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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:

- 1) all other 4-Year Private institutions and
- 2) all other participating institutions that administered the survey in 2017–2018, 2018–2019, 2019–2020, and/or Fall 2020.

This report consists of a series of worksheets in which we summarize the survey data from different perspectives and with different levels of granularity. Worksheets 1–5 provide an overview of the survey results. We suggest looking at Worksheets 1–5 to get a sense of overall trends. Worksheets 6–9 focus on four key indicators—two that represent views on the campus climate for diversity and equity and two that focus on negative experiences related to diversity and equity. Throughout the report, we highlight comparisons of different groups on your campus, and these comparisons get more detailed in later worksheets. Our comparisons focus on results by people's role on campus as well as the following demographic categories: race/ethnicity, gender, sexual orientation, religious affiliation, political affiliation, and disability status.

You can find more information about who we included in each group on the Technical Information worksheet, and you can use the Table of Contents and accompanying section descriptions (see below) to navigate this report.

Click on the underlined names below to jump to the worksheet you would like to view.

### 1. Summary: Campus Diversity

Data on the range of identities of people at your institution compared to that of people at other institutions

# 2. Summary: Campus Climate for Diversity and Equity

Responses to key questions about your institution's climate for diversity and equity

# 3. Summary: Negative Experiences

Overall, how often people at your institution 1) heard insensitive or disparaging remarks, or 2) experienced discrimination or harassment compared to people at other institutions

## 4. Summary: Experiences by Group - Your Institution

Comparison of how often people with different identities on your campus 1) heard insensitive or disparaging remarks, or 2) experienced discrimination or harassment

### 5. Summary: Possible Areas of Concern Within Your Institution

Table identifying substantial differences among groups on your campus related to the four key indicators (see Worksheets 6–9 for more information on indicators)

Worksheets 6–9 include the most granular level of detail about each of the four indicators, including effect sizes for differences between results and frequencies for the questions related to each indicator, comparing your institution to other institutions.

- 6. Campus Climate for Diversity and Equity
- 7. Institutional Support for Diversity and Equity
- 8. Insensitive or Disparaging Remarks
- 9. Experiences of Discrimination and Harassment

Worksheets 10–12 feature high scores for each of the three topics listed below–Interactions, Comfort, and Impact–for different groups at your institution, as well as frequencies for your institution compared to those for other institutions.

- **10. Interactions with Different Groups**
- 11. Comfort Interacting with Different Groups
- 12. Impact of Different Activities on Support for Diversity and Equity

# 13. Detailed Demographics

Frequencies for demographic questions, your institution compared to other institutions

# 14. Technical Information

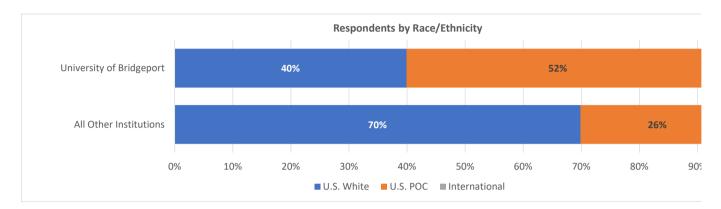
Contains detailed information on sampling and the calculations presented in this report

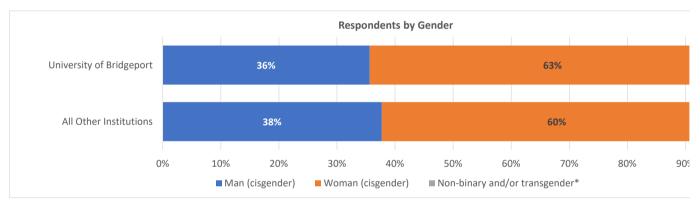


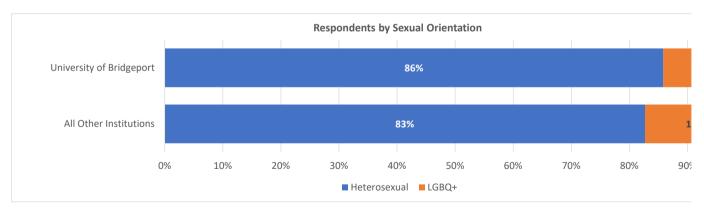
anipus Diversity

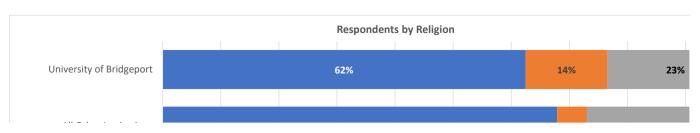
the graphs below, we show how students and employees from your institution reported various aspects of their identity in the survey, and we compare this 1 r all other participating institutions.

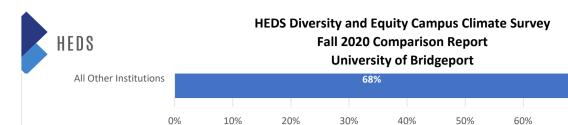
ite: Groups marked with an asterisk (\*) in the graph legends below contain fewer than 10 respondents for your institution.



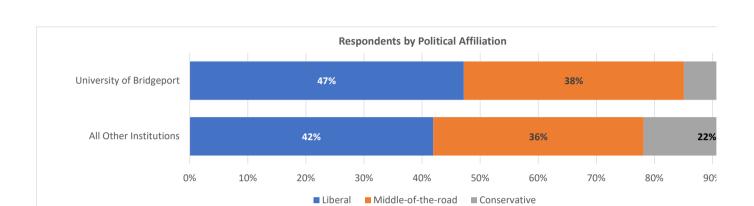








Christian



■ Other religious affiliation

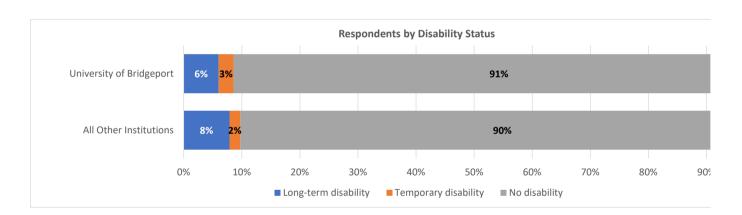
27%

909

80%

70%

■ No religious affiliation

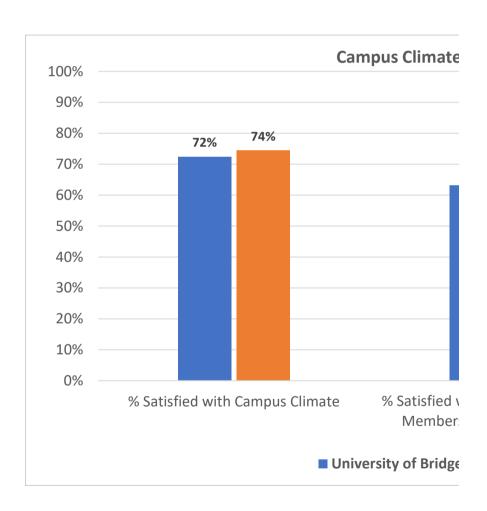




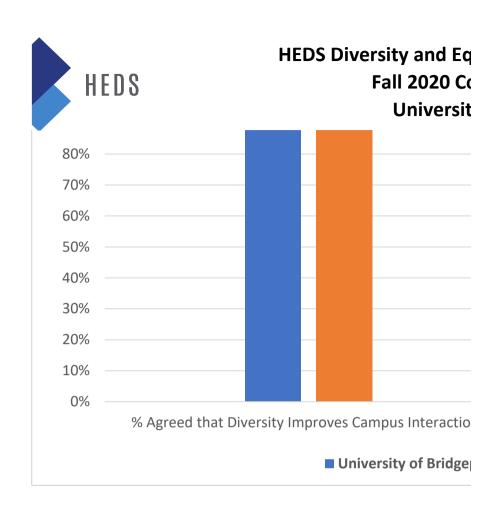
# HEDS Diversity and Eq Fall 2020 Co Universit

# ampus Climate for Diversity and Equity

ne graphs below present results from key questions on the climate f sults to those of other institutions. The first graph focuses on overalle campus is free from tensions related to individual or group difference that diversity on campus improves experiences and interaction "Overall, how comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on diversity of the comfortable would you be sharing your views on the comfortable would you be sharing your views on the comfortable would you be sharing your views on the comfortable would you be sharing your views on the comfortable would you be sharing your views on the comfortable would you be sharing your views on the comfortable would you be sharing your views of the comfortable would you be sharing your views of the comfortable would you be sharing your views of the comfortable your years.









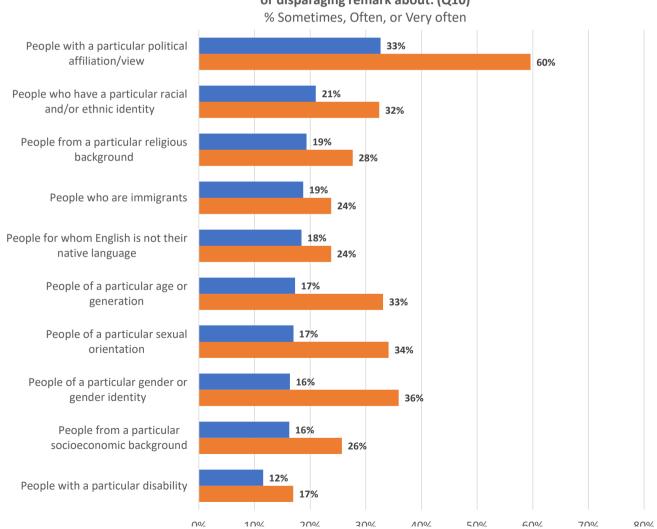
## egative Experiences

the graphs below, we show results related to hearing insensitive or disparaging remarks as well as experiencing discrimination or haras in analyses, we've found that having these experiences influences all of the measures of campus climate we reviewed on the previous we is report. Specifically, the more often people (a) hear insensitive or disparaging remarks about people's identity or (b) experience discriminassment:

- \* The more negative their views are on overall campus climate
- \* The more they believe that their campus has tensions related to individual or group identity
- \* The less satisfied they are with how welcoming their institution is to all members of the community
- \* The less likely they are to believe that diversity improves interactions and experiences on campus
- \* The less comfortable they are sharing their views on diversity and equity.

## **nsensitive or Disparaging Remarks**

# During your time at this institution, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)



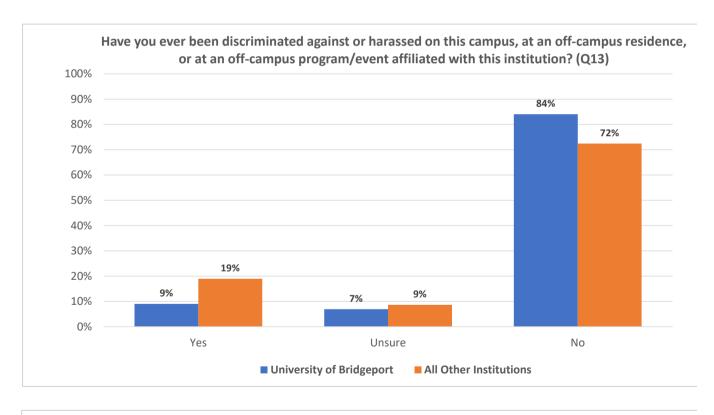


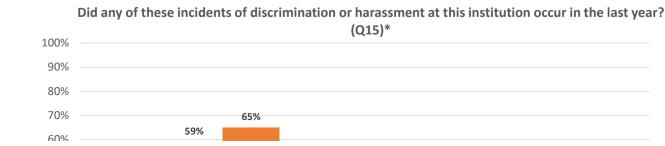


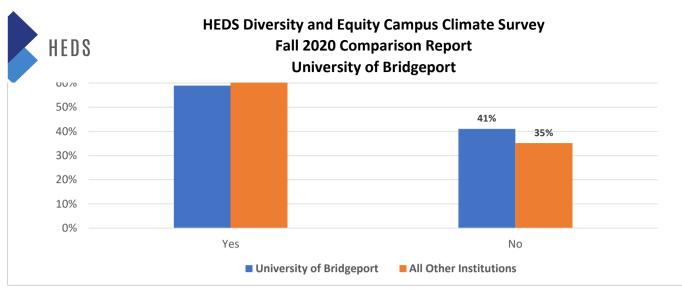
### iscrimination and Harassment

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

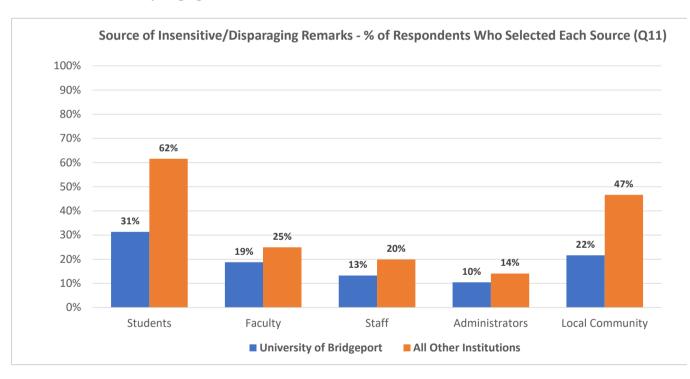


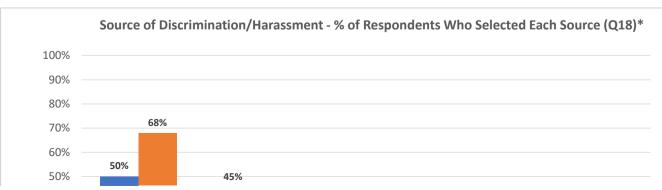


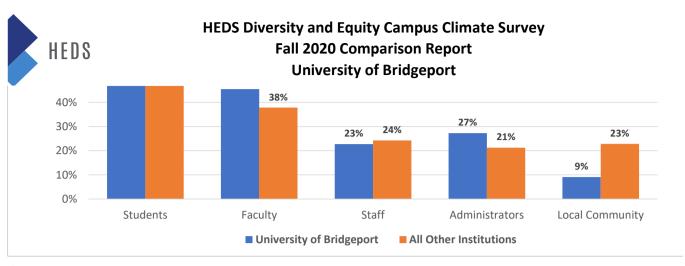


<sup>\*</sup>This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.

# ource of Insensitive/Disparaging Remarks and Discrimination/Harassment







<sup>\*</sup>This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.



# isparities in Experiences by Group - Your Institution



## **Possible Areas of Concern Within Your Institution**

In this worksheet, we identify instances in which there are substantial differences among groups on campus in their experiences of:

- 1. Campus Climate for Diversity and Equity
- 2. Institutional Support for Diversity and Equity
- 3. Hearing insensitive or disparaging remarks
- 4. Experiencing discrimination or harassment

We compared groups within each of the following demographic categories to see if there were substantial differences in their experiences.

Demographic Category	Comparisons
Role at Institution:	undergraduate students <u>vs</u> graduate students <u>vs</u> faculty <u>vs</u> staff/administrators
Race/Ethnicity:	U.S. white individuals $\underline{vs}$ U.S. persons of color $\underline{vs}$ international individuals
Gender:	men (cisgender) <u>vs</u> women (cisgender)
Sexual Orientation:	heterosexual individuals <u>vs</u> LGBQ+ individuals
Religion:	Christians $\underline{vs}$ individuals with religious identities outside of Christianity $\underline{vs}$ individuals with no religious affiliation
Political Affiliation:	liberal individuals <u>vs</u> middle-of-the-road individuals <u>vs</u> conservative individuals
Disability Status:	individuals with a long-term disability <u>vs</u> individuals with a temporary disability <u>vs</u> individuals without a disability

In the table below, we <u>only</u> note instances in which there were substantial differences in our comparisons.

Clima	ate & Support at Universit	y of Bridgeport
	Campus Climate for Diversity	and Equity
LGBQ+ individuals	nave <u>substantially</u>	heterosexual individuals
individuals with a temporary disability	less positive views of campus climate than	individuals with a long-term disability, individuals without a disability
li	nstitutional Support for Divers	ity and Equity
staff/administrators	+	undergraduate students, faculty
LGBQ+ individuals	perceive substantially	heterosexual individuals
liberal individuals	<u>less</u> institutional →	conservative individuals
middle-of-the-road individuals	support than	conservative individuals
individuals with a temporary disability	<b>←</b> →	individuals with a long-term disability, individuals without a disability

Negati	ve Experiences at Unive	ersity of Bridgeport
	Insensitive or Disparagi	ng Remarks
staff/administrators	-	→ graduate students
international individuals		→ U.S. white individuals
LGBQ+ individuals	more insensitive or disparaging remarks	→ 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
	Discrimination or Ha	assment
middle-of-the-road individuals	experienced	conservative individuals



# Campus Climate for Diversity and Equity

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This worksheet includes four tables with data on Campus Climate for Diversity and Equity, Table 1 lists the four elements of campus climate on which we ask people to rate their satisfaction; overall climate, the campus diversity environment, their sense of belonging, and the extent to which other members of the community have a sense of belonging. We compute the overall level of satisfaction with campus climate by averaging the level of satisfaction that a person has with each of those four elements.

Table 2 shows the overall level of satisfaction with campus climate of different groups at your institution compared to those groups at other institutions. Higher means include higher levels of satisfaction. Arrows pointing down indicate that members of a group at your institution, on average, are less satisfied than their counterparts at other institutions; groups pairing up indicate higher levels of satisfaction. An "s" sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

# Table 1: Four Elements of Overall Satisfaction with Campus Climate for Diversity and Equity Very dissatisfied; 2-Generally, dissatisfied; 3-Neither satisfied nor dissatisfied; 4-Generally, satisfied; 5-Very satisfied

or level of artifaction with the following at University of Bridgeport. (31)
Overall campus climate
The campus centeral confirmation regarding diversity at University of Bridgeport
The center to which you experience a sense of belonging or community at University of Bridgeport
The extent to which you deal at Community and University of Bridgeport
The extent to which you feel all community and university sense a sense of belonging or community at University of Bridgeport

	Table 2: Campus Climate	- SING	and a street of						
			University	of Bridgeport		All Other 4-Y	ear Private tions	All Other In	stituti
			Jimenalty	Effect	t Size <sup>2</sup>			An Ouner II	
				vs. All	vs All				
				Other 4- Year Private	Other				
		n	Mean <sup>1</sup>	Institutions	Institutions	n	Mean	n	Me
its by Role	Undergraduate Students	202	3.88	-::	- 111	27,711	3.64	27,474	3.0
	Graduate Students	86	4.02	-;-	-"	5,015	3.70	1,540	3.
	Faculty Staff	85 42	4.03 3.82			5,787 6,894	3.58 3.70	7,292 7,922	3.
	Administrators	13	4.13			1,908	3.78	1,946	3.
its by Role and Race/Ethnicity	(Broad Categories) U.S. White	74	3.93			22,588	3.72	17,265	3.
All Students	U.S. Persons of Color	175	3.93	- ;	-:-	8,411	3.45	9,839	3.
	International	33	3.86	-;;	-;;	1,476	3.67	1,632	3.
All Employees	U.S. White U.S. Persons of Color	91 45	4.03			11,613 2.567	3.71	12,973	3.
	International	0				99	3.74	167	3.
its by Role and Gender	Man (alamadas)	91	3.83		!!	13 144	3.78	9.146	3
All Students	Men (cisgender) Women (cisgender)	191	3.83	- 11		18,894	3.78	18,703	3.
	Non-binary and/or transgender	3		;;	-;;	592	3.06	1,051	3.
All Employees	Men (cisgender) Women (cisgender)	62 74	4.07 3.88			6,289 8,089	3.78 3.58	6,588 10,284	3.
	Non-binary and/or transgender	3	-	- 11	-	95	3.21	140	3.
its by Role and Sexual Orienta	ation (Broad Categories)	922		;_		27.222	2.00	25.172	_
All Students -	Heterosexual LGBQ+	232 46	4.01 3.51	- !!	111	27,238 5,247	3.72	21,473 7,211	3.
All Employees	Heterosexual	125	3.96	""		12,826	3.70	14,657	3.
its by Role and Religion (Broa	LGBQ+	13	4.00			1,436	3.38	2,059	3.
	Christian	167	3.96	-:-	-:-	24,797	3.71	15,047	3.
All Students	Other religious affiliation	39	3.85	;_	;_	1,064	3.61	2,012	3.
	No religious affiliation Christian	50 70	3.85			5,294 9,705	3.40	9,319	3.
All Employees	Other religious affiliation	16	4.41	-111	-111	558	3.55	790	3.
he he Rale and Ballala 1 5 mm	No religious affiliation	39	4.05			3,296	3.44	5,467	3.
Its by Role and Political Affilia	Far left	20	3.81		-!!	1,714	3.03	2,552	3.
All Students	Liberal	98	3.89	- "		8,787	3.29	10,261	3.
All Students	Middle-of-the-road Conservative	110 30	3.96 4.08			12,203 8,872	3.69 4.04	10,353 4,362	3.
	Far right	6	3.71	-111	111	452	4.08	408	3.
	Far left	5	3.70			951	3.15	1,413	3.
All Employees	Liberal Middle-of-the-road	67 41	3.99	i-		5,381 4,773	3.46	6,961 5,463	3.
	Conservative	24	4.31			3,021	4.08	2,535	3.
he has Balle and Print Page	Far right	0	-			63	3.99	94	3.
Its by Role and Disability State	us (Broad Categories)  Long-term disability	17	3.74	- 11	-	2,599	3.28	2,995	3.
All Students	Temporary disability	7	3.32	- "		576	3.46	633	3.
	No disability Long-term disability	261 7	3.96 3.75	***	11	29,441 757	3.68 3.49	25,217 975	3.
All Employees	Temporary disability	3		- "		257	3.45	269	3.
ts by Race/Ethnicity (Detaile	No disability d Categories, Students and Employ	129 ees)	4.01		-	13,489	3.68	15,775	3.
	African	6	3.46	-111	"	277	3.51	456	3.
	African American/Black	48	3.83		-111	1,286	3.31	2,745	3.
		0							
	Alaska Native Asian	22	4.43		111	8 1,218	3.74	10 1,533	
	Asian Asian American	22 4			111	1,218 438	3.74 3.43	10 1,533 417	3.
	Asian Asian American Caribbean/West Indian	22 4 14	4.13	111		1,218 438 98	3.74 3.43 3.38	10 1,533 417 165	3.
	Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American	22 4 14 49 9	4.13 4.15 4.78	111		1,218 438 98 1,882 184	3.74 3.43 3.38 3.50 3.56	10 1,533 417 165 2,203 239	3. 3. 3. 3.
	Asian Asian Asian Asian Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern	22 4 14 49 9	4.13 4.15	111		1,218 438 98 1,882 184 241	3.74 3.43 3.38 3.50 3.56 3.73	10 1,533 417 165 2,203 239 352	3. 3. 3. 3.
	Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian	22 4 14 49 9 10	4.13 4.15 4.78	111		1,218 438 98 1,882 184 241 110	3.74 3.43 3.38 3.50 3.56 3.73 3.66	10 1,533 417 165 2,203 239 352 193	3. 3. 3. 3. 3.
	Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian Hawaiian or other Pacific Islander South Asian	22 4 14 49 9 10 0	4.13 4.15 4.78	111 111 2	- II 	1,218 438 98 1,882 184 241 110 177 142	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.51 3.46	10 1,533 417 165 2,203 239 352 193 49 211	3. 3. 3. 3. 3. 3. 3.
	Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American Indian Hawaiian or other Pacific Islander South Asian Southeast Asian	22 4 14 49 9 10 0 0 10 3	4.13 4.15 4.78 3.83 -	111 111 2 4		1,218 438 98 1,882 184 241 110 177 142 76	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.51 3.46 3.67	10 1,533 417 165 2,203 239 352 193 49 211	3. 3. 3. 3. 3. 3. 3. 3.
Native	Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian Howalian or other Pacific Islander South Asian Southeast Asian Southeast Asian Southeast Asian	22 4 14 49 9 10 0	4.13 4.15 4.78 3.83	111 111 2	- II 	1,218 438 98 1,882 184 241 110 177 142 76 34,471	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.51 3.46	10 1,533 417 165 2,203 239 352 193 49 211	3. 3. 3. 3. 3. 3. 3. 3. 3. 3.
Native	Asian	22 4 14 49 9 10 0 0 10 3 167 11 64	4.13 4.15 4.78 3.83	111 111 2 		1,218 438 98 1,882 184 241 110 177 142 76	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.51 3.46 3.67 3.72	10 1,533 417 165 2,203 239 352 193 49 211 106 30,412	3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3
Native	Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian Hawaiian or other Pacific Islander South Asian Southeast Asian Southeast Asian Southeast Asian White Some other race or ethnicity Multiple race/ethnicity categories alled Categories Students and fire	22 4 14 49 9 10 0 0 10 3 3 167 11 64 ployees)	4.13 4.15 4.78 3.83 - - 3.35 - 3.98 2.86 3.92	111 111 2 4		1,218 438 98 1,882 184 241 110 177 142 76 34,471 573 5,562	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.51 3.46 3.67 3.72 3.52 3.42	10 1,533 417 165 2,203 239 352 193 49 211 106 30,412 723 5,593	3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3
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Native	Asian American  Asian American  Caribbean/West Indian  Weipanic or Latino/a  Listo American  Listo American  Listo American  Listo American  South Asian  South A	22 4 49 9 10 0 10 3 3 167 11 64 ployees) 15 10 8	4.13 4.15 4.78 3.83 - - - 3.35 - - 3.98 2.86 3.92 3.52 3.78 3.63 3.78 3.63	111 111 2 		1,218 438 98 1,882 184 241 110 177 142 76 34,471 573 5,562 948 2,2,558 866 476 490 507	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.67 3.72 3.46 3.67 3.72 3.52 3.42	10 1,533 417 165 2,203 352 193 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780	3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.
Native	Anaman Alain American Alain American Caribbean/West Indian Wespando or Latino/A West Indian Wespando or Latino/A Medican Medic	22 4 14 49 9 10 0 0 10 3 167 11 64 ployees) 15 10 8 9	. 4.13 4.15 4.78 3.83 		11 11 11 11 11 11 11	1,218 438 98 1,882 184 241 110 177 142 76 34,471 573 5,562  948 2,358 866 490 507	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.51 3.46 3.52 3.42 3.52 3.42 3.55 3.21 3.42 3.55 3.21 3.24 3.15 3.24 3.15	10 1,533 417 165 2,203 352 239 352 193 49 211 106 30,412 723 1,167 3,300 1,074 836 780 780 797 673	33 33 33 33 33 33 33 33 33 33 33 33 33
Native  Its by Sexual Orientation (Det	Asian American  Asian American  Caribbean/West Indian  Weipanic or Latino/a  Listo American  Listo American  Listo American  Listo American  South Asian  South A	22 4 14 49 9 10 0 0 10 3 167 11 64 ployees) 15 10 8 9 5 5	. 4.13 4.15 4.78 3.83 			1,218 438 98 1,882 184 241 110 177 76 34,471 573 5,562 948 2,358 476 490 507 565 40,064	3.74 3.43 3.38 3.50 3.56 3.51 3.66 3.51 3.46 3.67 3.72 3.52 3.42 3.65 3.21 3.21 3.21 3.21 3.21 3.21 3.21 3.21	10 1,533 417 165 2,203 239 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780 780 780 780 36,130	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Native  Its by Sexual Orientation (Det	Alan American Alan American Alan American Caribbear/West Indian Respense or Latine/a Middle Stater M	22 4 4 49 9 10 0 0 10 10 3 167 11 64 ployees 15 10 8 9 5 4 5	4.13 4.15 4.78 3.8 3.5 3.5 2.86 3.92 3.52 3.78 3.63 3.63 3.63 3.65 3.5 3.5 3.78 3.65 3.78 3.65 3.78		11 11 11 11 11 11 11	1,218 438 98 1,882 184 241 110 177 142 76 34,471 573 5,562 948 866 476 490 490 3,175	3.74 3.43 3.38 3.50 3.56 3.51 3.66 3.51 3.46 3.67 3.72 3.42 3.52 3.42 3.65 3.21 3.31 3.24 3.31 3.32 3.32 3.32 3.33 3.34 3.37 3.37 3.37 3.37 3.37 3.37	10 1,533 417 165 2,203 239 239 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780 797 673 36,130	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Native  Its by Sexual Orientation (Det	All All American All All American All All American Caribbean (West Indian Mejorano Cutinos) A Lafo American Mejorano Cutinos) A Lafo American All American Indian Heavalian or other Parific Islander South Asian Southeast Asian Southeast Asian Southeast Asian Southeast Asian Southeast American Indian Southeast American Indian Southeast American American American American American Southeast Am	22 4 14 49 9 10 0 0 10 3 167 11 64 ployees) 15 10 8 9 5 5	. 4.13 4.15 4.78 3.83 			1,218 438 98 1,882 184 241 110 177 76 34,471 573 5,562 948 2,358 476 490 507 565 40,064	3.74 3.43 3.38 3.50 3.56 3.51 3.66 3.51 3.46 3.67 3.72 3.52 3.42 3.65 3.21 3.21 3.21 3.21 3.21 3.21 3.21 3.21	10 1,533 417 165 2,203 239 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780 780 780 780 36,130	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Native  Its by Sexual Orientation (Det	Alian and Alian	22 4 4 49 9 9 10 0 0 10 3 167 11 64 ployees) 15 10 8 9 5 4 4 5 5 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	4.13 4.13 4.78 3.83 3.35 3.35 3.92 2.86 3.92 3.52 3.78 3.63 3.78 3.78 3.78 3.78 3.78 3.78 3.78 3.7			1,218 438 98 1,882 184 241 110 177 142 76 34,471 573 5,562 948 2,358 476 490 490 3,175 2,025 770 3337	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.67 3.77 3.52 3.42 3.42 3.41 3.44 3.44 3.44 3.44 3.44	10 1,533 417 165 2,203 239 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780 797 673 36,130 4,813 3,655 2,247 485	3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.
Native Its by Sexual Orientation (Det	All All Annexes All All Annexes All Annexe	22 4 4 49 9 9 10 0 0 10 3 167 11 64 ployees) 15 10 8 9 9 5 3 5 7	4.13 4.15 4.78 3.83 - 3.35 - 3.98 2.86 3.92 3.52 3.52 3.52 3.63 3.78 3.63 3.78 4.04			1,218 438 98 1,882 134 241 110 177 142 76 34,471 573 5,562 948 2,258 866 476 490 507 565 40,064	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.73 3.51 3.42 3.52 3.52 3.52 3.42 3.52 3.42 3.52 3.42 3.52 3.42 3.52 3.42 3.52 3.42 3.52 3.52 3.72 3.52 3.72 3.52 3.72 3.52 3.72 3.72 3.72 3.72 3.72 3.72 3.72 3.7	10 1,533 417 165 2,203 339 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780 790 673 36,130 481 481 3,613 485 2,247 485 7,690	3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.
Native  Its by Sexual Orientation (Det	Alain american Alain American Alain American Caribbean/West Indian Wesparic or Latino/a Latin American Wesparican Latin American Latin American Latin American South Alain South Assist South Assist South Assist South Assist South Assist Assist South Assist South Assist Latino South Assist South Assist South Assist Latino White South Assist Latino Lati	22 4 4 49 9 9 10 0 0 10 3 167 11 64 ployees) 15 10 8 9 5 4 4 5 5 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	4.13 4.13 4.78 3.83 3.35 3.35 3.92 2.86 3.92 3.52 3.78 3.63 3.78 3.78 3.78 3.78 3.78 3.78 3.78 3.7			1,218 438 98 1,882 184 241 110 177 142 76 34,471 573 5,562 948 2,358 476 490 490 3,175 2,025 770 3337	3.74 3.43 3.38 3.50 3.56 3.73 3.66 3.67 3.77 3.52 3.42 3.42 3.41 3.44 3.44 3.44 3.44 3.44	10 1,533 417 165 2,203 239 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 780 797 673 36,130 4,813 3,655 2,247 485	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Native Its by Sexual Orientation (Det	Alan American Alan American Astronomy and American Astronomy and American Astronomy and American Middle Eastern Middle Eastern New American Indian Southwast Alania Indian Panasaual Questioning Straight Dietersourcaul Guestioning Straight Dietersourcaul Alania Alania Southwast A	22 4 4 49 9 10 0 0 10 3 167 11 64 ployees) 15 27 24 23 4 120 10 5 11 5 11 5 11 11 11 11 11 11 11 11 11	. 4.13 4.13 4.78 4.78 3.35 			1,218 438 98 1,882 1,882 1,884 241 110 177 142 76 34,471 5,73 5,565 406 490 507 507 507 337 7,220 337 7,323 18,612 337 233	3.74 3.43 3.39 3.50 3.56 3.73 3.66 3.51 3.46 3.67 3.72 3.42 3.42 3.42 3.43 3.44 3.48 3.49 3.69 3.69 3.67	10 1,533 417 1,533 417 165 2,203 229 352 193 352 193 36,202 106 30,412 723 5,593 1,074 836 780 780 787 673 36,133 36,133 36,133 481 36,655 2,247 485 7,693 1,013 485 1,013	3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.
Native Its by Sexual Orientation (Det	Alan American Alan American Alan American Carlibbean (West Indian Heigener or Latins/a Latin American Heigener or Latins/a Latin American Heigener or Latins/a Native American Heigen Howaiian or other Pacific Islander Howaiian or other Pacific Islander South-Asian South-Basin Motheset Asian South-Basin Motheset Asian Gey White Some other race or ethiniciprix Audiojar race/phoriagnix Audiojar race/phoriagnix Biscoula Gay Lesbian Gay Lesbian Fameauai Gay Lesbian Fameauai Straight (Heteronewaii) Agenositic Atheset Baptis Baptis di Jesos Christ of Latin et Baptis di Jesos Christ of Latin et Geys Casilla di Jesos Christ of Latin et Geys Casilla di Jesos Christ of Latin et Geys Casilla Lesbian Lesbian Agenositic Affects  di Jesos Christ of Latin et Geys Casilla Lesbian L	22 4 4 4 49 9 10 0 0 10 10 10 10 10 10 10 10 10 10 10	. 4.13 4.15 4.78 3.83 3.35 			1,218 438 98 1,882 1,882 1,882 1,884 241 110 177 142 76 34,471 573 5,562 948 2,358 490 507 567 567 567 490 490 1,3,175 2,025 770 337 7,329 18,612 3,347	3.74 3.43 3.83 3.50 3.50 3.55 3.73 3.66 3.67 3.72 3.42 3.42 3.51 3.21 3.31 3.31 3.21 3.31 3.31 3.34 3.55 3.65 3.72 3.42 3.65 3.72 3.72 3.72 3.72 3.72 3.72 3.72 3.72	10 1,533 417 1,533 417 165 2,203 239 352 193 49 211 106 30,412 723 5,593 1,167 3,300 1,074 836 733 36,130 4,91 4,91 4,91 3,041 1,074 1,0	3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.
Native Its by Sexual Orientation (Det	Alian merican  Alian merican  Alian merican  Caribbean (West Indian  Wespanier or Lettino) a  Lidin American  Wespanier or Lettino) a  Lidin American  Kather American American  Kather American American  Kather American  Kather American  Kather American  Kather  American  Kather  Kather	22 4 4 14 49 9 10 0 0 10 13 3 11 1 15 4 4	3.83 4.15 4.78 3.83 3.83 3.98 2.86 3.92 3.52 3.78 3.63 3.78 4.00			1,218 438 98 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,882 1,886 1,882	3.74 3.43 3.43 3.50 3.50 3.76 3.76 3.76 3.77 3.78 3.78 3.78 3.79 3.79 3.70 3.70 3.70 3.70 3.70 3.70 3.70 3.70	10 1,533 417 1,533 417 165 2,203 329 39 49 211 105 30,412 723 5,593 1,167 3,300 1,074 836 780 787 673 36,130 4,813 3,655 2,247 485 7,690 1,043 485 7,690 1,043 485 7,690 1,043 485 7,690 1,043 1,04	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Native Its by Sexual Orientation (Det	Asian  Asian  Asian  Asian American  Asian American  Asian American  Asian  Asi	22 4 4 14 49 9 10 10 10 10 13 167 11 15 4 12 13 11 15 4 5 5	4.13 4.13 4.13 4.13 3.3 3.3 3.3 3.3 3.3 3.3 3.3 3.3 3.3	111 111 111 111 111 111 111 111		1,218 438 98 1,582 1241 1,582 141 141 141 141 142 143 144 143 144 145 144 145 146 146 146 146 146 146 146 146 146 146	3.74 3.38 3.30 3.30 3.30 3.31 3.32 3.32 3.34 3.31 3.32 3.32 3.32 3.32 3.32 3.32 3.32	10 1,533 417 165 2,203 293 352 352 352 353 49 211 106 3,0412 723 5,593 1,167 3,300 1,074 836 1,074 836 3,6130 4,813 4,	3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.
Native Its by Sexual Orientation (Det	Alan American Alan American Caribbear (West India) Wesparts or Latine/a Middle Eastern Middle Eastern New American India Southwarf Alan India Southwarf India Southwarf India	22 4 4 14 49 9 10 0 0 10 13 16 14 15 15 15 15 15 15 15 15 15 15 15 15 15				128 4 18 18 18 18 18 18 18 18 18 18 18 18 18	3.74 3.14 3.15 3.16 3.16 3.16 3.16 3.16 3.17 3.16 3.16 3.17 3.17 3.17 3.17 3.17 3.17 3.17 3.17	10 1333 417 165 2,203 352 203 352 211 106 221 106 221 106 221 106 221 106 231 241 106 231 241 106 241 106 241 106 241 106 241 106 241 106 241 106 241 106 106 106 106 106 106 106 10	3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3
Native Its by Sexual Orientation (Det	Asian	22 4 4 49 49 9 10 10 10 10 11 16 17 15 15 15 15 15 15 15 15 15 15 15 15 15		111 111 111 111 111 111 111 111		124 124 124 124 124 124 124 124 124 124	3.74 3.43 3.43 3.44 3.45 3.46 3.46 3.46 3.47 3.46 3.47 3.47 3.47 3.47 3.47 3.47 3.47 3.47	10 1333 417 125 1203 135 129 135 129 130 121 106 107 107 107 107 107 107 107 107	3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3
Native Its by Sexual Orientation (Det	Asian	22 4 4 14 49 9 10 10 10 13 167 11 15 5 4 4 12 13 11 15 15 4 4 5 5 22 22 22 23 24 24 15 15 15 15 15 15 15 15 15 15 15 15 15				1,218 4.38 9.8 1,882 184 1,882 184 110 110 177 142 76 34,471 5,562 866 450 450 450 450 3,175 5,662 3,175 5,662 3,175 5,773 7,7	3.43 3.43 3.43 3.43 3.43 3.43 3.43 3.43	10 1533 417 165 12,203 352 352 352 106 49 2211 106 330,412 723 33,00 10,12 11,167 723 33,00 727 777 777 777 777 777 777 777 777 7	3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3

we only snow means torg groups of twe p. jo or more people.

"Effect tasis" means the magigated of the difference between the mean score for your students and employ
effects face when the mean is based on 10 or more people.

Large positive difference. Medium positive difference. Small positive difference - No difference

Large negative difference. Small negative difference. Small negative difference.

