



2022 Campus Climate Survey Summary Results¹
5/10/2022

The University of Vermont (UVM) administered the 2022 Campus Climate Survey from February 7 to March 18, 2022. The faculty and staff had a response rate of 54% (2,274/4,192²) and the students had a response rate of 32% (4,162/13,205³). The results will be utilized in creating a data-driven action plan to achieve a more equitable and inclusive campus environment at UVM as well as serving as a baseline to track progress and to help units establish accountability expectations for all members of our UVM community.

This report provides the overall results of all questions from the Campus Climate Survey. Two companion dashboards that disaggregates the results 1) by unit and 2) by identity will be available to the UVM community by end of April.

Highlights

- Overall, more than 70% of our faculty /staff and students reported a sense of inclusivity on campus although this percentage represents a 4% decrease among faculty/staff and an 8% decrease for students since the 2019 Campus Climate Survey (see Table 1).

Table 1: Inclusiveness at UVM

How would you characterize the general climate with regards to inclusiveness at the University of Vermont?

Year	Faculty/Staff		Students	
	# of respondents	% very or somewhat inclusive	# of respondents	% very or somewhat inclusive
2019	2,026	75%	3,174	79%
2022	2,120	71%	3,961	71%

- Differences between community and individual perceptions of inclusive practices are highlighted by the 2022 survey results as well (see Tables 2 and 3). While faculty/staff and students both report mid-level satisfaction of inclusivity within their college/department, many report high ratings of embodying inclusive values at the individual level (nearly 100% across all six of Our Common Ground values). These differences reflect a tension between how individuals view themselves and how they observe or interact with the community regarding inclusivity.
- Since 2019, faculty/staff perceptions of inclusive practices, demonstrated by Our Common Ground, have declined across all six values. The greatest change reflects a 7% decrease in perceptions of justice, or challenging injustice, across campus. Students illustrate similar results; however, they

¹ Report created by Vivien Enriquez, Larry Long, Alex Yin

² The response rate is calculated using the 2021 Faculty/Staff Census counts as the denominator

³ The response rate is calculated using the 2022 Spring Census counts as the denominator



report greater dissatisfaction compared to faculty/staff with declines in satisfaction ranging from 7% to nearly 20%.

Table 2: Principles of UVM for Inclusivity

On a scale of 1 to 5, where 1 is Poor and 5 is Excellent, please assess how well the climate of your department/college upholds the principles of Our Common Ground.

Common Ground Values	Faculty/Staff				Students			
	2019		2022		2019		2022	
	N	%	N	%	N	%	N	%
Respect	1,915	73%	2,155	70%	2,656	84%	3,572	76%
Integrity	1,906	67%	2,152	64%	2,666	79%	3,567	67%
Innovation	1,883	54%	2,150	51%	2,632	68%	3,561	56%
Openness	1,913	60%	2,153	56%	2,654	73%	3,562	60%
Justice	1,829	60%	2,146	53%	2,601	66%	3,564	46%
Responsibility	1,878	65%	2,149	60%	2,629	74%	3,558	55%

N = Number of Respondents

% = Percent good or excellent

Table 3: UVM Community Members Adherence to Common Ground Values

How often do you adhere to the following Common Ground values?

Common Ground Values	Faculty/Staff		Students	
	# of respondents	% Regularly	# of respondents	% Regularly
Respect	2,142	96%	3,520	93%
Integrity	2,138	97%	3,512	89%
Innovation	2,137	39%	3,514	39%
Openness	2,136	81%	3,521	79%
Justice	2,135	87%	3,514	83%
Responsibility	2,142	94%	3,520	87%

- Belief of discrimination by the UVM community among faculty/staff and students has increased across multiple identities (e.g., age, disability, ethnicity, etc.), apart from veteran status and national origin, respectively.
- Faculty/staff reported witnessing similar frequencies of disparaging remarks based on all identities except for sexual orientation (which decreased since 2019). Students, though, witnessed more disparaging remarks based on identity with a notable 6.6% increase based on religion, spirituality, or philosophy and a 7.2% increase based on socioeconomic status.
- Both faculty/staff and students show increased awareness of how to report bias incidences compared to reporting in 2019.



2022 Campus Climate Survey

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Institution

Table 4: Inclusiveness of UVM

How would you characterize the general climate with regards to inclusiveness at the University of Vermont?

