



University of Vermont

2011 Campus Climate Survey Results Report

Executive Summary

Campus climate surveys are a useful tool for the assessment of the experiences of employees and students and in the development of diversity plans, policies, protocols and curriculum. Climate surveys can also inform strategic direction and can contribute to the knowledge of bullying, discrimination, harassment, retention, sexual harassment, and other issues related to the well-being of the university community. Fostering an environment where individual differences and similarities is respected and valued by all members of the campus community are an important component of UVM's stated Mission and Vision as it relates to our Strategic Goal on diversity. With that in mind, in April 2011 the University of Vermont conducted a survey among its faculty, staff and students to assess the campus climate.

Through the commitment of the Chief Diversity Officer, the Presidential Commissions and several dedicated faculty and staff members, three separate campus climate surveys were developed -- one for each campus constituency, i.e., faculty, staff, and students. These surveys were developed using a collaborative, iterative process. The President's Commissions, Office of the Provost, UVM Deans, Chief Diversity Office, Office of Institutional Research, and several UVM survey research and statistical analysis experts all contributed to the development of the survey. The Center for Rural Studies at the University of Vermont was responsible for data collection and analysis.

All faculty, staff and students affiliated with UVM at the time of the survey were eligible to participate. Surveys were completed by 1905 faculty and staff, and 2791 students. Please note due to the sensitive nature of the survey topics, all questions were optional. Therefore, each question may have a different number of respondents. Only overall results and results that are statistically significant are reported here. Bivariate analysis (cross tabulations) were only conducted on categories that are large enough to a) preserve anonymity and b) provide meaningful results.

For the purposes of this bivariate analysis, membership in each sub-category was determined by self-reported response to the survey. In the case of Race, the sub-category White includes only those who described themselves as White or Caucasian, while the sub-category Non-White includes who described themselves as some other race or more than one race. In the category Gender, Female includes anyone who described themselves as female, the sub-category Male includes anyone who described themselves as male, other Gender sub-categories had too few responses to preserve anonymity for this analysis. In the category Sexual Orientation, those who described themselves as heterosexual are included in the sub-category Heterosexual, those who described their sexual orientation with any other sub-category are included in the sub-category LGBT. Employees who described themselves as faculty are included in the Faculty sub-category, while those who described themselves as staff are in the Staff sub-category, similarly Age was based on the employee's self-reported age. Students described which category best described their student status, the sub-category of 1st or 2nd Year includes those students who described themselves as a 1st year or 2nd year student. The sub-category Upperclass or Transfer student includes those students who described themselves as Upperclass or Transfer students. The sub-category of Graduate students includes those students who described themselves as a Graduate or Medical student. Students also described themselves in terms of the College that they are

most associated with. Anyone who did not respond to a question was not included in the analysis for that question or category.

Table I. Categories and sample sizes (N) used in cross-tabulating the faculty/staff data.

		Faculty/Staff N=1905*	Students N=2791
Race	White	1294	1690
	Non-White	189	215
Gender Identity and Sexuality	Female	970	1387
	Male	537	600
	Heterosexual	1226	1627
	LGBT	190	316
Employee Type	Faculty	449	
	Staff	1117	
Age	Less than 50 years	781	
	50 or more years	720	
Student Year	1 st or 2 nd year		810
	Upperclass/Transfer		917
	Graduate/Medical		274
College	CALS		308
	CAS		944
	CESS		217
	CEM		130
	COM		47
	CNHS		143
	SBA		74
	Rubenstein		150

* Individual category sums do not total the entire sample size due to non-responses.

In general, the broader the term used to describe overall climate, the higher the percentage of positive responses by faculty, staff, and students. For example, an overwhelming majority of respondents are satisfied with their UVM experience and believe the UVM climate is inclusive. A large majority of faculty, staff and students also state they feel respected by their peers. Assessment of the UVM climate indicates that UVM is also doing a relatively good job with regard to protected and well-defined areas of behavior. However, the broader the definition of these more specific behaviors, the lower the percentage of faculty, staff and students who report being affected in a positive way. For example, while more than 95% of faculty and staff report *never* having experienced *sexual harassment*, the percentage falls to less than 80% when the more general term *harassment* is used and decreases further when asked about *discrimination* in general. When asked about the most general term *bias*, less than half of faculty, staff, and students report *never* having had a bias related experience. More details are provided below and in the report.

The President, Provost and Chief Diversity Officer have highlighted several findings of interest:

- Overall, satisfaction with UVM experience is high among faculty, staff and students; faculty, staff and students also feel that UVM is an inclusive place to work and study.

78% of faculty, 84% of staff and 86% of students are satisfied with their UVM experience.

- Faculty, staff and students feel a sense of respect from students and staff, though less so from senior administrators and advisors. Students, especially, feel a sense of respect from other students (90%), faculty (93%) and staff (92%). On the other hand, 63% of faculty and 67% of staff believe that senior administrators treat them with respect.
- Very few faculty, staff or students reported having been sexually harassed in the past year; however, a large minority of faculty, staff and students has reported experiencing bias and/or discrimination during their time at UVM. The table below shows the percent of faculty, staff and students who report having experienced bias, sexual harassment, harassment or discrimination.

	Faculty% N=434	Staff % N=1081	Students % N=1980
Sexual harassment (past year)	3	3	13
Harassment (past year)	28	22	23
Discrimination (ever)	39	28	22
Bias (ever)	62	56	54

- Experiences of faculty, staff and students, especially regarding issues of diversity, bias and discrimination, differ by category (Please refer to Table I for the categories). Though still a rare event, faculty and staff of color and LGBT are twice as likely to report having experienced sexual harassment than their peers. Female students are twice as likely as male counterparts to report having experienced sexual harassment. Faculty and staff of color and LGBT are also more likely to report having experienced bias. Faculty are more likely than staff to report having experienced discrimination, and older faculty and staff are more likely to report having experienced discrimination than their younger peers.
- A large minority (one-third to one-half) of faculty, staff and students report having observed or experienced discriminatory or disparaging remarks.
- Among students, 1st & 2nd year students often have a different experiences than upperclass undergraduates and graduate students.
- Relatively low ratings of Our Common Ground values were reported by faculty, staff and students. The table below shows the percent who rated their dept/college as good or excellent at upholding the principles laid out in Our Common Ground.

	Faculty % N=441	Staff % N=1097	Students % N=2445
Respect	68	68	86
Integrity	62	62	82
Innovation	46	56	69
Openness	56	58	80
Justice	48	53	72
Responsibility	57	60	75

- •The prevalence of disparaging and insulting remarks and the low ratings of adherence to Our Common Ground taken together suggest a general lack of civility, perceived most acutely by faculty and staff, especially those in underrepresented categories (such as non-white and LGBT).

The following report presents more detailed results of the Campus Climate Survey. A brief description of the survey methods is followed by Summaries of results and Appendices of that include tabulations of all the data.

Methods

Surveys were developed for faculty, staff, and students. The instruments were designed to provide consistent information about all three populations, as well as unique questions asked of each group.

The survey was administered by UVM's Center for Rural Studies. Primarily conducted as an online survey, paper copies of the survey were available for any faculty, staff or students who preferred that method. Staff surveys were translated into an additional three languages (Chinese, Vietnamese and Bosnian) in an effort to make the survey inclusive.

All faculty, staff and students affiliated with UVM at the time of the survey were eligible to participate. A census of approximately 3900 faculty and staff and 11,600 students were emailed a link to the survey. Periodic reminders were sent to those who hadn't completed the survey. Surveys were anonymous and no identifying information was retained.

Surveys were completed by 1905 faculty and staff, and 2791 students. Due to the sensitive nature of the survey topics, all questions were optional. Both general frequencies and cross tabulations were used for analysis. Detailed demographic profiles of faculty, staff and students can be found in Appendices IV and V, beginning on p. 41.

