



Central Washington University

Central Washington University

# 2022 Climate Survey

Faculty and Staff Climate Survey with Student focus groups

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## **Introduction and Executive Summary**

Campus climate includes the many aspects of campus including attitudes, values, and behaviors that promote and support faculty, staff, and students to be successful and fulfill their potential. When people across campus have respectful and supportive relationships we have a positive campus climate characterized by equity. The space in which we learn, live and do matters to students, faculty, and staff.

Research has shown repeatedly that student success is directly related to an environment that does not discriminate and is diverse. A diverse environment with diverse faculty and a diverse student body that is free from racism and discrimination allow students to thrive and reach their goals.

Faculty, administrators, and staff are also impacted by the environment they work in. Studies have shown that when faculty and staff are working in a positive environment characterized by deep care their professional development is enhanced, they have better health, and provide support for their students.

Central Washington University has made gains in the racial and ethnic diversity of faculty, staff, and students. Campus constituents understand that it is critical to identify and address how faculty, staff, and students experience the Central Washington University campus climate and respond critically and thoughtfully. The need to serve the CWU community is supported by the CWU vision and mission, which was established in a collaborative process including voices from throughout the university community. Through building a community of equity and belonging, nurturing culturally sustaining practices, and grounding all partnerships in meaningful relationships; CWU will be a model learning community of equity and belonging. A critical part of the process is to identify opportunities and challenges in the current campus climate related to creating a sense of community and belonging.

In the Spring of 2022, a comprehensive campus climate survey was administered to faculty, exempt staff, and classified staff. The survey included questions answered in the 2018 climate survey and included questions that were asked in previous Human Resources Surveys. The survey was administered and analyzed, for this report, through Qualtrics. The response rate for all employees was 30.7%.

Although the overall results are positive, the findings show that those respondents that are self-identified as members of traditionally underserved groups perceive the campus climate and environment differently than those who self-identify as male, white, and straight.

We have begun to process and analyze data and will continue to modify and adjust the analysis throughout the Summer and Fall 2022. We will systemically assess discrimination, climate, communication, and other variables in the survey through the disaggregated data on race/ethnicity, gender identity, and sexuality.

BIPOC, LGBTQIA+, and women report experiencing greater stress, have less job satisfaction, and experience more acts of discrimination in comparison to their white male colleagues. The prevailing perception is that members of these groups are required to work harder and are taken less seriously than their white male counterparts. Thirty percent of faculty and staff think that CWU talks to much

about equity and diversity. A larger percentage of BIPOC and LGBTQIA+ respondents perceive that we don't talk about diversity and equity enough.

There are four main issues that CWU needs to address:

- A need to communicate more effectively and continue to elevate and practice shared governance
- A need to be more intentional and provide more transparency to all campus constituents
- A need to provide in-depth educational opportunities for all campus community members to identify anti-racist practices and methods for dismantling structural racism
- Development of a comprehensive strategic response to the equity issues identified in the survey.

## **Looking Forward**

The results suggest that although BIPOC and LGBTQIA+ respondents feel welcome and feel as if they belong regardless of their position at CWU, their detailed experience suggests that CWU has work to do in creating an equitable campus culture.

The findings reinforce the need to create anti-racist and equity-based professional development opportunities for both faculty and staff. These opportunities will help faculty and staff to infuse equity and inclusion into all their job responsibilities, duties, and relationships. These development opportunities will help faculty to infuse their curriculum with innovative and equitable pedagogy and course content. CWU faculty with expertise and/or lived experience have created a faculty and staff development program focused on anti-racism using equity pedagogy that will be available in Fall 2022. The responses indicated that faculty and staff are likely to take advantage of this program. There will be a new cohort every fall quarter that will take a course each quarter throughout the academic year.

The presence of spaces and programs can be critical in creating a learning, doing, and living environment for BIPOC and LGBTQIA+ faculty and staff. A working environment that includes these elements will provide spaces that engage faculty, staff, and students with one another and will build a strong sense of community. CWU is working on a multicultural center that is innovative and will provide brave spaces and programs to promote dialogue across differences with mutual respect and understanding.

Although respondents generally perceived that CWU was committed to equity and a healthy campus environment it is still important that the commitment to diversity, equity, and inclusion is apparent and a priority throughout the institution. This includes a culture of involvement, concrete accountability measures, equity initiatives, and practices that support the real-life issues faced by BIPOC and LGBTQIA+ faculty and staff throughout their careers. This should include demonstrated support as the priority for equity and belonging as a concrete qualification for any leadership position. We should also include the development of leadership pathways for BIPOC and LGBTQIA+ faculty and staff.

It is also clear that we need to strengthen our recruitment and retention initiatives for BIPOC faculty and staff. It may be that some of the responses are influenced by the lack of representation and it could be that BIPOC and LGBTQIA faculty and staff who are unhappy, unwelcome, and feel as if they don't belong, either are no longer here or did not complete the survey.

**Methodology**

The survey questions were developed using several strategies, including consultation with traditionally underserved groups, reviews of previous climate and employee surveys, and a thorough review of external surveys. The draft survey questions were then reviewed by the Minority Employee Council and several faculty fellows with expertise in anti-racism. \*(include a footnote explaining faculty fellows) The climate survey was developed in Qualtrics and opened to respondents for two weeks in May 2022. Faculty and staff were reminded to complete the survey in the second week.

A total of 528 faculty and staff responded to the survey, which is comparable to other universities across the nation. In May 2022, CWU had 1716 employees, including part-time employees. A response rate of 30.7% is very good based on national trends for online survey response rates in higher education. BIPOC faculty and staff response rate was 34.4%.

Table 1: Summary Campus Status of Respondents

Campus Status	%	Count
Faculty - Tenured	20.2%	104
Faculty - Tenure Track	3.7%	19
Faculty - Non-Tenure Track	8.3%	43
Faculty - Senior Lecturer	4.3%	22
Exempt	32.4%	167
Civil Service	31.1%	160
Total	100%	515

Table 2A: Demographics

Gender Identity	%	Count
Woman	61.9%	267
Man	34.3%	148
Other, please specify	1.9%	8
Non-binary	1.2%	5
Transgender	0.5%	2
Genderqueer	0.2%	1
Total	100.0%	431

Table 2B: Demographics

<b>Sexuality</b>	<b>%</b>	<b>Count</b>
Asexual	3.3%	14
Bisexual	6.4%	27
Gay	1.4%	6
Heterosexual	78.2%	330
Lesbian	1.7%	7
Pansexual	2.8%	12
Queer	2.4%	10
Other	3.8%	16
Total	100.0%	422

Table 2C: Demographics

<b>Race/Ethnicity</b>	<b>%</b>	<b>Count</b>
Asian/Pacific Islander	3.9%	17
Black/African-American	1.8%	8
Hispanic, Latina/o, Chicana/o	6.6%	29
Middle Eastern	0.5%	2
Multiracial	4.1%	18
Native American/American Indian	1.4%	6
White	76.6%	337
Other	5.2%	23
Total	100.0%	440

### General Climate: Overall Responses

Central Washington University campus climate was generally positive when assessing all respondents.

I feel a sense of belonging	Response	Percentage	Count
	Strongly agree	17.80%	89
	Somewhat agree	50.20%	251
	Somewhat disagree	20.20%	101
	Strongly disagree	11.80%	59
	Total	100%	500

I feel welcome on campus	%	Count
Strongly agree	40.00%	199
Somewhat agree	41.40%	206
Somewhat disagree	12.20%	61
Strongly disagree	6.40%	32
Total	100%	498

I feel safe on campus	%	Count
Strongly agree	45.00%	210
Somewhat agree	37.30%	174
Somewhat disagree	12.00%	56
Strongly disagree	5.80%	27
Total	100%	467

I look forward to coming to work	%	Count
Strongly agree	26.20%	123
Somewhat agree	41.90%	197
Somewhat disagree	23.00%	108
Strongly disagree	8.90%	42
Total	100%	470

### Diversity and Equity

There were a variety of beliefs regarding issues of equity and diversity. The overall responses were generally supportive. About 1/3 of all respondents think there is too much emphasis on diversity, are tired of hearing about diversity, and do not want to learn about diversity. On the other hand, most

respondents, over half, responded that we need more emphasis on diversity and that they take advantage of learning more. Although the majority agree that leadership is committed to equity the gap is rather small.

