

## Appendix G: T-Tests of Selected Survey Items by Race/Ethnicity – Main Campus

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

In the following example, the mean rating of agreement that the respondent feels comfortable with the climate for diversity and inclusiveness at UVA is compared across racial and ethnic groups. As indicated in Column 2, the mean level of agreement among Asian American or Asian respondents is 4.13, and this is statistically larger than the mean rating provided by African-American and Black respondents, as shown in Column 1, and respondents identifying with all remaining racial categories in Column 6.<sup>1</sup> In other words, Asian American or Asian respondents feel more comfortable with the climate for diversity and inclusiveness than these other racial groups feel. Similarly, White or Caucasian respondents feel more comfortable with the climate than do African American/Black respondents or respondents from remaining racial categories. Respondents from all racial/ethnic categories report a higher level of comfort with the climate than do respondents who identify as African American or Black.

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	3.27	423	4.13 <sup>(1)(5)(6)</sup>	874	4.03 <sup>(1)</sup>	328	4.07 <sup>(1)</sup>	3795	3.92 <sup>(1)</sup>	243	3.74 <sup>(1)</sup>	220	4.00	5884

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

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

<sup>1</sup> This variable captures respondents who identified as American Indian or Alaska Native, Middle Eastern or North African, Native Hawaiian or Other Pacific Islander, or some other category not provided.



Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	3.27	423	4.13 <sup>(1)(5)(6)</sup>	874	4.03 <sup>(1)</sup>	328	4.07 <sup>(1)</sup>	3795	3.92 <sup>(1)</sup>	243	3.74 <sup>(1)</sup>	220	4.00	5884
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	3.65	224	4.60 <sup>(1)(3)(4)(5)(6)</sup>	405	4.09 <sup>(1)</sup>	119	4.37 <sup>(1)(6)</sup>	2038	4.18 <sup>(1)</sup>	99	3.64	73	4.31	2957
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	3.93	355	4.70 <sup>(1)(3)(5)(6)</sup>	689	4.29 <sup>(1)</sup>	270	4.62 <sup>(1)(3)(5)(6)</sup>	3344	4.23 <sup>(1)</sup>	203	4.00	170	4.53	5031
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.23	400	4.64 <sup>(1)(5)(6)</sup>	827	4.44 <sup>(6)</sup>	303	4.71 <sup>(1)(3)(5)(6)</sup>	3636	4.41 <sup>(6)</sup>	230	4.00	210	4.61	5607
DUCPRIDE_DUCDVRISMPRTME Agreement with: - Diversity is important to me	5.60 <sup>(2)(3)(4)(5)(6)</sup>	364	5.32	698	5.41 <sup>(4)</sup>	275	5.26	3380	5.21	204	5.08	165	5.29	5086
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.33	147	4.69 <sup>(1)</sup>	306	4.82 <sup>(1)</sup>	114	4.80 <sup>(1)</sup>	1073	4.66	85	4.48	86	4.72	1811
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	4.67	418	4.94 <sup>(1)(6)</sup>	853	5.07 <sup>(1)(6)</sup>	311	5.03 <sup>(1)(6)</sup>	3759	5.00 <sup>(1)(6)</sup>	239	4.60	210	4.97	5790
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.10	154	5.12	353	5.22	133	5.30 <sup>(1)(2)</sup>	1455	5.15	112	5.10	85	5.24	2292
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	4.97 <sup>(2)(6)</sup>	375	4.69	839	4.93 <sup>(2)(6)</sup>	310	5.55 <sup>(1)(2)(3)(5)(6)</sup>	3536	5.14 <sup>(2)(6)</sup>	234	4.45	208	5.28	5501
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.59	400	4.75 <sup>(4)(6)</sup>	789	4.64 <sup>(6)</sup>	314	4.60 <sup>(6)</sup>	3773	4.68 <sup>(6)</sup>	238	4.18	217	4.61	5732
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	3.60	425	4.44 <sup>(1)(6)</sup>	873	4.68 <sup>(1)(2)(6)</sup>	322	5.42 <sup>(1)(2)(3)(5)(6)</sup>	3769	4.57 <sup>(1)(6)</sup>	242	4.12 <sup>(1)</sup>	213	5.01	5843
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.65 <sup>(6)</sup>	389	4.71 <sup>(6)</sup>	772	4.98 <sup>(1)(2)(5)(6)</sup>	308	4.88 <sup>(1)(2)(5)(6)</sup>	3654	4.72 <sup>(6)</sup>	230	4.14	208	4.81	5560
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.15	405	5.18	824	5.31	312	5.33 <sup>(1)(2)(6)</sup>	3724	5.23	237	4.94	209	5.28	5711
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.42	118	5.20 <sup>(1)(3)(4)(5)(6)</sup>	51	4.77 <sup>(1)(5)</sup>	12	4.67 <sup>(1)(5)</sup>	825	4.27	26	4.27	11	4.66	1043
RUCMY_MYTENURESTAT Faculty of my tenure status are respected at UVA	4.26	20	4.57	41	4.28	15	4.68	359	4.51	9	4.80	4	4.63	448
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	4.96	374	4.84	797	5.05	280	5.53 <sup>(1)(2)(3)(5)(6)</sup>	3233	5.28 <sup>(1)(2)(3)(6)</sup>	211	4.76	179	5.32	5074
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.49	281	4.82 <sup>(1)</sup>	762	4.66	293	5.09 <sup>(1)(2)(3)(5)(6)</sup>	2607	4.92 <sup>(1)(6)</sup>	209	4.52	199	4.94	4350
RUCOMMFDBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	4.16	131	4.45 <sup>(5)</sup>	86	4.01	26	4.60 <sup>(1)(3)(5)</sup>	1133	4.11	32	4.63 <sup>(1)(3)(5)</sup>	14	4.53	1423
RUCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	4.42	277	4.63	751	4.59	286	4.89 <sup>(1)(2)(3)</sup>	2525	4.86 <sup>(1)(2)(3)</sup>	191	4.63	193	4.78	4222
RUCOMMFDBK_RUCOMMFDBKRSPCTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	4.79	140	4.77	95	5.03	27	5.06 <sup>(1)(2)</sup>	1187	4.94	34	5.00	15	5.02	1498
DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1.63	141	1.63	95	1.76	27	1.56	1192	1.64	33	1.59	15	1.58	1503
DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1.72	141	1.68	96	1.77	27	1.60	1197	1.77 <sup>(4)(6)</sup>	33	1.52	15	1.62	1509
DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1.35 <sup>(4)</sup>	142	1.38 <sup>(4)</sup>	95	1.38	26	1.14	1196	1.30 <sup>(4)</sup>	33	1.25	15	1.18	1507
DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1.27 <sup>(4)</sup>	139	1.36 <sup>(4)</sup>	95	1.22	26	1.13	1195	1.22 <sup>(4)</sup>	33	1.17	15	1.16	1504
DUCSNRLDR_DUCSNRLDRGENDER Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Gender or gender identity	1.52 <sup>(4)(6)</sup>	141	1.53	97	1.55	25	1.34	1195	1.44	33	1.29	15	1.38	1506

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1.20 <sup>(4)</sup>	140	1.22 <sup>(4)</sup>	92	1.09	27	1.07	1194	1.13	33	1.19 <sup>(4)</sup>	15	1.10	1501
DUCSNRLDR_DUCSNRLDRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin	1.35 <sup>(4)</sup>	139	1.52 <sup>(4)</sup>	94	1.48	26	1.16	1194	1.35 <sup>(4)</sup>	33	1.38 <sup>(4)</sup>	15	1.21	1501
DUCSNRLDR_DUCSNRLDRPOLIT Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.74	140	1.72	95	2.02	27	1.75	1193	1.88	33	1.91	15	1.76	1503
DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1.17	141	1.35 <sup>(4)(6)</sup>	94	1.21	26	1.16	1196	1.23	33	1.15	15	1.17	1504
DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1.85 <sup>(3)(4)(5)(6)</sup>	141	1.63 <sup>(4)</sup>	94	1.39	25	1.24	1193	1.56 <sup>(4)</sup>	33	1.41	15	1.34	1501
DUCSNRLDR_DUCSNRLDRRLTSHR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1.44 <sup>(4)</sup>	141	1.41 <sup>(4)</sup>	95	1.30	26	1.22	1196	1.30	33	1.25	15	1.25	1506
DUCSNRLDR_DUCSNRLDRRELIG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.48 <sup>(4)</sup>	140	1.37	95	1.36	27	1.30	1197	1.50 <sup>(4)</sup>	33	1.49	15	1.33	1507
DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1.38 <sup>(3)(4)</sup>	141	1.40 <sup>(3)(4)</sup>	95	1.15	26	1.17	1197	1.28 <sup>(4)</sup>	33	1.23	15	1.20	1507
DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1.50 <sup>(4)</sup>	140	1.36	96	1.31	26	1.22	1197	1.38 <sup>(4)</sup>	33	1.37	15	1.26	1507
VSTPTNNEG_VW_VSTPTNNEG_VWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.46 <sup>(2)(4)(6)</sup>	395	1.29	799	1.34	286	1.30	3476	1.40 <sup>(6)</sup>	218	1.22	195	1.32	5370
VSTPTNNEG_VW_VSTPTNNEG_VWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1.75 <sup>(2)(3)(4)</sup>	395	1.51	800	1.49	286	1.50	3483	1.75 <sup>(2)(3)(4)</sup>	219	1.64	195	1.53	5378
VSTPTNNEG_VW_VSTPTNNEG_VWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.55 <sup>(6)(2)</sup>	320	1.36	557	1.62 <sup>(2)(6)</sup>	185	1.40	2687	1.65 <sup>(2)(4)(6)</sup>	156	1.27	115	1.42	4021
VSTPTNNEG_VW_VSTPTNNEG_VWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.34	318	1.24	556	1.23	183	1.24	2679	1.28	157	1.21	115	1.25	4007
VSTPTNNEG_VW_VSTPTNNEG_VWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.56 <sup>(2)</sup>	320	1.35	556	1.54	186	1.46 <sup>(2)</sup>	2689	1.60 <sup>(2)</sup>	156	1.52	114	1.47	4021
VSTPTNNEG_VW_VSTPTNNEG_VWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.21 <sup>(4)</sup>	392	1.19 <sup>(4)</sup>	796	1.13	285	1.11	3474	1.15	220	1.12	193	1.13	5360
VSTPTNNEG_VW_VSTPTNNEG_VWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1.60 <sup>(4)</sup>	390	1.50 <sup>(4)</sup>	799	1.54	280	1.40	3473	1.64 <sup>(4)</sup>	216	1.50	193	1.45	5352
VSTPTNNEG_VW_VSTPTNNEG_VWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.84 <sup>(2)</sup>	317	1.50	559	1.72	185	1.79 <sup>(2)</sup>	2690	1.92 <sup>(2)</sup>	153	1.65	113	1.75	4019
VSTPTNNEG_VW_VSTPTNNEG_VWVRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.26 <sup>(4)</sup>	387	1.24 <sup>(4)(6)</sup>	788	1.18	285	1.13	3474	1.28 <sup>(4)(6)</sup>	219	1.11	193	1.17	5346

