

Appendix B – Data Tables PART I: Demographics

The demographic information tables contain actual percentages except where noted.

Table B1

What is your primary status at UW Extension? (Question 1)

Primary Status	n	%
Academic staff	239	41.4
Administrator	19	3.3
Assistant professor	33	5.7
Associate professor	72	12.5
Classified staff – represented	57	9.9
Classified staff – non-represented	22	3.8
County support staff	21	3.6
Instructor	14	2.4
Instructional academic staff	35	6.1
Limited term employee (LTE)	7	1.2
Project appointment	3	0.5
Professor	44	7.6
Student employee	3	0.5
Other	8	1.4

Note: There are no missing data for this question; all respondents were required to select an answer.

Table B2

What is your gender identity? (Question 28)

Gender	n	%
Woman	411	71.2
Man	160	27.7
Transgender	0	0.0
Other	2	0.3
Missing	4	0.7

Table B3

What is your race/ethnicity? (Mark all that apply) (Question 29)

Race/Ethnicity	n	%
African	1	0.2
African American/Black (not Latino/Hispanic)	12	2.1
Alaskan Native	0	0.0
Asian	5	0.9
Asian American	4	0.7
Southeast Asian	1	0.2
Caribbean/West Indian	0	0.0
Caucasian/White	533	91.7
Indian Subcontinent	1	0.2
Latino(a)/Hispanic	11	1.9
Middle Eastern	1	0.2
Native American Indian	5	0.9
Pacific Islander/Hawaiian Native	0	0.0
Other	7	1.2

Note: Percentages may not sum to 100% due to multiple responses.

Table B4

Which term best describes your sexual orientation?
 (Question 30)

Sexual Identity	n	%
Bisexual	11	1.9
Gay	4	0.7
Heterosexual	530	91.9
Lesbian	7	1.2
Queer	0	0.0
Questioning	2	0.3
Other	11	1.9
Missing	12	2.1

Table B5

What is your age? (Question 31)

Age	n	%
19 or under	0	0.0
20-21	0	0.0
22-25	10	1.7
26-32	58	10.1
33-42	110	19.1
43-51	156	27.0
52-60	184	31.9
61-69	51	8.8
70 and over	0	0.0
Missing	8	1.4

Table B6

What is your current parental status? (Question 32)

Parental Status	n	%
No children	153	26.5
No children living in the home	150	26.0
Single parent	25	4.3
Pregnant	2	0.3
Co-parent with a partner/spouse	221	38.3
Grand-parenting (children in the home)	5	0.9
Primary caretaker for children that are not my own	2	0.3
Other	10	1.7
Missing	9	1.6

Table B7

What is your current relationship status? (Question 33)

Relationship Status	n	%
Single	74	12.8
Partnered	43	7.5
Partnered, in civil union	4	0.7
Married	388	67.2
Separated	5	0.9
Divorced	42	7.3
Remarried	6	1.0
Partner/spouse deceased	7	1.2
Missing	8	1.4

Table B8

Are you active military status or a veteran? (Question 34)

Active Military/Veteran	n	%
Yes	19	3.3
No	553	95.8
Missing	5	0.9

Table B9

What is your highest completed level of education? (Question 35)

Level	n	%
Did not complete high school	0	0.0
Completed high school/GED	17	2.9
Business/Technical certificate/degree	13	2.3
Some college	39	6.8
Some graduate work	15	2.6
Associate's degree	27	4.7
Bachelor's degree	147	25.5
Master's degree	263	45.6
Doctoral degree/ Terminal Professional degree	50	8.7
Other professional certificate	3	0.5
Other	0	0.0
Missing	3	0.5

Table B10

With which division or work unit are you primarily affiliated at this time? (Question 36)

Division/Work Unit	n	%
Broadcasting and Media Innovations	60	10.4
Continuing Education, Outreach and E-Learning	53	9.2
Cooperative Extension	399	69.2
Quad Counties	28	7.0
Southern District	56	14.0
Western District	31	7.8
Eastern District	58	14.5
Northern District	35	8.8
State Staff (campus based, state-wide administrator, state support units, etc.)	77	19.3
Entrepreneurship and Economic Development	7	1.2
Extension Conference Centers	19	3.3
General Education Administration Services	18	3.1
Budget Office	1	5.6
Internal Audit	0	0.0
Business Services	6	33.3
Extension Conference Services	0	0.0
Human Resources	1	5.6
Information Systems	5	27.8
Mail Services/Bulk Mail	0	0.0
Wisconsin Humanities Council	0	0.0
Wisconsin Campus Compact	0	0.0
General Education Administration	13	2.3
Chancellor's Office	2	15.4
Leadership Academy	1	7.7
Vice Chancellor's Office	2	15.4
Broadband	2	15.4
Office of Equity, Diversity, and Inclusion	2	15.4
Publications & Communications	1	7.7
Secretary of the Faculty	1	7.7

Table B11

Are you full-time or part-time in that primary status? (Question 37)

Status	n	%
Full-time	490	84.9
Part-time	83	14.4
Missing	4	0.7

Table B12

Do you have a disability (physical, learning, psychological) that substantially affects a major life activity? (Question 38)

Disability	n	%
No disability	503	87.2
ADHD/ADD	6	1.0
Asperger's/Autism Disorder Spectrum	0	0.0
Emotional or psychological (bipolar, depression, anxiety, etc.).	13	2.3
Hearing	3	0.5
Learning disabled	3	0.5
Medical/chronic health disorder (Diabetes, Fibromyalgia, etc.)	17	2.9
Physical/mobility ambulatory	8	1.4
Physical/mobility non-ambulatory	1	0.2
Traumatic brain injury	0	0.0
Visual	2	0.3
Other	10	1.7

Note: Percentages do not sum to 100% due to multiple responses.

Table B13

What is your citizenship status? (Question 39)

Citizenship Status	n	%
U.S. born citizen	558	96.7
U.S. citizen - naturalized	7	1.2
Dual citizenship	1	0.2
Permanent resident (immigrant)	5	0.9
Permanent resident (refugee)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	1	0.2
Other	0	0.0
Missing	5	0.9

Table B14

What is your religious or spiritual affiliation? (Question 40)

Spiritual Affiliation	n	%	Spiritual Affiliation	n	%
Animist	1	0.2	Muslim	3	0.5
Amish	0	0.0	Native American Traditional Practitioner	2	0.3
Anabaptist	0	0.0	Nondenominational Christian	31	5.0
Agnostic	24	3.9	Pagan	3	0.5
Atheist	25	4.0	Pentecostal	9	1.4
Baha'i	0	0.0	Presbyterian	12	1.9
Baptist	9	1.4	Quaker	3	0.5
Buddhist	6	1.0	Roman Catholic	118	19.0
Eastern Orthodox	0	0.0	Seventh Day Adventist	1	0.2
Episcopalian	7	1.1	Shamanist	2	0.3
Hindu	2	0.3	Sikh	0	0.0
Jehovah's Witness	0	0.0	Unitarian Universalist	19	3.1
Jewish	6	1.0	United Church of Christ	18	2.9
Latter Day Saints (Mormon)	1	0.2	Wiccan	0	0.0
Lutheran	115	18.5	Spiritual, but no religious affiliation	73	11.7
Mennonite	1	0.2	No affiliation	67	10.8
Methodist	40	6.4	Other	24	3.9
Moravian	0	0.0			

Table B15

How long have you been employed by UW Extension? (Question 41)

Time	n	%
1 year or less	66	11.4
2-4 years	112	19.4
5-10 years	147	25.5
11-15 years	93	16.1
16-20 years	52	9.0
21-30 years	84	14.6
31+ years	16	2.8
Missing	7	1.2

Table B16

Do you work at more than one UW-System institution and/or in System Administration?
 (Question 42)

Worked at more than one UW Institution	n	%
Yes	26	4.5
No	541	93.8
Missing	10	1.7

Table B17

In what environment: (Question 43)

Environment	Did you grow up?		Did you spend the majority of your work life?		Do you currently work?	
	n	%	n	%	n	%
Rural, farm	22	3.8	5	0.9	0	0.0
Rural, non-farm	133	23.1	72	12.5	69	12.0
Small-town	130	22.5	128	22.2	144	25.0
Suburban	107	18.5	64	11.1	43	7.5
Urban	100	17.3	214	37.1	240	41.6
International	6	1.0	8	1.4	0	0.0
Combination	26	4.5	58	10.1	47	8.1
Other	2	0.3	5	0.9	3	0.5
Missing	51	8.8	23	4.0	31	5.4

PART II: Findings

*****The tables in this section all contain actual percentages except where noted*****

Table B18

Within the past two years... Overall, how comfortable are you with the climate at UW Extension?
 (Question 2)

Comfort	n	%
Very comfortable	158	27.4
Comfortable	286	49.6
Neither comfortable nor uncomfortable	78	13.5
Uncomfortable	50	8.7
Very uncomfortable	5	0.9

