

Appendix A PART I: Demographics

The demographic information tables contain actual percentages except where noted.

Table B1
What is your gender identity? (Question 29)

Gender	n	%
Men	603	39.6
Women	907	59.6
Transgender	7	0.5
Gender Queer	2	0.1
Other	2	0.1
Missing	2	0.1

Table B2

What is your race/ethnicity (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)?
 (Question 30)

Race/Ethnicity	N	%
African	14	0.9
African American/Black (not Hispanic)	58	3.8
Alaskan Native	0	0.0
Asian	83	5.4
Asian American	78	5.1
Southeast Asian	25	1.6
South Asian	16	1.1
Caribbean/West Indian	10	0.7
White/Caucasian (not Latino(a)/Hispanic)	1244	81.7
Latino(a)/Hispanic	70	4.6
Latin American	15	1.0
Middle Eastern	11	0.7
Native American Indian	9	0.6
Pacific Islander/Hawaiian Native	3	0.2
Other	10	0.7
Missing	30	2.0

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

Table B3
 Which term best describes your sexual orientation? (Question 31)

Sexual Identity	n	%
Asexual	42	2.8
Bisexual	59	3.8
Gay	36	2.4
Heterosexual	1292	84.8
Lesbian	17	1.1
Queer	21	1.4
Questioning	32	2.1
Pansexual	4	0.3
Other	10	0.7
Missing	10	0.7

Table B4
 What is your primary status on campus? (Question 32)

Status	n	%
Student	1056	69.3
Faculty	161	10.6
Staff	306	20.1

Table B5

Students Only: What is your current status? (Question 33)

Status	n	%
First Year Student	300	28.4
Second Year Student	263	24.9
Third Year Student	273	25.9
Fourth Year Student	220	20.8

Table B6

Faculty Only: What is your current status? (Question 34)

Status	n	%
Faculty (Tenure/Tenure Track)	131	80.4
Visiting Faculty	16	9.8
Adjunct Faculty	8	4.9
Faculty in PEAR	6	3.7
Missing	2	1.2

Table B7

Faculty (Tenure/Tenure Track) Only: What is your current status? (Question 34a)

Status	n	%
Assistant Professor	36	27.1
Associate Professor	27	20.3
(Full) Professor	65	48.9
Missing	5	3.8

Note: Table includes only those who answered that they were Faculty (Tenure/Tenure Track) in Question 34 (n = 131).

Table B8
 Visiting Faculty Only: What is your current status? (Question 34b)

Status	n	%
Instructor	5	27.8
Assistant Professor	9	50.0
Associate Professor	1	5.5
Missing	3	16.7

Note: Table includes only those who answered that they were Visiting Faculty in Question 34 (n = 16)

Table B9
 Adjunct Faculty Only: What is your current status? (Question 34c)

Status	n	%
Instructor	1	10.0
Lecturer	3	30.0
Senior Lecturer	4	40.0
Missing	2	20.0

Note: Table includes only those who answered that they were Adjunct Faculty in Question 34 (n = 8)

Table B10
 Faculty in PEAR Only: What is your current status? (Question 34d)

Status	n	%
Instructor	1	12.5
Lecturer	2	25.0
Senior Lecturer	3	37.5
Missing	2	25.0

Note: Table includes only those who answered that they were Faculty in PEAR in Question 34 (n = 6)

Table B11

Staff Only: What is your current status? (Question 35)

Status	n	%
Exempt	159	51.6
Non-exempt, Non-Union	101	32.8
Non-exempt, Union	40	13.0
Sodexho	5	1.6
Missing	3	1.0

Note: Table includes only those who answered that they were Staff in Question 34 (n = 306)

Table B12

Faculty/Staff Only: What is your current parental status? (Question 36)

Parental Status	n	%
No children	127	27.0
Single Parent	23	5.0
Pregnant	4	0.9
Co-Parent with a partner/spouse	293	62.5
Adult Children	12	2.6
Other	1	0.2
Missing	9	1.9

Note: Table includes only those who answered that they were Faculty and Staff in Question 34 (n = 467)

Table B13

Students Only: What is the highest level of education achieved by your parent/legal guardian?
 (Question 37)

Level of Education	Parent /Legal Guardian 1		Parent/Legal Guardian 2	
	n	%	N	%
No high school	18	1.7	28	2.7
Some high school	14	1.3	12	1.1
High school diploma/GED	66	6.3	51	4.9
Some college	62	5.9	52	5.0
Business/Technical certificate/degree	23	2.2	15	1.4
Associates degree	19	1.8	16	1.5
Bachelors degree	209	19.8	244	23.3
Some graduate work	24	2.3	55	5.2
Masters degree	255	24.2	291	27.8
Doctorate degree	265	25.1	166	15.8
Other professional degree	94	8.9	100	9.5
Unknown	5	0.5	10	1.0
Not applicable	1	0.1	8	0.8
Missing	1	0.1	8	0.8

Note: Table includes only those who answered that they were students in Question 32 (n = 1056).

