

Appendix A

Data Tables¹

¹Questions are restated and the number of the question on the survey is repeated after the question in parentheses.

Table 1
 What is your gender? (Question 42)

Gender	n	%
Male	56	37.3
Female	93	62.0
Transgender	0	0.0
Did not respond	1	0.7

Table 2
 What is your age? (Question 43)

Age	n	%
22 or under	1	0.7
23-32	12	8.0
33-42	17	11.3
43-52	52	34.7
53-62	64	42.7
63 and over	4	2.7

Table 3
 What is your position? (Question 44)

Position	n	%
Administrator	12	8.0
Campus faculty/specialist	20	13.3
Field faculty/agent/educator	72	48.0
Support staff	37	24.7
Paraprofessional/technician	5	3.3
Other	3	2.0

Table 4
 Are you full-time or part-time? (Question 45)

Status	n	%
Full-time	135	90.0
Part-time	14	9.3

Table 5
 How long have you been employed by the organization? (Question 46)

Time	n	%
1 year or less	8	5.3
2-4 years	35	23.3
5-10 years	31	20.7
11-19 years	41	27.3
20-29 years	30	20.0
30+ years	5	3.3

Table 6
 Do you have a disability that substantially limits a major life activity (such as seeing, hearing, learning, walking)? (Question 47)

Disability	n	%
Yes	6	4.0
No	142	94.7

Table 7
 Are you a veteran? (Question 48)

Veteran	n	%
Yes	10	6.7
No	140	93.3

Table 8
 What is your sexual identity? (Question 49)

Sexual Identity	n	%
Bisexual	2	1.3
Gay	0	0.0
Heterosexual	144	96.0
Lesbian	0	0.0
Uncertain	0	0.0
Did not respond	4	2.7

Table 9
 With what racial/ethnic group do you identify (Mark all that apply)?
 (Question 50)

Race/Ethnicity	n	%
African American/ Black	3	2.0
African/Caribbean	2	1.3
American Indian/ Alaskan Native/ Hawaiian Native	5	3.3
Asian/Pacific Islander	1	0.7
Latino/Chicano/ Hispanic	9	6.0
Middle Eastern	0	0.0
White/Caucasian	132	88.0
Other	0	0.0

Table 10
What is your citizenship status? (Question 51)

Citizenship status	n	%
U.S. citizen—born in the United States	142	94.7
U.S. citizen—naturalized	7	4.7
Permanent resident (immigrant)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	0	0.0
Other	0	0.0
Did not respond	1	0.7

Table 11
 What is your religious or spiritual affiliation? (Question 52)

Affiliation	n	%
African Methodist Episcopal (AME)	0	0.0
Agnostic	1	0.7
Anabaptist/Amish/Mennonite	0	0.0
Atheist	2	1.3
Baptist	9	6.0
Buddhist	1	0.7
Eastern Orthodox	1	0.7
Episcopalian	6	4.0
Hindu	0	0.0
Jehovah's Witness	1	0.7
Jewish	0	0.0
Later Day Saints (Mormon)	1	0.7
Lutheran	11	7.3
Methodist	11	7.3
Muslim	0	0.0
Native American Traditional Practitioner	0	0.0
Nondenominational Christian	16	10.7
Pentecostal	0	0.0
Presbyterian	12	8.0
Quaker	0	0.0
Roman Catholic	29	19.3
Seventh Day Adventist	1	0.7
Unitarian/Universalism	1	0.7
United Church of Christ	5	3.3
Wiccan	1	0.7
No affiliation	24	16.0
Other	8	5.3

Table 12
 What is your family status? (Question 53)

Family Status	n	%
Single	15	10.0
Married	105	70.0
In a committed relationship	8	5.3
Separated, divorced, widowed	19	12.7
Other	0	0.0

Table 13
 What is your annual income? (Question 54)

Income	n	%
Below \$10,000	0	0.0
\$11,000 - \$19,000	2	1.3
\$20,000 - \$29,000	13	8.7
\$30,000 - \$39,000	25	16.7
\$40,000 - \$49,000	30	20.0
\$50,000 - \$75,000	46	30.7
Above \$76,000	28	18.7
Did not respond	6	4.0

Table 14
 What is your primary workplace? (Question 55)

Workplace	n	%
Off-campus	108	72.0
On-campus	41	27.3

Table 15
 In what environment did you grow up? (Question 56)

