commitment to diversity, equity, and inclusion.	69.9% (2442)	70.7% (1335)	68.8% (1070)	72.5% (37)	71.6% (1542)	67.1% (883)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	13.6% (477)	13.8% (260)	13.5% (210)	13.7% (7)	13.1% (283)	14.4% (190)
I am treated with respect at the University of Example.	82.5% (2898)	83.4% (1577)	81.6% (1280)	78.8% (41)	82.3% (1788)	82.9% (1087)
I feel others don't value my opinions at the University of Example.	12.9% (452)	13.0% (246)	12.7% (199)	13.5% (7)	12.4% (268)	13.7% (179)
The University of Example is a place where I am able to perform up to my full potential.	74.1% (2601)	74.6% (1410)	73.7% (1155)	69.2% (36)	71.7% (1556)	78.0% (1023)
I have opportunities at the University of Example for academic success that are similar to those of my peers.	78.6% (2761)	79.9% (1512)	77.1% (1210)	75.0% (39)	74.7% (1625)	84.5% (1109)
I have found one or more communities or groups where I feel I belong at the University of Example.	58.8% (2055)	59.7% (1127)	58.0% (904)	47.1% (24)	59.2% (1278)	57.7% (758)
There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Example.	19.6% (685)	19.3% (364)	20.1% (313)	15.7% (8)	21.7% (468)	16.0% (210)
The University of Example provides sufficient programs and resources to foster the success of a diverse student body.	60.0% (2092)	59.9% (1129)	60.3% (934)	56.9% (29)	63.0% (1358)	55.1% (718)
I have to work harder than others to be valued equally at the University of Example.	25.8% (900)	25.2% (475)	26.4% (411)	27.5% (14)	30.4% (656)	17.8% (233)
My experience at the University of Example has had a positive influence on my academic growth.	81.3% (2844)	82.3% (1555)	80.3% (1250)	76.5% (39)	81.1% (1746)	81.7% (1075)

Section A - Table 14.1: Levels of Agreement with Statements About Campus Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Graduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
I feel valued as an individual at the University of Example.	67.9% (133)	68.3% (571)	70.0% (152)	66.7% (14)	—	—	67.5% (1476)	—	65.9% (27)
I feel I belong at the University of Example.	70.1% (138)	70.9% (595)	69.1% (150)	66.7% (14)	—	—	69.1% (1513)	—	78.0% (32)
The University of Example has a strong commitment to diversity, equity, and inclusion.	72.6% (143)	69.0% (578)	73.1% (158)	57.1% (12)	—	—	69.7% (1521)	—	73.2% (30)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	13.2% (26)	14.2% (119)	13.4% (29)	14.3% (3)	—	—	13.5% (294)	—	14.6% (6)
I am treated with respect at the University of Example.	83.8% (165)	82.7% (699)	82.6% (180)	71.4% (15)	—	—	82.5% (1806)	—	80.5% (33)
I feel others don't value my opinions at the University of Example.	14.7% (29)	11.6% (98)	11.5% (25)	19.0% (4)	—	—	13.3% (291)	—	12.2% (5)
The University of Example is a place where I am able to perform up to my full potential.	75.0% (147)	73.4% (621)	72.9% (159)	61.9% (13)	—	—	74.4% (1628)	—	80.5% (33)
I have opportunities at the University of Example for academic success that are similar to those of my peers.	79.2% (156)	79.8% (675)	78.4% (171)	81.0% (17)	—	—	78.0% (1708)	—	82.9% (34)
I have found one or more communities or groups where I feel I belong at the University of Example.	56.7% (110)	60.2% (506)	55.0% (120)	52.4% (11)	—	—	58.7% (1280)	—	68.3% (28)
There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Example.	20.5% (40)	19.9% (168)	19.4% (42)	28.6% (6)	—	—	19.5% (424)	—	12.2% (5)
The University of Example provides sufficient programs and resources to foster the success of a diverse student body.	68.6% (133)	60.3% (507)	60.8% (132)	52.4% (11)	—	—	59.1% (1283)	—	63.4% (26)
I have to work harder than others to be valued equally at the University of Example.	26.7% (52)	26.5% (223)	23.9% (52)	28.6% (6)	—	—	25.6% (557)	—	24.4% (10)
My experience at the University of Example has had a positive influence on my academic growth.	84.5% (164)	80.2% (677)	84.4% (184)	81.0% (17)	—	—	81.1% (1768)	—	82.9% (34)

This page intentionally left blank

This page intentionally left blank

A few survey questions directly focused on interactions with others, as well as personal experiences with discriminatory events in the past 12 months. Survey participants first considered the characteristics of individuals at their campus with whom they interact in a meaningful way on a regular basis.

Section A - Table 16: Frequency of Interactions with Diverse People in Past 12 Months (% Responses) by Student Population

	Never	Seldom/ Sometimes	Often/ Very Often
Undergraduate Students			
...whose religious beliefs are different than your own	2.2% (91)	26.9% (1127)	70.9% (2972)
...whose political opinions are different from your own	4.3% (179)	51.6% (2154)	44.1% (1843)
...who are immigrants or from an immigrant family	3.2% (133)	33.8% (1413)	63.0% (2629)
...who are of a different nationality than your own	1.2% (50)	23.3% (977)	75.5% (3163)
...who are of a different race or ethnicity than your own	0.8% (35)	16.2% (679)	83.0% (3480)
...whose gender is different than your own	1.5% (64)	19.4% (815)	79.0% (3313)
...whose sexual orientation is different than your own	3.2% (132)	37.7% (1575)	59.2% (2475)
...who are from a different social class	1.8% (74)	31.0% (1297)	67.2% (2810)
...who have physical or other observable disabilities	10.5% (439)	66.0% (2770)	23.5% (988)
...who have learning, psychological, or other disabilities that are not readily apparent	8.0% (336)	55.9% (2339)	36.1% (1513)
Graduate Students			
...whose religious beliefs are different than your own	3.8% (130)	30.4% (1031)	65.8% (2232)
...whose political opinions are different from your own	7.1% (240)	53.3% (1808)	39.6% (1342)
...who are immigrants or from an immigrant family	4.8% (164)	34.5% (1172)	60.7% (2061)
...who are of a different nationality than your own	2.6% (87)	19.9% (678)	77.5% (2639)
...who are of a different race or ethnicity than your own	2.2% (76)	19.8% (675)	78.0% (2656)
...whose gender is different than your own	3.0% (101)	20.9% (710)	76.2% (2591)
...whose sexual orientation is different than your own	6.1% (206)	41.3% (1400)	52.6% (1783)
...who are from a different social class	4.1% (139)	39.8% (1352)	56.1% (1904)
...who have physical or other observable disabilities	15.5% (525)	63.8% (2160)	20.7% (702)
...who have learning, psychological, or other disabilities that are not readily apparent	15.9% (533)	55.1% (1850)	29.1% (976)

The survey continued with questions related to whether survey participants have personally felt or experienced some form of discrimination at their campus during the past 12 months. There were two primary items within each discrimination group—first, participants were asked to indicate if they had felt discriminated against in the past 12 months. This was asked as a yes or no question. Second, regardless of whether they had felt discriminated against, they were asked if they had personally experienced discriminatory events that were related to specific identity or demographic characteristics.

Undergraduate students were asked about whether they had felt discriminated against on the University of Example campus.

Section A - Table 17: Felt Discriminated Against at University of Example campus in the Past 12 Months (% Responses) - Undergraduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Felt Discriminated Against	15.3% (642)	14.8% (323)	15.4% (298)	25.9% (21)	17.5% (403)	12.6% (237)
Did not Feel Discriminated Against	84.7% (3554)	85.2% (1862)	84.6% (1632)	74.1% (60)	82.5% (1902)	87.4% (1644)

Section A - Table 17.1: Felt Discriminated Against at University of Example campus in the Past 12 Months by Detailed Race (% Responses) - Undergraduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Felt Discriminated Against	14.7% (37)	15.5% (153)	15.7% (40)	20.6% (7)	—	—	15.2% (398)	—	15.2% (7)
Did not Feel Discriminated Against	85.3% (214)	84.5% (834)	84.3% (214)	79.4% (27)	—	—	84.8% (2226)	—	84.8% (39)

Regardless of whether they indicated that they felt discriminated against, the survey then asked them to report how often they experienced discriminatory events at the University of Example because of their specific identity.

Section A - Table 18: Experienced At Least One Discriminatory Event by Type at University of Example campus in the Past 12 Months (% Responses) - Undergraduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Ability or disability status	5.5% (230)	5.0% (108)	6.1% (118)	4.9% (4)	4.8% (109)	6.3% (119)
Racial or ethnic identity	20.1% (840)	20.0% (433)	20.2% (389)	22.2% (18)	28.7% (656)	9.7% (182)
Sex	18.7% (779)	18.0% (390)	19.5% (374)	18.5% (15)	16.4% (373)	21.5% (403)
Sexual orientation	9.0% (375)	8.6% (187)	9.5% (182)	7.5% (6)	7.2% (164)	11.0% (207)
Gender identity or gender expression	10.6% (444)	9.7% (211)	11.6% (223)	12.3% (10)	9.8% (224)	11.6% (218)
Veteran status	1.3% (55)	1.3% (28)	1.4% (26)	1.2% (1)	1.4% (32)	1.2% (23)
Relationship status	9.3% (388)	9.2% (200)	9.5% (182)	7.4% (6)	8.7% (197)	10.2% (191)
National origin	10.3% (431)	9.5% (206)	11.2% (215)	12.7% (10)	15.8% (359)	3.7% (70)
Parental status	3.8% (159)	3.2% (70)	4.4% (85)	4.9% (4)	4.2% (95)	3.4% (64)
Pregnancy	0.7% (31)	0.8% (18)	0.7% (13)	—	1.1% (25)	0.3% (6)
Age	6.2% (257)	6.0% (130)	6.5% (125)	2.5% (2)	6.0% (136)	6.4% (120)
Religion	13.6% (567)	14.0% (304)	13.3% (254)	11.1% (9)	10.4% (236)	17.4% (328)
Height or weight	15.8% (659)	16.4% (356)	15.5% (298)	6.2% (5)	15.4% (352)	16.3% (305)
Political orientation	13.4% (558)	13.2% (287)	13.3% (255)	19.8% (16)	9.2% (210)	18.5% (346)
Social class	12.7% (527)	12.6% (273)	12.8% (245)	11.1% (9)	13.0% (295)	12.3% (230)
Mental health status	13.8% (577)	13.7% (297)	14.4% (276)	4.9% (4)	12.0% (273)	16.1% (302)

Section A - Table 18.1: Experienced At Least One Discriminatory Event by Type at University of Example campus in the Past 12 Months by Detailed Race (% Responses) - Undergraduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Ability or disability status	3.6% (9)	5.7% (56)	6.3% (16)	2.9% (1)	—	—	5.6% (146)	—	4.3% (2)
Racial or ethnic identity	18.0% (45)	20.4% (201)	14.6% (37)	29.4% (10)	—	—	20.7% (538)	—	19.6% (9)
Sex	17.6% (44)	20.5% (201)	13.4% (34)	26.5% (9)	—	—	18.5% (482)	—	19.6% (9)
Sexual orientation	9.2% (23)	9.3% (91)	11.1% (28)	17.6% (6)	—	—	8.5% (221)	—	13.0% (6)
Gender identity or gender expression	8.8% (22)	12.7% (125)	9.9% (25)	8.8% (3)	—	—	10.1% (264)	—	10.9% (5)
Veteran status	1.2% (3)	1.8% (18)	0.4% (1)	—	—	—	1.2% (32)	—	2.2% (1)
Relationship status	10.0% (25)	9.5% (93)	7.5% (19)	5.9% (2)	—	—	9.4% (244)	—	10.9% (5)
National origin	9.6% (24)	9.8% (96)	9.5% (24)	17.6% (6)	—	—	10.7% (279)	—	4.3% (2)
Parental status	4.4% (11)	4.6% (45)	2.8% (7)	2.9% (1)	—	—	3.5% (92)	—	6.5% (3)
Pregnancy	0.8% (2)	1.4% (14)	0.4% (1)	—	—	—	0.5% (12)	—	4.3% (2)
Age	7.2% (18)	6.7% (66)	4.8% (12)	—	—	—	6.0% (157)	—	8.7% (4)
Religion	12.0% (30)	15.1% (148)	11.6% (29)	17.6% (6)	—	—	13.4% (350)	—	8.7% (4)
Height or weight	17.5% (44)	15.1% (148)	9.1% (23)	14.7% (5)	—	—	16.8% (438)	—	2.2% (1)
Political orientation	14.7% (37)	14.3% (140)	10.4% (26)	17.6% (6)	—	—	13.1% (342)	—	15.2% (7)
Social class	15.6% (39)	13.4% (132)	8.7% (22)	5.9% (2)	—	—	12.5% (325)	—	15.2% (7)
Mental health status	13.5% (34)	15.2% (149)	12.7% (32)	11.8% (4)	—	—	13.5% (351)	—	15.2% (7)

Graduate students were then **asked about their department/unit**. Questions covered their climate experience, whether they felt discriminated against, and what experiences of discrimination they had relating to their specific identity the past 12 months.

Section A - Table 19: Levels of Agreement with Statements About Department/Unit Aspects (% Strongly Agree + Agree Responses) - Graduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
My ideas are seriously considered in my department/unit.	57.7% (1872)	58.2% (1022)	57.3% (827)	48.9% (23)	58.5% (1177)	56.2% (686)
I have a voice in the decision-making that affects my work in my department/unit.	48.5% (1575)	49.2% (866)	47.8% (689)	42.6% (20)	50.4% (1017)	45.4% (553)
The workload is fairly and equitably distributed in my department/unit.	53.6% (1743)	54.1% (954)	53.2% (769)	42.6% (20)	58.4% (1176)	45.5% (557)
There are fair and equitable processes for determining compensation in my department/unit.	51.4% (1671)	52.2% (918)	50.5% (730)	50.0% (23)	56.4% (1139)	43.0% (522)
Support is provided fairly and equitably in my department/unit.	63.0% (2051)	64.2% (1131)	61.8% (894)	57.8% (26)	67.0% (1350)	56.7% (692)
Rewards for work performance are fairly and equitably distributed in my department/unit.	52.6% (1707)	53.8% (943)	51.6% (744)	43.5% (20)	57.0% (1150)	45.2% (547)

Section A - Table 19.1: Levels of Agreement with Statements About Department/Unit Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Graduate Students

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
My ideas are seriously considered in my department/unit.	59.3% (108)	57.2% (447)	59.5% (119)	42.9% (9)	—	—	57.8% (1169)	—	51.3% (20)
I have a voice in the decision-making that affects my work in my department/unit.	48.6% (89)	48.9% (381)	46.5% (94)	47.6% (10)	—	—	48.4% (980)	—	52.5% (21)
The workload is fairly and equitably distributed in my department/unit.	50.5% (92)	54.7% (427)	54.9% (112)	57.1% (12)	—	—	53.2% (1078)	—	55.0% (22)
There are fair and equitable processes for determining compensation in my department/unit.	48.6% (88)	52.5% (410)	51.7% (105)	52.4% (11)	—	—	51.1% (1035)	—	56.4% (22)
Support is provided fairly and equitably in my department/unit.	63.0% (114)	63.8% (498)	63.4% (128)	71.4% (15)	—	—	62.6% (1270)	—	66.7% (26)
Rewards for work performance are fairly and equitably distributed in my department/unit.	54.4% (98)	53.2% (415)	48.0% (97)	61.9% (13)	—	—	52.6% (1062)	—	55.0% (22)

Section A - Table 20: Felt Discriminated Against in Department/Unit in the Past 12 Months (% Responses) - Graduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Felt Discriminated Against	9.9% (328)	9.2% (165)	10.7% (157)	12.5% (6)	9.9% (202)	9.9% (125)
Did not Feel Discriminated Against	90.1% (2994)	90.8% (1637)	89.3% (1315)	87.5% (42)	90.1% (1841)	90.1% (1133)

Section A - Table 20.1: Felt Discriminated Against in Department/Unit in the Past 12 Months by Detailed Race (% Responses) - Graduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Felt Discriminated Against	12.4% (23)	9.6% (77)	8.7% (18)	14.3% (3)	—	—	9.9% (205)	—	5.0% (2)
Did not Feel Discriminated Against	87.6% (162)	90.4% (728)	91.3% (190)	85.7% (18)	—	—	90.1% (1858)	—	95.0% (38)

Section A - Table 21: Experienced At Least One Discriminatory Event by Type in Department/Unit in the Past 12 Months (% Responses) - Graduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Disability status	3.5% (114)	3.7% (66)	3.1% (45)	6.4% (3)	1.8% (37)	6.1% (75)
Racial or ethnic identity	8.2% (269)	7.7% (138)	8.8% (127)	8.5% (4)	11.4% (231)	2.8% (35)
Sex	5.8% (191)	5.8% (103)	5.7% (83)	10.4% (5)	4.1% (83)	8.4% (104)
Sexual orientation	2.0% (64)	2.0% (36)	1.8% (26)	4.3% (2)	1.4% (29)	2.7% (33)
Gender identity or gender expression	3.5% (115)	3.9% (69)	3.0% (43)	6.4% (3)	2.4% (49)	5.2% (64)
Veteran status	0.6% (21)	0.6% (11)	0.6% (9)	2.1% (1)	0.6% (13)	0.5% (6)
Marital status	1.4% (47)	1.6% (28)	1.2% (18)	2.1% (1)	1.1% (22)	1.9% (23)
National origin	7.0% (229)	7.0% (125)	6.9% (100)	8.5% (4)	10.1% (205)	1.7% (21)
Parental status	1.7% (56)	1.9% (33)	1.5% (22)	2.1% (1)	1.5% (30)	1.9% (24)
Pregnancy	1.1% (37)	1.2% (22)	1.0% (15)	—	1.2% (24)	0.9% (11)
Age	5.0% (164)	5.1% (90)	4.9% (71)	6.4% (3)	4.6% (93)	5.6% (69)
Religion	3.4% (110)	3.3% (59)	3.3% (48)	6.4% (3)	2.7% (54)	4.2% (52)
Height or weight	3.5% (113)	3.6% (64)	3.3% (48)	2.1% (1)	2.6% (53)	4.6% (57)
Political orientation	4.9% (159)	4.8% (85)	5.0% (72)	4.3% (2)	3.8% (77)	6.3% (78)
Social class	4.1% (134)	3.9% (69)	4.4% (63)	4.3% (2)	4.2% (86)	3.7% (46)
Mental health status	5.6% (184)	5.7% (102)	5.6% (81)	2.1% (1)	4.4% (89)	7.5% (93)

Section A - Table 21.1: Experienced At Least One Discriminatory Event by Type in Department/Unit in the Past 12 Months by Detailed Race (% Responses) - Graduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Disability status	5.5% (10)	2.8% (22)	4.4% (9)	—	—	—	3.5% (71)	—	5.0% (2)
Racial or ethnic identity	8.3% (15)	8.0% (63)	8.3% (17)	—	—	—	8.2% (168)	—	10.0% (4)
Sex	8.2% (15)	6.9% (54)	5.4% (11)	—	—	—	5.3% (107)	—	2.5% (1)
Sexual orientation	2.8% (5)	2.0% (16)	1.0% (2)	—	—	—	1.9% (39)	—	2.6% (1)
Gender identity or gender expression	5.0% (9)	3.3% (26)	3.4% (7)	—	—	—	3.4% (69)	—	7.5% (3)
Veteran status	0.6% (1)	0.6% (5)	0.5% (1)	—	—	—	0.6% (13)	—	2.5% (1)
Marital status	2.8% (5)	1.5% (12)	1.0% (2)	—	—	—	1.3% (27)	—	2.6% (1)
National origin	7.8% (14)	6.6% (52)	5.4% (11)	—	—	—	7.2% (147)	—	10.3% (4)
Parental status	1.7% (3)	1.3% (10)	1.5% (3)	—	—	—	1.9% (39)	—	2.6% (1)
Pregnancy	3.4% (6)	1.3% (10)	0.5% (1)	—	—	—	0.9% (19)	—	2.6% (1)
Age	6.1% (11)	3.9% (31)	5.9% (12)	—	—	—	5.3% (108)	—	5.1% (2)
Religion	5.0% (9)	3.3% (26)	3.4% (7)	—	—	—	3.2% (65)	—	5.1% (2)
Height or weight	5.5% (10)	4.1% (32)	3.4% (7)	—	—	—	3.0% (61)	—	5.1% (2)
Political orientation	6.6% (12)	4.4% (35)	4.9% (10)	—	—	—	4.8% (97)	—	5.1% (2)
Social class	2.7% (5)	3.2% (25)	5.9% (12)	—	—	—	4.4% (89)	—	7.7% (3)
Mental health status	6.0% (11)	4.4% (35)	5.9% (12)	—	—	—	5.9% (120)	—	10.3% (4)

Then, all students were asked about their perceptions of fair and equitable treatment on campus.