<b>I am tired of hearing about diversity</b>	<b>%</b>	<b>Count</b>
Strongly agree	15.20%	74
Somewhat agree	21.10%	103
Somewhat disagree	21.80%	106
Strongly disagree	41.90%	204
Total	100%	487

<b>I take advantage of learning about diversity</b>	<b>%</b>	<b>Count</b>
Strongly agree	28.10%	138
Somewhat agree	53.80%	264
Somewhat disagree	13.20%	65
Strongly disagree	4.90%	24
Total	100%	491

<b>I think there is too much emphasis on diversity</b>	<b>%</b>	<b>Count</b>
Strongly agree	13.30%	65
Somewhat agree	17.60%	86
Somewhat disagree	26.60%	130
Strongly disagree	42.40%	207
Total	100%	488

<b>There is not enough emphasis on diversity</b>	<b>%</b>	<b>Count</b>
Strongly agree	18.50%	89
Somewhat agree	31.50%	152
Somewhat disagree	31.30%	151
Strongly disagree	18.70%	90
Total	100%	482

<b>Leadership commitment to equity</b>	<b>%</b>	<b>Count</b>
Strongly agree	21.00%	100
Somewhat agree	33.80%	161
Somewhat disagree	27.30%	130
Strongly disagree	17.90%	85
Total	100%	476

## Acts of Discrimination on Campus

Respondents reported many acts of discrimination that have been witnessed across campus, in all venues, and impacting diverse groups of underserved people.

I have witnessed discrimination over the last 5 years	%	Count
Yes	58.40%	260
No	41.60%	185
Total	100%	445

Discrimination witnessed due to	%	Count
Age	7.60%	97
Appearance/physical characteristics	6.00%	76
Sex	10.10%	128
English language proficiency/accent	5.10%	65
Ethnicity	11.00%	140
Gender identity/expression	7.10%	90
Mental disability	3.30%	42
Military/veteran status	0.60%	8
Nationality/country of origin	4.60%	58
Parental status-having children or not	3.70%	47
Physical disability	3.30%	42
Political views	6.60%	84
Psychological disability	1.90%	24
Race	9.00%	114
Religious beliefs	4.10%	52
Sexuality	4.70%	60
Socioeconomic status	3.40%	43
Other (please explain)	1.80%	23
Professional position	6.30%	80
Total	100%	1273



<b>Where did the discrimination occur</b>	<b>%</b>	<b>Count</b>
Campus event	8.40%	49
Campus office	21.00%	123
In a group meeting	20.50%	120
In a meeting with one other person	9.20%	54
In a public space on campus	14.70%	86
While walking on campus	7.20%	42
Off campus-in Ellensburg	9.20%	54
Off campus-in another community	1.90%	11
Other	7.90%	46
Total	100%	585

Respondents reported an alarming number of instances of discrimination that they had experienced. These incidents occurred in many places across campus and the majority were based on race/ethnicity, sexuality, and gender expression.

<b>Have you experienced discrimination in the last 5 years</b>	<b>%</b>	<b>Count</b>
Yes	39.60%	173
No	60.40%	264
Total	100%	437

<b>Discrimination based on identity</b>	<b>%</b>	<b>Count</b>
Age	12.60%	77
Appearance/physical characteristics	9.90%	60
Sex	14.30%	87
English language proficiency/accent	2.60%	16
Ethnicity	7.70%	47
Gender identity/expression	4.60%	28
Mental disability	1.10%	7
Military/veteran status	0.50%	3
Nationality/country of origin	2.10%	13
Parental status-having children or not	3.30%	20
Physical disability	2.60%	16
Political views	5.90%	36
Psychological disability	1.30%	8
Race	7.40%	45
Religious beliefs	4.10%	25
Sexuality	3.60%	22
Socioeconomic status	2.60%	16
Other (please explain)	2.80%	17
Professional position	10.70%	65
Click to write Choice 20	0.20%	1
<b>Total</b>	<b>100%</b>	<b>609</b>

<b>Where did this discrimination occur</b>	<b>%</b>	<b>Count</b>
Campus event	7.40%	29
Campus office	22.30%	87
In a group meeting	24.10%	94
In a meeting with one other person	16.40%	64
In a public space on campus	9.50%	37
While walking on campus	5.90%	23
Off campus-in Ellensburg	5.60%	22
Off campus-in another community	1.80%	7
Other	6.90%	27
<b>Total</b>	<b>100%</b>	<b>390</b>

Over half of respondents believe there is racial and ethnic tension on campus.

<b>There is racial/ethnic tension on campus</b>	<b>%</b>	<b>Count</b>
Strongly agree	13.10%	55
Somewhat agree	39.60%	166
Somewhat disagree	35.60%	149
Strongly disagree	11.70%	49
Total	100%	419

Considering the extent to which respondents witnessed, experienced, and/or believed there is racial tension on campus it was important to identify the extent to which there are paths to reporting discriminatory acts on campus.

<b>CWU is responsive to reports of discrimination</b>	<b>%</b>	<b>Count</b>
Strongly agree	22.90%	96
Somewhat agree	40.80%	171
Somewhat disagree	24.60%	103
Strongly disagree	11.70%	49
Total	100%	419

<b>Where to find discrimination policies</b>	<b>%</b>	<b>Count</b>
Strongly agree	32.60%	142
Somewhat agree	42.40%	185
Somewhat disagree	18.10%	79
Strongly disagree	6.90%	30
Total	100%	436

<b>Comfortable reporting an act I witnessed</b>	<b>%</b>	<b>Count</b>
Strongly agree	42.70%	188
Somewhat agree	34.10%	150
Somewhat disagree	15.00%	66
Strongly disagree	8.20%	36
Total	100%	440

<b>Comfortable reporting an act I experienced</b>	<b>%</b>	<b>Count</b>
Strongly agree	34.30%	150
Somewhat agree	32.50%	142
Somewhat disagree	20.80%	91
Strongly disagree	12.40%	54
Total	100%	437

For all respondents, the campus climate can be characterized as both positive and negative. The evidence suggests that the campus is welcoming and respondents feel like they belong. However, when asking questions about the racial climate the responses indicated that there is work to do on the CWU campus to address discrimination. Over half of the respondents indicated that there was racial/ethnic tension on campus. This is played out in the extent to which respondents witnessed and experienced discrimination. Over half of all respondents reported that CWU was responsive to reports of discrimination and could find the policies related to discrimination and were comfortable with reporting.

**All respondents disaggregated by Race/Ethnicity**

When addressing issues of campus climate it is important to disaggregate data to identify ways in which campus life is experienced based on your identity. The responses were collapsed into Nonwhite and White due to the small number of respondents in some identity groups. When we look at our campus through an equity lens with equity in mind it will allow us to develop a framework that will help us identify the many ways that bias and structural barriers hinder our ability to reach our vision. In the following section, we will disaggregate the data to address these issues.

**Race/Ethnicity**

When disaggregating by Race and Ethnicity we see that a larger percentage of respondents from traditionally underserved groups feel like they belong and feel welcome than do those of the dominant group. However, when a respondent strongly felt they were not welcome nor did they belong on campus they were much more likely to be nonwhite.

**Belonging**

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	77.0	13.0	64.0
		17.8%	17.8%	17.8%
	Somewhat agree	215.0	36.0	179.0
		49.7%	49.3%	49.7%
	Somewhat disagree	90.0	12.0	78.0
	20.8%	16.4%	21.7%	
Strongly disagree	50.0	12.0	38.0	
	11.5%	16.4%	10.6%	

**Welcoming**

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>
<b>Q2.7: I feel welcome on my campus.</b>			
Total Count (All)	433.0	73.0	360.0
Strongly agree	172.0	18.0	154.0
	39.7%	24.7%	42.8%
Somewhat agree	177.0	40.0	137.0
	40.9%	54.8%	38.1%
Somewhat disagree	55.0	7.0	48.0
	12.7%	9.6%	13.3%
Strongly disagree	27.0	8.0	19.0
	6.2%	11.0%	5.3%

**Diversity and Equity**

While 30% of all respondents (as reported in section 1), when disaggregated it is clear that white respondents are much more likely to be tired of hearing about diversity and Non-white respondents are more likely to think CWU does not spend enough time elevating diversity.

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>
<b>Q3.2: I am tired of hearing about diversity.</b>			
Total Count (All)	433.0	73.0	360.0
Strongly agree	64.0	9.0	55.0
	14.8%	12.3%	15.3%
Somewhat agree	84.0	9.0	75.0
	19.4%	12.3%	20.8%
Somewhat disagree	92.0	11.0	81.0
	21.2%	15.1%	22.5%
Strongly disagree	190.0	44.0	146.0
	43.9%	60.3%	40.6%

<b>Q3.7: I think there is too much emphasis on diversity at CWU.</b>			
Total Count (All)	433.0	73.0	360.0
Strongly agree	57.0	7.0	50.0
	13.2%	9.6%	13.9%
Somewhat agree	70.0	5.0	65.0
	16.2%	6.8%	18.1%
Somewhat disagree	106.0	18.0	88.0
	24.5%	24.7%	24.4%
Strongly disagree	197.0	43.0	154.0
	45.5%	58.9%	42.8%

**Total**      **Nonwhite**      **White**

Q3.8: I think there is not enough emphasis on diversity at CWU.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	84.0	21.0	63.0
		19.4%	28.8%	17.5%
	Somewhat agree	131.0	26.0	105.0
		30.3%	35.6%	29.2%
	Somewhat disagree	133.0	17.0	116.0
		30.7%	23.3%	32.2%
	Strongly disagree	79.0	9.0	70.0
	18.2%	12.3%	19.4%	

Over half of respondents from any racial/ethnic identity group takes advantage of learning about diversity.