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VSTPTNNEG VW_VSTPTNNEG VW RACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	2.00 <sup>(2)(4)(6)</sup>	317	1.48	554	1.83 <sup>(2)</sup>	187	1.58	2681	1.85 <sup>(2)(4)</sup>	156	1.59	113	1.62	4009
VSTPTNNEG VW_VSTPTNNEG VW RLTSH P Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:- Relationship/marital status	1.29 <sup>(4)</sup>	390	1.26 <sup>(4)</sup>	797	1.20	285	1.18	3470	1.37 <sup>(4)</sup>	220	1.37	193	1.22	5356
VSTPTNNEG VW_VSTPTNNEG VW RELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.57 <sup>(2)</sup>	317	1.32	559	1.43	184	1.46 <sup>(2)</sup>	2687	1.58 <sup>(2)</sup>	156	1.41	114	1.45	4017
VSTPTNNEG VW_VSTPTNNEG VW SEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - Sexual orientation	1.60 <sup>(4)(2)</sup>	317	1.34	558	1.45	180	1.42	2687	1.65 <sup>(2)(4)</sup>	156	1.37	114	1.43	4012
VSTPTNNEG VW_VSTPTNNEG VW SES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1.72 <sup>(2)(4)(6)</sup>	313	1.30	555	1.50	180	1.37	2678	1.55 <sup>(2)(4)(6)</sup>	157	1.30	112	1.40	3996
DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1.83	406	1.84	839	1.85	309	1.75	3657	1.95 <sup>(4)</sup>	229	1.96	211	1.79	5650
DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.56 <sup>(4)</sup>	406	2.52 <sup>(4)</sup>	837	2.69 <sup>(4)</sup>	307	2.33	3658	2.68 <sup>(4)</sup>	231	2.79 <sup>(4)</sup>	211	2.43	5650
DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1.93 <sup>(4)(5)</sup>	334	1.79 <sup>(4)</sup>	582	2.05 <sup>(4)(5)</sup>	205	1.50	2839	1.66 <sup>(4)</sup>	162	1.77	129	1.62	4251
DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.56	329	1.46	579	1.57	205	1.39	2837	1.43	164	1.74	125	1.43	4241
DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.23 <sup>(4)</sup>	353	2.09	693	2.21 <sup>(4)</sup>	262	1.97	3317	2.24 <sup>(4)</sup>	196	2.41 <sup>(4)</sup>	169	2.05	4990
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.26	400	1.27	837	1.25	308	1.25	3650	1.34	230	1.44	209	1.27	5635
DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	2.06 <sup>(4)</sup>	406	2.17 <sup>(4)</sup>	839	2.16 <sup>(4)</sup>	310	1.68	3648	2.03 <sup>(4)</sup>	234	2.29 <sup>(4)</sup>	209	1.85	5645
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	2.73	352	2.56	693	3.06 <sup>(2)</sup>	262	2.92 <sup>(2)</sup>	3324	3.24 <sup>(1)(2)(4)</sup>	199	3.66 <sup>(1)(2)(3)(4)</sup>	169	2.90	4999
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.42	398	1.38	831	1.45 <sup>(4)</sup>	308	1.30	3651	1.49 <sup>(4)</sup>	230	1.60 <sup>(4)</sup>	210	1.35	5629
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.74 <sup>(2)(4)(5)</sup>	355	2.39 <sup>(4)</sup>	693	2.42 <sup>(4)</sup>	262	1.92	3317	2.44 <sup>(4)</sup>	199	2.53 <sup>(4)</sup>	171	2.11	4997
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	1.62	408	1.70 <sup>(4)</sup>	834	1.68	309	1.50	3649	1.70 <sup>(4)</sup>	230	2.12 <sup>(1)(2)(3)(4)(5)</sup>	211	1.58	5641
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	1.97	353	1.94	695	2.07	262	1.96	3310	2.16 <sup>(2)(4)</sup>	199	2.56 <sup>(1)(2)(3)(4)</sup>	171	2.00	4989
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	2.13 <sup>(4)</sup>	352	1.97 <sup>(4)</sup>	694	2.02 <sup>(4)</sup>	262	1.80	3313	2.00 <sup>(4)</sup>	199	2.20	171	1.88	4991
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	2.14 <sup>(2)(4)</sup>	352	1.88	695	2.30 <sup>(2)(4)</sup>	262	1.82	3307	2.02 <sup>(4)</sup>	194	2.11	167	1.90	4977
DUCFAC_FACNEG VWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1.51	277	1.39	752	1.39	291	1.45	2565	1.52	204	1.61	200	1.45	4289

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCFAC_FACNEGVPPEAR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms	1.82 <sup>(2)(4)(5)</sup>	277	1.55	753	1.58	291	1.56	2560	1.58	201	1.75	204	1.58	4286
ducfac_facnegvdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.22	222	1.23	608	1.20	244	1.21	2230	1.23	172	1.55 <sup>(2)(3)(4)</sup>	163	1.23	3638
DUCFAC_DUCFACGENDER In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Gender or gender identity	1.54	225	1.43	613	1.43	246	1.43	2224	1.50	170	1.62	163	1.45	3641
DUCFAC_FACNEGVVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1.18	277	1.17	747	1.11	291	1.14	2564	1.15	201	1.25	202	1.15	4282
DUCFAC_FACNEGVWNTORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1.40 <sup>(4)</sup>	269	1.46 <sup>(4)(5)</sup>	751	1.37 <sup>(4)</sup>	291	1.24	2564	1.33	203	1.51	202	1.31	4279
DUCFAC_DUCFACPOLITICS In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Political affiliations, opinions, or beliefs	1.90	225	1.79	612	1.86	247	2.28 <sup>(1)(2)(3)</sup>	2229	2.23 <sup>(1)(2)(3)</sup>	172	2.67 <sup>(1)(2)(3)</sup>	163	2.16	3648
DUCFAC_FACNEGVPGRNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1.26	275	1.17	750	1.21	291	1.14	2565	1.15	201	1.30	202	1.17	4284
DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1.84 <sup>(3)(4)(5)</sup>	225	1.58 <sup>(4)(5)</sup>	614	1.46	247	1.34	2225	1.39	167	1.65	163	1.44	3639
DUCFAC_FACNEGVPWRLTNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status	1.36	277	1.26	751	1.28	289	1.23	2564	1.27	201	1.46	202	1.26	4285
DUCFAC_DUCFACRELIG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Religious/spiritual affiliations, opinions, or beliefs	1.44	224	1.34	608	1.28	244	1.44 <sup>(2)(3)</sup>	2229	1.40	169	1.84 <sup>(2)(3)(4)(5)</sup>	163	1.43	3637
DUCFAC_DUCFACSEXOR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1.32	220	1.27	604	1.24	247	1.21	2220	1.30	169	1.59 <sup>(4)</sup>	163	1.25	3622
DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1.52 <sup>(2)</sup>	225	1.30	599	1.35	244	1.34	2223	1.37	169	1.56	163	1.36	3623
DUCSTAFF_STAFFNEGVPWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.46 <sup>(3)(4)(6)</sup>	416	1.35	829	1.32	311	1.35	3661	1.40	229	1.25	209	1.35	5655
DUCSTAFF_STAFFNEGVPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.80 <sup>(2)(4)(5)(3)(6)</sup>	419	1.49	831	1.56	311	1.46	3662	1.57	229	1.37	212	1.49	5664
DUCSTAFF_STAFFNEGVPWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Citizenship	1.43 <sup>(4)</sup>	341	1.32	580	1.43 <sup>(4)</sup>	206	1.24	2849	1.33	163	1.32	132	1.28	4272
DUCSTAFF_STAFFNEGVPWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.30 <sup>(4)</sup>	340	1.23	580	1.23	204	1.18	2843	1.27	163	1.41	132	1.21	4261
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.58 <sup>(4)</sup>	364	1.43	693	1.49	263	1.36	3319	1.40	198	1.49	172	1.40	5010
DUCSTAFF_STAFFNEGVPVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.23 <sup>(3)(4)</sup>	417	1.18 <sup>(3)(4)</sup>	822	1.09	312	1.10	3649	1.15	229	1.18	211	1.12	5640
DUCSTAFF_STAFFNEGVPWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.50 <sup>(4)</sup>	416	1.46 <sup>(4)</sup>	820	1.43 <sup>(4)</sup>	312	1.25	3652	1.37 <sup>(4)</sup>	229	1.38	212	1.32	5640

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.89 <sup>(2)</sup>	364	1.59	693	1.75	265	1.80 <sup>(2)</sup>	3327	1.81 <sup>(2)</sup>	198	1.94	172	1.78	5019
DUCSTAFF_STAFFNEGVWPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.28 <sup>(4)</sup>	415	1.20 <sup>(4)</sup>	820	1.18	311	1.13	3646	1.18	228	1.28	207	1.16	5628
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.91 <sup>(2)(3)(4)(5)(6)</sup>	364	1.58 <sup>(4)</sup>	694	1.63 <sup>(4)</sup>	261	1.34	3319	1.48	198	1.46	171	1.44	5008
DUCSTAFF_STAFFNEGVWRLTSHP Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status	1.30 <sup>(4)</sup>	417	1.27 <sup>(4)</sup>	826	1.22	310	1.19	3643	1.26	229	1.32	208	1.22	5631
DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.46	363	1.34	693	1.33	265	1.36	3321	1.42	198	1.57	172	1.37	5011
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.48 <sup>(2)(4)</sup>	364	1.32	691	1.48 <sup>(4)</sup>	265	1.30	3312	1.34	198	1.52	172	1.33	5002
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.59 <sup>(2)(4)</sup>	364	1.32	690	1.47	263	1.30	3303	1.41	198	1.41	172	1.34	4989
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.63	358	4.88 <sup>(1)</sup>	701	4.90 <sup>(1)</sup>	265	4.95 <sup>(1)</sup>	3333	4.83 <sup>(1)</sup>	207	4.66	173	4.90	5038
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.79 <sup>(4)(6)</sup>	348	2.94 <sup>(3)(4)(5)(6)</sup>	691	2.55	261	2.44	3305	2.69 <sup>(4)</sup>	206	2.40	168	2.55	4978
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	4.12	340	4.52 <sup>(1)(3)(4)(5)</sup>	715	4.17	264	4.28	3174	4.25	202	4.43	160	4.30	4855
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.32	316	4.64 <sup>(1)</sup>	667	4.57 <sup>(1)</sup>	241	4.55 <sup>(1)</sup>	2839	4.57 <sup>(1)</sup>	171	4.82 <sup>(1)</sup>	137	4.55	4371
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	4.14	324	4.59 <sup>(1)(3)(4)(5)</sup>	681	4.28	247	4.39 <sup>(1)</sup>	2953	4.27	184	4.62 <sup>(1)</sup>	145	4.40	4534
VAWCSTMT_VAWCLDSDHDPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.25	135	4.62 <sup>(1)</sup>	88	4.16	27	4.63 <sup>(1)(3)(5)</sup>	1161	4.30	32	4.67 <sup>(1)</sup>	12	4.58	1455
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	4.85 <sup>(2)(3)(4)(5)(6)</sup>	368	4.44 <sup>(4)(5)(6)</sup>	698	4.18	243	3.91	3075	4.06	186	3.66	154	4.07	4724
VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	5.04 <sup>(3)(4)(5)(6)</sup>	136	5.08 <sup>(3)(4)(5)(6)</sup>	92	4.56	26	4.41	1143	4.75 <sup>(4)</sup>	32	4.51	13	4.53	1441
VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty	5.04 <sup>(4)(5)</sup>	189	4.83 <sup>(4)</sup>	234	4.49	69	4.48	1478	4.51	62	4.44	53	4.57	2085
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	3.80	342	4.39 <sup>(1)(3)(4)(5)(6)</sup>	665	3.95	237	4.17 <sup>(1)</sup>	2895	4.10 <sup>(1)</sup>	180	3.83	144	4.15	4463
VAWCSTMT_VAWCLDSDHPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	4.32	127	4.46	83	4.21	23	4.64 <sup>(1)(3)</sup>	1035	4.49	30	4.71 <sup>(1)(3)</sup>	12	4.58	1310
VAWCSTMT_VAWCSEMPRESP Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	4.14	127	4.22	86	3.84	23	4.43 <sup>(1)(3)</sup>	1039	4.24	30	4.38 <sup>(3)</sup>	11	4.37	1316
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.43 <sup>(6)</sup>	350	4.64 <sup>(1)(6)</sup>	664	4.41	230	4.69 <sup>(1)(3)(6)</sup>	2902	4.58 <sup>(6)</sup>	178	3.91	148	4.62	4472
VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	4.56 <sup>(3)</sup>	135	4.35	91	4.08	25	4.58 <sup>(3)</sup>	1126	4.59 <sup>(3)</sup>	31	4.94 <sup>(1)(2)(3)(4)(5)</sup>	13	4.56	1421