	Faculty/Staff		Students	
	N	%	N	%
Very uninclusive	148	7.0	186	4.7
Somewhat uninclusive	304	14.3	622	15.7
Neither inclusive nor uninclusive	164	7.7	356	9.0
Somewhat inclusive	910	42.9	2028	51.2
Very inclusive	594	28.0	769	19.4

Table 5: Self Expression (Students)

<i>I can safely express myself at the University of Vermont with regards to my:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Spiritual, religious, or philosophical beliefs	3724	3.98	1.10	3.4	8.2	16.8	30.1	41.6
Cultural beliefs	3720	4.08	1.04	2.6	6.7	14.8	31.8	44.1
Political beliefs	3719	3.84	1.30	8.3	11.1	10.9	28.0	41.7
Gender identity or gender expression	3725	4.44	0.89	1.4	3.2	9.2	22.3	63.8
Identity as someone with a disability	3684	3.56	1.08	4.8	5.6	43.9	20.1	25.6

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.



Table 6: Department/College Upholds Principles of Our Common Ground (Faculty and Staff)

On a scale of 1 to 5, where 1 is Poor and 5 is Excellent, please assess how well the climate of your department/college upholds the principles of Our Common Ground.

				Percentages				
	N	M	SD	(1)	(2)	(3)	(4)	(5)
Respect: We respect each other.	2155	3.89	1.07	3.2	8.8	18.4	35.2	34.4
Integrity: We value fairness, straightforward conduct, adherence to the facts and sincerity.	2152	3.74	1.17	5.1	11.5	19.5	31.8	32.1
Innovation: We are at the forefront of change.	2150	3.45	1.16	6.1	15.8	27.1	29.6	21.4
Openness: We encourage the open exchange of information and ideas from all members of our community.	2153	3.53	1.21	6.2	16.0	22.1	29.9	25.8
Justice: We unite against all forms of injustice.	2146	3.50	1.18	6.3	14.4	26.3	28.9	24.1
Responsibility: We are personally and collectively responsible for our words and deeds.	2149	3.66	1.14	4.8	11.8	23.6	32.2	27.6

1–Poor; 2 – Unsatisfactory; 3 – Satisfactory; 4 – Good; 5 – Excellent. Percentages may not add up to 100, due to rounding error.

Table 7: Department/College Upholds Principles of Our Common Ground (Students)

On a scale of 1 to 5, where 1 is Poor and 5 is Excellent, please assess how well the climate of your department/college upholds the principles of Our Common Ground.

				Percentages				
	N	M	SD	(1)	(2)	(3)	(4)	(5)
Respect: We respect each other.	3572	4.04	0.94	1.6	5.5	16.6	39.9	36.4
Integrity: We value fairness, straightforward conduct, adherence to the facts and sincerity.	3567	3.82	1.12	4.1	9.8	19.3	34.2	32.6
Innovation: We are at the forefront of change.	3561	3.57	1.14	4.9	13.4	26.1	31.3	24.3
Openness: We encourage the open exchange of information and ideas from all members of our community.	3562	3.67	1.17	5.2	12.0	22.7	30.6	29.5
Justice: We unite against all forms of injustice.	3564	3.21	1.32	12.9	19.8	21.0	25.8	20.6
Responsibility: We are personally and collectively responsible for our words and deeds.	3558	3.49	1.25	8.4	15.1	21.4	29.6	25.5

1–Poor; 2 – Unsatisfactory; 3 – Satisfactory; 4 – Good; 5 – Excellent. Percentages may not add up to 100, due to rounding error.



Table 8: Adherence to Our Common Ground Values (Faculty and Staff)

<i>How often do you adhere to the following Common Ground values?</i>	N	M	SD	<i>Percentages</i>			
				(1)	(2)	(3)	(4)
Respect: I respect others.	2142	3.94	0.33	0.8	0.2	2.8	96.2
Integrity: I value fairness, straightforward conduct, adherence to the facts and sincerity.	2138	3.95	0.32	0.8	0.2	2.0	96.9
Innovation: I am at the forefront of change.	2137	3.28	0.68	1.5	8.6	50.6	39.3
Openness: I encourage the open exchange of information and ideas from all members of our community.	2136	3.78	0.49	0.8	1.0	17.2	81.0
Justice: I am against all forms of injustice.	2135	3.84	0.46	1.1	0.8	10.7	87.4
Responsibility: I am responsible for my words and deeds.	2142	3.92	0.36	0.8	0.2	4.9	94.1

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.

Table 9: Adherence to Our Common Ground Values (Students)

<i>How often do you adhere to the following Common Ground values?</i>	N	M	SD	<i>Percentages</i>			
				(1)	(2)	(3)	(4)
Respect: I respect others.	3520	3.87	0.52	2.3	1.0	4.1	92.7
Integrity: I value fairness, straightforward conduct, adherence to the facts and sincerity.	3512	3.83	0.55	2.3	1.3	7.1	89.3
Innovation: I am at the forefront of change.	3514	3.18	0.79	3.6	13.4	44.5	38.5
Openness: I encourage the open exchange of information and ideas from all members of our community.	3521	3.72	0.62	2.2	2.5	16.0	79.2
Justice: I am against all forms of injustice.	3514	3.76	0.61	2.4	1.9	12.9	82.8
Responsibility: I am responsible for my words and deeds.	3520	3.82	0.55	2.3	0.8	9.7	87.2

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.