							Table	3: Satisfa	ction with	the Four El	lements of														
					University o	f Bridgeport						All Oth	er 4-Year Pri	vate Institutio							All Other I	nstitutions			
		Undergradu	ate Students	Graduat	Students	Facu	ity	Staff/Adr	ninistrators	Undergradu	ate Students	Graduate	Students	Facu	ilty	Staff/Adm	nistrators	Undergradua	te Students	Graduate	Students	Fac	alty	Staff/Adm	nistrators
		n	%	n	%	n	%	n	96	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
ease indicate your level of satis	faction with the following at Univer Very satisfied	sity of Bridg	21%	36	41%	38	45%	17	30%	7.527	27%	1.537	30%	1.363	23%	2.160	24%	6.988	25%	471	30%	1.387	19%	1.825	18%
	Generally satisfied	77	38%	28	32%	29	34%	25	45%	13,956	50%	2,229	44%	2,843	48%	4,722	53%	13,385	48%	723	47%	3,592	49%	5,428	55%
	Neither satisfied nor dissatisfied	42	21%	14	16%	9	11%	5	9%	3,705	13%	798	16%	952	16%	1,239	14%	4,253	15%	241	16%	1,311	18%	1,641	16%
	Generally dissatisfied	16	8%	8	9%	6	7%	7	13%	2,258	8%	401	8%	578	10%	655	7%	2,465	9%	92	6%	888	12%	882	9%
	Very dissatisfied	5	2%	2	2%	3	4%	2	4%	448	2%	96	2%	127	2%	104	1%	613	2%	25	2%	201	3%	183	2%
	Total	203	100%	88	100%	85	100%	56	100%	27,894	100%	5,061	100%	5,863	100%	8,880	100%	27,704	100%	1,552	100%	7,379	100%	9,959	100%
e campus	Very satisfied	82	40%	36	41%	42	49%	21	37%	5,602	20%	1,279	25%	964	16%	1,580	18%	6,672	24%	448	29%	1,210	16%	1,667	17%
perience/environment	Generally satisfied	68	33%	32	36%	28	33%	23	40%	9,822	35%	1,679	33%	2,110	36%	3,720	42%	10,604	38%	607	39%	2,901	39%	4,582	46%
egarding diversity at University	Neither satisfied nor dissatisfied	37	18%	13	15%	7	8%	4	7%	6.276	22%	1.119	22%	1.377	24%	2.056	23%	5.437	20%	291	19%	1.726	23%	2.216	22%

of Bridgeport	Generally dissatisfied	13	6%	5	6%	4	5%	9	16%	4,948	18%	742	15%	1,170	20%	1,306	15%	3,997	14%	170	11%	1,259	17%	1,281	13%
	Very dissatisfied	4	2%	2	2%	4	5%	0	0%	1,280	5%	227	4%	234	4%	198	2%	972	4%	44	3%	280	4%	223	2%
	Total	204	100%	88	100%	85	100%	57	100%	27,928	100%	5,046	100%	5,855	100%	8,860	100%	27,682	100%	1,560	100%	7,376	100%	9,969	100%
The extent to which you	Very satisfied	64	31%	36	42%	38	45%	20	34%	8,185	29%	1,520	30%	1,812	31%	2,861	32%	7,957	29%	433	28%	1,807	24%	2,613	26%
experience a sense of belonging	Generally satisfied	66	32%	28	33%	24	28%	27	47%	11,093	40%	1,899	37%	2,429	41%	3,834	43%	10,709	39%	604	39%	3,172	43%	4,473	45%
or community at University of	Neither satisfied nor dissatisfied	50	24%	14	16%	13	15%	5	9%	4,732	17%	925	18%	914	16%	1,305	15%	5,135	19%	310	20%	1,329	18%	1,674	17%
Bridgeport	Generally dissatisfied	18	9%	6	7%	6	7%	4	7%	2,967	11%	545	11%	579	10%	708	8%	2,859	10%	161	10%	830	11%	1,001	10%
	Very dissatisfied	7	3%	2	2%	4	5%	2	3%	1,039	4%	184	4%	159	3%	179	2%	1,096	4%	53	3%	276	4%	256	3%
	Total	205	100%	86	100%	85	100%	58	100%	28,016	100%	5,073	100%	5,893	100%	8,887	100%	27,756	100%	1,561	100%	7,414	100%	10,017	100%
The extent to which you feel all	Very satisfied	59	29%	33	38%	32	38%	13	22%	4,279	15%	1,020	20%	710	12%	1,155	13%	5,268	19%	320	21%	827	11%	1,164	12%
community members experience	Generally satisfied	66	32%	26	30%	25	29%	21	36%	9,631	34%	1,672	33%	1,895	32%	3,349	38%	9,560	34%	573	37%	2,319	31%	3,708	37%
a sense of belonging or	Neither satisfied nor dissatisfied	60	29%	21	24%	14	16%	17	29%	7,005	25%	1,299	26%	1,653	28%	2,474	28%	6,912	25%	403	26%	2,195	30%	2,918	29%
	Generally dissatisfied	18	9%	5	6%	10	12%	7	12%	5,378	19%	796	16%	1,277	22%	1,603	18%	4,370	16%	207	13%	1,626	22%	1,804	18%
Bridgeport	Very dissatisfied	2	1%	2	2%	4	5%	0	0%	1,722	6%	280	6%	337	6%	298	3%	1,632	6%	55	4%	422	6%	406	4%
	Total	205	100%	87	100%	85	100%	58	100%	28,015	100%	5,067	100%	5,872	100%	8,879	100%	27,742	100%	1,558	100%	7,389	100%	10,000	100%

	Table 4: Responses to Additional Questic																							
						Table 4	: Respons	es to Addit	ional Ques	tions Abou	ut Campus	Climate fo	r Diversity	and Equ	iity									
				University o	of Bridgeport						All Oth	er 4-Year Pri	rate Institutio	ons						All Other I	Institutions			
	Undergradu	uate Students	Graduat	e Students	Fa	culty	Staff/Adn	ninistrators	Undergradu	ate Students	Graduate	Students	Facu	ilty	Staff/Adm	inistrators	Undergradu	ate Students	Graduate	Students	Fac	ulty	Staff/Admi	nistrators
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
To what extent do you agree that diversity on campus improves ex	periences and	l interactions v	within the cla	ssroom, the v	workplace, a	nd the overall	community?	(Q5)																
Strongly agree	128	63%	59	69%	69	81%	45	78%	16,154	57%	3,380	66%	4,430	75%	6,112	69%	16,181	57%	1,027	65%	5,528	74%	6,592	66%
Agree	47	23%	19	22%	9	11%	11	19%	8,137	29%	1,153	23%	1,068	18%	2,131	24%	7,997	28%	371	23%	1,422	19%	2,507	25%
Neither agree nor disagree	24	12%	6	7%	5	6%	2	3%	2,847	10%	410	8%	330	6%	557	6%	2,790	10%	136	9%	400	5%	770	8%
Disagree	1	0%	2	2%	2	2%	0	0%	780	3%	88	2%	56	1%	77	1%	728	3%	35	2%	68	1%	125	1%
Strongly disagree	4	2%	0	0%	0	0%	0	0%	361	1%	55	1%	35	1%	42	0%	450	2%	23	1%	35	0%	46	0%
Total	204	100%	86	100%	85	100%	58	100%	28,279	100%	5,086	100%	5,919	100%	8,919	100%	28,146	100%	1,592	100%	7,453	100%	10,040	100%
Overall, how comfortable would you be sharing your views on diver	sity and equi	ty at Universit	y of Bridgep	ort? (Q6)																				
Very comfortable	90	44%	40	47%	57	68%	33	57%	8,849	31%	2,041	40%	2,427	41%	2,886	32%	9,594	34%	641	40%	2,976	40%	3,042	30%
Somewhat comfortable	52	25%	25	29%	14	17%	15	26%	9,985	35%	1,606	32%	1,902	32%	3,039	34%	9,416	33%	501	31%	2,363	32%	3,266	33%
Neither comfortable nor uncomfortable	42	21%	18	21%	7	8%	5	9%	5,223	18%	780	15%	768	13%	1,685	19%	5,158	18%	262	16%	1,068	14%	2,064	21%
Somewhat uncomfortable	11	5%	3	3%	5	6%	4	7%	3,134	11%	461	9%	572	10%	930	10%	2,652	9%	115	7%	692	9%	1,078	11%
Very uncomfortable	9	4%	0	0%	1	1%	1	2%	1,088	4%	201	4%	252	4%	379	4%	1,316	5%	75	5%	346	5%	563	6%
Total	204	100%	86	100%	84	100%	58	100%	28,279	100%	5,089	100%	5,921	100%	8,919	100%	28,136	100%	1,594	100%	7,445	100%	10,013	100%



### Institutional Support for Diversity and Equity

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This worksheet includes three tables with data on institutional Support for Diversity and Equity. Table 1 lists the four elements of institutional support that we ask people to nate their level of agreement with: whether the campus is free from tensions, whether recruitment of historically marginalized people is an institutional priority, whether retensioned nichtorically marginalized people is an institutional priority, whether retensioned historically marginalized people is an institutional priority, and whether some indeering described priority commitment to develor and equity by averaging the level of agreement that a person has with each of those four elements.

Table 2 shows the overall sense of institutional support for diversity and equity of different groups at your institution compared to those groups at other institutions. Righer means indicate higher sense of support. Arrows pointing down indicate that members of a group at your institution, on werage, sense less institutional support for diversity and equity than their counterplants at other institutions, errows pointing up indicate a higher sense of support. An "a" sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on the level of agreement with each of the four elements of Institutional Support for Diversity and Equity.

# Table 1: Four Elements of Institutional Support for Diversity and Equity 1: Strongly dispare: 3-Dispare: 3-Neither pares nor dispare: 4-Agree: 5-Strongly gare

your level of agreement with each of the following statements about University of Bridgeport. (02 The campus environment is free from tensions related to invividual or group differences. Recruitment of historically magnifished subsets, faculty, and said firs an institutional priority. Retention of historically magnifished students, faculty, and staff is an institutional priority. Senior leadership demonstrates a commitment to diversity and equal to the campus.

	Table 2: Institutional Suppo	ort for Div	rersity and	Equity by [	Demograp				
						All Other 4-1	rear Private		
			University	of Bridgeport Effect	Size <sup>2</sup>	Institu	itions	All Other I	nstitutio
				vs. All					
				Other 4- Year Private	vs. All Other				
		n	Mean <sup>1</sup>	Institutions		n	Mean	n	Mean
esults by Role	Undergraduate Students	205	3.84		<del></del>	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	111	11	5,879	3.23	7,396	3.34
	Staff Administrators	45 13	3.39	- 111	- 11	6,915 1,922	3.33	8,015 1,962	3.40
esults by Role and Race/Ethni	icity (Broad Categories)				-;;	•			
All Students	U.S. White U.S. Persons of Color	76 177	3.84			22,891 8 540	3.40	17,575	3.48
	International	32	3.90	***		1,498	3.50	1,647	3.56
All Employees	U.S. White U.S. Persons of Color	94 45	3.88 3.48			11,723 2,590	3.34	13,130 3,601	3.44
All Elliployees	International	0	3.40	- 11		98	3.45	166	3.44
esults by Role and Gender				111	ıi.				
All Students	Men (cisgender) Women (cisgender)	91 194	3.78	111	- "	13,317 19,171	3.48	9,274 19,032	3.55
	Non-binary and/or transgender	3		- 11	- ;;	597	2.80	1,065	2.87
All Employees	Men (cisgender) Women (cisgender)	62 77	3.94			6,351 8,155	3.42	6,647 10,431	3.50
	Non-binary and/or transgender	3	3.00	- 111	- ,,	98	2.98	10,431	2.9
esults by Role and Sexual Orie	entation (Broad Categories)	234	3.88			27.626	3.43	21.814	3 50
All Students	Heterosexual LGBQ+	234 47	3.88	- !!	- 11	27,626 5,306	3.43	21,814 7,336	3.55
All Employees	Heterosexual	128	3.76		-111	12,932	3.32	14,831	3.42
esults by Role and Religion (B	LGBQ+	13	3.65		- 11	1,459	3.06	2,097	3.11
	Christian	171	3.88		- ;;	25,151	3.40	15,344	3.59
All Students	Other religious affiliation	37 51	3.74 3.76	- 11		1,070 5,372	3.43 3.16	2,025 9,437	3.36
	No religious affiliation Christian	72	3.76	***		9,774	3.16	9,437	3.4
All Employees	Other religious affiliation	16	4.17	***		566	3.24	806	3.32
esults by Role and Political Af	No religious affiliation	40	3.71	- !!!	- !!!	3,340	3.11	5,542	3.24
esuits by none and roncean An	Far left	22	3.65	***	-111	1,711	2.79	2,585	2.90
All Students	Liberal Middle-of-the-road	98	3.80		ii	8,926	3.03	10,423	3.26
An Students	Conservative	111 31	3.85 4.07			12,402 8,991	3.42	10,525 4,461	3.63
	Far right	6	3.71	111	111	455	3.86	415	3.85
	Far left Liberal	5 68	3.55 3.69			964 5,456	2.78 3.09	1,448 7,063	3.23
All Employees	Middle-of-the-road	43	3.65	***	****	4,799	3.38	5,520	3.53
	Conservative Far right	24	4.21			3,038 64	3.69	2,554 95	3.73
esults by Role and Disability S	tatus (Broad Categories)			111	**				
All Students	Long-term disability	19 8	3.61	111		2,635	3.10	3,027	3.25
All Students	Temporary disability No disability	8 261	3.47			579 29.856	3.24	641 25.654	3.42
	Long-term disability	7	3.46	111	- 11	765	3.15	996	3.19
All Employees	Temporary disability No disability	3 132	3.79			259 13,608	3.13 3.31	273 15,966	3.21
esults by Race/Ethnicity (Deta	illed Categories, Students and Employ	ees)	3.73		- 11	13,000	3.31	13,300	3.70
	African African American/Black	6 48	3.63 3.64			284 1,299	3.38	465 2,801	3.39
	African Americany Black Alaska Native	0	3.64			9	3.19	2,801	3.2
	Asian	21	4.32	111		1,234	3.58	1,546	3.7.
	Asian American Caribbean/West Indian	14	3.71			443 98	3.16 3.13	420 166	3.3
	Hispanic or Latino/a	50	3.99	- 1		1,914	3.27	2,235	3.5
·	Latin American Middle Eastern	9	4.44 3.63			188 235	3.33	242 353	3.5
	Middle Eastern Native American/American Indian	0	3.63	- 11	•	235 112	3.50	353 195	3.4
Nat	ive Hawaiian or other Pacific Islander	0				181	3.22	48 214	3.5
	South Asian Southeast Asian	10	3.58			143 76	3.22	214 107	3.3
	White	172	3.86			34,887	3.38	30,880	3.4
	Some other race or ethnicity Multiple race/ethnicity categories	11	2.70 3.74			576 5.651	3.29	730 5.677	3.2
esults by Sexual Orientation (I	Detailed Categories, Students and Em			- ::-	ij.				
	Asexual	15 10	3.50 3.63			960	3.40 2.97	1,191 3,363	3.5
	Bisexual Gay	10	3.63			2,392 875	3.04	1,099	3.1
	Lesbian	9	3.64			484	2.96	857	3.1
	Pansexual Queer	5 4	3.65		-	494 514	2.91 2.54	789 811	3.0
	Questioning	6	3.88	111	- 11	568	2.93	677	3.1
	Straight (Heterosexual)	362	3.84			40,558	3.39	36,645	3.4
arulte by Palinian (Datelled Co			3.75			3,227	3.13	4,895	3.2
esults by Religion (Detailed Ca	stegories, Students and Employees) Agnostic	27				2,058	3.15	3,698	3.2
esults by Religion (Detailed Ca	ategories, Students and Employees) Agnostic Atheist	25	3.81			779	3.50	2,308	3.6
esults by Religion (Detailed Ca	stegories, Students and Employees) Agnostic		3.81			344	3.30	490	
	stegories, Students and Employees) Agnostic Atheist Baptist Buddhist Catholic	25 23 4 123		11	"	7,466	3.53	7,788	
	stegories, Students and Employees) Agnostic Atheist Baptist Buddhist Catholic ch of Jesus Christ of Latter-day Saints	25 23 4 123 1	3.36	- 11	"	7,466 18,786	3.53 3.31	7,788 1,054	3.8
	stegories, Students and Employees) Agnostic Atheist Baptist Buddhist Catholic	25 23 4 123	3.36		,	7,466	3.53	7,788	3.8
	ategories, Students and Employees) Aprostic Athesis Baptist Budohist Budohist Catholic ch of Jesus Christ of Latter-day Saints Episcopalian Hindu Jehovah's Window	25 23 4 123 1 5 12	3.36 - 3.89 - 3.80 3.79			7,466 18,786 343 229 34	3.53 3.31 3.36 3.63 3.40	7,788 1,054 621 241 88	3.8 3.3 3.5 3.5
	ategories, Students and Employees) Apnosts: Athesis Baptiss Bodohast	25 23 4 123 1 5	3.36 - 3.89 - 3.80	111	1	7,466 18,786 343 229 34 548	3.53 3.31 3.36 3.63	7,788 1,054 621 241	3.8 3.3 3.5 3.5 3.1
	ategories, Students and Employees) Apnosts: Athesis Baptis Buddhes Buddhes Buddhes Gebrous of Latter-day Saints Gebrouslian Hindu Jehova's Witness Jewish Lutheran Methodst	25 23 4 123 1 5 12 1 15 4 5	3.36 - 3.89 - 3.80 3.79 - 3.82 - 3.80		,	7,466 18,786 343 229 34 548 1,220 775	3.53 3.31 3.36 3.63 3.40 3.23 3.58 3.49	7,788 1,054 621 241 88 1,126 954 1,327	3.8 3.3 3.5 3.5 3.1 3.5 3.5
	ateories, Students and Employeesi Agnostic Atheist Baptist Baptist Bodhist Catholic Catholic Jebovania Hindu Jehovan's Wilness Jewish Lutheran Methodist Musik	25 23 4 123 1 5 12 1 1 15 4 5	3.36 3.89 3.80 3.79 3.82 3.80 3.78	111	1 111	7,466 18,786 343 229 34 548 1,220 775 420	3.53 3.31 3.36 3.63 3.40 3.23 3.58 3.49 3.42	7,788 1,054 621 241 88 1,126 954 1,327 693	3.56 3.80 3.33 3.53 3.53 3.53 3.53 3.53 3.53
	ategories, Students and Employees) Agnostic Atheist Bapsits Bapsits Gatholic Catholic Photopalian Mindel Jehocoalian Jehocoali	25 23 4 123 1 5 12 1 15 4 5	3.36 - 3.89 - 3.80 3.79 - 3.82 - 3.80	111	1	7,466 18,786 343 229 34 548 1,220 775	3.53 3.31 3.36 3.63 3.40 3.23 3.58 3.49	7,788 1,054 621 241 88 1,126 954 1,327	3.80 3.33 3.53 3.53 3.13 3.55 3.55
	ateories, Students and Employeesi Agnostic Atheist Baptist Baptist Bodhist Catholic Catholic Jebovania Hindu Jehovan's Wilness Jewish Lutheran Methodist Musik	25 23 4 123 1 5 12 1 1 15 4 5	3.36 3.89 3.80 3.79 3.82 3.80 3.78 3.56	111	1 111	7,466 18,786 343 229 34 548 1,220 775 420 2,426	3.53 3.31 3.36 3.63 3.40 3.23 3.58 3.49 3.42 3.36	7,788 1,054 621 241 88 1,126 954 1,327 693 3,878	3.8 3.3 3.5 3.5 3.1 3.5 3.5 3.5 3.5 3.5

"Effect tale" measures the magginguise of the difference between the mean score for your students and employ equivalent effect size when the magns is based on 10 or more people.

Large positive difference. Medium positive difference Small positive difference and difference an

						Tabl	o 3. Lovel	of Agreem	ont with th	ne Four Fle	ments of le	estitutiona	I Support f	or Diversi	ty and Equ	itv									
					University o		c J. Ecver	JI ABICCIII	Circ Witti Ci	ic rour cic	inches of h		ther 4-Year P			y					All Other I	stitutions			
		Undergradu	ate Students	Graduat	e Students	Fac	ulty	Staff/Adn	ninistrators	Undergradu	ate Students	Graduate	Students	Fac	ulty	Staff/Adm	inistrators	Undergradua	te Students	Graduate	Students	Fac	ulty	Staff/Admi	inistrators
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
	sement with each of the following s																								
The campus environment is free	Strongly agree	60	29%	31	35%	32	38%	10	17%	4,138	15%	952	19%	575	10%	730	8%	5,401	19%	343	22%	719	10%	726	7%
from tensions related to	Agree	71	35%	28	32%	23	27%	17	29%	8,343	30%	1,456	29%	1,400	24%	2,417	27%	8,626	31%	552	35%	1,765	24%	2,744	27%
individual or group differences.	Neither agree nor disagree	52	25%	24	27%	17	20%	17	29%	4,901	17%	1,032	20%	1,197	20%	1,986	22%	4,899	17%	323	20%	1,496	20%	2,284	23%
	Disagree	18	9%	3	3%	9	11%	14	24%	8,401	30%	1,230	24%	2,150	36%	3,205	36%	6,572	23%	296	19%	2,706	36%	3,492	35%
	Strongly disagree	4	2%	2	2%	4	5%	0	0%	2,494	9%	418	8%	587	10%	571	6%	2,642	9%	77	5%	762	10%	790	8%
	Total	205	100%	88	100%	85	100%	58	100%	28,277	100%	5,088	100%	5,909	100%	8,909	100%	28,140	100%	1,591	100%	7,448	100%	10,036	100%
Recruitment of historically	Strongly agree	63	31%	24	28%	31	36%	12	21%	4,130	15%	879	17%	862	15%	1,275	14%	5,256	19%	320	20%	1,466	20%	1,840	18%
marginalized students, faculty,	Agree	75	37%	26	30%	29	34%	22	38%	8,379	30%	1,491	29%	1,916	32%	3,048	34%	9,573	34%	525	33%	2,806	38%	4,059	41%
and staff is an institutional	Neither agree nor disagree	60	29%	26	30%	16	19%	16	28%	9,945	35%	1,700	33%	1,570	27%	2,800	32%	8,867	32%	501	32%	1,713	23%	2,616	26%

priority.	Disagree	5	2%	7	8%	7	8%	6	10%	4,264	15%	698	14%	1,110	19%	1,340	15%	3,134	11%	158	10%	1,072	14%	1,153	12%
	Strongly disagree	2	1%	4	5%	2	2%	2	3%	1,512	5%	311	6%	444	8%	415	5%	1,223	4%	82	5%	382	5%	352	4%
	Total	205	100%	87	100%	85	100%	58	100%	28,230	100%	5,079	100%	5,902	100%	8,878	100%	28,053	100%	1,586	100%	7,439	100%	10,020	100%
Retention of historically	Strongly agree	52	25%	21	24%	30	35%	15	26%	4,342	15%	873	17%	859	15%	1,239	14%	4,898	17%	296	19%	1,255	17%	1,629	16%
marginalized students, faculty,	Agree	71	35%	25	29%	29	34%	13	22%	8,506	30%	1,413	28%	1,789	30%	2,990	34%	8,780	31%	486	31%	2,515	34%	3,661	37%
and staff is an institutional	Neither agree nor disagree	68	33%	28	33%	15	18%	18	31%	10,160	36%	1,803	36%	1,681	29%	2,897	33%	9,530	34%	555	35%	1,894	26%	2,908	29%
priority.	Disagree	11	5%	7	8%	9	11%	9	16%	3,632	13%	640	13%	1,062	18%	1,307	15%	3,201	11%	169	11%	1,204	16%	1,365	14%
	Strongly disagree	3	1%	5	6%	2	2%	3	5%	1,547	5%	339	7%	507	9%	438	5%	1,590	6%	80	5%	555	7%	439	4%
	Total	205	100%	86	100%	85	100%	58	100%	28,187	100%	5,068	100%	5,898	100%	8,871	100%	27,999	100%	1,586	100%	7,423	100%	10,002	100%
Senior leadership demonstrates	Strongly agree	58	28%	31	35%	35	41%	14	24%	5,645	20%	1,243	24%	1,345	23%	2,052	23%	5,745	21%	381	24%	1,731	23%	2,329	23%
a commitment to diversity and	Agree	75	37%	28	32%	28	33%	17	29%	10,476	37%	1,731	34%	2,068	35%	3,482	39%	10,098	36%	578	37%	2,726	37%	4,036	40%
equity on this campus.	Neither agree nor disagree	58	28%	20	23%	14	16%	14	24%	7,996	28%	1,380	27%	1,326	22%	1,949	22%	7,906	28%	419	27%	1,661	22%	2,197	22%
	Disagree	11	5%	6	7%	5	6%	10	17%	2,984	11%	457	9%	817	14%	1,034	12%	2,947	11%	130	8%	851	11%	1,042	10%
	Strongly disagree	3	1%	3	3%	3	4%	3	5%	1,118	4%	263	5%	359	6%	386	4%	1,321	5%	72	5%	468	6%	418	4%
	Total	205	100%	88	100%	85	100%	58	100%	28,219	100%	5,074	100%	5,915	100%	8,903	100%	28,017	100%	1,580	100%	7,437	100%	10,022	100%



## Insensitive or Disparaging Remarks

Back to Table of Contents

This worksheet includes four tables with data on insensitive or Disparaging Remarks. We asked people to indicate how often they hear insensitive or disparaging remarks about 10 different aspects of a person's identify (see Table 1 for the survey questions). We compute how often people hear insensitive or disparaging remarks about 13 do if they are people hear insensitive or disparaging remarks about 13 do if they are people hear insensitive or disparaging remarks about 14 and 15 met people hear insensitive or disparaging remarks about 14 and 15 met people hear insensitive or disparaging remarks about 14 and 15 met people hear insensitive or disparaging remarks about 14 and 15 met people hear insensitive or disparaging remarks about 14 and 15 met people hear insensitive or disparaging remarks about 15 met people hear insensitive or dis

Table 2-thows how often different groups at your institution heard insensitive or disparaging remarks compared to those groups at other institutions. Higher means indicate that people heard insensitive or disparaging remarks more often. Arrows pointing down indicate that members of a group at your institution, on average, heard insensitive or disparaging remarks less often than their counterparts at other institution; arrows pointing up indicate hearing insensitive or disparaging remarks more often. An "- 'ago indicates that the groups are roughly the same. For more detailed on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on how often people heard insensitive or disparaging remarks about each aspect of a person's identity. Finally, Table 4 provides frequencies for a follow-up question about the source of those remarks.

# Table 1: Insensitive or Disparaging Remarks about Different Aspects of a Person's Identity 1=Newer, 2=Rarely; 3=Sometimes, 4=Often; 5=Very often

Integrating pour time at University of Bridgeport, about how often have you have do encountered. Enforced Services (services Services (services)) and the services of the serv

	Table 2: Insensitive or	r Disparag	ing Remai	rks by Demo	graphic C	ategories			
						All Other 4-Y			
			University	of Bridgeport Effect	Sixa <sup>2</sup>	Institu	tions	All Other I	nstitutio
				vs. All					
				Other 4-	vs. All				
		n	Mean <sup>1</sup>	Year Private Institutions	Other Institutions	n	Mean	n	Mea
esults by Role					- ii				
	Undergraduate Students Graduate Students	199 85	1.70	ii_	ii	27,858 4,961	2.18 1.82	27,434 1,556	2.1
	Faculty	83	1.64	111		5,836	1.95	7,307	1.9
	Staff	44	1.85			6,877	1.87	7,911	1.9
esults by Role and Race/Ethnicity	Administrators	13	1.58			1,912	1.98	1,947	1.9
	U.S. White	75	1.55		-#-	22,717	2.11	17,344	2.0
All Students	U.S. Persons of Color	171	1.64	i_	_i	8,408	2.18	9,786	2.1
	International U.S. White	33 92	1.84			1,463 11.672	2.05 1.90	1,613	2.0
All Employees	U.S. Persons of Color	44	1.87			2,557	2.02	3,554	2.0
esults by Role and Gender	International	0				100	1.76	164	1.8
•	Men (cisgender)	90	1.73			13,165	2.02	9,096	1.9
All Students	Women (cisgender)	191	1.58	- 11	ш	18,989	2.18	18,768	2.1
	Non-binary and/or transgender	2		—ï—	—;—	590	2.48	1,038	2.5
All Employees	Men (cisgender) Women (cisgender)	60 76	1.63 1.75			6,329 8,093	1.87	6,582 10,300	1.9
	Non-binary and/or transgender	3		ш	ш	96	2.17	142	2.4
sults by Role and Sexual Orienta	tion (Broad Categories)				-ii				
All Students -	Heterosexual LGBQ+	228 46	1.59			27,356 5,239	2.07	21,485 7,201	2.0
All Employees -	Heterosexual	125	1.70		-#	12,855	1.89	14,663	1.9
	LGBQ+	13	1.83	- 111	- 11	1,448	2.13	2,072	2.2
sults by Role and Religion (Broad	d Categories) Christian	167	1.58	+	_+	24,892	2.12	15,095	2.0
All Students	Other religious affiliation	37	1.92		!!	1,055	2.12	1,992	2.1
-	No religious affiliation	48	1.63	;_	$\Rightarrow$	5,335	2.16	9,329	2.1
All Employees	Christian Other religious affiliation	71 16	1.73	ii_		9,720 566	1.90	9,286 790	1.9
	Other religious affiliation No religious affiliation	16 40	1.83	ш	ш	566 3,315	1.93	790 5,491	2.0
esults by Role and Political Affilia	tion	•							
-	Far left Liberal	22 94	1.85	iii_	_;; <u> </u>	1,698 8.817	2.52	2,539 10.295	2.4
All Students	Liberal Middle-of-the-road	94 108	1.61			8,817 12,295	2.40	10,295	1.9
	Conservative	31	1.68			8,912	1.86	4,379	1.8
	Far right Far left	6	1.95			449 954	1.82 2.15	404 1,437	1.8
-	Far left Liberal	67	1.42			954 5,415	2.15	1,437 6,968	2.2
All Employees	Middle-of-the-road	41	1.69	•		4,788	1.89	5,489	1.8
-	Conservative Far right	24	1.58			3,020	1.70	2,515	1.7
sults by Role and Disability Statu		0		-	-	63	1.70	91	1.8
	Long-term disability	19	2.12	ш	ш	2,617	2.40	2,990	2.3
All Students	Temporary disability No disability	7 257	1.97 1.59			569 29,556	2.30	622 25,260	2.2
	Long-term disability	7	1.76		ш	751	2.12	987	2.1
All Employees	Temporary disability	3				255	2.15	269	
sults by Race/Ethnicity (Detailed	No disability Categories, Students and Employ	129 (ees)	1.71	- 11	ш	13,538	1.90	15,787	1.9
, , , , , , , , , , , , , , , , , , , ,	African	5	2.34		"	278	2.01	445	2.1
	African American/Black	48 0	1.67		-	1,260	2.08	2,744	2.1
	Alaska Native Asian	21	1.65			1.207	1.93	9	2.4
	Asian American	4				439	2.14	416	2.0
	Caribbean/West Indian	14	1.47			96	2.05	160	2.1
	Hispanic or Latino/a Latin American	49	1.54			1,887 186	2.10	2,194 237	2.0
	Middle Eastern	10	1.85			234	1.92	340	1.9
	Native American/American Indian	0	-			109	1.96	189	2.0
Native	Hawaiian or other Pacific Islander South Asian	10	2.11		_	180 139	2.36	48 209	2.0
	South Asian Southeast Asian	3	- 2.11	IŤI	_n_	77	2.13	107	2.0
	White	169	1.60 1.96	- 111	-ii	34,658	2.03	30,508	2.0
						576	1.94 2.23	728	2.1
	Some other race or ethnicity	11 62		-		5,572			
1	Some other race or ethnicity Multiple race/ethnicity categories alled Categories, Students and Em	62 ployees)	1.73		1	5,572		5,597	
1	Some other race or ethnicity Multiple race/ethnicity categories ailed Categories, Students and Em Asexual	62 ployees) 15	1.73 2.11	-in	i	941	2.08	1,162	
1	Some other race or ethnicity, Multiple race/ethnicity categories alled Categories, Students and Em Asexual Bisexual	62 ployees) 15 10	2.11 1.95			941 2,378	2.08	1,162 3,304	2.3
1	Some other race or ethnicity Multiple race/ethnicity categories alled Categories, Students and Em Asexual Bisexual Gay Lesbian	62 ployees) 15 10 8	1.73 2.11 1.95 1.54 1.96		:	941 2,378 867 478	2.08 2.44 2.35 2.36	1,162 3,304 1,084 840	2.3 2.3 2.3
1	Some other race or ethnicity Multiple race/ethnicity categories alled Categories, Students and Em Acexual Bisexual Gay Lesbian Pansexual	62 nployees) 15 10 8 9	2.11 1.95 1.54	iii		941 2,378 867 478 486	2.08 2.44 2.35 2.36 2.36	1,162 3,304 1,084 840 775	2.3 2.3 2.4
1	Some other race or ethnicity Multiple race/ethnicity categories alled Categories, Students and Em Asexual Bisexual Gay Lesbian	62 ployees) 15 10 8	1.73 2.11 1.95 1.54 1.96		#	941 2,378 867 478 486 503 561	2.08 2.44 2.35 2.36	1,162 3,304 1,084 840	2.3 2.3 2.4 2.6
! sults by Sexual Orientation (Det.	Some other race or ethnicity Multiple race/ethnicity categories silled Categories, Students and Em- Billed Categories, Students and Em- Bisexual Gaya Lebbian Pansexual Queer Questioning Straight (Heterosexual)	62 ployees) 15 10 8 9 5	1.73 2.11 1.95 1.54 1.96 1.62	iii		941 2,378 867 478 486 503	2.08 2.44 2.35 2.36 2.36 2.57	1,162 3,304 1,084 840 775 793	2.3 2.3 2.4 2.6 2.2
! sults by Sexual Orientation (Det.	Some other race or ethnicity studitiple race/ethnicity categories, siled Categories, Students and Ern Bieseu Siled Categories, Students and Ern Bieseu Siled Categories, Students and Ern Gay Lebian Pansexual Questioning Straight (Neterosexual) ories, Students and Employees)	62 ployees) 15 10 8 9 5 3 6	1.73 2.11 1.95 1.54 1.96 1.62 1.57 1.63		-11	941 2,378 867 478 486 503 561 40,211	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01	1,162 3,304 1,084 840 775 793 676 36,148	2.3 2.3 2.4 2.6 2.2 1.9
! sults by Sexual Orientation (Det.	Some other race or ethnicity Multiple race/ethnicity categories silled Categories, Students and Em- Billed Categories, Students and Em- Bisexual Gaya Lebbian Pansexual Queer Questioning Straight (Heterosexual)	62 ployees) 15 10 8 9 5	1.73 2.11 1.95 1.54 1.96 1.62		-11	941 2,378 867 478 486 503 561	2.08 2.44 2.35 2.36 2.36 2.57 2.41	1,162 3,304 1,084 840 775 793 676	2.3 2.3 2.3 2.4 2.6 2.2 1.9
! esults by Sexual Orientation (Det	Some other race or ethnicity.  Some other race or ethnicity, categories in ideal Categories, Students and Embousai Bibecauli Giby (Lebban Paracesai).  Gay (Lebban Paracesai).  Guestroing Straight (Herrocusua).  Straight (Herrocusua).  Alteria (Agnostic Atheus).	62 pployees) 15 10 8 9 5 3 6 353	1.73 2.11 1.95 1.54 1.96 1.62 1.57 1.63		-11	941 2,378 867 478 486 503 561 40,211 3,202 2,040 759	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259	2.3 2.3 2.4 2.6 2.2 1.9 2.1 2.0
! sults by Sexual Orientation (Det.	Some other race or ethnicity.  Some other race or ethnicity categories alled Categories, Students and Emily actagories alled Categories, Students and Emily Categories Students and Emily Categories C	62 ployees) 15 10 8 9 5 3 6 353	1.73 2.11 1.95 1.54 1.96 1.62 - 1.57 1.63 1.74 1.65	11 H	- 11	941 2,378 867 478 486 503 561 40,211 3,202 2,040 759 337	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480	2.3 2.3 2.4 2.6 2.2 1.9 2.1 2.0
sults by Sexual Orientation (Oct	Some other race or ethnicity categories shalled Categories, Students and Em Milliple nezel ethnicity categories shalled Categories, Students and Em Secural Biscausa Biscausa Garage of the Categories of the Categories of Secural Physics and Categories Categories of Categories	62 pployees) 15 10 8 9 5 3 6 353	1.73 2.11 1.95 1.54 1.96 1.62 1.57 1.63 1.74	11 H	- 11	941 2,378 867 478 486 503 561 40,211 3,202 2,040 759	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259	2.3 2.3 2.4 2.6 2.2 1.9 2.1 2.0 1.9 2.0
ssults by Sexual Orientation (Oct-	Some other race or ethnicity Multiple race/ethnicity categories alled Categories, Students and fire Benaula Goy Institute Goy Institute Parincusual Goy Institute Parincusual Goy Institute Goy Straight (Nettroncous) Appetit Appetit Baptist Baptist Buddhist Buddhist Catholic Institute of yainst Catholic Institute of yainst Ins	62 sployees) 15 10 8 9 5 3 6 353 25 25 23 4 1122 1	1.73 2.11 1.95 1.54 1.96 1.62 - 1.57 1.63 1.74 1.65 1.87 - 1.60 -			941 2,378 867 478 486 503 561 40,211 2,040 759 337 7,377 18,684 335	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08 1.91 2.18	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 7,703 1,042 608	2.3 2.3 2.4 2.6 2.2 1.9 2.1 2.0 1.9 2.0 1.9 2.0
ssults by Sexual Orientation (Oct-	Some other race or ethnicity.  Althogie race/ethnicity categories.  Bled Categories, Students and Em.  Bessul Bess	62 sployees) 15 16 8 9 9 5 3 6 353 25 25 25 25 4 122 1 4 13	1.73 2.11 1.95 1.54 1.96 1.62 - 1.57 1.63 1.74 1.65	11 H	- 11	941 2,378 867 478 486 503 561 40,211 3,202 2,040 759 337 7,377 18,684 335 229	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08 1.91 2.18 1.91	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 7,703 1,042 608	2.3 2.4 2.6 2.2 1.9 2.1 2.0 1.9 2.0 1.9 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0
ssults by Sexual Orientation (Oct-	Some other race or ethnicity categories. Militial reactivities (categories, Students and Emilitial Reactivities) (Categories, Students and Emilitial Reactivities) (Categories, Students and Emilitial Reactivities) (Categori	62 sployees) 15 10 8 9 5 3 6 353 25 25 23 4 122 1 4 3 1	1.73 2.11 1.95 1.54 1.96 1.62 1.63 1.74 1.65 1.87 1.60 1.98			941 2,378 867 478 486 503 561 40,211 3,202 2,040 759 337 7,377 18,684 335 229	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08 1.91 2.18 1.91 2.19 2.03	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 1,042 608 233 84	2.3 2.3 2.4 2.6 2.2 1.5 2.1 2.0 1.5 2.0 1.5 2.0 2.0 1.5 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0
soults by Sexual Orientation (Oct-	Some other race or ethnicity categories. Militide race/ethnicity categories. Militide race/ethnicity categories. Militide Record of the Control of the Co	62 sployees) 15 16 8 9 9 5 3 6 353 25 25 25 25 4 122 1 4 13	1.73 2.11 1.95 1.54 1.96 1.62 - 1.57 1.63 1.74 1.65 1.87 - 1.60 -			941 2,378 867 478 486 503 561 40,211 40,211 759 3,202 2,040 759 7,377 7,377 18,684 335 229 34	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08 1.91 2.18 1.90 2.03 2.10	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 1,042 608 84 1,118 936	2.3 2.3 2.4 2.6 2.2 1.9 2.1 2.0 1.9 2.0 2.0 1.9 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0
ssults by Sexual Orientation (Oct-	Some other race or ethnicity.  Multiple race/ethnicity categories.  Bled Categories, Students and Em.  Brossul  Brossul  Brossul  Brossul  Paraceae  Paraceae  Straight (Heterosexua)  Straight (Heterosexua)  Graphic Categories, Students and Employees  Athesis  Baptist  Buddhats  Faraceae  Faraceae  Faraceae  Faraceae  Buddhats  Faraceae  Faraceae  Faraceae  Faraceae  Faraceae  Faraceae  Faraceae  Faraceae  Buddhats  Faraceae  Faracea	62 ployees) 15 10 8 9 5 3 6 353 25 25 23 4 4 11 13 1 15 4	1.73 2.11 1.95 1.54 1.96 1.62 1.57 1.63 1.74 1.65 1.87 1.89 1.90 1.90 1.90 1.90 1.90 1.90 1.90 1.9			941 2,378 867 478 486 503 561 40,211 3,202 2,040 759 337 7,377 18,684 335 229 34 548	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.05 1.95 2.08 1.91 2.18 1.91 2.03 2.10 1.90	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 7,703 1,042 608 233 84 1,118 936	2.3 2.3 2.3 2.4 2.6 2.2 2.2 2.1 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0
ssults by Sexual Orientation (Oct-	Some other race or ethnicity.  Allegie racylethricity categories. Students and Em.  Block Categories, Students and Em.  Brown  B	62 poloyees) 15 10 8 9 5 3 6 353 25 25 23 4 122 1 13 1 1 4 4 4 4	1.73 2.11 1.95 1.54 1.96 1.62 . 1.57 1.63 1.74 1.65 1.87 1.60 . 1.98 . 1.91		H H H H H H H H H H H H H H H H H H H	941 2,378 867 478 486 503 561 40,211 40,211 759 3,202 2,040 759 7,377 7,377 18,684 335 229 34	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08 1.91 2.18 1.90 2.03 2.10	1,162 3,304 1,084 840 775 793 65,48 4,831 3,670 2,259 480 7,703 1,042 608 233 84 1,118 936 1,298	1.9 2.3 2.3 2.3 2.4 4.2 2.6 2.2 2.1 9.9 2.0 1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9
ssults by Sexual Orientation (Oct-	Some other race or ethnicity.  Militagin expolerating categories, Students and Em.  Because of the Control of t	62 poloyees) 15 10 8 9 5 3 6 353 25 25 24 122 1 13 1 15 4 21 27 5	1.73 2.11 1.95 1.54 1.96 1.62 . 1.57 1.63 1.74 1.65 1.87		H H	941 2,378 867 478 495 496 495 561 40,211 3,202 2,040 759 337 7,377 18,684 325 34 548 1,214 768 416 2,403 287	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.11 2.06 1.95 2.08 1.91 1.90 2.03 2.10 1.90 1.90 1.90 1.90 1.90 1.90 1.90 1	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 7,703 1,042 608 84 1,118 936 1,298 674 3,826	2.3 2.3 2.3 2.4 2.4 2.2 2.2 2.2 2.0 2.0 2.0 2.0 2.0 2.0 2.0
ssults by Sexual Orientation (Oct-	Some other race or ethnicity calesories. Middleide race/ethnicity calesories. Guestioning. Straph (Netronocauda) and profess. Students and fasteristics. Basedons and fasteristic	62 poloyees) 15 10 8 9 5 3 6 353 25 25 23 4 122 1 13 1 1 4 4 4 4	1.73 2.11 1.95 1.54 1.96 1.62 . 1.57 1.63 1.74 1.65 1.87 . 1.80 . 1.98 . 1.98 1.98 1.91 1.91 1.94		H H H H H H H H H H H H H H H H H H H	941 2,378 867 478 486 503 561 40,211 3,202 2,040 759 337 7,377 18,684 335 229 34 768 416 2,403	2.08 2.44 2.35 2.36 2.36 2.57 2.41 2.01 2.01 2.05 1.95 2.08 1.91 1.90 2.03 2.10 1.90 1.90 1.90 1.90 1.90	1,162 3,304 1,084 840 775 793 676 36,148 4,831 3,670 2,259 480 7,703 1,042 608 233 84 1,118 936 1,298 674 3,826	2.3 2.3 2.3 2.4 2.6 2.2 2.2 2.1 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0

students and employees and the mean score for students and employees at all other institutions. We only