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	2.2%	435	1.6%	884	3.8%	330	4.1%	(1) (2) (5) 3876	2.1%	247	3.7%	233	3.5%	6004
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	3.1%	(5) 435	2.4%	884	2.9%	330	2.3%	(5) 3876	1.3%	247	2.6%	233	2.4%	6004
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	7.9%	(2) 435	3.6%	884	8.0%	(2) 330	7.0%	(2) 3876	6.6%	(2) 247	4.7%	233	6.5%	6004
MICROAGGREG_MICROAGGREGSPKPERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	5.8%	435	4.4%	884	6.0%	330	4.9%	3876	4.1%	247	2.2%	233	4.8%	6004
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	2.9%	435	3.0%	884	3.8%	330	2.1%	3876	4.8%	(4) 247	2.2%	233	2.5%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	5.3%	(6) 435	3.1%	884	4.6%	330	5.2%	(2) (6) 3876	4.5%	(6) 247	1.7%	233	4.7%	6004
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	2.3%	(2) (3) (5) (6) 435	0.6%	884	0.4%	330	1.2%	(2) (3) (6) 3876	0.8%	247	0.4%	233	1.1%	6004
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	3.3%	(2) (6) 435	0.7%	884	2.6%	330	2.8%	(2) (6) 3876	2.2%	(2) 247	1.0%	233	2.4%	6004
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	3.9%	(6) 435	3.8%	(6) 884	2.2%	330	4.5%	(3) (6) 3876	3.8%	(6) 247	0.8%	233	4.0%	6004
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	2.4%	(2) 435	0.5%	884	1.7%	330	0.8%	3876	1.0%	247	1.4%	233	1.0%	6004
microage_none Respondent indicated zero instances of microaggressions due to age	86.7%	435	88.2%	(4) 884	85.5%	330	83.6%	3876	84.0%	247	85.9%	233	84.7%	6004
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.3%	435	0.4%	884	2.0%	330	0.2%	3876	0.4%	247	2.9%	233	0.4%	6004
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.4%	435	0.1%	884	1.6%	330	0.3%	3876	0.5%	247	3.3%	233	0.5%	6004
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.2%	435	0.3%	884	2.0%	330	0.6%	(1) 3876	1.3%	247	2.9%	233	0.7%	6004
MICROAGGREG_MICROAGGREGSPKPERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	0.2%	435	0.4%	884	0.6%	330	1.2%	(1) 3876	1.4%	247	2.2%	233	1.0%	6004
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.5%	435	0.4%	884	2.0%	330	1.0%	(2) 3876	0.8%	247	2.2%	233	0.9%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.4%	435	0.7%	884	0.6%	330	0.3%	3876	0.2%	247	2.2%	233	0.4%	6004
MICROAGGREG_MICROAGGREGEXCLUD_2b I was not invited to an important work meeting or conversation because of my: disability	0.9%	435	0.1%	884	0.5%	330	0.1%	3876	0.3%	247	2.2%	233	0.3%	6004
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.6%	435	0.1%	884	1.1%	330	0.1%	3876	0.3%	247	2.2%	233	0.3%	6004
MICROAGGREG_MICROAGGREGDISCOMF_2b Someone expressed disgust at or discomfort with an aspect of my identity because of my: disability	0.8%	435	0.2%	884	0.5%	330	0.7%	(2) 3876	0.6%	247	2.9%	233	0.7%	6004
microdis_none Respondent indicated zero instances of microaggressions due to disability status	97.3%	435	98.4%	884	96.3%	330	97.4%	3876	96.9%	247	95.9%	233	97.4%	6004
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	10.4%	435	7.7%	884	12.9%	(2) 330	11.4%	(2) 3876	10.1%	247	8.5%	233	10.7%	6004
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	11.6%	(4) (5) 435	7.1%	884	10.4%	330	6.2%	3876	6.0%	247	6.9%	233	7.0%	6004
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	10.8%	435	10.6%	884	17.5%	(1) (5) (6) (2) 330	13.3%	3876	11.3%	247	9.1%	233	12.7%	6004
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	15.3%	435	13.3%	884	13.9%	330	14.5%	3876	17.4%	247	10.6%	233	14.3%	6004

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity	7.0%	435	8.8%	884	10.5%	330	7.9%	3876	9.2%	247	8.1%	233	8.2%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	15.6%	435	15.0%	884	22.4% <sup>(2)</sup>	330	18.7% <sup>(2)</sup>	3876	18.1%	247	19.3%	233	18.1%	6004
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	3.3% <sup>(2) (3) (5) (6)</sup>	435	1.5% <sup>(6)</sup>	884	0.9% <sup>(6)</sup>	330	2.4% <sup>(3) (2) (5) (6)</sup>	3876	1.3% <sup>(6)</sup>	247	0.1%	233	2.1%	6004
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	6.4% <sup>(6)</sup>	435	4.3% <sup>(6)</sup>	884	5.5% <sup>(6)</sup>	330	3.9% <sup>(6)</sup>	3876	5.3% <sup>(6)</sup>	247	0.6%	233	4.1%	6004
MICROAGGREG_MICROAGGREGDISMISS_3b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: gender or gender identity	12.3%	435	14.9%	884	19.2%	330	14.3%	3876	15.3%	247	14.0%	233	14.5%	6004
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	5.5%	435	3.1%	884	5.3%	330	3.9%	3876	3.6%	247	5.6%	233	4.0%	6004
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	66.3%	435	72.7% <sup>(3) (4) (5)</sup>	884	64.3%	330	67.9%	3876	66.1%	247	68.3%	233	68.2%	6004
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	3.0%	435	2.9%	884	7.5% <sup>(1) (2) (5)</sup>	330	4.9% <sup>(2) (5)</sup>	3876	2.8%	247	11.9% <sup>(1) (2) (5)</sup>	233	4.8%	6004
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	2.4%	435	2.7%	884	5.8%	330	3.2%	3876	3.2%	247	6.1%	233	3.3%	6004
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	0.9%	435	2.2%	884	2.0%	330	1.7%	3876	1.2%	247	4.7%	233	1.8%	6004
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	8.0%	435	8.6%	884	13.1%	330	11.7% <sup>(2)</sup>	3876	11.4%	247	13.9%	233	11.1%	6004
MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs	1.9%	435	4.1%	884	6.3% <sup>(1)</sup>	330	3.2%	3876	5.1% <sup>(1)</sup>	247	4.1%	233	3.5%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	0.1%	435	3.3% <sup>(1)</sup>	884	5.1% <sup>(1)</sup>	330	3.8% <sup>(1)</sup>	3876	3.4% <sup>(1)</sup>	247	10.1% <sup>(1)</sup>	233	3.8%	6004
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	0.9%	435	1.5%	884	2.8% <sup>(5)</sup>	330	1.6% <sup>(5)</sup>	3876	0.5%	247	8.7% <sup>(1) (2) (4) (5)</sup>	233	1.8%	6004
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	1.5%	435	2.0%	884	4.0%	330	1.6%	3876	2.8%	247	7.7% <sup>(1) (4)</sup>	233	2.1%	6004
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	3.6%	435	3.7%	884	11.2% <sup>(1) (2)</sup>	330	8.8% <sup>(1) (2)</sup>	3876	8.3% <sup>(1) (2)</sup>	247	14.9% <sup>(1) (2)</sup>	233	8.0%	6004
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	86.7% <sup>(3) (4)</sup>	435	86.7% <sup>(3) (4) (5) (6)</sup>	884	78.9%	330	79.5%	3876	80.8%	247	77.0%	233	81.0%	6004
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	25.1% <sup>(3) (5) (6) (2) (4)</sup>	435	17.0% <sup>(4) (5) (6)</sup>	884	13.4% <sup>(4) (5)</sup>	330	1.8%	3876	6.0% <sup>(4)</sup>	247	8.3% <sup>(4)</sup>	233	6.8%	6004
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	42.1% <sup>(2) (3) (4) (5) (6)</sup>	435	21.9% <sup>(4) (5) (6)</sup>	884	18.0% <sup>(4)</sup>	330	1.1%	3876	15.0% <sup>(4)</sup>	247	11.1% <sup>(4)</sup>	233	9.0%	6004
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	45.8% <sup>(4) (5) (6) (2) (3)</sup>	435	11.9% <sup>(4)</sup>	884	20.3% <sup>(2) (4) (5)</sup>	330	0.6%	3876	12.9% <sup>(4)</sup>	247	13.0% <sup>(4)</sup>	233	7.6%	6004
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	51.7% <sup>(3) (4) (5) (6) (2)</sup>	435	33.9% <sup>(4)</sup>	884	31.1% <sup>(4)</sup>	330	5.2%	3876	33.1% <sup>(4)</sup>	247	34.0% <sup>(4)</sup>	233	16.5%	6004
MICROAGGREG_MICROAGGREGCMLN_5b Someone told me that I complain too much because of my: race/ethnicity	20.7% <sup>(2) (3) (4) (5) (6)</sup>	435	6.2% <sup>(4)</sup>	884	12.6% <sup>(4) (2) (6)</sup>	330	1.4%	3876	8.8% <sup>(4)</sup>	247	5.1%	233	4.6%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	22.4% <sup>(4) (2) (3) (5) (6)</sup>	435	13.3% <sup>(4) (5) (6)</sup>	884	10.8% <sup>(4)</sup>	330	1.5%	3876	7.8% <sup>(4)</sup>	247	5.9%	233	5.7%	6004
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	8.6% <sup>(2) (3) (5) (6) (4)</sup>	435	1.6% <sup>(4) (6)</sup>	884	1.7% <sup>(6) (4)</sup>	330	0.5%	3876	1.2% <sup>(4)</sup>	247	0.5%	233	1.4%	6004
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	12.5% <sup>(4) (6) (5)</sup>	435	9.6% <sup>(4) (5) (6)</sup>	884	11.1% <sup>(4) (5) (6)</sup>	330	0.8%	3876	5.1% <sup>(4) (6)</sup>	247	0.6%	233	3.7%	6004

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	23.8% <sup>(3)(4)(6)(2)(5)</sup>	435	14.6% <sup>(4)(5)</sup>	884	13.4% <sup>(4)</sup>	330	1.1%	3876	8.4% <sup>(4)</sup>	247	8.4% <sup>(4)</sup>	233	6.0%	6004
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	18.3% <sup>(2)(4)(6)(5)</sup>	435	9.0% <sup>(4)</sup>	884	12.9% <sup>(4)</sup>	330	2.5%	3876	11.3% <sup>(4)</sup>	247	8.0%	233	5.7%	6004
microrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	37.8%	435	56.0% <sup>(1)</sup>	884	52.5% <sup>(1)</sup>	330	90.1% <sup>(1)(3)(5)(6)(2)</sup>	3876	60.8% <sup>(1)</sup>	247	53.8% <sup>(1)</sup>	233	76.6%	6004
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	0.2%	435	1.1% <sup>(1)</sup>	884	1.3%	330	1.8% <sup>(1)(5)</sup>	3876	0.3%	247	3.2%	233	1.5%	6004
MICROAGGREG_MICROAGGREGAVOID_6b Someone avoided eye contact or avoided acknowledging me because of my: religion/spirituality	0.5%	435	2.0% <sup>(1)</sup>	884	1.3%	330	1.2%	3876	1.1%	247	3.0%	233	1.3%	6004
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	1.2%	435	0.6%	884	0.8%	330	1.1%	3876	1.2%	247	3.2%	233	1.1%	6004
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	5.9%	435	9.3%	884	11.5%	330	9.6% <sup>(1)</sup>	3876	12.1% <sup>(1)</sup>	247	22.5% <sup>(1)(4)(5)(3)(2)</sup>	233	10.0%	6004
MICROAGGREG_MICROAGGREGCMLN_6b Someone told me that I complain too much because of my: religion/spirituality	1.0%	435	1.0%	884	0.8%	330	0.7%	3876	1.1%	247	3.7%	233	0.9%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	0.8%	435	1.4%	884	2.1%	330	1.1%	3876	1.0%	247	4.0%	233	1.3%	6004
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	1.7%	435	3.5%	884	3.8%	330	5.7% <sup>(1)(2)</sup>	3876	5.7% <sup>(1)</sup>	247	5.9%	233	5.0%	6004
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	89.9% <sup>(6)</sup>	435	88.2% <sup>(6)</sup>	884	87.4% <sup>(6)</sup>	330	86.2% <sup>(6)</sup>	3876	85.5% <sup>(6)</sup>	247	72.0%	233	86.2%	6004
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	1.0%	435	0.7%	884	1.7%	330	1.8% <sup>(2)</sup>	3876	1.2%	247	3.0%	233	1.6%	6004
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	4.2%	435	2.6%	884	3.3%	330	5.1% <sup>(2)</sup>	3876	5.6% <sup>(2)</sup>	247	4.0%	233	4.5%	6004
MICROAGGREG_MICROAGGREGCMLN_7b Someone told me that I complain too much because of my: sexual orientation	0.9%	435	1.2%	884	2.7%	330	1.2%	3876	1.8%	247	3.0%	233	1.3%	6004
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	2.7%	435	1.8%	884	4.8%	330	3.4% <sup>(2)</sup>	3876	5.0% <sup>(2)</sup>	247	3.9%	233	3.3%	6004
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	93.5%	435	95.5% <sup>(4)(5)</sup>	884	93.9%	330	92.4%	3876	90.6%	247	94.3%	233	93.0%	6004
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	26.3% <sup>(3)(4)(5)(6)</sup>	435	20.8% <sup>(4)</sup>	884	15.9%	330	11.5%	3876	16.7% <sup>(4)</sup>	247	14.8%	233	14.5%	6004
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	20.6% <sup>(4)</sup>	435	20.9% <sup>(4)</sup>	884	15.8%	330	14.8%	3876	18.0%	247	20.9%	233	16.5%	6004
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	13.3%	435	19.8% <sup>(3)(1)(4)</sup>	884	8.2%	330	10.9%	3876	15.2% <sup>(3)</sup>	247	18.1% <sup>(3)</sup>	233	12.7%	6004
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	9.2%	435	13.0% <sup>(5)(4)</sup>	884	8.8%	330	6.7%	3876	8.2%	247	8.0%	233	8.0%	6004
MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation	18.1% <sup>(3)(5)(4)</sup>	435	20.5% <sup>(3)(4)(5)</sup>	884	9.8%	330	8.6%	3876	11.2%	247	18.7% <sup>(4)</sup>	233	11.6%	6004
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	24.7% <sup>(3)(4)</sup>	435	21.7% <sup>(4)</sup>	884	16.8%	330	16.3%	3876	20.5%	247	17.0%	233	17.9%	6004
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	6.5% <sup>(3)(4)(5)(6)(2)</sup>	435	2.6% <sup>(3)(6)</sup>	884	0.6%	330	2.4% <sup>(6)(3)</sup>	3876	1.7% <sup>(3)</sup>	247	0.8%	233	2.6%	6004
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	25.7% <sup>(5)(3)(4)</sup>	435	23.5% <sup>(4)(3)</sup>	884	15.9%	330	13.3%	3876	18.6% <sup>(4)</sup>	247	17.4%	233	16.2%	6004