Table B19

Within the past two years... Overall, how comfortable are you with the climate in your department/work unit?
 (Question 3)

Comfort	n	%
Very comfortable	203	35.2
Comfortable	232	40.2
Neither comfortable nor uncomfortable	45	7.8
Uncomfortable	66	11.4
Very uncomfortable	29	5.0
Not applicable	2	0.3

Table B20

How satisfied are you with...
 (Question 5)

	Highly satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your job	161	28.1	300	52.4	58	10.1	50	8.7	4	0.7
The way your career has progressed	114	20.2	237	42.1	114	20.2	79	14.0	19	3.4

Table B21

Have you ever seriously considered leaving UW Extension? (Question 7)

Considered Leaving	n	%
Yes	372	65.1
No	199	34.9

Table B22

Within the past two years, have you personally experienced any exclusionary (e.g., shunned, ignored) intimidating, offensive, and/or hostile conduct (harassing behavior) that has interfered with your ability to work or learn at UW Extension? (Question 9)

Experienced	n	%
Yes	150	26.1
No	424	73.9

Table B23

What do you believe this conduct was based upon? (Question 10)

Based On:	n	%
My institutional status (e.g. part-time status, faculty, staff, classified, LTE, project)	54	36.0
My gender	38	25.3
My age	35	23.3
My educational level	28	18.7
I don't know	24	16.0
My political views	18	12.0
My appearance (e.g. clothing, hair, etc.)	13	8.7
My religion/spiritual status	11	7.3
My parental status (e.g., having children or not having children)	6	4.0
My socioeconomic status	6	4.1
My physical disability (diabetes, chronic health disorder, etc.)	5	3.3
My race	5	3.3
My caretaker status (e.g. elderly, foster, grand-parenting)	4	2.7
My ethnicity	4	2.7
My marital status	4	2.7
My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety, etc.)	3	2.0
My country of origin	2	1.3
My gender expression	2	1.3
My gender identity	2	1.3
My military/veteran status	2	1.3
My sexual orientation	2	1.3
My cognitive disability (traumatic brain injury, autism spectrum disorder, etc.)	0	0.0
My English language proficiency/accent	0	0.0
My immigrant status	0	0.0
My living situation (cohabitation, unmarried living together)	0	0.0
Other	53	35.3

Note: Only answered by respondents who experienced harassment (n = 150).
 Percentages do not sum to 100 due to multiple responses.

Table B24

How did you experience this conduct? (Question 11)

Form	n	%
I felt I was deliberately ignored or excluded	84	56.0
I felt intimidated/bullied	73	48.7
I heard hurtful remarks (e.g. "Senior moment", "That's schizophrenic", "Did you take your meds today")	48	32.0
I felt isolated or left out when work was required in groups	37	24.7
I received derogatory written comments	18	12.0
I received a low performance evaluation	18	12.0
I was the target of derogatory remarks (e.g., "that's so gay", "I got Jewed down", "she's/he's such a ____")	15	10.0
I felt isolated or left out because of my identity	12	8.0
I observed others staring at me	10	6.7
I received derogatory/unsolicited e-mail, text message, Facebook post, Twitter post	9	6.0
I feared for my physical safety	8	5.3
Someone assumed I was hired because of my identity	7	4.7
I was singled out as the "resident authority" due to my identity	7	4.7
I received derogatory phone calls	3	2.0
I was the target of physical violence	2	1.3
I was the target of racial/ethnic profiling	1	0.7
I received threats of physical violence	1	0.7
I was the target of graffiti (e.g., event advertisements removed or defaced)	0	0.0
I feared for my family's safety	0	0.0
I was the victim of a crime	0	0.0
Other	41	27.3

Note: Only answered by respondents who experienced harassment (n = 150). Percentages do not sum to 100 due to multiple responses

Table B25

Referring to your answer, "I was the target of racial/ethnic profiling" in question #11, where did this conduct occur? (Question 11a)

Location	n	%
At work	1	100.0
While working at campus job	0	0.0
While walking on campus	0	0.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who were the target of racial/ethnic profiling (n = 1). Percentages do not sum to 100 due to multiple responses.

Table B26

Referring to your answer, "I was the target of graffiti" in question #11, where did this conduct occur? (Question 11b)

***No respondents answered that they were the target of graffiti.**

Table B27

Referring to your answer, "I received derogatory written comments" in question #11, where did this conduct occur? (Question 11c)

Location	n	%
At work	15	83.3
While working at campus job	3	16.7
In a faculty office	3	16.7
In a meeting with a group of people	2	11.1
In a campus office	1	5.6
At an off-site location	1	5.6
At an educational site	1	5.6
In a meeting with one other person	1	5.6
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At a business	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	5.6

Note: Only answered by respondents who received derogatory written comments (n = 18). Percentages do not sum to 100 due to multiple responses.

Table B28

Referring to your answer, "I received derogatory phone calls" in question #11, where did this conduct occur?
 (Question 11d)

Location	n	%
At work	2	66.7
While working at campus job	0	0.0
While walking on campus	0	0.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	33.3

Note: Only answered by respondents who received derogatory phone calls (n = 3).
 Percentages do not sum to 100 due to multiple responses.

Table B29

Referring to your answer, "I received threats of physical violence" in question #11, where did this conduct occur?
 (Question 11e)

Location	n	%
While working at campus job	1	100.0
In a campus office	1	100.0
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At work	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who received threats of physical violence (n = 1).
 Percentages do not sum to 100 due to multiple responses.

Table B30

Referring to your answer, "I received derogatory/unsolicited e-mail, text message, Facebook post, Twitter post" in question #11, where did this conduct occur? (Question 11f)

Location	n	%
At work	8	88.9
In a faculty office	2	22.2
While working at campus job	1	11.1
In a campus office	1	11.1
In a meeting with one other person	1	11.1
In a meeting with a group of people	1	11.1
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who received derogatory/unsolicited e-mail, text message, Facebook post, Twitter post (n = 9). Percentages do not sum to 100 due to multiple responses.

Table B31

Referring to your answer, "I heard hurtful remarks" in question #11, where did this conduct occur? (Question 11g)

Location	n	%
At work	34	70.8
In a meeting with a group of people	24	50.0
While working at campus job	15	31.3
In a meeting with one other person	13	27.1
In a campus office	8	16.7
At an educational site	3	6.3
In a faculty office	3	6.3
At a campus event	2	4.2
At an off-site location	2	4.2
While walking on campus	1	2.1
At a business	1	2.1
In a public space on campus	1	2.1
On a farm	1	2.1
In athletic facilities	0	0.0
In a client's home	0	0.0
Other	3	6.3

Note: Only answered by respondents who heard hurtful remarks (n = 48).
 Percentages do not sum to 100 due to multiple responses.

Table B32

Referring to your answer, "I was the target of physical violence" in question #11, where did this conduct occur?
 (Question 11h)

Location	n	%
While working at campus job	1	50.0
While walking on campus	1	50.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At work	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who were the target of physical violence (n = 2).
 Percentages do not sum to 100 due to multiple responses.

Table B33

Referring to your answer, "I observed others staring at me" in question #11, where did this conduct occur? (Question 11i)

Location	n	%
At work	8	80.0
While working at campus job	4	40.0
In a meeting with a group of people	4	40.0
While walking on campus	1	10.0
In a campus office	1	10.0
At an off-site location	1	10.0
In a public space on campus	1	10.0
In a client's home	0	0.0
At a campus event	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a meeting with one other person	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed others staring at them (n = 10).
 Percentages do not sum to 100 due to multiple responses.

Table B34

Referring to your answer, "I felt I was deliberately ignored or excluded" in question #11, where did this conduct occur? (Question 11j)

Location	n	%
At work	62	73.8
In a meeting with a group of people	35	41.7
While working at campus job	23	27.4
In a campus office	10	11.9
At an educational site	8	9.5
At an off-site location	6	7.1
In a faculty office	6	7.1
In a meeting with one other person	6	7.1
At a campus event	3	3.6
While walking on campus	2	2.4
In a public space on campus	2	2.4
In a client's home	1	1.2
At a business	1	1.2
On a farm	1	1.2
In athletic facilities	0	0.0
Other	9	10.7

Note: Only answered by respondents who felt they were deliberately ignored or excluded (n = 84). Percentages do not sum to 100 due to multiple responses.

Table B35

Referring to your answer, "I was the target of derogatory remarks" in question #11, where did this conduct occur?
 (Question 11k)

Location	n	%
At work	11	73.3
In a meeting with a group of people	7	46.7
While working at campus job	3	20
In a meeting with one other person	3	20
In a campus office	2	13.3
Other	2	13.3
At an off-site location	1	6.7
At a business	1	6.7
In a public space on campus	1	6.7
While walking on campus	0	0
In a client's home	0	0
At a campus event	0	0
At an educational site	0	0
In a faculty office	0	0
In athletic facilities	0	0
On a farm	0	0

Note: Only answered by respondents who were the target of derogatory remarks (n = 15).
 Percentages do not sum to 100 due to multiple responses.

