

2019 Campus Climate Assessment

Faculty and Staff Survey



Report Prepared by



Social &
Economic Sciences
Research Center

WASHINGTON STATE UNIVERSITY

SESRC Report 19-054B

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2019 Campus Climate Assessment

Faculty and Staff Survey

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Introduction

Washington State University Health Sciences Spokane sponsored a survey in 2019 to evaluate perceptions and experiences of their faculty, staff, and students with regard to diversity and climate issues. WSU Health Sciences implemented online surveys of faculty and staff and currently enrolled students in spring 2019. After the survey data were collected, WSU Health Sciences contracted with the Social and Economic Sciences Research Center (SESRC) to analyze the survey results. The purpose of this report is provide a summary of that analysis.

Background

WSU Health Sciences Spokane is home to three colleges: College of Nursing, College of Pharmacy and Pharmaceutical Sciences, and the Elson S. Floyd College of Medicine. The campus includes academic programs in Medicine, Nursing, Pharmacy, Pharmaceutical Sciences, Nutrition and Exercise Physiology, Speech & Hearing Sciences, Criminal Justice and Education. In 2019, there were approximately 226 full-time and 96 part-time faculty affiliated with this campus. In addition, the campus employed 306 full-time and 25 part-time staff. In spring 2019, 1,644 students enrolled in academic programs on this campus, and approximately 28% of these students were multicultural. The average age for students was 22 years old, 70% were female, and 30% were first generation students. Of those students enrolled in spring 2019, 34% were undergraduate, 19% were graduate, 40% were professional pharmacy and 7% were professional medical.

Through its Student Diversity Center, WSU Health Sciences Spokane supports diversity on campus and aspires to bring all students together in celebrating diversity, equity and inclusion in the student's experience and the campus community. The Student Diversity Center's mission is to support students from traditionally under-represented backgrounds and promote an inclusive community for all students through advocacy, education, support, and resources. To that end, the WSU Student Diversity Center's stated values are: inclusion, compassion, innovation, collaboration, empowerment, respect, and social justice.

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, gender identity and expression, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

Objectives of the Campus Climate Survey

The WSU Health Sciences Community does not have baseline measurements for different climate perceptions, experiences, and concerns that Health Science faculty, staff, and students may have. The WSU Health Sciences Community came together to create a survey to reflect on the faculty, staff, and students experiences at WSU Health Sciences, both overall and related to diversity and inclusion, with a goal to create campus change for the better. The data from this



survey will be useful in planning for the future and improving the climate at WSU Health Sciences. This report focusses on the Faculty and Staff Campus Climate Survey. The results of the Student Campus Climate Survey are presented in the companion report, SESRC Report 19-054A.

Survey Implementation and Response

In November 2017, the WSU Health Sciences Diversity Committee started the Climate survey discussion and set the date to launch the survey in spring 2019. In April 2018, the Climate Survey subcommittee to focus on the campus survey was established.

In spring 2019, The Diversity Committee, with support from the Chancellor's office, ASWSUHS, The College of Pharmacy and Pharmaceutical Sciences, The College of Nursing and Elson S. Floyd College of Medicine, The Student Diversity Center, Division of Student Affairs and WSU Community launched the first WSU Health Sciences Campus-wide Climate survey.

The **Faculty and Staff Campus Climate Survey** was launched on February 28, 2019 with an email invitation sent to 712 faculty and staff to complete the survey. Faculty and staff who had not yet responded to the survey received weekly reminder emails. There were 336 faculty or staff who started the survey and of those 251 completed the survey. The 85 responses with incomplete data were not included in the results. A 35% response rate was obtained for the Faculty and Staff Campus Climate Survey.

The purpose of this report will be to summarize the univariate frequency listing for each of the questions asked in the survey, including a qualitative summary for the text response questions. In addition, based on the demographic profile of survey responses, there is a cross-tabulated analysis for four main demographic variables of interest: gender, sexual orientation, race and age. The cross-tabulated analysis focuses on a key subset of the large number of questions included in the survey:

University Connectedness – feeling valued, being able to fulfill requirements, and having opportunities to grow or advance or succeed. (Q1A-F and Q2A-E)

University Environment related to Diversity (Q08A-G)

Perceptions of diversity and equity on campus (Q10A-Y)

Comfort and safety related to diversity and the university environment (Q11A-J)

Gender based violence and the university environment (Q13A-L)

A one way analysis of variance (ANOVA) is used to determine if there are significant differences in responses given by gender groups, sexual orientation groups, race groups, and/or age groups,. The cross-tabulated results for those variables with a statistically significant difference by one or more of the demographic variables will be discussed further. The full set of cross-tabulated results for the survey questions of interest by gender, sexual orientation, race, and age are included in Appendix A.



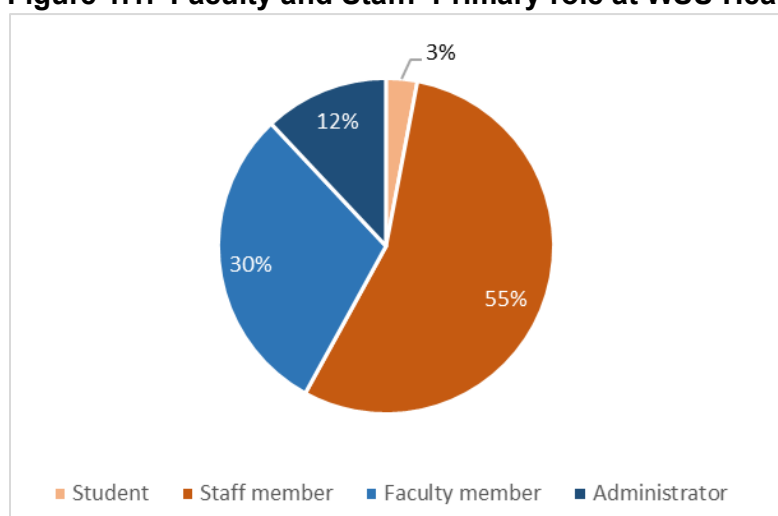
Faculty and Staff Respondent Demographics

The majority of survey respondents are either staff members (55%) or faculty members (30%), while 12% were administrators, and 3% indicated they are students. (Table 1.1).

Table 1.1. Faculty and Staff: Primary role at WSU Health Sciences

	Number	Percent
Administrator	30	11.9%
Faculty member	75	29.9%
Staff member	139	55.4%
Student	7	2.8%
TOTAL	251	100.0%

Figure 1.1. Faculty and Staff: Primary role at WSU Health Sciences



Ninety-seven percent of respondents are from the Spokane campus, while 3% are from the Yakima campus. College affiliations include, 35.5% are in the Elson S. Floyd College of Medicine, 16% are in the College of Nursing, 13% are in the College of Pharmacy and Pharmaceutical Sciences, and the remaining 34% are not affiliated with a department (Table 1.2).

Table 1.2. Faculty and Staff: Campus/Department

WSU Campus	Number	Percent
Spokane	224	96.6%
Yakima	8	3.4%
TOTAL (21 no answer)	232	100.0%
College or Administrative Unit	Number	Percent
College of Arts and Sciences	1	0.4%
College of Education	3	1.3%
College of Nursing	36	15.8%
College of Pharmacy and Pharmaceutical Sciences	30	13.2%
Elson S. Floyd College of Medicine	81	35.5%
Campus Employee (not affiliated with any particular college unit)	77	33.8%
TOTAL (no answer given 25)	228	100.0%

The vast majority of respondents identified themselves as female (64%) or male (36%). The remaining 1.3% identified as genderqueer (0.4%) or “another identity (0.9%). There are no respondents identifying as transgender or non-binary represented in the results (Table 1.3).

Ninety-five percent of respondents (95%) indicated their sexual orientation as heterosexual, 4% identified as gay, lesbian, or bisexual. The remaining 2% indicated “other sexual orientation” (Table 1.3).

Table 1.3. Faculty and Staff: Gender and Sexual Orientation Information (Q27-Q28)

Gender (Q27, multiple response) N=233	Number	Percent
Woman	149	63.9%
Man	83	35.6%
Trans man	0	0.0%
Trans woman	0	0.0%
Genderqueer	1	0.4%
Non-binary	0	0.0%
Another Identity	2	0.9%
Gender (collapsed, single response)	Number	Percent
Female	149	63.9%
Male	83	35.6%
Other	3	1.3%
TOTAL (20 no answer)	233	100%
Sexual Orientation (Q28, multiple response) N=225	Number	Percent
Heterosexual	213	94.7%
Gay	2	0.9%
Lesbian	3	1.3%
Bisexual	4	1.8%
Pansexual	1	0.4%
Queer	0	0.0%
Questioning or Unsure	1	0.4%
Asexual	0	0.0%
Another Identity	2	0.9%
Sexual Orientation (collapsed, single response)	Number	Percent
Heterosexual	212	94.7%
Gay/Lesbian/Bisexual	9	4.0%
Other identity	4	1.8%
TOTAL (28 no answer)	225	100%
Sexual Orientation (collapsed, single response)	Number	Percent
Heterosexual	212	94.7%
LGBTQIA+ Community	13	5.8%
TOTAL (28 no answer)	225	100%

A majority of respondents (83%) are white, while 6% are multiple races. Among specific race/ethnic groups, 3% are Hispanic, 2 % are African American, 2% are American Indian, 1% are Asian, and 0% are Native Hawaiian/Pacific Islander (Table 1.4).

Table 1.4 Faculty and Staff: Minority Status (Q29)

Racial/ethnic background (<i>multi-response</i>) <i>N</i> =224	Number	Percent
White	198	88.4%
Asian/Asian American	7	3.1%
Latino/a, Chicano/a, or Hispanic	13	5.8%
Black, African, or African American	6	2.7%
American Indian or Alaskan Native	8	3.6%
Native Hawaiian or other Pacific Islander	2	0.9%
Another identity	6	2.7%
No answer given	29	11.4%
Race (<i>single response</i>)	Number	Percent
White	186	83.0%
Asian	3	1.3%
Hispanic	7	3.1%
African American	5	2.2%
American Indian	4	1.8%
Native Hawaiian or other Pacific Islander	0	0.0%
Multiple races	14	6.4%
Other	5	2.2%
TOTAL (<i>29 no answer</i>)	224	100%
Minority/Nonminority	Number	Percent
White	186	83.0%
Minority	24	10.7%
Multiple races	14	6.3%
TOTAL (<i>29 no answer</i>)	224	100%

The age of survey respondents ranges from 18 years old to 74 year old, with the mean age of approximately 47. Twenty-three percent are 18-35 years old, 24% are 36-45 years old, 26% are 46-55 years old, 22% are 56-65 years old, and 5% are 66-74 years old (Table 1.5).

Table 1.5. Faculty and Staff: Age (Q26)

Age	Number	Percent
18-35 years	51	22.9%
36-45 years	53	23.7%
46-55 years	58	26.0%
56-65 year	50	22.5%
66-74 years	11	4.9%
TOTAL (<i>30 no answer</i>)	223	100%
Age range	18 years to 74 years	
Mean age	46.86	
Std. Dev.	12.69	
Mode	46 years	

While over half of respondents identified as Christian (54%), another 40% identified as having no religion (no affiliation, agnostic, and atheist). Two percent identified with one of the other world religions and 3.5% indicated “other” (Table 1.6).

Table 1.6. Faculty and Staff: Religion (Q30)

Religious Affiliation (<i>single response</i>)	Number	Percent
Christian	125	54.3%
Jewish	1	0.4%
Buddhist	1	0.4%
Islamic	1	0.4%
Sikh	0	0.0%
Hindu	1	0.4%
Agnostic	27	11.7%
Atheist	25	10.9%
Other	8	3.5%
I do not identify with any religious affiliation	41	17.8%
TOTAL	230	100%
Religion Category (<i>collapsed</i>)	Number	Percent
Christian	125	54.3%
Other world religion	4	1.7%
No religion, agnostic, atheist	93	40.4%
Other	8	3.5%
TOTAL (23 no answer)	230	100.0%



Other demographic characteristics of interest show that 8% of respondents have a military status, and 2.5% are international faculty or staff. About half, or 49 %, have dependent children, and 6% have a major disability. In terms of educational background of ones' parents, 30% have parents with a graduate degree, another 26% have parents with a four year college degree, 26% with a 2 year or professional degree, and 17% have parents with a high school diploma. Only 1% have parents with less than a high school degree. (Table 1.7).

Table 1.7. Faculty and Staff: Other Characteristics (Q31-Q35)

Military Status	Number	Percent
None	213	91.4%
Veteran/Prior military experience	19	8.2%
Reserves or National Guard	1	0.4%
TOTAL (20 no answer)	233	100.0%
International Faculty or Staff	Number	Percent
No	230	97.5%
Yes	6	2.5%
TOTAL (17 no answer)	236	100.0%
Disability	Number	Percent
No	221	94.4%
Yes	13	5.6%
TOTAL (19 no answer)	234	100.0%
One or more dependent children	Number	Percent
No	119	50.8%
Yes	115	49.1%
TOTAL (19 no answer)	234	100.0%
Highest degree level earned by at least one of your parents/guardians.	Number	Percent
High school diploma	39	16.7%
2-year college degree	26	11.2%
4-year college degree	61	26.2%
Professional degree	34	14.6%
Graduate degree	70	30.0%
None	3	1.3%
TOTAL (20 no answer)	233	100.0%

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Results

University Connectedness

Faculty and Staff respondents were asked about overall feelings of being connected to WSU Health Sciences in terms of feeling valued, being able to fulfill requirements, and having opportunities to grow or advance or succeed. On all the indicators of university connectedness, over 50% of respondents indicated favorable ratings (Tables 2.1-2.2, Figures 2.1-2.2). The most highly rated items were:

“I feel valued by staff” (86% agreement)

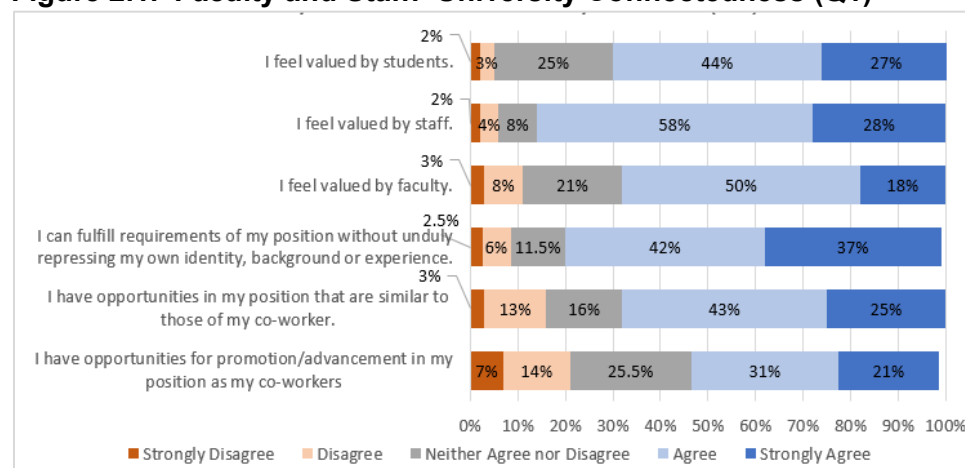
“I can fulfill requirements of my position without unduly repressing my own identity, background or experience” (79% agreement)

In addition to feeling valued by staff, a majority of respondents also feel valued by the students (71% agreement), and by faculty (68% agreement). Agreement on items related to fulfilling requirements of their position, and having opportunities similar to one’s coworkers, were overall high, 79% and 68% respectively. The lowest rated item was “have opportunities for promotion/advancement in their position (52% agreement).

Table 2.1. Faculty and Staff: University Connectedness (Q1)

	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I feel valued by students.	240	2%	3%	25%	44%	27%
I feel valued by staff.	243	2%	4%	8%	58%	28%
I feel valued by faculty.	243	3%	8%	21%	50%	18%
I can fulfill requirements of my position without unduly repressing my own identity, background or experience.	243	2.5%	6%	11.5%	42%	37%
I have opportunities in my position that are similar to those of my co-worker.	243	3%	13%	16%	43%	25%
I have opportunities for promotion/advancement in my position as my co-workers	243	7%	14%	25.5%	31%	21%

Figure 2.1. Faculty and Staff: University Connectedness (Q1)



Three-quarters of faculty and staff (75%) feel happy to continue their career at WSU Health Sciences. In terms of the connections they feel, 62% indicated they feel close to people at the WSU Health Sciences, and 62% indicated they feel they have a community at WSU Health Sciences. Only a fifth (21.5%) indicated they do not feel a strong sense of belonging to WSU Health Sciences.

Around two-thirds of respondents, 66%, indicated they plan to continue working for WSU Health Sciences. However, reasons for those planning to leave included retirement, other opportunities for advancement, feelings of poor leadership or management, and feelings of an uncomfortable work environment.

Table 2.2. Faculty and Staff: University Connectedness (Q2)

	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I feel close to people at WSU Health Sciences.	243	2%	11.5%	25%	46%	16%
I would be very happy to continue my career at WSU Health Sciences.	243	1%	6%	18%	43%	32%
I feel I have a community at WSU Health Sciences.	243	3%	12%	23%	42%	20%
I do not feel a strong sense of belonging to WSU Health Sciences	243	19%	41%	18.5%	19%	2.5%
I am planning to leave WSU Health Sciences.	242	31%	35%	24%	7%	3%

Figure 2.2. Faculty and Staff: University Connectedness (Q2)

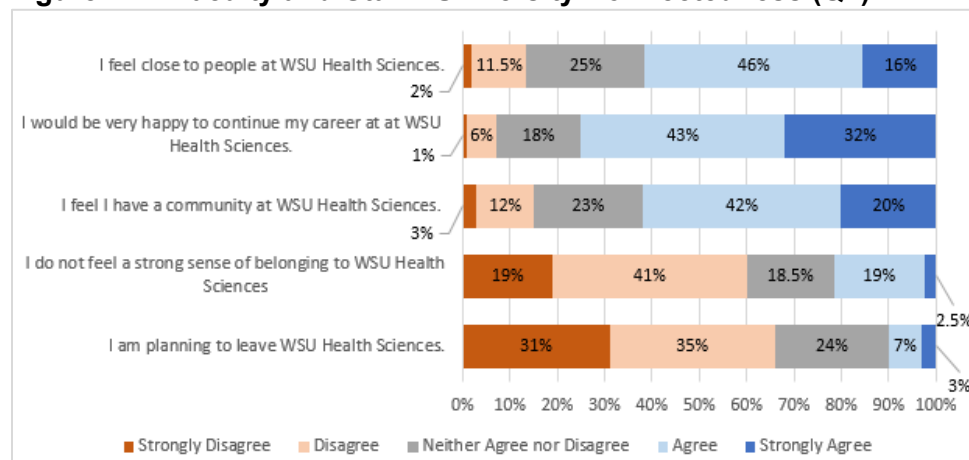


Table 2.3. Reasons for leaving WSU Health Sciences (Q03)

Themes and Subthemes	Reference Count
Advancement opportunities elsewhere	4
No advancement opportunity	5
Poor leadership or management	6
Retirement	3
Uncomfortable or discriminatory work environment	4

Satisfaction with Employment Experiences

Faculty and staff were asked about their level of satisfaction with their employment experiences at WSU Health Sciences (WSU-HS) in terms of support from their unit and/or department, as well as support from their supervisor and others they work with. Overall, faculty and staff indicated high levels of satisfaction with their employment experiences. Seventy-five percent are either satisfied or very satisfied with their employment, and only 10% expressed dissatisfaction (Table 3, Figure 3). When asked about personal and professional relationships, satisfaction ratings (satisfied and very satisfied) were overall high:

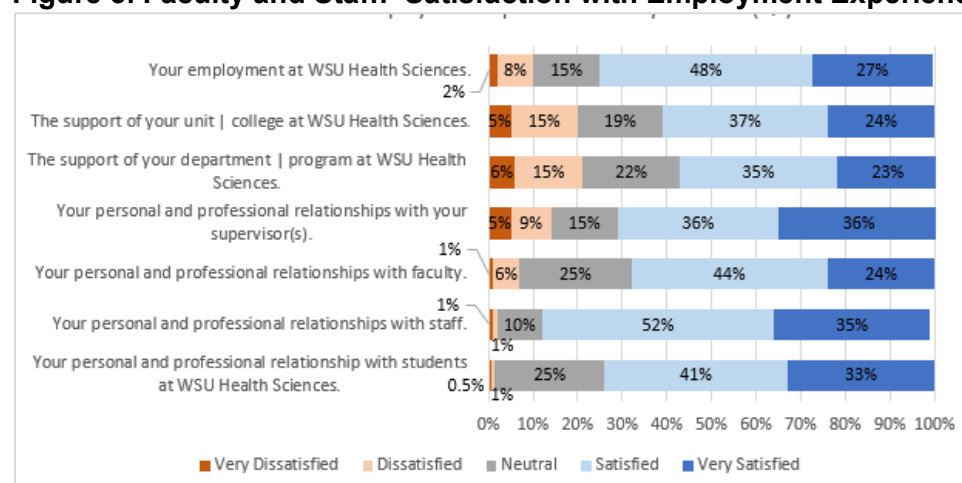
<i>Relationships with staff:</i>	87%
<i>Students at WSU-HS:</i>	74%
<i>Relationships with supervisors:</i>	72%
<i>Relationships with faculty:</i>	68%

When asked about support of their unit or college, 61% indicated satisfaction, and 20% indicated dissatisfaction. And then with regard to support of their department or program, 58% indicated satisfaction, and 21% indicated dissatisfaction.

Table 3. Faculty and Staff: Satisfaction with Employment Experiences (Q3)

<i>Aspects of Employment Experience (Q5)</i>	Number	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied
Your employment at WSU Health Sciences.	242	2%	8%	15%	47.5%	27%
The support of your unit college at WSU Health Sciences.	233	5%	15%	19%	37%	24%
The support of your department program at WSU Health Sciences.	234	6%	15%	22%	35%	23%
Your personal and professional relationships with your supervisor(s).	239	5%	9%	15.5%	36%	36%
Your personal and professional relationships with faculty.	236	1%	6%	25%	44%	24%
Your personal and professional relationships with staff.	237	1%	1%	10%	52%	35%
Your personal and professional relationship with students at WSU Health Sciences.	220	0.5%	1%	24.5%	41%	33%

Figure 3. Faculty and Staff: Satisfaction with Employment Experiences (S2)



Experience with Diversity

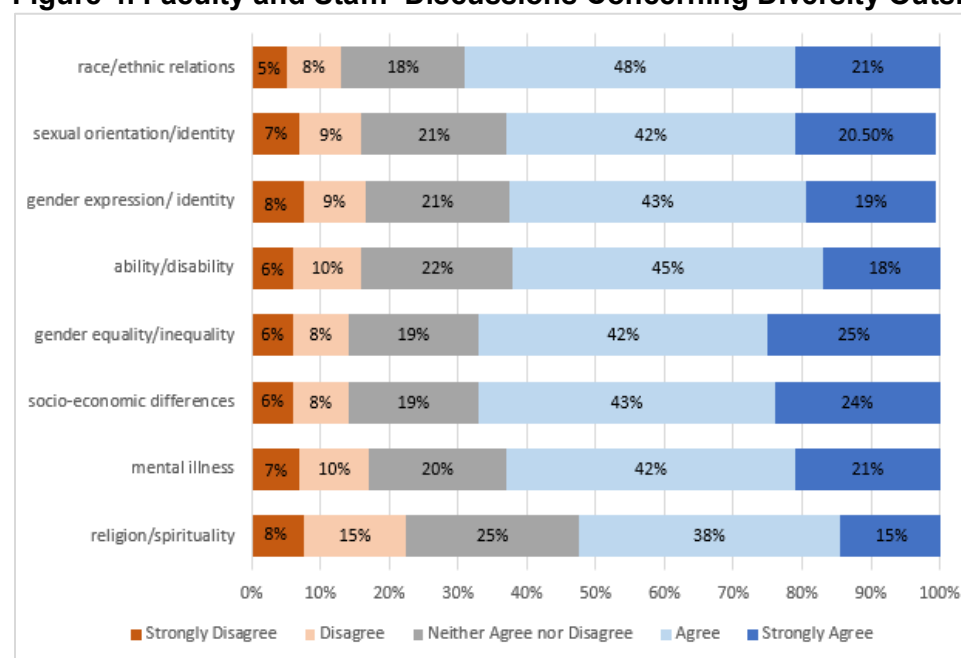
Faculty and Staff were asked about discussion topics concerning diversity they may have had inside and outside their position at WSU, as well as in the classroom. For each of the eight diversity areas listed, over half of faculty and staff respondents (53%-69%) indicated they had participated in discussions about these topics outside of their position at WSU. The topics most likely to have been discussed are: race/ethnic relations (69%), gender equality/inequality (67%), and socio-economic differences (67%). The area of diversity with the lowest percent was “religion/spirituality” with 53% (Table 4, Figure 4).

A surprising number of respondents said they neither agreed nor disagreed they had participated in these conversations outside their position (18%-25%). A lower percentage of staff and faculty reported not having these discussions outside their position at WSU, with less than a fifth across all areas of diversity, except for “religion/spirituality” diversity in their role outside their position. (Table 4, Figure 4).

Table 4. Faculty and Staff: Discussions Concerning Diversity Outside Position (Q4a)

Q4 Outside of my position, I have participated in discussions about:	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
race/ethnic relations	239	5%	8%	18%	48%	21%
sexual orientation/identity	239	7%	9%	21%	42%	20.5%
gender expression/ identity	239	7.5%	9%	21%	43%	19%
ability/disability	239	6%	10%	22%	45%	18%
gender equality/inequality	239	6%	8%	19%	42%	25%
socio-economic differences	239	6%	8%	19%	43%	24%
mental illness	239	7%	10%	20%	42%	21%
religion/spirituality	239	7.5%	15%	25%	38%	15%

Figure 4. Faculty and Staff: Discussions Concerning Diversity Outside Position (Q4a)



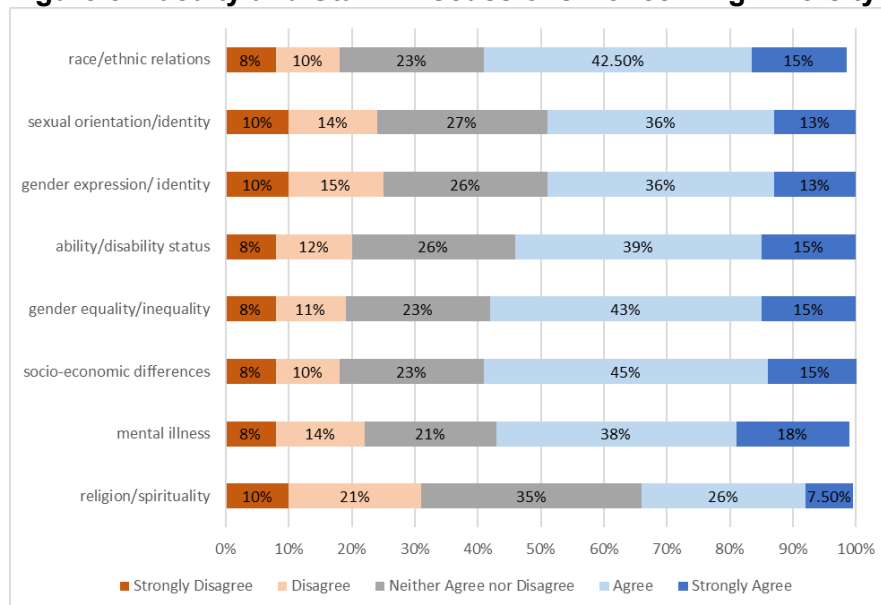
When faculty and staff were asked about having discussions around these diversity topics within their position at WSU, overall there was less agreement and more disagreement that these discussions had taken place compared to discussion outside their position. Sixty percent said they had participated in discussions around socio-economic differences, 58% indicated they had discussions on gender equality/inequality, 57.5% indicated they discussions on race/ethnic relations, and 56% indicated they had discussed mental illness. Around half indicated they had discussions within their position on ability/disability status (54%), sexual orientation/identity (49%), and/or gender expression/identity (49%). Only 34% of faculty and staff indicated they had participated in discussions on the topic of “religion/spirituality” diversity within their position at WSU (Tables 5, Figures 5). Across diversity areas, between 21% and 35% indicated an ambiguous response, “Neither agree nor disagree.”

Thirty-one percent indicated they have not had discussions within their position on religion/spirituality, 25% had not discussed gender expression/identity, and 24% had not discussed sexual orientation. Across the remaining areas of diversity, around a fifth for each had not discussed those areas (18%-22%).

Table 5. Faculty and Staff: Discussions Concerning Diversity within Position (Q5)

Within my position, I have participated in discussions about:	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
race/ethnic relations	240	8%	10%	23%	42.5%	15%
sexual orientation/identity	239	10%	14%	27%	36%	13%
gender expression/ identity	240	10%	15%	26%	36%	13%
ability/disability status	240	8%	12%	26%	39%	15%
gender equality/inequality	240	8%	11%	23%	43%	15%
socio-economic differences	239	8%	10%	23%	45%	15%
mental illness	239	8%	14%	21%	38%	18%
religion/spirituality	240	10%	21%	35%	26%	7.5%

Figure 5. Faculty and Staff: Discussions Concerning Diversity within Position (Q5)



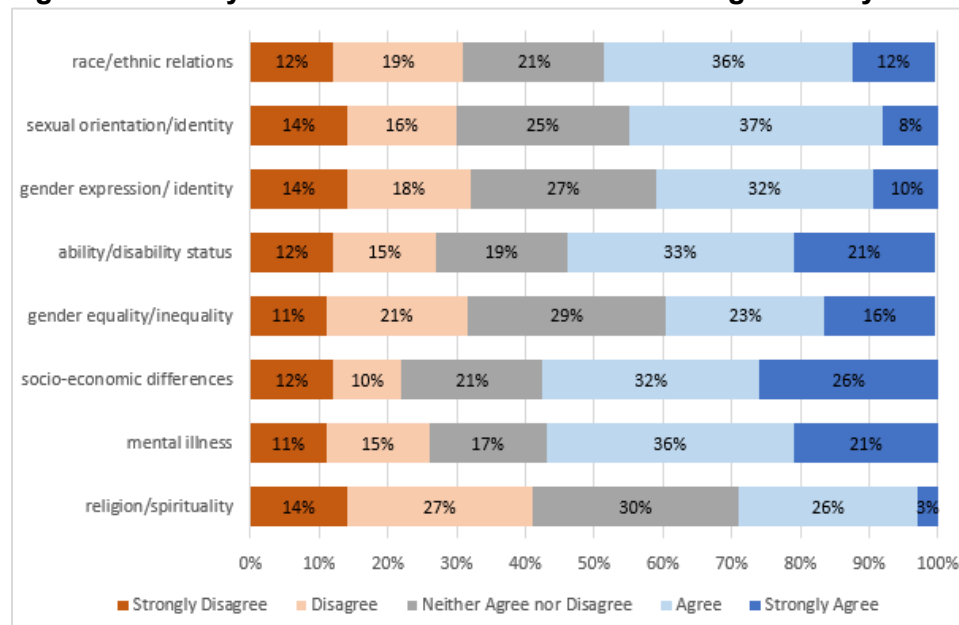
Only classroom faculty members (n=73) were asked about discussing these same diversity topics within the classroom. In general, faculty reported less discussion of these topics in the classroom than what the combined faculty and staff reported about discussions of diversity both within and outside their roles at WSU (agreement ranged from 29%-58%). The diversity topic of “socio-economic differences” was indicated most often as a classroom topic by faculty (58% agreement). “Mental illness” (57%) and “ability/disability status” (54%) were also highly mentioned (Table 6, Figure 6).

There was also more disagreement, in general, that these topics were discussed in the classroom (disagreement ranged from 22%-41%). “Religion/spirituality” was indicated most often (41%) as a topic not discussed in the classroom. Close to a third of faculty indicated diversity was not discussed in the classroom for gender expression/identity (32%), gender equality/inequality (32%), race/ethnic relations (31%), and sexual orientation/identity (30%).

Table 6. Faculty and Staff: Discussions Concerning Diversity within Classroom (Q4b)

Within the classroom, I have participated in discussions about:	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
race/ethnic relations	73	12%	19%	20.5%	36%	12%
sexual orientation/identity	73	14%	16%	25%	37%	8%
gender expression/ identity	73	14%	18%	27%	31.5%	10%
ability/disability status	73	12%	15%	19%	33%	20.5%
gender equality/inequality	73	11%	20.5%	29%	23%	16%
socio-economic differences	73	12%	10%	20.5%	31.5%	26%
mental illness	72	11%	15%	17%	36%	21%
religion/spirituality	73	14%	27%	30%	26%	3%

Figure 6. Faculty and Staff: Discussions Concerning Diversity within Classroom (Q4b)

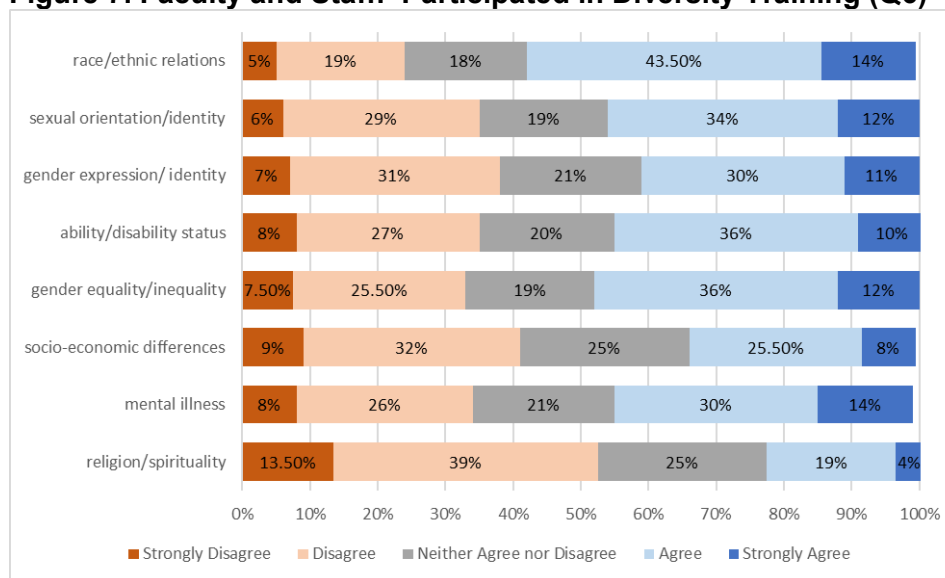


Over half of WSU Health Sciences faculty and staff reported having participated in race or ethnic relations training (57.5%). However, less than half of respondents reported participation in all other types of diversity training asked about in the survey. The lowest rate of participation reported was for religion or spirituality diversity training with one-fifth of faculty and staff (23%) indicated they had taken this type of training (Table 7, Figure 7).

Table 7. Faculty and Staff: Participated in Diversity Training (Q6)

Q6B. Within my position, I have participated in training about:	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
race/ethnic relations	239	5%	19%	18%	43.5%	14%
sexual orientation/identity	239	6%	29%	19%	34%	12%
gender expression/ identity	238	7%	31%	21%	30%	11%
ability/disability status	239	8%	27%	20%	36%	10%
gender equality/inequality	239	7.5%	25.5%	19%	36%	12%
socio-economic differences	239	9%	32%	25%	25.5%	8%
mental illness	239	8%	26%	21%	30%	14%
religion/spirituality	237	13.5%	39%	25%	19%	4%

Figure 7. Faculty and Staff: Participated in Diversity Training (Q6)



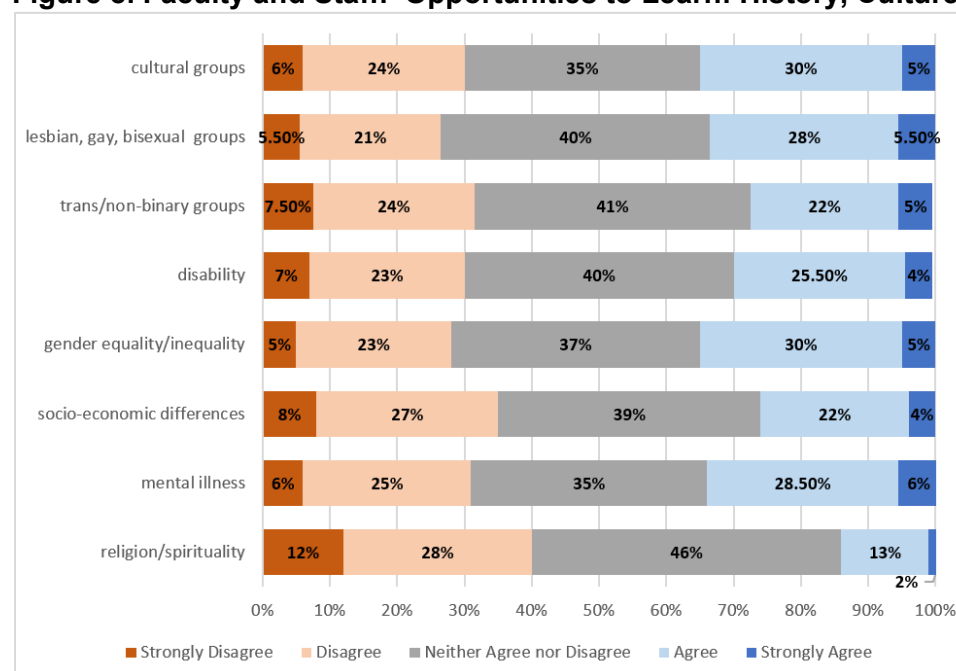
Opportunities to Learn about History, Culture, and Societal Issues

Faculty and Staff were asked to think about the opportunities WSU Health Sciences has offered to learn about history, culture, and societal issues associated with different or diverse groups/areas. One thing that stands out with this set of data is the number of respondents who selected “Neither Agree nor Disagree” for each diversity group. From around a third (35% - cultural groups) to nearly half (46% - religion/spirituality) chose this response. For each diversity area, a fairly even number of respondents either agree or disagreed. On exception is only 15% agreed they had been given the opportunity to learn about religion or spirituality diversity groups, and 40% disagreed. (Table 8, Figure 8).

Table 8. Faculty and Staff: Opportunities to Learn: History, Culture, & Society (Q7)

WSU Health Sciences provided sufficient opportunity to learn about the history, culture, and societal issues associated with:	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
cultural groups	239	6%	24%	35%	30%	5%
lesbian, gay, bisexual groups	238	5.5%	21%	40%	28%	5.5%
trans/non-binary groups	239	7.5%	24%	41%	22%	5%
disability	239	7%	23%	40%	25.5%	4%
gender equality/inequality	238	5%	23%	37%	30%	5%
people with socio-economic differences	239	8%	27%	39%	22%	4%
people with mental illness	239	6%	25%	35%	28.5%	6%
religion/spirituality	239	12%	28%	46%	13%	2%

Figure 8. Faculty and Staff: Opportunities to Learn: History, Culture, & Society (Q7)



University Environment and Diversity and Equity on Campus

Faculty and Staff were asked five questions about their perceptions regarding teaching, coursework and facilitation of discussions on diversity within the university. Only a quarter of respondents felt faculty and staff were skilled at facilitating discussions on diversity (Table 9, Figure 9):

Staff are skilled at facilitating discussions with students of different backgrounds and perspectives (29%).

Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives (24%).

Less than one-fifth of respondents felt there was sufficient coursework or coverage of these topics offered (Table 9, Figure 9):

There is sufficient coverage of diversity and equity throughout the curriculum (19%).

WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity (18%).

Less than one-fifth also felt the faculty is skilled on the subjects of diversity and equity.

Faculty are skilled in teaching about diversity and equity (17%).

Only faculty (n=75) were asked if “*they did not feel comfortable leading discussions on diversity and equity*,” and four in 10 (39.5%) disagreed, while two in ten (20.5%) agreed. Faculty were also asked if “*they did not feel comfortable leading class discussions on diversity and equity*” and six in ten disagreed (61%) and only 14% agreed (Table 9, Figure 9).

