## 2019 Campus Climate Assessment Faculty and Staff Survey

## WASHINGTON STATE *NIVERSITY HEALTH SCIENCES SPOKANE



Report Prepared by
Social \&
Economic Sciences Research Center

WASHINGTON STATEUNIVERSITY

# 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 19054A.

## 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 Heath 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 crosstabulated 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 | $\mathbf{2 5 1}$ | $\mathbf{1 0 0 . 0} \%$ |

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


- Student - Staff member - Faculty member - Administrator

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) | $\mathbf{2 3 2}$ | $\mathbf{1 0 0 . 0 \%}$ |
| 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) | $\mathbf{7 7}$ | $33.8 \%$ |
| TOTAL (no answer given25) | $\mathbf{2 2 8}$ | $\mathbf{1 0 0 . 0 \%}$ |

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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) | $\mathbf{2 3 3}$ | $\mathbf{1 0 0 \%}$ |
| Sexual Orientation (Q28, multiple response) N=225 | $\mathbf{N u m b e r}$ | 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) | $\mathbf{2}$ | $\mathbf{N u m b e r}$ |
| Heterosexual | $\mathbf{2 1 2}$ | $94.7 \%$ |
| Gay/Lesbian/Bisexual | 9 | $4.0 \%$ |
| Other identity | $\mathbf{2 2 5}$ | $1.8 \%$ |
| TOTAL (28 no answer) | $\mathbf{1 0 0 \%}$ |  |
| Sexual Orientation (collapsed, single response) | Percent |  |
| Heterosexual | $\mathbf{2 2 5}$ | $5.7 \%$ |
| LGBTQIA+ Community | $\mathbf{1 0 0 \%}$ |  |
| TOTAL(28 no answer) |  |  |

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 (multi-response) $N=224$ | 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 (single response) | 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 (29 no answer) | $\mathbf{2 2 4}$ | $\mathbf{1 0 0 \%}$ |
| Minority/Nonminority | Number | Percent |
| White | 186 | $83.0 \%$ |
| Minority | 24 | $10.7 \%$ |
| Multiple races | 14 | $6.3 \%$ |
| TOTAL (29 no answer) | $\mathbf{2 2 4}$ | $\mathbf{1 0 0 \%}$ |

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 (30 no answer) | $\mathbf{2 2 3}$ | $100 \%$ |
| Age range 18 years to $\mathbf{7 4}$ years |  |  |
| Mean age 46.86 |  |  |
| Std. Dev. | $\mathbf{1 2 . 6 9}$ |  |
| Mode |  |  |

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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 (single response) | 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 | $\mathbf{2 3 0}$ | $\mathbf{1 0 0 \%}$ |
|  | Number | Percent |
| Religion Category (collapsed) | 125 | $54.3 \%$ |
| Christian | 4 | $1.7 \%$ |
| Other world religion | 93 | $40.4 \%$ |
| No religion, agnostic, atheist | 8 | $\mathbf{3 . 5} \%$ |
| Other | $\mathbf{2 3 0}$ | $\mathbf{1 0 0 . 0 \%}$ |
| TOTAL (23 no answer) |  |  |

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) | $\mathbf{2 3 3}$ | $\mathbf{1 0 0 . 0 \%}$ |
| International Faculty or Staff | Number | Percent |
| No | 230 | $97.5 \%$ |
| Yes | 6 | $2.5 \%$ |
| TOTAL (17 no answer) | $\mathbf{2 3 6}$ | $\mathbf{1 0 0 . 0 \%}$ |
| Disability | Number | Percent |
| No | 221 | $94.4 \%$ |
| Yes | 13 | $5.6 \%$ |
| TOTAL (19 no answer) | $\mathbf{2 3 4}$ | $\mathbf{1 0 0 . 0 \%}$ |
| One or more dependent children | 119 | $50.8 \%$ |
| No | 115 | $49.1 \%$ |
| Yes | $\mathbf{2 3 4}$ | $\mathbf{1 0 0 . 0 \%}$ |
| TOTAL (19 no answer) | Number | Percent |
| Highest degree level earned by at least one of your | Percent |  |
| parents/guardians. | 39 | $16.7 \%$ |
| High school diploma | 26 | $11.2 \%$ |
| 2-year college degree | 61 | $26.2 \%$ |
| 4-year college degree | 34 | $14.6 \%$ |
| Professional degree | 70 | $30.0 \%$ |
| Graduate degree | $\mathbf{2 3 3}$ | $1.3 \%$ |
| None | $\mathbf{1 0 0 . 0 \%}$ |  |
| TOTAL (20 no answer) |  |  |

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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 <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 <br> unduly repressing my own identity, background <br> or experience. | 243 | $2.5 \%$ | $6 \%$ | $11.5 \%$ | $42 \%$ | $37 \%$ |
| I have opportunities in my position that are <br> similar to those of my co-worker. | 243 | $3 \%$ | $13 \%$ | $16 \%$ | $43 \%$ | $25 \%$ |
| I have opportunities for promotion/advancement <br> 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 <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 <br> WSU Health Sciences. | 243 | $1 \%$ | $6 \%$ | $18 \%$ | $43 \%$ | $32 \%$ |
| I feel I have a community at WSU Health <br> Sciences. | 243 | $3 \%$ | $12 \%$ | $23 \%$ | $42 \%$ | $20 \%$ |
| I do not feel a strong sense of belonging to <br> 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 |

Social \&

## 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:

Relationships with staff: 87\%
Students at WSU-HS: 74\%
Relationships with supervisors: 72\%
Relationships with faculty: 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)

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

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


Social \&

## 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 <br> participated in discussions about: | Number | Strongly <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 <br> discussions about: | Number | Strongly <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 ( $\mathrm{n}=73$ ) 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 raged 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 <br> discussions about: | Number | Strongly <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 <br> in training about: | Number | Strongly <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 <br> opportunity to learn about the history, <br> culture, and societal issues associated with: | Number | Strongly <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> 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 ( $\mathrm{n}=75$ ) 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 <br> Disagree | Disagree | Neither <br> Agree <br> nor <br> Disagree | Agree | Strongly <br> Agree |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Faculty are skilled in teaching about diversity <br> and equity. | 241 | $4 \%$ | $16 \%$ | $63.5 \%$ | $14 \%$ | $2.5 \%$ |
| Faculty are skilled at facilitating discussions <br> with students of different backgrounds and <br> perspectives. | 241 | $2 \%$ | $16 \%$ | $57 \%$ | $20 \%$ | $4 \%$ |
| Staff are skilled at facilitating discussions with <br> students of different backgrounds and <br> perspectives. | 239 | $2 \%$ | $14 \%$ | $56 \%$ | $25 \%$ | $4 \%$ |
| WSU Health Sciences offers a sufficient variety <br> of courses in which to learn about topics related <br> to diversity and equity. | 239 | $5 \%$ | $20.5 \%$ | $57 \%$ | $14 \%$ | $4 \%$ |
| There is sufficient coverage of diversity and <br> equity throughout the curriculum. | 240 | $5 \%$ | $15 \%$ | $62 \%$ | $15 \%$ | $4 \%$ |
| FACULTY ONLY: I do not feel comfortable <br> leading class discussions on diversity \| equity. | 75 | $16 \%$ | $45 \%$ | $25 \%$ | $11 \%$ | $3 \%$ |
| I do not feel comfortable leading discussions on <br> 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 <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> Agree |
| :--- | ---: | ---: | ---: | ---: | ---: | :---: |
| WSU Health Sciences is committed to <br> promoting diversity and equity on our <br> campus. | 239 | $2 \%$ | $8 \%$ | $21 \%$ | $56 \%$ | $13 \%$ |
| My unit l college at WSU Health Sciences is <br> committed to promoting diversity and equity <br> on our campus | 239 | $2.5 \%$ | $10 \%$ | $22 \%$ | $51 \%$ | $15.5 \%$ |
| My department \| program at WSU Health <br> Sciences is committed to promoting diversity <br> 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 <br> along at this university | 238 | $1 \%$ | $5 \%$ | $33 \%$ | $50 \%$ | $11 \%$ |
| Faculty and instructors give feedback and <br> evaluate students fairly, regardless of <br> student's race, gender, sexual orientation, <br> 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 nondiversity 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 <br> Disagree | Disagree | Neither <br> Agree nor <br> Disagree | Agree | Strongly <br> Agree |
| :--- | ---: | ---: | ---: | ---: | ---: | :---: |
| WSU Health Sciences offers access to <br> diversity-related training for all students, <br> faculty and staff | 239 | $2 \%$ | $12 \%$ | $42 \%$ | $36 \%$ | $8 \%$ |
| My unit \| college at WSU Health Sciences <br> offers access to diversity-related training for <br> all students, faculty and staff. | 239 | $4 \%$ | $13 \%$ | $38 \%$ | $37 \%$ | $8 \%$ |
| My department \| program at WSU Health <br> Sciences offers access to diversity-related <br> training for all students, faculty and staff. | 239 | $5 \%$ | $15.5 \%$ | $42 \%$ | $30 \%$ | $7 \%$ |
| Members of the campus community interact <br> respectfully when using email and online <br> learning tools. | 237 | $1 \%$ | $3 \%$ | $21 \%$ | $61 \%$ | $14 \%$ |
| Members of the campus community are <br> respectful when interacting through social <br> media. | 238 | $1 \%$ | $3 \%$ | $43 \%$ | $42 \%$ | $10.5 \%$ |
| I believe WSU Health Sciences processes for <br> budgeting and monitoring diversity programs <br> receive the same consideration as non- <br> diversity programs. | 234 | $6 \%$ | $11 \%$ | $57 \%$ | $18 \%$ | $8 \%$ |
| I believe there should be a dedicated space <br> for meditation / prayer. | 238 | $8 \%$ | $17 \%$ | $37 \%$ | $29 \%$ | $10 \%$ |
| WSU Health Sciences respects the <br> perspectives of people like me. | 239 | $4 \%$ | $10.5 \%$ | $28 \%$ | $45 \%$ | $12 \%$ |

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


Social \&

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

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

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


Social \&

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

Social \&

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 <br> the last 12 <br> months | Yes, in the <br> last 12 <br> months | Yes, in <br> the last <br> 30 days | Yes, in <br> the last 2 <br> 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 <br> activity) | 231 | $20 \%$ | $9 \%$ | $27 \%$ | $19 \%$ | $26 \%$ |
| Felt so depressed it was difficult to <br> 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 <br> 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 <br> campus? (Q15) | Number | Yes | NoDo not <br> know about <br> this <br> 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)


Social \&

## 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 <br> 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 <br> $(N=234$, 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 <br> 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 | 219 | $<1 \%$ |
| None of the above | $94 \%$ |  |

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.

