

Appendix C

Data Tables¹

¹Questions are restated and the number of the question on the survey is repeated after the question in parentheses.

Table 1
 What is your gender identity? (Question 38)

Gender	n	%
Female	475	72.6
Male	171	26.1
Transgender	2	0.3
Did not Respond	6	0.9

Table 2
 What is your race/ethnicity? (Question 39)

Race/Ethnicity	n	%
African	2	0.3
African American	6	0.9
Black	4	0.6
Alaskan Native	2	0.3
Asian	9	1.4
Asian American	4	0.6
Latino(a)/Hispanic/ Chicano(a)	12	1.8
Middle Eastern	0	0.0
Native American/ American Indian	31	4.7
Pacific Islander/ Filipino	3	0.5
Hawaiian Native	0	0.0
Caucasian/White	586	89.6
Other	26	4.0

Table 3
 Which term best describes your sexual orientation? (Question 40)

Sexual Identity	n	%
Bisexual	10	1.5
Gay	3	0.5
Heterosexual	618	94.5
Lesbian	1	0.2
Uncertain	7	1.1
Other	4	0.6
Did not Respond	11	1.7

Table 4
 What is your age? (Question 41)

Age	n	%
19 or under	75	11.5
20-21	123	18.8
22-24	98	15.0
25-32	106	16.2
33-42	95	14.5
43-51	78	11.9
52-60	56	8.6
61-69	12	1.8
70 and over	0	0.0

Table 5
 What is your current relationship situation? (Question 42)

Relationship Status	n	%
Single, not dating	110	16.8
Single, dating	154	23.5
Partnered	84	12.8
Married	258	39.4
Separated	6	0.9
Divorced	27	4.1
Remarried	3	0.5
Partner/Spouse deceased	2	0.3

Table 6
 What is your current parental status? (Question 43)

Parental Status	n	%
No children	362	55.4
Children, not living at home	82	12.5
Single Parent	37	5.7
Non-custodial parent	0	0.0
Custodial with a partner/spouse	124	19.0
Custodial without a partner/spouse	6	0.9
Other	27	4.1

Table 7

What is the highest level of education achieved by your parent/legal guardian? (Question 44)

Level of Education	Parent /Legal Guardian 1		Parent/Legal Guardian 2	
	n	%	n	%
No formal education	4	0.6	5	0.8
No high school	32	4.9	63	9.6
High school	216	33.0	214	32.7
Some college	117	17.9	114	17.4
Associates degree	69	10.6	41	6.3
Bachelors degree	126	19.3	110	16.8
Masters degree	48	7.3	39	6.0
Doctorate degree	4	0.6	19	2.9
Other professional degree	12	1.8	14	2.1
Unknown	6	0.9	11	1.7

Table 8
 What is your **primary** status on campus? (Question 45)

Position	n	%
Certificate program student	23	3.5
Associate degree student	40	6.1
Baccalaureate degree student	337	51.5
Post-Baccalaureate student	10	1.5
Masters Degree candidate	30	4.6
Doctoral degree candidate	1	0.2
Instructor	13	2.0
Lecturer/Adjunct	8	1.2
Assistant Professor	30	4.6
Associate Professor	13	2.0
Professor	11	1.7
Classified staff	76	11.6
Non-Classified staff	12	1.8
Academic Staff	11	1.7
Administrator	12	1.8
Other	18	2.8

Table 9
 Are you full-time or part-time in that primary position? (Question 46)

Status	n	%
Full-time	578	88.4
Part-time	65	9.9

Table 10
 Do you have any of the following conditions that substantially affect a major life activity? (Question 47)

Condition	n	%
Learning disabilities	27	4.1
Orthopedic	15	2.3
Visual	17	2.6
Hearing	20	3.1
Psychological	17	2.6
ADHD/ADD	29	4.4
Health related	18	2.8
TBI (traumatic brain injury)	1	0.2
Speech	4	0.6
Other	11	1.7

Table 11
 What is your citizenship status? (Question 48)

Citizenship status	n	%
U.S. citizen—born in the United States	557	85.2
U.S. citizen—naturalized	15	2.3
Permanent resident (immigrant)	11	1.7
Permanent resident (refugee)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	61	9.3

Table 12
 What is your religious or spiritual affiliation? (Question 49)

Spiritual Affiliation	n	%
Atheist	9	1.4
Agnostic	12	1.8
Assembly of God	9	1.4
Baptist	28	4.3
Baha'I	2	0.3
Buddhist	3	0.5
Community of Christ	1	0.2
Eastern Orthodox	2	0.3
Episcopal	4	0.6
Evangelical Free	8	1.2
Hindu	1	0.2
Islamic	0	0.0
Jehovah's Witness	5	0.8
Jewish	1	0.2
LDS (Mormon)	9	1.4
Lutheran	192	29.4
Mennonite	2	0.3
Methodist	27	4.1
Muslim	0	0.0
Native American Traditional Practitioner	6	0.9
Pagan	1	0.2
Pentecostal	11	1.7
Presbyterian	14	2.1
Quaker	1	0.2
Roman Catholic	163	24.9
Scientology	0	0.0
Seventh Day Adventist	0	0.0
Unitarian/Universalism	4	0.6
Wiccan	8	1.2
Spiritual, but no religious affiliation	36	5.5
No affiliation	40	6.1
Other	40	6.1

