

Eller College of Management 2020-21 Climate Report

ELLER COLLEGE OF MANAGEMENT
DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Facilitating Reporting Subcommittee
DEI COMMITTEE | ELLER COLLEGE OF MANAGEMENT

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Purpose

The Eller College of Management Diversity, Equity and Inclusion (DEI) Committee sponsored this survey to measure the degree to which Eller College's climate as experienced by students aligns with our values of a diverse, inclusive and equitable community. The intended outcome of this survey report is twofold: first, to deepen our understanding of the college climate and accurately communicate the findings to all stakeholders (including Eller students, staff, faculty and administration) and second, to inform and guide the Eller DEI Committee's initiatives, curriculum and programming to best serve the Eller community.

Executive Summary

Overall, the DEI Committee is pleased with the student's perceptions of the Eller College climate and sense of belongingness. We highlight two specific survey questions as evidence of a generally favorable environment. First, 86 percent of students stated they agree or strongly agree with the statement "I belong at Eller." Second, 88 percent of students surveyed reported they agree or strongly agree that "Eller is a place where I can perform up to my potential."

Still, we recognize there is work to do to help ensure every student feels that they belong and can achieve their maximum potential at Eller. In particular, students identifying as African American, Middle Eastern and Gay/Lesbian reported lower agreement scores than the overall average for almost every question surveyed. In addition, graduate student scores were noticeably lower on every question.

When queried about how students felt regarding their interactions with classroom instructors, staff and administration and fellow students, Eller staff and administration received the highest level of favorable evaluation. Instructors were also generally viewed in a favorable light. Interactions with peers led to slightly lower agreement scores, particularly related to tolerance of racial, ethnic, sexual orientation and gender-based jokes.

We studied the survey responses to identify actions that can be taken to further improve the Eller climate and create a sense of belongingness for all students. Current actions underway within the DEI committee should be continued. These include:

- designing a deliberate curriculum path (DEI red thread) across various classes
- establishing annual DEI awards for students, staff and faculty
- administering climate surveys every two years to gauge progress
- defining a clear path for students who would like to report on bias related incidents occurring within the Eller community and providing a mechanism for these issues to be addressed
- organizing Eller community conversations to help students, staff and faculty gain greater appreciation for perspectives and backgrounds that differ from their own
- continuing our efforts to attract and retain a diverse student body, staff and faculty

Based on the survey responses, additional possible actions to consider include:

- creating a DEI pledge statement for faculty, staff and students to sign and commit to
- offering training for students, staff and faculty on how to express ideas and personal beliefs as well as how to address conflict caused by DEI related differences
- establishing an Eller DEI D2L course space to include a calendar of upcoming events, training resources, bias reporting resources, daily thoughts or tips on DEI topics, etc.
- providing more programming related to LGBT and minorities in business situations

Measuring College Climate

Measuring the climate of a campus or population requires a widely distributed survey that can allow all members of the population to voice their opinions and concerns. To that end, the Eller DEI committee created a survey that was distributed to students from every department and class standing. The following section describes the topic verticals captured in the survey, as well as details of the survey distribution.

Climate Verticals

An individual's relationship to their institution, institutional peers and institutional authority figures are complex and dynamic. To that end, the DEI committee sought to measure student's experiences of the Eller campus climate across four verticals: perceptions of self and place within Eller, perceptions of the Eller community as a whole, perceptions of student body inclusivity and perceptions of staff and faculty inclusivity. Within each vertical, questions were created that sought to measure the following indicators of an inclusive climate: psychological safety, physical safety, emotional fulfillment/self-actualization and resource availability. Please see Appendix A for an outline of these questions. The question text as presented in the final survey instrument may vary from the figure in the Appendix, per evolving best practices in the domain.

Demographic Verticals

In addition to the climate questions, targeted questions were asked about student demographics. It is important to note that the survey participants remained anonymous while taking the survey, a practice which best facilitates truthful responses. Demographic questions were included to allow data analysis pertaining to the inclusion of specific groups of people. These demographic questions pertained to the following identities: gender identity, sex, race, ability, socioeconomic status, sexual orientation, age, veteran or active military status, marital and parental status, religion and political orientation and party alignment.

By collecting this demographic information, the Eller DEI committee was able to perform analysis of inclusivity across many groups. This report highlights findings across race, gender identity and sexual orientation, as well as class standing. These demographics were selected due to ongoing campus, national and international conversations regarding equity and inclusion among these groups. Further demographic analysis may be conducted as necessary as part of an evolving and dynamic conversation around diversity, equity and inclusion.

Survey Instrument

The questions were distributed to the Eller student population via listservs, as well as by partnering faculty members. In some instances, completion of the survey by a certain percentage of students in a course resulted in extra credit. The Eller DEI committee ensured that the survey was distributed through at least one mechanism to students in each department or program (Accounting, MIS, MBA, etc.) and to all levels of class standing (Pre-Business, Upper Division, Grad). This distribution strategy ensured that representation from each of the departments and class standings would be reflected in the survey results.

The survey was drafted and distributed using Qualtrics. All responses were provided anonymously. A full list of both demographic and climate questions can be found in Appendix B. These questions were vetted both by the DEI committee and by the University of Arizona Office of Research and Assessment. Collaboration with this campus-wide group helped to ensure survey integrity and usefulness.

Results

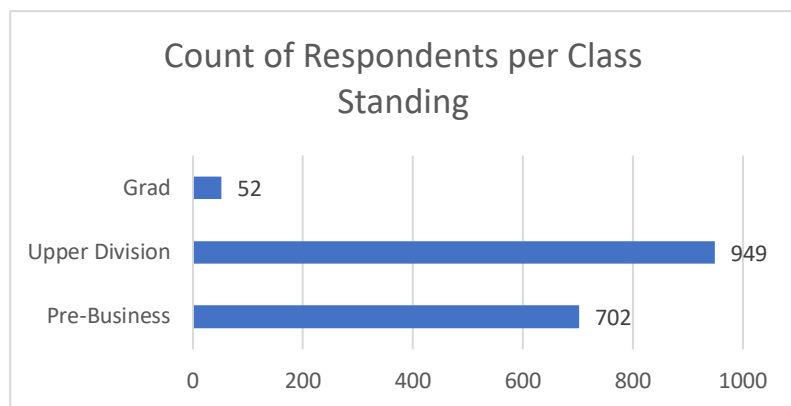
Summary Statistics

Number of Respondents

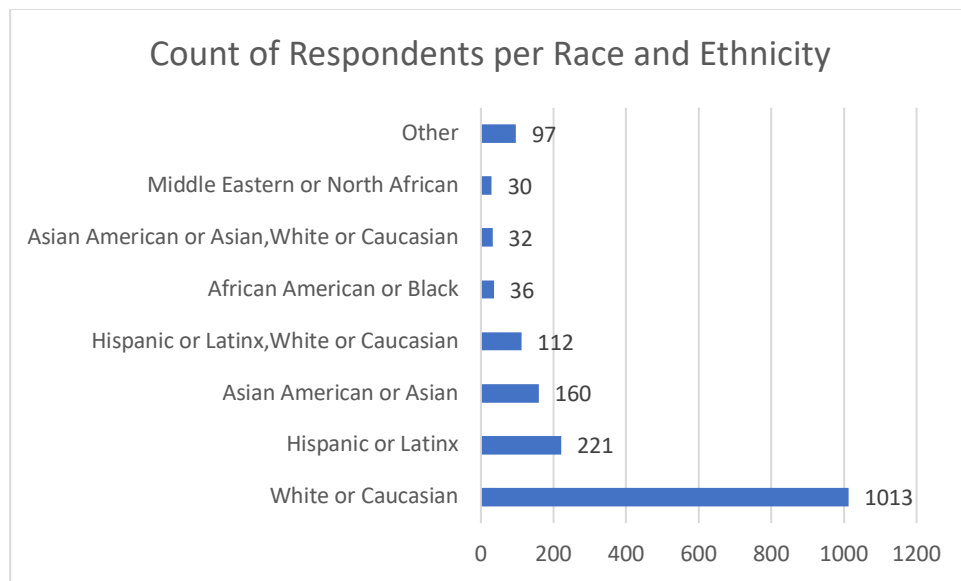
Some survey participants chose not to complete the survey or to answer all questions in the survey. Therefore, the total number of respondents for each climate and demographic question may vary. The total number of respondents who completed at least some part of the survey is 1,701.

Respondents per demographic

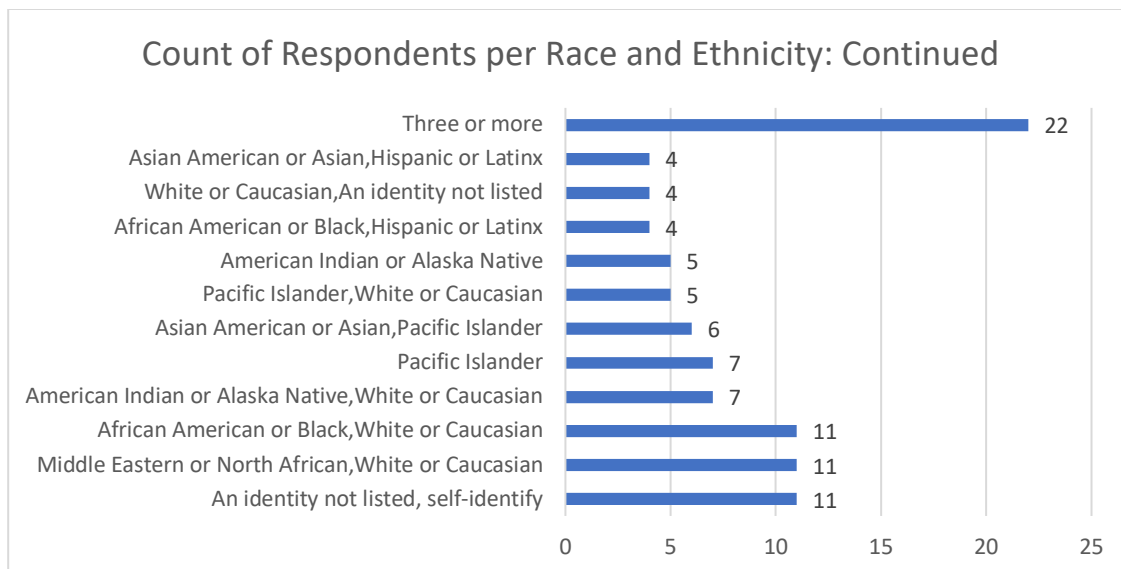
This section reports on the number of respondents in each demographic, separated by class standing, race and ethnicity, gender identity and sexuality.



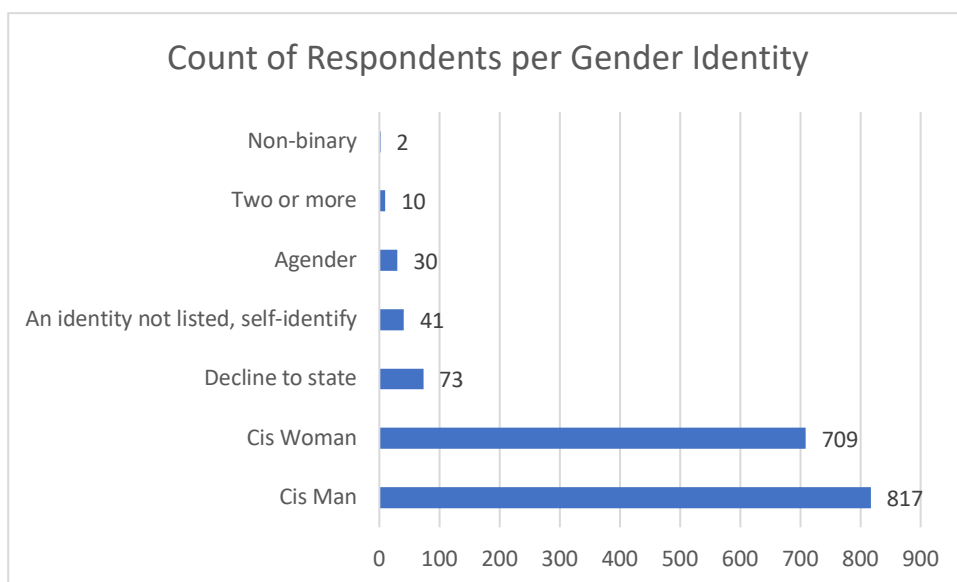
In the undergraduate program, we targeted specific classes to ensure we reached all majors and classes (pre-business, junior and senior). We also emailed all upper division students not enrolled in one of the targeted classes. We achieved a 20 percent response rate for pre-business students and a 52 percent response rate for upper division undergraduate students. In the graduate program, the survey was distributed via the graduate student listserv. We achieved a 7 percent response rate for graduate students. In all cases, we focused on main campus students, rather than online campus students.



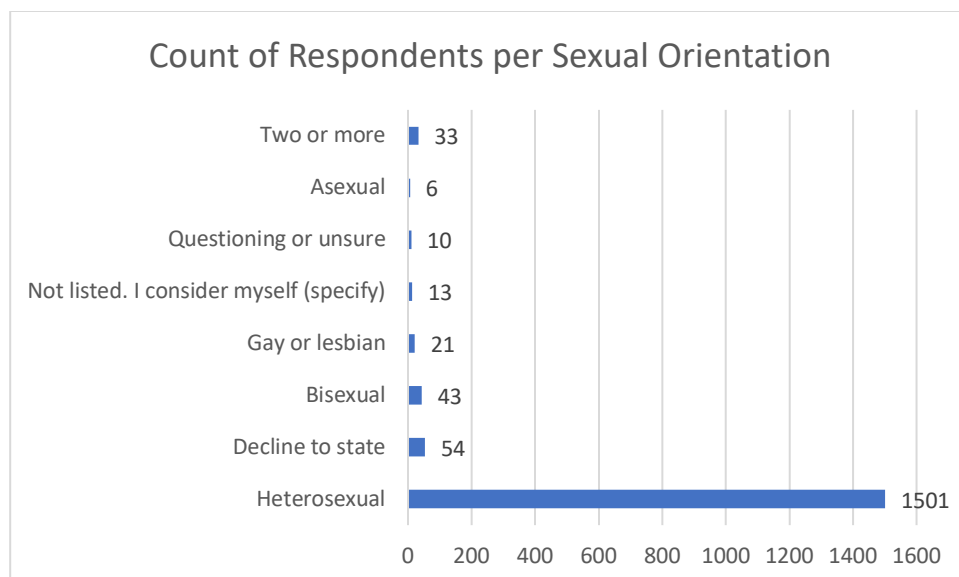
A further breakdown of students in the 'other' category can be found below:



This further breakdown of respondents per Race and Ethnicity is important in order to capture the multiracial and multiethnic makeup of Eller students.



Many students who listed 'an identity not listed, self-identify' went on to describe themselves as 'Woman' or 'Man' or 'Female' or 'Male'. Language was provided along with the question to contextualize the meaning of cis-gender, however in future iterations of the survey the DEI committee may need to provide further definitions of gender as distinct from sex, in addition to definitions of cis-gender.