Table B14

Staff Only: What is your highest level of education? (Question 38)

	n	%
Did not complete high school	1	0.3
Completed high school	36	11.7
Some college	41	13.3
Some graduate work	11	3.6
Associates degree	8	2.6
Bachelors degree	82	26.6
Masters degree	71	23.1
Doctorate degree/Terminal Professional degree	23	7.5
Business/Technical certificate/degree	28	9.1
Other professional degree	3	1.0
Missing	2	0.6

Note: Table includes only those who indicated they were staff in Question 32 (n = 306)

Table B15

Faculty and Staff Only: With which academic department/work unit are you primarily affiliated at this time?
 (Question 39)

Academic/Work Unit	n	%
Arts and Literature	69	14.7
Humanities	26	5.5
Social Sciences	30	6.4
Mathematics and Natural Sciences	49	10.4
PEAR (Physical Education, Athletics, and Recreation)	11	2.3
Admissions/Financial Aid (Admissions Office, Alumni Admissions Program, Student Financial Services)	16	3.4
Dean of the College (Animal Colony, Arboretum, Archives, Art Gallery & Collections, College Writing Program, Information Technology Services, Language Center, Library, Media Services, Off-Campus Studies, Perlman Center for Learning and Teaching, Registrar, Summer Academic Programs)	61	13.0
Dean of Students Division (Academic Support Center, Campus Activities, Career Center, Educational Counseling, Gender & Sexuality Center, Intercultural Life, Residential Life, Trio/Student Support Services, Wellness Center)	42	9.0
President's Office (including Chaplain's Office, Institutional Research)	7	1.5
External Relations (Alumni Affairs, College Relations, Development, Media & Public Relations, Publications, Web Communications)	45	9.6
Vice President and Treasurer Division: Auxiliary Services & Special Projects (Bookstores, Campus Services, Food Service, Post Office, Printing and Mailing, Telecommunications)	18	3.8
Vice President and Treasurer Division: Facilities Management and Capital Planning (Building Maintenance, Custodial Services, Energy Management, Grounds, Interior Design)	36	7.7
Vice President and Treasurer Division: Budget Analyst, Business Office, Ombudsperson, Human Resources, Investment Office, Security Services	21	4.5
Other	27	5.8
Missing	9	1.9

Note: Table includes only those who indicated they were faculty or staff in Question 32 (n = 467).

Table B16
 Students Only: What is your academic major? (Question 40)

Position	n	%
Undeclared	250	17.4
African/African-American Studies	4	0.3
American Studies	22	1.4
Asian Studies	2	0.1
Art History	12	0.8
Art (Studio)	38	2.5
Biology	116	7.6
Chemistry	45	3.0
Cinema and Media Studies	18	1.2
Classical Languages	6	0.4
Classical Studies	1	0.1
Computer Science	30	2.0
Economics	62	4.1
English	50	3.3
French and Francophone Studies	14	0.9
Geology	39	2.6
German	0	0
Greek	1	0.1
History	70	4.6
Latin American Studies	12	0.8
Latin	0	0
Mathematics	38	2.5
Music	6	0.4
Philosophy	19	1.2
Physics	29	1.9
Political Science	44	2.9
Political Science/IR	70	4.6
Psychology	69	4.5
Religion	28	1.8
Russian	5	0.3
Sociology	46	3.0
Spanish	20	1.3
Theater Arts	1	0.1
Women and Gender Studies	9	0.6
Other	42	2.8

Table B17

Faculty and Staff Only: During the academic year, are you part-time, full-time, or other? (Question 41)

Status	n	%
Part-time	64	13.7
Full-time	391	83.4
Other	11	2.4
Missing	3	0.6

Note: Table includes only those who indicated they were staff or faculty in Question 32 (n = 467).

Table B18

Do you have a disability (physical, learning, psychological) that substantially affects a major life activity? (Question 42)

Disability	n	%
Yes	96	6.3
No	1423	93.4
Missing	4	0.2

Table B19

What is your disability? (mark all that apply) (Question 43)

Disability	n	%
Physical condition	20	20.8
Learning disability	43	44.8
Psychological condition	48	50.0

Note: Table includes only those who indicated they had a disability in Question 42 (n = 96). Percentages do not sum to 100% due to multiple responses.

Table B20
 What is your citizenship status? (Question 44)

Citizenship status	n	%
U.S. citizen	1347	88.4
U.S. citizen – naturalized	35	2.3
Dual citizenship	51	3.3
Permanent resident (immigrant)	23	1.5
Permanent resident (refugee)	1	0.1
International (F-1, J-1, or H1-B, or other visa)	61	4.0
Missing	5	0.3

Table B21
 What is your religious or spiritual affiliation? (Question 45)

