

## Appendix H: T-Tests of Selected Survey Items by Gender – 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 gender identities. As indicated in Column 1, the mean level of agreement among men is 4.18, and this is statistically higher than the mean rating provided by women, as shown in Column 2, and TGQNO respondents in Column 3.<sup>1</sup> In other words, men feel more comfortable with the climate for diversity and inclusiveness than these other groups feel. Additionally, women report a statistically higher level of comfort as compared to TGQNO respondents.

|   | Man (1)                |      | Woman (2)           |      | TGQNO (3) |     | Total |      |
|---|------------------------|------|---------------------|------|-----------|-----|-------|------|
|   | Mean                   | N    | Mean                | N    | Mean      | N   | Mean  | N    |
| Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA | 4.18 <sup>(2)(3)</sup> | 2787 | 3.88 <sup>(3)</sup> | 3045 | 3.04      | 112 | 4.00  | 5944 |

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.

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<sup>1</sup> This variable captures respondents who identified as Trans Man, Trans Woman, Genderqueer, Non-binary or Gender Non-conforming, or the respondent's own description.



| Gender   |                         |      |                         |      |           |     |       |      |
|--|-------------------------|------|-------------------------|------|-----------|-----|-------|------|
|  | Man (1)                 |      | Woman (2)               |      | TGQNO (3) |     | Total |      |
|  | 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  | 4.18 <sup>(2) (3)</sup> | 2787 | 3.88 <sup>(3)</sup>     | 3045 | 3.04      | 112 | 4.00  | 5944 |
| RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program        | 4.45 <sup>(2) (3)</sup> | 1508 | 4.17                    | 1424 | 3.64      | 48  | 4.31  | 2980 |
| DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA   | 4.64 <sup>(2) (3)</sup> | 2420 | 4.46 <sup>(3)</sup>     | 2568 | 3.48      | 96  | 4.53  | 5085 |
| DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program   | 4.69 <sup>(2) (3)</sup> | 2665 | 4.57 <sup>(3)</sup>     | 2896 | 3.88      | 103 | 4.61  | 5664 |
| DUCPRIDE_DUCDVRSIMPTME Agreement with: - Diversity is important to me  | 5.05                    | 2452 | 5.53 <sup>(1)</sup>     | 2593 | 5.25      | 95  | 5.29  | 5140 |
| RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA   | 4.88 <sup>(2) (3)</sup> | 823  | 4.63 <sup>(3)</sup>     | 943  | 3.80      | 73  | 4.71  | 1839 |
| RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA   | 5.30 <sup>(2) (3)</sup> | 2724 | 4.73 <sup>(3)</sup>     | 3021 | 3.26      | 109 | 4.97  | 5854 |
| RUCMY_MYVET Individuals of my military service status are respected at UVA   | 5.20                    | 1222 | 5.30 <sup>(1)</sup>     | 1046 | 4.92      | 50  | 5.24  | 2319 |
| RUCMY_MYNATORIG Individuals of my national origin are respected at UVA   | 5.24                    | 2638 | 5.33 <sup>(1) (3)</sup> | 2817 | 4.83      | 100 | 5.28  | 5554 |
| RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA   | 4.43 <sup>(3)</sup>     | 2727 | 4.81 <sup>(1) (3)</sup> | 2960 | 3.58      | 110 | 4.61  | 5797 |
| RUCMY_RUCMYRACE Individuals of my race are respected at UVA  | 4.99                    | 2774 | 5.05                    | 3028 | 4.63      | 106 | 5.01  | 5907 |
| RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA  | 4.78 <sup>(3)</sup>     | 2657 | 4.87 <sup>(1) (3)</sup> | 2856 | 3.96      | 106 | 4.81  | 5619 |
| RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA   | 5.26 <sup>(3)</sup>     | 2713 | 5.36 <sup>(1) (3)</sup> | 2954 | 3.48      | 109 | 5.27  | 5775 |
| RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA   | 4.67 <sup>(3)</sup>     | 511  | 4.66 <sup>(3)</sup>     | 530  | 4.00      | 10  | 4.66  | 1051 |
| RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA   | 5.29                    | 2444 | 5.34                    | 2599 | 5.39      | 92  | 5.31  | 5136 |
| RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA  | 4.95                    | 2000 | 4.93                    | 2316 | 4.42      | 89  | 4.93  | 4405 |
| RUCCOMMFDBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably | 4.61 <sup>(2) (3)</sup> | 746  | 4.44                    | 668  | 4.03      | 17  | 4.53  | 1430 |
| RUCCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty                                       | 4.83 <sup>(3)</sup>     | 1926 | 4.77 <sup>(3)</sup>     | 2255 | 3.77      | 90  | 4.78  | 4271 |

|  | Man (1)             |     | Woman (2)           |     | TGQNO (3)              |    | Total |      |
|--|---------------------|-----|---------------------|-----|------------------------|----|-------|------|
|  | Mean                | N   | Mean                | N   | Mean                   | N  | Mean  | N    |
| RUCOMMFBK_RUCOMMFBKRSPTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace  | 5.03 <sup>(3)</sup> | 781 | 5.00 <sup>(3)</sup> | 710 | 4.44                   | 17 | 5.01  | 1508 |
| DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age  | 1.50                | 781 | 1.64 <sup>(1)</sup> | 709 | 2.34 <sup>(1)(2)</sup> | 18 | 1.58  | 1508 |
| DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms                    | 1.55                | 783 | 1.68 <sup>(1)</sup> | 715 | 2.60 <sup>(1)(2)</sup> | 18 | 1.63  | 1515 |
| DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship                                   | 1.20                | 783 | 1.18                | 712 | 1.38                   | 18 | 1.19  | 1514 |
| DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability                                    | 1.16                | 781 | 1.16                | 711 | 1.70                   | 18 | 1.17  | 1510 |
| 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                   | 1.32                | 779 | 1.43 <sup>(1)</sup> | 713 | 2.27 <sup>(1)(2)</sup> | 18 | 1.38  | 1510 |
| DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service                               | 1.12 <sup>(2)</sup> | 776 | 1.07                | 714 | 1.11                   | 17 | 1.10  | 1507 |
| DUCSNRLDR_DUCSNRLDRNORG Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - National origin                               | 1.21                | 777 | 1.21                | 711 | 1.63                   | 18 | 1.22  | 1506 |
| 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 | 1.78                | 777 | 1.72                | 713 | 2.66 <sup>(1)(2)</sup> | 18 | 1.76  | 1508 |
| DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status                            | 1.12                | 778 | 1.23 <sup>(1)</sup> | 714 | 1.31                   | 17 | 1.17  | 1509 |
| DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race  | 1.31                | 775 | 1.35                | 713 | 2.07 <sup>(1)(2)</sup> | 17 | 1.34  | 1506 |
| DUCSNRLDR_DUCSNRLDRRLTSH Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status                  | 1.23                | 782 | 1.27                | 711 | 1.89 <sup>(1)(2)</sup> | 18 | 1.26  | 1511 |

|  | Man (1)             |      | Woman (2)           |      | TGQNO (3)              |    | Total |      |
|--|---------------------|------|---------------------|------|------------------------|----|-------|------|
|  | Mean                | N    | Mean                | N    | Mean                   | N  | Mean  | N    |
| 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 | 1.34                | 783  | 1.31                | 712  | 1.61                   | 18 | 1.33  | 1512 |
| DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation                                     | 1.21                | 782  | 1.19                | 713  | 1.82 <sup>(1)(2)</sup> | 18 | 1.21  | 1512 |
| DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status                                     | 1.24                | 781  | 1.27                | 713  | 2.23 <sup>(1)(2)</sup> | 18 | 1.26  | 1512 |
| VSTPTNNEGVM_VSTPTNNEGVMWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age   | 1.29                | 2561 | 1.34 <sup>(1)</sup> | 2761 | 1.54                   | 87 | 1.32  | 5409 |
| VSTPTNNEGVM_VSTPTNNEGVMWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms   | 1.45                | 2567 | 1.59 <sup>(1)</sup> | 2763 | 2.16 <sup>(1)(2)</sup> | 87 | 1.54  | 5417 |
| VSTPTNNEGVM_VSTPTNNEGVMWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship  | 1.39                | 2021 | 1.44                | 1974 | 1.92 <sup>(1)(2)</sup> | 61 | 1.43  | 4057 |
| VSTPTNNEGVM_VSTPTNNEGVMWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability   | 1.23                | 2014 | 1.27                | 1967 | 1.67 <sup>(1)(2)</sup> | 61 | 1.25  | 4042 |
| VSTPTNNEGVM_VSTPTNNEGVMWGENGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity                                     | 1.41                | 2022 | 1.50 <sup>(1)</sup> | 1974 | 2.54 <sup>(1)(2)</sup> | 61 | 1.47  | 4057 |
| VSTPTNNEGVM_VSTPTNNEGVMWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service  | 1.15 <sup>(2)</sup> | 2559 | 1.11                | 2754 | 1.37                   | 87 | 1.13  | 5400 |
| VSTPTNNEGVM_VSTPTNNEGVMWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin  | 1.40                | 2556 | 1.48 <sup>(1)</sup> | 2748 | 1.98 <sup>(1)(2)</sup> | 87 | 1.45  | 5392 |
| VSTPTNNEGVM_VSTPTNNEGVMWPOLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs                      | 1.70                | 2022 | 1.79 <sup>(1)</sup> | 1973 | 2.37 <sup>(1)(2)</sup> | 58 | 1.75  | 4054 |
| VSTPTNNEGVM_VSTPTNNEGVMWRGNCY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status  | 1.16                | 2557 | 1.17                | 2744 | 1.45                   | 85 | 1.17  | 5386 |
| VSTPTNNEGVM_VSTPTNNEGVMWRACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race   | 1.53                | 2009 | 1.70 <sup>(1)</sup> | 1974 | 2.45 <sup>(1)(2)</sup> | 61 | 1.63  | 4044 |

|  | Man (1)             |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |
|--|---------------------|------|---------------------|------|------------------------|-----|-------|------|
|  | Mean                | N    | Mean                | N    | Mean                   | N   | Mean  | N    |
| VSTPTNNEGVM_VSTPTNNEGVMRLTSHP Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:- Relationship/marital status                            | 1.21                | 2557 | 1.22                | 2751 | 1.58                   | 86  | 1.22  | 5395 |
| VSTPTNNEGVM_VSTPTNNEGVMRELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs | 1.42                | 2020 | 1.48                | 1973 | 1.92 <sup>(1)</sup>    | 60  | 1.46  | 4053 |
| VSTPTNNEGVM_VSTPTNNEGVMSEXOR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - Sexual orientation                                    | 1.39                | 2020 | 1.45                | 1968 | 2.22 <sup>(1)(2)</sup> | 60  | 1.43  | 4047 |
| VSTPTNNEGVM_VSTPTNNEGVMSES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status                                     | 1.36                | 2013 | 1.43 <sup>(1)</sup> | 1961 | 2.14 <sup>(1)(2)</sup> | 55  | 1.40  | 4030 |
| DUCSTDNT_STDNTAGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age  | 1.74                | 2676 | 1.83 <sup>(1)</sup> | 2917 | 2.35 <sup>(1)(2)</sup> | 99  | 1.79  | 5692 |
| DUCSTDNT_STDNTAPPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms  | 2.24                | 2673 | 2.57 <sup>(1)</sup> | 2916 | 3.28 <sup>(1)(2)</sup> | 102 | 2.43  | 5691 |
| DUCSTDNT_STDNTCTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship   | 1.58                | 2108 | 1.64                | 2107 | 2.38 <sup>(1)(2)</sup> | 74  | 1.62  | 4288 |
| DUCSTDNT_STDNTDISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability  | 1.40                | 2105 | 1.44                | 2100 | 2.50 <sup>(1)(2)</sup> | 72  | 1.44  | 4277 |
| DUCSTDNT_DUCSTDNTGENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity  | 1.92                | 2411 | 2.12 <sup>(1)</sup> | 2531 | 3.31 <sup>(1)(2)</sup> | 89  | 2.05  | 5031 |
| DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service   | 1.31 <sup>(2)</sup> | 2667 | 1.22                | 2910 | 1.71 <sup>(2)</sup>    | 102 | 1.27  | 5679 |
| DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin   | 1.78                | 2673 | 1.87 <sup>(1)</sup> | 2913 | 2.74 <sup>(1)(2)</sup> | 102 | 1.85  | 5688 |
| DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs                          | 2.83                | 2413 | 2.94                | 2535 | 3.93 <sup>(1)(2)</sup> | 93  | 2.91  | 5041 |
| DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status  | 1.25                | 2666 | 1.42 <sup>(1)</sup> | 2906 | 2.14 <sup>(1)(2)</sup> | 98  | 1.35  | 5670 |