Students who chose 'Not listed I consider myself (specify)' either indicated that they were pansexual or that they were 'straight'. In the future, the DEI committee should consider clarifying the categories for students. In addition, the DEI committee should consider adding a pansexual option to the list.

Survey Results

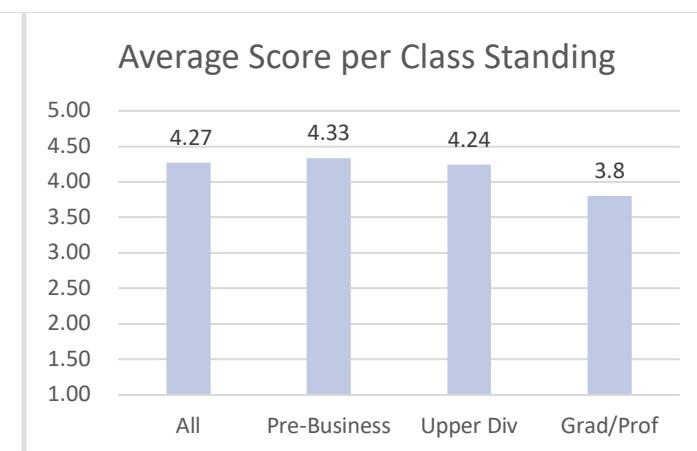
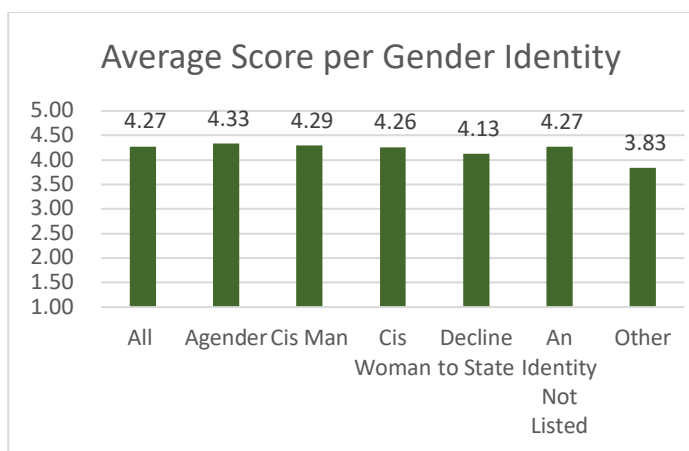
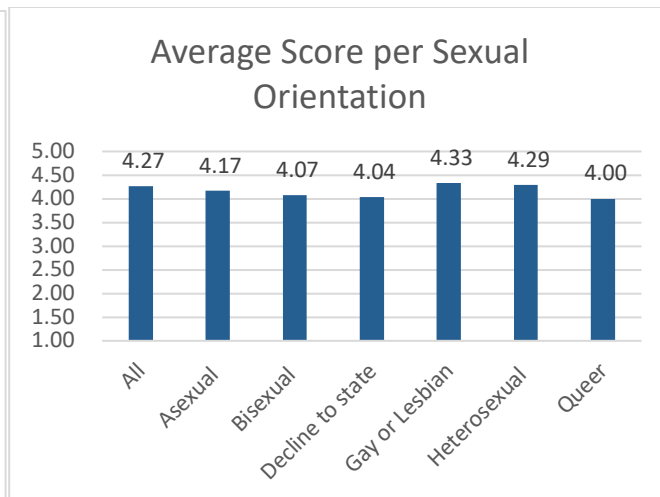
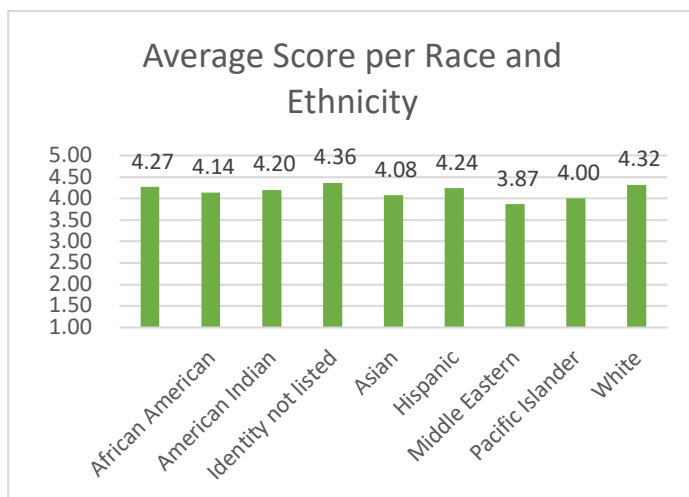
We analyzed the results of the survey segmented by each demographic category to better understand students' experiences of the climate. Each question was formulized as a statement and asked survey participants to rate their agreement with that statement. The options provided for survey participants were: 'Strongly Agree', 'Agree', 'Neither Agree nor Disagree', 'Disagree' and 'Strongly Disagree'. In our analysis, we assigned each answer points from 1 to 5 (1 for 'Strongly Disagree' and 5 for 'Strongly Agree'.) Scores were averaged across each demographic studied. This analysis allowed us to compare populations and derive insight from aggregated data. High-level findings from these analyses are captured in this section. A full breakdown of each demographic group per question can be found in Appendix C.

Perceptions of Self/Place within Eller

This section focused on how students perceive their opportunities and acceptance within the Eller Community. We asked students to provide their level of agreement with five statements designed to capture their sense of belongingness and inclusiveness at Eller.

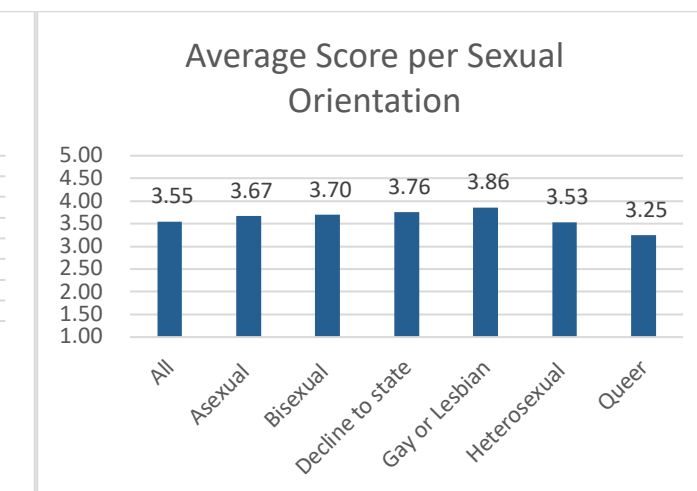
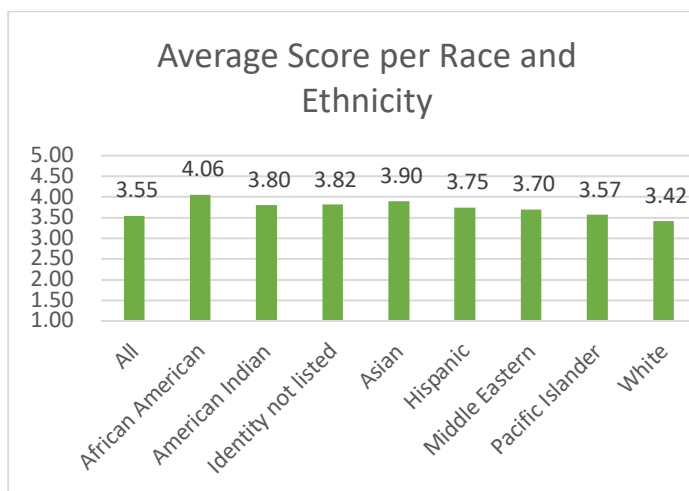
Statement 1: Eller is a place where I can perform up to my potential.

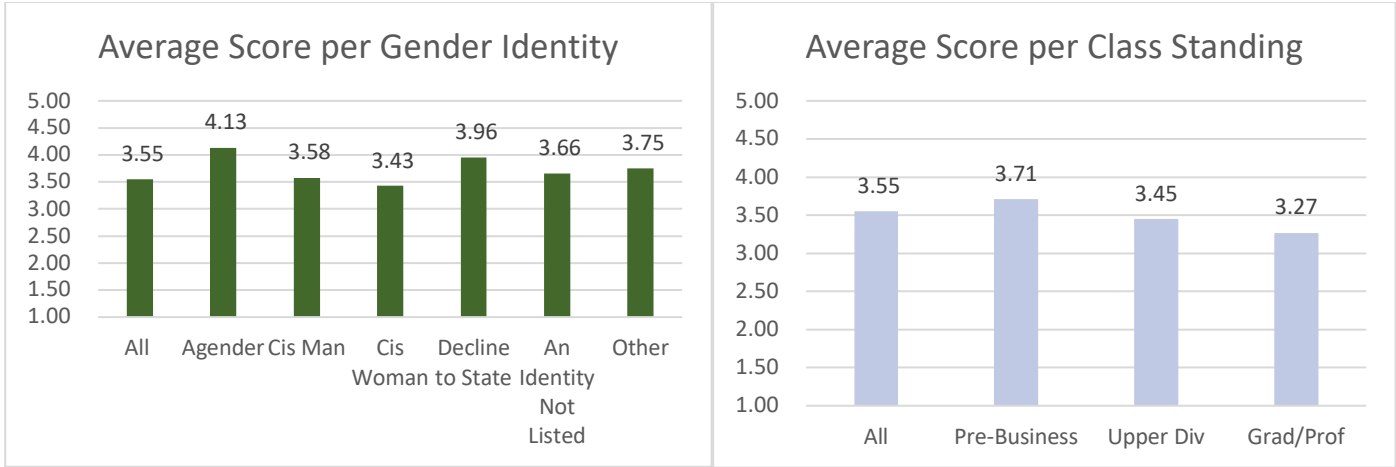
88 percent of survey respondents indicated that they agree or strongly agree that Eller is a place where they can perform up to their potential. Notably, graduate students on average indicated lower levels of agreement, both with this statement and with statements measuring feelings of inclusion throughout the survey. Additionally, students identifying as Middle Eastern also had lower confidence that Eller helps them meet their potential.



Statement 2: I have to work harder than others to be equally valued at Eller.

Black and African American students reported significantly higher levels of agreement with this statement than the overall average. Additionally, gay and lesbian, agender and pre-business students reported feeling that they had to work harder than others to be equally valued at Eller.

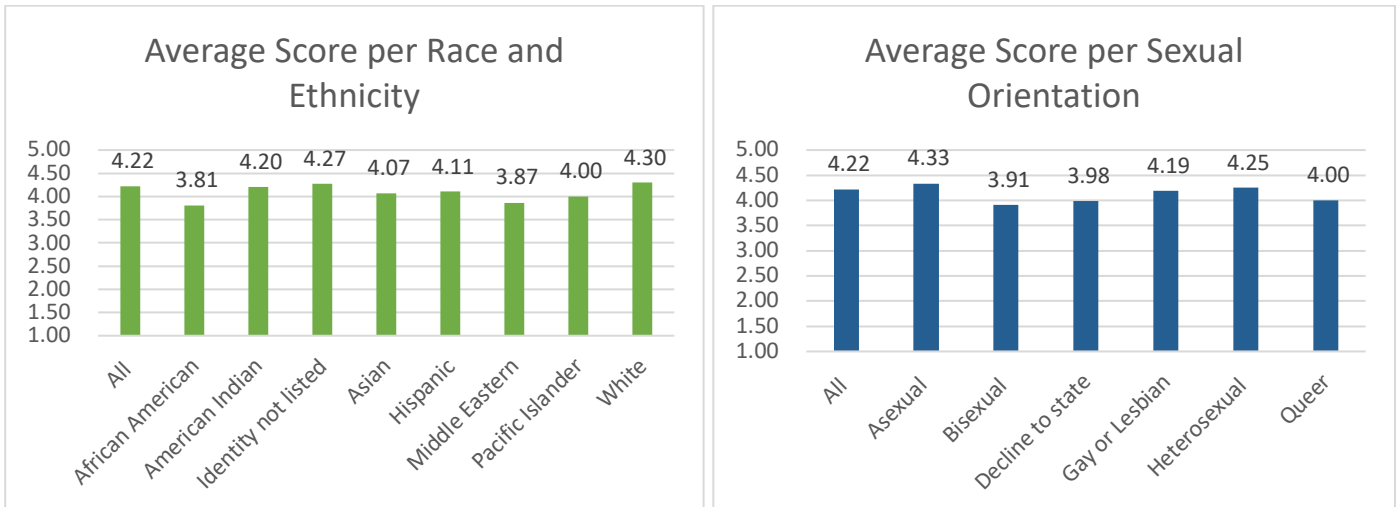


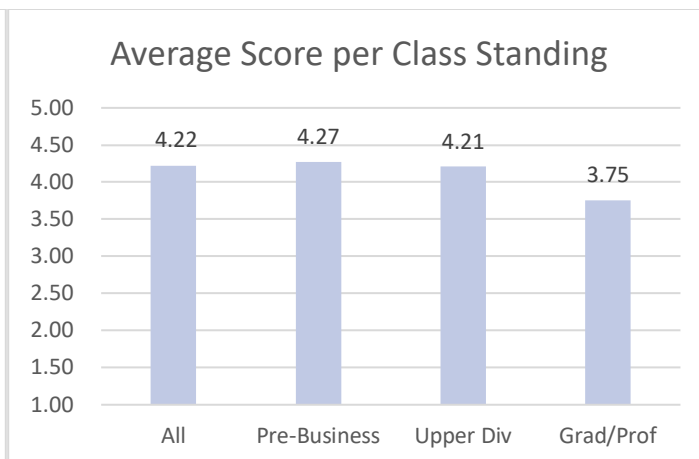
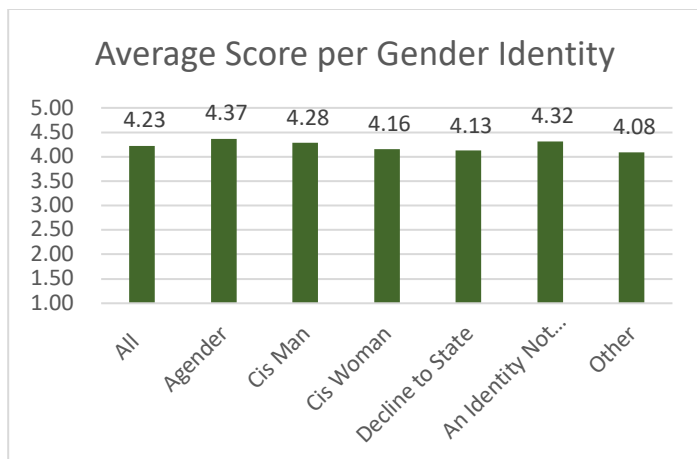


Statement #3: I feel I belong at Eller.

Of all the survey questions measuring the inclusivity of the Eller campus, 'I feel I belong at Eller' is perhaps the most direct. It is notable also that of all the survey responses, the answers given across each demographic are the most variable across race and ethnicity and sexual orientation.