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISMISS_8b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: unsure of the motivation	26.1% <sup>(4)(3)</sup>	435	20.2% <sup>(4)</sup>	884	14.3%	330	12.9%	3876	19.9% <sup>(4)</sup>	247	17.6%	233	15.5%	6004
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	16.6% <sup>(3)(4)</sup>	435	19.5% <sup>(4)(6)(3)(5)</sup>	884	9.4%	330	7.1%	3876	11.1% <sup>(4)</sup>	247	11.5%	233	10.1%	6004
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	51.7%	435	62.1% <sup>(1)</sup>	884	61.0% <sup>(1)</sup>	330	67.5% <sup>(2)(5)(1)</sup>	3876	61.1% <sup>(1)</sup>	247	61.1%	233	64.7%	6004

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	3.87	351	4.52 <sup>(1)(5)</sup>	738	4.33 <sup>(1)</sup>	286	4.48 <sup>(1)(5)</sup>	3325	4.29 <sup>(1)</sup>	207	4.37 <sup>(1)</sup>	188	4.43	5095
UVAISVAL_2 Personally agree that UVA is - Safe	4.09	349	4.65 <sup>(1)</sup>	740	4.59 <sup>(1)</sup>	286	4.73 <sup>(1)</sup>	3336	4.65 <sup>(1)</sup>	209	4.37	187	4.65	5107
UVAISVAL_3 Personally agree that UVA is - Cooperative	4.06	349	4.52 <sup>(1)</sup>	736	4.44 <sup>(1)</sup>	284	4.52 <sup>(1)</sup>	3307	4.47 <sup>(1)</sup>	209	4.21	188	4.47	5072
UVAISVAL_4 Personally agree that UVA is - Elitist	4.88 <sup>(2)(4)(5)(6)</sup>	338	4.58	719	4.63	281	4.46	3318	4.62	206	4.36	186	4.52	5047
UVAISVAL_5 Personally agree that UVA is - Hostile	3.04 <sup>(2)(3)(4)(5)(6)</sup>	344	2.53 <sup>(4)</sup>	738	2.58 <sup>(4)</sup>	282	2.29	3314	2.42	207	2.66 <sup>(4)</sup>	181	2.41	5065
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.71 <sup>(4)(2)(3)(5)(6)</sup>	347	2.22 <sup>(4)</sup>	735	2.23	285	2.09	3319	2.19	206	2.12	188	2.17	5080
UVAISVAL_7 Personally agree that UVA is - Fair	3.80	342	4.31 <sup>(1)</sup>	739	4.10 <sup>(1)</sup>	284	4.29 <sup>(1)(3)</sup>	3326	4.16 <sup>(1)</sup>	205	4.00	187	4.23	5083
UVAISVAL_8 Personally agree that UVA is- Inclusive	3.56	349	4.19 <sup>(1)(5)(6)</sup>	732	4.05 <sup>(1)</sup>	283	4.19 <sup>(1)(5)(6)</sup>	3312	3.98 <sup>(1)</sup>	205	3.71	186	4.11	5066
UVAISVAL_9 Personally agree that UVA is - Detached	3.65 <sup>(2)(3)(4)(5)</sup>	337	3.08	720	3.20	267	3.13	3254	3.21	197	3.35	179	3.17	4955
UVAISVAL_10 Personally agree that UVA is - Uncaring	3.05 <sup>(2)(3)(4)(5)</sup>	347	2.58	736	2.67	280	2.51	3282	2.74 <sup>(4)</sup>	200	2.70	186	2.59	5032
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	3.90	429	4.53 <sup>(1)</sup>	873	4.35 <sup>(1)</sup>	327	4.57 <sup>(1)(3)(5)(6)</sup>	3813	4.43 <sup>(1)</sup>	244	4.21	219	4.49	5904
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMSEC Agreement with- My department/unit/program is a safe and secure place	4.41	225	5.01 <sup>(1)(6)</sup>	403	4.71	120	4.93 <sup>(1)(6)</sup>	2045	4.81 <sup>(1)</sup>	99	4.34	72	4.87	2963
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	2.48 <sup>(2)(3)(4)(5)</sup>	430	2.24 <sup>(4)(5)</sup>	865	2.11 <sup>(4)</sup>	325	1.89	3781	2.08 <sup>(4)</sup>	244	2.25 <sup>(4)</sup>	223	2.02	5867
PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	2.11 <sup>(2)(3)(4)(5)</sup>	422	1.75 <sup>(4)</sup>	857	1.79 <sup>(4)</sup>	324	1.55	3756	1.67 <sup>(4)</sup>	242	1.80	220	1.65	5821
SGBKNLDG_SGBKNLDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	3.64 <sup>(2)</sup>	122	3.29	84	3.68 <sup>(2)</sup>	23	3.65 <sup>(2)</sup>	1060	3.66 <sup>(2)</sup>	31	3.84 <sup>(2)</sup>	12	3.63	1333
SGBKNLDG_SGBKNLDGG Level of knowledge- Where to get help at UVA if you, a colleague, or a student experienced sexual assault or other form of sexual or gender-based violence	3.55 <sup>(2)</sup>	182	3.25	315	3.51	93	3.51 <sup>(2)</sup>	1757	3.35	81	3.48	63	3.47	2491
SGBKNLDG_SGBKNLDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	3.52 <sup>(2)</sup>	179	3.25	318	3.44	93	3.48 <sup>(2)</sup>	1757	3.33	81	3.50	63	3.45	2491
SGBKNLDG_SGBKNLDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	3.98 <sup>(2)</sup>	126	3.53	82	4.07 <sup>(2)</sup>	23	3.94 <sup>(2)</sup>	1058	3.87 <sup>(2)</sup>	31	3.90 <sup>(2)</sup>	12	3.92	1332
SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1.95 <sup>(3)(4)(6)</sup>	106	1.97 <sup>(6)</sup>	69	1.64	18	1.74	960	1.87	29	1.61	11	1.77	1193
SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1.39 <sup>(3)(4)(6)</sup>	120	1.39 <sup>(6)(4)</sup>	76	1.21	20	1.17	1043	1.28 <sup>(4)(6)</sup>	30	1.10	12	1.21	1300
SXASLTPRBLM_SXASLTPRBLMLIHDOTHR How likely do you think it is that you will experience other forms of sexual or gender-based violence (stalking, IPV, etc) in the UVA workplace?	1.34 <sup>(4)</sup>	118	1.48 <sup>(4)(5)(6)</sup>	71	1.33	20	1.18	1042	1.27	30	1.18	12	1.22	1293
SXASLTPRBLM_SXASLTPRBLMLIHDUVAEVNT How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event?	1.35 <sup>(4)</sup>	119	1.54 <sup>(3)(4)(6)</sup>	70	1.31	20	1.24	1038	1.40 <sup>(4)</sup>	30	1.27	12	1.27	1289
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.12	179	2.16	316	2.08	93	2.19 <sup>(3)</sup>	1744	2.20	79	2.08	62	2.17	2474
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.15	178	2.15	317	2.16	93	2.22	1743	2.20	78	2.22	61	2.20	2470
SGBHARASSFREQ_SGBHARASSFREQCOMAPPR Past year frequency by someone at UVA - Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities	2.15	179	2.14	317	2.22	93	2.18	1745	2.13	78	2.14	62	2.17	2474

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SGBHARASSFREQ_SGBHARASSFREQAFTNOINT Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc after you said no or otherwise expressed not being interested	2.00	180	2.09 <sup>(1)(3)(4)</sup>	316	2.01	93	2.02	1746	2.04	79	2.09	62	2.03	2475
SGBHARASSFREQ_SGBHARASSFREQCRUDE Past year frequency by someone at UVA- Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to	2.02	179	2.02	316	2.03	93	2.05	1745	2.08	79	2.02	62	2.04	2474
SGBHARASSFREQ_SGBHARASSFREQMSSGS Past year frequency by someone at UVA - Emailed, texted, tweeted etc, offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want	1.98	181	2.05 <sup>(1)</sup>	316	2.03 <sup>(1)</sup>	93	2.01	1743	2.05 <sup>(1)(6)</sup>	79	1.97	62	2.02	2473

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCWITBHD_BHDWITNESS_VAWCDISC2WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	16.9%	346	12.5%	717	16.6%	277	16.8% <sup>(2)</sup>	3282	16.2%	202	11.2%	179	15.9%	5001
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	20.0% <sup>(4)</sup>	335	22.4% <sup>(4)</sup>	716	36.0% <sup>(1)(2)(4)(5)(6)</sup>	273	12.6%	3244	22.6% <sup>(4)</sup>	201	19.3%	176	16.5%	4945
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	10.7%	342	9.6%	718	20.0% <sup>(1)(2)(4)(6)</sup>	270	10.6% <sup>(6)</sup>	3246	13.9% <sup>(6)</sup>	199	4.7%	176	10.9%	4951
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	36.6%	334	31.4%	717	43.3% <sup>(2)(6)</sup>	273	35.2%	3228	41.6% <sup>(2)(6)</sup>	200	28.0%	173	35.2%	4924
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	1.5%	344	3.0%	720	1.9%	273	2.5%	3267	3.8%	200	5.0%	177	2.6%	4982
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	26.2% <sup>(4)</sup>	340	30.5% <sup>(4)</sup>	706	39.6% <sup>(1)(4)(5)(6)</sup>	272	18.3%	3227	28.4% <sup>(4)</sup>	199	21.8%	175	22.3%	4920
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	34.8%	339	32.2%	699	49.4% <sup>(1)(2)</sup>	269	46.9% <sup>(1)(2)</sup>	3185	51.6% <sup>(1)(2)</sup>	199	47.3% <sup>(2)</sup>	175	44.3%	4867
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	4.6%	334	2.9%	720	7.1%	270	4.7%	3250	6.5% <sup>(2)</sup>	201	5.7%	180	4.7%	4955
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	58.3% <sup>(2)(4)(5)(6)</sup>	341	42.6% <sup>(4)</sup>	714	52.4% <sup>(2)(4)</sup>	268	34.2%	3230	46.8% <sup>(4)</sup>	199	42.8%	171	38.9%	4924
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	26.8%	331	23.3%	716	24.8%	272	25.1%	3223	30.4% <sup>(2)</sup>	201	34.1%	175	25.5%	4917
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	29.1% <sup>(2)</sup>	340	20.8%	720	34.1% <sup>(2)(4)(6)</sup>	272	22.7%	3232	30.3% <sup>(2)(4)(6)</sup>	201	17.5%	174	23.6%	4939
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	32.9% <sup>(2)(4)</sup>	339	19.6%	718	36.9% <sup>(2)(4)(6)</sup>	272	21.6%	3249	27.1% <sup>(2)</sup>	200	22.4%	171	23.1%	4948
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	9.0%	340	6.3%	715	6.0%	274	9.5% <sup>(2)</sup>	3247	8.3%	198	8.6%	173	8.7%	4947
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	3.6%	338	5.6% <sup>(4)</sup>	710	6.3% <sup>(4)</sup>	272	0.7%	3244	2.5%	197	6.0%	173	2.1%	4934
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	2.6%	339	2.2%	718	6.3%	274	2.1%	3239	2.6%	194	6.9%	168	2.6%	4933
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	21.4%	336	14.7%	711	18.3%	274	20.7% <sup>(2)</sup>	3216	22.5% <sup>(2)</sup>	197	20.3%	177	19.8%	4911
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	0.1%	338	0.0%	717	1.0%	274	0.5% <sup>(1)(2)</sup>	3234	0.2%	197	1.0%	170	0.4%	4931
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	5.1% <sup>(4)</sup>	335	11.0% <sup>(4)(5)(1)</sup>	708	14.5% <sup>(1)(4)(5)</sup>	271	1.1%	3239	4.2% <sup>(4)</sup>	197	13.7% <sup>(4)(5)</sup>	171	4.1%	4922
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	18.6% <sup>(2)</sup>	332	10.0%	711	18.1% <sup>(2)</sup>	272	16.5% <sup>(2)</sup>	3208	16.6% <sup>(2)</sup>	198	25.1% <sup>(2)</sup>	170	16.1%	4892
VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPGRNCR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	1.7%	334	0.3%	718	1.2%	273	0.8% <sup>(6)</sup>	3236	0.3%	198	0.1%	170	0.7%	4928

