

<b>Discrimination</b>	<b>All Employees</b>	
<b>Racial Tension</b>		
I feel racial tension at my college	<b>20%</b>	25/128
<b>Discrimination - personally experienced at the college based on...</b>		
Physical or learning disability	<b>7%</b>	9/136
Age	<b>15%</b>	21/136
Ancestry	<b>10%</b>	14/136
Gender identity/gender expression	<b>6%</b>	8/136
Income status	<b>4%</b>	6/136
English language proficiency/accent	<b>5%</b>	7/136
Marital status	<b>4%</b>	6/136
Medical condition	<b>6%</b>	8/136
Political orientation	<b>6%</b>	8/136
Race/ethnicity	<b>18%</b>	25/136
Religion	<b>5%</b>	7/136
Sexual orientation	<b>4%</b>	6/136
<b>Discrimination - witnessed at the college based on...</b>		
Physical or learning disability	<b>15%</b>	20/136
Age	<b>14%</b>	19/136
Ancestry	<b>9%</b>	12/136
National origin/citizen status	<b>8%</b>	11/136
Gender identity/gender expression	<b>21%</b>	28/136
Immigration status	<b>13%</b>	18/136
Income status	<b>10%</b>	14/136
English language proficiency/accent	<b>24%</b>	32/136
Medical condition	<b>10%</b>	13/136
Parental/guardian status	<b>4%</b>	5/136
Political orientation	<b>15%</b>	21/136
Race/ethnicity	<b>21%</b>	28/136
Religion	<b>17%</b>	23/136
Sexual orientation	<b>13%</b>	18/136
<b>Discrimination - neither personally experienced or witnessed at the college based on...</b>		
Physical or learning disability	<b>71%</b>	97/136
Age	<b>63%</b>	86/136
Ancestry	<b>73%</b>	99/136
National origin/citizen status	<b>78%</b>	106/136
Gender identity/gender expression	<b>66%</b>	90/136
Genetic information	<b>87%</b>	118/136
Immigration status	<b>74%</b>	101/136
Income status	<b>76%</b>	103/136
English language proficiency/accent	<b>63%</b>	85/136
Marital status	<b>83%</b>	113/136
Medical condition	<b>75%</b>	102/136
Military/veteran status	<b>86%</b>	117/136

Parental/guardian status	<b>83%</b>	113/136
Political orientation	<b>70%</b>	95/136
Race/ethnicity	<b>56%</b>	76/136
Religion	<b>72%</b>	98/136
Sexual orientation	<b>74%</b>	101/136
<b>Microaggression - personally experienced at the college based on...</b>		
Verbal or nonverbal attacks meant to hurt you or someone else	<b>27%</b>	37/136
Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality	<b>34%</b>	46/136
People assuming you or someone else would not be as intelligent based on your/their identity	<b>23%</b>	31/136
People assuming you or someone else were dangerous, criminal, or deviant based on your/their identity	<b>7%</b>	10/136
People assuming things about your or someone else's character based on your/their identity	<b>26%</b>	36/136
Having a person be given preferential treatment over you or someone else because of your/their identity	<b>24%</b>	32/136
<b>Microaggression - witnessed at the college based on...</b>		
Verbal or nonverbal attacks meant to hurt you or someone else (see more)	<b>16%</b>	22/136
Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality	<b>25%</b>	34/136
People assuming you or someone else would not be as intelligent based on your/their identity	<b>15%</b>	21/136
People assuming you or someone else were dangerous, criminal, or deviant based on your/their identity	<b>16%</b>	22/136
People assuming things about your or someone else's character based on your/their identity	<b>25%</b>	34/136
Having a person be given preferential treatment over you or someone else because of your/their identity	<b>20%</b>	27/136
<b>Microaggression - neither personally experienced or witnessed at the college based on...</b>		
Verbal or nonverbal attacks meant to hurt you or someone else	<b>54%</b>	73/136
Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality	<b>43%</b>	59/136
People assuming you or someone else would not be as intelligent based on your/their identity	<b>59%</b>	80/136
People assuming you or someone else were dangerous, criminal, or deviant based on your/their identity	<b>71%</b>	97/136
People assuming things about your or someone else's character based on your/their identity	<b>51%</b>	70/136
Having a person be given preferential treatment over you or someone else because of your/their identity	<b>54%</b>	74/136
<b>Microaggression Basis (Experienced or Witnessed)</b>		
Age	<b>35%</b>	29/83

Ancestry	27%	22/83
English language proficiency/accent	25%	21/83
Immigration status	10%	8/83
Gender identity/gender expression	33%	27/83
Income status	10%	8/83
Marital status	8%	7/83
Medical condition	7%	6/83
National origin/citizen status	17%	14/83
Parental/guardian status	6%	5/83
Physical or learning disability	16%	13/83
Political orientation	16%	13/83
Race/ethnicity	64%	53/83
Religion	11%	9/83
Sexual orientation	18%	15/83
<b>Microaggression Location</b>		
Physical classroom	18%	17/92
Online classroom	8%	7/92
Indoor common area (e.g., hallway, lounge, cafeteria, library, computer lab)	32%	29/92
Outdoor common area or parking lot	18%	17/92
Social media platform	7%	6/92
Zoom or remote meeting space	32%	29/92
Department/office	47%	43/92
An area not listed above	22%	20/92
<b>Microaggression Perpetrator</b>		
An administrator	33%	30/92
A classified professional employee	32%	29/92
A faculty member	52%	48/92
A counselor	5%	5/92
A student	27%	25/92
Not sure	8%	7/92
A person not listed above	9%	8/92
<b>Microaggression Impact</b>		
Increased my personal motivation or activism to make change	30%	28/92
Negatively affected my ability to conduct my job	27%	25/92
Negatively affected my physical health	16%	15/92
Negatively affected my emotional well-being	43%	40/92
Created feelings of frustration and/or anger	73%	67/92
Created feelings of loneliness, lack of belonging, and/or isolation	36%	33/92
I did not experience any negative effects	10%	9/92
<b>Are you aware of the college's complaint process?</b>		
Yes	67%	60/90
<b>Did you inform another employee about any incident(s) you experienced or witnessed</b>		
Yes	46%	41/89

<b>Whom did you inform or what action did you take? (Mark all that apply)</b>		
My manager/supervisor	<b>68%</b>	28/41
An administrator	<b>32%</b>	13/41
Another employee (not my manager and not an administrator)	<b>68%</b>	28/41
The designated Human Resource contact for complaints	<b>17%</b>	7/41
<b>How satisfied were you with the response(s) to your concern(s)</b>		
Very satisfied or Somewhat satisfied	<b>29%</b>	11/38
<b>Why did you not report the incident? (Mark all that apply)</b>		
I did not think it would resolve anything/make a difference	<b>69%</b>	33/48
I did not want to get someone in trouble	<b>21%</b>	10/48
I did not know how (did not know the process for informing)	<b>13%</b>	6/48
I feared the possibility of retaliation	<b>35%</b>	17/48
The incident did not seem serious enough to report/discuss	<b>27%</b>	13/48
I did not want to get involved	<b>19%</b>	9/48
I did not have the time to get involved	<b>10%</b>	5/48

Responses for questions with a "checked" option. Questions with less than 5 responses are not displayed.