Summary

How long have you been employed at EOU?

<table>
<thead>
<tr>
<th>Duration</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 12</td>
<td>12</td>
<td>10.2%</td>
</tr>
<tr>
<td>Between 1 year</td>
<td>21</td>
<td>17.8%</td>
</tr>
<tr>
<td>Between 4 years</td>
<td>22</td>
<td>18.6%</td>
</tr>
<tr>
<td>More than 6</td>
<td>63</td>
<td>53.4%</td>
</tr>
</tbody>
</table>

Are you currently a full time or part time employee?

<table>
<thead>
<tr>
<th>Status</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part time (under 40 hours weekly)</td>
<td>10</td>
<td>8.5%</td>
</tr>
<tr>
<td>Full time</td>
<td>108</td>
<td>91.5%</td>
</tr>
</tbody>
</table>

What is your status?

<table>
<thead>
<tr>
<th>Status</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrator</td>
<td>26</td>
<td>22%</td>
</tr>
<tr>
<td>Faculty</td>
<td>50</td>
<td>42.4%</td>
</tr>
<tr>
<td>Staff</td>
<td>38</td>
<td>32.2%</td>
</tr>
<tr>
<td>Decline to answer</td>
<td>5</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

How would you describe your overall political views?

<table>
<thead>
<tr>
<th>Views</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Far Left</td>
<td>5</td>
<td>4.3%</td>
</tr>
<tr>
<td>Liberal</td>
<td>37</td>
<td>31.9%</td>
</tr>
<tr>
<td>Middle of the road</td>
<td>44</td>
<td>37.9%</td>
</tr>
<tr>
<td>Conservative</td>
<td>27</td>
<td>23.3%</td>
</tr>
<tr>
<td>Far Right</td>
<td>3</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

What is your religion?

<table>
<thead>
<tr>
<th>Religion</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic</td>
<td>16</td>
<td>14.2%</td>
</tr>
<tr>
<td>Protestant</td>
<td>24</td>
<td>21.2%</td>
</tr>
<tr>
<td>Other Christian</td>
<td>25</td>
<td>22.1%</td>
</tr>
<tr>
<td>Jewish</td>
<td>1</td>
<td>0.9%</td>
</tr>
<tr>
<td>Muslim</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>No Religion</td>
<td>37</td>
<td>32.7%</td>
</tr>
<tr>
<td>Other</td>
<td>10</td>
<td>8.8%</td>
</tr>
</tbody>
</table>

118 responses
What is your age in years?

What is the highest level of education you have completed?
### Higher Education Attainment

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school graduate</td>
<td>1</td>
<td>0.9%</td>
</tr>
<tr>
<td>Attended college but not yet completed degree</td>
<td>12</td>
<td>10.3%</td>
</tr>
<tr>
<td>Bachelor's degree completed</td>
<td>20</td>
<td>17.1%</td>
</tr>
<tr>
<td>Some graduate courses but not yet completed</td>
<td>14</td>
<td>12%</td>
</tr>
<tr>
<td>Master's degree or PhD completed</td>
<td>70</td>
<td>59.8%</td>
</tr>
</tbody>
</table>

### English as Native Language

<table>
<thead>
<tr>
<th>Language</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>113</td>
<td>95.8%</td>
</tr>
<tr>
<td>No</td>
<td>5</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>37</td>
<td>31.6%</td>
</tr>
<tr>
<td>Female</td>
<td>80</td>
<td>68.4%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Parental Education

<table>
<thead>
<tr>
<th>Parental Education</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>59</td>
<td>51.3%</td>
</tr>
<tr>
<td>No</td>
<td>56</td>
<td>48.7%</td>
</tr>
</tbody>
</table>

### Life Setting

<table>
<thead>
<tr>
<th>Setting</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural area or town</td>
<td>62</td>
<td>53.9%</td>
</tr>
<tr>
<td>Small city</td>
<td>22</td>
<td>19.1%</td>
</tr>
<tr>
<td>Large city or metropolitan area (50,000+ population)</td>
<td>31</td>
<td>27%</td>
</tr>
</tbody>
</table>

### Campus Experience with Diversity
Gay, lesbian or bisexual persons [How many times in a year, on average, have you heard a student make an insensitive or disparaging comment about:]

- 10+ 7 6%
- 6-9 5 4.3%
- 3-5 7 6%
- 1-2 35 29.9%
- Never 63 53.8%

Transgender person [How many times in a year, on average, have you heard a student make an insensitive or disparaging comment about:]

- 10+ 3 2.6%
- 6-9 2 1.7%
- 3-5 5 4.3%
- 1-2 24 20.5%
- Never 83 70.9%

Non-native English speaking persons [How many times in a year, on average, have you heard a student make an insensitive or disparaging comment about:]

- 10+ 10 8.5%
- 6-9 6 5.1%
- 3-5 10 8.5%
- 1-2 29 24.8%
- Never 62 53%

Persons of particular socio-economic backgrounds [How many times in a year, on average, have you heard a student make an insensitive or disparaging comment about:]

- 10+ 5 4.3%
- 6-9 8 6.8%
- 3-5 17 14.5%
- 1-2 33 28.2%
- Never 54 46.2%

Persons with a disability [How many times in a year, on average, have you heard a student make an insensitive or disparaging comment about:]

- 10+ 2 1.7%
- 6-9 2 1.7%
- 3-5 4 3.4%
- 1-2 21 17.9%
- Never 88 75.2%
### Persons of particular racial/ethnic backgrounds

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>9</td>
<td>7.7%</td>
</tr>
<tr>
<td>6-9</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>3-5</td>
<td>8</td>
<td>6.8%</td>
</tr>
<tr>
<td>1-2</td>
<td>31</td>
<td>26.5%</td>
</tr>
<tr>
<td>Never</td>
<td>62</td>
<td>53%</td>
</tr>
</tbody>
</table>

### Persons with particular political affiliations/views

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>17</td>
<td>14.5%</td>
</tr>
<tr>
<td>6-9</td>
<td>18</td>
<td>15.4%</td>
</tr>
<tr>
<td>3-5</td>
<td>26</td>
<td>22.2%</td>
</tr>
<tr>
<td>1-2</td>
<td>24</td>
<td>20.5%</td>
</tr>
<tr>
<td>Never</td>
<td>32</td>
<td>27.4%</td>
</tr>
</tbody>
</table>