	Total	Nonwhite	White	
Q3.3: I take advantage of the opportunities provided by CWU to learn about diversity-related issues.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	125.0	25.0	100.0
		28.9%	34.2%	27.8%
	Somewhat agree	225.0	36.0	189.0
		52.0%	49.3%	52.5%
	Somewhat disagree	61.0	8.0	53.0
		14.1%	11.0%	14.7%
	Strongly disagree	22.0	4.0	18.0
	5.1%	5.5%	5.0%	

An important element of campus climate is the extent to which leadership is perceived as committed to equity and elevating the importance across campus.

	Total	Nonwhite	White	
Q4.6: CWU leadership is committed to bold actions to remove barriers for underrepresented staff and faculty.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	84.0	11.0	73.0
		19.4%	15.1%	20.3%
	Somewhat agree	149.0	24.0	125.0
		34.4%	32.9%	34.7%
	Somewhat disagree	113.0	17.0	96.0
		26.1%	23.3%	26.7%
Strongly disagree	82.0	21.0	61.0	
	18.9%	28.8%	16.9%	

### Acts of Discrimination

	Total	Nonwhite	White	
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	433.0	73.0	360.0
	Yes	246.0	38.0	208.0
		56.8%	52.1%	57.8%
	No	186.0	34.0	152.0
	43.0%	46.6%	42.2%	

	Total	Nonwhite	White	
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	433.0	73.0	360.0
	Yes	166.0	33.0	133.0
		38.3%	45.2%	36.9%
	No	262.0	38.0	224.0
	60.5%	52.1%	62.2%	

## Institutional Response to Discrimination

A critical element of campus climate is the extent to which the respondents perceive the university as responsive to discrimination complaints. More nonwhite respondents perceive the university as non-responsive and are uncomfortable reporting an act of discrimination that they witnessed or experienced.

	Total	Nonwhite	White	
Q13.2: CWU is responsive to reports of discrimination.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	98.0	14.0	84.0
		22.6%	19.2%	23.3%
	Somewhat agree	166.0	28.0	138.0
		38.3%	38.4%	38.3%
	Somewhat disagree	97.0	15.0	82.0
	22.4%	20.5%	22.8%	
Strongly disagree	46.0	10.0	36.0	
	10.6%	13.7%	10.0%	

	Total	Nonwhite	White	
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	189.0	31.0	158.0
		43.6%	42.5%	43.9%
	Somewhat agree	138.0	21.0	117.0
		31.9%	28.8%	32.5%
	Somewhat disagree	64.0	13.0	51.0
	14.8%	17.8%	14.2%	
Strongly disagree	37.0	8.0	29.0	
	8.5%	11.0%	8.1%	

	Total	Nonwhite	White	
Q13.6: I would feel comfortable reporting an act of discrimination that I had experienced.	Total Count (All)	433.0	73.0	360.0
	Strongly agree	152.0	26.0	126.0
		35.1%	35.6%	35.0%
	Somewhat agree	131.0	19.0	112.0
		30.3%	26.0%	31.1%
	Somewhat disagree	89.0	17.0	72.0
	20.6%	23.3%	20.0%	
Strongly disagree	54.0	11.0	43.0	
	12.5%	15.1%	11.9%	



The responses to the survey disaggregated by Race and Ethnicity appear to show that although CWU is welcoming and respondents feel a sense of belonging there is work to be done with the racial climate. Nonwhite respondents were more likely to experience racial discrimination, which causes an undue burden and creates an environment that is not supportive of the campus community.

## Gender Identity and Sexuality Identity Responses

The survey responses were disaggregated by Gender and Sexuality Identity. There are some differences in the responses based on lived experience.

### Belonging

		Total	Women	X	Men	Total	Non-LGBQ-	LGBQ+
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	75.0	43.0	1.0	31.0	72.0	65.0	7.0
		17.3%	15.9%	6.3%	20.9%	17.0%	19.6%	7.6%
	Somewhat agree	217.0	136.0	3.0	78.0	211.0	170.0	41.0
		50.0%	50.4%	18.8%	52.7%	49.8%	51.2%	44.6%
	Somewhat disagree	90.0	63.0	4.0	23.0	89.0	60.0	29.0
		20.7%	23.3%	25.0%	15.5%	21.0%	18.1%	31.5%
Strongly disagree	51.0	27.0	8.0	16.0	51.0	37.0	14.0	
	11.8%	10.0%	50.0%	10.8%	12.0%	11.1%	15.2%	

As the responses indicate, more respondents who identify as men feel a sense of belonging, followed by those who identify as women, while those who identify as X are less likely to feel as if they belong or are welcomed to the CWU community.

### Welcoming

		Total	Women	X	Men	Total	Non-LGBQ-	LGBQ+
Q2.7: I feel welcome on my campus.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	170.0	101.0	2.0	67.0	165.0	139.0	26.0
		39.2%	37.4%	12.5%	45.3%	38.9%	41.9%	28.3%
	Somewhat agree	182.0	124.0	3.0	55.0	176.0	137.0	39.0
		41.9%	45.9%	18.8%	37.2%	41.5%	41.3%	42.4%
	Somewhat disagree	53.0	35.0	2.0	16.0	54.0	38.0	16.0
		12.2%	13.0%	12.5%	10.8%	12.7%	11.4%	17.4%
Strongly disagree	27.0	8.0	9.0	10.0	27.0	17.0	10.0	
	6.2%	3.0%	56.3%	6.8%	6.4%	5.1%	10.9%	

## Safe on Campus

		Total	Women	X	Men	Total	Non-LGBQ	LGBQ+
Q6.2: I work in a safe environment.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	190.0	116.0	2.0	72.0	185.0	152.0	33.0
		43.8%	43.0%	12.5%	48.6%	43.6%	45.8%	35.9%
	Somewhat agree	166.0	105.0	6.0	55.0	160.0	121.0	39.0
		38.2%	38.9%	37.5%	37.2%	37.7%	36.4%	42.4%
	Somewhat disagree	51.0	35.0	3.0	13.0	52.0	38.0	14.0
		11.8%	13.0%	18.8%	8.8%	12.3%	11.4%	15.2%
Strongly disagree	24.0	13.0	5.0	6.0	24.0	19.0	5.0	
	5.5%	4.8%	31.3%	4.1%	5.7%	5.7%	5.4%	

An indicator of the campus climate can be inferred from the extent to which respondents look forward to coming to work.

### Look Forward to Coming to Work

		Total	Women	X	Men	Total	Non-LGBQ	LGBQ+
Q6.3: I look forward to coming to work each day.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	115.0	68.0	2.0	45.0	110.0	94.0	16.0
		26.5%	25.2%	12.5%	30.4%	25.9%	28.3%	17.4%
	Somewhat agree	181.0	110.0	6.0	65.0	176.0	137.0	39.0
		41.7%	40.7%	37.5%	43.9%	41.5%	41.3%	42.4%
	Somewhat disagree	100.0	71.0	0.0	29.0	100.0	80.0	20.0
		23.0%	26.3%	0.0%	19.6%	23.6%	24.1%	21.7%
Strongly disagree	38.0	21.0	8.0	9.0	38.0	21.0	17.0	
	8.8%	7.8%	50.0%	6.1%	9.0%	6.3%	18.5%	

## Diversity and Equity

As we might expect those identities with similar experiences are much more likely to support equity and diversity. Those with gender and sexual identities that are underserved were more likely to be supportive of diversity. These groups were also more likely to take advantage of opportunities to learn more about diversity and equity.

### Tired of Diversity

	Total	Women	X	Men	Total	Non-LGBQ	LGBQ+	
Q3.2: I am tired of hearing about diversity.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	64.0	34.0	5.0	25.0	64.0	58.0	6.0
		14.7%	12.6%	31.3%	16.9%	15.1%	17.5%	6.5%
	Somewhat agree	90.0	56.0	3.0	31.0	85.0	76.0	9.0
		20.7%	20.7%	18.8%	20.9%	20.0%	22.9%	9.8%
	Somewhat disagree	90.0	53.0	1.0	36.0	88.0	71.0	17.0
		20.7%	19.6%	6.3%	24.3%	20.8%	21.4%	18.5%
Strongly disagree	187.0	125.0	7.0	55.0	185.0	125.0	60.0	
	43.1%	46.3%	43.8%	37.2%	43.6%	37.7%	65.2%	

### Diversity Emphasis

	Total	Women	X	Men	Total	Non-LGBQ	LGBQ+	
Q3.7: I think there is too much emphasis on diversity at CWU.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	55.0	31.0	4.0	20.0	55.0	50.0	5.0
		12.7%	11.5%	25.0%	13.5%	13.0%	15.1%	5.4%
	Somewhat agree	77.0	44.0	3.0	30.0	71.0	61.0	10.0
		17.7%	16.3%	18.8%	20.3%	16.7%	18.4%	10.9%
	Somewhat disagree	107.0	63.0	4.0	40.0	105.0	87.0	18.0
		24.7%	23.3%	25.0%	27.0%	24.8%	26.2%	19.6%
Strongly disagree	192.0	130.0	5.0	57.0	191.0	132.0	59.0	
	44.2%	48.1%	31.3%	38.5%	45.0%	39.8%	64.1%	