The categories used in cross-tabulating the faculty/staff data are include:

		Faculty/Staff N=1905	Students N=2791
Race	White	1294	1690
	Non-white	189	215
Gender	Female	970	1387
	Male	537	600
Sexual Orientation	Heterosexual	1226	1627
	LGBT	190	316
Employee Type	Faculty	449	
	Staff	1117	
Age	Less than 50 years	781	
	50 or more years	720	
Student Year	1 st or 2 nd year		810
	Upperclass/Transfer		917
	Graduate/Medical		274
College	CALS		308
	CAS		944
	CESS		217
	CEM		130
	COM		47
	CNHS		143
	SBA		74
	Rubenstein		150

Summary of Results

Faculty, Staff and Students Overall

- I. **Overall Satisfaction of UVM Experience**
 - About 8 out of 10 faculty and staff members are satisfied with their overall UVM experience, while almost 9 out of 10 students are satisfied.
- II. **General Climate at the University of Vermont**
 - About 3 out of 4 faculty, staff and students find the UVM climate very inclusive
 - About 1 out of 5 faculty and staff do not find the climate inclusive
 - 1 out of 10 students do not find the climate inclusive
- III. **Respect on Campus (Somewhat + Strongly Agree)**
 - About 9 out of 10 faculty, staff and students agree that students, staff, and faculty treat them with respect
 - About 2 out of 3 faculty and staff agree that senior administrators treat them with respect
- IV. **Bias, Harassment, Sexual Harassment, and Discrimination Overall on Campus**
 - Less than 5% of faculty and staff have experienced sexual harassment.
 - Non-white faculty and staff are twice as likely to have experienced sexual harassment compared to white faculty and staff
 - LGBT faculty and staff are also more likely to have experienced sexual harassment compared to heterosexual faculty and staff
 - About 1 out of 10 students have experienced sexual harassment
 - Almost 2 out of 10 female students have experienced sexual harassment and fewer than 1 out of 10 male students have experienced sexual harassment
 - 2 out of 10 LGBT students have experienced sexual harassment compared to about 1 out of 10 heterosexual students
 - About 1 out of 5 faculty, staff and students have experienced non-sexual harassment, such as bullying
 - 1 out of 4 female faculty/staff and 1 out of 5 female students have experienced harassment
 - 1 out of 5 male faculty/staff and 1 out of 4 male students have experienced harassment
 - 3 out of 10 LGBT faculty, staff and students have experienced non-sexual harassment, compared to just over 2 out of 10 heterosexual faculty, staff and students
 - About 1 out of 3 faculty and about 1 out of 4 staff and students have experienced discrimination.
 - Non-white faculty and staff are 1.5 times as likely to have experienced discrimination compared to white faculty and staff
 - Non-white students are twice as likely to have experienced discrimination than white students

- Female faculty and staff are more than twice as likely to have experienced discrimination than male faculty and staff
- LGBT faculty, staff and students are more likely to have experienced discrimination than heterosexual faculty, staff and students
- About 2 out of 3 faculty and 1 out of 2 staff and students have experienced bias.
 - Non-white faculty/staff are 50% more likely to have experienced bias compared to white faculty and staff
 - Non-white students are 25% more likely to have experienced bias compared to white students
 - LGBT faculty, staff and students are more likely to have experienced bias than heterosexual faculty, staff and students

V. Culture, Identity and Diversity

- About 2 out of 3 faculty, staff and students agree that their own culture and identity are included in UVM's multicultural programs
 - Male employees and students are twice as likely to disagree that their culture and identity are included in UVM programming

Diversity in the Workplace

- 2 out of 3 faculty, staff and students agree that UVM provides resources needed to thrive in a diverse environment
 - Non-white faculty and staff are 4 times more likely to disagree that UVM provides resources to thrive in a diverse work environment

Tabulated results can be found in Appendix I on page 15.

Faculty and Staff

I. Overall Satisfaction of UVM Experience

- 4 out of 5 faculty and staff are satisfied with their work at UVM

II. General Climate at UVM

- About 3 out of 4 employees characterize the UVM climate as inclusive

III. Respect on Campus (Somewhat + Strongly Agree)

- Almost 9 out of 10 employees report students treat them with respect
- About 8 out of 10 employees report faculty treat them with respect
 - 3 out of 4 staff report faculty treat them with respect
- 9 out of 10 employees report staff treats them with respect
- 2 out of 3 employees report that senior administrators treat them with respect
- More than 2 out of 3 employees report they are recognized in their department for their accomplishments
 - 3 out of 4 non-white faculty and staff report they are recognized in their department for their accomplishments
 - 3 out of 4 LGBT employees are recognized for their accomplishments
- About 1 out of 2 employees agree they are receiving the mentoring they need
- Almost 2 out of 3 employees agree that they can speak freely about workplace issues
- Almost 3 out of 4 employees agree they have received professional development opportunities
- About 2 out of 3 employees agree they receive equal career opportunities compared to their peers
- Fewer than 1 out of 2 employees agree they received equitable pay compared to their peers

IV. Bias, Harassment, Sexual Harassment and Discrimination at UVM

Bias

- About 1 out of 2 UVM employees are aware of the protocol for reporting a bias incident at UVM
 - About 1 out of 2 white employees are aware of the protocol
 - About 2 out of 3 non-white employees are aware of the protocol
 - Fewer than 1 out of 2 faculty are aware of the protocol
 - More than 1 out of 2 staff are aware of the protocol
 - Almost 2 out of 3 of LGBT employees are aware of the protocol
 - Almost 2 out of 3 older (>50) employees are aware of the protocol
- More than 1 out of 2 UVM employees have ever experienced bias at UVM
 - About 1 out of 2 white employees have experienced bias
 - 3 out of 4 non-white employees have experienced bias

- Almost 2 out of 3 faculty have experienced bias
- Almost 3 out of 4 LGBT employees have experienced bias

Harassment and Discrimination

- 3 out of 100 UVM employees have experienced sexual harassment in the past year
 - LGBT employees are twice as likely to have experienced sexual harassment
- 1 out of 4 employees have experienced harassment in the past year
- 1 out of 3 employees has experienced discrimination
 - About 1 out of 4 white employees have experienced discrimination
 - Just under 1 out of 2 non-white employees have experienced discrimination
 - 1 out of 3 female employees have experienced discrimination
 - 1 out of 4 male employees have experienced discrimination
 - More than 1 out of 3 faculty have experienced discrimination
 - About 1 out of 4 staff has experienced discrimination
- 2 out of 5 employees report having observed discriminatory practices at some time while working at UVM with regard to career progression
 - Almost 1 out of 2 non-white and LGBT employees report this
 - About 1 out of 3 male employees report this
- 1 out of 5 employees report having observed discriminatory practices at some time while working at UVM with regard to employment termination
 - Almost 1 out of 3 non-white employees report this
 - 1 out of 4 employees 50+ years of age report this
- 1 out of 3 employees report having observed discriminatory practices at some time while working at UVM with regard to hiring
 - 1 out 2 non-white employees report this
- 4 out of 5 observed discriminatory practices at some time while working at UVM with regard to promotional opportunities
 - 1 out of 2 non-white employees report this
 - 1 out of 3 male employees report this

V. Culture, Identity and Diversity

Culture and Identity

- About 2 out of 3 faculty and staff agree that their own culture and identity are included in UVM's multicultural programs
 - About 1 out of 10 female employees disagree
 - About 2 out of 10 male employees disagree
 - Just 1 in 10 LGBT employees disagrees

Diversity in the Workplace

- 2 out of 3 employees agree that UVM promotes diversity in the workplace
 - 5 out of 20 non-white employees disagree
 - 2 out of 20 whites disagree
 - 4 out of 20 LGBT employees disagree

VI. Safety and Civility

Safety

- More than 2 out of 3 employees agree they can express their spiritual/religious beliefs
 - Almost 3 out of 4 males and females agree
- About 3 out of 4 employees agree they can express their cultural beliefs
- About 2 out of 3 employees agree they can express their political beliefs
- About 3 out of 4 employees agree they can express their gender identity
- About 3 out of 4 younger (under 50) employees agree they can safely express themselves with regards to any of these areas of expression

Civility in the Workplace

- More than 1 out of 3 employees report witnessing insulting or disparaging remarks or behavior about age while working at UVM
 - Almost 1 out of 2 non-white employees report this
- 1 out of 5 employees report witnessing insulting or disparaging remarks or behavior about a disability while working at UVM
 - About 1 out of 3 non-white employees report this
 - About 1 out of 6 faculty members report this
- About 1 out of 4 employees report witnessing insulting or disparaging remarks or behavior about ethnicity while working at UVM
 - More than 4 out of 5 non-white employees report this
 - 4 out of 5 non-white employees report this
- About 1 out of 3 employees report witnessing insulting or disparaging remarks or behavior about gender identity while working at UVM.
 - More than 1 out of 3 employees report witnessing insulting or disparaging remarks or behavior about gender while working at UVM
 - 4 out of 5 non-white employees report this
 - 1 out of 4 female employees report this
- More than 4 out of 5 employees report witnessing insulting or disparaging remarks or behavior about political affiliation while working at UVM
 - 1 out of 2 male employees report this
 - 1 out of 2 faculty members report this
- 1 out of 4 employees report witnessing insulting or disparaging remarks or behavior about race while working at UVM
 - Almost 1 out of 2 non-white employees report this
 - 1 out of 5 white employees report this
- 1 out of 3 employees report witnessing insulting or disparaging remarks or behavior about religion/spirituality while working at UVM
 - Almost 1 out of 2 non-white employees report this
- About 1 out of 4 employees report witnessing insulting or disparaging remarks or behavior about sexual orientation while working at UVM
 - 4 out of 5 non-white employees report this
 - Almost 1 out of 3 male employees report this
- 1 out of 3 employees report witnessing insulting or disparaging remarks or behavior about socio-economic status while working at UVM

- More than 4 out of 5 non-white employees report this
- 1 out of 10 employees report witnessing insulting or disparaging remarks or behavior about veteran's status while working at UVM
 - 1 out of 5 non-white employees report this
- LGBT employees are more likely to have witnessed insulting or disparaging remarks in every category

Tabulated results are available in Appendix II on page 19. Demographics of faculty and staff can be found in Appendix IV on page 41.