Spiritual Affiliation	N	%
Animist	3	0.2
Anabaptist	0	0.0
Agnostic	146	9.6
Atheist	163	10.7
Baha'i	2	0.1
Baptist	29	1.9
Buddhist	22	1.4
Christian Orthodox	16	1.1
Druid	1	0.1
Episcopalian	39	2.6
Evangelical/Non-Denominational Christian	49	3.2
Hindu	18	1.2
Islam	4	0.3
Jehovah's Witness	3	0.2
Jewish	95	6.2
LDS (Mormon)	4	0.3
Lutheran	128	8.4
Mennonite	5	0.3
Methodist	51	3.3
Moravian	1	0.1
Muslim	2	0.1
Native American Traditional Practitioner	1	0.1
Pagan	1	0.1
Pentecostal	4	0.3
Presbyterian	34	2.2
Quaker	14	0.9
Roman Catholic	162	10.7
Seventh Day Adventist	2	0.1
Shamanist	10	0.7
Sikh	0	0.0
Taoist	1	0.1
Unitarian Universalist	35	2.3
United Church of Christ	57	3.7
Wiccan	0	0.0
Zoroastrian	1	0.1
Spiritual, but no religious Affiliation	131	8.6
No affiliation	247	16.2
Other	29	1.9
Missing	13	0.9

Table B22

Faculty/Staff Only: How long have you been employed by the Carleton? (Question 46)

Time	n	%
Less than 2 years	75	16.0
2-4 years	51	10.9
5-10 years	119	25.4
11-15 years	57	12.2
16-20 years	63	13.4
21-30 years	69	14.7
31+ years	29	6.2
Missing	4	1.3

Note: Table includes only those who indicated they were employees in Question 32 (n = 467).

Table B23

Faculty/Staff Only: Are you Carleton alumnus (Question 47)?

Alumnus	n	%
Yes	48	10.2
No	416	88.7
Missing	5	1.1

Note: Table includes only those who indicated they were employees in Question 28 (n = 469).

Table B24

Students Only: are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)? (Question 48)

	N	%
Dependant	998	93.9
Independent	49	4.6
Missing	9	0.8

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B25

Students Only: What is your best estimate of your family’s yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)? (Question 49)

Income	n	%
Below \$24,999	82	7.7
\$25,999-\$49,999	78	7.4
\$50,000-\$74,999	109	10.3
\$75,000-\$99,999	144	13.6
\$100,000 - \$125,999	152	14.4
\$126,000 - \$149,999	75	7.1
\$150,000 - \$174,999	63	6.0
\$175,000 - \$199,999	56	5.3
\$200,000 - \$225,999	63	6.0
\$226,000 - \$249,999	23	2.2
\$250,000 and above	149	14.1
Missing	62	5.9

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B26

Students Only: Where do you live? (Question 50)

Residence	N	%
Campus Housing	944	89.6
Northfield Option	107	10.2
Other	3	0.3
Missing	2	0.1

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B27

Students Only: Are you employed on average more than 10 hours per week? (Question 51)

Working more than 10 hrs a week	N	%
Yes	152	14.4
No	904	85.6
Missing	0	0

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B28

Students Only: How many hours per week are you employed? (Question 52)

Hours per week employed	N	%
11-15	120	78.9
16-20	24	15.8
21-30	4	2.6
31-40	3	2.0
Missing	3	2.0

Note: Table includes only those who indicated they were students in Question 51 (n = 152).

PART II: Findings

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

Table B29

Overall, how comfortable are you with the climate at your Carleton College? (Question 1)

Comfort	N	%
Very Comfortable	373	24.5
Comfortable	854	56.1
Neither comfortable nor uncomfortable	172	11.3
Uncomfortable	111	7.3
Very Uncomfortable	12	0.8

Table B30

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

Comfort	n	%
Very Comfortable	530	35.0
Comfortable	605	39.9
Neither comfortable nor uncomfortable	163	10.8
Uncomfortable	83	5.5
Very Uncomfortable	23	1.5
Not Applicable	112	7.4

Table B31

Overall, how comfortable are you with the climate in your classes? (Question 3)

Comfort	n	
Very Comfortable	303	24.9
Comfortable	699	57.4
Neither comfortable nor uncomfortable	143	11.8
Uncomfortable	75	6.2
Very Uncomfortable	13	1.1
Not Applicable	276	22.7

Note: Table includes answers from only those who indicated they were students or faculty in Question 32 (n = 1217).

Table B32

Have you ever seriously considered leaving Carleton? (Question 5)

Considered leaving	n	%
Yes	571	37.5
No	950	62.5

Table B33

Students Only: When did you consider leaving? (Question 6)

Time considered leaving	n	%
During my first year	295	19.4
During my second year	156	10.2
During my third year	67	4.4
During my fourth year	16	1.1

Note: Table includes answers from only those who indicated they were students in Question 32 and seriously considered leaving Carleton in Question 7 (n = 571).

Table B34

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 your institution? (Question 8)

Experienced	n	%
Yes	348	22.9
No	1171	77.1

Table B35
 What do you believe was the basis for this conduct? (Question 9)

Based on:	N	%
My gender	96	27.6
Other	92	26.4
My race	88	25.3
My ethnicity	84	24.1
My socioeconomic status	75	21.6
My educational level	58	16.7
My political views	58	16.7
My institutional status	54	15.5
My physical characteristics	45	12.9
My age	35	10.1
My religious/spiritual views	33	9.5
My sexual orientation	33	9.5
My psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	27	7.8
My English language proficiency/accent	26	7.5
My gender expression	25	7.2
My country of origin	20	5.7
My learning disability	12	3.5
My immigrant status	10	2.9
My parental status	4	1.1
My physical disability	3	0.9
My military/veteran status	1	0.2

Note: Only answered by respondents who experienced harassment (n = 348).
 Percentages do not sum to 100 due to multiple responses.

