

Appendix M: T-Tests of Selected Survey Items by Ability Status – Main Campus

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

In the following example, the mean rating of agreement that the respondent feels comfortable with the climate for diversity and inclusiveness at UVA is compared across ability status. As indicated in Column 1, the mean level of agreement among individuals without disabilities is 4.05, and this is statistically higher than the mean rating provided by respondents with disabilities (3.62). In other words, individuals without disabilities feel more comfortable with the climate for diversity and inclusiveness than individuals with disabilities feel.

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	4.05 ⁽¹⁾	5348	3.62	627	4.00	5975

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.

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
RUCCLIMSECWELC_RUCCLIMATE Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA	4.05 ⁽¹⁾	5348	3.62	627	4.00	5975
RUCCLIMSECWELC_RUCCLIMSECWELCPRGRMDI Agreement with- Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit/program	4.33 ⁽¹⁾	2766	3.95	245	4.30	3011
DUCPRIDE_DUCDVRISMPRTCPS Agreement with: - Diversity is important at UVA	4.56 ⁽¹⁾	4595	4.29	519	4.53	5114
DUCPRIDE_DIVIMPORTPRGRM Agreement with: - Diversity is important to my department/unit/program	4.63 ⁽¹⁾	5097	4.44	597	4.61	5694
DUCPRIDE_DUCDVRISMPRTME Agreement with: - Diversity is important to me	5.28	4644	5.43 ⁽⁰⁾	526	5.29	5170
RUCMY_RUCMYDISABILITY Individuals with a disability or impairment like mine are respected at UVA	4.98 ⁽¹⁾	1279	4.12	574	4.71	1853
RUCMY_RUCMYGENDER Individuals of my gender or gender identity are respected at UVA	5.02 ⁽¹⁾	5262	4.55	623	4.97	5885
RUCMY_MYVET Individuals of my military service status are respected at UVA	5.23	1979	5.25	351	5.24	2329
RUCMY_MYNATORIG Individuals of my national origin are respected at UVA	5.29	4996	5.23	586	5.28	5582
RUCMY_RUCMYPOLITICS Individuals of my political beliefs are respected at UVA	4.62 ⁽¹⁾	5205	4.44	618	4.60	5823
RUCMY_RUCMYRACE Individuals of my race are respected at UVA	5.02	5320	4.93	618	5.01	5938
RUCMY_RUCMYRELIGION Individuals of my religious or spiritual beliefs are respected at UVA	4.82	5046	4.69	596	4.81	5643
RUCMY_RUCMYSEX Individuals of my sexual orientation are respected at UVA	5.31 ⁽¹⁾	5190	4.97	611	5.27	5801
RUCMY_MYWRKRSPCT Employees in my line of work are respected at UVA	4.68 ⁽¹⁾	967	4.38	98	4.65	1065
RUCMY_RUCMYIMMIGRANT Individuals of my citizenship status are respected at UVA	5.32	4635	5.21	528	5.31	5163
RUCMY_RUCMYSES Students of my socioeconomic status are respected at UVA	4.97 ⁽¹⁾	3921	4.63	492	4.93	4414
RUCOMMFBK_RUC1MJRFAIR Frequency in the past year with respect to department chair/direct manager- Faculty/employees in similar circumstances being treated equitably	4.54 ⁽¹⁾	1331	4.35	121	4.52	1452

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
RUCCOMMFDBK_RUC1MJRFAIR_student Frequency in the past year- students in similar circumstances being treated equitably by faculty	4.80 ⁽¹⁾	3792	4.56	484	4.78	4276
RUCCOMMFDBK_RUCCOMMFDBKRSPCTINTR Frequency in the past year with respect to your department chair or equivalent - Respectful interactions in the workplace	5.02	1404	4.90	129	5.01	1533
DUCSNRLDR_DUCSNRLDRAGE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Age	1.57	1401	1.76 ⁽⁰⁾	131	1.58	1532
DUCSNRLDR_DUCSNRLDRAPPEAR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Appearance or mannerisms	1.61	1407	1.85 ⁽⁰⁾	131	1.63	1538
DUCSNRLDR_DUCSNRLDRCTZN Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Citizenship	1.19	1406	1.27	131	1.19	1537
DUCSNRLDR_DUCSNRLDRDISB Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Disability	1.15	1403	1.39 ⁽⁰⁾	131	1.17	1534
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	1.38	1404	1.38	130	1.38	1534
DUCSNRLDR_DUCSNRLDRVET Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Military service	1.10	1401	1.11	129	1.10	1530
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	1399	1.27	131	1.22	1529
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	1.75	1401	1.90 ⁽⁰⁾	130	1.77	1531
DUCSNRLDR_DUCSNRLDRPRGNCY Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Pregnancy status	1.17	1403	1.21	128	1.17	1532
DUCSNRLDR_DUCSNRLDRRACE Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Race	1.33	1399	1.41	129	1.34	1528

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
DUCSNRLDR_DUCSNRLDRRLTSHP Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Relationship/marital status	1.25	1404	1.28	129	1.25	1533
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	1.33	1404	1.37	131	1.33	1536
DUCSNRLDR_DUCSNRLDRSEXOR Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Sexual orientation	1.20	1404	1.23	130	1.21	1535
DUCSNRLDR_DUCSNRLDRSES Past year frequency of hearing/witnessing senior leaders in my department/unit express negative/stereotypical views about someone's: - Socioeconomic status	1.26	1405	1.33	130	1.27	1535
VSTPTNNEGVM_VSTPTNNEGVMWAGE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Age	1.31	4876	1.40 ⁽⁰⁾	562	1.32	5438
VSTPTNNEGVM_VSTPTNNEGVMWAPPEAR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Appearance or mannerisms	1.51	4880	1.78 ⁽⁰⁾	566	1.53	5446
VSTPTNNEGVM_VSTPTNNEGVMWCTZN Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Citizenship	1.41	3696	1.54 ⁽⁰⁾	389	1.43	4084
VSTPTNNEGVM_VSTPTNNEGVMWDISB Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Disability	1.24	3687	1.40 ⁽⁰⁾	384	1.25	4071
VSTPTNNEGVM_VSTPTNNEGVMWGENDER Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Gender or gender identity	1.44	3694	1.70 ⁽⁰⁾	391	1.47	4085
VSTPTNNEGVM_VSTPTNNEGVMWVET Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Military service	1.14	4864	1.10	563	1.13	5428
VSTPTNNEGVM_VSTPTNNEGVMWNTLORG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - National origin	1.44	4858	1.54	562	1.45	5420

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
VSTPTNNEG VW_VSTPTNNEG VW POLIT Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.74	3694	1.91 ⁽⁰⁾	389	1.75	4083
VSTPTNNEG VW_VSTPTNNEG VW RGN CY Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Pregnancy status	1.17	4854	1.17	560	1.17	5414
VSTPTNNEG VW_VSTPTNNEG VW RACE Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Race	1.60	3684	1.91 ⁽⁰⁾	389	1.63	4073
VSTPTNNEG VW_VSTPTNNEG VW RLT SHP Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:- Relationship/marital status	1.21	4862	1.26	561	1.22	5423
VSTPTNNEG VW_VSTPTNNEG VW RELIG Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Religious/spiritual affiliations, opinions, or beliefs	1.45	3693	1.55	388	1.46	4081
VSTPTNNEG VW_VSTPTNNEG VW SEX OR Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's:: - Sexual orientation	1.41	3686	1.60 ⁽⁰⁾	390	1.43	4076
VSTPTNNEG VW_VSTPTNNEG VW SES Frequency in past year of hearing/witnessing visitors/patients express negative/stereotypical views about someone's: - Socioeconomic status	1.37	3672	1.68 ⁽⁰⁾	386	1.40	4059
DUCSTDNT_STDNT AGE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Age	1.77	5127	1.96 ⁽⁰⁾	592	1.79	5719
DUCSTDNT_STDNT APPEAR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Appearance or mannerisms	2.37	5124	2.86 ⁽⁰⁾	595	2.42	5719
DUCSTDNT_STDNT CTZN Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Citizenship	1.60	3900	1.80 ⁽⁰⁾	416	1.62	4316
DUCSTDNT_STDNT DISB Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Disability	1.39	3889	1.94 ⁽⁰⁾	415	1.44	4305
DUCSTDNT_DUCSTDNT GENDER Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Gender or gender identity	2.00	4543	2.44 ⁽⁰⁾	516	2.04	5059