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

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 <br> and staff <br> $\mathbf{N}=\mathbf{2 3 8}$ | Of those <br> affected <br> $\mathbf{N}=\mathbf{3 5}$ |
| :--- | ---: | ---: | ---: |
| Because of my: (select all that apply) | 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)


Social \&

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 <br> at the university? (text response) | \# responding <br> $\mathbf{N}=\mathbf{3 5}$ | $\mathbf{\%}$ |
| :--- | :---: | :---: |
| 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 <br> $\mathbf{N}=\mathbf{1 1}$ | $\mathbf{\%}$ |
| :--- | :---: | :---: |
| 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: <br> (select all that apply) | Yes | All Faculty <br> and Staff <br> $(\mathbf{n}=\mathbf{2 3 8})$ | Of those <br> affected <br> $(\mathbf{n}=\mathbf{3 5})$ |
| :--- | :---: | :---: | :---: |
| 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 <br> Health Sciences | Yes | All faculty <br> and staff <br> $\mathbf{N}=\mathbf{2 3 9}$ | Of those <br> affected <br> $\mathbf{N}=\mathbf{1 8}$ |
| :--- | :---: | :---: | :---: |
| Because of my: (select all that apply) | 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 IlIness | 4 | $2 \%$ | $22 \%$ |
| Other Identity Attribute | 3 | $1 \%$ | $17 \%$ |

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


Social \&

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: (select all <br> that apply) | Yes | All Faculty <br> and Staff <br> (n=239) | Of those <br> affected <br> (n=18) |
| :--- | ---: | ---: | ---: |
| Work performance | 10 | $4 \%$ |  |
| Friends, roommates, or peers | 2 | $56 \%$ |  |
| Family members | 4 | $1 \%$ | $1 \%$ |
| Boss or co-workers | 9 | $2 \%$ | $22 \%$ |

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 <br> others at WSU Health Sciences | Yes | All faculty and <br> staff <br> $\mathbf{N}=\mathbf{2 4 0}$ | Of those <br> affected <br> $\mathbf{N}=\mathbf{3 8}$ |
| :--- | :---: | :---: | :---: |
| 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 IlIness | 3 | $1 \%$ | $8 \%$ |
| Other Identity Attribute | 6 | $2 \%$ | $16 \%$ |

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


Social \&

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 <br> university? (text response) | \# responding <br> $\mathbf{N}=38$ | \% |
| :--- | :---: | :---: |
| 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? (text response) | \# responding <br> $\mathbf{N}=\mathbf{1 2}$ | $\%$ <br> Yes |
| :--- | :---: | :---: |
| 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: (select all <br> that apply) | Yes | All Faculty <br> and Staff <br> $(\mathbf{n}=\mathbf{2 4 0})$ | Of those <br> affected <br> $(\mathbf{n}=\mathbf{3 8})$ |
| :--- | ---: | ---: | ---: |
| 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 <br> level of discrimination or crime) at WSU Health | Yes | All faculty and <br> staff <br> $\mathbf{N = 2 3 6}$ | Of those <br> affected <br> $\mathbf{N = 4 5}$ |
| :--- | :---: | :---: | :---: |
| Because of my: (select all that apply) | 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)


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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? <br> (text response) | \# responding <br> $\mathbf{N}=45$ | \% |
| :--- | :---: | :---: |
| 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? <br> (text response) | \# responding <br> $\mathbf{N}=\mathbf{7}$ | $\%$ |
| :--- | :---: | :---: |
| 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: (select <br> all that apply) | Yes | All faculty <br> and staff <br> $\mathbf{N = 2 3 6}$ | Of those <br> affected <br> $\mathbf{N = 4 5}$ |
| :--- | ---: | ---: | ---: |
| 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 <br> level of discrimination or crime) against others at WSU Health | Yes | All faculty <br> and staff <br> $\mathbf{N}=\mathbf{2 3 3}$ | Of those <br> affected <br> $\mathbf{N}=\mathbf{5 0}$ |
| :--- | :---: | :---: | :---: |
| Because of: (select all that apply) | 50 | $\mathbf{2 1 \%}$ |  |
| 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 <br> the university? (text response) | $\#$ <br> responding <br> $\mathbf{N}=50$ | \% |
| :--- | :---: | :---: |
| 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) | $\#$ <br> responding <br> $\mathbf{N}=\mathbf{7}$ | \% |
| :--- | :---: | :---: |
| 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 coworkers. 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: (select all <br> that apply) | Yes | All Faculty <br> and Staff <br> $(\mathbf{n}=\mathbf{2 3 3})$ | Of those <br> affected <br> $(\mathbf{n}=5 \mathbf{5})$ |
| :--- | ---: | ---: | ---: |
| 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 pvalue less that 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 | $\mathbf{2 3 2}$ | $\mathbf{1 0 0 \%}$ |
| Sexual Orientation | Number | Percent |
| Heterosexual | 212 | $94.6 \%$ |
| LGBTQIA+ community | 12 | $5.3 \%$ |
| TOTAL | $\mathbf{2 2 4}$ | $\mathbf{1 0 0 \%}$ |
| Race (collapsed) | Number | Percent |
| White | 186 | $83.0 \%$ |
| Minority | 24 | $10.7 \%$ |
| Multiple races | 14 | $6.3 \%$ |
| TOTAL | $\mathbf{2 2 4}$ | $\mathbf{1 0 0 \%}$ |
| 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 | $\mathbf{2 5 3}$ | $\mathbf{1 0 0 \%}$ |

## University Connectedness

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

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 LBGTQIA+ community do not have significantly different feelings of connectedness to WSU Health Sciences compared to those with a heterosexual orientation (Table 24; crosstabulated 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 LGBTQAI+ 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 4655 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.

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

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


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

## 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) |  |

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.

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

## Diversity and Equity on Campus

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

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

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

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## Comfort and Safety related to Diversity

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

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

## Gender Based Violence and the University Environment

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

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 4655 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. | $\begin{gathered} F(1,224)=2.62 \\ p=0.11 \end{gathered}$ | $\begin{gathered} F(1,216)=1.58 \\ p=0.21 \end{gathered}$ | $\begin{gathered} F(2,216)=0.36, \\ p=0.70 \end{gathered}$ | $\begin{gathered} F(4,213)=2.95 \\ p=0.02 \end{gathered}$ |
| WSU Health Sciences takes training in sexual assault prevention seriously. | $\begin{gathered} F(1,224)=0.03 \\ p=0.87 \end{gathered}$ | $\begin{gathered} F(1,216)=0.19 \\ p=0.66 \end{gathered}$ | $\begin{gathered} F(2,216)=0.36 \\ p=0.70 \end{gathered}$ | $\begin{gathered} F(4,213)=3.43 \\ p=0.01 \end{gathered}$ |
| WSU Health Sciences is doing a good job educating students about sexual harassment. | $\begin{gathered} F(1,221)=3.52 \\ p=0.06 \end{gathered}$ | $\begin{gathered} F(1,213)=0.01 \\ p=0.92 \end{gathered}$ | $\begin{gathered} F(2,213)=2.48 \\ p=0.09 \end{gathered}$ | $\begin{gathered} F(4,210)=2.82 \\ p=0.03 \end{gathered}$ |
| WSU Health Sciences is doing a good job trying to prevent sexual assault from happening. | $\begin{gathered} F(1,219)=0.02 \\ p=0.90 \end{gathered}$ | $\begin{gathered} F(1,211)=0.04 \\ p=0.84 \end{gathered}$ | $\begin{gathered} F(2,211)=0.96 \\ p=0.39 \end{gathered}$ | $\begin{gathered} F(4,208)=3.05 \\ p=0.02 \end{gathered}$ |

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| WSU Health Sciences is doing a good job providing needed services to victims of sexual assault. | $\begin{gathered} F(1,219)=1.42, \\ p=0.23 \end{gathered}$ | $\begin{gathered} F(1,211)=0.00 \\ p=0.99 \end{gathered}$ | $\begin{gathered} F(2,211)=0.13, \\ p=0.88 \end{gathered}$ | $\begin{gathered} F(4,208)=1.32, \\ p=0.26 \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: |
| WSU Health Sciences is doing a good job investigating incidents of sexual assault. | $\begin{gathered} F(1,220)=1.71, \\ p=0.19 \end{gathered}$ | $\begin{gathered} \mathrm{F}(1,212)=0.15, \\ \mathrm{p}=0.70 \end{gathered}$ | $\begin{gathered} \mathrm{F}(2,212)=0.06, \\ \mathrm{p}=0.94 \end{gathered}$ | $\begin{gathered} F(4,209)=1.32, \\ p=0.27 \end{gathered}$ |
| WSU Health Sciences is doing a good job holding people accountable for committing sexual assault. | $\begin{gathered} F(1,219)=0.93, \\ p=0.34 \end{gathered}$ | $\begin{gathered} F(1,211)=0.04 \\ p=0.85 \end{gathered}$ | $\begin{gathered} F(2,211)=0.09, \\ p=0.91 \end{gathered}$ | $F(4, \underset{p=0.36}{208})=1.10,$ |
| I believe there is a clear sense of appropriate behavior within the faculty at WSU Health Sciences. | $\begin{gathered} F(1,221)=0.15, \\ p=0.70 \end{gathered}$ | $\begin{gathered} F(1,213)=0.85, \\ p=0.36 \end{gathered}$ | $\begin{gathered} F(2,213)=1.62, \\ p=0.20 \end{gathered}$ | $\begin{gathered} F(4,210)=0.75, \\ p=0.56 \end{gathered}$ |
| I believe there is a clear sense of appropriate behavior among students at WSU Health Sciences. | $\begin{gathered} \mathrm{F}(1,221)=0.01, \\ \mathrm{p}=0.92 \end{gathered}$ | $\begin{gathered} F(1,213)=0.06 \\ p=0.80 \end{gathered}$ | $\begin{gathered} F(2,213)=0.25, \\ p=0.78 \end{gathered}$ | $\begin{gathered} F(4,210)=0.88 \\ p=0.48 \end{gathered}$ |
| I believe there is a clear sense of appropriate behavior within the staff at WSU Health Sciences. | $\begin{gathered} \mathrm{F}(1,222)=0.03, \\ \mathrm{p}=0.86 \end{gathered}$ | $\begin{gathered} F(1,214)=0.77 \\ p=0.38 \end{gathered}$ | $\begin{gathered} F(2,214)=0.65, \\ p=0.53 \end{gathered}$ | $\begin{gathered} F(4,211)=0.31 \\ p=0.87 \end{gathered}$ |
| 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. | $\begin{gathered} F(1,222)=1.74, \\ p=0.19 \end{gathered}$ | $\begin{gathered} F(1,214)=0.45, \\ p=0.50 \end{gathered}$ | $\begin{gathered} F(2,214)=0.43, \\ p=0.65 \end{gathered}$ | $\begin{gathered} F(4,211)=1.58, \\ p=0.18 \end{gathered}$ |
| 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. | $\begin{gathered} F(1,222)=0.75, \\ p=0.39 \end{gathered}$ | $\begin{gathered} F(1,214)=0.77 \\ p=0.38 \end{gathered}$ | $\begin{gathered} F(2,214)=0.24 \\ p=0.79 \end{gathered}$ | $\begin{gathered} F(4,211)=1.58, \\ p=0.18 \end{gathered}$ |

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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.