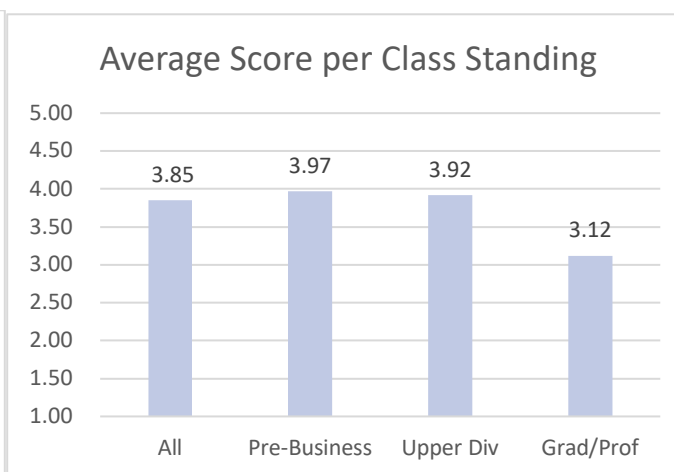
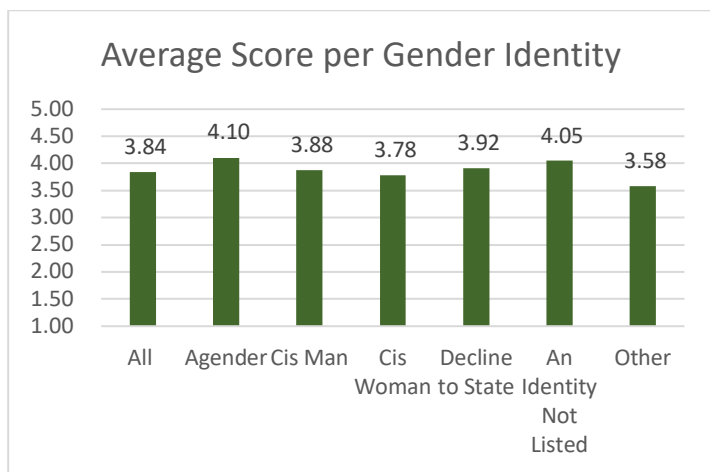
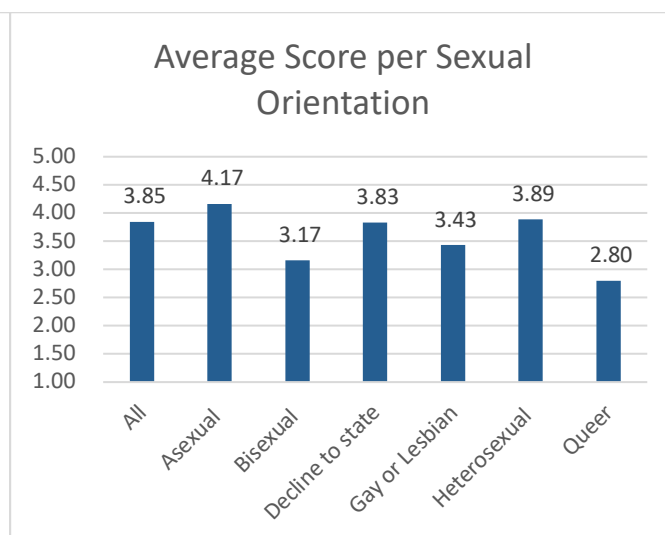
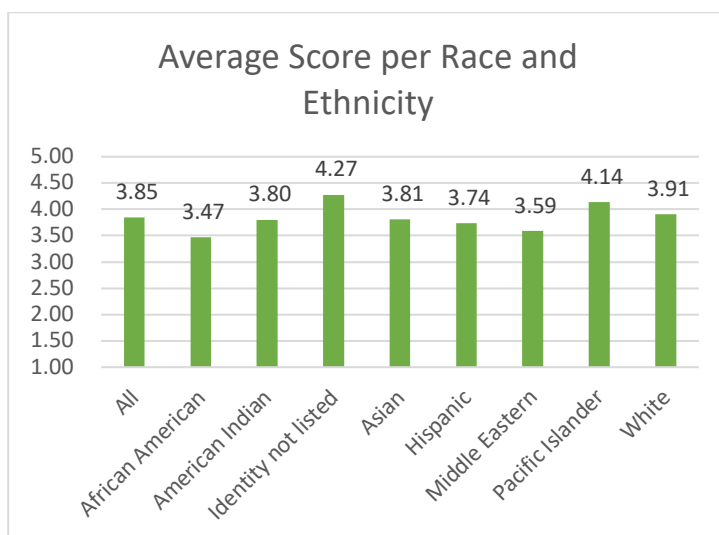
African American and Middle Eastern students did not feel as strongly as their peers that they belong at Eller. One percent of white students said they 'Disagree' or 'Strongly Disagree' that they belong at Eller, compared to 11 percent of African American or Black students and 10 percent of Middle Eastern students. Bisexual, non-binary and graduate students reported similar levels of agreement to African American and Middle Eastern students.





Statement #4: At Eller, I can be my authentic self.

Graduate students, African American students, Gay or Lesbian and bisexual students and students who identify as another gender all reported that they on average neither agreed nor disagreed that they could be their authentic selves.



Statement #5: I have considered leaving Eller because I felt isolated or unwelcome.

In the responses for this question, a lower score indicates the desirable outcome, e.g. that students disagree that they have considered leaving Eller due to isolation. African American, Middle Eastern and Pacific Islander students reported higher levels of agreement with this statement than the overall average, as did asexual, gay or lesbian and queer and students who declined to state their gender identity. Pre-business students reported higher levels of agreement on this question than did graduate students.



Perceptions of Eller Community and Climate

We offered eight statements designed to capture students' perception of the Eller community and climate. Students were asked to rate their level of agreement with each statement designed to assess whether our infrastructure (leadership, programming, reporting mechanisms, etc.) is aligned with supporting equity and inclusiveness for students. We also used these statements to assess whether students feel comfortable expressing their ideas, beliefs, diverse viewpoints without fear.

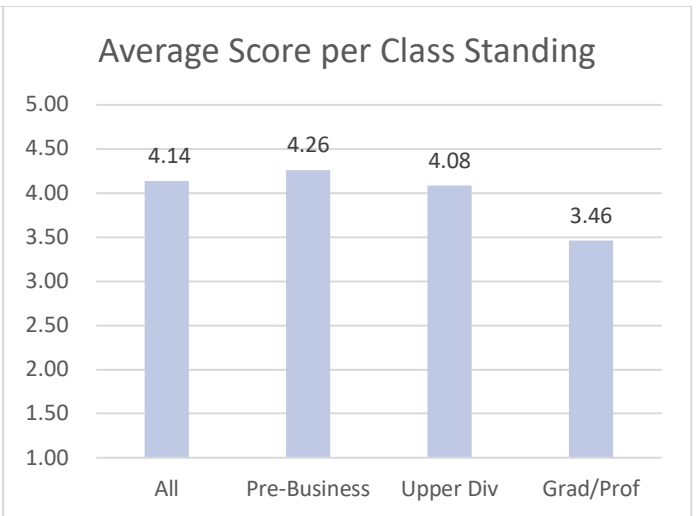
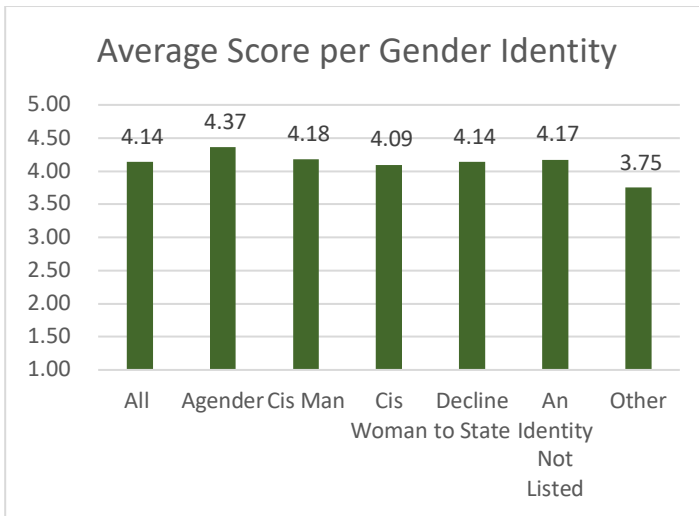
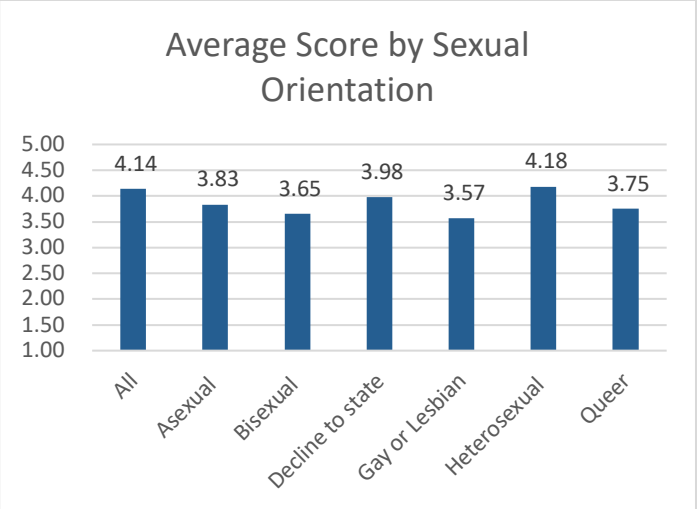
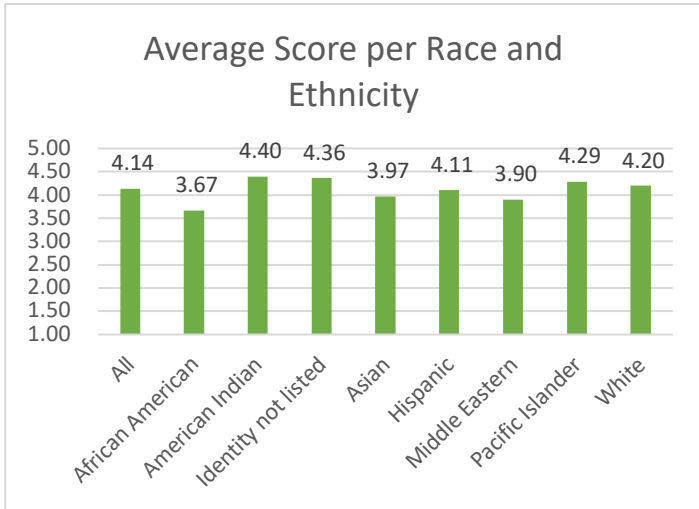
Statement #1: I see strong leadership support of Eller's DEI values.

Average agreement with this question was higher than for questions surrounding perception of self/place at Eller, although similar trends appeared. African American, Middle Eastern, American Indian, gay or lesbian, queer and graduate students all had lower levels of agreement with the statement.



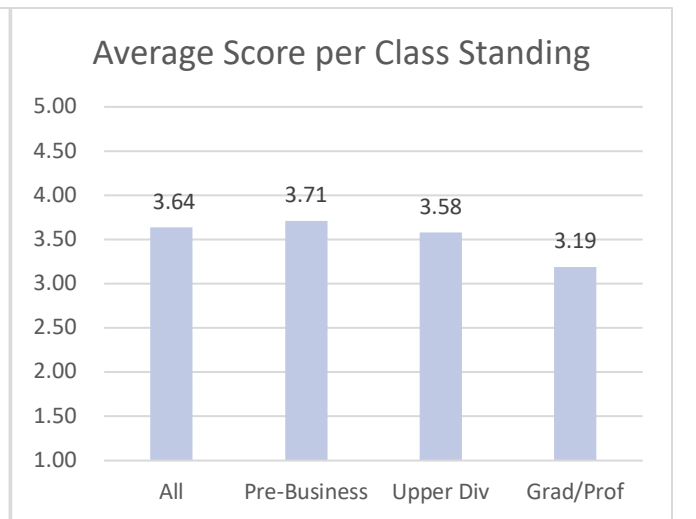
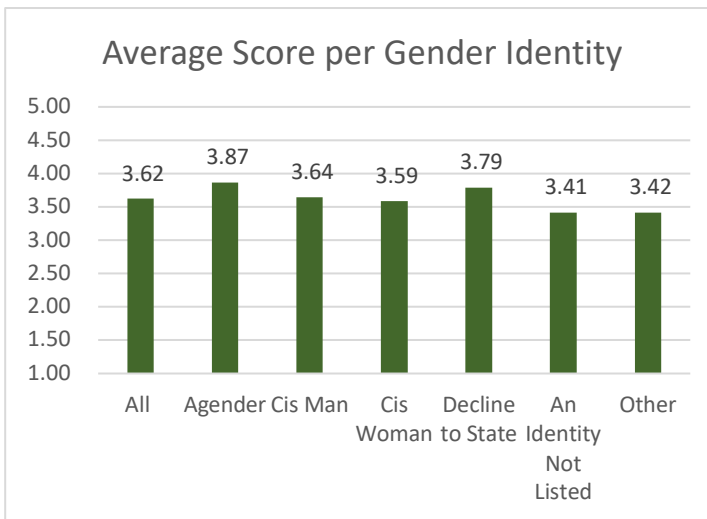
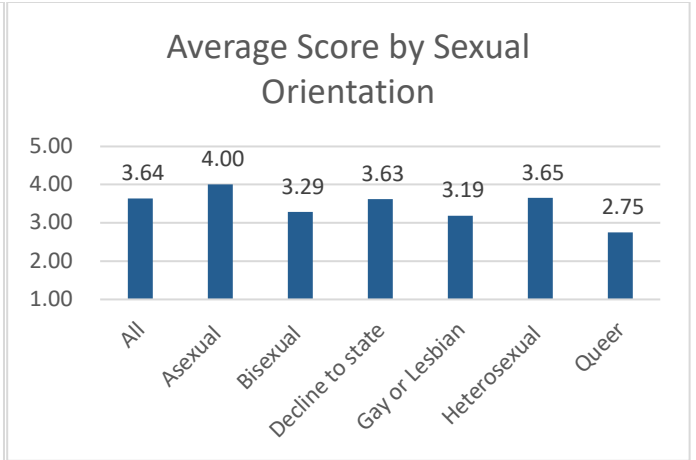
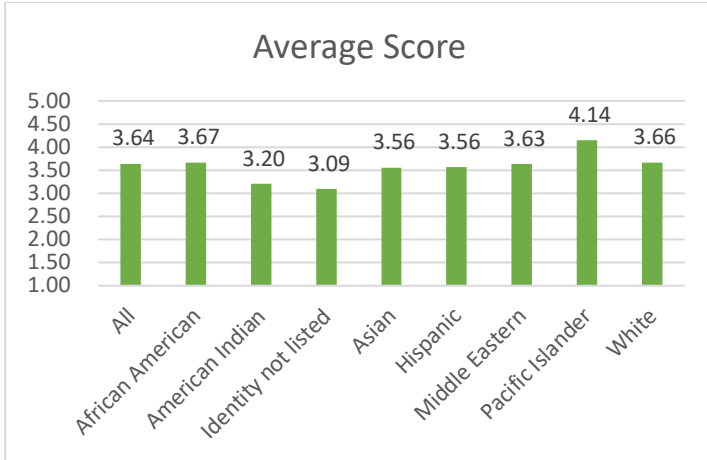
Statement #2: Eller provides sufficient programs and resources to foster the success of a diverse student body.