|   | Man (1)             |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |
|---|---------------------|------|---------------------|------|------------------------|-----|-------|------|
|   | Mean                | N    | Mean                | N    | Mean                   | N   | Mean  | N    |
| DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race  | 1.99                | 2413 | 2.20 <sup>(1)</sup> | 2533 | 3.10 <sup>(1)(2)</sup> | 93  | 2.12  | 5039 |
| DUCSTDNT_STDNRTLNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status                                       | 1.50                | 2671 | 1.64 <sup>(1)</sup> | 2909 | 2.33 <sup>(1)(2)</sup> | 102 | 1.58  | 5682 |
| DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs          | 1.93                | 2405 | 2.03 <sup>(1)</sup> | 2534 | 2.85 <sup>(1)(2)</sup> | 90  | 2.00  | 5029 |
| DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation  | 1.81                | 2412 | 1.91 <sup>(1)</sup> | 2529 | 3.08 <sup>(1)(2)</sup> | 92  | 1.88  | 5033 |
| DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status   | 1.85                | 2408 | 1.93                | 2525 | 2.66 <sup>(1)(2)</sup> | 85  | 1.90  | 5018 |
| DUCFAC_FACNEGVWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age   | 1.36                | 1953 | 1.51 <sup>(1)</sup> | 2291 | 2.04 <sup>(1)(2)</sup> | 89  | 1.45  | 4333 |
| DUCFAC_FACNEGVWAPPEAR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Appearance or mannerisms                     | 1.43                | 1949 | 1.68 <sup>(1)</sup> | 2290 | 2.60 <sup>(1)(2)</sup> | 89  | 1.58  | 4327 |
| ducfac_facnegvwdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability                                     | 1.16                | 1693 | 1.26 <sup>(1)</sup> | 1909 | 1.95 <sup>(1)(2)</sup> | 82  | 1.23  | 3683 |
| 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                      | 1.27                | 1694 | 1.56 <sup>(1)</sup> | 1910 | 2.73 <sup>(1)(2)</sup> | 81  | 1.45  | 3686 |
| DUCFAC_FACNEGVWVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service                                | 1.17 <sup>(2)</sup> | 1950 | 1.12                | 2290 | 1.51                   | 84  | 1.15  | 4324 |
| DUCFAC_FACNEGVWNATORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin                              | 1.26                | 1948 | 1.33 <sup>(1)</sup> | 2284 | 2.16 <sup>(1)(2)</sup> | 88  | 1.32  | 4321 |
| DUCFAC_DUCFACPOLITICS In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Political affiliations, opinions, or beliefs | 2.15                | 1697 | 2.16                | 1914 | 2.83 <sup>(1)(2)</sup> | 79  | 2.17  | 3690 |
| DUCFAC_FACNEGVWPRGNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status                             | 1.11                | 1948 | 1.20 <sup>(1)</sup> | 2291 | 1.66 <sup>(1)</sup>    | 85  | 1.17  | 4324 |

|  | Man (1) |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |
|--|---------|------|---------------------|------|------------------------|-----|-------|------|
|  | Mean    | N    | Mean                | N    | Mean                   | N   | Mean  | N    |
| DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race  | 1.36    | 1692 | 1.48 <sup>(1)</sup> | 1913 | 2.17 <sup>(1)(2)</sup> | 78  | 1.44  | 3684 |
| DUCFAC_FACNEGVWRLTNSHP In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Relationship/marital status                        | 1.23    | 1950 | 1.27                | 2291 | 1.67                   | 85  | 1.26  | 4327 |
| 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 | 1.40    | 1688 | 1.43                | 1916 | 1.98                   | 76  | 1.43  | 3680 |
| DUCFAC_DUCFACSEXOR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation                                     | 1.19    | 1680 | 1.27 <sup>(1)</sup> | 1908 | 2.28 <sup>(1)(2)</sup> | 78  | 1.26  | 3667 |
| DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status                                     | 1.33    | 1681 | 1.37                | 1909 | 1.86                   | 76  | 1.36  | 3666 |
| DUCSTAFF_STAFFNEGVWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age  | 1.32    | 2697 | 1.38 <sup>(1)</sup> | 2907 | 1.64 <sup>(1)</sup>    | 99  | 1.36  | 5703 |
| DUCSTAFF_STAFFNEGVWAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms  | 1.45    | 2696 | 1.52 <sup>(1)</sup> | 2910 | 2.09 <sup>(1)(2)</sup> | 104 | 1.50  | 5711 |
| DUCSTAFF_STAFFNEGVWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship  | 1.28    | 2137 | 1.28                | 2100 | 1.83 <sup>(1)(2)</sup> | 78  | 1.29  | 4315 |
| DUCSTAFF_STAFFNEGVWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability   | 1.20    | 2130 | 1.21                | 2095 | 1.62 <sup>(1)(2)</sup> | 76  | 1.21  | 4302 |
| DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity   | 1.36    | 2436 | 1.41                | 2529 | 2.32 <sup>(1)(2)</sup> | 92  | 1.41  | 5057 |
| DUCSTAFF_STAFFNEGVWVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service   | 1.14    | 2689 | 1.11                | 2894 | 1.25                   | 100 | 1.13  | 5683 |
| DUCSTAFF_STAFFNEGVWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin   | 1.32    | 2689 | 1.31                | 2895 | 1.85 <sup>(1)(2)</sup> | 103 | 1.32  | 5687 |
| DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs                         | 1.81    | 2440 | 1.74                | 2530 | 2.36 <sup>(1)(2)</sup> | 96  | 1.79  | 5066 |



|  | Man (1)                |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |
|--|------------------------|------|---------------------|------|------------------------|-----|-------|------|
|  | Mean                   | N    | Mean                | N    | Mean                   | N   | Mean  | N    |
| DUCSTAFF_STAFFNEGVWPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status                                    | 1.14                   | 2686 | 1.17 <sup>(1)</sup> | 2887 | 1.43 <sup>(1)</sup>    | 102 | 1.16  | 5674 |
| DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race  | 1.40                   | 2431 | 1.46                | 2529 | 2.08 <sup>(1)(2)</sup> | 95  | 1.45  | 5055 |
| DUCSTAFF_STAFFNEGVWRLTSH Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Relationship/marital status                          | 1.21                   | 2684 | 1.22                | 2890 | 1.59 <sup>(1)(2)</sup> | 104 | 1.22  | 5678 |
| DUCSTAFF_DUCSTAFFRELIG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs | 1.37                   | 2436 | 1.36                | 2528 | 1.87 <sup>(1)(2)</sup> | 92  | 1.38  | 5056 |
| DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation                                     | 1.32                   | 2432 | 1.33                | 2520 | 2.16 <sup>(1)(2)</sup> | 92  | 1.34  | 5044 |
| DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status                                     | 1.33                   | 2427 | 1.34                | 2516 | 1.94 <sup>(1)(2)</sup> | 90  | 1.34  | 5034 |
| ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved                                      | 5.01 <sup>(2)(3)</sup> | 2377 | 4.83 <sup>(3)</sup> | 2616 | 4.13                   | 95  | 4.90  | 5088 |
| ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences                 | 2.44                   | 2360 | 2.64 <sup>(1)</sup> | 2569 | 2.97 <sup>(1)</sup>    | 95  | 2.55  | 5024 |
| ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments                    | 4.55 <sup>(2)(3)</sup> | 2322 | 4.11 <sup>(3)</sup> | 2487 | 3.18                   | 95  | 4.30  | 4903 |
| ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments   | 4.71 <sup>(2)(3)</sup> | 2121 | 4.43 <sup>(3)</sup> | 2206 | 3.76                   | 82  | 4.55  | 4409 |
| ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments      | 4.61 <sup>(2)(3)</sup> | 2180 | 4.23 <sup>(3)</sup> | 2316 | 3.37                   | 81  | 4.40  | 4576 |
| VAWCSTMT_VAWCLDHPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community  | 4.67 <sup>(2)</sup>    | 754  | 4.47                | 692  | 4.30                   | 18  | 4.57  | 1463 |
| VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students  | 3.61                   | 2286 | 4.49 <sup>(1)</sup> | 2390 | 4.87 <sup>(1)</sup>    | 86  | 4.07  | 4762 |
| VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff   | 4.20                   | 751  | 4.87 <sup>(1)</sup> | 680  | 5.19 <sup>(1)(2)</sup> | 18  | 4.52  | 1449 |

|  | Man (1)                |      | Woman (2)           |      | TGQNO (3)              |    | Total |      |
|--|------------------------|------|---------------------|------|------------------------|----|-------|------|
|  | Mean                   | N    | Mean                | N    | Mean                   | N  | Mean  | N    |
| VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty                     | 4.21                   | 1005 | 4.88 <sup>(1)</sup> | 1059 | 5.22 <sup>(1)(2)</sup> | 30 | 4.57  | 2095 |
| VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA | 4.24 <sup>(2)(3)</sup> | 2159 | 4.08 <sup>(3)</sup> | 2261 | 3.39                   | 84 | 4.15  | 4504 |
| VAWCSTMT_VAWCLDHPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA            | 4.65 <sup>(2)</sup>    | 688  | 4.51                | 609  | 4.52                   | 17 | 4.58  | 1314 |
| VAWCSTMT_VAWCSEMPRESP Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA                      | 4.47 <sup>(2)(3)</sup> | 685  | 4.28 <sup>(3)</sup> | 621  | 3.64                   | 16 | 4.37  | 1321 |
| VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA                                       | 4.62                   | 2150 | 4.64                | 2279 | 4.16                   | 80 | 4.62  | 4509 |
| VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA       | 4.72 <sup>(2)(3)</sup> | 741  | 4.41                | 667  | 4.17                   | 17 | 4.56  | 1425 |

