	Tot	al
	N	%
Total Respondents	4324	100.0%
1. Job Classification		
EHRA Non-Faculty	1227	28.7%
SHRA	2695	63.0%
Postdoctoral Scholar or Fellow	226	5.3%
Don't Know	130	3.0%
Total Responses	4278	100.0%
No Response	46	
2. Employment Status		
Full-time, permanent employee	3412	79.8%
Full-time, temporary employee	470	11.0%
Part-time, permanent employee	113	2.6%
Part-time, temporary employee	283	6.6%
Total Responses	4278	100.0%
No Response	46	
Full-Time / Part-Time Status		
Full-Time	3882	90.7%
Part-Time	396	9.3%
Total Responses	4278	100.0%

	Tot	al
	N	%
No Response	46	
Permanent / Temporary Status		
Permanent	3525	82.4%
Temporary	753	17.6%
Total Responses	4278	100.0%
No Response	46	
·		
Work Unit		
Academic - Health Schools	1353	31.9%
Academic - Health Schools	1000	
Academic - Professional & Humanities Schools	661	15.6%
		15.6% 39.8%
Academic - Professional & Humanities Schools	661	
Academic - Professional & Humanities Schools Administrative	661 1687	39.8%
Academic - Professional & Humanities Schools  Administrative  Other/Unknown	661 1687 535	39.8% 12.6%
Academic - Professional & Humanities Schools Administrative Other/Unknown Total Responses	661 1687 535 4236	39.8% 12.6%
Academic - Professional & Humanities Schools Administrative Other/Unknown Total Responses	661 1687 535 4236	39.8% 12.6%
Academic - Professional & Humanities Schools  Administrative Other/Unknown  Total Responses No Response	661 1687 535 4236	39.8% 12.6%
Academic - Professional & Humanities Schools  Administrative Other/Unknown  Total Responses No Response  4. Do you have supervisory responsibilities?	661 1687 535 4236 88	39.8% 12.6% 100.0%
Academic - Professional & Humanities Schools  Administrative Other/Unknown  Total Responses No Response  4. Do you have supervisory responsibilities? No	661 1687 535 4236 88	39.8% 12.6% 100.0%
Academic - Professional & Humanities Schools  Administrative Other/Unknown  Total Responses No Response  4. Do you have supervisory responsibilities? No Yes	661 1687 535 4236 88 2674 1546	39.8% 12.6% 100.0% 63.4% 36.6%
Academic - Professional & Humanities Schools  Administrative Other/Unknown  Total Responses No Response  4. Do you have supervisory responsibilities? No	661 1687 535 4236 88	39.8% 12.6% 100.0%

	Tot	·al
	N	%
5. How many years have you been employed at		
UNC-Chapel Hill?		
Less than one year	775	18.2%
1-4 years	1316	31.0%
5-10 years	898	21.1%
11-15 years	541	12.7%
16-20 years	297	7.0%
More than 20 years	420	9.9%
Total Responses	4247	100.0%
No Response	77	
6. Gender identity		
Female	2815	66.6%
Male	1378	32.6%
Other/Self-Identify	34	0.8%
Total Responses	4227	100.0%
No Response	97	
7. Sexual orientation		
Bisexual	131	3.2%
Gay	92	2.3%
Heterosexual	3646	89.3%
Lesbian	64	1.6%
Queer	51	1.0%
Queel	21	1.270

	Total			
	N	%		
Other/Self-Identify	97	2.4%		
Total Responses	4081	100.0%		
No Response	243			

	Tot	al
	N	%
8. Race/Ethnicity		
American Indian or Alaska Native	25	0.6%
Asian	244	5.8%
Black or African American	605	14.4%
Latino or Hispanic	100	2.4%
Native Hawaiian or Other Pacific Islander	2	0.0%
White	2939	69.9%
Other race or ethnicity	79	1.9%
Two or more races or ethnicities	208	5.0%
Total Responses	4202	100.0%
No Response	122	
9. What is the highest level of education you		
have completed?		
Junior high / middle school or less	1	0.0%
Some high school	5	0.1%
High school graduate	116	2.7%
Some college	371	8.8%
Associate's degree	259	6.1%
Bachelor's degree	1596	37.8%
Master's degree	1236	29.3%
Doctoral or professional degree	639	15.1%
Total Responses	4223	100.0%
No Response	101	
10. Which language do you feel most		
comfortable using?		
	-	

	ľ	
	Tot	al
	N	w %
English	3978	94.2%
Burmese	4	0.1%
Karen	6	0.1%
Spanish	21	0.5%
Other language	51	1.2%
Equally comfortable with English and other language	162	3.8%
Total Responses	4222	100.0%
No Response	102	
11. Do you have any of the following		
disabilities or conditions? (Choose all that		
apply)		
Attention deficit/hyperactivity disorder (ADHD)	217	5.5%
Chronic illness (e.g., cancer, diabetes,		
autoimmune disorders)	457	11.4%
Learning disability (e.g., dyslexia)	91	2.3%
Physical disability (e.g., speech, sight, mobility,		
hearing)	143	3.6%
Psychological disorder (e.g., depression)	532	13.3%
12. How would you characterize your political		
views?		
Very conservative	88	2.1%
Conservative	463	11.1%
Moderate	1430	34.4%
Liberal	1495	36.0%
Very liberal	681	16.4%

		Tot	al
		N	%
	Total Responses	4157	100.0%
No Response		167	

	Tot	al
	N	ai %
13. Citizenship status		
U.S. citizen	3985	94.6%
Permanent legal resident	105	2.5%
In U.S. on visa or work authorization	116	2.8%
None of the above	5	0.1%
Total Responses	4211	100.0%
No Response	113	
·		
14. If you were NOT born in the U.S., at what age did you arrive in the U.S.?		
Not applicable/born in the U.S.	3351	87.0%
Under 5	86	2.2%
6-12	52	1.3%
13-18	44	1.1%
19-25	110	2.9%
26 or older	209	5.4%
Total Responses	3852	100.0%
No Response	472	
15. Religious Affiliation		
Agnostic	791	19.2%
Atheist	422	10.2%
Christian	2387	57.8%
Buddhist	79	1.9%
Hindu	40	1.0%

	Tot	al
	N	%
Jewish	83	2.0%
Muslim	27	0.7%
Other religion	300	7.3%
Total Responses	4129	100.0%
No Response	195	
16. Military Status		
Active Duty, Reserves, or National Guard	6	0.1%
Discharged veteran NOT serving in Active Duty, Reserves, or		
National Guard	160	3.8%
None	4017	96.0%
Total Responses	4183	100.0%
No Response	141	

	Tot N	al %
Age (at time of survey)		
Under 30	659	16.3%
30-39	1105	27.3%
40-49	916	22.6%
50-59	887	21.9%
60 and above	481	11.9%
Total Responses	4048	100.0%
No Response	276	
18-19. Are you responsible for the care of the following? (Choose all that apply)		
Children	1584	37.8%
A parent or relative other than a minor child	479	11.5%

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	Total		American Indian or Alaska Native		Alaska Native		Asi		Black or Amer	ican	Latino or	Hispanic	Native Hav Other I	Pacific der	Wh		Oth		Two or Mo	icities
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%		
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%		
22a. In the course of your work at UNC-Chapel																				
Hill, how much interaction do you have with																				
people identifying as: American Indian or Alaska																				
Native																				
No Interaction	1642	41.0%	5	20.8%	132	57.6%	204	35.7%	50	52.6%			1140	40.8%	29	42.0%	77	38.7%		
Little Interaction (monthly)	955	23.8%	5	20.8%	35	15.3%	143	25.0%	17	17.9%			684	24.5%	17	24.6%	49	24.6%		
Some Regular Interaction (weekly)	332	8.3%	4	16.7%	18	7.9%	78	13.6%	3	3.2%			203	7.3%	5	7.2%	16	8.0%		
Substantial Interaction (daily)	165	4.1%	9	37.5%	10	4.4%	41	7.2%	5	5.3%			94	3.4%	3	4.3%	3	1.5%		
Don't Know	914	22.8%	1	4.2%	34	14.8%	106	18.5%	20	21.1%			675	24.1%	15	21.7%	54	27.1%		
Total Responses	4008	100.0%	24	100.0%	229	100.0%	572	100.0%	95	100.0%			2796	100.0%	69	100.0%	199	100.0%		
No Response	316		1		15		33		5				143		10		9			
22b. In the course of your work at UNC-Chapel																				
Hill, how much interaction do you have with																				
people identifying as: Asian																				
No Interaction	225	5.6%		4.3%	12	5.2%	62	11.0%	6	6.4%			129	4.6%	3	4.4%	12	C 00/		
	1007	25.3%	7	30.4%	51	22.3%	180	32.0%	23	24.5%			675	24.2%	13	19.1%	53	6.0% 26.6%		
Little Interaction (monthly)  Some Regular Interaction (weekly)	1364	34.2%	7	30.4%	67	29.3%	160	28.4%	30	31.9%			1000	35.9%	25	36.8%	64	32.2%		
	1304	34.2%	8	34.8%	99	43.2%							922	33.1%		35.3%	64			
Substantial Interaction (daily)  Don't Know	85	2.1%	0	0.0%	0	0.0%	148 13	26.3%	33	35.1% 2.1%			58	2.1%	24 3	4.4%	6	32.2%		
	3984	100.0%	23	100.0%	229	100.0%	563	100.0%	94	100.0%			2784	100.0%	68	100.0%	199	100.0%		
Total Responses	3984	100.0%	23	100.0%	15	100.0%	42	100.0%	6	100.0%			155	100.0%	11	100.0%	199	100.0%		
No Response	340				15		42		В				155		11		9			
22c. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Black or African American																				
No Interaction	97	2.4%	0	0.0%	24	10.3%	16	2.8%	3	3.2%			50	1.8%	0	0.0%	4	2.0%		
Little Interaction (monthly)	397	9.9%	2	8.3%	56	24.0%	77	13.4%	12	12.6%			219	7.8%	4	5.9%	26	13.0%		
Some Regular Interaction (weekly)	1125	27.9%	6	25.0%	67	28.8%	158	27.5%	27	28.4%			790	7.8% 28.1%	19	27.9%	51	25.5%		
Substantial Interaction (weekly)	2373	58.9%	16	66.7%	86	36.9%	320	55.7%	52	54.7%			1728	61.5%	43	63.2%	115	57.5%		
Don't Know	37	0.9%	0	0.0%	0	0.0%	320	0.7%	1	1.1%			22	0.8%	2	2.9%	4	2.0%		
	4029	100.0%	24	100.0%	233	100.0%	575	100.0%	95	100.0%			2809	100.0%	68	100.0%	200	100.0%		
Total Responses  No Response	295	100.0%	1	100.0%	233	100.0%	30	100.0%	95 5	100.0%			130	100.0%	11	100.0%	8	100.0%		
No nesponse	233		1		11		30		3				130		- 11		·			
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	Total N %		American Indian or Alaska Native N %		Asia N	an %	Black or Amer		Latino or	·	thnicity Native Har Other I Islan N	Pacific	Whi N	ite %	Oth N	er %	Two or Mo or Ethn N	
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%		0.0%	2939	69.9%	79	1.9%	208	5.0%
22d. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Having a disability																		
No Interaction	825	20.7%	5	20.8%	102	44.2%	114	20.2%	26	28.3%			526	18.9%	11	15.7%	39	19.9%
Little Interaction (monthly)	1385	34.7%	6	25.0%	66	28.6%	215	38.1%	32	34.8%			963	34.5%	24	34.3%	68	34.7%
Some Regular Interaction (weekly)	715	17.9%	6	25.0%	26	11.3%	88	15.6%	12	13.0%			526	18.9%	15	21.4%	39	19.9%
Substantial Interaction (daily)	445	11.2%	4	16.7%	10	4.3%	70	12.4%	10	10.9%			320	11.5%	10	14.3%	19	9.7%
Don't Know	620	15.5%	3	12.5%	27	11.7%	77	13.7%	12	13.0%			453	16.2%	10	14.3%	31	15.8%
Total Responses	3990	100.0%	24	100.0%	231	100.0%	564	100.0%	92	100.0%			2788	100.0%	70	100.0%	196	100.0%
No Response	334		1		13		41		8				151		9		12	
22I. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Having a gender identity																		
different than your own																		
No Interaction	539	13.4%	3	12.5%	61	26.2%	81	14.1%	21	22.1%			334	11.9%	11	15.9%	26	13.0%
Little Interaction (monthly)	532	13.2%	4	16.7%	32	13.7%	85	14.8%	7	7.4%			379	13.5%	1	1.4%	20	10.0%
Some Regular Interaction (weekly)	550	13.7%	8	33.3%	34	14.6%	103	17.9%	19	20.0%			349	12.4%	6	8.7%	29	14.5%
Substantial Interaction (daily)	1415	35.1%	7	29.2%	60	25.8%	176	30.6%	34	35.8%			1027	36.6%	27	39.1%	76	38.0%
Don't Know	992	24.6%	2	8.3%	46	19.7%	130	22.6%	14	14.7%			718	25.6%	24	34.8%	49	24.5%
Total Responses	4028	100.0%	24	100.0%	233	100.0%	575	100.0%	95	100.0%			2807	100.0%	69	100.0%	200	100.0%
No Response	296		1		11		30		5				132		10		8	
22e. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Having a sexual orientation																		
different than your own																		
No Interaction	239	5.9%	1	4.2%	53	22.8%	44	7.7%	13	13.7%			111	3.9%	7	10.1%	8	4.0%
Little Interaction (monthly)	549	13.6%	3	12.5%	41	17.7%	100	17.5%	15	15.8%			366	13.0%	7	10.1%	15	7.5%
Some Regular Interaction (weekly)	894	22.2%	7	29.2%	32	13.8%	121	21.1%	26	27.4%			641	22.8%	11	15.9%	50	25.0%
Substantial Interaction (daily)	1423	35.3%	12	50.0%	45	19.4%	165	28.8%	25	26.3%			1072	38.1%	26	37.7%	71	35.5%
Don't Know	926	23.0%	1	4.2%	61	26.3%	143	25.0%	16	16.8%			622	22.1%	18	26.1%	56	28.0%
Total Responses	4031	100.0%	24	100.0%	232	100.0%	573	100.0%	95	100.0%			2812	100.0%	69	100.0%	200	100.0%
No Response	293		1		12		32		5				127		10		8	

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					1				1	Race/E	thnicity		ı		ı		ı	
											Native Hav	vaiian or						
			American	Indian or			Black or	African			Other P	acific					Two or Mo	ore Races
	Tot	:al	Alaska I	Native	Asia	ın	Amer	ican	Latino or I	Hispanic	Island	der	Whi	te	Othe	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
22f. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Hispanic or Latina/o																		
No Interaction	381	9.5%	2	8.3%	48	20.9%	77	13.4%	6	6.3%			231	8.2%	5	7.1%	10	5.0%
Little Interaction (monthly)	1080	26.8%	5	20.8%	77	33.5%	154	26.8%	30	31.6%			749	26.7%	18	25.7%	42	21.0%
Some Regular Interaction (weekly)	1311	32.6%	10	41.7%	56	24.3%	181	31.5%	20	21.1%			950	33.8%	19	27.1%	70	35.0%
Substantial Interaction (daily)	1083	26.9%	7	29.2%	33	14.3%	141	24.5%	36	37.9%			769	27.4%	22	31.4%	68	34.0%
Don't Know	171	4.2%	0	0.0%	16	7.0%	22	3.8%	3	3.2%			109	3.9%	6	8.6%	10	5.0%
Total Responses	4026	100.0%	24	100.0%	230	100.0%	575	100.0%	95	100.0%			2808	100.0%	70	100.0%	200	100.0%
No Response	298		1		14		30		5				131		9		8	
·																		
22g. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Holding religious beliefs or																		
ideas different from your own			_												_			
No Interaction	97	2.4%	0	0.0%	23	10.0%	25	4.4%		5.3%			38	1.4%	2	2.9%	4	2.0%
Little Interaction (monthly)	293	7.3%	1	4.2%	25	10.9%	78	13.7%		8.5%			163	5.8%	5	7.1%	13	6.5%
Some Regular Interaction (weekly)	774	19.2%	8	33.3%	41	17.8%	132	23.2%		19.1%			516	18.4%	15	21.4%	37	18.5%
Substantial Interaction (daily)	1991	49.5%	13	54.2%	100	43.5%	187	32.9%		45.7%			1498	53.3%	37	52.9%	105	52.5%
Don't Know	867	21.6%	2	8.3%	41	17.8%	146	25.7%	20	21.3%			596	21.2%	11	15.7%	41	20.5%
Total Responses	4022	100.0%	24	100.0%	230	100.0%	568	100.0%	94	100.0%			2811	100.0%	70	100.0%	200	100.0%
No Response	302		1		14		37		6				128		9		8	
22h. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Native Hawaiian or Other																		
Pacific Islander																		
No Interaction	1517	37.7%	12	50.0%	114	49.4%	211	37.0%	42	44.2%			1034	36.8%	21	30.4%	76	38.2%
Little Interaction (monthly)	641	15.9%	3	12.5%	33	14.3%	101	17.7%	13	13.7%			445	15.8%	13	18.8%	29	14.6%
Some Regular Interaction (weekly)	251	6.2%	1	4.2%	11	4.8%	43	7.5%		5.3%			169	6.0%	6	8.7%	16	8.0%
Substantial Interaction (daily)	118	2.9%	1	4.2%	5	2.2%	25	4.4%	4	4.2%			81	2.9%	1	1.4%	1	0.5%
									31	32.6%			1080		28	40.6%	77	38.7%
Don't Know	1495	37.2%	7	29.2%	68	29.4%	191	33.5%	31	32.0%			1080	38.4%	28	40.6%	//	30.77
, <i>II</i>	1495 4022	37.2% 100.0%	24	100.0%	231	100.0%	191 571	100.0%	95	100.0%			2809	100.0%	69	100.0%	199	100.0%

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					Ī	1	1		Ī	Race/E	thnicity				Ī		ı	
											Native Hav							
			American				Black or				Other F						Two or Mo	
	Tot		Alaska I		Asia		Amer		Latino or	Hispanic	Islan		Whi		Othe		or Ethni	icities
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
22i. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Two or more races																		
No Interaction	241	6.0%	0	0.0%	37	16.1%	39	6.9%	7	7.4%			142	5.1%	6	8.8%	10	5.0%
Little Interaction (monthly)	541	13.5%	4	16.7%	40	17.4%	87	15.3%	19	20.2%			355	12.7%	7	10.3%	27	13.5%
Some Regular Interaction (weekly)	920	22.9%	6	25.0%	53	23.0%	136	23.9%	21	22.3%			638	22.8%	14	20.6%	47	23.5%
Substantial Interaction (daily)	1127	28.1%	11	45.8%	56	24.3%	199	35.0%	23	24.5%			748	26.7%	22	32.4%	59	29.5%
Don't Know	1181	29.5%	3	12.5%	44	19.1%	107	18.8%	24	25.5%			917	32.8%	19	27.9%	57	28.5%
Total Responses	4010	100.0%	24	100.0%	230	100.0%	568	100.0%	94	100.0%			2800	100.0%	68	100.0%	200	100.0%
No Response	314		1		14		37		6				139		11		8	
22j. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: Veterans and active duty																		
military																		
No Interaction	613	15.2%	4	16.7%	82	35.3%	98	17.1%	28	29.8%			361	12.9%	9	13.0%	31	15.6%
Little Interaction (monthly)	808	20.1%	7	29.2%	36	15.5%	123	21.5%	23	24.5%			559	19.9%	15	21.7%	40	20.1%
Some Regular Interaction (weekly)	709	17.6%	6	25.0%	28	12.1%	91	15.9%	6	6.4%			524	18.7%	10	14.5%	38	19.1%
Substantial Interaction (daily)	633	15.7%	4	16.7%	14	6.0%	93	16.3%	9	9.6%			465	16.6%	16	23.2%	29	14.6%
Don't Know	1258	31.3%	3	12.5%	72	31.0%	167	29.2%	28	29.8%			899	32.0%	19	27.5%	61	30.7%
Total Responses	4021	100.0%	24	100.0%	232	100.0%	572	100.0%	94	100.0%			2808	100.0%	69	100.0%	199	100.0%
No Response	303		1		12		33		6				131		10		9	
22k. In the course of your work at UNC-Chapel																		
Hill, how much interaction do you have with																		
people identifying as: White																		
No Interaction	20	0.5%	0	0.0%	6	2.6%	7	1.2%	1	1.1%			4	0.1%	0	0.0%	2	1.0%
Little Interaction (monthly)	30	0.7%	1	4.2%	3	1.3%	9	1.6%	0	0.0%			17	0.6%	0	0.0%	0	0.0%
Some Regular Interaction (weekly)	200	5.0%	1	4.2%	21	9.0%	31	5.4%	5	5.3%			126	4.5%	2	2.9%	13	6.5%
Substantial Interaction (daily)	3749	93.0%	22	91.7%	202	86.7%	521	90.9%	88	92.6%			2650	94.2%	66	94.3%	179	89.9%
Don't Know	33	0.8%	0	0.0%	1	0.4%	5	0.9%	1	1.1%			16	0.6%	2	2.9%	5	2.5%
Total Responses	4032	100.0%	24	100.0%	233	100.0%	573	100.0%	95	100.0%			2813	100.0%	70	100.0%	199	100.0%
No Response	292		1		11		32		5				126		9		9	

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	Tot		Alaska N		Asia		Amer		Latino or	•	Island	-	Whi		Oth		or Ethni	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
23a. How would you describe the racial and																		
ethnic composition of the following:																	İ	
Neighborhood where you grew up																	İ	
Little to None of My Same Race or Ethnicity	206	5.1%	5	20.8%	46	20.2%	58	10.1%	22	23.4%			22	0.8%	9	13.0%	41	20.9%
Some of My Same Race or Ethnicity	275	6.9%	6	25.0%	34	14.9%	91	15.9%	16	17.0%			89	3.2%	7	10.1%	31	15.8%
About Half My Same Race or Ethnicity	499	12.4%	2	8.3%	25	11.0%	114	19.9%	9	9.6%			304	10.8%	16	23.2%	23	11.7%
Mostly My Same Race or Ethnicity	1146	28.6%	3	12.5%	21	9.2%	120	21.0%	24	25.5%			893	31.8%	16	23.2%	60	30.6%
All or Nearly All My Same Race or Ethnicity	1888	47.0%	8	33.3%	102	44.7%	189	33.0%	23	24.5%			1498	53.4%	21	30.4%	41	20.9%
Total Responses	4014	100.0%	24	100.0%	228	100.0%	572	100.0%	94	100.0%			2806	100.0%	69	100.0%	196	100.0%
No Response	310	100.0%	1	100.0%	16	100.0%	33	100.0%	6	100.0%			133	100.0%	10	100.0%	196	100.0%
23b. How would you describe the racial and																	1	
ethnic composition of the following: High school																	ĺ	
from which you graduated																	ĺ	
Little to None of My Same Race or Ethnicity	186	4.6%	4	16.7%	41	18.1%	58	10.2%	23	24.5%			17	0.6%	10	14.5%	31	15.7%
Some of My Same Race or Ethnicity	445	11.1%	7	29.2%	47	20.7%	187	32.7%	22	23.4%			116	4.1%	13	18.8%	52	26.4%
About Half My Same Race or Ethnicity	1085	27.0%	7	29.2%	20	8.8%	201	35.2%	15	16.0%			788	28.1%	17	24.6%	30	15.2%
Mostly My Same Race or Ethnicity	1351	33.7%	3	12.5%	23	10.1%	62	10.9%	12	12.8%			1168	41.6%	14	20.3%	56	28.4%
All or Nearly All My Same Race or Ethnicity	945	23.6%	3	12.5%	96	42.3%	63	11.0%	22	23.4%			716	25.5%	15	21.7%	28	14.2%
Total Responses	4012	100.0%	24	100.0%	227	100.0%	571	100.0%	94	100.0%			2805	100.0%	69	100.0%	197	100.0%
No Response	312		1		17		34		6				134		10		11	
23c. How would you describe the racial and																	<del>                                     </del>	$\longrightarrow$
ethnic composition of the following: College or																	İ	
university from which you graduated, if																	İ	
																	İ	
applicable	220	F 70/	42	F2 20/	25	45 50/	00	40.40/	25	27.50/			20	0.00/		44.00/	20	40.40/
Little to None of My Same Race or Ethnicity	220	5.7%	12	52.2%	35	15.5%	99	18.1%	25	27.5%			20	0.8%	8	11.8%	20	10.4%
Some of My Same Race or Ethnicity	549	14.3%	5	21.7%	84	37.2%	242	44.2%	29	31.9%			101	3.8%	17	25.0%	67	34.7%
About Half My Same Race or Ethnicity	869	22.6%	4	17.4%	18	8.0%	71	13.0%	11	12.1%			703	26.4%	17	25.0%	39	20.2%
Mostly My Same Race or Ethnicity	1794	46.8%	2	8.7%	26	11.5%	45	8.2%	13	14.3%			1625	61.0%	16	23.5%	55	28.5%
All or Nearly All My Same Race or Ethnicity	405	10.6%	0	0.0%	63	27.9%	91	16.6%	13	14.3%			216	8.1%	10	14.7%	12	6.2%
Total Responses  No Response	3837 487	100.0%	23	100.0%	226 18	100.0%	548 57	100.0%	91 9	100.0%			2665 274	100.0%	68 11	100.0%	193 15	100.0%
TO RESPONSE	407				10		37		,				2,4		- 11		13	
23c. How would you describe the racial and																		
ethnic composition of the following:																	1	
Neighborhood in which you currently live																	ĺ	
Little to None of My Same Race or Ethnicity	395	9.9%	14	58.3%	110	48.0%	112	19.6%	53	57.0%			38	1.4%	10	14.7%	52	26.4%
Some of My Same Race or Ethnicity	575	14.3%	3	12.5%	92	40.2%	206	36.1%	27	29.0%			175	6.2%	21	30.9%	48	24.4%
About Half My Same Race or Ethnicity	1127	28.1%	4	16.7%	20	8.7%	167	29.3%	9	9.7%			859	30.6%	21	30.9%	41	20.8%
Mostly My Same Race or Ethnicity	1472	36.7%	1	4.2%	2	0.9%	57	10.0%	1	1.1%			1345	48.0%	13	19.1%	45	22.8%
All or Nearly All My Same Race or Ethnicity	441	11.0%	2	8.3%	5	2.2%	28	4.9%	3	3.2%			387	13.8%	3	4.4%	11	5.6%
Total Responses	4010	100.0%	24	100.0%	229	100.0%	570	100.0%	93	100.0%			2804	100.0%	68	100.0%	197	100.0%
No Response	314		1		15		35		7				135		11		11	
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	Gender							Emp	loyment	Classificati	on						Work	Unit				
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	Fema	ale %	Mal N	e %	Oth N	er %	EHRA Non-	-Faculty %	SHR N	A %	Scholar or N	Fellow %	Don't k	now %	Schoo	ols %	Humanities N	% Schools	Adminis N	trative %	Other/Un N	known %
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%		15.6%	1687	39.8%	535	12.6%
Total Respondents	2015	00.0%	1376	32.0%	34	0.8%	1227	20.770	2095	03.0%	220	3.3%	130	3.0%	1555	31.9%	001	15.0%	1007	39.6%	333	12.0%
22a. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: American Indian or Alaska																						
Native																						
No Interaction	1092	41.1%	539	41.0%	8	26.7%	431	37.1%	1015	40.4%	132	63.2%	61	56.0%	592	46.9%	244	39.0%	587	36.6%	212	42.5%
Little Interaction (monthly)	626	23.6%	319	24.3%	7	23.3%	351	30.2%	566	22.5%	21	10.0%	13	11.9%	252	20.0%	163	26.0%	427	26.7%	109	21.8%
Some Regular Interaction (weekly)	215	8.1%	114	8.7%	2	6.7%	107	9.2%	206	8.2%	12	5.7%	5	4.6%	75	5.9%	64	10.2%	148	9.2%	43	8.6%
Substantial Interaction (daily)	118	4.4%	46	3.5%	0	0.0%	40	3.4%	115	4.6%	8	3.8%	2	1.8%	47	3.7%	20	3.2%	66	4.1%	30	6.0%
Don't Know	604	22.7%	296	22.5%	13	43.3%	234	20.1%	613	24.4%	36	17.2%	28	25.7%	295	23.4%	135	21.6%	374	23.3%	105	21.0%
Total Responses	2655	100.0%	1314	100.0%	30	100.0%	1163	100.0%	2515	100.0%	209	100.0%	109	100.0%	1261	100.0%	626	100.0%	1602	100.0%	499	100.0%
No Response	160		64		4		64		180		17		21		92		35		85		36	
22b. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: Asian																						
No Interaction	168	6.3%	55	4.3%	1	3.4%	58	5.0%	143	5.7%	6	2.8%	18	16.7%	66	5.2%	34	5.5%	85	5.3%	38	7.7%
Little Interaction (monthly)	719	27.1%	279	21.6%	6	20.7%	294	25.4%	634	25.4%	42	19.9%	36	33.3%	254	20.2%	164	26.6%	428	26.9%	153	31.0%
Some Regular Interaction (weekly)	895	33.7%	454	35.1%	12	41.4%	421	36.4%	841	33.7%	71	33.6%	26	24.1%	417	33.1%	236	38.2%	542	34.0%	162	32.8%
Substantial Interaction (daily)	814	30.7%	479	37.0%	9	31.0%	369	31.9%	816	32.7%	92	43.6%	22	20.4%	505	40.1%	173	28.0%	498	31.2%	124	25.1%
Don't Know	56	2.1%	27	2.1%	1	3.4%	16	1.4%	61	2.4%	0	0.0%	6	5.6%	17	1.4%	10	1.6%	41	2.6%	17	3.4%
Total Responses	2652	100.0%	1294	100.0%	29	100.0%	1158	100.0%	2495	100.0%	211	100.0%	108	100.0%	1259	100.0%	617	100.0%	1594	100.0%	494	100.0%
No Response	163		84		5		69		200		15		22		94		44		93		41	
22c. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: Black or African American																						
No Interaction	61	2.3%	33	2.5%	2	6.7%	22	1.9%	43	1.7%	21	10.0%	11	10.0%		2.2%		3.0%	35	2.2%	15	3.0%
Little Interaction (monthly)	275	10.3%	122	9.2%	0	0.0%	122	10.5%	209	8.3%	47	22.3%	18	16.4%	143	11.3%	60	9.6%	137	8.5%	55	10.9%
Some Regular Interaction (weekly)	740	27.7%	375	28.4%	8	26.7%	334	28.7%	677	26.7%	79	37.4%	32	29.1%	349	27.5%	204	32.5%	426	26.4%	141	28.0%
Substantial Interaction (daily)	1573	58.9%	775	58.8%	19	63.3%	680	58.4%	1578	62.3%	63	29.9%	45	40.9%	739	58.3%	338	53.9%	1001	62.1%	283	56.3%
Don't Know	21	0.8%	14	1.1%	1	3.3%	7	0.6%	24	0.9%	1	0.5%	4	3.6%	9	0.7%	6	1.0%	13	0.8%	9	1.8%
Total Responses	2670	100.0%	1319	100.0%		100.0%	1165	100.0%	2531	100.0%		100.0%		100.0%	1268	100.0%	627	100.0%	1612	100.0%	503	100.0%
No Response	145		59		4		62		164		15		20		85		34		75		32	
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	Fema	ale	Mai		Oth	er	EHRA Non	-Faculty	SHR		Postdoo Scholar or	toral	Don't k	now	Academic Scho		Acader Profession	mic - onal &	Adminis	trative	Other/Uni	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
22d. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																					i	
people identifying as: Having a disability																					i	
No Interaction	551	20.8%	269	20.6%	4	13.3%	225	19.5%	483	19.3%	77	37.0%	39	35.5%	311	24.7%	118	19.0%	296	18.6%	94	18.9%
Little Interaction (monthly)	894	33.8%	480	36.8%	6	20.0%	420	36.4%	867	34.6%	68	32.7%	26	23.6%	392	31.1%	259	41.6%	572	36.0%	153	30.7%
Some Regular Interaction (weekly)	459	17.4%	243	18.6%	11	36.7%	205	17.7%	471	18.8%	24	11.5%	13	11.8%	216	17.1%	86	13.8%	306	19.2%	107	21.5%
Substantial Interaction (daily)	301	11.4%	139	10.6%	5	16.7%	131	11.3%	296	11.8%	5	2.4%	12	10.9%	155	12.3%	49	7.9%	172	10.8%	68	13.7%
Don't Know	439	16.6%	175	13.4%	4	13.3%	174	15.1%	388	15.5%	34	16.3%	20	18.2%	186	14.8%	110	17.7%	245	15.4%	76	15.3%
Total Responses	2644	100.0%	1306	100.0%	30	100.0%	1155	100.0%	2505	100.0%	208	100.0%	110	100.0%	1260	100.0%	622	100.0%	1591	100.0%	498	100.0%
No Response	171		72		4		72		190		18		20		93		39		96		37	
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22I. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																					i	
people identifying as: Having a gender identity																					l	
different than your own																					i	
No Interaction	377	14.1%	158	12.0%	2	6.7%	136	11.7%	333	13.2%	39	18.4%	30	27.3%	186	14.6%	60	9.5%	211	13.1%	76	15.1%
Little Interaction (monthly)	357	13.4%	171	13.0%	2	6.7%	161	13.8%	330	13.0%	25	11.8%	14	12.7%	138	10.9%	99	15.7%	216	13.4%	74	14.7%
Some Regular Interaction (weekly)	376	14.1%	168	12.8%	3	10.0%	174	15.0%	343	13.6%	19	9.0%	10	9.1%	153	12.0%	84	13.4%	231	14.4%	80	15.9%
Substantial Interaction (daily)	888	33.2%	506	38.4%	20	66.7%	453	39.0%	854	33.7%	71	33.5%	36	32.7%	419	33.0%	229	36.4%	608	37.8%	154	30.6%
Don't Know	673	25.2%	314	23.8%	3	10.0%	239	20.6%	671	26.5%	58	27.4%	20	18.2%	374	29.4%	157	25.0%	341	21.2%	119	23.7%
Total Responses	2671	100.0%	1317	100.0%	30	100.0%	1163	100.0%	2531	100.0%	212	100.0%	110	100.0%	1270	100.0%	629	100.0%	1607	100.0%	503	100.0%
No Response	144		61		4		64		164		14		20		83		32		80		32	
22e. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																					i	
people identifying as: Having a sexual orientation																					i	
different than your own																					i	
No Interaction	148	5.5%	88	6.7%	2	6.7%	48	4.1%	145	5.7%	29	13.7%	17	15.5%	103	8.1%	23	3.7%	67	4.2%	43	8.5%
Little Interaction (monthly)	371	13.9%	176	13.3%	1	3.3%	146	12.5%	355	14.0%	31	14.7%	14	12.7%	168	13.2%	85	13.5%	213	13.2%	80	15.9%
Some Regular Interaction (weekly)	599	22.4%	286	21.7%	5	16.7%	308	26.3%	531	21.0%	34	16.1%	19	17.3%	249	19.6%	164	26.1%	375	23.3%	103	20.4%
Substantial Interaction (daily)	954	35.7%	447	33.8%	20	66.7%	478	40.9%	871	34.4%	46	21.8%	25	22.7%	400	31.5%	236	37.5%	621	38.6%	157	31.2%
Don't Know	598	22.4%	324	24.5%	2	6.7%	189	16.2%	627	24.8%	71	33.6%	35	31.8%	349	27.5%	121	19.2%	333	20.7%	121	24.0%
Total Responses	2670	100.0%	1321	100.0%	30	100.0%	1169	100.0%	2529	100.0%	211	100.0%	110	100.0%	1269	100.0%	629	100.0%	1609	100.0%	504	100.0%
No Response	145		57		4		58		166		15		20		84		32		78		31	
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	Fem	ale	Gen		Oth	ier	EHRA Non	ı-Faculty	SHR		Postdoo Scholar o	ctoral	Don't k	now	Academic Scho		Acade Profession	mic - onal &	Adminis	trative	Other/Ur	nknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
22f. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: Hispanic or Latina/o																						
No Interaction	272	10.2%	105	8.0%	3	10.0%	91	7.8%	224	8.9%	40	19.0%	26	23.9%	130	10.2%	57	9.1%	140	8.7%	53	10.6%
Little Interaction (monthly)	716	26.8%	356	27.0%	7	23.3%	321	27.5%	649	25.7%	77	36.5%	30	27.5%	358	28.2%	191	30.5%	403	25.1%	120	24.0%
Some Regular Interaction (weekly)	865	32.4%	433	32.8%	10	33.3%	418	35.8%	809	32.0%	50	23.7%	32	29.4%	384	30.2%	213	34.0%	551	34.3%	159	31.7%
Substantial Interaction (daily)	701	26.3%	371	28.1%	8	26.7%	300	25.7%	733	29.0%	37	17.5%	9	8.3%	347	27.3%	139	22.2%	442	27.5%	148	29.5%
Don't Know	114	4.3%	54	4.1%	2	6.7%	37	3.2%	113	4.5%	7	3.3%	12	11.0%	52	4.1%	26	4.2%	72	4.5%	21	4.2%
Total Responses	2668	100.0%	1319	100.0%	30	100.0%	1167	100.0%	2528	100.0%	211	100.0%	109	100.0%	1271	100.0%	626	100.0%	1608	100.0%	501	100.0%
No Response	147		59		4		60		167		15		21		82		35		79		34	$\dashv$
22g. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Holding religious beliefs or																						
ideas different from your own																						
No Interaction	64	2.4%	32	2.4%	1	3.3%	14	1.2%	58	2.3%	15	7.1%	10	9.1%		2.7%	15	2.4%	32	2.0%	15	3.0%
Little Interaction (monthly)	207	7.8%	84	6.4%	1	3.3%	69	5.9%	200	7.9%	17	8.0%	7	6.4%	77	6.1%	48	7.7%	121	7.5%	46	9.2%
Some Regular Interaction (weekly)	509	19.1%	258	19.6%	5	16.7%	235	20.1%	479	19.0%	43	20.3%	14	12.7%		18.3%	117	18.8%	307	19.1%	116	23.2%
Substantial Interaction (daily)	1316	49.3%	652	49.7%	21	70.0%	627	53.7%	1236	49.0%	84	39.6%	40	36.4%	643	50.6%	304	48.7%	817	50.8%	216	43.1%
Don't Know	573	21.5%	287	21.9%	2	6.7%	222	19.0%	549	21.8%	53	25.0%	39	35.5%	284	22.4%	140	22.4%	331	20.6%	108	21.6%
Total Responses	2669	100.0%	1313	100.0%		100.0%	1167	100.0%	2522	100.0%		100.0%	110	100.0%	1270	100.0%	624	100.0%	1608	100.0%	501	100.0%
No Response	146		65		4		60		173		14		20		83		37		79		34	
22h. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Native Hawaiian or Other Pacific Islander																						
No Interaction	1000	37.5%	508	38.5%	7	23.3%	457	39.2%	895	35.4%	108	51.2%	56	51.4%	480	37.9%	225	36.0%	599	37.3%	204	40.6%
Little Interaction (monthly)	415	15.6%	219	16.6%	7	23.3%	206	17.7%	404	16.0%	18	8.5%	10	9.2%	196	15.5%	113	18.1%	255	15.9%	75	14.9%
Some Regular Interaction (weekly)	158	5.9%	92	7.0%	0	0.0%	72	6.2%	162	6.4%	13	6.2%	3	2.8%	81	6.4%	27	4.3%	111	6.9%	32	6.4%
Substantial Interaction (daily)	92	3.5%	26	2.0%	0	0.0%	28	2.4%	87	3.4%	2	0.9%	1	0.9%	44	3.5%	11	1.8%	47	2.9%	16	3.2%
Don't Know	1001	37.5%	473	35.9%	16	53.3%	402	34.5%	977	38.7%	70	33.2%	39	35.8%	466	36.8%	249	39.8%	596	37.1%	176	35.0%
Total Responses	2666	100.0%	1318	100.0%	30	100.0%	1165	100.0%	2525	100.0%		100.0%	109	100.0%	1267	100.0%	625	100.0%	1608	100.0%	503	100.0%
No Response	149		60		4		62		170		15		21		86		36		79		32	

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	- ' '	, -		, -		,.	N				N	%					N	%		%		
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
22i. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: Two or more races																						
No Interaction	176	6.6%	62	4.7%	3	10.0%	57	4.9%	142	5.6%	30	14.4%	12	11.0%	82	6.5%	34	5.4%	95	5.9%	28	5.6%
Little Interaction (monthly)	363	13.7%	173	13.2%	4	13.3%	154	13.2%	327	13.0%	40	19.2%	17	15.6%	175	13.9%	88	14.0%	200	12.5%	74	14.8%
Some Regular Interaction (weekly)	596	22.4%	315	24.0%	7	23.3%	293	25.2%	556	22.1%	39	18.8%	30	27.5%	254	20.1%	160	25.5%	379	23.7%	127	25.5%
Substantial Interaction (daily)	737	27.7%	381	29.0%	6	20.0%	300	25.8%	771	30.6%	38	18.3%	16	14.7%	362	28.7%	160	25.5%	444	27.7%	153	30.7%
Don't Know	786	29.6%	381	29.0%	10	33.3%	361	31.0%	720	28.6%	61	29.3%	34	31.2%	388	30.8%	185	29.5%	484	30.2%	117	23.4%
Total Responses	2658	100.0%	1312	100.0%	30	100.0%	1165	100.0%	2516	100.0%	208	100.0%	109	100.0%	1261	100.0%	627	100.0%	1602	100.0%	499	100.0%
No Response	157		66		4		62		179		18		21		92		34		85		36	
22j. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: Veterans and active duty																						
military																						
No Interaction	440	16.5%	169	12.8%	3	10.0%	183	15.7%	332	13.1%	71	33.6%	27	25.2%	231	18.2%	75	11.9%	222	13.8%	78	15.6%
Little Interaction (monthly)	534	20.0%	267	20.3%	5	16.7%	294	25.2%	466	18.5%	28	13.3%	18	16.8%	237	18.7%	159	25.3%	318	19.8%	89	17.8%
Some Regular Interaction (weekly)	433	16.2%	268	20.3%	7	23.3%	217	18.6%	465	18.4%	14	6.6%	10	9.3%	175	13.8%	127	20.2%	304	18.9%	102	20.4%
Substantial Interaction (daily)	386	14.5%	241	18.3%	5	16.7%	136	11.7%	479	19.0%	6	2.8%	9	8.4%	156	12.3%	77	12.3%	299	18.6%	100	20.0%
Don't Know	872	32.7%	372	28.2%	10	33.3%	336	28.8%	783	31.0%	92	43.6%	43	40.2%	467	36.9%	190	30.3%	463	28.8%	132	26.3%
Total Responses	2665	100.0%	1317	100.0%	30	100.0%	1166	100.0%	2525	100.0%	211	100.0%	107	100.0%	1266	100.0%	628	100.0%	1606	100.0%	501	100.0%
No Response	150		61		4		61		170		15		23		87		33		81		34	
22k. In the course of your work at UNC-Chapel																						
Hill, how much interaction do you have with																						
people identifying as: White																						
No Interaction	9	0.3%	10	0.8%	1	3.3%	4	0.3%	7	0.3%	4	1.9%	5	4.5%	6	0.5%	3	0.5%	9	0.6%	2	0.4%
Little Interaction (monthly)	17	0.6%	13	1.0%	0	0.0%	9	0.8%	10	0.4%	1	0.5%	9	8.1%	4	0.3%	7	1.1%	8	0.5%	11	2.2%
Some Regular Interaction (weekly)	128	4.8%	71	5.4%	0	0.0%	47	4.0%	128	5.1%	13	6.1%	12	10.8%	60	4.7%	31	5.0%	70	4.3%	39	7.7%
Substantial Interaction (daily)	2499	93.6%	1213	91.9%	28	93.3%	1102	94.3%	2364	93.5%	193	91.0%	80	72.1%	1193	93.9%	581	92.8%	1510	93.7%	444	88.1%
Don't Know	18	0.7%	13	1.0%	1	3.3%	6	0.5%	20	0.8%	1	0.5%	5	4.5%	7	0.6%	4	0.6%	14	0.9%	8	1.6%
Total Responses	2671	100.0%	1320	100.0%	30	100.0%	1168	100.0%	2529	100.0%	212	100.0%	111	100.0%	1270	100.0%	626	100.0%	1611	100.0%	504	100.0%
No Response	144		58		4		59		166		14		19		83	22.270	35		76		31	
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	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
23a. How would you describe the racial and																					I	
ethnic composition of the following:																					I	
Neighborhood where you grew up																					1	
Little to None of My Same Race or Ethnicity	156	5.9%	48	3.7%	2	6.7%	66	5.7%	117	4.6%	13	6.3%	10	9.1%	64	5.1%	32	5.1%	85	5.3%	24	4.8%
Some of My Same Race or Ethnicity	194	7.3%	78	6.0%	3	10.0%	64	5.5%	183	7.3%	19	9.1%	8	7.3%	77	6.1%	36	5.7%	131	8.1%	30	6.0%
About Half My Same Race or Ethnicity	318	11.9%	174	13.3%	3	10.0%	129	11.1%	334	13.3%	17	8.2%	18	16.4%	152	12.1%	80	12.8%	188	11.7%	76	15.2%
Mostly My Same Race or Ethnicity	703 1292	26.4%	428	32.7%	11 11	36.7%	304 601	26.1%	758 1127	30.1%	51 108	24.5%	28	25.5%	359	28.5%	165 314	26.3% 50.1%	463 741	28.8%	150 221	29.9% 44.1%
All or Nearly All My Same Race or Ethnicity Total Responses	2663	48.5% 100.0%	582 1310	44.4% 100.0%	30	36.7% 100.0%	1164	51.6% 100.0%	2519	44.7% 100.0%	208	51.9% 100.0%	46 110	41.8% 100.0%	607 1259	48.2% 100.0%	627	100.0%	1608	46.1% 100.0%	501	100.0%
No Response	152	100.0%	68	100.0%	4	100.0%	63	100.0%	176	100.0%	18	100.0%	20	100.0%	94	100.0%	34	100.0%	79	100.0%	34	100.0%
NO Response	132		08		- 4		03		1/0		10		20		34		34		/5		34	$\dashv$
23b. How would you describe the racial and																						$\overline{}$
ethnic composition of the following: High school																					I	
from which you graduated																					I	
Little to None of My Same Race or Ethnicity	136	5.1%	48	3.7%	2	6.7%	51	4.4%	113	4.5%	11	5.3%	10	9.1%	55	4.4%	28	4.5%	79	4.9%	23	4.6%
Some of My Same Race or Ethnicity	328	12.3%	114	8.7%	2	6.7%	99	8.5%	309	12.3%	25	12.1%	11	10.0%	142	11.3%	74	11.8%	176	10.9%	50	10.0%
About Half My Same Race or Ethnicity	727	27.3%	348	26.6%	6	20.0%	272	23.4%	751	29.8%	29	14.0%	31	28.2%	328	26.1%	155	24.8%	434	27.0%	162	32.3%
Mostly My Same Race or Ethnicity	836	31.4%	499	38.1%	13	43.3%	424	36.4%	824	32.7%	65	31.4%	32	29.1%	406	32.3%	219	35.0%	554	34.5%	165	32.9%
All or Nearly All My Same Race or Ethnicity	635	23.9%	300	22.9%	7	23.3%	318	27.3%	521	20.7%	77	37.2%	26	23.6%	327	26.0%	150	24.0%	365	22.7%	101	20.2%
Total Responses	2662	100.0%	1309	100.0%	30	100.0%	1164	100.0%	2518	100.0%	207	100.0%	110	100.0%	1258	100.0%	626	100.0%	1608	100.0%	501	100.0%
No Response	153		69		4		63		177		19		20		95		35		79		34	
23c. How would you describe the racial and																					I	
ethnic composition of the following: College or																					I	
university from which you graduated, if																					I	
applicable																					I	
Little to None of My Same Race or Ethnicity	143	5.6%	75	6.0%	2	6.7%	65	5.6%	131	5.6%	15	7.3%	8	7.5%	54	4.5%	34	5.6%	104	6.7%	28	6.2%
Some of My Same Race or Ethnicity	400	15.7%	143	11.4%	3	10.0%	146	12.6%	350	14.8%	30	14.6%	21	19.8%	178	14.8%	82	13.6%	224	14.4%	60	13.2%
About Half My Same Race or Ethnicity	586	23.0%	271	21.6%	6	20.0%	182	15.8%	624	26.5%	29	14.1%	32	30.2%	291	24.1%	129	21.3%	309	19.9%	137	30.2%
Mostly My Same Race or Ethnicity	1135	44.6%	641	51.2%	16	53.3%	643	55.7%	1017	43.1%	87	42.2%	41	38.7%	534	44.3%	306	50.6%	757	48.7%	187	41.2%
All or Nearly All My Same Race or Ethnicity	279	11.0%	123	9.8%	3	10.0%	119	10.3%	235	10.0%	45	21.8%	4	3.8%	148	12.3%	54	8.9%	160	10.3%	42	9.3%
Total Responses	2543	100.0%	1253	100.0%	30	100.0%	1155	100.0%	2357	100.0%	206	100.0%	106	100.0%	1205	100.0%	605	100.0%	1554	100.0%	454	100.0%
No Response	272		125		4		72		338		20		24		148		56		133		81	
23c. How would you describe the racial and				-						+					<b>-</b>							$\longrightarrow$
ethnic composition of the following:																					l	
Neighborhood in which you currently live																					i	
Little to None of My Same Race or Ethnicity	266	10.0%	127	9.7%	2	6.7%	115	9.9%	218	8.7%	50	24.0%	10	9.1%	139	11.0%	49	7.8%	167	10.4%	37	7.4%
Some of My Same Race or Ethnicity	393	14.8%	170	13.0%	7	23.3%	138	11.9%	358	14.2%	52	25.0%	22	20.0%	207	16.5%	73	11.6%	219	13.6%	71	14.3%
About Half My Same Race or Ethnicity	740	27.8%	374	28.6%	10	33.3%	299	25.7%	755	30.0%	40	19.2%	30	27.3%	326	25.9%	199	31.7%	436	27.1%	163	32.7%
Mostly My Same Race or Ethnicity	965	36.3%	496	37.9%	9	30.0%	473	40.6%	905	36.0%	53	25.5%	39	35.5%	446	35.5%	234	37.3%	617	38.4%	169	33.9%
All or Nearly All My Same Race or Ethnicity	297	11.2%	141	10.8%	2	6.7%	139	11.9%	279	11.1%	13	6.3%	9	8.2%	140	11.1%	72	11.5%	168	10.5%	58	11.6%
Total Responses	2661	100.0%	1308	100.0%	30	100.0%	1164	100.0%	2515	100.0%	208	100.0%	110	100.0%	1258	100.0%	627	100.0%	1607	100.0%		100.0%
No Response	154		70		4		63		180		18		20		95		34		80		37	
nesponse	134		,0				- 03		100		10		20		- 55							