This question measures equity of resources at Eller. Differences in responses indicate the equitable distribution of resources to different group demographics. Similar trends appear: African American, bisexual, gay or lesbian and queer students, students who indicated an 'other' gender identity and graduate students indicated less agreement than their peers.



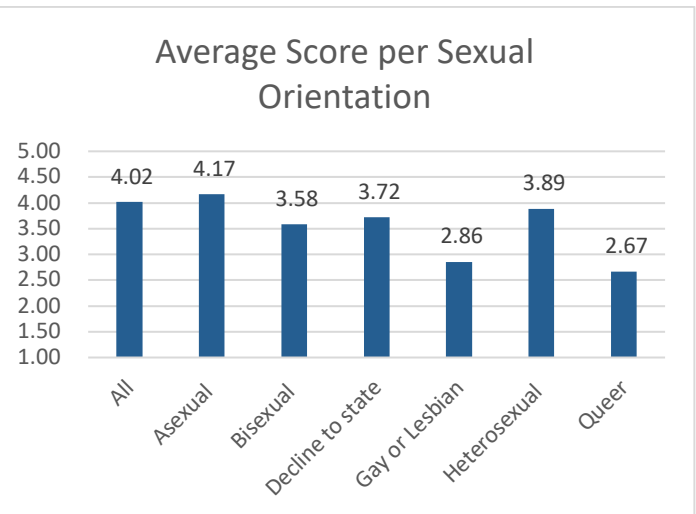
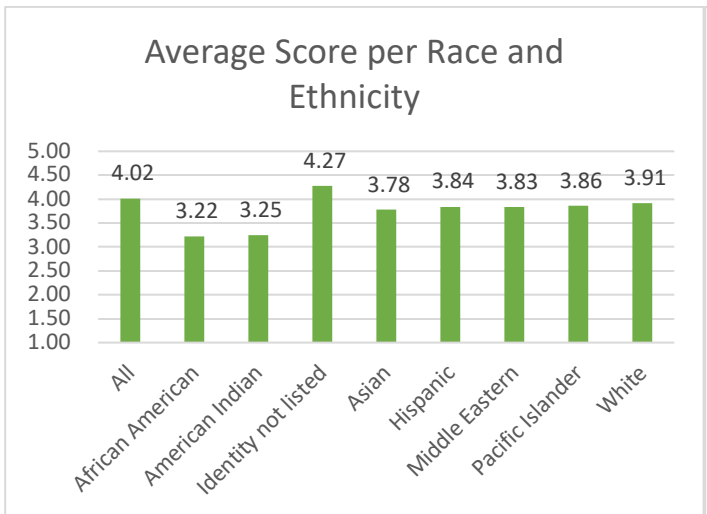
Statement #3: I can voice a contrary opinion without fear of negative consequences.

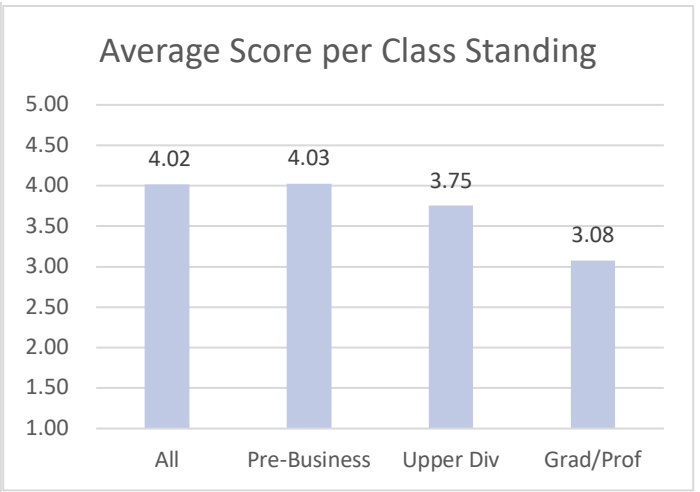
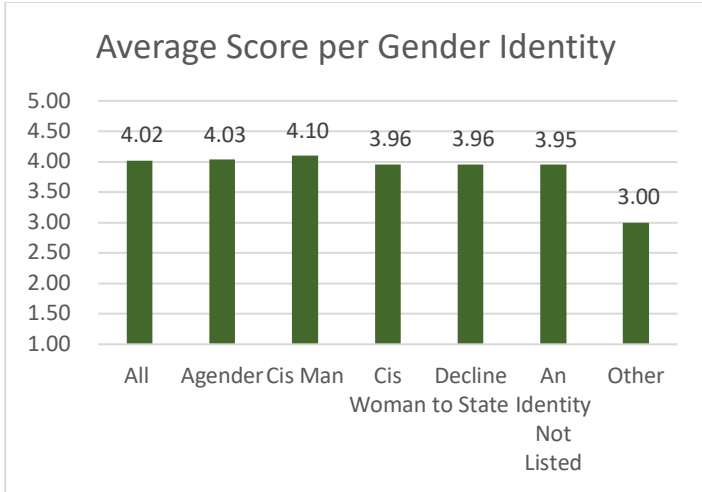
The ability to engage in dialog with ideas that may differ from majority opinion measures the extent to which diverse ideas are accepted. American Indian students and students who belong to a racial identity not listed by the survey options indicated lower levels of agreement with the statement. Gay or lesbian students reported similar levels of agreement. It should be noted that queer students on average disagreed with the statement and reported some of the lowest levels of agreement out of the entire survey. Graduate students also reported lower levels of agreement.



Statement #4: The Eller environment is free from tensions related to individual or group differences.

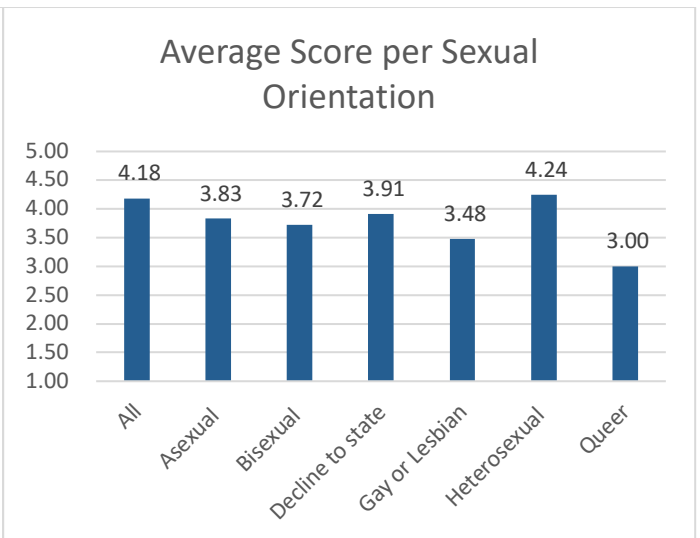
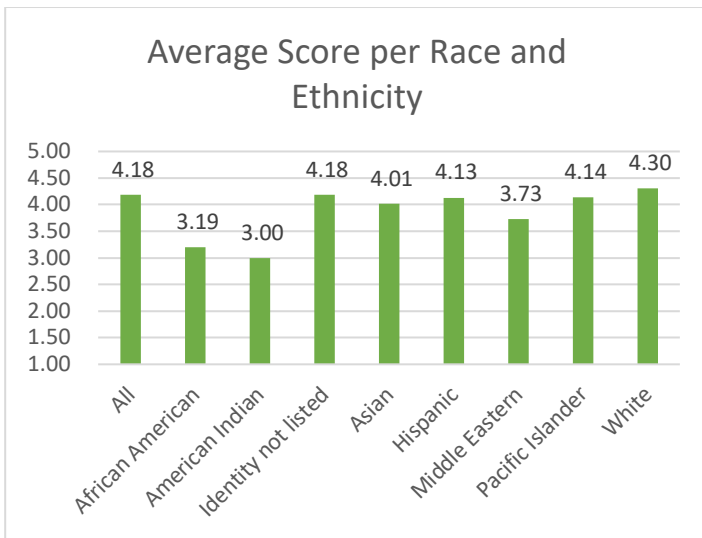
In our survey, gay or lesbian, queer and non-binary students reported the lowest levels of agreement and by a wider margin, even when considering scores by race and ethnicity.



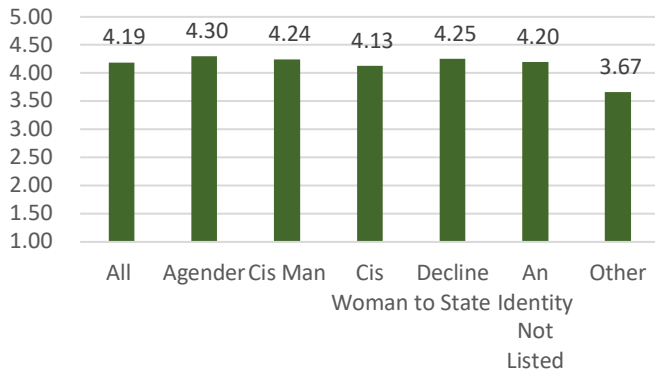


Statement #5: Students of all cultures and backgrounds are respected and valued here.

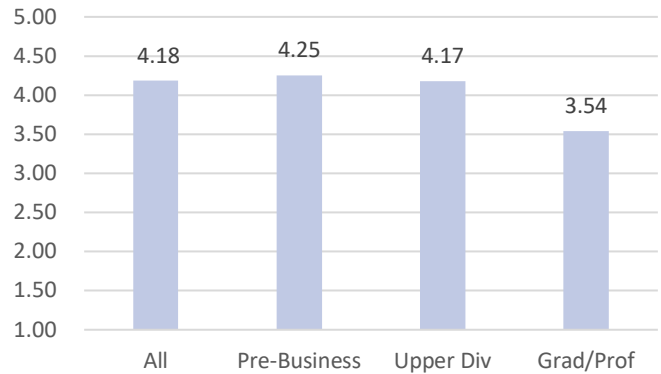
American Indian students differed significantly in their level of agreement with this statement than the overall average, as did African American, queer, graduate students and students who indicated an 'other' gender identity.



Average Score per Gender Identity



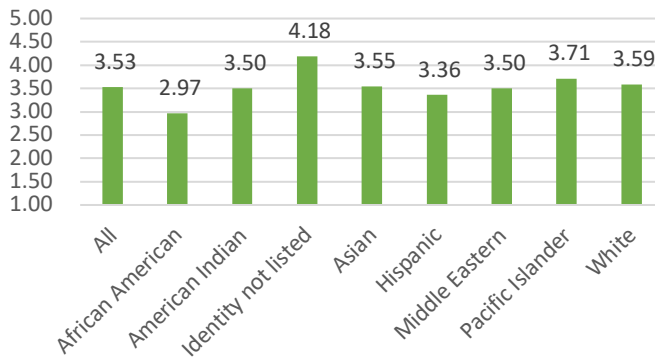
Average Score per Class Standing



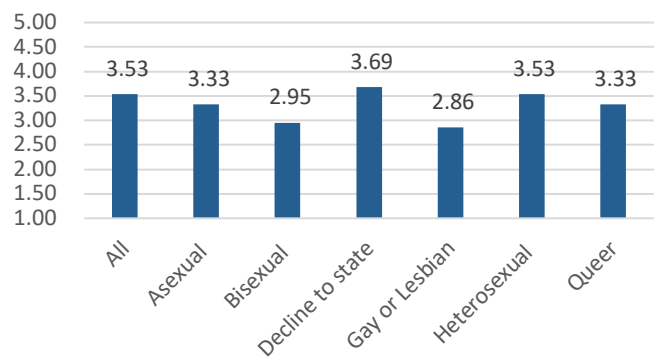
Statement #6: If I had a concern about harassment or discrimination, I know where and how to report that.

Although both Eller and the University of Arizona maintain reporting tools and processes, these may not be widely known or publicized. This question measures the degree to which these reporting tools are known to students. The responses indicate that students are perhaps aware of reporting structures or feel like they may be able to locate them, but confidence varies along trend lines seen throughout the survey.

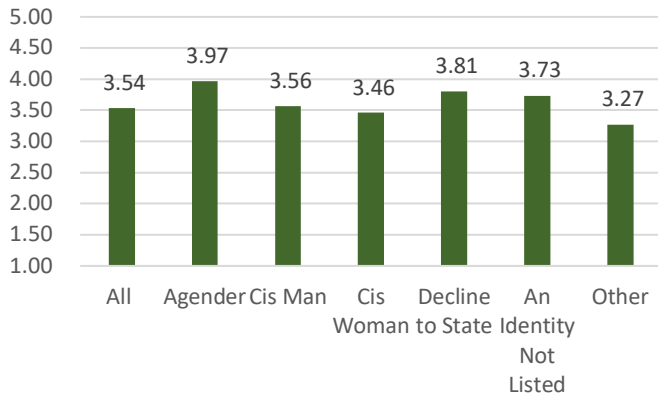
Average Score per Race and Ethnicity



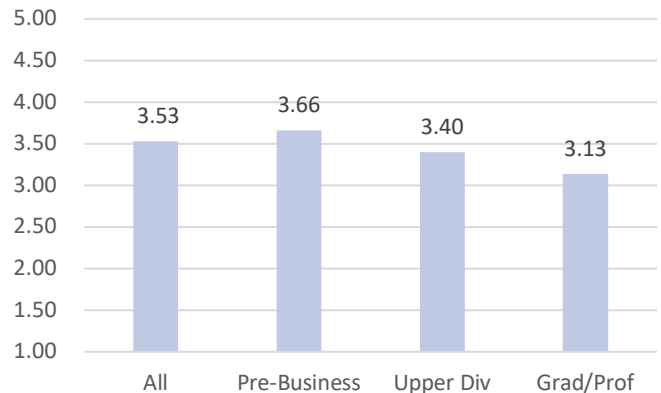
Average Score per Sexual Orientation



Average Score per Gender Identity



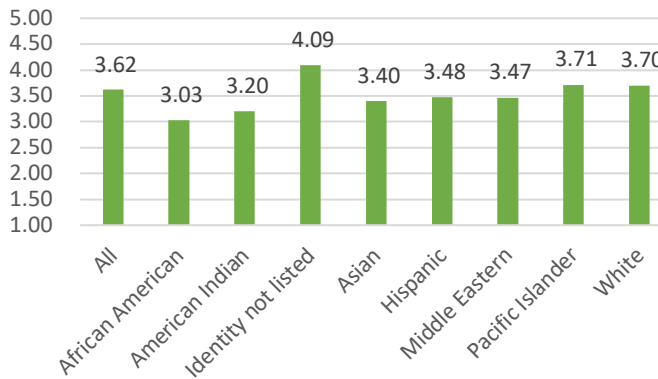
Average Score per Class Standing



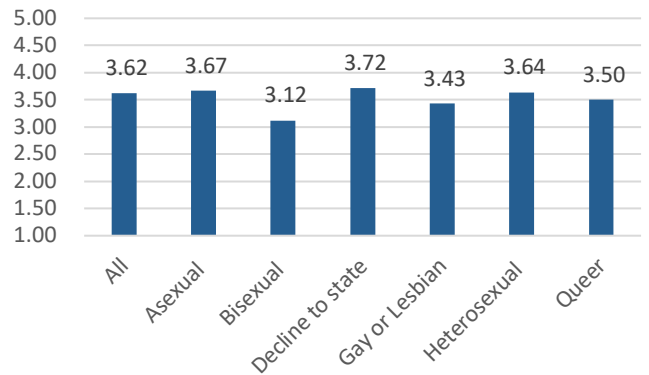
Statement #7: I rarely feel like I am “the only one”.