| Gender  |                         |      |                        |      |                        |     |         |      |
|---|-------------------------|------|------------------------|------|------------------------|-----|---------|------|
|   | Man (1)                 |      | Woman (2)              |      | TGQNO (3)              |     | Total   |      |
|   | 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   | 2.5%                    | 2856 | 4.3% <sup>(1)</sup>    | 3097 | 5.0%                   | 116 | 3.5%    | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age  | 1.5%                    | 2856 | 3.1% <sup>(1)</sup>    | 3097 | 2.9%                   | 116 | 2.3%    | 6068 |
| MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age  | 4.3%                    | 2856 | 8.4% <sup>(1)</sup>    | 3097 | 7.6%                   | 116 | 6.5%    | 6068 |
| MICROAGGREG_MICROAGGREGSPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age   | 3.4% <sup>(3)</sup>     | 2856 | 6.2% <sup>(1)(3)</sup> | 3097 | 0.6%                   | 116 | 4.8%    | 6068 |
| MICROAGGREG_MICROAGGREGCMPLN_1b Someone told me that I complain too much because of my: age   | 1.2%                    | 2856 | 3.6% <sup>(1)</sup>    | 3097 | 2.1%                   | 116 | 2.5%    | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age                      | 2.8%                    | 2856 | 6.4% <sup>(1)</sup>    | 3097 | 4.1%                   | 116 | 4.6%    | 6068 |
| MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age   | 0.8%                    | 2856 | 1.3% <sup>(1)</sup>    | 3097 | 2.1%                   | 116 | 1.1%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age  | 1.5%                    | 2856 | 3.1% <sup>(1)</sup>    | 3097 | 2.2%                   | 116 | 2.4%    | 6068 |
| MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age        | 2.1%                    | 2856 | 5.8% <sup>(1)(3)</sup> | 3097 | 2.3%                   | 116 | 4.0%    | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age                               | 0.9%                    | 2856 | 1.0%                   | 3097 | 0.4%                   | 116 | 1.0%    | 6068 |
| microage_none Respondent indicated zero instances of microaggressions due to age  | 89.5% <sup>(2)</sup>    | 2856 | 80.5%                  | 3097 | 87.0%                  | 116 | 84.9%   | 6068 |
| MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability  | 0.4%                    | 2856 | 0.5%                   | 3097 | 0.9%                   | 116 | 0.5%    | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability   | 0.3%                    | 2856 | 0.7%                   | 3097 | 3.6%                   | 116 | 0.5%    | 6068 |
| MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability   | 0.4%                    | 2856 | 1.1% <sup>(1)</sup>    | 3097 | 1.5%                   | 116 | 0.8%    | 6068 |
| MICROAGGREG_MICROAGGREGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability  | 0.5%                    | 2856 | 1.6% <sup>(1)</sup>    | 3097 | 2.3%                   | 116 | 1.1%    | 6068 |
| MICROAGGREG_MICROAGGREGCMPLN_2b Someone told me that I complain too much because of my: disability  | 0.5%                    | 2856 | 1.2% <sup>(1)</sup>    | 3097 | 6.3% <sup>(1)(2)</sup> | 116 | 1.0%    | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability               | 0.4%                    | 2856 | 0.5%                   | 3097 | 2.0%                   | 116 | 0.5%    | 6068 |
| MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability | 0.3%                    | 2856 | 0.2%                   | 3097 | 1.6%                   | 116 | 0.3%    | 6068 |
| microdis_none Respondent indicated zero instances of microaggressions due to disability status  | 98.4% <sup>(2)(3)</sup> | 2856 | 96.7% <sup>(3)</sup>   | 3097 | 85.1%                  | 116 | 97.3%   | 6068 |

|  | Man (1)                 |      | Woman (2)            |      | TGQNO (3)               |     | Total   |      |
|--|-------------------------|------|----------------------|------|-------------------------|-----|---------|------|
|  | Percent                 | N    | Percent              | N    | Percent                 | N   | Percent | N    |
| MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity  | 3.0%                    | 2856 | 17.1% <sup>(1)</sup> | 3097 | 22.6% <sup>(1)</sup>    | 116 | 10.6%   | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity   | 3.1%                    | 2856 | 9.8% <sup>(1)</sup>  | 3097 | 24.1% <sup>(1)(2)</sup> | 116 | 6.9%    | 6068 |
| MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity   | 1.0%                    | 2856 | 23.1% <sup>(1)</sup> | 3097 | 21.3% <sup>(1)</sup>    | 116 | 12.7%   | 6068 |
| MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity   | 6.0%                    | 2856 | 21.2% <sup>(1)</sup> | 3097 | 32.9% <sup>(1)(2)</sup> | 116 | 14.3%   | 6068 |
| MICROAGGREG_MICROAGGREGCMLN_3b Someone told me that I complain too much because of my: gender or gender identity   | 1.8%                    | 2856 | 13.8% <sup>(1)</sup> | 3097 | 16.2% <sup>(1)</sup>    | 116 | 8.2%    | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity               | 2.8%                    | 2856 | 31.4% <sup>(1)</sup> | 3097 | 36.8% <sup>(1)</sup>    | 116 | 18.0%   | 6068 |
| MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity                                    | 0.6%                    | 2856 | 3.5% <sup>(1)</sup>  | 3097 | 2.0%                    | 116 | 2.1%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity                                   | 1.2%                    | 2856 | 6.6% <sup>(1)</sup>  | 3097 | 8.7% <sup>(1)</sup>     | 116 | 4.1%    | 6068 |
| 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 | 2.3%                    | 2856 | 25.2% <sup>(1)</sup> | 3097 | 28.3% <sup>(1)</sup>    | 116 | 14.5%   | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity                        | 3.6%                    | 2856 | 3.6%                 | 3097 | 26.5% <sup>(1)(2)</sup> | 116 | 4.0%    | 6068 |
| microgender_none Respondent indicated zero instances of microaggressions due to gender identity  | 87.5% <sup>(2)(3)</sup> | 2856 | 51.6%                | 3097 | 43.7%                   | 116 | 68.4%   | 6068 |
| MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs  | 5.8% <sup>(2)</sup>     | 2856 | 3.5%                 | 3097 | 12.7% <sup>(2)</sup>    | 116 | 4.7%    | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs   | 3.8% <sup>(2)</sup>     | 2856 | 2.6%                 | 3097 | 8.6%                    | 116 | 3.3%    | 6068 |
| MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs   | 2.5% <sup>(2)</sup>     | 2856 | 1.0%                 | 3097 | 5.8%                    | 116 | 1.8%    | 6068 |
| MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs   | 10.9%                   | 2856 | 11.0%                | 3097 | 16.4%                   | 116 | 11.0%   | 6068 |
| MICROAGGREG_MICROAGGREGCMLN_4b Someone told me that I complain too much because of my: political beliefs   | 3.1%                    | 2856 | 3.7%                 | 3097 | 9.7% <sup>(1)</sup>     | 116 | 3.5%    | 6068 |

|  | Man (1)              |      | Woman (2)            |      | TGQNO (3) |     | Total   |      |
|--|----------------------|------|----------------------|------|-----------|-----|---------|------|
|  | Percent              | N    | Percent              | N    | Percent   | N   | Percent | N    |
| MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs               | 4.7% <sup>(2)</sup>  | 2856 | 2.8%                 | 3097 | 7.6%      | 116 | 3.8%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs                                   | 2.0%                 | 2856 | 1.4%                 | 3097 | 9.1%      | 116 | 1.8%    | 6068 |
| MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs | 2.4%                 | 2856 | 1.5%                 | 3097 | 6.3%      | 116 | 2.0%    | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs                        | 9.5% <sup>(2)</sup>  | 2856 | 6.4%                 | 3097 | 13.4%     | 116 | 8.0%    | 6068 |
| micropol_none Respondent indicated zero instances of microaggressions due to political beliefs   | 80.3% <sup>(3)</sup> | 2856 | 82.2% <sup>(3)</sup> | 3097 | 68.6%     | 116 | 81.0%   | 6068 |
| MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity   | 5.6%                 | 2856 | 7.7% <sup>(1)</sup>  | 3097 | 13.3%     | 116 | 6.8%    | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity  | 7.9%                 | 2856 | 10.0% <sup>(1)</sup> | 3097 | 10.2%     | 116 | 9.0%    | 6068 |
| MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity  | 6.1%                 | 2856 | 8.8% <sup>(1)</sup>  | 3097 | 12.6%     | 116 | 7.6%    | 6068 |
| MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity  | 14.4%                | 2856 | 18.0% <sup>(1)</sup> | 3097 | 18.5%     | 116 | 16.3%   | 6068 |
| MICROAGGREG_MICROAGGREGCMPLN_5b Someone told me that I complain too much because of my: race/ethnicity   | 4.0%                 | 2856 | 4.9%                 | 3097 | 9.1%      | 116 | 4.5%    | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity                  | 4.0%                 | 2856 | 7.2% <sup>(1)</sup>  | 3097 | 6.0%      | 116 | 5.7%    | 6068 |
| MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity                                       | 1.6%                 | 2856 | 1.2%                 | 3097 | 0.9%      | 116 | 1.4%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity                                      | 2.9%                 | 2856 | 4.3% <sup>(1)</sup>  | 3097 | 3.0%      | 116 | 3.6%    | 6068 |
| MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity    | 4.2%                 | 2856 | 7.6% <sup>(1)</sup>  | 3097 | 8.3%      | 116 | 6.0%    | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity                           | 6.0%                 | 2856 | 5.4%                 | 3097 | 8.1%      | 116 | 5.7%    | 6068 |
| micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity   | 77.4%                | 2856 | 76.5%                | 3097 | 68.7%     | 116 | 76.8%   | 6068 |
| MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality  | 1.6%                 | 2856 | 1.4%                 | 3097 | 3.2%      | 116 | 1.5%    | 6068 |

|  | Man (1)              |      | Woman (2)               |      | TGQNO (3)               |     | Total   |      |
|--|----------------------|------|-------------------------|------|-------------------------|-----|---------|------|
|  | Percent              | N    | Percent                 | N    | Percent                 | N   | Percent | N    |
| MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality   | 1.2%                 | 2856 | 0.9%                    | 3097 | 3.9%                    | 116 | 1.1%    | 6068 |
| MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality   | 9.2%                 | 2856 | 10.4%                   | 3097 | 16.2%                   | 116 | 9.9%    | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality               | 1.5%                 | 2856 | 1.0%                    | 3097 | 2.0%                    | 116 | 1.3%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality                                   | 1.1% <sup>(3)</sup>  | 2856 | 0.7% <sup>(3)</sup>     | 3097 | 0.0%                    | 116 | 0.9%    | 6068 |
| MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality | 0.7%                 | 2856 | 0.5%                    | 3097 | 0.9%                    | 116 | 0.6%    | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality                        | 5.1%                 | 2856 | 4.9%                    | 3097 | 3.0%                    | 116 | 4.9%    | 6068 |
| microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs   | 86.2%                | 2856 | 86.6%                   | 3097 | 77.3%                   | 116 | 86.3%   | 6068 |
| MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation   | 0.9%                 | 2856 | 0.4%                    | 3097 | 6.8% <sup>(1)(2)</sup>  | 116 | 0.8%    | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation  | 1.6% <sup>(2)</sup>  | 2856 | 0.8%                    | 3097 | 22.4% <sup>(1)(2)</sup> | 116 | 1.6%    | 6068 |
| MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation  | 0.3%                 | 2856 | 0.1%                    | 3097 | 11.2% <sup>(1)(2)</sup> | 116 | 0.4%    | 6068 |
| MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation  | 4.5%                 | 2856 | 3.4%                    | 3097 | 32.8% <sup>(1)(2)</sup> | 116 | 4.5%    | 6068 |
| MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation   | 1.2%                 | 2856 | 1.0%                    | 3097 | 14.6% <sup>(1)(2)</sup> | 116 | 1.3%    | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation                  | 0.9% <sup>(2)</sup>  | 2856 | 0.3%                    | 3097 | 9.5% <sup>(1)(2)</sup>  | 116 | 0.7%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation                                      | 0.4%                 | 2856 | 0.2%                    | 3097 | 7.1% <sup>(1)(2)</sup>  | 116 | 0.4%    | 6068 |
| MICROAGGREG_MICROAGGREGDISMISS_7b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: sexual orientation    | 0.4%                 | 2856 | 0.2%                    | 3097 | 11.2% <sup>(1)(2)</sup> | 116 | 0.5%    | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation                           | 2.9%                 | 2856 | 2.8%                    | 3097 | 23.7% <sup>(1)(2)</sup> | 116 | 3.2%    | 6068 |
| microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation   | 92.4% <sup>(3)</sup> | 2856 | 95.0% <sup>(1)(3)</sup> | 3097 | 62.3%                   | 116 | 93.1%   | 6068 |