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	Tota N	al %	American I Alaska I		Asia N	ın %	Black or A Ameri N		Latino or F		Native Hawaiian Other Pacific Islander N %	Whi	ite	Otho	er %	Two or Mo	
				70		,,	.,			,,	,.		,,,				70
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2 0.0	% 2939	69.9%	79	1.9%	208	5.0%
27- Daire annual de diverse annual and diverse			<u> </u>														
27a. Being exposed to diverse people and diverse																	
ideas at UNC Chapel Hill has improved my ability to																	
understand people from racial or ethnic																	
backgrounds different from my own																	
Strongly Disagree	65	1.7%	1	4.5%	3	1.4%	12	2.2%	2	2.2%		37	1.4%	5	7.5%	4	2.1%
Disagree	221	5.7%	4	18.2%	11	5.1%	43	7.8%	8	8.9%		125	4.6%	9	13.4%	18	9.5%
Neutral	886	22.9%	2	9.1%	48	22.3%	134	24.3%	28	31.1%		586	21.6%	23	34.3%	58	30.7%
Agree	1738	44.8%	11	50.0%	100	46.5%	243	44.0%	26	28.9%		1255	46.2%	18	26.9%	73	38.6%
Strongly Agree	967	24.9%	4	18.2%	53	24.7%	120	21.7%	26	28.9%		714	26.3%	12	17.9%	36	19.0%
Total Responses	3877	100.0%	22	100.0%	215	100.0%	552	100.0%	90	100.0%		2717	100.0%	67	100.0%	189	100.0%
No Response	447		3		29		53		10			222		12		19	
			<b>_</b>								ļ	-		-			
27b. I chose to work at UNC-Chapel Hill partly											1						
because I expected to encounter students, faculty,											1						
and staff from diverse backgrounds																	
Strongly Disagree	302	7.8%	1	4.5%	19	8.8%	41	7.4%	4	4.4%		207	7.6%	12	17.9%	17	9.0%
Disagree	852	22.0%	6	27.3%	29	13.4%	97	17.6%	19	21.1%		649	23.9%	11	16.4%	37	19.6%
Neutral	1186	30.6%	5	22.7%	63	29.2%	152	27.5%	27	30.0%		854	31.4%	19	28.4%	54	28.6%
Agree	981	25.3%	8	36.4%	66	30.6%	162	29.3%	25	27.8%		642	23.6%	16	23.9%	55	29.1%
Strongly Agree	560	14.4%	2	9.1%	39	18.1%	100	18.1%	15	16.7%		368	13.5%	9	13.4%	26	13.8%
Total Responses	3881	100.0%	22	100.0%	216	100.0%	552	100.0%	90	100.0%		2720	100.0%	67	100.0%	189	100.0%
No Response	443		3		28		53		10			219		12		19	
27a I have been shallowed at UNC Changl Hill to																	
27c. I have been challenged at UNC-Chapel Hill to																	
think differently about an issue due to my																	
interactions with people whose race or ethnicity is																	
different from my own																	
Strongly Disagree	156	4.0%	0	0.0%	12	5.6%	32	5.8%	4	4.4%		86	3.2%	7	10.4%	13	6.9%
Disagree	535	13.8%	5	22.7%	33	15.3%	86	15.5%	16	17.8%		352	13.0%	14	20.9%	27	14.4%
Neutral	1151	29.7%	2	9.1%	74	34.3%	165	29.8%	27	30.0%		785	28.9%	23	34.3%	67	35.6%
Agree	1496	38.6%	10	45.5%	74	34.3%	204	36.8%	27	30.0%		1092	40.2%	16	23.9%	61	32.4%
Strongly Agree	538	13.9%	5	22.7%	23	10.6%	67	12.1%	16	17.8%		400	14.7%	7	10.4%	20	10.6%
Total Responses	3876	100.0%	22	100.0%	216	100.0%	554	100.0%	90	100.0%		2715	100.0%	67	100.0%	188	100.0%
No Response	448		3		28		51		10			224		12		20	
			<b>!</b>								ļ	-		-		<b></b>	
27d. I have benefited from being exposed to diverse																	
people and diverse ideas at UNC-Chapel Hill			] .	,							1	1			40.00	_	,
Strongly Disagree	78	2.0%	1	4.5%	4	1.9%	13	2.4%	2	2.2%	<del>                                     </del>	41	1.5%		10.6%	8	4.2%
Disagree	173	4.5%	2	9.1%	6	2.8%	32	5.8%	3	3.3%	<del> </del>	111	4.1%	6	9.1%	10	5.3%
Neutral	725	18.7%	0	0.0%	47	21.9%	123	22.3%	26	28.9%	<del>                                     </del>	463	17.0%	16	24.2%	46	24.3%
Agree	1643	42.4%	12	54.5%	100	46.5%	228	41.4%	35	38.9%	1	1155	42.5%	25	37.9%	75	39.7%
Strongly Agree	1256	32.4%	7	31.8%	58	27.0%	155	28.1%	24	26.7%	1	947	34.9%	12	18.2%	50	26.5%
Total Responses  No Response	3875 449	100.0%	3	100.0%	215 29	100.0%	551 54	100.0%	90 10	100.0%		2717 222	100.0%	66 13	100.0%	189 19	100.0%
ואט עבאטוואפ	449		3		29		54		10			222		13		19	
24a. Since coming to work at UNC-Chapel Hill, I			<del>                                     </del>								1						
have: Learned from perspectives offered by											1						
											1						
community members at UNC-Chapel Hill whose											1						
gender is different from my own	202			0.001	4.			40.701	١	45.451		4	6.50	4.5	47.65		40.001
Never	302	7.7%	0	0.0%	14	6.3%	60	10.7%	14	15.1%	1	178	6.5%		17.9%	20	10.3%
Seldom	496	12.6%	5 4	16.7%	25	11.3%	88	15.7%	14	15.1%	1	327	11.9%		17.9%	24	12.3%
Sometimes	1285	32.6%	1 5	20.8%	81	36.5%	169	30.2%	25	26.9%	Í	904	32.8%	23	34.3%	69	35.4%

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							Disale	• f:			Native Hawaiian or					T	D
	T-4	-1	American		A -!-		Black or				Other Pacific	NA/L:		Out		Two or Mo	
	Tota N	ai %	Alaska I N	wative %	Asia N	an %	Ameri N	can %	Latino or I	HISPANIC %	Islander N %	Whi N	te %	Othe N	er %	N STEERING	%
Often	1116	28.3%	6	25.0%	57	25.7%	148	26.4%	24	25.8%	70	806	29.2%	12	17.9%	54	27.7%
Very Often	744	18.9%	9	37.5%	45	20.3%	95	17.0%	16	17.2%		542	19.7%	8	11.9%	28	14.4%
Total Responses	3943	100.0%	24	100.0%	222	100.0%	560	100.0%	93	100.0%		2757	100.0%	67	100.0%	195	100.0%
No Response	3943	100.0%	1	100.0%	222	100.0%	45	100.0%	7	100.0%		182	100.0%	12	100.0%	133	100.0%
но незропае	301		-		22		43		,			102		12		13	
24b. Since coming to work at UNC-Chapel Hill, I																	
have: Learned from perspectives offered by																	
community members at UNC-Chapel Hill whose race																	
or ethnicity is different from my own																	
Never	200	5.1%	1	4.2%	7	3.2%	36	6.5%	11	11.8%		121	4.4%	7	10.4%	14	7.2%
Seldom	341	8.7%	1	4.2%	20	9.0%	65	11.6%	11	11.8%		214	7.8%		14.9%	16	8.2%
Sometimes	1238	31.4%	4	16.7%	67	30.2%	167	29.9%	28	30.1%		880	31.9%		32.8%	63	32.3%
Often	1311	33.3%	7	29.2%	73	32.9%	158	28.3%	21	22.6%		963	34.9%		23.9%	63	32.3%
Very Often	850	21.6%	11	45.8%	55	24.8%	132	23.7%	22	23.7%		578	21.0%		17.9%	39	20.0%
Total Responses	3940	100.0%	24	100.0%	222	100.0%	558	100.0%	93	100.0%		2756	100.0%	67	100.0%	195	100.0%
No Response	384		1		22		47		7			183		12		13	
P																	
24c. Since coming to work at UNC-Chapel Hill, I have:																	
Reconsidered the way I thought about an issue after																	
hearing the perspectives of community members at																	
UNC-Chapel Hill whose gender is different from my																	
own																	
Never	419	10.7%	3	12.5%	15	6.8%	69	12.5%	13	14.3%		275	10.0%	11	16.7%	29	14.9%
Seldom	685	17.5%	4	16.7%	41	18.6%	102	18.4%	16	17.6%		468	17.0%	17	25.8%	34	17.5%
Sometimes	1577	40.2%	8	33.3%	92	41.8%	225	40.7%	26	28.6%		1123	40.8%	22	33.3%	70	36.1%
Often	782	19.9%	6	25.0%	45	20.5%	100	18.1%	22	24.2%		553	20.1%	12	18.2%	38	19.6%
Very Often	461	11.7%	3	12.5%	27	12.3%	57	10.3%	14	15.4%		333	12.1%	4	6.1%	23	11.9%
Total Responses	3924	100.0%	24	100.0%	220	100.0%	553	100.0%	91	100.0%		2752	100.0%	66	100.0%	194	100.0%
No Response	400		1		24		52		9			187		13		14	
24d. Since coming to work at UNC-Chapel Hill, I																	
have: Reconsidered the way I thought about an																	
issue after hearing the perspectives of community																	
members at UNC-Chapel Hill whose race or ethnicity																	
is different from my own																	
Never	335	8.5%	4	16.7%	15	6.8%	64	11.6%	11	12.2%		205	7.4%	8	12.1%	24	12.4%
Seldom	555	14.1%	3	12.5%	28	12.6%	94	17.0%	7	7.8%		375	13.6%	13	19.7%	29	14.9%
Sometimes	1580	40.2%	8	33.3%	95	42.8%	228	41.2%	35	38.9%		1097	39.8%	28	42.4%	80	41.2%
Often	916	23.3%	7	29.2%	52	23.4%	105	19.0%	24	26.7%		675	24.5%	10	15.2%	38	19.6%
Very Often	540	13.8%	2	8.3%	32	14.4%	62	11.2%	13	14.4%		401	14.6%	7	10.6%	23	11.9%
Total Responses	3926	100.0%	24	100.0%	222	100.0%	553	100.0%	90	100.0%		2753	100.0%	66	100.0%	194	100.0%
No Response	398		1		22		52		10			186		13		14	

[			Gend	ler					Empl	ovment	Classificati	ion						Work	Unit			
	Fema N	ale %	Mal		Othe N	er %	EHRA Non- N	-Faculty %	SHR.		Postdoc Scholar or N	ctoral	Don't k N	now %	Academic - Schoo		Acaden Professio Humanities N	nic - onal &	Adminis N	trative %	Other/U	nknown %
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
27a. Being exposed to diverse people and diverse ideas at UNC Chapel Hill has improved my ability to																						
understand people from racial or ethnic																						
backgrounds different from my own																						ļ
Strongly Disagree	41	1.6%	22	1.7%	2	7.1%	15	1.3%	44	1.8%	5	2.6%	1	0.9%	21	1.7%	5	0.8%	24	1.5%	15	3.1%
Disagree	146	5.7%	74	5.9%	1	3.6%	39	3.5%	155	6.3%	16	8.2%	8	7.5%	78	6.4%	23	3.9%	86	5.5%	32	6.7%
Neutral	595	23.1%	282	22.3%	3	10.7%	201	17.9%	580	23.8%	66	33.7%	38	35.8%	276	22.6%	148	25.0%	322	20.5%	135	28.3%
Agree	1127	43.7%	593	47.0%	16	57.1%	518	46.2%	1106	45.3%	71	36.2%	39	36.8%	562	46.0%	260	43.9%	710	45.2%	201	42.1%
Strongly Agree	669	26.0%	291	23.1%	6	21.4%	349	31.1%	556	22.8%	38	19.4%	20	18.9%	284	23.3%	156	26.4%	429	27.3%	94	19.7%
Total Responses	2578	100.0%	1262	100.0%	28	100.0%	1122	100.0%	2441	100.0%	196	100.0%	106	100.0%	1221	100.0%	592	100.0%	1571	100.0%	477	100.0%
No Response	237		116		6		105		254		30		24		132		69		116		58	
					-										T							
27b. I chose to work at UNC-Chapel Hill partly																						
because I expected to encounter students, faculty,																						
and staff from diverse backgrounds																						
Strongly Disagree	180	7.0%	118	9.3%	4	13.8%	78	6.9%	185	7.6%	31	15.7%	8	7.6%	105	8.6%	50	8.4%	105	6.7%	39	8.2%
Disagree	559	21.7%	285	22.5%	7	24.1%	211	18.8%	567	23.2%	48	24.2%	23	21.9%	296	24.2%	125	21.1%	322	20.5%	103	21.6%
Neutral	785	30.4%	390	30.9%	6	20.7%	301	26.8%	775	31.7%	67	33.8%	42	40.0%	373	30.5%	158	26.6%	504	32.1%	149	31.3%
Agree	650	25.2%	324	25.6%	5	17.2%	321	28.6%	599	24.5%	39	19.7%	20	19.0%	288	23.5%	162	27.3%	396	25.2%	133	27.9%
Strongly Agree	404	15.7%	147	11.6%	7	24.1%	212	18.9%	317	13.0%	13	6.6%	12	11.4%	161	13.2%	98	16.5%	244	15.5%	52	10.9%
Total Responses	2578	100.0%	1264	100.0%	29	100.0%	1123	100.0%	2443	100.0%	198	100.0%	105	100.0%	1223	100.0%	593	100.0%	1571	100.0%	476	100.0%
No Response	2378	100.0%	114	100.0%	5	100.0%	104	100.0%	252	100.0%	28	100.0%	25	100.0%	130	100.0%	68	100.0%	116	100.0%	59	100.0%
No Response	237		114		,		104		232		20		23		130		00		110		33	
27c. I have been challenged at UNC-Chapel Hill to																						
think differently about an issue due to my																						
· ·																						
interactions with people whose race or ethnicity is																						
different from my own	00	2.60/		4.00/		40.20/	22	2.00/	440	4.50/	42	6.60/		4.00/		4.60/	24	2 50/		2.60/	22	4.70/
Strongly Disagree	92	3.6%	61	4.8%	3	10.3%	32	2.9%	110	4.5%	13	6.6%	1	1.0%	56	4.6%	21	3.5%	56	3.6%	22	4.7%
Disagree	359	13.9%	175	13.9%	0	0.0%	116	10.3%	360	14.8%	37	18.7%	20	19.0%	199	16.3%	67	11.3%	193	12.3%	72	15.2%
Neutral	748	29.0%	391	31.0%	7	24.1%	288	25.7%	748	30.7%	74	37.4%	39	37.1%	389	31.8%	174	29.3%	436	27.8%	149	31.5%
Agree	984	38.2%	494	39.1%	16	55.2%	453	40.4%	948	38.9%	60	30.3%	30	28.6%	442	36.1%	239	40.3%	637	40.6%	171	36.2%
Strongly Agree	393	15.3%	141	11.2%	3	10.3%	232	20.7%	274	11.2%	14	7.1%	15	14.3%	137	11.2%	92	15.5%	248	15.8%	59	12.5%
Total Responses	2576	100.0%	1262	100.0%	29	100.0%	1121	100.0%	2440	100.0%	198	100.0%	105	100.0%	1223	100.0%	593	100.0%	1570	100.0%	473	100.0%
No Response	239		116		5		106		255		28		25		130		68		117		62	
								<del></del>				+			1		1					$\longrightarrow$
27d. I have benefited from being exposed to diverse																						
people and diverse ideas at UNC-Chapel Hill		4		2 222	_			4			_	2 22	_					6				
Strongly Disagree	47	1.8%	29	2.3%	2	6.9%	13	1.2%	57	2.3%	6	3.0%	2	1.9%	25	2.0%	3	0.5%	34	2.2%	15	3.2%
Disagree	114	4.4%	57	4.5%	0	0.0%	36	3.2%	118	4.8%	12	6.1%	7	6.6%	59	4.8%	18	3.0%	60	3.8%	33	6.9%
Neutral	466	18.1%	250	19.8%	4	13.8%	152	13.5%	482	19.8%	54	27.3%	34	32.1%	237	19.4%	118	19.9%	260	16.6%	107	22.5%
Agree	1070	41.5%	562	44.6%	9	31.0%	454	40.5%	1062	43.6%	87	43.9%	34	32.1%	534	43.7%	232	39.2%	668	42.6%	203	42.7%
Strongly Agree	879	34.1%	362	28.7%	14	48.3%	467	41.6%	718	29.5%	39	19.7%	29	27.4%	368	30.1%	221	37.3%	546	34.8%	117	24.6%
Total Responses	2576 239	100.0%	1260 118	100.0%		100.0%	1122	100.0%	2437	100.0%	198	100.0%	106	100.0%	1223	100.0%	592	100.0%	1568	100.0%	475	100.0%
No Response	239		118		5		105		258		28		24		130		69		119		60	
24a. Since coming to work at UNC-Chapel Hill, I															1							
have: Learned from perspectives offered by																						
community members at UNC-Chapel Hill whose																						
· ·																						
gender is different from my own	24.4	0.307	00	C 40/		12.00		4 70/	205	0.201	24	45.00/	40	0.401	404	0.401	40	C 001	400	C 001	•	0.50
Never Seldom	214 339	8.2% 13.0%	83 153	6.4% 11.9%	3	13.8%	54 120	4.7% 10.5%	205 324	8.3% 13.1%	31 30	15.0% 14.6%	10 21	9.4%	104 161	8.4% 13.0%	42 76	6.9% 12.5%	108 181	6.8% 11.4%	46 73	9.5% 15.1%
Sometimes	868	33.2%	405	31.4%	7	24.1%	341	29.7%	850	34.4%	56	27.2%	35	33.0%	425	34.2%	183	30.0%	496	31.3%	177	36.5%

Ī			Gen	der			IONALD				Classificat				1			Work	Unit			
	Fema N	ale %	Ma N		Othe N	er %	EHRA Non- N	-Faculty %	SHR.		Postdoo Scholar oo N	ctoral	Don't k N	now %	Academic - Schoo N		Acaden Professio Humanities N	nic - nal &	Administ N	trative %	Other/Un N	nknown %
Often	739	28.2%	368	28.5%	8	27.6%	338	29.5%	696	28.1%	55	26.7%	25	23.6%	340	27.4%	189	31.0%	471	29.7%	110	22.7%
Very Often	456	17.4%	280	21.7%	7	24.1%	294	25.6%	398	16.1%	34	16.5%	15	14.2%	213	17.1%	120	19.7%	330	20.8%	79	16.3%
Total Responses	2616	100.0%	1289	100.0%	29	100.0%	1147	100.0%	2473	100.0%	206	100.0%	106	100.0%	1243	100.0%	610	100.0%	1586	100.0%	485	100.0%
No Response	199		89		5		80		222		20		24		110		51	Ţ	101		50	
24b. Since coming to work at UNC-Chapel Hill, I have: Learned from perspectives offered by community members at UNC-Chapel Hill whose race																						
•																						
or ethnicity is different from my own	122	F 10/	63	4.9%	3	10.20/	20	2 10/	121	E 20/	19	9.2%	12	11.4%	67	5.4%	31	E 10/	68	4 20/	32	6 604
Never Seldom	133 223	5.1% 8.5%	63 116	9.0%	1	10.3%	36 68	3.1% 5.9%	131 228	5.3% 9.2%	32	15.5%	13	12.4%	115	9.3%	47	5.1% 7.7%	120	4.3% 7.6%	57	6.6% 11.8%
Sometimes	811	31.0%	413	32.2%	9	31.0%	325	28.4%	812	32.8%	59	28.6%	39	37.1%	412	33.2%	179	29.2%	462	29.2%	178	36.8%
Often	866	33.1%	433	33.7%	12	41.4%	380	33.2%	850	34.4%	52	25.2%	25	23.8%	404	32.6%	219	35.8%	551	34.8%	131	27.1%
Very Often	585	22.3%	259	20.2%	4	13.8%	335	29.3%	453	18.3%	44	21.4%	16	15.2%	243	19.6%	136	22.2%	382	24.1%	86	17.8%
Total Responses	2618	100.0%	1284	100.0%	29	100.0%	1144	100.0%	2474	100.0%	206	100.0%	105	100.0%	1241	100.0%	612	100.0%	1583	100.0%	484	100.0%
No Response	197		94		5		83		221		20		25		112		49		104		51	
24c. Since coming to work at UNC-Chapel Hill, I have:																						
Reconsidered the way I thought about an issue after																						
hearing the perspectives of community members at																						
UNC-Chapel Hill whose gender is different from my																						
own																						
Never	300	11.5%	113	8.8%	4	13.8%	83	7.3%	286	11.6%	32	15.7%	16	15.1%	147	11.9%	58	9.5%	145	9.2%	66	13.6%
Seldom	479	18.4%	201	15.6%	5	17.2%	156	13.7%	467	19.0%	43	21.1%	18	17.0%	214	17.3%	121	19.9%	251	15.9%	97	20.0%
Sometimes	1038	39.9%	523	40.7%	12	41.4%	453	39.7%	1003	40.7%	77	37.7%	40	37.7%	501	40.5%	236	38.8%	644	40.8%	189	39.0%
Often	487	18.7%	290	22.6%	5	17.2%	251	22.0%	473	19.2%	36	17.6%	22	20.8%	244	19.7%	124	20.4%	324	20.5%	88	18.2%
Very Often	299	11.5%	158	12.3%	3	10.3%	198	17.4%	233	9.5%	16	7.8%	10	9.4%	131	10.6%	70	11.5%	214	13.6%	44	9.1%
Total Responses	2603 212	100.0%	1285	100.0%	29 5	100.0%	1141	100.0%	2462 233	100.0%	204	100.0%	106 24	100.0%	1237 116	100.0%	609 52	100.0%	1578 109	100.0%	484 51	100.0%
No Response	212		93		5		86		233		22		24		116		52		109		51	
24d. Since coming to work at UNC-Chapel Hill, I have: Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose race or ethnicity																						
is different from my own																						
Never	231	8.9%	100	7.8%	3	10.7%	70	6.1%	220	8.9%	28	13.7%	15	14.3%	108	8.8%	49	8.0%	116	7.3%	59	12.2%
Seldom	361	13.8%	189	14.7%	4	14.3%	111	9.7%	393	16.0%	32	15.6%	17	16.2%	182	14.7%	99	16.2%	188	11.9%	84	17.4%
Sometimes	1056	40.5%	512	39.9%	8	28.6%	433	37.9%	1030	41.8%	77	37.6%	37	35.2%	512	41.5%	232	37.9%	640	40.5%	189	39.1%
Often	587	22.5%	320	24.9%	9	32.1%	300	26.3%	549	22.3%	40	19.5%	27	25.7%	292	23.7%	147	24.0%	378	23.9%	95	19.7%
Very Often	373	14.3%	162	12.6%	4	14.3%	228	20.0%	271	11.0%	28	13.7%	9	8.6%	140	11.3%	85	13.9%	257	16.3%	56	11.6%
Total Responses	2608	100.0%	1283	100.0%	28	100.0%	1142	100.0%	2463	100.0%	205	100.0%	105	100.0%	1234	100.0%	612	100.0%	1579	100.0%	483	100.0%
No Response	207		95		6		85		232		21		25		119		49		108		52	

							T CAIVIT O			Race/E	hnicity							
				1							Native Ha	waiian or						
			American I	ndian or			Black or A	African			Other	Pacific					Two or Mo	re Race
	Tot	al	Alaska N	lative	Asia	ın	Ameri	can	Latino or H	Hispanic	Islar	der	Whi	te	Oth	er	or Ethni	icities
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.09
20a. Satisfaction with UNC-Chapel Hill in:																		
Atmosphere for gender differences (gender, gender																		
identity, and gender expression)																		
Very Dissatisfied	108	2.7%	0	0.0%	5	2.1%	11	1.9%	5	5.1%			69	2.4%	5	7.0%	12	6.09
Dissatisfied	377	9.3%	1	4.2%	14	5.9%	37	6.4%	8	8.2%			281	9.9%	7	9.9%	24	11.99
Neutral	1130	27.8%	8	33.3%	65	27.4%	201	34.7%	24	24.5%			739	26.1%	27	38.0%	58	28.99
Satisfied	1675	41.2%	8	33.3%	95	40.1%	246	42.4%	34	34.7%			1191	42.1%	22	31.0%	71	35.39
Very Satisfied	777	19.1%	7	29.2%	58	24.5%	85	14.7%	27	27.6%			550	19.4%	10	14.1%	36	17.99
Total Responses	4067	100.0%	24	100.0%	237	100.0%	580	100.0%	98	100.0%			2830	100.0%	71	100.0%	201	100.09
No Response	257	100.0%	1	100.0%	7	100.0%	25	100.0%	2	100.0%			109	100.0%	8	100.0%	7	100.07
<u> </u>																		
20b. Satisfaction with UNC-Chapel Hill in:																		
Atmosphere for sexual orientation differences																		
Very Dissatisfied	72	1.8%	1	4.2%	5	2.1%	8	1.4%	4	4.1%			41	1.4%	4	5.6%	9	4.59
Dissatisfied	300	7.4%	0	0.0%	10	4.2%	37	6.4%	7	7.2%			214	7.6%	7	9.9%	20	10.09
Neutral	1109	27.3%	4	16.7%	76	32.2%	205	35.5%	26	26.8%			706	24.9%	24	33.8%	60	29.99
Satisfied	1760	43.3%	12	50.0%	88	37.3%	242	41.9%	32	33.0%			1278	45.2%	26	36.6%	73	36.39
Very Satisfied	822	20.2%	7	29.2%	57	24.2%	86	14.9%	28	28.9%			591	20.9%	10	14.1%	39	19.49
, Total Responses	4063	100.0%	24	100.0%	236	100.0%	578	100.0%	97	100.0%			2830	100.0%	71	100.0%	201	100.09
No Response	261		1		8		27		3				109		8		7	
20c. Satisfaction with UNC-Chapel Hill in:																		
Atmosphere for individuals with disabilities																		
Very Dissatisfied	46	1.1%	0	0.0%	3	1.3%	5	0.9%	1	1.0%			32	1.1%	3	4.2%	2	1.09
Dissatisfied	317	7.8%	2	8.3%	16	6.8%	45	7.8%	8	8.2%			216	7.7%	6	8.3%	20	10.09
Neutral	1125	27.8%	4	16.7%	59	25.1%	167	29.0%	27	27.6%			781	27.7%	21	29.2%	58	28.99
Satisfied	1798	44.4%	11	45.8%	102	43.4%	254	44.1%	35	35.7%			1269	45.1%	32	44.4%	87	43.39
Very Satisfied	760	18.8%	7	29.2%	55	23.4%	105	18.2%	27	27.6%			517	18.4%	10	13.9%	34	16.99
Total Responses	4046	100.0%	24	100.0%	235	100.0%	576	100.0%	98	100.0%			2815	100.0%	72	100.0%	201	100.09
No Response	278		1		9		29		2				124		7		7	
20d. Satisfaction with UNC-Chapel Hill in:																		
Atmosphere for political differences																		
Very Dissatisfied	149	3.7%	1	4.2%	6	2.5%	16	2.8%	1	1.0%			105	3.7%	9	12.5%	10	5.09
Dissatisfied	438	10.8%	2	8.3%	16	6.8%	44	7.7%	5	5.1%			334	11.9%	10	13.9%	23	11.49
Neutral	1301	32.1%	7	29.2%	78	32.9%	222	38.7%	33	33.7%			857	30.4%	29	40.3%	64	31.89
Satisfied	1634	40.4%	10	41.7%	96	40.5%	223	38.9%	35	35.7%			1162	41.2%	20	27.8%	80	39.89
Very Satisfied	527	13.0%	4	16.7%	41	17.3%	69	12.0%	24	24.5%			360	12.8%	4	5.6%	24	11.99
Total Responses	4049	100.0%	24	100.0%	237	100.0%	574	100.0%	98	100.0%			2818	100.0%	72	100.0%	201	100.09
No Response	275		1		7		31		2				121		7		7	

				JAI	ISFACTIO	714 VVIII	n CAIVIPU	3 DIVL	NOTE								
	Tot N	al %	American I Alaska N N		Asia N	an %	Black or A Ameri N		Latino or F	·	thnicity Native Hawaiian or Other Pacific Islander N %	Whi N	te %	Otho N	er %	Two or Mo or Ethn N	
20e. Satisfaction with UNC-Chapel Hill in:																	
Atmosphere for racial or ethnic differences					in the second		ł							ł			
Very Dissatisfied	133	3.3%	1	4.2%	10	4.3%	37	6.4%	3	3.1%		61	2.2%	8	11.3%	12	6.0
Dissatisfied	541	13.3%	4	16.7%	28	11.9%	127	22.0%	20	20.4%		314	11.1%	11	15.5%	31	15.49
Neutral	1093	27.0%	8	33.3%	56	23.8%	166	28.8%	27	27.6%		747	26.5%	23	32.4%	56	27.9
Satisfied	1642	40.5%	7	29.2%	101	43.0%	195	33.8%	28	28.6%		1208	42.8%	23	32.4%	73	36.3
Very Satisfied	644	15.9%	4	16.7%	40	17.0%	52	9.0%	20	20.4%		491	17.4%	6	8.5%	29	14.4
Total Responses	4053	100.0%	24	100.0%	235	100.0%	577	100.0%	98	100.0%		2821	100.0%	71	100.0%	201	100.0
No Response	271		1		9		28		2			118		8		7	
20f. Satisfaction with UNC-Chapel Hill in: Atmosphere for religious differences																	
Very Dissatisfied	121	3.0%	2	8.3%	10	4.3%	6	1.0%	1	1.0%		77	2.7%	8	11.3%	15	7.5
Dissatisfied	406	10.0%	2	8.3%	12	5.1%	58	10.0%	5	5.1%		291	10.3%	14	19.7%	19	9.5
Neutral	1265	31.3%	5 5	20.8%	66	28.2%	221	38.2%	38	38.8%		843	30.0%	21	29.6%	62	30.8
Satisfied	1669	41.3%	10	41.7%	106	45.3%	233	40.2%	31	31.6%		1180	42.0%	22	31.0%	79	39.3
Very Satisfied	584	14.4%	5 5	20.8%	40	17.1%	61	10.5%	23	23.5%		421	15.0%	6	8.5%	26	12.99
Total Responses	4045	100.0%	24	100.0%	234	100.0%	579	100.0%	98	100.0%		2812	100.0%	71	100.0%	201	100.09
No Response	279		1		10		26		2			127		8		7	
20g. Satisfaction with UNC-Chapel Hill in: Atmosphere for spoken language differences					· · · · · · · · · · · · · · · · · · ·												
Very Dissatisfied	43	1.1%	5 1	4.2%	6	2.5%	3	0.5%	2	2.0%		22	0.8%	3	4.2%	6	3.09
Dissatisfied	231	5.7%	5 2	8.3%	16	6.8%	35	6.0%	6	6.1%		156	5.5%	3	4.2%	9	4.59
Neutral	1508	37.2%	5 5	20.8%	84	35.4%	231	39.9%	36	36.7%		1031	36.6%	34	47.9%	76	37.89
Satisfied	1656	40.8%	5 9	37.5%	89	37.6%	242	41.8%	33	33.7%		1173	41.6%	25	35.2%	78	38.8
Very Satisfied	618	15.2%	5 7	29.2%	42	17.7%	68	11.7%	21	21.4%		438	15.5%	6	8.5%	32	15.99
Total Responses	4056	100.0%	24	100.0%	237	100.0%	579	100.0%	98	100.0%		2820	100.0%	71	100.0%		100.0
No Response	268		1		7		26		2			119		8		7	
20h. Satisfaction with UNC-Chapel Hill in: Atmosphere for written language differences																	
Very Dissatisfied	37	0.9%	0	0.0%	5	2.1%	3	0.5%	1	1.0%		18	0.6%	4	5.6%	6	3.0
Dissatisfied	183	4.5%		8.7%	18	7.6%	24	4.2%	5	5.1%		124	4.4%	2	2.8%	6	3.0
Neutral	1764	43.6%		21.7%	89	37.6%	277	47.9%	41	41.8%		1211	43.1%	34	47.2%	95	47.3
Satisfied	1512	37.4%	10	43.5%	89	37.6%	214	37.0%	33	33.7%		1067	38.0%	26	36.1%		33.3
Very Satisfied	548	13.6%	6	26.1%	36	15.2%	60	10.4%	18	18.4%		390	13.9%	6	8.3%	27	13.4
Total Responses	4044	100.0%	23	100.0%	237	100.0%	578	100.0%	98	100.0%		2810	100.0%	72	100.0%	201	100.0
No Response	280		2		7	,	27		2		1	129		7		7	

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				i						-	thnicity		i	ı			
											Native Hawaiian or						
			American I	ndian or			Black or A	African			Other Pacific					Two or Mo	re Races
	Tot	al	Alaska f	lative	Asia	ın	Ameri	can	Latino or I	Hispanic	Islander	Whi	te	Oth	er	or Ethni	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
20i. Satisfaction with UNC-Chapel Hill in: Interactions																	
among different racial or ethnic groups																	
Very Dissatisfied	76	1.9%	2	8.3%	5	2.1%	22	3.8%	2	2.0%		33	1.2%	5	6.9%	7	3.5%
Dissatisfied	598	14.8%		16.7%	29	12.3%	117	20.1%	16	16.3%		387	13.8%	13	18.1%	28	13.9%
Neutral	1190	29.4%		25.0%	65	27.5%	177	30.5%	30	30.6%		819	29.1%	24	33.3%	58	28.9%
Satisfied	1611	39.8%	8	33.3%	95	40.3%	208	35.8%	31	31.6%		1160	41.3%	22	30.6%	80	39.8%
								9.8%		19.4%							
Very Satisfied	574	14.2%	4	16.7%	42	17.8%	57		19			412	14.7%	8	11.1%		13.9%
Total Responses	4049	100.0%		100.0%	236	100.0%	581	100.0%	98	100.0%		2811	100.0%	72	100.0%		100.0%
No Response	275		1		8		24		2			128		7		7	
20: Catife at a mith UNC Characteristic Consult																	
20j. Satisfaction with UNC-Chapel Hill in: Overall							1		1								
sense of community among students, staff, and																	
faculty																	
Very Dissatisfied	114	2.8%	2	8.3%	6	2.5%	25	4.3%	1	1.0%		60	2.1%	9	12.5%	10	5.0%
Dissatisfied	530	13.1%	7	29.2%	20	8.4%	98	16.9%	13	13.3%		351	12.5%	10	13.9%	28	14.1%
Neutral	997	24.6%		8.3%	46	19.4%	158	27.3%	26	26.5%		679	24.1%	25	34.7%	49	24.6%
Satisfied	1714	42.3%		25.0%	110	46.4%	231	39.9%	33	33.7%		1228	43.6%	23	31.9%	78	39.2%
	699	17.2%		29.2%		23.2%	67	11.6%		25.5%	+	500	17.7%	5	6.9%		17.1%
Very Satisfied					55				25								
Total Responses	4054	100.0%	24	100.0%	237	100.0%	579	100.0%	98	100.0%		2818	100.0%	72	100.0%		100.0%
No Response	270		1		7		26		2			121		7		9	
20k. Satisfaction with UNC-Chapel Hill in: Racial and																	
ethnic diversity of the faculty																	
Very Dissatisfied	287	7.1%	3	12.5%	17	7.2%	105	18.1%	12	12.2%		127	4.5%	7	9.7%	15	7.5%
Dissatisfied	779	19.2%	5 7	29.2%	30	12.7%	166	28.6%	28	28.6%		474	16.9%	21	29.2%	47	23.4%
Neutral	1289	31.9%	6	25.0%	61	25.8%	173	29.8%	18	18.4%		943	33.5%	20	27.8%	57	28.4%
Satisfied	1215	30.0%		8.3%	88	37.3%	109	18.8%	24	24.5%		909	32.3%	16	22.2%	64	31.8%
Very Satisfied	477	11.8%	6	25.0%	40	16.9%	27	4.7%	16	16.3%		358	12.7%	8	11.1%	18	9.0%
Total Responses	4047	100.0%	24	100.0%	236	100.0%	580	100.0%	98	100.0%		2811	100.0%	72	100.0%		100.0%
No Response	277	100.07	1	100.070	8	100.070	25	100.070	2	100.070		128	100.070	72	100.070	7	100.070
201. Satisfaction with UNC-Chapel Hill in: Racial and																	
ethnic diversity of the staff																	
Very Dissatisfied	200	4.9%	3	12.5%	13	5.5%	79	13.6%	12	12.2%		71	2.5%	6	8.3%	15	7.5%
Dissatisfied	741	18.3%	7	29.2%	35	14.8%	179	30.9%	29	29.6%		424	15.0%	18	25.0%	38	18.9%
Neutral	1157	28.5%	5 5	20.8%	58	24.5%	141	24.3%	19	19.4%		859	30.5%	17	23.6%	52	25.9%
Satisfied	1425	35.1%		12.5%	90	38.0%	145	25.0%	20	20.4%		1061	37.7%	25	34.7%		37.8%
Very Satisfied	535	13.2%	6	25.0%	41	17.3%	36	6.2%	18	18.4%		403	14.3%	6	8.3%	20	10.0%
Total Responses	4058	100.0%	24	100.0%	237	100.0%	580	100.0%	98	100.0%		2818	100.0%	72	100.0%		100.0%
No Response	266	100.07	1	100.070	7	100.070	25	100.078	2	100.076	+	121	100.076	72	100.070	7	100.076
no nesponse	200				•		23		_					,			
20m. Satisfaction with UNC-Chapel Hill in: Racial and							1		1								
ethnic diversity of the student body							1		1								
Very Dissatisfied	135	3.3%	2	8.3%	8	3.4%	52	9.0%	7	7.1%		52	1.8%	6	8.3%	8	4.0%
Dissatisfied	566	14.0%	5 5	20.8%	23	9.7%	133	22.9%	20	20.4%		336	11.9%	6	8.3%	38	18.9%
											+			_			
Neutral	1433	35.4%		29.2%	65	27.4%	212	36.5%	34	34.7%		1000	35.5%	28	38.9%		36.8%
Satisfied	1366	33.7%		16.7%	91	38.4%	146	25.1%	20	20.4%		1013	36.0%	22	30.6%	65	32.3%
Very Satisfied	553	13.6%	6	25.0%	50	21.1%	38	6.5%	17	17.3%		413	14.7%	10	13.9%		8.0%
Total Responses	4053	100.0%	24	100.0%	237	100.0%	581	100.0%	98	100.0%		2814	100.0%	72	100.0%		100.0%
No Response	271		1		7		24		2			125		7		7	

				Gend	der					Empl		Classificati	on						Work	Unit			
		Fema N	ale %	Mal N		Othe N	er %	EHRA Non-	Faculty %	SHR.	•	Postdoo Scholar or N	toral	Don't k N	now %	Academic - Schoo N		Acader Profession Humanities N	nic - onal &	Administ N	trative %	Other/Ur N	nknown %
	Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
20a. Satisfaction with UNC-Cha	•																						
Atmosphere for gender differe																							
identity, and gender expressio	n)																						
Very Dissatisfied		71	2.6%	32	2.4%	5	17.2%	34	2.9%	58	2.3%	9	4.1%	7	6.2%	29	2.3%	19	3.0%	40	2.5%	20	
Dissatisfied		270	10.0%	98	7.3%	9	31.0%	134	11.5%	210	8.2%	21	9.7%	10	8.8%	110	8.5%	68	10.7%	151	9.3%	43	8.4%
Neutral		784	29.1%	335	25.1%	6	20.7%	270	23.1%	753	29.4%	68	31.3%	35	31.0%	367	28.5%	182	28.7%	421	26.0%	155	30.4%
Satisfied		1094	40.6%	572	42.8%	6	20.7%	500	42.8%	1067	41.7%	70	32.3%	36	31.9%	527	40.9%	254	40.1%	698	43.1%	192	37.6%
Very Satisfied		475	17.6%	298	22.3%	3	10.3%	231	19.8%	469	18.3%	49	22.6%	25	22.1%	254	19.7%	111	17.5%	309	19.1%	100	19.6%
No Decree	Total Responses	2694	100.0%	1335	100.0%	29	100.0%	1169	100.0%	2557	100.0%	217	100.0%	113	100.0%	1287	100.0%	634	100.0%	1619	100.0%	510	100.0%
No Response		121		43		5		58		138		9		17		66		27		68		25	
20b. Satisfaction with UNC-Cha				-									2.22										
Very Dissatisfied		43	1.6%	26	1.9%	3	10.3%	19	1.6%	45	1.8%	5	2.3%	3	2.7%	17	1.3%	11	1.7%	31	1.9%	13	2.6%
Dissatisfied		208	7.7%	85	6.4%	7	24.1%	112	9.6%	164	6.4%	11	5.1%	10	8.8%	78	6.1%	53	8.4%	125	7.7%	41	8.1%
Neutral		770	28.6%	330	24.7%	4	13.8%	254	21.7%	739	28.9%	79	36.6%	35	31.0%	365	28.4%	179	28.4%	407	25.1%	152	29.9%
Satisfied		1168	43.4%	577	43.2%	12	41.4%	533	45.6%	1112	43.5%	76	35.2%	37	32.7%	563	43.7%	264	41.8%	729	45.0%	201	39.5%
Very Satisfied		500	18.6%	318	23.8%	3	10.3%	250	21.4%	495	19.4%	45	20.8%	28	24.8%	264	20.5%	124	19.7%	329	20.3%	102	20.0%
No Response	Total Responses	2689 126	100.0%	1336 42	100.0%	29 5	100.0%	1168 59	100.0%	2555 140	100.0%	216 10	100.0%	113 17	100.0%	1287 66	100.0%	631 30	100.0%	1621 66	100.0%	509 26	100.0%
20c. Satisfaction with UNC-Cha Atmosphere for individuals with Very Dissatisfied	•	31	1.2%	13	1.0%	2	6.7%	15	1.3%	21	0.8%	4	1.9%	6	5.3%	15	1.2%	5	0.8%	18	1.1%	7	1.4%
Dissatisfied		234	8.7%	78	5.9%	5	16.7%	120	10.4%	176	6.9%	13	6.1%	8	7.0%	88	6.9%	58	9.2%	136	8.4%	35	6.9%
Neutral		804	30.0%	305	22.9%	11	36.7%	328	28.3%	697	27.3%	64	29.9%	33	28.9%	349	27.2%	192	30.6%	442	27.4%	139	27.5%
Satisfied		1172	43.8%	616	46.4%	7	23.3%	489	42.2%	1182	46.4%	85	39.7%	39	34.2%	593	46.3%	266	42.4%	716	44.3%	216	42.7%
Very Satisfied		436	16.3%	317	23.9%	5	16.7%	207	17.9%	473	18.6%	48	22.4%	28	24.6%	237	18.5%	107	17.0%	304	18.8%	109	21.5%
,	Total Responses	2677	100.0%	1329	100.0%	30	100.0%	1159	100.0%	2549	100.0%	214	100.0%	114	100.0%	1282	100.0%	628	100.0%	1616	100.0%	506	100.0%
No Response	·	138		49		4		68		146		12		16		71		33		71		29	
20d. Satisfaction with UNC-Cha Atmosphere for political differ	•																						
Very Dissatisfied		70	2.6%	75	5.6%	3	10.0%	33	2.8%	104	4.1%	7	3.3%	5	4.4%	36	2.8%	27	4.3%	63	3.9%	22	4.4%
Dissatisfied		274	10.2%	158	11.9%	4	13.3%	145	12.5%	265	10.4%	19	8.8%	7	6.1%	113	8.8%	74	11.7%	197	12.2%	51	10.1%
Neutral		909	33.9%	382	28.7%	8	26.7%	342	29.4%	838	32.9%	74	34.4%	44	38.6%	422	32.9%	220	34.9%	479	29.6%	171	33.9%
Satisfied		1102	41.1%	516	38.8%	13	43.3%	492	42.3%	1022	40.2%	79	36.7%	38	33.3%	542	42.2%	228	36.2%	671	41.5%	192	38.1%
Very Satisfied		326	12.2%	198	14.9%	2	6.7%	152	13.1%	316	12.4%	36	16.7%	20	17.5%	170	13.3%	81	12.9%	207	12.8%	68	13.5%
	Total Responses	2681	100.0%	1329	100.0%	30	100.0%	1164	100.0%	2545	100.0%	215	100.0%	114	100.0%	1283	100.0%	630	100.0%	1617	100.0%	504	100.0%
No Response		134		49		4		63		150		11		16		70		31		70		31	

			Gen	der					Emp	ovment	Classificati	on						Work	Unit			
	Fem N	ale %	Ma N		Othe N	er %	EHRA Non- N	-Faculty %	SHR N	•	Postdoo Scholar or N	toral	Don't k N	now %	Academic School		Acaden Professio Humanities N	nic - nal &	Adminis N	trative %	Other/Un N	nknown %
20e. Satisfaction with UNC-Chapel Hill in:																					1	
Atmosphere for racial or ethnic differences																					i	
Very Dissatisfied	86	3.2%	42	3.2%	4	12.9%	35	3.0%	84	3.3%	8	3.7%	6	5.3%	42	3.3%	23	3.6%	46	2.8%	21	4.2%
Dissatisfied	367	13.7%	163	12.2%	10	32.3%	191	16.4%	303	11.9%	29	13.5%	15	13.2%	141	11.0%	101	16.0%	233	14.4%	60	11.9%
Neutral	754	28.1%	328	24.6%	8	25.8%	307	26.3%	688	27.0%	57	26.5%	38	33.3%	337	26.3%	176	27.8%	431	26.6%	145	28.8%
Satisfied	1082	40.3%	549	41.2%	7	22.6%	467	40.0%	1058	41.6%	84	39.1%	31	27.2%	536	41.9%	240	37.9%	677	41.8%	185	36.7%
Very Satisfied	393	14.7%	249	18.7%	2	6.5%	167	14.3%	413	16.2%	37	17.2%	24	21.1%	224	17.5%	93	14.7%	233	14.4%	93	18.5%
Total Responses	2682	100.0%	1331	100.0%	31	100.0%	1167	100.0%	2546	100.0%	215	100.0%	114	100.0%	1280	100.0%	633	100.0%	1620	100.0%	504	100.0%
No Response	133		47		3		60		149		11		16		73		28		67		31	
20f. Satisfaction with UNC-Chapel Hill in:																						
Atmosphere for religious differences																					ı	
Very Dissatisfied	69	2.6%	49	3.7%	3	9.7%	30	2.6%	80	3.1%	7	3.3%	4	3.5%	42	3.3%	16	2.5%	46	2.9%	14	2.8%
Dissatisfied	276	10.3%	121	9.1%	8	25.8%	135	11.6%	244	9.6%	15	7.0%	10	8.8%	103	8.1%	80	12.7%	169	10.5%	50	9.9%
Neutral	869	32.5%	386	29.1%	6	19.4%	334	28.7%	817	32.1%	64	29.9%	45	39.5%	402	31.4%	215	34.1%	475	29.5%	170	33.5%
Satisfied	1120	41.8%	535	40.3%	11	35.5%	493	42.4%	1052	41.4%	92	43.0%	31	27.2%	543	42.5%	235	37.2%	692	42.9%	195	38.5%
Very Satisfied	343	12.8%	236	17.8%	3	9.7%	172	14.8%	349	13.7%	36	16.8%	24	21.1%	189	14.8%	85	13.5%	230	14.3%	78	15.4%
Total Responses	2677	100.0%	1327	100.0%		100.0%	1164	100.0%	2542	100.0%	214	100.0%	114	100.0%	1279	100.0%	631	100.0%	1612	100.0%	507	100.0%
No Response	138		51		3		63		153		12		16		74		30		75		28	
20g. Satisfaction with UNC-Chapel Hill in: Atmosphere for spoken language differences	25	0.00/	45	1.10/	2	6.50/		0.00/	26	1.00/		2 20/	2	2.70/	20	1.60/	2	0.5%	12	0.70/		1.60/
Very Dissatisfied	25	0.9%	15	1.1%	2	6.5%	9	0.8%	26	1.0%	5 13	2.3% 6.0%	3	2.7%	20	1.6%	3	0.5%	12	0.7%	8	1.6%
Dissatisfied	171	6.4%	55	4.1%	5	16.1%	86	7.4%	124 945	4.9%			8	7.1%	65	5.1%	46	7.3%	85	5.3%	33	6.5%
Neutral	1050	39.1%	441 558	33.1%	13	41.9%	436 459	37.3% 39.3%	1080	37.1% 42.4%	75 85	34.9%	45 31	39.8% 27.4%	446 559	34.8% 43.6%	252 237	39.9%	597 679	36.9%	206	40.6%
Satisfied	1090	40.6%	55X	41.9%	5	16.1%						39.5%						37.6%	6/9	42.0%	177	34.8%
	2.47			40.70/		40.40/														45 40/		
Very Satisfied	347	12.9%	263	19.7%	6	19.4%	178	15.2%	374	14.7%	37	17.2%	26	23.0%	193	15.0%	93	14.7%	245	15.1%	84	16.5%
Very Satisfied  Total Responses  No Response	347 2683 132			19.7% 100.0%		19.4% 100.0%														15.1% 100.0%	508 27	100.0%
Total Responses	2683	12.9%	263 1332		6 31		178 1168	15.2%	374 2549	14.7%	37 215	17.2%	26 113	23.0%	193 1283	15.0%	93 631	14.7%	245 1618		508	
Total Responses No Response  20h. Satisfaction with UNC-Chapel Hill in: Atmosphere for written language differences	2683 132	12.9% 100.0%	263 1332 46	100.0%	6 31 3	100.0%	178 1168 59	15.2% 100.0%	374 2549 146	14.7% 100.0%	37 215 11	17.2% 100.0%	26 113 17	23.0%	193 1283 70	15.0% 100.0%	93 631 30	14.7% 100.0%	245 1618 69	100.0%	508	100.0%
Total Responses  No Response  20h. Satisfaction with UNC-Chapel Hill in:  Atmosphere for written language differences  Very Dissatisfied	2683 132	12.9% 100.0%	263 1332 46	1.0%	6 31 3	6.9%	178 1168 59	15.2% 100.0%	374 2549 146	14.7% 100.0%	37 215 11	17.2% 100.0%	26 113 17	23.0% 100.0%	193 1283 70	15.0% 100.0%	93 631 30	14.7% 100.0%	245 1618 69	0.7%	508 27	1.2%
Total Responses  No Response  20h. Satisfaction with UNC-Chapel Hill in:  Atmosphere for written language differences  Very Dissatisfied  Dissatisfied	2683 132 22 133	12.9% 100.0% 0.8% 5.0%	263 1332 46 13 13 46	1.0% 1.0% 3.5%	6 31 3 3	6.9% 13.8%	178 1168 59 10 61	15.2% 100.0% 0.9% 5.3%	2549 146 20 104	14.7% 100.0% 0.8% 4.1%	37 215 11 4 12	17.2% 100.0% 1.9% 5.6%	26 113 17 3 6	23.0% 100.0% 2.6% 5.3%	193 1283 70 15 54	15.0% 100.0% 1.2% 4.2%	93 631 30 4 37	14.7% 100.0% 0.6% 5.9%	245 1618 69 12 69	0.7% 4.3%	508 27 6 21	1.2% 4.1%
Total Responses  No Response  20h. Satisfaction with UNC-Chapel Hill in:  Atmosphere for written language differences  Very Dissatisfied  Dissatisfied  Neutral	2683 132 22 133 1240	12.9% 100.0% 0.8% 5.0% 46.3%	263 1332 46 13 13 46 502	1.0% 1.0% 3.5% 37.8%	6 31 3 3	6.9% 13.8% 58.6%	178 1168 59 10 61 521	15.2% 100.0% 0.9% 5.3% 44.9%	2549 146 20 104 1097	14.7% 100.0% 0.8% 4.1% 43.1%	37 215 11 4 12 86	17.2% 100.0% 1.9% 5.6% 40.4%	26 113 17 3 6 53	23.0% 100.0% 2.6% 5.3% 46.5%	193 1283 70 15 54 531	15.0% 100.0% 1.2% 4.2% 41.4%	93 631 30 4 37 282	14.7% 100.0% 0.6% 5.9% 45.0%	245 1618 69 12 69 704	0.7% 4.3% 43.7%	508 27 6 21 240	1.2% 4.1% 47.3%
Total Responses No Response  20h. Satisfaction with UNC-Chapel Hill in: Atmosphere for written language differences Very Dissatisfied Dissatisfied Neutral Satisfied	2683 132 22 133 1240 975	12.9% 100.0% 0.8% 5.0% 46.3% 36.4%	263 1332 46 133 46 502 531	1.0% 3.5% 37.8% 40.0%	6 31 3 3	6.9% 13.8% 58.6% 10.3%	178 1168 59 10 61 521 414	0.9% 5.3% 44.9% 35.7%	2549 146 20 104 1097 990	14.7% 100.0% 0.8% 4.1% 43.1% 38.9%	37 215 11 4 12 86 78	17.2% 100.0% 1.9% 5.6% 40.4% 36.6%	26 113 17 3 6 53 29	23.0% 100.0% 2.6% 5.3% 46.5% 25.4%	193 1283 70 15 54 531 517	15.0% 100.0% 1.2% 4.2% 41.4% 40.3%	93 631 30 4 37 282 222	14.7% 100.0% 0.6% 5.9% 45.0% 35.4%	245 1618 69 12 69 704 611	0.7% 4.3% 43.7% 37.9%	6 21 240 159	1.2% 4.1% 47.3% 31.4%
Total Responses  No Response  20h. Satisfaction with UNC-Chapel Hill in: Atmosphere for written language differences Very Dissatisfied Dissatisfied Neutral Satisfied Very Satisfied Very Satisfied	2683 132 22 133 1240 975 306	12.9% 100.0% 0.8% 5.0% 46.3% 36.4% 11.4%	263 1332 46 13 13 46 502 531 237	1.0% 1.0% 3.5% 37.8% 40.0% 17.8%	2 4 17 3	6.9% 13.8% 58.6% 10.3%	178 1168 59 10 61 521 414 154	15.2% 100.0% 0.9% 5.3% 44.9% 35.7% 13.3%	20 104 1097 990 335	14.7% 100.0% 0.8% 4.1% 43.1% 38.9% 13.2%	37 215 11 4 12 86 78 33	17.2% 100.0% 1.9% 5.6% 40.4% 36.6% 15.5%	26 113 17 3 6 53 29 23	23.0% 100.0% 2.6% 5.3% 46.5% 25.4% 20.2%	193 1283 70 15 54 531 517 167	15.0% 100.0% 1.2% 4.2% 41.4% 40.3% 13.0%	93 631 30 4 37 282 222 82	14.7% 100.0% 0.6% 5.9% 45.0% 35.4% 13.1%	245 1618 69 12 69 704 611 215	0.7% 4.3% 43.7% 37.9% 13.3%	6 21 240 159 81	1.2% 4.1% 47.3% 31.4% 16.0%
Total Responses  No Response  20h. Satisfaction with UNC-Chapel Hill in: Atmosphere for written language differences Very Dissatisfied Dissatisfied Neutral Satisfied	2683 132 22 133 1240 975	12.9% 100.0% 0.8% 5.0% 46.3% 36.4%	263 1332 46 133 46 502 531	1.0% 3.5% 37.8% 40.0%	6 31 3 2 4 17 3	6.9% 13.8% 58.6% 10.3%	178 1168 59 10 61 521 414	0.9% 5.3% 44.9% 35.7%	2549 146 20 104 1097 990	14.7% 100.0% 0.8% 4.1% 43.1% 38.9%	37 215 11 4 12 86 78	17.2% 100.0% 1.9% 5.6% 40.4% 36.6%	26 113 17 3 6 53 29	23.0% 100.0% 2.6% 5.3% 46.5% 25.4%	193 1283 70 15 54 531 517	15.0% 100.0% 1.2% 4.2% 41.4% 40.3%	93 631 30 4 37 282 222	14.7% 100.0% 0.6% 5.9% 45.0% 35.4%	245 1618 69 12 69 704 611	0.7% 4.3% 43.7% 37.9%	6 21 240 159	1.2% 4.1% 47.3% 31.4%