It is notable that even among majority groups (white, heterosexual, cis-man, cis-woman), the average score indicates agreement levels between ‘neither agree nor disagree’ and ‘agree’.

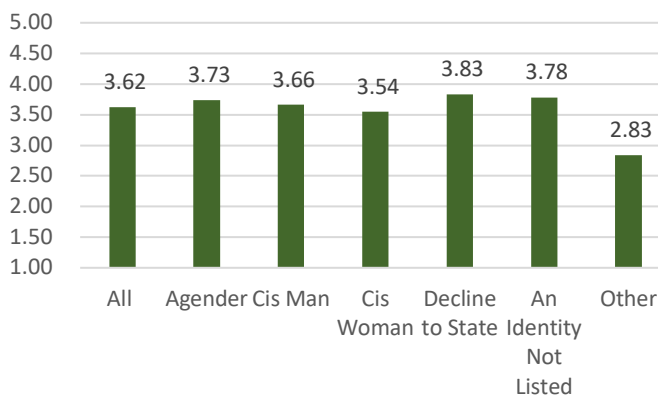
Average Score per Race and Ethnicity



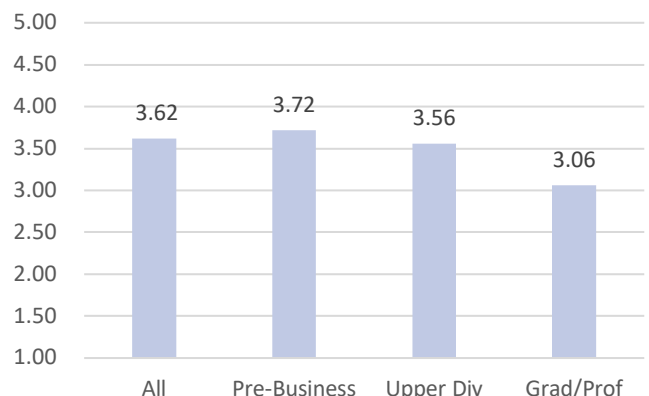
Average Score by Sexual Orientation



Average Score per Gender Identity



Average Score per Class Standing



Statement #8: Eller provides an environment for the free and open expression of ideas, opinions and beliefs.

African American, American Indian and Middle Eastern students reported lower levels of agreement, as did bisexual, gay or lesbian, queer and graduate students.



Perceptions of Inclusivity

Several questions were asked survey respondents to measure their experiences and interactions with Eller classroom instructors (faculty, TAs, etc.), staff and administration and fellow students. In general, the responses were very positive, with staff and administration receiving the overall highest levels of agreement.

Question: I am treated with respect by Eller...

	Classroom Instructors		Staff & Admin		Students	
Agree	1689	97%	1667	98%	1638	96%
Disagree	55	3%	31	2%	63	4%

Question: I feel valued by Eller...

	Classroom Instructors		Staff & Admin		Students	
Agree	1576	92%	1572	94%	1537	92%
Disagree	144	8%	101	6%	135	8%

Question: Racial, ethnic, sexual orientation and gender-based jokes are not tolerated by Eller...

One key observation of this study is that, across the board, students were ranked lower for their inclusivity than classroom instructors and staff. Sixteen percent of survey participants reported that students tolerated racial, ethnic, sexual orientation and gender-based jokes.

	Classroom Instructors		Staff & Admin		Students	
Agree	1639	94%	1649	97%	1427	84%
Disagree	102	6%	48	3%	271	16%

Question: I am treated fairly and equitably by Eller...

	Classroom Instructors		Staff & Admin		Students	
Agree	1675	96%	1648	97%	1608	95%
Disagree	62	4%	45	3%	85	5%

Question: I am comfortable talking about my cultural experiences with Eller...

Survey respondents indicated that they are generally comfortable talking about their cultural experiences with Eller classroom instructors, staff and students. However, of all of the questions measuring the inclusivity of different college constituents, this question elicited the most negative responses.

	Classroom Instructors		Staff & Admin		Students	
Agree	1592	91%	1568	92%	1536	90%
Disagree	150	9%	132	8%	164	10%

Programming Recommendations

In addition to questions measuring student perceptions of Eller's campus climate, the survey asked respondents to provide their recommendations for DEI-related programming at Eller.

Survey participants provided both specific and general recommendations. There were many opposing views, for example, whether it is better to schedule events on the weekend or on a weekday, etc. This summary includes the recommendations that were specific, applicable and that consistently emerged throughout the survey responses. Comments are categorized into four general topics: event content, accessibility, communication and event format.

Content

Students expressed support for content that addresses the following areas:

- Racial, ethnic and religious diversity in business
- LGBT representation in business
- Representation of different socioeconomic statuses in business
- Representation of disabilities in business

- Having discussions with those who have opposing opinions
- Welcoming different points of views for both students and faculty
- Learning how to be more open to those who are different
- Bullying and harassment in the workplace
- Programming geared to the full Eller community (including faculty and staff, not just students)
- Targeted activities toward pre-business students to allow them to get to know Eller outside of classroom environments
- Programming addressing implicit bias, SafeZone and microaggressions
- Integrated DEI programming into everything at Eller
- Co-organized events with students and not just administration or faculty
- Social events in DEI programming
- Programming around the history of discrimination in colleges and business schools
- Workshops with hosts from a variety of backgrounds

Accessibility

Students made specific requests for the timing and scheduling of DEI-related events, including:

- Scheduling around exam times
- Scheduling around specific cohort availability
- Recording sessions and posting the videos so that students unable to attend can watch it later
- Scheduling on different days and times (e.g. don't have all events on Friday at 5 p.m.)
- Offering events multiple times if possible
- Polling students to determine their availability for events

Communication Related to DEI

- Announce and advertise DEI events well in advance so students can work around their schedules
- Create a calendar function for events in D2L
- Encourage professors to promote DEI events during classes

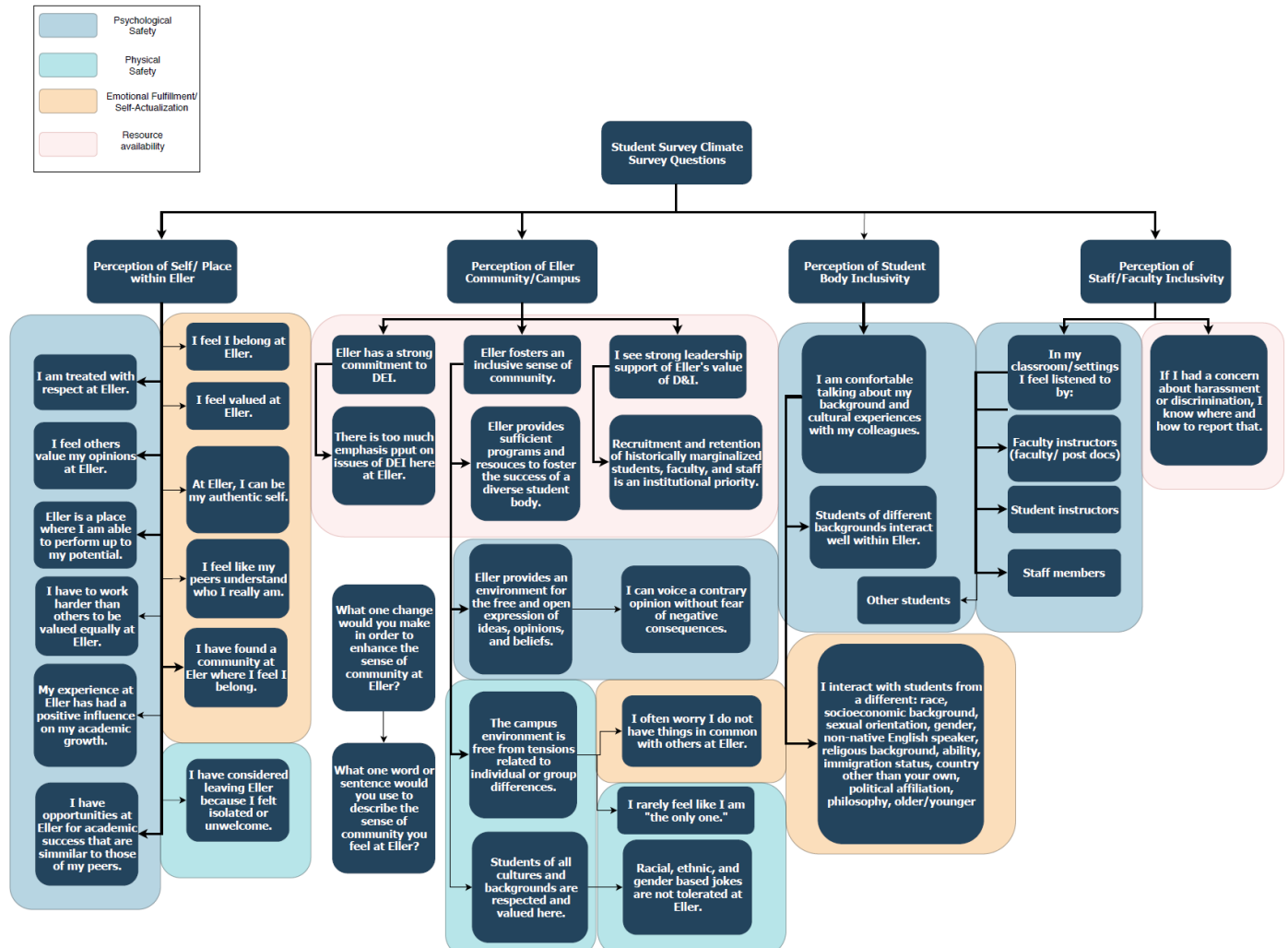
DEI Event Considerations

Delivery: Interactive events like fairs, panels, expos, professional networking, workshops, etc. are preferable to lecture-style events; also webinars expand access to programming for remote learners; there is a strong preference for Zoom events (although unclear whether this preference is for during COVID-19 stay-at-home orders or for when students return to campus)

- *Format:* Shorter and more frequent events allow for more inclusion and participation
- *Incentives to participate* (e.g. extra credit, free food): Help facilitate participation for constituents who may have barriers to participation, such as demanding schedules that preclude additional extracurricular activities or meal breaks

Appendices

Appendix A: Climate Question Verticals



Appendix B: Full Questions List

Climate Questions:

1. Considering your experiences over the last 12 months, please indicate your level of agreement with each of the following statements (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree):
 - a. I feel I belong at Eller.
 - b. Eller is a place where I am able to perform up to my potential.
 - c. I have to work harder than others to be valued equally at Eller.
 - d. At Eller, I can be my authentic self.
 - e. I have considered leaving Eller because I felt isolated or unwelcome.
 - f. I can voice a contrary opinion without fear of negative consequences.
 - g. I rarely feel like I am 'the only one'.
2. Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree):
 - a. Eller provides sufficient programs and resources to foster the success of a diverse student body.
 - b. I see strong leadership support of Eller's values of Diversity, Equity and Inclusion.
 - c. The Eller environment is free from tensions related to individuals or group differences.
 - d. If I had a concern about harassment or discrimination, I know where and how to report that.
 - e. Eller provides an environment for the free and open expression of ideas, opinions and beliefs.
 - f. Students of all cultures and backgrounds are respected and valued here.
3. Considering your experiences with faculty, staff and students over the last 12 months, please indicate your level of agreement with each of the following statements (agree/disagree):
 - a. I am treated with respect by... (Eller Classroom Instructors | Staff and Admin | Students)
 - b. I feel valued by... (Eller Classroom Instructors | Staff and Admin | Students)
 - c. Racial, ethnic, sexual orientation and gender-based jokes are not tolerated by...(Eller Classroom Instructors | Staff and Admin | Students)
 - d. I am comfortable talking about my background and cultural experiences with...(Eller Classroom Instructors | Staff and Admin | Students)
4. At Eller, how often do you have meaningful interactions with students...(Rarely, sometimes, often, I don't know)
 - a. From a different race/ethnicity than mine.
 - b. From a different socioeconomic background than mine.
 - c. With a different sexual orientation than mine.
 - d. With different physical or cognitive abilities than mine.
 - e. Who have different immigration statuses than mine.
 - f. With a different political belief system than mine.
 - g. With a different philosophy or religion than mine.
5. Over the past 12 months how often have you experienced discriminatory events at Eller?
6. We would like to better understand your experiences of discrimination. Was the nature of the discriminatory event related to...
 - a. Ability/disability status
 - b. Racial/ethnic identity
 - c. Sex

- d. Sexual orientation
 - e. Gender identity/gender expression
 - f. Veteran status
 - g. Marital status
 - h. National origin
 - i. Age
 - j. Religion
 - k. Physical appearance
 - l. Political orientation
 - m. Social/economic class
 - n. Not listed (please specify)
7. Are you interested in attending public programming (events, talks, panels) related to Diversity, Equity and Inclusion?
 - a. Yes, I would regularly attend
 - b. Yes I would attend one or two events each semester
 - c. I would attend the events if I had time
 - d. No, I probably would not attend these events
 - e. No, I would definitely not attend these events
 8. What recommendations around event programming would you like to share with the survey committee?

Demographic Questions:

1. What is your class standing (freshman, sophomore, junior, senior, grad or professional)?
2. What is your enrollment status (part-time, full-time)?
3. Are you a transfer student?
4. In which degree are you current enrolled?
5. What is your student residency as declared by the University of Arizona?
6. With which race/ethnicity do you identify (Select all that apply) (African American or Black, American Indian or Alaska Native, Asian American or Asian, Hispanic or Latinx, Middle Eastern or North African, Pacific Islander, White or Caucasian, an identity not listed, self-identify)
7. We realize that the racial/ethnic category you selected encompasses many different nationalities. If you are interested in sharing more, please describe your nationality (i.e. Armenian, Puerto Rican, Vietnamese)
8. With which gender do you identify? (Select all that apply) (Agender, Cis Man, Cis Woman, Genderqueer or gender nonconforming, Non-binary, Trans Man, Trans Woman, An identity not listed, self-identify, decline to state)
9. Do you consider yourself to be (heterosexual, gay or lesbian, bisexual, asexual, queer, questioning or unsure, not listed- I consider myself (specify), decline to state)
10. Which best describes where you currently live?
11. Do you have a child or dependent under the age of 18 for whom you are a primary caretaker?
12. Are you the primary caretaker for an elderly individual?
13. Please check any of the following experiences you have had, or are currently experiencing (select all that apply) (I have been in foster care, I have been homeless or have had to stay with others that are not my family to have a safe place to live, I am a young adult that is age 24 or younger that does not have contact or support from parents or guardians)
14. Have you been diagnosed with any disability or impairment?