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


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

Crosstab

| 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 | Count | 31 | 18 | 49 |
|  | Disagree |  | 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.


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 positionthat are similar to those of my coworkers. | 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 | Count | 25 | 12 | 37 |
|  | Disagree |  | 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 coworkers. | 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 | Count | 39 | 17 | 56 |
|  | Disagree |  | 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\% |

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

Crosstab

| 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 | Count | 42 | 15 | 57 |
|  | Disagree |  | 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 | Count | 26 | 16 | 42 |
|  | Disagree |  | 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 | Count | 34 | 18 | 52 |
|  | Disagree |  | 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 | Count | 33 | 11 | 44 |
|  | Disagree |  | 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


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 | Count | 92 | 52 | 144 |
|  | Disagree |  | 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 | Count | 79 | 50 | 129 |
|  | Disagree |  | 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 | Count | 76 | 48 | 124 |
|  | Disagree |  | 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 | Count | 83 | 45 | 128 |
|  | Disagree |  | 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 | Count | 89 | 52 | 141 |
|  | Disagree |  | 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 | Count | 11 | 8 | 19 |
|  | Disagree |  | 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 | Count | 51 | 37 | 88 |
|  | Disagree |  | 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 | Count | 33 | 12 | 45 |
|  | Disagree |  | 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 | Count | 28 | 19 | 47 |
|  | Disagree |  | 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 | Count | 34 | 15 | 49 |
|  | Disagree |  | 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 | Count | 28 | 14 | 42 |
|  | Disagree |  | 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

| 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 | Count | 40 | 19 | 59 |
|  | Disagree |  | 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 | Count | 37 | 19 | 56 |
|  | Disagree |  | 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 | Count | 55 | 21 | 76 |
|  | Disagree |  | 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 | Count | 77 | 40 | 117 |
|  | Disagree |  | 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.


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 diversityrelated 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 | Count | 54 | 31 | 85 |
|  | Disagree |  | 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 | Count | 62 | 34 | 96 |
|  | Disagree |  | 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 | Count | 28 | 19 | 47 |
|  | Disagree |  | 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 | Count | 62 | 37 | 99 |
|  | Disagree |  | 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 nondiversity programs.


Table A1.33. Q100 I believe there should be a dedicated space for meditation / prayer

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Gender |  | Total |
|  |  |  | Woman | Man |  |
| Q100 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 | Count | 51 | 30 | 81 |
|  | Disagree |  | 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 | Count | 46 | 17 | 63 |
|  | Disagree |  | 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 | Count | 65 | 24 | 89 |
|  | Disagree |  | 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 | Count | 46 | 16 | 62 |
|  | Disagree |  | 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 | Count | 59 | 31 | 90 |
|  | Disagree |  | 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 | Count | 57 | 32 | 89 |
|  | Disagree |  | 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 |  | Total |
|  |  |  | Woman | Man |  |
| 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 | Count | 74 | 34 | 108 |
|  | Disagree |  | 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 | Count | 75 | 36 | 111 |
|  | Disagree |  | 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 | Count | 50 | 25 | 75 |
|  | Disagree |  | 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.


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


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


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


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 | Count | 53 | 35 | 88 |
|  | Disagree |  | 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 | Count | 57 | 40 | 97 |
|  | Disagree |  | 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 | Count | 63 | 40 | 103 |
|  | Disagree |  | 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 | Count | 50 | 36 | 86 |
|  | Disagree |  | 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 | Count | 9 | 8 | 17 |
|  | Disagree |  | 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 diversityrelated issues.

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Gender |  | Total |
|  |  |  | Woman | Man |  |
| Q11H The university focuses too much attention on diversityrelated 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 | Count | 42 | 31 | 73 |
|  | Disagree |  | 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 |  |
| Q11II 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 | Count | 36 | 20 | 56 |
|  | Disagree |  | 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.


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 | Count | 26 | 11 | 37 |
|  | Disagree |  | 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 | Count | 35 | 22 | 57 |
|  | Disagree |  | 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 | Count | 82 | 39 | 121 |
|  | Disagree |  | 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.


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.


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


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.


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


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.


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.


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.


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 | Count | 18 | 5 | 23 |
|  | Disagree |  | 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.

|  |  |  |  |
| :--- | :--- | :--- | :--- | ---: | ---: | ---: |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 18 | 1 | 19 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 46 | 2 | 48 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ <br> Community |  |
| 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 | Count | 22 | 2 | 24 |
|  | Disagree | \% | 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\% |

Social \&

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q01E I have opportunities in my position that are similar to those of my coworkers. | 1 Strongly Disagree | Count | 6 | 0 | 6 |
|  |  | \% | 2.8\% | 0.0\% | 2.7\% |
|  | 2 Disagree | Count | 24 | 0 | 24 |
|  |  | \% | 11.3\% | 0.0\% | 10.7\% |
|  | 3 Neither Agree nor | Count | 33 | 3 | 36 |
|  | Disagree | \% | 15.6\% | 25.0\% | 16.1\% |
|  | 4 Agree | Count | 95 | 4 | 99 |
|  |  | \% | 44.8\% | 33.3\% | 44.2\% |
|  | 5 Strongly Agree | Count | 54 | 5 | 59 |
|  |  | \% | 25.5\% | 41.7\% | 26.3\% |
| Total |  | Count | 212 | 12 | 224 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q01F I have similar opportunities for promotion/advancement in my position as my coworkers. | 1 Strongly Disagree | Count | 15 | 0 | 15 |
|  |  | \% | 7.1\% | 0.0\% | 6.7\% |
|  | 2 Disagree | Count | 28 | 1 | 29 |
|  |  | \% | 13.2\% | 8.3\% | 12.9\% |
|  | 3 Neither Agree nor | Count | 51 | 3 | 54 |
|  | Disagree | \% | 24.1\% | 25.0\% | 24.1\% |
|  | 4 Agree | Count | 70 | 5 | 75 |
|  |  | \% | 33.0\% | 41.7\% | 33.5\% |
|  | 5 Strongly Agree | Count | 48 | 3 | 51 |
|  |  | \% | 22.6\% | 25.0\% | 22.8\% |
| Total |  | Count | 212 | 12 | 224 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 51 | 3 | 54 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 35 | 1 | 36 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 43 | 4 | 47 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 39 | 1 | 40 |
|  | Disagree | \% | 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.

|  |  |  |  |  |
| :--- | :--- | :--- | ---: | ---: | ---: |
|  |  |  | Sexual Orientation |  |
|  |  |  |  |  |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ <br> Community |  |
| Q10A Faculty are skilled in teaching about diversity and equity. | 1 Strongly Disagree | Count | 9 | 0 | 9 |
|  |  | \% | 4.2\% | 0.0\% | 4.0\% |
|  | 2 Disagree | Count | 37 | 2 | 39 |
|  |  | \% | 17.5\% | 16.7\% | 17.4\% |
|  | 3 Neither Agree nor | Count | 129 | 7 | 136 |
|  | Disagree | \% | 60.8\% | 58.3\% | 60.7\% |
|  | 4 Agree | Count | 31 | 3 | 34 |
|  |  | \% | 14.6\% | 25.0\% | 15.2\% |
|  | 5 Strongly Agree | Count | 6 | 0 | 6 |
|  |  | \% | 2.8\% | 0.0\% | 2.7\% |
| Total |  | Count | 212 | 12 | 224 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | ---: | ---: | ---: |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 113 | 7 | 120 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 114 | 7 | 121 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10E There is sufficient coverage of diversity and equity throughout the curriculum. | 1 Strongly Disagree | Count | 10 | 0 | 10 |
|  |  | \% | 4.7\% | 0.0\% | 4.5\% |
|  | 2 Disagree | Count | 34 | 2 | 36 |
|  |  | \% | 16.1\% | 16.7\% | 16.1\% |
|  | 3 Neither Agree nor | Count | 127 | 7 | 134 |
|  | Disagree | \% | 60.2\% | 58.3\% | 60.1\% |
|  | 4 Agree | Count | 31 | 3 | 34 |
|  |  | \% | 14.7\% | 25.0\% | 15.2\% |
|  | 5 Strongly Agree | Count | 9 | 0 | 9 |
|  |  | \% | 4.3\% | 0.0\% | 4.0\% |
| Total |  | Count | 211 | 12 | 223 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10F I do not feel comfortable leading class discussions on diversity \| equity. | 1 Strongly Disagree | Count | 10 | 2 | 12 |
|  |  | \% | 14.9\% | 66.7\% | 17.1\% |
|  | 2 Disagree | Count | 32 | 1 | 33 |
|  |  | \% | 47.8\% | 33.3\% | 47.1\% |
|  | 3 Neither Agree nor | Count | 16 | 0 | 16 |
|  | Disagree | \% | 23.9\% | 0.0\% | 22.9\% |
|  | 4 Agree | Count | 7 | 0 | 7 |
|  |  | \% | 10.4\% | 0.0\% | 10.0\% |
|  | 5 Strongly Agree | Count | 2 | 0 | 2 |
|  |  | \% | 3.0\% | 0.0\% | 2.9\% |
| Total |  | Count | 67 | 3 | 70 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 78 | 5 | 83 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10A WSU Health Sciences is committed to promoting diversity and equity on our campus. | 1 Strongly Disagree | Count | 4 | 0 | 4 |
|  |  | \% | 1.9\% | 0.0\% | 1.8\% |
|  | 2 Disagree | Count | 17 | 1 | 18 |
|  |  | \% | 8.1\% | 8.3\% | 8.1\% |
|  | 3 Neither Agree nor | Count | 41 | 0 | 41 |
|  | Disagree | \% | 19.5\% | 0.0\% | 18.5\% |
|  | 4 Agree | Count | 117 | 10 | 127 |
|  |  | \% | 55.7\% | 83.3\% | 57.2\% |
|  | 5 Strongly Agree | Count | 31 | 1 | 32 |
|  |  | \% | 14.8\% | 8.3\% | 14.4\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 6 |
|  |  | \% | 2.9\% | 0.0\% | 2.7\% |
|  | 2 Disagree | Count | 19 | 0 | 19 |
|  |  | \% | 9.0\% | 0.0\% | 8.6\% |
|  | 3 Neither Agree nor | Count | 45 | 1 | 46 |
|  | Disagree | \% | 21.4\% | 8.3\% | 20.7\% |
|  | 4 Agree | Count | 106 | 9 | 115 |
|  |  | \% | 50.5\% | 75.0\% | 51.8\% |
|  | 5 Strongly Agree | Count | 34 | 2 | 36 |
|  |  | \% | 16.2\% | 16.7\% | 16.2\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 6 |
|  |  | \% | 2.8\% | 0.0\% | 2.7\% |
|  | 2 Disagree | Count | 19 | 0 | 19 |
|  |  | \% | 9.0\% | 0.0\% | 8.5\% |
|  | 3 Neither Agree nor | Count | 46 | 2 | 48 |
|  | Disagree | \% | 21.8\% | 16.7\% | 21.5\% |
|  | 4 Agree | Count | 100 | 7 | 107 |
|  |  | \% | 47.4\% | 58.3\% | 48.0\% |
|  | 5 Strongly Agree | Count | 40 | 3 | 43 |
|  |  | \% | 19.0\% | 25.0\% | 19.3\% |
| Total |  | Count | 211 | 12 | 223 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10D The students at WSU Health Sciences are diverse. | 1 Strongly Disagree | Count | 6 | 0 | 6 |
|  |  | \% | 2.9\% | 0.0\% | 2.7\% |
|  | 2 Disagree | Count | 28 | 2 | 30 |
|  |  | \% | 13.3\% | 16.7\% | 13.5\% |
|  | 3 Neither Agree nor | Count | 39 | 0 | 39 |
|  | Disagree | \% | 18.6\% | 0.0\% | 17.6\% |
|  | 4 Agree | Count | 98 | 8 | 106 |
|  |  | \% | 46.7\% | 66.7\% | 47.7\% |
|  | 5 Strongly Agree | Count | 39 | 2 | 41 |
|  |  | \% | 18.6\% | 16.7\% | 18.5\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 55 | 2 | 57 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 55 | 0 | 55 |
|  | Disagree | \% | 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 |  |  |  |  |