Table 10: Treatment with Respect (Faculty and Staff)

<i>Please state how much you agree or disagree with the following statements:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Students treat me with respect.	1932	4.28	0.89	1.1	4.6	8.5	36.2	49.5
Faculty treat me with respect.	2054	4.02	1.06	2.6	9.7	10.5	37.0	40.2
Staff treat me with respect.	2174	4.42	0.84	1.1	3.8	5.2	32.5	57.5
Senior administrators treat me with respect.	2119	3.54	1.35	11.6	14.0	13.8	30.3	30.3
I am recognized in my department for my accomplishments.	2160	3.74	1.28	7.8	12.8	13.0	30.1	36.3
I receive the mentoring I need.	2086	3.38	1.35	12.8	15.6	17.7	28.7	25.3
I can speak freely about workplace issues.	2154	3.43	1.35	11.7	16.9	14.3	30.9	26.2

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 11: Treatment with Respect (Students)

<i>Please state how much you agree or disagree with the following statements:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Students treat me with respect.	3784	4.24	0.87	1.8	3.5	7.8	42.8	44.0
Faculty treat me with respect.	3784	4.32	0.85	1.3	3.7	6.4	38.9	49.6
Staff treat me with respect.	3762	4.47	0.81	1.1	2.7	5.8	29.3	61.1
My academic advisor treats me with respect.	3690	4.48	0.91	2.0	3.3	7.3	19.4	68.0
The staff in the Dean's Office in my college treats me with respect.	3143	4.10	1.02	2.5	3.4	22.8	24.6	46.7

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 12: Student Perception of Faculty

<i>Thinking about the faculty whose courses you have taken at the University of Vermont, how many of them would you describe as:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Approachable outside the classroom.	3381	3.86	0.81	0.7	5.0	21.1	53.6	19.6
Open to my comments and questions in class.	3381	4.10	0.79	0.6	2.8	14.7	49.7	32.2
Offer mentorship on curricular, research, and co-curricular matters.	3381	3.53	1.03	2.8	13.7	29.9	35.4	18.2
Fair to all students regardless of their racial or ethnic backgrounds.	3376	4.37	0.77	0.5	1.9	8.9	37.5	51.2
Fair to all students regardless of their sexual orientation.	3371	4.47	0.73	0.6	1.3	7.2	32.4	58.6
Fair to all students regardless of their gender.	3376	4.36	0.78	0.5	1.9	10.0	36.3	51.3
Fair to all students regardless of whether they have a disability.	3366	4.26	0.86	0.7	3.4	13.3	34.1	48.5

1–None; 2 – Few; 3 – Some; 4 – Most; 5 – All. Percentages may not add up to 100, due to rounding error.



Table 13: Which Groups are Discriminated Against (Faculty and Staff)*

<i>Based on your personal experiences and observations, do you believe people are discriminated against at the University of Vermont based on:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Age	2005	2.70	1.31	27.9	15.8	21.4	28.5	6.4
Disability	1993	2.40	1.27	34.8	18.0	24.8	16.9	5.5
Ethnicity	2001	2.51	1.31	33.1	16.9	22.0	21.7	6.3
Gender	2002	2.72	1.38	29.3	15.5	18.4	27.3	9.5
Gender identity and expression	1993	2.41	1.27	35.3	16.6	24.4	18.9	4.9
National origin	1987	2.36	1.25	36.4	16.4	26.1	16.5	4.6
Political affiliation	1993	2.80	1.30	23.5	15.6	28.8	22.0	10.2
Race	1998	2.65	1.41	32.9	13.6	19.9	22.9	10.8
Religion, spirituality, or philosophy	1989	2.37	1.23	35.3	16.3	29.4	14.2	4.8
Sexual orientation	1993	2.20	1.16	39.6	18.6	27.0	11.9	2.8
Socioeconomic status	1995	2.53	1.32	33.2	14.8	25.1	19.5	7.5
Veteran status	1985	2.00	1.05	46.4	14.8	32.9	4.3	1.6

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

* For this question, it is better when the percentage are higher for strongly disagree and somewhat disagree.