	Total	Women	X	Men	Total	Non-LGBQ	LGBQ+	
Q3.8: I think there is not enough emphasis on diversity at CWU.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	83.0	57.0	4.0	22.0	83.0	44.0	39.0
		19.1%	21.1%	25.0%	14.9%	19.6%	13.3%	42.4%
	Somewhat agree	130.0	83.0	3.0	44.0	129.0	102.0	27.0
		30.0%	30.7%	18.8%	29.7%	30.4%	30.7%	29.3%
	Somewhat disagree	135.0	77.0	3.0	55.0	129.0	113.0	16.0
		31.1%	28.5%	18.8%	37.2%	30.4%	34.0%	17.4%
Strongly disagree	78.0	48.0	5.0	25.0	78.0	68.0	10.0	
	18.0%	17.8%	31.3%	16.9%	18.4%	20.5%	10.9%	

## Learning about Diversity

Q3.3: I take advantage of the opportunities provided by CWU to learn about diversity-related issues.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	126.0	87.0	5.0	34.0	124.0	84.0	40.0
		29.0%	32.2%	31.3%	23.0%	29.2%	25.3%	43.5%
	Somewhat agree	227.0	139.0	8.0	80.0	221.0	188.0	33.0
		52.3%	51.5%	50.0%	54.1%	52.1%	56.6%	35.9%
	Somewhat disagree	59.0	36.0	1.0	22.0	58.0	44.0	14.0
		13.6%	13.3%	6.3%	14.9%	13.7%	13.3%	15.2%
Strongly disagree	22.0	8.0	2.0	12.0	21.0	16.0	5.0	
	5.1%	3.0%	12.5%	8.1%	5.0%	4.8%	5.4%	

## Leadership Commitment

		Total	Women	X	Men	Total	Non-LGBQ	LGBQ+
Q4.6: CWU leadership is committed to bold actions to remove barriers for underrepresented staff and faculty.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	86.0	48.0	1.0	37.0	85.0	75.0	10.0
		19.8%	17.8%	6.3%	25.0%	20.0%	22.6%	10.9%
	Somewhat agree	147.0	94.0	4.0	49.0	140.0	118.0	22.0
		33.9%	34.8%	25.0%	33.1%	33.0%	35.5%	23.9%
	Somewhat disagree	116.0	74.0	2.0	40.0	113.0	91.0	22.0
		26.7%	27.4%	12.5%	27.0%	26.7%	27.4%	23.9%
Strongly disagree	80.0	50.0	9.0	21.0	81.0	44.0	37.0	
	18.4%	18.5%	56.3%	14.2%	19.1%	13.3%	40.2%	

There was strong disagreement on the extent to which CWU leadership is committed to removing barriers for underserved faculty and staff, which indicated a need for CWU leadership to continue to move forward and elevate underserved staff and faculty by removing barriers.

## Acts of Discrimination

		Total	Women	X	Men	Total	Non-LGBQ	LGBQ+
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Yes	251.0	158.0	14.0	79.0	249.0	181.0	68.0
		57.8%	58.5%	87.5%	53.4%	58.7%	54.5%	73.9%
	No	181.0	111.0	1.0	69.0	175.0	151.0	24.0
		41.7%	41.1%	6.3%	46.6%	41.3%	45.5%	26.1%

		Total	Women	X	Man	Total	Non-LGBQ	LGBQ+
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Yes	168.0	109.0	11.0	48.0	165.0	119.0	46.0
		38.7%	40.4%	68.8%	32.4%	38.9%	35.8%	50.0%
	No	258.0	155.0	4.0	99.0	253.0	208.0	45.0
		59.4%	57.4%	25.0%	66.9%	59.7%	62.7%	48.9%

Over half of our respondents from gender and/or sexual identity groups that are underserved experienced or witnessed discriminatory behavior within the last five years. This behavior was seen or experienced across campus in offices, in group meetings, and in public spaces across campus.

### Institutional Response to discriminatory behavior

How the university responds to reports of discrimination is critical in creating a campus climate characterized by equity and belonging.

### CWU Response to discrimination

		Total	Women	X	Men	Total	Non-LGBQ	LGBQ+
Q13.2: CWU is responsive to reports of discrimination.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	95.0	49.0	2.0	44.0	93.0	79.0	14.0
		21.9%	18.1%	12.5%	29.7%	21.9%	23.8%	15.2%
	Somewhat agree	168.0	104.0	5.0	59.0	165.0	133.0	32.0
		38.7%	38.5%	31.3%	39.9%	38.9%	40.1%	34.8%
	Somewhat disagree	98.0	69.0	6.0	23.0	95.0	68.0	27.0
		22.6%	25.6%	37.5%	15.5%	22.4%	20.5%	29.3%
Strongly disagree	48.0	33.0	2.0	13.0	48.0	31.0	17.0	
	11.1%	12.2%	12.5%	8.8%	11.3%	9.3%	18.5%	

		Total	Women	X	Men	Total	Non-LGBQ-	LGBQ+
Q13.3: I know where to find information related to discrimination policies at this university.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	138.0	78.0	4.0	56.0	135.0	111.0	24.0
		31.8%	28.9%	25.0%	37.8%	31.8%	33.4%	26.1%
	Somewhat agree	182.0	117.0	6.0	59.0	179.0	140.0	39.0
		41.9%	43.3%	37.5%	39.9%	42.2%	42.2%	42.4%
	Somewhat disagree	77.0	53.0	4.0	20.0	75.0	55.0	20.0
	17.7%	19.6%	25.0%	13.5%	17.7%	16.6%	21.7%	
Strongly disagree	29.0	18.0	2.0	9.0	28.0	20.0	8.0	
	6.7%	6.7%	12.5%	6.1%	6.6%	6.0%	8.7%	
		Total	Women	X	Men	Total	Non-LGBQ-	LGBQ+
Q13.4: I know where to find information related to reporting procedures at this university.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	125.0	70.0	3.0	52.0	122.0	101.0	21.0
		28.8%	25.9%	18.8%	35.1%	28.8%	30.4%	22.8%
	Somewhat agree	179.0	120.0	8.0	51.0	176.0	137.0	39.0
		41.2%	44.4%	50.0%	34.5%	41.5%	41.3%	42.4%
	Somewhat disagree	91.0	54.0	4.0	33.0	89.0	64.0	25.0
	21.0%	20.0%	25.0%	22.3%	21.0%	19.3%	27.2%	
Strongly disagree	32.0	22.0	1.0	9.0	31.0	25.0	6.0	
	7.4%	8.1%	6.3%	6.1%	7.3%	7.5%	6.5%	

**Comfortable with Reporting Discriminatory Behavior**

		Total	Women	X	Men	Total	Non-LGBQ-	LGBQ+
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	184.0	106.0	5.0	73.0	182.0	149.0	33.0
		42.4%	39.3%	31.3%	49.3%	42.9%	44.9%	35.9%
	Somewhat agree	145.0	93.0	8.0	44.0	141.0	109.0	32.0
		33.4%	34.4%	50.0%	29.7%	33.3%	32.8%	34.8%
	Somewhat disagree	64.0	44.0	2.0	18.0	60.0	44.0	16.0
	14.7%	16.3%	12.5%	12.2%	14.2%	13.3%	17.4%	
Strongly disagree	35.0	22.0	1.0	12.0	35.0	26.0	9.0	
	8.1%	8.1%	6.3%	8.1%	8.3%	7.8%	9.8%	
		Total	Women	X	Men	Total	Non-LGBQ-	LGBQ+
Q13.6: I would feel comfortable reporting an act of discrimination that I had experienced.	Total Count (All)	434.0	270.0	16.0	148.0	424.0	332.0	92.0
	Strongly agree	148.0	77.0	4.0	67.0	147.0	121.0	26.0
		34.1%	28.5%	25.0%	45.3%	34.7%	36.4%	28.3%
	Somewhat agree	139.0	92.0	4.0	43.0	134.0	107.0	27.0
		32.0%	34.1%	25.0%	29.1%	31.6%	32.2%	29.3%
	Somewhat disagree	87.0	61.0	3.0	23.0	83.0	61.0	22.0
	20.0%	22.6%	18.8%	15.5%	19.6%	18.4%	23.9%	
Strongly disagree	52.0	35.0	5.0	12.0	52.0	37.0	15.0	
	12.0%	13.0%	31.3%	8.1%	12.3%	11.1%	16.3%	

Results show that LGBTQIA+ respondents are more concerned with reporting discriminatory behavior regardless of whether it was witnessed or experienced.