	Gender							Empl	oyment	Classificat	ion						Work	Unit				
	Fema	ale %	Ma N	e %	Oth N	er %	EHRA Non- N	Faculty %	SHRA N	A %	Postdoo Scholar oi N		Don't k N	now %	Academic - Schoo N		Acaden Professio Humanities N	nal &	Adminis	trative %	Other/Un N	nknown %
20i. Satisfaction with UNC-Chapel Hill in: Interactions																						
among different racial or ethnic groups																						
Very Dissatisfied	52	1.9%	21	1.6%	2	6.9%	20	1.7%	48	1.9%	6	2.8%	2	1.8%	27	2.1%	11	1.7%	25	1.5%	12	2.4%
Dissatisfied	420	15.7%	162	12.2%	13	44.8%	225	19.3%	327	12.8%	28	13.0%	15	13.2%	165	12.9%	119	18.8%	245	15.2%	64	12.7%
Neutral	809	30.2%	372	28.0%	7	24.1%	339	29.1%	743	29.2%	65	30.1%	40	35.1%	377	29.5%	196	31.0%	474	29.4%	139	27.6%
Satisfied	1062	39.6%	541	40.7%	5	17.2%	441	37.9%	1059	41.6%	77	35.6%	32	28.1%	519	40.5%	224	35.4%	656	40.7%	205	40.7%
Very Satisfied	337	12.6%	233	17.5%	2	6.9%	138	11.9%	368	14.5%	40	18.5%	25	21.9%	192	15.0%	83	13.1%	213	13.2%	84	16.7%
Total Responses No Response	2680 135	100.0%	1329 49	100.0%	29 5	100.0%	1163 64	100.0%	2545 150	100.0%	216 10	100.0%	114 16	100.0%	1280 73	100.0%	633 28	100.0%	1613 74	100.0%	504 31	100.0%
20j. Satisfaction with UNC-Chapel Hill in: Overall																						
sense of community among students, staff, and																						
faculty																						
Very Dissatisfied	61	2.3%	49	3.7%	3	10.0%	24	2.1%	77	3.0%	8	3.7%	5	4.3%	33	2.6%	24	3.8%	38	2.4%	18	3.6%
Dissatisfied	375	14.0%	147	11.0%	5	16.7%	166	14.2%	334	13.1%	17	7.9%	11	9.6%	173	13.5%	89	14.1%	201	12.5%	59	11.6%
Neutral	676	25.2%	308	23.1%	10	33.3%	279	23.9%	631	24.8%	55	25.5%	28	24.3%	303	23.6%	158	25.0%	409	25.4%	124	24.5%
Satisfied	1127	42.0%	575	43.2%	9	30.0%	503	43.1%	1079	42.4%	83	38.4%	47	40.9%	552	43.0%	244	38.7%	698	43.3%	216	42.6%
Very Satisfied	442	16.5%	252	18.9%	3	10.0%	194	16.6%	425	16.7%	53	24.5%	24	20.9%	224	17.4%	116	18.4%	266	16.5%	90	17.8%
Total Responses	2681	100.0%	1331	100.0%	30	100.0%	1166	100.0%	2546	100.0%	216	100.0%	115	100.0%	1285	100.0%	631	100.0%	1612	100.0%	507	100.0%
No Response	134		47		4		61		149		10		15		68		30		75		28	
20k. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the faculty	202	7.60/	76	5 70/	-	22.20/	440	40.204	427	5.00/	20	12.50(	10	0.000		C 40/	74	44.20(	100	6.70/	25	4.004
Very Dissatisfied	203 591	7.6%	76 178	5.7%	7	23.3%	119	10.2% 27.6%	127	5.0%	29 47	13.5%	10 10	8.8%	82	6.4% 18.5%	71 146	11.3%	108 319	6.7% 19.8%	25	4.9% 14.0%
Dissatisfied	834	22.1% 31.1%	445	13.4% 33.5%	6	20.0%	321 329	28.3%	398 867	15.6% 34.1%	47	21.9% 22.8%	42	36.8%	238 373	29.0%	188	23.2% 29.8%	543	33.7%	71 179	35.3%
Neutral Satisfied	777	29.0%	443	32.3%	6	20.0%	297	25.5%	821	32.3%	59	27.4%	36	31.6%	424	33.0%	162	25.7%	466	29.0%	160	31.6%
Very Satisfied	275	10.3%	200	15.1%	2	6.7%	97	8.3%	331	13.0%	31	14.4%	16	14.0%	167	13.0%	63	10.0%	173	10.8%	72	14.2%
Total Responses	2680	100.0%	1328	100.0%	30	100.0%	1163	100.0%	2544	100.0%	215	100.0%	114	100.0%	1284	100.0%	630	100.0%	1609	100.0%	507	100.0%
No Response	135	100.070	50	100.070	4	100.070	64	100.070	151	100.070	11	100.076	16	100.070	69	100.070	31	100.070	78	100.070	28	100.070
20l. Satisfaction with UNC-Chapel Hill in: Racial and																						
ethnic diversity of the staff																						
Very Dissatisfied	139	5.2%	57	4.3%	3	9.7%	74	6.3%	95	3.7%	22	10.2%	8	7.0%	52	4.1%	36	5.7%	86	5.3%	26	5.1%
Dissatisfied	556	20.7%	168	12.6%	14	45.2%	294	25.1%	404	15.9%	29	13.5%	11	9.6%	194	15.1%	125	19.8%	326	20.1%	88	17.4%
Neutral	762	28.4%	387	29.1%	4	12.9%	328	28.0%	728	28.6%	59	27.4%	40	35.1%	382	29.8%	198	31.4%	439	27.1%	135	26.6%
Satisfied	929	34.6%	486	36.5%	7	22.6%	364	31.1%	947	37.2%	72	33.5%	39	34.2%	482	37.6%	198	31.4%	558	34.5%	182	35.9%
Very Satisfied	298	11.1%	234	17.6%	3	9.7%	110	9.4%	374	14.7%	33	15.3%	16	14.0%	173	13.5%	74	11.7%	210	13.0%	76	15.0%
Total Responses	2684	100.0%	1332	100.0%	31	100.0%	1170	100.0%	2548	100.0%	215	100.0%	114	100.0%	1283	100.0%	631	100.0%	1619	100.0%	507	100.0%
No Response	131		46		3		57		147		11		16		70		30		68		28	
20m. Satisfaction with UNC-Chapel Hill in: Racial and																						
ethnic diversity of the student body																						
Very Dissatisfied	81	3.0%	50	3.8%	3	10.0%	49	4.2%	66	2.6%	14	6.5%	6	5.3%	36	2.8%	25	4.0%	63	3.9%	11	2.2%
Dissatisfied	413	15.4%	144	10.8%	9	30.0%	241	20.6%	279	11.0%	32	14.8%	11	9.6%	144	11.2%	114	18.0%	251	15.6%	52	10.2%
Neutral	991	37.0%	426	32.0%	11	36.7%	369	31.6%	941	37.0%	69	31.9%	50	43.9%	450	35.1%	211	33.4%	566	35.1%	202	39.7%
Satisfied	876	32.7%	482	36.2%	5	16.7%	387	33.1%	887	34.9%	64	29.6%	26	22.8%	463	36.1%	198	31.3%	532	33.0%	168	33.0%
Very Satisfied	320	11.9%	231	17.3%	2	6.7%	123	10.5%	370	14.5%	37	17.1%	21	18.4%	189	14.7%	84	13.3%	202	12.5%	76	14.9%
Total Responses	2681	100.0%	1333	100.0%	30	100.0%	1169	100.0%	2543	100.0%	216	100.0%	114	100.0%	1282	100.0%	632	100.0%	1614	100.0%	509	100.0%
No Response	134		45		4		58		152		10		16		71		29		73		26	

Total Respondents  26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree  Total Responses No Response	197 651 1133 1498 432 3911 413	5.0% 16.6% 29.0%	American I Alaska N N 25	<b>Native</b> % 0.6%	<b>Asia N</b> 244	n % 5.8%	Black or A Ameri N 605		Latino or F N 100		Native Haw Other Pa Island N	cific	Whit N	:e %	Otho N	er %	Two or Mo or Ethni	icities
26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	197 651 1133 1498 432 3911	5.0% 16.6% 29.0%	Alaska N N 25	<b>Native</b> % 0.6%	N	%	Ameri N	can %	N	lispanic	Other Pa	icific er					or Ethni	icities
26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	197 651 1133 1498 432 3911	5.0% 16.6% 29.0%	Alaska N N 25	<b>Native</b> % 0.6%	N	%	Ameri N	can %	N	-	Island	er					or Ethni	icities
26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	197 651 1133 1498 432 3911	5.0% 16.6% 29.0%	N 25	% 0.6%	N	%	N	%	N	-								
26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	197 651 1133 1498 432 3911	5.0% 16.6% 29.0%	25	0.6%						/0		70		/0		70		%
26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	197 651 1133 1498 432 3911	5.0% 16.6% 29.0%	3		244	3.070	003	14.470		2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
public voice and share their ideas openly Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	651 1133 1498 432 3911	16.6% 29.0%		12 00/					100	2.470		0.070	2333	03.570	,,,	1.570	200	3.070
Strongly Disagree Disagree Neutral Agree Strongly Agree Total Responses	651 1133 1498 432 3911	16.6% 29.0%		12 00/														
Disagree Neutral Agree Strongly Agree Total Responses	651 1133 1498 432 3911	16.6% 29.0%		12 00/														
Neutral Agree Strongly Agree Total Responses	1133 1498 432 3911	29.0%	5	13.0%	4	1.8%	28	5.0%	3	3.2%			130	4.7%	9	13.6%	17	8.9%
Agree Strongly Agree Total Responses	1498 432 3911		,	21.7%	27	12.4%	88	15.8%	9	9.7%			467	17.0%	9	13.6%	40	20.9%
Strongly Agree Total Responses	432 3911	38.3%	4	17.4%	57	26.3%	156	28.1%	35	37.6%			805	29.4%	22	33.3%	49	25.7%
Total Responses	3911		6	26.1%	86	39.6%	207	37.2%	31	33.3%			1073	39.2%	19	28.8%	66	34.6%
		11.0%	5	21.7%	43	19.8%	77	13.8%	15	16.1%			265	9.7%	7	10.6%	19	9.9%
No Response	413	100.0%	23	100.0%	217	100.0%	556	100.0%	93	100.0%			2740	100.0%	66	100.0%	191	100.0%
· · · · · · · · · · · · · · · · · · ·	413		2		27		49		7				199		13		17	
act. The characteristic and act to be a																		
26b. UNC-Chapel Hill encourages students to have a	1																	
public voice and share their ideas openly	1	0.001	_	0.001	2	0.001	_	4 461	_	4 400			22	0.00/	2	2.001	_	4.40
Strongly Disagree	35	0.9%	0	0.0%	2	0.9%	6	1.1%	1	1.1%			22	0.8%	2	3.0%	2	1.1%
Disagree	120	3.1%	1	4.3%	5	2.3%	16	2.9%	1	1.1%			83	3.0%	2	3.0%	12	6.3%
Neutral	673	17.3%	3	13.0%	41	19.0%	118	21.5%	19	20.4%			438	16.1%	17	25.8%	30	15.8%
Agree	1983	51.0%	9	39.1%	106	49.1%	249	45.4%	51	54.8%			1429	52.4%	30	45.5%	97	51.1%
Strongly Agree	1075	27.7%	10	43.5%	62	28.7%	160	29.1%	21	22.6%			754	27.7%	15	22.7%	49	25.8%
Total Responses	3886	100.0%	23	100.0%	216	100.0%	549	100.0%	93	100.0%			2726	100.0%	66	100.0%	190	100.0%
No Response	438		2		28		56		7				213		13		18	
																	<del>                                     </del>	$\longrightarrow$
26c. UNC-Chapel Hill has campus administrators who																		
· · · · · · · · · · · · · · · · · · ·	1																	
regularly speak about the value of diversity		2 40/	_	0.70/		4 40/	25	4.50/		2.20/				4 60/		C 00/	42	6.00/
Strongly Disagree	94	2.4%	2	8.7%	3	1.4%	25	4.5%	2	2.2%			44	1.6%	4	6.0%	13	6.8%
Disagree	326	8.4%	2	8.7%	26	12.0%	66	11.9%	11	11.8%			185	6.8%	9	13.4%	24	12.6%
Neutral	993	25.4%	5	21.7%	64	29.6%	158	28.5%	27	29.0%			660	24.1%	24	35.8%	46	24.1%
Agree	1777	45.5%	10	43.5%	81	37.5%	220	39.6%	35	37.6%			1325	48.5%	14	20.9%	83	43.5%
Strongly Agree	714	18.3%	4	17.4%	42	19.4%	86	15.5%	18	19.4%			520	19.0%	16	23.9%	25	13.1%
Total Responses	3904	100.0%	23	100.0%	216	100.0%	555	100.0%	93	100.0%			2734	100.0%	67	100.0%	191	100.0%
No Response	420		2		28		50		7				205		12		17	
26d. UNC-Chapel Hill is committed to diversity	1																	
Strongly Disagree	88	2.3%	2	8.7%	3	1.4%	23	4.1%	1	1.1%			36	1.3%	9	13.4%	13	6.8%
Disagree	290	7.4%	0	0.0%	13	6.0%	65	11.6%	12	12.9%			169	6.2%	7	10.4%	20	10.5%
Neutral	926	23.7%	7	30.4%	60	27.8%	170	30.5%	26	28.0%			589	21.5%	20	29.9%	47	24.6%
Agree	1801	46.0%	11	47.8%	94	43.5%	205	36.7%	39	41.9%			1345	49.1%	20	29.9%	78	40.8%
Strongly Agree	806	20.6%	3	13.0%	46	21.3%	95	17.0%	15	16.1%			599	21.9%	11	16.4%	33	17.3%
Total Responses	3911	100.0%	23	100.0%	216	100.0%	558	100.0%	93	100.0%			2738	100.0%	67	100.0%	191	100.0%
No Response	413		2		28		47		7				201		12		17	
	+																	
26e. UNC-Chapel Hill promotes the appreciation of	1																	
cultural differences	1																	
Strongly Disagree	68	1.7%	1	4.3%	2	0.9%	17	3.1%	1	1.1%			31	1.1%	4	6.1%		5.8%
Disagree	255	6.5%	2	8.7%	21	9.8%	60	10.8%	4	4.3%			139	5.1%	4	6.1%	21	11.0%
Neutral	859	22.0%	5	21.7%	55	25.7%	143	25.7%	25	26.9%			569	20.8%	19	28.8%	36	18.8%
Agree	1902	48.7%	11	47.8%	81	37.9%	234	42.0%	45	48.4%			1401	51.2%	26	39.4%	93	48.7%
Strongly Agree	821	21.0%	4	17.4%	55	25.7%	103	18.5%	18	19.4%			596	21.8%	13	19.7%	30	15.7%
Total Responses	3905	100.0%	23	100.0%	214	100.0%	557	100.0%	93	100.0%			2736	100.0%	66	100.0%	191	100.0%

					_		_			Race/E	thnicity					_	
											Native Hawaiian or						
			American	Indian or			Black or A	African			Other Pacific					Two or Mo	re Races
	Tota	ıl	Alaska I	Native	Asia	ın	Ameri	can	Latino or I	Hispanic	Islander	Wh	ite	Oth	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
No Response	419		2		30		48		7			203		13		17	
26f. UNC-Chapel Hill rewards staff for their participation in diversity efforts																	
Strongly Disagree	214	5.5%	2	8.7%	14	6.5%	49	8.8%	3	3.2%		117	4.3%	9	13.6%	19	9.9%
Disagree	660	17.0%	4	17.4%	32	14.9%	112	20.2%	22	23.7%		442	16.2%	13	19.7%	31	16.2%
Neutral	1810	46.6%	9	39.1%	81	37.7%	222	40.0%	35	37.6%		1341	49.3%	29	43.9%	79	41.4%
Agree	855	22.0%	6	26.1%	53	24.7%	114	20.5%	22	23.7%		599	22.0%	10	15.2%	48	25.1%
Strongly Agree	349	9.0%	2	8.7%	35	16.3%	58	10.5%	11	11.8%		223	8.2%	5	7.6%	14	7.3%
Total Responses	3888	100.0%	23	100.0%	215	100.0%	555	100.0%	93	100.0%		2722	100.0%	66	100.0%	191	100.0%
No Response	436		2		29		50		7			217		13		17	

										Race/E	thnicity						
	Tota N	al %	American I Alaska N N		Asia N	n %	Black or A Ameri N		Latino or I	·	Native Hawaiian or Other Pacific Islander N %	Whi N	te %	Othe N	er %	Two or Mo or Ethn N	
21a. How well does the following describe UNC-																	
Chapel Hill: Faculty respect staff																	
Not Descriptive	257	6.4%	7	29.2%	12	5.1%	37	6.5%	4	4.2%		175	6.3%	3	4.3%	16	8.0%
Somewhat Descriptive	2399	59.9%	9	37.5%	104	44.4%	349	60.9%	43	44.8%		1723	61.9%	46	65.7%	110	54.7%
Very Descriptive	1351	33.7%	8	33.3%	118	50.4%	187	32.6%	49	51.0%		886	31.8%	21	30.0%	75	37.3%
Total Responses	4007	100.0%	24	100.0%	234	100.0%	573	100.0%	96	100.0%		2784	100.0%	70	100.0%	201	100.0%
No Response	317		1		10		32		4			155		9		7	
21b. How well does the following describe UNC-	1																
Chapel Hill: Staff concerns are considered when																	
making policy																	
Not Descriptive	759	18.9%	11	45.8%	27	11.5%	113	19.6%	10	10.4%		517	18.6%	22	30.6%	51	25.4%
Somewhat Descriptive	2439	60.8%	8	33.3%	133	56.6%	335	58.2%	58	60.4%		1748	62.9%	40	55.6%	107	53.2%
Very Descriptive	812	20.2%	5	20.8%	75	31.9%	128	22.2%	28	29.2%		516	18.6%	10	13.9%	43	21.4%
Total Responses	4010	100.0%	24	100.0%	235	100.0%	576	100.0%	96	100.0%		2781	100.0%	72	100.0%	201	100.0%
No Response	314		1		9		29		4			158		7		7	
21c. How well does the following describe UNC-																	
Chapel Hill: Staff respect each other																	
Not Descriptive	83	2.1%		12.5%		1.3%	17	2.9%		0.0%		48	1.7%	2	2.8%		5.0%
Somewhat Descriptive	1891	46.8%		33.3%		38.6%	299	51.5%		33.0%		1312	46.8%	40	55.6%	91	45.3%
Very Descriptive	2069	51.2%		54.2%		60.2%	265	45.6%		67.0%		1445	51.5%	30	41.7%	100	49.8%
Total Responses	4043	100.0%	24	100.0%	236	100.0%	581	100.0%	97	100.0%		2805	100.0%	72	100.0%	201	100.0%
No Response	281		1		8		24		3			134		7		7	
21d. How well does the following describe UNC-																	
Chapel Hill: Staff respect the faculty																	
Not Descriptive	52	1.3%		4.2%		0.4%	7	1.2%	0	0.0%		37	1.3%	1	1.4%	4	2.0%
Somewhat Descriptive	1841	46.0%	11	45.8%		33.3%	241	42.1%		21.9%		1353	48.7%	36	50.0%	86	42.8%
Very Descriptive	2109	52.7%	12	50.0%		66.2%	324	56.6%	75	78.1%		1387	49.9%	35	48.6%	111	55.2%
Total Responses	4002	100.0%	24	100.0%	234	100.0%	572	100.0%	96	100.0%		2777	100.0%	72	100.0%	201	100.0%
No Response	322		1		10		33		4			162		7		7	

				01101	TIVE CAN	11 OJ A	IND SENS	L OI DE	LONGING	,							
										Race/E	thnicity						
											Native Hawaiian or						
			American	Indian or			Black or A	African			Other Pacific					Two or Mo	re Races
	Tot	al	Alaska	Native	Asia	an	Ameri	can	Latino or I	Hispanic	Islander	Whi	ite	Oth	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
21e. How well does the following describe UNC-																	
Chapel Hill: Students respect staff																	
Not Descriptive	117	2.9%	1	4.3%	6	2.6%	14	2.4%	0	0.0%		83	3.0%	7	9.7%	5	2.5%
Somewhat Descriptive	2126	53.5%	10	43.5%	101	43.3%	286	49.8%	36	38.3%		1529	55.5%	38	52.8%	112	56.0%
Very Descriptive	1731	43.6%	12	52.2%	126	54.1%	274	47.7%	58	61.7%		1142	41.5%	27	37.5%	83	41.5%
Total Responses	3974	100.0%	23	100.0%	233	100.0%	574	100.0%	94	100.0%		2754	100.0%	72	100.0%	200	100.0%
No Response	350		2		11		31		6			185		7		8	
21f. How well does the following describe UNC-																	
Chapel Hill: There is respect for the expression of																	
diverse values and beliefs																	
Not Descriptive	222	5.5%	4	16.7%	6	2.6%	47	8.1%	1	1.0%		134	4.8%	8	11.3%	18	9.0%
Somewhat Descriptive	2250	55.8%	13	54.2%	117	49.8%	337	58.3%	49	51.0%		1568	56.1%	48	67.6%	100	49.8%
Very Descriptive	1558	38.7%	7	29.2%	112	47.7%	194	33.6%	46	47.9%		1095	39.1%	15	21.1%	83	41.3%
Total Responses	4030	100.0%	24	100.0%	235	100.0%	578	100.0%	96	100.0%		2797	100.0%	71	100.0%	201	100.0%
No Response	294		1	•	9		27		4			142	•	8		7	

First	i			Gende	or							Classificati							Work	Unit			
2.5   M.C. Chapel fill encourages staff to have a packwork of the proof of the pr		Fema N		Male	•				- 1	SHR	A	Postdoo Scholar or	toral Fellow			Schoo	ols	Profession Humanities	mic - onal & s Schools	Adminis			nknown %
public votes and share their ideas openly	Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
public votes and share their ideas openly																						<del>                                     </del>	
Strongy (Fingere   444   378   55   578   68   515   64   518   515   579   68   538   32	•																					ł	
Restart   756   2918   868   1278   128   1278   128   1278   12	public voice and share their ideas openly																					Í	
Second   Property																							6.7%
Agree   986   27.99   502   29.69   7   24.15   608   35.95   77   29.05   77   20.05   77   20.05   79   2																							14.6%
The property Age   28																							30.8%
Total Responses    269   1500   127   1000   22   1000   22   1000   22   1000   22   1000   22   1000   22   1000   22   1000   22   1000   23   23   23   23   23   23   23																							32.6%
256   105																							15.4%
Be. UNC-Chapel Hill encourages students to have a public volce and share their ideas openly  Strongly Chapter  78			100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%
Strongly Diagrage	No response	210		105		3		92		237		25		24		116		67		106		54	
Strongly Diagrage	26b. UNC-Chapel Hill encourages students to have a																						
Strongly Disagree	•																					l	
Possigne   74   29%   44   3.5%   2   7.1%   63   3.8%   67   27%   7   3.5%   2   1.9%   45   3.7%   15   2.5%   43   2.7%   17		19	0.7%	14	1.1%	1	3.6%	10	0.9%	24	1.0%	0	0.0%	1	1.0%	14	1.1%	3	0.5%	14	0.9%	4	0.8%
Agree   122 51.2%   66 50.9%   12 42.9%   553 48.9%   1281   52.5%   97   48.7%   47   45.7%   670   50.0%   39   53.8%   791   50.2%   243   15   15   15   15   15   15   15   1		74	2.9%	44		2	7.1%	43	3.8%	67		7		2	1.9%	45	3.7%	15		43		17	3.6%
Strongly Agree	Neutral	456	17.7%	206	16.3%	8	28.6%	174	15.4%	419	17.2%	52	26.1%	26	25.0%	236	19.2%	85	14.3%	252	16.0%	98	20.5%
Total Responses 2553 100.0% 1266 100.0% 28 100.0% 136 100.0% 478 110.00% 479 100.0% 199 100.0% 104 100.0% 126 100.0% 593 100.0% 1574 100.0% 478 178 100.0% 1574 100.0% 478 178 100.0% 1574	Agree	1322	51.2%	645	50.9%	12	42.9%	553	48.9%	1281	52.5%	97	48.7%	47	45.2%	620	50.6%	319	53.8%	791	50.3%	243	50.8%
26. UNC Chapel Hill has campus administrators who regularly speak about the value of diversity  Strongly Diagrage  23 2 112 6 96 224 27 26 127 68 113 57  26 LUNC Chapel Hill has campus administrators who regularly speak about the value of diversity  Strongly Diagrage  23 3 90k 88 69k 5 179k 90 79k 18 8 8.1k 22 19k 66 2.7k 4 2.0k 1 0.9k 35 2.8k 13 2.2k 33 2.1k 13 2.2k 14 2.0k 12 2	Strongly Agree	712	27.6%	357	28.2%	5	17.9%	351	31.0%	650	26.6%	43	21.6%	28	26.9%	311	25.4%	171	28.8%	474	30.1%	116	24.3%
26c. UNC-Chapel Hill sa campus administrators who regularity speak about the value of diversity  Strongly Disagree  233 9.0% 88 6.9% 5 17.9% 90 25 22.6% 63 22.9% 4 2.0% 1 0.0% 35 2.8% 13 2.2% 33 2.1% 13 13 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15	Total Responses		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%
Strongly Space   123   9.0%   88   6.5   2.9%   27   2.15   1   3.6%   22   1.9%   66   2.7%   4   2.0%   1   0.9%   35   2.8%   13   2.2%   33   2.1%   13	No Response	232		112		6		96		254		27		26		127		68		113		57	
Strongly Space   123   9.0%   88   6.5   2.9%   27   2.15   1   3.6%   22   1.9%   66   2.7%   4   2.0%   1   0.9%   35   2.8%   13   2.2%   33   2.1%   13																						<del>                                     </del>	
Strongly Space   123   9.0%   88   6.5   2.9%   27   2.15   1   3.6%   22   1.9%   66   2.7%   4   2.0%   1   0.9%   35   2.8%   13   2.2%   33   2.1%   13	26c. UNC-Chapel Hill has campus administrators who																					ł	
Strongly Disagree   65   2.5%   27   2.1%   1   3.6%   22   1.9%   66   2.7%   4   2.0%   1   0.9%   35   2.8%   13   2.2%   33   2.1%   13   2.2%   34   2.2%   14   2.3%   34   2.2%   14   2.3%   3.2%	· ·																					Í	
Disagree   233   9.0%   88   6.9%   5   17.9%   90   7.9%   198   8.1%   29   14.5%   9   8.5%   108   8.7%   45   7.5%   127   8.14%   42   42   42   42   42   42   42	• , ,	65	2.5%	27	2.1%	1	3.6%	22	1.9%	66	2.7%	4	2.0%	1	0.9%	35	2.8%	13	2.2%	33	2.1%	13	2.7%
No Response   19   18   18   19   17   18   18   19   17   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   18   19   17   18   19   17   18   18   19   17   18   19   18   19   18   19   18   19   18   18												29		9									8.8%
Agree   1171   45.1%   587   46.1%   16   57.1%   526   46.4%   1129   46.0%   84   42.0%   34   32.1%   569   46.0%   294   49.2%   710   45.1%   198   45.8%   177.7%   25.4%   20.0%   1   3.6%   240   21.2%   427   17.4%   27   13.5%   17   16.0%   106   100.0%   1236   100.0%   157   100.0%   157   100.0%   479   11   10.0%   12.0%   100.0%														45									28.6%
Strongly Agree   458   17.7%   254   20.0%   1   3.6%   240   21.2%   427   17.4%   27   13.5%   17   16.0%   191   15.5%   112   18.8%   319   20.3%   89   1.5%   122   10.0%   1272   10.0%   28   10.0%   1314   10.0%   2453   10.0%   200   10.0%   10.0%   10.0%   10.0%   1236   10.0%   597   10.0%   1575   10.0%   479   10.0%   479   10.0%   10																							41.3%
Total Response		458												17									18.6%
26d. UNC-Chapel Hill is committed to diversity  Strongly Disagree  47 1.8% 36 2.8% 4 13.8% 19 1.7% 63 2.6% 3 1.5% 2 1.9% 29 2.3% 14 2.3% 34 2.2% 11  Disagree  200 7.7% 86 6.8% 3 10.3% 89 7.8% 174 7.1% 17 8.5% 10 9.6% 99 8.0% 43 7.2% 111 7.0% 34  Neutral  644 24.8% 271 21.3% 8 2.76% 279 24.6% 551 22.4% 66 32.8% 29 27.9% 299 24.2% 147 24.6% 357 22.6% 120 .6  Agree  1194 45.9% 591 46.5% 12 41.4% 502 44.2% 1169 47.5% 82 40.8% 42 40.4% 584 47.2% 261 43.7% 734 46.5% 213 4.8  Strongly Agree  319 1.5% 28 10.00% 1271 100.0% 129 100.0% 1135 100.0% 246 100.0% 201 100.0% 104 100.0% 1236 100.0% 597 100.0% 1579 100.0% 481 11  No Response  26e. UNC-Chapel Hill promotes the appreciation of cultural differences  Strongly Disagree  39 1.5% 26 2.0% 2 6.9% 20 1.8% 47 1.9% 0 0.0% 0 0.0% 23 1.9% 8 1.3% 28 1.8% 9  Disagree  39 1.5% 26 2.0% 2 6.9% 20 1.8% 47 1.9% 0 0.0% 0 0.0% 23 1.9% 8 1.3% 28 1.8% 9  Disagree  183 7.0% 66 5.2% 5 17.2% 67 5.9% 166 6.8% 14 7.0% 8 7.5% 89 7.2% 33 5.6% 103 6.5% 26  Neutral  595 22.9% 255 20.1% 5 17.2% 265 23.4% 502 20.5% 59 29.5% 31 29.2% 269 27 1.8% 14 23.9% 325 20.6% 120 3.4% 31 20.8% 40.6% 616 49.9% 277 46.7% 783 49.5% 219 4.8% 511 20.8% 40.0% 40.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		2594	100.0%	1272	100.0%	28	100.0%	1134	100.0%	2453	100.0%	200	100.0%	106	100.0%	1236	100.0%	597	100.0%	1575	100.0%	479	100.0%
Strongly Disagree 47 1.8% 36 2.8% 4 13.8% 19 1.7% 63 2.6% 3 1.5% 2 1.9% 29 2.3% 14 2.3% 34 2.2% 11 Disagree 200 7.7% 86 6.8% 3 10.3% 89 7.8% 174 7.1% 17 8.5% 10 9.6% 99 8.0% 43 7.2% 111 7.0% 34 Neutral 644 24.8% 271 21.3% 8 27.6% 279 24.6% 551 22.4% 66 32.8% 29 27.9% 299 24.2% 147 24.6% 357 22.6% 120 7.2% 24.6% 250 24.2% 14.2% 15.0% 24.2% 11.0% 29 2.3% 14 2.3% 34 2.2% 111 7.0% 34 2.2% 24	No Response	221		106		6		93		242		26		24		117		64		112		56	
Strongly Disagree 47 1.8% 36 2.8% 4 13.8% 19 1.7% 63 2.6% 3 1.5% 2 1.9% 29 2.3% 14 2.3% 34 2.2% 11 Disagree 200 7.7% 86 6.8% 3 10.3% 89 7.8% 174 7.1% 17 8.5% 10 9.6% 99 8.0% 43 7.2% 111 7.0% 34 Neutral 644 24.8% 271 21.3% 8 27.6% 279 24.6% 551 22.4% 66 32.8% 29 27.9% 299 24.2% 147 24.6% 357 22.6% 120 7.2% 24.6% 250 24.2% 14.2% 15.0% 24.2% 11.0% 29 2.3% 14 2.3% 34 2.2% 111 7.0% 34 2.2% 24			1		- 1				1			Ι											
Strongly Disagree 47 1.8% 36 2.8% 4 13.8% 19 1.7% 63 2.6% 3 1.5% 2 1.9% 29 2.3% 14 2.3% 34 2.2% 11 Disagree 200 7.7% 86 6.8% 3 10.3% 89 7.8% 174 7.1% 17 8.5% 10 9.6% 99 8.0% 43 7.2% 111 7.0% 34 Neutral 644 24.8% 271 21.3% 8 27.6% 279 24.6% 551 22.4% 66 32.8% 29 27.9% 299 24.2% 147 24.6% 357 22.6% 120 7.2% 24.6% 250 24.2% 14.2% 15.0% 24.2% 11.0% 29 2.3% 14 2.3% 34 2.2% 111 7.0% 34 2.2% 24	36d UNG Chanal Hill is committed to discounity.																						
Disagree 200 7.7% 86 6.8% 3 10.3% 89 7.8% 174 7.1% 17 8.5% 10 9.6% 99 8.0% 43 7.2% 111 7.0% 34 Neutral 644 24.8% 271 21.3% 8 27.6% 279 24.6% 551 22.4% 66 32.8% 29 27.9% 299 24.2% 147 24.6% 357 22.6% 120 2.4% Agree 1194 45.9% 591 46.5% 12 41.4% 502 44.2% 1169 47.5% 82 40.8% 42 40.4% 584 47.2% 261 43.7% 734 46.5% 213 22.5% Strongly Agree 516 19.8% 287 22.6% 2 6.9% 246 21.7% 503 20.4% 33 16.4% 21 20.2% 225 18.2% 132 22.1% 343 21.7% 103 32 10.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 1579 100.0% 481 100 No Response 2601 100.0% 1271 100.0% 29 100.0% 1135 100.0% 2460 100.0% 201 100.0% 104 100.0% 1236 100.0% 597 100.0% 1579 100.0% 481 100 No Response 100.0% 100.0	•	47	1 00/	26	2 00/	4	12 00/	10	1 70/	63	2 60/	,	1 50/	2	1.00/	20	2 20/	1.0	2 20/	34	2 20/	11	2.3%
Neutral 644 24.8% 271 21.3% 8 27.6% 279 24.6% 551 22.4% 66 32.8% 29 27.9% 299 24.2% 147 24.6% 357 22.6% 120 27.0 Agree 1194 45.9% 591 46.5% 12 41.4% 502 44.2% 1169 47.5% 82 40.8% 42 40.4% 584 47.2% 261 43.7% 734 46.5% 213 48.5% 120 41.2% 502 44.2% 1169 47.5% 82 40.8% 42 40.4% 584 47.2% 261 43.7% 734 46.5% 213 48.5% 120 41.2% 1100 41.2% 1100 41.2% 120.2% 225 18.2% 132 22.1% 343 21.2% 130 120 120 120 120 120 120 120 120 120 12																							7.1%
Agree 1194 45.9% 591 46.5% 12 41.4% 502 44.2% 1169 47.5% 82 40.8% 42 40.4% 584 47.2% 261 43.7% 734 46.5% 213 42 5trongly Agree 516 19.8% 287 22.6% 2 6.9% 246 21.7% 503 20.4% 33 16.4% 21 20.2% 225 18.2% 132 22.1% 343 21.7% 103 20.2% 225 18.2% 132 22.1% 343 21.7% 103 20.2% 225 18.2% 132 22.1% 343 21.7% 103 20.2% 225 18.2% 132 22.1% 343 21.7% 103 20.2% 225 18.2% 132 22.1% 343 21.7% 103 20.2% 103																							24.9%
Strongly Agree 516 19.8% 287 22.6% 2 6.9% 246 21.7% 503 20.4% 33 16.4% 21 20.2% 225 18.2% 132 22.1% 343 21.7% 103 20.4% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 597 100.0% 1579 100.0% 481 100.0% 10																							44.3%
Total Responses 2601 100.0% 1271 100.0% 29 100.0% 1135 100.0% 2460 100.0% 201 100.0% 104 100.0% 1236 100.0% 597 100.0% 1579 100.0% 481 10 No Response 214 107 5 92 235 25 26 117 64 108 54 26 26 20% 2 6.9% 20 1.8% 47 1.9% 0 0.0% 0 0.0% 23 1.9% 8 1.3% 28 1.8% 9 Disagree 183 7.0% 66 5.2% 5 17.2% 67 5.9% 166 6.8% 14 7.0% 8 7.5% 89 7.2% 33 5.6% 103 6.5% 26 Neutral 595 22.9% 255 20.1% 5 17.2% 636 50.1% 14 48.3% 538 47.4% 1228 50.0% 87 43.5% 43 40.6% 616 49.9% 277 46.7% 783 49.5% 21.9 4 Strongly Agree 530 20.4% 287 22.6% 3 10.3% 244 21.5% 511 20.8% 40 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 5 21.0% 21.0% 20.0% 20.0% 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 5 21.0% 20.0% 20.0% 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 5 21.0% 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 5 21.0% 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 5 21.0% 20.0% 24 22.6% 237 19.2% 24.0																							21.4%
No Response   214   107   5   92   235   25   26   117   64   108   54																							100.0%
Cultural differences         39         1.5%         26         2.0%         2         6.9%         20         1.8%         47         1.9%         0         0.0%         0         0.0%         23         1.9%         8         1.3%         28         1.8%         9           Disagree         183         7.0%         66         5.2%         5         17.2%         67         5.9%         166         6.8%         14         7.0%         8         7.5%         33         5.6%         103         6.5%         26           Neutral         595         22.9%         255         20.1%         5         17.2%         265         23.4%         502         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         32         20.6%         12         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         32         20.6%         12         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         29         20.6%         23         43.3%         40.6%         61         49.9%         <																							
Cultural differences         39         1.5%         26         2.0%         2         6.9%         20         1.8%         47         1.9%         0         0.0%         0         0.0%         23         1.9%         8         1.3%         28         1.8%         9           Disagree         183         7.0%         66         5.2%         5         17.2%         67         5.9%         166         6.8%         14         7.0%         8         7.5%         33         5.6%         103         6.5%         26           Neutral         595         22.9%         255         20.1%         5         17.2%         265         23.4%         502         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         32         20.6%         12         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         32         20.6%         12         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         29         20.6%         23         43.3%         40.6%         61         49.9%         <																						<del></del>	
Cultural differences         39         1.5%         26         2.0%         2         6.9%         20         1.8%         47         1.9%         0         0.0%         0         0.0%         23         1.9%         8         1.3%         28         1.8%         9           Disagree         183         7.0%         66         5.2%         5         17.2%         67         5.9%         166         6.8%         14         7.0%         8         7.5%         33         5.6%         103         6.5%         26           Neutral         595         22.9%         255         20.1%         5         17.2%         265         23.4%         502         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         32         20.6%         12         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         32         20.6%         12         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         29         20.6%         23         43.3%         40.6%         61         49.9%         <	26e, UNC-Chapel Hill promotes the appreciation of																					ł	
Strongly Disagree         39         1.5%         26         2.0%         2         6.9%         20         1.8%         47         1.9%         0         0.0%         0         0.0%         23         1.9%         8         1.3%         28         1.8%         9           Disagree         183         7.0%         66         5.2%         5         17.2%         67         5.9%         166         6.8%         14         7.0%         8         7.5%         89         7.2%         33         5.6%         103         6.5%         26           Neutral         595         22.9%         255         20.1%         5         17.2%         265         23.4%         502         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         325         20.6%         120         24           Agree         1249         48.1%         636         50.1%         14         48.3%         538         47.4%         1228         50.0%         87         43.5%         43         40.6%         616         49.9%         277         46.7%         783         49.5%         219         48         50.0%																						i	
Disagree         183         7.0%         66         5.2%         5         17.2%         67         5.9%         166         6.8%         14         7.0%         8         7.5%         89         7.2%         33         5.6%         103         6.5%         26           Neutral         595         22.9%         255         20.1%         5         17.2%         265         23.4%         502         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         325         20.6%         120         2           Agree         1249         48.1%         636         50.1%         14         48.3%         538         47.4%         1228         50.0%         87         43.5%         43         40.6%         616         49.9%         277         46.7%         783         49.5%         219         48           Strongly Agree         530         20.4%         287         22.6%         3         10.3%         244         21.5%         511         20.8%         40         20.0%         24         22.6%         237         19.2%         133         22.4%         342         21.6%         106         23 <td></td> <td>30</td> <td>1 5%</td> <td>26</td> <td>2 0%</td> <td>2</td> <td>6 9%</td> <td>20</td> <td>1.8%</td> <td>47</td> <td>1 9%</td> <td>n</td> <td>0.0%</td> <td>0</td> <td>0.0%</td> <td>23</td> <td>1 9%</td> <td>R</td> <td>1 3%</td> <td>28</td> <td>1.8%</td> <td>q</td> <td>1.9%</td>		30	1 5%	26	2 0%	2	6 9%	20	1.8%	47	1 9%	n	0.0%	0	0.0%	23	1 9%	R	1 3%	28	1.8%	q	1.9%
Neutral         595         22.9%         255         20.1%         5         17.2%         265         23.4%         502         20.5%         59         29.5%         31         29.2%         269         21.8%         142         23.9%         325         20.6%         120         20.5%           Agree         1249         48.1%         636         50.1%         14         48.3%         538         47.4%         1228         50.0%         87         43.5%         43         40.6%         616         49.9%         277         46.7%         783         49.5%         219         4           Strongly Agree         530         20.4%         287         22.6%         3         10.3%         244         21.5%         511         20.8%         40         20.0%         24         22.6%         237         19.2%         133         22.4%         342         21.6%         106         23																							5.4%
Agree 1249 48.1% 636 50.1% 14 48.3% 538 47.4% 1228 50.0% 87 43.5% 43 40.6% 616 49.9% 277 46.7% 783 49.5% 219 4 Strongly Agree 530 20.4% 287 22.6% 3 10.3% 244 21.5% 511 20.8% 40 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 2																							25.0%
Strongly Agree 530 20.4% 287 22.6% 3 10.3% 244 21.5% 511 20.8% 40 20.0% 24 22.6% 237 19.2% 133 22.4% 342 21.6% 106 2																							45.6%
																							22.1%
1 100.0701 1270 1	Total Responses	2596	100.0%		100.0%	29	100.0%	1134	100.0%	2454	100.0%	200	100.0%	106	100.0%	1234	100.0%	593	100.0%	1581	100.0%	480	100.0%

			Gend	der					Emp	loyment	Classificat	ion						Work	Unit			
	Fema N	ale %	Mai N	e %	Oth N	er %	EHRA Non N	-Faculty %	SHF N	RA %	Postdo Scholar o N		Don't k N	now %	Academic School		Acade Profession Humanities N	onal &	Adminis N	trative %	Other/Ur N	ıknown %
No Response	219		108		5		93		241		26		24		119		68		106		55	
26f. UNC-Chapel Hill rewards staff for their participation in diversity efforts Strongly Disagree	127	4.9%	84	6.6%	3	10.7%	61	5.4%	143	5.9%	6	3.0%	3	2.9%	69	5.6%	34	5.7%	85	5.4%	24	5.0%
Disagree	463	17.9%	189	14.9%	7	25.0%	213	18.8%	400	16.4%	37	18.5%	10	9.5%	223	18.1%	103	17.3%	253	16.1%	78	16.4%
Neutral	1210	46.8%	581	45.9%	13	46.4%	508	44.9%	1145	46.9%	97	48.5%	56	53.3%	578	47.0%	268	45.1%	725	46.2%	231	48.4%
Agree	558	21.6%	291	23.0%	5	17.9%	243	21.5%	548	22.5%	39	19.5%	20	19.0%	272	22.1%	132	22.2%	355	22.6%	93	19.5%
Strongly Agree	227	8.8%	121	9.6%	0	0.0%	107	9.5%	204	8.4%	21	10.5%	16	15.2%	88	7.2%	57	9.6%	152	9.7%	51	10.79
Total Responses	2585	100.0%	1266	100.0%	28	100.0%	1132	100.0%	2440	100.0%	200	100.0%	105	100.0%	1230	100.0%	594	100.0%	1570	100.0%	477	100.0%
No Response	230		112		6		95		255		26		25		123		67		117		58	

# Climate Survey: Staff Responses SUPPORTIVE CAMPUS AND SENSE OF BELONGING

			Gende	er					Empl	oyment	Classificati	ion						Work	Unit			
	Fema N	ale %	Male N		Othe N	er %	EHRA Non N	-Faculty %	SHR N		Postdoo Scholar or N	toral	Don't k N	now %	Academic School N		Acader Profession Humanities N	mic - onal &	Adminis N	trative %	Other/Un N	nknown %
21a. How well does the following describe UNC-																						
Chapel Hill: Faculty respect staff																					ł	ļ
Not Descriptive	163	6.1%	88	6.7%	6	20.0%	74	6.4%	175	7.0%	2	0.9%	5	4.7%	69	5.4%	54	8.6%	107	6.7%	26	5.3%
Somewhat Descriptive	1605	60.5%	771	58.5%	17	56.7%	712	61.5%	1556	61.8%	82	38.0%	43	40.2%	725	56.7%	380	60.4%	1007	63.5%	276	55.8%
Very Descriptive	883	33.3%	458	34.8%	7	23.3%	371	32.1%	785	31.2%	132	61.1%	59	55.1%	485	37.9%	195	31.0%	473	29.8%	193	39.0%
Total Responses	2651	100.0%	1317	100.0%	30	100.0%	1157	100.0%	2516	100.0%	216	100.0%	107	100.0%	1279	100.0%	629	100.0%	1587	100.0%	495	100.0%
No Response	164		61		4		70		179		10		23		74		32		100		40	
21b. How well does the following describe UNC-																						
Chapel Hill: Staff concerns are considered when																					l	
making policy																					ł	ļ
Not Descriptive	512	19.3%	237	17.9%	8	28.6%	191	16.5%	539	21.4%	15	7.0%	13	12.1%	237	18.6%	153	24.3%	258	16.2%	103	20.8%
Somewhat Descriptive	1625	61.3%	789	59.6%	20	71.4%	734	63.5%	1530	60.7%	119	55.3%	50	46.7%	762	59.9%	365	58.0%	1036	65.0%	267	53.8%
Very Descriptive	512	19.3%	297	22.4%	0	0.0%	230	19.9%	453	18.0%	81	37.7%	44	41.1%	273	21.5%	111	17.6%	300	18.8%	126	25.4%
Total Responses	2649	100.0%	1323	100.0%	28	100.0%	1155	100.0%	2522	100.0%	215	100.0%	107	100.0%	1272	100.0%	629	100.0%	1594	100.0%	496	100.0%
No Response	166		55		6		72		173		11		23		81		32		93		39	
21c. How well does the following describe UNC-																						
Chapel Hill: Staff respect each other																					ł	
Not Descriptive	53	2.0%	28	2.1%	2	6.5%	20	1.7%	58	2.3%	1	0.5%	4	3.6%	27	2.1%	13	2.1%	29	1.8%	14	2.8%
Somewhat Descriptive	1250	46.8%	617	46.4%	15	48.4%	529	45.5%	1254	49.3%	65	30.1%	39	35.5%	588	45.9%	259	41.0%	774	48.1%	258	51.3%
Very Descriptive	1368	51.2%	684	51.5%	14	45.2%	613	52.8%	1232	48.4%	150	69.4%	67	60.9%	665	52.0%	359	56.9%	806	50.1%	231	45.9%
Total Responses	2671	100.0%		100.0%		100.0%	1162	100.0%	2544	100.0%	216	100.0%	110	100.0%	1280	100.0%	631	100.0%	1609	100.0%	503	100.0%
No Response	144		49		3		65	ļ	151		10		20		73		30		78		32	
21d. How well does the following describe UNC-																						
Chapel Hill: Staff respect the faculty																					i	
Not Descriptive	26	1.0%	25	1.9%	1	3.2%	16	1.4%	35	1.4%	0	0.0%	1	0.9%	16	1.3%	3	0.5%	19	1.2%	13	2.7%
Somewhat Descriptive	1202	45.4%	619	47.1%	15	48.4%	505	43.8%	1238	49.2%	55	25.3%	38	35.8%	553	43.5%	261	41.6%	783	49.2%	232	47.3%
Very Descriptive	1418	53.6%	670	51.0%	15	48.4%	633	54.9%	1241	49.4%	162	74.7%	67	63.2%	703	55.3%	364	58.0%	791	49.7%	245	50.0%
Total Responses	2646	100.0%	1314	100.0%	31	100.0%	1154	100.0%	2514	100.0%	217	100.0%	106	100.0%	1272	100.0%	628	100.0%	1593	100.0%	490	100.0%
No Response	169		64		3		73		181		9		24		81		33		94		45	

# Climate Survey: Staff Responses SUPPORTIVE CAMPUS AND SENSE OF BELONGING

			Gen	der					Emp	loyment	Classificat	ion						Work	Unit			
	Fem		Mai	le	Oth	er	EHRA Non	-Faculty	SHF		Postdoo Scholar o	Fellow	Don't l	-	Academic School		Acade Profession Humanities	onal & s Schools	Adminis	trative	Other/Ur	nknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
21e. How well does the following describe UNC- Chapel Hill: Students respect staff																						
Not Descriptive	61	2.3%	54	4.1%	2	6.9%	25	2.2%	88	3.5%	2	0.9%	2	1.8%	28	2.2%	22	3.5%	48	3.1%	19	3.9%
Somewhat Descriptive	1384	52.7%	718	54.9%	19	65.5%	625	54.5%	1358	54.5%	88	40.6%	51	46.8%	660	52.2%	325	51.7%	870	55.4%	260	53.0%
Very Descriptive	1180	45.0%	537	41.0%	8	27.6%	497	43.3%	1044	41.9%	127	58.5%	56	51.4%	577	45.6%	282	44.8%	653	41.6%	212	43.2%
Total Responses	2625	100.0%	1309	100.0%	29	100.0%	1147	100.0%	2490	100.0%	217	100.0%	109	100.0%	1265	100.0%	629	100.0%	1571	100.0%	491	100.0%
No Response	190		69		5		80		205		9		21		88		32		116		44	
21f. How well does the following describe UNC-																						
Chapel Hill: There is respect for the expression of																					1	ļ
diverse values and beliefs																					1	ļ
Not Descriptive	127	4.8%	89	6.7%	4	12.9%	48	4.1%	163	6.4%	5	2.3%	5	4.5%	63	4.9%	31	4.9%	84	5.2%	41	8.2%
Somewhat Descriptive	1519	57.0%	707	53.4%	19	61.3%	671	57.7%	1421	56.1%	98	45.6%	55	49.5%	698	54.6%	349	55.5%	924	57.6%	268	53.6%
Very Descriptive	1018	38.2%	528	39.9%	8	25.8%	443	38.1%	947	37.4%	112	52.1%	51	45.9%	517	40.5%	249	39.6%	596	37.2%	191	38.2%
Total Responses	2664	100.0%	1324	100.0%	31	100.0%	1162	100.0%	2531	100.0%	215	100.0%	111	100.0%	1278	100.0%	629	100.0%	1604	100.0%	500	100.0%
No Response	151		54		3		65		164		11	-	19		75		32	_	83		35	

# Climate Survey: Staff Responses THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

			111	COGIII	J AND DE	HAVIO	DRS RELA	ונט וט	DIVENSI									
	Tot N	al %	American Alaska I N		Asian N	n %	Black or A Ameri N		Latino or I		thnicity Native Haw Other Pa Island N	acific	Whit N	te %	Othe N	er %	Two or Mo or Ethni	
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.09
·																		
29a. How often in the past year at UNC-Chapel Hill																		
have you: Avoided using language that reinforces																		
negative stereotypes																		
Never	207	5.4%		8.7%	19	8.9%	48	8.8%	9	10.1%			104	3.9%	6	9.1%		9.29
Seldom	196	5.1%	2	8.7%	29	13.6%	32	5.8%	4	4.5%			113	4.2%	3	4.5%	10	5.49
Sometimes	587	15.3%	1	4.3%	44	20.7%	67	12.2%	13	14.6%			427	15.9%	6	9.1%	26	14.19
Often	1218	31.8%	5	21.7%	67	31.5%	168	30.7%	34	38.2%			864	32.2%	18	27.3%		30.39
Very Often	1620	42.3%	13	56.5%	54	25.4%	233	42.5%	29	32.6%			1174	43.8%	33	50.0%	76	41.19
Total Responses	3828	100.0%	23	100.0%		100.0%	548	100.0%	89	100.0%			2682	100.0%	66	100.0%	185	100.09
No Response	496		2		31		57		11				257		13		23	
29b. How often in the past year at UNC-Chapel Hill																		
have you: Challenged others on derogatory																		
comments																		
Never	655	17.1%	1	4.3%	56	26.5%	101	18.5%	23	26.4%			417	15.5%	14	21.5%	37	19.99
Seldom	972	25.4%	2	8.7%	62	29.4%	123	22.6%	18	20.7%			710	26.4%	12	18.5%	39	21.09
Sometimes	1365	35.7%	9	39.1%	59	28.0%	170	31.2%	24	27.6%			1008	37.5%	26	40.0%	64	34.49
Often	551	14.4%	7	30.4%	25	11.8%	91	16.7%	11	12.6%			380	14.1%	7	10.8%	28	15.19
Very Often	284	7.4%	4	17.4%	9	4.3%	60	11.0%	11	12.6%			175	6.5%	6	9.2%	18	9.79
Total Responses	3827	100.0%	23	100.0%		100.0%	545	100.0%	87	100.0%			2690	100.0%	65	100.0%	186	100.09
No Response	497		2		33		60		13				249		14		22	
29c. How often in the past year at UNC-Chapel Hill												1		1				
have you: Encouraged behaviors that support																		
diversity																		
Never	203	5.3%	1	4.3%	13	6.1%	42	7.7%	7	7.9%			120	4.5%	5	7.7%	12	6.69
Seldom	376	9.8%	1	4.3%	36	17.0%	54	9.9%	7	7.9%			255	9.5%	5	7.7%	15	8.39
Sometimes	1163	30.4%	3	13.0%	80	37.7%	102	18.8%	22	24.7%			870	32.3%	26	40.0%	53	29.39
Often	1276	33.4%	11	47.8%	47	22.2%	176	32.4%	29	32.6%			941	35.0%	11	16.9%		30.99
Very Often	806	21.1%	7	30.4%	36	17.0%	169	31.1%	24	27.0%			504	18.7%	18	27.7%	45	24.99
Total Responses	3824	100.0%	23	100.0%		100.0%	543	100.0%	89	100.0%			2690	100.0%	65	100.0%	181	100.09
No Response	500	100.076	23	100.076	32	100.076	62	100.076	11	100.076			249	100.076	14	100.076	27	100.07
No response	300		_		32		02					•	243				27	
29d. How often in the past year at UNC-Chapel Hill												•						
have you: Made efforts to educate yourself about																		
others who are different from you																		
Never	125	3.2%	0	0.0%	6	2.8%	14	2.6%	5	5.7%			84	3.1%	4	6.1%	10	5.39
Seldom	301	7.8%	0	0.0%	20	9.4%	47	8.6%	10	11.4%			205	7.6%	7	10.6%	10	5.39
Sometimes	1183	30.7%	7	30.4%	73	34.4%	142	25.9%	20	22.7%			861	31.9%	18	27.3%	54	28.79
Often	1338	34.8%	10	43.5%	73	34.4%	179	32.6%	30	34.1%		1	965	35.7%	18	27.3%	55	29.39
Very Often	902	23.4%	6	26.1%	40	18.9%	167	30.4%	23	26.1%			585	21.7%	19	28.8%	59	31.49
		100.0%		100.0%		100.0%	549							100.0%		100.0%		
Total Responses	3849 475	100.0%	23	100.0%	32	100.0%	549	100.0%	88 12	100.0%		-	2700 239	100.0%	66 13	100.0%	188 20	100.09
No Response	4/5		2		32		56		12		l		239		13			