Environment	n	%
Farm/ranch	50	33.3
Rural, non-farm	14	9.3
Combination	16	10.7
Small-town	25	16.7
Suburban	22	14.7
Urban	14	9.3
International	5	3.3
Other	3	2.0

Table 16
 Have you participated in diversity training within the past year?
 (Question 57)

Participated	n	%
Yes	68	45.3
No	82	54.7

Table 17
 Were you in our organization when we completed the initial
 diversity climate survey in 2001/2002? (Question 58)

In organization	n	%
Yes	100	66.7
No	48	32.0

Table 18

If so, did you complete the survey? (Question 59)

Completed survey	n	%
Yes	81	81.0
No	14	14.0
Did not answer	5	5.0

Note: Only answered by respondents that were in the organization when the initial survey was completed (n=100).

Table 19

Overall, how comfortable are you with the climate for diversity in your organization? (Question 1)

Comfort	n	%
Very comfortable	22	14.7
Comfortable	94	62.7
Not comfortable or uncomfortable	20	13.3
Uncomfortable	13	8.7
Very uncomfortable	0	0.0
Not applicable	0	0.0

Table 20

Overall, how comfortable are you with the climate for diversity in your work unit? (Question 2)

Comfort	n	%
Very comfortable	43	28.7
Comfortable	79	52.7
Not comfortable or uncomfortable	21	14.0
Uncomfortable	6	4.0
Very uncomfortable	0	0.0
Not applicable	0	0.0

Table 21

Within the past year, have you heard an administrator make insensitive or disparaging remarks about people based on their... (Question 3)

Characteristic	Never		1-2 times		3-5 times		6-9 times		10 or more times	
	n	%	n	%	n	%	n	%	n	%
Age	105	70.0	34	22.7	3	2.0	2	1.3	3	2.0
Disability status	138	92.0	7	4.7	2	1.3	0	0.0	0	0.0
Ethnic background	123	82.0	16	10.7	5	3.3	1	0.7	1	0.7
Gender (men)	119	79.3	13	8.7	9	6.0	3	2.0	2	1.3
Gender (women)	104	69.3	24	16.0	13	8.7	3	2.0	3	2.0
Gender identity	135	90.0	10	6.7	2	1.3	0	0.0	0	0.0
Inability to speak English	122	81.3	16	10.7	5	3.3	1	0.7	3	2.0
Physical characteristics	124	82.7	14	9.3	6	4.0	1	0.7	2	1.3
Racial background	134	89.3	8	5.3	3	2.0	1	0.7	1	0.7
Religious background	120	80.0	16	10.7	7	4.7	1	0.7	3	2.0
Sexual orientation	129	86.0	12	8.0	6	4.0	0	0.0	0	0.0
Socio-economic class	129	86.0	14	9.3	2	1.3	1	0.7	1	0.7
Veteran status	144	96.0	1	0.7	0	0.0	1	0.7	0	0.0

Table 22

Within the past year, have you heard a field faculty or agent make insensitive or disparaging remarks about people based on their... (Question 4)

Characteristic	Never		1-2 times		3-5 times		6-9 times		10 or more times	
	n	%	n	%	n	%	n	%	n	%
Age	101	67.3	26	17.3	11	7.3	3	2.0	3	2.0
Disability status	133	88.7	11	7.3	0	0.0	0	0.0	0	0.0
Ethnic background	111	74.0	24	16.0	7	4.7	1	0.7	0	0.0
Gender (men)	107	71.3	22	14.7	8	5.3	3	2.0	3	2.0
Gender (women)	101	67.3	21	14.0	14	9.3	4	2.7	4	2.7
Gender identity	123	82.0	12	8.0	5	3.3	2	1.3	0	0.0
Inability to speak English	105	70.0	28	18.7	5	3.3	3	2.0	3	2.0
Physical characteristics	120	80.0	16	10.7	4	2.7	4	2.7	0	0.0
Racial background	125	83.3	12	8.0	5	3.3	1	0.7	1	0.7
Religious background	122	81.3	11	7.3	8	5.3	2	1.3	1	0.7
Sexual orientation	117	78.0	15	10.0	8	5.3	3	2.0	2	1.3
Socio-economic class	125	83.3	18	12.0	0	0.0	1	0.7	1	0.7
Veteran status	139	92.7	2	1.3	1	0.7	1	0.7	0	0.0

Table 23

Within the past year, have you heard a specialist/campus faculty member make insensitive or disparaging remarks about people based on their... (Question 5)