Section A - Table 22: Perceptions of Fair and Equitable Treatment on Campus (% Strongly Agree + Agree Responses) by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
I am treated fairly and equitably on campus in general.	83.5% (3476)	83.4% (1807)	83.7% (1602)	83.8% (67)	80.4% (1831)	87.4% (1638)
Graduate Students						
I am treated fairly and equitably on campus in general.	83.0% (2834)	83.6% (1545)	82.5% (1252)	74.0% (37)	81.0% (1694)	86.4% (1120)

Section A - Table 22.1: Perceptions of Fair and Equitable Treatment on Campus by Detailed Race (% Strongly Agree + Agree Responses) by Student Population

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
I am treated fairly and equitably on campus in general.	82.9% (208)	82.6% (809)	84.6% (214)	76.5% (26)	—	—	83.9% (2180)	—	84.8% (39)
Graduate Students									
I am treated fairly and equitably on campus in general.	82.4% (155)	82.1% (677)	83.0% (181)	81.0% (17)	—	—	83.5% (1771)	—	80.5% (33)

Part 6: DEI Perceptions & Experiences

The next few items inquired about students' communities prior to attending the University of Example, with questions addressing the racial/ethnic composition of the community in which they grew up, and the composition of the school they graduated from.

Section A - Table 23: Racial/Ethnic Composition of Previous Community by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
All or nearly all people of my race/ethnicity	18.9% (834)	18.4% (424)	19.4% (395)	17.9% (15)	15.6% (383)	23.0% (450)
Mostly people of my race/ethnicity	29.9% (1321)	30.0% (691)	29.9% (608)	26.2% (22)	19.7% (484)	42.6% (832)
Half my race/ethnicity and half people of other races/ethnicities	25.3% (1118)	26.0% (598)	24.6% (500)	23.8% (20)	23.6% (580)	27.4% (535)
Mostly people of other races/ethnicities	19.1% (846)	19.0% (437)	18.9% (385)	28.6% (24)	29.7% (729)	5.9% (115)
All or nearly all people of other races/ethnicities	6.9% (303)	6.7% (154)	7.2% (146)	3.6% (3)	11.4% (281)	1.1% (22)
Graduate Students						
All or nearly all people of my race/ethnicity	35.2% (1251)	35.5% (680)	35.2% (559)	23.1% (12)	37.1% (820)	32.2% (428)
Mostly people of my race/ethnicity	32.5% (1157)	32.3% (619)	33.0% (524)	26.9% (14)	25.6% (565)	43.7% (580)
Half my race/ethnicity and half people of other races/ethnicities	16.3% (581)	17.4% (333)	14.7% (233)	28.8% (15)	14.8% (328)	19.1% (253)
Mostly people of other races/ethnicities	11.0% (391)	10.3% (197)	11.7% (186)	15.4% (8)	15.2% (335)	4.1% (55)
All or nearly all people of other races/ethnicities	4.9% (176)	4.5% (87)	5.4% (86)	5.8% (3)	7.3% (161)	0.9% (12)

Section A - Table 23.1: Racial/Ethnic Composition of Previous Community by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
All or nearly all people of my race/ethnicity	15.3% (40)	20.3% (212)	14.9% (39)	22.9% (8)	—	—	19.1% (529)	—	12.0% (6)
Mostly people of my race/ethnicity	28.6% (75)	29.0% (303)	35.5% (93)	14.3% (5)	—	—	30.1% (832)	—	26.0% (13)
Half my race/ethnicity and half people of other races/ethnicities	28.6% (75)	24.4% (255)	22.5% (59)	37.1% (13)	—	—	25.3% (701)	—	30.0% (15)
Mostly people of other races/ethnicities	21.8% (57)	19.7% (206)	20.6% (54)	14.3% (5)	—	—	18.5% (511)	—	26.0% (13)
All or nearly all people of other races/ethnicities	5.7% (15)	6.7% (70)	6.5% (17)	11.4% (4)	—	—	7.0% (194)	—	6.0% (3)
Graduate Students									
All or nearly all people of my race/ethnicity	41.2% (82)	34.7% (294)	36.2% (80)	28.6% (6)	—	—	34.6% (769)	—	45.5% (20)
Mostly people of my race/ethnicity	30.7% (61)	33.5% (284)	31.2% (69)	38.1% (8)	—	—	32.5% (722)	—	29.5% (13)
Half my race/ethnicity and half people of other races/ethnicities	18.1% (36)	16.9% (143)	15.8% (35)	19.0% (4)	—	—	16.2% (361)	—	4.5% (2)
Mostly people of other races/ethnicities	3.5% (7)	10.3% (87)	10.4% (23)	14.3% (3)	—	—	11.9% (265)	—	13.6% (6)
All or nearly all people of other races/ethnicities	6.5% (13)	4.7% (40)	6.3% (14)	—	—	—	4.8% (106)	—	6.8% (3)

Section A - Table 24: Racial/Ethnic Composition of Previous School by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
All or nearly all people of my race/ethnicity	15.2% (671)	14.2% (327)	16.3% (331)	15.5% (13)	11.3% (278)	20.2% (393)
Mostly people of my race/ethnicity	23.3% (1027)	22.6% (520)	23.9% (484)	27.4% (23)	13.9% (341)	35.1% (683)
Half my race/ethnicity and half people of other races/ethnicities	29.1% (1282)	30.6% (703)	27.4% (555)	28.6% (24)	24.9% (612)	34.1% (665)
Mostly people of other races/ethnicities	24.9% (1099)	25.4% (584)	24.5% (496)	22.6% (19)	37.0% (907)	9.7% (189)
All or nearly all people of other races/ethnicities	7.5% (333)	7.2% (166)	8.0% (162)	6.0% (5)	12.8% (315)	0.9% (18)
Graduate Students						
All or nearly all people of my race/ethnicity	20.5% (728)	21.1% (404)	19.7% (312)	23.1% (12)	23.7% (522)	15.4% (205)
Mostly people of my race/ethnicity	28.7% (1018)	28.7% (549)	28.7% (454)	28.8% (15)	20.2% (446)	42.2% (561)
Half my race/ethnicity and half people of other races/ethnicities	24.0% (851)	24.5% (469)	23.5% (372)	19.2% (10)	17.3% (381)	35.3% (469)
Mostly people of other races/ethnicities	18.4% (654)	17.5% (334)	19.5% (309)	21.2% (11)	26.7% (588)	4.9% (65)
All or nearly all people of other races/ethnicities	8.4% (298)	8.2% (157)	8.6% (137)	7.7% (4)	12.1% (267)	2.1% (28)

Section A - Table 24.1: Racial/Ethnic Composition of Previous School by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
All or nearly all people of my race/ethnicity	13.7% (36)	16.7% (175)	13.4% (35)	20.6% (7)	—	—	14.9% (412)	—	12.0% (6)
Mostly people of my race/ethnicity	21.8% (57)	23.4% (245)	23.0% (60)	—	—	—	23.7% (653)	—	24.0% (12)
Half my race/ethnicity and half people of other races/ethnicities	32.8% (86)	28.7% (300)	31.4% (82)	35.3% (12)	—	—	28.6% (788)	—	28.0% (14)
Mostly people of other races/ethnicities	26.0% (68)	22.9% (240)	23.0% (60)	32.4% (11)	—	—	25.6% (706)	—	28.0% (14)
All or nearly all people of other races/ethnicities	5.7% (15)	8.2% (86)	9.2% (24)	11.8% (4)	—	—	7.2% (200)	—	8.0% (4)
Graduate Students									
All or nearly all people of my race/ethnicity	20.6% (41)	19.5% (165)	20.7% (46)	14.3% (3)	—	—	20.9% (464)	—	20.5% (9)
Mostly people of my race/ethnicity	32.2% (64)	31.2% (265)	29.7% (66)	23.8% (5)	—	—	27.5% (610)	—	18.2% (8)
Half my race/ethnicity and half people of other races/ethnicities	23.1% (46)	24.5% (208)	22.1% (49)	33.3% (7)	—	—	23.8% (528)	—	29.5% (13)
Mostly people of other races/ethnicities	14.6% (29)	17.1% (145)	16.7% (37)	23.8% (5)	—	—	19.3% (427)	—	25.0% (11)
All or nearly all people of other races/ethnicities	9.5% (19)	7.7% (65)	10.8% (24)	4.8% (1)	—	—	8.4% (186)	—	6.8% (3)

Next, survey participants were asked to answer a few questions about their experiences in classrooms and classroom settings and interactions with faculty, staff, and administrators.

Section A - Table 25: Levels of Agreement with Statements About Inside Classroom Aspects (% Strongly Agree + Agree Responses) by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non- Conforming	BIPOC	White
Undergraduate Students indicated they agreed or strongly agreed that they were listened to by...						
Faculty instructors (faculty/postdocs/lecturers)	79.5% (3289)	78.9% (1702)	80.0% (1520)	83.8% (67)	77.2% (1746)	82.4% (1536)
Student instructors (e.g., GSIs, TAs, etc.)	83.3% (3445)	83.2% (1792)	83.2% (1581)	90.0% (72)	82.4% (1864)	84.5% (1573)
Other students	77.4% (3200)	76.9% (1658)	77.7% (1476)	82.5% (66)	76.1% (1722)	78.9% (1470)
Staff members	73.1% (3018)	73.0% (1571)	73.1% (1387)	75.0% (60)	70.6% (1596)	76.2% (1415)
Graduate Students indicated they agreed or strongly agreed that they were listened to by...						
Faculty instructors (faculty/postdocs/lecturers)	84.0% (2824)	84.5% (1540)	83.8% (1246)	74.5% (38)	83.9% (1729)	84.2% (1078)
Student instructors (e.g., GSIs, TAs, etc.)	78.7% (2620)	79.4% (1442)	78.0% (1140)	74.5% (38)	80.7% (1661)	75.4% (943)
Other students	81.8% (2751)	82.5% (1509)	80.8% (1202)	81.6% (40)	80.6% (1663)	83.7% (1071)
Staff members	77.8% (2601)	79.2% (1437)	76.3% (1127)	74.0% (37)	77.2% (1589)	78.6% (994)

Section A - Table 25.1: Levels of Agreement with Statements About Inside Classroom Aspects by Detailed Race (% Strongly Agree + Agree Responses) by Student Population

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students indicated they agreed or strongly agreed that they were listened to by...									
Faculty instructors (faculty/postdocs/lecturers)	77.6% (194)	78.9% (768)	83.8% (212)	79.4% (27)	—	—	79.6% (2053)	—	76.1% (35)
Student instructors (e.g., GSIs, TAs, etc.)	80.8% (202)	83.0% (808)	85.7% (216)	79.4% (27)	—	—	83.5% (2155)	—	82.2% (37)
Other students	78.8% (197)	76.0% (739)	77.4% (195)	76.5% (26)	—	—	77.9% (2008)	—	76.1% (35)
Staff members	75.2% (188)	71.8% (698)	75.3% (189)	76.5% (26)	—	—	73.1% (1882)	—	76.1% (35)
Graduate Students indicated they agreed or strongly agreed that they were listened to by...									
Faculty instructors (faculty/postdocs/lecturers)	83.9% (156)	84.3% (685)	83.2% (178)	76.2% (16)	—	—	84.2% (1757)	—	78.0% (32)
Student instructors (e.g., GSIs, TAs, etc.)	82.0% (150)	78.3% (631)	78.3% (166)	66.7% (14)	—	—	78.8% (1627)	—	78.0% (32)
Other students	80.7% (151)	82.4% (671)	86.4% (184)	61.9% (13)	—	—	81.3% (1699)	—	80.5% (33)
Staff members	77.0% (144)	78.5% (634)	76.5% (163)	71.4% (15)	—	—	77.8% (1613)	—	78.0% (32)

Section A - Table 26: Levels of Agreement with Statements About Outside of Classroom Aspects (% Strongly Agree + Agree Responses) by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students indicated they agreed or strongly agreed that they were valued by...						
Faculty instructors (faculty/postdocs/lecturers)	68.7% (2829)	67.6% (1449)	70.3% (1330)	63.3% (50)	67.2% (1517)	70.6% (1305)
Other faculty members	66.0% (2711)	65.4% (1399)	66.7% (1260)	65.8% (52)	64.8% (1458)	67.5% (1246)
Student instructors (e.g., GSIs, TAs, etc.)	73.9% (3034)	73.7% (1578)	73.9% (1394)	78.5% (62)	71.9% (1618)	76.3% (1409)
Other students	77.1% (3169)	77.0% (1647)	77.1% (1458)	81.0% (64)	76.8% (1730)	77.6% (1432)
Staff members	66.2% (2715)	66.0% (1411)	66.8% (1258)	58.2% (46)	64.5% (1452)	68.2% (1256)
University administrators	53.8% (2214)	53.7% (1151)	54.1% (1022)	51.9% (41)	53.9% (1216)	53.7% (992)
Other University mentors/advisors	67.6% (2775)	67.1% (1438)	68.2% (1285)	65.8% (52)	66.9% (1506)	68.4% (1262)
Graduate Students indicated they agreed or strongly agreed that they were valued by...						
Faculty instructors (faculty/postdocs/lecturers)	75.0% (2494)	76.2% (1377)	73.6% (1082)	70.0% (35)	76.1% (1558)	73.1% (921)
Other faculty members	70.9% (2343)	72.4% (1300)	69.5% (1014)	59.2% (29)	72.0% (1465)	69.2% (863)
Student instructors (e.g., GSIs, TAs, etc.)	70.7% (2332)	72.3% (1293)	69.1% (1008)	62.0% (31)	73.2% (1493)	66.6% (824)
Other students	77.8% (2577)	78.7% (1416)	76.6% (1121)	80.0% (40)	77.8% (1587)	77.7% (973)
Staff members	70.3% (2322)	71.3% (1279)	69.4% (1011)	64.0% (32)	70.6% (1441)	69.8% (866)
University administrators	56.3% (1854)	56.7% (1014)	55.9% (816)	49.0% (24)	62.3% (1268)	45.9% (570)
Other University mentors/advisors	63.8% (2099)	64.9% (1161)	62.8% (912)	53.1% (26)	67.9% (1381)	56.9% (704)

Section A - Table 26.1: Levels of Agreement with Statements About Outside of Classroom Aspects by Detailed Race (% Strongly Agree + Agree Responses) by Student Population

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students indicated they agreed or strongly agreed that they were valued by...									
Faculty instructors (faculty/postdocs/lecturers)	67.6% (169)	68.3% (661)	69.6% (176)	67.6% (23)	—	—	68.9% (1768)	—	69.6% (32)
Other faculty members	65.6% (164)	65.6% (634)	67.6% (171)	67.6% (23)	—	—	66.1% (1690)	—	64.4% (29)
Student instructors (e.g., GSIs, TAs, etc.)	73.5% (183)	72.5% (701)	74.3% (188)	75.8% (25)	—	—	74.4% (1903)	—	75.6% (34)
Other students	77.2% (193)	75.8% (733)	78.7% (199)	76.5% (26)	—	—	77.4% (1980)	—	84.4% (38)
Staff members	65.5% (163)	64.9% (626)	72.3% (183)	76.5% (26)	—	—	66.0% (1687)	—	66.7% (30)
University administrators	57.2% (143)	51.3% (497)	56.9% (144)	50.0% (17)	—	—	54.2% (1389)	—	52.2% (24)
Other University mentors/advisors	66.0% (165)	67.0% (647)	71.1% (180)	76.5% (26)	—	—	67.7% (1732)	—	54.3% (25)
Graduate Students indicated they agreed or strongly agreed that they were valued by...									
Faculty instructors (faculty/postdocs/lecturers)	81.2% (151)	74.9% (602)	73.7% (154)	57.1% (12)	—	—	74.8% (1546)	—	72.5% (29)
Other faculty members	77.8% (144)	70.1% (560)	69.7% (145)	52.4% (11)	—	—	71.0% (1456)	—	67.5% (27)
Student instructors (e.g., GSIs, TAs, etc.)	76.4% (139)	72.5% (580)	69.2% (144)	52.4% (11)	—	—	69.9% (1431)	—	67.5% (27)
Other students	78.9% (146)	78.7% (631)	76.2% (160)	55.0% (11)	—	—	77.7% (1599)	—	76.9% (30)
Staff members	67.6% (125)	71.5% (572)	67.9% (142)	47.6% (10)	—	—	70.7% (1447)	—	65.0% (26)
University administrators	55.4% (102)	57.4% (458)	52.2% (108)	42.9% (9)	—	—	56.7% (1159)	—	45.0% (18)
Other University mentors/advisors	61.9% (112)	64.8% (517)	60.1% (125)	47.6% (10)	—	—	64.2% (1313)	—	55.0% (22)

A series of questions were designed to understand how much individuals have been adversely affected by COVID-19 in a variety of ways over the past two years. Participants were asked to indicate if they were Not at all affected, Somewhat affected, or Affected a great deal.

Section A - Table 27: Responses to Statements Regarding Adverse Effects of COVID-19 - Undergraduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
My physical health						
Not at all affected	43.7% (1794)	43.7% (934)	43.5% (822)	48.1% (38)	37.5% (844)	51.2% (944)
Somewhat affected	44.4% (1821)	44.1% (942)	44.8% (847)	40.5% (32)	48.7% (1095)	39.2% (722)
Affected a great deal	11.9% (488)	12.1% (259)	11.6% (220)	11.4% (9)	13.8% (310)	9.7% (178)
My mental health						
Not at all affected	25.1% (1029)	24.6% (525)	25.7% (486)	22.8% (18)	24.8% (558)	25.2% (465)
Somewhat affected	44.3% (1821)	44.4% (949)	44.1% (834)	48.1% (38)	44.7% (1005)	44.1% (815)
Affected a great deal	30.6% (1256)	31.0% (663)	30.2% (570)	29.1% (23)	30.5% (687)	30.7% (566)
The health of a loved one						
Not at all affected	42.5% (1741)	43.0% (917)	42.1% (794)	38.0% (30)	41.3% (927)	43.8% (807)
Somewhat affected	37.6% (1541)	36.5% (778)	38.7% (730)	41.8% (33)	36.2% (813)	39.4% (727)
Affected a great deal	19.9% (817)	20.5% (438)	19.2% (363)	20.3% (16)	22.5% (505)	16.8% (310)
My ability to maintain social relationships						
Not at all affected	37.1% (1521)	36.6% (780)	38.2% (721)	25.6% (20)	33.2% (746)	41.9% (771)
Somewhat affected	41.3% (1694)	42.2% (901)	40.0% (754)	50.0% (39)	42.5% (955)	39.8% (733)
Affected a great deal	21.5% (883)	21.2% (452)	21.8% (412)	24.4% (19)	24.3% (547)	18.3% (336)
My financial situation						
Not at all affected	55.5% (2274)	55.5% (1182)	55.5% (1047)	57.7% (45)	49.8% (1120)	62.4% (1147)
Somewhat affected	29.9% (1224)	29.4% (627)	30.6% (577)	25.6% (20)	32.5% (730)	26.7% (491)
Affected a great deal	14.6% (597)	15.1% (322)	13.9% (262)	16.7% (13)	17.7% (398)	10.8% (199)
My housing situation						
Not at all affected	76.1% (3115)	76.8% (1636)	74.9% (1412)	85.9% (67)	71.1% (1595)	82.1% (1511)
Somewhat affected	17.4% (712)	16.8% (358)	18.5% (348)	7.7% (6)	19.9% (446)	14.4% (265)
Affected a great deal	6.5% (266)	6.4% (137)	6.6% (124)	6.4% (5)	9.0% (202)	3.5% (64)
My work or academic performance						
Not at all affected	34.3% (1409)	33.4% (714)	35.5% (670)	32.1% (25)	30.0% (675)	39.5% (727)
Somewhat affected	42.2% (1732)	42.4% (906)	41.9% (791)	44.9% (35)	42.6% (958)	42.0% (774)
Affected a great deal	23.4% (961)	24.1% (515)	22.7% (428)	23.1% (18)	27.4% (617)	18.5% (341)
My experience of discrimination related to one or more of my identities						
Not at all affected	79.0% (3230)	78.7% (1676)	79.2% (1491)	80.8% (63)	71.9% (1612)	87.7% (1611)
Somewhat affected	15.9% (650)	16.3% (348)	15.3% (289)	16.7% (13)	20.8% (467)	9.8% (180)
Affected a great deal	5.1% (210)	4.9% (105)	5.5% (103)	2.6% (2)	7.3% (164)	2.5% (46)

