Appendix C

St. Cloud State University Data Tables[1]

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[1]Questions are restated and the number of the question on the survey is repeated after the question in parentheses.

Table 1
What is your sex? (19)

Gender	%	(n)
Female	62.2	505
Male	35.7	290
Transgender	.2	2

Table 2
What is your sexual identity? (20)

Sexual Identity	%	(n)
Bisexual	3.4	28
Gay	2.3	19
Lesbian	3.3	27
Heterosexual	86.0	698
Queer	.6	5
uncertain	1.5	12

Table 3
What is your age? (21)

Age	%	(n)
19 and under	5.9	48
20-23	26.5	215
24-32	12.8	104
33-42	14.9	121
43-52	22.4	182
53 and over	15.6	127

Table 4
What is your primary position? (22)

Position	%	(n)
Undergraduate student	40.0	325
Staff	23.6	192
Faculty	26.4	214
Graduate Student	4.8	39
Administrator	2.8	23

Table 5
Are you full-time or part-time? (23)

Status	%	(n)
Full-time	87.9	714
Part-time	9.1	74

Table 6
Do you have a disability that substantially affects a major life activity such as seeing, hearing, learning, and/or walking? (24)

Disability	%	(n)
Yes	8.5	69
No	89.5	727

Table 7
What is your race or ethnicity? (25)

	%	(n)
African American	3.1	25
African	1.8	15
Hmong	1.7	14
Middle Eastern	.2	2
Chicano(a)	.5	4
Latino(a)	1.6	13
American Indian	3.4	28
Alaskan Native/Hawaiian Native	.4	3
Asian/Pacific Islander	8.0	65
White/Caucasian	78.8	640
Other	3.4	28

Table 8
What is your citizenship status? (26)

Citizenship status	%	(n)
U.S. citizen—born in the United States	85.0	690
U.S. citizen—naturalized	3.9	32
Permanent resident (immigrant)	2.1	17
International (F-1, J-1, or H1-B visa)	7.1	58

Table 9
What is your spiritual affiliation? (27)

Spiritual Affiliation	%	(n)
Baha'I	.1	1
Buddhist	2.2	18
Christian	62.9	511
Hindu	1.0	8
Jewish	1.6	13
Muslim	1.4	11
No affiliation	17.6	143
Other	9.9	80

Table 10
What college/unit are you affiliated with? (28)

College/Unit	%	(n)
Business	11.3	92
Education	14.3	116
Fine Arts & Humanities	13.1	106
Athletics	1.5	12
Special Services	1.1	9
Administrative Affairs	5.5	45
Science & Engineering	12.8	104
Social Science	14.4	117
Buildings & Grounds	2.0	16
Student Life & Development	5.7	46
Academic Affairs	2.5	20
Other	7.5	61

Table 11
How long have you been at SCSU? (29)

Time	%	(n)
1 year or less	18.0	146
2-4 years	40.1	326
5-10 years	12.4	101
11-19 years	15.8	128
Over 20 years	11.2	91

Table 12
What s your annual household income?

Income	%	(n)
Below $10,000	19.6	159
$10,000-$19,999	7.5	61
$20,000-$29,999	4.4	36
$30,000-$39,000	7.8	63
$40,000-$49,999	8.5	69
$50,000-$59,999	10.2	83
$60.000 and over	34.6	281

Table 13
If you are a student, where do you live? (31)

Residence	%	(n)
Residence hall	14.0	114
Other campus -independent	26.7	217
Off campus - with family	6.8	55

Table 14

If you are a student, are you involved in any of the following organizations? (32)

Organization	%	(n)
Arts	3.1	25
Communication	3.1	25
Council/Advisory Groups	4.1	33
Department/Academic Focus	7.6	62
Greeks	2.3	19
Honoraries	2.7	22
Language & Culture	10.0	81
Political & Social Concerns	7.8	63
Recreation & Sports	9.9	80
Religious & Spiritual	4.8	39
Student Government/Service Areas	5.5	45