					Ta	ble 3: Hov	w Often Pe	ople Heard	Insensiti	ve or Dispa	raging Ren	narks Base	d on Certai	n Aspects o	of a Persor	n's Identity									
					University of	f Bridgeport						All	Other 4-Year P	rivate Institut	tions						All Other I	nstitutions			
		Undergradua	ate Students	Graduate	e Students	Fai	ulty	Staff/Adm	inistrators	Undergradu	ate Students	Graduat	e Students	Fac	ulty	Staff/Adm	inistrators	Undergradua	ate Students	Graduate	Students	Faci	ulty	Staff/Admi	inistrators
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
During your time at University o	ring your time at University of Bridgeport, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)																								
People who have a particular	Never	115	57%	63	72%	46	54%	29	50%	10,145	36%	2,672	53%	2,701	46%	4,059	46%	10,735	38%	773	49%	3,112	42%	4,147	41%
racial and/or ethnic identity	Rarely	43	21%	9	10%	24	28%	13	22%	7,589	27%	1,076	21%	1,739	29%	2,762	31%	6,886	25%	380	24%	2,259	31%	3,079	31%
	Sometimes	32	16%	10	11%	12	14%	13	22%	6,165	22%	856	17%	1,038	18%	1,525	17%	6,013	22%	276	17%	1,504	20%	1,981	20%
	Often	9	4%	3	3%	3	4%	3	5%	2,740	10%	275	5%	284	5%	402	5%	2,675	10%	94	6%	363	5%	567	6%
	Very often	4	2%	2	2%	0	0%	0	0%	1,512	5%	160	3%	133	2%	150	2%	1,582	6%	55	3%	168	2%	219	2%
1	Total	203	100%	87	100%	85	100%	58	100%	28,151	100%	5,039	100%	5,895	100%	8,898	100%	27,891	100%	1,578	100%	7,406	100%	9,993	100%
People of a particular sexual	Never	118	59%	62	71%	56	66%	29	50%	8,159	29%	2,792	55%	2,631	45%	3,863	43%	10,762	39%	875	55%	3,458	47%	4,304	43%

orientation	Rarely	39	19%	14	16%	19	22%	21	36%	7,123	25%	1,024	20%	1,657	28%	2,783	31%	7,203	26%	349	22%	2,333	32%	3,190	32%
	Sometimes	30	15%	6	7%	10	12%	7	12%	7,040	25%	752	15%	1,107	19%	1,599	18%	6,157	22%	238	15%	1,249	17%	1,934	19%
	Often	8	4%	3	3%	0	0%	1	2%	3,514	12%	294	6%	314	5%	450	5%	2,467	9%	72	5%	253	3%	427	4%
	Very often	6	3%	2	2%	0	0%	0	0%	2,303	8%	174	3%	182	3%	197	2%	1,291	5%	44	3%	112	2%	143	1%
	Total	201	100%	87	100%	85	100%	58	100%	28,139	100%	5,036	100%	5,891	100%	8,892	100%	27,880	100%	1,578	100%	7,405	100%	9,998	100%
People of a particular gender or	Never	119	59%	64	73%	52	61%	29	50%	8,414	30%	2,655	53%	2,441	41%	3,639	41%	10,472	38%	808	51%	3,117	42%	4,014	40%
gender identity	Rarely	45	22%	12	14%	22	26%	20	34%	7.172	25%	1.041	21%	1.639	28%	2.699	30%	6.838	25%	345	22%	2.302	31%	3.184	32%
	Sometimes	26	13%	7	8%	11	13%	8	14%	7.089	25%	828	16%	1.219	21%	1.844	21%	6.470	23%	263	17%	1,450	20%	2.092	21%
	Often	7	3%	2	2%	0	0%	1	2%	3.402	12%	329	7%	383	7%	501	6%	2.702	10%	109	7%	400	5%	527	5%
	Very often	6	3%	3	3%	0	0%	0	0%	2.050	7%	178	4%	209	4%	207	2%	1.407	5%	50	3%	143	2%	190	2%
	Total	203	100%	88	100%	85	100%	58	100%	28,127	100%	5,031	100%	5,891	100%	8,890	100%	27,889	100%	1,575	100%	7,412	100%	10,007	100%
People from a particular	Never	121	60%	64	73%	51	61%	27	47%	13,048	46%	2,940	58%	2,957	50%	4,471	50%	12,553	45%	855	54%	3,378	46%	4,551	46%
socioeconomic background	Rarely	42	21%	12	14%	22	26%	22	39%	7.700	27%	1.085	22%	1.740	30%	2.582	29%	7.039	25%	370	23%	2.225	30%	2.951	30%
	Sometimes	25	12%	8	9%	9	11%	7	12%	4,855	17%	709	14%	901	15%	1,389	16%	5,165	19%	227	14%	1,326	18%	1,815	18%
	Often	10	5%	3	3%	2	2%	1	2%	1.755	6%	214	4%	215	4%	340	4%	2.068	7%	83	5%	341	5%	473	5%
	Very often	4	2%	1	1%	0	0%	0	0%	777	3%	89	2%	75	1%	103	1%	1,063	4%	45	3%	134	2%	193	2%
	Total	202	100%	88	100%	84	100%	57	100%	28.135	100%	5.037	100%	5.888	100%	8.885	100%	27.888	100%	1.580	100%	7.404	100%	9.983	100%
People from a particular religious	Never	118	58%	64	73%	43	51%	33	57%	11.455	41%	2.771	55%	2.723	46%	4,484	50%	11.850	42%	803	51%	3.210	43%	4.621	46%
background	Rarely	39	19%	10	11%	29	34%	14	24%	7.984	28%	1.168	23%	1.733	29%	2,705	30%	7.412	27%	395	25%	2.261	31%	3.031	30%
-	Sometimes	36	18%	8	9%	11	13%	10	17%	5,543	20%	736	15%	1,025	17%	1,263	14%	5,574	20%	263	17%	1,445	19%	1,732	17%
	Often	7	3%	4	5%	1	1%	1	2%	2.060	7%	220	4%	281	5%	326	4%	2.025	7%	79	5%	347	5%	422	4%
	Very often	3	1%	2	2%	1	1%	0	0%	1,092	4%	137	3%	128	2%	114	1%	1,023	4%	39	2%	149	2%	197	2%
	Total	203	100%	88	100%	85	100%	58	100%	28.134	100%	5.032	100%	5.890	100%	8.892	100%	27.884	100%	1.579	100%	7.412	100%	10.003	100%
People with a particular disability	Never	130	64%	64	74%	63	74%	36	62%	15,367	55%	3,401	68%	3,599	61%	5,657	64%	14,723	53%	1,014	64%	4,253	57%	6,044	60%
	Rarely	42	21%	14	16%	18	21%	16	28%	7,478	27%	1,000	20%	1,522	26%	2,293	26%	7,228	26%	351	22%	2,129	29%	2,703	27%
	Sometimes	24	12%	7	8%	4	5%	6	10%	3,723	13%	476	9%	629	11%	767	9%	4,100	15%	159	10%	843	11%	1,017	10%
	Often	6	3%	1	1%	0	0%	0	0%	1,103	4%	96	2%	91	2%	126	1%	1,236	4%	32	2%	130	2%	153	2%
	Very often	1	0%	1	1%	0	0%	0	0%	472	2%	62	1%	49	1%	58	1%	610	2%	25	2%	50	1%	78	1%
	Total	203	100%	87	100%	85	100%	58	100%	28,143	100%	5,035	100%	5,890	100%	8,901	100%	27,897	100%	1,581	100%	7,405	100%	9,995	100%
People who are immigrants	Never	120	59%	63	72%	50	60%	34	59%	13,507	48%	2,993	59%	3,153	54%	4,891	55%	13,655	49%	896	57%	3,725	50%	5,273	53%
	Rarely	36	18%	9	10%	23	27%	16	28%	7,000	25%	1,030	20%	1,523	26%	2,443	27%	6,978	25%	351	22%	2,042	28%	2,774	28%
	Sometimes	35	17%	9	10%	9	11%	5	9%	4,770	17%	669	13%	916	16%	1,195	13%	4,631	17%	220	14%	1,250	17%	1,452	15%
	Often	9	4%	3	3%	2	2%	2	3%	1,866	7%	227	5%	199	3%	261	3%	1,654	6%	71	5%	275	4%	323	3%
	Very often	3	1%	3	3%	0	0%	1	2%	988	4%	116	2%	100	2%	95	1%	952	3%	37	2%	110	1%	153	2%
	Total	203	100%	87	100%	84	100%	58	100%	28,131	100%	5,035	100%	5,891	100%	8,885	100%	27,870	100%	1,575	100%	7,402	100%	9,975	100%
People with a particular political	Never	101	50%	61	70%	26	31%	15	26%	4,757	17%	1,806	36%	1,154	20%	1,854	21%	7,040	25%	551	35%	1,409	19%	2,151	22%
affiliation/view	Rarely	37	18%	10	11%	25	29%	16	28%	4,564	16%	865	17%	1,184	20%	2,200	25%	4,789	17%	311	20%	1,456	20%	2,236	22%
	Sometimes	38	19%	9	10%	23	27%	18	31%	7,728	27%	1,187	24%	1,932	33%	2,879	32%	6,947	25%	352	22%	2,476	33%	3,179	32%
	Often	15	7%	5	6%	9	11%	6	10%	6,456	23%	690	14%	1,085	18%	1,310	15%	5,247	19%	218	14%	1,376	19%	1,576	16%
	Very often	11	5%	2	2%	2	2%	3	5%	4,648	17%	491	10%	540	9%	654	7%	3,871	14%	144	9%	698	9%	849	8%
	Total	202	100%	87	100%	85	100%	58	100%	28,153	100%	5,039	100%	5,895	100%	8,897	100%	27,894	100%	1,576	100%	7,415	100%	9,991	100%
People of a particular age or	Never	117	58%	63	72%	44	52%	27	47%	10,472	37%	2,562	51%	2,228	38%	3,052	34%	12,268	44%	755	48%	2,662	36%	3,615	36%
generation	Rarely	45	22%	14	16%	32	38%	17	29%	7,683	27%	1,194	24%	1,661	28%	2,661	30%	7,073	25%	432	27%	2,154	29%	3,004	30%
	Sometimes	31	15%	8	9%	5	6%	10	17%	6,275	22%	900	18%	1,425	24%	2,215	25%	5,474	20%	256	16%	1,800	24%	2,334	23%
	Often	6	3%	2	2%	4	5%	4	7%	2,724	10%	292	6%	427	7%	743	8%	2,136	8%	90	6%	581	8%	777	8%
	Very often	4	2%	1	1%	0	0%	0	0%	994	4%	89	2%	152	3%	229	3%	947	3%	45	3%	213	3%	272	3%
	Total	203	100%	88	100%	85	100%	58	100%	28,148	100%	5,037	100%	5,893	100%	8,900	100%	27,898	100%	1,578	100%	7,410	100%	10,002	100%
People for whom English is not	Never	120	59%	63	72%	43	51%	25	43%	14,035	50%	2,990	59%	2,859	49%	4,405	50%	13,317	48%	882	56%	3,257	44%	4,701	47%
their native language	Rarely	40	20%	14	16%	30	35%	19	33%	7,497	27%	1,075	21%	1,694	29%	2,725	31%	7,321	26%	363	23%	2,177	29%	3,014	30%
	Sometimes	26	13%	6	7%	10	12%	10	17%	4,439	16%	680	14%	1,020	17%	1,369	15%	4,773	17%	232	15%	1,484	20%	1,703	17%
	Often	12	6%	3	3%	2	2%	2	3%	1,470	5%	205	4%	237	4%	292	3%	1,603	6%	64	4%	351	5%	437	4%
	Very often	5	2%	2	2%	0	0%	2	3%	717	3%	87	2%	84	1%	105	1%	880	3%	34	2%	134	2%	138	1%
	Total	203	100%	88	100%	85	100%	58	100%	28,158	100%	5,037	100%	5,894	100%	8,896	100%	27,894	100%	1,575	100%	7,403	100%	9,993	100%

							Table 4:	Responses	to Questi	ons About	the Source	of Insensi	tive or Disp	paraging Re	emarks										
					University of	f Bridgeport						All C	ther 4-Year P	rivate Institu	tions						All Other I	nstitutions			
		Undergrad	uate Students	Graduat	te Students	Fa	culty	Staff/Adn	ninistrators	Undergradu	ate Students	Graduati	Students	Fac	ulty	Staff/Adm	ninistrators	Undergradua	ate Students	Graduate	Students	Fac	ulty	Staff/Adm	ninistrators
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
If you heard someone m	ake an insensitive or disparaging rem	ark, about how oft	en was the so	urce of that	remark a mem	ber of the fo	llowing group	os? (Q11)																	
Students	Never	91	45%	54	63%	32	38%	20	35%	3,297	12%	1,486	30%	1,196	21%	2,651	31%	5,419	20%	468	30%	1,389	20%	2,905	31%
	Rarely	40	20%	15	17%	29	35%	15	26%	4,000	14%	922	19%	1,352	24%	2,132	25%	4,418	16%	304	20%	1,674	24%	2,215	23%
	Sometimes	40	20%	12	14%	17	20%	13	23%	6,149	22%	1,048	21%	1,891	33%	2,387	28%	6,229	22%	356	23%	2,491	35%	2,834	30%
	Often	18	9%	3	3%	6	7%	7	12%	7,846	28%	847	17%	820	14%	979	11%	6,511	23%	258	17%	1,103	15%	1,133	12%
	Very often	15	7%	2	2%	0	0%	2	4%	6,800	24%	657	13%	408	7%	368	4%	5,211	19%	166	11%	461	6%	435	5%
	Total	204	100%	86	100%	84	100%	57	100%	28,092	100%	4,960	100%	5,667	100%	8,517	100%	27,788	100%	1,552	100%	7,118	100%	9,522	100%
Faculty	Never	145	71%	61	71%	36	43%	20	34%	15,997	57%	2,963	60%	1,810	32%	3,757	44%	15,673	57%	936	61%	2,197	31%	4,047	43%
	Rarely	33	16%	12	14%	23	27%	21	36%	6,546	23%	974	20%	1,725	30%	2,233	26%	6,088	22%	307	20%	2,132	30%	2,480	26%
	Sometimes	17	8%	10	12%	17	20%	13	22%	4,067	15%	730	15%	1,597	28%	1,859	22%	4,188	15%	208	13%	2,014	28%	2,233	24%
	Often	8	4%	2	2%	8	10%	4	7%	1,058	4%	189	4%	366	6%	452	5%	1,229	4%	61	4%	536	8%	534	6%
	Very often	1	0%	1	1%	0	0%	0	0%	378	1%	92	2%	172	3%	160	2%	529	2%	35	2%	252	4%	194	2%
	Total	204	100%	86	100%	84	100%	58	100%	28,046	100%	4,948	100%	5,670	100%	8,461	100%	27,707	100%	1,547	100%	7,131	100%	9,488	100%
Staff	Never	153	75%	66	77%	51	61%	23	40%	18,846	67%	3,661	74%	2,783	50%	2,624	31%	18,008	65%	1,084	70%	3,305	47%	2,852	30%
	Rarely	35	17%	11	13%	17	20%	17	30%	5,592	20%	751	15%	1,543	27%	2,829	33%	5,460	20%	261	17%	1,909	27%	2,953	31%
	Sometimes	13	6%	8	9%	12	14%	15	26%	2,729	10%	384	8%	1,045	19%	2,379	28%	3,029	11%	139	9%	1,466	21%	2,865	30%
	Often	3	1%	0	0%	2	2%	2	4%	607	2%	92	2%	178	3%	505	6%	780	3%	37	2%	277	4%	674	7%
	Very often	0	0%	1	1%	1	1%	0	0%	235	1%	46	1%	62	1%	198	2%	391	1%	22	1%	84	1%	225	2%
	Total	204	100%	86	100%	83	100%	57	100%	28,009	100%	4,934	100%	5,611	100%	8,535	100%	27,668	100%	1,543	100%	7,041	100%	9,569	100%
Administration	Never	157	77%	68	79%	62	74%	32	55%	20,925	75%	3,824	78%	3,258	58%	4,459	53%	19,576	71%	1,153	75%	3,938	56%	4,908	52%
	Rarely	30	15%	10	12%	14	17%	14	24%	4,390	16%	632	13%	1,325	24%	2,199	26%	4,522	16%	231	15%	1,753	25%	2,494	26%
	Sometimes	11	5%	6	7%	5	6%	11	19%	1,881	7%	324	7%	738	13%	1,374	16%	2,338	8%	105	7%	998	14%	1,578	17%
	Often	5	2%	0	0%	2	2%	0	0%	516	2%	88	2%	191	3%	300	4%	732	3%	32	2%	226	3%	331	3%
	Very often	1	0%	2	2%	1	1%	1	2%	281	1%	53	1%	81	1%	122	1%	450	2%	20	1%	102	1%	150	2%
	Total	204	100%	86	100%	84	100%	58	100%	27,993	100%	4,921	100%	5,593	100%	8,454	100%	27,618	100%	1,541	100%	7,017	100%	9,461	100%
Local community	Never	123	60%	54	63%	39	47%	24	42%	9,125	33%	2,261	46%	1,853	34%	2,758	33%	10,861	39%	661	43%	2,058	30%	2,692	29%
	Rarely	46	23%	15	17%	21	25%	15	26%	5,239	19%	787	16%	992	18%	1,790	21%	4,955	18%	261	17%	1,173	17%	1,751	19%
	Sometimes	23	11%	10	12%	15	18%	14	25%	7,737	28%	1,034	21%	1,612	29%	2,555	30%	6,606	24%	361	23%	2,203	32%	3,192	34%
	Often	4	2%	3	3%	7	8%	2	4%	3,910	14%	534	11%	695	13%	957	11%	3,160	11%	160	10%	1,022	15%	1,227	13%
	Very often	8	4%	4	5%	1	1%	2	4%	1,979	7%	291	6%	353	6%	328	4%	1,977	7%	98	6%	499	7%	536	6%
I	Total	204	100%	86	100%	83	100%	57	100%	27.990	100%	4.907	100%	5.505	100%	8.388	100%	27,559	100%	1,541	100%	6.955	100%	9.398	100%



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This worksheet includes three tables with data on Experiences of Discrimination or Harassment. Table 1 presents the survey question which asked people whether they had experienced discrimination or harassment.

Table 2 shows the percentage of people within different groups at your institution who experienced discrimination or harassment compared to those groups at other institutions. Arrows pointing down indicate that members of a group at your institution, on average, experienced less discrimination or harassment than their counterparts at other institution; arrows opining up indicate that group has experienced mere discrimination or harassment. An "x" sign indicates that the groups are roughly the same. (For more details on effect sizes and high scores, see notes below Table 2.)

Table 3 provides more detail on experiences of discrimination or harassment, including frequencies for follow-up questions answered by those who indicated they had experienced discrimination or harassment.

Table 1: Experiences of Discrimination or Harassment
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
University of Bridgeport? (Q13)
Yes
No
Unsure

	Table 2: Experiences of Disc	riminiatio	on or Hara	ssment by L	vemograp				
			Habaaa '	-60-4		All Other 4-Y		All Oak	
	H		University	of Bridgeport Effect	t Size <sup>2</sup>	Institu	uons	All Other I	stituti
				vs. All		l			
				Other 4- Year Private	vs. All Other	1			
		n	% Yes¹	Institutions	Institutions	n	% Yes	n	% Y
sults by Role	Undergraduate Students	202	8%	_i_	i	28,250	17%	28,116	20
	Graduate Students	88	8%	_:	_;-	5,083	15%	1,590	15
	Faculty Staff	85 45	14% 9%	-ii-	·iii	5,921 6,982	21% 18%	7,441 8.054	22
	Administrators	13	9%		- 11	1,934	20%	1,976	20
ults by Role and Race/Ethnicit	y (Broad Categories)			_ii	ii				
All Students	U.S. White U.S. Persons of Color	76 175	8% 7%			22,986 8,596	14% 24%	17,700 10,068	18 23
	International	34	9%			1,507	23%	1,667	23
All Employees	U.S. White U.S. Persons of Color	94 45	13%			11,814	17% 27%	13,205	18
	U.S. Persons of Color International	45 0	9%			2,612 102	19%	3,627 165	28 20
ults by Role and Gender									
All Students	Men (cisgender) Women (cisgender)	92 194	11% 6%	3		13,379 19,272	13% 18%	9,329 19,213	17 21
	Non-binary and/or transgender	3			_;_	600	39%	1,067	41
All Employees	Men (cisgender) Women (cisgender)	62 77	11% 12%	8		6,407 8,218	13% 24%	6,688 10,494	16 24
	Non-binary and/or transgender	3	1279		ш	98	34%	10,494	40
ults by Role and Sexual Orient	ation (Broad Categories)	222	7%	i.	- ;;		14"	21,994	
All Students	Heterosexual LGBQ+	233 47	7% 13%	- :		27,769 5,321	14% 29%	21,994 7,374	17 29
All Employees	Heterosexual	128	11%		-#-	13,034	18%	14,918	19
	LGBQ+	13	15%			1,472	27%	2,108	31
ults by Role and Religion (Broa	Christian	168	5%		-#-	25,262	15%	15,452	18
All Students	Other religious affiliation	39	8%	;_	;_	1,083	23%	2,055	24
	No religious affiliation Christian	51 72	8% 10%			5,402 9,849	22% 19%	9,504 9,449	22 19
All Employees	Other religious affiliation	16	6%			574	20%	808	22
ults by Role and Political Affilia	No religious affiliation	40	18%	IŤI	171	3,361	20%	5,574	21
one oy note and Political Affilia	Far left	22	5%	-#-		1,723	29%	2,598	31
All Students	Liberal	98	9%		-ii-	8,954	23%	10,490	24
All Students	Middle-of-the-road Conservative	111 31	9% 6%			12,457 9,039	14% 11%	10,609 4,484	15
	Far right	6	0%		-	459	16%	423	15
	Far left Liberal	5 68	0% 12%			968 5,498	27% 20%	1,464 7,084	26 22
All Employees	Liberal Middle-of-the-road	43	16%	- iii	- iii	4,839	18%	7,084 5,567	15
	Conservative	24	0%			3,063	16%	2,569	18
ults by Role and Disability Stat	Far right tus (Broad Categories)	0				64	20%	94	16
	Long-term disability	19	26%		- 11	2,659	36%	3,059	36
All Students	Temporary disability No disability	8 262	13%			584 30.000	32% 15%	647 25,855	29 18
	Long-term disability	7	14%			771	35%	997	36
All Employees	Temporary disability No disability	3 132	10%			264 13,720	35% 18%	277 16,067	31 20
ults by Race/Ethnicity (Detaile	d Categories, Students and Employe	ees)		- 11	- 11				
	African African American/Black	6	0%			293 1,314	24%	471 2,823	27
		48	8%	- 111		1.314	27%		26
	Alaska Native	0		***		9	11%	10	50
	Alaska Native Asian	21	0%			9 1,239	18%	10 1,550	18
	Alaska Native Asian Asian American	21 4	-	***	111	9 1,239 445		10 1,550 427	18
	Alaska Native Asian		0% - 0% 4%			9 1,239	18%	10 1,550	18 21 25
	Alaska Native Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American	21 4 13 50 9	0% 4% 0%			9 1,239 445 99 1,923 189	23% 26% 23% 24%	10 1,550 427 167 2,260 245	18 21 25 19 21
	Alaska Native Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern	21 4 13 50	- 0% 4%			9 1,239 445 99 1,923	18% 23% 26% 23%	10 1,550 427 167 2,260 245 355	18 21 25 19 21
Native	Alaska Native Asian American Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American Indian Hawaiian or other Pacific Islander	21 4 13 50 9 11 0	0% 4% 0% 9%			9 1,239 445 99 1,923 189 243 112 183	18% 23% 26% 23% 24% 19% 25% 26%	10 1,550 427 167 2,260 245 355 195 49	18 21 25 19 21 18 31
Native	Alaska Native Asian Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian Hawailan or other Pacific Islander	21 4 13 50 9 11 0	0% 4% 0%			9 1,239 445 99 1,923 189 243 112 183 145	18% 23% 26% 23% 24% 19% 25% 26% 28%	10 1,550 427 167 2,260 245 355 195 49 218	18 21 25 25 21 18 31 16
Native	Alaka Native Asian Asian American Caribbean/West indian Hispanic or Latinoi,3 Latin American Middle Eastern Native American/American Indian Hawaiian or other Pacific Idander South Asian Southeast Asian Withit	21 4 13 50 9 11 0 0 10 3	0% 4% 0% 9% - 20%	+		9 1,239 445 99 1,923 189 243 112 183 145 78	18% 23% 26% 23% 24% 19% 25% 26% 28% 15%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081	18 21 25 19 21 18 31 16 22 24
Native	Alaska Native Asian Asian American Asian American Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian Hawailian or other Pacific Islander, South Asian Southeast Asian Southeast Asian Some other race or ethnicity Some other race or ethnicity	21 4 13 50 9 11 0 0 10 3	0% 4% 0% 9% - - 20% - 10% 27%			9 1,239 445 99 1,923 189 243 112 183 145 78 35,073 584	18% 23% 26% 23% 24% 19% 25% 26% 28% 15% 15%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742	18 21 25 19 21 18 31 16 22 24 18 34
Native	Alaska Native Asian Asian American Asian American Caribeason/West Indian Hispanic or Latino/a Latin American Middle Sastern Native American/American Indian Hewalian or other Pacific Islander Southeasta Southeast Asian White Some other race or ethnicity Multiple race/ethnicity categories	21 4 13 50 9 11 0 0 10 3 172 11 65	0% 4% 0% 9% - 20%		- iii	9 1,239 445 99 1,923 189 243 112 183 145 78	18% 23% 26% 23% 24% 19% 25% 26% 28% 15%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081	18 21 25 19 21 18 31 16 22 24 18 34
Native	Alsaka Natske Akin Akin Akin American Caribbean West Indian Wispanic or Latinoja, Latin American Middle Eastern Native American Indian Hawaiian or other Pacific Usinder Hawaiian or other Pacific Usinder Southeast Asian Southeast Asian Southeast Asian Some other race or ethnicity Autopie race (ethnicity cotagories talked Categories, Students and firm Apensal	21 4 13 50 9 11 0 0 10 3 172 11 65 oloyees)	- 0% 4% 0% 9%  20%  10% 27% 8%	+		9 1,239 445 99 1,923 189 243 112 183 145 78 35,073 584 5,676	28% 23% 26% 23% 24% 19% 25% 26% 28% 15% 27% 26%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,717	18 21 25 19 21 18 31 16 22 24 18 34 27
Native	Albada Matsive Aslan Aslanda Matsive Aslan Aslanda Matsiva Aslanda Asl	21 4 13 50 9 11 0 0 10 3 172 11 65 oloyees)	- 0% 41% 0% 9% - 20% - 10% 27% 8% 13% 10%		- iii	9 1,239 445 99 1,923 189 243 112 183 145 78 35,073 584 5,676	18% 23% 26% 23% 24% 19% 25% 26% 28% 15% 15% 27% 26%	10 1,550 427 167 2,260 245 355 49 218 109 31,081 742 5,717	18 21 15 16 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18
Native	Albada Matthe Albada Matthe Albada Matthe Albada Matthe Albada Matthe Albada Al	21 4 13 50 9 11 0 0 10 3 172 11 65 oloyees)			- iii	9 1,239 445 99 1,923 118 243 1112 183 145 78 35,073 5,676	28% 23% 26% 23% 24% 19% 25% 26% 28% 15% 27% 26%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,717	188 221 199 291 188 311 160 222 244 27 27 29 333 331 311
Native	Allola Matthe  Asian Allola Matthe  Asian Asian  Asian Asian  Asian Asian  Asian  Asian Asian  Basanal  Basanal  Basanal   Gay   Lebian   Panassual	21 4 13 50 9 11 0 0 0 10 3 172 11 65 50loyees) 15	- 0% 41% 0% 9% - 20% - 10% 27% 8% 13% 10%		- iii	9 1,239 445 99 1,923 112 123 145 78 35,073 584 5,676 964 2,401 878 486	18% 23% 26% 23% 24% 19% 25% 26% 26% 28% 15% 27% 26% 31% 30% 33% 29%	10 1,550 427 167 2,260 245 195 49 218 109 31,081 742 5,717 1,202 3,367 1,101 861 797	188 21 21 29 29 21 18 22 24 27 27 29 29 33 31 3 39 3 39 2
Native	Albada Matthe Albada Matthe Albada Matthe Albada Matthe Albada Matthe Albada Al	21 4 13 50 9 11 0 0 0 10 3 172 11 65 5loyees] 15 10 8	. 0% 4% 4% 6% 9%		- iii	9 1,239 445 99 1,923 118 243 1112 183 145 78 35,073 5,676	18% 23% 26% 22% 24% 19% 25% 26% 28% 15% 15% 15% 27% 26% 31% 30% 33%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,717	188 21 21 29 29 21 19 21 188 21 22 24 24 27 27 29 29 29 29 29 29 29 29 29 29 29 29 29
Native	Allanda Matsire  Aslan Allanda Aslan Allanda  Carabbagani Androica  Carabbagani Androica  Salanda Androica  Latin American  Middle Eastern  Matter American Indiant  Harvaillan on other Paric Mandroic  South Aslan  Bonzouch  Bonzouch  Pannouse  Pannouse  Pannouse  Court Honing  Caustioning  Straight (Feteroscaul)	21 4 13 50 9 11 0 0 10 3 172 11 65 50loyees) 15 8 9	20%		- iii	9 1,239 445 99 1,923 189 243 112 183 145 78 35,073 584 5,676 964 2,401 878 494 494	18% 23% 26% 23% 24% 19% 25% 26% 28% 15% 15% 15% 31% 30% 33% 29%	100 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,717 1,202 3,367 1,101 861 7,102 813	188 219 219 219 219 219 219 219 219 219 219
Native	Allock Native Associated Services of the Control of	21 4 13 50 9 111 0 0 10 3 172 11 65 50loyees) 15 10 8 9 5 4 6 361	0% 4% 0% 9% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		- iii	9 1,239 445 99 1,923 189 243 112 183 145 78 35,073 584 5,676	18% 23% 26% 23% 24% 19% 25% 26% 28% 15% 15% 27% 26% 30% 33% 29% 39% 24% 15%	10 1,550 427 167 2,260 245 355 49 218 109 31,081 742 5,717 1,202 3,367 1,101 861 797 813 684 36,912	188 219 219 219 219 219 219 219 219 219 219
Native	Albada Matrice Adam Adam Adam Adam Adam Adam Adam Adam Adam	21 4 13 50 9 111 0 0 0 10 3 172 11 65 50loyees) 15 10 8 9 5 11 11 11 12 13 14 15 16 17 17 17 18 18 18 18 18 18 18 18 18 18	0% 4% 0% 9% - 20% - 10% 27% 13% 13% 13% - 0% 5% 5% 5%	+	**************************************	9 1,239 445 99 1,923 189 243 112 183 145 78 35,073 584 5,676 964 2,401 878 494 496 514 594 496 3,239 49,809 40,809 40,809 3,239 40,809	18% 23% 26% 22% 24% 24% 19% 25% 26% 28% 25% 26% 26% 30% 33% 29% 39% 24% 15% 30% 33% 29% 24% 15% 21% 20%	10 1,550 427 167 2,260 245 355 49 109 31,081 742 5,717 1,202 3,367 1,101 861 77 864 369 4,910 3,772	188 211 189 211 189 211 189 211 189 211 189 211 189 211 189 211 189 211 189 211 189 211 189 211 211 211 211 211 211 211 211 211 21
Native	Alada Native Alada Native Alada Marker Alada	21 4 13 50 9 11 0 0 10 3 172 11 65 50loyees) 15 10 8 9 5 6 3 6 6 6 6 6 6 6 6 7 8 9 9 10 10 10 10 10 10 10 10 10 10	0% 4% 0% 9% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	+	**************************************	9 1,239 445 99 1,1923 189 122 183 182 183 183 185 584 556 64 64 66 66 66 66 66 66 66 66 66 66 66	18% 23% 26% 22% 24% 24% 25% 26% 28% 15% 15% 15% 31% 30% 33% 29% 39% 24% 15% 15%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,717 1,202 1,202 3,367 1,101 861 797 813 684 36,912	188 211 199 199 199 199 199 199 199 199 199
Native	Albada Matrice Adam Adam Adam Adam Adam Adam Adam Adam Adam	21 4 13 50 9 11 0 0 10 3 172 11 15 10 8 9 5 5 65 5 15 16 5 6 7 7 8 8 9 17 17 17 17 17 17 17 17 17 17				9 1,239 445 99 1,923 189 243 112 145 78 154 145 78 45 145 145 78 154 145 78 154 145 78 154 145 78 154 145 78 154 156 156 156 156 156 156 156 156 156 156	18% 23% 26% 22% 24% 24% 19% 25% 26% 28% 25% 26% 26% 30% 33% 29% 39% 24% 15% 30% 33% 29% 24% 15% 21% 20%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,881 742 5,717 1,202 3,367 1,101 861 797 813 684 369 3772 2,326 491 3,772 2,326	188 219 199 199 199 199 199 199 199 199 199
Native  Native Sexual Orientation (De	Allanda Matsher Aslan Allanda Matsher Aslan Allanda Matsher Carthadan American Carthadan American Sangarian American Maddle Eastern Matsher American Under Matsher American (American Under Matsher American (American Under South Aslan South Aslanda South American South Aslanda South American South Aslanda South American South American Goy Association Goy South American Goy Straight (Heterosousul) Straight (Heterosousul) Sories, Students and firmployees) Allenda Gotter Allenda South American Sout	21 4 13 50 9 11 0 0 0 10 3 172 11 65 50loyees) 15 10 8 9 9 17 21 15 10 25 26 27 25 25 25 25 26 26 27 27 27 27 27 27 27 27 27 27	- ON 49%			9 1 1,239 445 99 1,923 189 243 112 183 112 183 145 78 183 5,076 964 2,401 878 496 496 496 496 496 496 496 496 496 496	18% 23% 26% 26% 26% 26% 26% 26% 26% 26% 26% 26	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,717 1,202 3,367 1,101 861 797 813 684 3684 3684 3684 3722 2,226 491 491 1,055	188 211 188 211 189 21 189 211 189 21 1
Native  Must by Sexual Orientation (De	Allocal Native Action A	21 4 13 50 9 11 0 0 10 3 172 11 65 50loyees) 8 9 5 4 6 361 27 25 23 4	- ON 4% 4% 4% 4% 4% 4% 4% 4% 4% 4% 4% 4% 4%	+ + + + + + + + + + + + + + + + + + + +		9 1.239 445 99 445 1,923 189 112 112 183 145 78 183 145 964 194 195 195 195 195 195 195 195 195 195 195	18% 23% 26% 26% 29% 24% 19% 25% 26% 15% 27% 26% 15% 27% 26% 26% 21% 20% 21% 20% 21% 20%	10 1,550 427 167 2,260 245 355 195 49 218 109 31,081 742 5,217 1,202 3,367 1,101 861 797 813 684 36,912 4910 3,722 492 7,849	188 211 189 21 189 21
Native  Must by Sexual Orientation (De	Allocal Native Asson Ass	21 4 13 50 9 111 0 0 10 3 172 111 65 100(eyees) 15 10 8 9 5 4 6 36 37 17 17 10 10 10 10 10 10 10 10 10 10				9 1.239 445 99 1.923 189 1.923 189 132 183 145 78 183 145 564 640,803 2.268 782 3.33 3.33 3.33 3.33 3.33 3.33 3.33 3.	18% 23% 26% 26% 23% 24% 19% 25% 26% 15% 26% 15% 26% 28% 15% 27% 31% 30% 32% 22% 24% 15% 20% 21% 24% 15% 20% 21%	10 1,550 427 1,550 2,260 245 355 195 49 218 109 31,081 742 5,717 1,202 3,367 1,101 861 797 813 684 36,912 492 2,226 492 7,849 1,055 624	188 219 219 229 229 239 249 259 259 259 259 259 259 259 259 259 25
Native  Must by Sexual Orientation (De	Albada Nature Albada Al	211 4 4 13 13 50 9 111 10 0 0 112 112 115 10 10 21 22 34 4 4 4 5 361 27 25 4 4 4 12 27 15 5 10 11 5 11 15 15 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	- ON 4% 4% 4% 4% 4% 4% 4% 4% 4% 4% 4% 4% 4%			9 1,239 445 99 1,923 189 243 1123 183 145 756 184 185 185 185 185 185 185 185 185 185 185	28% 22% 22% 22% 22% 22% 22% 22% 22% 22%	10 1,550 427 1,550 2,260 2,45 195 2,260 2,55 195 49 218 109 31,081 742 1,202	188 21 21 18 18 18 18 18 18 18 18 18 18 18 18 18
Native  Must by Sexual Orientation (De	Albada Native Astan Asta	211 4 4 13 13 50 9 111 10 0 0 112 172 15 18 9 9 12 12 23 4 12 12 15 5 13				9 1,239 445 99 1,923 445 99 1,923 189 2,43 112 122 183 35,073 35,074 5,676 49 49 49 49 49 49 49 49 49 49 49 49 49	18% 22% 22% 26% 22% 24% 25% 26% 25% 26% 25% 26% 25% 26% 25% 26% 25% 26% 27% 26% 27% 26% 27% 26% 21% 20% 20% 21% 26% 26% 26% 26% 26% 26% 26% 26% 26% 26	10 1,550 427 1,550 2,260 245 355 195 49 218 109 31,081 742 5,717 1,202 3,367 1,101 861 797 813 684 36,912 499 4,910 3,722 2,326 492 2,236 493 494 495 497 813 684 496 497 813 684 497 498 499 499 499 499 499 499 499	188 21 21 21 21 21 21 21 21 21 21 21 21 21
Native  Must by Sexual Orientation (De	Alloca Native Asian Allocate Asian Asian Asian Asian Asian Asian Asian Asian Caribbon Asian Asia	211 4 13 50 9 9 111 10 0 10 3 172 11 15 65 4 6 361 27 25 23 4 122 1 15 5 13 13 15 5 4 4 5 27	- 0% - 0% - 0% - 0% - 0% - 0% - 0% - 0%			9 1,239 445 99 1,923 445 99 1,923 189 243 112 183 15,073 584 5,676 2,401 5,78 496 496 496 496 496 496 496 496 496 496	18th 22th 22th 22th 22th 22th 22th 22th 2	10 159 427 167 2,260 355 49 195 195 197 197 197 198 199 199 199 199 199 199 199	188 211 21 21 21 21 22 22 24 27 27 27 29 29 29 29 21 18 18 18 18 18 29 20 20 20 21 18 21 21 21 21 21 21 21 21 21 21 21 21 21
Native  Must by Sexual Orientation (De	Allocal Native Autor Adams Asson Ass	21 4 13 50 9 9 11 10 0 0 0 10 13 3 17 11 16 65 16 16 18 18 19 10 10 10 10 10 10 10 10 10 10	- 0% O%			9 1.239 445 45 45 45 45 45 45 45 45 45 45 45 45	.28% 22% 22% 22% 22% 22% 22% 22% 22% 22%	10 1550 427 167 2,260 355 355 355 49 109 109 3367 742 218 109 3367 742 1,202 3,367 1,202 3,367 1,202 3,367 1,202 3,367 1,202 3,367 1,202 1,203 1	188 299 211 188 211 189 21 21 21 21 21 21 21 21 21 21 21 21 21
Native  Must by Sexual Orientation (De	Alloca Native Asian Allocate Asian Asian Asian Asian Asian Asian Asian Asian Caribbon Asian Asia	211 4 13 50 9 9 111 10 0 10 3 172 11 15 65 4 6 361 27 25 23 4 122 1 15 5 13 13 15 5 4 5 27	- 0% - 0% - 0% - 0% - 0% - 0% - 0% - 0%		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9 1,239 445 99 1,923 445 99 1,923 189 243 112 183 15,073 584 5,676 2,401 5,78 496 496 496 496 496 496 496 496 496 496	18th 22th 22th 22th 22th 22th 22th 22th 2	10 159 427 167 2,260 355 49 195 195 197 197 197 198 199 199 199 199 199 199 199	500 188 188 189 199 199 199 199 199 199 199