Section A - Table 27.1: Responses to Statements Regarding Adverse Effects of COVID-19 by Detailed Race - Undergraduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
My physical health									
Not at all affected	42.7% (106)	44.9% (432)	46.4% (117)	41.2% (14)	—	—	43.0% (1102)	—	50.0% (23)
Somewhat affected	45.6% (113)	43.3% (417)	44.0% (111)	44.1% (15)	—	—	44.8% (1146)	—	41.3% (19)
Affected a great deal	11.7% (29)	11.8% (114)	9.5% (24)	14.7% (5)	—	—	12.2% (312)	—	8.7% (4)
My mental health									
Not at all affected	29.8% (74)	23.7% (228)	27.4% (69)	26.5% (9)	—	—	24.9% (639)	—	21.7% (10)
Somewhat affected	38.7% (96)	44.3% (427)	45.2% (114)	35.3% (12)	—	—	44.8% (1149)	—	50.0% (23)
Affected a great deal	31.5% (78)	32.0% (308)	27.4% (69)	38.2% (13)	—	—	30.2% (775)	—	28.3% (13)
The health of a loved one									
Not at all affected	40.7% (101)	41.1% (395)	46.0% (116)	44.1% (15)	—	—	42.6% (1089)	—	54.3% (25)
Somewhat affected	43.5% (108)	37.5% (361)	36.9% (93)	38.2% (13)	—	—	37.2% (952)	—	30.4% (14)
Affected a great deal	15.7% (39)	21.4% (206)	17.1% (43)	17.6% (6)	—	—	20.2% (516)	—	15.2% (7)
My ability to maintain social relationships									
Not at all affected	35.9% (89)	37.4% (359)	41.3% (104)	38.2% (13)	—	—	36.5% (934)	—	47.8% (22)
Somewhat affected	43.1% (107)	40.3% (386)	39.3% (99)	47.1% (16)	—	—	42.0% (1074)	—	26.1% (12)
Affected a great deal	21.0% (52)	22.3% (214)	19.4% (49)	14.7% (5)	—	—	21.5% (551)	—	26.1% (12)
My financial situation									
Not at all affected	54.0% (134)	55.7% (534)	58.6% (147)	61.8% (21)	—	—	55.2% (1412)	—	56.5% (26)
Somewhat affected	30.6% (76)	29.8% (286)	28.3% (71)	23.5% (8)	—	—	30.1% (769)	—	30.4% (14)
Affected a great deal	15.3% (38)	14.5% (139)	13.1% (33)	14.7% (5)	—	—	14.7% (376)	—	13.0% (6)
My housing situation									
Not at all affected	75.1% (184)	74.9% (721)	79.0% (199)	70.6% (24)	—	—	76.3% (1949)	—	82.6% (38)
Somewhat affected	18.8% (46)	18.0% (173)	16.7% (42)	23.5% (8)	—	—	17.1% (438)	—	10.9% (5)
Affected a great deal	6.1% (15)	7.1% (68)	4.4% (11)	5.9% (2)	—	—	6.5% (167)	—	6.5% (3)
My work or academic performance									
Not at all affected	33.5% (83)	33.8% (325)	36.9% (93)	32.4% (11)	—	—	34.3% (878)	—	41.3% (19)
Somewhat affected	41.1% (102)	42.1% (405)	42.5% (107)	44.1% (15)	—	—	42.4% (1085)	—	39.1% (18)
Affected a great deal	25.4% (63)	24.1% (232)	20.6% (52)	23.5% (8)	—	—	23.3% (597)	—	19.6% (9)
My experience of discrimination related to one or more of my identities									
Not at all affected	74.6% (185)	79.8% (766)	78.9% (198)	79.4% (27)	—	—	79.2% (2020)	—	73.9% (34)
Somewhat affected	21.0% (52)	15.1% (145)	15.5% (39)	17.6% (6)	—	—	15.6% (398)	—	21.7% (10)
Affected a great deal	4.4% (11)	5.1% (49)	5.6% (14)	2.9% (1)	—	—	5.2% (133)	—	4.3% (2)

Section A - Table 28: Responses to Statements Regarding Adverse Effects of COVID-19 - Graduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
My physical health						
Not at all affected	48.2% (1589)	48.7% (872)	47.7% (697)	42.6% (20)	51.3% (1043)	43.4% (540)
Somewhat affected	42.9% (1415)	42.1% (755)	43.7% (638)	46.8% (22)	40.8% (831)	45.8% (570)
Affected a great deal	9.0% (296)	9.2% (165)	8.6% (126)	10.6% (5)	7.9% (161)	10.8% (135)
My mental health						
Not at all affected	36.5% (1204)	35.9% (644)	36.8% (537)	48.9% (23)	42.0% (855)	27.4% (341)
Somewhat affected	41.6% (1372)	42.2% (758)	40.9% (597)	36.2% (17)	39.6% (805)	44.7% (557)
Affected a great deal	22.0% (725)	21.9% (393)	22.3% (325)	14.9% (7)	18.4% (374)	27.9% (348)
The health of a loved one						
Not at all affected	47.6% (1568)	47.5% (850)	47.6% (695)	48.9% (23)	50.0% (1014)	44.0% (548)
Somewhat affected	36.0% (1187)	36.3% (650)	35.6% (520)	36.2% (17)	33.9% (688)	39.2% (488)
Affected a great deal	16.4% (541)	16.2% (290)	16.7% (244)	14.9% (7)	16.2% (328)	16.9% (210)
My ability to maintain social relationships						
Not at all affected	43.3% (1430)	43.3% (777)	43.4% (634)	40.4% (19)	45.6% (928)	39.5% (493)
Somewhat affected	39.9% (1316)	40.7% (730)	38.9% (568)	38.3% (18)	38.3% (778)	42.4% (529)
Affected a great deal	16.8% (556)	16.0% (287)	17.7% (259)	21.3% (10)	16.1% (327)	18.1% (226)
My financial situation						
Not at all affected	53.0% (1745)	52.2% (935)	53.6% (781)	64.4% (29)	54.2% (1100)	51.3% (639)
Somewhat affected	32.2% (1062)	32.9% (589)	31.7% (462)	24.4% (11)	31.3% (635)	33.3% (415)
Affected a great deal	14.8% (488)	15.0% (268)	14.7% (215)	11.1% (5)	14.5% (295)	15.4% (192)
My housing situation						
Not at all affected	75.6% (2482)	75.6% (1350)	75.4% (1096)	78.3% (36)	74.6% (1512)	77.2% (956)
Somewhat affected	17.0% (557)	17.4% (311)	16.5% (240)	13.0% (6)	17.6% (356)	16.0% (198)
Affected a great deal	7.5% (245)	6.9% (124)	8.1% (117)	8.7% (4)	7.8% (158)	6.9% (85)
My work or academic performance						
Not at all affected	44.5% (1469)	43.4% (778)	45.6% (666)	53.2% (25)	46.6% (948)	41.2% (514)
Somewhat affected	38.1% (1258)	38.8% (696)	37.6% (549)	27.7% (13)	36.7% (747)	40.0% (499)
Affected a great deal	17.4% (575)	17.8% (320)	16.8% (246)	19.1% (9)	16.7% (339)	18.8% (235)
My experience of discrimination related to one or more of my identities						
Not at all affected	82.9% (2723)	82.4% (1473)	83.6% (1212)	82.6% (38)	80.0% (1617)	87.9% (1092)
Somewhat affected	12.5% (412)	13.2% (235)	11.8% (171)	13.0% (6)	14.7% (298)	8.8% (110)
Affected a great deal	4.5% (148)	4.4% (79)	4.6% (67)	4.3% (2)	5.3% (107)	3.3% (41)

Section A - Table 28.1: Responses to Statements Regarding Adverse Effects of COVID-19 by Detailed Race - Graduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
My physical health									
Not at all affected	49.5% (90)	47.7% (380)	47.4% (99)	61.9% (13)	—	—	48.1% (987)	—	50.0% (20)
Somewhat affected	41.8% (76)	42.5% (339)	44.0% (92)	28.6% (6)	—	—	43.2% (886)	—	40.0% (16)
Affected a great deal	8.8% (16)	9.8% (78)	8.6% (18)	9.5% (2)	—	—	8.7% (178)	—	10.0% (4)
My mental health									
Not at all affected	37.6% (68)	37.6% (300)	37.3% (78)	38.1% (8)	—	—	35.9% (738)	—	30.0% (12)
Somewhat affected	37.0% (67)	40.7% (324)	37.8% (79)	38.1% (8)	—	—	42.6% (875)	—	47.5% (19)
Affected a great deal	25.4% (46)	21.7% (173)	24.9% (52)	23.8% (5)	—	—	21.4% (440)	—	22.5% (9)
The health of a loved one									
Not at all affected	46.2% (84)	48.7% (388)	46.2% (96)	76.2% (16)	—	—	47.2% (967)	—	42.5% (17)
Somewhat affected	37.9% (69)	36.9% (294)	37.0% (77)	4.8% (1)	—	—	35.6% (730)	—	40.0% (16)
Affected a great deal	15.9% (29)	14.3% (114)	16.8% (35)	19.0% (4)	—	—	17.2% (352)	—	17.5% (7)
My ability to maintain social relationships									
Not at all affected	45.6% (83)	42.2% (337)	41.8% (87)	42.9% (9)	—	—	43.7% (897)	—	42.5% (17)
Somewhat affected	36.3% (66)	42.2% (337)	46.6% (97)	42.9% (9)	—	—	38.5% (791)	—	40.0% (16)
Affected a great deal	18.1% (33)	15.5% (124)	11.5% (24)	14.3% (3)	—	—	17.8% (365)	—	17.5% (7)
My financial situation									
Not at all affected	53.0% (96)	53.1% (423)	46.9% (98)	42.9% (9)	—	—	53.5% (1095)	—	60.0% (24)
Somewhat affected	35.4% (64)	33.8% (269)	36.8% (77)	38.1% (8)	—	—	31.0% (634)	—	25.0% (10)
Affected a great deal	11.6% (21)	13.1% (104)	16.3% (34)	19.0% (4)	—	—	15.6% (319)	—	15.0% (6)
My housing situation									
Not at all affected	79.6% (144)	75.7% (601)	76.9% (160)	71.4% (15)	—	—	75.2% (1534)	—	70.0% (28)
Somewhat affected	13.3% (24)	17.5% (139)	18.8% (39)	14.3% (3)	—	—	16.9% (344)	—	20.0% (8)
Affected a great deal	7.2% (13)	6.8% (54)	4.3% (9)	14.3% (3)	—	—	7.9% (162)	—	10.0% (4)
My work or academic performance									
Not at all affected	46.2% (84)	44.7% (356)	48.8% (102)	42.9% (9)	—	—	44.0% (903)	—	37.5% (15)
Somewhat affected	34.6% (63)	36.8% (293)	37.8% (79)	42.9% (9)	—	—	38.8% (797)	—	42.5% (17)
Affected a great deal	19.2% (35)	18.6% (148)	13.4% (28)	14.3% (3)	—	—	17.2% (353)	—	20.0% (8)
My experience of discrimination related to one or more of my identities									
Not at all affected	82.7% (148)	82.7% (657)	85.0% (176)	85.7% (18)	—	—	83.0% (1695)	—	74.4% (29)
Somewhat affected	11.2% (20)	12.5% (99)	11.6% (24)	9.5% (2)	—	—	12.8% (261)	—	15.4% (6)
Affected a great deal	6.1% (11)	4.8% (38)	3.4% (7)	4.8% (1)	—	—	4.3% (87)	—	10.3% (4)

Respondents were presented with a list of units and asked to indicate whether they attended an event, utilized a service, or visited the facility of each unit.

Section A - Table 29: Attended Event, Utilized Service, or Visited the Facility of the Following Units (% Responses) - Undergraduate Students

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Asian American Cultural Center (AACC)	18.6% (768)	18.7% (401)	18.4% (350)	21.8% (17)	29.1% (657)	5.8% (108)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	10.3% (426)	11.1% (239)	9.7% (185)	2.6% (2)	15.7% (354)	3.8% (70)
Campus Belonging (OVCDEI)	1.1% (46)	1.1% (24)	1.2% (22)	—	1.5% (35)	0.6% (11)
Chez Veterans Center	2.5% (103)	2.4% (51)	2.7% (51)	1.3% (1)	1.3% (30)	3.9% (72)
Disability Resources and Educational Services (DRES)	12.5% (515)	12.3% (264)	12.4% (236)	19.2% (15)	9.6% (218)	16.0% (296)
Diversity and Social Justice Education (DSJE)	3.1% (127)	3.3% (70)	2.8% (53)	5.1% (4)	3.4% (76)	2.8% (51)
Faculty/Staff Assistance and Well-Being Services	2.4% (98)	2.8% (61)	1.8% (35)	2.6% (2)	1.9% (43)	3.0% (55)
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	6.8% (282)	6.8% (147)	7.0% (132)	3.8% (3)	6.1% (138)	7.8% (144)
International Education (IE)	2.8% (114)	2.6% (56)	3.0% (56)	2.6% (2)	3.8% (87)	1.5% (27)
La Casa Cultural Latina (La Casa)	19.1% (786)	19.5% (419)	18.4% (350)	21.8% (17)	25.8% (583)	10.9% (201)
Native American House (NAH)	2.8% (114)	3.0% (64)	2.4% (46)	5.1% (4)	3.0% (68)	2.4% (45)
Office of Minority Student Affairs (OMSA)	13.9% (574)	14.4% (309)	13.5% (256)	11.5% (9)	20.7% (467)	5.8% (107)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	3.6% (147)	3.5% (75)	3.7% (71)	1.3% (1)	4.3% (97)	2.7% (50)
Salaam Middle East and North Africa Cultural Center	2.5% (104)	3.0% (64)	2.1% (40)	—	3.9% (89)	0.8% (15)
Student Assistance Center (SAC)	2.7% (112)	2.8% (60)	2.6% (49)	3.8% (3)	2.6% (59)	2.9% (53)
Title IX	6.2% (254)	6.8% (145)	5.4% (103)	7.7% (6)	5.6% (126)	6.9% (128)
Women's Resources Center (WRC)	20.3% (838)	20.4% (437)	20.3% (386)	19.2% (15)	18.6% (420)	22.6% (418)
Undocumented/DACAmented Resources	0.9% (38)	1.1% (23)	0.8% (15)	—	1.5% (33)	0.3% (5)

Section A - Table 29.1: Attended Event, Utilized Service, or Visited the Facility of the Following Units by Detailed Race (% Responses) - Undergraduate Students

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Asian American Cultural Center (AACC)	18.4% (45)	17.8% (172)	20.2% (51)	14.7% (5)	—	—	18.9% (486)	—	19.6% (9)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	5.7% (14)	10.2% (99)	9.9% (25)	11.8% (4)	—	—	10.8% (278)	—	13.0% (6)
Campus Belonging (OVCDEI)	0.4% (1)	1.1% (11)	2.0% (5)	—	—	—	1.1% (28)	—	2.2% (1)
Chez Veterans Center	1.6% (4)	2.8% (27)	5.5% (14)	2.9% (1)	—	—	2.2% (56)	—	2.2% (1)
Disability Resources and Educational Services (DRES)	13.5% (33)	12.2% (118)	11.1% (28)	8.8% (3)	—	—	12.7% (326)	—	15.2% (7)
Diversity and Social Justice Education (DSJE)	3.3% (8)	2.7% (26)	3.2% (8)	—	—	—	3.2% (83)	—	4.3% (2)
Faculty/Staff Assistance and Well-Being Services	3.7% (9)	2.4% (23)	2.8% (7)	—	—	—	2.3% (59)	—	—
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	7.8% (19)	6.3% (61)	6.3% (16)	8.8% (3)	—	—	6.9% (178)	—	10.9% (5)
International Education (IE)	1.2% (3)	3.3% (32)	3.6% (9)	2.9% (1)	—	—	2.6% (68)	—	2.2% (1)
La Casa Cultural Latina (La Casa)	18.4% (45)	18.3% (177)	23.7% (60)	23.5% (8)	—	—	19.0% (489)	—	15.2% (7)
Native American House (NAH)	0.8% (2)	2.8% (27)	4.0% (10)	8.8% (3)	—	—	2.8% (71)	—	2.2% (1)
Office of Minority Student Affairs (OMSA)	11.0% (27)	13.9% (135)	13.4% (34)	26.5% (9)	—	—	14.1% (363)	—	13.0% (6)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	2.0% (5)	4.1% (40)	5.5% (14)	5.9% (2)	—	—	3.2% (83)	—	6.5% (3)
Salaam Middle East and North Africa Cultural Center	2.4% (6)	2.9% (28)	2.8% (7)	5.9% (2)	—	—	2.3% (60)	—	2.2% (1)
Student Assistance Center (SAC)	2.9% (7)	2.1% (20)	2.8% (7)	—	—	—	3.0% (77)	—	2.2% (1)
Title IX	4.5% (11)	6.3% (61)	5.1% (13)	5.9% (2)	—	—	6.4% (165)	—	4.3% (2)
Women's Resources Center (WRC)	18.4% (45)	20.0% (194)	23.7% (60)	8.8% (3)	—	—	20.5% (529)	—	15.2% (7)
Undocumented/DACAmented Resources	0.8% (2)	0.9% (9)	1.6% (4)	—	—	—	0.9% (23)	—	—

**Section A - Table 30: Attended Event, Utilized Service, or Visited the Facility of the Following Units (% Responses)
- Graduate Students**

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non- Conforming	BIPOC	White
Asian American Cultural Center (AACC)	18.5% (615)	18.4% (333)	18.6% (275)	14.9% (7)	26.0% (533)	6.1% (77)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	6.5% (215)	6.3% (114)	6.6% (98)	6.4% (3)	8.3% (169)	3.7% (46)
Campus Belonging (OVCDEI)	0.7% (22)	0.7% (12)	0.6% (9)	2.1% (1)	0.7% (15)	0.6% (7)
Chez Veterans Center	1.8% (59)	2.0% (36)	1.4% (21)	4.3% (2)	1.0% (21)	3.0% (38)
Disability Resources and Educational Services (DRES)	8.6% (285)	8.3% (149)	8.9% (131)	10.6% (5)	6.2% (127)	12.4% (156)
Diversity and Social Justice Education (DSJE)	2.1% (71)	2.0% (36)	2.2% (33)	4.3% (2)	2.2% (46)	2.0% (25)
Faculty/Staff Assistance and Well-Being Services	3.2% (105)	3.3% (59)	3.0% (45)	2.1% (1)	3.2% (66)	3.1% (39)
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	4.0% (132)	3.9% (70)	4.1% (61)	2.1% (1)	3.3% (68)	5.1% (64)
International Education (IE)	5.8% (194)	5.9% (107)	5.6% (82)	10.6% (5)	8.4% (173)	1.7% (21)
La Casa Cultural Latina (La Casa)	10.3% (342)	10.5% (190)	10.1% (149)	6.4% (3)	13.3% (273)	5.5% (69)
Native American House (NAH)	3.1% (102)	3.0% (54)	3.2% (47)	2.1% (1)	3.2% (65)	2.9% (37)
Office of Minority Student Affairs (OMSA)	3.5% (116)	3.4% (61)	3.5% (52)	6.4% (3)	4.2% (86)	2.4% (30)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	4.0% (132)	4.3% (77)	3.5% (52)	6.4% (3)	3.9% (79)	4.2% (53)
Salaam Middle East and North Africa Cultural Center	1.7% (56)	1.8% (32)	1.6% (23)	2.1% (1)	2.2% (45)	0.9% (11)
Student Assistance Center (SAC)	2.3% (76)	2.5% (45)	2.1% (31)	—	2.4% (49)	2.1% (27)
Title IX	4.6% (152)	4.1% (74)	5.2% (77)	2.1% (1)	5.2% (107)	3.6% (45)
Women's Resources Center (WRC)	8.3% (277)	7.9% (143)	8.8% (130)	8.5% (4)	9.2% (189)	6.8% (85)
Undocumented/DACAmented Resources	1.2% (39)	1.2% (21)	1.1% (16)	4.3% (2)	1.7% (34)	0.4% (5)