When asked to share comments regarding experiences with WSU employment (Q9) several main themes emerged. Of those providing a response, 7 of 47 indicated they have had a positive employment experience. Twelve indicated there is a lack of training or support. Eleven indicated they are experiencing an uncomfortable or discriminatory work environment. Less than five each indicated they experience poor leadership or management (4), they are overworked (3), poorly compensated (2), and/or unappreciated (2) (Table 9.1).



Table 9. Faculty and Staff: University Environment Related to Diversity (Q8)

Perceptions and perspectives	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Faculty are skilled in teaching about diversity and equity.	241	4%	16%	63.5%	14%	2.5%
Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.	241	2%	16%	57%	20%	4%
Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.	239	2%	14%	56%	25%	4%
WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.	239	5%	20.5%	57%	14%	4%
There is sufficient coverage of diversity and equity throughout the curriculum.	240	5%	15%	62%	15%	4%
<i>FACULTY ONLY:</i> I do not feel comfortable leading class discussions on diversity equity.	75	16%	45%	25%	11%	3%
I do not feel comfortable leading discussions on diversity equity.	239	10.5%	29%	39%	15.5%	5%

Figure 9. Faculty and Staff: University Environment Related to Diversity (Q8)

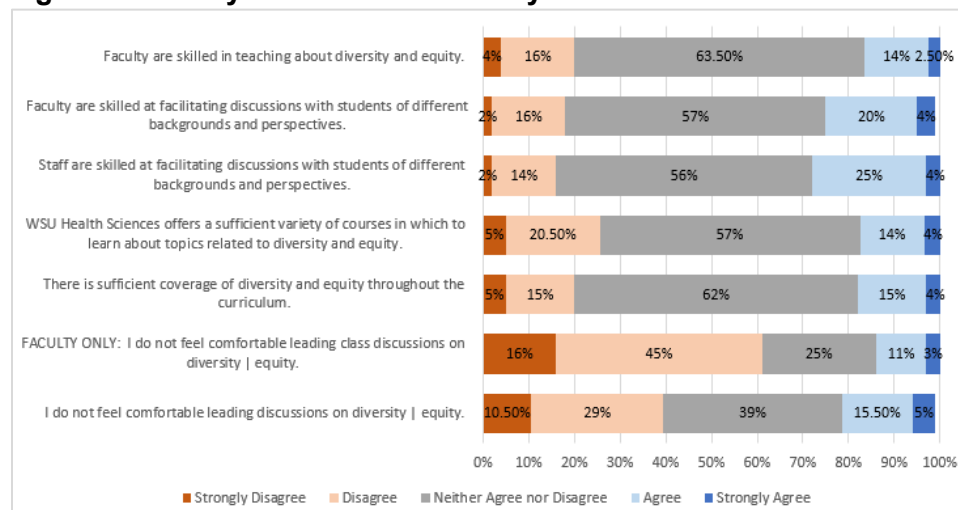


Table 9.1. Faculty and Staff Comments regarding their WSU employment experience (Q9)

Themes and Subthemes	Reference Count
Lack of training or support	12
Overworked	3
Poor compensation	2
Poor leadership or management	4
Positive experience	7
Unappreciated	2
Uncomfortable or discriminatory work environment	11
-Communication issues	2
Other	4

Perceptions of the Campus Environment

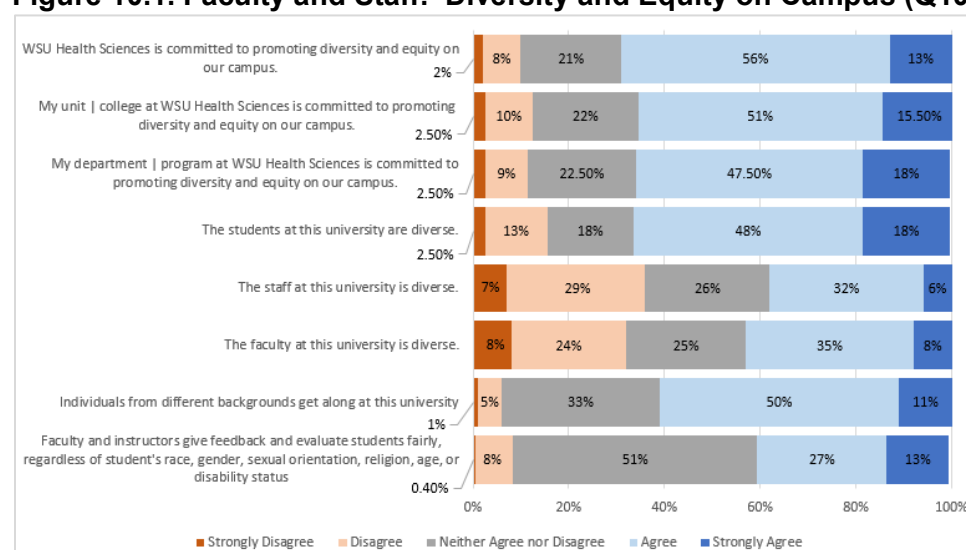
Faculty and Staff were asked to reflect on their perceptions of the campus environment related to diversity (Table 10.1 – Table 10.3, Figure 10.1 – Figure 10.3). Three items that asked about commitment to promoting diversity had similar results with a majority in agreement that this commitment is shared at the department level (65.5%), the college or until level (66.5%) and at WSU Health Sciences (69%).

When asked about the diverse composition of various groups on campus, 66% of faculty and staff agreed students were diverse, but only 42% agreed the faculty were diverse and 38% agreed the staff were diverse (Table 10.1 and Figure 10.1).

Table 10.1. Faculty and Staff: Diversity and Equity on Campus (Q10)

Perceptions and perspectives (Q10)	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
WSU Health Sciences is committed to promoting diversity and equity on our campus.	239	2%	8%	21%	56%	13%
My unit college at WSU Health Sciences is committed to promoting diversity and equity on our campus	239	2.5%	10%	22%	51%	15.5%
My department program at WSU Health Sciences is committed to promoting diversity and equity on our campus.	240	2.5%	9%	22.5%	47.5%	18%
The students at this university are diverse.	239	2.5%	13%	18%	48%	18%
The staff at this university is diverse.	240	7%	29%	26%	32%	6%
The faculty at this university is diverse.	240	8%	24%	25%	35%	8%
Individuals from different backgrounds get along at this university	238	1%	5%	33%	50%	11%
Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status	238	0.4%	8%	51%	27%	13%

Figure 10.1. Faculty and Staff: Diversity and Equity on Campus (Q10)



There was a majority of agreement that people from different backgrounds got along at the university (61%), but most respondents (51%) said they neither agreed nor disagreed that students were given fair feedback and evaluations regardless of inclusion in the various diversity groups, and only 40% agreed or strongly agreed (Table 10.1 and Figure 10.1).

When asked about access to diversity-related training for all students, faculty and staff, 45% indicated such trainings are available through their unit, and 44% indicated trainings are available at WSU-HS. Slightly fewer, 37%, indicated trainings are available through their program. About the same percent on each of these indicated “neither agree nor disagree,” 38%, 42%, and 42% respectively (Table 10.2, Figure 10.2).

Three-quarters of faculty and staff (75%) felt that members of the university community interacted respectfully of one another while using email and online learning tools, but this number dropped (52.5%) when asked about respectful interactions on social media, with more than double (43%) selecting they neither agreed nor disagreed as compared to the neutral response for email and online learning tools (21%) (Table 10.2, Figure 10.2).

More than half (57%) of faculty and staff indicated a neutral response when asked about equity of budgets and monitoring of diversity and non-diversity programs on campus. There were slightly more (26%) who agreed compared to those that disagreed (17%) that diversity and non-diversity programs receive the same considerations. Just over half (57%) of respondents agreed that WSU Health Sciences respects their perspectives, while less than a third (28%) gave a neutral response and a smaller percentage (14.5%) disagreed their perspectives were respected (Table 10.2, Figure 10.2).

When asked if the campus should dedicate a space for prayer and meditation, responses were fairly equally divided between those that agreed, 39%, and those that were neutral, 37%; the remaining 25% disagreed (Table 10.2 and Figure 10.2).

About half of respondents indicated they felt faculty (50%) and staff (57.5%) were treated fairly regardless of diversity status, but around a third gave a neutral response (faculty 39%; staff 28%) (Table 10.3 and Figure 10.3).

Forty-six percent of faculty and staff agreed WSU Health Sciences recruits faculty from diverse populations (46%), and slightly fewer, 41%, agreed that staff members are recruited from diverse communities. About two fifths, gave a neutral responses to these questions, 40% and 39% respectively. Just over a third of faculty and staff (35%) agreed that WSU Health Sciences retains faculty form diverse populations, and 31% agreed they retain staff (31%). Nearly half of respondents, however, gave neutral responses to these questions, 48% and 49% respectively (Table 10.3 and Figure 10.3).

More than half (55%) agreed that their program leader or university administrator is committed to promoting diversity and only about one in ten (12%) disagreed. Half agreed (50%) WSU Health Sciences fosters communication on diversity issues, and 15% disagreed. And, just under half (46%) agreed that policies on diversity issues are publicized, and 14% disagreed. About four in ten, however, provided a neutral response to these questions (Table 10.3 and Figure 10.3).

Table 10.2. Faculty and Staff: Diversity and Equity on Campus (Q10)

Perceptions and perspectives (Q10)	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
WSU Health Sciences offers access to diversity-related training for all students, faculty and staff	239	2%	12%	42%	36%	8%
My unit college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	239	4%	13%	38%	37%	8%
My department program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	239	5%	15.5%	42%	30%	7%
Members of the campus community interact respectfully when using email and online learning tools.	237	1%	3%	21%	61%	14%
Members of the campus community are respectful when interacting through social media.	238	1%	3%	43%	42%	10.5%
I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.	234	6%	11%	57%	18%	8%
I believe there should be a dedicated space for meditation / prayer.	238	8%	17%	37%	29%	10%
WSU Health Sciences respects the perspectives of people like me.	239	4%	10.5%	28%	45%	12%

Figure 10.2. Faculty and Staff: Diversity and Equity on Campus (Q10)

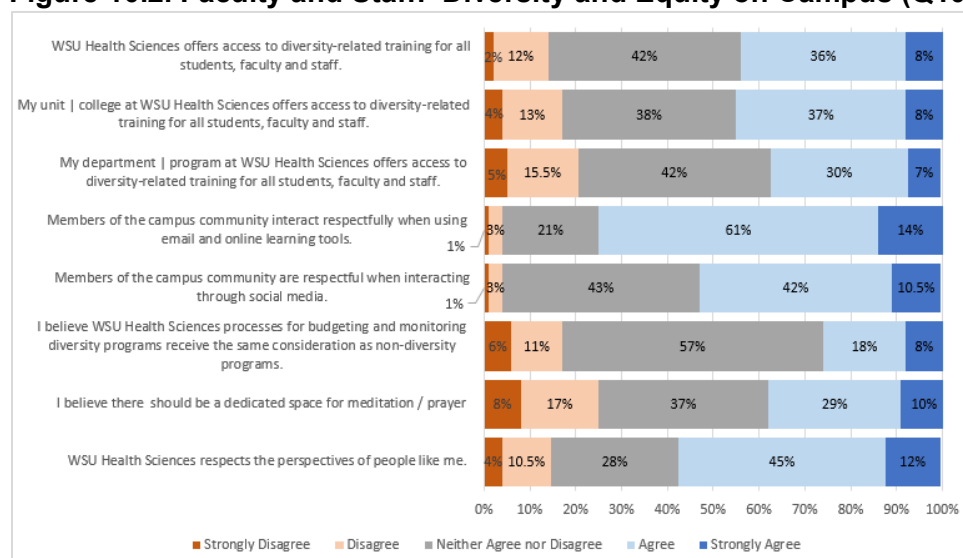
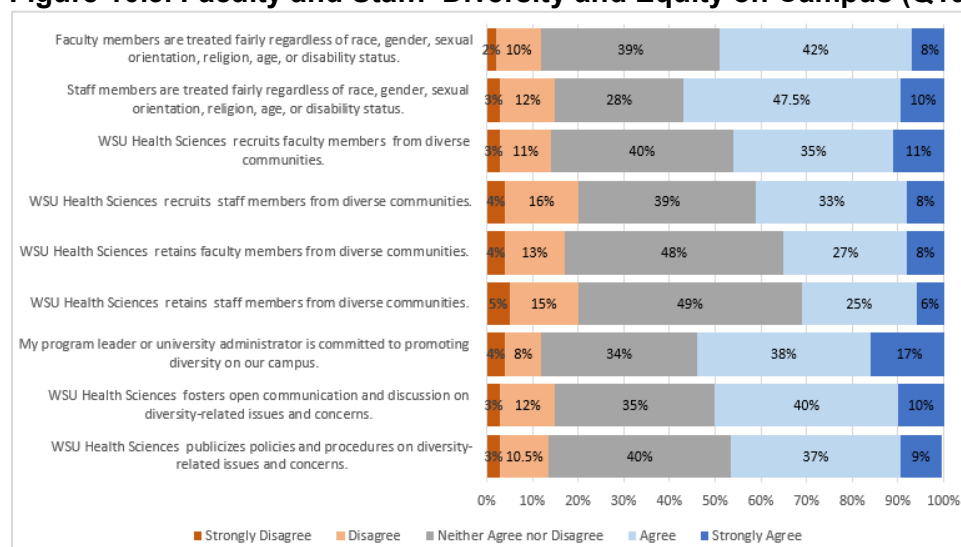


Table 10.3. Faculty and Staff: Diversity and Equity on Campus (Q10)

Perceptions and perspectives (Q10)	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	238	2%	10%	39%	42%	8%
Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	238	3%	12%	28%	47.5%	10%
WSU Health Sciences recruits faculty members from diverse communities.	238	3%	11%	40%	35%	11%
WSU Health Sciences recruits staff members from diverse communities.	238	4%	16%	39%	33%	8%
WSU Health Sciences retains faculty members from diverse communities.	237	4%	13%	48%	27%	8%
WSU Health Sciences retains staff members from diverse communities.	236	5%	15%	49%	25%	6%
My program leader or university administrator is committed to promoting diversity on our campus.	237	4%	8%	34%	38%	17%
WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.	237	3%	12%	35%	40%	10%
WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.	237	3%	10.5%	40%	37%	9%

Figure 10.3. Faculty and Staff: Diversity and Equity on Campus (Q10)

Comfort and Safety related to Diversity and the University Environment

A majority agreed that the university should recruit and retain more faculty and staff of color (57%); and similarly, a majority, 55%, agreed the university should recruit and retain more students of color, and 38% and 40% respectively were neutral. Just under half, 48%, agreed that the university should increase gender diversity of faculty and staff, and 42% were neutral. Forty-four percent agreed the university should increase representation of the LGBTQ community on campus and 58% agreed the university should increase support for staff, faculty and students with disabilities. About two fifths, 46% and 39% respectively, gave a neutral response for each of these areas of diversity. Only 18% agreed the university focusses too much attention on diversity issues and half of survey respondents disagreed with this statement. (Table 11, Figure 11).

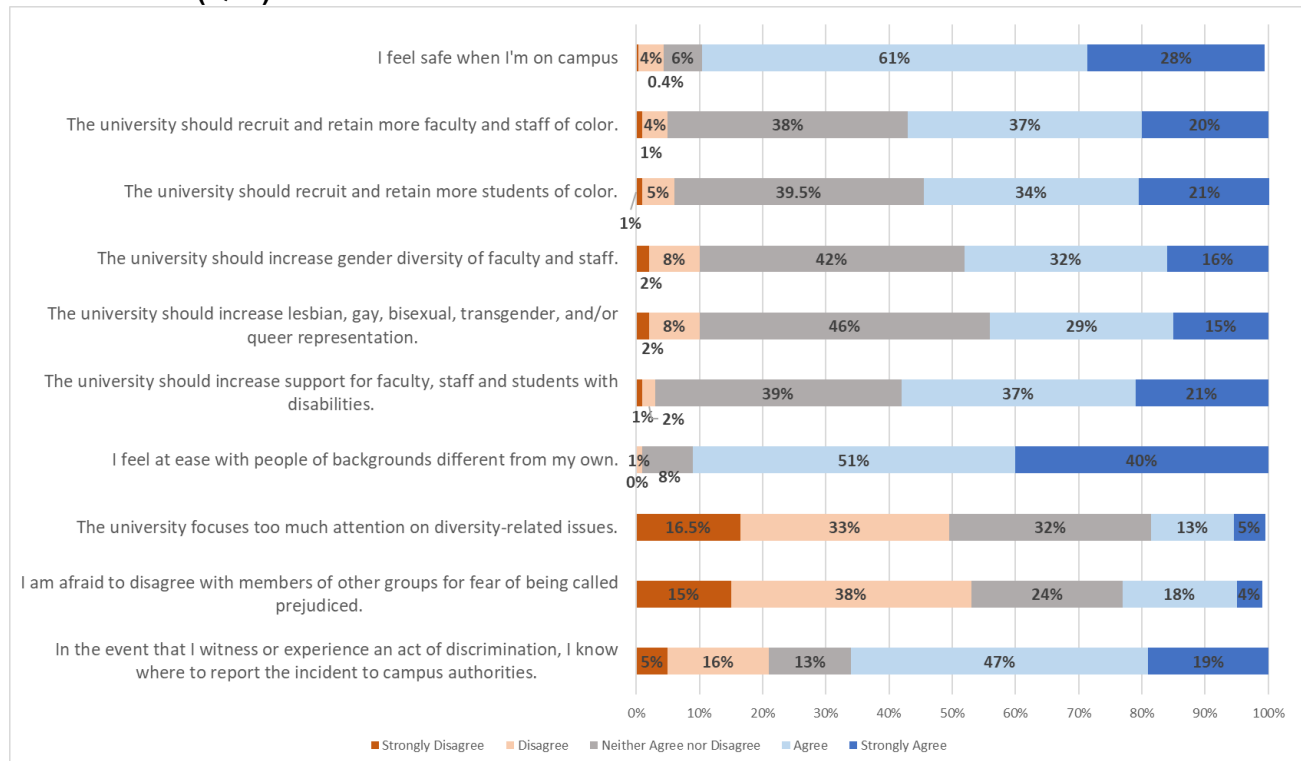
When asked if they felt at ease with people of a background other than their own, 91% of faculty and staff surveyed agreed, and only 1% disagreed. Eighty-nine percent of respondents agreed they felt safe when on campus, and only 4% disagreed with this. Two-thirds (66%) agreed they knew where to report an incident of discrimination on campus, and 21% indicated they disagreed. Twenty-two percent agreed they were afraid to disagree with members of other groups for fear of being called prejudice, however, 53% disagreed (Table 11, Figure 11).

Table 11. Faculty and Staff: Comfort and Safety related to Diversity and the University Environment (Q11)

Perceptions and perspectives	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I feel safe when I'm on campus	239	0.4%	4%	6%	61%	28%
The university should recruit and retain more faculty and staff of color.	238	1%	4%	38%	37%	20%
The university should recruit and retain more students of color.	238	1%	5%	39.5%	34%	21%
The university should increase gender diversity of faculty and staff.	238	2%	8%	42%	32%	16%
The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.	238	2%	8%	46%	29%	15%
The university should increase support for faculty, staff and students with disabilities.	238	1%	2%	39%	37%	21%
I feel at ease with people of backgrounds different from my own.	238	0%	1%	8%	51%	40%
The university focuses too much attention on diversity-related issues.	238	16.5%	33%	32%	13%	5%
I am afraid to disagree with members of other groups for fear of being called prejudiced.	237	15%	38%	24%	18%	4%
In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.	237	5%	16%	13%	47%	19%



Figure 11. Faculty and Staff: Comfort and Safety related to Diversity and the University Environment (Q11)



Faculty and staff were asked to share their comments regarding the WSU Health Sciences campus environment. Several themes emerged among those providing a comment (Table 11.1). Faculty and staff do not believe WSU-HS should hire people just for the reason to increase diversity. Others said that they have experienced or have had fears of repercussions for sharing opinions. Some said they do not feel safe in the workplace or on campus. Some others said there are supports for hiring/retaining more diverse staff/faculty/students. Some said they had difficulty with the survey/questions.

Table 11.1. Faculty and Staff comments regarding the WSU Health Sciences campus environment (Q12)

Themes and Subthemes	Reference Count
Experienced or fears repercussions for sharing opinions	8
Should not hire just to increase diversity	12
Curriculum focuses on healthcare disparity	1
Supports hiring/retaining more diverse staff/faculty/students	6
Difficulty with survey/questions	6
Does not feel safe in the workplace/on campus	6
Other	2

Gender-Based Violence and the University Environment

More than three-quarters (77%) agreed that WSU Health Sciences does not tolerate sexual harassment. Just over two thirds (68%) agreed that WSU-HS takes training in sexual assault prevention seriously. However, only 34% agreed that WSU-HS is doing a good job educating students about sexual assault, and 54% were neutral. When asked if WSU Health Sciences was doing a good job at preventing sexual assault, half (50%) agreed, and 44% took a neutral position (Table 12, Figure 12).

When asked if there is a clear sense of appropriate behavior among faculty at WSU-HS, 68% agreed, and a quarter (28%) were neutral. When asked if WSU-HS staff have a clear sense of appropriate behavior 74% agreed, and 22% were neutral. Then when asked if WSU-HS students have a clear sense of appropriate behavior, just over half, 54%, agreed and 42% were neutral (Table 12, Figure 12).

When asked whether WSU Health Sciences was doing a good job providing services for victims of sexual assault, only 24% agreed and 69% were neutral. Similarly, when asked if WSU-HS is doing a good job investigating incidents of sexual assaults, only 23% agreed, and 73% were neutral. Finally, when asked is WSU-HS is doing a good job holding people accountable for committing sexual assault, 21% agreed and 73 were neutral (Table 12, Figure 12).

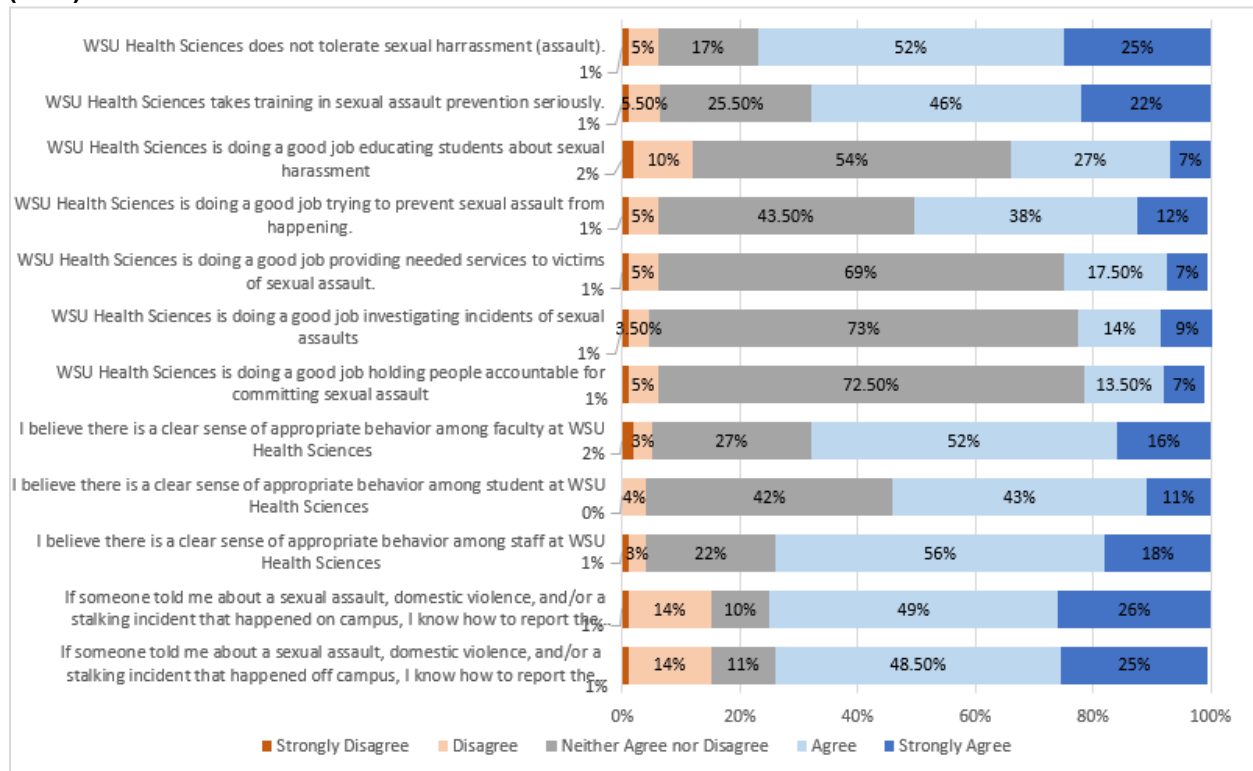
Seventy-five percent agreed they knew how to report incidents of sexual assault (including domestic violence, stalking) that occurred on campus; and 74% indicated they knew how to report if incident occurred off campus. About 15% disagreed on each (Table 12, Figure 12).



Table 12. Faculty and Staff: Gender Based Violence and the University Environment (Q13)

Perceptions and perspectives	Number	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
WSU Health Sciences does not tolerate sexual harassment	235	1%	5%	17%	52%	25%
WSU Health Sciences takes training in sexual assault prevention seriously.	235	1%	5.5%	25.5%	46%	22%
WSU Health Sciences is doing a good job educating students about sexual harassment	232	2%	10%	54%	27%	7%
WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.	230	1%	5%	43.5%	38%	12%
WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.	230	1%	5%	69%	17.5%	7%
WSU Health Sciences is doing a good job investigating incidents of sexual assaults	230	1%	3.5%	73%	14%	9%
WSU Health Sciences is doing a good job holding people accountable for committing sexual assault	229	1%	5%	72.5%	13.5%	7%
I believe there is a clear sense of appropriate behavior among faculty at WSU Health Sciences	232	2%	3%	27%	52%	16%
I believe there is a clear sense of appropriate behavior among student at WSU Health Sciences	231	0%	4%	42%	43%	11%
I believe there is a clear sense of appropriate behavior among staff at WSU Health Sciences	233	1%	3%	22%	56%	18%
If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.	233	1%	14%	10%	49%	26%
If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.	233	1%	14%	11%	48.5%	25%

Figure 12. Faculty and Staff: Gender Based Violence and the University Environment (Q13)



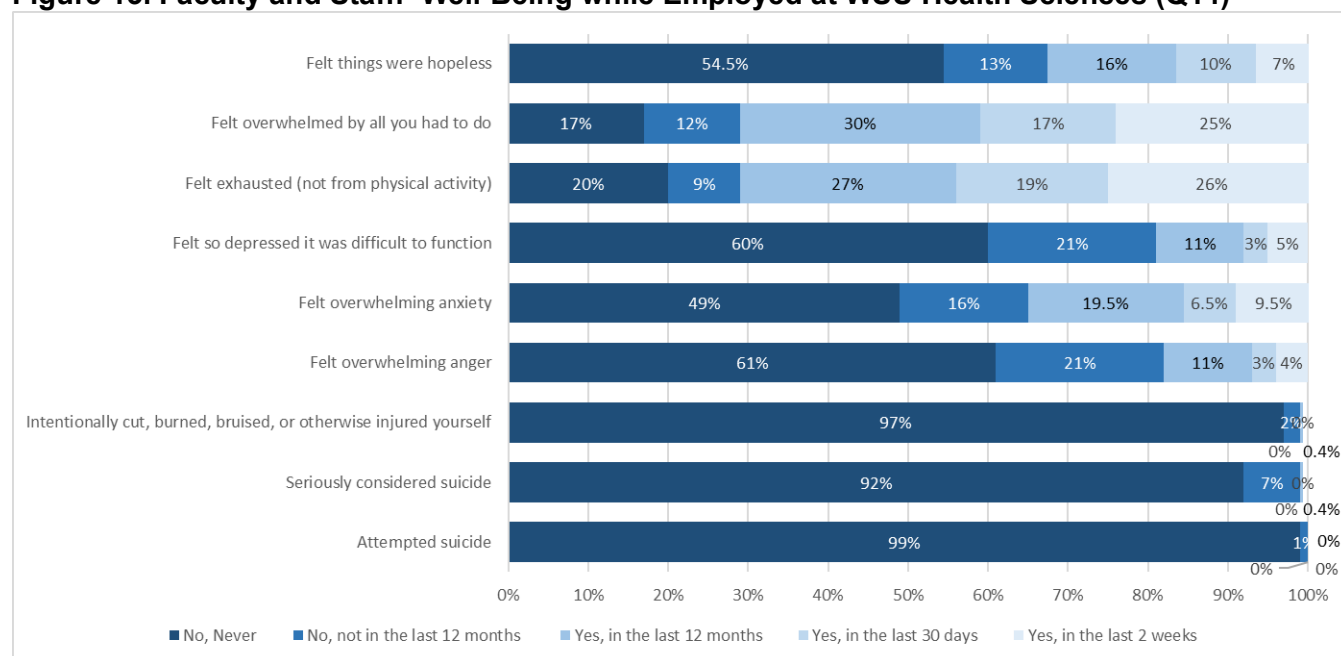
Faculty and Staff Well-Being

Faculty and staff were asked several questions about their wellbeing. Nearly three-quarters of faculty and staff reported in the past year feeling non-physical exhaustion (72%) or feeling overwhelmed (72%). Half of that number (36%) reported overwhelming anxiety or feeling that things were hopeless (33%) in the past year. A considerably smaller number, about one-in five (19%), said they felt debilitating depression or overwhelming anger (18%) over the past year. One person reported committing acts of self-harm and serious consideration of suicide, while no faculty or staff reported attempting suicide over the past twelve months (Table 13, Figure 13).

Table 13. Faculty and Staff: Well-Being while Employed at WSU Health Sciences (Q14)

	Number	No, Never	No, not in the last 12 months	Yes, in the last 12 months	Yes, in the last 30 days	Yes, in the last 2 weeks
Felt things were hopeless	231	54.5%	13%	16%	10%	7%
Felt overwhelmed by all you had to do	232	17%	12%	30%	17%	25%
Felt exhausted (not from physical activity)	231	20%	9%	27%	19%	26%
Felt so depressed it was difficult to function	232	60%	21%	11%	3%	5%
Felt overwhelming anxiety	231	49%	16%	19.5%	6.5%	9.5%
Felt overwhelming anger	231	61%	21%	11%	3%	4%
Intentionally cut, burned, bruised, or otherwise injured yourself	233	97%	2%	0.4%	0%	0%
Seriously considered suicide	233	92%	7%	0.4%	0%	0%
Attempted suicide	233	99%	1%	0%	0%	0%

Figure 13. Faculty and Staff: Well-Being while Employed at WSU Health Sciences (Q14)



Awareness of Student Resources on Campus

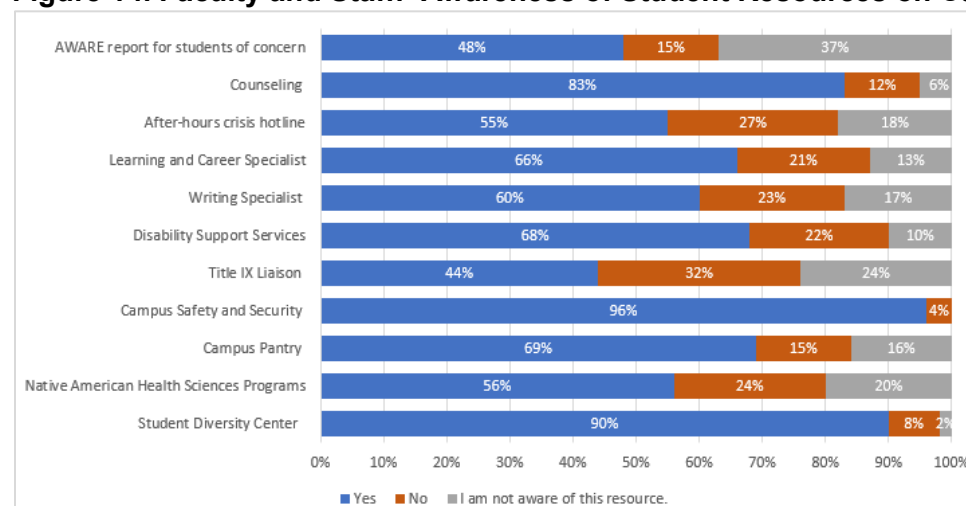
There was a range of results when asked about referring students to resources on campus (Table 14, Figure 14). Nearly all faculty and staff responding to the survey (96%) felt they knew how to refer students to campus safety and security and nine out of ten (90%) felt the same about the Student Diversity Center. Eight out of ten (83%) said they knew how to refer students to counseling and roughly two-thirds said the same about the Campus Pantry (69%), Disability Support Services (68%), Learning and Career Specialists (66%) and Writing Specialists (60%). Just over half reported they could direct students to Native American Health Services Programs (56%) and After-hours crisis hotline (55%).

The two services with the least awareness was the AWARE Report (48%) and Title IX Liaison (44%). One-quarter of respondents (24%) said they did not even know about the Title IX Liaison and over two-thirds (37%) said they were unaware of the AWARE Report.

Table 14. Faculty and Staff: Awareness of Student Resources on Campus (Q15)

Know how to refer students various resources on campus? (Q15)	Number	Yes	No	Do not know about this resource
AWARE report for students of concern	231	48%	15%	37%
Counseling	231	83%	12%	6%
After-hours crisis hotline	230	55%	27%	18%
Learning and Career Specialist	231	66%	21%	13%
Writing Specialist	229	60%	23%	17%
Disability Support Services	231	68%	22%	10%
Title IX Liaison	229	44%	32%	24%
Campus Safety and Security	232	96%	4%	0.4%
Campus Pantry	232	69%	15%	16%
Native American Health Sciences Programs	230	56%	24%	20%
Student Diversity Center	230	90%	8%	2%

Figure 14. Faculty and Staff: Awareness of Student Resources on Campus (Q15)



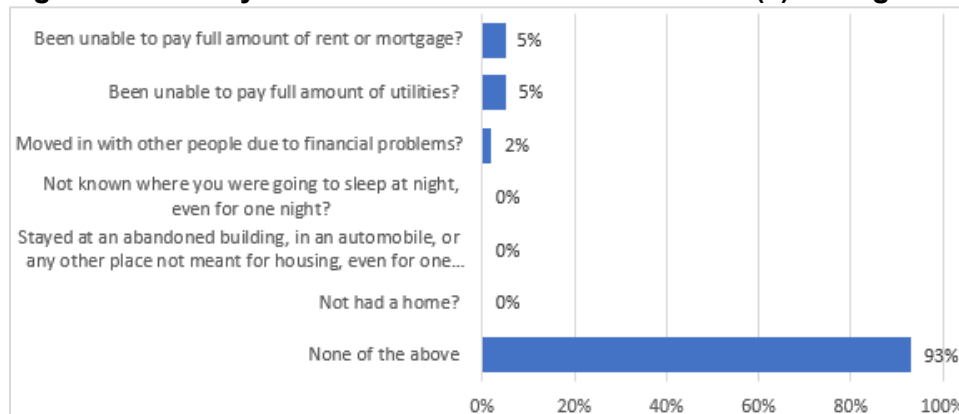
Financial Strains and Impacts

Very few faculty and staff reported experiencing recent adverse financial events during the academic year (Table 15, Figure 15). Ninety-three percent of faculty and staff reported they did not have any of the listed adverse financial events during the academic year. Furthermore, there were no reports of homelessness, living in non-residential spaces or concern about where they were going to sleep at night. A few faculty and staff (2%) reported having to move in with others because of financial hardships and even more said they experienced not being able to pay utility bills (5%), and rent or mortgage (5%).

Table 15. Faculty and Staff: Adverse Financial Event(s) during the Academic Year (Q16)

Of those who had an Adverse Financial Event (Q16, multiple response)	Yes	%
Been unable to pay full amount of rent or mortgage?	12	5%
Been unable to pay full amount of utilities?	11	5%
Moved in with other people due to financial problems?	5	2%
Not known where you were going to sleep at night, even for one night?	0	0%
Stayed at an abandoned building, in an automobile, or any other place not meant for housing, even for one night?	0	0%
Not had a home?	0	0%
None	0	93%

Figure 15. Faculty and Staff: Adverse Financial Event(s) during the Academic Year (Q16)



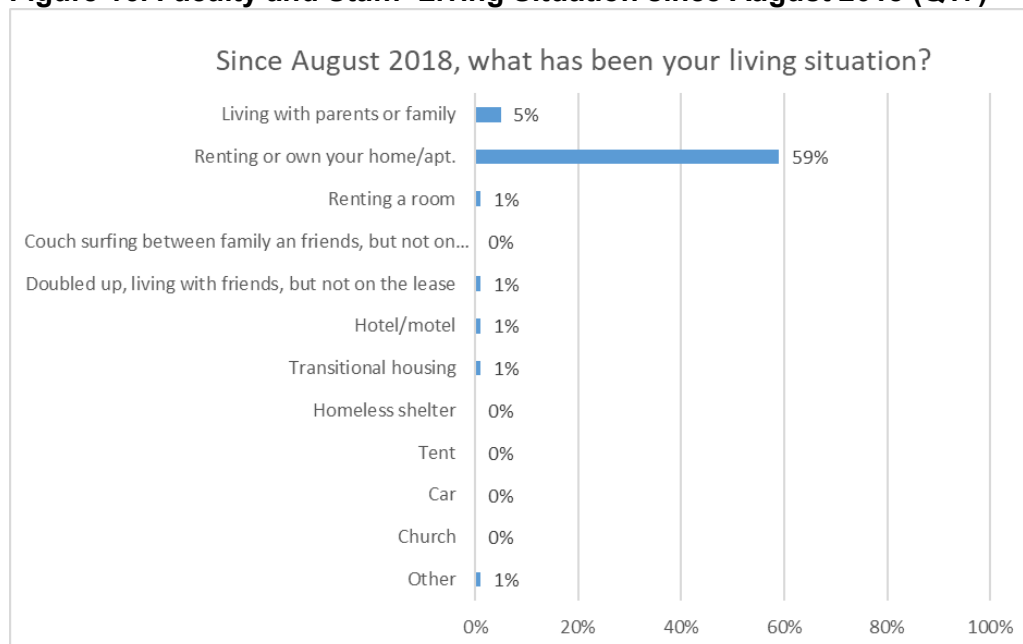
Current Living Situation

A majority of faculty and staff surveyed (59%) either rent or own their own home. A few reported living with family (5%), while three or fewer respondents said they are currently renting a room (1%), doubling-up (1%), living in a hotel/motel (1%) or living in transitional housing (1%). No faculty or staff reported living in a homeless shelter, tent, car, or church (Table 16, Figure 16).

Table 16. Faculty and Staff: Living Situation since August 2018 (Q17)

Of those who had an Adverse Financial Event (N=234, multiple response)	Yes	%
Living with parents or family	12	5%
Renting or own your home/apt	138	59%
Renting a room	3	1%
Couch surfing between family and friends	0	0%
Doubled up	2	1%
Hotel/Motel	2	1%
Transitional housing	2	1%
Homeless shelter	0	0%
Tent	0	0%
Car	0	0%
Church	0	0%
Other	2	1%

Figure 16. Faculty and Staff: Living Situation since August 2018 (Q17)



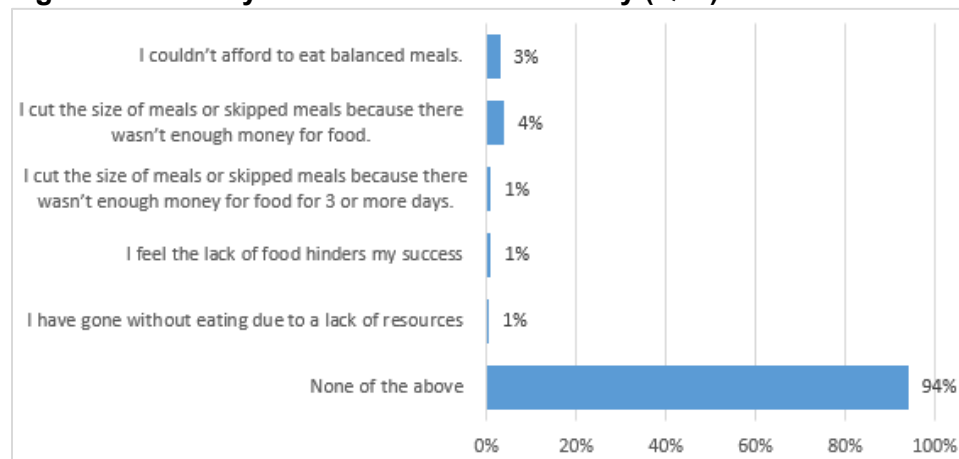
Food Insecurity

When asked about food insecurity during the academic year (since August 2018), 94% indicated they had not experienced food insecurity. Nine respondents (4%) said they had cut or skipped meals at some point in the past year due to lack of funds, and two respondents said they had done this for three or more days. Eight respondent (3%) reported they couldn't afford to eat balanced meals and two people said their lack of food hinders their success. One respondent reported going without eating because of their financial situation.