Table B36

How did you experience this conduct? (Question 10)

Form	n	%
I felt isolated or left out	185	53.2
I feel I was deliberately ignored or excluded	176	50.6
I felt intimidated/bullied	101	29.0
I felt isolated or left out when work was required in groups	99	28.5
I was the target of derogatory remarks	89	25.6
I observed others staring at me	65	18.7
I was singled out as “the resident authority” due to my identity	54	15.5
Other	52	14.9
Someone assumed I was admitted or hired because of my identity	51	14.7
I was the target of racial/ethnic profiling	44	12.6
I received a low performance evaluation	37	10.6
I feared getting a poor grade because of a hostile classroom environment	32	9.2
I received derogatory written comments	18	5.2
I feared for my physical safety	18	5.2
I received derogatory/unsolicited emails	11	3.2
I received threats of physical violence	10	2.9
I was the target of graffiti	9	2.6
I received derogatory phone calls	8	2.3
I was the victim of a crime	7	2.0
I was the target of physical violence	6	1.7
I feared for my family’s safety	3	0.9

Note: Only answered by respondents who experienced harassment (n = 348).
 Percentages do not sum to 100 due to multiple responses.

Table B37
 Where did this conduct occur? (Question 11)

Location	n	%
In a class	129	37.1
In campus housing	111	31.9
In a meeting with a group of people	105	30.2
Public space on campus	85	24.4
While walking on campus	65	18.7
While working at a campus job	65	18.7
Campus event	52	14.9
College dining facility	52	14.9
Campus office	51	14.7
In a meeting with one other person	48	13.8
Off campus	29	8.3
Other	29	8.3
Athletic facilities	4.0	6.7
Faculty office	23	6.6
Off-campus housing	8	2.3

Note: Only answered by respondents who experienced harassment (n = 348).
 Percentages do not sum to 100 due to multiple responses.

Table B38
 Who was the source of this conduct? (Question 12)

Source	n	%
Undergraduate student	222	63.8
Faculty member	77	22.1
Colleague	62	17.8
Staff member	47	13.5
Supervisor	36	10.3
Administrator	35	10.1
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	28	8.0
Community member	22	6.3
Other	18	5.2
Department chair	16	4.6
Academic administrator	15	4.3
Campus visitor(s)	13	3.7
Don't know source	12	3.4
Faculty advisor	11	3.2
Graduate student	14	3.1
Teaching assistant	10	2.9
Campus security	5	1.4
Person that I supervise	3	0.9
Center director	3	0.7
Research assistant	1	0.2

Note: Only answered by respondents who experienced harassment (n = 348).
 Percentages do not sum to 100 due to multiple responses.

Table B39

Please describe your reactions to experiencing this conduct? (Question 13)

Reactions	N	%
Was angry	223	64.1
Felt embarrassed	156	44.8
Told a friend	171	49.1
Ignored it	123	35.3
Avoided the person who harassed me	106	30.5
Made a complaint to a campus employee/official	36	10.3
Confronted the harasser at the time	36	10.3
Was afraid	60	17.2
Didn't know who to go to	76	21.8
Didn't report it for fear of retaliation	36	10.3
Left the situation immediately	30	8.6
Felt somehow responsible	57	16.4
Didn't report it for fear my complaint would not be taken seriously	37	10.6
Confronted the harasser later	43	9.6
Sought support from a faculty member	34	9.8
Sought support from a staff member	45	12.9
Did report it but my complaint was not taken seriously	27	7.8
Sought support from counseling/advocacy services	26	7.5
Didn't affect me at the time	18	5.2
Other	22	6.3

Note: Only answered by respondents who experienced harassment (n = 348).
 Percentages do not sum to 100 due to multiple responses.

Table B40

Do you know someone who has been a victim of sexual harassment at Carleton? (Question 15)

Sexually harassed	n	%
Yes	568	37.3
No	953	62.6
Missing	2	0.1

Table B41

Have you ever been a victim of sexual harassment while at Carleton? (Question 16)

Sexually harassed	n	%
Yes	92	6.0
No	1428	93.8
Missing	3	0.2

Table B42
 Who was the offender(s)? (Question 17)

Source	n	%
Student	62	67.4
Acquaintance	25	27.2
Friend	21	22.8
Faculty member	10	10.9
Stranger	10	10.9
Other	7	7.6
Co-worker	6	6.5
Partner/spouse	5	5.4
Staff member	3	3.3
Department chair	2	2.2
Supervisor	2	2.2
Faculty advisor	1	1.1
Administrator	0	0.0
Person that I supervise	0	0.0
Teaching Assistant	0	0.0
Academic advisor	0	0.0
Research assistant	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 92).
 Percentages do not sum to 100 due to multiple responses.