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
DUCSTDNT_STDNTVET Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Military service	1.26	5112	1.31	594	1.27	5706
DUCSTDNT_STDNTNTLORG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - National origin	1.82	5122	2.08 ⁽⁰⁾	593	1.84	5715
DUCSTDNT_DUCSTDNTPOLIT Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	2.84	4554	3.43 ⁽⁰⁾	515	2.90	5069
DUCSTDNT_STDNTPRGNCY Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Pregnancy status	1.33	5111	1.50 ⁽⁰⁾	587	1.35	5698
DUCSTDNT_DUCSTDNTRACE Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Race	2.08	4553	2.45 ⁽⁰⁾	514	2.11	5067
DUCSTDNT_STDNTRLTNSHP Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Relationship/marital status	1.56	5118	1.79 ⁽⁰⁾	591	1.58	5709
DUCSTDNT_DUCSTDNTRELIG Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Religious/spiritual affiliations, opinions, or beliefs	1.97	4543	2.23 ⁽⁰⁾	513	2.00	5056
DUCSTDNT_DUCSTDNTSEXOR Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's:- Sexual orientation	1.85	4547	2.17 ⁽⁰⁾	514	1.88	5060
DUCSTDNT_DUCSTDNTSES Frequency in past year of hearing/witnessing students express negative/stereotypical views about someone's: - Socioeconomic status	1.85	4533	2.31 ⁽⁰⁾	513	1.90	5046
DUCFAC_FACNEGVWAGE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Age	1.42	3863	1.67 ⁽⁰⁾	476	1.45	4339
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	1.55	3859	1.87 ⁽⁰⁾	477	1.59	4336
ducfac_facnegwdisb In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Disability	1.19	3293	1.55 ⁽⁰⁾	396	1.23	3689

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
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	1.43	3297	1.66 ⁽⁰⁾	395	1.45	3692
DUCFAC_FACNEGVVVET In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Military service	1.15	3855	1.14	475	1.15	4330
DUCFAC_FACNEGVWNATORG In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - National origin	1.31	3852	1.38	475	1.32	4327
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	2.13	3303	2.48 ⁽⁰⁾	394	2.17	3697
DUCFAC_FACNEGVWPRGNCY In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Pregnancy status	1.16	3854	1.23	476	1.17	4330
DUCFAC_DUCFACRACE In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Race	1.43	3297	1.56	394	1.44	3690
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	1.26	3857	1.28	475	1.26	4332
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	1.43	3293	1.48	393	1.43	3686
DUCFAC_DUCFACSEXOR In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Sexual orientation	1.24	3280	1.42 ⁽⁰⁾	393	1.26	3673
DUCFAC_DUCFACSES In the past year at UVA, I have heard/witnessed teaching faculty or instructors express negative or stereotypical views about: - Socioeconomic status	1.34	3278	1.51 ⁽⁰⁾	394	1.36	3672
DUCSTAFF_STAFFNEGVVWAGE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Age	1.35	5142	1.42	590	1.36	5732
DUCSTAFF_STAFFNEGVVWAPPEAR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Appearance or mannerisms	1.48	5145	1.65 ⁽⁰⁾	593	1.50	5739

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
DUCSTAFF_STAFFNEGWWCTZN Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:- Citizenship	1.27	3928	1.43 ⁽⁰⁾	415	1.29	4343
DUCSTAFF_STAFFNEGVWDISBL Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Disability	1.19	3917	1.39 ⁽⁰⁾	413	1.21	4329
DUCSTAFF_DUCSTAFFGENDER Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Gender or gender identity	1.38	4570	1.61 ⁽⁰⁾	514	1.41	5084
DUCSTAFF_STAFFNEGVWVET Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Military service	1.13	5125	1.10	586	1.13	5711
DUCSTAFF_STAFFNEGVWNTLORG Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - National origin	1.31	5122	1.40	593	1.32	5715
DUCSTAFF_DUCSTAFFPOLIT Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Political affiliations, opinions, or beliefs	1.77	4580	1.98 ⁽⁰⁾	514	1.79	5094
DUCSTAFF_STAFFNEGVWPRGNCY Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Pregnancy status	1.16	5120	1.19	582	1.16	5702
DUCSTAFF_DUCSTAFFRACE Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Race	1.43	4567	1.59 ⁽⁰⁾	515	1.45	5082
DUCSTAFF_STAFFNEGVWRLTSH Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's:: - Relationship/marital status	1.21	5120	1.29	585	1.22	5705
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	4572	1.45	512	1.38	5084
DUCSTAFF_DUCSTAFFSEXOR Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Sexual orientation	1.32	4562	1.51 ⁽⁰⁾	511	1.34	5072
DUCSTAFF_DUCSTAFFSES Frequency in past year of hearing/witnessing employees express negative/stereotypical views about someone's: - Socioeconomic status	1.33	4557	1.48 ⁽⁰⁾	505	1.34	5062

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRQST Agreement with: - If I requested a reasonable accommodation for a disability or impairment, it would be approved	4.94 ⁽¹⁾	4531	4.57	583	4.90	5114
ACCSBLTYPERCEP_ACCSBLTYPERCEPACCOMRETAL Agreement with: - If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences	2.52	4474	2.78 ⁽⁰⁾	576	2.55	5050
ACCSBLTYPERCEP_ACCSBLTYPERCEPBUILTENVIRON Agreement with: - UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments	4.36 ⁽¹⁾	4381	3.80	547	4.30	4928
ACCSBLTYPERCEP_ACCSBLTYPERCEPTECH Agreement with: - UVA's technology systems are accessible for individuals with disabilities or impairments	4.58 ⁽¹⁾	3921	4.38	511	4.55	4433
ACCSBLTYPERCEP_ACCSBLTYPERCEPPRGRMACT Agreement with: - UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments	4.45 ⁽¹⁾	4066	3.98	534	4.40	4599
VAWCSTMT_VAWCLDHPDIVMG Agreement with: - My department chair or equivalent is adept at managing in a diverse, multicultural community	4.60 ⁽¹⁾	1358	4.29	129	4.57	1488
VAWCSTMT_VAWCDIVSTU Agreement with: - UVA should implement required diversity and inclusion training for students	4.06	4300	4.22	491	4.07	4792
VAWCSTMT_VAWCDIVSTAFF Agreement with: - UVA should implement required diversity and inclusion training for staff	4.52	1345	4.56	128	4.52	1473
VAWCSTMT_VAWCDIVFAC Agreement with: - UVA should implement required diversity and inclusion training for faculty	4.55	1907	4.65	212	4.56	2119
VAWCSTMT_VAWCADMINRES The senior level administration/administrative leaders of UVA are responsive when bias incidents happen at UVA	4.19 ⁽¹⁾	4060	3.76	471	4.15	4531
VAWCSTMT_VAWCLDHPRESP Agreement with: - My department chair or equivalent is responsive when bias incidents happen at UVA	4.60	1226	4.44	110	4.58	1336
VAWCSTMT_VAWCSEMPRESP Agreement with: - People employed by UVA are responsive when bias incidents happen at UVA	4.39 ⁽¹⁾	1231	4.17	111	4.37	1341
VAWCSTMT_VAWSTURES Agreement with: - Students are responsive when bias incidents happen at UVA	4.63	4058	4.54	474	4.62	4532
VAWCSTMT_VAWCSPREPARE Agreement with: - I feel prepared to respond effectively in my work to bias incidents that happen at UVA	4.57	1322	4.49	125	4.56	1447

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_1b I was ignored in a meeting or other group setting because of my: age	3.3%	5489	5.1% ⁽⁰⁾	641	3.5%	6129
MICROAGGREG_MICROAGGREGAVOID_1b Someone avoided eye contact or avoided acknowledging me because of my: age	2.2%	5489	3.6%	641	2.4%	6129
MICROAGGREG_MICROAGGREGPERF_1b Someone acted surprised at my professional success because of my: age	6.3%	5489	7.8%	641	6.4%	6129
MICROAGGREG_MICROAGGREGSPKERS_1b Someone asked me to give my opinion on an issue/subject because of my: age	4.8%	5489	4.7%	641	4.8%	6129
MICROAGGREG_MICROAGGREGCMLN_1b Someone told me that I complain too much because of my: age	2.2%	5489	4.1%	641	2.4%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_1b Someone interrupted me while I was speaking in a meeting or other group setting because of my: age	4.5%	5489	5.8%	641	4.6%	6129
MICROAGGREG_MICROAGGREGDIMINISH_1b Someone diminished the legitimacy of barriers to my success because of my: age	1.0%	5489	1.9% ⁽⁰⁾	641	1.1%	6129
MICROAGGREG_MICROAGGREGEXCLUD_1b I was not invited to an important work meeting or conversation because of my: age	2.3%	5489	3.1%	641	2.4%	6129
MICROAGGREG_MICROAGGREGDISMISS_1b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: age	4.1%	5489	3.3%	641	4.0%	6129
MICROAGGREG_MICROAGGREGDISCOMF_1b Someone expressed disgust at or discomfort with an aspect of my identity because of my: age	0.9%	5489	1.2%	641	0.9%	6129
microage_none Respondent indicated zero instances of microaggressions due to age	85.2%	5489	82.5%	641	84.9%	6129
MICROAGGREG_MICROAGGREGIGNORE_2b I was ignored in a meeting or other group setting because of my: disability	0.0%	5489	4.1% ⁽⁰⁾	641	0.5%	6129
MICROAGGREG_MICROAGGREGAVOID_2b Someone avoided eye contact or avoided acknowledging me because of my: disability	0.0%	5489	4.7% ⁽⁰⁾	641	0.5%	6129
MICROAGGREG_MICROAGGREGPERF_2b Someone acted surprised at my professional success because of my: disability	0.0%	5489	7.4% ⁽⁰⁾	641	0.8%	6129
MICROAGGREG_MICROAGGREGSPKERS_2b Someone asked me to give my opinion on an issue/subject because of my: disability	0.1%	5489	9.5% ⁽⁰⁾	641	1.1%	6129
MICROAGGREG_MICROAGGREGCMLN_2b Someone told me that I complain too much because of my: disability	0.1%	5489	8.0% ⁽⁰⁾	641	0.9%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_2b Someone interrupted me while I was speaking in a meeting or other group setting because of my: disability	0.1%	5489	3.6% ⁽⁰⁾	641	0.5%	6129

