

Diversity, Equity, and Inclusion Counsel

HEDS Diversity and Equity Campus Climate Survey

Fall 2020 Comparison Report

University of Bridgeport



HEDS



Overview

- In this report, we compare the responses of students, faculty, staff, and administrators at University of Bridgeport who took the HEDS Diversity and Equity Campus Climate Survey in Fall 2020 to the responses of those same groups at other institutions.
- We compare University of Bridgeport's survey results to all other institutions on the first three summary worksheets and to two different comparison groups in Worksheets 6–13 all other 4-Year Private institutions and

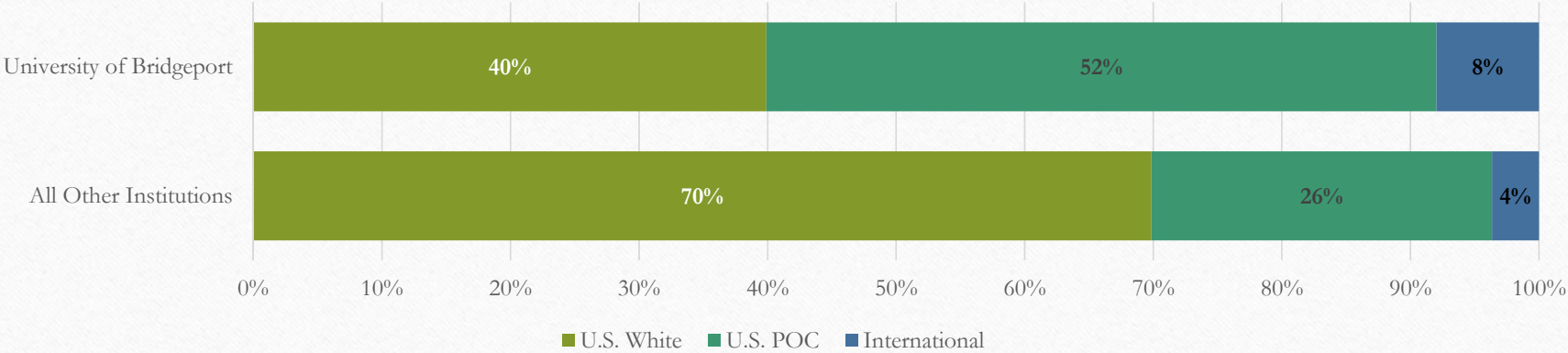
Overview

- Diversity at a Glance
- Negative Experiences
- Disparities in Experiences by Group
- Possible Areas of Concern
- Campus Climate for Equity and Diversity
- Satisfaction with Campus Climate
- Institutional Support
- Disparaging Remarks
- Discrimination or Harassment
- Interactions with Different Groups

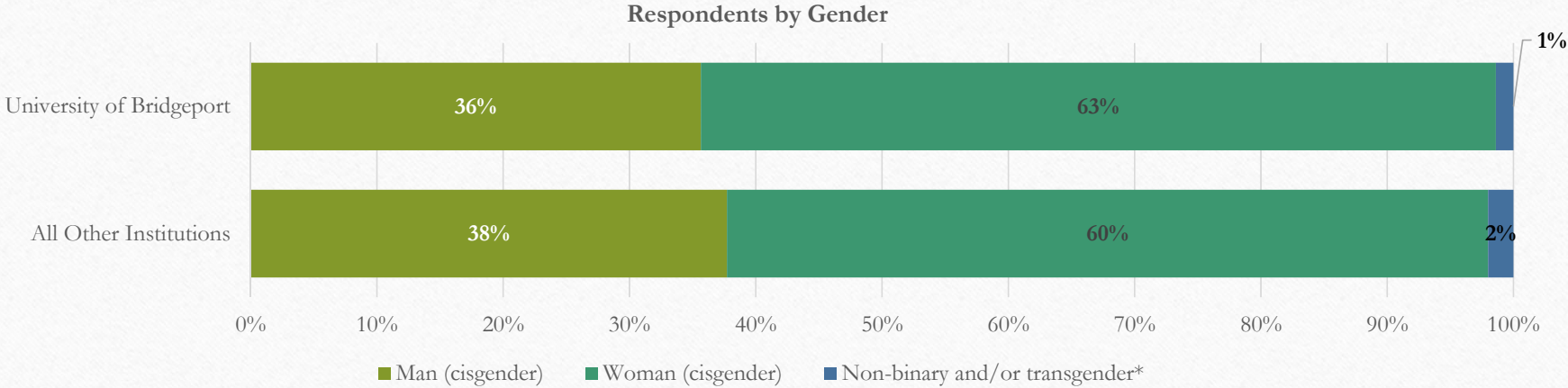
Diversity at a Glance

Diversity at a Glance: Race

Respondents by Race/Ethnicity



Diversity at a Glance: Gender



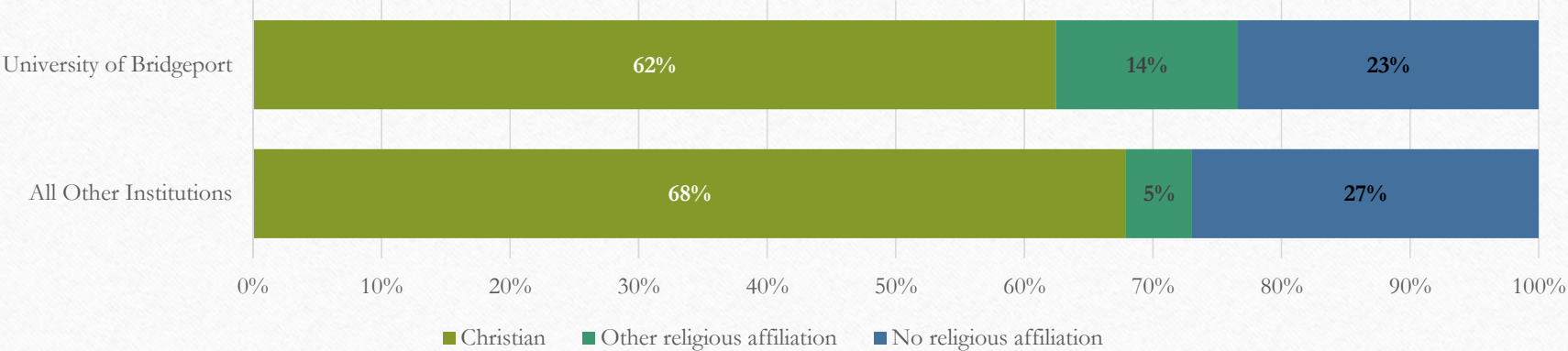
Diversity at a Glance: Sexual Orientation

Respondents by Sexual Orientation



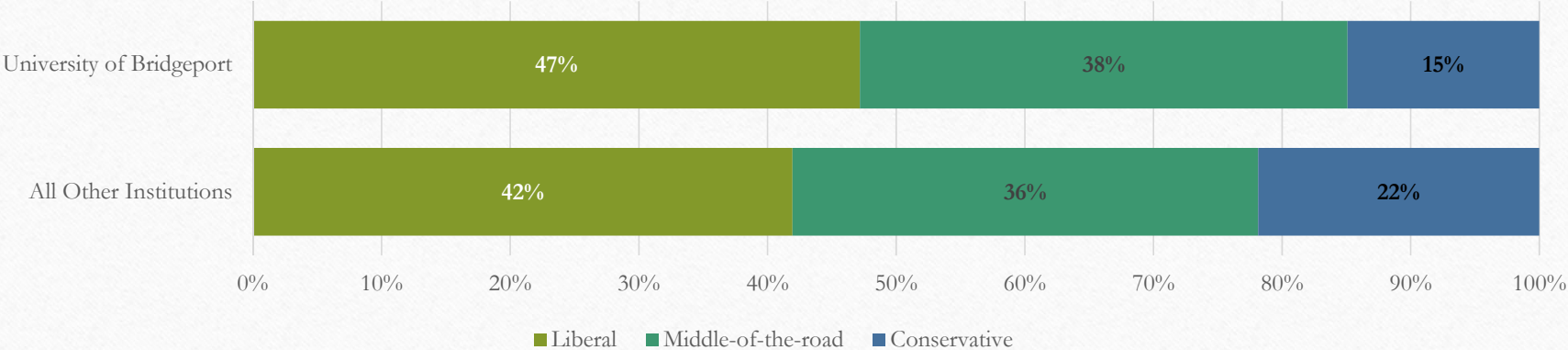
Diversity at a Glance: Religion

Respondents by Religion

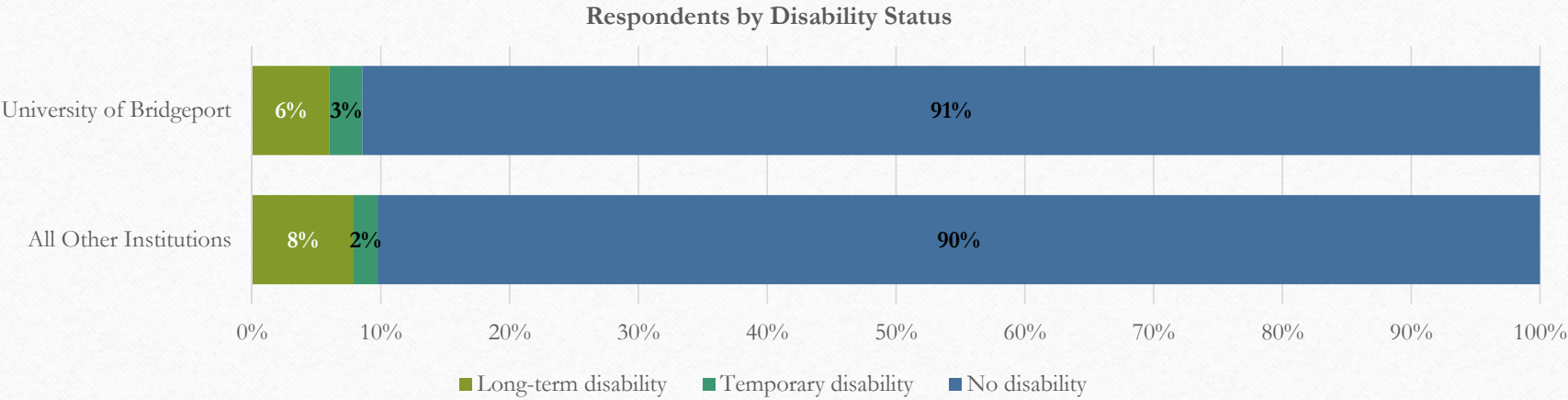


Diversity at a Glance: Political Affiliation

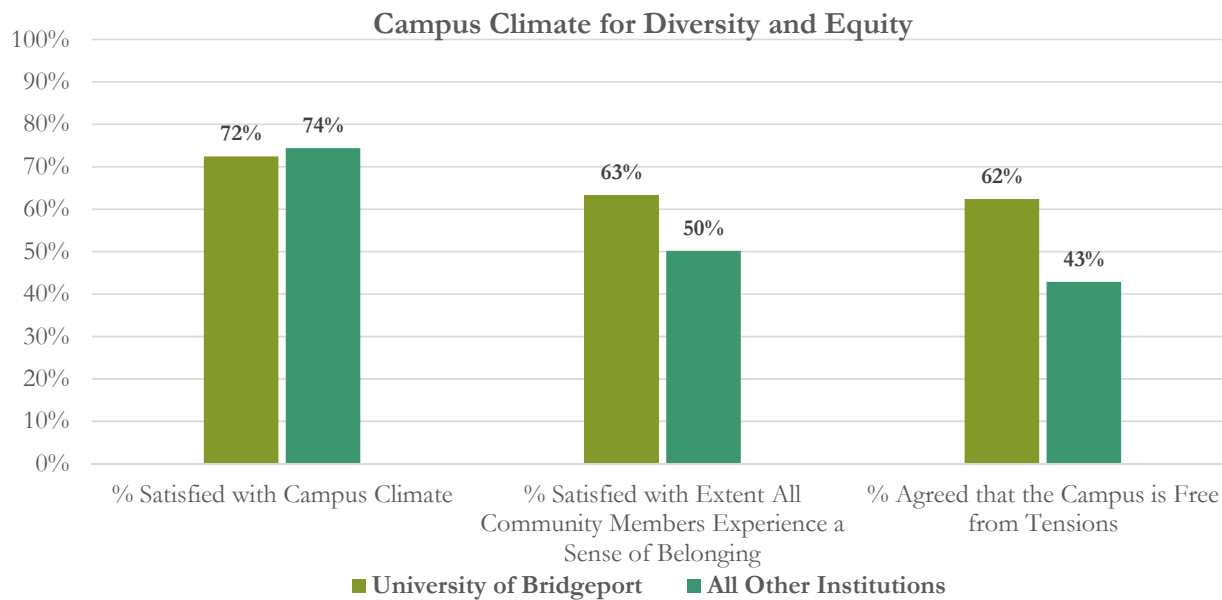
Respondents by Political Affiliation



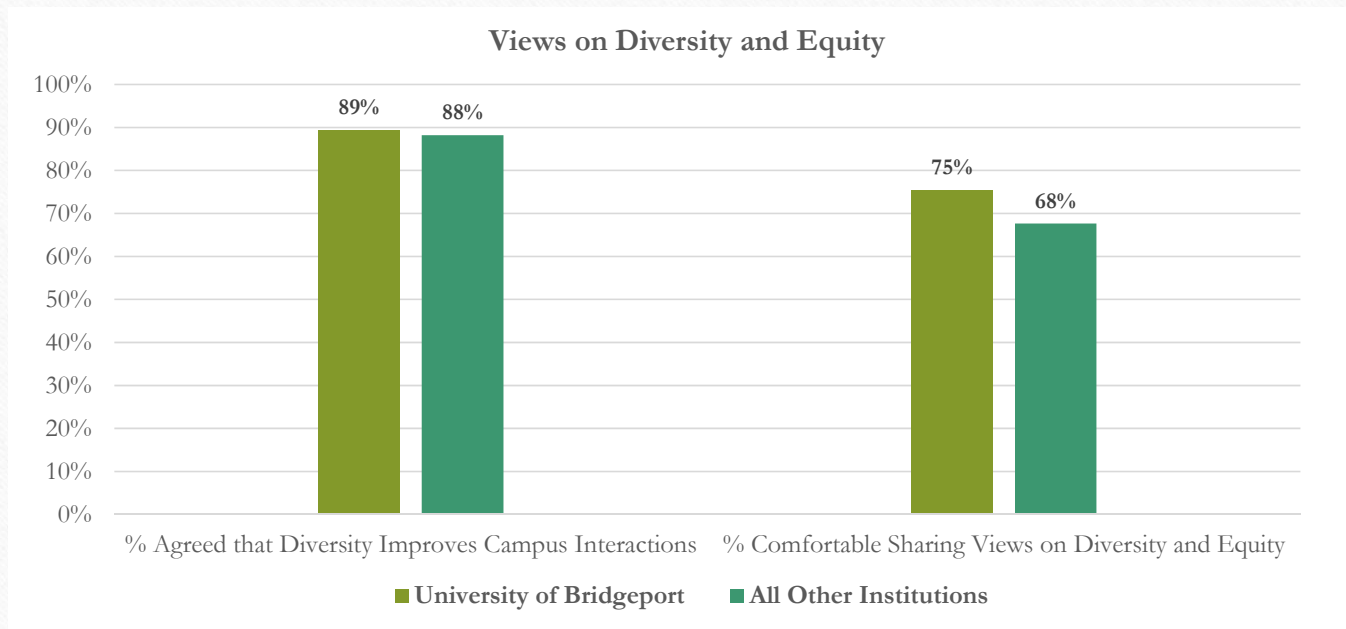
Diversity at a Glance: Disability Status



Campus Climate for Diversity and Equity



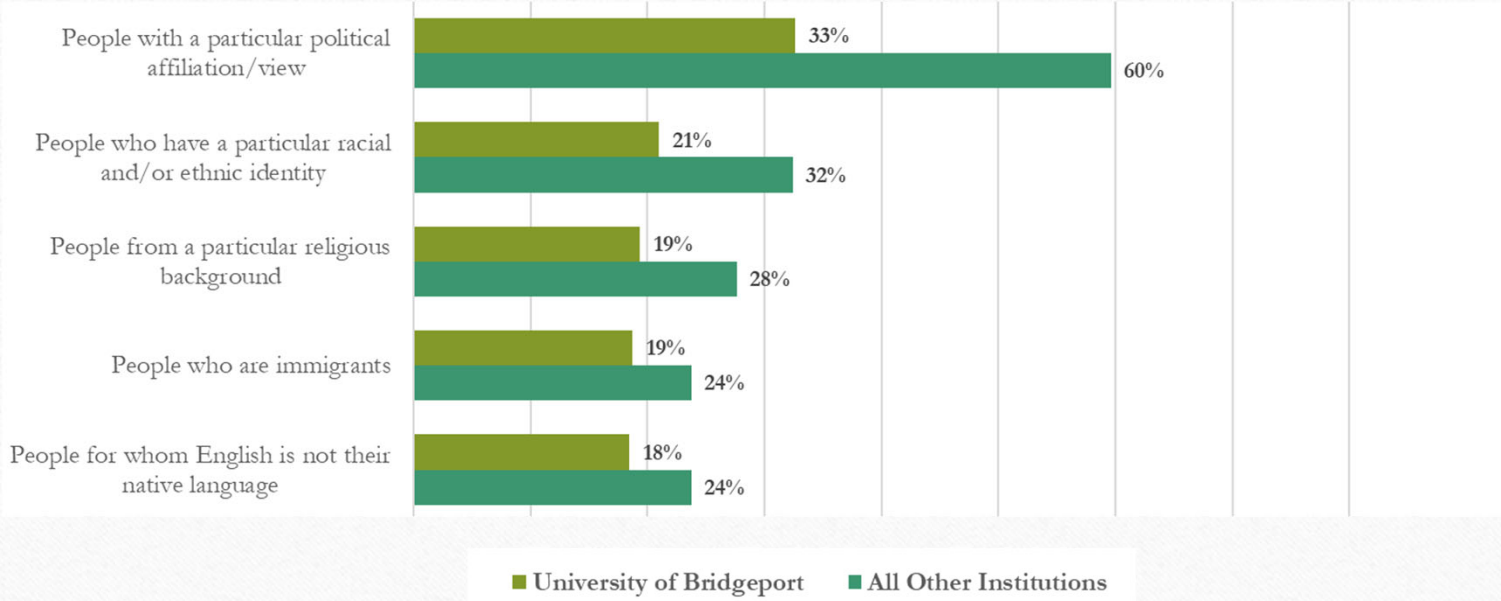
Campus Climate for Diversity and Equity



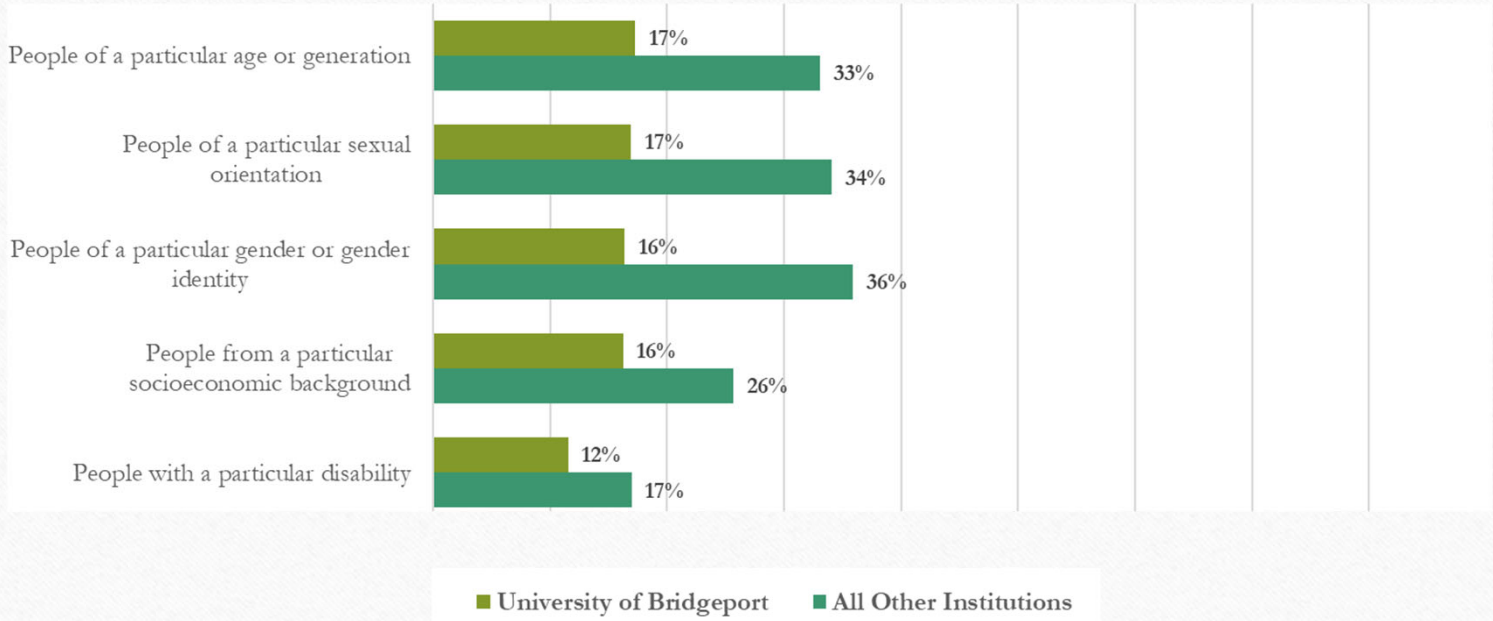
Negative Experiences

Insensitive or Disparaging Remarks

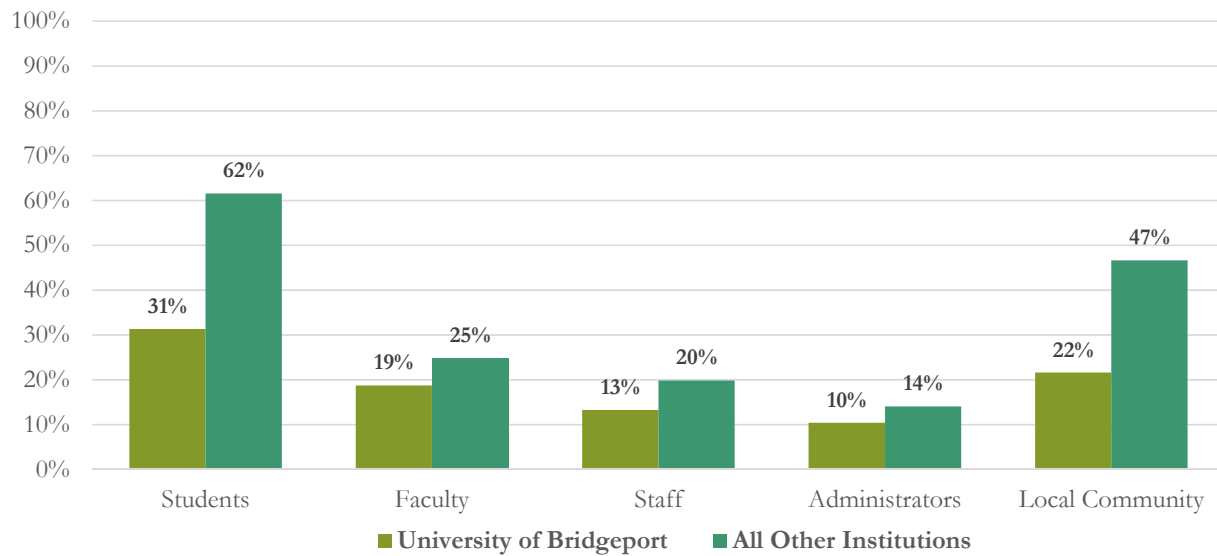
During your time at this institution, about how often have you heard someone make an insensitive or disparaging remark about: % Sometimes, Often, or Very often



During your time at this institution, about how often have you heard someone make an insensitive or disparaging remark about: % Sometimes, Often, or Very often



Source of Insensitive/Disparaging Remarks (% of Respondents Who Selected Each Source)



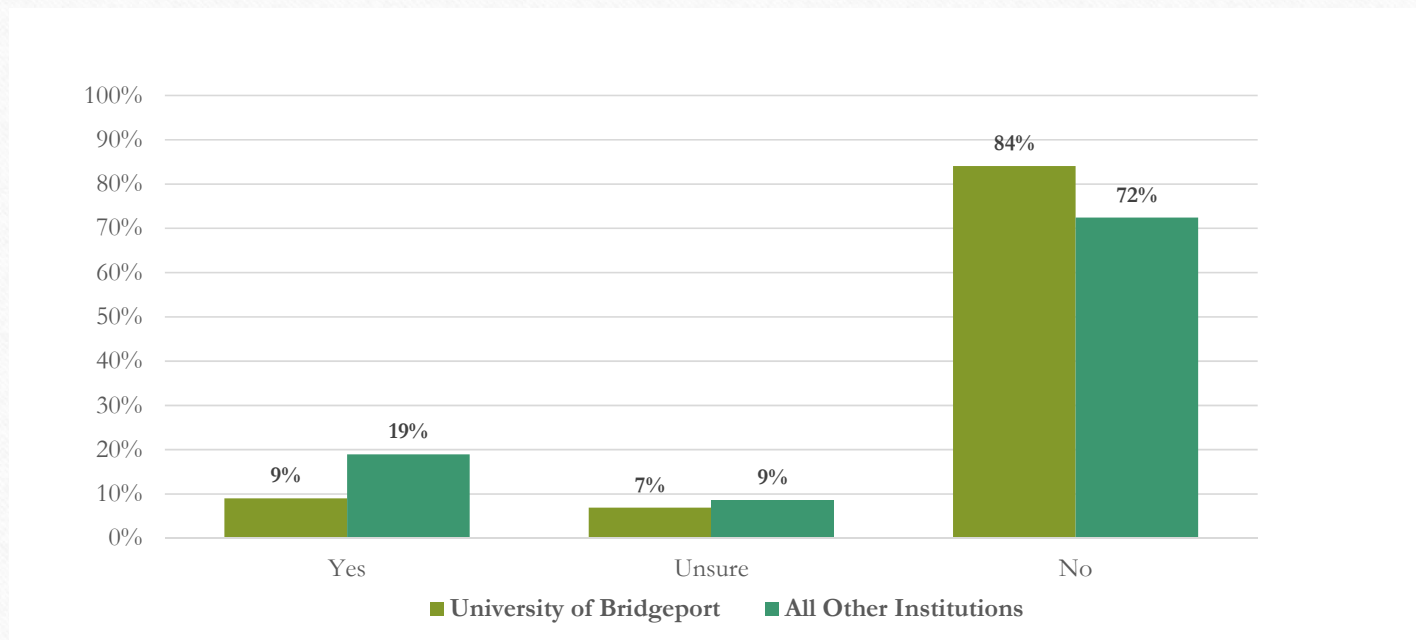
Negative Experiences

Harassment and Discrimination

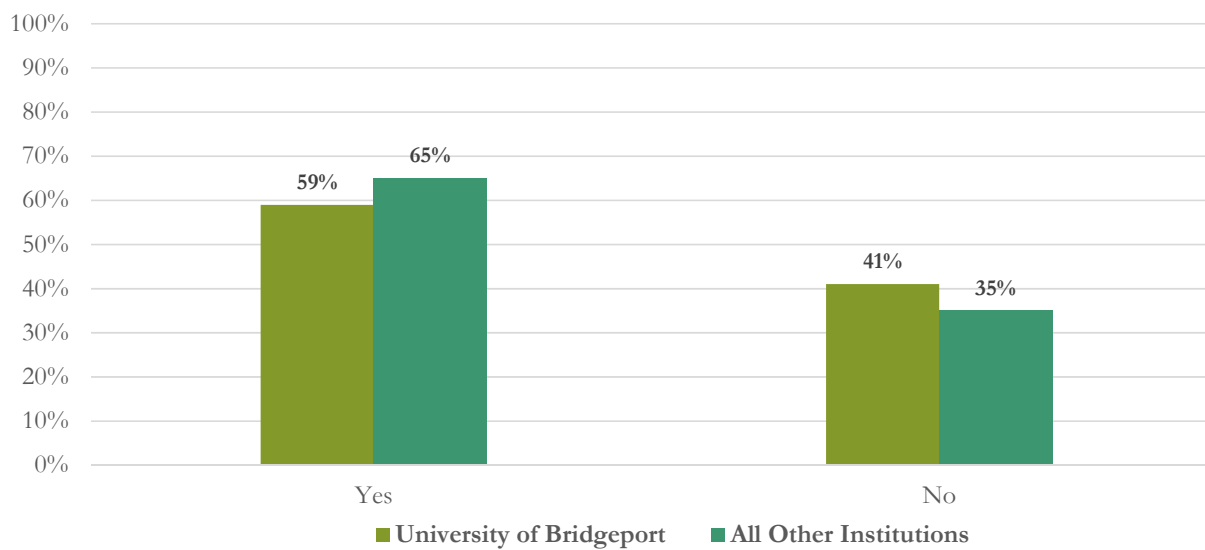
In the survey, respondents saw the following definitions of discrimination and harassment:

- **Discrimination** is the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.
- **Harassment** is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs.

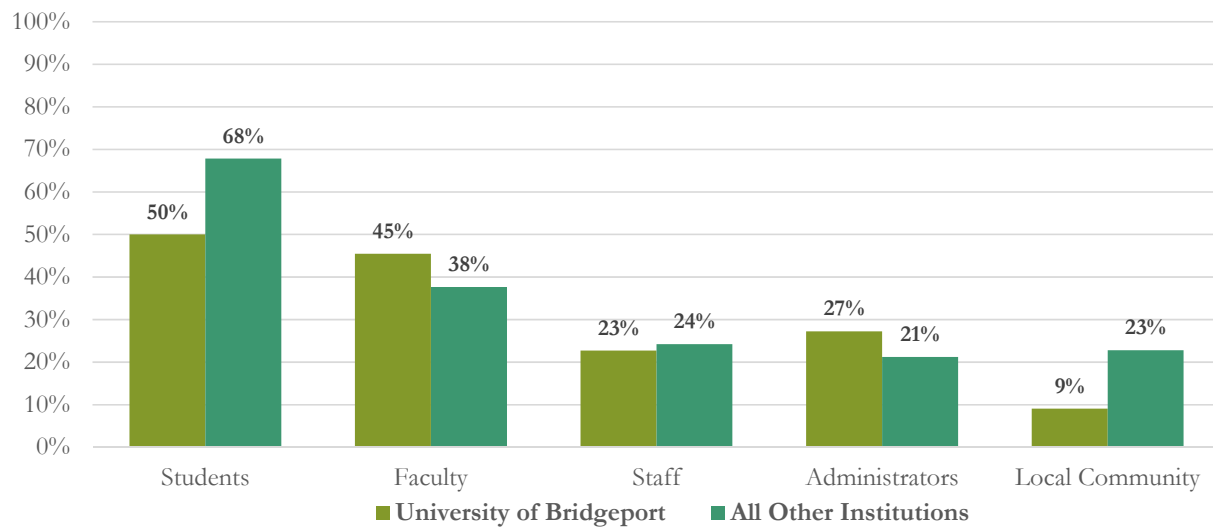
Have you ever been discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution?



Did any of these incidents of discrimination or harassment at this institution occur in the last year?



Source of Discrimination/Harassment (% of Respondents Who Selected Each Source)

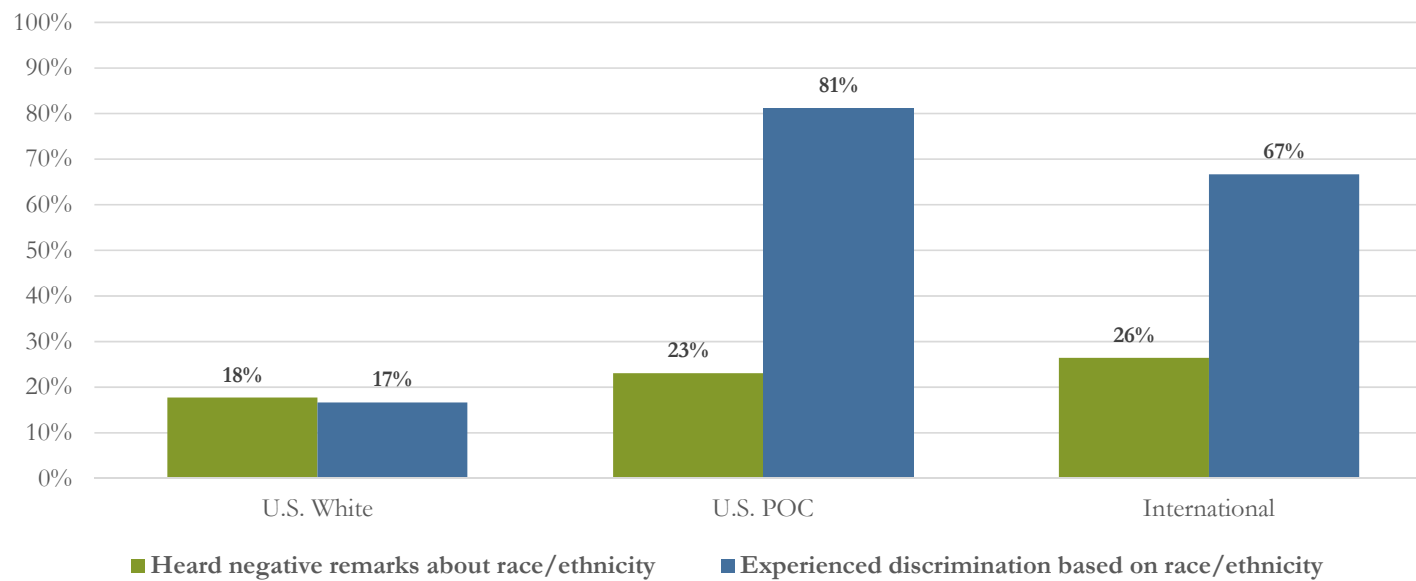


Disparities in Experiences by Group

Your Institution

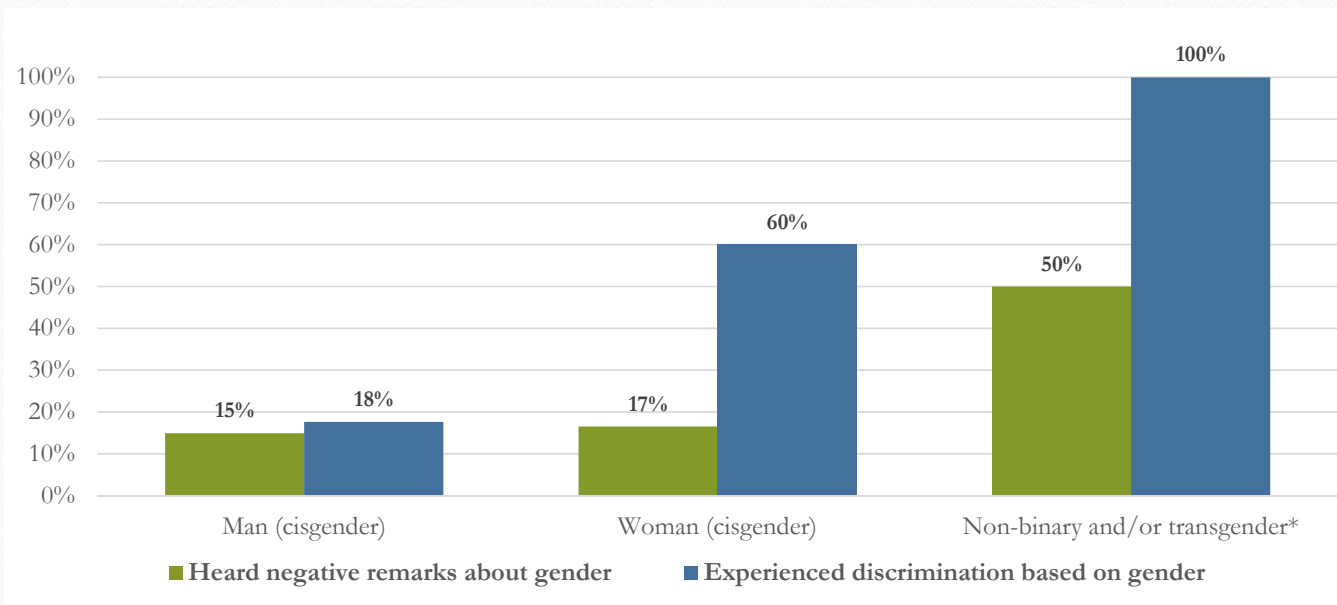
Negative Experiences Related to Race/Ethnicity

% Sometimes, Often, or Very Often



Negative Experiences Related to Gender

% Sometimes, Often, or Very Often



Possible Areas of Concern

Climate and Support

Campus Climate for Diversity and Equity		
LGBQ+ individuals	← have <i>substantially less</i> positive views of campus climate than →	heterosexual individuals
individuals with a temporary disability	← →	individuals with a long-term disability, individuals without a disability
Institutional Support for Diversity and Equity		
staff/administrators	← perceive →	undergraduate students, faculty
LGBQ+ individuals	← <i>substantially less</i> institutional support →	heterosexual individuals
liberal individuals	← than →	conservative individuals
middle-of-the-road individuals	← →	conservative individuals
individuals with a temporary disability	← →	individuals with a long-term disability, individuals without a disability

Negative Experiences

Insensitive or Disparaging Remarks		
staff/administrators	←	graduate students
international individuals	←	U.S. white individuals
LGBQ+ individuals	←	heterosexual individuals
individuals with religious identities outside of Christianity	←	Christians, individuals with no religious affiliation
individuals with a long-term disability	←	individuals without a disability
	hear <i>substantially more</i> insensitive or disparaging remarks than	
Discrimination or Harassment		
middle-of-the-road individuals	←	conservative individuals
individuals with a long-term disability	←	individuals without a disability
individuals with a temporary disability	←	individuals without a disability
	experienced <i>substantially more</i> discrimination or harassment than	

Campus Climate for Diversity and Equity

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ² vs. All Other 4-Year Private Institutions		n	Mean	n	Mean
			vs. All Other Institutions	vs. All Other Institutions				
Results by Role								
Undergraduate Students	202	3.88	↑	↑	27,711	3.64	27,474	3.68
Graduate Students	86	4.02	↑↑	↑	5,015	3.70	1,540	3.78
Faculty	85	4.03	↑↑	↑↑↑	5,787	3.58	7,292	3.52
Staff	42	3.82	↑	↑	6,894	3.70	7,922	3.65
Administrators	13	4.13	↑↑	↑↑↑	1,908	3.78	1,946	3.62

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference
 ↑↑ Medium positive difference
 ↑ Small positive difference
 ≈ No difference
 ↓↓↓ Large negative difference
 ↓↓ Medium negative difference
 ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	74	3.93	↑	↑	22,588	3.72	17,265	3.75
	U.S. Persons of Color	175	3.96	↑↑↑	↑↑	8,411	3.45	9,839	3.58
	International	33	3.86	↑	↑	1,476	3.67	1,632	3.70
All Employees	U.S. White	91	4.03	↑↑	↑↑	11,613	3.71	12,973	3.64
	U.S. Persons of Color	45	3.89	↑↑	↑↑	2,567	3.47	3,547	3.47
	International	0	-			99	3.74	167	3.69

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Gender									
All Students	Men (cisgender)	91	3.83	≈	≈	13,144	3.78	9,146	3.74
	Women (cisgender)	191	3.99	↑↑	↑↑	18,894	3.57	18,703	3.69
	Non-binary and/or transgender	3	-			592	3.06	1,051	3.21
All Employees	Men (cisgender)	62	4.07	↑↑	↑↑	6,289	3.78	6,588	3.68
	Women (cisgender)	74	3.88	↑↑	↑↑	8,089	3.58	10,284	3.55
	Non-binary and/or transgender	3	-			95	3.21	140	3.07

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

		University of Bridgeport		All Other 4-Year Private Institutions		All Other Institutions			
		n	Mean ¹	Effect Size ²		n	Mean	n	Mean
				vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	232	4.01	↑↑	↑	27,238	3.72	21,473	3.77
	LGBQ+	46	3.51	↑	≈	5,247	3.24	7,211	3.43
All Employees	Heterosexual	125	3.96	↑↑	↑↑	12,826	3.70	14,657	3.63
	LGBQ+	13	4.00	↑↑↑	↑↑↑	1,436	3.38	2,059	3.35

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	vs. All Other 4-Year Private vs. All Other Institutions		n	Mean	n	Mean	
			Institutions	Institutions					
Results by Role and Religion (Broad Categories)									
All Students	Christian	167	3.96	↑	↑	24,797	3.71	15,047	3.82
	Other religious affiliation	39	3.85	↑	↑	1,064	3.61	2,012	3.60
	No religious affiliation	50	3.85	↑↑	↑↑	5,294	3.40	9,319	3.52
All Employees	Christian	70	3.93	↑	↑	9,705	3.76	9,292	3.72
	Other religious affiliation	16	4.41	↑↑↑	↑↑↑	558	3.55	790	3.50
	No religious affiliation	39	4.05	↑↑↑	↑↑↑	3,296	3.44	5,467	3.45

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

		University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
		n		Effect Size ²		n	Mean	n	Mean
				vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Role and Political Affiliation									
All Students	Far left	20	3.81	↑↑↑	↑↑↑	1,714	3.03	2,552	3.21
	Liberal	98	3.89	↑↑↑	↑↑	8,787	3.29	10,261	3.52
	Middle-of-the-road	110	3.96	↑↑	↑	12,203	3.69	10,353	3.84
	Conservative	30	4.08	≈	↑	8,872	4.04	4,362	3.95
	Far right	6	3.71			452	4.08	408	3.97
All Employees	Far left	5	3.70			951	3.15	1,413	3.12
	Liberal	67	3.99	↑↑↑	↑↑↑	5,381	3.46	6,961	3.47
	Middle-of-the-road	41	3.91	↑	↑	4,773	3.74	5,463	3.75
	Conservative	24	4.31	↑	↑↑↑	3,021	4.08	2,535	3.86
	Far right	0	-			63	3.99	94	3.76

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	17	3.74	↑↑	↑	2,599	3.28	2,995	3.45
	Temporary disability	7	3.32			576	3.46	633	3.55
	No disability	261	3.96	↑↑	↑	29,441	3.68	25,217	3.72
All Employees	Long-term disability	7	3.75			757	3.49	975	3.36
	Temporary disability	3	-			257	3.45	269	3.46
	No disability	129	4.01	↑↑	↑↑	13,489	3.68	15,775	3.61

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	vs. All Other 4-Year Private vs. All Other Institutions		n	Mean	n	Mean
			Institutions	Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
African	6	3.46			277	3.51	456	3.49
African American/Black	48	3.83	↑↑↑	↑↑	1,286	3.31	2,745	3.49
Alaska Native	0	-			8	3.72	10	3.45
Asian	22	4.43	↑↑↑↑	↑↑↑↑	1,218	3.74	1,533	3.89
Asian American	4	-			438	3.43	417	3.57
Caribbean/West Indian	14	4.13	↑↑↑↑	↑↑↑↑	98	3.38	165	3.37

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference
 ↑↑ Medium positive difference
 ↑ Small positive difference
 ≈ No difference
 ↓↓ Large negative difference
 ↓ Medium negative difference
 ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
Hispanic or Latino/a	49	4.15	↑↑↑	↑↑	1,882	3.50	2,203	3.73
Latin American	9	4.78			184	3.56	239	3.78
Middle Eastern	10	3.83	≈	≈	241	3.73	352	3.83
Native American/American Indian	0	-			110	3.66	193	3.63
Native Hawaiian or other Pacific Islander	0	-			177	3.51	49	3.92

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference
 ↑↑ Medium positive difference
 ↑ Small positive difference
 ≈ No difference
 ↓↓↓ Large negative difference
 ↓↓ Medium negative difference
 ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
South Asian	10	3.35	↓	↓	142	3.46	211	3.54
Southeast Asian	3	-			76	3.67	106	3.54
White	167	3.98	↑↑	↑↑	34,471	3.72	30,412	3.70
Some other race or ethnicity	11	2.86	↓↓↓	↓↓↓	573	3.52	723	3.36
Multiple race/ethnicity categories	64	3.92	↑↑↑	↑↑	5,562	3.42	5,593	3.46

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Sexual Orientation (Detailed Categories, Students and Employees)								
Asexual	15	3.52	↓	↓	948	3.65	1,167	3.78
Bisexual	10	3.78	↑↑↑	↑↑	2,358	3.21	3,300	3.41
Gay	8	3.63	↑↑↑	↑↑	866	3.31	1,074	3.43
Lesbian	9	3.78			476	3.24	836	3.43
Pansexual	5	3.65			490	3.15	780	3.32
Queer	4	-			507	2.86	797	2.98
Questioning	5	3.55			565	3.17	673	3.34
Straight (Heterosexual)	357	3.99	↑↑	↑↑	40,064	3.72	36,130	3.72

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Agnostic	27	3.78	↑↑	↑↑	3,175	3.41	4,813	3.49
Atheist	24	4.04	↑↑↑	↑↑↑	2,025	3.40	3,655	3.47
Baptist	23	3.75	≈	↓	770	3.74	2,247	3.86
Buddhist	4	-			337	3.48	485	3.69
Catholic	120	4.04	↑	↑	7,329	3.80	7,690	3.79
The Church of Jesus Christ of Latter-day Saints	1	-			18,612	3.69	1,043	4.06

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Episcopalian	5	3.90			337	3.67	603	3.59
Hindu	13	3.85	≈	↑	233	3.80	237	3.73
Jehovah's Witness	1	-			34	3.73	86	3.78
Jewish	15	4.05	↑↑↑↑	↑↑↑↑	541	3.54	1,117	3.36
Lutheran	4	-			1,211	3.86	940	3.80
Methodist	5	4.25			765	3.80	1,304	3.75

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Campus Climate for Diversity and Equity by Demographic Categories

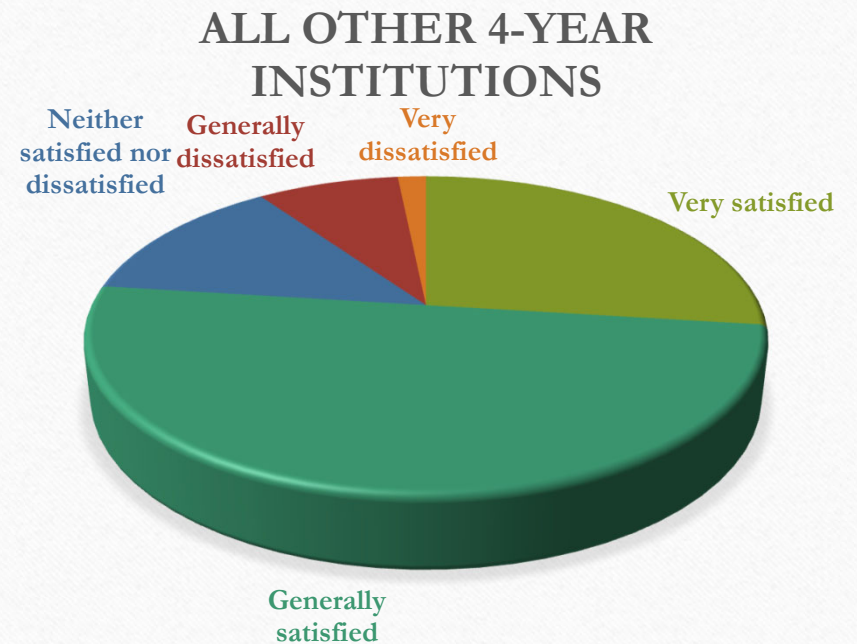
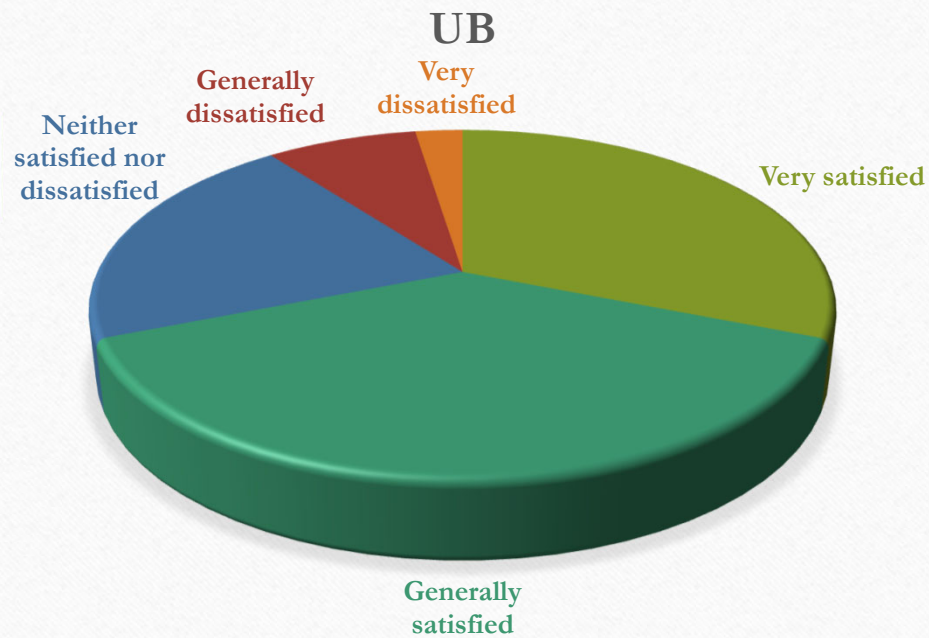
	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	vs. All Other 4-Year Private Institutions		n	Mean	n	Mean
			Institutions	Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Methodist	5	4.25			765	3.80	1,304	3.75
Muslim	23	3.95	↑↑	↑	416	3.57	684	3.79
Nondenominational Christian	27	3.83	↑	≈	2,399	3.63	3,802	3.78
Orthodox Christian	5	3.25			285	3.85	467	3.82
Other Christian	39	4.05	↑↑	↑	1,440	3.67	2,592	3.79
Presbyterian	7	3.57			456	3.79	838	3.76
Spiritual, but not religious	38	3.99	↑↑↑	↑↑	2,800	3.43	4,403	3.53

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

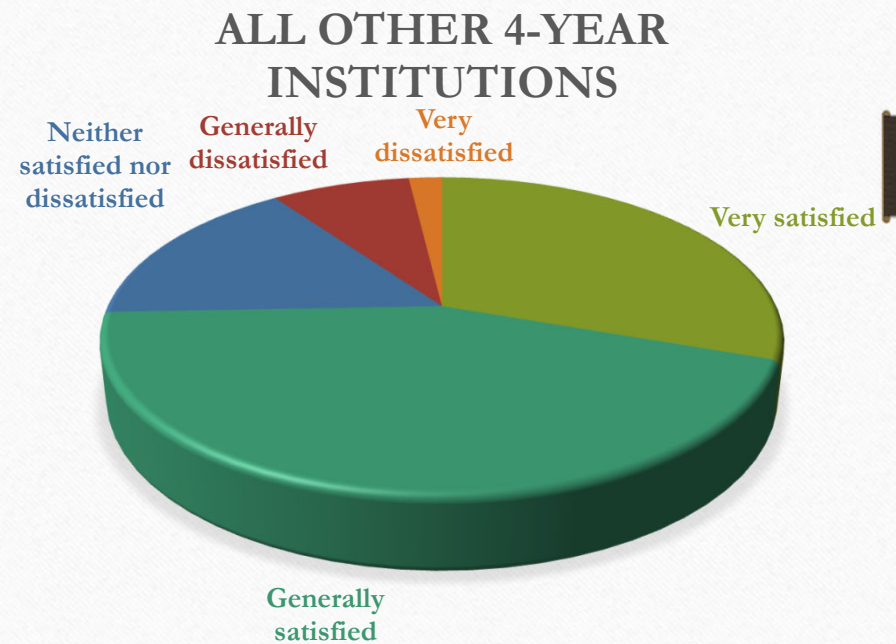
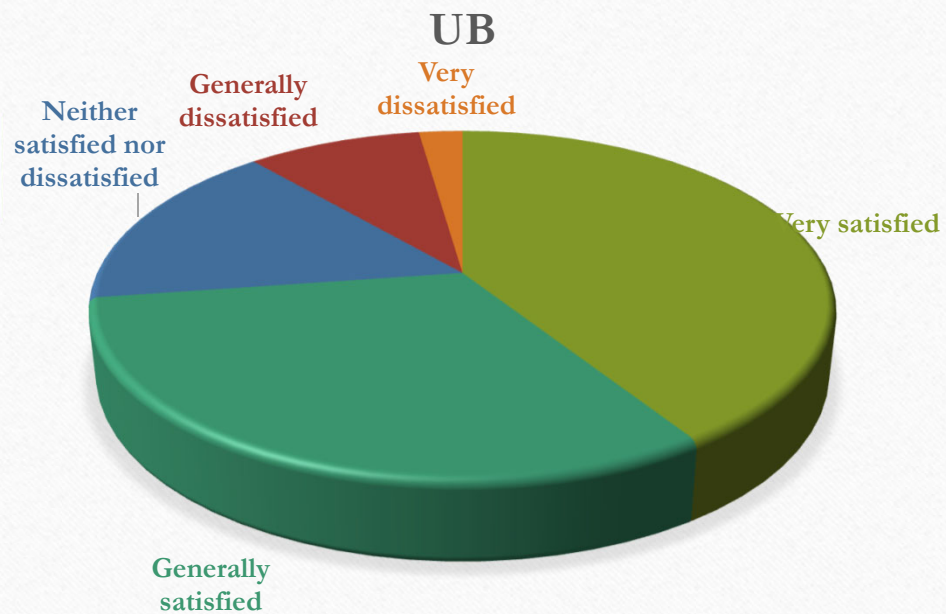
↑↑↑ Large positive difference
 ↑↑ Medium positive difference
 ↑ Small positive difference
 ≈ No difference
 ↓↓ Large negative difference
 ↓ Medium negative difference
 ↓ Small negative difference

Satisfaction with Campus Climate for Diversity and Equity

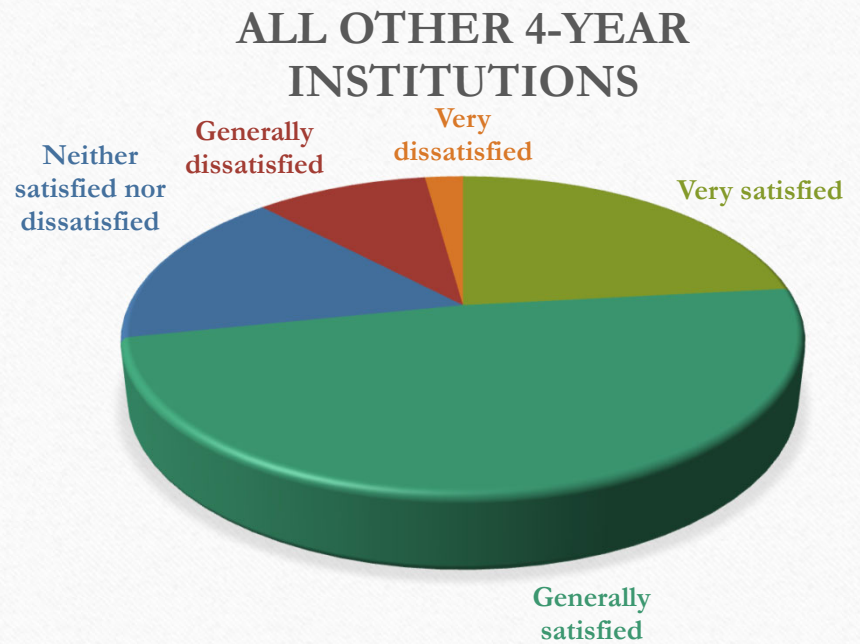
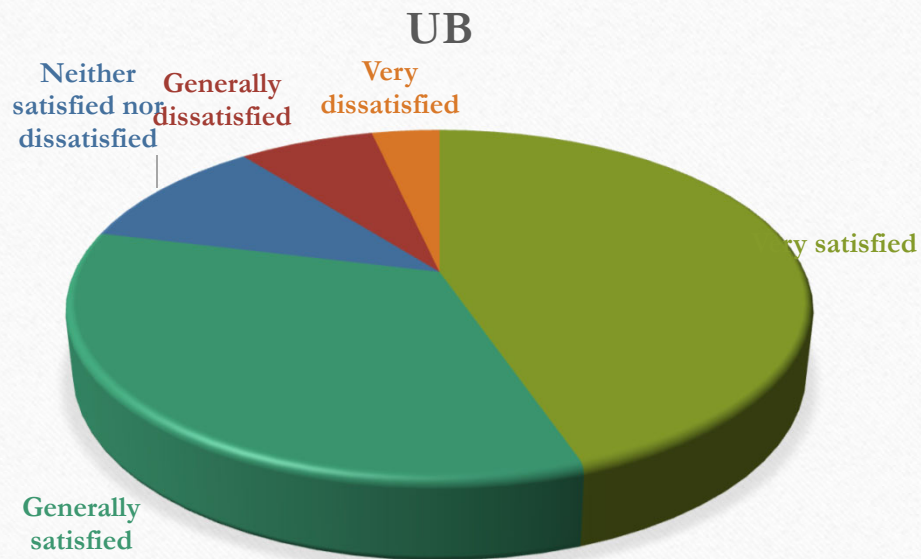
Overall Campus Climate: *Undergraduate Students*



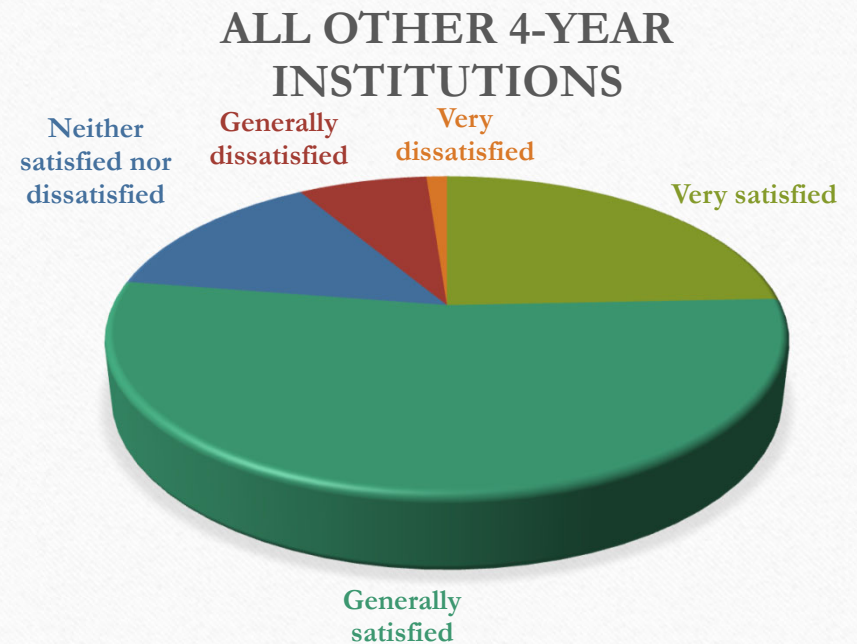
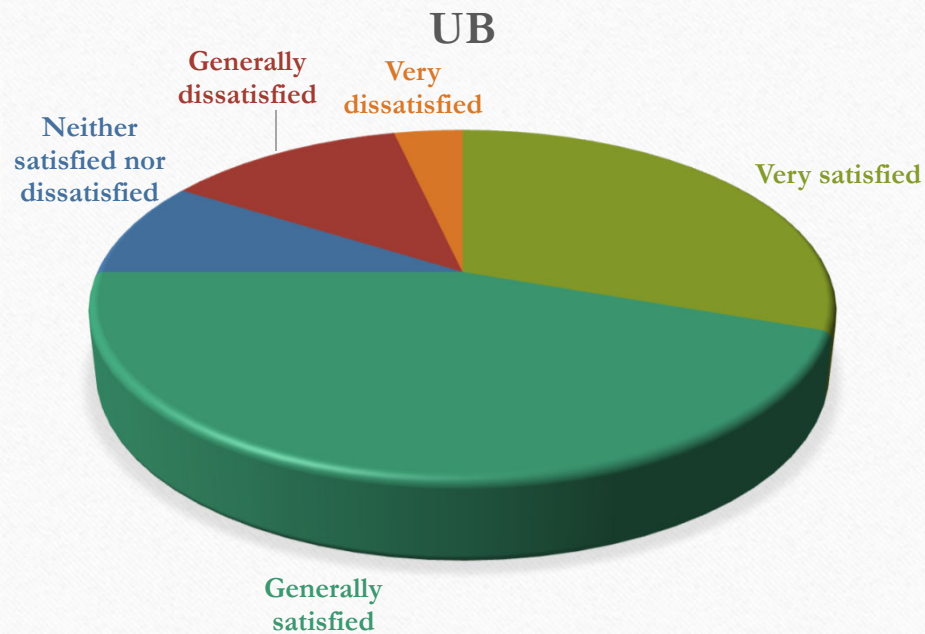
Overall Campus Climate: *Graduate Students*



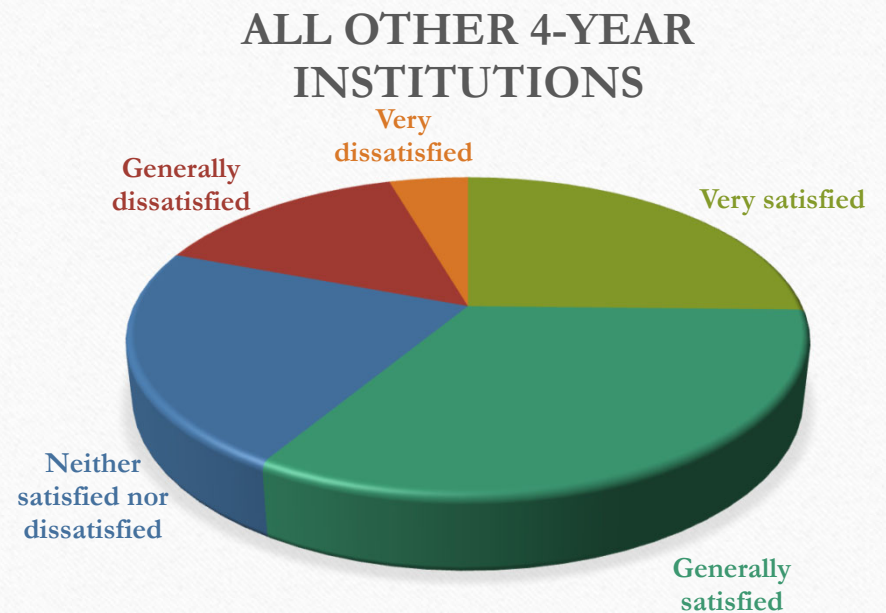
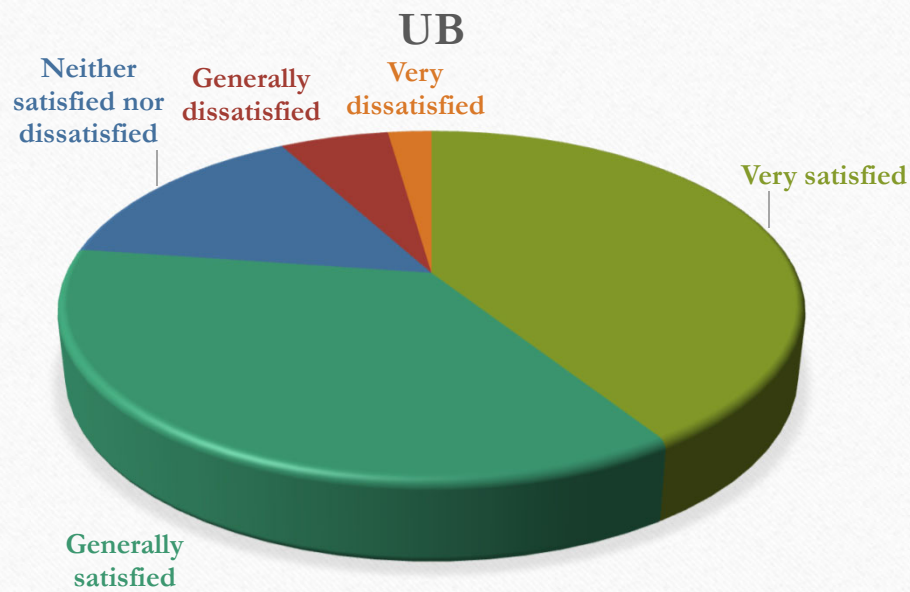
Overall Campus Climate: *Faculty*



Overall Campus Climate: *Staff/ Administrators*

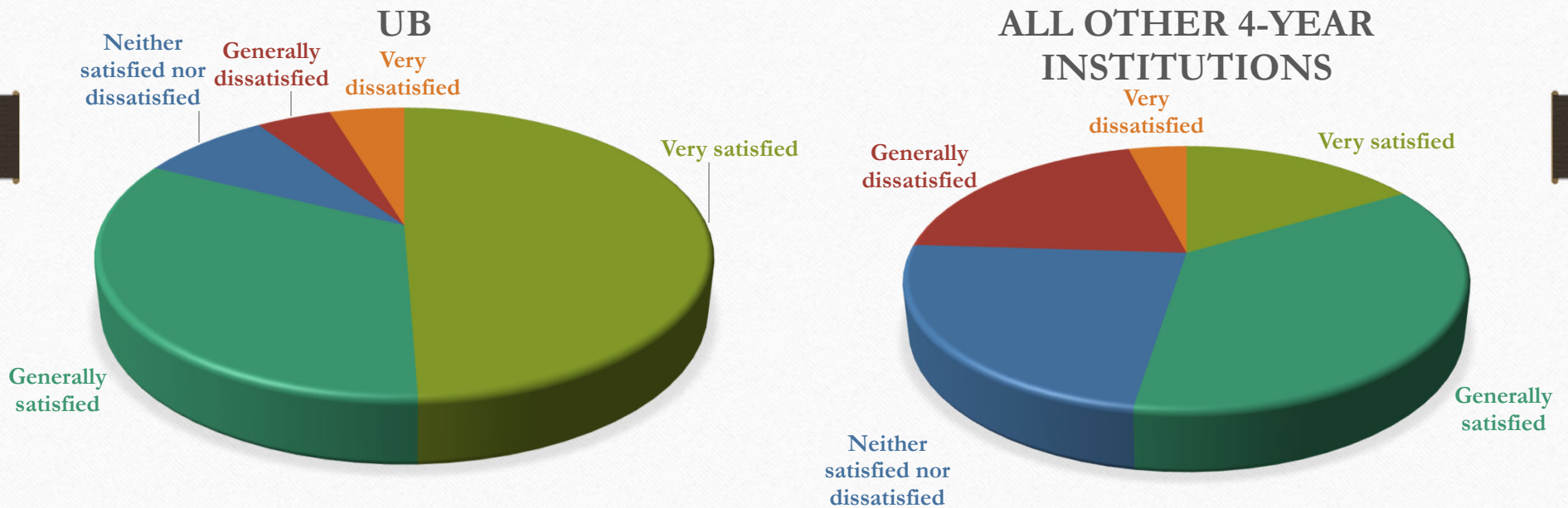


The campus experience/environment regarding diversity at University of Bridgeport: *Graduate Students*

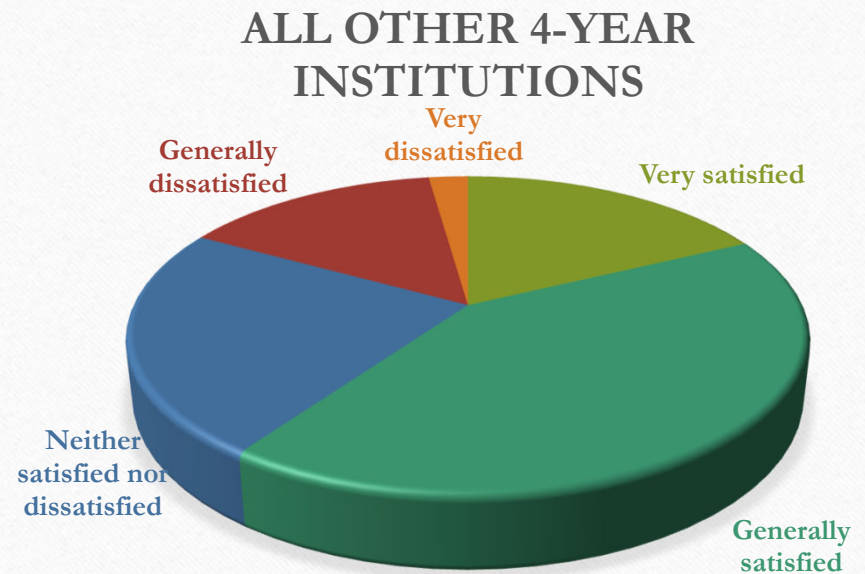
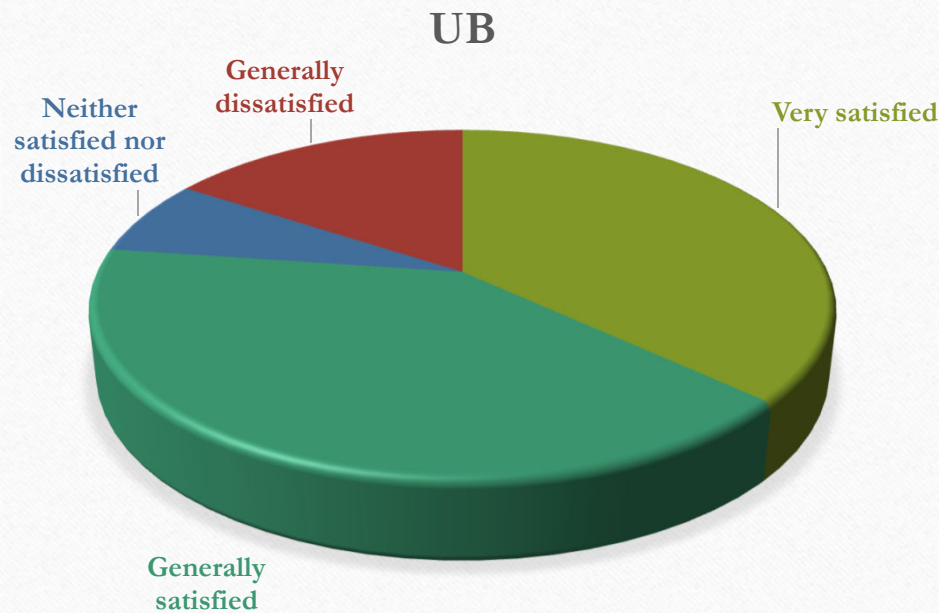


The campus experience/environment regarding diversity at University of Bridgeport:

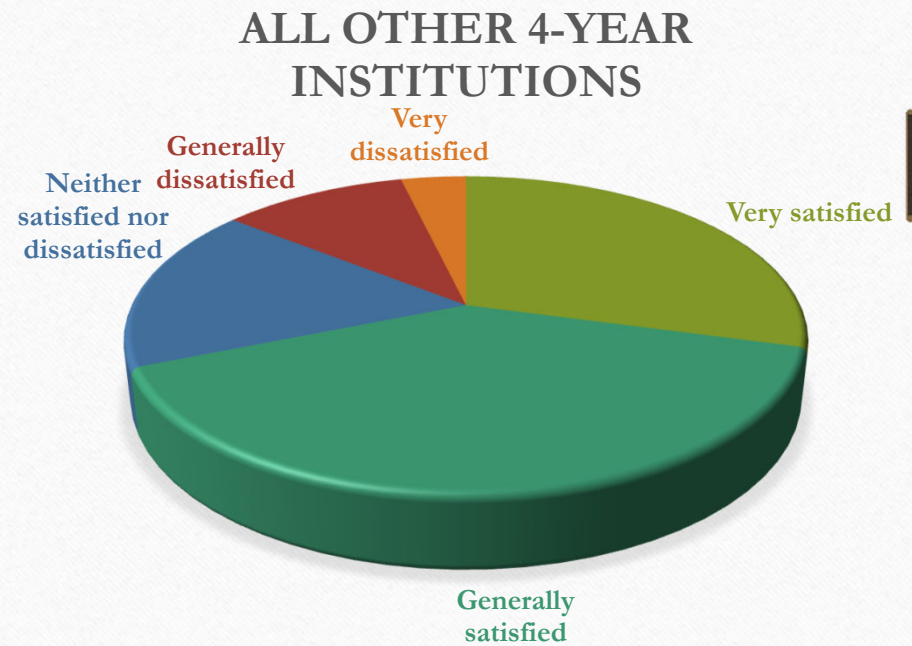
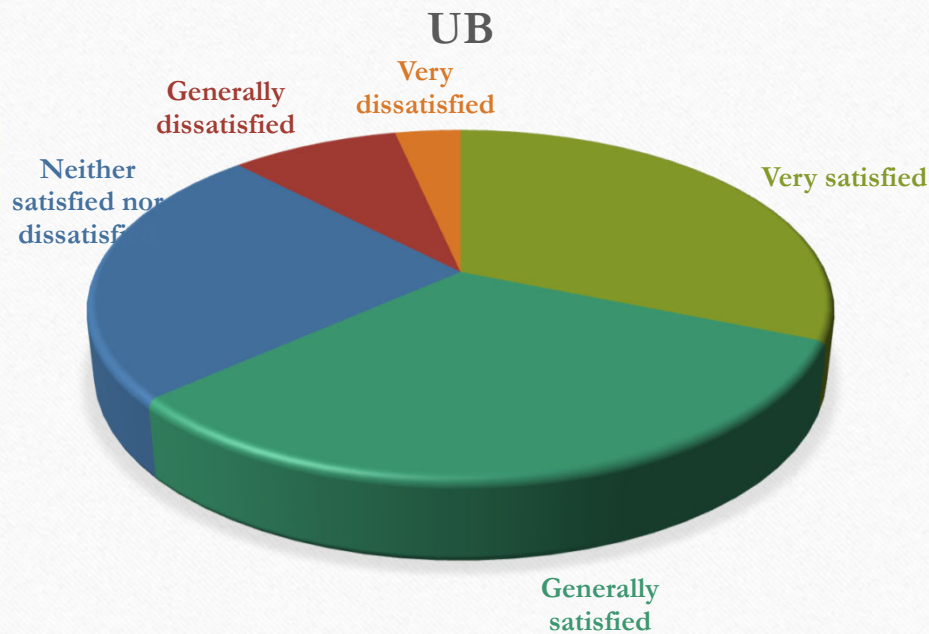
Faculty



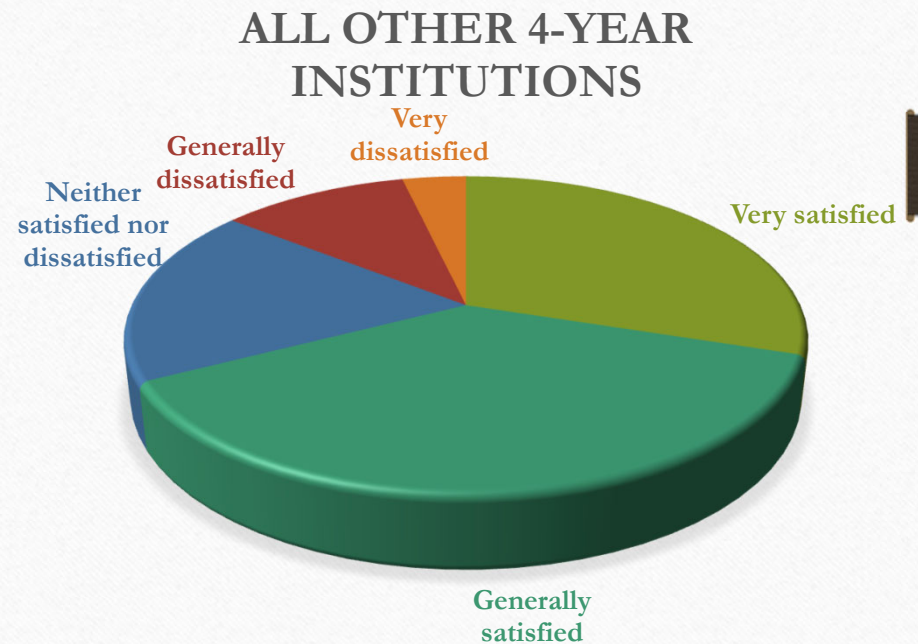
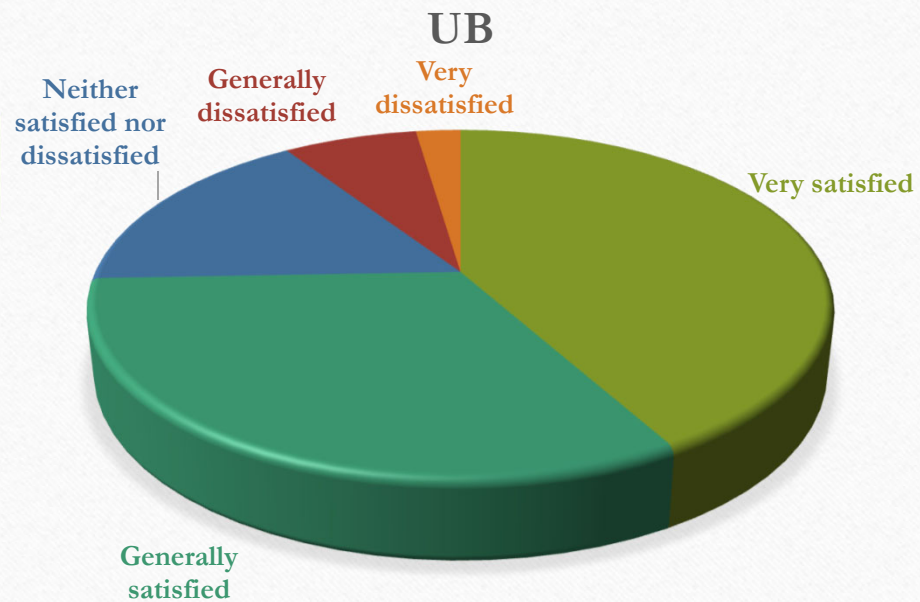
The campus experience/environment regarding diversity at University of Bridgeport: *Staff/ Administrators*



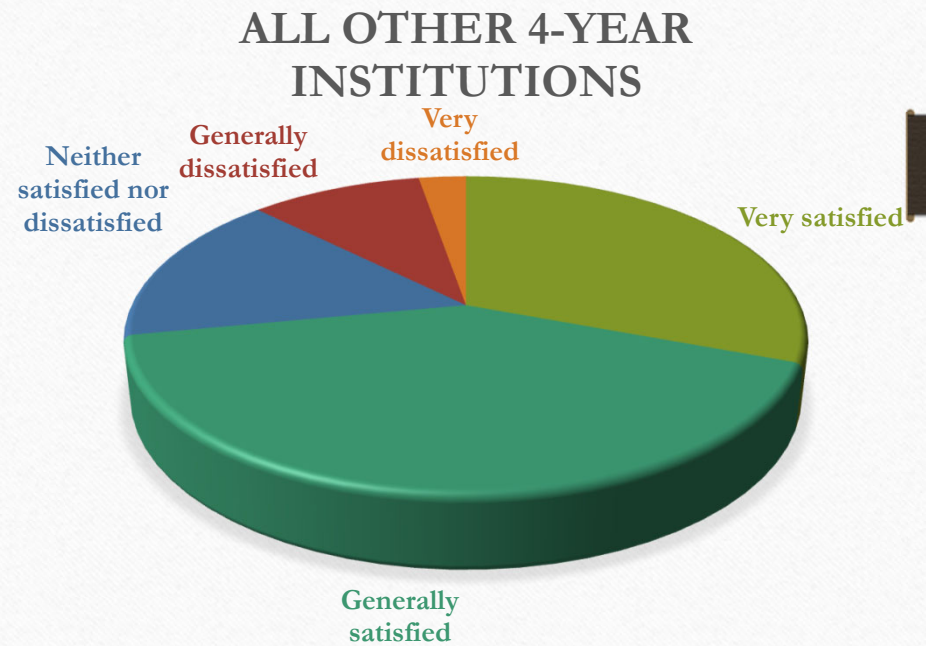
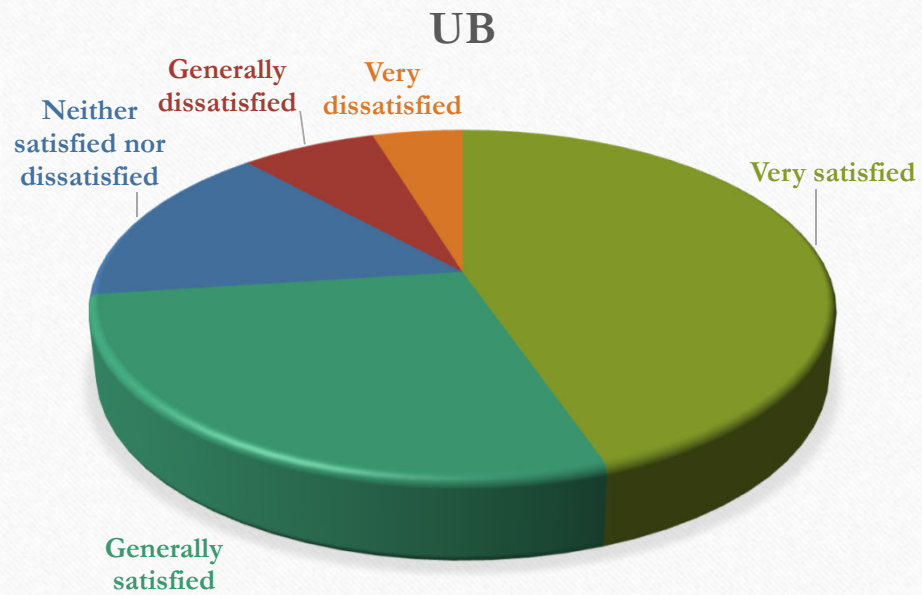
The extent to which you experience a sense of belonging or community at University of Bridgeport:
Undergraduate Students



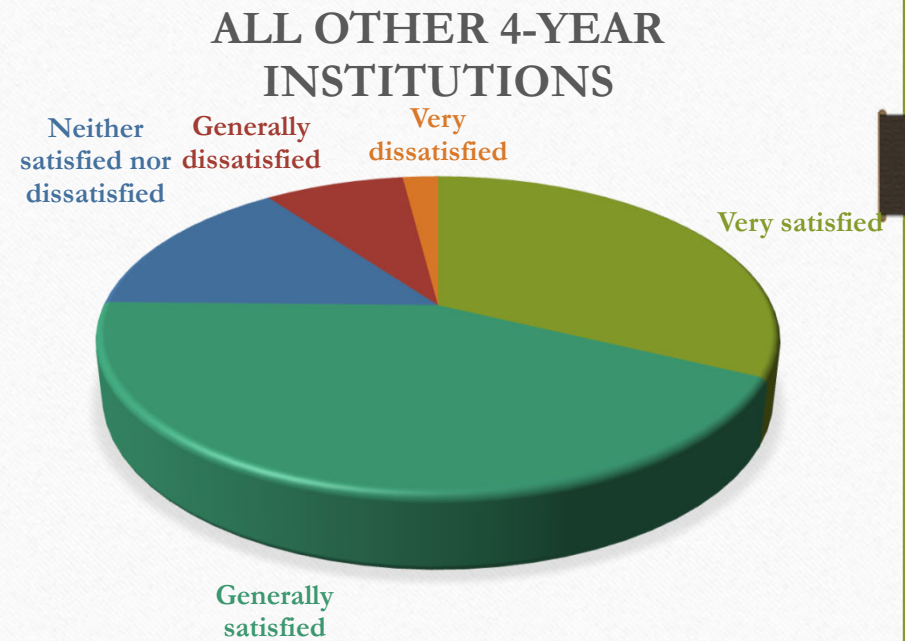
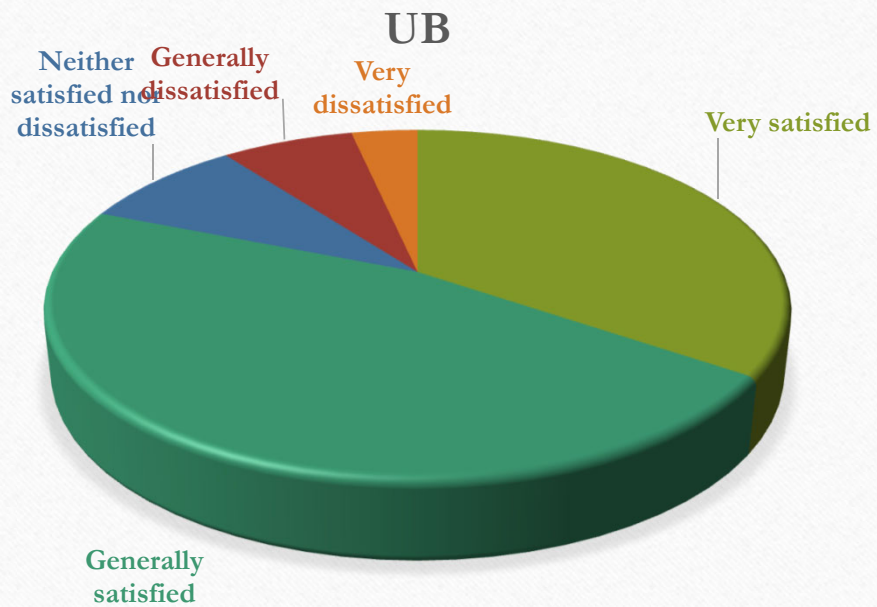
The extent to which you experience a sense of belonging or community at University of Bridgeport:
Graduate Students



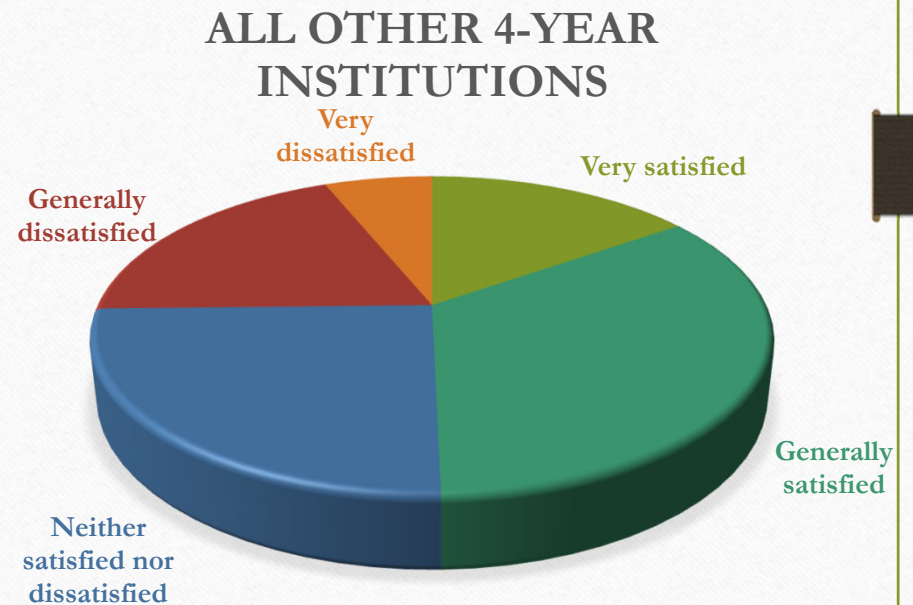
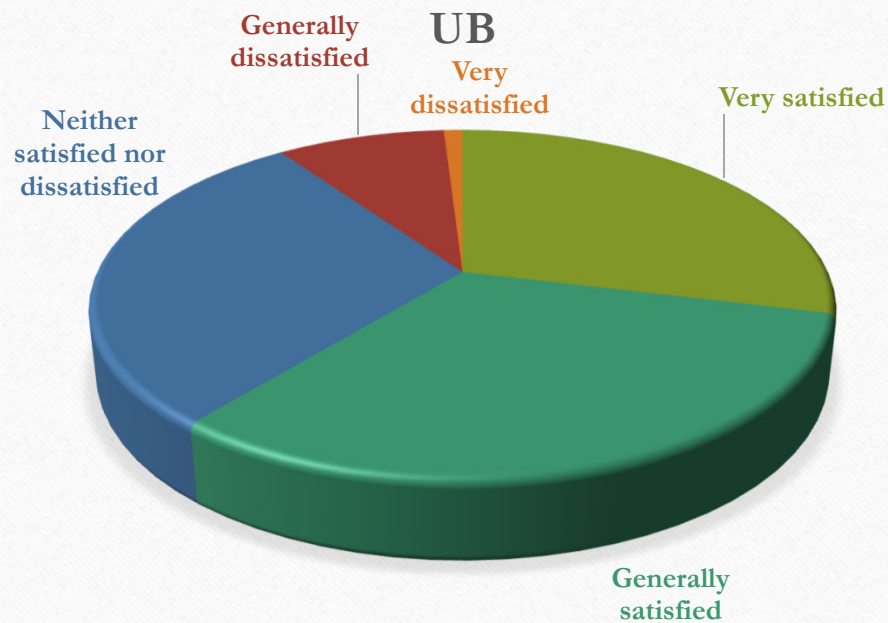
The extent to which you experience a sense of belonging or community at University of Bridgeport:
Faculty



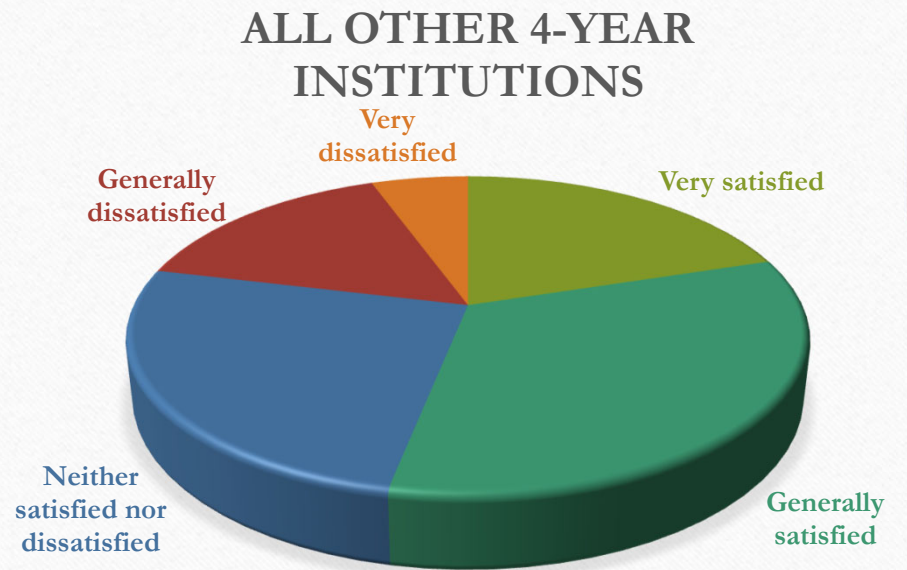
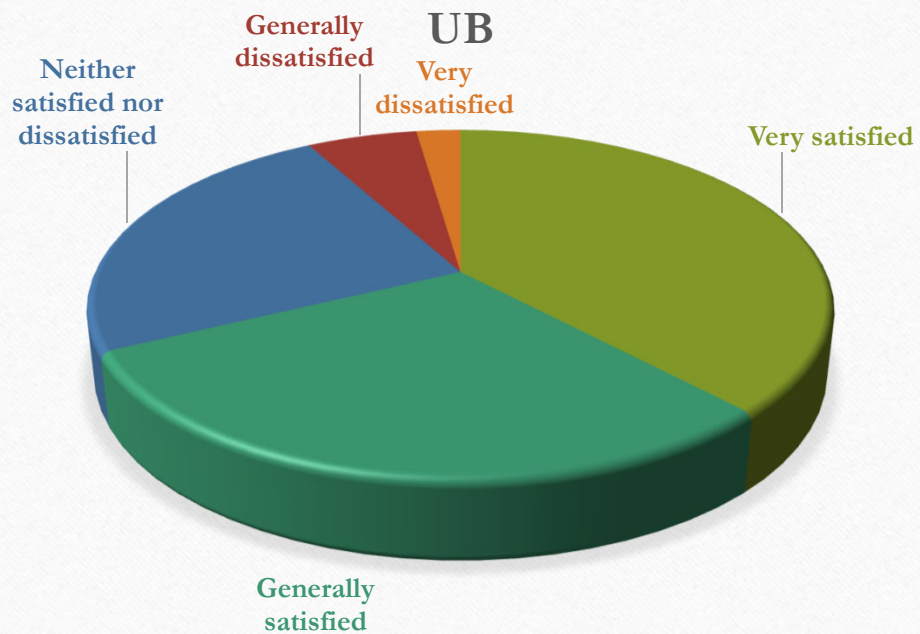
The extent to which you experience a sense of belonging or community at University of Bridgeport:
Staff/ Administrators



The extent to which you feel all community members experience a sense of belonging or community at University of Bridgeport:
Undergraduate Students

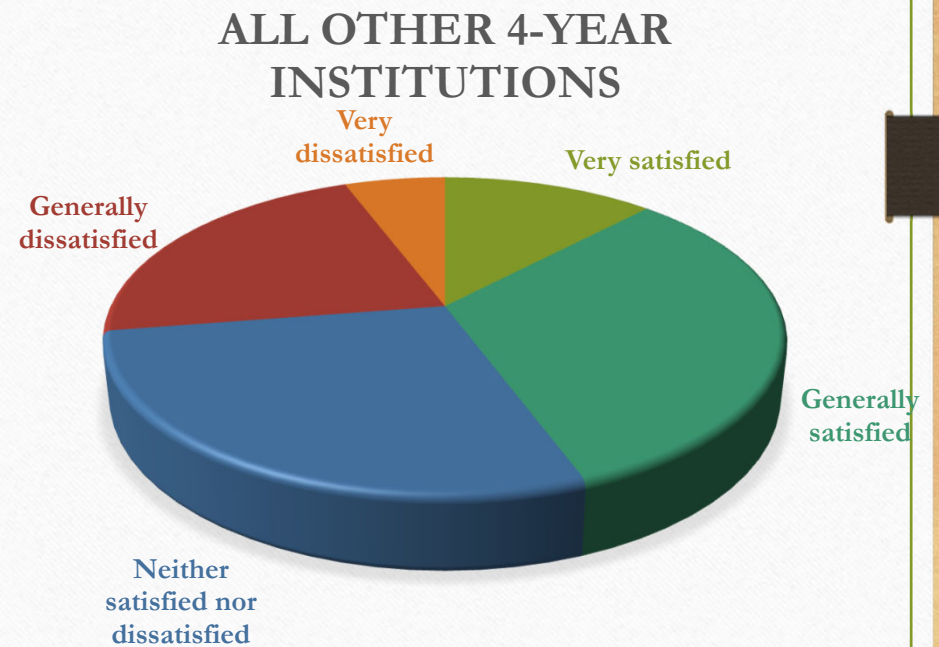
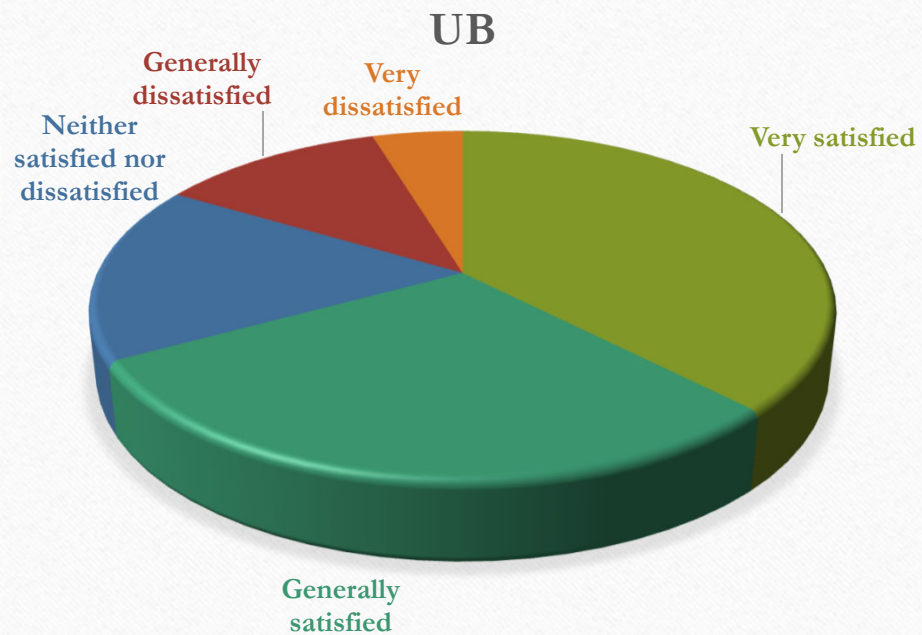


The extent to which you feel all community members experience a sense of belonging or community at University of Bridgeport:
Graduate Students

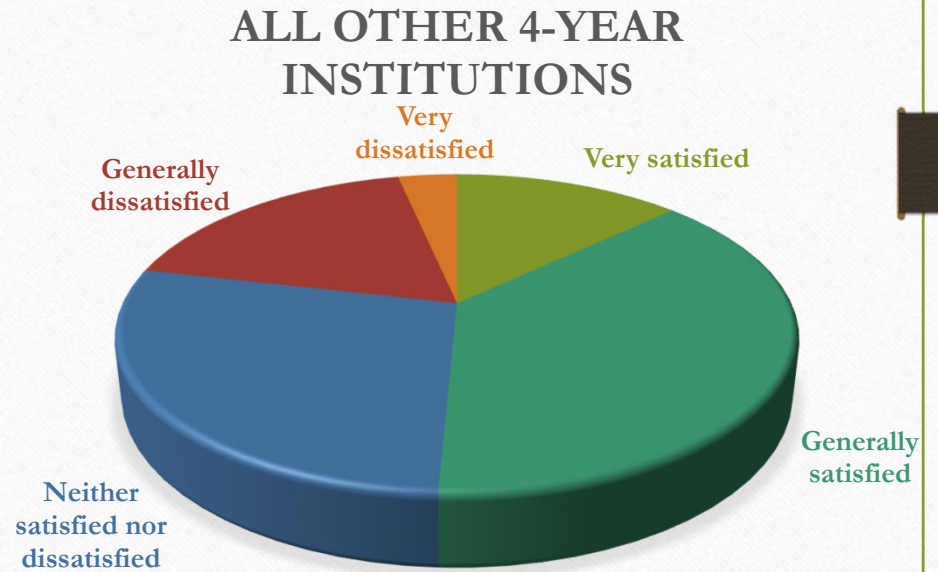
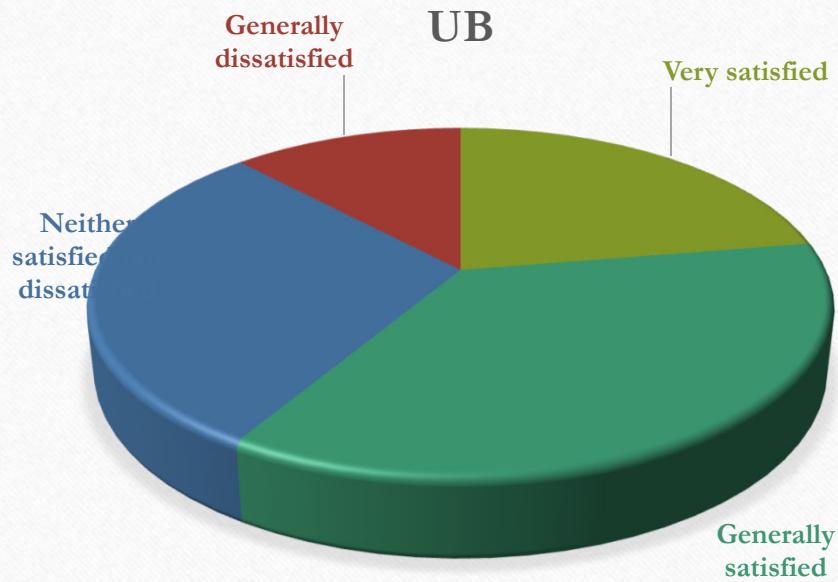


The extent to which you feel all community members experience a sense of belonging or community at University of Bridgeport:

Faculty

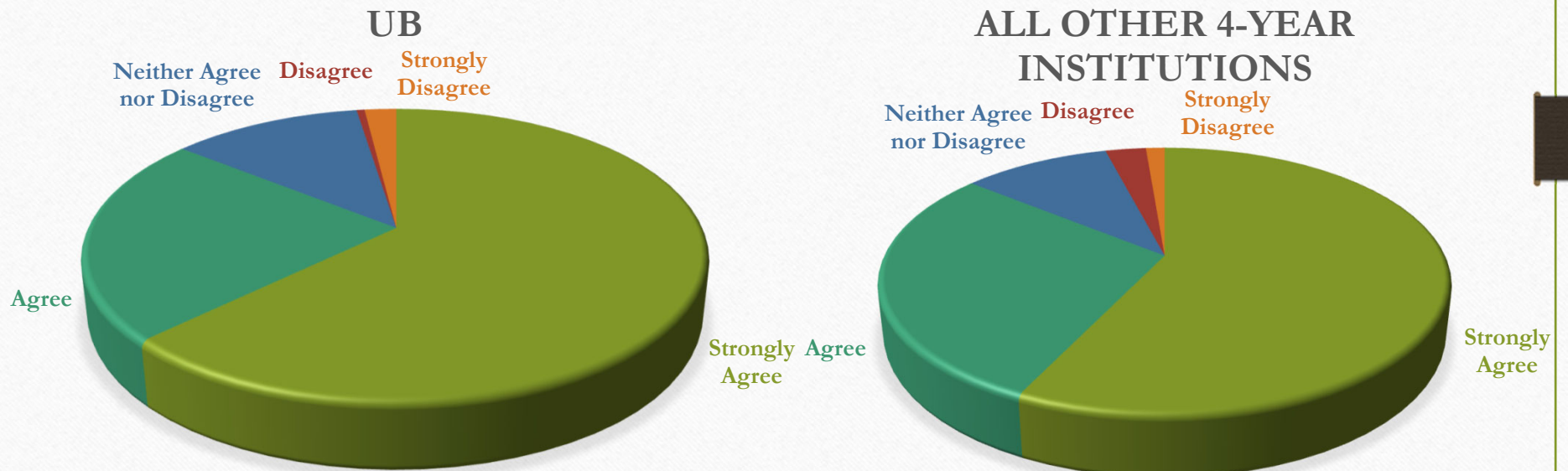


The extent to which you feel all community members experience a sense of belonging or community at University of Bridgeport:
Staff/ Administrators



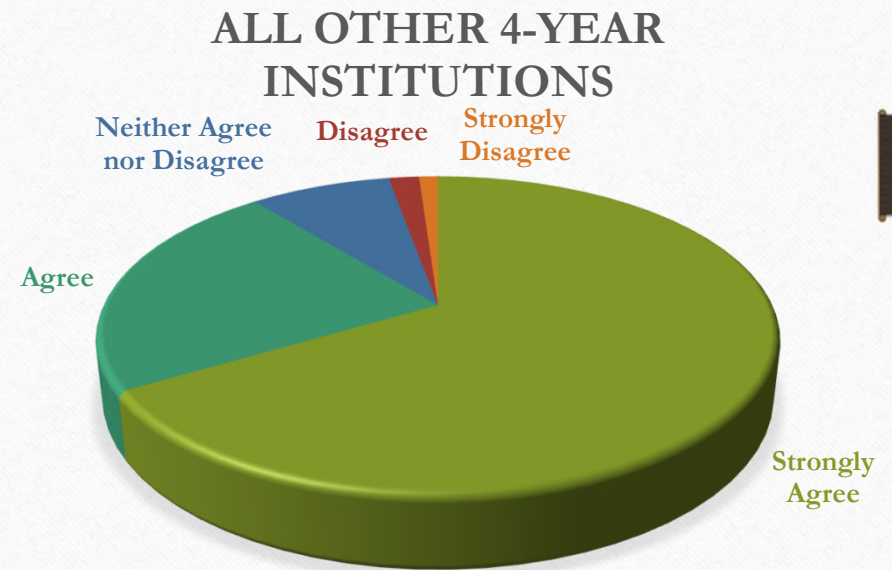
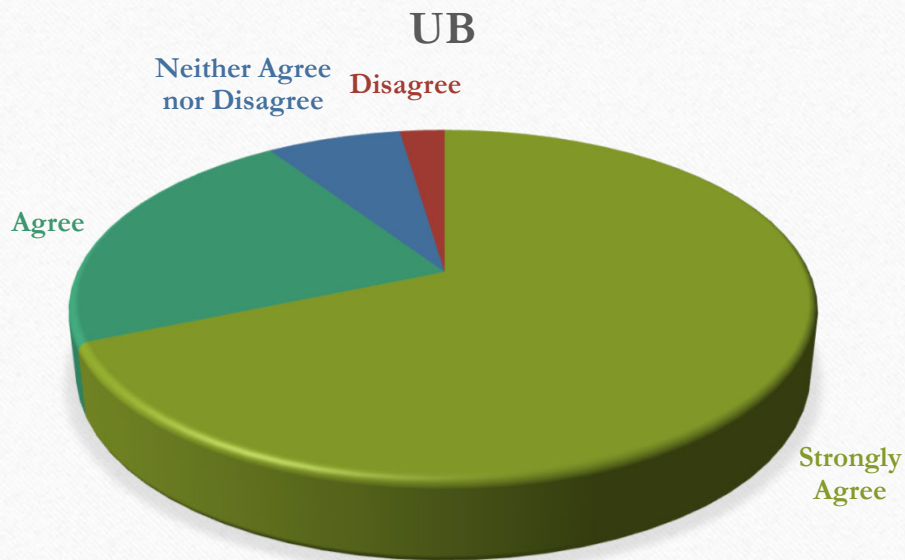
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

Undergraduate Students



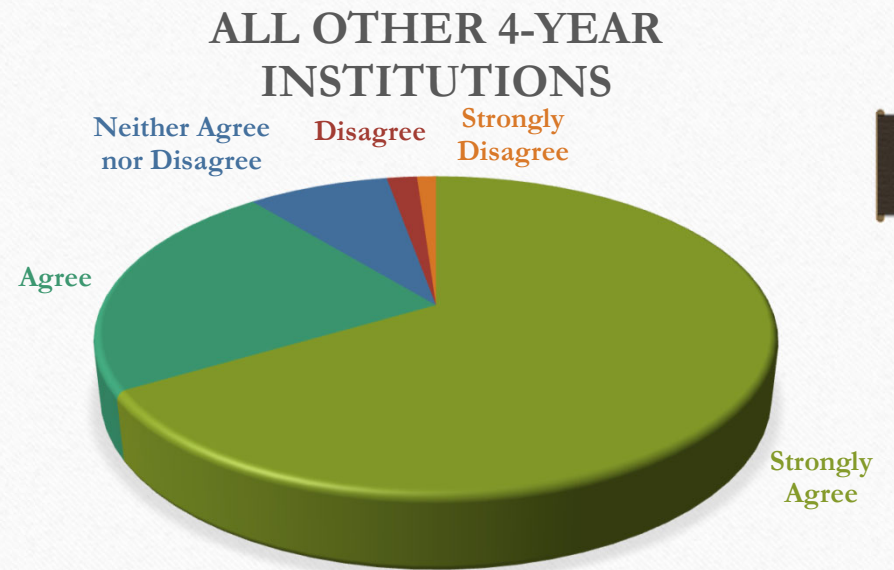
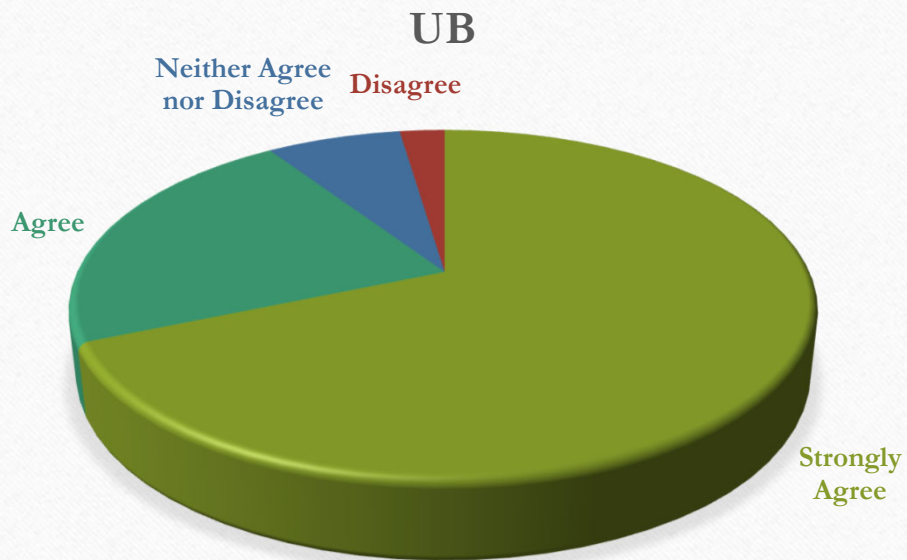
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