Characteristic	Never		1-2 times		3-5 times		6-9 times		10 or more times	
	n	%	n	%	n	%	n	%	n	%
Age	126	84.0	17	11.3	1	0.7	1	0.7	0	0.0
Disability status	145	96.7	0	0.0	0	0.0	0	0.0	0	0.0
Ethnic background	136	90.7	7	4.7	2	1.3	0	0.0	0	0.0
Gender (men)	132	88.0	10	6.7	3	2.0	0	0.0	0	0.0
Gender (women)	120	80.0	17	11.3	5	3.3	1	0.7	0	0.0
Gender identity	137	91.3	5	3.3	1	0.7	1	0.7	0	0.0
Inability to speak English	131	87.3	8	5.3	4	2.7	0	0.0	1	0.7
Physical characteristics	138	92.0	6	4.0	1	0.7	0	0.0	0	0.0
Racial background	137	91.3	6	4.0	2	1.3	0	0.0	0	0.0
Religious background	136	90.7	7	4.7	2	1.3	0	0.0	0	0.0
Sexual orientation	134	89.3	8	5.3	1	0.7	2	1.3	0	0.0
Socio-economic class	136	90.7	6	4.0	2	1.3	0	0.0	0	0.0
Veteran status	142	94.7	1	0.7	0	0.0	0	0.0	0	0.0

Table 24

Within the past year, have you heard a paraprofessional or technician make insensitive or disparaging remarks about people based on their... (Question 6)

Characteristic	Never		1-2 times		3-5 times		6-9 times		10 or more times	
	n	%	n	%	n	%	n	%	n	%
Age	122	81.3	17	11.3	2	1.3	0	0.0	0	0.0
Disability status	137	91.3	3	2.0	1	0.7	0	0.0	0	0.0
Ethnic background	127	84.7	13	8.7	0	0.0	0	0.0	0	0.0
Gender (men)	123	82.0	12	8.0	2	1.3	1	0.7	0	0.0
Gender (women)	124	82.7	12	8.0	3	2.0	1	0.7	0	0.0
Gender identity	133	88.7	5	3.3	0	0.0	0	0.0	0	0.0
Inability to speak English	124	82.7	11	7.3	4	2.7	0	0.0	1	0.7
Physical characteristics	131	87.3	7	4.7	1	0.7	0	0.0	0	0.0
Racial background	133	88.7	5	3.3	2	1.3	0	0.0	0	0.0
Religious background	130	86.7	4	2.7	3	2.0	0	0.0	0	0.0
Sexual orientation	133	88.7	2	1.3	3	2.0	0	0.0	1	0.7
Socio-economic class	128	85.3	6	4.0	1	0.7	0	0.0	1	0.7
Veteran status	138	92.0	1	0.7	0	0.0	0	0.0	0	0.0

Table 25

Within the past year, have you heard a support staff member make insensitive or disparaging remarks about people based on their... (Question 7)

Characteristic	Never		1-2 times		3-5 times		6-9 times		10 or more times	
	n	%	n	%	n	%	n	%	n	%
Age	104	69.3	27	18.7	9	6.0	0	0.0	2	1.3
Disability status	132	88.0	8	5.3	3	2.0	0	0.0	0	0.0
Ethnic background	120	80.0	15	10.0	4	2.7	3	2.0	1	0.7
Gender (men)	107	71.3	23	15.3	7	4.7	3	2.0	2	1.3
Gender (women)	113	75.3	21	14.0	6	4.0	2	1.3	1	0.7
Gender identity	131	87.3	10	6.7	0	0.0	2	1.3	0	0.0
Inability to speak English	115	76.7	20	13.3	4	2.7	3	2.0	3	2.0
Physical characteristics	129	86.0	9	6.0	2	1.3	1	0.7	2	1.3
Racial background	128	85.3	8	5.3	3	2.0	3	2.0	1	0.7
Religious background	127	84.7	12	8.0	1	0.7	1	0.7	2	1.3
Sexual orientation	124	82.7	14	9.3	0	0.0	2	1.3	1	0.7
Socio-economic class	121	80.7	14	9.3	5	3.3	0	0.0	2	1.3
Veteran status	142	94.7	1	0.7	0	0.0	0	0.0	0	0.0

Table 26

How often have you witnessed an employee of your organization challenge insensitive or disparaging remarks in support of people based on their... (Question 8)