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The control of the control of the difference between the percentage for your students and employed difference and the control of the

							Table 3	: Response	s to Quest	tions Abou	t Experienc	ces of Disc	rimination	or Harassi	ment										
					University o	f Bridgeport						All O	ther 4-Year P	rivate Institu	tions						All Other I	nstitutions			
		Undergradu	ate Students	Graduat	e Students	Fac	ulty	Staff/Adm	inistrators	Undergradua	ite Students	Graduate	Students	Fac	ulty	Staff/Adm	inistrators	Undergradua	te Students	Graduate	Students	Face	ulty	Staff/Adm	ninistrators
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Please indicate your level of agre	ement with the following items. (Q	(12)																							
If I experienced or observed an	Strongly agree	64	32%	31	36%	46	55%	43	74%	5,049	18%	1,066	21%	1,943	33%	3,619	41%	7,075	25%	392	25%	2,697	36%	4,440	44%
act of discrimination or	Agree	62	31%	23	27%	29	35%	9	16%	7,902	28%	1,494	30%	2,311	39%	3,419	38%	9,262	33%	511	32%	3,039	41%	3,891	39%
harassment while at University	Neither agree nor disagree	36	18%	14	16%	5	6%	2	3%	3,829	14%	768	15%	606	10%	678	8%	3,953	14%	219	14%	717	10%	685	7%
of Bridgeport, I know whom to	Disagree	30	15%	10	12%	3	4%	2	3%	7,877	28%	1,157	23%	773	13%	914	10%	5,259	19%	294	19%	721	10%	726	7%
contact to report the incident.	Strongly disagree	11	5%	7	8%	1	1%	2	3%	3,513	12%	568	11%	275	5%	289	3%	2,412	9%	168	11%	260	3%	281	3%
	Total	203	100%	85	100%	84	100%	58	100%	28,170	100%	5,053	100%	5,908	100%	8,919	100%	27,961	100%	1,584	100%	7,434	100%	10,023	100%
The process for reporting acts of	Strongly agree	65	32%	28	33%	43	51%	39	67%	4,365	16%	953	19%	1,617	27%	3,014	34%	6,294	23%	345	22%	2,259	30%	3,813	38%
discrimination or harassment at	Agree	50	25%	23	27%	26	31%	13	22%	6,038	21%	1,144	23%	1,933	33%	3,012	34%	7,312	26%	403	25%	2,602	35%	3,465	35%
University of Bridgeport is clear	Neither agree nor disagree	46	23%	17	20%	9	11%	2	3%	4,603	16%	923	18%	940	16%	1,227	14%	4,992	18%	292	18%	1,111	15%	1,227	12%
to me.	Disagree	29	14%	11	13%	5	6%	2	3%	9,098	32%	1,364	27%	1,083	18%	1,300	15%	6,495	23%	369	23%	1,140	15%	1,152	11%
	Strongly disagree	13	6%	6	7%	1	1%	2	3%	4,048	14%	661	13%	336	6%	367	4%	2,834	10%	172	11%	324	4%	365	4%

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The process for investigating acts	Total s Strongly agree	203 65	100% 32%	85 100% 27 32%	84 42	100% 50%	58 36	100% 62%	28,152 3,872	100% 14%	5,045 845	100% 17%	5,909 1,238	100% 21%	8,920 2,373	100% 27%	27,927 5,712	100% 20%	1,581 302	100% 19%	7,436 1,743	100% 23%	10,022 3,108	100% 31%
of discrimination or harassment at University of Bridgeport is	Agree Neither agree nor disagree	50	25% 22%	21 25% 15 18%	20 14	24% 17%	12	21% 7%	4,886 4,570	17% 16%	987 971	20% 19%	1,487	25% 20%	2,482 1.641	28% 18%	6,113 5.029	22% 18%	347 317	22% 20%	2,023 1.469	27% 20%	2,942 1.736	29% 17%
clear to me.	Disagree	29	14%	14 16%	6	7%	4	7%	9,625	34%	1,418	28%	1,429	24%	1,780	20%	7,049	25%	407	26%	1,557	21%	1,618	16%
	Strongly disagree Total	15 203	7% 100%	8 9% 85 100%	2 84	2% 100%	2 58	3% 100%	5,194 28,147	18% 100%	818 5,039	16% 100%	582 5,907	10% 100%	635 8,911	7% 100%	3,980 27,883	14% 100%	208 1,581	13% 100%	7,429	9% 100%	607 10,011	6% 100%
Have you ever been discriminate	ed against or harassed on the Univer	rsity of Bridg					ram/event																	
Yes		16 174	8% 86%	7 8% 75 85%	12 67	14% 79%	48	7% 83%	4,801 20.987	17% 74%	751 3.887	15% 76%	1,243 4,232	21% 71%	1,613 6,633	18% 74%	5,762 19,692	20% 70%	242 1,221	15% 77%	1,673 5,080	22% 68%	1,984 7,319	20% 73%
Unsure Total		12 202	6% 100%	6 7% 88 100%	6 85	7%	6 58	10%	2,462 28.250	9% 100%	445 5.083	9% 100%	446 5.921	8% 100%	670 8.916	8% 100%	2,662 28.116	9% 100%	127	8% 100%	688 7.441	9% 100%	727 10.030	7% 100%
	minated against or harassed on the			mpus, at an off-campus re		or at an off-campu			d with Univer	sity of Bridg		following reas	ons? (Q14)	100.0	0,510	100%	20,220	200/0	1,330	100%	7,777	20079	20,030	100%
Because of my racial and/or	Never	4	25%	2 29%	9	75%	2	50%	2,462	52%	353	48%	823	68%	1,078	68%	2,797	49%	98	41%	975	59%	1,217	63%
ethnic identity	Rarely Sometimes	7	6% 44%	1 14%	3	0% 25%	1	25% 25%	453 928	9% 19%	63 160	9% 22%	108 177	9% 15%	164 194	10% 12%	601 1,074	11% 19%	30 53	13% 22%	196 271	12% 17%	199 325	10% 17%
	Often Very often	2	13% 13%	1 14% 2 29%	0	0% 0%	0	0%	526 408	11% 9%	104 58	14% 8%	56 52	5% 4%	93 59	6% 4%	698 542	12%	30 26	13% 11%	114 86	7% 5%	121 78	6% 4%
Because of my sexual orientation	Total	16 9	100% 56%	7 100% 7 100%	12	100% 100%	4	100% 75%	4,777 3.530	100% 74%	738 583	100% 78%	1,216	100% 86%	1,588	100% 87%	5,712 3.844	100% 67%	237 164	100% 69%	1,642	100%	1,940	100% 83%
because of my sexual orientation	Rarely	1	6%	0 0%	0	0%	1	25%	364	8%	66	9%	68	6%	88	6%	609	11%	23	10%	102	6%	139	7%
	Sometimes Often	2	19% 13%	0 0%	0	0% 0%	0	0% 0%	407 257	9% 5%	53 23	7% 3%	70 20	6% 2%	77 22	5% 1%	702 316	12% 6%	26 14	11% 6%	130 28	8% 2%	135 32	7% 2%
	Very often Total	1 16	6% 100%	0 0% 7 100%	12	0% 100%	0 4	0% 100%	209 4,767	4% 100%	18 743	2% 100%	16 1,217	1% 100%	12 1,584	1% 100%	232 5,703	4% 100%	9 236	4% 100%	13 1,629	1% 100%	18 1,933	1% 100%
Because of my gender or gender identity	Never Rarely	7	44% 6%	4 57% 2 29%	6	50% 0%	3	75% 0%	2,312 535	48% 11%	353 94	48% 13%	429 139	35% 11%	651 181	41% 11%	2,735 693	48% 12%	106 36	45% 15%	618 201	38% 12%	891 244	46% 13%
	Sometimes Often	4	25% 19%	0 0%	6	50% 0%	0	0% 25%	1,005 579	21%	159 86	21% 12%	398 162	32% 13%	464 205	29%	1,172	21%	51 26	22%	509	31% 12%	509 190	26%
	Very often	1	6%	1 14%	0	0%	0	0%	337	7%	51	7%	100	8%	96	6%	425	7%	18	8%	116	7%	103	5%
Because of my socioeconomic	Total Never	16 9	100% 56%	7 100% 3 43%	12 11	100% 92%	3	100% 75%	4,768 2,904	100% 61%	743 463	100% 63%	1,228 929	100% 76%	1,597	100% 71%	5,715 3,151	100% 55%	237 154	100% 65%	1,644 1,184	100% 73%	1,937 1,301	100% 67%
background	Rarely Sometimes	3	19% 19%	2 29% 1 14%	0	8% 0%	1	0% 25%	730 730	15% 15%	103 110	14% 15%	134 109	11% 9%	213 170	13% 11%	916 1,004	16% 18%	34 23	14% 10%	223 162	14% 10%	275 264	14% 14%
	Often Very often	1 0	6% 0%	1 14% 0 0%	0	0% 0%	0	0% 0%	261 146	5% 3%	38 26	5% 4%	22 21	2% 2%	50 21	3% 1%	380 259	7% 5%	17 9	7% 4%	40 22	2% 1%	65 31	3% 2%
Because of my religious	Total Never	16 11	100% 73%	7 100% 5 71%	12	100% 83%	4	100%	4,771 3,285	100% 69%	740 497	100% 67%	1,215 854	100% 70%	1,587	100% 76%	5,710 3,789	100%	237 149	100% 63%	1,631	100% 67%	1,936 1,366	100% 71%
background	Rarely Sometimes	0	0% 20%	1 14% 0 0%	1	8% 8%	0	0% 0%	594 536	12%	94	13%	162	13%	180 138	11% 9%	718	13%	31	13%	225	14%	233 242	12%
	Often	1	7%	1 14%	0	0%	0	0%	200	4%	32	4%	41	3%	48	3%	696 313	12% 5%	11	14% 5%	213 60	13% 4%	58	3%
	Very often Total	0 15	0% 100%	0 0% 7 100%	12	0% 100%	4	0% 100%	153 4,768	3% 100%	35 744	5% 100%	32 1,219	3% 100%	15 1,588	1% 100%	197 5,713	3% 100%	14 237	6% 100%	37 1,633	2% 100%	38 1,937	2% 100%
Because of my disability	Never Rarely	13 1	81% 6%	6 86% 1 14%	12 0	100% 0%	4	100% 0%	3,860 328	81% 7%	575 53	78% 7%	1,084 58	89% 5%	1,387 83	88% 5%	4,608 367	81% 6%	189 15	80% 6%	1,457 61	90% 4%	1,697 82	88% 4%
	Sometimes Often	2	13%	0 0%	0	0% 0%	0	0%	351 140	7% 3%	61 24	8% 3%	44	4% 1%	73 21	5% 1%	432 165	8% 3%	22	9% 3%	73 15	5% 1%	96 29	5% 2%
	Very often	0	0%	0 0%	0	0%	0	0%	80	2%	27	4%	9	1%	11	1%	125	2%	3	1%	12	1%	18	1%
Because I am an immigrant	Total Never	16 13	100% 81%	7 100% 6 86%	12	100%	4	100%	4,759 4,230	100% 89%	740 602	100% 81%	1,212 1,056	100% 87%	1,575 1,452	100% 92%	5,697 5,007	100% 88%	237 193	100% 81%	1,618 1,359	100% 84%	1,922	100% 93%
	Rarely Sometimes	0	0% 19%	0 0%	0	0% 0%	0	0%	147 202	3% 4%	32 58	4% 8%	41 69	3% 6%	37 58	2% 4%	206 262	4% 5%	15 15	6% 6%	73 103	5% 6%	46 59	2% 3%
	Often Verv often	0	0% 0%	0 0% 1 14%	0	0% 0%	0	0%	92 85	2% 2%	24 26	3% 4%	27 20	2% 2%	17 8	1%	98 125	2% 2%	9	4% 2%	49 38	3% 2%	20 14	1% 1%
	Total	16	100%	7 100%	12	100%	4	100%	4,756	100%	742	100%	1,213	100%	1,572	100%	5,698	100%	237	100%	1,622	100%	1,916	100%
Because of my political affiliation/views	Never Rarely	8	50% 6%	4 57% 1 14%	8	67% 8%	0	75% 0%	1,847 736	39% 15%	340 118	46% 16%	589 239	48% 20%	922 263	58% 17%	2,538 921	44% 16%	115 26	49% 11%	871 317	53% 19%	1,080 356	56% 18%
	Sometimes Often	6	38% 6%	0 0% 1 14%	0	17% 0%	0	25% 0%	1,106 615	23% 13%	149 75	20% 10%	259 65	21% 5%	277 87	17% 5%	1,162 582	20% 10%	49 15	21% 6%	311 76	19% 5%	324 104	17% 5%
	Very often Total	0 16	0% 100%	1 14% 7 100%	1 12	8% 100%	0	0% 100%	463 4,767	10% 100%	60 742	8% 100%	63 1,215	5% 100%	44 1,593	3% 100%	509 5,712	9% 100%	29 234	12% 100%	59 1,634	4% 100%	71 1,935	4% 100%
Because of my age or generation	Never Rarely	11	69% 6%	4 57% 0 0%	7	58% 0%	3	75% 0%	3,196 695	67% 15%	434 125	58% 17%	573 229	47% 19%	620 308	39% 19%	3,647 822	64% 14%	139 37	59% 16%	786 287	48% 17%	838 349	43% 18%
	Sometimes	2	13%	1 14%	5	42%	0	0%	557	12%	123	17%	281	23%	438	27%	813	14%	28	12%	397	24%	492	25%
	Often Very often	0	13% 0%	1 14% 1 14%	0	0% 0%	1	0% 25%	208 106	4% 2%	40 22	5% 3%	81 56	7% 5%	163 66	10% 4%	273 157	5% 3%	17 16	7% 7%	119 52	7% 3%	168 96	9% 5%
Because of my physical	Total Never	16 4	100% 25%	7 100% 1 14%	12 9	100% 75%	3	100% 75%	4,762 2,032	100% 43%	744 326	100% 50%	1,220 657	100% 56%	1,595 785	100% 51%	5,712 1,883	100% 38%	237 107	100% 45%	1,641 730	100% 52%	1,943 842	100% 50%
appearance	Rarely Sometimes	5	31% 13%	0 0%	1 2	8% 17%	0	0% 0%	775 1,121	17% 24%	102 146	16% 22%	169 242	14% 21%	262 340	17% 22%	847 1,226	17% 25%	44 45	19% 19%	228 316	16% 23%	294 379	18% 23%
	Often Very often	3	19% 13%	5 71% 0 0%	0	0% 0%	1	25% 0%	494 271	11% 6%	47 33	7% 5%	62 43	5% 4%	104 37	7% 2%	577 369	12% 8%	27 13	11% 6%	80 44	6% 3%	93 62	6% 4%
n	Total	16 10	100%	7 100%	12	100%	4	100%	4,693	100%	654	100%	1,173	100%	1,528	100%	4,902	100%	236	100%	1,398	100%	1,670	100%
Because of some other aspect of my identity	Never Rarely	0	77% 0%	2 50% 0 0%	1	78% 11%	0	100% 0%	3,056 131	83% 4%	462 32	79% 5%	637 43	70% 5%	943 82	73% 6%	3,383 188	80% 4%	145 7	82% 4%	861 65	69% 5%	1,094 88	70% 6%
	Sometimes Often	0	23% 0%	0 0% 1 25%	0	11% 0%	0	0% 0%	231 138	6% 4%	40 19	7% 3%	134 56	15% 6%	150 64	12% 5%	272 165	6% 4%	11 6	6% 3%	151 94	12% 8%	201 105	13% 7%
	Very often Total	0 13	0% 100%	1 25% 4 100%	9	0% 100%	0	0% 100%	141 3.697	4% 100%	30 583	5% 100%	45 915	5% 100%	1.283	3% 100%	220 4.228	5% 100%	8 177	5% 100%	68 1.239	5% 100%	64 1.552	4% 100%
You indicated that you have exp Respondents who selected "Yes" j		ent during y	our time at Uni	versity of Bridgeport. Did	any of the	ese incidents of dis	crimination	n or harassmer	nt at Universi	ty of Bridgep	port occur in t	he last year? (	Q15)	•										
Yes		12	75% 25%	5 71%	4 8	33% 67%	2	50% 50%	3,503 1,290	73% 27%	501 249	67% 33%	602 638	49% 51%	800 810	50% 50%	4,287 1,459	75% 25%	150 91	62% 38%	818 850	49% 51%	1,051 925	53% 47%
Total		16	100%	2 29% 7 100%	12	100%	4	100%	4,793	100%	750	100%	1,240	100%	1,610	100%	5,746	100%	241	100%	1,668	100%	1,976	100%
Respondents who selected "Yes" j	owing forms of discrimination or har for Question 15 saw Question 16.																							
Stared at Deliberately ignored, isolated, let	ft out, or excluded	4 5	33% 42%	3 60% 2 40%	0	0% 75%	2	50% 100%	1,798 1,849	52% 53%	182 301	37% 61%	115 340	19% 57%	191 475	24% 60%	2,501 2,272	59% 53%	70 82	48% 56%	170 475	21% 58%	301 623	29% 60%
Singled out as the "resident auth Racial/ethnic profiling		1 3	8% 25%	0 0%	1	25% 0%	0	0% 0%	520 1.155	15% 33%	116 156	24% 32%	127 105	21% 18%	136 144	17% 18%	688 1.452	16% 34%	27 61	18% 41%	150 162	18% 20%	182 236	18% 23%
Graffiti or other forms of vandalis Derogatory written comments	sm on campus	0 2	0% 17%	0 0%	0	0% 0%	0	0%	138 386	4% 11%	17 72	3% 15%	20	3% 23%	12 85	2% 11%	229 482	5% 11%	5	3% 9%	27 160	3% 20%	21 121	2% 12%
Derogatory remarks		6	50%	2 40%	1	25%	1	50%	2,238	64%	262	53%	331	55%	452	57%	2,579	61%	73	50%	476	59%	600	58%
Derogatory posts on social media Derogatory phone calls	1	0	17% 0%	2 40% 0 0%	0	0% 0%	1	0% 50%	515 73	15% 2%	56 9	11% 2%	49 16	8% 3%	42 31	5% 4%	617 117	15% 3%	16 1	11% 1%	49 21	6% 3%	73 43	7% 4%
Derogatory/unsolicited e-mails Received a poor grade because o	f a hostile classroom environment	0	0% 33%	0 0% 2 40%	0	0% 0%	0	0% 0%	111 494	3% 14%	34 91	7% 18%	60 4	10% 1%	49 5	6% 1%	138 683	3% 16%	6 26	4% 18%	90	11%	72	7% 1%
Received a low performance eval Denied service or access to resou	luation	3	25% 25%	3 60% 1 20%	0	0% 0%	0	0% 50%	298 388	9% 11%	88 79	18% 16%	142 82	24% 14%	94 73	12% 9%	377 491	9% 12%	22 19	15% 13%	178 112	22% 14%	130 98	13% 9%
Intimidated/bullied		3	25% 25%	1 20% 0 0%	2	50% 0%	1	50% 0%	1,009 243	29% 7%	156	32% 3%	240	40% 2%	273	35% 1%	1,299 364	31% 9%	49 10	33% 7%	340 15	42% 2%	417 29	40% 3%
Threatened with physical violence Feared for your physical safety	ie.	4	33%	1 20%	0	0%	0	0%	627	18%	55	11%	42	7%	49	6%	1,010	24%	23	16%	90	11%	106	10%
Feared for your family's safety Physical violence		0	0% 0%	0 0% 0 0%	0	0% 0%	0	0% 0%	71 80	2% 2%	13 10	3% 2%	16 3	3% 1%	15 5	2% 1%	84 149	2% 4%	3	3% 2%	23 3	3% 0%	34 10	3% 1%
Sexual assault/harassment Other form of discrimination or h	narassment	2	17% 8%	1 20% 3 60%	0	0% 25%	0	0% 0%	655 451	19% 13%	39 109	8% 22%	31 160	5% 27%	57 213	7% 27%	880 615	21% 14%	14 29	10% 20%	33 224	4% 28%	66 228	6% 22%
Number of respondents who ans Did any of these incidents of disc	wered this question crimination or harassment occur in t	12 the following	g locations? (Ch	5 reck all that apply) (Q17)	4		2		3,485		492		597		790		4,248		147		813		1,037	
Respondents who selected "Yes" j	for Question 15 saw Question 17.	4	36%	4 100%	1	25%	0	0%	1,683	49%	308	64%	152	26%	36	5%	1,887	45%	88	62%	219	28%	44	4%
In a departmental office or confe		1	9%	1 25%	1	25%	2	100%	271	8%	79	16%	358	61%	512	66%	354	8%	30	21%	463	60%	668	67%
In an individual faculty or staff m In on-campus housing/residence	s	3	0% 27%	1 25% 0 0%	0	0% 0%	0	100% 0%	303 1,304	9% 38%	80 35	17% 7%	232 4	40% 1%	292 23	38% 3%	426 2,047	10% 49%	28 23	20% 16%	286 8	37% 1%	371 39	37% 4%
At a house or residence off-camp At a program/event affiliated wit		1	9% 9%	1 25% 1 25%	0	0% 0%	0	0% 50%	1,146 739	33% 22%	75 127	15% 26%	10 118	2% 20%	18 153	2% 20%	907 985	22% 24%	29 33	20% 23%	21 163	3% 21%	30 187	3% 19%
Bridgeport At a dining hall, recreational space		2	18%	1 25%	0	0%	0	0%	1,052	31%	75	15%	26	4%	72	9%	1.636	39%	33	23%	57	7%	121	12%
Via the internet or social media	o, o. summer menty	2	18%	3 75%	0	0%	0	0%	891	26%	100	21%	99	17%	82	11%	885	21%	27	19%	122	16%	129	13%
Other location Number of respondents who ans		4 11	36%	1 25% 4	4	50%	2	0%	469 3,434	14%	101 484	21%	123 583	21%	121 771	16%	715 4,189	17%	27 142	19%	179 775	23%	167 1,002	17%
Was the source of the discrimina Respondents who selected "Yes" j	ition/harassment a member of the i for Question 15 saw Question 18.	following gro	oups? (Check al	I that apply) (Q18)																				
Students Faculty		7	64% 27%	3 60% 5 100%	1 2	25% 50%	0	0% 0%	2,961 1,165	86% 34%	352 258	72% 52%	203 417	34% 70%	154 230	20% 29%	3,565 1,331	85% 32%	97 71	67% 49%	274 581	34% 72%	199 284	19% 28%
Staff Administration		2	18%	2 40% 1 20%	0 2	0% 50%	1 2	50%	551 369	16% 11%	108 94	22% 19%	106 277	18% 46%	464 396	59% 51%	756 477	18%	29	20%	166 333	21% 41%	610	60% 46%
Local Community		1	9%	1 20%	0	0%	0	0%	951	28%	112	23%	62	10%	106	14%	1,096	26%	39	27%	122	15%	136	13%
Number of respondents who ans Did you report any incident(s) to	campus officials? (Q19)	11		5	4		2		3,454		492		596		781		4,210		144		806		1,024	
Respondents who selected "Yes" f Yes	for Question 15 saw Question 19.	3	25%	2 40%	0	0%	0	0%	579	17%	119	24%	160	27%	228	29%	942	22%	39	26%	254	31%	321	31%
No Total		9	75% 100%	3 60% 5 100%	4	100% 100%	2	100%	2,916	83% 100%	380	76% 100%	441	73% 100%	569		3,334	78% 100%	110	74% 100%	561	69%	726 1,047	69% 100%
		12	4UU/0	3 200%		AUU79	- 4	40079	2,423	±JU/0	422	40070	201	40079	,31	40079	7,4/0	10070	442	40070	V13	40079	4,047	40079



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							roups of Peop people while at			ort			
		Number of people who responded to the question <sup>2</sup>	People who have a racial and/or ethnic identity other than your own	People from a socioeconomic background other than your own	People who have a sexual orientation other than your own	People whose gender differs from yours	People for whom English is not their native language	People from a religious background other than your own	People with a disability	People who are undocumented immigrants	People from a country other than your own	People who hold a political affiliation, philosophy, or view that differs from yours	People v are significa older o younger!
ults by Role													
	Undergraduate Students	204	71%	50%	53%	72%	53%	53%	19%	17%	61%	43%	60%
	Graduate Students Faculty	88	77% 94%	53% 93%	35% 25%	72% 95%	66% 91%	62% 89%	18%	6% 20%	66%	48% 74%	689
	Staff	45	91%	91%	58%	93%	71%	78%	36%	11%	76%	64%	96%
	Administrators	13	92%	77%	77%	92%	69%	85%	23%	3.8%	69%	62%	929
ults by Role and Race/	Ethnicity (Broad Categories)												
All Students	U.S. White U.S. Persons of Color	75 177	80% 69%	60% 46%	57% 46%	76% 69%	61% 54%	60% 51%	20%	11% 15%	65% 58%	52% 40%	67% 59%
Anatobenta	U.S. Persons of Color International	34	74%	46% 59%	38%	76%	68%	72%	21%	15%	79%	47%	599
	U.S. White	94	95%	91%	68%	95%	81%	83%	38%	18%	83%	69%	969
All Employees	U.S. Persons of Color	45	89%	89%	73%	93%	84%	89%	44%	22%	84%	69%	879
	International	0	-	-		-	-	-	-	-	-	-	-
sults by Role and Gend	Men (cisgender)	91	73%	53%	41%	76%	62%	60%	22%	14%	68%	48%	679
All Students	Women (cisgender)	195	73%	49%	51%	70%	55%	53%	176	196	59%	42%	609
	Non-binary and/or transgender	3				70.0	-				-	- 42.0	-
	Men (cisgender)	62	90%	89%	69%	94%	82%	84%	44%	26%	87%	73%	899
All Employees	Women (cisgender)	77	95%	92%	69%	95%	82%	86%	39%	14%	81%	67%	959
- Barbara Barbara de C	Non-binary and/or transgender	3											
	Orientation (Broad Categories) Heterosexual	235	76%	55%	49%	74%	62%	59%	20%	15%	66%	47%	679
All Students	Heterosexual LGBQ+	47	64%	38%	50%	62%	38%	45%	15%	11%	52%	36%	459
All Employees	Heterosexual	128	92%	91%	67%	94%	80%	84%	42%	20%	82%	69%	925
	LGBQ+	13	100%	92%	92%	100%	100%	100%	31%	15%	100%	77%	100
ults by Role and Religi	on (Broad Categories)												
All Students	Christian Other religious affiliation	171 39	75% 69%	54% 49%	51% 36%	73% 77%	56% 69%	53% 74%	21% 15%	18%	60% 74%	44%	661
. W. JANGERIA	Other religious affiliation No religious affiliation	39 50	69% 80%	49% 52%	36% 51%	27% 80%	69% 54%	74% 58%	15% 20%	10%	74%	46% 47%	621 581
	Christian	72	92%	89%	68%	92%	81%	81%	44%	18%	82%	67%	925
All Employees	Other religious affiliation	16	94%	94%	56%	94%	81%	88%	31%	25%	94%	63%	949
	No religious affiliation	40	58%	93%	73%	98%	85%	90%	38%	25%	80%	72%	959
sults by Role and Politic	al Affiliation Far left		77%			77%						45%	
	Far left Liberal	22 97	77% 81%	55% 53%	45% 54%	77% 78%	68% 58%	73% 54%	18%	23% 16%	59% 65%	45%	689
All Students	Middle-of-the-road	112	67%	46%	46%	70%	55%	54%	196	12%		47%	649
	Conservative	31	74%	68%	52%	68%	61%	55%	29%	16%	62% 68%	57%	729
	Far right	6	83%	83%	67%	83%	83%	83%	17%	0%	83%	67%	835
	Far left	5	100%	100%	100%	100%	100%	100%	40%	40%	100%	80%	100
All Employees	Liberal Middle-of-the-road	68	93%	96%	76%	97%	88%	91%	47% 28%	18%	85%	69%	925
An Limpsoyees	Middle-of-the-road Conservative	43 24	93% 92%	86% 83%	58% 67%	88% 96%	72% 79%	79% 79%	46%	23% 13%	77% 88%	60% 88%	939 969
	Far right	0		-					-		-	-	-
	ility Status (Broad Categories)												
	Long-term disability	19	95%	84%	74%	84%	68%	74%	37%	21%	84%	58%	899
All Students	Long-term disability Temporary disability	8	75%	50%	50%	63%	63%	63%	50%	25%	63%	57%	899 509
	Long-term disability Temporary disability No disability	8 262	75% 71%	50% 48%	50% 46%	63% 71%	63% 56%	63% 54%	50% 17%	25% 13%	63% 61%	57% 43%	509 609
	Long-term disability Temporary disability No disability Long-term disability	8 262 7	75%	50%	50%	63%	63%	63%	50%	25%	63%	57%	899 509 609 869
All Students	Long-term disability Temporary disability No disability	8 262 7 3	75% 71%	50% 48%	50% 46% 29%	63% 71% 86%	63% 56% 57%	63% 54% 43%	50% 17%	25% 13%	63% 61% 57%	57% 43% 83%	509 609
All Students All Employees	Long-term disability Tempor ary disability No disability Long-term disability Tempor ary disability No disability Objective of the company of	8 262 7 3 132 Employees)	75% 71% 86% - 92%	50% 48% 86% - 91%	50% 46% 29% - 72%	63% 71% 86% - 95%	63% 56% 57% - 83%	63% 54% 43% - 87%	50% 17% 29% - 42%	25% 13% 14% - 20%	63% 61% 57% - 85%	57% 43% 83% - 69%	509 609 869 - 929
All Students All Employees	Long-term disability Temporary disability No disability Long-term disability Temporary disability Temporary disability No disability Obtailed Categories, Students and E	8 262 7 3 132 Employees) 6	75% 71% 86% - 92%	50% 48% 86% - 91% 33%	50% 46% 29% - 72%	63% 71% 86% - 95%	63% 56% 57% - 83%	63% 54% 43% - 87%	50% 17% 29% - 42%	25% 13% 14% - 20%	63% 61% 57% - 85%	57% 43% 83% - 69%	509 609 869 - 929 509
All Students All Employees	Long-term disability Temporary disability No disability Long-term disability Temporary disability No disability No disability And disability Detailed Categories, Students and It	8 262 7 3 132 Employees) 6 48	75% 71% 86% - 92%	50% 48% 86% - 91%	50% 46% 29% - 72%	63% 71% 86% - 95%	63% 56% 57% - 83%	63% 54% 43% - 87%	50% 17% 29% - 42%	25% 13% 14% - - 20%	63% 61% 57% - 85%	57% 43% 83% - 69%	509 609 869 - 929 509
All Students All Employees	Long-term disability Temporary disability No disability Long-term disability Temporary disability Temporary disability No disability Obtailed Categories, Students and E	8 262 7 3 132 Employees) 6	75% 71% 86% - 92%	50% 48% 86% - 91% 33%	50% 46% 29% - 72%	63% 71% 86% - 95%	63% 56% 57% - 83%	63% 54% 43% - 87%	50% 17% 29% - 42%	25% 13% 14% - 20%	63% 61% 57% - 85%	57% 43% 83% - 69%	509 609 869 - 929 509 449
All Students All Employees	Long-term disability Temporary disability No disability Long-term disability Temporary disability Temporary disability No disability No disability Obetaled Categories, Students and African African American Black African American Black Askan Askan Askan American Askan American	8 262 7 3 132 Employees) 6 48 0 22	75% 71% 86% - 93% 50% 58% - 82%	50% 48% 86% - 91% 33% 42% - 64%	50% 46% 29% - 72% 17% 44% - 41%	63% 71% 86% - 95% 50% 60% - 91%	63% 56% 57% - 83% 67% 48% - 86%	63% 54% 43% - 87% 33% 46% - 82%	50% 17% 29% - 42% 0% 23% - 23%	25% 13% 14% - 20% 0% 10% - 14%	63% 61% 57% 85% 67% 46% - 82%	57% 43% 83% - 69% 17% 35% - 57%	509 869 869 929 509 449 -
All Employees	Long-term disability Temporary disability No disability No disability Temporary disability Yemporary disability Temporary disability Temporary disability African African American African American African American Asian American Asian American Caribbean/West Indian Caribbean/West Indian	8 262 7 3 132 Employees) 6 48 0 22 4	75% 71% 86% - 93% 50% 50% 58% - 82%	50% 48% 86% 	50% 46% 29% - 72% 17% 44% - 41% - 43%	63% 71% 86% - 95% 50% 60% - 91%	63% 56% 57% - 83% 67% 48% - 86% - 77%	63% 54% 43%  87% 33% 46%  82%  62%	50% 17% 29% 	25% 13% 14% 20% 0% 10% 14% 15%	63% 61% 57% 	57% 43% 83% 	500 600 860 921 500 441 - 731
All Students All Employees	Long-term disability Temporary disability No disability No disability Long-term disability Temporary disability Temporary disability Temporary disability No disability An disability An disability Antican African American/Black African Alasha Natesican Caribbearn/West Indian Hispanic or Latinoja.	8 262 7 3 132 Employees) 6 48 0 22 4 4 14 50	75% 71% 86% - 93% 50% 58% - 82% - 82% - 87%	50% 48% 86% - 91% 33% 42% - 64% - 77% 54%	50% 46% 29% - 72% 17% 44% - 41% - 43% 50%	63% 71% 86% - 95% 50% 60% - 91% - 56% 71%	63% 56% 57% - 83% 67% 48% - 86% - 77% 50%	63% 54% 43% - 87% 33% 46% - 82% - 52% 52%	50% 17% 29% - 42% 0% - 23% - 23% - 00 23%	25% 13% 14% - 20% 0% 10% - 14% - 15% 24%	63% 63% 52% - 85% 67% 46% - 82% - 64% 64%	57% 43% 83% - 69% 17% 35% - 57% - 38% 38% 37%	500 600 861 921 500 441 - 731 - 641 721
All Employees	Long-term disability Temporary disability No disability No disability Long-term disability Temporary disability Temporary disability No disability A fordina African A	8 262 7 3 132 mployees) 6 48 0 22 4 114 50 9	75% 71% 86% - 93% 50% 58% - 82% - 82% - 82% - 82% - 88%	50% 48% 86% - 91% 33% 42% - 64% - 77% 54% 56%	50% 46% 29% - 72% 17% 44% - 41% - 43% 56%	63% 71% 86% - 95% 50% 60% - 91% - 64% 73%	63% 56% 57% - 83% 67% 48% - - 86% - - 77% 50% 67%	63% 54% 43% - 87% 33% 46% - 82% - 62% 52% 67%	50% 17% 29% - 42% 0% 23% - 23% - 00 23% - 00 00 00 00 00 00 00 00 00 00 00 00 0	25% 13% 14% - 20% 0% 10% - 14% - 15% 24% 11%	63% 61% 57% - 85% 67% 48% - - 82% - 64% 62% 67%	57% 43% 83% - 69% 17% 35% - 57% - 38% 35% 56%	509 609 869 929 509 449 - - 739 - 649 729
All Students All Employees	Long sem disability Temporary disability No disability Temporary disability Mostability Detailed Categories, Students and Marian African American African Africa	8 262 7 3 132 Employees) 6 48 0 22 4 4 14 50	75% 71% 86% - 93% 50% 58% - 82% - 82% - 87%	50% 48% 86% - 91% 33% 42% - 64% - 77% 54%	50% 46% 29% - 72% 17% 44% - 41% - 43% 50%	63% 71% 86% - 95% 50% 60% - 91% - 56% 71%	63% 56% 57% - 83% 67% 48% - 86% - 77% 50%	63% 54% 43% - 87% 33% 46% - 82% - 52% 52%	50% 17% 29% - 42% 0% - 23% - 23% - 00 23%	25% 13% 14% - 20% 0% 10% - 14% - 15% 24%	63% 63% 52% - 85% 67% 46% - 82% - 64% 64%	57% 43% 83% - 69% 17% 35% - 57% - 38% 38% 37%	509 609 869 - 929 509 449 - 739 - 649 729
All Students All Employees All Employees Suits by Race/Ethnicity	Long term disability Temporary disability No disability No disability Long term disability Long term disability Temporary disability Temporary disability Temporary disability Allocated Lesiporary disability Allocated Lesiporary Allocated Lesiporary Allocated Lesiporary Allocated Lesiporary Allocated Lesiporary Allocated Lesiporary Temporary Allocated Lesiporary Missan American Allocated Lesiporary Missan American Missan Americ	8 262 7 3 132 engloyees) 6 48 0 22 4 14 50 9	75% 71% 86% 	50% 48% 86% 91% 33% 42% - - 77% 56% 45% - -	50% 46% 29% 72% 17% 44% - 41% - 43% 56% 27% -	63% 71% 86%	63% 56% 57% 	63% 54% 43% 33% 46% - - 62% 52% 67% 64%	50% 17% 29% 42% 0% 23% - - 0% 23% - - 0% 36% - -	25% 13% 14% 	63% 61% 57% 	57% 43% 83% 	509 609 869 - 929 509 449 - 739 - 649 729 539
All Students All Employees All Employees Suits by Race/Ethnicity	Long-term disability Temporary disability Res disability Temporary disability Temporary disability Temporary disability Temporary disability Temporary disability Temporary disability Affician Affician American Affician American Affician American Affician Affician American Temporary West Indians Hisparic or Lettory at Hi	8 262 7 7 3 132 2 5 5 6 48 0 22 4 14 550 9 111	75% 71% 86% - 93% 50% 58% - 82% - 82% - 82% - 82% - 88%	50% 48% 86% - 91% 33% 42% - 64% - 77% 54% 56%	50% 46% 29% - 72% 17% 44% - 41% - 43% 56%	63% 71% 86% - 95% 50% 60% - 91% - 64% 73%	63% 56% 57% - 83% 67% 48% - - 86% - - 77% 50% 67%	63% 54% 43% - 87% 33% 46% - 82% - 62% 52% 67%	50% 17% 29% - 42% 0% 23% - 23% - 00 23% - 00 00 00 00 00 00 00 00 00 00 00 00 0	25% 13% 14% - 20% 0% 10% - 14% - 15% 24% 11%	63% 61% 57% - 85% 67% 48% - - 82% - 64% 62% 67%	57% 43% 83% - 69% 17% 35% - 57% - 38% 35% 56%	509 609 869 - 929 509 449 - 739 - 649 729 539
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All Students All Employees who by Reseaft Shrinking Nation	Les que ma facilité de la company de la comp	8 2 262 7 3 3 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	75% 72% 86% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	50% 48% 66% 66% 66% 66% 66% 66% 66% 66% 66% 6	50% 46% 29% 29% 37% 44% 37% 44% 45% 25% 55% 55% 55% 55% 55% 55% 55% 55% 5	62% 73% 86% 50% 60% 50% 60% 62% 62% 62% 62% 62% 62% 62% 62% 62% 62	63% 56% 57% 67% 48% 67% 48% 60% 60% 64% 64% 64% 64% 64% 64% 64% 64	63% 54% 43% 43% 43% 43% 43% 43% 44% 45% 45% 45% 45% 54% 54% 54% 54% 54	50% 50% 17% 29% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42	25% 25% 15% 15% 15% 15% 15% 15% 15% 15% 15% 1	62% 63% 57% 57% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	57% 43% 63% 63% 65% 56% 56% 56% 56% 56% 56% 56% 56% 56	\$600 \$600 \$600 \$600 \$600 \$600 \$600 \$600
All Students All Employees who by Reseaft Shrinking Nation	Long som claribity Temporary clarifies Long som claribity Allen American Allen American Allen American Allen American Allen American Continues Allen American Continues Continues Allen American Continues Allen American Continues Continues Allen American Continues Continues Allen American Continues Continues Allen American Continues Con	8   8   262   7   7   3   132	75% 72% 86% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	50% 40% 29% 22% 22% 44% 44% 44% 45% 45% 50% 50% 50% 50% 50% 50% 50% 50% 50% 5	69% 72% 86% 95% 50% 50% 60% 60% 72% 64% 72% 64% 72% 64% 72% 65% 64% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	63% 50% 57% 67% 48% 67% 48% 67% 68% 64% 64% 64% 64% 66% 66% 66% 68% 68% 68% 68% 68	63% 54% 43% 43% 40% 40% 40% 40% 52% 52% 52% 52% 52% 52% 52% 52	50% 50% 17% 29% 47% 47% 47% 47% 47% 47% 47% 47% 47% 47	25% 25% 15% 16% 16% 16% 16% 16% 16% 16% 16% 16% 16	62% 63% 57% 57% 65% 65% 65% 65% 65% 65% 65% 65% 65% 72% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	57% 43% 63% 63% 63% 63% 63% 63% 63% 63% 63% 6	\$600 \$600 \$600 \$600 \$600 \$600 \$600 \$600
All Students All Employees who by Reseaft Shrinking Nation	Long som delaber ( Long som dela	8 2 262 7 7 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	79% 77% 86% 66% 66% 66% 66% 66% 66% 66% 66% 66	50% - 50% -	500, 400, 500, 400, 500, 500, 500, 500,	62% 72% 86% 95% 95% 66% 72% 66% 72% 66% 72% 66% 72% 66% 72% 67% 67% 67% 67% 67% 67% 67% 67% 67% 67	63% 50% 50% 57% 67% 48% 67% 68% 60% 50% 64% 50% 64% 50% 64% 50% 64% 50% 65% 66% 66% 66% 66% 66% 66% 66% 66% 66	53% 54% 54% 43% 33% 46% 52% 52% 52% 64% 52% 64% 52% 64% 52% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	50% 50% 17% 20% 20% 20% 20% 20% 20% 20% 20% 20% 20	25%   25%   15%	62% 63% 63% 85% 46% 46% 46% 62% 62% 62% 62% 62% 62% 62% 62% 62% 6	57% 43% 43% 626 627% 527% 530% 57% 57% 57% 57% 57% 57% 57% 57% 57% 57	\$600 \$600 \$600 \$600 \$600 \$600 \$600 \$600
All Students  All Employees uits by Rese/Ethnishy  Natio  Natio  Natio  Villa by Sensed Oriental	Long som claribity Temporary clarifies Long som claribity Allen American Allen American Allen American Allen American Allen American Continues Allen American Continues Continues Allen American Continues Allen American Continues Continues Allen American Continues Continues Allen American Continues Continues Allen American Continues Con	8 2 262 7 7 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	75% 72% 86% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	50% 48% 66% 66% 66% 66% 66% 66% 66% 66% 66% 6	50% 46% 29% 29% 37% 44% 37% 44% 45% 25% 55% 55% 55% 55% 55% 55% 55% 55% 5	62% 73% 86% 50% 60% 50% 60% 62% 62% 62% 62% 62% 62% 62% 62% 62% 62	63% 56% 57% 67% 48% 67% 48% 60% 60% 64% 64% 64% 64% 64% 64% 64% 64	63% 54% 43% 43% 43% 43% 43% 43% 44% 45% 45% 45% 45% 54% 54% 54% 54% 54	50% 50% 17% 29% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42	25% 25% 15% 16% 16% 16% 16% 16% 16% 16% 16% 16% 16	62% 63% 57% 57% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	57% 43% 63% 63% 65% 56% 56% 56% 56% 56% 56% 56% 56% 56	\$600 \$600 \$600 \$600 \$600 \$600 \$600 \$600
All Students All Employees who by Reseaft Shrinking Nation	Long som delaboration (Long som delaboration	## ## ## ## ## ## ## ## ## ## ## ## ##	795   795	500, 800, 800, 800, 800, 800, 800, 800,	500, 46K 46K 278 46K 278 46K 478 478 478 478 478 478 478 478 478 478	528	618. 528. 528. 528. 528. 528. 528. 528. 52	538 548 548 548 548 548 548 548 548 548 54	500, 17%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 20	298. 198. 198. 198. 198. 198. 198. 198. 1	698 698 698 698 698 698 698 698 698 698	57% 48% 68% 68% 68% 68% 68% 68% 68% 68% 68% 6	\$600 \$600 \$600 \$600 \$600 \$600 \$600 \$600
All Students All Employees who by Reseaft Shrinking Nation	Les que ma platifica de la companya del companya del companya de la companya de la companya del companya dela	E   262   262   263   264	795   795	500 A SECTION AND A SECTION ASSESSED AS	500, 46% 46% 46% 46% 46% 46% 46% 46% 46% 46%	578	618   528    528   528   528    528   528   528    528   528    528   528    528	53% 54% 54% 54% 54% 54% 54% 54% 54% 54% 54	500, 17% 17% 17% 17% 17% 17% 17% 17% 17% 17%	288. 188. 188. 188. 188. 188. 188. 188.	600 600 600 600 600 600 600 600 600 600	570, 485, 485, 485, 485, 485, 485, 485, 485	\$000 \$000 \$000 \$000 \$000 \$000 \$000 \$00
All Students All Employees who by Reseaft Shrinking Nation	Long som delaboration (Long som delaboration	## ## ## ## ## ## ## ## ## ## ## ## ##	795   795	500, 800, 800, 800, 800, 800, 800, 800,	500, 46K 46K 278 46K 278 46K 478 478 478 478 478 478 478 478 478 478	528 528 528 528 528 528 528 528 528 528	618. 528. 528. 528. 528. 528. 528. 528. 52	538 548 548 548 548 548 548 548 548 548 54	500, 17%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 20	298. 198. 198. 198. 198. 198. 198. 198. 1	698 698 698 698 698 698 698 698 698 698	57% 48% 68% 68% 68% 68% 68% 68% 68% 68% 68% 6	\$600 \$600 \$600 \$600 \$600 \$600 \$600 \$600

