

## Appendix E

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

| Question  |  | 2004                  |            | 2008              |            |
|---|--|-----------------------|------------|-------------------|------------|
|   |  | % Agree <sup>36</sup> | % Disagree | % Agree           | % Disagree |
| "My department/unit provides visible leadership to foster diversity" (all respondents). |  | 63                    | 15         | 64                | 12         |
| <hr/>   |  |                       |            |                   |            |
| <b>By gender:</b>   | Female   | 64                    | 15         | 67                | 11         |
|   | Male   | 60                    | 16         | 61                | 13         |
|   | Transgender  | N/A <sup>37</sup>     | N/A        | 88                | 13         |
| <hr/>   |  |                       |            |                   |            |
| <b>By race/ethnicity:</b>   | Respondents from diverse racial groups (not including Hispanic/Latino) <sup>38</sup> | N/A <sup>39</sup>     | N/A        | 58                | 18         |
|   | American Indian or Alaskan Native  | 59                    | 23         | 64                | 21         |
|   | Native Hawaiian or Other Pacific Islander*   | N/A                   | N/A        | 63                | 25         |
|   | Asian or Pacific Islander*   | 57                    | 17         | 53                | 15         |
|   | Black or African American  | 48                    | 30         | 62                | 23         |
|   | Hispanic/Latino  | 56                    | 30         | 56                | 21         |
|   | White  | 63                    | 15         | 65                | 12         |
| <hr/>   |  |                       |            |                   |            |
| <b>By sexual identity:</b>  | LGB  | 56                    | 23         | N/A <sup>40</sup> | N/A        |
|   | Lesbian  | N/A <sup>41</sup>     | N/A        | 64                | 20         |
|   | Gay  | N/A                   | N/A        | 49                | 27         |
|   | Bisexual   | N/A                   | N/A        | 61                | 17         |
|   | Heterosexual   | 64                    | 15         | 65                | 12         |
|   | Uncertain  | N/A                   | N/A        | 50                | 14         |
| <hr/>   |  |                       |            |                   |            |
| <b>By disability status:</b>  | Respondents with a disability  | 57                    | 16         | 61                | 20         |
|   | Respondents without disabilities   | 63                    | 15         | 64                | 12         |

\* Per footnote 2, See Appendix D, "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."