Table B43
 Where did the incident(s) occur? (Question 18)

Location	n	%
Off-campus	18	19.6
On-campus	82	89.1
Other location	3	3.1

Note: Only answered by respondents who experienced sexual assault (n = 92).
 Percentages do not sum to 100 due to multiple responses.

Table B44

Please describe your response to experiencing the incident(s). (Question 19)

Response	n	%
Sought support from a campus resource (e.g., Wellness Center)	19	20.6
Sought support from a staff person	9	9.8
Sought support from CAASHA	8	8.7
Other	8	8.7
Sought information on-line	6	6.5
Reported the incident and it was ignored	5	5.4
Contacted Campus Security	4	4.3
Sought support from student staff	4	4.3
Sought support from a faculty member	2	2.2
Sought support from a spiritual advisor	2	2.2
Contacted my local law enforcement official	1	1.1
Sought support from off-campus hotline/advocacy service	0	0.0
Did nothing	25	27.2
Told a friend	64	69.6
Told a family member	23	25.0
Contacted my Union	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 92). Percentages do not sum to 100 due to multiple responses.

Table B45

Do you know someone who has been a victim of sexual assault while at Carleton? (Question 22)

Sexually assaulted	n	%
Yes	416	27.3
No	1100	72.2
Missing	7	0.5

Table B46

Have you ever been a victim of sexual assault while at Carleton? (Question 23)

Sexually assaulted	n	%
Yes	34	2.2
No	1486	97.6
Missing	3	0.2

Table B47

Who was the offender(s)? Mark all that apply. (Question 24)

Source	n	%
Student	26	76.5
Acquaintance	11	32.4
Friend	11	32.4
Stranger	2	5.9
Faculty member	1	2.9
Other	1	2.9
Partner/spouse	1	2.9
Co-worker	0	0.0
Staff member	0	0.0
Department chair	0	0.0
Supervisor	0	0.0
Faculty advisor	0	0.0
Administrator	0	0.0
Person that I supervise	0	0.0
Teaching Assistant	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 34).
 Percentages do not sum to 100 due to multiple responses.

Table B48

Where did the incident(s) occur? (Question 25)

Location	n	%
Off-campus	6	17.6
On-campus	28	82.4
Other location	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 34).
Percentages do not sum to 100 due to multiple responses.

Table B49

Please describe your response to experiencing the incident(s). (Question 26)

Response	n	%
Told a friend	26	76.5
Sought support from a campus resource (e.g., Wellness Center)	13	38.2
Sought support from CAASHA	9	26.5
Told a family member	8	23.5
Sought support from a staff person	4	11.8
Sought support from student staff	4	11.8
Did nothing	4	11.8
Sought medical services	3	8.8
Sought information on-line	6	6.5
Contacted Campus Security	2	5.9
Sought support from a spiritual advisor	2	5.9
Reported the incident and it was ignored	1	2.9
Contacted my local law enforcement official	1	2.9
Sought support from off-campus hotline/advocacy service	1	2.9
Sought support from a faculty member	2	2.2
Other	0	0.0
Contacted my Union	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 34). Percentages do not sum to 100 due to multiple responses.

WORK –LIFE ISSUES

Table B50

Faculty/Staff Only: As a faculty or staff member... (Question 53)

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	31	6.7	65	14.0	79	17.1	128	27.6	124	26.8	36	7.8
I am comfortable asking questions about performance expectations	102	21.9	237	51.0	50	10.8	47	10.1	19	4.1	10	2.2
My colleagues expect me to represent “the point of view” of my identity	12	2.6	66	14.4	114	24.8	123	26.8	82	17.9	62	13.5
My colleagues solicit my opinions about their work.	53	11.4	196	42.2	101	21.8	72	15.5	25	5.4	17	3.7
My colleagues have lower expectations of me than of other faculty/staff	5	1.1	17	3.7	68	14.7	155	33.5	205	44.5	13	2.8
I constantly feel under scrutiny by my colleagues	20	4.3	61	13.1	85	18.3	163	35.1	126	27.1	10	2.2
My research/professional interests are valued by my colleagues	68	14.8	182	39.7	90	19.6	27	5.9	20	4.4	72	15.7
My colleagues have higher expectations of me than of other faculty/staff	11	2.4	64	13.8	126	27.2	157	33.9	84	18.1	21	4.5
I feel pressured to change my research agenda to make tenure/be promoted	4	0.9	14	3.1	52	11.4	64	14.0	77	16.8	247	53.9
I am reluctant to take family leave that I am entitled to for fear that it may affect my career	17	3.7	39	8.5	49	10.6	100	21.7	106	23.0	150	32.5
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	20	4.3	53	11.5	85	18.4	151	32.8	129	28.0	23	5.0
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards	19	4.1	56	12.2	86	18.7	150	32.7	127	27.7	21	4.6
There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit	48	10.4	112	24.2	91	19.7	118	25.5	78	16.8	16	3.5

Table B50 (continued)