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDIMINISH_2b Someone diminished the legitimacy of barriers to my success because of my: disability	0.0%	5489	1.3% ⁽⁰⁾	641	0.1%	6129
MICROAGGREG_MICROAGGREGEXCLUD_2b I was not invited to an important work meeting or conversation because of my: disability	0.0%	5489	2.6% ⁽⁰⁾	641	0.3%	6129
MICROAGGREG_MICROAGGREGDISMISS_2b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: disability	0.0%	5489	2.7% ⁽⁰⁾	641	0.3%	6129
microdis_none Respondent indicated zero instances of microaggressions due to disability status	99.4% ⁽¹⁾	5489	79.3%	641	97.3%	6129
MICROAGGREG_MICROAGGREGIGNORE_3b I was ignored in a meeting or other group setting because of my: gender or gender identity	10.1%	5489	14.0% ⁽⁰⁾	641	10.5%	6129
MICROAGGREG_MICROAGGREGAVOID_3b Someone avoided eye contact or avoided acknowledging me because of my: gender or gender identity	6.4%	5489	10.9% ⁽⁰⁾	641	6.9%	6129
MICROAGGREG_MICROAGGREGPERF_3b Someone acted surprised at my professional success because of my: gender or gender identity	12.3%	5489	14.5%	641	12.6%	6129
MICROAGGREG_MICROAGGREGSPKPERS_3b Someone asked me to give my opinion on an issue/subject because of my: gender or gender identity	13.5%	5489	19.3% ⁽⁰⁾	641	14.1%	6129
MICROAGGREG_MICROAGGREGCMLPN_3b Someone told me that I complain too much because of my: gender or gender identity	7.5%	5489	13.3% ⁽⁰⁾	641	8.1%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_3b Someone interrupted me while I was speaking in a meeting or other group setting because of my: gender or gender identity	17.0%	5489	25.9% ⁽⁰⁾	641	17.9%	6129
MICROAGGREG_MICROAGGREGDIMINISH_3b Someone diminished the legitimacy of barriers to my success because of my: gender or gender identity	2.1%	5489	2.5%	641	2.1%	6129
MICROAGGREG_MICROAGGREGEXCLUD_3b I was not invited to an important work meeting or conversation because of my: gender or gender identity	3.7%	5489	7.2% ⁽⁰⁾	641	4.1%	6129
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	13.7%	5489	20.3% ⁽⁰⁾	641	14.3%	6129
MICROAGGREG_MICROAGGREGDISCOMF_3b Someone expressed disgust at or discomfort with an aspect of my identity because of my: gender or gender identity	3.4%	5489	8.8% ⁽⁰⁾	641	4.0%	6129
microgender_none Respondent indicated zero instances of microaggressions due to gender identity	69.7% ⁽¹⁾	5489	59.6%	641	68.6%	6129

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGIGNORE_4b I was ignored in a meeting or other group setting because of my: political beliefs	4.3%	5489	8.2% ⁽⁰⁾	641	4.7%	6129
MICROAGGREG_MICROAGGREGAVOID_4b Someone avoided eye contact or avoided acknowledging me because of my: political beliefs	3.1%	5489	4.9%	641	3.3%	6129
MICROAGGREG_MICROAGGREGPERF_4b Someone acted surprised at my professional success because of my: political beliefs	1.7%	5489	2.2%	641	1.8%	6129
MICROAGGREG_MICROAGGREGSPKPERS_4b Someone asked me to give my opinion on an issue/subject because of my: political beliefs	10.4%	5489	15.7% ⁽⁰⁾	641	10.9%	6129
MICROAGGREG_MICROAGGREGCMPLN_4b Someone told me that I complain too much because of my: political beliefs	3.1%	5489	7.2% ⁽⁰⁾	641	3.5%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_4b Someone interrupted me while I was speaking in a meeting or other group setting because of my: political beliefs	3.5%	5489	6.1% ⁽⁰⁾	641	3.7%	6129
MICROAGGREG_MICROAGGREGEXCLUD_4b I was not invited to an important work meeting or conversation because of my: political beliefs	1.7%	5489	2.8%	641	1.8%	6129
MICROAGGREG_MICROAGGREGDISMISS_4b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: political beliefs	2.0%	5489	2.2%	641	2.0%	6129
MICROAGGREG_MICROAGGREGDISCOMF_4b Someone expressed disgust at or discomfort with an aspect of my identity because of my: political beliefs	7.5%	5489	11.5% ⁽⁰⁾	641	7.9%	6129
micropol_none Respondent indicated zero instances of microaggressions due to political beliefs	82.3% ⁽¹⁾	5489	72.0%	641	81.2%	6129
MICROAGGREG_MICROAGGREGIGNORE_5b I was ignored in a meeting or other group setting because of my: race/ethnicity	6.8%	5489	6.6%	641	6.7%	6129
MICROAGGREG_MICROAGGREGAVOID_5b Someone avoided eye contact or avoided acknowledging me because of my: race/ethnicity	8.8%	5489	10.6%	641	9.0%	6129
MICROAGGREG_MICROAGGREGPERF_5b Someone acted surprised at my professional success because of my: race/ethnicity	7.2%	5489	10.6%	641	7.5%	6129
MICROAGGREG_MICROAGGREGSPKPERS_5b Someone asked me to give my opinion on an issue/subject because of my: race/ethnicity	15.9%	5489	18.5%	641	16.2%	6129
MICROAGGREG_MICROAGGREGCMPLN_5b Someone told me that I complain too much because of my: race/ethnicity	4.2%	5489	7.5% ⁽⁰⁾	641	4.5%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_5b Someone interrupted me while I was speaking in a meeting or other group setting because of my: race/ethnicity	5.5%	5489	6.4%	641	5.6%	6129
MICROAGGREG_MICROAGGREGDIMINISH_5b Someone diminished the legitimacy of barriers to my success because of my: race/ethnicity	1.3%	5489	1.9%	641	1.4%	6129

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGEXCLUD_5b I was not invited to an important work meeting or conversation because of my: race/ethnicity	3.5%	5489	4.4%	641	3.6%	6129
MICROAGGREG_MICROAGGREGDISMISS_5b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: race/ethnicity	5.9%	5489	6.3%	641	6.0%	6129
MICROAGGREG_MICROAGGREGDISCOMF_5b Someone expressed disgust at or discomfort with an aspect of my identity because of my: race/ethnicity	5.4%	5489	7.7%	641	5.7%	6129
micrace_none Respondent indicated zero instances of microaggressions due to race/ethnicity	77.3%	5489	73.9%	641	76.9%	6129
MICROAGGREG_MICROAGGREGIGNORE_6b I was ignored in a meeting or other group setting because of my: religion/spirituality	1.5%	5489	1.6%	641	1.5%	6129
MICROAGGREG_MICROAGGREGPERF_6b Someone acted surprised at my professional success because of my: religion/spirituality	1.0%	5489	2.0%	641	1.1%	6129
MICROAGGREG_MICROAGGREGSPKPERS_6b Someone asked me to give my opinion on an issue/subject because of my: religion/spirituality	9.4%	5489	14.0% ⁽⁰⁾	641	9.8%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_6b Someone interrupted me while I was speaking in a meeting or other group setting because of my: religion/spirituality	1.3%	5489	0.9%	641	1.2%	6129
MICROAGGREG_MICROAGGREGEXCLUD_6b I was not invited to an important work meeting or conversation because of my: religion/spirituality	0.9%	5489	0.8%	641	0.9%	6129
MICROAGGREG_MICROAGGREGDISMISS_6b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: religion/spirituality	0.6%	5489	0.9%	641	0.6%	6129
MICROAGGREG_MICROAGGREGDISCOMF_6b Someone expressed disgust at or discomfort with an aspect of my identity because of my: religion/spirituality	4.9%	5489	5.2%	641	4.9%	6129
microrelig_none Respondent indicated zero instances of microaggressions due to religious beliefs	86.8%	5489	83.0%	641	86.4%	6129
MICROAGGREG_MICROAGGREGIGNORE_7b I was ignored in a meeting or other group setting because of my: sexual orientation	0.7%	5489	1.7%	641	0.8%	6129
MICROAGGREG_MICROAGGREGAVOID_7b Someone avoided eye contact or avoided acknowledging me because of my: sexual orientation	1.3%	5489	4.1% ⁽⁰⁾	641	1.6%	6129
MICROAGGREG_MICROAGGREGPERF_7b Someone acted surprised at my professional success because of my: sexual orientation	0.4%	5489	0.7%	641	0.4%	6129
MICROAGGREG_MICROAGGREGSPKPERS_7b Someone asked me to give my opinion on an issue/subject because of my: sexual orientation	3.9%	5489	9.1% ⁽⁰⁾	641	4.4%	6129

