# Campus Climate Appendix (CoE Focused tables)

| Heat Map Key | | | | Significance |
|---|---|---|---|---|
| | Color codes for cell means | | | *p* value < .05 |
| Main Scale Items | Lowest value | Midpoint | 100% | * |
| Marginalization & Disparaging Remarks | 0% | Midpoint | Highest value | |

Heat maps are set for each block of questions, and between different demographic groups within each population.

All data presented in these tables is weighted to reflect the traits of the population

### Faculty Response profile

| | |
|---|---|
| Population: | 4,667 |
| Respondents: | 720 |
| Response rate: | 15.43% |

Confidence Interval (95%):    3.35%

### Responses by Demographic Breakouts

| | Men | Women |
|---|---|---|
| All GT Faculty: | 434 | 148 |
| Non-Engineering Colleges*: | 109 | 61 |
| College of Engineering: | 106 | 30 |

\* - Computing, Design, Ivan Allen, Sciences, & Scheller

### College of Engineering Report Responses

| | |
|---|---|
| All CoE: | 156 |
| Man: | 106 |
| Woman: | 30 |
| Asian: | 39 |
| BIPOC: | 10 |
| White: | 77 |
| Others: | 19 |

For any questions or more information, please contact Joe Ludlum at    joe.ludlum@gatech.edu

# CoE by Demographics

| Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following: | All CoE | Gender Identity | | sig | Race / Ethnicity | | | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | | Man | Woman | | Asian | BIPOC | White | Others | |
| Assistance with establishing a network of professional contacts | 75.6% | 75.9% | 69.8% | | 80.5% | 68.8% | 80.0% | 59.2% | |
| Advice on navigating department / Institute politics | 55.1% | 59.2% | 57.9% | | 65.6% | 30.7% | 64.7% | 11.8% | * |
| Offers to collaborate on research | 74.6% | 77.3% | 78.5% | | 85.9% | 79.3% | 78.0% | 41.6% | * |
| Mentoring for teaching | 64.6% | 64.3% | 88.6% | * | 67.4% | 20.8% | 76.0% | 67.8% | |
| Advice on the promotion / tenure processes | 53.6% | 52.4% | 83.1% | * | 72.6% | 30.7% | 59.7% | 36.8% | * |
| Advice on the annual review process | 52.8% | 59.1% | 58.9% | | 86.8% | 5.6% | 55.7% | 42.2% | * |
| Advice on the third-year review process | 54.3% | 61.0% | 65.1% | | 79.3% | 23.7% | 63.3% | 53.1% | |
| Advice on the post-tenure/promotion review process | 67.2% | 72.7% | 77.8% | | 82.6% | 23.7% | 67.9% | 71.4% | |
| Guidance on obtaining grants | 55.5% | 61.6% | 53.7% | | 74.3% | 20.1% | 60.3% | 20.1% | * |
| Guidance on publishing your research | 70.5% | 72.7% | 81.4% | | 82.8% | 44.6% | 74.2% | 30.8% | * |
| Support for your research program | 58.6% | 64.7% | 70.9% | | 74.3% | 20.1% | 68.4% | 30.5% | * |
| Mentoring for leadership positions at GT or beyond | 39.1% | 37.0% | 54.4% | | 31.1% | 17.5% | 49.3% | 36.5% | |
| Informal invitations (e.g., lunch/coffee) | 62.4% | 65.4% | 69.4% | | 74.7% | 21.3% | 71.9% | 38.9% | * |
| Understanding that individuals have different family and personal responsibilities | 72.7% | 75.7% | 74.9% | | 90.1% | 43.9% | 74.5% | 67.5% | * |
| Acknowledgement of my contributions to my unit | 65.1% | 70.0% | 73.0% | | 80.3% | 30.7% | 76.8% | 25.1% | * |