Table 13
 How long have you been affiliated with this institution? (Question 50)

Time	n	%
1 year or less	142	21.7
2-4 years	253	38.7
5-10 years	106	16.2
11-19 years	59	9.0
20-29 years	61	9.3
30+ years	15	2.3

Table 14
 What is your yearly income (if single or independent student) or your best estimate of your family’s yearly income (if partnered, married, or a dependent student)? (Question 51)

Income	n	%
Below \$4,999	37	5.7
\$5,000-\$9,999	41	6.3
\$10,000-\$19,999	66	10.1
\$20,000-\$29,999	78	11.9
\$30,000-\$39,000	79	12.1
\$40,000-\$49,999	61	9.3
\$50,000-\$59,999	62	9.5
\$60,000 - \$69,999	56	8.6
\$70,000 - \$79,999	38	5.8
\$80,000 - \$89,999	29	4.4
\$90,000 - \$99,999	25	3.8
\$100,000 - \$149,000	31	4.7
\$150,000 - \$199,000	13	2.0
\$200,000 - \$249,000	3	0.5
\$250,000 and above	2	0.3

Table 15

If you are a student, where do you live?¹ (Question 52)

Residence	n	%
Family housing	24	5.5
Residence hall/Apartment style housing	90	20.7
Off campus apartment/house	181	41.6
Off campus with partner/spouse/children	93	21.4
Off campus with parent(s)/family/relative(s)	39	9.0
Other	8	1.8

¹Student responses only (n=435).

Table 16

If you are a student, what is your primary location or avenue for taking classes?¹ (Question 53)

Location	n	%
Main Campus	365	83.9
Satellite Campus	2	0.5
Distance Learning	33	7.6
Both campus classes and Distance Learning	35	8.0

¹Student responses only (n=435).

Table 17

Overall, how comfortable are you with the climate at your institution? (Question 1)

Comfort	n	%
Very Comfortable	139	21.3
Comfortable	382	58.4
Unsure	60	9.2
Uncomfortable	21	3.2
Very Uncomfortable	11	1.7

Table 18

Overall, how comfortable are you with the climate in your academic department/program of study or administrative department? (Question 1)

Comfort	n	%
Very Comfortable	195	29.8
Comfortable	334	51.1
Unsure	62	9.5
Uncomfortable	31	4.7
Very Uncomfortable	11	1.7

Table 19

Overall, how comfortable are you with the climate in your classes/work area and/or unit? (Question 1)

Comfort	n	%
Very Comfortable	186	28.4
Comfortable	366	56.0
Unsure	43	6.6
Uncomfortable	32	4.9
Very Uncomfortable	9	1.4

Table 20

Overall, how comfortable are you with the climate in the local community surrounding your institution? (Question 1)

Comfort	n	%
Very Comfortable	146	22.3
Comfortable	361	55.2
Unsure	96	14.7
Uncomfortable	20	3.1
Very Uncomfortable	12	1.8

Table 21

I have attended the following diversity programs/events at my institution: (Question 2)

Program	n	%
Residence hall diversity program ¹	55	61.1
Campus sponsored multicultural program	198	30.3
Academic unit sponsored diversity event	128	19.6
Other cultural events (e.g., Powwow, Black History month event, Cultural speakers)	294	45.0
Other	19	2.9
I have not attended any multi-cultural/diversity programs/events	234	35.8

¹Students who indicated they lived in residence halls only (n=90)

Table 22

Have you personally experienced any offensive, hostile, or intimidating conduct that has interfered with your ability to work, learn, or participate in any activity on your campus? (Question 3)

Experienced	n	%
Yes	106	16.2
No	545	83.3

Table 23
 What do you believe was the basis for this conduct? (Question 4)

Based on:	n	%
My age	32	30.2
My country of origin	7	6.6
My English language proficiency/accent	1	0.9
My educational level	25	23.6
My psychological disability	2	1.9
My learning disability	5	4.7
My physical disability	6	5.7
My physical characteristics	9	8.5
My ethnicity	6	5.7
My race	12	11.3
My skin color	9	8.5
My gender expression	7	6.6
My gender identity (female, male, transgender)	26	24.5
My sexual orientation	8	7.5
My military/veteran status	3	2.8
My parental status (e.g., having children)	7	6.6
My political views	21	19.8
My religion	16	15.1
My socioeconomic class	12	11.3
My position on campus (e.g., part-time instructor, faculty, classified staff, student)	40	37.7
Other	23	21.7

Note: Only answered by respondents reporting experience of harassment (n=106). Percentages do not sum to 100 due to multiple responses.