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGCMPLN_7b Someone told me that I complain too much because of my: sexual orientation	1.1%	5489	3.0%	641	1.3%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_7b Someone interrupted me while I was speaking in a meeting or other group setting because of my: sexual orientation	0.7%	5489	0.8%	641	0.7%	6129
MICROAGGREG_MICROAGGREGEXCLUD_7b I was not invited to an important work meeting or conversation because of my: sexual orientation	0.4%	5489	0.5%	641	0.4%	6129
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%	5489	1.4%	641	0.5%	6129
MICROAGGREG_MICROAGGREGDISCOMF_7b Someone expressed disgust at or discomfort with an aspect of my identity because of my: sexual orientation	2.7%	5489	7.2% ⁽⁰⁾	641	3.2%	6129
microsexo_none Respondent indicated zero instances of microaggressions due to sexual orientation	93.8% ⁽¹⁾	5489	87.9%	641	93.2%	6129
MICROAGGREG_MICROAGGREGIGNORE_8b I was ignored in a meeting or other group setting because of my: unsure of the motivation	14.6%	5489	13.8%	641	14.5%	6129
MICROAGGREG_MICROAGGREGAVOID_8b Someone avoided eye contact or avoided acknowledging me because of my: unsure of the motivation	16.6%	5489	15.1%	641	16.4%	6129
MICROAGGREG_MICROAGGREGPERF_8b Someone acted surprised at my professional success because of my: unsure of the motivation	12.6%	5489	12.4%	641	12.6%	6129
MICROAGGREG_MICROAGGREGSPKPERS_8b Someone asked me to give my opinion on an issue/subject because of my: unsure of the motivation	8.3% ⁽¹⁾	5489	5.3%	641	8.0%	6129
MICROAGGREG_MICROAGGREGCMPLN_8b Someone told me that I complain too much because of my: unsure of the motivation	11.8% ⁽¹⁾	5489	9.1%	641	11.5%	6129
MICROAGGREG_MICROAGGREGINTERRUPT_8b Someone interrupted me while I was speaking in a meeting or other group setting because of my: unsure of the motivation	17.8%	5489	18.2%	641	17.8%	6129
MICROAGGREG_MICROAGGREGDIMINISH_8b Someone diminished the legitimacy of barriers to my success because of my: unsure of the motivation	2.5%	5489	2.9%	641	2.6%	6129
MICROAGGREG_MICROAGGREGEXCLUD_8b I was not invited to an important work meeting or conversation because of my: unsure of the motivation	16.1%	5489	16.3%	641	16.1%	6129

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
MICROAGGREG_MICROAGGREGDISMISS_8b Ideas that I suggested were ignored and later accepted when someone else offered the same ideas because of my: unsure of the motivation	15.1%	5489	17.9%	641	15.4%	6129
MICROAGGREG_MICROAGGREGDISCOMF_8b Someone expressed disgust at or discomfort with an aspect of my identity because of my: unsure of the motivation	10.3% ⁽¹⁾	5489	7.3%	641	10.0%	6129
microunsure_none Respondent indicated zero instances of microaggressions for which they were unsure of motivation	65.7% ⁽¹⁾	5489	59.3%	641	65.0%	6129

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
UVAISVAL_1 Personally agree that UVA is - Caring	4.47 ⁽¹⁾	4614	4.02	543	4.42	5157
UVAISVAL_2 Personally agree that UVA is - Safe	4.69 ⁽¹⁾	4625	4.27	543	4.65	5169
UVAISVAL_3 Personally agree that UVA is - Cooperative	4.52 ⁽¹⁾	4592	4.06	541	4.47	5134
UVAISVAL_4 Personally agree that UVA is - Elitist	4.50	4568	4.64 ⁽⁰⁾	539	4.52	5107
UVAISVAL_5 Personally agree that UVA is - Hostile	2.38	4587	2.73 ⁽⁰⁾	537	2.42	5125
UVAISVAL_6 Personally agree that UVA is - Dangerous	2.14	4601	2.44 ⁽⁰⁾	540	2.17	5141
UVAISVAL_7 Personally agree that UVA is - Fair	4.28 ⁽¹⁾	4603	3.89	540	4.24	5143
UVAISVAL_8 Personally agree that UVA is- Inclusive	4.16 ⁽¹⁾	4586	3.76	541	4.11	5127
UVAISVAL_9 Personally agree that UVA is - Detached	3.15	4490	3.42 ⁽⁰⁾	523	3.18	5013
UVAISVAL_10 Personally agree that UVA is - Uncaring	2.54	4554	3.02 ⁽⁰⁾	538	2.59	5092
RUCCLIMSECWELC_RUCSAFESECURE Agreement with- UVA is a safe and secure workplace	4.53 ⁽¹⁾	5372	4.06	627	4.48	5999
RUCCLIMSECWELC_RUCCLIMSECWELCPGMSEC Agreement with- My department/unit/program is a safe and secure place	4.91 ⁽¹⁾	2776	4.36	242	4.86	3018
PHYSAFUVA Frequency in the past year- concern for your physical safety at UVA/specific work site(s)?	1.97	5345	2.38 ⁽⁰⁾	620	2.02	5965
PHYSAFUVAEVT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?	1.62	5304	1.91 ⁽⁰⁾	616	1.65	5919
SGBKNLDG_SGBKNLDGDEF2 Level of knowledge - How sexual assault and other forms of sexual or gender-based violence are defined at UVA	3.62	1240	3.63	120	3.62	1360
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	2323	3.49	208	3.47	2531
SGBKNLDG_SGBKNLDGTORPT Level of knowledge - Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA	3.44	2323	3.49	208	3.45	2531
SGBKNLDG_SGBKNLDGRE Level of knowledge - About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment	3.92	1239	3.93	120	3.92	1359
SXASLTPRBLM_SXASLTPRBLMWRK How problematic is sexual assault in the UVA workplace?	1.76	1109	1.86	104	1.77	1213
SXASLTPRBLM_SXASLTPRBLMEXPLIHD How likely do you think it is that you will experience sexual assault in the UVA workplace?	1.20	1209	1.27	117	1.21	1326

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
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?	1.21	1203	1.27	116	1.22	1319
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?	1.26	1198	1.36 ⁽⁰⁾	114	1.27	1313
SGBHARASSFREQ_SGBHARASSFREQRMK Past year frequency by someone at UVA - Made sexual or gender-based remarks	2.18	2306	2.12	207	2.18	2513
SGBHARASSFREQ_SGBHARASSFREQJKE Past year frequency by someone at UVA - Told sexual or gender-based jokes or stories that were insulting or offensive	2.20	2303	2.20	206	2.20	2509
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	2.18	2306	2.11	207	2.17	2513
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	2.03	2307	2.00	207	2.03	2514
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	2306	2.06	207	2.04	2513
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	2.02	2305	2.02	208	2.02	2512

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
VAWCWITBHD_BHDWITNESS_VAWCDISC2WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Age	15.4%	4542	20.8% ⁽⁰⁾	517	16.0%	5059
VAWCWITBHD_BHDWITNESS_VAWCDISC3WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Citizenship	15.9%	4479	20.7% ⁽⁰⁾	521	16.4%	5000
VAWCWITBHD_BHDWITNESS_VAWCDISC1WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Disability	8.7%	4493	29.6% ⁽⁰⁾	514	10.8%	5007
VAWCWITBHD_BHDWITNESS_VAWCDISC4WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Gender or gender identity	34.1%	4458	42.9% ⁽⁰⁾	520	35.0%	4979
VAWCWITBHD_BHDWITNESS_BHDWITVETR In the past year at UVA, witnessed bias/harassment/discrimination related to - Military service	2.5%	4516	3.8%	521	2.6%	5037
VAWCWITBHD_BHDWITNESS_BHDWITNTLORGR In the past year at UVA, witnessed bias/harassment/discrimination related to - National origin	21.8%	4454	25.8%	520	22.2%	4974
VAWCWITBHD_BHDWITNESS_VAWCDISC5WR In the past year at UVA, witnessed bias/harassment/discrimination related to - Political beliefs	43.3%	4401	51.3% ⁽⁰⁾	519	44.1%	4921
VAWCWITBHD_BHDWITNESS_BHDPRGSTATR In the past year at UVA, witnessed bias/harassment/discrimination related to Pregnancy status	4.3%	4483	7.6% ⁽⁰⁾	528	4.7%	5011
VAWCWITBHD_BHDWITNESS_VAWCDISC6WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Race	37.7%	4447	46.9% ⁽⁰⁾	531	38.7%	4978
VAWCWITBHD_BHDWITNESS_VAWCDISC7WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Religious/Spiritual beliefs	24.9%	4449	29.6%	526	25.4%	4975
VAWCWITBHD_BHDWITNESS_VAWCDISC8WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Sexual orientation	22.4%	4473	33.1% ⁽⁰⁾	521	23.5%	4995
VAWCWITBHD_BHDWITNESS_VAWCDISC9WR In the past year at UVA, witnessed bias/harassment/discrimination related to- Socioeconomic status	21.8%	4474	33.5% ⁽⁰⁾	528	23.0%	5002
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC2ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Age	8.1%	4490	13.8% ⁽⁰⁾	515	8.7%	5005
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC3ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Citizenship	2.1%	4478	2.4%	513	2.2%	4991
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC1ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Disability	0.5%	4478	21.4% ⁽⁰⁾	511	2.7%	4989