## CoE by Demographics

| How satisfied are you with the following types of support you are receiving from your supervisor (chair/ dean/ director/ etc.)? | All CoE | Gender Identity | | sig | Race / Ethnicity | | | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | | Man | Woman | | Asian | BIPOC | White | Others | |
| Assistance with establishing a network of professional contacts | 68.9% | 73.3% | 69.7% | | 79.6% | 30.7% | 71.7% | 66.9% | |
| Advice on navigating department / Institute politics | 58.7% | 58.4% | 67.8% | | 69.8% | 43.9% | 60.3% | 34.4% | * |
| Mentoring for teaching | 62.5% | 61.9% | 78.8% | | 69.5% | 20.8% | 68.3% | 57.0% | |
| Advice on the promotion / tenure processes | 53.1% | 53.0% | 75.7% | | 72.6% | 53.5% | 54.0% | 30.9% | * |
| Advice on the annual review process | 57.1% | 64.2% | 57.7% | | 79.3% | 20.1% | 62.8% | 50.3% | * |
| Advice on the third-year review process | 50.5% | 56.5% | 72.9% | | 72.1% | 31.4% | 57.7% | 26.6% | |
| Advice on the post-tenure/promotion review process | 61.7% | 67.6% | 75.9% | | 76.0% | 23.7% | 62.3% | 47.5% | |
| Advice on obtaining grants | 68.4% | 72.6% | 79.0% | | 87.3% | 44.6% | 63.3% | 55.5% | * |
| Guidance on publishing your research | 69.3% | 73.7% | 78.0% | | 85.6% | 44.6% | 65.0% | 55.5% | * |
| Support for your research program | 72.3% | 76.2% | 84.1% | | 80.9% | 35.3% | 72.0% | 79.0% | |
| Obtaining the resources you need to excel | 67.2% | 70.6% | 69.5% | | 73.6% | 30.7% | 67.2% | 68.4% | |
| Mentoring for leadership positions at GT or beyond | 48.8% | 47.6% | 65.0% | | 44.2% | 30.7% | 50.1% | 59.7% | |
| Informal invitations (e.g., lunch/coffee) | 64.9% | 73.3% | 65.9% | | 89.0% | 30.7% | 63.8% | 57.7% | * |
| Understanding that individuals have different family and personal responsibilities | 75.7% | 77.5% | 83.2% | | 93.4% | 43.9% | 71.3% | 82.7% | * |
| The honoring of agreements made by my supervisor | 75.6% | 79.0% | 77.7% | | 83.6% | 43.9% | 78.2% | 74.9% | |
| Acknowledgement of my contributions to my unit | 67.7% | 68.1% | 79.1% | | 76.9% | 30.7% | 71.8% | 63.8% | |

## CoE by Demographics

| Please indicate your level of agreement with each of the following statements: | All CoE | Gender Identity | | sig | Race / Ethnicity | | | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | | Man | Woman | | Asian | BIPOC | White | Others | |
| My faculty colleagues interact regularly with one another | 59.1% | 68.3% | 41.0% | * | 54.9% | 68.8% | 67.8% | 24.9% | * |
| My faculty colleagues treat one another fairly | 68.9% | 68.7% | 77.7% | | 73.0% | 68.8% | 76.9% | 48.3% | |
| Faculty are encouraged and empowered | 59.9% | 62.1% | 60.8% | | 56.9% | 30.7% | 73.9% | 46.6% | * |
| My feedback is sought and respected | 55.7% | 62.4% | 57.1% | | 80.7% | 30.7% | 61.5% | 11.0% | * |
| I am provided with an opportunity to participate in important decision making | 51.0% | 57.3% | 46.2% | | 59.3% | 30.7% | 59.1% | 30.6% | * |
| Disputes and problems are resolved effectively | 55.7% | 59.2% | 62.3% | | 62.5% | 30.7% | 64.7% | 33.4% | * |
| Collaboration is encouraged in strategic planning | 64.3% | 70.0% | 63.2% | | 76.9% | 43.9% | 71.7% | 32.4% | * |

| Please indicate your level of agreement with each of the following statements about working at Georgia Tech: | All CoE | Gender Identity | | sig | Race / Ethnicity | | | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | | Man | Woman | | Asian | BIPOC | White | Others | |
| Georgia Tech is generally a comfortable and inclusive environment for me | 68.9% | 73.7% | 69.7% | | 75.2% | 43.9% | 75.1% | 63.7% | |
| I am satisfied with my career progress at Georgia Tech | 57.3% | 60.7% | 62.9% | | 55.9% | 43.9% | 69.3% | 38.9% | * |
| I am satisfied with my current workload balance as it relates to my career goals | 61.8% | 62.8% | 70.0% | | 66.3% | 30.7% | 66.5% | 71.7% | |
| I feel valued and respected by the Georgia Tech community | 54.2% | 57.9% | 57.4% | | 50.7% | 43.9% | 66.3% | 36.3% | * |
| Adequate processes are in place to address grievances at Georgia Tech | 52.8% | 56.9% | 57.3% | | 59.8% | 30.7% | 57.9% | 44.5% | |
| Clarity exists about grievance processes | 46.2% | 48.4% | 53.6% | | 62.7% | 30.7% | 49.4% | 20.6% | * |
| Clarity exists about the promotion and/or tenure processes at Georgia Tech | 50.4% | 51.0% | 53.4% | | 57.9% | 30.7% | 54.8% | 39.7% | |