When assessing the campus climate it is important to understand how faculty and staff experience the climate differently. The lived experiences of faculty and staff are different on a college campus, with different expectations, different evaluation tools, and different decision-making experiences.

**University Status**

**Belonging**

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	89.0 17.3%	32.0 17.0%	27.0 16.2%	30.0 18.8%
	Somewhat agree	251.0 48.7%	83.0 44.1%	90.0 53.9%	78.0 48.8%
	Somewhat disagree	101.0 19.6%	45.0 23.9%	27.0 16.2%	29.0 18.1%
	Strongly disagree	59.0 11.5%	23.0 12.2%	17.0 10.2%	19.0 11.9%

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q2.7: I feel welcome on my campus.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	199.0 38.6%	69.0 36.7%	64.0 38.3%	66.0 41.3%
	Somewhat agree	206.0 40.0%	72.0 38.3%	69.0 41.3%	65.0 40.6%
	Somewhat disagree	61.0 11.8%	22.0 11.7%	18.0 10.8%	21.0 13.1%
	Strongly disagree	32.0 6.2%	19.0 10.1%	9.0 5.4%	4.0 2.5%



	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q6.3: I look forward to coming to work each day.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	123.0	48.0	37.0	38.0
		23.9%	25.5%	22.2%	23.8%
	Somewhat agree	197.0	75.0	59.0	63.0
		38.3%	39.9%	35.3%	39.4%
	Somewhat disagree	108.0	32.0	38.0	38.0
		21.0%	17.0%	22.8%	23.8%
	Strongly disagree	42.0	16.0	16.0	10.0
		8.2%	8.5%	9.6%	6.3%

Most of the respondents feel belonging and are welcome on campus regardless of their position. However, faculty respondents are less likely to look forward to coming to work each day compared to exempt and civil service respondents.

**Diversity and Equity**

It is critical to identify the opportunities for further education among our faculty and staff concerning diversity and equity issues across campus.

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q3.2: I am tired of hearing about diversity.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	74.0	24.0	18.0	32.0
		14.4%	12.8%	10.8%	20.0%
	Somewhat agree	103.0	30.0	32.0	41.0
		20.0%	16.0%	19.2%	25.6%
	Somewhat disagree	106.0	43.0	36.0	27.0
		20.6%	22.9%	21.6%	16.9%
	Strongly disagree	204.0	80.0	70.0	54.0
		39.6%	42.6%	41.9%	33.8%

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q3.7: I think there is too much emphasis on diversity at CWU.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	65.0	18.0	17.0	30.0
		12.6%	9.6%	10.2%	18.8%
	Somewhat agree	86.0	26.0	20.0	40.0
		16.7%	13.8%	12.0%	25.0%
	Somewhat disagree	130.0	49.0	44.0	37.0
		25.2%	26.1%	26.3%	23.1%
Strongly disagree	207.0	84.0	77.0	46.0	
	40.2%	44.7%	46.1%	28.8%	

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q3.8: I think there is not enough emphasis on diversity at CWU.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	89.0	36.0	37.0	16.0
		17.3%	19.1%	22.2%	10.0%
	Somewhat agree	152.0	65.0	48.0	39.0
		29.5%	34.6%	28.7%	24.4%
	Somewhat disagree	151.0	54.0	44.0	53.0
		29.3%	28.7%	26.3%	33.1%
Strongly disagree	90.0	22.0	25.0	43.0	
	17.5%	11.7%	15.0%	26.9%	

Almost half of our respondents who identified themselves as civil service are tired of hearing about diversity and think that CWU emphasizes diversity too much.

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q3.3: I take advantage of the opportunities provided by CWU to learn about diversity-related issues.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	138.0	48.0	57.0	33.0
		26.8%	25.5%	34.1%	20.6%
	Somewhat agree	264.0	103.0	77.0	84.0
		51.3%	54.8%	46.1%	52.5%
	Somewhat disagree	65.0	21.0	19.0	25.0
		12.6%	11.2%	11.4%	15.6%
Strongly disagree	24.0	7.0	4.0	13.0	
	4.7%	3.7%	2.4%	8.1%	

The respondents, regardless of job classification, are likely to take advantage of the learning opportunities made available to them.

**Leadership Commitment**

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q4.6: CWU leadership is committed to bold actions to remove barriers for underrepresented staff and faculty.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	100.0	33.0	41.0	26.0
		19.4%	17.6%	24.6%	16.3%
	Somewhat agree	161.0	54.0	42.0	65.0
		31.3%	28.7%	25.1%	40.6%
	Somewhat disagree	130.0	41.0	44.0	45.0
		25.2%	21.8%	26.3%	28.1%
	Strongly disagree	85.0	47.0	25.0	13.0
	16.5%	25.0%	15.0%	8.1%	

Fewer exempt and civil service employees perceive there is a commitment by leadership to remove barriers for underrepresented faculty and staff.

**Acts of discrimination**

It is critical to identify the differences in experiences surrounding acts of discrimination among employees.

**Witnessed Discrimination**

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	515.0	188.0	167.0	160.0
	Yes	260.0	101.0	88.0	71.0
		50.5%	53.7%	52.7%	44.4%
	No	185.0	64.0	53.0	68.0
		35.9%	34.0%	31.7%	42.5%

## Experienced Discrimination

	Total	Faculty	Exempt	Civil Service	
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	515.0	188.0	167.0	160.0
	Yes	173.0	71.0	55.0	47.0
		33.6%	37.8%	32.9%	29.4%
	No	264.0	90.0	84.0	90.0
		51.3%	47.9%	50.3%	56.3%

Over half of faculty and exempt employees have witnessed discrimination, although, have not experienced discrimination themselves. Civil Service employees were less likely to have reported witnessing discriminatory behavior.

## Institutional Response to discrimination

It is important to create a climate of trust in the institutional response to reports of discriminatory behavior.

### Discrimination Policy

	Total	Faculty	Exempt	Civil Service	
Q13.3: I know where to find information related to discrimination policies at this university.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	142.0	39.0	56.0	47.0
		27.6%	20.7%	33.5%	29.4%
	Somewhat agree	185.0	74.0	56.0	55.0
		35.9%	39.4%	33.5%	34.4%
	Somewhat disagree	79.0	33.0	21.0	25.0
		15.3%	17.6%	12.6%	15.6%
	Strongly disagree	30.0	14.0	8.0	8.0
		5.8%	7.4%	4.8%	5.0%

**Comfort and Confidence with Reporting**

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	188.0	64.0	62.0	62.0
		36.5%	34.0%	37.1%	38.8%
	Somewhat agree	150.0	53.0	47.0	50.0
		29.1%	28.2%	28.1%	31.3%
	Somewhat disagree	66.0	28.0	22.0	16.0
		12.8%	14.9%	13.2%	10.0%
Strongly disagree	36.0	18.0	8.0	10.0	
	7.0%	9.6%	4.8%	6.3%	

	<b>Total</b>	<b>Faculty</b>	<b>Exempt</b>	<b>Civil Service</b>	
Q13.2: CWU is responsive to reports of discrimination.	Total Count (All)	515.0	188.0	167.0	160.0
	Strongly agree	96.0	26.0	40.0	30.0
		18.6%	13.8%	24.0%	18.8%
	Somewhat agree	171.0	61.0	52.0	58.0
		33.2%	32.4%	31.1%	36.3%
	Somewhat disagree	103.0	44.0	30.0	29.0
		20.0%	23.4%	18.0%	18.1%
Strongly disagree	49.0	20.0	16.0	13.0	
	9.5%	10.6%	9.6%	8.1%	

Faculty respondents were less likely to feel comfortable reporting acts of discrimination than exempt and civil service employees which may be related to the perception that CWU is not responsive to reports of discrimination

**Faculty Responses disaggregated by R/E: General Climate**

There are differences between nonwhite and white faculty in their perception of campus climate.

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	29.0	8.0	21.0
		17.8%	21.6%	16.7%
	Somewhat agree	79.0	18.0	61.0
		48.5%	48.6%	48.4%
	Somewhat disagree	37.0	3.0	34.0
		22.7%	8.1%	27.0%
Strongly disagree	18.0	8.0	10.0	
	11.0%	21.6%	7.9%	

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q2.2: I feel a sense of belonging in my academic college or division.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	33.0	11.0	22.0
		20.2%	29.7%	17.5%
	Somewhat agree	70.0	14.0	56.0
		42.9%	37.8%	44.4%
	Somewhat disagree	42.0	6.0	36.0
		25.8%	16.2%	28.6%
Strongly disagree	18.0	6.0	12.0	
	11.0%	16.2%	9.5%	

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q2.3: I feel a sense of belonging in my department or unit.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	76.0	19.0	57.0
		46.6%	51.4%	45.2%
	Somewhat agree	43.0	8.0	35.0
		26.4%	21.6%	27.8%
	Somewhat disagree	23.0	3.0	20.0
		14.1%	8.1%	15.9%
Strongly disagree	19.0	7.0	12.0	
	11.7%	18.9%	9.5%	

Q2.7: I feel welcome on my campus.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	64.0	11.0	53.0
		39.3%	29.7%	42.1%
	Somewhat agree	66.0	20.0	46.0
		40.5%	54.1%	36.5%
	Somewhat disagree	16.0	1.0	15.0
		9.8%	2.7%	11.9%
	Strongly disagree	16.0	5.0	11.0
		9.8%	13.5%	8.7%

When responding to the questions about belonging and welcoming, seventy percent of nonwhite faculty feel as if they belong and 65 percent of white faculty feel as if they belong. There are similar responses to the belonging in the college and in the department.