|   | Man (1)              |      | Woman (2)            |      | TGQNO (3) |     | Total   |      |
|---|----------------------|------|----------------------|------|-----------|-----|---------|------|
|   | Percent              | N    | Percent              | N    | Percent   | N   | Percent | N    |
| MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation  | 13.8%                | 2856 | 15.4%                | 3097 | 13.0%     | 116 | 14.6%   | 6068 |
| MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation   | 16.7%                | 2856 | 16.5%                | 3097 | 12.6%     | 116 | 16.5%   | 6068 |
| MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation   | 13.0% <sup>(3)</sup> | 2856 | 12.5% <sup>(3)</sup> | 3097 | 6.0%      | 116 | 12.6%   | 6068 |
| MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation   | 8.5%                 | 2856 | 7.8%                 | 3097 | 4.5%      | 116 | 8.1%    | 6068 |
| MICROAGGREG_MICROAGGREGCMLN_8b Someone told me that I complain too much because of my: unsure of the motivation   | 12.1%                | 2856 | 11.2%                | 3097 | 7.5%      | 116 | 11.6%   | 6068 |
| MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation               | 18.6%                | 2856 | 17.4%                | 3097 | 17.1%     | 116 | 17.9%   | 6068 |
| MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation                                    | 2.9%                 | 2856 | 2.3%                 | 3097 | 2.3%      | 116 | 2.6%    | 6068 |
| MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation                                   | 15.2%                | 2856 | 17.1%                | 3097 | 19.1%     | 116 | 16.2%   | 6068 |
| 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 | 15.9%                | 2856 | 15.2%                | 3097 | 10.4%     | 116 | 15.4%   | 6068 |
| MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation                        | 9.7%                 | 2856 | 10.6%                | 3097 | 7.3%      | 116 | 10.1%   | 6068 |
| microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation   | 68.4% <sup>(2)</sup> | 2856 | 61.5%                | 3097 | 64.7%     | 116 | 64.8%   | 6068 |

| Gender   |                        |      |                     |      |                        |     |       |      |  |
|--|------------------------|------|---------------------|------|------------------------|-----|-------|------|--|
|  | Man (1)                |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |  |
|  | Mean                   | N    | Mean                | N    | Mean                   | N   | Mean  | N    |  |
| UVAISVAL_1 Personally agree that UVA is - Caring   | 4.52 <sup>(2)(3)</sup> | 2420 | 4.38 <sup>(3)</sup> | 2618 | 3.22                   | 95  | 4.43  | 5134 |  |
| UVAISVAL_2 Personally agree that UVA is - Safe   | 4.88 <sup>(2)(3)</sup> | 2435 | 4.48 <sup>(3)</sup> | 2616 | 3.35                   | 94  | 4.65  | 5145 |  |
| UVAISVAL_3 Personally agree that UVA is - Cooperative  | 4.60 <sup>(2)(3)</sup> | 2414 | 4.39 <sup>(3)</sup> | 2604 | 3.39                   | 93  | 4.47  | 5111 |  |
| UVAISVAL_4 Personally agree that UVA is - Elitist  | 4.40                   | 2393 | 4.62 <sup>(1)</sup> | 2595 | 4.48                   | 96  | 4.52  | 5085 |  |
| UVAISVAL_5 Personally agree that UVA is - Hostile  | 2.33                   | 2419 | 2.47 <sup>(1)</sup> | 2591 | 3.08 <sup>(1)(2)</sup> | 94  | 2.42  | 5104 |  |
| UVAISVAL_6 Personally agree that UVA is - Dangerous  | 2.00                   | 2421 | 2.32 <sup>(1)</sup> | 2605 | 2.71 <sup>(1)</sup>    | 94  | 2.17  | 5120 |  |
| UVAISVAL_7 Personally agree that UVA is - Fair   | 4.38 <sup>(2)(3)</sup> | 2416 | 4.14 <sup>(3)</sup> | 2614 | 3.14                   | 91  | 4.24  | 5120 |  |
| UVAISVAL_8 Personally agree that UVA is- Inclusive   | 4.31 <sup>(2)(3)</sup> | 2413 | 3.98 <sup>(3)</sup> | 2599 | 2.99                   | 92  | 4.11  | 5104 |  |
| UVAISVAL_9 Personally agree that UVA is - Detached   | 3.15                   | 2378 | 3.18                | 2525 | 3.67 <sup>(1)</sup>    | 89  | 3.18  | 4992 |  |
| UVAISVAL_10 Personally agree that UVA is - Uncaring  | 2.56                   | 2394 | 2.60                | 2584 | 3.26 <sup>(1)(2)</sup> | 91  | 2.59  | 5069 |  |
| RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace  | 4.75 <sup>(2)(3)</sup> | 2799 | 4.28 <sup>(3)</sup> | 3054 | 3.36                   | 113 | 4.49  | 5966 |  |
| RUCCLIMSECWELC_RUCCLIMSECWELCPGMSEC Agreement with- My department/unit/program is a safe and secure place  | 5.04 <sup>(2)(3)</sup> | 1514 | 4.72 <sup>(3)</sup> | 1423 | 3.92                   | 47  | 4.87  | 2985 |  |
| PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?   | 1.64                   | 2786 | 2.33 <sup>(1)</sup> | 3027 | 2.80 <sup>(1)(2)</sup> | 113 | 2.02  | 5926 |  |
| PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?  | 1.44                   | 2766 | 1.82 <sup>(1)</sup> | 3005 | 2.55 <sup>(1)(2)</sup> | 110 | 1.65  | 5881 |  |
| SGBKNLDG_SGBKNLDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA  | 3.64                   | 698  | 3.61                | 628  | 3.40                   | 14  | 3.62  | 1340 |  |
| 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    | 3.47                   | 1285 | 3.48                | 1183 | 3.27                   | 39  | 3.47  | 2507 |  |
| SGBKNLDG_SGBKNLDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA                                     | 3.45                   | 1281 | 3.43                | 1187 | 3.37                   | 39  | 3.44  | 2507 |  |
| SGBKNLDG_SGBKNLDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment                               | 3.93                   | 696  | 3.90                | 630  | 3.87                   | 13  | 3.91  | 1339 |  |
| SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?   | 1.80 <sup>(2)</sup>    | 628  | 1.72                | 556  | 2.53 <sup>(1)(2)</sup> | 12  | 1.77  | 1195 |  |
| SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?   | 1.11                   | 689  | 1.32 <sup>(1)</sup> | 605  | 1.71 <sup>(1)</sup>    | 14  | 1.21  | 1308 |  |
| 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? | 1.13                   | 684  | 1.31 <sup>(1)</sup> | 603  | 1.51 <sup>(1)</sup>    | 14  | 1.22  | 1302 |  |
| 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?            | 1.15                   | 681  | 1.41 <sup>(1)</sup> | 600  | 1.51 <sup>(1)</sup>    | 14  | 1.27  | 1295 |  |



|   | Man (1)             |      | Woman (2)               |      | TGQNO (3) |    | Total |      |
|---|---------------------|------|-------------------------|------|-----------|----|-------|------|
|   | Mean                | N    | Mean                    | N    | Mean      | N  | Mean  | N    |
| SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks  | 2.13 <sup>(3)</sup> | 1272 | 2.23 <sup>(1) (3)</sup> | 1177 | 1.84      | 41 | 2.18  | 2491 |
| SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive  | 2.19 <sup>(3)</sup> | 1272 | 2.22 <sup>(3)</sup>     | 1174 | 1.93      | 41 | 2.20  | 2487 |
| 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     | 2.16 <sup>(3)</sup> | 1274 | 2.20 <sup>(3)</sup>     | 1175 | 1.84      | 41 | 2.17  | 2491 |
| SGBHARASSFREQ_SGBHARASSFREQAFTNOINT Past year frequency by someone at UVA- Continued to ask you to go out, get dinner, etc after you said no or otherwise expressed not being interested    | 2.02                | 1274 | 2.04 <sup>(1)</sup>     | 1177 | 2.07      | 41 | 2.03  | 2492 |
| 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  | 2.04                | 1271 | 2.05                    | 1179 | 2.08      | 41 | 2.04  | 2491 |
| SGBHARASSFREQ_SGBHARASSFREQMSSGS Past year frequency by someone at UVA - Emailed, texted, tweeted etc, offensive sexual or gender-based remarks, jokes, stories, etc. that you did not want | 2.01                | 1273 | 2.03 <sup>(1)</sup>     | 1177 | 2.04      | 41 | 2.02  | 2491 |

| Gender   |                     |      |                      |      |                         |    |         |      |
|--|---------------------|------|----------------------|------|-------------------------|----|---------|------|
|  | Man (1)             |      | Woman (2)            |      | TGQNO (3)               |    | Total   |      |
|  | Percent             | N    | Percent              | N    | Percent                 | N  | Percent | N    |
| VAWCWITBHD_BHDWITNESS_VAWCDISC2WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Age  | 13.7%               | 2380 | 17.9% <sup>(1)</sup> | 2575 | 21.2%                   | 79 | 16.0%   | 5034 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship                                    | 14.3%               | 2350 | 17.7% <sup>(1)</sup> | 2546 | 39.1% <sup>(1)(2)</sup> | 81 | 16.4%   | 4977 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability                                    | 8.0%                | 2356 | 12.8% <sup>(1)</sup> | 2553 | 36.1% <sup>(1)(2)</sup> | 76 | 10.9%   | 4984 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity                     | 26.5%               | 2353 | 42.3% <sup>(1)</sup> | 2523 | 61.7% <sup>(1)(2)</sup> | 79 | 35.1%   | 4955 |
| VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service                               | 3.2% <sup>(2)</sup> | 2363 | 2.0%                 | 2569 | 3.6%                    | 82 | 2.6%    | 5014 |
| VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin                             | 19.5%               | 2342 | 24.0% <sup>(1)</sup> | 2529 | 48.3% <sup>(1)(2)</sup> | 80 | 22.3%   | 4951 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs                             | 44.4%               | 2322 | 43.6%                | 2494 | 59.7% <sup>(1)(2)</sup> | 81 | 44.3%   | 4897 |
| VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status                                | 3.2%                | 2359 | 6.0% <sup>(1)</sup>  | 2547 | 7.6%                    | 81 | 4.7%    | 4988 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race   | 33.8%               | 2343 | 43.0% <sup>(1)</sup> | 2529 | 53.6% <sup>(1)</sup>    | 81 | 38.8%   | 4953 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs                    | 24.6%               | 2353 | 26.0%                | 2518 | 35.2%                   | 81 | 25.5%   | 4952 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation                             | 21.3%               | 2349 | 24.8% <sup>(1)</sup> | 2542 | 49.1% <sup>(1)(2)</sup> | 81 | 23.6%   | 4971 |
| VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status                           | 21.1%               | 2361 | 24.5% <sup>(1)</sup> | 2536 | 36.5% <sup>(1)</sup>    | 82 | 23.1%   | 4979 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age                      | 6.5%                | 2346 | 10.6% <sup>(1)</sup> | 2550 | 12.9%                   | 83 | 8.7%    | 4979 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship               | 2.7%                | 2344 | 1.6%                 | 2541 | 3.3%                    | 82 | 2.1%    | 4966 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability                | 1.5%                | 2345 | 3.2% <sup>(1)</sup>  | 2540 | 21.0% <sup>(1)(2)</sup> | 81 | 2.7%    | 4966 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity | 6.3%                | 2350 | 31.5% <sup>(1)</sup> | 2508 | 48.2% <sup>(1)(2)</sup> | 84 | 19.8%   | 4943 |
| VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service     | 0.6% <sup>(3)</sup> | 2340 | 0.3% <sup>(3)</sup>  | 2541 | 0.0%                    | 81 | 0.4%    | 4963 |
| VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin   | 4.3%                | 2341 | 3.7%                 | 2534 | 8.5%                    | 79 | 4.0%    | 4954 |