Table 24
 How did you experience this conduct? (Question 5)

Form	n	%
Target of racial/ethnic profiling	3	2.8
Graffiti	0	0.0
Written comments	13	12.3
Threatening phone calls	11	10.4
Threats of physical violence	7	6.6
Threats through electronic media (e.g., e-mails, IM, Chat rooms, Blogs)	5	4.7
Target of physical violence	2	1.9
Stares	17	16.0
Deliberately ignored or excluded	36	34.0
Derogatory remarks	32	30.2
Felt intimidated	53	50.0
Felt bullied	32	30.2
Feared for my physical safety	7	6.6
Someone assumed I was admitted or hired because of my identity	4	3.8
Victim of a crime	1	0.9
Feared getting a poor grade because of hostile classroom environment	16	15.1
Singled out as the “authority” regarding my identity	7	6.6
Isolated or left out when working in groups	17	16.0
Isolated or left out because of my socioeconomic class	6	5.7
Denied a scholarship or other financial assistance	3	2.8
Denied a promotion or a raise	9	8.5
Denied a campus job	5	4.7
Other	26	24.5

Note: Only answered by respondents reporting experience of harassment (n=106). Percentages do not sum to 100 due to multiple responses.

Table 25
 Where did this conduct occur? (Question 6)

Location	n	%
In a class	29	27.4
While working at a campus job	42	39.6
While walking on campus	20	18.9
Campus housing	8	7.5
Campus dining facility	7	6.6
Campus office	17	16.0
Campus event	8	7.5
Faculty office	16	15.1
Public space on campus	16	15.1
Student Health Center	0	0.0
In a meeting with one other person	21	19.8
In a meeting with a group of people	25	23.6
Off campus housing	2	1.9
In the athletic community	1	0.9
In the local community	7	6.6
In the Greek community/campus fraternities/sororities	0	0.0
Other	11	10.4

Note: Only answered by respondents reporting experience of harassment (n=106).
 Percentages do not sum to 100 due to multiple responses.

Table 26
 Who was the source of this conduct? (Question 7)

Source	n	%
Student	35	33.0
Department chair/program director	22	20.8
Administrator	19	17.9
Staff member	19	17.9
Faculty member	38	35.8
Campus Security/Public Safety	1	0.9
Local police	2	1.9
Student group	4	3.8
Campus Housing staff	1	0.9
Dining Services staff	1	0.9
Academic advisor	3	2.8
Health Center Staff	0	0.0
Teaching assistant	0	0.0
Student organization advisor	0	0.0
Supervisor/manager	10	9.4
Person that I supervise	0	0.0
Member of my peer group	13	12.3
Athletic coach	1	0.9
Athletic trainers/athletic team physicians	0	0.0
Campus media and events reporter	1	0.9
Organization on campus	3	2.8
Community member	6	5.7
Don't know source	4	3.8
Other	5	4.7

Note: Only answered by respondents reporting experience of harassment (n=106). Percentages do not sum to 100 due to multiple responses.

Table 27
 Please describe your reactions to experiencing this conduct? (Question 8)

Reactions	n	%
Felt embarrassed	45	42.5
Told a friend	45	42.5
Avoided the person who harassed me	40	37.7
Ignored it	27	25.5
Left the situation immediately	25	23.6
Confronted the harasser at the time	16	15.1
Didn't know who to go to	17	16.0
Confronted the harasser later	13	12.3
Made a complaint to a campus employee/official	24	22.6
Felt somehow responsible	15	14.2
Didn't report it for fear of retaliation	24	22.6
Didn't affect me at the time	4	3.8
Sought support from counseling/advocacy services	6	5.7
Other	19	17.9

Note: Only answered by respondents reporting experience of harassment (n=106).
 Percentages do not sum to 100 due to multiple responses.

Table 28

Have you observed or personally been made aware of any conduct directed toward a person or group of people on campus that you believe has created an offensive, hostile, or intimidating working or learning environment? (Question 10)

Observed	n	%
Yes	117	17.9
No	533	81.5

Table 29

In your opinion, what characteristics were the targets for this conduct? (Mark all that apply.) (Question 11)

Based on:	n	%
Age	24	20.5
Country of origin	14	12.0
English language proficiency/accent	10	8.5
Race	31	26.5
Skin color	23	19.7
Ethnicity	28	23.9
Educational level	21	17.9
Psychological disability	6	5.1
Learning disability	17	14.5
Physical disability	13	11.1
Physical characteristics	14	12.0
Gender expression	15	12.8
Gender identity	28	23.9
Sexual orientation	28	23.9
Military/veteran status	8	6.8
Parental status (e.g., having children)	10	8.5
Political views	14	12.0
Religion	24	20.5
Socioeconomic class	10	8.5
Position status (e.g., part-time instructor, faculty, classified staff, student, etc.)	30	25.6
Other	8	6.8

Note: Only answered by respondents reporting observing harassment (n=117). Percentages do not sum to 100 due to multiple responses.