## Diversity and Equity

The series of questions identifying the level of support among faculty for equity shows a mixed picture. Thirty percent of faculty are tired of hearing about diversity however fewer think that CWU should emphasize diversity less. The pattern is similar with nonwhite faculty, however, there is stronger support for equity and diversity.

	Total	Nonwhite	White	
Q3.2: I am tired of hearing about diversity.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	21.0	8.0	13.0
		12.9%	21.6%	10.3%
	Somewhat agree	29.0	4.0	25.0
		17.8%	10.8%	19.8%
	Somewhat disagree	36.0	6.0	30.0
		22.1%	16.2%	23.8%
Strongly disagree	76.0	19.0	57.0	
	46.6%	51.4%	45.2%	

Q3.7: I think there is too much emphasis on diversity at CWU.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	17.0	6.0	11.0
		10.4%	16.2%	8.7%
	Somewhat agree	23.0	3.0	20.0
		14.1%	8.1%	15.9%
	Somewhat disagree	41.0	9.0	32.0
		25.2%	24.3%	25.4%
Strongly disagree	81.0	19.0	62.0	
	49.7%	51.4%	49.2%	

	Total	Nonwhite	White	
Q3.8: I think there is not enough emphasis on diversity at CWU.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	34.0	8.0	26.0
		20.9%	21.6%	20.6%
	Somewhat agree	63.0	13.0	50.0
		38.7%	35.1%	39.7%
	Somewhat disagree	44.0	10.0	34.0
		27.0%	27.0%	27.0%
Strongly disagree	21.0	6.0	15.0	
	12.9%	16.2%	11.9%	



The responses of faculty to the perception that the leadership is committed to removing equity barriers are split about in half with nonwhite faculty more likely to perceive that the administration is likely to take bold action to remove equity barriers.

		<b>Total</b>	<b>Nonwhite</b>	<b>White</b>
Q4.6: CWU leadership is committed to bold actions to remove barriers for underrepresented staff and faculty.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	29.0	11.0	18.0
		17.8%	29.7%	14.3%
	Somewhat agree	49.0	9.0	40.0
		30.1%	24.3%	31.7%
	Somewhat disagree	39.0	6.0	33.0
	23.9%	16.2%	26.2%	
Strongly disagree	43.0	11.0	32.0	
	26.4%	29.7%	25.4%	

### Acts of discrimination

Both white and nonwhite faculty have witnessed acts of discrimination while nonwhite faculty have overwhelming been victims of discrimination.

		<b>Total</b>	<b>Nonwhite</b>	<b>White</b>
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	163.0	37.0	126.0
	Yes	99.0	23.0	76.0
		60.7%	62.2%	60.3%
	No	64.0	14.0	50.0
	39.3%	37.8%	39.7%	

		<b>Total</b>	<b>Nonwhite</b>	<b>White</b>
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	163.0	37.0	126.0
	Yes	72.0	21.0	51.0
		44.2%	56.8%	40.5%
	No	90.0	16.0	74.0
	55.2%	43.2%	58.7%	

Both groups were more likely to report discrimination they had witnessed and less likely to report acts of discrimination that they had experienced.

	Total	Nonwhite	White	
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	64.0	15.0	49.0
		39.3%	40.5%	38.9%
	Somewhat agree	52.0	12.0	40.0
		31.9%	32.4%	31.7%
	Somewhat disagree	26.0	5.0	21.0
		16.0%	13.5%	16.7%
	Strongly disagree	20.0	5.0	15.0
	12.3%	13.5%	11.9%	

	Total	Nonwhite	White	
Q13.6: I would feel comfortable reporting an act of discrimination that I had experienced.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	51.0	13.0	38.0
		31.3%	35.1%	30.2%
	Somewhat agree	45.0	9.0	36.0
		27.6%	24.3%	28.6%
	Somewhat disagree	36.0	8.0	28.0
		22.1%	21.6%	22.2%
	Strongly disagree	28.0	7.0	21.0
	17.2%	18.9%	16.7%	

An important aspect of campus climate is the extent to which nonwhite faculty feel supported in their work environments. The following set of responses provides some insight into how faculty perceive their work environments. Nonwhite faculty look forward to coming to work each day but may be less likely to be asked opinions about their colleagues' work than their white counterparts. When asked about fair and clear tenure processes over half of the nonwhite faculty perceive that tenure processes are unfair and unclear.

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q6.3: I look forward to coming to work each day.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	48.0	13.0	35.0
		29.4%	35.1%	27.8%
	Somewhat agree	72.0	18.0	54.0
		44.2%	48.6%	42.9%
	Somewhat disagree	30.0	4.0	26.0
		18.4%	10.8%	20.6%
	Strongly disagree	13.0	2.0	11.0
		8.0%	5.4%	8.7%

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q9.2: My colleagues solicit my opinions about their work.	Total Count (All)	163.0	37.0	126.0
	Strongly agree	25.0	6.0	19.0
		15.3%	16.2%	15.1%
	Somewhat agree	64.0	10.0	54.0
		39.3%	27.0%	42.9%
	Somewhat disagree	45.0	12.0	33.0
		27.6%	32.4%	26.2%
	Strongly disagree	27.0	9.0	18.0
		16.6%	24.3%	14.3%

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q10.1: I am reluctant to bring up issues that concern me for fear that it will affect my PTR decision.	<b>Total Count (All)</b>	163.0	37.0	126.0
	Strongly agree	45.0	10.0	35.0
		27.6%	27.0%	27.8%
	Somewhat agree	41.0	9.0	32.0
		25.2%	24.3%	25.4%
	Somewhat disagree	42.0	8.0	34.0
		25.8%	21.6%	27.0%
Strongly disagree	29.0	8.0	21.0	
	17.8%	21.6%	16.7%	

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q10.2: I believe that tenure and promotion procedures are fair.	<b>Total Count (All)</b>	163.0	37.0	126.0
	Strongly agree	16.0	3.0	13.0
		9.8%	8.1%	10.3%
	Somewhat agree	57.0	10.0	47.0
		35.0%	27.0%	37.3%
	Somewhat disagree	57.0	15.0	42.0
		35.0%	40.5%	33.3%
Strongly disagree	31.0	8.0	23.0	
	19.0%	21.6%	18.3%	

	<b>Total</b>	<b>Nonwhite</b>	<b>White</b>	
Q10.3: I believe tenure and promotion procedures are clear.	<b>Total Count (All)</b>	163.0	37.0	126.0
	Strongly agree	27.0	5.0	22.0
		16.6%	13.5%	17.5%
	Somewhat agree	66.0	13.0	53.0
		40.5%	35.1%	42.1%
	Somewhat disagree	40.0	11.0	29.0
		24.5%	29.7%	23.0%
Strongly disagree	28.0	7.0	21.0	
	17.2%	18.9%	16.7%	

### Faculty Responses disaggregated by Gender and Sexual Identity: General Climate

When assessing campus climate it is important to understand the perception of campus climate from a variety of views, including gender and sexual identity. What follows gives a more precise picture of how our diverse faculty perceive the campus climate.

#### Belonging and Welcoming

	Total	Heterosexual	LGBQ+	Total	Woman	Man	X	
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Strongly agree	25.0	21.0	4.0	27.0	12.0	14.0	1.0
		15.8%	17.6%	10.3%	16.9%	13.5%	23.3%	9.1%
	Somewhat agree	76.0	59.0	17.0	76.0	44.0	30.0	2.0
		48.1%	49.6%	43.6%	47.5%	49.4%	50.0%	18.2%
	Somewhat disagree	39.0	26.0	13.0	39.0	25.0	10.0	4.0
		24.7%	21.8%	33.3%	24.4%	28.1%	16.7%	36.4%
Strongly disagree	18.0	13.0	5.0	18.0	8.0	6.0	4.0	
	11.4%	10.9%	12.8%	11.3%	9.0%	10.0%	36.4%	

	Total	Heterosexual	LGBQ+	Total	Woman	Man	X	
Q2.7: I feel welcome on my campus.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Strongly agree	60.0	50.0	10.0	63.0	33.0	28.0	2.0
		38.0%	42.0%	25.6%	39.4%	37.1%	46.7%	18.2%
	Somewhat agree	64.0	50.0	14.0	64.0	42.0	21.0	1.0
		40.5%	42.0%	35.9%	40.0%	47.2%	35.0%	9.1%
	Somewhat disagree	18.0	10.0	8.0	17.0	10.0	5.0	2.0
		11.4%	8.4%	20.5%	10.6%	11.2%	8.3%	18.2%
Strongly disagree	15.0	8.0	7.0	15.0	3.0	6.0	6.0	
	9.5%	6.7%	17.9%	9.4%	3.4%	10.0%	54.5%	

Those faculty who self-identify as LGBQ+ feel less belonging and feel less welcome than other faculty. This is particularly true for our faculty who identify as X (non-binary, transgendered, or gender-queer).



particularly true for those who identify as X where over seventy percent of the respondents perceive leadership as not committed to bold action.