### Women

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>11</td>
<td>9.4%</td>
</tr>
<tr>
<td>6-9</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>3-5</td>
<td>16</td>
<td>13.7%</td>
</tr>
<tr>
<td>1-2</td>
<td>30</td>
<td>25.6%</td>
</tr>
<tr>
<td>Never</td>
<td>53</td>
<td>45.3%</td>
</tr>
</tbody>
</table>

### Men

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>2</td>
<td>1.7%</td>
</tr>
<tr>
<td>6-9</td>
<td>2</td>
<td>1.7%</td>
</tr>
<tr>
<td>3-5</td>
<td>19</td>
<td>16.2%</td>
</tr>
<tr>
<td>1-2</td>
<td>28</td>
<td>23.9%</td>
</tr>
<tr>
<td>Never</td>
<td>66</td>
<td>56.4%</td>
</tr>
</tbody>
</table>

### Gay, lesbian or bisexual persons

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>11</td>
<td>9.4%</td>
</tr>
<tr>
<td>6-9</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>3-5</td>
<td>16</td>
<td>13.7%</td>
</tr>
<tr>
<td>1-2</td>
<td>30</td>
<td>25.6%</td>
</tr>
<tr>
<td>Never</td>
<td>53</td>
<td>45.3%</td>
</tr>
</tbody>
</table>
### Transgender persons

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>101</td>
<td>87.8%</td>
</tr>
<tr>
<td>1-2</td>
<td>9</td>
<td>7.8%</td>
</tr>
<tr>
<td>3-5</td>
<td>14</td>
<td>12.1%</td>
</tr>
<tr>
<td>6-9</td>
<td>6</td>
<td>5.2%</td>
</tr>
<tr>
<td>10+</td>
<td>1</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

### Non-native English speaking persons

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>89</td>
<td>76.7%</td>
</tr>
<tr>
<td>1-2</td>
<td>16</td>
<td>13.7%</td>
</tr>
<tr>
<td>3-5</td>
<td>14</td>
<td>12%</td>
</tr>
<tr>
<td>6-9</td>
<td>6</td>
<td>5.2%</td>
</tr>
<tr>
<td>10+</td>
<td>1</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

### Persons of particular socio-economic backgrounds

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>78</td>
<td>66.7%</td>
</tr>
<tr>
<td>1-2</td>
<td>16</td>
<td>13.7%</td>
</tr>
<tr>
<td>3-5</td>
<td>14</td>
<td>12%</td>
</tr>
<tr>
<td>6-9</td>
<td>8</td>
<td>6.8%</td>
</tr>
<tr>
<td>10+</td>
<td>1</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

### Persons with a disability

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>103</td>
<td>88.8%</td>
</tr>
<tr>
<td>1-2</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>3-5</td>
<td>4</td>
<td>3.4%</td>
</tr>
<tr>
<td>6-9</td>
<td>1</td>
<td>0.9%</td>
</tr>
<tr>
<td>10+</td>
<td>1</td>
<td>0.9%</td>
</tr>
</tbody>
</table>
Persons of particular racial/ethnic backgrounds [How many times in a year, on average, have you heard a faculty member make an insensitive or disparaging comment about:]

- Never: 86 (73.5%)
- 1-2: 17 (14.5%)
- 3-5: 7 (6%)
- 6-9: 6 (5.1%)
- 10+: 1 (0.9%)

Persons with particular political affiliations/views [How many times in a year, on average, have you heard a faculty member make an insensitive or disparaging comment about:]

- Never: 43 (36.8%)
- 1-2: 22 (18.8%)
- 3-5: 20 (17.1%)
- 6-9: 16 (13.7%)
- 10+: 16 (13.7%)

Women [How many times in a year, on average, have you heard a faculty member make an insensitive or disparaging comment about:]

- Never: 83 (70.9%)
- 1-2: 17 (14.5%)
- 3-5: 8 (6.8%)
- 6-9: 8 (6.8%)
- 10+: 1 (0.9%)

Men [How many times in a year, on average, have you heard a faculty member make an insensitive or disparaging comment about:]

- Never: 85 (72.6%)
- 1-2: 19 (16.2%)
- 3-5: 8 (6.8%)
- 6-9: 5 (4.3%)
- 10+: 0 (0%)

Gay, lesbian or bisexual persons [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- Never: 75 (64.1%)
- 1-2: 23 (19.7%)
- 3-5: 11 (9.4%)
- 6-9: 4 (3.4%)
- 10+: 4 (3.4%)
Transgender persons [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- 10+ 5 4.3%
- 6-9 4 3.4%
- 3-5 6 5.2%
- 1-2 16 13.8%
- Never 85 73.3%

Non-native English speaking persons [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- 10+ 6 5.1%
- 6-9 8 6.8%
- 3-5 13 11.1%
- 1-2 21 17.9%
- Never 69 59%

Persons of particular socio-economic backgrounds [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- 10+ 5 4.3%
- 6-9 8 6.8%
- 3-5 11 9.4%
- 1-2 22 18.8%
- Never 71 60.7%

Persons with a disability [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- 10+ 3 2.6%
- 6-9 2 1.7%
- 3-5 5 4.3%
- 1-2 12 10.3%
- Never 94 81%

Persons of particular racial/ethnic backgrounds [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- 10+ 5 4.3%
- 6-9 4 3.4%
- 3-5 6 5.2%
- 1-2 16 13.8%
- Never 85 73.3%
Persons with particular political affiliations/views [How many times in a year, on average, have you heard another EOU employee make an insensitive or disparaging comment about:]

- Gay, lesbian or bisexual persons [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]
Transgender persons [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>5</td>
<td>4.5%</td>
</tr>
<tr>
<td>6-9</td>
<td>3</td>
<td>2.7%</td>
</tr>
<tr>
<td>3-5</td>
<td>6</td>
<td>5.4%</td>
</tr>
<tr>
<td>1-2</td>
<td>12</td>
<td>10.8%</td>
</tr>
<tr>
<td>Never</td>
<td>85</td>
<td>76.6%</td>
</tr>
</tbody>
</table>

Non-native English speaking persons [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>5</td>
<td>4.5%</td>
</tr>
<tr>
<td>6-9</td>
<td>2</td>
<td>1.8%</td>
</tr>
<tr>
<td>3-5</td>
<td>7</td>
<td>6.3%</td>
</tr>
<tr>
<td>1-2</td>
<td>19</td>
<td>17.1%</td>
</tr>
<tr>
<td>Never</td>
<td>78</td>
<td>70.3%</td>
</tr>
</tbody>
</table>