Spirituals but not religious 39 82% 64% 65% 

"High Levels" include people who answered "poly" or "Weekly" to the respective statement.

"Includes those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

								Ta	ble 2: How Of	ten People In	teract with D														
					University o								ther 4-Year Priva								All Other I				
		Undergrade	uate Students	Gradua	te Students	Fa .	culty	Staff/Adi	ministrators %	Undergradu	ate Students	Graduati	Students	Fac	oulty	Staff/Adm	inistrators	Undergradu	ate Students	Graduate	Students	Fai	culty		ninistrators
In the last wear about ho	w often have you interacted with th	he following near	nle while at Unive	rsity of Bridge	wet? (O3)	n	- ×	n	x		x		x		x	I n	- %	n	x	n	x	n	x	n	x
People who have a racial	Daily	112	55%	38	44%	62	796	46	79%	15.734	56%	2 272	45%	3.513	594	5.501	62%	19.032	68%	910	57%	5 326	72%	7.096	71%
and/or ethnic identity	Weekly	32	16%	29	33%	18	21%	7	12%	7.122	25%	1.741	34%	1.770	30%	1.982	22%	5.460	19%	427	27%	1.626	22%	1.869	19%
other than your own	Monthly	10	5%	5	6%	3	4%	1	2%	2,187	8%	359	7%	244	4%	594	7%	854	3%	67	4%	187	3%	464	5%
	A few times	24	12%	7	8%	2	2%	3	5%	2,631	9%	454	9%	315	5%	685	8%	1,710	6%	115	7%	215	3%	463	5%
	Not at all/not that I'm aware of	25	12%	8	9%	0	0%	1	2%	567	2%	241	5%	65	1%	148	2%	996	4%	64	4%	86	1%	143	1%
	Total	203	100%	87	100%	85	100%	58	100%	28,241	100%	5,067	100%	5,907	100%	8,910	100%	28,052	100%	1,583	100%	7,440	100%	10,035	100%
People from a	Daily	79	39%	26	30%	60	71%	40	69%	15,290	54%	2,027	40%	3,298	56%	5,111	58%	16,855	60%	784	49%	5,106	69%	6,599	66%
socioeconomic background other than	Weekly	24	12%	20	23%	19	22%	11	19%	6,430	23%	1,574	31%	1,658	28%	1,854	21%	5,353	19%	406	26%	1,546	21%	1,863	19%
background other than your own	Monthly	12	6% 15%	9	10%	0	0%	0 3	0%	1,921	7%	362	7%	228	4%	535	6%	1,076	4%	84	5% 8%	177	2%	412	4%
your own	A few times	31 58	28%	13	15% 22%	4	5%	3	5% 7%	2,439 2.128	9%	518 570	10%	343	6%	722 664	8% 7%	2,101	7% 9%	128	11%	260 370	4%	570 538	6% 5%
	Not at all/not that I'm aware of	204	1006	19 87	100%	96	100%	- 4 - 50	100%	2,128	100%	5.051	11%	355 5.882	100%	8.886	100%	2,651	100%	182	100%	7.409	100%	9 982	100%
People who have a sexual		69	34%	14	16%	43	51%	27	47%	9,384	33%	1,295	26%	2,347	40%	3,462	39%	14,978	53%	612	39%	3.840	52%	4,946	50%
prientation other than	Weekly	38	19%	17	19%	21	25%	9	16%	9,384 5 564	20%	1,165	23%	1.575	27%	1,866	21%	5,697	20%	396	25%	1,993	27%	2,389	24%
your own	Monthly	11	5%	7	8%	2	2%	6	10%	2,925	10%	472	23%	423	7%	780	21%	1,382	5%	75	5%	336	5%	772	8%
	A few times	24	12%	15	17%	5	6%	7	12%	5.147	18%	789	16%	597	10%	1.283	14%	2,769	10%	198	13%	496	7%	991	10%
	Not at all/not that I'm aware of	60	30%	35	40%	14	16%	9	16%	5.189	18%	1.309	26%	930	16%	1.489	17%	3.188	11%	303	19%	728	10%	870	9%
I	Total	202	100%	88	100%	85	100%	58	100%	28,209	100%	5,030	100%	5,872	100%	8,880	100%	28,014	100%	1,584	100%	7,393	100%	9,968	100%
People whose gender	Daily	115	57%	40	45%	63	74%	48	83%	23,852	84%	3,063	60%	4,907	83%	7,923	89%	22,132	79%	1,045	66%	6,316	85%	8,827	88%
differs from yours	Weekly	29	14%	23	26%	18	21%	6	10%	2,680	9%	1,311	26%	793	13%	528	6%	3,101	11%	361	23%	826	11%	654	7%
	Monthly	5	2%	6	7%	0	0%	1	2%	410	1%	176	3%	60	1%	106	1%	476	2%	44	3%	77	1%	136	1%
	A few times	23	11%	7	8%	1	1%	0	0%	781	3%	308	6%	82	1%	201	2%	1,285	5%	74	5%	132	2%	265	3%
	Not at all/not that I'm aware of	29	14%	12	14%	3	4%	3	5%	515	2%	212	4%	70	1%	166	2%	1,064	4%	60	4%	84	1%	156	2%
	Total	201	100%	88	100%	85	100%	58	100%	28,238	100%	5,070	100%	5,912	100%	8,924	100%	28,058	100%	1,584	100%	7,435	100%	10,038	100%
People for whom English	Daily	69	34%	32	37%	50	59%	31	53%	6,590	23%	1,343	27%	2,117	36%	2,468	28%	9,069	32%	505	32%	3,365	45%	3,028	30%
is not their native	Weekly	40	20%	25	29%	27	32%	10	17%	8,237	29%	1,633	32%	2,189	37%	2,569	29%	8,298	30%	495	31%	2,407	32%	2,889	29%
language	Monthly	6	3%	6	7%	3	4%	9	16%	3,839	14%	486	10%	550	9%	1,376	15%	2,487	9%	124	8%	532	7%	1,336	13%
	A few times	42	21%	14	16%	5	6%	7	12%	6,225	22%	862	17%	711	12%	1,786	20%	4,718	17%	243	15%	724	10%	1,926	19%
	Not at all/not that I'm aware of	47	23%	10 87	11%	0	0%	58	2%	3,366	12%	733	14%	342 5 909	6%	708	8%	3,491	12%	218	14%	397	5%	837	8%
	Total	204	100%	35	100%	85	100%	58	100%	28,257 9.346	100%	5,057	100% 33%	3,025	100% 51%	8,907 4.501	100% 51%	16 563	100% 59%	761	100% 48%	7,425 5.032	100%	10,016	100%
People from a religious background other than	Daily Weekly	25	12%	35 19	22%	10	21%	10	17%	9,346 4,417	16%	1,647	28%	1,303	22%	1,422	16%	5 308	19%	761 413	26%	1 369	19%	1,629	16%
your own	Monthly	10	5%	3	3%	10	1%	1	2%	2.320	8%	417	8%	347	6%	584	7%	1.169	4%	91	6%	203	3%	428	4%
,	A few times	31	15%	10	11%	3	4%	3	5%	6.017	21%	753	15%	601	10%	1,222	14%	2 371	86	140	9%	300	4%	651	7%
	Not at all/not that I'm aware of	55	27%	20	23%	5	6%	8	14%	6.142	22%	806	16%	609	10%	1.168	13%	2.618	9%	179	11%	485	7%	746	7%
	Total	203	100%	87	100%	85	100%	58	100%	28.242	100%	5.049	100%	5.885	100%	8.897	100%	28.029	100%	1.584	100%	7,389	100%	9.985	100%
People with a disability	Daily	18	9%	5	6%	12	14%	9	16%	3.619	13%	595	12%	1.433	24%	1.536	17%	5.188	19%	220	14%	2.175	29%	2.133	21%
	Weekly	21	10%	11	13%	28	33%	10	17%	5,936	21%	941	19%	1,981	34%	2,116	24%	7,170	26%	352	22%	2,523	34%	2,591	26%
	Monthly	13	6%	7	8%	6	7%	6	10%	4,229	15%	539	11%	712	12%	1,440	16%	3,200	11%	145	9%	760	10%	1,517	15%
	A few times	47	23%	26	30%	21	25%	18	31%	8,405	30%	1,279	25%	1,129	19%	2,441	27%	6,886	25%	389	25%	1,318	18%	2,523	25%
	Not at all/not that I'm aware of	103	51%	38	44%	18	21%	15	26%	6,029	21%	1,684	33%	637	11%	1,358	15%	5,589	20%	479	30%	623	8%	1,226	12%
	Total	202	100%	87	100%	85	100%	58	100%	28,218	100%	5,038	100%	5,892	100%	8,891	100%	28,033	100%	1,585	100%	7,399	100%	9,990	100%
People who are	Daily	17	8%	3	3%	8	9%	5	9%	1,172	4%	188	4%	249	4%	295	3%	1,981	7%	64	4%	592	8%	512	5%
undocumented	Weekly	17	8%	2	2%	9	11%	5	9%	1,568	6%	255	5%	481	8%	559	6%	2,154	8%	67	4%	775	11%	778	8%
immigrants	Monthly	3	1%	3	3%	5	6%	6	10%	1,188	4%	175	4%	249	4%	512	6%	1,061	4%	41	3%	264	4%	562	6%
	A few times	25	12%	9	10%	4	5%	4	7%	2,425	9%	437	9%	533	9%	1,020	12%	2,486	9%	96	6%	612	9%	1,200	12%
I	Not at all/not that I'm aware of Total	142 204	70% 100%	70 87	80% 100%	59 85	69% 100%	38 58	66% 100%	21,826 28,179	77% 100%	3,942 4,997	79% 100%	4,311 5.823	74% 100%	6,438 8,824	73% 100%	20,202	72% 100%	1,314	83% 100%	4,917 7.160	69% 100%	6,755 9,807	69% 100%
People from a country	Total Daily	204 87	100% 48%	33	200%	85	100%	30	52%	28,179 8.190	200%	1,606	32%	2,543	43%	2,964	33%	10.845	200%	1,58Z 616	200%	7,160	52%	9,807	39%
other than your own	Weekly	38	19%	33	28%	22	26%	13	22%	8,190 8,594	30%	1,605	32%	2,543	43% 36%	2,964	33%	7.884	28%	61b 456	29%	3,876	31%	3,871	39% 29%
outer transport own	Monthly	35 8	4%	4	5%	22	25%	8	14%	3,687	13%	471	9%	495	8%	1,314	15%	2,279	8%	114	25%	449	31%	1,299	13%
I	A few times	37	18%	14	16%	5	5% 6%	5	9%	5 501	19%	780	15%	493 556	9%	1,314	17%	4 169	15%	222	14%	559	8%	1,299	14%
I	Not at all/not that I'm aware of	34	17%	12	14%	1	1%	2	3%	2,271	8%	607	12%	213	4%	459	5%	2.881	10%	176	11%	271	4%	504	5%
I	Tetal	204	100%	87	100%	85	100%	58	100%	28.243	100%	5.066	100%	5 904	100%	8,914	100%	28.058	100%	1.584	100%	7.432	100%	10.032	100%
People who hold a	Daily	55	27%	26	30%	37	44%	24	42%	16.119	57%	1,938	38%	2,949	50%	4.796	54%	14.203	51%	636	40%	3.931	53%	6.073	61%
political affiliation,	Weekly	31	15%	15	17%	26	31%	12	21%	6.591	23%	1.432	28%	1.522	26%	1.831	21%	5,973	21%	391	25%	1,795	24%	1.783	18%
philosophy, or view that	Monthly	12	6%	4	5%	2	2%	1	2%	1,655	6%	377	7%	324	6%	548	6%	1,619	6%	92	6%	378	5%	478	5%
differs from yours	A few times	35	17%	13	15%	8	9%	6	11%	2,254	8%	628	12%	475	8%	839	9%	3,047	11%	183	12%	566	8%	801	8%
I	Not at all/not that I'm aware of	68	34%	28	33%	12	14%	14	25%	1,611	6%	678	13%	607	10%	870	10%	3,175	11%	280	18%	715	10%	848	8%
	Total	201	100%	86	100%	85	100%	57	100%	28.230	100%	5.053	100%	5.877	100%	8.884	100%	28,017	100%	1.582	100%	7.385	100%	9.983	100%

People who are	Daily	82	40%	30	34%	58	68%	43	74%	11,515	41%	2,098	41%	4,377	74%	7,221	81%	13,345	48%	770	49%	5,837	78%	8,282	83%
significantly older or	Weekly	39	19%	30	34%	19	22%	12	21%	7,949	28%	1,741	34%	1,153	20%	1,104	12%	7,293	26%	506	32%	1,190	16%	1,152	21%
younger than you	Monthly	9	4%	7	8%	2	2%	1	2%	2,427	9%	346	7%	131	2%	238	3%	1,557	6%	77	5%	140	2%	227	2%
	A few times	45	22%	13	15%	3	4%	1	2%	4,637	16%	633	12%	190	3%	282	3%	3,898	14%	156	10%	205	3%	286	3%
	Not at all/not that I'm aware of	28	14%	8	9%	3	4%	1	2%	1,715	6%	252	5%	52	1%	77	1%	1,960	7%	77	5%	67	1%	86	1%
	Total	203	100%	88	100%	85	100%	58	100%	28.243	100%	5.070	100%	5.903	100%	8.922	100%	28.053	100%	1.586	100%	7.439	100%	10.033	100%