|   | Man (1)             |      | Woman (2)            |      | TGQNO (3)                |    | Total   |      |
|---|---------------------|------|----------------------|------|--------------------------|----|---------|------|
|   | Percent             | N    | Percent              | N    | Percent                  | N  | Percent | N    |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs           | 16.8%               | 2332 | 15.4%                | 2514 | 21.1%                    | 81 | 16.1%   | 4927 |
| VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPBHDPRGNCYR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status   | 0.6% <sup>(3)</sup> | 2338 | 0.9% <sup>(3)</sup>  | 2541 | 0.0%                     | 81 | 0.7%    | 4960 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race                        | 12.5%               | 2348 | 12.6%                | 2517 | 25.8% <sup>(1) (2)</sup> | 82 | 12.7%   | 4946 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs | 8.5%                | 2330 | 8.9%                 | 2524 | 17.3%                    | 80 | 8.8%    | 4935 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation          | 3.9%                | 2334 | 3.3%                 | 2526 | 37.8% <sup>(2) (1)</sup> | 81 | 4.1%    | 4940 |
| VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status        | 6.6%                | 2339 | 7.5%                 | 2520 | 16.2%                    | 81 | 7.2%    | 4940 |
| BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene                                 | 2.7%                | 1442 | 3.8%                 | 1808 | 6.8%                     | 71 | 3.4%    | 3321 |
| BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)   | 21.5%               | 1442 | 25.8% <sup>(1)</sup> | 1808 | 37.0% <sup>(1)</sup>     | 71 | 24.2%   | 3321 |
| BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time  | 16.3%               | 1442 | 15.8%                | 1808 | 26.5%                    | 71 | 16.2%   | 3321 |
| BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later  | 7.9%                | 1442 | 7.3%                 | 1808 | 19.8% <sup>(1) (2)</sup> | 71 | 7.8%    | 3321 |
| BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource  | 2.8%                | 1442 | 4.4% <sup>(1)</sup>  | 1808 | 10.8%                    | 71 | 3.8%    | 3321 |
| BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement   | 0.6% <sup>(3)</sup> | 1442 | 0.8% <sup>(3)</sup>  | 1808 | 0.0%                     | 71 | 0.7%    | 3321 |
| BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything   | 32.2%               | 1442 | 29.6%                | 1808 | 28.6%                    | 71 | 30.7%   | 3321 |
| BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do   | 12.2%               | 1442 | 19.4% <sup>(1)</sup> | 1808 | 26.0% <sup>(1)</sup>     | 71 | 16.4%   | 3321 |
| BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support  | 4.9%                | 1442 | 13.7% <sup>(1)</sup> | 1808 | 24.1% <sup>(1)</sup>     | 71 | 10.1%   | 3321 |
| BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online  | 0.7%                | 1442 | 1.4%                 | 1808 | 7.6%                     | 71 | 1.2%    | 3321 |

|   | Man (1) |      | Woman (2)            |      | TGQNO (3)            |    | Total   |      |
|---|---------|------|----------------------|------|----------------------|----|---------|------|
|   | Percent | N    | Percent              | N    | Percent              | N  | Percent | N    |
| BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member | 10.4%   | 1442 | 15.6% <sup>(1)</sup> | 1808 | 18.6%                | 71 | 13.4%   | 3321 |
| BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend        | 18.3%   | 1442 | 31.5% <sup>(1)</sup> | 1808 | 42.0% <sup>(1)</sup> | 71 | 26.0%   | 3321 |
| BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other              | 5.6%    | 1442 | 5.6%                 | 1808 | 6.1%                 | 71 | 5.6%    | 3321 |

| Gender   |                         |      |                         |      |           |    |       |      |
|--|-------------------------|------|-------------------------|------|-----------|----|-------|------|
|  | Man (1)                 |      | Woman (2)               |      | TGQNO (3) |    | Total |      |
|  | Mean                    | N    | Mean                    | N    | Mean      | N  | Mean  | N    |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator    | 3.06 <sup>(2) (3)</sup> | 1526 | 2.87                    | 1603 | 2.65      | 61 | 2.95  | 3190 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program       | 3.30 <sup>(3)</sup>     | 536  | 3.26                    | 520  | 2.75      | 11 | 3.27  | 1067 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTHR Degree of comfort contacting- Human Resources                                  | 3.18 <sup>(2) (3)</sup> | 599  | 2.97 <sup>(3)</sup>     | 576  | 2.47      | 13 | 3.07  | 1188 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police                                | 3.12 <sup>(2) (3)</sup> | 596  | 2.97 <sup>(3)</sup>     | 575  | 2.21      | 14 | 3.04  | 1185 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity                | 2.97 <sup>(2) (3)</sup> | 1887 | 2.90 <sup>(3)</sup>     | 2132 | 2.42      | 70 | 2.93  | 4090 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights | 2.97 <sup>(2) (3)</sup> | 1815 | 2.88 <sup>(3)</sup>     | 2001 | 2.50      | 69 | 2.92  | 3884 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students                 | 3.04 <sup>(2) (3)</sup> | 2173 | 2.83 <sup>(3)</sup>     | 2445 | 2.40      | 83 | 2.92  | 4700 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPR Degree of comfort contacting - President's Office                              | 2.61 <sup>(2) (3)</sup> | 2010 | 2.23 <sup>(3)</sup>     | 2210 | 1.83      | 81 | 2.40  | 4301 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office                                | 2.66 <sup>(2) (3)</sup> | 1889 | 2.28 <sup>(3)</sup>     | 2025 | 1.79      | 74 | 2.45  | 3988 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police                              | 2.96 <sup>(2) (3)</sup> | 583  | 2.68 <sup>(3)</sup>     | 562  | 2.16      | 13 | 2.82  | 1158 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office                                | 2.87 <sup>(2) (3)</sup> | 1751 | 2.79 <sup>(3)</sup>     | 1942 | 2.39      | 70 | 2.82  | 3763 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUPD Degree of comfort contacting - University Police                              | 2.89 <sup>(2) (3)</sup> | 2242 | 2.67 <sup>(3)</sup>     | 2497 | 1.89      | 80 | 2.76  | 4820 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTAMB Degree of comfort contacting- UVA Security Ambassadors                        | 2.85 <sup>(2) (3)</sup> | 1932 | 2.71 <sup>(3)</sup>     | 2103 | 2.15      | 67 | 2.77  | 4102 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center                             | 2.82                    | 1855 | 2.19 <sup>(1) (3)</sup> | 2348 | 2.81      | 79 | 3.03  | 4281 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office                    | 3.12 <sup>(2) (3)</sup> | 571  | 2.90 <sup>(3)</sup>     | 556  | 2.14      | 10 | 3.01  | 1137 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair                      | 3.30 <sup>(2) (3)</sup> | 575  | 3.10                    | 548  | 2.62      | 12 | 3.20  | 1135 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds   | 2.99 <sup>(2) (3)</sup> | 1080 | 2.75 <sup>(3)</sup>     | 1021 | 2.21      | 40 | 2.86  | 2141 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean                            | 2.89 <sup>(2) (3)</sup> | 1622 | 2.69 <sup>(3)</sup>     | 1867 | 2.23      | 73 | 2.78  | 3562 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor                          | 3.04 <sup>(2) (3)</sup> | 1649 | 2.93                    | 1924 | 2.71      | 71 | 2.98  | 3643 |

|  | Man (1)                 |      | Woman (2)           |      | TGQNO (3) |     | Total |      |
|--|-------------------------|------|---------------------|------|-----------|-----|-------|------|
|  | Mean                    | N    | Mean                | N    | Mean      | N   | Mean  | N    |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty                                  | 3.14 <sup>(2) (3)</sup> | 1692 | 2.97                | 1977 | 2.66      | 77  | 3.04  | 3746 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center                         | 2.91                    | 1280 | 2.84                | 1509 | 2.75      | 55  | 2.87  | 2844 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTUH Degree of comfort contacting- Student Health/Counseling                                | 3.07                    | 1567 | 3.11                | 1867 | 2.80      | 72  | 3.09  | 3505 |
| CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police                             | 2.72 <sup>(2) (3)</sup> | 1662 | 2.45 <sup>(3)</sup> | 1945 | 1.59      | 71  | 2.56  | 3679 |
| RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace   | 4.65 <sup>(2) (3)</sup> | 2797 | 4.37 <sup>(3)</sup> | 3056 | 3.35      | 113 | 4.48  | 5966 |
| RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place                               | 4.93 <sup>(2) (3)</sup> | 1514 | 4.68 <sup>(3)</sup> | 1426 | 3.97      | 48  | 4.79  | 2988 |
| RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity                     | 4.55 <sup>(3)</sup>     | 2724 | 4.52 <sup>(3)</sup> | 2973 | 2.52      | 104 | 4.50  | 5801 |
| DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA                                | 5.04 <sup>(3)</sup>     | 2469 | 4.97 <sup>(3)</sup> | 2593 | 3.93      | 94  | 4.99  | 5156 |
| DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA                                | 5.07 <sup>(3)</sup>     | 2453 | 5.08 <sup>(3)</sup> | 2570 | 4.60      | 89  | 5.07  | 5111 |
| DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions   | 4.36 <sup>(3)</sup>     | 2443 | 4.37 <sup>(3)</sup> | 2567 | 3.11      | 90  | 4.34  | 5099 |
| DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions                    | 4.68 <sup>(3)</sup>     | 2709 | 4.70 <sup>(3)</sup> | 2926 | 3.79      | 102 | 4.67  | 5737 |
| DUCPRIDE_UVAACTSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions                         | 4.07 <sup>(3) (2)</sup> | 2654 | 3.96 <sup>(3)</sup> | 2864 | 2.91      | 100 | 3.99  | 5618 |
| DUCPRIDE_PRGMACTSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions | 4.43 <sup>(3)</sup>     | 2627 | 4.36 <sup>(3)</sup> | 2865 | 3.63      | 101 | 4.38  | 5592 |
| DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA  | 4.52 <sup>(3) (2)</sup> | 2721 | 4.38 <sup>(3)</sup> | 2939 | 3.33      | 103 | 4.43  | 5764 |
| DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program                                | 4.70 <sup>(2) (3)</sup> | 2719 | 4.62 <sup>(3)</sup> | 2918 | 3.86      | 98  | 4.64  | 5735 |