Section A - Table 30.1: Attended Event, Utilized Service, or Visited the Facility of the Following Units by Detailed Race (% Responses) - Graduate Students

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Asian American Cultural Center (AACC)	24.9% (46)	18.2% (146)	11.8% (25)	14.3% (3)	—	—	18.6% (386)	—	22.5% (9)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	4.9% (9)	7.7% (62)	6.6% (14)	9.5% (2)	—	—	6.0% (125)	—	7.5% (3)
Campus Belonging (OVCDEI)	—	0.6% (5)	1.4% (3)	—	—	—	0.7% (14)	—	—
Chez Veterans Center	3.2% (6)	1.4% (11)	1.4% (3)	—	—	—	1.9% (39)	—	—
Disability Resources and Educational Services (DRES)	11.9% (22)	7.7% (62)	10.0% (21)	4.8% (1)	—	—	8.5% (177)	—	5.0% (2)
Diversity and Social Justice Education (DSJE)	1.6% (3)	2.7% (22)	0.5% (1)	4.8% (1)	—	—	2.1% (44)	—	—
Faculty/Staff Assistance and Well-Being Services	3.8% (7)	3.4% (27)	2.8% (6)	9.5% (2)	—	—	3.0% (63)	—	—
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	3.2% (6)	4.4% (35)	3.8% (8)	4.8% (1)	—	—	3.9% (81)	—	2.5% (1)
International Education (IE)	7.0% (13)	6.7% (54)	2.8% (6)	—	—	—	5.7% (119)	—	5.0% (2)
La Casa Cultural Latina (La Casa)	11.4% (21)	11.1% (89)	13.3% (28)	14.3% (3)	—	—	9.6% (199)	—	5.0% (2)
Native American House (NAH)	1.6% (3)	3.7% (30)	1.9% (4)	4.8% (1)	—	—	3.1% (64)	—	—
Office of Minority Student Affairs (OMSA)	4.9% (9)	4.0% (32)	3.8% (8)	—	—	—	3.1% (65)	—	5.0% (2)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	4.9% (9)	4.6% (37)	4.3% (9)	4.8% (1)	—	—	3.7% (76)	—	—
Salaam Middle East and North Africa Cultural Center	3.2% (6)	1.4% (11)	0.9% (2)	—	—	—	1.7% (35)	—	5.0% (2)
Student Assistance Center (SAC)	3.2% (6)	1.9% (15)	2.4% (5)	4.8% (1)	—	—	2.4% (49)	—	—
Title IX	4.3% (8)	4.5% (36)	2.8% (6)	14.3% (3)	—	—	4.8% (99)	—	—
Women's Resources Center (WRC)	11.4% (21)	8.5% (68)	8.5% (18)	14.3% (3)	—	—	7.9% (163)	—	10.0% (4)
Undocumented/DACAmented Resources	2.2% (4)	1.2% (10)	0.5% (1)	4.8% (1)	—	—	1.1% (23)	—	—

Respondents were presented with a list of basic needs and asked to indicate any or all with which they had been concerned during this semester.

Section A - Table 31: Concern Over Basic Needs Being Met by Student Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Undergraduate Students						
Sufficient access to food	15.1% (621)	15.4% (329)	14.9% (281)	14.1% (11)	16.9% (380)	12.9% (238)
Sustainable access to housing	11.4% (469)	11.7% (250)	11.4% (216)	3.8% (3)	13.3% (299)	9.2% (169)
Ability to meet financial obligations	34.7% (1426)	36.1% (773)	33.4% (631)	28.2% (22)	35.7% (804)	33.6% (620)
Adequate medical care	16.4% (673)	16.1% (345)	16.8% (317)	14.1% (11)	16.9% (379)	15.8% (292)
Ability to continue your education	18.8% (771)	19.3% (413)	18.6% (351)	9.0% (7)	21.6% (485)	15.4% (285)
Ability to continue your employment	11.9% (489)	12.2% (260)	11.5% (218)	14.1% (11)	12.7% (286)	10.9% (202)
Graduate Students						
Sufficient access to food	14.0% (464)	14.2% (256)	13.8% (202)	12.8% (6)	17.8% (364)	7.9% (99)
Sustainable access to housing	14.2% (469)	14.2% (256)	14.2% (209)	8.5% (4)	18.4% (375)	7.0% (88)
Ability to meet financial obligations	42.5% (1408)	42.9% (771)	42.1% (619)	38.3% (18)	43.3% (885)	41.6% (520)
Adequate medical care	27.1% (899)	27.0% (486)	27.2% (399)	29.8% (14)	28.9% (590)	24.6% (307)
Ability to continue your education	23.1% (764)	23.2% (418)	23.0% (338)	17.0% (8)	25.1% (513)	19.7% (246)
Ability to continue your employment	19.4% (643)	18.9% (339)	20.2% (297)	14.9% (7)	22.1% (452)	15.1% (189)

Section A - Table 31.1: Concern Over Basic Needs Being Met by Detailed Race and Student Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Undergraduate Students									
Sufficient access to food	16.4% (40)	13.9% (135)	17.0% (43)	11.8% (4)	—	—	15.3% (393)	—	13.3% (6)
Sustainable access to housing	11.1% (27)	10.7% (104)	8.3% (21)	8.8% (3)	—	—	12.1% (309)	—	11.1% (5)
Ability to meet financial obligations	38.9% (95)	34.0% (329)	36.4% (92)	35.3% (12)	—	—	34.6% (885)	—	28.9% (13)
Adequate medical care	15.6% (38)	15.2% (147)	15.8% (40)	17.6% (6)	—	—	17.0% (436)	—	13.3% (6)
Ability to continue your education	17.6% (43)	19.6% (190)	16.6% (42)	26.5% (9)	—	—	18.8% (482)	—	11.1% (5)
Ability to continue your employment	10.7% (26)	13.1% (127)	9.1% (23)	17.6% (6)	—	—	11.9% (304)	—	6.7% (3)
Graduate Students									
Sufficient access to food	16.2% (30)	12.9% (103)	14.3% (30)	15.0% (3)	—	—	14.2% (293)	—	12.5% (5)
Sustainable access to housing	18.9% (35)	11.6% (93)	13.8% (29)	25.0% (5)	—	—	14.5% (298)	—	22.5% (9)
Ability to meet financial obligations	49.2% (91)	37.4% (299)	43.3% (91)	60.0% (12)	—	—	43.7% (901)	—	35.0% (14)
Adequate medical care	28.6% (53)	24.0% (192)	27.1% (57)	35.0% (7)	—	—	28.1% (579)	—	27.5% (11)
Ability to continue your education	22.2% (41)	22.3% (178)	21.0% (44)	35.0% (7)	—	—	23.5% (485)	—	22.5% (9)
Ability to continue your employment	24.9% (46)	17.3% (138)	21.0% (44)	20.0% (4)	—	—	19.6% (403)	—	20.0% (8)

Section B — Employees (Staff & Faculty)

Part 1: Data Collection & Methods

The population-specific to each section of this report is noted in each section header. Section B includes the results for the following:

- Population B: Employees
 - Employed at the institution as staff or faculty (permanent only) as of October 15, 2023.
 - Participants must have been 18 or older as of October 15, 2023.
 - A total of 3000 staff and 1000 faculty members were invited to participate in the survey.
 - Participants must have been in the United States at time of taking survey.

The following population-specific data collection methods were used to maximize the quality of this survey.

Respondent Incentives

To encourage participation, all eligible study participants were entered into a random drawing to win various prizes.

- \$50 Amazon e-gift cards
- \$25 Amazon e-gift cards
- \$10 Amazon e-gift cards
- \$5 Amazon e-gift cards

The random drawing was conducted after data collection was completed, and the incentive was delivered by the university to the winners.

Data Collection Schedule

The overall data collection design protocol included:

- Invitation Email was sent on October 10, 2023
- Reminder 1 Email was sent on October 13, 2023
- Reminder 2 Email was sent on October 21, 2023
- Paper Survey Mail was sent on October 28, 2023 (select staff)
- Reminder 3 Email was sent on October 28, 2023
- Reminder 4 Email was sent on November 5, 2023
- Reminder 5 Email was sent on November 8, 2023
- Reminder 6 Email was sent on November 12, 2023
- Reminder 7 Email was sent on December 16, 2023 (select employees)
- Reminder 8 Email was sent on December 22, 2023 (select employees)

The dates identified above for each data collection invitation represent the date the first communications (of each type) were sent. While most of the communications would have been sent the same day, depending on the time of day and any necessary data quality checks performed, some individuals may have received their communications on the next calendar day.

A second phase sample selection of employee non-responders was designed to compensate for trends in non-response bias. This sample received two additional reminder emails (reminders 7 and 8).

A paper version of the survey was mailed to approximately 700 select staff members to be more inclusive to staff members who may not have access to a computer.

Survey Completion Time

Determining the time taken to participate in a web-based survey is not straightforward; however, standard practices were employed to calculate the average length of time for respondents to complete this survey.

The completion time for the questionnaire was calculated by computing the elapsed time between when the participant initially logged in and when they clicked submit on the final page of the web survey. Because participants could leave the survey and return to it later (returning to where they left off), which would lead to extended time durations “in” the survey, only individuals who completed the full survey in one session were included in this calculation.

Additionally, some participants may have completed a portion of the survey and remained logged in, but they may have been called away from the survey or distracted by other tasks. As such, we often find many outliers in the total time variable. As such, our standard practice to identify the outliers is to determine the median number of minutes spent in the survey by those who completed the survey in one session. A top-end outlier range was then set to be three times the median value. For example, if the initial median completion time was 15 minutes; anyone who took more than 45 minutes was considered an outlier who likely did not spend that full time working on the questionnaire. Anyone above three times the median time was also excluded from the final length calculation. This is a standard practice in the survey research industry to estimate an accurate time to complete a web-based survey. Because of the variability involved in estimating completion time, we only estimate one overall completion time across all populations in the study.

Web survey completion timetables show final estimates for the length of the web-based survey among the population identified in this section of the report.

Section B - Table 1: Web Survey Completion Time (Minutes) for All Study Participants

	Original Median Time to Complete in minutes	Reasonable Maximum Time in minutes	Mean Time to Complete in minutes
All Participants	14.0	35.0	14.5

Part 2: Dispositions & Response Rates

Disposition codes, response rates, and completion rates presented in this report are based on Standard Definitions as described by The American Association for Public Opinion Research (AAPOR) in their 2011 publication: Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys, 7th edition.

Final Study Dispositions

Survey dispositions were defined as follows:

- **Eligible:** An individual is determined to be eligible to participate if they were provided in the original sample file and they are determined to meet the eligibility criteria. Often some individuals are excluded from final eligibility due to them being duplicated in the file, they don't meet the age criteria, etc.
- **Partial:** An individual who consented but did not click "Submit Results" at the end of the survey.
- **Complete:** An individual who consented to participate and clicked through the entire survey (answering all or some questions), completed the incentive questions, and clicked "Submit Results."
- **Ineligible:** A case initially thought eligible to participate but determined not to be eligible (e.g., due to not being at least 18 years old); ineligible cases were removed from the denominator of all response rate calculations.

Response Rates

Response rates for the survey were calculated as follows:

- **Response Rate:** Number of completes (c) plus the number of partials (p) divided by the eligible (e) sample size. This calculation follows AAPOR response rate calculation #2: $((c+p)/e)$.
- **Completion Rate:** Number of completes (c) divided by the sum of completes (c) plus partials (p): $(c/(c+p))$.

An individual is considered to have responded to the survey if their submission met the stated criteria to be considered a complete or a partial. Data from all such cases is included in this report. Response and completion rates are shown for the total number of individuals at the University of Example who responded to the survey.

Section B - Table 2: Response & Completion Rates by Employee Population

	Eligible Sample	Partial Responses	Completed Responses	Response Rate	Completion Rate
Staff	3000	94	2671	92.2%	96.6%
Faculty	1000	34	891	92.5%	96.3%
Total	4000	128	3562	92.2%	96.5%

Part 3: Results

Reading the Results

Because the study was designed in part to provide insights and information that could be used to assist in developing programs, key comparison groups are included in the tables. Summary tables in this report include a total column named “Total.” This column shows the combined data of all individuals who completed the survey from among the population defined by this report.

Due to the nature of the voluntary confidential survey, respondents were not required to answer any substantive questions. Only two questions, one asking whether the study participant was responding to the survey from a location in the U.S. and the second asking for their age were required to proceed. This was because these items were necessary to confirm eligibility in the survey. If a potential respondent did not consent to participate, they were not shown subsequent survey questions.

Because participants could choose to skip any question(s) they did not wish to answer, the number of responses varied by question. Additionally, we have included partial responses in these results, so some drop-off as participants continued through the questionnaire is expected.

To preserve confidentiality, the criteria was used to determine if a cell would be suppressed:

1. In the Executive Summary . . .
 - a. no suppression was used In the Demographics section.
 - b. a cell including fifteen (15) or fewer responses in any non-demographic section was suppressed.
2. In the main body of the report (Section A and Section B) . . .
 - a. no suppression was used In the Demographics section.
 - b. a cell including fifteen (15) or fewer responses in any non-demographic section was suppressed.

All suppressed data will be shown as a dash (–) within the data cell.

Interpreting the Results

This effort is intended to provide the institution with the data and results so that local individuals can use them, together with their local knowledge of these issues, to come up with interpretations and meaning.

Part 4: Demographics

To best understand the survey results, it is important to get an understanding of who completed the survey. The first section of the survey asked about several background and demographic elements. Characteristics of the responding population identified in the header of this report are shown in the Selected Demographics tables.

Primary Demographics

Section B - Table 3: Selected Demographics by Employee Population

	Staff	Faculty
Age		
Average (Years)	44.6 (4335)	46.9 (1474)
Gender Identity		
Man	44.5% (1929)	44.9% (662)
Woman	53.6% (2324)	53.7% (792)
Transgender/Gender Non-Conforming	1.9% (82)	1.4% (20)
Response not listed	—	—
Sexual Orientation		
Asexual	4.8% (210)	4.7% (69)
Bisexual	5.8% (252)	5.6% (82)
Gay/Lesbian	3.7% (161)	5.2% (77)
Heterosexual	79.3% (3435)	78.1% (1151)
Queer	2.8% (121)	4.5% (66)
Questioning	0.8% (33)	0.5% (7)
Response not listed	2.2% (96)	2.3% (34)
Race/Ethnicity †		
African American/Black	5.6% (241)	5.8% (86)
Asian American/Asian	23.1% (1002)	24.3% (358)
Hispanic/Latino/a	6.3% (272)	5.3% (78)
Middle Eastern/North African	0.6% (26)	0.5% (7)
Native American/Alaskan Native	—	—
Native Hawaiian/Other Pacific Islander	—	—
White	63.7% (2761)	63.4% (935)
Multiracial	—	—
Response not listed	0.8% (33)	0.7% (10)
U.S. Born		
Yes	90.9% (3917)	61.6% (904)
First Generation College Student		
Parent/guardian education less than a Bachelor's degree	49.2% (2056)	30.8% (432)
International Status		
International Status	1.6% (70)	14.7% (216)

† Note: This question was asked in a manner that allowed responders to select multiple categories. For these results, we have collapsed anyone who selected multiple categories into "Multiracial." Only those who answered with only one category are included in the individual race/ethnicity categories.

Section B - Table 3.1: Selected Demographics by Employee Population

	Staff	Faculty
Religiosity		
Religious and spiritual	39.2% (1672)	24.3% (349)
Religious but not spiritual	6.2% (263)	4.7% (67)
Spiritual but not religious	28.4% (1210)	30.3% (435)
Neither spiritual nor religious	26.2% (1115)	40.8% (587)
Religious Affiliation		
Agnostic	9.0% (378)	11.5% (163)
Atheist	8.3% (349)	15.6% (221)
Bahá'í	0.2% (7)	0.1% (1)
Buddhist	1.1% (44)	3.7% (52)
Catholic	14.2% (596)	13.6% (192)
Christian (nonspecific)	37.7% (1580)	14.5% (206)
Confucian	0.0% (2)	0.1% (1)
Hindu	0.9% (37)	3.5% (50)
Jewish	1.2% (50)	6.5% (92)
Muslim	1.0% (41)	3.5% (49)
Native American Tradition(s)	0.3% (12)	0.1% (2)
Protestant	5.5% (231)	8.2% (116)
Sikh	0.0% (1)	0.4% (6)
Taoist	0.1% (5)	0.3% (4)
The Church of Jesus Christ of Latter-day Saints (Mormons)	0.5% (23)	0.5% (7)
Wiccan	0.7% (28)	0.1% (2)
Zoroastrian	—	—
Nothing in particular	14.5% (607)	13.7% (194)
Response not listed	4.7% (196)	4.1% (58)
Military Service		
Current or past military service	4.7% (202)	0.8% (12)
Faculty Designation		
Tenure System Faculty Member	—	57.9% (834)
Specialized Faculty Member	—	42.1% (606)

Section B - Table 3.2: Selected Demographics by Employee Population

	Staff	Faculty
Political Affiliation		
Very liberal	13.3% (570)	22.9% (333)
Liberal	29.3% (1256)	38.1% (553)
Slightly liberal	11.0% (471)	13.4% (195)
Moderate/Middle of the road	20.2% (864)	12.9% (187)
Slightly conservative	6.3% (269)	3.8% (55)
Conservative	10.1% (433)	2.3% (33)
Very conservative	2.7% (116)	0.6% (9)
Not thought about it/Don't know	7.1% (303)	6.0% (87)
Highest Degree Earned		
High school diploma or GED	10.6% (459)	0.2% (3)
Two-year college degree (Associate's)	8.8% (383)	—
Four-year college degree (Bachelor's)	31.5% (1367)	2.0% (29)
Master's degree in the Arts and Sciences (MA, MS)	24.9% (1079)	8.6% (126)
Professional Master's degree (e.g., MBA, MPA, MSW, MSE, MSN, MPH, MFA, etc.)	12.1% (523)	6.4% (94)
Ph.D.	7.8% (336)	75.2% (1107)
Other Doctoral degree (e.g., EdD, DDiv, DrPH, DBA, etc.)	0.7% (32)	2.0% (29)
Medical degree (e.g., MD, DO, DDS, DVM)	0.8% (33)	2.6% (38)
Law degree (e.g., JD, LL.M., SJD)	1.0% (44)	2.9% (42)
Other degree	1.8% (77)	0.3% (5)
Disability		
Yes	15.9% (684)	13.3% (196)
Disability Type (of those who indicated they had a disability)		
Acquired/Traumatic Brain Injury	3.2% (23)	3.1% (6)
Attention Deficit/Hyperactivity Disorder	31.1% (225)	26.0% (51)
Autism Spectrum	8.4% (61)	9.7% (19)
Blind/Low Vision	5.2% (38)	3.1% (6)
Deaf/Hard of Hearing	10.5% (76)	8.2% (16)
Cognitive or Learning Disability	6.4% (46)	3.6% (7)
Chronic Illness/Medical Condition	33.1% (240)	33.2% (65)
Mental Health/Psychological Condition	38.1% (276)	35.7% (70)
Physical/Mobility condition that affects walking	12.0% (87)	9.7% (19)
Physical/Mobility condition that does not affect walking	8.8% (64)	8.7% (17)
Speech/Communication Condition	1.5% (11)	2.0% (4)
Sensory Impairment	3.0% (22)	2.6% (5)
Response not listed	8.1% (59)	5.6% (11)

Black, Indigenous & People of Color (BIPOC) Reporting

We recognize the critical need to disaggregate the data in order to understand the experiences of diverse communities at the University of Example. The data in this report is disaggregated by race/ethnicity and gender except in places where breakouts of individual race/ethnicity and gender categories will result in cell sizes that are too small to report. Therefore, we are also presenting a collapsed version of race/ethnicity, which is abbreviated in report columns as BIPOC (meaning “Black, Indigenous, and People of Color”). This category will include any participant who identified as African American/Black, Asian American/Asian, Hispanic/Latino/a, Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Other Pacific Islander, or Multiracial. Gender identity categories are Woman, Man, and Transgender/Gender Non-Conforming.

The following table shows the breakdown of the BIPOC categories for the populations covered by this section.