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	51.6% <sup>(2)(3)(4)(5)(6)</sup>	331	25.0% <sup>(4)</sup>	709	21.1% <sup>(4)</sup>	272	4.3%	3238	27.4% <sup>(4)</sup>	196	18.8% <sup>(4)</sup>	170	12.8%	4917
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	10.7%	328	6.0%	712	6.0%	273	9.0% <sup>(2)</sup>	3224	8.5%	198	17.8% <sup>(2)(3)</sup>	168	8.8%	4902
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	6.0%	332	3.7%	716	3.8%	270	3.9%	3223	6.3%	198	4.8%	170	4.1%	4909
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	10.4%	332	5.7%	714	17.4% <sup>(2)(4)(5)(6)</sup>	271	6.4%	3228	8.9%	197	6.6%	167	7.3%	4910
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	4.2% <sup>(6)</sup>	247	4.8% <sup>(3)(5)(6)</sup>	414	1.4%	218	3.5% <sup>(3)(5)(6)</sup>	2139	1.7%	147	0.7%	136	3.4%	3302
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	36.2% <sup>(4)(6)</sup>	247	27.1% <sup>(6)</sup>	414	24.4%	218	22.3% <sup>(6)</sup>	2139	31.4% <sup>(4)(6)</sup>	147	13.1%	136	24.1%	3302
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	21.5% <sup>(3)</sup>	247	14.1%	414	9.8%	218	16.6% <sup>(3)</sup>	2139	17.0% <sup>(3)</sup>	147	19.2%	136	16.3%	3302
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	11.4%	247	5.6%	414	8.2%	218	7.9%	2139	7.1%	147	5.7%	136	7.8%	3302
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	4.4%	247	2.2%	414	2.0%	218	4.0% <sup>(2)</sup>	2139	3.4%	147	6.4%	136	3.8%	3302
BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	0.1%	247	1.6%	414	0.2%	218	0.7% <sup>(6)(1)</sup>	2139	1.3%	147	0.0%	136	0.7%	3302
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	33.6%	247	31.7%	414	23.8%	218	31.6%	2139	32.2%	147	21.5%	136	30.9%	3302
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	24.9% <sup>(4)(6)</sup>	247	19.5% <sup>(6)</sup>	414	20.7% <sup>(6)</sup>	218	15.0%	2139	16.0%	147	8.0%	136	16.4%	3302
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	13.6% <sup>(2)(6)</sup>	247	7.5% <sup>(6)</sup>	414	12.7% <sup>(6)</sup>	218	10.4% <sup>(6)</sup>	2139	10.1% <sup>(6)</sup>	147	0.1%	136	10.0%	3302
BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	1.1%	247	1.7% <sup>(5)</sup>	414	1.8%	218	1.1% <sup>(5)</sup>	2139	0.1%	147	3.0%	136	1.2%	3302
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	22.7% <sup>(5)(4)(2)(6)</sup>	247	8.8%	414	15.0%	218	13.5% <sup>(6)(2)</sup>	2139	13.0%	147	6.8%	136	13.4%	3302
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	39.0% <sup>(2)(4)(6)</sup>	247	26.0%	414	28.4%	218	24.1%	2139	30.8%	147	22.0%	136	25.9%	3302
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	5.5% <sup>(2)</sup>	247	1.2%	414	4.2%	218	6.8% <sup>(2)</sup>	2139	4.5% <sup>(2)</sup>	147	3.1%	136	5.6%	3302

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.91	215	2.74	371	2.90	176	3.01 <sup>(2) (5)</sup>	2191	2.85	119	2.92	101	2.95	3172
CVLLECMFRTCONTACT_CVLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	3.23	102	3.04	57	3.16	16	3.30 <sup>(2)</sup>	855	3.18	22	3.20	9	3.28	1061
CVLLECMFRTCONTACT_CVLECMFRTCONTACTHR Degree of comfort contacting- Human Resources	3.09 <sup>(5)</sup>	110	2.95	74	2.84	22	3.10 <sup>(3) (5)</sup>	938	2.84	25	2.89	11	3.07	1180
CVLLECMFRTCONTACT_CVLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police	2.87	111	2.80	73	2.96	22	3.09 <sup>(1) (2)</sup>	935	2.96	25	3.00	11	3.04	1177
CVLLECMFRTCONTACT_CVLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	3.04 <sup>(2)</sup>	280	2.87	532	2.96	240	2.93	2685	2.92	166	2.93	158	2.93	4061
CVLLECMFRTCONTACT_CVLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.99	262	2.83	481	2.95	224	2.93	2588	2.88	151	2.91	151	2.92	3856
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.80	314	2.86	648	2.91	264	2.95 <sup>(1) (2)</sup>	3086	2.85	186	2.96	168	2.92	4666
CVLLECMFRTCONTACT_CVLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.32	286	2.41	545	2.41	216	2.41	2902	2.32	169	2.33	156	2.40	4275
CVLLECMFRTCONTACT_CVLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.31	253	2.44	501	2.49	183	2.47 <sup>(1)</sup>	2747	2.34	149	2.36	128	2.45	3962
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police	2.68	108	2.51	67	2.70	22	2.86 <sup>(1) (2)</sup>	919	2.82 <sup>(2)</sup>	24	2.78	11	2.82	1151
CVLLECMFRTCONTACT_CVLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.69	238	2.73	407	2.77	192	2.86 <sup>(1) (2)</sup>	2638	2.80	146	2.61	115	2.82	3737
CVLLECMFRTCONTACT_CVLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.37	323	2.68 <sup>(1)</sup>	680	2.63 <sup>(1)</sup>	276	2.84 <sup>(1) (2) (5) (3)</sup>	3143	2.64 <sup>(1)</sup>	194	2.75 <sup>(1)</sup>	166	2.76	4783
CVLLECMFRTCONTACT_CVLECMFRTCONTACTAMB Degree of comfort contacting- UVA Security Ambassadors	2.63	275	2.70	555	2.74	233	2.80 <sup>(1)</sup>	2688	2.73	169	2.71	155	2.76	4076
CVLLECMFRTCONTACT_CVLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	2.91	290	2.96	558	3.04	248	3.07 <sup>(1) (2) (6)</sup>	2824	2.98	175	2.77	155	3.03	4249
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office	2.99	101	2.93	69	3.00	20	3.02	905	2.91	24	2.78	10	3.01	1129
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair	3.02	103	3.04	72	3.18	21	3.24 <sup>(1) (2)</sup>	898	3.11	25	3.03	10	3.20	1130
CVLLECMFRTCONTACT_CVLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.76	131	2.80	278	2.63	106	2.91 <sup>(3)</sup>	1476	2.77	67	2.61	67	2.86	2125
CVLLECMFRTCONTACT_CVLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean	2.61	198	2.81	624	2.74	244	2.78	2147	2.71	164	2.81	154	2.77	3530
CVLLECMFRTCONTACT_CVLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor	2.89	210	2.98 <sup>(6)</sup>	629	2.97	257	3.00 <sup>(6)</sup>	2189	2.99 <sup>(6)</sup>	165	2.68	158	2.98	3608
CVLLECMFRTCONTACT_CVLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty	2.71	216	3.02 <sup>(1)</sup>	652	2.98 <sup>(1)</sup>	263	3.09 <sup>(1) (5)</sup>	2250	2.95 <sup>(1)</sup>	170	2.99	160	3.04	3712
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center	2.75	154	2.79	453	2.87	187	2.89	1790	2.87	133	2.88	105	2.87	2821
CVLLECMFRTCONTACT_CVLECMFRTCONTACTSTUH Degree of comfort contacting- Student Health/Counseling	3.07	204	3.01	576	3.13	238	3.11 <sup>(2)</sup>	2147	3.10	164	3.03	148	3.09	3476
CVLLECMFRTCONTACT_CVLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police	2.03	218	2.50 <sup>(1)</sup>	610	2.42 <sup>(1)</sup>	253	2.62 <sup>(1) (2) (3)</sup>	2240	2.49 <sup>(1)</sup>	169	2.85 <sup>(1) (2) (3) (5)</sup>	155	2.56	3645
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	3.99	429	4.49 <sup>(1) (5)</sup>	873	4.41 <sup>(1)</sup>	328	4.57 <sup>(1) (5)</sup>	3814	4.31 <sup>(1)</sup>	242	4.31	219	4.49	5904

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.44	224	4.94 <sup>(1) (3) (6)</sup>	403	4.58	119	4.84 <sup>(1) (6)</sup>	2048	4.77 <sup>(1)</sup>	99	4.34	72	4.80	2965
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	3.42	400	4.23 <sup>(1) (6)</sup>	846	4.07 <sup>(1) (6)</sup>	318	4.80 <sup>(1) (2) (3) (5) (6)</sup>	3731	4.15 <sup>(1) (6)</sup>	237	3.49	218	4.50	5751
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	4.63	357	4.97 <sup>(1) (5)</sup>	699	4.89	272	5.07 <sup>(1) (5) (6)</sup>	3402	4.78	204	4.64	167	4.99	5101
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	4.94	353	5.08	692	4.98	266	5.09 <sup>(1)</sup>	3380	5.02	201	5.02	164	5.07	5057
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	4.12	354	4.62 <sup>(1) (3) (4) (5) (6)</sup>	692	4.31	268	4.32 <sup>(1)</sup>	3366	4.29	201	4.09	166	4.34	5047
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.68 <sup>(6)</sup>	402	4.76 <sup>(3) (5) (6)</sup>	826	4.53 <sup>(6)</sup>	308	4.71 <sup>(6)</sup>	3704	4.56 <sup>(6)</sup>	233	4.07	205	4.67	5679
DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	3.82	394	4.22 <sup>(1) (3) (4) (5) (6)</sup>	818	3.90	310	3.99	3605	3.84	231	3.69	203	3.99	5562
DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.38 <sup>(6)</sup>	396	4.51 <sup>(3) (5) (6)</sup>	803	4.19	309	4.41 <sup>(6)</sup>	3604	4.27 <sup>(6)</sup>	228	3.81	200	4.38	5539
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	3.78	405	4.37 <sup>(1) (5)</sup>	835	4.32 <sup>(1)</sup>	317	4.56 <sup>(1) (2) (5) (6) (3)</sup>	3706	4.11 <sup>(1)</sup>	233	4.06	206	4.43	5702
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.25	400	4.53 <sup>(1) (6)</sup>	825	4.44	315	4.77 <sup>(1) (2) (3) (5) (6)</sup>	3703	4.53 <sup>(1) (6)</sup>	229	4.03	206	4.65	5678