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 |  | Total |
|  |  |  | 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 | 1 |
|  |  | \% | 0.5\% | 0.0\% | 0.5\% |
|  | 2 Disagree | Count | 16 | 1 | 17 |
|  |  | \% | 7.6\% | 8.3\% | 7.7\% |
|  | 3 Neither Agree nor | Count | 105 | 6 | 111 |
|  | Disagree | \% | 50.0\% | 50.0\% | 50.0\% |
|  | 4 Agree | Count | 59 | 3 | 62 |
|  |  | \% | 28.1\% | 25.0\% | 27.9\% |
|  | 5 Strongly Agree | Count | 29 | 2 | 31 |
|  |  | \% | 13.8\% | 16.7\% | 14.0\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 5 |
|  |  | \% | 2.4\% | 0.0\% | 2.3\% |
|  | 2 Disagree | Count | 24 | 2 | 26 |
|  |  | \% | 11.4\% | 16.7\% | 11.7\% |
|  | 3 Neither Agree nor | Count | 87 | 2 | 89 |
|  | Disagree | \% | 41.4\% | 16.7\% | 40.1\% |
|  | 4 Agree | Count | 76 | 7 | 83 |
|  |  | \% | 36.2\% | 58.3\% | 37.4\% |
|  | 5 Strongly Agree | Count | 18 | 1 | 19 |
|  |  | \% | 8.6\% | 8.3\% | 8.6\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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.


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 |  |  |  |  |  |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10L Members of the campus community interact respectfully when using email and online learning tools. | 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 | Count | 39 | 4 | 43 |
|  | Disagree | \% | 18.7\% | 33.3\% | 19.5\% |
|  | 4 Agree | Count | 130 | 6 | 136 |
|  |  | \% | 62.2\% | 50.0\% | 61.5\% |
|  | 5 Strongly Agree | Count | 31 | 2 | 33 |
|  |  | \% | 14.8\% | 16.7\% | 14.9\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ 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 | Count | 87 | 7 | 94 |
|  | Disagree | \% | 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 nondiversity programs.

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ 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 | Count | 110 | 9 | 119 |
|  | Disagree | \% | 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. Q100 I believe there should be a dedicated space for meditation / prayer

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q100 I believe there should be a dedicated space for meditation / prayer | 1 Strongly Disagree | Count | 16 | 0 | 16 |
|  |  | \% | 7.7\% | 0.0\% | 7.2\% |
|  | 2 Disagree | Count | 36 | 2 | 38 |
|  |  | \% | 17.2\% | 16.7\% | 17.2\% |
|  | 3 Neither Agree nor | Count | 71 | 8 | 79 |
|  | Disagree | \% | 34.0\% | 66.7\% | 35.7\% |
|  | 4 Agree | Count | 63 | 1 | 64 |
|  |  | \% | 30.1\% | 8.3\% | 29.0\% |
|  | 5 Strongly Agree | Count | 23 | 1 | 24 |
|  |  | \% | 11.0\% | 8.3\% | 10.9\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10P WSU Health Sciences respects the perspectives of people like me. | 1 Strongly Disagree | Count | 9 | 0 | 9 |
|  |  | \% | 4.3\% | 0.0\% | 4.1\% |
|  | 2 Disagree | Count | 17 | 2 | 19 |
|  |  | \% | 8.1\% | 16.7\% | 8.6\% |
|  | 3 Neither Agree nor | Count | 60 | 2 | 62 |
|  | Disagree | \% | 28.6\% | 16.7\% | 27.9\% |
|  | 4 Agree | Count | 97 | 6 | 103 |
|  |  | \% | 46.2\% | 50.0\% | 46.4\% |
|  | 5 Strongly Agree | Count | 27 | 2 | 29 |
|  |  | \% | 12.9\% | 16.7\% | 13.1\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 4 |
|  |  | \% | 1.9\% | 0.0\% | 1.8\% |
|  | 2 Disagree | Count | 20 | 1 | 21 |
|  |  | \% | 9.5\% | 8.3\% | 9.5\% |
|  | 3 Neither Agree nor | Count | 81 | 4 | 85 |
|  | Disagree | \% | 38.6\% | 33.3\% | 38.3\% |
|  | 4 Agree | Count | 88 | 6 | 94 |
|  |  | \% | 41.9\% | 50.0\% | 42.3\% |
|  | 5 Strongly Agree | Count | 17 | 1 | 18 |
|  |  | \% | 8.1\% | 8.3\% | 8.1\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 6 |
|  |  | \% | 2.9\% | 0.0\% | 2.7\% |
|  | 2 Disagree | Count | 25 | 1 | 26 |
|  |  | \% | 11.9\% | 8.3\% | 11.7\% |
|  | 3 Neither Agree nor | Count | 56 | 4 | 60 |
|  | Disagree | \% | 26.7\% | 33.3\% | 27.0\% |
|  | 4 Agree | Count | 100 | 6 | 106 |
|  |  | \% | 47.6\% | 50.0\% | 47.7\% |
|  | 5 Strongly Agree | Count | 23 | 1 | 24 |
|  |  | \% | 11.0\% | 8.3\% | 10.8\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 84 | 1 | 85 |
|  | Disagree | \% | 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 |  |  |  |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10U WSU Health Sciences retains faculty members from diverse communities. | 1 Strongly Disagree | Count | 8 | 0 | 8 |
|  |  | \% | 3.8\% | 0.0\% | 3.6\% |
|  | 2 Disagree | Count | 26 | 3 | 29 |
|  |  | \% | 12.4\% | 25.0\% | 13.1\% |
|  | 3 Neither Agree nor | Count | 101 | 3 | 104 |
|  | Disagree | \% | 48.3\% | 25.0\% | 47.1\% |
|  | 4 Agree | Count | 57 | 4 | 61 |
|  |  | \% | 27.3\% | 33.3\% | 27.6\% |
|  | 5 Strongly Agree | Count | 17 | 2 | 19 |
|  |  | \% | 8.1\% | 16.7\% | 8.6\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10V WSU Health Sciences retains staff members from diverse communities. | 1 Strongly Disagree | Count | 9 | 0 | 9 |
|  |  | \% | 4.3\% | 0.0\% | 4.1\% |
|  | 2 Disagree | Count | 30 | 4 | 34 |
|  |  | \% | 14.4\% | 33.3\% | 15.5\% |
|  | 3 Neither Agree nor | Count | 102 | 4 | 106 |
|  | Disagree | \% | 49.0\% | 33.3\% | 48.2\% |
|  | 4 Agree | Count | 54 | 2 | 56 |
|  |  | \% | 26.0\% | 16.7\% | 25.5\% |
|  | 5 Strongly Agree | Count | 13 | 2 | 15 |
|  |  | \% | 6.3\% | 16.7\% | 6.8\% |
| Total |  | Count | 208 | 12 | 220 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