Students

I. Overall Satisfaction of UVM Experience

- Nearly 4 out of 5 students are satisfied with their work at UVM
- Nearly 4 out of 5 students are satisfied with their academic experience at UVM
- Nearly 3 out of 4 students are satisfied with their non-academic experience at UVM
- 3 out of 4 students are satisfied with their social life at UVM

II. General Climate at the UVM

- About 3 out of 4 students characterize the UVM climate as inclusive

III. Respect

- 9 out of 10 students report that students treat them with respect
- 9 out of 10 students report that faculty treat them with respect
- 9 out of 10 students report staff treats them with respect
- 7 out of 10 students report that their academic advisor has been helpful
- 3 out of 4 students report that the Dean's office staff treat them with respect
- Nearly 9 out of 10 students agree that their education experience at UVM has been rewarding
- 8 out of 10 students would recommend UVM to siblings or friends
- 7 out of 10 students feel they belong in the UVM campus community

IV. Bias, Harassment, Sexual Harassment and Discrimination Overall on Campus

Bias at UVM

- 3 out of 10 UVM students are aware of the protocol for reporting a bias incident at UVM
 - Nearly 3 out of 10 white students are aware of the protocol
 - 4 out of 10 non-white students are aware of the protocol
- About 5 out of 10 UVM students have experienced bias at UVM
 - About 1 out of 2 white students have experienced bias
 - 2 out of 3 non-white students have experienced bias
 - 2 out of 3 LGBT students have experienced bias

Harassment and Discrimination

- About 1 out of 10 UVM students have experienced sexual harassment in the past year
 - Female students are twice as likely to have experienced sexual harassment than male students
 - 2 out of 10 LGBT students have experienced sexual harassment in the past year
- 1 out of 4 students have experienced non-sexual harassment in the past year
 - Male students are more likely to have experienced non-sexual harassment than female students

- 1 out of 5 students has experienced discrimination while in school at UVM
 - Non-white students (4 out of 10) are twice as likely to have experienced discrimination than white students (2 out of 10)
 - 3 out of 10 LGBT students have experienced discrimination
- 1 out of 2 students report having observed discriminatory practices at some time while a student at UVM

V. Culture, Identity and Diversity

Culture and Identity

- About 2 out of 3 students agree that their own culture and identity are included in UVM's multicultural programs

Diversity

- 2 out 3 of students agree that UVM provides resources needed to thrive in a diverse environment
 - 6 out of 10 non-white students agree
 - 7 out of 10 white students agree

VI. Safety and Civility

Safety

- 8 out of 10 students agree they can express their spiritual/religious beliefs
- More than 8 out of 10 students agree they can express their cultural beliefs
- 8 out of 10 students agree they can express their political beliefs
- 9 out of 10 students agree they can express their gender identity
- All students feel safe on campus during the day
- 8 out of 10 students feel safe on campus at night

Civility at school

- 4 out of 10 students report witnessing insulting or disparaging remarks or behavior about age while working at UVM
- Nearly 5 out of 10 students report witnessing insulting or disparaging remarks or behavior about a disability while working at UVM
- More than 5 out of 10 students report witnessing insulting or disparaging remarks or behavior about ethnicity while working at UVM
- 6 out of 10 students report witnessing insulting or disparaging remarks or behavior about gender while working at UVM
- 6 out of 10 students report witnessing insulting or disparaging remarks or behavior about political affiliation while working at UVM
- 5 out of 10 students report witnessing insulting or disparaging remarks or behavior about race while working at UVM
- 5 out of 10 students report witnessing insulting or disparaging remarks or behavior about religion/spirituality while working at UVM
- More than 5 out of 10 students report witnessing insulting or disparaging remarks or behavior about sexual orientation while working at UVM

- Nearly 5 out of 10 students report witnessing insulting or disparaging remarks or behavior about socio-economic status while working at UVM
- 1 out of 10 students report witnessing insulting or disparaging remarks or behavior about veteran's status while working at UVM

Tabulated results are available in Appendix III on page 30. Student demographics can be found in Appendix Von page 43.

APPENDICES

Appendix I. Tabulated Results: Overall Faculty, Staff and Students

Please note due to the sensitive nature of the survey topics, all questions were optional. Therefore, each question may have a different number of respondents.

I. Overall Satisfaction of UVM Experience

	Faculty n=422	Staff n=996	Students n=2774
Satisfied	78%	84%	86%
Neither satisfied nor dissatisfied	8	4	7
Dissatisfied	14	12	7

Overall, the majority of faculty, staff and students are satisfied with their UVM experience. However, more faculty (14%) and staff (12%) are dissatisfied with their experience as compared to students (7%). Staff were the least neutral concerning their satisfaction with their experience (4%), and faculty (8%) and students (7%) remained slightly more neutral.

II. General Climate at UVM

	Faculty n=430	Staff n=1039	Students n=2583
Inclusive	70%	72%	74%
Neither inclusive nor uninclusive	13	12	16
Uninclusive	17	16	10

Overall, 17% of faculty and 16% of staff report feeling that the campus climate is very uninclusive while 10 % of students report feeling that the climate is uninclusive. All three groups have percentages in the 70-75% range that state that the campus is very inclusive. Approximately three out of four respondents believe the climate at UVM is inclusive.

III. Respect on Campus (Somewhat + Strongly Agree)

	Faculty N=441	Staff N=998	Students N=2774
Students treat me with respect	88%	86%	90%
Faculty treat me with respect	84	76	93
Staff treat me with respect	91	90	92
Sr. administrators treat me with respect	63	67	

63% of faculty and 67% of staff feel that senior administrators treat them with respect as compared to 91% of faculty and 90 % of staff that feel faculty treats them with respect. Overall, students (90%, 93%, 92%) feel respected by students, staff, and faculty.

IV. Bias, Harassment, Sexual Harassment, and Discrimination Overall on Campus

- In the past year have you personally experienced sexual harassment, sexual violence or stalking at UVM?
- Have you experienced any non-sexual harassment, such as bullying, in the past year at UVM?
- I have been discriminated against while at UVM (percent Seldom+Occasionally+Regularly)

	Faculty	Staff	Students
Sexual Harassment	2% (n=447)	3% (n=1112)	13% (n=2017)
Harassment	28 (n=439)	22 (n=1090)	23 (n=1987)
Discrimination	36 (n=436)	27 (n=1083)	22 (n=2049)
Experienced Bias	63 (n=434)	54 (n=1081)	54 (n=1980)

13% of students report having experienced sexual harassment as opposed to the lower percentages of faculty (2%) and staff (3%). Twenty-two percent of students report having experienced discrimination while at UVM, while 36% of faculty and 27% of staff report having experienced it. More than 50% of all three groups report experiencing bias, and 1 in 4 faculty (28%), staff (22%) and students (23%) report non-sexual harassment.

Bias, Harassment, Sexual Harassment, and Discrimination by Race on Campus
(percent Seldom+Occasionally+Regularly)

	Faculty/Staff		Students	
	White	Non-White	White	Non-White
Experienced Bias	54% (n=1262)	74%* X2=.000 (n=180)	52% (n=1980)	66%* X2=.000 (n=1980)
Harassment	23 (n=1278)	25 X2=.641 (n=182)	22 (n=1987)	26 X2=.702 (n=1987)
Sexual Harassment	3 (n=1292)	6 X2=.152 (n=193)	13 (n=2017)	16 X2=.220 (n=2017)

Discrimination	28 (n=1270)	42* X2=.000 (n=175)	19 (n=2049)	43* X2=.000 (n=2049)
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*p<.100, indicating result is statistically significant

Three out of four non-white faculty/staff members (74%) report experiencing bias at the UVM, while slightly more than half (54%) white faculty/staff report this. One out of four white (23%) and non-white (25%) faculty/staff and students (22% and 26%, respectively) report non-sexual harassment. Three percent of white faculty/staff and 6% of non-white faculty/staff report sexual harassment. This is significantly less than students where 13% of white students and 16% of non-white students report sexual harassment. A greater percentage of non-white faculty/staff (42%) and students (43%) report discrimination compared to white faculty/staff (28%) and students (19%).