Graduate Students



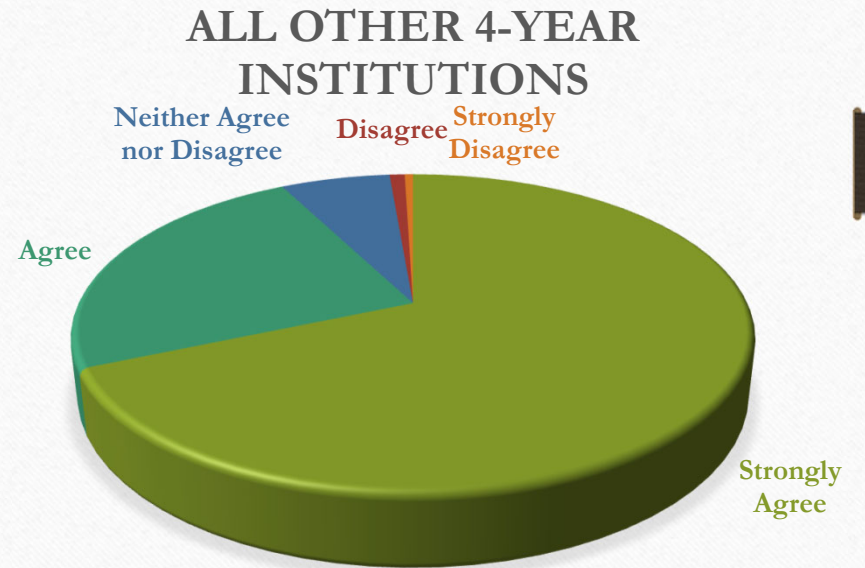
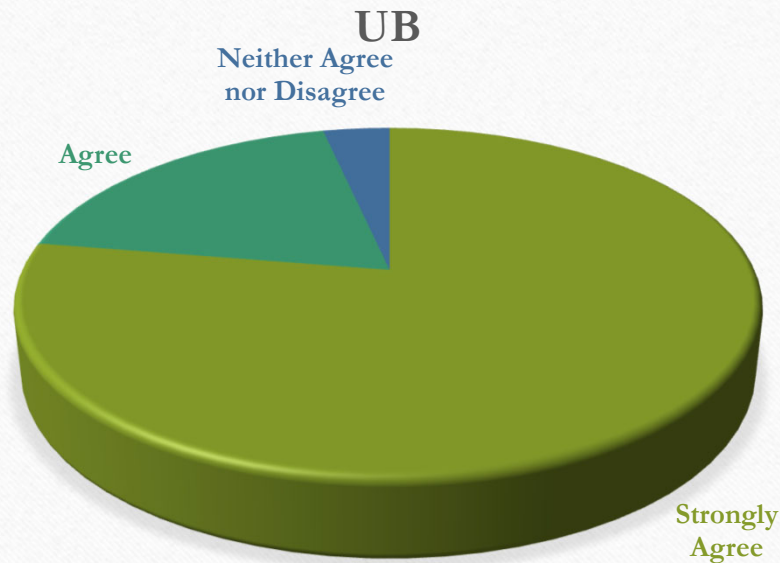
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

Faculty

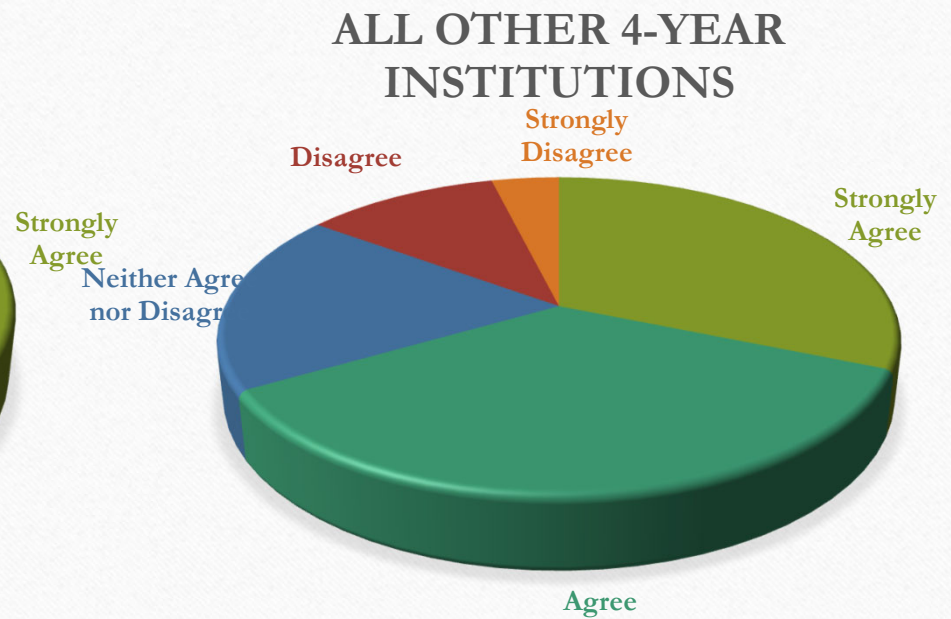
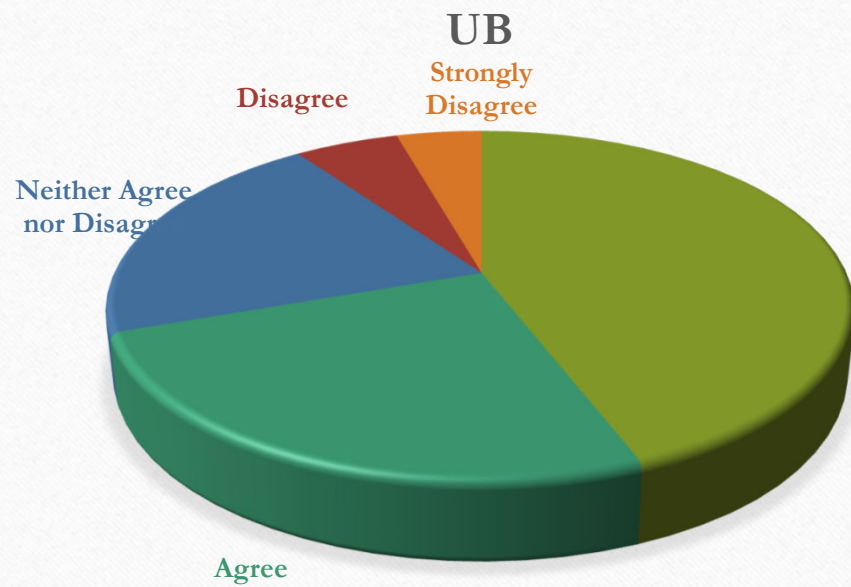


To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

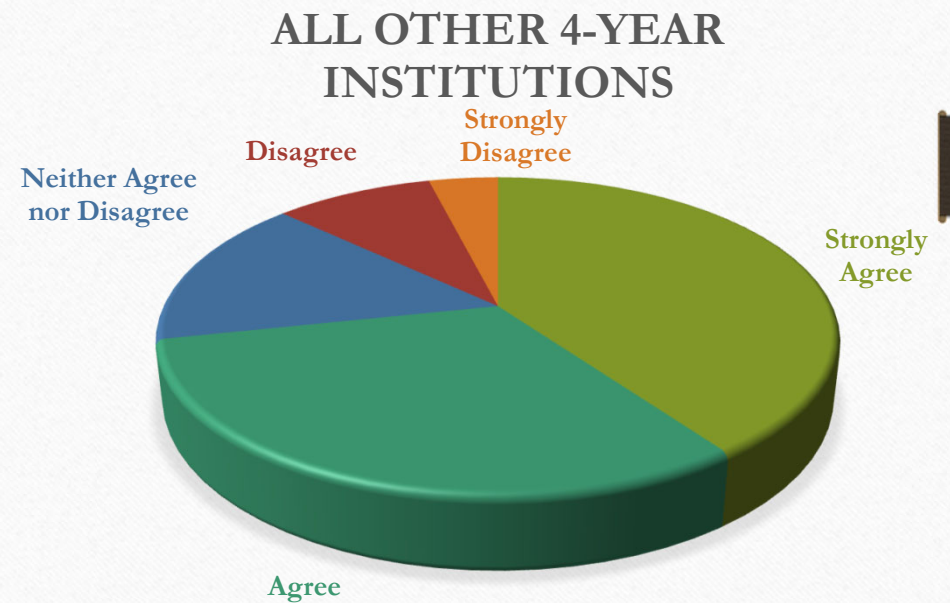
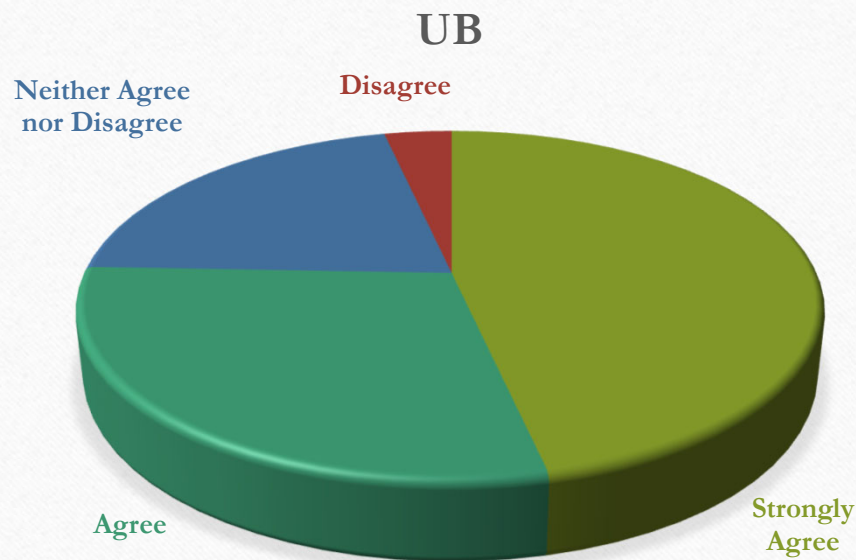
Staff/ Administrators



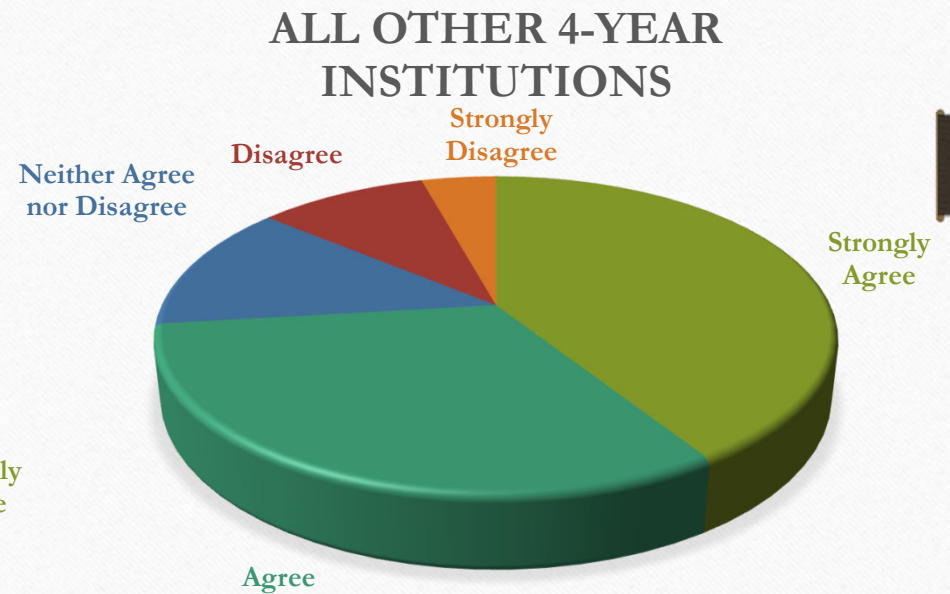
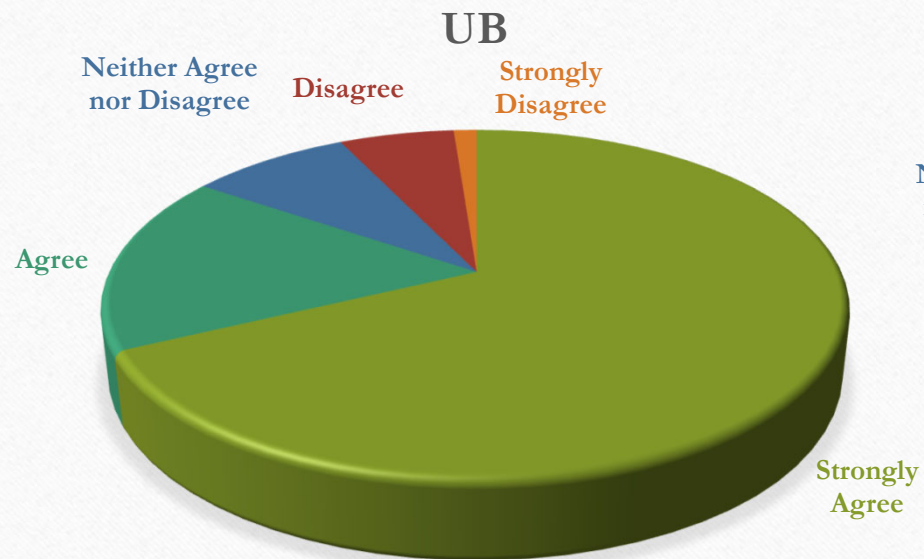
Overall, how comfortable would you be sharing your views on diversity and equity at University of Bridgeport?
Undergraduate Students



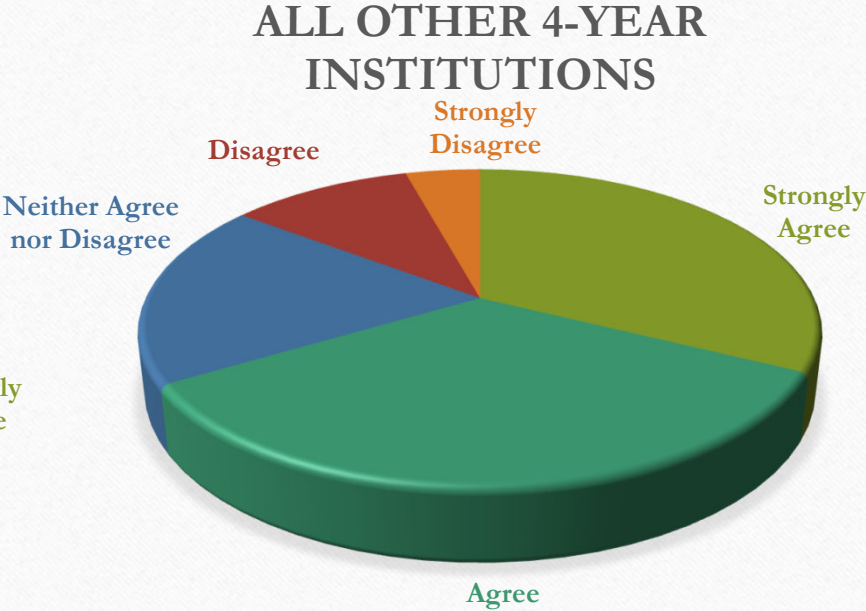
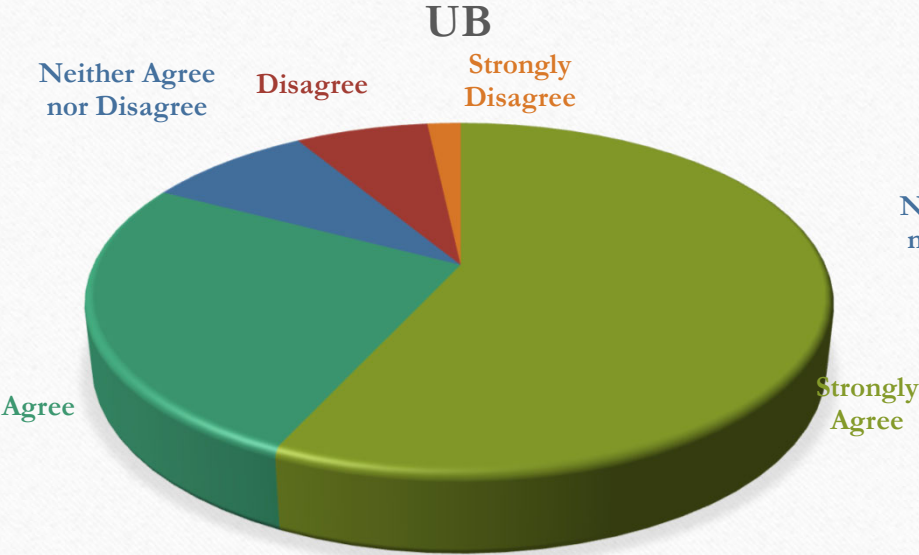
Overall, how comfortable would you be sharing your views on diversity and equity at University of Bridgeport?
Graduate Students



Overall, how comfortable would you be sharing your views on diversity and equity at University of Bridgeport?
Faculty



Overall, how comfortable would you be sharing your views on diversity and equity at University of Bridgeport?
Staff/ Administrators



Institutional Support for Diversity and Equity

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Role								
Undergraduate Students	205	3.84	↑↑↑	↑↑	28,122	3.35	27,906	3.45
Graduate Students	86	3.76	↑↑	↑	5,054	3.41	1,577	3.54
Faculty	85	3.92	↑↑↑	↑↑↑	5,879	3.23	7,396	3.34
Staff	45	3.39	≈	≈	6,915	3.33	8,015	3.40
Administrators	13	3.87	↑↑↑	↑↑	1,922	3.35	1,962	3.46

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	76	3.84	↑↑↑↑	↑↑	22,891	3.40	17,575	3.48
	U.S. Persons of Color	177	3.82	↑↑↑	↑↑	8,540	3.23	9,985	3.39
	International	32	3.90	↑↑	↑↑	1,498	3.50	1,647	3.56
All Employees	U.S. White	94	3.88	↑↑↑↑	↑↑↑↑	11,723	3.34	13,130	3.44
	U.S. Persons of Color	45	3.48	↑↑	↑	2,590	3.11	3,601	3.19
	International	0	-			98	3.45	166	3.44

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ² vs. All Other 4-Year Private Institutions vs. All Other Institutions		n	Mean	n	Mean	
Results by Role and Gender									
All Students	Men (cisgender)	91	3.78	↑↑	↑	13,317	3.48	9,274	3.55
	Women (cisgender)	194	3.85	↑↑↑	↑↑	19,171	3.29	19,032	3.44
	Non-binary and/or transgender	3	-			597	2.80	1,065	2.87
All Employees	Men (cisgender)	62	3.94	↑↑↑	↑↑	6,351	3.42	6,647	3.50
	Women (cisgender)	77	3.60	↑↑	↑↑	8,155	3.20	10,431	3.31
	Non-binary and/or transgender	3	-			98	2.98	144	2.94

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	234	3.88	↑↑↑	↑↑	27,626	3.43	21,814	3.55
	LGBQ+	47	3.54	↑↑↑	↑↑	5,306	3.00	7,336	3.17
All Employees	Heterosexual	128	3.76	↑↑	↑↑	12,932	3.32	14,831	3.42
	LGBQ+	13	3.65	↑↑↑	↑↑↑	1,459	3.06	2,097	3.11

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

		University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
		n	Mean ¹	Effect Size ² vs. All Other 4-Year Private vs. All Other Institutions		n	Mean	n	Mean
Results by Role and Religion (Broad Categories)									
All Students	Christian	171	3.88	↑↑↑	↑↑	25,151	3.40	15,344	3.59
	Other religious affiliation	37	3.74	↑↑	↑↑	1,070	3.43	2,025	3.36
	No religious affiliation	51	3.76	↑↑↑	↑↑↑	5,372	3.16	9,437	3.28
All Employees	Christian	72	3.67	↑↑	↑	9,774	3.37	9,390	3.49
	Other religious affiliation	16	4.17	↑↑↑	↑↑↑	566	3.24	806	3.32
	No religious affiliation	40	3.71	↑↑↑	↑↑↑	3,340	3.11	5,542	3.24

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

		University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
		n	Mean ¹	Effect Size ² vs. All Other 4-Year Private vs. All Other Institutions		n	Mean	n	Mean
Results by Role and Political Affiliation									
All Students	Far left	22	3.65	↑↑↑	↑↑↑	1,711	2.79	2,585	2.90
	Liberal	98	3.80	↑↑↑	↑↑↑	8,926	3.03	10,423	3.26
	Middle-of-the-road	111	3.85	↑↑↑	↑	12,402	3.42	10,525	3.63
	Conservative	31	4.07	↑↑	↑↑	8,991	3.67	4,461	3.73
	Far right	6	3.71			455	3.86	415	3.85
All Employees	Far left	5	3.55			964	2.78	1,448	2.89
	Liberal	68	3.69	↑↑↑	↑↑↑	5,456	3.09	7,063	3.23
	Middle-of-the-road	43	3.65	↑↑	↑	4,799	3.38	5,520	3.53
	Conservative	24	4.21	↑↑↑	↑↑↑	3,038	3.69	2,554	3.73
	Far right	0	-			64	3.70	95	3.64

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ² vs. All Other 4-Year Private vs. All Other Institutions		n	Mean	n	Mean	
			↑↑↑	↑↑					
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	19	3.61	↑↑↑	↑↑	2,635	3.10	3,027	3.25
	Temporary disability	8	3.47			579	3.24	641	3.42
	No disability	261	3.85	↑↑↑	↑↑	29,856	3.38	25,654	3.48
All Employees	Long-term disability	7	3.46			765	3.15	996	3.19
	Temporary disability	3	-			259	3.13	273	3.21
	No disability	132	3.79	↑↑↑	↑↑	13,608	3.31	15,966	3.40

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ² vs. All Other 4-Year Private Institutions vs. All Other Institutions		n	Mean	n	Mean
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
African	6	3.63			284	3.38	465	3.39
African American/Black	48	3.64	↑↑↑	↑↑	1,299	3.06	2,801	3.24
Alaska Native	0	-			9	3.19	9	3.28
Asian	21	4.32	↑↑↑	↑↑↑	1,234	3.58	1,546	3.73
Asian American	4	-			443	3.16	420	3.34
Caribbean/West Indian	14	3.71	↑↑↑	↑↑	98	3.13	166	3.25

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
Hispanic or Latino/a	50	3.99	↑↑↑	↑↑	1,914	3.27	2,235	3.52
Latin American	9	4.44			188	3.33	242	3.51
Middle Eastern	10	3.63	↑	≈	235	3.50	353	3.64
Native American/American Indian	0	-			112	3.48	195	3.48
Native Hawaiian or other Pacific Islander	0	-			181	3.22	48	3.59

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
South Asian	10	3.58	↑↑	↑	143	3.22	214	3.33
Southeast Asian	3	-			76	3.36	107	3.31
White	172	3.86	↑↑↑	↑↑	34,887	3.38	30,880	3.46
Some other race or ethnicity	11	2.70	↓↓↓	↓↓↓	576	3.29	730	3.26
Multiple race/ethnicity categories	65	3.74	↑↑↑	↑↑↑	5,651	3.16	5,677	3.25

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Sexual Orientation (Detailed Categories, Students and Employees)								
Asexual	15	3.50	↑	≈	960	3.40	1,191	3.58
Bisexual	10	3.63	↑↑↑	↑↑	2,392	2.97	3,363	3.15
Gay	8	3.81			875	3.04	1,099	3.16
Lesbian	9	3.64			484	2.96	857	3.11
Pansexual	5	3.65			494	2.91	789	3.06
Queer	4	-			514	2.54	811	2.63
Questioning	6	3.88			568	2.93	677	3.13
Straight (Heterosexual)	362	3.84	↑↑↑	↑↑	40,558	3.39	36,645	3.49

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Agnostic	27	3.75	↑↑↑	↑↑↑	3,227	3.13	4,895	3.26
Atheist	25	3.81	↑↑↑	↑↑↑	2,058	3.15	3,698	3.25
Baptist	23	3.36	↓	↓	779	3.50	2,308	3.64
Buddhist	4	-			344	3.30	490	3.45
Catholic	123	3.89	↑↑	↑↑	7,466	3.53	7,788	3.56

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

	University of Bridgeport		All Other 4-Year Private Institutions		All Other Institutions			
	n	Mean ¹	Effect Size ²		n	Mean		
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
The Church of Jesus Christ of Latter-day Saints	1	-			18,786	3.31	1,054	3.80
Episcopalian	5	3.80			343	3.36	621	3.33
Hindu	12	3.79	↑	↑	229	3.63	241	3.53
Jehovah's Witness	1	-			34	3.40	88	3.58
Jewish	15	3.82	↑↑↑	↑↑↑	548	3.23	1,126	3.12
Lutheran	4	-			1,220	3.58	954	3.57
Methodist	5	3.80			775	3.49	1,327	3.52

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Institutional Support for Diversity and Equity by Demographic Categories

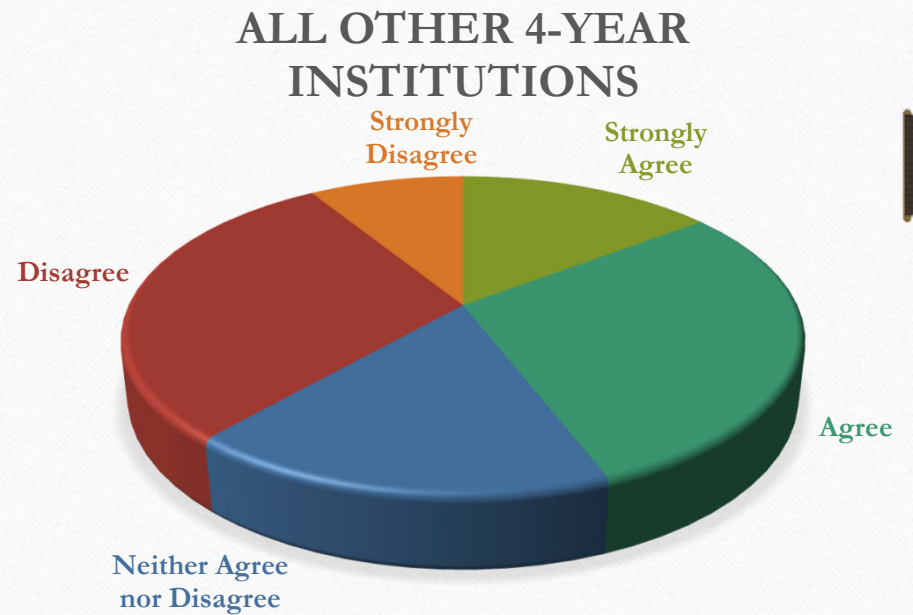
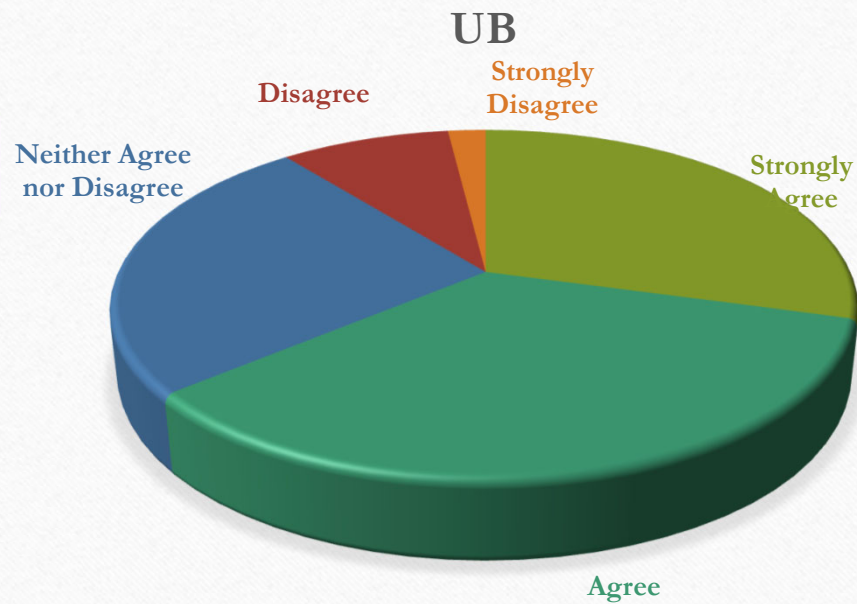
	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Muslim	22	3.78	↑↑	↑	420	3.42	693	3.61
Nondenominational Christian	27	3.56	↑	≈	2,426	3.36	3,878	3.54
Orthodox Christian	5	4.05			296	3.68	483	3.67
Other Christian	42	4.01	↑↑↑	↑↑	1,472	3.41	2,651	3.60
Presbyterian	7	3.89			459	3.50	848	3.52
Spiritual, but not religious	39	3.68	↑↑↑	↑↑	2,836	3.15	4,458	3.32

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

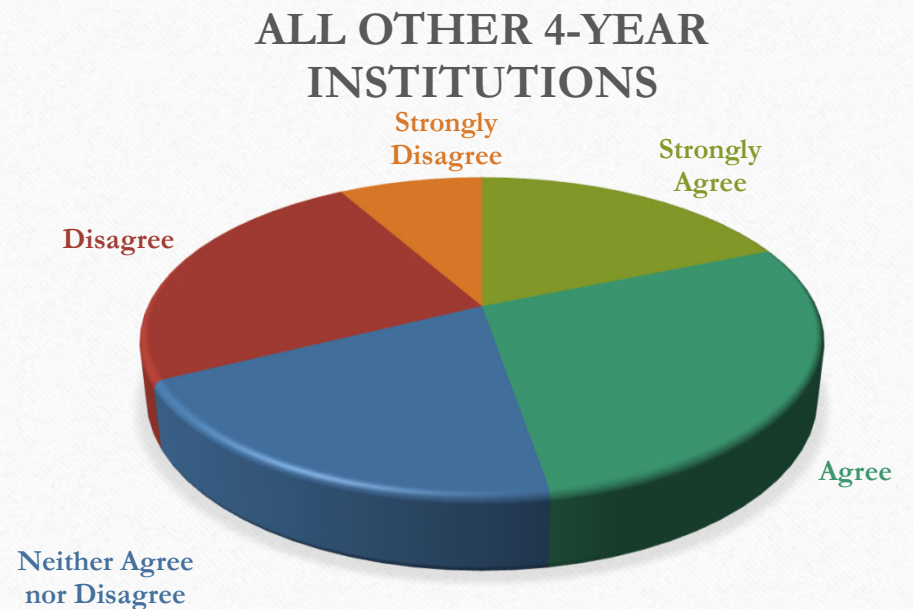
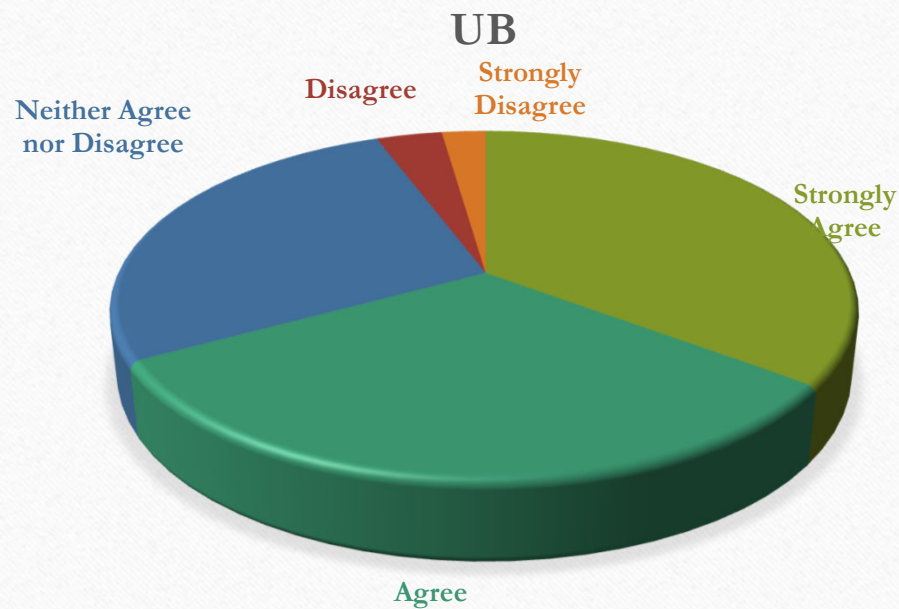
↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Level of Agreement with the Four
Elements of Institutional Support for
Diversity and Equity

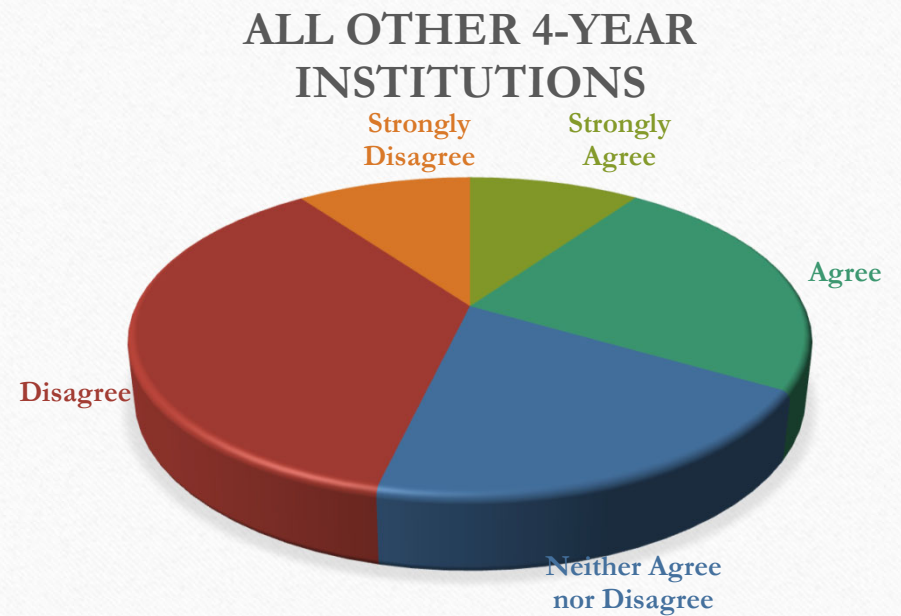
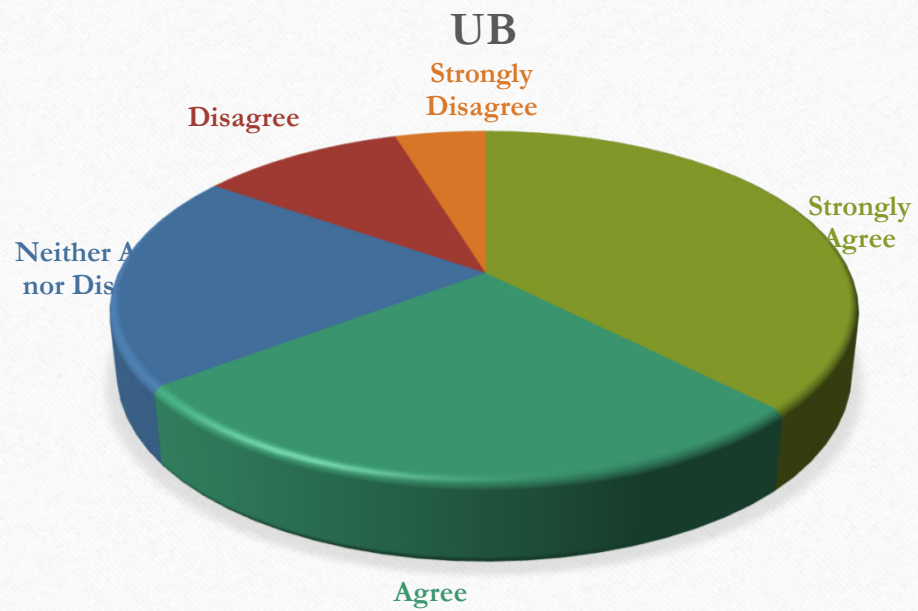
The campus environment is free from tensions related to individual or group differences:
Undergraduate Students



The campus environment is free from tensions related to individual or group differences:
Graduate Students

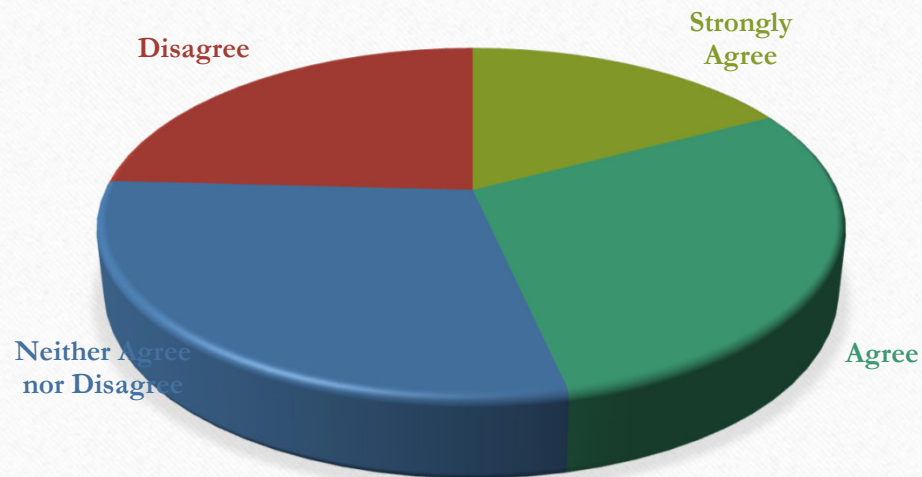


The campus environment is free from tensions related to individual or group differences:
Faculty

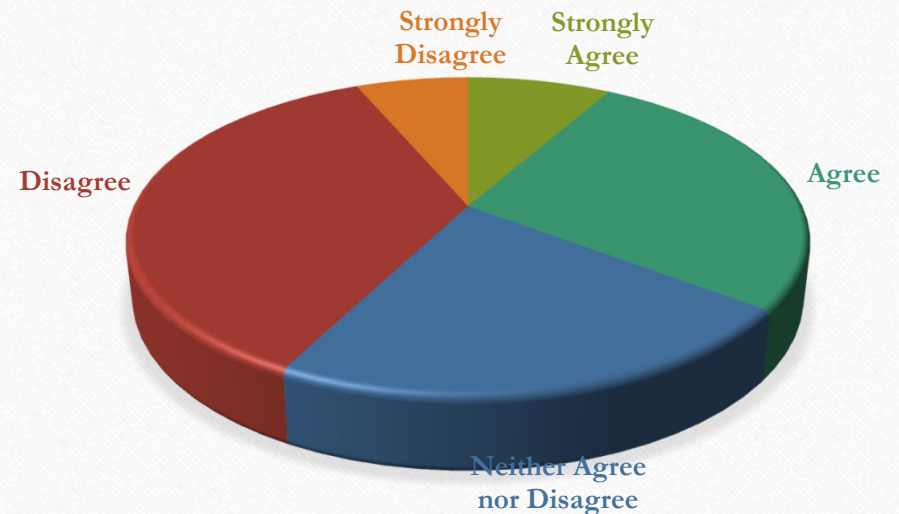


The campus environment is free from tensions related to individual or group differences:
Staff/ Administrators

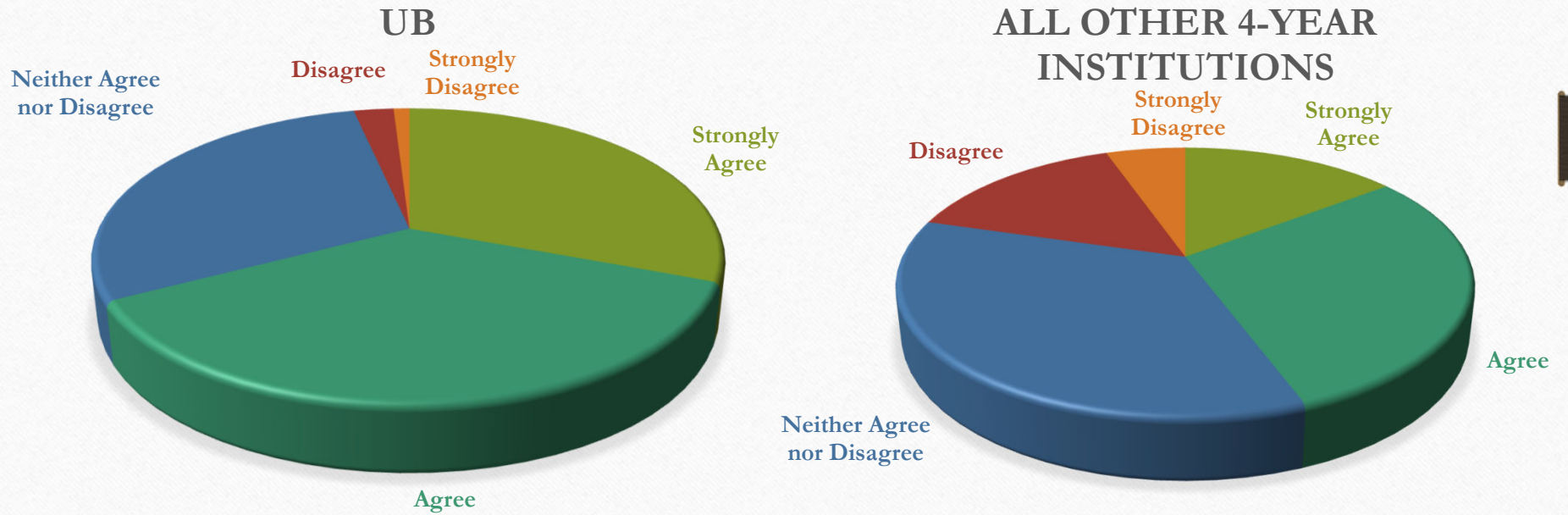
UB



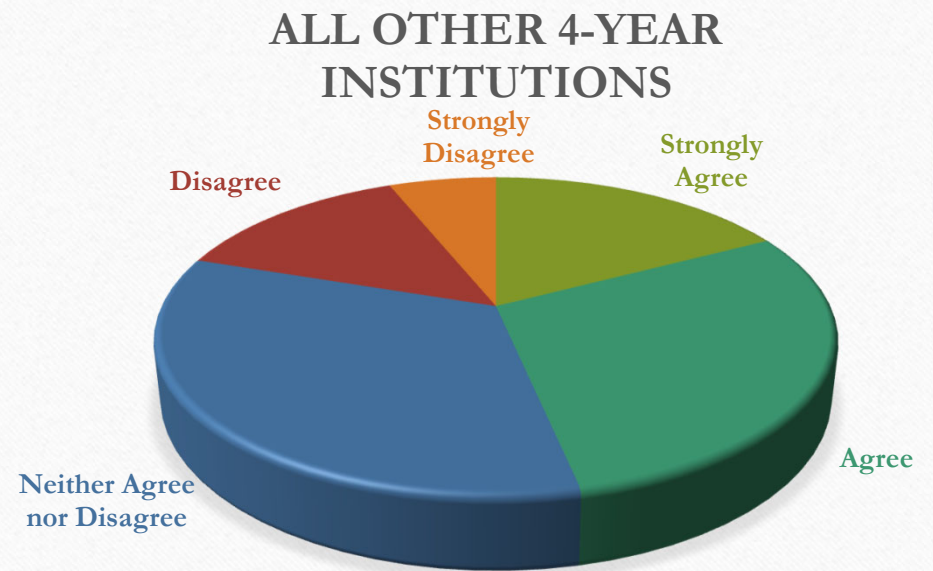
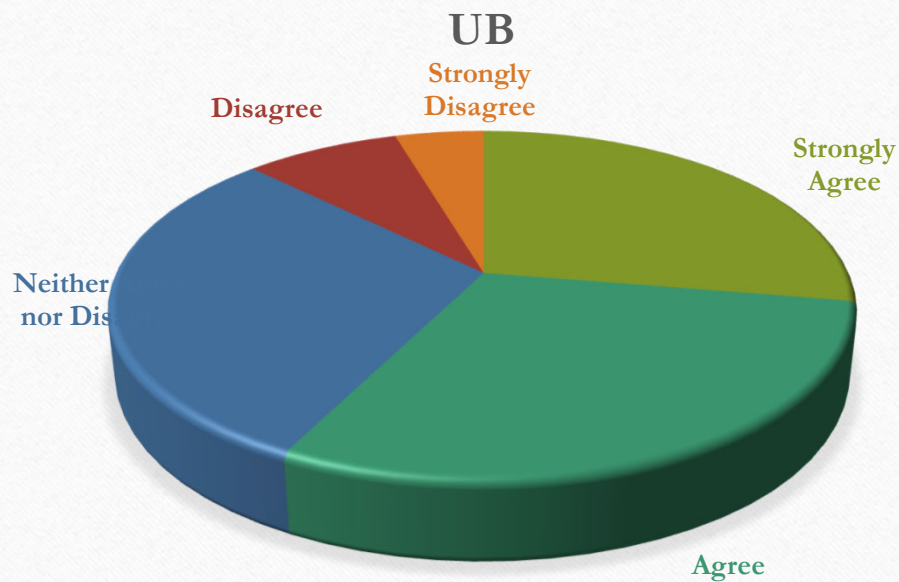
ALL OTHER 4-YEAR INSTITUTIONS



Recruitment of historically marginalized students, faculty,
and staff is an institutional priority:
Undergraduate Students

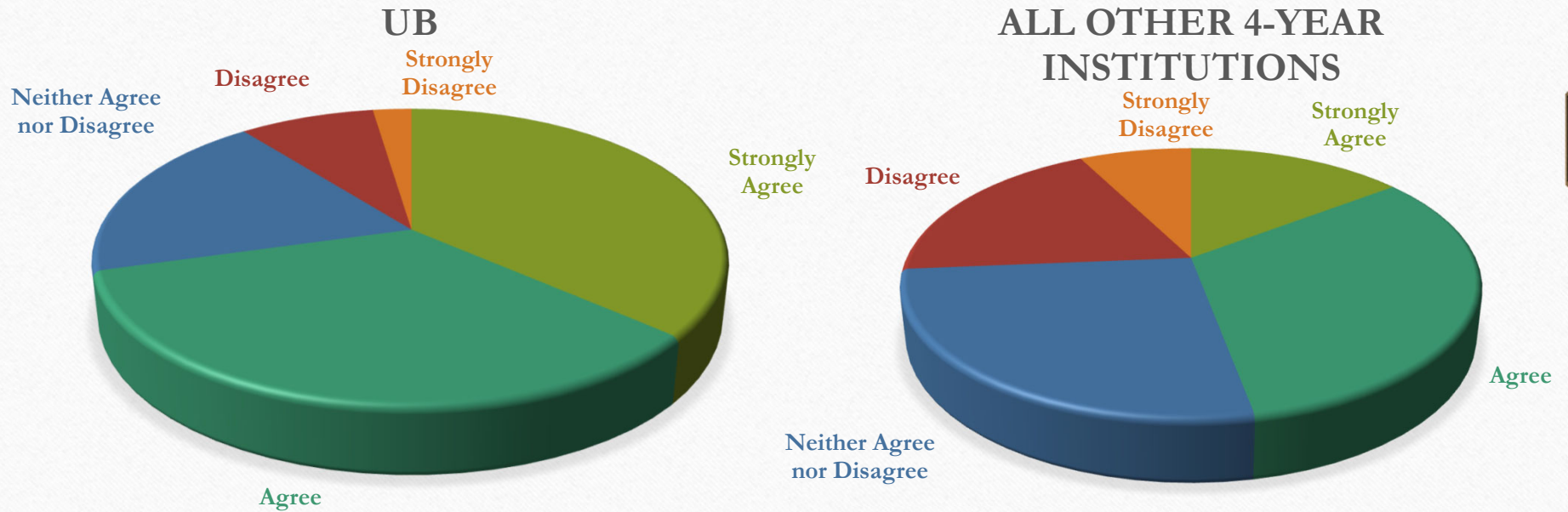


Recruitment of historically marginalized students, faculty,
and staff is an institutional priority:
Graduate Students

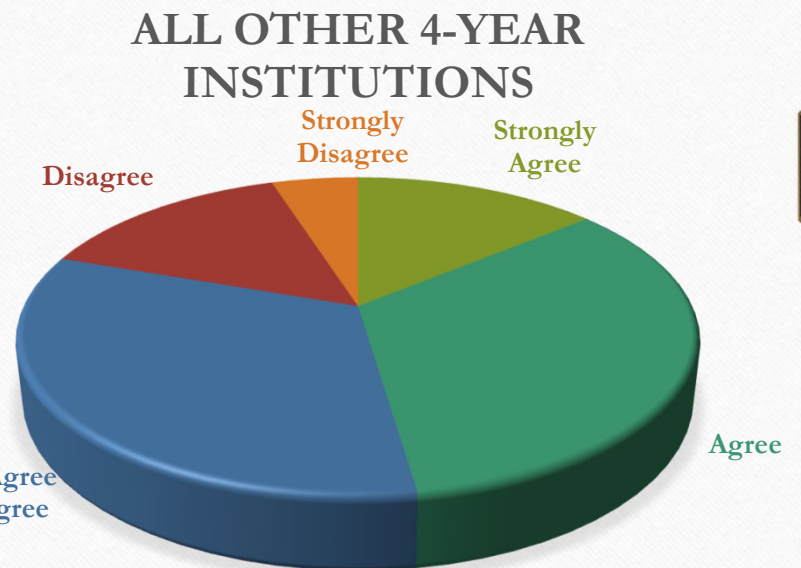
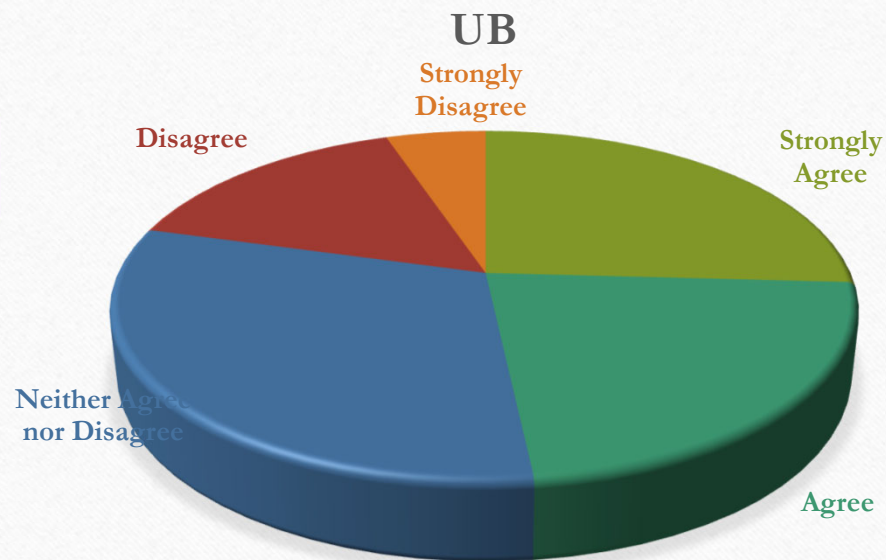


Recruitment of historically marginalized students, faculty, and staff is an institutional priority:

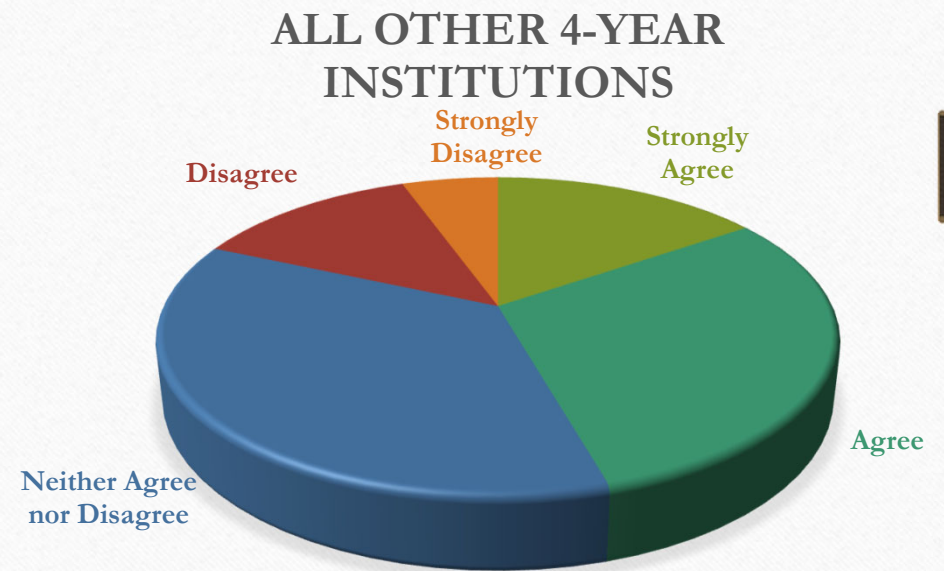
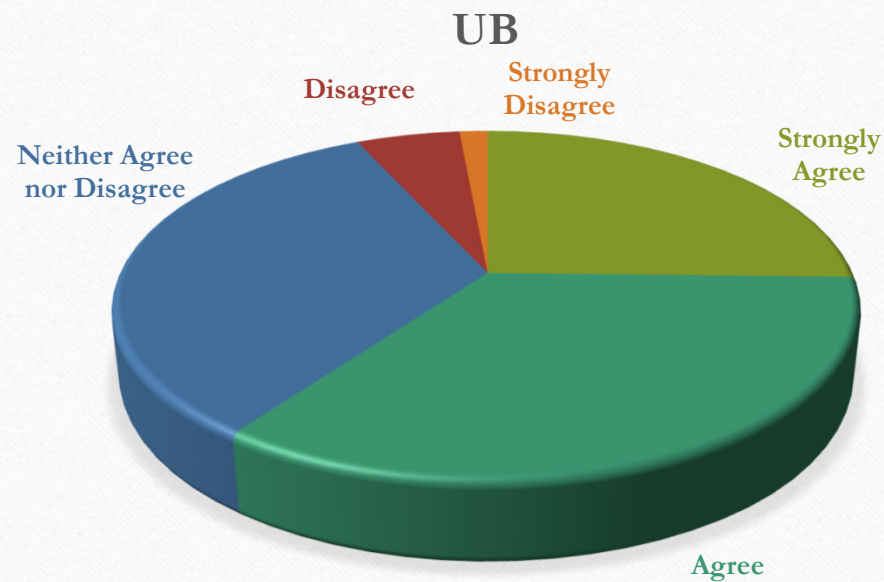
Faculty



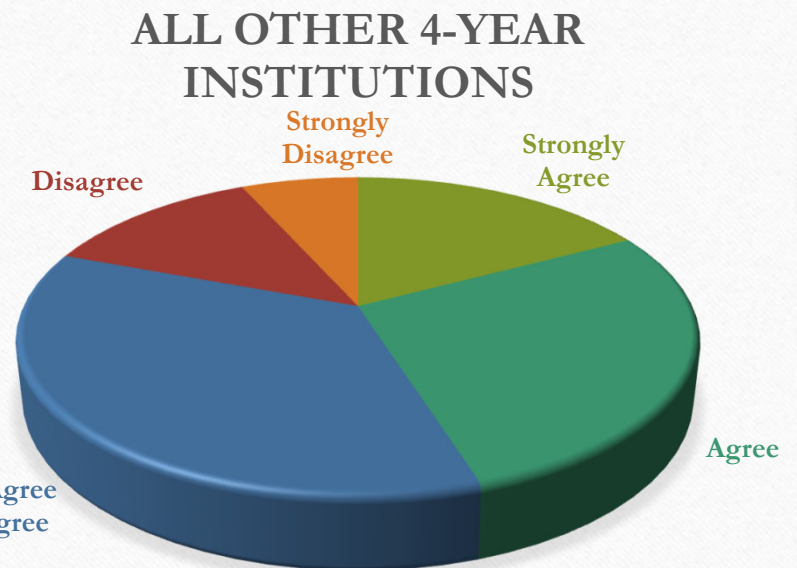
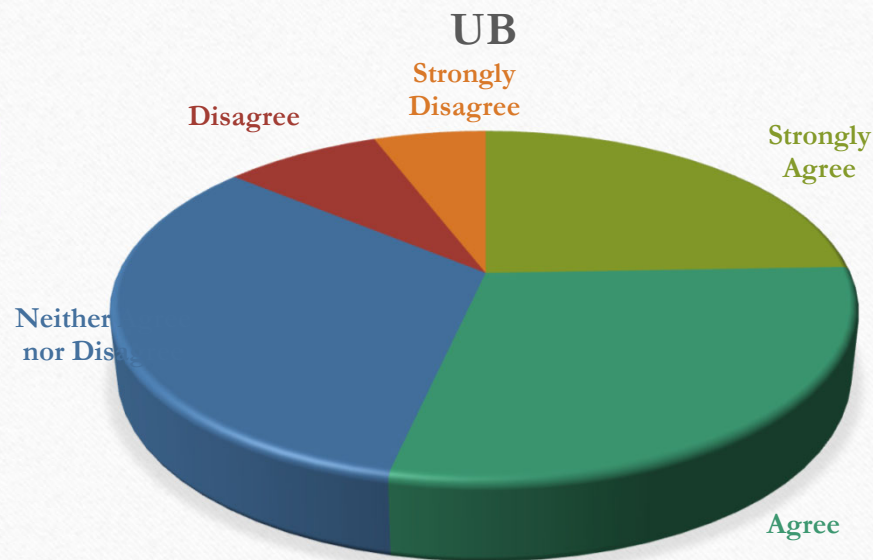
Recruitment of historically marginalized students, faculty,
and staff is an institutional priority:
Staff/ Administrators



Retention of historically marginalized students, faculty, and staff is an institutional priority:
Undergraduate Students

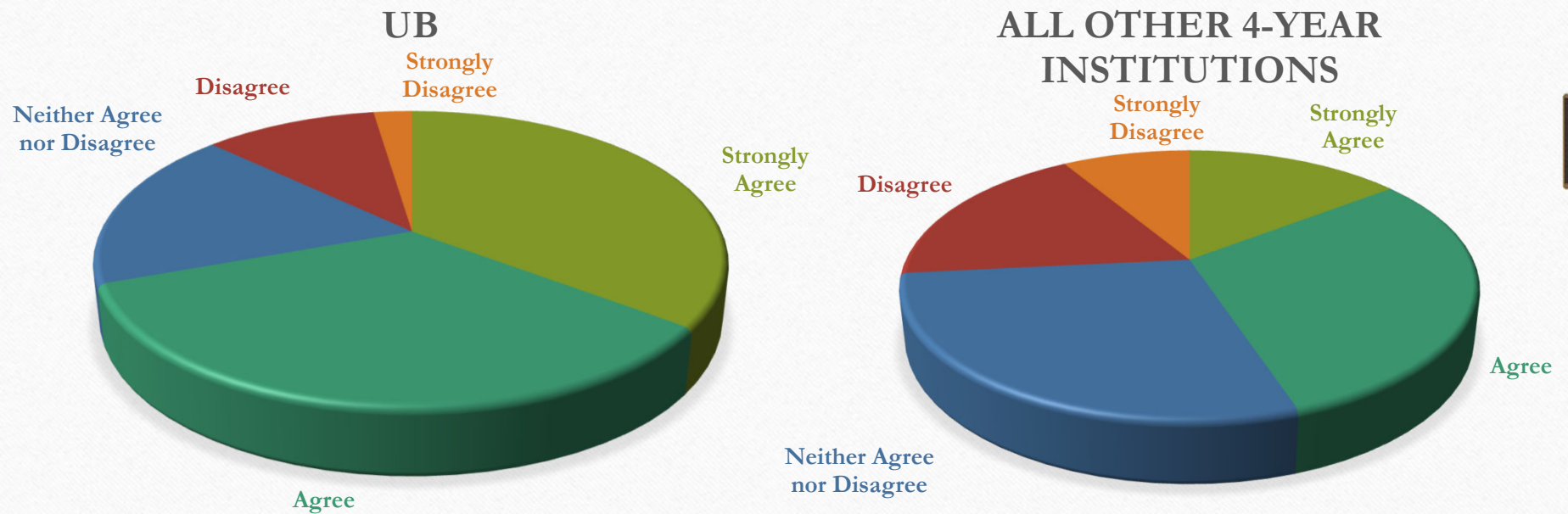


Retention of historically marginalized students, faculty, and staff is an institutional priority:
Graduate Students

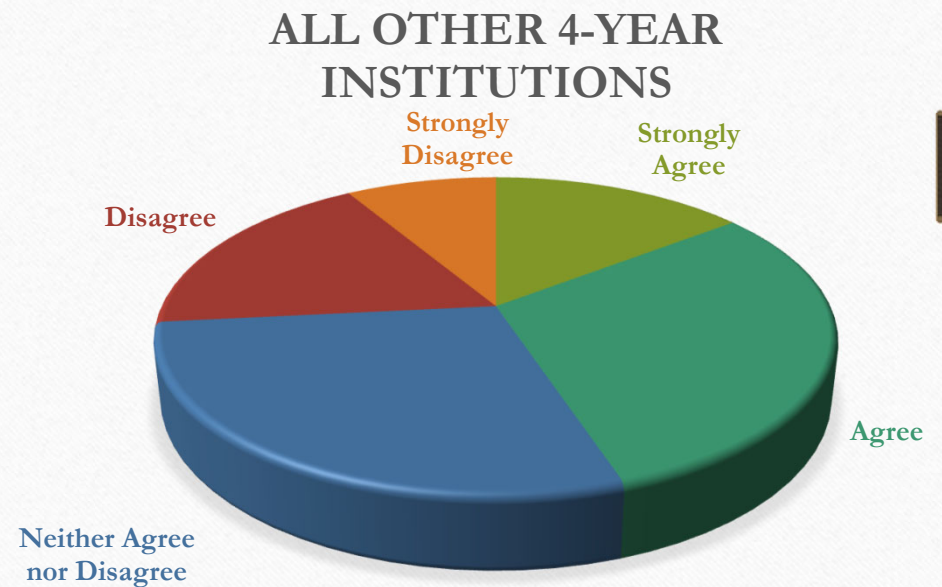
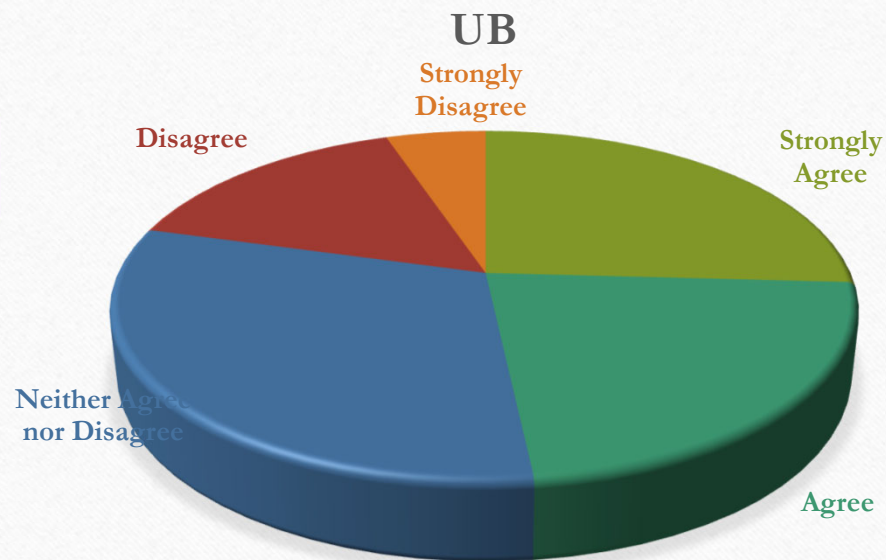


Retention of historically marginalized students, faculty, and staff is an institutional priority:

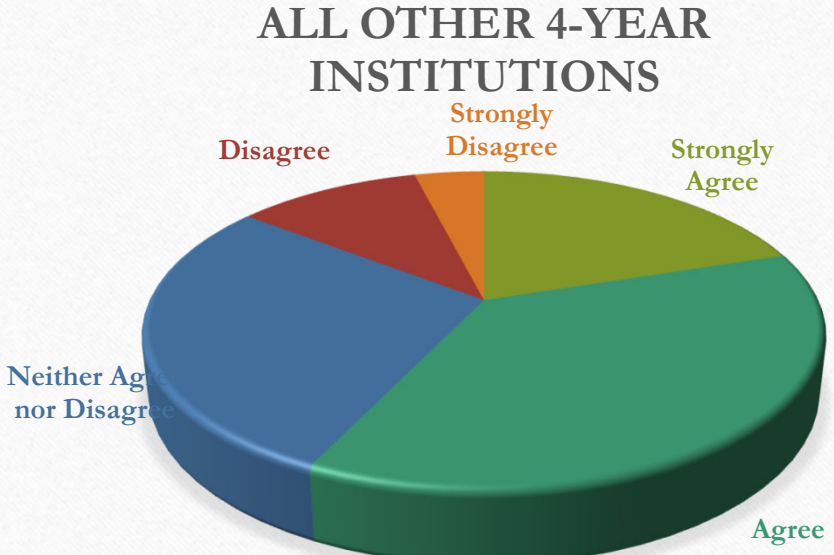
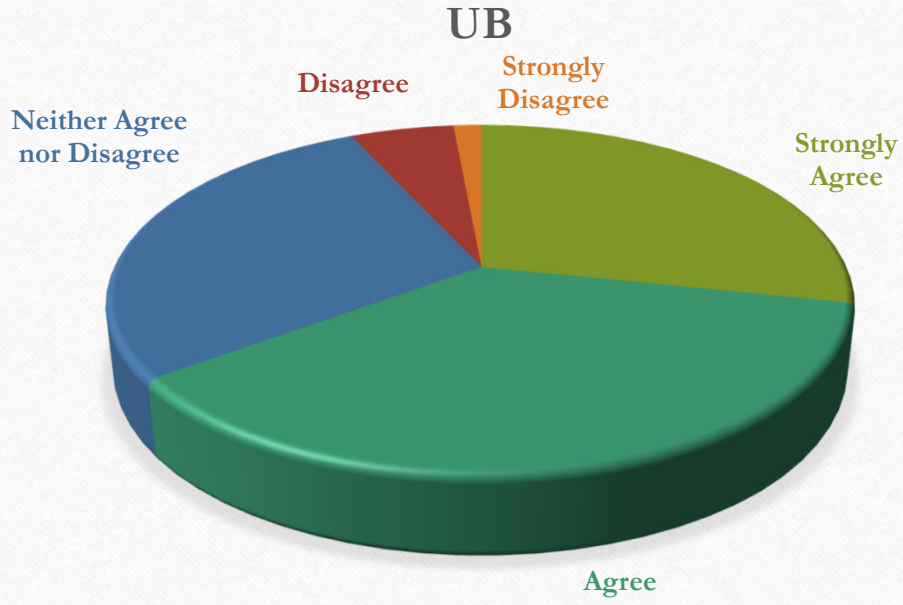
Faculty



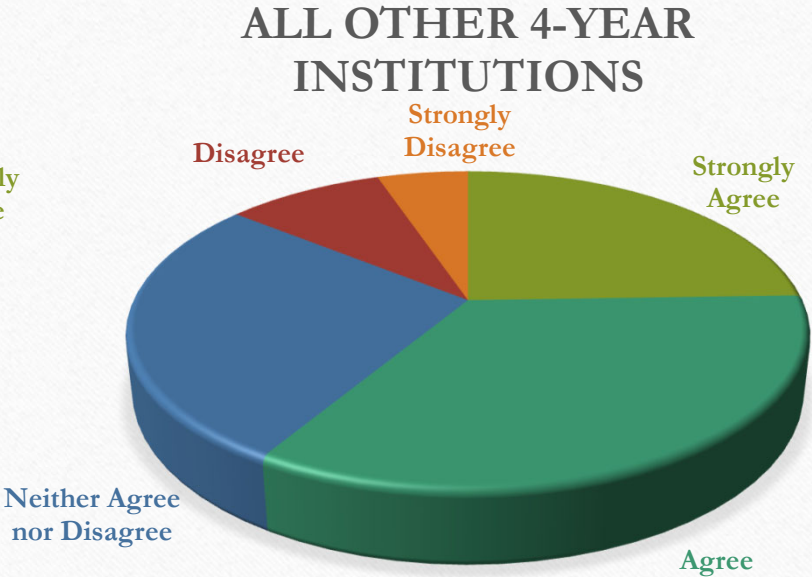
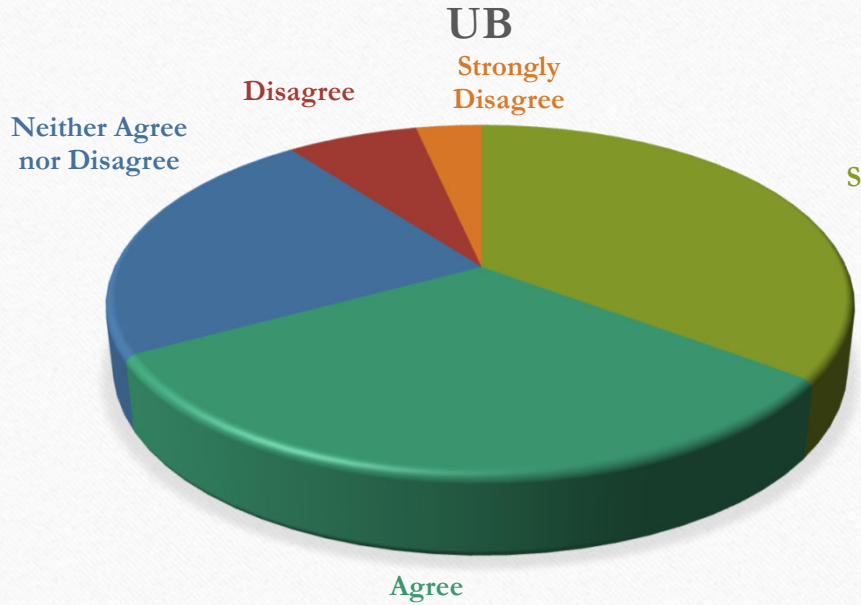
Retention of historically marginalized students, faculty, and staff is an institutional priority:
Staff/ Administrators



Senior leadership demonstrates a commitment to diversity and equity on this campus:
Undergraduate Students

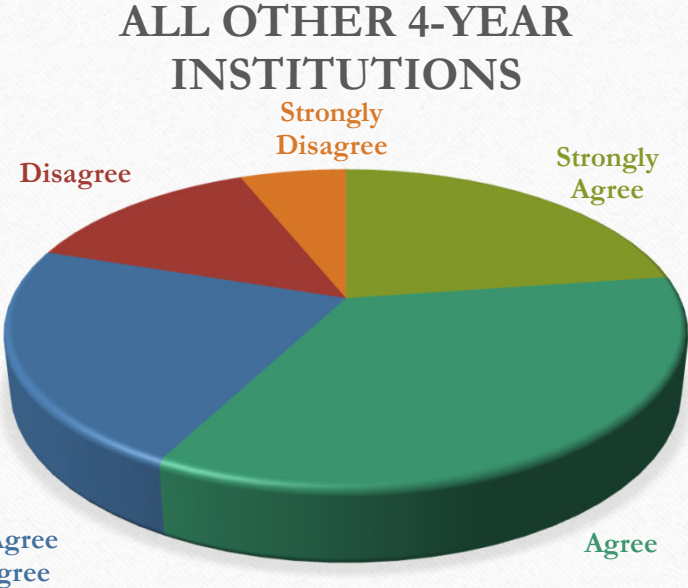
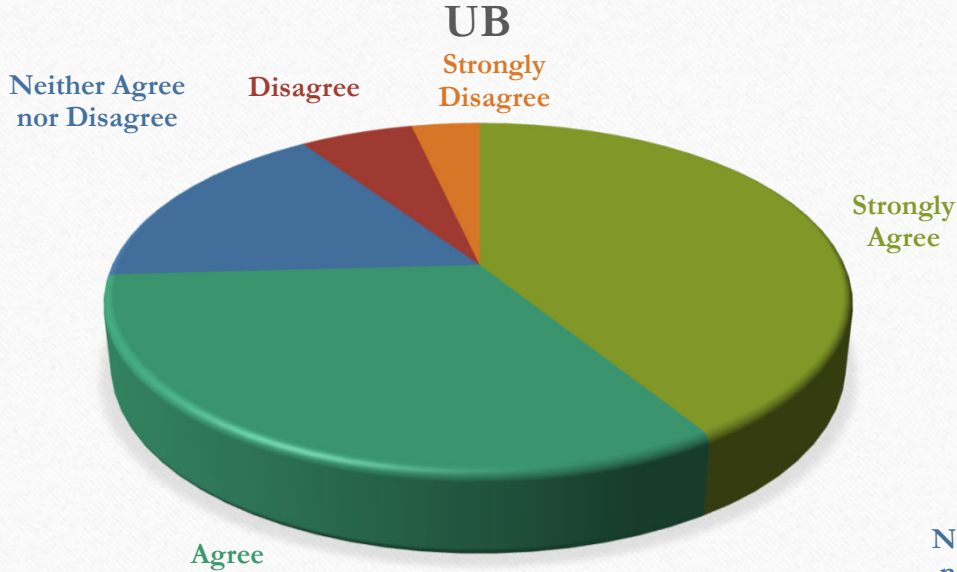


Senior leadership demonstrates a commitment to diversity and equity on this campus:
Graduate Students



Senior leadership demonstrates a commitment to diversity and equity on this campus:

Faculty



Senior leadership demonstrates a commitment to diversity and equity on this campus:

Staff/ Administrators

UB

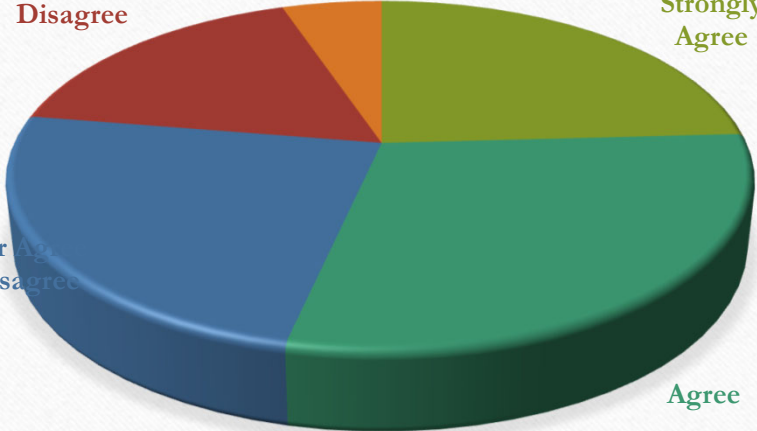
Strongly Disagree

Disagree

Strongly Agree

Neither Agree nor Disagree

Agree



ALL OTHER 4-YEAR INSTITUTIONS

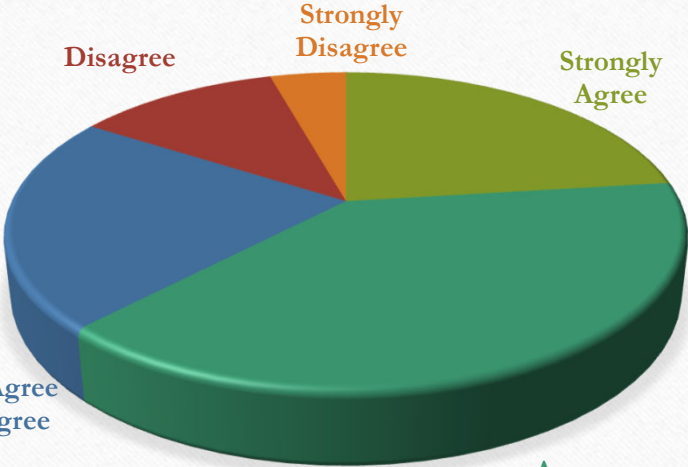
Strongly Disagree

Disagree

Strongly Agree

Neither Agree nor Disagree

Agree



Disparaging Remarks

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Role								
Undergraduate Students	199	1.70	↓↓↓	↓	27,858	2.18	27,434	2.10
Graduate Students	85	1.51	↓↓	↓	4,961	1.82	1,556	1.85
Faculty	83	1.64	↓	↓	5,836	1.95	7,307	1.97
Staff	44	1.85	≈	↓	6,877	1.87	7,911	1.93
Administrators	13	1.58	↓↓↓	↓↓↓	1,912	1.98	1,947	1.98

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	75	1.55	↓↓↓	↓↓↓	22,717	2.11	17,344	2.07
	U.S. Persons of Color	171	1.64	↓↓↓	↓↓	8,408	2.18	9,786	2.11
	International	33	1.84	↓	↓	1,463	2.05	1,613	2.05
All Employees	U.S. White	92	1.63	↓↓	↓↓	11,672	1.90	12,989	1.92
	U.S. Persons of Color	44	1.87	↓	↓	2,557	2.02	3,554	2.07
	International	0	-			100	1.76	164	1.89

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Gender									
All Students	Men (cisgender)	90	1.73	↕↕	↕↕	13,165	2.02	9,096	1.99
	Women (cisgender)	191	1.58	↕↕↕	↕↕↕	18,989	2.18	18,768	2.11
	Non-binary and/or transgender	2	-			590	2.48	1,038	2.50
All Employees	Men (cisgender)	60	1.63	↕↕	↕↕	6,329	1.87	6,582	1.91
	Women (cisgender)	76	1.75	↕	↕	8,093	1.95	10,300	1.98
	Non-binary and/or transgender	3	-			96	2.17	142	2.40

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

		University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
		n	Mean ¹	Effect Size ²		n	Mean	n	Mean
				vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	228	1.59	⬇️⬇️⬇️	⬇️⬇️	27,356	2.07	21,485	2.01
	LGBQ+	46	1.97	⬇️⬇️	⬇️⬇️	5,239	2.41	7,201	2.32
All Employees	Heterosexual	125	1.70	⬇️	⬇️	12,855	1.89	14,663	1.92
	LGBQ+	13	1.83	⬇️⬇️	⬇️⬇️	1,448	2.13	2,072	2.23

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬇️⬇️⬇️ Large negative difference ⬇️⬇️ Medium negative difference ⬇️ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean	
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions					
Results by Role and Religion (Broad Categories)									
All Students	Christian	167	1.58	⬇️⬇️⬇️	⬇️⬇️	24,892	2.12	15,095	2.01
	Other religious affiliation	37	1.92	⬇️	⬇️	1,055	2.06	1,992	2.16
	No religious affiliation	48	1.63	⬇️⬇️⬇️	⬇️⬇️⬇️	5,335	2.16	9,329	2.17
All Employees	Christian	71	1.73	⬇️	⬇️	9,720	1.90	9,286	1.91
	Other religious affiliation	16	1.83	⬇️	⬇️	566	1.93	790	1.95
	No religious affiliation	40	1.68	⬇️⬇️	⬇️⬇️	3,315	1.94	5,491	2.02

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬇️⬇️⬇️ Large negative difference ⬇️⬇️ Medium negative difference ⬇️ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

		University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
		n	Mean ¹	Effect Size ²		n	Mean	n	Mean
vs. All Other 4-Year Private Institutions	vs. All Other Institutions								
Results by Role and Political Affiliation									
All Students	Far left	22	1.85	⬆️⬆️⬆️	⬆️⬆️⬆️	1,698	2.52	2,539	2.44
	Liberal	94	1.61	⬆️⬆️⬆️	⬆️⬆️⬆️	8,817	2.40	10,295	2.26
	Middle-of-the-road	108	1.65	⬆️⬆️⬆️	⬆️⬆️	12,295	2.08	10,362	1.94
	Conservative	31	1.68	⬆️	⬆️	8,912	1.86	4,379	1.86
	Far right	6	1.95			449	1.82	404	1.86
All Employees	Far left	5	1.42			954	2.15	1,437	2.21
	Liberal	67	1.79	⬆️⬆️	⬆️⬆️	5,415	2.03	6,968	2.05
	Middle-of-the-road	41	1.69	⬆️	⬆️	4,788	1.89	5,489	1.88
	Conservative	24	1.58	⬆️	⬆️	3,020	1.70	2,515	1.73
	Far right	0	-			63	1.70	91	1.83

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬆️⬆️⬆️ Large negative difference ⬆️⬆️ Medium negative difference ⬆️ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions		
	n	Mean ¹	vs. All Other 4-Year Private vs. All Other		n	Mean	n	Mean	
			Institutions	Institutions					
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	19	2.12	↓	↓	2,617	2.40	2,990	2.30
	Temporary disability	7	1.97			569	2.30	622	2.24
	No disability	257	1.59	↓↓↓	↓↓↓	29,556	2.09	25,260	2.05
All Employees	Long-term disability	7	1.76			751	2.12	987	2.16
	Temporary disability	3	-			255	2.15	269	2.14
	No disability	129	1.71	↓	↓↓	13,538	1.90	15,787	1.94

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
African	5	2.34			278	2.01	445	2.15
African American/Black	48	1.67	↕↕	↕↕	1,260	2.08	2,744	2.12
Alaska Native	0	-			9	2.30	9	2.41
Asian	21	1.65	↕↕	↕	1,207	1.93	1,507	1.90
Asian American	4	-			439	2.14	416	2.03
Caribbean/West Indian	14	1.47	↕↕↕	↕↕↕	96	2.05	160	2.18

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↕↕↕ Large positive difference ↕↕ Medium positive difference ↕ Small positive difference ≈ No difference
 ↕↕↕ Large negative difference ↕↕ Medium negative difference ↕ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
Hispanic or Latino/a	49	1.54	⬇️⬇️⬇️	⬇️⬇️	1,887	2.10	2,194	1.96
Latin American	8	1.59			186	2.10	237	2.03
Middle Eastern	10	1.85	≈	≈	234	1.92	340	1.93
Native American/American Indian	0	-			109	1.96	189	2.06
Native Hawaiian or other Pacific Islander	0	-			180	2.36	48	1.92

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference
 ⬆️⬆️ Medium positive difference
 ⬆️ Small positive difference
 ≈ No difference
 ⬇️⬇️⬇️ Large negative difference
 ⬇️⬇️ Medium negative difference
 ⬇️ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
South Asian	10	2.11	≈	≈	139	2.13	209	2.06
Southeast Asian	3	-			77	2.13	107	2.06
White	169	1.60	⬇️⬇️⬇️	⬇️⬇️	34,658	2.03	30,508	2.01
Some other race or ethnicity	11	1.96	≈	⬇️	576	1.94	728	2.12
Multiple race/ethnicity categories	62	1.73	⬇️⬇️⬇️	⬇️⬇️	5,572	2.23	5,597	2.19

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference
 ⬆️⬆️ Medium positive difference
 ⬆️ Small positive difference
 ≈ No difference
 ⬇️⬇️⬇️ Large negative difference
 ⬇️⬇️ Medium negative difference
 ⬇️ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Sexual Orientation (Detailed Categories, Students and Employees)								
Asexual	15	2.11	≈	↑	941	2.08	1,162	1.99
Bisexual	10	1.95	↓↓↓	↓↓↓	2,378	2.44	3,304	2.33
Gay	8	1.54			867	2.35	1,084	2.32
Lesbian	9	1.96			478	2.36	840	2.33
Pansexual	5	1.62			486	2.36	775	2.42
Queer	3	-			503	2.57	793	2.61
Questioning	6	1.57			561	2.41	676	2.26
Straight (Heterosexual)	353	1.63	↓↓	↓↓	40,211	2.01	36,148	1.97

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Agnostic	25	1.74	↕↕	↕↕	3,202	2.11	4,831	2.12
Atheist	25	1.65	↕↕	↕↕↕	2,040	2.06	3,670	2.09
Baptist	23	1.87	≈	≈	759	1.95	2,259	1.90
Buddhist	4	-			337	2.08	480	2.00
Catholic	122	1.60	↕↕	↕↕	7,377	1.91	7,703	1.96

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↕↕↕ Large positive difference ↕↕ Medium positive difference ↕ Small positive difference ≈ No difference
 ↕↕↕ Large negative difference ↕↕ Medium negative difference ↕ Small negative difference

Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
The Church of Jesus Christ of Latter-day Saints	1	-			18,684	2.18	1,042	1.94
Episcopalian	4	-			335	1.91	608	2.06
Hindu	13	1.98	≈	≈	229	1.90	233	2.03
Jehovah's Witness	1	-			34	2.03	84	1.82
Jewish	15	1.91	↓	↓↓↓	548	2.10	1,118	2.22
Lutheran	4	-			1,214	1.90	936	1.91
Methodist	4	-			768	1.98	1,298	1.98

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

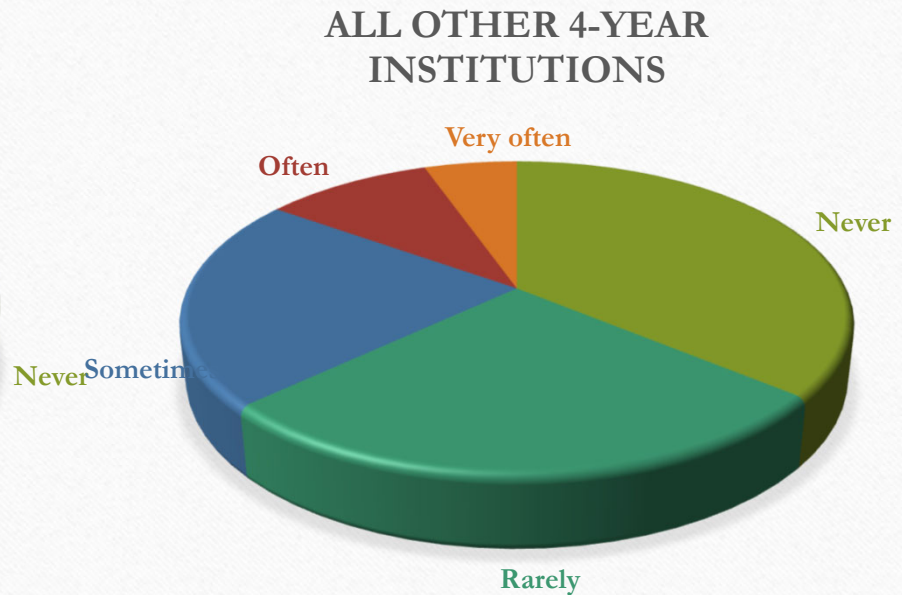
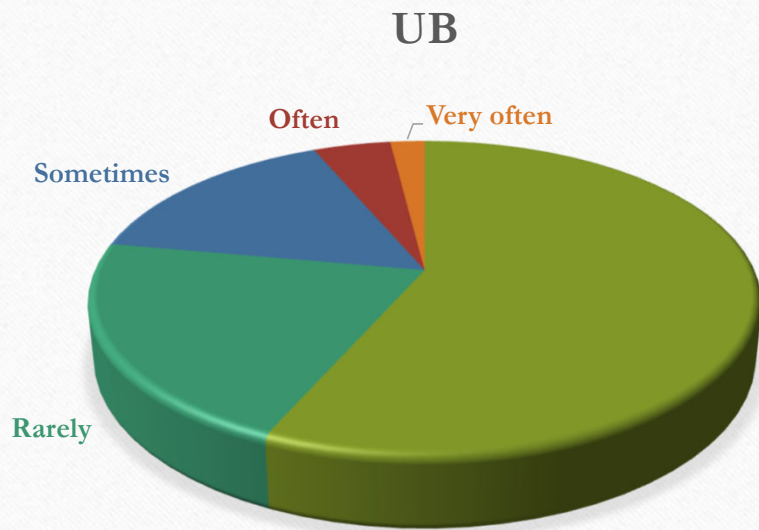
Insensitive or Disparaging Remarks by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Muslim	21	1.94	≈	≈	416	1.99	674	1.95
Nondenominational Christian	27	1.64	⬇️⬇️	⬇️⬇️	2,403	1.99	3,826	1.96
Orthodox Christian	5	1.68			287	1.86	481	1.92
Other Christian	40	1.59	⬇️⬇️	⬇️⬇️	1,453	1.96	2,605	1.95
Presbyterian	7	1.81			459	1.93	836	1.93
Spiritual, but not religious	38	1.61	⬇️⬇️⬇️	⬇️⬇️⬇️	2,826	2.09	4,417	2.08

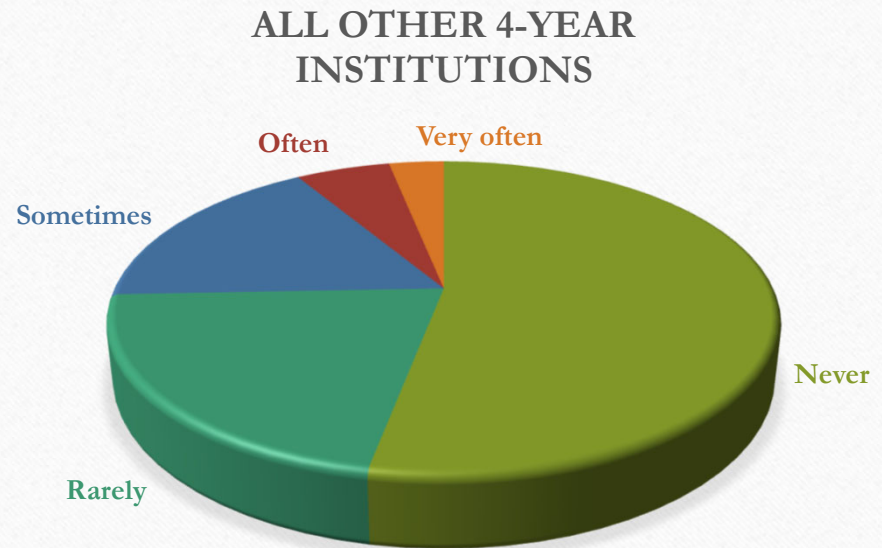
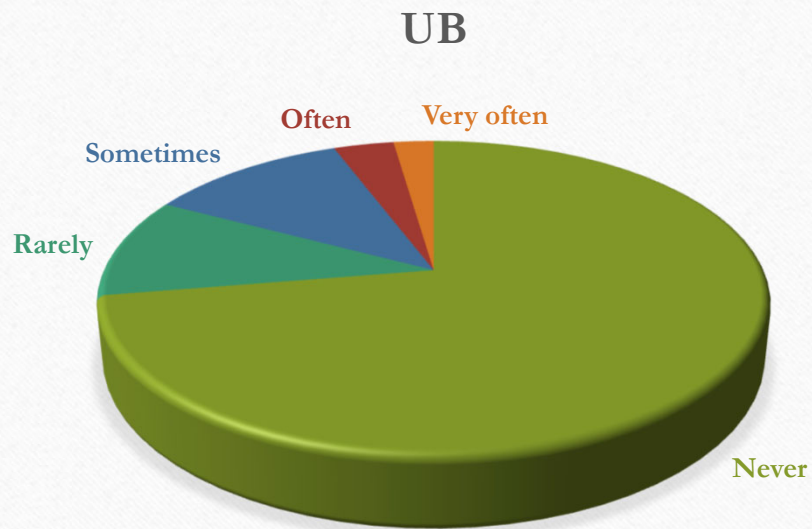
²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬇️⬇️⬇️ Large negative difference ⬇️⬇️ Medium negative difference ⬇️ Small negative difference

How Often People Heard Insensitive or Disparaging Remarks Regarding People Who Have a Particular Racial and/or Ethnic Identity:
Undergraduate Students



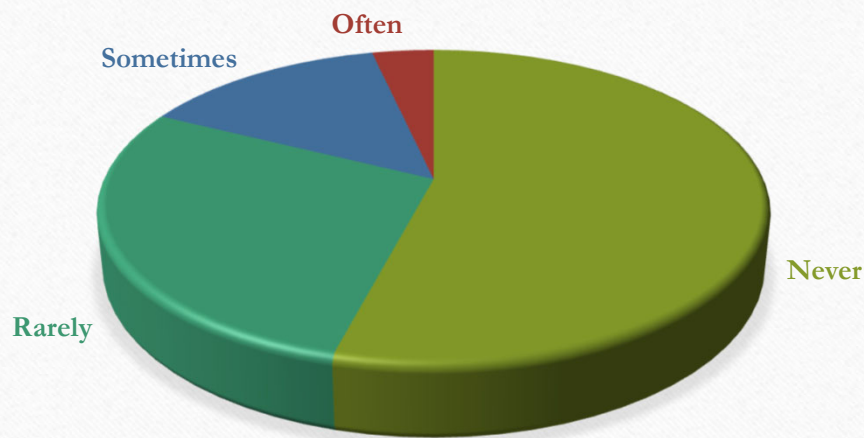
How Often People Heard Insensitive or Disparaging Remarks Regarding People Who Have a Particular Racial and/or Ethnic Identity:
Graduate Students



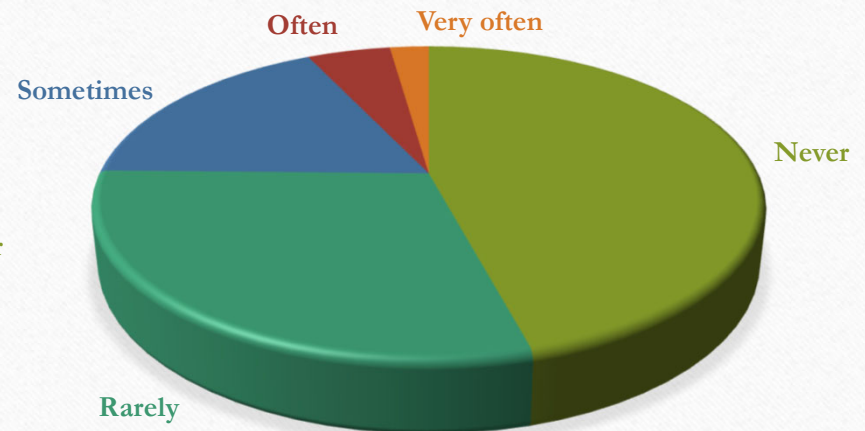
How Often People Heard Insensitive or Disparaging Remarks Regarding People Who Have a Particular Racial and/or Ethnic Identity:

Faculty

UB

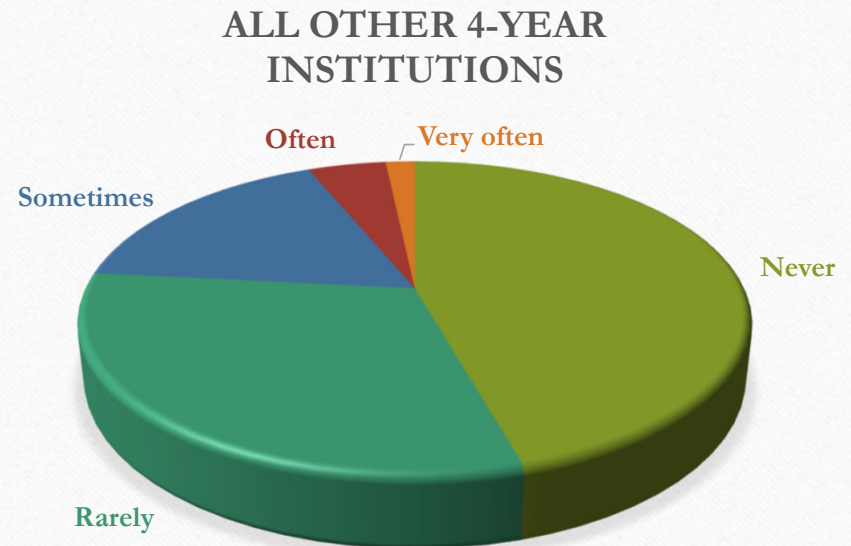
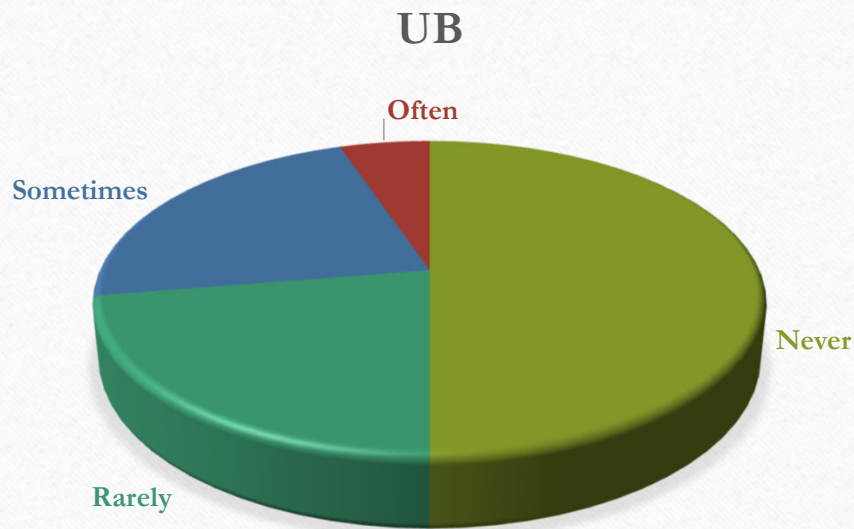


ALL OTHER 4-YEAR INSTITUTIONS



How Often People Heard Insensitive or Disparaging Remarks Regarding People Who Have a Particular Racial and/or Ethnic Identity:

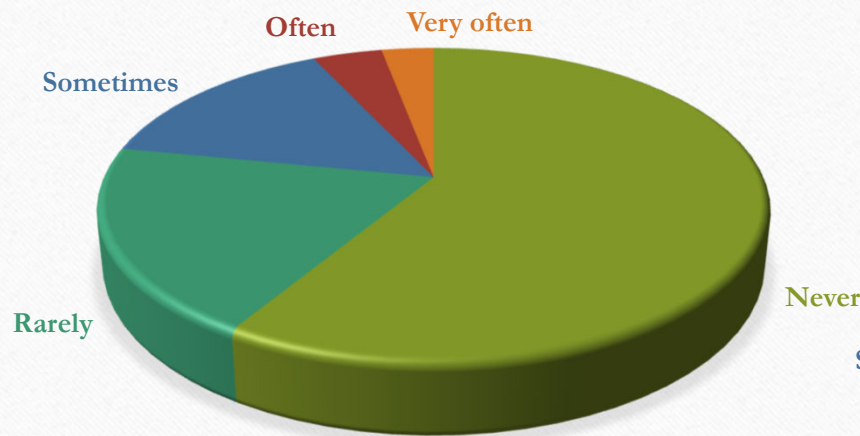
Staff/ Administrators



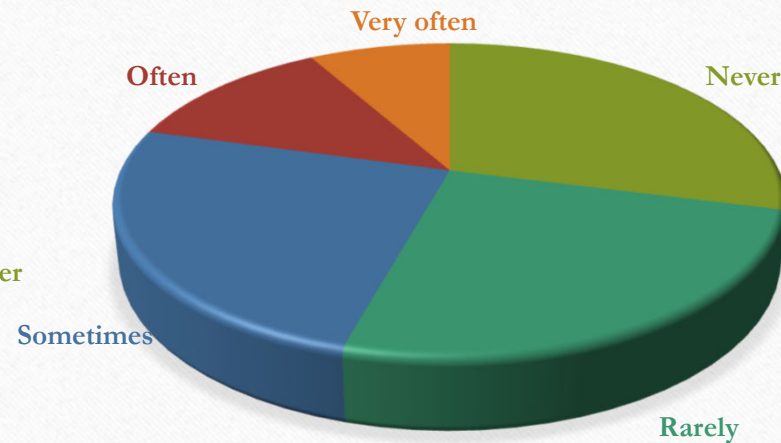
How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Sexual Orientation:

Undergraduate Students

UB

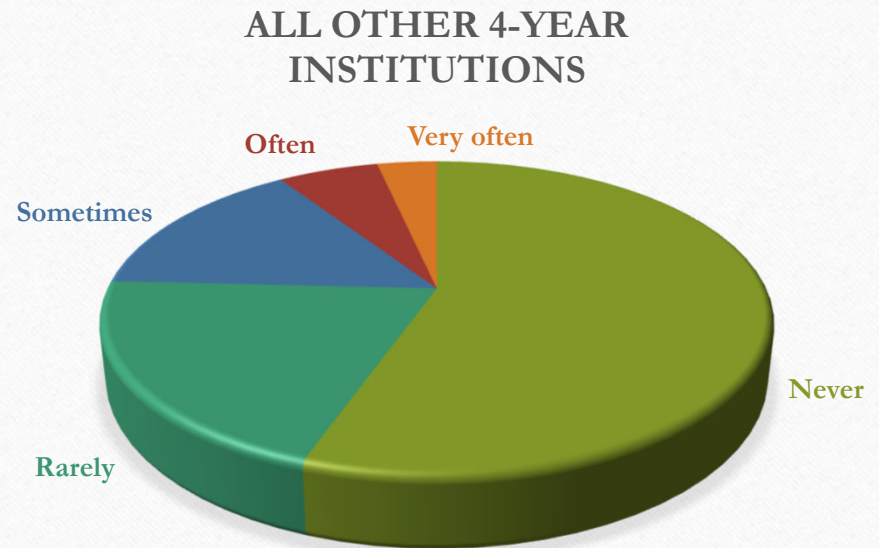
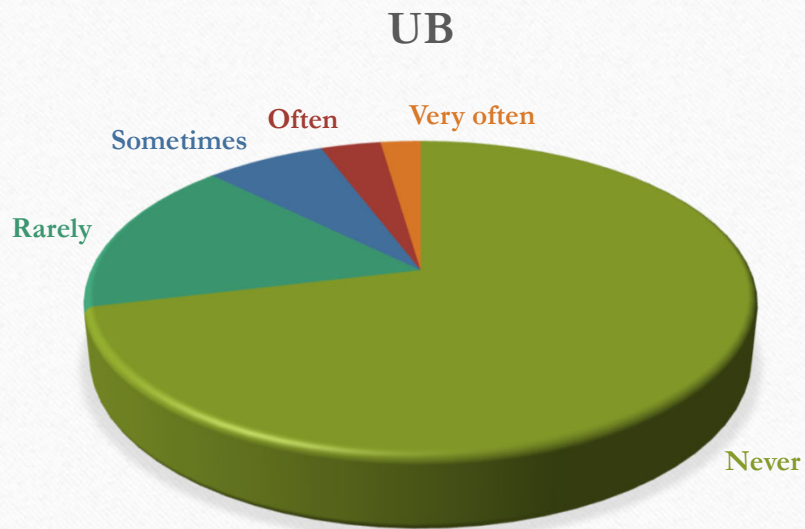


ALL OTHER 4-YEAR INSTITUTIONS



How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Sexual Orientation:

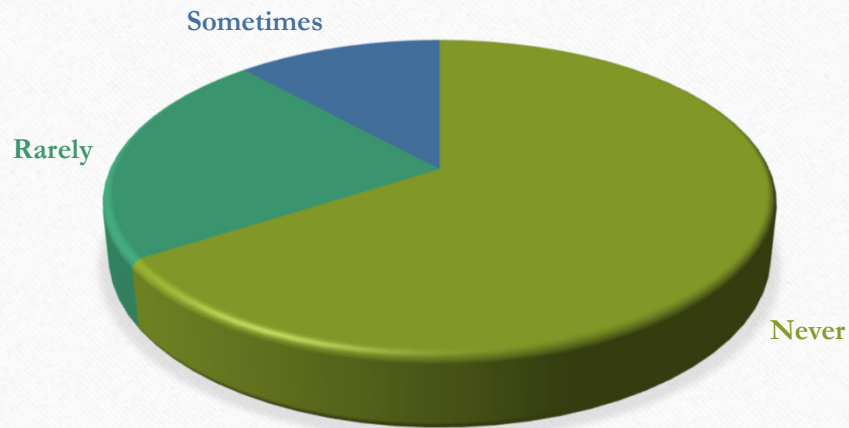
Graduate Students



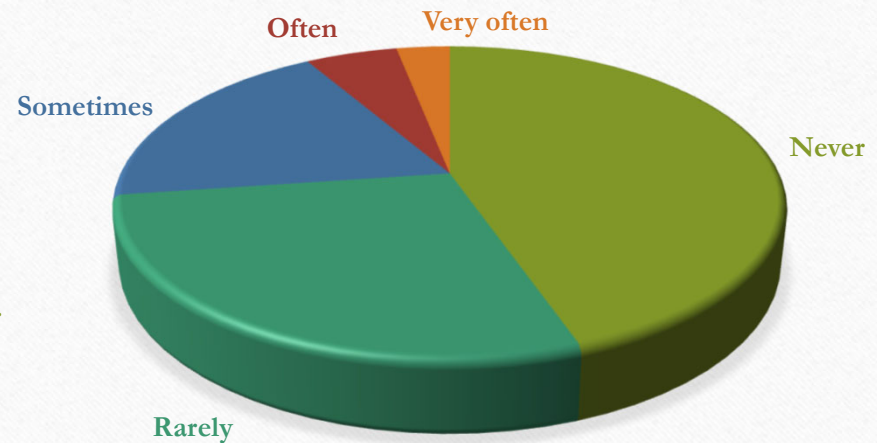
How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Sexual Orientation:

Faculty

UB

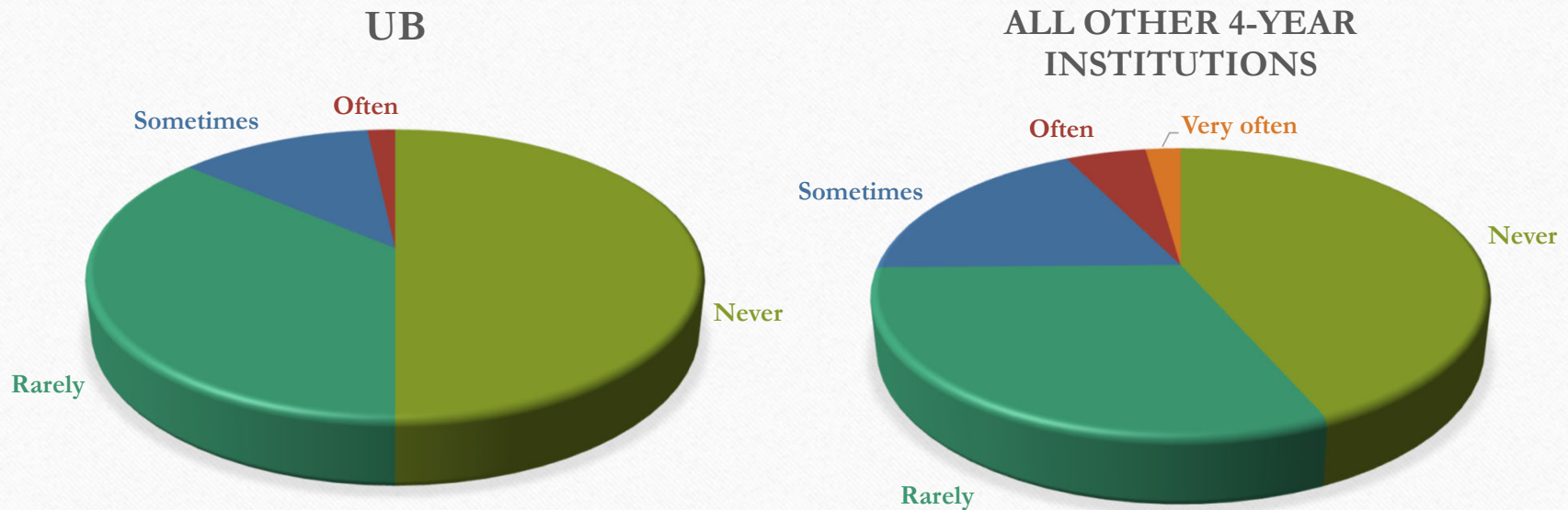


ALL OTHER 4-YEAR INSTITUTIONS

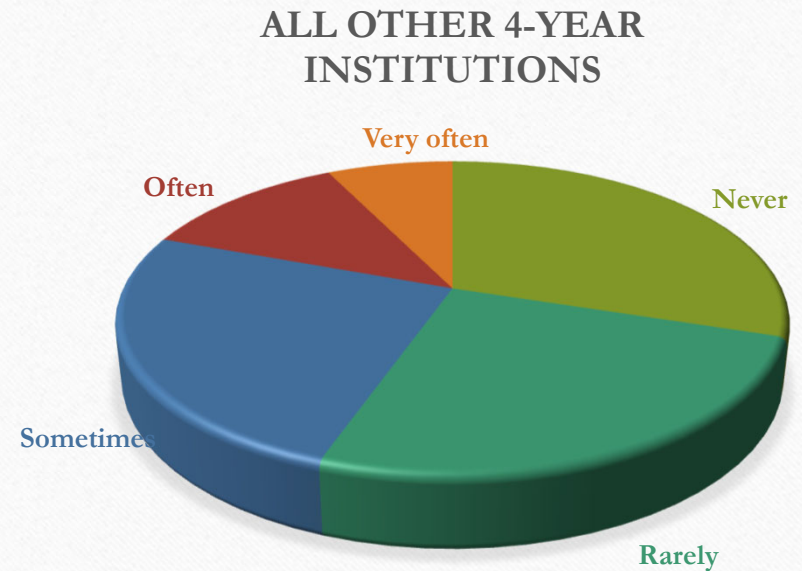
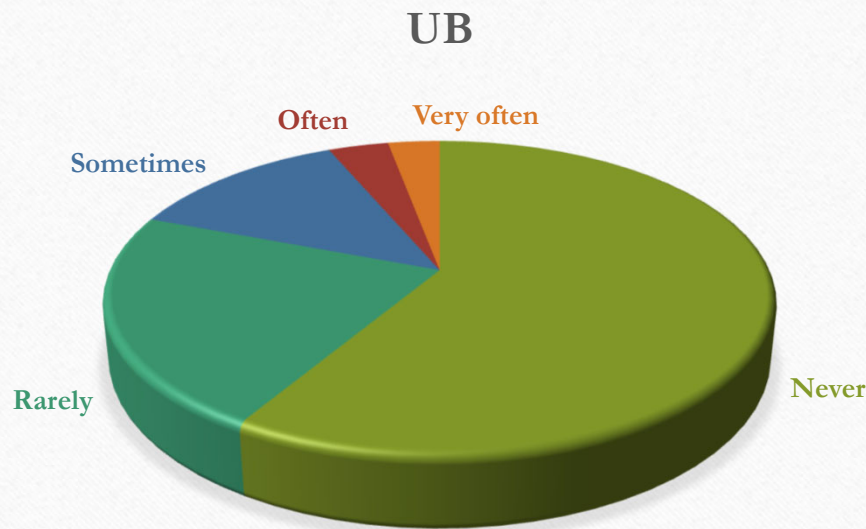


How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Sexual Orientation:

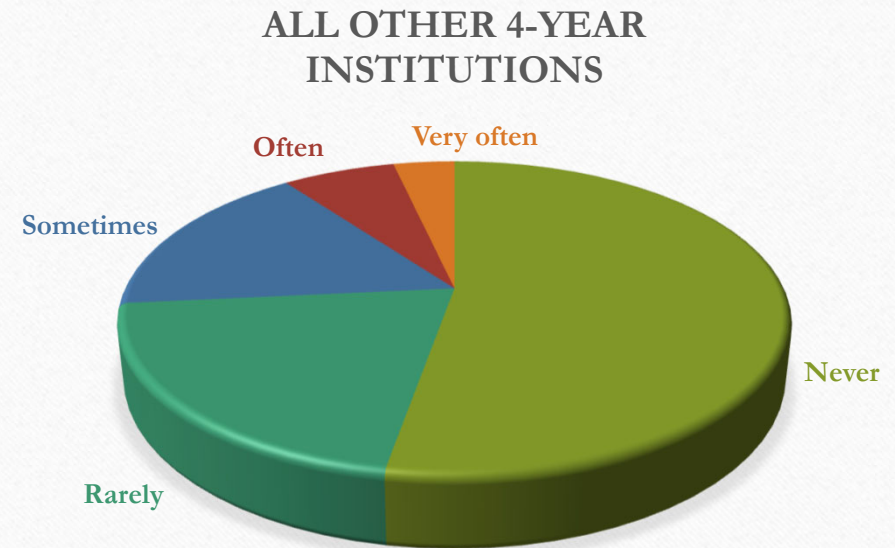
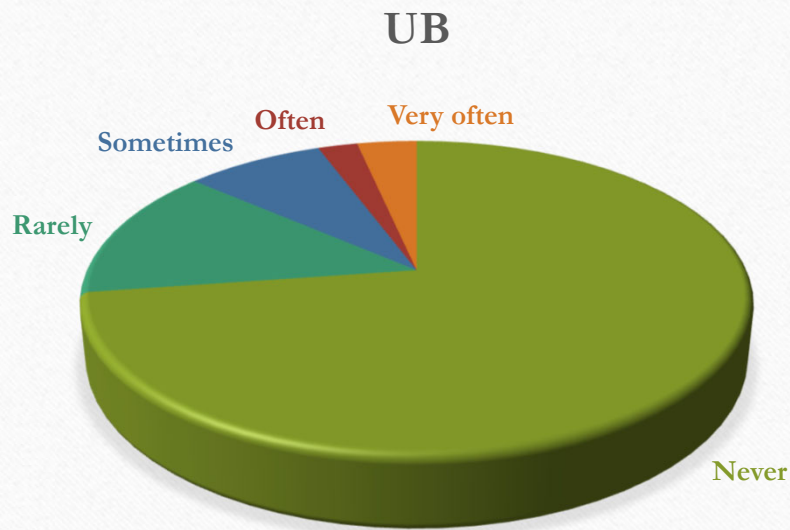
Staff/ Administrators



How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Gender or Gender Identity: *Undergraduate Students*



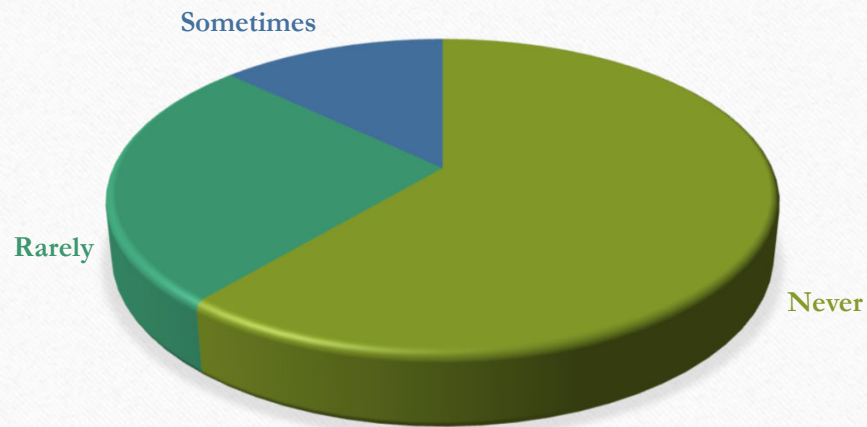
How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Gender or Gender Identity: *Graduate Students*



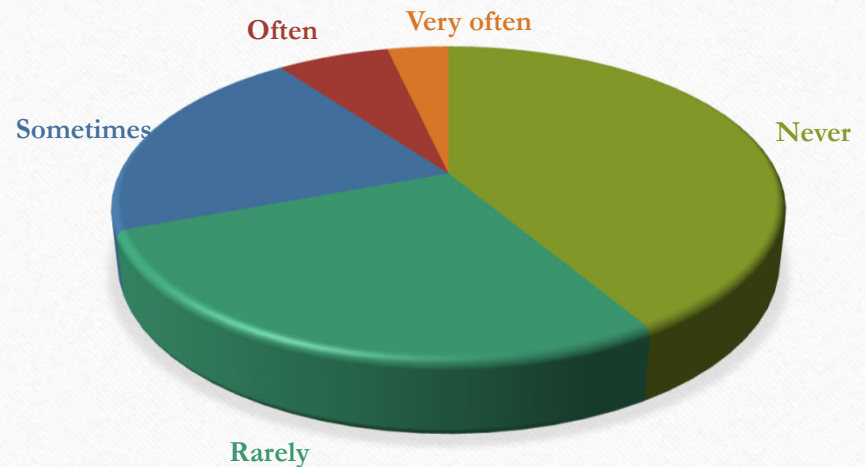
How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Gender or Gender Identity:

Faculty

UB



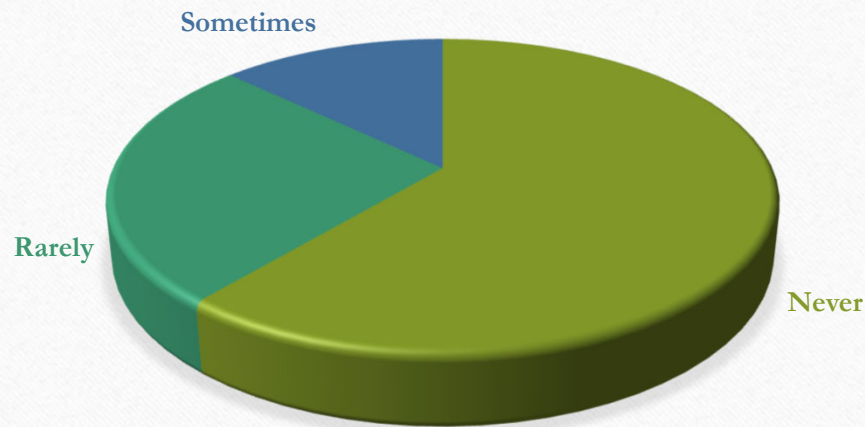
ALL OTHER 4-YEAR INSTITUTIONS



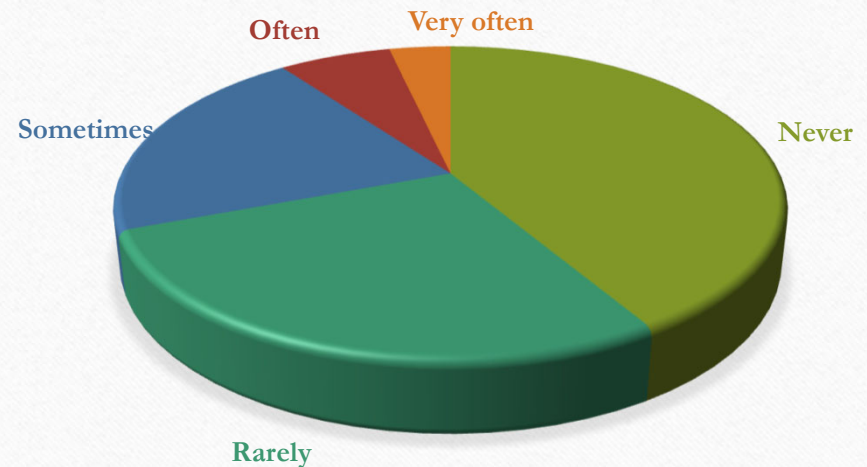
How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Gender or Gender Identity:

Staff/ Administrators

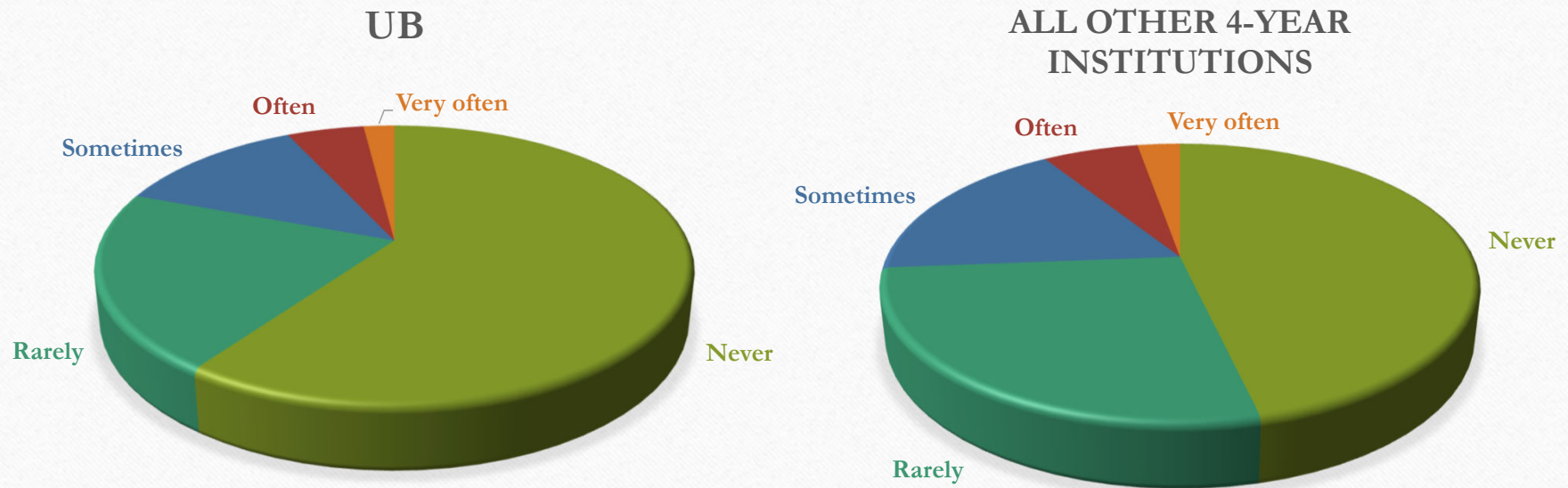
UB



ALL OTHER 4-YEAR INSTITUTIONS

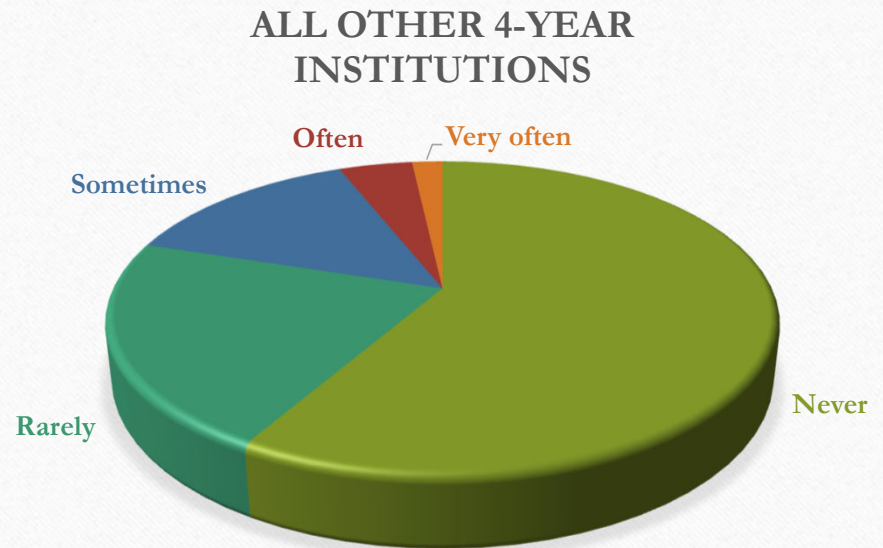
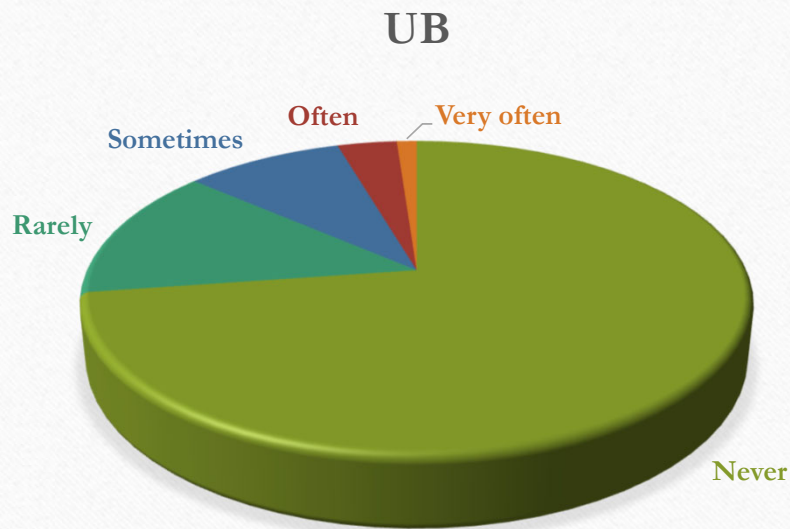


How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Socioeconomic Background:
Undergraduate Students



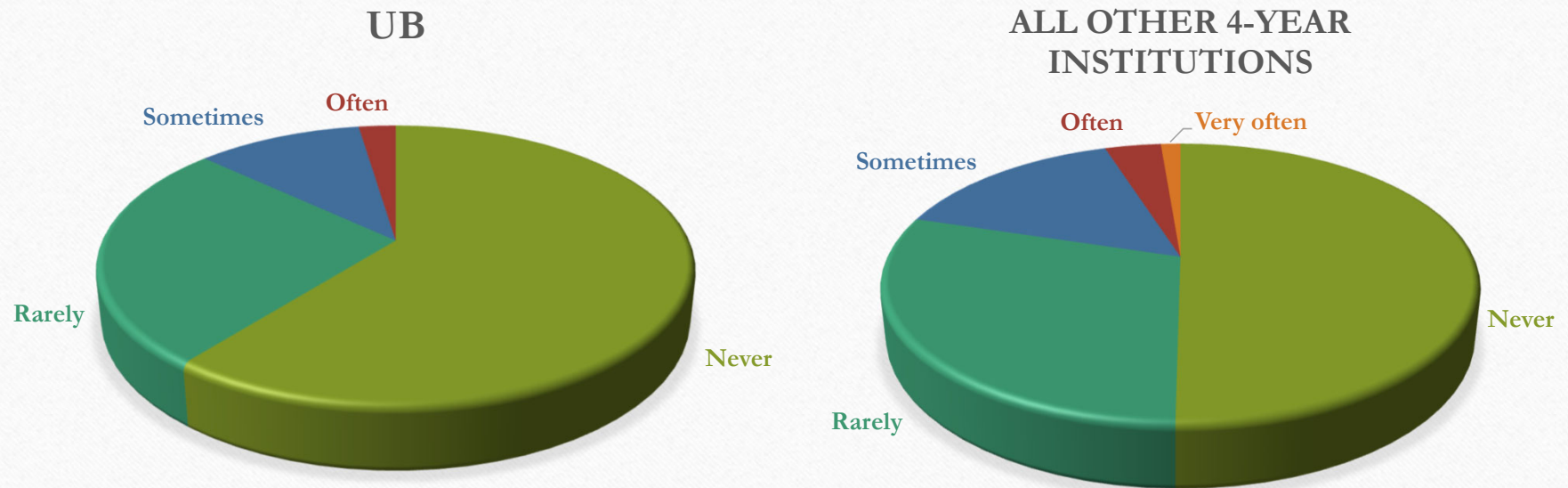
How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Socioeconomic Background:

Graduate Students



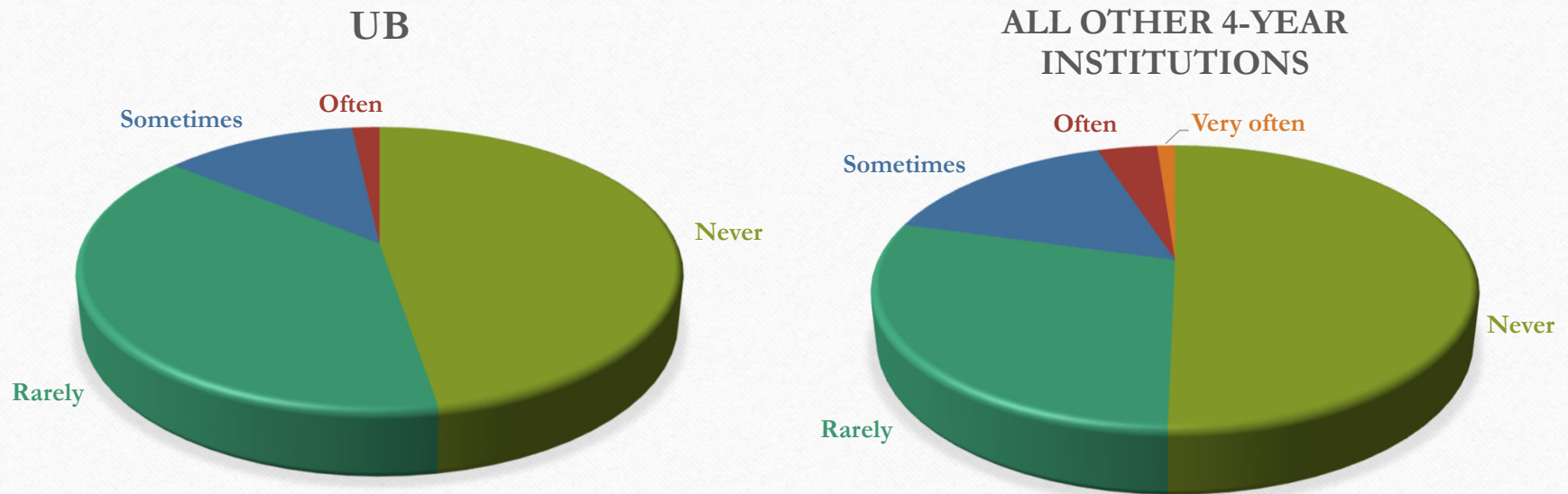
How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Socioeconomic Background:

Faculty



How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Socioeconomic Background:

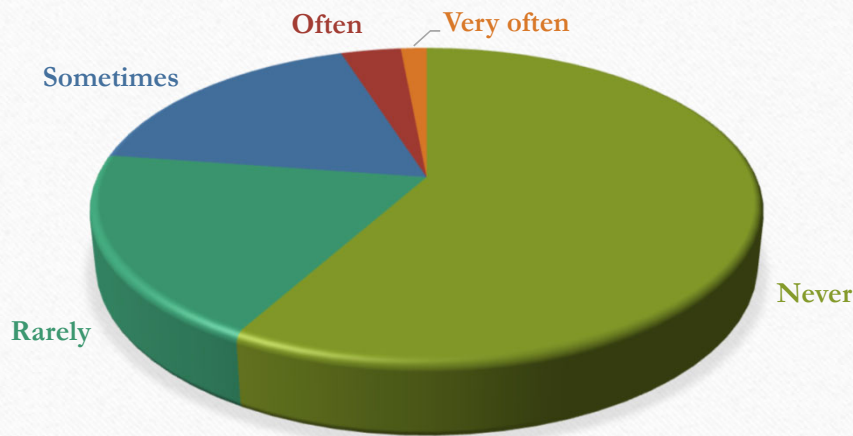
Faculty



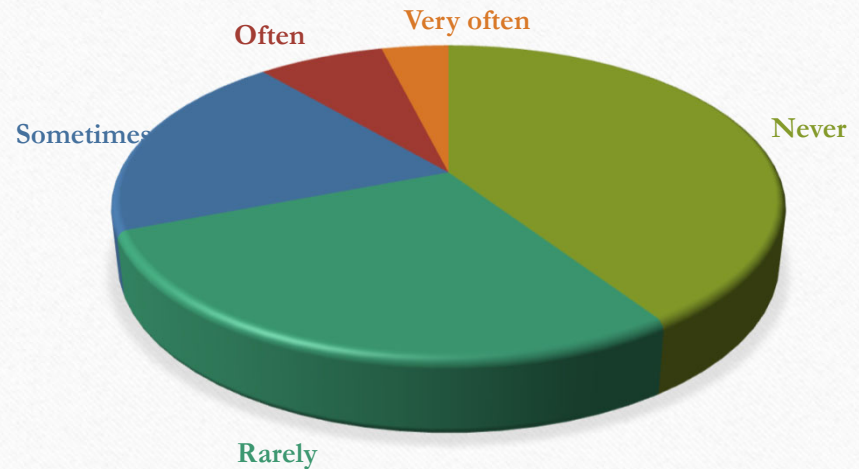
How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Religious Background:

Undergraduate Students

UB



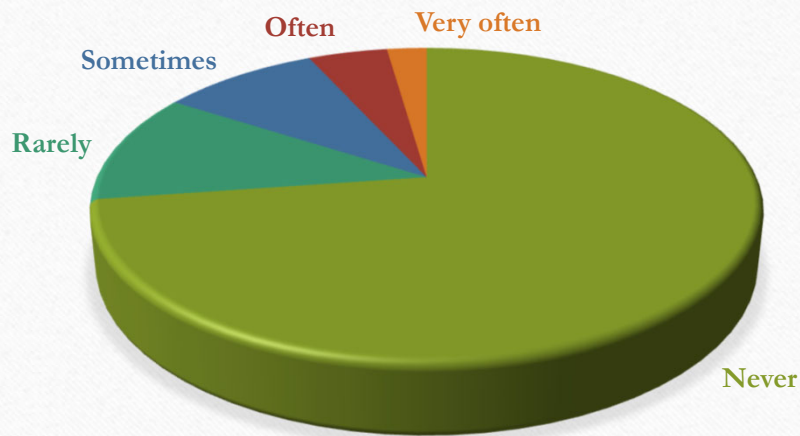
ALL OTHER 4-YEAR INSTITUTIONS



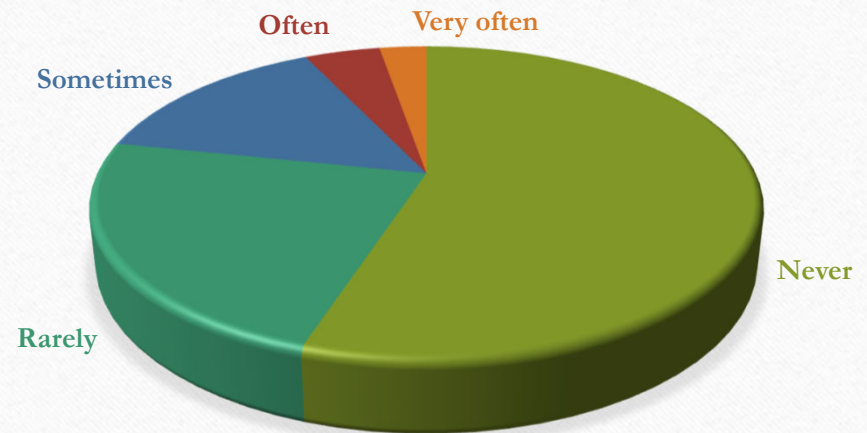
How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Religious Background:

Graduate Students

UB



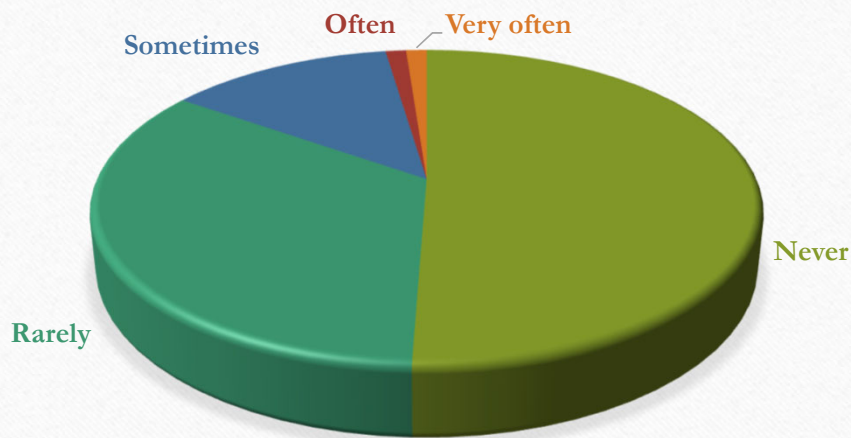
ALL OTHER 4-YEAR INSTITUTIONS



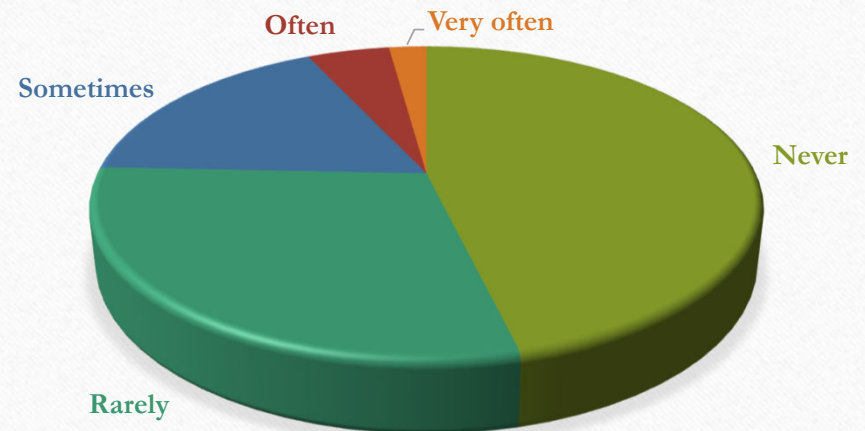
How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Religious Background:

Faculty

UB

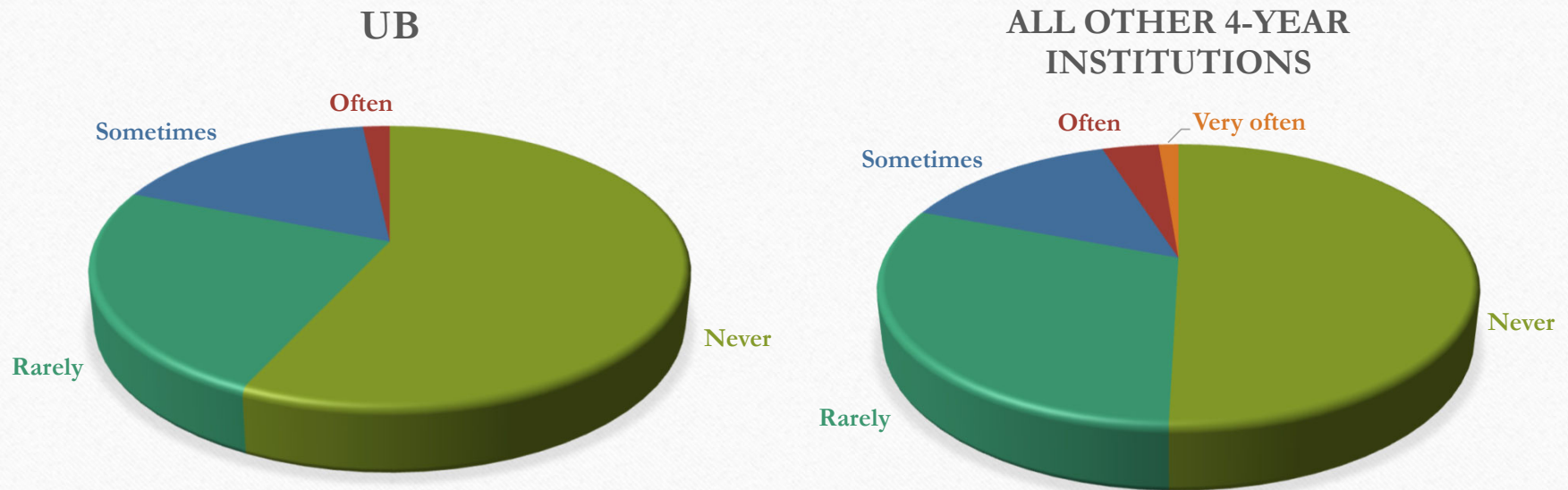


ALL OTHER 4-YEAR INSTITUTIONS

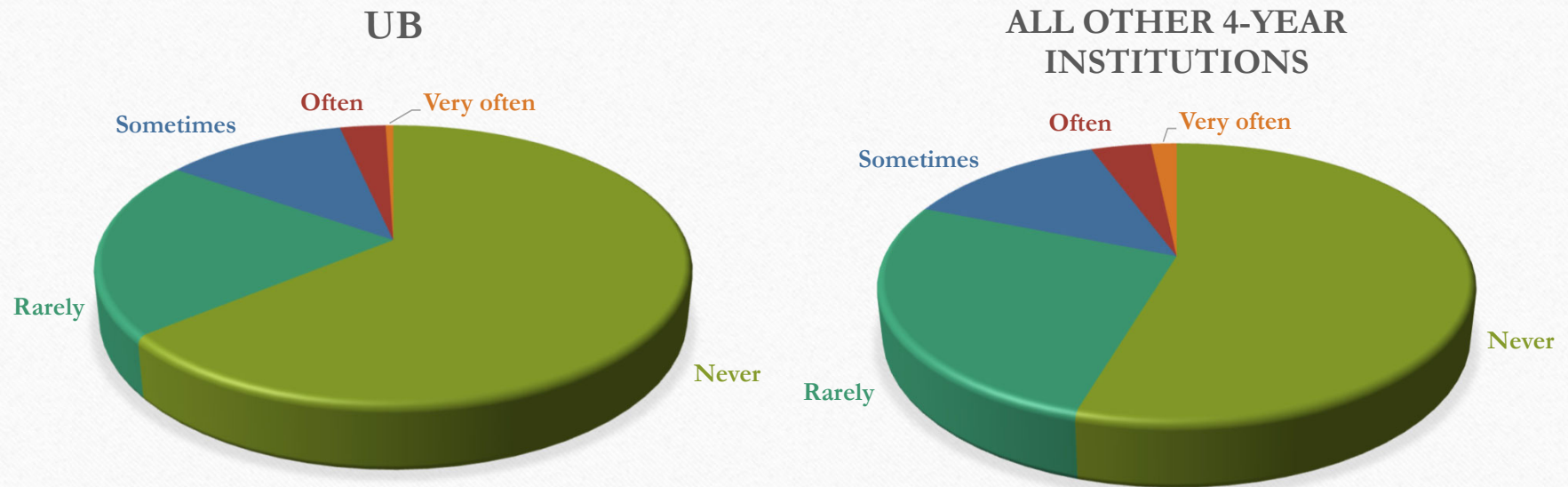


How Often People Heard Insensitive or Disparaging Remarks Regarding People from a Particular Religious Background :

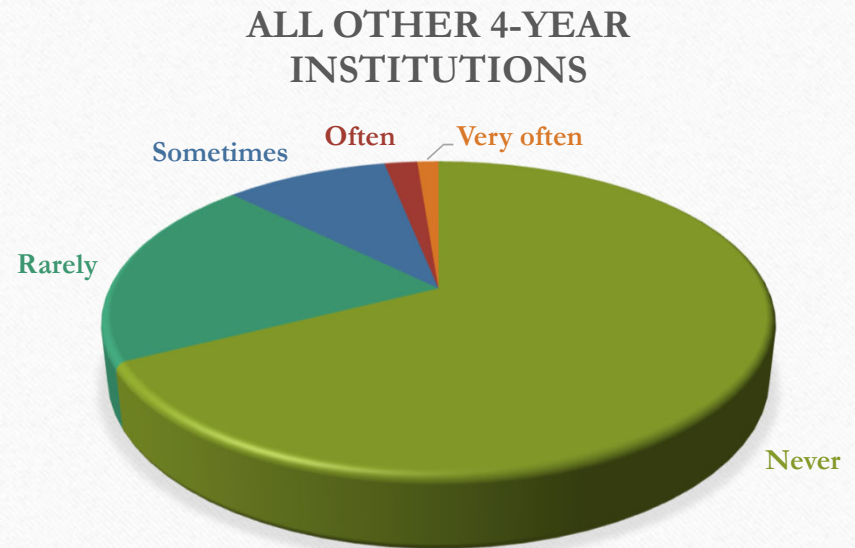
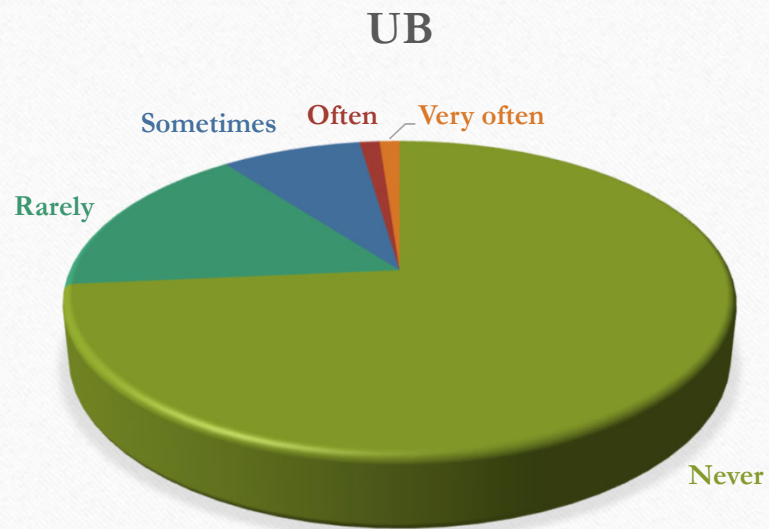
Staff/ Administrators



How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Disability : *Undergraduate Students*

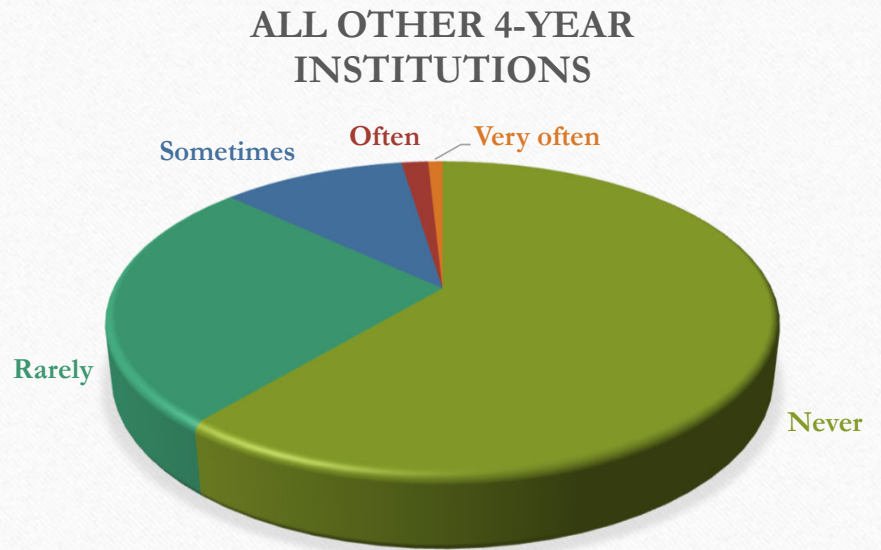
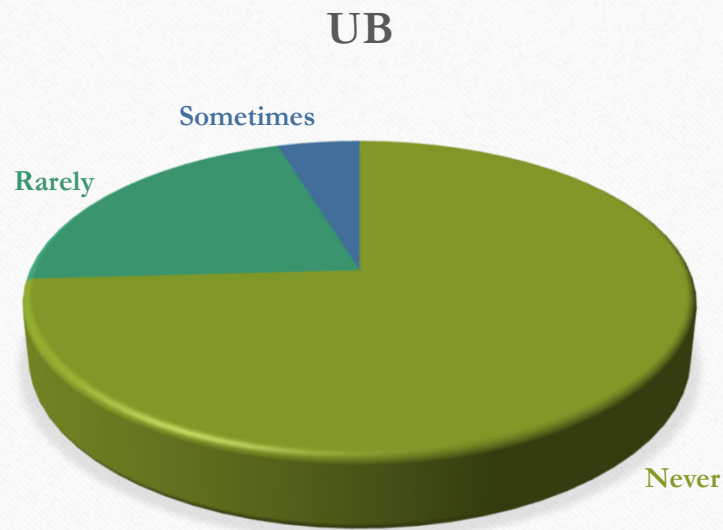


How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Disability : *Graduate Students*



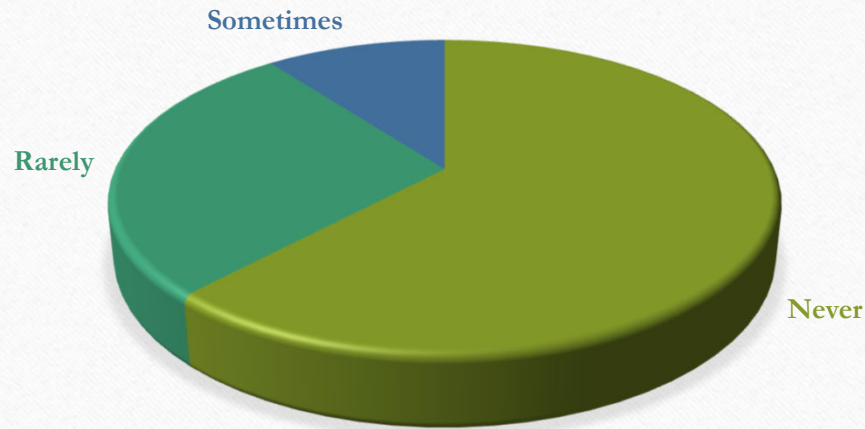
How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Disability :

Faculty

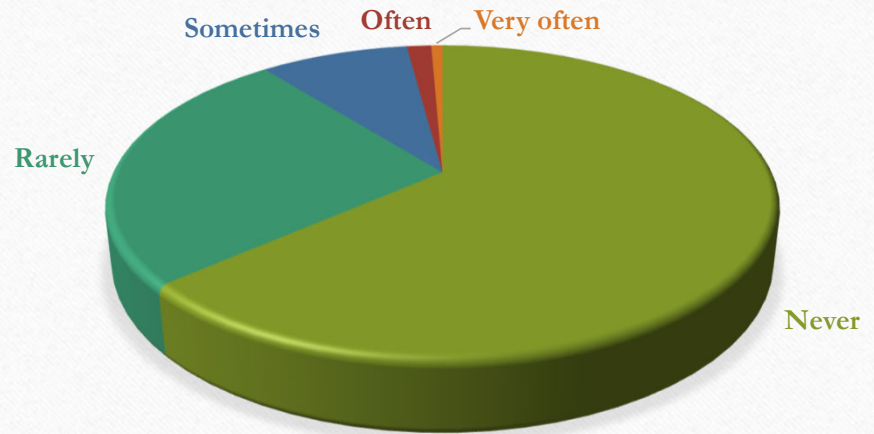


How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Disability : *Staff/ Administrators*

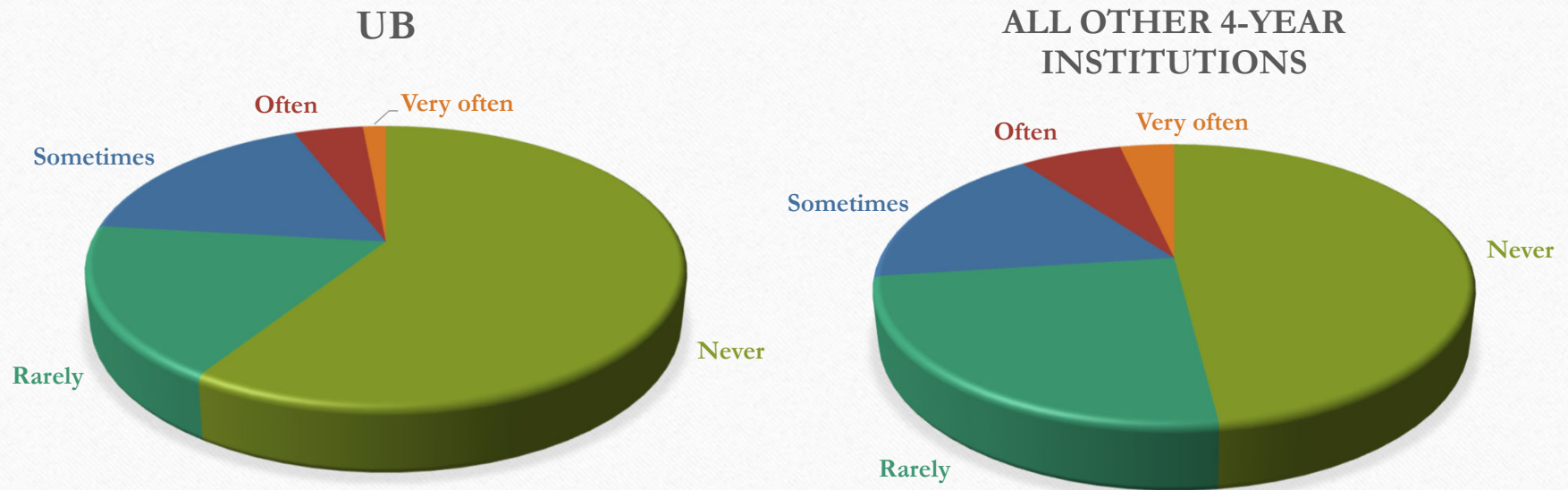
UB



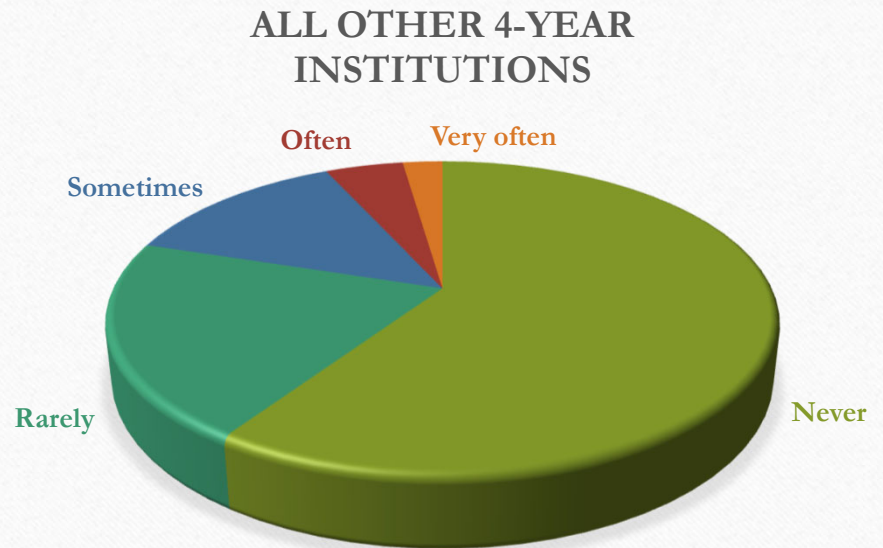
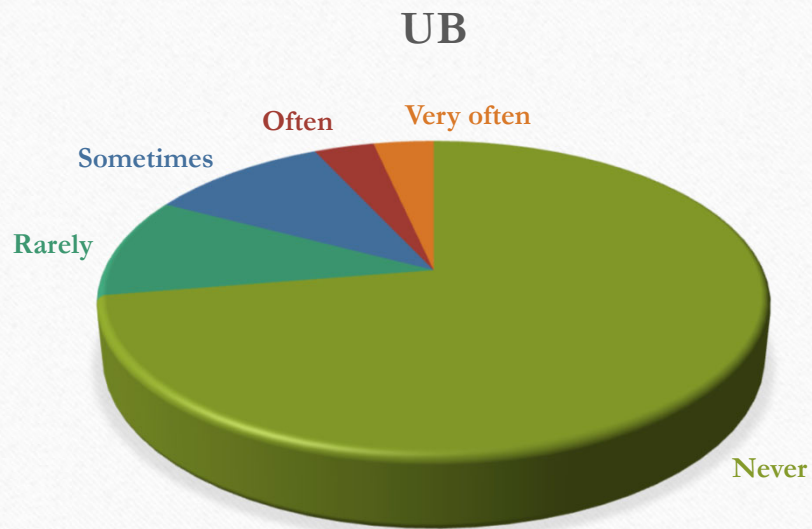
ALL OTHER 4-YEAR INSTITUTIONS



How Often People Heard Insensitive or Disparaging Remarks Regarding People Who are Immigrants: *Undergraduate Students*

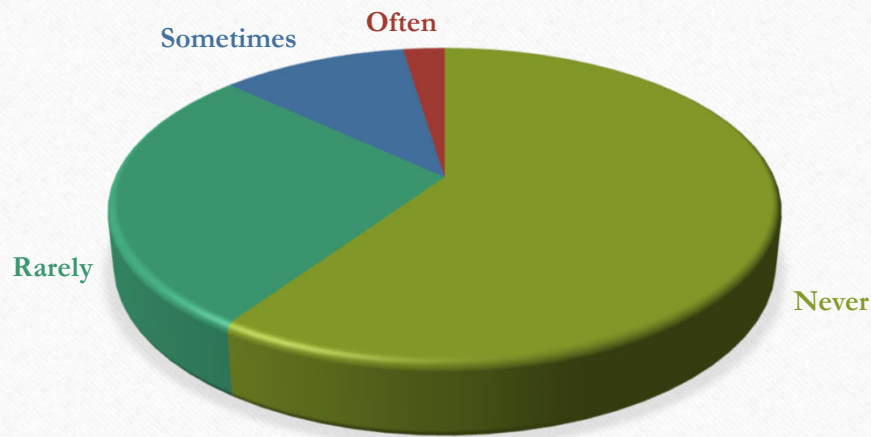


How Often People Heard Insensitive or Disparaging Remarks Regarding People Who are Immigrants: *Graduate Students*

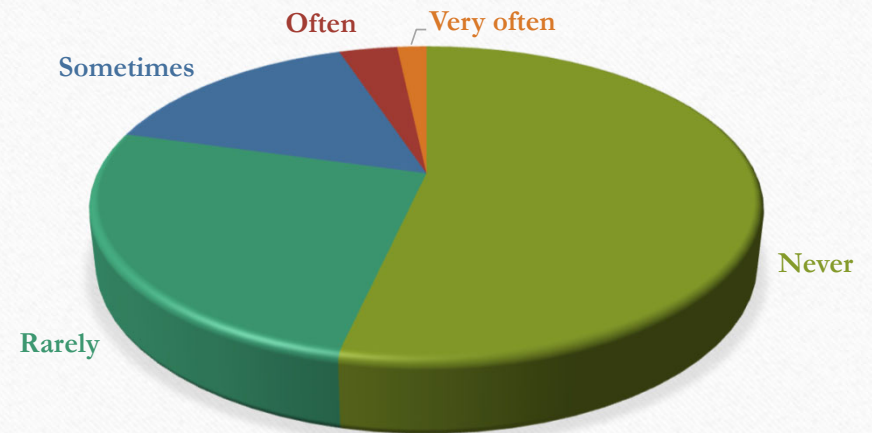


How Often People Heard Insensitive or Disparaging Remarks Regarding People Who are Immigrants: *Faculty*

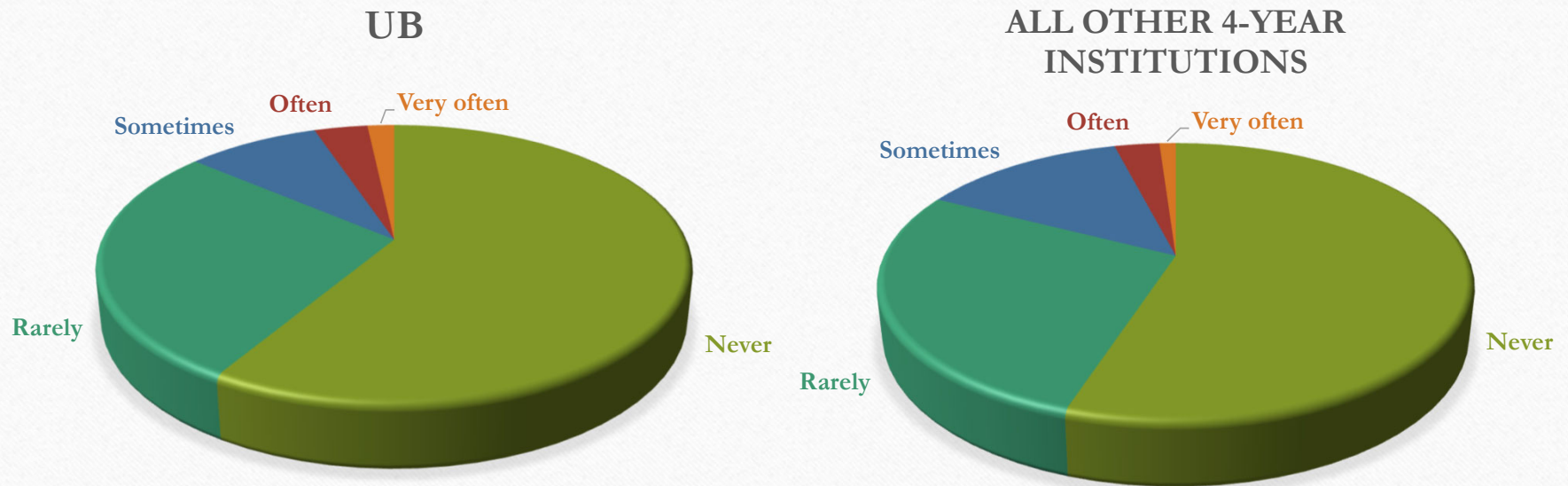
UB



ALL OTHER 4-YEAR INSTITUTIONS

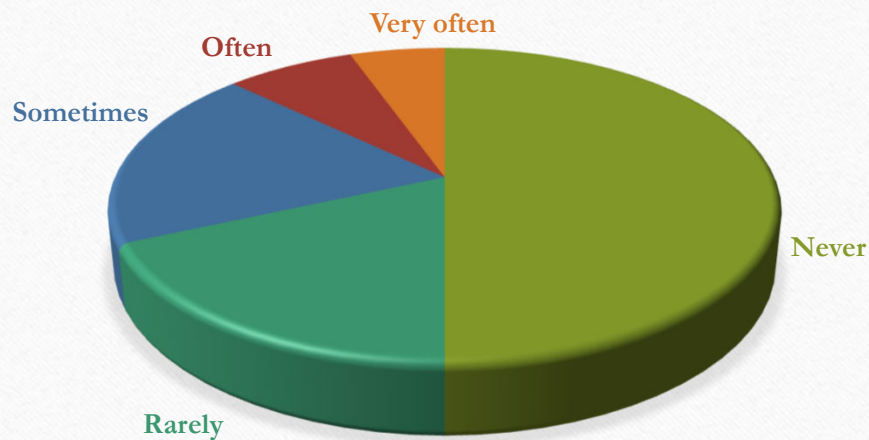


How Often People Heard Insensitive or Disparaging Remarks Regarding People Who are Immigrants: *Staff/ Administrators*

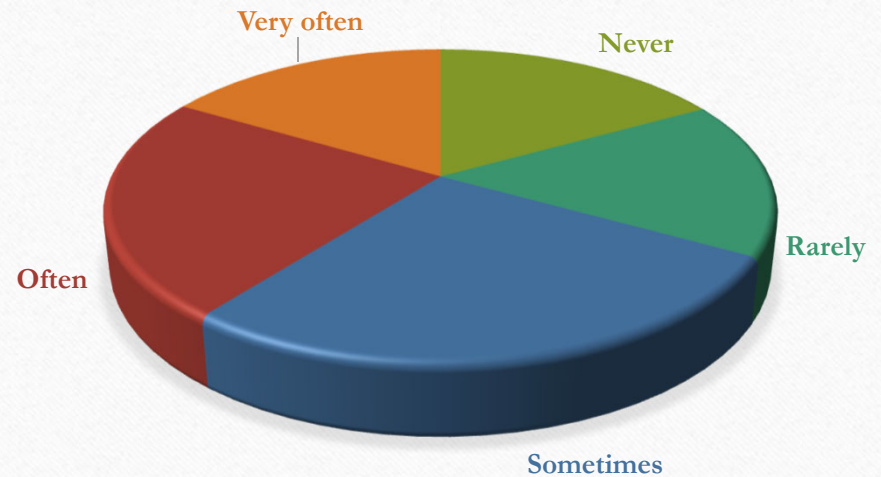


How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Political Affiliation/View:
Undergraduate Students

UB

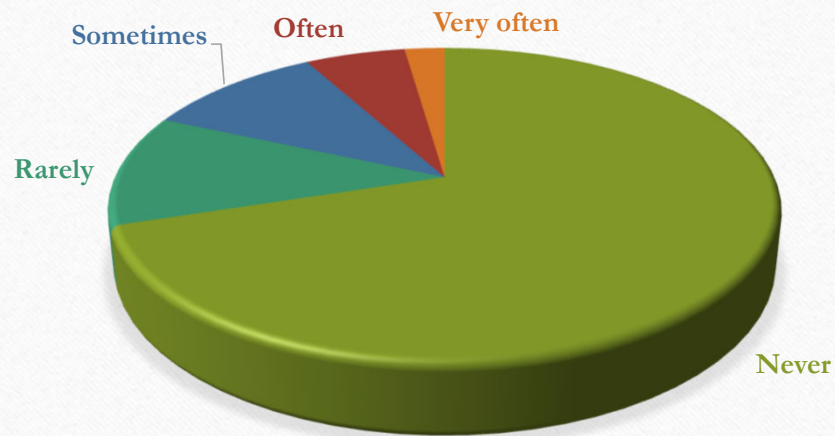


ALL OTHER 4-YEAR INSTITUTIONS

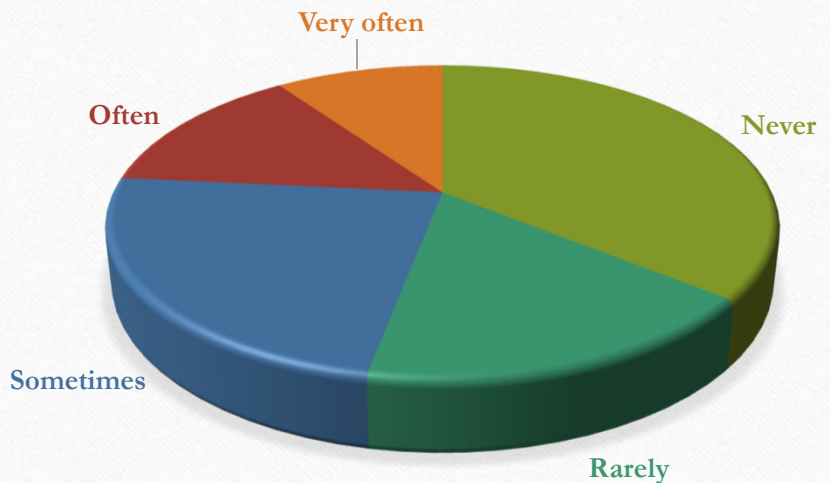


How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Political Affiliation/View: *Graduate Students*

UB



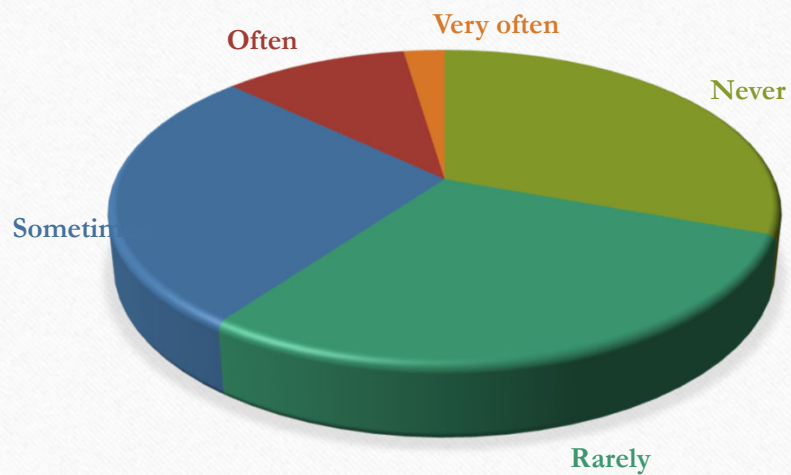
ALL OTHER 4-YEAR INSTITUTIONS



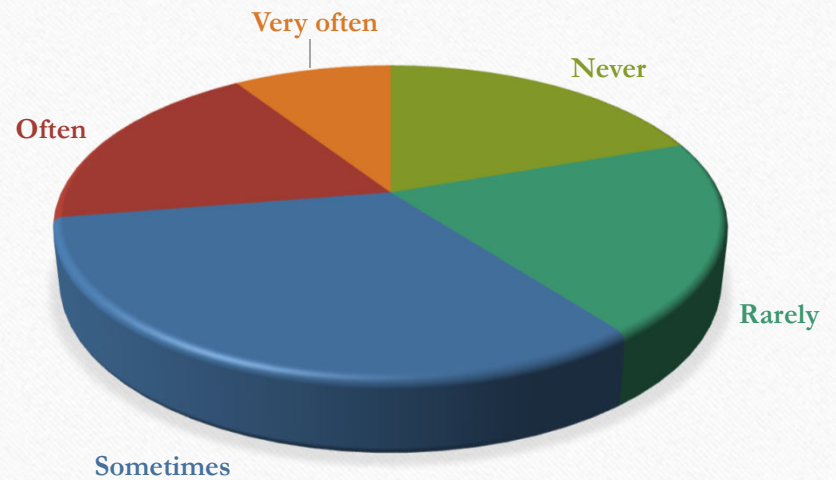
How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Political Affiliation/View:

Faculty

UB

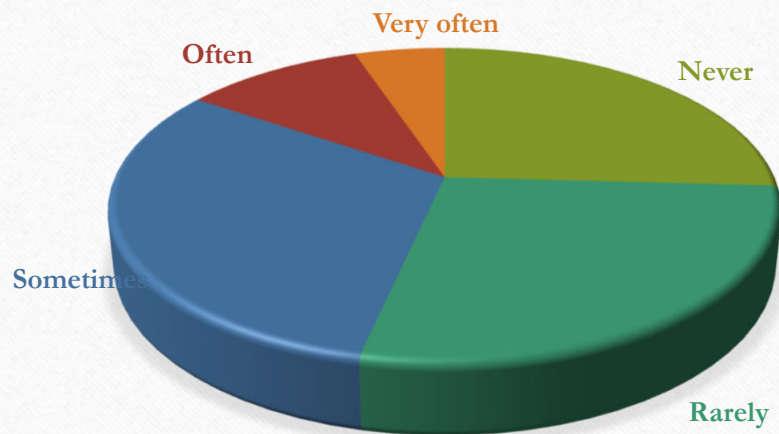


ALL OTHER 4-YEAR INSTITUTIONS

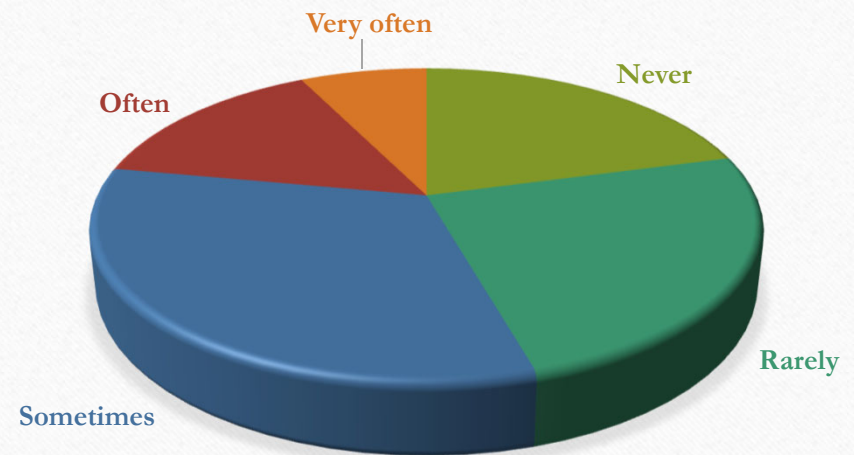


How Often People Heard Insensitive or Disparaging Remarks Regarding People with a Particular Political Affiliation/View:
Staff/ Administrators

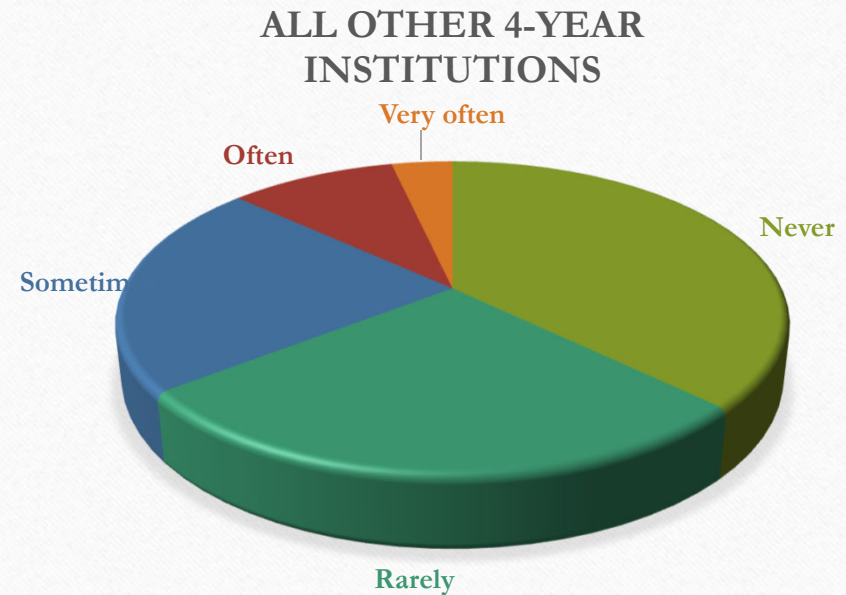
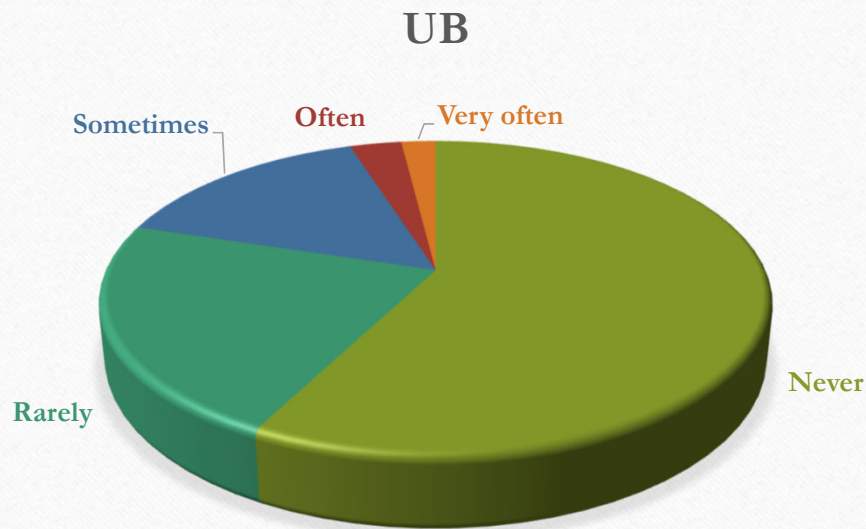
UB



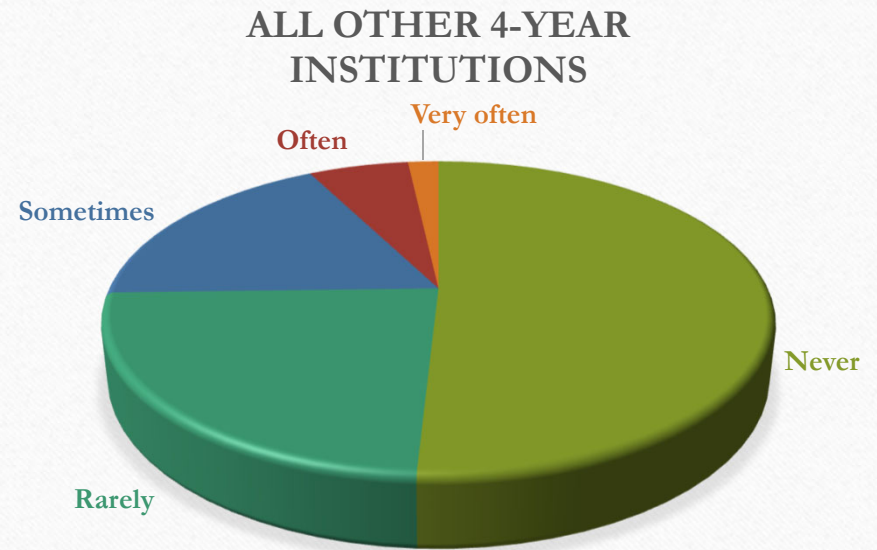
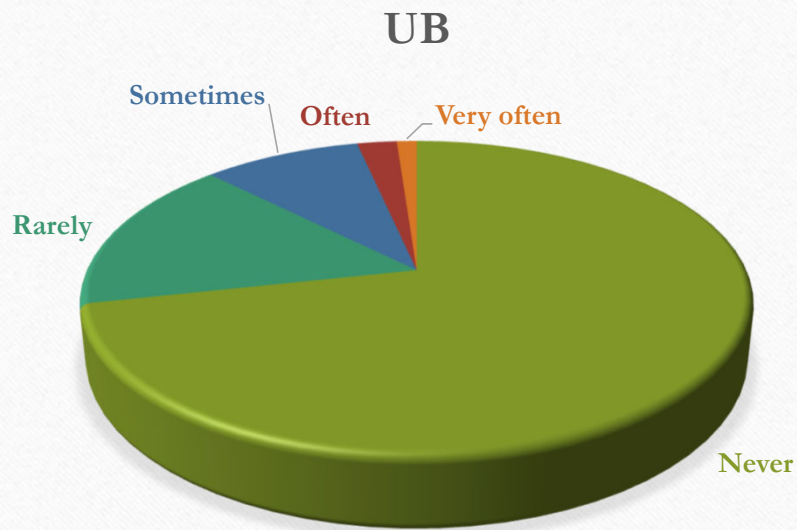
ALL OTHER 4-YEAR INSTITUTIONS



How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Age or Generation: *Undergraduate Students*

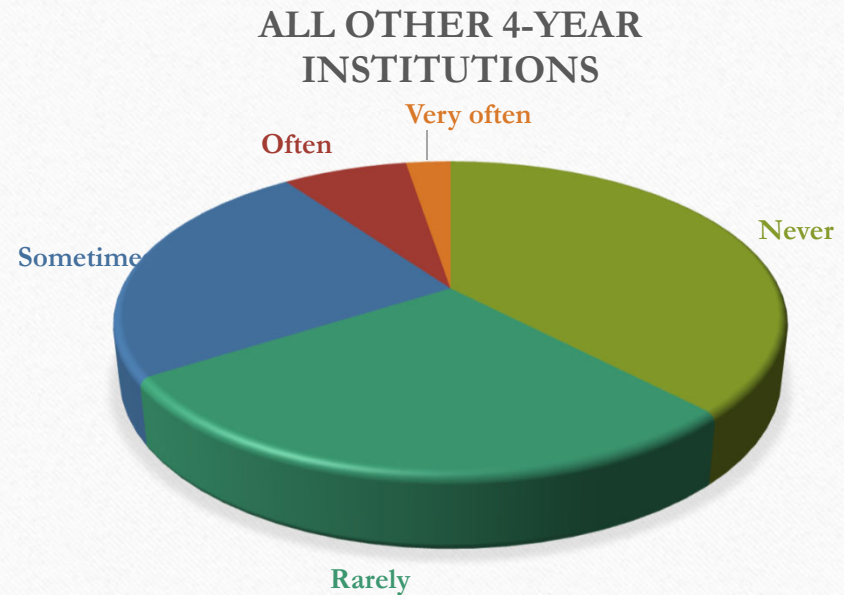
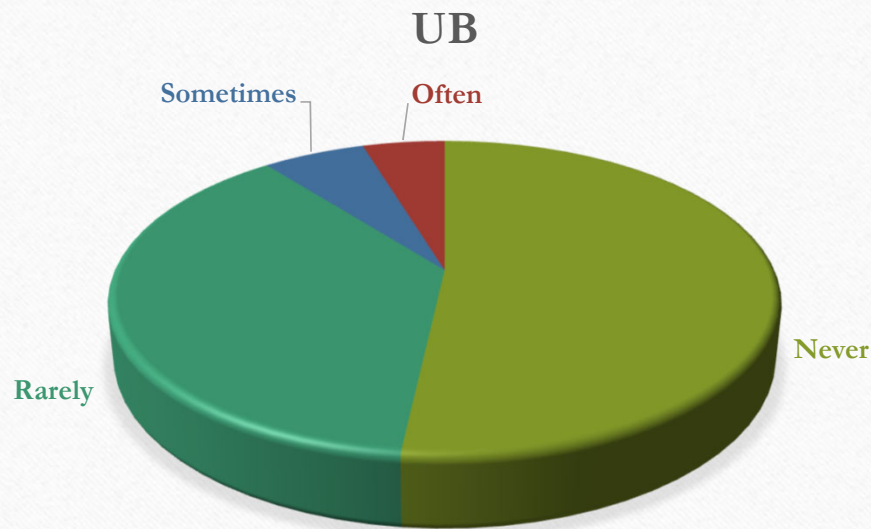


How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Age or Generation: *Graduate Students*



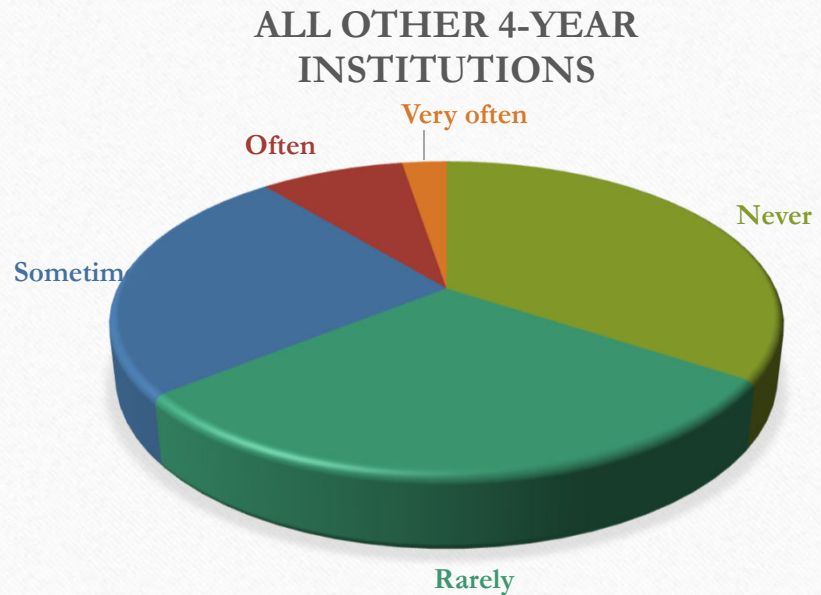
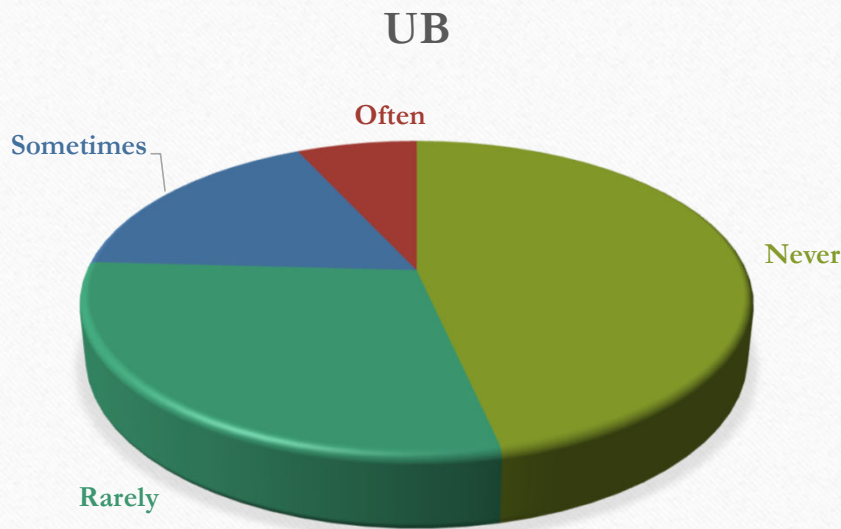
How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Age or Generation:

Faculty

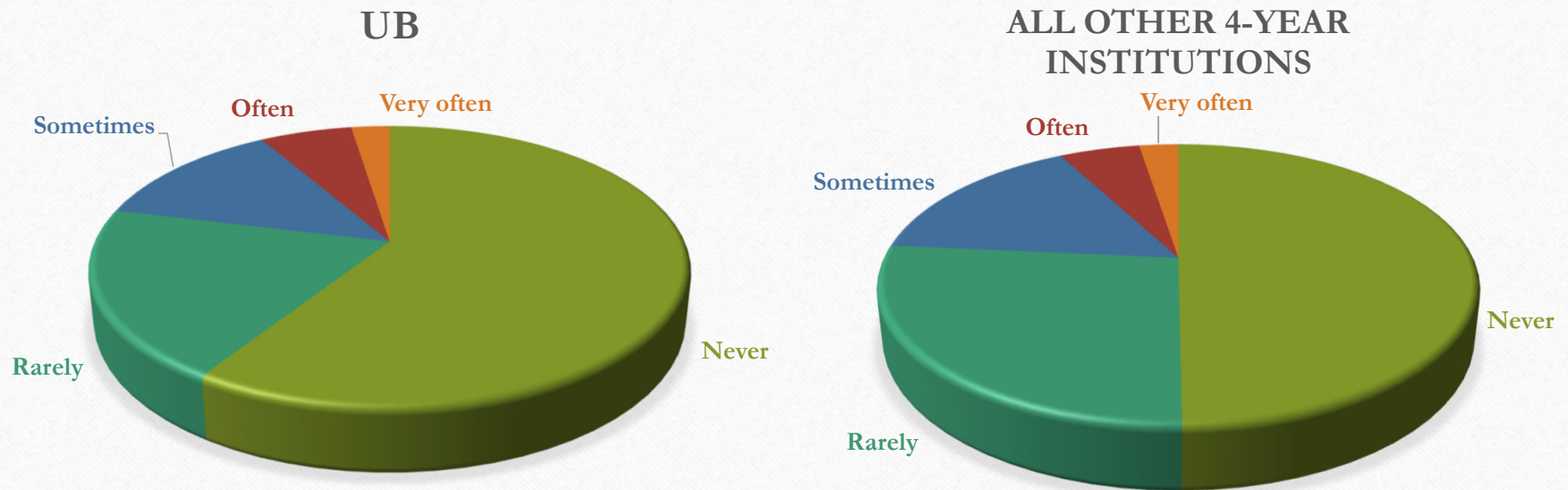


How Often People Heard Insensitive or Disparaging Remarks Regarding People of a Particular Age or Generation:

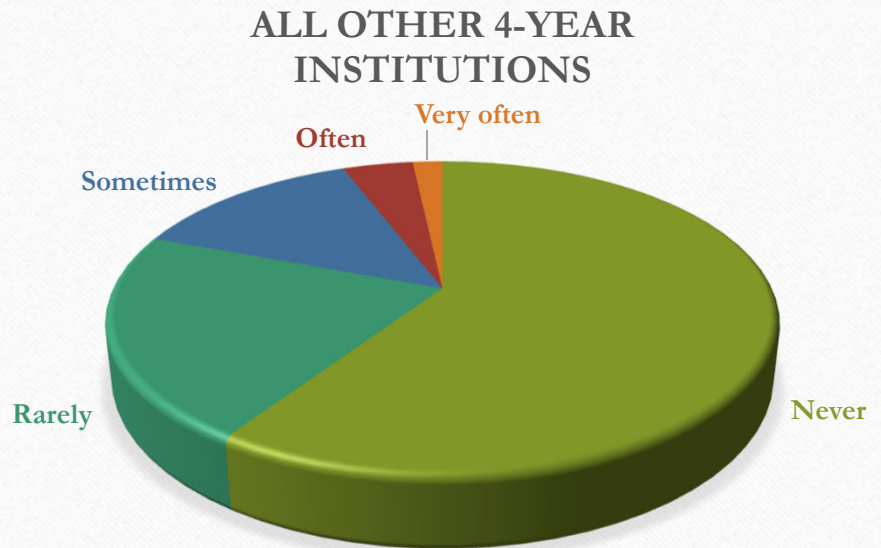
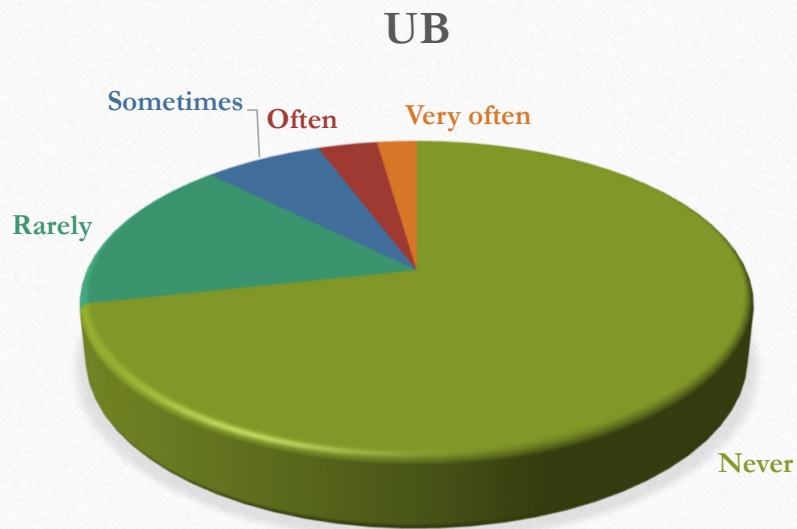
Staff/ Administrators



How Often People Heard Insensitive or Disparaging
Remarks Regarding People for whom English is not their
Native Language:
Undergraduate Students



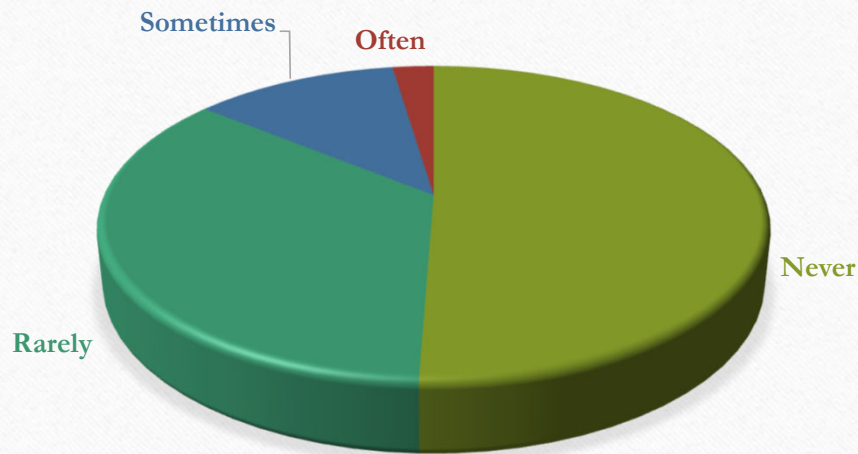
How Often People Heard Insensitive or Disparaging
Remarks Regarding People for whom English is not their
Native Language:
Graduate Students



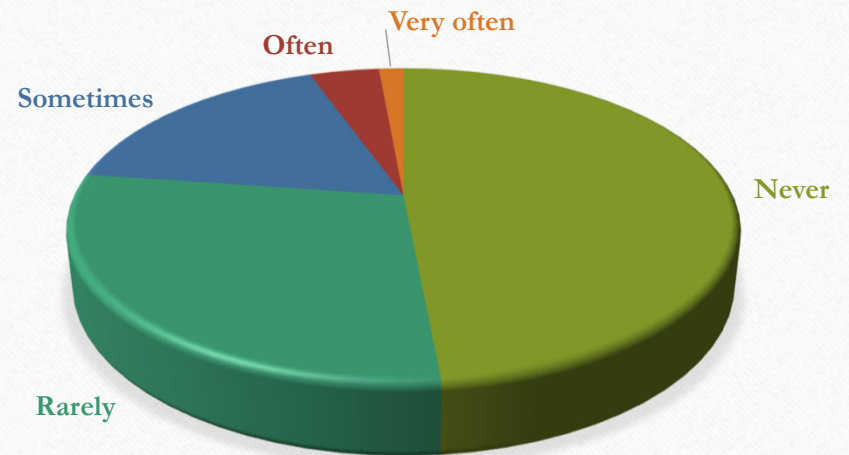
How Often People Heard Insensitive or Disparaging Remarks Regarding People for whom English is not their Native Language:

Faculty

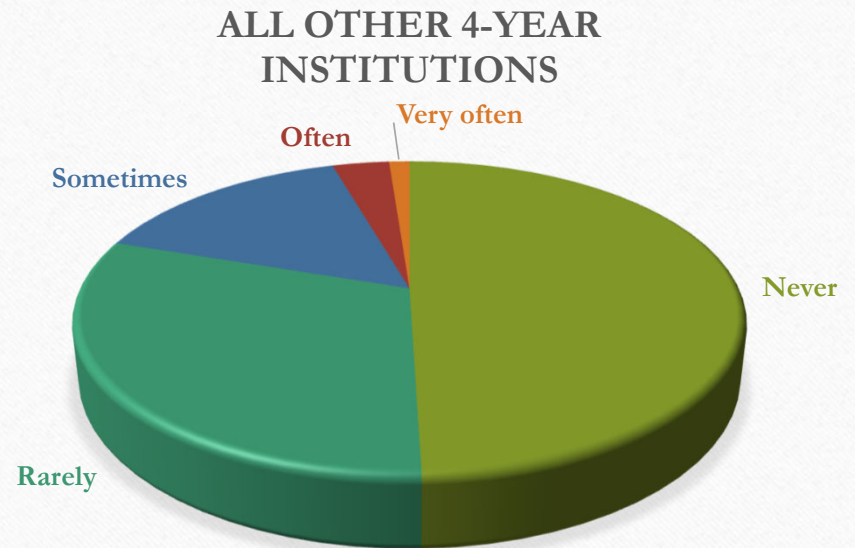
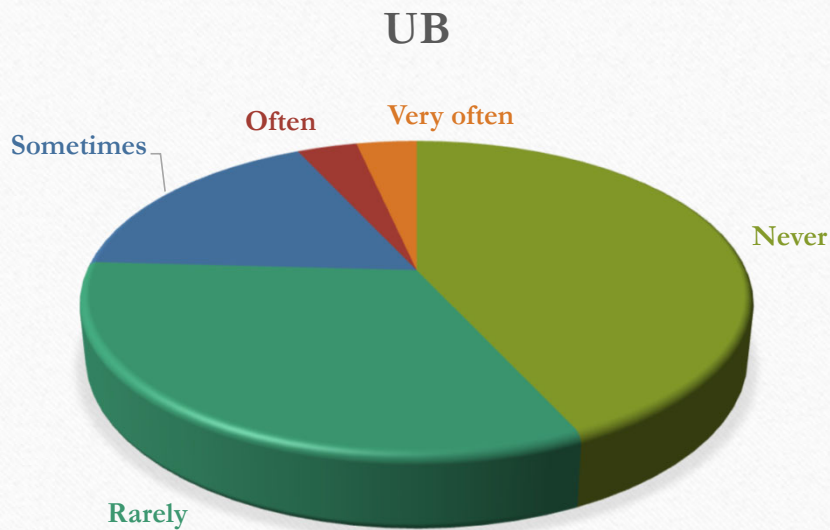
UB



ALL OTHER 4-YEAR INSTITUTIONS

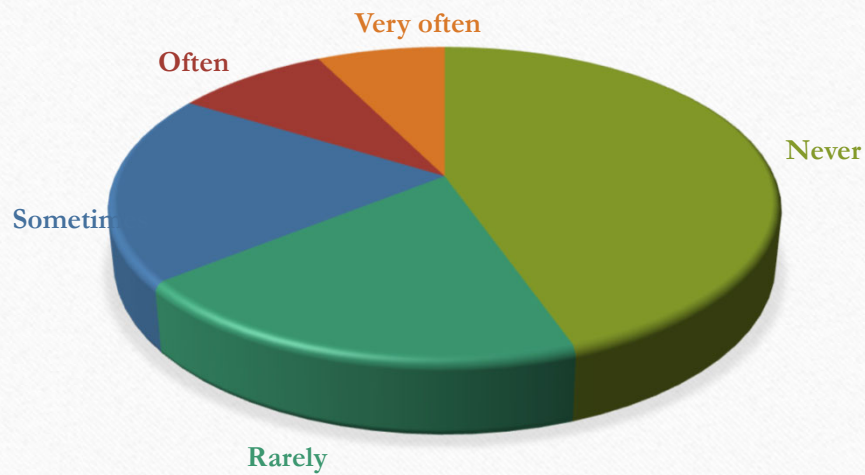


How Often People Heard Insensitive or Disparaging
Remarks Regarding People for whom English is not their
Native Language:
Staff/ Administrators

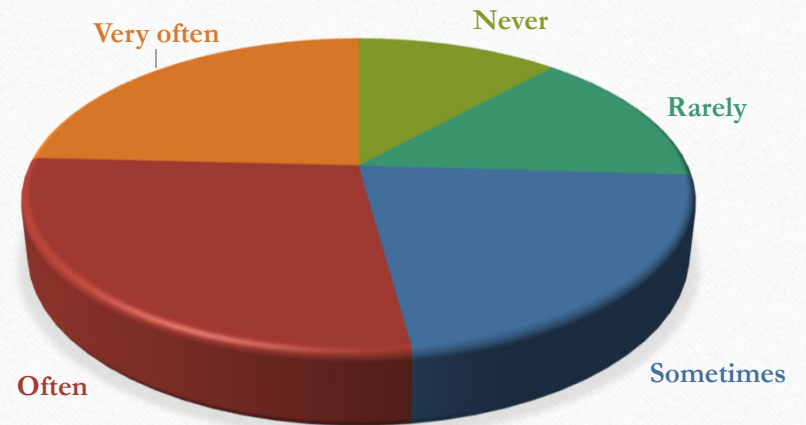


Source of Disparaging Remarks - Students: *Undergraduate Students*

UB

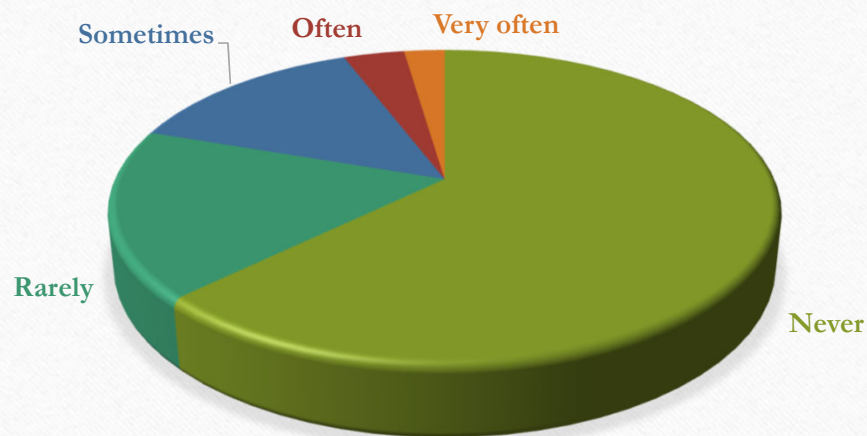


**ALL OTHER 4-YEAR
INSTITUTIONS**

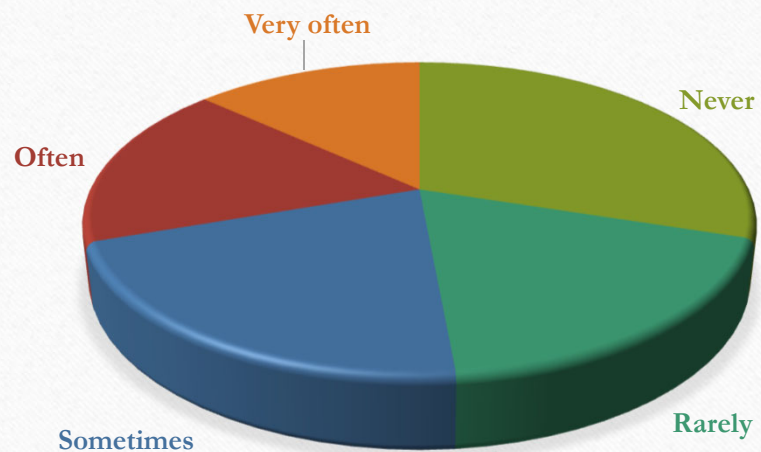


Source of Disparaging Remarks - Students: *Graduate Students*

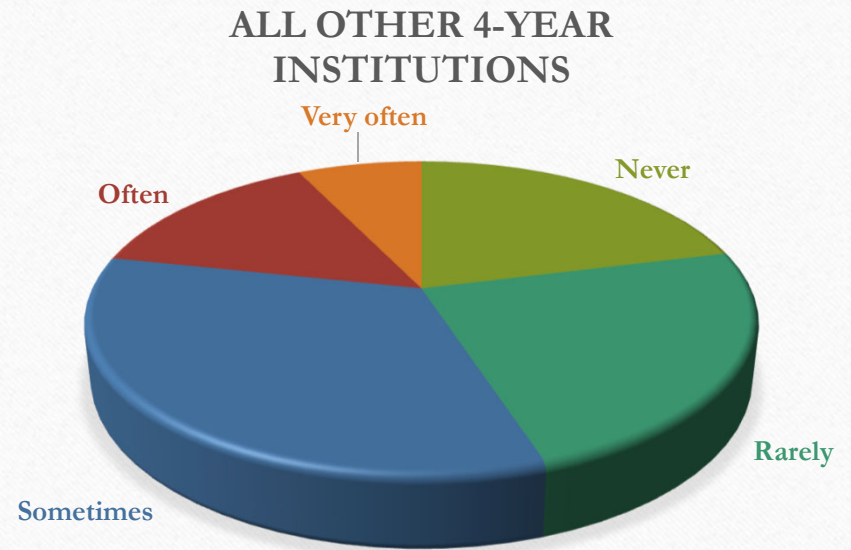
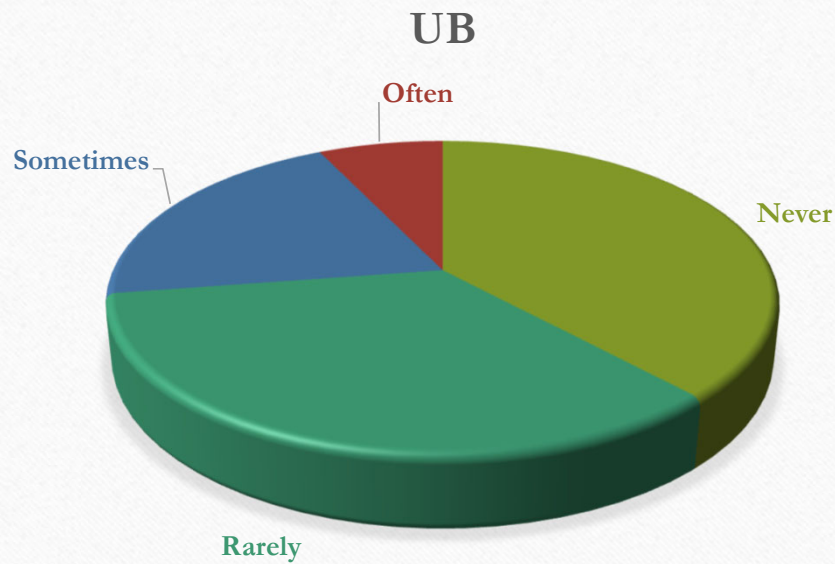
UB



**ALL OTHER 4-YEAR
INSTITUTIONS**

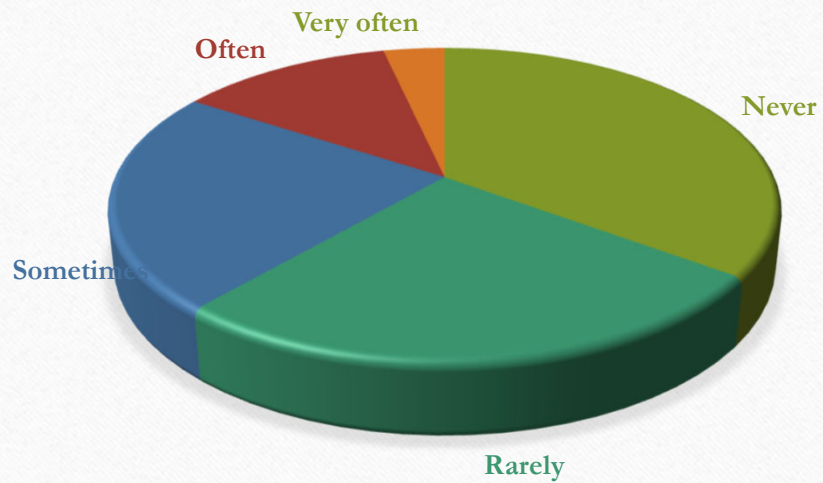


Source of Disparaging Remarks - Students: *Faculty*

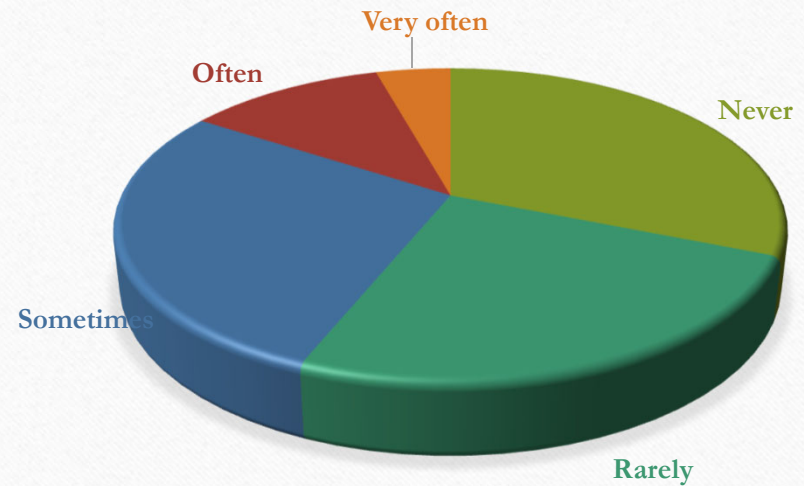


Source of Disparaging Remarks - Students: *Staff/ Administrators*

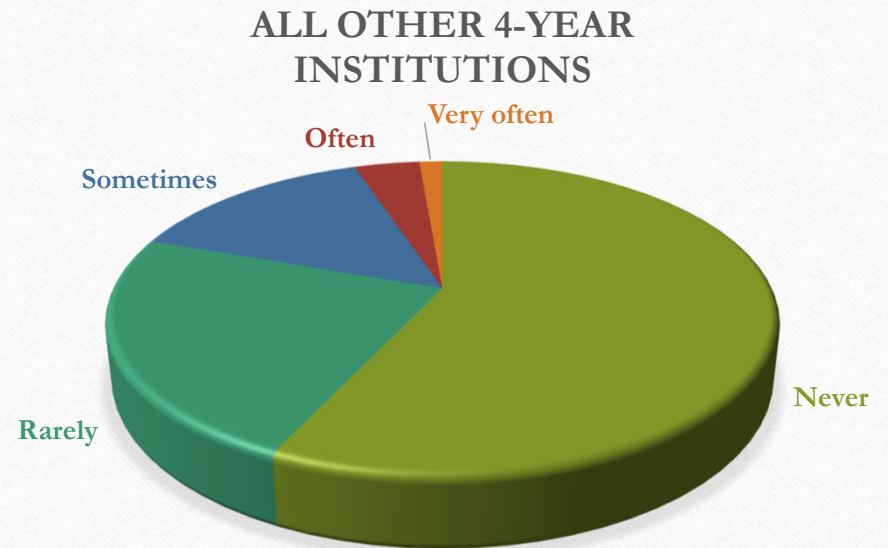
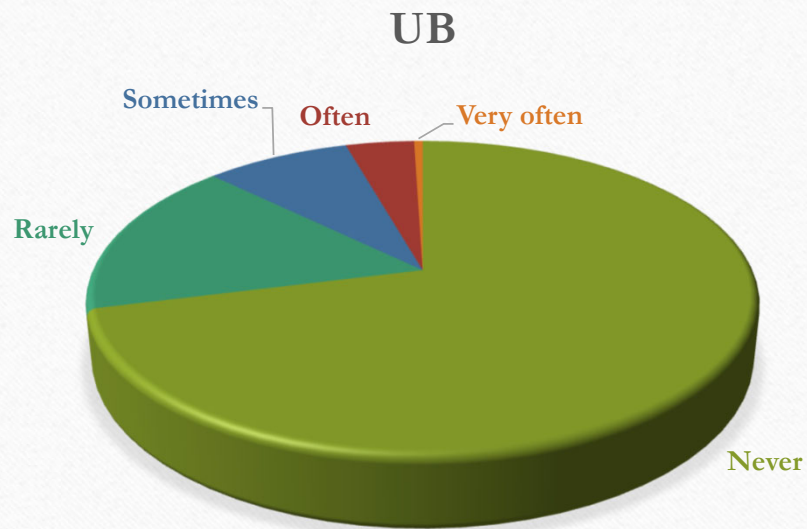
UB



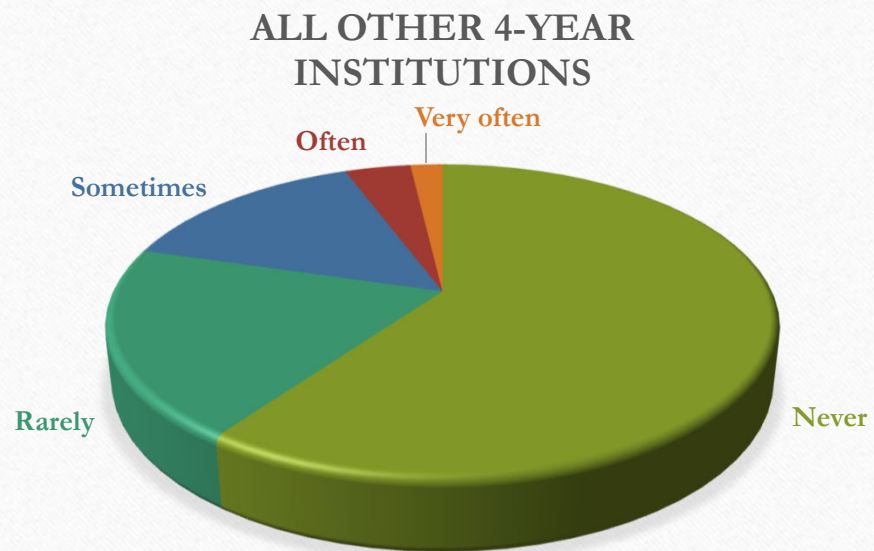
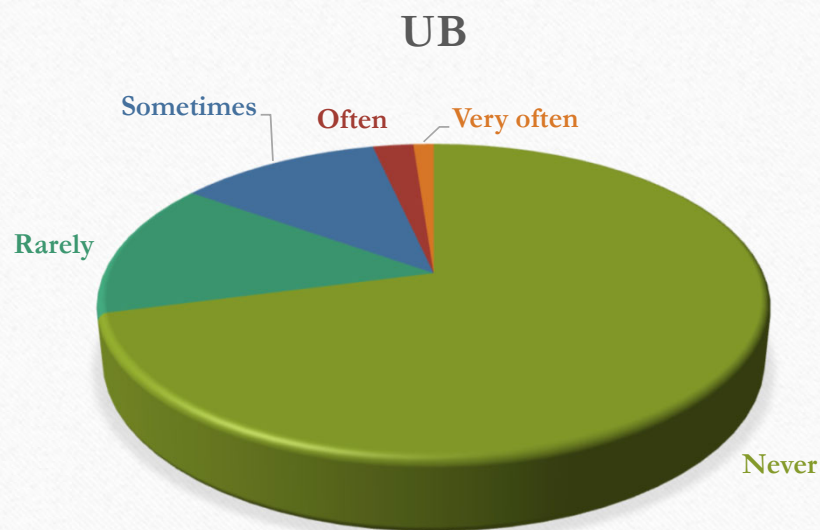
ALL OTHER 4-YEAR
INSTITUTIONS