Table 15
I have attended the following events at St. Cloud State University: (1)

Program	%	(n)
Residence hall diversity program	11.2	91
Diversity workshops / training	44.7	363
Diversity programs	52.6	427
New faculty orientation program	13.3	108
New staff orientation program	6.4	52
Other	22.9	186

Table 16
Overall, how comfortable are you with the climate for diversity at SCSU? (2)

Comfort	%	(n)
Very Comfortable	20.4	166
Comfortable	46.1	374
Unsure	14.4	117
Uncomfortable	12.8	104
Very Uncomfortable	3.9	32

Table 17
Overall, how comfortable are you with the climate for diversity in your academic college? (3)

Comfort	%	(n)
Very Comfortable	24.1	196
Comfortable	40.0	325
Unsure	15.8	128
Uncomfortable	9.2	75
Very Uncomfortable	4.7	38

Table 18
Overall, how comfortable are you with the climate for diversity in your department/work unit? (4)

Comfort	%	(n)
Very Comfortable	34.6	281
Comfortable	36.7	298
Unsure	13.9	113
Uncomfortable	7.5	61
Very Uncomfortable	3.3	27

Table 19
Have you personally experienced harassment (any offensive, hostile, or intimidating conduct that has interfered unreasonably with your ability to work or learn) at SCSU? (5)

Experienced	%	(n)
Yes	29.6	240
No	67.4	547

Table 20
What do you feel that this conduct was based upon...(5-1)

Due to:	%	(n)
Age	13.8	33
Country of Origin	12.1	29
Ethnicity	20.8	50
Gender Identity	25.0	60
Learning Disability	2.5	6
Physical Characteristics	15.8	38
Physical Disability	4.2	10
Race	28.8	69
Religion	9.6	23
Sex	32.9	79
Sexual Orientation	13.3	32
Socioeconomic class	5.8	14
Other	25.0	60

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 21
How did you experience this conduct? (5-2)

Form	%	(n)
Target of racial profiling	11.7	28
Written comments	16.3	39
Anonymous phone calls	10.0	24
Unsolicited e-mails	5.4	13
Stares	25.4	61
Derogatory remarks	35.0	84
Graffiti	5.8	14
Ignored	44.6	107
Threats of physical violence	6.7	16
Target of physical violence	2.5	6
Excluded	37.5	90
other	44.6	107

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 22
Where did this conduct occur? (5-3)

Location	%	(n)
Class	29.6	71
Residence hall	19.2	46
Campus office	23.8	57
Faculty office	19.6	47
Meeting with one person	17.9	43
Meeting with a group	32.5	78
While working at a University job	41.7	100
While walking on campus	21.3	51
Campus event	16.7	40
Public space on campus	29.2	70
Other	14.6	35

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 23
Who was the source of this conduct? (5-4)

Source	%	(n)
Student	47.9	35
Faculty	45.8	115
Graduate assistant	1.3	3
Resident advisor	4.2	10
Administrator	25.0	60
Teaching assistant	1.3	3
Staff member	21.3	51
Campus security/public safety	3.3	8
Student group	12.9	31
Don't know source	11.3	27
Other	7.9	19

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 24
Please describe your reactions to experiencing this conduct? (5-5)

Reactions	%	(n)
Felt embarrassed	30.0	72
Avoided the harasser	33.3	80
Left the situation immediately	16.3	39
Didn't know who to go to	14.6	35
Made a complaint to and SCSU employee/official	28.8	69
Didn't report for fear of retaliation	18.8	45
Told a friend	45.4	109
Ignored it	28.3	68
Confronted the harasser at the time	19.6	47
Confronted the harasser later	12.5	30
Other	20.0	48

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 25
Have you observed or personally made aware of any harassment (conduct that has created an offensive, hostile, or intimidating working or learning environment) directed toward a person or group of people at SCSU? (6)

Observed	%	(n)
Yes	45.6	370
No	49.1	399

Table 26
What do you feel this conduct was based upon? (6-1)

Due to:	%	(n)
Age	10.5	39
Country of Origin	33.0	122
Ethnicity	44.1	163
Gender Identity	29.2	108
Learning Disability	8.1	30
Physical Disability	15.9	59
Physical Characteristics	16.2	60
Race	55.7	206
Religion	28.6	106
Sex	34.1	126
Sexual Orientation	46.5	172
Socioeconomic class	8.9	33
Other	12.2	45

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses.