Table B36

Referring to your answer, "I felt intimidated/bullied" in question #11, where did this conduct occur? (Question 11)

Location	n	%
At work	57	78.1
In a meeting with a group of people	28	38.4
In a meeting with one other person	16	21.9
While working at campus job	14	19.2
In a campus office	11	15.1
At an off-site location	5	6.8
At an educational site	4	5.5
In a faculty office	4	5.5
At a campus event	3	4.1
While walking on campus	2	2.7
In a client's home	0	0.0
At a business	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	10	13.7

Note: Only answered by respondents who felt intimidated/bullied (n = 73).
 Percentages do not sum to 100 due to multiple responses.

Table B37

Referring to your answer, "I feared for my physical safety" in question #11, where did this conduct occur? (Question 11m)

Location	n	%
While working at campus job	4	50.0
At work	4	50.0
In a campus office	2	25.0
While walking on campus	1	12.5
In a meeting with a group of people	1	12.5
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	12.5

Note: Only answered by respondents who feared for their physical safety (n = 8).
 Percentages do not sum to 100 due to multiple responses.

Table B38

Referring to your answer, "I feared for my family's safety" in question #11, where did this conduct occur? (Question 11n)

*** No respondents answered that they feared for their family's safety.**

Table B39

Referring to your answer, "Someone assumed I was hired because of my identity" in question #11, where did this conduct occur? (Question 11o)

Location	n	%
At work	5	71.4
While working at campus job	2	28.6
In a meeting with a group of people	2	28.6
In a meeting with one other person	1	14.3
While walking on campus	0	0.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who reported that someone assumed they were hired because of their identity (n = 7). Percentages do not sum to 100 due to multiple responses.

Table B40

Referring to your answer, "I was the victim of a crime" in question #11, where did this conduct occur? (Question 11p)

***No respondents answered that they were the victim of a crime.**

Table B41

Referring to your answer, "I received a low performance evaluation" in question #11, where did this conduct occur? (Question 11q)

Location	n	%
In a meeting with one other person	5	27.8
In a campus office	4	22.2
While working at campus job	3	16.7
At an off-site location	2	11.1
While walking on campus	1	5.6
At an educational site	1	5.6
In a faculty office	1	5.6
In a client's home	0	0.0
At a campus event	0	0.0
At work	0	0.0
At a business	0	0.0
In a public space on campus	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	5.6

Note: Only answered by respondents who received a low performance evaluation (n = 18). Percentages do not sum to 100 due to multiple responses.

Table B42

Referring to your answer, "I was singled out as the "resident authority" due to my identity" in question #11, where did this conduct occur? (Question 11r)

Location	n	%
While working at campus job	5	71.4
In a meeting with a group of people	5	71.4
At work	4	57.1
At an off-site location	2	28.6
In a meeting with one other person	2	28.6
While walking on campus	1	14.3
In a campus office	1	14.3
At a business	1	14.3
At an educational site	1	14.3
In a client's home	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who were singled out as the "resident authority" due to their identity (n = 7). Percentages do not sum to 100 due to multiple responses.

Table B43

Referring to your answer, "I felt isolated or left out when work was required in groups" in question #11, where did this conduct occur? (Question 11s)

Location	n	%
At work	29	78.4
In a meeting with a group of people	21	56.8
While working at campus job	12	32.4
At an off-site location	4	10.8
In a campus office	3	8.1
At an educational site	3	8.1
In a meeting with one other person	3	8.1
At a campus event	2	5.4
In a faculty office	2	5.4
While walking on campus	1	2.7
In a client's home	0	0.0
At a business	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	4	10.8

Note: Only answered by respondents who felt isolated or left out when work was required in groups (n = 37). Percentages do not sum to 100 due to multiple responses.

Table B44

Referring to your answer, "I felt isolated or left out because of my identity" in question #11, where did this conduct occur? (Question 11t)

Location	n	%
At work	8	66.7
In a meeting with a group of people	8	66.7
While working at campus job	3	25.0
In a campus office	3	25.0
At an off-site location	3	25.0
At an educational site	3	25.0
At a campus event	2	16.7
While walking on campus	1	8.3
At a business	1	8.3
In a faculty office	1	8.3
In a public space on campus	1	8.3
In a meeting with one other person	1	8.3
In a client's home	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	8.3

Note: Only answered by respondents who felt isolated or left out because of their identity (n = 12). Percentages do not sum to 100 due to multiple responses.

Table B45

Referring to your answer, "Other" in question #11, where did this conduct occur? (Question 11u)

Location	n	%
At work	26	63.4
In a meeting with a group of people	10	24.4
In a meeting with one other person	6	14.6
In a campus office	4	9.8
While working at campus job	3	7.3
At an off-site location	3	7.3
Other	3	7.3
At a business	1	2.4
While walking on campus	0	0
In a client's home	0	0
At a campus event	0	0
At an educational site	0	0
In a faculty office	0	0
In a public space on campus	0	0
In athletic facilities	0	0
Other	3	7.3

Note: Only answered by respondents who reported "Other" (n = 41).
 Percentages do not sum to 100 due to multiple responses.

Table B46

Who was the source of this conduct? (Question 13)

Source	n	%
Co-worker	79	52.7
Supervisor	31	20.7
Staff member	26	17.3
Administrator	23	15.3
Academic administrator (dean, associate dean, assistant dean, etc.)	21	14.0
Department chair	21	14.0
Faculty member	19	12.7
Person that I supervise	7	4.7
Center director	5	3.3
Community member	5	3.3
Community partner	5	3.3
Volunteer	3	2.0
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	1	0.7
Campus visitor(s)	1	0.7
Campus security	0	0.0
Don't know source	0	0.0
Faculty advisor	0	0.0
Graduate student	0	0.0
Teaching assistant	0	0.0
Undergraduate student	0	0.0
Other	17	11.3

Note: Only answered by respondents who experienced harassment (n = 150).
 Percentages do not sum to 100 due to multiple responses.

Table B47

Please describe your reactions to experiencing this conduct? (Question 14)

Reactions	n	%
I was angry	94	62.7
I avoided the person who harassed me	57	38.0
I told a friend	48	32.0
I felt embarrassed	47	31.3
I made a complaint to an Extension employee/official	42	28.0
I didn't report it for fear of retaliation	41	27.3
I ignored it	36	24.0
I was afraid	29	19.3
I didn't know who to go to	29	19.3
I sought support from counseling/advocacy services	26	17.3
I confronted the harasser at the time	23	15.3
I have been reliving the situation	22	14.7
I confronted the harasser later	21	14.0
I felt somehow responsible	21	14.0
I did report it but my complaint was not taken seriously	19	12.7
I didn't report it for fear that my complaint would not be taken seriously	18	12.0
I left the situation immediately	17	11.3
I made a complaint to a campus employee/official	4	2.7
It didn't affect me at the time	4	2.7
Other	41	27.3

Note: Only answered by respondents who experienced harassment (n = 150). Percentages do not sum to 100 due to multiple responses.

Table B48

Within your time at UW Extension...I have been touched in a sexual manner that has made me feel uncomfortable or fearful at UW Extension. (Question 16)

Touched in a sexual manner that made me uncomfortable	n	%
Never	560	97.2
Rarely	16	2.8
Sometimes	0	0.0
Often	0	0.0
Very often	0	0.0

Table B49

Within your time at UW Extension...There are times when I fear being the object of sexual harassment at UW Extension. (Question 17)

Fear being the object of sexual harassment	n	%
Never	532	92.5
Rarely	34	5.9
Sometimes	9	1.6
Often	0	0.0
Very often	0	0.0

Table B50

Who is the source of this fear? (Question 18)

Source	n	%
Co-worker	18	41.9
Staff member	6	14.0
Community partner	5	11.6
Administrator	4	9.3
Customer/client	3	7.0
Faculty member	3	7.0
Supervisor	3	7.0
Volunteer	3	7.0
Department chair	2	4.7
Manager	2	4.7
Acquaintance	1	2.3
Contractor	1	2.3
Person that I supervise	1	2.3
Stranger	1	2.3
Friend	0	0.0
Partner/spouse	0	0.0
Specialist	0	0.0
Student	0	0.0
Teaching Assistant	0	0.0
Other	7	16.3

Note: Only answered by respondents who fear sexual harassment (n = 43).
 Percentages do not sum to 100 due to multiple responses.