# Climate Survey: Staff Responses THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

i			1				_										
									_	Race/E	thnicity	_				_	
											Native Hawaiian o	r					
			American	Indian or			Black or	African			Other Pacific					Two or Mo	re Races
	Tota	al	Alaska I	Native	Asia	ın	Amer	can	Latino or I	Hispanic	Islander	Whi	ite	Oth	er	or Ethni	icities
_	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
29e. How often in the past year at UNC-Chapel Hill																	
have you: Participated in a coalition of different																	
groups to address social justice issues																	
Never	1897	49.5%	6	26.1%	88	41.5%	215	39.4%	39	43.8%		1392	51.7%	40	62.5%	104	55.6%
Seldom	830	21.7%	6	26.1%	60	28.3%	114	20.9%	16	18.0%		596	22.1%	7	10.9%	28	15.0%
Sometimes	582	15.2%	5	21.7%	41	19.3%	98	18.0%	19	21.3%		380	14.1%	10	15.6%	28	15.0%
Often	291	7.6%	4	17.4%	14	6.6%	63	11.6%	4	4.5%		186	6.9%	4	6.3%	14	7.5%
Very Often	232	6.1%	2	8.7%	9	4.2%	55	10.1%	11	12.4%		138	5.1%	3	4.7%	13	7.0%
Total Responses	3832	100.0%	23	100.0%	212	100.0%	545	100.0%	89	100.0%		2692	100.0%	64	100.0%	187	100.0%
No Response	492		2		32		60		11			247		15		21	-

# Climate Survey: Staff Responses THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

										DIVERSI											
		Gend	ler					Empl	oyment	Classificati	on							Unit		ı	
Fema N	ale %	Mai N	e %	Othe N	er %	EHRA Non N	-Faculty %	SHR N	A %			Don't k N	now %			Profession	onal &	Adminis N	trative %	Other/Un N	known %
2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
115	4.5%	88	7.0%	2	6.9%	42	3.8%	143	5.9%	13	6.7%	8	7.9%	70	5.8%	26	4.4%	80	5.2%	30	6.4%
115	4.5%	80	6.4%	0	0.0%	28		149	6.2%	12	6.2%	5	5.0%	69	5.7%	26	4.4%	72	4.6%	27	5.7%
336	13.2%	247	19.8%	2	6.9%	159	14.3%	378	15.7%	33	16.9%	16	15.8%	190	15.7%	65	11.1%		16.5%	77	16.4%
824	32.4%	382	30.6%	10	34.5%	351	31.6%	778	32.3%	63	32.3%	24	23.8%	373	30.9%	207	35.3%	485	31.3%	148	31.5%
1150	45.3%	452	36.2%	15	51.7%	531	47.8%	962	39.9%	74	37.9%	48	47.5%	505	41.8%	263	44.8%	657	42.4%	188	40.0%
2540	100.0%	1249	100.0%	29	100.0%	1111	100.0%	2410	100.0%	195	100.0%	101	100.0%	1207	100.0%	587	100.0%	1549	100.0%	470	100.0%
275		129		5		116		285		31		29		146		74		138		65	
1																					
414	16.3%	235	18.8%	2	6.9%	159	14.3%	425	17.7%	42	21.8%	27	26.0%	230	19.0%	89	15.2%	240	15.5%	92	19.7%
619	24.4%	346	27.7%	6	20.7%	258	23.2%	632	26.3%	57	29.5%	23	22.1%	331	27.4%	147	25.0%	390	25.1%	103	22.0%
908	35.8%	445	35.6%	8	27.6%	424	38.1%	853	35.5%	60	31.1%	25	24.0%	404	33.4%	231	39.4%	564	36.4%	160	34.2%
394	15.5%	148	11.8%	8	27.6%	179	16.1%	337	14.0%	21	10.9%	13	12.5%	165	13.7%	84	14.3%	226	14.6%	74	15.8%
202	8.0%	77	6.2%	5	17.2%	94	8.4%	158	6.6%	13	6.7%	16	15.4%	78	6.5%	36	6.1%	131	8.4%	39	8.3%
2537	100.0%	1251	100.0%	29	100.0%	1114	100.0%	2405	100.0%	193	100.0%	104	100.0%	1208	100.0%	587	100.0%	1551	100.0%	468	100.0%
278		127		5		113		290		33		26		145		74		136		67	
115	4.5%	84	6.7%	2	6.9%	42	3.8%	140	5.8%	9	4.6%	11	10.8%	62	5.1%	28	4.8%	78	5.0%	33	7.1%
219	8.6%	153	12.3%	3	10.3%	63	5.6%	261	10.9%	32	16.3%	18	17.6%	134	11.1%	53	9.0%	140	9.0%	49	10.5%
755	29.7%	399	32.0%	5	17.2%	292	26.1%	771	32.2%	79	40.3%	20	19.6%	386	32.1%	144	24.5%	492	31.7%	137	29.3%
864	34.0%	399	32.0%	12	41.4%	396	35.4%	797	33.2%	48	24.5%	30	29.4%	394	32.7%	229	39.0%	495	31.9%	154	32.9%
585	23.0%	213	17.1%	7	24.1%	325	29.1%	428	17.9%	28	14.3%	23	22.5%	228	18.9%	133	22.7%	347	22.4%	95	20.3%
2538	100.0%	1248	100.0%	29	100.0%	1118	100.0%	2397	100.0%	196	100.0%	102	100.0%	1204	100.0%	587	100.0%	1552	100.0%	468	100.0%
277		130		5		109		298		30		28		149		74		135		67	
ĺ																					
73	2.9%	49	3.9%	2	6.9%	22	2.0%	90	3.7%	7	3.6%	5	4.8%	42	3.5%	14	2.4%	48	3.1%	19	4.0%
73 160	2.9%	49 138	3.9% 11.0%	2	6.9% 10.3%	22 63	2.0% 5.6%	90 202	3.7% 8.3%	7 21	3.6% 10.8%	5 14	4.8% 13.5%	42 106	3.5% 8.7%	14 42	2.4% 7.1%	48 119	3.1% 7.6%	19 34	7.2%
160	6.3%	138	11.0%	3	10.3%	63	5.6%	202	8.3%	21	10.8%	14	13.5%	106	8.7%	42	7.1%	119	7.6%	34	7.2%
160 748	6.3% 29.2%	138 429	11.0% 34.3%	3 2	10.3% 6.9%	63 309	5.6% 27.6%	202 782	8.3% 32.3%	21 68	10.8% 35.1%	14 22	13.5% 21.2%	106 388	8.7% 32.0%	42 162	7.1% 27.6%	119 490	7.6% 31.4%	34 140	7.2% 29.7%
160 748 926	6.3% 29.2% 36.2%	138 429 398	11.0% 34.3% 31.8%	3 2 11	10.3% 6.9% 37.9%	63 309 395	5.6% 27.6% 35.3%	202 782 847	8.3% 32.3% 35.0%	21 68 60	10.8% 35.1% 30.9%	14 22 32	13.5% 21.2% 30.8%	106 388 411	8.7% 32.0% 33.9%	42 162 218	7.1% 27.6% 37.1%	119 490 525	7.6% 31.4% 33.6%	34 140 175	7.2% 29.7% 37.2%
	N 2815  115 115 336 824 1150 2540 275  414 619 908 394 202 2537 278  115 219 755 864 585 2538	2815 66.6%  115 4.5% 115 4.5% 136 13.2% 824 32.4% 1150 45.3% 2540 100.0% 275  414 16.3% 619 24.4% 908 35.8% 394 15.5% 202 8.0% 2537 100.0% 2537 100.0% 278  115 4.5% 219 8.6% 755 29.7% 864 34.0% 585 23.0% 2538 100.0%	Female N N N N N N N N N N N N N N N N N N N	N % N %  2815 66.6% 1378 32.6%  115 4.5% 88 7.0%  115 4.5% 80 6.4%  336 13.2% 247 19.8%  824 32.4% 382 30.6%  1150 45.3% 452 36.2%  2540 100.0% 1249 100.0%  275 129  414 16.3% 235 18.8%  619 24.4% 346 27.7%  908 35.8% 445 35.6%  394 15.5% 148 11.8%  202 8.0% 77 6.2%  2537 100.0% 1251 100.0%  278 127  115 4.5% 84 6.7%  219 8.6% 153 12.3%  755 29.7% 399 32.0%  8864 34.0% 399 32.0%  585 23.0% 213 17.1%  2538 100.0% 1248 100.0%	Female N         Male N         Other N           12815         66.6%         1378         32.6%         34           115         4.5%         88         7.0%         2           115         4.5%         80         6.4%         0           336         13.2%         247         19.8%         2           824         32.4%         382         30.6%         10           1150         45.3%         452         36.2%         15           2540         100.0%         1249         100.0%         29           275         129         5           414         16.3%         235         18.8%         2           619         24.4%         346         27.7%         6           908         35.8%         445         35.6%         8           394         15.5%         148         11.8%         8           202         8.0%         77         6.2%         5           2537         100.0%         1251         100.0%         29           278         127         5           115         4.5%         84         6.7%         2	Female N         Male N         Other N         M	Female N         Male N         Other N         EHRA Non N           2815         66.6%         1378         32.6%         34         0.8%         1227           115         4.5%         88         7.0%         2         6.9%         42           115         4.5%         80         6.4%         0         0.0%         28           336         13.2%         247         19.8%         2         6.9%         159           824         32.4%         382         30.6%         10         34.5%         351           1150         45.3%         452         36.2%         15         51.7%         531           2540         100.0%         1249         100.0%         29         100.0%         1116           414         16.3%         235         18.8%         2         6.9%         159           619         24.4%         346         27.7%         6         20.7%         258           908         35.8%         445         35.6%         8         27.6%         424           394         15.5%         148         11.8%         8         27.6%         172           202         8.0%	Female N         Male N         Other N         EHRA Non-Faculty N         EHRA Non-Faculty N           2815         66.6%         1378         32.6%         34         0.8%         1227         28.7%           115         4.5%         88         7.0%         2         6.9%         42         3.8%           115         4.5%         80         6.4%         0         0.0%         28         2.5%           336         13.2%         247         19.8%         2         6.9%         159         14.3%           824         32.4%         382         30.6%         10         34.5%         351         31.6%           1150         45.3%         452         36.2%         15         51.7%         531         47.8%           2540         100.0%         1249         100.0%         29         100.0%         1111         100.0%           275         129         5         116         116           414         16.3%         235         18.8%         2         6.9%         159         14.3%           619         24.4%         346         27.7%         6         20.7%         258         23.2% <t< td=""><td>Female N         Male N         Other N         EHRA Non-Faculty N         SHR N           2815         66.6%         1378         32.6%         34         0.8%         1227         28.7%         2695           115         4.5%         88         7.0%         2         6.9%         42         3.8%         143           115         4.5%         80         6.4%         0         0.0%         28         2.5%         149           336         13.2%         247         19.8%         2         6.9%         159         14.3%         378           824         32.4%         382         30.6%         10         34.5%         351         31.6%         778           1150         45.3%         452         36.2%         15         51.7%         531         47.8%         962           2540         100.0%         1249         100.0%         29         100.0%         1111         100.0%         2410           275         129         5         116         285           414         16.3%         235         18.8%         2         6.9%         159         14.3%         425           619         24.4%</td><td>  Female</td><td>  Postdoc</td><td>  Postdoctoral Scholar or Fellow N</td><td>  Female</td><td>  Female</td><td>  Female</td><td>  Female</td><td>  Female</td><td>  Female   N   Male   Other   N   N   S   N   S   SHRA   Scholar or Fellow   N   N   N   N   N   N   N   N   N  </td><td>  Female   N   Male   N   N   N   N   N   N   N   N   N  </td><td>  Female   N   Male   N   N   K   N   N   K   N   N   K   N   N</td><td>  Female</td></t<>	Female N         Male N         Other N         EHRA Non-Faculty N         SHR N           2815         66.6%         1378         32.6%         34         0.8%         1227         28.7%         2695           115         4.5%         88         7.0%         2         6.9%         42         3.8%         143           115         4.5%         80         6.4%         0         0.0%         28         2.5%         149           336         13.2%         247         19.8%         2         6.9%         159         14.3%         378           824         32.4%         382         30.6%         10         34.5%         351         31.6%         778           1150         45.3%         452         36.2%         15         51.7%         531         47.8%         962           2540         100.0%         1249         100.0%         29         100.0%         1111         100.0%         2410           275         129         5         116         285           414         16.3%         235         18.8%         2         6.9%         159         14.3%         425           619         24.4%	Female	Postdoc	Postdoctoral Scholar or Fellow N	Female	Female	Female	Female	Female	Female   N   Male   Other   N   N   S   N   S   SHRA   Scholar or Fellow   N   N   N   N   N   N   N   N   N	Female   N   Male   N   N   N   N   N   N   N   N   N	Female   N   Male   N   N   K   N   N   K   N   N   K   N   N	Female

# Climate Survey: Staff Responses THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

					• • • • • • • • • • • • • • • • • • • •							• •										
			Gend	ler					Emp	loyment	Classificat	ion						Work	Unit			
																	Acade	mic -			İ	
											Postdo	ctoral			Academic -	Health	Professi	onal &			İ	
	Fema	ale	Mal	e	Oth	er	EHRA Non	-Faculty	SHF	RA	Scholar o	Fellow	Don't k	now	Schoo	ols	Humanitie	s Schools	Adminis	trative	Other/Un	known
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
29e. How often in the past year at UNC-Chapel Hill																						
have you: Participated in a coalition of different																					İ	
groups to address social justice issues																					İ	
Never	1226	48.2%	654	52.2%	10	34.5%	435	39.0%	1304	54.1%	108	56.0%	45	43.7%	649	53.7%	249	42.6%	747	48.0%	241	51.3%
Seldom	557	21.9%	267	21.3%	5	17.2%	251	22.5%	524	21.7%	33	17.1%	21	20.4%	264	21.9%	128	21.9%	334	21.5%	103	21.9%
Sometimes	401	15.8%	176	14.1%	4	13.8%	215	19.3%	318	13.2%	30	15.5%	17	16.5%	157	13.0%	111	19.0%	250	16.1%	62	13.2%
Often	194	7.6%	93	7.4%	4	13.8%	119	10.7%	154	6.4%	12	6.2%	6	5.8%	79	6.5%	55	9.4%	124	8.0%	32	6.8%
Very Often	164	6.5%	62	5.0%	6	20.7%	95	8.5%	110	4.6%	10	5.2%	14	13.6%	59	4.9%	41	7.0%	100	6.4%	32	6.8%
Total Responses	2542	100.0%	1252	100.0%	29	100.0%	1115	100.0%	2410	100.0%	193	100.0%	103	100.0%	1208	100.0%	584	100.0%	1555	100.0%	470	100.0%
No Response	273		126		5		112		285		33		27		145		77		132		65	ļ

						130	LATION										
					1		ī		i	Race/E	thnicity	1		1		i	
											Native Hawaiian or						
			American I				Black or				Other Pacific					Two or Mo	
	Tot		Alaska I	Native	Asia		Amer		Latino or I	•	Islander	Whi		Othe		or Ethn	
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2 0.0%	2939	69.9%	79	1.9%	208	5.0%
33a. I feel isolated in my workgroup because of														<del>                                     </del>		<u> </u>	
the absence or low representation of people like																	
me																	
	1395	36.5%	3	12.00/	41	19.3%	119	22.0%	19	21.1%		1147	42.7%	16	22.00/	45	24.20/
Strongly Disagree				13.0%											23.9%		24.3%
Disagree	1450	37.9%	12	52.2%	88	41.5%	197	36.5%	30	33.3%		1028	38.3%	20	29.9%	68	36.8%
Neutral	523	13.7%	3	13.0%	49	23.1%	89	16.5%	18	20.0%		303	11.3%	16	23.9%	36	19.5%
Agree	329	8.6%	4	17.4%	21	9.9%	85	15.7%	18	20.0%		164	6.1%	10	14.9%		14.1%
Strongly Agree	128	3.3%	1	4.3%	13	6.1%	50	9.3%	5	5.6%		44	1.6%	5	7.5%	10	5.4%
Total Responses	3825	100.0%	23	100.0%	212	100.0%	540	100.0%	90	100.0%		2686	100.0%	67	100.0%	185	100.0%
No Response	499		2		32		65		10			253		12		23	
33b. I feel isolated at UNC-Chapel Hill because of														<del> </del>		<del>                                     </del>	
the absence or low representation of people like														ĺ			
me																	
Strongly Disagree	1427	37.4%	2	8.7%	38	18.0%	116	21.5%	18	20.0%		1188	44.3%	14	20.9%	46	24.9%
Disagree	1427	38.8%	10	43.5%	90	42.7%	186	34.5%	33	36.7%		1064	39.7%	22	32.8%	67	36.2%
Neutral	542	14.2%	10	43.3%	53	25.1%	107	19.9%	12	13.3%		311	11.6%	15	22.4%	37	20.0%
Agree	273	7.2%	5	21.7%	20	9.5%	94	17.4%	23	25.6%		96	3.6%	13	19.4%	20	10.8%
	95	2.5%	5	21.7%	10	4.7%	36	6.7%	4	4.4%		22	0.8%	3	4.5%	15	8.1%
Strongly Agree							539	100.0%									
Total Responses	3818 506	100.0%	23	100.0%	211 33	100.0%	66	100.0%	90 10	100.0%		2681 258	100.0%	67 12	100.0%	185	100.0%
No Response	306				33		00		10			256		12		23	
33c. I feel pressured in my workgroup to represent																	
the views of all people from my racial or ethnic																	
background														İ			
	1608	42.1%	3	13.0%	46	21.8%	128	23.7%	22	24.4%		1335	49.8%	15	22.4%	54	29.2%
Strongly Disagree															41.8%	70	
Disagree Neutral	1459 480	38.2% 12.6%	10	43.5% 13.0%	81 46	38.4% 21.8%	196 97	36.3% 18.0%	34 14	37.8% 15.6%	1	1030 264	38.4% 9.9%	28 16	23.9%	35	37.8% 18.9%
	480 190	5.0%	5	21.7%		13.7%	83	15.4%	14	12.2%		41	1.5%	7	10.4%	12	6.5%
Agree	190 80		2	21.7% 8.7%	29 9		36	15.4% 6.7%	9		-	41	0.3%	1			
Strongly Agree		2.1%				4.3%	36 540	100.0%		10.0%			100.0%	67	1.5%	14	7.6%
Total Responses	3817 507	100.0%	23	100.0%	211 33	100.0%	65	100.0%	90 10	100.0%	1	2679 260	100.0%	12	100.0%	185	100.0%
No Response	507		2		33		65		10			260		12		23	
33d. I feel pressured at UNC-Chapel Hill to			<del>                                     </del>													<b>†</b>	
represent the views of all people from my racial or	I				1						1			1			
														1			
ethnic background	4000	42.201	_	12.001	4.0	24.001	424	22.461	22	24.401		4336	EC 251		25.401		20.00
Strongly Disagree	1609	42.2%	3	13.0%	46	21.9%	121	22.4%	22	24.4%		1338	50.0%	17	25.4%		30.8%
Disagree	1470	38.6%	7	30.4%	92	43.8%	199	36.9%	35	38.9%		1030	38.5%	27	40.3%	70	37.8%
Neutral	483	12.7%	1	4.3%	46	21.9%	102	18.9%	18	20.0%	1	260	9.7%	17	25.4%		17.8%
Agree	177	4.6%	6	26.1%	19	9.0%	87	16.1%	10	11.1%		35	1.3%	4	6.0%	15	8.1%
Strongly Agree	72	1.9%	6	26.1%	7	3.3%	30	5.6%	5	5.6%	1	12	0.4%	2	3.0%	10	5.4%
Total Responses	3811	100.0%	23	100.0%	210	100.0%	539	100.0%	90	100.0%		2675	100.0%	67	100.0%	185	100.0%
No Response	513		2		34		66		10			264		12		23	

					1		1		ı	Race/E	thnicity	1		ı		i	
	Tota N	al %	American Alaska I N		Asia N	an %	Black or Amer N		Latino or N	Hispanic %	Native Hawaiian or Other Pacific Islander N %	Whi N	ite %	Oth N	er %	Two or Mo or Ethn N	
33e. I feel that I need to minimize aspects of my racial or ethnic culture to fit in here	4502	44.00/		47.40/		20.00/	424	22.00/	25	27.00/		4244	40.007	40	20.40/		24.004
Strongly Disagree	1592 1337	41.8%		17.4%	70	20.9%	124 167	23.0%		27.8%		1311 978	49.0%	19 20	28.4%		31.9%
Disagree Neutral	460	35.1% 12.1%		26.1% 13.0%	54	33.2% 25.6%	86	30.9% 15.9%		34.4% 14.4%		262	36.6% 9.8%	11	29.9% 16.4%	27	30.3% 14.6%
Agree	293	7.7%	7	30.4%	30	14.2%	106	19.6%	19	21.1%		93	3.5%	10	14.9%	26	14.1%
Strongly Agree	131	3.4%	3	13.0%	13	6.2%	57	10.6%	2	2.2%		31	1.2%	7	10.4%	17	9.2%
Total Responses	3813	100.0%	23	100.0%	211	100.0%	540	100.0%	90	100.0%		2675	100.0%	67	100.0%	185	100.0%
No Response	511		2		33		65		10			264		12		23	

			Gend	dor					Fmn	lovment	Classificati	ion						Work	Unit			
	Fem	ale	Mal		Oth	er	EHRA Non	-Faculty	SHR		Postdoo Scholar o	ctoral	Don't k	now	Academic Scho		Acadei Profession	nic - onal &	Adminis	trative	Other/Ur	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
33a. I feel isolated in my workgroup because of																						
the absence or low representation of people like																						
me																						
Strongly Disagree	924	36.3%	467	37.6%	1	3.6%	439	39.3%	860	35.8%	59	30.6%	33	32.7%	451	37.3%	216	36.8%	557	36.0%	167	35.8%
Disagree	960	37.7%	481	38.7%	9	32.1%	411	36.8%	926	38.5%	74	38.3%	35	34.7%	459	37.9%	216	36.8%	586	37.9%	184	39.4%
Neutral	361	14.2%	151	12.1%	8	28.6%	147 91	13.2%	337	14.0%	24	12.4%	14	13.9%	162	13.4%	91	15.5%	205	13.2%	63	13.5%
Agree	220 82	8.6% 3.2%	102 42	8.2% 3.4%	6	21.4% 14.3%	29	8.1% 2.6%	199 82	8.3% 3.4%	25 11	13.0% 5.7%	13 6	12.9% 5.9%	108 30	8.9% 2.5%	46 18	7.8% 3.1%	136 64	8.8% 4.1%	38 15	8.1% 3.2%
Strongly Agree  Total Responses	2547	100.0%	1243	100.0%	28	100.0%	1117	100.0%	2404	100.0%	193	100.0%	101	100.0%	1210	100.0%	587	100.0%	1548	100.0%	467	100.0%
No Response	2547	100.0%	135	100.0%	6	100.0%	1117	100.0%	2404	100.0%	33	100.0%	29	100.0%	143	100.0%	74	100.0%	139	100.0%	68	100.0%
No nesponse	208		133		ь		110		291		33		29		143		/4		139		80	
33b. I feel isolated at UNC-Chapel Hill because of																						
the absence or low representation of people like																						
me																						
Strongly Disagree	948	37.3%	475	38.3%	1	3.6%	442	39.6%	888	37.0%	61	31.8%	32	31.7%	472	39.1%	214	36.5%	574	37.2%	163	35.0%
Disagree	995	39.1%	476	38.4%	9	32.1%	430	38.5%	940	39.2%	74	38.5%	34	33.7%	457	37.8%	231	39.4%	594	38.4%	194	41.6%
Neutral	374	14.7%	160	12.9%	5	17.9%	151	13.5%	344	14.3%	24	12.5%	21	20.8%	171	14.2%	86	14.7%	209	13.5%	73	15.7%
Agree	169	6.6%	96	7.7%	8	28.6%	72	6.4%	168	7.0%	22	11.5%	10	9.9%	79	6.5%	44	7.5%	124	8.0%	25	5.4%
Strongly Agree	56	2.2%	34	2.7%	5	17.9%	22	2.0%	58	2.4%	11	5.7%	4	4.0%	29	2.4%	11	1.9%	44	2.8%	11	2.4%
Total Responses	2542	100.0%	1241	100.0%	28	100.0%	1117	100.0%	2398	100.0%	192	100.0%	101	100.0%	1208	100.0%	586	100.0%	1545	100.0%	466	100.0%
No Response	273		137		6		110		297		34		29		145		75		142		69	
33c. I feel pressured in my workgroup to represent																						
the views of all people from my racial or ethnic																						
background																						
Strongly Disagree	1046	41.1%	550	44.4%	9	32.1%	506	45.3%	980	40.9%	78	40.6%	40	39.6%	516	42.7%	247	42.1%	663	42.9%	178	38.4%
Disagree	986	38.8%	457	36.9%	14	50.0%	423	37.9%	941	39.3%	60	31.3%	32	31.7%	465	38.5%	224	38.2%	578	37.4%	186	40.1%
Neutral	321	12.6%	154	12.4%	3	10.7%	112	10.0%	323	13.5%	24	12.5%	20	19.8%	147	12.2%	75	12.8%	183	11.8%	74	15.9%
Agree	139	5.5%	50	4.0%	1	3.6%	55	4.9%	109	4.5%	19	9.9%	5	5.0%	54	4.5%	28	4.8%	87	5.6%	19	4.1%
Strongly Agree	51	2.0%	28	2.3%	1	3.6%	21	1.9%	44	1.8%	11	5.7%	4	4.0%	26	2.2%	13	2.2%	34	2.2%	7	1.5%
Total Responses	2543	100.0%	1239	100.0%	28	100.0%	1117	100.0%	2397	100.0%	192	100.0%	101	100.0%	1208	100.0%	587	100.0%	1545	100.0%	464	100.0%
No Response	272		139		6		110		298		34		29		145		74		142		71	
33d. I feel pressured at UNC-Chapel Hill to																						
represent the views of all people from my racial or																						
ethnic background																						
		44 407	545	44.0%	9	32.1%	508	45.6%	983	41.1%	76	39.4%	38	37.6%	519	43.0%		42.4%	658	42.6%	179	38.8%
Strongly Disagree	1052	41.4%									74	36.8%	36	35.6%	472	39.1%	221	37.6%	591	38.3%	181	39.3%
Disagree	995	39.2%	461	37.2%	13	46.4%	420	37.7%	937	39.2%	71											
Disagree Neutral	995 329	39.2% 13.0%	461 149	37.2% 12.0%	2	7.1%	110	9.9%	329	13.8%	25	13.0%	19	18.8%	141	11.7%	73	12.4%	187	12.1%	79	17.1%
Disagree Neutral Agree	995 329 120	39.2% 13.0% 4.7%	461 149 54	37.2% 12.0% 4.4%	2	7.1% 10.7%	110 53	9.9% 4.8%	329 107	13.8% 4.5%	25 12	13.0% 6.2%	19 5	18.8% 5.0%	141 53	11.7% 4.4%	73 32	12.4% 5.5%	187 74	12.1% 4.8%	17	3.7%
Disagree Neutral Agree Strongly Agree	995 329 120 42	39.2% 13.0% 4.7% 1.7%	461 149 54 29	37.2% 12.0% 4.4% 2.3%	2 3 1	7.1% 10.7% 3.6%	110 53 24	9.9% 4.8% 2.2%	329 107 36	13.8% 4.5% 1.5%	25 12 9	13.0% 6.2% 4.7%	19 5 3	18.8% 5.0% 3.0%	141 53 22	11.7% 4.4% 1.8%	73 32 12	12.4% 5.5% 2.0%	187 74 33	12.1% 4.8% 2.1%	17 5	3.7% 1.1%
Disagree Neutral Agree	995 329 120	39.2% 13.0% 4.7%	461 149 54	37.2% 12.0% 4.4%	2	7.1% 10.7%	110 53	9.9% 4.8%	329 107	13.8% 4.5%	25 12	13.0% 6.2%	19 5	18.8% 5.0%	141 53	11.7% 4.4%	73 32	12.4% 5.5%	187 74	12.1% 4.8%	17	3.7%

			Gen	der					Emp	loyment	Classificat	ion						Work	Unit			
											Postdo	ctoral			Academic	- Health	Acade Professi					
	Fema	ale	Ma	le	Oth	er	EHRA Non	-Faculty	SHF	RA	Scholar o	r Fellow	Don't k	now	Scho	ols	Humanitie	Schools	Adminis	trative	Other/Un	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
33e. I feel that I need to minimize aspects of my racial or ethnic culture to fit in here																					l	
Strongly Disagree	1063	41.9%	517	41.8%	9	32.1%	504	45.2%	970	40.5%	75	38.9%	39	38.6%	517	42.9%	244	41.6%	655	42.5%	173	37.4%
Disagree	891	35.1%	432	34.9%	14	50.0%	379	34.0%	863	36.0%	59	30.6%	33	32.7%	420	34.8%	222	37.8%	520	33.7%	170	36.7%
Neutral	312	12.3%	143	11.6%	3	10.7%	124	11.1%	292	12.2%	24	12.4%	19	18.8%	136	11.3%	57	9.7%	201	13.0%	65	14.0%
Agree	190	7.5%	101	8.2%	0	0.0%	78	7.0%	188	7.8%	20	10.4%	5	5.0%	91	7.5%	39	6.6%	117	7.6%	43	9.3%
Strongly Agree	83	3.3%	45	3.6%	2	7.1%	29	2.6%	82	3.4%	15	7.8%	5	5.0%	42	3.5%	25	4.3%	49	3.2%	12	2.6%
Total Responses	2539	100.0%	1238	100.0%	28	100.0%	1114	100.0%	2395	100.0%	193	100.0%	101	100.0%	1206	100.0%	587	100.0%	1542	100.0%	463	100.0%
No Response	276		140		6		113		300		33		29		147		74		145		72	

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							•			Race/E	thnicity				•			
											Native Haw	aiian or			l			
			American I	ndian or			Black or	African			Other Pa	acific			l		Two or Mo	ore Race
	Tot	al	Alaska N	lative	Asia	n	Amer	ican	Latino or I	Hispanic	Island	er	Whi	te	Othe	er	or Ethni	icities
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
																	<del>                                     </del>	
31. At UNC-Chapel Hill, do you believe you have																		
personally experienced bias?															l			
No	2405	62.6%	8	34.8%	127	59.3%	262	48.0%	54	59.3%			1803	67.1%	36	52.2%	105	56.5%
Yes	1437	37.4%	15	65.2%	87	40.7%	284	52.0%	37	40.7%			885	32.9%	33	47.8%	81	43.59
Total Responses	3842	100.0%	23	100.0%	214	100.0%	546	100.0%	91	100.0%			2688	100.0%	69	100.0%	186	100.09
No Response	482		2		30		59		9				251		10		22	
(If above response is "Yes"): 31a. Do you																		
believe you have personally experienced															l			
bias due to your:															l			
	619	43.1%	8	53.3%	31	35.6%	104	36.6%	9	24.3%			409	46.2%	16	48.5%	35	43.29
a. Age																		
b. Body size	309	21.5%	3	20.0%	13	14.9%	57	20.1%	1	2.7%			202	22.8%	7	21.2%	24	
c. Citizenship status	65	4.5%	1	6.7%	15	17.2%	12	4.2%	2	5.4%			28	3.2%	1	3.0%	6	
d. Disability	112	7.8%	1	6.7%	2	2.3%	15	5.3%	0	0.0%			76	8.6%	5	15.2%	11	13.69
e. Level of education	493	34.3%	7	46.7%	13	14.9%	91	32.0%	8	21.6%			322	36.4%	16	48.5%	34	42.09
f. Gender	680	47.3%	5	33.3%	26	29.9%	96	33.8%	11	29.7%			471	53.2%	17	51.5%	48	59.3%
g. Gender expression	83	5.8%	2	13.3%	5	5.7%	12	4.2%	4	10.8%			49	5.5%	4	12.1%	7	8.69
h. Gender identity	66	4.6%	3	20.0%	2	2.3%	13	4.6%	3	8.1%			37	4.2%	3	9.1%	5	6.29
i. National origin or ethnicity	273	19.0%	6	40.0%	51	58.6%	76	26.8%	21	56.8%			74	8.4%	9	27.3%	34	42.09
j. Political beliefs	292	20.3%	6	40.0%	9	10.3%	38	13.4%	2	5.4%			194	21.9%	18	54.5%	22	27.29
k. Race or color	591	41.1%	9	60.0%	59	67.8%	248	87.3%	18	48.6%			188	21.2%	18	54.5%	44	54.39
I. Religion	284	19.8%	7	46.7%	13	14.9%	37	13.0%	4	10.8%			188	21.2%	13	39.4%	18	22.29
m. Sex	386	26.9%	6	40.0%	13	14.9%	47	16.5%	3	8.1%			280	31.6%	9	27.3%	22	
n. Sexual orientation	111	7.7%	5	33.3%	4	4.6%	10	3.5%	0	0.0%			80	9.0%	5	15.2%	7	
						14.9%			4	10.8%			195		13		17	21.09
o. Socioeconomic status	318	22.1%	5	33.3%	13		69	24.3%						22.0%		39.4%		
p. Veteran status	32	2.2%	0	0.0%	1	1.1%	7	2.5%	0	0.0%			20	2.3%	0	0.0%	4	4.9%
30a. How often at UNC-CH have you: Had																		
students from underrepresented groups on															l			
campus approach me for advice															l			
Never	2028	52.7%	3	13.0%	120	56.3%	240	44.1%	46	50.5%			1473	54.6%	36	53.7%	92	49.79
Seldom	635	16.5%	4	17.4%	44	20.7%	82	15.1%	15	16.5%	-		444	16.5%	10	14.9%		18.99
											-		470				34	
Sometimes	671	17.4%	6	26.1%	35	16.4%	93	17.1%	16	17.6%				17.4%	14	20.9%		18.49
Often	286	7.4%	4	17.4%	12	5.6%	53	9.7%	4	4.4%			197	7.3%	4	6.0%		5.99
Very Often	226	5.9%	6	26.1%	2	0.9%	76	14.0%	10	11.0%			115	4.3%	3	4.5%	13	7.09
Total Responses	3846	100.0%	23	100.0%	213	100.0%	544	100.0%	91	100.0%			2699	100.0%	67	100.0%		100.09
No Response	478		2		31		61		9		-		240		12		23	
30b. How often at UNC-CH have you: Reported a																	$\vdash$	
concern related to discrimination to a supervisor															l			
•					1				1						l			
or University official	_	_			1				1						l	_		
Never	3080	80.0%	13	56.5%	177	83.1%	383	70.7%	76	83.5%			2215	81.9%	53	79.1%	144	76.69
Seldom	416	10.8%	5	21.7%	22	10.3%	66	12.2%	8	8.8%			279	10.3%	8	11.9%		13.39
Sometimes	248	6.4%	4	17.4%	8	3.8%	61	11.3%	4	4.4%			150	5.5%	4	6.0%	16	8.59
Often	68	1.8%	0	0.0%	5	2.3%	19	3.5%	2	2.2%			39	1.4%	0	0.0%	2	1.19
	20	1.0%	1	4.3%	1	0.5%	13	2.4%	1	1.1%			20	0.7%	2	3.0%	1	0.59
Very Often	39	1.070	_				13		_	1.170			20	0.770				
Very Often Total Responses	3851	100.0%	23	100.0%	213	100.0%	542	100.0%	91	100.0%			2703	100.0%	67	100.0%	188	100.09

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										Race/E	thnicity			ı			
											Native Hawaiian or						
			American	Indian or			Black or	African			Other Pacific					Two or Mo	re Races
	Tot	tal	Alaska I	Native	Asia	an	Amer	ican	Latino or	Hispanic	Islander	Whi	te	Oth	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
30c. How often at UNC-CH have you: Reported a																	
concern related to sexual harassment to a																	
supervisor or University official	2267	07.50/	40	70.20/	400	00.40/	460	05.40/	00	04.20/		2272	07.00/		00.00/	464	06.40
Never	3367	87.5%	18	78.3%	188	89.1%	463	85.1%	83	91.2%		2373	87.9%	60	90.9%	161	86.1%
Seldom	290	7.5%	2	8.7%	13	6.2%	41	7.5%	5	5.5%		205	7.6%	4	6.1%	18	9.6%
Sometimes	128	3.3%	3	13.0%	7	3.3%	24	4.4%	2	2.2%		84	3.1%	2	3.0%	6	3.2%
Often	38	1.0%	0	0.0%	2	0.9%	8	1.5%	0	0.0%		26	1.0%	0	0.0%	1	0.5%
Very Often	24	0.6%	0	0.0%	1	0.5%	8	1.5%	1	1.1%		13	0.5%	0	0.0%	1	0.5%
Total Responses	3847	100.0%	23	100.0%	211	100.0%	544	100.0%	91	100.0%		2701	100.0%	66	100.0%	187	100.0%
No Response	477		2		33		61		9			238		13		21	
30d. How often at UNC-CH have you: Heard																	
insensitive or disparaging remarks made by:																	
Administrators																	
Never	2386	62.0%	11	47.8%	144	68.2%	315	57.9%	67	73.6%		1694	62.7%	33	50.0%	106	56.7%
Seldom	721	18.7%	4	17.4%	36	17.1%	90	16.5%	14	15.4%		529	19.6%	9	13.6%	35	18.7%
Sometimes	535	13.9%	6	26.1%	23	10.9%	96	17.6%	6	6.6%		358	13.3%	13	19.7%	29	15.5%
Often	141	3.7%	1	4.3%	7	3.3%	26	4.8%	3	3.3%		84	3.1%	7	10.6%	12	6.4%
Very Often	66	1.7%	1	4.3%	1	0.5%	17	3.1%	1	1.1%		36	1.3%	4	6.1%	5	2.7%
Total Responses	3849	100.0%	23	100.0%	211	100.0%	544	100.0%	91	100.0%		2701	100.0%	66	100.0%	187	100.0%
No Response	475		2		33		61		9			238		13		21	
(If above response is not "Never"):																	
30d1. Have you heard insensitive or																	
disparaging remarks from administrators																	
about:																	
1. Age	490	33.5%	4	33.3%	18	26.9%	75	32.8%	7	29.2%		339	33.7%	10	30.3%	33	40.7%
2. Disability	199	13.6%	3	25.0%	11	16.4%	23	10.0%	1	4.2%		138	13.7%	8	24.2%	13	16.0%
3. Level of education	579	39.6%	6	50.0%	27	40.3%	89	38.9%	6	25.0%		397	39.4%	18	54.5%	34	42.0%
4. Gender	440	30.1%	2	16.7%	15	22.4%	56	24.5%	7	29.2%		312	31.0%	11	33.3%	33	40.7%
5. Gender expression	329	22.5%	2	16.7%	11	16.4%	49	21.4%	8	33.3%		222	22.0%	16	48.5%	19	23.5%
·								17.9%									
6. Gender identity	334	22.8%	2	16.7%	11	16.4%	41		10	41.7%		233	23.1%	14 9	42.4%	20	24.7%
7. National origin or ethnicity	350	23.9%	4	33.3%	28	41.8%	68	29.7%	14	58.3%		197	19.6%		27.3%	26	32.1%
8. Race or color	467	31.9%	5	41.7%	24	35.8%	113	49.3%	12	50.0%		269	26.7%	12	36.4%	29	35.8%
9. Religion	376	25.7%	5	41.7%	16	23.9%	50	21.8%	4	16.7%		257	25.5%	16	48.5%	25	30.9%
10. Sex	312	21.3%	3	25.0%	14	20.9%	40	17.5%	4	16.7%		219	21.7%	9	27.3%	21	25.9%
11. Sexual orientation	337	23.0%	2	16.7%	12	17.9%	47	20.5%	7	29.2%		234	23.2%	14	42.4%	19	23.5%
12. Veteran status	70	4.8%	1	8.3%	7	10.4%	13	5.7%	0	0.0%		42	4.2%	1	3.0%	6	7.4%
30e. How often at UNC-CH have you: Heard					,									·			
insensitive or disparaging remarks made by:																	
Faculty																	
Never	2372	61.7%	13	56.5%	134	63.2%	321	59.1%	67	73.6%		1683	62.5%	34	51.5%	104	55.0%
Seldom	758	19.7%	4	17.4%	45	21.2%	96	17.7%	11	12.1%		550	20.4%	10	15.2%	38	20.1%
Sometimes	528	13.7%	4	17.4%	20	9.4%	83	15.3%	13	14.3%		356	13.2%	15	22.7%	34	18.0%
Often	128	3.3%	1	4.3%	11	5.2%	27	5.0%	0	0.0%		76	2.8%	3	4.5%	9	4.8%
Official	56	1.5%	1	4.3%	2	0.9%	16	2.9%	0	0.0%		29	1.1%	4	6.1%	4	2.1%
Van Often	1 56	1.5%				100.0%	543	100.0%	91	100.0%		2694	1.1%		100.0%		
Very Often		100 00/						111111111111111111111111111111111111111	. 41	111111111111111111111111111111111111111	1			66		189	100.0%
Total Responses	3842	100.0%	23	100.0%	212	100.076		100.070		100.070			100.070		100.070		
		100.0%	23	100.0%	32	100.0%	62	100.070	9	100.070		245	100.070	13	100.070	19	
Total Responses No Response	3842	100.0%		100.0%		100.0%		100.070		100.070			100.070		100.070	19	
Total Responses	3842	100.0%		100.0%		100.0%		100.070		100.070			100.078		100.070	19	
Total Responses No Response	3842	100.0%		100.0%		100.0%		100.070		100.0%			100.076		100.070	19	

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					i		i		i	Race/E	thnicity			i		i	
											Native Hawaiian or						
			American I	ndian or			Black or A	African			Other Pacific					Two or Mo	re Races
	Tota	al	Alaska N	lative	Asia		Amer	can	Latino or I	Hispanic	Islander	Whi	te	Othe	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
1. Age	357	24.3%	3	30.0%	20	25.6%	43	19.4%	9	37.5%		248	24.5%	9	28.1%	24	28.2%
2. Disability	172	11.7%	2	20.0%	10	12.8%	23	10.4%	2	8.3%		115	11.4%	8	25.0%	10	11.8%
3. Level of education	651	44.3%	5	50.0%	30	38.5%	90	40.5%	9	37.5%		465	46.0%	15	46.9%	34	40.0%
4. Gender	358	24.4%	2	20.0%	19	24.4%	41	18.5%	5	20.8%		267	26.4%	6	18.8%	17	20.0%
5. Gender expression	216	14.7%	1	10.0%	16	20.5%	25	11.3%	3	12.5%		159	15.7%	4	12.5%	7	8.2%
6. Gender identity	202	13.7%	1	10.0%	13	16.7%	24	10.8%	4	16.7%		143	14.1%	4	12.5%	12	14.1%
7. National origin or ethnicity	291	19.8%	3	30.0%	32	41.0%	54	24.3%	7	29.2%		171	16.9%	6	18.8%	17	20.0%
8. Race or color	393	26.7%	5	50.0%	28	35.9%	85	38.3%	9	37.5%		234	23.1%	12	37.5%	18	21.2%
9. Religion	313	21.3%	4	40.0%	16	20.5%	34	15.3%	3	12.5%		227	22.5%	9	28.1%	18	21.2%
10. Sex	234	15.9%	1	10.0%	14	17.9%	24	10.8%	3	12.5%		176	17.4%	5	15.6%	10	11.8%
11. Sexual orientation	195	13.3%	1	10.0%	11	14.1%	28	12.6%	4	16.7%		139	13.7%	3	9.4%	8	9.4%
12. Veteran status	73	5.0%	1	10.0%	6	7.7%	8	3.6%	1	4.2%		48	4.7%	2	6.3%	7	8.2%
30f. How often at UNC-CH have you: Heard																	
insensitive or disparaging remarks made by: Staff																	
Never	1694	43.9%	12	52.2%	125	58.7%	213	39.2%	53	58.2%		1167	43.1%	28	42.4%	84	44.7%
Seldom	1108	28.7%	6	26.1%	49	23.0%	139	25.6%	19	20.9%		818	30.2%	12	18.2%	57	30.3%
Sometimes	793	20.6%	3	13.0%	29	13.6%	129	23.7%	16	17.6%		560	20.7%	18	27.3%	35	18.6%
Often	191	5.0%	2	8.7%	8	3.8%	44	8.1%	2	2.2%		115	4.3%	7	10.6%	10	5.3%
Very Often	70	1.8%	0	0.0%	2	0.9%	19	3.5%	1	1.1%		45	1.7%	1	1.5%	2	1.1%
Total Responses	3856	100.0%	23	100.0%	213	100.0%	544	100.0%	91	100.0%		2705	100.0%	66	100.0%	188	100.0%
No Response	468	100.070	2	100.070	31	100.070	61	100.070	9	100.070		234	100.070	13	100.070	20	100.070
No Response	400				31		01		,			254		13		20	
(If above response is not "Never"):																	
30f1. Have you heard insensitive or																	
disparaging remarks from staff about:																	
	608	20.10/	2	27.3%	23	26.1%	105	31.7%	0	21.1%		419	27.2%	13	34.2%	33	31.7%
1. Age	301	28.1% 13.9%	3	9.1%	13	14.8%	42	12.7%	8 5	13.2%		216	14.0%	10	26.3%	12	11.5%
2. Disability																	
3. Level of education	557	25.8% 21.9%	5	45.5%	20	22.7%	95	28.7% 21.8%	8	21.1%		384	25.0%	18 9	47.4%	26	25.0%
4. Gender	473	20.8%	0	0.0%	16	18.2%	72		9 12	23.7%		344	22.4%		23.7%	20 19	19.2%
5. Gender expression	449		1	9.1%	19	21.6%	62	18.7%		31.6%		321	20.9%	12	31.6%		18.3%
6. Gender identity	441	20.4%	1	9.1%	15	17.0%	61	18.4%	12	31.6%		314	20.4%	12	31.6%	24	23.1%
7. National origin or ethnicity	499	23.1%	2	18.2%	33	37.5%	82	24.8%	11	28.9%		333	21.7%	13	34.2%	23	22.1%
8. Race or color	620	28.7%	2	18.2%	28	31.8%	127	38.4%	14	36.8%		402	26.1%	17	44.7%	27	26.0%
9. Religion	519	24.0%	3	27.3%	21	23.9%	58	17.5%	5	13.2%		387	25.2%	16	42.1%	27	26.0%
10. Sex	344	15.9%	0	0.0%	12	13.6%	45	13.6%	4	10.5%		259	16.8%	7	18.4%	15	14.4%
11. Sexual orientation	460	21.3%	1	9.1%	14	15.9%	62	18.7%	9	23.7%		343	22.3%	11	28.9%	18	17.3%
12. Veteran status	94	4.3%	0	0.0%	7	8.0%	14	4.2%	2	5.3%		60	3.9%	4	10.5%	6	5.8%
20g How often at LINC CIT have your least			-														
30g. How often at UNC-CH have you: Heard																	
insensitive or disparaging remarks made by:																	
Students			l .						_							l _	
Never	2063	53.8%		47.8%	129	60.8%	308	56.6%	60	65.9%		1406	52.3%	35	53.8%	98	52.4%
Seldom	839	21.9%	7	30.4%	47	22.2%	98	18.0%	17	18.7%		621	23.1%	9	13.8%	36	19.3%
Sometimes	704	18.4%		17.4%	24	11.3%	93	17.1%	12	13.2%		517	19.2%	13	20.0%	39	20.9%
Often	152	4.0%	1	4.3%	7	3.3%	30	5.5%	0	0.0%		99	3.7%	5	7.7%	10	5.3%
Very Often	78	2.0%	0	0.0%	5	2.4%	15	2.8%	2	2.2%		47	1.7%	3	4.6%	4	2.1%
	3836	100.0%	23	100.0%	212	100.0%		400 00/		400 00/	1	2000	100.0%	65	100.0%	187	100.0%
Total Responses  No Response	488	100.076	23	100.076	32	100.0%	544 61	100.0%	91 9	100.0%		2690 249	100.0%	14	100.0%	21	100.076

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							_		_	Race/E	thnicity						
											Native Hawaiian or						
			American I	ndian or			Black or A	African			Other Pacific					Two or Mo	re Races
	Tota	al	Alaska N	lative	Asia	n	Ameri	ican	Latino or I	Hispanic	Islander	Whi	te	Othe	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
(If above response is not "Never"):																	
30g1. Have you heard insensitive or																	
disparaging remarks from students about:																	
1. Age	541	9.6%	4	11.4%	25	8.5%	53	6.8%	9	7.4%		403	10.1%	12	12.6%	30	10.9%
2. Disability	325	5.8%	3	8.6%	17	5.8%	32	4.1%	5	4.1%		241	6.1%	7	7.4%	19	6.9%
3. Level of education	524	9.3%	6	17.1%	23	7.8%	79	10.1%	7	5.7%		370	9.3%	11	11.6%	26	9.4%
4. Gender	490	8.7%	4	11.4%	27	9.2%	58	7.4%	9	7.4%		357	9.0%	5	5.3%	27	9.8%
5. Gender expression	491	8.8%	3	8.6%	26	8.8%	64	8.2%	8	6.6%		349	8.8%	7	7.4%	31	11.2%
6. Gender identity	473	8.4%	3	8.6%	20	6.8%	61	7.8%	8	6.6%		345	8.7%	6	6.3%	27	9.8%
7. National origin or ethnicity	490	8.7%	4	11.4%	42	14.2%	75	9.6%	13	10.7%		316	8.0%	4	4.2%	33	12.0%
8. Race or color	706	12.6%	7	20.0%	48	16.3%	122	15.6%	17	13.9%		456	11.5%	9	9.5%	44	15.9%
9. Religion	571	10.2%	6	17.1%	35	11.9%	57	7.3%	10	8.2%		413	10.4%	13	13.7%	34	12.3%
10. Sex	410	7.3%	3	8.6%	22	7.5%	43	5.5%	6	4.9%		303	7.6%	6	6.3%	25	9.1%
11. Sexual orientation	531	9.5%	4	11.4%	29	9.8%	62	7.9%	8	6.6%		391	9.8%	6	6.3%	29	10.5%
12. Veteran status	107	1.9%	1	2.9%	7	2.4%	10	1.3%	2	1.6%		80	2.0%	2	2.1%	5	1.8%