Table 14: Which Groups are Discriminated Against (Students)*

<i>Based on your personal experiences and observations, do you believe people are discriminated against at the University of Vermont based on:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Age	3005	2.08	1.22	47.8	16.9	18.5	13.4	3.4
Disability	3007	2.49	1.36	35.6	16.4	18.7	21.9	7.5
Ethnicity	3010	2.66	1.36	29.7	16.8	19.6	25.0	8.9
Gender	3006	2.66	1.38	30.9	16.1	17.9	26.3	8.8
Gender identity and expression	3000	2.57	1.35	32.6	17.2	19.0	23.6	7.7
National origin	2993	2.39	1.29	36.3	17.3	23.4	17.3	5.7
Political affiliation	2993	3.10	1.38	19.7	14.0	20.0	28.9	17.3
Race	2999	2.80	1.43	28.5	14.7	18.2	25.2	13.4
Religion, spirituality, or philosophy	2998	2.54	1.31	32.1	16.6	23.9	20.1	7.2
Sexual orientation	2989	2.36	1.30	37.5	18.2	21.3	16.9	6.2
Socioeconomic status	2994	2.69	1.40	30.4	15.2	19.9	23.6	10.9
Veteran status	2985	1.89	1.12	54.6	13.1	24.2	5.0	3.0

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

* For this question, it is better when the percentage are higher for strongly disagree and somewhat disagree.



Table 15: Satisfaction with UVM’s Efforts toward Equity (Faculty and Staff)

<i>In the past year, how satisfied are you with the University of Vermont's efforts towards equity on the basis of:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Age	1977	3.25	1.04	5.4	11.9	51.4	14.6	16.7
Disability	1972	3.36	1.08	5.6	10.4	46.0	18.4	19.6
Ethnicity	1974	3.40	1.13	5.6	13.3	37.7	22.2	21.2
Gender	1970	3.32	1.18	7.6	15.6	34.5	21.5	20.8
Gender identity and expression	1972	3.56	1.07	3.7	9.7	37.9	24.5	24.2
National origin	1968	3.44	1.04	3.8	9.1	47.5	18.4	21.2
Political affiliation	1966	3.19	1.02	6.2	11.2	54.2	14.0	14.4
Race	1975	3.31	1.24	10.3	14.5	30.2	24.2	20.8
Religion, spirituality, or philosophy	1965	3.38	1.01	4.0	8.1	52.2	16.7	18.9
Sexual orientation	1968	3.60	1.03	2.8	7.3	41.6	23.3	25.0
Socioeconomic status	1962	3.25	1.12	7.2	13.1	45.2	16.0	18.5
Veteran status	1959	3.51	0.92	1.5	3.5	59.3	13.6	22.1

1–Strongly Dissatisfied; 2 – Somewhat Dissatisfied; 3 – Neutral; 4 – Somewhat Satisfied; 5 – Strongly Satisfied.
Percentages may not add up to 100, due to rounding error.

Table 16: Satisfaction with UVM’s Efforts toward Equity (Students)

<i>In the past year, how satisfied are you with the University of Vermont's efforts towards equity on the basis of:</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Age	2937	3.45	0.98	3.3	4.6	57.4	13.3	21.3
Disability	2930	3.16	1.14	8.9	15.4	43.0	16.5	16.2
Ethnicity	2930	3.16	1.14	8.7	16.2	41.2	17.7	16.1
Gender	2931	3.13	1.22	11.9	15.8	36.6	18.5	17.3
Gender identity and expression	2927	3.33	1.15	7.6	12.4	40.1	19.8	20.1
National origin	2921	3.32	1.06	5.4	10.9	49.3	15.8	18.7
Political affiliation	2929	3.12	1.07	8.5	12.5	51.2	14.0	13.7
Race	2929	3.01	1.23	13.8	19.2	34.6	17.2	15.2
Religion, spirituality, or philosophy	2925	3.28	1.06	6.2	10.1	50.7	15.4	17.6
Sexual orientation	2923	3.42	1.07	5.5	8.3	45.7	19.8	20.7
Socioeconomic status	2924	3.09	1.15	10.5	15.1	45.2	13.2	15.9
Veteran status	2916	3.43	0.96	3.3	3.3	61.4	11.7	20.3

1–Strongly Dissatisfied; 2 – Somewhat Dissatisfied; 3 – Neutral; 4 – Somewhat Satisfied; 5 – Strongly Satisfied.
Percentages may not add up to 100, due to rounding error.



Individual Self-Assessment

Table 17: Intercultural Competence (Faculty and Staff)

Please indicate how much you agree or disagree with each statement below:

	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
I sometimes find it difficult to see things from another person's point of view.	2118	2.33	1.14	27.2	37.1	12.5	21.8	1.5
If I am sure about something, I don't waste much time listening to other people's arguments.	2118	1.82	0.90	42.9	39.1	11.5	5.7	0.8
It's important for me to educate others about the identity groups to which I belong.	2117	2.88	1.10	13.6	19.1	40.5	19.2	7.7
I like to learn about identity groups which are different from my own.	2117	4.35	0.96	3.4	1.8	8.9	28.7	57.2
I want to bridge differences between identity groups.	2111	4.29	0.99	3.5	1.6	12.5	27.0	55.5

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 18: Intercultural Competence (Students)

Please indicate how much you agree or disagree with each statement below:

	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
I sometimes find it difficult to see things from another person's point of view.	3317	2.52	1.18	21.7	36.9	13.0	24.8	3.6
If I am sure about something, I don't waste much time listening to other people's arguments.	3315	2.20	1.06	27.2	43.5	14.6	11.4	3.3
It's important for me to educate others about the identity groups to which I belong.	3316	3.41	1.15	7.7	12.5	29.6	31.7	18.5
I like to learn about identity groups which are different from my own.	3316	4.35	0.86	1.4	2.2	10.7	31.6	54.1
I want to bridge differences between identity groups.	3314	4.29	0.89	1.5	2.1	14.2	29.8	52.4

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.