Table B51

Have you ever been a victim of sexual assault while working for UW Extension? (Question 19)

Sexually Assaulted	n	%
Yes	4	0.7
No	573	99.3
Missing	0	0.0

Table B52

Who was the offender(s)? Mark all that apply. (Question 20)

Source	n	%
Co-worker	1	25.0
Community partner	1	25.0
Supervisor	1	25.0
Volunteer	1	25.0
Acquaintance	0	0.0
Administrator	0	0.0
Contractor	0	0.0
Customer/client	0	0.0
Department chair	0	0.0
Faculty member	0	0.0
Friend	0	0.0
Manager	0	0.0
Partner/spouse	0	0.0
Person that I supervise	0	0.0
Specialist	0	0.0
Staff member	0	0.0
Stranger	0	0.0
Student	0	0.0
Teaching Assistant	0	0.0
Other	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 4).
 Percentages do not sum to 100 due to multiple responses.

Table B53

Where did the incident(s) occur? (Question 21)

Location	n	%
Off-site	2	50.0
Work-site	0	0.0
Other location	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 4).
Percentages do not sum to 100 due to multiple responses.

Table B54

Please describe your response to experiencing the incident(s).
 (Question 22)

Response	n	%
Reported the incident and it was ignored	1	25.0
Sought support from an administrator, supervisor, manager	1	25.0
Did nothing	1	25.0
Sought support from hotline/advocacy service	0	0.0
Told a friend	0	0.0
Told a family member	0	0.0
Sought support from a campus resource/counseling center(s)	0	0.0
Sought support from UW Extension Employee Assistance	0	0.0
Sought medical services	0	0.0
Contacted Campus Police/Security	0	0.0
Contacted my local law enforcement official	0	0.0
Contacted my Union	0	0.0
Sought support from a staff person	0	0.0
Sought support from a faculty member	0	0.0
Sought support from a spiritual advisor	0	0.0
Sought information on-line	0	0.0
Other	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 4).
 Percentages do not sum to 100 due to multiple responses.

Table B55

As a UW Extension employee...(Question 25)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision	46	8.0	103	17.9	75	13.1	166	28.9	168	29.3	16	2.8
I am comfortable asking questions about performance expectations with my supervisor	165	28.8	280	49.0	62	10.8	44	7.7	18	3.1	3	0.5
My colleagues/co-workers expect me to represent "the point of view" of my identity	19	3.3	73	12.8	201	35.3	130	22.8	93	16.3	54	9.5
My colleagues/co-workers have lower expectations of me than other faculty/staff	4	0.7	20	3.5	96	16.8	212	37.1	234	40.9	6	1.0
My colleagues/co-workers have higher expectations of me than other faculty/staff	39	6.8	104	18.1	170	29.6	153	26.7	104	18.1	4	0.7
I constantly feel under scrutiny by my colleagues	28	4.9	70	12.3	113	19.8	197	34.5	159	27.8	4	0.7
My research/professional interests are valued by my colleagues	90	15.7	271	47.3	99	17.3	42	7.3	20	3.5	51	8.9
I feel pressured to change my research agenda to make tenure/be promoted ¹	9	2.1	25	5.8	80	18.5	75	17.3	57	13.2	187	43.2
I am reluctant to take leave that I am entitled to for fear that it may affect my career	23	4.0	55	9.5	78	13.5	167	29.0	166	28.8	87	15.1
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	35	6.1	81	14.1	94	16.3	201	35.0	153	26.6	11	1.9
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards	48	8.4	66	11.5	101	17.6	181	31.5	158	27.5	20	3.5
There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit	62	10.8	133	23.2	98	17.1	152	26.5	117	20.4	11	1.9
Others seem to find it easier that I do to "fit in."	26	4.5	79	13.8	116	20.3	193	33.7	150	26.2	8	1.4
I feel pressured to change my methods of teaching to achieve tenure/be promoted ¹	9	2.1	21	4.9	63	14.6	119	27.5	78	18.1	142	32.9

¹Only responses from faculty and academic staff are displayed for this question (n = 437)

Table B56

As a UW Extension employee... (Question 26)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am usually satisfied with the way in which I am able to balance my professional and personal life	72	12.5	312	54.4	61	10.6	92	16.0	35	6.1	2	0.3
I find that UW Extension is supportive of my family leave	89	15.6	234	40.9	94	16.4	23	4.0	10	1.7	122	21.3
I have to miss out on important things in my personal life because of professional commitments	27	4.7	116	20.3	114	19.9	225	39.3	73	12.8	17	3.0
I feel that faculty/staff who have children are considered less committed to their careers	17	3.0	54	9.4	84	14.7	239	41.8	171	29.9	7	1.2
I feel that faculty/staff who do not have children are often burdened with work responsibilities	26	4.5	73	12.7	100	17.4	229	39.9	123	21.4	23	4.0
I find that UW Extension is unfair in providing health benefits to unmarried, co-parenting families	11	1.9	22	3.8	145	25.3	141	24.7	144	25.2	109	19.1
I have equitable access to domestic partner benefits	23	4.1	64	11.3	95	16.8	7	1.2	9	1.6	368	65.0
I am given equitable access to training/professional development opportunities	139	24.3	265	46.2	67	11.7	68	11.9	23	4.0	11	1.9
I have equitable access to tuition reimbursement	53	9.3	107	18.8	124	21.8	64	11.2	55	9.6	167	29.3

Table B57

Please indicate your level of agreement with the following statements about the resources available to you: (Question 27)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
I have colleagues or peers who give me career advice or guidance when I need it	122	21.2	312	54.2	66	11.5	40	6.9	19	3.3	3	0.5	14	2.4
I have support from decision makers/colleagues who support my career advancement	123	21.5	287	50.1	75	13.1	37	6.5	31	5.4	4	0.7	16	2.8
I have the equipment and supplies I need to adequately perform my work	136	23.7	286	49.7	57	9.9	73	12.7	21	3.7	0	0.0	2	0.3
I receive regular maintenance/upgrades of my equipment compared to my colleagues	132	23.0	298	51.9	56	9.8	52	9.1	18	3.1	4	0.7	14	2.4
I have equitable work space in terms of quantity and quality as compared to my colleagues	157	27.5	305	53.4	38	6.7	38	6.7	28	4.9	1	0.2	4	0.7
I have equitable access to shared space as my colleagues	161	28.2	345	60.5	27	4.7	15	2.6	12	2.1	2	0.4	8	1.4
I have equitable access to shared equipment/technology for research support as my colleagues	120	21.1	296	51.9	36	6.3	16	2.8	12	2.1	1	0.2	89	15.6
I have equitable teaching support (e.g., materials, technology, TAs)	95	16.6	201	35.2	54	9.5	34	6.0	19	3.3	0	0.0	168	29.4
I feel that my compensation is equitable to my peers with a similar level of experience	51	8.9	201	35.1	74	12.9	130	22.7	78	13.6	25	4.4	13	2.3
I have equitable access to health benefits	221	38.8	301	52.8	21	3.7	7	1.2	1	0.2	2	0.4	17	3.0

Table B57 (con.)

	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement	60	10.5	162	28.4	98	17.2	59	10.4	58	10.2	38	6.7	95	16.7
I feel I have the opportunity to provide input through committees, councils or work-groups	137	23.9	303	52.8	62	10.8	25	4.4	25	4.4	4	0.7	18	3.1

Table B58

Within the past two years, have you observed any conduct directed toward a person or group of people on campus that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or or hostile (harassing) working or learning environment? (Question 44)

Observed	n	%
Yes	206	35.8
No	370	64.2

Table B59

What do you believe were the bases for this conduct? (Question 45)

Based On:	n	%
Socioeconomic status	66	32.0
Educational level	59	28.6
Institutional status	51	24.8
Gender	44	21.4
Age	37	18.0
Physical disability	31	15.0
Appearance	29	14.1
Political views	27	13.1
Ethnicity	23	11.2
English language proficiency/accent	17	8.3
Sexual orientation	16	7.8
Country of origin	12	5.8
Race	11	5.3
Military/veteran status	9	4.4
Religion/spiritual status	9	4.4
Immigrant status	6	2.9
Marital status	6	2.9
Psychological disability	6	2.9
Gender expression	5	2.4
Living Situation	5	2.4
Parental status	5	2.4
Gender identity	4	1.9
Caretaker status	1	0.5
Cognitive disability	1	0.5
Learning disability	0	0.0
Other	23	11.2

Note: Only answered by respondents who observed harassment (n = 206).
 Percentages do not sum to 100 due to multiple responses.