Source of Disparaging Remarks - Faculty: *Undergraduate Students*

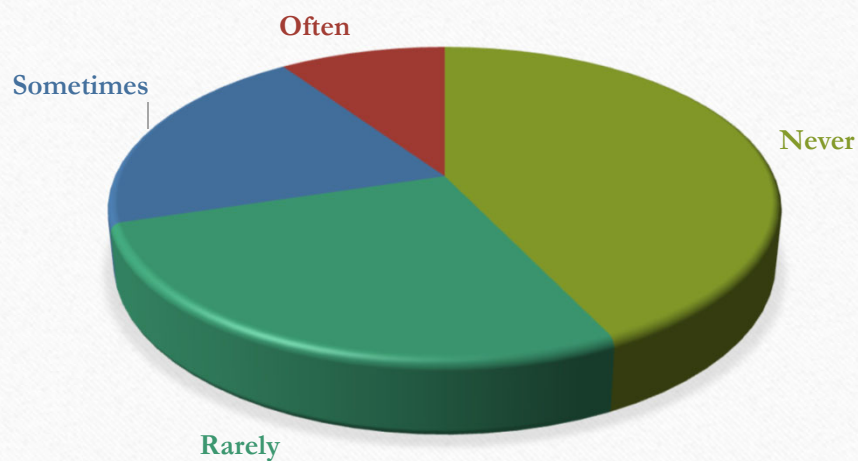


Source of Disparaging Remarks - Faculty: *Graduate Students*

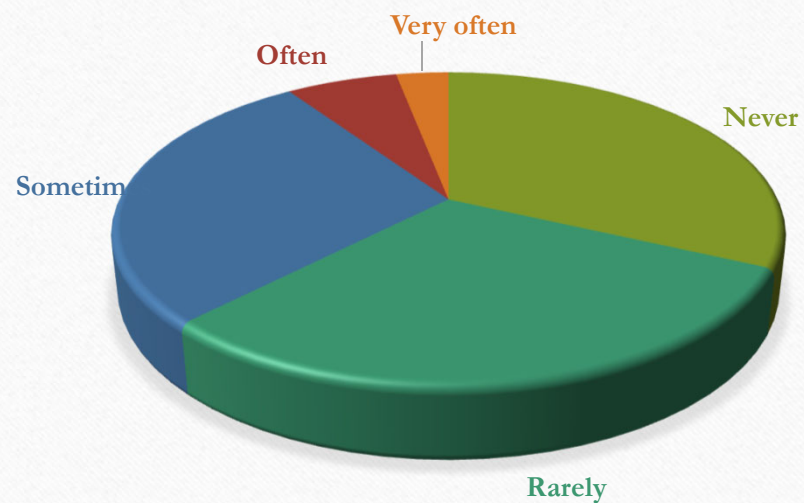


Source of Disparaging Remarks - Faculty: *Faculty*

UB

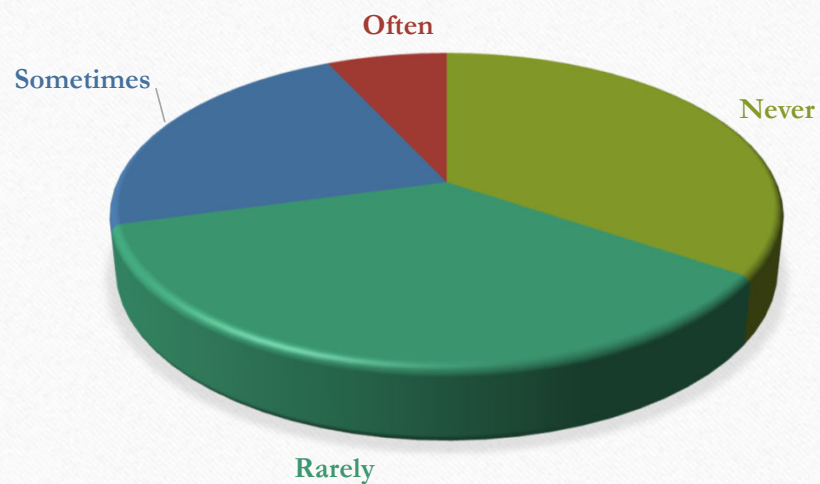


ALL OTHER 4-YEAR
INSTITUTIONS

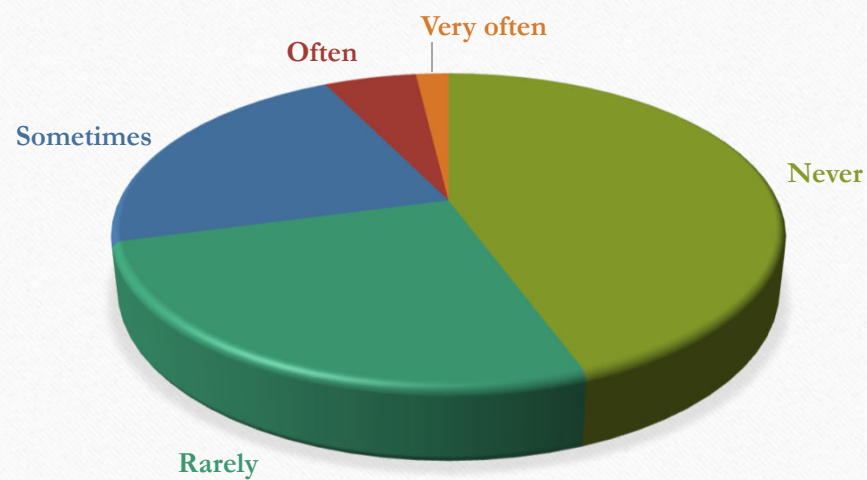


Source of Disparaging Remarks - Faculty: *Staff/ Administrators*

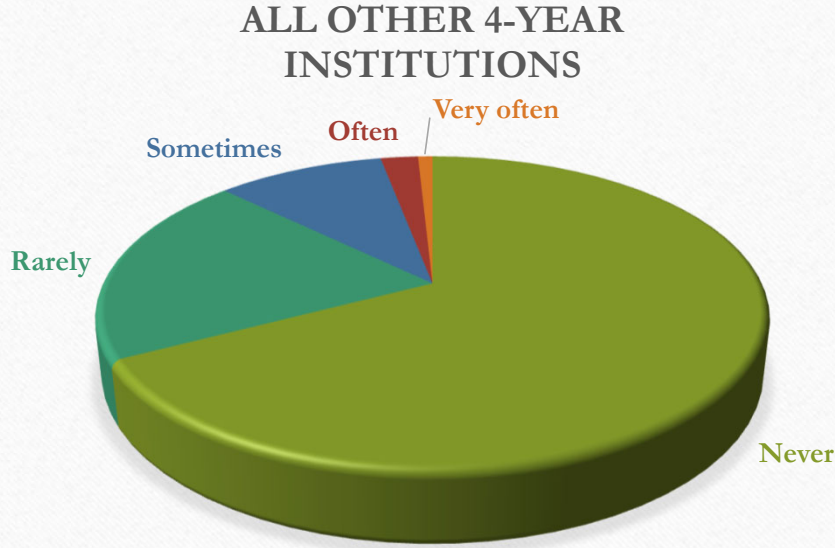
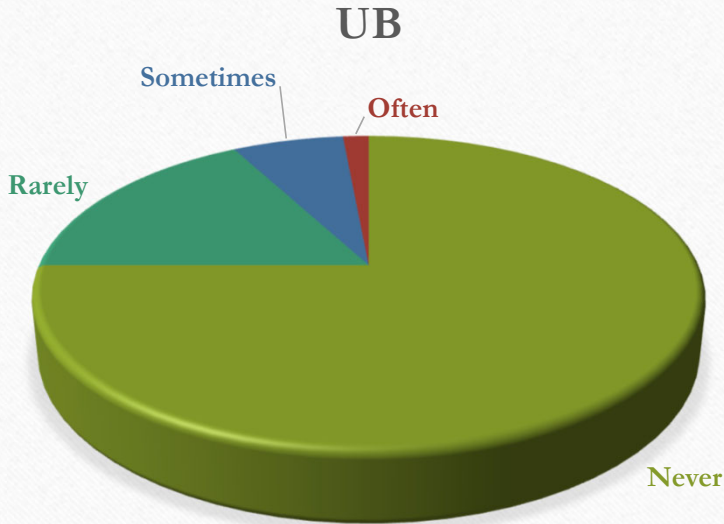
UB



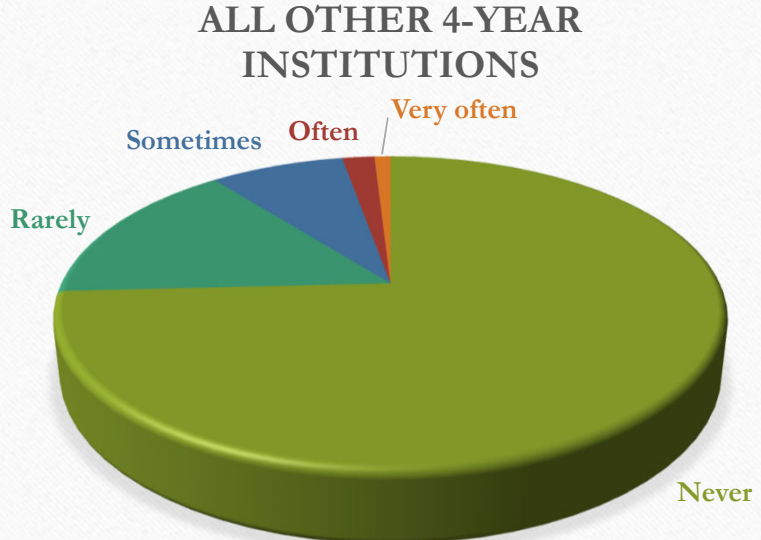
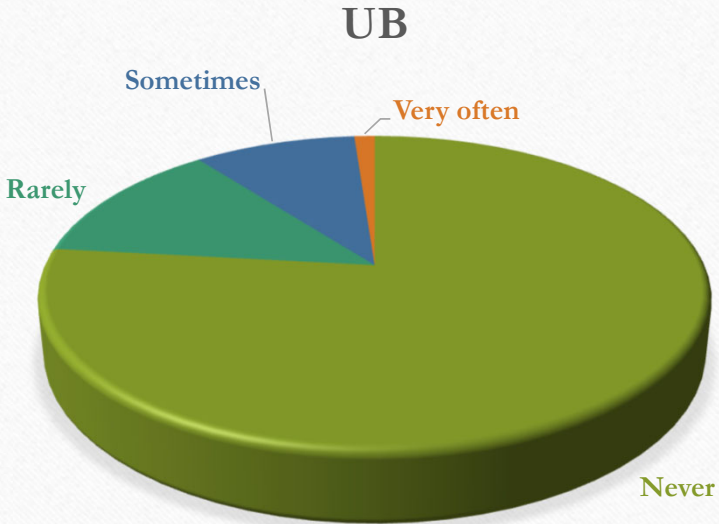
ALL OTHER 4-YEAR
INSTITUTIONS



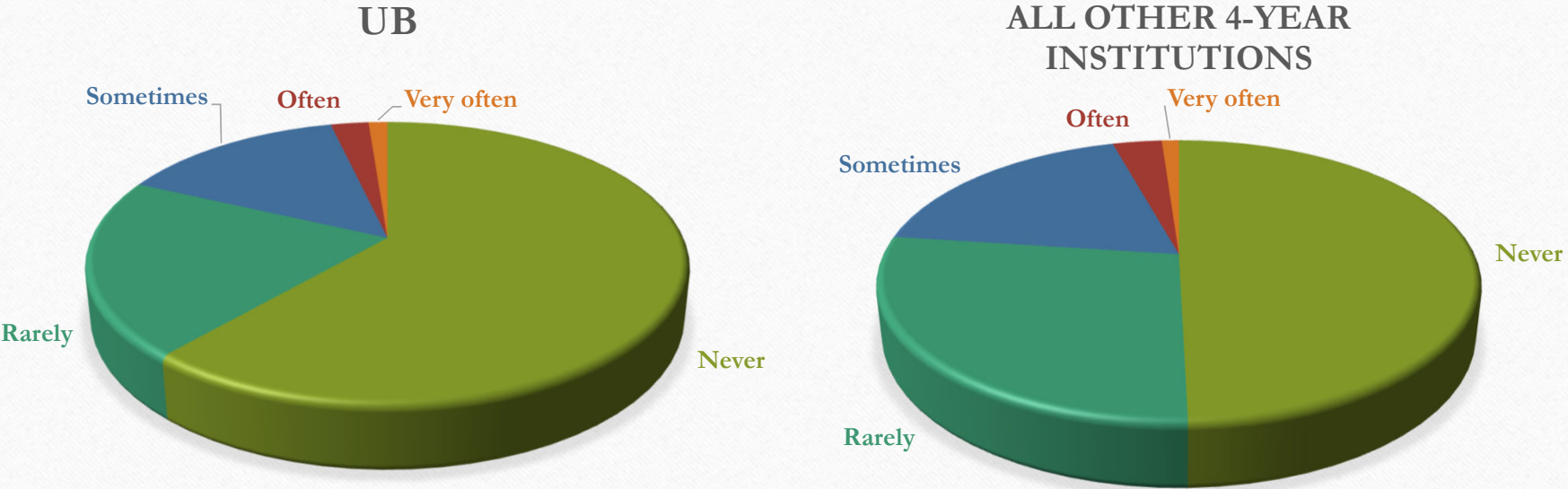
Source of Disparaging Remarks - Staff: *Undergraduate Students*



Source of Disparaging Remarks - Staff: *Graduate Students*

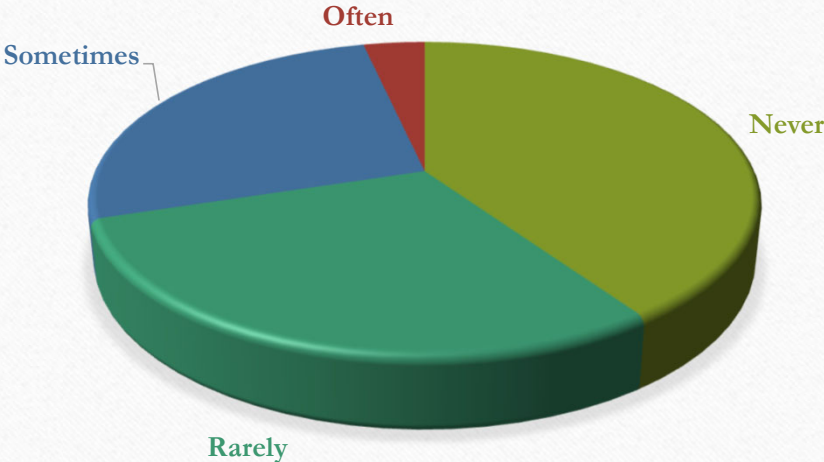


Source of Disparaging Remarks - Staff: *Faculty*

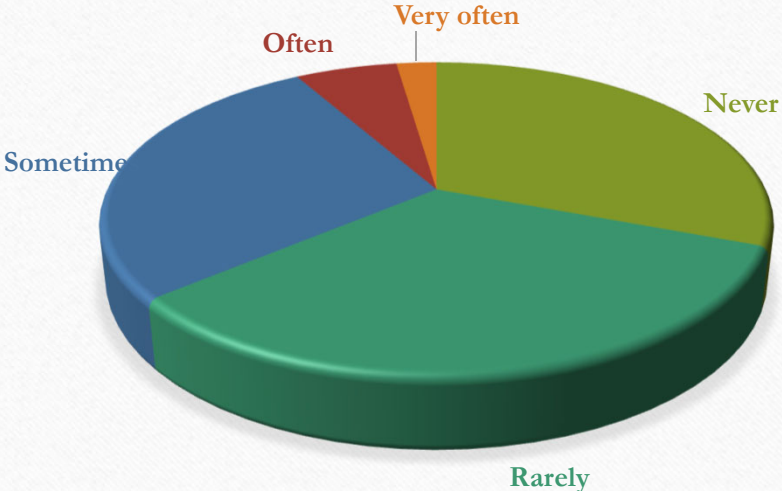


Source of Disparaging Remarks - Staff: *Staff/ Administrators*

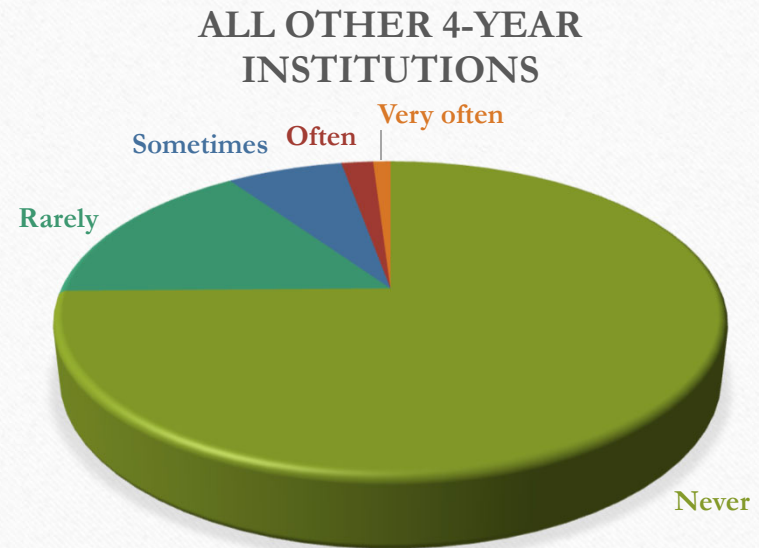
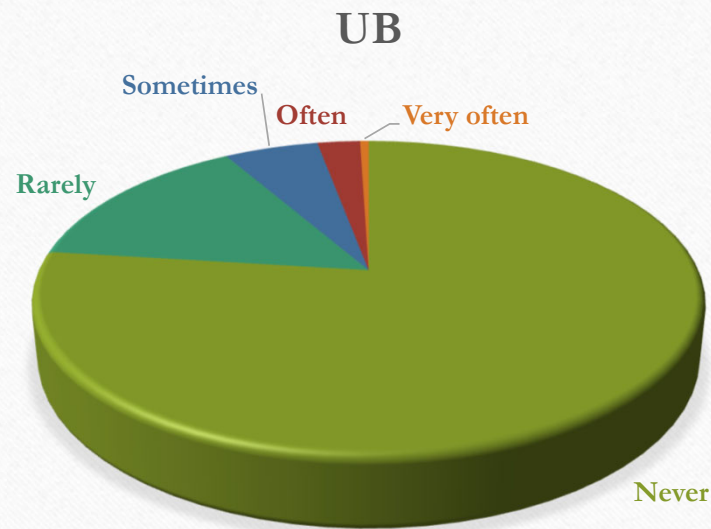
UB



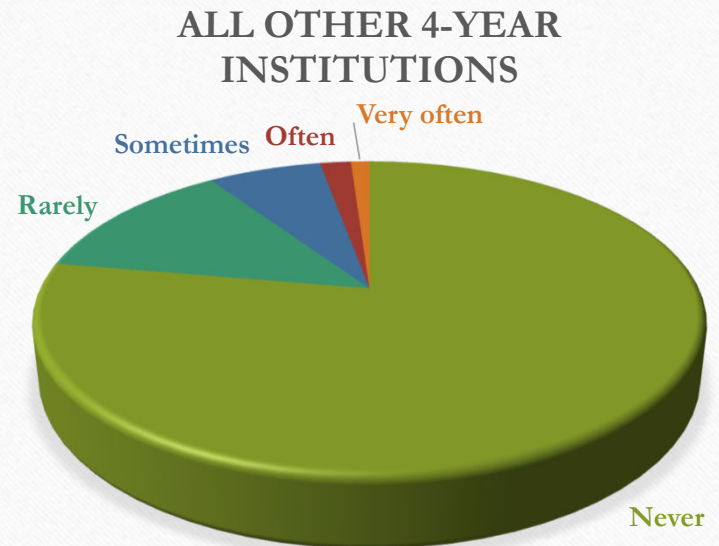
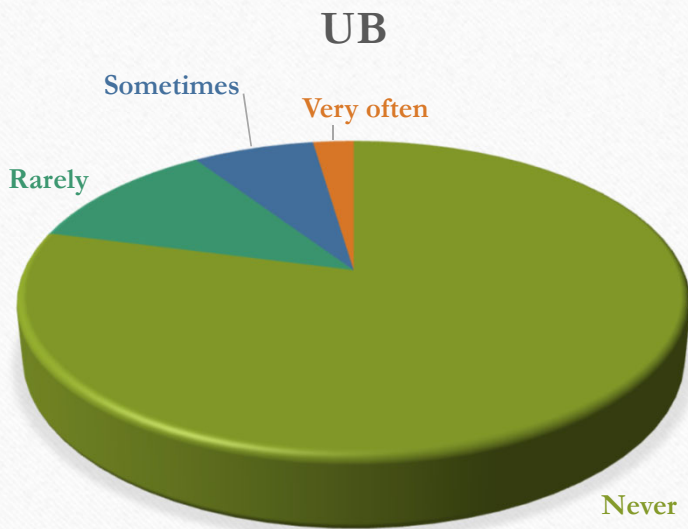
ALL OTHER 4-YEAR
INSTITUTIONS



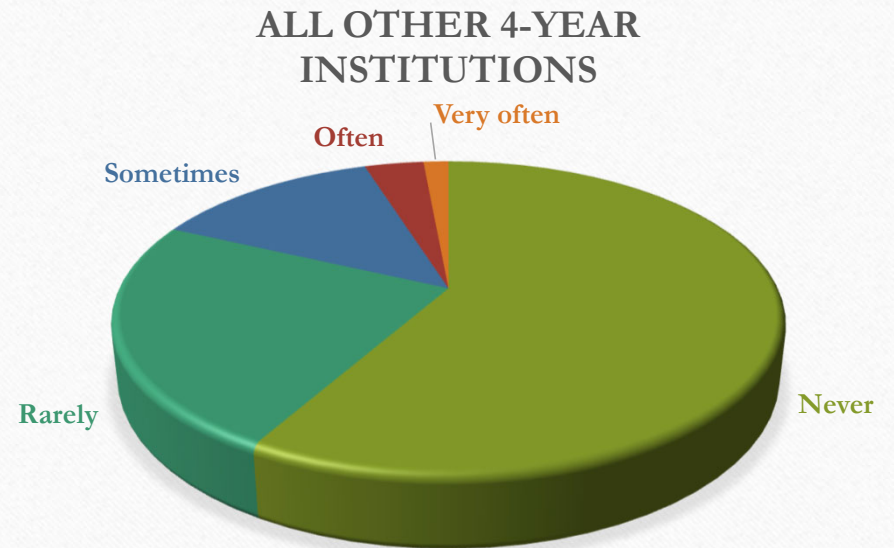
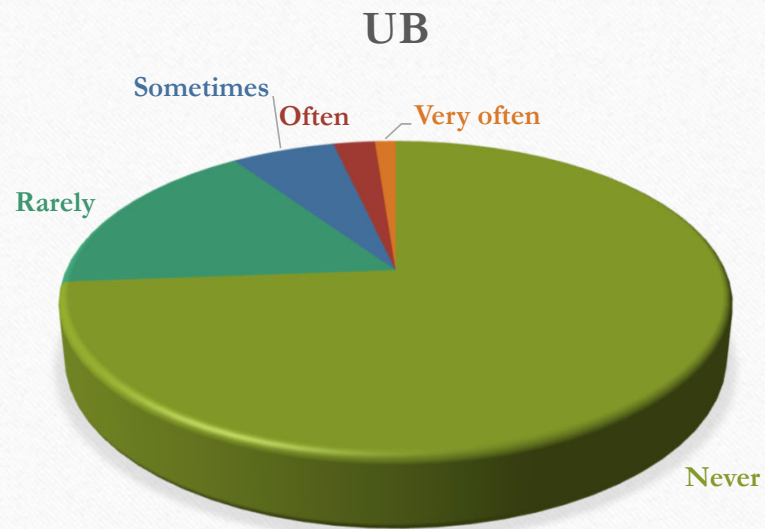
Source of Disparaging Remarks - Administration: *Undergraduate Students*



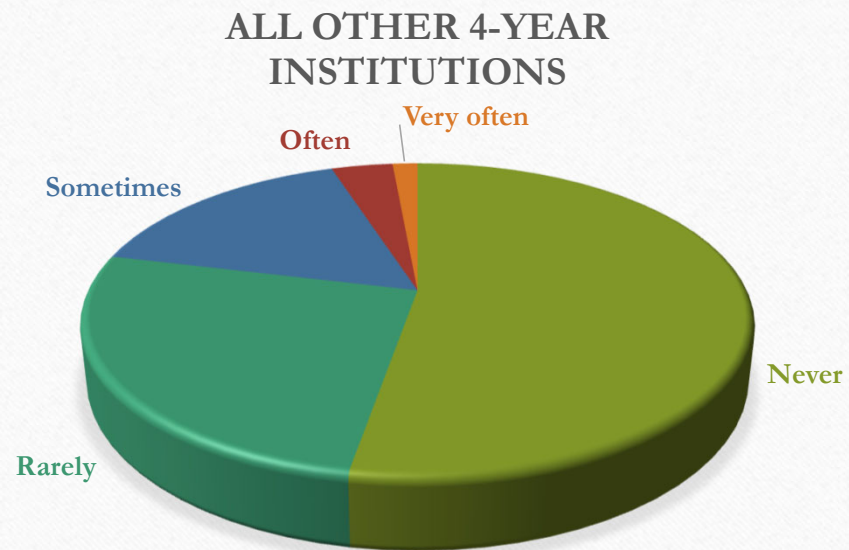
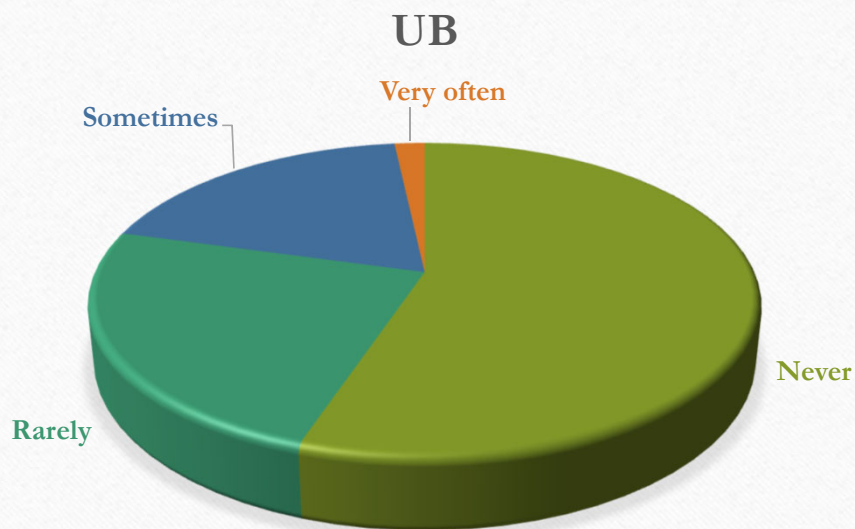
Source of Disparaging Remarks - Administration: *Graduate Students*



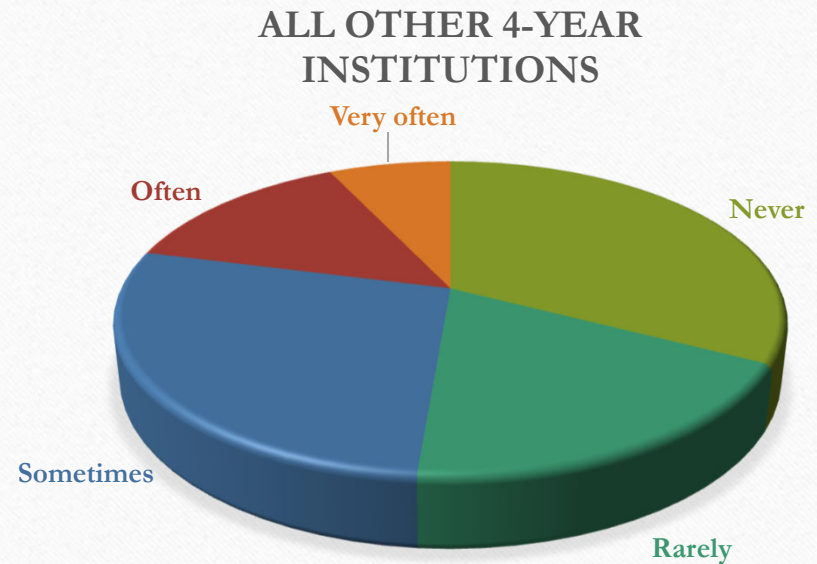
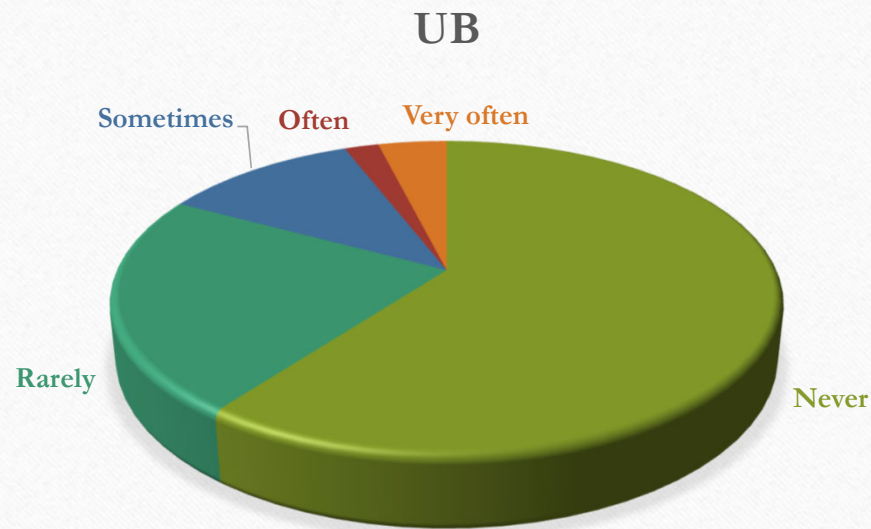
Source of Disparaging Remarks - Administration: *Faculty*



Source of Disparaging Remarks - Administration: *Staff/ Administration*

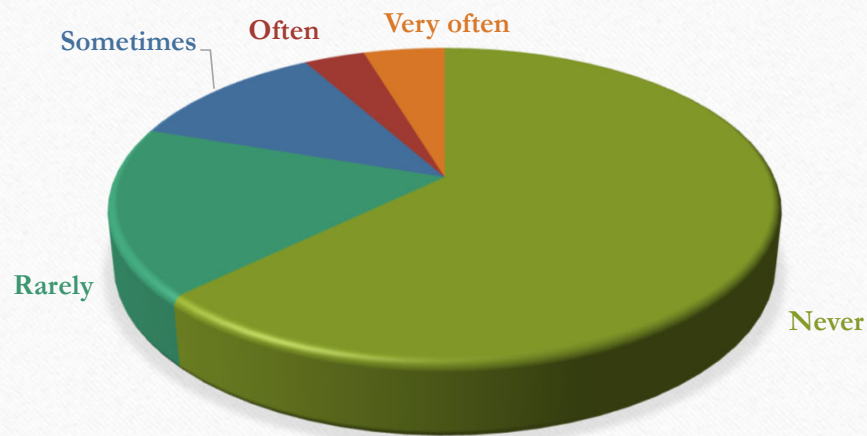


Source of Disparaging Remarks – Local Community: *Undergraduate Students*

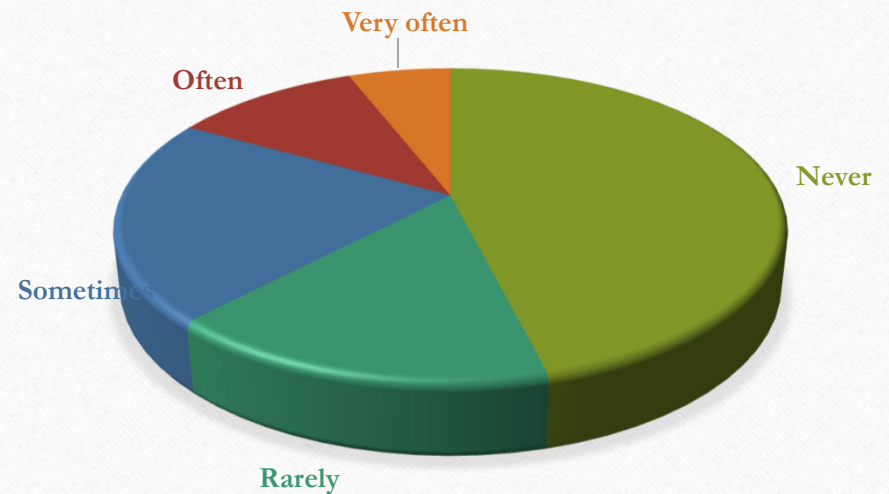


Source of Disparaging Remarks – Local Community: *Graduate Students*

UB

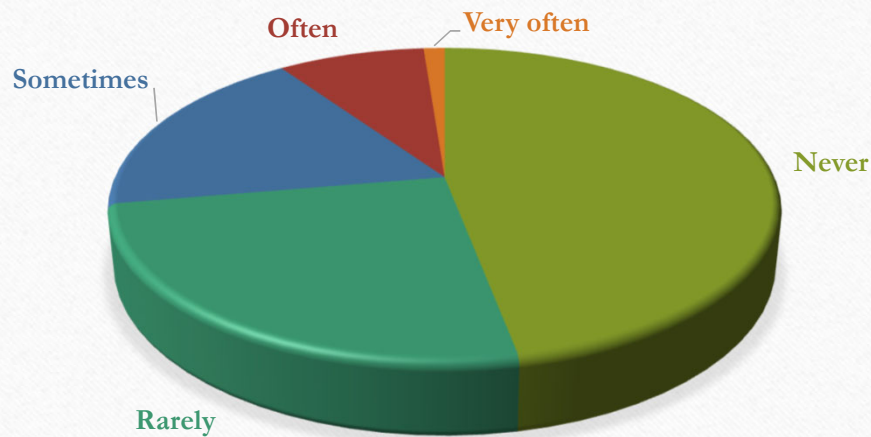


ALL OTHER 4-YEAR
INSTITUTIONS

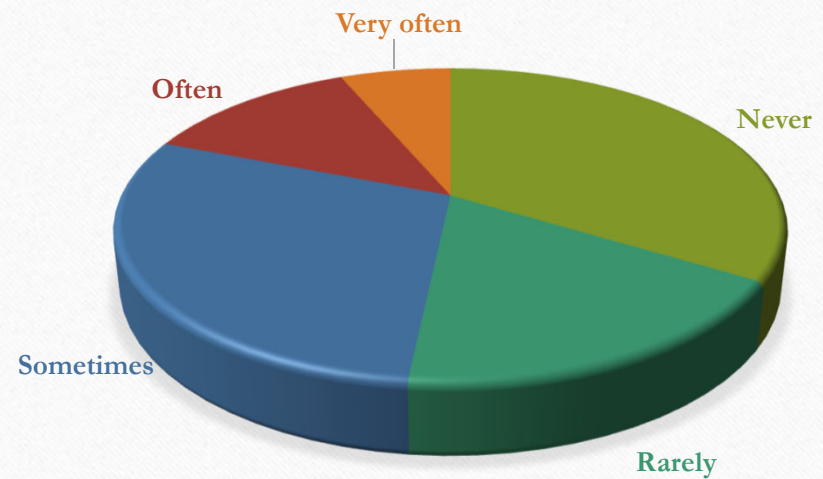


Source of Disparaging Remarks – Local Community: *Faculty*

UB

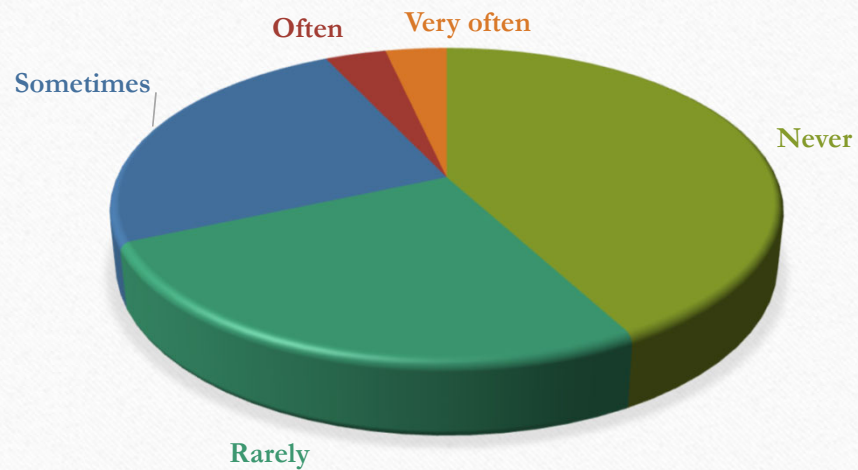


**ALL OTHER 4-YEAR
INSTITUTIONS**

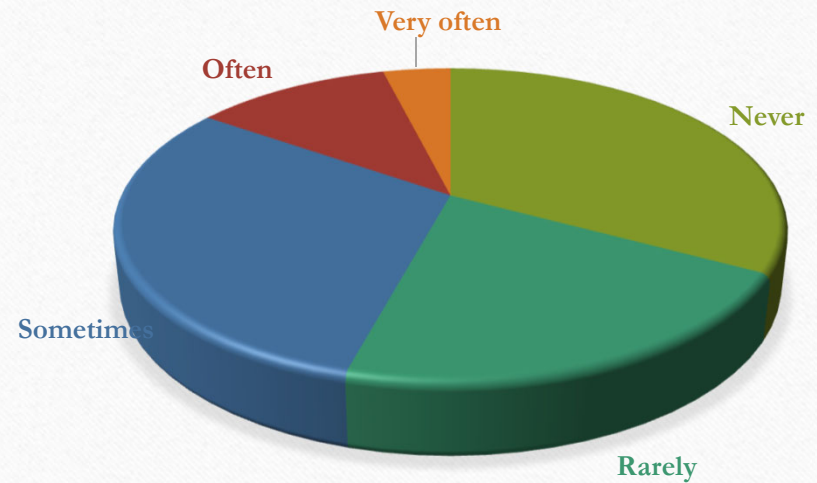


Source of Disparaging Remarks – Local Community: *Staff/ Administrators*

UB



**ALL OTHER 4-YEAR
INSTITUTIONS**



Discrimination or Harassment

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	% Yes ¹	Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Role								
Undergraduate Students	202	8%	↓	↓↓	28,250	17%	28,116	20%
Graduate Students	88	8%	↓	↓	5,083	15%	1,590	15%
Faculty	85	14%	↓	↓	5,921	21%	7,441	22%
Staff	45	9%	↓	↓↓	6,982	18%	8,054	20%
Administrators	13	0%	↓↓↓	↓↓↓	1,934	20%	1,976	20%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions		
	n	% Yes ¹	vs. All Other 4-Year Private vs. All Other Institutions		n	% Yes	n	% Yes	
			Institutions	Institutions					
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	76	8%	↓	↓↓↓	22,986	14%	17,700	18%
	U.S. Persons of Color	175	7%	↓↓↓	↓↓↓	8,596	24%	10,068	23%
	International	34	9%	↓↓↓	↓↓↓	1,507	23%	1,667	23%
All Employees	U.S. White	94	13%	↓	↓	11,814	17%	13,205	18%
	U.S. Persons of Color	45	9%	↓↓↓	↓↓↓	2,612	27%	3,627	28%
	International	0	-			102	19%	165	20%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
			Effect Size ²						
	n	% Yes ¹	vs. All Other 4-Year Private Institutions	vs. All Other Institutions	n	% Yes	n	% Yes	
Results by Role and Gender									
All Students	Men (cisgender)	92	11%	≈	↓	13,379	13%	9,329	17%
	Women (cisgender)	194	6%	↓↓↓	↓↓↓	19,272	18%	19,213	21%
	Non-binary and/or transgender	3	-			600	39%	1,067	41%
All Employees	Men (cisgender)	62	11%	≈	↓	6,407	13%	6,688	16%
	Women (cisgender)	77	12%	↓↓↓	↓↓↓	8,218	24%	10,494	24%
	Non-binary and/or transgender	3	-			98	34%	144	40%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

		University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions	
		n	% Yes ¹	vs. All Other 4-Year Private vs. All Other Institutions		n	% Yes	n	% Yes
				Institutions	Institutions				
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	233	7%	↓	↓↓↓	27,769	14%	21,994	17%
	LGBQ+	47	13%	↓↓↓	↓↓↓	5,321	29%	7,374	29%
All Employees	Heterosexual	128	11%	↓	↓	13,034	18%	14,918	19%
	LGBQ+	13	15%	↓	↓↓↓	1,472	27%	2,108	31%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions		
	n	% Yes ¹	vs. All Other 4-Year Private Institutions		n	% Yes	n	% Yes	
			Institutions	Institutions					
Results by Role and Religion (Broad Categories)									
All Students	Christian	168	5%	↓↓↓	↓↓↓	25,262	15%	15,452	18%
	Other religious affiliation	39	8%	↓↓	↓↓	1,083	23%	2,055	24%
	No religious affiliation	51	8%	↓↓	↓↓	5,402	22%	9,504	22%
All Employees	Christian	72	10%	↓	↓	9,849	19%	9,449	19%
	Other religious affiliation	16	6%	↓↓	↓↓	574	20%	808	22%
	No religious affiliation	40	18%	≈	≈	3,361	20%	5,574	21%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions		
			Effect Size ²						
	n	% Yes ¹	vs. All Other 4-Year Private Institutions	vs. All Other Institutions	n	% Yes	n	% Yes	
Results by Role and Political Affiliation									
All Students	Far left	22	5%	⬆️⬆️⬆️	⬆️⬆️⬆️	1,723	29%	2,598	31%
	Liberal	98	9%	⬆️⬆️	⬆️⬆️	8,954	23%	10,490	24%
	Middle-of-the-road	111	9%	⬆️	⬆️	12,457	14%	10,609	15%
	Conservative	31	6%	⬆️	⬆️⬆️	9,039	11%	4,484	17%
	Far right	6	0%			459	16%	423	15%
All Employees	Far left	5	0%			968	27%	1,464	26%
	Liberal	68	12%	⬆️	⬆️	5,498	20%	7,084	22%
	Middle-of-the-road	43	16%	≈	≈	4,839	18%	5,567	19%
	Conservative	24	0%	⬆️⬆️⬆️	⬆️⬆️⬆️	3,063	16%	2,569	18%
	Far right	0	-			64	20%	94	16%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬆️⬆️⬆️ Large negative difference ⬆️⬆️ Medium negative difference ⬆️ Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport		Effect Size ²		All Other 4-Year Private Institutions		All Other Institutions		
	n	% Yes ¹	vs. All Other 4-Year Private vs. All Other Institutions		n	% Yes	n	% Yes	
			Institutions	Institutions					
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	19	26%	↓	↓	2,659	36%	3,059	36%
	Temporary disability	8	13%			584	32%	647	29%
	No disability	262	6%	↓	↓↓↓	30,000	15%	25,855	18%
All Employees	Long-term disability	7	14%			771	35%	997	36%
	Temporary disability	3	-			264	35%	277	31%
	No disability	132	10%	↓	↓	13,720	18%	16,067	20%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	% Yes ¹	Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
African	6	0%			293	24%	471	27%
African American/Black	48	8%	↕↕	↕↕	1,314	27%	2,823	26%
Alaska Native	0	-			9	11%	10	50%
Asian	21	0%	↕↕↕	↕↕↕	1,239	18%	1,550	18%
Asian American	4	-			445	23%	427	21%
Caribbean/West Indian	13	0%	↕↕↕	↕↕↕	99	26%	167	25%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↕↕↕ Large positive difference ↕↕ Medium positive difference ↕ Small positive difference ≈ No difference
 ↕↕↕ Large negative difference ↕↕ Medium negative difference ↕ Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n		Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
Hispanic or Latino/a	50	4%	⬇️⬇️⬇️	⬇️⬇️⬇️	1,923	23%	2,260	19%
Latin American	9	0%			189	24%	245	21%
Middle Eastern	11	9%	⬇️	⬇️	243	19%	355	18%
Native American/American Indian	0	-			112	25%	195	31%
Native Hawaiian or other Pacific Islander	0	-			183	26%	49	16%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬆️⬆️⬆️ Large negative difference ⬆️⬆️ Medium negative difference ⬆️ Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	% Yes ¹	Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Race/Ethnicity (Detailed Categories, Students and Employees)								
South Asian	10	20%	↓	≈	145	28%	218	22%
Southeast Asian	3	-			78	15%	109	24%
White	172	10%	↓	↓	35,073	15%	31,081	18%
Some other race or ethnicity	11	27%	≈	↓	584	27%	742	34%
Multiple race/ethnicity categories	65	8%	↓↓↓	↓↓↓	5,676	26%	5,717	27%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	% Yes ¹	Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Sexual Orientation (Detailed Categories, Students and Employees)								
Asexual	15	13%	↓	↓	964	18%	1,202	18%
Bisexual	10	10%	↓↓↓	↓↓	2,401	31%	3,367	29%
Gay	8	13%			878	30%	1,101	33%
Lesbian	9	11%			484	33%	861	31%
Pansexual	5	0%			496	29%	797	36%
Queer	4	-			514	39%	813	42%
Questioning	6	0%			569	24%	684	25%
Straight (Heterosexual)	361	8%	↓	↓	40,803	15%	36,912	18%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
			Effect Size ²					
	n	% Yes ¹	vs. All Other 4-Year Private Institutions	vs. All Other Institutions	n	% Yes	n	% Yes
Results by Religion (Detailed Categories, Students and Employees)								
Agnostic	27	19%	≈	≈	3,239	21%	4,910	21%
Atheist	25	8%	⬇️⬇️	⬇️⬇️	2,068	20%	3,722	21%
Baptist	23	17%	≈	≈	782	21%	2,326	18%
Buddhist	4	-			343	24%	492	19%
Catholic	122	6%	⬇️⬇️	⬇️⬇️	7,509	16%	7,849	17%
The Church of Jesus Christ of Latter-day Saints	1	-			18,872	15%	1,055	17%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

⬆️⬆️⬆️ Large positive difference ⬆️⬆️ Medium positive difference ⬆️ Small positive difference ≈ No difference
 ⬇️⬇️⬇️ Large negative difference ⬇️⬇️ Medium negative difference ⬇️ Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n	% Yes ¹	Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
Results by Religion (Detailed Categories, Students and Employees)								
Episcopalian	5	20%			343	20%	624	24%
Hindu	13	8%	↓	↓↓	233	17%	243	20%
Jehovah's Witness	1	-			34	15%	89	16%
Jewish	15	7%	↓↓	↓↓↓	555	22%	1,138	28%
Lutheran	4	-			1,225	14%	956	18%
Methodist	5	0%			778	17%	1,332	16%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Experience of Discrimination or Harassment by Demographic Categories

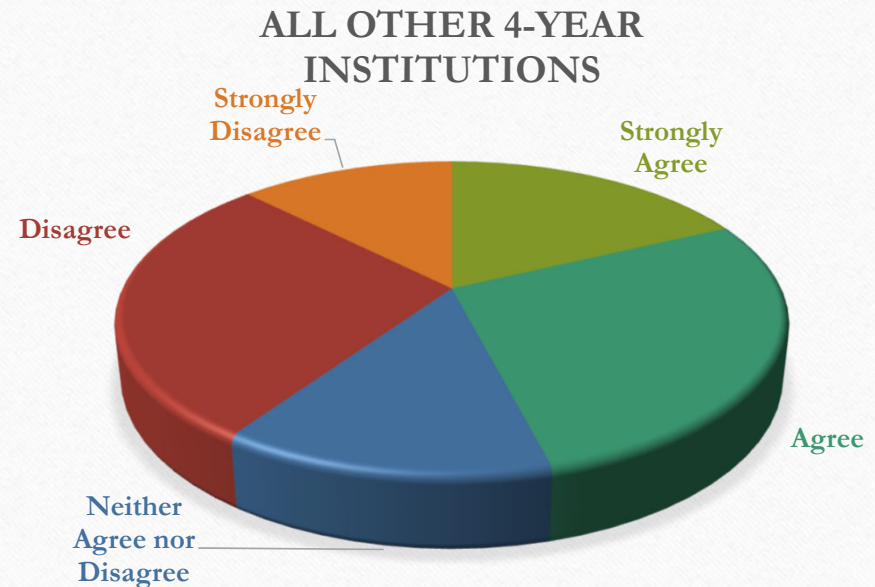
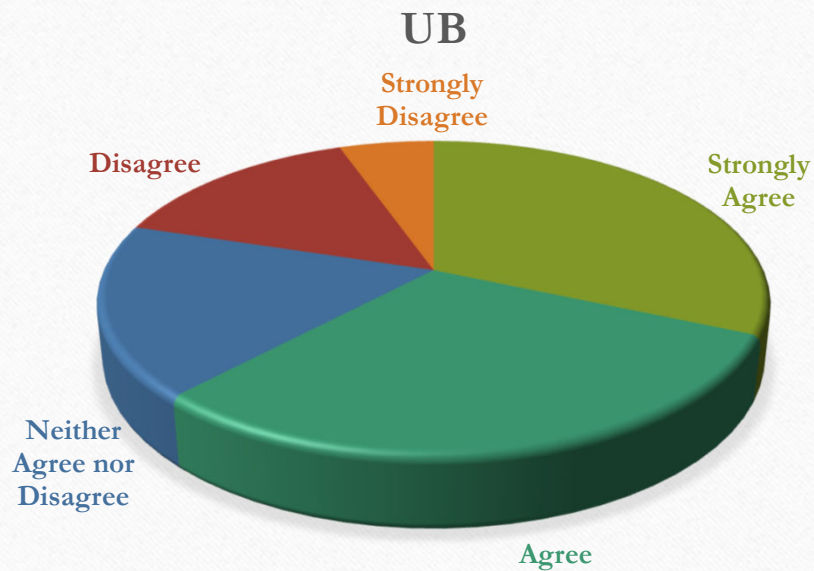
	University of Bridgeport				All Other 4-Year Private Institutions		All Other Institutions	
	n		Effect Size ²		n	% Yes	n	% Yes
			vs. All Other 4-Year Private Institutions	vs. All Other Institutions				
	n	% Yes ¹			n	% Yes	n	% Yes
Results by Religion (Detailed Categories, Students and Employees)								
Muslim	23	9%	↓↓↓	↓	430	25%	708	19%
Nondenominational Christian	26	4%	↓↓↓	↓↓↓	2,444	20%	3,897	18%
Orthodox Christian	5	0%			297	18%	493	16%
Other Christian	41	2%	↓↓↓	↓↓↓	1,480	19%	2,673	17%
Presbyterian	7	0%			464	16%	855	18%
Spiritual, but not religious	39	10%	↓↓↓	↓↓↓	2,860	23%	4,500	23%

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

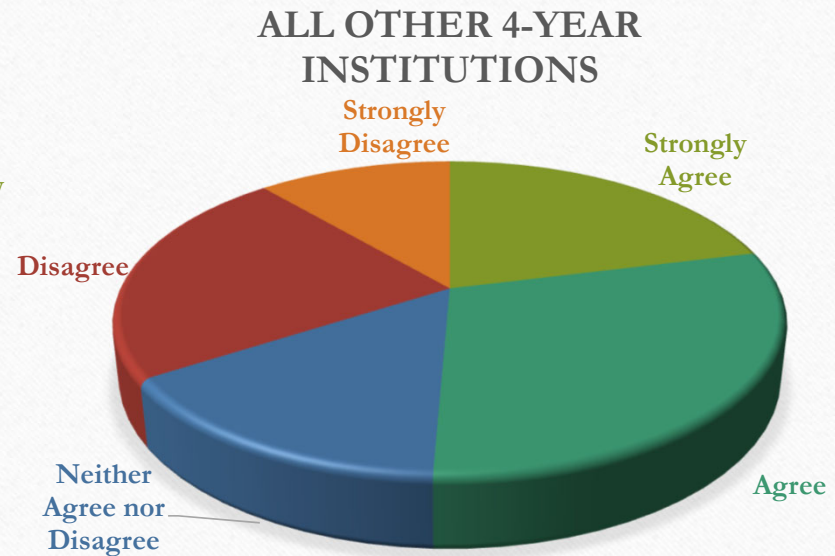
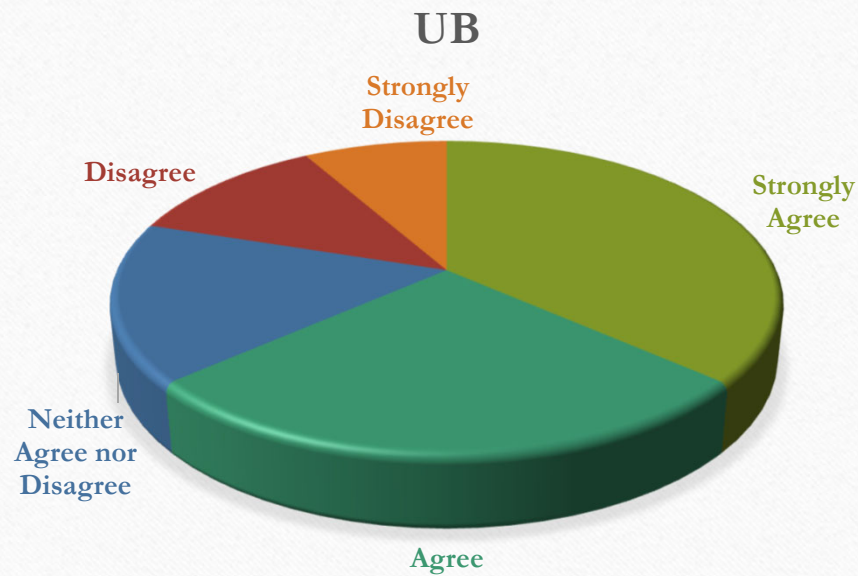
If I experienced or observed an act of discrimination or harassment while at University of Bridgeport, I know whom to contact to report the incident:

Undergraduate Students



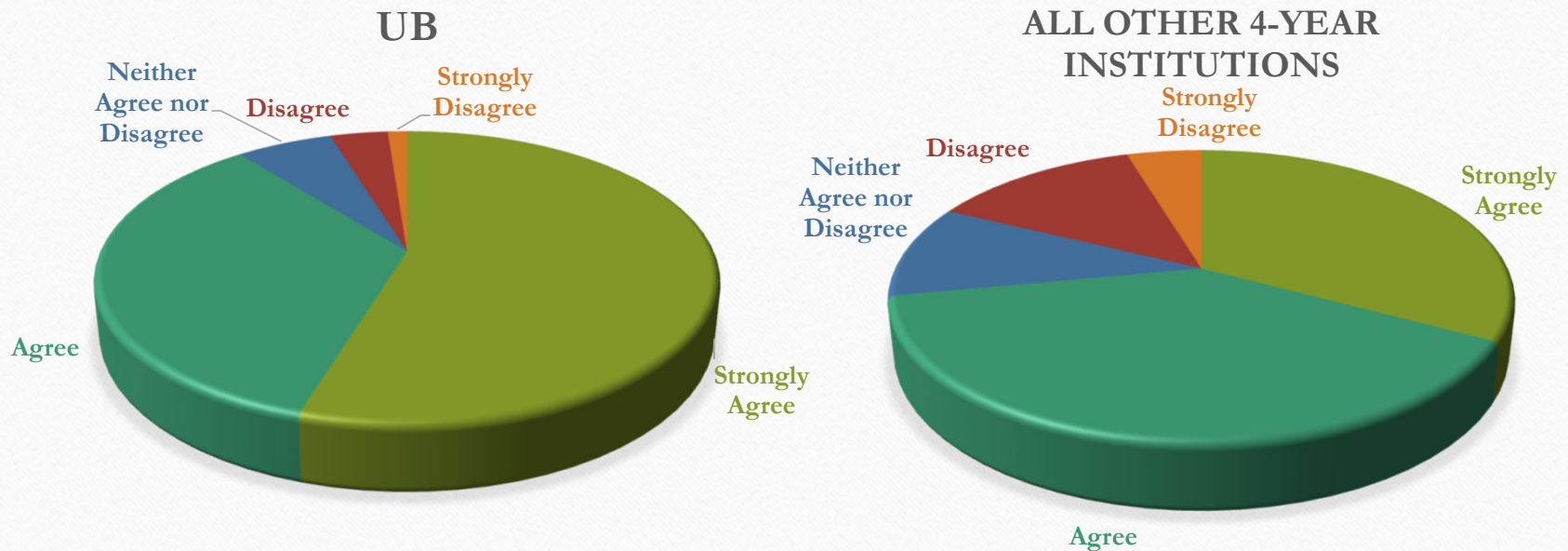
If I experienced or observed an act of discrimination or harassment while at University of Bridgeport, I know whom to contact to report the incident:

Graduate Students



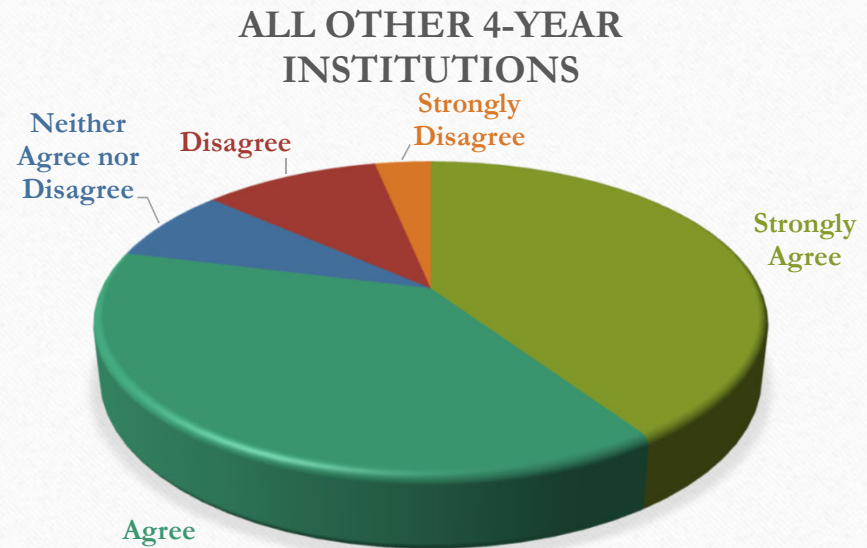
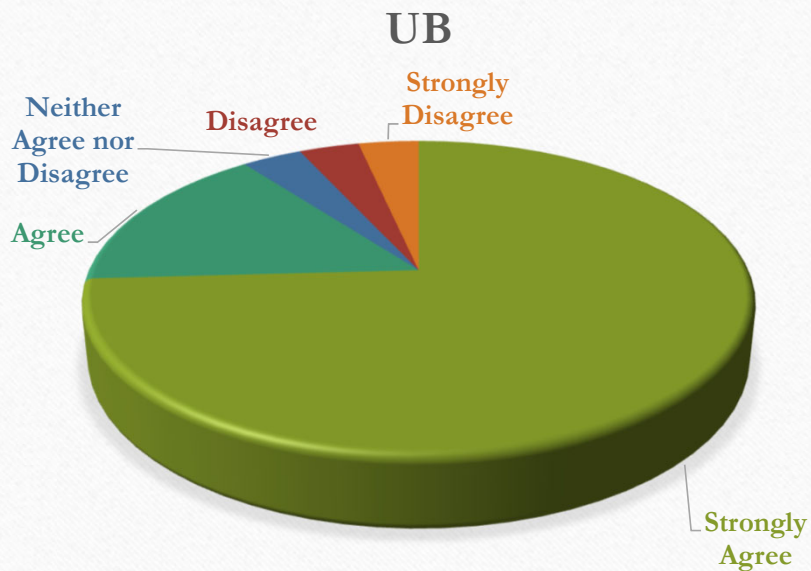
If I experienced or observed an act of discrimination or harassment while at University of Bridgeport, I know whom to contact to report the incident:

Faculty

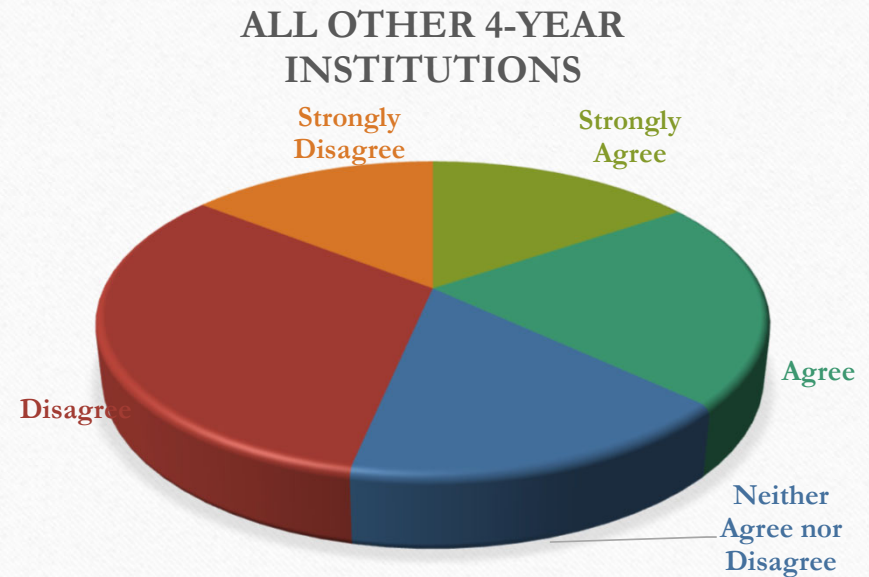
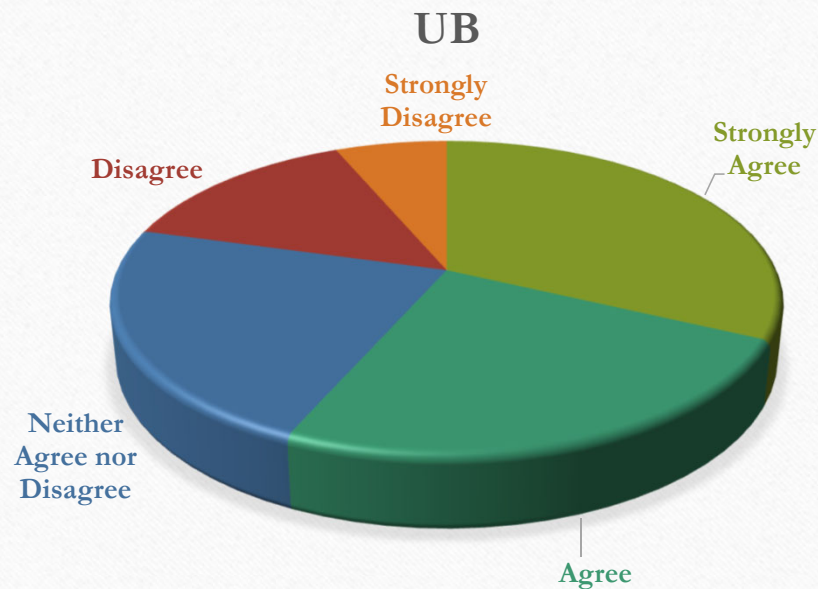


If I experienced or observed an act of discrimination or harassment while at University of Bridgeport, I know whom to contact to report the incident:

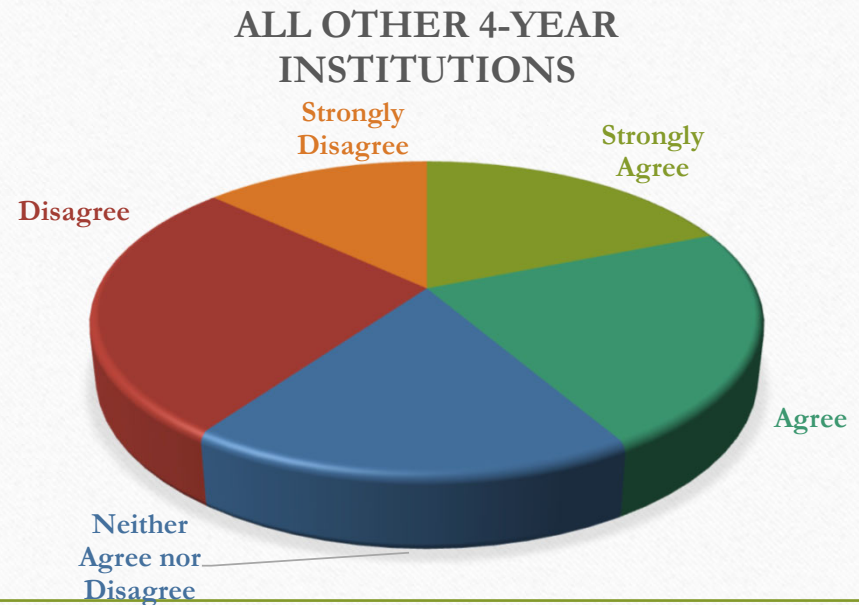
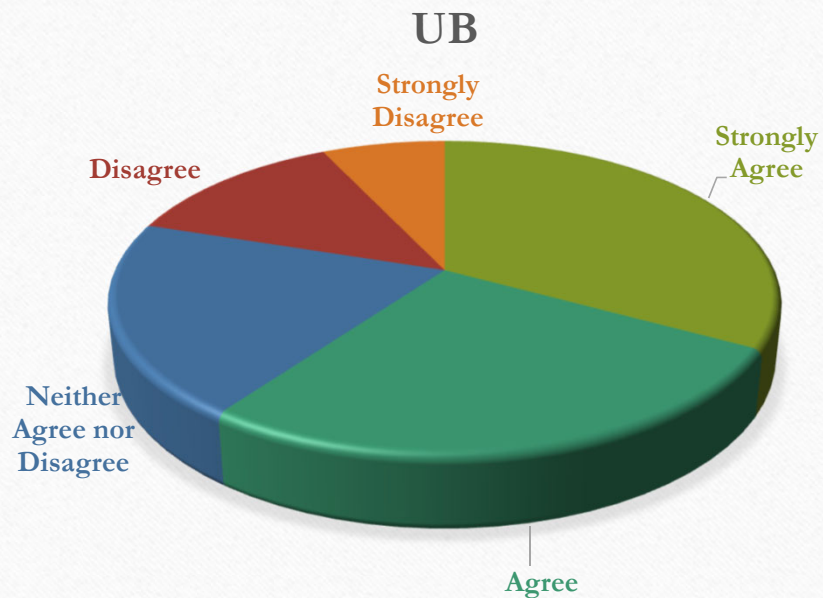
Staff/ Administrators



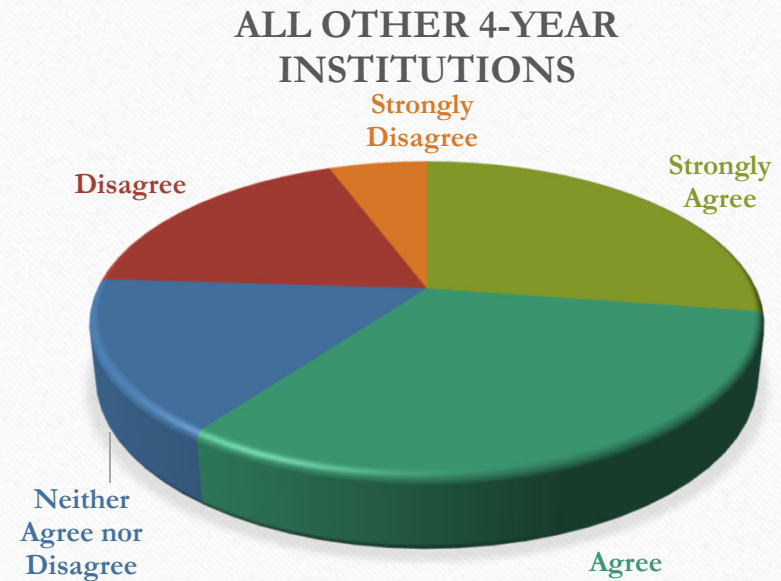
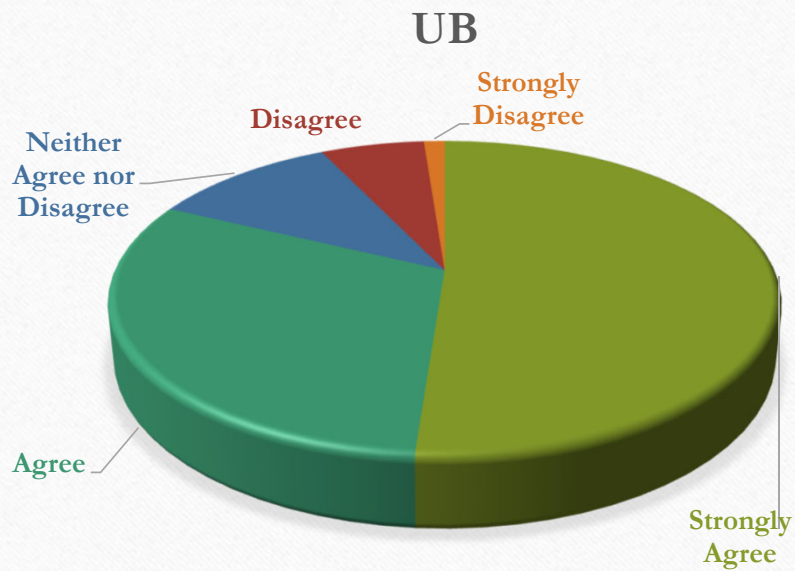
The process for reporting acts of discrimination or harassment at University of Bridgeport is clear to me:
Undergraduate Students



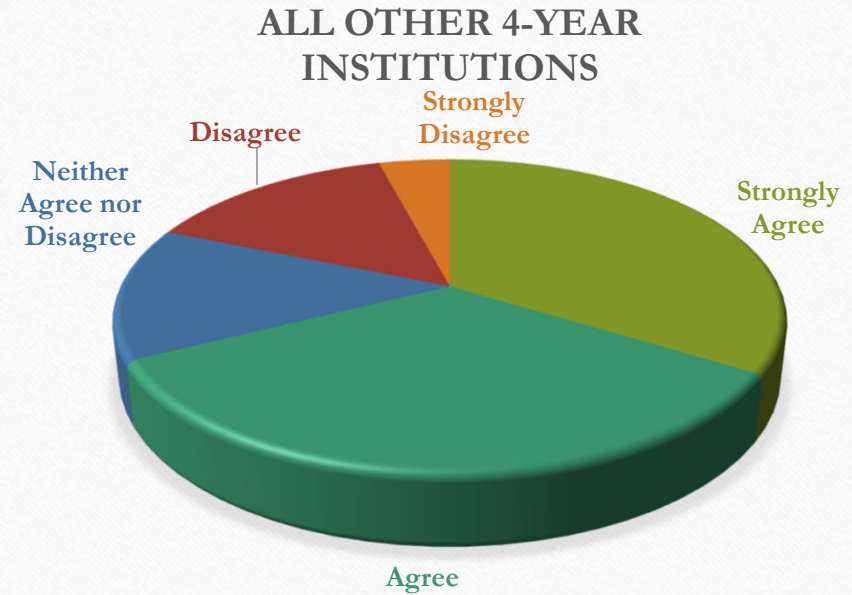
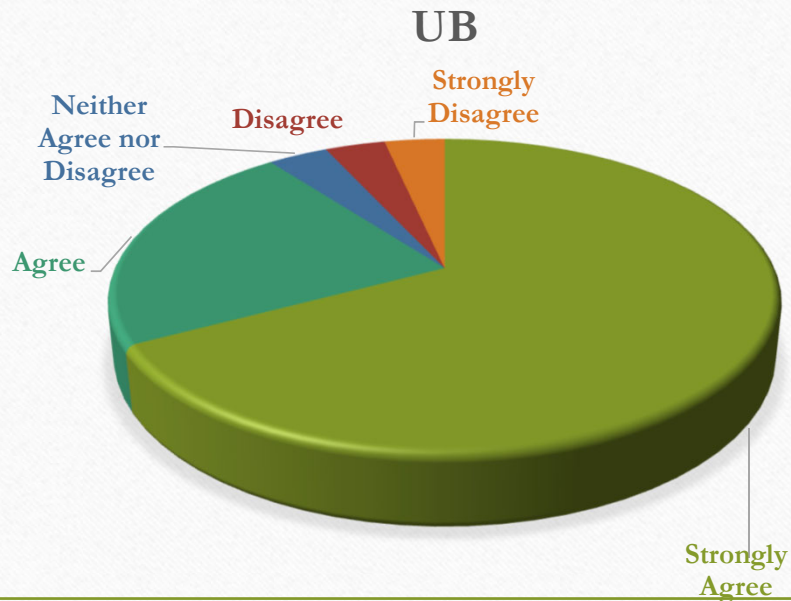
The process for reporting acts of discrimination or harassment at University of Bridgeport is clear to me:
Graduate Students



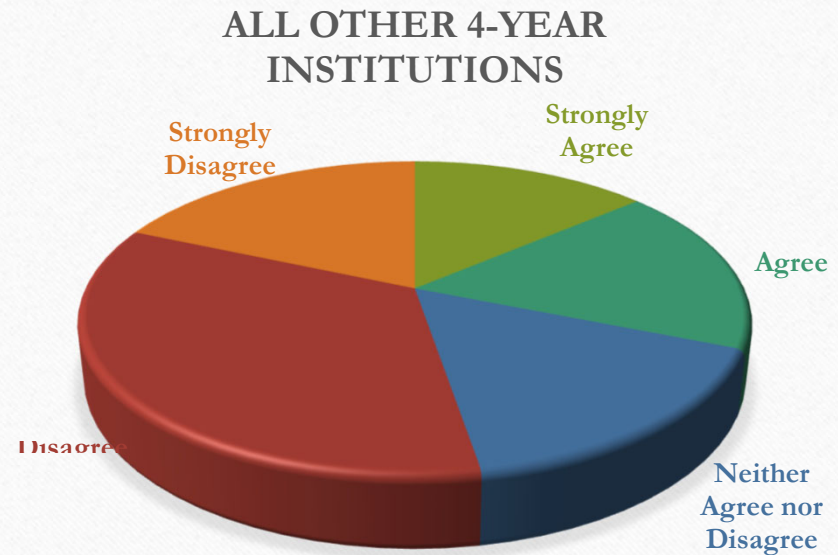
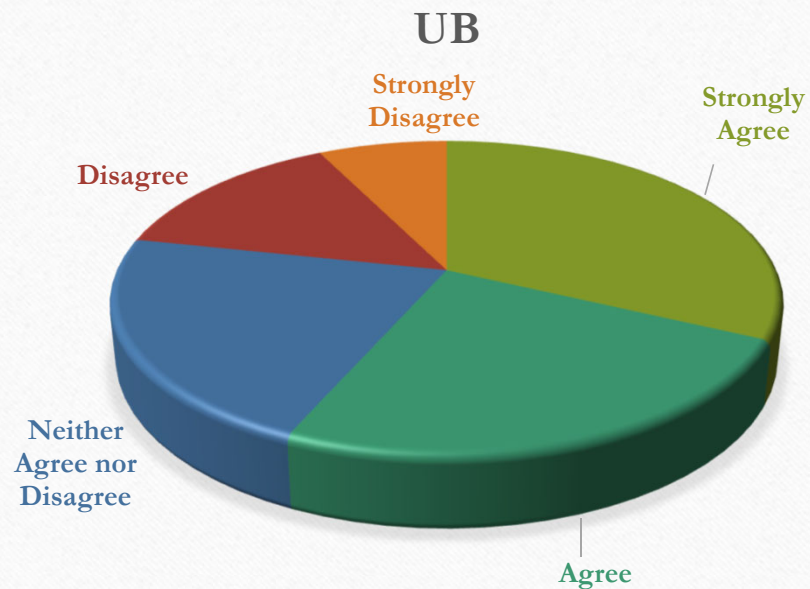
The process for reporting acts of discrimination or harassment at University of Bridgeport is clear to me:
Faculty



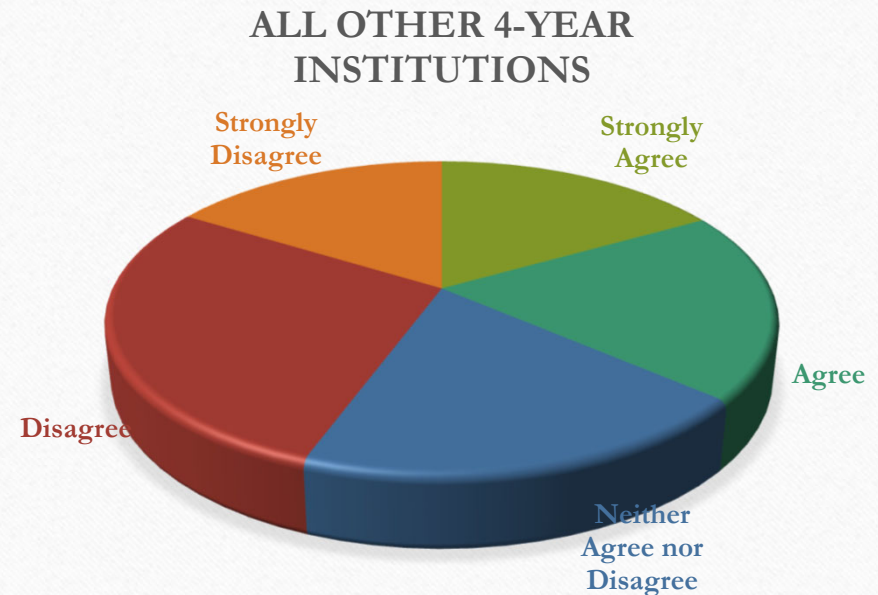
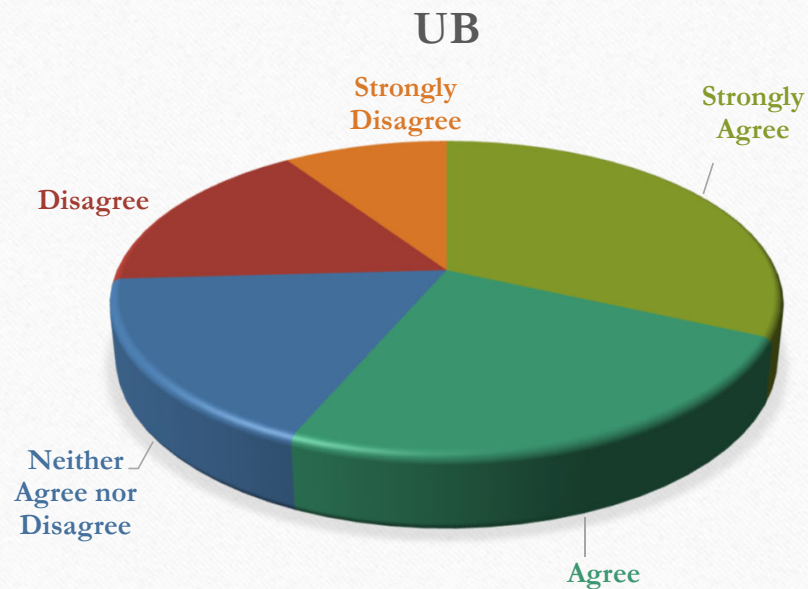
The process for reporting acts of discrimination or harassment at University of Bridgeport is clear to me:
Staff/Faculty



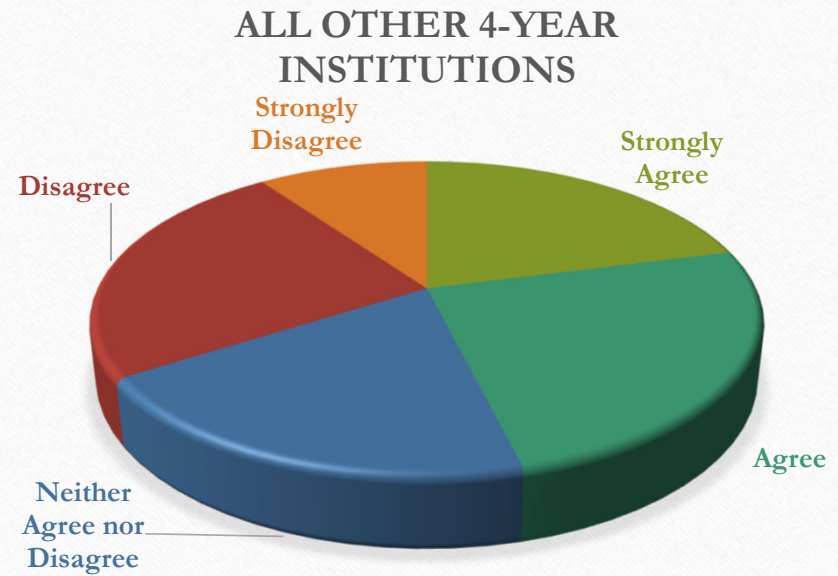
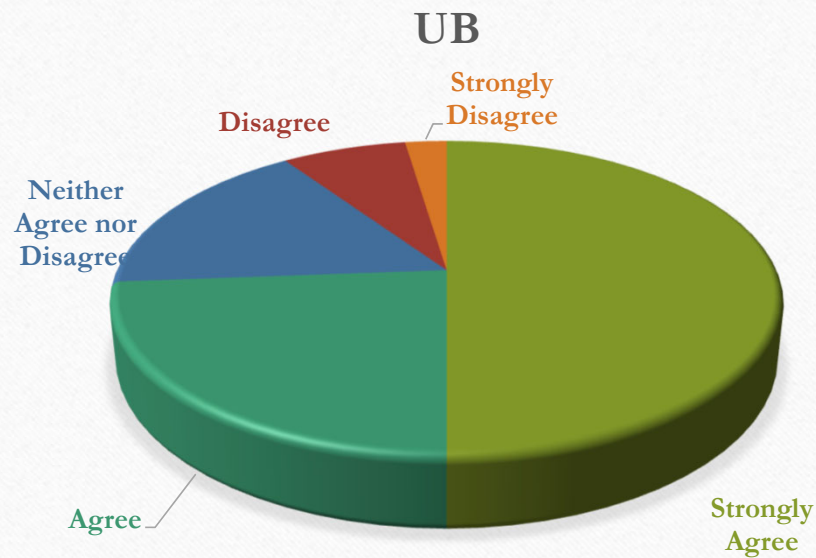
The process for investigating acts of discrimination or harassment at University of Bridgeport is clear to me:
Undergraduate Students



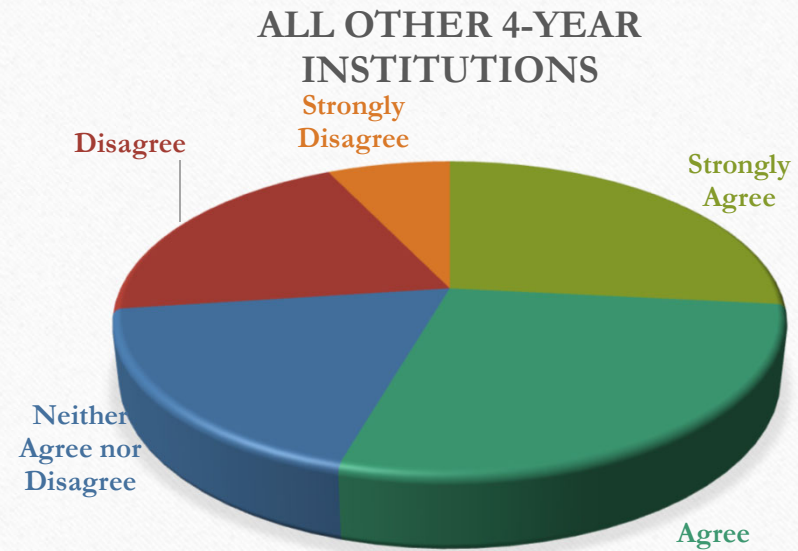
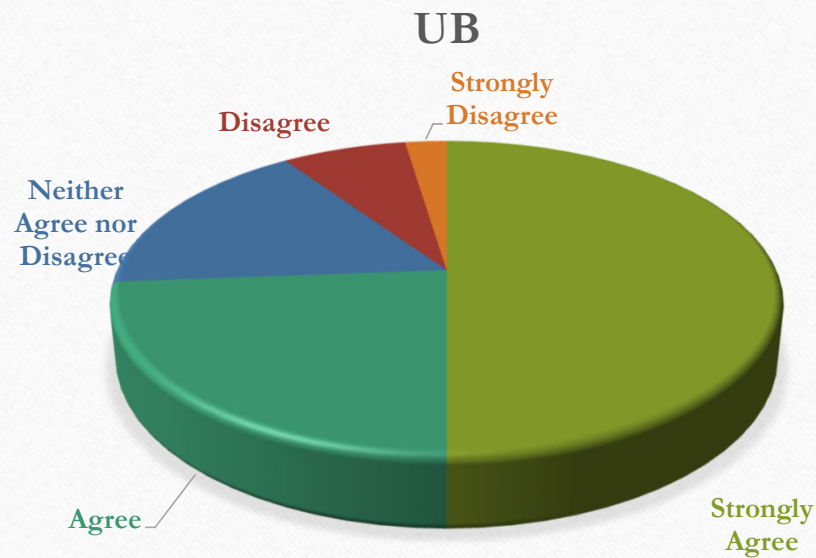
The process for investigating acts of discrimination or harassment at University of Bridgeport is clear to me:
Graduate Students



The process for investigating acts of discrimination or harassment at University of Bridgeport is clear to me:
Faculty

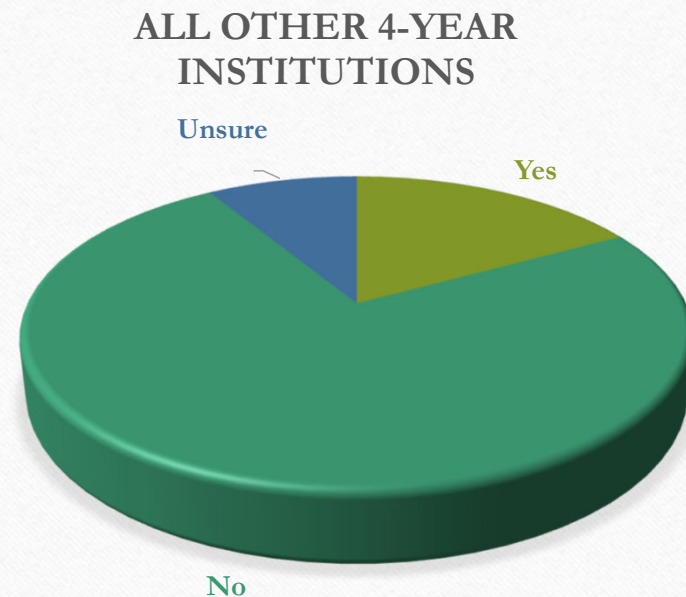
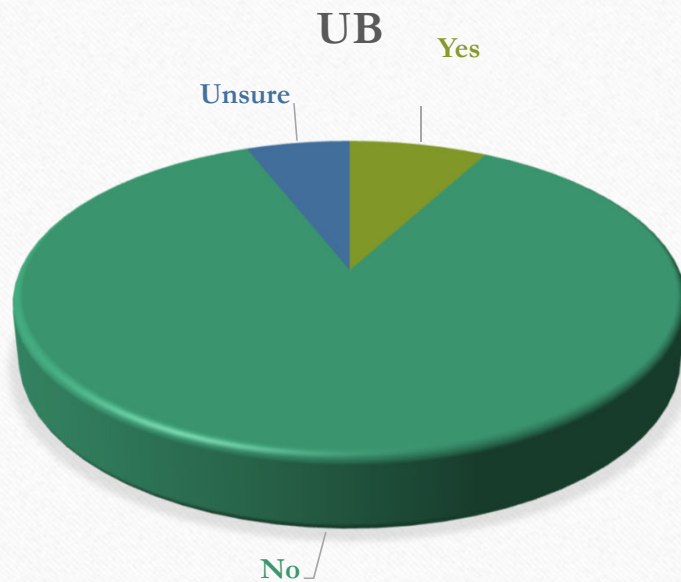


The process for investigating acts of discrimination or harassment at University of Bridgeport is clear to me:
Staff/ Administrators



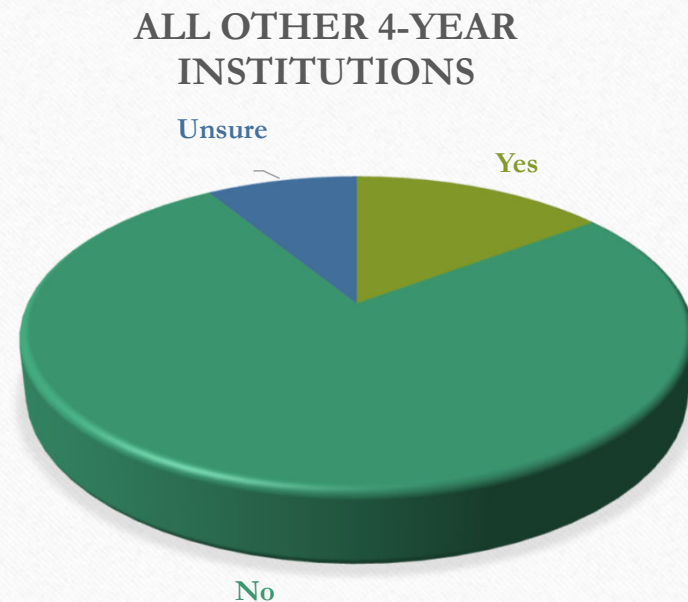
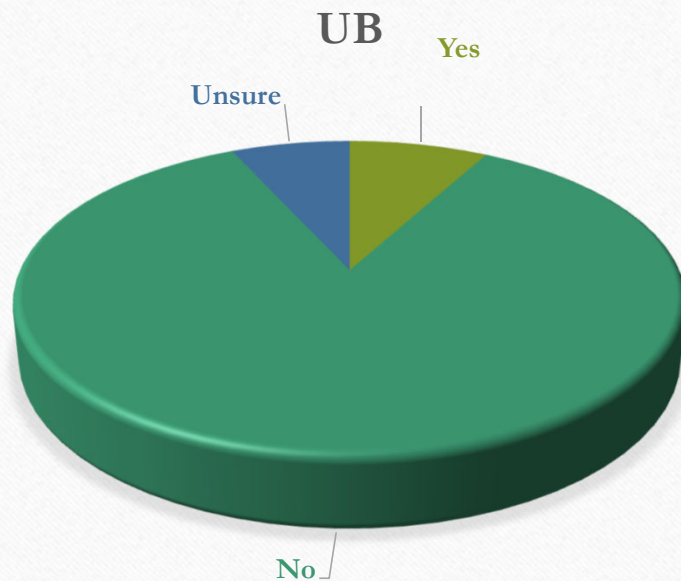
Have you ever been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/event affiliated with UB? :

Undergraduate Students



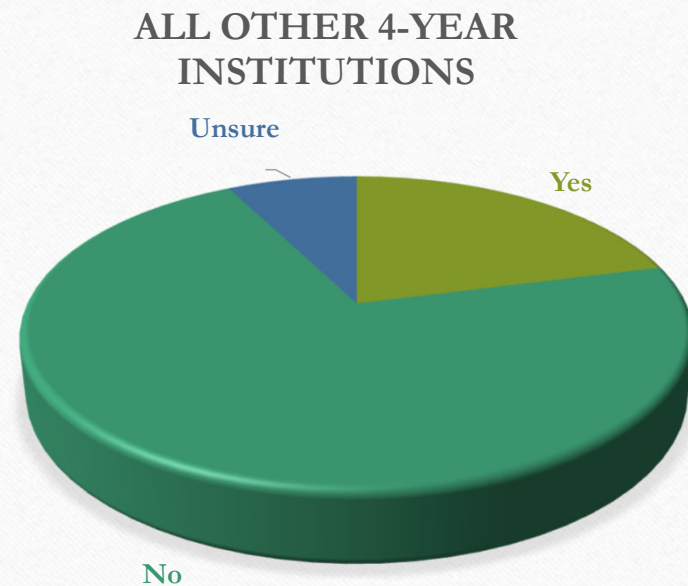
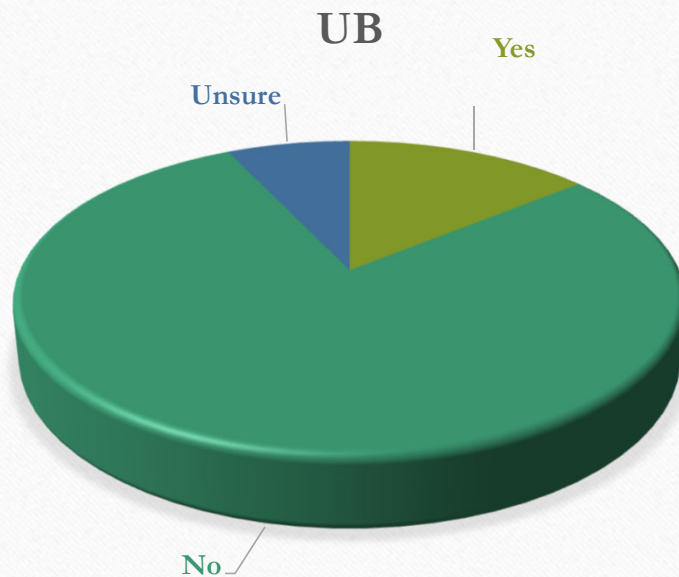
Have you ever been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/event affiliated with UB? :

Graduate Students



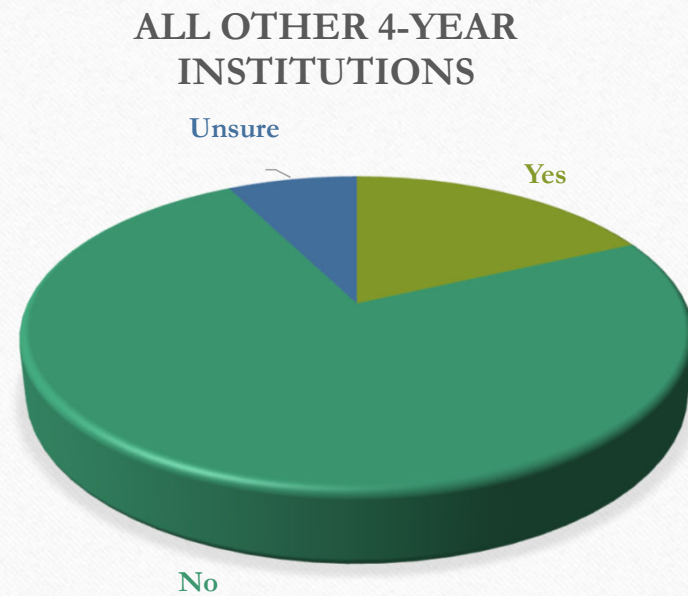
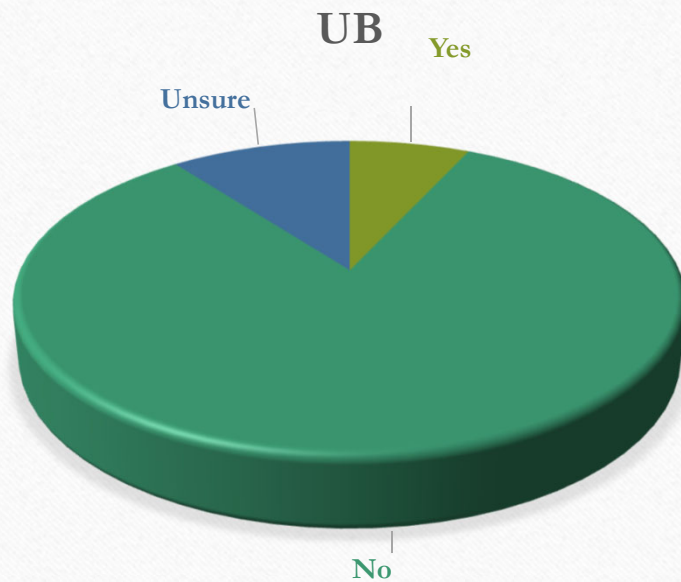
Have you ever been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/event affiliated with UB? :

Faculty



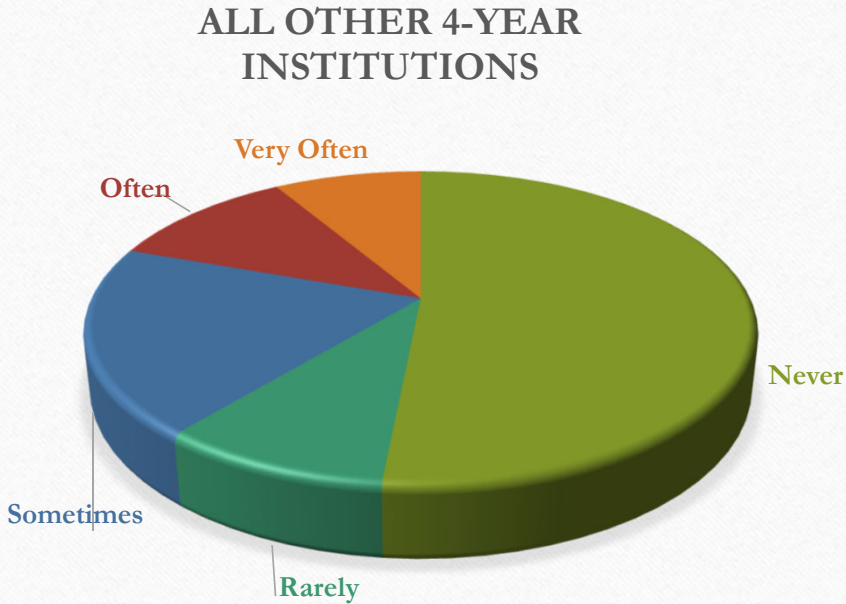
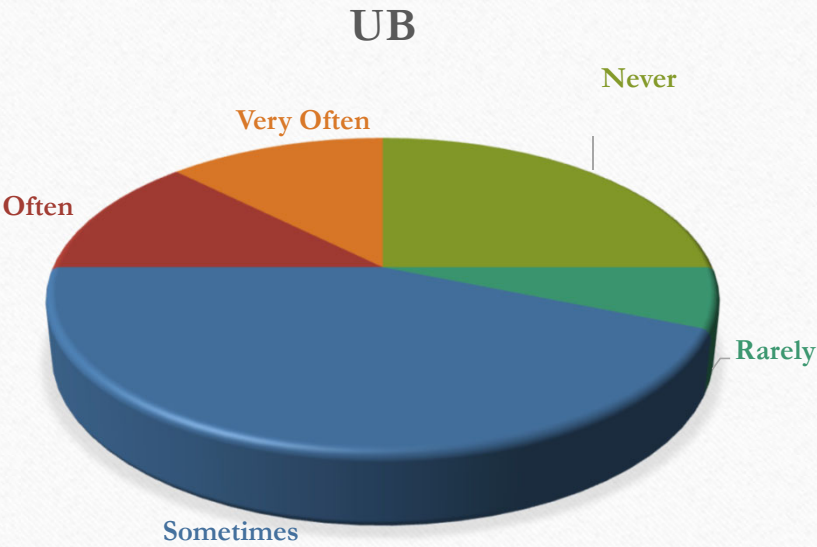
Have you ever been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/event affiliated with UB? :

Staff/ Administrators

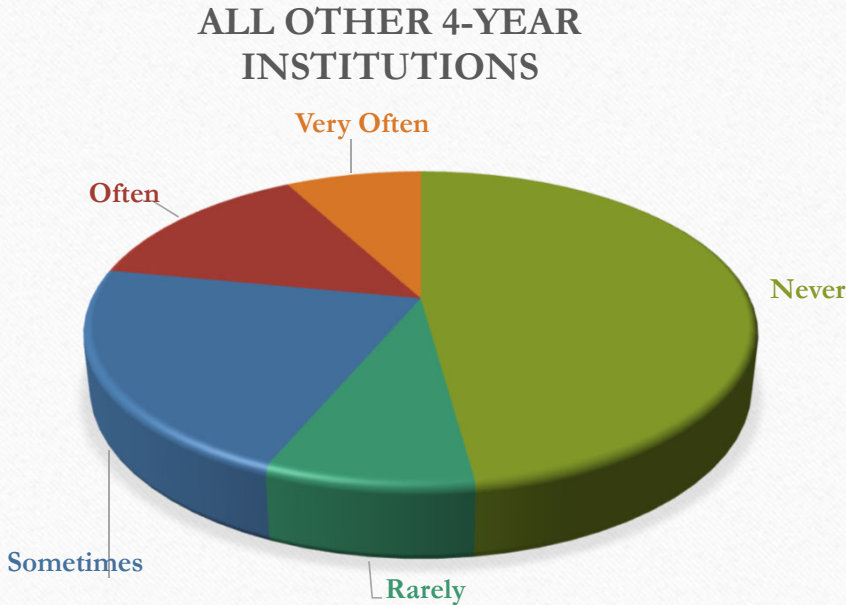
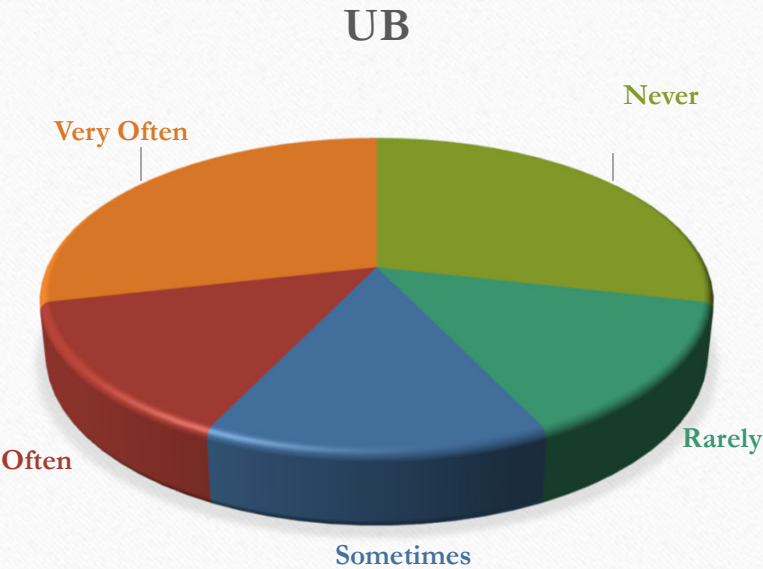


How often have you been discriminated against or harassed on the University of Bridgeport campus, at an off-campus residence, or at an off-campus program/event affiliated with UB for the following reasons?