I feel pressured to change my methods of teaching to achieve tenure/be promoted	5	1.1	21	4.6	47	10.3	59	12.9	49	10.7	277	60.5
I believe that tenure and promotion procedures are fair.	43	9.4	109	23.9	91	19.9	39	8.5	13	2.8	162	35.4
I believe that tenure and promotion procedures are clear.	30	6.6	81	17.7	86	18.8	85	18.6	22	4.8	153	33.5
I believe salary determinations are fair.	31	6.8	128	27.9	137	29.9	94	20.5	44	9.6	24	5.2
I believe salary determinations are clear.	22	4.8	77	16.8	112	24.5	143	31.2	83	18.1	21	4.6
I think the college administration adequately reflects the diversity of faculty and staff.	16	3.5	117	25.5	162	35.4	114	24.9	34	7.4	15	3.3
I think the college understands the value of a diverse faculty and staff.	93	20.2	251	54.4	69	15.0	32	6.9	11	2.4	5	1.1
I think the college acts effectively to recruit and retain a diverse faculty and staff.	43	9.3	203	44.0	117	25.4	61	13.2	30	6.5	7	1.5

Note: Table includes only those who indicated they were employees in Question 32 (n=467).

Table B51
Faculty/Staff Only: As a faculty/staff member... (Question 54)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I often have to forgo professional activities because of my professional responsibilities.	13	2.8	88	19.1	67	14.6	85	18.5	176	38.3	67	14.6
I find that personal responsibilities and commitments have slowed down my career progression.	16	3.5	93	20.2	91	19.8	159	34.6	64	13.9	37	8.0
I find that Carleton is supportive of my family leave.	53	11.4	123	26.6	82	17.7	26	5.6	9	1.9	170	36.7
I have to miss out on important things in my personal life because of professional responsibilities.	37	8.0	113	24.6	82	17.8	169	36.7	37	8.0	22	4.8
I feel that faculty/staff who have children are considered less committed to their careers	16	3.5	43	9.3	74	16.0	215	46.5	104	22.5	10	2.2
I feel that faculty/staff who do not have children are often burdened with work responsibilities	23	5.0	58	12.6	93	20.2	184	39.9	76	16.5	27	5.9
I think that Carleton should continue to provide domestic partner benefits.	224	48.3	145	31.3	60	12.9	12	2.6	10	2.2	13	2.8
I have equitable access to domestic partner benefits	51	11.1	68	14.8	65	14.1	10	2.2	3	0.7	264	57.3

Note: Table includes only those who indicated they were employees in Question 32 (n = 467).

Table B52

Faculty/Staff Only: Please indicate your level of agreement with the following statements about the resources available to you: (Question 55)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I have colleagues or peers who provide me with career advice or guidance when I need it.	68	14.8	242	52.5	70	15.2	39	8.5	11	2.4	31	6.7
I feel that the faculty mentor program is effective.	12	2.6	46	10.1	93	20.4	40	8.8	18	4.0	246	54.1
I have support from decision makers/colleagues who support my career advancement	64	14.0	178	39.0	118	25.9	38	8.3	16	3.5	42	9.2
I have the equipment and supplies I need to adequately perform my work	100	21.8	264	57.5	30	6.5	48	10.5	14	3.1	3	0.7
I have equitable work space in terms of quantity and quality as compared to my colleagues	128	27.9	232	50.5	36	7.8	38	8.3	15	3.3	10	2.2
I have equitable access for research support as compared to my colleagues.	63	13.8	110	24.1	49	10.7	17	3.7	7	1.5	210	46.1
I have equitable teaching support as compared to my colleagues.	71	15.6	93	20.4	34	7.5	4	0.9	4	0.9	249	54.7
I feel that my compensation is equitable to my peers with a similar level of experience	47	10.3	163	35.6	138	30.1	64	14.0	24	5.2	22	4.8
I have equitable access to health benefits	154	33.5	268	58.3	21	4.6	5	1.1	1	0.2	11	2.4
I believe the College treats exempt and non-exempt staff equitably.	25	5.5	95	20.8	129	28.3	112	24.6	69	15.1	26	5.7

Note: Table includes only those who indicated they were employees in Question 32 (n = 467).

Table B53

Faculty/Staff Only: As a faculty/staff member, how satisfied are you with... : (Question 56)

Issues	Highly Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Highly Dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your job at Carleton?	148	32.1	241	52.3	40	8.7	28	6.1	4	0.9
The way your career has progressed at Carleton?	105	22.7	200	43.3	97	21.0	49	10.6	11	2.4

Note: Table includes only those who indicated they were employees in Question 32 (n = 467).

Table B54

Students Only: As a student, how satisfied are you with... : (Question 58)

Issues	Highly Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Highly Dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your education at Carleton?	480	45.5	476	45.1	62	5.9	33	3.1	5	0.5
The way your academic career has progressed at Carleton?	301	29.0	494	47.6	154	14.9	77	7.4	11	1.1

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B55

Students Only: Do you experience financial hardship at Carleton? (Question 60)

Experienced	n	%
Yes	310	29.4
No	743	70.6

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B56

Students Only: How do you experience this financial hardship? (Question 61)

Type of Hardship	n	%
Unable to purchase my books.	105	33.9
Unable to participate in social activities.	156	50.3
Unable to afford on-campus housing.	43	12.9
Other	133	42.9

Note: Table includes only those students who indicated they experience financial hardship at Carleton in Question 60 (n = 310). Percentages do not sum to 100 due to multiple responses.