15. Do you identify as a veteran or active member of the US Armed Forces, Reserves, or National Guard?
16. Have either of your parents or guardians earned a bachelor's degree or higher?
17. Which social class group do you identify with? (Poor, working class, middle class, upper class)
18. Which of the following best describes the area you lived in before attending the University of Arizona? (Urban, suburban, rural)
19. Are you employed? (More than 40 hours each week, 20 to 40 hours each week, 11 to 20 hours each work, 10 hours or less each week, no)
20. Is your place of employment on campus? (Yes/no)
21. Which of the following most accurately describes your background? (My parents/legal guardians and I were born in the U.S., I was born in the U.S., one parent/guardian was not, I was born in the U.S. and both of my parents/guardians were not, foreign born naturalized citizen, permanent legal resident, foreign born on student visa, Deferred Action for Childhood Arrivals (DACA) recipient, refugee status, prefer not to answer)
22. What is your preferred religious identification?
23. How do you identify politically within the context of the current U.S. political climate? (Select all that apply) (Strong Democrat, Strong Republican, Moderate or Centrist Democrat, Moderate or Centrist Republican, Independent, Leftist Party, Left Independent, Rightist Party, Right Independent, Not listed (specify))
24. What is your age?

Appendix C: Detail Responses by Demographic
Appendix C1: Responses by Class Standing

Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:				
I feel I belong at Eller.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	774	312	376	11
Agree	839	295	444	26
Neither agree nor disagree	182	73	86	9
Disagree	60	16	34	3
Strongly disagree	20	6	9	3
Average Score	4.22	4.27	4.21	3.75
Eller is a place where I am able to perform up to my potential.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	776	316	371	15
Agree	889	310	473	24
Neither agree nor disagree	159	65	75	7
Disagree	32	4	22	3
Strongly disagree	17	5	8	3
Average Score	4.27	4.33	4.24	3.8
I have to work harder than others to be valued equally at Eller.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	460	214	185	12
Agree	556	205	292	11
Neither agree nor disagree	483	171	271	14
Disagree	306	94	163	9
Strongly disagree	70	19	37	6
Average Score	3.55	3.71	3.45	3.27
At Eller, I can be my authentic self.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	475	212	322	8
Agree	842	304	453	12
Neither agree nor disagree	368	141	184	15
Disagree	154	34	91	12
Strongly disagree	28	7	14	5
Average Score	3.85	3.97	3.92	3.12
I have considered leaving Eller because I felt isolated or unwelcome.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	142	62	53	4
Agree	197	73	97	5
Neither agree nor disagree	280	134	112	8
Disagree	655	220	367	16
Strongly disagree	599	214	317	19
Average Score	2.27	2.36	2.12	2.21

I can voice a contrary opinion without fear of negative consequences.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	315	127	134	8
Agree	847	317	445	17
Neither agree nor disagree	474	196	235	11
Disagree	187	49	109	9
Strongly disagree	49	12	25	7
Average Score	3.64	3.71	3.58	3.19
I rarely feel like I am "the only one".	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	358	147	163	5
Agree	791	301	409	16
Neither agree nor disagree	435	176	206	13
Disagree	235	68	135	13
Strongly disagree	56	11	35	5
Average Score	3.62	3.72	3.56	3.06
Eller provides sufficient programs and resources to foster the success of a diverse student body.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	641	294	297	11
Agree	883	321	507	16
Neither agree nor disagree	183	68	87	14
Disagree	69	15	44	8
Strongly disagree	25	5	14	3
Average Score	4.14	4.26	4.08	3.46
I see strong leadership support of Eller's values of Diversity, Equity, and Inclusion.	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	617	286	285	12
Agree	844	309	485	12
Neither agree nor disagree	231	82	116	14
Disagree	78	16	46	12
Strongly disagree	28	7	17	2
Average Score	4.08	4.22	4.03	3.38
The Eller environment is free from tensions related to individual or group differences.	All	Pre-Business	Upper Div	Grad/Prof
Agree	784	226	217	10
Strongly agree	487	310	428	11
Neither agree nor disagree	341	134	180	10
Disagree	144	21	101	15
Strongly disagree	42	10	23	6
Average Score	4.02	4.03	3.75	3.08

If I had a concern about harassment or discrimination, I know where and how to report	All	Pre-Business	Upper Div	Grad/Prof
Strongly agree	393	178	180	9
Agree	645	261	339	17
Disagree	365	130	155	5
Neither agree nor disagree	309	105	227	14
Strongly disagree	84	26	47	7
Average Score	3.53	3.66	3.40	3.13
Eller provides an environment for the free and open expression of ideas, opinions, and beliefs.				
All	Pre-Business	Upper Div	Grad/Prof	
Strongly agree	541	239	267	7
Agree	886	330	485	24
Neither agree nor disagree	281	107	148	12
Disagree	67	21	37	5
Strongly disagree	22	5	10	4
Average Score	4.03	4.11	4.02	3.48
Students of all cultures and backgrounds are respected and valued here.				
All	Pre-Business	Upper Div	Grad/Prof	
Strongly agree	717	309	356	14
Agree	812	292	462	16
Neither agree nor disagree	186	81	84	11
Disagree	56	12	35	6
Strongly disagree	29	9	12	5
Average Score	4.18	4.25	4.17	3.54

Considering your experiences with faculty, staff, and students over the past 12 months, please indicate your agreement with the following statements...

I am treated with respect by Eller...

	Pre-Business						Upper Division						Graduate Student					
	Classroom		Staff &		Students		Classroom		Staff &		Students		Classroom		Staff &		Students	
Agree	673	97%	653	98%	646	96%	921	97%	920	99%	905	97%	47	90%	50	96%	43	83%
Disagree	22	3%	13	2%	24	4%	25	3%	13	1%	28	3%	5	10%	2	4%	9	17%

I feel valued by Eller...

	Pre-Business						Upper Division						Graduate Student					
	Classroom		Staff &		Students		Classroom		Staff &		Students		Classroom		Staff &		Students	
Agree	629	92%	618	94%	613	93%	859	92%	864	94%	839	91%	43	83%	46	88%	44	86%
Disagree	54	8%	37	6%	45	7%	76	8%	56	6%	79	9%	9	17%	6	12%	7	14%

Racial, ethnic, sexual orientation, and gender-based jokes are not tolerated by Eller...

	Pre-Business						Upper Division						Graduate Student					
	Classroom		Staff &		Students		Classroom		Staff &		Students		Classroom		Staff &		Students	
Agree	670	96%	648	97%	593	89%	879	93%	911	98%	756	81%	47	90%	46	88%	36	69%
Disagree	26	4%	19	3%	76	11%	66	7%	21	2%	176	19%	5	10%	6	12%	16	31%

I am treated fairly and equitably by Eller...

	Pre-Business						Upper Division						Graduate Student					
	Classroom		Staff &		Students		Classroom		Staff &		Students		Classroom		Staff &		Students	
Agree	667	97%	647	97%	629	94%	914	97%	910	98%	892	96%	47	90%	46	88%	44	85%
Disagree	24	3%	21	3%	38	6%	30	3%	16	2%	36	4%	5	10%	6	12%	8	15%

I am comfortable talking about my background and cultural experiences with Eller...

	Pre-Business						Upper Division						Graduate Student					
	Classroom		Staff &		Students		Classroom		Staff &		Students		Classroom		Staff &		Students	
Agree	642	92%	621	93%	615	92%	873	92%	866	93%	846	91%	35	67%	38	73%	36	69%
Disagree	53	8%	50	7%	55	8%	72	8%	64	7%	86	9%	17	33%	14	27%	16	31%

At Eller, how often do you have meaningful interactions with students...									
From a different race/ethnicity than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	943	55%	351	50%	548	58%	31	60%	
Sometimes	587	34%	250	36%	312	33%	19	37%	
Rarely	125	7%	59	8%	61	6%	1	2%	
I don't know	71	4%	41	6%	28	3%	1	2%	
From a different socioeconomic background than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	942	55%	363	52%	543	57%	24	46%	
Sometimes	500	29%	205	29%	273	29%	17	33%	
Rarely	119	7%	52	7%	58	6%	4	8%	
I don't know	164	10%	81	12%	74	8%	7	13%	
With a different sexual orientation than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	665	39%	273	39%	365	38%	17	33%	
Sometimes	591	34%	238	34%	328	35%	17	33%	
Rarely	238	14%	91	13%	133	14%	10	19%	
I don't know	228	13%	97	14%	121	13%	8	15%	
With different physical or cognitive abilities than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	701	41%	286	41%	394	42%	11	21%	
Sometimes	578	34%	244	35%	317	33%	11	21%	
Rarely	264	15%	93	13%	144	15%	21	40%	
I don't know	175	10%	77	11%	87	9%	9	17%	
Who have different immigration statuses than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	568	33%	231	33%	306	32%	20	38%	
Sometimes	571	33%	247	35%	303	32%	15	29%	
Rarely	264	15%	99	14%	153	16%	7	13%	
I don't know	320	19%	123	18%	185	19%	10	19%	
With a different political belief system than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	977	57%	391	56%	551	58%	22	42%	
Sometimes	415	24%	165	24%	228	24%	15	29%	
Rarely	109	6%	49	7%	54	6%	4	8%	
I don't know	223	13%	96	14%	115	12%	11	21%	
With a different philosophy or religion than yours.									
	Overall		Pre-Business		Upper Div		Grad		
Often	941	55%	374	53%	527	56%	28	54%	
Sometimes	432	25%	176	25%	237	25%	13	25%	
Rarely	87	5%	40	6%	42	4%	2	4%	
I don't know	264	15%	111	16%	141	15%	9	17%	
Over the past 12 months how often have you experienced discriminatory events at Eller?									
	Overall		Pre-Business		Upper Div		Grad		
Never	1439	84%	612	87%	777	82%	34	65%	
1 or 2 times	234	14%	73	10%	143	15%	14	27%	
Monthly	28	2%	12	2%	12	1%	3	6%	
Weekly	19	1%	4	1%	14	1%	1	2%	
Daily	2	0%	1	0%	1	0%	0	0%	

Appendix C2: Responses by Race

Considering your experiences over the past 12 mths, please indicate your level of agreement with each of the following statements:

Considering your experiences over the past 12 mths, please indicate your level of agreement with each of the following statements:										
I feel I belong at Eller.	All	African	American	Identity	Asian	Hispanic	Middle	Pacific	White	
		American	Indian	not listed						
Strongly agree	774	9	2	4	53	75	8	3	457	
Agree	839	16	2	6	77	110	14	2	441	
Neither agree nor disagree	182	7	1	1	21	25	5	1	77	
Disagree	60	3	0	0	6	7	2	1	26	
Strongly disagree	20	1	0	0	3	4	1	0	8	
Average Score	4.22	3.81	4.20	4.27	4.07	4.11	3.87	4.00	4.30	
Eller is a place where I am able to perform up to my potential.										
		African	American	Identity	Asian	Hispanic	Middle	Pacific	White	
		American	Indian	not listed						
Strongly agree	776	12	2	5	58	85	7	3	440	
Agree	889	17	2	5	72	112	15	1	477	
Neither agree nor disagree	159	7	1	1	20	20	6	3	67	
Disagree	32	0	0	0	5	1	1	0	18	
Strongly disagree	17	0	0	0	5	3	1	0	6	
Average Score	4.27	4.14	4.20	4.36	4.08	4.24	3.87	4.00	4.32	
I have to work harder than others to be valued equally at Eller.										
		African	American	Identity	Asian	Hispanic	Middle	Pacific	White	
		American	Indian	not listed						
Strongly agree	460	13	2	4	55	55	7	1	222	
Agree	556	14	0	3	54	83	12	3	270	
Neither agree nor disagree	483	7	3	2	34	58	8	2	276	
Disagree	306	2	0	2	14	22	1	1	194	
Strongly disagree	70	0	0	0	3	3	2	0	47	
Average Score	3.55	4.06	3.80	3.82	3.90	3.75	3.70	3.57	3.42	
At Eller, I can be my authentic self.										
		African	American	Identity	Asian	Hispanic	Middle	Pacific	White	
		American	Indian	not listed						
Strongly agree	475	6	2	5	37	46	7	2	267	
Agree	842	13	1	4	71	96	8	4	486	
Neither agree nor disagree	368	10	1	2	37	55	10	1	168	
Disagree	154	6	1	0	12	20	3	0	68	
Strongly disagree	28	1	0	0	2	3	1	0	17	
Average Score	3.85	3.47	3.80	4.27	3.81	3.74	3.59	4.14	3.91	
I have considered leaving Eller because I felt isolated or unwelcome.										
		African	American	Identity	Asian	Hispanic	Middle	Pacific	White	
		American	Indian	not listed						
Strongly agree	142	6	0	4	14	14	3	2	63	
Agree	197	5	1	0	24	23	2	0	102	
Neither agree nor disagree	280	10	1	2	28	45	12	1	122	
Disagree	655	10	2	1	58	73	10	3	353	
Strongly disagree	599	5	1	4	36	66	3	1	367	
Average Score	2.27	2.92	2.40	2.91	2.51	2.30	2.73	2.86	2.15	

I can voice a contrary opinion without fear of negative consequences.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	315	6	1	3	26	34	5	2	157
Agree	847	18	1	1	63	89	12	4	496
Neither agree nor disagree	474	7	1	3	50	71	10	1	239
Disagree	187	4	2	2	16	21	3	0	92
Strongly disagree	49	1	0	2	5	6	0	0	24
Average Score	3.64	3.67	3.20	3.09	3.56	3.56	3.63	4.14	3.66
I rarely feel like I am "the only one".									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	358	5	1	5	21	43	4	1	195
Agree	791	11	1	4	58	75	11	3	468
Neither agree nor disagree	435	7	1	1	50	54	10	3	217
Disagree	235	6	2	0	26	42	5	0	104
Strongly disagree	56	7	0	1	5	7	0	0	25
Average Score	3.62	3.03	3.20	4.09	3.40	3.48	3.47	3.71	3.70
Eller provides sufficient programs and resources to foster the success of a diverse student body.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	641	6	2	6	45	77	8	3	373
Agree	883	20	3	4	79	107	13	3	513
Neither agree nor disagree	183	4	0	0	25	25	8	1	82
Disagree	69	4	0	1	8	8	0	0	33
Strongly disagree	25	2	0	0	3	4	1	0	9
Average Score	4.14	3.67	4.40	4.36	3.97	4.11	3.90	4.29	4.20
I see strong leadership support of Eller's values of Diversity, Equity, and Inclusion.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	617	2	1	6	45	78	6	2	371
Agree	844	16	1	4	70	99	14	3	493
Neither agree nor disagree	231	11	1	0	29	29	7	2	104
Disagree	78	5	1	1	10	11	1	0	31
Strongly disagree	28	2	0	0	6	4	1	0	11
Average Score	4.08	3.31	3.50	4.36	3.86	4.07	3.79	4.00	4.17
The Eller environment is free from tensions related to individual or group differences.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Agree	784	4	1	7	40	54	9	1	290
Strongly agree	487	12	1	2	68	105	10	4	452
Neither agree nor disagree	341	10	1	0	35	41	9	2	173
Disagree	144	8	0	2	11	15	1	0	78
Strongly disagree	42	2	1	0	6	6	1	0	16
Average Score	4.02	3.22	3.25	4.27	3.78	3.84	3.83	3.86	3.91

If I had a concern about harassment or discrimination, I know where and how to report that.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	393	4	0	7	37	43	6	2	228
Agree	645	11	2	2	60	73	10	1	393
Disagree	365	4	2	0	26	40	8	4	168
Neither agree nor disagree	309	14	0	1	25	51	5	0	189
Strongly disagree	84	3	0	1	11	14	1	0	32
Average Score	3.53	2.97	3.50	4.18	3.55	3.36	3.50	3.71	3.59
Eller provides an environment for the free and open expression of ideas, opinions, and beliefs.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	541	6	1	5	52	59	8	2	323
Agree	886	14	1	2	71	117	13	4	502
Neither agree nor disagree	281	11	2	3	27	34	6	1	144
Disagree	67	4	0	1	5	10	2	0	31
Strongly disagree	22	1	0	0	4	1	1	0	9
Average Score	4.03	3.56	3.75	4.00	4.02	4.01	3.83	4.14	4.09
Students of all cultures and backgrounds are respected and valued here.									
		African American	American Indian	Identity not listed	Asian	Hispanic	Middle Eastern	Pacific Islander	White
Strongly agree	717	4	1	5	57	82	6	2	445
Agree	812	13	1	5	66	101	13	4	456
Neither agree nor disagree	186	8	1	0	24	28	9	1	84
Disagree	56	8	1	0	8	5	1	0	19
Strongly disagree	29	3	1	1	5	5	1	0	6
Average Score	4.18	3.19	3.00	4.18	4.01	4.13	3.73	4.14	4.30

Considering your experiences with faculty, staff, and students over the past 12 months, please indicate your agreement with the following statements...