Persons of particular socio-economic backgrounds [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>4</td>
<td>3.6%</td>
</tr>
<tr>
<td>6-9</td>
<td>3</td>
<td>2.7%</td>
</tr>
<tr>
<td>3-5</td>
<td>8</td>
<td>7.2%</td>
</tr>
<tr>
<td>1-2</td>
<td>19</td>
<td>17.1%</td>
</tr>
<tr>
<td>Never</td>
<td>77</td>
<td>69.4%</td>
</tr>
</tbody>
</table>

Persons with a disability [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>2</td>
<td>1.8%</td>
</tr>
<tr>
<td>6-9</td>
<td>1</td>
<td>0.9%</td>
</tr>
<tr>
<td>3-5</td>
<td>10</td>
<td>9%</td>
</tr>
<tr>
<td>1-2</td>
<td>14</td>
<td>12.6%</td>
</tr>
<tr>
<td>Never</td>
<td>84</td>
<td>75.7%</td>
</tr>
</tbody>
</table>

Persons of particular racial/ethnic backgrounds [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10+</td>
<td>5</td>
<td>4.5%</td>
</tr>
<tr>
<td>6-9</td>
<td>3</td>
<td>2.7%</td>
</tr>
<tr>
<td>3-5</td>
<td>7</td>
<td>6.4%</td>
</tr>
<tr>
<td>1-2</td>
<td>15</td>
<td>13.6%</td>
</tr>
<tr>
<td>Never</td>
<td>80</td>
<td>72.7%</td>
</tr>
</tbody>
</table>
Persons with particular political affiliations/views [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

- **10+**
  - 8 (7.2%)
- **6-9**
  - 17 (15.3%)
- **3-5**
  - 18 (16.2%)
- **1-2**
  - 66 (59.5%)
- **Never**
  - 92 (83.6%)

Women [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

- **10+**
  - 7 (6.4%)
- **6-9**
  - 1 (0.9%)
- **3-5**
  - 4 (3.6%)
- **1-2**
  - 6 (5.5%)
- **Never**
  - 92 (83.6%)

Men [How many times in a year, on average, have you been at an EOU affiliated event where you think the following would not feel welcome:]

- **10+**
  - 2 (1.8%)
- **6-9**
  - 0 (0%)
- **3-5**
  - 3 (2.7%)
- **1-2**
  - 5 (4.5%)
- **Never**
  - 101 (91%)

Have you ever felt discriminated against or harassed on this campus?

- **Yes**
  - 46 (39.7%)
- **No (or decline to answer)**
  - 70 (60.3%)

**Negative Experience**

Due to Disability [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]
Due to socioeconomic background [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]

Due to Gender [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]

Due to Race/ethnicity [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]

Due to Sexual Orientation [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]
Due to English speaking ability/accent [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]

- 10+ 0 0%
- 6-9 0 0%
- 3-5 2 4.4%
- 1-2 1 2.2%
- Never 42 93.3%

Due to Political affiliations/views [How many times a year, on average, have you ever felt discriminated against or harassed on this campus?]

- 10+ 6 13%
- 6-9 4 8.7%
- 3-5 7 15.2%
- 1-2 11 23.9%
- Never 18 39.1%

I felt discriminated against/harassed in the following forms:

- Actual physical assault or injury 1 2.2%
- Anonymous phone calls 2 4.4%
- Glances 19 42.2%
- Ignoring 27 60%
- Publication on campus 6 13.3%
- Threats of physical violence 3 6.7%
- Verbal comments 38 84.4%
- Written comments (including electronic) 15 33.3%
- Other 4 8.9%

Where did this occur?

- EOU Classroom 4 8.9%
- EOU Office 26 57.8%
- EOU Campus Housing 0 0%
- EOU Working at campus job 28 62.2%
- Internet 9 20%
- Other 5 11.1%

To which group did the person who was the source of the discrimination or harassment belong?
Attitudes and Actions Relative to Diversity

African Americans/Blacks [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 24 (20.5%)
- Frequent contact: 35 (29.9%)
- Moderate contact: 34 (29.1%)
- Little contact: 23 (19.7%)
- No contact: 1 (0.9%)

American Indian/Native American [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 17 (14.7%)
- Frequent contact: 16 (13.8%)
- Moderate contact: 32 (27.6%)
- Little contact: 47 (40.5%)
- No contact: 4 (3.4%)

Asian [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 26 (22.6%)
- Frequent contact: 28 (24.3%)
- Moderate contact: 26 (22.6%)
- Little contact: 33 (28.7%)
- No contact: 2 (1.7%)

Pacific Islander [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 26 (22.6%)
- Frequent contact: 28 (24.3%)
- Moderate contact: 26 (22.6%)
- Little contact: 33 (28.7%)
- No contact: 2 (1.7%)
Chicano/Latin/Hispanic [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 40 (34.2%)
- Frequent contact: 32 (27.4%)
- Moderate contact: 30 (25.6%)
- Little contact: 15 (12.8%)
- No contact: 0 (0%)

White/Caucasian [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 106 (90.6%)
- Frequent contact: 9 (7.7%)
- Moderate contact: 1 (0.9%)
- Little contact: 1 (0.9%)
- No contact: 0 (0%)

Non-native English speakers [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 28 (23.9%)
- Frequent contact: 19 (16.2%)
- Moderate contact: 46 (39.3%)
- Little contact: 20 (17.1%)
- No contact: 4 (3.4%)

Openly gay, lesbian, bisexual person [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 35 (30.2%)
- Frequent contact: 19 (16.4%)
- Moderate contact: 34 (29.3%)
- Little contact: 22 (19%)
- No contact: 6 (5.2%)
Transgender person [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 5 (4.3%)
- Frequent contact: 7 (6%)
- Moderate contact: 15 (12.8%)
- Little contact: 45 (38.5%)
- No contact: 45 (38.5%)

Socioeconomic background different than yours [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 56 (48.3%)
- Frequent contact: 33 (28.4%)
- Moderate contact: 24 (20.7%)
- Little contact: 2 (1.7%)
- No contact: 1 (0.9%)

Persons with disability [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 28 (23.9%)
- Frequent contact: 23 (19.7%)
- Moderate contact: 47 (40.2%)
- Little contact: 17 (14.5%)
- No contact: 2 (1.7%)

Persons from other countries [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 34 (29.1%)
- Frequent contact: 26 (22.2%)
- Moderate contact: 41 (35%)
- Little contact: 16 (13.7%)
- No contact: 0 (0%)

Political affiliations/view different from yours [Generally speaking, how much contact would you say you had with people of the following backgrounds *prior* to coming to EOU?]