Table 27
What forms of conduct have you observed or personally been made aware of? (6-2)

Form	%	(n)
Racial/Ethnic profiling	34.9	129
Written comments	34.6	128
Publications on campus	25.9	96
Unsolicited e-mails	12.2	45
Someone being stared at	30.3	112
Derogatory remarks	64.1	237
Graffiti	19.5	72
Threats of physical violence	16.8	62
Physical assault or injury	8.6	32
Someone being deliberately ignored	31.4	116
Others excluded from activities	24.9	92
Other	26.8	99

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses.

Table 28
Where did this conduct occur? (6-3)

Location	%	(n)
Class	38.6	143
Residence hall	31.6	117
Campus office	18.4	68
Faculty office	12.2	45
Meeting with one person	13.8	51
Meeting with a group	28.1	104
While working at a University job	27.6	102
While walking on campus	32.4	120
Campus event	17.6	65
Public space on campus	41.9	155
Other	17.0	63

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses

Table 29
Who was the source of this conduct? (6-4)

Source	%	(n)
Student	62.6	230
Faculty	45.9	170
Graduate assistant	.8	3
Resident advisor	3.0	11
Administrator	17.8	66
Teaching assistant	.3	1
Staff member	19.2	71
Campus security/public safety	6.5	24
Student group	16.5	61
Don't know source	18.4	68
Other	7.6	28

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses

Table 30
Please describe your reactions to observing this conduct? (6-5)

Reaction	%	(n)
Felt embarrassed	28.1	104
Avoided the harasser	14.6	54
Left the situation immediately	8.6	32
Made a complaint to and SCSU employee/official	14.6	54
Encouraged the victim to report the incident	32.2	119
Told a friend	34.6	128
Ignored it	17.6	65
Confronted the harasser at the time	21.9	81
Confronted the harasser later	13.0	48
Didn't know to whom I should report the incident	13.0	48
Other	24.1	89

Note: Only answered by respondents reporting observing harassment.   Percentages do not sum to 100 due to multiple responses.

Table 31
I observed discriminatory hiring at SCSU? (7)

Observed discrimination	%	(n)
Yes	18.5	150
No	73.0	593

Table 32
I observed discriminatory hiring based on...(7-1)

Factor	%	(n)
Age	14.7	22
Country of Origin	30.0	45
Ethnicity	48.0	72
Employment category	8.0	12
Gender identity	15.3	23
Learning disability	2.7	4
Mental disability	1.3	2
Physical characteristics	6.7	10
Physical disability	4.0	6
Race	47.3	71
Religion	16.7	25
Sex	26.0	39
Sexual Orientation	16.0	24
Student Status	7.3	11
Other	15.3	23

Note: Only answered by respondents reporting observations of discriminatory hiring. Percentages do not sum to 100 due to multiple responses

Table 33
I observed discriminatory firing at SCSU? (8)

Observed discrimination	%	(n)
Yes	16.5	134
No	71.2	578

Table 34
I observed discriminatory firing based on...(8-1)

Factor	%	(n)
Age	6.7	9
Country of Origin	31.3	42
Ethnicity	47.0	63
Employment category	9.0	12
Gender identity	10.4	14
Learning disability	2.2	3
Mental disability	2.2	3
Physical characteristics	3.7	5
Physical disability	2.2	3
Race	60.4	81
Religion	32.1	43
Sex	16.4	22
Sexual Orientation	17.9	24
Student Status	1.5	2
Other	19.4	26