Section B - Table 4: Collapsed Race (BIPOC) Demographic Distribution of Respondents by Employee Population

	Staff	Faculty
BIPOC	36.3% (1574)	36.6% (539)
White	63.7% (2761)	63.4% (935)

Part 5: DEI Perceptions & Experiences: Campus Overall

Next, respondents were asked to rate their overall satisfaction with the campus climate/environment based on their experiences in the past 12 months.

Section B - Table 5: Satisfaction with Overall Campus Climate by Gender & Race and Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Very Dissatisfied/Dissatisfied	14.6% (631)	14.5% (337)	14.8% (285)	11.0% (9)	20.3% (201)	12.7% (420)
Neither Satisfied nor Dissatisfied	26.7% (1159)	27.1% (629)	26.0% (502)	34.1% (28)	28.6% (284)	26.0% (861)
Satisfied/Very Satisfied	58.7% (2543)	58.4% (1357)	59.2% (1141)	54.9% (45)	51.1% (507)	61.3% (2025)
Faculty						
Very Dissatisfied/Dissatisfied	16.2% (239)	16.3% (129)	16.2% (107)	15.0% (3)	15.2% (87)	16.1% (142)
Neither Satisfied nor Dissatisfied	19.1% (281)	18.4% (146)	19.8% (131)	20.0% (4)	21.5% (123)	17.3% (153)
Satisfied/Very Satisfied	64.7% (954)	65.3% (517)	64.0% (424)	65.0% (13)	63.2% (361)	66.6% (589)

Section B - Table 5.1: Satisfaction with Overall Campus Climate by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Very Dissatisfied/Dissatisfied	12.9% (31)	16.0% (160)	14.3% (39)	19.2% (5)	—	—	14.1% (390)	—	18.2% (6)
Neither Satisfied nor Dissatisfied	28.2% (68)	26.3% (264)	30.1% (82)	26.9% (7)	—	—	26.4% (727)	—	33.3% (11)
Satisfied/Very Satisfied	58.9% (142)	57.7% (578)	55.5% (151)	53.8% (14)	—	—	59.5% (1642)	—	48.5% (16)
Faculty									
Very Dissatisfied/Dissatisfied	16.3% (14)	18.2% (65)	14.1% (11)	—	—	—	15.6% (146)	—	—
Neither Satisfied nor Dissatisfied	23.3% (20)	21.2% (76)	24.4% (19)	—	—	—	17.3% (162)	—	—
Satisfied/Very Satisfied	60.5% (52)	60.6% (217)	61.5% (48)	—	—	—	67.1% (627)	—	—

Section B - Table 6: Participation in DEI Activities One or More Times by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Attended a DEI-related event (training, seminar, film series, etc.)	66.2% (2834)	65.8% (1506)	66.5% (1271)	69.5% (57)	65.8% (643)	66.3% (2171)
Listened to a DEI-related podcast or read a book on a DEI-related topic	40.9% (1699)	39.8% (892)	42.1% (775)	40.0% (32)	45.6% (429)	39.4% (1258)
Served on a DEI-related committee or taskforce	22.4% (932)	21.5% (481)	23.8% (439)	15.0% (12)	32.2% (305)	19.5% (622)
Had a DEI-related conversation with a colleague/peer	72.9% (3084)	72.1% (1641)	73.9% (1388)	67.9% (55)	71.8% (689)	73.0% (2368)
Faculty						
Attended a DEI-related event (training, seminar, film series, etc.)	76.4% (1114)	75.7% (593)	76.8% (504)	85.0% (17)	69.0% (388)	80.7% (713)
Listened to a DEI-related podcast or read a book on a DEI-related topic	61.0% (876)	61.1% (472)	60.4% (390)	73.7% (14)	55.8% (311)	63.9% (554)
Served on a DEI-related committee or taskforce	41.6% (600)	41.8% (324)	41.0% (266)	52.6% (10)	41.6% (234)	41.3% (358)
Had a DEI-related conversation with a colleague/peer	87.7% (1281)	88.5% (694)	86.7% (569)	90.0% (18)	80.5% (455)	92.2% (811)

Section B - Table 6.1: Participation in DEI Activities One or More Times by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Attended a DEI-related event (training, seminar, film series, etc.)	59.8% (143)	64.5% (637)	72.1% (194)	80.8% (21)	—	—	66.7% (1817)	—	66.7% (22)
Listened to a DEI-related podcast or read a book on a DEI-related topic	46.0% (109)	42.8% (410)	41.1% (106)	34.6% (9)	—	—	39.7% (1051)	—	42.4% (14)
Served on a DEI-related committee or taskforce	22.4% (53)	25.3% (243)	21.1% (54)	7.7% (2)	—	—	21.6% (573)	—	21.2% (7)
Had a DEI-related conversation with a colleague/peer	71.2% (168)	74.2% (726)	73.3% (192)	76.9% (20)	—	—	72.5% (1954)	—	72.7% (24)
Faculty									
Attended a DEI-related event (training, seminar, film series, etc.)	75.0% (63)	75.1% (268)	75.0% (57)	85.7% (6)	—	—	77.2% (714)	—	60.0% (6)
Listened to a DEI-related podcast or read a book on a DEI-related topic	56.6% (47)	58.1% (204)	63.0% (46)	66.7% (4)	—	—	62.1% (568)	—	70.0% (7)
Served on a DEI-related committee or taskforce	47.0% (39)	40.8% (144)	42.7% (32)	71.4% (5)	—	—	41.1% (376)	—	40.0% (4)
Had a DEI-related conversation with a colleague/peer	86.9% (73)	87.9% (313)	84.2% (64)	85.7% (6)	—	—	88.0% (816)	—	90.0% (9)

Participants were asked about their level of satisfaction with the university's commitment to DEI over the past three years. Next, they were asked to rate the DEI climate compared to three years ago. Participants who had been at the institution for less than three years were instructed to consider their time there when answering the question.

Section B - Table 7: Satisfaction with Commitment to DEI by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Very Dissatisfied/Dissatisfied	12.6% (545)	12.3% (285)	13.2% (253)	8.5% (7)	21.8% (215)	9.7% (321)
Neither Satisfied nor Dissatisfied	33.0% (1425)	34.1% (790)	31.7% (609)	31.7% (26)	33.9% (335)	32.6% (1075)
Satisfied/Very Satisfied	54.4% (2347)	53.6% (1240)	55.1% (1058)	59.8% (49)	44.3% (438)	57.6% (1898)
Faculty						
Very Dissatisfied/Dissatisfied	16.6% (243)	16.2% (127)	17.1% (113)	15.0% (3)	16.6% (95)	16.2% (142)
Neither Satisfied nor Dissatisfied	29.5% (433)	29.4% (231)	29.4% (194)	40.0% (8)	26.8% (153)	30.9% (271)
Satisfied/Very Satisfied	53.9% (790)	54.5% (428)	53.5% (353)	45.0% (9)	56.6% (323)	53.0% (465)

Section B - Table 7.1: Satisfaction with Commitment to DEI by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Very Dissatisfied/Dissatisfied	10.0% (24)	13.4% (134)	12.9% (35)	8.0% (2)	—	—	12.5% (343)	—	21.2% (7)
Neither Satisfied nor Dissatisfied	32.2% (77)	33.4% (333)	32.7% (89)	36.0% (9)	—	—	32.9% (905)	—	36.4% (12)
Satisfied/Very Satisfied	57.7% (138)	53.2% (530)	54.4% (148)	56.0% (14)	—	—	54.6% (1503)	—	42.4% (14)
Faculty									
Very Dissatisfied/Dissatisfied	20.9% (18)	16.9% (60)	14.3% (11)	—	—	—	16.3% (152)	—	—
Neither Satisfied nor Dissatisfied	34.9% (30)	33.0% (117)	37.7% (29)	—	—	—	27.0% (251)	—	—
Satisfied/Very Satisfied	44.2% (38)	50.1% (178)	48.1% (37)	—	—	—	56.7% (528)	—	—

Section B - Table 8: Rating of Overall Campus Climate Over Three Years by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Much worse / Somewhat worse	9.4% (343)	9.3% (181)	9.6% (157)	7.8% (5)	12.9% (109)	8.3% (229)
About the same	46.6% (1694)	47.1% (914)	46.1% (751)	45.3% (29)	48.4% (409)	46.2% (1278)
Somewhat better / Much better	43.9% (1595)	43.6% (845)	44.2% (720)	46.9% (30)	38.7% (327)	45.5% (1260)
Faculty						
Much worse / Somewhat worse	9.5% (116)	10.4% (69)	8.4% (45)	11.1% (2)	10.1% (46)	9.0% (68)
About the same	44.6% (544)	44.1% (293)	45.7% (245)	33.3% (6)	46.1% (210)	43.4% (326)
Somewhat better / Much better	45.9% (559)	45.6% (303)	45.9% (246)	55.6% (10)	43.9% (200)	47.6% (358)

Section B - Table 8.1: Rating of Overall Campus Climate Over Three Years by Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Much worse / Somewhat worse	9.2% (18)	10.3% (87)	6.1% (14)	13.6% (3)	—	—	9.5% (218)	—	9.7% (3)
About the same	50.5% (99)	44.9% (380)	49.4% (114)	50.0% (11)	—	—	46.4% (1069)	—	67.7% (21)
Somewhat better / Much better	40.3% (79)	44.8% (379)	44.6% (103)	36.4% (8)	—	—	44.2% (1019)	—	22.6% (7)
Faculty									
Much worse / Somewhat worse	8.8% (7)	10.7% (31)	14.8% (9)	—	—	—	8.8% (68)	—	—
About the same	53.8% (43)	43.9% (127)	41.0% (25)	—	—	—	44.4% (344)	—	—
Somewhat better / Much better	37.5% (30)	45.3% (131)	44.3% (27)	—	—	—	46.8% (362)	—	—

Participants were asked how well they thought the university is doing in relation to DEI compared to other institutions. Response categories were provided on a 5-point scale, ranging from “Among the very worst” to “Among the very best.”

Section B - Table 9: Comparing DEI Progress to Other Institutions by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Among the very worst / Worse than most	4.7% (199)	4.2% (96)	5.4% (100)	3.7% (3)	10.5% (100)	3.0% (96)
About equal	53.3% (2241)	54.3% (1231)	52.3% (972)	46.9% (38)	49.0% (468)	54.5% (1757)
Better than most / Among the very best	42.0% (1765)	41.4% (938)	42.3% (787)	49.4% (40)	40.5% (387)	42.5% (1372)
Faculty						
Among the very worst / Worse than most	5.8% (83)	5.7% (44)	6.0% (38)	5.0% (1)	7.7% (43)	4.5% (38)
About equal	53.8% (764)	53.4% (410)	53.8% (340)	70.0% (14)	49.0% (272)	57.0% (486)
Better than most / Among the very best	40.4% (573)	40.9% (314)	40.2% (254)	25.0% (5)	43.2% (240)	38.5% (328)

Section B - Table 9.1: Comparing DEI Progress to Other Institutions by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Among the very worst / Worse than most	3.4% (8)	5.0% (48)	4.1% (11)	8.3% (2)	—	—	4.8% (129)	—	3.0% (1)
About equal	50.0% (118)	54.4% (527)	51.9% (138)	58.3% (14)	—	—	53.3% (1426)	—	54.5% (18)
Better than most / Among the very best	46.6% (110)	40.7% (394)	44.0% (117)	33.3% (8)	—	—	41.9% (1122)	—	42.4% (14)
Faculty									
Among the very worst / Worse than most	6.0% (5)	6.7% (23)	2.7% (2)	—	—	—	5.8% (52)	—	—
About equal	62.7% (52)	54.7% (187)	49.3% (37)	—	—	—	53.2% (481)	—	—
Better than most / Among the very best	31.3% (26)	38.6% (132)	48.0% (36)	—	—	—	41.0% (371)	—	—

After considering the DEI climate at the institution over the past three years, survey participants reflected on several sets of opposite DEI-related aspects using a semantic differential scale. In this scale, polar adjectives (opposite-meaning terms) are shown. Survey participants select a rating for each aspect that they feel best represents their perception of the entity being studied – in this case, individual perceptions of the overall campus community.

In the following chart, the higher the mean score shown in each bar, the closer ratings were to the positive attribute in each set of adjectives located on the right. A 7-point scale was used to evaluate the paired adjectives, thus the mean values in the following tables utilize the same scale.

Section B - Table 10: Employee Perceptions of Overall DEI Aspects (Mean Ratings)† - Staff

Hostile	5.3	Friendly
Racist	5.0	Non-racist
Homogenous	5.2	Diverse
Disrespectful	5.3	Disrespectful
Ableist	5.2	Accessible
Contentious	4.8	Collegial
Sexist	4.6	Non-sexist
Individualistic	4.7	Collaborative
Competitive	4.2	Cooperative
Transphobic	5.1	Non-transphobic
Homophobic	5.4	Non-homophobic
Unsupportive	5.2	Supportive
Ageist	4.7	Non-ageist
Unwelcoming	5.3	Welcoming
Elitist	3.7	Non-elitist

† Note: respondents chose one of seven radio buttons in the survey spaced equally between opposite attributes; for analysis purposes, a 7-point scale was used in which 1=negative attribute and 7=positive attribute, mean ratings are calculated based on this 7-point scale.

Section B - Table 11: Employee Perceptions of Overall DEI Aspects (Mean Ratings)† - Faculty

Hostile	5.4	Friendly
Racist	4.9	Non-racist
Homogenous	5.0	Diverse
Disrespectful	5.3	Disrespectful
Ableist	5.0	Accessible
Contentious	5.0	Collegial
Sexist	4.6	Non-sexist
Individualistic	4.5	Collaborative
Competitive	4.3	Cooperative
Transphobic	5.0	Non-transphobic
Homophobic	5.4	Non-homophobic
Unsupportive	5.2	Supportive
Ageist	4.9	Non-ageist
Unwelcoming	5.3	Welcoming
Elitist	3.9	Non-elitist

† Note: respondents chose one of seven radio buttons in the survey spaced equally between opposite attributes; for analysis purposes, a 7-point scale was used in which 1=negative attribute and 7=positive attribute, mean ratings are calculated based on this 7-point scale.

Exploratory factor analysis (EFA) is a statistical technique that condenses data by grouping variables into factors (sets of variables) based on shared variance, the statistical index of the degree to which two variables are associated (shared variance is indicated by correlation coefficients). Thus, the goal of EFA is to identify related underlying constructs within the survey responses to help make the data more comprehensible and useful for practical applications.

The EFA on the semantic differential items answered identified two factors, which included thirteen of the dimensions items: (1) General Climate Elements and (2) DEI Climate Elements. The variables that make up each of the factors are:

Factor 1 General Climate Elements	Factor 2 DEI Climate Elements
Hostile / Friendly Disrespectful / Respectful Contentious / Collegial Individualistic / Collaborative Competitive / Cooperative Unsupportive / Supportive Unwelcoming / Welcoming	Racist / Non-racist Sexist / Non-sexist Homophobic / Non-homophobic Ageist / Non-ageist Transphobic / Non-transphobic Homogenous / Diverse

Section B - Table 12: Perceptions of General Climate and DEI Climate Elements (Mean Ratings) by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Factor 1: General Climate Elements	5.0 (4305)	5.0 (2307)	5.0 (1916)	5.1 (82)	4.8 (985)	5.0 (3286)
Factor 2: DEI Climate Elements	5.0 (4292)	5.0 (2301)	5.0 (1909)	5.1 (82)	4.8 (980)	5.0 (3280)
Faculty						
Factor 1: General Climate Elements	5.0 (1464)	5.0 (788)	5.0 (656)	5.1 (20)	5.1 (569)	5.0 (877)
Factor 2: DEI Climate Elements	5.0 (1447)	5.0 (778)	5.0 (649)	4.6 (20)	5.0 (567)	4.9 (864)

Section B - Table 12.1: Perceptions of General Climate and DEI Climate Elements (Mean Ratings) by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Factor 1: General Climate Elements	5.0 (237)	5.0 (995)	4.9 (269)	5.3 (26)	—	—	5.0 (2745)	—	4.6 (33)
Factor 2: DEI Climate Elements	5.0 (237)	5.0 (994)	5.0 (267)	5.0 (26)	—	—	5.0 (2735)	—	4.6 (33)
Faculty									
Factor 1: General Climate Elements	4.7 (84)	4.9 (354)	5.2 (78)	—	—	—	5.1 (931)	—	—
Factor 2: DEI Climate Elements	4.6 (82)	4.9 (351)	5.2 (77)	—	—	—	5.0 (920)	—	—

Survey participants were asked to respond to a series of questions about various aspects, experiences, and perceptions of working or studying at their campus. Individuals rated their level of agreement with each statement using the following five-point scale: Strongly Disagree (1), Disagree (2), Neither Agree Nor Disagree (3), Agree (4), Strongly Agree (5). The following table shows combined responses for “Agree” plus “Strongly Agree” (4 + 5) ratings.

Section B - Table 13: Levels of Agreement with Statements About Work Aspects (% Strongly Agree + Agree Responses) - Staff

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
I feel valued as an individual at the University of Example.	58.7% (2527)	58.9% (1358)	58.4% (1119)	62.5% (50)	55.2% (540)	59.8% (1968)
I feel I belong at the University of Example.	66.4% (2857)	66.6% (1533)	66.4% (1273)	63.7% (51)	62.0% (606)	68.0% (2238)
The University of Example has a strong commitment to diversity, equity, and inclusion.	74.6% (3203)	73.4% (1690)	75.8% (1450)	78.8% (63)	61.6% (599)	78.5% (2580)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	18.0% (774)	17.5% (403)	18.5% (354)	21.2% (17)	23.9% (234)	16.2% (533)
I am treated with respect at the University of Example.	72.8% (3133)	73.9% (1701)	71.7% (1376)	69.1% (56)	67.2% (657)	74.5% (2454)
I feel others don't value my opinions at the University of Example.	21.7% (933)	20.5% (471)	23.3% (446)	19.5% (16)	24.1% (235)	20.9% (687)
The University of Example is a place where I am able to perform up to my full potential.	61.0% (2623)	62.0% (1427)	59.8% (1147)	59.8% (49)	54.4% (530)	63.2% (2080)
I have opportunities at the University of Example for professional success that are similar to those of my colleagues.	62.2% (2645)	63.0% (1431)	60.9% (1157)	69.5% (57)	53.4% (513)	64.7% (2110)
I have found one or more communities or groups where I feel I belong at the University of Example.	48.5% (2077)	48.1% (1104)	49.3% (938)	42.7% (35)	46.6% (451)	49.2% (1612)
There is too much emphasis put on issues of diversity, equity, and inclusion here at the University of Example.	20.1% (866)	20.1% (462)	20.1% (385)	23.2% (19)	14.0% (137)	21.6% (711)
The University of Example provides sufficient programs and resources to foster the success of a diverse staff.	51.3% (2174)	51.2% (1160)	51.1% (968)	56.1% (46)	40.7% (391)	54.5% (1768)
I have to work harder than others to be valued equally at the University of Example.	33.3% (1429)	32.5% (748)	34.0% (649)	39.0% (32)	50.7% (496)	28.0% (920)
My experience at the University of Example has had a positive influence on my professional growth.	72.3% (3071)	72.3% (1644)	72.2% (1368)	72.8% (59)	70.8% (681)	72.7% (2367)

Section B - Table 13.1: Levels of Agreement with Statements About Work Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Staff

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
I feel valued as an individual at the University of Example.	61.5% (147)	58.2% (580)	57.2% (155)	61.5% (16)	—	—	58.8% (1610)	—	57.6% (19)
I feel I belong at the University of Example.	69.2% (166)	63.9% (636)	66.7% (180)	69.2% (18)	—	—	67.2% (1839)	—	54.5% (18)
The University of Example has a strong commitment to diversity, equity, and inclusion.	68.1% (162)	74.2% (738)	74.8% (202)	73.1% (19)	—	—	75.4% (2062)	—	60.6% (20)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	16.7% (40)	18.6% (185)	18.5% (50)	15.4% (4)	—	—	17.8% (486)	—	27.3% (9)
I am treated with respect at the University of Example.	74.7% (180)	72.4% (721)	69.4% (188)	88.5% (23)	—	—	73.1% (1999)	—	66.7% (22)
I feel others don't value my opinions at the University of Example.	21.0% (50)	22.5% (224)	21.9% (59)	15.4% (4)	—	—	21.6% (591)	—	15.2% (5)
The University of Example is a place where I am able to perform up to my full potential.	64.2% (154)	60.0% (597)	60.0% (162)	73.1% (19)	—	—	61.3% (1677)	—	42.4% (14)
I have opportunities at the University of Example for professional success that are similar to those of my colleagues.	63.6% (150)	60.7% (597)	63.9% (172)	69.2% (18)	—	—	62.6% (1695)	—	39.4% (13)
I have found one or more communities or groups where I feel I belong at the University of Example.	46.2% (111)	49.6% (491)	47.6% (127)	42.3% (11)	—	—	48.7% (1327)	—	30.3% (10)
There is too much emphasis put on issues of diversity, equity, and inclusion here at the University of Example.	20.1% (48)	19.8% (197)	20.4% (55)	38.5% (10)	—	—	20.1% (551)	—	15.2% (5)
The University of Example provides sufficient programs and resources to foster the success of a diverse staff.	50.8% (120)	51.3% (502)	55.4% (148)	50.0% (13)	—	—	51.0% (1377)	—	42.4% (14)
I have to work harder than others to be valued equally at the University of Example.	34.7% (83)	35.2% (349)	32.6% (87)	34.6% (9)	—	—	32.6% (892)	—	27.3% (9)
My experience at the University of Example has had a positive influence on my professional growth.	72.6% (170)	71.7% (705)	70.5% (189)	69.2% (18)	—	—	72.7% (1967)	—	66.7% (22)