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC4ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to- Gender or gender identity	18.5%	4459	30.5% ⁽⁰⁾	509	19.7%	4968
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPVETR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Military service	0.4%	4475	0.7%	511	0.4%	4987
VAWCPEREXPBHD_PERSEXPBHD_VBHDPERSEXPNTLORGR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - National origin	4.0%	4466	4.2%	512	4.1%	4978
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC5ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Political beliefs	15.0%	4448	25.6% ⁽⁰⁾	503	16.1%	4951
VAWCPEREXPBHD_PERSEXPBHD_BHDPERSEXPGRNCYR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Pregnancy status	0.6%	4474	1.8%	510	0.7%	4984
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC6ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Race	12.4%	4460	15.6%	512	12.7%	4971
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC7WR In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Religious/Spiritual beliefs	8.2%	4450	14.0% ⁽⁰⁾	508	8.8%	4958
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC8ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Sexual orientation	3.7%	4458	8.4% ⁽⁰⁾	507	4.2%	4964
VAWCPEREXPBHD_PERSEXPBHD_VAWCDISC9ER In the past year at UVA, personally experienced bias, harassment, or discrimination related to - Socioeconomic status	6.5%	4454	13.5% ⁽⁰⁾	510	7.2%	4965
BHDRESPONSE_1b Response to witnessed incidents of bias/harassment/discrimination- Asked someone who knew individuals to intervene	3.0%	2917	5.9% ⁽⁰⁾	414	3.4%	3331
BHDRESPONSE_2b Response to witnessed incidents of bias/harassment/discrimination- Avoided the individual(s) or venue(s)	23.7%	2917	26.9%	414	24.1%	3331
BHDRESPONSE_3b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) at the time	15.7%	2917	19.5%	414	16.2%	3331
BHDRESPONSE_4b Response to witnessed incidents of bias/harassment/discrimination- Confronted the individual(s) later	7.5%	2917	9.8%	414	7.8%	3331
BHDRESPONSE_5b Response to witnessed incidents of bias/harassment/discrimination- Contacted UVA resource	3.5%	2917	6.2%	414	3.8%	3331

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
BHDRESPONSE_6b Response to witnessed incidents of bias/harassment/discrimination- Contacted law enforcement	0.6%	2917	1.1%	414	0.7%	3331
BHDRESPONSE_7b Response to witnessed incidents of bias/harassment/discrimination- I did not do anything	30.7%	2917	31.3%	414	30.7%	3331
BHDRESPONSE_8b Response to witnessed incidents of bias/harassment/discrimination- I did not know what to do	16.3%	2917	17.4%	414	16.4%	3331
BHDRESPONSE_9b Response to witnessed incidents of bias/harassment/discrimination- I offered or sought social support	9.3%	2917	15.3% ⁽⁰⁾	414	10.1%	3331
BHDRESPONSE_10b Response to witnessed incidents of bias/harassment/discrimination- Submitted a bias incident report online	0.9%	2917	3.6% ⁽⁰⁾	414	1.2%	3331
BHDRESPONSE_11b Response to witnessed incidents of bias/harassment/discrimination- Told family member	12.8%	2917	18.3% ⁽⁰⁾	414	13.4%	3331
BHDRESPONSE_12b Response to witnessed incidents of bias/harassment/discrimination- Told friend	24.9%	2917	33.4% ⁽⁰⁾	414	26.0%	3331
BHDRESPONSE_13b Response to witnessed incidents of bias/harassment/discrimination- Other	5.4%	2917	6.8%	414	5.6%	3331

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADA Degree of comfort contacting - Americans with Disabilities Act Coordinator	2.96	2790	2.90	417	2.96	3207
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFEAP Degree of comfort contacting - Faculty and Employee Assistance Program	3.29 ⁽¹⁾	987	3.13	94	3.28	1082
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTHR Degree of comfort contacting- Human Resources	3.09 ⁽¹⁾	1098	2.85	106	3.07	1203
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW Degree of comfort contacting - Local Police	3.06 ⁽¹⁾	1096	2.78	104	3.04	1200
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTODE Degree of comfort contacting - Office for Diversity and Equity	2.93	3656	2.88	454	2.93	4110
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTEOCR Degree of comfort contacting - Office for Equal Opportunity and Civil Rights	2.93 ⁽¹⁾	3458	2.81	447	2.92	3905
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDOS Degree of comfort contacting - Office of the Dean of Students	2.94 ⁽¹⁾	4218	2.73	502	2.92	4721
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPR Degree of comfort contacting - President's Office	2.43 ⁽¹⁾	3842	2.15	480	2.40	4322
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTPV Degree of comfort contacting - Provost's Office	2.47 ⁽¹⁾	3567	2.26	440	2.45	4007
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTATELAW Degree of comfort contacting - State Police	2.84 ⁽¹⁾	1071	2.61	102	2.82	1173
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTTIX Degree of comfort contacting - Title IX Office	2.83	3357	2.74	423	2.82	3781
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUPD Degree of comfort contacting - University Police	2.79 ⁽¹⁾	4326	2.50	513	2.76	4839
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTAMB Degree of comfort contacting- UVA Security Ambassadors	2.79 ⁽¹⁾	3667	2.58	451	2.77	4118
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTUWC Degree of comfort contacting - UVA Women's Center	3.02	3818	3.04	480	3.03	4298
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEANVP Degree of comfort contacting - Your Dean or VP's Office	3.02 ⁽¹⁾	1052	2.78	100	3.00	1151
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEPTCHR Degree of comfort contacting - Your Department Chair	3.22 ⁽¹⁾	1049	2.98	101	3.20	1151
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTOMB Degree of comfort contacting - Ombuds	2.88 ⁽¹⁾	1931	2.69	227	2.86	2158
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTDEAN Degree of comfort contacting - Your academic dean	2.79	3163	2.66	404	2.78	3567

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTADV Degree of comfort contacting - Your academic advisor	2.99	3238	2.89	409	2.98	3647
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTFAC Degree of comfort contacting - A member of the faculty	3.05	3338	2.96	414	3.04	3752
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSDC Degree of comfort contacting - Student Disability Access Center	2.83	2461	3.12 ⁽⁰⁾	387	2.87	2848
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTSTUH Degree of comfort contacting- Student Health/Counseling	3.08	3103	3.15	407	3.09	3510
CVLLECMFRTCONTACT_CVLLECMFRTCONTACTLOCLAW_stu Degree of comfort contacting - Local or State Police	2.58 ⁽¹⁾	3270	2.39	415	2.56	3685
RUCCLIMSECWELC_RUCWELCOME Agreement with- UVA is a welcoming place/workplace	4.52 ⁽¹⁾	5373	4.13	625	4.48	5998
RUCCLIMSECWELC_RUCCLIMSECWELCPRGMWELCOME Agreement with- My department/unit is a welcoming place	4.83 ⁽¹⁾	2775	4.35	245	4.79	3020
RUCCLIMSECWELC_INCLUSIVENORM Agreement with- Social and cultural norms at UVA are inclusive of my identity	4.53 ⁽¹⁾	5214	4.18	612	4.49	5826
DUCPRIDE_DUCIMPROUD Agreement with: - I am proud to be a faculty member/employee/student at UVA	5.02 ⁽¹⁾	4662	4.69	526	4.99	5188
DUCPRIDE_DUCFACPROUD Agreement with: - Most faculty/employees/students are proud to work at UVA	5.08 ⁽¹⁾	4622	4.95	521	5.06	5143
DUCPRIDE_DUCFACOPNN Agreement with: - UVA values faculty/employee/student opinions	4.38 ⁽¹⁾	4614	3.93	518	4.34	5132
DUCPRIDE_PRGRMVALOPNN Agreement with: - My department/unit/program values faculty/employee/student opinions	4.70 ⁽¹⁾	5167	4.39	602	4.67	5770
DUCPRIDE_UVAActsSUGGEST Agreement with: - UVA acts on faculty/employee/student comments and suggestions	4.04 ⁽¹⁾	5061	3.58	588	3.99	5649
DUCPRIDE_PRGMActsSUGGEST Agreement with: - My department/unit/program acts on faculty/employee/student comments and suggestions	4.40 ⁽¹⁾	5032	4.17	592	4.38	5624
DUCPRIDE_BELONGUVA Agreement with: - I feel a sense of belonging at UVA	4.48 ⁽¹⁾	5186	3.96	608	4.43	5794
DUCPRIDE_BELONGPRGM Agreement with: - I feel a sense of belonging in my department/unit/program	4.68 ⁽¹⁾	5163	4.30	602	4.64	5766