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	Table 1:	~ veborring					roups of Peop ring people? (Q		, or bridge	port.			
		Number of people who responded to the question <sup>2</sup>	People who have a racial and/or ethnic identity other than your own	People from a socioeconomic background other than your own	People who have a sexual orientation other than your own	People whose gender differs from yours	People for whom English is not their native language	People from a religious background other than your own	People with a disability	People who are undocumented immigrants	People from a country other than your own	People who hold a political affiliation, philosophy, or view that differs from yours	People are significa older younger
ults by Role				100.00	,			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,	,,,,,
	Undergraduate Students	204	88%	83%	85%	90%	88%	89%	88%	83%	91%	73%	88%
	Graduate Students	88	93%	91% 96%	88% 95%	90%	90%	92%	93%	83% 89%	91% 98%	79% 87%	909
	Faculty Staff	85 45	99% 100%	96% 100%	95%	98% 100%	98%	96%	98% 98%	89% 87%	100%	87% 87%	989 100
	Administrators	13	100%	100%	100%	100%	100%	100%	92%	100%	100%	92%	100
alts by Role and Race/	Ethnicity (Broad Categories)												
	U.S. White	76	87%	87%	86%	91%	82%	89%	83%	80%	86%	77%	895
All Students	U.S. Persons of Color	177	91%	85%	87%	90%	92%	90%	91%	85%	93%	73%	87
	International U.S. White	34 94	85% 99%	79% 99%	79% 97%	88% 99%	91% 97%	88% 96%	97% 98%	74% 89%	94% 99%	76% 89%	911
All Employees	U.S. Persons of Color	45	100%	98%	98%	98%	98%	98%	96%	91%	98%	82%	983
	International	0	-	-		-	-	-	-	-	-	-	-
alts by Role and Gend	er												
All Students	Men (cisgender)	92	87%	85%	79%	90%	86%	89%	87%	78%	89%	79%	85
All Students	Women (cisgender) Non-binary and/or transgender	195	91%	86%	89%	90%	90%	90%	92%	85%	92%	73%	92
	Non-binary and/or transgender Men (cisgender)	62	98%	97%	95%	97%	95%	95%	95%	90%	97%	89%	97
All Employees	Women (cisgender)	77	100%	99%	100%	100%	99%	99%	99%	90%	100%	87%	100
	Non-binary and/or transgender	3											
alts by Role and Sexua	l Orientation (Broad Categories)												_
All Students	Heterosexual	235	90%	87%	88%	92%	90%	92%	90%	84%	92%	79%	90
	LG8Q+	47	85%	77%	77%	81%	81%	77%	87%	77%	83%	51%	831
All Employees	Heterosexual	128	99% 100%	98%	98%	98%	98%	97% 92W	97% 100%	90%	98%	88% 95W	985
ofts by Role and Palish	LGBQ+ on (Broad Categories)	13	100%	100%	92%	100%	92%	92%	100%	85%	100%	85%	100
	Christian	170	92%	86%	89%	94%	92%	92%	92%	85%	94%	78%	91
All Students	Other religious affiliation	39	87%	85%	77%	85%	90%	87%	87%	72%	90%	79%	85
	No religious affiliation	51	84%	84%	86%	88%	82%	88%	84%	84%	88%	63%	90
	Christian	72	99%	96%	97%	97%	94%	97%	97%	88%	97%	86%	97:
All Employees	Other religious affiliation	16	100%	100%	88%	100%	100%	88%	94%	94%	100%	94%	100
	No religious affiliation	40	100%	100%	100%	100%	100%	98%	98%	90%	100%	83%	100
its by Role and Politic	cal Affiliation Far left	22	86%	91%	86%	95%	86%	91%	91%	95%	95%	64%	821
	Liberal	98	91%	88%	88%	91%	90%	89%	92%	87%	92%	69%	87
All Students	Middle-of-the-road	112		864		926	28%	90%	87%		90%		923
	Conservative	31	89% 81%	71%	87% 74%	77%	84%	84%	87% 84%	83% 71%	84%	80% 74%	905
	Far right	6	100%	100%	100%	100%	100%	100%	100%	67%	100%	100%	100
	Far left	5	100%	100%	100%	100%	100%	100%	100%	100%	100%	80%	200
All Employees	Liberal	68	100%	97%	97%	99%	97%	96%	97%	90%	99%	82%	999
An Limpoyees	Middle-of-the-road Conservative	43 24	100% 96%	100% 96%	98%	100% 96%	100% 92%	98% 96%	96% 96%	91% 83%	100% 96%	91% 96%	100 965
	Farright	0	30.9	30.4	20.0	30.9	32.0	20.0	30.0	100.0	20.0	30.0	
ults by Role and Disab	ility Status (Broad Categories)		•			•	•	•	•	•		•	
					94%	95%							
	Long-term disability	19	100%	95%	94%	95%	89%	100%	100%	89%	95%	89%	
All Students	Temporary disability	8	50%	50%	63%	63%	63%	63%	63%	50%	63%	50%	100 631
All Students	Temporary disability No disability	8 263	50% 90%	50% 85%	63% 86%	63% 90%	63% 89%	63% 90%	63% 90%	50% 83%	63% 92%	50% 74%	631 881
	Temporary disability No disability Long-term disability	8 263 7	50%	50%	63%	63%	63%	63%	63%	50%	63%	50%	639
All Students All Employees	Temporary disability No disability Long-term disability Temporary disability	8 263 7 3	50% 90% 86%	50% 85% 86%	63% 86% 86%	63% 90% 86%	63% 89% 86%	63% 90% 71%	63% 90% 100%	50% 83% 86%	63% 92% 86%	50% 74% 86%	631 881 861
All Employees	Temporary disability No disability Long-term disability Temporary disability No disability	8 263 7 3 132	50% 90%	50% 85%	63% 86%	63% 90%	63% 89%	63% 90%	63% 90%	50% 83%	63% 92%	50% 74%	631 881 861
All Employees	Temporary disability No disability Long-term disability Temporary disability No disability (Detailed Categories, Students and Employee African	8 263 7 3 132	50% 90% 86% - 100%	50% 85% 86% - 98%	63% 86% 86% - 98%	63% 90% 86% - 99%	63% 89% 86% - 98%	90% 71% - 98%	63% 90% 100% - 98%	50% 83% 86% - 91%	63% 92% 86% - 99%	50% 74% 86% - 88%	631 881 861 - 991
All Employees	Temporary disability No disability Long-term disability Temporary disability No disability No disability No disability African African African American/Black	8 263 7 3 132 4) 6 48	50% 90% 86% - 100%	50% 85% 86% - 98%	63% 86% 86% - 98%	63% 90% 86% - 99%	63% 89% 86% - 98%	63% 90% 71% - 98%	63% 90% 100% - 98%	50% 83% 86% - 91%	63% 92% 86% -	50% 74% 86% - 88%	631 881 861 - 991
All Employees	Temporary disability No disability Long-term disability Temporary disability No disability (Detailed Categories, Students and Employee African	8 263 7 3 132 4) 6 48	50% 90% 86% - 100% 100%	50% 85% 86% - 98% 100% 83%	63% 86% 86% - 98% 80% 90%	63% 90% 86% - 99% 83% 92%	63% 89% 86% - 98% 100% 90%	63% 90% 71% - 98% 100% 88%	63% 90% 100% - 98% - 100% 92%	50% 83% 86% - 91% 83% 90%	63% 92% 86% - 99% 100% 94%	50% 74% 86% - 88% 83% 77%	63 88 86 
All Employees	Temporary disability No disability Long term disability Long term disability Temporary disability No disability No disability No disability An disability An disability An disability An disability An disability Alaksa Nature Alaksa Nature Alaksa Nature Asia	8 263 7 3 132 1) 6 48 0	50% 90% 86% - 100%	50% 85% 86% - 98%	63% 86% 86% - 98%	63% 90% 86% - 99%	63% 89% 86% - 98%	90% 71% - 98%	63% 90% 100% - 98%	50% 83% 86% - 91%	63% 92% 86% - 99%	50% 74% 86% - 88%	63 88 86 
All Employees	Temporary disabilisty No disabilisty Long term disabilisty Long term disabilisty Temporary disabilisty No disab	8 263 7 3 132 3 6 48 0 22 4	50% 90% 86% - 100% 100% 90% - 100%	50% 85% 86% - 98% 100% 83% - 100%	63% 86% 86% - 98% 80% 90% - 95%	63% 90% 86% - 99% 83% 92% - -	63% 89% 86% - 98% - 100% - 100%	63% 90% 71% - 98% 200% 88% - 200%	63% 90% 100% - 98% 100% 92% - 100%	50% 83% 86% 	63% 92% 86% 	50% 74% 86% - 88% 83% 77% - 91%	63 88 86 - 99 100 88 -
All Employees	Temporary disability No disability No disability Long kerm disability Long kerm disability Temporary disability No disability No disability African Hispanico Cutation African Hispanico Cutation African Hispanico Cutation African	8 263 7 3 132 1) 6 48 0	50% 90% 86% - 100% 100%	50% 85% 86% - 98% 100% 83%	63% 86% 86% - 98% 80% 90%	63% 90% 86% - 99% 83% 92%	63% 89% 86% 	63% 90% 71% - 98% 100% 88%	63% 90% 100% - 98% - 100% 92%	50% 83% 86% 	63% 92% 86% - 99% 100% 94%	50% 74% 86% - 88% 83% 77%	63 88 86  200 88  200
All Employees	Tempara (dublity No disublity Long-term disublity Long-term disublity Temparan (dublity)	8 263 7 3 132 1) 6 48 0 22 4 24 50 9	50% 90% 86% - 100% 100% 90% - 100% - 100% 90% - 100%	50% 85% 86% - 98% 100% 83% - 100% - 92% 84% 89%	63% 85% 85% - 98% 80% - 95% - 100% 80% 80%	63% 90% 86% - 99% 83% 92% - 95% - 100% 83% 89%	63% 89% 86% - 98% 100% - 100% - 100% - 100% - 89%	63% 90% 71% 98% 100% 88% 100% 100% 100% 88% 89%	63% 90% 100% - 58% 100% 92% - 100% - 100% - 89%	50% 83% 86% 91% 83% 90% - 100% 83% 91% -	53% 52% 85% - 99% 100% - 100% - 100% - 100% - 20% 59%	50% 74% 86%	63 88 86 - 99 100 88 - 100 - 93 88
All Employees	Temperar (dublity No disublity No disublity Leng term disublity Leng term disublity Temperar (dublity Temperar (dublity) Temperar (dublity Temperar (dublity Advices A	8 263 7 3 132 4) 6 48 0 22 4 14 50	50% 90% 86% - 100% 100% 90% - 100% - 100% 94%	50N 85% 86N - 98N 100N 83% - 100N - 92% 84%	63% 86% 86% - 98% 80% 90% - 95% - 100% 86%	63% 90% 86% - 99% 83% 92% - 95% - 100% 88%	63% 89% 86% - 98% 100% - 100% - 100% - 100%	63% 90% 71% 98% 100% 88% 100% 100% 88%	63% 90% 100% - 98% 100% - 100% - 100% - 100%	50% 83% 86% - 91% 83% 90% - 91% - 100% 82%	53% 92% 85% - 99% 100% - 100% - 100% - 100%	50% 74% 86% 88% 83% 77% 91% 92% 78%	633 885 865 999 2000 885 - 2000 - 935 885 899
All Employees	Temperar (dublity) No disability Long term disability Long term disability Temperar (dublity) Temperar (dublity) Temperar (dublity) Response (dublity) Addition Addit	8 263 7 3 132 1) 6 48 0 22 4 24 50 9	50% 90% 86% - 100% 100% 90% - 100% - 100% 90% - 100%	50% 85% 86% - 98% 100% 83% - 100% - 92% 84% 89%	63% 85% 85% - 98% 80% - 95% - 100% 80% 80%	63% 90% 86% - 99% 83% 92% - 95% - 100% 83% 89%	63% 89% 86% - 98% 100% - 100% - 100% - 100% - 89%	63% 90% 71% 98% 100% 88% 100% 100% 100% 88% 89%	63% 90% 100% - 58% 100% 92% - 100% - 100% - 89%	50% 83% 86% 91% 83% 90% - 100% 83% 91% -	53% 52% 85% - 99% 100% - 100% - 100% - 100% - 20% 59%	50% 74% 86%	633 885 865 - 999 2006 885 - 2006 - 933 885 889
All Employees	Temperar (Subblifty No disability Leng-leren disability Leng-leren disability Leng-leren disability Leng-leren disability (Detabled Categories, Students and Categories) African American (Mack African American African American Assar American Leng-leren L	8 263 7 3 132 3) 6 48 0 22 4 14 50 9	50% 90% 86% 	50% 85% 65% 	63% 85% 85% 95% 95% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 100% 85% 85% 100% 85% 100% 85% 100% 85% 100% 85% 100% 85% 100% 100% 100% 100% 100% 100% 100% 10	63% 90% 86% 	63% 85% 98% 100% 90% 	63% 90% 71% 98% 100% 88% - 100% - 100% 88% - - 100% 88% - - - - - - - - - - - - -	63% 90% 100% 100% 92% 100% 100% 100% 100% 100% 100% 100% 100% 100% 100% 100%	50% 83% 85% - 21% 83% 90% - 100% 82% 99% 55%	53% 92% 85% 	50% 74% 86%  88% 83% 77%  91%  92% 78% 78% 	633 889 869 999 1000 889 - 2000 - 339 889 873
All Employees	Temperar (dublity) No disability Long term disability Long term disability Temperar (dublity) Temperar (dublity) Temperar (dublity) Response (dublity) Addition Addit	8 263 7 3 132 1) 6 48 0 22 4 24 50 9	50% 90% 86% - 100% 100% 90% - 100% - 100% 90% - 100%	50% 85% 86% - 98% 100% 83% - 100% - 92% 84% 89%	63% 85% 85% - 98% 80% - 95% - 100% 80% 80%	63% 90% 86% - 99% 83% 92% - 95% - 100% 83% 89%	63% 89% 86% - 98% 100% - 100% - 100% - 100% - 89%	63% 90% 71% 98% 100% 88% 100% 100% 100% 88% 89%	63% 90% 100% - 58% 100% 92% - 100% - 100% - 100% - 89%	50% 83% 86% 91% 83% 90% - 100% 83% 91% -	53% 52% 85% - 99% 100% - 100% - 100% - 100% - 20% 59%	50% 74% 86%	63 88 86 99 100 88 - 100 93 88 89 73
All Employees	Tempera (Mathlifty No disability Long term (Mathlifty Long term (Mathlifty Long term (Mathlifty Long term (Mathlifty No disability No disability No disability Chataled Categorius, Students and Employees Advan American Advan American Advan American Advanta American Advanta Advan	8 263 7 3 132 3) 6 48 0 22 4 14 50 9	50% 90% 86% 	50% 85% 65% 	63% 85% 85% 95% 95% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 85% 100% 85% 100% 85% 85% 100% 85% 100% 85% 100% 85% 100% 85% 100% 85% 100% 100% 100% 100% 100% 100% 100% 10	63% 90% 86% 	63% 85% 98% 100% 90% 	63% 90% 71% 98% 100% 88% - 100% - 100% 88% - - 100% 88% - - - - - - - - - - - - -	59% 90% 100% - 58% 100% 92% - 100% - 100% 92% 90% - 70%	50% 83% 85% - 21% 83% 90% - 100% 82% 99% 55%	53% 92% 85% 	50% 74% 86%  88% 83% 77%  91%  92% 78% 78% 	633 885 299 299 200 885 200 200 933 885 297 200 200 200 200 200 200 200 200 200 20
All Employees	Temporary Statistics,  Temporary Statistics,  Temporary Statistics,  Statistics, and Statistics,  Statistics, and Statistics,  Statistics, and Statistics,  Statistics, and Statistics,  Associated Statistics,  Model Statistics,  Model Statistics,  Model Statistics,  Model Statistics,  Model Statistics,  Model Statistics,	8 263 7 7 3 3 132 3 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1	50% 90% 86% 100% 100% 90% - 100% 90% - 100% 89% 23% 90% - 90%	50K 85K 86K 98K 100K 83K 100K 92K 89K 23K	63% 86% 86% - 98% 86% - 98% 86% - 98% 86% - 95% - 95% - 95% 86% 89% 85% 89% 85% 85% 85% 85% 85% 85% 85% 85% 85% 85	53% 90% 86% - - 99% - - - - - - - - - - - - -	53% 59% 86% - - - - - - - - - - - - - - - - - - -	63% 9006 73% - 98% - 100% 88% - 100% 88% - 20% 89% - 236	53% 90% 100%	50% 53% 58% - 91% - 90% - 100% 50% -	53% 52% 52% 58% - - - - - - - - - - - - - - - - - - -	50K 20K 86K 88K 88K 83K 77K - 92K 92K 78K 78K 73K 92K 94K 94K 94K	633 885 865 999 1000 883 1000 - 100 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 -
All Employees	Transport planting in the property and property and property for students of the students of t	8 263 7 7 3 132 132 132 132 132 14 4 14 150 0 0 150 150 150 150 150 150 150 150	50M 90W 86W - 100M 100M 90M - 100M 94W 98W 73W - 90M - 90 - 90	50M 85W 66W - 98W 100W 83W - 100W - 92W 94W 95W - 95W 95W - 95W 95W - 95W 95W - 0 - 0 - 0 - 0 - 0 - 0 - 0 - 0 - 0 -	53% 88% 80% 90% 100% 88% 80% 53% 100% 88% 53% 100% 53% 53% 100% 53% 100% 53% 100% 53% 100% 53% 100% 53% 100% 53% 100% 53	53% 90% 86% 	53% 89% 80% 	63% 90% 71% - 98% 100% 88% - 100% - 100% 88% - 90% - 90% - 90%	63% 90% 100% 100% 98% 100% 92% 100% 100% 92% 90% - - 20% 90%	50% 89% 86% 	63% 92% 86% 99% 100% 94% 100% 94% 200% 100% 96% 89% 82% 90% 90%	50% 24% 86% - 88% 83% 77% - - 91% - - 92% 28% 28% 23% 73% - - - - - - - - - - - - -	633 885 865 999 1000 883 1000 - 100 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 -
All Employees	Temporary Stability  Allocan  Alloca	8 263 7 7 3 132 132 132 132 132 132 132 132 132 1	50K 90K 80K 100	50K 55K 55K 56K 100K 51K 100K 51K 100K	63% 85% 86%	63% 90% 86% 99% 83% 92% - - 100% 88% 88% 93% - - - - - - - - - - - - - - - - - - -	53% 53% 55% 56% 100% 96% 100% 100% 100% 22% 22% 50% 50% 50% 50% 50% 50% 50% 50	63% 90% 71%	53% 50% 100% 100% 56% 100% 100% 100% 100% 52% 50% 100% 52% 100% 52% 100% 52% 100% 52% 100% 52% 100% 52% 100%	50% 88% 86% 91% 91% 90% - 100% 82% 55% - - - - - - - - - - - - -	53% 52% 56% 56% 59% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 94% 100% 95% 100% 95%	50% 74K 86% 88% 88% 83% 77% 91K - 92% 78% 78% 73% - - - - - - - - - - - - -	63: 889: 99: 1000 - 100
All Employees	Transport shalled by the shall be shalled by the shall be sh	8 263 7 7 3 132 2	50% 50% 80% 100	50% 55% 55% 56% 100% 53% 100%	53% 85% 85% 85% 53% 53% 53% 53% 53% 53% 53% 53% 53% 5	63% 90% 86% 99% 83% 92% 	53% 58% 56% 96% 100% 90% 100% 100% 100% 92% 58% 50% 50%	63% 90% 71%	53% 50% 100% 	50% 58% 58% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	53% 52% 52% 56% 100% 100% 94% 100% -100% 94% 59% 52% -22% -22% -22% 52% 52% 52% 52% 52% 52%	50% 50% 24K 86% 88% 88% 83% 77K 	63: 88: 86: 99: 1000 1000 1000 1000 1000 1000 1000
All Employees	Transport of Biological Control of of Biological Cont	8 263 7 7 3 3 1122 1122 1122 1122 1122 1122	50M 50M 80M 100M 100M 100M 100M 100M 100M 100M 94M 80M 100M 94M 94M 94M 94M 94M 94M 94M 94	50K 88% 86K 980K 100K 88K 100K 88K 100K 88K 100K 88K 100K 88K 100K 88K 100K 92K 86K 100K 100K 100K 100K 100K 100K 100K 10	63% 8866 8666 8666 8666 8666 8666 8666 8	63% 90% 86% 99% 83% 92% 92% 100% 88% 73% 	53% 53% 58% 56% 100% 90% 100% 100% 100% 50% 100% 50% 50% 50% 50% 50% 50% 50%	63% 90% 71% 986 100% 888 100% 888 100% 886 100% 886 896 90% 100% 100% 100% 100% 100% 100% 100%	53% 50% 100% 100% 56% 100% 52% 100% 52% 100% 52% 100% 50% 100% 50% 50% 50% 50%	50% 58% 58% 56%	63% 52% 86% 86% 100% 99% 100% 94% 100% 54% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	50% 74K 86K 88K 88K 88K 88K 88K 92K 92K 92K 78K 78K 78K 78K 78K 78K 78K 78	633 888 866 999 999 200 200 200 200 200 200 200 200
All Employees	Temporary Statistics,  Allows Investigation,  Allows Temporary  Allows Temporary  Allows Temporary  Allows Temporary  Temporar	8 263 263 7 3 1132 1132 1132 1148 115 115 115 115 115 115 115 115 115 11	50% 90% 86% 100	50K 55K 55K 55K 55K 55K 55K 55K 55K 55K	63% 86% 86% 86% 96% 96% 97% 95% 100% 86% 86% 86% 97% 100% 86% 86% 86% 86% 86% 96% 100% 86% 86% 86% 96% 100% 86% 87% 94% 100% 100% 80% 80% 80% 100% 100% 80% 100% 10	63% 90% 86% - 99% 83% 92% - 95% 85% 85% - 95% - 95% 82% - 95% 82% - 95% 82% - 95% 82% - 95% 82% - 95% 82% - 95% 82% - 95% - 95	63% 88% 86%	53% 90% 71% 100% 88% 100% 100% 100% 88% 100% 100%	53% 59% 100% 100% 100% 58% 100% 52% 100% 52% 100% 59% 59% 59% 59% 59% 59% 59% 59% 59% 59	50% 58% 58%	63% 52% 86%	50% 74K 86K 88K 83K 83K 77K 191K 191K 192K 1	633 8888 65 999 1000 1000 933 933 733 707 707 940 940 940 940 940 940 940 940 940 940
All Employees	Transport of Biological Control of of Biological Cont	8 263 7 7 3 3 1122 1122 1122 1122 1122 1122	50M 50M 80M 100M 100M 100M 100M 100M 100M 100M 94M 80M 100M 94M 94M 94M 94M 94M 94M 94M 94	50K 88% 86K 980K 100K 88K 100K 88K 100K 88K 100K 88K 100K 88K 100K 88K 100K 92K 86K 100K 100K 100K 100K 100K 100K 100K 10	63% 8866 8666 8666 8666 8666 8666 8666 8	63% 90% 86% 99% 83% 92% 92% 100% 88% 73% 	53% 53% 58% 56% 100% 90% 100% 100% 100% 50% 100% 50% 50% 50% 50% 50% 50% 50%	63% 90% 71% 986 100% 888 100% 888 100% 886 100% 886 896 90% 100% 100% 100% 100% 100% 100% 100%	53% 50% 100% 100% 56% 100% 52% 100% 52% 100% 52% 100% 50% 100% 50% 50% 50% 50%	50% 58% 58% 56%	63% 52% 86% 86% 100% 99% 100% 94% 100% 54% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	50% 74K 86K 88K 88K 88K 88K 88K 92K 92K 92K 78K 78K 78K 78K 78K 78K 78K 78	633 888 860 9999 1000 1000 1000 1000 1000 1000 10
All Employees	Temporary sites/filey  Associated sites/filey  Temporary or Latter/filey  Temporary or Latter/fi	8 263 7 7 3 3 132 132 132 132 132 132 132 132 132	50% 90% 86% 100% 100% 90% 100% 100% 80% 100% 90% 90% 90% 90% 90% 90% 90% 90% 90%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 88% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 50% 80% 	63% 88% 88%	53% 90% 71% 100% 88% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 10	53% 90% 100% 59% 100% 92% 100%	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	63% 52% 85% 85% 99% 100% 99% 100% 94% 50% 100% 94% 55% 100% 55% 100% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	50%   50%   74%   86%   88%   88%   88%   88%   88%   88%   77%   77%   72%	633 8888 853 9992 2006 8888 9333 9333 733 7000 949 949 951 2006 949 949 951 951 952 953 953 953 953 953 953 953 953 953 953
All Employees	Transport published;  Transport published;  The shadded for shadde	8 263 7 7 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1122 3 1123 3 1123 3 1123 5 112 5 1122 5 1122 5 1123 5 1124 5 1122 5 1122 5 1123 5 1124 5 1122	50% 50% 50% 86% 100% 100% 100% 100% 94% 94% 94% 94% 95% 100	50K 58K 88K 88K 88K 88K 88K 88K 88K 88K 88	63% 88% 88% 98% 98% 98% 98% 98% 98% 98% 98	63% 90% 86% 92% 83% 92% 	63% 88% 88% 88% 98% 98% 100% 99% 100% 93% 83% 100% 93% 88% 88% 93% 100% 88% 88% 88% 88% 88% 88% 88% 88% 88%	53% 90% 72% 98% 100% 88% 100% 88% 88% 88% 88% 90% 73% 90% 90% 100% 100% 100% 100% 100% 100%	53% 50% 100% 100% 100% 100% 100% 100% 100%	50% 88% 88% 88% 88% 92% 82% 82% 52% 52% 52% 52% 52% 52% 52% 52% 55% 55	63% 22% 85% 85% 100% 94% 100% 94% 100% 94% 59% 100% 59% 100% 59% 100% 69% 69% 69% 69% 69% 69% 69% 69% 69% 69	50%   50%   50%   88%   88%   88%   88%   88%   88%   88%   92%   77%   92%   78%	631 631 631 631 631 631 631 631 631 631
All Employees	Transport planting of the plan	8 263 7 7 3 3 132 132 132 132 132 132 132 132 132	50% 90% 86% 100% 100% 90% 100% 100% 80% 100% 90% 90% 90% 90% 90% 90% 90% 90% 90%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 88% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 50% 80% 	63% 88% 88%	53% 90% 71% 100% 88% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 10	53% 90% 100% 59% 100% 92% 100%	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	63% 52% 85% 85% 99% 100% 99% 100% 94% 50% 100% 94% 55% 100% 55% 100% 65% 65% 65% 65% 65% 65% 65% 65% 65% 65	50%   50%   74%   86%   88%   88%   88%   88%   88%   88%   77%   77%   72%	631 631 631 631 631 631 631 631 631 631
All Employees	Transport schieblight  All schie	8 263 7 7 3 1122 13 142 142 142 142 142 142 142 142 142 142	50% 50% 80% 100	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	63% 88% 88% 88% 98% 98% 98% 98% 98% 98% 98	63% 90% 86% - 99% 83% 92% - 100% 88% 88% 88% 90% 	63% 88% 88% 98% 100% 98% 100% 98% 100% 92% 92% 100% 92% 82% 100% 92% 82% 100% 88% 88% 88% 88% 88% 88% 88% 88% 88%	63% 90% 71% 100% 88% 88% 88% 90% 100% 88% 90% 100% 88% 88% 88% 90% 100% 88% 90% 100% 100% 100% 100% 100% 100% 100%	63% 90% 100% 100% 62% 100% 62% 100% 62% 62% 62% 62% 62% 62% 62% 62% 62% 62	50% 55% 55% 55% 55% 55% 55% 55% 55% 55%	63% 52% 85% 85% 100% 99% 100% 94% 100% 94% 85% 82% 95% 100% 85% 82% 95% 100% 85% 85% 85% 85% 85%	50%   50%   88%	631 631 631 631 631 631 631 631 631 631
All Employees	Transport planting of the property and property of the planting of the students of the students of the students of the planting of the students of the student	8 263 7 7 3 3 132 3 132 3 132 3 132 3 132 3 132 3 132 3 132 3 132 3 132 3 13 13 13 13 13 13 13 13 13 13 13 13 1	50% 50% 80% 80% 100% 100% 100% 100% 100% 100%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 88% 88% 98% 98% 98% 98% 98% 98% 98% 98	63% 90% 80% 99% 83% 93% 93% 93% 100% 88% 89% 90% 100% 88% 89% 90% 100% 88% 80% 100% 88% 80% 100% 88% 88% 97% 100% 88% 88% 88% 88% 88% 88% 88%	63% 89% 80% 100% 90% 100% 100% 100% 100% 100% 100	63% 90% 72% 72% 72% 72% 72% 72% 72% 72% 72% 72	63% 50% 100% 100% 100% 100% 100% 100% 100%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 52% 85% 85% 100% 99% 1100% 99% 100% 99% 100% 95% 85% 95% 95% 95% 95% 95% 95% 95% 95%	50%   50%   50%   88%   88%   88%   88%   88%   88%   97%   77%   97%   78%	632 888 898 999 1000 1000 1000 1000 1000 10
All Employees	Transport shielding  Transport shielding  The shielding  The shielding  The shielding  Transport shielding  Transp	8 263 7 7 3 1122 13 142 142 142 142 142 142 142 142 142 142	50% 50% 80% 100% 100% 100% 100% 100% 50% 100% 50% 50% 100% 50% 100% 50% 100% 50% 100% 50% 100% 50% 50% 50% 50% 50% 50% 50% 50% 50%	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	63% 88% 88% 88% 98% 98% 98% 98% 98% 98% 98	63% 50% 80% 80% 90% 82% 92% 92% 100% 88% 89% 90% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100%	63% 88% 88% 98% 100% 98% 100% 98% 100% 92% 92% 100% 92% 82% 100% 92% 82% 100% 88% 88% 88% 88% 88% 88% 88% 88% 88%	63% 90% 71% 100% 88% 88% 88% 90% 100% 88% 90% 100% 88% 88% 88% 90% 100% 88% 90% 100% 100% 100% 100% 100% 100% 100%	63% 90% 100% 100% 62% 100% 52% 100% 52% 100% 52% 50% 100% 52% 50% 100% 52% 50% 100% 52% 50% 100% 52% 52% 100% 52% 52% 100% 52% 52% 52% 52% 52% 52% 52% 52% 52% 52	50% 55% 55% 55% 55% 55% 55% 55% 55% 55%	63% 52% 85% 85% 100% 99% 100% 94% 100% 94% 85% 82% 95% 100% 85% 82% 95% 100% 85% 85% 85% 85% 85%	50%   50%   88%	63388888888888888888888888888888888888
All Employees	Temporary Statistics,	8 263 7 7 3 3 132	50% 50% 80% 100% 100% 100% 100% 100% 100% 50% 100% 50% 100% 50% 100% 50% 100% 10	50% 88% 88% 98% 100% 100% 100% 100% 100% 100% 100% 10	63% 86% 86% 96% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	63% 50% 80% 80% 90% 82% 92% 92% 100% 88% 89% 90% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100%	63% 89% 86% 100% 86% 100% 100% 100% 100% 100% 100% 89% 89% 89% 89% 80% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 88% 88% 86% 100% 100% 100% 88% 88% 86% 100% 100% 100% 88% 88% 86% 100% 100% 100% 100% 100% 100% 100% 10	63% 90% 72% 2	67% 90% 100% 100% 100% 100% 100% 100% 100%	50% 55% 55% 55% 55% 55% 55% 55% 55% 55%	69% 92% 86% 99% 100M 100M 100M 100M 100M 100M 100M 100	50%   50%   50%   88%   88%   88%   88%   88%   88%   88%   88%   88%   97%   77%   72%	633 889 999 921 921 921 921 921 921 921 921 92
All Employees Ris by Rasa/Ethnicity Ris by Second Oriental Ris by Second Oriental Ris by Second Oriental	Temporary shielding  Temporary	8 263 7 7 3 3 132	50% 50% 80% 100% 100% 100% 100% 100% 50% 100% 50% 50% 100% 50% 100% 50% 100% 50% 100% 50% 100% 50% 50% 50% 50% 50% 50% 50% 50% 50%	50% 88%	63% 88% 88%	63% 50% 80% 80% 90% 82% 92% 92% 100% 88% 89% 90% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100%	63% 89% 86% 99% 100% 96% 86% 100% 100% 100% 100% 100% 100% 89% 89% 89% 89% 89% 80% 100% 86% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 90% 72% 100% 88% 100% 89% 100% 89% 100% 100% 100% 100% 100% 100% 100% 10	67% 90% 100% 100% 100% 100% 100% 100% 100%	50% 58% 58% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	69% 92% 86% 99% 100M 100M 100M 100M 100M 100M 100M 100	50%   50%   50%   88%   88%   88%   88%   88%   88%   88%   88%   77%   91%   77%   72%	631 881
All Employees Ris by Rasa/Ethnicity Ris by Second Oriental Ris by Second Oriental Ris by Second Oriental	Transport planting in the property planting in the planting in	8 263 7 7 3 3 132	50% 50% 50% 80% 100% 80% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 10	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 88% 88% 98% 98% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	63% 90% 80% 90% 80% 90% 90% 90% 90% 90% 90% 90% 90% 90% 9	63% 89% 86% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 90% 73% 100% 88% 100% 88% 100% 100% 100% 100%	62% 50% 50% 100% 100% 100% 100% 100% 100%	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	62% 52% 86% 66% 60% 100% 94% 100% 100% 94% 100% 20% 80% 80% 80% 60% 60% 96% 96% 96% 96% 96%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	633 889 200 200 200 200 200 200 200 200 200 20
All Employees Ris by Rasa/Ethnicity Ris by Second Oriental Ris by Second Oriental Ris by Second Oriental	Transport planting in the property and property and property in the stability of the stabil	8 263 7 7 3 3 122 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	50% 50% 50% 86% 100% 100% 100% 100% 100% 100% 100% 10	50% 50% 68% 66% 66% 66% 66% 66% 66% 66% 66% 66	63% 880% 880% 880% 880% 880% 880% 880% 88	63% 90% 80% 80% 93% 93% 93% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100%	63% 89% 86% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 69% 99% 100% 100% 100% 100% 100% 100% 100	62% 50% 100% 100% 100% 100% 100% 100% 100%	50% 58% 66% 66% 66% 66% 66% 66% 66% 66% 66% 6	62% 62% 62% 62% 62% 62% 62% 62% 62% 62%	50%   50%   50%   50%   80%	633 865 865 865 865 865 865 865 865 865 865
All Employees Ris by Rasa/Ethnicity Ris by Second Oriental Ris by Second Oriental Ris by Second Oriental	Transport shielding to the challenge of	8 263 7 7 3 112 132 132 142 142 142 142 142 142 142 142 142 14	50% 50% 50% 80% 100% 80% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 90% 100% 10	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 88% 88% 98% 98% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	63% 90% 80% 90% 80% 90% 90% 90% 90% 90% 90% 90% 90% 90% 9	63% 89% 86% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 90% 73% 100% 88% 100% 88% 100% 100% 100% 100%	62% 50% 50% 100% 100% 100% 100% 100% 100%	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	62% 52% 86% 66% 60% 100% 94% 100% 100% 94% 100% 20% 80% 80% 80% 60% 60% 96% 96% 96% 96% 96%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	633 888 889 999 999 999 999 999 999 999 9
All Employees All Employees All Say Reco/Tibricity	Transporter debuilding  Anne debuilding  A	8 263 7 7 3 122 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	50% 50% 50% 80% 100% 100% 100% 100% 100% 100% 100	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63% 86% 86% 86% 86% 86% 86% 86% 96% 96% 86% 86% 96% 96% 96% 96% 96% 96% 96% 96% 96% 9	63% 90% 80% 80% 80% 80% 80% 80% 90% 92% 100% 80% 92% 100% 80% 92% 92% 92% 92% 92% 92% 92% 92% 92% 92	63% 69% 69% 60% 60% 60% 60% 60% 60% 60% 60% 60% 60	69% 69% 99% 88% 100% 100% 88% 100% 100% 88% 100% 100	62% 50% 10	50% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	62% 62% 92% 86% 100% 94% 100% 94% 100% 94% 100% 100% 100% 100% 100% 62% 62% 92% 92% 92% 92% 92% 92% 92% 92% 92% 9	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	633 866 868 888 888 888 888 888 888 888
All Employees All Employees All Say Reco/Tibricity	Transport published in the property and published in the stability of the	8 263 7 7 3 3 122 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	50% 50% 50% 86% 100% 100% 100% 100% 100% 100% 100% 10	50% 50% 68% 66% 66% 66% 66% 66% 66% 66% 66% 66	63% 880% 880% 880% 880% 880% 880% 880% 88	63% 90% 80% 80% 93% 93% 93% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100% 80% 100%	63% 89% 86% 86% 86% 86% 86% 86% 86% 86% 86% 86	63% 69% 99% 100% 100% 100% 100% 100% 100% 100	62% 50% 100% 100% 100% 100% 100% 100% 100%	50% 58% 66% 66% 66% 66% 66% 66% 66% 66% 66% 6	62% 62% 62% 62% 62% 62% 62% 62% 62% 62%	50%   50%   50%   50%   80%	633 866 868 888 888 888 888 888 888 888
All Employees All Employees All Say Reco/Tibricity	Transport shielding to the property shielding to the shie	8 263 7 7 3 122 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	50K	6194 800 800 800 800 800 800 800 800 800 80	63% 60% 80% 80% 80% 80% 80% 80% 80% 80% 80% 8	63% 89% 86% 86% 1200% 12	63% 90% 21% 100% 100% 100% 100% 100% 100% 100	62% 50% 100% 100% 100% 100% 100% 100% 100%	50% 58% 68% 68% 68% 68% 68% 68% 68% 68% 68% 6	62% 52% 52% 68% 68% 100% 96% 100% 96% 100% 96% 100% 96% 100% 100% 100% 100% 100% 100% 100% 10	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	633 866 866 868 868 868 868 868 868 868
All Employees All Employees All Say Reco/Tibricity	Transporter delability  Annual Annual Annual  Annual Annual  Annual Annual  Annual Annual  Ann	8 253 253 253 253 253 253 253 253 253 253	50% 50% 50% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	50% 50% 50% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	6104 600 600 600 600 600 600 600 600 600 6	63% 60% 60% 60% 60% 63% 63% 63% 63% 63% 63% 63% 63	63% 68% 68% 68% 68% 68% 68% 68% 68% 68% 68	63% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	62% 50% 50% 100% 100% 100% 100% 100% 100%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	62% 62% 62% 62% 62% 62% 62% 62% 62% 62%	50%   50%   50%   50%   60%	633 866 868 868 868 868 868 868 868 868
All Employees All Employees All Say Reco/Tibricity	Transport a bilatify in the disability of the di	8 263 7 7 3 122 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	500k 900k 900k 900k 900k 900k 900k 900k	508	6104 600 600 600 600 600 600 600 600 600 6	638   698	63% 69% 69% 69% 69% 69% 69% 69% 69% 69% 69	698 998 998 998 998 998 998 998 998 998	698   698	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	678	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	63 5 86 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
All Employees All Employees All Say Reco/Tibricity	Transporter debudly.  Transporter debudly.  The students of th	\$ 253 253 253 253 253 253 253 253 253 253	50% 50% 50% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	50% 50% 50% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	6104 600 600 600 600 600 600 600 600 600 6	63% 60% 60% 60% 60% 63% 63% 63% 63% 63% 63% 63% 63	63% 68% 68% 68% 68% 68% 68% 68% 68% 68% 68	63% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	62% 50% 50% 100% 100% 100% 100% 100% 100%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	62% 62% 62% 62% 62% 62% 62% 62% 62% 62%	50%   50%   50%   50%   60%	63 5 86 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
All Employees All Employees All Say Reco/Tibricity	Transport a bilatify in the disability of the di	\$ 253 253 253 253 253 253 253 253 253 253	500L 500L	508 508 508 508 508 508 508 508 508 508	698	638	538 595 596 597 597 597 597 597 597 597 597 597 597	698   698	698   698	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	678	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	633 889 999 921 921 921 921 921 921 921 921 92

High Levels" include people who answered "Very comfortable" or "Somewhat comfortable" to the respective statement, includes those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people

								Table 2: Hov	w Comfortable	People Are In	teracting wit		oups on Car												
						of Bridgeport															All Other Is				
		Undergrade	uate Students «	Graduat	te Students		Faculty	Statt/Ad	dministrators %	Undergradu	ate Students	Graduate	Students	Fac	ulty	Staff/Adm	unistrators %	Undergradu	ate Students	Graduate	Students «	Faci	ulty «	Statt/Adm	ministrators «
low comfortable are you	interacting with the following people? (Q4)																		-				-		
eople who have a racial	Very comfortable	157	77%	72	82%	79	93%	57	98%	23,420	83%	4,115	81%	5,105	86%	7,511	84%	22,278	79%	1,285	81%	6,408	86%	8,519	85%
and/or ethnic identity	Somewhat comfortable	22	11%	10	11%	5	6%	1	2%	3,648	13%	680	13%	679	12%	1,091	12%	3,902	14%	209	13%	836	21%	1,106	11%
other than your own	Neither comfortable nor uncomfortable	19	9%	4	5%	1	1%	0	0%	825	3%	222	4%	97	2%	243	3%	1,422	5%	79	5%	157	2%	340	3%
	Somewhat uncomfortable	2	2%	1	1%	0	0%	0	0%	210	1%	38	1%	24	0%	40	0%	316	1%	- 8	1%	27	0%	41	0%
	Very uncomfortable Total	204	2% 100%	1 88	1% 100%	85	100%	0 58	100%	138 28.241	100%	32 5.087	1% 100%	11 5.916	0% 100%	31 8.916	100%	158 28.076	1%	1.588	100%	7,449	100%	34 10.040	0% 100%
Pennie from a	Very comfortable	137	67%	68	78%	75	88%	53	91%	20,241	76%	3,909	200%	4,859	87%	7 107	80%	20,076	786	1,300	77%	6,078	82%	8115	81%
socioeconomic	Somewhat comfortable	32	16%	11	13%	7	8%	5	9%	4.809	17%	820	16%	840	14%	1,353	15%	4.890	17%	234	15%	1,070	14%	1308	196
background other than	Neither comfortable nor uncomfortable	28	14%	6	7%	3	4%	0	0%	1.426	5%	267	5%	159	5%	360	4%	2.039	7%	109	7%	214	3%	467	5%
your own	Somewhat uncomfortable	3	2%	1	1%	0	0%	0	0%	456	2%	52	1%	36	1%	72	1%	596	2%	23	1%	58	2%	95	2%
	Very uncomfortable	4	2%	1	1%	0	0%	0	0%	155	1%	32	1%	15	0%	28	0%	173	1%	6	0%	23	0%	29	0%
	Total	204	100%	87	100%	85	100%	58	100%	28,233	100%	5,080	100%	5,909	100%	8,920	100%	28,044	100%	1,584	100%	7,443	100%	10,014	100%
People who have a sexual		142	70%	66	75%	73	86%	50	86%	18,032	64%	3,604	71%	4,701	80%	6,758	76%	20,779	74%	1,211	76%	6,373	86%	8,126	81%
orientation other than	Somewhat comfortable	31	15%	11	13%	8	9%	8	14%	6,173	22%	893	18%	857	15%	1,363	15%	4,121	15%	227	14%	726	10%	1,224	12%
your own	Neither comfortable nor uncomfortable	27	13%	8	9%	4	5%	0	0%	2,185	8%	372	7%	230	4%	503	6%	2,116	8%	108	7%	250	3%	525	5%
in .	Somewhat uncomfortable	0	0%	2	2%	0	0%	0	0%	1,485	5%	161	3%	100	2%	234	3%	711	3%	34	2%	65	2%	111	2%
in .	Very uncomfortable	3	1%	1	1%	0	0%	0	0%	362	1%	51	1%	20	0%	55	1%	304	1%	8	1%	7 444	0%	48	0%
	Total	203	100%	88 71	100%	85 79	100%	58	100%	28,237	100%	5,081	200%	5,908	200% 91%	8,913	100%	28,031	100%	1,588	100%		100%	10,034	100%
People whose gender differs from yours	Very comfortable Somewhat comfortable	33	74% 16%	71 8	81% 9%	79	93%	57	2%	22,098	78% 16%	4,200 587	12%	5,369 416	91% 7%	7,881 736	88%	3,956	79% 14%	1,503	82% 12%	6,792 456	91% 6%	8,914 713	89% 7%
diners from yours	Neither comfortable nor uncomfortable	17	20%	- 6	2%	2	24	0	0%	1,018	4%	210	4%	95	26	730	2%	1.486	5%	69	4%	150	244	713	7%
ı	Somewhat uncomfortable	1	0%	2	2%	0	0%	0	0%	470	2%	51	1%	23	0%	45	1%	356	1%	13	1%	25	0%	44	0%
ı	Very uncomfortable	2	2%	1	1%	0	0%	0	0%	177	1%	31	1%	13	0%	31	0%	174	1%	5	0%	19	0%	33	0%
ı	Total	204	100%	88	100%	85	100%	58	100%	28.243	100%	5.079	100%	5.916	100%	8.922	100%	28.054	100%	1.587	100%	7.442	100%	10.042	100%
People for whom English	Very comfortable	136	67%	63	72%	75	88%	48	83%	18,962	67%	3,632	71%	4,605	78%	6,013	67%	18,419	66%	1,112	70%	5,819	78%	6,594	66%
is not their native	Somewhat comfortable	44	22%	16	18%	8	9%	8	14%	7,047	25%	1,061	21%	1,107	19%	2,264	25%	6,722	24%	353	22%	1,326	18%	2,542	25%
language	Neither comfortable nor uncomfortable	19	9%	5	6%	1	1%	2	3%	1,555	6%	284	6%	154	3%	427	5%	2,127	8%	93	6%	232	3%	632	6%
ı	Somewhat uncomfortable	3	2%	3	3%	0	0%	0	0%	565	2%	72	1%	41	1%	172	2%	622	2%	26	2%	54	2%	227	2%
ı	Very uncomfortable	2	2%	1	296	1	1%	0	0%	119	0%	32	1%	11	0%	36	0%	177	1%	6	0%	16	0%	39	0%
	Total	204	100%	88	100%	85	100%	58	100%	28,248	100%	5,081	100%	5,918	100%	8,912	100%	28,067	100%	1,590	100%	7,447	100%	10,034	100%
People from a religious	Very comfortable	149	73%	69	78%	75	88%	53	91%	21,985	78%	3,952	78%	4,996	85%	7,327	82%	20,401	73%	1,192	75%	6,090	82%	8,118	81%
background other than	Somewhat comfortable Neither comfortable nor uncomfortable	31 20	15%	12	14% 6%	7	8%	3 2	5% 3%	4,597 1,235	16% 4%	778 265	15% 5%	685 175	12% 3%	1,156 359	13% 4%	5,030 1,999	18% 7%	256 103	16% 6%	973 284	13% 4%	1,312	13% 5%
your own	Somewhat uncomfortable	1	0%	1	1%		0%	0	0%	304	1%	58	1%	41	1%	53	1%	461	2%	29	2%	71	2%	73	1%
ı	Very uncomfortable	2	1%	1	1%	0	0%	0	0%	131	0%	32	1%	13	0%	27	0%	174	1%	6	0%	74	0%	37	0%
ı	Total	203	100%	- 88	100%	85	100%	58	100%	28.252	100%	5.085	100%	5.910	100%	8,922	100%	28.065	100%	1.586	100%	7.442	100%	10.030	100%
People with a disability	Very comfortable	141	69%	67	77%	70	82%	46	79%	17.598	62%	3.473	68%	4.351	74%	6,361	71%	18.821	67%	1.129	71%	5.606	75%	7.396	74%
1	Somewhat comfortable	39	19%	14	16%	13	15%	10	17%	7,766	27%	1,143	23%	1.297	22%	2.028	23%	6,364	23%	338	21%	1,501	20%	2.070	21%
ı	Neither comfortable nor uncomfortable	20	10%	5	6%	2	2%	1	2%	1,890	7%	306	6%	169	3%	367	4%	2,133	8%	88	6%	225	3%	434	4%
ı	Somewhat uncomfortable	2	2%	0	0%	0	0%	1	2%	849	3%	126	2%	81	1%	130	1%	597	2%	29	2%	80	2%	103	1%
in .	Very uncomfortable	2	2%	1	1%	0	0%	0	0%	140	0%	26	1%	13	0%	25	0%	137	0%	4	0%	19	0%	30	0%
	Total	204	100%	87	100%	85	100%	58	100%	28,243	100%	5,074	100%	5,911	100%	8,911	100%	28,052	100%	1,588	100%	7,431	100%	10,033	100%
People who are	Very comfortable	144	71%	58	66%	67	79%	45	78%	18,595	66%	3,525	69%	4,322	74%	5,936	67%	17,971	64%	1,027	65%	5,492	75%	6,458	65%
undocumented immigrants	Somewhat comfortable	25	12%	15	17%	9	11%	7	12%	4,485	16%	679	13%	750	13%	1,254	14%	3,941	14%	235	15%	790	11%	1,251	13%
immigrants	Neither comfortable nor uncomfortable  Somewhat uncomfortable	27 4	13% 2%	10	11% 2%	7	8%	5	9%	3,755 871	13% 3%	646 147	13%	671 79	11%	1,379	16% 2%	4,434	16%	250	16%	880	12% 1%	1,824	18% 2%
	Very uncomfortable	4	2% 2%	3	3%	1	1%	0	0%	502	2%	77	2%	49	1%	112	1%	698	2%	28	2%	69	2%	154	2%
in .	Total	204	100%	88	100%	85	100%	58	100%	28.208	100%	5.074	100%	5.871	100%	8.881	100%	27.999	100%	1.583	100%	7.329	100%	9.917	100%
People from a country	Very comfortable	157	77%	70	80%	77	92%	56	97%	23,248	82%	4.181	82%	5,304	90%	7,530	84%	22,105	79%	1,274	80%	6.636	89%	8,917	83%
other than your own	Somewhat comfortable	29	14%	10	11%	5	6%	2	3%	3.857	14%	655	13%	506	9%	1,066	12%	4.124	15%	225	14%	635	9%	1.286	13%
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Neither comfortable nor uncomfortable	16	8%	6	7%	2	2%	0	0%	876	3%	199	4%	77	1%	265	3%	1,487	5%	69	4%	144	2%	381	4%
	Somewhat uncomfortable	0	0%	1	1%	0	0%	0	0%	134	0%	24	0%	10	0%	22	0%	218	1%	11	1%	17	0%	40	0%
	Very uncomfortable	2	1%	1	1%	0	0%	0	0%	120	0%	29	1%	13	0%	30	0%	121	0%	5	0%	15	0%	30	0%
	Total	204	100%	88	100%	84	100%	58	100%	28,235	100%	5,088	100%	5,910	100%	8,913	100%	28,055	100%	1,584	100%	7,447	100%	10,034	100%
People who hold a	Very comfortable	103	51%	52	60%	57	67%	34	59%	14,351	51%	2,721	53%	3,083	52%	4,774	54%	13,598	48%	824	52%	3,849	52%	5,731	57%
political affiliation.	Somewhat comfortable	45	22%	16	19%	17	20%	17	29%	9,014	32%	1,518	30%	1,940	33%	2,844	32%	8,376	30%	449	28%	2,424	33%	2,800	28%
								5	9%	2 589	9%	472	9%	418	7%	717	8%	3.453	12%	178	11%		8%	871	9%
philosophy, or view that	Neither comfortable nor uncomfortable	35	17%	12	14%	6	7%															583			
ohilosophy, or view that differs from yours	Neither comfortable nor uncomfortable Somewhat uncomfortable	35 13 7	17% 6% 8%	12 3	3% 3%	4	5% 5%	2	3% 0%	1,898 396	2% 1%	306 69	6% 1%	413	7% 1%	510 66	6%	2,095 544	7% 2%	118	7% 1%	583 526 64	2% 2%	523 98	5% 5%

People who are	Very comfortable	126	63%	68	77%	79	93%	54	93%	18,897	67%	3,985	78%	5,367	91%	7,772	87%	19,218	68%	1,240	78%	6,691	90%	8,821	88%
significantly older or	Somewhat comfortable	51	25%	11	13%	4	5%	4	7%	7,135	25%	795	16%	421	7%	864	10%	6,292	22%	248	16%	563	8%	848	8%
younger than you	Neither comfortable nor uncomfortable	21	10%	7	8%	2	2%	0	0%	1,524	5%	231	5%	93	2%	231	3%	1,890	7%	74	5%	155	2%	304	3%
	Somewhat uncomfortable	2	2%	1	1%	0	0%	0	0%	586	2%	52	1%	21	0%	26	0%	525	2%	20	1%	19	0%	41	0%
	Very uncomfortable	1	0%	1	1%	0	0%	0	0%	106	0%	24	0%	11	0%	28	0%	133	0%	5	0%	17	0%	27	0%
	Total	201	100%	88	100%	85	100%	58	100%	28.248	100%	5.087	100%	5.913	100%	8.921	100%	28.058	100%	1.587	100%	7.445	100%	10.041	100%