I am treated with respect by Eller...

	African American			American Indian			Identiy not listed			Asian American		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	31 89%	32 97%	31 94%	5 100%	4 100%	4 80%	10 91%	8 80%	10 91%	150 95%	148 96%	140 92%
Disagree	4 11%	1 3%	2 6%	0 0%	0 0%	1 20%	1 9%	2 20%	1 9%	8 5%	6 4%	13 8%

I feel valued by Eller...

	African American			American Indian			Identiy not listed			Asian American		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	27 79%	26 76%	27 82%	5 100%	4 80%	4 100%	10 91%	8 80%	10 91%	146 95%	144 95%	136 91%
Disagree	7 21%	8 24%	6 18%	0 0%	1 20%	0 0%	1 9%	2 20%	1 9%	8 5%	7 5%	14 9%

Racial, ethnic, sexual orientation, and gender-based jokes are not tolerated by Eller...

	African American			American Indian			Identiy not listed			Asian American		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	28 80%	30 91%	19 56%	5 100%	4 80%	3 60%	10 91%	9 90%	10 91%	144 98%	146 95%	128 83%
Disagree	7 20%	3 9%	15 44%	0 0%	1 20%	2 40%	1 9%	1 10%	1 9%	3 2%	8 5%	26 17%

I am treated fairly and equitably by Eller...

	African American			American Indian			Identiy not listed			Asian American		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	33 97%	31 91%	28 85%	5 100%	4 80%	5 100%	9 82%	7 70%	9 82%	152 97%	141 94%	133 89%
Disagree	1 3%	3 9%	5 15%	0 0%	1 20%	0 0%	2 18%	3 30%	2 18%	5 3%	9 6%	17 11%

I am comfortable talking about my background and cultural experiences with Eller...

	African American			American Indian			Identiy not listed			Asian American		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	27 79%	28 82%	24 73%	3 60%	3 60%	3 60%	9 82%	8 80%	10 91%	137 87%	135 87%	128 96%
Disagree	7 21%	6 18%	9 27%	2 40%	2 40%	2 40%	2 18%	2 20%	1 9%	20 13%	20 13%	5 4%

Considering your experiences with faculty, staff, and students over the past 12 months, please indicate your agreement with the following statements...

I am treated with respect by Eller...

	Hispanic			Middle Eastern			Pacific Islander			White														
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students												
Agree	215	98%	213	100%	201	94%	28	93%	29	100%	27	93%	7	100%	7	100%	7	100%	982	98%	969	99%	966	98%
Disagree	4	2%	1	0%	12	6%	2	7%	0	0%	2	7%	0	0%	0	0%	0	0%	23	2%	11	1%	18	2%

I feel valued by Eller...

	Hispanic			Middle Eastern			Pacific Islander			White														
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students												
Agree	205	94%	202	96%	183	88%	26	87%	26	93%	22	76%	7	100%	7	100%	7	100%	914	92%	912	95%	907	94%
Disagree	13	6%	8	4%	25	12%	4	13%	2	7%	7	24%	0	0%	0	0%	0	0%	78	8%	51	5%	60	6%

Racial, ethnic, sexual orientation, and gender-based jokes are not tolerated by Eller...

	Hispanic			Middle Eastern			Pacific Islander			White														
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students												
Agree	206	94%	211	98%	168	79%	29	97%	26	90%	24	83%	7	100%	7	100%	7	100%	959	95%	956	98%	855	87%
Disagree	14	6%	4	2%	45	21%	1	3%	3	10%	5	17%	0	0%	0	0%	0	0%	46	5%	23	2%	126	13%

I am treated fairly and equitably by Eller...

	Hispanic			Middle Eastern			Pacific Islander			White														
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students												
Agree	208	96%	208	99%	196	93%	27	93%	28	97%	23	79%	7	100%	7	100%	7	100%	975	97%	963	98%	956	97%
Disagree	8	4%	3	1%	14	7%	2	7%	1	3%	6	21%	0	0%	0	0%	0	0%	30	3%	17	2%	26	3%

I am comfortable talking about my background and cultural experiences with Eller...

	Hispanic			Middle Eastern			Pacific Islander			White														
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students												
Agree	206	94%	198	92%	187	87%	24	83%	23	82%	22	79%	7	100%	7	100%	7	100%	940	93%	918	94%	921	94%
Disagree	14	6%	17	8%	27	13%	5	17%	5	18%	6	21%	0	0%	0	0%	0	0%	66	7%	60	6%	62	6%

Appendix C3: Responses by Gender Identity

Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:								
I feel I belong at Eller.								
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other	
Strongly agree	691	16	351	269	29	19	7	
Agree	758	11	373	328	27	18	1	
Neither agree nor disagree	164	2	70	75	12	3	2	
Disagree	52	0	17	29	4	0	2	
Strongly disagree	15	1	5	8	0	1	0	
Average Score	4.23	4.37	4.28	4.16	4.13	4.32	4.08	
Eller is a place where I am able to perform up to my potential.								
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other	
Strongly agree	694	16	345	284	25	19	5	
Agree	798	10	393	340	35	17	3	
Neither agree nor disagree	144	3	61	67	8	3	2	
Disagree	29	0	11	12	4	1	1	
Strongly disagree	13	1	7	3	0	1	1	
Average Score	4.27	4.33	4.29	4.26	4.13	4.27	3.83	
I have to work harder than others to be valued equally at Eller.								
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other	
Strongly agree	401	16	195	150	25	11	4	
Agree	502	8	251	202	25	13	3	
Neither agree nor disagree	451	2	232	186	17	11	3	
Disagree	265	2	110	143	4	4	2	
Strongly disagree	61	2	29	27	1	2	0	
Average Score	3.55	4.13	3.58	3.43	3.96	3.66	3.75	
At Eller, I can be my authentic self.								
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other	
Strongly agree	416	13	210	152	22	15	4	
Agree	762	10	382	325	27	16	2	
Neither agree nor disagree	335	3	150	155	19	5	3	
Disagree	136	2	57	67	3	4	3	
Strongly disagree	24	1	15	7	1	0	0	
Average Score	3.84	4.10	3.88	3.78	3.92	4.05	3.58	
I have considered leaving Eller because I felt isolated or unwelcome.								
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other	
Strongly agree	115	5	59	34	13	3	1	
Agree	170	6	89	54	15	5	1	
Neither agree nor disagree	249	4	126	103	8	5	3	
Disagree	598	6	283	264	27	16	2	
Strongly disagree	546	9	258	253	9	12	5	
Average Score	2.23	2.73	2.27	2.08	2.94	2.29	2.25	

I can voice a contrary opinion without fear of negative consequences.					Decline to State	An Identity Not Listed	Other
	All	Agender	Cis Man	Cis Woman			
Strongly agree	264	8	132	93	19	10	2
Agree	770	15	374	337	29	11	4
Neither agree nor disagree	435	4	211	191	15	10	4
Disagree	167	1	84	67	8	6	1
Strongly disagree	42	2	15	19	1	4	1
Average Score	3.62	3.87	3.64	3.59	3.79	3.41	3.42
I rarely feel like I am "the only one".							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Strongly agree	312	5	162	111	19	12	3
Agree	721	16	350	312	29	13	1
Neither agree nor disagree	387	6	192	157	18	12	2
Disagree	213	2	93	107	5	3	3
Strongly disagree	47	1	20	21	1	1	3
Average Score	3.62	3.73	3.66	3.54	3.83	3.78	2.83
Eller provides sufficient programs and resources to foster the success of a diverse student body.							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Strongly agree	596	15	293	241	26	16	5
Agree	832	12	417	348	35	18	2
Neither agree nor disagree	167	2	75	75	7	5	3
Disagree	65	1	23	35	3	2	1
Strongly disagree	21	0	9	10	1	0	1
Average Score	4.14	4.37	4.18	4.09	4.14	4.17	3.75
I see strong leadership support of Eller's values of Diversity, Equity, and Inclusion.							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Strongly agree	576	15	272	239	27	18	5
Agree	794	9	411	334	27	12	1
Neither agree nor disagree	209	3	95	86	13	8	4
Disagree	74	3	27	37	5	2	0
Strongly disagree	25	0	11	12	0	1	1
Average Score	4.09	4.20	4.11	4.06	4.06	4.07	3.82
The Eller environment is free from tensions related to individual or group differences.							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Agree	739	11	387	302	26	13	0
Strongly agree	446	13	211	177	24	17	4
Neither agree nor disagree	320	3	146	143	15	9	4
Disagree	136	2	57	68	7	0	2
Strongly disagree	38	1	16	18	0	2	1
Average Score	4.02	4.03	4.10	3.96	3.96	3.95	3.00

If I had a concern about harassment or discrimination, I know where and how to report that.							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Strongly agree	364	12	183	125	27	15	2
Agree	611	8	323	244	21	11	4
Disagree	343	7	120	201	8	6	1
Neither agree nor disagree	284	3	153	103	15	7	3
Strongly disagree	75	0	38	33	1	2	1
Average Score	3.54	3.97	3.56	3.46	3.81	3.73	3.27
Eller provides an environment for the free and open expression of ideas, opinions, and beliefs.							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Strongly agree	505	13	247	200	27	13	5
Agree	831	12	416	362	26	14	1
Neither agree nor disagree	261	3	123	106	13	12	4
Disagree	63	1	21	34	6	1	0
Strongly disagree	18	1	8	7	0	1	1
Average Score	4.04	4.17	4.07	4.01	4.03	3.90	3.82
Students of all cultures and backgrounds are respected and valued here.							
	All	Agender	Cis Man	Cis Woman	Decline to State	An Identity Not Listed	Other
Strongly agree	672	15	340	262	32	17	6
Agree	760	11	376	328	29	15	1
Neither agree nor disagree	172	2	72	79	8	9	2
Disagree	52	2	19	27	3	0	1
Strongly disagree	25	0	10	13	0	0	2
Average Score	4.19	4.30	4.24	4.13	4.25	4.20	3.67

Considering your experiences with faculty, staff, and students over the past 12 months, please indicate your agreement with the following statements...

I am treated with respect by Eller...

	Agender			Cis Man			Cis Woman			Decline to State			An Identity Not Listed			Other																				
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom m	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students																		
Agree	25	89%	23	96%	22	88%	786	97%	773	98%	772	98%	690	98%	691	98%	670	95%	68	94%	66	100%	66	100%	40	98%	40	100%	39	95%	11	92%	11	100%	9	82%
Disagree	3	11%	1	4%	3	12%	26	3%	15	2%	19	2%	16	2%	11	2%	32	5%	4	6%	0	0%	0	0%	1	2%	0	0%	2	5%	1	8%	0	0%	2	18%

I feel valued by Eller...

	Agender			Cis Man			Cis Woman			Decline to State			An Identity Not Listed			Other																				
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom m	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students																		
Agree	24	89%	23	92%	21	91%	741	93%	730	94%	723	93%	642	91%	654	95%	628	91%	64	90%	57	85%	64	97%	33	85%	35	92%	36	92%	9	82%	11	92%	7	70%
Disagree	3	11%	2	8%	2	9%	58	7%	44	6%	58	7%	60	9%	38	5%	61	9%	7	10%	10	15%	2	3%	6	15%	3	8%	3	8%	2	18%	1	8%	3	30%

Racial, ethnic, sexual orientation, and gender-based jokes are not tolerated by Eller...

	Agender			Cis Man			Cis Woman			Decline to State			An Identity Not Listed			Other																				
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom m	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students																		
Agree	26	93%	23	96%	20	80%	774	95%	767	97%	678	85%	663	94%	687	98%	566	81%	69	96%	65	98%	62	94%	38	93%	39	95%	40	98%	8	67%	10	83%	8	73%
Disagree	2	7%	1	4%	5	20%	37	5%	24	3%	117	15%	44	6%	14	2%	134	19%	3	4%	1	2%	4	6%	3	7%	2	5%	1	2%	4	33%	2	17%	3	27%

I am treated fairly and equitably by Eller...

	Agender			Cis Man			Cis Woman			Decline to State			An Identity Not Listed			Other																				
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom m	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students																		
Agree	26	93%	23	96%	21	84%	778	96%	765	97%	754	96%	687	97%	686	98%	664	95%	68	96%	62	95%	63	95%	39	###	39	98%	37	93%	10	91%	11	92%	9	82%
Disagree	2	7%	1	4%	4	16%	32	4%	22	3%	34	4%	19	3%	13	2%	34	5%	3	4%	3	5%	3	5%	0	0%	1	3%	3	8%	1	9%	1	8%	2	18%

I am comfortable talking about my background and cultural experiences with Eller...