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARTICIPATION_1b Participation as a UVA student - I do not participate in any clubs or organizations at UVA	16.8%	288	19.0% <sup>(4)</sup>	781	16.1%	301	14.5%	2659	17.0%	213	15.1%	217	15.7%	4458
PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization	20.6%	288	29.8% <sup>(1)</sup>	781	22.8%	301	26.3%	2659	25.9%	213	26.5%	217	26.3%	4458
PARTICIPATION_3b Participation as a UVA student - Athletic team	13.5%	288	10.1%	781	9.6%	301	11.8%	2659	13.2%	213	7.3%	217	11.3%	4458
PARTICIPATION_4b Participation as a UVA student - Club sport	7.0%	288	2.2%	781	5.8%	301	5.8% <sup>(2)</sup>	2659	4.3%	213	4.2%	217	5.1%	4458
PARTICIPATION_5b Participation as a UVA student - Culture-specific organization	10.9%	288	10.7%	781	13.2%	301	16.5% <sup>(2)</sup>	2659	21.2% <sup>(1)(2)</sup>	213	13.6%	217	15.0%	4458
PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization	41.3% <sup>(4)(5)</sup>	288	41.0% <sup>(4)(5)</sup>	781	35.0% <sup>(4)</sup>	301	8.2%	2659	25.4% <sup>(4)</sup>	213	31.3% <sup>(4)</sup>	217	19.8%	4458
PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	23.4% <sup>(2)</sup>	288	13.6%	781	18.1%	301	21.7% <sup>(2)</sup>	2659	17.0%	213	23.1%	217	20.0%	4458
PARTICIPATION_8b Participation as a UVA student - Greek letter organization	7.8%	288	13.0%	781	19.4% <sup>(1)</sup>	301	16.0% <sup>(1)</sup>	2659	11.9%	213	11.6%	217	14.8%	4458
PARTICIPATION_9b Participation as a UVA student - Health and wellness organization	5.8%	288	9.8%	781	20.9% <sup>(6)(1)(2)</sup>	301	24.9% <sup>(1)(2)(5)(6)</sup>	2659	18.7% <sup>(1)(2)(6)</sup>	213	9.4%	217	19.7%	4458
PARTICIPATION_10b Participation as a UVA student - Performance organization	10.5%	288	9.9% <sup>(5)</sup>	781	8.0%	301	11.0% <sup>(5)</sup>	2659	5.5%	213	8.3%	217	10.2%	4458
PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization	8.8%	288	8.0%	781	18.3% <sup>(1)(2)</sup>	301	19.1% <sup>(1)(2)</sup>	2659	15.5% <sup>(1)(2)</sup>	213	17.3%	217	16.2%	4458
PARTICIPATION_12b Participation as a UVA student - Professional organization	22.7%	288	20.0%	781	19.7%	301	21.1%	2659	22.1%	213	20.2%	217	20.9%	4458
PARTICIPATION_13b Participation as a UVA student - Publication/media organization	5.2%	288	7.6% <sup>(3)</sup>	781	1.6%	301	8.8% <sup>(3)</sup>	2659	8.2% <sup>(3)</sup>	213	11.5% <sup>(3)</sup>	217	8.0%	4458
PARTICIPATION_14b Participation as a UVA student - Recreational organization	12.9%	288	16.7%	781	18.3%	301	21.3% <sup>(1)(2)</sup>	2659	19.0%	213	15.2%	217	19.4%	4458
PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization	21.4%	288	27.6% <sup>(6)</sup>	781	27.4%	301	33.3% <sup>(2)(1)(5)(6)</sup>	2659	25.1%	213	17.6%	217	30.0%	4458
PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)	5.1%	288	3.8%	781	5.9%	301	5.5%	2659	7.9%	213	7.9%	217	5.4%	4458
leaveuvaR Have you considered leaving UVA in the past year?	48.9% <sup>(2)(3)(4)</sup>	403	34.5%	818	39.1%	311	35.0%	3668	40.9%	236	46.4%	212	36.9%	5649
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	63.2% <sup>(2)(4)(5)(6)</sup>	197	41.3% <sup>(4)</sup>	283	53.1% <sup>(4)(5)</sup>	122	21.7%	1288	35.9% <sup>(4)</sup>	97	43.9% <sup>(4)</sup>	99	31.8%	2085
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	9.1% <sup>(2)(3)(6)</sup>	197	3.1%	283	1.9%	122	8.3% <sup>(2)(3)(5)(6)</sup>	1288	5.0% <sup>(3)(6)</sup>	97	1.3%	99	6.8%	2085
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	66.2% <sup>(4)</sup>	197	55.5%	283	68.7% <sup>(2)(4)</sup>	122	50.6%	1288	60.0%	97	58.7%	99	54.6%	2085
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	37.0% <sup>(4)(6)</sup>	197	33.1% <sup>(6)</sup>	283	50.7% <sup>(2)(4)(5)(6)</sup>	122	26.5%	1288	31.4% <sup>(6)</sup>	97	15.5%	99	29.5%	2085
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	1.1%	197	0.8%	283	0.8%	122	1.2% <sup>(5)(6)</sup>	1288	0.2%	97	0.1%	99	1.0%	2085
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	1.1%	197	1.5% <sup>(6)</sup>	283	0.3%	122	3.0% <sup>(2)(3)(6)</sup>	1288	1.7% <sup>(6)</sup>	97	0.1%	99	2.3%	2085
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	8.4% <sup>(6)</sup>	197	5.3% <sup>(6)</sup>	283	5.2%	122	15.6% <sup>(1)(2)(3)(5)(6)</sup>	1288	5.5% <sup>(6)</sup>	97	2.1%	99	11.8%	2085
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	2.1%	197	3.4%	283	3.7%	122	6.3% <sup>(1)(2)(5)(6)</sup>	1288	2.4%	97	3.3%	99	5.0%	2085
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	8.7% <sup>(2)(3)(5)(6)</sup>	197	2.7%	283	3.7%	122	9.2% <sup>(2)(3)(5)(6)</sup>	1288	2.8%	97	1.7%	99	7.3%	2085
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	14.0% <sup>(2)(3)(5)(6)</sup>	197	5.4%	283	3.5%	122	19.9% <sup>(3)(1)(6)(2)(5)</sup>	1288	7.7% <sup>(3)(6)</sup>	97	3.0%	99	15.1%	2085

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	16.2% <sup>(2)(3)(5)(6)</sup>	197	6.3%	283	5.8%	122	18.9% <sup>(2)(3)(5)(6)</sup>	1288	8.3% <sup>(6)</sup>	97	4.3%	99	15.0%	2085
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	1.6%	197	5.5% <sup>(1)</sup>	283	4.4%	122	4.1% <sup>(1)</sup>	1288	3.7%	97	2.4%	99	4.0%	2085
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	10.6%	197	11.4%	283	31.7% <sup>(1)(2)(6)</sup>	122	20.4% <sup>(1)(2)</sup>	1288	21.9% <sup>(1)(2)</sup>	97	10.1%	99	18.5%	2085
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	2.1%	197	2.2%	283	1.4%	122	3.3% <sup>(5)(6)</sup>	1288	0.4%	97	0.4%	99	2.7%	2085
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	0.7%	197	1.9%	283	0.4%	122	2.9% <sup>(3)(5)(6)(1)</sup>	1288	0.7%	97	1.2%	99	2.2%	2085
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	16.4%	197	21.1%	283	16.1%	122	27.6% <sup>(5)(1)(3)</sup>	1288	17.3%	97	32.5%	99	24.7%	2085
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	18.2% <sup>(4)</sup>	197	21.9% <sup>(4)</sup>	283	26.5% <sup>(4)</sup>	122	7.8%	1288	17.3% <sup>(4)</sup>	97	11.8%	99	12.4%	2085
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	25.9% <sup>(5)(4)(6)</sup>	197	16.8%	283	32.1% <sup>(2)(4)(5)(6)</sup>	122	13.1%	1288	13.1%	97	7.0%	99	15.6%	2085
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	20.7% <sup>(4)(6)</sup>	197	11.5% <sup>(6)</sup>	283	27.9% <sup>(2)(4)(6)</sup>	122	7.3%	1288	15.4% <sup>(6)</sup>	97	3.7%	99	10.5%	2085
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	19.9%	197	26.9% <sup>(4)</sup>	283	36.9% <sup>(1)(4)(6)</sup>	122	14.6%	1288	25.1% <sup>(4)</sup>	97	14.7%	99	18.5%	2085
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	3.9%	197	9.8% <sup>(4)</sup>	283	5.9%	122	4.2%	1288	6.2%	97	4.1%	99	5.1%	2085

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCVALLDSHP Agreement with: - I feel valued as an individual by my department chair or equivalent	4.66	140	4.74	95	4.53	27	4.83	1188	4.72	33	4.84	14	4.80	1496
VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.48	374	4.74 <sup>(1)</sup>	713	4.73 <sup>(1)</sup>	248	4.88 <sup>(5)(1)(2)(6)</sup>	3186	4.61	192	4.44	157	4.80	4868
ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	3.98 <sup>(5)</sup>	6	3.77	222	3.33	29	3.92	54	3.06	13	3.98	11	3.74	335
ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	3.58 <sup>(5)</sup>	6	3.62 <sup>(5)</sup>	199	3.35	27	3.70 <sup>(5)</sup>	42	2.58	12	3.57 <sup>(5)</sup>	11	3.56	297
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	4.37 <sup>(2)(5)(3)</sup>	5	3.48	222	2.84	29	3.71	54	3.35	13	3.68	11	3.48	335
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	4.37 <sup>(2)(5)(6)</sup>	5	3.19	221	3.36	29	3.86 <sup>(2)</sup>	54	3.23	13	3.16	11	3.34	333
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	4.41 <sup>(2)</sup>	5	3.74	218	4.24	29	4.03	54	4.00	13	3.75	11	3.85	331
ISE1_ISESOCIAL Difficulty as an international member of UVA - Fitting into the social scene, such as finding organizations and groups/staff/faculty where you feel comfortable and can socialize	4.08 <sup>(2)</sup>	5	3.07	216	2.82	25	3.65 <sup>(2)</sup>	52	3.14	13	3.07	11	3.17	322
CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	2.75	123	3.35 <sup>(1)(4)</sup>	81	3.38 <sup>(1)(4)</sup>	25	2.97 <sup>(1)</sup>	1072	3.02	31	3.13	13	2.98	1345
CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events	2.57 <sup>(2)</sup>	123	2.16	82	2.54	24	2.64 <sup>(2)</sup>	1071	2.45 <sup>(2)</sup>	31	2.42	13	2.59	1345
CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events	2.65	123	2.73	82	3.07 <sup>(1)(5)(6)</sup>	25	2.78	1067	2.69	30	2.59	13	2.77	1342
CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	2.29 <sup>(4)(6)</sup>	115	2.22 <sup>(4)</sup>	73	2.30	20	1.85	1003	2.02	28	1.82	12	1.92	1251
CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1.47	122	1.88 <sup>(1)(4)(5)(6)</sup>	81	1.64	24	1.47	1070	1.53	30	1.49	13	1.50	1340
CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events	3.26	123	3.57	81	3.69 <sup>(1)</sup>	24	3.52 <sup>(1)</sup>	1067	3.56	31	3.23	14	3.50	1340
CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	2.68	125	3.07 <sup>(1)</sup>	81	3.71 <sup>(1)(2)(4)(5)(6)</sup>	24	2.99 <sup>(1)</sup>	1070	2.81	31	2.74	14	2.97	1345
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.52	335	4.43	634	4.61	222	4.62 <sup>(2)</sup>	2893	4.44	171	4.45	145	4.57	4399
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	3.80 <sup>(6)</sup>	339	4.05 <sup>(1)(6)</sup>	705	4.00 <sup>(6)</sup>	282	4.12 <sup>(1)(6)</sup>	3264	4.03 <sup>(6)</sup>	203	3.30	179	4.05	4971
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.24	332	4.38 <sup>(6)</sup>	686	4.41	257	4.43 <sup>(1)(6)</sup>	3184	4.44 <sup>(6)</sup>	193	3.99	175	4.39	4827
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	5.05 <sup>(2)(3)(4)(6)</sup>	124	4.52	80	4.61	24	4.47	1056	4.86 <sup>(2)(4)</sup>	31	4.63	12	4.54	1327
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	4.09 <sup>(3)</sup>	332	4.02	695	3.76	276	3.93	3244	3.90	203	3.93	176	3.94	4927
EMPOWER_EMPOWERPARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	3.97	197	4.34 <sup>(1)(6)</sup>	574	4.28 <sup>(6)</sup>	225	4.36 <sup>(1)(6)</sup>	1983	4.25 <sup>(6)</sup>	150	3.78	149	4.30	3280

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.14	199	4.42 <sup>(6)</sup>	583	4.40 <sup>(6)</sup>	222	4.53 <sup>(1)(6)</sup>	2015	4.45 <sup>(6)</sup>	152	3.89	150	4.45	3322
EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	3.84	205	4.24 <sup>(1)(6)</sup>	592	4.02	246	4.14 <sup>(1)(6)</sup>	2047	4.06	157	3.70	157	4.11	3404
EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.11	207	4.31 <sup>(6)</sup>	605	4.24	246	4.36 <sup>(5)(6)</sup>	2111	4.14	165	3.89	160	4.29	3492
EMPOWER_EMPOWERTECHCONTRO Agreement with: - When relevant to the course(s) I teach, I feel empowered to include controversial topics or statements in classroom discussions	4.24	21	3.95	35	4.38	15	4.44 <sup>(2)</sup>	327	4.41	7	4.12	4	4.38	409
EMPOWER_EMPOWERINCLUSV Agreement with: - I am intentionally inclusive of the topics/subjects examined in my courses or research (as applicable)	5.18 <sup>(2)</sup>	22	4.42	33	5.07 <sup>(2)</sup>	15	4.94 <sup>(2)</sup>	313	5.19 <sup>(2)</sup>	8	4.86	3	4.92	394
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.52 <sup>(4)</sup>	421	1.57 <sup>(4)</sup>	865	1.58 <sup>(4)</sup>	324	1.43	3821	1.52 <sup>(4)</sup>	239	1.49	215	1.47	5884
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1.88 <sup>(2)(4)(5)</sup>	420	1.63 <sup>(4)</sup>	866	1.98 <sup>(2)(4)(5)(6)</sup>	324	1.54	3819	1.67 <sup>(4)</sup>	240	1.68	216	1.61	5886
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.41	427	1.50 <sup>(1)(4)(5)</sup>	861	1.67 <sup>(4)(5)(1)(2)</sup>	325	1.34	3820	1.37	235	1.53 <sup>(4)</sup>	216	1.40	5883
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1.49 <sup>(4)(5)</sup>	428	1.46 <sup>(4)</sup>	868	1.66 <sup>(1)(5)(6)(2)(4)</sup>	325	1.32	3822	1.38	238	1.42	216	1.38	5898
BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	1.87	143	2.04 <sup>(1)</sup>	98	1.96	28	1.96	1206	2.05 <sup>(1)</sup>	34	1.93	15	1.95	1523
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	2.02 <sup>(4)</sup>	424	2.01 <sup>(4)</sup>	866	1.98	325	1.92	3823	1.99	239	2.02	216	1.95	5895
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.83 <sup>(5)(3)(4)</sup>	423	1.77 <sup>(3)(4)(5)</sup>	867	1.64 <sup>(4)</sup>	325	1.52	3826	1.63 <sup>(4)</sup>	242	1.66	216	1.59	5899
BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience	2.37 <sup>(2)(4)</sup>	283	2.23	775	2.28	295	2.19	2614	2.25	207	2.32	201	2.23	4375
BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	2.16 <sup>(4)</sup>	283	2.07 <sup>(4)</sup>	769	2.03	295	1.99	2620	2.09	208	2.08	197	2.02	4371
BASICWELL_BASICWELLEMPLOYGRD Degree of concern in the past year - Securing employment after graduation/completion	2.08	280	2.18 <sup>(4)(5)</sup>	769	2.19 <sup>(4)(5)</sup>	295	2.00	2613	2.03	207	2.00	197	2.05	4361
BASICWELL_BASICWELLEMPLOYATTND Degree of concern in the past year - Securing employment while completing my program of study	1.79 <sup>(4)</sup>	279	1.92 <sup>(5)(6)(4)</sup>	760	1.92 <sup>(4)(5)(6)</sup>	292	1.61	2608	1.68	205	1.65	194	1.70	4340
BASICWELL_BASICWELLINSTLSVC Degree of concern in the past year - The amount of institutional service I am expected to perform	2.21 <sup>(4)</sup>	23	2.08 <sup>(4)</sup>	45	2.02	15	1.82	374	2.25 <sup>(4)</sup>	8	1.85	4	1.88	470
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	2.04 <sup>(2)(4)</sup>	430	1.61 <sup>(4)</sup>	873	1.88 <sup>(2)(4)</sup>	327	1.49	3827	1.83 <sup>(4)(2)</sup>	240	1.74 <sup>(4)</sup>	218	1.59	5915
RUCSKPCUT_RUCCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	3.71 <sup>(2)(4)</sup>	429	3.22	873	3.71 <sup>(2)(4)</sup>	327	3.43 <sup>(2)</sup>	3834	3.55 <sup>(2)</sup>	240	3.33	218	3.44	5921
RUCSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	3.50 <sup>(2)(4)(5)(6)</sup>	427	2.85	873	3.47 <sup>(2)(5)(6)(4)</sup>	327	3.02 <sup>(2)</sup>	3831	3.04	240	2.94	210	3.05	5907