|  |  |  |
| :--- | :--- | :--- | ---: | ---: | ---: | ---: |

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


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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q10Y WSU Health Sciences publicizes policies and procedures on diversity-related issues and concerns. | 1 Strongly Disagree | Count | 7 | 0 | 7 |
|  |  | \% | 3.4\% | 0.0\% | 3.2\% |
|  | 2 Disagree | Count | 22 | 1 | 23 |
|  |  | \% | 10.6\% | 8.3\% | 10.5\% |
|  | 3 Neither Agree nor | Count | 79 | 6 | 85 |
|  | Disagree | \% | 38.0\% | 50.0\% | 38.6\% |
|  | 4 Agree | Count | 79 | 4 | 83 |
|  |  | \% | 38.0\% | 33.3\% | 37.7\% |
|  | 5 Strongly Agree | Count | 21 | 1 | 22 |
|  |  | \% | 10.1\% | 8.3\% | 10.0\% |
| Total |  | Count | 208 | 12 | 220 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q11A I feel safe when I'm on campus | 1 Strongly Disagree | Count | 1 | 0 | 1 |
|  |  | \% | 0.5\% | 0.0\% | 0.5\% |
|  | 2 Disagree | Count | 10 | 0 | 10 |
|  |  | \% | 4.8\% | 0.0\% | 4.5\% |
|  | 3 Neither Agree nor | Count | 12 | 1 | 13 |
|  | Disagree | \% | 5.7\% | 8.3\% | 5.9\% |
|  | 4 Agree | Count | 124 | 8 | 132 |
|  |  | \% | 59.3\% | 66.7\% | 59.7\% |
|  | 5 Strongly Agree | Count | 62 | 3 | 65 |
|  |  | \% | 29.7\% | 25.0\% | 29.4\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

|  |  | Crosstab |  |  |
| :--- | :--- | :--- | :--- | ---: | ---: | ---: |
|  |  |  | Sexual Orientation |  |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q11C The university should recruit and retain more students of color. | 1 Strongly Disagree | Count | 2 | 0 | 2 |
|  |  | \% | 1.0\% | 0.0\% | 0.9\% |
|  | 2 Disagree | Count | 10 | 0 | 10 |
|  |  | \% | 4.8\% | 0.0\% | 4.5\% |
|  | 3 Neither Agree nor | Count | 84 | 1 | 85 |
|  | Disagree | \% | 40.2\% | 8.3\% | 38.5\% |
|  | 4 Agree | Count | 68 | 8 | 76 |
|  |  | \% | 32.5\% | 66.7\% | 34.4\% |
|  | 5 Strongly Agree | Count | 45 | 3 | 48 |
|  |  | \% | 21.5\% | 25.0\% | 21.7\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q11D The university should increase gender diversity of the faculty and staff. | 1 Strongly Disagree | Count | 4 | 0 | 4 |
|  |  | \% | 1.9\% | 0.0\% | 1.8\% |
|  | 2 Disagree | Count | 17 | 0 | 17 |
|  |  | \% | 8.1\% | 0.0\% | 7.7\% |
|  | 3 Neither Agree nor | Count | 89 | 4 | 93 |
|  | Disagree | \% | 42.6\% | 33.3\% | 42.1\% |
|  | 4 Agree | Count | 66 | 6 | 72 |
|  |  | \% | 31.6\% | 50.0\% | 32.6\% |
|  | 5 Strongly Agree | Count | 33 | 2 | 35 |
|  |  | \% | 15.8\% | 16.7\% | 15.8\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ <br> Community |  |
| Q11E The university should increase lesbian, gay, bisexual, transgender, and/or queer representation. | 1 Strongly Disagree | Count | 4 | 0 | 4 |
|  |  | \% | 1.9\% | 0.0\% | 1.8\% |
|  | 2 Disagree | Count | 19 | 0 | 19 |
|  |  | \% | 9.1\% | 0.0\% | 8.6\% |
|  | 3 Neither Agree nor | Count | 96 | 3 | 99 |
|  | Disagree | \% | 45.9\% | 25.0\% | 44.8\% |
|  | 4 Agree | Count | 59 | 6 | 65 |
|  |  | \% | 28.2\% | 50.0\% | 29.4\% |
|  | 5 Strongly Agree | Count | 31 | 3 | 34 |
|  |  | \% | 14.8\% | 25.0\% | 15.4\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q11F The university should increase support for faculty, staff, and students with disabilities. | 1 Strongly Disagree | Count | 2 | 0 | 2 |
|  |  | \% | 1.0\% | 0.0\% | 0.9\% |
|  | 2 Disagree | Count | 4 | 0 | 4 |
|  |  | \% | 1.9\% | 0.0\% | 1.8\% |
|  | 3 Neither Agree nor | Count | 80 | 3 | 83 |
|  | Disagree | \% | 38.3\% | 25.0\% | 37.6\% |
|  | 4 Agree | Count | 79 | 5 | 84 |
|  |  | \% | 37.8\% | 41.7\% | 38.0\% |
|  | 5 Strongly Agree | Count | 44 | 4 | 48 |
|  |  | \% | 21.1\% | 33.3\% | 21.7\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q11G I feel at ease with people of backgrounds different from my own. | 2 Disagree | Count | 2 | 0 | 2 |
|  |  | \% | 1.0\% | 0.0\% | 0.9\% |
|  |  | Count | 16 | 1 | 17 |
|  | Disagree | \% | 7.7\% | 8.3\% | 7.7\% |
|  | 4 Agree | Count | 107 | 4 | 111 |
|  |  | \% | 51.2\% | 33.3\% | 50.2\% |
|  | 5 Strongly Agree | Count | 84 | 7 | 91 |
|  |  | \% | 40.2\% | 58.3\% | 41.2\% |
| Total |  | Count | 209 | 12 | 221 |
|  |  | \% | 100.0\% | 100.0\% | 100.0\% |

Table A2.51. Q11H The university focuses too much attention on diversityrelated issues.

|  |  |  |  |  |
| :--- | :--- | :--- | ---: | ---: | ---: |
|  |  |  | Sexual Orientation |  |
|  |  |  |  |  |

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

| Crosstab |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Sexual Orientation |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| Q11II am afraid to disagree with members of other groups for fear of being called prejudiced. | 1 Strongly Disagree | Count | 34 | 2 | 36 |
|  |  | \% | 16.3\% | 18.2\% | 16.4\% |
|  | 2 Disagree | Count | 77 | 8 | 85 |
|  |  | \% | 36.8\% | 72.7\% | 38.6\% |
|  | 3 Neither Agree nor | Count | 52 | 0 | 52 |
|  | Disagree | \% | 24.9\% | 0.0\% | 23.6\% |
|  | 4 Agree | Count | 36 | 1 | 37 |
|  |  | \% | 17.2\% | 9.1\% | 16.8\% |
|  | 5 Strongly Agree | Count | 10 | 0 | 10 |
|  |  | \% | 4.8\% | 0.0\% | 4.5\% |
| Total |  | Count | 209 | 11 | 220 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 12 |
|  |  | \% | 5.2\% | 8.3\% | 5.4\% |
|  | 2 Disagree | Count | 29 | 3 | 32 |
|  |  | \% | 13.8\% | 25.0\% | 14.4\% |
|  | 3 Neither Agree nor | Count | 25 | 2 | 27 |
|  | Disagree | \% | 11.9\% | 16.7\% | 12.2\% |
|  | 4 Agree | Count | 102 | 3 | 105 |
|  |  | \% | 48.6\% | 25.0\% | 47.3\% |
|  | 5 Strongly Agree | Count | 43 | 3 | 46 |
|  |  | \% | 20.5\% | 25.0\% | 20.7\% |
| Total |  | Count | 210 | 12 | 222 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | 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 | 3 |
|  |  | \% | 1.5\% | 0.0\% | 1.4\% |
|  | 2 Disagree | Count | 9 | 1 | 10 |
|  |  | \% | 4.4\% | 8.3\% | 4.6\% |
|  | 3 Neither Agree nor | Count | 30 | 5 | 35 |
|  | Disagree | \% | 14.6\% | 41.7\% | 16.1\% |
|  | 4 Agree | Count | 110 | 3 | 113 |
|  |  | \% | 53.4\% | 25.0\% | 51.8\% |
|  | 5 Strongly Agree | Count | 54 | 3 | 57 |
|  |  | \% | 26.2\% | 25.0\% | 26.1\% |
| Total |  | Count | 206 | 12 | 218 |
|  |  | \% | 100.0\% | 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.


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 |  | Total |
|  |  |  | Heterosexual | LGBTQ <br> Community |  |
| 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 |
|  |  | \% | 2.5\% | 0.0\% | 2.3\% |
|  | 2 Disagree | Count | 19 | 2 | 21 |
|  |  | \% | 9.4\% | 16.7\% | 9.8\% |
|  | 3 Neither Agree nor | Count | 109 | 6 | 115 |
|  | Disagree | \% | 53.7\% | 50.0\% | 53.5\% |
|  | 4 Agree | Count | 55 | 3 | 58 |
|  |  | \% | 27.1\% | 25.0\% | 27.0\% |
|  | 5 Strongly Agree | Count | 15 | 1 | 16 |
|  |  | \% | 7.4\% | 8.3\% | 7.4\% |
| Total |  | Count | 203 | 12 | 215 |
|  |  | \% | 100.0\% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 |
|  |  | \% | 1.0\% | 0.0\% | 0.9\% |
|  | 2 Disagree | Count | 10 | 0 | 10 |
|  |  | \% | 5.0\% | 0.0\% | 4.7\% |
|  | 3 Neither Agree nor | Count | 85 | 5 | 90 |
|  | Disagree | \% | 42.1\% | 45.5\% | 42.3\% |
|  | 4 Agree | Count | 78 | 5 | 83 |
|  |  | \% | 38.6\% | 45.5\% | 39.0\% |
|  | 5 Strongly Agree | Count | 27 | 1 | 28 |
|  |  | \% | 13.4\% | 9.1\% | 13.1\% |
| Total |  | Count | 202 | 11 | 213 |
|  |  | \% | 100.0\% | 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.


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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 147 | 9 | 156 |
|  | Disagree | \% | 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.