# CoE by Demographics

| Please indicate your level of agreement with the following statements about diversity | All CoE | Gender Identity Man | Woman | sig | Asian | Race / Ethnicity BIPOC | White | Others | sig |
|---|---|---|---|---|---|---|---|---|---|
| Diversity is integral to Georgia Tech's ability to successfully fulfill its mission | 81.9% | 87.2% | 90.3% | | 89.8% | 56.0% | 87.8% | 78.5% | |
| My school/unit demonstrates its commitment to diversity, equity, and inclusion | 78.7% | **89.6%** | **71.7%** | * | **85.9%** | **30.7%** | **87.2%** | **71.3%** | * |
| The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech | 82.2% | 81.2% | 92.2% | | **94.8%** | **69.5%** | **76.5%** | **81.6%** | * |
| The diversity of our (research) faculty contributes to the overall prestige of my school/unit | 81.7% | 84.2% | 87.9% | | **94.8%** | **69.5%** | **75.8%** | **81.6%** | * |
| I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds | 67.2% | 74.7% | 69.9% | | **89.6%** | **30.7%** | **70.2%** | **38.9%** | * |
| I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds | 61.2% | 69.3% | 65.5% | | **81.9%** | **30.7%** | **65.5%** | **38.9%** | * |
| I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds | 74.2% | **83.9%** | **63.4%** | * | 80.1% | 43.9% | 79.1% | 77.5% | |
| I am satisfied with my school's efforts to retain graduate students from diverse backgrounds | 68.4% | **78.3%** | **53.7%** | * | 70.8% | 35.3% | 72.9% | 77.5% | |
| Staff employees are valued and treated with respect in my school/unit | 71.2% | 77.3% | 62.0% | | **88.9%** | **18.1%** | **75.5%** | **69.9%** | * |

# CoE by Demographics

| Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics? | All CoE | Gender Identity | | sig | Race / Ethnicity | | | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | | Man | Woman | | Asian | BIPOC | White | Others | |
| Gender | 32.6% | **14.5%** | **73.5%** | * | 20.2% | 69.3% | 36.1% | 24.2% | |
| Age | 38.3% | **30.4%** | **53.8%** | * | 41.3% | 69.3% | 37.2% | 35.0% | |
| Race/ethnicity | 35.4% | 33.3% | 31.0% | | **46.4%** | **69.3%** | **20.2%** | **44.8%** | * |
| Disability | 12.9% | **7.8%** | **21.5%** | * | 11.0% | 62.6% | 11.9% | 3.7% | |
| National origin | 37.5% | 35.9% | 26.9% | | **57.9%** | **69.3%** | **16.1%** | **56.6%** | * |
| Language difference/accent | 35.6% | 34.7% | 32.9% | | **46.9%** | **69.3%** | **18.2%** | **49.6%** | * |
| Political perspective | 29.3% | **33.4%** | **12.4%** | * | **8.6%** | **22.0%** | **35.4%** | **28.9%** | * |
| Religion | 21.9% | 20.3% | 9.2% | | **8.6%** | **56.1%** | **17.3%** | **33.7%** | * |
| Sexual orientation | 11.1% | 11.2% | 1.3% | | **0.0%** | **46.5%** | **9.8%** | **3.7%** | * |
| Gender identity/expression | 11.7% | 11.7% | 2.5% | | **0.0%** | **46.5%** | **10.9%** | **3.7%** | * |
| Other | 24.3% | 6.5% | 57.4% | | 19.3% | | 23.4% | | |
| Any Marginalization | 71.7% | 65.2% | 83.6% | | 71.2% | 87.4% | 65.1% | 80.9% | |