- Very frequent contact: 55 (47%)
- Frequent contact: 43 (36.8%)
- Moderate contact: 14 (12%)
- Little contact: 5 (4.3%)
- No contact: 0 (0%)
African Americans/Blacks [Generally speaking, how much contact would you say you had with people of the following backgrounds "while at" EOU?]

- Very frequent contact: 12 (10.4%)
- Frequent contact: 23 (20%)
- Moderate contact: 34 (29.6%)
- Little contact: 44 (38.3%)
- No contact: 2 (1.7%)

American Indian/Native American [Generally speaking, how much contact would you say you had with people of the following backgrounds "while at" EOU?]

- Very frequent contact: 12 (10.4%)
- Frequent contact: 13 (11.3%)
- Moderate contact: 43 (37.4%)
- Little contact: 45 (39.1%)
- No contact: 2 (1.7%)

Asian [Generally speaking, how much contact would you say you had with people of the following backgrounds "while at" EOU?]

- Very frequent contact: 8 (7%)
- Frequent contact: 23 (20.2%)
- Moderate contact: 38 (33.3%)
- Little contact: 39 (34.2%)
- No contact: 6 (5.3%)

Pacific Islander [Generally speaking, how much contact would you say you had with people of the following backgrounds "while at" EOU?]

- Very frequent contact: 14 (12.3%)
- Frequent contact: 26 (22.8%)
- Moderate contact: 36 (31.6%)
- Little contact: 35 (30.7%)
- No contact: 3 (2.6%)

Chicano/Latin/Hispanic [Generally speaking, how much contact would you say you had with people of the following backgrounds "while at" EOU?]
Very frequent contact 14 12.2%
Frequent contact 33 28.7%
Moderate contact 41 35.7%
Little contact 26 22.6%
No contact 1 0.9%

White/Caucasian [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at* EOU?]

Very frequent contact 102 88.7%
Frequent contact 11 9.6%
Moderate contact 2 1.7%
Little contact 0 0%
No contact 0 0%

Non-native English speakers [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at* EOU?]

Very frequent contact 15 13.2%
Frequent contact 25 21.9%
Moderate contact 46 38.3%
Little contact 24 21.1%
No contact 4 3.5%

Openly gay, lesbian, bisexual person [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at* EOU?]

Very frequent contact 5 4.3%
Frequent contact 6 5.2%
Moderate contact 21 18.3%
Little contact 44 38.3%
No contact 39 33.9%

Transgender person [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at* EOU?]
### Socioeconomic background different than yours [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at EOU*?]

<table>
<thead>
<tr>
<th>Contact Level</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very frequent</td>
<td>51</td>
<td>44.7%</td>
</tr>
<tr>
<td>Frequent</td>
<td>34</td>
<td>29.8%</td>
</tr>
<tr>
<td>Moderate</td>
<td>26</td>
<td>22.8%</td>
</tr>
<tr>
<td>Little</td>
<td>3</td>
<td>2.6%</td>
</tr>
<tr>
<td>No contact</td>
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</table>

### Persons with disability [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at EOU*?]

<table>
<thead>
<tr>
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<th>Percentage</th>
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<tbody>
<tr>
<td>Very frequent</td>
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<td>19.1%</td>
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<tr>
<td>Frequent</td>
<td>23</td>
<td>20%</td>
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<tr>
<td>Moderate</td>
<td>44</td>
<td>38.3%</td>
</tr>
<tr>
<td>Little</td>
<td>21</td>
<td>18.3%</td>
</tr>
<tr>
<td>No contact</td>
<td>5</td>
<td>4.3%</td>
</tr>
</tbody>
</table>

### Persons from other countries [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at EOU*?]

<table>
<thead>
<tr>
<th>Contact Level</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very frequent</td>
<td>27</td>
<td>23.7%</td>
</tr>
<tr>
<td>Frequent</td>
<td>27</td>
<td>23.7%</td>
</tr>
<tr>
<td>Moderate</td>
<td>28</td>
<td>24.6%</td>
</tr>
<tr>
<td>Little</td>
<td>28</td>
<td>24.6%</td>
</tr>
<tr>
<td>No contact</td>
<td>4</td>
<td>3.5%</td>
</tr>
</tbody>
</table>

### Political affiliations/view different from yours [Generally speaking, how much contact would you say you had with people of the following backgrounds *while at EOU*?]

<table>
<thead>
<tr>
<th>Contact Level</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very frequent</td>
<td>56</td>
<td>49.1%</td>
</tr>
<tr>
<td>Frequent</td>
<td>32</td>
<td>28.1%</td>
</tr>
<tr>
<td>Moderate</td>
<td>24</td>
<td>21.1%</td>
</tr>
<tr>
<td>Little</td>
<td>2</td>
<td>1.8%</td>
</tr>
<tr>
<td>No contact</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

### African American/Black [Generally speaking, how comfortable would you be being close friends with]

<table>
<thead>
<tr>
<th>Comfort Level</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very comfortable</td>
<td>96</td>
<td>82.8%</td>
</tr>
<tr>
<td>Comfortable</td>
<td>18</td>
<td>15.5%</td>
</tr>
<tr>
<td>Somewhat comfortable</td>
<td>2</td>
<td>1.7%</td>
</tr>
<tr>
<td>Not comfortable</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>
American Indian/Native American [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 90 (77.6%)
- Comfortable: 22 (19%)
- Somewhat comfortable: 4 (3.4%)
- Not comfortable: 0 (0%)

Asian [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 89 (76.7%)
- Comfortable: 26 (22.4%)
- Somewhat comfortable: 1 (0.9%)
- Not comfortable: 0 (0%)

Pacific Islander [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 91 (79.1%)
- Comfortable: 22 (19.1%)
- Somewhat comfortable: 2 (1.7%)
- Not comfortable: 0 (0%)

Chicano/Latin/Hispanic [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 96 (82.8%)
- Comfortable: 19 (16.4%)
- Somewhat comfortable: 1 (0.9%)
- Not comfortable: 0 (0%)