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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | 4 |
|  |  | \% | 2.0\% | 0.0\% | 1.9\% |
|  | 2 Disagree | Count | 8 | 0 | 8 |
|  |  | \% | 3.9\% | 0.0\% | 3.7\% |
|  | 3 Neither Agree nor | Count | 55 | 2 | 57 |
|  | Disagree | \% | 27.1\% | 16.7\% | 26.5\% |
|  | 4 Agree | Count | 100 | 8 | 108 |
|  |  | \% | 49.3\% | 66.7\% | 50.2\% |
|  | 5 Strongly Agree | Count | 36 | 2 | 38 |
|  |  | \% | 17.7\% | 16.7\% | 17.7\% |
| Total |  | Count | 203 | 12 | 215 |
|  |  | \% | 100.0\% | 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 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 85 | 3 | 88 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | Count | 46 | 1 | 47 |
|  | Disagree | \% | 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 |  | Total |
|  |  |  | Heterosexual | LGBTQ Community |  |
| 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 | 3 |
|  |  | \% | 1.5\% | 0.0\% | 1.4\% |
|  | 2 Disagree | Count | 28 | 3 | 31 |
|  |  | \% | 13.7\% | 25.0\% | 14.4\% |
|  | 3 Neither Agree nor | Count | 16 | 1 | 17 |
|  | Disagree | \% | 7.8\% | 8.3\% | 7.9\% |
|  | 4 Agree | Count | 102 | 5 | 107 |
|  |  | \% | 50.0\% | 41.7\% | 49.5\% |
|  | 5 Strongly Agree | Count | 55 | 3 | 58 |
|  |  | \% | 27.0\% | 25.0\% | 26.9\% |
| Total |  | Count | 204 | 12 | 216 |
|  |  | \% | 100.0\% | 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.

|  |  |  |  |
| :--- | :--- | :--- | :--- | ---: | ---: | ---: |

## Part A3. Faculty RACE Crosstabs

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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| Q01A I feel valued by other students. | 1 Strongly Disagree | Count | 3 | 0 | 1 | 4 |
|  |  |  | 1.6\% | 0.0\% | 7.1\% | 1.8\% |
|  | 2 Disagree | Count | 5 | 0 | 1 | 6 |
|  |  |  | 2.7\% | 0.0\% | 7.1\% | 2.7\% |
|  | 3 Neither Agree nor | Count | 41 | 9 | 2 | 52 |
|  | Disagree |  | 22.3\% | 37.5\% | 14.3\% | 23.4\% |
|  | 4 Agree | Count | 81 | 11 | 6 | 98 |
|  |  |  | 44.0\% | 45.8\% | 42.9\% | 44.1\% |
|  | 5 Strongly Agree | Count | 54 | 4 | 4 | 62 |
|  |  |  | 29.3\% | 16.7\% | 28.6\% | 27.9\% |
| Total |  | Count | 184 | 24 | 14 | 222 |
|  |  |  | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| Q01B I feel valued by staff. | 1 Strongly Disagree | Count | 3 | 0 | 1 | 4 |
|  |  |  | 1.6\% | 0.0\% | 7.1\% | 1.8\% |
|  | 2 Disagree | Count | 7 | 1 | 0 | 8 |
|  |  |  | 3.8\% | 4.2\% | 0.0\% | 3.6\% |
|  | 3 Neither Agree nor | Count | 13 | 3 | 1 | 17 |
|  | Disagree |  | 7.0\% | 12.5\% | 7.1\% | 7.6\% |
|  | 4 Agree | Count | 108 | 13 | 8 | 129 |
|  |  |  | 58.1\% | 54.2\% | 57.1\% | 57.6\% |
|  | 5 Strongly Agree | Count | 55 | 7 | 4 | 66 |
|  |  |  | 29.6\% | 29.2\% | 28.6\% | 29.5\% |
| Total |  | Count | 186 | 24 | 14 | 224 |
|  |  |  | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| Q01C I feel valued by faculty. | 1 Strongly Disagree | Count | 5 | 1 | 1 | 7 |
|  |  |  | 2.7\% | 4.2\% | 7.1\% | 3.1\% |
|  | 2 Disagree | Count | 11 | 3 | 1 | 15 |
|  |  |  | 5.9\% | 12.5\% | 7.1\% | 6.7\% |
|  | 3 Neither Agree nor | Count | 37 | 8 | 3 | 48 |
|  | Disagree |  | 19.9\% | 33.3\% | 21.4\% | 21.4\% |
|  | 4 Agree | Count | 95 | 9 | 7 | 111 |
|  |  |  | 51.1\% | 37.5\% | 50.0\% | 49.6\% |
|  | 5 Strongly Agree | Count | 38 | 3 | 2 | 43 |
|  |  |  | 20.4\% | 12.5\% | 14.3\% | 19.2\% |
| Total |  | Count | 186 | 24 | 14 | 224 |
|  |  |  | 100.0\% | 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.


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


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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| Q01F I have similar opportunities for promotion/advancement in my position as my coworkers. | 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 | Count | 44 | 5 | 5 | 54 |
|  | Disagree |  | 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 |  | 3 Multiracial |  |
| 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\% |
|  |  | Count | $47$ | 4 | 3 | 54 |
|  | Disagree |  | $25.3 \%$ | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 32 | 2 | 5 | 39 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 45 | 3 | 2 | 50 |
|  | Disagree |  | 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 |  |  |
| :--- | :--- | :--- | :--- | ---: | ---: | ---: |

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



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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| 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 | Count | 120 | 15 | 5 | 140 |
|  | Disagree |  | 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 <br> Minority | 3 Multiracial |  |
| 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 | Count | 108 | 12 | 7 | 127 |
|  |  | Disagree |  | 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\% |
| Social \& Economic Sciences Research Center <br>  |  |  |  |  |  | 139 \| Page |  |
|  |  |  |  |  |  |  |  |  |

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

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


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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| 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 | Count | 117 | 14 | 6 | 137 |
|  | Disagree |  | 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 <br> Minority | 3 Multiracial |  |
| 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\% |
|  |  | Count | 17 | 1 | 0 | 18 |
|  | Disagree |  | 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 |  | 3 Multiracial |  |
| 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 | Count | 75 | 7 | 3 | 85 |
|  | Disagree |  | 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 |  |  | Total |
|  |  |  | 1 White | $2$ <br> Minority | 3 Multiracial |  |
| Q10A WSU Health <br> Sciences is committed to promoting diversity and equity on our campus. | 1 Strongly Disagree | Count | 0 | 3 | 1 | 4 |
|  |  |  | 0.0\% | 12.5\% | 7.1\% | 1.8\% |
|  | 2 Disagree | Count | 13 | 4 | 2 | 19 |
|  |  |  | 7.1\% | 16.7\% | 14.3\% | 8.6\% |
|  | 3 Neither Agree nor | Count | 35 | 4 | 2 | 41 |
|  | Disagree |  | 19.0\% | 16.7\% | 14.3\% | 18.5\% |
|  | 4 Agree | Count | 109 | 11 | 6 | 126 |
|  |  |  | 59.2\% | 45.8\% | 42.9\% | 56.8\% |
|  | 5 Strongly Agree | Count | 27 | 2 | 3 | 32 |
|  |  |  | 14.7\% | 8.3\% | 21.4\% | 14.4\% |
| Total |  | Count | 184 | 24 | 14 | 222 |
|  |  |  | 100.0\% | 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 |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| 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 | 6 |
|  |  |  | 2.2\% | 8.3\% | 0.0\% | 2.7\% |
|  | 2 Disagree | Count | 16 | 2 | 3 | 21 |
|  |  |  | 8.7\% | 8.3\% | 21.4\% | 9.5\% |
|  | 3 Neither Agree nor | Count | 39 | 4 | 3 | 46 |
|  | Disagree |  | 21.2\% | 16.7\% | 21.4\% | 20.7\% |
|  | 4 Agree | Count | 98 | 10 | 5 | 113 |
|  |  |  | 53.3\% | 41.7\% | 35.7\% | 50.9\% |
|  | 5 Strongly Agree | Count | 27 | 6 | 3 | 36 |
|  |  |  | 14.7\% | 25.0\% | 21.4\% | 16.2\% |
| Total |  | Count | 184 | 24 | 14 | 222 |
|  |  |  | 100.0\% | 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 <br> Minority | 3 Multiracial |  |
| 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 | Count | 41 | 4 | 2 | 47 |
|  | Disagree |  | 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 <br> Minority | 3 Multiracial |  |
| 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 | Count | 33 | 4 | 4 | 41 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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\% |
|  |  | Count | 48 | 5 | 2 | 55 |
|  | Disagree |  | $25.9 \%$ | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 43 | 6 | 4 | 53 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 56 | 10 | 6 | 72 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 91 | 16 | 8 | 115 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 78 | 10 | 4 | 92 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 71 | 8 | 3 | 82 |
|  | Disagree |  | 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.


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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| 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 | Count | 37 | 5 | 2 | 44 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 74 | 14 | 5 | 93 |
|  | Disagree |  | $40.2 \%$ | 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 nondiversity programs.

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 105 | 14 | 5 | 124 |
|  | Disagree |  | 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. Q100 I believe there should be a dedicated space for meditation / prayer
rosstab

|  |  |  | Race |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | 1 White | $2$ <br> Minority | 3 Multiracial |  |
| Q100 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 | Count | 67 | 7 | 6 | 80 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 52 | 4 | 7 | 63 |
|  | Disagree |  | 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 |  | 3 Multiracial |  |
| 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 | Count | 66 | 11 | 6 | 83 |
|  | Disagree |  | 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


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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| 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\% |
|  |  | Count | 70 | 12 | 6 | 88 |
|  | Disagree |  | 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


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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| 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 | Count | 85 | 14 | 7 | 106 |
|  | Disagree |  | 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.


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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| 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\% |
|  |  | Count | 63 | 7 | 2 | 72 |
|  | Disagree |  | 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 <br> Minority | 3 Multiracial |  |
| Q10X WSU Health Sciences fosters open communication and discussion on diversityrelated 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\% |
|  |  | Count | 61 | 10 | 5 | 76 |
|  | Disagree |  | $33.5 \%$ | 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 |  | 3 Multiracial |  |
| 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\% |
|  |  | Count | 72 | 10 | 4 | 86 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 10 | 0 | 3 | 13 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 72 | 6 | 5 | 83 |
|  | Disagree |  | 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 |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| Q11C The university should recruit and retain more students of color. | 1 Strongly Disagree | Count | 1 | 1 | 0 | 2 |
|  |  |  | 0.5\% | 4.3\% | 0.0\% | 0.9\% |
|  | 2 Disagree | Count | 11 | 0 | 0 | 11 |
|  |  |  | 6.0\% | 0.0\% | 0.0\% | 5.0\% |
|  | 3 Neither Agree nor | Count | 74 | 6 | 5 | 85 |
|  | Disagree |  | 40.2\% | 26.1\% | 35.7\% | 38.5\% |
|  | 4 Agree | Count | 67 | 7 | 2 | 76 |
|  |  |  | 36.4\% | 30.4\% | 14.3\% | 34.4\% |
|  | 5 Strongly Agree | Count | 31 | 9 | 7 | 47 |
|  |  |  | 16.8\% | 39.1\% | 50.0\% | 21.3\% |
| Total |  | Count | 184 | 23 | 14 | 221 |
|  |  |  | 100.0\% | 100.0\% | 100.0\% | 100.0\% |

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

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| Q11D The university should increase gender diversity of the faculty and staff. | 1 Strongly Disagree | Count | 3 | 1 | 0 | 4 |
|  |  |  | 1.6\% | 4.3\% | 0.0\% | 1.8\% |
|  | 2 Disagree | Count | 16 | 0 | 1 | 17 |
|  |  |  | 8.7\% | 0.0\% | 7.1\% | 7.7\% |
|  | 3 Neither Agree nor | Count | 81 | 10 | 4 | 95 |
|  | Disagree |  | 44.0\% | 43.5\% | 28.6\% | 43.0\% |
|  | 4 Agree | Count | 62 | 6 | 2 | 70 |
|  |  |  | 33.7\% | 26.1\% | 14.3\% | 31.7\% |
|  | 5 Strongly Agree | Count | 22 | 6 | 7 | 35 |
|  |  |  | 12.0\% | 26.1\% | 50.0\% | 15.8\% |
| Total |  | Count | 184 | 23 | 14 | 221 |
|  |  |  | 100.0\% | 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 |  | 3 Multiracial |  |
| 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 | Count | 87 | 8 | 5 | 100 |
|  | Disagree |  | 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.