Section B - Table 14: Levels of Agreement with Statements About Work Aspects (% Strongly Agree + Agree Responses) - Faculty

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
I feel valued as an individual at the University of Example.	66.1% (963)	66.8% (522)	65.3% (428)	65.0% (13)	64.9% (365)	67.2% (588)
I feel I belong at the University of Example.	68.0% (992)	69.7% (544)	66.1% (434)	70.0% (14)	67.1% (378)	69.0% (606)
The University of Example has a strong commitment to diversity, equity, and inclusion.	69.2% (1002)	71.0% (552)	67.3% (438)	60.0% (12)	68.0% (381)	70.1% (610)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	23.1% (337)	24.2% (189)	21.8% (143)	25.0% (5)	23.6% (132)	22.5% (197)
I am treated with respect at the University of Example.	75.5% (1100)	75.5% (592)	75.7% (494)	70.0% (14)	77.4% (432)	74.7% (657)
I feel others don't value my opinions at the University of Example.	16.7% (243)	16.1% (126)	17.4% (113)	20.0% (4)	16.3% (91)	17.0% (149)
The University of Example is a place where I am able to perform up to my full potential.	64.9% (945)	64.9% (508)	64.8% (424)	65.0% (13)	64.0% (358)	65.8% (578)
I have opportunities at the University of Example for professional success that are similar to those of my colleagues.	68.4% (997)	69.3% (543)	67.0% (438)	80.0% (16)	64.0% (358)	71.7% (630)
I have found one or more communities or groups where I feel I belong at the University of Example.	62.6% (907)	62.8% (487)	62.0% (405)	75.0% (15)	57.0% (319)	66.7% (581)
There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Example.	18.9% (273)	19.5% (151)	18.1% (118)	20.0% (4)	22.7% (127)	15.4% (134)
The University of Example provides sufficient programs and resources to foster the success of a diverse community of scholars.	52.3% (760)	53.3% (415)	51.1% (335)	50.0% (10)	53.6% (301)	51.7% (452)
I have to work harder than others to be valued equally at the University of Example.	37.5% (546)	37.7% (294)	37.3% (245)	35.0% (7)	45.6% (256)	32.3% (283)
My experience at the University of Example has had a positive influence on my professional growth.	78.6% (1143)	79.8% (622)	76.9% (504)	85.0% (17)	78.6% (440)	78.7% (690)

Section B - Table 14.1: Levels of Agreement with Statements About Work Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Faculty

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
I feel valued as an individual at the University of Example.	65.5% (55)	64.7% (231)	72.4% (55)	71.4% (5)	—	—	66.2% (610)	—	70.0% (7)
I feel I belong at the University of Example.	68.2% (58)	61.9% (221)	70.1% (54)	85.7% (6)	—	—	70.1% (646)	—	70.0% (7)
The University of Example has a strong commitment to diversity, equity, and inclusion.	61.9% (52)	64.5% (227)	75.0% (57)	71.4% (5)	—	—	71.1% (654)	—	70.0% (7)
I have considered leaving the University of Example because I felt isolated or unwelcomed.	21.4% (18)	23.5% (84)	19.7% (15)	—	—	—	23.6% (218)	—	20.0% (2)
I am treated with respect at the University of Example.	72.6% (61)	73.6% (262)	81.8% (63)	85.7% (6)	—	—	75.7% (699)	—	90.0% (9)
I feel others don't value my opinions at the University of Example.	16.7% (14)	18.7% (66)	14.5% (11)	14.3% (1)	—	—	16.4% (151)	—	—
The University of Example is a place where I am able to perform up to my full potential.	67.9% (57)	60.4% (215)	70.1% (54)	57.1% (4)	—	—	65.8% (607)	—	80.0% (8)
I have opportunities at the University of Example for professional success that are similar to those of my colleagues.	69.0% (58)	69.4% (247)	66.2% (51)	71.4% (5)	—	—	67.9% (627)	—	90.0% (9)
I have found one or more communities or groups where I feel I belong at the University of Example.	66.7% (56)	59.3% (211)	65.8% (50)	57.1% (4)	—	—	63.4% (580)	—	60.0% (6)
There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Example.	18.1% (15)	20.2% (71)	13.0% (10)	14.3% (1)	—	—	18.9% (174)	—	20.0% (2)
The University of Example provides sufficient programs and resources to foster the success of a diverse community of scholars.	45.2% (38)	50.3% (179)	63.6% (49)	57.1% (4)	—	—	52.9% (486)	—	40.0% (4)
I have to work harder than others to be valued equally at the University of Example.	41.7% (35)	38.7% (138)	30.3% (23)	14.3% (1)	—	—	37.5% (345)	—	40.0% (4)
My experience at the University of Example has had a positive influence on my professional growth.	72.6% (61)	76.1% (271)	80.5% (62)	85.7% (6)	—	—	80.0% (736)	—	70.0% (7)

This page intentionally left blank

Section B - Table 15: Mean Composite Score of Custom Indices by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Sense of Belonging	3.6 (4308)	3.6 (2309)	3.6 (1919)	3.6 (80)	3.5 (980)	3.6 (3294)
DEI Commitment	3.6 (4294)	3.6 (2301)	3.6 (1911)	3.7 (82)	3.5 (976)	3.6 (3284)
Opportunities for Success	3.6 (4302)	3.7 (2302)	3.6 (1918)	3.7 (82)	3.5 (976)	3.7 (3292)
Faculty						
Sense of Belonging	3.7 (1459)	3.7 (783)	3.7 (656)	3.8 (20)	3.6 (562)	3.7 (878)
DEI Commitment	3.6 (1455)	3.6 (780)	3.6 (655)	3.5 (20)	3.5 (562)	3.7 (874)
Opportunities for Success	3.8 (1458)	3.8 (784)	3.8 (654)	3.8 (20)	3.8 (559)	3.8 (880)

Section B - Table 15.1: Mean Composite Score of Custom Indices by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Sense of Belonging	3.6 (240)	3.6 (998)	3.6 (271)	3.7 (26)	—	—	3.6 (2740)	—	3.4 (33)
DEI Commitment	3.6 (239)	3.6 (992)	3.6 (269)	3.5 (26)	—	—	3.6 (2735)	—	3.4 (33)
Opportunities for Success	3.7 (240)	3.6 (996)	3.6 (270)	3.7 (26)	—	—	3.6 (2737)	—	3.4 (33)
Faculty									
Sense of Belonging	3.7 (84)	3.6 (357)	3.8 (77)	4.1 (7)	—	—	3.7 (924)	—	3.8 (10)
DEI Commitment	3.5 (84)	3.5 (354)	3.7 (77)	3.9 (7)	—	—	3.6 (923)	—	3.6 (10)
Opportunities for Success	3.7 (84)	3.7 (356)	3.9 (77)	4.0 (7)	—	—	3.8 (924)	—	4.0 (10)

Section B - Table 16: Frequency of Interactions with Diverse People in Past 12 Months (% Responses) by Employee Population

	Never	Seldom/ Sometimes	Often/ Very Often
Staff reporting meaningful interactions with people...			
...whose religious beliefs are different than your own	2.3% (97)	29.4% (1234)	68.2% (2860)
...whose political opinions are different from your own	2.7% (114)	45.6% (1904)	51.7% (2162)
...who are immigrants or from an immigrant family	5.2% (217)	40.9% (1711)	54.0% (2260)
...who are of a different nationality than your own	1.6% (66)	25.7% (1087)	72.7% (3069)
...who are of a different race or ethnicity than your own	1.0% (42)	18.5% (782)	80.5% (3410)
...whose gender is different than your own	1.1% (46)	14.0% (592)	84.9% (3591)
...whose sexual orientation is different than your own	2.6% (111)	39.9% (1672)	57.5% (2409)
...who are from a different social class	1.8% (75)	38.0% (1598)	60.2% (2529)
...who have physical or other observable disabilities	7.9% (332)	68.1% (2879)	24.1% (1018)
...who have learning, psychological, or other disabilities that are not readily apparent	7.5% (311)	61.8% (2566)	30.7% (1272)
Faculty reporting meaningful interactions with people...			
...whose religious beliefs are different than your own	2.2% (31)	22.2% (314)	75.7% (1072)
...whose political opinions are different from your own	3.0% (42)	57.7% (816)	39.3% (556)
...who are immigrants or from an immigrant family	2.0% (29)	23.4% (334)	74.6% (1066)
...who are of a different nationality than your own	0.8% (12)	11.4% (164)	87.8% (1264)
...who are of a different race or ethnicity than your own	0.8% (12)	11.7% (168)	87.5% (1262)
...whose gender is different than your own	1.0% (15)	7.0% (100)	92.0% (1323)
...whose sexual orientation is different than your own	3.1% (44)	29.9% (426)	67.0% (956)
...who are from a different social class	2.2% (31)	38.1% (539)	59.7% (846)
...who have physical or other observable disabilities	8.1% (117)	63.4% (910)	28.5% (409)
...who have learning, psychological, or other disabilities that are not readily apparent	6.6% (93)	47.5% (666)	45.9% (643)

Part 6: DEI Perceptions & Experiences

After responding to questions thinking about the campus as a whole, employees were instructed to respond to overall satisfaction with the climate/environment at their campus based on their work experiences over the past 12 months.

The final set of survey questions asked survey participants to rate conditions in their time as an employee. If they taught/worked in two departments/units, they were requested to “choose one to rate for this survey.”

First, faculty were asked to describe their agreement with a series of statements about how they are valued within their department/unit.

Section B - Table 17: Levels of Agreement with Department/Unit Value (% Strongly Agree + Agree Responses) - Faculty

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Teaching	77.7% (988)	78.7% (535)	76.4% (440)	86.7% (13)	73.9% (342)	80.3% (638)
Research, scholarship, and/or creativity	72.0% (963)	71.7% (520)	72.0% (427)	84.2% (16)	76.3% (406)	69.0% (545)
Service contributions	72.3% (953)	73.2% (523)	71.5% (419)	61.1% (11)	71.6% (365)	73.1% (581)
Community-Engaged scholarship	71.4% (953)	72.6% (525)	70.0% (416)	66.7% (12)	71.5% (362)	71.4% (583)
DEI Work	52.9% (513)	54.1% (286)	51.4% (219)	53.3% (8)	49.7% (176)	54.9% (333)
Mentoring of students	36.8% (168)	34.3% (81)	39.1% (84)	60.0% (3)	33.5% (64)	39.0% (103)
Mentoring of faculty	46.2% (432)	42.9% (209)	49.3% (213)	58.8% (10)	50.4% (202)	42.6% (225)
Clinical practice	42.5% (466)	41.6% (249)	43.4% (209)	50.0% (8)	48.4% (203)	38.8% (259)

Section B - Table 17.1: Levels of Agreement with Department/Unit Value by Detailed Race (% Strongly Agree + Agree Responses) - Faculty

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Teaching	70.7% (53)	79.7% (251)	75.4% (49)	100.0% (4)	—	—	77.8% (624)	—	70.0% (7)
Research, scholarship, and/or creativity	65.9% (54)	70.2% (228)	68.1% (47)	57.1% (4)	—	—	73.6% (621)	—	90.0% (9)
Service contributions	72.0% (59)	72.3% (232)	72.5% (50)	71.4% (5)	—	—	72.4% (600)	—	70.0% (7)
Community-Engaged scholarship	59.3% (48)	70.4% (228)	70.4% (50)	60.0% (3)	—	—	72.9% (615)	—	90.0% (9)
DEI Work	44.8% (26)	48.3% (114)	50.0% (25)	75.0% (3)	—	—	55.8% (342)	—	33.3% (3)
Mentoring of students	36.0% (9)	31.8% (35)	45.8% (11)	—	—	—	38.3% (111)	—	33.3% (2)
Mentoring of faculty	41.5% (22)	47.7% (106)	35.6% (16)	50.0% (3)	—	—	46.4% (279)	—	66.7% (6)
Clinical practice	33.3% (23)	43.0% (119)	42.4% (25)	42.9% (3)	—	—	43.3% (292)	—	40.0% (4)

All Employees were then asked to describe how they felt supported in a variety of department/unit aspects.

Section B - Table 18: Levels of Agreement with Statements About Department/Unit Aspects (% Strongly Agree + Agree Responses) - Staff

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
My ideas are seriously considered in my department/unit.	65.5% (2739)	65.4% (1469)	65.5% (1221)	64.5% (49)	61.5% (579)	66.6% (2138)
I have a voice in the decision-making that affects my work in my department/unit.	61.7% (2584)	62.3% (1400)	61.1% (1138)	60.5% (46)	57.4% (541)	63.0% (2021)
The workload is fairly and equitably distributed in my department/unit.	48.6% (2024)	49.3% (1103)	47.9% (887)	44.7% (34)	49.9% (467)	48.2% (1540)
There are fair and equitable processes for determining compensation in my department/unit.	42.7% (1782)	42.7% (957)	42.8% (794)	40.8% (31)	40.0% (374)	43.5% (1394)
Support is provided fairly and equitably in my department/unit.	60.6% (2529)	61.0% (1366)	59.9% (1114)	64.5% (49)	57.3% (537)	61.5% (1969)
Rewards for work performance are fairly and equitably distributed in my department/unit.	42.6% (1778)	42.9% (961)	42.1% (783)	44.7% (34)	42.3% (396)	42.6% (1364)

Section B - Table 18.1: Levels of Agreement with Statements About Department/Unit Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Staff

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
My ideas are seriously considered in my department/unit.	70.0% (161)	65.8% (634)	64.6% (166)	75.0% (18)	—	—	65.0% (1739)	—	65.6% (21)
I have a voice in the decision-making that affects my work in my department/unit.	65.2% (150)	62.5% (602)	57.2% (147)	50.0% (12)	—	—	61.7% (1653)	—	62.5% (20)
The workload is fairly and equitably distributed in my department/unit.	51.1% (117)	47.5% (455)	47.9% (123)	66.7% (16)	—	—	48.6% (1296)	—	54.8% (17)
There are fair and equitable processes for determining compensation in my department/unit.	45.2% (104)	42.0% (403)	44.0% (113)	50.0% (12)	—	—	42.5% (1135)	—	46.9% (15)
Support is provided fairly and equitably in my department/unit.	66.8% (153)	58.4% (562)	59.1% (152)	66.7% (16)	—	—	60.9% (1627)	—	63.3% (19)
Rewards for work performance are fairly and equitably distributed in my department/unit.	46.5% (107)	43.2% (415)	41.6% (107)	41.7% (10)	—	—	42.2% (1126)	—	40.6% (13)

Section B - Table 19: Levels of Agreement with Statements About Department/Unit Aspects (% Strongly Agree + Agree Responses) - Faculty

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
I have a voice in the decision-making that affects the direction of my department/unit.	58.4% (823)	58.5% (445)	57.6% (363)	78.9% (15)	53.0% (286)	62.2% (534)
The teaching workload is fairly and equitably distributed in my department/unit.	53.4% (748)	53.4% (404)	53.1% (333)	57.9% (11)	57.3% (309)	50.6% (430)
There are fair and equitable expectations regarding research in my department/unit.	59.8% (842)	60.5% (460)	59.1% (372)	52.6% (10)	63.0% (339)	57.9% (496)
There are fair and equitable expectations regarding service in my department/unit.	52.0% (731)	52.4% (398)	51.6% (324)	47.4% (9)	55.7% (300)	49.7% (425)
There are fair and equitable processes for determining compensation in my department/unit.	47.8% (668)	48.5% (367)	46.7% (291)	55.6% (10)	48.6% (261)	47.1% (399)
Support is provided fairly and equitably in my department/unit.	59.0% (833)	58.9% (449)	59.2% (373)	57.9% (11)	59.6% (322)	58.8% (504)
Rewards for work performance are fairly and equitably distributed in my department/unit.	49.5% (697)	50.9% (387)	47.9% (301)	47.4% (9)	49.5% (267)	49.6% (425)
DEI work is valued in my department/unit.	69.2% (973)	68.1% (516)	70.2% (442)	78.9% (15)	64.6% (348)	72.0% (617)

Section B - Table 19.1: Levels of Agreement with Statements About Department/Unit Aspects by Detailed Race (% Strongly Agree + Agree Responses) - Faculty

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
I have a voice in the decision-making that affects the direction of my department/unit.	66.7% (56)	55.1% (189)	55.4% (41)	42.9% (3)	—	—	59.4% (530)	—	44.4% (4)
The teaching workload is fairly and equitably distributed in my department/unit.	53.0% (44)	54.8% (188)	60.0% (45)	28.6% (2)	—	—	52.7% (466)	—	33.3% (3)
There are fair and equitable expectations regarding research in my department/unit.	54.8% (46)	57.7% (198)	56.6% (43)	57.1% (4)	—	—	61.5% (547)	—	44.4% (4)
There are fair and equitable expectations regarding service in my department/unit.	40.5% (34)	52.9% (181)	54.7% (41)	57.1% (4)	—	—	52.6% (468)	—	33.3% (3)
There are fair and equitable processes for determining compensation in my department/unit.	39.3% (33)	47.7% (163)	56.0% (42)	14.3% (1)	—	—	48.4% (426)	—	33.3% (3)
Support is provided fairly and equitably in my department/unit.	59.5% (50)	58.6% (201)	68.4% (52)	71.4% (5)	—	—	58.4% (521)	—	44.4% (4)
Rewards for work performance are fairly and equitably distributed in my department/unit.	46.4% (39)	50.7% (174)	61.3% (46)	42.9% (3)	—	—	48.5% (432)	—	33.3% (3)
DEI work is valued in my department/unit.	65.5% (55)	70.0% (240)	67.6% (50)	42.9% (3)	—	—	69.6% (619)	—	66.7% (6)

The survey continued with questions related to whether survey participants have personally felt or experienced some form of discrimination at their campus during the past 12 months. There were two primary items within each discrimination group—first, participants were asked to indicate if they had felt discriminated against in the past 12 months. This was asked as a yes or no question. Second, regardless of whether they had felt discriminated against, they were asked if they had personally experienced discriminatory events that were related to specific identity or demographic characteristics.