Bias, Harassment, Sexual Harassment, and Discrimination by Gender on Campus
(percent Seldom+Occasionally+Regularly)

- 1 in 4 female faculty/staff and 1 in 5 female students have experienced harassment
- 1 in 5 male faculty/staff and 1 in 4 male students have experienced harassment
- Almost 1 in 5 female students have experienced sexual harassment and fewer than 1 in 10 male students have experienced sexual harassment
- 1 in 3 female faculty and staff have experienced discrimination while 1 in 4 male faculty and staff have experienced discrimination

	Faculty/Staff		Students	
	Female	Male	Female	Male
Experienced Bias	59% (n=942)	55% (n=523) X2=.374	52% (n=1980)	56%* (n=1980) X2=.000
Harassment	25 (n=956)	19* (n=520) X2=.026	20 (n=1987)	27* (n=1987) X2=.001
Sexual Harassment	4 (n=968)	3 (n=535) X2=.280	16 (n=2017)	7* (n=2017) X2=.000
Discrimination	32* (n=944)	26 (n=522) X2=.111	21 (n=2049)	22 (n=2049) X2=.278

*p<.100, indicating result is statistically significant

More than half of all genders for both groups report experiencing bias (59%, 55%, 52%, 56%). Higher percentages of female faculty/staff than males report experiencing bias (59%, 55%), harassment (25%, 19%), sexual harassment (4%, 3%), and discrimination (32%, 26%). Significantly more female students report experiencing sexual harassment (16%) than students who are male (7%). In contrast, a lower percentage of female students report experiencing harassment (20%) as compared to males (27%). Slightly less than 1 in 4 students of both genders experience discrimination (21%, 22%).

Appendix II: Detailed Results for Faculty and Staff

Please note due to the sensitive nature of the survey topics, all questions were optional. Therefore, each question may have a different number of respondents.

I. Overall Satisfaction of UVM Experience

Overall, how satisfied are you with working at the UVM? (Percent)

	Overall N=1867	White N=1293	Non-White N=190	Female N=971	Male N=535	Faculty N=446	Staff N=1117
Satisfied	82%	84%	81%	84%	82%*	78%	84%*
Neither satisfied nor dissatisfied	5	4	8	4	7	7	4
Dissatisfied	13	12	11	12	11	15	11

X2 Race - .112 X2 Gender - .033 X2 Empl - .027

*p<.100, indicating result is statistically significant

Overall, 82% of the faculty and staff at UVM report being satisfied working at UVM. Staff (84%) are significantly more likely to be satisfied than faculty (78%).

Overall, how satisfied are you with working at the UVM? (Percent)

	Overall N=1867	Hetero N=1226	LGBT N=190	<50 yrs N=781	50+ yrs N=720
Satisfied	82%	84%	80%	83%	83%
Neither satisfied nor dissatisfied	5	5	7	5	5
Dissatisfied	13	12	13	12	12

X2 Orientation - .336, x2 Age - .994

*p<.100, indicating result is statistically significant

II. General Climate at UVM

How would you characterize the general climate at the UVM? (Percent)

	Overall N=1741	White N=1211	Non-White N=181	Female N=909	Male N=507	Faculty N=430	Staff N=1039
Inclusive	71%	73%	70%	72%	75%	70%	72%
Neither inclusive nor uninclusive	13	13	7	12	11	13	12
Uninclusive	16	14	23*	16	14	17	16

X2 Race - .002 X2 Gender - .375 X2 Empl - .772

*p<.100, indicating result is statistically significant

Overall, 16% of the faculty and staff report feeling that the campus climate is very uninclusive. Non-white faculty and staff (23%) are significantly more likely to feel that the climate is very uninclusive compared to white faculty and staff (14%).

How would you characterize the general climate at the UVM? (Percent)

	Overall N=1741	Hetero N=1152	LGBT N=182	<50 yrs N=739	50+ yrs N=675
Inclusive	71%	73%	75%	74%	72%
Neither inclusive nor uninclusive	13	12	9	12	13
Uninclusive	16	15	16	14	15

X2 Orientation - .472, x2 Age - .668

*p<.100, indicating result is statistically significant

III. Respect on Campus

(Percent Somewhat + Strongly agree)

	Overall N=1755	White N=1178	Non-White N=183	Female N=955	Male N=528	Faculty N=441	Staff N=998
Students treat me with respect	87%	87%	88%	87%	87%	88%	86%*
Faculty treat me with respect	79	80	82	79	81*	84	76*
Staff treat me with respect	90	92	87*	91	91*	91	90*
Sr. administrators treat me with respect	66	67	67	67	68	63	67*
I'm recognized in dept. for accomplishments	69	70	73	70	70	69	69
I receive mentoring I need	54	54	55	54	53	46	56*
I can speak freely about workplace issues	60	62	60	58	66*	61	60
Info re: campus support svc is available in my dept	71	71	70	71	72	62	74*
I rec'd prof devel oppty	72	74	73	73	74*	76	71*
I rec'd equal career oppty as peers	62	64	60	61	67*	64	62
I rec'd equitable pay compared to peers	47	49	49	47	52*	48	48

*p<.100, indicating result is statistically significant

Both staff (76%) and women (79%) feel less respected by faculty than men (81%) and faculty (84%). Fewer non-white faculty and staff (87%) feel like staff treats them with respect than white faculty and staff (92%). More staff (67%) feel like Senior Administrators treat them with respect than faculty (63%). Less faculty (46%) feel like they receive enough mentoring compared to staff (56%). Males (66%) feel free to speak about workplace issues at a higher rate than females (58%). Staff (71%) feel that they receive professional

development opportunities at a lower rate than faculty (76%). Significantly more staff (74%) feel that information regarding campus support services is available in their department comparatively to faculty (62%). Males consistently feel that they receive equitable professional opportunities and pay (74%, 67%, 52%) at a higher rate than females (73%, 61%, 47%).

(Percent Somewhat + Strongly agree)

	Overall N=1755	Hetero N=1117	LGBT N=183	<50 yrs N=739	50+ yrs N=675
Students treat me with respect	87%	87%	86%	85%	89%*
Faculty treat me with respect	79	79	78	78	80*
Staff treat me with respect	90	91	90	90	91
Sr. administrators treat me with respect	66	66	66	67	66
I'm recognized in dept. for accomplishments	69	69	77*	70	70
I receive mentoring I need	54	54	53	54	53
I can speak freely about workplace issues	60	60	60	59	62*
Info re: campus support svc is available in my dept	71	71	71	69	74
I rec'd prof devel oppty	72	74	74	72	76
I rec'd equal career oppty as peers	62	63	65	64	63
I rec'd equitable pay compared to peers	47	48	48	50	47

*p<.100, indicating result is statistically significant

LGBT employees (77%) are more likely to feel recognized in their department for accomplishments than their peers (69%).

IV. Bias, Harassment, Sexual Harassment and Discrimination Overall on Campus

Bias

Are you aware of the protocol for reporting a bias incident at UVM? (Percent Yes)
 Have you experienced bias in your time at the University of Vermont? (Percent Yes)

	Overall N=1619	White N=1262	Non-White N=180	Female N=942	Male N=523	Faculty N=434	Staff N=1081
Aware of protocol	55%	54%	62%*	56%	54%	44%	59%*
Experienced bias	58%	54%	74%*	59%	55%	62%	56%*

*p<.100, indicating result is statistically significant

Protocol	Experienced
X2 Race - .060	X2 Race - .000
X2 Gender - .605	X2 Gender - .128
X2 Empl - .000	X2 Empl - .032

Overall, more than half of faculty and staff are aware of the protocol for reporting bias (55%). In addition, more than half (58%) report having experienced bias during their time employed by UVM. Non-white faculty and staff (62%) are significantly more likely to be aware of the bias protocol and to have experienced bias (74%) compared to their white counterparts (54% aware of protocol, 54% experienced bias). UVM staff are significantly more likely to be aware of bias protocol (59%) than UVM faculty (44%), though they are less likely to have experienced bias (56% staff compared to 62% of faculty).

Are you aware of the protocol for reporting a bias incident at UVM? (Percent Yes)
 Have you experienced bias in your time at the University of Vermont? (Percent Yes)

	Overall N=1619	Hetero N=1169	LGBT N=179	<50 yrs N=758	50+ yrs N=690
Aware of protocol	55%	53%	64%*	49%	63%*
Experienced bias	58%	55%	72%*	55%	58%*

*p<.100, indicating result is statistically significant

Protocol	Experienced
X2 Orientation - .005	X2 Orientation - .000
X2 Age - .000	X2 Age - .082

LGBT employees are more likely to have experienced bias (72%) and be aware of the protocol for reporting bias (64%) than their peers (55% and 53%, respectively). Older employees are also more likely to be aware of the protocol (63%) for reporting bias and to have experienced bias (58%)

Harassment and Discrimination

- Have you experienced any non-sexual harassment in the workplace, such as bullying, in the past year while working at UVM? (Percent Yes)
- In the past year, have you personally experienced sexual harassment, sexual violence or stalking at UVM? (Percent Yes)
- I have been discriminated against while working at UVM. (Percent Yes)

	Overall	White	Non-White	Female	Male	Faculty	Staff
Sexual harassment	3% (n=1699)	3%* (n=1292)	6% (n=193)	4% (N=968)	3% (n=535)	3% (n=1112)	3% (n=447)
Harassment	25 (n=1670)	23 (N=1278)	25 (n=182)	25 (n=956)	19* (N=520)	28 (n=439)	22* (n=1090)
Discrimination	31 (n=1647)	28* (n=1270)	42 (n=175)	32* (n=944)	26 (n=522)	39 (n=436)	28* (n=1083)

*p<.100, indicating result is statistically significant

Harassment
X2 Race - .624
X2 Gender - .010
X2 Empl - .023

Sexual harassment
X2 Race - .038
X2 Gender - .254
X2 Empl. - .458

Discrimination
X2 Race - .000
X2 Gender - .106
X2 Empl. - .000

Overall, only 3% of the population report having experienced sexual harassment in the past year, while one in four (25%) have experienced harassment such as bullying in the past year. Nearly one in three (31%) have experienced discrimination while working at UVM. Significantly more faculty (39%), females (32%) and non-white faculty and staff (42%) report facing discrimination at UVM as compared to staff (28%), males (26%) and white faculty and staff (28%). Fewer males (19%) and staff (22%) report harassment than women (25%) and faculty (28%).