Characteristic	Never		1-2 times		3-5 times		6-9 times		10 or more times	
	n	%	n	%	n	%	n	%	n	%
Age	97	64.7	29	19.3	5	3.3	2	1.3	4	2.7
Disability status	118	78.7	12	8.0	1	0.7	2	1.3	0	0.0
Ethnic background	104	69.3	25	16.7	4	2.7	1	0.7	0	0.0
Gender (men)	103	68.7	23	15.3	8	5.3	1	0.7	0	0.0
Gender (women)	94	62.7	31	20.7	8	5.3	0	0.0	3	2.0
Gender identity	123	82.0	9	6.0	3	2.0	0	0.0	0	0.0
Inability to speak English	111	74.0	19	12.7	3	2.0	0	0.0	2	1.3
Physical characteristics	116	77.3	12	8.0	1	0.7	2	1.3	2	1.3
Racial background	113	75.3	15	10.0	5	3.3	1	0.7	1	0.7
Religious background	114	76.0	19	12.7	0	0.0	0	0.0	1	0.7
Sexual orientation	119	79.3	11	7.3	6	4.0	1	0.7	0	0.0
Socio-economic class	115	76.7	13	8.7	4	2.7	1	0.7	1	0.7
Veteran status	129	86.0	2	1.3	1	0.7	0	0.0	1	0.7

Table 27

Within the past year, the following groups have exhibited sensitivity toward diverse audiences: (Question 9)

Group	Strongly agree		Do not agree or disagree				Strongly disagree			
	n	%	Agree		n	%	Disagree		n	%
			n	%			n	%		
Your community	29	19.3	57	38.0	42	28.0	15	10.0	0	0.0
Advisory group	31	20.7	54	36.0	46	30.7	6	4.0	2	1.3
Extension volunteers	32	21.3	55	36.7	37	24.7	11	7.3	1	0.7
Representatives of local government	26	17.3	52	34.7	45	30.0	15	10.0	0	0.0
User groups/ clientele	20	13.3	53	35.3	54	36.0	8	5.3	2	1.3

Table 28

Have you personally experienced harassment (any offensive, hostile, or intimidating conduct) that has interfered unreasonably with your ability to work, learn, or participate in the organization? (Question 10)

Experienced harassment	n	%
Yes	36	24.0
No	111	74.0

Table 29

What do you feel this conduct was based upon? (Mark all that apply.) (Question 11)

Characteristic	n	%
Your age	12	33.3
Your country of origin	0	0.0
Your ethnicity	3	8.3
Your farm background	3	8.3
Your family status	5	13.9
Your gender	22	61.1
Your gender identity	0	0.0
Your mental disability	0	0.0
Your non-farm background	3	8.3
Your physical characteristics	5	13.9
Your physical disability	0	0.0
Your race	4	11.1
Your religion	4	11.1
Your sexual orientation	1	2.8
Your socioeconomic class	4	11.1
Your veteran status	0	0.0
Other	9	25.0

Note: Only answered by respondents reporting experience of harassment (n=36). Percentages do not sum to 100 due to multiple responses.

Table 30
 How did you experience this conduct? (Question 12)

Form	n	%
Written comments	5	13.9
Anonymous phone calls	1	2.8
Unsolicited e-mails	1	2.8
Threats of physical violence	0	0.0
Deliberately ignored	16	44.4
Felt excluded	8	22.2
Derogatory remarks	19	52.8
Target of graffiti	0	0.0
Target of physical violence	0	0.0
Stares	6	16.7
Other	8	22.2

Note: Only answered by respondents reporting experience of harassment (n=36).
 Percentages do not sum to 100 due to multiple responses.

Table 31
 Where did this conduct occur? (Question 13)

Location	n	%
Campus office	6	16.7
Local office	26	72.2
Non-organizational event	1	2.8
Off campus event	7	19.4
On campus event	4	11.1
Other	3	8.3

Note: Only answered by respondents reporting experience of harassment (n=36).
 Percentages do not sum to 100 due to multiple responses.

Table 32
 Who was the source of this conduct? (Question 14)

Source	n	%
Administrator	13	36.1
Customer	2	5.6
Field faculty/agent	12	33.3
Partner	1	2.8
Specialist/campus faculty	4	11.1
Supervisor	11	30.6
Support staff	10	27.8
Technician/paraprofessional	0	0.0
Volunteer	3	8.3
Other	6	16.7

Note: Only answered by respondents reporting experience of harassment (n=36).
 Percentages do not sum to 100 due to multiple responses.