Table 19: Attitudes toward Differences and Disagreements (Faculty and Staff)

Please indicate how accurately the statements below reflect your thoughts and feelings about differences around identity and viewpoints.

	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
I avoid discussing identity issues and viewpoints of those from a different group as me.	2093	2.21	1.09	30.7	35.7	19.0	11.6	3.1
I believe that discussion among those who disagree enrich the learning process.	2097	4.31	0.88	2.4	2.2	7.3	38.6	49.5
I believe discussion with those who disagree almost always end up with one side winning and the other side losing.	2093	2.27	1.01	25.7	35.3	27.7	9.4	2.0
I believe disagreements between different identity groups rarely have positive outcomes.	2090	2.17	0.96	26.3	40.5	24.2	7.4	1.6

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 20: Attitudes toward Differences and Disagreements (Students)

Please indicate how accurately the statements below reflect your thoughts and feelings about differences around identity and viewpoints.

	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
I avoid discussing identity issues and viewpoints of those from a different group as me.	3233	2.34	1.11	25.3	36.0	21.9	12.4	4.4
I believe that discussion among those who disagree enrich the learning process.	3235	4.29	0.84	1.5	1.8	10.9	38.2	47.7
I believe discussion with those who disagree almost always end up with one side winning and the other side losing.	3236	2.41	1.08	22.5	34.1	27.3	12.1	4.0
I believe disagreements between different identity groups rarely have positive outcomes.	3233	2.48	1.07	18.3	37.1	26.9	13.4	4.3

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.



Table 21: Challenge Bias (Faculty and Staff)

Please indicate how likely you would be able to take each of the following actions.

	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Challenge others on derogatory comments.	2079	3.31	0.76	3.1	8.5	42.5	45.9
Challenge others who make jokes that are derogatory to any identity group.	2077	3.37	0.77	3.1	8.3	37.1	51.5
Make efforts to get to know individuals from diverse backgrounds.	2085	3.58	0.61	0.6	4.5	31.1	63.8
Challenge biases that affect your own thinking.	2080	3.60	0.59	0.8	2.9	32.0	64.2

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.

Table 22: Challenge Bias (Students)

Please indicate how likely you would be able to take each of the following actions.

	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Challenge others on derogatory comments.	3210	3.23	0.77	3.0	12.1	44.1	40.9
Challenge others who make jokes that are derogatory to any identity group.	3211	3.23	0.82	4.1	12.3	39.7	43.9
Make efforts to get to know individuals from diverse backgrounds.	3205	3.43	0.69	1.2	7.5	37.8	53.4
Challenge biases that affect your own thinking.	3204	3.52	0.67	1.4	5.5	32.4	60.7

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.

Table 23: Changed Behaviors (Students)

Please indicate whether your experience at the University of Vermont has changed your behavior in any of the following ways:

	N	M	SD	Percentages		
				(1)	(2)	(3)
I recognize culturally biased behavior I had not previously identified.	3435	1.42	0.77	17.1	23.7	59.2
I discuss topics related to cultural awareness with friends.	3437	1.58	0.72	13.9	14.7	71.4
I stop myself from using language that may be offensive to others.	3434	1.62	0.69	12.1	13.7	74.1
I handle negative language used by another in such a way as to try to educate the other person.	3432	1.43	0.74	15.0	26.7	58.3
I initiate contact with people who are not of my culture or ethnic background.	3429	1.52	0.70	11.8	24.9	63.3

1 – No; 2 – Uncertain; 3 – Yes. Percentages may not add up to 100, due to rounding error.



Institution Programming/Protocols

Table 24: Resources and Opportunities (Faculty and Staff)

Please state how much you agree or disagree with the following statements:

	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Information regarding campus support services (e.g., AA/EO, EAP, HOPEWorks, etc.) is available at UVM.	2094	3.99	1.02	2.8	6.1	17.5	36.6	37.0
I have received professional development opportunities.	2141	3.88	1.18	6.2	9.0	12.3	35.5	36.9
I have received equal career opportunities compared to my peers.	2100	3.47	1.35	11.7	14.7	18.0	26.1	29.5
I have received equitable pay compared to my peers.	2124	2.97	1.44	22.4	19.2	16.7	22.7	19.0

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 25 – Resources and Sense of Belonging (Students)