Because of my racial and/or ethnic identity:
Undergraduate Students

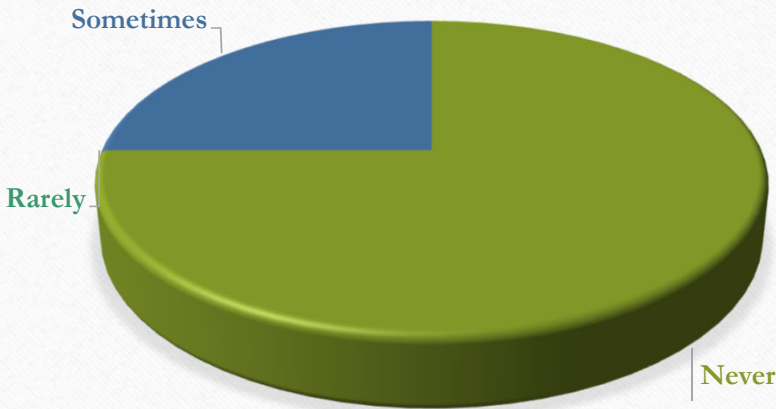


Because of my racial and/or ethnic identity:
Graduate Students

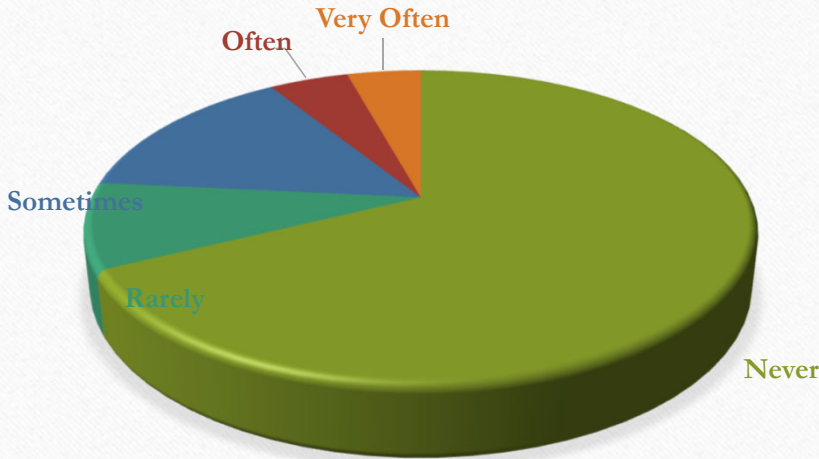


Because of my racial and/or ethnic identity:
Faculty

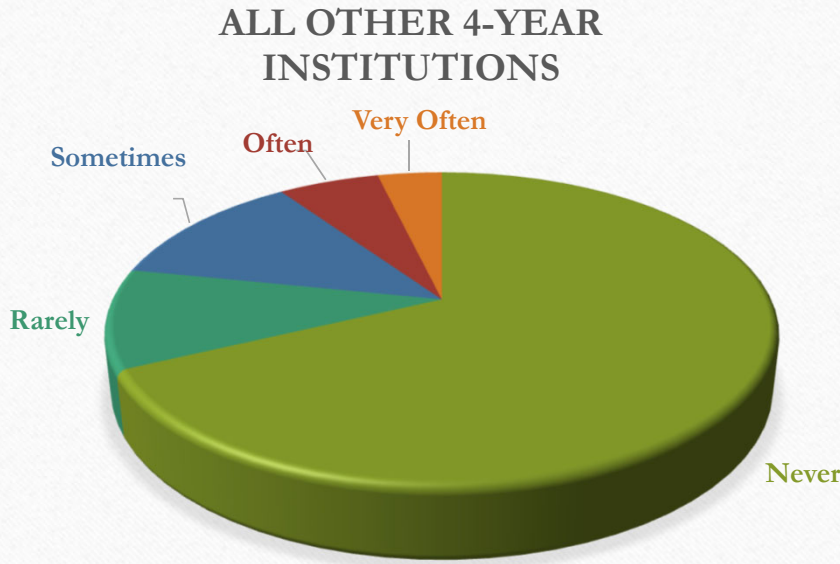
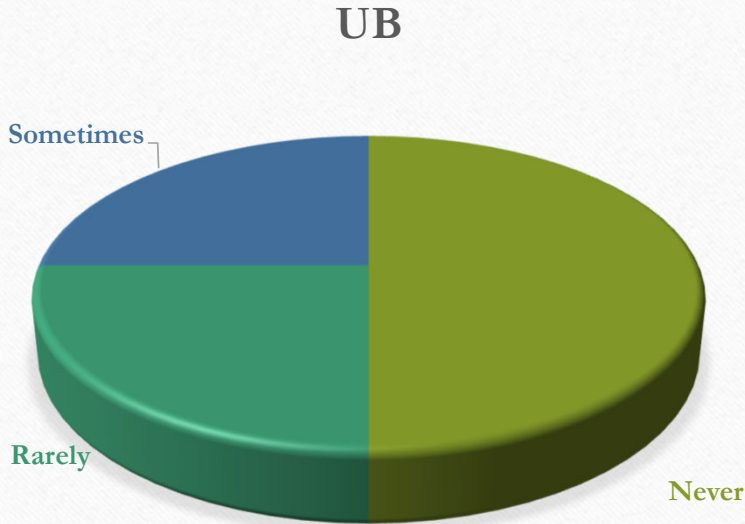
UB



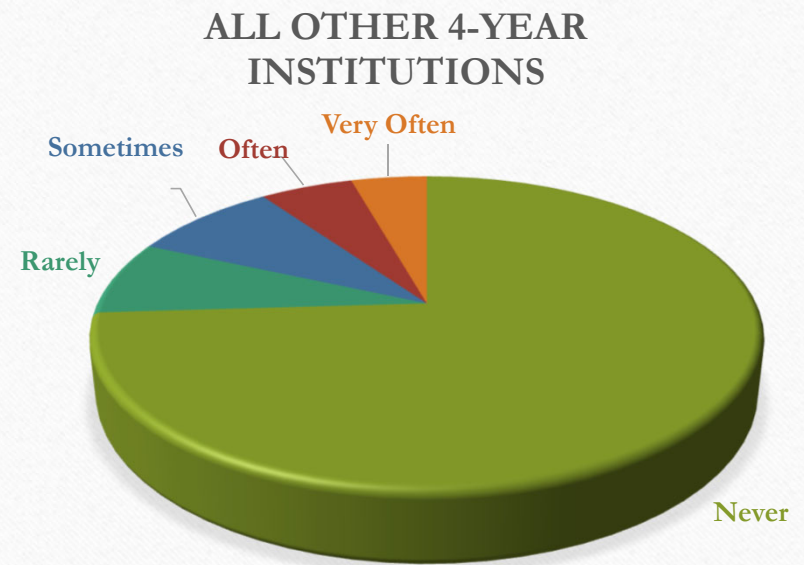
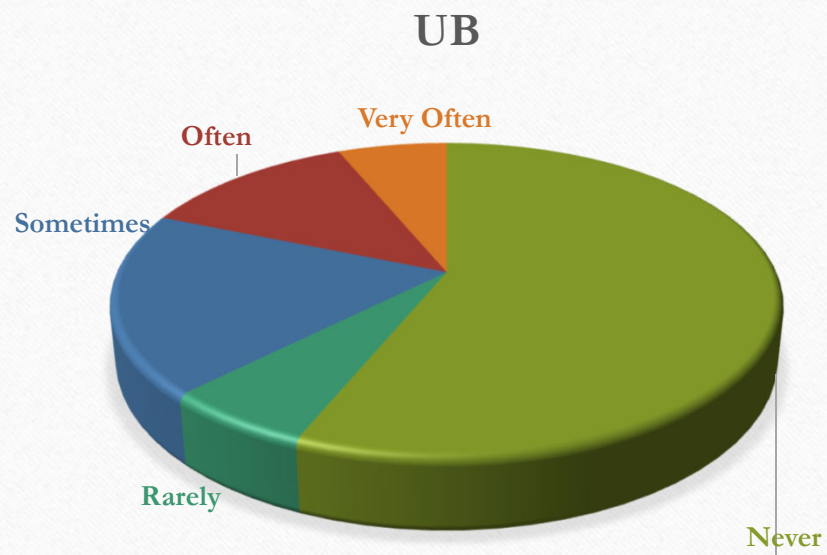
ALL OTHER 4-YEAR INSTITUTIONS



Because of my racial and/or ethnic identity:
Staff/ Administrators

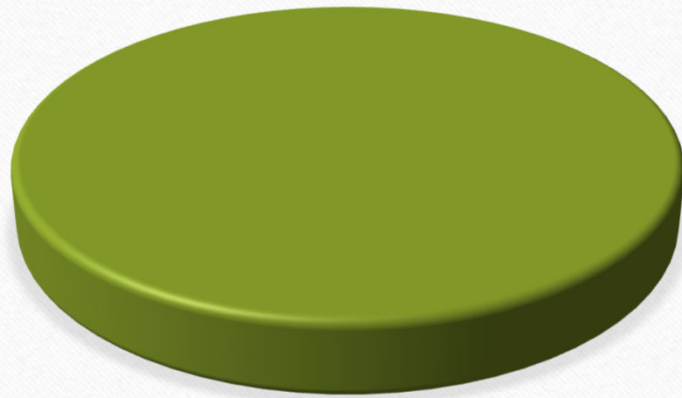


Because of my sexual orientation: *Undergraduate Students*



Because of my sexual orientation:
Graduate Students

UB



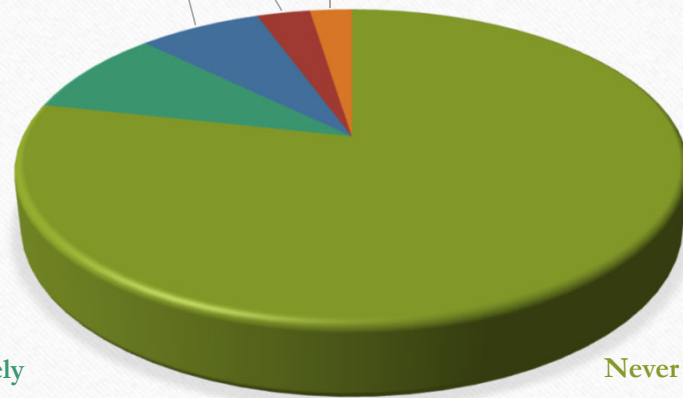
Never

ALL OTHER 4-YEAR
INSTITUTIONS

Sometimes

Often

Very Often

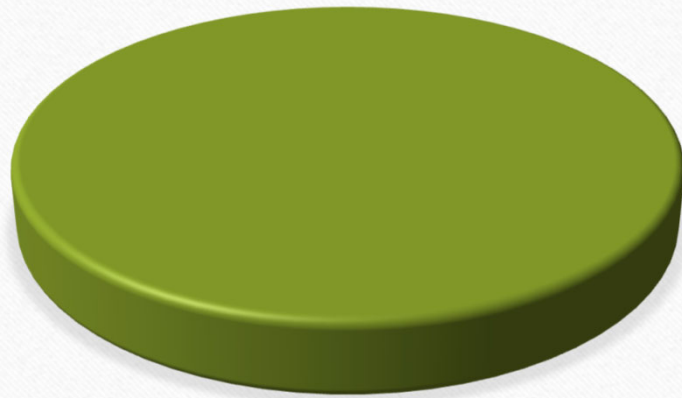


Rarely

Never

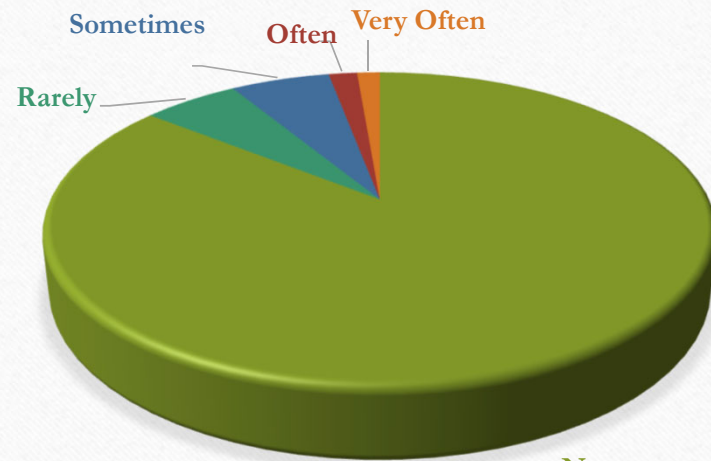
Because of my sexual orientation:
Faculty

UB



Never

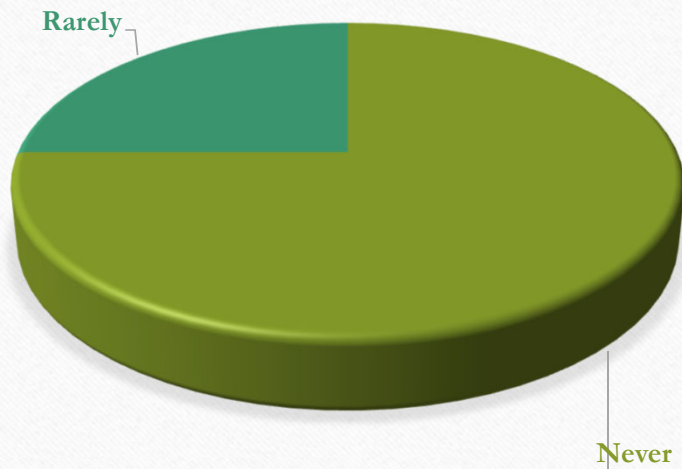
ALL OTHER 4-YEAR
INSTITUTIONS



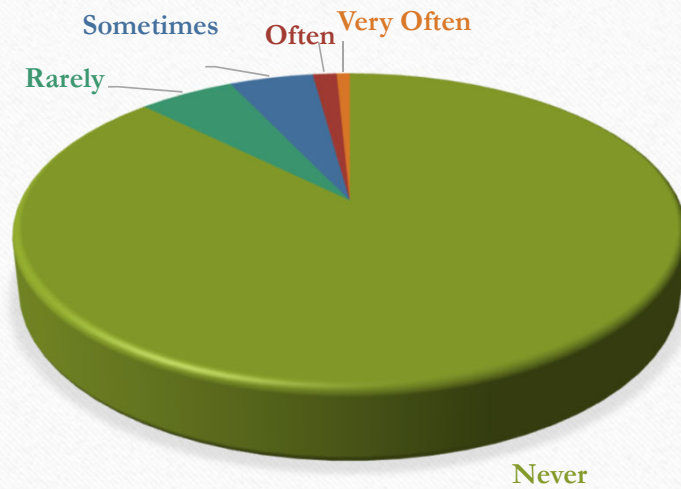
Never

Because of my sexual orientation:
Staff/ Administrators

UB

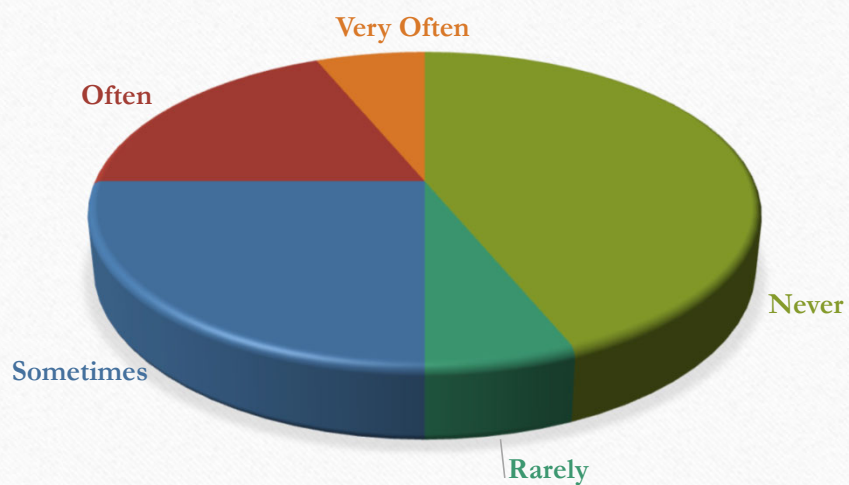


ALL OTHER 4-YEAR
INSTITUTIONS

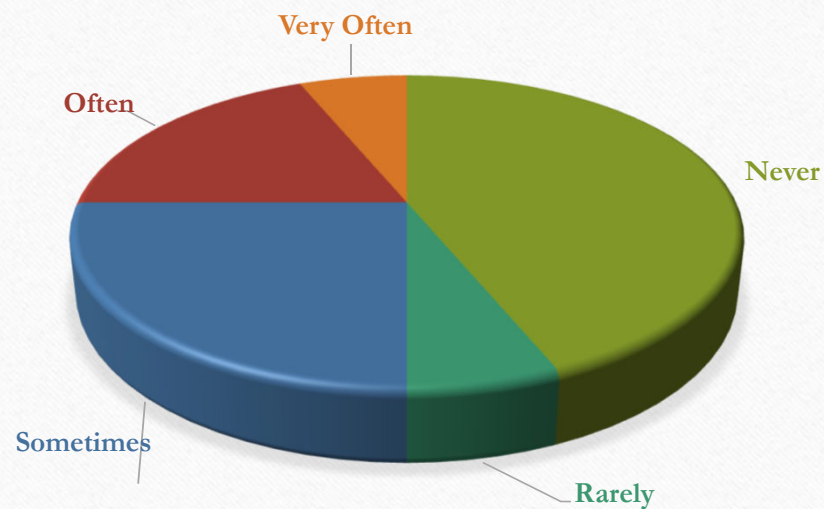


Because of my gender or gender identity: *Undergraduate Students*

UB

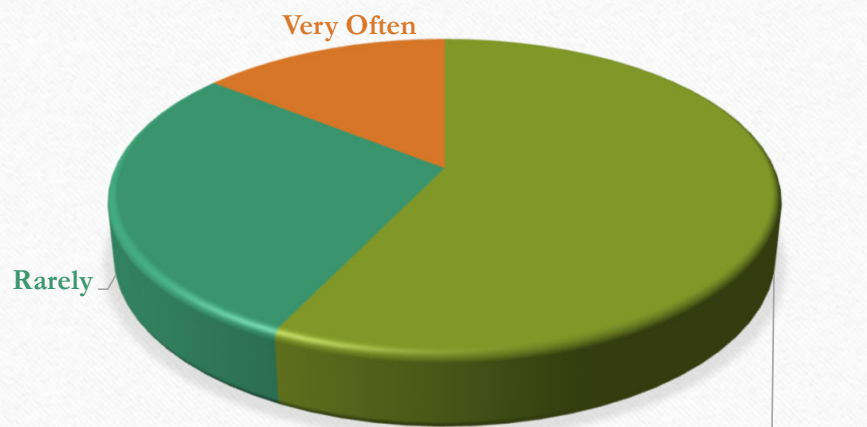


ALL OTHER 4-YEAR INSTITUTIONS

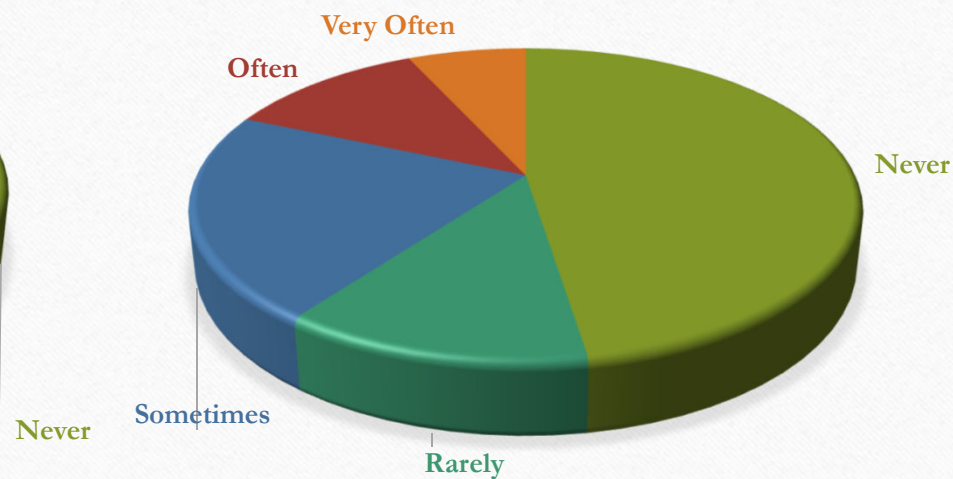


Because of my gender or gender identity: *Graduate Students*

UB



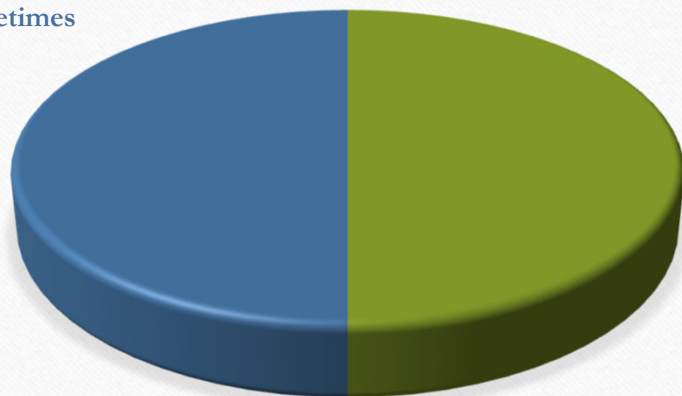
ALL OTHER 4-YEAR
INSTITUTIONS



Because of my gender or gender identity: *Faculty*

UB

Sometimes



Never

ALL OTHER 4-YEAR
INSTITUTIONS

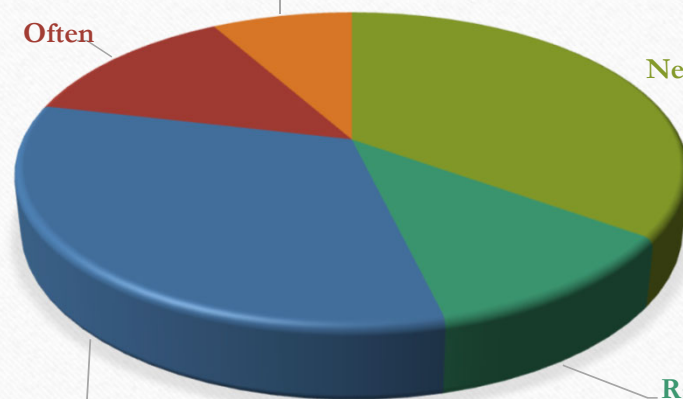
Very Often

Often

Never

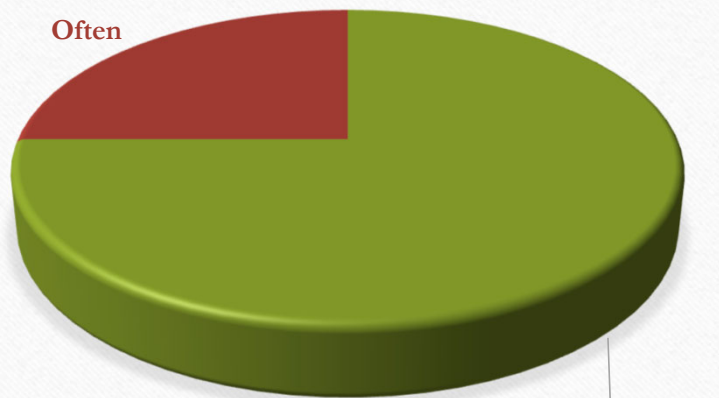
Sometimes

Rarely



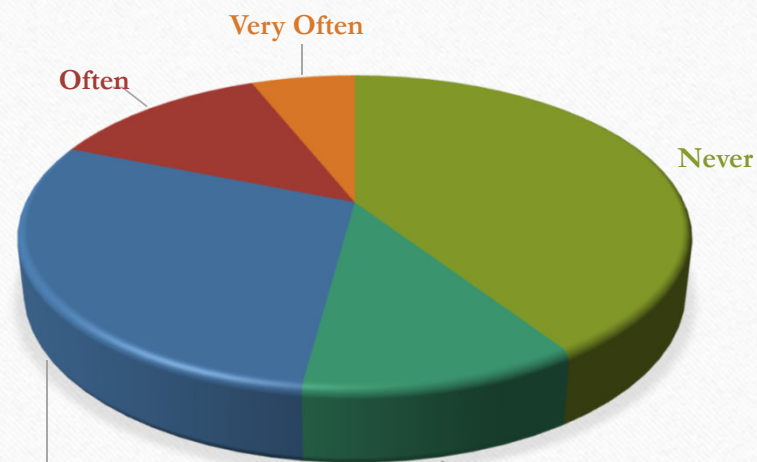
Because of my gender or gender identity:
Staff/ Administrators

UB



Never

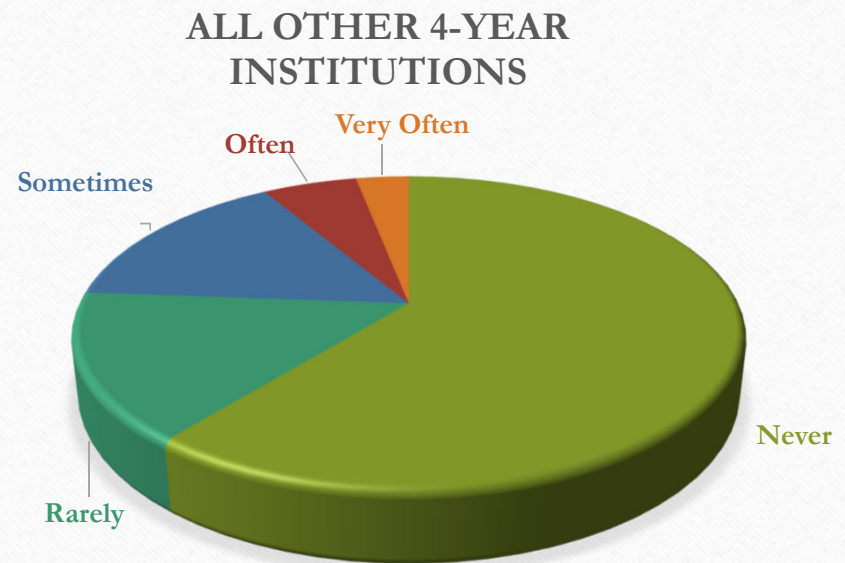
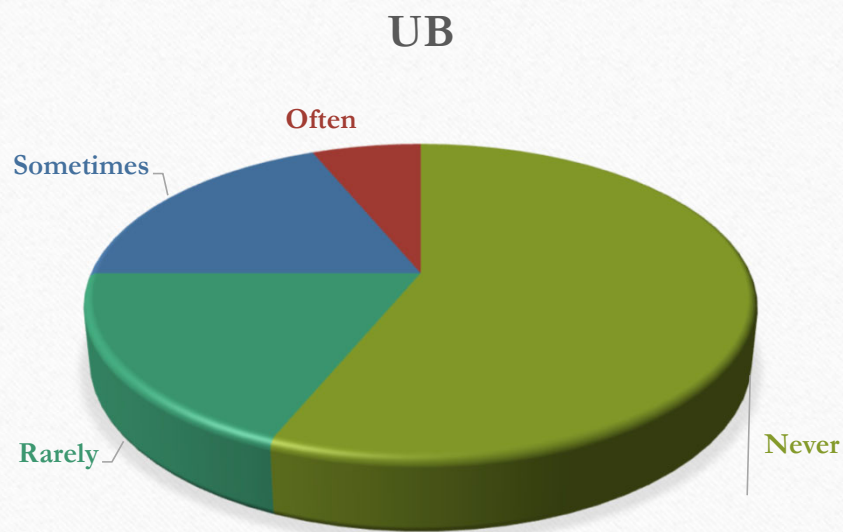
ALL OTHER 4-YEAR
INSTITUTIONS



Sometimes

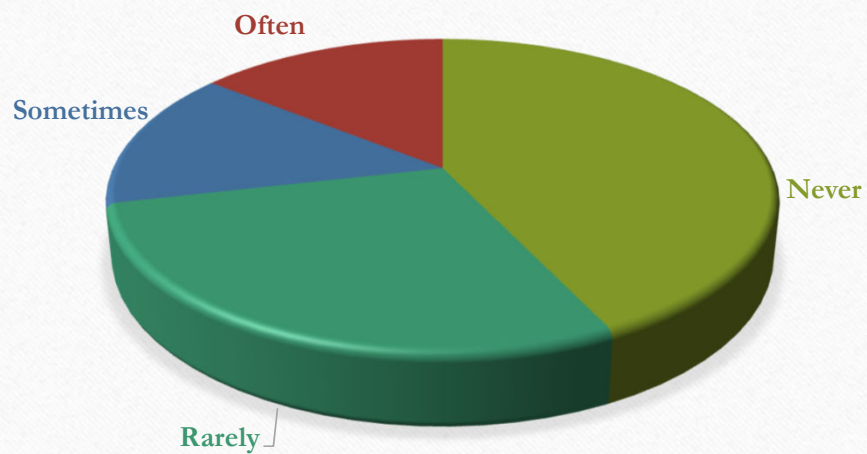
Rarely

Because of my socioeconomic background: *Undergraduate Students*

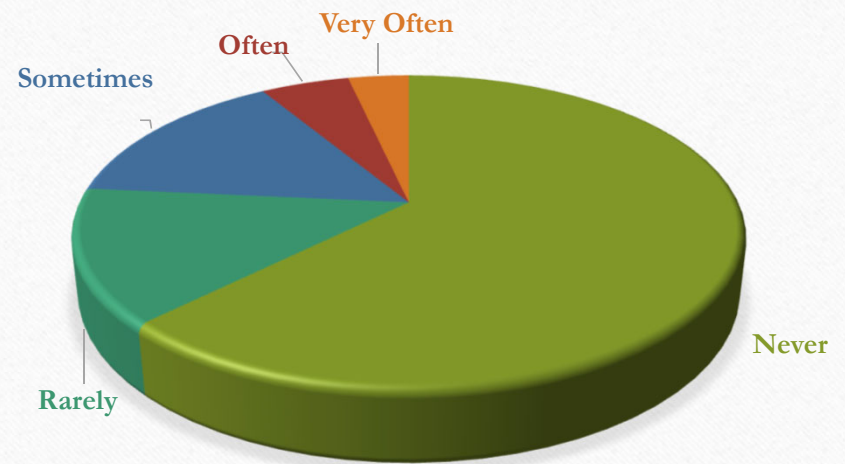


Because of my socioeconomic background:
Graduate Students

UB

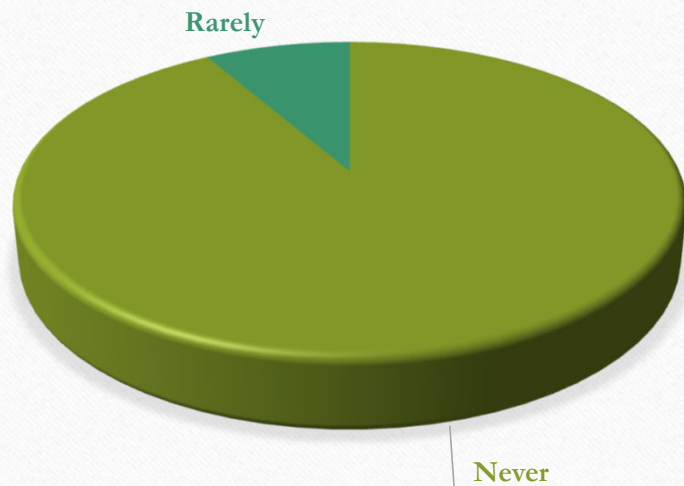


ALL OTHER 4-YEAR INSTITUTIONS

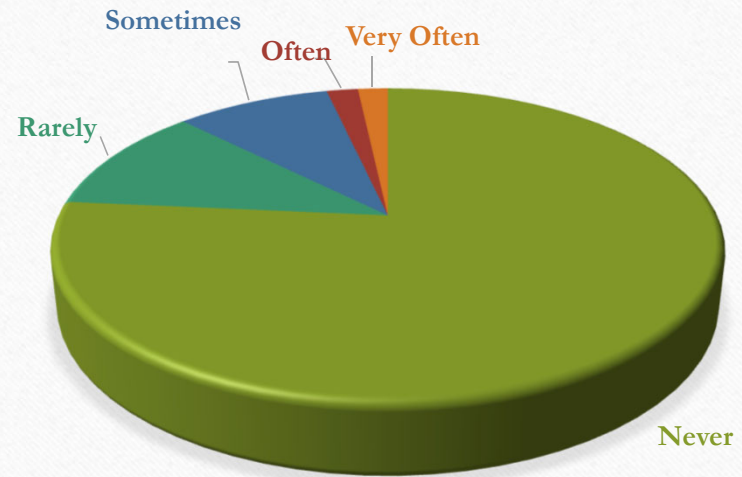


Because of my socioeconomic background:
Faculty

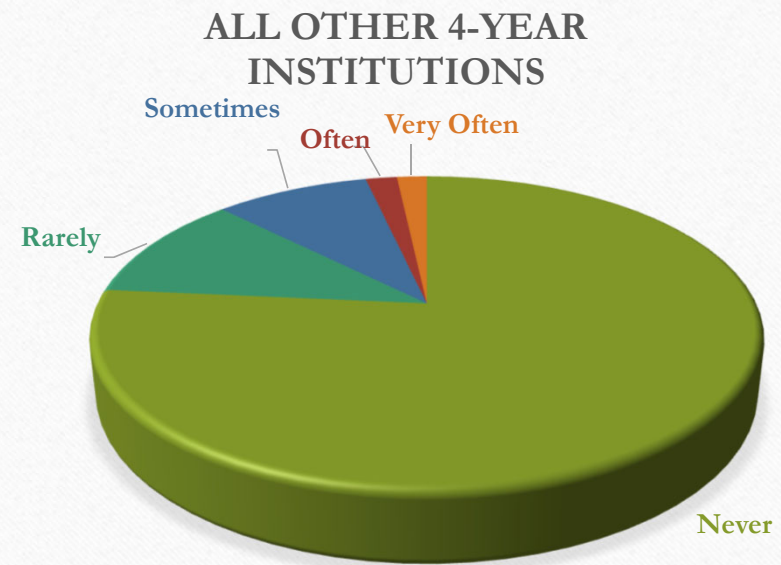
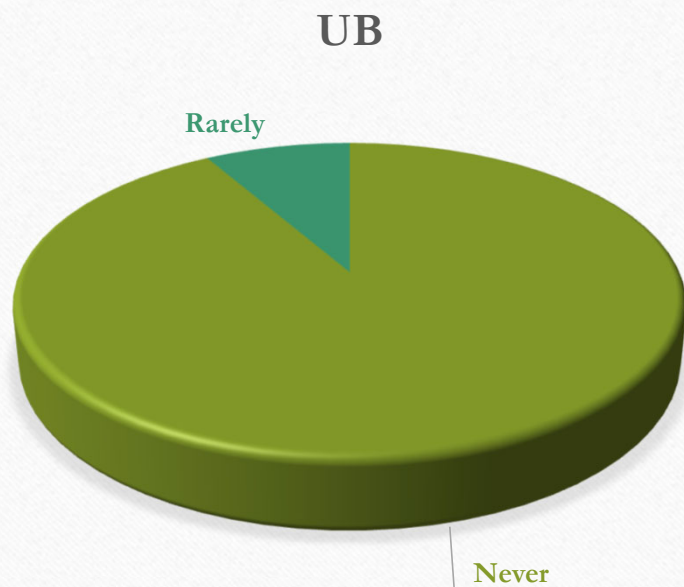
UB



ALL OTHER 4-YEAR INSTITUTIONS

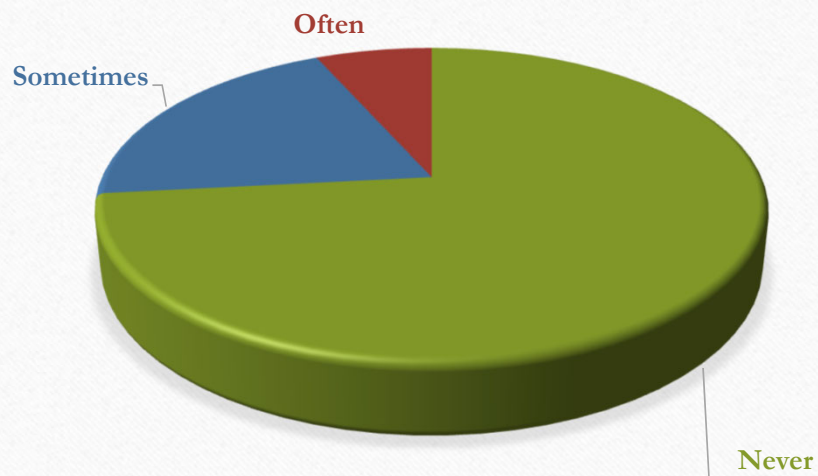


Because of my socioeconomic background:
Staff/ Administrators

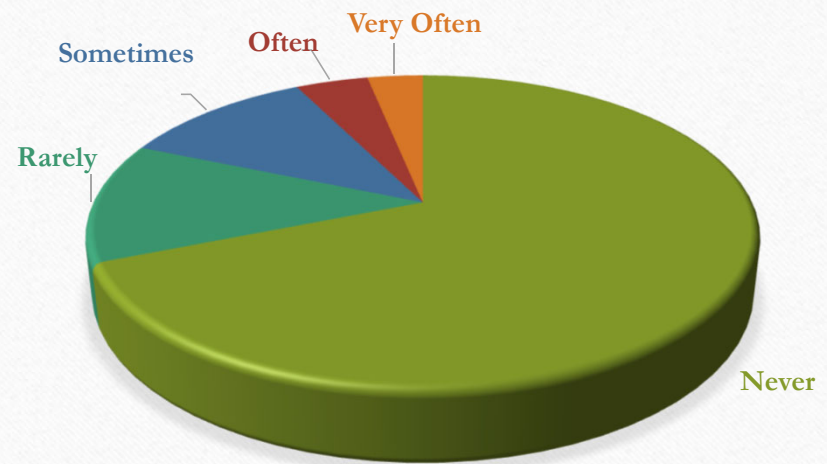


Because of my religious background:
Undergraduate Students

UB

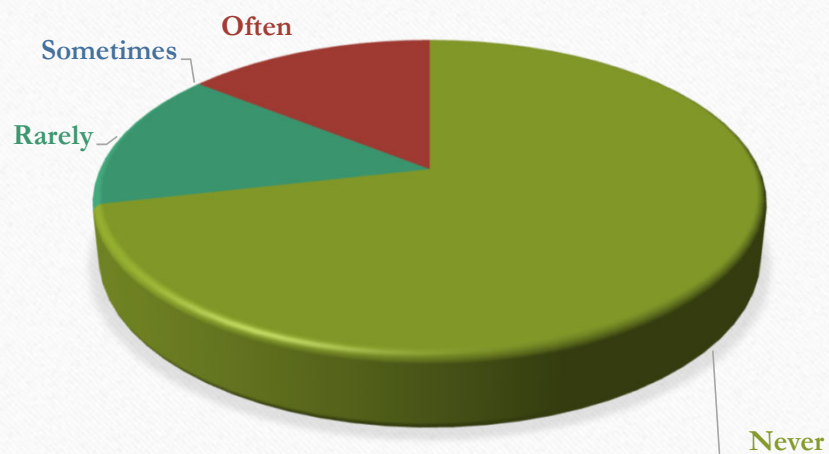


ALL OTHER 4-YEAR
INSTITUTIONS

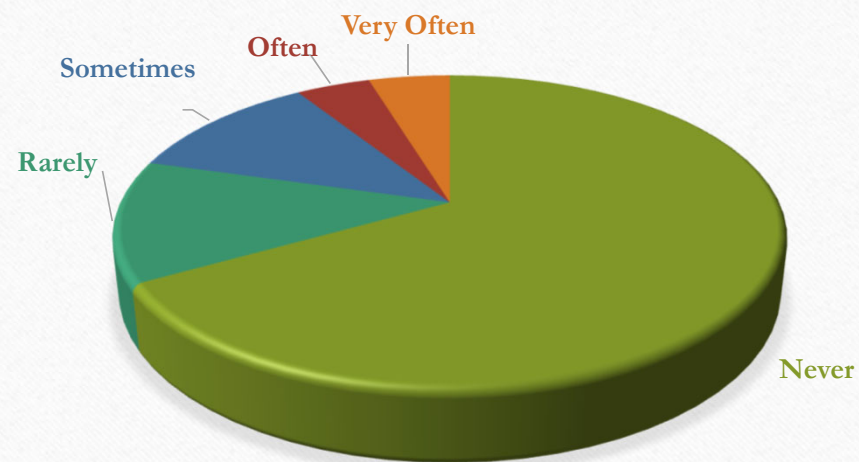


Because of my religious background: *Graduate Students*

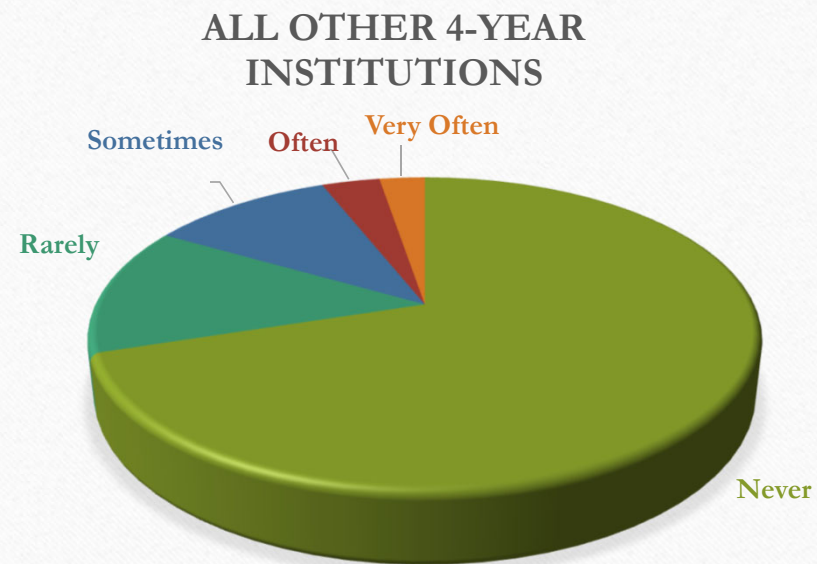
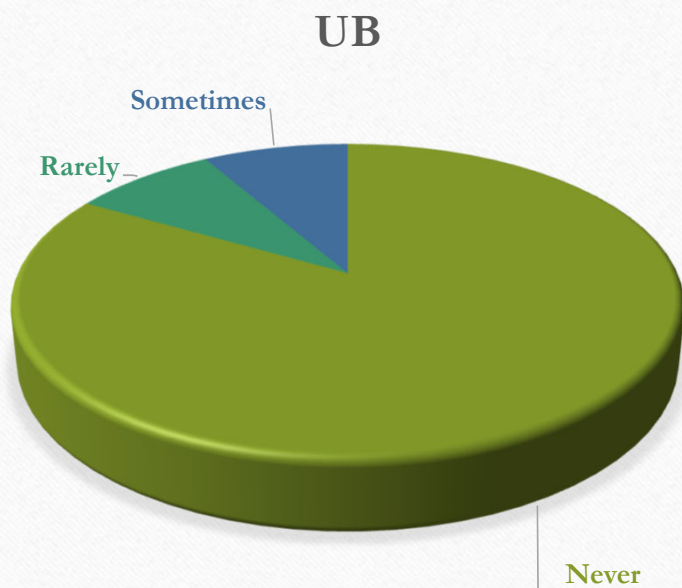
UB



ALL OTHER 4-YEAR
INSTITUTIONS

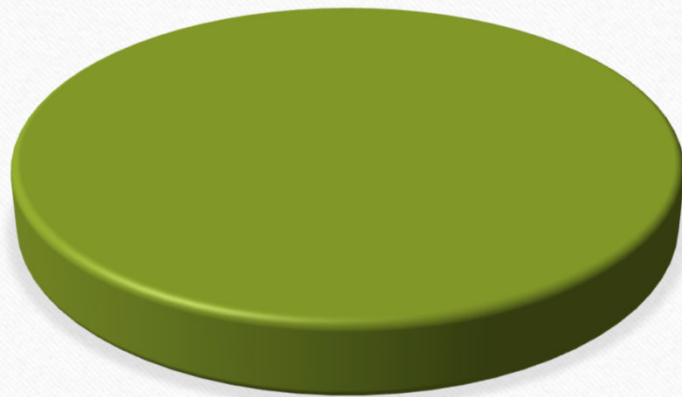


Because of my religious background: *Faculty*



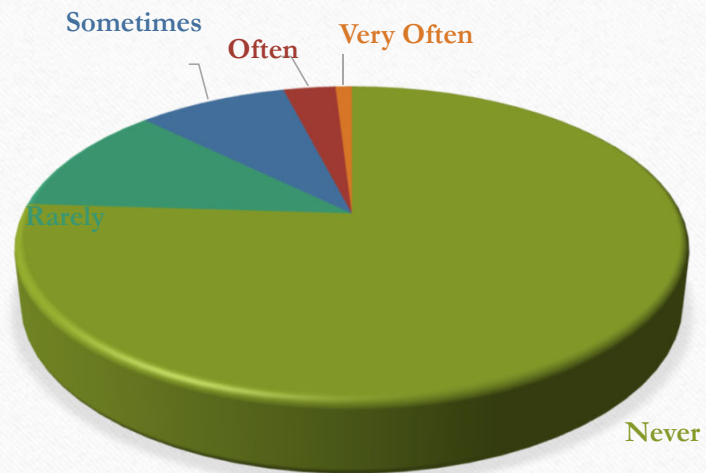
Because of my religious background:
Staff/ Administrators

UB



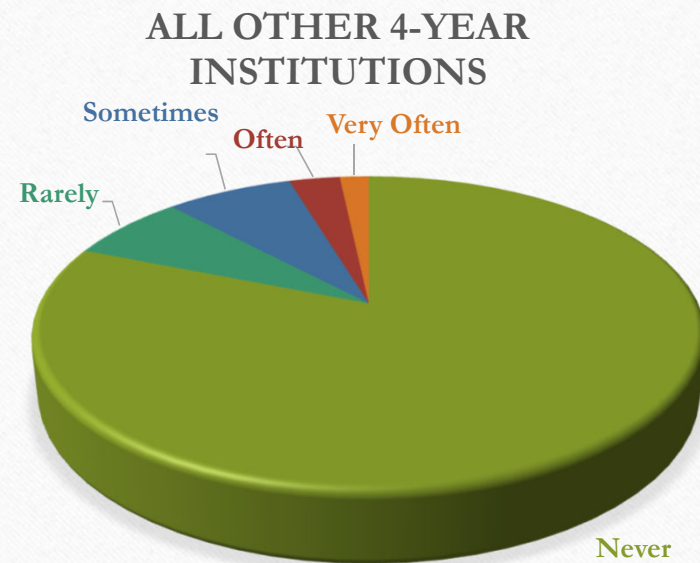
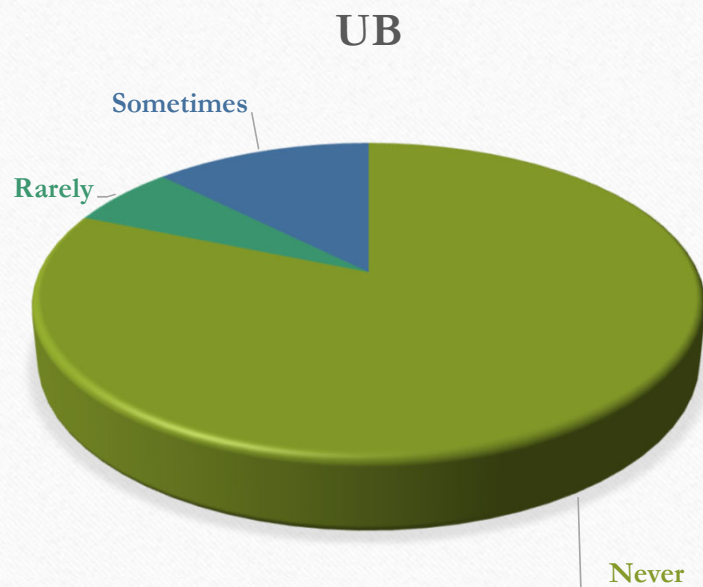
Never

ALL OTHER 4-YEAR
INSTITUTIONS

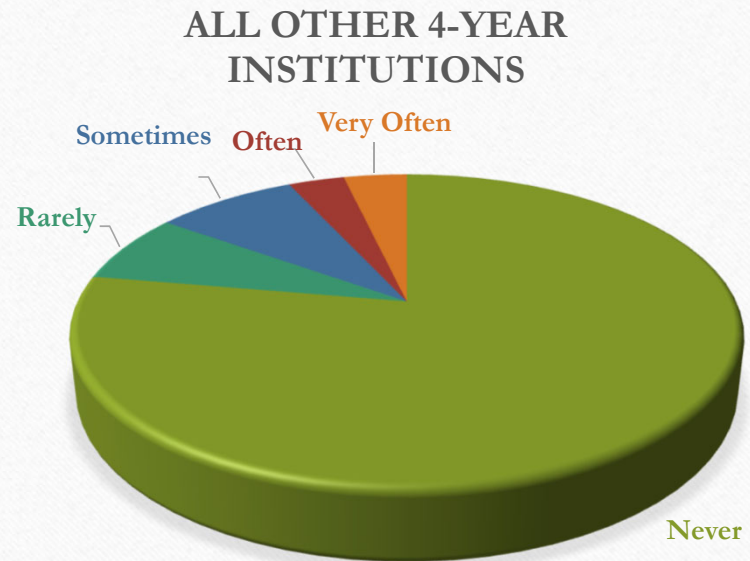
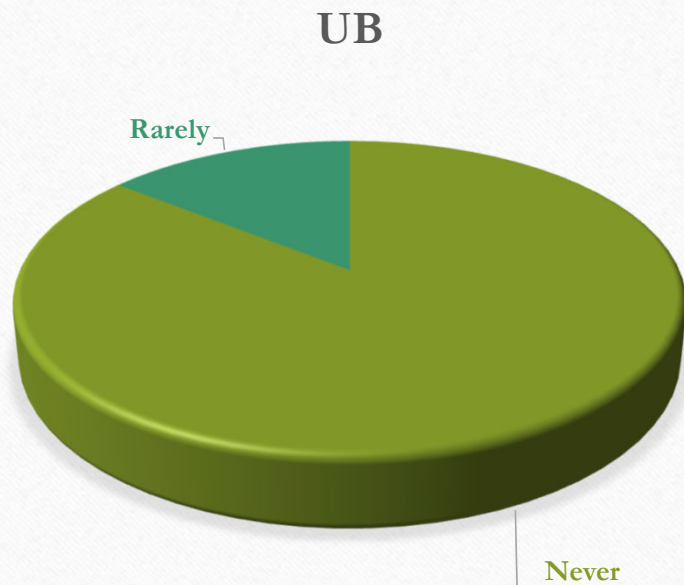


Never

Because of my disability:
Undergraduate Students

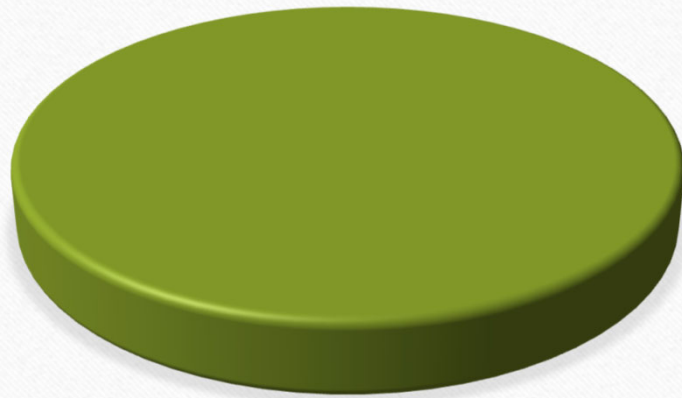


Because of my disability:
Graduate Students



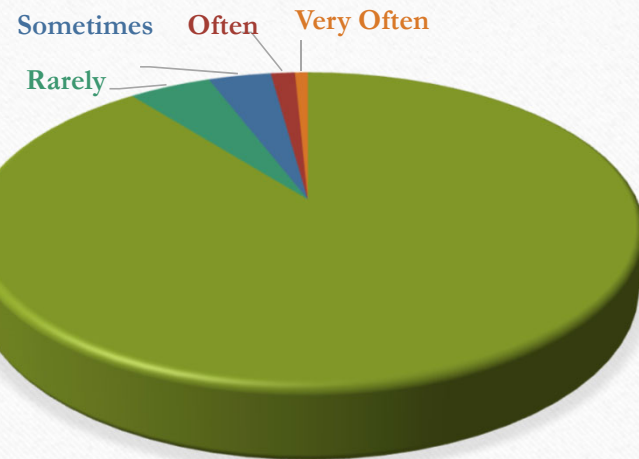
Because of my disability:
Faculty

UB



Never

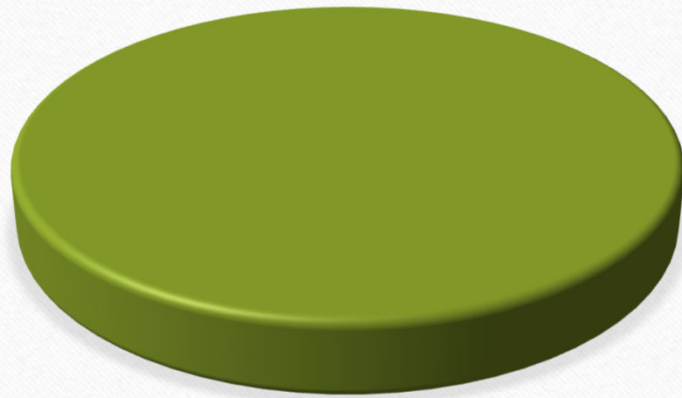
ALL OTHER 4-YEAR
INSTITUTIONS



Never

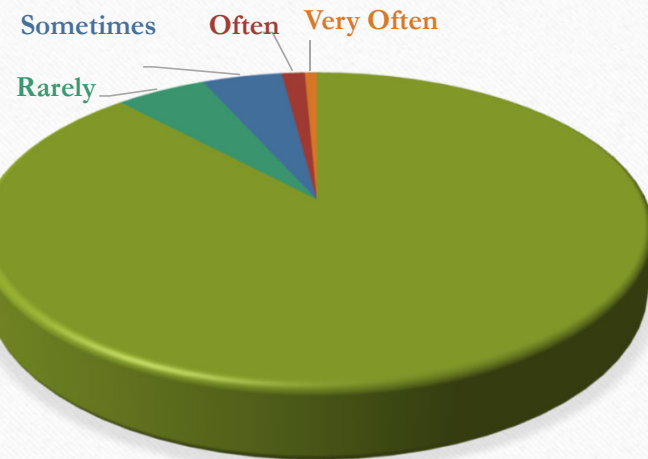
Because of my disability:
Staff/ Administrators

UB



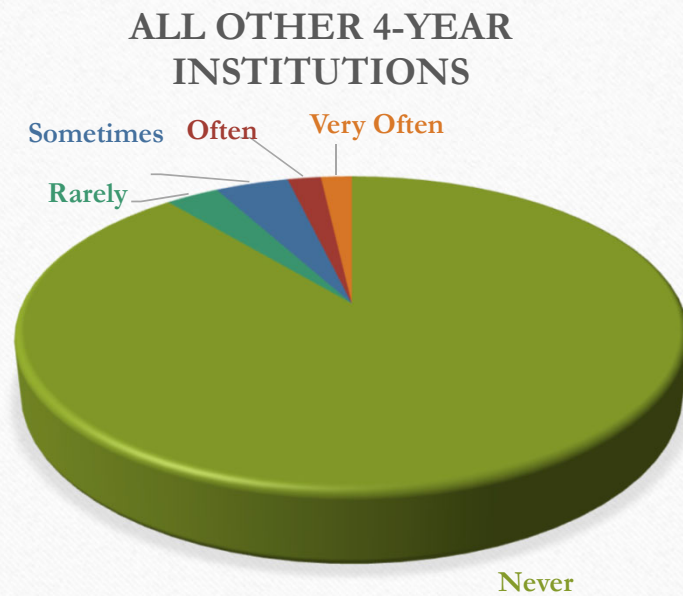
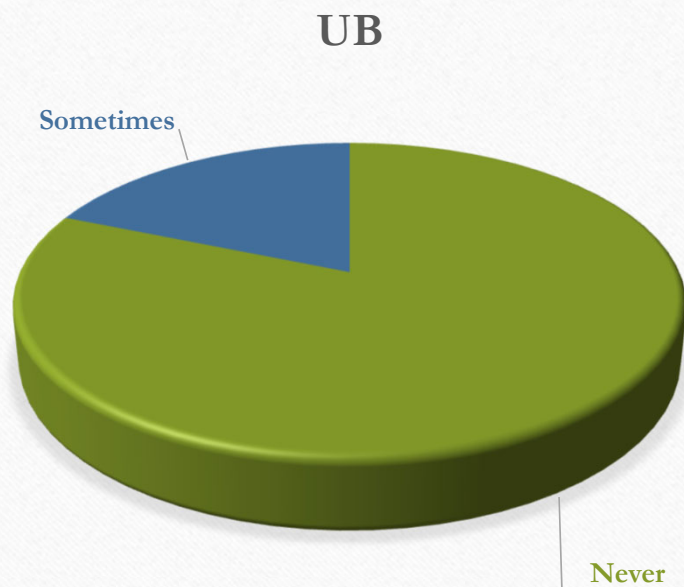
Never

ALL OTHER 4-YEAR
INSTITUTIONS

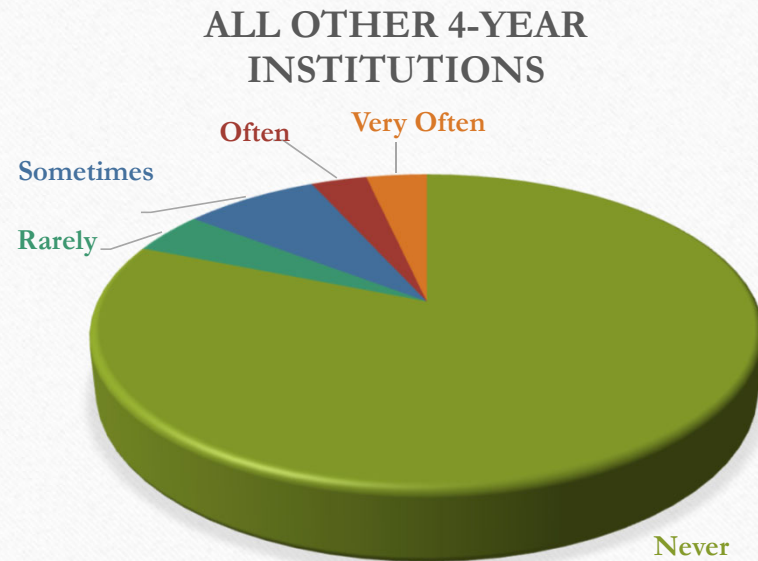
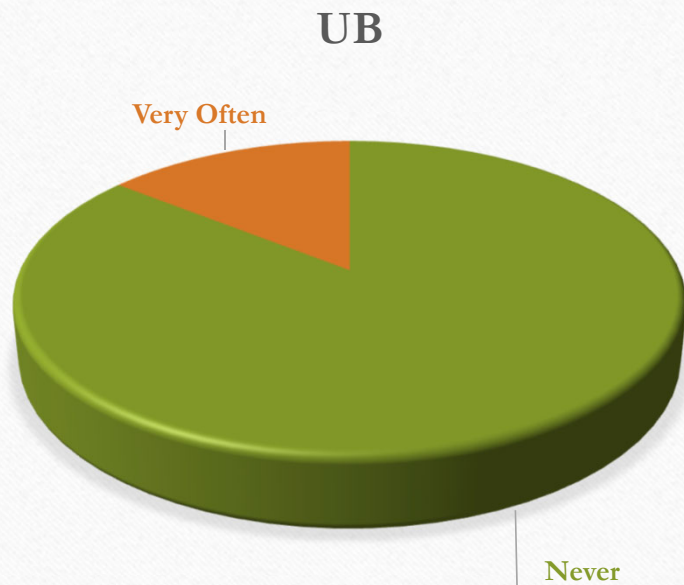


Never

Because I am an immigrant: *Undergraduate Students*

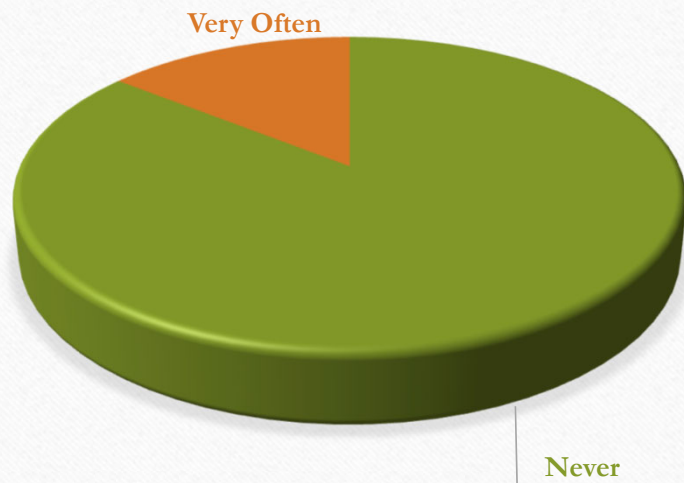


Because I am an immigrant: *Graduate Students*

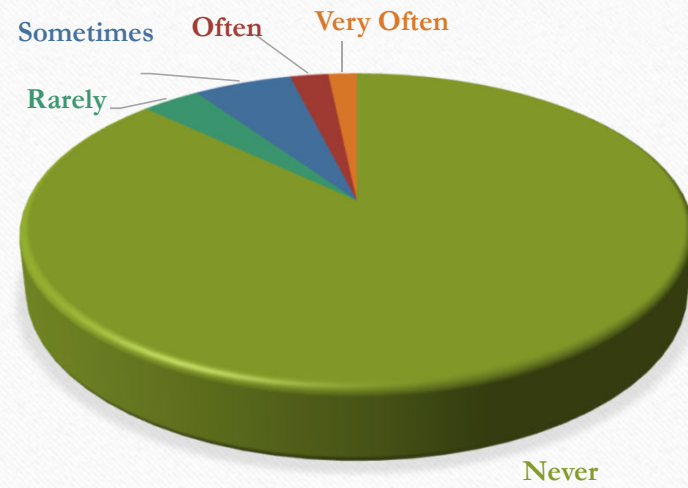


Because I am an immigrant: *Faculty*

UB

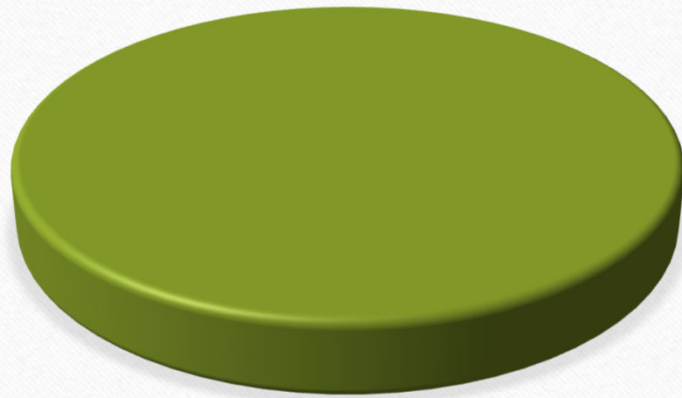


ALL OTHER 4-YEAR
INSTITUTIONS



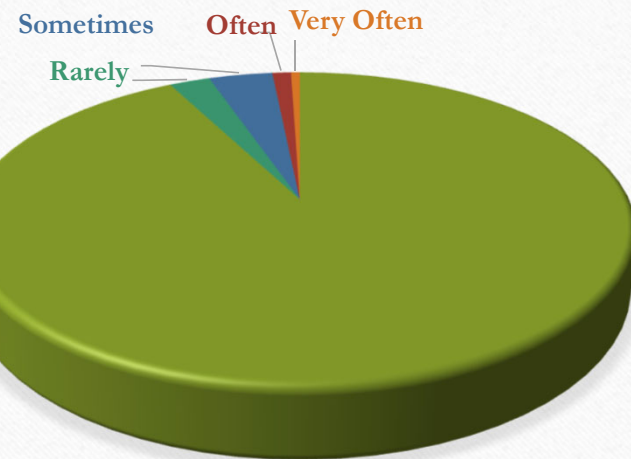
Because I am an immigrant:
Staff/ Administrators

UB



Never

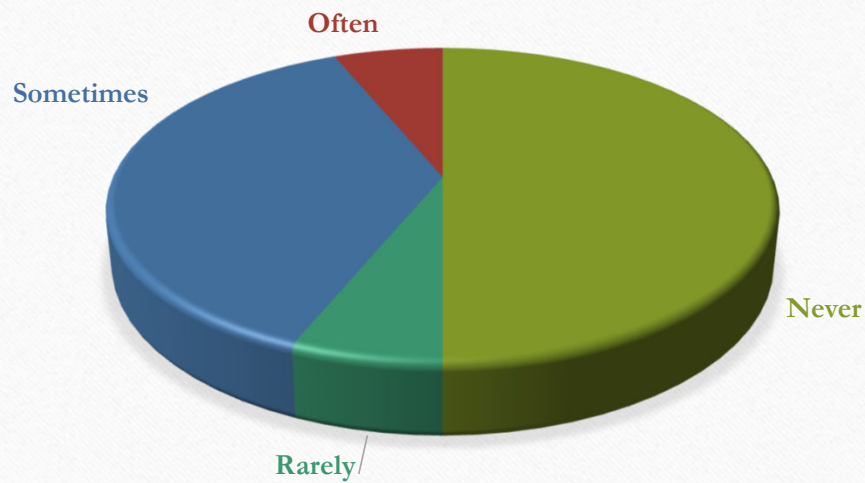
ALL OTHER 4-YEAR
INSTITUTIONS



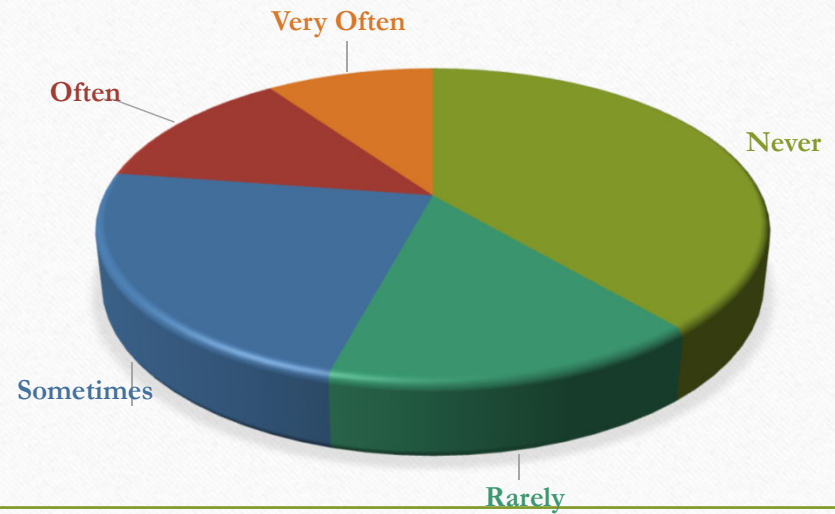
Never

Because of my political affiliation/views:
Undergraduate Student

UB

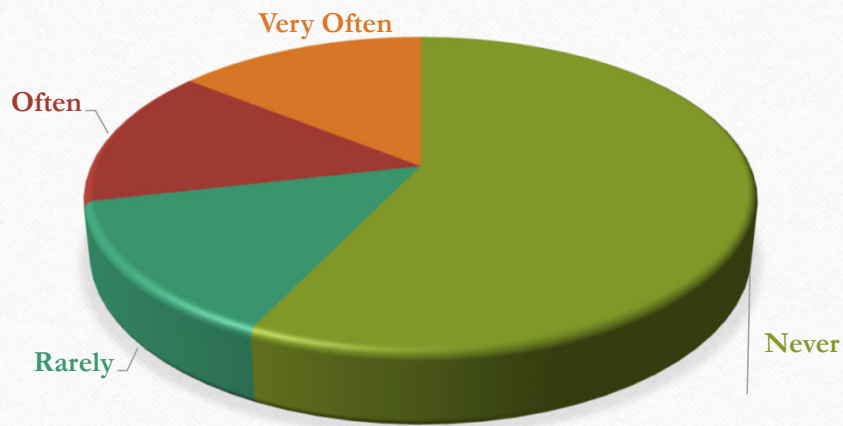


ALL OTHER 4-YEAR INSTITUTIONS

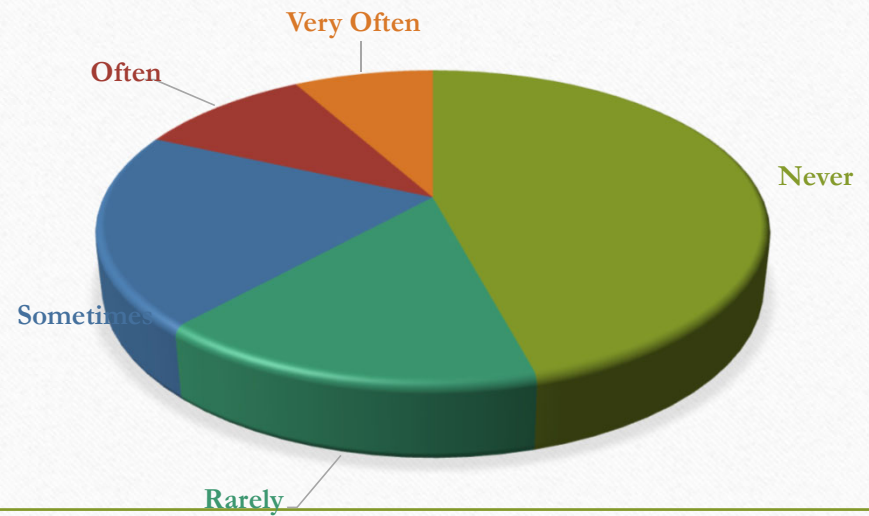


Because of my political affiliation/views:
Graduate Student

UB

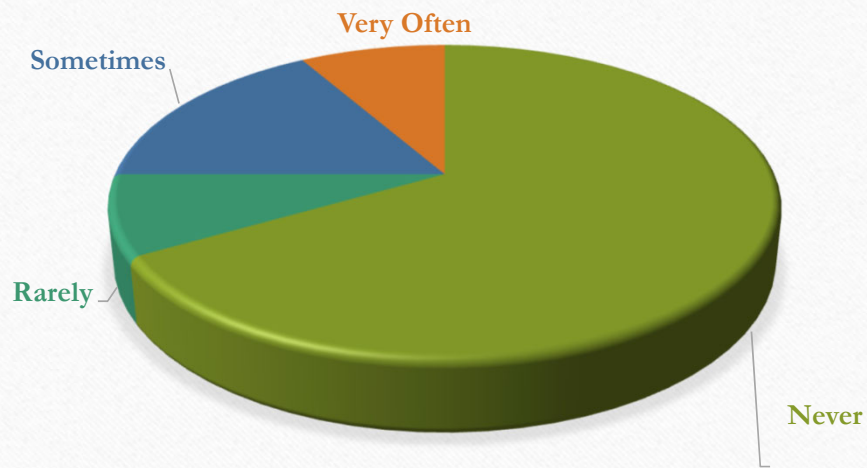


ALL OTHER 4-YEAR INSTITUTIONS

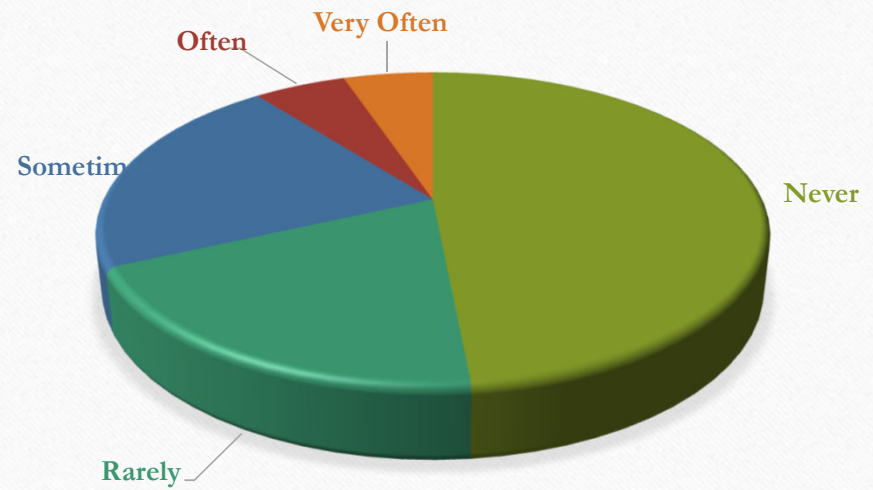


Because of my political affiliation/views:
Faculty

UB

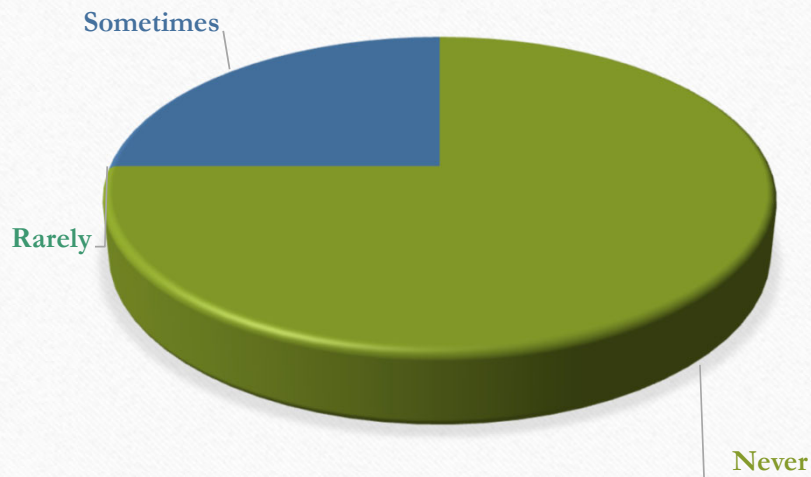


ALL OTHER 4-YEAR INSTITUTIONS

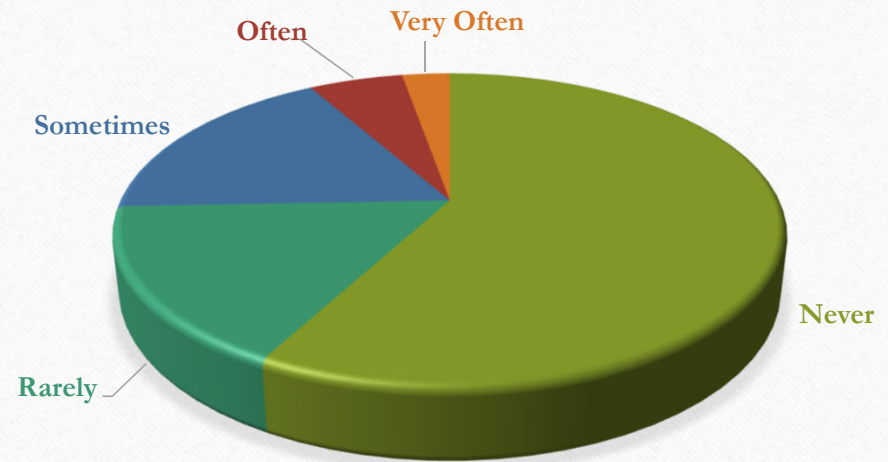


Because of my political affiliation/views:
Staff/ Administrators

UB

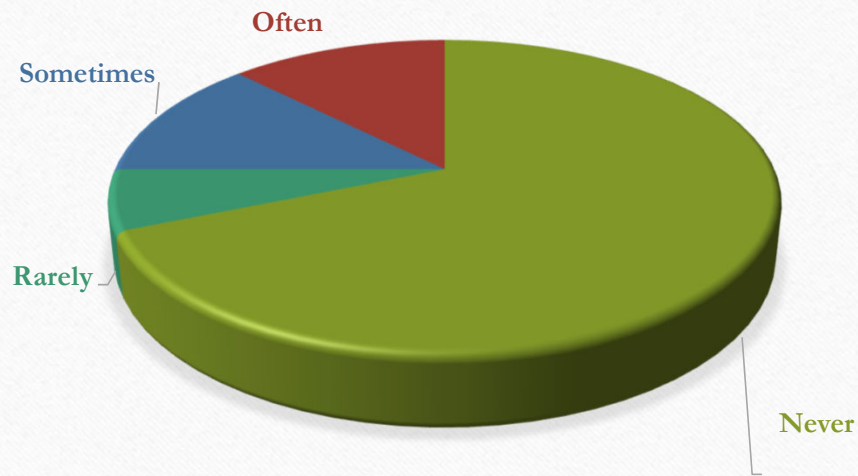


ALL OTHER 4-YEAR INSTITUTIONS

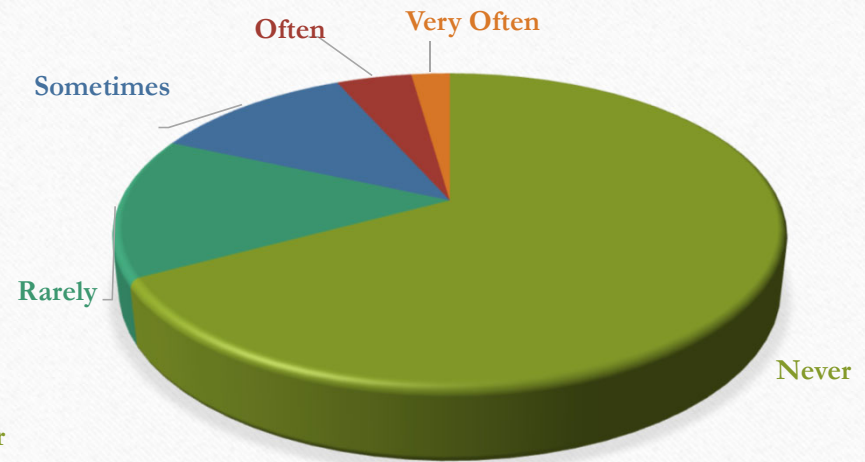


Because of my age/generation:
Undergraduate Students

UB

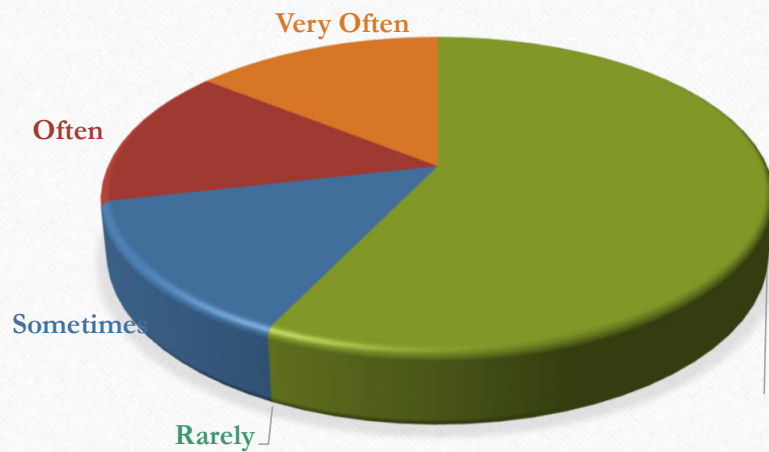


ALL OTHER 4-YEAR
INSTITUTIONS

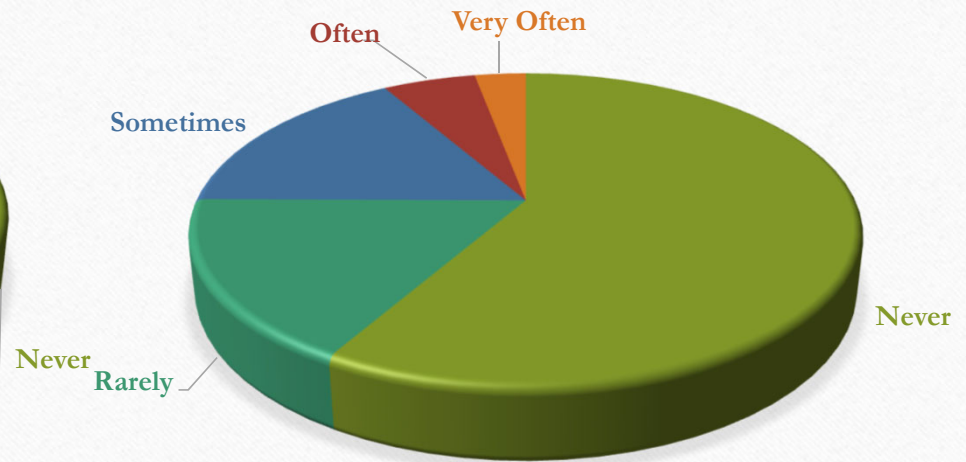


Because of my age/generation:
Graduate Students

UB

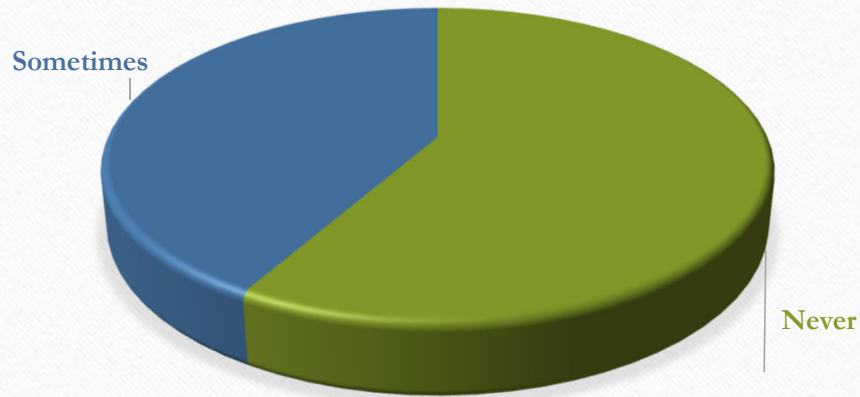


ALL OTHER 4-YEAR INSTITUTIONS

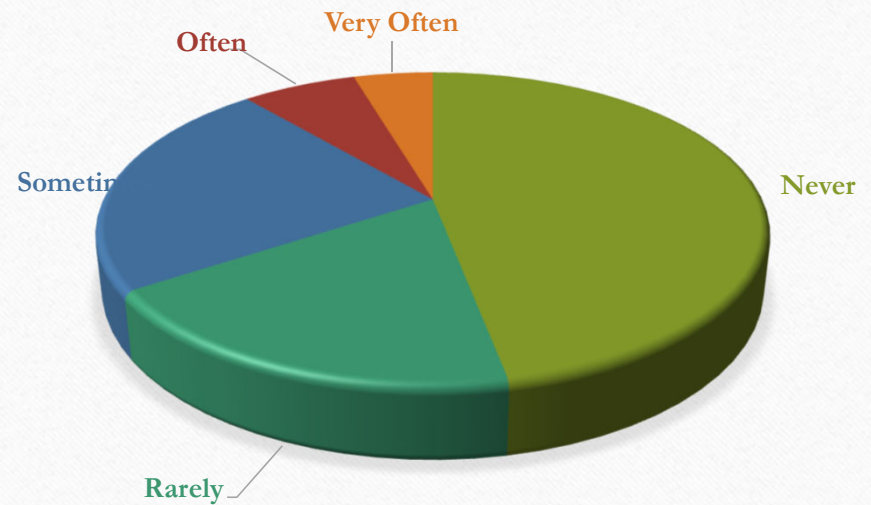


Because of my age/generation: *Faculty*

UB

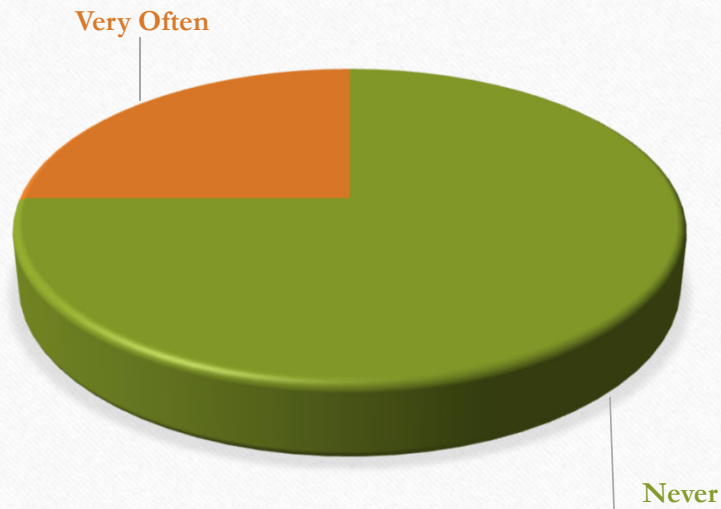


ALL OTHER 4-YEAR INSTITUTIONS

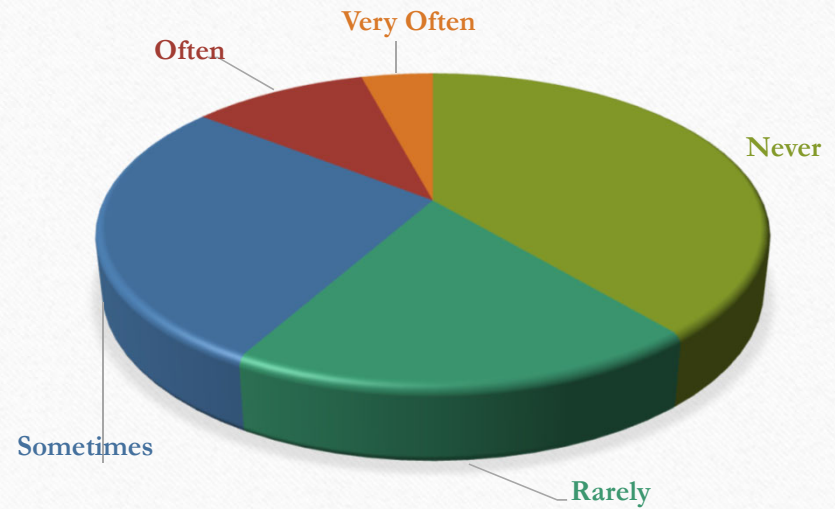


Because of my age/generation:
Staff/ Administrators

UB



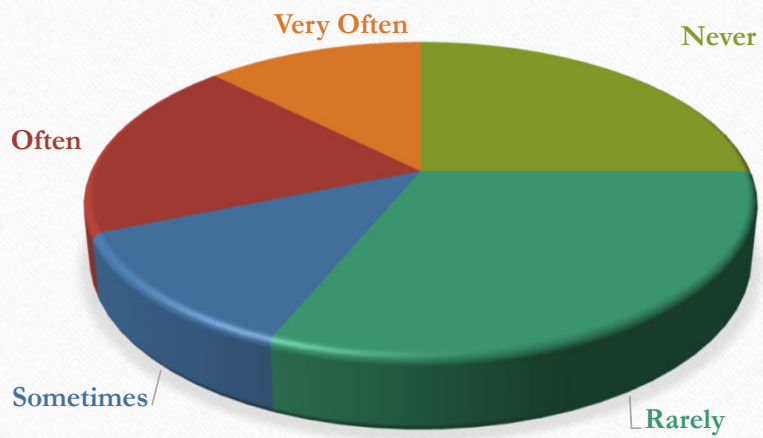
ALL OTHER 4-YEAR
INSTITUTIONS



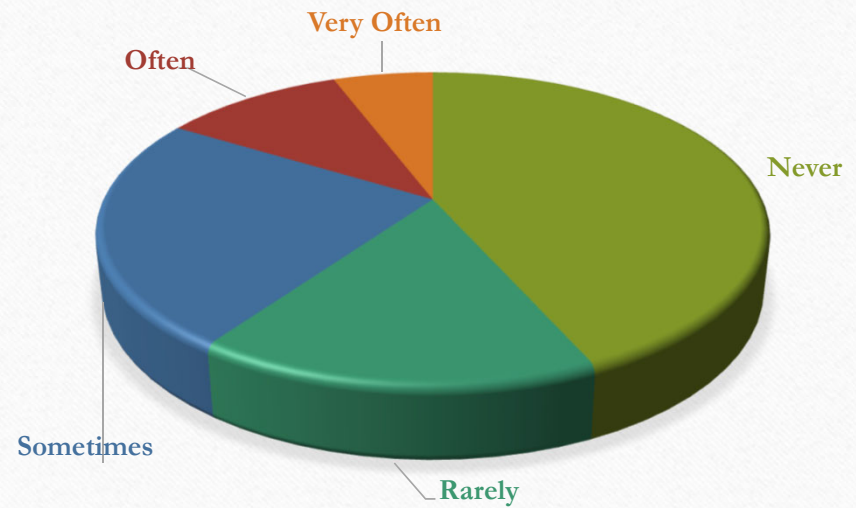
Because of my physical appearance

Undergraduate Students

UB

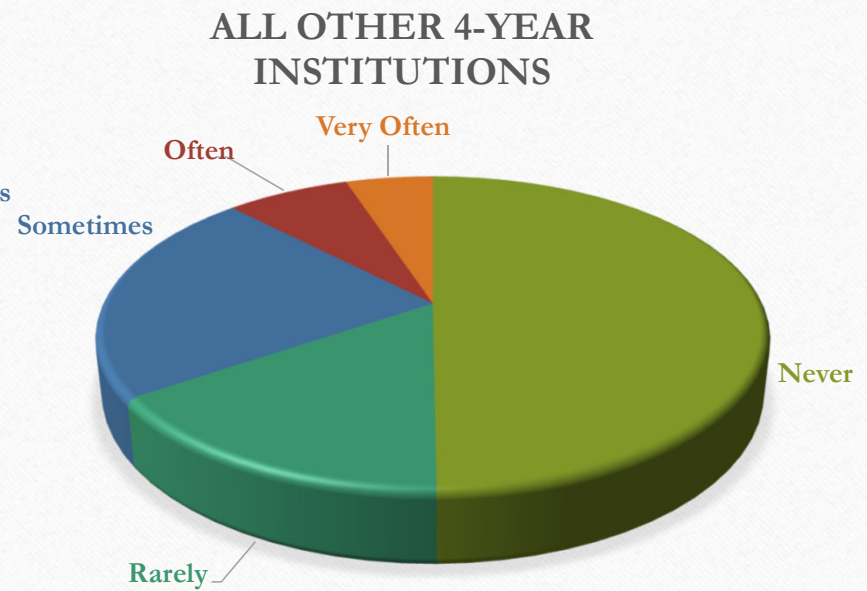
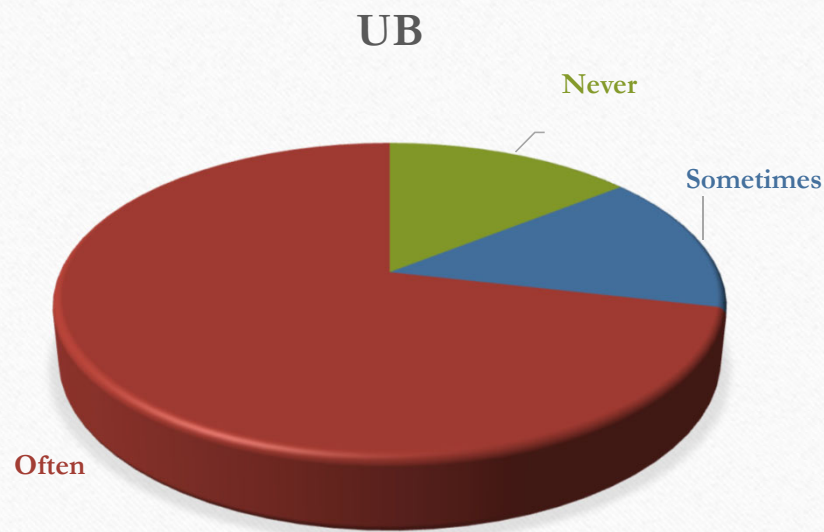


ALL OTHER 4-YEAR INSTITUTIONS



Because of my physical appearance

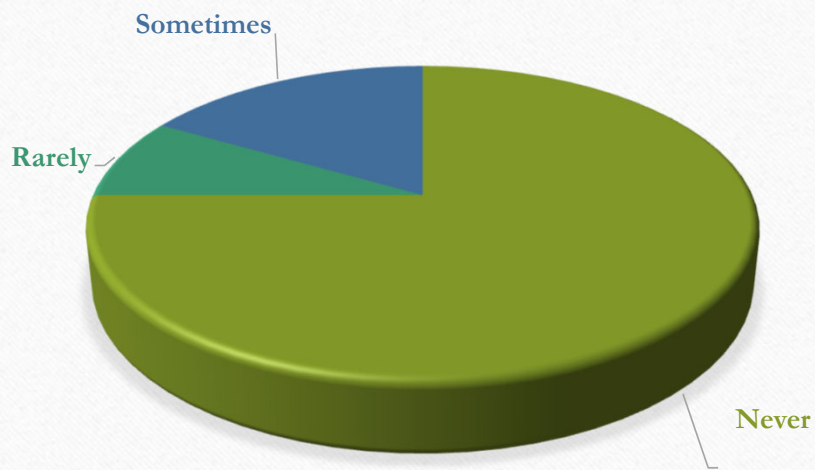
Graduate Students



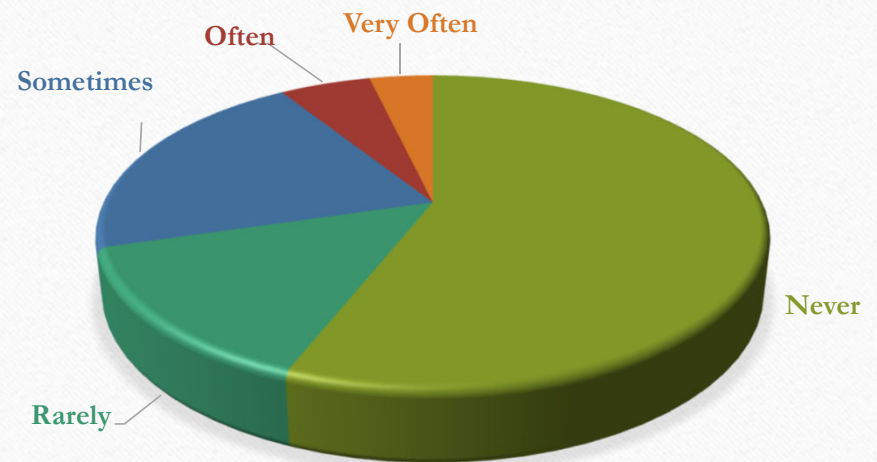
Because of my physical appearance

Faculty

UB

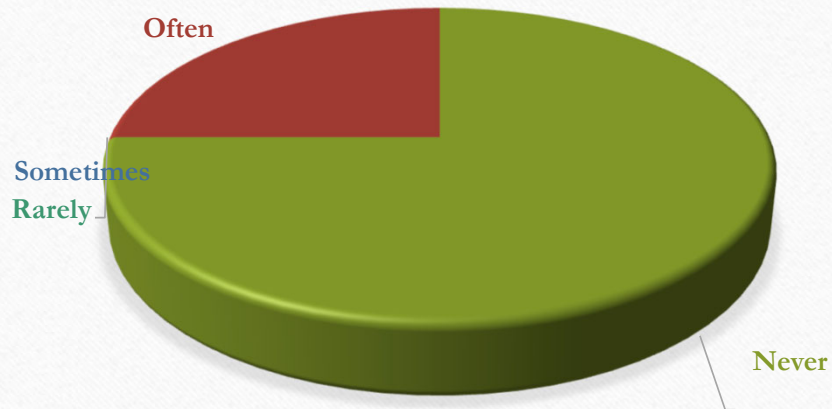


ALL OTHER 4-YEAR INSTITUTIONS

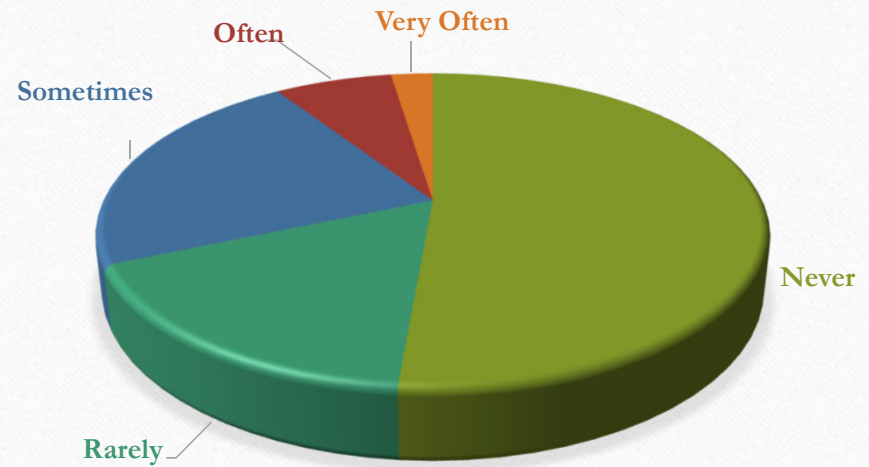


Because of my physical appearance *Staff/ Administrators*

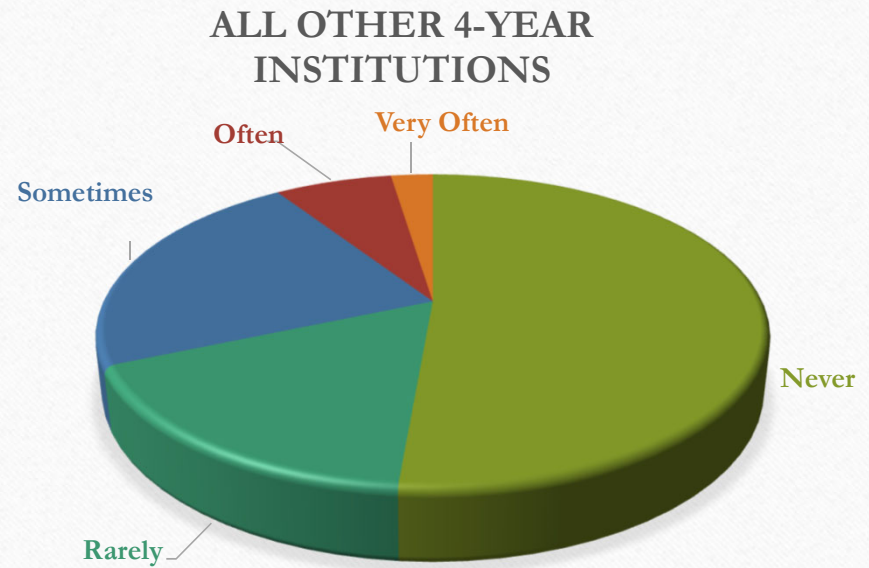
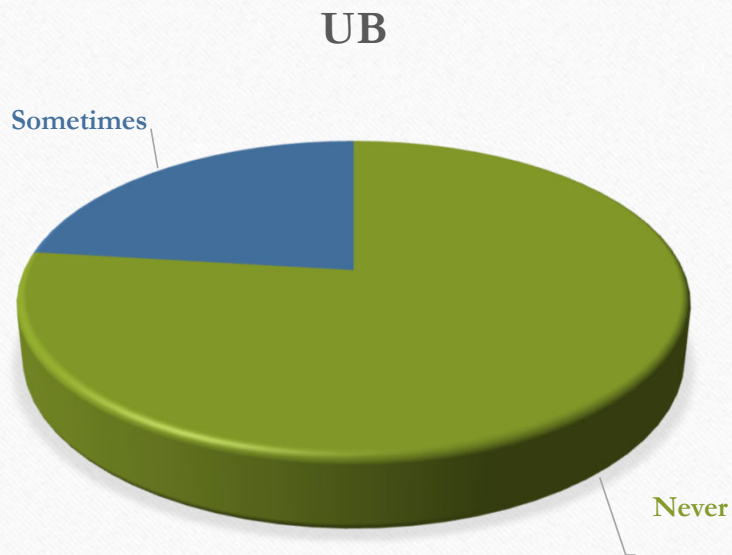
UB



ALL OTHER 4-YEAR
INSTITUTIONS

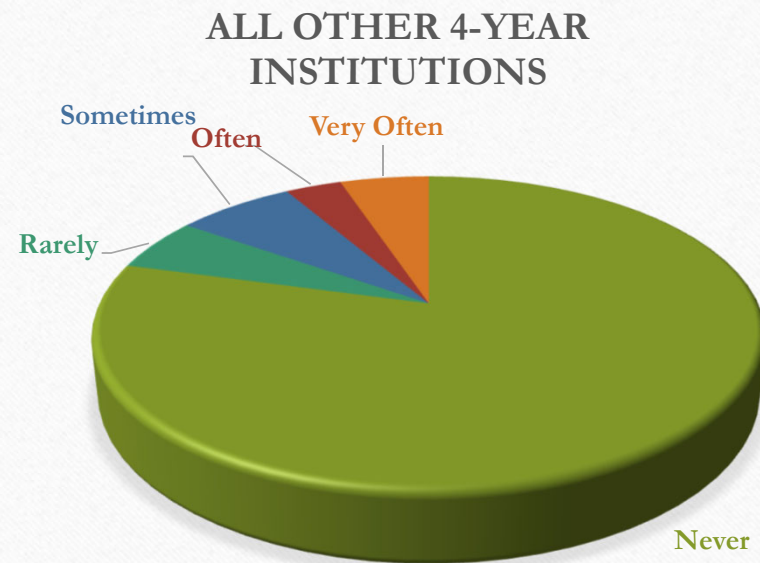
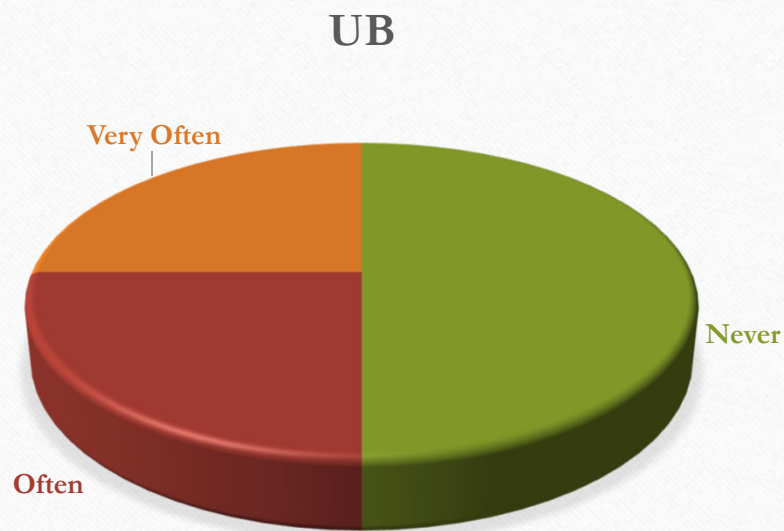


Because of some other aspect of my identity
Undergraduate Students



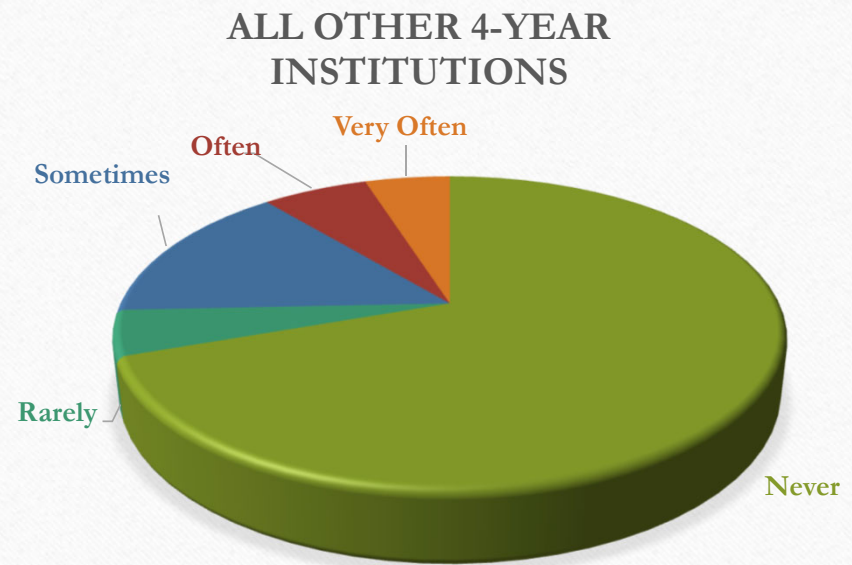
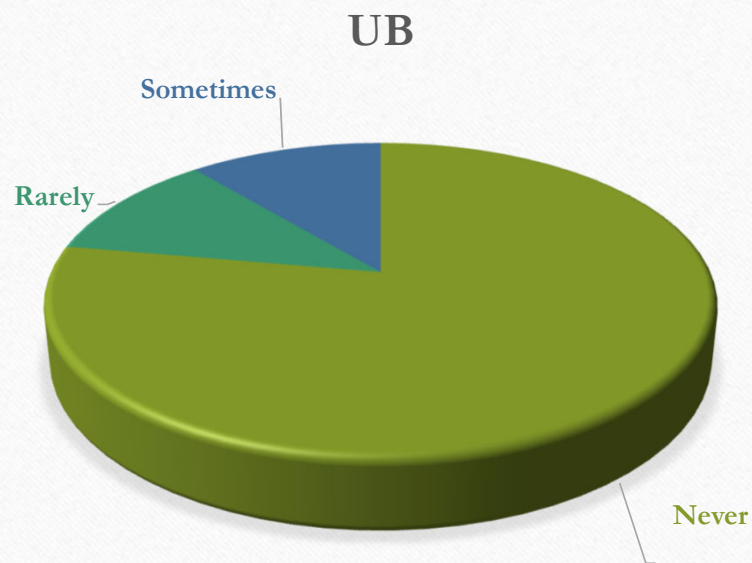
Because of some other aspect of my identity

Graduate Students



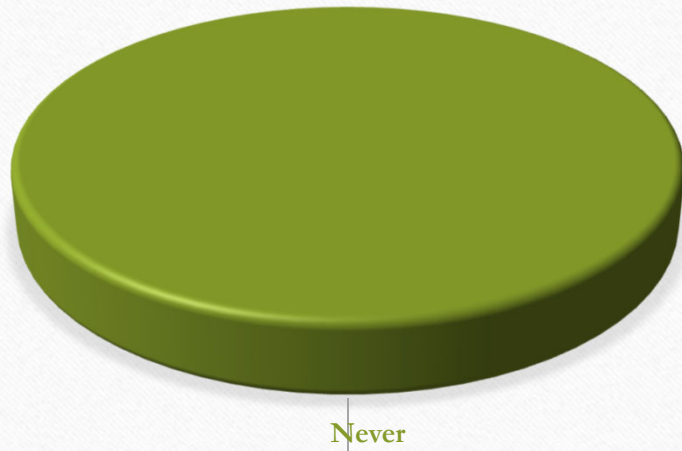
Because of some other aspect of my identity

Faculty

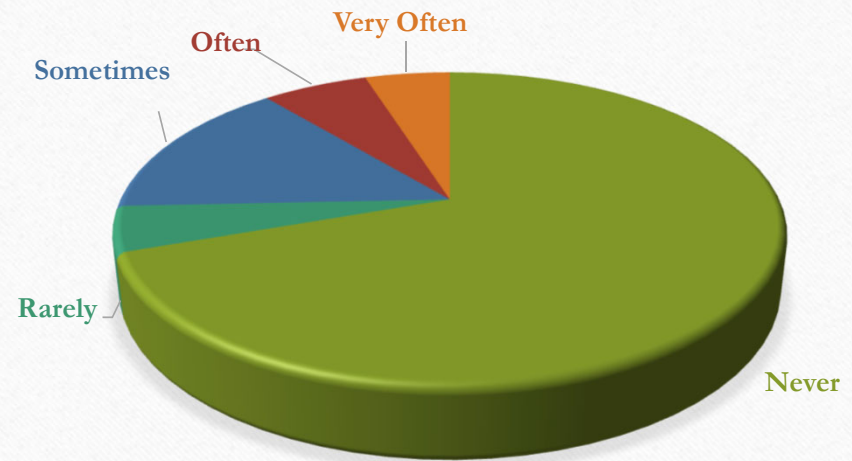


Because of some other aspect of my identity
Staff/ Administrators

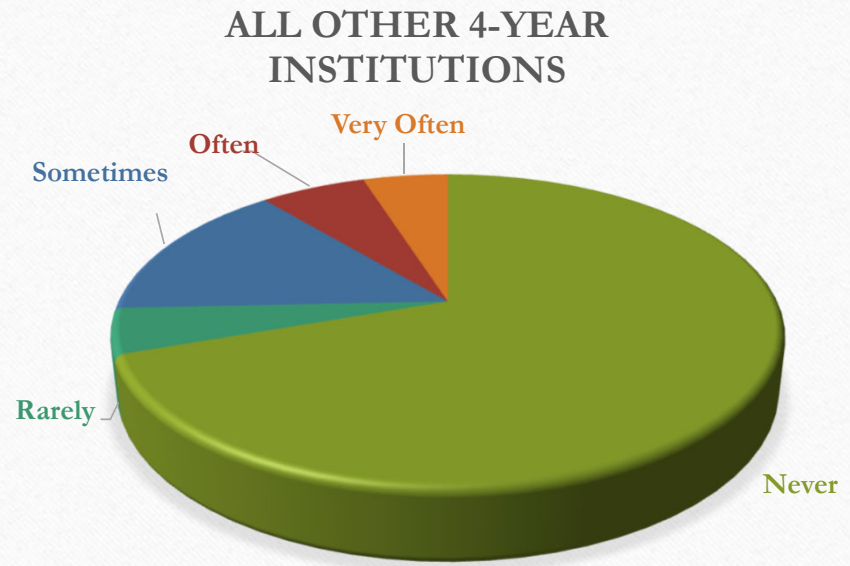
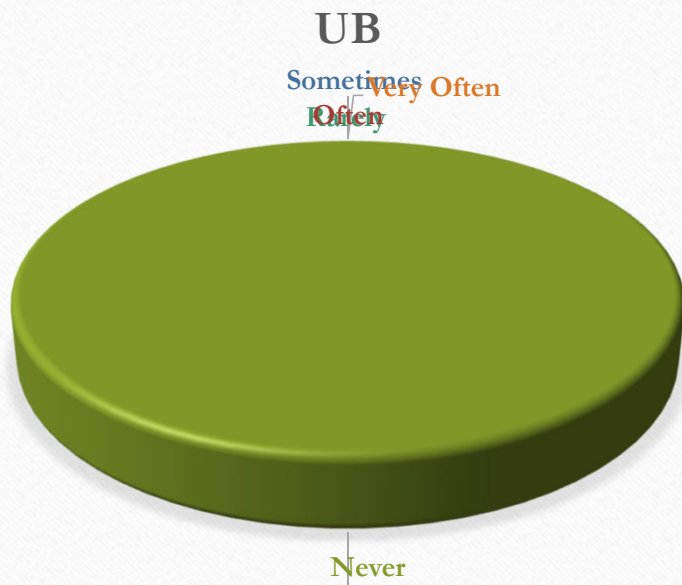
UB



ALL OTHER 4-YEAR
INSTITUTIONS

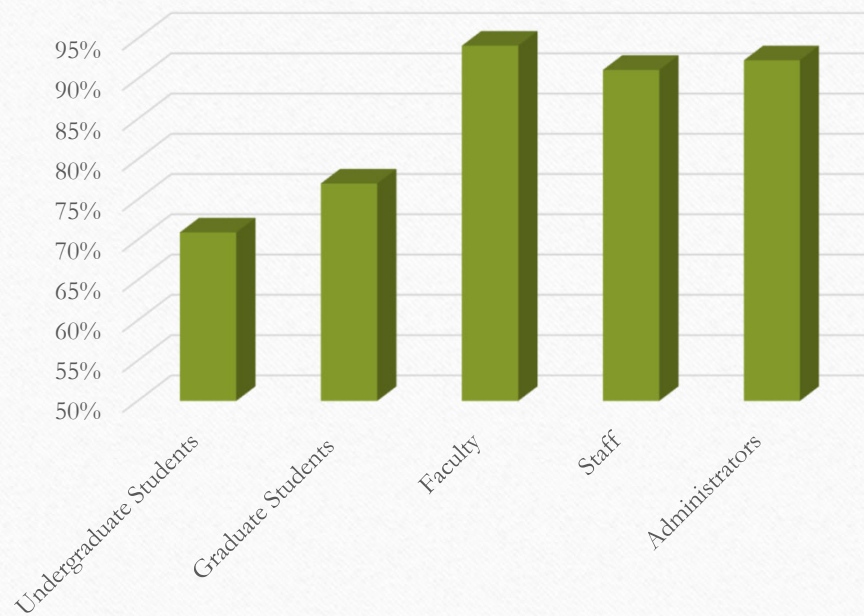


Because of some other aspect of my identity
Staff/ Administrators

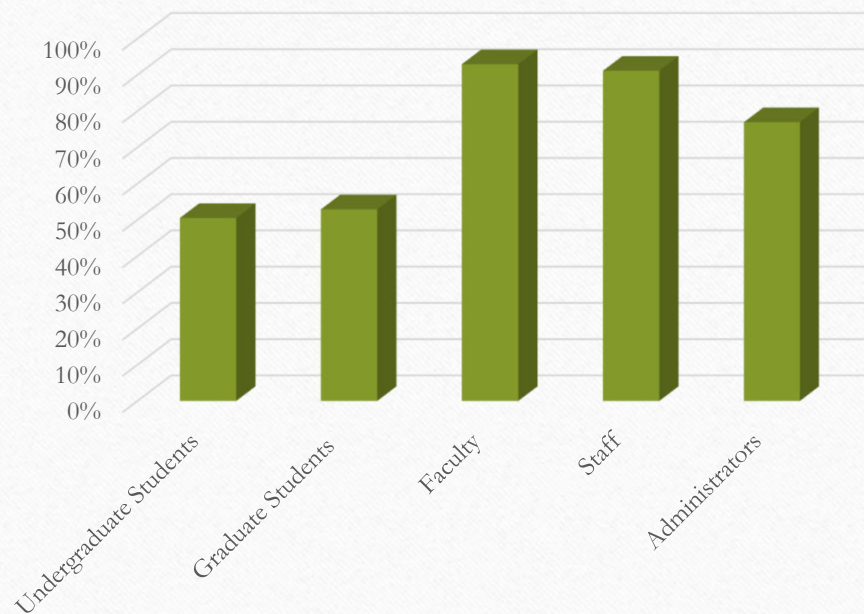


Interactions with Different Groups

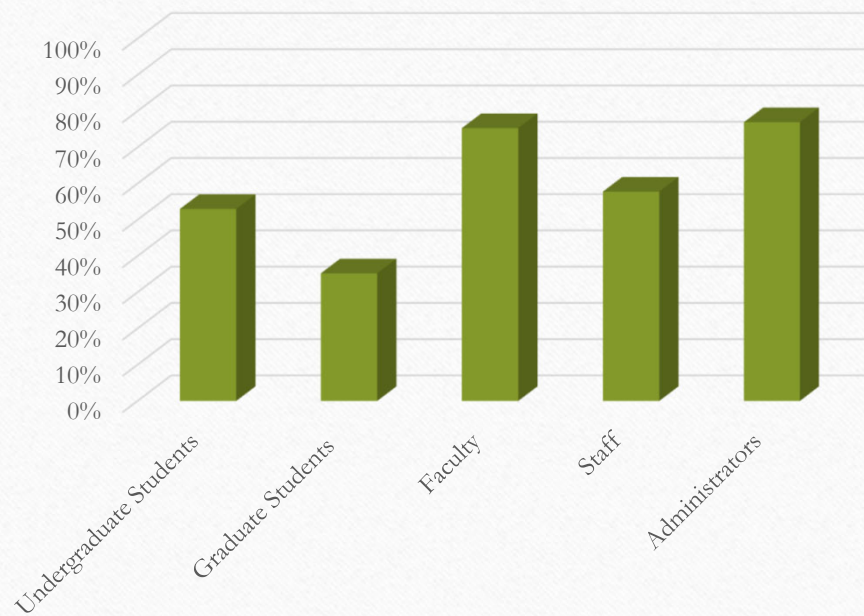
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own.



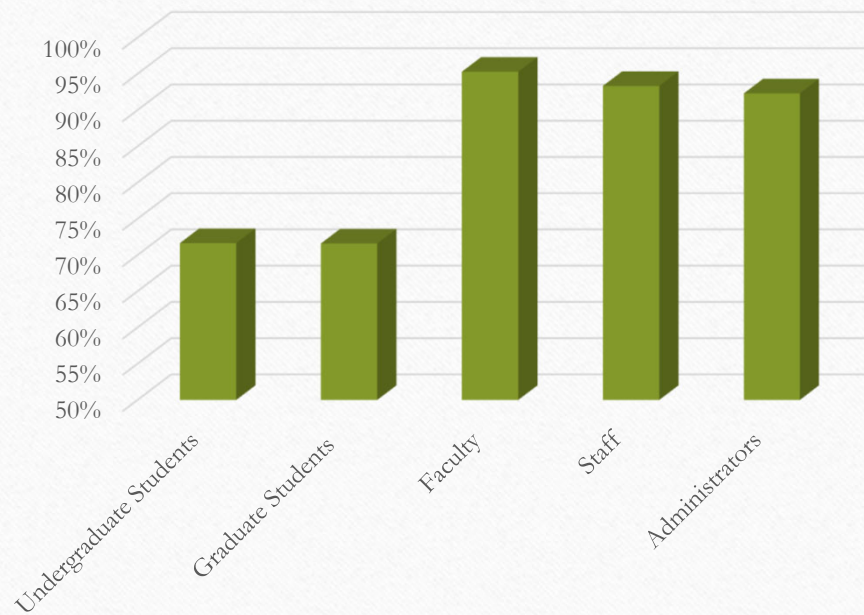
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own.