Note: Only answered by respondents reporting observations of discriminatory firing. Percentages do not sum to 100 due to multiple responses

Table 35
I observed discriminatory promotion at SCSU? (9)

Observed discrimination	%	(n)
Yes	14.4	117
No	72.8	591

Table 36
I observed discriminatory promotion based on...(9-1)

Factor	%	(n)
Age	10.3	12
Country of Origin	15.4	18
Ethnicity	30.8	36
Employment category	9.4	11
Gender identity	12.8	15
Learning disability	0.0	0
Mental disability	0.0	0
Physical characteristics	4.3	5
Physical disability	1.7	2
Race	41.9	49
Religion	17.1	20
Sex	44.4	52
Sexual Orientation	9.4	11
Student Status	4.3	5
Other	17.1	20

Note: Only answered by respondents reporting observations of discriminatory promotion. Percentages do not sum to 100 due to multiple responses

Table 37
SCSU addresses campus issues related to...(10)

Issues	Strongly agree %	(n)	Agree %	(n)	Uncertain %	(n)	Disagree %	(n)	Strongly disagree %	(n)
Age	8.0	65	25.4	206	35.1	285	18.6	151	6.0	49
Ethnicity	24.3	197	46.3	376	8.3	67	10.5	85	3.4	28
Gender Identity	21.1	171	42.2	343	15.9	129	10.0	81	3.3	27
Mental disabilities	9.5	77	27.1	220	36.5	296	14.3	116	5.4	44
Physical characteristics	8.5	69	27.6	224	34.6	281	16.3	132	5.0	41
Physical disabilities	14.2	115	42.2	343	17.5	142	14.3	116	3.7	30
People who speak English as a second language	15.5	126	37.1	301	21.4	174	13.8	112	3.8	31
Race	25.9	210	43.5	353	9.1	74	9.1	74	5.0	41
Religion	15.9	129	36.0	292	20.3	165	14.7	119	6.2	50
Sex	16.1	131	43.1	350	18.3	149	11.9	97	2.8	23
Sexual Orientation	21.1	171	45.7	371	13.9	113	8.9	72	3.2	26
Socioeconomic class	7.5	61	20.0	162	39.9	324	19.1	155	6.4	52

Table 38
The people in the offices I frequent are accepting of people based on their….(11)

Factor	%	(n)
Age	63.8	518
Country of Origin	60.3	490
Ethnicity	62.3	506
Employment category	56.0	455
Gender identity	53.9	438
Learning disability	49.0	398
Mental disability	44.1	358
Physical characteristics	55.4	450
Physical disability	55.2	448
Race	63.8	518
Religion	53.7	436
Sex	61.9	503
Sexual Orientation	53.0	430
Student Status	58.6	476
Other	17.4	141

Table 39
Attitudes about SCSU (12-13)

Attitude	Strongly agree		Agree		Disagree		Strongly disagree		Don't know	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
SCSU has visible leadership from upper level administration who foster diversity	15.8	128	41.3	335	16.4	133	11.0	89	12.3	100
SCSU coursework adequately represents the contributions of people from underrepresented groups	13.2	107	40.3	327	15.5	126	7.5	61	20.0	162

Table 40
Attitudes about SCSU (14-16)

Attitude	Strongly agree		Agree		Disagree		Strongly disagree		Don't know		Not applicable	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Department/unit values my involvement in diversity initiatives (faculty/staff only)	17.7	144	27.1	220	4.8	39	3.0	24	5.0	41	28.6	232
The classroom climate is welcoming for students from underrepresented groups (students only)	7.4	60	23.9	194	13.4	109	5.4	44	4.3	35	26.4	214
The workplace climate is welcoming for employees from underrepresented groups (employees only)	13.2	107	31.9	259	10.3	84	4.1	33	5.8	47	21.4	174