Table 30

What forms of conduct have you observed or personally been made aware of? (Question 12)

Form	n	%
Target of racial/ethnic profiling	35	29.9
Graffiti (e.g., event advertisements removed or defaced)	12	10.3
Derogatory written comments	12	10.3
Derogatory phone calls	5	4.3
Threats of physical violence	7	6.0
Derogatory/Unsolicited e-mails	4	3.4
Victim of physical violence	4	3.4
Stares	46	39.3
Deliberately ignored or excluded	53	45.3
Derogatory remarks	42	35.9
Intimidated/bullied	33	28.2
Fearing for their physical safety	9	7.7
Assumption that someone was admitted or hired because of their identity	18	15.4
Being the victim of a crime	6	5.1
Receiving a poor grade because of hostile classroom environment	25	21.4
Singled out as “resident authority” due to their identity	17	14.5
Isolated or left out when work was required in groups	18	15.4
Isolated or left out on campus	15	12.8
Other	16	13.7

Note: Only answered by respondents reporting observing harassment (n=117). Percentages do not sum to 100 due to multiple responses.

Table 31
 Where did this conduct occur? (Question 13)

Location	n	%
Class	47	40.2
While working at a campus job	32	27.4
While walking on campus	33	28.2
In campus housing	14	12.0
Campus dining facility	13	11.1
Campus office	19	16.2
Campus event	20	17.1
Faculty office	15	12.8
Public space on campus	2	1.7
Student Health Center	26	22.2
In a meeting with one other person	7	6.0
In a meeting with a group of people	18	15.4
Off campus housing	4	3.4
In the local community	23	19.7
In the athletic community	6	5.1
Other	6	5.1

Note: Only answered by respondents reporting observing harassment (n=117).
 Percentages do not sum to 100 due to multiple responses

Table 32
 Who was the source of this conduct? (Question 14)

Source	n	%
Student	64	54.7
Department chair/Program director	18	15.4
Administrator	21	17.9
Staff member	21	17.9
Faculty member	41	35.0
Campus Security/Public Safety	1	0.9
Local police	3	2.6
Student group	9	7.7
Campus housing staff	1	0.9
Dining services staff	0	0.0
Academic advisor	2	1.7
Health Center staff	2	1.7
Teaching Assistant	0	0.0
Student organization advisor	1	0.9
Supervisor/manager	7	6.0
Person that I supervise	0	0.0
Member of my peer group	11	9.4
Athletic coach	2	1.7
Athletic trainer	0	0.0
Campus media and events reporter	2	1.7
Organization on campus	3	2.6
Community member	14	12.0
Don't know the source	4	3.4
Other	2	1.7

Note: Only answered by respondents reporting observing harassment (n=117).
 Percentages do not sum to 100 due to multiple responses

Table 33
 Please describe your reactions to observing this conduct? (Question 15)

Reactions	n	%
Had an emotional reaction (e.g., scared, embarrassed, angry)	65	55.6
Told a friend	41	35.0
Avoided the person responsible	28	23.9
Confronted the person responsible at the time	14	12.0
Confronted the person responsible later	12	10.3
Ignored it	17	14.5
Left the situation immediately	13	11.1
Didn't know who to go to	20	17.1
Made a complaint to a campus employee/official	17	14.5
Felt somehow responsible	5	4.3
Didn't report it for fear of retaliation	16	13.7
Didn't affect me at the time	7	6.0
Contemplated leaving the institution	19	16.2
Sought support from counseling/advocacy services	4	3.4
Other	16	13.7

Note: Only answered by respondents reporting observing harassment (n=117). Percentages do not sum to 100 due to multiple responses.

Table 34

I observed discriminatory behavior or employment practices on campus (e.g., search committee bias, limited recruiting pool, expelled, poor grades). (Question 17)

	n	%
Yes	47	24.1
No	148	75.9
Missing	0	0.0

Note: Tables reports employee responses only (n=195)

Table 35

I believe that the discriminatory behavior/employment practices were based on... (Question 18)

Based on:	n	%
Age	12	25.5
Country of origin	3	6.4
Educational level	12	25.5
Psychological disability	2	4.3
English language proficiency/accent	4	8.5
Ethnicity	3	6.4
Gender expression	2	4.3
Gender identity	13	27.7
Learning disability	1	2.1
Military/veteran status	2	4.3
Parental status (e.g., having children)	4	8.5
Physical characteristics	3	6.4
Physical disability	2	4.3
Political views	6	12.8
Race	6	12.8
Religion	3	6.4
Sexual orientation	2	4.3
Skin color	5	10.6
Socioeconomic class	6	12.8
Position status (e.g., part-time instructor, faculty, classified staff, student, etc.)	19	40.4
Other	9	19.1

Note: Tables report employee responses (n=195) only, and percentages are based on the employees who reported observing discriminatory hiring (n=47).