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

Crosstab


Table A3.51. Q11H The university focuses too much attention on diversityrelated issues.

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White |  | 3 Multiracial |  |
| Q11H The university focuses too much attention on diversityrelated 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 | Count | 62 | 7 | 2 | 71 |
|  | Disagree |  | 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. Q11II am afraid to disagree with members of other groups for fear of being called prejudiced.

| Crosstab |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Race |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| Q11II 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 | Count | 47 | 2 | 3 | 52 |
|  | Disagree |  | 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 <br> Minority | 3 Multiracial |  |
| 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 | Count | 26 | 1 | 1 | 28 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| Q13A How much do you agree or disagree: <br> - WSU Health <br> 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 | Count | 28 | 5 | 2 | 35 |
|  | Disagree |  | 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.


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


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 <br> Minority | 3 Multiracial |  |
| Q13D How much do you agree or disagree: <br> - WSU Health <br> 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 | Count | 74 | 10 | 8 | 92 |
|  | Disagree |  | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 123 | 14 | 11 | 148 |
|  | Disagree |  | 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.


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 <br> Minority | 3 Multiracial |  |
| Q13G How much do you agree or disagree: <br> - WSU Health <br> 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 | Count | 130 | 14 | 11 | 155 |
|  | Disagree |  | 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 |  | Count | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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 | Count | 47 | 4 | 4 | 55 |
|  | Disagree |  | 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 |  | Count | 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 |  |  | Total |
|  |  |  | 1 White | 2 <br> Minority | 3 Multiracial |  |
| 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 | 10 |
|  |  |  | 4.4\% | 4.5\% | 7.1\% | 4.6\% |
|  | 3 Neither Agree nor | Count | 73 | 9 | 6 | 88 |
|  | Disagree |  | 40.6\% | 40.9\% | 42.9\% | 40.7\% |
|  | 4 Agree | Count | 79 | 8 | 6 | 93 |
|  |  |  | 43.9\% | 36.4\% | 42.9\% | 43.1\% |
|  | 5 Strongly Agree | Count | 20 | 4 | 1 | 25 |
|  |  |  | 11.1\% | 18.2\% | 7.1\% | 11.6\% |
| Total |  | Count | 180 | 22 | 14 | 216 |
|  |  |  | 100.0\% | 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 |  |  | Total |
|  |  |  | 1 White | $2$ <br> Minority | 3 Multiracial |  |
| 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 | 2 |
|  |  |  | 0.6\% | 4.5\% | 0.0\% | 0.9\% |
|  | 2 Disagree | Count | 4 | 2 | 0 | 6 |
|  |  |  | 2.2\% | 9.1\% | 0.0\% | 2.8\% |
|  | 3 Neither Agree nor | Count | 40 | 3 | 3 | 46 |
|  | Disagree |  | 22.1\% | 13.6\% | 21.4\% | 21.2\% |
|  | 4 Agree | Count | 103 | 11 | 7 | 121 |
|  |  |  | 56.9\% | 50.0\% | 50.0\% | 55.8\% |
|  | 5 Strongly Agree | Count | 33 | 5 | 4 | 42 |
|  |  |  | 18.2\% | 22.7\% | 28.6\% | 19.4\% |
| Total |  | Count | 181 | 22 | 14 | 217 |
|  |  |  | 100.0\% | 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 |  | 3 Multiracial |  |
| 1 Strongly Disagree | 1 | 2 | 0 | 3 |
|  | 0.6\% | 9.1\% | 0.0\% | 1.4\% |
| 2 Disagree | 26 | 3 | 3 | 32 |
|  | 14.4\% | 13.6\% | 21.4\% | 14.7\% |
| 3 Neither Agree nor Disagree | 16 | 1 | 3 | 20 |
|  | 8.8\% | 4.5\% | 21.4\% | 9.2\% |
| 4 Agree | 91 | 10 | 3 | 104 |
|  | 50.3\% | 45.5\% | 21.4\% | 47.9\% |
| 5 Strongly Agree | 47 | 6 | 5 | 58 |
|  | 26.0\% | 27.3\% | 35.7\% | 26.7\% |
| Total | 181 | 22 | 14 | 217 |
|  | 100.0\% | 100.0\% | 100.0\% | 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 | $2$ <br> Minority | 3 Multiracial |  |
| 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.


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


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{aligned} & 118-35 \\ & \text { years } \end{aligned}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $346-55$ <br> years | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | $566-74$ <br> years |  |
| Q01C I feel valued by faculty. | 1 Strongly | Count | 2 | 5 | 0 | 1 | 0 | 8 |
|  | Disagree | \% | 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 | Count | 14 | 7 | 12 | 11 | 2 | 46 |
|  | nor Disagree | \% | 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.


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{aligned} & 118-35 \\ & \text { years } \end{aligned}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $3 \text { 46-55 }$ years | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | $5 \text { 66-74 }$ years |  |
| Q01E I have opportunities in my position that are similar to those of my coworkers. | 1 Strongly | Count | 0 | 3 | 1 | 4 | 0 | 8 |
|  | Disagree | \% | 0.0\% | 5.7\% | 1.7\% | 8.0\% | 0.0\% | 3.6\% |
|  | 2 Disagree | Count | 8 | 5 | 6 | 5 | 1 | 25 |
|  |  | \% | 15.7\% | 9.4\% | 10.3\% | 10.0\% | 9.1\% | 11.2\% |
|  | 3 Neither Agree | Count | 10 | 6 | 13 | 7 | 0 | 36 |
|  | nor Disagree | \% | 19.6\% | 11.3\% | 22.4\% | 14.0\% | 0.0\% | 16.1\% |
|  | 4 Agree | Count | 21 | 27 | 25 | 18 | 6 | 97 |
|  |  | \% | 41.2\% | 50.9\% | 43.1\% | 36.0\% | 54.5\% | 43.5\% |
|  | 5 Strongly Agree | Count | 12 | 12 | 13 | 16 | 4 | 57 |
|  |  | \% | 23.5\% | 22.6\% | 22.4\% | 32.0\% | 36.4\% | 25.6\% |
| Total |  | Count | 51 | 53 | 58 | 50 | 11 | 223 |
|  |  | \% | 100.0\% | 100.0\% | 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.


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


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


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


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


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


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{gathered} 118-35 \\ \text { years } \end{gathered}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $346-55$ years | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 566-74 \\ \text { years } \\ \hline \end{gathered}$ |  |
| Q08A Faculty are skilled in teaching about diversity and equity. | 1 Strongly | Count | 6 | 2 | 0 | 0 | 0 | 8 |
|  | Disagree | \% | 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 | Count | 34 | 30 | 36 | 33 | 6 | 139 |
|  | nor Disagree | \% | 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.


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{aligned} & 3 \text { 46-55 } \\ & \text { years } \\ & \hline \end{aligned}$ | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | $\begin{gathered} 566-74 \\ \text { years } \\ \hline \end{gathered}$ |  |
| Q08C Staff are <br> skilled at facilitating discussions with students of different backgrounds and perspectives. | 1 Strongly | Count | 2 | 2 | 0 | 0 | 0 | 4 |
|  | Disagree | \% | 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 | Count | 30 | 25 | 32 | 29 | 5 | 121 |
|  | nor Disagree | \% | 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.


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


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $3 \text { 46-55 }$ years | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | 5 66-74 years |  |
| Q08F I do not feel comfortable leading class discussions on diversity \| equity. | 1 Strongly | Count | 1 | 5 | 1 | 3 | 2 | 12 |
|  | Disagree | \% | 10.0\% | 31.3\% | 4.8\% | 17.6\% | 28.6\% | 16.9\% |
|  | 2 Disagree | Count | 3 | 5 | 11 | 10 | 4 | 33 |
|  |  | \% | 30.0\% | 31.3\% | 52.4\% | 58.8\% | 57.1\% | 46.5\% |
|  | 3 Neither Agree | Count | 4 | 6 | 4 | 4 | 1 | 19 |
|  | nor Disagree | \% | 40.0\% | 37.5\% | 19.0\% | 23.5\% | 14.3\% | 26.8\% |
|  | 4 Agree | Count | 2 | 0 | 5 | 0 | 0 | 7 |
|  |  | \% | 20.0\% | 0.0\% | 23.8\% | 0.0\% | 0.0\% | 9.9\% |
| Total |  | Count | 10 | 16 | 21 | 17 | 7 | 71 |
|  |  | \% | 100.0\% | 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 |
|  |  |  | $\begin{gathered} 118-35 \\ \text { years } \end{gathered}$ | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{aligned} & 3 \text { 46-55 } \\ & \text { years } \end{aligned}$ | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | $5 \text { 66-74 }$ years |  |
| Q08G I do not feel comfortable leading discussions on diversity \| equity. | 1 Strongly | Count | 2 | 10 | 2 | 6 | 3 | 23 |
|  | Disagree | \% | 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 | Count | 28 | 17 | 20 | 18 | 2 | 85 |
|  | nor Disagree | \% | 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.


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


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


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


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{gathered} 118-35 \\ \text { years } \end{gathered}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $\begin{gathered} 346-55 \\ \text { years } \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | 5 66-74 years |  |
| Q10E The staff at WSU Health Sciences is diverse. | 1 Strongly | Count | 7 | 2 | 2 | 6 | 0 | 17 |
|  | Disagree | \% | 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 | Count | 11 | 14 | 13 | 16 | 3 | 57 |
|  | nor Disagree | \% | 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.