Table 41
How would you rate the accessibility of campus for people with disabilities? (17)

Location	Very Accessible %	(n)	Accessible %	(n)	Somewhat Accessible %	(n)	Inaccessible %	(n)	Don't know %	(n)
Atwood	21.6	175	43.2	351	17.7	144	2.0	16	10.6	86
Specific classrooms	7.1	58	26.5	215	29.8	242	8.0	65	21.8	177
Information in alternative forms	5.7	46	23.0	187	22.2	180	5.9	48	36.1	293
Classroom buildings	8.9	72	34.1	277	28.4	231	5.4	44	16.6	135
Administrative buildings	14.9	121	45.8	372	15.8	128	2.5	20	14.7	119
Restrooms	11.0	89	32.4	263	26.6	216	9.5	77	14.7	119
Transportation	8.4	68	21.3	173	21.2	172	9.0	73	33.5	272
Grounds	7.5	61	21.1	171	27.6	224	20.4	166	17.6	143
Parking	12.3	100	30.4	247	21.2	172	11.0	89	18.7	152
Library	24.0	195	40.9	332	11.8	96	1.6	13	15.5	126
Athletic facilities	4.8	39	19.3	157	16.7	136	7.8	63	45.4	369
Recreational facilities	5.0	41	17.7	144	18.1	147	7.1	58	45.3	368
Residence halls	5.8	47	21.4	174	16.3	132	5.8	47	44.3	360

Table 42

How would you rate the overall campus climate for the following groups? (18)

Group	Very accepting %	(n)	Accepting %	(n)	Not sure %	(n)	Not accepting %	(n)	Not at all accepting %	(n)
African Americans/Blacks	14.7	119	44.8	364	19.1	155	13.8	112	3.0	24
American Indian/Alaskan Natives	13.7	111	41.0	333	25.5	207	12.8	104	2.2	18
Asians/Pacific Islanders	17.5	142	44.3	360	22.2	180	9.0	73	1.0	8
Caucasians/Whites	56.5	459	28.2	229	6.8	55	2.8	23	.4	3
Latino(a)s/Chicano(a)s	13.3	108	41.7	339	26.4	214	10.3	84	1.6	13
Middle Eastern Persons	11.9	97	32.6	265	29.4	239	15.5	126	4.9	40
Persons from multiracial, multi-ethnic, multicultural backgrounds	14.3	116	41.6	338	26.7	217	9.2	75	2.3	19
Openly gay, lesbian, bisexual, or transgender persons	11.6	94	33.1	269	23.2	188	22.0	179	4.7	38
Persons with physical disabilities	14.5	118	45.2	367	22.7	184	10.7	87	1.6	13
Persons with mental disabilities	9.9	80	26.8	218	40.8	331	14.9	121	2.3	19
Persons with religious backgrounds different from your own	15.0	122	39.4	320	22.9	186	14.5	118	2.3	19
People of ages different than your own	22.9	186	44.6	362	20.3	165	5.4	44	1.0	8
Persons who speak English as a second language	13.4	109	41.6	338	22.3	181	15.1	123	2.6	21
Persons from ethnic backgrounds different from your own	15.0	122	45.1	366	20.6	167	11.9	97	1.7	14
Persons from cultural backgrounds different from your own	14.9	121	44.5	361	20.9	170	11.9	97	1.8	15
Persons who do not fit the socially constructed "perfect" physique	13.4	109	38.7	314	24.4	198	15.5	126	3.0	24
Women	25.9	210	49.9	405	11.2	91	7.4	60	.6	5

Table 43
In your opinion, how would each of the following affect the climate for underrepresented groups at SCSU?