	Gender			dor	LAFLI	VILIVELI	) BIAS AN	10 003			Classificati		<b>V</b> 1					Work	Unit			
		ĺ	l Gen	Jei				Ī	Ellibi	oyment	Ciassilicati	ion I					Acaden		Oill		l	
											Postdoo	toral			Academic -	- Health	Profession	-				
	Fema	ale	Ma	le	Oth	er	EHRA Non	-Faculty	SHR	Δ	Scholar or		Don't k	now	Schoo		Humanities		Administ	trative	Other/Ur	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
31. At UNC-Chapel Hill, do you believe you have																						
personally experienced bias?																						
No	1549	60.8%	842	67.3%	9	30.0%	694	62.1%	1495	61.9%	142	72.8%	67	65.0%	767	63.4%	380	64.3%	944	60.6%	305	65.5%
Yes	1000	39.2%	410	32.7%	21	70.0%	423	37.9%	919	38.1%	53	27.2%	36	35.0%	442	36.6%	211	35.7%	613	39.4%	161	34.5%
Total Responses	2549	100.0%	1252	100.0%	30	100.0%	1117	100.0%	2414	100.0%	195	100.0%	103	100.0%	1209	100.0%	591	100.0%	1557	100.0%	466	100.0%
No Response	266		126		4		110		281		31		27		144		70		130		69	
(If above response is "Yes"): 31a. Do you																						
believe you have personally experienced																						
bias due to your:																						
a. Age	457	45.7%	150	36.6%	10	47.6%	189	44.7%	403	43.9%	12	22.6%	14	38.9%	185	41.9%	99	46.9%	265	43.2%	63	39.1%
b. Body size	213	21.3%	88	21.5%	7	33.3%	100	23.6%	195	21.2%	5	9.4%	8	22.2%	86	19.5%	47	22.3%	136	22.2%	37	23.0%
c. Citizenship status	39	3.9%	25	6.1%	1	4.8%	16	3.8%	32	3.5%	12	22.6%	5	13.9%	23	5.2%	9	4.3%	23	3.8%	9	5.6%
d. Disability	76	7.6%	32	7.8%	4	19.0%	27	6.4%	83	9.0%	0	0.0%	2	5.6%	38	8.6%	16	7.6%	39	6.4%	19	11.8%
e. Level of education	346	34.6%	142	34.6%	5	23.8%	135	31.9%	349	38.0%	4	7.5%	4	11.1%	158	35.7%	84	39.8%	187	30.5%	60	37.3%
f. Gender	539	53.9%	125	30.5%	15	71.4%	237	56.0%	398	43.3%	22	41.5%	20	55.6%	188	42.5%	102	48.3%	315	51.4%	70	43.5%
g. Gender expression	50	5.0%	19	4.6%	14	66.7%	28	6.6%	45	4.9%	4	7.5%	6	16.7%	18	4.1%	15	7.1%	38	6.2%	12	7.5%
h. Gender identity	36	3.6%	18	4.4%	12	57.1%	23	5.4%	38	4.1%	1	1.9%	4	11.1%	13	2.9%	10	4.7%	35	5.7%	8	5.0%
i. National origin or ethnicity	183	18.3%	87	21.2%	2	9.5%	70	16.5%	172	18.7%	22	41.5%	9	25.0%	88	19.9%	37	17.5%	113	18.4%	33	20.5%
j. Political beliefs	157	15.7%	128	31.2%	6	28.6%	65	15.4%	209	22.7%	5	9.4%	11	30.6%	80	18.1%	46	21.8%	120	19.6%	45	28.0%
k. Race or color	385	38.5%	199	48.5%	5	23.8%	145	34.3%	406	44.2%	24	45.3%	14	38.9%	182	41.2%	79	37.4%	254	41.4%	71	44.1%
I. Religion m. Sex	181	18.1%	100	24.4%	3 9	14.3% 42.9%	73	17.3% 32.4%	193	21.0%	7	13.2% 24.5%	10	27.8% 25.0%	75 106	17.0%	43	20.4% 29.4%	125	20.4%	36	22.4%
	292 54	29.2% 5.4%	85 45	20.7% 11.0%	12	57.1%	137 35	8.3%	225 69	7.5%	13 2	3.8%	4	11.1%	22	24.0% 5.0%	62 19	9.0%	172 59	28.1% 9.6%	43 10	26.7%
n. Sexual orientation o. Socioeconomic status	221	22.1%	91	22.2%	6	28.6%	78	18.4%	221	24.0%	9	17.0%	9	25.0%	97	21.9%	54	9.0% 25.6%	128	20.9%	37	6.2% 23.0%
p. Veteran status	6	0.6%	25	6.1%	1	4.8%	78	1.7%	24	2.6%	0	0.0%	1	23.0%	3	0.7%	6	23.6%	16	20.9%	7	4.3%
p. Veteran status	U	0.076	23	0.176	1	4.070	,	1.770	24	2.076	U	0.076	1	2.0/0	3	0.776	U	2.6/0	10	2.076		4.370
30a. How often at UNC-CH have you: Had																						
students from underrepresented groups on																						
campus approach me for advice																						
Never	1352	52.9%	660	52.6%	11	37.9%	423	37.9%	1436	59.2%	94	48.5%	67	65.7%	649	53.3%	239	40.6%	834	53.5%	297	63.5%
Seldom	385	15.1%	245	19.5%	4	13.8%	189	17.0%	403	16.6%	34	17.5%	8	7.8%	233	19.1%	80	13.6%	251	16.1%	70	15.0%
Sometimes	444	17.4%	216	17.2%	9	31.0%	230	20.6%	379	15.6%	47	24.2%	15	14.7%	210	17.3%	143	24.3%	251	16.1%	64	13.7%
Often	200	7.8%	82	6.5%	3	10.3%	137	12.3%	126	5.2%	12	6.2%	10	9.8%	78	6.4%	66	11.2%	118	7.6%	23	4.9%
Very Often	173	6.8%	51	4.1%	2	6.9%	136	12.2%	80	3.3%	7	3.6%	2	2.0%	47	3.9%	60	10.2%	104	6.7%	14	3.0%
Total Responses	2554	100.0%	1254	100.0%	29	100.0%	1115	100.0%	2424	100.0%	194	100.0%	102	100.0%	1217	100.0%	588	100.0%	1558	100.0%	468	100.0%
No Response	261		124		5		112		271		32		28		136		73		129		67	
30b. How often at UNC-CH have you: Reported a															-							
concern related to discrimination to a supervisor																						
or University official																						
Never	2024	79.1%	1031	82.2%	18	62.1%	847	75.8%	1963	80.9%	173	89.2%	90	88.2%	990	81.4%	478	81.2%	1217	78.0%	386	82.1%
Seldom	2024	10.8%	131	10.4%	8	27.6%	135	12.1%	259	10.7%	1/3	5.7%	8	7.8%	126	10.4%	61	10.4%	183	11.7%	43	9.1%
Sometimes	176	6.9%	69	5.5%	2	6.9%	89	8.0%	148	6.1%	8	4.1%	2	2.0%	67	5.5%	41	7.0%	110	7.0%	28	6.0%
Often	51	2.0%	16	1.3%	1	3.4%	28	2.5%	37	1.5%	2	1.0%	1	1.0%	22	1.8%	41	0.7%	30	1.9%	11	2.3%
Very Often	31	1.2%	8	0.6%	0	0.0%	18	1.6%	20	0.8%	0	0.0%	1	1.0%	11	0.9%	5	0.8%	21	1.3%	2	0.4%
Total Responses	2558	100.0%	1255	100.0%	29	100.0%	1117	100.0%	2427	100.0%	194	100.0%	102	100.0%		100.0%	589	100.0%	1561	100.0%	470	100.0%
No Response	257		123		5		110		268		32	, -	28		137		72		126		65	
·																						

	Gender				LAFE	MENCE	וא כאום כ	10 003			Classificat		<b>1</b> 1					Work	Linit			
			Gend I	aer I				ı	Empi	ioyment	Ciassificati	ion							Unit		ı	
																	Acaden	-			1	
	_									_	Postdo				Academic -		Profession					
	Fem		Ma		Oth		EHRA Non	-	SHR		Scholar or		Don't k		Schoo		Humanities		Adminis		Other/U	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
																					İ	
30c. How often at UNC-CH have you: Reported a																					1	
concern related to sexual harassment to a																					İ	
supervisor or University official																					1	
Never	2227	87.2%	1110	88.4%	23	79.3%	928	83.1%	2154	88.9%	183	94.8%	94	92.2%	1086	89.2%	517	87.9%	1337	85.7%	416	88.9%
Seldom	198	7.8%	87	6.9%	4	13.8%	114	10.2%	165	6.8%	4	2.1%	5	4.9%	77	6.3%	52	8.8%	131	8.4%	29	6.2%
Sometimes	82	3.2%	43	3.4%	2	6.9%	47	4.2%	75	3.1%	4	2.1%	1	1.0%	39	3.2%	13	2.2%	59	3.8%	16	3.4%
Often	27	1.1%	11	0.9%	0	0.0%	16	1.4%	19	0.8%	2	1.0%	1	1.0%	9	0.7%	3	0.5%	19	1.2%	6	
Very Often	20	0.8%	4	0.3%	0	0.0%	12	1.1%	11	0.5%	0	0.0%	1	1.0%	6	0.5%	3	0.5%	14	0.9%	1	0.2%
Total Responses	2554	100.0%	1255	100.0%	29	100.0%	1117	100.0%	2424	100.0%	193	100.0%	102	100.0%	1217	100.0%	588	100.0%	1560	100.0%	468	100.0%
No Response	261		123		5		110		271		33		28		136		73		127		67	
No nesponse			120				110				- 55				100		,,,					
30d. How often at UNC-CH have you: Heard																						
insensitive or disparaging remarks made by:			1								1										i	
Administrators																					ĺ	
	1540	60 50/	022	65.60	11	27.00/	CAF	E7 00/	1497	61 70/	150	90 40/	01	79.4%	761	62.7%	252	E0.00/	948	60.00/	318	67.20/
Never Seldom	1546 493	60.5% 19.3%	823 220	65.6% 17.5%	11 8	37.9% 27.6%	645 258	57.8% 23.1%	430	61.7% 17.7%	156 20	80.4% 10.3%	81 12	11.8%	761 204	16.8%	352 135	59.9% 23.0%	310	60.8% 19.9%	70	67.2% 14.8%
Sometimes	377	14.7%	148	11.8%	7	24.1%	163	14.6%	348	14.4%	15	7.7%	6	5.9%	165	13.6%	78	13.3%	226	14.5%	60	12.7%
Often	93	3.6%	48	3.8%	0	0.0%	31	2.8%	105	4.3%	3	1.5%	2	2.0%	58	4.8%	17	2.9%	46	3.0%	20	4.2%
Very Often	47	1.8%	15	1.2%	3	10.3%	19	1.7%	45	1.9%	0	0.0%	1	1.0%	25	2.1%	6	1.0%	28	1.8%	5	1.1%
Total Responses	2556	100.0%	1254	100.0%	29	100.0%	1116	100.0%	2425	100.0%	194	100.0%	102	100.0%	1213	100.0%	588	100.0%	1558	100.0%	473	100.0%
No Response	259		124		5		111		270		32		28		140		73		129		62	
(If above response is not "Never"):																					1	
30d1. Have you heard insensitive or																					İ	
disparaging remarks from administrators																					1	
about:																					1	
1. Age	345	34.2%	138	32.0%	5	27.8%	169	35.9%	311	33.5%	6	15.8%	4	19.0%	147	32.5%	81	34.3%	211	34.6%	46	29.7%
2. Disability	133	13.2%	60	13.9%	6	33.3%	50	10.6%	139	15.0%	5	13.2%	5	23.8%	70	15.5%	33	14.0%	71	11.6%	25	16.1%
3. Level of education	390	38.6%	181	42.0%	7	38.9%	168	35.7%	390	42.0%	12	31.6%	8	38.1%	185	40.9%	99	41.9%	223	36.6%	69	44.5%
4. Gender	308	30.5%	121	28.1%	9	50.0%	150	31.8%	270	29.1%	12	31.6%	8	38.1%	143	31.6%	80	33.9%	172	28.2%	42	27.1%
5. Gender expression	224	22.2%	93	21.6%	12	66.7%	110	23.4%	204	22.0%	6	15.8%	8	38.1%	89	19.7%	59	25.0%	133	21.8%	46	29.7%
6. Gender identity	228	22.6%	94	21.8%	11	61.1%	109	23.1%	207	22.3%	8	21.1%	9	42.9%	96	21.2%	51	21.6%	137	22.5%	47	30.3%
7. National origin or ethnicity	239	23.7%	104	24.1%	5	27.8%	99	21.0%	231	24.9%	15	39.5%	4	19.0%	126	27.9%	57	24.2%	123	20.2%	43	27.7%
8. Race or color	320	31.7%	141	32.7%	6	33.3%	151	32.1%	294	31.7%	13	34.2%	7	33.3%	149	33.0%	79	33.5%	184	30.2%	52	33.5%
9. Religion	237	23.5%	130	30.2%	9	50.0%	110	23.4%	253	27.3%	6	15.8%	7	33.3%	115	25.4%	59	25.0%	157	25.7%	42	27.1%
10. Sex	208	20.6%	95	22.0%	9	50.0%	105	22.3%	196	21.1%	6	15.8%	5	23.8%	96	21.2%	48	20.3%	130	21.3%	35	22.6%
11. Sexual orientation	216	21.4%	110	25.5%	11	61.1%	110	23.4%	209	22.5%	9	23.7%	8	38.1%	103	22.8%	54	22.9%	135	22.1%	44	28.4%
12. Veteran status	45	4.5%	24	5.6%	1	5.6%	20	4.2%	49	5.3%	1	2.6%	0	0.0%	22	4.9%	11	4.7%	27	4.4%	10	6.5%
30e. How often at UNC-CH have you: Heard																						
insensitive or disparaging remarks made by:																					1	
Faculty																					İ	
Never	1528	59.9%	821	65.6%	17	58.6%	612	54.8%	1548	64.0%	127	65.8%	77	75.5%	702	57.8%	311	52.9%	1012	65.1%	336	71.8%
Seldom	515	20.2%	235	18.8%	6	20.7%	259	23.2%	450	18.6%	35	18.1%	14	13.7%	245	20.2%	160	27.2%	284	18.3%	68	14.5%
	384	15.0%	138	18.8%	5	17.2%	185	16.6%	311	12.9%	21	10.9%	8	7.8%	183	15.1%	93	15.8%	284	13.2%	43	9.2%
Sometimes Often	384 81	3.2%	47	3.8%	0	0.0%	41	3.7%	76	3.1%	9	4.7%	2	2.0%	58	4.8%	18	3.1%	35	2.3%	17	3.6%
												0.5%		1.0%	27	2.2%						0.9%
Very Often Total Responses	45	1.8%	10	0.8% 100.0%	1	3.4% 100.0%	20 1117	1.8% 100.0%	34	1.4%	102	100.0%	102	1.0%		100.0%	6	1.0% 100.0%	19	1.2% 100.0%	4	100.0%
	2553	100.0%	1251	100.0%	29	100.0%		100.0%	2419	100.0%	193	100.0%	102	100.0%	1215	100.0%	588	100.0%	1555	100.0%	468	100.0%
No Response	262		127		5		110		276		33		28		138		73		132		67	
																					<del></del>	
(If above response is not "Never"):																					1	
30e1. Have you heard insensitive or																					1	
disparaging remarks from faculty about:																					i i	

Figure   Value   Val	1	Gender				EXPERIENC	LU DIAJ F	40 003					•					Work	Unit			$\neg$
Personal Process   Personal Pr		Gender						ioyillelit	Ciassilicati						Acader	-	Oilit					
Figure   F											Postdoo	toral			Academic	- Health		-				
1.   1.   1.   1.   1.   1.   1.   1.		Fem	ale	Ma	le	Other	EHRA No	n-Faculty	SHR	:A	Scholar or	Fellow	Don't kn	ow			Humanities	Schools	Adminis	trative	Other/Un	known
2. Disablely 198 17-5% 41 9-5% 37-70 77 17-54 18 9-10 17-57 18 19 17-57 18 19 17-57 18 19 17-57 18 19 17-57 18 19 17-57 18 19 17-57 18 19 17-57 18 18 18 18 18 18 18 18 18 18 18 18 18		N	%	N	%	N %	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
2. Learned refractation	1. Age		24.9%	100					205		16		4			24.8%				23.9%		21.2%
4. Greater prepages on 1.45 1.41% 65 1.25%	2. Disability	128	12.5%	41				14.3%	88				5	20.0%			34	12.3%		11.6%		12.9%
S. Generic regression	3. Level of education																					42.4%
Commentation   137   1.54%   59   15.7%   6   50.0%   72   14.9%   117   15.4%   5   7.0%   8   32.0%   79   15.4%   31   11.2%   71   18.1%   71   18.1%   72   18.2%   73							_															18.9%
27. Microsof are perinnicity 20 3 19.8% 87 20.2% 1 28.3% 93 18.4% 170 19.5% 20 30.3% 7 28.0% 118 21.0% 53 19.1% 90 16.0% 30 22.5% Research of the control of																						16.7%
S. Risper (1997   1998   1999   1994   131   130   120   127   1994   1995	•																					15.9%
1.0 Sec	· ,																					22.7%
10 Sex   165   161 k   65   151 k   4   33 3k   81   160 k   181   183   181   187 k   4   100 k   85   163 k   38   137 k   88   162 k   21   12   12   12   12   12   12																						29.5%
11. Secure increasion 129 12.6% 6.1 14.2% 5 4.17% 64 12.7% 139 13.7% 7 10.6% 5 20.0% 78 15.7% 35 12.6% 60 11.0% 21 13.1 12.0 12.0 12.0 12.0 12.0 12.0 12.0 12																						28.8%
30f. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Staff Rever																						15.9% 15.9%
38. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Staff Never 1097 42.2% 581 46.3% 10 34.5% 488 43.6% 988 40.7% 100 72.26 73 70.9% 551 45.3% 265 45.1% 637 40.8% 234 45.5% 56.00m 72.22 28.2% 537 30.0% 9 31.0% 347 31.0% 708 29.1% 36 18.6% 13 12.0% 531 70.1% 180 30.6% 489 31.3% 118 27.5% 56.00m 12.25 20.0% 13.3 5.2% 53.5% 40.8% 0.0.0% 40.3 365 14.6% 13 12.0% 13.1 18.9% 342 21.9% 85 14.0% 13.3 5.2% 53.5% 40.8% 0.0.0% 40.3 365 14.6% 15.5% 21.0% 1 10.0% 68 56.0 24 41.5% 17.0 25.5% 12.0% 1 10.0% 68 56.0 24 41.5% 17.0 25.2 25.0 25.0 25.0 25.0 25.0 25.0 25																						5.3%
Insensitive or disparaging remarks made by: Staff   Nover   Nover   1097   42.8%   \$81   46.3%   10   34.5%   488   43.6%   988   40.7%   140   72.2%   73   70.9%   551   45.3%   265   45.1%   637   40.8%   224   44.8%   48.8%	12. Veteran status	39	3.6%	32	7.4%	2 16.7	76 23	5.0%	40	5.5%	1	1.5%	1	4.0%	25	4.5%	14	5.1%	29	3.3%		3.3%
Inscriptive or disparaging remarks made by: Staff   Nover   Nover   1/2   28.2%   581   46.3%   581   46.3%   10   34.5%   488   43.6%   988   40.7%   140   72.2%   72   70.9%   551   45.3%   265   55.1%   637   40.8%   224   44.8%   44.8%   44.8%   45.8%   48.8%   43.6%   72.2%   24.9%   36.8%   13.1%   13							1															$\overline{}$
Newer   1997   42.8%   S81   46.3%   10   34.5%   488   43.6%   988   40.7%   140   72.2%   75   70.9%   551   45.3%   255   45.1%   637   40.8%   224   428   581   428   224   428   581   428   224   428   581   428   224   428   581   428   224   428   428   224   428   428   224   428   428   224   428   428   224   428   428   224   428   428   224   428   428   224   428   428   224   428   428   224   428   4	30f. How often at UNC-CH have you: Heard																					ļ
Selection	insensitive or disparaging remarks made by: Staff																					
Sometimes	Never	1097	42.8%	581	46.3%	10 34.5	% 488	43.6%	988	40.7%		72.2%	73	70.9%	551	45.3%	265	45.1%	637	40.8%	234	49.6%
Office   133   5.2%   5.8   4.9%   0   0.0%   40   3.6%   148   6.1%   2   1.0%   1   1.0%   68   5.6%   24   4.1%   71   4.5%   8.7	Seldom		28.2%	377	30.0%	9 31.0	% 347	31.0%	708	29.1%		18.6%	13	12.6%	317	26.1%	180	30.6%	489	31.3%	118	25.0%
Very Offen	Sometimes	557	21.7%	226	18.0%	6 20.7	% 228	20.4%	535	22.0%	15	7.7%	13	12.6%	251	20.6%	111	18.9%	342	21.9%	85	18.0%
Total Responses   2562   100.0%   1255   100.0%   29   100.0%   1118   100.0%   2430   100.0%   194   100.0%   103   100.0%   1216   100.0%   588   100.0%   1563   100.0%   472   100.0%   100.0%   100.0%   173   124   100.0%   100.0%   100.0%   100.0%   1213   100.0%   1265   100.0%	Often							3.6%			2		1				24				27	5.7%
No Response   253	·						_															1.7%
If solve response is not "Never"  :	Total Responses		100.0%		100.0%		_			100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%
30f1. Have you heard insensitive or disparaging remarks from staff about:  1. Age 423 28.9% 179 26.6% 4 21.1% 177 28.1% 420 29.1% 6 11.1% 5 16.7% 174 26.2% 103 31.9% 266 28.7% 59 24 22.1% 20.1% 11.1% 77 28.1% 420 29.1% 6 11.1% 5 16.7% 174 26.2% 103 31.9% 266 28.7% 59 24 22.1% 31.6 20.0% 109.0% 1	No Response	253		123		5	109		265		32		27		137		73		124		63	
30f1. Have you heard insensitive or disparaging remarks from staff about:  1. Age 423 28.9% 179 26.6% 4 21.1% 177 28.1% 420 29.1% 6 11.1% 5 16.7% 174 26.2% 103 31.9% 266 28.7% 59 24 22.1% 20.1% 11.1% 77 28.1% 420 29.1% 6 11.1% 5 16.7% 174 26.2% 103 31.9% 266 28.7% 59 24 22.1% 31.6 20.0% 109.0% 1	(If above response is not "Never"):																					
disparaging remarks from staff about:	1 19																					
1. Age	•																					
2. Disability 2.06 14.1% 88 13.1% 5 26.3% 78 12.4% 211 14.6% 5 9.3% 7 23.3% 105 15.8% 38 11.8% 122 13.2% 36 15 3. Level of education 387 26.4% 162 24.0% 7 36.8% 147 23.3% 396 27.5% 6 11.1% 7 23.3% 105 15.8% 38 11.8% 122 13.2% 36 15 4.6 ender 320 21.8% 162 24.0% 10 52.6% 136 21.6% 325 22.5% 7 13.0% 5 16.7% 136 20.5% 67 20.7% 219 23.7% 49 20 5. Gender expression 295 20.1% 144 21.4% 10 52.6% 136 21.6% 325 22.5% 7 13.0% 5 16.7% 136 20.5% 67 20.7% 219 23.7% 49 20 5. Gender expression 295 20.1% 144 21.4% 10 52.6% 136 21.6% 325 22.5% 7 31.0% 5 16.7% 136 20.5% 67 20.7% 219 23.7% 49 20 5. Gender expression 295 20.1% 144 21.4% 10 52.6% 136 21.6% 325 22.5% 7 31.0% 5 16.7% 136 20.5% 67 20.7% 129 23.7% 49 20 20.5% 134 19.9% 9 47.4% 115 18.3% 318 22.1% 3 5.6% 3 10.0% 140 21.1% 78 24.1% 177 19.1% 52 21 7. National origin or ethnicity 338 23.1% 152 22.6% 7 36.8% 139 22.1% 345 23.9% 8 14.8% 7 23.3% 170 25.6% 64 19.8% 198 21.4% 64 26 8. Race or color 434 29.6% 176 26.1% 10 52.6% 171 27.1% 431 29.9% 11 20.4% 6 20.0% 175 26.3% 69 21.4% 21.2 22.7% 54 22.1% 11.5 22.2 22.2 10.5 22.2 10.5 22.2 11.5 28 11.4 16.9% 8 42.1% 94 14.9% 241 16.7% 6 11.1% 3 10.0% 194 14.1% 48 14.9% 158 17.1% 42 17 11.5 20.0 10.5 20.0 10.5 20.0 12.2 12.2 12.2 12.2 12.2 12.2 12.2		423	28 9%	179	26.6%	4 21.1	% 177	28 1%	420	29 1%	6	11 1%	5	16.7%	174	26.2%	103	31 9%	266	28 7%	59	24.8%
3 Level of education 387 26.4% 162 24.0% 7 36.8% 147 23.3% 396 27.5% 6 11.1% 7 23.3% 181 27.2% 91 28.2% 219 23.7% 65 27 4. Gender (Action) 320 21.8% 142 21.1% 10 52.6% 125 13.6% 136 21.6% 325 22.5% 7 13.0% 5 16.7% 136 20.5% 67 20.7% 21.9 23.7% 49 22.0% 5. Gender expression 295 20.1% 144 21.4% 10 52.6% 125 19.8% 318 22.1% 3 5.6% 3 10.0% 140 21.1% 78 24.1% 177 19.1% 52 21 6. Gender identity 298 20.3% 134 19.9% 9 47.4% 115 18.3% 318 22.1% 4 7.4% 4 13.3% 142 21.4% 71 22.0% 173 18.7% 53 22 7. National origin or ethnicity 338 23.1% 152 22.6% 7 36.8% 139 22.1% 345 23.9% 8 14.8% 7 23.3% 10.0% 14.0 21.1% 71 22.0% 173 18.7% 53 22 7. National origin or ethnicity 338 23.1% 152 22.6% 7 36.8% 139 22.1% 345 23.9% 8 14.8% 7 23.3% 10.0% 14.0 21.1% 71 22.0% 173 18.7% 53 22 19.2% 10.5% 10.0% 10	<u> </u>																					15.1%
4. Gender 4. Gender 320 21.8% 142 21.1% 10 52.6% 136 21.6% 325 22.5% 7 13.0% 5 16.7% 136 20.5% 67 20.7% 219 23.7% 49 20 5. Gender expression 295 20.1% 144 21.4% 10 52.6% 125 19.8% 318 22.1% 3 5.6% 3 10.0% 140 21.1% 78 24.1% 177 19.1% 52 21 6. Gender identity 298 20.3% 134 19.9% 9 47.4% 115 18.3% 318 22.1% 4 7.4% 4 13.3% 142 21.4% 71 22.0% 173 18.7% 53 22 7. National origin or ethnicity 338 23.1% 152 22.6% 7 36.8% 139 22.1% 345 23.9% 8 14.8% 7 23.3% 170 25.6% 64 19.8% 198 21.4% 64 26 8. Race or color 434 29.6% 176 26.1% 10 52.6% 171 27.1% 431 29.9% 11 20.4% 6 20.0% 206 31.0% 90 27.9% 257 27.8% 65 27 9. Religion 336 22.9% 176 26.1% 16.9% 18 42.1% 94 14.9% 241 16.7% 6 11.1% 3 10.0% 94 14.1% 48 14.9% 158 17.1% 42 17 11. Sexual orientation 305 20.8% 146 21.7% 9 47.4% 125 19.8% 325 22.5% 5 9.3% 5 16.7% 147 22.1% 73 22.6% 186 20.1% 52 21 12. Veteran status 58 4 4.0% 35 5.2% 1 5.3% 25 4.0% 68 4.7% 1 1.9% 0 0.0% 29 4.4% 17 5.3% 32 3.5% 16 6 5.2% Students  Never 1415 55.6% 633 50.6% 11 37.9% 511 45.9% 1372 56.8% 105 54.1% 69 68.3% 723 59.6% 261 44.5% 794 51.1% 276 55 25 25 25 25 25 25 25 25 25 25 25 25	,						_						7									27.3%
5. Gender expression 295 20.1% 144 21.4% 10 52.6% 125 19.8% 318 22.1% 3 5.6% 3 10.0% 140 21.1% 78 24.1% 177 19.1% 52 21 6. Gender identity 298 20.3% 134 19.9% 9 47.4% 115 18.3% 318 22.1% 4 7.4% 4 13.3% 142 21.4% 71 22.0% 173 18.7% 53 22 7. National origin or ethnicity 338 23.1% 152 22.6% 7 36.8% 139 22.1% 345 22.9% 8 14.8% 7 23.3% 170 25.6% 64 19.8% 198 21.4% 64 26 8. Race or color 434 29.6% 176 26.1% 10 52.6% 171 27.1% 431 29.9% 11 20.4% 6 20.0% 206 31.0% 90 27.9% 257 27.8% 65 27 9. Religion 336 22.9% 176 26.1% 7 36.8% 123 19.5% 385 26.7% 5 9.3% 6 20.0% 175 26.3% 69 21.4% 219 23.7% 54 22 10.5 xer 222 12.5% 11.4 16.9% 8 42.1% 94 14.9% 241 16.7% 6 11.1% 3 10.0% 94 14.1% 48 14.9% 158 17.1% 42 17 11.5 xexual orientation 305 20.8% 146 21.7% 9 47.4% 125 19.8% 325 22.5% 5 9.3% 5 16.7% 147 22.1% 73 22.6% 186 20.1% 52 21 12. Veteran status 5 8 40.% 35 5.2% 1 5.3% 25 4.0% 68 4.7% 1 1.9% 0 0.0% 29 4.4% 17 5.3% 32 3.5% 16 6 11.0 xer 21.		320					_						5	16.7%	136				219			20.6%
7. National origin or ethnicity 338 23.1% 152 22.6% 7 36.8% 139 22.1% 345 23.9% 8 14.8% 7 23.3% 170 25.6% 64 19.8% 198 21.4% 64 26 8. Race or color 434 29.6% 176 26.1% 10 52.6% 171 27.1% 431 29.9% 11 20.4% 6 20.0% 206 31.0% 90 27.9% 257 27.8% 65 27 9. Religion 336 22.9% 176 26.1% 7 36.8% 123 19.5% 385 26.7% 5 9.3% 6 20.0% 175 26.3% 69 21.4% 219 23.7% 54 22 10.5ex 12.2% 114 16.9% 8 42.1% 94 14.9% 241 16.7% 6 11.1% 10.0% 24.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 587 10.0% 154 10.0% 467 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 587 10.0% 587 10.0% 154 10.0% 467 10.0% 10.0% 10.0% 10.0% 1213 10.0% 587 10.0% 1554 10.00% 467 10.0% 10.0% 10.0% 10.0% 1213 10.0% 587 10.0% 1554 10.0% 467 10.0% 10.0% 10.0% 10.0% 1213 10.0% 587 10.0% 1554 10.0% 467 10.0% 10.0% 10.0% 10.0% 1213 10.0% 587 10.0% 1554 10.0% 467 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 1213 10.0% 587 10.0% 1554 10.0% 467 10.0% 10.0	5. Gender expression	295	20.1%	144	21.4%	10 52.6	_		318	22.1%	3	5.6%	3	10.0%	140	21.1%	78	24.1%	177	19.1%	52	21.8%
8. Race or color	6. Gender identity	298	20.3%	134	19.9%	9 47.4	% 115	18.3%	318	22.1%	4	7.4%	4	13.3%	142	21.4%	71	22.0%	173	18.7%	53	22.3%
9. Religion 336 22.9% 176 26.1% 7 36.8% 123 19.5% 385 26.7% 5 9.3% 6 20.0% 175 26.3% 69 21.4% 219 23.7% 54 22 10.5ex 222 15.2% 114 16.9% 8 42.1% 94 14.9% 241 16.7% 6 11.1% 3 10.0% 94 14.1% 48 14.9% 158 17.1% 42 17 11. Sexual orientation 305 20.8% 146 21.7% 9 47.4% 125 19.8% 325 22.5% 5 9.3% 5 16.7% 147 22.1% 73 22.6% 186 20.1% 52 21 12. Veteran status 58 4.0% 35 5.2% 1 5.3% 25 4.0% 68 4.7% 1 1.9% 0 0.0% 29 4.4% 17 5.3% 32 3.5% 16 6 16.7% 147 22.1% 14.1%	7. National origin or ethnicity	338	23.1%	152	22.6%	7 36.8	% 139	22.1%	345	23.9%	8	14.8%	7	23.3%	170	25.6%	64	19.8%	198	21.4%	64	26.9%
10. Sex	8. Race or color	434	29.6%	176	26.1%	10 52.6	% 171	27.1%	431	29.9%	11	20.4%	6	20.0%	206	31.0%	90	27.9%	257	27.8%	65	27.3%
11. Sexual orientation 305 20.8% 146 21.7% 9 47.4% 125 19.8% 325 22.5% 5 9.3% 5 16.7% 147 22.1% 73 22.6% 186 20.1% 52 21 12. Veteran status 58 4.0% 35 5.2% 1 5.3% 25 4.0% 68 4.7% 1 1.9% 0 0.0% 29 4.4% 17 5.3% 32 3.5% 16 68 189 189 189 189 189 189 189 189 189 18	9. Religion										5	9.3%	6									22.7%
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30g. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Students  Never 1415 55.6% 633 50.6% 11 37.9% 511 45.9% 1372 56.8% 105 54.1% 69 68.3% 723 59.6% 261 44.5% 794 51.1% 276 55 Seldom 537 21.1% 297 23.7% 4 13.8% 253 22.7% 509 21.1% 58 29.9% 15 14.9% 254 20.9% 161 27.4% 326 21.0% 95 20 Sometimes 456 17.9% 237 18.9% 8 27.6% 262 23.5% 409 16.9% 23 11.9% 9 8.9% 173 14.3% 129 22.0% 338 21.8% 61 13 Often 90 3.5% 58 4.6% 4 13.8% 60 5.4% 83 3.4% 4 2.1% 5 5.0% 42 3.5% 29 4.9% 56 3.6% 25 5 Very Often 48 1.9% 27 2.2% 2 6.9% 28 2.5% 43 1.8% 4 2.1% 5 5.0% 42 3.5% 29 4.9% 56 3.6% 25 5 Very Often 48 1.9% 27 2.2% 2 6.9% 28 2.5% 43 1.8% 4 2.1% 3 3.0% 21 1.7% 7 1.2% 40 2.6% 10 2 Total Responses 2546 100.0% 1252 100.0% 29 100.0% 1114 100.0% 2416 100.0% 194 100.0% 101 100.0% 1213 100.0% 587 100.0% 1554 100.0% 467 100																						21.8%
Students   Students	12. Veteran status	58	4.0%	35	5.2%	1 5.3	% 25	4.0%	68	4.7%	1	1.9%	0	0.0%	29	4.4%	17	5.3%	32	3.5%	16	6.7%
Students   Never   1415   55.6%   633   50.6%   11   37.9%   511   45.9%   1372   56.8%   105   54.1%   69   68.3%   723   59.6%   261   44.5%   794   51.1%   276   55.8%   56.8%	30g. How often at UNC-CH have you: Heard																					
Students         Never         1415         55.6%         633         50.6%         11         37.9%         511         45.9%         1372         56.8%         105         54.1%         69         68.3%         723         59.6%         261         44.5%         794         51.1%         276         55           Seldom         537         21.1%         297         23.7%         4         13.8%         253         22.7%         509         21.1%         58         29.9%         15         14.9%         254         20.9%         161         27.4%         326         21.0%         95         20           Sometimes         456         17.9%         237         18.9%         8         27.6%         262         23.5%         409         16.9%         23         11.9%         9         8.9%         173         14.3%         129         22.0%         33         21.8%         61         13           Often         90         3.5%         58         4.6%         4         13.8%         60         5.4%         83         3.4%         4         2.1%         5         5.0%         42         3.5%         29         4.9%         56         3.6%	•						1															
Never         1415         55.6%         633         50.6%         11         37.9%         511         45.9%         1372         56.8%         105         54.1%         69         68.3%         723         59.6%         261         44.5%         794         51.1%         276         55           Seldom         537         21.1%         297         23.7%         4         13.8%         253         22.7%         509         21.1%         58         29.9%         15         14.9%         254         20.9%         161         27.4%         326         21.0%         95         20           Sometimes         456         17.9%         237         18.9%         8         27.6%         262         23.5%         409         16.9%         23         11.9%         9         8.9%         173         14.3%         129         22.0%         338         21.8%         61         13           Often         90         3.5%         58         4.6%         4         13.8%         60         5.4%         83         3.4%         4         2.1%         5         5.0%         42         3.5%         29         4.9%         56         3.6%         25																						
Seldom         537         21.1%         297         23.7%         4         13.8%         253         22.7%         509         21.1%         58         29.9%         15         14.9%         254         20.9%         161         27.4%         326         21.0%         95         20           Sometimes         456         17.9%         237         18.9%         8         27.6%         262         23.5%         409         16.9%         23         11.9%         9         8.9%         173         14.3%         129         22.0%         338         21.8%         61         13           Often         90         3.5%         58         4.6%         4         13.8%         60         5.4%         83         3.4%         4         2.1%         5         5.0%         42         3.5%         29         4.9%         56         3.6%         25         5         5         5         5.0%         42         3.5%         29         4.9%         56         3.6%         25         5         5         4         2.1%         3         3.0%         21         1.7%         7         1.2%         40         2.6%         10         2         2		1415	55.6%	633	50.6%	11 37 9	% 511	45 9%	1372	56.8%	105	54 1%	69	68 3%	722	59.6%	261	44 5%	794	51 1%	276	59.1%
Sometimes         456         17.9%         237         18.9%         8         27.6%         262         23.5%         409         16.9%         23         11.9%         9         8.9%         173         14.3%         129         22.0%         338         21.8%         61         13           Often         90         3.5%         58         4.6%         4         13.8%         60         5.4%         83         3.4%         4         2.1%         5         5.0%         42         3.5%         29         4.9%         56         3.6%         25         5           Very Often         48         1.9%         27         2.2%         2         6.9%         28         2.5%         43         1.8%         4         2.1%         3         3.0%         21         1.7%         7         1.2%         40         2.6%         10         2           Total Responses         2546         100.0%         125         100.0%         114         100.0%         194         100.0%         101         100.0%         1213         100.0%         587         100.0%         1554         100.0%         467         100																						20.3%
Often         90         3.5%         58         4.6%         4         13.8%         60         5.4%         83         3.4%         4         2.1%         5         5.0%         42         3.5%         29         4.9%         56         3.6%         25         5           Very Often         48         1.9%         27         2.2%         2         6.9%         28         2.5%         43         1.8%         4         2.1%         3         3.0%         21         1.7%         7         1.2%         40         2.6%         10         2           Total Responses         2546         100.0%         1252         100.0%         1114         100.0%         2416         100.0%         194         100.0%         101         100.0%         1213         100.0%         587         100.0%         1554         100.0%         467         100																						13.1%
Very Often         48         1.9%         27         2.2%         2         6.9%         28         2.5%         43         1.8%         4         2.1%         3         3.0%         21         1.7%         7         1.2%         40         2.6%         10         2           Total Responses         2546         100.0%         1252         100.0%         29         100.0%         2416         100.0%         194         100.0%         1213         100.0%         587         100.0%         1554         100.0%         467         100																						5.4%
Total Responses 2546 100.0% 1252 100.0% 29 100.0% 1114 100.0% 2416 100.0% 194 100.0% 101 100.0% 1213 100.0% 587 100.0% 1554 100.0% 467 100																						2.1%
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											Postdo				Academic -		Profession				1	
	Fema	ale	Ma	-	Oth	er	EHRA Non	-Faculty	SHR		Scholar or	Fellow	Don't k	now	Schoo		Humanities		Adminis		Other/Un	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
(If above response is not "Never"):																						
30g1. Have you heard insensitive or																					1	
disparaging remarks from students about:																					l	
1. Age	321	8.7%	209	11.2%	9	19.1%	186	10.8%	321	9.3%	24	8.5%	10	7.5%	139	8.2%	111	12.2%	235	10.2%	56	8.5%
2. Disability	203	5.5%	113	6.0%	9	19.1%	130	7.6%	170	4.9%	15	5.3%	10	7.5%	79	4.6%	58	6.4%	144	6.2%	44	6.7%
3. Level of education	311	8.5%	205	11.0%	6	12.8%	170	9.9%	308	8.9%	29	10.2%	17	12.8%	150	8.8%	107	11.7%	201	8.7%	65	9.9%
4. Gender	299	8.1%	183	9.8%	8	17.0%	191	11.1%	260	7.5%	28	9.9%	11	8.3%	114	6.7%	96	10.5%	221	9.6%	59	9.0%
5. Gender expression	285	7.8%	193	10.3%	12	25.5%	188	10.9%	272	7.9%	17	6.0%	13	9.8%	115	6.8%	95	10.4%	209	9.0%	72	10.9%
6. Gender identity	283	7.7%	179	9.6%	10	21.3%	179	10.4%	262	7.6%	17	6.0%	14	10.5%	107	6.3%	92	10.1%	205	8.9%	69	10.5%
7. National origin or ethnicity	287	7.8%	193	10.3%	8	17.0%	186	10.8%	258	7.5%	34	12.0%	12	9.0%	136	8.0%	94	10.3%	205	8.9%	55	8.4%
8. Race or color	434	11.8%	257	13.7%	13	27.7%	288	16.8%	367	10.6%	38	13.4%	13	9.8%	174	10.2%	131	14.3%	312	13.5%	88	13.4%
9. Religion	344	9.4%	220	11.8%	7	14.9%	210	12.2%	312	9.0%	33	11.7%	15	11.3%	156	9.2%	100	11.0%	247	10.7%	67	10.2%
10. Sex	237	6.4%	164	8.8%	9	19.1%	159	9.3%	214	6.2%	23	8.1%	13	9.8%	104	6.1%	70	7.7%	186	8.0%	50	7.6%
11. Sexual orientation	302	8.2%	217	11.6%	11	23.4%	220	12.8%	275	7.9%	21	7.4%	15	11.3%	127	7.5%	101	11.1%	242	10.5%	60	9.1%
12. Veteran status	48	1.3%	57	3.0%	2	4.3%	30	1.7%	68	2.0%	4	1.4%	5	3.8%	28	1.6%	21	2.3%	40	1.7%	18	2.7%

i						30207	III ACII	<u> </u>		Race/E	thnicity							
					I				ı	Nace, L	Native Haw	aiian ar l		1	i		1	
							al. I								i			
			American				Black or				Other Pa						Two or Mo	
	Tot		Alaska I		Asia		Ameri		Latino or I	•	Island		Whi		Oth		or Ethni	
Total Respondents	N 4324	% 100.0%	N 25	<b>%</b> 0.6%	N 244	<b>%</b> 5.8%	N 605	% 14.4%	N 100	% 2.4%	N 2	% 0.0%	N 2939	<b>%</b> 69.9%	<b>N</b> 79	<b>%</b> 1.9%	N 208	<b>%</b> 5.0%
Total Respondents	4324	100.070	23	0.070	2-1-1	3.070	003	14.470	100	2.470		0.070	2333	03.370	,,,	1.570	200	3.07
28a. I like my job																		
Never	46	1.2%	0	0.0%	0	0.0%	10	1.8%	1	1.1%			29	1.1%	1	1.5%	4	2.19
Rarely	138	3.5%	0	0.0%	5	2.3%	23	4.2%	2	2.2%			96	3.5%	4	6.0%	8	4.29
Sometimes	385	9.9%	4	17.4%	27	12.4%	54	9.7%	5	5.4%			264	9.7%	8	11.9%	20	10.59
Often	1644	42.1%	6	26.1%	94	43.1%	239	43.1%	43	46.7%			1155	42.3%	24	35.8%	71	37.49
Always	1689	43.3%	13	56.5%	92	42.2%	228	41.2%		44.6%			1187	43.5%	30	44.8%	87	45.89
Total Responses	3902	100.0%	23	100.0%	218	100.0%	554	100.0%	92	100.0%			2731	100.0%	67	100.0%	190	100.09
No Response	422		2		26		51		8				208		12		18	
28b. I learn or do something interesting every day																		
at work															i			
Never	88	2.3%	1	4.3%	1	0.5%	23	4.2%	2	2.2%			50	1.8%	4	5.9%	7	3.79
Rarely	297	7.6%	1	4.3%	18	8.3%	44	8.0%	3	3.3%			210	7.7%	6	8.8%	12	6.39
Sometimes	638	16.4%	5	21.7%	25	11.5%	104	18.9%	12	13.0%			438	16.0%	13	19.1%	34	17.99
Often	1605	41.1%	9	39.1%	90	41.3%	215	39.0%	33	35.9%			1153	42.2%	24	35.3%	71	37.49
Always	1274	32.6%	7	39.1%	84	38.5%	165	29.9%	42	45.7%			882	32.3%	24	30.9%	66	34.79
Always  Total Responses	3902	100.0%	23	100.0%	218	100.0%	551	100.0%	92	100.0%			2733	32.3% 100.0%	68	100.0%	190	100.0%
·	422	100.0%	23	100.0%	218	100.0%	54	100.0%		100.0%			2733	100.0%	11	100.0%	190	100.07
No Response	422		2		26		54		8				206		11		18	
32a. How satisfied are you with the following															i			
aspects of your job: Autonomy and independence															i			
Not Satisfied	134	3.5%	0	0.0%	3	1.4%	33	6.2%	1	1.1%			85	3.2%	3	4.5%	5	2.79
Marginally Satisfied	418	10.9%	1	4.3%	24	11.2%	69	12.9%	12	13.2%			276	10.3%	11	16.7%	21	11.49
Satisfied	1564	40.8%	11	47.8%	96	44.9%	220	41.0%	38	41.8%			1087	40.4%	30	45.5%	73	39.5%
Very Satisfied	1695	44.3%	11	47.8%	91	42.5%	209	39.0%	39	42.9%			1230	45.8%	22	33.3%	84	45.4%
Not Applicable	18	0.5%	0	0.0%	0	0.0%	5	0.9%	1	1.1%			10	0.4%	0	0.0%	2	1.19
Total Responses	3829	100.0%	23	100.0%	214	100.0%	536	100.0%	91	100.0%			2688	100.0%	66	100.0%	185	100.0%
No Response	495		2		30		69		9				251		13		23	
32b. How satisfied are you with the following															ì		ĺ	
aspects of your job: Competence of colleagues															i			
Not Satisfied	204	5.3%	2	8.7%	10	4.7%	41	7.6%	2	2.2%			129	4.8%	3	4.5%	14	7.6%
Marginally Satisfied	501	13.1%	1	4.3%	31	14.7%	78	14.5%	11	12.1%			337	12.6%	18	27.3%	23	12.49
Satisfied	1734	45.4%	12	52.2%	97	46.0%	237	44.1%	37	40.7%			1234	46.0%	32	48.5%	78	42.29
Very Satisfied	1364	35.7%	8	34.8%	73	34.6%	175	32.5%	39	42.9%			977	36.4%	13	19.7%	67	36.29
Not Applicable	19	0.5%	0	0.0%	0	0.0%	7	1.3%	2	2.2%			7	0.3%	0	0.0%	3	1.69
Total Responses	3822	100.0%	23	100.0%	211	100.0%	538	100.0%	91	100.0%			2684	100.0%	66	100.0%	185	100.09
No Response	502	100.070	2	100.070	33	100.070	67	100.070	9	100.070			255	100.070	13	100.070	23	100.07
32c. How satisfied are you with the following															i			
aspects of your job: Flexibility in relation to family															i			
matters or emergencies															i			
Not Satisfied	115	3.0%	1	4.3%	6	2.9%	17	3.1%	1	1.1%			78	2.9%	3	4.5%	8	4.39
Marginally Satisfied	267	7.0%	0	0.0%	19	9.0%	49	9.1%	6	6.6%			173	6.4%	10	15.2%	8	4.39
Satisfied	1226	32.0%	8	34.8%	89	42.4%	188	34.8%	26	28.6%			816	30.3%	26	39.4%	66	35.79
Very Satisfied	2183	57.0%	13	56.5%	93	44.3%	282	52.1%	57	62.6%			1600	59.5%	26	39.4%	99	53.59
Not Applicable	39	1.0%	1	4.3%	3	1.4%	5	0.9%	1	1.1%			24	0.9%	1	1.5%	4	2.29
, ,	3830	100.0%	23	100.0%	210	100.0%	541	100.0%	91	100.0%			2691	100.0%	66	100.0%	185	100.09
Total Responses																	103	100.07
Total Responses No Response	494	100.070	2		34	100.070	64	100.070	9	100.070			248		13	100.070	23	

			1							Race/F	thnicity						
	Tot		American Alaska I N	Native	Asia		Black or Amer	ican	Latino or	Hispanic	Native Hawaiian or Other Pacific Islander	Wh		Oth		Two or Mo	nicities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
32d. How satisfied are you with the following																	
aspects of your job: Health benefits																	
Not Satisfied	492	12.8%	4	17.4%	35	16.4%	51	9.5%	18	19.8%		350	13.0%	10	15.2%		12.4%
Marginally Satisfied	862	22.5%	4	17.4%	48	22.5%	96	17.8%	13	14.3%		631	23.4%	21	31.8%	41	22.2%
Satisfied	1424	37.2%	5	21.7%	79	37.1%	232	43.0%	28	30.8%		988	36.7%	25	37.9%	59	31.9%
Very Satisfied	757	19.7%	9	39.1%	36	16.9%	122	22.6%	25	27.5%		512	19.0%	9	13.6%	38	20.5%
Not Applicable	298	7.8%	1	4.3%	15	7.0%	38	7.1%	7	7.7%		211	7.8%	1	1.5%	24	13.0%
Total Responses	3833	100.0%	23	100.0%	213	100.0%	539	100.0%	91	100.0%		2692	100.0%	66	100.0%	185	100.0%
No Response	491		2		31		66		9			247		13		23	
	1																
32e. How satisfied are you with the following aspects of your job: Job security																	
Not Satisfied	337	8.8%	3	13.0%	25	11.7%	41	7.6%	7	7.8%		224	8.3%	6	9.1%		15.1%
Marginally Satisfied	671	17.5%	6	26.1%	46	21.6%	103	19.1%	11	12.2%		451	16.8%	24	36.4%	27	14.6%
Satisfied	1722	45.0%	5	21.7%	94	44.1%	237	43.9%	40	44.4%		1241	46.2%	22	33.3%		37.8%
Very Satisfied	968	25.3%	8	34.8%	39	18.3%	137	25.4%	27	30.0%		689	25.6%	13	19.7%	51	27.6%
Not Applicable	129	3.4%	1	4.3%	9	4.2%	22	4.1%	5	5.6%		82	3.1%	1	1.5%	9	4.9%
Total Responses	3827	100.0%	23	100.0%	213	100.0%	540	100.0%	90	100.0%		2687	100.0%	66	100.0%	185	100.0%
No Response	497		2		31		65		10			252		13		23	
																<del>                                     </del>	
32f. How satisfied are you with the following																	
aspects of your job: Workspace																	
Not Satisfied	364	9.5%	4	17.4%	15	7.0%	59	10.9%	4	4.4%		250	9.3%	7	10.6%	23	12.4%
Marginally Satisfied	659	17.2%	2	8.7%	51	23.9%	83	15.4%	15	16.5%		461	17.2%	10	15.2%	34	18.4%
Satisfied	1593	41.6%	8	34.8%	90	42.3%	232	43.0%	40	44.0%	1	1107	41.3%	32	48.5%	73	39.5%
Very Satisfied	1168	30.5%	9	39.1%	56	26.3%	160	29.6%	32	35.2%		837	31.2%	16	24.2%		27.6%
Not Applicable	41	1.1%	0	0.0%	1	0.5%	6	1.1%	0	0.0%		28	1.0%	1	1.5%		2.2%
	3825	100.0%	23	100.0%	213	100.0%	540	100.0%	91	100.0%		2683	100.0%	66	100.0%		100.0%
Total Responses	499	100.0%	23	100.0%	31	100.0%	65	100.0%	91	100.0%		256	100.0%	13	100.0%	23	100.0%
No Response	499				31		65		9			256		13		23	
22 Hamasirfied and with the fellowing																	
32g. How satisfied are you with the following	1																
aspects of your job: Overall job satisfaction	Ī		Ī														
Not Satisfied	206	5.4%	0	0.0%	9	4.2%	37	6.9%	1	1.1%		144	5.4%	2	3.0%		6.5%
Marginally Satisfied	578	15.1%	3	13.0%	43	20.2%	88	16.3%	13	14.3%		383	14.2%	19	28.8%	27	14.6%
Satisfied	1818	47.4%	11	47.8%	101	47.4%	251	46.6%	46	50.5%		1283	47.7%	26	39.4%		48.6%
Very Satisfied	1220	31.8%	9	39.1%	60	28.2%	160	29.7%	31	34.1%		877	32.6%	19	28.8%	54	29.2%
Not Applicable	10	0.3%	0	0.0%	0	0.0%	3	0.6%	0	0.0%		4	0.1%	0	0.0%	2	1.1%
Total Responses	3832	100.0%	23	100.0%	213	100.0%	539	100.0%	91	100.0%		2691	100.0%	66	100.0%	185	100.0%
No Response	492		2		31		66		9			248		13		23	
32h. How satisfied are you with the following	1															<del> </del>	
aspects of your job: Professional relationships	1																
with colleagues	Ī		Ī														
_	4.40	2.000	_	0.001	_	2.201	20	F 401	_	4 461		400	2 701	_			
Not Satisfied	149	3.9%	0	0.0%	5	2.3%	29	5.4%	1	1.1%		100	3.7%	4	6.1%		4.3%
Marginally Satisfied	515	13.4%	4	17.4%	27	12.7%	99	18.3%	6	6.6%		331	12.3%	17	25.8%		14.1%
Satisfied	1709	44.6%	9	39.1%	100	46.9%	240	44.3%	46	50.5%		1204	44.7%	24	36.4%	79	42.7%
Very Satisfied	1442	37.6%	10	43.5%	81	38.0%	169	31.2%	38	41.8%		1045	38.8%	21	31.8%	69	37.3%
Net Applicable	20	0.5%	0	0.0%	0	0.0%	5	0.9%	0	0.0%		11	0.4%	0	0.0%	3	1.6%
Not Applicable	20	0.5/0				0.070	,	0.570		0.070							
Total Responses	3835	100.0%	23	100.0%	213	100.0%	542	100.0%	91	100.0%		2691	100.0%	66	100.0%	185	100.0%