Table 33
 Please describe your reactions to experiencing this conduct? (Question 15)

Reactions	n	%
Felt embarrassed	15	41.7
Told a friend	10	27.8
Avoided the person who harassed me	17	47.2
Ignored it	9	25.0
Left the situation immediately	4	11.1
Considered changing my job	19	52.8
Confronted the harasser at the time	3	8.3
Confronted the harasser later	11	30.6
Made a complaint to an appropriate official	14	38.9
Other	4	11.1

Note: Only answered by respondents reporting experience of harassment (n=36).
 Percentages do not sum to 100 due to multiple responses.

Table 34

Have you observed any harassment (conduct that you feel has created an offensive, hostile, or intimidating working or learning environment) directed toward a person or group of people in your organization? (Question 17)

Observed harassment	n	%
Yes	42	28.0
No	106	70.7

Table 35

What do you feel this conduct was based upon? (Mark all that apply.) (Question 18)

Characteristic	n	%
Age	11	26.2
Country of origin	2	4.8
Ethnicity	4	9.5
Farm background	3	7.1
Family status	2	4.8
Gender	22	52.4
Gender identity	0	0.0
Mental disability	1	2.4
Non-farm background	4	9.5
Physical characteristics	2	4.8
Physical disability	0	0.0
Race	5	11.9
Religion	4	9.5
Sexual orientation	4	9.5
Socioeconomic class	3	7.1
Veteran status	0	0.0
Other	17	40.5

Note: Only answered by respondents reporting experience of harassment (n=42). Percentages do not sum to 100 due to multiple responses.

Table 36
 How did you observe this conduct? (Question 19)

Form	n	%
Derogatory remarks	31	73.8
Unsolicited e-mails	3	7.1
Graffiti	1	2.4
Stares	2	4.8
Exclusion from activities	16	38.1
Threats of physical violence	1	2.4
Physical assault or injury	1	2.4
Being ignored	16	38.1
Written comments	3	7.1
Publications on campus	0	0.0
Other	10	23.8

Note: Only answered by respondents reporting experience of harassment (n=42).
 Percentages do not sum to 100 due to multiple responses.

Table 37
 Where did this conduct occur? (Question 20)

Location	n	%
Campus office	9	21.4
Local office	27	64.3
Non-organizational event	5	11.9
Off campus event	10	23.8
On campus event	7	16.7
Other	4	9.5

Note: Only answered by respondents reporting experience of harassment (n=42).
 Percentages do not sum to 100 due to multiple responses.

Table 38
 Who was the source of this conduct? (Question 21)

Source	n	%
Administrator	14	33.3
Customer	1	2.4
Field faculty/agent	15	35.7
Partner	1	2.4
Specialist/campus faculty	5	11.9
Supervisor	10	23.8
Support staff	10	23.8
Technician/paraprofessional	1	2.4
Volunteer	5	11.9
Other	7	15.7

Note: Only answered by respondents reporting experience of harassment (n=42).
 Percentages do not sum to 100 due to multiple responses.

Table 39
 Please describe your reactions to experiencing this conduct? (Question 22)

Reactions	n	%
Felt embarrassed	21	50.0
Told a friend	12	28.6
Avoided the person who harassed me	2	4.8
Ignored it	8	19.0
Left the situation immediately	4	9.5
Considered changing my job	7	16.7
Confronted the harasser at the time	6	14.3
Confronted the harasser later	7	16.7
Made a complaint to an appropriate official	10	23.8
Other	11	26.2

Note: Only answered by respondents reporting experience of harassment (n=42).
 Percentages do not sum to 100 due to multiple responses.

Table 40
 I observed discriminatory hiring in our organization based on...
 (Question 24)

Characteristic	n	%
Age	14	9.3
Country of origin	3	2.0
Employment category	7	4.7
Ethnicity	8	5.3
Gender	17	11.3
Gender identity	0	0.00
Mental disability	0	0.0
Physical characteristics	7	4.7
Physical disability	1	0.7
Race	3	2.0
Religion	1	0.7
Sexual orientation	1	0.7
Socioeconomic class	3	2.0
Veteran status	1	0.7
Other	14	9.3

Table 41
 I observed discriminatory firing in our organization based on...
 (Question 25)

Characteristic	n	%
Age	6	4.0
Country of origin	0	0.0
Employment category	2	1.3
Ethnicity	1	0.7
Gender	4	2.7
Gender identity	0	0.0
Mental disability	1	0.7
Physical characteristics	0	0.0
Physical disability	0	0.0
Race	0	0.0
Religion	1	0.7
Sexual orientation	0	0.0
Socioeconomic class	0	0.0
Veteran status	0	0.0
Other	6	4.0