Table 17. Faculty and Staff: Food Insecurity (Q18)

Experienced due to Financial Strain (N=233)	Yes	%
I couldn't afford to eat balanced meals.	8	3%
I cut the size of meals or skipped meals because there wasn't enough money for food.	9	4%
I cut the size of meals or skipped meals because there wasn't enough money for food for 3 or more days.	2	1%
I feel the lack of food hinders my success	2	1%
I have gone without eating due to a lack of resources	1	<1%
None of the above	219	94%

Figure 17. Faculty and Staff: Food Insecurity (Q18)



Discriminatory or Bias Acts

The remaining questions in the survey asked about specific acts of discrimination or bias that faculty and staff may have witnessed or experienced, whether those incidents were reported, and how they were affected by those incidents.

<i>Situations Experienced by Faculty or Staff at WSU Health Sciences</i>	<i>% of faculty/staff affected</i>	<i>Tables/Figures</i>
<i>Experienced negative impacts due to diversity</i>	15%	<i>Table 18.1-18.4 Figure 18.1-18.2</i>
<i>Threatened or experienced discriminatory acts</i>	8%	<i>Table 19.1-19.2 Figure 19.1-19.2</i>
<i>Witnessed discrimination against others due to diversity</i>	16%	<i>Table 20.1-20.4 Figure 20.1-20.2</i>
<i>Experienced act(s) of bias based on diversity that did not rise to the level of discrimination or crime.</i>	19%	<i>Table 21.1-21.4 Figure 21.1-21.2</i>
<i>Witnessed an act or acts of bias based on diversity that did not rise to the level of discrimination or crime against others</i>	22%	<i>Table 22.1-22.4 Figure 22.1-22.2</i>

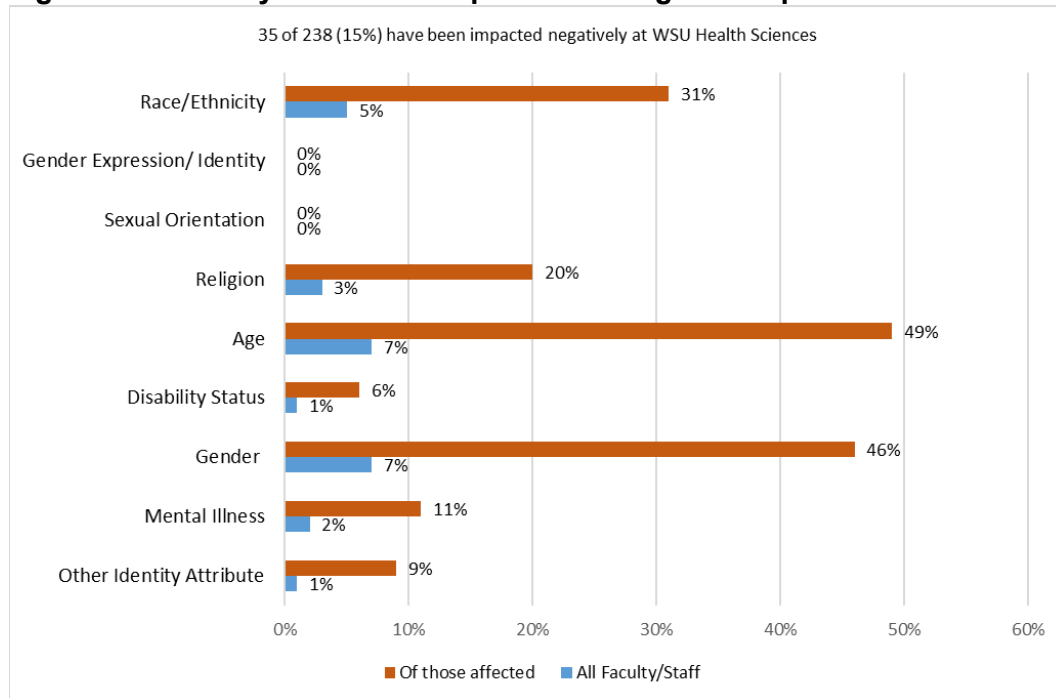


About one in seven (15%) faculty and staff surveyed reported **negative impacts at WSU Health Sciences because of a diversity factor**. Age (7%) and Gender (7%) were the two most common factors attributed to negative impacts. Race or Ethnicity (5%) and Religion (3%) were indicated, along with Mental Illness (2%). While disability Status and Other Attributes were noted by some (both 1%) as a factor resulting in negative impacts, Sexual Orientation (0%) and Gender Expression (0%) were not selected by any respondent (Table 18.1 and Figure 18.1).

Table 18.1 Faculty and Staff: Experienced Negative Impacts due to Diversity (Q19A)

I have been impacted negatively at WSU Health Sciences	Yes	All faculty and staff N=238	Of those affected N=35
<i>Because of my: (select all that apply)</i>	35	15%	
Race/Ethnicity	11	5%	31%
Gender Expression/ Identity	0	0%	0%
Sexual Orientation	0	0%	0%
Religion	7	3%	20%
Age	17	7%	49%
Disability Status	2	1%	6%
Gender	16	7%	46%
Mental Illness	4	2%	11%
Other Identity Attribute	3	1%	9%

Figure 18.1 Faculty and Staff: Experienced Negative Impacts due to Diversity (Q19A)



Those faculty and staff indicating negative impacts due to diversity were asked a few follow-up questions which elaborated on specific incidents by providing text comments. When asked about the nature and frequency of these negative impacts experienced at WSU Health Sciences (Q19b), faculty and staff reported a variety of incidents/actions including condescension, verbal aggression, being ostracized, judgmental statements, intolerance, and being overlooked or talked over, disregarded/dismissed, excluded or not taken seriously, or a lack of or being passed over in promotions. Faculty and staff reported experiencing these things from just once to experiencing them on a daily basis, often, or all the time.

When asked if the incidents leading to negative impacts were reported, about half (49%) definitively stated no, they were not. Just under one-third (31%) said they had reported the incident(s). The remaining 20% either gave no answer or an inconclusive response. (Table 18.2)

No one reported being satisfied with the outcome of reporting incidents of leading to negative impacts at WSU. Of the eleven respondents who said they made a report about the incident(s), nine clearly stated they were not satisfied with the results and two were inconclusive. Some of the comments said “nothing was done” after a report was filed or that “nothing changed”. (Table 18.3)

Table 18.2 Faculty and Staff: Reporting of Incidents Leading to Negative Impacts due to Diversity (Q19C)

Q19c Did you report this incident(s) to someone who works at the university? (text response)	# responding N=35	%
Yes	11	31%
No	17	49%
Inconclusive/no answer	7	20%

Table 18.3 Faculty and Staff: Satisfied with Result of Reporting Incidents Leading to Negative Impacts due to Diversity (Q19C)

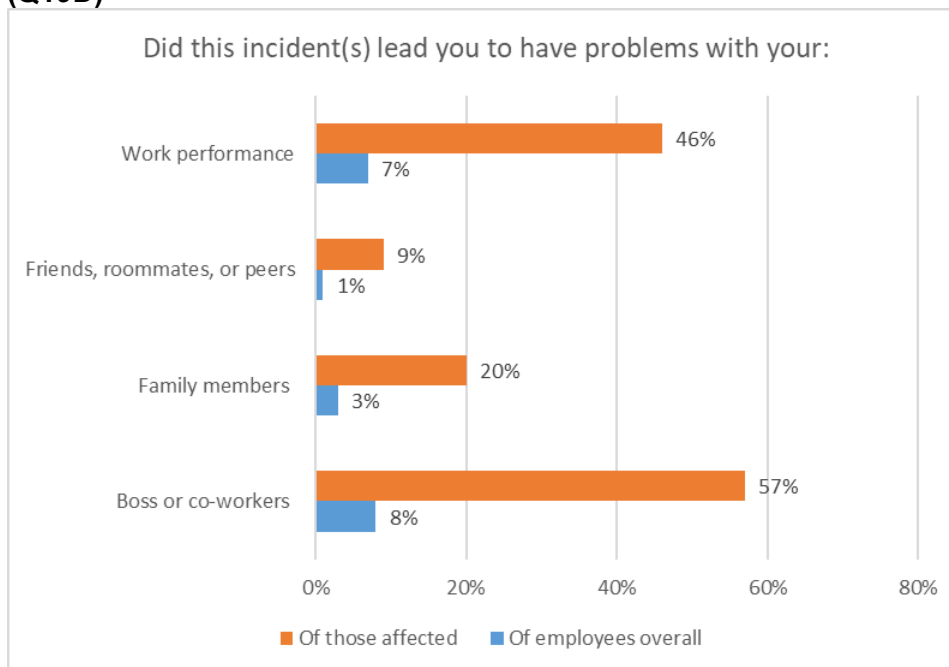
Q19c. Were you satisfied with the outcome? (text response)	# responding N=11	%
Yes	0	0%
No	10	91%
Inconclusive	1	9%

Of the 35 faculty and staff who reported experiencing negative impacts due to diversity, over half (57%) reported the incident(s) led to problems with their boss or co-workers and just less than half (46%) said the incident led to problems with work performance. One in five (20%) said it led to problems with family members and one in ten (9%) said it led to problems with friends, roommates or peers (Table 18.4 and Figure 18.2).

Table 18.4 Faculty and Staff: Problems Resulting from Negative Impacts due to Diversity (Q19D)

Did this incident(s) lead you to have problems with your: (select all that apply)	Yes	All Faculty and Staff (n=238)	Of those affected (n=35)
Work performance	16	7%	46%
Friends, roommates, or peers	3	1%	9%
Family members	7	3%	20%
Boss or co-workers	20	8%	57%

Figure 18.2 Faculty and Staff: Problems Resulting from Negative Impacts due to Diversity (Q19D)

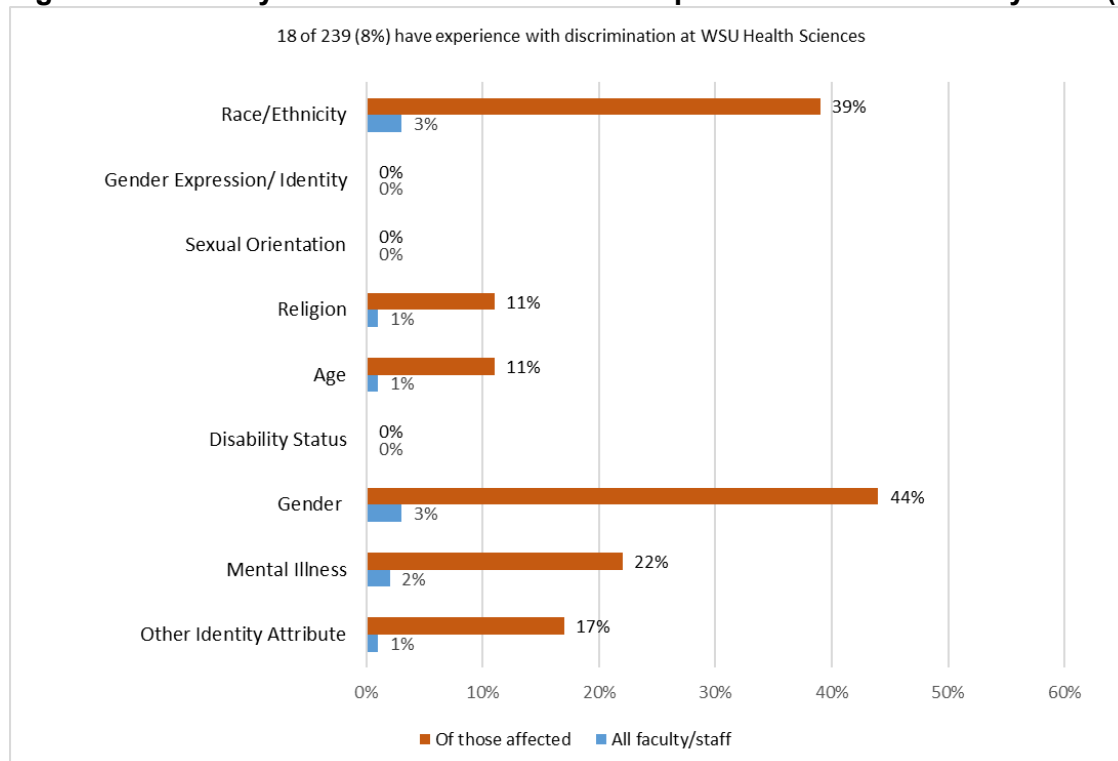


Faculty and staff were also asked about being **threatened or experiencing discriminatory acts at WSU Health Sciences**. Eighteen (or 8%) of respondents affirmed they had such experiences. Threatening or discriminatory acts because of Race/Ethnicity or Gender (3% each) were cited most often and Mental Illness (2%) was also given as a reason for these acts. A person's Religion, Age and Other Identity Attributes were also mentioned (1% each). Gender Expression/Identity, Sexual Orientation and Disability Status were not selected as a reason for experiencing threatening or discriminatory acts while at WSU Health Sciences (Table 19.1 and Figure 19.1).

Table 19.1 Faculty and Staff: Threatened or Experienced Discriminatory Acts (Q20A)

I have been threatened or experienced discriminatory acts at WSU Health Sciences	Yes	All faculty and staff N=239	Of those affected N=18
<i>Because of my: (select all that apply)</i>	18	8%	
Race/Ethnicity	7	3%	39%
Gender Expression/ Identity	0	0%	0%
Sexual Orientation	0	0%	0%
Religion	2	1%	11%
Age	2	1%	11%
Disability Status	0	0%	0%
Gender	8	3%	44%
Mental Illness	4	2%	22%
Other Identity Attribute	3	1%	17%

Figure 19.1 Faculty and Staff: Threatened or Experienced Discriminatory Acts (Q20A)



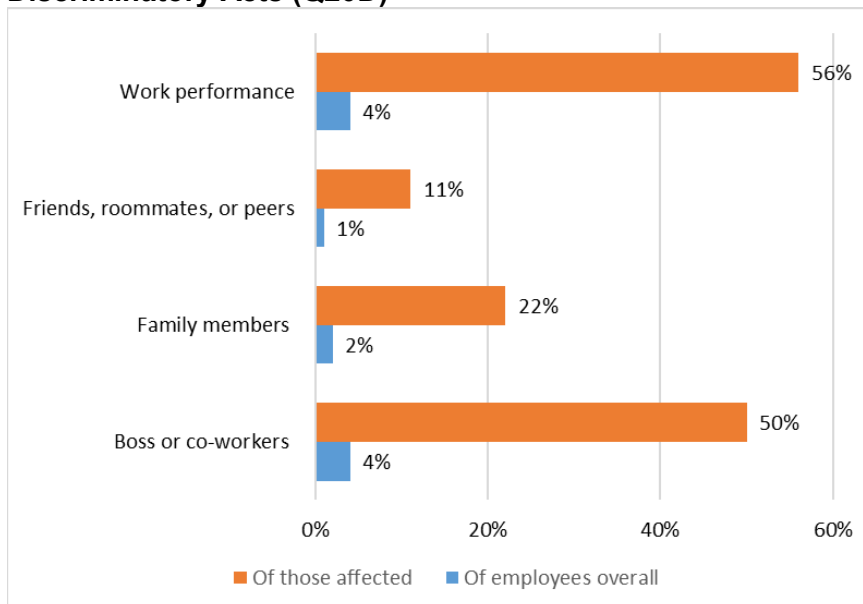
Due to a technical problem in the survey or in the data, those faculty and staff indicating they had been threatened or experienced discriminatory acts were not asked to elaborate on specific incidents or whether they reported those threatening or discriminatory acts (Questions 20B, 20C).

Of the 18 faculty and staff who answered questions regarding problems resulting from threats or experiencing discriminatory acts at WSU Health Sciences, about half (56%) reported the incident(s) led to problems with their work performance and half (50%) said the incident led to problems with their boss or co-workers. A fifth (22%) said they experienced problems with family, and just 11% said it caused problems with friends, roommates or peers (Table 19.2 and Figure 19.2).

Table 19.2 Faculty and Staff: Problems Resulting from Threats or Experiencing Discriminatory Acts (Q20D)

Did this incident(s) lead you to have problems with your: <i>(select all that apply)</i>	Yes	All Faculty and Staff (n=239)	Of those affected (n=18)
Work performance	10	4%	56%
Friends, roommates, or peers	2	1%	11%
Family members	4	2%	22%
Boss or co-workers	9	4%	50%

Figure 19.2 Faculty and Staff: Problems Resulting from Threats or Experiencing Discriminatory Acts (Q20D)

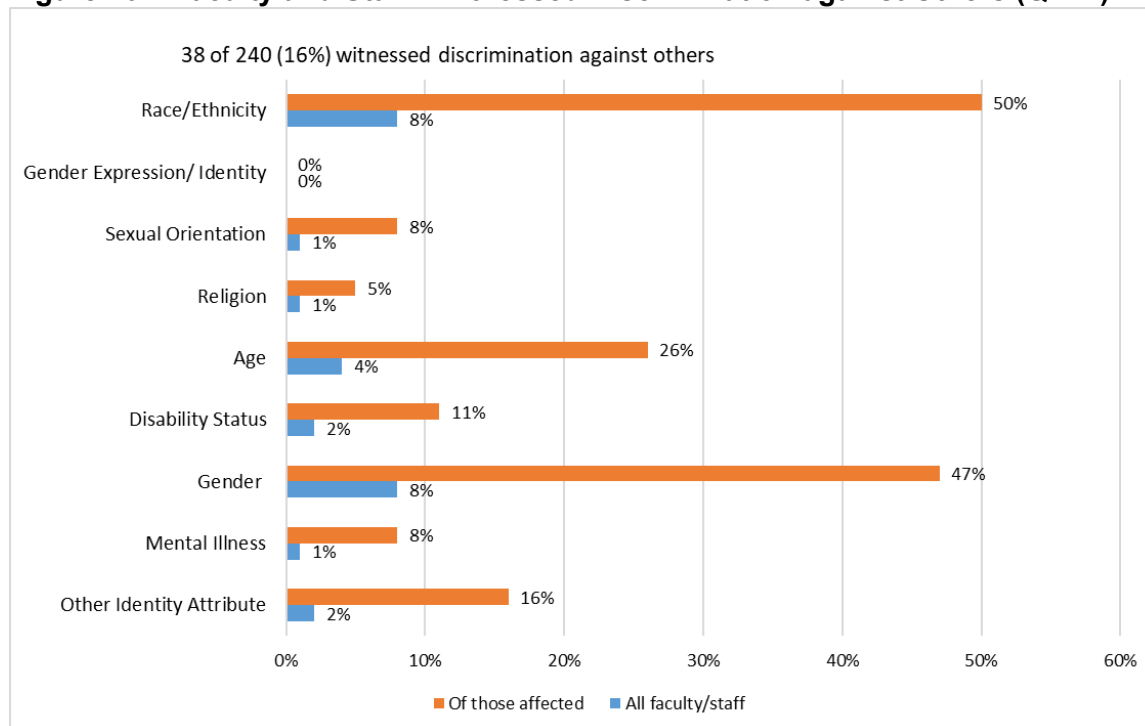


Faculty and staff were asked whether they had **witnessed acts of discrimination against others at WSU Health Sciences** and 38 respondents (16%) said they had witnessed such acts. Eight percent of faculty and staff reported witnessing acts of discrimination at WSU Health Sciences based on race/ethnicity and/or gender. Much fewer incidents of acts of discrimination were witnessed by faculty and staff based on age (4%), disability status (2%), sexual orientation (1% each), mental illness (1%), and/or Religion (1%). No one reported witnessing acts of discrimination based on Gender Expression or Identity (Table 20.1 and Figure 20.1).

Table 20.1 Faculty and Staff: Witnessed Discrimination Against Others (Q21A)

I have witnessed an act or acts of discrimination against others at WSU Health Sciences	Yes	All faculty and staff N=240	Of those affected N=38
Because of: (select all that apply)	38	16%	
Race/Ethnicity	19	8%	50%
Gender Expression/ Identity	0	0%	0%
Sexual Orientation	3	1%	8%
Religion	2	1%	5%
Age	10	4%	26%
Disability Status	4	2%	11%
Gender	18	8%	47%
Mental Illness	3	1%	8%
Other Identity Attribute	6	2%	16%

Figure 20.1 Faculty and Staff: Witnessed Discrimination against Others (Q21A)



Those faculty and staff indicating they had witnessed discriminatory acts against others were asked a few follow-up questions which elaborated on specific incidents. When asked about the nature and frequency of these discriminatory acts they witnessed (Q21b), several issues were noted: a lack of tolerance for language issues/differences of those for whom English is a second language (ESL)—students in particular; intolerance of or degrading others for varying viewpoints; assumptions that minority groups get preferential treatment or pointing out differences; derogatory storytelling; and/or interrupting, talking over or disregarding others. Faculty and staff reported witnessing these things from just once to experiencing them daily.

About one third of those witnessing the incidents of discriminatory acts against others reported the incident (32%), and another third (32%) of those witnessing these acts did not report the incident. Among the reasons for not reporting the incident were the feeling that no one would listen, a fear of retaliation, there was no proof, the victim didn't want it reported, there was no malice on part of the perpetrator but rather a need for education, or it was already being reported by someone else. The remaining 37% either gave an inconclusive or non-response (Table 20.2). Only one third (33%) of those who reported, indicated they were satisfied with the outcome of reporting discriminatory acts towards others at WSU Health Sciences. (Table 20.3)

Table 20.2 Faculty and Staff: Reported Witnessing Discriminatory Acts Against Others (Q21C)

Q21c Did you report this incident(s) to someone who works at the university? <i>(text response)</i>	# responding N=38	%
Yes	12	32%
No	12	32%
Inconclusive/no answer	14	37%

Table 20.3 Faculty and Staff: Satisfied with Result of Report of Witnessing Discriminatory Acts Against Others (Q21C)

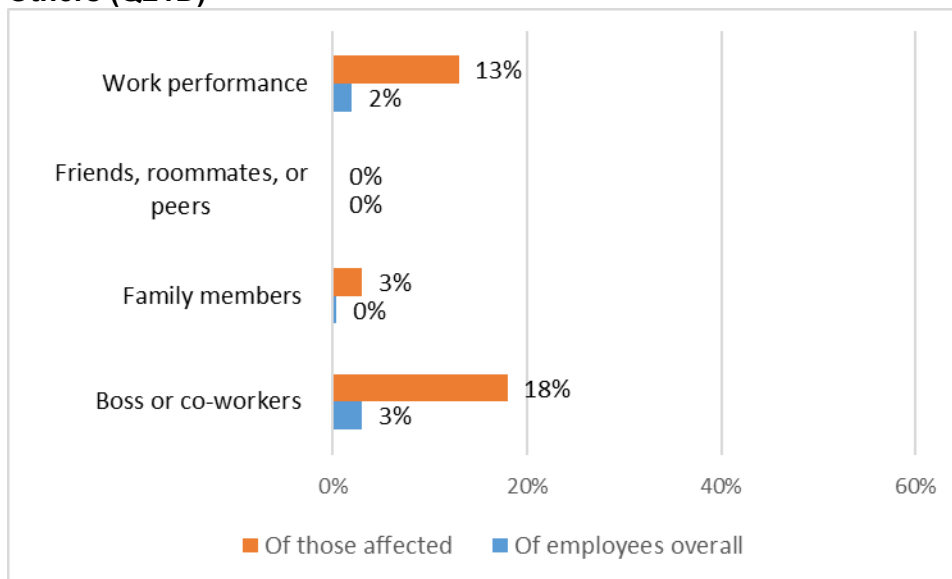
Q21c. Were you satisfied with the outcome? <i>(text response)</i>	# responding N=12	%
Yes	4	33%
No	4	33%
Inconclusive	4	33%

Of the 38 faculty and staff who reported witnessing acts of discrimination at WSU Health Sciences, 13% reported the incident(s) led to problems with their work performance and 18% said the incident led to problems with their boss or co-workers. A few said they experienced problems with family (3%), and none indicated problems with friends, roommates or peers (Table 20.4 and Figure 20.2).

Table 20.4 Faculty and Staff: Problems Resulting from Witnessing Discrimination Against Others (Q21D)

Did this incident(s) lead you to have problems with your: <i>(select all that apply)</i>	Yes	All Faculty and Staff (n=240)	Of those affected (n=38)
Work performance	5	2%	13%
Friends, roommates, or peers	0	0%	0%
Family members	1	0.4%	3%
Boss or co-workers	7	3%	18%

Figure 20.2 Faculty and Staff: Problems Resulting from Witnessing Discrimination Against Others (Q21D)

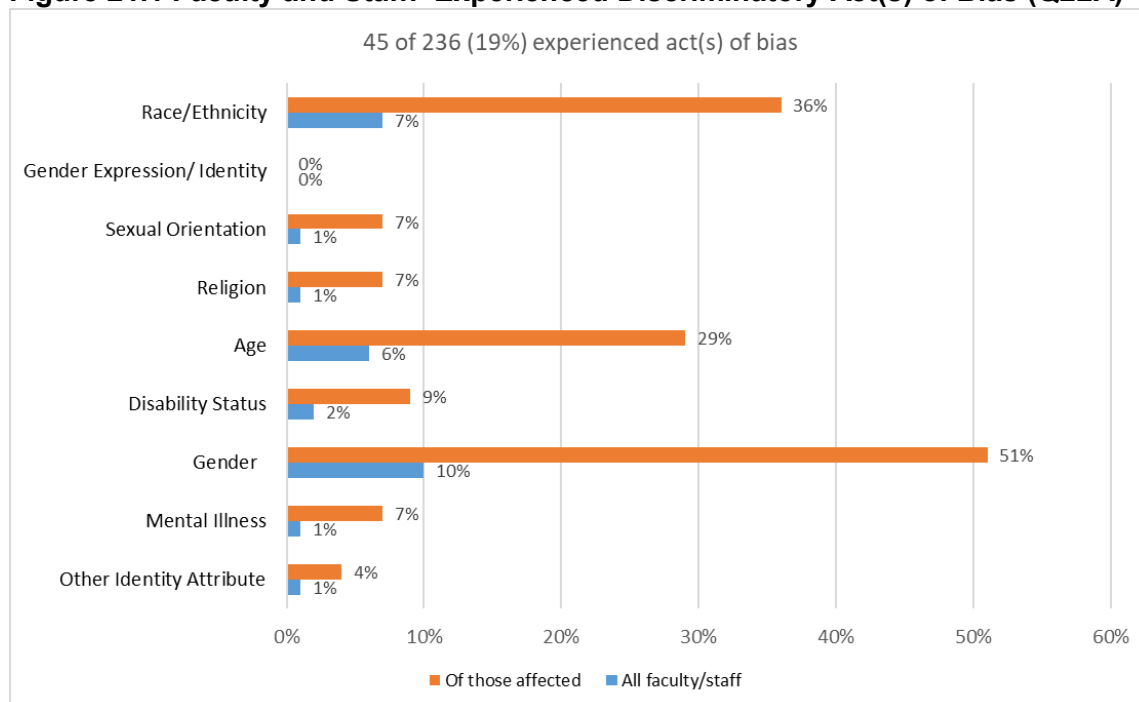


Faculty and staff were also asked if they have **experienced an act or acts of bias at WSU Health Sciences that did not rise to the level of discrimination or crime**. Close to a fifth of faculty/staff (19%) of respondents indicated they have had an experience of bias. One tenth of faculty/staff have experienced bias based on gender (10%), 7% based on race/ethnicity, and 6% based on age. Only one percent of faculty/staff experienced bias based on sexual orientation, religion, or mental illness. None reported bias based on gender expression/identity (Table 21.1 and Figure 21.1).

Table 21.1 Faculty and Staff: Experienced Discriminatory Act(s) of Bias (Q22A)

I have experienced an act or acts of bias (that did NOT rise to the level of discrimination or crime) at WSU Health	Yes	All faculty and staff N=236	Of those affected N=45
<i>Because of my: (select all that apply)</i>	45	19%	
Race/Ethnicity	16	7%	36%
Gender Expression/ Identity	0	0%	0%
Sexual Orientation	3	1%	7%
Religion	3	1%	7%
Age	13	6%	29%
Disability Status	4	2%	9%
Gender	23	10%	51%
Mental Illness	3	1%	7%
Other Identity Attribute	2	1%	4%

Figure 21.1 Faculty and Staff: Experienced Discriminatory Act(s) of Bias (Q22A)



When asked about the nature and frequency of these acts of bias experienced at WSU Health Sciences, respondents noted these acts included offhand comments that reference a diverse group or comments that represent ignorance about other groups; annoyance with ESL individuals, dirty jokes, micro-aggressions towards other groups; disregarding or talking over others; and intolerance to differing viewpoints. Faculty and staff reported experiencing these things rarely, one time to occasionally or a few times.

Only 16% of discriminatory act(s) of bias were reported and close to a third (31%) specifically indicated the incident(s) was not reported (Table 21.2). However, several of those who did not report, indicated they handled the situation themselves or their supervisor who was also a witness took action, or that the incident was not serious enough; but several others indicated that “it is just the way it is” and they have learned to put up with such things. Fifty-three percent gave an inconclusive response or no response.

Only one of those who reported the bias incident (14%) reported being satisfied with the outcome at WSU Health Sciences. Three of seven (43%) who said they made a report about the incident(s), clearly stated they were not satisfied with the results of reporting. (Table 21.3)

Table 21.2 Faculty and Staff: Reported Discriminatory Act(s) of Bias (Q22C)

Q22c Did you report this incident(s) to someone who works at the university? (text response)	# responding N=45	%
Yes	7	16%
No	14	31%
Inconclusive/no response	24	53%

Table 21.3 Faculty and Staff: Satisfied with Result of Report of Discriminatory Act(s) of Bias (Q22C)

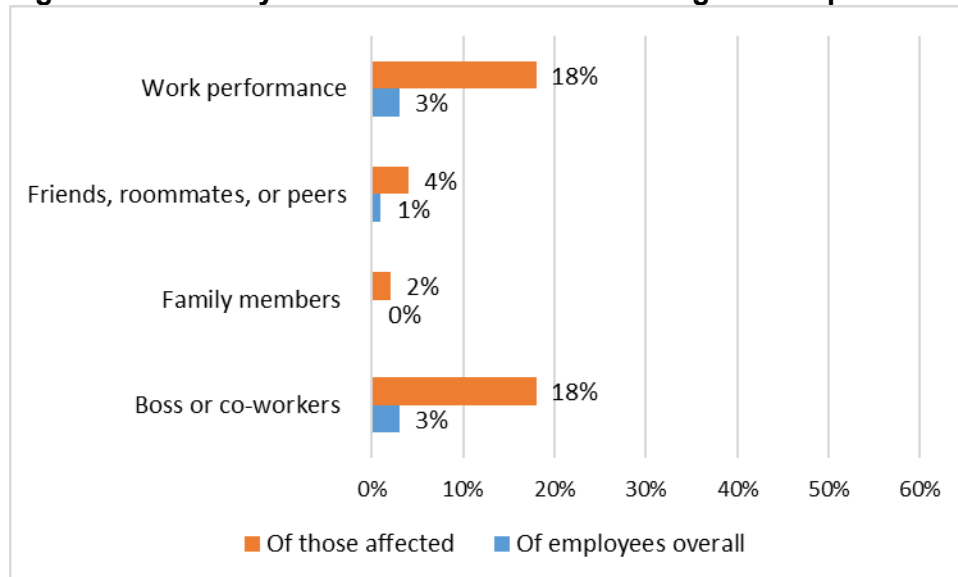
Q22c. Were you satisfied with the outcome? (text response)	# responding N=7	%
Yes	1	14%
No	3	43%
Inconclusive	3	43%

Of the 45 faculty and staff who answered questions regarding problems resulting from acts bias at WSU Health Sciences, 18% reported the incident(s) led to problems with their work performance and 18% said the incident led to problems with their boss or co-workers. A few said they experienced problems with family (2%), or with friends, roommates or peers (4%) (Table 21.4 and Figure 21.2).

Table 21.4 Faculty and Staff: Problems Resulting from Experiencing Act(s) of Bias (Q22D)

Did this incident(s) lead you to have problems with your: <i>(select all that apply)</i>	Yes	All faculty and staff N=236	Of those affected N=45
Work performance	8	3%	18%
Friends, roommates, or peers	2	1%	4%
Family members	1	0.4%	2%
Boss or co-workers	8	3%	18%

Figure 21.2 Faculty and Staff: Problems Resulting from Experiencing Act(s) of Bias (Q22D)



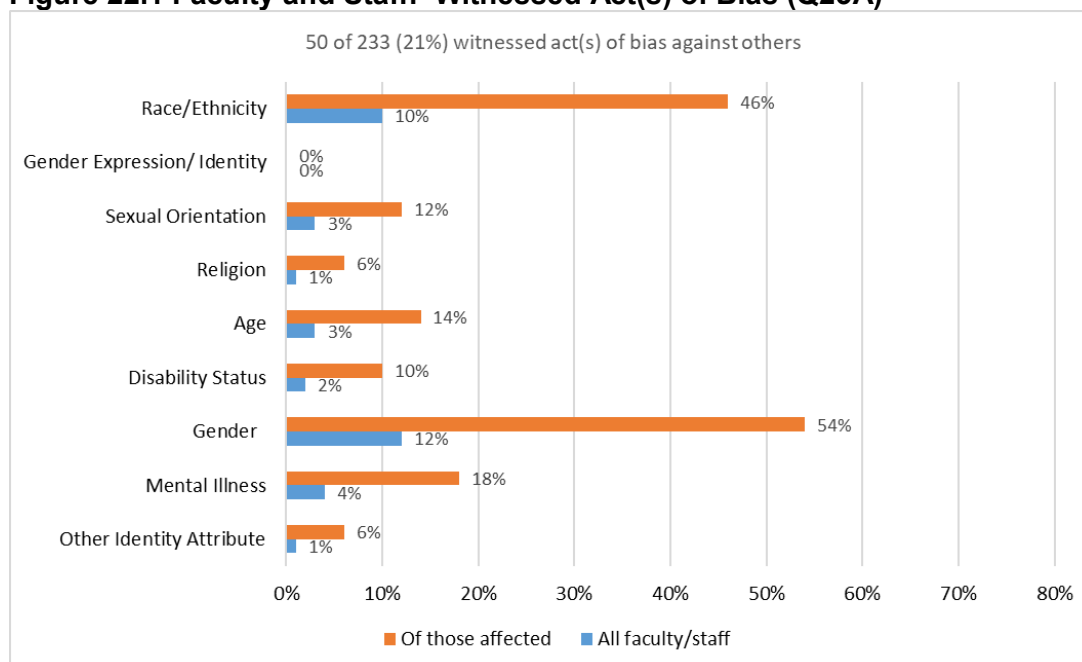
Faculty and staff were asked if they **witnessed an act or acts of bias that did not rise to the level of discrimination or crime against others at WSU Health Sciences based on diversity**. Fifty (21%) respondents indicated they had witnessed an act(s) of bias against others at WSU Health Sciences that did not rise to the level of discrimination or crime.

Twelve percent of faculty and staff witnessed bias towards another based on gender and 10 percent witnessed it based on race/ethnicity. Four percent observed bias towards another based on mental illness and 3% witnessed it based on sexual orientation and 3% for age. Two percent of faculty and staff witnessed bias towards another based on a person's disability status, and 1% observed it for religion. (Table 22.1 and Figure 22.1).

Table 22.1 Faculty and Staff: Witnessed Act(s) of Bias (Q23A)

I have witnessed an act or acts of bias (that did NOT rise to the level of discrimination or crime) against others at WSU Health	Yes	All faculty and staff N=233	Of those affected N=50
Because of: (select all that apply)	50	21%	
Race/Ethnicity	23	10%	46%
Gender Expression/ Identity	0	0%	0%
Sexual Orientation	6	3%	12%
Religion	3	1%	6%
Age	7	3%	14%
Disability Status	5	2%	10%
Gender	27	12%	54%
Mental Illness	9	4%	18%
Other Identity Attribute	3	1%	6%

Figure 22.1 Faculty and Staff: Witnessed Act(s) of Bias (Q23A)



When asked about the nature and frequency of witnessing acts of bias towards others at WSU Health Sciences, faculty and staff have witnessed several types of biased actions towards people with a diversity characteristic. The incidents include: insensitivity, disregard or not valuing comments or contributions in meetings, disrespected, inappropriate jokes or comments that are based on stereotypes, being given fewer opportunities compared to white or male counterparts. Faculty and staff reported experiencing these things from just once, rare or infrequent to experiencing these incidents daily.

Fourteen percent of faculty or staff who witnessed biased acts towards other reported the incidents (Table 22.2). Others indicated that the incident was not serious enough to report, or they spoke to the offending individual and attempted to resolve the problem. Some indicated they do not believe the offending individual was aware of the problem, or did not recognize what they were doing. One respondent indicated that this type of biased behavior is subtle and pervasive and so reporting does not help. Overall, 18% indicated they did not report the incident, and the 68% did not respond to the question.

Of those reporting the acts of bias they witnessed, 43% were satisfied with the outcome. Another 43% were not satisfied with the outcome, and remaining 14% gave an inconclusive response. (Table 22.3)

Table 22.2 Faculty and Staff: Reported Witnessing Act(s) of Bias (Q23C)

Q23c Did you report this incident(s) to someone who works at the university? (text response)	# responding N=50	%
Yes	7	14%
No	9	18%
Inconclusive	34	68%

Table 22.3 Faculty and Staff: Satisfied with Result of Report of Witnessing Act(s) of Bias (Q23C)

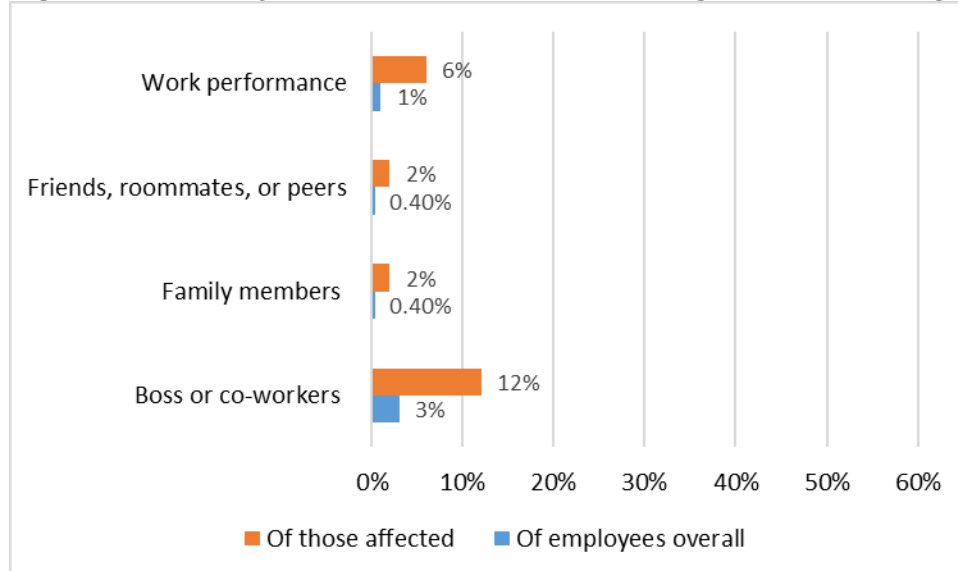
Q23c. Were you satisfied with the outcome? (text response)	# responding N=7	%
Yes	3	43%
No	3	43%
Inconclusive	1	14%

The 50 faculty and staff who witnessed an act or acts of bias against others at WSU Health Sciences based on diversity were asked what problems they may be experiencing as a result. As a result of the bias they witnessed, 12% reported it lead to problems with their boss or co-workers. Six percent indicated it led to problems in their work performance. And only 2% each said they experienced problems with family, or with friends, roommates or peers (Table 22.4 and Figure 22.2).