Table 36

If I was sexually assaulted on campus, I am confident the campus community would support me and take action on my behalf. (Question 19)

Campus would take action	n	%
Yes	318	48.6
No	96	14.7
Unsure	234	35.8

Table 37

I have been touched in a sexual manner while on campus that has made me feel uncomfortable or fearful. (Question 20)

Touched in a sexual manner that made me uncomfortable	n	%
Never	619	94.6
Rarely	24	3.7
Sometimes	3	0.5
Often	1	0.2
Very often	3	0.5

Table 38

Have you been a victim of sexual assault as a member of this institution? (Question 21)

Sexually assaulted	n	%
Yes	10	1.5
No	640	97.9

Table 39
 Who was the offender(s)? Mark all that apply. (Question 22)

Offender	n	%
Acquaintance	2	20.0
Athletic personnel	1	10.0
Co-worker	3	30.0
Roommate	0	0.0
Relative	0	0.0
Staff member	1	10.0
Classmate	1	10.0
Current partner/spouse	1	10.0
Ex-partner/spouse	0	0.0
Stranger	1	10.0
Professor	4	40.0
Friend	1	10.0
Resident assistant or housing staff	0	0.0
Other	1	10.0

Note: Percentages are based on the respondents that indicated they had been sexually assaulted (n=10).

Table 40
 Where did this incident occur? (Question 23)

Location	n	%
On campus	7	70.0
Off campus	4	40.0
Other location	0	0.0

Note: Percentages are based on the respondents that indicated they had been sexually assaulted (n=10).

Table 41

Please describe your response to experiencing the incident(s). (Question 24)

Response	n	%
Sought support from off-campus hotline/advocacy services	0	0.0
Told a friend	6	60.0
Told a family member	5	50.0
Told my RA	0	0.0
Sought support from a campus resource (Counseling center, Human resources, Campus advocate)	3	30.0
Sought medical services	2	20.0
Contacted Campus Security/Public Safety	0	0.0
Contacted the local police	0	0.0
Contacted my Union	0	0.0
Sought support from a campus staff person	1	10.0
Sought support from a campus faculty member	3	30.0
Sought information on-line	2	20.0
Did nothing	1	1.0
Other	2	20.0

Note: Only answered by respondents who experienced sexual assault (n=10).

Table 42
 My institution takes initiative in addressing issues related to... (Question 27)

Issues	Strongly agree		Agree		Do not agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Age	52	8.0	264	40.4	230	35.2	80	12.2	16	2.4
Ethnicity	85	13.0	326	49.8	161	24.6	54	8.3	11	1.7
Race	92	14.1	310	47.4	168	25.7	55	8.4	12	1.8
International status	104	15.9	317	48.5	168	25.7	40	6.1	15	2.3
Skin color	78	11.9	264	40.4	228	34.9	47	7.2	17	2.6
English as a second language speakers	38	5.8	205	31.3	300	45.9	83	12.7	16	2.4
Psychological disability	54	8.3	256	39.1	264	40.4	51	7.8	15	2.3
Learning disability	123	18.8	334	51.1	142	21.7	36	5.5	9	1.4
Physical disability	126	19.3	346	52.9	122	18.7	34	5.2	13	2.0
Physical characteristics	47	7.2	252	38.5	288	44.0	41	6.3	10	1.5
Sexual orientation	42	6.4	200	30.6	280	42.8	87	13.3	34	5.2
Gender identity	45	6.9	189	28.9	295	45.1	83	12.7	29	4.4
Gender expression	37	5.7	198	30.3	299	45.7	80	12.2	26	4.0
Parental status	51	7.8	263	40.2	226	34.6	85	13.0	19	2.9
Employee status	58	8.9	274	41.9	234	35.8	63	9.6	16	2.4
Religion	64	9.8	256	39.1	239	36.5	62	9.5	21	3.2
Socioeconomic class	39	6.0	222	33.9	289	44.2	74	11.3	17	2.6
Military status/Veteran	105	16.1	307	46.9	188	28.7	29	4.4	12	1.8

Table 43

There is a visible leadership that fosters diversity/social justice on my campus from: (Question 29)

Attitude	Strongly agree		Agree		Do not agree nor disagree		Disagree		Strongly disagree		Not Applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
The President's Office	127	19.4	246	37.6	195	29.8	36	5.5	19	2.9	14	2.1
Vice President for Student Affairs	66	10.1	238	36.4	252	38.5	42	6.4	11	1.7	18	2.8
Vice President for Business Affairs	52	8.0	184	28.1	311	47.6	37	5.7	15	2.3	25	3.8
Vice President for Academic Affairs	64	9.8	217	33.2	271	41.4	36	5.5	16	2.4	19	2.9
Dean of Students Office	62	9.5	210	32.1	266	40.7	34	5.2	14	2.1	40	6.1
My school dean/unit head	90	13.8	221	33.8	237	36.2	36	5.5	18	2.8	28	4.3
My direct supervisor	119	18.2	238	36.4	196	30.0	33	5.0	19	2.9	25	3.8
Faculty in my school	102	15.6	313	47.9	172	26.3	26	4.0	6	0.9	9	1.4
Student government	75	11.5	243	37.2	238	36.4	42	6.4	20	3.1	12	1.8
Student organizations	78	11.9	260	39.8	228	34.9	33	5.0	16	2.4	13	2.0
Faculty Senate	59	9.0	218	33.3	276	42.2	30	4.6	22	3.4	24	3.7
Affirmative Action Office	48	7.3	175	26.8	298	45.6	26	4.0	16	2.4	61	9.3
Athletics	91	13.9	223	34.1	248	37.9	25	3.8	17	2.6	25	3.8
Campus Violence Advocate	48	7.3	172	26.3	304	46.5	28	4.3	12	1.8	60	9.2
Other	8	1.2	31	4.7	57	8.7	3	0.5	5	0.8	26	4.0