Table 42
 I observed discriminatory promotion in our organization based on...
 (Question 26)

Characteristic	n	%
Age	3	2.0
Country of origin	0	0.0
Employment category	8	5.3
Ethnicity	4	2.7
Gender	22	14.7
Gender identity	0	0.0
Mental disability	0	0.0
Physical characteristics	1	0.7
Physical disability	0	0.0
Race	0	0.0
Religion	0	0.0
Sexual orientation	0	0.0
Socioeconomic class	0	0.0
Veteran status	0	0.0
Other	15	10.0

Table 43

Generally speaking, how much contact would you say you have with persons of the following backgrounds?
 (Question 27)

Background	None		Slight		Some		Frequent		Very frequent	
	n	%	n	%	n	%	n	%	n	%
African Americans/Blacks	14	9.3	72	48.0	45	30.0	11	7.3	7	4.7
African/Caribbean	87	58.0	39	26.0	11	7.3	3	2.0	4	2.7
American Indians/ Alaskan Natives	28	18.7	74	49.3	28	18.7	10	6.7	6	4.0
Anabaptist/Amish/ Mennonite	82	54.7	43	28.7	17	11.3	4	2.7	1	0.7
Asians/Pacific Islanders	33	22.0	70	46.7	27	18.0	10	6.7	7	4.7
Caucasians/ Whites	0	0.0	1	0.7	0	0.0	12	8.0	133	88.7
Latinos/Hispanics/ Chicanos	0	0.0	9	6.0	38	25.3	54	36.0	47	31.3
Middle Eastern persons	43	28.7	72	48.0	21	14.0	7	4.7	3	2.0
Non-native English speakers	15	10.0	52	34.7	51	34.0	14	9.3	13	8.7
Openly gay, lesbian, bisexual or transgender persons	36	24.0	60	40.0	29	19.3	11	7.3	6	4.0
Persons with physical disabilities	7	4.7	62	41.3	50	33.3	17	11.3	10	6.7
Persons with mental disabilities	25	16.7	73	48.7	38	25.3	7	4.7	4	2.7
Persons with different religious backgrounds	2	1.3	12	8.0	29	19.3	46	30.7	58	38.7
Persons of different ages than your own	0	0.0	1	0.7	7	4.7	45	30.0	95	63.3
Persons who are veterans	3	2.0	27	18.0	44	29.3	45	30.0	27	18.0
Persons who don't fit the "perfect physique"	1	0.7	7	4.7	23	15.3	52	34.7	63	42.0
Persons of a different socioeconomic class	0	0.0	3	2.0	38	25.3	51	34.0	57	38.0

Table 44
 Would you be comfortable being close friends with a person who is...? (Question 28)

Characteristic	Yes		No	
	n	%	n	%
African American/Black	137	91.3	3	2.0
African/Caribbean	131	87.3	5	3.3
American Indian/Alaskan Native	133	88.7	2	1.3
Anabaptist/Amish/Mennonite	126	84.0	11	7.3
Asian/Pacific Islander	132	88.0	0	0.0
Caucasian/White	141	94.0	0	0.0
Heterosexual man	137	91.3	5	3.3
Heterosexual woman	136	90.7	5	3.3
Latino/Hispanic/Chicano	141	94.0	0	0.0
Middle Eastern	119	79.3	14	9.3
Non-native English speaker	126	84.0	8	5.3
Openly gay or bisexual man	98	65.3	36	24.0
Openly lesbian or bisexual woman	98	65.3	33	22.0
Person who does not fit the "perfect physique"	137	91.3	1	0.7
Person with a disability	137	91.3	1	0.7
Person with HIV or AIDS	114	76.0	17	11.3
Different age	140	93.3	0	0.0
Mental Illness	104	69.3	29	19.3
Has different religious beliefs	136	90.7	5	3.3
Transgender man or woman	84	56.0	49	32.7
Veteran	137	91.3	1	0.7
From a different socioeconomic class	133	88.7	2	1.3

Table 45
 Would you be comfortable sharing an office with a person who is...? (Question 28)