Section B - Table 20: Felt Discriminated Against in Department/Unit in the Past 12 Months (% Responses) by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Felt Discriminated Against	15.8% (663)	15.0% (336)	17.2% (320)	9.0% (7)	24.5% (230)	13.3% (428)
Did not Feel Discriminated Against	84.2% (3520)	85.0% (1909)	82.8% (1540)	91.0% (71)	75.5% (710)	86.7% (2782)
Faculty						
Felt Discriminated Against	17.5% (249)	18.0% (137)	17.3% (110)	10.5% (2)	18.2% (99)	16.6% (143)
Did not Feel Discriminated Against	82.5% (1170)	82.0% (626)	82.7% (527)	89.5% (17)	81.8% (444)	83.4% (719)

Section B - Table 20.1: Felt Discriminated Against in Department/Unit in the Past 12 Months (% Responses) by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Felt Discriminated Against	14.8% (34)	16.5% (159)	17.1% (44)	24.0% (6)	—	—	15.5% (415)	—	15.6% (5)
Did not Feel Discriminated Against	85.2% (195)	83.5% (803)	82.9% (214)	76.0% (19)	—	—	84.5% (2262)	—	84.4% (27)
Faculty									
Felt Discriminated Against	23.5% (20)	18.6% (64)	19.7% (15)	—	—	—	16.4% (147)	—	—
Did not Feel Discriminated Against	76.5% (65)	81.4% (281)	80.3% (61)	—	—	—	83.6% (750)	—	—

Section B - Table 21: Experienced At Least One Discriminatory Event by Type in Department/Unit in the Past 12 Months (% Responses) - Staff

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Disability status	4.9% (207)	4.5% (100)	5.5% (102)	6.4% (5)	4.4% (41)	5.2% (166)
Racial or ethnic identity	7.9% (330)	8.0% (179)	8.0% (149)	2.6% (2)	25.0% (236)	2.8% (90)
Sex	9.1% (380)	8.9% (200)	9.4% (175)	6.4% (5)	10.5% (99)	8.6% (276)
Sexual orientation	2.0% (82)	1.7% (39)	2.3% (43)	—	1.7% (16)	2.1% (66)
Gender identity or gender expression	3.4% (142)	3.3% (73)	3.6% (67)	2.6% (2)	5.1% (48)	2.9% (94)
Veteran status	0.3% (14)	0.3% (7)	0.4% (7)	—	0.3% (3)	0.3% (11)
Marital status	2.4% (102)	2.3% (51)	2.7% (50)	1.3% (1)	3.6% (34)	2.1% (68)
National origin	3.2% (135)	3.4% (77)	3.1% (57)	1.3% (1)	10.2% (96)	1.2% (38)
Parental status	4.2% (176)	3.8% (86)	4.7% (87)	3.9% (3)	5.3% (50)	3.9% (125)
Pregnancy	0.9% (39)	1.0% (22)	0.9% (17)	—	1.3% (12)	0.8% (27)
Age	12.0% (504)	11.4% (256)	12.6% (235)	16.9% (13)	13.6% (129)	11.6% (371)
Religion	3.9% (163)	3.8% (86)	4.0% (74)	3.9% (3)	5.8% (55)	3.3% (105)
Height or weight	6.0% (252)	5.7% (127)	6.4% (119)	7.8% (6)	4.7% (44)	6.5% (208)
Political orientation	6.0% (252)	6.0% (134)	6.0% (111)	9.2% (7)	6.0% (57)	5.8% (185)
Social class	5.6% (233)	6.0% (135)	5.1% (95)	3.9% (3)	10.0% (94)	4.3% (137)
Mental health status	6.7% (280)	6.3% (142)	7.2% (133)	6.5% (5)	6.5% (61)	6.8% (219)

Section B - Table 21.1: Experienced At Least One Discriminatory Event by Type in Department/Unit in the Past 12 Months by Detailed Race (% Responses) - Staff

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Disability status	5.6% (13)	5.6% (54)	5.0% (13)	4.0% (1)	—	—	4.7% (125)	—	3.1% (1)
Racial or ethnic identity	8.6% (20)	7.2% (69)	6.6% (17)	8.0% (2)	—	—	8.1% (218)	—	12.5% (4)
Sex	10.3% (24)	8.7% (84)	9.3% (24)	8.0% (2)	—	—	9.1% (242)	—	12.5% (4)
Sexual orientation	2.2% (5)	2.2% (21)	0.8% (2)	—	—	—	2.0% (54)	—	—
Gender identity or gender expression	3.9% (9)	3.7% (36)	3.9% (10)	—	—	—	3.3% (87)	—	—
Veteran status	—	0.5% (5)	1.2% (3)	—	—	—	0.2% (6)	—	—
Marital status	2.1% (5)	3.1% (30)	2.3% (6)	—	—	—	2.2% (60)	—	3.1% (1)
National origin	2.6% (6)	3.0% (29)	5.4% (14)	4.0% (1)	—	—	3.2% (85)	—	—
Parental status	4.7% (11)	5.0% (48)	4.3% (11)	8.0% (2)	—	—	3.9% (103)	—	3.1% (1)
Pregnancy	0.4% (1)	0.7% (7)	1.9% (5)	4.0% (1)	—	—	0.9% (25)	—	—
Age	12.9% (30)	13.4% (130)	12.4% (32)	8.0% (2)	—	—	11.5% (307)	—	9.4% (3)
Religion	3.4% (8)	4.2% (41)	3.9% (10)	8.0% (2)	—	—	3.8% (102)	—	—
Height or weight	6.5% (15)	6.1% (59)	9.7% (25)	—	—	—	5.7% (152)	—	3.1% (1)
Political orientation	5.6% (13)	7.0% (67)	5.4% (14)	4.0% (1)	—	—	5.8% (155)	—	6.2% (2)
Social class	8.7% (20)	6.8% (66)	7.7% (20)	4.0% (1)	—	—	4.6% (123)	—	9.4% (3)
Mental health status	6.1% (14)	7.2% (69)	8.9% (23)	4.2% (1)	—	—	6.4% (171)	—	6.2% (2)

Section B - Table 22: Experienced At Least One Discriminatory Event by Type in Department/Unit in the Past 12 Months (% Responses) - Faculty

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Disability status	4.6% (64)	5.0% (37)	4.2% (26)	—	2.8% (15)	5.8% (49)
Racial or ethnic identity	8.0% (111)	7.9% (59)	8.3% (52)	—	15.9% (85)	3.0% (25)
Sex	11.9% (166)	12.2% (92)	11.7% (73)	—	7.9% (42)	14.3% (121)
Sexual orientation	2.0% (28)	2.0% (15)	2.1% (13)	—	1.9% (10)	2.1% (18)
Gender identity or gender expression	5.2% (72)	6.1% (46)	4.2% (26)	—	3.0% (16)	6.4% (54)
Veteran status	0.1% (1)	—	0.2% (1)	—	0.2% (1)	—
Marital status	3.9% (54)	3.7% (28)	4.0% (25)	—	6.0% (32)	2.6% (22)
National origin	4.8% (67)	4.0% (30)	6.0% (37)	—	9.5% (50)	1.9% (16)
Parental status	6.6% (90)	6.4% (47)	6.8% (42)	—	5.1% (27)	7.4% (62)
Pregnancy	1.6% (22)	1.2% (9)	2.1% (13)	—	0.6% (3)	2.1% (18)
Age	9.7% (134)	9.4% (70)	10.1% (63)	—	9.1% (48)	10.0% (85)
Religion	3.7% (51)	3.9% (29)	3.4% (21)	—	4.0% (21)	3.5% (30)
Height or weight	2.2% (31)	2.7% (20)	1.8% (11)	—	1.9% (10)	2.5% (21)
Political orientation	5.3% (73)	5.9% (44)	4.7% (29)	—	5.1% (27)	5.3% (45)
Social class	3.8% (53)	3.6% (27)	4.2% (26)	—	4.7% (25)	3.1% (26)
Mental health status	4.4% (61)	5.2% (39)	3.5% (22)	—	2.8% (15)	5.4% (46)

Section B - Table 22.1: Experienced At Least One Discriminatory Event by Type in Department/Unit in the Past 12 Months by Detailed Race (% Responses) - Faculty

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Disability status	3.7% (3)	5.3% (18)	2.7% (2)	—	—	—	4.5% (39)	—	—
Racial or ethnic identity	15.5% (13)	9.1% (31)	7.9% (6)	—	—	—	6.9% (60)	—	—
Sex	15.5% (13)	13.2% (45)	13.2% (10)	—	—	—	10.8% (95)	—	—
Sexual orientation	1.2% (1)	3.8% (13)	1.3% (1)	—	—	—	1.5% (13)	—	—
Gender identity or gender expression	4.8% (4)	7.7% (26)	2.7% (2)	—	—	—	4.3% (38)	—	—
Veteran status	—	—	—	—	—	—	0.1% (1)	—	—
Marital status	2.4% (2)	5.0% (17)	7.9% (6)	—	—	—	3.2% (28)	—	—
National origin	2.5% (2)	7.3% (25)	3.9% (3)	—	—	—	4.3% (37)	—	—
Parental status	7.4% (6)	8.9% (30)	5.4% (4)	—	—	—	5.8% (50)	—	—
Pregnancy	—	3.2% (11)	—	—	—	—	1.3% (11)	—	—
Age	12.0% (10)	10.2% (35)	9.3% (7)	—	—	—	9.3% (81)	—	—
Religion	4.9% (4)	4.7% (16)	3.9% (3)	—	—	—	3.2% (28)	—	—
Height or weight	6.0% (5)	1.8% (6)	2.7% (2)	—	—	—	2.1% (18)	—	—
Political orientation	7.3% (6)	6.5% (22)	2.7% (2)	—	—	—	4.9% (43)	—	—
Social class	4.8% (4)	5.3% (18)	1.3% (1)	—	—	—	3.4% (30)	—	—
Mental health status	4.8% (4)	7.1% (24)	1.3% (1)	—	—	—	3.6% (32)	—	—

A series of questions were designed to understand how much individuals have been adversely affected by COVID-19 in a variety of ways over the past two years. Participants were asked to indicate if they were Not at all affected, Somewhat affected, or Affected a great deal.

Section B - Table 23: Responses to Statements Regarding Adverse Effects of COVID-19 - Staff

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
My physical health						
Not at all affected	47.7% (1999)	48.5% (1092)	46.3% (865)	55.3% (42)	44.6% (422)	48.4% (1557)
Somewhat affected	44.3% (1858)	43.5% (979)	45.5% (850)	38.2% (29)	46.1% (437)	43.8% (1408)
Affected a great deal	8.1% (338)	8.0% (179)	8.2% (154)	6.6% (5)	9.3% (88)	7.8% (250)
My mental health						
Not at all affected	35.1% (1469)	35.6% (801)	34.3% (641)	35.5% (27)	38.2% (361)	33.9% (1088)
Somewhat affected	47.1% (1975)	46.7% (1049)	47.6% (888)	50.0% (38)	44.8% (423)	48.1% (1544)
Affected a great deal	17.8% (747)	17.7% (398)	18.1% (338)	14.5% (11)	17.0% (161)	18.1% (580)
The health of a loved one						
Not at all affected	46.1% (1933)	46.2% (1041)	45.9% (857)	46.1% (35)	41.5% (393)	47.3% (1521)
Somewhat affected	37.5% (1572)	37.2% (837)	37.8% (705)	39.5% (30)	37.2% (353)	37.6% (1208)
Affected a great deal	16.4% (690)	16.6% (374)	16.3% (305)	14.5% (11)	21.3% (202)	15.1% (484)
My ability to maintain social relationships						
Not at all affected	47.6% (1999)	48.4% (1090)	47.0% (879)	39.0% (30)	47.6% (452)	47.3% (1521)
Somewhat affected	39.3% (1651)	39.5% (891)	38.9% (727)	42.9% (33)	37.5% (356)	40.1% (1288)
Affected a great deal	13.1% (549)	12.1% (272)	14.1% (263)	18.2% (14)	14.9% (142)	12.6% (406)
My financial situation						
Not at all affected	59.9% (2512)	60.5% (1364)	59.2% (1104)	57.9% (44)	55.7% (526)	61.1% (1964)
Somewhat affected	26.7% (1120)	25.8% (581)	27.9% (520)	25.0% (19)	30.8% (291)	25.5% (821)
Affected a great deal	13.4% (563)	13.7% (308)	13.0% (242)	17.1% (13)	13.5% (128)	13.4% (431)
My housing situation						
Not at all affected	84.7% (3551)	84.8% (1909)	84.5% (1579)	82.9% (63)	80.3% (760)	85.8% (2758)
Somewhat affected	11.3% (475)	10.8% (242)	11.8% (221)	15.8% (12)	14.8% (140)	10.4% (334)
Affected a great deal	4.0% (168)	4.4% (99)	3.6% (68)	1.3% (1)	5.0% (47)	3.8% (121)
My work or academic performance						
Not at all affected	57.1% (2394)	57.4% (1291)	56.8% (1059)	57.9% (44)	53.0% (500)	58.2% (1869)
Somewhat affected	33.8% (1417)	33.9% (762)	33.7% (629)	34.2% (26)	34.5% (326)	33.8% (1085)
Affected a great deal	9.0% (379)	8.7% (195)	9.5% (178)	7.9% (6)	12.5% (118)	8.0% (258)
My experience of discrimination related to one or more of my identities						
Not at all affected	90.1% (3768)	90.2% (2024)	90.0% (1677)	88.2% (67)	82.8% (782)	92.2% (2962)
Somewhat affected	7.1% (295)	6.6% (147)	7.6% (142)	7.9% (6)	11.5% (109)	5.7% (184)
Affected a great deal	2.9% (120)	3.2% (72)	2.4% (45)	3.9% (3)	5.7% (54)	2.0% (65)

Section B - Table 23.1: Responses to Statements Regarding Adverse Effects of COVID-19 by Detailed Race - Staff

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
My physical health									
Not at all affected	46.6% (109)	49.2% (476)	46.1% (119)	48.0% (12)	—	—	47.5% (1272)	—	34.4% (11)
Somewhat affected	43.6% (102)	43.3% (419)	45.7% (118)	52.0% (13)	—	—	44.3% (1188)	—	56.2% (18)
Affected a great deal	9.8% (23)	7.4% (72)	8.1% (21)	—	—	—	8.2% (219)	—	9.4% (3)
My mental health									
Not at all affected	33.3% (78)	35.5% (344)	36.3% (94)	45.8% (11)	—	—	35.0% (937)	—	15.6% (5)
Somewhat affected	44.0% (103)	45.6% (441)	46.3% (120)	37.5% (9)	—	—	47.9% (1281)	—	65.6% (21)
Affected a great deal	22.6% (53)	18.9% (183)	17.4% (45)	16.7% (4)	—	—	17.1% (456)	—	18.8% (6)
The health of a loved one									
Not at all affected	48.7% (114)	45.7% (442)	49.0% (127)	44.0% (11)	—	—	45.9% (1229)	—	31.2% (10)
Somewhat affected	35.5% (83)	38.0% (368)	36.3% (94)	32.0% (8)	—	—	37.5% (1003)	—	50.0% (16)
Affected a great deal	15.8% (37)	16.3% (158)	14.7% (38)	24.0% (6)	—	—	16.6% (445)	—	18.8% (6)
My ability to maintain social relationships									
Not at all affected	45.3% (106)	49.1% (476)	50.2% (130)	60.0% (15)	—	—	47.0% (1260)	—	37.5% (12)
Somewhat affected	43.2% (101)	37.8% (366)	35.1% (91)	24.0% (6)	—	—	39.9% (1070)	—	53.1% (17)
Affected a great deal	11.5% (27)	13.1% (127)	14.7% (38)	16.0% (4)	—	—	13.1% (350)	—	9.4% (3)
My financial situation									
Not at all affected	59.2% (138)	61.8% (597)	59.1% (153)	72.0% (18)	—	—	59.4% (1591)	—	46.9% (15)
Somewhat affected	23.2% (54)	24.0% (232)	27.4% (71)	20.0% (5)	—	—	27.9% (749)	—	28.1% (9)
Affected a great deal	17.6% (41)	14.2% (137)	13.5% (35)	8.0% (2)	—	—	12.7% (340)	—	25.0% (8)
My housing situation									
Not at all affected	82.5% (193)	85.3% (826)	83.8% (217)	92.0% (23)	—	—	84.7% (2267)	—	78.1% (25)
Somewhat affected	13.2% (31)	10.8% (105)	9.7% (25)	8.0% (2)	—	—	11.5% (309)	—	9.4% (3)
Affected a great deal	4.3% (10)	3.8% (37)	6.6% (17)	—	—	—	3.7% (100)	—	12.5% (4)
My work or academic performance									
Not at all affected	56.7% (132)	56.5% (545)	56.6% (146)	68.0% (17)	—	—	57.4% (1538)	—	50.0% (16)
Somewhat affected	36.5% (85)	35.2% (339)	32.9% (85)	24.0% (6)	—	—	33.2% (889)	—	40.6% (13)
Affected a great deal	6.9% (16)	8.3% (80)	10.5% (27)	8.0% (2)	—	—	9.4% (251)	—	9.4% (3)
My experience of discrimination related to one or more of my identities									
Not at all affected	88.0% (205)	90.9% (877)	89.6% (232)	92.0% (23)	—	—	90.0% (2403)	—	87.5% (28)
Somewhat affected	9.4% (22)	6.3% (61)	8.1% (21)	8.0% (2)	—	—	7.0% (186)	—	9.4% (3)
Affected a great deal	2.6% (6)	2.8% (27)	2.3% (6)	—	—	—	3.0% (80)	—	3.1% (1)

Section B - Table 24: Responses to Statements Regarding Adverse Effects of COVID-19 - Faculty

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
My physical health						
Not at all affected	50.4% (707)	50.0% (377)	51.0% (322)	42.1% (8)	46.4% (248)	53.0% (455)
Somewhat affected	42.0% (590)	42.4% (320)	41.4% (261)	47.4% (9)	43.3% (231)	40.9% (351)
Affected a great deal	7.6% (107)	7.6% (57)	7.6% (48)	10.5% (2)	10.3% (55)	6.1% (52)
My mental health						
Not at all affected	37.2% (523)	38.3% (289)	36.2% (229)	26.3% (5)	38.1% (204)	36.8% (316)
Somewhat affected	43.5% (611)	42.8% (323)	44.8% (283)	26.3% (5)	43.8% (235)	43.2% (371)
Affected a great deal	19.3% (272)	18.9% (143)	19.0% (120)	47.4% (9)	18.1% (97)	19.9% (171)
The health of a loved one						
Not at all affected	48.6% (679)	47.3% (354)	50.5% (318)	36.8% (7)	47.3% (252)	49.5% (421)
Somewhat affected	37.2% (520)	38.7% (290)	34.9% (220)	52.6% (10)	37.9% (202)	36.7% (312)
Affected a great deal	14.2% (199)	14.0% (105)	14.6% (92)	10.5% (2)	14.8% (79)	13.9% (118)
My ability to maintain social relationships						
Not at all affected	37.8% (531)	36.8% (277)	39.4% (249)	26.3% (5)	38.4% (206)	37.4% (320)
Somewhat affected	44.8% (629)	44.1% (332)	45.1% (285)	63.2% (12)	44.4% (238)	45.1% (386)
Affected a great deal	17.4% (244)	19.1% (144)	15.5% (98)	10.5% (2)	17.2% (92)	17.5% (150)
My financial situation						
Not at all affected	71.8% (1006)	72.5% (545)	70.8% (447)	73.7% (14)	64.6% (346)	76.2% (652)
Somewhat affected	21.8% (305)	20.9% (157)	22.8% (144)	21.1% (4)	28.0% (150)	17.9% (153)
Affected a great deal	6.5% (91)	6.6% (50)	6.3% (40)	5.3% (1)	7.5% (40)	6.0% (51)
My housing situation						
Not at all affected	89.7% (1257)	89.2% (671)	89.9% (567)	100.0% (19)	83.4% (447)	93.5% (800)
Somewhat affected	8.3% (117)	9.3% (70)	7.4% (47)	—	13.4% (72)	5.3% (45)
Affected a great deal	2.0% (28)	1.5% (11)	2.7% (17)	—	3.2% (17)	1.3% (11)
My work or academic performance						
Not at all affected	32.8% (462)	33.6% (254)	32.1% (203)	26.3% (5)	33.2% (178)	32.8% (281)
Somewhat affected	49.8% (701)	48.7% (369)	51.3% (324)	42.1% (8)	50.4% (270)	49.4% (424)
Affected a great deal	17.4% (245)	17.7% (134)	16.6% (105)	31.6% (6)	16.4% (88)	17.8% (153)
My experience of discrimination related to one or more of my identities						
Not at all affected	86.3% (1201)	86.7% (648)	85.9% (537)	84.2% (16)	83.1% (441)	88.3% (752)
Somewhat affected	9.9% (138)	10.7% (80)	9.0% (56)	10.5% (2)	14.9% (79)	6.9% (59)
Affected a great deal	3.7% (52)	2.5% (19)	5.1% (32)	5.3% (1)	2.1% (11)	4.8% (41)

Section B - Table 24.1: Responses to Statements Regarding Adverse Effects of COVID-19 by Detailed Race - Faculty