Middle Easterner [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 82 (70.7%)
- Comfortable: 26 (22.4%)
- Somewhat comfortable: 8 (6.9%)
- Not comfortable: 0 (0%)

White/Caucasian [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 101 (87.1%)
- Comfortable: 14 (12.1%)
- Somewhat comfortable: 0 (0%)
- Not comfortable: 1 (0.9%)
**Heterosexual Man [Generally speaking, how comfortable would you be being close friends with]**

- Very comfortable: 94 (81%)
- Comfortable: 18 (15.5%)
- Somewhat comfortable: 4 (3.4%)
- Not comfortable: 0 (0%)

**Heterosexual Woman [Generally speaking, how comfortable would you be being close friends with]**

- Very comfortable: 99 (86.1%)
- Comfortable: 15 (13%)
- Somewhat comfortable: 1 (0.9%)
- Not comfortable: 0 (0%)

**Person with disability [Generally speaking, how comfortable would you be being close friends with]**

- Very comfortable: 91 (78.4%)
- Comfortable: 22 (19%)
- Somewhat comfortable: 3 (2.6%)
- Not comfortable: 0 (0%)

**Socioeconomic background different from yours [Generally speaking, how comfortable would you be being close friends with]**

- Very comfortable: 82 (70.7%)
- Comfortable: 29 (25%)
- Somewhat comfortable: 4 (3.4%)
- Not comfortable: 1 (0.9%)

**Religious beliefs different from yours [Generally speaking, how comfortable would you be being close friends with]**

- Very comfortable: 76 (65.5%)
- Comfortable: 32 (27.6%)
- Somewhat comfortable: 7 (6%)
- Not comfortable: 1 (0.9%)

**Political affiliations/views different than yours [Generally speaking, how comfortable would you be being close friends with]**
International person [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 89 (78.1%)
- Comfortable: 24 (21.1%)
- Somewhat comfortable: 1 (0.9%)
- Not comfortable: 0 (0%)

Openly gay or bisexual man [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 78 (67.2%)
- Comfortable: 27 (23.3%)
- Somewhat comfortable: 9 (7.8%)
- Not comfortable: 2 (1.7%)

Openly gay or bisexual woman [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 77 (66.4%)
- Comfortable: 27 (23.3%)
- Somewhat comfortable: 10 (8.6%)
- Not comfortable: 2 (1.7%)

Transgender person [Generally speaking, how comfortable would you be being close friends with]

- Very comfortable: 68 (58.6%)
- Comfortable: 28 (24.1%)
- Somewhat comfortable: 17 (14.7%)
- Not comfortable: 3 (2.6%)

African American/Black [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 69 (63.9%)
- Comfortable: 30 (27.8%)
- Somewhat comfortable: 6 (5.6%)
- Not comfortable: 3 (2.8%)
American Indian/Native American [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 68 (63%)
- Comfortable: 31 (28.7%)
- Somewhat comfortable: 6 (5.6%)
- Not comfortable: 3 (2.8%)

Asian [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 66 (61.1%)
- Comfortable: 34 (31.5%)
- Somewhat comfortable: 4 (3.7%)
- Not comfortable: 4 (3.7%)

Pacific Islander [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 68 (63%)
- Comfortable: 33 (30.6%)
- Somewhat comfortable: 4 (3.7%)
- Not comfortable: 3 (2.8%)

Chicano/Latin/Hispanic [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 68 (63%)
- Comfortable: 33 (30.6%)
- Somewhat comfortable: 3 (2.8%)
- Not comfortable: 4 (3.7%)

Middle Easterner [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 61 (56.5%)
- Comfortable: 31 (28.7%)
- Somewhat comfortable: 12 (11.1%)
- Not comfortable: 4 (3.7%)

White/Caucasian [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]
Heterosexual Man [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 78 (71.6%)
- Comfortable: 26 (23.9%)
- Somewhat comfortable: 1 (0.9%)
- Not comfortable: 4 (3.7%)

Heterosexual Woman [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 56 (51.4%)
- Comfortable: 28 (25.7%)
- Somewhat comfortable: 13 (11.9%)
- Not comfortable: 12 (11%)

Person with disability [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 57 (53.8%)
- Comfortable: 34 (32.1%)
- Somewhat comfortable: 10 (9.4%)
- Not comfortable: 5 (4.7%)

Socioeconomic background different from yours [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 62 (56.9%)
- Comfortable: 32 (29.4%)
- Somewhat comfortable: 12 (11%)
- Not comfortable: 3 (2.8%)

Religious beliefs different from yours [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]
Political affiliations/views different than yours [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 46 (42.2%)
- Comfortable: 41 (37.6%)
- Somewhat comfortable: 12 (11%)
- Not comfortable: 10 (9.2%)

International person [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 66 (61.1%)
- Comfortable: 32 (29.6%)
- Somewhat comfortable: 7 (6.5%)
- Not comfortable: 3 (2.8%)

Openly gay or bisexual man [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 52 (47.7%)
- Comfortable: 22 (20.2%)
- Somewhat comfortable: 16 (14.7%)
- Not comfortable: 19 (17.4%)

Openly gay or bisexual woman [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]

- Very comfortable: 53 (48.6%)
- Comfortable: 25 (22.9%)
- Somewhat comfortable: 14 (12.8%)
- Not comfortable: 17 (15.6%)

Transgender person [Generally speaking, how comfortable would you be being a roommate or sharing your living space with]
Very comfortable 41 38%
Comfortable 23 21.3%
Somewhat comfortable 20 18.5%
Not comfortable 24 22.2%

Age or ageism [This university adequately addresses issues on campus related to:]

Strongly Agree 6 5.1%
Agree 28 23.9%
Disagree 25 21.4%
Strongly Disagree 14 12%
Not sure/Don't know 44 37.6%

Disability or ableism [This university adequately addresses issues on campus related to:]

Strongly Agree 12 10.3%
Agree 49 41.9%
Disagree 21 17.9%
Strongly Disagree 8 6.8%
Not sure/Don't know 27 23.1%

Race or racism [This university adequately addresses issues on campus related to:]

Strongly Agree 12 10.3%
Agree 41 35.3%
Disagree 22 19%
Strongly Disagree 17 14.7%
Not sure/Don't know 24 20.7%

Religious beliefs or harassment [This university adequately addresses issues on campus related to:]