Please state how much you agree or disagree with the following statements:

	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
Information regarding campus support services (e.g., AA/EO, EAP, Student Accessibility Services, HOPEWorks, etc.) is available at the University of Vermont.	3514	3.62	1.18	6.0	13.8	18.6	35.9	25.7
Overall, my education experience at the University of Vermont has met my expectations.	3786	3.81	1.12	4.5	12.8	8.9	45.3	28.6
I would recommend the University of Vermont to siblings or friends as a good place to go to college.	3782	3.71	1.21	6.8	12.0	14.9	36.0	30.2
I feel as though I belong in the University of Vermont campus community.	3777	3.71	1.22	6.8	12.7	14.2	34.9	31.3

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 26: Satisfaction with Promotion of Multicultural Understanding

Are you satisfied with how the University of Vermont has promoted multicultural understanding?

	Faculty/Staff		Students	
	N	%	N	%
Very dissatisfied	130	6.4	213	7.2
Somewhat dissatisfied	289	14.3	513	17.4
Neutral	447	22.2	816	27.7
Somewhat satisfied	729	36.2	994	33.7
Very satisfied	421	20.9	410	13.9



Table 27: My Identity is Included in Multicultural Programming

I feel that my culture and identity are included in the University's multicultural programming.

	Faculty/Staff		Students	
	N	%	N	%
No, I strongly disagree	104	4.8	155	4.2
No, I somewhat disagree	203	9.3	281	7.6
I neither agree nor disagree	544	24.9	957	25.9
Yes, I somewhat agree	601	27.5	1083	29.3
Yes, I strongly agree	730	33.5	1217	33.0

Table 28: UVM Provides Resources Needed to Thrive

How much do you agree or disagree that the University of Vermont provides the resources you need in order to thrive in a diverse environment?

	Faculty/Staff		Students	
	N	%	N	%
No, I strongly disagree	124	5.8	244	7.0
No, I somewhat disagree	327	15.3	713	20.3
I neither agree nor disagree	385	18.0	575	16.4
Yes, I somewhat agree	829	38.7	1421	40.5
Yes, I strongly agree	478	22.3	552	15.7

Table 29: Awareness of Bias Incident Reporting Protocol

Are you aware of the protocol for reporting a bias incident at the University of Vermont?

	Faculty/Staff		Students	
	N	%	N	%
No	503	24.0	2004	62.0
Yes	1590	76.0	1227	38.0



Bias, Harassment, and Discrimination

Table 30: Experienced Bias, Harassment, or Discrimination (Faculty and Staff)

	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Have you experienced bias in the past year at the University of Vermont?	2080	1.82	0.92	47.5	28	19.4	5.2
Have you experienced any harassment based on a protected category in the workplace, in the past year while working at the University of Vermont?	2081	1.27	0.64	81.8	11.3	5.0	1.8
Have you experienced discrimination during the past year at the University of Vermont?	2070	1.38	0.75	75.7	13.5	7.9	2.8

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.

Table 31: Experienced or Observed Bias, Harassment, or Discrimination (Students)

	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Have you experienced bias in the past year at the University of Vermont?	3018	1.86	0.89	43.2	32.4	19.7	4.7
Have you experienced any harassment based on a protected category in the past year at the University of Vermont?	3192	1.37	0.70	74.6	15.8	7.9	1.8
Have you experienced discrimination during the past year at the University of Vermont?	3179	1.29	0.66	80.7	11.6	5.8	1.9
In the past year, have you ever observed discriminatory practices while a student at the University of Vermont?	3130	1.71	0.88	53.7	26.0	16.1	4.2

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.

Table 32: Impact of Most Recent Harassment Experience (Faculty and Staff)

Please consider only the most recent harassment experience you have had at the University of Vermont when answering the following question. The experience had a direct impact on my ability to do my job at the University of Vermont.

	N	%
No, I strongly disagree	24	6.4
No, I somewhat disagree	49	13.1
I neither agree nor disagree	98	26.1
Yes, I somewhat agree	114	30.4
Yes, I strongly agree	90	24.0



Table 33: Impact of Most Recent Bias and Harassment Experience (Students)

<i>Please consider only the most recent harassment experience you have had at the University of Vermont when answering the following question</i>	N	M	SD	Percentages				
				(1)	(2)	(3)	(4)	(5)
This experience had a great deal of impact on my ability to learn at the University of Vermont?	1663	2.79	1.26	19.5	23.6	24.7	22.3	9.9
The experience had a direct impact on my ability to be a student at the University of Vermont.	793	3.25	1.25	11.3	15.9	27.5	26.7	18.5

1–Strongly Disagree; 2 – Somewhat Disagree; 3 – Neither Agree nor Disagree; 4 – Somewhat Agree; 5 – Strongly Agree.
Percentages may not add up to 100, due to rounding error.