# CoE by Demographics

| Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people? | All CoE | Gender Identity | | sig | Race / Ethnicity | | | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | | Man | Woman | | Asian | BIPOC | White | Others | |
| Women | 34.9% | 24.2% | 58.7% | * | 27.0% | 68.6% | 35.6% | 15.6% | |
| Men | 17.5% | 15.1% | 8.1% | | 4.7% | 46.5% | 21.1% | 23.1% | * |
| Older People | 23.2% | 16.2% | 30.4% | | 13.5% | 62.6% | 26.1% | 20.9% | |
| Younger People | 25.0% | 20.0% | 29.9% | | 1.7% | 62.6% | 35.6% | 13.1% | * |
| People's race or ethnicity | 33.8% | 28.6% | 32.7% | | 40.5% | 74.2% | 21.1% | 37.9% | * |
| People with disabilities | 8.8% | 2.8% | 20.0% | * | 8.8% | 68.6% | 4.8% | 0.0% | * |
| People with less education | 23.6% | 18.4% | 28.2% | | 7.3% | 83.9% | 30.8% | 4.6% | * |
| People with different nationalities | 35.1% | 33.6% | 27.9% | | 38.6% | 69.3% | 24.8% | 32.9% | |
| People with language differences/accents | 28.5% | 22.9% | 33.4% | | 30.1% | 74.2% | 23.1% | 32.9% | * |
| People with particular political views | 51.8% | 53.8% | 35.6% | | 35.5% | 84.7% | 54.9% | 42.2% | |
| People with particular religious affiliations | 17.5% | 11.5% | 16.3% | | 4.7% | 69.3% | 13.7% | 36.2% | * |
| Gay, lesbian, or bisexual people | 10.4% | 9.0% | 4.6% | | 5.6% | 46.5% | 4.8% | 4.6% | |
| Transgender people | 7.3% | 5.3% | 2.5% | | 3.9% | 46.5% | 6.0% | 4.6% | |

# Gender Identity by Units

| Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following: | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| Assistance with establishing a network of professional contacts | 79.3% | 74.6% | | 74.6% | 72.7% | | 75.9% | 69.8% | |
| Advice on navigating department / Institute politics | 69.1% | 58.3% | * | 67.5% | 57.7% | | 59.2% | 57.9% | |
| Offers to collaborate on research | 75.4% | 68.5% | | 68.4% | 55.9% | | 77.3% | 78.5% | |
| Mentoring for teaching | 71.8% | 76.6% | | 80.7% | 75.6% | | 64.3% | 88.6% | * |
| Advice on the promotion / tenure processes | 72.0% | 65.2% | | 71.1% | 63.5% | | 52.4% | 83.1% | * |
| Advice on the annual review process | 68.5% | 59.0% | | 73.9% | 66.9% | | 59.1% | 58.9% | |
| Advice on the third-year review process | 72.6% | 53.7% | * | 84.8% | 54.6% | * | 61.0% | 65.1% | |
| Advice on the post-tenure/promotion review process | 73.6% | 58.3% | | 74.3% | 58.0% | | 72.7% | 77.8% | |
| Guidance on obtaining grants | 63.7% | 51.8% | * | 55.2% | 53.7% | | 61.6% | 53.7% | |
| Guidance on publishing your research | 70.2% | 57.6% | * | 60.0% | 52.4% | | 72.7% | 81.4% | |
| Support for your research program | 77.2% | 65.7% | * | 67.7% | 60.4% | | 64.7% | 70.9% | |
| Mentoring for leadership positions at GT or beyond | 60.3% | 53.2% | | 62.3% | 56.4% | | 37.0% | 54.4% | |
| Informal invitations (e.g., lunch/coffee) | 71.1% | 62.0% | * | 61.6% | 55.8% | | 65.4% | 69.4% | |
| Understanding that individuals have different family and personal responsibilities | 87.0% | 75.2% | * | 83.1% | 68.9% | * | 75.7% | 74.9% | |
| Acknowledgement of my contributions to my unit | 79.1% | 68.9% | * | 71.2% | 62.0% | | 70.0% | 73.0% | |