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card	19.6%	288	26.8% <sup>(4)</sup>	781	23.6%	301	18.0%	2659	29.4% <sup>(1)(4)(6)</sup>	213	18.6%	217	20.6%	4458
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	36.4%	288	67.5% <sup>(1)(3)(6)</sup>	781	49.8% <sup>(1)</sup>	301	64.1% <sup>(1)(3)(6)</sup>	2659	61.3% <sup>(1)(3)</sup>	213	50.8% <sup>(1)</sup>	217	61.2%	4458
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	34.4% <sup>(2)(3)(4)(5)(6)</sup>	288	20.0%	781	21.0%	301	20.7%	2659	21.1%	213	16.9%	217	21.3%	4458
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	9.0%	288	12.1% <sup>(3)</sup>	781	5.3%	301	10.8% <sup>(3)</sup>	2659	9.9%	213	9.9%	217	10.5%	4458
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	3.2%	288	12.4% <sup>(1)(3)(4)(5)</sup>	781	5.1%	301	6.7% <sup>(1)</sup>	2659	4.4%	213	7.6%	217	7.3%	4458
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	42.4% <sup>(2)(4)(5)</sup>	288	24.4%	781	42.7% <sup>(2)(4)(5)</sup>	301	29.2% <sup>(2)</sup>	2659	29.4%	213	31.3%	217	30.2%	4458
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	36.6% <sup>(2)(4)(5)</sup>	288	22.8% <sup>(4)</sup>	781	36.8% <sup>(2)(4)(5)</sup>	301	16.6%	2659	17.7%	213	27.7% <sup>(4)</sup>	217	21.0%	4458
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	21.9% <sup>(4)</sup>	288	14.8%	781	22.8% <sup>(2)(4)</sup>	301	13.6%	2659	16.6%	213	18.3%	217	15.4%	4458
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	29.8%	288	21.5%	781	32.3% <sup>(2)</sup>	301	33.1% <sup>(2)(6)</sup>	2659	31.6% <sup>(2)</sup>	213	21.8%	217	30.2%	4458
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	7.6%	288	6.2%	781	9.1% <sup>(5)</sup>	301	5.9%	2659	3.9%	213	7.2%	217	6.2%	4458
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	4.0% <sup>(2)</sup>	288	1.1%	781	3.8%	301	4.9% <sup>(2)</sup>	2659	4.7% <sup>(2)</sup>	213	8.0% <sup>(2)</sup>	217	4.2%	4458
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	19.0% <sup>(2)(4)</sup>	288	9.7%	781	21.4% <sup>(2)(4)(6)</sup>	301	9.2%	2659	13.8% <sup>(4)</sup>	213	10.3%	217	11.0%	4458
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	3.7%	288	2.5%	781	6.5% <sup>(5)(6)</sup>	301	3.2%	2659	2.2%	213	1.8%	217	3.2%	4458
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	6.6%	288	5.6%	781	9.7% <sup>(5)(6)</sup>	301	4.9%	2659	3.8%	213	3.8%	217	5.4%	4458
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	14.9%	288	11.3%	781	16.6% <sup>(4)</sup>	301	10.4%	2659	10.9%	213	12.0%	217	11.4%	4458
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	21.0%	288	17.6%	781	26.0% <sup>(2)(4)(5)(6)</sup>	301	15.0%	2659	15.8%	213	13.7%	217	16.6%	4458
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	17.6% <sup>(2)(4)(5)(6)</sup>	288	9.6% <sup>(4)(6)</sup>	781	16.8% <sup>(2)(4)(5)(6)</sup>	301	5.9%	2659	7.9%	213	3.4%	217	8.0%	4458
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	27.2%	288	23.5%	781	28.8% <sup>(4)</sup>	301	19.6%	2659	20.3%	213	18.2%	217	21.4%	4458
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	13.1%	288	10.8%	781	21.8% <sup>(2)(4)</sup>	301	13.1%	2659	14.0%	213	13.3%	217	13.3%	4458
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	26.6% <sup>(2)(6)</sup>	288	17.0%	781	25.8% <sup>(2)(6)</sup>	301	19.1%	2659	20.3%	213	12.6%	217	19.4%	4458
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	36.4% <sup>(2)(4)(5)(6)</sup>	288	20.2% <sup>(4)</sup>	781	27.4% <sup>(4)(5)</sup>	301	15.9%	2659	18.3%	213	16.6%	217	18.9%	4458
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	19.5% <sup>(5)(2)(4)</sup>	288	11.1%	781	16.0% <sup>(4)</sup>	301	9.6%	2659	11.4%	213	13.3%	217	11.2%	4458
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	1.5%	288	1.7%	781	2.9%	301	2.3%	2659	2.1%	213	3.4%	217	2.2%	4458
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	30.3%	288	49.0% <sup>(3)(1)</sup>	781	30.1%	301	48.5% <sup>(1)(3)</sup>	2659	51.5% <sup>(1)(3)</sup>	213	45.5% <sup>(1)(3)</sup>	217	46.2%	4458

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	2.05 <sup>(4)</sup>	136	1.98	95	2.00	27	1.86	1192	2.02 <sup>(4)</sup>	34	1.88	15	1.89	1499
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.64	352	4.83 <sup>(1)(6)</sup>	610	4.73	221	4.87 <sup>(1)(6)</sup>	2967	4.79 <sup>(6)</sup>	176	4.31	129	4.82	4455
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.72	351	4.81 <sup>(6)</sup>	608	4.79 <sup>(6)</sup>	219	4.81 <sup>(6)</sup>	2969	4.79 <sup>(6)</sup>	176	4.29	129	4.79	4452
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.90	405	4.11 <sup>(4)(6)</sup>	850	3.98 <sup>(6)</sup>	320	3.83	3739	3.97 <sup>(6)</sup>	239	3.52	214	3.88	5766
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.84 <sup>(6)</sup>	403	4.01 <sup>(4)(6)</sup>	851	3.84	311	3.80	3744	3.90 <sup>(6)</sup>	240	3.47	216	3.83	5764
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.77	125	3.81	86	4.12	25	3.98 <sup>(1)</sup>	1143	3.92	32	3.74	14	3.95	1424
RUCCOMMFDBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	3.58	133	3.47	89	3.40	27	3.44	1136	3.34	32	3.85 <sup>(4)(5)</sup>	14	3.46	1431
RUCCOMMFDBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year- Clear explanation of what constitutes poor academic performance	3.82	79	4.37 <sup>(1)(3)(4)(5)</sup>	292	3.72	89	4.04	829	3.83	61	3.88	54	4.06	1405
RUCCOMMFDBK_RUC1MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only	4.24 <sup>(3)(4)</sup>	139	4.03 <sup>(3)</sup>	90	3.60	26	4.04 <sup>(3)</sup>	1173	3.97	33	4.18 <sup>(3)</sup>	15	4.05	1478
RUCCOMMFDBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	4.37	283	4.50 <sup>(3)</sup>	763	4.27	290	4.42	2585	4.41	200	4.22	200	4.41	4320
RUCCOMMFDBK_RUC1MJRACTPART Frequency in the past year with respect to your department chair/direct manager - Opportunities for active participation in departmental/unit projects and initiatives	4.60	215	4.55	350	4.99 <sup>(1)(2)(4)(5)</sup>	127	4.73 <sup>(2)</sup>	1995	4.65	99	4.63	95	4.71	2881
RUCCOMMFDBK_RUC1MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	5.19 <sup>(3)</sup>	205	5.09	506	4.94	185	5.17 <sup>(3)(6)</sup>	1770	5.01	137	4.79	123	5.12	2925
RUCCOMMFDBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	4.41	423	4.65 <sup>(1)(6)</sup>	854	4.79 <sup>(1)(4)(6)</sup>	317	4.59 <sup>(1)</sup>	3767	4.63 <sup>(1)</sup>	236	4.34	217	4.59	5813
RUCCOMMFDBK_RUC1MJROPEN Frequency in the past year with respect to department chair/manager/faculty- Open channels of communication regarding faculty/employee/student needs, concerns, and suggestions	4.09	424	4.24	861	4.17	318	4.38 <sup>(1)(2)(5)</sup>	3770	4.21	236	4.17	215	4.31	5824
RUCCOMMFDBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	5.13	284	5.12	765	5.20	290	5.29 <sup>(1)(2)(6)</sup>	2598	5.25	203	5.03	202	5.23	4342
RUCCOMMFDBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	4.42	272	4.69 <sup>(1)(3)(6)</sup>	739	4.37	281	4.80 <sup>(1)(3)(5)(6)</sup>	2517	4.50	199	4.28	191	4.69	4198
RUCCOMMFDBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	5.17	282	5.20	760	5.26	293	5.37 <sup>(1)(2)(6)</sup>	2596	5.34	204	5.10	202	5.30	4337
RUCCOMMFDBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect	4.95	281	5.10	759	5.20 <sup>(1)(6)</sup>	292	5.19 <sup>(1)(2)(6)</sup>	2587	5.04	204	4.90	194	5.14	4316
RUCCOMMFDBK_PRVSJCONCPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	3.69 <sup>(6)</sup>	277	3.93 <sup>(6)</sup>	732	3.99 <sup>(6)</sup>	268	3.79 <sup>(6)</sup>	2525	3.66 <sup>(6)</sup>	201	2.94	193	3.77	4195
PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings	2.90	62	3.22 <sup>(1)(4)(5)</sup>	257	3.20	71	2.96	706	2.90	55	2.88	48	3.02	1199