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				ation in Activ activities influe	nced your supp				iity				
		i .	l				Participated in	Participated in					
		1	ľ		Attended	Participated in	discussions	discussions	Participated in	Participated in	d in Participa	ated in	Particip
		1	ľ	Engaged in	presentations,	discussions,	training, or	training, or	discussions,	discussions,			discus
		Number of	ľ	discussions or	performances,	training, or		activities on	training, or	training, or	or trainin	g, or	trainin
		people who	Performed	activities	or art exhibits	activities on	gender issues	sexual	activities on	activities on			activit
		responded to	community	concerning	related to	racial/ethnic	and/or gender	orientation	socioeconomic	religious	disab	ility	immig
ilts by Role		the question	service	political issues	diversity	issues	identity issues	issues	status issues	diversity issues	ues issu	es	issi
ilts by Kore				53%		62%				54%		. 1	55
	Undergraduate Students	203 87	63% 60%	53%	50% 61%	72%	61%	61%	55% 67%	64%	499		
	Graduate Students			56%			71%	67%			659		63
	Faculty Staff	84 45	60% 72%	55% 47%	61%	78% 73%	67% 64%	73% 71%	56% 51%	54% 56%	69		53 47
	Administrators	13	69%	69%	77%	92%	85%	92%	85%	85%	695	ι.	65
ilts by Role and Race/E	thnicity (Broad Categories) U.S. White	75	57%	44%	42%	55%	56%	55%	52%	49%	47	. 1	43
All Students	U.S. White U.S. Persons of Color	177	61%	57%	42% 55%	55%	56%	67%	52%	49% 58%	551		43 60
All Judgellus													
	International	33	76%	70%	73%	75%	76%	64%	73%	76%	66		75
All Employees	U.S. White U.S. Persons of Color	94 45	62%	49% 62%	56% 77%	77% 82%	68%	76% 73%	55%	55% 64%	689		47
All Limptoyees		45	73%	62%	7/%	82%	69%	/5%	62%	64%	699		64
	International	0		-	-	-	-	_		-			_
ilts by Role and Gender													_
All Students	Men (cisgender)	90 195	69% 59%	59% 53%	58% 52%	66% 65%	63% 65%	61%	54% 61%	58% 57%	50	6	58 58
An annual III	Women (cisgender)		39%	53%	52%	65%	85%	64%	61%	57%	56	٠.	58
	Non-binary and/or transgender	3	-	-			-	700			-		-
All Employees	Men (cisgender)	61	66%	61%	66%	82%	64%	74%	56%	56%	67	•	52
All Employees	Women (cisgender)	77	65%	50%	62%	76%	72%	76%	59%	59%	70	t.	53
	Non-binary and/or transgender	3			L -	L -		_	_	L -			_
	Orientation (Broad Categories)												_
All Students	Heterosexual	233	66%	57%	56%	67%	66%	65%	61%	61%	589		60
	LGBQ+	47	40%	40%	45%	53%	55%	51%	45%	40%	32		43
All Employees	Heterosexual	127	63%	54%	63%	80%	71%	76%	59%	58%	70		52
, ,,	LGBQ+	13	83%	46%	58%	58%	42%	58%	38%	54%	46	ι.	62
its by Role and Religion													
	Christian	170	64%	57%	53%	68%	66%	67%	62%	59%	585	ν .	58
All Students	Other religious affiliation	38	61%	53%	58%	61%	63%	53%	55%	63%	51	6	58
	No religious affiliation	51	55%	47%	51%	61%	55%	59%	49%	49%	43		50
	Christian	72	64%	47%	58%	75%	65%	71%	52%	56%	689	6	51
All Employees	Other religious affiliation	16	63%	69%	75%	93%	87%	93%	81%	81%	755	¥.	56
	No religious affiliation	40	64%	54%	63%	71%	59%	67%	46%	51%	56	ί.	49
ilts by Role and Politica	I Affiliation												
	Far left	22	68%	55%	64%	68%	73%	59%	68%	64%	555	K .	68
	Liberal	97	62%	59%	55%	68%	67%	66%	64%	59%	579		55
All Students	Middle-of-the-road	111	65%	55%	56%	65%	64%	65%	57%	57%	52	K .	57
	Conservative	31	55%	58%	52%	68%	58%	68%	58%	58%	61		61
	Far right	6	50%	17%	33%	17%	50%	33%	50%	67%	501		17
	Far light	5	80%	100%	100%	100%	100%	100%	100%	100%	100	%	10
	Liberal	68	61%	66%	66%	77%	70%	76%	60%	63%	700		56
All Employees	Middle-of-the-road	43	72%	35%	60%	76%	65%	70%	49%	51%	569		47
	Conservative	24	57%	46%	54%	75%	58%	71%	52%	46%	711		38
	Farright	0									-		
ilts by Role and Disabili	ty Status (Broad Categories)												_
	Long-term disability	19	63%	63%	42%	63%	68%	68%	63%	58%	631	6	58
All Students	Temporary disability	8	25%	50%	38%	38%	50%	63%	38%	38%	38		43
	No disability	261	63%	54%	55%	66%	64%	62%	59%	57%	531	K .	58
	Long-term disability	7	57%	71%	29%	71%	71%	71%	43%	29%	579	ε ·	43
All Employees	Temporary disability	3						-					
	No disability	131	65%	53%	65%	78%	67%	74%	58%	59%	685	K .	54
ilts by Race/Ethnicity (0	Detailed Categories, Students and Employee	s)											
	African	6	50%	67%	67%	67%	67%	67%	50%	67%	509	ε 1	83
	African American/Black	48	62%	54%	60%	73%	63%	63%	54%	56%	529		56
	Alaska Native	0	-									_	_ ^
	Asian	21			·						-		
			76%	71%	76%	71%	81%	67%	76%		711		74
	Asian American		76%	71%	76%	71%	81%	67%	76%	86%	711	ĸ	71
	Asian American	4											71
	Caribbean/West Indian	4 14	79%	86%	64%	86%	79%	93%	79%	86%	. 799	ĸ	79
	Caribbean/West Indian Hispanic or Latino/a	4 14 50	79% 62%	86% 64%	64% 54%	86% 70%	79% 68%	93% 70%	79% 58%	86% 58%	791 601	K K	75 55
	Caribbean/West Indian Hispanic or Latino/a Latin American	4 14 50 9	79% 62% 89%	86% 64% 56%	54% 54% 56%	86% 70% 89%	79% 68% 78%	93% 70% 78%	79% 58% 89%	86% 58% 56%	79 60 67	K K	75 55 78
	Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern	4 14 50 9	79% 62%	86% 64%	64% 54%	86% 70%	79% 68%	93% 70%	79% 58%	86% 58%	791 601	K K	75 55 78
	Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian	4 14 50 9 11	79% 62% 89%	86% 64% 56%	54% 54% 56%	86% 70% 89%	79% 68% 78%	93% 70% 78%	79% 58% 89%	86% 58% 56%	79 60 67	K K	75 55 78
	Caribbean/West Indian Hispanic or Latino/a Latin American Middle Eastern Native American/American Indian Native Hawaiian or other Pacific Islander	4 14 50 9 11 0	79% 62% 89% 55%	86% 64% 56% 55%	54% 54% 56% 64%	86% 70% 89% 55%	79% 68% 78% 55%	93% 70% 78% 55%	79% 58% 89% 45%	86% 58% 56% 55%	791 601 671 601	K K	75 55 78 55
	Caribbean/West Indian Hispanic or Latino/a Latin American Latin American Mative American/American Indian Native Hawaitan or other Pacific Islander South Asian	4 14 50 9 11	79% 62% 89%	86% 64% 56%	54% 54% 56%	86% 70% 89%	79% 68% 78%	93% 70% 78%	79% 58% 89%	86% 58% 56%	79 60 67	K K	75 55 78 55
	Caribbean/West Indian Hispanic or Latino;3 Latin American Middle Eastern Native American/American Indian Native Hawaiian or other Pacific Islander South Akian Southeast Akian	4 14 50 9 11 0 0 10 3	79% 62% 89% 55% - 70%		54% 54% 56% 64% -	86% 70% 89% 55% - - 80%	79% 68% 78% 55% - - 60%	93% 70% 78% 55% - - 50%	79% 58% 89% 45% -	86% 58% 56% 55% -	791 601 671 601 -	с с с	75 55 78 55 
	Caribbean/West Indian Hispanic or Latino/a Latin American Maddle Eastern Native American/american indian Native Hawaiian or other Pacific Islander South Asian Southeatt Asian White	4 14 50 9 11 0 0 10 3 171	79% 62% 89% 55% - - 70% -	. 86% 64% 56% 55% 	- 64% 54% 56% 64% 60% - 51%	86% 70% 89% 55% - - 80% - 68%	79% 68% 78% 55% - - - 60% -	93% 70% 78% 55% - - 50% -	79% 58% 89% 45% - 50%	86% 58% 56% 55% - - 60%	799 600 679 600 - - - 200	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	79 555 78 55 55 70 70
	Caribbean/West Indian Hispanic or Latino/3 Latin America Latin America Middle Extern Nathe American/America Indian Native Hawaiian or other Pacific Islander South Astian Southwastian Southwastian White Some other pace or there or white	4 14 50 9 11 0 0 10 3 171	79% 62% 89% 55% - - 70% 60% 45%		- 64% 54% 56% 64% 	86% 70% 89% 55% - - 80% 68% 55%	79% 68% 78% 55% - - - 60% - - - - - - - - - - - - - - - - - - -	93% 70% 78% 55% - - - 50% 67% 55%	- 79% 58% 89% 45% 50% 54% 36%	- 86% 58% 56% 55% 60% 52% 36%		и и и	79 55 78 55 55 55 70 48
ulte hu Caural Oce	Caribbean/West Indian Hispanic or Latin American Native American Native American/American indian Native American/American indian Native Howaitian or other Pacific Islander South Maria Southeast Asia Southeast Asia Winte Some other race or estimative Multiple race/ethnicity categories	4 14 50 9 11 0 0 10 3 171 11 65	79% 62% 89% 55% - - 70% -	. 86% 64% 56% 55% 	- 64% 54% 56% 64% 60% - 51%	86% 70% 89% 55% - - 80% - 68%	79% 68% 78% 55% - - - 60% -	93% 70% 78% 55% - - 50% -	79% 58% 89% 45% - 50%	86% 58% 56% 55% - - 60%	799 600 679 600 - - - 200	и и и	79 555 78 55 55 70 70
ilts by Sexual Orientativ	Caribbean/West Indian Hispanic or Latin American Latin American Nation Examination Nation American Indian Nation American Indian Nation American Indian Nation American Indian Southwat Atlain Southwat Atlain White Some other race or the Merican Southwat Indian Southwat I	4 14 50 9 111 0 0 10 3 171 11 65	79% 62% 89% 55%	56% 56% 55% 55% 	64% 54% 56% 64% - - - - - - - - - - - - - - - - - - -	86% 70% 89% 55% - - - 80% - - 68% 55% 69%	- 79% 68% 78% 55% 60% - 63% 55% 68%	93% 70% 78% 55% - - - 50% - - 67% 55%	79% 58% 89% 45% - - 50% - 54% 36%	86% 58% 56% 55% 	- 799 609 679 609 - 209 - 209 - 599 459 609	6 6 6 6	79 55 78 55 55 70 70 48 38
lts by Sexual Orientation	Caribbason West Indian Hispanic or Mariola, Little American Mario American Native American Native American Native Hawailan or other Pacit Little Soon Russia Soon Russia Soon Russia Soon Russia Soon Russia Soon Russia Mario Soon Russia Mario Soon Russia American	4 14 50 9 111 0 0 10 3 171 11 11 15 50 9 15 9 15	79% 62% 89% 55% - 70% - 60% 45% 65%	85% 64% 55% - - - 50% - - - 48% 50% 52%	54% 54% 56% 64% 	85% 70% 89% 55% - - 80% - - 68% 55% 69%	- 79% 68% 78% 55% 60% - 63% 55% 68% 47%	93% 70% 78% 55% - - 50% - 67% 55% 68%	79% 58% 89% 45% - - 50% - 54% 36% 66%	86% 58% 56% 55% - - 60% - 52% 36% 62%	- 799 609 672 609 209 - 599 459 609	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	79 55 78 55 55 70 70 46 36 67
lts by Sexual Orientatio	Carabbean West Indian Hispanic or Lataling, Latal American Hall American Matide Extens Native Hewalian or other Pacific Listed Native Hewalian or other Pacific Listed South Asian White Some other race or ethnicity Some other race or other Monte On the Carabbean Asian Some other race or other Monte On the Carabbean Asian Some other race or other Monte Some other Matide Carabbean State Some other Monte Some other Monte Some other Monte Some other Monte Some Monte Mont	4 14 14 9 9 111 0 0 0 10 3 171 11 65 9 15	79% 62% 89% 55% - 70% - 60% 45% 65%	85% 64% 55% 55% - - 50% - 48% 50% 52%	64% 54% 56% 64% - - - - - - - - - - - - - - - - - - -	86% 70% 89% 55% - - 80% - - 68% 68% 69%		93% 70% 78% 55% - - 50% - 67% 55% 68%	79% 58% 58% 45% - - 50% - 54% 36% 66%	86% 58% 56% 55% - - - 60% - - 52% 36% 62%	791 601 672 603 - - - 201 - - - - - - - - - - - - - - - - - - -	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	79 55 78 55 70 70 48 67 47 40
lts by Sexual Orientati	Carlobosov West Indian Hispanic or Latinols, Hispanic or Latinols, Latin American American Madde Ecation Madde Ecation Matter American/American Indian Native Howalis or other Pacific Lindon South Asian Southead Asian Southead Asian Matter Howalis or other Pacific Lindon Southead Asian Matter Latinols	4 14 50 9 111 0 0 10 3 1771 111 65 syees) 15 10 8	79% 62% 83% 55% - 70% - 60% 45% 65% 53% 48%	- 88% 64% 55% 55% 	64% 54% 56% 66% - - - - - - - - - - - - - - - - -	85% 70% 83% 55% - - - 80% - - - 68% 55% 69% 47% 80% 88%	- 79% 68% 78% 55% 63% 63% 55% 68% 47% 68%	93% 70% 78% 55% - - - - - - - - - - - - - - - - -	79% 58% 89% 45% 50% 54% 36% 66% 47% 50% 38%	85% 58% 55% 55% - - - - - - - - - - - - - - -	79:1 60:1 67:5 60:1 	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	79 555 78 555 70 70 46 38 67 47 40 63
lts by Sexual Orientatio	Carlobean/West Indian Hispanic Col Latino, Hispanic Col Latino, Little American Little American Modelle Eastern Nation American Indian South Hispanic Color South American Indian South Hispanic Color South American South Hispanic South Hispanic South Hispanic Hispanic Color South American Hispanic Color South American Hispanic Color South American Hispanic Color South American Hispanic Color Hi	4 14 14 50 9 11 10 10 10 10 11 11 11 65 15 10 8 9 9	- 79% 62% 89% 55%	85% 64% 55% 55% - - - 50% - - - - - - - - - - - - - - - - - - -	54% 54% 55% 56% 64% - - - 51% 64% 60% - - - - - - - - - - - - - - - - - - -	- 86%  - 70%  - 89%  - 55%		93% 70% 78% 55% - 50% - 50% - 55% 68% 68%	- 79% - 58% - 89% - 45%	86% 58% 56% 55% 	- 799 600 600 600		79 55 78 55 55 70 70 48 36 67 47 40 63
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"High Levels" include people who answered "A great deal of impact" or "Some impact" to the respective statement.

Includes those who responded to at least one statement from this respective. We not show percentages for province of fine (%) or more people.

								Tabl	e 2: Impact	of Activities o	n Support fo	r Diversity a	nd Equity												
					University	of Bridgeport						All C	ther 4-Year Pr	ivate Institution	is						All Other	nstitutions			
		Undergradi	uate Students	Graduati	e Students	Fa	culty	Staff/Adn	ninistrators	Undergradu			Students	Fac	ulty	Staff/Admi		Undergradu	ate Students	Graduate	Students	Fac	ulty		ministrators
		n	×	n	×	n	×	n	×	n	%	n	- %	n	- %	n	%	n	×	n	×	n	×	n	%
How have the following a	ctivities influenced your support for divers	ty and equity? (Q)	7)																						
Performed community	Greatly increased my support	65	32%	30	34%	28	34%	20	36%	10,816	39%	1,436	34%	1,875	34%	2,681	32%	8,989	36%	505	33%	1,955	31%	2,346	27%
service	Somewhat increased my support®	63	31%	22	25%	22	27%	20	36%	9,984	36%	1,368	33%	1,969	36%	2,930	35%	7,742	31%	430	28%	2,228	36%	2,879	34%
	Somewhat decreased my support	3	1%	3	3%	2	2%	0	0%	607	2%	101	2%	122	2%	134	2%	695	3%	45	3%	107	2%	139	2%
	Greatly decreased my support	2	1%	2	2%	0	0%	0	0%	181	1%	28	1%	22	0%	24	0%	168	1%	16	1%	26	0%	28	0%
	Have not engaged in this activity	70	34%	30	34%	31	37%	16	29%	6,096	22%	1,243	30%	1,543	28%	2,711	32%	7,119	29%	552	36%	1,944	31%	3,194	37%
	Total	203	100%	87	100%	83	100%	56	100%	27,684	100%	4,176	100%	5,531	100%	8,480	100%	24,713	100%	1,548	100%	6,260	100%	8,586	100%
Engaged in discussions or	Greatly increased my support	56	28%	22	25%	18	22%	12	21%	7,231	26%	1,024	25%	1,122	20%	1,419	17%	7,003	28%	368	24%	1,249	20%	1,466	17%
activities concerning political issues	Somewhat increased my support®	52	26%	27	31%	28	34%	18	31%	9,891	36%	1,325	32%	1,870	34%	2,618	31%	7,477	30%	426	28%	2,134	34%	2,594	30%
political risues	Somewhat decreased my support	7	3%	6	7%	5	6%	0	0%	2,076	7%	292	7%	333	6%	478	6%	1,500	6%	98	6%	360	6%	417	5%
	Greatly decreased my support	5	2%	1	1%	0	0%	1	2%	761	3%	112	3%	135	2%	141	2%	701	3%	49	3%	135	2%	168	2%
	Have not engaged in this activity	82	41%	31	36%	32	39%	27	47%	7,725	28%	1,419	34%	2,088	38%	3,827	45%	8,045	33%	606	39%	2,390	38%	3,948	46%
	Total	202	100%	87	100%	83	100%	58	100%	27,684	100%	4,172	100%	5,548	100%	8,483	100%	24,726	100%	1,547	100%	6,268	100%	8,593	100%
Attended presentations, performances, or art	Greatly increased my support	49	24%	30	34%	24	29%	16	28%	8,096	29%	1,155	28%	1,576	28%	2,206	26%	7,562	31%	407	26%	1,839	29%	2,218	26%
	Somewhat increased my support®	53	26%	23	26%	27	32%	22	39%	8,455	31%	1,239	30%	2,080	37%	2,998	35%	7,144	29%	416	27%	2,340	37%	2,947	34%
exhibits related to diversit	Y Somewhat decreased my support	4	2%	2	2%	2	2%	0	0%	925 402	3%	125	3%	150	3%	198	2% 1%	822 323	3%	41	3% 2%	174	3%	167	2%
	Greatly decreased my support		0%	2	2%	0	0%	1	2%		1%	71	2%	59	1%	52			1%	30		49	1%	54	1%
	Have not engaged in this activity  Total	95 202	47% 100%	30 87	34% 100%	31 84	37% 100%	18 57	32% 100%	9,812 27,690	35% 100%	1,581 4.171	38% 100%	1,695 5.560	30% 100%	3,045 8,499	36% 100%	8,881 24,732	36% 100%	651 1.545	42% 100%	1,874 6.276	30% 100%	3,232 8,618	38% 100%
		69	34%		36%	27	33%	22		9,819	35%		36%	1.846	33%	2.785	33%	24,/32 8.897	36%	1,545 529	34%	2,088	33%	2,696	31%
Participated in discussions		57	34%	31		27	45%		39%	9,819		1,521													
training, or activities on racial/ethnic issues	Somewhat increased my support®			30	35% 5%	37		22			29%	1,286	31%	2,129 230	38%	3,057	36%	7,002	28%	424	27% 3%	2,413 230	38%	3,039	35%
racing connectables	Somewhat decreased my support	6	3%			1	1%	0	0%	1,132	4%	159	4%		4%	258 86	3%	864	3%	40			4%		3%
	Greatly decreased my support	2 69	1% 34%	18	2% 21%	17	0% 21%	1 12	2% 21%	603 7,974	2% 29%	115	3% 26%	102	2% 22%	86 2.314	1% 27%	432 7.533	2% 30%	46 508	3% 33%	90 1.454	1% 23%	86 2.552	1% 30%
	Have not engaged in this activity  Total	203	100%	85	100%	87	100%	57	100%	27.696	100%	4.168	100%	5,553	100%	8 500	100%	24.728	100%	1 547	100%	6,275	100%	8,610	100%
Description and to discussions		62	31%	31	36%	23	28%	23	40%	8,245	30%	4,168 1.355	33%	1.683	30%	2,368	28%	7.981	32%	1,547	29%	1.861	30%	2,430	28%
Participated in discussions training, or activities on		61	30%	31	36%	32	39%	17	29%	7,589	27%	1,333	29%	2.005	36%	2,308	33%	6,552	26%	395	26%	2.256	36%	2,430	33%
gender issues and/or	Somewhat increased my supportit	61	30%	31	30%	32	39%	1/	29%	1,589	5%	1,204	29%	2,005	35% 4%	2,837	4%	1,004	26%	395	26%	2,256	36%	2,818	33%
gender identity issues	Somewhat decreased my support Greatly decreased my support	3	1%	2	2%	2	1%	1	2%	800	3%	1/2	3%	102	2%	104	1%	617	2%	47	3%	85	1%	104	1%
	Have not engaged in this activity	73	36%	20	23%	24	29%	17	29%	9,666	35%	1.315	32%	1.522	27%	2.874	34%	8,578	35%	604	39%	1.852	29%	3.022	35%
	Total	203	100%	87	100%	87	100%	58	100%	27.702	100%	4,169	100%	5,555	100%	8,495	100%	24.732	100%	1,549	100%	6,283	100%	8,598	100%
Participated in discussions		64	32%	32	37%	25	30%	23	40%	8,000	29%	1,253	30%	1.526	27%	2.287	27%	7.588	31%	416	27%	1.722	27%	2,363	27%
training, or activities on	Somewhat increased my supportit	60	30%	26	30%	35	43%	21	36%	7,380	27%	1,253	28%	1,874	34%	2,789	33%	6,507	26%	406	26%	2,195	35%	2,303	33%
sexual orientation issues	Somewhat decreased my support	7	3%	5	6%	2	2%	0	0%	1,298	5%	174	4%	205	4%	2,703	3%	945	4%	54	3%	187	3%	234	3%
	Greatly decreased my support	2	1%	2	2%	n	0%	1	2%	679	2%	112	3%	91	2%	96	1%	481	2%	42	3%	86	1%	74	1%
	Have not engaged in this activity	70	34%	22	25%	20	24%	13	22%	10.338	37%	1.445	35%	1.869	34%	3.054	36%	9.222	37%	632	41%	2.082	33%	3.132	36%
	Total	203	100%	87	100%	82	100%	58	100%	27.695	100%	4.166	100%	5,565	100%	8,503	100%	24,743	100%	1.550	100%	6.272	100%	8,607	100%
Participated in discussions		59	29%	34	39%	19	23%	18	31%	6,749	24%	1.197	29%	1.256	23%	1.803	21%	6.852	28%	427	28%	1,522	24%	1.921	22%
training, or activities on	Somewhat increased my support!!	53	26%	24	28%	27	33%	16	28%	7,395	27%	1.190	29%	1.643	30%	2,389	28%	6,521	26%	413	27%	1 966	31%	2,449	28%
socioeconomic status	Somewhat decreased my support	5	2%	3	3%	2	2%	0	0%	887	3%	108	3%	117	2%	152	2%	775	3%	38	2%	130	2%	148	2%
issues	Greatly decreased my support	1	0%	1	1%		0%	1	2%	321	1%	65	2%	49	1%	37	0%	295	1%	26	2%	58	1%	45	1%
	Have not engaged in this activity	85	42%	25	29%	34	41%	23	40%	12.323	45%	1.614	39%	2.487	45%	4.107	48%	10.271	42%	641	41%	2.608	42%	4.039	47%
	Total	203	100%	87	100%	82	100%	58	100%	27,675	100%	4.174	100%	5.552	100%	8,488	100%	24.714	100%	1.545	100%	6,284	100%	8,602	100%
Participated in discussions		54	27%	28	32%	17	20%	18	31%	7.823	28%	1.137	27%	1.142	21%	1.749	21%	6 287	25%	367	24%	1.136	18%	1,559	18%
training, or activities on	Somewhat increased my supportit	56	28%	28	32%	28	34%	18	31%	8,218	30%	1,137	29%	1,142	28%	2.475	29%	6,498	26%	399	26%	1,705	27%	2 308	27%
religious diversity issues	Somewhat decreased my supports	7	3%	3	3%	1	1%	0	0%	818	3%	1,191	3%	1,573	3%	185	2%	871	4%	52	3%	1,705	3%	185	2%
	Greatly decreased my support	3	1%	1	1%	1	1%	1	2%	321	1%	59	1%	65	1%	47	1%	333	1%	26	2%	57	1%	53	1%
	Have not engaged in this activity	83	41%	27	31%	36	43%	21	36%	10.507	38%	1.650	40%	2.620	47%	4.035	48%	10.728	43%	701	45%	3,227	51%	4.502	52%
	Total	203	100%	87	100%	83	100%	58	100%	27.687	100%	4.173	100%	5,559	100%	8,491	100%	24,717	100%	1.545	100%	6,283	100%	8,607	100%
		51	25%	33	38%	26	31%	20	34%	7.231	26%	1,262	30%	1,507	27%	2.199	26%	7 009	28%	468	30%	1 778	28%	2,259	26%
Participated in discussions																									

disability issues	Somewhat decreased my support	6	3%	5	6%	1	1%	0	0%	568	2%	83	2%	154	3%	113	1%	577	2%	33	2%	122	2%	128	1%
	Greatly decreased my support	3	1%	1	1%	0	0%	1	2%	219	1%	43	1%	41	1%	33	0%	223	1%	17	1%	47	1%	34	0%
	Have not engaged in this activity	94	46%	24	28%	25	30%	19	33%	13,123	47%	1,715	41%	1,973	36%	3,519	41%	11,137	45%	667	43%	2,199	35%	3,619	42%
	Total	203	100%	86	100%	83	100%	58	100%	27,676	100%	4,169	100%	5,553	100%	8,508	100%	24,724	100%	1,548	100%	6,281	100%	8,614	100%
Participated in discussions,	, Greatly increased my support	60	30%	29	33%	23	28%	13	22%	6,965	25%	1,197	29%	1,238	22%	1,719	20%	6,770	27%	400	26%	1,439	23%	1,679	19%
training, or activities on	Somewhat increased my support®	50	25%	26	30%	21	25%	17	29%	6,353	23%	1,045	25%	1,422	26%	2,034	24%	5,620	23%	352	23%	1,604	26%	1,942	23%
immigration issues	Somewhat decreased my support	6	3%	3	3%	2	2%	0	0%	1,000	4%	129	3%	131	2%	188	2%	876	4%	38	2%	126	2%	183	2%
	Greatly decreased my support	1	0%	3	3%	0	0%	1	2%	439	2%	76	2%	66	1%	65	1%	481	2%	40	3%	47	1%	71	1%
	Have not engaged in this activity	84	42%	26	30%	37	45%	27	47%	12,923	47%	1,719	41%	2,711	49%	4,491	53%	10,964	44%	709	46%	3,074	49%	4,738	55%
	Total	201	100%	87	100%	83	100%	58	100%	27,680	100%	4,166	100%	5,568	100%	8,497	100%	24,711	100%	1,539	100%	6,290	100%	8,613	100%



Detailed Demographics Back to Table of Contents

Detailed Demographics							_																	
			U	niversity o	f Bridgep	ort	Frequ	encies f	or Dem	ographi	All Other		rivate Insl	titutions					,	All Other I	nstitution	s		
		graduate idents %	Gra	duate dents %		culty %	Sta Admini		Undergr Stud		Grade Stude	uate	Facu		Sta Adminis		Undergr Stude		Grad Stud	luate	Fac		Sta Adminis	
What is your gender? (Q21)																								
Man	60 142	30% 70%	34 53	39% 61%	45 38	54% 45%	17 40	29% 69%	11,658 16,186	41% 57%	1,834 3,177	36% 62%	2,960 2,873	50% 49%	3,471 5,381	39% 61%	8,912 18,391	32% 65%	593 951	37% 60%	3,297 4,036	45% 55%	3,423 6,521	34% 65%
Woman Non-binary	1	0%	0	0%	1	1%	1	2%	405	1%	82	2%	35	1%	42	0%	807	3%	41	3%	59	1%	66	1%
Total  Are you transgender? (Q22)	203	100%	87	100%	84	100%	58	100%	28,249	100%	5,093	100%	5,868	100%	8,894	100%	28,110	100%	1,585	100%	7,392	100%	10,010	100%
Yes	2	1%	0	0%	1	1%	0	0%	270	1%	43	1%	20	0%	25	0%	587	2%	24	2%	24	0%	30	0%
No Total	201	99% 100%	87 87	100% 100%	82 83	99% 100%	58 58	100% 100%	27,936 28,206	99% 100%	5,039 5,082	99% 100%	5,823 5,843	100% 100%	8,849 8,874	100% 100%	27,442 28,029	98% 100%	1,558 1,582	98% 100%	7,342 7,366	100%	9,962 9,992	100% 100%
What is your current age? (Q23)																								
Younger than 25	149	73%	17	20%	0	0%	0	0%	26,362	93%	1,264	25%	14	0%	289	3%	24,134	86%	584	37%	24	0%	300	3%
25-34 35-44	37 9	18% 4%	37 18	43% 21%	15	9% 18%	10 8	17% 14%	1,496 241	5% 1%	2,330 791	46% 16%	497 1,579	9% 27%	1,849 1,978	21% 22%	1,934 884	7% 3%	637 204	40% 13%	697 1,950	10% 27%	1,802 2,199	18% 22%
45-54 55-64	5	2% 1%	11	13% 3%	16 23	20%	16 18	28% 31%	122 45	0%	510 170	10% 3%	1,551 1,425	27% 24%	2,095	24% 24%	534 281	2% 1%	116 37	7% 2%	2,005 1,769	28% 24%	2,623 2,409	26% 24%
65 or older Total	2 205	1% 100%	1 87	1% 100%	21 82	26% 100%	6 58	10%	11 28.277	0% 100%	29 5.094	1% 100%	751 5.817	13% 100%	533 8.833	6% 100%	382 28,149	1% 100%	9	1% 100%	845 7,290	12% 100%	592 9,925	6% 100%
Which term best describes your sexual orientation? (Select one) (Q24)								200,1	,				3,02.		-,		20,210		2,000		1,200		0,020	
Asexual	7	3%	6	7%	1	1%	1	2%	628	2%	116	2%	69	1%	157	2%	835	3%	51	3%	123	2%	196	2%
Bisexual Gay	9	4% 1%	2	0% 2%	0	0% 4%	1	2% 2%	1,779 471	6% 2%	254 97	5% 2%	149 142	3% 2%	225 171	3% 2%	2,774 652	10% 2%	106 40	7% 3%	228 193	3% 3%	271 219	3% 2%
Lesbian Pansexual	4	2% 2%	3	4% 0%	2	2% 0%	0	0% 2%	289 357	1% 1%	45 64	1% 1%	58 27	1% 0%	94 49	1% 1%	525 659	2% 2%	29 29	2% 2%	115 44	2% 1%	193 67	2% 1%
Queer	2	1% 3%	0	0% 0%	1 0	1% 0%	1 0	2% 0%	274 475	1% 2%	100 48	2% 1%	67 16	1% 0%	75 32	1% 0%	594 606	2% 2%	37 8	2% 1%	108 39	1% 1%	75 33	1%
Questioning Straight (Heterosexual)	168	83%	68	84%	75	90%	53	91%	23,601	84%	4,244	84%	5,160	89%	7,906	90%	20,807	75%	1,255	80%	6,274	87%	8,708	88%
Fill in Total	0 202	0% 100%	2 81	2% 100%	1 83	1% 100%	0 58	0% 100%	270 28,144	1% 100%	75 5,043	1% 100%	78 5,766	1% 100%	66 8,775	1% 100%	435 27,887	2% 100%	16 1,571	1% 100%	103 7,227	1% 100%	104 9,866	1% 100%
What is your religious affiliation? (Select one) (Q25)																								
Agnostic	10	5%	5	6%	9	11%	3	5%	1,741	6%	317	8%	580	11%	612	7%	3,057	13%	177	12%	941	15%	750	9%
Atheist Baptist	9	5% 7%	5	2% 6%	9	11% 2%	5 2	9% 4%	1,032 477	4% 2%	233 83	6% 2%	457 65	8% 1%	352 161	4% 2%	2,206 1,474	9% 6%	134 78	9% 5%	841 231	14% 4%	553 553	7% 7%
Buddhist Catholic	1 67	1% 34%	1 16	1% 20%	2 19	2% 23%	0 21	0% 37%	168 3,960	1% 14%	46 639	1% 15%	74 913	1% 17%	56 2,019	1% 24%	304 4,871	1% 20%	29 281	2% 19%	105 899	2% 15%	60 1,821	1% 21%
The Church of Jesus Christ of Latter-day Saints Episcopalian	1 0	1%	0	0% 1%	0	0% 5%	0	0%	13,998	51%	1,275	31% 1%	1,397	25%	2,236 110	27% 1%	579 250	2%	51	3% 1%	141 171	2%	286 191	3% 2%
Hindu	4	2%	9	11%	0	0%	0	0%	106	0%	80	2%	32	1%	16	0%	154	1%	33	2%	47	1%	10	0%
Jehovah's Witness Jewish	0	0% 1%	3	1% 4%	4	0% 5%	7	0% 12%	20 215	0% 1%	48	0% 1%	171	0% 3%	12 124	0% 1%	56 742	0% 3%	41	0% 3%	5 210	0% 3%	26 152	0% 2%
Lutheran Methodist	2	1% 1%	2	0% 2%	0	1% 0%	2	4% 2%	607 352	2% 1%	138 71	3% 2%	166 141	3% 3%	317 214	4% 3%	485 631	2% 3%	24 26	2% 2%	190 235	3% 4%	259 445	3% 5%
Muslim Nondenominational Christian	13 12	7% 6%	7	9% 6%	2	2% 7%	1	2% 7%	223 1,246	1% 5%	128 303	3% 7%	53 259	1% 5%	29 644	0% 8%	507 2,264	2% 9%	78 143	5% 9%	79 480	1% 8%	48 1,028	1% 12%
Orthodox Christian	3	2%	0	0%	1	1%	1	2%	160	1%	42	1%	54	1%	41	0%	377	2%	15	1%	59	1%	44	1%
Other Christian Presbyterian	29 1	15% 1%	3	10% 4%	3	4% 4%	0	4% 0%	835 207	3% 1%	138 44	3% 1%	191 91	3% 2%	318 124	4% 1%	1,775 385	7% 2%	99	7% 1%	271 187	4% 3%	535 265	6% 3%
Spiritual, but not religious Fill in	18 12	9% 6%	7	9% 9%	7	9% 11%	7	12% 2%	1,285 883	5% 3%	382 158	9% 4%	475 282	9% 5%	724 323	9% 4%	2,652 1,675	11% 7%	172 94	11% 6%	658 428	11% 7%	1,024 432	12% 5%
Total	198	100%	82	100%	81	100%	57	100%	27,620	100%	4,151	100%	5,506	100%	8,432	100%	24,444	100%	1,513	100%	6,178	100%	8,482	100%
How would you characterize your political views? (Q26)																								
Far left Liberal	21 63	11% 33%	1 35	1% 44%	2 46	2% 56%	3 22	5% 38%	1,378 7,320	5% 26%	350 1,660	7% 34%	548 2,616	9% 45%	422 2,893	5% 33%	2,462 9,983	9% 37%	146 536	10% 35%	957 3,564	13% 50%	508 3,540	5% 37%
Middle-of-the-road Conservative	76 24	40% 13%	36 7	45% 9%	20 14	24% 17%	23 10	40% 17%	10,622 8,045	38% 29%	1,864	38% 21%	1,722 873	30% 15%	3,130 2,200	36% 25%	10,035 4,286	37% 16%	599 215	39% 14%	1,860 779	26% 11%	3,725 1,804	39% 19%
Far right Total	5 189	3% 100%	1 80	1% 100%	0 82	0% 100%	0 58	0% 100%	421 27,786	2% 100%	39 4,933	1% 100%	19 5,778	0% 100%	45 8,690	1% 100%	401 27,167	1% 100%	23 1,519	2% 100%	31 7,191	0% 100%	64 9,641	1% 100%
Do you currently have a physical or mental impairment that substanti			•											100%	8,030	100%	27,107	100%	1,319	100%	7,131	100%	5,041	100%
Yes	12	6%	7	8%	5	6%	2	3%	2,327	8%	338	7%	317	5%	455	5%	2,958	11%	109	7%	436	6%	566	6%
Temporary disability No	7 184	3% 91%	1 79	1% 91%	77	2% 92%	1 55	2% 95%	521 25.398	2% 90%	63 4.681	1% 92%	117 5.463	2% 93%	147 8.294	2% 93%	630 24.467	2% 87%	19 1.455	1% 92%	135 6.831	2% 92%	143 9.301	1% 93%
Total	203	100%		100%	84	100%	58	100%	28,246	100%	5,082	100%	5,897	100%	8,896	100%	28,055	100%	1,583	100%	7,402	100%	10,010	100%
What is your citizenship status? (Q28)																								
U.S. citizen U.S. permanent resident but not a U.S. citizen	169 19	83% 9%	61 7	70% 8%	79 6	93% 7%	55 3	95% 5%	26,912 343	95% 1%	4,428 157	87% 3%	5,594 224	95% 4%	8,756 119	98% 1%	25,858 815	92% 3%	1,293 36	82% 2%	6,918 339	94% 5%	9,864 137	98% 1%
Not a U.S. citizen or permanent resident  Total	15 203	7% 100%	19 87	22% 100%	0 85	0% 100%	0 58	0% 100%	1,007 28,262	4% 100%	505 5,090	10% 100%	71 5.889	1% 100%	32 8,907	0% 100%	1,417 28,090	5% 100%	255 1,584	16% 100%	131 7,388	2% 100%	37 10,038	0% 100%
Which of the following racial or ethnic categories applies to your iden					- 03	100%	30	100%	20,202	100%	3,030	100%	3,003	100%	0,307	100%	20,030	100%	1,504	100%	7,500	100%	10,030	100%
African	9	4%	2	2%	1	1%	0	0%	334	1%	152	3%	31	1%	42	0%	671	2%	51	3%	80	1%	62	1%
African American/Black Alaska Native	60	30% 0%	9	11% 0%	6	7% 0%	4	7% 0%	1,328 32	5% 0%	387 6	8% 0%	146 0	3% 0%	347 4	4% 0%	3,092 47	11% 0%	160	10% 0%	300 5	4% 0%	693	7% 0%
Asian Asian American	15 7	7% 3%	13	15% 0%	5	6% 2%	1	2% 2%	1,589 942	6% 3%	474 158	9% 3%	200 127	3% 2%	167 146	2% 2%	1,814 727	6% 3%	165 26	11% 2%	312 157	4% 2%	182 152	2% 2%
Caribbean/West Indian	14	7%	12	14%	1	1%	1	2%	265	1%	59	1%	29	1%	55	1%	573	2%	18	1%	58	1%	79	1%
Hispanic or Latino/a Latin American	59 10	29% 5%	3	4% 4%	2	4% 2%	8 2	14% 3%	2,887 747	10% 3%	427 138	8% 3%	229 75	4% 1%	597 92	7% 1%	3,435 826	12% 3%	138 43	9% 3%	363 107	5% 1%	523 114	5% 1%
Middle Eastern Native American/American Indian	4	2% 1%	5	6% 1%	2	2% 2%	0	2% 0%	334 571	1% 2%	123 154	2% 3%	81 89	1% 2%	57 150	1% 2%	536 873	2% 3%	69 34	4% 2%	122 120	2% 2%	65 222	1% 2%
Native Hawaiian or other Pacific Islander South Asian	3	1%	0	0% 5%	0	0% 2%	2	3%	482 176	2%	72	1%	26 55	0% 1%	71	1%	199 296	1%	10	1%	19	0% 1%	35 40	0%
Southeast Asian	5	2%	1	1%	0	0%	1	2%	318	1%	85	2%	16	0%	38	0%	325	1%	15	1%	42	1%	55	1%
White Some other race or ethnicity	63 5	31% 2%	36 1	43% 1%	57 5	70% 6%	42	72% 2%	23,074 521	82% 2%	3,456 153	69% 3%	4,987 159	87% 3%	7,632 193	87% 2%	19,576 724	70% 3%	991 45	63% 3%	5,855 295	81% 4%	8,281 241	84% 2%
Number of respondents who answered this question	202		84		81		58		28,135	_	5,043	_	5,757		8,805		27,956		1,562		7,194		9,865	
What is the highest level of education completed by either of your part Did not finish high school	rents (or	those wh	o raised y	/ou)? (Q30 11%	2	2%	3	5%	560	2%	203	4%	88	1%	165	2%	1,134	4%	62	4%	159	2%	222	2%
High school diploma or G.E.D.	71	35%	9	10%	4	5%	8	14%	3,245	12%	552	11%	402	7%	1,037	12%	5,400	19%	219	14%	584	8%	1,444	14%
Attended college but did not complete degree Associate's degree (A.A., A.S., etc.)	23 25	11% 12%	3	3% 1%	3	5% 4%	1	7% 2%	2,541 1,736	9% 6%	329 300	6% 6%	188 100	3% 2%	834 525	9% 6%	3,561 2,636	13% 9%	112 98	7% 6%	256 173	3% 2%	931 754	9% 8%
Bachelor's degree (B. A., B. S., etc.) Master's degree (M.A., M.B.A., M.S., etc.)	38 22	19% 11%	25 33	28% 38%	6 24	7% 28%	15 19	26% 33%	8,179 7,917	29% 28%	1,615 1,447	32% 28%	723 1,423	12% 24%	2,668 2,760	30% 31%	7,358 5,619	26% 20%	539 416	34% 26%	725 1,921	10% 26%	2,824 2,949	28% 30%
Doctoral or professional degree (Ph.D., J.D., M.D.)	6	3%	7	8%	42	49%	8	14%	4,028	14%	645	13%	2,965	50%	900	10%	2,321	8%	138	9%	3,595	48%	868	9%
Total  What is your primary role at University of Bridgeport? (Q31)	201	100%	88	100%	85	100%	58	100%	28,206	100%	5,091	100%	5,889	100%	8,889	100%	28,029	100%	1,584	100%	7,413	100%	9,992	100%
Undergraduate Student	205	100%							28,325	100%		-			_	-	28,226	100%				_		-
Graduate Student	-	-	88	100%	- 85	100%	-	-	-	-	5,120	100%	5.940	100%	-	-	-		1,596	100%	7,476	100%	-	
Faculty				-	-	-	45	78%	-	-	-	-	-	-	7,008	78%	-				-	-	8,101	80%
Faculty Staff		-	-		-	100%	13 58	22% 100%	28,325	100%	5,120	100%	5,940	100%	1,939 8,947	22% 100%	28,226	100%	1,596	100%		100%	1,984 10,085	20% 100%
Staff Administrator Total	205	100%	88	100%	85	10070	~	100/0	20,020		3,110								-,000	100%	7,476	100%		
Staff Administrator					85	100%	3.0	100%			3,110								-,	100%	7,476	100%		
Staff Administrator Total How do you attend classes at University of Bridgeport? (Q32) Respondents who selected "Undergraduate Student" or "Graduate Stude Primarily or entreley on campus	ent" for 0	Question 3 12%	1 saw Qu	estion 32. 16%	-	-	-	-	12,717	46%	2,263	54%	-	-	-	-	18,032	72%	827	53%	-	-	-	-
Staff Administrator Total How do you attend classes at University of Bridgeport? (Q32) Respondents who selected "Undergraduote Student" or "Graduote Stude	ent" for 0	Question 3	1 saw Qu 14 27 46	estion 32.			-			46% 21% 33% 100%			-	-	-	-	18,032 3,005 3,950 24,987						-	-