### Educational Opportunities

The majority of all faculty would take advantage of opportunities to learn about equity if available.

		Total	Heterosexual	LGBQ+	Total	Woman	Man	X
Q3.3: I take advantage of the opportunities provided by CWU to learn about diversity-related issues.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Strongly agree	44.0	29.0	15.0	44.0	29.0	11.0	4.0
		27.8%	24.4%	38.5%	27.5%	32.6%	18.3%	36.4%
	Somewhat agree	89.0	72.0	17.0	91.0	50.0	35.0	6.0
		56.3%	60.5%	43.6%	56.9%	56.2%	58.3%	54.5%
	Somewhat disagree	18.0	13.0	5.0	18.0	7.0	11.0	0.0
		11.4%	10.9%	12.8%	11.3%	7.9%	18.3%	0.0%
Strongly disagree	7.0	5.0	2.0	7.0	3.0	3.0	1.0	
	4.4%	4.2%	5.1%	4.4%	3.4%	5.0%	9.1%	

### Acts of Discrimination

		Total	Heterosexual	LGBQ+	Total	Woman	Man	X
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Yes	99.0	70.0	29.0	99.0	59.0	30.0	10.0
		62.7%	58.8%	74.4%	61.9%	66.3%	50.0%	90.9%
	No	59.0	49.0	10.0	60.0	30.0	30.0	0.0
	37.3%	41.2%	25.6%	37.5%	33.7%	50.0%	0.0%	
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Yes	69.0	49.0	20.0	70.0	44.0	18.0	8.0
		43.7%	41.2%	51.3%	43.8%	49.4%	30.0%	72.7%
	No	86.0	68.0	18.0	86.0	42.0	42.0	2.0
	54.4%	57.1%	46.2%	53.8%	47.2%	70.0%	18.2%	

All of the respondents that identify as X have witnessed discriminatory behavior and almost ¾ of those who self-identify as LGBQ+ have witnessed discriminatory behavior. Seventy percent of men have experienced discriminatory behavior within the last 5 years.

## Institutional Response

		Total	Heterosexual	LGBQ+	Total	Woman	Man	X
Q13.4: I know where to find information related to reporting procedures at this university.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Strongly agree	36.0	28.0	8.0	36.0	13.0	21.0	2.0
		22.8%	23.5%	20.5%	22.5%	14.6%	35.0%	18.2%
	Somewhat agree	68.0	52.0	16.0	69.0	40.0	23.0	6.0
		43.0%	43.7%	41.0%	43.1%	44.9%	38.3%	54.5%
	Somewhat disagree	37.0	24.0	13.0	38.0	23.0	13.0	2.0
		23.4%	20.2%	33.3%	23.8%	25.8%	21.7%	18.2%
Strongly disagree	14.0	13.0	1.0	14.0	10.0	3.0	1.0	
	8.9%	10.9%	2.6%	8.8%	11.2%	5.0%	9.1%	
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Strongly agree	61.0	50.0	11.0	61.0	28.0	31.0	2.0
		38.6%	42.0%	28.2%	38.1%	31.5%	51.7%	18.2%
	Somewhat agree	52.0	39.0	13.0	53.0	30.0	17.0	6.0
		32.9%	32.8%	33.3%	33.1%	33.7%	28.3%	54.5%
	Somewhat disagree	25.0	16.0	9.0	27.0	18.0	7.0	2.0
		15.8%	13.4%	23.1%	16.9%	20.2%	11.7%	18.2%
Strongly disagree	18.0	13.0	5.0	17.0	11.0	5.0	1.0	
	11.4%	10.9%	12.8%	10.6%	12.4%	8.3%	9.1%	
Q13.6: I would feel comfortable reporting an act of discrimination that I had experienced.	Total Count (All)	158.0	119.0	39.0	160.0	89.0	60.0	11.0
	Strongly agree	50.0	40.0	10.0	50.0	19.0	30.0	1.0
		31.6%	33.6%	25.6%	31.3%	21.3%	50.0%	9.1%
	Somewhat agree	44.0	36.0	8.0	44.0	24.0	16.0	4.0
		27.8%	30.3%	20.5%	27.5%	27.0%	26.7%	36.4%
	Somewhat disagree	33.0	22.0	11.0	36.0	27.0	7.0	2.0
		20.9%	18.5%	28.2%	22.5%	30.3%	11.7%	18.2%
Strongly disagree	27.0	18.0	9.0	26.0	17.0	5.0	4.0	
	17.1%	15.1%	23.1%	16.3%	19.1%	8.3%	36.4%	

All respondents know where to find reporting mechanisms, however, those respondents that self-identify as LGBQ+ and those respondents who identify as X are more likely to report discrimination that they witnessed than an act of discrimination that they experienced.



**Staff Responses disaggregated by R/E: General Climate**

Staff play a critical role in the nature of the campus climate, they are spread throughout the university and interact with faculty and students daily.

**Belonging and Welcoming**

	<b>Total</b>	<b>Nonwhite</b>	<b>white</b>	
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	47.0	4.0	43.0
		17.6%	11.8%	18.5%
	Somewhat agree	136.0	18.0	118.0
		50.9%	52.9%	50.6%
	Somewhat disagree	51.0	8.0	43.0
		19.1%	23.5%	18.5%
Strongly disagree	32.0	4.0	28.0	
	12.0%	11.8%	12.0%	

	<b>Total</b>	<b>Nonwhite</b>	<b>white</b>	
Q2.7: I feel welcome on my campus.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	107.0	6.0	101.0
		40.1%	17.6%	43.3%
	Somewhat agree	109.0	19.0	90.0
		40.8%	55.9%	38.6%
	Somewhat disagree	39.0	6.0	33.0
		14.6%	17.6%	14.2%
Strongly disagree	11.0	3.0	8.0	
	4.1%	8.8%	3.4%	

Both exempt and civil service staff feel a sense of belonging and feel welcome on campus. There is a slight difference (10%) between Non-white and white people who feel like they belong and white respondents more strongly felt as if they were welcome on campus.

## Discrimination and Equity

	Total	Nonwhite	white	
Q3.2: I am tired of hearing about diversity.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	43.0	1.0	42.0
		16.1%	2.9%	18.0%
	Somewhat agree	54.0	5.0	49.0
		20.2%	14.7%	21.0%
	Somewhat disagree	56.0	5.0	51.0
		21.0%	14.7%	21.9%
Strongly disagree	112.0	23.0	89.0	
	41.9%	67.6%	38.2%	

	Total	Nonwhite	white	
Q3.7: I think there is too much emphasis on diversity at CWU.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	40.0	1.0	39.0
		15.0%	2.9%	16.7%
	Somewhat agree	46.0	2.0	44.0
		17.2%	5.9%	18.9%
	Somewhat disagree	65.0	9.0	56.0
		24.3%	26.5%	24.0%
Strongly disagree	114.0	22.0	92.0	
	42.7%	64.7%	39.5%	

	Total	Nonwhite	white	
Q3.8: I think there is not enough emphasis on diversity at CWU.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	50.0	13.0	37.0
		18.7%	38.2%	15.9%
	Somewhat agree	67.0	12.0	55.0
		25.1%	35.3%	23.6%
	Somewhat disagree	88.0	7.0	81.0
		33.0%	20.6%	34.8%
Strongly disagree	57.0	2.0	55.0	
	21.3%	5.9%	23.6%	

Respondents generally were supportive of the equity/diversity discussions across campus, however, those who identify as white were more likely to report that there was too much of an emphasis on diversity and were tired of hearing about diversity.

## Educational Opportunities

	Total	Nonwhite	white	
Q3.3: I take advantage of the opportunities provided by CWU to learn about diversity-related issues.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	78.0	11.0	67.0
		29.2%	32.4%	28.8%
	Somewhat agree	133.0	17.0	116.0
		49.8%	50.0%	49.8%
	Somewhat disagree	41.0	5.0	36.0
	15.4%	14.7%	15.5%	
Strongly disagree	15.0	1.0	14.0	
	5.6%	2.9%	6.0%	

Over 75% of all staff report that they take advantage of educational opportunities about diversity and equity when available.