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
PARTICIPATION_1b Participation as a UVA student - I do not participate in any clubs or organizations at UVA	15.9%	4032	14.2%	507	15.7%	4539
PARTICIPATION_2b Participation as a UVA student - Academic or academic competition organization	26.3%	4032	26.4%	507	26.3%	4539
PARTICIPATION_3b Participation as a UVA student - Athletic team	11.3%	4032	9.9%	507	11.2%	4539
PARTICIPATION_4b Participation as a UVA student - Club sport	5.0%	4032	5.8%	507	5.1%	4539
PARTICIPATION_5b Participation as a UVA student - Culture-specific organization	14.8%	4032	16.4%	507	14.9%	4539
PARTICIPATION_6b Participation as a UVA student - Faith or spiritually-based organization	19.1%	4032	24.2%	507	19.7%	4539
PARTICIPATION_7b Participation as a UVA student - Governance organization (Programs Council, Student Council, etc.)	20.1%	4032	16.3%	507	19.7%	4539
PARTICIPATION_8b Participation as a UVA student - Greek letter organization	14.4%	4032	16.2%	507	14.6%	4539
PARTICIPATION_9b Participation as a UVA student - Health and wellness organization	19.3%	4032	23.1%	507	19.7%	4539
PARTICIPATION_10b Participation as a UVA student - Performance organization	9.6%	4032	13.7% ⁽⁰⁾	507	10.0%	4539
PARTICIPATION_11b Participation as a UVA student - Political or issue-oriented organization	15.5%	4032	20.0%	507	16.0%	4539
PARTICIPATION_12b Participation as a UVA student - Professional organization	20.9%	4032	18.9%	507	20.7%	4539
PARTICIPATION_13b Participation as a UVA student - Publication/media organization	7.7%	4032	9.1%	507	7.9%	4539
PARTICIPATION_14b Participation as a UVA student - Recreational organization	19.6%	4032	15.8%	507	19.1%	4539
PARTICIPATION_15b Participation as a UVA student - Service or philanthropic organization	29.8%	4032	28.8%	507	29.7%	4539
PARTICIPATION_16b Participation as a UVA student - A student organization not listed above (please specify)	5.1%	4032	7.6%	507	5.4%	4539
leaveuVaR Have you considered leaving UVA in the past year?	34.9%	5139	53.5% ⁽⁰⁾	603	36.8%	5742
WHYLEAVEUVA_1b Reason for considering leaving UVA- Climate for diversity and inclusion not welcoming	29.3%	1795	46.8% ⁽⁰⁾	323	32.0%	2118
WHYLEAVEUVA_2b Reason for considering leaving UVA- Cost of living	6.7%	1795	8.1%	323	6.9%	2118
WHYLEAVEUVA_3b Reason for considering leaving UVA - Lack of a sense of belonging	53.0%	1795	63.1% ⁽⁰⁾	323	54.5%	2118

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
WHYLEAVEUVA_4b Reason for considering leaving UVA - Lack of support group	28.4%	1795	36.2% ⁽⁰⁾	323	29.6%	2118
WHYLEAVEUVA_5b Reason for considering leaving UVA - Lack of adequate child or elder-care services	1.0%	1795	1.0%	323	1.0%	2118
WHYLEAVEUVA_6b Reason for considering leaving UVA - Lack of adequate office/lab space	2.4%	1795	2.8%	323	2.4%	2118
WHYLEAVEUVA_7b Reason for considering leaving UVA - Lack of commitment to my program/research from my department chair	12.5% ⁽¹⁾	1795	8.1%	323	11.8%	2118
WHYLEAVEUVA_8b Reason for considering leaving UVA - Lack of employment for spouse/partner	5.4%	1795	3.5%	323	5.1%	2118
WHYLEAVEUVA_9b Reason for considering leaving UVA - Lack of meaningful interactions with colleagues	7.7%	1795	5.7%	323	7.4%	2118
WHYLEAVEUVA_10b Reason for considering leaving UVA - Lack of promotional opportunities	15.9% ⁽¹⁾	1795	11.3%	323	15.2%	2118
WHYLEAVEUVA_11b Reason for considering leaving UVA - Level of compensation	15.6%	1795	12.8%	323	15.1%	2118
WHYLEAVEUVA_12b Reason for considering leaving UVA - Marital/relationship status	4.2%	1795	2.6%	323	4.0%	2118
WHYLEAVEUVA_13b Reason for considering leaving UVA- Personal reason	14.8%	1795	38.1% ⁽⁰⁾	323	18.3%	2118
WHYLEAVEUVA_14b Reason for considering leaving UVA - Quality of health insurance	2.5%	1795	3.3%	323	2.6%	2118
WHYLEAVEUVA_15b Reason for considering leaving UVA- Quality of retirement/employment benefits	2.2%	1795	2.8%	323	2.3%	2118
WHYLEAVEUVA_16b Reason for considering leaving UVA - Other	25.5%	1795	20.7%	323	24.8%	2118
WHYLEAVEUVA_17b Reason for considering leaving UVA - Coursework too difficult	12.0%	1795	13.6%	323	12.3%	2118
WHYLEAVEUVA_18b Reason for considering leaving UVA - Financial reason	15.0%	1795	18.4%	323	15.5%	2118
WHYLEAVEUVA_19b Reason for considering leaving UVA - Homesick	9.8%	1795	14.1%	323	10.5%	2118
WHYLEAVEUVA_21b Reason for considering leaving UVA - Lack of meaningful interactions with faculty	17.7%	1795	22.4%	323	18.4%	2118
WHYLEAVEUVA_22b Reason for considering leaving UVA - Preferred field of study not offered	5.0%	1795	5.3%	323	5.1%	2118

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
VAWCSTMT_VAWCVALLDSHP Agreement with: - I feel valued as an individual by my department chair or equivalent	4.81 ⁽¹⁾	1396	4.58	132	4.79	1529
VAWCSTMT_VAWCVLPEER Agreement with: - I feel valued as an individual by my UVA colleagues/peers	4.82 ⁽¹⁾	4452	4.56	497	4.80	4950
ISE1_ISELECTURE Difficulty as an international member of UVA- Understanding workplace/department meetings and learning environment discussions/lectures	3.74	331	3.88	13	3.74	344
ISE1_ISEWRITING Difficulty as an international member of UVA - Keeping up with my writing assignments and writing clearly in English	3.56	293	3.29	11	3.55	304
ISE1_ISEDISCUSS Difficulty as an international member of UVA - Participating in workplace/learning environment teams or discussions	3.47	331	3.55	13	3.47	343
ISE1_ISEFRIENDS Difficulty as an international member of UVA - Making friends with faculty/staff/students from countries other than mine	3.35	329	2.89	13	3.33	342
ISE1_ISEOPPSEX Difficulty as an international member of UVA - Learning how to understand and respond to those of a different sex	3.84	325	3.92	13	3.84	338
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	3.19	318	2.92	13	3.18	331
CONNECTED_CONNECTED_1 Frequency of engagement outside of work - Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA	2.98	1257	2.94	120	2.98	1377
CONNECTED_CONNECTED_2 Frequency of engagement outside of work - Attend UVA athletic events	2.62 ⁽¹⁾	1256	2.22	121	2.58	1377
CONNECTED_CONNECTED_3 Frequency of engagement outside of work - Attend UVA major events	2.77 ⁽¹⁾	1252	2.58	120	2.76	1373
CONNECTED_CONNECTED_4 Frequency of engagement outside of work - Participate in a UVA Faculty/Staff networking group (Please specify)	1.93	1166	1.88	111	1.93	1277
CONNECTED_CONNECTED_5 Frequency of engagement outside of work - Participate in an Intramural recreational or athletic activity	1.52 ⁽¹⁾	1251	1.29	120	1.50	1371
CONNECTED_CONNECTED_6 Frequency of engagement outside of work - Participation in department or unit special events	3.51	1252	3.45	120	3.50	1373
CONNECTED_CONNECTED_7 Frequency of engagement outside of work - Socialize with co-workers or colleagues outside of work	3.00 ⁽¹⁾	1256	2.64	121	2.97	1377
EMPOWER_VAWCWITNESS Agreement with: - I know what to do if I witness something that is discriminatory or harmful at UVA	4.58	4003	4.52	461	4.58	4464
EMPOWER_EMPOWEREXPOWN Agreement with: - I feel empowered to freely express my views about discrimination and bias at UVA	4.08 ⁽¹⁾	4498	3.75	533	4.05	5031