Table 34: Source of Most Recent Bias Experience (Students)

Please consider only the most recent bias experience you have had at the University of Vermont when answering the following question. Which of the following best describes who the source was of the bias you experienced?

	N	%
Administrator/staff member	249	15.2
Another student	864	52.7
Campus police or security officer	32	2.0
Faculty member	252	15.4
Publication (posters, brochures, handouts)	53	3.2
Resident assistant or resident coordinator	18	1.1
Teaching assistant	27	1.6
Person not associated with the University of Vermont	143	8.7

Table 35: Concern for Retaliation in Reporting Harassment

Please consider only the most recent harassment experience you have had at the University of Vermont when answering the following question. Were you concerned about possible retaliation if you reported the incident?

	Faculty/Staff		Students	
	N	%	N	%
I was really concerned about retaliation	141	37.8	182	23.7
I was somewhat concerned about retaliation	128	34.3	250	32.6
I was not really concerned about retaliation	104	27.9	335	43.7



Table 36: Response to Harassment

I responded to the incident in the following ways

	Faculty/Staff (N = 375)		Students (N = 803)	
	n	%	n	%
I reported it to the University of Vermont's Office of Affirmative Action and Equal Opportunity (AAEO)	27	7.2	27	3.4
Sought support from off-campus hot-line/advocacy services	13	3.5	33	4.1
Sought support from on-campus advocacy services (e.g., Offices within Division of Diversity, Equity & Inclusion)	12	3.2	33	4.1
Told a friend	163	43.5	447	55.7
Told a family member	149	39.7	196	24.4
Told a faculty member	-	-	66	8.2
Told a staff member in Student Affairs, the Mosaic Center, Women and Gender Equity Center, Interfaith Center, or Prism Center.	-	-	31	3.9
Told my resident advisor (RA)	-	-	29	3.6
Sought support from the University of Vermont Counseling and Psychiatry Services (CAPS)	-	-	30	3.7
Sought support from the University of Vermont's Employee Assistance Program (EAP)	16	4.3	-	-
Sought medical services	11	2.9	20	2.5
Contacted the police	3	0.8	13	1.6
Confronted the person	51	13.6	54	6.7
Ignored the incident	77	20.5	160	19.9
Avoided contact with the person	91	24.3	169	21.0
Talked with a University of Vermont official informally	62	16.5	28	3.5
Lodged a formal complaint with the University of Vermont	14	3.7	20	2.5
Lodged a formal complaint outside the University of Vermont	4	1.1	15	1.9
Chose not to respond	94	25.1	183	22.8
Other	45	12.0	34	4.2



Table 37: Discrimination was based on?

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question. The discrimination was based on my:

	Faculty/Staff (N = 501)		Students (N = 610)	
	n	%	n	%
Age	154	30.7	43	7.0
Disability	52	10.4	116	19.0
Ethnicity	71	14.2	118	19.3
Gender	246	49.1	201	33.0
Gender identity and expression	17	3.4	75	12.3
National origin	27	5.4	28	4.6
Political affiliation	38	7.6	53	8.7
Race	87	17.4	105	17.2
Religion, spirituality, or philosophy	39	7.8	85	13.9
Sexual orientation	25	5.0	63	10.3
Socioeconomic status	66	13.2	72	11.8
Veteran status	3	0.6	6	1.0

Table 38: Ways Discriminated Against (Faculty and Staff)

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question. I was discriminated against in the following ways (N = 495):

	n	%
Received a biased performance evaluation	47	9.5
Was not considered for specific projects, activities, or committees	131	26.5
Received inadequate support from supervisor	155	31.3
Received inadequate support from mentor	37	7.5
Not informed of a career advancement opportunity	75	15.2
Received unfair work assignments	89	18.0
Was not given appropriate leadership opportunities	115	23.2
Did not receive support from peers	93	18.8
Did not receive appropriate promotions or merit pay increases	173	34.9
Received less recognition for accomplishments	177	35.8
Received fewer monetary awards or prizes	52	10.5
Other	103	20.8

Table 39: Ways Discriminated Against (Students)

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question. I was discriminated against in the following ways (N = 603):

	n	%
Received a biased grade	60	10.0
Was not considered for specific projects, activities, or committees	92	15.3
Received inadequate support from supervisor	81	13.4
Received inadequate support from professor	141	23.4
Received inadequate support from the Dean's Office	53	8.8
Received inadequate support from peers	183	30.3
Received unfair assignments	51	8.5
Other	148	24.5



Table 40: Concern about Retaliation to Reporting Discrimination

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question. Were you concerned about possible retaliation if you reported the incident?