Table B60

What forms of conduct have you observed or personally been made aware of? (Question 46)

Form	n	%
Someone receiving hurtful remarks	85	41.3
Deliberately ignored or excluded	68	33.0
Intimidation/bullying	53	25.7
Someone receiving a low performance evaluation	44	21.4
Derogatory remarks	42	20.4
Someone isolated or left out because of their identity	40	19.4
Someone isolated or left out when working in groups	39	18.9
Assumption that someone was admitted or hired because of their identity	29	14.1
Racial/ethnic profiling	23	11.2
Someone singled out as the “resident authority” regarding their identity	18	8.7
Someone isolated or left out because of their socioeconomic status	18	8.7
Derogatory written comments	14	6.8
Stares	13	6.3
Someone fearing for their physical safety	8	3.9
Derogatory phone calls	5	2.4
Derogatory/unsolicited e-mails, text message, Facebook post, Twitter post	5	2.4
Graffiti	4	1.9
Threats of physical violence	3	1.5
Someone fearing for their family’s safety	1	0.5
Victim of a crime	1	0.5
Physical violence	0	0.0
Other	43	20.9

Note: Only answered by respondents who observed harassment (n = 206).
Percentages do not sum to 100 due to multiple responses.

Table B61

Referring to your answer, "Someone being racially/ethnically profiled" in question #46, where did this conduct occur? (Question 46a)

Location	n	%
At work	17	73.9
While working at campus job	7	30.4
In a campus office	6	26.1
In a meeting with a group of people	6	26.1
At an off-site location	3	13.0
At a business	2	8.7
While walking on campus	1	4.3
In a client's home	1	4.3
At a campus event	1	4.3
At an educational site	1	4.3
In a meeting with one other person	1	4.3
In a faculty office	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone being racially/ethnically profiled (n = 23). Percentages do not sum to 100 due to multiple responses.

Table B62

Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #46, where did this conduct occur? (Question 46b)

Location	n	%
At an off-site location	2	50.0
While working at campus job	1	25.0
In a campus office	1	25.0
At work	1	25.0
In a public space on campus	1	25.0
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of graffiti (n = 4). Percentages do not sum to 100 due to multiple responses.

Table B63

Referring to your answer, "Someone receiving derogatory written comments because of his/her identity" in question #46, where did this conduct occur? (Question 46c)

Location	n	%
At work	11	78.6
In a meeting with one other person	3	21.4
While working at campus job	1	7.1
In a campus office	1	7.1
At an off-site location	1	7.1
At a business	1	7.1
In a public space on campus	1	7.1
In a meeting with a group of people	1	7.1
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	2	14.3

Note: Only answered by respondents who observed or were aware of someone receiving derogatory written comments (n = 14). Percentages do not sum to 100 due to multiple responses.

Table B64

Referring to your answer, "Someone receiving derogatory phone calls because of his/her identity" in question #46, where did this conduct occur? (Question 46d)

Location	n	%
At work	4	80.0
While working at campus job	0	0.0
While walking on campus	0	0.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone receiving derogatory phone calls (n = 5). Percentages do not sum to 100 due to multiple responses.

Table B65

Referring to your answer, "Someone receiving threats of physical violence" in question #46, where did this conduct occur? (Question 46e)

Location	n	%
At work	2	66.7
While working at campus job	1	33.3
In a campus office	1	33.3
At an off-site location	1	33.3
In a faculty office	1	33.3
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone receiving threats of physical violence (n = 3). Percentages do not sum to 100 due to multiple responses.

Table B66

Referring to your answer, "Someone receiving derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts because of his/her identity" in question #46, where did this conduct occur? (Question 46f)

Location	n	%
At work	4	80.0
While working at campus job	1	20.0
In a campus office	1	20.0
At an off-site location	1	20.0
At a business	1	20.0
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	20.0

Note: Only answered by respondents who observed or were aware of someone receiving derogatory/unsolicited emails (n = 5). Percentages do not sum to 100 due to multiple responses.

Table B67

Referring to your answer, "Someone receiving hurtful remarks" in question #46, where did this conduct occur?
 (Question 46f)

Location	n	%
At work	64	75.3
In a meeting with a group of people	27	31.8
While working at campus job	10	11.8
At an off-site location	10	11.8
In a meeting with one other person	8	9.4
In a campus office	6	7.1
In a faculty office	3	3.5
At an educational site	2	2.4
At a campus event	1	1.2
At a business	1	1.2
While walking on campus	0	0.0
In a client's home	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	4	4.7

Note: Only answered by respondents who observed or were aware of someone receiving hurtful remarks (n = 85).
 Percentages do not sum to 100 due to multiple responses.

Table B68

Referring to your answer, "Someone being the target of physical violence because of his/her identity" in question #46, where did this conduct occur? (Question 46g)

***No respondents observed or were aware of someone being the target of physical violence because of their identity.**

Table B69

Referring to your answer, "Someone being stared at because of his/her identity" in question #46, where did this conduct occur? (Question 46h)

Location	n	%
At work	10	76.9
In a meeting with a group of people	5	38.5
While working at campus job	3	23.1
In a campus office	1	7.7
At a campus event	1	7.7
At an off-site location	1	7.7
In a faculty office	1	7.7
In a public space on campus	1	7.7
While walking on campus	0	0.0
In a client's home	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a meeting with one other person	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone being stared at (n = 13). Percentages do not sum to 100 due to multiple responses.

Table B70

Referring to your answer, "Someone being deliberately ignored or excluded because of his/her identity" in question #46, where did this conduct occur? (Question 46i)

Location	n	%
At work	51	75.0
In a meeting with a group of people	27	39.7
While working at campus job	12	17.6
In a campus office	5	7.4
At an educational site	4	5.9
In a faculty office	4	5.9
In a meeting with one other person	4	5.9
At a campus event	3	4.4
At an off-site location	2	2.9
At a business	2	2.9
While walking on campus	1	1.5
In a client's home	1	1.5
In a public space on campus	1	1.5
In athletic facilities	0	0.0
On a farm	0	0.0
Other	3	4.4

Note: Only answered by respondents who observed or were aware of someone being deliberately ignored or excluded (n = 68). Percentages do not sum to 100 due to multiple responses.

Table B71

Referring to your answer, "Someone being the target of derogatory remarks because of his/her identity" in question #46, where did this conduct occur? (Question 46j)

Location	n	%
At work	33	78.6
In a meeting with a group of people	12	28.6
While working at campus job	9	21.4
In a campus office	5	11.9
In a meeting with one other person	4	9.5
At a campus event	2	4.8
At an off-site location	2	4.8
While walking on campus	1	2.4
In a faculty office	1	2.4
In a public space on campus	1	2.4
In a client's home	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	2.4

Note: Only answered by respondents who observed or were aware of someone being the target of derogatory remarks (n = 42). Percentages do not sum to 100 due to multiple responses.

Table B72

Referring to your answer, "Someone being intimidated/bullied because of his/her identity" in question #46, where did this conduct occur? (Question 46k)

Location	n	%
At work	41	77.4
In a meeting with a group of people	17	32.1
In a meeting with one other person	8	15.1
While working at campus job	7	13.2
At an off-site location	6	11.3
In a faculty office	4	7.5
In a campus office	3	5.7
At a campus event	1	1.9
At an educational site	1	1.9
In athletic facilities	1	1.9
Other	1	1.9
While walking on campus	0	0
In a client's home	0	0
At a business	0	0
In a public space on campus	0	0
On a farm	0	0

Note: Only answered by respondents who observed or were aware of someone being intimidated or bullied (n = 53). Percentages do not sum to 100 due to multiple responses.

Table B73

Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #46, where did this conduct occur? (Question 46l)

Location	n	%
At work	6	75.0
While working at campus job	3	37.5
In a campus office	2	25.0
In a meeting with a group of people	2	25.0
In a public space on campus	1	12.5
In a meeting with one other person	1	12.5
While walking on campus	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At an off-site location	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone fearing for their safety (n = 8). Percentages do not sum to 100 due to multiple responses.

Table B74

Referring to your answer, "Someone fearing for their family's safety because of his/her identity" in question #46, where did this conduct occur? (Question 46m)

Location	n	%
At an off-site location	1	100.0
In a meeting with a group of people	1	100.0
While working at campus job	0	0.0
While walking on campus	0	0.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At work	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone fearing for their family's safety (n = 1). Percentages do not sum to 100 due to multiple responses.

Table B75

Referring to your answer, "The assumption that someone was admitted or hired because of his/her identity" in question #46, where did this conduct occur? (Question 46n)

Location	n	%
At work	18	62.1
In a meeting with a group of people	7	24.1
While working at campus job	5	17.2
In a meeting with one other person	3	10.3
In a campus office	2	6.9
At a campus event	2	6.9
At an off-site location	2	6.9
In a faculty office	2	6.9
At a business	1	3.4
At an educational site	1	3.4
While walking on campus	0	0
In a client's home	0	0
In a public space on campus	0	0
In athletic facilities	0	0
On a farm	0	0
Other	0	0

Note: Only answered by respondents who observed or were aware of the assumption that someone was admitted or hired because of their identity (n = 29). Percentages do not sum to 100 due to multiple responses.

Table B76

Referring to your answer, "Someone being the victim of a crime because of his/her identity" in question #46, where did this conduct occur? (Question 46o)

Location	n	%
At an off-site location	1	100.0
While working at campus job	0	0.0
While walking on campus	0	0.0
In a campus office	0	0.0
In a client's home	0	0.0
At a campus event	0	0.0
At work	0	0.0
At a business	0	0.0
At an educational site	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone being the victim of a crime (n = 1). Percentages do not sum to 100 due to multiple responses.