(Percent Yes)

	Overall	Hetero	LGBT	<50 yrs	50+ yrs
Sexual harassment	3% (n=1699)	3% (n=1228)	7%* (n=185)	4% (n=776)	2% (n=711)
Harassment	25 (n=1670)	23 (n=1209)	30* (n=189)	22 (n=766)	25 (n=702)
Discrimination	31 (n=1647)	28 (N=1194)	41* (n=185)	25 (n=758)	35* (n=694)

*p<.100, indicating result is statistically significant

Harassment
X2 Orientation - .048
X2 Age - .305

Sexual harassment
X2 Orientation - .022
x2 Age - .118

Discrimination
X2 Orientation - .006
x2 Age - .001

In the past year, I have observed discriminatory practices while working at UVM in the following areas: (Percent Yes)

	Overall N=1461	White N=1165	Non-White N=143	Female N=846	Male N=478	Faculty N=401	Staff N=975
Career progression	42%	39%	48%* X2=.000	44%	34%* X2=.001	42%	41% X2=.529

Employment termination	21	19	30* X2=.014	22	16* X2=.086	21	20 X2=.732
Hiring	34	31	49* X2=.000	33	32 X2=.859	35	33 X2=.527
Promotional opportunities	41	38	52* X2=.003	43	34* X2=.008	41	41* X2=.031

*p<.100, indicating result is statistically significant

A large minority of faculty and staff report having observed discriminatory practices at UVM, one in five (21%) report a discriminatory termination, one in three (34%) report a discriminatory hiring and one in four (42% and 41%) report discriminatory career progression or promotional opportunities, respectively. Females are more likely than males to have observed discrimination. Non-white employees are significantly more likely than white employees to have observed discrimination while working at UVM in the past year.

In the past year, I have observed discriminatory practices while working at UVM in the following areas: (Percent Yes)

	Overall N=1461	Hetero N=1093	LGBT N=165	<50 yrs N=695	50+ yrs N=630
Career progression	42%	40%	47%* X2=.003	37%	46%* X2=.010
Employment termination	21	19	23 X2=.369	17	24* X2=.011
Hiring	34	31	46* X2=.001	31	36 X2=.396
Promotional opportunities	41	39	47* X2=.027	36	46* X2=.001

*p<.100, indicating result is statistically significant

LGBT and older employees are more likely to have observed discrimination than their peers, though all are least likely to have observed discrimination in employment termination.

V. Culture, Identity and Diversity

I feel that my own culture and identity are included in the University's multicultural programs. (Percent)

	Overall N=1645	White N=1173	Non-White N=182	Female N=883	Male N=494	Faculty N=407	Staff N=1023
Agree	60%	63%	61%	67%	54%*	58%	63%
Neither agree nor disagree	24	23	19	22	25	25	22
Disagree	16	14	20*	12	20	17	15

X2 Race - .068 X2 Gender - .000 X2 Empl - .175

*p<.100, indicating result is statistically significant

Overall, 60% of faculty and staff agree that their culture and identity are included in the University's multicultural programs. Males (54%) are less likely to agree than females(67%), and non-white faculty and staff (20%) are more likely to disagree than white faculty and staff (14%).

I feel that my own culture and identity are included in the University's multicultural programs. (Percent)

	Overall N=1645	Hetero N=1110	LGBT N=182	<50 yrs N=717	50+ yrs N=649
Agree	60%	60%	74%	62%	60%
Neither agree nor disagree	24	24	14	23	24
Disagree	16	16	12*	15	16

X2 Orientation - .001, x2 Age - .645

*p<.100, indicating result is statistically significant

LGBT employees are more likely to feel that their culture and identity are included in UVM multicultural programs (74%), compared to their heterosexual counterparts (60%).

Diversity in the Workplace

UVM promotes diversity in the workplace. How much do you agree or disagree that UVM provides the resources you need in order to thrive in a diverse environment? (Percent)

	Overall N=1736	White N=1250	Non-White N=186	Female N=933	Male N=525	Faculty N=433	Staff N=1075
Agree	64%	67%	59%*	66%	65%	58%	68%*
Neither agree nor disagree	22	22	17	21	23	26	20
Disagree	14	11	24	13	12	16	12

X2 Race - .000 X2 Gender - .730 X2 Empl - .000

*p<.100, indicating result is statistically significant

Staff (68%) and white faculty and staff (67%) are significantly more likely to agree that UVM provides them with resources to promote diversity than faculty (58%) and non-white faculty and staff (59%).

UVM promotes diversity in the workplace. How much do you agree or disagree that UVM provides the resources you need in order to thrive in a diverse environment? (Percent)

	Overall N=1736	Hetero N=1179	LGBT N=185	<50 yrs N=757	50+ yrs N=696
Agree	64%	65%	66%	64%	67%
Neither agree nor disagree	22	23	15	22	21
Disagree	14	12	19*	14	12

X2 Orientation - .004, x2 Age - .404

*p<.100, indicating result is statistically significant

VI. Safety and Civility

Safety

I can safely express myself at work with regard to my: (Percent Somewhat + Strongly agree)

	Overall N=1682	White N=1212	Non-White N=172	Female N=909	Male N=498	Faculty N=414	Staff N=1046
Spiritual/religious beliefs	68%	71%	72% X2=.307	71%	68%* X2=.071	70%	69% X2=.846
Cultural beliefs	73	75	76 X2=.448	75	73 X2=.122	74	74 X2=.573
Political beliefs	67	70	66 X2=.306	70	67 x2=.333	71	67* X2=.033
Gender ID/ expression	73	74	78 X2=.666	77	71* X2=.105	73	73* X2=.026

*p<.100, indicating result is statistically significant

Overall, most, but not all, faculty and staff feel that they can safely express themselves at work. Females are more likely to feel safely expressing gender identity (77%) than males (71%).

I can safely express myself at work with regard to my: (Percent Somewhat + Strongly agree)

	Overall N=1682	Hetero N=1148	LGBT N=179	<50 yrs N=747	50+ yrs N=688
Spiritual/religious beliefs	68%	71%	73% X2=.832	73%	67%* X2=.061
Cultural beliefs	73	75	78 X2=.612	77	72* X2=.023
Political beliefs	67	68	77 X2=.207	73	65* X2=.041
Gender ID/ expression	73	75	78* X2=.004	77	70* X2=.018

*p<.100, indicating result is statistically significant

Older employees are significantly less likely to feel safe expressing beliefs of all types than younger employees.

Civility in the workplace

In the past year, while working at UVM, I have witnessed insulting or disparaging remarks or behaviors about the following: (Percent Yes)

	Overall N=1506	White N=1194	Non-White N=158	Female N=888	Male N=485	Faculty N=408	Staff N=1009
Age	37%	35%	45%*	36%	37%	36%	37%
Disability	20	17	36*	20	18	16	21
Ethnicity	27	24	43*	25	28	27	26
Gender	37	35	41	36	36*	39	35
Gender ID/	30	29	41*	28	32*	31	30

Expression							
National origin	26	22	46*	24	28	27	25
Political affiliation	44	43	46	40	51*	50	42*
Race	25	21	48*	24	25	24	25
Religion/spirituality	32	30	47*	30	35	33	32
Sexual orientation	28	26	40*	25	30*	27	28
Socioeconomic status	32	30	46*	30	34	34	32
Veteran status	9	7	19*	9	9	7	10

*p<.100, indicating result is statistically significant

Political affiliation (44%) is by far the most frequently mentioned category of insulting or disparaging remarks or behaviors. Age and gender were also mentioned by more than one-third of the faculty and staff. Non-white employees are significantly more likely to have witnessed insulting or disparaging remarks or behavior in nearly every category. Males (51%) are more likely to have witnessed political affiliation remarks or behaviors compared to females (40%). Similarly faculty (50%) are more likely to have witnessed political affiliation remarks or behaviors compared to staff (42%).