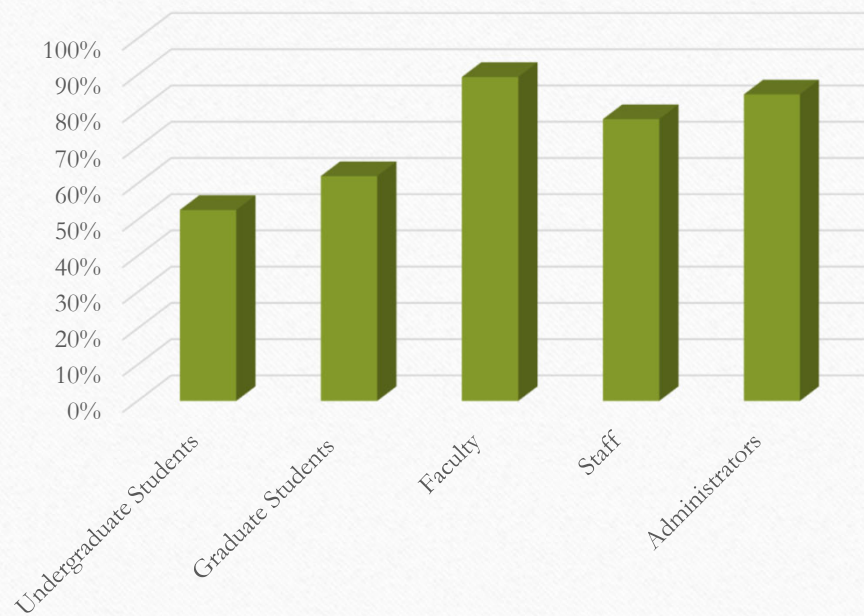
% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own.



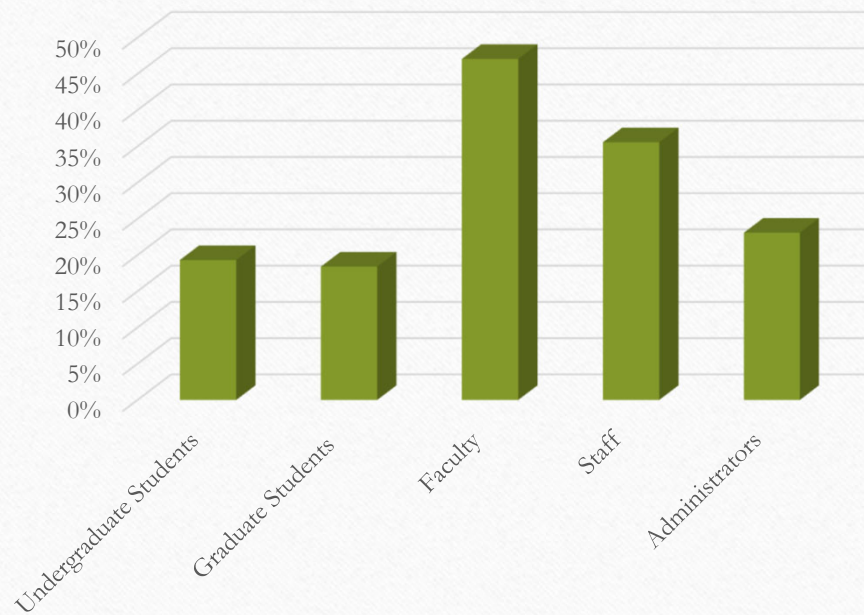
% Reporting High Levels of Interaction with:
People whose gender differs from yours.



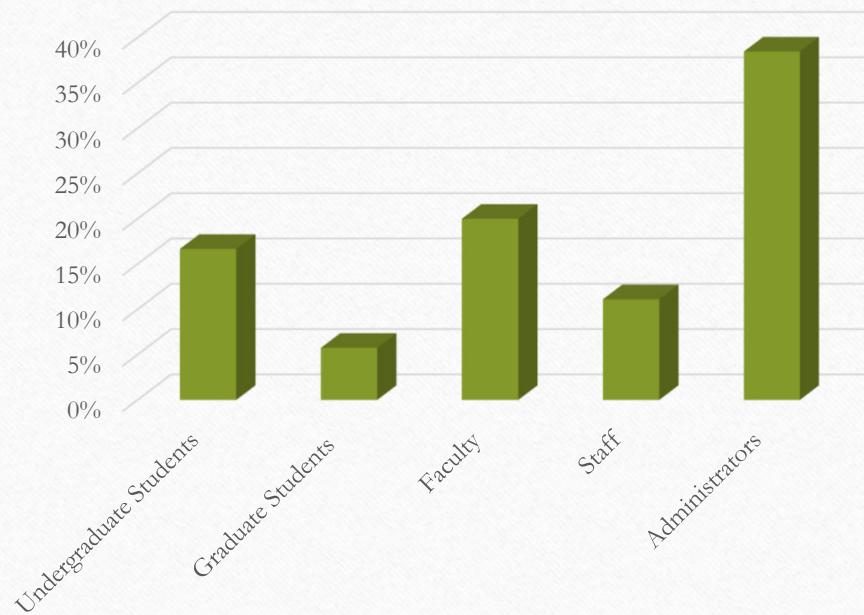
*% Reporting High Levels of Interaction with:
People from a religious background other than your own.*



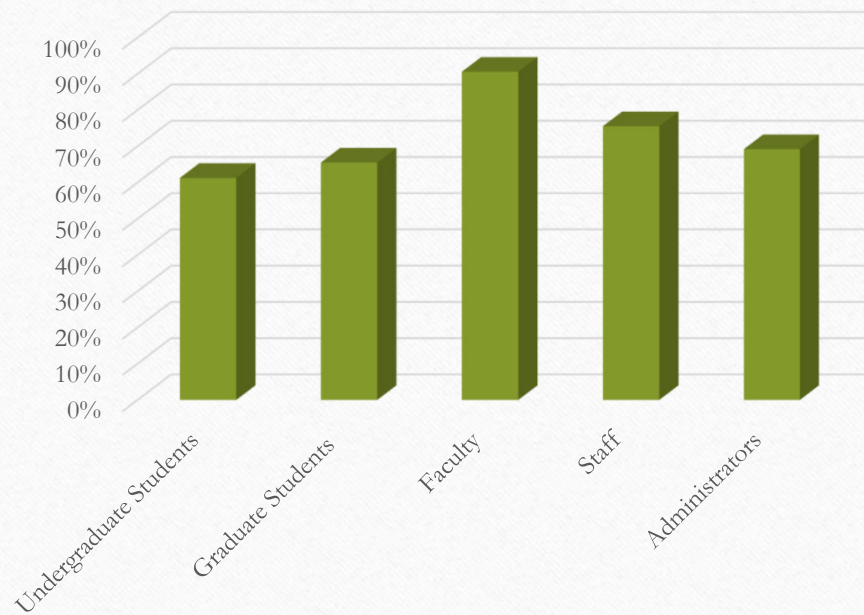
% Reporting High Levels of Interaction with:
People with a disability.



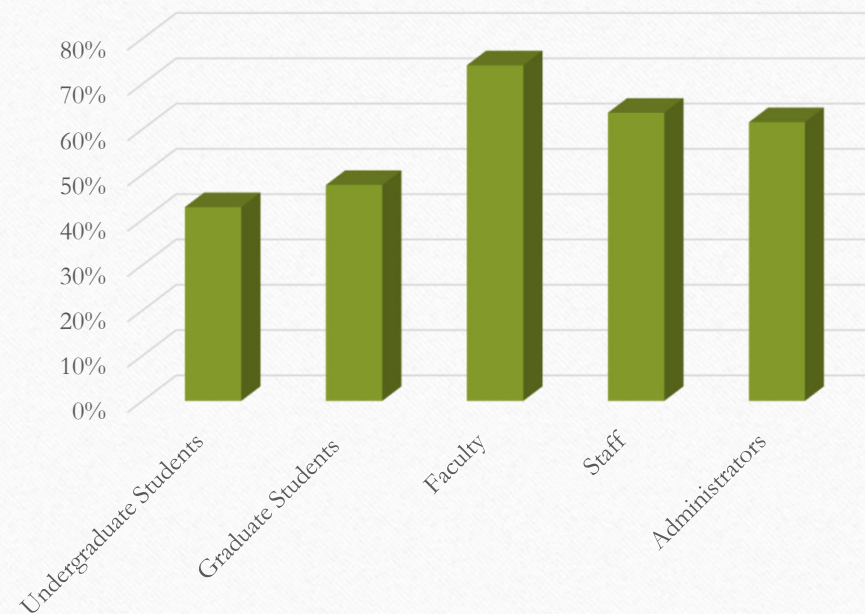
% Reporting High Levels of Interaction with:
People who are undocumented immigrants.



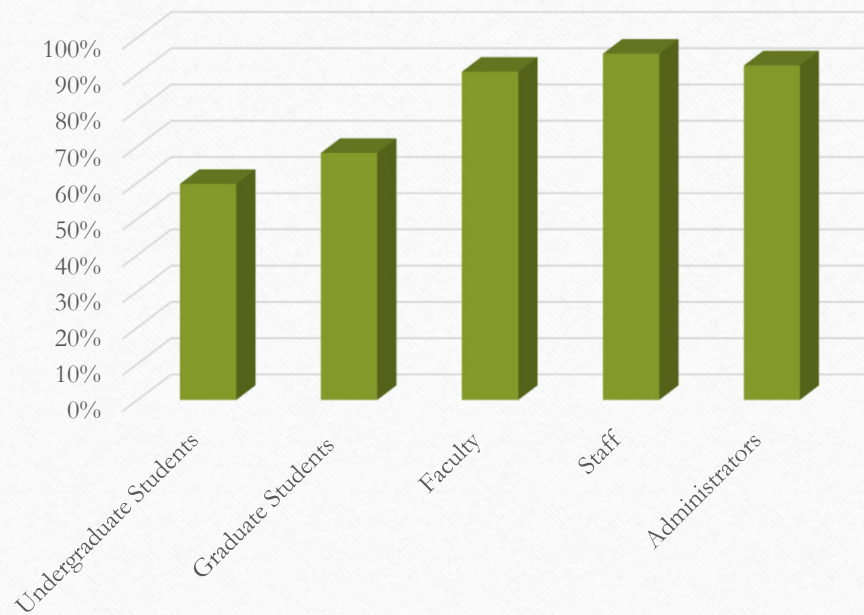
% Reporting High Levels of Interaction with:
People from a country other than your own.



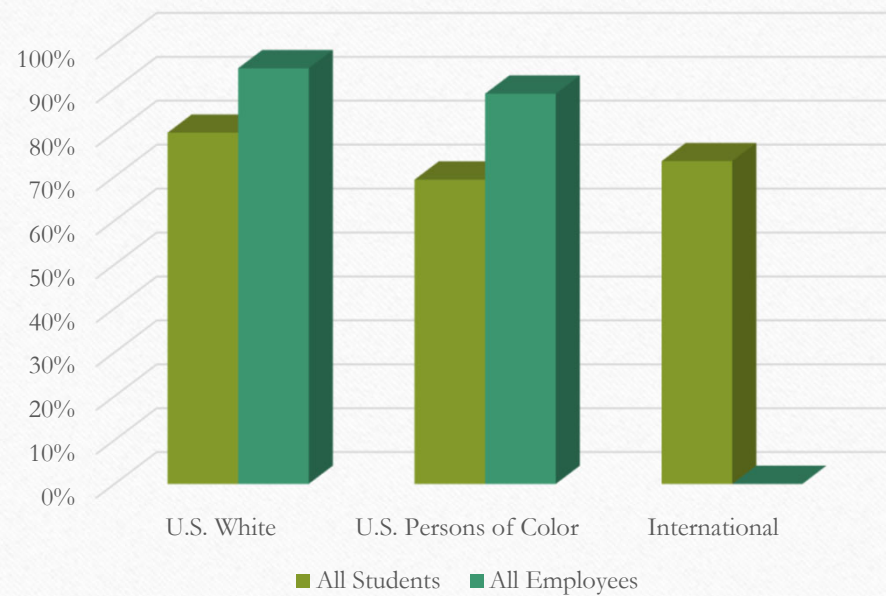
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours.



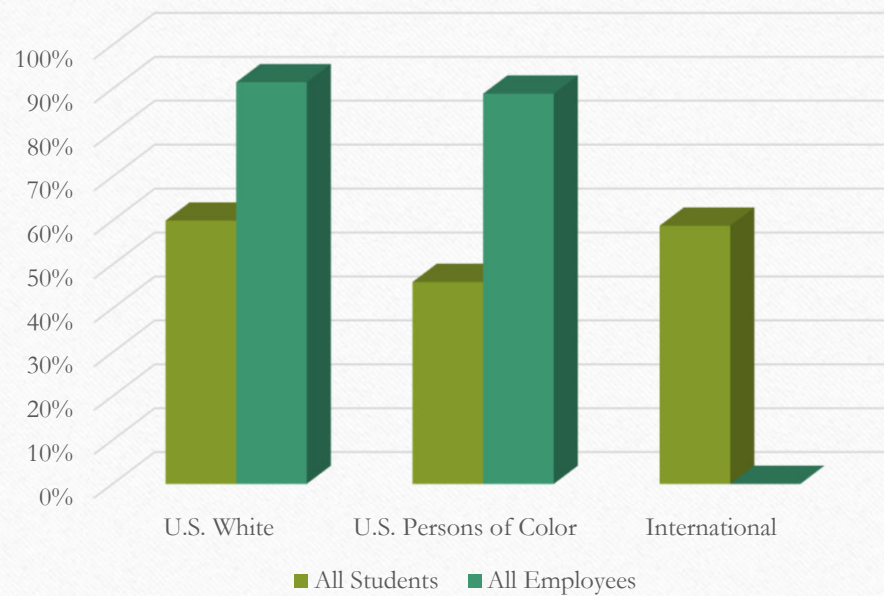
% Reporting High Levels of Interaction with:
People who are significantly older or younger than you.



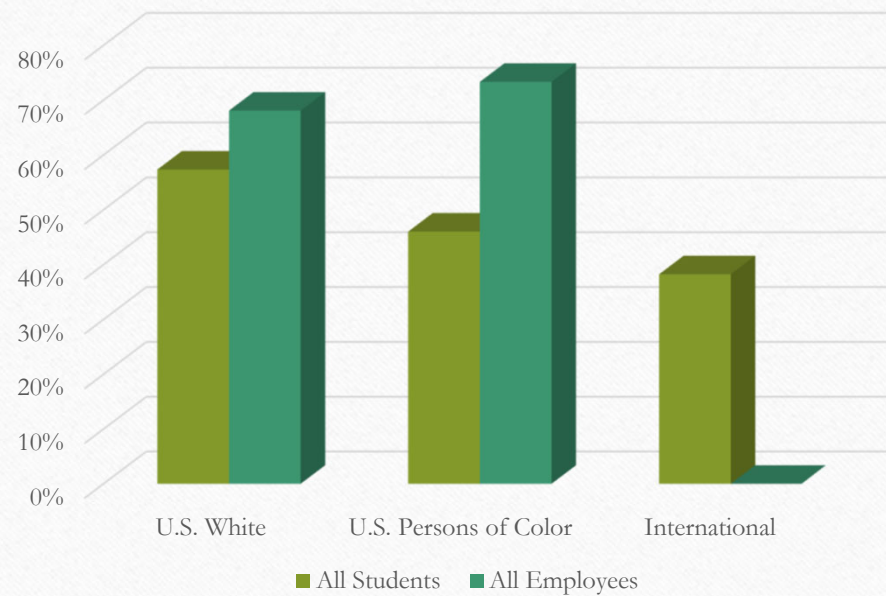
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own.



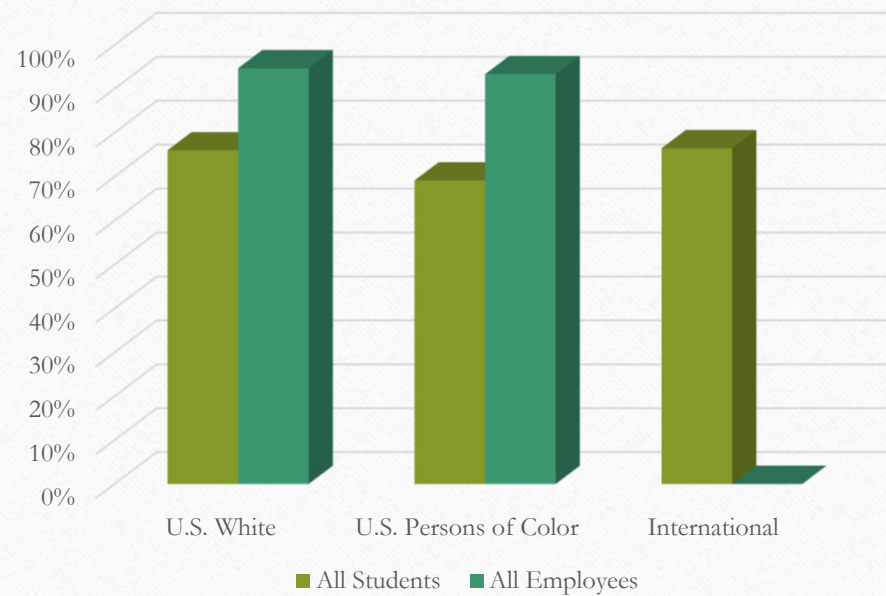
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own



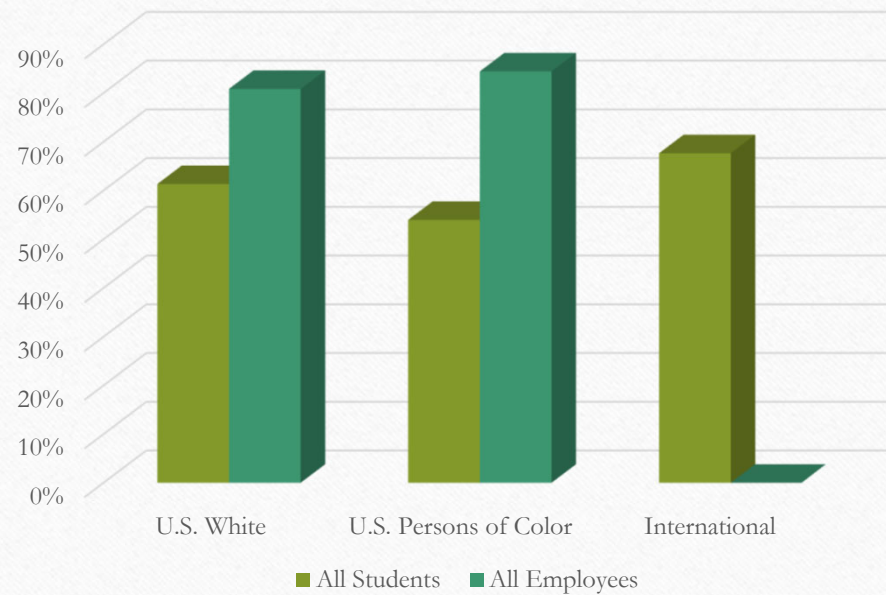
% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own



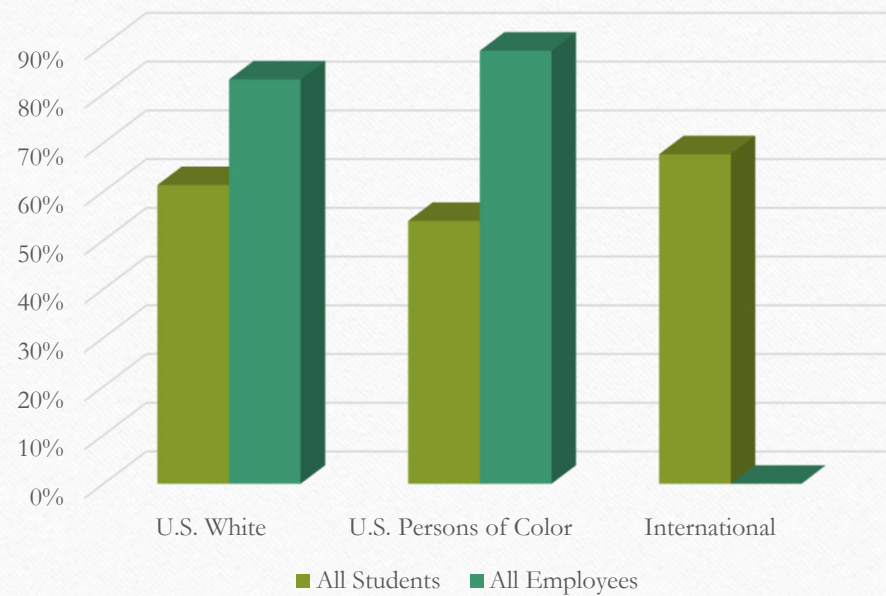
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



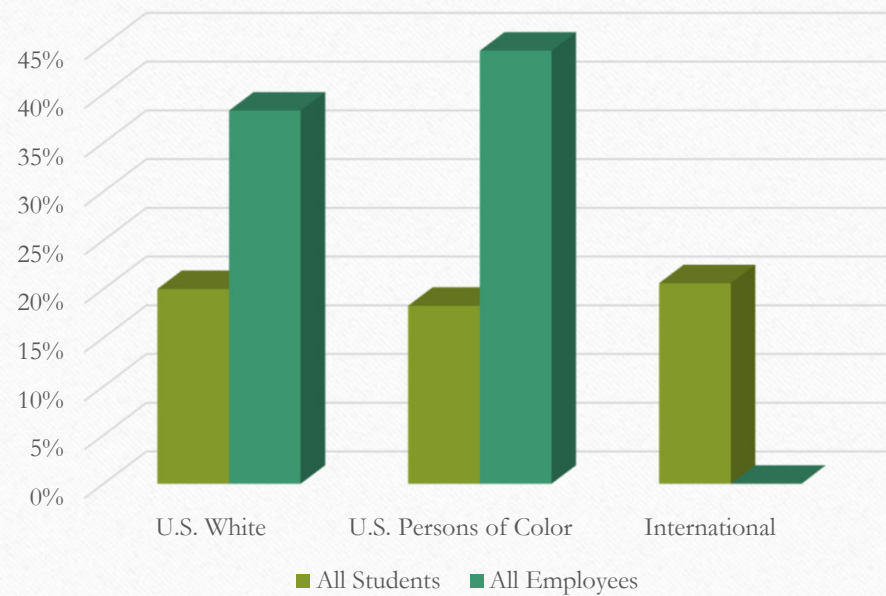
% Reporting High Levels of Interaction with: *People for whom English is not their native language*



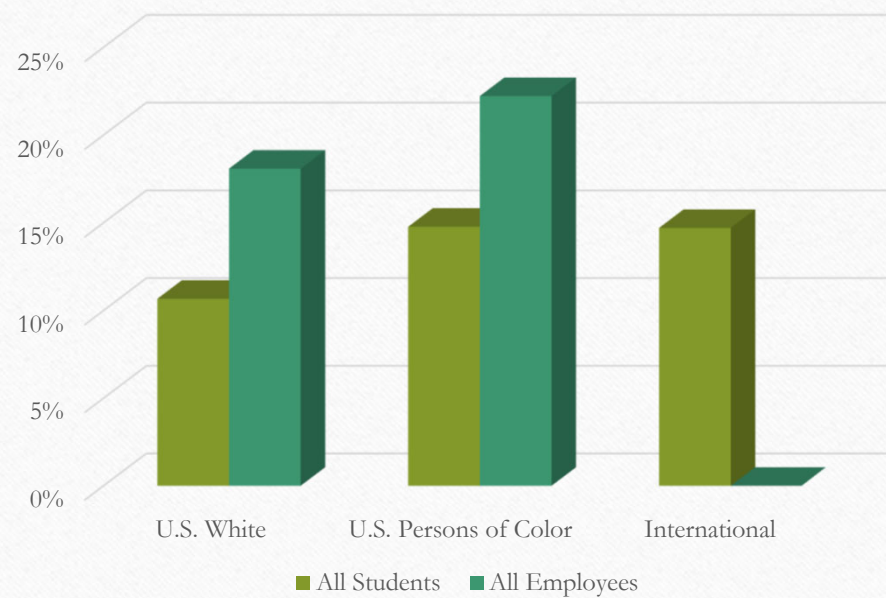
*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



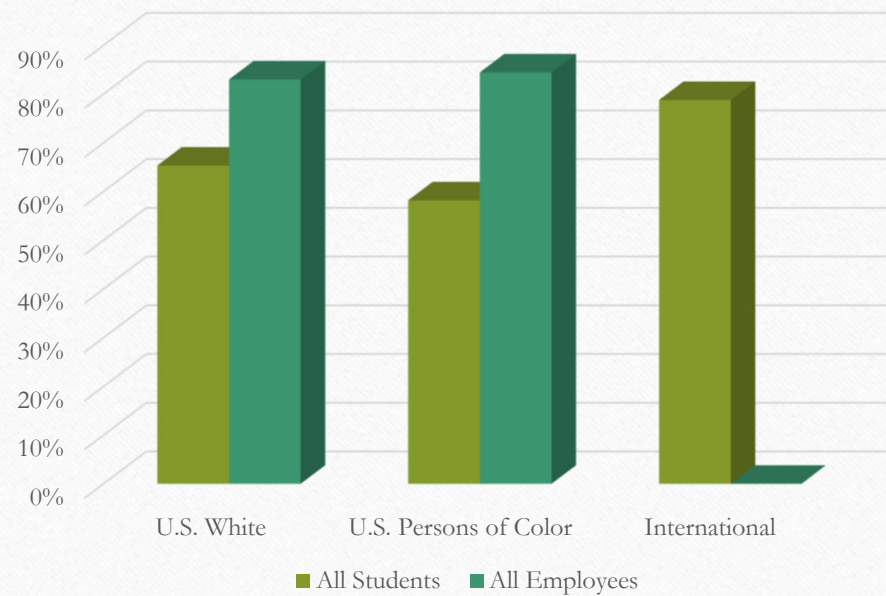
% Reporting High Levels of Interaction with: *People with a disability*



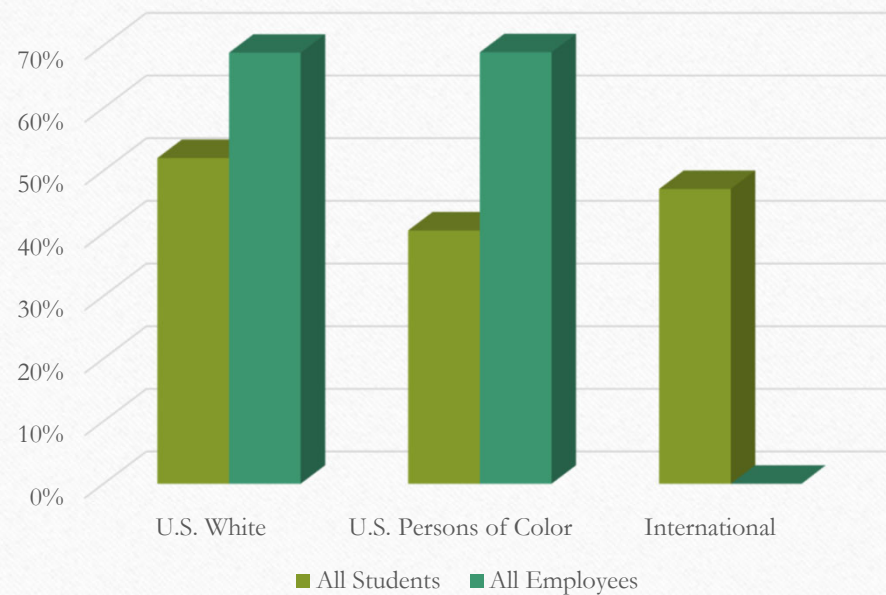
% Reporting High Levels of Interaction with: *People who are undocumented immigrants*



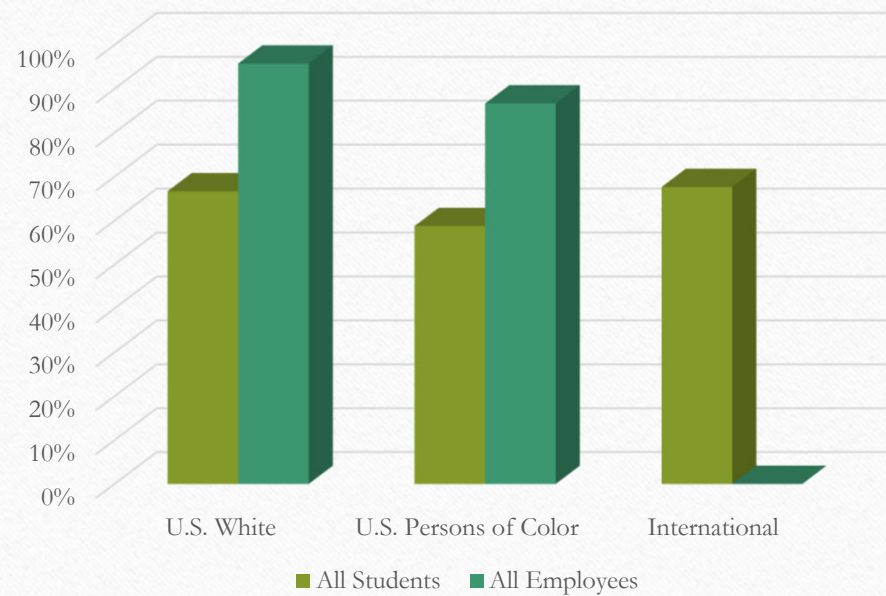
% Reporting High Levels of Interaction with: *People from a country other than your own*



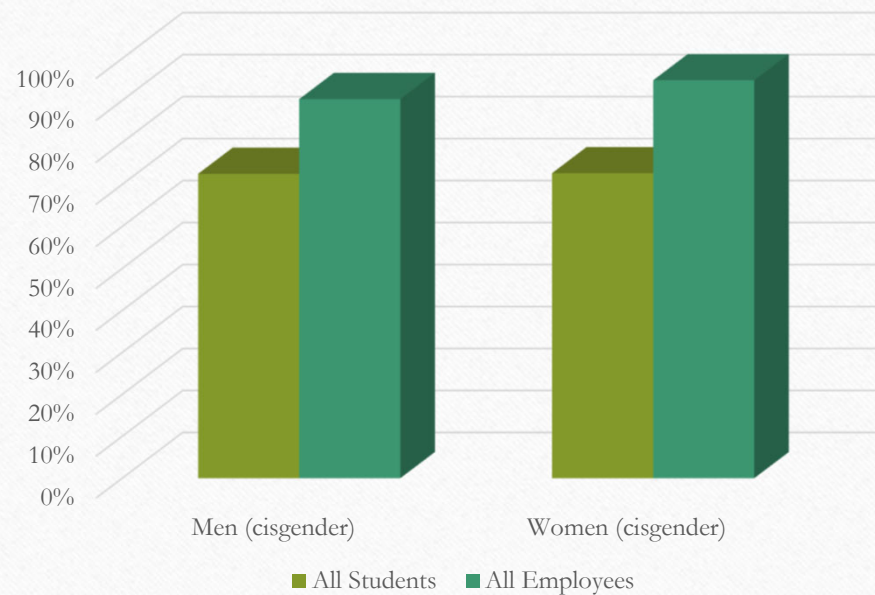
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



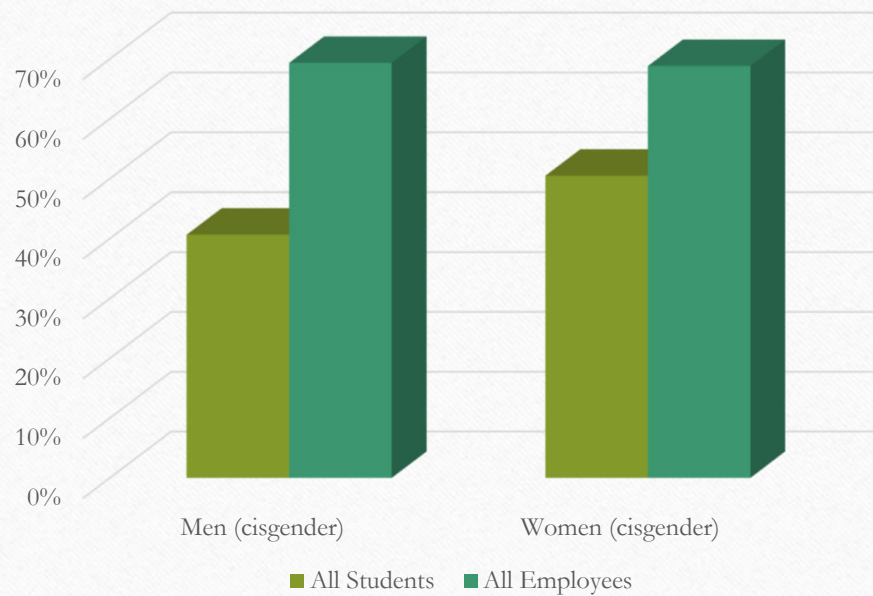
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own



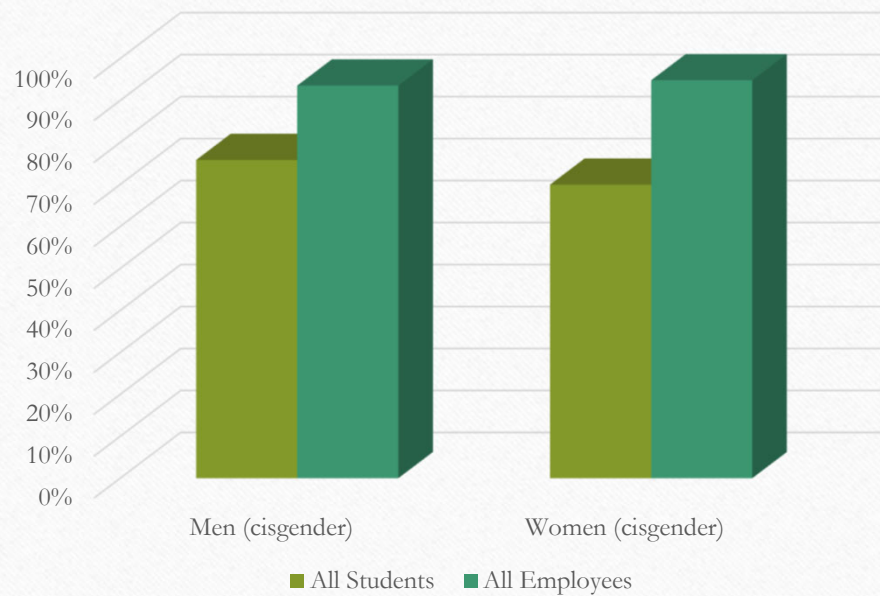
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own



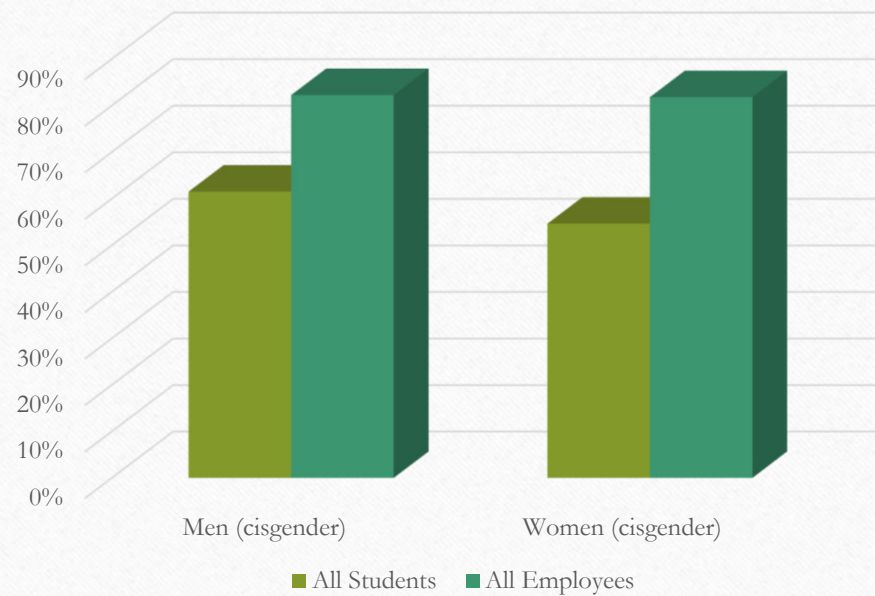
% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own



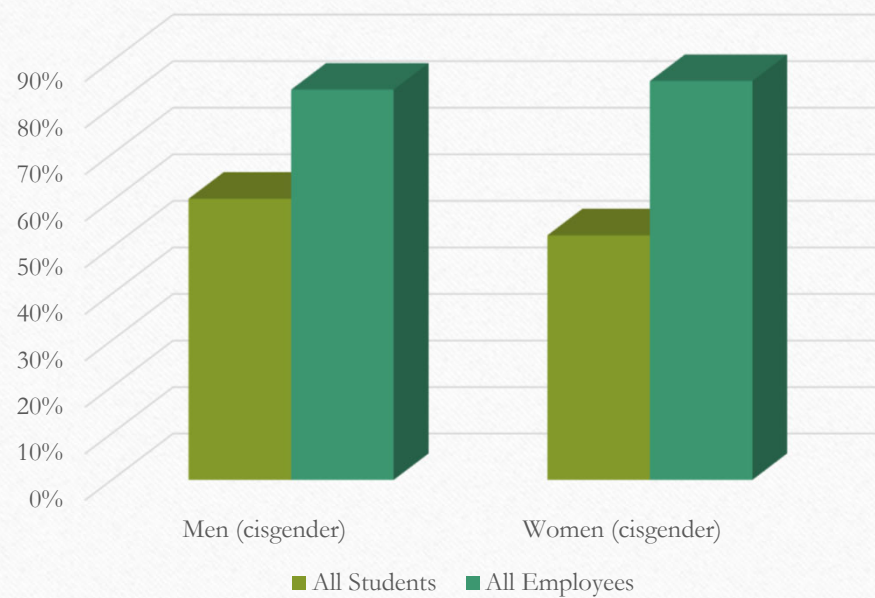
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



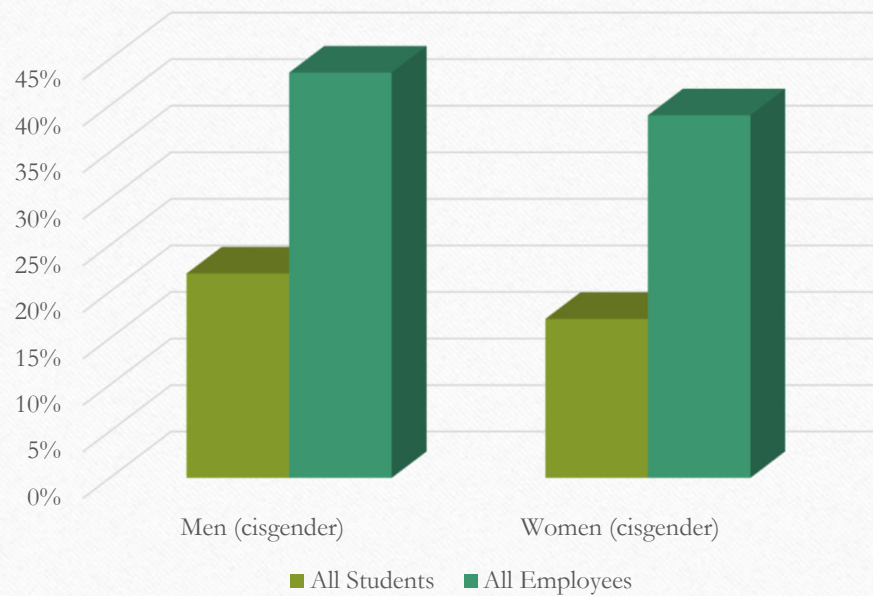
% Reporting High Levels of Interaction with: *People for whom English is not their native language*



*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



% Reporting High Levels of Interaction with: *People with a disability*



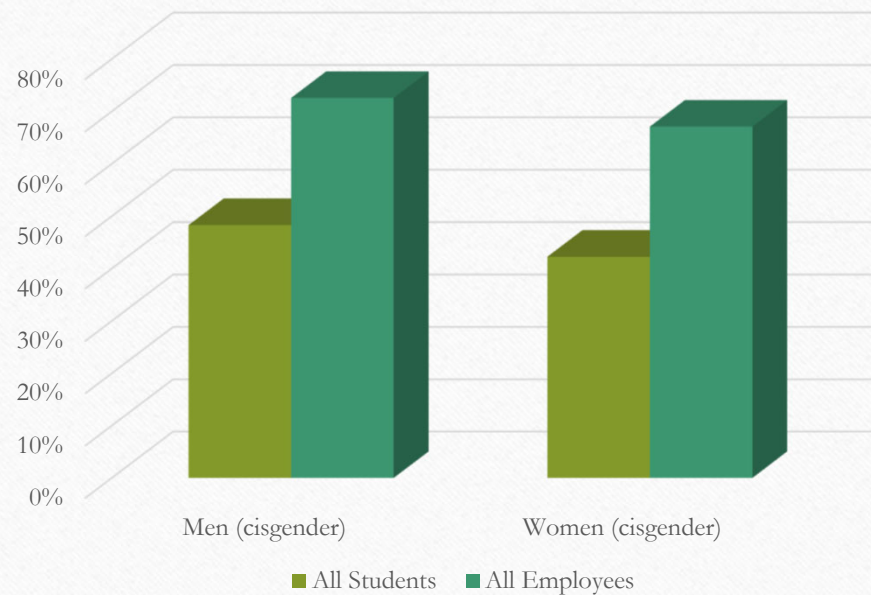
% Reporting High Levels of Interaction with: *People who are undocumented immigrants*



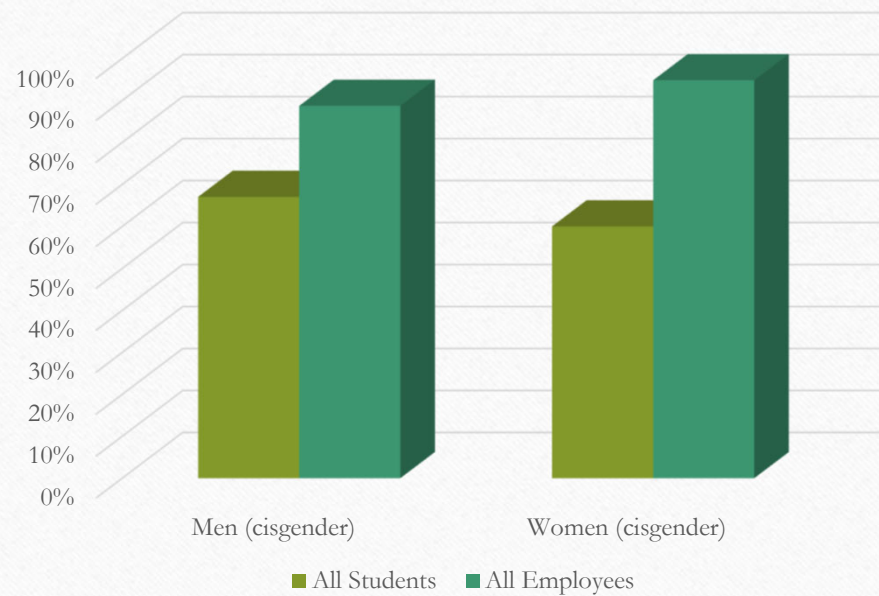
% Reporting High Levels of Interaction with: *People from a country other than your own*



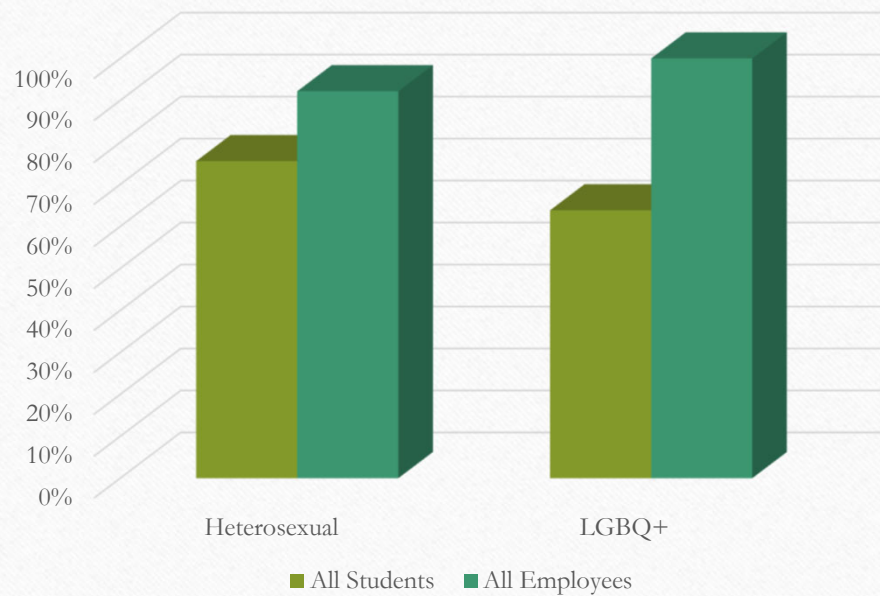
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



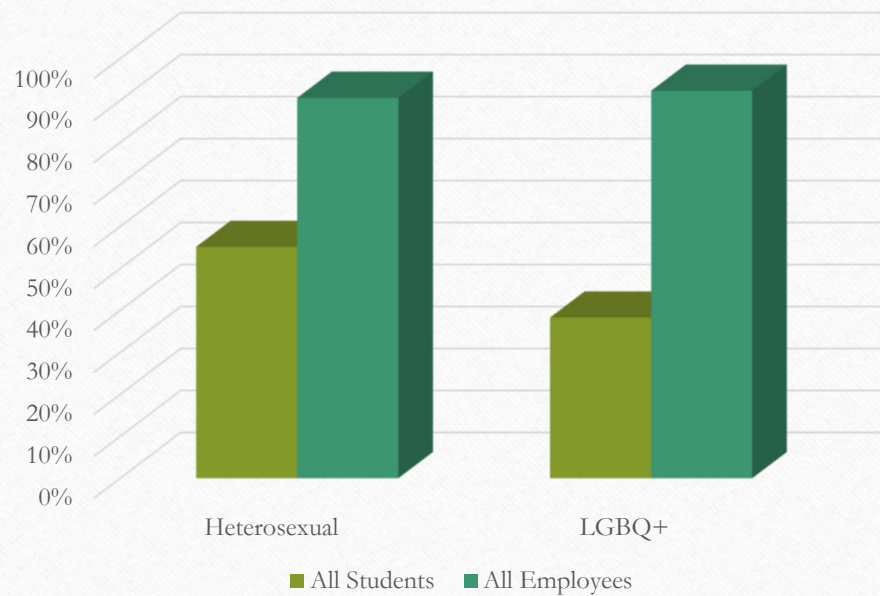
% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



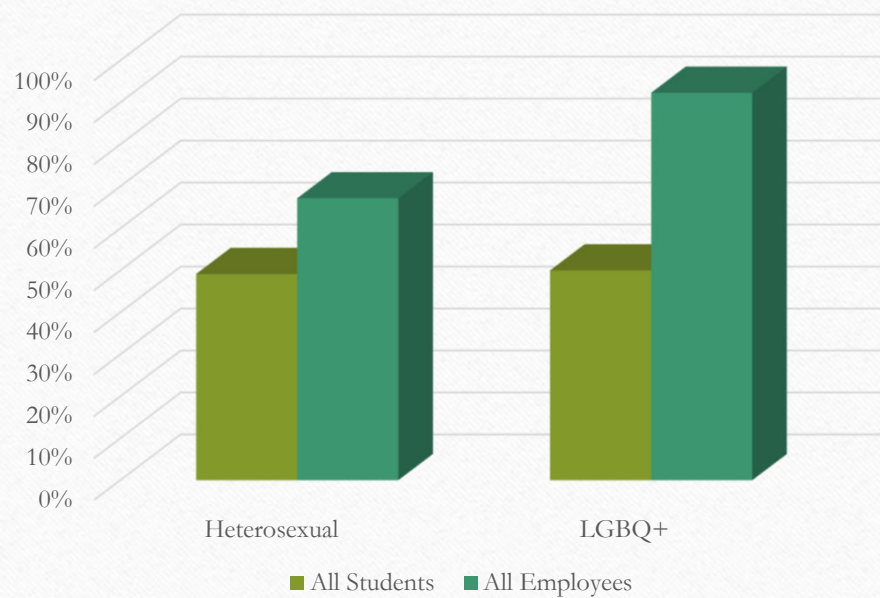
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own



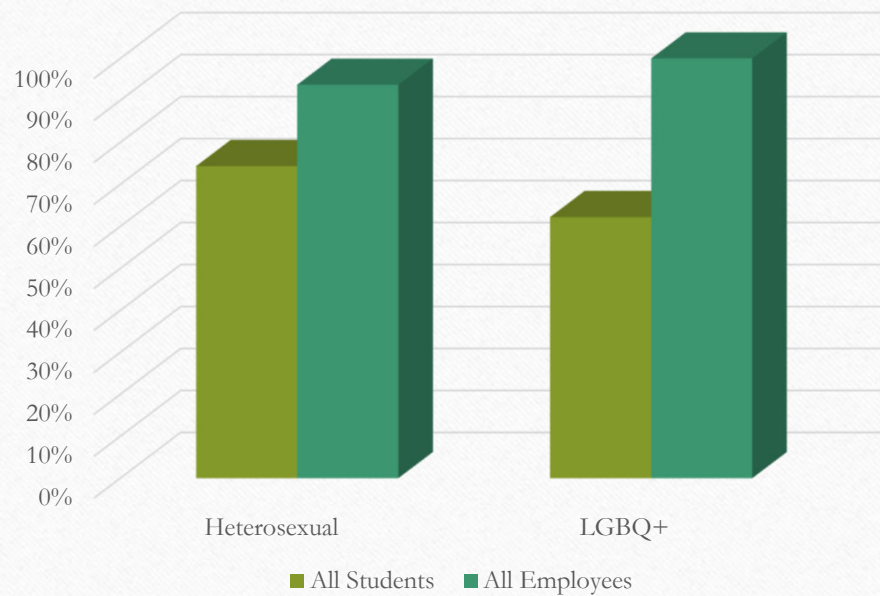
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own



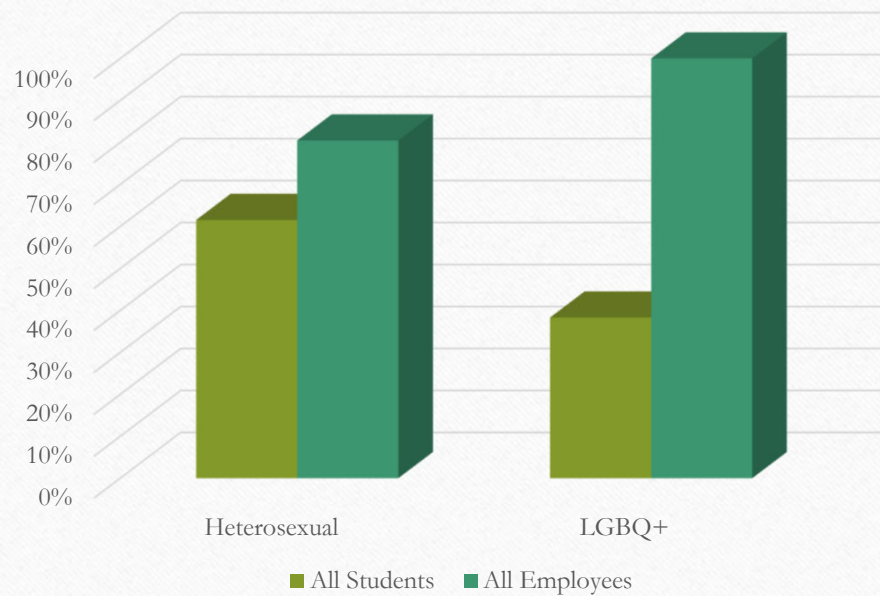
% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own



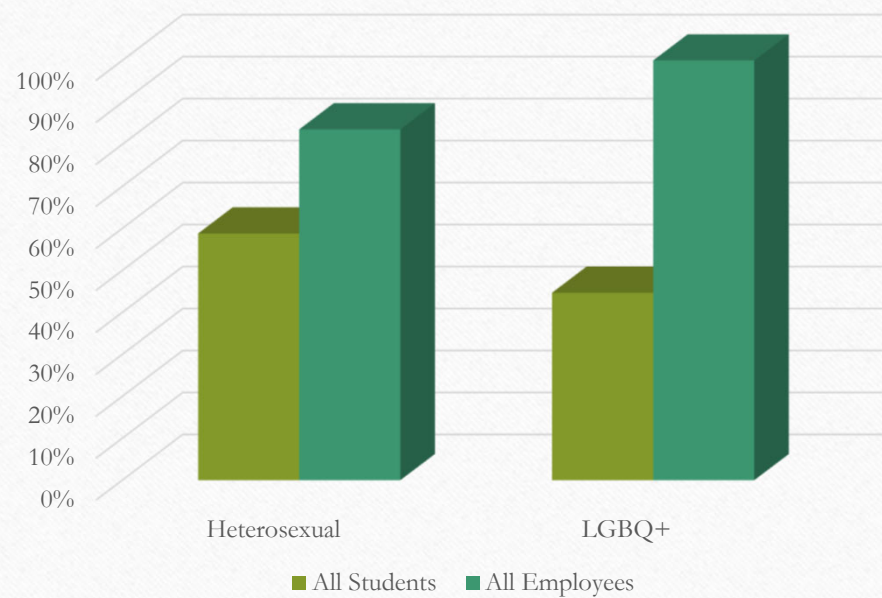
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



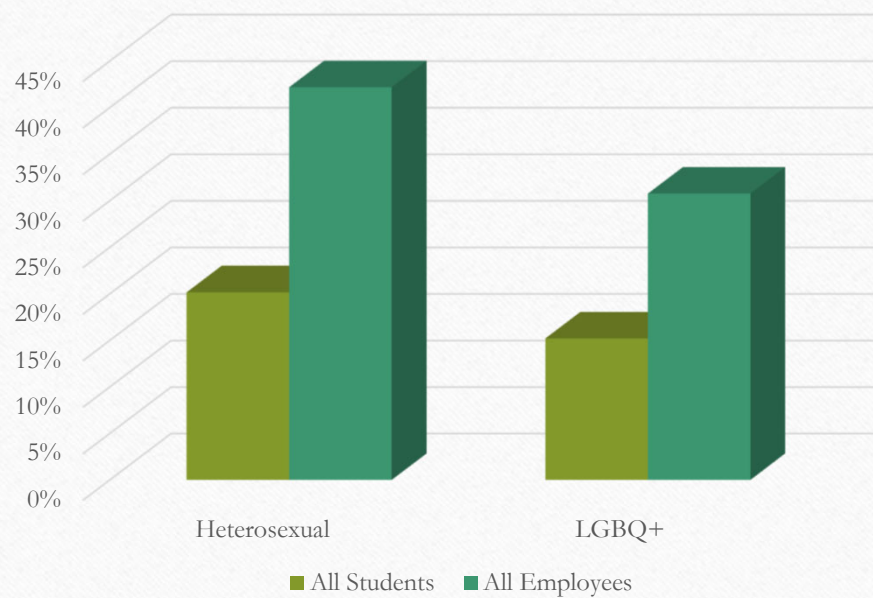
% Reporting High Levels of Interaction with: *People for whom English is not their native language*



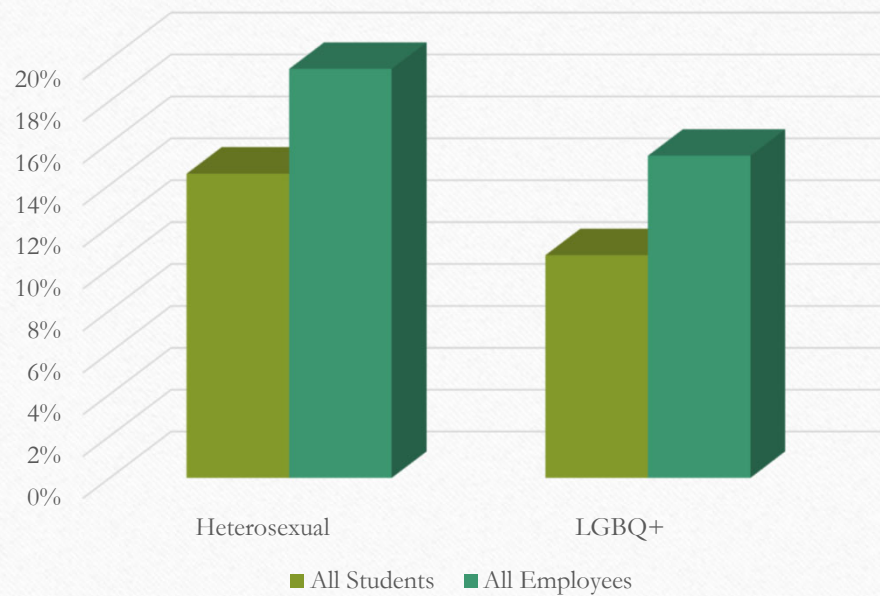
*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



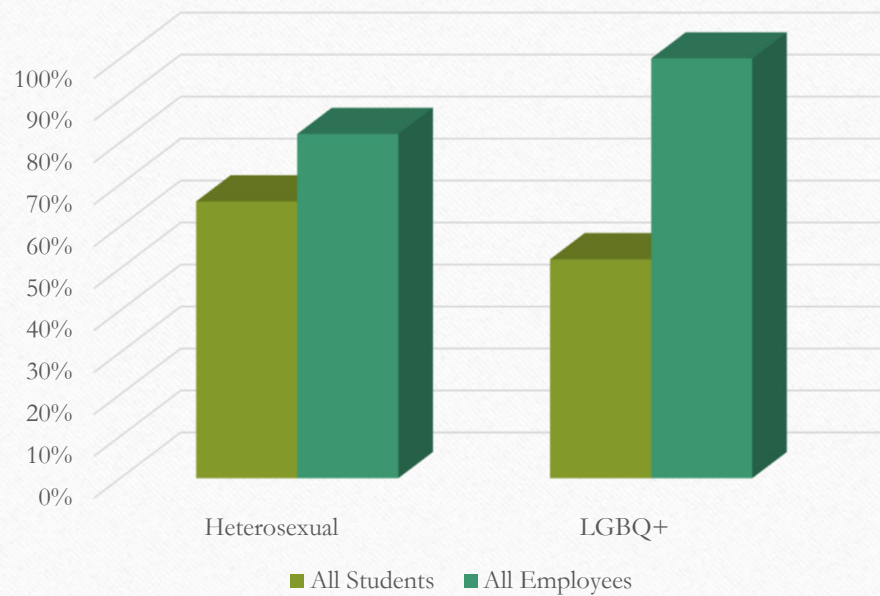
% Reporting High Levels of Interaction with: *People with a disability*



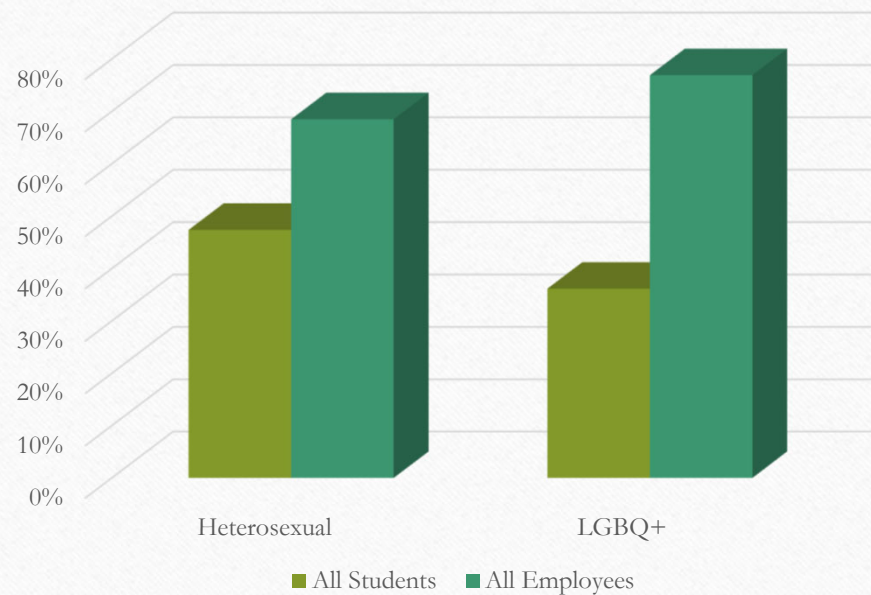
% Reporting High Levels of Interaction with: *People who are undocumented immigrants*



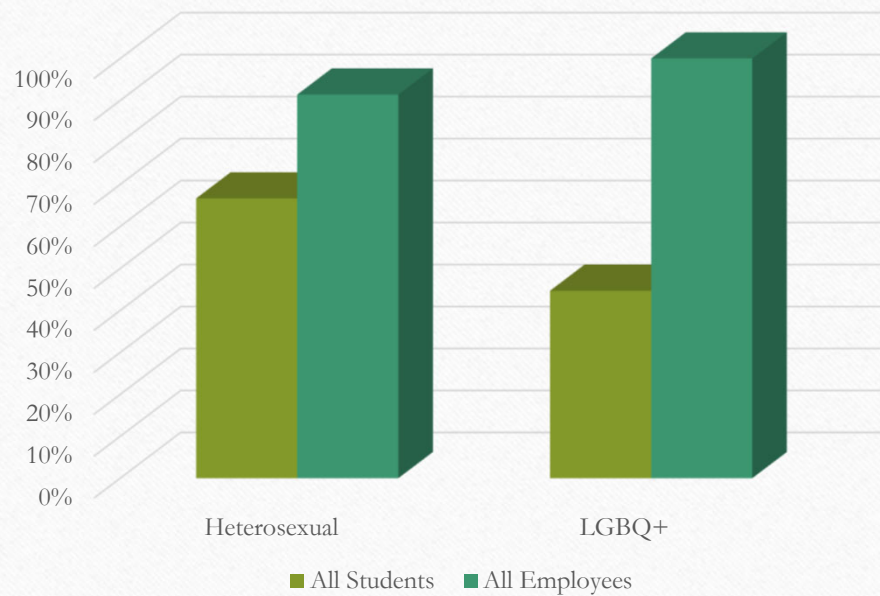
% Reporting High Levels of Interaction with:
People from a country other than your own



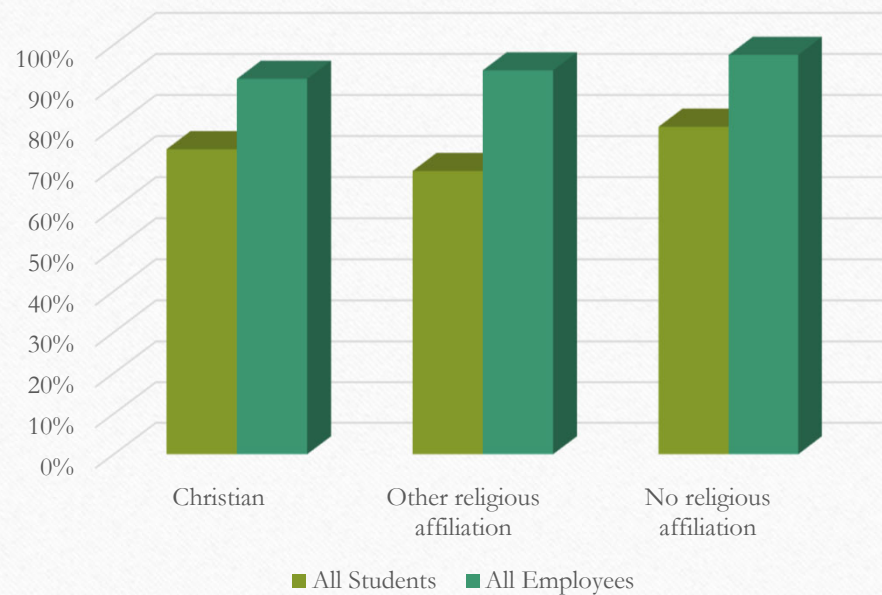
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



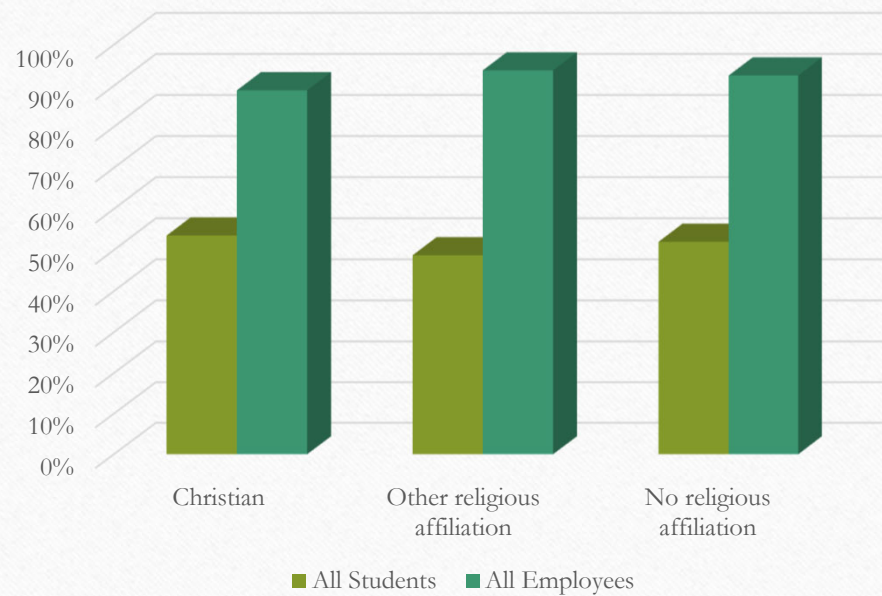
% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



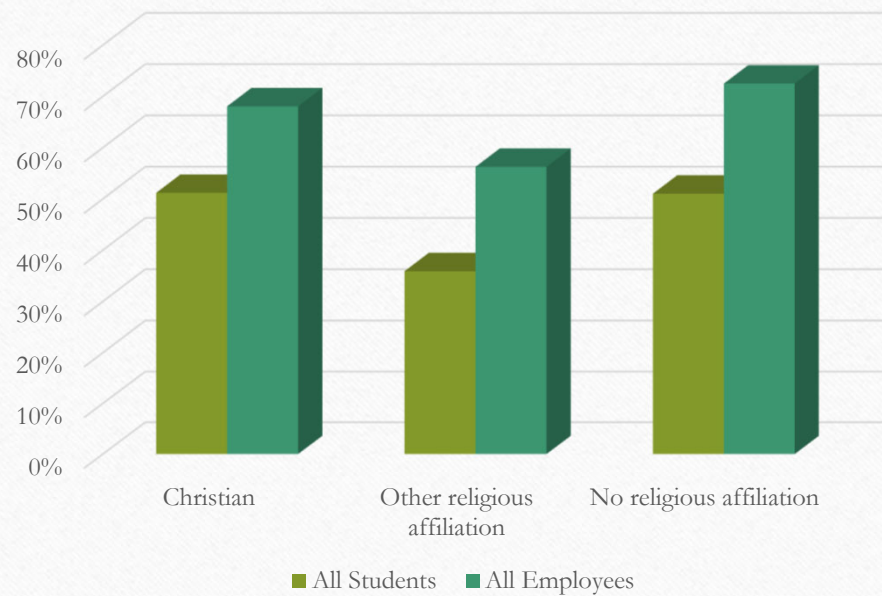
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own



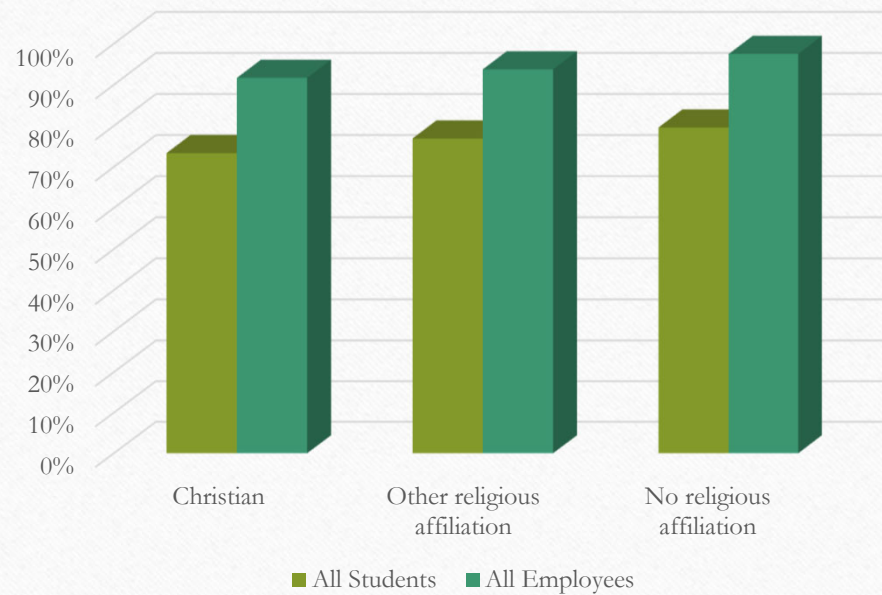
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own



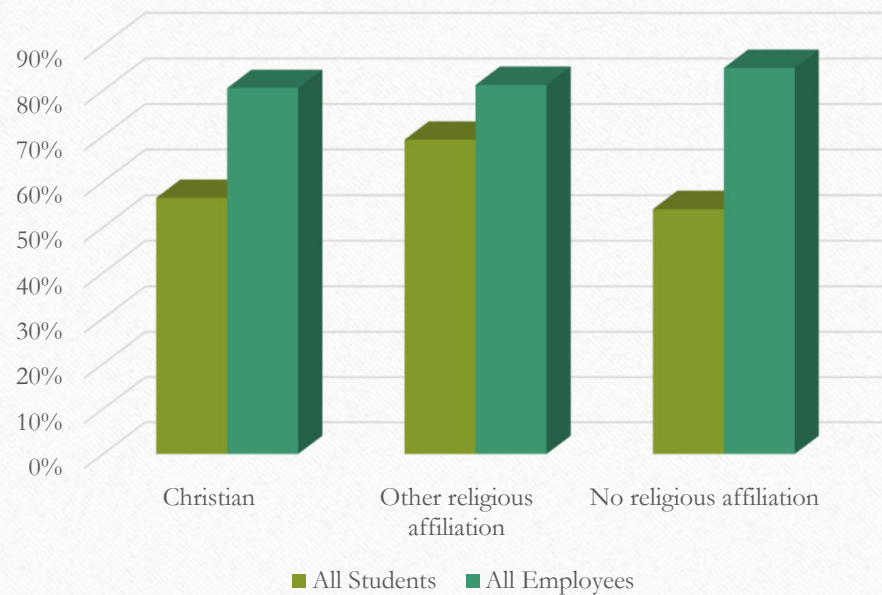
% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own



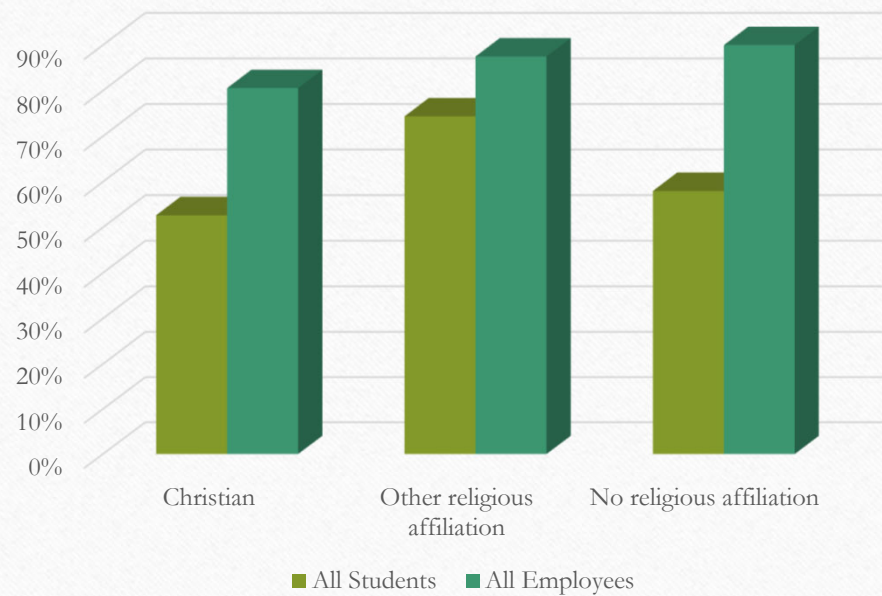
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



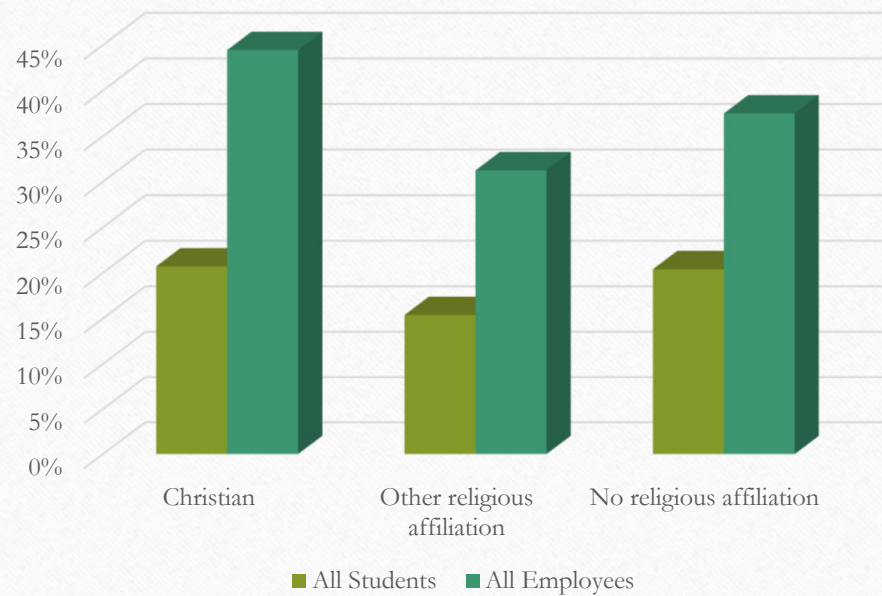
% Reporting High Levels of Interaction with: *People for whom English is not their native language*



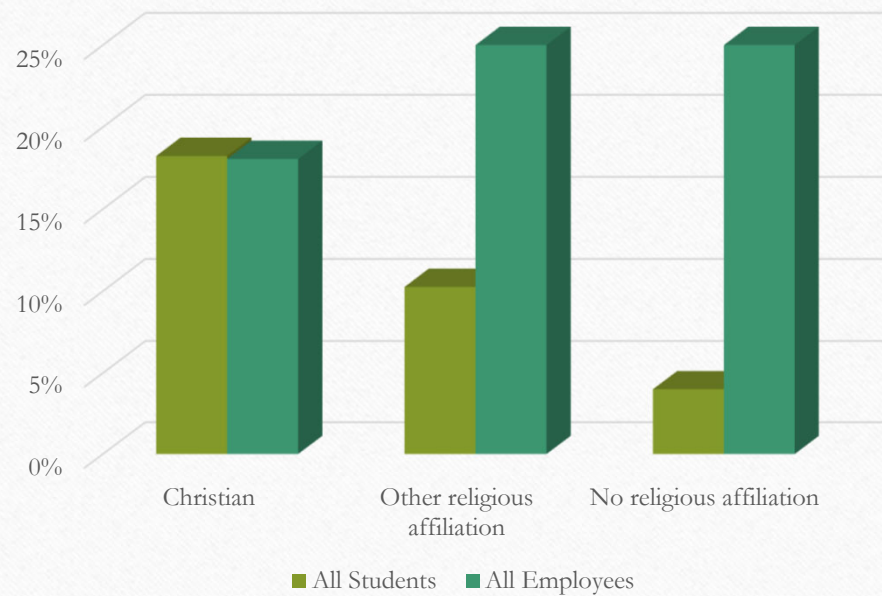
% Reporting High Levels of Interaction with:
People from a religious background other than your own



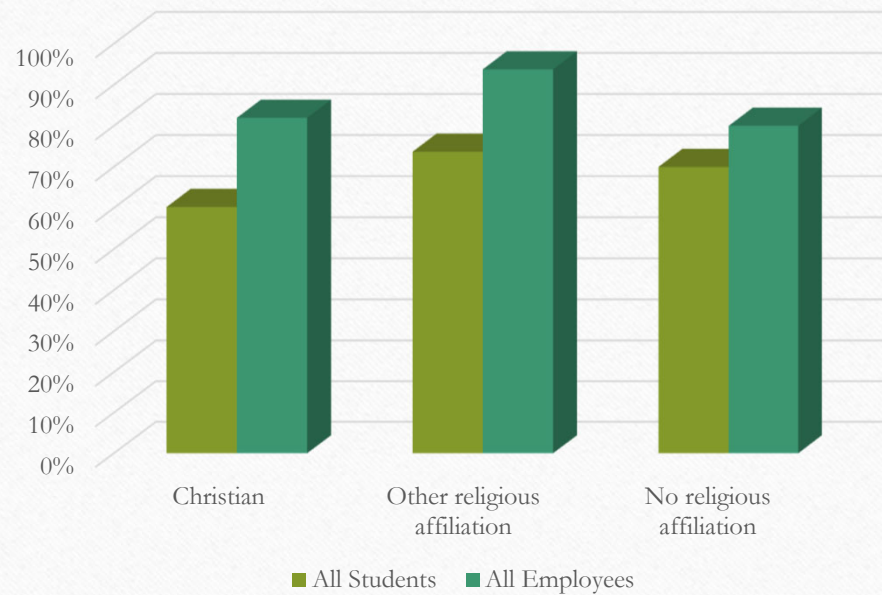
% Reporting High Levels of Interaction with: *People with a disability*



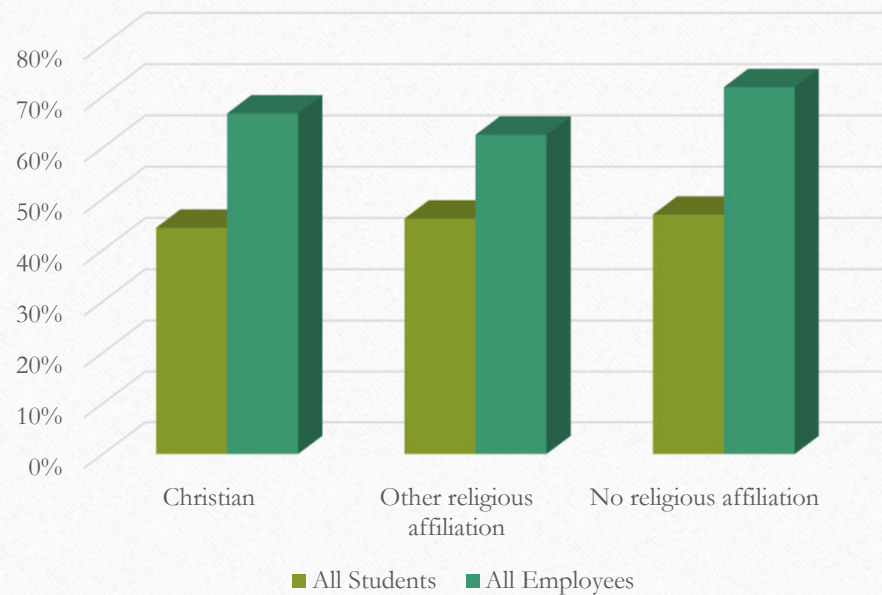
% Reporting High Levels of Interaction with: *People who are undocumented immigrants*



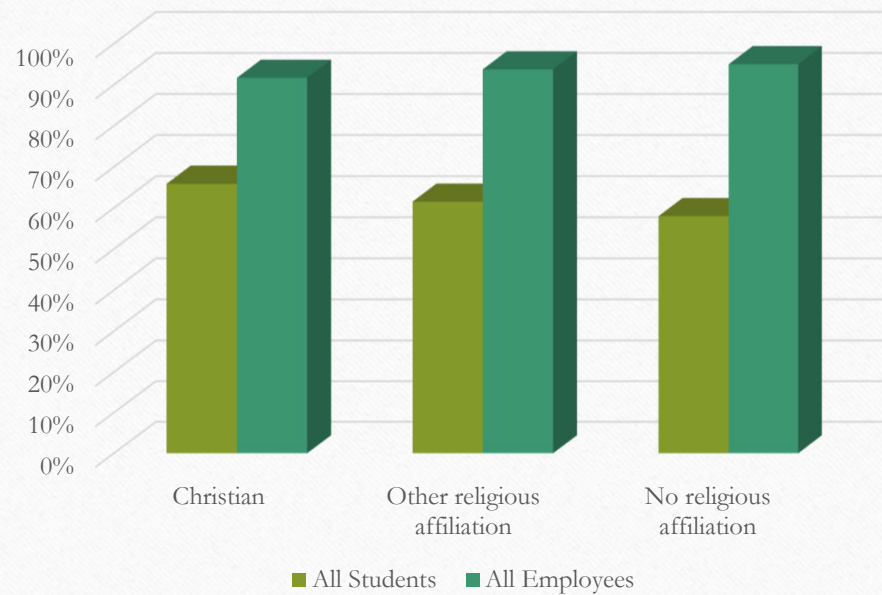
% Reporting High Levels of Interaction with: *People from a country other than your own*



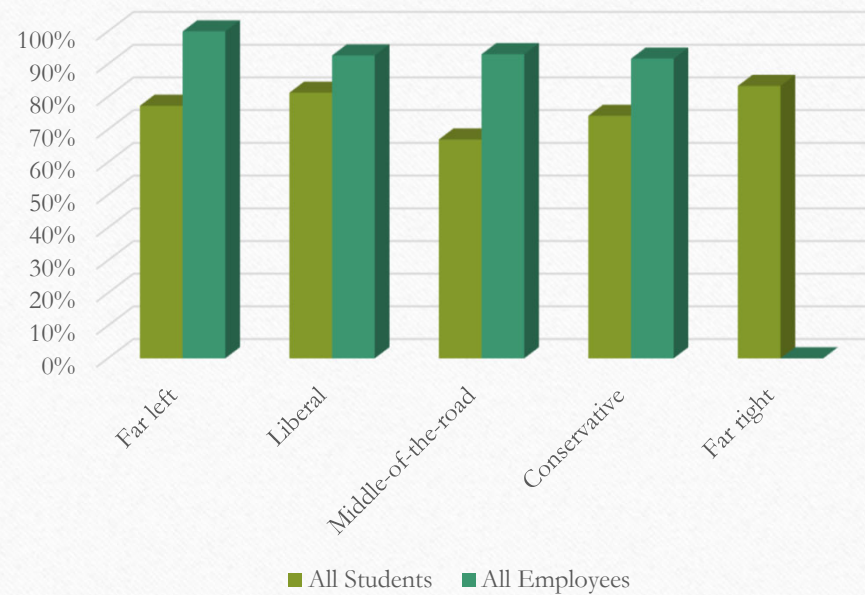
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



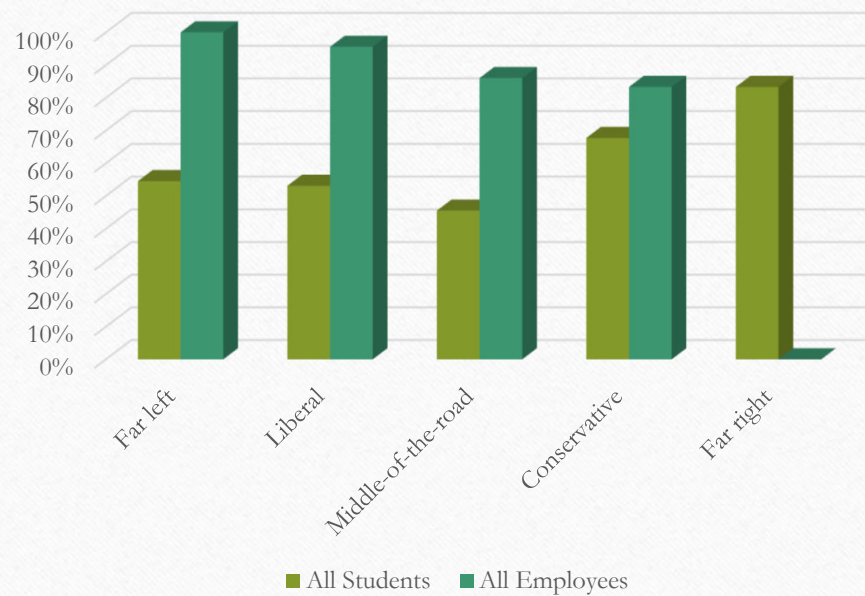
% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



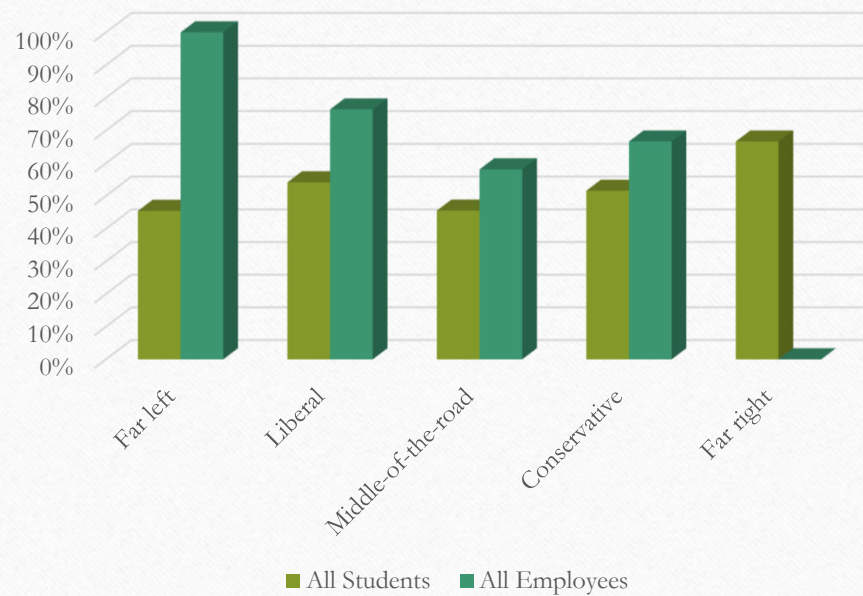
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own



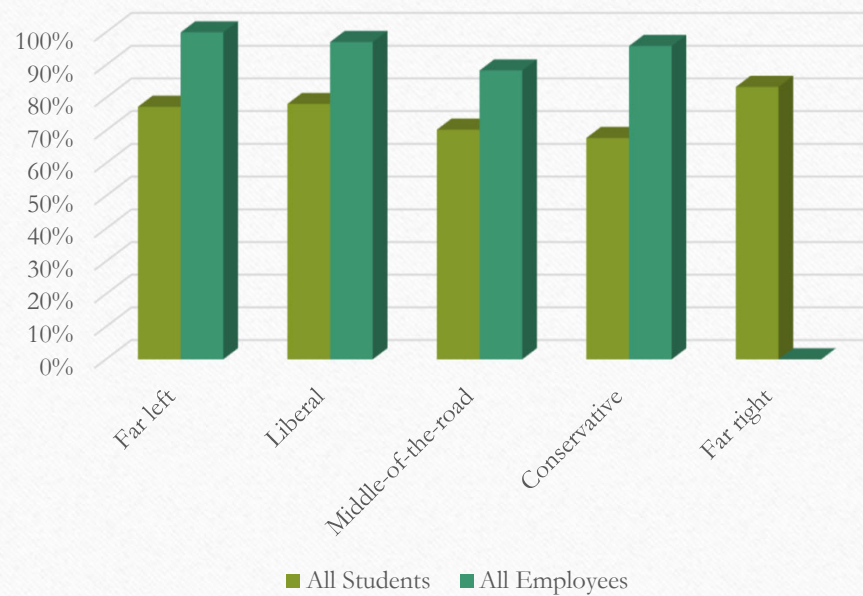
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own



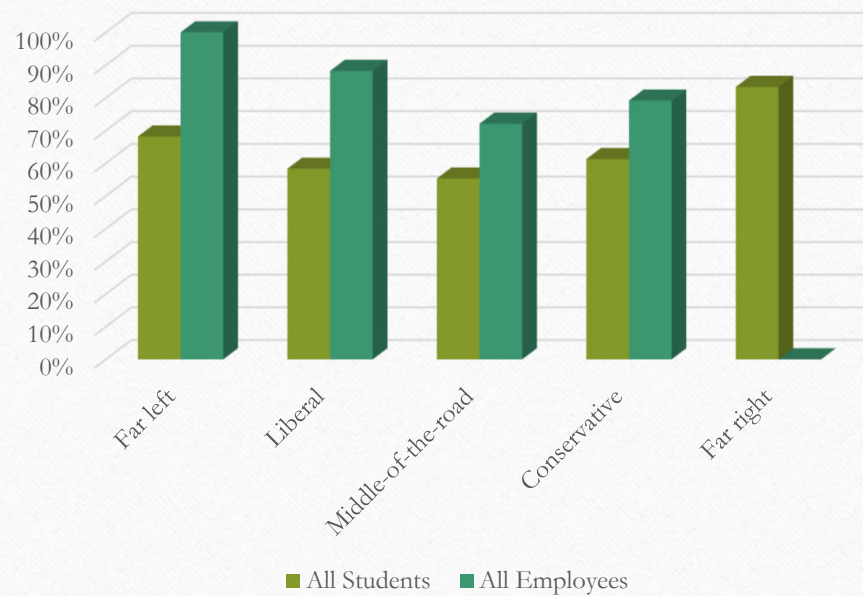
*% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own*



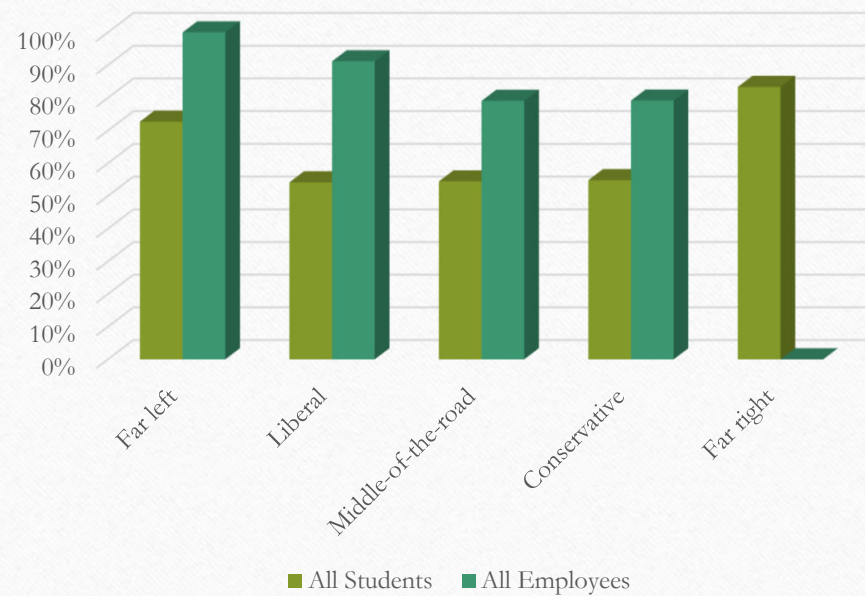
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



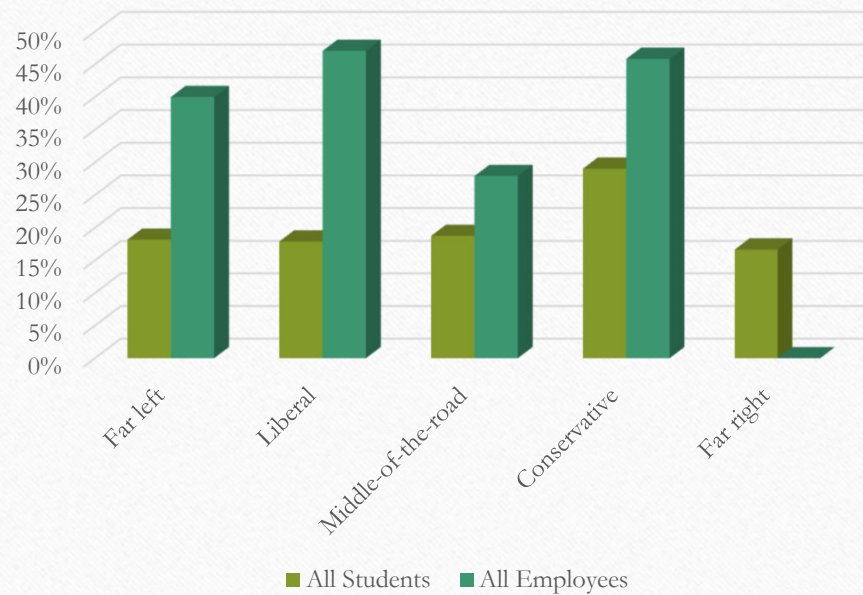
% Reporting High Levels of Interaction with:
People for whom English is not their native language



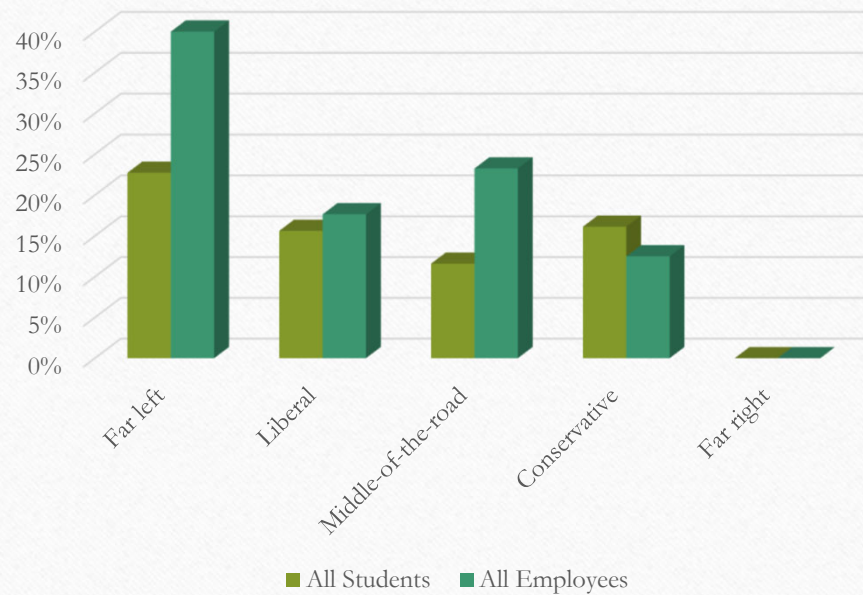
*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



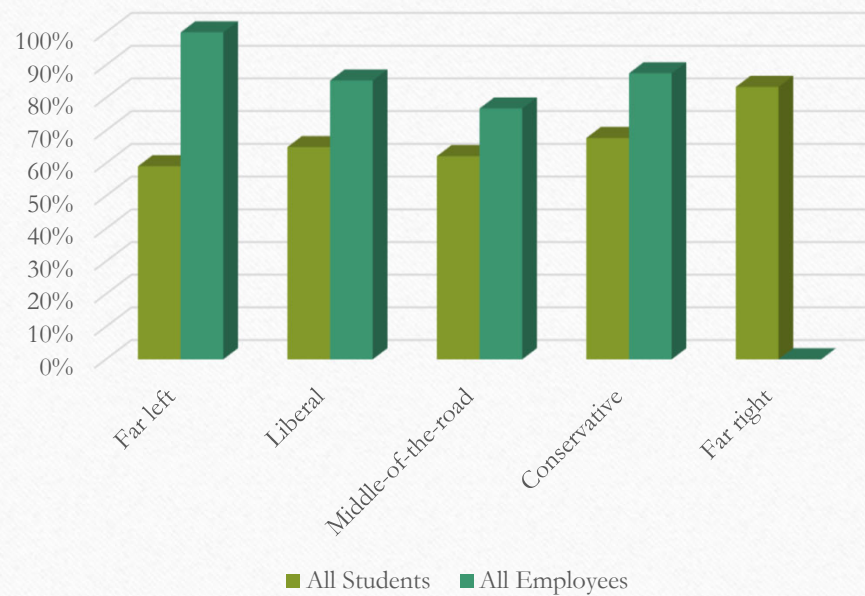
% Reporting High Levels of Interaction with: *People with a disability*



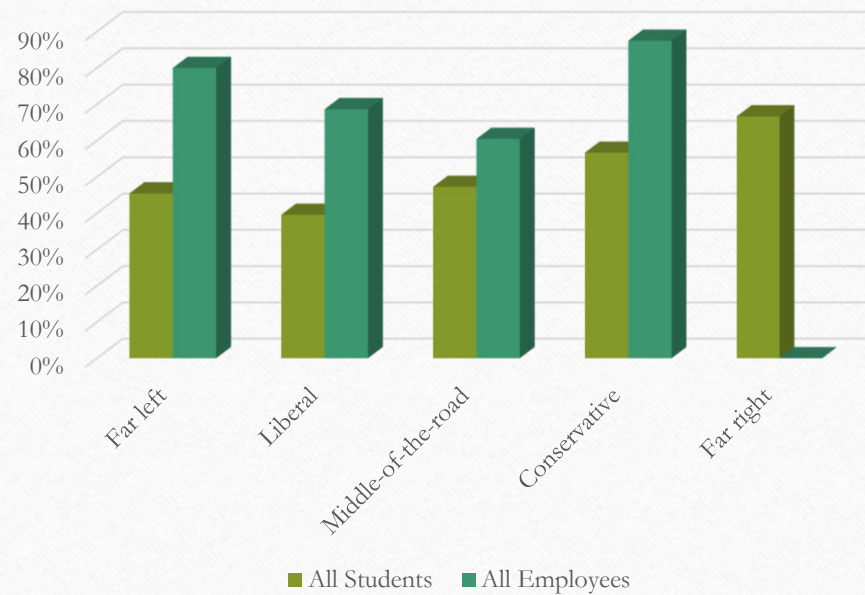
% Reporting High Levels of Interaction with: *People who are undocumented immigrants*



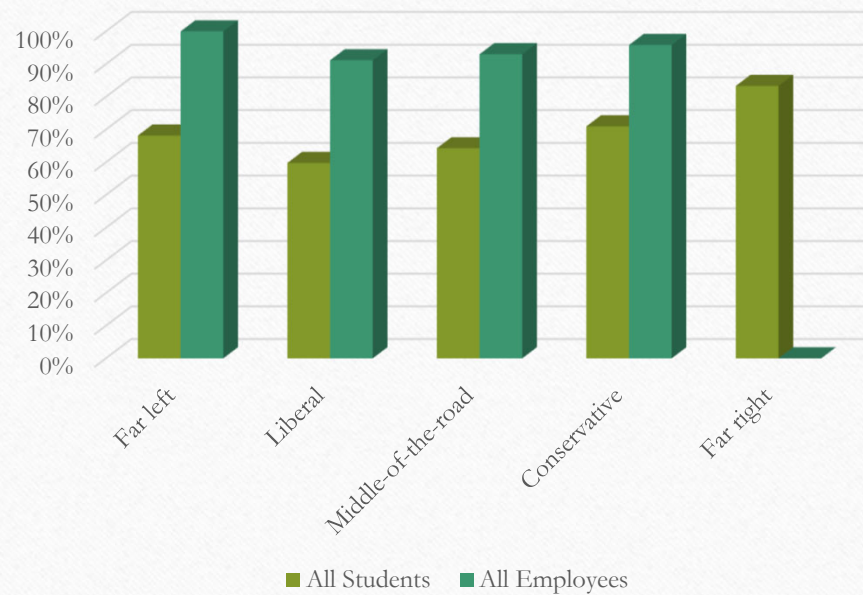
% Reporting High Levels of Interaction with: *People from a country other than your own*



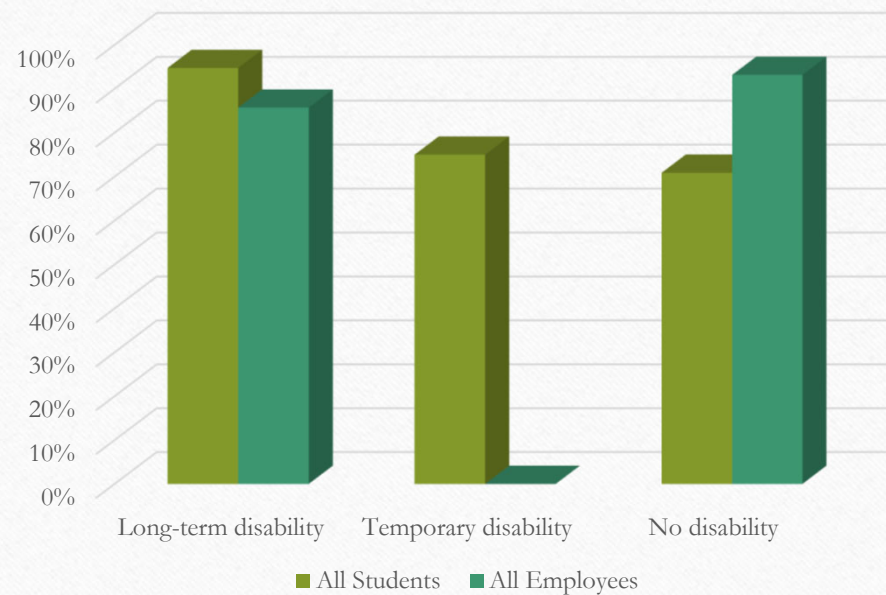
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



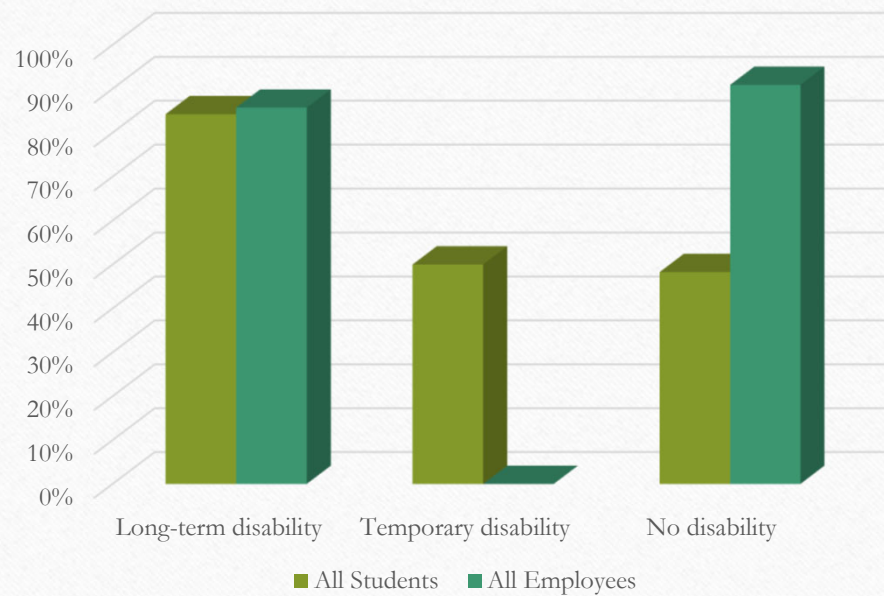
% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



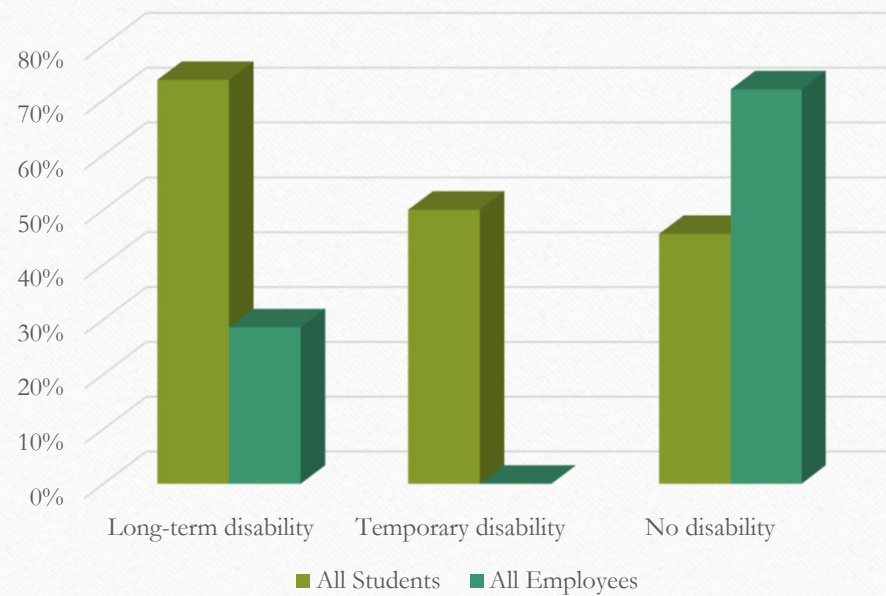
% Reporting High Levels of Interaction with:
People who have a racial and/ or ethnic identity other than your own



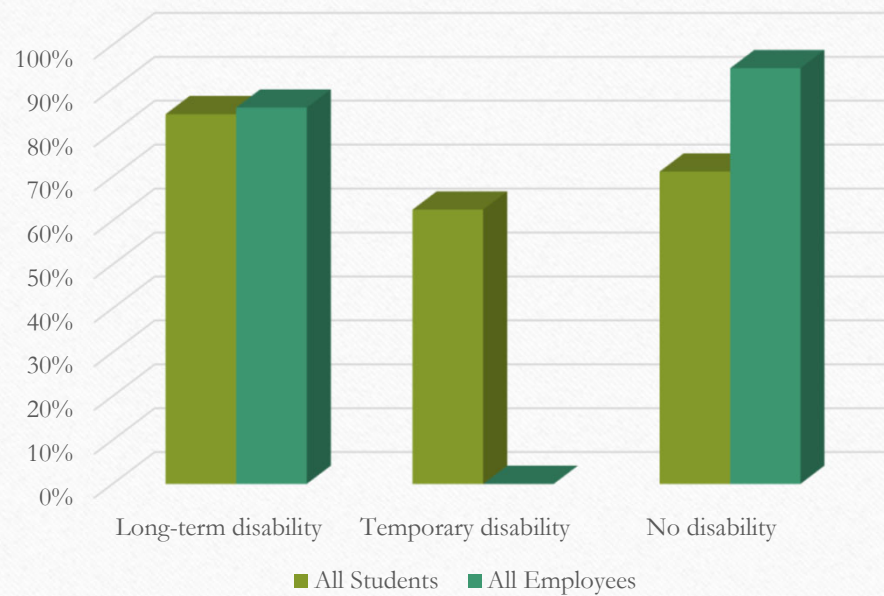
% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own