Table B77

Referring to your answer, "Someone receiving a low performance evaluation" in question #46, where did this conduct occur? (Question 46q)

Location	n	%
At work	32	72.7
While working at campus job	9	20.5
In a meeting with a group of people	4	9.1
In a campus office	2	4.5
At an off-site location	2	4.5
In a faculty office	2	4.5
In a meeting with one other person	2	4.5
At an educational site	1	2.3
Other	1	2.3
While walking on campus	0	0
In a client's home	0	0
At a campus event	0	0
At a business	0	0
In a public space on campus	0	0
In athletic facilities	0	0
On a farm	0	0

Note: Only answered by respondents who observed or were aware of someone receiving a low performance evaluation (n = 44). Percentages do not sum to 100 due to multiple responses.

Table B78

Referring to your answer, "Someone singled out as the 'resident authority' due to his/her identity" in question #46, where did this conduct occur? (Question 46r)

Location	n	%
At work	14	77.8
In a meeting with a group of people	7	38.9
While working at campus job	4	22.2
In a campus office	2	11.1
At a campus event	2	1.1
While walking on campus	1	5.6
At an off-site location	1	5.6
At an educational site	1	5.6
In a faculty office	1	5.6
In a meeting with one other person	1	5.6
In a client's home	0	0.0
At a business	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone singled out as the "resident authority" (n = 18). Percentages do not sum to 100 due to multiple responses.

Table B79

Referring to your answer, "Someone isolated or left out when work was required in groups because of his/her identity" in question #46, where did this conduct occur? (Question 46s)

Location	n	%
At work	29	74.4
In a meeting with a group of people	21	53.8
While working at campus job	9	23.1
In a meeting with one other person	5	12.8
While walking on campus	3	7.7
In a campus office	3	7.7
At an educational site	3	7.7
In a faculty office	3	7.7
At a campus event	2	5.1
In a client's home	1	2.6
At a business	1	2.6
In a public space on campus	1	2.6
At an off-site location	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	1	2.6

Note: Only answered by respondents who observed or were aware of someone isolated or left out when work was required in groups (n = 39). Percentages do not sum to 100 due to multiple responses.

Table B80

Referring to your answer, "Someone isolated or left out because of his/her identity" in question #46, where did this conduct occur? (Question 46t)

Location	n	%
At work	31	77.5
In a meeting with a group of people	12	30.0
While working at campus job	8	20.0
At a campus event	4	10.0
In a meeting with one other person	3	7.5
In a campus office	2	5.0
At an off-site location	2	5.0
In a faculty office	2	5.0
In a client's home	1	2.5
At a business	1	2.5
At an educational site	1	2.5
In a public space on campus	1	2.5
At an off-site location	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone isolated or left out (n = 40). Percentages do not sum to 100 due to multiple responses.

Table B81

Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #46, where did this conduct occur? (Question 46u)

Location	n	%
At work	12	66.7
While working at campus job	7	38.9
At a campus event	4	22.2
In a meeting with a group of people	4	22.2
At an off-site location	3	16.7
In a faculty office	3	16.7
In a meeting with one other person	2	11.1
In a campus office	1	5.6
At a business	1	5.6
At an educational site	1	5.6
In a public space on campus	1	5.6
While walking on campus	0	0.0
In a client's home	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone isolated or left out because of their socioeconomic status (n = 18). Percentages do not sum to 100 due to multiple responses.

Table B82

Referring to your answer, "Other - Specified" in question #46, where did this conduct occur? (Question 46v)

Location	n	%
At work	22	51.2
In a meeting with a group of people	12	27.9
While working at campus job	6	14.0
In a campus office	4	9.3
In a meeting with one other person	4	9.3
At an off-site location	2	4.7
At a campus event	1	2.3
At a business	1	2.3
At an educational site	1	2.3
In a faculty office	1	2.3
While walking on campus	0	0.0
In a client's home	0	0.0
In a public space on campus	0	0.0
In athletic facilities	0	0.0
On a farm	0	0.0
Other	6	14.0

Note: Only answered by respondents who observed or were aware of "Other" (n = 43). Percentages do not sum to 100 due to multiple responses.

Table B83

Who was the source of this conduct? (Question 48)

Source	n	%
Co-worker	90	43.7
Faculty member	35	17.0
Supervisor	34	16.5
Staff member	32	15.5
Administrator	26	12.6
Academic administrator	23	11.2
County department head	19	9.2
Community member	15	7.3
Community partner	11	5.3
Person that I supervise	10	4.9
Department chair	8	3.9
Don't know source	7	3.4
Center director	5	2.4
Volunteer	4	1.9
UW Extension resource	2	1.0
Campus visitor(s)	1	0.5
Campus security	0	0.0
Faculty advisor	0	0.0
Graduate student	0	0.0
Teaching assistant	0	0.0
Undergraduate student	0	0.0
Other	23	11.2

Note: Only answered by respondents who observed harassment (n = 206).
 Percentages do not sum to 100 due to multiple responses.

Table B84

Please describe your reactions to experiencing this conduct? (Question 49)

Reactions	n	%
I was angry	80	38.8
I felt embarrassed	71	34.5
I told a friend	44	21.4
I avoided the person who engaged in the inappropriate conduct	43	20.9
I made a complaint to an employee/official	32	15.5
I confronted the person who engaged in the inappropriate conduct later	31	15.0
I didn't report it for fear of retaliation	29	14.1
I confronted the person who engaged in the inappropriate conduct at the time	28	13.6
I ignored it	26	12.6
I didn't report it for fear that my complaint would not be taken seriously	20	9.7
I didn't know who to go to	18	8.7
I was afraid	14	6.8
I have been reliving the situation	14	6.8
I sought support from counseling/advocacy services	12	5.8
I felt somehow responsible	10	4.9
It didn't affect me at the time	8	3.9
I left the situation immediately	7	3.4
Other	42	20.4

Note: Only answered by respondents who observed harassment (n = 206). Percentages do not sum to 100 due to multiple responses.

Table B85

I have observed unfair and unjust hiring practices at UW Extension (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool). (Question 51)

Perceived Unfair/ Unjust Hiring	n	%
Yes	98	17.1
No	475	82.9

Table B86

I believe that the unfair and unjust hiring practice was based upon: (Question 52)

Based on:	n	%
Gender	23	23.5
Race	19	19.4
Advanced experience level of the job candidate	18	18.4
Age	18	18.4
Ethnicity	14	14.3
Institutional status (e.g., part-time status, faculty, staff, student)	12	12.2
Educational level	11	11.2
Political views	5	5.1
English language proficiency/accent	4	4.1
Country of origin	3	3.1
Physical characteristics	3	3.1
Socioeconomic status	3	3.1
Gender expression	2	2.0
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	2	2.0
Gender identity	1	1.0
Immigrant status	1	1.0
Parental status (e.g., having children)	1	1.0
Sexual orientation	1	1.0
Cognitive	0	0.0
Learning disability	0	0.0
Marital/partner status	0	0.0
Military/veteran status	0	0.0
Physical disability	0	0.0
Religion/spiritual status	0	0.0
Other	37	37.8

Note: Only answered by respondents who observed discriminatory practices (n = 98). Percentages do not sum to 100 due to multiple responses.

Table B87

I have observed unfair, unjust, or discriminatory employment-related disciplinary actions up to and including dismissal at UW Extension. (Question 54)

Perceived Unfair/Unjust Disciplinary Actions	n	%
Yes	63	11.0
No	510	89.0

Table B88

I believe that the unfair, unjust, or discriminatory employment-related disciplinary action was based upon:
 (Question 55)

Based on:	n	%
Race	13	20.6
Age	11	17.5
Advanced experience level of the job candidate	8	12.7
Institutional status (e.g., part-time status, faculty, staff, student)	8	12.7
Gender	7	11.1
Ethnicity	6	9.5
Political views	5	7.9
Religion/spiritual status	4	6.3
Educational level	3	4.8
Military/veteran status	3	4.8
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	3	4.8
Country of origin	2	3.2
English language proficiency/accent	2	3.2
Gender expression	2	3.2
Immigrant status	2	3.2
Parental status (e.g., having children)	2	3.2
Physical disability	2	3.2
Socioeconomic status	2	3.2
Cognitive	1	1.6
Learning disability	1	1.6
Marital/partner status	1	1.6
Gender identity	0	0.0
Physical characteristics	0	0.0
Sexual orientation	0	0.0
Other	26	41.3

Note: Only answered by respondents who observed discriminatory practices (n = 63).
 Percentages do not sum to 100 due to multiple responses.