| Gender  |                          |      |                          |      |                          |     |         |      |
|---|--------------------------|------|--------------------------|------|--------------------------|-----|---------|------|
|   | Man (1)                  |      | Woman (2)                |      | TGQNO (3)                |     | Total   |      |
|   | 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         | 16.5%                    | 2049 | 15.0%                    | 2363 | 15.7%                    | 97  | 15.7%   | 4510 |
| PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization                     | 28.0%                    | 2049 | 24.9%                    | 2363 | 25.9%                    | 97  | 26.3%   | 4510 |
| PARTICIPATION_3b Participation as a UVA student - Athletic team   | 9.5%                     | 2049 | 12.4% <sup>(1)</sup>     | 2363 | 19.6%                    | 97  | 11.2%   | 4510 |
| PARTICIPATION_4b Participation as a UVA student - Club sport  | 6.9% <sup>(2)</sup>      | 2049 | 3.6%                     | 2363 | 4.9%                     | 97  | 5.1%    | 4510 |
| PARTICIPATION_5b Participation as a UVA student - Culture-specific organization                                     | 17.7% <sup>(2)</sup>     | 2049 | 12.3%                    | 2363 | 23.7%                    | 97  | 15.0%   | 4510 |
| PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization                           | 15.5%                    | 2049 | 23.0% <sup>(1)</sup>     | 2363 | 31.4% <sup>(1)</sup>     | 97  | 19.8%   | 4510 |
| PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.) | 19.1%                    | 2049 | 20.3%                    | 2363 | 21.9%                    | 97  | 19.8%   | 4510 |
| PARTICIPATION_8b Participation as a UVA student - Greek letter organization   | 14.0%                    | 2049 | 15.0%                    | 2363 | 20.0%                    | 97  | 14.7%   | 4510 |
| PARTICIPATION_9b Participation as a UVA student - Health and wellness organization                                  | 18.4%                    | 2049 | 20.9%                    | 2363 | 17.0%                    | 97  | 19.7%   | 4510 |
| PARTICIPATION_10b Participation as a UVA student - Performance organization   | 7.6%                     | 2049 | 12.0% <sup>(1)</sup>     | 2363 | 14.3%                    | 97  | 10.1%   | 4510 |
| PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization                         | 15.9%                    | 2049 | 15.8%                    | 2363 | 27.6% <sup>(2)</sup>     | 97  | 16.1%   | 4510 |
| PARTICIPATION_12b Participation as a UVA student - Professional organization  | 20.5%                    | 2049 | 21.3%                    | 2363 | 16.3%                    | 97  | 20.8%   | 4510 |
| PARTICIPATION_13b Participation as a UVA student - Publication/media organization                                   | 7.2%                     | 2049 | 8.3%                     | 2363 | 8.0%                     | 97  | 7.8%    | 4510 |
| PARTICIPATION_14b Participation as a UVA student - Recreational organization  | 24.2% <sup>(2) (3)</sup> | 2049 | 15.1%                    | 2363 | 13.4%                    | 97  | 19.2%   | 4510 |
| PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization                            | 22.7%                    | 2049 | 36.5% <sup>(1) (3)</sup> | 2363 | 19.5%                    | 97  | 29.8%   | 4510 |
| PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)         | 6.3%                     | 2049 | 4.6%                     | 2363 | 5.8%                     | 97  | 5.4%    | 4510 |
| leaveuvaR Have you considered leaving UVA in the past year?   | 33.1%                    | 2698 | 38.9% <sup>(1)</sup>     | 2894 | 73.9% <sup>(1) (2)</sup> | 108 | 36.8%   | 5701 |
| WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming                | 24.3%                    | 894  | 36.3% <sup>(1)</sup>     | 1128 | 56.7% <sup>(1) (2)</sup> | 80  | 32.0%   | 2101 |
| WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living   | 8.2% <sup>(2)</sup>      | 894  | 5.8%                     | 1128 | 7.8%                     | 80  | 6.9%    | 2101 |
| WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging                                    | 48.7%                    | 894  | 59.3% <sup>(1)</sup>     | 1128 | 58.3%                    | 80  | 54.7%   | 2101 |
| WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group   | 24.1%                    | 894  | 33.8% <sup>(1)</sup>     | 1128 | 36.3%                    | 80  | 29.7%   | 2101 |
| WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services                   | 0.9% <sup>(3)</sup>      | 894  | 1.2% <sup>(3)</sup>      | 1128 | 0.0%                     | 80  | 1.0%    | 2101 |

|  | Man (1)                  |     | Woman (2)            |      | TGQNO (3) |    | Total   |      |
|--|--------------------------|-----|----------------------|------|-----------|----|---------|------|
|  | Percent                  | N   | Percent              | N    | Percent   | N  | Percent | N    |
| WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space                                  | 2.7%                     | 894 | 2.0%                 | 1128 | 1.3%      | 80 | 2.3%    | 2101 |
| WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair | 13.6% <sup>(2) (3)</sup> | 894 | 10.9% <sup>(3)</sup> | 1128 | 4.6%      | 80 | 11.8%   | 2101 |
| WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner                              | 6.0%                     | 894 | 4.3%                 | 1128 | 4.6%      | 80 | 5.1%    | 2101 |
| WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues                    | 7.1%                     | 894 | 7.6%                 | 1128 | 5.6%      | 80 | 7.3%    | 2101 |
| WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities                                 | 17.4% <sup>(2) (3)</sup> | 894 | 14.1% <sup>(3)</sup> | 1128 | 5.2%      | 80 | 15.1%   | 2101 |
| WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation   | 17.2% <sup>(2)</sup>     | 894 | 13.7%                | 1128 | 11.0%     | 80 | 15.1%   | 2101 |
| WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status                                       | 4.4%                     | 894 | 3.4%                 | 1128 | 7.2%      | 80 | 4.0%    | 2101 |
| WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason  | 17.4%                    | 894 | 18.8%                | 1128 | 21.9%     | 80 | 18.3%   | 2101 |
| WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance                                       | 3.7% <sup>(2)</sup>      | 894 | 1.7%                 | 1128 | 2.8%      | 80 | 2.6%    | 2101 |
| WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits                          | 2.7%                     | 894 | 1.8%                 | 1128 | 2.8%      | 80 | 2.2%    | 2101 |
| WHYLEAVEUVA_16b Reason for considering leaving UVA - Other   | 28.3% <sup>(2)</sup>     | 894 | 22.3%                | 1128 | 18.7%     | 80 | 24.7%   | 2101 |
| WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult  | 10.9%                    | 894 | 13.5%                | 1128 | 12.4%     | 80 | 12.4%   | 2101 |
| WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason  | 16.8%                    | 894 | 14.5%                | 1128 | 15.8%     | 80 | 15.5%   | 2101 |
| WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick  | 7.1%                     | 894 | 13.0% <sup>(1)</sup> | 1128 | 13.6%     | 80 | 10.5%   | 2101 |
| WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty                      | 15.7%                    | 894 | 21.0% <sup>(1)</sup> | 1128 | 14.9%     | 80 | 18.5%   | 2101 |
| WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered                              | 4.8%                     | 894 | 5.2%                 | 1128 | 7.2%      | 80 | 5.1%    | 2101 |



| Gender   |                         |      |                     |      |           |    |       |      |
|--|-------------------------|------|---------------------|------|-----------|----|-------|------|
|  | Man (1)                 |      | Woman (2)           |      | TGQNO (3) |    | Total |      |
|  | Mean                    | N    | Mean                | N    | Mean      | N  | Mean  | N    |
| VAWCSTMT_VAWCVALLDSHP Agreement with: - I feel valued as an individual by my department chair or equivalent  | 4.86 <sup>(2)</sup>     | 778  | 4.72                | 709  | 4.62      | 18 | 4.79  | 1505 |
| VAWCSTMT_VAWCVALPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers   | 4.86 <sup>(2) (3)</sup> | 2346 | 4.76 <sup>(3)</sup> | 2484 | 4.08      | 89 | 4.80  | 4919 |
| ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures  | 3.71                    | 208  | 3.82                | 133  | 3.15      | 2  | 3.74  | 343  |
| ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English   | 3.55                    | 179  | 3.54                | 121  | 3.57      | 2  | 3.55  | 303  |
| ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions  | 3.60 <sup>(3)</sup>     | 207  | 3.29 <sup>(3)</sup> | 133  | 1.42      | 2  | 3.47  | 342  |
| ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine   | 3.29                    | 206  | 3.39                | 133  | 3.15      | 2  | 3.33  | 341  |
| ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex   | 3.84                    | 201  | 3.86                | 133  | 3.57      | 2  | 3.84  | 337  |
| ISE1_ISESOCIAL Difficulty as an international member of UVA - Fitting into the social scene, such as finding organizations and groups/staff/faculty where you feel comfortable and can socialize | 3.26 <sup>(3)</sup>     | 202  | 3.07                | 126  | 1.84      | 2  | 3.18  | 330  |
| CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA  | 2.97                    | 711  | 3.00                | 631  | 3.20      | 15 | 2.98  | 1357 |
| CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events   | 2.70 <sup>(2) (3)</sup> | 711  | 2.49 <sup>(3)</sup> | 629  | 1.58      | 15 | 2.59  | 1356 |
| CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events  | 2.78                    | 707  | 2.76                | 630  | 2.31      | 15 | 2.76  | 1352 |
| CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)   | 1.91                    | 664  | 1.94                | 580  | 1.99      | 14 | 1.93  | 1258 |
| CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity   | 1.60 <sup>(2)</sup>     | 710  | 1.38                | 626  | 1.34      | 15 | 1.50  | 1352 |
| CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events   | 3.47                    | 708  | 3.55                | 630  | 3.65      | 15 | 3.51  | 1352 |
| CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work  | 2.97                    | 711  | 2.97                | 630  | 3.35      | 15 | 2.97  | 1356 |
| EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA  | 4.64 <sup>(2)</sup>     | 2134 | 4.50                | 2228 | 4.64      | 77 | 4.57  | 4439 |
| EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA   | 4.04 <sup>(3)</sup>     | 2375 | 4.08 <sup>(3)</sup> | 2541 | 3.27      | 91 | 4.05  | 5007 |
| EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members                          | 4.36                    | 2286 | 4.43 <sup>(3)</sup> | 2482 | 3.93      | 88 | 4.39  | 4856 |

|   | Man (1)                |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |
|---|------------------------|------|---------------------|------|------------------------|-----|-------|------|
|   | Mean                   | N    | Mean                | N    | Mean                   | N   | Mean  | N    |
| EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work                               | 4.19                   | 697  | 4.90 <sup>(1)</sup> | 625  | 5.44 <sup>(1)(2)</sup> | 15  | 4.53  | 1337 |
| EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense  | 4.04 <sup>(2)</sup>    | 2352 | 3.85                | 2520 | 3.83                   | 89  | 3.94  | 4961 |
| EMPOWER_EMPOWERPARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members | 4.40 <sup>(2)(3)</sup> | 1498 | 4.24 <sup>(3)</sup> | 1736 | 3.38                   | 67  | 4.29  | 3301 |
| EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members | 4.51 <sup>(3)</sup>    | 1519 | 4.42 <sup>(3)</sup> | 1755 | 3.62                   | 67  | 4.44  | 3342 |
| EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA   | 4.25 <sup>(2)(3)</sup> | 1554 | 4.03 <sup>(3)</sup> | 1800 | 3.12                   | 72  | 4.11  | 3427 |
| EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members  | 4.41 <sup>(2)(3)</sup> | 1606 | 4.23 <sup>(3)</sup> | 1841 | 3.18                   | 75  | 4.29  | 3522 |
| BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing  | 1.43                   | 2785 | 1.50 <sup>(1)</sup> | 3046 | 1.83 <sup>(1)(2)</sup> | 113 | 1.47  | 5944 |
| BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs  | 1.55                   | 2790 | 1.66 <sup>(1)</sup> | 3042 | 1.91 <sup>(2)(1)</sup> | 112 | 1.61  | 5943 |
| BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services  | 1.37                   | 2790 | 1.42 <sup>(1)</sup> | 3046 | 1.78 <sup>(1)(2)</sup> | 110 | 1.40  | 5946 |
| BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage   | 1.37                   | 2798 | 1.38                | 3053 | 1.64 <sup>(1)(2)</sup> | 108 | 1.38  | 5958 |
| BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience   | 1.88                   | 794  | 2.04 <sup>(1)</sup> | 722  | 2.19 <sup>(1)</sup>    | 18  | 1.96  | 1533 |
| BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night  | 1.89                   | 2788 | 2.01 <sup>(1)</sup> | 3057 | 2.12 <sup>(1)</sup>    | 113 | 1.95  | 5958 |
| BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA  | 1.38                   | 2800 | 1.78 <sup>(1)</sup> | 3049 | 1.87 <sup>(1)</sup>    | 114 | 1.59  | 5963 |
| BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience  | 2.14                   | 2001 | 2.30 <sup>(1)</sup> | 2332 | 2.26                   | 93  | 2.23  | 4426 |
| BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience   | 1.92                   | 2003 | 2.10 <sup>(1)</sup> | 2328 | 2.31 <sup>(1)</sup>    | 95  | 2.02  | 4426 |
| BASICWELL_BASICWELLEMPLOYGRD Degree of concern in the past year - Securing employment after graduation/completion   | 2.05                   | 1999 | 2.06                | 2322 | 2.13                   | 91  | 2.05  | 4412 |
| BASICWELL_BASICWELLEMPLOYATTND Degree of concern in the past year - Securing employment while completing my program of study  | 1.69                   | 1986 | 1.72                | 2315 | 1.59                   | 89  | 1.70  | 4390 |