Table B57

Within the past two years, have you observed or personally been made aware of 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 62)

Observed	n	%
Yes	692	45.6
No	824	54.4

Table B58

What do you believe were the bases for this conduct? (Question 63)

Based on:	n	%
Race	380	54.9
Ethnicity	255	36.8
Gender	212	30.6
Political views	212	30.6
Socioeconomic status	202	29.2
Sexual orientation	191	27.6
Religion/spiritual views	167	24.1
Country of origin	148	21.4
English language proficiency/accent	121	17.5
Gender expression	112	16.2
Physical characteristics	107	15.5
Educational level	93	13.4
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	83	12.0
Institutional status	67	9.7
Age	62	9.0
Immigrant status	50	7.2
Learning disability	45	6.5
Physical disability	28	4.0
Parental status (e.g., having children)	13	1.9
Military/veteran status	8	1.2
Other	70	10.1

Note: Only answered by respondents who observed harassment (n = 692).
 Percentages do not sum to 100 due to multiple responses.

Table B59

What forms of conduct have you observed or personally been made aware of? (Question 64)

Form	n	%
Derogatory remarks	328	47.4
Deliberately ignored or excluded	313	45.2
Someone isolated or left out because of their identity	310	44.8
Racial/ethnic profiling	264	38.2
Stares	234	33.8
Someone isolated or left out when working in groups	197	28.5
Someone singled out as the “resident authority” regarding their identity	167	24.1
Intimidation/bullying	144	20.8
Assumption that someone was admitted or hired because of their identity	135	19.5
Someone isolated or left out because of their socioeconomic status	125	18.1
Derogatory written comments	123	17.8
Someone receiving a low performance evaluation	66	9.5
Graffiti	61	8.8
Someone receiving a poor grade because of hostile classroom environment	56	8.1
Derogatory/unsolicited e-mails	43	6.2
Someone fearing for their physical safety	39	5.6
Threats of physical violence	38	5.5
Physical violence	33	4.8
Derogatory phone calls	26	3.8
Victim of a crime	25	3.6
Someone fearing for their family’s safety	9	1.3
Other	47	6.8

Note: Only answered by respondents who observed harassment (n = 692).
 Percentages do not sum to 100 due to multiple responses.

Table B60

Where did this conduct occur? (Question 65)

Location	n	%
In a class	304	43.9
Public space on campus	263	38.0
On-campus housing	224	32.4
In a meeting with a group of people	190	27.5
Campus event	146	21.1
While walking on campus	140	20.2
College dining facility	139	20.1
While working at a campus job	96	13.9
Campus office	72	10.4
Off campus	61	8.8
Off-campus housing	60	8.7
In a meeting with one other person	59	8.5
Athletic facilities	40	5.8
Faculty office	35	5.1
Other	51	7.4

Note: Only answered by respondents who observed harassment (n = 692).
 Percentages do not sum to 100 due to multiple responses.

Table B61

Who was the source of this conduct? (Question 66)

Source	n	%
Undergraduate student	516	74.6
Faculty member	177	25.6
Staff member	74	10.7
Colleague	67	9.7
Campus media	60	8.7
Administrator	52	7.5
Community member	47	6.8
Don't know source	45	6.5
Supervisor	37	5.3
Campus visitor(s)	34	4.9
Academic administrator	32	4.6
Teaching assistant	15	2.2
Department chair	14	2.0
Faculty advisor	14	2.0
Campus security	13	1.9
Person that I supervise	1	0.1
Other	16	2.3

Note: Only answered by respondents who experienced harassment (n = 692).
 Percentages do not sum to 100 due to multiple responses.

Table B62

Please describe your reactions to experiencing this conduct? (Question 67)

Reactions	n	%
Was angry	328	47.4
Felt embarrassed	263	38.0
Told a friend	204	29.5
Ignored it	164	23.7
Avoided the person who harassed me	111	16.0
Felt somehow responsible	93	13.4
Didn't know who to go to	91	13.2
Didn't affect me at the time	89	12.9
Confronted the harasser at the time	65	9.4
Was afraid	47	6.8
Left the situation immediately	44	6.4
Confronted the harasser later	39	5.6
Didn't report it for fear of retaliation	33	4.8
Sought support from a staff member.	33	4.8
Didn't report it for fear my complaint would not be taken seriously	32	4.6
Made a complaint to a campus employee/official	29	4.2
Sought support from a faculty member	23	3.3
Did report it but my complaint was not taken seriously	19	2.7
Sought support from counseling services	10	1.5
Other	76	11.0

Note: Only answered by respondents who experienced harassment (n = 692).
 Percentages do not sum to 100 due to multiple responses.