Strongly Agree 6 5.2%
Agree 31 26.7%
Disagree 27 23.3%
Strongly Disagree 17 14.7%
Not sure/Don't know 35 30.2%

Political affiliations/view [This university adequately addresses issues on campus related to:]

Not available
This university has visible leadership from the president and other administrators to foster accessibility for persons with disabilities [Please indicate your level of agreement with the following statements about diversity on this campus]
I feel awkward around campus community members who are from groups I have not encountered before [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree: 0 (0%)
- Agree: 15 (12.8%)
- Disagree: 47 (40.2%)
- Strongly Disagree: 53 (45.3%)
- Not sure/Don't know: 2 (1.7%)

The curriculum at this university adequately represents the contributions of a variety of groups of people [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree: 15 (12.8%)
- Agree: 39 (33.3%)
- Disagree: 30 (25.6%)
- Strongly Disagree: 12 (10.3%)
- Not sure/Don't know: 21 (17.9%)

The climate in the classroom/work environment is accepting of who I am [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree: 27 (23.1%)
- Agree: 57 (48.7%)
- Disagree: 14 (12%)
- Strongly Disagree: 7 (6%)
- Not sure/Don't know: 12 (10.3%)

I feel I need to hide some characteristics of my religion in order to fit in here [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree: 12 (10.3%)
- Agree: 26 (22.4%)
- Disagree: 38 (32.8%)
- Strongly Disagree: 30 (25.9%)
- Not sure/Don't know: 10 (8.6%)
I feel I need to represent my religion in class [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree 1 (0.9%)
- Agree 7 (6.1%)
- Disagree 38 (33.3%)
- Strongly Disagree 41 (36%)
- Not sure/Don't know 27 (23.7%)

I feel I need to hide my political affiliations/views [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree 13 (11.2%)
- Agree 33 (28.4%)
- Disagree 42 (36.2%)
- Strongly Disagree 22 (19%)
- Not sure/Don't know 6 (5.2%)

Faculty create an environment in the classroom that is conducive to free and open expression of opinions and beliefs [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree 14 (12.4%)
- Agree 50 (44.2%)
- Disagree 15 (13.3%)
- Strongly Disagree 6 (5.3%)
- Not sure/Don't know 28 (24.8%)

My views about sexual orientation are strongly influenced by my religion [Please indicate your level of agreement with the following statements about diversity on this campus]

- Strongly Agree 17 (14.7%)
- Agree 14 (12.1%)
- Disagree 25 (21.6%)
- Strongly Disagree 50 (43.1%)
- Not sure/Don't know 10 (8.6%)

Challenge others on racial/ethnic/sexually derogatory comments [Please indicate how likely you are to do the following]

- Very Likely 58 (49.6%)
- Somewhat Likely 43 (36.8%)
- Somewhat Unlikely 5 (4.3%)
- Very Unlikely 11 (9.4%)
Feel disapproval for display of public affection by non-heterosexual couple [Please indicate how likely you are to do the following]

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>10</td>
<td>8.8%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>14</td>
<td>12.3%</td>
</tr>
<tr>
<td>Somewhat Unlikely</td>
<td>26</td>
<td>22.8%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>64</td>
<td>56.1%</td>
</tr>
</tbody>
</table>

Get to know people from different cultures and groups as individuals [Please indicate how likely you are to do the following]

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>86</td>
<td>73.5%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>25</td>
<td>21.4%</td>
</tr>
<tr>
<td>Somewhat Unlikely</td>
<td>4</td>
<td>3.4%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>2</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

Refuse to participate in comments or jokes that are derogatory to any group or culture or sex [Please indicate how likely you are to do the following]

<table>
<thead>
<tr>
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<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>92</td>
<td>78.6%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>15</td>
<td>12.8%</td>
</tr>
<tr>
<td>Somewhat Unlikely</td>
<td>8</td>
<td>6.8%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>2</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

Repeat a derogatory comment or joke about a religion other than your own [Please indicate how likely you are to do the following]

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>4</td>
<td>3.4%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>Somewhat Unlikely</td>
<td>22</td>
<td>19%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>83</td>
<td>71.6%</td>
</tr>
</tbody>
</table>

Repeat a derogatory comment or joke about gays, lesbians, bisexuals, transgender persons [Please indicate how likely you are to do the following]

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>4</td>
<td>3.4%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>4</td>
<td>3.4%</td>
</tr>
<tr>
<td>Somewhat Unlikely</td>
<td>12</td>
<td>10.3%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>97</td>
<td>82.9%</td>
</tr>
</tbody>
</table>

Repeat a derogatory comment or joke about people with disabilities [Please indicate how likely you are to do the following]
Repeat a derogatory comment or joke about people with political affiliations/views other than your own [Please indicate how likely you are to do the following]

- Very Likely: 7 (6%)
- Somewhat Likely: 19 (16.2%)
- Somewhat Unlikely: 43 (36.8%)
- Very Unlikely: 48 (41%)

Take action to have offensive graffiti removed [Please indicate how likely you are to do the following]

- Very Likely: 67 (57.3%)
- Somewhat Likely: 35 (29.9%)
- Somewhat Unlikely: 10 (8.5%)
- Very Unlikely: 5 (4.3%)

Refuse to forward email messages with comments or jokes that are derogatory to any group or culture or sex [Please indicate how likely you are to do the following]

- Very Likely: 102 (87.2%)
- Somewhat Likely: 9 (7.7%)
- Somewhat Unlikely: 1 (0.9%)
- Very Unlikely: 5 (4.3%)

Experience as a Member of a Specific Group

Please indicate the primary racial/ethnic group with which you identify

<table>
<thead>
<tr>
<th>Group</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>1</td>
<td>0.9%</td>
</tr>
<tr>
<td>American Indian/Alaskan Native/Aleut</td>
<td>2</td>
<td>1.8%</td>
</tr>
<tr>
<td>Asian</td>
<td>3</td>
<td>2.6%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>3</td>
<td>2.6%</td>
</tr>
<tr>
<td>Chicano/Latino/Hispanic</td>
<td>6</td>
<td>5.3%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>98</td>
<td>86%</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>5.3%</td>
</tr>
</tbody>
</table>
Experience as a Person of Color