|   | Man (1) |      | Woman (2)           |      | TGQNO (3)           |     | Total |      |
|---|---------|------|---------------------|------|---------------------|-----|-------|------|
|   | Mean    | N    | Mean                | N    | Mean                | N   | Mean  | N    |
| RUSKPCUT_RUSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food | 1.57    | 2804 | 1.62                | 3060 | 1.83 <sup>(1)</sup> | 113 | 1.60  | 5977 |
| RUSKPCUT_RUCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending                             | 3.28    | 2803 | 3.57 <sup>(1)</sup> | 3066 | 3.61                | 113 | 3.43  | 5982 |
| RUSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances                                 | 2.88    | 2801 | 3.19 <sup>(1)</sup> | 3054 | 3.62 <sup>(1)</sup> | 113 | 3.05  | 5967 |

| Gender  |                     |      |                      |      |                          |    |         |      |
|---|---------------------|------|----------------------|------|--------------------------|----|---------|------|
|   | Man (1)             |      | Woman (2)            |      | TGQNO (3)                |    | Total   |      |
|   | Percent             | N    | Percent              | N    | Percent                  | N  | Percent | N    |
| HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card   | 18.9%               | 2049 | 21.8%                | 2363 | 24.5%                    | 97 | 20.5%   | 4510 |
| HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution                                 | 58.9%               | 2049 | 63.6% <sup>(1)</sup> | 2363 | 52.4%                    | 97 | 61.2%   | 4510 |
| HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA                     | 19.8%               | 2049 | 22.6%                | 2363 | 15.6%                    | 97 | 21.1%   | 4510 |
| HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend                                    | 11.2%               | 2049 | 9.7%                 | 2363 | 16.6%                    | 97 | 10.5%   | 4510 |
| HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration | 8.9% <sup>(2)</sup> | 2049 | 5.8%                 | 2363 | 11.8%                    | 97 | 7.3%    | 4510 |
| HOWPAY_6b Source of payment for education/related expenses at UVA - Loans   | 28.3%               | 2049 | 32.2% <sup>(1)</sup> | 2363 | 25.5%                    | 97 | 30.3%   | 4510 |
| HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid                      | 18.9%               | 2049 | 22.7% <sup>(1)</sup> | 2363 | 22.1%                    | 97 | 21.0%   | 4510 |
| HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)         | 13.1%               | 2049 | 17.2% <sup>(1)</sup> | 2363 | 14.3%                    | 97 | 15.3%   | 4510 |
| HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job                           | 28.6%               | 2049 | 31.6% <sup>(3)</sup> | 2363 | 19.2%                    | 97 | 30.0%   | 4510 |
| HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job                                     | 5.0%                | 2049 | 7.2% <sup>(1)</sup>  | 2363 | 5.9%                     | 97 | 6.2%    | 4510 |
| HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here                | 3.9%                | 2049 | 4.4%                 | 2363 | 6.1%                     | 97 | 4.2%    | 4510 |
| FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities                  | 8.5%                | 2049 | 13.1% <sup>(1)</sup> | 2363 | 20.9% <sup>(1)</sup>     | 97 | 11.2%   | 4510 |
| FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA                                    | 3.7%                | 2049 | 2.8%                 | 2363 | 5.1%                     | 97 | 3.3%    | 4510 |
| FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care   | 4.6%                | 2049 | 5.9%                 | 2363 | 9.8%                     | 97 | 5.4%    | 4510 |
| FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care  | 10.5%               | 2049 | 11.7%                | 2363 | 22.9% <sup>(2) (1)</sup> | 97 | 11.4%   | 4510 |
| FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing   | 13.9%               | 2049 | 18.4% <sup>(1)</sup> | 2363 | 29.5% <sup>(1)</sup>     | 97 | 16.6%   | 4510 |
| FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA                              | 7.3%                | 2049 | 8.1%                 | 2363 | 14.3%                    | 97 | 7.9%    | 4510 |
| FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition   | 19.5%               | 2049 | 23.1% <sup>(1)</sup> | 2363 | 20.6%                    | 97 | 21.4%   | 4510 |
| FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities            | 9.7%                | 2049 | 16.0% <sup>(1)</sup> | 2363 | 19.9%                    | 97 | 13.3%   | 4510 |
| FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events                                 | 16.9%               | 2049 | 21.3% <sup>(1)</sup> | 2363 | 27.2%                    | 97 | 19.5%   | 4510 |
| FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials                         | 16.4%               | 2049 | 21.2% <sup>(1)</sup> | 2363 | 18.2%                    | 97 | 19.0%   | 4510 |

|  | Man (1)                  |      | Woman (2)            |      | TGQNO (3) |    | Total   |      |
|--|--------------------------|------|----------------------|------|-----------|----|---------|------|
|  | Percent                  | N    | Percent              | N    | Percent   | N  | Percent | N    |
| FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees           | 9.7%                     | 2049 | 13.0% <sup>(1)</sup> | 2363 | 9.8%      | 97 | 11.4%   | 4510 |
| FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text                      | 2.4%                     | 2049 | 1.7%                 | 2363 | 10.9%     | 97 | 2.2%    | 4510 |
| FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships | 48.7% <sup>(2) (3)</sup> | 2049 | 44.2% <sup>(3)</sup> | 2363 | 30.2%     | 97 | 45.9%   | 4510 |

| Gender  |                     |      |                        |      |                     |     |       |      |
|---|---------------------|------|------------------------|------|---------------------|-----|-------|------|
|   | Man (1)             |      | Woman (2)              |      | TGQNO (3)           |     | Total |      |
|   | Mean                | N    | Mean                   | N    | Mean                | N   | Mean  | N    |
| BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA   | 1.80                | 784  | 1.99 <sup>(1)</sup>    | 707  | 2.20 <sup>(1)</sup> | 18  | 1.89  | 1509 |
| RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own                                       | 4.82 <sup>(3)</sup> | 2206 | 4.85 <sup>(3)</sup>    | 2218 | 4.17                | 80  | 4.82  | 4504 |
| RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me   | 4.79 <sup>(3)</sup> | 2203 | 4.81 <sup>(3)</sup>    | 2218 | 4.20                | 80  | 4.79  | 4502 |
| RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA  | 3.78                | 2728 | 3.97 <sup>(1)</sup>    | 2990 | 4.08                | 106 | 3.88  | 5824 |
| RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring   | 3.86                | 2735 | 3.81                   | 2982 | 3.56                | 105 | 3.83  | 5822 |
| RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees  | 4.05 <sup>(2)</sup> | 743  | 3.84                   | 673  | 3.95                | 15  | 3.95  | 1432 |
| RUCCOMMFDBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role                                       | 3.56 <sup>(2)</sup> | 752  | 3.33                   | 672  | 3.45                | 17  | 3.45  | 1440 |
| RUCCOMMFDBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year-Clear explanation of what constitutes poor academic performance  | 4.20 <sup>(2)</sup> | 693  | 3.93                   | 697  | 3.80                | 30  | 4.06  | 1420 |
| RUCCOMMFDBK_RUC1MJRFEEDBACK Frequency of the past year with respect to your department chair/direct manager - Feedback on faculty/employee performance - Staff and Faculty only                         | 4.06                | 771  | 4.03                   | 699  | 3.44                | 17  | 4.04  | 1486 |
| RUCCOMMFDBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only  | 4.44 <sup>(3)</sup> | 1961 | 4.42 <sup>(3)</sup>    | 2314 | 3.97                | 95  | 4.42  | 4370 |
| 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       | 4.70                | 1341 | 4.71                   | 1516 | 4.72                | 44  | 4.70  | 2901 |
| RUCCOMMFDBK_RUC1MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes  | 5.10 <sup>(3)</sup> | 1399 | 5.16 <sup>(3)</sup>    | 1499 | 4.42                | 65  | 5.12  | 2964 |
| RUCCOMMFDBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work   | 4.55                | 2748 | 4.64 <sup>(1)(3)</sup> | 3017 | 4.17                | 110 | 4.59  | 5874 |
| 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 | 4.33 <sup>(3)</sup> | 2744 | 4.32 <sup>(3)</sup>    | 3028 | 3.51                | 112 | 4.31  | 5884 |
| RUCCOMMFDBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions   | 5.25 <sup>(3)</sup> | 1978 | 5.24 <sup>(3)</sup>    | 2319 | 4.53                | 95  | 5.23  | 4392 |
| RUCCOMMFDBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered  | 4.73 <sup>(3)</sup> | 1903 | 4.69 <sup>(3)</sup>    | 2251 | 3.91                | 95  | 4.69  | 4249 |

|   | Man (1)                |      | Woman (2)              |      | TGQNO (3) |    | Total |      |
|---|------------------------|------|------------------------|------|-----------|----|-------|------|
|   | Mean                   | N    | Mean                   | N    | Mean      | N  | Mean  | N    |
| RUCCOMMFDBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect  | 5.35 <sup>(2)(3)</sup> | 1974 | 5.29 <sup>(3)</sup>    | 2315 | 4.47      | 96 | 5.30  | 4386 |
| RUCCOMMFDBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect   | 5.16 <sup>(3)</sup>    | 1963 | 5.15 <sup>(3)</sup>    | 2310 | 4.43      | 92 | 5.14  | 4365 |
| RUCCOMMFDBK_PRVSJCONCPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice  | 3.56                   | 1886 | 3.96 <sup>(1)</sup>    | 2265 | 3.63      | 88 | 3.77  | 4240 |
| PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings  | 3.11 <sup>(2)</sup>    | 617  | 2.93                   | 566  | 2.76      | 27 | 3.02  | 1211 |
| 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                                  | 3.19                   | 617  | 3.12                   | 563  | 2.86      | 27 | 3.15  | 1208 |
| PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds   | 3.12 <sup>(2)(3)</sup> | 617  | 2.95 <sup>(3)</sup>    | 560  | 2.40      | 27 | 3.02  | 1204 |
| PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers   | 3.31 <sup>(3)</sup>    | 617  | 3.32 <sup>(3)</sup>    | 562  | 2.68      | 27 | 3.30  | 1206 |
| 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 | 2.72                   | 617  | 2.81                   | 562  | 2.43      | 27 | 2.75  | 1206 |
| MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville   | 5.38                   | 2512 | 5.49 <sup>(1)</sup>    | 2718 | 5.07      | 93 | 5.43  | 5323 |
| MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville  | 4.89 <sup>(3)</sup>    | 682  | 4.75 <sup>(3)</sup>    | 689  | 3.20      | 59 | 4.76  | 1430 |
| MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville  | 5.41 <sup>(2)(3)</sup> | 2506 | 5.02 <sup>(3)</sup>    | 2787 | 2.97      | 95 | 5.17  | 5388 |
| MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville   | 5.21                   | 1023 | 5.31 <sup>(1)(3)</sup> | 739  | 4.44      | 38 | 5.23  | 1801 |
| MYCVILLE_MYCVILLENLORG Individuals of my national origin are respected in Charlottesville   | 5.26 <sup>(3)</sup>    | 2457 | 5.34 <sup>(3)(1)</sup> | 2658 | 4.63      | 84 | 5.29  | 5199 |
| MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville  | 4.48 <sup>(3)</sup>    | 2551 | 4.83 <sup>(1)(3)</sup> | 2774 | 3.64      | 97 | 4.64  | 5422 |
| MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville   | 4.99 <sup>(3)</sup>    | 2576 | 5.02 <sup>(3)</sup>    | 2811 | 4.21      | 94 | 4.99  | 5481 |
| MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville   | 4.82 <sup>(3)</sup>    | 2447 | 4.92 <sup>(1)(3)</sup> | 2616 | 3.64      | 95 | 4.85  | 5157 |
| MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville   | 5.30 <sup>(3)</sup>    | 2519 | 5.39 <sup>(3)(1)</sup> | 2727 | 3.35      | 98 | 5.31  | 5344 |
| MYCVILLE_MYCVILLESES Individuals of my socioeconomic status are respected in Charlottesville  | 5.08 <sup>(3)</sup>    | 2577 | 5.10 <sup>(3)</sup>    | 2806 | 4.20      | 91 | 5.08  | 5475 |