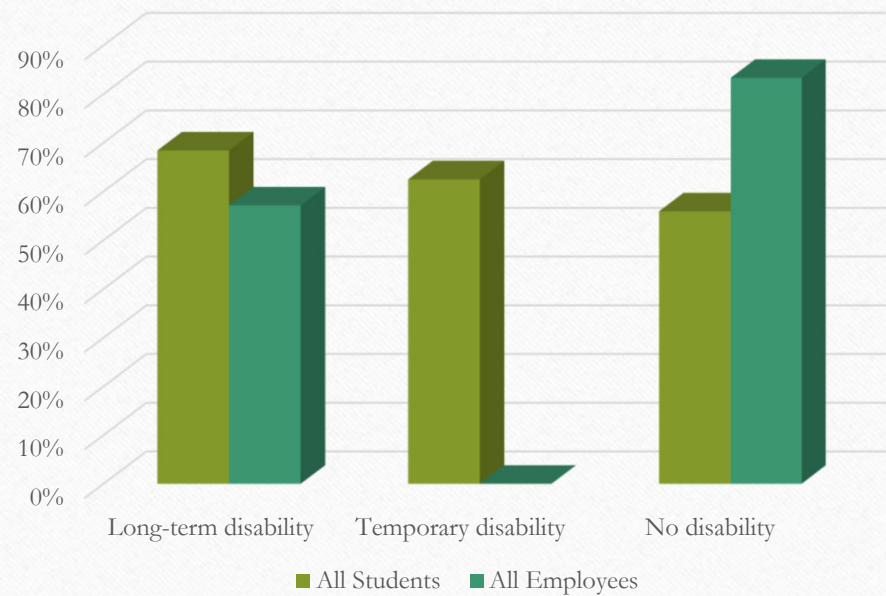
% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own



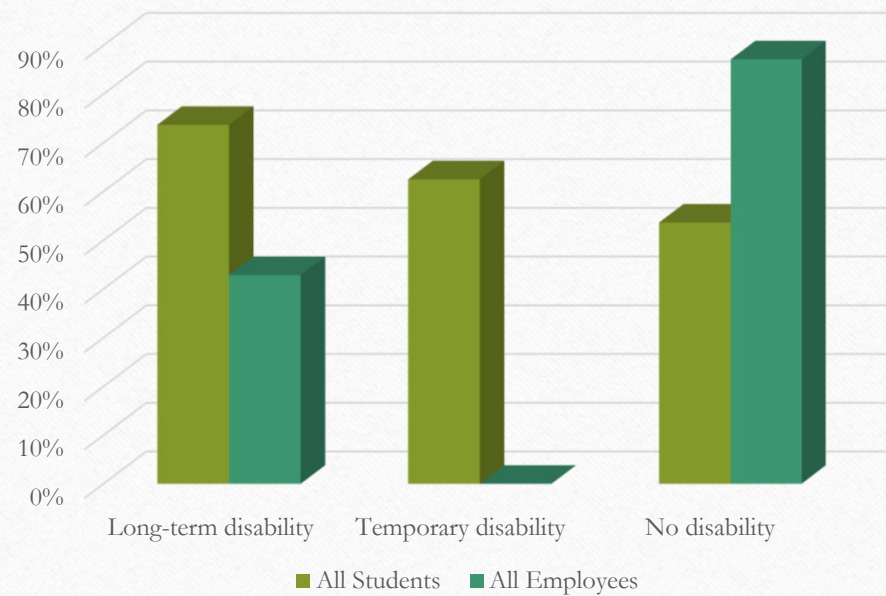
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



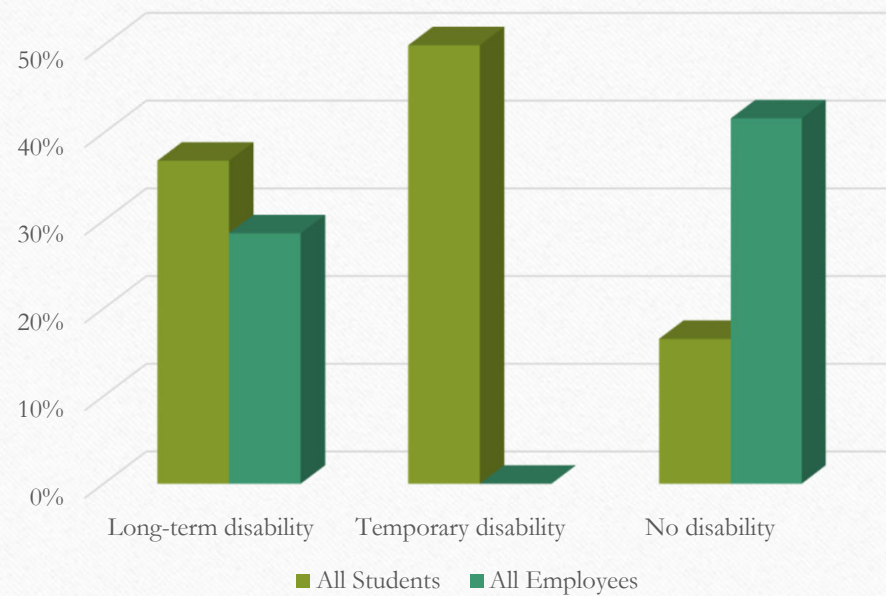
% Reporting High Levels of Interaction with: *People for whom English is not their native language*



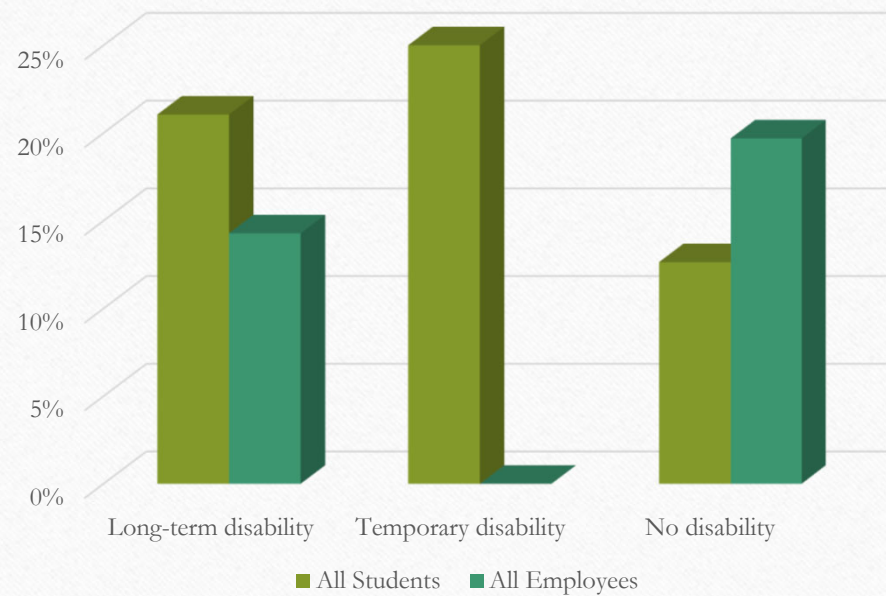
% Reporting High Levels of Interaction with:
People from a religious background other than your own



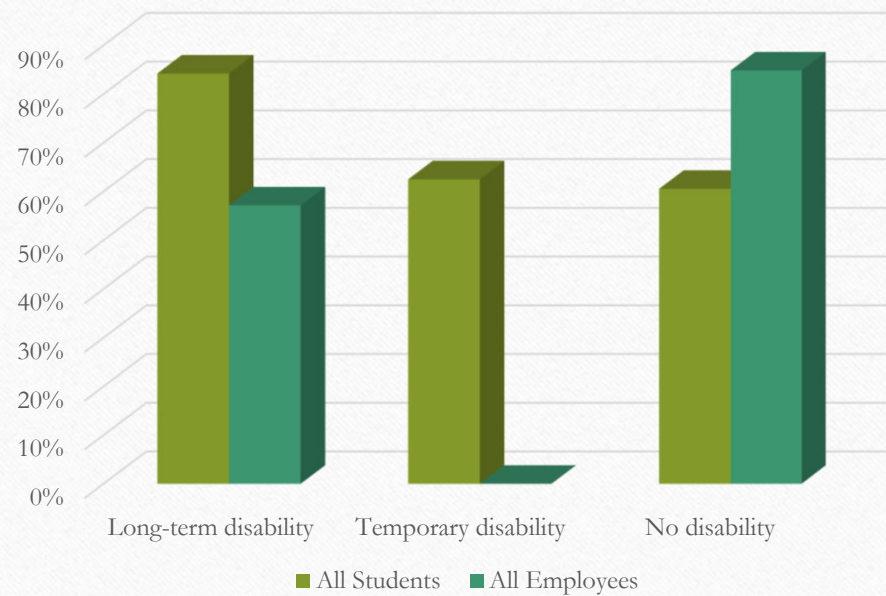
% Reporting High Levels of Interaction with: *People with a disability*



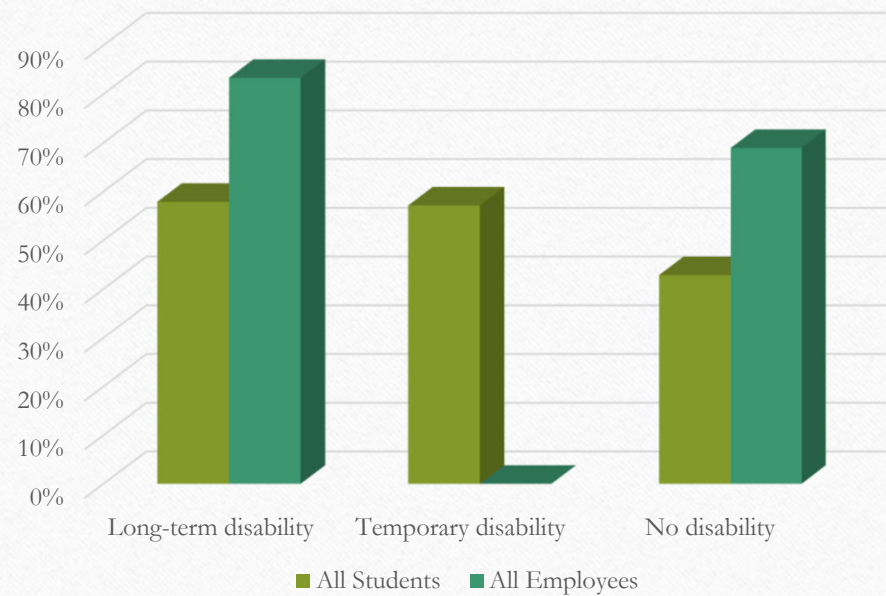
% Reporting High Levels of Interaction with: *People who are undocumented immigrants*



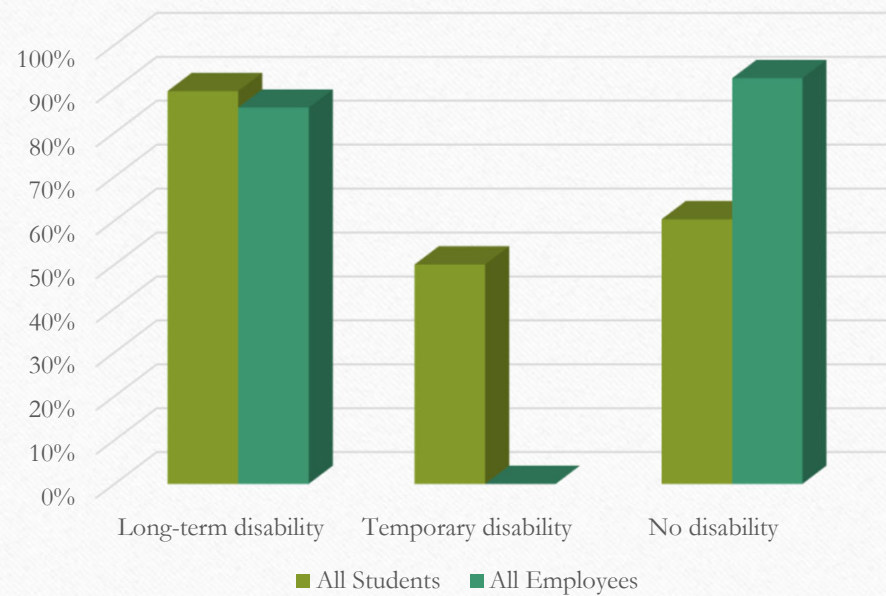
% Reporting High Levels of Interaction with: *People from a country other than your own*



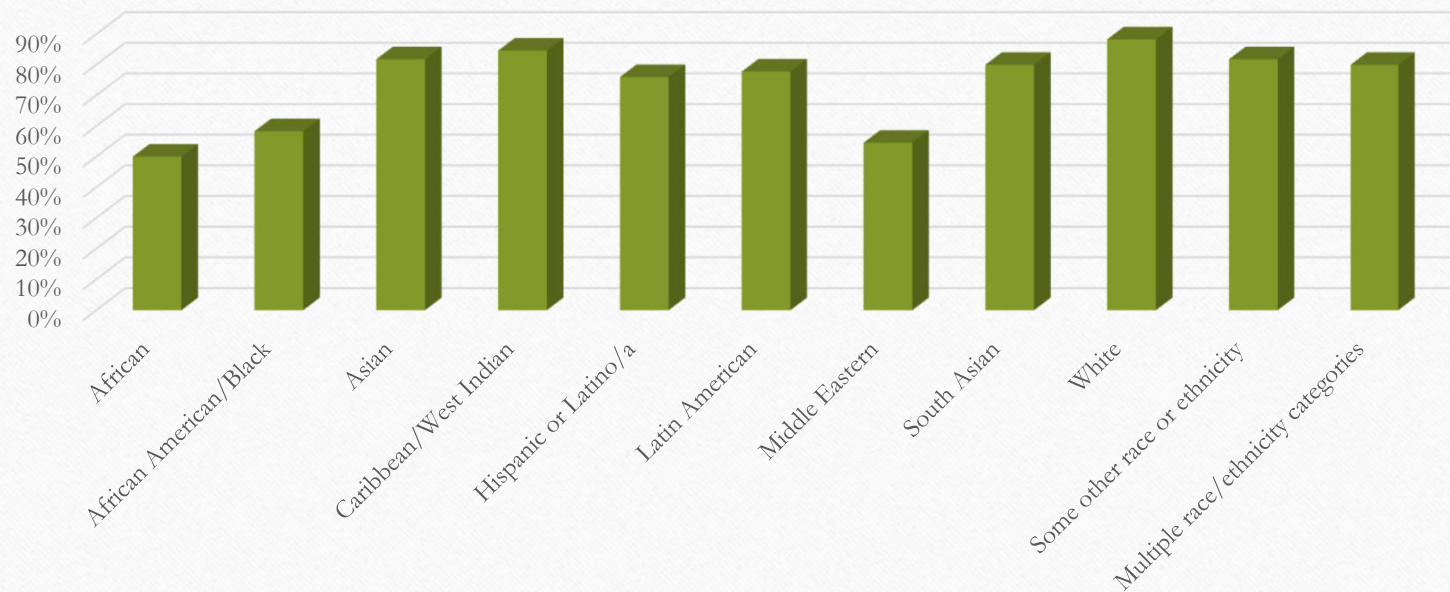
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



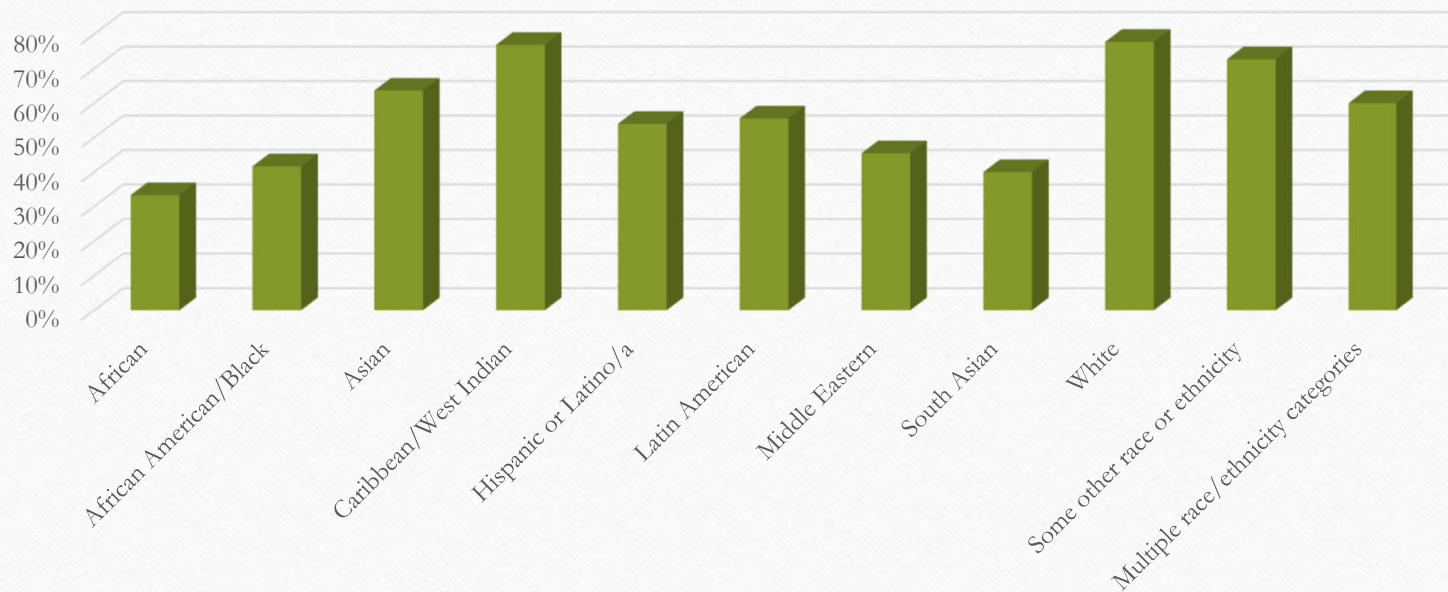
% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



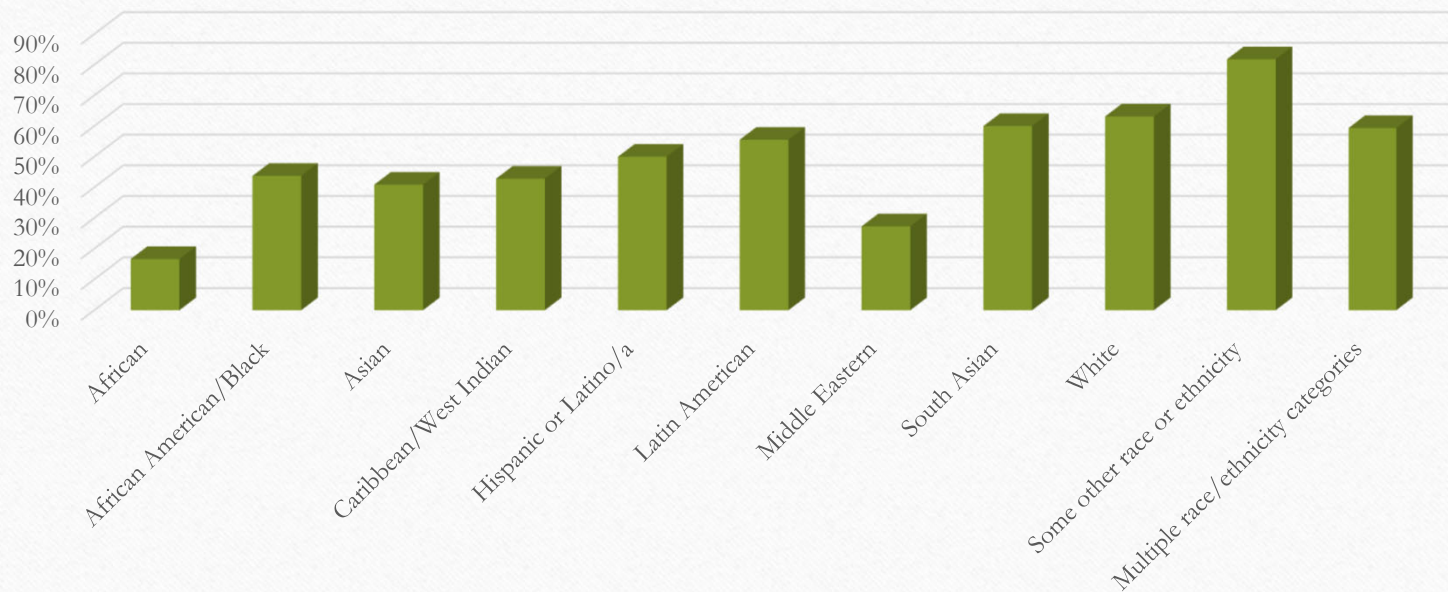
% Reporting High Levels of Interaction with:
People who have a racial and/or ethnic identity other than your own



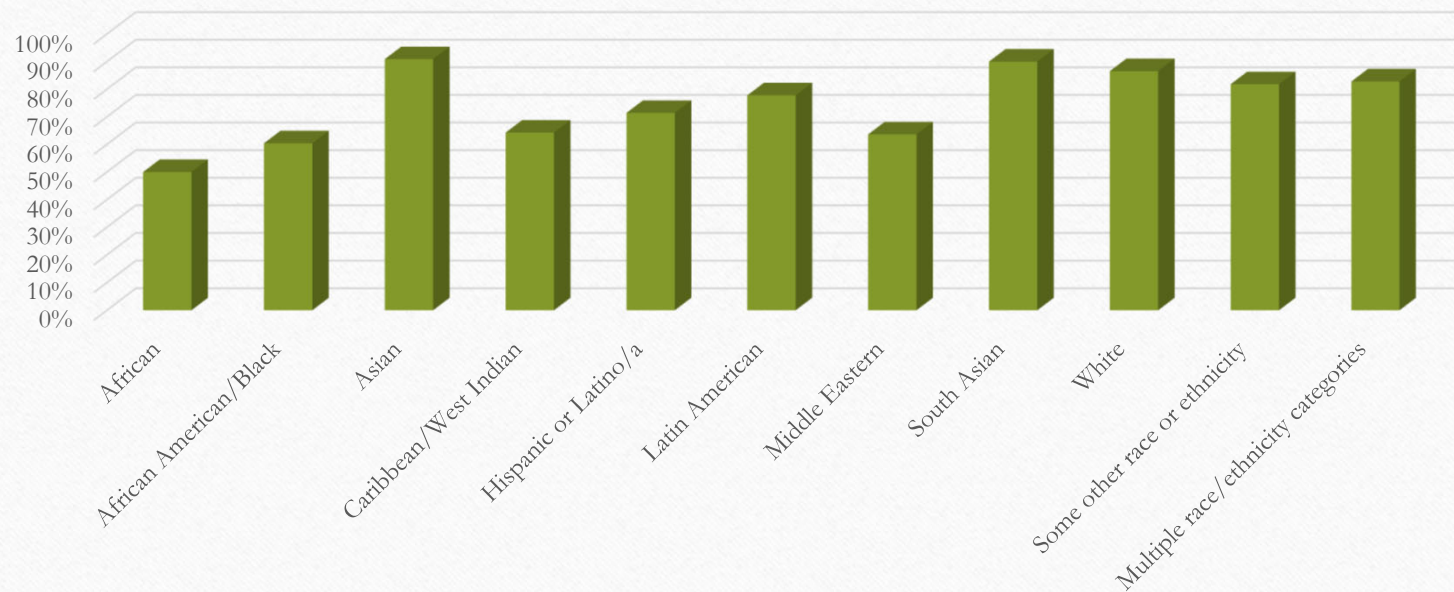
*% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own*



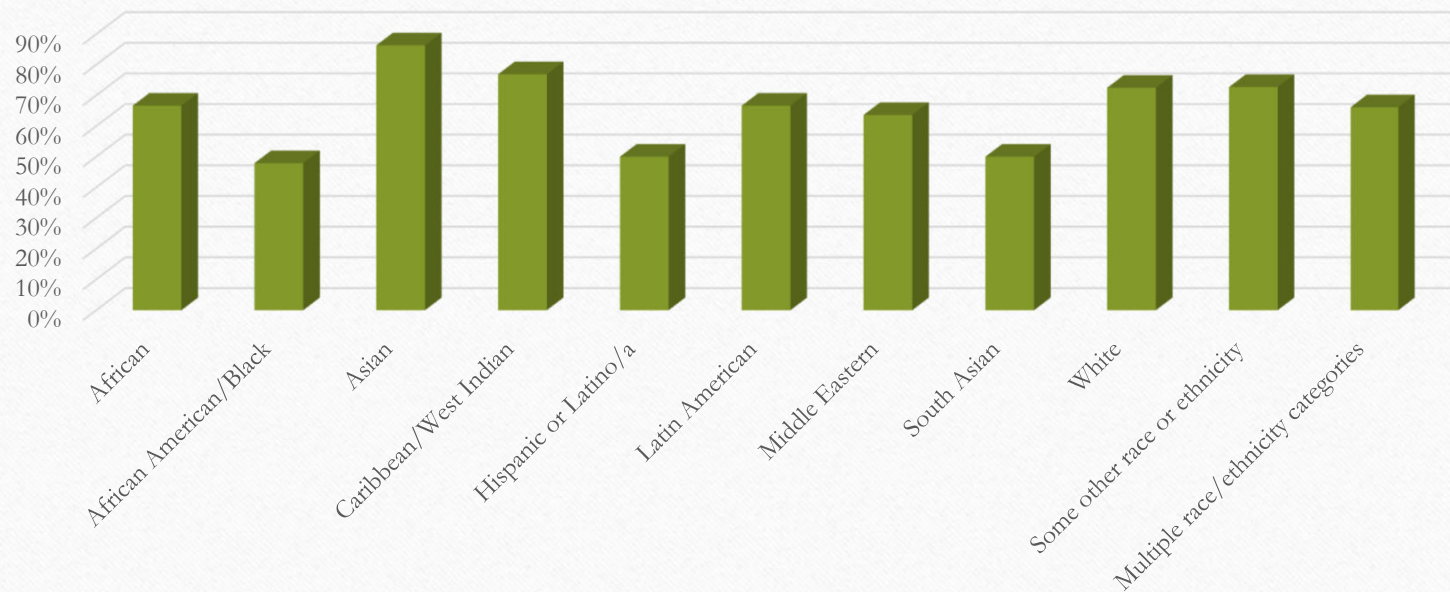
*% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own*



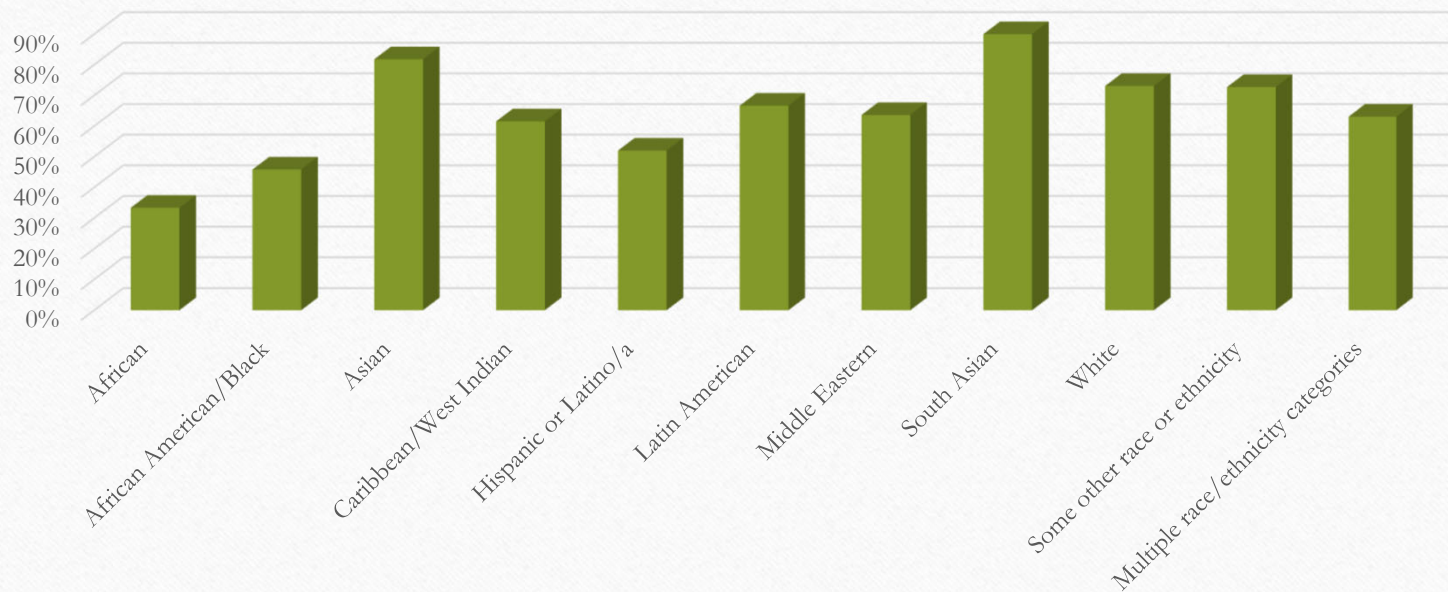
% Reporting High Levels of Interaction with: *People whose gender differs from yours*



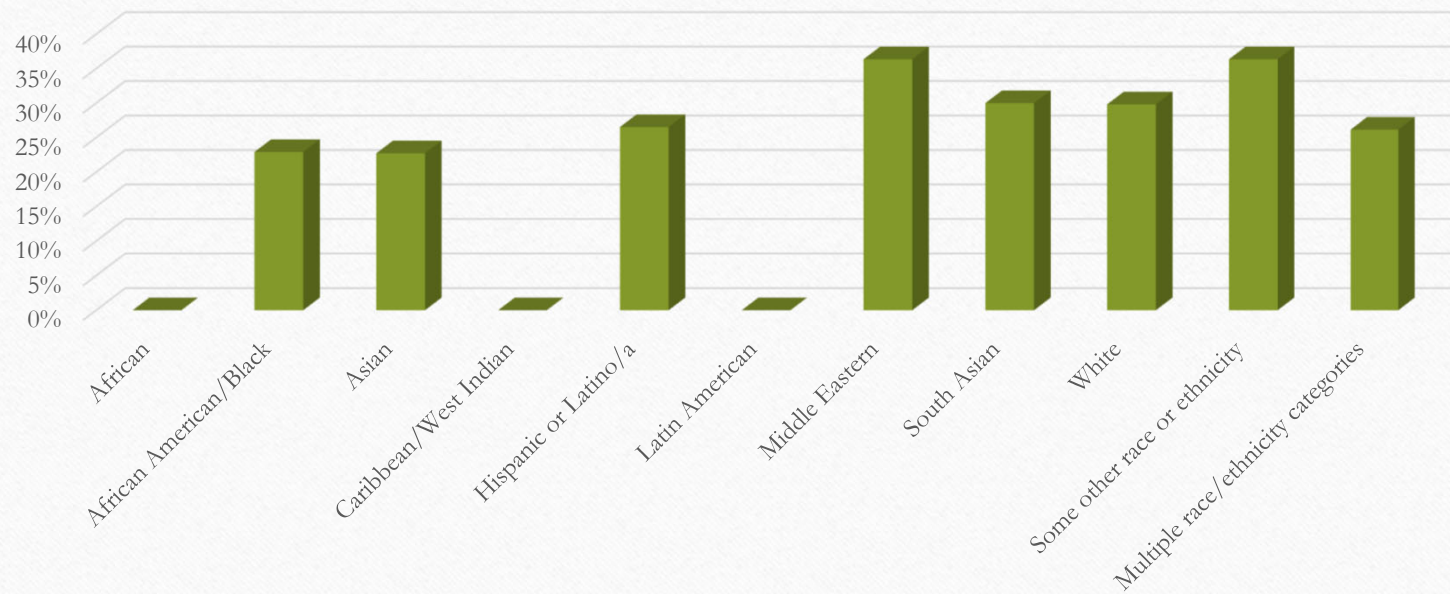
% Reporting High Levels of Interaction with:
People for whom English is not their native language



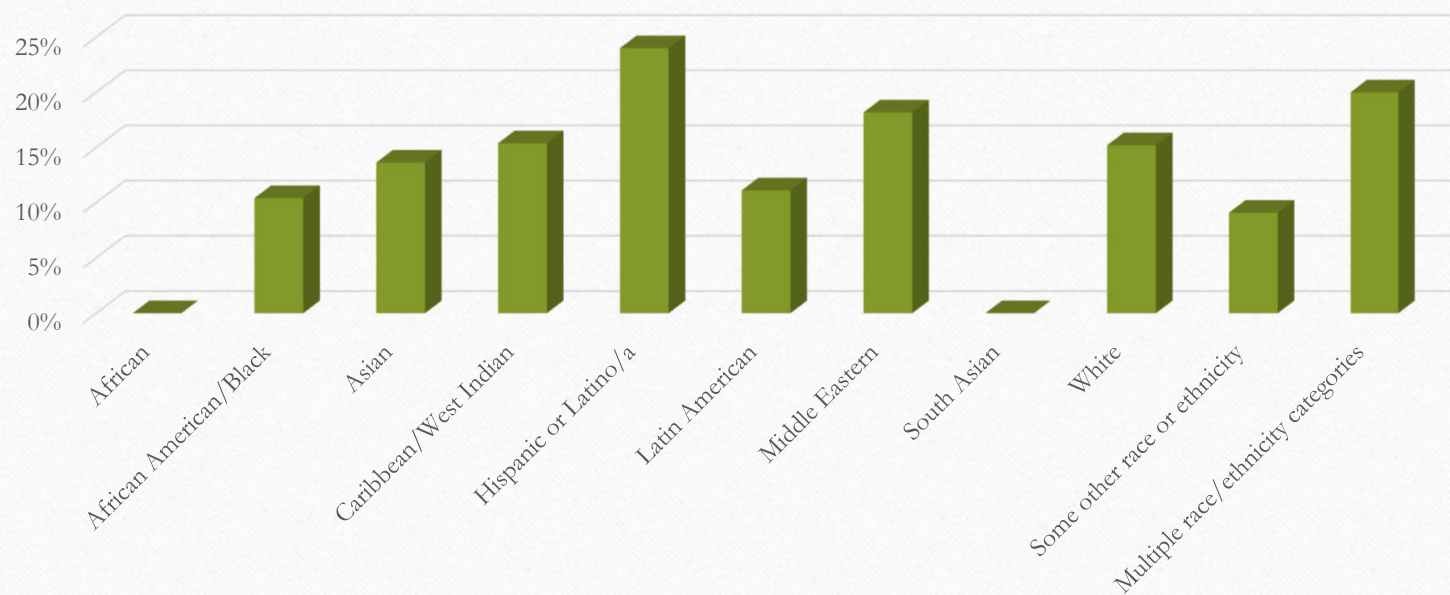
*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



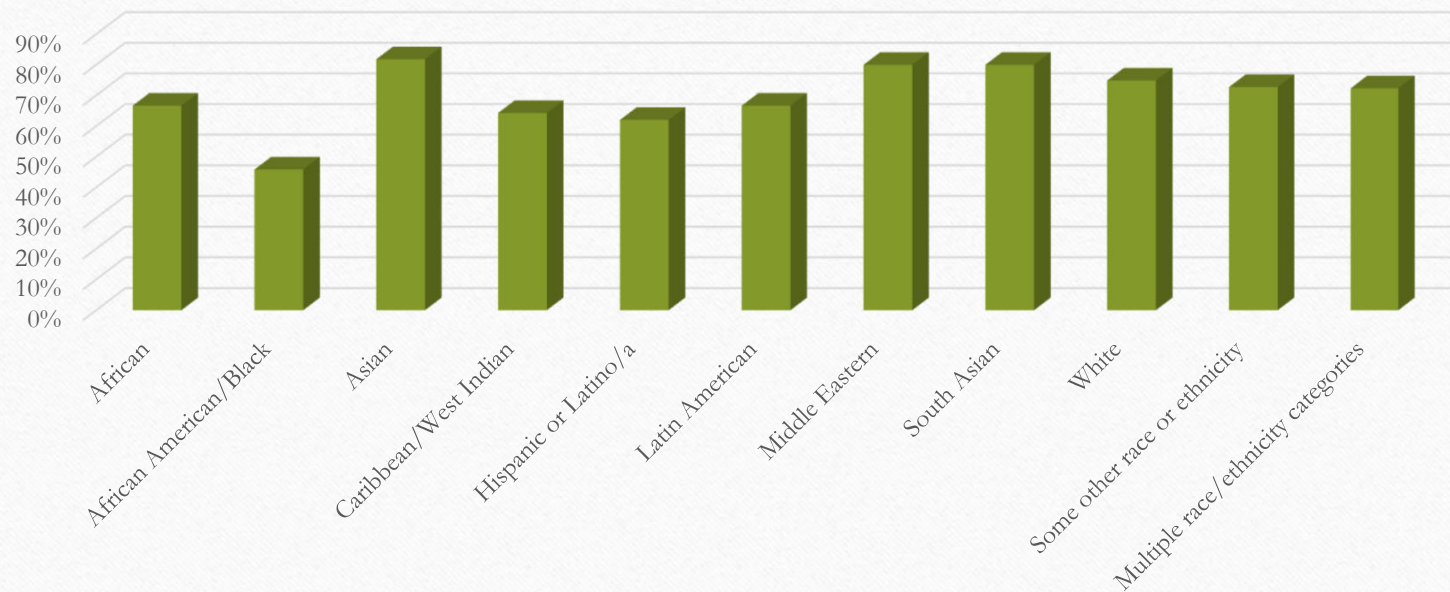
% Reporting High Levels of Interaction with: *People with a disability*



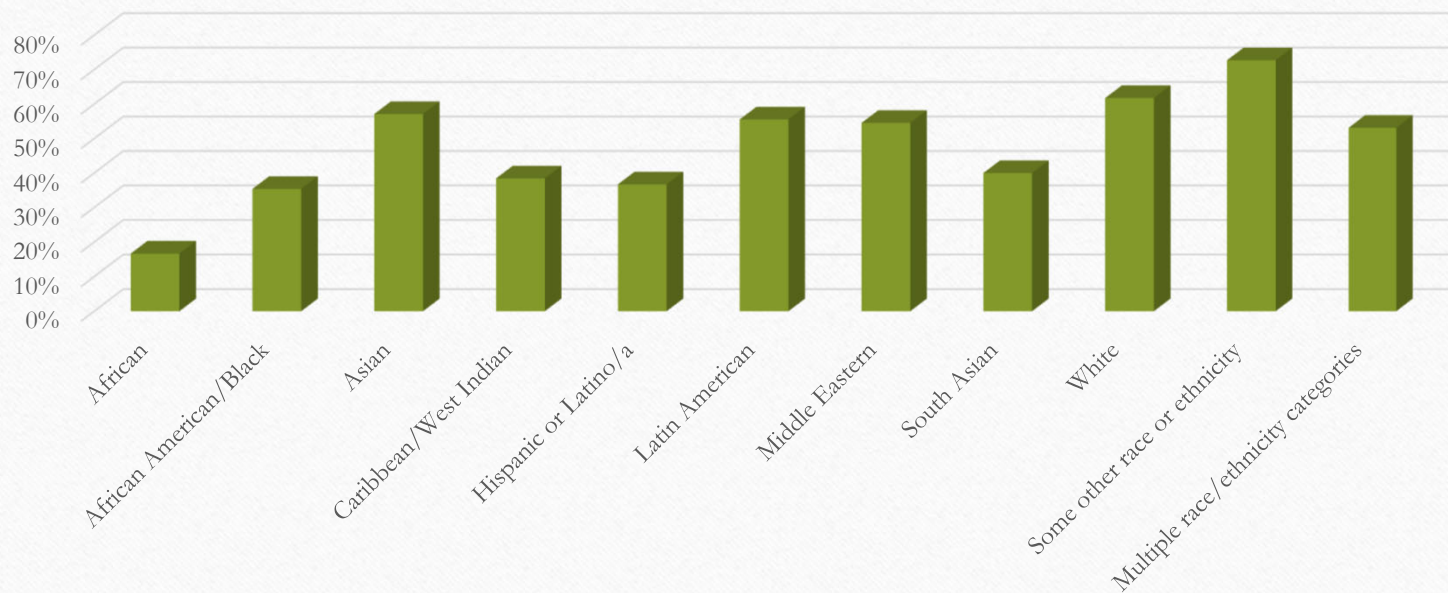
% Reporting High Levels of Interaction with:
People who are undocumented immigrants



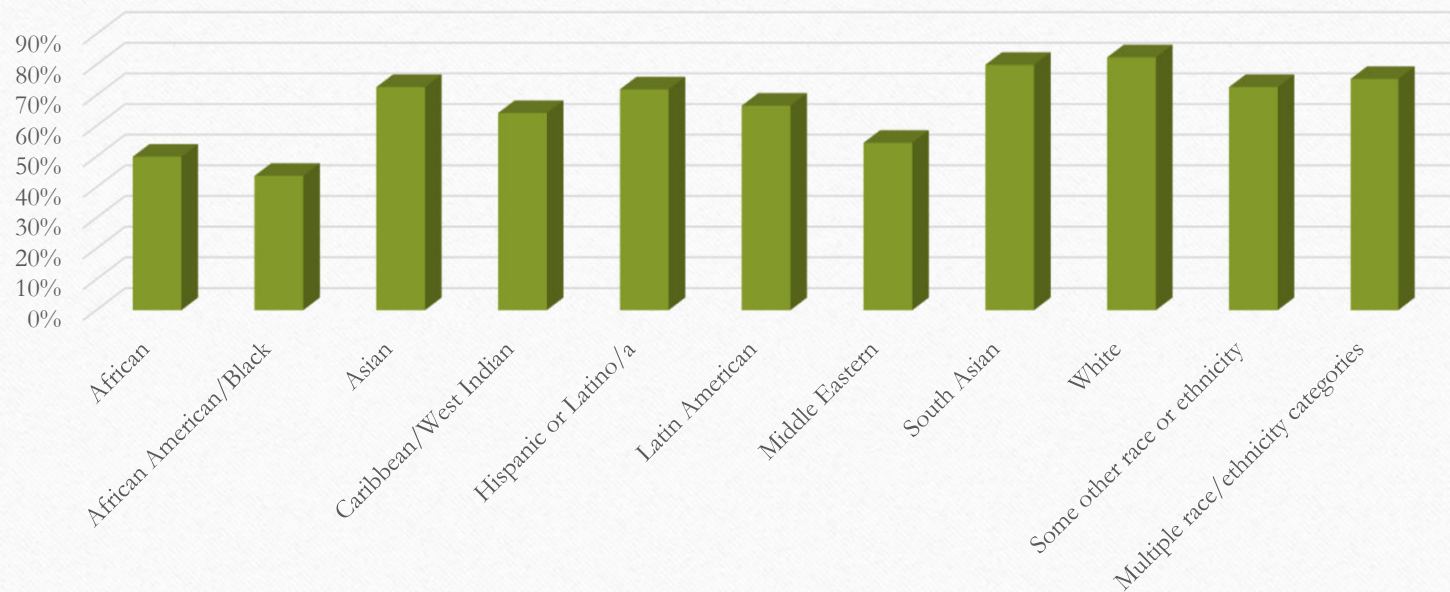
% Reporting High Levels of Interaction with: *People from a country other than your own*



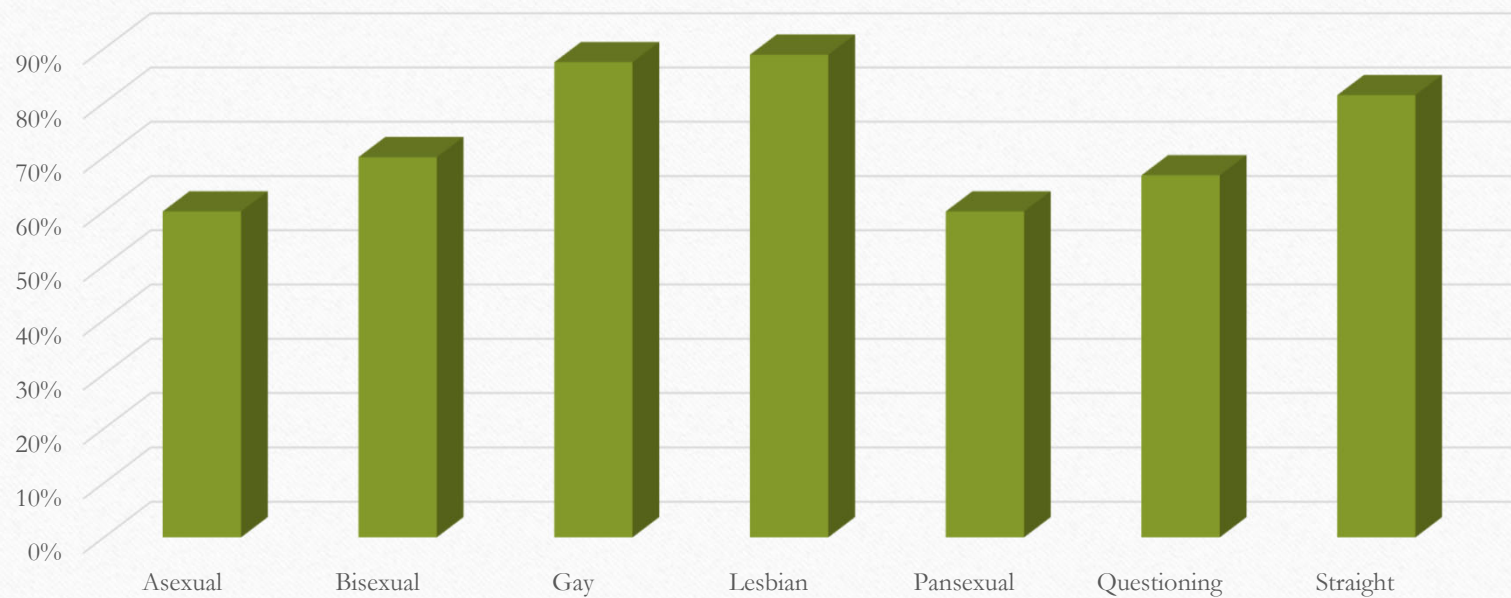
% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



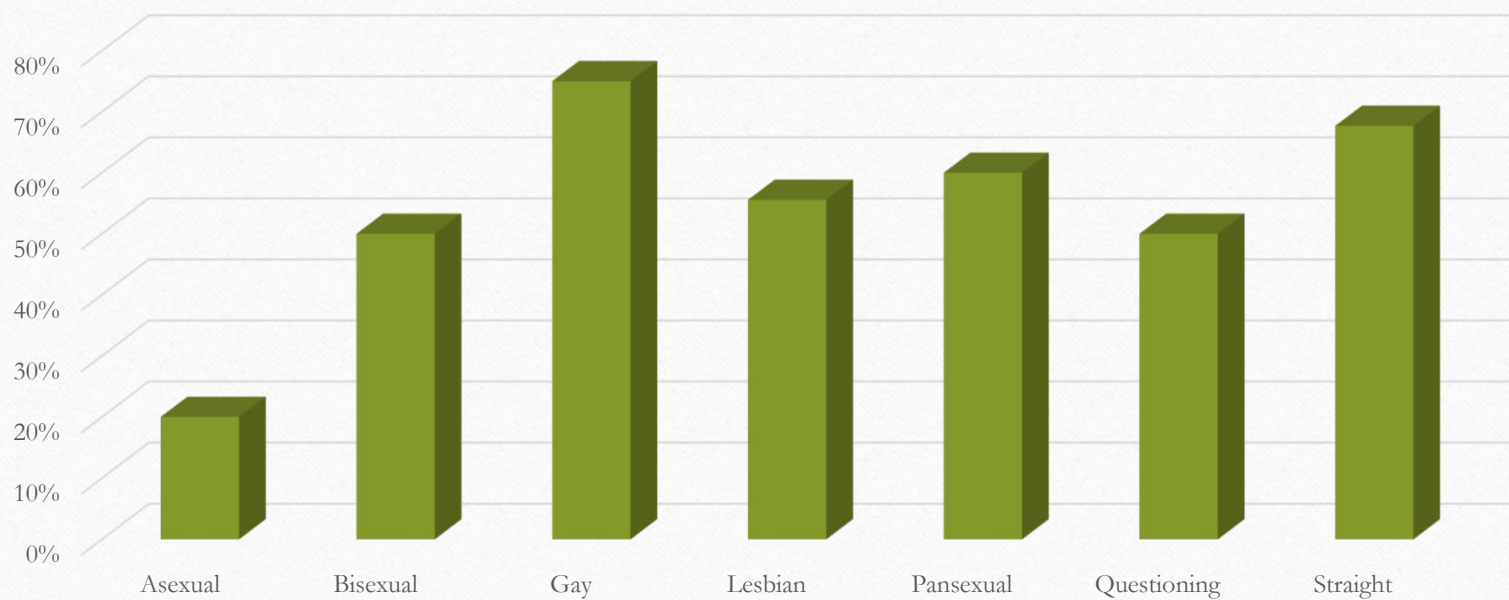
% Reporting High Levels of Interaction with: *People who are significantly older or younger than you*



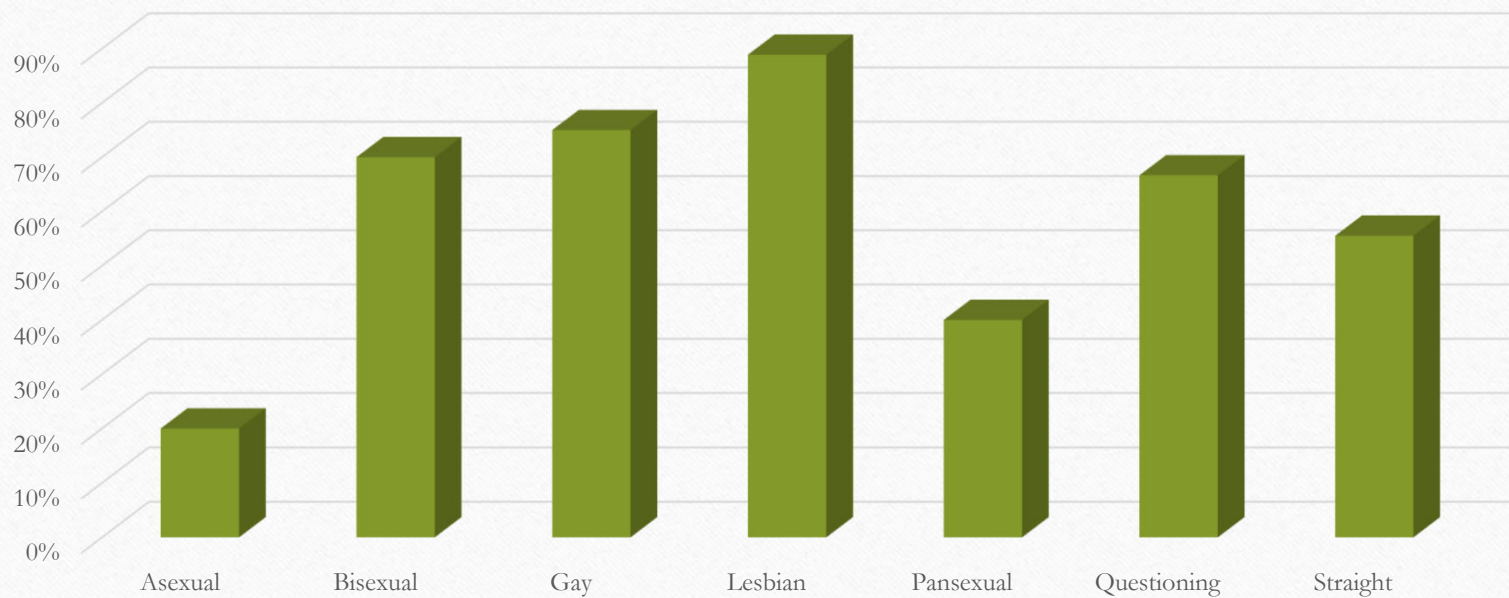
% Reporting High Levels of Interaction with:
People who have a racial and/or ethnic identity other than your own



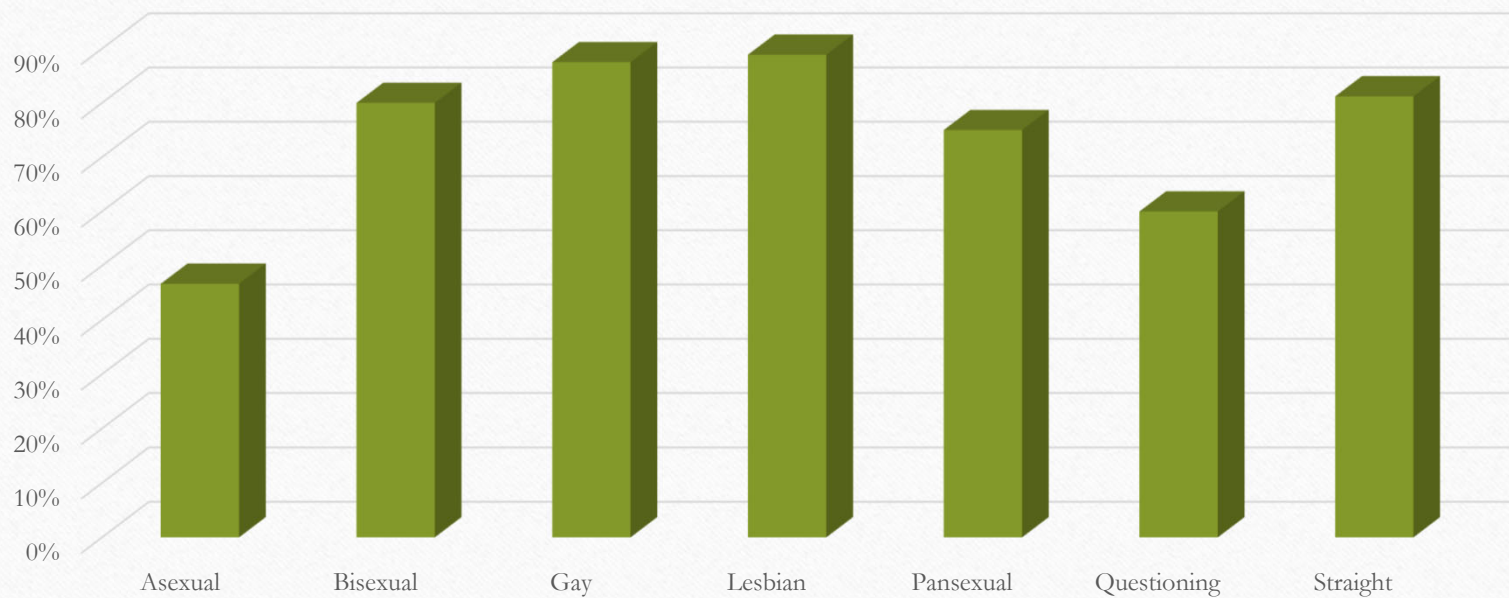
*% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own*



*% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own*



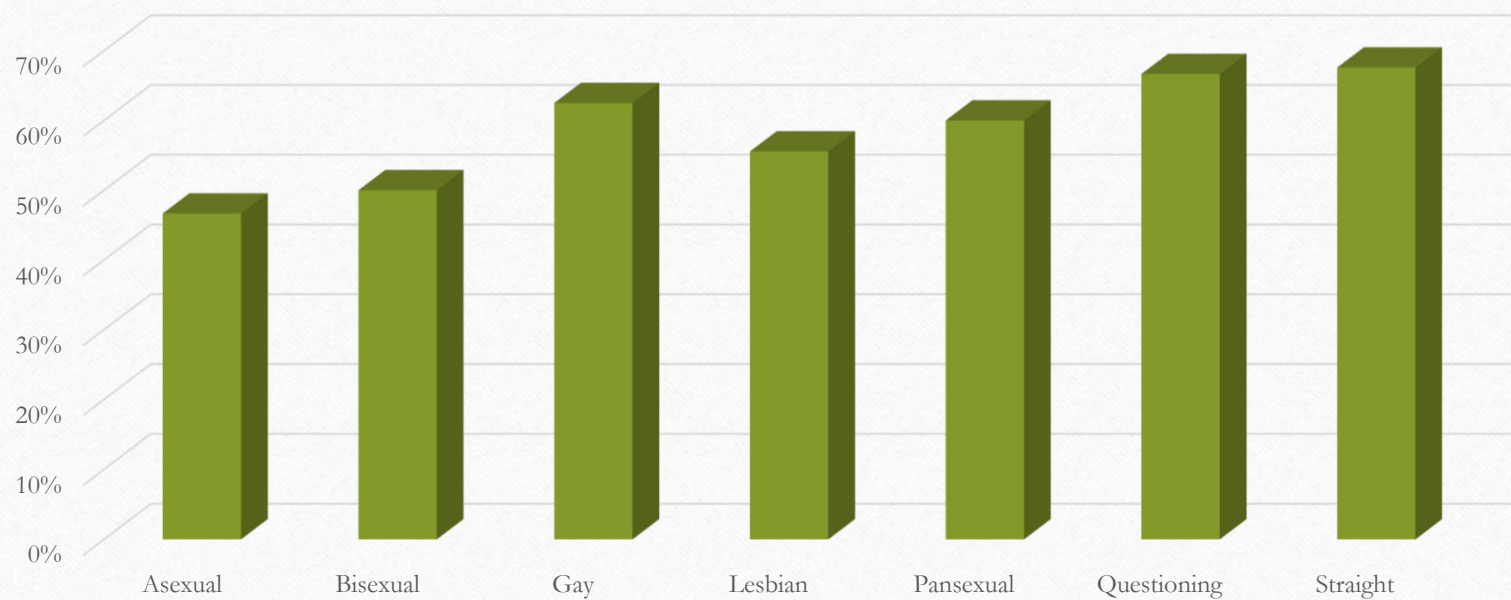
% Reporting High Levels of Interaction with:
People whose gender differs from yours



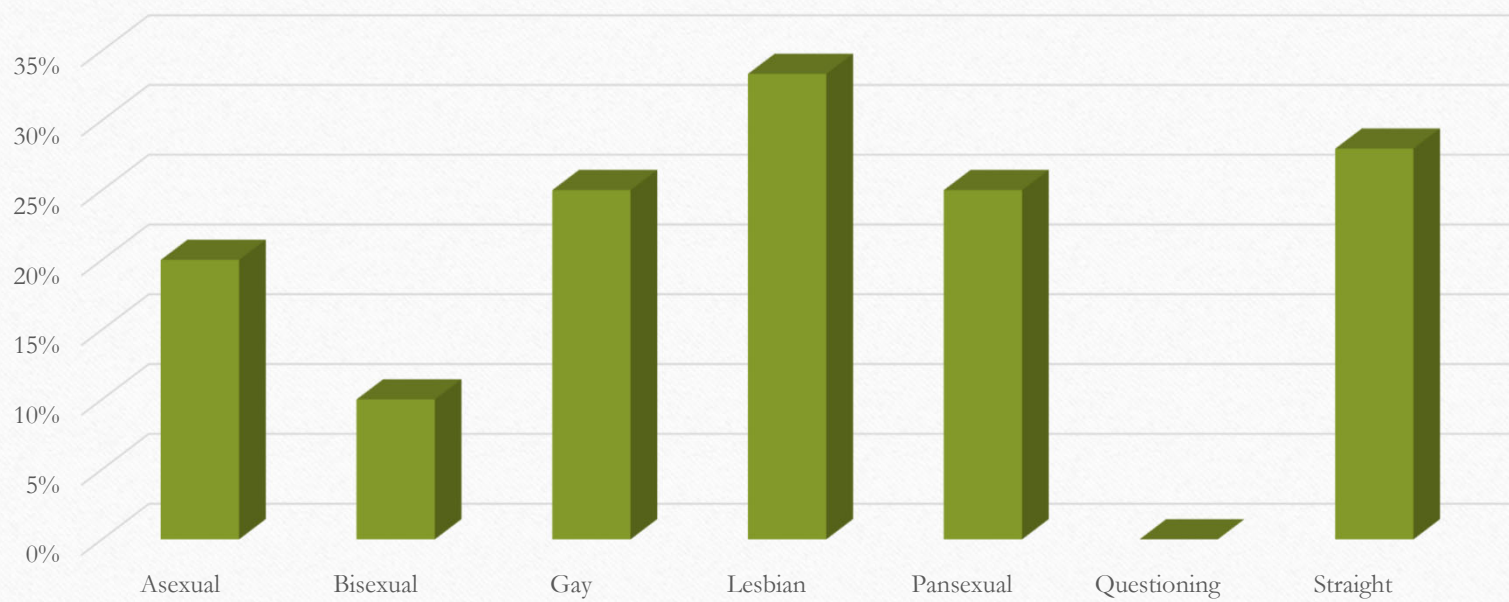
% Reporting High Levels of Interaction with:
People for whom English is not their native language



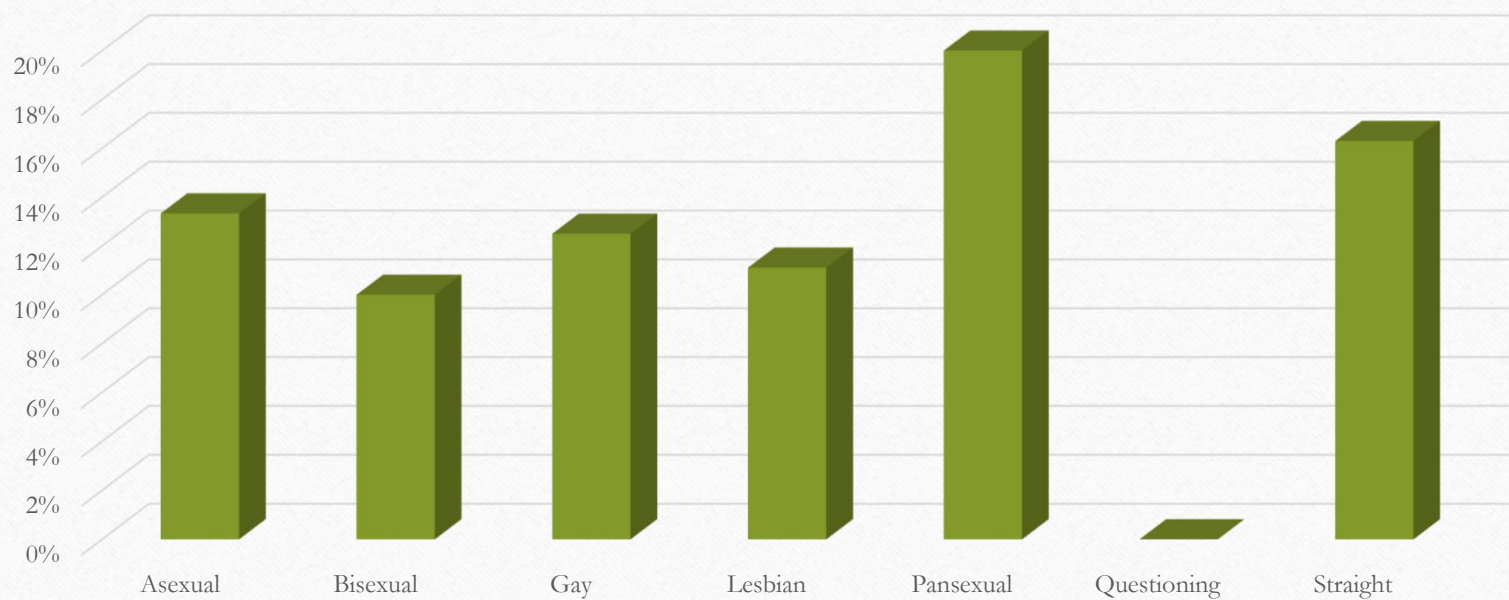
*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



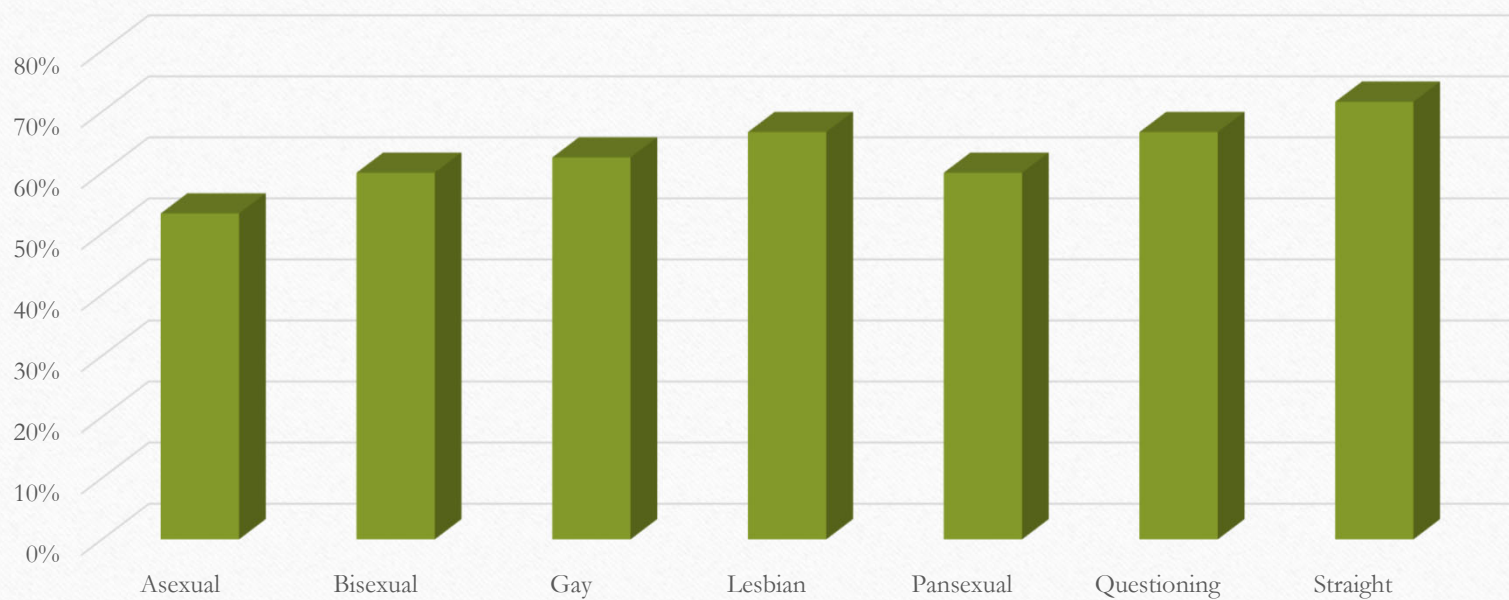
% Reporting High Levels of Interaction with:
People with a disability



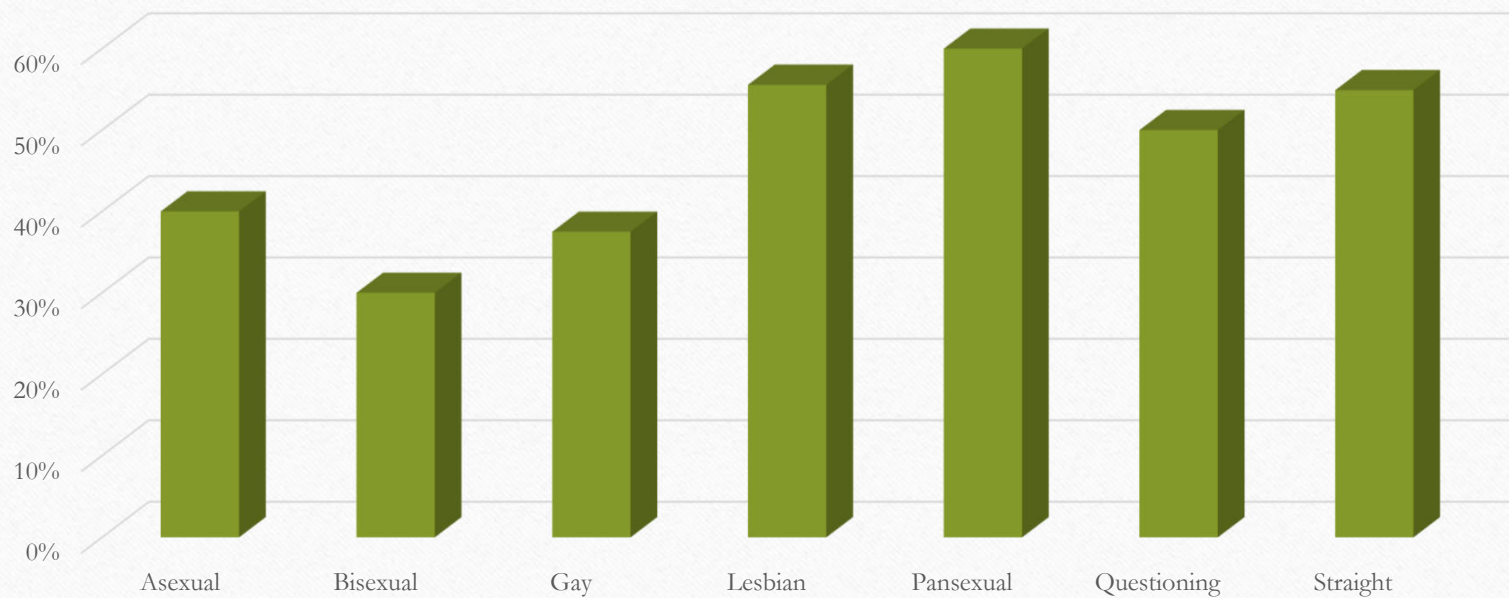
% Reporting High Levels of Interaction with:
People who are undocumented immigrants



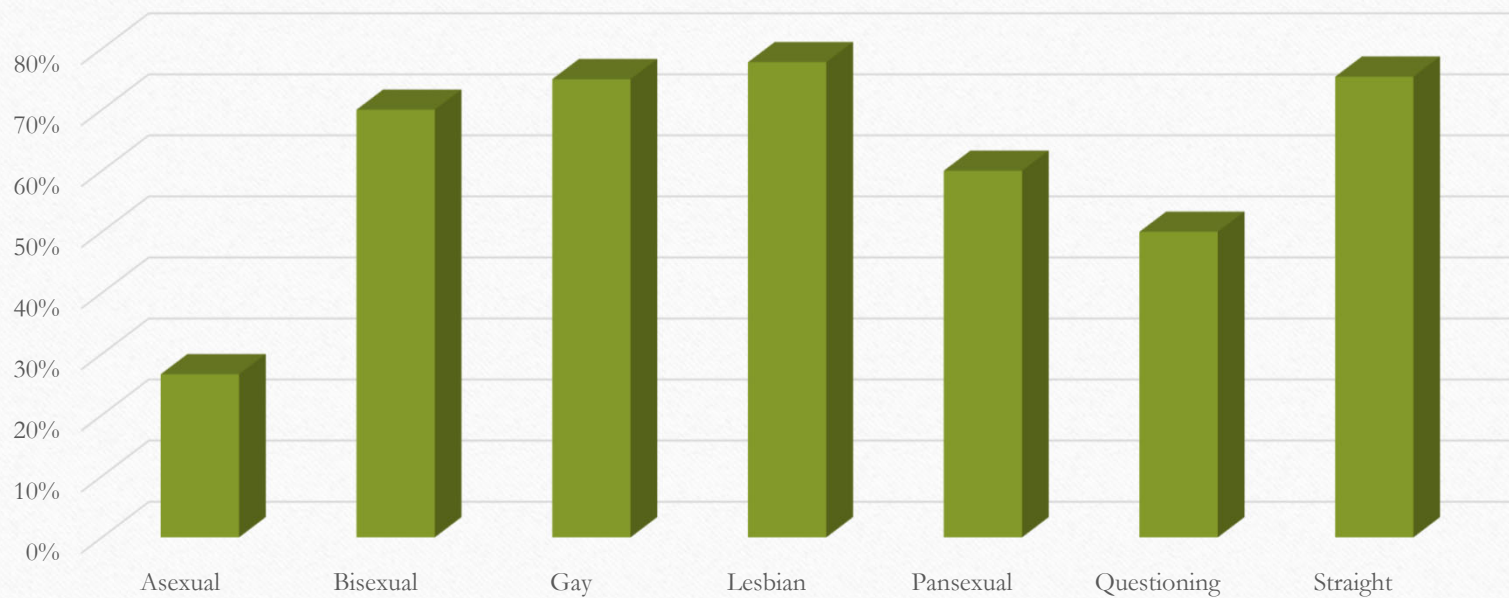
% Reporting High Levels of Interaction with:
People from a country other than your own



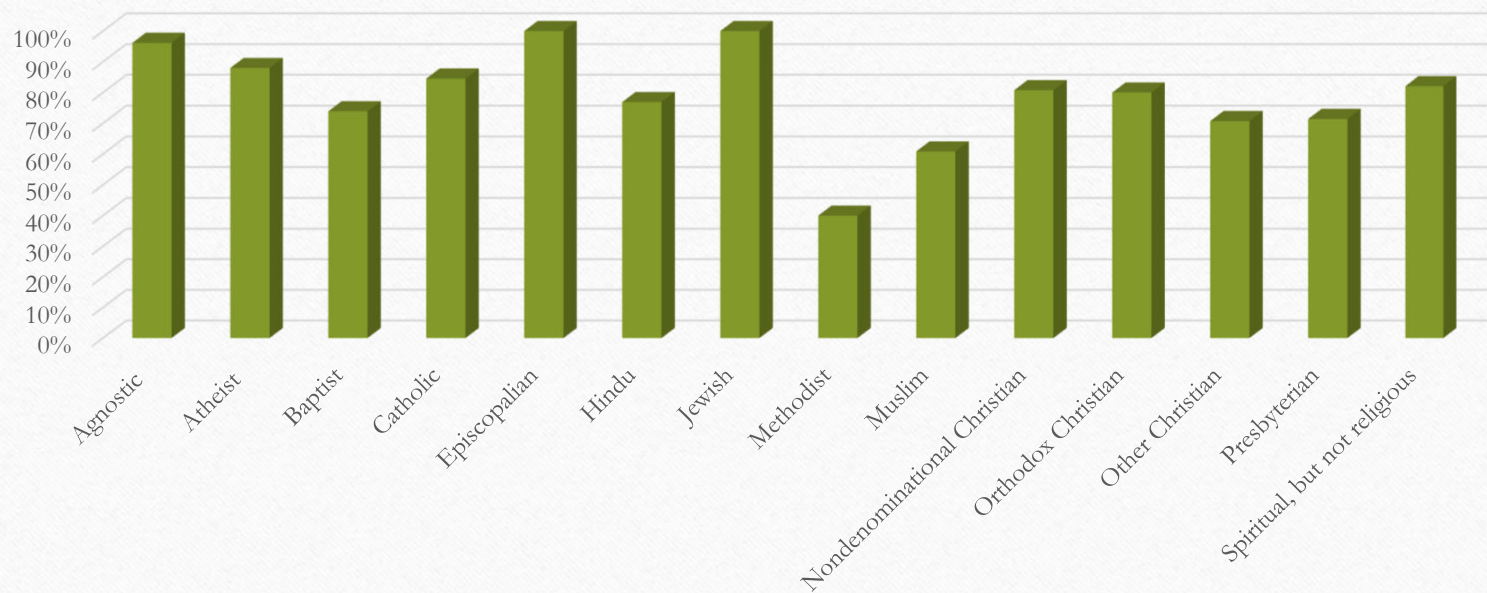
*% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs
from yours*



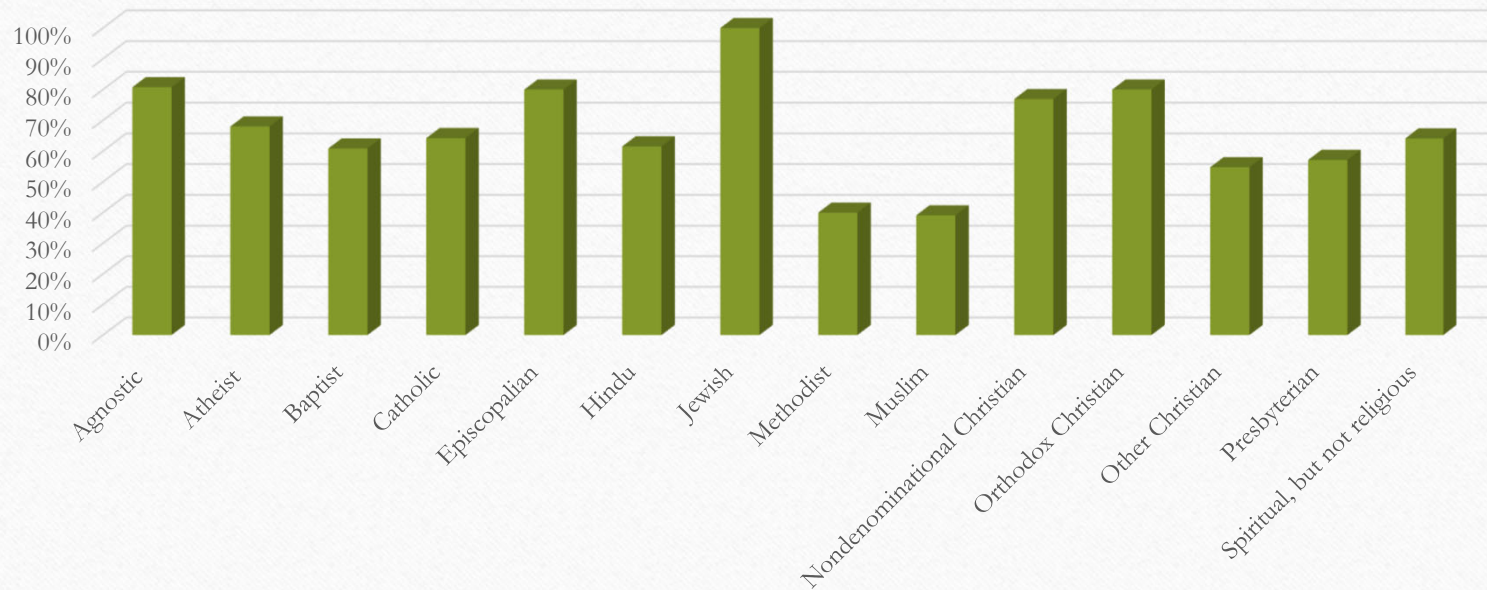
% Reporting High Levels of Interaction with:
People who are significantly older or younger than you



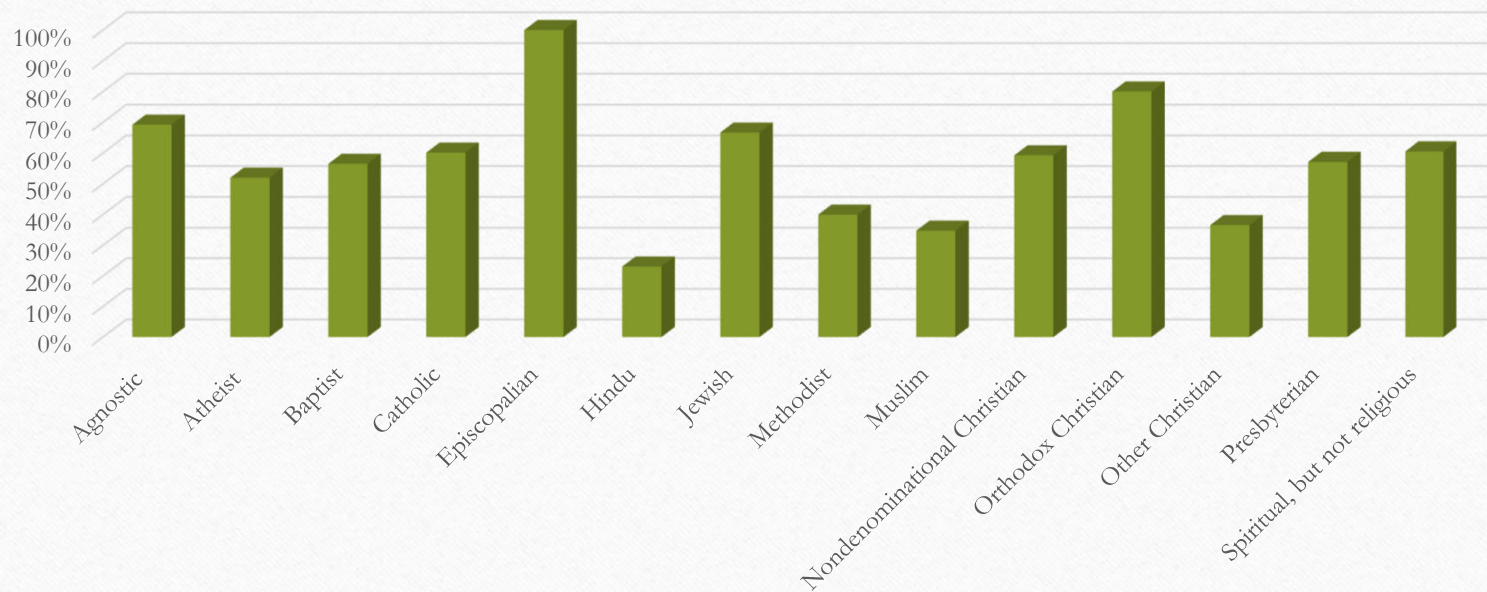
% Reporting High Levels of Interaction with:
People who have a racial and/or ethnic identity other than your own



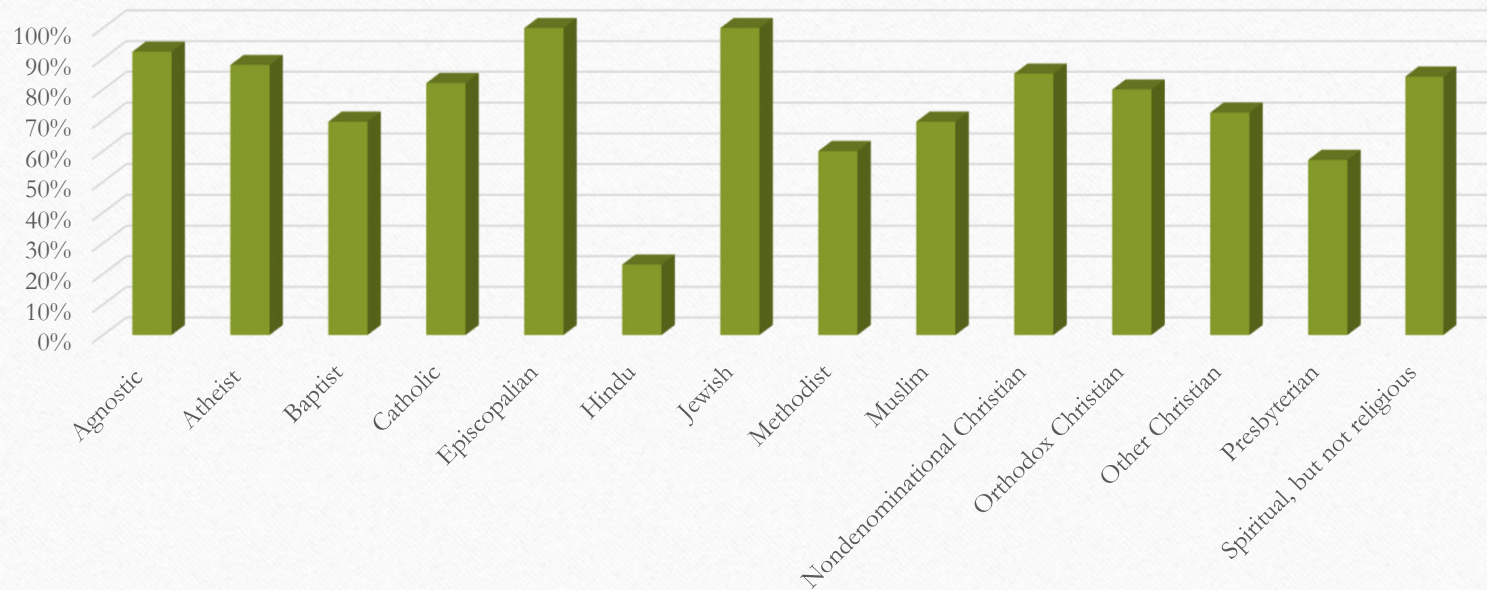
*% Reporting High Levels of Interaction with:
People from a socioeconomic background other than your own*



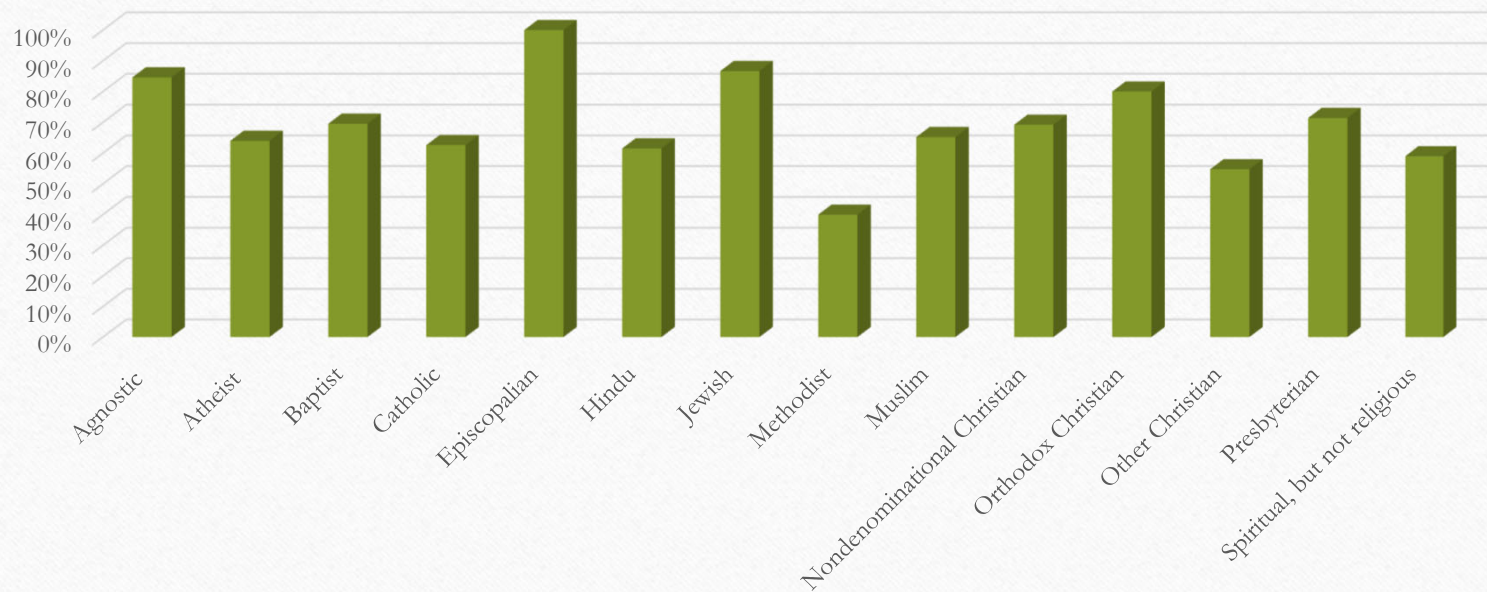
*% Reporting High Levels of Interaction with:
People who have a sexual orientation other than your own*



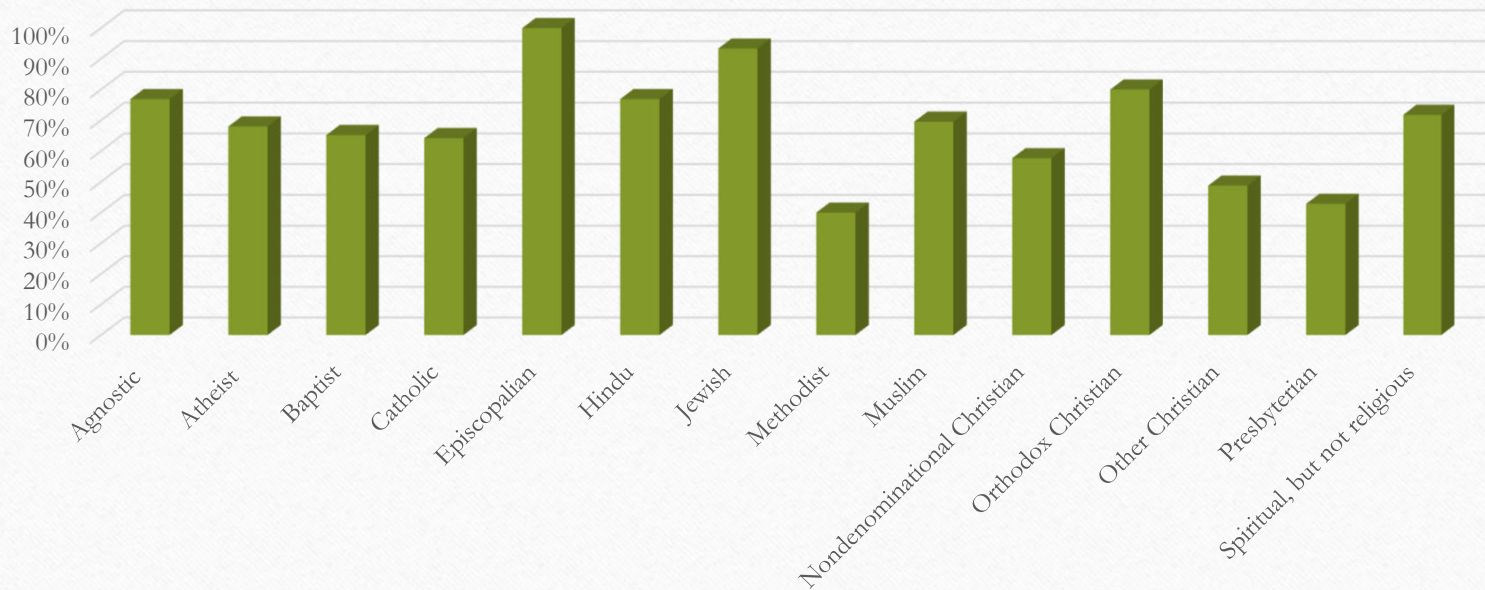
% Reporting High Levels of Interaction with:
People whose gender differs from yours



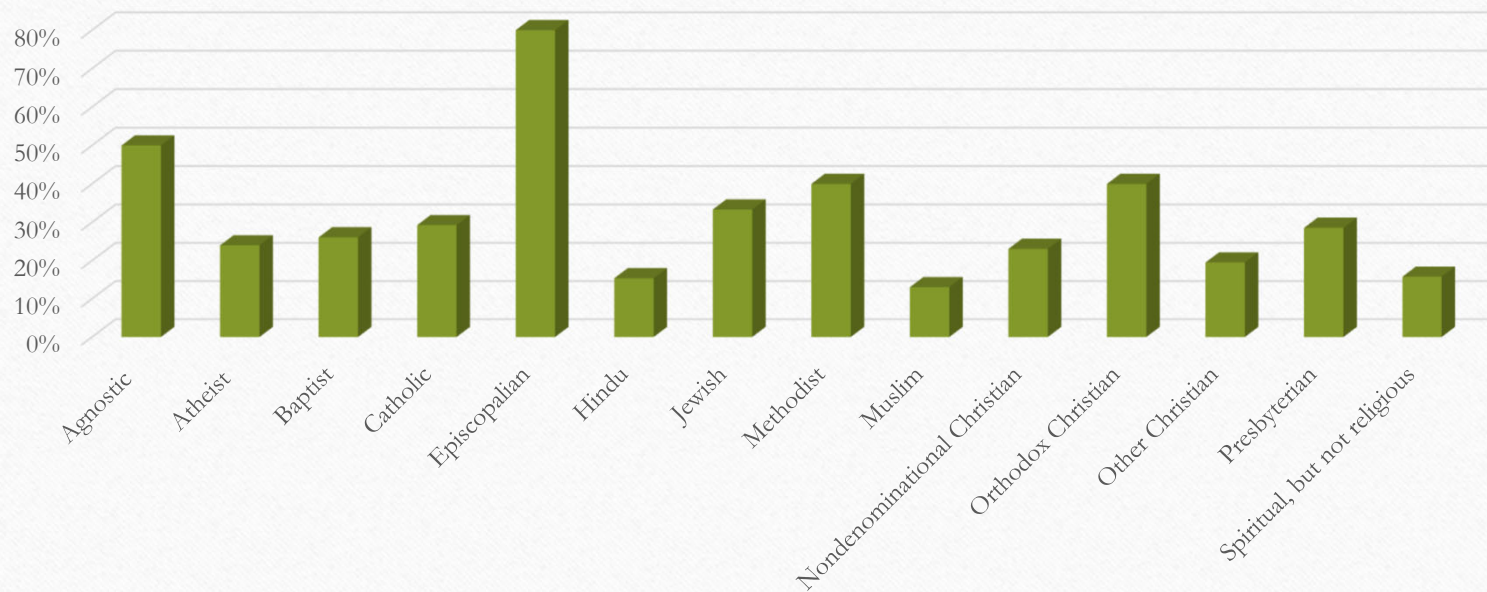
% Reporting High Levels of Interaction with:
People for whom English is not their native language



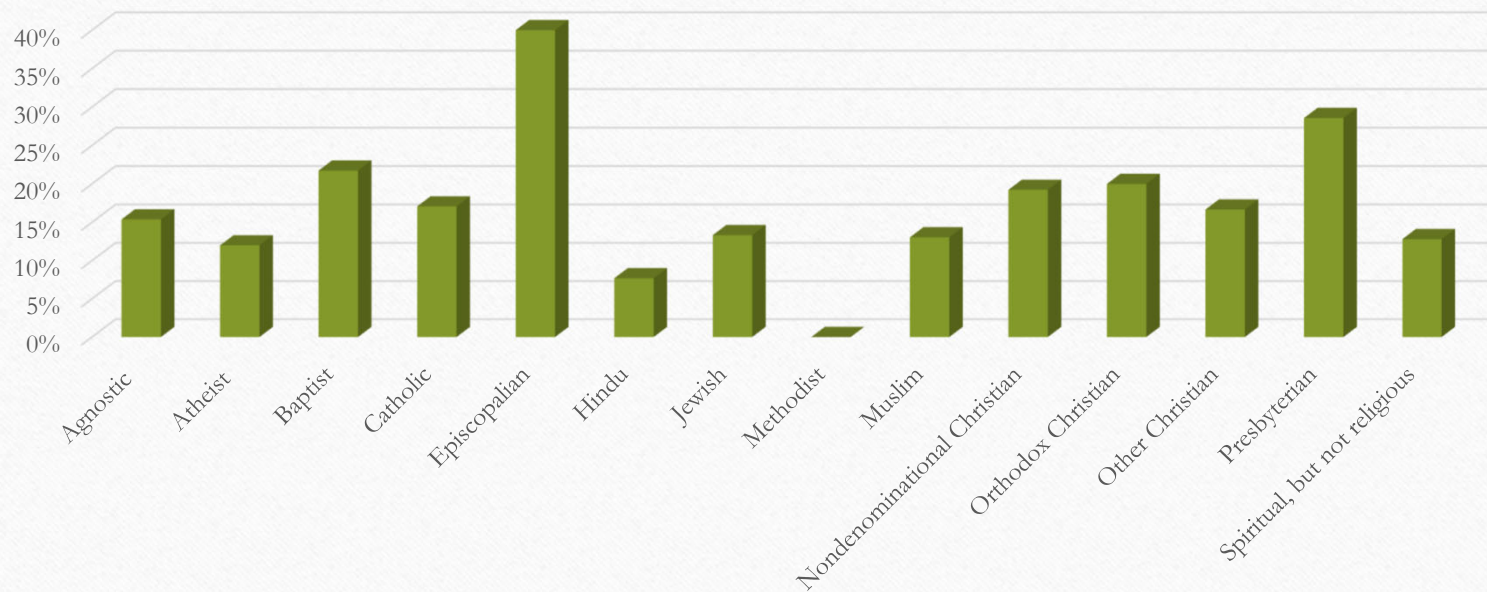
*% Reporting High Levels of Interaction with:
People from a religious background other than your own*



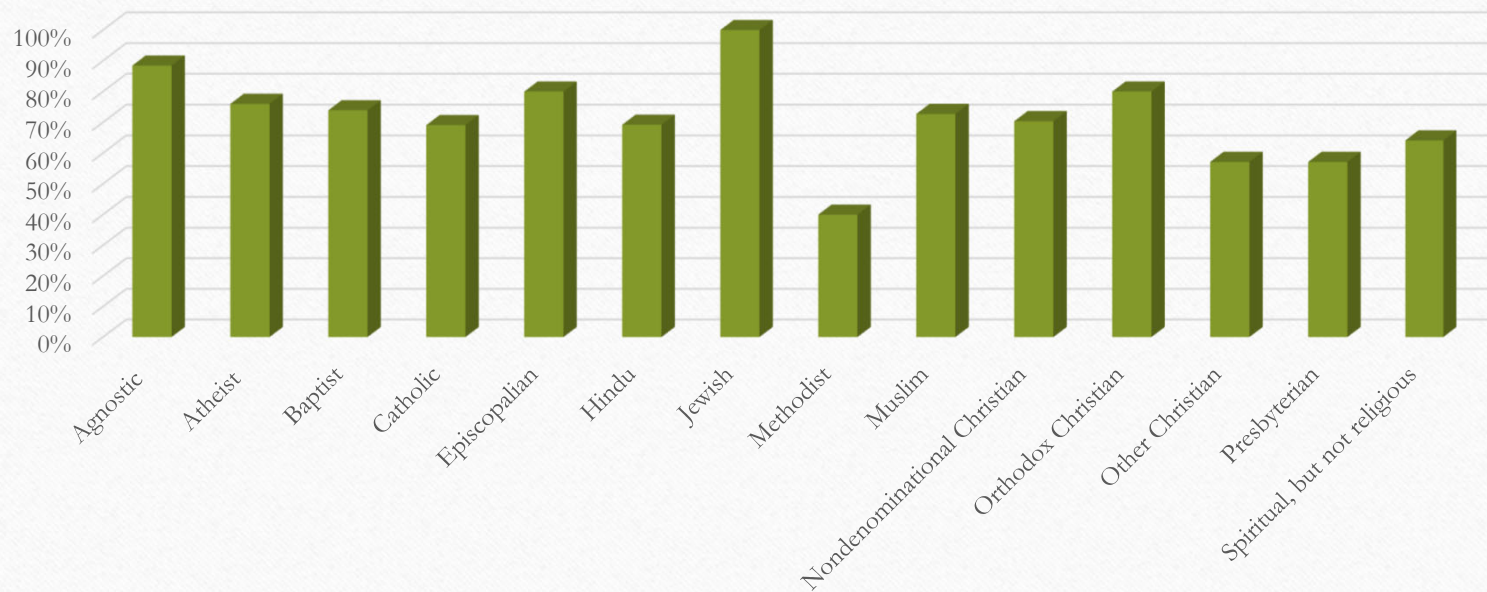
% Reporting High Levels of Interaction with: *People with a disability*



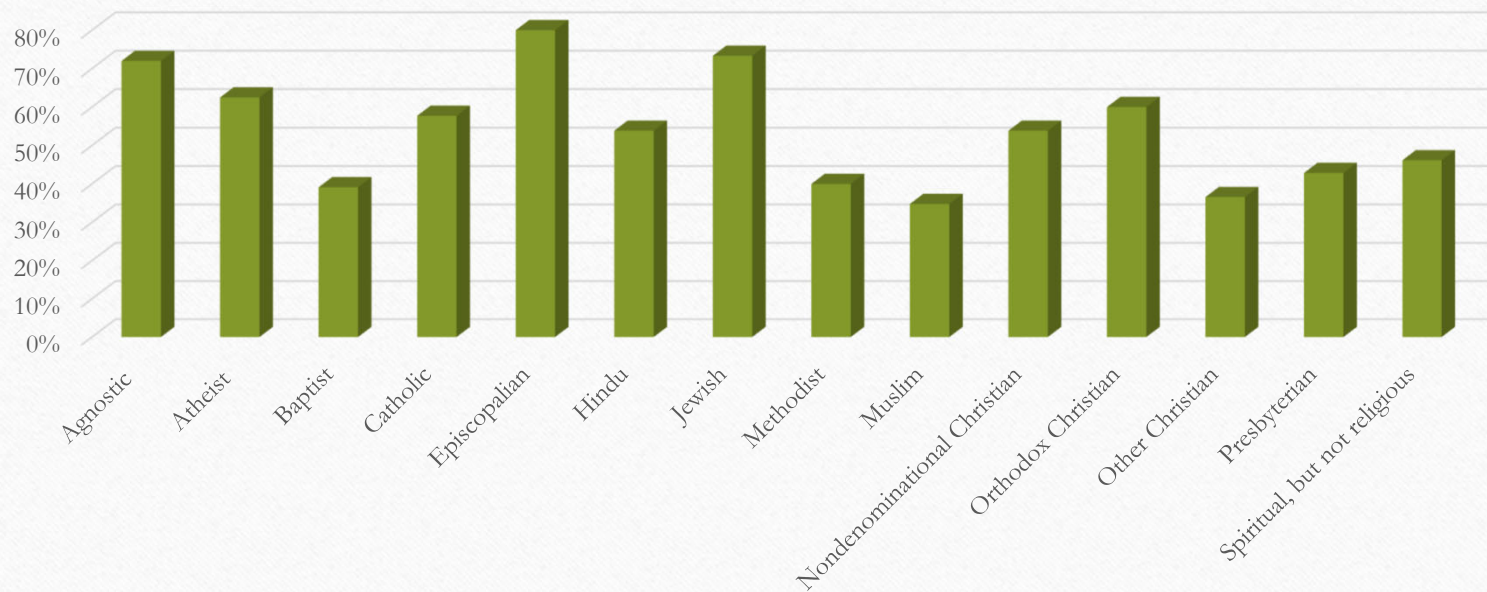
% Reporting High Levels of Interaction with:
People who are undocumented immigrants



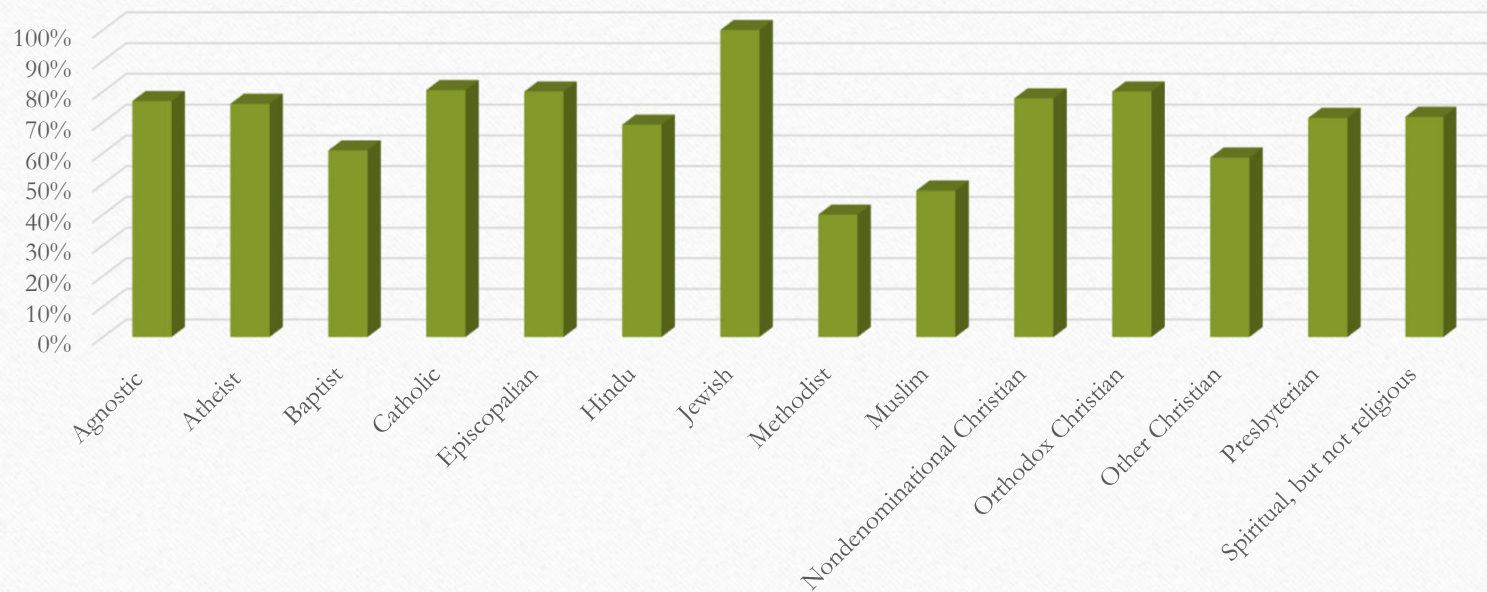
% Reporting High Levels of Interaction with:
People from a country other than your own



% Reporting High Levels of Interaction with:
People who hold a political affiliation, philosophy, or view that differs from yours



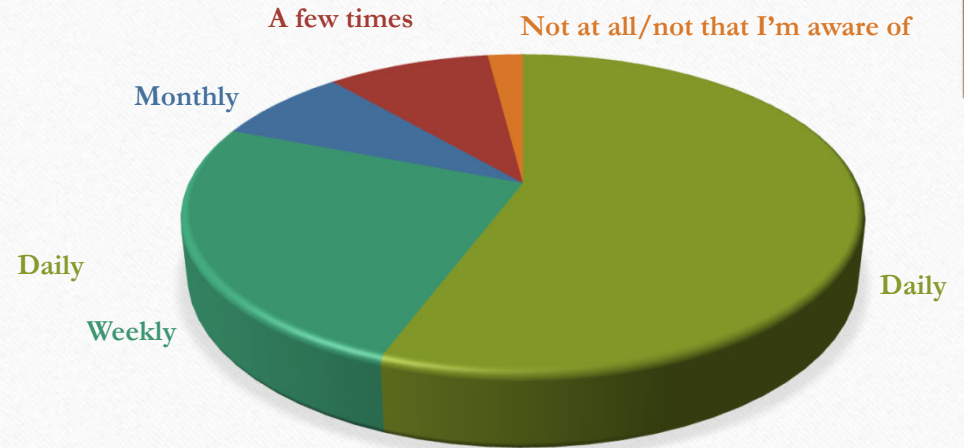
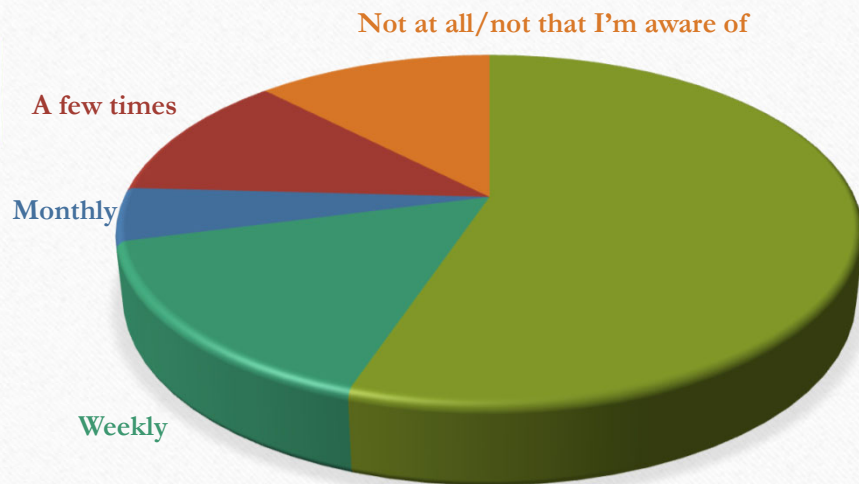
% Reporting High Levels of Interaction with:
People who are significantly older or younger than you



How Often People Interact with People who have a
Different Racial and/or Ethnic Identity Other than
Your Own
Undergraduate Students