Table 44
 Attitudes about my institution: (Questions 30-33)

Attitude	Strongly agree		Agree		Do not agree or disagree		Disagree		Strongly disagree		Not Applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
Course content at my institution includes materials, perspectives, and/or experiences of people from historically underrepresented/marginalized groups	82	12.5	308	47.1	167	25.5	35	5.4	12	1.8	39	6.0
I believe that my institution values my involvement in diversity initiatives on campus	76	11.6	303	46.3	161	24.6	55	8.4	20	3.1	29	4.4
I believe the classroom climate is welcoming for students from underrepresented/marginalized groups ¹	64	14.3	238	53.4	80	17.9	38	8.5	10	2.2	13	2.9
The workplace climate is welcoming for employees from underrepresented/marginalized groups ²	25	12.8	94	48.2	45	23.1	21	10.8	7	3.6	1	0.5

¹Student responses only (n=446).

²Employee responses only (n=195).

Table 45
 How would you rate the accessibility of the campus for people with disabilities? (Question 34)

Location	Very Accessible		Accessible		Somewhat Inaccessible		Very Inaccessible		Don't Know		Not Applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
Administrative buildings	134	20.5	356	54.4	84	12.8	13	2.0	41	6.3	14	2.1
Athletic facilities	87	13.3	280	42.8	114	17.4	29	4.4	110	16.8	15	2.3
Classroom buildings	101	15.4	344	52.6	120	18.3	16	2.4	47	7.2	13	2.0
Computer labs	96	14.7	305	46.6	113	17.3	13	2.0	93	14.2	17	2.6
Science labs	90	13.8	273	41.7	85	13.0	12	1.8	150	22.9	28	4.3
Dining Halls	92	14.1	294	45.0	97	14.8	12	1.8	113	17.3	28	4.3
Grounds (snow, construction)	63	9.6	297	45.4	160	24.5	50	7.6	52	8.0	16	2.4
Information in alternative formats (Braille, etc.)	62	9.5	210	32.1	96	14.7	39	6.0	201	30.7	31	4.7
Library	148	22.6	366	56.0	44	6.7	9	1.4	61	9.3	13	2.0
Parking	96	14.7	288	44.0	127	19.4	55	8.4	56	8.6	16	2.4
Restrooms	118	18.0	361	55.2	88	13.5	14	2.1	46	7.0	14	2.1
Recreational facilities	75	11.5	251	38.4	94	14.4	23	3.5	174	26.6	22	3.4
Residence halls	51	7.8	184	28.1	132	20.2	43	6.6	189	28.9	38	5.8
Campus web site	129	19.7	294	45.0	64	9.8	21	3.2	112	17.1	19	2.9
Specific classrooms	90	13.8	286	43.7	91	13.9	22	3.4	125	19.1	23	3.5
Student Union	119	18.2	358	54.7	77	11.8	14	2.1	62	9.5	12	1.8
Student Health Center	75	11.5	198	30.3	124	19.0	71	10.9	149	22.8	26	4.0
Transportation	53	8.1	189	28.9	104	15.9	42	6.4	206	31.5	42	6.4
Field sites	50	7.6	178	27.2	72	11.0	29	4.4	256	39.1	50	7.6
On-line courses	144	22.0	272	41.6	43	6.6	9	1.4	140	21.4	32	4.92

Table 46

How would you rate the overall campus climate for people from the following racial/ethnic backgrounds...? (Question 36)

Group	Very Respectful		Moderately Respectful		Somewhat Respectful		Not at all Respectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%
African Americans/ Blacks	225	34.4	272	41.6	57	8.7	9	1.4	77	11.8
Arabs/Arab American	132	20.2	189	28.9	88	13.5	24	3.7	199	30.4
Asian/Asian Americans	220	33.6	235	35.9	55	8.4	8	1.2	108	16.5
Caucasians/Whites (non-Hispanic)	363	55.5	203	31.0	24	3.7	3	0.5	46	7.0
Latino(a)s/Chicano(a)s / Hispanics	182	27.8	243	37.2	74	11.3	7	1.1	129	19.7
Middle Eastern Persons	143	21.9	188	28.7	82	12.5	26	4.0	197	30.1
Multiracial, Multiethnic, Multicultural persons	193	29.5	253	38.7	56	8.6	11	1.7	120	18.3
Native American/ Alaskan Natives	198	30.3	230	35.2	94	14.4	30	4.6	85	13.0
Pacific Islanders/ Hawaiian Natives	171	26.1	201	30.7	49	7.5	7	1.1	208	31.8