Tota N	al %	American I Alaska N N	Native	Asia	_	Black or A	African			Native Hav Other P						Two or Mo	re Race
		Alaska N	Native	Asia			African			Other P	acific					Two or Mo	re Race
				Asia													ne nate
N	%	N			ın	Ameri	can	Latino or I	lispanic	Island	der	Whi	te	Othe	er	or Ethni	icities
			%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
																<u> </u>	
1006	26.3%	7	30.4%	45	21.1%	156	28.8%	13	14.3%			705	26.2%	29	43.9%	44	23.8
1053	27.5%	4	17.4%	57	26.8%	129	23.8%	26	28.6%			754	28.1%	16	24.2%	60	32.4
1073	28.0%	5	21.7%	67	31.5%	154	28.5%	26	28.6%			761	28.3%	14	21.2%	40	21.6
519	13.6%	7	30.4%	36	16.9%	79	14.6%	23	25.3%			333	12.4%	6	9.1%	31	16.8
179	4.7%	0	0.0%	8	3.8%	23	4.3%	3	3.3%			133	5.0%	1	1.5%	10	5.4
3830	100.0%	23	100.0%	213	100.0%	541	100.0%	91	100.0%			2686	100.0%	66	100.0%	185	100.0
494		2		31		64		9				253		13		23	
																1	
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66	1 7%	0	0.0%	6	2 9%	10	1 9%	2	2 2%			36	1 3%	5	7.6%	6	3.3
																	12.0
																	37.5
																	22.8
																	24.59
												_					100.09
521	100.070	2	100.070	34	100.070	72	100.070	9	100.070			266	100.070	13	100.070	24	100.0
																İ	
311								4				214				11	5.9
	12.2%	2							14.3%								18.9
1277	33.4%	8	34.8%	75	35.4%	190	35.3%	26	28.6%			884	32.9%	24	36.4%	63	34.1
1746	45.6%	13	56.5%	91	42.9%	211	39.2%	47	51.6%			1277	47.5%	22	33.3%	73	39.5
28	0.7%	0	0.0%	1	0.5%	7	1.3%	1	1.1%			14	0.5%	1	1.5%	3	1.6
3829	100.0%	23	100.0%	212	100.0%	538	100.0%	91	100.0%			2688	100.0%	66	100.0%	185	100.0
495		2		32		67		9				251		13		23	
																<del> </del>	
																1	
																1	
347	9.1%	3	13.0%	25	11.7%	46	8.6%	9	9.9%			237	8.8%	9	13.6%	16	8.6
811		3										560	20.8%				22.2
		8															34.1
																	21.1
																	14.1
																	100.0
3023	100.070	23	100.070	213	100.070	220	100.070	71	100.070	i e		2000	100.070	- 00	±00.070	103	100.0
	1073 519 179 3830 494 66 308 1481 1060 888 3803 521 311 467 1277 1746 28 3829 495	1073 28.0% 519 13.6% 179 4.7% 3830 100.0% 494  66 1.7% 308 8.1% 1481 38.9% 1060 27.9% 888 23.3% 3803 100.0% 521  311 8.1% 467 12.2% 1746 45.6% 28 0.7% 3829 100.0% 495  347 9.1% 811 21.2% 1584 41.4% 676 17.7% 405 10.6%	1073 28.0% 5 519 13.6% 7 179 4.7% 0 3830 100.0% 23 494 2  66 1.7% 0 308 8.1% 2 1481 38.9% 9 1060 27.9% 9 888 23.3% 3 3803 100.0% 23 521 2  311 8.1% 0 467 12.2% 2 1277 33.4% 8 1746 45.6% 13 28 0.7% 0 3829 100.0% 23 495 2  347 9.1% 3 811 21.2% 3 1584 41.4% 8 676 17.7% 6 405 10.6% 3	1073 28.0% 5 21.7% 519 13.6% 7 30.4% 179 4.7% 0 0.0% 3830 100.0% 23 100.0% 494 2  66 1.7% 0 0.0% 308 8.1% 2 8.7% 1481 38.9% 9 39.1% 1060 27.9% 9 39.1% 388 23.3% 3 13.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 2  311 8.1% 0 0.0% 521 3 100.0% 521 5 8.7% 5 9.1% 3 3 13.0% 5 9.1% 3 13.0% 6 9.1% 3 13.0% 6 9.1% 3 13.0% 6 9.1% 3 13.0% 6 9.1% 6	1073         28.0%         5         21.7%         67           519         13.6%         7         30.4%         36           179         4.7%         0         0.0%         8           3830         100.0%         23         100.0%         213           494         2         31         31           66         1.7%         0         0.0%         6           308         8.1%         2         8.7%         23           1481         38.9%         9         39.1%         49           388         23.3%         3         13.0%         29           3803         100.0%         23         100.0%         210           521         2         34         26           1277         33.4%         8         34.8%         75           1746         45.6%         13         56.5%         91           28         0.7%         0         0.0%         1           3829         100.0%         23         100.0%         212           495         2         3         2           347         9.1%         3         13.0%         6	1073         28.0%         5         21.7%         67         31.5%           519         13.6%         7         30.4%         36         16.9%           179         4.7%         0         0.0%         8         3.8%           3830         100.0%         23         100.0%         213         100.0%           494         2         31	1073         28.0%         5         21.7%         67         31.5%         154           519         13.6%         7         30.4%         36         16.9%         79           179         4.7%         0         0.0%         8         3.8%         23           3830         100.0%         23         100.0%         213         100.0%         541           494         2         31         64           66         1.7%         0         0.0%         6         2.9%         10           308         8.1%         2         8.7%         23         11.0%         41           1481         38.9%         9         39.1%         103         49.0%         214           1060         27.9%         9         39.1%         49         23.3%         147           888         23.3%         3         13.0%         29         13.8%         121           3803         100.0%         23         100.0%         210         100.0%         533           521         2         8.7%         26         12.3%         78           1277         33.4%         8         34.8%         75	1073         28.0%         5         21.7%         67         31.5%         154         28.5%           519         13.6%         7         30.4%         36         16.9%         79         14.6%           179         4.7%         0         0.0%         8         3.8%         23         4.3%           3830         100.0%         23         100.0%         213         100.0%         541         100.0%           494         2         31         64	1073         28.0%         5         21.7%         67         31.5%         154         28.5%         26           519         13.6%         7         30.4%         36         16.9%         79         14.6%         23           179         4.7%         0         0.0%         8         3.8%         23         4.3%         3           3830         100.0%         23         100.0%         213         100.0%         541         100.0%         91           494         2         31         64         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         39.1%         103         49.0%         214         40.2%         36         1060         27.9%         9         39.1%         49         23.3%         147         27.6%         30         888         23.3%         3         13.0%         29         13.8%         121         22.7%         18           3803         100.0%         23         100.0%         210         100.0%         533         100.0%         91           521	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   519   13.6%   7   30.4%   36   16.9%   79   14.6%   23   25.3%   179   4.7%   0   0.0%   8   3.8%   23   4.3%   3   3.3%   3830   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%   494   2   31   64   7.7%   5   5.5%   1481   38.9%   9   39.1%   103   49.0%   214   40.2%   36   39.6%   3888   23.3%   3   13.0%   29   13.8%   121   22.7%   18   19.8%   3803   100.0%   23   100.0%   210   100.0%   533   100.0%   91   100.0%   521   2   34   72   9   9   9   9   9   9   9   9   9	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%     519   13.6%   7   30.4%   36   16.9%   79   14.6%   23   25.3%     179   4.7%   0   0.0%   8   3.8%   23   4.3%   3   3.3%     3830   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%     494   2   31   64   9	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   519   13.6%   7   30.4%   36   16.9%   79   14.6%   23   25.3%   33.3%   3830   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%   494   2   31   64   9   9   9   9   9   9   9   9   9	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   761     519   13.6%   7   30.4%   36   16.9%   79   14.6%   23   25.3%   3333     333   179   4.7%   0   0.0%   8   3.8%   23   4.3%   3   3.3%   1333     3830   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%   2686     494   2   31   64   9   253     66   1.7%   0   0.0%   6   2.9%   10   1.9%   2   2.2%   36     308   8.1%   2   8.7%   23   11.0%   41   7.7%   5   5.5%   2.07     1481   38.9%   9   39.1%   103   49.0%   214   40.2%   36   39.6%   1022     1060   27.9%   9   39.1%   49   23.3%   147   27.6%   30   33.0%   764     888   23.3%   3   13.0%   29   13.8%   121   22.7%   18   19.8%   644     3803   100.0%   23   100.0%   210   100.0%   553   100.0%   91   100.0%   2673     521   2   34   72   72   9   266      311   8.1%   0   0.0%   19   9.0%   52   9.7%   4   4.4%   214     467   12.2%   2   8.7%   26   12.3%   78   14.5%   13   14.3%   299     1277   33.4%   8   34.8%   75   35.4%   190   35.3%   26   28.6%   884     1746   45.6%   13   56.5%   91   42.9%   211   39.2%   47   51.6%   1277     28   0.7%   0   0.0%   212   100.0%   533   100.0%   91   100.0%   2688     495   2   3   13.0%   25   11.7%   46   8.6%   9   9.9%   2.25     347   9.1%   3   13.0%   61   28.6%   98   18.3%   20   22.0%   560     584   41.4%   8   34.8%   65   30.5%   235   43.8%   30   33.0%   1150     676   17.7%   6   26.1%   20   9.4%   102   19.0%   19   20.9%   480     405   10.6%   3   13.0%   42   19.7%   55   10.3%   13   14.3%   259	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   761   28.3%   519   13.6%   7   30.4%   36   16.9%   79   14.6%   23   25.3%   333   12.4%   179   4.7%   0   0.0%   8   3.8%   23   4.3%   3   3.3%   3   3.3%   313   13.4%   38.30   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%   2686   100.0%   494   2   31   64   9   253   25.3%   36   13.3%   30.8   3.1%   2   8.7%   23   11.0%   41   7.7%   5   5.5%   207   7.7%   3.8%   39.8%   39.1%   49   23.3%   147   7.7%   5   5.5%   207   7.7%   38.8%   23.3%   31.30%   29   13.8%   121   22.7%   18   19.8%   644   24.1%   38.383   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   23   100.0%   24   40.2%   36   39.6%   100.0%   2673   100.0%   521   2   2   34   72   9   266   30.0%   33	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   761   28.3%   14     519   13.6%   7   30.4%   36   16.5%   79   14.6%   23   25.3%   333   12.4%   6     77   70   0   0.0%   8   3.3%   23   4.3%   3   3.3%   133   5.0%   1     3830   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%   2686   100.0%   66     494   2   31   64   9   2.2.2%   36   1.3%   5     308   81.5%   2   87.5%   23   11.0%   41   7.7%   5   5.5%   207   7.7%   8     4811   38.9%   9   39.1%   103   49.0%   214   40.2%   36   39.6%   1022   38.2%   22     1060   27.9%   9   39.1%   49   23.3%   147   27.6%   30   33.0%   764   28.6%   14     388   23.3%   3   13.0%   29   13.8%   121   22.7%   18   19.8%   644   24.1%   17     3803   100.0%   23   100.0%   210   100.0%   533   100.0%   91   100.0%   2673   100.0%   66     521   2   3.4   72   33.4%   8   34.8%   75   35.4%   190   35.3%   26   28.6%   884   33.9%   24     476   12.2%   2   8.7%   26   12.3%   78   14.5%   13   14.3%   299   11.1%   11     1277   33.4%   8   34.8%   75   35.4%   190   35.3%   26   28.6%   884   33.9%   24     476   45.6%   13   56.5%   91   42.9%   211   39.2%   47   51.6%   1277   47.5%   22     28   0.7%   0   0.0%   21   10.0%   538   100.0%   91   100.0%   2688   100.0%   66     495   2   3   3   30.0%   22   10.0%   538   100.0%   91   100.0%   2688   100.0%   66     495   41.4%   8   34.8%   65   30.5%   23   43.8%   30   33.0%   1150   42.8%   25     576   67   77%   6   26.1%   20   9.4%   102   19.0%   19   20.9%   480   1150   42.8%   25     576   67   77%   6   26.1%   20.9%   30.3%   30.0%   1150   42.8%   25     576   67   77%   6   66.1%   20.9%   30.5%   30.3%   30.3%   30.0%	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   761   28.3%   14   21.2%     519   13.6%   7   30.4%   36   16.9%   79   14.6%   23   25.3%   33   12.4%   6   9.1%     77   47   0   0   0.0%   8   3.8%   23   4.3%   3   3.3%   133   5.0%   1   15.%     3830   100.0%   23   100.0%   213   100.0%   541   100.0%   91   100.0%   2686   100.0%   66   100.0%     494   2   31   64   9   253   13     66   1.7%   0   0.0%   6   2.9%   10   1.9%   2   2.2%   36   13.3%   5   7.6%     308   8.1%   2   8.7%   23   11.0%   41   7.7%   5   5.5%   207   7.7%   8   12.1%     1481   38.9%   9   39.1%   103   49.0%   214   40.2%   36   39.6%   1022   38.2%   22   33.3%     1060   27.9%   9   39.1%   49   23.3%   147   27.6%   30   33.0%   764   28.6%   14   21.2%     388   23.3%   3   31.30%   29   13.8%   121   22.7%   18   19.8%   644   24.1%   17   25.8%     3803   100.0%   23   100.0%   210   100.0%   533   100.0%   91   100.0%   2673   100.0%   66   100.0%     521   2   34   72   9   266   13     311   8.1%   0   0.0%   19   9.0%   52   9.7%   4   4.4%   214   8.0%   8   12.1%     467   12.2%   2   8.7%   26   12.3%   78   14.5%   13   14.3%   299   11.1%   11   16.7%     427   33.4%   8   34.8%   75   35.4%   190   35.3%   26   28.6%   884   32.9%   24   36.4%     1746   45.6%   13   56.5%   91   42.9%   211   39.2%   47   51.6%   11.1%   144   0.5%   1   1.5%     3829   100.0%   23   100.0%   212   100.0%   538   100.0%   91   100.0%   2688   100.0%   66   100.0%     495   2   3   3   30.0%   61   28.6%   98   18.3%   20   22.0%   560   20.8%   9   13.6%     411   21.2%   3   13.0%   61   28.6%   98   18.3%   20   22.0%   560   20.8%   92   33.3%     1584   41.4%   8   34.8%   65   30.5%   235   43.8%   30   33.0%   1150   42.8%   25   37.9%     676   17.7%   6   26.1%   20   9.4%   102   19.0%   19   20.9%   480   17.9%   5   7.6%     405   10.6%   3   13.0%   42   19.7%   55   10.3%   13   14.3%   259   9.6%   5   5.6%   5   5.6%   5   5.6%   5   5.6%   5   5.6%   5   5.6%   5   5.6%   5   5.6%   5	1073   28.0%   5   21.7%   67   31.5%   154   28.5%   26   28.6%   761   28.3%   14   21.2%   40

# Climate Survey: Staff Responses JOB SATISFACTION

								•									
										Race/E	thnicity						
											Native Hawaiian	or					
			American	Indian or			Black or	African			Other Pacific					Two or Mo	re Race
	Tot	:al	Alaska I	Native	Asi	an	Amer	ican	Latino or	Hispanic	Islander	Wh	ite	Oth	er	or Ethni	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
32m. How satisfied are you with the following																	
aspects of your job: Salary																	
Not Satisfied	980	25.6%	4	17.4%	65	30.5%	177	32.8%	16	17.6%		634	23.6%	24	36.4%	53	28.6%
Marginally Satisfied	1229	32.1%	8	34.8%	67	31.5%	161	29.8%	38	41.8%		872	32.4%	24	36.4%	50	27.0%
Satisfied	1181	30.8%	6	26.1%	59	27.7%	140	25.9%	24	26.4%		884	32.9%	13	19.7%	52	28.1%
Very Satisfied	387	10.1%	5	21.7%	18	8.5%	58	10.7%	11	12.1%		262	9.7%	4	6.1%	26	14.1%
Not Applicable	52	1.4%	0	0.0%	4	1.9%	4	0.7%	2	2.2%		36	1.3%	1	1.5%	4	2.2%
Total Responses	3829	100.0%	23	100.0%	213	100.0%	540	100.0%	91	100.0%		2688	100.0%	66	100.0%	185	100.0%
No Response	495		2		31		65		9			251		13		23	
32n. How satisfied are you with the following																	
aspects of your job: Support for career																	
advancement																	
Not Satisfied	861	22.5%	6	26.1%	50	23.5%	122	22.7%	14	15.4%		595	22.2%	26	38.8%	41	22.2%
Marginally Satisfied	1030	26.9%	5	21.7%	57	26.8%	138	25.7%	24	26.4%		734	27.3%	22	32.8%	45	24.3%
Satisfied	1178	30.8%	5	21.7%	60	28.2%	160	29.7%	30	33.0%		847	31.6%	14	20.9%	55	29.7%
Very Satisfied	556	14.5%	7	30.4%	34	16.0%	94	17.5%	19	20.9%		363	13.5%	3	4.5%	32	17.3%
Not Applicable	200	5.2%	0	0.0%	12	5.6%	24	4.5%	4	4.4%		145	5.4%	2	3.0%	12	6.5%
Total Responses	3825	100.0%	23	100.0%	213	100.0%	538	100.0%	91	100.0%		2684	100.0%	67	100.0%	185	100.0%
No Response	499		2		31		67		9			255		12		23	

	Gender								Emp	lovment	Classificati	ion						Work	Unit			$\overline{}$
	Fem N	ale %	Ma N		Oth N	er %	EHRA Non-	Faculty	SHR N	•	Postdoo Scholar or N	ctoral	Don't k N	now %	Academic School		Acader Profession Humanities N	nic - onal &	Adminis N	trative %	Other/Un N	nknown %
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
28a. I like my job																						
Never	32	1.2%	12	0.9%	2	6.7%	9	0.8%	34	1.4%	0	0.0%	3	2.8%	17	1.4%	4	0.7%	14	0.9%	11	2.3%
Rarely	95 245	3.7% 9.4%	40	3.2% 10.7%	3	10.0% 10.0%	30 83	2.7% 7.4%	93	3.8% 11.4%	12	6.0%	3 10	2.8% 9.3%	43	3.5% 10.2%	26	4.4%	52 145	3.3% 9.2%	16 43	3.4% 9.0%
Sometimes Often	1090	42.0%	135 535	42.2%	3 13	43.3%	450	39.9%	279 1062	43.3%	10 87	5.0% 43.7%	41	38.3%	126 531	43.1%	65 224	10.9% 37.6%	705	44.7%	179	37.5%
Always	1132	43.6%	545	43.0%	9	30.0%	557	49.3%	987	40.2%	90	45.2%	50	46.7%	516	41.8%	277	46.5%	661	41.9%	228	47.8%
Total Responses	2594	100.0%	1267	100.0%	30	100.0%	1129	100.0%	2455	100.0%	199	100.0%	107	100.0%	1233	100.0%	596	100.0%	1577	100.0%	477	100.0%
No Response	221	100.070	111	100.070	4	100.070	98	100.070	240	100.070	27	100.070	23	100.070	120	100.070	65	100.070	110	100.070	58	100.070
28b. I learn or do something interesting every day																						
at work																						
Never	60	2.3%	26	2.1%	2	6.7%	17	1.5%	68	2.8%	1	0.5%	2	1.9%	26	2.1%	13	2.2%	31	2.0%	18	3.8%
Rarely	197	7.6%	95	7.5%	5	16.7%	64	5.7%	211	8.6%	11	5.5%	11	10.3%	110	8.9%	44	7.4%	113	7.2%	27	5.6%
Sometimes	416	16.0%	214	16.9%	4	13.3%	147	13.0%	451	18.4%	15	7.5%	21	19.6%	205	16.6%	89	14.9%	265	16.8%	74	15.5%
Often	1051	40.5%	537	42.4%	14	46.7%	426	37.7%	1062	43.3%	74	37.2%	40	37.4%	487	39.5%	261	43.7%	661	41.9%	190	39.7%
Always	870	33.5%	396	31.2%	5	16.7%	476	42.1%	662	27.0%	98	49.2%	33	30.8%	404	32.8%	190	31.8%	507	32.1%	169	35.4%
Total Responses	2594	100.0%	1268	100.0%	30	100.0%	1130	100.0%	2454	100.0%	199	100.0%	107	100.0%	1232	100.0%	597	100.0%	1577	100.0%	478	100.0%
No Response	221		110		4		97		241		27		23		121		64		110		57	
32a. How satisfied are you with the following																						
aspects of your job: Autonomy and independence																						
Not Satisfied	89	3.5%	42	3.4%	3	10.7%	38	3.4%	89	3.7%	3	1.6%	4	4.0%	38	3.2%	23	3.9%	52	3.4%	21	4.5%
Marginally Satisfied	288	11.3%	127	10.2%	2	7.1%	93	8.3%	297	12.3%	15	7.8%	13	12.9%	129	10.7%	60	10.2%	165	10.6%	61	13.0%
Satisfied	988	38.8%	555	44.5%	16	57.1%	415	37.2%	1024	42.5%	83	43.0%	38	37.6%	469	38.9%	222	37.8%	671	43.3%	193	41.2%
Very Satisfied	1170	45.9%	516	41.4%	7	25.0%	567	50.8%	987	41.0%	92	47.7%	42	41.6%	565	46.8%	280	47.7%	657	42.4%	189	40.3%
Not Applicable	12	0.5%	6	0.5%	0	0.0%	4	0.4%	10	0.4%	0	0.0%	4	4.0%	5	0.4%	2	0.3%	6	0.4%	5	1.1%
Total Responses	2547 268	100.0%	1246 132	100.0%	28	100.0%	1117 110	100.0%	2407 288	100.0%	193 33	100.0%	101 29	100.0%	1206 147	100.0%	587	100.0%	1551	100.0%	469	100.0%
No Response	208		132		6		110		288		33		29		147		74		136		66	
32b. How satisfied are you with the following																						
aspects of your job: Competence of colleagues																						
Not Satisfied	125	4.9%	77	6.2%	2	7.1%	46	4.1%	148	6.2%	1	0.5%	8	7.9%	54	4.5%	37	6.3%	80	5.2%	32	6.8%
Marginally Satisfied	331	13.0%	163	13.1%	5	17.9%	118	10.6%	356	14.8%	19	9.9%	8	7.9%	169	14.1%	70	11.9%	195	12.6%	65	13.9%
Satisfied	1101	43.3%	618	49.6%	12	42.9%	488	43.8%	1129	47.0%	77	40.1%	37	36.6%	526	43.8%	260	44.3%	738	47.6%	204	43.5%
Very Satisfied	970	38.2%	383	30.7%	9	32.1%	460	41.3%	759	31.6%	94	49.0%	44	43.6%	448	37.3%	217	37.0%	530	34.2%	163	34.8%
Not Applicable	14	0.6%	5	0.4%	0	0.0%	2	0.2%	12	0.5%	1	0.5%	4	4.0%	4	0.3%	3	0.5%	7	0.5%	5	1.1%
Total Responses	2541	100.0%	1246	100.0%	28	100.0%	1114	100.0%	2404	100.0%	192	100.0%	101	100.0%	1201	100.0%	587	100.0%	1550	100.0%	469	100.0%
No Response	274		132		6		113		291		34		29		152		74		137		66	
32c. How satisfied are you with the following																	-					
aspects of your job: Flexibility in relation to family																						
matters or emergencies																						
Not Satisfied	85	3.3%	27	2.2%	3	10.7%	25	2.2%	79	3.3%	5	2.6%	6	5.9%	31	2.6%	20	3.4%	46	3.0%	18	3.8%
Marginally Satisfied	182	7.1%	81	6.5%	3	10.7%	70	6.3%	174	7.2%	12	6.2%	10	9.9%	79	6.6%	29	4.9%	116	7.5%	42	8.9%
Satisfied	783	30.7%	431	34.6%	9	32.1%	315	28.3%	803	33.3%	75	38.9%	30	29.7%	390	32.4%	175	29.7%	501	32.3%	150	31.9%
Very Satisfied	1477	57.9%	691	55.5%	13	46.4%	698	62.6%	1335	55.4%	96	49.7%	47	46.5%	689	57.2%	359	61.0%	878	56.6%	253	53.8%
Not Applicable	24	0.9%	15	1.2%	0	0.0%	7	0.6%	19	0.8%	5	2.6%	8	7.9%	16	1.3%	6	1.0%	10	0.6%	7	1.5%
Total Responses	2551	100.0%	1245	100.0%	28	100.0%	1115	100.0%	2410	100.0%	193	100.0%	101	100.0%	1205	100.0%	589	100.0%	1551	100.0%	470	100.0%
No Response	264		133		6		112		285		33		29		148		72		136		65	
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	Gender							Fmp	lovment	Classificat	ion						Work	Unit			$\overline{}$	
	Femal N	e %	Mal N		Othe N	er %	EHRA Non N	-Faculty %	SHR N	•	Postdoo Scholar o	ctoral	Don't k N	now %	Academic Scho		Acader Profession Humanities N	nic - onal &	Adminis N	trative %	Other/Un	known %
32d. How satisfied are you with the following																						
-																						ļ
aspects of your job: Health benefits					_	47.00/																4 4 70/
Not Satisfied	306	12.0%	181	14.5%	5	17.9%	134	12.0%	311	12.9%	32	16.6%	12	12.0%	147	12.1%	85	14.5%	185	11.9%	69	14.7%
Marginally Satisfied	548	21.5%	308	24.7%	4	14.3%	269	24.1%	539	22.3%	41	21.2%	10	10.0%	281	23.2%	128	21.8%	362	23.4%	88	18.7%
Satisfied	954	37.4%	460	36.9%	8	28.6%	436	39.1%	896	37.1%	77	39.9%	13	13.0%	447	36.9%	221	37.6%	590	38.1%	163	34.7%
Very Satisfied	532	20.9%	215	17.2%	7	25.0%	216	19.4%	491	20.3%	42	21.8%	6	6.0%	250	20.7%	108	18.4%	306	19.8%	89	18.9%
Not Applicable	210	8.2%	83	6.7%	4	14.3%	61	5.5%	176	7.3%	1	0.5%	59	59.0%	85	7.0%	45	7.7%	106	6.8%	61	13.0%
Total Responses		100.0%	1247	100.0%	28	100.0%	1116	100.0%	2413	100.0%	193	100.0%	100	100.0%	1210	100.0%	587	100.0%	1549	100.0%		100.0%
No Response	265		131		6		111		282		33		30		143		74		138		65	
32e. How satisfied are you with the following aspects of your job: Job security  Not Satisfied	224	8.8%	107	8.6%	6	22.2%	104	9.3%	177	7.4%	42	21.8%	12	12.0%	97	8.0%	56	9.6%	133	8.6%	49	10.4%
Marginally Satisfied	440	17.3%	225	18.1%	3	11.1%	222	19.9%	385	16.0%	45	23.3%	18	18.0%	209	17.3%	96	16.4%	263	17.0%	99	21.1%
Satisfied	1137	44.6%	574	46.1%	11	40.7%	509	45.6%	1121	46.6%	64	33.2%	24	24.0%	550	45.6%	248	42.3%	724	46.7%	193	41.2%
Very Satisfied	657	25.8%	303	24.3%	5	18.5%	260	23.3%	658	27.3%	32	16.6%	16	16.0%	310	25.7%	168	28.7%	382	24.7%	105	22.4%
Not Applicable	90	3.5%	36	2.9%	2	7.4%	21	1.9%	66	2.7%	10	5.2%	30	30.0%	41	3.4%	18	3.1%	47	3.0%	23	4.9%
Total Responses		100.0%	1245	100.0%	27	100.0%	1116	100.0%	2407	100.0%	193	100.0%	100	100.0%	1207	100.0%	586	100.0%	1549	100.0%	469	100.0%
No Response	267		133		7		111		288		33		30		146		75		138		66	
32f. How satisfied are you with the following aspects of your job: Workspace Not Satisfied Marginally Satisfied Satisfied Very Satisfied Not Applicable Total Responses No Response	246 449 1002 815 32 2544 271	9.7% 17.6% 39.4% 32.0% 1.3% 100.0%	110 204 581 342 8 1245 133	8.8% 16.4% 46.7% 27.5% 0.6% 100.0%	8 4 8 7 1 28 6	28.6% 14.3% 28.6% 25.0% 3.6% 100.0%	94 171 465 370 10 1110	8.5% 15.4% 41.9% 33.3% 0.9% 100.0%	237 434 1006 713 19 2409 286	9.8% 18.0% 41.8% 29.6% 0.8% 100.0%	20 35 84 53 1 193 33	10.4% 18.1% 43.5% 27.5% 0.5% 100.0%	12 17 33 29 11 102 28	11.8% 16.7% 32.4% 28.4% 10.8%	122 228 477 370 11 1208 145	10.1% 18.9% 39.5% 30.6% 0.9% 100.0%	53 92 228 205 8 586	9.0% 15.7% 38.9% 35.0% 1.4% 100.0%	133 265 686 453 11 1548 139	8.6% 17.1% 44.3% 29.3% 0.7% 100.0%	54 71 198 134 11 468 67	11.5% 15.2% 42.3% 28.6% 2.4% 100.0%
32g. How satisfied are you with the following aspects of your job: Overall job satisfaction					_								_									
Not Satisfied	142	5.6%	61	4.9%	3	10.7%	38	3.4%	151	6.3%	12	6.2%	5	5.0%	67	5.5%	32	5.5%	73	4.7%	32	6.8%
Marginally Satisfied	370	14.5%	199	15.9%	8	28.6%	155	13.9%	378	15.7%	24	12.4%	19	19.0%	192	15.9%	100	17.1%	218	14.0%	65	13.9%
Satisfied	1189	46.6%	612	49.0%	15	53.6%	520	46.6%	1169	48.5%	88	45.6%	35	35.0%	546	45.1%	254	43.3%	809	52.1%	205	43.8%
Very Satisfied	843	33.1%	372	29.8%	2	7.1%	401	35.9%	710	29.4%	69	35.8%	37	37.0%	402	33.2%	198	33.8%	451	29.0%	164	35.0%
Not Applicable	6	0.2% 100.0%	1248	0.3% 100.0%	0 28	0.0%	2 1116	0.2% 100.0%	4 2412	0.2%	0 193	0.0% 100.0%	4	4.0%	4 1211	0.3%	2	0.3% 100.0%	2	0.1% 100.0%	2 468	0.4%
Total Responses		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	100	100.0%		100.0%	586	100.0%	1553	100.0%		100.0%
No Response	265		130		6		111		283		33		30		142		75		134		67	
32h. How satisfied are you with the following aspects of your job: Professional relationships with colleagues  Not Satisfied	97	3.8%	48	3.9%	3	10.7%	33	3.0%	105	4.3%	4	2.1%	6	5.9%	41	3.4%	30	5.1%	57	3.7%	20	4.3%
Marginally Satisfied	350	13.7%	162	13.0%	2	7.1%	112	10.0%	372	15.4%	17	8.8%	13	12.9%	158	13.1%	77	13.1%	200	12.9%	77	16.4%
Satisfied	1109	43.4%	582	46.7%	16	57.1%	473	42.4%	1117	46.3%	85	44.0%	31	30.7%	541	44.8%	229	38.9%	743	47.9%	189	40.3%
Very Satisfied	984	38.5%	449	36.0%	6	21.4%	496	44.4%	808	33.5%	87	45.1%	45	44.6%	459	38.0%	251	42.6%	546	35.2%	181	38.6%
Not Applicable	13	0.5%	5	0.4%	1	3.6%	2	0.2%	12	0.5%	0	0.0%	6	5.9%	9	0.7%	2	0.3%	6	0.4%	2	0.4%
Total Responses		100.0%	1246	100.0%	28	100.0%	1116	100.0%	2414	100.0%	193	100.0%	101	100.0%	1208	100.0%	589	100.0%	1552	100.0%	469	100.0%
No Response	262		132		6		111		281		33		29		145		72		135		66	

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	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N .	%
32i. How satisfied are you with the following																					<b></b>	
,																					i	l
aspects of your job: Prospects for career																					ı	
advancement																						
Not Satisfied	670	26.3%	321	25.7%	13	46.4%	241	21.6%	722	30.0%	22	11.4%	18	18.0%	300	24.9%	158	26.9%	415	26.8%	125	26.7%
Marginally Satisfied	681	26.7%	364	29.2%	6	21.4%	317	28.4%	668	27.7%	47	24.4%	19	19.0%	322	26.7%	160	27.3%	452	29.1%	115	24.5%
Satisfied	710	27.9%	358	28.7%	4	14.3%	354	31.7%	632	26.2%	68	35.2%	17	17.0%	350	29.0%	164	27.9%	436	28.1%	120	25.6%
Very Satisfied	359	14.1%	156	12.5%	2	7.1%	170	15.2%	281	11.7%	52	26.9%	13	13.0%	177	14.7%	81	13.8%	184	11.9%	76	16.2%
Not Applicable	127	5.0%	49	3.9%	3	10.7%	36	3.2%	105	4.4%	4	2.1%	33	33.0%	58	4.8%	24	4.1%	64	4.1%	33	7.0%
Total Responses	2547	100.0%	1248	100.0%		100.0%	1118	100.0%	2408	100.0%	193	100.0%	100	100.0%	1207	100.0%	587	100.0%	1551	100.0%	469	100.0%
No Response	268		130		6		109		287		33		30		146		74		136		66	
																					<b></b>	
32j. How satisfied are you with the following																						
aspects of your job: Quality of students																					ı	
Not Satisfied	33	1.3%	32	2.6%	1	3.7%	19	1.7%	44	1.8%	3	1.6%	0	0.0%	21	1.8%	10	1.7%	29	1.9%	6	1.3%
Marginally Satisfied	176	7.0%	129	10.4%	2	7.4%	65	5.9%	212	8.9%	21	11.0%	10	10.1%	104	8.7%	50	8.5%	105	6.8%	48	10.4%
Satisfied	949	37.5%	517	41.8%	13	48.1%	433	39.0%	915	38.2%	93	48.7%	35	35.4%	447	37.3%	256	43.5%	604	39.2%	169	36.6%
Very Satisfied	746	29.5%	306	24.7%	6	22.2%	397	35.8%	583	24.4%	56	29.3%	21	21.2%	311	25.9%	211	35.9%	430	27.9%	105	22.7%
Not Applicable	627	24.8%	254	20.5%	5	18.5%	195	17.6%	639	26.7%	18	9.4%	33	33.3%	316	26.4%	61	10.4%	373	24.2%	134	29.0%
Total Responses	2531	100.0%	1238	100.0%	27	100.0%	1109	100.0%	2393	100.0%	191	100.0%	99	100.0%	1199	100.0%	588	100.0%	1541	100.0%	462	100.0%
No Response	284		140		7		118		302		35		31		154		73		146		73	
201 11 11 11 11 11 11																					<del>                                     </del>	
32k. How satisfied are you with the following																					i	l
aspects of your job: Relationship with my																					ı	
supervisor																					ı	
Not Satisfied	206	8.1%	98	7.9%	6	21.4%	77	6.9%	209	8.7%	19	9.9%	6	5.9%	89	7.4%	54	9.2%	128	8.3%	38	8.1%
Marginally Satisfied	316	12.4%	146	11.7%	3	10.7%	137	12.3%	298	12.4%	19	9.9%	12	11.8%	151	12.5%	66	11.2%	189	12.2%	57	12.2%
Satisfied	824	32.3%	445	35.7%	7	25.0%	369	33.0%	802	33.3%	68	35.4%	35	34.3%	408	33.8%	167	28.4%	530	34.2%	167	35.7%
Very Satisfied	1182	46.4%	549	44.1%	12	42.9%	526	47.1%	1086	45.1%	85	44.3%	42	41.2%	552	45.7%	293	49.9%	696	44.9%	201	42.9%
Not Applicable	20	0.8%	7	0.6%	0	0.0%	8	0.7%	12	0.5%	1	0.5%	7	6.9%	8	0.7%	7	1.2%	8	0.5%	5	
Total Responses	2548	100.0%	1245	100.0%	28	100.0%	1117	100.0%	2407	100.0%	192	100.0%	102	100.0%	1208	100.0%	587	100.0%	1551	100.0%	468	100.0%
No Response	267		133		6		110		288		34		28		145		74		136		67	
32I. How satisfied are you with the following																						
aspects of your job: Retirement benefits																					i	
Not Satisfied	207	8.1%	133	10.7%	7	25.0%	99	8.9%	180	7.5%	60	31.1%	6	6.0%	112	9.3%	54	9.2%	142	9.2%	35	7.5%
Marginally Satisfied	543	21.3%	261	21.0%	5	17.9%	242	21.7%	532	22.1%	28	14.5%	8	8.0%	264	21.9%	136	23.2%	328	21.2%	78	16.7%
Satisfied	1051	41.3%	524	42.1%	8	28.6%	505	45.3%	1038	43.2%	25	13.0%	12	12.0%	504	41.7%	227	38.8%	656	42.4%	193	41.2%
Very Satisfied	463	18.2%	206	16.6%	5	17.9%	203	18.2%	460	19.1%	5	2.6%	6	6.0%	200	16.6%	112	19.1%	276	17.8%	86	18.4%
Not Applicable	281	11.0%	120	9.6%	3	10.7%	67	6.0%	193	8.0%	75	38.9%	68	68.0%	128	10.6%	56	9.6%	145	9.4%	76	16.2%
Total Responses	2545	100.0%	1244	100.0%	28	100.0%	1116	100.0%	2403	100.0%	193	100.0%	100	100.0%	1208	100.0%	585	100.0%	1547	100.0%	468	100.0%
No Response	270		134		6		111		292		33		30		145		76		140		67	
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	Fem	ale	Mal	le	Oth	er	EHRA Non	-Faculty	SHR	A	Postdo Scholar o		Don't k	now	Academic Scho		Acader Profession Humanities	onal &	Adminis	trative	Other/Un	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
32m. How satisfied are you with the following aspects of your job: Salary  Not Satisfied	662	26.0%	308	24.7%	8	28.6%	197	17.6%	703	29.2%	55	28.5%	21	20.8%	315	26.1%	169	28.8%	380	24.5%	108	23.1%
Marginally Satisfied	818	32.1%	402	32.3%	7	25.0%	322	28.8%	813	33.8%	67	34.7%	26	25.7%	396	32.8%	184	31.3%	495	31.9%	152	32.5%
Satisfied	778	30.5%	391	31.4%	10	35.7%	430	38.5%	671	27.9%	52	26.9%	26	25.7%	365	30.2%	163	27.8%	496	32.0%	152	32.5%
Very Satisfied	262	10.3%	123	9.9%	2	7.1%	162	14.5%	190	7.9%	16	8.3%	15	14.9%	119	9.8%	63	10.7%	162	10.5%	43	9.2%
Not Applicable	29	1.1%	22	1.8%	1	3.6%	6	0.5%	30	1.2%	3	1.6%	13	12.9%	14	1.2%	8	1.4%	17	1.1%	13	2.8%
Total Responses	2549	100.0%	1246	100.0%	28	100.0%	1117	100.0%	2407	100.0%	193	100.0%	101	100.0%	1209	100.0%	587	100.0%	1550	100.0%	468	100.0%
No Response	266		132		6		110		288		33		29		144		74		137		67	
32n. How satisfied are you with the following aspects of your job: Support for career advancement																						
Not Satisfied	576	22.6%	274	22.0%	9	32.1%	213	19.1%	602	25.0%	29	15.0%	15	15.0%	266	22.0%	129	21.9%	356	23.0%	101	21.7%
Marginally Satisfied	685	26.9%	335	27.0%	8	28.6%	321	28.7%	642	26.7%	48	24.9%	18	18.0%	339	28.0%	164	27.9%	407	26.3%	117	25.1%
Satisfied	761	29.9%	411	33.1%	6	21.4%	384	34.4%	715	29.7%	61	31.6%	14	14.0%	370	30.6%	170	28.9%	500	32.3%	135	29.0%
Very Satisfied	381	15.0%	170	13.7%	3	10.7%	165	14.8%	325	13.5%	49	25.4%	14	14.0%	177	14.6%	96	16.3%	208	13.5%	74	15.9%
Not Applicable	144	5.7%	53	4.3%	2	7.1%	34	3.0%	120	5.0%	6	3.1%	39	39.0%	57	4.7%	29	4.9%	75	4.9%	39	8.4%
Total Responses	2547	100.0%	1243	100.0%	28	100.0%	1117	100.0%	2404	100.0%	193	100.0%	100	100.0%	1209	100.0%	588	100.0%	1546	100.0%		100.0%
No Response	268		135		6		110		291		33		30		144		73		141		69	

			PER	CEIVEL	INSTITU	HONA	LPKIOKI	IIES AIN	DASPINA									
							l			Race/E	thnicity Native Hav							
	Tot N	al %	American I Alaska N N		Asia N	ın %	Black or Amer		Latino or I	Hispanic %	Other P Island N		Whi N	te %	Oth N	er %	Two or Mo or Ethn N	
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%		5.0%
rotal nespondents	4324	100.0%	23	0.0%	244	3.676	003	14.470	100	2.470	2	0.0%	2333	03.376	73	1.570	208	3.0%
34a. How important do you believe the following																		
is at UNC-Chapel Hill, currently: A sense of																		ŀ
community among staff and faculty																		ŀ
Low Priority	755	20.1%	4	17.4%	27	12.7%	97	18.4%	11	12.1%			554	21.0%	14	20.9%	6 41	22.4%
Medium Priority	1336	35.5%	8	34.8%	74	34.9%	186	35.4%	33	36.3%			943	35.8%	28	41.8%		32.2%
High Priority	1275	33.9%	8	34.8%	73	34.4%	176	33.5%	35	38.5%			888	33.7%	21	31.3%		36.1%
Highest Priority	396	10.5%	3	13.0%	38	17.9%	67	12.7%	12	13.2%			251	9.5%	4	6.0%		9.3%
Total Responses	3762	100.0%	23	100.0%	212	100.0%	526	100.0%	91	100.0%			2636	100.0%	67	100.0%		100.0%
No Response	562		2		32		79		9				303		12		25	
																	$\vdash$	
34b. How important do you believe the following																		ŀ
is at UNC-Chapel Hill, currently: A sense of																		ŀ
community among students and staff																		ŀ
Low Priority	731	19.5%	3	13.0%	30	14.3%	74	14.3%	14	15.4%			553	21.1%	15	22.4%	33	18.1%
Medium Priority	1296	34.6%	6	26.1%	73	34.8%	163	31.4%	30	33.0%			922	35.1%	28	41.8%	6 70	38.5%
High Priority	1335	35.7%	11	47.8%	76	36.2%	206	39.7%	34	37.4%			919	35.0%	19	28.4%	62	34.1%
Highest Priority	380	10.2%	3	13.0%	31	14.8%	76	14.6%	13	14.3%			233	8.9%	5	7.5%	6 17	9.3%
Total Responses	3742	100.0%	23	100.0%	210	100.0%	519	100.0%	91	100.0%			2627	100.0%	67	100.0%	182	100.0%
No Response	582		2		34		86		9				312		12		26	
·																	1	
34c. How important do you believe the following																		
is at UNC-Chapel Hill, currently: Access to services																		ŀ
and resources for individuals with disabilities																		ŀ
Low Priority	267	7.1%	2	8.7%	15	7.1%	37	7.0%	5	5.5%			179	6.8%	7	10.8%	6 20	10.9%
Medium Priority	1146	30.6%	7	30.4%	75	35.5%	128	24.4%	34	37.4%			821	31.3%	22	33.8%		28.4%
High Priority	1734	46.3%	11	47.8%	92	43.6%	245	46.7%	41	45.1%			1222	46.6%	29	44.6%		44.8%
Highest Priority	597	15.9%	3	13.0%	29	13.7%	115	21.9%	11	12.1%			401	15.3%	7	10.8%		15.8%
Total Responses	3744	100.0%	23	100.0%	211	100.0%	525	100.0%	91	100.0%			2623	100.0%	65	100.0%		100.0%
No Response	580	100.070	2	100.070	33	100.070	80	100.070	9	100.070			316	100.070	14	100.070	25	100.070
No nesponse	380				33		80		,				310		14		23	
34d. How important do you believe the following																		
is at UNC-Chapel Hill, currently: Access to facilities					1													ŀ
for individuals with disabilities																		ŀ
Low Priority	279	7.5%	3	13.0%	21	10.0%	34	6.5%	5	5.5%			190	7.3%	7	10.8%	18	9.9%
Medium Priority	1111	29.7%	4	17.4%	71	33.6%	131	25.0%	33	36.3%			798	30.5%	23	35.4%		24.7%
High Priority	1720	46.0%	13	56.5%	89	42.2%	241	46.1%	42	46.2%			1209	46.2%	27	41.5%		47.8%
Highest Priority	626	16.8%	3	13.0%	30	14.2%	117	22.4%	11	12.1%			422	16.1%	8	12.3%		17.6%
Total Responses	3736	100.0%	23	100.0%	211	100.0%	523	100.0%	91	100.0%	<del>                                     </del>		2619	100.0%	65	100.0%		100.0%
No Response	588	100.070	23	100.070	33	100.070	82	100.070	9	100.070			320	100.0/0	14	100.070	26	100.070
·																	1	
34e. How important do you believe the following																	1	
is at UNC-Chapel Hill, currently: Appreciation for																		!
multiculturalism																		ŀ
Low Priority	217	5.8%	3	13.0%	16	7.6%	48	9.2%	10	11.0%			111	4.2%	9	13.4%	6 20	10.9%
Medium Priority	1102	29.4%	6	26.1%	77	36.5%	164	31.3%	38	41.8%			724	27.6%	25	37.3%		31.7%
High Priority	1749	46.7%	9	39.1%	77	37.4%	213	40.6%	33	36.3%			1315	50.1%	23	34.3%		36.6%
							99				-		474		10			
Highest Priority	678	18.1%	5	21.7%	39	18.5%		18.9%	10	11.0%				18.1%		14.9%		20.8%
Total Responses	3746	100.0%	23	100.0%	211	100.0%	524	100.0%	91	100.0%	I		2624	100.0%	67	100.0%	183	100.0%

No Response  34f. How important do you believe t is at UNC-Chapel Hill, currently: Generating the staff Low Priority Medium Priority High Priority Highest Priority  Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instireputation Low Priority Medium Priority High Priority Highest Priority Highest Priority No Response	Responses the following	578 578 555 1379 1333 459 3726 598	14.9% 37.0% 35.8% 12.3%	American I Alaska I N 2		Asia N 333 30 87 69 24	14.3% 41.4% 32.9%	Black or Amer N 81 97 165	18.5%	Latino or I N 9	Hispanic %	Native Hawaiia Other Pacif Islander	ic		Oth N 12	er % 28.8%	Two or Mo or Ethn N	
34f. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Genamong the staff Low Priority Medium Priority High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Instireputation Low Priority Medium Priority High Priority High Priority Highest Priority Total R	Responses the following	555 1379 1333 459 3726 598	14.9% 37.0% 35.8% 12.3%	Alaska N 2 2 0 9 12 2 2 23	0.0% 39.1% 52.2% 8.7%	33 30 87 69	% 14.3% 41.4%	Amer N 81 97 165	18.5%	<b>N</b> 9	Hispanic %	Other Pacif Islander	ic W % N 315	%	N 12	%	or Ethn N 25	nicities
34f. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Genamong the staff Low Priority Medium Priority High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Instireputation Low Priority Medium Priority High Priority High Priority Highest Priority Total R	Responses the following	555 1379 1333 459 3726 598	14.9% 37.0% 35.8% 12.3%	Alaska N 2 2 0 9 12 2 2 23	0.0% 39.1% 52.2% 8.7%	33 30 87 69	% 14.3% 41.4%	Amer N 81 97 165	18.5%	<b>N</b> 9	%	Islander	% N 315	%	N 12	%	or Ethn N 25	nicities
34f. How important do you believe t is at UNC-Chapel Hill, currently: Generating the staff Low Priority Medium Priority High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instite reputation Low Priority Medium Priority High Priority Highest Priority Total R	Responses the following	555 1379 1333 459 3726 598	14.9% 37.0% 35.8% 12.3%	0 9 12 2 23	0.0% 39.1% 52.2% 8.7%	33 30 87 69	% 14.3% 41.4%	97 165	18.5%	<b>N</b> 9	%		% N 315	%	N 12	%	N 25	
34f. How important do you believe t is at UNC-Chapel Hill, currently: Generating the staff Low Priority Medium Priority High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instite reputation Low Priority Medium Priority High Priority Highest Priority Total R	Responses the following	555 1379 1333 459 3726 598	14.9% 37.0% 35.8% 12.3%	0 9 12 2 23	0.0% 39.1% 52.2% 8.7%	33 30 87 69	14.3% 41.4%	97 165	18.5%	9		N ;	315	5	12		25	76
34f. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Genamong the staff Low Priority Medium Priority High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Instireputation Low Priority Medium Priority High Priority High Priority Highest Priority Total R	Responses the following	555 1379 1333 459 3726 598	37.0% 35.8% 12.3%	0 9 12 2	39.1% 52.2% 8.7%	30 87 69	41.4%	97 165								28.8%		
is at UNC-Chapel Hill, currently: Generating the staff Low Priority Medium Priority High Priority Highest Priority  No Response  34g. How important do you believe to is at UNC-Chapel Hill, currently: Instificently the state of	Responses the following	1379 1333 459 3726 598	37.0% 35.8% 12.3%	9 12 2 23	39.1% 52.2% 8.7%	87 69	41.4%	165		12				13.9%	19	28.8%	32	
is at UNC-Chapel Hill, currently: Generating the staff Low Priority Medium Priority High Priority Highest Priority  No Response  34g. How important do you believe to is at UNC-Chapel Hill, currently: Instificently the state of	Responses the following	1379 1333 459 3726 598	37.0% 35.8% 12.3%	9 12 2 23	39.1% 52.2% 8.7%	87 69	41.4%	165		12				13.9%	19	28.8%	32	
among the staff Low Priority Medium Priority High Priority Highest Priority  No Response  34g. How important do you believe to is at UNC-Chapel Hill, currently: Instifue reputation Low Priority High Priority High Priority Highest Priority Total R	Responses the following	1379 1333 459 3726 598	37.0% 35.8% 12.3%	9 12 2 23	39.1% 52.2% 8.7%	87 69	41.4%	165		12			2.5	13.9%	19	28.8%	32	
Low Priority Medium Priority High Priority Highest Priority  No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instireputation Low Priority High Priority High Priority Highest Priority Total R	the following	1379 1333 459 3726 598	37.0% 35.8% 12.3%	9 12 2 23	39.1% 52.2% 8.7%	87 69	41.4%	165		12				13.9%	19	28.8%	32	
Medium Priority High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instireputation Low Priority Medium Priority High Priority Highest Priority Total R	the following	1379 1333 459 3726 598	37.0% 35.8% 12.3%	9 12 2 23	39.1% 52.2% 8.7%	87 69	41.4%	165		12	13.5%				1 1	20.070	32	17.8%
High Priority Highest Priority Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instireputation Low Priority Medium Priority High Priority Highest Priority Total R	the following	1333 459 3726 598	35.8% 12.3%	12 2 23	52.2% 8.7%	69			31.5%	41	46.1%		986		22	33.3%	59	32.8%
Highest Priority  Total R  No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Instireputation Low Priority  Medium Priority  High Priority  Highest Priority  Total R	the following	459 3726 598	12.3%	2 23	8.7%			175	33.5%	27	30.3%		961		18	27.3%	63	35.0%
Total R No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Insti reputation Low Priority Medium Priority High Priority Highest Priority Total R	the following	3726 598		23		24	11.4%	86	16.4%	9	10.1%		303		7	10.6%	26	14.4%
No Response  34g. How important do you believe t is at UNC-Chapel Hill, currently: Insti reputation  Low Priority  Medium Priority  High Priority  Highest Priority  Total R	the following	598	100.0%		100.076	210	100.0%	523	100.0%	89	100.0%		2612		66	100.0%	180	
34g. How important do you believe t is at UNC-Chapel Hill, <u>currently</u> : Insti reputation Low Priority Medium Priority High Priority Highest Priority	-					34	100.076	82	100.076	11	100.076		327		13	100.076	28	100.07
is at UNC-Chapel Hill, <u>currently</u> : Insti reputation Low Priority Medium Priority High Priority Highest Priority	-	04				34		02		11			327		13		26	
is at UNC-Chapel Hill, <u>currently</u> : Insti reputation Low Priority Medium Priority High Priority Highest Priority	-	0.4		•														
reputation Low Priority Medium Priority High Priority Highest Priority Total R		04																
Low Priority  Medium Priority  High Priority  Highest Priority  Total R		0.4																
Medium Priority High Priority Highest Priority Total R			2.5%	1	4.3%	7	3.3%	14	2.7%	4	4.4%		62	2.4%	1	1.5%	4	2.2%
High Priority Highest Priority Total R		406	10.8%	3	13.0%	34	16.2%	64	12.1%	12	13.3%		255		13	19.7%	22	12.0%
Highest Priority  Total R		1230	32.8%	3	13.0%	66	31.4%	172	32.6%	26	28.9%		877		21	31.8%	58	31.7%
Total R	İ	2020	53.9%	16	69.6%	103	49.0%	277	52.6%	48	53.3%		1435		31	47.0%	99	
	Posponsos	3750	100.0%	23	100.0%	210	100.0%	527	100.0%	90	100.0%		2629		66	100.0%	183	
	Responses	574	100.076	23	100.076	34	100.076	78	100.076	10	100.076		310		13	100.076	25	100.07
		374				34		76		10			310		13		23	
34h. How important do you believe t	the following																	
is at UNC-Chapel Hill, currently: Intel	-																	
· · · · · · · · · · · · · · · · · · ·	ellectual																	
development of students		100	2.70/	,	0.70/	_	2.00/	12	2.5%	-	F F0/			2 40/	2	4.70/	_	2.00
Low Priority		100 609	2.7% 16.3%	5	8.7% 21.7%	6 49	2.8%	13 75	14.4%	5 9	5.5% 9.9%		414		3 19	4.7%	7 35	3.8%
Medium Priority		1693	45.4%	10	43.5%	91	43.1%	233	44.8%	43	47.3%		1199		30	46.9%	77	42.3%
High Priority		1323	35.5%	6	26.1%	65	30.8%	199	38.3%	34	37.4%		938		12	18.8%	63	34.6%
Highest Priority	D																	
No Response	Responses	3725 599	100.0%	23	100.0%	211 33	100.0%	520 85	100.0%	91 9	100.0%		2613 326		64 15	100.0%	182 26	100.0%
No Response		399				33		63		9			320		15		20	
34i. How important do you believe t	the following																	
is at UNC-Chapel Hill, currently: Prep	-																	
students for the workplace	paration of																	
Low Priority		217	5.8%	5	21.7%	13	6.2%	22	4.2%	5	5.6%		148	5.7%	7	10.8%	14	7.7%
Medium Priority		940	25.2%	4	17.4%	52	24.8%	103	19.7%	22	24.4%		668		24	36.9%	60	33.0%
High Priority		1612	43.2%	10	43.5%	99	47.1%	227	43.3%	40	44.4%		1144		22	33.8%	62	34.1%
Highest Priority		959	25.7%	4	17.4%	46	21.9%	172	32.8%	23	25.6%		652		12	18.5%	46	25.3%
	Responses	3728	100.0%	23	100.0%	210	100.0%	524	100.0%	90	100.0%		2612		65	100.0%	182	100.0%
No Response	nesponses	596	100.076	23	100.076	34	100.076	81	100.076	10	100.076		327		14	100.076	26	100.07
													52.					
34j. How important do you believe t	-																	
is at UNC-Chapel Hill, <u>currently</u> : Part	tnerships with																	
surrounding communities																		
Low Priority		350	9.4%	5	21.7%	19	9.0%	43	8.2%	12	13.3%		240	9.2%	8	12.3%	20	10.9%
Medium Priority		1364	36.6%	8	34.8%	86	41.0%	166	31.5%	31	34.4%		975	37.4%	27	41.5%	65	35.5%
High Priority		1513	40.6%	7	30.4%	73	34.8%	219	41.6%	30	33.3%		1080	41.4%	23	35.4%	71	38.8%
Highest Priority		499	13.4%	3	13.0%	32	15.2%	99	18.8%	17	18.9%		313	12.0%	7	10.8%	27	14.8%
	Responses	3726	100.0%	23	100.0%	210	100.0%	527	100.0%	90	100.0%		2608	100.0%	65	100.0%	183	100.0%
No Response		598		2		34		78		10			331		14		25	