Table 22.4 Faculty and Staff: Problems Resulting from Witnessing Acts of Bias (Q23D)

Did this incident(s) lead you to have problems with your: <i>(select all that apply)</i>	Yes	All Faculty and Staff (n=233)	Of those affected (n=50)
Work performance	3	1%	6%
Friends, roommates, or peers	1	0.4%	2%
Family members	1	0.4%	2%
Boss or co-workers	6	3%	12%

Figure 22.2 Faculty and Staff: Problems Resulting from Witnessing Acts of Bias (Q22D)



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Response Differences for Key Areas of Diversity: Gender, Sexual Orientation, Race/Ethnicity, and Age

As indicated earlier, WSU Health Sciences has a particular interest in knowing if there are different campus climate perceptions, concerns, and experiences for four key areas of diversity: gender, sexual orientation, race/ethnicity, and age. Based on the distribution of responses on each of these variables, categories were collapsed for those categories in which there were low numbers. The collapsing maintains confidentiality of the data, such that the identity of any one respondent cannot ever be determined (Table 25).

In order to uncover significant differences in responses to key questions/question sets by gender groups, sexual orientation groups, race/ethnic groups, or by age, a one-way analysis of variance (ANOVA) was used. The one-way analysis of variance (ANOVA) is used to determine whether there are any statistically significant differences between the means of two or more independent (unrelated) groups. Statistically significant differences in this analysis indicate that different gender, sexual orientation, race/ethnic or age subgroups (categories) may have different perceptions, experiences, or concerns compared to other subgroups. *Only those effects that are statistically significant at the p-value less than 0.05 will be discussed (displayed in bold font the ANOVA tables).* Then a Post Hoc Tukey Test was used to further uncover the differences among all the combinations of subgroups (categories), and to explore which subgroups potentially have more negative perceptions, experiences, or concerns. This analysis will help to uncover whether or not a higher proportion of negative responses are given by those in underrepresented subgroups, which implies that prejudice or discrimination could be a factor in the overall campus climate. *It should also be noted that the small numbers in some categories on the key diversity variables may lead to unstable statistical results where differences in attitudes based on the diversity measure may be found that are not true differences. Therefore, the discussion in this report will merely note the patterns found with the understanding that more data should be collected if more reliable/accurate results are needed for decision-making or policy formation within WSU Health Sciences.*

Table 23. Key Areas of Diversity

Gender	Number	Percent
Female	149	64.2%
Male	83	35.8%
TOTAL	232	100%
Sexual Orientation	Number	Percent
Heterosexual	212	94.6%
LGBTQIA+ community	12	5.3%
TOTAL	224	100%
Race (collapsed)	Number	Percent
White	186	83.0%
Minority	24	10.7%
Multiple races	14	6.3%
TOTAL	224	100%
Age (collapsed)	Number	Percent
18-35 years	81	32.0%
36-45 years	53	20.9%
46-55 years	58	22.9%
56-65 years	50	19.8%
66-74 years	11	4.3%
TOTAL	253	100%

University Connectedness

Reference Tables for Response differences by Key Areas of Diversity for: University Connectedness (Q1-Q2)	
One-way ANOVA results	Table 24
Cross-tabulated by Gender:	Tables A1.1-A1.11, <i>pages 57-62</i>
Cross-tabulated by Sexual orientation	Tables A2.1-A2.11, <i>pages 91-96</i>
Cross-tabulated by Race	Tables A3.1-A3.11, <i>pages 125-130</i>
Cross-tabulated by Age	Tables A4.1-A4.11, <i>pages 159-164</i>

In the one-way analysis of variance (ANOVA) for the items measuring University Connectedness (Q1-Q2), no significant differences were found on any of the items for gender. Males and females do not vary significantly from one another in how connected they feel with WSU Health Sciences. No significant differences were found on any of the items for race. White versus minority race, and those with a multi-race background do not vary significantly from one another in how connected they feel with WSU Health Sciences. (Table 24; cross-tabulated by gender: Tables A1.1-A1.11; and cross-tabulated by race: Tables A3.1-A3.11).

Only one of eleven items of University Connectedness was found to be significant for sexual orientation: “I feel valued by students”. On all other indicators of university connectedness, those with in the LGBTQIA+ community do not have significantly different feelings of connectedness to WSU Health Sciences compared to those with a heterosexual orientation (Table 24; cross-tabulated by sexual orientation: Tables A2.1-A2.11). *Specifically our results suggest that **those identifying as heterosexual are less likely to strongly agree that they feel valued by other students than those identifying as part of the LGBTQIA+ community.***

Only two of eleven items of University Connectedness was found to be significant for different age categories (Table 24; cross-tabulated by sexual orientation: Tables A4.1-A4.11):

“I would be very happy to continue my career at WSU Health Sciences.”

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that they would be very happy to continue their career at WSU Health Sciences than those 46-55 years old.***

“I am planning to leave WSU Health Sciences.”

*Specifically, our results suggest that **those 18-35 years old are less likely to strongly disagree that they are planning to leave WSU Health Sciences than those 46-55 years old.***



Table 24. University Connectedness: Response differences by Areas of Diversity

Q1	Gender	Sexual Orientation	Race	Age
I feel valued by students.	F(1,227)=0.35, p=0.55	F(1,219)=5.48, p=0.02	F(2,219)=0.63, p=0.53	F(4,215)=2.25, p=0.07
I feel valued by staff.	F(1,230)=0.13, p=0.72	F(1,222)=0.12, p=0.73	F(2,221)=0.10, p=0.90	F(4,218)=0.37, p=0.83
I feel valued by faculty.	F(1,230)=0.23, p=0.63	F(1,222)=2.69, p=0.10	F(2,221)=2.09, p=0.13	F(4,218)=1.21, p=0.31
I can fulfill requirements of my position without unduly repressing my own identity, background or experience.	F(1,230)=0.04, p=0.85	F(1,222)=0.79, p=0.38	F(2,221)=0.83, p=0.44	F(4,218)=0.24, p=0.92
I have opportunities in my position that are similar to those of my co-workers.	F(1,230)=3.28, p=0.07	F(1,222)=1.54, p=0.22	F(1,221)=0.91, p=0.40	F(4,218)=0.45, p=0.77
I have similar opportunities for promotion/advancement in my position as my co-workers.	F(1,230)=0.12, p=0.73	F(1,222)=0.87, p=0.35	F(1,221)=1.78, p=0.17	F(4,218)=0.08, p=0.99

Q2	Gender	Sexual Orientation	Race	Age
I feel close to people at WSU Health Sciences.	F(1,230)=0.30, p=0.59	F(1,222)=0.92, p=0.34	F(1,221)=0.09, p=0.91	F(4,218)=1.22, p=0.30
I would be very happy to continue my career at WSU Health Sciences. (Keep things private)	F(1,230)=0.01, p=0.94	F(1,222)=1.54, p=0.22	F(1,221)=0.47, p=0.62	F(4,218)=2.90, p=0.02
I feel I have a community at WSU Health Sciences. (Not belonging)	F(1,230)=1.91, p=0.17	F(1,222)=0.76, p=0.38	F(1,221)=0.28, p=0.76	F(4,218)=1.88, p=0.12
I do not feel a strong sense of belonging to WSU Health Sciences	F(1,230)=0.003, p=0.96	F(1,222)=1.09, p=0.30	F(1,221)=0.32, p=0.73	F(4,218)=1.08, p=0.37
I am planning to leave WSU Health Sciences	F(1,229)=0.43, p=0.52	F(1,221)=2.36, p=0.13	F(1,220)=0.72, p=0.49	F(4,217)=4.68, p=0.001



University Environment, and diversity and equity on campus – perceptions and perspectives

Reference Tables for Response differences by Key Areas of Diversity for: University Environment (Q8)	
One-way ANOVA results	Table 25, page 51
Cross-tabulated by Gender:	Tables A1.12 - A1.18, pages 63-66
Cross-tabulated by Sexual orientation	Tables A2.12 - A2.18, pages 97-100
Cross-tabulated by Race	Tables A3.12 - A3.18, pages 131-134
Cross-tabulated by Age	Tables A4.12 – A4.18, pages 165-168

In the one-way analysis of variance (ANOVA) for the items measuring University Environment/Diversity/Equity (Q8), overall perceptions do not vary significantly by gender or for sexual orientation (Table 25; Cross-tabulated by Gender: Tables A1.12-A1.18; Sexual orientation: Tables A2.12-A2.18). Males versus females, and heterosexuals versus those in the LGBTQAI+ community do not vary significantly in their perceptions of diversity and equity at the University.

Race was significantly related to three of seven items measuring the university environment/diversity/equity on campus (Table 25; Cross-tabulated by Race: Table A3.12-A3.18):

Faculty are skilled in teaching about diversity and equity.

*Specifically, our results suggest that **those identifying as white are less likely to disagree** that faculty are skilled in teaching about diversity and equity **than those identifying as a minority race**.*

There is sufficient coverage of diversity and equity throughout the curriculum.

*Specifically, our results suggest that **those identifying as white are less likely to disagree** that there is sufficient coverage of diversity and equity throughout the curriculum **than those identifying as a minority race**.*

I do not feel comfortable leading class discussions on diversity/equity.

*Specifically, our results suggest that **those identifying as white are less likely to disagree** that they do not feel comfortable leading discussions on diversity | equity **than those identifying as a minority race**.*

Age was significantly related to two of seven items measuring the university environment/diversity/equity on campus (Table 25; Cross-tabulated by Age: Table A4.12-A4.18):

Faculty are skilled in teaching about diversity and equity.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree** that the faculty are skilled in teaching about diversity and equity **than those 66-74 years old**.*

Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.

*Specifically, our results suggest that **those 18-35 years old are more likely to disagree** that the staff are skilled at facilitating discussions with students of different backgrounds and perspectives **than those 46-55 years old and 66-74 years old**.*



Table 25. Environment related to Diversity: Response differences by Areas of Diversity

Q8	Gender	Sexual Orientation	Race	Age
Faculty are skilled in teaching about diversity and equity.	F(1,230)=3.26, p=0.07	F(1,222)=0.37, p=0.54	F(2, 221)=4.38, p=0.01	F(4,218)=3.13, p=0.02
Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.	F(1,230)=0.44, p=0.51	F(1,222)=1.17, p=0.28	F(2,221)=2.04, p=0.13	F(4,218)=1.97, p=0.10
Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.	F(1,228)=0.02, p=0.90	F(1,220)=0.64, p=0.43	F(2,219)=0.67, p=0.51	F(4,216)=3.31, p=0.01
WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.	F(1,228)=0.45, p=0.50	F(1,220)=0.17, p=0.68	F(2,219)=1.25, p=0.29	F(4,216)=1.62, p=0.17
There is sufficient coverage of diversity and equity throughout the curriculum.	F(1,229)=3.00, p=0.08	F(1,221)=0.20, p=0.66	F(2,220)=4.61, p=0.01	F(4,217)=1.94, p=0.10
I do not feel comfortable leading class discussions on diversity equity.	F(1,72)=3.20, p=0.08	F(1,68)=3.47, p=0.07	F(2,67)=0.85, p=0.43	F(4,66)=2.52, p=0.05
I do not feel comfortable leading discussions on diversity equity.	F(1,228)=0.02, p=0.90	F(1,220)=0.78, p=0.38	F(2,219)=4.75, p=0.01	F(4,216)=1.47, p=0.21

Diversity and Equity on Campus

Reference Tables for Response differences by Key Areas of Diversity for: Diversity and Equity on Campus (Q10)	
One-way ANOVA results	Table 26
Cross-tabulated by Gender:	Tables A1.19 - A1.43, <i>pages 67-79</i>
Cross-tabulated by Sexual orientation	Tables A2.19 - A2.43, <i>pages 101-113</i>
Cross-tabulated by Race	Tables A3.19 - A3.43, <i>pages 135-147</i>
Cross-tabulated by Age	Tables A4.19 – A4.43, <i>pages 169-181</i>

In the one-way analysis of variance (ANOVA) for the items measuring Diversity and Equity on Campus (Q10), overall perceptions do not vary significantly for sexual orientation on any of the twenty-four items (Table 26; cross-tabulated by sexual orientation: Tables A2.19-A2.43).

Gender was significant on seven of twenty-four items (Table 26; cross-tabulated by gender: Tables A1.19-A1.43):

The staff at WSU Health Sciences is diverse.

*Specifically our results suggest that **females are less likely to agree** that the staff at WSU Health Sciences is diverse **than males**.*

The faculty at WSU Health Sciences is diverse.

*Specifically our results suggest that **females are less likely to agree** that the faculty at WSU Health Sciences is diverse **than males**.*

I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.

*Specifically our results suggest that **females are less likely to agree** that they believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs **than males**.*

WSU Health Sciences recruits faculty members from diverse communities.

*Specifically our results suggest that **females are less likely to agree** that WSU Health Sciences recruits faculty members from diverse communities **than males**.*

WSU Health Sciences recruits staff members from diverse communities.

*Specifically our results suggest that **females are less likely to agree** that WSU Health Sciences recruits staff members from diverse communities **than males**.*

WSU Health Sciences retains faculty members from diverse communities.

*Specifically our results suggest that **females are less likely to agree** that WSU Health Sciences retains faculty from diverse communities **than males**.*

WSU Health Sciences retains staff members from diverse communities.

*Specifically our results suggest that **females are less likely to agree** that WSU Health Sciences retains staff from diverse communities **than males**.*



Race was also significant on seven of twenty-four items (Table 26; cross-tabulated by race: Tables A3.19-A3.43):

WSU Health Sciences is committed to promoting diversity and equity on our campus.

*Specifically, our results suggest that **those identifying as white are more likely to agree that WSU Health Sciences is committed to promoting diversity and equity on our campus than those identifying as a minority race.***

The faculty at WSU Health Sciences is diverse.

While the ANOVA results showed significance, the post hoc test showed no significant differences by race. There is no significant difference in the level of agreement toward the feeling that faculty at WSU Health Sciences is diverse among those identifying as white, a minority race, or Multi-racial

WSU Health Sciences respects the perspectives of people like me.

*Specifically, our results suggest that **those identifying as white are more likely to agree that WSU Health Sciences respects the perspectives of people like them than those identifying as a minority race.***

WSU Health Sciences retains faculty members from diverse communities.

*Specifically, our results suggest that **those identifying as white are more likely to agree that WSU Health Sciences retains faculty members from diverse communities than those identifying as a minority race.***

My program leader or university administrator is committed to promoting diversity on our campus.

*Specifically, our results suggest that **those identifying as white are more likely to agree that their program leader or university administrator is committed to promoting diversity on campus than those identifying as a minority race.***

WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

*Specifically, our results suggest that **those identifying as white are more likely to agree that WSU Health Sciences fosters open communication and discussion on diversity related issues and concerns than those identifying as a minority race.***

WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.

*Specifically, our results suggest that **those identifying as white are more likely to agree that WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns than those identifying as a minority race.***

Age was significant on three of twenty-four items (Table 26; cross-tabulated by age: Tables A4.19-A4.43):

WSU Health Sciences is committed to promoting diversity and equity on our campus.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that WSU Health Sciences is committed to promoting diversity and equity on campus than those 56-65 years old.***



WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns than those 56-65 years old.***

WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.

*Specifically, our results suggest that **those 18-35 years are less likely to agree that WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns than those 56-65 years old and 66-74 years old.***

Table 26. Diversity and Equity on Campus: Response differences by Areas of Diversity

Q10	Gender	Sexual Orientation	Race	Age
WSU Health Sciences is committed to promoting diversity and equity on our campus.	F(1,228)=0.29, p=0.59	F(1,220)=0.51, p=0.48	F(2,219)=5.58, p=0.004	F(4,216)=3.79, p=0.005
My unit college at WSU Health Sciences is committed to promoting diversity and equity on our campus.	F(1,228)=0.14, p=0.71	F(1,220)=2.12, p=0.15	F(2,219)=0.12, p=0.89	F(4,216)=0.95, p=0.44
My department program at WSU Health Sciences is committed to promoting diversity and equity on our campus.	F(1,229)=0.29, p=0.59	F(1,221)=1.76, p=0.19	F(2,220)=0.85, p=0.43	F(4,217)=1.08, p=0.37
The students at WSU Health Sciences are diverse.	F(1,228)=3.40, p=0.07	F(1,220)=0.38, p=0.54	F(2,219)=1.71, p=0.18	F(4,216)=0.54, p=0.70
The staff at WSU Health Sciences is diverse.	F(1,229)=16.56, p<0.001	F(1,221)=0.002, p=0.97	F(2,220)=1.93, p=0.15	F(4,217)=1.91, p=0.11
The faculty at WSU Health Sciences is diverse.	F(1,229)=14.20, p<0.001,	F(1,221)=0.18, p=0.67	F(2,220)=3.27, p=0.04	F(4,217)=0.46, p=0.77
Individuals from different backgrounds have good working relationships at WSU Health Sciences.	F(1,228)=1.06, p=0.30	F(1,220)=0.56, p=0.46	F(2,219)=3.03, p=0.05	F(4,216)=0.79, p=0.53
Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.	F(1,228)=1.69, p=0.20	F(1,220)=0.01, p=0.91	F(2,219)=2.27, p=0.12	F(4,216)=1.15, p=0.34
WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	F(1,228)=0.14, p=0.71	F(1,220)=0.65, p=0.42	F(2,219)=2.22, p=0.11	F(4,216)=1.29, p=0.28
My unit college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	F(1,228)=4.03, p=0.05	F(1,220)=0.10, p=0.76	F(2,219)=0.66, p=0.52	F(4,216)=0.94, p=0.44
My department program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	F(1,228)=3.17, p=0.08	F(1,220)=1.19, p=0.28	F(2,219)=0.37, p=0.69	F(24,216)=0.33, p=0.86



Q10	Gender	Sexual Orientation	Race	Age
Members of the campus community are respectful when interacting through social media.	$F(1,228)=0.59$, $p=0.44$	$F(1,220)=0.00$, $p=0.99$	$F(2,219)=1.15$, $p=0.32$	$F(4,216)=1.78$, $p=0.13$
I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.	$F(1,224)=5.41$, $p=0.02$	$F(1,216)=1.25$, $p=0.26$	$F(2,215)=1.87$, $p=0.16$	$F(4,212)=0.99$, $p=0.42$
I believe there should be a dedicated space for meditation / prayer	$F(1,227)=2.14$, $p=0.15$	$F(1,219)=0.13$, $p=0.72$	$F(2,218)=1.40$, $p=0.25$	$F(4,215)=2.28$, $p=0.06$
WSU Health Sciences respects the perspectives of people like me.	$F(1,228)=0.23$, $p=0.63$	$F(1,220)=0.16$, $p=0.69$	$F(2,219)=5.31$, $p=0.01$	$F(4,216)=0.15$, $p=0.96$
Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	$F(1,228)=3.89$, $p=0.05$	$F(1,220)=0.29$, $p=0.59$	$F(2,219)=1.74$, $p=0.18$	$F(4,216)=0.21$, $p=0.93$
Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	$F(1,228)=3.65$, $p=0.06$	$F(1,220)=0.05$, $p=0.82$	$F(2,219)=2.31$, $p=0.10$	$F(4,216)=0.11$, $p=0.98$
WSU Health Sciences recruits faculty members from diverse communities.	$F(1,227)=7.76$, $p=0.01$	$F(1,219)=1.48$, $p=0.23$	$F(2,218)=2.98$, $p=0.05$	$F(4,215)=0.57$, $p=0.69$
WSU Health Sciences recruits staff members from diverse communities.	$F(1,227)=9.62$, $p=0.002$	$F(1,219)=0.002$, $p=0.96$	$F(2,218)=2.70$, $p=0.07$	$F(4,215)=1.67$, $p=0.16$
WSU Health Sciences retains faculty members from diverse communities.	$F(1,227)=6.00$, $p=0.02$	$F(1,219)=0.45$, $p=0.50$	$F(2,218)=3.75$, $p=0.03$	$F(4,215)=0.45$, $p=0.77$
WSU Health Sciences retains staff members from diverse communities.	$F(1,226)=7.58$, $p=0.01$	$F(1,218)=0.002$, $p=0.96$	$F(2,217)=3.05$, $p=0.05$	$F(4,214)=1.09$, $p=0.36$
My program leader or university administrator is committed to promoting diversity on our campus.	$F(1,226)=0.16$, $p=0.69$	$F(1,218)=0.26$, $p=0.61$	$F(2,217)=3.74$, $p=0.03$	$F(4,214)=1.17$, $p=0.32$
WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.	$F(1,226)=0.30$, $p=0.59$	$F(1,218)=0.30$, $p=0.58$	$F(2,217)=5.44$, $p=0.01$	$F(4,214)=2.60$, $p=0.04$
WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.	$F(1,226)=2.79$, $p=0.10$	$F(1,218)=0.001$, $p=0.98$	$F(2,217)=3.64$, $p=0.03$	$F(4,214)=3.72$, $p=0.01$

Comfort and Safety related to Diversity

Reference Tables for Response differences by Key Areas of Diversity for: Comfort and Safety related to Diversity (Q11)	
One-way ANOVA results	Table 27
Cross-tabulated by Gender:	Tables A1.44 - A1.53, <i>pages 80-84</i>
Cross-tabulated by Sexual orientation	Tables A2.44 - A2.53, <i>pages 114-118</i>
Cross-tabulated by Race	Tables A3.44 - A3.53, <i>pages 148-152</i>
Cross-tabulated by Age	Tables A4.44 – A4.53, <i>pages 182-186</i>

In the one-way analysis of variance (ANOVA) was used for the items measuring Comfort and Safety related to Diversity (Q11) (Table 29).

Gender was significantly related to six of ten items (Table 29; cross-tabulated by gender: Tables A1.44-A1.53):

I feel safe when I'm on campus.

*Specifically our results suggest that **females are less likely to strongly agree** that they feel safe when on campus **than males**.*

The university should recruit and retain more faculty and staff members of color.

*Specifically our results suggest that **females are more likely to agree** that the university should recruit and retain more faculty and staff members of color **than males**.*

The university should increase gender diversity of the faculty and staff.

*Specifically our results suggest that **females are more likely to agree** that the university should increase gender diversity of the faculty and staff **than males**.*

The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

*Specifically our results suggest that **females are more likely to agree** that the university should increase lesbian, gay, bisexual, transgender, and/or queer representation **than males**.*

The university should increase support for faculty, staff, and students with disabilities.

*Specifically our results suggest that **females are more likely to agree** that the university should increase support for faculty, staff, and students with disabilities **than males**.*

The university focuses too much attention on diversity-related issues.

*Specifically our results suggest that **females are more likely to disagree** that the university focuses too much attention on diversity-related issues **than males**.*



Sexual orientation was significantly related to two of ten items (Table 29; cross-tabulated by sexual orientation: Tables A2.44-A2.53):

The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

*Specifically our results suggest that **those identifying as heterosexual are less likely to agree** that the university should increase lesbian, gay, bisexual, transgender, and/or queer representation **than those identifying as part of the LGTBQ community**.*

The university focuses too much attention on diversity-related issues.

*Specifically our results suggest that **those identifying as heterosexual are less likely to strongly disagree** that the university focuses too much attention on diversity-related issues **than those identifying as part of the LGTBQ community**.*

Race was significantly related to seven of ten items (Table 29; cross-tabulated by race: Tables A3.44-A3.53):

The university should recruit and retain more faculty and staff members of color.

While the ANOVA results showed significance, the post hoc test showed no significant differences by race. There is no significant difference in the level of agreement toward the feeling that the university should recruit and retain more faculty and staff of color among those identifying as white, a minority race, or Multi-racial.

The university should recruit and retain more students of color.

While the ANOVA results showed significance, the post hoc test showed no significant differences by race. There is no significant difference in the level of agreement toward the feeling that the university should recruit and retain more students of color among those identifying as white, a minority race, or Multi-racial.

The university should increase gender diversity of the faculty and staff.

*Specifically, our results suggest that **those identifying as white are less likely to agree** that the university should increase gender diversity of the faculty and staff **than those identifying as multi-racial**.*

The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

While the ANOVA results showed significance, the post hoc test showed no significant differences by race. There is no significant difference in the level of agreement toward the feeling that the university should increase lesbian, gay, bisexual, transgender, and/or queer representation among those identifying as white, a minority race, or Multi-racial.

The university should increase support for faculty, staff, and students with disabilities.

*Specifically, our results suggest that **those identifying as white are less likely to strongly agree** that the university should increase support for faculty, staff, and students with disabilities **than those identifying as multi-racial**.*

I am afraid to disagree with members of other groups for fear of being called prejudiced.

*Specifically, our results suggest that **those identifying as white are less likely to disagree** that they are afraid to disagree with members of other groups for fear of being called prejudiced **than those identifying as multi-racial**.*



In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.

*Specifically, our results suggest that **those identifying as white are more likely to agree that in the event that they witness or experience an act of discrimination, they know where to report the incident to campus authorities than those identifying as a minority race.***

Age was significantly related to four of ten items (Table 29; cross-tabulated by race: Tables A4.44-A4.53):

The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

*Specifically, our results suggest that **those 18-35 years old are more likely to agree that the university should increase lesbian, gay, bisexual, transgender, and/or queer representation than those 46-55 years old.***

The university focuses too much attention on diversity-related issues.

*Specifically, our results suggest that **those 18-35 years old are more likely to disagree that the university focuses too much on diversity-related issues than those 46-55 years old.***

I am afraid to disagree with members of other groups for fear of being called prejudiced.

*Specifically, our results suggest that **those 18-35 years old are more likely to disagree that they are afraid to disagree with members of other groups for fear of being called prejudiced than those 36-45 years old.***

In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.

While the ANOVA results showed significance, the post hoc test showed no significant differences by age. There is no significant difference in the level of agreement toward knowing where to report an incident to campus authorities in the event that they witness or experience an act of discrimination among 18-35 year olds, 36-45 year old, 46-55 year olds, 56-65 year olds, and 66-74 year olds.



Table 27. Comfort and Safety related to Diversity: Response differences by Areas of Diversity

Q11	Gender	Sexual Orientation	Race	
I feel safe when I'm on campus	F(1,227)=5.86, p=0.02	F(1, 219)=0.03, p=0.87	F(2,218)=0.68, p=0.51	F(4,215)=0.23, p=0.92
The university should recruit and retain more faculty and staff members of color.	F(1,227)=5.19, p=0.02	F(1,219)=2.14, p=0.15	F(2,218)=3.65, p=0.03	F(4,215)=1.28, p=0.28
The university should recruit and retain more students of color.	F(1,227)=2.75, p=0.10	F(1,219)=3.33, p=0.07	F(2,218)=3.69, p=0.03	F(4,215)=1.24, p=0.30
The university should increase gender diversity of the faculty and staff.	F(1,227)=9.33, p=0.003	F(1,219)=1.41, p=0.24	F(2,218)=3.51, p=0.03	F(4,215)=1.26, p=0.29
The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.	F(1,227)=7.21, p=0.01	F(1,219)=4.14, p=0.04	F(2,218)=3.53, p=0.03	F(4,215)=3.76, p=0.01
The university should increase support for faculty, staff, and students with disabilities.	F(1,227)=4.84, p=0.03	F(1,219)=1.69, p=0.20	F(2,218)=8.23, p<0.001	F(4,215)=0.96, p=0.43
I feel at ease with people of backgrounds different from my own.	F(1,227)=0.20, p=0.65	F(1,219)=1.00, p=0.32	F(2,218)=1.46, p=0.24	F(4,215)=2.14, p=0.08
The university focuses too much attention on diversity-related issues.	F(1,226)=10.97, p=0.001	F(1,218)=5.84, p=0.02	F(2,217)=1.14, p=0.32	F(4,214)=2.83, p=0.03
I am afraid to disagree with members of other groups for fear of being called prejudiced.	F(1,226)=3.84, p=0.05	F(1,218)=2.93, p=0.09	F(2,217)=5.15, p=0.01	F(4,214)=2.68, p=0.03
In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.	F(1,228)=0.83, p=0.36	F(1,220)=0.91, p=0.34	F(2,219)=3.49, p=0.03	F(4,216)=2.50, p=0.04



Gender Based Violence and the University Environment

Reference Tables for Response differences by Key Areas of Diversity for: Gender Based Violence and the University Environment (Q13)	
One-way ANOVA results	Table 28
Cross-tabulated by Gender:	Tables A1.54 - A1.65, <i>pages 85-90</i>
Cross-tabulated by Sexual orientation	Tables A2.54 - A2.65, <i>pages 119-124</i>
Cross-tabulated by Race	Tables A3.54 - A3.65, <i>pages 153-158</i>
Cross-tabulated by Age	Tables A4.54 – A4.65, <i>pages 187-192</i>

In the one-way analysis of variance (ANOVA) for the items measuring Gender Based Violence and the University Environment (Q21) (Table 28; cross-tabulated by gender: Tables A1.54-A1.65; sexual orientation: Tables A2.54-A2.65; race: Tables A3.54-A3.65; and age: Table A4.54-A4.65) There were no significant differences on any of the items for gender, sexual orientation, and race.

Age was significantly related to four of twelve items (Table 28; cross-tabulated by race: Tables A4.54-A4.65):

WSU Health Sciences does not tolerate sexual harassment.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that WSU Health Sciences does not tolerate sexual harassment than those 36-45 years old.***

WSU Health Sciences takes training in sexual assault prevention seriously.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that WSU Health Sciences takes training in sexual assault prevention seriously than those 46-55 years and those 56-65 years old.***

WSU Health Sciences is doing a good job educating students about sexual harassment.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that WSU Health Sciences is doing a good job educating students about sexual harassment than those 46-55 years old.***

WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.

*Specifically, our results suggest that **those 18-35 years old are less likely to agree that WSU Health Sciences is doing a good job trying to prevent sexual harassment from happening than those 46-55 years old.***

Table 28. Gender based violence and the university environment: Response differences by Areas of Diversity

Q13	Gender	Sexual Orientation	Race	
WSU Health Sciences does not tolerate sexual harassment.	F(1,224)=2.62, p=0.11	F(1,216)=1.58, p=0.21	F(2,216)=0.36, p=0.70	F(4,213)=2.95, p=0.02
WSU Health Sciences takes training in sexual assault prevention seriously.	F(1,224)=0.03, p=0.87	F(1,216)=0.19, p=0.66	F(2,216)=0.36, p=0.70	F(4,213)=3.43, p=0.01
WSU Health Sciences is doing a good job educating students about sexual harassment.	F(1,221)=3.52, p=0.06	F(1,213)=0.01, p=0.92	F(2,213)=2.48, p=0.09	F(4,210)=2.82, p=0.03
WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.	F(1,219)=0.02, p=0.90	F(1,211)=0.04, p=0.84	F(2,211)=0.96, p=0.39	F(4,208)=3.05, p=0.02



WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.	$F(1,219)=1.42$, $p=0.23$	$F(1,211)=0.00$, $p=0.99$	$F(2,211)=0.13$, $p=0.88$	$F(4,208)=1.32$, $p=0.26$
WSU Health Sciences is doing a good job investigating incidents of sexual assault.	$F(1,220)=1.71$, $p=0.19$	$F(1,212)=0.15$, $p=0.70$	$F(2,212)=0.06$, $p=0.94$	$F(4, 209)=1.32$, $p=0.27$
WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.	$F(1,219)=0.93$, $p=0.34$	$F(1,211)=0.04$, $p=0.85$	$F(2,211)=0.09$, $p=0.91$	$F(4, 208)=1.10$, $p=0.36$
I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.	$F(1,221)=0.15$, $p=0.70$	$F(1,213)=0.85$, $p=0.36$	$F(2,213)=1.62$, $p=0.20$	$F(4,210)=0.75$, $p=0.56$
I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.	$F(1,221)=0.01$, $p=0.92$	$F(1,213)=0.06$, $p=0.80$	$F(2,213)=0.25$, $p=0.78$	$F(4,210)=0.88$, $p=0.48$
I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.	$F(1,222)=0.03$, $p=0.86$	$F(1,214)=0.77$, $p=0.38$	$F(2,214)=0.65$, $p=0.53$	$F(4,211)=0.31$, $p=0.87$
If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.	$F(1,222)=1.74$, $p=0.19$	$F(1,214)=0.45$, $p=0.50$	$F(2,214)=0.43$, $p=0.65$	$F(4,211)=1.58$, $p=0.18$
If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.	$F(1,222)=0.75$, $p=0.39$	$F(1,214)=0.77$, $p=0.38$	$F(2,214)=0.24$, $p=0.79$	$F(4,211)=1.58$, $p=0.18$



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Appendix A. Cross-Tabulated Results for Key Areas of Diversity: Gender, Sexual Orientation, and Race

Part A1. Faculty Gender Crosstabs

Table A1.1. Q01A I feel valued by students.

Crosstab				
		Gender		Total
		Woman	Man	
1 Strongly Disagree	Count	3	1	4
		2.0%	1.2%	1.7%
2 Disagree	Count	4	3	7
		2.7%	3.7%	3.1%
3 Neither Agree nor Disagree	Count	34	23	57
		23.1%	28.0%	24.9%
4 Agree	Count	64	34	98
		43.5%	41.5%	42.8%
5 Strongly Agree	Count	42	21	63
		28.6%	25.6%	27.5%
Total	Count	147	82	229
		100.0%	100.0%	100.0%

Table A1.2. Q01B I feel valued by staff.

Crosstab					
			Gender		Total
			Woman	Man	
Q01B I feel valued by staff.	1 Strongly Disagree	Count	4	1	5
			2.7%	1.2%	2.2%
	2 Disagree	Count	5	4	9
			3.4%	4.8%	3.9%
	3 Neither Agree nor Disagree	Count	12	7	19
			8.1%	8.4%	8.2%
	4 Agree	Count	86	45	131
			57.7%	54.2%	56.5%
	5 Strongly Agree	Count	42	26	68
			28.2%	31.3%	29.3%
Total	Count	149	83	232	
		100.0%	100.0%	100.0%	



Table A1.3. Q01C I feel valued by faculty.

Crosstab					
			Gender		Total
			Woman	Man	
Q01C I feel valued by faculty.	1 Strongly Disagree	Count	5	3	8
			3.4%	3.6%	3.4%
	2 Disagree	Count	9	9	18
			6.0%	10.8%	7.8%
	3 Neither Agree nor Disagree	Count	31	18	49
			20.8%	21.7%	21.1%
	4 Agree	Count	79	35	114
			53.0%	42.2%	49.1%
	5 Strongly Agree	Count	25	18	43
			16.8%	21.7%	18.5%
Total	Count	149	83	232	
		100.0%	100.0%	100.0%	

Table A1.4. Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.

Crosstab					
			Gender		Total
			Woman	Man	
Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.	1 Strongly Disagree	Count	3	3	6
			2.0%	3.6%	2.6%
	2 Disagree	Count	10	5	15
			6.7%	6.0%	6.5%
	3 Neither Agree nor Disagree	Count	16	8	24
			10.7%	9.6%	10.3%
	4 Agree	Count	64	36	100
			43.0%	43.4%	43.1%
	5 Strongly Agree	Count	56	31	87
			37.6%	37.3%	37.5%
Total	Count	149	83	232	
		100.0%	100.0%	100.0%	



Table A1.5. Q01E I have opportunities in my position that are similar to those of my co-workers.

Crosstab					
			Gender		Total
			Woman	Man	
Q01E I have opportunities in my position that are similar to those of my co-workers.	1 Strongly Disagree	Count	5	3	8
			3.4%	3.6%	3.4%
	2 Disagree	Count	21	6	27
			14.1%	7.2%	11.6%
	3 Neither Agree nor Disagree	Count	25	12	37
			16.8%	14.5%	15.9%
	4 Agree	Count	66	35	101
			44.3%	42.2%	43.5%
	5 Strongly Agree	Count	32	27	59
			21.5%	32.5%	25.4%
Total		Count	149	83	232
			100.0%	100.0%	100.0%

Table A1.6. Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.

Crosstab					
			Gender		Total
			Woman	Man	
Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.	1 Strongly Disagree	Count	11	7	18
			7.4%	8.4%	7.8%
	2 Disagree	Count	19	13	32
			12.8%	15.7%	13.8%
	3 Neither Agree nor Disagree	Count	39	17	56
			26.2%	20.5%	24.1%
	4 Agree	Count	52	23	75
			34.9%	27.7%	32.3%
	5 Strongly Agree	Count	28	23	51
			18.8%	27.7%	22.0%
Total		Count	149	83	232
			100.0%	100.0%	100.0%

Table A1.7. Q02A I feel close to people at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q02A I feel close to people at WSU Health Sciences.	1 Strongly Disagree	Count	3	2	5
			2.0%	2.4%	2.2%
	2 Disagree	Count	17	10	27
			11.4%	12.0%	11.6%
	3 Neither Agree nor Disagree	Count	42	15	57
			28.2%	18.1%	24.6%
	4 Agree	Count	63	43	106
			42.3%	51.8%	45.7%
	5 Strongly Agree	Count	24	13	37
			16.1%	15.7%	15.9%
Total	Count	149	83	232	
		100.0%	100.0%	100.0%	

Table A1.8. Q02B I would be very happy to continue my career at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q02B I would be very happy to continue my career at WSU Health Sciences.	1 Strongly Disagree	Count	1	2	3
			0.7%	2.4%	1.3%
	2 Disagree	Count	10	4	14
			6.7%	4.8%	6.0%
	3 Neither Agree nor Disagree	Count	26	16	42
			17.4%	19.3%	18.1%
	4 Agree	Count	68	33	101
			45.6%	39.8%	43.5%
	5 Strongly Agree	Count	44	28	72
			29.5%	33.7%	31.0%
Total	Count	149	83	232	
		100.0%	100.0%	100.0%	



Table A1.9. Q02C I feel I have a community at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q02C I feel I have a community at WSU Health Sciences.	1 Strongly Disagree	Count	4	4	8
			2.7%	4.8%	3.4%
	2 Disagree	Count	15	14	29
			10.1%	16.9%	12.5%
	3 Neither Agree nor Disagree	Count	34	18	52
			22.8%	21.7%	22.4%
	4 Agree	Count	66	31	97
			44.3%	37.3%	41.8%
	5 Strongly Agree	Count	30	16	46
			20.1%	19.3%	19.8%
Total		Count	149	83	232
			100.0%	100.0%	100.0%

Table A1.10. Q02D I do not feel a strong sense of belonging to WSU Health Sciences

Crosstab					
			Gender		Total
			Woman	Man	
Q02D I do not feel a strong sense of belonging to WSU Health Sciences	1 Strongly Disagree	Count	27	18	45
			18.1%	21.7%	19.4%
	2 Disagree	Count	60	33	93
			40.3%	39.8%	40.1%
	3 Neither Agree nor Disagree	Count	33	11	44
			22.1%	13.3%	19.0%
	4 Agree	Count	26	18	44
			17.4%	21.7%	19.0%
	5 Strongly Agree	Count	3	3	6
			2.0%	3.6%	2.6%
Total		Count	149	83	232
			100.0%	100.0%	100.0%

Table A1.11. Q02E I am planning to leave WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q02E I am planning to leave WSU Health Sciences.	1 Strongly Disagree	Count	44	28	72
			29.7%	33.7%	31.2%
	2 Disagree	Count	52	28	80
			35.1%	33.7%	34.6%
	3 Neither Agree nor Disagree	Count	36	18	54
			24.3%	21.7%	23.4%
	4 Agree	Count	10	8	18
			6.8%	9.6%	7.8%
	5 Strongly Agree	Count	6	1	7
			4.1%	1.2%	3.0%
Total			148	83	231
			100.0%	100.0%	100.0%



Table A1.12. Q08A Faculty are skilled in teaching about diversity and equity.