	Agender			Cis Man			Cis Woman			Decline to State			An Identity Not Listed			Other																				
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom m	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students																		
Agree	26	93%	22	92%	20	80%	746	92%	735	93%	730	92%	649	92%	649	93%	625	89%	64	90%	59	88%	60	91%	36	88%	36	90%	38	93%	10	83%	10	83%	7	64%
Disagree	2	7%	2	8%	5	20%	65	8%	55	7%	61	8%	58	8%	52	7%	76	11%	7	10%	8	12%	6	9%	5	12%	4	10%	3	7%	2	17%	2	17%	4	36%

At Eller, how often do you have meaningful interactions with students...

From a different race/ethnicity than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	17	57%	452	55%	396	56%	31	43%	21	51%	6	50%
Sometimes	7	23%	284	35%	246	35%	23	32%	13	32%	1	8%
Rarely	3	10%	51	6%	46	6%	11	15%	2	5%	3	25%
I don't know	3	10%	30	4%	21	3%	7	10%	5	12%	2	17%

From a different socioeconomic background than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	15	50%	442	54%	399	56%	37	51%	23	56%	6	50%
Sometimes	7	23%	255	31%	198	28%	19	26%	10	24%	0	0%
Rarely	5	17%	49	6%	42	6%	8	11%	2	5%	4	33%
I don't know	3	10%	71	9%	70	10%	7	10%	6	15%	2	17%

With a different sexual orientation than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	8	27%	301	37%	298	42%	22	31%	17	41%	5	42%
Sometimes	12	40%	280	34%	242	34%	26	36%	14	34%	1	8%
Rarely	6	20%	124	15%	80	11%	11	15%	4	10%	4	33%
I don't know	4	13%	109	13%	88	12%	13	18%	6	15%	2	17%

With different physical or cognitive abilities than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	14	47%	353	43%	272	38%	25	35%	18	44%	3	25%
Sometimes	8	27%	289	35%	230	32%	23	32%	14	34%	1	8%
Rarely	4	13%	95	12%	132	19%	14	19%	3	7%	6	50%
I don't know	4	13%	74	9%	73	10%	10	14%	6	15%	2	17%

Who have different immigration statuses than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	9	30%	277	34%	221	31%	26	36%	16	39%	4	33%
Sometimes	12	40%	293	36%	222	31%	19	26%	13	32%	1	8%
Rarely	4	13%	114	14%	113	16%	14	19%	3	7%	4	33%
I don't know	5	17%	132	16%	152	21%	13	18%	9	22%	3	25%

With a different political belief system than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	14	47%	468	57%	409	58%	34	47%	23	56%	7	58%
Sometimes	9	30%	208	25%	159	22%	17	24%	9	22%	0	0%
Rarely	1	3%	47	6%	41	6%	10	14%	2	5%	3	25%
I don't know	6	20%	93	11%	100	14%	11	15%	7	17%	2	17%

With a different philosophy or religion than yours.

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Often	12	40%	448	55%	395	56%	35	49%	23	56%	7	58%
Sometimes	8	27%	218	27%	166	23%	19	26%	10	24%	0	0%
Rarely	2	7%	39	5%	26	4%	9	13%	1	2%	3	25%
I don't know	8	27%	110	13%	122	17%	9	13%	7	17%	2	17%

Over the past 12 months how often have you experienced discriminatory events at Eller?

	Agender		Cis Man		Cis Woman		Decline to State		An Identity Not Listed		Other	
Never	24	80%	707	87%	578	82%	55	76%	38	93%	9	75%
1 or 2 times	3	10%	92	11%	110	16%	14	19%	3	7%	2	17%
Monthly	2	7%	10	1%	10	1%	2	3%	0	0%	1	8%
Weekly	1	3%	7	1%	8	1%	1	1%	0	0%	0	0%
Daily	0	0%	1	0%	1	0%	0	0%	0	0%	0	0%

Appendix C4: Responses by Sexuality

Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
I feel I belong at Eller.							
Strongly agree	774	3	12	17	8	634	1
Agree	839	2	20	23	10	675	2
Neither agree nor disagree	182	1	7	10	2	137	1
Disagree	60	0	3	4	1	40	0
Strongly disagree	20	0	1	0	0	13	0
Average Score	4.22	4.33	3.91	3.98	4.19	4.25	4.00
Eller is a place where I am able to perform up to my potential.							
Strongly agree	776	3	14	17	9	631	1
Agree	889	1	21	26	10	713	2
Neither agree nor disagree	159	2	5	7	2	121	1
Disagree	32	0	0	4	0	24	0
Strongly disagree	17	0	2	0	0	9	0
Average Score	4.27	4.17	4.07	4.04	4.33	4.29	4.00
I have to work harder than others to be valued equally at Eller.							
Strongly agree	460	2	8	14	7	360	1
Agree	556	0	17	20	8	439	1
Neither agree nor disagree	483	4	16	14	2	397	1
Disagree	306	0	1	5	4	245	0
Strongly disagree	70	0	1	1	0	58	1
Average Score	3.55	3.67	3.70	3.76	3.86	3.53	3.25
At Eller, I can be my authentic self.							
Strongly agree	475	3	5	14	3	387	1
Agree	842	1	13	21	9	695	1
Neither agree nor disagree	368	2	12	16	4	291	0
Disagree	154	0	8	2	4	104	2
Strongly disagree	28	0	4	1	1	16	1
Average Score	3.85	4.17	3.17	3.83	3.43	3.89	2.80
I have considered leaving Eller because I felt isolated or unwelcome.							
Strongly agree	142	2	2	6	3	100	0
Agree	197	0	4	15	4	138	2
Neither agree nor disagree	280	2	13	7	4	214	0
Disagree	655	0	17	18	4	537	1
Strongly disagree	599	2	7	8	6	508	1
Average Score	2.27	3.00	2.47	2.87	2.71	2.19	2.75

I can voice a contrary opinion without fear of negative consequences.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	315	3	4	9	1	243	0
Agree	847	0	14	23	7	699	2
Neither agree nor disagree	474	3	17	16	10	375	0
Disagree	187	0	4	5	1	149	1
Strongly disagree	49	0	3	1	2	32	1
Average Score	3.64	4.00	3.29	3.63	3.19	3.65	2.75
I rarely feel like I am "the only one".							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	358	2	4	10	1	289	1
Agree	791	1	11	26	11	642	1
Neither agree nor disagree	435	2	16	12	6	341	1
Disagree	235	1	10	5	2	188	1
Strongly disagree	56	0	2	1	1	39	0
Average Score	3.62	3.67	3.12	3.72	3.43	3.64	3.50
Eller provides sufficient programs and resources to foster the success of a diverse student body.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	641	2	8	18	3	551	1
Agree	883	1	19	24	11	748	2
Neither agree nor disagree	183	3	10	6	3	139	0
Disagree	69	0	5	5	3	46	1
Strongly disagree	25	0	1	1	1	16	0
Average Score	4.14	3.83	3.65	3.98	3.57	4.18	3.75
I see strong leadership support of Eller's values of Diversity, Equity, and Inclusion.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	617	2	8	17	2	531	1
Agree	844	2	21	23	8	720	1
Neither agree nor disagree	231	2	7	8	5	174	0
Disagree	78	0	4	4	4	58	1
Strongly disagree	28	0	2	2	2	16	0
Average Score	4.08	4.00	3.69	3.91	3.19	4.13	3.67
The Eller environment is free from tensions related to individual or group differences.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Agree	784	2	9	16	1	408	0
Strongly agree	487	3	15	19	5	676	1
Neither agree nor disagree	341	1	14	10	7	280	0
Disagree	144	0	2	6	6	109	2
Strongly disagree	42	0	3	3	2	26	0
Average Score	4.02	4.17	3.58	3.72	2.86	3.89	2.67

If I had a concern about harassment or discrimination, I know where and how to report that.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	393	2	4	16	4	330	0
Agree	645	0	11	17	4	560	2
Disagree	365	2	10	11	3	248	0
Neither agree nor disagree	309	2	13	8	5	301	1
Strongly disagree	84	0	4	2	5	59	0
Average Score	3.53	3.33	2.95	3.69	2.86	3.53	3.33
Eller provides an environment for the free and open expression of ideas, opinions, and beliefs.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	541	2	7	18	2	466	0
Agree	886	1	22	15	10	759	2
Neither agree nor disagree	281	3	7	14	6	215	0
Disagree	67	0	1	5	2	51	1
Strongly disagree	22	0	5	2	1	9	0
Average Score	4.03	3.83	3.60	3.78	3.48	4.08	3.33
Students of all cultures and backgrounds are respected and valued here.							
	All	Asexual	Bisexual	Decline to state	Gay or Lesbian	Heterosexual	Queer
Strongly agree	717	2	9	17	4	623	0
Agree	812	1	21	23	10	684	2
Neither agree nor disagree	186	3	8	9	2	139	1
Disagree	56	0	2	2	2	42	0
Strongly disagree	29	0	3	3	3	12	1
Average Score	4.18	3.83	3.72	3.91	3.48	4.24	3.00

Considering your experiences with faculty, staff, and students over the past 12 months, please indicate your agreement with the following statements...

I am treated with respect by Eller...

Asexual				Bisexual			Decline to State			Gay or Lesbian			Heterosexual			Queer		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	5 83%	5 100%	4 80%	41 95%	42 98%	38 90%	52 96%	49 98%	47 94%	18 86%	20 95%	21 100%	1449 97%	1434 98%	1417 97%	3 100%	3 100%	3 75%
Disagree	1 17%	0 0%	1 20%	2 5%	1 2%	4 10%	2 4%	1 2%	3 6%	3 14%	1 5%	0 0%	41 3%	24 2%	46 3%	0 0%	0 0%	1 25%

I feel valued by Eller...

Asexual				Bisexual			Decline to State			Gay or Lesbian			Heterosexual			Queer		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	5 83%	5 100%	5 100%	37 88%	38 88%	33 80%	50 93%	45 90%	47 94%	17 81%	18 95%	17 85%	1353 92%	1355 94%	1334 93%	4 100%	2 67%	1 33%
Disagree	1 17%	0 0%	0 0%	5 12%	5 12%	8 20%	4 7%	5 10%	3 6%	4 19%	1 5%	3 15%	115 8%	82 6%	104 7%	0 0%	1 33%	2 67%

Racial, ethnic, sexual orientation, and gender-based jokes are not tolerated by Eller...

Asexual				Bisexual			Decline to State			Gay or Lesbian			Heterosexual			Queer		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	4 67%	4 80%	4 80%	39 91%	41 95%	29 69%	50 93%	49 98%	43 86%	17 81%	19 90%	10 48%	1419 95%	1420 97%	1247 85%	3 100%	4 100%	3 75%
Disagree	2 33%	1 20%	1 20%	4 9%	2 5%	13 31%	4 7%	1 2%	7 14%	4 19%	2 10%	11 52%	71 5%	38 3%	214 15%	0 0%	0 0%	1 25%

I am treated fairly and equitably by Eller...

Asexual				Bisexual			Decline to State			Gay or Lesbian			Heterosexual			Queer		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	5 83%	5 100%	5 100%	41 98%	41 95%	39 93%	52 96%	47 98%	47 94%	18 86%	20 95%	18 86%	1439 97%	1420 98%	1389 95%	3 100%	4 100%	3 75%
Disagree	1 17%	0 0%	0 0%	1 2%	2 5%	3 7%	2 4%	1 2%	3 6%	3 14%	1 5%	3 14%	46 3%	35 2%	66 5%	0 0%	0 0%	1 25%

I am comfortable talking about my background and cultural experiences with Eller...

Asexual				Bisexual			Decline to State			Gay or Lesbian			Heterosexual			Queer		
	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students	Classroom Instructors	Staff & Admin	Students
Agree	4 67%	4 80%	4 80%	38 88%	38 88%	34 81%	49 91%	43 86%	45 90%	18 86%	19 90%	16 76%	1374 92%	1357 93%	1336 91%	2 67%	3 75%	3 75%
Disagree	2 33%	1 20%	1 20%	5 12%	5 12%	8 19%	5 9%	7 14%	5 10%	3 14%	2 10%	5 24%	115 8%	103 7%	126 9%	1 33%	1 25%	1 25%

At Eller, how often do you have meaningful interactions with students...												
From a different race/ethnicity than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	2	33%	23	53%	20	37%	10	48%	838	56%	2	50%
Sometimes	3	50%	13	30%	21	39%	10	48%	511	34%	0	0%
Rarely	1	17%	3	7%	5	9%	1	5%	99	7%	2	50%
I don't know	0	0%	4	9%	8	15%	0	0%	51	3%	0	0%
From a different socioeconomic background than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	2	33%	27	63%	22	41%	13	62%	825	55%	0	0%
Sometimes	2	33%	7	16%	19	35%	6	29%	444	30%	1	25%
Rarely	2	33%	4	9%	3	6%	1	5%	95	6%	3	75%
I don't know	0	0%	5	12%	9	17%	1	5%	135	9%	0	0%
With a different sexual orientation than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	3	50%	23	53%	14	26%	15	71%	564	38%	1	25%
Sometimes	2	33%	9	21%	20	37%	5	24%	528	35%	0	0%
Rarely	1	17%	4	9%	4	7%	1	5%	212	14%	2	50%
I don't know	0	0%	7	16%	15	28%	0	0%	192	13%	1	25%
With different physical or cognitive abilities than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	1	17%	14	33%	17	31%	9	43%	618	41%	0	0%
Sometimes	3	50%	13	30%	21	39%	5	24%	514	34%	0	0%
Rarely	2	33%	10	23%	6	11%	4	19%	217	14%	4	100%
I don't know	0	0%	6	14%	10	19%	2	10%	143	10%	0	0%
Who have different immigration statuses than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	1	17%	9	21%	13	24%	7	33%	496	33%	1	25%
Sometimes	4	67%	16	37%	20	37%	7	33%	497	33%	1	25%
Rarely	1	17%	5	12%	8	15%	4	19%	230	15%	2	50%
I don't know	0	0%	13	30%	13	24%	3	14%	273	18%	0	0%
With a different political belief system than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	1	17%	27	63%	23	43%	15	71%	865	58%	1	25%
Sometimes	3	50%	6	14%	17	31%	3	14%	357	24%	1	25%
Rarely	2	33%	1	2%	4	7%	0	0%	88	6%	2	50%
I don't know	0	0%	9	21%	10	19%	3	14%	188	13%	0	0%
With a different philosophy or religion than yours.												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Often	2	33%	28	65%	21	39%	15	71%	830	55%	0	0%
Sometimes	2	33%	3	7%	19	35%	4	19%	376	25%	2	50%
Rarely	2	33%	1	2%	2	4%	0	0%	71	5%	2	50%
I don't know	0	0%	11	26%	12	22%	2	10%	220	15%	0	0%
Over the past 12 months how often have you experienced discriminatory events at Eller?												
	Asexual		Bisexual		Decline to State		Gay or Lesbian		Heterosexual		Queer	
Never	3	50%	33	77%	35	65%	10	48%	1287	86%	2	50%
1 or 2 times	3	50%	9	21%	15	28%	9	43%	178	12%	2	50%
Monthly	0	0%	1	2%	1	2%	2	10%	19	1%	0	0%
Weekly	0	0%	0	0%	3	6%	0	0%	13	1%	0	0%
Daily	0	0%	0	0%	0	0%	0	0%	2	0%	0	0%