	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
PRFSLSKILLIMP_PRFSLSKILLIMP_2 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Understanding the norms of ethical behavior for my profession	3.28	62	3.36 <sup>(5)(4)</sup>	257	3.16	70	3.09	703	3.08	56	3.11	48	3.16	1197
PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds	2.54	62	3.42 <sup>(1)(4)(5)</sup>	253	3.19 <sup>(1)</sup>	71	2.93	704	2.82	56	3.03	48	3.03	1193
PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers	3.12	61	3.46 <sup>(1)(4)(5)</sup>	256	3.38	71	3.27	703	3.15	56	3.34	48	3.30	1195
PRFSLSKILLIMP_PRFSLSKILLIMP_5 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being able to incorporate concepts of privilege or social justice in my work/research/teaching	2.85	62	3.18 <sup>(5)(4)</sup>	257	2.96 <sup>(4)</sup>	71	2.56	701	2.74	56	2.94	48	2.75	1195
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.13	363	5.04	810	5.30 <sup>(2)</sup>	302	5.59 <sup>(1)(2)(3)(5)(6)</sup>	3379	5.43 <sup>(2)(6)(1)</sup>	220	5.05	194	5.43	5268
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.57	118	4.82	231	4.84	80	4.82	829	4.66	69	4.33	75	4.77	1403
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	4.86	370	5.12 <sup>(1)</sup>	813	5.25 <sup>(1)(6)</sup>	295	5.23 <sup>(1)(2)(6)</sup>	3433	5.13 <sup>(1)</sup>	222	4.91	194	5.17	5327
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	4.94	125	5.11	263	5.36 <sup>(1)(2)</sup>	100	5.33 <sup>(1)(2)</sup>	1141	5.17	86	4.74	62	5.24	1776
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	4.96 <sup>(2)(6)</sup>	343	4.66	809	4.92 <sup>(6)(2)</sup>	296	5.58 <sup>(1)(2)(3)(5)(6)</sup>	3286	5.26 <sup>(1)(6)(2)(3)</sup>	219	4.37	192	5.30	5146
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.47	364	4.77 <sup>(4)(1)</sup>	768	4.57	301	4.64	3504	4.75 <sup>(1)</sup>	225	4.46	200	4.64	5363
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	3.21	386	4.32 <sup>(1)</sup>	835	4.67 <sup>(1)(2)(6)</sup>	310	5.45 <sup>(2)(5)(6)(3)(1)</sup>	3477	4.61 <sup>(1)(6)(2)</sup>	228	4.16 <sup>(1)</sup>	190	4.99	5425
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.63 <sup>(6)</sup>	347	4.71 <sup>(6)</sup>	721	4.92 <sup>(2)(6)(1)</sup>	285	4.94 <sup>(1)(2)(5)(6)</sup>	3352	4.78 <sup>(6)</sup>	217	4.12	183	4.85	5105
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	5.17	362	5.23	785	5.30	300	5.37 <sup>(1)(2)</sup>	3435	5.26	219	5.07	186	5.31	5287
MYCVILLE_MYCVILLESES Individuals of my socioeconomic status are respected in Charlottesville	4.47	375	4.95 <sup>(1)</sup>	818	4.91 <sup>(1)</sup>	308	5.20 <sup>(3)(1)(2)(5)</sup>	3493	5.00 <sup>(1)</sup>	226	4.95 <sup>(1)</sup>	198	5.08	5418
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	3.70	330	4.40 <sup>(1)(4)(5)</sup>	698	4.29 <sup>(1)</sup>	260	4.09 <sup>(1)</sup>	3087	4.04 <sup>(1)</sup>	191	4.16 <sup>(1)</sup>	166	4.12	4732
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	3.96	331	4.59 <sup>(1)(4)(5)</sup>	693	4.45 <sup>(1)</sup>	258	4.34 <sup>(1)</sup>	3109	4.37 <sup>(1)</sup>	192	4.26	170	4.35	4753
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	3.84	333	4.50 <sup>(1)(3)(4)(5)(6)</sup>	697	4.22 <sup>(1)</sup>	262	4.11 <sup>(1)</sup>	3083	4.10 <sup>(1)</sup>	192	4.07	167	4.15	4734
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	5.06 <sup>(2)(3)(6)</sup>	327	4.57	682	4.68	262	4.95 <sup>(3)(2)(6)</sup>	3110	4.93 <sup>(2)</sup>	192	4.49	171	4.87	4743
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	3.25 <sup>(2)(3)(4)(5)</sup>	318	2.73	694	2.72	250	2.74	3091	2.82	191	2.88	167	2.78	4711
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.72 <sup>(2)(5)(4)(3)</sup>	324	2.36	693	2.41	263	2.44	3096	2.43	192	2.58	169	2.45	4738
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	3.54	321	4.34 <sup>(4)(6)(1)(5)</sup>	688	4.20 <sup>(4)(1)</sup>	257	3.98 <sup>(1)</sup>	3080	3.96 <sup>(1)</sup>	191	3.84	169	4.01	4706
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.25	321	4.17 <sup>(5)(3)(4)(6)(1)</sup>	690	3.78 <sup>(1)</sup>	261	3.73 <sup>(1)</sup>	3086	3.72 <sup>(1)</sup>	193	3.58	168	3.76	4718
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	3.94 <sup>(2)(3)(4)(5)</sup>	321	3.10	674	3.57 <sup>(2)</sup>	247	3.70 <sup>(2)</sup>	3067	3.64 <sup>(2)</sup>	189	3.66 <sup>(2)</sup>	169	3.62	4666
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	3.36 <sup>(2)(4)(3)(5)</sup>	321	2.81	690	2.86	253	3.06 <sup>(2)</sup>	3062	3.06 <sup>(2)</sup>	190	2.93	168	3.03	4684

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	17.4% <sup>(2)(3)(5)(6)</sup>	435	8.8%	884	11.4%	330	17.4% <sup>(2)(3)(5)(6)</sup>	3876	10.4%	247	10.4%	233	15.3%	6004
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	8.5% <sup>(2)(6)</sup>	435	4.1% <sup>(6)</sup>	884	5.4% <sup>(6)</sup>	330	5.2% <sup>(6)</sup>	3876	6.0% <sup>(6)</sup>	247	1.0%	233	5.2%	6004
PARENCARE_3b No caregiving responsibility	73.2%	435	88.5% <sup>(1)(4)(5)</sup>	884	84.0% <sup>(1)(4)</sup>	330	77.7%	3876	81.8% <sup>(1)</sup>	247	85.4% <sup>(1)(4)</sup>	233	79.8%	6004
CAREBLNCE_1b Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver	19.7%	22	19.7%	34	22.9%	23	55.9% <sup>(1)(2)(3)</sup>	107	58.0% <sup>(1)(2)(3)</sup>	9	67.1% <sup>(1)(2)</sup>	7	42.6%	201
CAREBLNCE_2b Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work	11.9%	22	27.3%	34	19.1%	23	34.9% <sup>(1)</sup>	107	32.5%	9	42.7%	7	29.5%	201
CAREBLNCE_3b Advisor has been supportive of my need to balance work and parenting/caregiving	30.5%	22	31.8%	34	10.4%	23	36.9% <sup>(3)</sup>	107	41.7% <sup>(3)</sup>	9	32.8%	7	32.4%	201
CAREBLNCE_4b Daily schedule is flexible which is helpful for my parenting/caregiving	11.5%	22	29.5%	34	14.1%	23	34.5% <sup>(1)(3)(6)</sup>	107	35.7% <sup>(1)</sup>	9	9.2%	7	28.0%	201
CAREBLNCE_5b My educational and career timing has meshed well with my timing for parenting/caregiving	10.3%	22	25.2%	34	14.4%	23	21.8%	107	30.4%	9	23.5%	7	20.7%	201
CAREBLNCE_7b Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently	13.0%	22	25.2%	34	24.9%	23	40.4% <sup>(1)</sup>	107	31.2%	9	34.3%	7	32.5%	201
CAREBLNCE_8b I am able to satisfactorily balance my program work and parenting/caregiving	21.7%	22	31.6%	34	67.0% <sup>(1)(2)(4)</sup>	23	30.2%	107	38.0%	9	23.5%	7	33.8%	201

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
SATFCTIONENGAGEUVA_VAWCSATHARM Satisfaction with UVA's efforts to: Provide assistance to individuals in the UVA community/students when they see or experience unethical or disrespectful acts	3.80	314	4.36 <sup>(1)(5)(6)</sup>	605	4.21 <sup>(1)</sup>	201	4.28 <sup>(1)(6)</sup>	2644	4.11 <sup>(1)</sup>	158	3.68	125	4.23	4047
SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	4.17	322	4.49 <sup>(1)</sup>	613	4.51 <sup>(1)</sup>	213	4.51 <sup>(1)</sup>	2738	4.46 <sup>(1)</sup>	162	4.10	130	4.46	4178
SATFCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.58	324	4.05 <sup>(1)(5)(6)</sup>	682	3.97 <sup>(1)</sup>	264	3.99 <sup>(1)(6)</sup>	3090	3.83	193	3.55	160	3.95	4713
SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	3.03	298	3.92 <sup>(1)(5)(6)(3)(4)</sup>	605	3.52 <sup>(1)</sup>	239	3.63 <sup>(1)</sup>	2782	3.42 <sup>(1)</sup>	168	3.38	134	3.61	4226
SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	3.23	312	4.03 <sup>(1)(6)</sup>	665	3.93 <sup>(1)</sup>	262	4.03 <sup>(1)(6)</sup>	3069	3.85 <sup>(1)</sup>	188	3.51	148	3.95	4645
agecomposite Age based harassment/discrimination index	1.49 <sup>(4)</sup>	432	1.40	865	1.42	324	1.40	3804	1.48	243	1.46	218	1.42	5886
discomposite Disability based harassment/discrimination index	1.68 <sup>(4)</sup>	428	1.65 <sup>(4)</sup>	871	1.59	324	1.53	3816	1.64 <sup>(4)</sup>	245	1.76 <sup>(4)</sup>	220	1.57	5905
relcomposite Religion based harassment/discrimination index	1.75 <sup>(3)(4)</sup>	433	1.68	870	1.61	328	1.64	3861	1.78 <sup>(3)(4)</sup>	247	2.11 <sup>(1)(2)(3)(4)(5)</sup>	223	1.68	5961
racecomposite Race based harassment/discrimination index	2.57 <sup>(2)(3)(4)(5)(6)</sup>	434	2.05 <sup>(4)</sup>	876	1.95 <sup>(4)</sup>	327	1.51	3862	2.00 <sup>(4)</sup>	247	2.17 <sup>(4)</sup>	223	1.73	5969
sexorcomposite Sexual orientation based harassment/discrimination index	1.64 <sup>(2)(4)</sup>	433	1.53 <sup>(4)</sup>	874	1.53	328	1.45	3864	1.58 <sup>(4)</sup>	247	1.73 <sup>(4)</sup>	223	1.49	5968
polorcomposite Political belief based harassment/discrimination index	2.02 <sup>(2)</sup>	433	1.89	874	2.10 <sup>(2)</sup>	327	2.11 <sup>(2)</sup>	3862	2.16 <sup>(1)(2)</sup>	247	2.39 <sup>(1)(2)(3)(4)</sup>	223	2.08	5966
sescomposite Socioeconomic Status based harassment/discrimination index	1.85 <sup>(2)(4)(5)</sup>	433	1.63 <sup>(4)</sup>	876	1.78 <sup>(2)(4)</sup>	328	1.51	3861	1.67 <sup>(4)</sup>	247	1.82 <sup>(4)</sup>	223	1.58	5967
norgcomposite National origin based harassment/discrimination index	1.66 <sup>(4)</sup>	434	1.76 <sup>(4)(5)</sup>	876	1.68 <sup>(4)</sup>	328	1.34	3851	1.58 <sup>(4)</sup>	247	1.88 <sup>(1)(4)(5)</sup>	223	1.47	5959
ctzncomposite Citizenship Status based harassment/discrimination index	1.60 <sup>(4)(5)</sup>	435	1.62 <sup>(4)(5)</sup>	879	1.60 <sup>(4)(5)</sup>	328	1.29	3852	1.46 <sup>(4)</sup>	247	1.66 <sup>(4)(5)</sup>	221	1.40	5961
vetcomposite Military Service Status based harassment/discrimination index	1.24 <sup>(4)</sup>	431	1.22 <sup>(4)</sup>	865	1.17	324	1.16	3830	1.23 <sup>(4)</sup>	244	1.29 <sup>(4)</sup>	218	1.18	5913
Gendercomposite Gender based harassment/discrimination index	1.82 <sup>(2)(4)</sup>	433	1.71	877	1.72	328	1.65	3861	1.74 <sup>(4)</sup>	247	1.85 <sup>(4)</sup>	223	1.68	5969

Race/Ethnicity														
	African American or Black alone (1)		Asian American or Asian alone (2)		Hispanic or LatinX (3)		White or Caucasian alone (4)		Multiracial (5)		All remaining categories (6)		Total	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.28	411	4.61 <sup>(1) (5) (6)</sup>	845	4.50 <sup>(6)</sup>	319	4.69 <sup>(1) (3) (5) (6)</sup>	3755	4.46 <sup>(6)</sup>	239	4.13	207	4.61	5775
connectcomposite Connectedness Composite index	2.54	125	2.73	82	2.97 <sup>(1) (4) (5) (6)</sup>	25	2.62	1078	2.60	31	2.52	14	2.62	1355
memposcomposite UVA Message Positive Composite index	3.89	354	4.44 <sup>(1)</sup>	742	4.30 <sup>(1)</sup>	286	4.44 <sup>(1) (5) (6)</sup>	3349	4.31 <sup>(1)</sup>	209	4.13	189	4.38	5129
memnegcomposite UVA Message Negative Composite index	3.45 <sup>(2) (3) (4) (5) (6)</sup>	351	2.99	743	3.06	285	2.91	3353	3.04 <sup>(4)</sup>	208	3.04	189	2.98	5129
localposcomposite Local Residents Message Positive Composite index	3.68	335	4.39 <sup>(1) (3) (4) (5) (6)</sup>	704	4.16 <sup>(1)</sup>	267	4.04 <sup>(1)</sup>	3128	4.03 <sup>(1)</sup>	196	3.97	173	4.07	4802
localnegcomposite Local Resident Message Negative Composite index	3.68 <sup>(4) (2) (3) (5) (6)</sup>	333	3.11	699	3.28	268	3.39 <sup>(2)</sup>	3146	3.38 <sup>(2)</sup>	195	3.30	173	3.36	4813