Crosstab					
			Gender		Total
			Woman	Man	
Q10A Faculty are skilled in teaching about diversity and equity.	1 Strongly Disagree	Count	7	2	9
			4.7%	2.4%	3.9%
	2 Disagree	Count	28	11	39
			18.8%	13.3%	16.8%
	3 Neither Agree nor Disagree	Count	92	52	144
			61.7%	62.7%	62.1%
	4 Agree	Count	19	15	34
			12.8%	18.1%	14.7%
	5 Strongly Agree	Count	3	3	6
			2.0%	3.6%	2.6%
Total		Count	149	83	232
			100.0%	100.0%	100.0%

Table A1.13. Q08B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab					
			Gender		Total
			Woman	Man	
Q10B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	4	1	5
			2.7%	1.2%	2.2%
	2 Disagree	Count	27	12	39
			18.1%	14.5%	16.8%
	3 Neither Agree nor Disagree	Count	79	50	129
			53.0%	60.2%	55.6%
	4 Agree	Count	34	15	49
			22.8%	18.1%	21.1%
	5 Strongly Agree	Count	5	5	10
			3.4%	6.0%	4.3%
Total		Count	149	83	232
			100.0%	100.0%	100.0%

Table A1.14. Q08C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab					
			Gender		Total
			Woman	Man	
Q10C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	3	2	5
			2.0%	2.4%	2.2%
	2 Disagree	Count	23	10	33
			15.6%	12.0%	14.3%
	3 Neither Agree nor Disagree	Count	76	48	124
			51.7%	57.8%	53.9%
	4 Agree	Count	40	19	59
			27.2%	22.9%	25.7%
	5 Strongly Agree	Count	5	4	9
			3.4%	4.8%	3.9%
Total		Count	147	83	230
			100.0%	100.0%	100.0%

Table A1.15. Q08D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.

Crosstab					
			Gender		Total
			Woman	Man	
Q10D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.	1 Strongly Disagree	Count	6	5	11
			4.1%	6.0%	4.8%
	2 Disagree	Count	33	15	48
			22.4%	18.1%	20.9%
	3 Neither Agree nor Disagree	Count	83	45	128
			56.5%	54.2%	55.7%
	4 Agree	Count	20	13	33
			13.6%	15.7%	14.3%
	5 Strongly Agree	Count	5	5	10
			3.4%	6.0%	4.3%
Total		Count	147	83	230
			100.0%	100.0%	100.0%

Table A1.16. Q08E There is sufficient coverage of diversity and equity throughout the curriculum.

Crosstab					
			Gender		Total
			Woman	Man	
Q10E There is sufficient coverage of diversity and equity throughout the curriculum.	1 Strongly Disagree	Count	4	7	11
			2.7%	8.4%	4.8%
	2 Disagree	Count	32	4	36
			21.6%	4.8%	15.6%
	3 Neither Agree nor Disagree	Count	89	52	141
			60.1%	62.7%	61.0%
	4 Agree	Count	20	14	34
			13.5%	16.9%	14.7%
	5 Strongly Agree	Count	3	6	9
			2.0%	7.2%	3.9%
Total		Count	148	83	231
			100.0%	100.0%	100.0%

Table A1.17. Q08F I do not feel comfortable leading class discussions on diversity | equity.

Crosstab					
			Gender		Total
			Woman	Man	
Q10F I do not feel comfortable leading class discussions on diversity equity.	1 Strongly Disagree	Count	9	3	12
			18.4%	12.0%	16.2%
	2 Disagree	Count	25	9	34
			51.0%	36.0%	45.9%
	3 Neither Agree nor Disagree	Count	11	8	19
			22.4%	32.0%	25.7%
	4 Agree	Count	3	4	7
			6.1%	16.0%	9.5%
	5 Strongly Agree	Count	1	1	2
			2.0%	4.0%	2.7%
Total		Count	49	25	74
			100.0%	100.0%	100.0%

Table A1.18. Q08G I do not feel comfortable leading discussions on diversity | equity.

Crosstab					
			Gender		Total
			Woman	Man	
Q10G I do not feel comfortable leading discussions on diversity equity.	1 Strongly Disagree	Count	15	10	25
			10.1%	12.2%	10.9%
	2 Disagree	Count	49	19	68
			33.1%	23.2%	29.6%
	3 Neither Agree nor Disagree	Count	51	37	88
			34.5%	45.1%	38.3%
	4 Agree	Count	24	12	36
			16.2%	14.6%	15.7%
	5 Strongly Agree	Count	9	4	13
			6.1%	4.9%	5.7%
Total		Count	148	82	230
			100.0%	100.0%	100.0%



Table A1.19. Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab					
			Gender		Total
			Woman	Man	
Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	3	1	4
			2.0%	1.2%	1.7%
	2 Disagree	Count	11	9	20
			7.5%	10.8%	8.7%
	3 Neither Agree nor Disagree	Count	33	12	45
			22.4%	14.5%	19.6%
	4 Agree	Count	81	48	129
			55.1%	57.8%	56.1%
	5 Strongly Agree	Count	19	13	32
			12.9%	15.7%	13.9%
Total		Count	147	83	230
			100.0%	100.0%	100.0%

Table A1.20. Q10B My unit | college at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab					
			Gender		Total
			Woman	Man	
Q10B My unit college at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	3	3	6
			2.0%	3.6%	2.6%
	2 Disagree	Count	16	7	23
			10.9%	8.4%	10.0%
	3 Neither Agree nor Disagree	Count	28	19	47
			19.0%	22.9%	20.4%
	4 Agree	Count	77	42	119
			52.4%	50.6%	51.7%
	5 Strongly Agree	Count	23	12	35
			15.6%	14.5%	15.2%
Total		Count	147	83	230
			100.0%	100.0%	100.0%



Table A1.21. Q10C My department | program at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab					
			Gender		Total
			Woman	Man	
Q10C My department program at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	3	3	6
			2.0%	3.6%	2.6%
	2 Disagree	Count	16	6	22
			10.8%	7.2%	9.5%
	3 Neither Agree nor Disagree	Count	34	15	49
			23.0%	18.1%	21.2%
	4 Agree	Count	68	44	112
			45.9%	53.0%	48.5%
	5 Strongly Agree	Count	27	15	42
			18.2%	18.1%	18.2%
Total		Count	148	83	231
			100.0%	100.0%	100.0%

Table A1.22. Q10D The students at WSU Health Sciences are diverse.

Crosstab					
			Gender		Total
			Woman	Man	
Q10D The students at WSU Health Sciences are diverse.	1 Strongly Disagree	Count	5	1	6
			3.4%	1.2%	2.6%
	2 Disagree	Count	21	11	32
			14.3%	13.3%	13.9%
	3 Neither Agree nor Disagree	Count	28	14	42
			19.0%	16.9%	18.3%
	4 Agree	Count	74	34	108
			50.3%	41.0%	47.0%
	5 Strongly Agree	Count	19	23	42
			12.9%	27.7%	18.3%
Total		Count	147	83	230
			100.0%	100.0%	100.0%

Table A1.23. Q10E The staff at WSU Health Sciences is diverse.

Crosstab					
			Gender		Total
			Woman	Man	
Q10E The staff at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	14	3	17
			9.5%	3.6%	7.4%
	2 Disagree	Count	51	17	68
			34.5%	20.5%	29.4%
	3 Neither Agree nor Disagree	Count	40	19	59
			27.0%	22.9%	25.5%
	4 Agree	Count	38	34	72
			25.7%	41.0%	31.2%
	5 Strongly Agree	Count	5	10	15
			3.4%	12.0%	6.5%
Total		Count	148	83	231
			100.0%	100.0%	100.0%

Table A1.24. Q10F The faculty at WSU Health Sciences is diverse.

Crosstab					
			Gender		Total
			Woman	Man	
Q10F The faculty at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	16	3	19
			10.8%	3.6%	8.2%
	2 Disagree	Count	42	13	55
			28.4%	15.7%	23.8%
	3 Neither Agree nor Disagree	Count	37	19	56
			25.0%	22.9%	24.2%
	4 Agree	Count	44	37	81
			29.7%	44.6%	35.1%
	5 Strongly Agree	Count	9	11	20
			6.1%	13.3%	8.7%
Total		Count	148	83	231
			100.0%	100.0%	100.0%



Table A1.25. Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.	1 Strongly Disagree	Count	0	2	2
			0.0%	2.4%	0.9%
	2 Disagree	Count	8	4	12
			5.4%	4.8%	5.2%
	3 Neither Agree nor Disagree	Count	55	21	76
			37.4%	25.3%	33.0%
	4 Agree	Count	70	44	114
			47.6%	53.0%	49.6%
	5 Strongly Agree	Count	14	12	26
			9.5%	14.5%	11.3%
Total	Count	147	83	230	
		100.0%	100.0%	100.0%	

Table A1.26. Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.

Crosstab					
			Gender		Total
			Woman	Man	
Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	1	0	1
			0.7%	0.0%	0.4%
	2 Disagree	Count	12	5	17
			8.1%	6.1%	7.4%
	3 Neither Agree nor Disagree	Count	77	40	117
			52.0%	48.8%	50.9%
	4 Agree	Count	41	23	64
			27.7%	28.0%	27.8%
	5 Strongly Agree	Count	17	14	31
			11.5%	17.1%	13.5%
Total	Count	148	82	230	
		100.0%	100.0%	100.0%	

Table A1.27. Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab					
			Gender		Total
			Woman	Man	
Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	2	3	5
			1.4%	3.6%	2.2%
	2 Disagree	Count	22	6	28
			15.0%	7.2%	12.2%
	3 Neither Agree nor Disagree	Count	58	37	95
			39.5%	44.6%	41.3%
	4 Agree	Count	54	30	84
			36.7%	36.1%	36.5%
	5 Strongly Agree	Count	11	7	18
			7.5%	8.4%	7.8%
Total		Count	147	83	230
			100.0%	100.0%	100.0%

Table A1.28. Q10J My unit | college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab					
			Gender		Total
			Woman	Man	
Q10J My unit college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	5	4	9
			3.4%	4.9%	3.9%
	2 Disagree	Count	28	3	31
			18.9%	3.7%	13.5%
	3 Neither Agree nor Disagree	Count	54	31	85
			36.5%	37.8%	37.0%
	4 Agree	Count	50	37	87
			33.8%	45.1%	37.8%
	5 Strongly Agree	Count	11	7	18
			7.4%	8.5%	7.8%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.29. Q10K My department | program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab					
			Gender		Total
			Woman	Man	
Q10K My department program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	8	4	12
			5.4%	4.9%	5.2%
	2 Disagree	Count	28	7	35
			18.9%	8.5%	15.2%
	3 Neither Agree nor Disagree	Count	62	34	96
			41.9%	41.5%	41.7%
	4 Agree	Count	40	31	71
			27.0%	37.8%	30.9%
	5 Strongly Agree	Count	10	6	16
			6.8%	7.3%	7.0%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.30. Q10L Members of the campus community interact respectfully when using email and online learning tools.

Crosstab					
			Gender		Total
			Woman	Man	
Q10L Members of the campus community interact respectfully when using email and online learning tools.	1 Strongly Disagree	Count	2	1	3
			1.4%	1.2%	1.3%
	2 Disagree	Count	6	2	8
			4.1%	2.4%	3.5%
	3 Neither Agree nor Disagree	Count	28	19	47
			19.2%	22.9%	20.5%
	4 Agree	Count	91	48	139
			62.3%	57.8%	60.7%
	5 Strongly Agree	Count	19	13	32
			13.0%	15.7%	14.0%
Total		Count	146	83	229
			100.0%	100.0%	100.0%

Table A1.31. Q10M Members of the campus community are respectful when interacting through social media.

Crosstab					
			Gender		Total
			Woman	Man	
Q10M Members of the campus community are respectful when interacting through social media.	1 Strongly Disagree	Count	2	1	3
			1.4%	1.2%	1.3%
	2 Disagree	Count	4	4	8
			2.7%	4.9%	3.5%
	3 Neither Agree nor Disagree	Count	62	37	99
			41.9%	45.1%	43.0%
	4 Agree	Count	64	32	96
			43.2%	39.0%	41.7%
	5 Strongly Agree	Count	16	8	24
			10.8%	9.8%	10.4%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.32. Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.

Crosstab					
			Gender		Total
			Woman	Man	
Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.	1 Strongly Disagree	Count	11	3	14
			7.6%	3.7%	6.2%
	2 Disagree	Count	18	8	26
			12.4%	9.9%	11.5%
	3 Neither Agree nor Disagree	Count	84	42	126
			57.9%	51.9%	55.8%
	4 Agree	Count	24	18	42
			16.6%	22.2%	18.6%
	5 Strongly Agree	Count	8	10	18
			5.5%	12.3%	8.0%
Total		Count	145	81	226
			100.0%	100.0%	100.0%

Table A1.33. Q10O I believe there should be a dedicated space for meditation / prayer

Crosstab					
			Gender		Total
			Woman	Man	
Q10O I believe there should be a dedicated space for meditation / prayer	1 Strongly Disagree	Count	8	10	18
			5.4%	12.3%	7.9%
	2 Disagree	Count	27	13	40
			18.2%	16.0%	17.5%
	3 Neither Agree nor Disagree	Count	51	30	81
			34.5%	37.0%	35.4%
	4 Agree	Count	45	21	66
			30.4%	25.9%	28.8%
	5 Strongly Agree	Count	17	7	24
			11.5%	8.6%	10.5%
Total		Count	148	81	229
			100.0%	100.0%	100.0%

Table A1.34. Q10P WSU Health Sciences respects the perspectives of people like me.

Crosstab					
			Gender		Total
			Woman	Man	
Q10P WSU Health Sciences respects the perspectives of people like me.	1 Strongly Disagree	Count	5	5	10
			3.4%	6.1%	4.3%
	2 Disagree	Count	12	11	23
			8.1%	13.4%	10.0%
	3 Neither Agree nor Disagree	Count	46	17	63
			31.1%	20.7%	27.4%
	4 Agree	Count	68	38	106
			45.9%	46.3%	46.1%
	5 Strongly Agree	Count	17	11	28
			11.5%	13.4%	12.2%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.35. Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab					
			Gender		Total
			Woman	Man	
Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	0	4	4
			0.0%	4.9%	1.7%
	2 Disagree	Count	18	5	23
			12.2%	6.1%	10.0%
	3 Neither Agree nor Disagree	Count	65	24	89
			43.9%	29.3%	38.7%
	4 Agree	Count	59	37	96
			39.9%	45.1%	41.7%
	5 Strongly Agree	Count	6	12	18
			4.1%	14.6%	7.8%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.36. Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab					
			Gender		Total
			Woman	Man	
Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	4	3	7
			2.7%	3.7%	3.0%
	2 Disagree	Count	20	8	28
			13.5%	9.8%	12.2%
	3 Neither Agree nor Disagree	Count	46	16	62
			31.1%	19.5%	27.0%
	4 Agree	Count	67	42	109
			45.3%	51.2%	47.4%
	5 Strongly Agree	Count	11	13	24
			7.4%	15.9%	10.4%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.37. Q10S WSU Health Sciences recruits faculty members from diverse communities.

Crosstab					
			Gender		Total
			Woman	Man	
Q10S WSU Health Sciences recruits faculty members from diverse communities.	1 Strongly Disagree	Count	7	1	8
			4.8%	1.2%	3.5%
	2 Disagree	Count	19	6	25
			12.9%	7.3%	10.9%
	3 Neither Agree nor Disagree	Count	59	31	90
			40.1%	37.8%	39.3%
	4 Agree	Count	52	29	81
			35.4%	35.4%	35.4%
	5 Strongly Agree	Count	10	15	25
			6.8%	18.3%	10.9%
Total		Count	147	82	229
			100.0%	100.0%	100.0%

Table A1.38. Q10T WSU Health Sciences recruits staff members from diverse communities.

Crosstab					
			Gender		Total
			Woman	Man	
Q10T WSU Health Sciences recruits staff members from diverse communities.	1 Strongly Disagree	Count	9	0	9
			6.1%	0.0%	3.9%
	2 Disagree	Count	29	9	38
			19.6%	11.1%	16.6%
	3 Neither Agree nor Disagree	Count	57	32	89
			38.5%	39.5%	38.9%
	4 Agree	Count	45	31	76
			30.4%	38.3%	33.2%
	5 Strongly Agree	Count	8	9	17
			5.4%	11.1%	7.4%
Total		Count	148	81	229
			100.0%	100.0%	100.0%

Table A1.39. Q10U WSU Health Sciences retains faculty members from diverse communities.

Crosstab					
			Gender		
			Woman	Man	Total
Q10U WSU Health Sciences retains faculty members from diverse communities.	1 Strongly Disagree	Count	7	2	9
			4.8%	2.4%	3.9%
	2 Disagree	Count	21	10	31
			14.3%	12.2%	13.5%
	3 Neither Agree nor Disagree	Count	74	34	108
			50.3%	41.5%	47.2%
	4 Agree	Count	39	24	63
			26.5%	29.3%	27.5%
	5 Strongly Agree	Count	6	12	18
			4.1%	14.6%	7.9%
Total	Count	147	82	229	
		100.0%	100.0%	100.0%	

Table A1.40. Q10V WSU Health Sciences retains staff members from diverse communities.

Crosstab					
			Gender		Total
			Woman	Man	
Q10V WSU Health Sciences retains staff members from diverse communities.	1 Strongly Disagree	Count	8	3	11
			5.5%	3.7%	4.8%
	2 Disagree	Count	26	9	35
			17.8%	11.0%	15.4%
	3 Neither Agree nor Disagree	Count	75	36	111
			51.4%	43.9%	48.7%
	4 Agree	Count	32	25	57
			21.9%	30.5%	25.0%
	5 Strongly Agree	Count	5	9	14
			3.4%	11.0%	6.1%
Total	Count	146	82	228	
		100.0%	100.0%	100.0%	

Table A1.41. Q10W My program leader or university administrator is committed to promoting diversity on our campus.

Crosstab					
			Gender		Total
			Woman	Man	
Q10W My program leader or university administrator is committed to promoting diversity on our campus.	1 Strongly Disagree	Count	6	3	9
			4.1%	3.7%	3.9%
	2 Disagree	Count	11	6	17
			7.5%	7.3%	7.5%
	3 Neither Agree nor Disagree	Count	50	25	75
			34.2%	30.5%	32.9%
	4 Agree	Count	54	34	88
			37.0%	41.5%	38.6%
	5 Strongly Agree	Count	25	14	39
			17.1%	17.1%	17.1%
Total		Count	146	82	228
			100.0%	100.0%	100.0%

Table A1.42. Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

Crosstab					
			Gender		Total
			Woman	Man	
Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.	1 Strongly Disagree	Count	5	3	8
			3.4%	3.7%	3.5%
	2 Disagree	Count	16	12	28
			11.0%	14.6%	12.3%
	3 Neither Agree nor Disagree	Count	51	28	79
			34.9%	34.1%	34.6%
	4 Agree	Count	60	31	91
			41.1%	37.8%	39.9%
	5 Strongly Agree	Count	14	8	22
			9.6%	9.8%	9.6%
Total		Count	146	82	228
			100.0%	100.0%	100.0%



Table A1.43. Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.

Crosstab					
			Gender		Total
			Woman	Man	
Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.	1 Strongly Disagree	Count	6	2	8
			4.1%	2.4%	3.5%
	2 Disagree	Count	17	7	24
			11.6%	8.5%	10.5%
	3 Neither Agree nor Disagree	Count	62	29	91
			42.5%	35.4%	39.9%
	4 Agree	Count	49	35	84
			33.6%	42.7%	36.8%
	5 Strongly Agree	Count	12	9	21
			8.2%	11.0%	9.2%
Total		Count	146	82	228
			100.0%	100.0%	100.0%



Table A1.44. Q11A I feel safe when I'm on campus

Crosstab					
			Gender		Total
			Woman	Man	
Q11A I feel safe when I'm on campus	1 Strongly Disagree	Count	1	0	1
			0.7%	0.0%	0.4%
	2 Disagree	Count	7	3	10
			4.7%	3.7%	4.4%
	3 Neither Agree nor Disagree	Count	12	1	13
			8.1%	1.2%	5.7%
	4 Agree	Count	93	47	140
			62.8%	58.0%	61.1%
	5 Strongly Agree	Count	35	30	65
			23.6%	37.0%	28.4%
Total		Count	148	81	229
			100.0%	100.0%	100.0%

Table A1.45. Q11B The university should recruit and retain more faculty and staff members of color.

Crosstab					
			Gender		Total
			Woman	Man	
Q11B The university should recruit and retain more faculty and staff members of color.	1 Strongly Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	2 Disagree	Count	3	6	9
			2.0%	7.4%	3.9%
	3 Neither Agree nor Disagree	Count	49	36	85
			33.1%	44.4%	37.1%
	4 Agree	Count	59	27	86
			39.9%	33.3%	37.6%
	5 Strongly Agree	Count	35	12	47
			23.6%	14.8%	20.5%
Total		Count	148	81	229
			100.0%	100.0%	100.0%



Table A1.46. Q11C The university should recruit and retain more students of color.

Crosstab					
			Gender		Total
			Woman	Man	
Q11C The university should recruit and retain more students of color.	1 Strongly Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	2 Disagree	Count	4	7	11
			2.7%	8.6%	4.8%
	3 Neither Agree nor Disagree	Count	53	35	88
			35.8%	43.2%	38.4%
	4 Agree	Count	54	24	78
			36.5%	29.6%	34.1%
	5 Strongly Agree	Count	35	15	50
			23.6%	18.5%	21.8%
Total	Count	148	81	229	
		100.0%	100.0%	100.0%	

Table A1.47. Q11D The university should increase gender diversity of the faculty and staff.

Crosstab					
			Gender		Total
			Woman	Man	
Q11D The university should increase gender diversity of the faculty and staff.	1 Strongly Disagree	Count	3	1	4
			2.0%	1.2%	1.7%
	2 Disagree	Count	6	11	17
			4.1%	13.6%	7.4%
	3 Neither Agree nor Disagree	Count	57	40	97
			38.5%	49.4%	42.4%
	4 Agree	Count	52	21	73
			35.1%	25.9%	31.9%
	5 Strongly Agree	Count	30	8	38
			20.3%	9.9%	16.6%
Total	Count	148	81	229	
		100.0%	100.0%	100.0%	

Table A1.48. Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

Crosstab					
			Gender		Total
			Woman	Man	
Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.	1 Strongly Disagree	Count	3	1	4
			2.0%	1.2%	1.7%
	2 Disagree	Count	6	14	20
			4.1%	17.3%	8.7%
	3 Neither Agree nor Disagree	Count	63	40	103
			42.6%	49.4%	45.0%
	4 Agree	Count	52	15	67
			35.1%	18.5%	29.3%
	5 Strongly Agree	Count	24	11	35
			16.2%	13.6%	15.3%
Total		Count	148	81	229
			100.0%	100.0%	100.0%

Table A1.49. Q11F The university should increase support for faculty, staff, and students with disabilities.

Crosstab					
			Gender		Total
			Woman	Man	
Q11F The university should increase support for faculty, staff, and students with disabilities.	1 Strongly Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	2 Disagree	Count	0	5	5
			0.0%	6.2%	2.2%
	3 Neither Agree nor Disagree	Count	50	36	86
			33.8%	44.4%	37.6%
	4 Agree	Count	61	26	87
			41.2%	32.1%	38.0%
	5 Strongly Agree	Count	35	14	49
			23.6%	17.3%	21.4%
Total		Count	148	81	229
			100.0%	100.0%	100.0%

Table A1.50. Q11G I feel at ease with people of backgrounds different from my own.

Crosstab					
			Gender		Total
			Woman	Man	
Q11G I feel at ease with people of backgrounds different from my own.	2 Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	3 Neither Agree nor Disagree	Count	9	8	17
			6.1%	9.9%	7.4%
	4 Agree	Count	76	42	118
			51.4%	51.9%	51.5%
	5 Strongly Agree	Count	61	31	92
			41.2%	38.3%	40.2%
Total		Count	148	81	229
			100.0%	100.0%	100.0%

Table A1.51. Q11H The university focuses too much attention on diversity-related issues.

Crosstab					
			Gender		Total
			Woman	Man	
Q11H The university focuses too much attention on diversity-related issues.	1 Strongly Disagree	Count	31	7	38
			21.1%	8.6%	16.7%
	2 Disagree	Count	53	23	76
			36.1%	28.4%	33.3%
	3 Neither Agree nor Disagree	Count	42	31	73
			28.6%	38.3%	32.0%
	4 Agree	Count	16	13	29
			10.9%	16.0%	12.7%
	5 Strongly Agree	Count	5	7	12
			3.4%	8.6%	5.3%
Total		Count	147	81	228
			100.0%	100.0%	100.0%

Table A1.52. Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.

Crosstab					
			Gender		Total
			Woman	Man	
Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.	1 Strongly Disagree	Count	26	9	35
			17.7%	11.1%	15.4%
	2 Disagree	Count	58	30	88
			39.5%	37.0%	38.6%
	3 Neither Agree nor Disagree	Count	36	20	56
			24.5%	24.7%	24.6%
	4 Agree	Count	23	16	39
			15.6%	19.8%	17.1%
	5 Strongly Agree	Count	4	6	10
			2.7%	7.4%	4.4%
Total		Count	147	81	228
			100.0%	100.0%	100.0%

Table A1.53. Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.

Crosstab					
			Gender		Total
			Woman	Man	
Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.	1 Strongly Disagree	Count	6	7	13
			4.1%	8.5%	5.7%
	2 Disagree	Count	29	7	36
			19.6%	8.5%	15.7%
	3 Neither Agree nor Disagree	Count	21	7	28
			14.2%	8.5%	12.2%
	4 Agree	Count	63	45	108
			42.6%	54.9%	47.0%
	5 Strongly Agree	Count	29	16	45
			19.6%	19.5%	19.6%
Total		Count	148	82	230
			100.0%	100.0%	100.0%

Table A1.54. Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.

Crosstab					
			Gender		Total
			Woman	Man	
Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.	1 Strongly Disagree	Count	3	0	3
			2.1%	0.0%	1.3%
	2 Disagree	Count	8	4	12
			5.5%	4.9%	5.3%
	3 Neither Agree nor Disagree	Count	26	11	37
			17.9%	13.6%	16.4%
	4 Agree	Count	76	42	118
			52.4%	51.9%	52.2%
	5 Strongly Agree	Count	32	24	56
			22.1%	29.6%	24.8%
Total		Count	145	81	226
			100.0%	100.0%	100.0%

Table A1.55. Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.

Crosstab					
			Gender		Total
			Woman	Man	
Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.	1 Strongly Disagree	Count	3	0	3
			2.1%	0.0%	1.3%
	2 Disagree	Count	8	5	13
			5.5%	6.2%	5.8%
	3 Neither Agree nor Disagree	Count	35	22	57
			24.1%	27.2%	25.2%
	4 Agree	Count	67	36	103
			46.2%	44.4%	45.6%
	5 Strongly Agree	Count	32	18	50
			22.1%	22.2%	22.1%
Total		Count	145	81	226
			100.0%	100.0%	100.0%

Table A1.56. Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.

Crosstab					
			Gender		Total
			Woman	Man	
Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.	1 Strongly Disagree	Count	5	0	5
			3.5%	0.0%	2.2%
	2 Disagree	Count	14	9	23
			9.8%	11.3%	10.3%
	3 Neither Agree nor Disagree	Count	82	39	121
			57.3%	48.8%	54.3%
	4 Agree	Count	35	24	59
			24.5%	30.0%	26.5%
	5 Strongly Agree	Count	7	8	15
			4.9%	10.0%	6.7%
Total		Count	143	80	223
			100.0%	100.0%	100.0%

Table A1.57. Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.

Crosstab					
			Gender		Total
			Woman	Man	
Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.	1 Strongly Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	2 Disagree	Count	6	6	12
			4.2%	7.6%	5.4%
	3 Neither Agree nor Disagree	Count	62	35	97
			43.7%	44.3%	43.9%
	4 Agree	Count	57	26	83
			40.1%	32.9%	37.6%
	5 Strongly Agree	Count	15	12	27
			10.6%	15.2%	12.2%
Total		Count	142	79	221
			100.0%	100.0%	100.0%

Table A1.58. Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.

Crosstab					
			Gender		Total
			Woman	Man	
Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.	1 Strongly Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	2 Disagree	Count	7	5	12
			4.9%	6.4%	5.4%
	3 Neither Agree nor Disagree	Count	103	50	153
			72.0%	64.1%	69.2%
	4 Agree	Count	22	16	38
			15.4%	20.5%	17.2%
	5 Strongly Agree	Count	9	7	16
			6.3%	9.0%	7.2%
Total		Count	143	78	221
			100.0%	100.0%	100.0%

Table A1.59. Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.

Crosstab					
			Gender		Total
			Woman	Man	
Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.	1 Strongly Disagree	Count	2	0	2
			1.4%	0.0%	0.9%
	2 Disagree	Count	5	3	8
			3.5%	3.8%	3.6%
	3 Neither Agree nor Disagree	Count	109	54	163
			76.2%	68.4%	73.4%
	4 Agree	Count	16	15	31
			11.2%	19.0%	14.0%
	5 Strongly Agree	Count	11	7	18
			7.7%	8.9%	8.1%
Total		Count	143	79	222
			100.0%	100.0%	100.0%

Table A1.60. Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.

Crosstab					
			Gender		Total
			Woman	Man	
Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.	1 Strongly Disagree	Count	2	1	3
			1.4%	1.3%	1.4%
	2 Disagree	Count	7	5	12
			4.9%	6.4%	5.4%
	3 Neither Agree nor Disagree	Count	110	51	161
			76.9%	65.4%	72.9%
	4 Agree	Count	14	15	29
			9.8%	19.2%	13.1%
	5 Strongly Agree	Count	10	6	16
			7.0%	7.7%	7.2%
Total		Count	143	78	221
			100.0%	100.0%	100.0%

Table A1.61. Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.	1 Strongly Disagree	Count	2	2	4
			1.4%	2.5%	1.8%
	2 Disagree	Count	2	6	8
			1.4%	7.6%	3.6%
	3 Neither Agree nor Disagree	Count	42	17	59
			29.2%	21.5%	26.5%
	4 Agree	Count	76	39	115
			52.8%	49.4%	51.6%
	5 Strongly Agree	Count	22	15	37
			15.3%	19.0%	16.6%
Total		Count	144	79	223
			100.0%	100.0%	100.0%

Table A1.62. Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.	2 Disagree	Count	6	4	10
			4.2%	5.1%	4.5%
	3 Neither Agree nor Disagree	Count	59	34	93
			41.0%	43.0%	41.7%
	4 Agree	Count	66	30	96
			45.8%	38.0%	43.0%
	5 Strongly Agree	Count	13	11	24
			9.0%	13.9%	10.8%
Total			144	79	223
			100.0%	100.0%	100.0%

Table A1.63. Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.

Crosstab					
			Gender		Total
			Woman	Man	
Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.	1 Strongly Disagree	Count	1	1	2
			0.7%	1.3%	0.9%
	2 Disagree	Count	2	4	6
			1.4%	5.0%	2.7%
	3 Neither Agree nor Disagree	Count	36	15	51
			25.0%	18.8%	22.8%
	4 Agree	Count	81	43	124
			56.3%	53.8%	55.4%
	5 Strongly Agree	Count	24	17	41
			16.7%	21.3%	18.3%
Total			144	80	224
			100.0%	100.0%	100.0%

Table A1.64. Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.

Crosstab					
			Gender		Total
			Woman	Man	
Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.	1 Strongly Disagree	Count	2	1	3
			1.4%	1.3%	1.3%
	2 Disagree	Count	25	8	33
			17.4%	10.0%	14.7%
	3 Neither Agree nor Disagree	Count	13	7	20
			9.0%	8.8%	8.9%
	4 Agree	Count	69	42	111
			47.9%	52.5%	49.6%
	5 Strongly Agree	Count	35	22	57
			24.3%	27.5%	25.4%
Total		Count	144	80	224
			100.0%	100.0%	100.0%

Table A1.65. Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.

Crosstab					
			Gender		Total
			Woman	Man	
Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.	1 Strongly Disagree	Count	2	1	3
			1.4%	1.3%	1.3%
	2 Disagree	Count	21	11	32
			14.6%	13.8%	14.3%
	3 Neither Agree nor Disagree	Count	18	5	23
			12.5%	6.3%	10.3%
	4 Agree	Count	69	41	110
			47.9%	51.2%	49.1%
	5 Strongly Agree	Count	34	22	56
			23.6%	27.5%	25.0%
Total		Count	144	80	224
			100.0%	100.0%	100.0%

Part A2. Faculty Sexual Orientation Crosstabs

Table A2.1. Q01A I feel valued by students.

Crosstab					
			Sexual Orientation		Total
			1.00 Heterosexual	LGBTQ Community	
Q01A I feel valued by students.	1 Strongly Disagree	Count	3	0	3
		%	1.4%	0.0%	1.4%
	2 Disagree	Count	6	0	6
		%	2.9%	0.0%	2.7%
	3 Neither Agree nor Disagree	Count	53	1	54
		%	25.4%	8.3%	24.4%
	4 Agree	Count	93	4	97
		%	44.5%	33.3%	43.9%
	5 Strongly Agree	Count	54	7	61
		%	25.8%	58.3%	27.6%
Total	Count	209	12	221	
	%	100.0%	100.0%	100.0%	

Table A2.2. Q01B I feel valued by staff.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q01B I feel valued by staff.	1 Strongly Disagree	Count	4	0	4
		%	1.9%	0.0%	1.8%
	2 Disagree	Count	6	1	7
		%	2.8%	8.3%	3.1%
	3 Neither Agree nor Disagree	Count	18	1	19
		%	8.5%	8.3%	8.5%
	4 Agree	Count	124	5	129
		%	58.5%	41.7%	57.6%
	5 Strongly Agree	Count	60	5	65
		%	28.3%	41.7%	29.0%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	



Table A2.3. Q01C I feel valued by faculty.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q01C I feel valued by faculty.	1 Strongly Disagree	Count	7	0	7
		%	3.3%	0.0%	3.1%
	2 Disagree	Count	16	0	16
		%	7.5%	0.0%	7.1%
	3 Neither Agree nor Disagree	Count	46	2	48
		%	21.7%	16.7%	21.4%
	4 Agree	Count	106	6	112
		%	50.0%	50.0%	50.0%
	5 Strongly Agree	Count	37	4	41
		%	17.5%	33.3%	18.3%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	

Table A2.4. Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.	1 Strongly Disagree	Count	5	0	5
		%	2.4%	0.0%	2.2%
	2 Disagree	Count	13	0	13
		%	6.1%	0.0%	5.8%
	3 Neither Agree nor Disagree	Count	22	2	24
		%	10.4%	16.7%	10.7%
	4 Agree	Count	92	4	96
		%	43.4%	33.3%	42.9%
	5 Strongly Agree	Count	80	6	86
		%	37.7%	50.0%	38.4%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	

Table A2.5. Q01E I have opportunities in my position that are similar to those of my co-workers.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q01E I have opportunities in my position that are similar to those of my co-workers.	1 Strongly Disagree	Count	6	0
		%	2.8%	0.0%
	2 Disagree	Count	24	0
		%	11.3%	0.0%
	3 Neither Agree nor Disagree	Count	33	3
		%	15.6%	25.0%
	4 Agree	Count	95	4
		%	44.8%	33.3%
	5 Strongly Agree	Count	54	5
		%	25.5%	41.7%
Total		Count	212	12
		%	100.0%	100.0%

Table A2.6. Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.	1 Strongly Disagree	Count	15	0
		%	7.1%	0.0%
	2 Disagree	Count	28	1
		%	13.2%	8.3%
	3 Neither Agree nor Disagree	Count	51	3
		%	24.1%	25.0%
	4 Agree	Count	70	5
		%	33.0%	41.7%
	5 Strongly Agree	Count	48	3
		%	22.6%	25.0%
Total		Count	212	12
		%	100.0%	100.0%

Table A2.7. Q02A I feel close to people at WSU Health Sciences.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q02A I feel close to people at WSU Health Sciences.	1 Strongly Disagree	Count	4	0	4
		%	1.9%	0.0%	1.8%
	2 Disagree	Count	23	0	23
		%	10.8%	0.0%	10.3%
	3 Neither Agree nor Disagree	Count	51	3	54
		%	24.1%	25.0%	24.1%
	4 Agree	Count	99	7	106
		%	46.7%	58.3%	47.3%
	5 Strongly Agree	Count	35	2	37
		%	16.5%	16.7%	16.5%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	

Table A2.8. Q02B I would be very happy to continue my career at WSU Health Sciences.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q02B I would be very happy to continue my career at WSU Health Sciences.	1 Strongly Disagree	Count	3	0	3
		%	1.4%	0.0%	1.3%
	2 Disagree	Count	13	0	13
		%	6.1%	0.0%	5.8%
	3 Neither Agree nor Disagree	Count	35	1	36
		%	16.5%	8.3%	16.1%
	4 Agree	Count	92	6	98
		%	43.4%	50.0%	43.8%
	5 Strongly Agree	Count	69	5	74
		%	32.5%	41.7%	33.0%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	



Table A2.9. Q02C I feel I have a community at WSU Health Sciences.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q02C I feel I have a community at WSU Health Sciences.	1 Strongly Disagree	Count	6	0	6
		%	2.8%	0.0%	2.7%
	2 Disagree	Count	28	0	28
		%	13.2%	0.0%	12.5%
	3 Neither Agree nor Disagree	Count	43	4	47
		%	20.3%	33.3%	21.0%
	4 Agree	Count	92	5	97
		%	43.4%	41.7%	43.3%
	5 Strongly Agree	Count	43	3	46
		%	20.3%	25.0%	20.5%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	

Table A2.10. Q02D I do not feel a strong sense of belonging to WSU Health Sciences

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q02D I do not feel a strong sense of belonging to WSU Health Sciences	1 Strongly Disagree	Count	42	4	46
		%	19.8%	33.3%	20.5%
	2 Disagree	Count	88	5	93
		%	41.5%	41.7%	41.5%
	3 Neither Agree nor Disagree	Count	39	1	40
		%	18.4%	8.3%	17.9%
	4 Agree	Count	38	2	40
		%	17.9%	16.7%	17.9%
	5 Strongly Agree	Count	5	0	5
		%	2.4%	0.0%	2.2%
Total	Count	212	12	224	
	%	100.0%	100.0%	100.0%	

Table A2.11. Q02E I am planning to leave WSU Health Sciences.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q02E I am planning to leave WSU Health Sciences.	1 Strongly Disagree	Count	69	4	73
		%	32.7%	33.3%	32.7%
	2 Disagree	Count	72	8	80
		%	34.1%	66.7%	35.9%
	3 Neither Agree nor Disagree	Count	49	0	49
		%	23.2%	0.0%	22.0%
	4 Agree	Count	16	0	16
		%	7.6%	0.0%	7.2%
	5 Strongly Agree	Count	5	0	5
		%	2.4%	0.0%	2.2%
Total	Count	211	12	223	
	%	100.0%	100.0%	100.0%	

Table A2.12. Q08A Faculty are skilled in teaching about diversity and equity.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10A Faculty are skilled in teaching about diversity and equity.	1 Strongly Disagree	Count	9	0
		%	4.2%	0.0%
	2 Disagree	Count	37	2
		%	17.5%	16.7%
	3 Neither Agree nor Disagree	Count	129	7
		%	60.8%	58.3%
	4 Agree	Count	31	3
		%	14.6%	25.0%
	5 Strongly Agree	Count	6	0
		%	2.8%	0.0%
Total		Count	212	12
		%	100.0%	100.0%