Characteristic	Yes		No	
	n	%	n	%
African American/Black	135	90.0	4	2.7
African/Caribbean	133	88.7	5	3.3
American Indian/Alaskan Native	134	89.3	4	2.7
Anabaptist/Amish/Mennonite	127	84.7	11	7.3
Asian/Pacific Islander	129	86.0	4	2.7
Caucasian/White	138	92.0	3	2.0
Heterosexual man	136	90.7	7	4.7
Heterosexual woman	139	92.7	4	2.7
Latino/Hispanic/Chicano	139	92.7	3	2.0
Middle Eastern	122	81.3	14	9.3
Non-native English speaker	125	83.3	11	7.3
Openly gay or bisexual man	114	76.0	24	16.0
Openly lesbian or bisexual woman	114	76.0	24	16.0
Person who does not fit the "perfect physique"	133	88.7	4	2.7
Person with a disability	132	88.0	6	4.0
Person with HIV or AIDS	108	72.0	25	16.7
Different age	134	89.3	3	2.0
Mental Illness	92	61.3	45	30.0
Has different religious beliefs	133	88.7	4	2.7
Transgender man or woman	95	63.3	36	24.0
Veteran	136	90.7	4	2.7
From a different socioeconomic class	130	86.7	5	3.3

Table 46
 Would you be comfortable being supervised by a person who is...? (Question 28)

Characteristic	Yes		No	
	n	%	n	%
African American/Black	135	90.0	4	2.7
African/Caribbean	131	87.3	6	4.0
American Indian/Alaskan Native	131	87.3	2	1.3
Anabaptist/Amish/Mennonite	125	83.3	11	7.3
Asian/Pacific Islander	134	89.3	2	1.3
Caucasian/White	141	94.0	0	0.0
Heterosexual man	143	95.3	1	0.7
Heterosexual woman	140	93.3	2	1.3
Latino/Hispanic/Chicano	139	92.7	2	1.3
Middle Eastern	120	80.0	16	10.7
Non-native English speaker	118	78.7	19	12.7
Openly gay or bisexual man	114	76.0	21	14.0
Openly lesbian or bisexual woman	115	76.7	22	14.7
Person who does not fit the "perfect physique"	137	91.3	1	0.7
Person with a disability	135	90.0	2	1.3
Person with HIV or AIDS	115	76.7	18	12.0
Different age	137	91.3	1	0.7
Mental Illness	59	39.3	75	50.0
Has different religious beliefs	139	92.7	1	0.7
Transgender man or woman	97	64.7	36	24.0
Veteran	139	92.7	2	1.3
From a different socioeconomic class	134	89.3	3	2.0

Table 47
 The organization addresses issues related to... (Question 29)

Issues	Strongly agree		Agree		Do not agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Age	21	14.0	55	36.7	55	36.7	8	5.3	2	1.3
Ethnicity	25	16.7	67	44.7	38	25.3	7	4.7	2	1.3
Gender	22	14.7	60	40.0	44	29.3	10	6.7	5	3.3
Gender identity	14	9.3	29	19.3	63	42.0	26	17.3	4	2.7
Mental disability	7	4.7	32	21.3	65	43.3	27	18.0	4	2.7
Non-native English speakers	17	11.3	54	36.0	43	28.7	21	14.0	2	1.3
Physical disability	17	11.3	63	42.0	49	32.7	9	6.0	1	0.7
Race	26	17.3	62	41.3	34	22.7	14	9.3	2	1.3
Religion	13	8.7	40	26.7	62	41.3	15	10.0	6	4.0
Sexual orientation	11	7.3	32	21.3	63	42.0	25	16.7	6	4.0
Socioeconomic class	25	16.7	50	33.3	49	32.7	11	7.3	2	1.3
Veterans	22	14.7	45	30.0	61	40.7	7	4.7	1	0.7

Table 48
 Attitudes about my institution: (Questions 30-36)

Attitude	Strongly agree		Agree		Do not agree or disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
The organization has visible leadership from the administration who foster diversity in the workplace.	24	16.0	63	42.0	36	26.0	11	7.3	9	6.0	2	1.3
Management within your work unit demonstrates a commitment to diversity.	36	24.0	70	46.7	24	16.0	12	8.0	6	4.0	1	0.7
Programming within your state organization represents the contributions of people from underrepresented groups.	18	12.0	50	33.3	37	24.7	24	16.0	8	5.3	9	6.0
The workplace climate is welcoming for clients from underrepresented groups.	24	16.0	80	53.3	26	17.3	12	8.0	2	1.3	1	0.7
The workplace climate is welcoming for employees from underrepresented groups.	28	18.7	66	44.0	32	21.3	10	6.7	5	3.3	4	2.7
Diversity among staff within the state organization and its clients creates increased benefits for the organization.	51	34.0	64	42.7	18	12.0	5	3.3	3	2.0	3	2.0
As a result of the increased diversity of our clients across the state, I have made adjustments in my programming strategies.	12	8.0	73	48.7	43	28.7	7	4.7	2	1.3	6	4.0