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
EMPOWER_EMPOWERPARTOWN Agreement with: - I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.40 ⁽¹⁾	4363	4.25	516	4.39	4879
EMPOWER_EMPOWERJUST Agreement with: - Exploring the impact of privilege (gender, race, etc.) or social justice concepts is important in my work	4.52	1233	4.76 ⁽⁰⁾	121	4.54	1354
EMPOWER_EMPOWERREFRAIN Agreement with: - I refrain from saying some things in class/lab out of fear of causing offense	3.93	4451	4.07	532	3.95	4983
EMPOWER_EMPOWERPARTSTAFF Agreement with: - Staff feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.33 ⁽¹⁾	2920	3.99	384	4.29	3304
EMPOWER_EMPOWERPARTFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.47 ⁽¹⁾	2956	4.28	390	4.44	3346
EMPOWER_EMPOWEREXPSTAFF Agreement with: - Staff feel empowered to freely express their views about discrimination and bias at UVA	4.16 ⁽¹⁾	3035	3.73	395	4.11	3431
EMPOWER_EMPOWEREXPFAC Agreement with: - Faculty feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members	4.32 ⁽¹⁾	3122	4.05	403	4.29	3525
BASICWELL_BASICWELLHSING Degree of concern in the past year - Finding, or remaining in, adequate housing	1.45	5347	1.66 ⁽⁰⁾	625	1.47	5971
BASICWELL_BASICWELLFINANCE Degree of concern in the past year - Having adequate financial resources to meet your basic needs	1.58	5351	1.86 ⁽⁰⁾	619	1.61	5970
BASICWELL_BASICWELLHLTHSVC Degree of concern in the past year- Obtaining health services	1.37	5354	1.68 ⁽⁰⁾	621	1.40	5974
BASICWELL_BASICWELLINSURE Degree of concern in the past year - Maintaining adequate health insurance coverage	1.36	5364	1.57 ⁽⁰⁾	622	1.38	5986
BASICWELL_BASICWELLWRKSTRESS Degree of concern in the past year - The level of work-related stress I experience	1.94	1424	2.12 ⁽⁰⁾	132	1.96	1556
BASICWELL_BASICWELLSLEEP Degree of concern in the past year - Obtaining adequate hours of sleep each night	1.92	5364	2.23 ⁽⁰⁾	624	1.95	5988
BASICWELL_BASICWELLSCRTY Degree of concern in the past year - Personal security on or around UVA	1.58	5365	1.75 ⁽⁰⁾	628	1.59	5993
BASICWELL_BASICWELLACDSTRESS Degree of concern - The level of academic-related stress I experience	2.19	3936	2.53 ⁽⁰⁾	496	2.23	4432
BASICWELL_BASICWELLPERSTRESS Degree of concern in the past year - The level of personal-related stress I experience	1.97	3934	2.47 ⁽⁰⁾	497	2.02	4431

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLEMPLOYGRD Degree of concern in the past year - Securing employment after graduation/completion	2.03	3923	2.24 ⁽⁰⁾	493	2.05	4416
BASICWELL_BASICWELLEMPLOYATTND Degree of concern in the past year - Securing employment while completing my program of study	1.69	3905	1.84 ⁽⁰⁾	491	1.70	4396
RUCSKPCUT_RUCSKIPMEAL Frequency in the past year - Skipped or cut the size of meals because there was not enough money for food	1.55	5377	1.96 ⁽⁰⁾	629	1.60	6006
RUCSKPCUT_RUCCUTSPENDING Frequency in the past year - Cut down on personal or recreational spending	3.38	5383	3.86 ⁽⁰⁾	627	3.43	6010
RUCSKPCUT_RUCWRRYFAMDEBT Frequency in the past year - Worried about my financial circumstances	2.99	5367	3.61 ⁽⁰⁾	627	3.05	5995

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
HOWPAY_1b Source of payment for education/related expenses at UVA - Credit card	20.0%	4032	23.7%	507	20.4%	4539
HOWPAY_2b Source of payment for education/related expenses at UVA - Family contribution	60.1%	4032	67.4% ⁽⁰⁾	507	60.9%	4539
HOWPAY_3b Source of payment for education/related expenses at UVA - Fellowship/scholarship from UVA	21.8% ⁽¹⁾	4032	16.9%	507	21.2%	4539
HOWPAY_4b Source of payment for education/related expenses at UVA - Graduate stipend	10.8%	4032	8.9%	507	10.6%	4539
HOWPAY_5b Source of payment for education/related expenses at UVA - Graduate teaching or graduate research remuneration	7.4%	4032	6.1%	507	7.3%	4539
HOWPAY_6b Source of payment for education/related expenses at UVA - Loans	29.6%	4032	34.1%	507	30.1%	4539
HOWPAY_7b Source of payment for education/related expenses at UVA - Need-based UVA scholarship/aid	20.8%	4032	22.2%	507	21.0%	4539
HOWPAY_8b Source of payment for education/related expenses at UVA- Non-UVA grant/scholarship (e.g. Pell, Gates)	15.5%	4032	14.2%	507	15.3%	4539
HOWPAY_9b Source of payment for education/related expenses at UVA - Personal contribution/job	29.4%	4032	34.5%	507	29.9%	4539
HOWPAY_10b Source of payment for education/related expenses at UVA - Work Study job	6.2%	4032	6.3%	507	6.2%	4539
HOWPAY_11b Source of payment for education/related expenses at UVA - A method of payment not listed here	4.2%	4032	3.8%	507	4.2%	4539
FINHRDSHP_1b Financial hardship while at UVA - Difficulty affording co-curricular events or activities	10.4%	4032	17.2% ⁽⁰⁾	507	11.1%	4539
FINHRDSHP_2b Financial hardship while at UVA - Difficulty affording commuting to UVA	2.9%	4032	6.0% ⁽⁰⁾	507	3.2%	4539
FINHRDSHP_3b Financial hardship while at UVA- Difficulty affording child care	5.2%	4032	7.2%	507	5.4%	4539
FINHRDSHP_4b Financial hardship while at UVA- Difficulty affording health care	10.3%	4032	19.8% ⁽⁰⁾	507	11.4%	4539
FINHRDSHP_5b Financial hardship while at UVA - Difficulty affording housing	15.3%	4032	26.2% ⁽⁰⁾	507	16.5%	4539
FINHRDSHP_6b Financial hardship while at UVA - Difficulty affording travel to and from UVA	7.2%	4032	12.8% ⁽⁰⁾	507	7.8%	4539
FINHRDSHP_7b Financial hardship while at UVA - Difficulty affording tuition	20.6%	4032	27.1% ⁽⁰⁾	507	21.3%	4539

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
FINHRDSHP_8b Financial hardship while at UVA - Difficulty affording unpaid internship/research opportunities	12.3%	4032	19.8% ⁽⁰⁾	507	13.2%	4539
FINHRDSHP_9b Financial hardship while at UVA- Difficulty participating in social events	17.9%	4032	31.3% ⁽⁰⁾	507	19.3%	4539
FINHRDSHP_10b Financial hardship while at UVA - Difficulty purchasing my books/course materials	17.9%	4032	26.4% ⁽⁰⁾	507	18.9%	4539
FINHRDSHP_11b Financial hardship while at UVA - Difficulty affording other academic fees	10.8%	4032	16.0% ⁽⁰⁾	507	11.4%	4539
FINHRDSHP_12b Financial hardship while at UVA - Other (Please specify) - Text	2.1%	4032	3.1%	507	2.2%	4539
FINHRDSHP_13b Financial hardship while at UVA - No, I have not experienced any financial hardships	47.2% ⁽¹⁾	4032	33.1%	507	45.6%	4539

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
BASICWELL_BASICWELLPRMTN Degree of concern in the past year - Securing promotional or other career advancement opportunities at UVA	1.88	1402	2.05 ⁽⁰⁾	129	1.89	1531
RUCCLIMSECWELC_DIFFPERSPECTV Agreement with- Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own	4.83	4097	4.69	438	4.82	4534
RUCCLIMSECWELC_INTERACTSKILL Agreement with- Since starting work with UVA, I have gained skills in interacting with individuals who are different from me	4.80	4094	4.65	437	4.79	4532
RUCCLIMSECWELC_HAVEMENTOR Agreement with- I have/had a mentor at UVA	3.89	5238	3.79	615	3.88	5853
RUCCLIMSECWELC_EFFECTIVEMENTOR Agreement with- I have had regular opportunities for effective mentoring	3.86 ⁽¹⁾	5237	3.58	613	3.83	5850
RUCCLIMSECWELC_IMENTORFAC Agreement with- I mentor other faculty/employees	3.96	1330	3.90	123	3.95	1454
RUCCOMMFDBK_RUCCOMMFDBKPERF Frequency in the past year with respect to department chair/manager-Clear explanation of what constitutes poor performance in my role	3.48 ⁽¹⁾	1339	3.23	123	3.46	1462
RUCCOMMFDBK_RUCCOMMFDBKPERF_gradstu Frequency in the past year-Clear explanation of what constitutes poor academic performance	4.13 ⁽¹⁾	1316	3.14	107	4.06	1423
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 ⁽¹⁾	1384	3.85	125	4.04	1509
RUCCOMMFDBK_RUC1MJRFEEDBACK_student Frequency in the past year - faculty providing prompt and useful feedback on your work - Students only	4.44 ⁽¹⁾	3888	4.22	488	4.42	4376
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	2613	4.69	312	4.70	2926
RUCCOMMFDBK_RUC1MJRACTPART_student Frequency in past year - Opportunities for active participation in lecture and discussion classes	5.13	2665	5.02	305	5.11	2970
RUCCOMMFDBK_RUC1MJRENTHUSE Frequency in the past year with respect to your department chair/direct manager/faculty- Increased your enthusiasm for your work	4.59	5285	4.50	617	4.59	5903
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	4.34 ⁽¹⁾	5296	4.07	617	4.31	5913