In the past year, while working at UVM, I have witnessed insulting or disparaging remarks or behaviors about the following: (Percent Yes)

	Overall N=1506	Hetero N=1127	LGBT N=171	<50 yrs N=712	50+ yrs N=616
Age	37%	36%	48%*	36%	37%
Disability	20	18	35*	18	20
Ethnicity	27	24	40*	26	27
Gender	37	34	52*	38	34
Gender ID/ Expression	30	26	55*	30	30
National origin	26	22	45*	25	25
Political affiliation	44	44	52*	44	44
Race	25	22	43*	24	26
Religion/spirituality	32	30	46*	32	31
Sexual orientation	28	23	57*	27	28
Socioeconomic status	32	29	48*	32	32
Veteran status	9	8	14*	8	9

*p<.100, indicating result is statistically significant

LGBT employees are more likely to have witnessed insulting remarks about every category compared to their heterosexual peers.

On scale of 1-5, please assess how well the climate of your dept/college upholds the principles of UVM for inclusivity as laid out in Our Common Ground. (Percent Good or Excellent)

	Overall N=1776	White N=1277	Non-White N=188	Female N=955	Male N=528	Faculty N=441	Staff N=1097
Respect	67%	69%	68%	67%	72%	68%	68%*

			X2=.554		X2=.459		X2=.027
Integrity	61	64	60 X2=.596	62	67* X2=.074	62	62 X2=.298
Innovation	52	53	56 X2=.785	55	51 X2=.164	46	56* X2=.000
Openness	57	59	54 X2=.274	57	62 X2=.604	56	58 X2=.550
Justice	51	52	54 X2=.136	53	54 X2=.736	48	53 X2=.398
Responsibility	59	60	59 X2=.811	60	61 X2=.699	57	60 X2=.238

*p<.100, indicating result is statistically significant

Half (51%) of UVM faculty and staff believe UVM is Good or Excellent at upholding the principle of Justice, while two-thirds (67%) believe UVM is Good or Excellent at upholding the principle of Respect.

On scale of 1-5, please assess how well the climate of your dept/college upholds the principles of UVM for inclusivity as laid out in Our Common Ground. (Percent Good or Excellent)

	Overall N=1776	Hetero N=1203	LGBT N=184	<50 yrs N=769	50+ yrs N=705
Respect	67%	69%	73% X2=.280	70%	66%* X2=.019
Integrity	61	63	67* X2=.058	63	63 X2=.205
Innovation	52	54	47 X2=.268	52	55 X2=.633
Openness	57	60	54 X2=.627	59	59 X2=.875
Justice	51	54	51* X2=.032	54	52 X2=.738
Responsibility	59	61	53* X2=.022	58	60 X2=.617

*p<.100, indicating result is statistically significant

Appendix III: Detailed Results for Students

Please note due to the sensitive nature of the survey topics, all questions were optional.
Therefore, each question may have a different number of respondents.

I. Overall Satisfaction of UVM Experience

Overall, how satisfied are you with your academic experience at UVM? (Percent)

	Overall N=2791	White N=1682	Non- White N=212	Female N=1380	Male N=597	1 st /2 nd N=808	Upperclass N=914	Grad N=272	Hetero N=1627	LGBT N=316
Satisfied	86%	87%	82%*	86%	85%	89%	85%	82%*	86%	87%
Neither	5	5	6	5	6	4	6	4	5	4
Dissatisfied	9	8	12	9	9	7	9	14	9	9

Race $\chi^2=.107$, Gender $\chi^2=.244$, Class $\chi^2=.001$, Orientation $\chi^2 = .887$

* $p<.100$, indicating result is statistically significant

Eighty-six percent of students are satisfied with their academic experience at UVM. Students of color (82%) are less likely to be satisfied than white students (87%) and graduate students (82%) are less likely to be satisfied than undergraduates (89% and 85%).

Overall, how satisfied are you with your non-academic experience at UVM? (Percent)

	Overall N=2611	White N=1579	Non- White N=201	Female N=1292	Male N=568	1 st /2 nd N=790	Upperclass N=874	Grad N=212	Hetero N=1524	LGBT N=301
Satisfied	72%	73%	69%	72%	71%	80%	68%	55%*	72%	71%
Neither	20	19	22	19	22	14	22	36	20	21
Dissatisfied	8	8	9	8	8	6	10	9	8	7

Race $\chi^2=.448$, Gender $\chi^2=.526$, Class $\chi^2=.000$, Orientation $\chi^2 = .706$

* $p<.100$, indicating result is statistically significant

Seventy-two percent of students are satisfied with their non-academic experience at UVM, with an additional 20% neither satisfied nor dissatisfied. Graduate students (55%) are less likely to be satisfied and more likely to be neither (36%) than undergraduates.

Overall, how satisfied are you with your social life at UVM? (Percent)

	Overall N=2696	White N=1627	Non- White N=207	Female N=1340	Male N=577	1 st /2 nd N=804	Upperclass N=899	Grad N=227	Hetero N=1576	LGBT N=304
Satisfied	76%	78%	64%*	76%	75%	82%	74%	57%*	77%	71%*
Neither	13	12	22	13	16	9	14	32	13	16
Dissatisfied	11	10	14	11	9	9	12	11	10	12

Race $\chi^2 = .000$, Gender $\chi^2=.096$, Class $\chi^2=.000$, Orientation $\chi^2 = .015$

* $p<.100$, indicating result is statistically significant

Three out of four students are satisfied with their social life at UVM. However, non-white students (64%) are less likely to be satisfied than white students (78%). Graduate students, again, are less likely to be satisfied with their social life (57%) and more likely to be neither (32%) than the undergraduates.

Overall, how satisfied are you with your overall experience at UVM? (Percent)

	Overall N=2774	White N=1673	Non- White N=211	Female N=1371	Male N=595	1 st /2 nd N=805	Upperclass N=906	Grad N=269	Hetero N=1618	LGBT N=315
Satisfied	86%	88%	80%	87%	86%	90%	85%	80%*	87%	84%
Neither	7	6	10	6	7	4	8	9	6	9
Dissatisfied	7	6	10	7	8	6	7	11	7	7

Race $\chi^2=.010$, gender $\chi^2=.888$, Class $\chi^2=.000$, Orientation $\chi^2 = .225$

* $p<.100$, indicating result is statistically significant

Eighty-six percent of students are satisfied with their overall experience at UVM. Again, non-white students and graduate students are less likely to be satisfied with their experience than white students or undergraduates, respectively.

Overall satisfaction does not vary much by college, as shown in the tables below.

Overall, how satisfied are you with your academic experience at UVM? (Percent) N=2791

	Overall	CALS	CAS	CESS	CEM	COM	CNHS	SBA	Rubenstein
Satisfied	86%	83%	85%	90%	87%	96%	87%	85%	87%
Neither	5	5	5	3	8	2	2	10	5
Dissatisfied	9	12	9	7	5	2	11	5	9

Overall, how satisfied are you with your non-academic experience at UVM? (Percent)

N=2611

	Overall	CALS	CAS	CESS	CEM	COM	CNHS	SBA	Rubenstein
Satisfied	72%	74%	70%	69%	70%	72%	85%	72%	76%
Neither	20	17	20	26	23	25	9	25	18
Dissatisfied	8	9	10	5	7	3	6	3	6

Overall, how satisfied are you with your social life at UVM? (Percent) N=2696

	Overall	CALS	CAS	CESS	CEM	COM	CNHS	SBA	Rubenstein
Satisfied	76%	76%	75%	73%	71%	63%	86%	76%	80%
Neither	13	13	13	17	19	33	7	14	10
Dissatisfied	11	11	12	10	10	5	7	10	10

Overall, how satisfied are you with your overall experience at UVM? (Percent) N=2774

	Overall	CALS	CAS	CESS	CEM	COM	CNHS	SBA	Rubenstein
Satisfied	86%	86%	85%	90%	88%	96%	88%	88%	85%
Neither	7	7	6	6	8	4	5	10	7
Dissatisfied	7	7	9	4	4	0	7	3	7

II. General Climate at the University of Vermont

How would you characterize the general climate at the University of Vermont? (Percent)

	Overall N=2583	White N=1555	Non- White N=202	Female N=1279	Male N=556	1 st /2 nd N=757	Upperclass N=861	Grad N=235	Hetero N=1503	LGBT N=296
Inclusive	74%	76%	73%	75%	75%	78%	72%	73%*	75%	77%
Neither	16	15	16	15	16	14	16	16	15	14
Uninclusive	10	9	11	10	9	8	11	11	10	8

Race $\chi^2 = .563$, Gender $\chi^2 = .477$, Class $\chi^2 = .073$, Orientation $\chi^2 = .278$

* $p < .100$, indicating result is statistically significant

Overall, three out of four students believe the climate at UVM is inclusive.