Table A2.13. Q08B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	5	0
		%	2.4%	0.0%
	2 Disagree	Count	36	2
		%	17.0%	16.7%
	3 Neither Agree nor Disagree	Count	117	6
		%	55.2%	50.0%
	4 Agree	Count	46	2
		%	21.7%	16.7%
	5 Strongly Agree	Count	8	2
		%	3.8%	16.7%
Total		Count	212	12
		%	100.0%	100.0%

Table A2.14. Q08C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	4	0	4
		%	1.9%	0.0%	1.8%
	2 Disagree	Count	31	1	32
		%	14.8%	8.3%	14.4%
	3 Neither Agree nor Disagree	Count	113	7	120
		%	53.8%	58.3%	54.1%
	4 Agree	Count	54	3	57
		%	25.7%	25.0%	25.7%
	5 Strongly Agree	Count	8	1	9
		%	3.8%	8.3%	4.1%
Total	Count	210	12	222	
	%	100.0%	100.0%	100.0%	

Table A2.15. Q08D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.	1 Strongly Disagree	Count	10	0	10
		%	4.8%	0.0%	4.5%
	2 Disagree	Count	44	4	48
		%	21.0%	33.3%	21.6%
	3 Neither Agree nor Disagree	Count	114	7	121
		%	54.3%	58.3%	54.5%
	4 Agree	Count	33	0	33
		%	15.7%	0.0%	14.9%
	5 Strongly Agree	Count	9	1	10
		%	4.3%	8.3%	4.5%
Total	Count	210	12	222	
	%	100.0%	100.0%	100.0%	

Table A2.16. Q08E There is sufficient coverage of diversity and equity throughout the curriculum.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10E There is sufficient coverage of diversity and equity throughout the curriculum.	1 Strongly Disagree	Count	10	0
		%	4.7%	0.0%
	2 Disagree	Count	34	2
		%	16.1%	16.7%
	3 Neither Agree nor Disagree	Count	127	7
		%	60.2%	58.3%
	4 Agree	Count	31	3
		%	14.7%	25.0%
	5 Strongly Agree	Count	9	0
		%	4.3%	0.0%
Total		Count	211	12
		%	100.0%	100.0%

Table A2.17. Q08F I do not feel comfortable leading class discussions on diversity | equity.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10F I do not feel comfortable leading class discussions on diversity equity.	1 Strongly Disagree	Count	10	2
		%	14.9%	66.7%
	2 Disagree	Count	32	1
		%	47.8%	33.3%
	3 Neither Agree nor Disagree	Count	16	0
		%	23.9%	0.0%
	4 Agree	Count	7	0
		%	10.4%	0.0%
	5 Strongly Agree	Count	2	0
		%	3.0%	0.0%
Total		Count	67	3
		%	100.0%	100.0%

Table A2.18. Q08G I do not feel comfortable leading discussions on diversity | equity.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10G I do not feel comfortable leading discussions on diversity equity.	1 Strongly Disagree	Count	23	1	24
		%	11.0%	8.3%	10.8%
	2 Disagree	Count	62	5	67
		%	29.5%	41.7%	30.2%
	3 Neither Agree nor Disagree	Count	78	5	83
		%	37.1%	41.7%	37.4%
	4 Agree	Count	34	1	35
		%	16.2%	8.3%	15.8%
	5 Strongly Agree	Count	13	0	13
		%	6.2%	0.0%	5.9%
Total	Count	210	12	222	
	%	100.0%	100.0%	100.0%	



Table A2.19. Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	4	0
		%	1.9%	0.0%
	2 Disagree	Count	17	1
		%	8.1%	8.3%
	3 Neither Agree nor Disagree	Count	41	0
		%	19.5%	0.0%
	4 Agree	Count	117	10
		%	55.7%	83.3%
	5 Strongly Agree	Count	31	1
		%	14.8%	8.3%
Total			210	12
			100.0%	100.0%

Table A2.20. Q10B My unit | college at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10B My unit college at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	6	0
		%	2.9%	0.0%
	2 Disagree	Count	19	0
		%	9.0%	0.0%
	3 Neither Agree nor Disagree	Count	45	1
		%	21.4%	8.3%
	4 Agree	Count	106	9
		%	50.5%	75.0%
	5 Strongly Agree	Count	34	2
		%	16.2%	16.7%
Total			210	12
			100.0%	100.0%

Table A2.21. Q10C My department | program at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10C My department program at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	6	0
		%	2.8%	0.0%
	2 Disagree	Count	19	0
		%	9.0%	0.0%
	3 Neither Agree nor Disagree	Count	46	2
		%	21.8%	16.7%
	4 Agree	Count	100	7
		%	47.4%	58.3%
	5 Strongly Agree	Count	40	3
		%	19.0%	25.0%
Total			211	12
			100.0%	100.0%

Table A2.22. Q10D The students at WSU Health Sciences are diverse.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10D The students at WSU Health Sciences are diverse.	1 Strongly Disagree	Count	6	0
		%	2.9%	0.0%
	2 Disagree	Count	28	2
		%	13.3%	16.7%
	3 Neither Agree nor Disagree	Count	39	0
		%	18.6%	0.0%
	4 Agree	Count	98	8
		%	46.7%	66.7%
	5 Strongly Agree	Count	39	2
		%	18.6%	16.7%
Total			210	12
			100.0%	100.0%

Table A2.23. Q10E The staff at WSU Health Sciences is diverse.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10E The staff at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	16	0	16
		%	7.6%	0.0%	7.2%
	2 Disagree	Count	60	5	65
		%	28.4%	41.7%	29.1%
	3 Neither Agree nor Disagree	Count	55	2	57
		%	26.1%	16.7%	25.6%
	4 Agree	Count	65	5	70
		%	30.8%	41.7%	31.4%
	5 Strongly Agree	Count	15	0	15
		%	7.1%	0.0%	6.7%
Total	Count	211	12	223	
	%	100.0%	100.0%	100.0%	

Table A2.24. Q10F The faculty at WSU Health Sciences is diverse.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10F The faculty at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	16	2	18
		%	7.6%	16.7%	8.1%
	2 Disagree	Count	49	3	52
		%	23.2%	25.0%	23.3%
	3 Neither Agree nor Disagree	Count	55	0	55
		%	26.1%	0.0%	24.7%
	4 Agree	Count	71	7	78
		%	33.6%	58.3%	35.0%
	5 Strongly Agree	Count	20	0	20
		%	9.5%	0.0%	9.0%
Total	Count	211	12	223	
	%	100.0%	100.0%	100.0%	



Table A2.25. Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.	1 Strongly Disagree	Count	2	0
		%	1.0%	0.0%
	2 Disagree	Count	11	1
		%	5.2%	8.3%
	3 Neither Agree nor Disagree	Count	69	2
		%	32.9%	16.7%
	4 Agree	Count	103	7
		%	49.0%	58.3%
	5 Strongly Agree	Count	25	2
		%	11.9%	16.7%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.26. Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	1	0
		%	0.5%	0.0%
	2 Disagree	Count	16	1
		%	7.6%	8.3%
	3 Neither Agree nor Disagree	Count	105	6
		%	50.0%	50.0%
	4 Agree	Count	59	3
		%	28.1%	25.0%
	5 Strongly Agree	Count	29	2
		%	13.8%	16.7%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.27. Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	5	0
		%	2.4%	0.0%
	2 Disagree	Count	24	2
		%	11.4%	16.7%
	3 Neither Agree nor Disagree	Count	87	2
		%	41.4%	16.7%
	4 Agree	Count	76	7
		%	36.2%	58.3%
	5 Strongly Agree	Count	18	1
		%	8.6%	8.3%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.28. Q10J My unit | college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10J My unit college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	9	0
		%	4.3%	0.0%
	2 Disagree	Count	27	2
		%	12.9%	16.7%
	3 Neither Agree nor Disagree	Count	78	4
		%	37.1%	33.3%
	4 Agree	Count	78	5
		%	37.1%	41.7%
	5 Strongly Agree	Count	18	1
		%	8.6%	8.3%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.29. Q10K My department | program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10K My department program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	12	0
		%	5.7%	0.0%
	2 Disagree	Count	31	2
		%	14.8%	16.7%
	3 Neither Agree nor Disagree	Count	89	3
		%	42.4%	25.0%
	4 Agree	Count	62	6
		%	29.5%	50.0%
	5 Strongly Agree	Count	16	1
		%	7.6%	8.3%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.30. Q10L Members of the campus community interact respectfully when using email and online learning tools.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10L Members of the campus community interact respectfully when using email and online learning tools.	1 Strongly Disagree	Count	3	0
		%	1.4%	0.0%
	2 Disagree	Count	6	0
		%	2.9%	0.0%
	3 Neither Agree nor Disagree	Count	39	4
		%	18.7%	33.3%
	4 Agree	Count	130	6
		%	62.2%	50.0%
	5 Strongly Agree	Count	31	2
		%	14.8%	16.7%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.31. Q10M Members of the campus community are respectful when interacting through social media.

Crosstab			Sexual Orientation		
			Heterosexual	LGBTQ	Total
				Community	
Q10M Members of the campus community are respectful when interacting through social media.	1 Strongly Disagree	Count	3	0	3
		%	1.4%	0.0%	1.4%
	2 Disagree	Count	7	0	7
		%	3.3%	0.0%	3.2%
	3 Neither Agree nor Disagree	Count	87	7	94
		%	41.4%	58.3%	42.3%
	4 Agree	Count	90	3	93
		%	42.9%	25.0%	41.9%
	5 Strongly Agree	Count	23	2	25
		%	11.0%	16.7%	11.3%
Total	Count		210	12	222
	%		100.0%	100.0%	100.0%

Table A2.32. Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.

Crosstab			Sexual Orientation		
			Heterosexual	LGBTQ	Total
				Community	
Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.	1 Strongly Disagree	Count	14	0	14
		%	6.8%	0.0%	6.4%
	2 Disagree	Count	25	0	25
		%	12.1%	0.0%	11.5%
	3 Neither Agree nor Disagree	Count	110	9	119
		%	53.4%	75.0%	54.6%
	4 Agree	Count	40	1	41
		%	19.4%	8.3%	18.8%
	5 Strongly Agree	Count	17	2	19
		%	8.3%	16.7%	8.7%
Total	Count		206	12	218
	%		100.0%	100.0%	100.0%

Table A2.33. Q10O I believe there should be a dedicated space for meditation / prayer

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10O I believe there should be a dedicated space for meditation / prayer	1 Strongly Disagree	Count	16	0
		%	7.7%	0.0%
	2 Disagree	Count	36	2
		%	17.2%	16.7%
	3 Neither Agree nor Disagree	Count	71	8
		%	34.0%	66.7%
	4 Agree	Count	63	1
		%	30.1%	8.3%
	5 Strongly Agree	Count	23	1
		%	11.0%	8.3%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.34. Q10P WSU Health Sciences respects the perspectives of people like me.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10P WSU Health Sciences respects the perspectives of people like me.	1 Strongly Disagree	Count	9	0
		%	4.3%	0.0%
	2 Disagree	Count	17	2
		%	8.1%	16.7%
	3 Neither Agree nor Disagree	Count	60	2
		%	28.6%	16.7%
	4 Agree	Count	97	6
		%	46.2%	50.0%
	5 Strongly Agree	Count	27	2
		%	12.9%	16.7%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.35. Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	4	0
		%	1.9%	0.0%
	2 Disagree	Count	20	1
		%	9.5%	8.3%
	3 Neither Agree nor Disagree	Count	81	4
		%	38.6%	33.3%
	4 Agree	Count	88	6
		%	41.9%	50.0%
	5 Strongly Agree	Count	17	1
		%	8.1%	8.3%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.36. Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	6	0
		%	2.9%	0.0%
	2 Disagree	Count	25	1
		%	11.9%	8.3%
	3 Neither Agree nor Disagree	Count	56	4
		%	26.7%	33.3%
	4 Agree	Count	100	6
		%	47.6%	50.0%
	5 Strongly Agree	Count	23	1
		%	11.0%	8.3%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.37. Q10S WSU Health Sciences recruits faculty members from diverse communities.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10S WSU Health Sciences recruits faculty members from diverse communities.	1 Strongly Disagree	Count	7	0	7
		%	3.3%	0.0%	3.2%
	2 Disagree	Count	21	2	23
		%	10.0%	16.7%	10.4%
	3 Neither Agree nor Disagree	Count	84	1	85
		%	40.2%	8.3%	38.5%
	4 Agree	Count	73	7	80
		%	34.9%	58.3%	36.2%
	5 Strongly Agree	Count	24	2	26
		%	11.5%	16.7%	11.8%
Total	Count	209	12	221	
	%	100.0%	100.0%	100.0%	

Table A2.38. Q10T WSU Health Sciences recruits staff members from diverse communities.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10T WSU Health Sciences recruits staff members from diverse communities.	1 Strongly Disagree	Count	8	0	8
		%	3.8%	0.0%	3.6%
	2 Disagree	Count	32	5	37
		%	15.3%	41.7%	16.7%
	3 Neither Agree nor Disagree	Count	82	1	83
		%	39.2%	8.3%	37.6%
	4 Agree	Count	71	4	75
		%	34.0%	33.3%	33.9%
	5 Strongly Agree	Count	16	2	18
		%	7.7%	16.7%	8.1%
Total	Count	209	12	221	
	%	100.0%	100.0%	100.0%	

Table A2.39. Q10U WSU Health Sciences retains faculty members from diverse communities.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10U WSU Health Sciences retains faculty members from diverse communities.	1 Strongly Disagree	Count	8	0
		%	3.8%	0.0%
	2 Disagree	Count	26	3
		%	12.4%	25.0%
	3 Neither Agree nor Disagree	Count	101	3
		%	48.3%	25.0%
	4 Agree	Count	57	4
		%	27.3%	33.3%
	5 Strongly Agree	Count	17	2
		%	8.1%	16.7%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.40. Q10V WSU Health Sciences retains staff members from diverse communities.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10V WSU Health Sciences retains staff members from diverse communities.	1 Strongly Disagree	Count	9	0
		%	4.3%	0.0%
	2 Disagree	Count	30	4
		%	14.4%	33.3%
	3 Neither Agree nor Disagree	Count	102	4
		%	49.0%	33.3%
	4 Agree	Count	54	2
		%	26.0%	16.7%
	5 Strongly Agree	Count	13	2
		%	6.3%	16.7%
Total		Count	208	12
		%	100.0%	100.0%

Table A2.41. Q10W My program leader or university administrator is committed to promoting diversity on our campus.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10W My program leader or university administrator is committed to promoting diversity on our campus.	1 Strongly Disagree	Count	8	0	8
		%	3.8%	0.0%	3.6%
	2 Disagree	Count	15	0	15
		%	7.2%	0.0%	6.8%
	3 Neither Agree nor Disagree	Count	67	5	72
		%	32.2%	41.7%	32.7%
	4 Agree	Count	80	5	85
		%	38.5%	41.7%	38.6%
	5 Strongly Agree	Count	38	2	40
		%	18.3%	16.7%	18.2%
Total	Count	208	12	220	
	%	100.0%	100.0%	100.0%	

Table A2.42. Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.	1 Strongly Disagree	Count	8	0	8
		%	3.8%	0.0%	3.6%
	2 Disagree	Count	24	1	25
		%	11.5%	8.3%	11.4%
	3 Neither Agree nor Disagree	Count	68	5	73
		%	32.7%	41.7%	33.2%
	4 Agree	Count	87	4	91
		%	41.8%	33.3%	41.4%
	5 Strongly Agree	Count	21	2	23
		%	10.1%	16.7%	10.5%
Total	Count	208	12	220	
	%	100.0%	100.0%	100.0%	

Table A2.43. Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.	1 Strongly Disagree	Count	7	0
		%	3.4%	0.0%
	2 Disagree	Count	22	1
		%	10.6%	8.3%
	3 Neither Agree nor Disagree	Count	79	6
		%	38.0%	50.0%
	4 Agree	Count	79	4
		%	38.0%	33.3%
	5 Strongly Agree	Count	21	1
		%	10.1%	8.3%
Total		Count	208	12
		%	100.0%	100.0%



Table A2.44. Q11A I feel safe when I'm on campus

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11A I feel safe when I'm on campus	1 Strongly Disagree	Count	1	0
		%	0.5%	0.0%
	2 Disagree	Count	10	0
		%	4.8%	0.0%
	3 Neither Agree nor Disagree	Count	12	1
		%	5.7%	8.3%
	4 Agree	Count	124	8
		%	59.3%	66.7%
	5 Strongly Agree	Count	62	3
		%	29.7%	25.0%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.45. Q11B The university should recruit and retain more faculty and staff members of color.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11B The university should recruit and retain more faculty and staff members of color.	1 Strongly Disagree	Count	2	0
		%	1.0%	0.0%
	2 Disagree	Count	8	0
		%	3.8%	0.0%
	3 Neither Agree nor Disagree	Count	80	2
		%	38.3%	16.7%
	4 Agree	Count	77	7
		%	36.8%	58.3%
	5 Strongly Agree	Count	42	3
		%	20.1%	25.0%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.46. Q11C The university should recruit and retain more students of color.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11C The university should recruit and retain more students of color.	1 Strongly Disagree	Count	2	0
		%	1.0%	0.0%
	2 Disagree	Count	10	0
		%	4.8%	0.0%
	3 Neither Agree nor Disagree	Count	84	1
		%	40.2%	8.3%
	4 Agree	Count	68	8
		%	32.5%	66.7%
	5 Strongly Agree	Count	45	3
		%	21.5%	25.0%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.47. Q11D The university should increase gender diversity of the faculty and staff.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11D The university should increase gender diversity of the faculty and staff.	1 Strongly Disagree	Count	4	0
		%	1.9%	0.0%
	2 Disagree	Count	17	0
		%	8.1%	0.0%
	3 Neither Agree nor Disagree	Count	89	4
		%	42.6%	33.3%
	4 Agree	Count	66	6
		%	31.6%	50.0%
	5 Strongly Agree	Count	33	2
		%	15.8%	16.7%
Total		Count	209	12
		%	100.0%	100.0%



Table A2.48. Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.	1 Strongly Disagree	Count	4	0
		%	1.9%	0.0%
	2 Disagree	Count	19	0
		%	9.1%	0.0%
	3 Neither Agree nor Disagree	Count	96	3
		%	45.9%	25.0%
	4 Agree	Count	59	6
		%	28.2%	50.0%
	5 Strongly Agree	Count	31	3
		%	14.8%	25.0%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.49. Q11F The university should increase support for faculty, staff, and students with disabilities.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11F The university should increase support for faculty, staff, and students with disabilities.	1 Strongly Disagree	Count	2	0
		%	1.0%	0.0%
	2 Disagree	Count	4	0
		%	1.9%	0.0%
	3 Neither Agree nor Disagree	Count	80	3
		%	38.3%	25.0%
	4 Agree	Count	79	5
		%	37.8%	41.7%
	5 Strongly Agree	Count	44	4
		%	21.1%	33.3%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.50. Q11G I feel at ease with people of backgrounds different from my own.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11G I feel at ease with people of backgrounds different from my own.	2 Disagree	Count	2	0
		%	1.0%	0.0%
	3 Neither Agree nor Disagree	Count	16	1
		%	7.7%	8.3%
	4 Agree	Count	107	4
		%	51.2%	33.3%
	5 Strongly Agree	Count	84	7
		%	40.2%	58.3%
Total		Count	209	12
		%	100.0%	100.0%

Table A2.51. Q11H The university focuses too much attention on diversity-related issues.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11H The university focuses too much attention on diversity-related issues.	1 Strongly Disagree	Count	33	4
		%	15.9%	33.3%
	2 Disagree	Count	69	6
		%	33.2%	50.0%
	3 Neither Agree nor Disagree	Count	66	2
		%	31.7%	16.7%
	4 Agree	Count	28	0
		%	13.5%	0.0%
	5 Strongly Agree	Count	12	0
		%	5.8%	0.0%
Total		Count	208	12
		%	100.0%	100.0%

Table A2.52. Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.	1 Strongly Disagree	Count	34	2
		%	16.3%	18.2%
	2 Disagree	Count	77	8
		%	36.8%	72.7%
	3 Neither Agree nor Disagree	Count	52	0
		%	24.9%	0.0%
	4 Agree	Count	36	1
		%	17.2%	9.1%
	5 Strongly Agree	Count	10	0
		%	4.8%	0.0%
Total		Count	209	11
		%	100.0%	100.0%

Table A2.53. Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.	1 Strongly Disagree	Count	11	1
		%	5.2%	8.3%
	2 Disagree	Count	29	3
		%	13.8%	25.0%
	3 Neither Agree nor Disagree	Count	25	2
		%	11.9%	16.7%
	4 Agree	Count	102	3
		%	48.6%	25.0%
	5 Strongly Agree	Count	43	3
		%	20.5%	25.0%
Total		Count	210	12
		%	100.0%	100.0%

Table A2.54. Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.	1 Strongly Disagree	Count	3	0
		%	1.5%	0.0%
	2 Disagree	Count	9	1
		%	4.4%	8.3%
	3 Neither Agree nor Disagree	Count	30	5
		%	14.6%	41.7%
	4 Agree	Count	110	3
		%	53.4%	25.0%
	5 Strongly Agree	Count	54	3
		%	26.2%	25.0%
Total		Count	206	12
		%	100.0%	100.0%

Table A2.55. Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.	1 Strongly Disagree	Count	3	0
		%	1.5%	0.0%
	2 Disagree	Count	9	1
		%	4.4%	8.3%
	3 Neither Agree nor Disagree	Count	50	3
		%	24.3%	25.0%
	4 Agree	Count	95	6
		%	46.1%	50.0%
	5 Strongly Agree	Count	49	2
		%	23.8%	16.7%
Total		Count	206	12
		%	100.0%	100.0%

Table A2.56. Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
				Total
Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.	1 Strongly Disagree	Count	5	0
		%	2.5%	0.0%
	2 Disagree	Count	19	2
		%	9.4%	16.7%
	3 Neither Agree nor Disagree	Count	109	6
		%	53.7%	50.0%
	4 Agree	Count	55	3
		%	27.1%	25.0%
	5 Strongly Agree	Count	15	1
		%	7.4%	8.3%
Total		Count	203	12
		%	100.0%	100.0%

Table A2.57. Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
				Total
Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.	1 Strongly Disagree	Count	2	0
		%	1.0%	0.0%
	2 Disagree	Count	10	0
		%	5.0%	0.0%
	3 Neither Agree nor Disagree	Count	85	5
		%	42.1%	45.5%
	4 Agree	Count	78	5
		%	38.6%	45.5%
	5 Strongly Agree	Count	27	1
		%	13.4%	9.1%
Total		Count	202	11
		%	100.0%	100.0%



Table A2.58. Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.

Crosstab			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.	1 Strongly Disagree	Count	2	0	2
		%	1.0%	0.0%	0.9%
	2 Disagree	Count	11	1	12
		%	5.5%	8.3%	5.6%
	3 Neither Agree nor Disagree	Count	138	8	146
		%	68.7%	66.7%	68.5%
	4 Agree	Count	34	2	36
		%	16.9%	16.7%	16.9%
	5 Strongly Agree	Count	16	1	17
		%	8.0%	8.3%	8.0%
Total		Count	201	12	213
		%	100.0%	100.0%	100.0%

Table A2.59. Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.

Crosstab			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.	1 Strongly Disagree	Count	2	0	2
		%	1.0%	0.0%	0.9%
	2 Disagree	Count	8	0	8
		%	4.0%	0.0%	3.7%
	3 Neither Agree nor Disagree	Count	147	9	156
		%	72.8%	75.0%	72.9%
	4 Agree	Count	27	2	29
		%	13.4%	16.7%	13.6%
	5 Strongly Agree	Count	18	1	19
		%	8.9%	8.3%	8.9%
Total		Count	202	12	214
		%	100.0%	100.0%	100.0%



Table A2.60. Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
				Total
Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.	1 Strongly Disagree	Count	3	0
		%	1.5%	0.0%
	2 Disagree	Count	11	1
		%	5.5%	8.3%
	3 Neither Agree nor Disagree	Count	144	9
		%	71.6%	75.0%
	4 Agree	Count	27	1
		%	13.4%	8.3%
	5 Strongly Agree	Count	16	1
		%	8.0%	8.3%
Total		Count	201	12
		%	100.0%	100.0%

Table A2.61. Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
				Total
Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.	1 Strongly Disagree	Count	4	0
		%	2.0%	0.0%
	2 Disagree	Count	8	0
		%	3.9%	0.0%
	3 Neither Agree nor Disagree	Count	55	2
		%	27.1%	16.7%
	4 Agree	Count	100	8
		%	49.3%	66.7%
	5 Strongly Agree	Count	36	2
		%	17.7%	16.7%
Total		Count	203	12
		%	100.0%	100.0%

Table A2.62. Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.	2 Disagree	Count	9	1	10
		%	4.4%	8.3%	4.7%
	3 Neither Agree nor Disagree	Count	85	3	88
		%	41.9%	25.0%	40.9%
	4 Agree	Count	85	7	92
		%	41.9%	58.3%	42.8%
	5 Strongly Agree	Count	24	1	25
		%	11.8%	8.3%	11.6%
Total	Count	203	12	215	
	%	100.0%	100.0%	100.0%	

Table A2.63. Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.

Crosstab					
			Sexual Orientation		
			Heterosexual	LGBTQ Community	Total
Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.	1 Strongly Disagree	Count	2	0	2
		%	1.0%	0.0%	0.9%
	2 Disagree	Count	6	0	6
		%	2.9%	0.0%	2.8%
	3 Neither Agree nor Disagree	Count	46	1	47
		%	22.5%	8.3%	21.8%
	4 Agree	Count	110	9	119
		%	53.9%	75.0%	55.1%
	5 Strongly Agree	Count	40	2	42
		%	19.6%	16.7%	19.4%
Total	Count	204	12	216	
	%	100.0%	100.0%	100.0%	

Table A2.64. Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
				Total
Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.	1 Strongly Disagree	Count	3	0
		%	1.5%	0.0%
	2 Disagree	Count	28	3
		%	13.7%	25.0%
	3 Neither Agree nor Disagree	Count	16	1
		%	7.8%	8.3%
	4 Agree	Count	102	5
		%	50.0%	41.7%
	5 Strongly Agree	Count	55	3
		%	27.0%	25.0%
Total		Count	204	12
		%	100.0%	100.0%

Table A2.65. Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.

Crosstab				
			Sexual Orientation	
			Heterosexual	LGBTQ Community
				Total
Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.	1 Strongly Disagree	Count	3	0
		%	1.5%	0.0%
	2 Disagree	Count	28	3
		%	13.7%	25.0%
	3 Neither Agree nor Disagree	Count	19	2
		%	9.3%	16.7%
	4 Agree	Count	101	4
		%	49.5%	33.3%
	5 Strongly Agree	Count	53	3
		%	26.0%	25.0%
Total		Count	204	12
		%	100.0%	100.0%

Part A3. Faculty RACE Crosstabs

Table A3.1. Q01A I feel valued by students.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q01A I feel valued by other students.	1 Strongly Disagree	Count	3	0	1
			1.6%	0.0%	7.1%
	2 Disagree	Count	5	0	1
			2.7%	0.0%	7.1%
	3 Neither Agree nor Disagree	Count	41	9	2
			22.3%	37.5%	14.3%
	4 Agree	Count	81	11	6
			44.0%	45.8%	42.9%
	5 Strongly Agree	Count	54	4	4
			29.3%	16.7%	28.6%
Total			184	24	14
			100.0%	100.0%	100.0%

Table A3.2. Q01B I feel valued by staff.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q01B I feel valued by staff.	1 Strongly Disagree	Count	3	0	1
			1.6%	0.0%	7.1%
	2 Disagree	Count	7	1	0
			3.8%	4.2%	0.0%
	3 Neither Agree nor Disagree	Count	13	3	1
			7.0%	12.5%	7.1%
	4 Agree	Count	108	13	8
			58.1%	54.2%	57.1%
	5 Strongly Agree	Count	55	7	4
			29.6%	29.2%	28.6%
Total			186	24	14
			100.0%	100.0%	100.0%



Table A3.3. Q01C I feel valued by faculty.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q01C I feel valued by faculty.	1 Strongly Disagree	Count	5	1	1
			2.7%	4.2%	7.1%
	2 Disagree	Count	11	3	1
			5.9%	12.5%	7.1%
	3 Neither Agree nor Disagree	Count	37	8	3
			19.9%	33.3%	21.4%
	4 Agree	Count	95	9	7
			51.1%	37.5%	50.0%
	5 Strongly Agree	Count	38	3	2
			20.4%	12.5%	14.3%
Total			186	24	14
			100.0%	100.0%	100.0%

Table A3.4. Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.	1 Strongly Disagree	Count	4	0	1
			2.2%	0.0%	7.1%
	2 Disagree	Count	10	2	2
			5.4%	8.3%	14.3%
	3 Neither Agree nor Disagree	Count	19	5	1
			10.2%	20.8%	7.1%
	4 Agree	Count	81	8	5
			43.5%	33.3%	35.7%
	5 Strongly Agree	Count	72	9	5
			38.7%	37.5%	35.7%
Total			186	24	14
			100.0%	100.0%	100.0%



Table A3.5. Q01E I have opportunities in my position that are similar to those of my co-workers.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q01E I have opportunities in my position that are similar to those of my co-workers.	1 Strongly Disagree	Count	7	0	1	8
			3.8%	0.0%	7.1%	3.6%
	2 Disagree	Count	16	6	1	23
			8.6%	25.0%	7.1%	10.3%
	3 Neither Agree nor Disagree	Count	28	2	4	34
			15.1%	8.3%	28.6%	15.2%
	4 Agree	Count	83	10	6	99
			44.6%	41.7%	42.9%	44.2%
	5 Strongly Agree	Count	52	6	2	60
			28.0%	25.0%	14.3%	26.8%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.6. Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.	1 Strongly Disagree	Count	12	4	1	17
			6.5%	16.7%	7.1%	7.6%
	2 Disagree	Count	22	5	1	28
			11.8%	20.8%	7.1%	12.5%
	3 Neither Agree nor Disagree	Count	44	5	5	54
			23.7%	20.8%	35.7%	24.1%
	4 Agree	Count	64	5	4	73
			34.4%	20.8%	28.6%	32.6%
	5 Strongly Agree	Count	44	5	3	52
			23.7%	20.8%	21.4%	23.2%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.7. Q02A I feel close to people at WSU Health Sciences.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q02A I feel close to people at WSU Health Sciences.	1 Strongly Disagree	Count	3	1	0	4
			1.6%	4.2%	0.0%	1.8%
	2 Disagree	Count	19	3	3	25
			10.2%	12.5%	21.4%	11.2%
	3 Neither Agree nor Disagree	Count	47	4	3	54
			25.3%	16.7%	21.4%	24.1%
	4 Agree	Count	88	13	3	104
			47.3%	54.2%	21.4%	46.4%
	5 Strongly Agree	Count	29	3	5	37
			15.6%	12.5%	35.7%	16.5%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.8. Q02B I would be very happy to continue my career at WSU Health Sciences.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q02B I would be very happy to continue my career at WSU Health Sciences.	1 Strongly Disagree	Count	2	1	0	3
			1.1%	4.2%	0.0%	1.3%
	2 Disagree	Count	9	3	0	12
			4.8%	12.5%	0.0%	5.4%
	3 Neither Agree nor Disagree	Count	32	2	5	39
			17.2%	8.3%	35.7%	17.4%
	4 Agree	Count	82	11	4	97
			44.1%	45.8%	28.6%	43.3%
	5 Strongly Agree	Count	61	7	5	73
			32.8%	29.2%	35.7%	32.6%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%



Table A3.9. Q02C I feel I have a community at WSU Health Sciences.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q02C I feel I have a community at WSU Health Sciences.	1 Strongly Disagree	Count	4	2	0	6
			2.2%	8.3%	0.0%	2.7%
	2 Disagree	Count	19	5	4	28
			10.2%	20.8%	28.6%	12.5%
	3 Neither Agree nor Disagree	Count	45	3	2	50
			24.2%	12.5%	14.3%	22.3%
	4 Agree	Count	85	7	3	95
			45.7%	29.2%	21.4%	42.4%
	5 Strongly Agree	Count	33	7	5	45
			17.7%	29.2%	35.7%	20.1%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.10. Q02D I do not feel a strong sense of belonging to WSU Health Sciences

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q02D I do not feel a strong sense of belonging to WSU Health Sciences	1 Strongly Disagree	Count	33	9	3	45
			17.7%	37.5%	21.4%	20.1%
	2 Disagree	Count	77	5	7	89
			41.4%	20.8%	50.0%	39.7%
	3 Neither Agree nor Disagree	Count	36	4	1	41
			19.4%	16.7%	7.1%	18.3%
	4 Agree	Count	36	5	3	44
			19.4%	20.8%	21.4%	19.6%
	5 Strongly Agree	Count	4	1	0	5
			2.2%	4.2%	0.0%	2.2%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.11. Q02E I am planning to leave WSU Health Sciences.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q02E I am planning to leave WSU Health Sciences.	1 Strongly Disagree	Count	58	8	6	72
			31.4%	33.3%	42.9%	32.3%
	2 Disagree	Count	69	6	3	78
			37.3%	25.0%	21.4%	35.0%
	3 Neither Agree nor Disagree	Count	42	5	4	51
			22.7%	20.8%	28.6%	22.9%
	4 Agree	Count	12	3	0	15
			6.5%	12.5%	0.0%	6.7%
	5 Strongly Agree	Count	4	2	1	7
			2.2%	8.3%	7.1%	3.1%
Total		Count	185	24	14	223
			100.0%	100.0%	100.0%	100.0%



Table A3.12. Q08A Faculty are skilled in teaching about diversity and equity.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08A Faculty are skilled in teaching about diversity and equity.	1 Strongly Disagree	Count	1	3	3	7
			0.5%	12.5%	21.4%	3.1%
	2 Disagree	Count	30	4	3	37
			16.1%	16.7%	21.4%	16.5%
	3 Neither Agree nor Disagree	Count	120	15	5	140
			64.5%	62.5%	35.7%	62.5%
	4 Agree	Count	30	2	2	34
			16.1%	8.3%	14.3%	15.2%
	5 Strongly Agree	Count	5	0	1	6
			2.7%	0.0%	7.1%	2.7%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.13. Q08B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	1	2	2	5
			0.5%	8.3%	14.3%	2.2%
	2 Disagree	Count	28	3	3	34
			15.1%	12.5%	21.4%	15.2%
	3 Neither Agree nor Disagree	Count	108	12	7	127
			58.1%	50.0%	50.0%	56.7%
	4 Agree	Count	41	6	1	48
			22.0%	25.0%	7.1%	21.4%
	5 Strongly Agree	Count	8	1	1	10
			4.3%	4.2%	7.1%	4.5%
Total		Count	186	24	14	224
			100.0%	100.0%	100.0%	100.0%

Table A3.14. Q08C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	2 1.1%	2 8.7%	1 7.1%	5 2.3%
	2 Disagree	Count	25 13.5%	4 17.4%	2 14.3%	31 14.0%
	3 Neither Agree nor Disagree	Count	104 56.2%	9 39.1%	5 35.7%	118 53.2%
	4 Agree	Count	49 26.5%	7 30.4%	3 21.4%	59 26.6%
	5 Strongly Agree	Count	5 2.7%	1 4.3%	3 21.4%	9 4.1%
Total		Count	185 100.0%	23 100.0%	14 100.0%	222 100.0%

Table A3.15. Q08D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.	1 Strongly Disagree	Count	5 2.7%	2 8.3%	3 23.1%	10 4.5%
	2 Disagree	Count	37 20.0%	7 29.2%	2 15.4%	46 20.7%
	3 Neither Agree nor Disagree	Count	110 59.5%	10 41.7%	5 38.5%	125 56.3%
	4 Agree	Count	26 14.1%	5 20.8%	2 15.4%	33 14.9%
	5 Strongly Agree	Count	7 3.8%	0 0.0%	1 7.7%	8 3.6%
Total		Count	185 100.0%	24 100.0%	13 100.0%	222 100.0%

Table A3.16. Q08E There is sufficient coverage of diversity and equity throughout the curriculum.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08E There is sufficient coverage of diversity and equity throughout the curriculum.	1 Strongly Disagree	Count	4	3	3	10
			2.2%	12.5%	21.4%	4.5%
	2 Disagree	Count	26	5	3	34
			14.1%	20.8%	21.4%	15.2%
	3 Neither Agree nor Disagree	Count	117	14	6	137
			63.2%	58.3%	42.9%	61.4%
	4 Agree	Count	32	2	0	34
			17.3%	8.3%	0.0%	15.2%
	5 Strongly Agree	Count	6	0	2	8
			3.2%	0.0%	14.3%	3.6%
Total		Count	185	24	14	223
			100.0%	100.0%	100.0%	100.0%

Table A3.17. Q08F I do not feel comfortable leading class discussions on diversity | equity.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08F I do not feel comfortable leading class discussions on diversity equity.	1 Strongly Disagree	Count	12	0	0	12
			19.7%	0.0%	0.0%	17.1%
	2 Disagree	Count	26	4	2	32
			42.6%	66.7%	66.7%	45.7%
	3 Neither Agree nor Disagree	Count	17	1	0	18
			27.9%	16.7%	0.0%	25.7%
	4 Agree	Count	5	1	0	6
			8.2%	16.7%	0.0%	8.6%
	5 Strongly Agree	Count	1	0	1	2
			1.6%	0.0%	33.3%	2.9%
Total		Count	61	6	3	70
			100.0%	100.0%	100.0%	100.0%

Table A3.18. Q08G I do not feel comfortable leading discussions on diversity | equity.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q08G I do not feel comfortable leading discussions on diversity equity.	1 Strongly Disagree	Count	17	5	3	25
			9.2%	20.8%	21.4%	11.3%
	2 Disagree	Count	49	10	6	65
			26.6%	41.7%	42.9%	29.3%
	3 Neither Agree nor Disagree	Count	75	7	3	85
			40.8%	29.2%	21.4%	38.3%
	4 Agree	Count	32	2	1	35
			17.4%	8.3%	7.1%	15.8%
	5 Strongly Agree	Count	11	0	1	12
			6.0%	0.0%	7.1%	5.4%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.19. Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	0	3	1
			0.0%	12.5%	7.1%
	2 Disagree	Count	13	4	2
			7.1%	16.7%	14.3%
	3 Neither Agree nor Disagree	Count	35	4	2
			19.0%	16.7%	14.3%
	4 Agree	Count	109	11	6
			59.2%	45.8%	42.9%
	5 Strongly Agree	Count	27	2	3
			14.7%	8.3%	21.4%
Total	Count		184	24	14
			100.0%	100.0%	100.0%

Table A3.20. Q10B My unit | college at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q10B My unit college at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	4	2	0
			2.2%	8.3%	0.0%
	2 Disagree	Count	16	2	3
			8.7%	8.3%	21.4%
	3 Neither Agree nor Disagree	Count	39	4	3
			21.2%	16.7%	21.4%
	4 Agree	Count	98	10	5
			53.3%	41.7%	35.7%
	5 Strongly Agree	Count	27	6	3
			14.7%	25.0%	21.4%
Total	Count		184	24	14
			100.0%	100.0%	100.0%

Table A3.21. Q10C My department | program at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10C My department program at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	4	2	0	6
			2.2%	8.3%	0.0%	2.7%
	2 Disagree	Count	14	3	4	21
			7.6%	12.5%	28.6%	9.4%
	3 Neither Agree nor Disagree	Count	41	4	2	47
			22.2%	16.7%	14.3%	21.1%
	4 Agree	Count	91	10	5	106
			49.2%	41.7%	35.7%	47.5%
	5 Strongly Agree	Count	35	5	3	43
			18.9%	20.8%	21.4%	19.3%
Total		Count	185	24	14	223
			100.0%	100.0%	100.0%	100.0%