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
RUCCOMMFDBK_RUC1MJRFACRESP Frequency in past year - Faculty maintaining respectful interactions	5.25 ⁽¹⁾	3907	5.02	491	5.23	4398
RUCCOMMFDBK_INCLSVCRSE Frequency in past year-An instructor who was intentionally inclusive in the topics/authors/theories covered	4.70	3778	4.64	475	4.69	4253
RUCCOMMFDBK_STAFFSTDNTRES Frequency in past year - Staff at UVA treating graduate/professional students with respect	5.31 ⁽¹⁾	3900	5.19	492	5.30	4392
RUCCOMMFDBK_STDNTSTAFFRES Frequency in past year - Graduate/professional students treating staff with respect	5.16 ⁽¹⁾	3883	4.96	488	5.14	4371
RUCCOMMFDBK_PRVSJCONCPTS Frequency in past year-A course which explored the impact of privilege (gender, race, etc.) or social justice	3.76	3765	3.87	479	3.77	4244
PRFSLSKILLIMP_PRFSLSKILLIMP_1 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Being an active participant during meetings	3.05 ⁽¹⁾	1127	2.61	89	3.02	1216
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	3.20 ⁽¹⁾	1125	2.59	89	3.15	1214
PRFSLSKILLIMP_PRFSLSKILLIMP_3 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Working with people from diverse backgrounds	3.06 ⁽¹⁾	1123	2.51	87	3.02	1210
PRFSLSKILLIMP_PRFSLSKILLIMP_4 Improvement in knowledge/skills/abilities as a direct result of experiences in your program: - Developing professional relationships with peers	3.33 ⁽¹⁾	1124	2.94	88	3.30	1212
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	2.79 ⁽¹⁾	1124	2.34	88	2.75	1212
MYCVILLE_MYCVILLECTZN Individuals of my citizenship status are respected in Charlottesville	5.42	4781	5.47	564	5.43	5345
MYCVILLE_MYCVILLEDSBLTY Individuals with a disability or impairment like mine are respected in Charlottesville	4.97 ⁽¹⁾	877	4.41	563	4.75	1439
MYCVILLE_MYCVILLEGNDR Individuals of my gender or gender identity are respected in Charlottesville	5.20 ⁽¹⁾	4829	4.88	577	5.16	5406
MYCVILLE_MYCVILLEVET Individuals of my military service status are respected in Charlottesville	5.22	1513	5.29	294	5.23	1807
MYCVILLE_MYCVILLENTLORG Individuals of my national origin are respected in Charlottesville	5.29	4669	5.31	549	5.29	5218
MYCVILLE_MYCVILLEPOLITICS Individuals of my political beliefs are respected in Charlottesville	4.65	4855	4.53	586	4.64	5441

	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
MYCVILLE_MYCVILLERACE Individuals of my race are respected in Charlottesville	5.00	4921	4.92	580	4.99	5501
MYCVILLE_MYCVILLERLGN Individuals of my religious or spiritual beliefs are respected in Charlottesville	4.85	4627	4.78	548	4.85	5176
MYCVILLE_MYCVILLEORIENT Individuals of my sexual orientation are respected in Charlottesville	5.34 ⁽¹⁾	4785	5.06	575	5.31	5360
MYCVILLE_MYCVILLESES Individuals of my socioeconomic status are respected in Charlottesville	5.09 ⁽¹⁾	4914	4.95	581	5.07	5495
LOCALISVAL_1 Agreement that local residents think UVA is - Caring	4.16 ⁽¹⁾	4283	3.80	499	4.13	4782
LOCALISVAL_2 Agreement that local residents think UVA is - Safe	4.39 ⁽¹⁾	4307	4.02	497	4.35	4804
LOCALISVAL_3 Agreement that local residents think UVA is - Cooperative	4.20 ⁽¹⁾	4285	3.79	498	4.15	4783
LOCALISVAL_4 Agreement that local residents think UVA is - Elitist	4.87	4286	4.90	505	4.87	4791
LOCALISVAL_5 Agreement that local residents think UVA is - Hostile	2.75	4261	3.07 ⁽⁰⁾	496	2.79	4757
LOCALISVAL_6 Agreement that local residents think UVA is - Dangerous	2.41	4292	2.80 ⁽⁰⁾	495	2.45	4787
LOCALISVAL_7 Agreement that local residents think UVA is - Fair	4.04 ⁽¹⁾	4263	3.78	487	4.01	4750
LOCALISVAL_8 Agreement that local residents think UVA is - Inclusive	3.80 ⁽¹⁾	4266	3.44	497	3.76	4763
LOCALISVAL_9 Agreement that local residents think UVA is - Detached	3.60	4208	3.78 ⁽⁰⁾	501	3.62	4710
LOCALISVAL_10 Agreement that local residents think UVA is - Uncaring	2.99	4233	3.32 ⁽⁰⁾	495	3.03	4728

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Percent	N	Percent	N	Percent	N
PARENCARE_1b Caregiving responsibility- Parenting	16.0% ⁽¹⁾	5489	9.6%	641	15.3%	6129
PARENCARE_2b Caregiving responsibility- Caregiving (elder, familial, other)	4.7%	5489	8.7% ⁽⁰⁾	641	5.2%	6129
PARENCARE_3b No caregiving responsibility	79.2%	5489	80.6%	641	79.3%	6129
CAREBLNCE_1b Slowed down or made sacrifices in educational/career progress to be a good parent/caregiver	44.2%	187	24.2%	18	42.4%	205
CAREBLNCE_2b Missed important events as a parent/caregiver because I did not want to appear uncommitted to my program/work	28.4%	187	41.6%	18	29.6%	205
CAREBLNCE_3b Advisor has been supportive of my need to balance work and parenting/caregiving	34.2% ⁽¹⁾	187	8.5%	18	32.0%	205
CAREBLNCE_4b Daily schedule is flexible which is helpful for my parenting/caregiving	28.9%	187	20.0%	18	28.1%	205
CAREBLNCE_5b My educational and career timing has meshed well with my timing for parenting/caregiving	22.3% ⁽¹⁾	187	0.0%	18	20.4%	205
CAREBLNCE_6b My department has been supportive of my need to balance work and parenting/caregiving	25.7% ⁽¹⁾	187	6.5%	18	24.1%	205
CAREBLNCE_7b Parenting/caregiving while in graduate school has pushed me to be a more focused student and work more efficiently	34.9% ⁽¹⁾	187	4.6%	18	32.3%	205
CAREBLNCE_8b I am able to satisfactorily balance my program work and parenting/caregiving	34.3%	187	22.4%	18	33.2%	205

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	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	4.27 ⁽¹⁾	3671	3.83	431	4.23	4102
SATFCTIONENGAGEUVA_VAWCSATENCHARM Satisfaction with UVA's efforts to: Encourage individuals/students to report unethical or disrespectful acts	4.50 ⁽¹⁾	3793	4.15	438	4.46	4231
SATFCTIONENGAGEUVA_SATENGAGECOMMTY Satisfaction with the UVA's efforts to: Engage with the local community on issues impacting the community	3.99 ⁽¹⁾	4265	3.57	501	3.95	4765
SATFCTIONENGAGEUVA_SATLIVWAGE Satisfaction/dissatisfaction with the UVA's efforts to: Ensure contracted workers receive a living wage for their work	3.67 ⁽¹⁾	3801	3.11	475	3.61	4276
SATFCTIONENGAGEUVA_SATENGAGELEGEXCLUD Satisfaction with the UVA's efforts to: Engage with its specific legacies of historical exclusion	4.00 ⁽¹⁾	4192	3.50	506	3.95	4698
agecomposite Age based harassment/discrimination index	1.40	5353	1.55 ⁽⁰⁾	623	1.46	5976
discomposite Disability based harassment/discrimination index	1.52	5374	2.07 ⁽⁰⁾	632	1.58	6006
relcomposite Religion based harassment/discrimination index	1.67	5431	1.80 ⁽⁰⁾	632	1.68	6063
racecomposite Race based harassment/discrimination index	1.71	5437	1.91 ⁽⁰⁾	633	1.73	6070
sexorcomposite Sexual orientation based harassment/discrimination index	1.47	5434	1.73 ⁽⁰⁾	634	1.50	6069
polorcomposite Political belief based harassment/discrimination index	2.06	5436	2.33 ⁽⁰⁾	633	2.09	6068
sescomposite Socioeconomic Status based harassment/discrimination index	1.56	5433	1.84 ⁽⁰⁾	634	1.59	6067
norgcomposite National origin based harassment/discrimination index	1.46	5422	1.56 ⁽⁰⁾	633	1.47	6055
ctzncomposite Citizenship Status based harassment/discrimination index	1.40	5428	1.47 ⁽⁰⁾	631	1.41	6059
vetcomposite Military Service Status based harassment/discrimination index	1.18	5380	1.21	627	1.19	6007
Gendercomposite Gender based harassment/discrimination index	1.65	5436	1.99 ⁽⁰⁾	635	1.69	6071

Ability status						
	Individuals without disabilities (0)		Individuals with disabilities (1)		Total	
	Mean	N	Mean	N	Mean	N
belongcomposite Belonging Composite index	4.65 ⁽¹⁾	5259	4.26	614	4.60	5873
connectcomposite Connectedness Composite index	2.64 ⁽¹⁾	1266	2.44	122	2.62	1388
memposcomposite UVA Message Positive Composite index	4.42 ⁽¹⁾	4646	4.00	546	4.38	5192
memnegcomposite UVA Message Negative Composite index	2.95	4645	3.26 ⁽⁰⁾	546	2.98	5191
localposcomposite Local Residents Message Positive Composite index	4.11 ⁽¹⁾	4347	3.75	507	4.08	4854
localnegcomposite Local Resident Message Negative Composite index	3.33	4353	3.60 ⁽⁰⁾	511	3.36	4863