I have feared for my physical safety on this campus because of my race/ethnicity [If you identify yourself as a person of color, please answer the following]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>34</td>
</tr>
<tr>
<td>2.9%</td>
<td>97.1%</td>
</tr>
</tbody>
</table>

I have been a victim of hate crime on this campus because of my race [If you identify yourself as a person of color, please answer the following]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32</td>
</tr>
<tr>
<td>3%</td>
<td>97%</td>
</tr>
</tbody>
</table>

I have received adequate support from this campus as a person of color [If you identify yourself as a person of color, please answer the following]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>17</td>
</tr>
<tr>
<td>26.1%</td>
<td>73.9%</td>
</tr>
</tbody>
</table>

I have felt isolated or left out when work was required in groups [As a person of color, please indicate whether or not you have experienced the following situations in classrooms, meetings, or offices on this campus]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>11</td>
</tr>
<tr>
<td>31.3%</td>
<td>68.8%</td>
</tr>
</tbody>
</table>

I have felt that I am expected to present a viewpoint that always must be different from the majority [As a person of color, please indicate whether or not you have experienced the following situations in classrooms, meetings, or offices on this campus]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

I have felt that I am expected to speak on behalf of all members of my race or ethnicity [As a person of color, please indicate whether or not you have experienced the following situations in classrooms, meetings, or offices on this campus]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>62.5%</td>
<td>37.5%</td>
</tr>
</tbody>
</table>

I have felt singled out as the “resident authority” for my particular group when issues of race or ethnicity arose [As a person of color, please indicate whether or not you have experienced the following situations in classrooms, meetings, or offices on this campus]
Experience with Non-Heterosexual Identity

I feel I need to hide my sexual orientation to be able to fit in on this campus [If you do not identify yourself as heterosexual, please answer the following]

Yes 3 50%
No 3 50%

I have avoided disclosing my sexual orientation on this campus due to a fear of negative consequences or discrimination [If you do not identify yourself as heterosexual, please answer the following]

Yes 3 60%
No 2 40%

I have discussed my sexual orientation with a close friend on this campus [If you do not identify yourself as heterosexual, please answer the following]

Yes 4 80%
No 1 20%

I have discussed my sexual orientation with a faculty member, staff, or administrator on this campus [If you do not identify yourself as heterosexual, please answer the following]

Yes 3 60%
No 2 40%

I have feared for my physical safety on this campus because of my sexual orientation [If you do not identify yourself as heterosexual, please answer the following]

Yes 1 20%
No 4 80%
I have been a victim of a hate crime on this campus because of my sexual orientation [If you do not identify yourself as heterosexual, please answer the following]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

I have received adequate support from this campus as a person who does not identify as heterosexual [If you do not identify yourself as heterosexual, please answer the following]

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

**Experience with a Disability on Campus**

What disabilities do you currently have?

<table>
<thead>
<tr>
<th>Disability</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coordination impairment</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Hearing impairment</td>
<td>5</td>
<td>5.1%</td>
</tr>
<tr>
<td>Mobility impairment</td>
<td>6</td>
<td>6.1%</td>
</tr>
<tr>
<td>Speech impairment</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Visual impairment</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>No disabilities</td>
<td>84</td>
<td>84.8%</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>4%</td>
</tr>
</tbody>
</table>

If you identify yourself as a person with a disability, please answer the following

<table>
<thead>
<tr>
<th>Experience on Campus</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have avoided disclosing a disability to another university employee on this campus due to fear of negative consequences or discrimination</td>
<td>3</td>
<td>30%</td>
</tr>
<tr>
<td>I have been in a class or office on this campus where an instructor or university employee has refused to make accommodations for my disability</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>I have feared for my physical safety on this campus because of my disability</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>I have been a victim of a hate crime on this campus because of my disability</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>I have received adequate support from this campus as a person with a disability</td>
<td>8</td>
<td>80%</td>
</tr>
</tbody>
</table>

Information in alternate formats (e.g. audio) [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]
Classrooms [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 4 (11.4%)
- Accessible: 12 (34.3%)
- Not Very Accessible: 2 (5.7%)
- Not Accessible: 0 (0%)
- Does Not Apply: 17 (48.6%)

Academic buildings and offices [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 3 (9.1%)
- Accessible: 14 (42.4%)
- Not Very Accessible: 3 (9.1%)
- Not Accessible: 0 (0%)
- Does Not Apply: 13 (39.4%)

Restrooms [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 7 (20.6%)
- Accessible: 11 (32.4%)
- Not Very Accessible: 2 (5.9%)
- Not Accessible: 0 (0%)
- Does Not Apply: 14 (41.2%)

Campus transportation [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 2 (6.3%)
- Accessible: 4 (12.5%)
- Not Very Accessible: 2 (6.3%)
- Not Accessible: 1 (3.1%)
- Does Not Apply: 23 (71.9%)
Grounds (e.g. snow removal) [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 3 (9.4%)
- Accessible: 9 (28.1%)
- Not Very Accessible: 4 (12.5%)
- Not Accessible: 1 (3.1%)
- Does Not Apply: 15 (46.9%)

Student services (registration, student accounts, etc.) [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 2 (6.3%)
- Accessible: 12 (37.5%)
- Not Very Accessible: 0 (0%)
- Not Accessible: 0 (0%)
- Does Not Apply: 18 (56.3%)

Library [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 4 (12.5%)
- Accessible: 13 (40.6%)
- Not Very Accessible: 1 (3.1%)
- Not Accessible: 0 (0%)
- Does Not Apply: 14 (43.8%)

Athletic facilities [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 3 (9.1%)
- Accessible: 11 (33.3%)
- Not Very Accessible: 1 (3%)
- Not Accessible: 1 (3%)
- Does Not Apply: 17 (51.5%)

Recreational sports facilities [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 2 (6.5%)
- Accessible: 6 (19.4%)
- Not Very Accessible: 3 (9.7%)
- Not Accessible: 0 (0%)
- Does Not Apply: 20 (64.5%)
Campus housing [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 2 (6.1%)
- Accessible: 9 (27.3%)
- Not Very Accessible: 0 (0%)
- Not Accessible: 0 (0%)
- Does Not Apply: 22 (66.7%)

Dining facilities [Please indicate how you would rate the accessibility of the campus for you as a person with a disability in the areas specified below]

- Very Accessible: 3 (9.1%)
- Accessible: 13 (39.4%)
- Not Very Accessible: 0 (0%)
- Not Accessible: 0 (0%)
- Does Not Apply: 17 (51.5%)