# Gender Identity by Units

| How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)? | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| Assistance with establishing a network of professional contacts | 77.8% | 68.4% | | 68.1% | 63.6% | | 73.3% | 69.7% | |
| Advice on navigating department / Institute politics | 71.4% | 63.5% | | **71.7%** | **53.7%** | * | 58.4% | 67.8% | |
| Mentoring for teaching | 67.0% | 65.2% | | 64.9% | 63.4% | | 61.9% | 78.8% | |
| Advice on the promotion / tenure processes | 66.5% | 70.6% | | 52.1% | 63.1% | | 53.0% | 75.7% | |
| Advice on the annual review process | 59.8% | 61.8% | | 49.4% | 63.4% | | 64.2% | 57.7% | |
| Advice on the third-year review process | 52.9% | 66.8% | | 45.3% | 61.7% | | 56.5% | 72.9% | |
| Advice on the post-tenure/promotion review process | 70.9% | 65.1% | | 73.8% | 59.5% | | 67.6% | 75.9% | |
| Advice on obtaining grants | 65.4% | 59.6% | | 55.4% | 58.9% | | 72.6% | 79.0% | |
| Guidance on publishing your research | **69.4%** | **56.8%** | * | 50.5% | 53.1% | | 73.7% | 78.0% | |
| Support for your research program | **82.6%** | **72.5%** | * | 72.0% | 70.6% | | 76.2% | 84.1% | |
| Obtaining the resources you need to excel | 76.5% | 69.1% | | 64.2% | 66.4% | | 70.6% | 69.5% | |
| Mentoring for leadership positions at GT or beyond | **62.1%** | **52.1%** | * | 53.9% | 45.1% | | 47.6% | 65.0% | |
| Informal invitations (e.g., lunch/coffee) | **75.0%** | **63.3%** | * | **76.2%** | **58.5%** | * | 73.3% | 65.9% | |
| Understanding that individuals have different family and personal responsibilities | **89.0%** | **82.5%** | * | **89.2%** | **77.4%** | * | 77.5% | 83.2% | |
| The honoring of agreements made by my supervisor | 87.5% | 84.6% | | 84.0% | 85.9% | | 79.0% | 77.7% | |
| Acknowledgement of my contributions to my unit | 80.5% | 76.9% | | 74.4% | 73.8% | | 68.1% | 79.1% | |

# Gender Identity by Units

| Please indicate your level of agreement with each of the following statements: | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| My faculty colleagues interact regularly with one another | 75.0% | 66.5% | * | 60.9% | 65.2% | | 68.3% | 41.0% | * |
| My faculty colleagues treat one another fairly | 85.1% | 73.8% | * | 85.3% | 63.0% | * | 68.7% | 77.7% | |
| Faculty are encouraged and empowered | 75.6% | 64.4% | * | 76.4% | 61.1% | * | 62.1% | 60.8% | |
| My feedback is sought and respected | 74.9% | 70.8% | | 71.8% | 65.9% | | 62.4% | 57.1% | |
| I am provided with an opportunity to participate in important decision making | 70.6% | 59.7% | * | 71.5% | 61.1% | | 57.3% | 46.2% | |
| Disputes and problems are resolved effectively | 72.9% | 58.7% | * | 71.8% | 52.1% | * | 59.2% | 62.3% | |
| Collaboration is encouraged in strategic planning | 77.2% | 70.9% | | 76.7% | 65.0% | | 70.0% | 63.2% | |

| Please indicate your level of agreement with each of the following statements about working at Georgia Tech: | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| Georgia Tech is generally a comfortable and inclusive environment for me | 83.7% | 74.7% | * | 83.8% | 66.5% | * | 73.7% | 69.7% | |
| I am satisfied with my career progress at Georgia Tech | 71.5% | 62.6% | * | 60.5% | 56.5% | | 60.7% | 62.9% | |
| I am satisfied with my current workload balance (research/teaching/service/administration) as it relates to my career goals | 76.1% | 62.6% | * | 73.5% | 57.4% | | 62.8% | 70.0% | |
| I feel valued and respected by the Georgia Tech community | 71.8% | 62.5% | * | 67.3% | 55.7% | | 57.9% | 57.4% | |
| Adequate processes are in place to address grievances at Georgia Tech | 66.3% | 49.5% | * | 57.9% | 45.4% | | 56.9% | 57.3% | |
| Clarity exists about grievance processes | 52.2% | 43.5% | | 38.4% | 42.4% | | 48.4% | 53.6% | |
| Clarity exists about the promotion and/or tenure processes at Georgia Tech | 60.2% | 56.4% | | 61.6% | 58.6% | | 51.0% | 53.4% | |