III. Respect

Nine out of ten students agree that faculty (92%), staff (93%) and other students (90%) treat them with respect. However, only seven in ten agree that their academic advisor has been helpful. Non-white students are less likely to agree that other students treat them with respect (83%) compared to white students (92%). Nearly nine in ten (88%) agree that their UVM experience has been rewarding, though only 72% feel as though they belong in the UVM community.

(Percent Somewhat + Strongly agree)

	Overall N=2775	White N=1679	Non- White N=211	Female N=1377	Male N=596	1 st /2 nd N=808	Upperclass N=910	Grad N=270	Hetero N=1626	LGBT N=314
Students treat me with respect	90%	92%	83%*	91%	90%	91%	90%	89%	91%	90%
Faculty treat me with respect	92	92	89*	92	92	93	90	91	92	90
Staff treat me with respect	93	94	92	94	92	94	93	94	94	92
My academic advisor has been helpful with advising me	70	70	74	72	69*	72	66	80*	71	70
The staff in the Dean's office in my college treat me with	74	75	78	75	74	75	74	76	75	73

respect										
Info re: campus support svc is available in my dept	76	78	77	79	73*	78	77	75	78	76
Overall my education experience at UVM has been a rewarding one	88	90	83*	88	89	90	89	85*	89	87
I would recommend UVM to siblings or friends as a good place to go to college	80	83	67*	81	79	86	77	72*	81	79
I feel as though I belong in the UVM campus community	72	75	65*	75	69*	81	72	55*	74	70

*p<.100, indicating result is statistically significant

Respect is prevalent across all colleges. (Percent)

	Overall	CALS	CAS	CESS	CEM	COM	CNHS	SBA	Rubenstein
Students treat me with respect	90%	92%	88%	94%	91%	96%	94%	93%	93%
Faculty treat me with respect	92	89	92	93	92	98	92	89	93
Staff treat me with respect	93	93	93	96	93	100	94	89	91
My academic advisor has been helpful with advising me	70	75	63	78	78	84	80	74	71
The staff in the Dean's office in my college treat me with respect	74	73	72	73	87	90	82	68	82
Info re: campus support svc is available in my dept	76	75	76	79	83	80	88	75	73
Overall my education experience at UVM has been a rewarding one	88	86	88	92	88	93	92	89	91
I would recommend UVM to siblings or friends as a good place to go to college	80	79	78	86	80	89	84	88	78
I feel as though I belong in	72	76	71	75	71	79	81	72	72

the UVM campus community										
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*p<.100, indicating result is statistically significant

IV. Bias, Harassment, Sexual Harassment and Discrimination Overall on Campus

Are you aware of the protocol for reporting a bias incident at UVM? (Percent Yes)
 Have you experienced bias in your time at the University of Vermont? (Percent Seldom+Occasionally+Regularly)

	Overall N=2023	White N=1612	Non-White N=199	Female N=1324	Male N=557	1 st /2 nd N=765	Upperclass N=878	Grad N=256	Hetero N=1553	LGBT N=303
Aware of protocol n=2023	28%	27%	39%* X2=.000	30%	26%* X2=.068	30%	29%	22%* X2=.038	28%	31% X2=.321
Experienced bias n=1980	54%	52%	66%* X2=.000	52%	56%* X2=.000	53%	59%	40%* X2=.000	51%	65%* X2=.000

*p<.100, indicating result is statistically significant

Twenty-eight percent of students are aware of a protocol for reporting a bias incident at UVM. Half (54%) have experienced bias during their time at UVM. Non-white students (66%) are more likely to have experienced bias than their white counterparts (52%). LGBT students (65%) are similarly more likely to have experienced bias in their time at UVM compared to their heterosexual peers (51%).

- Have you experienced any non-sexual harassment, such as bullying, in the past year while in school at UVM? (Percent Seldom+Occasionally+Regularly)
- In the past year, have you personally experienced sexual harassment, sexual violence or stalking at UVM? (Percent Seldom+Occasionally+Regularly)
- I have been discriminated against while in school at UVM. (Percent Seldom+Occasionally+Regularly)

	Overall N=1987	White N=1579	Non-White N=201	Female N=1296	Male N=554	1 st /2 nd N=763	Upperclass N=850	Grad N=254	Hetero N=1525	LGBT N=299
Harassment n=1987	23%	22%	26% X2=.702	20%	27%* X2=.001	24%	25%	11%* X2=.001	22%	28%* X2=.011
Sexual harassment n=2017	13%	13%	16% X2=.200	16%	7%* X2=.000	14%	15%	6%* X2=.013	12%	22%* X2=.000
Discrimination n=2049	22%	19%	43%* X2=.000	21%	22% X2=.278	18%	26%	20%* X2=.004	19%	32%* X2=.000

*p<.100, indicating result is statistically significant

One in four (23%) students reports having experienced non-sexual harassment in the past year at UVM, while 13% report having experienced sexual harassment. Twenty-two percent report having experienced discrimination while at UVM, with non-white students (43%) significantly more likely to have experienced discrimination than white students (19%). LGBT students are more likely to have experienced discrimination (32%), sexual harassment (22%) and non-sexual harassment (28%) than heterosexual students (19%, 12% and 22%, respectively).

I have observed discriminatory practices while a student at UVM in the following areas:

	Overall N=1890	White N=1546	Non- White N=194	Female N=1262	Male N=540	1 st /2 nd N=748	Upperclass N=831	Grad N=240	Hetero N=1491	LGBT N=285
Never	47%	48%	45%*	48%	47%	51%	41%	58%*	48%	42%*
Seldom	36	37	32	35	39	36	38	30	36	36
Occasionally	14	13	18	15	12	11	18	10	14	18
Regularly	2	2	5	2	3	2	3	1	2	4

Race $\chi^2=.005$, Gender $\chi^2=.253$, Class $\chi^2=.000$, Orientation $\chi^2 = .037$

* $p<.100$, indicating result is statistically significant

Half (47%) of the students have observed discriminatory practices while at UVM. There is a small but significant difference between white and non-white students. Graduate students are less likely to have observed discrimination than undergraduates.

Based on your personal experiences and observations, how much do you agree or disagree: I believe people are discriminated against at UVM based on: (Percent Strongly + Somewhat agree)

	Overall N=1738	White N=1428	Non- White N=173	Female N=1181	Male N=482	1 st /2 nd N=695	Upperclass N=767	Grad N=224	Hetero N=1376	LGBT N=268
Age	24%	22%	29%	22%	25%	21%	26%	22%	22%	31%*
Disability	26	25	34*	27	20*	25	28	19*	24	32*
Ethnicity	28	26	42*	27	27	28	29	22*	27	32*
Gender	29	28	36*	29	26	29	30	22*	27	36*
Gender ID/ Expression	33	33	37	32	33	33	37	21*	31	44*
National origin	19	17	32*	18	19	18	21	17*	18	25*
Political affiliation	36	36	34	35	37	34	40	30*	35	38
Race	31	30	43*	31	30	32	33	22*	30	36*
Religion/s spirituality	28	27	34	28	27	28	29	23*	26	34
Sexual orientation	33	33	36	32	34	34	36	17*	32	39*
Socioeconomic status	28	27	31	27	27	24	33	22*	26	32*
Veteran status	10	9	15*	8	12*	10	10	8	9	15*

*p<.100, indicating result is statistically significant

Thirty-six percent of students agree that people are discriminated against based on political affiliation. One-third of the students agree that people are discriminated against based on sexual orientation and/or gender identity. Thirty-one percent of students agree that people are discriminated based on race.

V. Culture, Identity and Diversity

I feel that my own culture and identity are included in the University's multicultural programs. (Percent)

	Overall N=2154	White N=1449	Non- White N=195	Female N=1196	Male N=517	1 st /2 nd N=702	Upperclass N=798	Grad N=228	Hetero N=1398	LGBT N=284
Agree	66%	67%	69%*	69%	62%*	72%	65%	57%*	67%	70%
Neither	21	21	14	20	23	18	21	26	21	16
Disagree	13	11	17	3	7	9	14	17	12	13

Race $\chi^2=.006$ Gender $\chi^2=.014$ Class $\chi^2=.000$, Orientation $\chi^2 = .133$

*p<.100, indicating result is statistically significant

Two-thirds of the students agree that their own culture is included in UVM's cultural programs. Non-white students are more likely to agree, while males and graduate students

are less likely to agree. One in five students neither agree nor disagree with the statement. If those “neither” students are excluded, overall 83% agree (17% disagree).