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	Tot N	al %	American I Alaska I N		Asia N	an %	Black or . Amer N		Latino or		Ethnicity Native Hawaiian or Other Pacific Islander N %	Whi N	ite %	Oth N	er %	Two or Mo or Ethn	
34k. How important do you believe the following																	
is at UNC-Chapel Hill, <u>currently</u> : Racial and ethnic																	
diversity in the staff																	
Low Priority	488	13.1%	4	18.2%	32	15.3%	133	25.2%	18	20.0%		247	9.4%	13	19.7%	37	20.2%
Medium Priority	1332	35.7%	7	31.8%	85	40.7%	147	27.8%	41	45.6%		966	36.9%	21	31.8%	57	31.1%
High Priority	1398	37.4%	8	36.4%	66	31.6%	155	29.4%	18	20.0%	,	1060	40.5%	22	33.3%	62	33.9%
Highest Priority	518	13.9%	3	13.6%	26	12.4%	93	17.6%	13	14.4%	,	343	13.1%	10	15.2%	27	14.8%
Total Responses	3736	100.0%	22	100.0%	209	100.0%	528	100.0%	90	100.0%		2616	100.0%	66	100.0%	183	100.0%
No Response	588		3		35		77		10			323		13		25	
34l. How important do you believe the following																	
is at UNC-Chapel Hill, currently: Recruiting more																	
administrators of color																	
Low Priority	666	17.9%	4	17.4%	48	23.0%	166	31.8%	24	27.0%		360	13.8%	17	26.2%	45	24.7%
Medium Priority	1413	38.1%	8	34.8%	89	42.6%	153	29.3%	39	43.8%		1030	39.6%	22	33.8%	60	33.0%
High Priority	1170	31.5%	7	30.4%	52	24.9%	114	21.8%	15	16.9%		916	35.2%	13	20.0%	48	26.4%
Highest Priority	462	12.4%	4	17.4%	20	9.6%	89	17.0%	11	12.4%	+	294	11.3%	13	20.0%	29	15.9%
Total Responses	3711	100.0%	23	100.0%	209	100.0%	522	100.0%	89	100.0%		2600	100.0%	65	100.0%	182	100.0%
No Response	613		2		35		83		11			339		14		26	
34m. How important do you believe the following																	
is at UNC-Chapel Hill, currently: Recruiting more																	
staff of color																	
Low Priority	676	18.2%	4	18.2%	46	21.9%	163	31.0%	24	27.0%		380	14.6%	15	23.4%	42	23.2%
Medium Priority	1488	40.2%	9	40.9%	90	42.9%	157	29.9%	43	48.3%		1086	41.9%	24	37.5%	67	37.0%
High Priority	1105	29.8%	5	22.7%	57	27.1%	121	23.0%	10	11.2%		847	32.7%	13	20.3%	46	25.4%
Highest Priority	437	11.8%	4	18.2%	17	8.1%	84	16.0%	12	13.5%		281	10.8%	12	18.8%	26	14.4%
Total Responses	3706	100.0%	22	100.0%	210	100.0%	525	100.0%	89	100.0%		2594	100.0%	64	100.0%	181	100.0%
No Response	618		3		34		80		11			345		15		27	
34n. How important do you believe the following																	
is at UNC-Chapel Hill, <u>currently</u> : Recruiting more																	
students of color																	
Low Priority	468	12.7%	5	21.7%	36	17.3%	107	20.5%	17	19.3%	5	251	9.7%	14	21.5%	36	19.9%
Medium Priority	1327	35.9%	7	30.4%	82	39.4%	160	30.7%	39	44.3%	5	948	36.6%	23	35.4%	62	34.3%
High Priority	1353	36.6%	7	30.4%	67	32.2%	153	29.4%	19	21.6%	<u> </u>	1029	39.7%	16	24.6%	51	28.2%
Highest Priority	548	14.8%	4	17.4%	23	11.1%	101	19.4%	13	14.8%		361	13.9%	12	18.5%	32	17.7%
Total Responses	3696	100.0%	23	100.0%	208	100.0%	521	100.0%	88	100.0%		2589	100.0%	65	100.0%	181	100.0%
No Response	628		2		36		84		12			350		14		27	
34o. How important do you believe the following																	
is at UNC-Chapel Hill, currently: Retaining more																	
administrators of color																	
Low Priority	675	18.2%	5	21.7%	46	22.1%	162	30.9%	28	31.5%		371	14.3%	16	25.0%	44	24.3%
Medium Priority	1434	38.7%	8	34.8%	88	42.3%	161	30.7%	37	41.6%	+	1039	40.1%	23	35.9%	68	37.6%
High Priority	1116	30.2%	6	26.1%	55	26.4%	108	20.6%	11	12.4%		874	33.7%	13	20.3%	43	23.8%
Highest Priority	476	12.9%	4	17.4%	19	9.1%	94	17.9%	13	14.6%		306	11.8%	12	18.8%	26	14.4%
Total Responses	3701	100.0%	23	100.0%	208	100.0%	525	100.0%	89	100.0%		2590	100.0%	64	100.0%	181	100.0%
No Response	623		2		36		80	,-	11			349		15		27	
34p. How important do you believe the following																	
is at UNC-Chapel Hill, <u>currently</u> : Retaining more																	
staff of color																	

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	Tot N	ial %	Alaska N	Native %	Asi:	an %	Amer N	rican %	Latino or N	Hispanic %	Islander N %	Wh N	te %	Oth N	er %	or Ethn N	icities %
Low Priority	727	19.7%	5	21.7%	45	21.6%	166	31.6%	30	34.5%	14 /0	415	16.0%	15	23.4%	48	26.5%
Medium Priority	1462	39.5%	8	34.8%	85	40.9%	163	31.0%	35	40.2%		1073	41.4%	23	35.9%	65	35.99
High Priority	1072	29.0%	5	21.7%	61	29.3%	111	21.1%	9	10.3%		822	31.7%	14	21.9%	43	23.89
Highest Priority	437	11.8%	5	21.7%	17	8.2%	85	16.2%	13	14.9%		279	10.8%	12	18.8%	25	13.89
Total Responses	3698	100.0%		100.0%	208	100.0%	525	100.0%	87	100.0%		2589	100.0%	64	100.0%	181	100.09
No Response	626	100.070	2	100.070	36	100.070	80	100.070	13	100.070		350	200.070	15	100.070	27	100.07
34q. How important do you believe the following																	
is at UNC-Chapel Hill, currently: Retaining more																	
students of color																	
Low Priority	518	14.0%	3	13.0%	40	19.5%	116	22.1%	19	21.8%		291	11.3%	12	18.8%	34	18.89
Medium Priority	1367	37.0%	8	34.8%	84	41.0%	171	32.6%	37	42.5%		972	37.6%	23	35.9%	67	37.09
High Priority	1253	33.9%	7	30.4%	59	28.8%	127	24.2%	16	18.4%		965	37.3%	15	23.4%	52	28.79
Highest Priority	553	15.0%	5	21.7%	22	10.7%	111	21.1%	15	17.2%		357	13.8%	14	21.9%	28	15.59
Total Responses	3691	100.0%	23	100.0%	205	100.0%	525	100.0%	87	100.0%		2585	100.0%	64	100.0%	181	100.09
No Response	633		2		39		80		13			354		15		27	
35a. How important do you believe the following																	
should be at UNC-Chapel Hill: Developing a sense																	
of community among staff and faculty																	
Low Priority	90	2.4%	1	4.3%	6	2.8%	12	2.3%	2	2.3%		60	2.3%	3	4.6%	4	2.29
Medium Priority	632	17.1%	3	13.0%	51	24.2%	75	14.2%	12	14.0%		432	16.7%	14	21.5%	41	22.49
High Priority	1970	53.2%	12	52.2%	91	43.1%	263	49.9%	38	44.2%		1430	55.2%	34	52.3%	92	50.39
Highest Priority	1012	27.3%	7	30.4%	63	29.9%	177	33.6%	34	39.5%		667	25.8%	14	21.5%	46	25.19
Total Responses	3704	100.0%	23	100.0%	211	100.0%	527	100.0%	86	100.0%		2589	100.0%	65	100.0%	183	100.09
No Response	620		2		33		78		14			350		14		25	
35b. How important do you believe the following																	
should be at UNC-Chapel Hill: Developing a sense																	
of community among students and staff																	
Low Priority	138	3.7%	2	8.7%	8	3.8%	12	2.3%	3	3.5%		97	3.8%	4	6.2%	8	4.49
Medium Priority	783	21.2%	3	13.0%	57	27.4%	81	15.5%	8	9.3%		574	22.3%	18	27.7%	39	21.39
High Priority	1845	50.0%	12	52.2%	88	42.3%	254	48.6%	41	47.7%		1314	50.9%	32	49.2%	94	51.49
Highest Priority	922	25.0%	6	26.1%	55	26.4%	176	33.7%	34	39.5%		594	23.0%	11	16.9%	42	23.09
Total Responses	3688	100.0%	23	100.0%	208	100.0%	523	100.0%	86	100.0%		2579	100.0%	65	100.0%	183	100.09
No Response	636		2		36		82		14			360		14		25	
35c. How important do you believe the following																	
			I														
should be at UNC-Chapel Hill: Creating better							1										
should be at UNC-Chapel Hill: Creating better access to services and resources for individuals																	
access to services and resources for individuals	46	1.2%	0	0.0%	7	3.4%	1	0.2%	1	1.1%		31	1.2%	1	1.6%	4	2.29
access to services and resources for individuals with disabilities Low Priority	46 531	1.2% 14.4%	0 4	0.0%	7 49	3.4%	1 69	0.2%	1 7	1.1%		31 364	1.2%	1 14	1.6%	4 22	
access to services and resources for individuals with disabilities Low Priority Medium Priority																	12.09
access to services and resources for individuals with disabilities Low Priority	531	14.4%	4	17.4%	49	23.6%	69	13.1%	7	8.0%		364	14.1%	14	21.9%	22	12.09 51.99
access to services and resources for individuals with disabilities Low Priority Medium Priority High Priority	531 1967	14.4% 53.4%	4 11	17.4% 47.8%	49 99	23.6% 47.6%	69 253	13.1% 48.2%	7 43	8.0% 49.4%		364 1421	14.1% 55.2%	14 33	21.9% 51.6%	22 95	2.29 12.09 51.99 33.99 100.09

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	Tot	tal	Alaska I	Native	Asi	an	Amer	ican	Latino or	Hispanic	Islander	Whi	ite	Oth	er	or Ethn	nicities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
35d. How important do you believe the following																	
should be at UNC-Chapel Hill: Creating better																	
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access to facilities for individuals with disabilities		. =			_								. ==./				
Low Priority	54	1.5%	1	4.3%	8	3.9%	1	0.2%	1	1.1%		39	1.5%	1	1.6%	3	1.6
Medium Priority	503	13.6%	2	8.7%	47	22.8%	64	12.2%	8	9.2%		341	13.2%	14	21.9%	24	13.1
High Priority	1934	52.5%	11	47.8%	95	46.1%	245	46.6%	42	48.3%		1405	54.5%	31	48.4%	93	50.8
Highest Priority	1195	32.4%	9	39.1%	56	27.2%	216	41.1%	36	41.4%		792	30.7%	18	28.1%	63	34.4
Total Responses	3686	100.0%	23	100.0%	206	100.0%	526	100.0%	87	100.0%		2577	100.0%	64	100.0%	183	100.0
No Response	638		2		38		79		13			362		15		25	
																<u> </u>	
34e. How important do you believe the following																	
should be at UNC-Chapel Hill: Developing an									1		1						
appreciation for multiculturalism											1						
Low Priority	100	2.7%	1	4.3%	11	5.3%	8	1.5%	3	3.4%		70	2.7%	4	6.3%	2	1.1
Medium Priority	670	18.2%	3	13.0%	48	23.1%	67	12.8%	10	11.5%		490	19.1%	16	25.0%	32	17.6
High Priority	1770	48.1%	10	43.5%	86	41.3%	226	43.2%	38	43.7%		1285	50.0%	27	42.2%	85	46.7
Highest Priority	1139	31.0%	9	39.1%	63	30.3%	222	42.4%	36	41.4%		725	28.2%	17	26.6%	63	34.6
Total Responses	3679	100.0%	23	100.0%	208	100.0%	523	100.0%	87	100.0%		2570	100.0%	64	100.0%	182	100.0
No Response	645		2		36		82		13			369		15		26	
35f. How important do you believe the following																	
should be at UNC-Chapel Hill: Promoting gender																	
diversity among the staff																	
Low Priority	212	5.8%	2	8.7%	14	6.7%	20	3.8%	4	4.7%		155	6.1%	6	9.2%	10	5.5
Medium Priority	842	22.9%	4	17.4%	59	28.2%	98	18.7%	11	12.9%		613	24.0%	18	27.7%	35	19.1
High Priority	1682	45.8%	10	43.5%	79	37.8%	225	42.9%	37	43.5%		1205	47.1%	28	43.1%	86	47.0
Highest Priority	935	25.5%	7	30.4%	57	27.3%	182	34.7%	33	38.8%		586	22.9%	13	20.0%	52	28.4
Total Responses	3671	100.0%	23	100.0%	209	100.0%	525	100.0%	85	100.0%		2559	100.0%	65	100.0%	183	100.0
No Response	653		2		35		80		15			380		14		25	
35g. How important do you believe the following																	
should be at UNC-Chapel Hill: Enhancing																	
institutional reputation																	
Low Priority	181	4.9%	3	13.6%	12	5.8%	12	2.3%	11	12.9%		127	4.9%	4	6.2%	11	6.0
Medium Priority	688	18.7%	3	13.6%	61	29.3%	83	15.8%	12	14.1%		474	18.4%	17	26.2%	32	17.5
High Priority	1451	39.4%	9	40.9%	62	29.8%	200	38.0%	24	28.2%		1044	40.5%	23	35.4%	82	44.8
Highest Priority	1365	37.0%	7	31.8%	73	35.1%	231	43.9%	38	44.7%		930	36.1%	21	32.3%	58	31.7
Total Responses	3685	100.0%	22	100.0%	208	100.0%	526	100.0%	85	100.0%		2575	100.0%	65	100.0%	183	100.0
No Response	639		3		36		79		15			364		14		25	
35h. How important do you believe the following																	
should be at UNC-Chapel Hill: Promoting the									1		1						
intellectual development of students																	
Low Priority	30	0.8%	2	8.7%	6	2.9%	4	0.8%	1	1.2%		15	0.6%	0	0.0%	2	1.1
Medium Priority	185	5.0%	0	0.0%	28	13.7%	36	6.9%	2	2.3%		107	4.2%	4	6.2%	6	3.3
High Priority	1109	30.1%	8	34.8%	71	34.6%	173	33.0%	28	32.6%	İ	744	28.9%	21	32.3%	57	31.1
Highest Priority	2359	64.1%	13	56.5%	100	48.8%	312	59.4%	55	64.0%	1	1709	66.4%	40	61.5%	118	64.5
Total Responses	3683	100.0%	23	100.0%	205	100.0%	525	100.0%	86	100.0%		2575	100.0%	65	100.0%	183	100.0
No Response	641	100.070	23	100.070	39	100.070	80	100.070	14	100.070	<del> </del>	364	100.070	14	100.070	25	100.0
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											Native Hawaiian or						
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	Tot		Alaska		Asia		Amer		Latino or		Islander	Wh		Oth		or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
35i. How important do you believe the following																	
should be at UNC-Chapel Hill: Preparing students																	
for the workplace																	
Low Priority	54	1.5%	2	8.7%	6	2.9%	2	0.4%	2	2.3%		40	1.6%	0	0.0%	2	1.19
Medium Priority	294	8.0%	1	4.3%	32	15.5%	35	6.7%	3	3.5%		201	7.8%	5	7.7%	13	7.19
High Priority	1245	33.8%	9	39.1%	79	38.2%	157	30.0%	27	31.4%		882	34.2%	21	32.3%	62	33.99
Highest Priority	2092	56.8%	11	47.8%	90	43.5%	329	62.9%	54	62.8%		1454	56.4%	39	60.0%	106	57.99
	3685	100.0%	23	100.0%	207	100.0%	523	100.0%	86	100.0%		2577	100.0%	65	100.0%	183	100.09
Total Responses		100.0%		100.0%		100.0%		100.0%		100.0%	1		100.0%		100.0%		100.09
No Response	639		2		37		82		14			362		14		25	
35j. How important do you believe the following							l										
, , ,																	
should be at UNC-Chapel Hill: Creating and																	
sustaining partnerships with surrounding																	
communities					1		1										
Low Priority	103	2.8%	1	4.3%	7	3.4%	4	0.8%	2	2.3%		81	3.1%	4	6.2%	3	1.69
Medium Priority	738	20.0%	3	13.0%	60	28.8%	91	17.4%	14	16.3%		511	19.8%	18	27.7%	34	18.79
High Priority	1817	49.3%	13	56.5%	89	42.8%	240	45.8%	38	44.2%		1316	51.1%	29	44.6%	87	47.89
Highest Priority	1026	27.9%	6	26.1%	52	25.0%	189	36.1%	32	37.2%		668	25.9%	14	21.5%	58	31.9%
Total Responses	3684	100.0%	23	100.0%	208	100.0%	524	100.0%	86	100.0%		2576	100.0%	65	100.0%	182	100.09
No Response	640		2		36		81		14			363		14		26	
35k. How important do you believe the following																	
should be at UNC-Chapel Hill: Promoting racial																	
and ethnic diversity in the staff																	
Low Priority	172	4.7%	3	13.0%	13	6.3%	7	1.3%	3	3.5%		136	5.3%	4	6.3%	6	3.39
·	731	19.9%	2	8.7%	59	28.5%	52	9.9%	12	14.0%		551	21.5%	17	26.6%	32	17.5%
Medium Priority							204					1234		23			41.09
High Priority	1660	45.2%	8	34.8%	77 58	37.2% 28.0%		38.9%	31	36.0%			48.1% 25.1%		35.9%	75 70	38.39
Highest Priority	1112	30.3%	10	43.5%			262	49.9%	40	46.5%		645		20	31.3%		
Total Responses	3675	100.0%	23	100.0%	207	100.0%	525	100.0%	86	100.0%		2566	100.0%	64	100.0%	183	100.09
No Response	649		2		37		80		14			373		15		25	
251.11																	
35I. How important do you believe the following																	
should be at UNC-Chapel Hill: Recruiting more																	
administrators of color																	
Low Priority	310	8.5%	3	13.0%	25	12.0%	13	2.5%	6	7.0%		244	9.6%	7	10.9%	11	6.09
Medium Priority	955	26.1%	4	17.4%	61	29.3%	50	9.5%	20	23.3%		754	29.6%	17	26.6%	44	24.29
High Priority	1398	38.2%	9	39.1%	76	36.5%	184	34.9%	25	29.1%		1017	39.9%	20	31.3%	59	32.49
Highest Priority	996	27.2%	7	30.4%	46	22.1%	280	53.1%	35	40.7%		534	20.9%	20	31.3%	68	37.49
Total Responses	3659	100.0%	23	100.0%	208	100.0%	527	100.0%	86	100.0%		2549	100.0%	64	100.0%	182	100.09
No Response	665		2		36		78		14			390		15		26	
35m. How important do you believe the following																	
should be at UNC-Chanel Hill: Recruiting more																	
should be at UNC-Chapel Hill: Recruiting more						12.0%	13	2.5%	7	8.2%		262	10.20/	_	9.5%	12	6.60
staff of color	220	0.00/	2	12 00/				2.5%	. /	8.2%	1	263	10.3%	6	9.5%	12	6.69
staff of color Low Priority	330	9.0%		13.0%	25							000		4.0	20.22		
staff of color Low Priority Medium Priority	1034	28.2%	4	17.4%	67	32.2%	66	12.6%	24	28.2%		800	31.3%	19	30.2%	48	26.29
staff of color  Low Priority  Medium Priority  High Priority	1034 1418	28.2% 38.7%	4 7	17.4% 30.4%	67 74	32.2% 35.6%	66 197	12.6% 37.5%	24 19	28.2% 22.4%		1022	31.3% 40.0%	20	31.7%	71	38.89
staff of color  Low Priority  Medium Priority  High Priority  Highest Priority	1034 1418 879	28.2% 38.7% 24.0%	4 7 9	17.4% 30.4% 39.1%	67 74 42	32.2% 35.6% 20.2%	66 197 249	12.6% 37.5% 47.4%	24 19 35	28.2% 22.4% 41.2%		1022 469	31.3% 40.0% 18.4%	20 18	31.7% 28.6%	71 52	38.89 28.49
staff of color  Low Priority  Medium Priority  High Priority	1034 1418	28.2% 38.7%	4 7	17.4% 30.4%	67 74	32.2% 35.6%	66 197	12.6% 37.5%	24 19	28.2% 22.4%		1022	31.3% 40.0%	20	31.7%	71	38.89

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											Native Hawaiian o	r					l
			American				Black or				Other Pacific					Two or Mo	
	Tot	al	Alaska I	Vative	Asia	an	Amer	ican	Latino or	Hispanic	Islander	Wh	ite	Oth	er	or Ethn	iicities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
35n. How important do you believe the following																	
should be at UNC-Chapel Hill: Recruiting more																	
students of color																	
Low Priority	293	8.0%	3	13.0%	26	12.6%	14	2.7%	5	5.9%		226	8.9%	8	12.5%	11	6.0%
Medium Priority	933	25.6%	4	17.4%	62	30.0%	52	10.0%	24	28.2%		723	28.4%	18	28.1%	44	24.0%
High Priority	1399	38.3%	7	30.4%	73	35.3%	180	34.5%	20	23.5%		1020	40.0%	23	35.9%	68	37.2%
Highest Priority	1026	28.1%	9	39.1%	46	22.2%	275	52.8%	36	42.4%		579	22.7%	15	23.4%	60	32.8%
Total Responses	3651	100.0%	23	100.0%	207	100.0%	521	100.0%	85	100.0%		2548	100.0%	64	100.0%	183	100.0%
No Response	673		2		37		84		15			391		15		25	
35o. How important do you believe the following																	
should be at UNC-Chapel Hill: Retaining more																	
administrators of color																	
Low Priority	310	8.5%	3	13.0%	25	12.0%	15	2.9%	6	7.0%		239	9.4%	8	12.7%	13	7.1%
Medium Priority	951	26.0%	4	17.4%	66	31.7%	57	10.9%	18	20.9%		745	29.2%	18	28.6%	38	20.8%
High Priority	1371	37.4%	8	34.8%	71	34.1%	175	33.3%	24	27.9%		1005	39.4%	15	23.8%	64	35.0%
Highest Priority	1030	28.1%	8	34.8%	46	22.1%	278	53.0%	38	44.2%		565	22.1%	22	34.9%	68	37.2%
Total Responses	3662	100.0%	23	100.0%	208	100.0%	525	100.0%	86	100.0%		2554	100.0%	63	100.0%	183	100.0%
No Response	662		2		36		80		14			385		16		25	
35p. How important do you believe the following																	
should be at UNC-Chapel Hill: Retaining more																	ļ
staff of color																	
Low Priority	319	8.7%	2	8.7%	23	11.1%	16	3.0%	6	7.1%	,	250	9.8%	7	10.9%	13	7.1%
Medium Priority	972	26.6%	4	17.4%	69	33.3%	61	11.6%	19	22.4%		752	29.5%	19	29.7%	42	23.0%
High Priority	1413	38.6%	8	34.8%	71	34.3%	192	36.5%	22	25.9%		1024	40.2%	20	31.3%	68	37.2%
Highest Priority	954	26.1%	9	39.1%	44	21.3%	257	48.9%	38	44.7%		524	20.5%	18	28.1%	60	32.8%
Total Responses	3658	100.0%	23	100.0%	207	100.0%	526	100.0%	85	100.0%		2550	100.0%	64	100.0%	183	100.0%
No Response	666		2		37		79		15			389		15		25	
													-				
35q. How important do you believe the following																	
should be at UNC-Chapel Hill: Retaining more																	Ų
students of color																	Ų
Low Priority	283	7.8%	2	8.7%	21	10.2%	15	2.9%	6	7.0%		218	8.6%	8	12.5%	13	7.1%
Medium Priority	879	24.1%	5	21.7%	70	34.0%	53	10.2%	20	23.3%		670	26.3%	19	29.7%	37	20.2%
High Priority	1383	37.9%	6	26.1%	67	32.5%	171	32.8%	20	23.3%		1027	40.3%	19	29.7%	64	35.0%
Highest Priority	1105	30.3%	10	43.5%	48	23.3%	283	54.2%	40	46.5%		631	24.8%	18	28.1%	69	37.7%
Total Responses	3650	100.0%	23	100.0%	206	100.0%	522	100.0%	86	100.0%		2546	100.0%	64	100.0%	183	100.0%
No Response	674		2		38		83		14			393		15		25	

			Gend	da.							Classificati							Work	l lmin			
	Fem N	ale %	Mai N		Oth N	er %	EHRA Non- N	-Faculty %	SHR N	·	Postdoo Scholar or N	toral	Don't k N	now %	Academic School		Acader Profession Humanities N	nic - onal &	Adminis	trative %	Other/Ui N	nknown %
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
34a. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : A sense of																						
community among staff and faculty					_																	
Low Priority	534	21.4%	212	17.2%	8	28.6%	231	21.2%	496	20.9%	18	9.4%	10	10.0%	215	18.1%	145	24.8%	322	21.1%	70	15.5%
Medium Priority	888	35.6%	434	35.2%	12	42.9%	407	37.3%	822	34.7%	69	35.9%	34	34.0%	428	36.0%	200	34.2%	560	36.7%	143	31.6%
High Priority	798	32.0% 11.0%	468 119	38.0%	6	21.4%	340	31.2% 10.4%	807 244	34.1%	84	43.8% 10.9%	40	40.0% 16.0%	428	36.0% 9.9%	177	30.3% 10.8%	485	31.8% 10.3%	181	40.0% 12.8%
Highest Priority	274 2494	100.0%	1233	9.7% 100.0%	2	7.1% 100.0%	113 1091	100.0%	2369	10.3% 100.0%	21	10.9%	16 100	100.0%	118 1189	100.0%	63	10.8%	157 1524	10.3%	58	100.0%
Total Responses  No Response	321	100.0%	145	100.0%	28 6	100.0%	136	100.0%	326	100.0%	192 34	100.0%	30	100.0%	164	100.0%	585 76	100.0%	163	100.0%	452 83	100.0%
No Response	321		143		0		130		320		34		30		104		76		103		- 03	
																					$\vdash$	
34b. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : A sense of																						
community among students and staff																					İ	ļ
Low Priority	493	19.9%	230	18.8%	8	28.6%	226	20.8%	476	20.2%	19	9.9%	9	9.0%	239	20.2%	131	22.5%	292	19.2%	68	15.2%
Medium Priority	869	35.0%	413	33.7%	12	42.9%	383	35.3%	805	34.2%	74	38.7%	32	32.0%	408	34.5%	204	35.0%	533	35.1%	146	32.7%
High Priority	856	34.5%	469	38.3%	6	21.4%	366	33.7%	847	36.0%	75	39.3%	41	41.0%	422	35.7%	191	32.8%	538	35.4%	180	40.3%
Highest Priority	263	10.6%	114	9.3%	2	7.1%	110	10.1%	228	9.7%	23	12.0%	18	18.0%	113	9.6%	57	9.8%	156	10.3%	53	11.9%
Total Responses	2481	100.0%	1226	100.0%	28	100.0%	1085	100.0%	2356	100.0%	191	100.0%	100	100.0%	1182	100.0%	583	100.0%	1519	100.0%	447	100.0%
No Response	334		152		6		142		339		35		30		171		78		168		88	
34c. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Access to services and resources for individuals with disabilities  Low Priority  Medium Priority  High Priority  Highest Priority  Total Responses	192 790 1107 393 2482	7.7% 31.8% 44.6% 15.8% 100.0%	70 347 613 197 1227	5.7% 28.3% 50.0% 16.1% 100.0%	4 7 10 6 27	14.8% 25.9% 37.0% 22.2% 100.0%	85 382 460 160 1087	7.8% 35.1% 42.3% 14.7% 100.0%	158 681 1137 385 2361	6.7% 28.8% 48.2% 16.3% 100.0%	14 54 90 31 189	7.4% 28.6% 47.6% 16.4% 100.0%	10 27 41 19 97	10.3% 27.8% 42.3% 19.6% 100.0%	93 371 536 178 1178	7.9% 31.5% 45.5% 15.1% 100.0%	46 197 256 86 585	7.9% 33.7% 43.8% 14.7% 100.0%	93 459 724 240 1516	6.1% 30.3% 47.8% 15.8% 100.0%	32 113 215 91 451	7.1% 25.1% 47.7% 20.2% 100.0%
No Response	333	100.070	151	100.070	7	100.070	140	100.070	334	200.070	37	100.070	33	100.070	175	100.070	76	100.070	171	100.070	84	100.070
No Nesponse	333		131	•			140		334		3,		- 33		1,3		70		1/1			
34d. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Access to facilities for individuals with disabilities	210	0.50/	66	F 40/	2	11 10/	05	0.00/	150	6.00%	16	0.5%	9	0.20/	02	7.00/	40	0.407	100	7.20/	20	C 40/
Low Priority  Medium Priority	210 769	8.5% 31.0%	66 333	5.4% 27.3%	7	11.1% 25.9%	95 373	8.8% 34.4%	159 653	6.8% 27.7%	16 56	8.5% 29.6%	27	9.3%	92 357	7.8%	49 183	8.4% 31.4%	108 451	7.2% 29.9%	29 113	6.4% 25.1%
High Priority	1081	43.6%	622	50.9%	11	40.7%	455	41.9%	1136	48.2%	84	29.6% 44.4%	39	40.2%	539	45.7%	263	45.2%	698	46.3%	216	47.9%
Highest Priority	419	16.9%	200	16.4%	6	22.2%	162	14.9%	407	17.3%	33	17.5%	22	22.7%	192	16.3%	87	14.9%	252	16.7%	93	20.6%
Total Responses	2479	100.0%	1221	100.0%	27	100.0%	1085	100.0%	2355	100.0%	189	100.0%	97	100.0%	1180	100.0%	582	100.0%	1509	100.0%	451	100.0%
No Response	336	100.070	157	200.070	7	100.070	142	100.070	340	100.070	37	100.070	33	100.070	173	100.070	79	100.070	178	100.070	84	200.070
но пеоропае	330		137				142		340		37		33		1/3		, , ,		1/0		- 54	
34e. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Appreciation for multiculturalism  Low Priority	147	5.9%	67	5.5%	3	11.5%	62	5.7%	136	5.7%	14	7.4%	5	5.2%	78	6.6%	28	4.8%	88	5.8%	23	5.1%
Medium Priority	745	29.9%	349	28.4%	7	26.9%	340	31.3%	669	28.3%	64	33.9%	28	29.2%	366	30.9%	169	29.0%	430	28.3%	133	29.6%
High Priority	1140	45.8%	594	48.4%	11	42.3%	486	44.8%	1138	48.1%	79	41.8%	39	40.6%	543	45.8%	296	50.9%	712	46.9%	194	43.2%
Highest Priority	456	18.3%	217	17.7%	5	19.2%	197	18.2%	423	17.9%	32	16.9%	24	25.0%	198	16.7%	89	15.3%	289	19.0%	99	22.0%
Total Responses	2488	100.0%	1227	100.0%	26	100.0%	1085	100.0%	2366	100.0%	189	100.0%	96	100.0%	1185	100.0%	582	100.0%	1519	100.0%	449	100.0%

			Gen	dor		ICLIVE	J 11431111	JIIONA	L PRIORI		Classificat							Work	Unit			
	Fem	nale	Ma		Oth	er	EHRA Non	ı-Faculty	SHR	•	Postdoo Scholar o	ctoral	Don't k	now	Academic School		Acaden Professio Humanities	nic - onal &	Adminis	strative	Other/Un	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	327		151		8		142		329		37		34		168		79		168		86	
·																						
34f. How important do you believe the following																						
is at UNC-Chapel Hill, currently: Gender diversity																						ŀ
among the staff																						ŀ
Low Priority	411	16.6%	139	11.4%	5	19.2%	190	17.5%	337	14.4%	21	11.1%	6	6.4%	190	16.1%	92	15.8%	214	14.2%	56	12.5%
Medium Priority	939	38.0%	430	35.2%	8	30.8%	419	38.6%	851	36.3%	73	38.6%	33	35.1%	426	36.2%	224	38.5%	570	37.8%	154	34.5%
High Priority	826	33.4%	490	40.1%	12	46.2%	353	32.5%	873	37.2%	70	37.0%	32	34.0%	430	36.5%	207	35.6%	528	35.0%	167	37.4%
Highest Priority	295	11.9%	163	13.3%	1	3.8%	124	11.4%	286	12.2%	25	13.2%	23	24.5%	131	11.1%	59	10.1%	196	13.0%	70	15.7%
Total Responses	2471	100.0%	1222	100.0%	26	100.0%	1086	100.0%	2347	100.0%	189	100.0%	94	100.0%	1177	100.0%	582	100.0%	1508	100.0%	447	100.0%
No Response	344		156		8		141		348		37		36		176		79		179		88	
34g. How important do you believe the following																						
is at UNC-Chapel Hill, <u>currently</u> : Institutional																						ľ
reputation																						ŀ
Low Priority	55	2.2%	37	3.0%	2	7.4%	23	2.1%	63	2.7%	2	1.1%	6	6.1%	26	2.2%	17	2.9%	37	2.4%	14	3.1%
Medium Priority	256	10.3%	142	11.6%	6	22.2%	89	8.2%	278	11.8%	19	10.1%	17	17.2%	125	10.5%	53	9.2%	149	9.8%	75	16.6%
High Priority	814	32.7%	407	33.1%	7	25.9%	314	28.8%	829	35.1%	55	29.1%	30	30.3%	401	33.8%	193	33.3%	480	31.6%	153	33.8%
Highest Priority	1363	54.8%	643	52.3%	12	44.4%	664	60.9%	1192	50.5%	113	59.8%	46	46.5%	635	53.5%	316	54.6%	853	56.2%	210	46.5%
Total Responses	2488	100.0%	1229	100.0%	27	100.0%	1090	100.0%	2362	100.0%	189	100.0%	99	100.0%	1187	100.0%	579	100.0%	1519	100.0%	452	100.0%
No Response	327		149		7		137		333		37		31		166		82		168		83	
34h. How important do you believe the following																						
is at UNC-Chapel Hill, currently: Intellectual																						ŀ
development of students																						ŀ
Low Priority	56	2.3%	43	3.5%	1	3.7%	22	2.0%	74	3.2%	0	0.0%	4	4.2%	34	2.9%	17	2.9%	31	2.0%	18	4.1%
Medium Priority	413	16.7%	189	15.5%	5	18.5%	156	14.3%	390	16.7%	38	20.0%	23	24.2%	211	17.9%	91	15.7%	213	14.1%	89	20.2%
High Priority	1113	45.1%	565	46.2%	13	48.1%	485	44.5%	1098	46.9%	73	38.4%	34	35.8%	541	46.0%	249	43.0%	707	46.7%	191	43.3%
Highest Priority	887	35.9%	426	34.8%	8	29.6%	427	39.2%	778	33.2%	79	41.6%	34	35.8%	391	33.2%	222	38.3%	564	37.2%	143	32.4%
Total Responses	2469	100.0%	1223	100.0%	27	100.0%	1090	100.0%	2340	100.0%	190	100.0%	95	100.0%	1177	100.0%	579	100.0%	1515	100.0%	441	100.0%
No Response	346		155		7		137		355		36		35		176		82		172		94	
34i. How important do you believe the following																						
is at UNC-Chapel Hill, <u>currently</u> : Preparation of																						ŀ
students for the workplace																						ŀ
Low Priority	126	5.1%	86	7.0%	4	14.8%	53	4.9%	150	6.4%	9	4.8%	5	5.2%	62	5.3%	36	6.2%	86	5.7%	32	7.2%
Medium Priority	654	26.5%	277	22.7%	7	25.9%	265	24.3%	604	25.8%	43	22.8%	27	28.1%	275	23.5%	156	26.8%	376	24.8%	126	28.3%
High Priority	1051	42.6%		44.7%	11	40.7%	491	45.0%	991	42.3%	85	45.0%	40	41.7%	539	46.0%	240	41.2%	663	43.7%	168	37.8%
Highest Priority	639	25.9%	313	25.6%	5	18.5%	283	25.9%	596	25.5%	52	27.5%	24	25.0%	295	25.2%	150	25.8%	391	25.8%	119	26.7%
Total Responses	2470	100.0%	1222	100.0%	27	100.0%	1092	100.0%	2341	100.0%	189	100.0%	96	100.0%	1171	100.0%	582	100.0%	1516	100.0%	445	100.0%
No Response	345		156		7		135		354		37		34		182		79		171		90	
																						ŀ
34j. How important do you believe the following																						ļ
is at UNC-Chapel Hill, <u>currently</u> : Partnerships with																						ŀ
surrounding communities																						ľ
Low Priority	228	9.2%		9.6%	4	14.8%	117	10.7%	208	8.9%	16	8.5%	9	9.3%	106	9.0%	71	12.3%	133	8.8%	40	9.0%
Mandison Dainaites	920	37.3%		35.3%	9	33.3%	423	38.8%	837	35.8%	64	33.9%	38	39.2%	422	35.9%	221	38.2%	562	37.1%	152	34.1%
Medium Priority		20 70/	522	42.6%	10	37.0%	419	38.4%	977	41.8%	81	42.9%	30	30.9%	493	42.0%	219	37.8%	621	41.0%	178	39.9%
High Priority	978	39.7%																				
High Priority Highest Priority	340	13.8%	153	12.5%	4	14.8%	131	12.0%	318	13.6%	28	14.8%	20	20.6%	153	13.0%	68	11.7%	198	13.1%	76	17.0%
High Priority														20.6% 100.0%	153 1174 179		68 579 82	11.7% 100.0%		13.1% 100.0%	76 446 89	17.0% 100.0%

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	Fem N	nale %	Gend Ma N		Oth N	er %	EHRA Non	n-Faculty %	SHR N	·	Postdoo Scholar or	ctoral	Don't k N	now %	Academic Scho N		Acader Profession Humanities N	nic - onal &	Adminis N	trative %	Other/Ur N	nknown %
34k. How important do you believe the following																						-
is at UNC-Chapel Hill, currently: Racial and ethnic																					Ì	
diversity in the staff																					Í	
Low Priority	351	14.2%	132	10.8%	4	14.8%	151	13.9%	295	12.5%	28	14.9%	14	14.4%	158	13.4%	86	14.8%	188	12.4%	54	12.0%
Medium Priority	879	35.5%	438	35.8%	10	37.0%	423	38.9%	810	34.4%	68	36.2%	27	27.8%	421	35.7%	223	38.4%	526	34.7%	158	35.2%
High Priority	898	36.3%	486	39.7%	12	44.4%	375	34.5%	918	39.0%	68	36.2%	33	34.0%	455	38.6%	198	34.1%	575	37.9%	166	37.0%
Highest Priority	347	14.0%	169	13.8%	1	3.7%	139	12.8%	330	14.0%	24	12.8%	23	23.7%	145	12.3%	73	12.6%	227	15.0%	71	15.8%
Total Responses	2475	100.0%	1225	100.0%	27	100.0%	1088	100.0%	2353	100.0%	188	100.0%	97	100.0%	1179	100.0%	580	100.0%	1516	100.0%	449	
No Response	340		153		7		139		342		38		33		174		81		171		86	
·																						
34I. How important do you believe the following																					1	-
is at UNC-Chapel Hill, currently: Recruiting more																					i	
administrators of color																					l	
Low Priority	471	19.1%	187	15.4%	7	25.9%	205	18.9%	405	17.4%	38	20.2%	18	18.8%	218	18.6%	115	19.9%	258	17.2%	73	16.4%
Medium Priority	916	37.2%		39.8%	10	37.0%	429	39.5%	875	37.6%	77	41.0%	28	29.2%	458	39.1%	220	38.0%	563	37.5%	169	37.9%
High Priority	755	30.7%	404	33.3%	9	33.3%	314	28.9%	771	33.1%	49	26.1%	32	33.3%	367	31.3%	172	29.7%	486	32.3%	141	31.6%
Highest Priority	320	13.0%	141	11.6%	1	3.7%	139	12.8%	279	12.0%	24	12.8%	18	18.8%	128	10.9%	72	12.4%	196	13.0%	63	14.1%
Total Responses	2462	100.0%	1215	100.0%	27	100.0%	1087	100.0%	2330	100.0%	188	100.0%	96	100.0%	1171	100.0%	579	100.0%	1503	100.0%	446	100.0%
No Response	353		163		7		140		365		38		34		182		82		184		89	
34m. How important do you believe the following																					<del>                                     </del>	
is at UNC-Chapel Hill, currently: Recruiting more																					Í	
staff of color																					Í	
Low Priority	469	19.1%	201	16.5%	6	22.2%	206	19.0%	416	17.9%	36	19.3%	18	18.8%	218	18.6%	111	19.2%	269	17.9%	77	17.4%
Medium Priority	976	39.7%	497	40.9%	10	37.0%	453	41.7%	921	39.6%	79	42.2%	31	32.3%	485	41.3%	241	41.8%	585	38.9%	173	39.1%
High Priority	712	29.0%	382	31.4%	9	33.3%	302	27.8%	721	31.0%	50	26.7%	28	29.2%	346	29.5%	160	27.7%	464	30.9%	131	29.6%
Highest Priority	299	12.2%	135	11.1%	2	7.4%	125	11.5%	269	11.6%	22	11.8%	19	19.8%	124	10.6%	65	11.3%	184	12.3%	62	14.0%
Total Responses	2456	100.0%	1215	100.0%	27	100.0%	1086	100.0%	2327	100.0%	187	100.0%	96	100.0%	1173	100.0%	577	100.0%	1502	100.0%	443	100.0%
No Response	359	100.070	163	100.070	7	100.070	141	100.070	368	100.070	39	100.070	34	100.070	180	100.070	84	100.070	185	100.070	92	100.070
No Nesponse	555		105		,				500		33		0.		100		0.		103			
34n. How important do you believe the following																						
is at UNC-Chapel Hill, currently: Recruiting more																					Í	
students of color																					Ì	
Low Priority	314	12.8%	149	12.3%	5	18.5%	108	9.9%	311	13.4%	34	18.2%	15	15.8%	159	13.6%	68	11.8%	180	12.0%	60	13.6%
Medium Priority	860	35.1%		37.5%	9	33.3%	397	36.6%	833	35.9%	64	34.2%	29	30.5%	418	35.8%	204	35.3%	541	36.1%	161	36.5%
High Priority	909	37.1%	433	35.7%	8	29.6%	408	37.6%	846	36.5%	65	34.8%	30	31.6%	442	37.8%	219	37.9%	534	35.7%	154	34.9%
Highest Priority	365	14.9%	176	14.5%	5	18.5%	173	15.9%	328	14.2%	24	12.8%	21	22.1%	149	12.8%	87	15.1%	242	16.2%	66	15.0%
Total Responses	2448	100.0%	1213	100.0%	27	100.0%	1086	100.0%	2318	100.0%	187	100.0%	95	100.0%	1168	100.0%	578	100.0%	1497	100.0%	441	100.0%
No Response	367		165		7		141		377		39	·	35		185		83		190		94	
34o. How important do you believe the following																					<del></del>	
																					l	
is at UNC-Chapel Hill, <u>currently</u> : Retaining more																					l	
administrators of color	404	10.70/	102	15 10/	7	25.00/	104	17.00/	425	10.20/	20	20.40/	10	10.00/	210	10.00/	100	10.40/	276	10 40/	74	1.6 70/
Low Priority	484	19.7%	183	15.1%		25.9%	194 448	17.8%	425	18.3%	38	20.4%	18	18.9%	218 457	18.6%	106	18.4%	276 558	18.4%	74 178	16.7%
Medium Priority High Priority	936 706	38.2% 28.8%	488 397	40.2% 32.7%	6 11	22.2% 40.7%	299	41.2% 27.5%	883 731	38.0% 31.5%	69 53	37.1% 28.5%	29 30	30.5% 31.6%	359	39.0% 30.7%	237 165	41.1% 28.6%	458	37.2% 30.6%	178	40.3% 29.4%
Highest Priority	327	13.3%	145	12.0%	3	11.1%	146	13.4%	284	12.2%	26	14.0%	18	18.9%	137	11.7%	69	12.0%	207	13.8%	60	13.6%
Total Responses	2453	100.0%	1213	100.0%	27	100.0%	1087	100.0%	2323	100.0%	186	100.0%	95	100.0%	1171	100.0%	577	100.0%	1499	100.0%	442	100.0%
No Response	362	100.0%	165	100.0%	7	100.0%	140	100.0%	372	100.0%	40	100.0%	35	100.0%	182	100.0%	84	100.0%	188	100.0%	93	100.0%
			-																			$\neg \neg$
34p. How important do you believe the following																						
is at UNC-Chapel Hill, <u>currently</u> : Retaining more																					l	
staff of color									1												i	
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		I	Gen	uer	l			I	Emp	ioyment I	Classificati	IUN	I				Acade		Unit		I	
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	Fem	ale	Ma	ile	Oth	ner	EHRA Nor	-Faculty	SHR	A	Scholar or		Don't k	now	Scho		Humanitie		Adminis	trative	Other/Un	nknown
	N	%	N	%	N Oil	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Low Priority	515	21.0%	204	16.8%	7	25.9%	215	19.8%	455	19.6%	38	20.4%	19	19.8%	234	20.0%	115	20.1%	292	19.5%	85	19.1%
Medium Priority	962	39.3%	488	40.1%	9		453	41.8%	905	39.0%	70	37.6%	30	31.3%	470	40.2%	241	42.1%	578	38.5%	170	38.2%
High Priority	663	27.1%	396	32.6%	10		292	26.9%	690	29.7%	56	30.1%	30	31.3%	337	28.8%	155	27.1%	445	29.7%	130	29.2%
Highest Priority	307	12.5%	128	10.5%	1	3.7%	125	11.5%	271	11.7%	22	11.8%	17	17.7%	128	10.9%	61	10.7%	185	12.3%	60	13.5%
Total Responses	2447	100.0%	1216	100.0%	27		1085	100.0%	2321	100.0%	186	100.0%	96	100.0%	1169	100.0%	572	100.0%	1500	100.0%	445	100.0%
No Response	368		162		7		142		374		40		34		184		89		187		90	
34q. How important do you believe the following																					<del></del>	
is at UNC-Chapel Hill, currently: Retaining more																						
students of color																						
Low Priority	368	15.0%	144	11.9%	5	18.5%	135	12.4%	338	14.6%	28	15.2%	17	17.9%	174	14.9%	75	13.0%	202	13.5%	66	15.0%
Medium Priority	896	36.6%	460	38.0%	8		406	37.3%	856	37.0%	72	39.1%	29	30.5%	450	38.7%	212	36.7%	540	36.0%	161	36.7%
High Priority	809	33.1%	434	35.9%	8		365	33.5%	800	34.6%	54	29.3%	30	31.6%	390	33.5%		35.2%	511	34.1%	147	33.5%
Highest Priority	374	15.3%	171	14.1%	6		182	16.7%	320	13.8%	30	16.3%	19	20.0%	150	12.9%	87	15.1%	246	16.4%	65	14.8%
Total Responses	2447	100.0%	1209	100.0%	27		1088	100.0%	2314	100.0%	184	100.0%	95	100.0%	1164	100.0%	577	100.0%	1499	100.0%	439	100.0%
No Response	368		169		7		139		381		42		35		189		84		188		96	. ,,
35a. How important do you believe the following																						
should be at UNC-Chapel Hill: Developing a sense																						
of community among staff and faculty	40	2.00/	20	2.40/	١.	45.400	24	2 20/		2.60/		2.40/		4.00/	24	2.40/	4.4	2.40/	42	2.00/	10	2 20/
Low Priority	48 382	2.0%	38	3.1%	4		24 198	2.2%	61 368	2.6%	4	2.1%	1 21	1.0%	24 195	2.1%	14 91	2.4%	42 269	2.8%	10	2.3%
Medium Priority	1305	15.6% 53.2%	242 650	19.9% 53.4%	7 12	26.9% 46.2%	565	18.5% 52.7%	1265	15.8% 54.2%	43 88	46.3%	48	21.9% 50.0%	603	16.7% 51.6%	321	15.8% 55.7%	805	17.9% 53.5%	75 237	16.9% 53.5%
High Priority Highest Priority	720	29.3%	287	23.6%	3		286	26.7%	642	27.5%	55	28.9%	26	27.1%	346	29.6%		26.0%	389	25.8%	121	27.3%
Total Responses	2455	100.0%	1217	100.0%	26		1073	100.0%	2336	100.0%	190	100.0%	96	100.0%	1168	100.0%	576	100.0%	1505	100.0%	443	100.0%
No Response	360	100.070	161	100.070	8	100.070	154	100.070	359	100.070	36	100.070	34	100.070	185	100.070	85	100.070	182	100.070	92	100.070
No Nesponse	300		101		Ü		154		333		30		34		103		- 53		102			
35b. How important do you believe the following																						
should be at UNC-Chapel Hill: Developing a sense																						
of community among students and staff																						
Low Priority	76	3.1%	58	4.8%	4	15.4%	47	4.4%	84	3.6%	4	2.1%	2	2.1%	34	2.9%	26	4.5%	66	4.4%	12	2.7%
Medium Priority	501	20.5%	278	22.9%	3		236	22.0%	484	20.8%	42	22.2%	20	20.8%	261	22.5%		21.8%	313	20.9%	80	18.1%
High Priority	1220	50.0%	604	49.8%	17		525	49.0%	1182	50.9%	89	47.1%	45	46.9%	573	49.3%	292	51.0%	748	49.9%	227	51.5%
Highest Priority	645	26.4%	273	22.5%	2	7.7%	263	24.6%	573	24.7%	54	28.6%	29	30.2%	294	25.3%	130	22.7%	372	24.8%	122	27.7%
Total Responses	2442	100.0%	1213	100.0%	26		1071	100.0%	2323	100.0%	189	100.0%	96	100.0%	1162	100.0%	573	100.0%	1499	100.0%	441	100.0%
No Response	373	100.070	165	100.070	8		156	100.070	372	100.070	37	100.070	34	200.070	191	100.070	88	100.070	188	100.070	94	100.070
35c. How important do you believe the following																						
should be at UNC-Chapel Hill: Creating better																						
access to services and resources for individuals																						
with disabilities																						
Low Priority	27	1.1%	16	1.3%	3	11.5%	13	1.2%	29	1.2%	3	1.6%	1	1.0%	17	1.5%	5	0.9%	17	1.1%	7	1.6%
44 11 81 11	316	12.9%	212	17.5%	2	7.7%	169	15.9%	310	13.3%	37	19.6%	14	14.6%	173	14.9%	94	16.4%	208	13.9%	54	12.3%
Medium Priority		52.5%	671	55.5%	10	38.5%	573	53.8%	1245	53.6%	92	48.7%	53	55.2%	632	54.5%	302	52.8%	803	53.5%	225	51.3%
Medium Priority High Priority	1282	52.5%																				
,	1282 817	33.5%	310	25.6%	11	42.3%	311	29.2%	740	31.8%	57	30.2%	28	29.2%	338	29.1%	171	29.9%	472	31.5%	153	34.9%
High Priority							311 1066	29.2% 100.0%	740 2324	31.8% 100.0%	57 189	30.2% 100.0%	28 96	29.2% 100.0%	338 1160	29.1% 100.0%	171 572	29.9% 100.0%	472 1500	31.5% 100.0%	153 439	34.9% 100.0%