# Gender Identity by Units

| Please indicate your level of agreement with the following statements about diversity | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| Diversity is integral to Georgia Tech's ability to successfully fulfill its mission | 87.3% | 89.5% | | 90.7% | 88.5% | | 87.2% | 90.3% | |
| My school/unit demonstrates its commitment to diversity, equity, and inclusion | 85.3% | 79.1% | | 85.0% | 81.7% | | **89.6%** | **71.7%** | * |
| The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech | 83.2% | 89.0% | | 89.9% | 91.9% | | 81.2% | 92.2% | |
| The diversity of our (research) faculty contributes to the overall prestige of my school/unit | 80.1% | 80.5% | | 86.7% | 84.0% | | 84.2% | 87.9% | |
| I am satisfied with my school's efforts to recruit faculty / researchers from diverse backgrounds | 74.0% | 65.5% | | **75.9%** | **60.3%** | * | 74.7% | 69.9% | |
| I am satisfied with my school's efforts to retain faculty / researchers from diverse backgrounds | 71.3% | 63.3% | | 74.3% | 60.6% | | 69.3% | 65.5% | |
| I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds | 75.2% | 69.0% | | 63.9% | 68.4% | | **83.9%** | **63.4%** | * |
| I am satisfied with my school's efforts to retain graduate students from diverse backgrounds | 74.9% | 66.4% | | 69.4% | 66.3% | | **78.3%** | **53.7%** | * |
| Staff employees are valued and treated with respect in my school/unit | **83.1%** | **75.0%** | * | **88.2%** | **74.6%** | * | 77.3% | 62.0% | |

## Gender Identity by Units

| Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics? | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| Gender | 10.0% | 58.7% | * | 7.6% | 61.1% | * | 14.5% | 73.5% | * |
| Age | 22.5% | 41.3% | * | 20.3% | 39.7% | * | 30.4% | 53.8% | * |
| Race/ethnicity | 22.2% | 27.0% | | 22.3% | 23.9% | | 33.3% | 31.0% | |
| Disability | 7.0% | 13.2% | * | 11.5% | 16.3% | | 7.8% | 21.5% | * |
| National origin | 18.1% | 18.0% | | 24.4% | 20.6% | | 35.9% | 26.9% | |
| Language difference/accent | 14.0% | 18.4% | | 6.6% | 19.5% | * | 34.7% | 32.9% | |
| Political perspective | 26.8% | 17.9% | | 13.8% | 19.8% | | 33.4% | 12.4% | * |
| Religion | 15.3% | 11.9% | | 10.1% | 13.0% | | 20.3% | 9.2% | |
| Sexual orientation | 6.3% | 4.5% | | 4.0% | 7.9% | | 11.2% | 1.3% | |
| Gender identity/expression | 5.7% | 5.7% | | 2.6% | 9.4% | | 11.7% | 2.5% | |
| Any Marginalization | 55.9% | 75.3% | * | 62.9% | 78.6% | * | 65.2% | 83.6% | |

# Gender Identity by Units

| Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people? | GT | | sig | Non-CoE Colleges | | sig | CoE | | sig |
|---|---|---|---|---|---|---|---|---|---|
| | Man | Woman | | Man | Woman | | Man | Woman | |
| Women | **20.1%** | **35.8%** | * | 29.6% | 32.5% | | **24.2%** | **58.7%** | * |
| Men | 12.4% | 11.2% | | 18.3% | 11.5% | | 15.1% | 8.1% | |
| Older People | 15.6% | 21.4% | | 15.1% | 15.2% | | 16.2% | 30.4% | |
| Younger People | **18.0%** | **27.3%** | * | 17.4% | 29.7% | | 20.0% | 29.9% | |
| People's race or ethnicity | **14.4%** | **23.0%** | * | 16.2% | 23.1% | | 28.6% | 32.7% | |
| People with disabilities | **3.2%** | **10.2%** | * | 6.9% | 13.0% | | **2.8%** | **20.0%** | * |
| People with less education | **19.0%** | **27.2%** | * | 21.2% | 29.3% | | 18.4% | 28.2% | |
| People with different nationalities | 14.7% | 18.7% | | 11.1% | 20.9% | | 33.6% | 27.9% | |
| People with language differences/accents | **9.9%** | **22.4%** | * | **7.1%** | **29.4%** | * | 22.9% | 33.4% | |
| People with particular political views | 41.2% | 36.8% | | 32.8% | 39.8% | | 53.8% | 35.6% | |
| People with particular religious affiliations | 9.4% | 14.9% | | 8.9% | 15.0% | | 11.5% | 16.3% | |
| Gay, lesbian, or bisexual people | 5.5% | 9.3% | | **3.6%** | **15.4%** | * | 9.0% | 4.6% | |
| Transgender people | 7.2% | 9.4% | | **4.8%** | **16.4%** | * | 5.3% | 2.5% | |