Table B89

I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to promotion at UW Extension. (Question 57)

Perceived Unfair/Unjust Promotion Practices	n	%
Yes	86	15.1
No	484	84.9

Table B90

I believe that the unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification were based upon: (Question 58)

Based on:	n	%
Age	18	20.9
Gender	18	20.9
Educational level	17	19.8
Advanced experience level of the job candidate	14	16.3
Institutional status (e.g., part-time status, faculty, staff, student)	10	11.6
Race	6	7.0
Ethnicity	5	5.8
Physical characteristics	5	5.8
Political views	5	5.8
English language proficiency/accent	3	3.5
Military/veteran status	2	2.3
Gender expression	1	1.2
Immigrant status	1	1.2
Learning disability	1	1.2
Marital/partner status	1	1.2
Parental status (e.g., having children)	1	1.2
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	1	1.2
Religion/spiritual status	1	1.2
Sexual orientation	1	1.2
Socioeconomic status	1	1.2
Cognitive	0	0.0
Country of origin	0	0.0
Gender identity	0	0.0
Physical disability	0	0.0
Other	39	45.3

Note: Only answered by respondents who observed discriminatory practices (n = 86). Percentages do not sum to 100 due to multiple responses.

Table B91

Using a scale of 1-5, please rate the overall climate in UW Extension on the following dimensions: (Questions 60-61)

Dimension	1		2		3		4		5		Mean n	Standard Deviation n
	n	%	n	%	n	%	n	%	n	%		
Friendly/Hostile	254	44.3	228	39.8	65	11.3	20	3.5	6	1.0	1.8	0.9
Concerned/Indifferent	155	27.1	264	46.2	101	17.7	42	7.3	10	1.7	2.1	0.9
Cooperative/Uncooperative	192	33.6	259	45.3	92	16.1	25	4.4	4	0.7	1.9	0.9
Improving/Regressing	116	20.4	222	38.9	174	30.5	40	7.0	18	3.2	2.3	1.0
Accessible for persons with disabilities/Inaccessible for persons with disabilities	148	26.1	248	43.7	137	24.2	26	4.6	8	1.4	2.1	0.9
Positive for people who identify as lesbian, gay, bisexual or transgender/Negative	130	23.3	189	33.8	212	37.9	21	3.8	7	1.3	2.3	0.9
Positive for people of my faith/Negative	150	26.5	160	28.3	215	38.0	33	5.8	8	1.4	2.3	1.0
Positive for non-native English speakers/Negative	112	19.9	183	32.6	202	35.9	57	10.1	8	1.4	2.4	1.0
Positive for people who are immigrants/Negative	117	21.0	185	33.3	217	39.0	30	5.4	7	1.3	2.3	0.9
Positive for International people /Negative	145	26.0	208	37.3	177	31.7	22	3.9	6	1.1	2.2	0.9

Table 9¹ (cont.)

Using a scale of 1-5, please rate the overall climate in UW Extension on the following dimensions: (Questions 60-61)

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	n	%	%	n	%		
Welcoming/Non-welcoming	220	38.5	249	43.6	67	11.7	25	4.4	10	1.8	1.9	0.9
Respectful/Disrespectful	229	40.1	237	41.5	60	10.5	36	6.3	9	1.6	1.9	0.9
Positive for people who are raising children/Negative for people who are raising children	219	38.7	226	39.9	90	15.9	24	4.2	7	1.2	1.9	0.9
Positive for people of low socioeconomic status/Negative	149	26.4	198	35.1	151	26.8	54	9.6	12	2.1	2.3	1.0
Non-racist/Racist	269	47.6	176	31.2	86	15.2	30	5.3	4	0.7	1.8	0.9
Non-sexist/Sexist	233	41.2	184	32.6	86	15.2	50	8.8	12	2.1	2.0	1.1
Non-homophobic/Homophobic	221	39.3	177	31.5	132	23.5	28	5.0	4	0.7	2.0	0.9
Not age biased/Age biased	193	34.3	200	35.6	116	20.6	43	7.7	10	1.8	2.1	1.0
Not classist (socioeconomic status)/ Classist	181	32.0	188	33.2	122	21.6	60	10.6	15	2.7	2.2	1.1
Not classist (position)/Classist	152	27.1	157	28.0	111	19.8	97	17.3	44	7.8	2.5	1.3
Not ablest/Ablest	169	31.1	156	28.7	186	34.3	25	4.6	7	1.3	2.2	1.0

Table B92

How would you rate the accessibility in UW Extension for people with disabilities? (Question 62)

	Fully accessible		Accessible with assistance or intervention		Not accessible		Don't know	
	n	%	n	%	n	%	n	%
Websites	156	27.4	160	28.1	15	2.6	238	41.8
Program Sites (architectural access)	151	26.6	197	34.7	13	2.3	207	36.4
Programming (content access)	145	25.5	206	36.3	10	1.8	207	36.4
Conferences	188	33.3	198	35.0	4	0.7	175	31.0

Table B93

How would you rate the overall climate at UW Extension for persons from the following **racial/ethnic** backgrounds? (Question 64)

Background	Very Respectful		Moderately respectful		Somewhat respectful		Not at all respectful		Don't know	
	n	%	n	%	n	%	%	n	%	n
African	221	40.3	92	16.8	29	5.3	3	0.5	204	37.2
African American/Black	250	45.7	100	18.3	46	8.4	4	0.7	147	26.9
Alaskan Native	171	31.6	52	9.6	18	3.3	1	0.2	299	55.3
Asian American	246	45.1	102	18.7	27	5.0	1	0.2	169	31.0
Asian	227	42.0	93	17.2	25	4.6	2	0.4	194	35.9
Southeast Asian	214	39.6	88	16.3	29	5.4	2	0.4	207	38.3
Caribbean/West Indian	183	33.7	71	13.1	22	4.1	0	0.0	267	49.2
Caucasian/White	359	65.8	95	17.4	21	3.8	4	0.7	67	12.3
Indian subcontinent	202	37.4	81	15.0	25	4.6	0	0.0	232	43.0
Latino(a)/Hispanic	240	44.0	115	21.1	43	7.9	7	1.3	140	25.7
Middle Eastern	196	36.6	71	13.3	38	7.1	5	0.9	225	42.1
Multiracial, multiethnic, or multicultural persons	232	42.6	95	17.5	37	6.8	4	0.7	176	32.4
Native American Indian	225	41.5	93	17.2	38	7.0	6	1.1	180	33.2
Pacific Islanders/Hawaiian Natives	178	33.1	60	11.2	20	3.7	0	0.0	280	52.0
Other	40	19.4	16	7.8	5	2.4	0	0.0	145	70.4

Table B94

How would you rate the overall climate at UW Extension for people who are: (Question 65)

Group	Very Respectful		Moderately respectful		Somewhat respectful		Not at all respectful		Don't know	
	n	%		%	n	%	n	%	n	%
From religious affiliations other than Christian	206	38.2	115	21.3	61	11.3	3	0.6	154	28.6
From Christian affiliations	267	49.6	116	21.6	45	8.4	6	1.1	104	19.3
From no spiritual/religious affiliation	217	40.3	107	19.9	62	11.5	6	1.1	146	27.1
Gay, lesbian, bisexual, transgender	188	35.0	123	22.9	66	12.3	6	1.1	154	28.7
Immigrants	192	35.7	110	20.4	56	10.4	9	1.7	171	31.8
International students, staff, or faculty	230	43.0	106	19.8	34	6.4	2	0.4	163	30.5
Learning disabled	185	34.3	106	19.6	51	9.4	9	1.7	189	35.0
Men	341	63.3	96	17.8	32	5.9	5	0.9	65	12.1
Affected by mental health disorder	153	28.7	91	17.1	85	15.9	20	3.8	184	34.5
Non-native English speakers	173	32.7	111	21.0	83	15.7	13	2.5	149	28.2
People with children	297	54.9	140	25.9	45	8.3	8	1.5	51	9.4
People who provide care for other than a child	240	44.5	118	21.9	42	7.8	10	1.9	129	23.9
Physically disabled	220	41.0	125	23.3	50	9.3	7	1.3	134	25.0
Returning/non-traditional students	196	36.6	95	17.7	39	7.3	5	0.9	201	37.5
Socioeconomically disadvantaged	189	35.3	124	23.1	68	12.7	25	4.7	130	24.3
Women	283	52.3	156	28.8	58	10.7	10	1.8	34	6.3
Veterans/active military	248	46.2	97	18.1	31	5.8	8	1.5	153	28.5
Other	14	11.6	12	9.9	6	5.0	1	0.8	88	72.7

Table B95

There is visible leadership to foster diversity/inclusion on campus from: (Question 66)