Provide more awareness/sensitivity workshops/programs to become more aware of the issues and concern facing people based on their....(33)

Group	Worsen considerably % (n)	Worsen slightly % (n)	No change % (n)	Improve slightly % (n)	Improve considerably % (n)	Don't know % (n)
Sex	1.6 13	3.8 31	32.8 266	34.7 282	9.9 80	9.1 74
Race	2.7 22	4.9 40	20.9 170	38.1 309	18.2 148	7.6 62
Ethnicity	2.6 21	4.1 33	20.2 164	39.0 317	17.4 141	9.2 75
Sexual Orientation	3.0 24	4.9 40	24.0 195	34.7 282	14.9 121	10.5 85
Gender Identity	2.5 20	5.2 42	26.6 216	32.1 261	13.9 113	11.1 90
Disability status	1.4 11	2.3 19	24.1 196	36.7 298	17.2 140	10.1 82
Country of Origin	1.6 13	3.9 32	25.4 206	35.2 286	15.5 126	9.9 80
Religion	1.8 15	2.8 23	25.6 208	34.6 281	15.9 129	10.8 88
Age	1.5 12	2.7 22	37.2 302	28.9 235	9.9 80	11.2 91
Physical Characteristics	1.8 15	2.5 20	31.5 256	32.6 265	11.3 92	11.8 96

Table 44

Require all students to take at least one class that focuses on issues, research, and perspectives on…(34)

Group	Worsen considerably % (n)	Worsen slightly % (n)	No change % (n)	Improve slightly % (n)	Improve considerably % (n)	Don't know % (n)
Sex	2.7 22	4.1 33	24.3 197	34.9 283	16.0 130	10.0 81
Race	2.8 23	3.9 32	17.5 142	37.7 306	22.0 179	7.9 64
Ethnicity	2.7 22	3.7 30	18.1 147	37.7 306	21.6 175	8.1 66
Sexual Orientation	3.4 28	4.4 36	20.6 167	36.0 292	17.6 143	9.5 77
Gender Identity	3.2 26	4.7 38	22.4 182	34.6 281	16.5 134	10.1 82
Disability status	2.1 17	3.1 25	21.2 172	37.8 307	17.7 144	9.4 76
Country of Origin	2.2 18	3.4 28	20.7 168	36.2 294	19.3 157	9.7 79
Religion	2.5 20	3.2 26	20.4 166	36.9 300	19.2 156	9.4 76
Age	2.2 18	3.8 31	27.3 222	31.9 259	14.8 120	11.2 91
Physical Characteristics	2.2 18	3.7 30	23.9 194	34.5 280	16.1 131	10.7 87

Table 45
Require all faculty/staff to participate in at least one program that focuses on issues, research, and perspectives   on…(35)

Group	Worsen considerably %	(n)	Worsen slightly %	(n)	No change %	(n)	Improve slightly %	(n)	Improve considerably %	(n)	Don't know %	(n)
Sex	3.8	31	4.8	39	25.6	208	32.3	262	14.9	121	9.1	74
Race	3.9	32	5.4	44	18.5	150	35.3	287	19.5	158	8.4	68
Ethnicity	3.8	31	5.2	42	18.6	151	36.2	294	18.8	153	8.6	70
Sexual Orientation	4.3	35	4.9	40	23.3	189	33.3	270	16.0	130	9.2	75
Gender Identity	3.9	32	4.7	38	23.2	188	33.7	274	15.5	126	9.9	80
Disability status	3.0	24	4.6	37	22.3	181	35.3	287	16.9	137	9.0	73
country of origin	3.3	27	4.7	38	20.6	167	36.6	297	16.9	137	8.9	72
Religion	3.8	31	3.9	32	21.4	174	35.3	287	16.4	133	9.7	79
Age	3.3	27	4.3	35	26.7	217	30.9	251	14.7	119	10.7	87
Physical Characteristics	3.0	24	4.4	36	26.2	213	31.5	256	14.2	115	10.5	85

Table 46
Include diversity related activities as a criterion for performance evaluations of faculty/staff…(36)

Criteria on Evaluations	%	(n)
Worsen considerably	8.5	69
Worsen slightly	7.0	57
No change	16.4	133
Improve slightly	30.0	244
Improve considerably	19.6	159
Don't know	11.8	96