UB

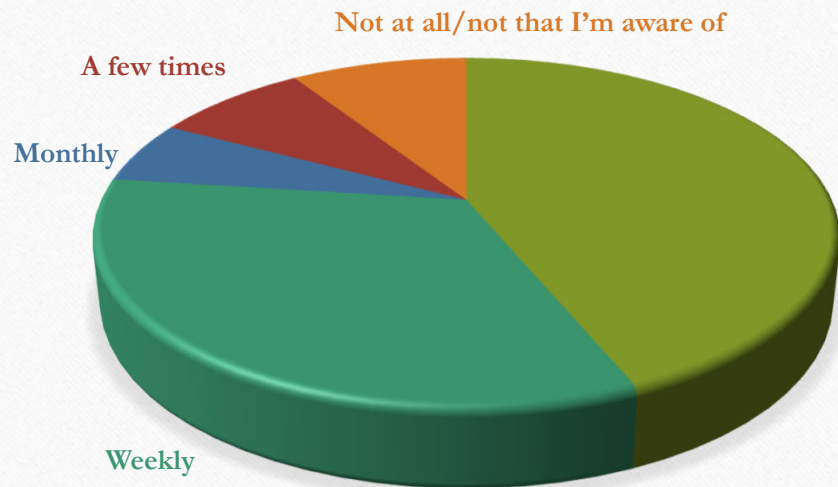
ALL OTHER 4-YEAR
INSTITUTIONS



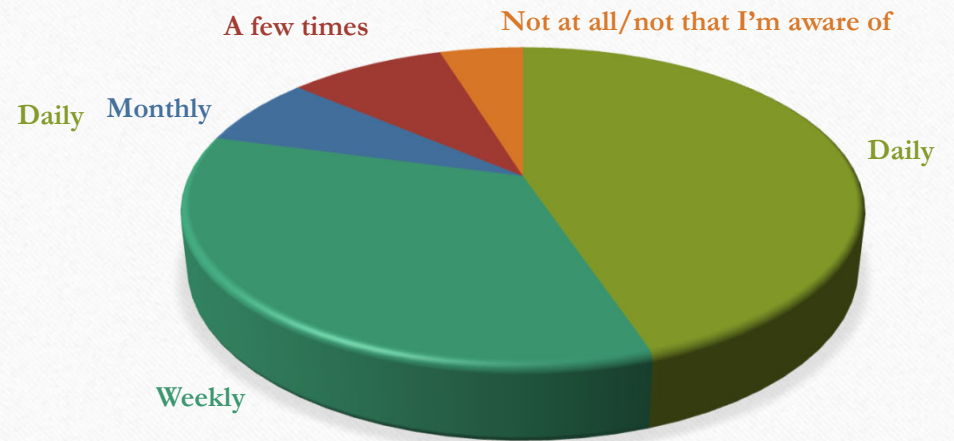
How Often People Interact with People who have a Different Racial and/or Ethnic Identity Other than Your Own

Graduate Students

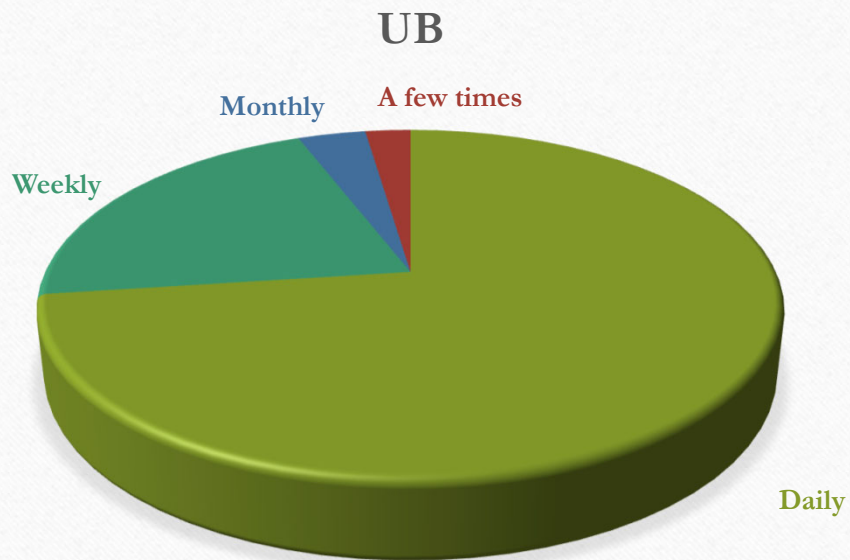
UB



ALL OTHER 4-YEAR INSTITUTIONS

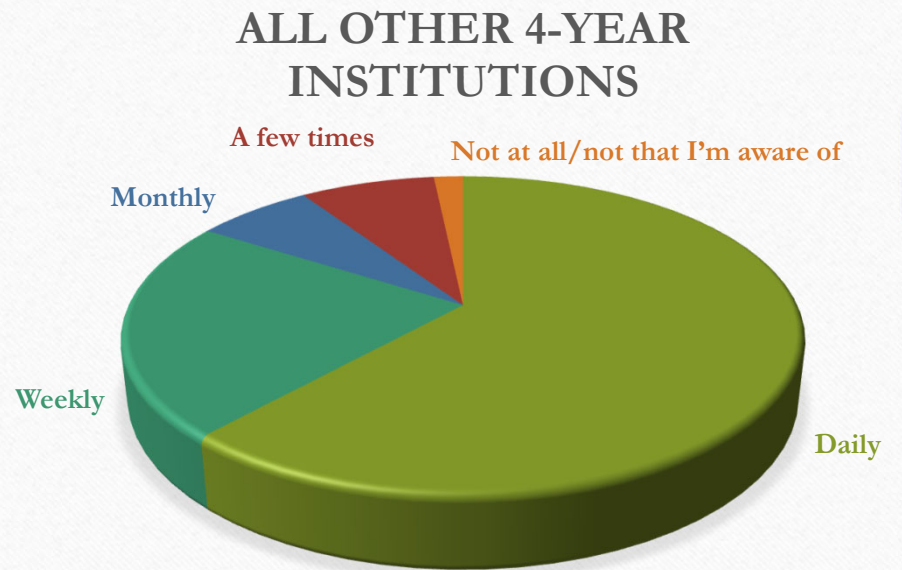


How Often People Interact with People who have a
Different Racial and/or Ethnic Identity Other than
Your Own
Faculty



How Often People Interact with People who have a Different Racial and/or Ethnic Identity Other than Your Own

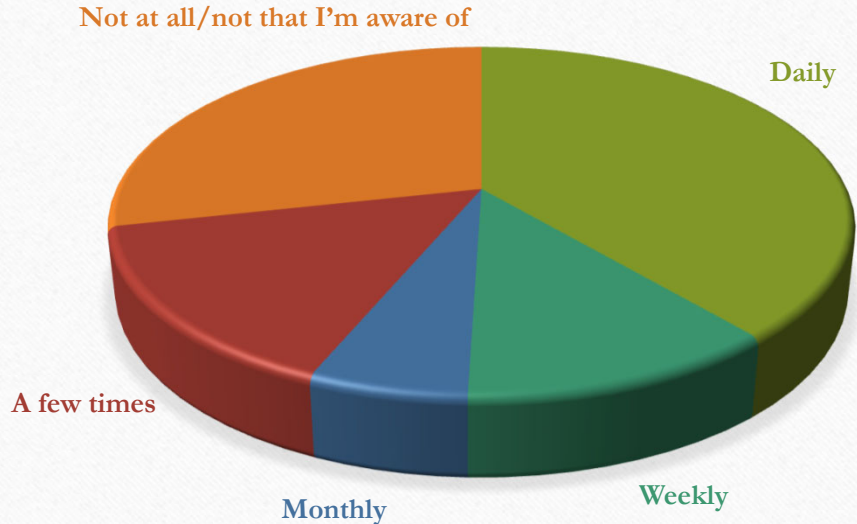
Staff/ Administrators



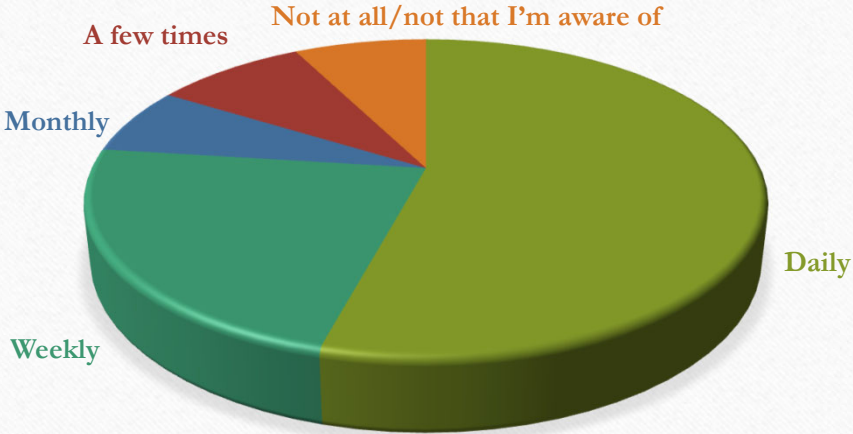
How Often People Interact with People from a Socioeconomic Background Other than Your Own

Undergraduate Students

UB



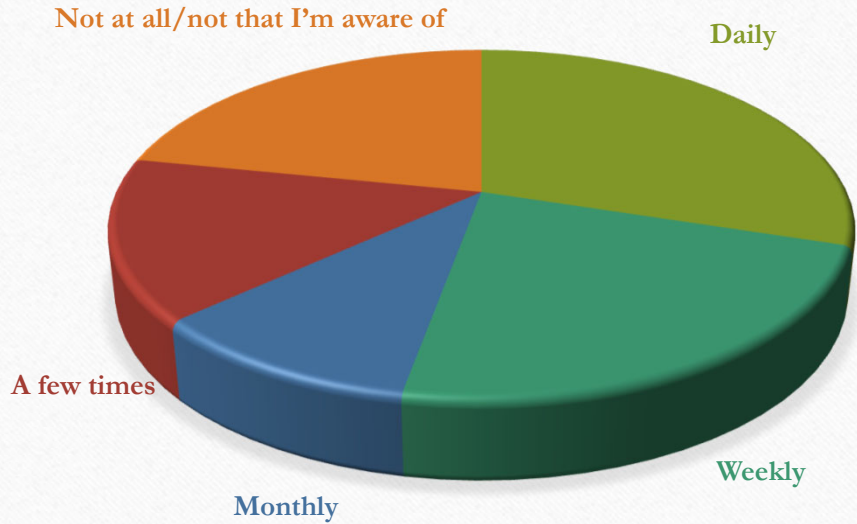
ALL OTHER 4-YEAR INSTITUTIONS



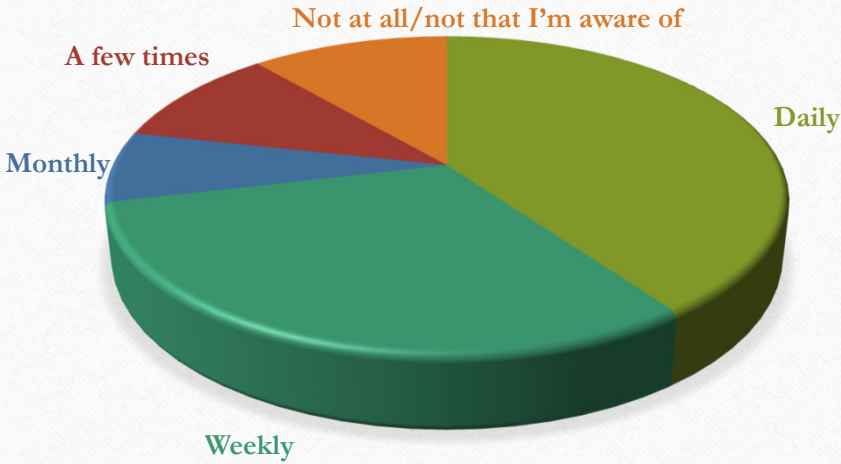
How Often People Interact with People from a Socioeconomic Background Other than Your Own

Graduate Students

UB

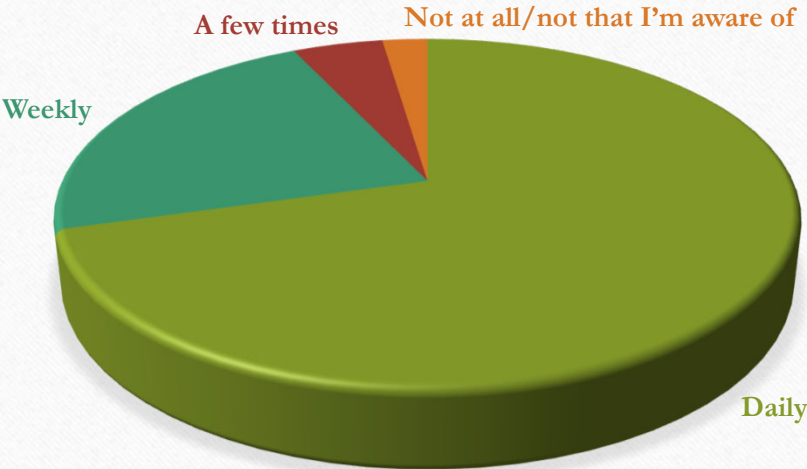


ALL OTHER 4-YEAR INSTITUTIONS

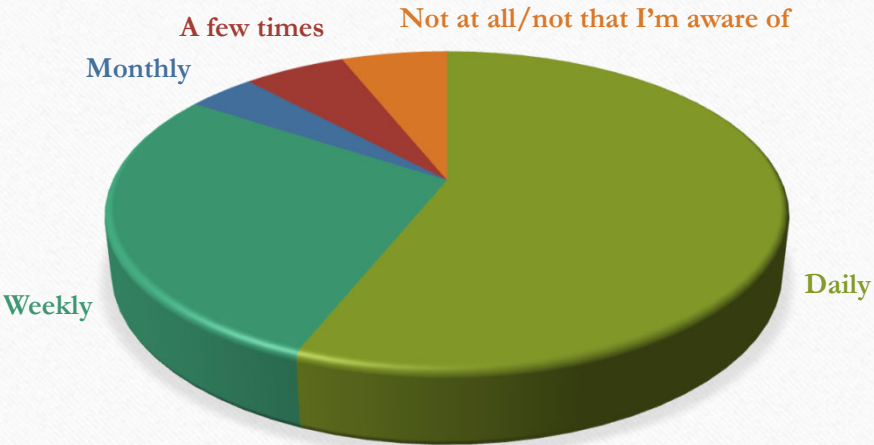


How Often People Interact with People from a Socioeconomic Background Other than Your Own *Faculty*

UB

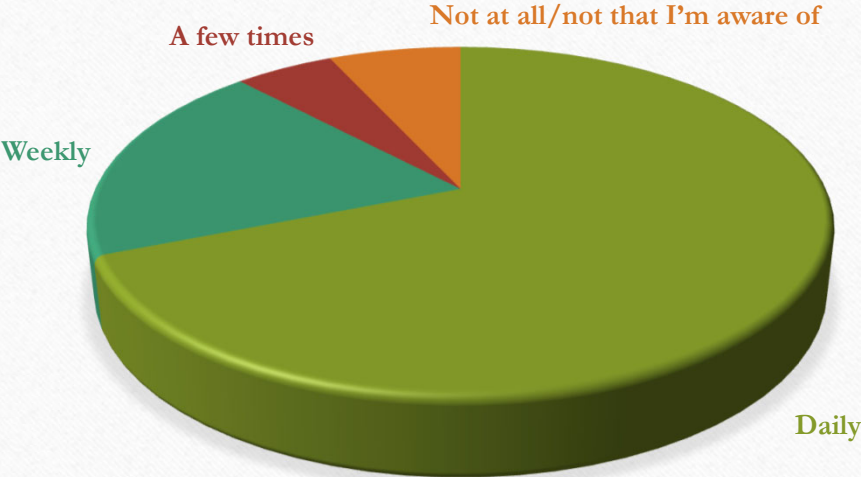


**ALL OTHER 4-YEAR
INSTITUTIONS**

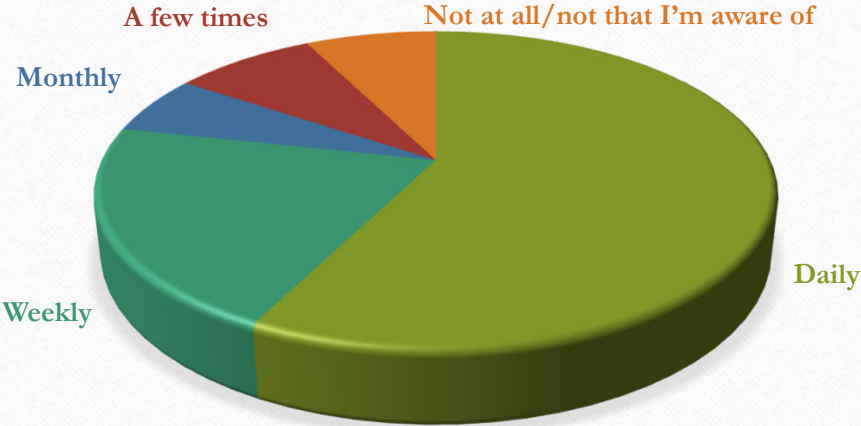


How Often People Interact with People from a Socioeconomic Background Other than Your Own *Staff/ Administrators*

UB



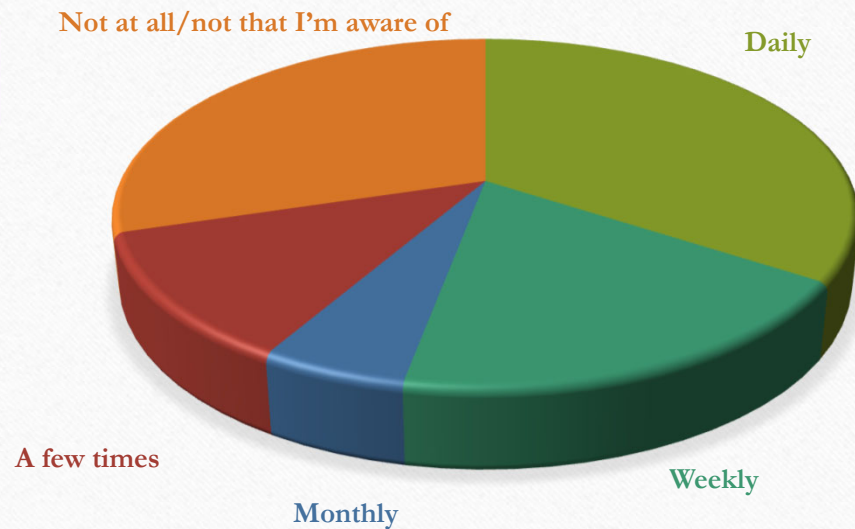
ALL OTHER 4-YEAR INSTITUTIONS



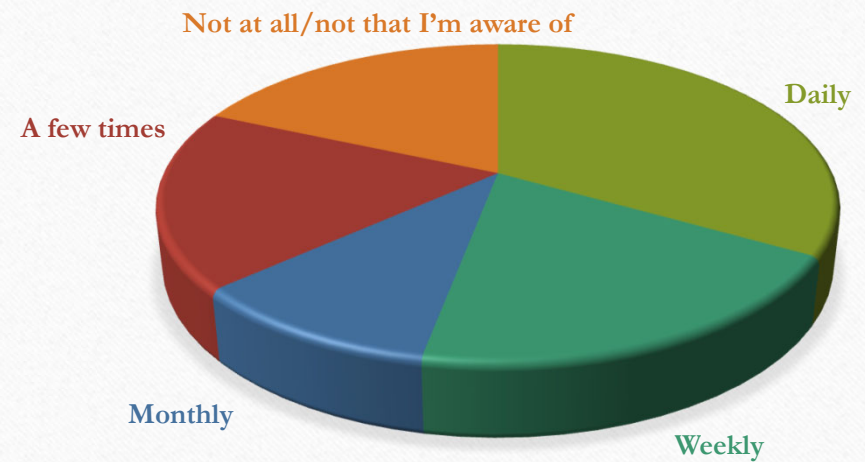
How Often People Interact with People who have a Sexual Orientation Other than your Own

Undergraduate Students

UB



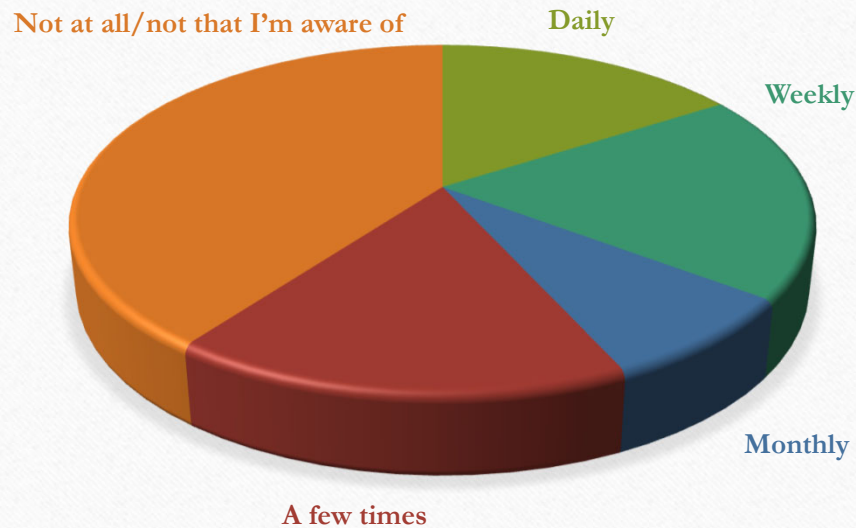
ALL OTHER 4-YEAR INSTITUTIONS



How Often People Interact with People who have a Sexual Orientation Other than your Own

Graduate Students

UB



ALL OTHER 4-YEAR INSTITUTIONS

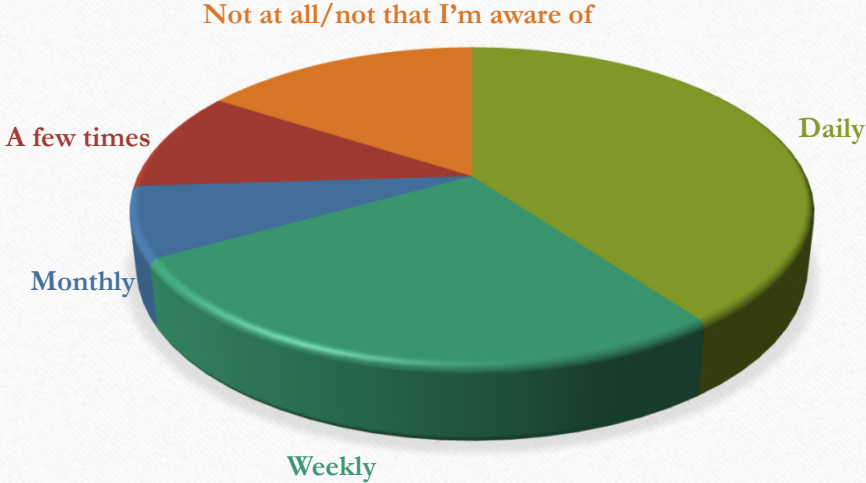
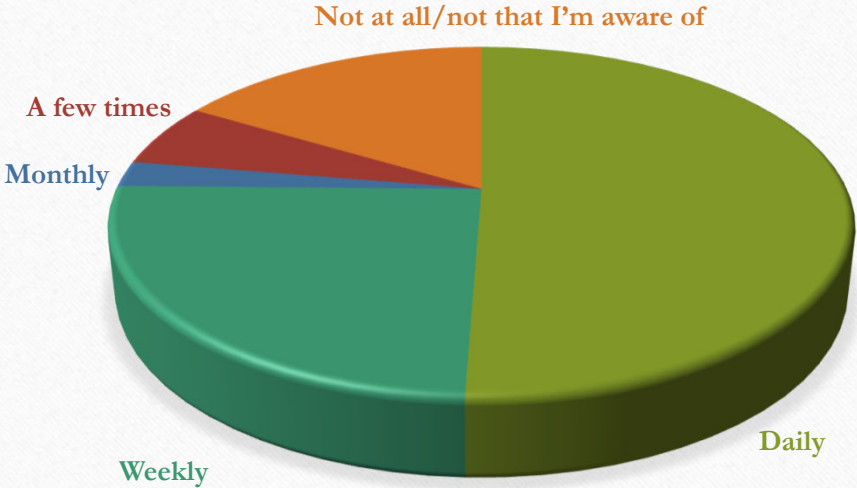


How Often People Interact with People who have a Sexual Orientation Other than your Own

Faculty

UB

ALL OTHER 4-YEAR INSTITUTIONS

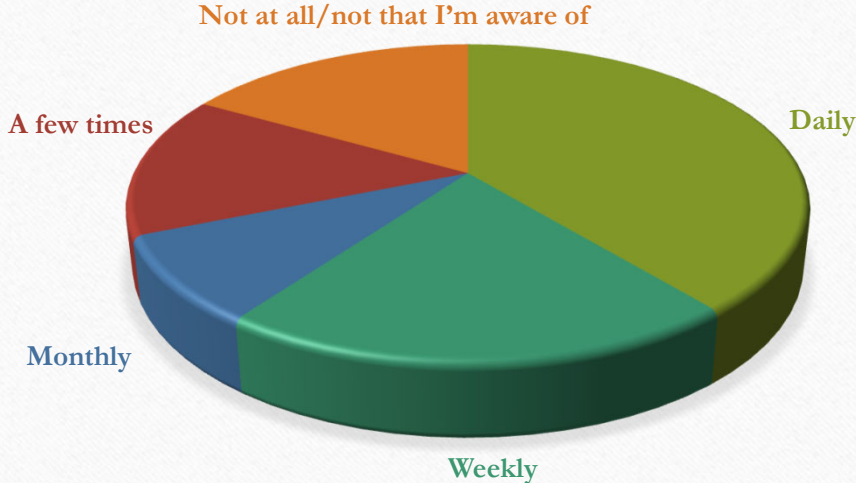
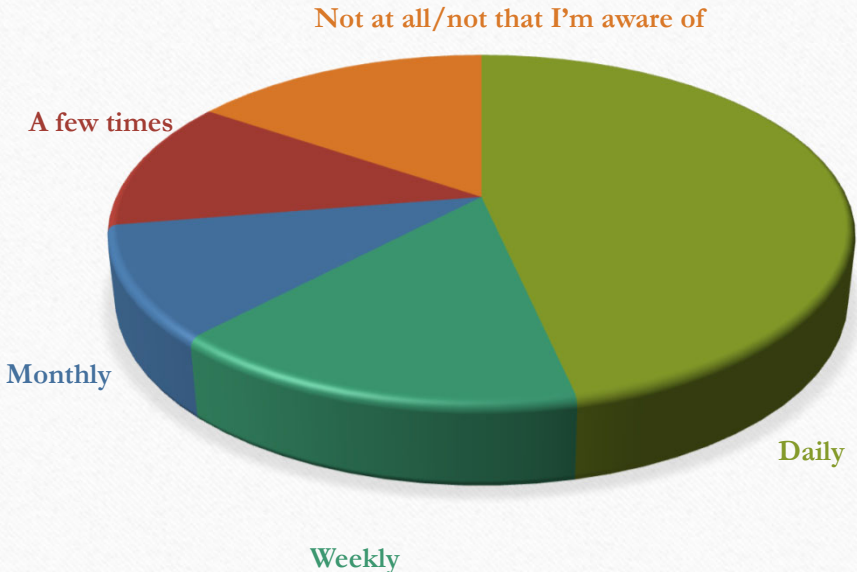


How Often People Interact with People who have a Sexual Orientation Other than your Own

Staff/ Administrators

UB

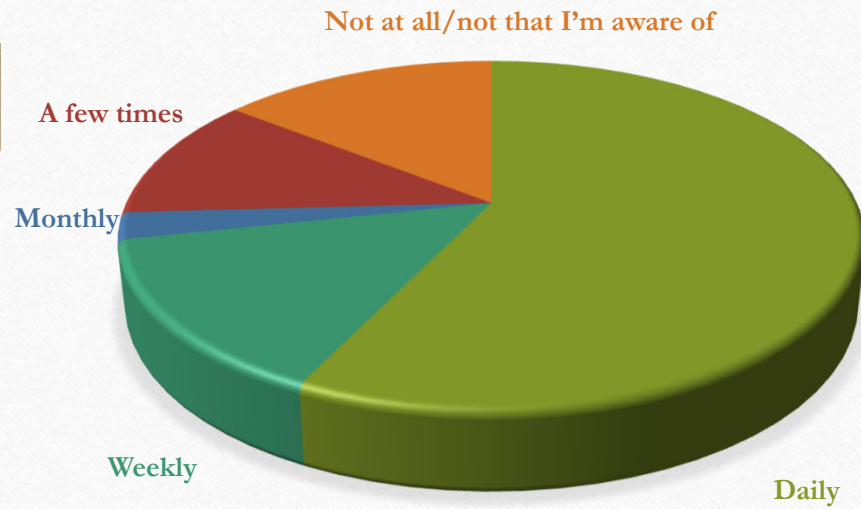
ALL OTHER 4-YEAR INSTITUTIONS



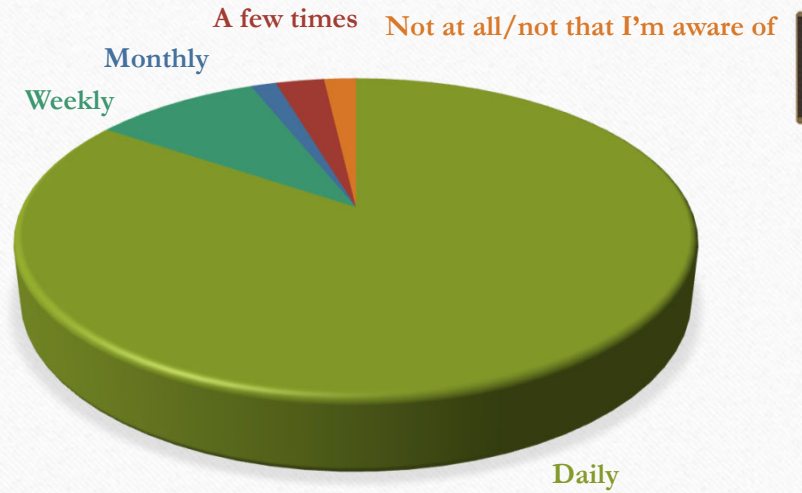
How Often People Interact with People whose gender Differs from Yours

Undergraduate Students

UB



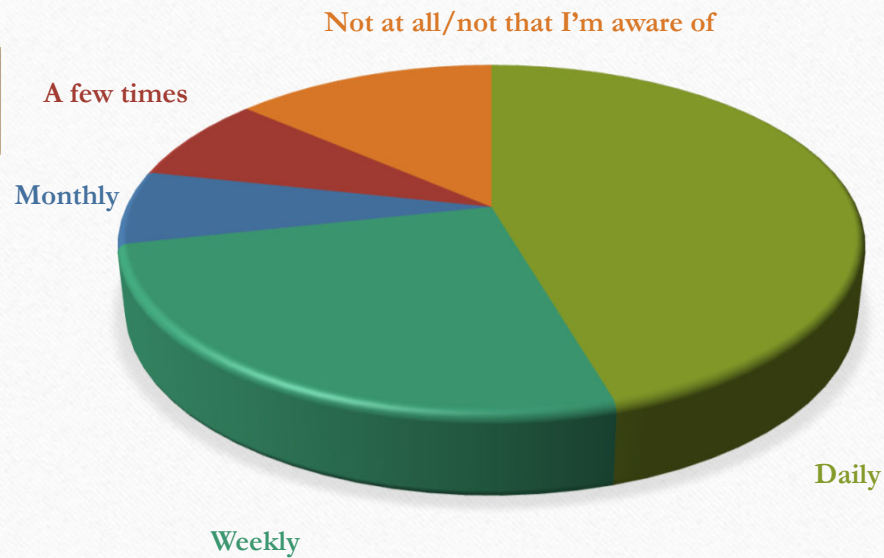
ALL OTHER 4-YEAR INSTITUTIONS



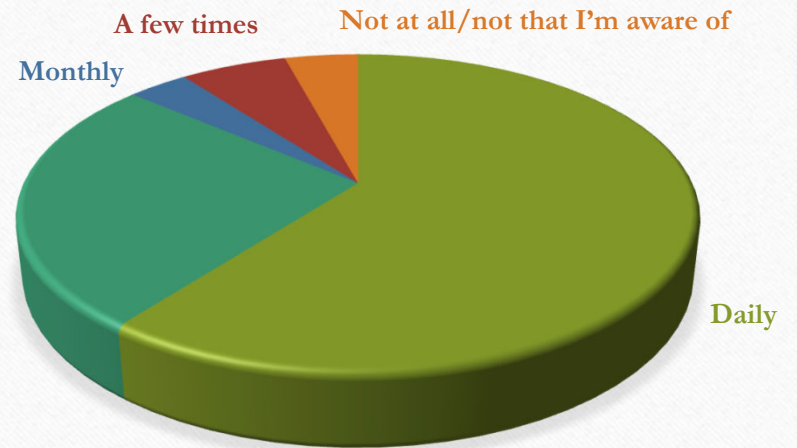
How Often People Interact with People whose gender Differs from Yours

Graduate Students

UB



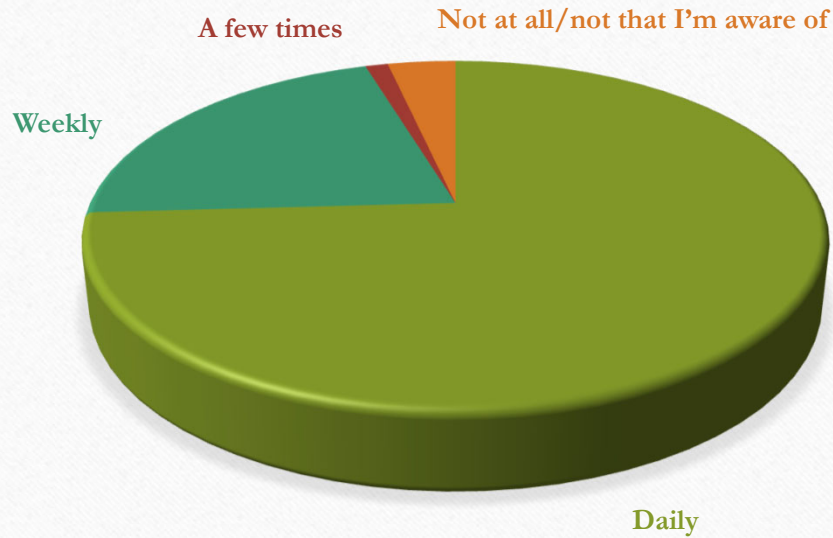
ALL OTHER 4-YEAR INSTITUTIONS



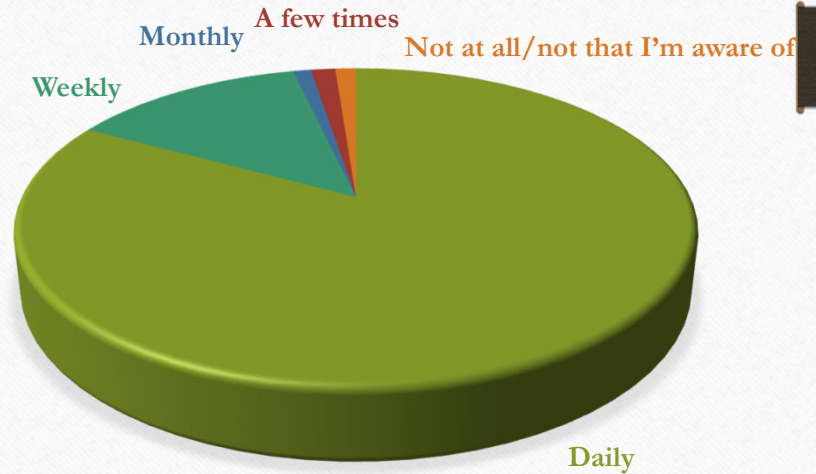
How Often People Interact with People whose gender Differs from Yours

Faculty

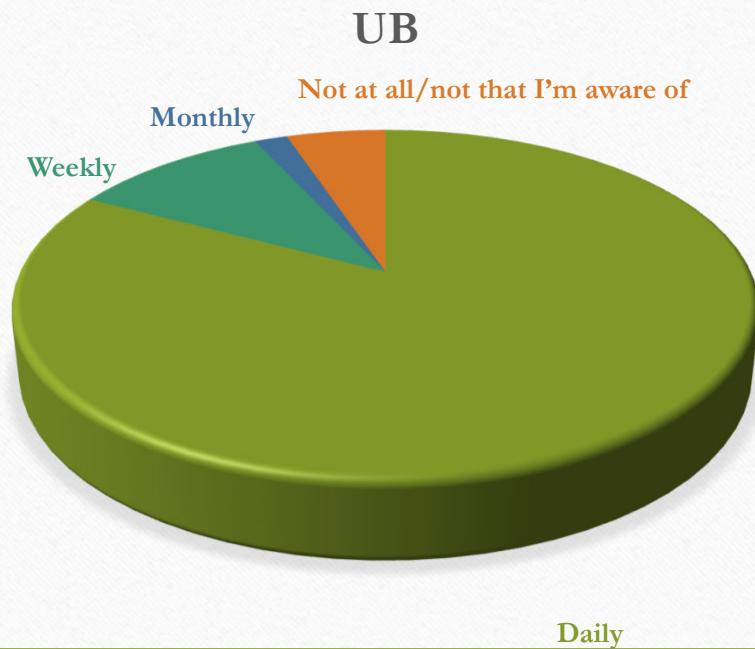
UB



ALL OTHER 4-YEAR INSTITUTIONS



How Often People Interact with People whose gender Differs from Yours *Staff/ Administrators*



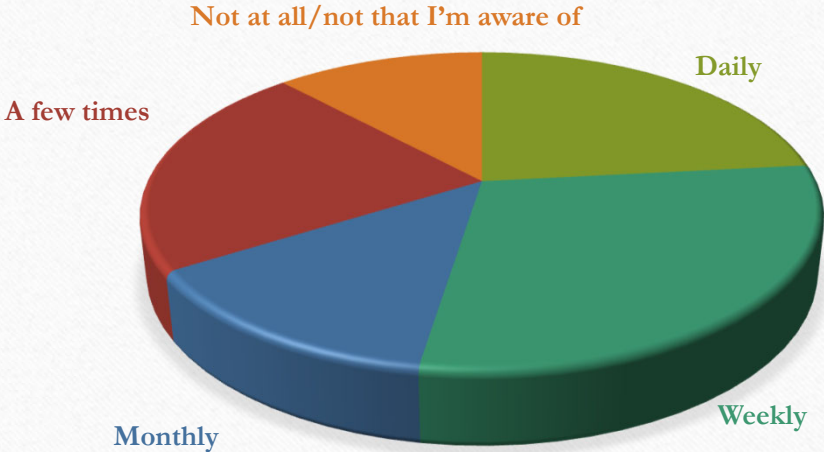
How Often People Interact with People for whom English is Not their Native Language

Undergraduate Students

UB



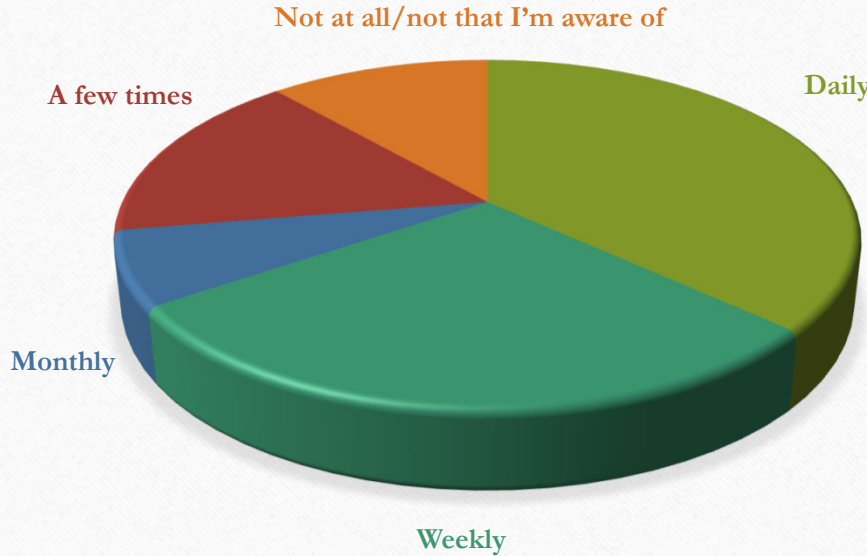
ALL OTHER 4-YEAR INSTITUTIONS



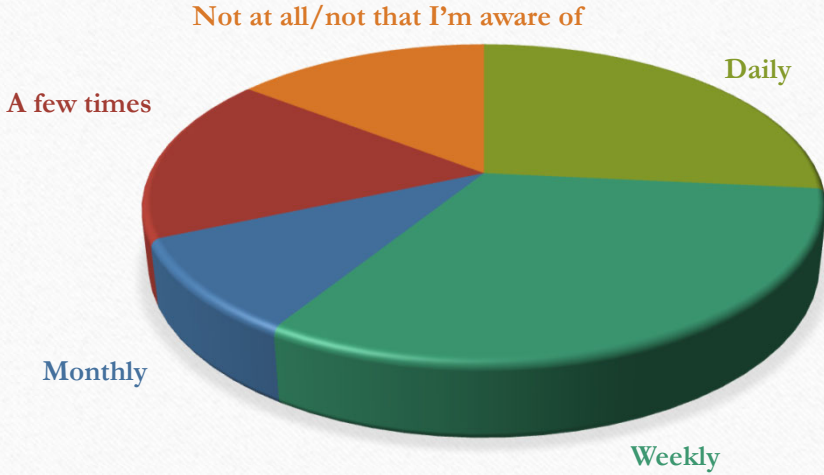
How Often People Interact with People for whom English is Not their Native Language

Graduate Students

UB

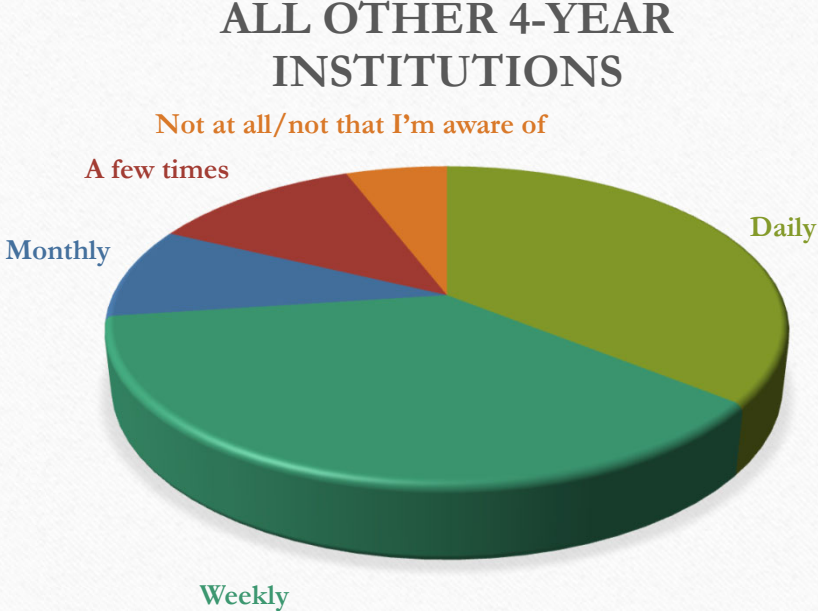
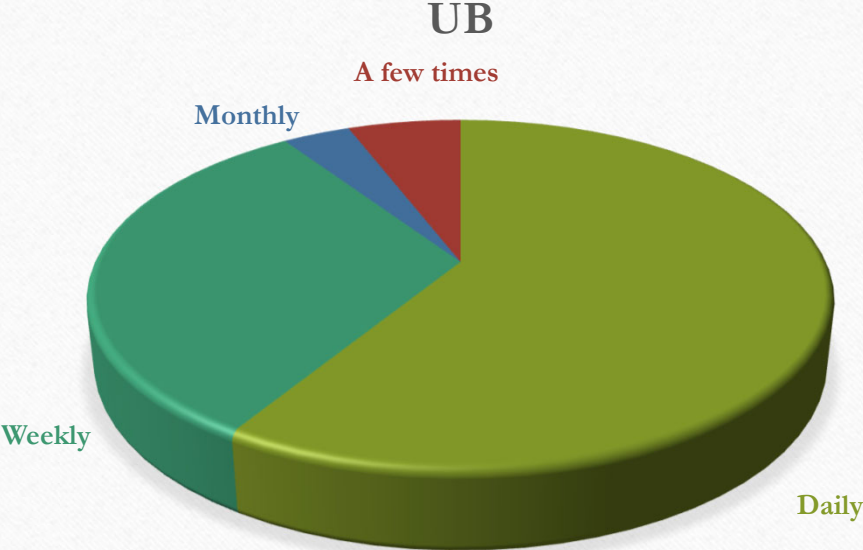


ALL OTHER 4-YEAR INSTITUTIONS



How Often People Interact with People for whom English is Not their Native Language

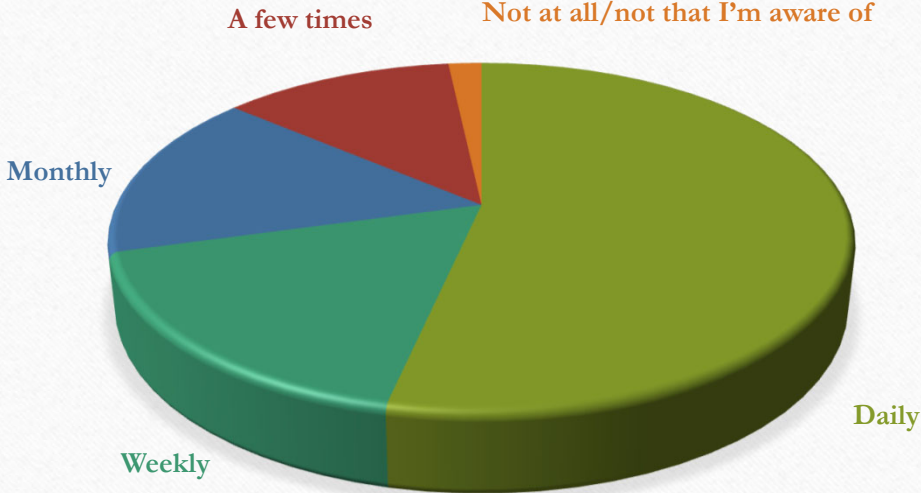
Faculty



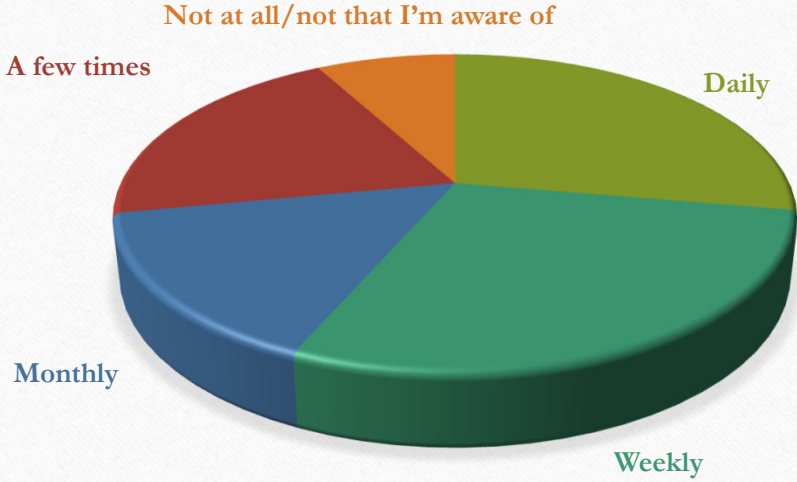
How Often People Interact with People for whom English is Not their Native Language

Staff/ Administrators

UB



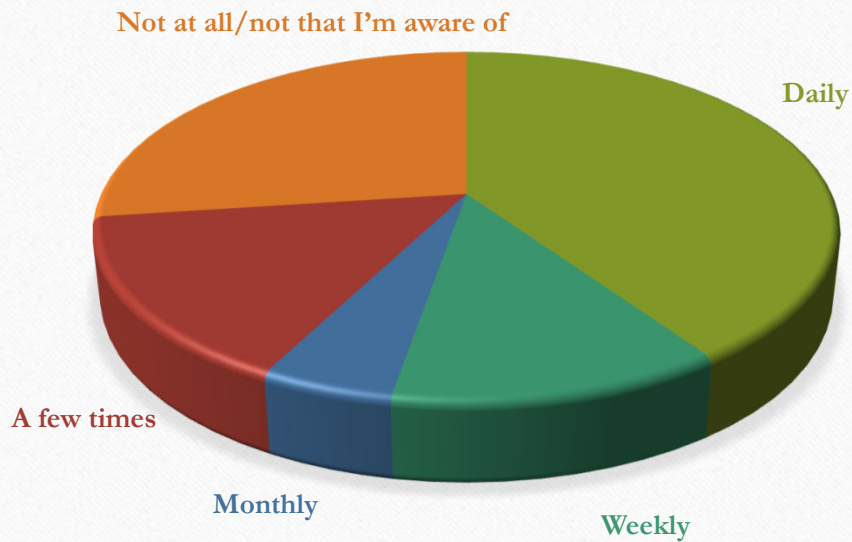
ALL OTHER 4-YEAR INSTITUTIONS



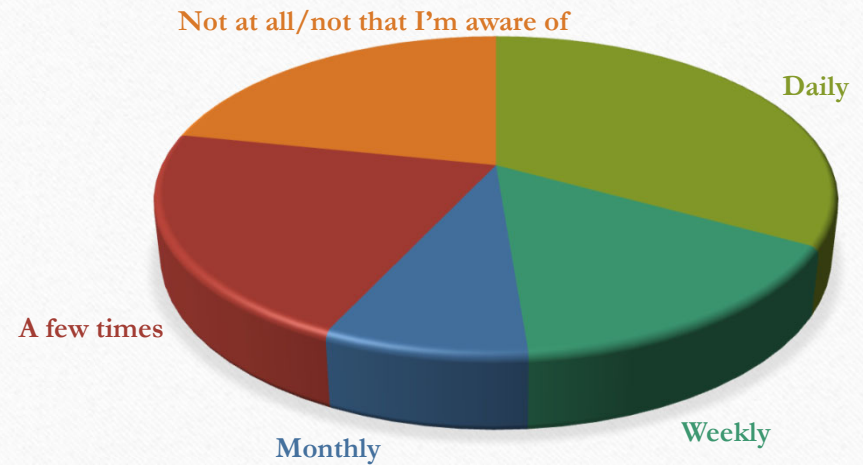
How Often People Interact with People from a Religious Background Other than your own

Undergraduate Student

UB



ALL OTHER 4-YEAR INSTITUTIONS

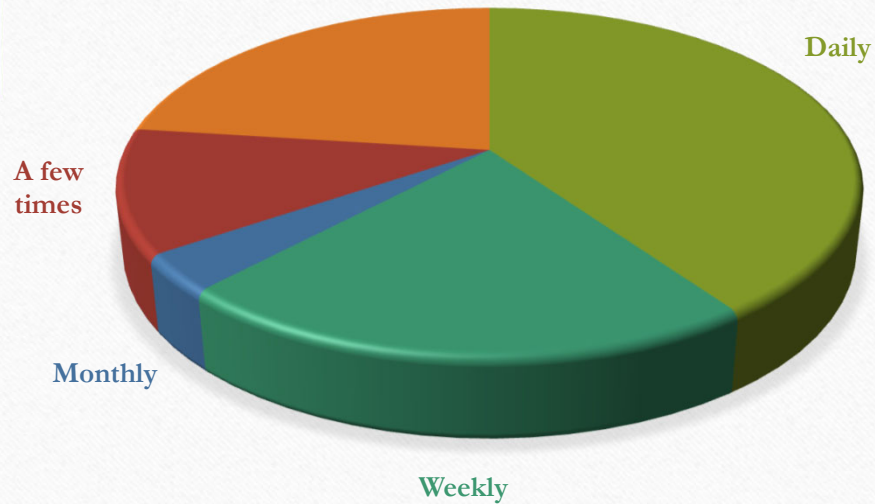


How Often People Interact with People from a Religious Background Other than your own

Graduate Student

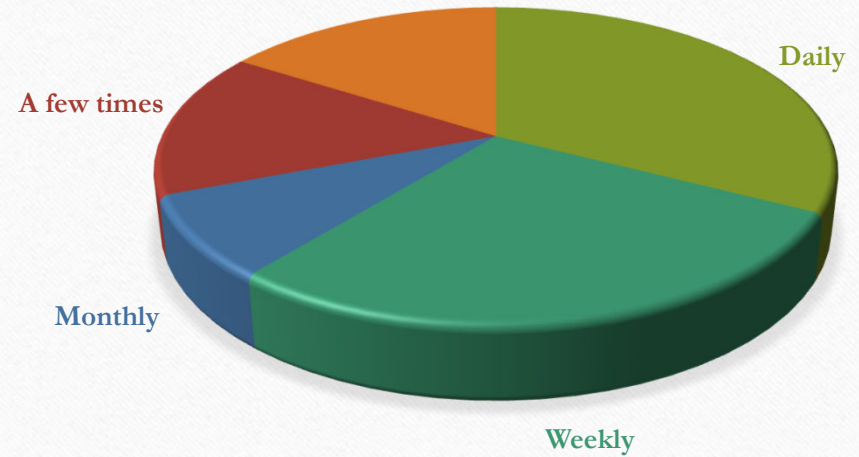
UB

Not at all/not that I'm aware of



ALL OTHER 4-YEAR INSTITUTIONS

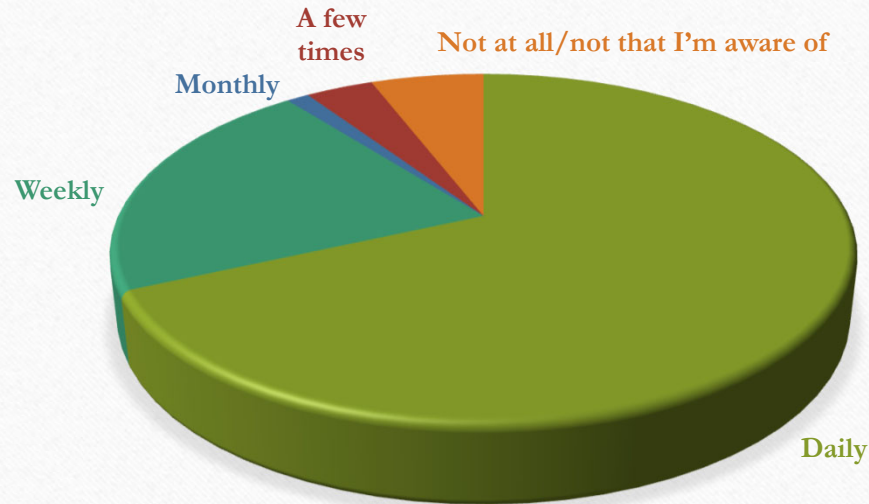
Not at all/not that I'm aware of



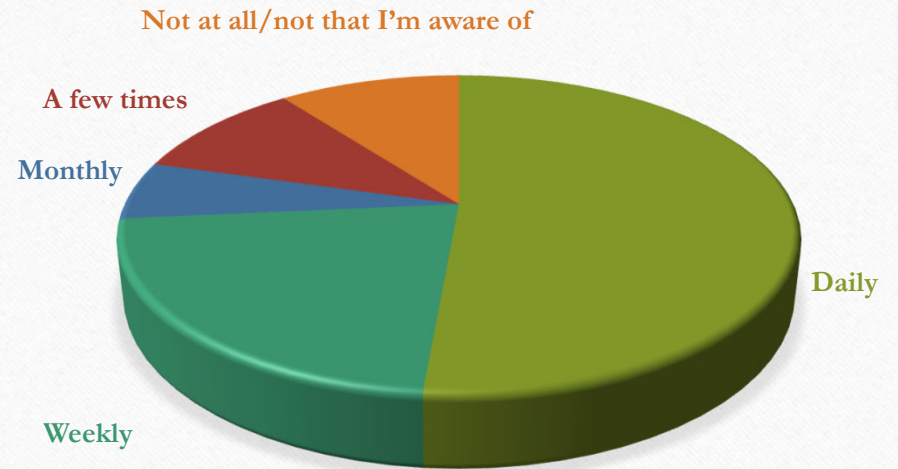
How Often People Interact with People from a Religious Background Other than your own

Faculty

UB



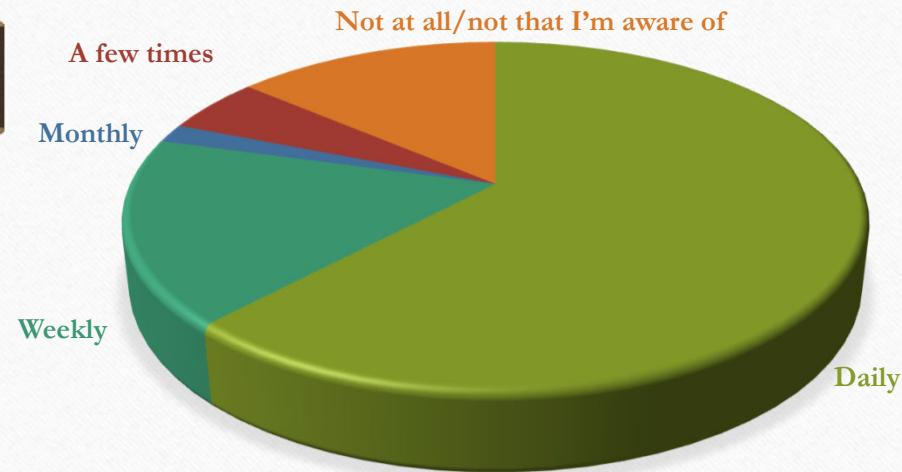
ALL OTHER 4-YEAR INSTITUTIONS



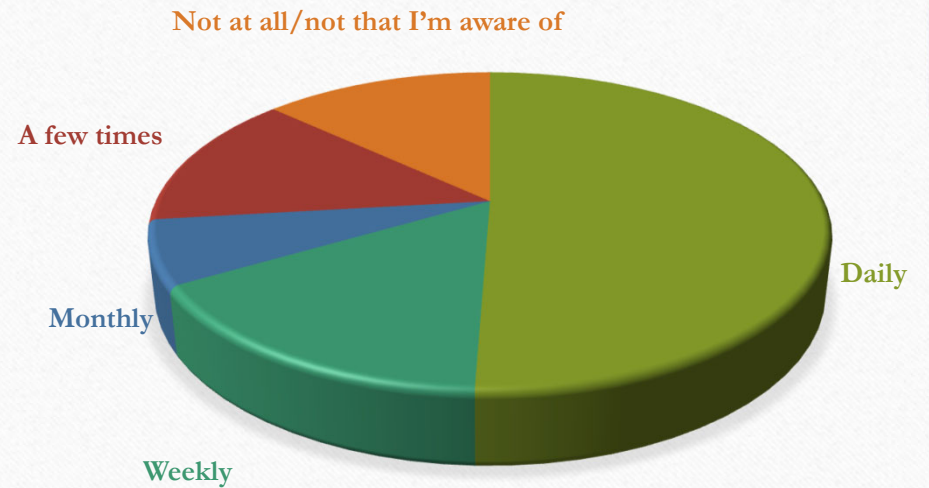
How Often People Interact with People from a Religious Background Other than your own

Staff/ Administrators

UB



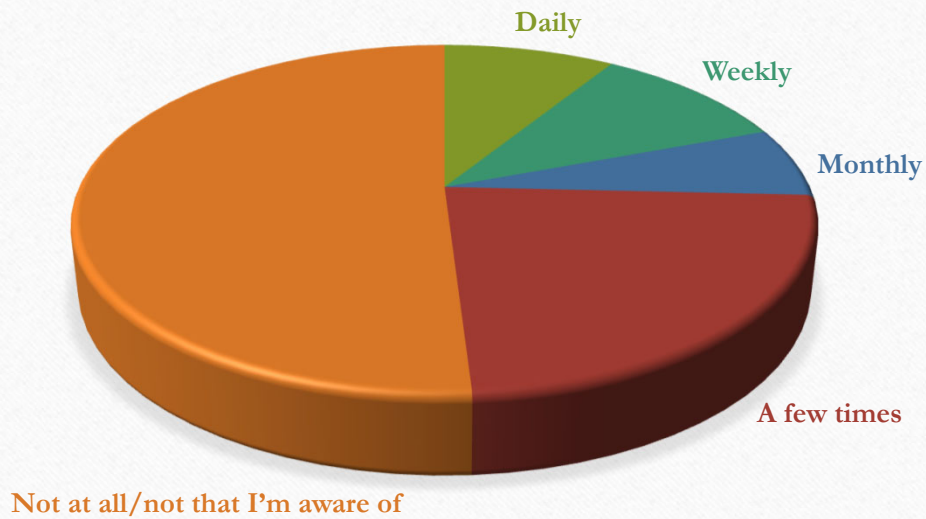
ALL OTHER 4-YEAR INSTITUTIONS



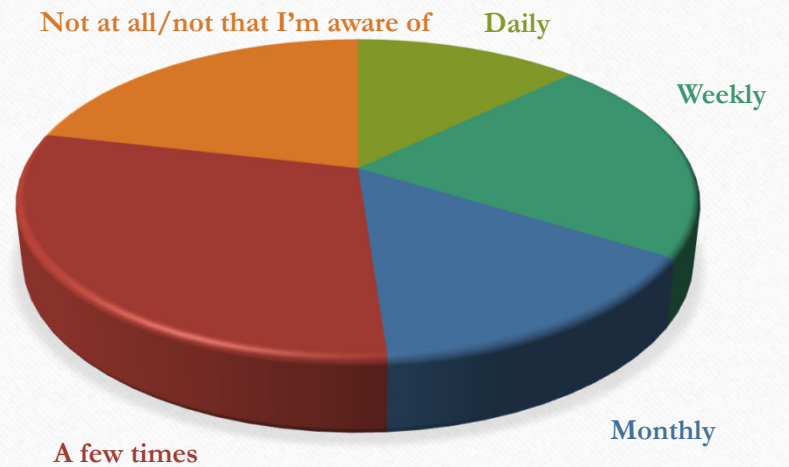
How Often People Interact with People with a disability

Undergraduate Students

UB



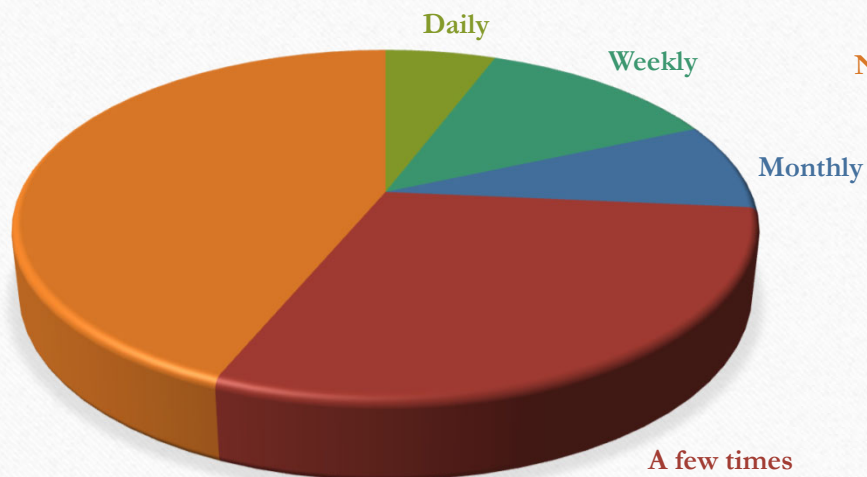
ALL OTHER 4-YEAR INSTITUTIONS



How Often People Interact with People with a disability

Graduate Students

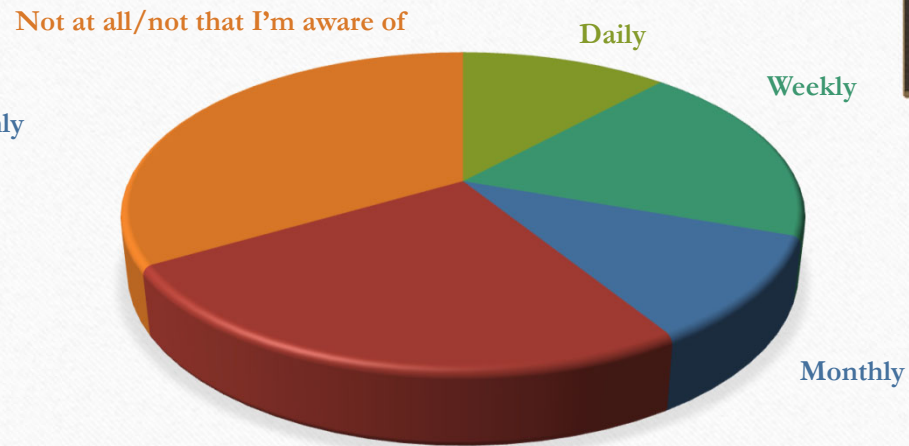
UB



Not at all/not that I'm aware of

A few times

ALL OTHER 4-YEAR INSTITUTIONS



A few times

How Often People Interact with People with a disability

Faculty

UB

ALL OTHER 4-YEAR INSTITUTIONS

Not at all/not that I'm aware of

Not at all/not that I'm aware of

Daily

Daily

A few times

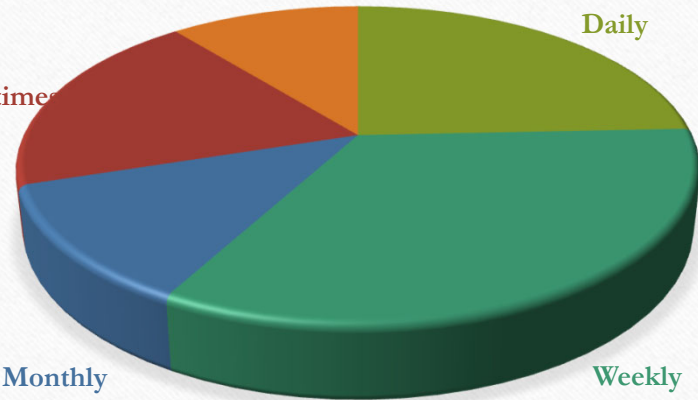
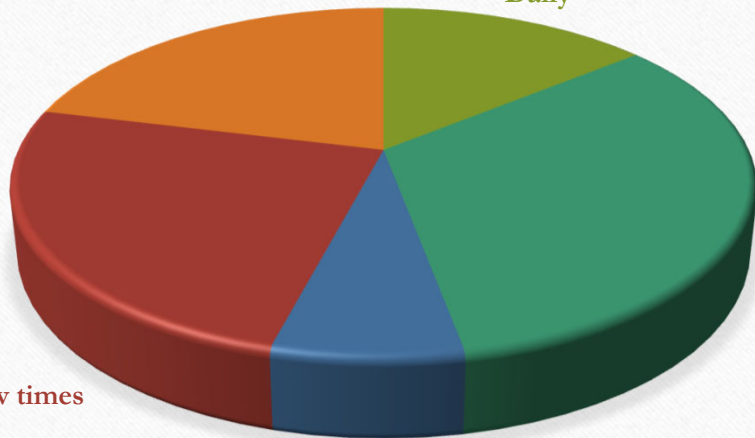
Weekly

A few times

Monthly

Monthly

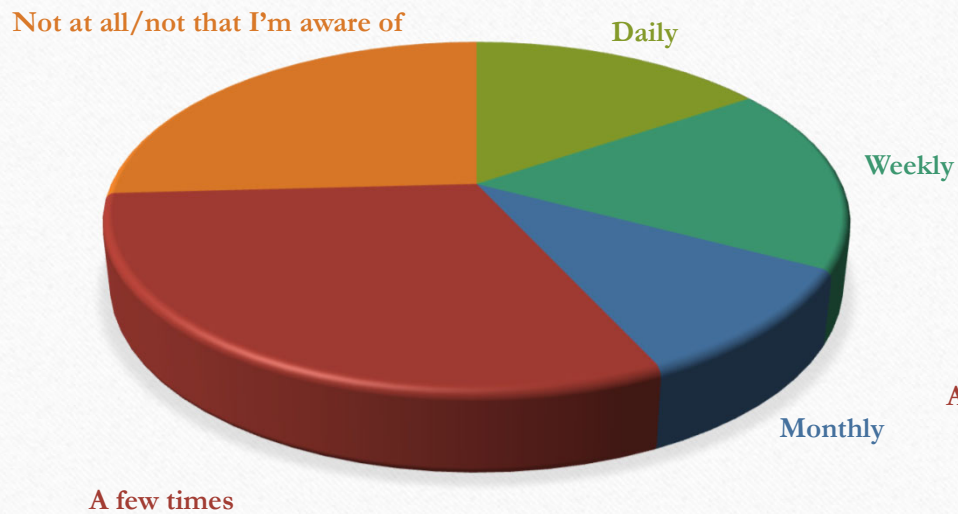
Weekly



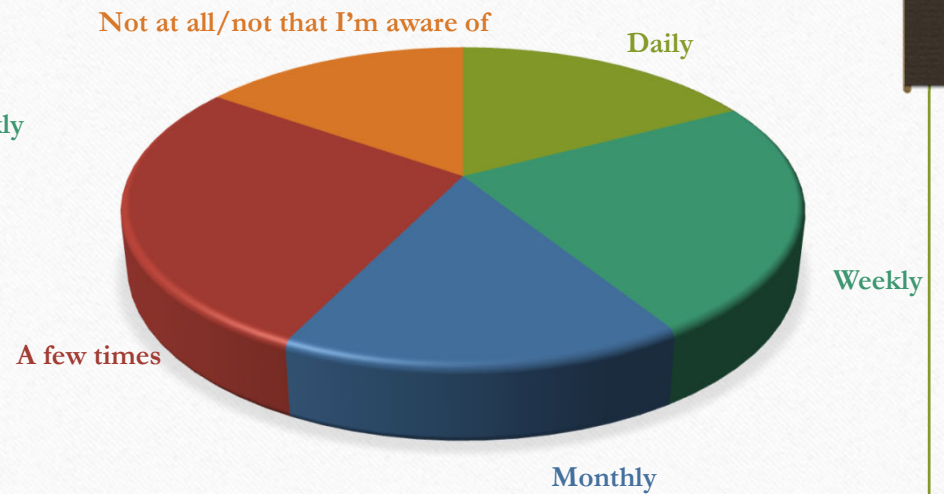
How Often People Interact with People with a disability

Staff/ Administrators

UB



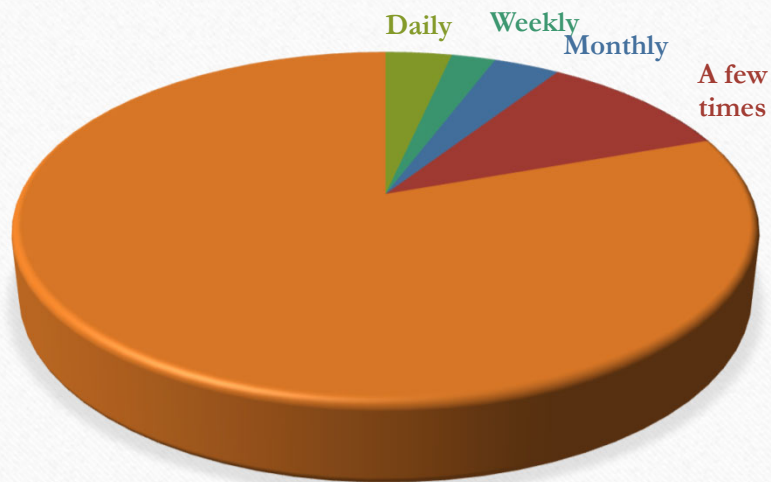
ALL OTHER 4-YEAR INSTITUTIONS



How Often People Interact with People who are Undocumented Immigrants

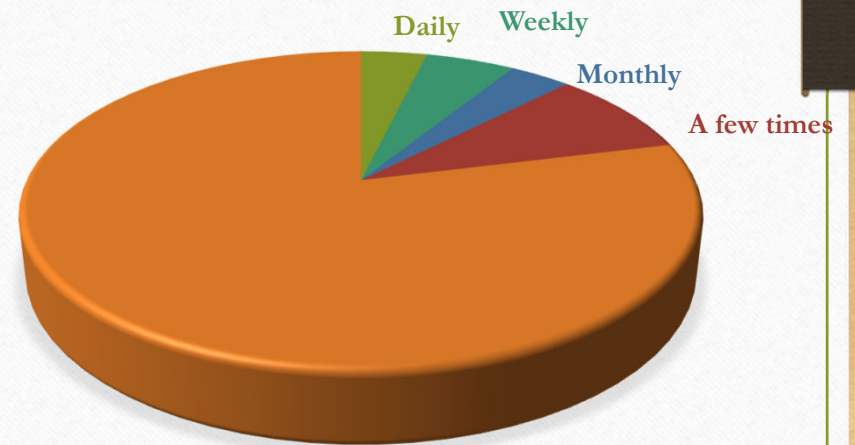
Graduate Students

UB



Not at all/not that I'm aware of

ALL OTHER 4-YEAR INSTITUTIONS

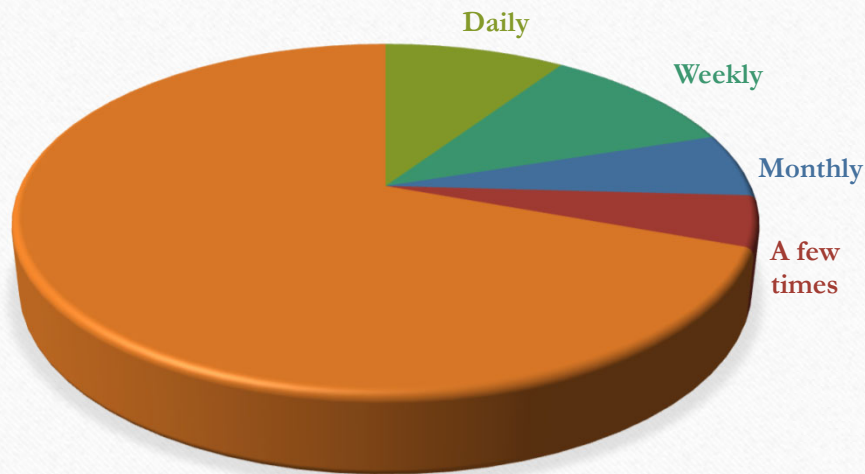


Not at all/not that I'm aware of

How Often People Interact with People who are Undocumented Immigrants

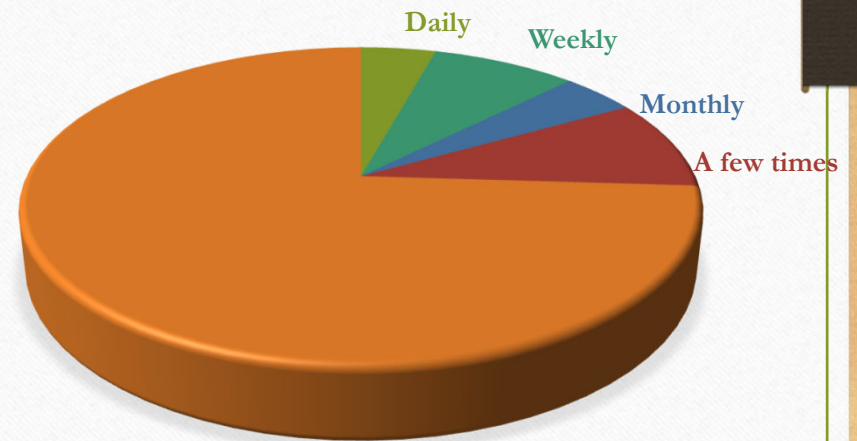
Faculty

UB



Not at all/not that I'm aware of

ALL OTHER 4-YEAR INSTITUTIONS

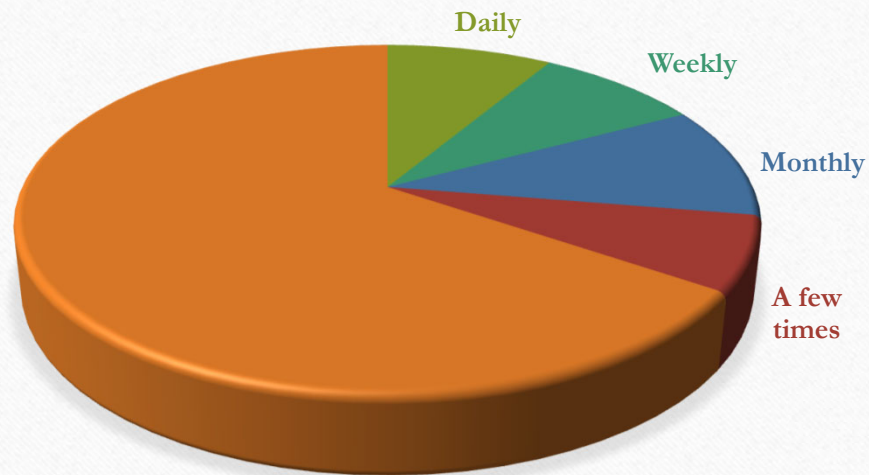


Not at all/not that I'm aware of

How Often People Interact with People who are Undocumented Immigrants

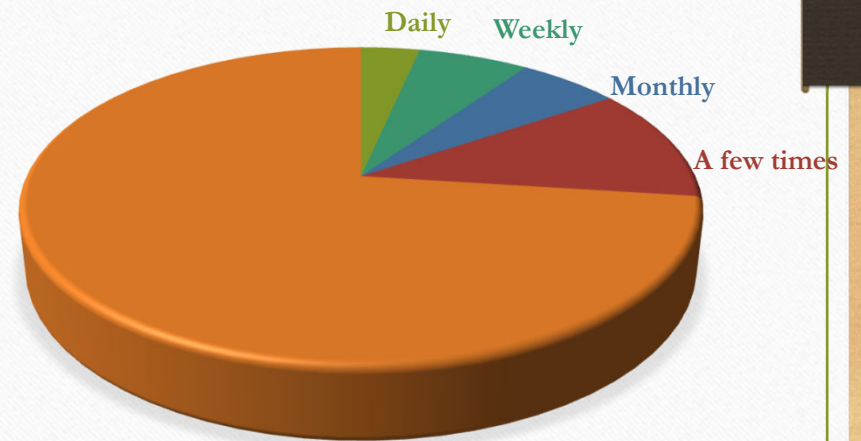
Staff/ Administrators

UB



Not at all/not that I'm aware of

ALL OTHER 4-YEAR INSTITUTIONS

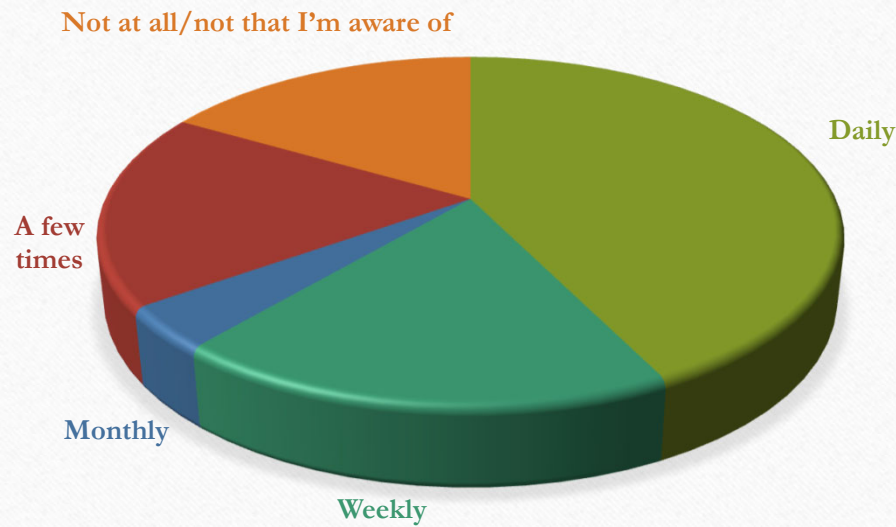


Not at all/not that I'm aware of

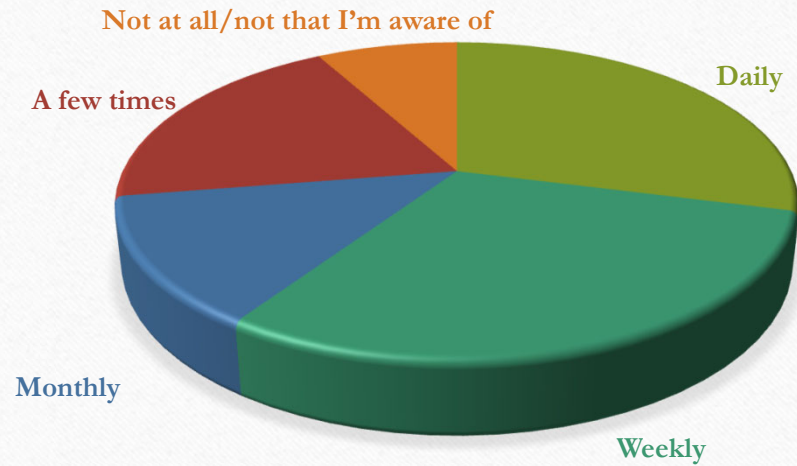
How Often People Interact with People from a Country Other than your Own

Undergraduate Students

UB



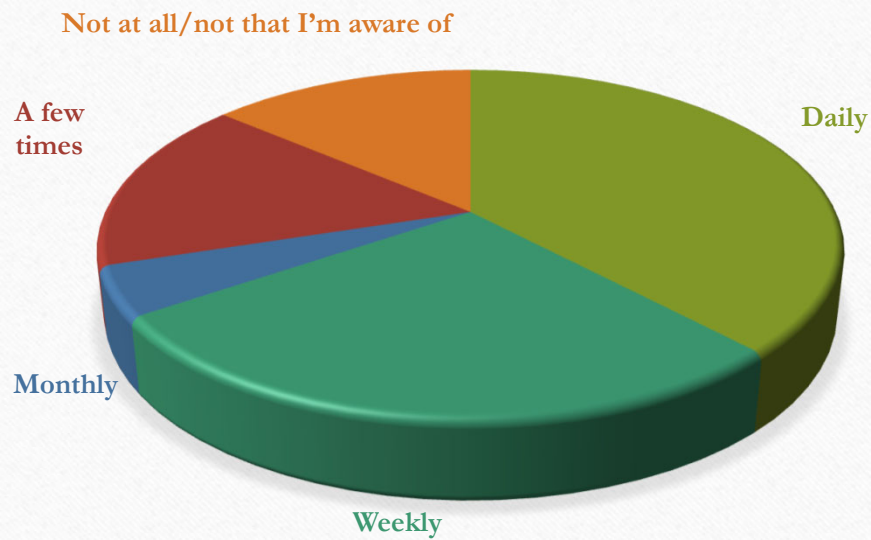
ALL OTHER 4-YEAR INSTITUTIONS



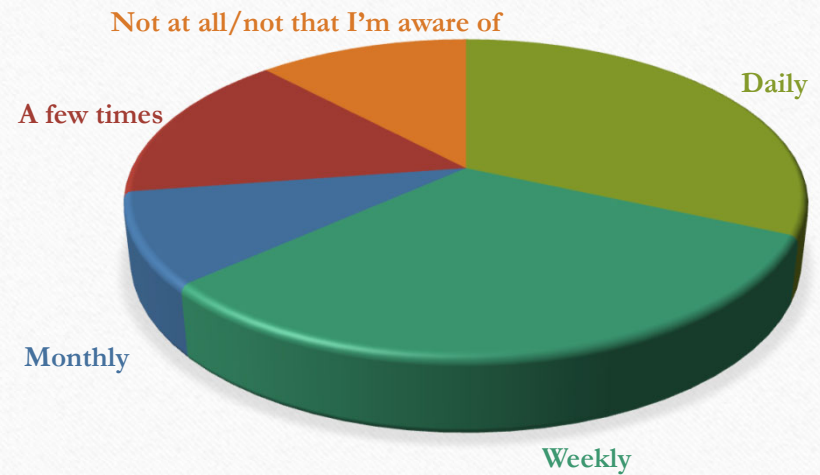
How Often People Interact with People from a Country Other than your Own

Graduate Students

UB

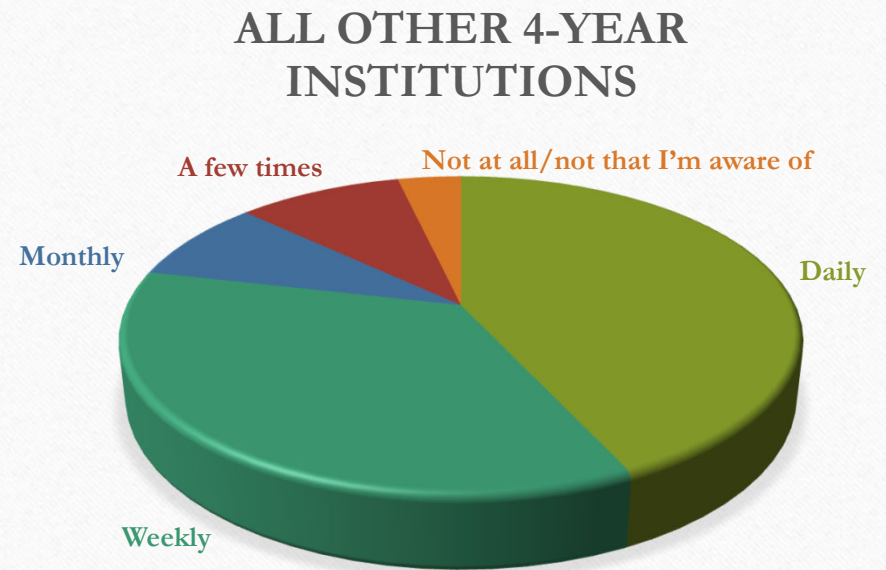
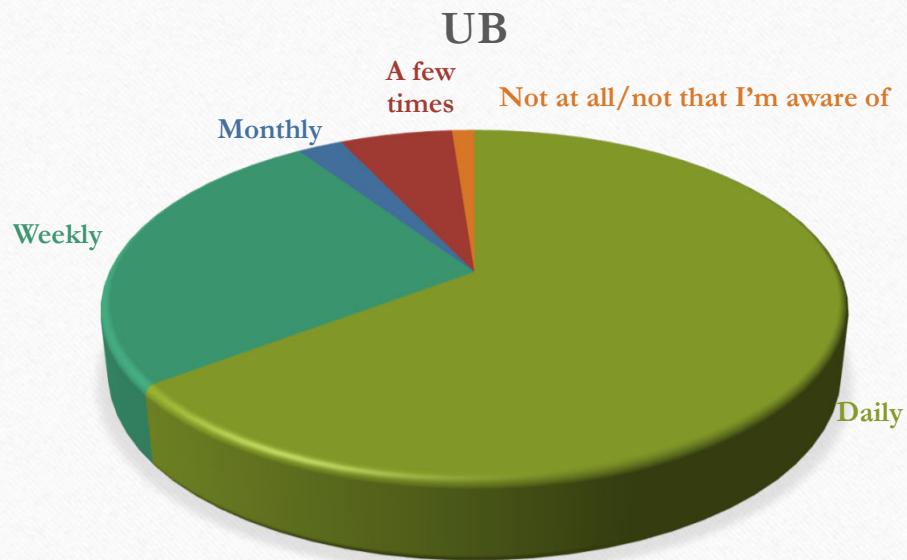


ALL OTHER 4-YEAR INSTITUTIONS



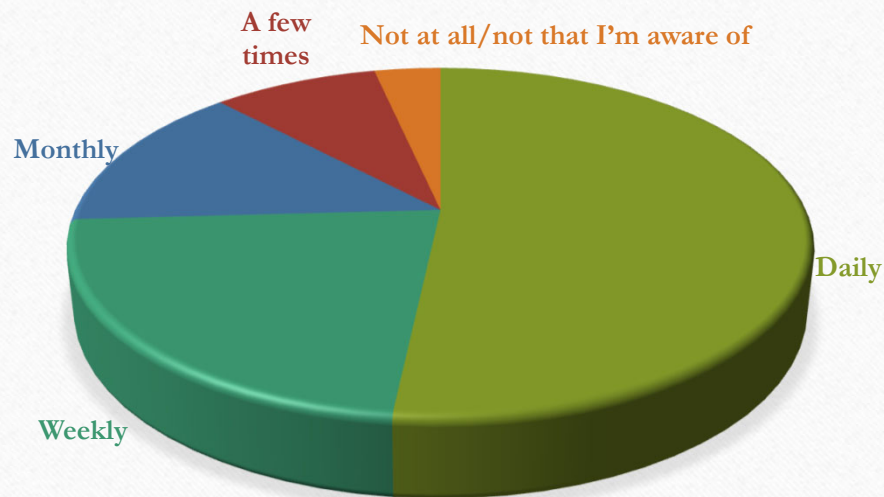
How Often People Interact with People from a Country Other than your Own

Faculty

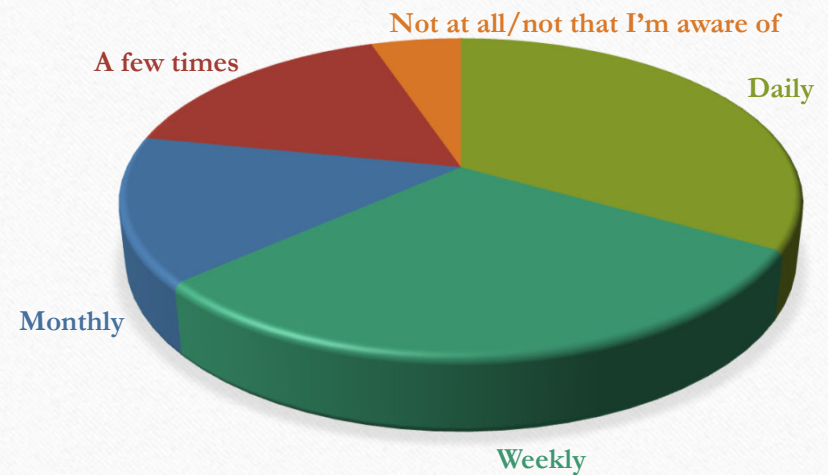


How Often People Interact with People from a Country Other than your Own *Staff/ Administrators*

UB



ALL OTHER 4-YEAR INSTITUTIONS



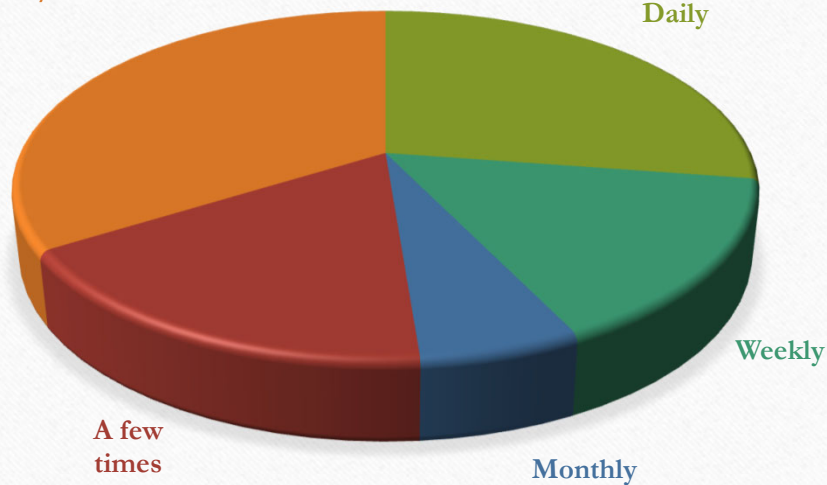
How Often People Interact with People who Hold a Political Affiliation, Philosophy, or View that Differs from Yours

Undergraduate Students

UB

ALL OTHER 4-YEAR INSTITUTIONS

Not at all/not that I'm aware of



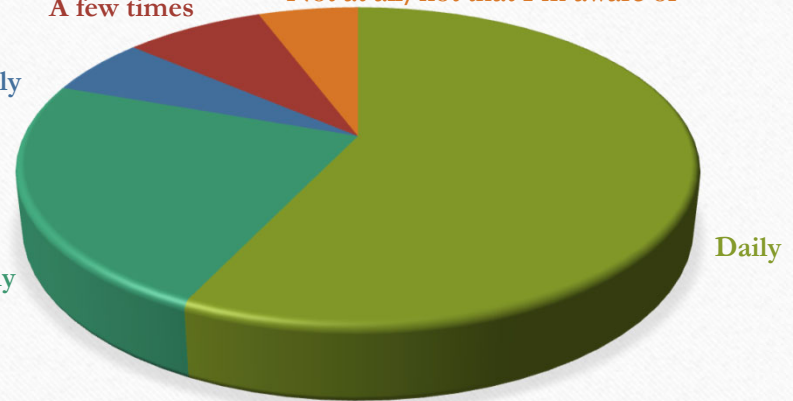
A few times

Not at all/not that I'm aware of

Monthly

Weekly

Daily



How Often People Interact with People who Hold a Political Affiliation, Philosophy, or View that Differs from Yours

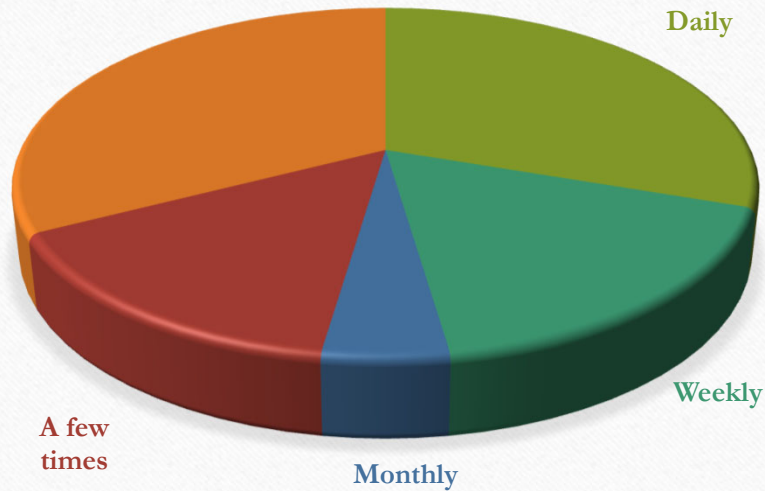
Graduate Students

UB

ALL OTHER 4-YEAR INSTITUTIONS

Not at all/not that I'm aware of

Not at all/not that I'm aware of

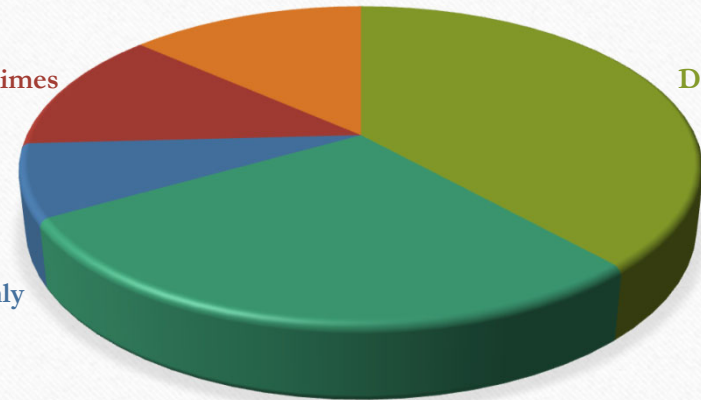


A few times

Monthly

Not at all/not that I'm aware of

Daily



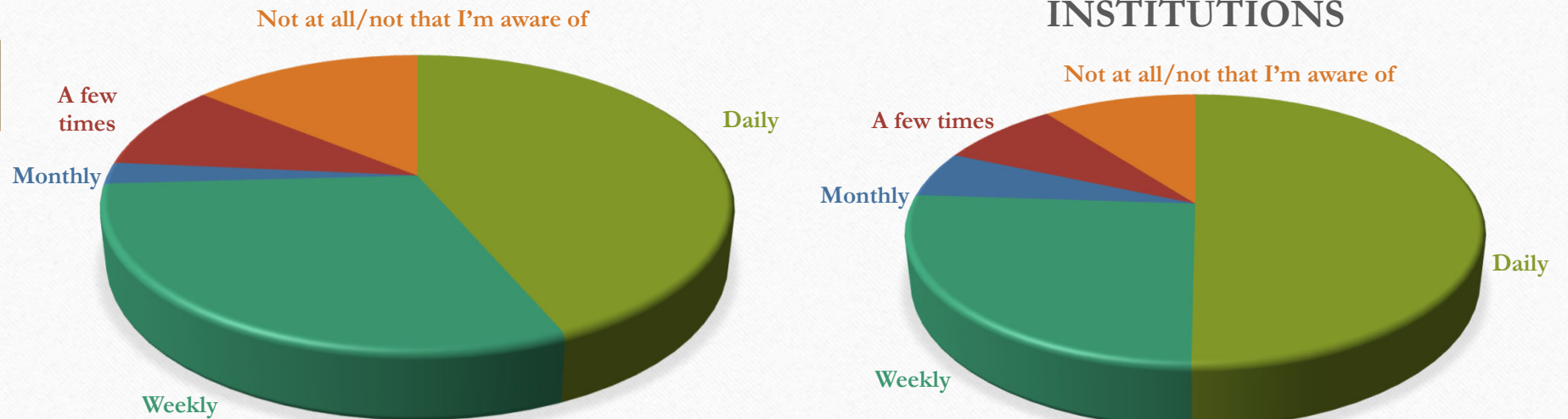
Weekly

How Often People Interact with People who Hold a Political Affiliation, Philosophy, or View that Differs from Yours

Faculty

UB

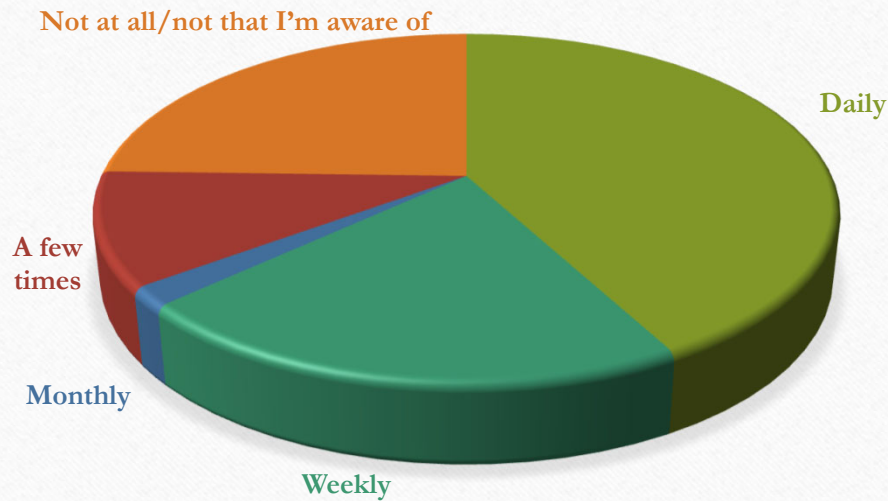
ALL OTHER 4-YEAR INSTITUTIONS



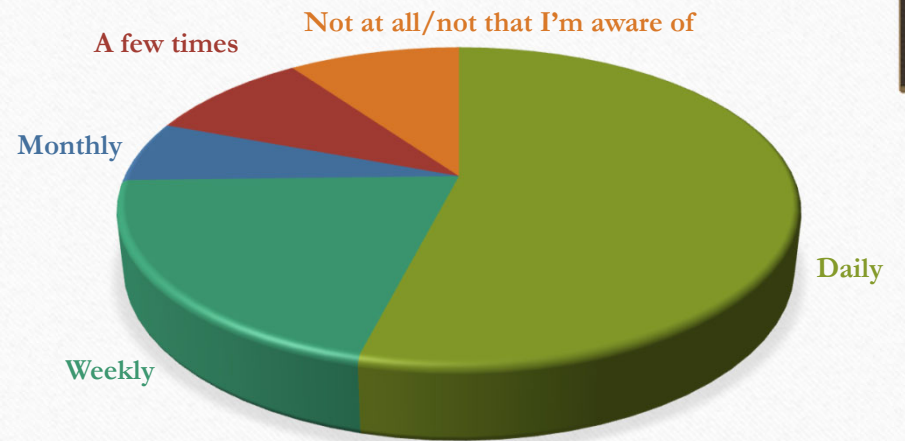
How Often People Interact with People who Hold a Political Affiliation, Philosophy, or View that Differs from Yours

Staff/ Administrators

UB



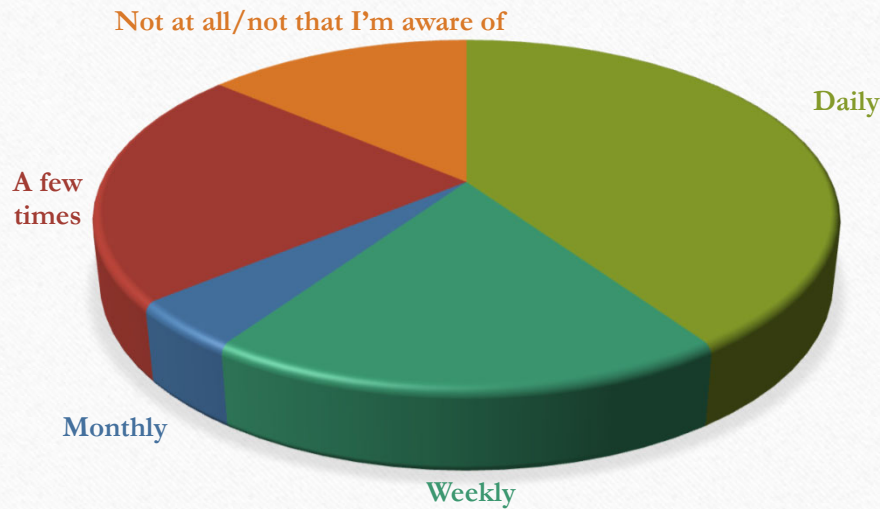
ALL OTHER 4-YEAR INSTITUTIONS



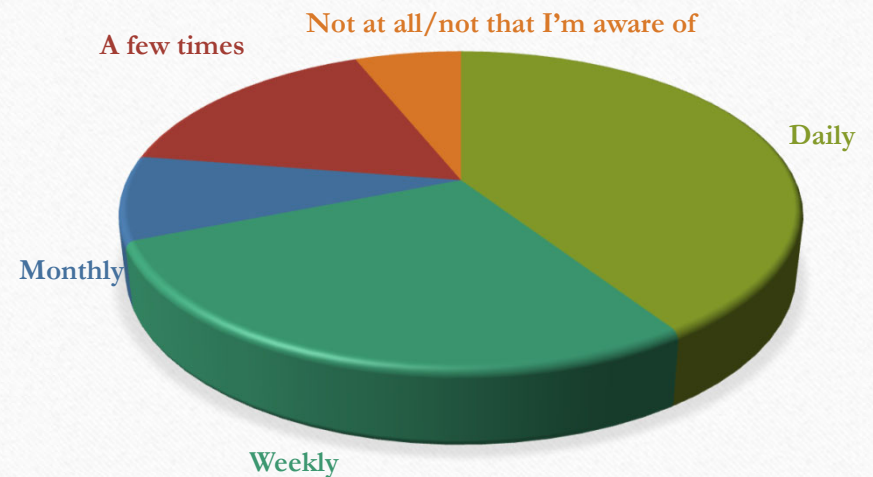
How Often People Interact with People who are Significantly Older or Younger than You

Undergraduate Student

UB



ALL OTHER 4-YEAR INSTITUTIONS

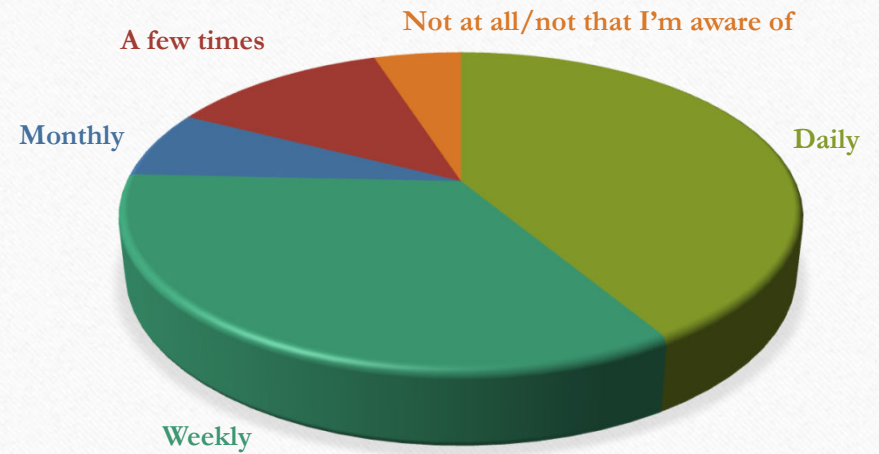
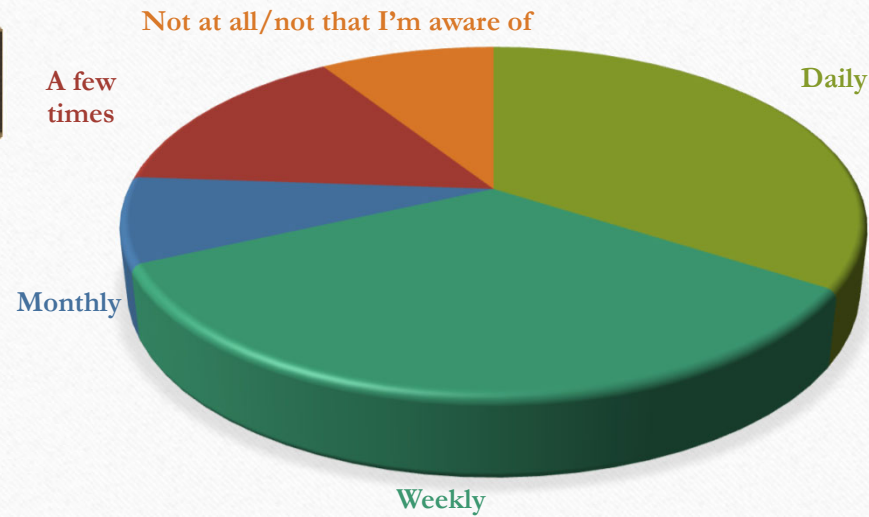


How Often People Interact with People who are Significantly Older or Younger than You

Graduate Student

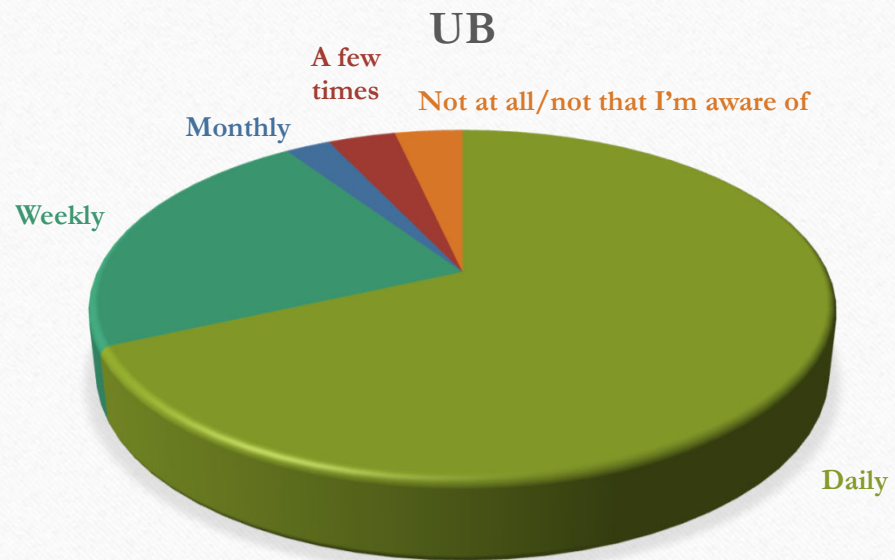
UB

ALL OTHER 4-YEAR INSTITUTIONS



How Often People Interact with People who are Significantly Older or Younger than You

Faculty



How Often People Interact with People who are Significantly Older or Younger than You

Staff/ Administrators