	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Committees	120	22.5	229	42.9	67	12.5	14	2.6	3	0.6	101	18.9
Board of Regents	79	14.8	137	25.6	79	14.8	19	3.6	7	1.3	214	40.0
University of Wisconsin System	116	21.8	218	41.0	66	12.4	21	3.9	5	0.9	106	19.9
Workforce Equity, Diversity, & Inclusion/ Affirmative Action, Equal Opportunity Office staff	177	33.1	213	39.8	45	8.4	7	1.3	5	0.9	88	16.4
Partners who are active in the institution	80	15.1	165	31.1	70	13.2	14	2.6	4	0.8	197	37.2
Natural leaders (without leadership titles)	117	22.0	210	39.4	68	12.8	18	3.4	6	1.1	114	21.4
Institutional level administrators (chancellor, vice chancellor/provost)	155	28.8	229	42.6	48	8.9	14	2.6	5	0.9	87	16.2
Divisional administrators (deans, directors)	176	32.8	207	38.6	54	10.1	21	3.9	7	1.3	71	13.2
Supervisors/Managers/County Department Heads/ District Directors	123	22.9	211	39.4	93	17.4	31	5.8	16	3.0	62	11.6

Table B96

The programs I have provided includes materials, perspectives, and/or experiences of people based on their: (Question 67)

Characteristic	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Country of origin	37	7.8	141	29.9	124	26.3	41	8.7	11	2.3	118	25.0
Culture	60	12.7	205	43.2	86	18.1	17	3.6	8	1.7	98	20.7
Ethnicity	55	11.8	181	38.8	103	22.1	18	3.9	10	2.1	100	21.4
Mental health status	31	6.7	93	20.0	138	29.6	49	10.5	18	3.9	137	29.4
Gender	63	13.3	161	34.1	107	22.7	26	5.5	11	2.3	104	22.0
Gender identity	26	5.6	74	16.1	149	32.3	52	11.3	22	4.8	138	29.9
Gender expression	25	5.4	72	15.6	150	32.4	53	11.4	23	5.0	140	30.2
Immigrant status	37	8.0	102	22.0	136	29.3	44	9.5	16	3.4	129	27.8
Learning disability status	47	10.2	130	28.1	110	23.8	41	8.9	15	3.2	120	25.9
Physical characteristics	32	7.0	103	22.4	134	29.1	41	8.9	20	4.3	130	28.3
Physical disability status	42	9.1	141	30.6	110	23.9	33	7.2	15	3.3	120	26.0
Race	45	9.6	144	30.8	117	25.1	33	7.1	15	3.2	113	24.2
Religion/spiritual status	29	6.3	93	20.2	132	28.7	48	10.4	23	5.0	135	29.3
Sexual orientation	29	6.3	76	16.5	138	30.0	52	11.3	23	5.0	142	30.9
Socioeconomic status	83	17.7	156	33.2	93	19.8	16	3.4	12	2.6	110	23.4
Veterans/active military status	37	8.1	93	20.4	127	27.8	48	10.5	18	3.9	134	29.3

Table B97

I have participated in educational programs, training, professional development related to:
 (Question 68)

Area	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Multicultural Awareness Program	276	51.1	143	26.5	51	9.4	50	9.3	20	3.7
Conferences or workshops on diversity, multiculturalism, inclusiveness	223	41.8	186	34.9	57	10.7	50	9.4	17	3.2
Conferences or workshops on specific ethnic or racial groups	153	29.1	126	24.0	97	18.4	111	21.1	39	7.4
Training on disability related groups	95	18.1	137	26.1	116	22.1	127	24.2	50	9.5
Affirmative Action, Equal Opportunity laws (sexual harassment, racial discrimination, Americans with Disabilities Act)	129	24.5	181	34.4	82	15.6	95	18.1	39	7.4
Civil rights in program outreach	149	28.4	152	29.0	84	16.0	97	18.5	43	8.2
Electronic communication, accessible technology (website, forms)	94	17.9	195	37.1	102	19.4	100	19.0	35	6.7
Conflict resolution	151	28.5	205	38.8	77	14.6	68	12.9	28	5.3
Cultural competency	102	19.5	168	32.2	122	23.4	92	17.6	38	7.3
Other	6	7.9	8	10.5	30	39.5	11	14.5	21	27.6

Table B98

The following factors influence my attendance at diversity initiatives (e.g., cultural training, presentations, and performances).
(Question 69)

Factor	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Programs are relevant to my work.	247	42.8	227	39.3	49	8.5	18	3.1	5	0.9
Programs are well advertised.	109	18.9	228	39.5	148	25.6	34	5.9	8	1.4
Programs fit into my schedule.	213	36.9	220	38.1	73	12.7	27	4.7	8	1.4
I am expected to attend these programs.	151	26.2	204	35.4	110	19.1	53	9.2	14	2.4
I feel that I am welcome at these programs.	152	26.3	228	39.5	113	19.6	23	4.0	10	1.7
I learn from these programs.	212	36.7	235	40.7	65	11.3	14	2.4	8	1.4
My work/school load prevents me from attending.	109	18.9	173	30.0	121	21.0	107	18.5	25	4.3
A personal invitation from institutional leadership would encourage me to attend	84	14.6	177	30.7	161	27.9	83	14.4	19	3.3
Program initiatives are not relevant to my role	53	9.2	115	19.9	154	26.7	149	25.8	56	9.7
No funding available	66	11.4	126	21.8	146	25.3	146	25.3	37	6.4
Travel is not permitted	49	8.5	77	13.3	145	25.1	178	30.8	61	10.6
Supervisor is not supportive	37	6.4	52	9.0	120	20.8	197	34.1	119	20.6
Other	2	0.3	4	0.7	20	3.5	0	0.0	6	1.0

Table B99

In your judgment, how strongly would you agree that each of the following positively affect the climate at UW Extension? (Question 70)

	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing recognition and rewards for including diversity in programming.	84	15.5	221	40.7	142	26.2	62	11.4	18	3.3	16	2.9
Training all employees within departments/units to model positive climate behavior.	156	28.7	266	48.9	75	13.8	24	4.4	10	1.8	13	2.4
Offering diversity training/programs to community partners.	88	16.4	220	40.9	145	27.0	30	5.6	12	2.2	43	8.0
Rewarding efforts that evaluate outcomes of diversity training.	74	13.8	204	38.0	152	28.3	55	10.2	17	3.2	35	6.5
Providing immersion experiences to learn a second language.	102	19.1	187	35.0	132	24.7	45	8.4	19	3.6	50	9.3
Providing immersion experiences in service learning projects with lower socioeconomic populations.	111	20.8	225	42.1	114	21.3	24	4.5	13	2.4	47	8.8
Providing immersion experiences with underrepresented/underserved populations.	116	21.8	239	44.9	101	19.0	21	3.9	13	2.4	42	7.9
Providing gender neutral/family friendly facilities at work site.	96	18.0	200	37.5	148	27.8	27	5.1	16	3.0	46	8.6
Providing, promoting and improving access to quality counseling available to those who experience sexual abuse in UW Extension or in the community.	124	23.5	229	43.4	105	19.9	9	1.7	7	1.3	54	10.2
Providing mentors for minority co-workers new to UW Extension.	134	25.4	197	37.4	111	21.1	23	4.4	12	2.3	50	9.5
Providing a clear protocol for responding to hate/hostile incidents	199	37.4	225	42.3	67	12.6	9	1.7	3	0.6	29	5.5

Table B99 (cont.)

	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Reallocating resources to support an inclusive work climate.	99	18.8	169	32.1	156	29.6	48	9.1	16	3.0	39	7.4
Including diversity related activities as one of the criteria for hiring and/or evaluation of co-workers	73	13.8	146	27.7	163	30.9	74	14.0	39	7.4	33	6.3
Require diversity and equity training for every search and screen committee	78	14.7	177	33.5	134	25.3	64	12.1	38	7.2	38	7.2

Table B100

Please identify professional development opportunities for employees you feel are valuable to creating a positive work environment (Mark all that apply):
 (Question 73)

	n	%
Dialogue circles	192	33.3
Cross-divisional dialogue circle	169	29.3
Multicultural prevention and transformation training	161	27.9
Intercultural communication	263	45.6
Working with communities of people with disabilities	217	37.6
Working with the African-American communities	186	32.2
Working with the Hmong communities	190	32.9
Working with the Latino communities	217	37.6
Working with the Native American communities	198	34.3
Working with mental health communities	194	33.6
Working with religious communities	143	24.8
Other	42	7.3

Table B101

Please identify diversity training opportunities for communities and community partners that you feel are valuable to creating a positive work environment (Mark all that apply):
 (Question 74)

	n	%
Dialogue circles	182	31.5
Cross-divisional dialogue circle	151	26.2
Multicultural prevention and transformation training	171	29.6
Intercultural communication	238	41.2
Working with communities of people with disabilities	205	35.5
Working with the African-American communities	171	29.6
Working with the Hmong communities	180	31.2
Working with the Latino communities	197	34.1
Working with the Native American communities	189	32.8
Working with mental health communities	175	30.3
Working with religious communities	142	24.6
Other	32	5.5