Table 47
Rate the general campus climate using the following scale: (37)

Characteristic	1 %	(n)	2 %	(n)	3 %	(n)	4 %	(n)	5 %	(n)
Friendly/Hostile	23.2	188	37.8	307	22.7	184	9.1	74	2.3	19
Communicative/Reserved	12.7	103	28.2	229	28.6	232	18.6	151	6.4	52
Concerned/Indifferent	15.4	125	28.3	230	25.9	210	19.2	156	5.4	44
Respectful/Disrespectful	14.9	121	32.0	260	26.7	217	15.5	126	5.3	43
Cooperative/Uncooperative	11.9	97	30.8	250	27.6	224	17.5	142	5.9	48
Improving/Worsening	15.4	125	32.5	264	28.2	229	13.8	112	3.8	31
Accessible to persons with disabilities/Inaccessible to persons with disabilities	12.3	100	37.4	304	28.4	231	12.3	100	3.0	24
Non-racist/Racist	9.9	80	28.7	233	26.1	212	19.7	160	9.6	78
Non-sexist/Sexist	12.7	103	29.6	240	29.2	237	16.6	135	5.7	46
Non-homophobic/ Homophobic	9.0	73	21.9	178	29.9	243	20.2	164	11.3	92
Positive for people of Jewish heritage/Anti-Semitic	13.7	111	24.0	195	30.9	251	15.9	129	8.0	65
Positive for people of Islamic heritage/Anti-Islamic	11.3	92	22.2	180	31.9	259	17.7	144	9.1	74
Welcoming/Non-welcoming	19.1	155	35.0	284	23.8	193	11.9	97	4.7	38
Competitive/Non-Competitive	13.2	107	35.3	287	33.7	274	8.3	67	3.1	25

Table 48
As a member of an underrepresented group I have experienced the following at SCSU within the past year   (38-45)…

Experience	Yes		No		N/A	
	%	(n)	%	(n)	%	(n)
Feared for physical safety due to race/ethnicity	7.8	63	30.3	246	14.7	119
Feared for physical safety due to sexual orientation/gender identity	5.9	48	29.4	239	17.4	141
Feared for physical safety due to my sex	17.5	142	29.7	241	6.4	52
Someone assume I was admitted (student) or hired (faculty/staff) due to my race/ethnicity	7.1	58	28.4	231	17.0	138
Someone assume I was admitted (student) or hired (faculty/staff) due to my sex	3.9	32	36.6	297	11.8	96
Someone assume I was admitted (student) or hired (faculty/staff) due to my sexual orientation/gender identity	1.1	9	34.1	277	16.9	137
Experienced racial profiling	11.6	94	26.0	211	14.9	121
Victim of a hate crime	5.3	43	47.3	384	52.6	427

Table 49
As a member of an underrepresented group I have experienced the following situations either in the classroom (student) or in the workplace (faculty/staff) at SCSU within the past year (46-5 1)…

Experience	Yes		No	
	%	(n)	%	(n)
When issues of race/ethnicity arose, I was singled out as the "resident authority"	12.1	98	31.2	253
Isolated or left out when work is required in groups	14.0	114	49.3	400
As a student of color, I am uncomfortable requesting assistance from white professors	3.6	29	11.2	91
As a woman student, I am uncomfortable requesting assistance from male professors	5.7	46	22.3	181
As an LGBT/Queer student/faculty/staff/administrator, I feel uncomfortable being "out" on campus	3.1	25	6.8	55
I feel that my cultural heritage is valued at SCSU	28.6	232	30.8	250

Table 50
As a faculty/staff member I feel that my department/unit values my involvement in diversity initiatives on campus. (52)

Faculty/Staff	Strongly agree		Agree		Disagree		Strongly disagree		Don't know		Not applicable	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Valued for diversity initiatives	8.6	70	14.9	121	4.6	37	2.1	17	4.9	40	24.8	201