## Acts of Discrimination

	Total	Nonwhite	white	
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	267.0	34.0	233.0
	Yes	147.0	15.0	132.0
		55.1%	44.1%	56.7%
	No	119.0	18.0	101.0
	44.6%	52.9%	43.3%	

	Total	Nonwhite	white	
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	267.0	34.0	233.0
	Yes	94.0	12.0	82.0
		35.2%	35.3%	35.2%
	No	169.0	20.0	149.0
	63.3%	58.8%	63.9%	

Over half of white respondents have witnessed discriminatory behavior while 1/3 have experienced discriminatory behavior. There was little difference between white and non-white respondents.

**Institutional Response**

	<b>Total</b>	<b>Nonwhite</b>	<b>white</b>	
Q13.2: CWU is responsive to reports of discrimination.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	71.0 26.6%	7.0 20.6%	64.0 27.5%
	Somewhat agree	104.0 39.0%	14.0 41.2%	90.0 38.6%
	Somewhat disagree	53.0 19.9%	7.0 20.6%	46.0 19.7%
	Strongly disagree	27.0 10.1%	4.0 11.8%	23.0 9.9%

	<b>Total</b>	<b>Nonwhite</b>	<b>white</b>	
Q13.4: I know where to find information related to reporting procedures at this university.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	90.0 33.7%	8.0 23.5%	82.0 35.2%
	Somewhat agree	105.0 39.3%	12.0 35.3%	93.0 39.9%
	Somewhat disagree	49.0 18.4%	10.0 29.4%	39.0 16.7%
	Strongly disagree	19.0 7.1%	4.0 11.8%	15.0 6.4%

	<b>Total</b>	<b>Nonwhite</b>	<b>white</b>	
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	267.0	34.0	233.0
	Strongly agree	124.0 46.4%	15.0 44.1%	109.0 46.8%
	Somewhat agree	85.0 31.8%	9.0 26.5%	76.0 32.6%
	Somewhat disagree	37.0 13.9%	7.0 20.6%	30.0 12.9%
	Strongly disagree	17.0 6.4%	3.0 8.8%	14.0 6.0%

	<b>Total</b>	<b>Nonwhite</b>	<b>white</b>	
	Total Count (All)	267.0	34.0	233.0

Q13.6: I would feel comfortable reporting an act of discrimination that I had experienced.	Strongly agree	100.0	12.0	88.0
		37.5%	35.3%	37.8%
	Somewhat agree	85.0	10.0	75.0
		31.8%	29.4%	32.2%
	Somewhat disagree	52.0	8.0	44.0
		19.5%	23.5%	18.9%
Strongly disagree	26.0	4.0	22.0	
	9.7%	11.8%	9.4%	

There is little difference in the perception of respondents that CWU is responsive to reports and they know how to report. Nonwhite respondents are less likely to feel comfortable reporting discrimination that they had witnessed or experienced.

#### Staff Responses disaggregated by Gender and Sexual Identity: General Climate

		Total	Heterosexual	LGBQ+		Total	Woman	X	Man
Q2.1: I feel a sense of belonging at the university.	Total Count (All)	264.0	211.0	53.0		271.0	178.0	5.0	88.0
	Strongly agree	46.0	43.0	3.0		47.0	30.0	0.0	17.0
		17.4%	20.4%	5.7%		17.3%	16.9%	0.0%	19.3%
	Somewhat agree	135.0	111.0	24.0		141.0	92.0	1.0	48.0
		51.1%	52.6%	45.3%		52.0%	51.7%	20.0%	54.5%
	Somewhat disagree	49.0	33.0	16.0		49.0	36.0	0.0	13.0
	18.6%	15.6%	30.2%		18.1%	20.2%	0.0%	14.8%	
Strongly disagree	33.0	24.0	9.0		33.0	19.0	4.0	10.0	
	12.5%	11.4%	17.0%		12.2%	10.7%	80.0%	11.4%	
Q2.7: I feel welcome on my campus.	Total Count (All)	264.0	211.0	53.0		271.0	178.0	5.0	88.0
	Strongly agree	104.0	88.0	16.0		106.0	67.0	0.0	39.0
		39.4%	41.7%	30.2%		39.1%	37.6%	0.0%	44.3%
	Somewhat agree	111.0	86.0	25.0		116.0	80.0	2.0	34.0
		42.0%	40.8%	47.2%		42.8%	44.9%	40.0%	38.6%
	Somewhat disagree	36.0	28.0	8.0		36.0	25.0	0.0	11.0
	13.6%	13.3%	15.1%		13.3%	14.0%	0.0%	12.5%	
Strongly disagree	12.0	9.0	3.0		12.0	5.0	3.0	4.0	
	4.5%	4.3%	5.7%		4.4%	2.8%	60.0%	4.5%	

A smaller percentage of LGBQ+ and X respondents feel like they belong but a larger percentage feel like they are welcome.



## Educational Opportunity

		Total	Heterosexual	LGBQ+	Total	Woman	X	Man
Q3.3: I take advantage of the opportunities provided by CWU to learn about diversity-related issues.	Total Count (All)	264.0	211.0	53.0	271.0	178.0	5.0	88.0
	Strongly agree	78.0	53.0	25.0	80.0	56.0	1.0	23.0
		29.5%	25.1%	47.2%	29.5%	31.5%	20.0%	26.1%
	Somewhat agree	132.0	116.0	16.0	135.0	88.0	2.0	45.0
		50.0%	55.0%	30.2%	49.8%	49.4%	40.0%	51.1%
	Somewhat disagree	40.0	31.0	9.0	41.0	29.0	1.0	11.0
		15.2%	14.7%	17.0%	15.1%	16.3%	20.0%	12.5%
Strongly disagree	14.0	11.0	3.0	15.0	5.0	1.0	9.0	
	5.3%	5.2%	5.7%	5.5%	2.8%	20.0%	10.2%	

LGBQ+ respondents are more likely to take advantage of educational opportunities.

## Acts of Discrimination

		Total	Heterosexual	LGBQ+	Total	Woman	X	Man
Q14.1: I have witnessed discriminatory behavior on campus within the last 5 years.	Total Count (All)	264.0	211.0	53.0	271.0	178.0	5.0	88.0
	Yes	150.0	111.0	39.0	152.0	99.0	4.0	49.0
		56.8%	52.6%	73.6%	56.1%	55.6%	80.0%	55.7%
	No	114.0	100.0	14.0	118.0	78.0	1.0	39.0
	43.2%	47.4%	26.4%	43.5%	43.8%	20.0%	44.3%	
Q15.1: I have experienced discriminatory behavior on campus within the last 5 years.	Total Count (All)	264.0	211.0	53.0	271.0	178.0	5.0	88.0
	Yes	96.0	70.0	26.0	98.0	65.0	3.0	30.0
		36.4%	33.2%	49.1%	36.2%	36.5%	60.0%	34.1%
	No	165.0	138.0	27.0	169.0	110.0	2.0	57.0
		62.5%	65.4%	50.9%	62.4%	61.8%	40.0%	64.8%

LGBQ+ and X respondents were more likely to witness and experience discriminatory acts.

## Institutional Support

		Total	Heterosexual	LGBQ+	Total	Woman	X	Man
Q13.5: I would feel comfortable reporting an act of discrimination that I had witnessed.	Total Count (All)	264.0	211.0	53.0	271.0	178.0	5.0	88.0
	Strongly agree	120.0	98.0	22.0	122.0	77.0	3.0	42.0
		45.5%	46.4%	41.5%	45.0%	43.3%	60.0%	47.7%
	Somewhat agree	89.0	70.0	19.0	91.0	62.0	2.0	27.0
		33.7%	33.2%	35.8%	33.6%	34.8%	40.0%	30.7%
	Somewhat disagree	34.0	27.0	7.0	36.0	25.0	0.0	11.0
		12.9%	12.8%	13.2%	13.3%	14.0%	0.0%	12.5%
Strongly disagree	17.0	13.0	4.0	18.0	11.0	0.0	7.0	
	6.4%	6.2%	7.5%	6.6%	6.2%	0.0%	8.0%	
		Total	Heterosexual	LGBQ+	Total	Woman	X	Man
Q13.6: I would feel comfortable reporting an act of discrimination that I had experienced.	Total Count (All)	264.0	211.0	53.0	271.0	178.0	5.0	88.0
	Strongly agree	96.0	80.0	16.0	97.0	57.0	3.0	37.0
		36.4%	37.9%	30.2%	35.8%	32.0%	60.0%	42.0%
	Somewhat agree	90.0	71.0	19.0	94.0	67.0	0.0	27.0
		34.1%	33.6%	35.8%	34.7%	37.6%	0.0%	30.7%
	Somewhat disagree	49.0	38.0	11.0	50.0	33.0	1.0	16.0
		18.6%	18.0%	20.8%	18.5%	18.5%	20.0%	18.2%
Strongly disagree	25.0	19.0	6.0	26.0	18.0	1.0	7.0	
	9.5%	9.0%	11.3%	9.6%	10.1%	20.0%	8.0%	

One hundred percent of those who self-identified as X would feel comfortable reporting acts of discrimination that they witnessed but not acts of discrimination that they experienced. LGBQ+ respondents are less likely to report acts of discrimination that they experienced.