Table 47
 How would you rate the overall campus climate for people who are...? (Question 37)

Group	Very Respectful		Moderately Respectful		Somewhat Respectful		Not at all Respectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%
Men	376	57.5	212	32.4	24	3.7	1	0.2	30	4.6
Women	271	41.4	280	42.8	55	8.4	14	2.1	23	3.5
Physically challenged	206	31.5	252	38.5	105	16.1	17	2.6	56	8.6
Mentally challenged	162	24.8	216	33.0	135	20.6	32	4.9	88	13.5
International students, staff, faculty	236	36.1	258	39.4	73	11.2	9	1.4	63	9.6
English as a second language speakers	163	24.9	225	34.4	111	17.0	20	3.1	118	18.0
Active military status	295	45.1	203	31.0	52	8.0	12	1.8	77	77.8
Veterans	270	41.3	213	32.6	47	7.2	7	1.1	99	15.1
Economically disadvantaged	155	23.7	214	32.7	122	18.7	35	5.4	112	17.1
Christian religion affiliated	245	37.5	230	35.2	62	9.5	17	2.6	84	12.8
Non-Christian affiliated	166	25.4	216	33.0	89	13.6	34	5.2	130	19.9
Religion affiliated	193	29.5	248	37.9	80	12.2	11	1.7	103	15.7
Non-Religion affiliated	172	26.3	226	34.6	86	13.1	25	3.8	123	18.8
Traditional age students (18-24 years)	285	43.6	265	40.5	47	7.2	5	0.8	36	5.5
Adult learners (25 years and older)	246	37.6	269	41.1	77	11.8	18	2.8	31	4.7
Students with children	189	28.9	263	40.2	104	15.9	23	3.5	58	8.9
Gay, lesbian, bisexual persons	96	14.7	180	27.5	106	16.2	73	11.2	181	27.7
Transgender persons	83	12.7	139	21.3	79	12.1	77	11.8	257	39.3

Table 48

In your judgment, how would each of the following positively affect the campus climate?

Provide more social justice workshops/programs to raise campus awareness of the issues and concerns facing people based upon their... (Question 54)

Group	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree	
	n	%	n	%	n	%	n	%	n	%
Age	86	13.1	253	38.7	240	36.7	40	6.1	3	0.5
Country of origin	102	15.6	278	42.5	204	31.2	33	5.0	3	0.5
Ethnicity	123	18.8	300	45.9	170	26.0	26	4.0	3	0.5
Race	116	17.7	297	45.4	177	27.1	22	3.4	4	0.6
English as a second language status	98	15.0	275	42.0	210	32.1	30	4.6	6	0.9
Psychological disability status	86	13.1	296	45.3	218	33.3	18	2.8	2	0.3
Learning disability status	95	14.5	306	46.8	202	30.9	20	3.1	2	0.3
Physical disability status	96	14.7	305	46.6	197	30.1	23	3.5	2	0.3
Physical characteristics	71	10.9	259	39.6	249	38.1	36	5.5	6	0.9
Sexual orientation	95	14.5	260	39.8	219	33.5	35	5.4	14	2.1
Gender identity	91	13.9	254	38.8	226	34.6	36	5.5	13	2.0
Gender expression	92	14.1	240	36.7	232	35.5	41	6.3	15	2.3
Religion	89	13.6	250	38.2	239	36.5	35	5.4	8	1.2
Socioeconomic class	85	13.0	262	40.1	242	37.0	27	4.1	5	0.8
Veterans/Active military	79	12.1	252	38.5	246	37.6	33	5.0	9	1.4

Table 49
 Requiring all students, staff, and faculty to take at least one social justice class that focuses on issues, research, and perspectives regarding... (Question 55)

Group	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree	
	n	%	n	%	n	%	n	%	n	%
Age	58	8.9	189	28.9	230	35.2	99	15.1	44	6.7
Country of origin	74	11.3	230	35.2	191	29.2	83	12.7	41	6.3
Ethnicity	95	14.5	252	38.5	173	26.5	61	9.3	40	6.1
Race	95	14.5	250	38.2	172	26.3	59	9.0	41	6.3
English as a second language status	67	10.2	206	31.5	222	33.9	76	11.6	46	7.0
Psychological disability status	79	12.1	231	35.3	206	31.5	58	8.9	40	6.1
Learning disability status	80	12.2	244	37.3	201	30.7	52	8.0	41	6.3
Physical disability status	78	11.9	246	37.6	204	31.2	53	8.1	39	6.0
Physical characteristics	67	10.2	204	31.2	239	36.5	66	10.1	41	6.3
Sexual orientation	81	12.4	200	30.6	218	33.3	69	10.6	49	7.5
Gender identity	80	12.2	204	31.2	217	33.2	71	10.9	47	7.2
Gender expression	81	12.4	195	29.8	220	33.6	74	11.3	47	7.2
Religion	84	12.8	208	31.8	216	33.0	67	10.2	45	6.9
Socioeconomic class	69	10.6	219	33.5	223	34.1	62	9.5	43	6.6
Veterans/Active military	57	8.7	196	30.0	249	38.1	69	10.6	46	7.0