|  | Man (1)                |      | Woman (2)           |      | TGQNO (3)              |    | Total |      |
|--|------------------------|------|---------------------|------|------------------------|----|-------|------|
|  | Mean                   | N    | Mean                | N    | Mean                   | N  | Mean  | N    |
| LOCALISVAL_1 Agreement that local residents think UVA is - Caring      | 4.26 <sup>(2)(3)</sup> | 2249 | 4.04 <sup>(3)</sup> | 2427 | 2.99                   | 85 | 4.13  | 4761 |
| LOCALISVAL_2 Agreement that local residents think UVA is - Safe        | 4.55 <sup>(2)(3)</sup> | 2265 | 4.21 <sup>(3)</sup> | 2433 | 3.22                   | 85 | 4.35  | 4782 |
| LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative | 4.31 <sup>(2)(3)</sup> | 2258 | 4.05 <sup>(3)</sup> | 2421 | 2.99                   | 84 | 4.15  | 4763 |
| LOCALISVAL_4 Agreement that local residents think UVA is - Elitist     | 4.81                   | 2255 | 4.94 <sup>(1)</sup> | 2433 | 4.50                   | 83 | 4.87  | 4771 |
| LOCALISVAL_5 Agreement that local residents think UVA is - Hostile     | 2.71                   | 2249 | 2.84 <sup>(1)</sup> | 2403 | 3.35 <sup>(1)(2)</sup> | 86 | 2.79  | 4738 |
| LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous   | 2.32                   | 2262 | 2.55 <sup>(1)</sup> | 2420 | 3.01 <sup>(1)(2)</sup> | 84 | 2.45  | 4766 |
| LOCALISVAL_7 Agreement that local residents think UVA is - Fair        | 4.14 <sup>(3)(2)</sup> | 2244 | 3.92 <sup>(3)</sup> | 2404 | 3.11                   | 82 | 4.01  | 4730 |
| LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive   | 3.93 <sup>(2)(3)</sup> | 2248 | 3.64 <sup>(3)</sup> | 2411 | 2.80                   | 85 | 3.76  | 4743 |
| LOCALISVAL_9 Agreement that local residents think UVA is - Detached    | 3.61                   | 2228 | 3.63                | 2378 | 3.83                   | 85 | 3.62  | 4690 |
| LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring   | 2.97                   | 2230 | 3.07 <sup>(1)</sup> | 2394 | 3.56 <sup>(1)</sup>    | 85 | 3.03  | 4709 |



| Gender  |                          |      |                      |      |                      |     |         |      |
|---|--------------------------|------|----------------------|------|----------------------|-----|---------|------|
|   | Man (1)                  |      | Woman (2)            |      | TGQNO (3)            |     | Total   |      |
|   | Percent                  | N    | Percent              | N    | Percent              | N   | Percent | N    |
| PARENCARE_1b Caregiving responsibility- Parenting   | 17.2% <sup>(2) (3)</sup> | 2856 | 13.9% <sup>(3)</sup> | 3097 | 4.0%                 | 116 | 15.3%   | 6068 |
| PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)   | 4.7%                     | 2856 | 5.6%                 | 3097 | 5.5%                 | 116 | 5.2%    | 6068 |
| PARENCARE_3b No caregiving responsibility   | 77.8%                    | 2856 | 81.1% <sup>(1)</sup> | 3097 | 86.6% <sup>(1)</sup> | 116 | 79.7%   | 6068 |
| CAREBLNCE_1b Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver                        | 37.2%                    | 90   | 46.5%                | 111  | 43.0%                | 1   | 42.4%   | 202  |
| CAREBLNCE_2b Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work      | 29.8% <sup>(3)</sup>     | 90   | 29.4% <sup>(3)</sup> | 111  | 0.0%                 | 1   | 29.4%   | 202  |
| CAREBLNCE_3b Advisor has been supportive of my need to balance work and parenting/caregiving                                    | 32.4%                    | 90   | 32.0%                | 111  | 43.0%                | 1   | 32.3%   | 202  |
| CAREBLNCE_4b Daily schedule is flexible which is helpful for my parenting/caregiving  | 34.1%                    | 90   | 22.8%                | 111  | 43.0%                | 1   | 27.9%   | 202  |
| CAREBLNCE_5b My educational and career timing has meshed well with my timing for parenting/caregiving                           | 24.5% <sup>(3)</sup>     | 90   | 17.4% <sup>(3)</sup> | 111  | 0.0%                 | 1   | 20.4%   | 202  |
| CAREBLNCE_6b My department has been supportive of my need to balance work and parenting/caregiving                              | 21.3%                    | 90   | 26.5%                | 111  | 43.0%                | 1   | 24.3%   | 202  |
| CAREBLNCE_7b Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently | 30.3%                    | 90   | 33.9%                | 111  | 43.0%                | 1   | 32.3%   | 202  |
| CAREBLNCE_8b I am able to satisfactorily balance my program work and parenting/caregiving                                       | 39.4% <sup>(3)</sup>     | 90   | 29.0% <sup>(3)</sup> | 111  | 0.0%                 | 1   | 33.4%   | 202  |

| Gender   |                        |      |                     |      |                        |     |       |      |  |
|--|------------------------|------|---------------------|------|------------------------|-----|-------|------|--|
|  | Man (1)                |      | Woman (2)           |      | TGQNO (3)              |     | Total |      |  |
|  | 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 | 4.43 <sup>(2)(3)</sup> | 1952 | 4.07 <sup>(3)</sup> | 2052 | 2.98                   | 77  | 4.22  | 4080 |  |
| SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts   | 4.63 <sup>(2)(3)</sup> | 2013 | 4.34 <sup>(3)</sup> | 2118 | 3.46                   | 77  | 4.46  | 4208 |  |
| SATFCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community   | 4.13 <sup>(2)(3)</sup> | 2235 | 3.81 <sup>(3)</sup> | 2422 | 2.85                   | 87  | 3.94  | 4743 |  |
| SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion  | 4.13 <sup>(2)(3)</sup> | 2178 | 3.82 <sup>(3)</sup> | 2410 | 2.82                   | 89  | 3.94  | 4678 |  |
| SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work   | 3.85 <sup>(2)(3)</sup> | 1963 | 3.43 <sup>(3)</sup> | 2210 | 2.62                   | 82  | 3.61  | 4255 |  |
| agecomposite Age based harassment/discrimination index   | 1.37                   | 2782 | 1.45 <sup>(1)</sup> | 3048 | 1.73 <sup>(1)(2)</sup> | 114 | 1.42  | 5944 |  |
| discomposite Disability based harassment/discrimination index  | 1.50                   | 2802 | 1.62 <sup>(1)</sup> | 3056 | 2.30 <sup>(1)(2)</sup> | 114 | 1.58  | 5972 |  |
| relcomposite Religion based harassment/discrimination index  | 1.67                   | 2832 | 1.66                | 3082 | 2.39 <sup>(1)(2)</sup> | 114 | 1.68  | 6028 |  |
| racecomposite Race based harassment/discrimination index   | 1.68                   | 2833 | 1.76 <sup>(1)</sup> | 3088 | 2.48 <sup>(1)(2)</sup> | 114 | 1.73  | 6035 |  |
| sexorcomposite Sexual orientation based harassment/discrimination index  | 1.47                   | 2833 | 1.47                | 3087 | 2.74 <sup>(1)(2)</sup> | 114 | 1.50  | 6035 |  |
| polorcomposite Political belief based harassment/discrimination index  | 2.13 <sup>(2)</sup>    | 2833 | 2.02                | 3086 | 2.88 <sup>(1)(2)</sup> | 114 | 2.09  | 6034 |  |
| sescomposite Socioeconomic Status based harassment/discrimination index  | 1.55                   | 2831 | 1.59                | 3088 | 2.27 <sup>(1)(2)</sup> | 114 | 1.59  | 6034 |  |
| norgcomposite National origin based harassment/discrimination index  | 1.46                   | 2822 | 1.47                | 3085 | 2.06 <sup>(1)(2)</sup> | 114 | 1.47  | 6020 |  |
| ctzncomposite Citizenship Status based harassment/discrimination index   | 1.40                   | 2826 | 1.40                | 3085 | 1.79 <sup>(1)(2)</sup> | 114 | 1.41  | 6026 |  |
| vetcomposite Military Service Status based harassment/discrimination index   | 1.21 <sup>(2)</sup>    | 2808 | 1.15                | 3055 | 1.47 <sup>(1)(2)</sup> | 114 | 1.19  | 5977 |  |
| Gendercomposite Gender based harassment/discrimination index   | 1.49                   | 2832 | 1.82 <sup>(1)</sup> | 3090 | 2.98 <sup>(1)(2)</sup> | 114 | 1.69  | 6036 |  |

| Gender   |                         |      |                     |      |                         |     |       |      |
|--|-------------------------|------|---------------------|------|-------------------------|-----|-------|------|
|  | Man (1)                 |      | Woman (2)           |      | TGQNO (3)               |     | Total |      |
|  | Mean                    | N    | Mean                | N    | Mean                    | N   | Mean  | N    |
| belongcomposite Belonging Composite index                          | 4.65 <sup>(3)</sup>     | 2749 | 4.60 <sup>(3)</sup> | 2986 | 3.61                    | 105 | 4.61  | 5840 |
| connectcomposite Connectedness Composite index                     | 2.64                    | 715  | 2.60                | 636  | 2.52                    | 15  | 2.62  | 1366 |
| memposcomposite UVA Message Positive Composite index               | 4.54 <sup>(2) (3)</sup> | 2437 | 4.27 <sup>(3)</sup> | 2635 | 3.23                    | 96  | 4.38  | 5168 |
| memnegcomposite UVA Message Negative Composite index               | 2.89                    | 2438 | 3.05 <sup>(1)</sup> | 2631 | 3.47 <sup>(1) (2)</sup> | 98  | 2.98  | 5167 |
| localposcomposite Local Residents Message Positive Composite index | 4.23 <sup>(2) (3)</sup> | 2288 | 3.97 <sup>(3)</sup> | 2460 | 3.02                    | 85  | 4.08  | 4833 |
| localnegcomposite Local Resident Message Negative Composite index  | 3.29                    | 2289 | 3.42 <sup>(1)</sup> | 2467 | 3.66                    | 86  | 3.36  | 4842 |