Overall Impression

I feel a sense of acceptance and belonging at this university [Please indicate you level of agreement with the following statements]

- Strongly Agree: 27 (23.3%)
- Agree: 70 (60.3%)
- Disagree: 16 (13.8%)
- Strongly Disagree: 3 (2.6%)

I am satisfied with my campus experience/environment regarding diversity at this university [Please indicate you level of agreement with the following statements]

- Strongly Agree: 18 (15.7%)
- Agree: 59 (51.3%)
- Disagree: 29 (25.2%)
- Strongly Disagree: 9 (7.8%)

The faculty here are respectful of people of different religions [Please indicate you level of agreement with the following statements]
<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>63</td>
<td>13</td>
<td>9</td>
</tr>
<tr>
<td>20</td>
<td>70</td>
<td>17</td>
<td>4</td>
</tr>
<tr>
<td>18</td>
<td>72</td>
<td>17</td>
<td>2</td>
</tr>
<tr>
<td>36</td>
<td>62</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>31</td>
<td>60</td>
<td>17</td>
<td>3</td>
</tr>
</tbody>
</table>

**Other EOU employees are respectful of people of different religions [Please indicate you level of agreement with the following statements]**

**The students here are respectful of people of different religions [Please indicate you level of agreement with the following statements]**

**The faculty here are respectful of people of different races and cultures [Please indicate you level of agreement with the following statements]**

**Other EOU employees are respectful of people of different races and cultures [Please indicate you level of agreement with the following statements]**

**The students here are respectful of people of different races and cultures [Please indicate you level of agreement with the following statements]**
The faculty here are respectful of people of different political affiliations/views [Please indicate your level of agreement with the following statements]

- Strongly Agree: 12 (11%)
- Agree: 64 (59.8%)
- Disagree: 24 (22.4%)
- Strongly Disagree: 6 (5.6%)

Other EOU employees are respectful of people of different political affiliations/views [Please indicate your level of agreement with the following statements]

- Strongly Agree: 13 (12.1%)
- Agree: 64 (59.8%)
- Disagree: 24 (22.4%)
- Strongly Disagree: 6 (5.6%)

The students here are respectful of people of different political affiliations/views [Please indicate your level of agreement with the following statements]

- Strongly Agree: 13 (11.7%)
- Agree: 69 (62.2%)
- Disagree: 23 (20.7%)
- Strongly Disagree: 6 (5.4%)

Students of different racial and ethnic backgrounds participate equally in classroom discussion and learning [Please indicate your level of agreement with the following statements]

- Strongly Agree: 19 (18.6%)
- Agree: 51 (50%)
- Disagree: 26 (25.5%)
- Strongly Disagree: 6 (5.9%)

People of different sexual orientations are accepted socially here [Please indicate your level of agreement with the following statements]
People of different socioeconomic backgrounds are accepted socially here [Please indicate you level of agreement with the following statements]

- Strongly Agree: 11 (9.8%)
- Agree: 70 (62.5%)
- Disagree: 24 (21.4%)
- Strongly Disagree: 7 (6.3%)

People of different races and cultures are accepted socially here [Please indicate you level of agreement with the following statements]

- Strongly Agree: 21 (19.3%)
- Agree: 79 (72.5%)
- Disagree: 6 (5.5%)
- Strongly Disagree: 3 (2.8%)

People on campus feel free to express their individual spirituality here [Please indicate you level of agreement with the following statements]

- Strongly Agree: 19 (17.3%)
- Agree: 66 (60%)
- Disagree: 20 (18.2%)
- Strongly Disagree: 5 (4.5%)

The environment here encourages students to develop an appreciation for diversity [Please indicate you level of agreement with the following statements]

- Strongly Agree: 19 (17%)
- Agree: 62 (55.4%)
- Disagree: 24 (21.4%)
- Strongly Disagree: 7 (6.3%)

Support Services

Office or personnel devoted to addressing the needs of diverse persons and/or diversity issues on campus [Please indicate your awareness of and satisfaction with the following on campus services]
<table>
<thead>
<tr>
<th>Category</th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Programs to increase awareness of diversity</strong></td>
<td>12</td>
<td>64</td>
<td>23</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td><strong>Programs to increase respect for diverse cultures</strong></td>
<td>13</td>
<td>60</td>
<td>26</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td><strong>Opportunities for me to relate and interact with diverse persons on campus</strong></td>
<td>14</td>
<td>60</td>
<td>22</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td><strong>Services addressing the needs of individuals of diverse religions</strong></td>
<td>5</td>
<td>40</td>
<td>31</td>
<td>8</td>
<td>22</td>
</tr>
</tbody>
</table>
Services addressing the needs of persons with disabilities [Please indicate your awareness of and satisfaction with the following on campus services]

- Very Satisfied: 18 (17%)
- Satisfied: 59 (55.7%)
- Dissatisfied: 14 (13.2%)
- Very Dissatisfied: 6 (5.7%)
- Not Applicable: 9 (8.5%)

Services addressing the needs of international individuals [Please indicate your awareness of and satisfaction with the following on campus services]

- Very Satisfied: 16 (15.4%)
- Satisfied: 55 (52.9%)
- Dissatisfied: 21 (20.2%)
- Very Dissatisfied: 4 (3.8%)
- Not Applicable: 8 (7.7%)

Services addressing the needs of gay, lesbian, bisexual individuals [Please indicate your awareness of and satisfaction with the following on campus services]

- Very Satisfied: 10 (9.6%)
- Satisfied: 58 (55.8%)
- Dissatisfied: 22 (21.2%)
- Very Dissatisfied: 6 (5.8%)
- Not Applicable: 8 (7.7%)

Services addressing the needs of transgender persons [Please indicate your awareness of and satisfaction with the following on campus services]

- Very Satisfied: 8 (7.8%)
- Satisfied: 47 (45.6%)
- Dissatisfied: 21 (20.4%)
- Very Dissatisfied: 12 (11.7%)
- Not Applicable: 15 (14.6%)

Services addressing the needs of individuals of diverse races and cultures [Please indicate your awareness of and satisfaction with the following on campus services]

- Very Satisfied: 13 (12.6%)
- Satisfied: 55 (53.4%)
- Dissatisfied: 23 (22.3%)
- Very Dissatisfied: 6 (5.8%)
- Not Applicable: 6 (5.8%)