UVM promotes diversity. How much do you agree or disagree that UVM provides the resources you need in order to thrive in a diverse environment? (Percent)

	Overall N=2394	White N=1625	Non- White N=202	Female N=1329	Male N=576	1 st /2 nd N=780	Upperclass N=885	Grad N=255	Hetero N=1570	LGBT N=305
Agree	68%	70%	59%*	70%	68%	73%	66%	67%*	69%	68%
Neither	15	14	18	13	17	14	14	18	14	15
Disagree	17	16	23	17	15	14	20	15	16	17

Race $\chi^2=.003$, Gender $\chi^2=.112$ Class $\chi^2=.001$, Orientation $\chi^2=.865$

* $p<.100$, indicating result is statistically significant

Two-thirds of students agree that UVM provides the resources they need to thrive in a diverse environment. Non-white students (59%) are less likely to agree than white students (70%).

VI. Safety and Civility

Safety

I can safely express myself with regard to my: (Percent Somewhat + Strongly agree)

	Overall N=2303	White N=1548	Non- White N=199	Female N=1278	Male N=542	1 st /2 nd N=739	Upperclass N=854	Grad N=244	Hetero N=1495	LGBT N=293
Spiritual/ religious beliefs	82%	83%	75%* X2=.0 00	82%	83% X2=.8 46	86%	80%	77%* X2=.0 00	83%	80% X2=.2 48
Cultural beliefs	86	88	76* X2=.0 00	87	86* X2=.1 79	90	85	80* X2=.0 00	87	87 X2=.5 73
Political beliefs	80	82	75* X2=.0 00	82	79* X2=.1 61	85	78	78* X2=.0 00	81	83 X2=.2 12
Gender ID/ expression	89	90	86 X2=.0 19	91	88* X2=.0 03	92	89	86* X2=.0 00	92	85* X2=.0 00

* $p<.100$, indicating result is statistically significant

Most students agree that they can safely express themselves with regard to spiritual beliefs, cultural beliefs, political beliefs and gender identity. Non-white students and graduate students are significantly less likely to agree that they are safe to express themselves in these ways.

How much do you agree or disagree with the following statements? (Percent Strongly + somewhat agree)

	Overall N=2107	White N=1643	Non- White N=207	Female N=1333	Male N=563	1 st /2 nd N=789	Upperclass N=894	Grad N=260	Hetero N=1583	LGBT N=312
It is my right to say no to sex at any time, no matter what	97%	97%	95%*	98%	95%*	96%	98%	94%	97%	97%
Sexual assault is not a victim's fault because they were impaired	75	76	72	80	64*	72	76	85*	76	76
Sexual assault is not a victim's fault because of their clothes	81	82	78*	84	74*	78	82	90*	81	83
Sexual assault is not a victim's fault because they were flirting	82	82	77*	85	74*	78	83	88*	82	83
If I were assaulted, I know how and where to get help	83	84	78	86	76*	82	84	84	84	81

*p<.100, indicating result is statistically significant

Nearly all students agree that it is their right to say no to sex at any time. However, there is less consensus when considering how circumstances contribute to fault.

How safe do you feel...(Percent very or somewhat safe)

	Overall N=2083	White N=1673	Non- White N=211	Female N=1371	Male N=591	1 st /2 nd N=803	Upperclass N=910	Grad N=270	Hetero N=1617	LGBT N=313
On campus, daytime	99%	99%	99%	99%	99%	98%	99%	100%	99%	98%* X2=.008
On campus, nighttime	82	83	77*	77	95*	84	82	80	83	78* X2=.090

*p<.100, indicating result is statistically significant

Nearly all (99%) students feel safe on campus during the day. Most (82%) feel safe on campus at night.

Civility

On scale of 1-5, please assess how well the climate of your dept/college upholds the principles of UVM for inclusivity as laid out in Our Common Ground. (Percent Good+Excellent)

	Overall N=2445	White N=1679	Non- White N=211	Female N=1366	Male N=587	1 st /2 nd N=793	Upperclass N=909	Grad N=266	Hetero N=1607	LGBT N=310
Respect	86%	88%	80%* X2=.020	87%	87% X2=.858	90%	85%	86%* X2=.001	88%	85% X2=.397
Integrity	82	84	77* X2=.001	83	83 X2=.983	86	81	81* X2=.036	84	82 X2=.930
Innovation	69	71	68* X2=.037	73	64* X2=.001	76	68	64* X2=.000	71	70 X2=.372
Openness	80	83	73* X2=.004	82	80 X2=.113	86	78	75* X2=.000	83	78* X2=.044
Justice	72	73	70 X2=.729	74	69* X2=.001	76	71	66* X2=.009	74	70 X2=.628
Responsibility	75	76	73 X2=.122	77	73 X2=.145	79	73	74* X2=.085	77	72 X2=.235

*p<.100, indicating result is statistically significant

Overall, most students rate UVM Good or Excellent at upholding the principles in Our Common Ground. Innovation, Justice and Responsibility seem less upheld than Respect, Integrity and Openness.

In the past year, while a student at UVM, I have witnessed insulting or disparaging remarks or behaviors about the following: (Percent Seldom+Occasionally+Regularly)

	Overall N=1829	White N=1500	Non- White N=179	Female N=1225	Male N=520	1 st /2 nd N=711	Upperclass N=816	Grad N=244	Hetero N=1446	LGBT N=273
Age	43%	42%	46%	41%	46%*	37%	50%	38%*	41%	53%*
Disability	46	45	46	44	48*	45	52	26*	44	54*
Ethnicity	54	53	64*	51	61*	56	60	31*	53	62*
Gender	59	59	63*	57	62	60	65	40*	58	67*
Gender ID/ Expression	57	57	57	55	60	57	65	35*	56	66*
National origin	39	37	50*	35	44*	37	43	28*	37	48*
Political affiliation	60	61	53*	59	63	54	67	55*	60	63
Race	51	49	61*	48	58*	52	57	30*	50	59*
Religion/ spirituality	52	51	55	49	56*	50	56	40*	51	56*
Sexual orientation	55	55	56	52	60*	56	62	30*	54	65*
Socioeconomic status	46	44	49	44	49*	42	52	34*	43	54*
Veteran status	11	10	14*	10	11	9	11	12*	10	14*

*p<.100, indicating result is statistically significant

Appendix IV. Faculty/Staff Demographic Summary

Please note due to the sensitive nature of the survey topics, all questions were optional.
Therefore, each question may have a different number of respondents.

	Staff	Faculty
Gender identity	N=1076	N=429
Female	68%	52%
Male	31%	46%
Queer/transgender/ transsexual	1%	1%
Sexual orientation	N=989	N=403
Heterosexual	87%	87%
Gay	3%	4%
Lesbian	3%	4%
Asexual	3%	1%
Bisexual	2%	3%
Pansexual/Queer/ Questioning	2%	1%

	Staff N=1125	Faculty N=446
US citizen born in US	88%	84%
US naturalized	8%	7%
Permanent resident/ international visa	4%	9%

	Staff	Faculty
Ethnicity	N=929	N=392
Hispanic	3%	2%
Not Hispanic	97%	98%
Race	N=1046	N=418
White	88%	88%
Asian	4%	5%
Black	2%	3%
Other	2%	0%
2 or more races	4%	3%

	Staff N=1083	Faculty N=432
Single	16%	8%
Partnered	10%	8%
Married	66%	77%
Civil union	1%	1%
Separated	1%	1%
Divorced	5%	4%
Partner/spouse deceased	1%	1%

	Staff N=1013	Faculty N=426
Tenure status		
Tenured		38%
Tenure track		16%
Non-tenure track		46%
Staff status		
Executive	2%	
Admin support (non-exempt)	27%	
Professional (exempt)	46%	
Technical	9%	
Specialized	4%	
Skilled crafts	1%	
Service	6%	
Maintenance	4%	

	Staff N=1070	Faculty N=421
Union	11%	64%
Full time	95%	91%

	Staff N=1076	Faculty N=433
GED	1%	0%
High school	9%	1%
Some college	19%	0%
Bachelor's	38%	2%
Master's	26%	19%
Doctoral	7%	77%

	Staff N=1074	Faculty N=435
Limiting physical condition	5%	6%
Limiting cognitive or emotional condition	5%	6%

Appendix V. Student Demographic Summary

Please note due to the sensitive nature of the survey topics, all questions were optional. Therefore, each question may have a different number of respondents.

Race n=1905	Percent
White	89%
Black	2
Asian	4
Two or more races	5

Gender identity n=2012	Percent
Female	69%
Male	30
Gender Queer/Neutral	1

Sexual orientation n=1953	Percent
Heterosexual	84%
Gay	2
Bisexual	5
Asexual	4
Lesbian	2
All others	4

College n=2019	Percent
CAS	47%
CALS	15
CESS	11
CNHS	7
CEM	6
Rubenstein	7
All others	6

Student status n=2001	Percent
1 st year undergrad	18%
2 nd year undergrad	22
Transfer student	6
Upperclass undergrad	39
MS candidate	8
PhD candidate	4
Med student	2

Other demographics	Percent
Full time n=2010	96%
On campus n=2018	48
Student athlete n=1995	9
1 st generation college n=2022	17
Frat/sorority member n=2008	7
Limiting physical condition n=2003	3
Limiting cognitive condition n=1996	14