Table A3.22. Q10D The students at WSU Health Sciences are diverse.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10D The students at WSU Health Sciences are diverse.	1 Strongly Disagree	Count	3	3	0	6
			1.6%	12.5%	0.0%	2.7%
	2 Disagree	Count	22	4	4	30
			12.0%	16.7%	28.6%	13.5%
	3 Neither Agree nor Disagree	Count	33	4	4	41
			17.9%	16.7%	28.6%	18.5%
	4 Agree	Count	95	7	3	105
			51.6%	29.2%	21.4%	47.3%
	5 Strongly Agree	Count	31	6	3	40
			16.8%	25.0%	21.4%	18.0%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.23. Q10E The staff at WSU Health Sciences is diverse.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10E The staff at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	10	5	2	17
			5.4%	20.8%	14.3%	7.6%
	2 Disagree	Count	53	7	5	65
			28.6%	29.2%	35.7%	29.1%
	3 Neither Agree nor Disagree	Count	48	5	2	55
			25.9%	20.8%	14.3%	24.7%
	4 Agree	Count	62	6	3	71
			33.5%	25.0%	21.4%	31.8%
	5 Strongly Agree	Count	12	1	2	15
			6.5%	4.2%	14.3%	6.7%
Total		Count	185	24	14	223
			100.0%	100.0%	100.0%	100.0%

Table A3.24. Q10F The faculty at WSU Health Sciences is diverse.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10F The faculty at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	12	5	2	19
			6.5%	20.8%	14.3%	8.5%
	2 Disagree	Count	42	6	4	52
			22.7%	25.0%	28.6%	23.3%
	3 Neither Agree nor Disagree	Count	43	6	4	53
			23.2%	25.0%	28.6%	23.8%
	4 Agree	Count	70	6	3	79
			37.8%	25.0%	21.4%	35.4%
	5 Strongly Agree	Count	18	1	1	20
			9.7%	4.2%	7.1%	9.0%
Total		Count	185	24	14	223
			100.0%	100.0%	100.0%	100.0%



Table A3.25. Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.	1 Strongly Disagree	Count	1	1	0	2
			0.5%	4.2%	0.0%	0.9%
	2 Disagree	Count	8	3	1	12
			4.3%	12.5%	7.1%	5.4%
	3 Neither Agree nor Disagree	Count	56	10	6	72
			30.4%	41.7%	42.9%	32.4%
	4 Agree	Count	97	8	4	109
			52.7%	33.3%	28.6%	49.1%
	5 Strongly Agree	Count	22	2	3	27
			12.0%	8.3%	21.4%	12.2%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.26. Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	1	0	0	1
			0.5%	0.0%	0.0%	0.5%
	2 Disagree	Count	10	2	3	15
			5.4%	8.3%	21.4%	6.8%
	3 Neither Agree nor Disagree	Count	91	16	8	115
			49.5%	66.7%	57.1%	51.8%
	4 Agree	Count	57	2	2	61
			31.0%	8.3%	14.3%	27.5%
	5 Strongly Agree	Count	25	4	1	30
			13.6%	16.7%	7.1%	13.5%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.27. Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	2	2	1	5
			1.1%	8.3%	7.1%	2.3%
	2 Disagree	Count	17	4	4	25
			9.2%	16.7%	28.6%	11.3%
	3 Neither Agree nor Disagree	Count	78	10	4	92
			42.4%	41.7%	28.6%	41.4%
	4 Agree	Count	74	5	3	82
			40.2%	20.8%	21.4%	36.9%
	5 Strongly Agree	Count	13	3	2	18
			7.1%	12.5%	14.3%	8.1%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.28. Q10J My unit | college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10J My unit college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	4	4	1	9
			2.2%	16.7%	7.1%	4.1%
	2 Disagree	Count	23	3	3	29
			12.5%	12.5%	21.4%	13.1%
	3 Neither Agree nor Disagree	Count	71	8	3	82
			38.6%	33.3%	21.4%	36.9%
	4 Agree	Count	75	4	5	84
			40.8%	16.7%	35.7%	37.8%
	5 Strongly Agree	Count	11	5	2	18
			6.0%	20.8%	14.3%	8.1%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.29. Q10K My department | program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10K My department program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	6	4	1	11
			3.3%	16.7%	7.1%	5.0%
	2 Disagree	Count	30	3	1	34
			16.3%	12.5%	7.1%	15.3%
	3 Neither Agree nor Disagree	Count	78	8	6	92
			42.4%	33.3%	42.9%	41.4%
	4 Agree	Count	60	5	4	69
			32.6%	20.8%	28.6%	31.1%
	5 Strongly Agree	Count	10	4	2	16
			5.4%	16.7%	14.3%	7.2%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.30. Q10L Members of the campus community interact respectfully when using email and online learning tools.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10L Members of the campus community interact respectfully when using email and online learning tools.	1 Strongly Disagree	Count	2	1	0	3
			1.1%	4.2%	0.0%	1.4%
	2 Disagree	Count	5	1	0	6
			2.7%	4.2%	0.0%	2.7%
	3 Neither Agree nor Disagree	Count	37	5	2	44
			20.1%	20.8%	15.4%	19.9%
	4 Agree	Count	116	11	8	135
			63.0%	45.8%	61.5%	61.1%
	5 Strongly Agree	Count	24	6	3	33
			13.0%	25.0%	23.1%	14.9%
Total		Count	184	24	13	221
			100.0%	100.0%	100.0%	100.0%

Table A3.31. Q10M Members of the campus community are respectful when interacting through social media.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10M Members of the campus community are respectful when interacting through social media.	1 Strongly Disagree	Count	2	1	0	3
			1.1%	4.2%	0.0%	1.4%
	2 Disagree	Count	8	0	0	8
			4.3%	0.0%	0.0%	3.6%
	3 Neither Agree nor Disagree	Count	74	14	5	93
			40.2%	58.3%	35.7%	41.9%
	4 Agree	Count	82	5	6	93
			44.6%	20.8%	42.9%	41.9%
	5 Strongly Agree	Count	18	4	3	25
			9.8%	16.7%	21.4%	11.3%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.32. Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.	1 Strongly Disagree	Count	7	4	3	14
			3.9%	16.7%	21.4%	6.4%
	2 Disagree	Count	17	2	2	21
			9.4%	8.3%	14.3%	9.6%
	3 Neither Agree nor Disagree	Count	105	14	5	124
			58.3%	58.3%	35.7%	56.9%
	4 Agree	Count	37	1	2	40
			20.6%	4.2%	14.3%	18.3%
	5 Strongly Agree	Count	14	3	2	19
			7.8%	12.5%	14.3%	8.7%
Total		Count	180	24	14	218
			100.0%	100.0%	100.0%	100.0%

Table A3.33. Q10O I believe there should be a dedicated space for meditation / prayer

rosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10O I believe there should be a dedicated space for meditation / prayer	1 Strongly Disagree	Count	15	1	0	16
			8.2%	4.2%	0.0%	7.2%
	2 Disagree	Count	33	4	3	40
			18.0%	16.7%	21.4%	18.1%
	3 Neither Agree nor Disagree	Count	67	7	6	80
			36.6%	29.2%	42.9%	36.2%
	4 Agree	Count	52	6	4	62
			28.4%	25.0%	28.6%	28.1%
	5 Strongly Agree	Count	16	6	1	23
			8.7%	25.0%	7.1%	10.4%
Total		Count	183	24	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.34. Q10P WSU Health Sciences respects the perspectives of people like me.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10P WSU Health Sciences respects the perspectives of people like me.	1 Strongly Disagree	Count	5	4	0	9
			2.7%	16.7%	0.0%	4.1%
	2 Disagree	Count	13	5	3	21
			7.1%	20.8%	21.4%	9.5%
	3 Neither Agree nor Disagree	Count	52	4	7	63
			28.3%	16.7%	50.0%	28.4%
	4 Agree	Count	89	8	3	100
			48.4%	33.3%	21.4%	45.0%
	5 Strongly Agree	Count	25	3	1	29
			13.6%	12.5%	7.1%	13.1%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.35. Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	3	1	0	4
			1.6%	4.2%	0.0%	1.8%
	2 Disagree	Count	15	4	2	21
			8.2%	16.7%	14.3%	9.5%
	3 Neither Agree nor Disagree	Count	66	11	6	83
			35.9%	45.8%	42.9%	37.4%
	4 Agree	Count	86	6	4	96
			46.7%	25.0%	28.6%	43.2%
	5 Strongly Agree	Count	14	2	2	18
			7.6%	8.3%	14.3%	8.1%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.36. Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	3	2	1	6
			1.6%	8.3%	7.1%	2.7%
	2 Disagree	Count	18	5	2	25
			9.8%	20.8%	14.3%	11.3%
	3 Neither Agree nor Disagree	Count	50	7	3	60
			27.2%	29.2%	21.4%	27.0%
	4 Agree	Count	94	7	6	107
			51.1%	29.2%	42.9%	48.2%
	5 Strongly Agree	Count	19	3	2	24
			10.3%	12.5%	14.3%	10.8%
Total		Count	184	24	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.37. Q10S WSU Health Sciences recruits faculty members from diverse communities.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10S WSU Health Sciences recruits faculty members from diverse communities.	1 Strongly Disagree	Count	6	1	1	8
			3.3%	4.3%	7.1%	3.6%
	2 Disagree	Count	15	5	2	22
			8.2%	21.7%	14.3%	10.0%
	3 Neither Agree nor Disagree	Count	70	12	6	88
			38.0%	52.2%	42.9%	39.8%
	4 Agree	Count	71	3	3	77
			38.6%	13.0%	21.4%	34.8%
	5 Strongly Agree	Count	22	2	2	26
			12.0%	8.7%	14.3%	11.8%
Total		Count	184	23	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.38. Q10T WSU Health Sciences recruits staff members from diverse communities.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10T WSU Health Sciences recruits staff members from diverse communities.	1 Strongly Disagree	Count	6	2	1	9
			3.3%	8.3%	7.1%	4.1%
	2 Disagree	Count	26	7	3	36
			14.2%	29.2%	21.4%	16.3%
	3 Neither Agree nor Disagree	Count	71	10	5	86
			38.8%	41.7%	35.7%	38.9%
	4 Agree	Count	66	3	3	72
			36.1%	12.5%	21.4%	32.6%
	5 Strongly Agree	Count	14	2	2	18
			7.7%	8.3%	14.3%	8.1%
Total		Count	183	24	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.39. Q10U WSU Health Sciences retains faculty members from diverse communities.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10U WSU Health Sciences retains faculty members from diverse communities.	1 Strongly Disagree	Count	5	3	1	9
			2.7%	12.5%	7.1%	4.1%
	2 Disagree	Count	23	4	1	28
			12.6%	16.7%	7.1%	12.7%
	3 Neither Agree nor Disagree	Count	85	14	7	106
			46.4%	58.3%	50.0%	48.0%
	4 Agree	Count	54	2	3	59
			29.5%	8.3%	21.4%	26.7%
	5 Strongly Agree	Count	16	1	2	19
			8.7%	4.2%	14.3%	8.6%
Total		Count	183	24	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.40. Q10V WSU Health Sciences retains staff members from diverse communities.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10V WSU Health Sciences retains staff members from diverse communities.	1 Strongly Disagree	Count	5	4	2	11
			2.7%	16.7%	14.3%	5.0%
	2 Disagree	Count	28	3	2	33
			15.4%	12.5%	14.3%	15.0%
	3 Neither Agree nor Disagree	Count	87	14	5	106
			47.8%	58.3%	35.7%	48.2%
	4 Agree	Count	50	2	3	55
			27.5%	8.3%	21.4%	25.0%
	5 Strongly Agree	Count	12	1	2	15
			6.6%	4.2%	14.3%	6.8%
Total		Count	182	24	14	220
			100.0%	100.0%	100.0%	100.0%

Table A3.41. Q10W My program leader or university administrator is committed to promoting diversity on our campus.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10W My program leader or university administrator is committed to promoting diversity on our campus.	1 Strongly Disagree	Count	5	4	0	9
			2.7%	16.7%	0.0%	4.1%
	2 Disagree	Count	9	3	4	16
			4.9%	12.5%	30.8%	7.3%
	3 Neither Agree nor Disagree	Count	63	7	2	72
			34.4%	29.2%	15.4%	32.7%
	4 Agree	Count	72	7	4	83
			39.3%	29.2%	30.8%	37.7%
	5 Strongly Agree	Count	34	3	3	40
			18.6%	12.5%	23.1%	18.2%
Total		Count	183	24	13	220
			100.0%	100.0%	100.0%	100.0%

Table A3.42. Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.	1 Strongly Disagree	Count	2	5	1	8
			1.1%	20.8%	7.1%	3.6%
	2 Disagree	Count	21	2	3	26
			11.5%	8.3%	21.4%	11.8%
	3 Neither Agree nor Disagree	Count	61	10	5	76
			33.5%	41.7%	35.7%	34.5%
	4 Agree	Count	79	5	3	87
			43.4%	20.8%	21.4%	39.5%
	5 Strongly Agree	Count	19	2	2	23
			10.4%	8.3%	14.3%	10.5%
Total		Count	182	24	14	220
			100.0%	100.0%	100.0%	100.0%

Table A3.43. Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.	1 Strongly Disagree	Count	5	2	1	8
			2.7%	8.3%	7.1%	3.6%
	2 Disagree	Count	14	5	3	22
			7.7%	20.8%	21.4%	10.0%
	3 Neither Agree nor Disagree	Count	72	10	4	86
			39.6%	41.7%	28.6%	39.1%
	4 Agree	Count	72	6	4	82
			39.6%	25.0%	28.6%	37.3%
	5 Strongly Agree	Count	19	1	2	22
			10.4%	4.2%	14.3%	10.0%
Total		Count	182	24	14	220
			100.0%	100.0%	100.0%	100.0%



Table A3.44. Q11A I feel safe when I'm on campus

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11A I feel safe when I'm on campus	2 Disagree	Count	9	1	0	10
			4.9%	4.3%	0.0%	4.5%
	3 Neither Agree nor Disagree	Count	10	0	3	13
			5.4%	0.0%	23.1%	5.9%
	4 Agree	Count	108	16	8	132
			58.4%	69.6%	61.5%	59.7%
	5 Strongly Agree	Count	58	6	2	66
			31.4%	26.1%	15.4%	29.9%
Total		Count	185	23	13	221
			100.0%	100.0%	100.0%	100.0%

Table A3.45. Q11B The university should recruit and retain more faculty and staff members of color.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11B The university should recruit and retain more faculty and staff members of color.	1 Strongly Disagree	Count	1	1	0	2
			0.5%	4.3%	0.0%	0.9%
	2 Disagree	Count	9	0	0	9
			4.9%	0.0%	0.0%	4.1%
	3 Neither Agree nor Disagree	Count	72	6	5	83
			39.1%	26.1%	35.7%	37.6%
	4 Agree	Count	74	7	2	83
			40.2%	30.4%	14.3%	37.6%
	5 Strongly Agree	Count	28	9	7	44
			15.2%	39.1%	50.0%	19.9%
Total		Count	184	23	14	221
			100.0%	100.0%	100.0%	100.0%



Table A3.46. Q11C The university should recruit and retain more students of color.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q11C The university should recruit and retain more students of color.	1 Strongly Disagree	Count	1	1	0
			0.5%	4.3%	0.0%
	2 Disagree	Count	11	0	0
			6.0%	0.0%	0.0%
	3 Neither Agree nor Disagree	Count	74	6	5
			40.2%	26.1%	35.7%
	4 Agree	Count	67	7	2
			36.4%	30.4%	14.3%
	5 Strongly Agree	Count	31	9	7
			16.8%	39.1%	50.0%
Total		Count	184	23	14
			100.0%	100.0%	100.0%

Table A3.47. Q11D The university should increase gender diversity of the faculty and staff.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q11D The university should increase gender diversity of the faculty and staff.	1 Strongly Disagree	Count	3	1	0
			1.6%	4.3%	0.0%
	2 Disagree	Count	16	0	1
			8.7%	0.0%	7.1%
	3 Neither Agree nor Disagree	Count	81	10	4
			44.0%	43.5%	28.6%
	4 Agree	Count	62	6	2
			33.7%	26.1%	14.3%
	5 Strongly Agree	Count	22	6	7
			12.0%	26.1%	50.0%
Total		Count	184	23	14
			100.0%	100.0%	100.0%

Table A3.48. Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.	1 Strongly Disagree	Count	3	1	0	4
			1.6%	4.3%	0.0%	1.8%
	2 Disagree	Count	17	0	1	18
			9.2%	0.0%	7.1%	8.1%
	3 Neither Agree nor Disagree	Count	87	8	5	100
			47.3%	34.8%	35.7%	45.2%
	4 Agree	Count	55	8	2	65
			29.9%	34.8%	14.3%	29.4%
	5 Strongly Agree	Count	22	6	6	34
			12.0%	26.1%	42.9%	15.4%
Total		Count	184	23	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.49. Q11F The university should increase support for faculty, staff, and students with disabilities.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11F The university should increase support for faculty, staff, and students with disabilities.	1 Strongly Disagree	Count	1	1	0	2
			0.5%	4.5%	0.0%	0.9%
	2 Disagree	Count	5	0	0	5
			2.7%	0.0%	0.0%	2.3%
	3 Neither Agree nor Disagree	Count	78	5	0	83
			42.2%	22.7%	0.0%	37.6%
	4 Agree	Count	68	9	6	83
			36.8%	40.9%	42.9%	37.6%
	5 Strongly Agree	Count	33	7	8	48
			17.8%	31.8%	57.1%	21.7%
Total		Count	185	22	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.50. Q11G I feel at ease with people of backgrounds different from my own.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11G I feel at ease with people of backgrounds different from my own.	2 Disagree	Count	2	0	0	2
			1.1%	0.0%	0.0%	0.9%
	3 Neither Agree nor Disagree	Count	14	1	1	16
			7.6%	4.3%	7.1%	7.2%
	4 Agree	Count	97	10	5	112
			52.7%	43.5%	35.7%	50.7%
	5 Strongly Agree	Count	71	12	8	91
			38.6%	52.2%	57.1%	41.2%
Total		Count	184	23	14	221
			100.0%	100.0%	100.0%	100.0%

Table A3.51. Q11H The university focuses too much attention on diversity-related issues.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11H The university focuses too much attention on diversity-related issues.	1 Strongly Disagree	Count	26	8	2	36
			14.2%	34.8%	14.3%	16.4%
	2 Disagree	Count	62	4	8	74
			33.9%	17.4%	57.1%	33.6%
	3 Neither Agree nor Disagree	Count	62	7	2	71
			33.9%	30.4%	14.3%	32.3%
	4 Agree	Count	23	3	2	28
			12.6%	13.0%	14.3%	12.7%
	5 Strongly Agree	Count	10	1	0	11
			5.5%	4.3%	0.0%	5.0%
Total		Count	183	23	14	220
			100.0%	100.0%	100.0%	100.0%

Table A3.52. Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.	1 Strongly Disagree	Count	25	7	4	36
			13.7%	30.4%	28.6%	16.4%
	2 Disagree	Count	68	11	7	86
			37.2%	47.8%	50.0%	39.1%
	3 Neither Agree nor Disagree	Count	47	2	3	52
			25.7%	8.7%	21.4%	23.6%
	4 Agree	Count	35	2	0	37
			19.1%	8.7%	0.0%	16.8%
	5 Strongly Agree	Count	8	1	0	9
			4.4%	4.3%	0.0%	4.1%
Total		Count	183	23	14	220
			100.0%	100.0%	100.0%	100.0%

Table A3.53. Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.	1 Strongly Disagree	Count	7	5	1	13
			3.8%	21.7%	7.1%	5.9%
	2 Disagree	Count	24	5	2	31
			13.0%	21.7%	14.3%	14.0%
	3 Neither Agree nor Disagree	Count	26	1	1	28
			14.1%	4.3%	7.1%	12.6%
	4 Agree	Count	92	8	5	105
			49.7%	34.8%	35.7%	47.3%
	5 Strongly Agree	Count	36	4	5	45
			19.5%	17.4%	35.7%	20.3%
Total		Count	185	23	14	222
			100.0%	100.0%	100.0%	100.0%

Table A3.54. Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.	1 Strongly Disagree	Count	1	1	1	3
			0.5%	4.5%	7.1%	1.4%
	2 Disagree	Count	9	1	0	10
			4.9%	4.5%	0.0%	4.6%
	3 Neither Agree nor Disagree	Count	28	5	2	35
			15.3%	22.7%	14.3%	16.0%
	4 Agree	Count	100	9	7	116
			54.6%	40.9%	50.0%	53.0%
	5 Strongly Agree	Count	45	6	4	55
			24.6%	27.3%	28.6%	25.1%
Total	Count		183	22	14	219
			100.0%	100.0%	100.0%	100.0%

Table A3.55. Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.	1 Strongly Disagree	Count	1	1	1	3
			0.5%	4.5%	7.1%	1.4%
	2 Disagree	Count	9	2	0	11
			4.9%	9.1%	0.0%	5.0%
	3 Neither Agree nor Disagree	Count	44	4	5	53
			24.0%	18.2%	35.7%	24.2%
	4 Agree	Count	90	10	4	104
			49.2%	45.5%	28.6%	47.5%
	5 Strongly Agree	Count	39	5	4	48
			21.3%	22.7%	28.6%	21.9%
Total	Count		183	22	14	219
			100.0%	100.0%	100.0%	100.0%

Table A3.56. Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.	1 Strongly Disagree	Count	2	2	1	5
			1.1%	9.1%	7.1%	2.3%
	2 Disagree	Count	15	3	3	21
			8.3%	13.6%	21.4%	9.7%
	3 Neither Agree nor Disagree	Count	98	11	7	116
			54.4%	50.0%	50.0%	53.7%
	4 Agree	Count	52	4	2	58
			28.9%	18.2%	14.3%	26.9%
	5 Strongly Agree	Count	13	2	1	16
			7.2%	9.1%	7.1%	7.4%
Total		Count	180	22	14	216
			100.0%	100.0%	100.0%	100.0%

Table A3.57. Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.	1 Strongly Disagree	Count	1	1	0	2
			0.6%	4.5%	0.0%	0.9%
	2 Disagree	Count	7	2	1	10
			3.9%	9.1%	7.1%	4.7%
	3 Neither Agree nor Disagree	Count	74	10	8	92
			41.6%	45.5%	57.1%	43.0%
	4 Agree	Count	75	6	2	83
			42.1%	27.3%	14.3%	38.8%
	5 Strongly Agree	Count	21	3	3	27
			11.8%	13.6%	21.4%	12.6%
Total		Count	178	22	14	214
			100.0%	100.0%	100.0%	100.0%

Table A3.58. Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.	1 Strongly Disagree	Count	1	1	0	2
			0.6%	4.5%	0.0%	0.9%
	2 Disagree	Count	9	2	1	12
			5.1%	9.1%	7.1%	5.6%
	3 Neither Agree nor Disagree	Count	123	14	11	148
			69.1%	63.6%	78.6%	69.2%
	4 Agree	Count	33	2	0	35
			18.5%	9.1%	0.0%	16.4%
	5 Strongly Agree	Count	12	3	2	17
			6.7%	13.6%	14.3%	7.9%
Total		Count	178	22	14	214
			100.0%	100.0%	100.0%	100.0%

Table A3.59. Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.	1 Strongly Disagree	Count	1	1	0	2
			0.6%	4.5%	0.0%	0.9%
	2 Disagree	Count	5	2	1	8
			2.8%	9.1%	7.1%	3.7%
	3 Neither Agree nor Disagree	Count	132	14	11	157
			73.7%	63.6%	78.6%	73.0%
	4 Agree	Count	27	1	0	28
			15.1%	4.5%	0.0%	13.0%
	5 Strongly Agree	Count	14	4	2	20
			7.8%	18.2%	14.3%	9.3%
Total		Count	179	22	14	215
			100.0%	100.0%	100.0%	100.0%

Table A3.60. Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.	1 Strongly Disagree	Count	2	1	0	3
			1.1%	4.5%	0.0%	1.4%
	2 Disagree	Count	8	2	1	11
			4.5%	9.1%	7.1%	5.1%
	3 Neither Agree nor Disagree	Count	130	14	11	155
			73.0%	63.6%	78.6%	72.4%
	4 Agree	Count	25	2	1	28
			14.0%	9.1%	7.1%	13.1%
	5 Strongly Agree	Count	13	3	1	17
			7.3%	13.6%	7.1%	7.9%
Total			178	22	14	214
			100.0%	100.0%	100.0%	100.0%

Table A3.61. Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.

Crosstab						
			Race			Total
			1 White	2 Minority	3 Multi-racial	
Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.	1 Strongly Disagree	Count	1	2	1	4
			0.6%	9.1%	7.1%	1.9%
	2 Disagree	Count	5	3	0	8
			2.8%	13.6%	0.0%	3.7%
	3 Neither Agree nor Disagree	Count	47	4	4	55
			26.1%	18.2%	28.6%	25.5%
	4 Agree	Count	97	8	6	111
			53.9%	36.4%	42.9%	51.4%
	5 Strongly Agree	Count	30	5	3	38
			16.7%	22.7%	21.4%	17.6%
Total			180	22	14	216
			100.0%	100.0%	100.0%	100.0%

Table A3.62. Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.	2 Disagree	Count	8	1	1
			4.4%	4.5%	7.1%
	3 Neither Agree nor Disagree	Count	73	9	6
			40.6%	40.9%	42.9%
	4 Agree	Count	79	8	6
			43.9%	36.4%	42.9%
	5 Strongly Agree	Count	20	4	1
			11.1%	18.2%	7.1%
Total			180	22	14
			100.0%	100.0%	100.0%

Table A3.63. Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.

Crosstab					
			Race		
			1 White	2 Minority	3 Multi-racial
			Total		
Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.	1 Strongly Disagree	Count	1	1	0
			0.6%	4.5%	0.0%
	2 Disagree	Count	4	2	0
			2.2%	9.1%	0.0%
	3 Neither Agree nor Disagree	Count	40	3	3
			22.1%	13.6%	21.4%
	4 Agree	Count	103	11	7
			56.9%	50.0%	50.0%
	5 Strongly Agree	Count	33	5	4
			18.2%	22.7%	28.6%
Total			181	22	14
			100.0%	100.0%	100.0%

Table A3.64. Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.

Crosstab				
	Race			Total
	1 White	2 Minority	3 Multi-racial	
1 Strongly Disagree	1 0.6%	2 9.1%	0 0.0%	3 1.4%
2 Disagree	26 14.4%	3 13.6%	3 21.4%	32 14.7%
3 Neither Agree nor Disagree	16 8.8%	1 4.5%	3 21.4%	20 9.2%
4 Agree	91 50.3%	10 45.5%	3 21.4%	104 47.9%
5 Strongly Agree	47 26.0%	6 27.3%	5 35.7%	58 26.7%
Total	181 100.0%	22 100.0%	14 100.0%	217 100.0%

Table A3.65. Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.

Crosstab					
		Race			Total
		1 White	2 Minority	3 Multi-racial	
1 Strongly Disagree	Count	1	2	0	3
		0.6%	9.1%	0.0%	1.4%
2 Disagree	Count	26	3	3	32
		14.4%	13.6%	21.4%	14.7%
3 Neither Agree nor Disagree	Count	18	0	3	21
		9.9%	0.0%	21.4%	9.7%
4 Agree	Count	90	11	3	104
		49.7%	50.0%	21.4%	47.9%
5 Strongly Agree	Count	46	6	5	57
		25.4%	27.3%	35.7%	26.3%
Total	Count	181	22	14	217
		100.0%	100.0%	100.0%	100.0%

Part 4. Faculty AGE Crosstabs

Table A4.1. Q01A I feel valued by students.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q01A I feel valued by students.	1 Strongly Disagree	Count	1	2	0	1	0	4
		%	2.0%	3.8%	0.0%	2.0%	0.0%	1.8%
	2 Disagree	Count	3	2	2	0	0	7
		%	5.9%	3.8%	3.5%	0.0%	0.0%	3.2%
	3 Neither Agree nor Disagree	Count	19	7	12	13	0	51
		%	37.3%	13.5%	21.1%	26.5%	0.0%	23.2%
	4 Agree	Count	17	24	30	19	6	96
		%	33.3%	46.2%	52.6%	38.8%	54.5%	43.6%
	5 Strongly Agree	Count	11	17	13	16	5	62
		%	21.6%	32.7%	22.8%	32.7%	45.5%	28.2%
Total	Count	51	52	57	49	11	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.2. Q01B I feel valued by staff.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q01B I feel valued by staff.	1 Strongly Disagree	Count	1	2	0	1	1	5
		%	2.0%	3.8%	0.0%	2.0%	9.1%	2.2%
	2 Disagree	Count	3	2	0	4	0	9
		%	5.9%	3.8%	0.0%	8.0%	0.0%	4.0%
	3 Neither Agree nor Disagree	Count	6	5	6	2	0	19
		%	11.8%	9.4%	10.3%	4.0%	0.0%	8.5%
	4 Agree	Count	27	28	41	22	5	123
		%	52.9%	52.8%	70.7%	44.0%	45.5%	55.2%
	5 Strongly Agree	Count	14	16	11	21	5	67
		%	27.5%	30.2%	19.0%	42.0%	45.5%	30.0%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.3. Q01C I feel valued by faculty.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q01C I feel valued by faculty.	1 Strongly Disagree	Count	2	5	0	1	0	8
		%	3.9%	9.4%	0.0%	2.0%	0.0%	3.6%
	2 Disagree	Count	6	4	2	3	1	16
		%	11.8%	7.5%	3.4%	6.0%	9.1%	7.2%
	3 Neither Agree nor Disagree	Count	14	7	12	11	2	46
		%	27.5%	13.2%	20.7%	22.0%	18.2%	20.6%
	4 Agree	Count	22	24	36	22	6	110
		%	43.1%	45.3%	62.1%	44.0%	54.5%	49.3%
	5 Strongly Agree	Count	7	13	8	13	2	43
		%	13.7%	24.5%	13.8%	26.0%	18.2%	19.3%
Total		Count	51	53	58	50	11	223
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.4. Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q01D I can fulfill requirements of my position without unduly repressing my own identity, background or experience.	1 Strongly Disagree	Count	1	1	2	2	0	6
		%	2.0%	1.9%	3.4%	4.0%	0.0%	2.7%
	2 Disagree	Count	1	6	4	4	0	15
		%	2.0%	11.3%	6.9%	8.0%	0.0%	6.7%
	3 Neither Agree nor Disagree	Count	7	7	3	4	1	22
		%	13.7%	13.2%	5.2%	8.0%	9.1%	9.9%
	4 Agree	Count	23	17	29	19	6	94
		%	45.1%	32.1%	50.0%	38.0%	54.5%	42.2%
	5 Strongly Agree	Count	19	22	20	21	4	86
		%	37.3%	41.5%	34.5%	42.0%	36.4%	38.6%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.5. Q01E I have opportunities in my position that are similar to those of my co-workers.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q01E I have opportunities in my position that are similar to those of my co-workers.	1 Strongly Disagree	Count	0	3	1	4	0
		%	0.0%	5.7%	1.7%	8.0%	0.0%
	2 Disagree	Count	8	5	6	5	1
		%	15.7%	9.4%	10.3%	10.0%	9.1%
	3 Neither Agree nor Disagree	Count	10	6	13	7	0
		%	19.6%	11.3%	22.4%	14.0%	0.0%
	4 Agree	Count	21	27	25	18	6
		%	41.2%	50.9%	43.1%	36.0%	54.5%
	5 Strongly Agree	Count	12	12	13	16	4
		%	23.5%	22.6%	22.4%	32.0%	36.4%
Total			Count	51	53	58	50
			%	100.0%	100.0%	100.0%	100.0%

Table A4.6. Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q01F I have similar opportunities for promotion/advancement in my position as my co-workers.	1 Strongly Disagree	Count	4	6	1	5	1
		%	7.8%	11.3%	1.7%	10.0%	9.1%
	2 Disagree	Count	6	6	9	7	1
		%	11.8%	11.3%	15.5%	14.0%	9.1%
	3 Neither Agree nor Disagree	Count	11	11	19	11	3
		%	21.6%	20.8%	32.8%	22.0%	27.3%
	4 Agree	Count	19	18	20	11	2
		%	37.3%	34.0%	34.5%	22.0%	18.2%
	5 Strongly Agree	Count	11	12	9	16	4
		%	21.6%	22.6%	15.5%	32.0%	36.4%
Total			Count	51	53	58	50
			%	100.0%	100.0%	100.0%	100.0%

Table A4.7. Q02A I feel close to people at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q02A I feel close to people at WSU Health Sciences.	1 Strongly Disagree	Count	1	1	0	2	1	5
		%	2.0%	1.9%	0.0%	4.0%	9.1%	2.2%
	2 Disagree	Count	9	7	4	6	0	26
		%	17.6%	13.2%	6.9%	12.0%	0.0%	11.7%
	3 Neither Agree nor Disagree	Count	16	8	17	10	1	52
		%	31.4%	15.1%	29.3%	20.0%	9.1%	23.3%
	4 Agree	Count	19	26	30	22	6	103
		%	37.3%	49.1%	51.7%	44.0%	54.5%	46.2%
	5 Strongly Agree	Count	6	11	7	10	3	37
		%	11.8%	20.8%	12.1%	20.0%	27.3%	16.6%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.8. Q02B I would be very happy to continue my career at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q02B I would be very happy to continue my career at WSU Health Sciences.	1 Strongly Disagree	Count	1	1	1	0	0	3
		%	2.0%	1.9%	1.7%	0.0%	0.0%	1.3%
	2 Disagree	Count	7	4	0	3	0	14
		%	13.7%	7.5%	0.0%	6.0%	0.0%	6.3%
	3 Neither Agree nor Disagree	Count	14	7	6	11	2	40
		%	27.5%	13.2%	10.3%	22.0%	18.2%	17.9%
	4 Agree	Count	18	20	34	20	4	96
		%	35.3%	37.7%	58.6%	40.0%	36.4%	43.0%
	5 Strongly Agree	Count	11	21	17	16	5	70
		%	21.6%	39.6%	29.3%	32.0%	45.5%	31.4%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.9. Q02C I feel I have a community at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q02C I feel I have a community at WSU Health Sciences.	1 Strongly Disagree	Count	1	3	1	1	1	7
		%	2.0%	5.7%	1.7%	2.0%	9.1%	3.1%
	2 Disagree	Count	14	5	1	8	0	28
		%	27.5%	9.4%	1.7%	16.0%	0.0%	12.6%
	3 Neither Agree nor Disagree	Count	11	12	14	9	2	48
		%	21.6%	22.6%	24.1%	18.0%	18.2%	21.5%
	4 Agree	Count	17	19	31	21	5	93
		%	33.3%	35.8%	53.4%	42.0%	45.5%	41.7%
	5 Strongly Agree	Count	8	14	11	11	3	47
		%	15.7%	26.4%	19.0%	22.0%	27.3%	21.1%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.10. Q02D I do not feel a strong sense of belonging to WSU Health Sciences

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q02D I do not feel a strong sense of belonging to WSU Health Sciences	1 Strongly Disagree	Count	10	13	6	12	5	46
		%	19.6%	24.5%	10.3%	24.0%	45.5%	20.6%
	2 Disagree	Count	14	22	29	20	4	89
		%	27.5%	41.5%	50.0%	40.0%	36.4%	39.9%
	3 Neither Agree nor Disagree	Count	11	9	15	4	0	39
		%	21.6%	17.0%	25.9%	8.0%	0.0%	17.5%
	4 Agree	Count	16	6	7	14	1	44
		%	31.4%	11.3%	12.1%	28.0%	9.1%	19.7%
	5 Strongly Agree	Count	0	3	1	0	1	5
		%	0.0%	5.7%	1.7%	0.0%	9.1%	2.2%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.11. Q02E I am planning to leave WSU Health Sciences.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q02E I am planning to leave WSU Health Sciences.	1 Strongly Disagree	Count	9	16	23	15	6
		%	17.6%	30.2%	39.7%	30.0%	60.0%
	2 Disagree	Count	16	21	25	14	3
		%	31.4%	39.6%	43.1%	28.0%	30.0%
	3 Neither Agree nor Disagree	Count	18	11	8	12	0
		%	35.3%	20.8%	13.8%	24.0%	0.0%
	4 Agree	Count	5	3	2	7	1
		%	9.8%	5.7%	3.4%	14.0%	10.0%
	5 Strongly Agree	Count	3	2	0	2	0
		%	5.9%	3.8%	0.0%	4.0%	0.0%
Total			Count	51	53	58	50
			%	100.0%	100.0%	100.0%	100.0%