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 346-55 \\ \text { years } \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 566-74 \\ \text { years } \\ \hline \end{gathered}$ |  |
| Q10G Individuals from different backgrounds have good working relationships at WSU Health Sciences. | 1 Strongly | Count | 0 | 1 | 0 | 0 | 0 | 1 |
|  | Disagree | \% | 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 | Count | 16 | 19 | 20 | 17 | 3 | 75 |
|  | nor Disagree | \% | 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



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


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


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


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


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


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


Table A4.33. Q100 I believe there should be a dedicated space for meditation / prayer


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{aligned} & 1 \text { 18-35 } \\ & \text { years } \end{aligned}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $\begin{gathered} 3 \text { 46-55 } \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | $\begin{gathered} 566-74 \\ \text { years } \end{gathered}$ |  |
| Q10P WSU Health Sciences respects the perspectives of people like me. | 1 Strongly | Count | 3 | 1 | 2 | 2 | 1 | 9 |
|  | Disagree | \% | 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 | Count | 9 | 18 | 13 | 16 | 1 | 57 |
|  | nor Disagree | \% | 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.


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


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

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $3 \text { 46-55 }$ years | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | 5 66-74 years |  |
| Q10S WSU Health Sciences recruits faculty members from diverse communities. | 1 Strongly | Count | 2 | 3 | 2 | 1 | 0 | 8 |
|  | Disagree | \% | 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 | Count | 18 | 18 | 24 | 17 | 6 | 83 |
|  | nor Disagree | \% | 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 |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $3 \text { 46-55 }$ years | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | $\begin{gathered} 566-74 \\ \text { years } \\ \hline \end{gathered}$ |  |
| Q10T WSU Health Sciences recruits staff members from diverse communities. | 1 Strongly | Count | 4 | 2 | 2 | 1 | 0 | 9 |
|  | Disagree | \% | 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 | Count | 15 | 21 | 20 | 20 | 7 | 83 |
|  | nor Disagree | \% | 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.


Table A4.40. Q10V WSU Health Sciences retains staff members from diverse communities.


Table A4.41. Q10W My program leader or university administrator is committed to promoting diversity on our campus.


Table A4.42. Q10X WSU Health Sciences fosters open communication and discussion on diversity-related issues and concerns.

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 346-55 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | $5 \text { 66-74 }$ <br> years |  |
| Q10X WSU Health Sciences fosters open communication and discussion on diversityrelated issues and concerns. | 1 Strongly | Count | 4 | 2 | 1 | 0 | 0 | 7 |
|  | Disagree | \% | 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 | Count | 21 | 13 | 22 | 14 | 2 | 72 |
|  | nor Disagree | \% | 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.


## Table A4.44. Q11A I feel safe when I'm on campus



Table A4.45. Q11B The university should recruit and retain more faculty and staff members of color.

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{gathered} 118-35 \\ \text { years } \end{gathered}$ | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $346-55$ years | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | 5 66-74 years |  |
| Q11B The university should recruit and retain more faculty and staff members of color. | 1 Strongly | Count | 1 | 0 | 0 | 1 | 0 | 2 |
|  | Disagree | \% | 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 | Count | 13 | 21 | 26 | 15 | 5 | 80 |
|  | nor Disagree | \% | 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 |  |  |  |  | Total |
|  |  |  | $\begin{aligned} & 118-35 \\ & \text { years } \end{aligned}$ | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 3 \text { 46-55 } \\ \text { years } \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | 5 66-74 years |  |
| Q11C The university should recruit and retain more students of color. | 1 Strongly | Count | 1 | 0 | 0 | 1 | 0 | 2 |
|  | Disagree | \% | 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 | Count | 14 | 22 | 27 | 15 | 5 | 83 |
|  | nor Disagree | \% | 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 |  |  |  |  | Total |
|  |  |  | $\begin{aligned} & 118-35 \\ & \text { years } \end{aligned}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $\begin{gathered} 346-55 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | 5 66-74 years |  |
| Q11D The university should increase gender diversity of the faculty and staff. | 1 Strongly | Count | 1 | 0 | 0 | 1 | 0 | 2 |
|  | Disagree | \% | 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 | Count | 20 | 19 | 27 | 21 | 6 | 93 |
|  | nor Disagree | \% | 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.


Table A4.49. Q11F The university should increase support for faculty, staff, and students with disabilities.

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $\begin{gathered} 118-35 \\ \text { years } \end{gathered}$ | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $\begin{gathered} 3 \text { 46-55 } \\ \text { years } \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | $5 \text { 66-74 }$ years |  |
| Q11F The university should increase support for faculty, staff, and students with disabilities. | 1 Strongly | Count | 1 | 0 | 0 | 1 | 0 | 2 |
|  | Disagree | \% | 2.0\% | 0.0\% | 0.0\% | 2.0\% | 0.0\% | 0.9\% |
|  | 2 Disagree | Count | 2 | 1 | 0 | 1 | 1 | 5 |
|  |  | \% | 4.1\% | 1.9\% | 0.0\% | 2.0\% | 10.0\% | 2.3\% |
|  | 3 Neither Agree | Count | 15 | 18 | 27 | 21 | 4 | 85 |
|  | nor Disagree | \% | 30.6\% | 34.0\% | 46.6\% | 42.0\% | 40.0\% | 38.6\% |
|  | 4 Agree | Count | 20 | 18 | 23 | 16 | 4 | 81 |
|  |  | \% | 40.8\% | 34.0\% | 39.7\% | 32.0\% | 40.0\% | 36.8\% |
|  | 5 Strongly Agree | Count | 11 | 16 | 8 | 11 | 1 | 47 |
|  |  | \% | 22.4\% | 30.2\% | 13.8\% | 22.0\% | 10.0\% | 21.4\% |
| Total |  | Count | 49 | 53 | 58 | 50 | 10 | 220 |
|  |  | \% | 100.0\% | 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.


Table A4.51. Q11H The university focuses too much attention on diversityrelated issues.

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 3 \text { 46-55 } \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \\ \hline \end{gathered}$ | $5 \text { 66-74 }$ <br> years |  |
| Q11H The university focuses too much attention on diversityrelated issues. | 1 Strongly | Count | 13 | 9 | 3 | 13 | 0 | 38 |
|  | Disagree | \% | 26.0\% | 17.6\% | 5.2\% | 26.0\% | 0.0\% | 17.4\% |
|  | 2 Disagree | Count | 18 | 13 | 22 | 13 | 6 | 72 |
|  |  | \% | 36.0\% | 25.5\% | 37.9\% | 26.0\% | 60.0\% | 32.9\% |
|  | 3 Neither Agree | Count | 17 | 15 | 21 | 17 | 1 | 71 |
|  | nor Disagree | \% | 34.0\% | 29.4\% | 36.2\% | 34.0\% | 10.0\% | 32.4\% |
|  | 4 Agree | Count | 0 | 10 | 9 | 5 | 2 | 26 |
|  |  | \% | 0.0\% | 19.6\% | 15.5\% | 10.0\% | 20.0\% | 11.9\% |
|  | 5 Strongly Agree | Count | 2 | 4 | 3 | 2 | 1 | 12 |
|  |  | \% | 4.0\% | 7.8\% | 5.2\% | 4.0\% | 10.0\% | 5.5\% |
| Total |  | Count | 50 | 51 | 58 | 50 | 10 | 219 |
|  |  | \% | 100.0\% | 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.


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.


Table A4.54. Q13A How much do you agree or disagree: - WSU Health Sciences does not tolerate sexual harassment.


Table A4.55. Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously.

| Crosstab |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Age Group |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \end{gathered}$ | $\begin{gathered} 3 \text { 46-55 } \\ \text { years } \end{gathered}$ | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | $5 \text { 66-74 }$ <br> years |  |
| Q13B How much do you agree or disagree: - WSU Health Sciences takes training in sexual assault prevention seriously. | 1 Strongly | Count | 3 | 0 | 0 | 0 | 0 | 3 |
|  | Disagree | \% | 6.0\% | 0.0\% | 0.0\% | 0.0\% | 0.0\% | 1.4\% |
|  | 2 Disagree | Count | 6 | 4 | 1 | 1 | 0 | 12 |
|  |  | \% | 12.0\% | 7.7\% | 1.8\% | 2.0\% | 0.0\% | 5.5\% |
|  | 3 Neither Agree | Count | 12 | 13 | 13 | 12 | 4 | 54 |
|  | nor Disagree | \% | 24.0\% | 25.0\% | 23.2\% | 24.0\% | 40.0\% | 24.8\% |
|  | 4 Agree | Count | 24 | 21 | 27 | 24 | 3 | 99 |
|  |  | \% | 48.0\% | 40.4\% | 48.2\% | 48.0\% | 30.0\% | 45.4\% |
|  | 5 Strongly Agree | Count | 5 | 14 | 15 | 13 | 3 | 50 |
|  |  | \% | 10.0\% | 26.9\% | 26.8\% | 26.0\% | 30.0\% | 22.9\% |
| Total |  | Count | 50 | 52 | 56 | 50 | 10 | 218 |
|  |  | \% | 100.0\% | 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.


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.


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.


Table A4.59. Q13F How much do you agree or disagree: - WSU Health Sciences is doing a good job investigating incidents of sexual assault.


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.


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.


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 |  |  |  |  | Total |
|  |  |  | $1 \text { 18-35 }$ years | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | $\begin{gathered} 346-55 \\ \text { years } \end{gathered}$ | $\begin{gathered} 4 \text { 56-65 } \\ \text { years } \end{gathered}$ | 5 66-74 years |  |
| 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 | Count | 22 | 17 | 22 | 23 | 5 | 89 |
|  | nor Disagree | \% | 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.


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 |  |  |  |  | Total |
|  |  |  | $\begin{aligned} & 118-35 \\ & \text { years } \end{aligned}$ | $\begin{gathered} 236-45 \\ \text { years } \\ \hline \end{gathered}$ | 346-55 years | $\begin{gathered} 456-65 \\ \text { years } \end{gathered}$ | 5 66-74 years |  |
| 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 | Count | 2 | 1 | 0 | 0 | 0 | 3 |
|  | Disagree | \% | 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 | Count | 5 | 3 | 6 | 6 | 0 | 20 |
|  | nor Disagree | \% | 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.


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