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	Fem N	ale %	Gend Ma N		Oth N	er %	EHRA Nor N	ո-Faculty %	SHR N		Postdoo Scholar of N	ctoral	Don't k N	now %	Academic School		Acader Profession Humanities N	nic - onal &	Adminis N	trative %	Other/Unk N	known %
35d. How important do you believe the following																						
should be at UNC-Chapel Hill: Creating better																						
access to facilities for individuals with disabilities																						
Low Priority	28	1.1%	24	2.0%	2	7.7%	15	1.4%	33	1.4%	5	2.7%	1	1.0%	21	1.8%	6	1.0%	18	1.2%	9	2.0%
Medium Priority	293	12.0%	205	16.9%	4	15.4%	163	15.3%	291	12.5%	33	17.6%	14	14.6%	163	14.1%	85	14.8%	199	13.3%	54	12.2%
High Priority	1260	51.6%	662	54.6%	9	34.6%	558	52.3%	1228	52.8%	94	50.0%	51	53.1%	619	53.4%	309	53.8%	783	52.3%	220	49.8%
Highest Priority	860	35.2%	322	26.5%	11	42.3%	331	31.0%	774	33.3%	56	29.8%	30	31.3%	357	30.8%	174	30.3%	498	33.2%	159	36.0%
Total Responses	2441	100.0%	1213	100.0%	26	100.0%	1067	100.0%	2326	100.0%	188	100.0%	96	100.0%	1160	100.0%	574	100.0%	1498	100.0%	442	100.0%
No Response	374		165		8		160		369		38		34		193		87		189		93	
34e. How important do you believe the following should be at UNC-Chapel Hill: Developing an																						
appreciation for multiculturalism					_						_		-	=								
Low Priority	39	1.6%	59	4.9%	2	8.0%	27	2.5%	63	2.7%	5	2.7%	5	5.2%	22	1.9%	20	3.5%	43	2.9%	15	3.4%
Medium Priority	390	16.0%	274	22.7%	5	20.0%	170	15.9%	443	19.1%	39	20.7%	17	17.7%	230	19.9%	94	16.4%	259	17.3%	84	19.0%
High Priority	1175	48.2%	583	48.2%	8	32.0%	478	44.8%	1156	49.8%	89	47.3%	43	44.8%	577	49.9%	269	46.9%	724 470	48.4%	196	44.4%
Highest Priority	834	34.2%	293	24.2%	10	40.0%	392	36.7%	657	28.3%	55	29.3%	31	32.3%	327	28.3%	190	33.2%		31.4%	146	33.1%
Total Responses	2438	100.0%	1209	100.0%	25	100.0%	1067	100.0%	2319	100.0%	188	100.0%	96	100.0%	1156	100.0%	573	100.0%	1496	100.0%		100.0%
No Response	377		169		9		160		376		38		34		197		88		191		94	
35f. How important do you believe the following																						
should be at UNC-Chapel Hill: Promoting gender																						
diversity among the staff																						
Low Priority	96	4.0%	114	9.4%	2	8.0%	52	4.9%	142	6.1%	10	5.3%	7	7.3%	55	4.8%	30	5.2%	90	6.0%	37	8.5%
Medium Priority	504	20.7%	335	27.7%	2	8.0%	233	21.9%	552	23.9%	35	18.5%	19	19.8%	283	24.5%	131	22.9%	342	22.9%	82	18.8%
High Priority	1131	46.6%	535	44.3%	12	48.0%	477	44.8%	1075	46.5%	89	47.1%	39	40.6%	532	46.0%	268	46.8%	696	46.6%	183	41.9%
Highest Priority	698	28.7%	225	18.6%	9	36.0%	302	28.4%	544	23.5%	55	29.1%	31	32.3%	287	24.8%	144	25.1%	364	24.4%	135	30.9%
Total Responses	2429	100.0%	1209	100.0%	25	100.0%	1064	100.0%	2313	100.0%	189	100.0%	96	100.0%	1157	100.0%	573	100.0%	1492	100.0%		100.0%
No Response	386	100.070	169	100.070	9	100.070	163	100.070	382	100.070	37	100.070	34	100.070	196	100.070	88	100.070	195	100.070	98	100.070
The Response	500		103		,		100		502		37				130				100		30	
35g. How important do you believe the following																						
should be at UNC-Chapel Hill: Enhancing																						
institutional reputation																						
Low Priority	103	4.2%	75	6.2%	3	11.5%	46	4.3%	114	4.9%	10	5.3%	11	11.5%	64	5.5%	31	5.4%	69	4.6%	16	3.6%
Medium Priority	473	19.4%	207	17.0%	6	23.1%	201	18.9%	429	18.4%	46	24.5%	11	11.5%	208	18.0%	117	20.3%	275	18.4%	86	19.4%
High Priority	968	39.7%	472	38.8%	8	30.8%	382	35.8%	958	41.2%	66	35.1%	42	43.8%	492	42.5%	201	35.0%	567	37.9%	186	41.9%
Highest Priority	893	36.6%	461	37.9%	9	34.6%	437	41.0%	825	35.5%	66	35.1%	32	33.3%	393	34.0%	226	39.3%	585	39.1%	156	35.1%
Total Responses	2437	100.0%	1215	100.0%	26	100.0%	1066	100.0%	2326	100.0%	188	100.0%	96	100.0%	1157	100.0%	575	100.0%	1496	100.0%		100.0%
No Response	378		163		8		161		369		38		34		196		86		191		91	
35h. How important do you believe the following																						
should be at UNC-Chapel Hill: Promoting the																						
intellectual development of students																						
Low Priority	19	0.8%	10	0.8%	1	3.8%	8	0.7%	20	0.9%	1	0.5%	1	1.0%	11	0.9%	4	0.7%	10	0.7%	5	1.1%
Medium Priority	119	4.9%	63	5.2%	2	7.7%	41	3.8%	130	5.6%	9	4.8%	4	4.2%	71	6.1%	22	3.8%	61	4.1%	30	6.8%
High Priority	749	30.7%	347	28.6%	9	34.6%	267	25.0%	749	32.2%	62	33.3%	29	30.2%	375	32.4%	149	25.9%	438	29.2%	141	32.1%
Highest Priority	1550	63.6%	792	65.3%	14	53.8%	751	70.4%	1425	61.3%	114	61.3%	62	64.6%	701	60.5%	400	69.6%	989	66.0%	263	59.9%
Total Responses	2437	100.0%	1212	100.0%	26	100.0%	1067	100.0%	2324	100.0%	186	100.0%	96	100.0%	1158	100.0%	575	100.0%	1498	100.0%		100.0%
No Response	378		166		8		160		371		40		34		195		86		189		96	
1																						

	Gender						Гиан		Classificati	ian						Work	l lmin					
	Femal	ale	Gen		Oth	ıer	EHRA Non	n-Faculty	SHR	,	Classificati Postdoo Scholar or	ctoral	Don't k	now	Academic - Schoo		Acader Profession	nic - onal &	Adminis	trative	Other/Un	nknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
35i. How important do you believe the following																						
should be at UNC-Chapel Hill: Preparing student																						
for the workplace																						
Low Priority	24	1.0%	28	2.3%	2	7.7%	19	1.8%	31	1.3%	3	1.6%	1	1.1%	9	0.8%	8	1.4%	31	2.1%	6	1.4%
Medium Priority	195	8.0%		7.8%	3	11.5%	99	9.3%	166	7.1%	20	10.6%	7	7.5%	84	7.3%	51	8.9%	120	8.0%	37	8.4%
High Priority	817	33.5%	413	34.1%	11	42.3%	372	34.8%	778	33.4%	58	30.9%	33	35.5%	402	34.7%	181	31.4%	501	33.5%	154	34.9%
Highest Priority	1403	57.5%	676	55.8%	10	38.5%	578	54.1%	1351	58.1%	107	56.9%	52	55.9%	663	57.3%	336	58.3%	845	56.4%	244	55.3%
Total Responses	2439	100.0%	1212	100.0%	26	100.0%	1068	100.0%	2326	100.0%	188	100.0%	93	100.0%	1158	100.0%	576	100.0%	1497	100.0%	441	100.0%
No Response	376		166		8		159		369		38		37		195		85		190		94	
35j. How important do you believe the following																						$\overline{}$
should be at UNC-Chapel Hill: Creating and																						
sustaining partnerships with surrounding																						
communities																						
Low Priority	53	2.2%	48	4.0%	2	7.7%	25	2.3%	68	2.9%	7	3.7%	3	3.2%	25	2.2%	16	2.8%	50	3.3%	12	2.7%
Medium Priority	452	18.6%	280	23.0%	5	19.2%	251	23.5%	430	18.5%	42	22.2%	13	13.7%	220	18.9%	125	21.8%	317	21.2%	73	16.6%
High Priority	1202	49.3%	598	49.2%	14	53.8%	523	49.1%	1159	49.9%	83	43.9%	47	49.5%	564	48.6%	295	51.4%	747	49.9%	206	46.8%
Highest Priority	729	29.9%	289	23.8%	5	19.2%	267	25.0%	667	28.7%	57	30.2%	32	33.7%	352	30.3%	138	24.0%	382	25.5%	149	33.9%
Total Responses		100.0%		100.0%	26	100.0%	1066	100.0%	2324	100.0%	189	100.0%	95	100.0%	1161	100.0%	574	100.0%	1496	100.0%	440	100.0%
No Response	379		163		8		161		371		37		35		192		87		191		95	
35k. How important do you believe the following should be at UNC-Chapel Hill: Promoting racial and ethnic diversity in the staff																						
Low Priority	88	3.6%		6.7%	3	11.5%	39	3.6%	114	4.9%	13	6.9%	6	6.3%	46	4.0%	28	4.9%	73	4.9%	25	5.7%
Medium Priority	405	16.7%		26.6%	3	11.5%	194	18.1%	478	20.7%	39	20.7%	17	17.9%	253	21.9%	108	18.9%	280	18.7%	87	19.9%
High Priority	1116	45.9%	526	43.5%	14	53.8%	490	45.8%	1050	45.4%	82	43.6%	35	36.8%	528	45.7%	263	46.0%	694	46.4%	170	38.8%
Highest Priority	823	33.8%	280	23.2%	6	23.1%	346	32.4%	671	29.0%	54	28.7%	37	38.9%	328	28.4%	173	30.2%	450	30.1%	156	35.6%
Total Responses	2432	100.0%	1209	100.0%	26	100.0%	1069	100.0%	2313	100.0%	188	100.0%	95	100.0%	1155	100.0%	572	100.0%	1497	100.0%	438	100.0%
No Response	383		169		8		158		382		38		35		198		89		190		97	
351. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more																						
administrators of color																						
Low Priority	160	6.6%	147	12.2%	3	11.5%	65	6.1%	220	9.6%	18	9.5%	7	7.4%	101	8.7%	39	6.8%	122	8.2%	48	11.1%
Medium Priority	576	23.8%	373	31.0%	5	19.2%	244	22.9%	631	27.4%	50	26.5%	26	27.7%	344	29.7%	150	26.2%	353	23.8%	103	23.8%
High Priority	948	39.1%		36.2%	12	46.2%	420	39.4%	883	38.4%	67	35.4%	26	27.7%	421	36.4%	219	38.2%	600	40.5%	156	36.0%
Highest Priority	740	30.5%	247	20.5%	6	23.1%	337	31.6%	566	24.6%	54	28.6%	35	37.2%	292	25.2%	165	28.8%	408	27.5%	126	29.1%
Total Responses	2424	100.0%	1202	100.0%	26	100.0%	1066	100.0%	2300	100.0%	189	100.0%	94	100.0%	1158	100.0%	573	100.0%	1483	100.0%	433	100.0%
No Response	391		176		8		161		395		37		36		195		88		204		102	
35m. How important do you believe the followin																						
should be at UNC-Chapel Hill: Recruiting more staff of color																						
Low Priority	174	7.2%	152	12.6%	4	15.4%	73	6.8%	232	10.1%	18	9.5%	7	7.4%	114	9.9%	42	7.3%	124	8.4%	50	11.5%
Medium Priority	632	26.1%		32.9%	5	19.2%	272	25.5%	676	29.4%	53	28.0%	28	29.8%	364	31.5%	161	28.1%	391	26.3%	113	25.9%
High Priority	967	39.9%		36.2%	12	46.2%	441	41.3%	878	38.2%	73	38.6%	25	26.6%	423	36.6%	235	41.0%	601	40.5%	157	36.0%
Highest Priority	651	26.9%	220	18.3%	5			26.4%	514	22.3%	45	23.8%	34	36.2%	255	22.1%		23.6%	368	24.8%	116	26.6%
Total Responses		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	436	100.0%
No Response	391		174		8		159		395		37		36		197		88		203		99	
staff of color Low Priority Medium Priority High Priority Highest Priority	632 967 651	26.1% 39.9%	396 436	32.9% 36.2%	5 12	19.2% 46.2%	272	25.5% 41.3%	676 878	29.4% 38.2%	53 73	28.0% 38.6%	28 25	29.8% 26.6%	364 423	31.5% 36.6%	161	2 4 2	28.1% 41.0% 23.6%	28.1% 391 41.0% 601 23.6% 368	28.1%     391     26.3%       41.0%     601     40.5%       23.6%     368     24.8%       00.0%     1484     100.0%	28.1%     391     26.3%     113       41.0%     601     40.5%     157       23.6%     368     24.8%     116       00.0%     1484     100.0%     436

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											Postdo	nt a rai			Academic	Uoolth	Profession					
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	Fem N	aie %	Ma N	%	Oth N	er %	EHRA Nor	1-Faculty %	N SHK	% %	Scholar or	%	Don't k N	now %	School N	ois %	Humanities N	%	Adminis N	trative %	Other/Un N	nknown %
35n. How important do you believe the following		70	- 14	70	- 14	70	- 14	70	.,	70	14	70		70	.,	70	.,,	70	- 14	70	- 14	70
should be at UNC-Chapel Hill: Recruiting more																						
students of color																						
Low Priority	149	6.2%	141	11.7%	3		58	5.4%	210	9.2%	17	9.0%	8	8.5%	96	8.3%	37	6.5%	113	7.6%	47	10.8%
Medium Priority	569	23.6%	357	29.7%	6	23.1%	234	22.0%	620	27.0%	51	27.1%	25	26.6%	336	29.1%	142	24.8%	344	23.3%	106	24.4%
High Priority	950	39.3%	435	36.2%	11	42.3%	412	38.6%	892	38.9%	69	36.7%	25	26.6%	437	37.9%	211	36.9%	589	39.8%	160	36.9%
Highest Priority	748	31.0%	269	22.4%	6	23.1%	362	34.0%	571	24.9%	51	27.1%	36	38.3%	285	24.7%	182	31.8%	433	29.3%	121	27.9%
Total Responses	2416	100.0%	1202	100.0%	26	100.0%	1066	100.0%	2293	100.0%	188	100.0%	94	100.0%	1154	100.0%	572	100.0%	1479	100.0%	434	100.0%
No Response	399		176		8		161		402		38		36		199		89		208		101	
35o. How important do you believe the following																						
should be at UNC-Chapel Hill: Retaining more																						
administrators of color																						
Low Priority	157	6.5%	151	12 50/	2	7.7%	64	6.0%	210	0.50/	19	10.1%	9	9.6%	103	8.9%	41	7.10/	121	8.1%	45	10.20/
	573	23.6%	372	12.5% 30.8%	5	19.2%	239	22.4%	218 632	9.5% 27.5%	51	27.0%	24	25.5%	339	29.4%	142	7.1% 24.7%	121 355	23.9%	110	10.3% 25.3%
Medium Priority																						
High Priority	921 772	38.0%	437 246	36.2% 20.4%	10 9	38.5% 34.6%	412 352	38.6% 33.0%	869 583	37.7% 25.3%	65 54	34.4% 28.6%	24 37	25.5% 39.4%	424 289	36.7% 25.0%	221 170	38.5% 29.6%	571 439	38.4% 29.5%	153 127	35.2% 29.2%
Highest Priority  Total Responses	2423	31.9% 100.0%	1206	100.0%	26	100.0%	1067	100.0%	2302	100.0%	189	100.0%	94	100.0%	1155	100.0%	574	100.0%	1486	100.0%	435	100.0%
No Response	392	100.0%	172	100.0%	8	100.0%	160	100.0%	393	100.0%	37	100.0%	36	100.0%	1155	100.0%	87	100.0%	201	100.0%	100	100.0%
No Response	392		1/2		0		100		393		37	-	30		196		67		201		100	
35p. How important do you believe the following																						
should be at UNC-Chapel Hill: Retaining more																						
staff of color																						
Low Priority	162	6.7%	154	12.8%	3	11.5%	65	6.1%	227	9.9%	18	9.5%	9	9.6%	109	9.5%	41	7.2%	123	8.3%	46	10.6%
Medium Priority	580	24.0%	387	32.1%	4	15.4%	247	23.2%	641	27.9%	54	28.6%	25	26.6%	344	29.8%	148	25.8%	369	24.9%	106	24.3%
High Priority	961	39.7%	438	36.3%	11	42.3%	432	40.6%	886	38.5%	69	36.5%	25	26.6%	436	37.8%	231	40.3%	586	39.5%	158	36.2%
Highest Priority	716	29.6%	227	18.8%	8	30.8%	321	30.1%	546	23.7%	48	25.4%	35	37.2%	264	22.9%	153	26.7%	406	27.4%	126	28.9%
Total Responses	2419	100.0%	1206	100.0%	26	100.0%	1065	100.0%	2300	100.0%	189	100.0%	94	100.0%	1153	100.0%	573	100.0%	1484	100.0%	436	100.0%
No Response	396		172		8		162		395		37		36		200		88		203		99	
35q. How important do you believe the following																						
should be at UNC-Chapel Hill: Retaining more																						
students of color																						
Low Priority	139	5.8%	142	11.8%	2	7.7%	52	4.9%	206	9.0%	16	8.5%	9	9.6%	96	8.3%	31	5.4%	112	7.6%	44	10.2%
Medium Priority	524	21.7%	349	29.0%	5	19.2%	218	20.5%	585	25.5%	51	27.0%	22	23.4%	318	27.6%	132	23.0%	320	21.7%	104	24.0%
High Priority	929	38.5%	442	36.8%	9	34.6%	397	37.3%	892	38.9%	66	34.9%	26	27.7%	442	38.3%	224	39.1%	562	38.0%	154	35.6%
Highest Priority	823	34.1%	269	22.4%	10	38.5%	397	37.3%	610	26.6%	56	29.6%	37	39.4%	298	25.8%	186	32.5%	484	32.7%	131	30.3%
Total Responses	2415	100.0%	1202	100.0%	26	100.0%	1064	100.0%	2293	100.0%	189	100.0%	94	100.0%	1154	100.0%	573	100.0%	1478	100.0%	433	100.0%
No Response	400		176		8		163		402		37		36		199		88		209		102	

#### AWARENESS OF DIVERSITY-RELATED POLICIES, PROCEDURES, AND PROFESSIONAL DEVELOPMENT

	AWAR	:NE22 (	)F DIVERS	OIIY-KE	LATED PO	LICIES,	PROCEDI	JKES, F	AND PROF		NAL DEVE	.OPIVIE	NI					
					i		in the second		1	Race/E	thnicity				ī		i.	
											Native Haw	aiian or						
			American I	Indian or			Black or A	African			Other Pa	cific					Two or Mo	re Races
	Tot	al	Alaska N	Native	Asia	n	Ameri	can	Latino or F	lispanic	Island	er	Whit	te	Othe	er	or Ethni	cities
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
25. Are you aware that UNC-Chapel Hill:																	<del>                                     </del>	
a. Has a policy that prohibits discrimination and																		
1	2057	07.00	24	100.00/	208	04.50/	537	06.10/	00	06.00/			2724	00.20/	63	02.50/	100	07.40/
harassment	3857	97.6%	24	100.0%	208	94.5%	537	96.1%	90	96.8%	1		2724	98.3%	62	92.5%	186	97.4%
b. Has a policy that prohibits retaliation and																		
protects individuals who in good faith participate																		
in investigations of discrimination and harassment	2570	00.00/	24	100.00/	100	06.40/	F00	00.00/	70	02.00/			2520	01.00/		05 10/	171	00.50/
c. Has diversity goals and plans	3579 3602	90.8%	24 23	100.0% 95.8%	190 188	86.4% 85.8%	500 473	89.8% 84.8%	78 76	83.9% 81.7%			2538 2601	91.8% 94.0%	57 57	85.1% 83.8%	171 161	89.5% 84.3%
	3602	91.3%	23	95.8%	188	85.8%	4/3	84.8%	76	81.7%	1		2601	94.0%	57	83.8%	101	84.3%
d. Has a policy and procedure for providing	2526	00.70/	22	04.70/	467	76 20/	476	05.20/	00	06.00/			2552	02.40/		70.40/	460	0.4.20/
accommodations in the workplace	3536	89.7%	22	91.7%	167	76.3%	476	85.2%	80	86.0%			2553	92.4%	54	79.4%	160	84.2%
e. Has a tuition waiver program that provides an																		
opportunity for eligible employees to take courses																		
for career development or for personal interest	3411	86.4%	21	87.5%	163	73.8%	494	88.2%	75	80.6%			2424	87.7%	54	80.6%	158	82.7%
for career development of for personal interest	3411	80.476	21	67.3/0	103	/3.6/0	434	00.270	73	80.070			2424	67.770	34	80.076	136	02.770
36. I am aware of professional development/																		
•																		
training at UNC-Chapel Hill in the following areas:																		
a. Americans with Disabilities Act training	2226	59.2%	17	77.3%	75	35.5%	296	55.6%	34	38.2%			1665	63.3%	39	58.2%	89	48.1%
b. Diversity programs	2757	73.3%	22	95.7%	119	56.4%	387	72.6%	49	55.7%			2001	76.0%	42	63.6%	122	65.6%
c. Green Zone (training about the military																		
affiliated student experience)	1335	35.5%	12	52.2%	54	25.6%	208	39.0%	20	22.5%			958	36.4%	22	33.3%	53	28.8%
d. HAVEN training (ally training to support sexual																		
assault survivors)	2065	54.8%	16	69.6%	91	43.1%	297	55.8%	40	44.9%			1487	56.3%	30	45.5%	93	50.3%
e. Interpersonal skills (e.g., interaction				=====		== +=/											440	
management, conflict resolution)	2669	71.0%	18	78.3%	111	53.4%	382	71.7%	53	60.2%			1935	73.5%	45	68.2%	112	60.2%
f. Leadership development	2782	74.0%	18	78.3%	117	55.7%	410	76.9%	59	66.3%			1994	75.8%	48	71.6%	118	64.1%
g. Safe Zone (ally training to support LGBTQ																		
individuals)	2368	62.9%	20	87.0%	95	45.2%	330	61.9%	47	52.8%			1717	65.2%	37	56.1%	110	59.5%
h. Supervisory development	2391	63.6%	17	73.9%	90	42.7%	338	64.0%	43	48.3%			1740	66.0%	39	59.1%	109	58.6%
37. I have participated in professional																		
development/ training at UNC-Chapel Hill in the																		
following areas:																		
a. Americans with Disabilities Act training	646	17.4%	9	39.1%	17	8.1%	108	20.8%	4	4.5%			468	18.0%	11	18.0%	25	13.6%
b. Diversity programs	1316	35.4%	12	52.2%	47	22.4%	253	48.4%	22	25.3%			899	34.4%	17	27.4%	57	31.1%
c. Green Zone (training about the military																		
affiliated student experience)	310	8.4%	2	8.7%	18	8.6%	61	11.8%	5	5.6%			206	7.9%	6	9.5%	10	5.5%
d. HAVEN training (ally training to support sexual																		
assault survivors)	468	12.6%	5	21.7%	24	11.5%	99	18.9%	9	10.2%			299	11.5%	7	11.1%	23	12.6%
e. Interpersonal skills (e.g., interaction																		
management, conflict resolution)	1298	34.8%	11	47.8%	48	23.1%	221	41.9%	24	27.0%			905	34.6%	23	35.4%	56	30.4%
f. Leadership development	1081	29.1%	12	52.2%	36	17.3%	193	37.0%	21	24.1%			756	29.0%	15	23.8%	41	22.3%
g. Safe Zone (ally training to support LGBTQ																		
individuals)	647	17.5%	11	47.8%	29	13.9%	116	22.2%	13	14.8%			440	17.0%	7	11.1%	28	15.3%
h. Supervisory development	884	23.8%	7	30.4%	22	10.6%	147	28.2%	10	11.4%			650	24.9%	15	23.4%	27	14.9%

#### AWARENESS OF DIVERSITY-RELATED POLICIES, PROCEDURES, AND PROFESSIONAL DEVELOPMENT

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		ı	Gend	ler				1	Empl	oyment	Classificati	on	i i					Work	Unit		1	
																	Acader					ŀ
											Postdoo				Academic		Profession					ļ
	Fema	-	Male	-	Oth		EHRA Non	-	SHR		Scholar or		Don't k		Scho		Humanities		Admini		Other/U	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
25. Are you aware that UNC-Chapel Hill:								-														
a. Has a policy that prohibits discrimination and																						ŀ
harassment	2565	97.7%	1259	97.8%	24	05 70/	1126	98.3%	2427	97.9%	191	92.7%	102	93.6%	1208	97.0%	593	97.5%	1564	98.2%	473	97.1%
narassment	2505	97.7%	1259	97.8%	24	85.7%	1126	98.3%	2427	97.9%	191	92.7%	102	93.6%	1208	97.0%	593	97.5%	1564	98.2%	4/3	97.1%
b. Has a policy that prohibits retaliation and		2000 3777																				
protects individuals who in good faith participate																						ŀ
in investigations of discrimination and harassment	2256	00.00/	4404	02.00/	22	75.00/	4044	04.00/	2260	04 20/	477	06.004	04	04.20/	4446	00.00/	552	00.00/	4460	04.00/	425	00.50/
-	2356 2392	90.0% 91.3%	1194 1176	93.0%	22 25	75.9% 89.3%	1041 1064	91.0% 93.0%	2260 2266	91.3% 91.4%	177 170	86.8%	91 91	84.3% 83.5%	1116 1108	89.9% 89.1%	552 566	90.9% 93.1%	1460 1462	91.9% 91.9%	435 450	89.5%
c. Has diversity goals and plans	2392	91.3%	1176	91.4%	25	89.3%	1064	93.0%	2200	91.4%	170	82.9%	91	83.5%	1108	89.1%	500	93.1%	1462	91.9%	450	92.4%
d. Has a policy and procedure for providing	2240	00.40/	4462	00.60/	25	06.20/	4056	02.40/	2224	00.20/	452	74.40/	07	00.60/	4000	07.00/	540	00.20/	4444	00.70/	426	00.20/
accommodations in the workplace	2340	89.4%	1163	90.6%	25	86.2%	1056	92.4%	2231	90.2%	152	74.1%	87	80.6%	1093	87.9%	548	90.3%	1441	90.7%	436	90.3%
e. Has a tuition waiver program that provides an																						ļ
opportunity for eligible employees to take courses																						ŀ
for career development or for personal interest	2202	07.50/	4007	0.4.40/	24	02.00/	4000	00.40/	22.42	00.40/	0.2	44.00/	60	FC 40/	4074	06.20/	520	06.004	4200	07.40/	404	02.20/
for career development of for personal interest	2292	87.5%	1087	84.4%	24	82.8%	1008	88.1%	2243	90.4%	92	44.9%	60	56.1%	1074	86.3%	529	86.9%	1388	87.4%	404	83.3%
																						<del></del>
36. I am aware of professional development/																						ŀ
training at UNC-Chapel Hill in the following areas:																						ļ
a. Americans with Disabilities Act training	1465	58.7%	745	60.6%	15	53.6%	641	58.4%	1469	62.2%	60	31.3%	50	51.0%	648	54.7%	346	59.7%	936	61.3%	288	63.3%
b. Diversity programs	1821	73.0%	915	74.3%	19	67.9%	837	76.1%	1744	73.8%	111	57.8%	58	59.2%	802	67.7%	460	78.8%	1165	76.4%	319	70.1%
c. Green Zone (training about the military	1021	73.070	313	74.370	13	07.570	637	70.170	1/44	73.070	111	37.070	36	33.270	002	07.770	400	70.070	1103	70.470	313	70.170
affiliated student experience)	875	35.1%	446	36.2%	12	42.9%	484	44.0%	790	33.5%	35	18.2%	23	23.5%	276	23.3%	295	50.6%	623	40.9%	136	30.0%
d. HAVEN training (ally training to support sexual	673	33.170	440	30.270	12	42.570	404	44.070	730	33.370	33	10.270	23	23.370	270	23.370	233	30.070	023	40.570	130	30.070
assault survivors)	1423	56.9%	622	50.4%	18	64.3%	684	62.1%	1267	53.5%	69	35.9%	42	42.4%	566	47.7%	379	64.9%	888	58.2%	225	49.2%
e. Interpersonal skills (e.g., interaction	1423	30.370	022	30.470	10	04.570	004	02.170	1207	33.370	03	33.370	42	42.470	300	47.770	373	04.570	000	30.270	223	43.270
management, conflict resolution)	1783	71.4%	867	70.5%	18	64.3%	768	69.9%	1757	74.4%	89	46.6%	48	49.0%	799	67.7%	416	71.4%	1143	74.9%	303	66.4%
f. Leadership development	1854	74.2%	907	73.9%	17	60.7%	816	74.3%	1812	76.7%	98	51.3%	48	49.5%	832	70.5%	433	74.5%	1184	77.5%	322	70.6%
g. Safe Zone (ally training to support LGBTQ	1034	74.2/0	307	73.570	1/	00.776	810	74.370	1012	70.776	36	31.370	40	45.570	032	70.576	433	74.370	1104	77.570	322	70.076
individuals)	1605	64.3%	741	60.2%	20	71.4%	802	73.0%	1436	60.7%	81	42.4%	44	44.9%	636	53.5%	474	81.2%	989	65.0%	261	57.5%
h. Supervisory development	1575	63.1%	801	65.1%	12	42.9%	696	63.2%	1608	68.1%	47	24.5%	33	33.7%	701	59.0%	368	63.0%	1032	67.9%	279	61.6%
n. supervisory development	13/3	03.176	801	03.176	12	42.5/0	030	03.270	1008	08.176	47	24.370	33	33.770	701	39.0%	300	03.076	1032	07.5/0	2/3	01.076
37. I have participated in professional																						
development/ training at UNC-Chapel Hill in the																						ŀ
following areas:																						
a. Americans with Disabilities Act training	432	17.6%	210	17.3%	3	11.5%	190	17.6%	429	18.4%	14	7.4%	9	9.2%	169	14.4%	93	16.4%	283	18.9%	99	22.1%
b. Diversity programs	872	35.3%	433	35.5%	11	42.3%	479	44.0%	781	33.5%	39	20.5%	11	11.2%	286	24.3%	224	39.3%	651	43.3%	150	33.2%
c. Green Zone (training about the military	0/2	33.370	433	33.3/0	11	42.370	4/3	44.0%	701	33.3/0	33	20.376	11	11.2/0	200	24.3/0	224	33.370	031	43.3/0	130	33.2/0
affiliated student experience)	216	8.8%	90	7.4%	4	14.3%	151	14.0%	144	6.2%	10	5.2%	4	4.1%	42	3.6%	93	16.3%	153	10.2%	20	4.5%
d. HAVEN training (ally training to support sexual	210	0.070	30	7.470	- 4	14.5/0	131	14.0%	144	0.276	10	3.270	4	4.1/0	42	3.070	33	10.5/0	133	10.270	20	4.370
assault survivors)	351	14.3%	109	9.0%	8	29.6%	196	18.1%	249	10.7%	10	5.2%	12	12.2%	94	8.0%	116	20.4%	206	13.7%	51	11.4%
e. Interpersonal skills (e.g., interaction	331	14.570	103	3.070		23.070	130	10.170	243	10.770	10	3.270	12	12.2/0	74	0.070	110	20.470	200	13.770	- 31	11.470
management, conflict resolution)	875	35.3%	413	33.9%	10	35.7%	344	31.7%	896	38.2%	42	22.0%	13	13.3%	376	31.8%	211	36.7%	561	37.2%	146	32.2%
f. Leadership development	682	27.7%	391	33.9%	8	29.6%	354	32.6%	678	29.1%	34	17.8%	11	11.5%	284	24.2%	176	30.9%	505	37.2%	112	24.9%
g. Safe Zone (ally training to support LGBTQ	002	21.170	231	32.170	٥	∠∃.0%	334	32.070	0/6	23.1%	34	17.0%	11	11.3%	204	24.2%	1/0	30.5%	305	33.0%	112	24.5%
individuals)	461	18.8%	173	14.3%	12	44.4%	301	27.9%	317	13.7%	16	8.5%	10	10.2%	124	10.6%	183	32.2%	291	19.4%	48	10.8%
h. Supervisory development	558	22.6%	318	26.1%	8	28.6%	267	24.5%	588	25.2%	19	9.9%	6	6.2%	252	21.4%	139	24.2%	393	26.1%	95	21.0%
n. Supervisory development	558	22.0%	210	20.1%	8	20.0%	207	24.5%	308	23.2%	19	9.9%	b	0.2%	232	21.4%	139	24.2%	393	20.1%	95	21.0%

							LIVICES	OOLD		Race/F	thnicity							
	Tot N	tal %	American Alaska I N		Asia N	an %	Black or . Amer N		Latino or		Native Hav Other P Island	acific	Whi N	ite %	Oth N	er %	Two or Mo or Ethn	
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
38a. Since being hired at UNC-Chapel Hill, how																		
often have you utilized the following services:																		
American Indian Center																		
Not at All	3578	95.0%	10	43.5%	199	95.2%	500	94.0%	87	97.8%			2525	95.7%	62	93.9%		93.0%
Occasionally	167 20	4.4% 0.5%	5	21.7%	9	4.3% 0.5%	28 4	5.3%	2	2.2%			108	4.1%	3 1	4.5%	12 1	6.5%
Frequently		100.0%	8	34.8% 100.0%		100.0%	532	0.8%	0	0.0%			5	0.2% 100.0%		1.5%		0.5%
Total Responses  No Response	3765 559	100.0%	23	100.0%	209 35	100.0%	73	100.0%	89 11	100.0%			2638 301	100.0%	66 13	100.0%	185 23	100.0%
No Response	339				33		/3		11				301		15		23	
38b. Since being hired at UNC-Chapel Hill, how																		
often have you utilized the following services:																		
Carolina Latina/o Collaborative																		
Not at All	3586	95.7%	19	82.6%	198	94.7%	493	93.4%	71	79.8%			2550	97.0%	62	98.4%	172	93.5%
Occasionally	143	3.8%	4	17.4%	198	4.3%	31	5.9%	15	16.9%			74	2.8%	1	1.6%	8	4.3%
Frequently	143	0.5%	0	0.0%	2	1.0%	4	0.8%	3	3.4%			6	0.2%	0	0.0%	4	2.2%
Total Responses	3748	100.0%	23	100.0%	209	100.0%	528	100.0%	89	100.0%			2630	100.0%	63	100.0%		100.0%
No Response	576	100.070	23	100.070	35	100.070	77	100.070	11	100.070			309	100.070	16	100.070	24	100.070
No nesponse	3.0		_		55								505		- 10			
38c. Since being hired at UNC-Chapel Hill, how																		
often have you utilized the following services:																		
Carolina Women's Center																		
Not at All	3315	88.2%	19	82.6%	189	91.3%	447	84.3%	81	91.0%			2331	88.5%	59	88.1%	168	90.8%
Occasionally	393	10.5%	3	13.0%	16	7.7%	77	14.5%	7	7.9%			266	10.1%	6	9.0%	16	8.6%
Frequently	49	1.3%	1	4.3%	2	1.0%	6	1.1%	1	1.1%			36	1.4%	2	3.0%	1	0.5%
Total Responses	3757	100.0%	23	100.0%	207	100.0%	530	100.0%	89	100.0%			2633	100.0%	67	100.0%	185	100.0%
No Response	567		2		37		75		11				306		12		23	
38d. Since being hired at UNC-Chapel Hill, how																		
often have you utilized the following services:																		
Diversity and Multicultural Affairs																		
Not at All	3179	84.8%	15	65.2%	179	86.1%	372	70.6%	72	80.9%			2308	87.8%	55	84.6%	157	84.9%
Occasionally	449	12.0%	2	8.7%	25	12.0%	110	20.9%	13	14.6%			268	10.2%	9	13.8%	20	10.8%
Frequently	122	3.3%	6	26.1%	4	1.9%	45	8.5%	4	4.5%			54	2.1%	1	1.5%	8	4.3%
Total Responses	3750	100.0%	23	100.0%	208	100.0%	527	100.0%	89	100.0%			2630	100.0%	65	100.0%	185	100.0%
No Response	574		2		36		78		11				309		14		23	
38e. Since being hired at UNC-Chapel Hill, how																		
often have you utilized the following services:																		
Employee Assistance Program																		
Not at All	3150	83.9%	19	82.6%	179	86.5%	392	74.0%	79	88.8%			2262	85.8%	53	82.8%	148	80.4%
Occasionally	550	14.6%	4	17.4%	26	12.6%	113	21.3%	8	9.0%			351	13.3%	8	12.5%		19.0%
Frequently	56	1.5%	0	0.0%	2	1.0%	25	4.7%	2	2.2%			23	0.9%	3	4.7%	1	0.5%
Total Responses	3756	100.0%	23	100.0%	207	100.0%	530	100.0%	89	100.0%			2636	100.0%	64	100.0%		100.0%
No Response	568		2		37		75		11				303		15		24	
206 Cines being bined at UNC Changle !!!!	ļ																	
38f. Since being hired at UNC-Chapel Hill, how																		
often have you utilized the following services:																		
Employee Forum				=6.51														
Not at All	2758	73.5%	18	78.3%	157	75.8%	360	67.9%	76	86.4%			1945	73.8%	45	69.2%		76.5%
Occasionally	887	23.6%	3	13.0%	47	22.7%	143	27.0%	10	11.4%			624	23.7%	16	24.6%	40	21.9%
Frequently	107	2.9%	2	8.7%	3	1.4%	27	5.1%	2	2.3%			65	2.5%	4	6.2%		1.6%
Total Responses	3752	100.0%	23	100.0%	207	100.0%	530	100.0%	88	100.0%	l		2634	100.0%	65	100.0%	183	100.0%

										Race/E	thnicity						
											Native Hawaiian or						
			American	Indian or			Black or	African			Other Pacific					Two or M	ore Race
	Tot	al	Alaska I	Native	Asi	an	Amer	ican	Latino or	Hispanic	Islander	Wh	ite	Oth	er	or Ethr	nicities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
No Response	572		2		37		75		12			305		14		25	
20- Since being bined at UNG Charactuill benn																	
38g. Since being hired at UNC-Chapel Hill, how																	
often have you utilized the following services:																	
Equal Opportunity and Compliance Office																	
Not at All	3260	86.7%	18	78.3%	176	84.6%	437	82.6%	82	92.1%		2307	87.4%	57	87.7%	166	90.29
Occasionally	399	10.6%	5	21.7%	28	13.5%	70	13.2%	6	6.7%		265	10.0%	7	10.8%	13	7.19
Frequently	101	2.7%	0	0.0%	4	1.9%	22	4.2%	1	1.1%		67	2.5%	1	1.5%	5	2.79
Total Responses	3760	100.0%	23	100.0%	208	100.0%	529	100.0%	89	100.0%		2639	100.0%	65	100.0%	184	100.09
No Response	564		2		36		76		11			300		14		24	
38h. Since being hired at UNC-Chapel Hill, how																	
often have you utilized the following services:																	
LGBTQ Center																	
Not at All	3420	91.3%	18	78.3%	198	95.2%	480	90.7%	83	94.3%		2393	91.1%	60	92.3%	167	90.39
Occasionally	290	7.7%	5	21.7%	8	3.8%	45	8.5%	5	5.7%		205	7.8%	4	6.2%	17	9.29
Frequently	37	1.0%	0	0.0%	2	1.0%	4	0.8%	0	0.0%		29	1.1%	1	1.5%	1	0.59
Total Responses	3747	100.0%	23	100.0%	208	100.0%	529	100.0%	88	100.0%		2627	100.0%	65	100.0%	185	100.09
No Response	577		2		36		76		12			312		14		23	

i					C,	05	EKVICES	UJLD									
										Race/E	thnicity					•	
											Native Hawaiian or						
			American	Indian or			Black or A	African			Other Pacific					Two or Mo	re Races
	Tot	al	Alaska I	Native	Asia	an	Amer	ican	Latino or	Hispanic	Islander	Wh	ite	Oth	er	or Ethn	icities
	N	%	N	%	N	%	N	%	N	%	N %	N	%	N	%	N	%
38i. Since being hired at UNC-Chapel Hill, how																	
often have you utilized the following services:																	
Office of Human Resources																	
Not at All	1117	29.7%	4	18.2%	70	33.5%	164	31.1%	39	44.3%		745	28.2%	24	36.9%	70	38.0%
Occasionally	2078	55.3%	13	59.1%	111	53.1%	252	47.7%	41	46.6%		1520	57.6%	33	50.8%	89	48.4%
Frequently	563	15.0%	5	22.7%	28	13.4%	112	21.2%	8	9.1%		374	14.2%	8	12.3%	25	13.6%
Total Responses	3758	100.0%	22	100.0%	209	100.0%	528	100.0%	88	100.0%		2639	100.0%	65	100.0%	184	100.0%
No Response	566		3		35		77		12			300		14		24	
38j. Since being hired at UNC-Chapel Hill, how																	
often have you utilized the following services:																	
Office of Postdoctoral Affairs																	
Not at All	3348	89.5%	20	87.0%	144	68.9%	470	88.8%	71	79.8%		2402	91.6%	54	83.1%	169	92.3%
Occasionally	278	7.4%	0	0.0%	50	23.9%	36	6.8%	10	11.2%		163	6.2%	6	9.2%	11	6.0%
Frequently	115	3.1%	3	13.0%	15	7.2%	23	4.3%	8	9.0%		56	2.1%	5	7.7%	3	1.6%
Total Responses	3741	100.0%	23	100.0%	209	100.0%	529	100.0%	89	100.0%		2621	100.0%	65	100.0%	183	100.0%
No Response	583		2		35		76		11			318		14		25	
38k. Since being hired at UNC-Chapel Hill, how																	
often have you utilized the following services: The																	
University Ombuds Office																	
Not at All	3315	88.3%	19	82.6%	189	91.7%	453	85.5%	86	96.6%		2327	88.2%	52	81.3%	169	91.4%
Occasionally	409	10.9%	3	13.0%	14	6.8%	68	12.8%	3	3.4%		292	11.1%	11	17.2%	16	8.6%
Frequently	32	0.9%	1	4.3%	3	1.5%	9	1.7%	0	0.0%		18	0.7%	1	1.6%	0	0.0%
Total Responses	3756	100.0%	23	100.0%	206	100.0%	530	100.0%	89	100.0%		2637	100.0%	64	100.0%	185	100.0%
No Response	568		2		38		75		11			302		15		23	

			Gen	der					Emp	loyment	Classificat	ion						Work	Unit			
	Fema N	ale %	Ma N		Oth N	er %	EHRA Non- N	-Faculty %	SHR N		Postdo Scholar o N	ctoral	Don't k N	now %	Academic School		Acader Profession Humanities N	nic - onal &	Adminis N	trative %	Other/Ur N	ıknown %
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
38a. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
American Indian Center																						
Not at All	2373	94.9%	1176	95.7%	24	82.8% 13.8%	995 87	90.5%	2287	96.7%	186	97.4%	100	100.0%	1167	98.0%	548 26	94.5%	1410	92.5% 6.7%	440	96.5%
Occasionally	113 14	4.5% 0.6%	48 5	3.9% 0.4%	1	3.4%	17	7.9% 1.5%	75 3	3.2% 0.1%	0	2.6% 0.0%	0	0.0%	24 0	0.0%	6	4.5% 1.0%	102 12	0.8%	14 2	3.1% 0.4%
Frequently  Total Responses	2500	100.0%	1229	100.0%	29	100.0%	1099	100.0%	2365	100.0%	191	100.0%	100	100.0%	1191	100.0%	580	100.0%	1524	100.0%	456	100.0%
No Response	315	100.0%	149	100.0%	5	100.0%	128	100.0%	330	100.0%	35	100.0%	30	100.0%	162	100.0%	81	100.0%	163	100.0%	79	100.0%
38b. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Carolina Latina/o Collaborative																						
Not at All	2371	95.3%	1184	96.7%	26	92.9%	995	91.0%	2295	97.5%	188	98.4%	98	98.0%	1163	98.0%	552	95.5%	1420	93.5%	439	97.1%
Occasionally	102	4.1%	38	3.1%	2	7.1%	88	8.1%	50	2.1%	3	1.6%	2	2.0%	22	1.9%	22	3.8%	85	5.6%	13	2.9%
Frequently	16	0.6%	3	0.2%	0	0.0%	10	0.9%	9	0.4%	0	0.0%	0	0.0%	2	0.2%	4	0.7%	13	0.9%	0	0.0%
Total Responses	2489	100.0%	1225	100.0%	28	100.0%	1093	100.0%	2354	100.0%	191	100.0%	100	100.0%	1187	100.0%	578	100.0%	1518	100.0%	452	100.0%
No Response	326		153		6		134		341		35		30		166		83		169		83	
38c. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Carolina Women's Center																						
Not at All	2132	85.4%	1155	94.4%	23	79.3%	895	81.6%	2141	90.7%	175	92.1%	95	95.0%	1083	90.9%	501	86.5%	1294	85.2%	424	93.4%
Occasionally	326	13.1%	61	5.0%	4	13.8%	177	16.1%	200	8.5%	12	6.3%	3	3.0%	103	8.6%	70	12.1%	190	12.5%	29	6.4%
Frequently	39	1.6%	8	0.7%	2	6.9%	25	2.3%	19	0.8%	3	1.6%	2	2.0%	6	0.5%	8	1.4%	34	2.2%	1	0.2%
Total Responses	2497	100.0%	1224	100.0%	29	100.0%	1097	100.0%	2360	100.0%	190	100.0%	100	100.0%	1192	100.0%	579	100.0%	1518	100.0%	454	100.0%
No Response	318		154		5		130		335		36		30		161		82		169		81	
38d. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Diversity and Multicultural Affairs																						
Not at All	2078	83.4%	1069	87.4%	26	92.9%	808	73.9%	2093	88.8%	174	91.6%	94	94.9%	1063	89.9%	465	80.2%	1219	80.3%	419	92.3%
Occasionally	332	13.3%	116	9.5%	0	0.0%	208	19.0%	223	9.5%	13	6.8%	5	5.1%	98	8.3%	100	17.2%	221	14.5%	29	6.4%
Frequently	82	3.3%	38	3.1%	2	7.1%	78	7.1%	41	1.7%	3	1.6%	0	0.0%	22	1.9%	15	2.6%	79	5.2%	6	1.3%
Total Responses	2492	100.0%	1223	100.0%	28	100.0%	1094	100.0%	2357	100.0%	190	100.0%	99	100.0%	1183	100.0%	580	100.0%	1519	100.0%	454	100.0%
No Response	323		155		6		133		338		36		31		170		81		168		81	
38e. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Employee Assistance Program																						
Not at All	2068	82.9%	1055	86.1%	23	82.1%	944	86.1%	1920	81.4%	181	95.3%	96	96.0%	992	83.3%	485	83.6%	1274	84.0%	385	84.8%
Occasionally	385	15.4%	157	12.8%	5	17.9%	141	12.9%	395	16.7%	9	4.7%	4	4.0%	185	15.5%	84	14.5%	221	14.6%	60	13.2%
Frequently	43	1.7%	13	1.1%	0	0.0%	11	1.0%	45	1.9%	0	0.0%	0	0.0%	14	1.2%	11	1.9%	22	1.5%	9	2.0%
Total Responses	2496	100.0%	1225	100.0%	28	100.0%	1096	100.0%	2360	100.0%	190	100.0%	100	100.0%	1191	100.0%	580	100.0%	1517	100.0%	454	100.0%
No Response	319		153		6		131		335		36		30		162		81		170		81	
206 Since being hired at UNC Changl IIII bear																						
38f. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Employee Forum	1012	72 70/	022	75 20/	20	71 40/	900	72.00/	1660	70.49/	100	95.2%	99	99.0%	011	76 50/	415	71 70/	1062	70.10/	250	70 10/
Not at All Occasionally	1812 603	72.7% 24.2%	923 274	75.2% 22.3%	20 7	71.4% 25.0%	809 248	73.9% 22.6%	630	70.4% 26.7%	180 8	4.2%	99	1.0%	911 255	76.5% 21.4%	415 149	71.7% 25.7%	396	70.1% 26.2%	359 84	79.1% 18.5%
Frequently	76	3.1%	30	22.3%	1	3.6%	38	3.5%	68	26.7%	1	0.5%	0	0.0%	255	21.4%	149	25.7%	56	3.7%	11	2.4%
Total Responses	2491	100.0%	1227	100.0%	28	100.0%	1095	100.0%	2358	100.0%		100.0%	100	100.0%	1191	100.0%	579	100.0%	1514	100.0%	454	100.0%
Total hesponses		100.070		100.070	20	100.070	1000	100.070		100.070	100	200.070	100	100.070	1171	200.070	, ,,,	200.070	1314	100.070	1 757	200.070

	Gender						Emp	loyment	Classificat	ion						Work	Unit					
	Fema		Ma		Oth	-	EHRA Non	-Faculty	SHF		Postdo Scholar o		Don't k		Academic Scho	ols	Acade Professi Humanitie	onal & s Schools	Adminis		Other/Un	ıknown
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	324		151		6		132		337		37		30		162		82		173		81	
																					<del>                                     </del>	
38g. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Equal Opportunity and Compliance Office																						
Not at All	2140	85.7%	1091	88.9%	24	85.7%	900	81.9%	2069	87.6%	183	96.3%	98	98.0%	1060	88.9%	494	85.3%	1280	84.3%	413	90.6%
Occasionally	286	11.4%	1031	8.8%	3	10.7%	160	14.6%	231	9.8%	6	3.2%	2	2.0%		9.1%	66	11.4%	186	12.3%	38	8.3%
Frequently	72	2.9%	28	2.3%	1	3.6%	39	3.5%	61	2.6%	1	0.5%	0	0.0%	25	2.1%	19	3.3%	52	3.4%	5	1.1%
Total Responses	2498	100.0%	1227	100.0%	28	100.0%	1099	100.0%	2361	100.0%	190	100.0%	100	100.0%	1193	100.0%	579	100.0%	1518	100.0%	456	100.0%
No Response	317		151		6		128		334		36		30		160		82		169		79	
38h. Since being hired at UNC-Chapel Hill, how often have you utilized the following services:																						
LGBTQ Center																					1	
Not at All	2257	90.6%	1142	93.5%	16	57.1%	909	82.9%	2220	94.3%	184	98.4%	97	97.0%	1124	94.9%	502	86.7%	1348	88.9%	433	95.6%
Occasionally	211	8.5%	69	5.7%	9	32.1%	165	15.1%	120	5.1%	2	1.1%	3	3.0%		4.5%	66	11.4%	152	10.0%	19	4.2%
Frequently	24	1.0%	10	0.8%	3		22	2.0%	14	0.6%	1	0.5%	0	0.0%		0.7%	11	1.9%	17	1.1%	1	0.2%
Total Responses	2492	100.0%	1221	100.0%	28	100.0%	1096	100.0%	2354	100.0%	187	100.0%	100	100.0%	1185	100.0%	579	100.0%	1517	100.0%	453	100.0%
No Response	323		157		6		131		341		39		30		168		82		170		82	
																					ĺ	

			Geno	ler					Fmn	lovment	Classificat	ion						Work	Unit			
	Fem	ale	Mai	e	Oth	_	EHRA Nor	,	SHR	IA	Postdo Scholar o	ctoral	Don't k	-	Academic Scho	ols	Acadei Profession Humanities	mic - onal & s Schools	Adminis		Other/Un	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
38i. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Office of Human Resources																						
Not at All	705	28.2%	399	32.6%	11	40.7%	299	27.3%	638	27.0%	96	51.9%	78	78.8%	348	29.3%		30.2%	406	26.8%	181	39.7%
Occasionally	1391	55.7%	672	54.9%	10	37.0%	633	57.7%	1344	56.8%	79	42.7%	20	20.2%	678	57.0%	323	55.7%	835	55.0%	233	51.1%
Frequently	403	16.1%	154	12.6%	6	22.2%	165	15.0%	385	16.3%	10	5.4%	1	1.0%	163	13.7%	82	14.1%	276	18.2%	42	9.2%
Total Responses	2499	100.0%	1225	100.0%	27	100.0%	1097	100.0%	2367	100.0%	185	100.0%	99	100.0%	1189	100.0%	580	100.0%	1517	100.0%	456	100.0%
No Response	316		153		7		130		328		41		31		164		81		170		79	
38j. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services:																						
Office of Postdoctoral Affairs																						
Not at All	2237	90.0%	1079	88.3%	27	96.4%	983	90.0%	2229	94.9%	27	14.1%	99	100.0%	998	84.1%	513	89.4%	1387	91.5%	438	96.9%
Occasionally	168	6.8%	108	8.8%	1	3.6%	89	8.2%	76	3.2%	113	58.9%	0	0.0%	126	10.6%	43	7.5%	98	6.5%	11	2.4%
Frequently	80	3.2%	35	2.9%	0	0.0%	20	1.8%	43	1.8%	52	27.1%	0	0.0%	62	5.2%	18	3.1%	31	2.0%	3	0.7%
Total Responses	2485	100.0%	1222	100.0%	28	100.0%	1092	100.0%	2348	100.0%	192	100.0%	99	100.0%	1186	100.0%	574	100.0%	1516	100.0%	452	100.0%
No Response	330		156		6		135		347		34		31		167		87		171		83	
		i																				
38k. Since being hired at UNC-Chapel Hill, how																						
often have you utilized the following services: The																						
University Ombuds Office																						
Not at All	2177	87.2%	1109	90.5%	25	89.3%	939	85.7%	2082	88.2%	185	97.4%	100	100.0%	1087	91.3%	506	87.2%	1299	85.6%	411	90.3%
Occasionally	291	11.7%	113	9.2%	3	10.7%	142	13.0%	261	11.1%	5	2.6%	0	0.0%	94	7.9%	68	11.7%	204	13.4%	42	9.2%
Frequently	28	1.1%	4	0.3%	0	0.0%	15	1.4%	17	0.7%	0	0.0%	0	0.0%	9	0.8%	6	1.0%	15	1.0%	2	0.4%
Total Responses	2496	100.0%	1226	100.0%	28	100.0%	1096	100.0%	2360	100.0%	190	100.0%	100	100.0%	1190	100.0%	580	100.0%	1518	100.0%	455	100.0%
No Response	319		152		6		131		335		36		30		163		81		169		80	