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
My physical health									
Not at all affected	60.0% (51)	51.0% (176)	41.9% (31)	42.9% (3)	—	—	49.9% (441)	—	55.6% (5)
Somewhat affected	29.4% (25)	40.3% (139)	52.7% (39)	57.1% (4)	—	—	42.9% (379)	—	44.4% (4)
Affected a great deal	10.6% (9)	8.7% (30)	5.4% (4)	—	—	—	7.2% (64)	—	—
My mental health									
Not at all affected	36.5% (31)	34.7% (120)	26.7% (20)	42.9% (3)	—	—	39.1% (346)	—	33.3% (3)
Somewhat affected	38.8% (33)	42.2% (146)	53.3% (40)	42.9% (3)	—	—	43.4% (384)	—	55.6% (5)
Affected a great deal	24.7% (21)	23.1% (80)	20.0% (15)	14.3% (1)	—	—	17.4% (154)	—	11.1% (1)
The health of a loved one									
Not at all affected	49.4% (42)	50.6% (174)	40.8% (31)	14.3% (1)	—	—	48.5% (425)	—	66.7% (6)
Somewhat affected	32.9% (28)	34.6% (119)	44.7% (34)	28.6% (2)	—	—	38.2% (335)	—	22.2% (2)
Affected a great deal	17.6% (15)	14.8% (51)	14.5% (11)	57.1% (4)	—	—	13.3% (117)	—	11.1% (1)
My ability to maintain social relationships									
Not at all affected	36.5% (31)	35.5% (123)	41.3% (31)	28.6% (2)	—	—	38.5% (340)	—	44.4% (4)
Somewhat affected	43.5% (37)	46.5% (161)	40.0% (30)	57.1% (4)	—	—	44.6% (393)	—	44.4% (4)
Affected a great deal	20.0% (17)	17.9% (62)	18.7% (14)	14.3% (1)	—	—	16.9% (149)	—	11.1% (1)
My financial situation									
Not at all affected	70.6% (60)	70.4% (243)	72.0% (54)	85.7% (6)	—	—	72.3% (637)	—	66.7% (6)
Somewhat affected	22.4% (19)	22.0% (76)	26.7% (20)	14.3% (1)	—	—	21.1% (186)	—	33.3% (3)
Affected a great deal	7.1% (6)	7.5% (26)	1.3% (1)	—	—	—	6.6% (58)	—	—
My housing situation									
Not at all affected	91.8% (78)	90.1% (311)	90.7% (68)	85.7% (6)	—	—	89.1% (785)	—	100.0% (9)
Somewhat affected	7.1% (6)	7.2% (25)	8.0% (6)	14.3% (1)	—	—	9.0% (79)	—	—
Affected a great deal	1.2% (1)	2.6% (9)	1.3% (1)	—	—	—	1.9% (17)	—	—
My work or academic performance									
Not at all affected	34.1% (29)	32.4% (112)	31.6% (24)	57.1% (4)	—	—	32.9% (291)	—	22.2% (2)
Somewhat affected	47.1% (40)	47.4% (164)	48.7% (37)	28.6% (2)	—	—	51.2% (453)	—	55.6% (5)
Affected a great deal	18.8% (16)	20.2% (70)	19.7% (15)	14.3% (1)	—	—	15.9% (141)	—	22.2% (2)
My experience of discrimination related to one or more of my identities									
Not at all affected	85.9% (73)	84.5% (290)	88.0% (66)	100.0% (7)	—	—	86.9% (758)	—	77.8% (7)
Somewhat affected	11.8% (10)	10.5% (36)	8.0% (6)	—	—	—	9.7% (85)	—	11.1% (1)
Affected a great deal	2.4% (2)	5.0% (17)	4.0% (3)	—	—	—	3.3% (29)	—	11.1% (1)

Respondents were presented with a list of units and asked to indicate whether they attended an event, utilized a service, or visited the facility of each unit.

Section B - Table 25: Attended Event, Utilized Service, or Visited the Facility of the Following Units (% Responses) - Staff

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non- Conforming	BIPOC	White
Asian American Cultural Center (AACC)	16.3% (687)	16.1% (363)	16.8% (316)	10.4% (8)	23.9% (230)	13.9% (447)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	18.8% (793)	17.7% (399)	20.2% (380)	18.2% (14)	31.1% (299)	14.9% (481)
Campus Belonging (OVCDEI)	7.2% (303)	7.3% (164)	7.1% (133)	7.8% (6)	10.1% (97)	6.3% (204)
Chez Veterans Center	11.5% (483)	11.2% (252)	12.0% (226)	6.5% (5)	10.5% (101)	11.6% (374)
Disability Resources and Educational Services (DRES)	21.5% (904)	21.0% (474)	22.0% (413)	22.1% (17)	17.1% (164)	22.6% (728)
Diversity and Social Justice Education (DSJE)	8.9% (375)	8.5% (192)	9.4% (177)	7.8% (6)	11.8% (113)	8.0% (258)
Faculty/Staff Assistance and Well-Being Services	28.4% (1197)	27.6% (624)	29.8% (560)	16.9% (13)	25.6% (246)	29.1% (936)
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	8.9% (375)	8.9% (200)	9.1% (171)	5.2% (4)	10.5% (101)	8.4% (272)
International Education (IE)	6.6% (279)	6.7% (151)	6.6% (124)	5.2% (4)	9.4% (90)	5.8% (187)
La Casa Cultural Latina (La Casa)	15.4% (647)	15.5% (350)	15.4% (289)	10.4% (8)	22.8% (219)	13.1% (421)
Native American House (NAH)	10.3% (436)	10.3% (233)	10.5% (198)	6.5% (5)	13.3% (128)	9.5% (305)
Office of Minority Student Affairs (OMSA)	10.2% (430)	10.5% (237)	10.1% (190)	3.9% (3)	17.9% (172)	7.8% (250)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	20.5% (864)	19.9% (450)	21.2% (399)	19.5% (15)	22.0% (211)	20.0% (644)
Salaam Middle East and North Africa Cultural Center	2.3% (98)	2.7% (62)	1.9% (35)	1.3% (1)	4.8% (46)	1.6% (52)
Student Assistance Center (SAC)	6.3% (266)	6.3% (142)	6.5% (122)	2.6% (2)	6.0% (58)	6.3% (202)
Title IX	15.9% (668)	15.5% (349)	16.2% (305)	18.2% (14)	16.3% (157)	15.5% (500)
Women's Resources Center (WRC)	12.6% (531)	12.1% (274)	13.2% (248)	11.7% (9)	16.5% (159)	11.4% (366)
Undocumented/DACAmented Resources	5.5% (230)	5.4% (122)	5.6% (105)	3.9% (3)	7.7% (74)	4.8% (154)

Section B - Table 25.1: Attended Event, Utilized Service, or Visited the Facility of the Following Units by Detailed Race (% Responses) - Staff

	African American/Black	Asian American/Asian	Hispanic/Latino/a	Middle Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	White	Multiracial	Response not listed
Asian American Cultural Center (AACC)	16.7% (39)	18.1% (176)	17.8% (46)	8.0% (2)	—	—	15.5% (417)	—	21.9% (7)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	22.2% (52)	20.0% (194)	20.1% (52)	12.0% (3)	—	—	17.9% (482)	—	31.2% (10)
Campus Belonging (OVCDEI)	6.8% (16)	6.0% (58)	7.3% (19)	4.0% (1)	—	—	7.7% (207)	—	6.2% (2)
Chez Veterans Center	9.4% (22)	13.1% (127)	9.3% (24)	24.0% (6)	—	—	11.2% (302)	—	6.2% (2)
Disability Resources and Educational Services (DRES)	20.9% (49)	21.3% (207)	20.1% (52)	8.0% (2)	—	—	21.7% (584)	—	31.2% (10)
Diversity and Social Justice Education (DSJE)	11.5% (27)	8.2% (80)	8.1% (21)	4.0% (1)	—	—	8.8% (236)	—	31.2% (10)
Faculty/Staff Assistance and Well-Being Services	28.2% (66)	28.4% (276)	30.5% (79)	24.0% (6)	—	—	28.2% (760)	—	31.2% (10)
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	11.5% (27)	9.5% (92)	7.3% (19)	4.0% (1)	—	—	8.6% (232)	—	12.5% (4)
International Education (IE)	6.8% (16)	7.3% (71)	5.8% (15)	4.0% (1)	—	—	6.4% (171)	—	15.6% (5)
La Casa Cultural Latina (La Casa)	18.8% (44)	16.6% (161)	16.2% (42)	4.0% (1)	—	—	14.5% (391)	—	25.0% (8)
Native American House (NAH)	10.3% (24)	10.5% (102)	10.8% (28)	16.0% (4)	—	—	10.1% (273)	—	15.6% (5)
Office of Minority Student Affairs (OMSA)	11.1% (26)	10.4% (101)	10.8% (28)	16.0% (4)	—	—	9.8% (263)	—	25.0% (8)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	17.1% (40)	21.5% (209)	20.8% (54)	12.0% (3)	—	—	20.4% (549)	—	28.1% (9)
Salaam Middle East and North Africa Cultural Center	1.3% (3)	2.5% (24)	3.5% (9)	4.0% (1)	—	—	2.2% (58)	—	9.4% (3)
Student Assistance Center (SAC)	8.5% (20)	7.0% (68)	4.6% (12)	4.0% (1)	—	—	6.0% (161)	—	12.5% (4)
Title IX	18.4% (43)	17.6% (171)	13.1% (34)	16.0% (4)	—	—	15.3% (413)	—	9.4% (3)
Women's Resources Center (WRC)	14.5% (34)	13.3% (129)	12.0% (31)	12.0% (3)	—	—	12.3% (330)	—	12.5% (4)
Undocumented/DACAmented Resources	4.7% (11)	5.6% (54)	4.2% (11)	4.0% (1)	—	—	5.5% (149)	—	12.5% (4)

**Section B - Table 26: Attended Event, Utilized Service, or Visited the Facility of the Following Units (% Responses)
- Faculty**

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non- Conforming	BIPOC	White
Asian American Cultural Center (AACC)	14.4% (205)	13.1% (100)	15.7% (100)	26.3% (5)	19.2% (104)	11.7% (101)
Bruce D. Nesbitt African American Cultural Center (BNAACC)	16.0% (228)	15.7% (120)	16.3% (104)	21.1% (4)	19.0% (103)	14.3% (123)
Campus Belonging (OVCDEI)	5.9% (84)	6.9% (53)	4.6% (29)	10.5% (2)	6.3% (34)	5.6% (48)
Chez Veterans Center	5.6% (79)	5.9% (45)	5.3% (34)	—	4.8% (26)	6.2% (53)
Disability Resources and Educational Services (DRES)	28.8% (409)	30.3% (232)	27.0% (172)	26.3% (5)	17.3% (94)	36.1% (311)
Diversity and Social Justice Education (DSJE)	4.4% (62)	4.3% (33)	4.1% (26)	15.8% (3)	3.7% (20)	4.9% (42)
Faculty/Staff Assistance and Well-Being Services	18.6% (264)	20.5% (157)	15.7% (100)	36.8% (7)	15.7% (85)	20.4% (176)
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	5.5% (78)	5.9% (45)	4.7% (30)	15.8% (3)	5.2% (28)	5.6% (48)
International Education (IE)	6.5% (93)	6.4% (49)	6.6% (42)	10.5% (2)	9.2% (50)	4.9% (42)
La Casa Cultural Latina (La Casa)	14.6% (207)	14.2% (109)	14.9% (95)	15.8% (3)	20.1% (109)	11.3% (97)
Native American House (NAH)	8.4% (120)	8.6% (66)	8.3% (53)	5.3% (1)	7.7% (42)	9.1% (78)
Office of Minority Student Affairs (OMSA)	6.9% (98)	6.8% (52)	6.9% (44)	10.5% (2)	7.6% (41)	6.4% (55)
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	25.9% (368)	25.5% (195)	25.9% (165)	42.1% (8)	23.8% (129)	27.2% (234)
Salaam Middle East and North Africa Cultural Center	2.5% (36)	2.9% (22)	2.2% (14)	—	4.4% (24)	1.4% (12)
Student Assistance Center (SAC)	5.6% (79)	7.0% (54)	3.8% (24)	5.3% (1)	0.9% (5)	8.1% (70)
Title IX	16.9% (241)	17.0% (130)	16.6% (106)	26.3% (5)	10.5% (57)	20.9% (180)
Women's Resources Center (WRC)	9.6% (136)	8.9% (68)	10.0% (64)	21.1% (4)	9.8% (53)	9.4% (81)
Undocumented/DACAmented Resources	2.5% (35)	1.8% (14)	3.1% (20)	5.3% (1)	3.1% (17)	2.1% (18)

Section B - Table 26.1: Attended Event, Utilized Service, or Visited the Facility of the Following Units by Detailed Race (% Responses) - Faculty

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Asian American Cultural Center (AACC)	16.5% (14)	13.9% (48)	10.4% (8)	57.1% (4)	—	—	14.6% (131)	—	—
Bruce D. Nesbitt African American Cultural Center (BNAACC)	20.0% (17)	15.6% (54)	13.0% (10)	42.9% (3)	—	—	15.8% (142)	—	—
Campus Belonging (OVCDEI)	1.2% (1)	6.6% (23)	2.6% (2)	14.3% (1)	—	—	6.3% (57)	—	—
Chez Veterans Center	11.8% (10)	5.2% (18)	2.6% (2)	14.3% (1)	—	—	5.3% (48)	—	—
Disability Resources and Educational Services (DRES)	29.4% (25)	28.9% (100)	23.4% (18)	71.4% (5)	—	—	28.8% (259)	—	—
Diversity and Social Justice Education (DSJE)	4.7% (4)	6.6% (23)	2.6% (2)	14.3% (1)	—	—	3.6% (32)	—	—
Faculty/Staff Assistance and Well-Being Services	20.0% (17)	17.9% (62)	16.9% (13)	42.9% (3)	—	—	18.7% (168)	—	—
Gender and Sexuality Resource Center (GSRC, formerly LGBT Resource Center)	7.1% (6)	4.0% (14)	5.2% (4)	28.6% (2)	—	—	5.8% (52)	—	—
International Education (IE)	3.5% (3)	7.8% (27)	3.9% (3)	28.6% (2)	—	—	6.5% (58)	—	—
La Casa Cultural Latina (La Casa)	15.3% (13)	15.6% (54)	15.6% (12)	42.9% (3)	—	—	13.8% (124)	—	—
Native American House (NAH)	11.8% (10)	8.4% (29)	10.4% (8)	42.9% (3)	—	—	7.8% (70)	—	—
Office of Minority Student Affairs (OMSA)	9.4% (8)	5.2% (18)	6.5% (5)	28.6% (2)	—	—	7.1% (64)	—	—
Office of the Vice Chancellor for Diversity, Equity, and Inclusion (OVCDEI)	28.2% (24)	25.7% (89)	27.3% (21)	71.4% (5)	—	—	25.2% (226)	—	—
Salaam Middle East and North Africa Cultural Center	3.5% (3)	1.2% (4)	1.3% (1)	28.6% (2)	—	—	2.9% (26)	—	—
Student Assistance Center (SAC)	2.4% (2)	5.8% (20)	3.9% (3)	14.3% (1)	—	—	5.9% (53)	—	—
Title IX	21.2% (18)	15.6% (54)	14.3% (11)	42.9% (3)	—	—	17.3% (155)	—	—
Women's Resources Center (WRC)	10.6% (9)	9.5% (33)	7.8% (6)	42.9% (3)	—	—	9.5% (85)	—	—
Undocumented/DACAmented Resources	2.4% (2)	3.2% (11)	1.3% (1)	14.3% (1)	—	—	2.2% (20)	—	—

Respondents were presented with a list of basic needs and asked to indicate any or all with which they had been concerned during this semester.

Section B - Table 27: Concern Over Basic Needs Being Met by Employee Population

	Total	Gender Identity			Race/Ethnicity	
		Woman	Man	Transgender/ Non-Conforming	BIPOC	White
Staff						
Sufficient access to food	3.6% (152)	4.1% (91)	3.3% (61)	—	4.2% (40)	3.5% (111)
Sustainable access to housing	3.7% (156)	3.8% (85)	3.8% (71)	—	5.0% (48)	3.4% (108)
Ability to meet financial obligations	28.9% (1210)	28.6% (641)	29.1% (544)	32.9% (25)	32.4% (310)	28.0% (894)
Adequate medical care	11.7% (489)	11.4% (256)	11.9% (223)	13.2% (10)	14.4% (138)	10.9% (348)
Ability to continue your education	7.5% (313)	7.8% (174)	7.1% (132)	9.2% (7)	10.2% (98)	6.7% (214)
Ability to continue your employment	13.8% (579)	12.9% (290)	15.0% (281)	10.5% (8)	18.8% (180)	12.4% (397)
Faculty						
Sufficient access to food	2.2% (31)	2.5% (19)	1.9% (12)	—	3.7% (20)	1.3% (11)
Sustainable access to housing	3.2% (45)	3.3% (25)	3.1% (20)	—	5.0% (27)	2.1% (18)
Ability to meet financial obligations	16.6% (236)	16.3% (124)	17.3% (110)	—	21.4% (116)	13.9% (119)
Adequate medical care	15.0% (212)	16.0% (122)	13.7% (87)	—	20.8% (113)	11.4% (98)
Ability to continue your education	2.8% (39)	2.5% (19)	3.1% (20)	—	4.1% (22)	2.0% (17)
Ability to continue your employment	12.3% (174)	13.0% (99)	11.8% (75)	—	17.9% (97)	8.9% (76)

Section B - Table 27.1: Concern Over Basic Needs Being Met by Detailed Race and Employee Population

	African American/ Black	Asian American/ Asian	Hispanic/ Latino/a	Middle Eastern/ North African	Native American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	White	Multiracial	Response not listed
Staff									
Sufficient access to food	3.9% (9)	3.7% (36)	2.3% (6)	—	—	—	3.7% (99)	—	3.1% (1)
Sustainable access to housing	3.4% (8)	3.4% (33)	2.3% (6)	—	—	—	4.0% (107)	—	3.1% (1)
Ability to meet financial obligations	32.6% (76)	28.3% (273)	34.0% (88)	—	—	—	28.3% (757)	—	37.5% (12)
Adequate medical care	11.6% (27)	12.0% (116)	11.2% (29)	—	—	—	11.7% (313)	—	9.4% (3)
Ability to continue your education	9.0% (21)	7.7% (74)	6.6% (17)	—	—	—	7.3% (196)	—	9.4% (3)
Ability to continue your employment	11.2% (26)	14.2% (137)	12.7% (33)	—	—	—	14.1% (377)	—	12.5% (4)
Faculty									
Sufficient access to food	—	1.4% (5)	1.3% (1)	—	—	—	2.8% (25)	—	—
Sustainable access to housing	2.4% (2)	2.9% (10)	1.3% (1)	—	—	—	3.6% (32)	—	—
Ability to meet financial obligations	11.8% (10)	17.9% (62)	13.0% (10)	—	—	—	17.0% (152)	—	—
Adequate medical care	7.1% (6)	17.6% (61)	11.7% (9)	—	—	—	15.0% (134)	—	—
Ability to continue your education	2.4% (2)	3.5% (12)	5.2% (4)	—	—	—	2.2% (20)	—	—
Ability to continue your employment	10.6% (9)	12.7% (44)	9.1% (7)	—	—	—	12.3% (110)	—	—

Use of Findings & Next Steps

The results of this survey underscore the importance of regularly collecting data to provide campus leadership and the broader community about experiences surrounding diversity, equity, and inclusion. Further analyses of survey results will be conducted to inform the work of the University of Example in developing enhanced education and programming efforts, to ensure that ample support is available for individuals who experience discriminatory events, and to bridge gaps in knowledge and/or understanding of all policies and resources regarding DEI at the University of Example.

Confidentiality

To ensure success of this survey, given the sensitive nature of several of the questions, a key element of the study design was to limit direct access between the institution and those individuals who were being surveyed. Integral to this effort was the use of an independent contractor (SoundRocket) for data collection efforts, which provided a firewall between respondents' identity and their survey responses. Consistent with standard practices for confidential data collections such as this, SoundRocket was required to use encryption technologies (including SSL for all web-based interfaces) and adhere to strict guidelines to maintain data security and confidentiality. SoundRocket has been collecting sensitive data from university populations since 2004. SoundRocket communications, staff training, processes and quality inspections all focus on minimizing disclosure risk.

The participant list was provided to SoundRocket. After the study was completed, SoundRocket destroyed all identifiable data (electronic and paper) that was received in the effort.

DEI Resources

The University of Example All Campus Climate Survey is one component of the comprehensive campus wide plan to foster and strengthen diversity, equity and inclusion at the university. The information included in this report may be used to help shape DEI plans across the campus – as well as within colleges and departments. For questions about the All Campus Climate Survey, please contact example@example.edu.