Table 50
 Including social justice related activities as one of the criteria for hiring and/or evaluations of non-student staff, faculty, and administrators... (Question 56)

Criteria for Hiring	n	%
Strongly agree	68	10.4
Agree	169	25.8
Do not agree nor disagree	267	40.8
Disagree	74	11.3
Strongly disagree	47	7.2

Table 51

Using a scale of 1-5, please rate the overall campus climate on the following dimensions: (e.g., very friendly = 1, very hostile = 5) (Questions 57)

Group	1		2		3		4		5	
	n	%	n	%	n	%	n	%	n	%
Friendly/Hostile	255	39.0	283	43.3	78	11.9	12	1.8	4	0.6
Communicative/Reserved	145	22.2	285	43.6	147	22.5	43	6.6	10	1.5
Concerned/Indifferent	119	18.2	281	43.0	166	25.4	55	8.4	8	1.2
Respectful/Disrespectful	163	24.9	308	47.1	130	19.9	23	3.5	6	0.9
Improving/Regressing	163	24.9	297	45.4	136	20.8	29	4.4	5	0.8
Accessible to persons with disabilities/Inaccessible to persons with disabilities	133	20.3	295	45.1	156	23.9	38	5.8	3	0.5
Positive for people who identify as lesbian, gay, or bisexual/Not positive	58	8.9	131	20.0	294	45.0	97	14.8	45	6.9
Positive for people who identify as transgender/ gender-queer/ Not positive	52	8.0	101	15.4	313	47.9	95	14.5	61	9.3
Positive for Native American/American Indian/ Not Positive	123	18.8	250	38.2	187	28.6	53	8.1	14	2.1
Positive for people of Jewish heritage/Anti-Semitic (anti-Jewish)	85	13.0	201	30.7	291	44.5	39	6.0	6	0.9
Positive for people of Islamic faith/Anti-Islamic	66	10.1	168	25.7	300	45.9	72	11.0	16	2.4
Positive for people who practice other than the Christian faith/Not positive	91	13.9	203	31.0	259	39.6	52	8.0	20	3.1
Positive for Christians/ Not positive	219	33.5	259	39.6	128	19.6	17	2.6	4	0.6
Positive for English as a second language speakers/Not positive	88	13.5	225	34.4	260	39.8	40	6.1	9	1.4
Welcoming/Unwelcoming	208	31.8	287	43.9	96	14.7	29	4.4	7	1.1
Positive for people who are raising children/Not positive	130	19.9	268	41.0	167	25.5	45	6.9	17	2.6
Positive for people from low socioeconomic classes/ Not positive	104	15.9	233	35.6	219	33.5	53	8.1	13	2.0

Table 52

To what extent have you had the following experiences in the past year on campus? (Questions 58-59)

Experience	Never		Rarely		Sometimes		Often		Very Often		Not Applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am comfortable being open on campus about my identity	19	2.9	24	3.7	89	13.6	172	26.3	265	40.5	65	9.9
I feel that my cultural heritage is valued on my campus	33	5.0	70	10.7	121	18.5	133	20.3	137	20.9	142	21.7

Table 53

As a student, I have had classes with the following (Mark all that apply)¹... (Question 60)

Professor	n	%
Male professor	420	94.2
Female professor	423	94.8
Professor of color	141	31.6
Native American/American Indian Professor	78	17.5
International professor	216	48.4
White professor	386	86.5
“Out” lesbian, gay, or bisexual professor	20	4.5
Professor with a disability	89	20.0

¹Student responses only (n=446).

Table 54
 As a student, I am comfortable requesting help from a¹... (Question 61)

Professor	Strongly Agree		Agree		Do Not Agree Nor Disagree		Disagree		Strongly Disagree	
	n	%	n	%	n	%	n	%	n	%
Male professor/ instructor	213	48.9	185	42.4	25	5.7	10	2.3	3	0.7
Female professor/ instructor	232	53.1	183	41.9	17	3.9	5	1.1	0	0.0
Professor/ instructor of color	206	47.6	179	41.3	44	10.2	4	0.9	0	0.0
Native American/ American Indian Professor/ instructor	194	44.7	174	40.1	60	13.8	6	1.4	0	0.0
White professor/ instructor	223	51.5	181	41.8	26	6.0	3	0.7	0	0.0
“Out” lesbian, gay, or bisexual professor/ instructor	172	39.7	150	34.6	73	16.9	24	5.5	14	3.2
Professor/ instructor with a disability	200	46.1	177	40.8	49	11.3	6	1.4	2	0.5
International professor/ instructor	197	45.4	178	41.0	38	8.8	17	3.9	4	0.9

¹Student responses only (n=434).