Dormitory or other campus housing (not a fraternity or sorority	53	27%	4	5%	-	-	-	-	10,385	37%	204	4%	-	-	-	-	13,371	48%	110	7%	-	-	-	-
house)																								
Fraternity or sorority house (including college-owned housing)	2	1%	0	0%	-	-		-	178	1%	10	0%		-		-	775	3%	5	0%	-	- 1	-	-
Residence (house, apartment, etc.) within walking distance to the	12	6%	9	10%	-	-	-	-	10,041	36%	1,024	20%		-	-	-	3,460	12%	297	19%	-	-	-	-
institution																	.,		-					
Residence (house, apartment, etc.) farther than walking distance to	103	52%	62	70%	-	-		-	6,995	25%	3,384	67%	-	-	-	-	9,492	34%	1,065	67%	-	-	-	-
the institution									.,	-	-,						., .		,					
None of the above	28	14%	13	15%	-	-		-	605	2%	459	9%		-	-	-	891	3%	101	6%				-
Total	198	100%	88	100%		-			28,204	100%	5,081	100%	-	-	-	-	27,989	100%	1,578	100%		-		
What is your college classification for the current academic year? (Q:		100%	00	100%	-	-		-	20,204	100%	3,001	100%	_		_	_	27,303	100%	1,376	100%	_		-	-
Respondents who selected "Undergraduate Student" in Question 31 say	u Ouartia	n 24																						
Freshman/First Year	72	36%	-	-	-	-		-	6,865	24%	-	•	-	-		-	6,032	26%	-	-	-	-	-	-
Sophomore	33	16%	-	-	-	-		-	6,341	22%	-	-		-	-	-	5,453	23%	-	-	-	-	-	-
Junior	39	19%	-	-	-	-	-	-	7,122	25%	-	-	-		-	-	5,709	25%	-	-	-	-	-	-
Senior	50	25%	-	-	-	-	-	-	7,645	27%	-	-				-	5,832	25%	-	-	-	-	-	-
Other	8	4%	-	-	-	-	-	-	250	1%	-	-	-	-	-	-	240	1%	-	-	-	-	-	-
Total	202	100%	-	-	-	-	-	-	28,223	100%	-	-	-	-	-	-	23,266	100%	-	-	-	-	-	-
How many total credit hours have you earned at University of Bridge	port, not	counting	the course	s you are	currentl	y taking th	nis acade	mic term?																
Students from two-year institutions who selected "Undergraduate St	udent" in	Question	31 saw th	is questio	on instead	d of Quest	ion 34.																	
None	-		-	-	-	-		-	-		-	-	-		-	-	653	15%	-	-	-	-		-
1–14 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,219	29%	-	-	-		-	-
15–29 credits	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	705	17%	-	-	-	-	-	-
30–44 credits		-	-	-					<b>.</b>	-	-	-	-	-	-	-	622	15%		-				-
45-60 credits				-					<b>.</b>	-				-		-	573	13%		-			<b>.</b>	-
Over 60 credits									<u> </u>	-	-	-	-	-	-	_	491	12%				_		_
	-						-		<u> </u>		-						491	100%					-	
Total	1	-		-	-		-										4,263	100%	-					
How many total academic terms have you been enrolled at Universit			24																					
Students from two-year institutions who selected "Undergraduate St	udent" in	question	of saw th	ıs questic	on instead	of Quest	ion 34.		_										_		_		_	
This is my first academic term	-		-	-	-	-	-	-	-	-	-	-	-	-	-		857	20%	-	-	-	-	-	-
This is my second academic term	-	-	-	-	-	-	-	-			-	-				-	843	20%	-	-	-	-	-	-
This is my third or fourth academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,280	30%	-	-	-	-	-	-
This is my fifth or sixth academic term	-	-	-	-	-	-	-	-	-		-	٠	-	-	-	-	582	14%		-	-	-	-	-
I have been enrolled more than six academic terms	-	-	-	-	-	-		-	-	-				-	-	-	666	16%	-	-	-	-	-	-
Total	-	-	-	-	-	-		-	-	-	-		-	-	-	-	4,228	100%	-	-	-	-	-	-
How do you work at University of Bridgeport? (Q35)																								
Respondents who selected "Faculty," "Staff," or "Administrator" in Que	stion 31	saw Questi	on 35.																					
Primarily or entirely on campus	-	-	-	-	38	46%	26	46%	-	-	-	-	3,746	66%	6,758	79%	-	-	-	-	4,382	68%	7,254	83%
Primarily or entirely remotely	-	-	-	-	16	19%	11	19%	-	-	-		497	9%	635	7%	-	-	-	-	657	10%	522	6%
Split between on campus and remotely					29	35%	20	35%					1,413	25%	1,177	14%					1,371	21%	942	11%
Total	-		-		83	100%	57	100%	-	_	-	_	5,656	100%	8,570	100%	-		-		6,410	100%	8,718	100%
How long have you worked at University of Bridgeport? (Q36)	-	-	-	-	03	100%	37	100%			_		3,030	100%	8,370	100%	-	-	-	-	0,410	100%	0,710	100%
	24		20																					
Respondents who selected "Faculty," "Staff," or "Administrator" in Que	500n 31 3	saw Questi	UII 30.		_											-	_		_					
Less than 1 year	-	-	-	-	4	5%	3	5%	-	-	-	-	427	7%	966	11%	-	-	-	-	549	7%	1,013	10%
1–4 years	-	-	-	-	15	18%	15	26%	-		-	-	1,327	23%	2,780	31%	-	-	-	-	1,584	22%	2,948	30%
5–9 years	-	-	-	-	20	24%	26	45%	-		-	-	1,306	22%	1,907	22%	-	-	-	-	1,494	20%	2,036	20%
10 or more years	-	-	-	-	44	53%	14	24%			-	-	2,803	48%	3,198	36%	-	-	-	-	3,726	51%	3,981	40%
Total	-	-	-	-	83	100%	58	100%	-	-	-	-	5,863	100%	8,851	100%	-	-	-	-	7,353	100%	9,978	100%
Are you a part-time or full-time employee at University of Bridgeport	? (Q37)																							
Respondents who selected "Faculty," "Staff," or "Administrator" in Que	stion 31	saw Questi	on 37.																					
Part-time	-	-	-	-	25	31%	5	9%	-	-	-	-	1,333	23%	843	10%	-	-	-	-	1,225	17%	728	7%
Full-time	-	-	-	-	56	69%	53	91%	-	-	-		4,550	77%	8,028	90%	-	-	-	-	6,153	83%	9,259	93%
Total	-	-	-	-	81	100%	58	100%	-	-	-	-	5,883	100%	8,871	100%	-	-	-	-	7,378	100%	9,987	100%
What is your present academic rank? (Q38)																								
Respondents who selected "Faculty" in Question 31 saw Question 38.																								
Professor					16	20%				-			1,476	26%							1,742	27%		
Associate Professor	H i			-	26	33%			-	-		-	1,476	27%		-				-	1,742	24%		-
									-															
Assistant Professor	-		-	-	18	23%	-	-		-	-		1,315	24%	-	-	-	-	-		1,570	24%	-	
Lecturer	-		-	-	9	11%	-		-	-	-	-	351	6%	-		-	-	-	-	335	5%	-	-
Instructor	-		-	-	10	13%	-	-	-	-	-	-	956	17%	-		-	-	-	-	1,309	20%	-	-
Total	-		-	-	79	100%	-			-	-	-	5,581	100%	-	-	-	-	-	-	6,505	100%		-
In which of the following areas do you teach? (Q39)																								
Respondents who selected "Faculty" in Question 31 saw Question 38.																								
Arts/Humanities	-	-	-	-	14	17%	-	-	<u></u>	-			1,241	33%	-	-	-	-	-	-	1,109	34%	-	-
Social Sciences	-	-	-		12	15%	-		l		-	- 7	544	14%			-	-	-		474	14%	-	-
STEM	-	-	-	-	15	18%	-	-					892	23%			-	-	-	-	770	24%	-	
Business/Education	-	-	-	-	11	13%	-	-	-	-	-	-	552	14%	-	-	-	-	-	-	378	12%	-	-
Other academic areas	-	-	-	-	30	37%	-	-	-	-	-	-	584	15%	-	-	-	-	-	-	541	17%	-	-
Total	-	-	-	-	82	100%	-	-	-	-	-	-	3,813	100%	-	-	-	-	-	-	3,272	100%	-	-
																								_
Which category best describes your primary role? (O40)	-		•																					
Which category best describes your primary role? (Q40)  Respondents who selected "Staff" or "Administrator" in Question 31 sa	w Questin	on 39.																						
Which category best describes your primary role? (Q40) Respondents who selected "Staff" or "Administrator" in Question 31 sa	w Questio	on 39.					16	78%							2 780	27%							3.072	319/
Respondents who selected "Staff" or "Administrator" in Question 31 sa Hourly (non-exempt)	w Questio	on 39.	-	-	-	-	16	28%	-		-	-	-		2,789	32%	-	-	-	-	-	-	3,072	31%
Respondents who selected "Staff" or "Administrator" in Question 31 sa Hourly (non-exempt) Salaried (exempt) without supervisory responsibilities	w Questio	on 39.	-	-	-	-	11	19%	-	-	-	-	-	-	2,425	27%	-	-	-	-	-	-	3,074	31%
Respondents who selected "Staff" or "Administrator" in Question 31 sa Hourly (non-exempt)	w Questio	on 39.	-	-	-	-			-	-	-	-	-	-			-	-	-	-	-	-		



This file summarises data for over 63,000 students and over 23,000 employees from 106 institutions that administered the HEDS Diversity and Equity Campus Climate Survey in 2017-2018, 2018-2019, 2019-2020, and/or Fall 2020. The average response rate was LBN for students and 42% for employees.

For data companions in this report, we assigned institutions to one of the following groups:

1) Year Pablic includes all 2-year public institutions

1) Year Pablic includes a 2-year public institutions

1) Year Pablic includes a year public institutions with a Baccalaurate Liberal Arts Camege Classification, private or public, as well as Council of Public Liberal Arts Colleges (COPLAC) institutions regardless of their Camege Classification

2) Year Private: includes all 4-year private institutions that are not in the Baccalaurate-Liberal Arts Camege Classification

4) Year Pablic includes all 4-year public institutions that are not in the Saccalaurate-Liberal Arts Camege Classification

4) Year Pablic includes all 4-year public institutions that are not in the Saccalaurate-Liberal Arts Camege Classification and are not COPLAC institutions

See the table below for the institutions within each of these groups.  $\!\mathbb B$ 

		Participating Insti								,
			Undergradu	ate Students'	Graduate	Students*	Fac	ulty'	Staff/Adm	inistrators'
Participating Institutions	Survey Year	Institution Type	n	Response Rate <sup>2</sup>	n	Response Rate 2	n	Response Rate 2	n	Response Rate 2
Albion College	2018	Baccalaureate Liberal Arts	211	15%			81	47%	129	31%
Albion College Albright College	2019 2018	Baccalaureate Liberal Arts Baccalaureate Liberal Arts	292 263	21% 17%	0	0% 35%	64 123	42% 48%	132 162	39% 50%
Allegheny College	2018	Baccalaureate Liberal Arts	466	28%	-	33%	125	63%	140	49%
Allegheny College	2019	Baccalaureate Liberal Arts	493	30%			116	62%	140	53%
Alvin Community College	2021	2-Year Public	264	9%			71	15%	88	32%
Arapahoe Community College	2020	2-Year Public	864	9%			99	25%	146	59%
Arkansas State University-Newport Baldwin Wallace University	2019	2-Year Public 4-Year Private	21 537	3% 19%			35 154	35% 37%	40 222	47%
Bard College	2021	Baccalaureate Liberal Arts	619	36%	97	35%	223	73%	327	49%
Blackburn College	2019	4-Year Private	208	43%			33	53%	46	63%
Brigham Young University	2021	4-Year Private	14,468	44%	1314	57%	1408	59%	2263	58%
Bunker Hill Community College California Institute of the Arts	2020 2021	2-Year Public 4-Year Private	945 127	9% 17%	68	17%	130 117	19% 37%	147 110	42% 48%
California Institute of Integral Studies	2021	4-Year Private	13	20%	253	18%	48	59%	60	56%
California University of Pennsylvania	2019	4-Year Public	314	10%	48	14%	143	59%	223	56%
Central College	2018	Baccalaureate Liberal Arts	334	30%			67	61%	138	51%
Chippewa Valley Technical College Clovis Community College	2020 2021	2-Year Public 2-Year Public	362	8%			107	24% 23%	129 48	47% 48%
College of Saint Benedict/Saint John's University	2021	Baccalaureate Liberal Arts	292	8%	19	14%	141	43%	236	38%
College of Wooster	2019	Baccalaureate Liberal Arts	357	19%	-		128	54%	207	35%
Concordia University Portland	2018	4-Year Private	178	14%	482	13%	99	28%	132	44%
Concordia University Texas	2018	4-Year Private Rannalaureate Liberal Arts	122	10% 18%	71	41%	47	21%	78	45%
DePauw University Dixie State University	2019	Baccalaureate Liberal Arts 4-Year Public	384 419	18% 8%			105	20%	188	26%
Dominican University of California	2020	4-Year Private	128	11%	34	10%	83	36%	100	25%
East Stroudsburg University of Pennsylvania	2019	4-Year Public	793	15%	73	10%	133	41%	134	37%
Elizabeth City State University	2021	4-Year Public	397	22%	15	17%	38	37%	86	33%
FAMU-FSU College of Engineering	2021	4-Year Public	339	16%	126	38%	88	73%	77	68%
Fort Lewis College Frostburg State University	2019 2021	Baccalaureate Liberal Arts 4-Year Public	301 192	10%	3 14	7% 2%	101	47% 27%	163 124	44% 23%
Frostburg State University Goshen College		4-Year Public 4-Year Private	192 247	4% 33%	14 19	2% 25%	95 56	27% 68%	124 87	23% 51%
Grand View University	2020	4-Year Private	307	19%	17	13%	82	20%	113	57%
Guilford College	2019	Baccalaureate Liberal Arts	179	14%	4	40%	55	32%	70	30%
Hamilton College	2019 2018	Baccalaureate Liberal Arts	374 224	21% 22%			117	40% 66%	176	34% 49%
Hanover College		Baccalaureate Liberal Arts			4	27%	63 29	66% 46%	85	
Hiram College Hobart and William Smith Colleges	2020 2019	Baccalaureate Liberal Arts Baccalaureate Liberal Arts	160 226	18% 11%	4	33%	113	46%	40 156	6% 36%
Illinois Wesleyan University	2018	Baccalaureate Liberal Arts	314	20%			97	34%	125	38%
La Roche University	2020	4-Year Private	169	13%	15		71	115%	96	19%
Landmark College	2020	4-Year Private	151	41%			46	56%	78	53%
Lehigh University Manhattan College	2020 2021	4-Year Private 4-Year Private	533 374	11% 12%	244 74	15%	248 139	36% 55%	613	49% 53%
Marywood University	2021	4-Year Private	124	8%	60	13% 7%	88	17%	161 85	21%
McLennan Community College	2021	2-Year Public	157	6%						
Meredith College	2021	Baccalaureate Liberal Arts	401	27%	23	12%	131	49%	172	55%
Metropolitan Community College - Penn Valley Campus	2021	2-Year Public	71	2%			22 86	22%	29 146	64% 60%
Misericordia University Mississippi University for Women	2019 2019	4-Year Private 4-Year Public	407 108	23% 5%	85 14	16% 7%	86 53	63% 46%	146 92	60% 43%
Missouri State University	2019	4-Year Public	1,321	9%	264	18%	434	40%	704	37%
Morehead State University	2020	4-Year Public	661	11%	69	10%	193	47%	277	45%
Morningside College	2020	4-Year Private	283	24%	3		62	81%	96	61%
Mount Mary University	2020	4-Year Private	244 137	47%	131	31%	59	33%	93	65% 37%
Mount St. Joseph University Newberry College	2019 2021	4-Year Private 4-Year Private	368	12% 30%	20	3%	71 45	33%	108 42	21%
Nichols College	2019	4-Year Private	146	13%			43	37.00	- 14	1100
Nichols College	2021	4-Year Private	124	11%			55	35%	68	63%
North Central College	2021	4-Year Private	667	27%	64	18%	147	48%	170	50%
North Hennepin Community College Northshore Technical Community College	2021 2021	2-Year Public	237 113	5% 5%			86 86	37% 52%	92 65	52% 64%
Northshore Technical Community College Norwich College	2021	2-Year Public 4-Year Private	209	5% 9%	2		86 108	52% 26%	65 171	64% 35%
Oglethorpe University	2021	Baccalaureate Liberal Arts	290	21%			52	41%	61	52%
Oklahoma City University	2020	4-Year Private	317	20%	132	12%	109	31%	148	46%
Otis College of Art and Design	2020	4-Year Private	217	20%	15	28%	90 92	20%	121	36%
Otterbein University Pacific University	2019 2019	4-Year Private 4-Year Private	325 380	14% 22%	27 336	7% 17%	92 212	31% 50%	124 284	43% 51%
Pacific University Pasadena City College	2019	2-Year Public	551	4%	33b	1/%	230	25%	284 164	40%
Pennsylvania Academy of Fine Arts	2019	4-Year Private	54	29%	26	36%	21	47%	80	75%
Prescott College	2018	4-Year Private	99	28%	87	27%	41	46%	54	69%
Providence College	2020	4-Year Private	386	9%	46	10%	156	48%	292	50%
Rhodes College Roanoke College	2019 2019	Baccalaureate Liberal Arts Baccalaureate Liberal Arts	322 345	17% 19%	0	5% 0%	116 108	46% 50%	154 113	46% 29%
Roanoke College Saddleback College	2019	2-Year Public	1,369	6%		0%				
Saint Anselm College	2020	Baccalaureate Liberal Arts	825	41%			100	45%	150	30%
Saint Vincent College	2019	Baccalaureate Liberal Arts	367	22%	29		107	59%	131	39%
Sarah Lawrence College	2020 2019	Baccalaureate Liberal Arts	459 1,286	33% 50%	57	24%	80 270	24% 74%	145 401	42% 55%
Skidmore College South Orange County Community College District	2019	Baccalaureate Liberal Arts 2-Year Public	1,295	50%	<b> </b>		270 425	74% 22%	401 357	33%
Southeastern University	2019	4-Year Private	101	5%	12	5%	51	30%	64	15%
Southern Utah University	2020	4-Year Public	538	7%	59	7%	170	36%	248	42%
Southwest College of Naturopathic Medicine & Health Sciences, Inc.	2021	4-Year Private			128	37%	32	44%	71	64%
St. Edward's University St. Lawrence University	2020 2018	4-Year Private Baccalaureate Liberal Arts	392 665	12% 29%	66 17	13% 46%	125 159	35% 61%	231 276	47% 48%
St. Lawrence University Stephens College	2018 2019	4-Year Private	93	29%	17	46% 16%	159 38	61% 33%	276 82	48% 52%
SUNY Potsdam	2019	4-Year Public	346	12%	30	13%	162	49%	149	32%
Susquehanna University	2021	Baccalaureate Liberal Arts	353	16%			114	38%	148	38%
The College of Idaho The College of Idaho	2018	Baccalaureate Liberal Arts Baccalaureate Liberal Arts	133	15%	4	29%	46	33%	72	34%
			248	28%	0	0%	52	36%	90	49%
	2019		361	23%	20	14%		19%	141	
The University of the Arts	2019 2019 2019	4-Year Private	361 747	23% 34%	20 17	14% 28%	117 157	19% 63%	141 250	61% 56%
The University of the Arts Trinity College (CT) Trinity University (TX)	2019 2019 2019	4-Year Private Baccalaureate Liberal Arts 4-Year Private	747 665	34% 28%			117 157 183	63% 53%	250 269	56% 44%
The University of the Arts Trinity College (CT) Trinity University (TX) Union College	2019 2019 2019 2020	4-Year Private Baccalaureate Liberal Arts 4-Year Private Baccalaureate Liberal Arts	747 665 225	34% 28% 11%	17	28%	117 157 183 124	63% 53% 52%	250 269 168	56% 44% 27%
The University of the Arts Trinity College (CT) Trinity University (TX) Union College University of Arkansas - Fort Smith	2019 2019 2019 2020 2021	4-Year Private Baccalaureate Liberal Arts 4-Year Private Baccalaureate Liberal Arts 4-Year Public	747 665 225 267	34% 28% 11% 6%	17 8	28% 6%	117 157 183 124 98	63% 53% 52% 44%	250 269 168 150	56% 44% 27% 35%
The University of the Arts: Trinity College (CT) Trinity University (TS) Union College University of Adanasa: Fort Senth University of Adanasa: Fort Senth	2019 2019 2019 2020 2021 2021	4-Year Private Baccalaureate Liberal Arts 4-Year Private Baccalaureate Liberal Arts 4-Year Public 4-Year Private	747 665 225 267 205	34% 28% 11% 6% 8%	17 8	28% 6% 4%	117 157 183 124 98 85	63% 53% 52% 44% 34%	250 269 168 150 58	56% 44% 27% 35% 23%
The University of the Arts Trinity College (CT) Trinity University (TX) Union College University of Arkansas - Fort Smith	2019 2019 2019 2020 2021 2021 2021 2019 2021	4-Year Private Baccalaureate Liberal Arts 4-Year Private Baccalaureate Liberal Arts 4-Year Public 4-Year Private 4-Year Private 4-Year Private	747 665 225 267 205 347 473	34% 28% 11% 6% 8% 8% 8%	17 8 88 68 156	28% 6% 4% 4% 11%	117 157 183 124 98 85 252 163	63% 53% 52% 44% 34% 30% 42%	250 269 168 150 58 254 220	56% 44% 27% 35% 23% 33% 33%
The University of the Arts  Fronty Cooling CTI Trinity Cooling CTI Trinity Leavently (TI) University of Ankanas: For Samily University of Nate Office University of University of Nate Office University of Nate Office University o	2019 2019 2019 2020 2021 2021 2021 2019 2021 2019	4-Year Private Baccaloureate Uberal Arts 4-Year Private Baccaloureate Uberal Arts 4-Year Private 4-Year Private 4-Year Private 4-Year Private 4-Year Private 4-Year Public 4-Year Private	747 665 225 267 205 347 473 702	34% 28% 11% 6% 8% 8% 8% 19%	17 8 88 68 156 21	28% 6% 4% 4% 11% 19%	117 157 183 124 98 85 252 163 224	63% 53% 52% 44% 34% 30% 42% 41%	250 269 168 150 58 254 220 293	56% 44% 27% 35% 23% 33% 33% 46%
The University of the Arts.  Trinity College (CT)  Trinity College (CT)  Union College	2019 2019 2019 2020 2021 2021 2019 2021 2019 2021 2021	4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 6-Year Private 4-Year Private	747 665 225 267 205 347 473 702 362	34% 28% 11% 6% 8% 8% 8% 19% 22%	17 8 88 68 156 21 41	28% 6% 4% 4% 11% 19% 22%	117 157 183 124 98 85 252 163 224	63% 53% 52% 44% 34% 30% 42% 41% 33%	250 269 168 150 58 254 220 293 123	56% 44% 27% 35% 23% 33% 33% 46% 56%
The University of the Arts. Trisnly College (CT) Trisnly College (CT) Trisnly College (CT) Union College Union Col	2019 2019 2019 2020 2021 2021 2021 2019 2021 2019 2021 2021	A-Year Private Baccalaureate Uberal Arts A-Year Private Baccalaureate Uberal Arts A-Year Public A-Year Public A-Year Private A-Year Public A-Year Private	747 665 225 267 205 347 473 702 362 691	34% 28% 11% 6% 8% 8% 8% 19% 22%	17 8 88 68 156 21 41	28% 6% 4% 4% 11% 19% 22%	117 157 183 124 98 85 252 163 224 99	63% 53% 52% 44% 34% 30% 42% 41% 33% 41%	250 269 168 150 58 254 220 293 123 255	56% 44% 27% 35% 23% 33% 46% 56% 38%
The Lieuweity of the sixt Trains, Calego (CT) Trains, Calego (CT) Trains, Calego (CT) Council Calego (CT) Cou	2019 2019 2019 2020 2021 2021 2021 2019 2021 2021	4-Year Private Baccalaureate Liberal Arts 4-Year Private Baccalaureate Liberal Arts 4-Year Philot 4-Year Private 4-Year Philot	747 665 225 267 205 347 473 702 362 691 1,712	34% 28% 11% 6% 8% 8% 8% 19% 22% 19% 29%	17 8 8 88 68 156 21 41 143 62	28% 6% 4% 4% 11% 19% 22% 12% 31%	117 157 183 124 98 85 252 163 224 99 171 300	63% 53% 52% 44% 34% 30% 42% 41% 33% 41% 55%	250 269 168 150 58 254 220 293 123 255 428	56% 44% 27% 35% 23% 33% 33% 46% 56% 38% 54%
The University of the Arts. Trinsty College (CT) Trinsty College (CT) Trinsty College (CT) Union College Union Col	2019 2019 2019 2020 2021 2021 2021 2019 2021 2019 2021 2021	A-Year Private Baccalaureate Uberal Arts A-Year Private Baccalaureate Uberal Arts A-Year Public A-Year Public A-Year Private A-Year Public A-Year Private	747 665 225 267 205 347 473 702 362 691	34% 28% 11% 6% 8% 8% 8% 19% 22%	17 8 88 68 156 21 41	28% 6% 4% 4% 11% 19% 22%	117 157 183 124 98 85 252 163 224 99	63% 53% 52% 44% 34% 30% 42% 41% 33% 41%	250 269 168 150 58 254 220 293 123 255	56% 44% 27% 35% 23% 33% 46% 56% 38%
The Linearity of the Art In Training Conference on the Conference	2019 2019 2019 2019 2019 2020 2021 2021	A Year Private Baccalaurente uberal Arts Area Private Baccalaurente uberal Arts Area Private Baccalaurente Uberal Arts Baccalaurente Uberal Arts Baccalaurente Uberal Arts	747 665 225 267 205 347 473 702 362 691 1,712 1,731	34% 28% 28% 5% 8% 8% 8% 19% 22% 22% 22% 22% 22%	17 8 88 68 156 21 41 143 62 961	28% 6% 4% 4% 11% 19% 22% 33% 27%	117 157 153 124 98 85 252 163 224 99 171 300 456 80 39	63% 53% 52% 44% 34% 30% 42% 41% 33% 41% 55% 31% 70% 65%	250 269 168 150 58 254 220 293 123 255 428 692 114 65	56% 44% 44% 23% 35% 23% 33% 33% 46% 56% 38% 54% 71% 49%
The Linearity of the Art. Tonly, College (CT) Trosy Livewey, (CT) University of Advance, Fortismen, CT) University of Art. University of Art. University of Fortismen University of Fortismen University of Sent Please, University University of Sent Please, Unive	2019 2019 2019 2020 2021 2021 2021 2021	A Year Private Baccalaureate tuberal Arts A Year Private Baccalaureate tuberal Arts A Year Private Baccalaureate tuberal Arts Baccalaureate tuberal Arts Baccalaureate tuberal Arts	747 665 225 267 205 347 473 702 362 691 1,712 1,731 360 180 462	34% 28% 11% 6% 8% 8% 19% 22% 29% 29% 27% 28% 43% 12%	17 8 88 68 156 21 41 41 143 62 961	28% 6% 4% 4% 48 11% 19% 22% 31% 27%	117 157 183 124 98 85 252 163 224 99 171 300 456 80 39	63% 53% 53% 44% 44% 44% 42% 41% 53% 41% 55% 31% 70% 65% 36%	250 269 168 150 58 254 220 293 123 255 428 692 114 65 231	56% 44% 27% 35% 23% 33% 46% 56% 38% 54% 71% 49% 56%
The University of the Art. Tribly, College (CT) Tribly, Develope (T) Tri	2019 2019 2019 2019 2019 2020 2021 2021	A Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts	747 665 225 267 205 347 473 702 362 691 1,712 1,731 360 180 462	34% 28% 1116 6% 8% 8% 8% 19% 22% 19% 29% 29% 28% 43% 12%	17 8 88 68 156 21 41 143 62 961	28% 6% 4% 4% 11% 19% 22% 33% 27%	117 157 153 124 98 85 252 163 224 99 171 300 456 80 39	63% 53% 52% 44% 34% 30% 42% 41% 33% 41% 55% 31% 70% 65%	250 269 168 150 58 254 220 293 123 255 428 692 114 65	56% 44% 44% 23% 35% 23% 33% 33% 46% 56% 38% 54% 71% 49%
The Lowering of the sixty College (CT) Colle	2019 2019 2019 2019 2020 2021 2021 2021	4 Year Private Baccalaureate Uberal Arts 4 Year Private Baccalaureate Uberal Arts 4 Year Private 6 Year Private 7 Year Private	747 665 225 267 205 347 473 702 362 691 1,712 1,731 360 180 462	34% 28% 11% 6% 8% 8% 8% 19% 22% 19% 22% 19% 22% 19% 24% 25% 27% 28% 43% 12% 17%	17 8 88 68 156 21 41 143 62 961	28% 6% 4% 4% 4% 11% 12% 22% 12% 31% 27% .	117 157 183 124 98 85 252 163 224 99 171 300 456 80 39	63% 53% 52% 44% 34% 30% 42% 41% 33% 41% 55% 31% 70% 65% 49%	250 269 168 150 58 254 220 293 123 255 428 692 114 65 231	56% 44% 27% 35% 23% 35% 23% 33% 46% 56% 56% 38% 54% 71% 49% 49% 56% 33%
The University of the sixt Triting Codings (CT) Codings	2019 2019 2019 2019 2019 2020 2021 2021	A Year Private Baccalawarea to Upral Arts A Year Private Baccalawarea to Upral Arts A Year Private B Year Private A Year Private A Year Private A Year Private A Year Private B A Year Private A Year Private B A Y	747 665 225 267 205 347 473 702 362 691 1,712 1,731 360 180 462 163 369	34% 28% 1116 6% 8% 8% 8% 19% 22% 19% 29% 29% 28% 43% 12%	17 8 88 68 156 21 41 143 62 961 1	28% 6% 6% 4% 4% 11% 19% 22% 12% 31% 27%	117 157 183 124 98 85 252 163 224 99 171 300 456 80 39 119	63% 53% 52% 44% 30% 42% 41% 33% 41% 55% 31% 70% 65% 49%	250 269 168 150 58 254 220 293 123 255 428 692 114 65 231 78	56% 27% 35% 23% 33% 33% 33% 46% 56% 38% 54% 71% 49% 49% 56% 33% 47%
The University of the Art. Tribly College (CT) Tribly Selventy (T)	2019 2019 2019 2019 2020 2021 2021 2021	A Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private Baccalaureate Uberal Arts 4-Year Private	747 665 225 267 205 347 473 702 362 691 1,712 1,731 360 180 183 462 163	34% 28% 11% 6% 8% 8% 8% 19% 22% 19% 22% 22% 12% 23% 43% 12% 15%	17 8 88 68 156 21 41 143 62 961 1	28% 6% 4% 4% 11% 19% 22% 12% 31% 27% -	117 157 183 124 98 85 252 263 224 99 171 300 80 30 30 30 31 19 71	63% 53% 52% 44% 34% 30% 42% 41% 33% 41% 55% 31% 70% 65% 49%	250 269 168 150 58 254 220 293 123 255 428 692 114 65 231 78	56% 44% 27% 35% 23% 33% 33% 46% 56% 38% 54% 71% 49% 49% 49% 49%

Number of	Responses	by Group		
	Ue	iversity of Bridgeport	All Other 4-Year Private Institutions	All Other Institutions
	n	Response Rate 2		n
Participants by Role				
Undergraduate Students	205	8%	28,102	28,449
Graduate Students	88	4%	5,168	1,548
Faculty	85	34%	5,929	7,487
Staff/Administrators	58	23%	8,948	10,084
Participants by Gender				
Men (cisgender)	156	10%	19,853	16,295
Women (cisgender)	273	8%	27,509	30,007
Participants by Race/Ethnicity <sup>2</sup>				
American Indian or Alaska Native			156	266
Asian			1,732	1,950
Black or African American			1,679	3,378
Native Hawaiian or other Pacific Islander			207	63
White			34,245	29,363
Hispanic or Latino/a			3,825	3,920
Not a U.S. citizen or permanent resident			1,471	1,489
Two or more races			1,676	1,231
Unknown			2,416	1,664

The "Undergraduze Students," "Craduate Students," "Facing," and "Staff-Students's group include at sudents and employees show billion of the students and employees show billion of the students and employees show billion of the students and expensive the spool of the students and expensive the students and employees show billion of the students and expensive the students and expensive this operation rate (Califor and excitated the National and appears in this operation rate (Califor and the students and excitated the students are appeared to the students are excitated to the students are excitated and appears this operation and excitated the students are excitated as a students are expensive. There were \$4 repoplement from your institutions, \$25 repoplement from all other institutions students. One of the students are excitated to the students are excitated to the students are excitated to the students. The students are students are excitated to the stu

calculated the response rate by dividing an institution's total number of submitted surveys by the number of emails successfully delivered through Qualtric enter that the number of successfully delivered emails we use is an approximate estimate for some groups because of the complexity of cross-checking code mails and deplicate emails with various demographic fusions.

While we were able to calculate response rates for role and gender breakdowns by dividing respondent-provided information by institution-provided data, we calculated the race/definicity response rate breakdowns using only institution-provided data since the categories listed in the survey instrument did not align with the IPBTX statements that we recreased institutions to twice for the data these unharders in their creaters.

Race/Ethnicity Breakdown - Broad Categories
We create the U.S. White, U.S. promosed called professional categories by recoding responses to Question 28, "What is your citizenship status?" and Question 29, "Which of the following racial or rehts categories against to provide feeth;" We categoried repondents as follows:

\*U.S. White: People who identified as only white and indicated that they were U.S. Citizens or permanent residents.

\*U.S. Permose of Colin (PC): People who destinded with a racycle/think of the thin "White" and indicated that they were U.S. citizens or permanent residents.

\*International: People who indicated that they were neither U.S. citizens or permanent residents, regardless of what they selected for Q29.

Gunder Excludious

This is bornation covers from Question 21, "What is your gender?" and Question 22, "Are you transproder?" We combined those who selected "tes" for Question 22, graptiles of what they selected for Question 21, with those who selected "fine-insary for Question 21 into one group, "Non-binary and/or transproder." We added a "(capander)" label to those who selected "Man" or "Woman" for Question 21 and do not settliny to a resupend to settliny a transproder to settling transproder transproder transproder to settling transproder to settling t

Sexual Orientation Breakdown - Broad Categories
This information comes from Question 3A, "Which term best describes your sexual orientation? (Select one)." The "LGBQ+" category in this report includes respondents who selected one of the following response options. Asways, Biocaus, Goy, Lesbian, Parsensus, Quierr, Questioning, or Fill in. Note that we do not use the "LGBIQ+" as the Likel for this group as we do not factor in whether respondents intendential a transpendent of duction 12.

Religion Breakdown - Broad Categories
This information comes from Question 25, "What is your religious affiliation? (Select one)." The "Christian" category includes those who selected: Baptist, Catholic, The Church of Jesus Christ of Latter day
Sants, Episcopals, Nationshi's Witness, Luchberan, Methodoit, Mondenominational Christian, Orthodox Christian, Other Christian, or Perobyterian. The "Other religious affiliation" group includes those who
selected one of the following Budokhi, Mindu, Jesukh, or Muslim. The group, "No religious affiliation," includes those who selected. Agnostic, Athest, or Spiritus, but not religious. Those who selected "Ill
in" are actualed from these broad categories.

Political Affiliation Breakdown - Broad Categories
This information comes from Question 36, "How would you characterize your political views?" We combined the "Far left" and "Libersa" response options into one group and "Conservative" and "Far right" into another group of this report.

Disability Status Breakdown
This Information comes from Question 27, "Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, interacting with others, walking, et.", "Veri beloider respondents who selected "Tes" as "Long-term disability," and respondents who selected "Tes," as "Long-term disability," and respondents who selected "Tes," as "Long-term disability," and respondents who selected "Tes," as "Long-term disability," and "

Interesting the first production on four campus climate indicators, three of which are composed of multiple statements. These three indicators and their reliabilities are:

- Campus Climate for Deversity and Equity Indicator – 4 statements, Cronbach's = 0.88

- Institutional Support for Oversity and Equity Indicator – 4 statements, Cronbach's = 0.83

- Institutional Support for Oversity and Equity Indicator – 4 statements, Cronbach's = 0.83

It is a service to the service of the difference between the results for one purp companed to the results for mother group. We adoubted effects set for the companion crafter than using sets of statistical formation and the service of the service

Within institution Worksheet

This worksheet only compare groups it your institution if there were 10 or more members of the respective groups (self-reported) who responded to the survey. The tables in this worksheet then only list groups if their
exists different form the results of their counterparts and those comparisons had substantial differences—a medium or large effect site (see explanation above).

### Results that Do Not Include Data from All Administration Years

Please note that the questions and response options listed below were not available for the 2017–2018 version of the survey and the comparison frequencies we show for these items do not contain 2018 data.

Q7, "Now have the following activities influenced your support for diversity and equity?"

The response option, "Recause of my physical appearance" on Q14, "Now often have you been discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/earilisticated with his inclusion for the following resons?"

The response option, "Sexual assault/harassment" on Q16, "Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply)"

Q25, "What is your religious affiliation? (Select one)"
Q32, "How do you attend classes at this institution?"
Q35, "How do you work at this institution?"

Please note that the question below was only available for the 2019-2020 and the 2020-2021 versions of the survey and the comparison frequencies we show for this item contains 2020 and 2021 data only.

Q39, "In which of the following areas do you teach?"

You can view the full survey instrument here: https://www.hedsconsortium.org/wp-content/uploads/2020-2021 Diversity Equity Instrument 2020-06-11.pdf



# HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report Understandings Regarding the Use of Information Gathered for HEDS

# **Data Sharing Practices**

You can share this report without any restrictions. We send each participating institution this report, comparing their results to those of other