Table A4.12. Q08A Faculty are skilled in teaching about diversity and equity.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q08A Faculty are skilled in teaching about diversity and equity.	1 Strongly Disagree	Count	6	2	0	0	0	8
		%	11.8%	3.8%	0.0%	0.0%	0.0%	3.6%
	2 Disagree	Count	7	12	10	9	0	38
		%	13.7%	22.6%	17.2%	18.0%	0.0%	17.0%
	3 Neither Agree nor Disagree	Count	34	30	36	33	6	139
		%	66.7%	56.6%	62.1%	66.0%	54.5%	62.3%
	4 Agree	Count	4	6	10	7	5	32
		%	7.8%	11.3%	17.2%	14.0%	45.5%	14.3%
	5 Strongly Agree	Count	0	3	2	1	0	6
		%	0.0%	5.7%	3.4%	2.0%	0.0%	2.7%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.13. Q08B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q08B Faculty are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	3	1	0	0	0	4
		%	5.9%	1.9%	0.0%	0.0%	0.0%	1.8%
	2 Disagree	Count	9	12	7	9	1	38
		%	17.6%	22.6%	12.1%	18.0%	9.1%	17.0%
	3 Neither Agree nor Disagree	Count	32	27	32	27	6	124
		%	62.7%	50.9%	55.2%	54.0%	54.5%	55.6%
	4 Agree	Count	6	8	17	13	3	47
		%	11.8%	15.1%	29.3%	26.0%	27.3%	21.1%
	5 Strongly Agree	Count	1	5	2	1	1	10
		%	2.0%	9.4%	3.4%	2.0%	9.1%	4.5%
Total	Count	51	53	58	50	11	223	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.14. Q08C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q08C Staff are skilled at facilitating discussions with students of different backgrounds and perspectives.	1 Strongly Disagree	Count	2	2	0	0	0	4
		%	3.9%	3.8%	0.0%	0.0%	0.0%	1.8%
	2 Disagree	Count	10	11	5	5	0	31
		%	19.6%	20.8%	8.6%	10.0%	0.0%	14.0%
	3 Neither Agree nor Disagree	Count	30	25	32	29	5	121
		%	58.8%	47.2%	55.2%	58.0%	55.6%	54.8%
	4 Agree	Count	9	11	19	15	2	56
		%	17.6%	20.8%	32.8%	30.0%	22.2%	25.3%
	5 Strongly Agree	Count	0	4	2	1	2	9
		%	0.0%	7.5%	3.4%	2.0%	22.2%	4.1%
Total	Count	51	53	58	50	9	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.15. Q08D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q08D WSU Health Sciences offers a sufficient variety of courses in which to learn about topics related to diversity and equity.	1 Strongly Disagree	Count	6	4	0	0	1	11
		%	11.8%	7.7%	0.0%	0.0%	10.0%	5.0%
	2 Disagree	Count	8	11	14	13	0	46
		%	15.7%	21.2%	24.1%	26.0%	0.0%	20.8%
	3 Neither Agree nor Disagree	Count	33	23	31	30	5	122
		%	64.7%	44.2%	53.4%	60.0%	50.0%	55.2%
	4 Agree	Count	3	9	11	6	3	32
		%	5.9%	17.3%	19.0%	12.0%	30.0%	14.5%
	5 Strongly Agree	Count	1	5	2	1	1	10
		%	2.0%	9.6%	3.4%	2.0%	10.0%	4.5%
Total	Count	51	52	58	50	10	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.16. Q08E There is sufficient coverage of diversity and equity throughout the curriculum.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q08E There is sufficient coverage of diversity and equity throughout the curriculum.	1 Strongly Disagree	Count	6	2	1	0	1
		%	11.8%	3.8%	1.7%	0.0%	10.0%
	2 Disagree	Count	7	13	5	9	1
		%	13.7%	24.5%	8.6%	18.0%	10.0%
	3 Neither Agree nor Disagree	Count	32	28	42	29	4
		%	62.7%	52.8%	72.4%	58.0%	40.0%
	4 Agree	Count	5	6	9	12	1
		%	9.8%	11.3%	15.5%	24.0%	10.0%
	5 Strongly Agree	Count	1	4	1	0	3
		%	2.0%	7.5%	1.7%	0.0%	30.0%
Total		Count	51	53	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.17. Q08F I do not feel comfortable leading class discussions on diversity | equity.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q08F I do not feel comfortable leading class discussions on diversity equity.	1 Strongly Disagree	Count	1	5	1	3	2
		%	10.0%	31.3%	4.8%	17.6%	28.6%
	2 Disagree	Count	3	5	11	10	4
		%	30.0%	31.3%	52.4%	58.8%	57.1%
	3 Neither Agree nor Disagree	Count	4	6	4	4	1
		%	40.0%	37.5%	19.0%	23.5%	14.3%
	4 Agree	Count	2	0	5	0	0
		%	20.0%	0.0%	23.8%	0.0%	0.0%
Total		Count	10	16	21	17	7
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.18. Q08G I do not feel comfortable leading discussions on diversity | equity.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q08G I do not feel comfortable leading discussions on diversity equity.	1 Strongly Disagree	Count	2	10	2	6	3	23
		%	3.9%	19.2%	3.4%	12.2%	27.3%	10.4%
	2 Disagree	Count	11	14	22	15	4	66
		%	21.6%	26.9%	37.9%	30.6%	36.4%	29.9%
	3 Neither Agree nor Disagree	Count	28	17	20	18	2	85
		%	54.9%	32.7%	34.5%	36.7%	18.2%	38.5%
	4 Agree	Count	9	9	10	6	2	36
		%	17.6%	17.3%	17.2%	12.2%	18.2%	16.3%
	5 Strongly Agree	Count	1	2	4	4	0	11
		%	2.0%	3.8%	6.9%	8.2%	0.0%	5.0%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.19. Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	3	0	0	0	0	3
		%	5.9%	0.0%	0.0%	0.0%	0.0%	1.4%
	2 Disagree	Count	5	6	5	4	0	20
		%	9.8%	11.5%	8.6%	8.2%	0.0%	9.0%
	3 Neither Agree nor Disagree	Count	13	9	12	5	3	42
		%	25.5%	17.3%	20.7%	10.2%	27.3%	19.0%
	4 Agree	Count	29	25	39	29	4	126
		%	56.9%	48.1%	67.2%	59.2%	36.4%	57.0%
	5 Strongly Agree	Count	1	12	2	11	4	30
		%	2.0%	23.1%	3.4%	22.4%	36.4%	13.6%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.20. Q10B My unit | college at WSU Health Sciences is committed to promoting diversity and equity on our campus.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10B My unit college at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	3	1	1	0	0	5
		%	5.9%	1.9%	1.7%	0.0%	0.0%	2.3%
	2 Disagree	Count	6	6	1	8	1	22
		%	11.8%	11.5%	1.7%	16.3%	9.1%	10.0%
	3 Neither Agree nor Disagree	Count	9	14	13	8	1	45
		%	17.6%	26.9%	22.4%	16.3%	9.1%	20.4%
	4 Agree	Count	28	20	40	20	6	114
		%	54.9%	38.5%	69.0%	40.8%	54.5%	51.6%
	5 Strongly Agree	Count	5	11	3	13	3	35
		%	9.8%	21.2%	5.2%	26.5%	27.3%	15.8%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.21. Q10C My department | program at WSU Health Sciences is committed to promoting diversity and equity on our campus.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q10C My department program at WSU Health Sciences is committed to promoting diversity and equity on our campus.	1 Strongly Disagree	Count	3	1	1	0	0
		%	5.9%	1.9%	1.7%	0.0%	0.0%
	2 Disagree	Count	5	4	3	9	1
		%	9.8%	7.7%	5.2%	18.0%	9.1%
	3 Neither Agree nor Disagree	Count	12	15	13	6	1
		%	23.5%	28.8%	22.4%	12.0%	9.1%
	4 Agree	Count	25	19	35	22	5
		%	49.0%	36.5%	60.3%	44.0%	45.5%
	5 Strongly Agree	Count	6	13	6	13	4
		%	11.8%	25.0%	10.3%	26.0%	36.4%
Total		Count	51	52	58	50	11
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.22. Q10D The students at WSU Health Sciences are diverse.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q10D The students at WSU Health Sciences are diverse.	1 Strongly Disagree	Count	2	2	0	2	0
		%	3.9%	3.8%	0.0%	4.0%	0.0%
	2 Disagree	Count	7	11	7	7	0
		%	13.7%	21.2%	12.1%	14.0%	0.0%
	3 Neither Agree nor Disagree	Count	3	6	13	12	5
		%	5.9%	11.5%	22.4%	24.0%	50.0%
	4 Agree	Count	30	22	26	22	4
		%	58.8%	42.3%	44.8%	44.0%	40.0%
	5 Strongly Agree	Count	9	11	12	7	1
		%	17.6%	21.2%	20.7%	14.0%	10.0%
Total		Count	51	52	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.23. Q10E The staff at WSU Health Sciences is diverse.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10E The staff at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	7	2	2	6	0	17
		%	13.7%	3.8%	3.4%	12.0%	0.0%	7.7%
	2 Disagree	Count	16	18	14	14	4	66
		%	31.4%	34.6%	24.1%	28.0%	36.4%	29.7%
	3 Neither Agree nor Disagree	Count	11	14	13	16	3	57
		%	21.6%	26.9%	22.4%	32.0%	27.3%	25.7%
	4 Agree	Count	16	12	24	11	4	67
		%	31.4%	23.1%	41.4%	22.0%	36.4%	30.2%
	5 Strongly Agree	Count	1	6	5	3	0	15
		%	2.0%	11.5%	8.6%	6.0%	0.0%	6.8%
Total	Count	51	52	58	50	11	222	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.24. Q10F The faculty at WSU Health Sciences is diverse.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10F The faculty at WSU Health Sciences is diverse.	1 Strongly Disagree	Count	8	3	2	6	0	19
		%	15.7%	5.8%	3.4%	12.0%	0.0%	8.6%
	2 Disagree	Count	7	17	13	14	3	54
		%	13.7%	32.7%	22.4%	28.0%	27.3%	24.3%
	3 Neither Agree nor Disagree	Count	11	10	19	13	3	56
		%	21.6%	19.2%	32.8%	26.0%	27.3%	25.2%
	4 Agree	Count	22	16	19	12	5	74
		%	43.1%	30.8%	32.8%	24.0%	45.5%	33.3%
	5 Strongly Agree	Count	3	6	5	5	0	19
		%	5.9%	11.5%	8.6%	10.0%	0.0%	8.6%
Total	Count	51	52	58	50	11	222	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.25. Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences.	1 Strongly Disagree	Count	0	1	0	0	0	1
		%	0.0%	1.9%	0.0%	0.0%	0.0%	0.5%
	2 Disagree	Count	6	1	3	2	0	12
		%	11.8%	1.9%	5.2%	4.0%	0.0%	5.4%
	3 Neither Agree nor Disagree	Count	16	19	20	17	3	75
		%	31.4%	36.5%	34.5%	34.0%	30.0%	33.9%
	4 Agree	Count	24	24	30	25	4	107
		%	47.1%	46.2%	51.7%	50.0%	40.0%	48.4%
	5 Strongly Agree	Count	5	7	5	6	3	26
		%	9.8%	13.5%	8.6%	12.0%	30.0%	11.8%
Total	Count	51	52	58	50	10	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.26. Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10H Faculty and instructors give feedback and evaluate students fairly, regardless of student's race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	0	0	0	1	0	1
		%	0.0%	0.0%	0.0%	2.0%	0.0%	0.5%
	2 Disagree	Count	6	4	4	3	0	17
		%	11.8%	7.7%	6.9%	6.1%	0.0%	7.7%
	3 Neither Agree nor Disagree	Count	27	29	26	24	4	110
		%	52.9%	55.8%	44.8%	49.0%	36.4%	49.8%
	4 Agree	Count	12	11	20	15	4	62
		%	23.5%	21.2%	34.5%	30.6%	36.4%	28.1%
	5 Strongly Agree	Count	6	8	8	6	3	31
		%	11.8%	15.4%	13.8%	12.2%	27.3%	14.0%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.27. Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10I WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	5	0	0	0	0	5
		%	9.8%	0.0%	0.0%	0.0%	0.0%	2.3%
	2 Disagree	Count	5	12	5	5	0	27
		%	9.8%	23.1%	8.6%	10.0%	0.0%	12.2%
	3 Neither Agree nor Disagree	Count	18	17	23	25	4	87
		%	35.3%	32.7%	39.7%	50.0%	40.0%	39.4%
	4 Agree	Count	20	16	26	17	4	83
		%	39.2%	30.8%	44.8%	34.0%	40.0%	37.6%
	5 Strongly Agree	Count	3	7	4	3	2	19
		%	5.9%	13.5%	6.9%	6.0%	20.0%	8.6%
Total	Count	51	52	58	50	10	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.28. Q10J My unit | college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q10J My unit college at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	5	0	0	2	0	7
		%	9.8%	0.0%	0.0%	4.1%	0.0%	3.2%
	2 Disagree	Count	6	11	4	7	3	31
		%	11.8%	21.2%	6.9%	14.3%	27.3%	14.0%
	3 Neither Agree nor Disagree	Count	19	17	24	19	2	81
		%	37.3%	32.7%	41.4%	38.8%	18.2%	36.7%
	4 Agree	Count	16	19	27	18	3	83
		%	31.4%	36.5%	46.6%	36.7%	27.3%	37.6%
	5 Strongly Agree	Count	5	5	3	3	3	19
		%	9.8%	9.6%	5.2%	6.1%	27.3%	8.6%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.29. Q10K My department | program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10K My department program at WSU Health Sciences offers access to diversity-related training for all students, faculty and staff.	1 Strongly Disagree	Count	6	1	1	2	0	10
		%	12.0%	1.9%	1.7%	4.0%	0.0%	4.5%
	2 Disagree	Count	5	13	8	5	4	35
		%	10.0%	25.0%	13.8%	10.0%	36.4%	15.8%
	3 Neither Agree nor Disagree	Count	20	19	23	27	2	91
		%	40.0%	36.5%	39.7%	54.0%	18.2%	41.2%
	4 Agree	Count	14	14	23	14	3	68
		%	28.0%	26.9%	39.7%	28.0%	27.3%	30.8%
	5 Strongly Agree	Count	5	5	3	2	2	17
		%	10.0%	9.6%	5.2%	4.0%	18.2%	7.7%
Total	Count	50	52	58	50	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.30. Q10L Members of the campus community interact respectfully when using email and online learning tools.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10L Members of the campus community interact respectfully when using email and online learning tools.	1 Strongly Disagree	Count	1	0	1	0	0	2
		%	2.0%	0.0%	1.7%	0.0%	0.0%	0.9%
	2 Disagree	Count	5	2	1	0	0	8
		%	10.0%	3.8%	1.7%	0.0%	0.0%	3.6%
	3 Neither Agree nor Disagree	Count	8	9	11	14	1	43
		%	16.0%	17.3%	19.0%	28.0%	9.1%	19.5%
	4 Agree	Count	29	33	34	31	8	135
		%	58.0%	63.5%	58.6%	62.0%	72.7%	61.1%
	5 Strongly Agree	Count	7	8	11	5	2	33
		%	14.0%	15.4%	19.0%	10.0%	18.2%	14.9%
Total	Count	50	52	58	50	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.31. Q10M Members of the campus community are respectful when interacting through social media.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10M Members of the campus community are respectful when interacting through social media.	1 Strongly Disagree	Count	2	0	1	0	0	3
		%	3.9%	0.0%	1.7%	0.0%	0.0%	1.4%
	2 Disagree	Count	3	2	2	0	0	7
		%	5.9%	3.8%	3.4%	0.0%	0.0%	3.2%
	3 Neither Agree nor Disagree	Count	25	16	21	27	6	95
		%	49.0%	30.8%	36.2%	55.1%	54.5%	43.0%
	4 Agree	Count	16	26	28	18	4	92
		%	31.4%	50.0%	48.3%	36.7%	36.4%	41.6%
	5 Strongly Agree	Count	5	8	6	4	1	24
		%	9.8%	15.4%	10.3%	8.2%	9.1%	10.9%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.32. Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10N I believe WSU Health Sciences processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs.	1 Strongly Disagree	Count	6	4	1	3	0	14
		%	11.8%	7.7%	1.8%	6.3%	0.0%	6.5%
	2 Disagree	Count	5	7	6	6	0	24
		%	9.8%	13.5%	10.5%	12.5%	0.0%	11.1%
	3 Neither Agree nor Disagree	Count	30	25	33	24	7	119
		%	58.8%	48.1%	57.9%	50.0%	77.8%	54.8%
	4 Agree	Count	7	10	14	10	0	41
		%	13.7%	19.2%	24.6%	20.8%	0.0%	18.9%
	5 Strongly Agree	Count	3	6	3	5	2	19
		%	5.9%	11.5%	5.3%	10.4%	22.2%	8.8%
Total	Count	51	52	57	48	9	217	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.33. Q10O I believe there should be a dedicated space for meditation / prayer

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10O I believe there should be a dedicated space for meditation / prayer	1 Strongly Disagree	Count	2	6	2	4	2	16
		%	3.9%	11.8%	3.4%	8.2%	18.2%	7.3%
	2 Disagree	Count	12	8	4	11	4	39
		%	23.5%	15.7%	6.9%	22.4%	36.4%	17.7%
	3 Neither Agree nor Disagree	Count	17	15	25	20	3	80
		%	33.3%	29.4%	43.1%	40.8%	27.3%	36.4%
	4 Agree	Count	14	17	21	10	1	63
		%	27.5%	33.3%	36.2%	20.4%	9.1%	28.6%
	5 Strongly Agree	Count	6	5	6	4	1	22
		%	11.8%	9.8%	10.3%	8.2%	9.1%	10.0%
Total	Count	51	51	58	49	11	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.34. Q10P WSU Health Sciences respects the perspectives of people like me.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10P WSU Health Sciences respects the perspectives of people like me.	1 Strongly Disagree	Count	3	1	2	2	1	9
		%	5.9%	1.9%	3.4%	4.1%	9.1%	4.1%
	2 Disagree	Count	8	6	4	3	1	22
		%	15.7%	11.5%	6.9%	6.1%	9.1%	10.0%
	3 Neither Agree nor Disagree	Count	9	18	13	16	1	57
		%	17.6%	34.6%	22.4%	32.7%	9.1%	25.8%
	4 Agree	Count	24	17	36	20	8	105
		%	47.1%	32.7%	62.1%	40.8%	72.7%	47.5%
	5 Strongly Agree	Count	7	10	3	8	0	28
		%	13.7%	19.2%	5.2%	16.3%	0.0%	12.7%
Total	Count	51	52	58	49	11	221	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.35. Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q10Q Faculty members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	1	1	0	1	0	3
		%	2.0%	1.9%	0.0%	2.0%	0.0%	1.4%
	2 Disagree	Count	7	7	4	2	2	22
		%	13.7%	13.5%	6.9%	4.1%	18.2%	10.0%
	3 Neither Agree nor Disagree	Count	15	17	25	21	5	83
		%	29.4%	32.7%	43.1%	42.9%	45.5%	37.6%
	4 Agree	Count	25	20	26	21	3	95
		%	49.0%	38.5%	44.8%	42.9%	27.3%	43.0%
	5 Strongly Agree	Count	3	7	3	4	1	18
		%	5.9%	13.5%	5.2%	8.2%	9.1%	8.1%
Total	Count		51	52	58	49	11	221
	%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.36. Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.

Crosstab			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q10R Staff members are treated fairly regardless of race, gender, sexual orientation, religion, age, or disability status.	1 Strongly Disagree	Count	3	2	1	0	0	6
		%	5.9%	3.8%	1.7%	0.0%	0.0%	2.7%
	2 Disagree	Count	8	6	6	4	2	26
		%	15.7%	11.5%	10.3%	8.2%	18.2%	11.8%
	3 Neither Agree nor Disagree	Count	8	12	14	21	3	58
		%	15.7%	23.1%	24.1%	42.9%	27.3%	26.2%
	4 Agree	Count	26	24	34	19	5	108
		%	51.0%	46.2%	58.6%	38.8%	45.5%	48.9%
	5 Strongly Agree	Count	6	8	3	5	1	23
		%	11.8%	15.4%	5.2%	10.2%	9.1%	10.4%
Total	Count		51	52	58	49	11	221
	%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.37. Q10S WSU Health Sciences recruits faculty members from diverse communities.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10S WSU Health Sciences recruits faculty members from diverse communities.	1 Strongly Disagree	Count	2	3	2	1	0	8
		%	3.9%	5.9%	3.4%	2.0%	0.0%	3.6%
	2 Disagree	Count	5	7	2	11	0	25
		%	9.8%	13.7%	3.4%	22.4%	0.0%	11.4%
	3 Neither Agree nor Disagree	Count	18	18	24	17	6	83
		%	35.3%	35.3%	41.4%	34.7%	54.5%	37.7%
	4 Agree	Count	21	15	23	14	5	78
		%	41.2%	29.4%	39.7%	28.6%	45.5%	35.5%
	5 Strongly Agree	Count	5	8	7	6	0	26
		%	9.8%	15.7%	12.1%	12.2%	0.0%	11.8%
Total	Count	51	51	58	49	11	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.38. Q10T WSU Health Sciences recruits staff members from diverse communities.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10T WSU Health Sciences recruits staff members from diverse communities.	1 Strongly Disagree	Count	4	2	2	1	0	9
		%	7.8%	3.9%	3.4%	2.0%	0.0%	4.1%
	2 Disagree	Count	13	9	4	10	1	37
		%	25.5%	17.6%	6.9%	20.4%	9.1%	16.8%
	3 Neither Agree nor Disagree	Count	15	21	20	20	7	83
		%	29.4%	41.2%	34.5%	40.8%	63.6%	37.7%
	4 Agree	Count	15	13	27	15	3	73
		%	29.4%	25.5%	46.6%	30.6%	27.3%	33.2%
	5 Strongly Agree	Count	4	6	5	3	0	18
		%	7.8%	11.8%	8.6%	6.1%	0.0%	8.2%
Total	Count	51	51	58	49	11	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.39. Q10U WSU Health Sciences retains faculty members from diverse communities.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q10U WSU Health Sciences retains faculty members from diverse communities.	1 Strongly Disagree	Count	6	1	2	0	0	9
		%	11.8%	2.0%	3.4%	0.0%	0.0%	4.1%
	2 Disagree	Count	4	11	6	8	1	30
		%	7.8%	21.6%	10.3%	16.3%	9.1%	13.6%
	3 Neither Agree nor Disagree	Count	19	22	26	27	8	102
		%	37.3%	43.1%	44.8%	55.1%	72.7%	46.4%
	4 Agree	Count	19	10	17	12	2	60
		%	37.3%	19.6%	29.3%	24.5%	18.2%	27.3%
	5 Strongly Agree	Count	3	7	7	2	0	19
		%	5.9%	13.7%	12.1%	4.1%	0.0%	8.6%
Total	Count	51	51	58	49	11	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.40. Q10V WSU Health Sciences retains staff members from diverse communities.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10V WSU Health Sciences retains staff members from diverse communities.	1 Strongly Disagree	Count	6	1	2	1	0	10
		%	11.8%	2.0%	3.4%	2.0%	0.0%	4.6%
	2 Disagree	Count	9	10	6	9	1	35
		%	17.6%	20.0%	10.3%	18.4%	9.1%	16.0%
	3 Neither Agree nor Disagree	Count	20	24	26	27	7	104
		%	39.2%	48.0%	44.8%	55.1%	63.6%	47.5%
	4 Agree	Count	13	9	20	10	3	55
		%	25.5%	18.0%	34.5%	20.4%	27.3%	25.1%
	5 Strongly Agree	Count	3	6	4	2	0	15
		%	5.9%	12.0%	6.9%	4.1%	0.0%	6.8%
Total	Count	51	50	58	49	11	219	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.41. Q10W My program leader or university administrator is committed to promoting diversity on our campus.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10W My program leader or university administrator is committed to promoting diversity on our campus.	1 Strongly Disagree	Count	3	3	1	1	0	8
		%	5.9%	6.0%	1.7%	2.0%	0.0%	3.7%
	2 Disagree	Count	4	5	1	5	1	16
		%	7.8%	10.0%	1.7%	10.2%	9.1%	7.3%
	3 Neither Agree nor Disagree	Count	17	13	25	15	1	71
		%	33.3%	26.0%	43.1%	30.6%	9.1%	32.4%
	4 Agree	Count	22	18	24	15	5	84
		%	43.1%	36.0%	41.4%	30.6%	45.5%	38.4%
	5 Strongly Agree	Count	5	11	7	13	4	40
		%	9.8%	22.0%	12.1%	26.5%	36.4%	18.3%
Total	Count	51	50	58	49	11	219	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.42. Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q10X WSU Health Sciences fosters open communication and discussion on diversity- related issues and concerns.	1 Strongly Disagree	Count	4	2	1	0	0	7
		%	7.8%	3.9%	1.7%	0.0%	0.0%	3.2%
	2 Disagree	Count	8	7	6	6	1	28
		%	15.7%	13.7%	10.3%	12.2%	10.0%	12.8%
	3 Neither Agree nor Disagree	Count	21	13	22	14	2	72
		%	41.2%	25.5%	37.9%	28.6%	20.0%	32.9%
	4 Agree	Count	16	20	25	22	6	89
		%	31.4%	39.2%	43.1%	44.9%	60.0%	40.6%
	5 Strongly Agree	Count	2	9	4	7	1	23
		%	3.9%	17.6%	6.9%	14.3%	10.0%	10.5%
Total	Count	51	51	58	49	10	219	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.43. Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.

Crosstab								
			Age Group					Total
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	
Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns.	1 Strongly Disagree	Count	3	3	1	1	0	8
		%	5.9%	5.9%	1.7%	2.0%	0.0%	3.7%
	2 Disagree	Count	11	5	5	2	0	23
		%	21.6%	9.8%	8.6%	4.1%	0.0%	10.5%
	3 Neither Agree nor Disagree	Count	19	19	25	18	2	83
		%	37.3%	37.3%	43.1%	36.7%	20.0%	37.9%
	4 Agree	Count	16	18	23	21	6	84
		%	31.4%	35.3%	39.7%	42.9%	60.0%	38.4%
	5 Strongly Agree	Count	2	6	4	7	2	21
		%	3.9%	11.8%	6.9%	14.3%	20.0%	9.6%
Total	Count	51	51	58	49	10	219	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.44. Q11A I feel safe when I'm on campus

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q11A I feel safe when I'm on campus	1 Strongly Disagree	Count	1	0	0	0	0	1
		%	2.0%	0.0%	0.0%	0.0%	0.0%	0.5%
	2 Disagree	Count	0	2	2	2	1	7
		%	0.0%	3.8%	3.4%	4.0%	10.0%	3.2%
	3 Neither Agree nor Disagree	Count	5	0	3	3	0	11
		%	10.2%	0.0%	5.2%	6.0%	0.0%	5.0%
	4 Agree	Count	28	34	38	31	5	136
		%	57.1%	64.2%	65.5%	62.0%	50.0%	61.8%
	5 Strongly Agree	Count	15	17	15	14	4	65
		%	30.6%	32.1%	25.9%	28.0%	40.0%	29.5%
Total	Count	49	53	58	50	10	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.45. Q11B The university should recruit and retain more faculty and staff members of color.

Crosstab								
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q11B The university should recruit and retain more faculty and staff members of color.	1 Strongly Disagree	Count	1	0	0	1	0	2
		%	2.0%	0.0%	0.0%	2.0%	0.0%	0.9%
	2 Disagree	Count	2	4	3	0	0	9
		%	4.0%	7.7%	5.2%	0.0%	0.0%	4.1%
	3 Neither Agree nor Disagree	Count	13	21	26	15	5	80
		%	26.0%	40.4%	44.8%	30.0%	50.0%	36.4%
	4 Agree	Count	20	15	23	24	2	84
		%	40.0%	28.8%	39.7%	48.0%	20.0%	38.2%
	5 Strongly Agree	Count	14	12	6	10	3	45
		%	28.0%	23.1%	10.3%	20.0%	30.0%	20.5%
Total	Count	50	52	58	50	10	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Table A4.46. Q11C The university should recruit and retain more students of color.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q11C The university should recruit and retain more students of color.	1 Strongly Disagree	Count	1	0	0	1	0	2
		%	2.0%	0.0%	0.0%	2.0%	0.0%	0.9%
	2 Disagree	Count	2	4	4	1	0	11
		%	4.0%	7.7%	6.9%	2.0%	0.0%	5.0%
	3 Neither Agree nor Disagree	Count	14	22	27	15	5	83
		%	28.0%	42.3%	46.6%	30.0%	50.0%	37.7%
	4 Agree	Count	19	12	20	22	2	75
		%	38.0%	23.1%	34.5%	44.0%	20.0%	34.1%
	5 Strongly Agree	Count	14	14	7	11	3	49
		%	28.0%	26.9%	12.1%	22.0%	30.0%	22.3%
Total	Count	50	52	58	50	10	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.47. Q11D The university should increase gender diversity of the faculty and staff.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q11D The university should increase gender diversity of the faculty and staff.	1 Strongly Disagree	Count	1	0	0	1	0	2
		%	2.0%	0.0%	0.0%	2.0%	0.0%	0.9%
	2 Disagree	Count	2	4	8	3	0	17
		%	4.0%	7.7%	13.8%	6.0%	0.0%	7.7%
	3 Neither Agree nor Disagree	Count	20	19	27	21	6	93
		%	40.0%	36.5%	46.6%	42.0%	60.0%	42.3%
	4 Agree	Count	17	17	17	18	2	71
		%	34.0%	32.7%	29.3%	36.0%	20.0%	32.3%
	5 Strongly Agree	Count	10	12	6	7	2	37
		%	20.0%	23.1%	10.3%	14.0%	20.0%	16.8%
Total	Count	50	52	58	50	10	220	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.48. Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation.	1 Strongly Disagree	Count	1	0	0	2	0
		%	2.0%	0.0%	0.0%	4.0%	0.0%
	2 Disagree	Count	1	6	7	3	1
		%	2.0%	11.5%	12.1%	6.0%	10.0%
	3 Neither Agree nor Disagree	Count	14	23	33	24	5
		%	28.0%	44.2%	56.9%	48.0%	50.0%
	4 Agree	Count	22	10	16	15	2
		%	44.0%	19.2%	27.6%	30.0%	20.0%
	5 Strongly Agree	Count	12	13	2	6	2
		%	24.0%	25.0%	3.4%	12.0%	20.0%
Total		Count	50	52	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.49. Q11F The university should increase support for faculty, staff, and students with disabilities.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q11F The university should increase support for faculty, staff, and students with disabilities.	1 Strongly Disagree	Count	1	0	0	1	0
		%	2.0%	0.0%	0.0%	2.0%	0.0%
	2 Disagree	Count	2	1	0	1	1
		%	4.1%	1.9%	0.0%	2.0%	10.0%
	3 Neither Agree nor Disagree	Count	15	18	27	21	4
		%	30.6%	34.0%	46.6%	42.0%	40.0%
	4 Agree	Count	20	18	23	16	4
		%	40.8%	34.0%	39.7%	32.0%	40.0%
	5 Strongly Agree	Count	11	16	8	11	1
		%	22.4%	30.2%	13.8%	22.0%	10.0%
Total		Count	49	53	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.50. Q11G I feel at ease with people of backgrounds different from my own.

Table A4.11.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q11G I feel at ease with people of backgrounds different from my own.	2 Disagree	Count	0	1	1	0	0
		%	0.0%	1.9%	1.7%	0.0%	0.0%
	3 Neither Agree nor Disagree	Count	1	3	5	5	0
		%	2.0%	5.8%	8.6%	10.0%	0.0%
	4 Agree	Count	21	25	34	25	7
		%	42.0%	48.1%	58.6%	50.0%	70.0%
	5 Strongly Agree	Count	28	23	18	20	3
		%	56.0%	44.2%	31.0%	40.0%	30.0%
Total		Count	50	52	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.51. Q11H The university focuses too much attention on diversity-related issues.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q11H The university focuses too much attention on diversity-related issues.	1 Strongly Disagree	Count	13	9	3	13	0
		%	26.0%	17.6%	5.2%	26.0%	0.0%
	2 Disagree	Count	18	13	22	13	6
		%	36.0%	25.5%	37.9%	26.0%	60.0%
	3 Neither Agree nor Disagree	Count	17	15	21	17	1
		%	34.0%	29.4%	36.2%	34.0%	10.0%
	4 Agree	Count	0	10	9	5	2
		%	0.0%	19.6%	15.5%	10.0%	20.0%
	5 Strongly Agree	Count	2	4	3	2	1
		%	4.0%	7.8%	5.2%	4.0%	10.0%
Total		Count	50	51	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.52. Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q11I I am afraid to disagree with members of other groups for fear of being called prejudiced.	1 Strongly Disagree	Count	11	7	5	9	2
		%	22.0%	13.5%	8.6%	18.4%	20.0%
	2 Disagree	Count	26	14	24	18	4
		%	52.0%	26.9%	41.4%	36.7%	40.0%
	3 Neither Agree nor Disagree	Count	6	16	14	13	2
		%	12.0%	30.8%	24.1%	26.5%	20.0%
	4 Agree	Count	6	13	10	9	1
		%	12.0%	25.0%	17.2%	18.4%	10.0%
	5 Strongly Agree	Count	1	2	5	0	1
		%	2.0%	3.8%	8.6%	0.0%	10.0%
Total		Count	50	52	58	49	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.53. Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q11J In the event that I witness or experience an act of discrimination, I know where to report the incident to campus authorities.	1 Strongly Disagree	Count	7	2	0	2	1
		%	14.0%	3.8%	0.0%	4.0%	10.0%
	2 Disagree	Count	9	9	11	4	1
		%	18.0%	17.0%	19.0%	8.0%	10.0%
	3 Neither Agree nor Disagree	Count	8	3	5	9	0
		%	16.0%	5.7%	8.6%	18.0%	0.0%
	4 Agree	Count	20	25	32	23	7
		%	40.0%	47.2%	55.2%	46.0%	70.0%
	5 Strongly Agree	Count	6	14	10	12	1
		%	12.0%	26.4%	17.2%	24.0%	10.0%
Total		Count	50	53	58	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.54. Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.	1 Strongly Disagree	Count	3	0	0	0	0
		%	6.0%	0.0%	0.0%	0.0%	0.0%
	2 Disagree	Count	4	4	2	1	1
		%	8.0%	7.7%	3.6%	2.0%	10.0%
	3 Neither Agree nor Disagree	Count	10	6	11	9	0
		%	20.0%	11.5%	19.6%	18.0%	0.0%
	4 Agree	Count	26	21	30	28	5
		%	52.0%	40.4%	53.6%	56.0%	50.0%
	5 Strongly Agree	Count	7	21	13	12	4
		%	14.0%	40.4%	23.2%	24.0%	40.0%
Total		Count	50	52	56	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.55. Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.	1 Strongly Disagree	Count	3	0	0	0	0
		%	6.0%	0.0%	0.0%	0.0%	0.0%
	2 Disagree	Count	6	4	1	1	0
		%	12.0%	7.7%	1.8%	2.0%	0.0%
	3 Neither Agree nor Disagree	Count	12	13	13	12	4
		%	24.0%	25.0%	23.2%	24.0%	40.0%
	4 Agree	Count	24	21	27	24	3
		%	48.0%	40.4%	48.2%	48.0%	30.0%
	5 Strongly Agree	Count	5	14	15	13	3
		%	10.0%	26.9%	26.8%	26.0%	30.0%
Total		Count	50	52	56	50	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.56. Table A4.11. Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q13C How much do you agree or disagree: - WSU Health Sciences is doing a good job educating students about sexual harassment.	1 Strongly Disagree	Count	4	1	0	0	0
		%	8.0%	2.0%	0.0%	0.0%	0.0%
	2 Disagree	Count	8	6	2	7	0
		%	16.0%	11.8%	3.6%	14.3%	0.0%
	3 Neither Agree nor Disagree	Count	25	27	33	26	6
		%	50.0%	52.9%	60.0%	53.1%	60.0%
	4 Agree	Count	12	11	14	15	2
		%	24.0%	21.6%	25.5%	30.6%	20.0%
	5 Strongly Agree	Count	1	6	6	1	2
		%	2.0%	11.8%	10.9%	2.0%	20.0%
Total		Count	50	51	55	49	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.57. Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
Q13D How much do you agree or disagree: - WSU Health Sciences is doing a good job trying to prevent sexual assault from happening.	1 Strongly Disagree	Count	2	0	0	0	0
		%	4.0%	0.0%	0.0%	0.0%	0.0%
	2 Disagree	Count	5	4	0	2	1
		%	10.0%	8.0%	0.0%	4.2%	10.0%
	3 Neither Agree nor Disagree	Count	26	21	22	21	3
		%	52.0%	42.0%	40.0%	43.8%	30.0%
	4 Agree	Count	13	20	25	17	3
		%	26.0%	40.0%	45.5%	35.4%	30.0%
	5 Strongly Agree	Count	4	5	8	8	3
		%	8.0%	10.0%	14.5%	16.7%	30.0%
Total		Count	50	50	55	48	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.58. Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
			Total				
Q13E How much do you agree or disagree: - WSU Health Sciences is doing a good job providing needed services to victims of sexual assault.	1 Strongly Disagree	Count	2	0	0	0	0
		%	4.0%	0.0%	0.0%	0.0%	0.0%
	2 Disagree	Count	4	2	1	4	1
		%	8.0%	4.0%	1.8%	8.3%	10.0%
	3 Neither Agree nor Disagree	Count	34	38	37	31	6
		%	68.0%	76.0%	67.3%	64.6%	60.0%
	4 Agree	Count	7	6	12	11	0
		%	14.0%	12.0%	21.8%	22.9%	0.0%
	5 Strongly Agree	Count	3	4	5	2	3
		%	6.0%	8.0%	9.1%	4.2%	30.0%
Total		Count	50	50	55	48	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.59. Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.

			Crosstab				
			Age Group				
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years
			Total				
Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.	1 Strongly Disagree	Count	2	0	0	0	0
		%	4.0%	0.0%	0.0%	0.0%	0.0%
	2 Disagree	Count	3	2	0	2	1
		%	6.0%	4.0%	0.0%	4.1%	10.0%
	3 Neither Agree nor Disagree	Count	37	34	43	35	7
		%	74.0%	68.0%	78.2%	71.4%	70.0%
	4 Agree	Count	5	6	9	9	0
		%	10.0%	12.0%	16.4%	18.4%	0.0%
	5 Strongly Agree	Count	3	8	3	3	2
		%	6.0%	16.0%	5.5%	6.1%	20.0%
Total		Count	50	50	55	49	10
		%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.60. Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q13G How much do you agree or disagree: - WSU Health Sciences is doing a good job holding people accountable for committing sexual assault.	1 Strongly Disagree	Count	2	0	1	0	0	3
		%	4.0%	0.0%	1.8%	0.0%	0.0%	1.4%
	2 Disagree	Count	3	2	2	3	1	11
		%	6.0%	4.0%	3.6%	6.3%	10.0%	5.2%
	3 Neither Agree nor Disagree	Count	38	36	41	33	7	155
		%	76.0%	72.0%	74.5%	68.8%	70.0%	72.8%
	4 Agree	Count	5	7	8	7	1	28
		%	10.0%	14.0%	14.5%	14.6%	10.0%	13.1%
	5 Strongly Agree	Count	2	5	3	5	1	16
		%	4.0%	10.0%	5.5%	10.4%	10.0%	7.5%
Total	Count	50	50	55	48	10	213	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.61. Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q13H How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences.	1 Strongly Disagree	Count	2	0	0	1	0	3
		%	4.0%	0.0%	0.0%	2.1%	0.0%	1.4%
	2 Disagree	Count	4	3	1	0	0	8
		%	8.0%	5.9%	1.8%	0.0%	0.0%	3.7%
	3 Neither Agree nor Disagree	Count	5	18	15	17	2	57
		%	10.0%	35.3%	26.8%	35.4%	20.0%	26.5%
	4 Agree	Count	32	19	32	22	4	109
		%	64.0%	37.3%	57.1%	45.8%	40.0%	50.7%
	5 Strongly Agree	Count	7	11	8	8	4	38
		%	14.0%	21.6%	14.3%	16.7%	40.0%	17.7%
Total	Count	50	51	56	48	10	215	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.62. Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q13I How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences.	2 Disagree	Count	3	3	1	2	0	9
		%	6.0%	5.9%	1.8%	4.2%	0.0%	4.2%
	3 Neither Agree nor Disagree	Count	22	17	22	23	5	89
		%	44.0%	33.3%	39.3%	47.9%	50.0%	41.4%
	4 Agree	Count	21	22	28	20	3	94
		%	42.0%	43.1%	50.0%	41.7%	30.0%	43.7%
	5 Strongly Agree	Count	4	9	5	3	2	23
		%	8.0%	17.6%	8.9%	6.3%	20.0%	10.7%
	Total	Count	50	51	56	48	10	215
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.63. Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q13J How much do you agree or disagree: - I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences.	1 Strongly Disagree	Count	0	0	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	10.0%	0.5%
	2 Disagree	Count	3	2	0	0	0	5
		%	6.0%	3.9%	0.0%	0.0%	0.0%	2.3%
	3 Neither Agree nor Disagree	Count	7	13	11	17	1	49
		%	14.0%	25.5%	19.6%	34.7%	10.0%	22.7%
	4 Agree	Count	32	24	36	24	4	120
		%	64.0%	47.1%	64.3%	49.0%	40.0%	55.6%
	5 Strongly Agree	Count	8	12	9	8	4	41
		%	16.0%	23.5%	16.1%	16.3%	40.0%	19.0%
Total	Count	50	51	56	49	10	216	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table A4.64. Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q13K How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened on campus, I know how to report the incident.	1 Strongly Disagree	Count	2	1	0	0	0	3
		%	4.0%	1.9%	0.0%	0.0%	0.0%	1.4%
	2 Disagree	Count	10	8	4	9	1	32
		%	20.0%	15.4%	7.3%	18.4%	10.0%	14.8%
	3 Neither Agree nor Disagree	Count	5	3	6	6	0	20
		%	10.0%	5.8%	10.9%	12.2%	0.0%	9.3%
	4 Agree	Count	25	24	30	17	7	103
		%	50.0%	46.2%	54.5%	34.7%	70.0%	47.7%
	5 Strongly Agree	Count	8	16	15	17	2	58
		%	16.0%	30.8%	27.3%	34.7%	20.0%	26.9%
Total		Count	50	52	55	49	10	216
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A4.65. Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.

			Crosstab					
			Age Group					
			1 18-35 years	2 36-45 years	3 46-55 years	4 56-65 years	5 66-74 years	Total
Q13L How much do you agree or disagree: - If someone told me about a sexual assault, domestic violence, and/or a stalking incident that happened off campus, I know how to report the incident.	1 Strongly Disagree	Count	2	1	0	0	0	3
		%	4.0%	1.9%	0.0%	0.0%	0.0%	1.4%
	2 Disagree	Count	10	6	5	9	1	31
		%	20.0%	11.5%	9.1%	18.4%	10.0%	14.4%
	3 Neither Agree nor Disagree	Count	6	4	7	5	1	23
		%	12.0%	7.7%	12.7%	10.2%	10.0%	10.6%
	4 Agree	Count	24	27	27	18	6	102
		%	48.0%	51.9%	49.1%	36.7%	60.0%	47.2%
	5 Strongly Agree	Count	8	14	16	17	2	57
		%	16.0%	26.9%	29.1%	34.7%	20.0%	26.4%
Total		Count	50	52	55	49	10	216
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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