Table 49

In the last five years how would you describe your organization's commitment or attention to diversity? (Question 37)

Commitment	n	%
Decreased	5	3.3
Increased	77	51.3
Stayed the same	60	40.0

Table 50

What changes would you like your organization to make in regard to diversity? (Question 39)

Changes	n	%
Increased efforts	77	51.3
Decreased efforts	7	4.7
No change needed	58	38.7

Table 51
 How would you rate the overall organizational climate for the following groups? (Question 41)

Groups	Very accepting		Accepting		Uncertain		Not accepting		Not at all accepting	
	n	%	n	%	n	%	n	%	n	%
African Americans/Blacks	29	19.3	76	50.7	24	16.0	6	4.0	1	0.7
African/Caribbean	25	16.7	58	38.7	46	30.7	6	4.0	1	0.7
American Indians/ Alaskan Natives	29	19.3	70	46.7	33	22.0	3	2.0	1	0.7
Anabaptist/Amish/ Mennonite	25	16.7	46	30.7	56	37.3	1	0.7	3	2.0
Asians/Pacific Islanders	34	22.7	69	46.0	30	20.0	2	1.3	2	1.3
Caucasians/ Whites	87	58.0	38	25.3	10	6.7	2	1.3	0	0.0
Latinos/Hispanics/ Chicanos	47	31.3	68	45.3	16	10.7	4	2.7	1	0.7
Middle Eastern persons	21	14.0	50	33.3	56	37.3	6	4.0	2	1.3
Non-native English speakers	26	17.3	53	35.3	44	29.3	11	7.3	2	1.3
Openly gay, lesbian, bisexual or transgender persons	19	12.7	28	18.7	65	43.3	16	10.7	7	4.7
Persons with physical disabilities	29	19.3	61	40.7	43	28.7	3	2.0	0	0.0
Persons with mental disabilities	17	11.3	36	24.0	75	50.0	7	4.7	1	0.7
Persons with different religious backgrounds	36	24.0	57	38.0	33	22.0	11	7.3	0	0.0
Persons of different ages	52	34.7	67	44.7	16	10.7	2	1.3	0	0.0
Non-native English speakers	30	20.0	63	42.0	33	22.0	10	6.7	1	0.7
Veterans	51	34.0	60	40.0	23	15.3	1	0.7	0	0.0
Persons who don't fit the "perfect physique"	37	24.7	64	42.7	27	18.0	9	6.0	0	0.0
Persons of a different socioeconomic class	37	24.7	65	43.3	24	16.0	7	4.7	0	0.0

Table 52

Please rate the organization's climate in general using the following scale:
 (e.g., very friendly = 1, hostile = 5) (Question 60)

Climate	1		2		3		4		5	
	n	%	n	%	n	%	n	%	n	%
Friendly/Hostile	56	37.3	58	38.7	28	18.7	3	2.0	0	0.0
Communicative/Reserved	41	27.3	49	32.7	32	21.3	19	12.7	2	1.3
Concerned/Indifferent	38	25.3	48	32.0	41	27.3	13	27.3	4	2.7
Respectful/Disrespectful	42	28.0	64	42.7	29	19.3	7	4.7	2	1.3
Cooperative/Uncooperative	41	27.3	62	41.3	29	19.3	10	6.7	2	1.3
Improving/Worsening	33	22.0	55	36.7	40	26.7	14	9.3	3	2.0
Accessible to persons with disabilities/Inaccessible to persons with disabilities	35	22.3	59	39.3	41	27.3	8	5.3	0	0.0
Positive for people who identify as lesbian, gay, or bisexual/Not positive	22	14.7	27	18.0	70	46.7	11	7.3	9	6.0
Non-racist/Racist	37	24.7	57	38.0	36	24.0	10	6.7	3	2.0
Non-sexist/Sexist	33	22.0	51	34.0	36	24.0	14	9.3	7	4.7
Non-homophobic/Homophobic	27	18.0	34	22.7	55	36.7	17	11.3	8	5.3
Welcoming/Unwelcoming	50	33.3	65	43.3	18	12.0	11	7.3	1	0.7
Competitive/Non-competitive	33	22.0	60	40.0	39	26.0	7	4.7	1	0.7