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

<table>
<thead>
<tr>
<th>Question</th>
<th>2004</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>“The workplace climate in my department/unit is welcoming for employees from underrepresented groups” (all respondents).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% Agree</td>
<td>% Disagree</td>
<td>% Agree</td>
</tr>
<tr>
<td>72</td>
<td>10</td>
<td>77</td>
</tr>
<tr>
<td><strong>By gender:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>74</td>
<td>10</td>
</tr>
<tr>
<td>Male</td>
<td>71</td>
<td>9</td>
</tr>
<tr>
<td>Transgender</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>By race/ethnicity:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respondents from diverse racial groups (not including Hispanic/Latino)*</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>59</td>
<td>23</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander*</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Asian or Pacific Islander*</td>
<td>61</td>
<td>12</td>
</tr>
<tr>
<td>Black or African American</td>
<td>67</td>
<td>21</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>65</td>
<td>17</td>
</tr>
<tr>
<td>White</td>
<td>73</td>
<td>9</td>
</tr>
<tr>
<td><strong>By sexual identity:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGB</td>
<td>62</td>
<td>20</td>
</tr>
<tr>
<td>Lesbian</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gay</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Bisexual</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>74</td>
<td>9</td>
</tr>
<tr>
<td>Uncertain</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>By disability status:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respondents with a disability</td>
<td>62</td>
<td>16</td>
</tr>
<tr>
<td>Respondents without disabilities</td>
<td>73</td>
<td>9</td>
</tr>
<tr>
<td>“Acceptance of diversity in the workplace has improved on my campus in the past three years” (all respondents).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% Agree</td>
<td>% Disagree</td>
<td>% Agree</td>
</tr>
<tr>
<td>45</td>
<td>8</td>
<td>45</td>
</tr>
<tr>
<td><strong>By gender:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>50</td>
<td>7</td>
</tr>
<tr>
<td>Male</td>
<td>45</td>
<td>9</td>
</tr>
<tr>
<td>Transgender</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Appendix D

Results from 2004 and 2008 Faculty/Staff Survey  
continued

<table>
<thead>
<tr>
<th>Question</th>
<th>2004</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>% Agree</td>
<td>% Disagree</td>
</tr>
<tr>
<td>By race/ethnicity:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respondents from diverse racial/ethnic groups (not including Hispanic/Latino)</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>59</td>
<td>18</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander*</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Asian or Pacific Islander*</td>
<td>43</td>
<td>10</td>
</tr>
<tr>
<td>Black or African American</td>
<td>38</td>
<td>28</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>47</td>
<td>20</td>
</tr>
<tr>
<td>White</td>
<td>49</td>
<td>8</td>
</tr>
<tr>
<td>By sexual identity:</td>
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<td></td>
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<tr>
<td>LGB</td>
<td>36</td>
<td>15</td>
</tr>
<tr>
<td>Lesbian</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gay</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Bisexual</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>45</td>
<td>7</td>
</tr>
<tr>
<td>Uncertain</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>By disability status:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respondents with a disability</td>
<td>51</td>
<td>12</td>
</tr>
<tr>
<td>Respondents without disabilities</td>
<td>48</td>
<td>8</td>
</tr>
</tbody>
</table>

* 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.”

1“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.

2In the 2004 survey, transgender was not an identified population.

3Respondents 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.

4Results from the 2004 survey did not aggregate responses from these groups.

5Those who indicated “Lesbian,” “Gay,” and “Bisexual,” did not have their responses aggregated in the 2008 survey.

6Those 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.

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