	Faculty/Staff (N = 495)		Students (N= 603)	
	N	%	N	%
I was really concerned about retaliation	153	30.9	94	15.6
I was somewhat concerned about retaliation	157	31.7	210	34.8
I was not really concerned about retaliation	158	31.9	264	43.8

Table 41: Areas in which Discrimination was Observed (Faculty and Staff)

<i>In the past year, have you observed discrimination at the University of Vermont in the following areas?</i>	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Career progression	2019	1.89	1.07	52.9	15.7	20.7	10.7
Employment Termination	2000	1.34	0.74	79.9	9.8	7.4	3.1
Hiring	2006	1.69	1.00	62.6	14.0	15.5	8.0
Promotional Opportunities	2015	1.88	1.08	53.9	15.1	19.9	11.0

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.



Table 42: Response to Discrimination

I responded to the incident in the following ways

	Faculty/Staff (N = 490)		Students (N = 600)	
	n	%	n	%
I reported it to the University of Vermont's Office of Affirmative Action and Equal Opportunity (AAEO)	17	3.5	11	1.8
Sought support from off-campus hot-line/advocacy services	13	2.7	10	1.7
Sought support from on-campus advocacy services (e.g., Offices within Division of Diversity, Equity & Inclusion)	10	2.0	28	4.7
Told a friend	205	41.8	298	49.7
Told a family member	212	43.3	143	23.8
Told a faculty member	-	-	72	12.0
Told a staff member in Student Affairs, the Mosaic Center, Women and Gender Equity Center, Interfaith Center, or Prism Center.	-	-	19	3.2
Told my resident advisor (RA)	-	-	16	2.7
Sought support from the University of Vermont Counseling and Psychiatry Services (CAPS)	-	-	15	2.5
Sought support from the University of Vermont's Employee Assistance Program (EAP)	9	1.8	-	-
Sought medical services	22	4.5	15	2.5
Contacted the police	0	0.0	3	0.5
Confronted the person	39	8.0	29	4.8
Ignored the incident	89	18.2	117	19.5
Avoided contact with the person	67	13.7	69	11.5
Talked with a University of Vermont official informally	66	13.5	20	3.3
Lodged a formal complaint with the University of Vermont	12	2.4	11	1.8
Lodged a formal complaint outside the University of Vermont	4	0.8	7	1.2
Chose not to respond	163	33.3	146	24.3
Other	68	13.9	17	2.8



Table 43: Witnessed Insulting Remarks (Faculty and Staff)

<i>In the past year, while working at the University of Vermont, have you witnessed insulting or disparaging remarks or behaviors about the following:</i>	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Age	2012	1.65	0.87	58.5	21.5	16.7	3.3
Disability	2000	1.30	0.64	79.6	12.3	7.2	1.0
Ethnicity	1997	1.39	0.72	74.0	15.2	9.1	1.8
Gender	2008	1.59	0.87	62.9	19.0	14.2	3.8
Gender identity and expression	1998	1.43	0.74	70.5	17.7	10.2	1.7
National origin	1995	1.32	0.65	77.2	14.6	7.0	1.2
Political affiliation	1998	2.04	1.05	42.5	22.4	24.0	11.1
Race	2006	1.43	0.78	72.5	15.2	9.5	2.8
Religion, spirituality, or philosophy	1998	1.41	0.75	72.8	15.7	9.3	2.3
Sexual orientation	1991	1.27	0.60	80.2	13.9	5.0	1.0
Socioeconomic status	1992	1.46	0.81	71.1	15.9	9.5	3.6
Veteran status	1985	1.10	0.37	92.5	5.8	1.3	0.4

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.

Table 44: Witnessed Insulting Remarks (Students)

<i>In the past year as a student at the University of Vermont, have you witnessed insulting or disparaging remarks or behaviors about the following:</i>	N	M	SD	Percentages			
				(1)	(2)	(3)	(4)
Age	3052	1.43	0.72	69.1	20.1	9.3	1.4
Disability	3053	1.53	0.81	64.5	21.1	11.5	2.9
Ethnicity	3055	1.64	0.85	57.4	25.3	13.5	3.8
Gender	3064	1.89	0.96	45.5	26.4	21.4	6.7
Gender identity and expression	3058	1.78	0.92	50.8	25.5	18.8	4.9
National origin	3047	1.45	0.76	68.6	20.0	9.0	2.4
Political affiliation	3056	2.31	1.10	32.4	22.1	27.8	17.7
Race	3051	1.68	0.90	56.7	24.1	14.2	5.0
Religion, spirituality, or philosophy	3049	1.70	0.91	55.4	24.4	14.9	5.2
Sexual orientation	3052	1.56	0.81	62.2	22.8	12.2	2.8
Socioeconomic status	3060	1.68	0.93	57.8	21.7	14.6	5.9
Veteran status	3037	1.17	0.52	88.5	7.5	2.7	1.3

1 – Never; 2 – Seldom; 3 – Occasionally; 4 – Regularly. Percentages may not add up to 100, due to rounding error.