

## Appendix D

### Results from 2004 and 2008 Faculty/Staff Survey

Question		2004		2008	
		% Agree <sup>1</sup>	% Disagree	% Agree	% Disagree
"The workplace climate in my department/unit is welcoming for employees from underrepresented groups" (all respondents).		72	10	77	7
<b>By gender:</b>	Female	74	10	79	6
	Male	71	9	75	7
	Transgender	N/A <sup>2</sup>	N/A	67	11
<b>By race/ethnicity:</b>	Respondents from diverse racial groups (not including Hispanic/Latino) <sup>3</sup>	N/A <sup>4</sup>	N/A	68	14
	American Indian or Alaskan Native	59	23	53	27
	Native Hawaiian or Other Pacific Islander*	N/A	N/A	75	25
	Asian or Pacific Islander*	61	12	72	10
	Black or African American	67	21	67	17
	Hispanic/Latino	65	17	63	17
	White	73	9	78	6
<b>By sexual identity:</b>	LGB	62	20	N/A <sup>5</sup>	N/A
	Lesbian	N/A <sup>6</sup>	N/A	68	18
	Gay	N/A	N/A	64	21
	Bisexual	N/A	N/A	74	9
	Heterosexual	74	9	78	7
	Uncertain	N/A	N/A	72	9
<b>By disability status:</b>	Respondents with a disability	62	16	74	8
	Respondents without disabilities	73	9	77	7
"Acceptance of diversity in the workplace has improved on my campus in the past three years" (all respondents).		45	8	45	7
<b>By gender:</b>	Female	50	7	46	6
	Male	45	9	43	7
	Transgender	N/A	N/A	56	22

## Appendix D

### Results from 2004 and 2008 Faculty/Staff Survey *continued*

Question		2004		2008	
		% Agree <sup>1</sup>	% Disagree	% Agree	% Disagree
<b>By race/ethnicity:</b>	Respondents from diverse racial/ethnic groups (not including Hispanic/Latino)	N/A	N/A	41	11
	American Indian or Alaskan Native	59	18	60	13
	Native Hawaiian or Other Pacific Islander*	N/A	N/A	25	38
	Asian or Pacific Islander*	43	10	42	7
	Black or African American	38	28	43	12
	Hispanic/Latino	47	20	44	15
	White	49	8	45	6
<b>By sexual identity:</b>	LGB	36	15	N/A	N/A
	Lesbian	N/A	N/A	38	24
	Gay	N/A	N/A	37	21
	Bisexual	N/A	N/A	43	11
	Heterosexual	45	7	45	6
	Uncertain	N/A	N/A	36	15
<b>By disability status:</b>	Respondents with a disability	51	12	49	10
	Respondents without disabilities	48	8	44	6

\* Per footnote 3 below, "Native Hawaiian or Other Pacific Islander" was only a separate category on the 2008 survey. For the 2004 survey, this grouping was included with "Asian" as "Asian or Pacific Islander."

<sup>1</sup>"Agree" represents those who indicated "Strongly Agree" and "Agree," and "Disagree" represents those who indicated "Disagree" or "Strongly Disagree"; those who indicated "Uncertain" are not included.

<sup>2</sup>In the 2004 survey, transgender was not an identified population.

<sup>3</sup>Respondents in this group indicated "American Indian or Alaskan Native," "Asian or Pacific Islander," or "Black or African American" on the 2004 survey. On the 2008 survey, "Asian or Pacific Islander" was broken out into "Asian" or "Hawaiian or Other Pacific Islander." Hispanic/Latino is not included in this grouping per the new federal reporting categories.

<sup>4</sup>Results from the 2004 survey did not aggregate responses from these groups.

<sup>5</sup>Those who indicated "Lesbian," "Gay," and "Bisexual," did not have their responses aggregated in the 2008 survey.

<sup>6</sup>Those who indicated "Lesbian," "Gay," and "Bisexual," did not have their responses disaggregated in the 2004 survey, and those who indicated "Uncertain" did not have their responses reported in the 2004 survey.

<sup>7</sup>Only responses reported are from those who had been employed at the University for three or more years.