Table B63

I have observed unfair, unjust, or discriminatory hiring practices at my institution (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool). (Question 69)

Observed discriminatory hiring	n	%
Yes	154	10.2
No	831	54.8
Don't Know	532	35.1

Table B64

I believe that the unfair, unjust, or discriminatory hiring practice was based upon: (Question 70)

Characteristic	n	%
Race	58	37.7
Ethnicity	49	31.8
Gender	45	29.2
Educational level	19	12.3
Age	17	11.0
Country of origin	16	10.4
Institutional status (e.g., part-time status, faculty, staff, student)	13	8.4
Immigrant status	11	7.1
English language proficiency/accent	10	6.5
Political views	8	5.2
Sexual orientation	8	5.2
Socioeconomic status	8	5.2
Marital/partner status	6	3.9
Gender expression	4	2.6
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	3	1.9
Parental status (e.g., having children)	1	0.6
Physical characteristics	1	0.6
Religious/spiritual views	1	0.6
Military/veteran status	1	0.6
Physical disability	0	0.0
Learning disability	0	0.0
Other	25	16.2

Note: Only answered by respondents who observed discriminatory practices (n = 154).
 Percentages do not sum to 100 due to multiple responses

Table B65

I have observed unfair, unjust, or discriminatory employment-related disciplinary actions at Carleton College, up to and including dismissal. (Question 72)

Observed discriminatory dismissal	N	%
Yes	171	11.3
No	879	58.3
Don't Know	459	30.4

Table B66

I believe that the unfair, unjust, or discriminatory action was based upon: (Question 73)

Characteristic	n	%
Gender	27	15.8
Age	27	15.8
Race	24	14.0
Educational level	23	13.5
Ethnicity	22	12.9
Institutional status (e.g., part-time status, faculty, staff, student)	12	7.0
Country of origin	11	6.4
Political views	10	5.8
Immigrant status	10	5.8
English language proficiency/accent	9	5.3
Socioeconomic status	6	3.5
Physical characteristics	5	2.9
Physical disability	5	2.9
Sexual orientation	5	2.9
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	3	1.8
Parental status (e.g., having children)	3	1.8
Marital/partner status	3	1.8
Gender expression	2	1.1
Learning disability	1	0.5
Religious/spiritual views	0	0.0
Military/veteran status	0	0.0
Other	60	35.1

Note: Only answered by respondents who observed discriminatory practices (n = 171). Percentages do not sum to 100 due to multiple responses.

Table B67

I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to promotion at Carleton College. (Question 75)

Observed discriminatory promotion	n	%
Yes	108	7.1
No	790	52.1
Don't Know	619	40.8

Table B68

I believe that the unfair, unjust, or discriminatory employment practice was based upon: (Question 76)

Characteristic	n	%
Gender	26	24.1
Ethnicity	21	19.4
Race	19	17.6
Age	18	16.7
Educational level	17	15.7
English language proficiency/accent	15	13.9
Institutional status (e.g., part-time status, faculty, staff, student)	13	12.0
Country of origin	12	11.1
Sexual orientation	7	6.5
Parental status (e.g., having children)	6	5.6
Political views	6	5.6
Gender expression	6	5.6
Marital/partner status	3	2.8
Religious/spiritual views	3	2.8
Immigrant status	3	2.8
Physical characteristics	2	1.9
Socioeconomic status	2	1.9
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	2	1.9
Physical disability	1	0.9
Military/veteran status	0	0.0
Learning disability	0	0.0
Other	20	18.5

Note: Only answered by respondents who observed discriminatory practices (n = 108). Percentages do not sum to 100 due to multiple responses.

Table B69

	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
I think sexual harassment is a problem at Carleton.	62	4.1	234	15.4	395	26.0	425	28.0	129	8.5	274	18.0
If a friend or I were sexually harassed I know where to go to get help.	440	29.0	843	55.5	114	7.5	81	5.3	20	1.3	20	1.3
I understand Carleton's formal procedures to adjudicate complaints of sexual harassment.	176	11.6	633	41.8	240	15.8	293	19.3	58	3.8	115	7.6
I feel confident that Carleton administers the formal procedures to adjudicate complaints of sexual harassment fairly.	175	11.6	591	39.1	312	20.6	164	10.8	71	4.7	199	13.2
I think sexual assault is a problem at Carleton.	81	5.4	223	14.7	327	21.6	395	26.1	155	10.2	332	21.9
If a friend or I were sexually assaulted I know where to go to get help.	394	26.1	869	57.5	104	6.9	72	4.8	15	1.0	57	3.8
I understand Carleton's formal procedures to adjudicate complaints of sexual assault.	170	11.3	620	41.1	254	16.8	273	18.1	47	3.1	145	9.6
I feel confident that Carleton administers the formal procedures to adjudicate complaints of sexual assault fairly.	171	11.3	603	40.0	288	19.1	151	10.0	68	4.5	226	15.0

Sexual harassment and sexual assault at Carleton (Questions 78 – 85)

Table B70

Using a scale of 1-5, please rate the overall climate on your campus on the following dimensions: (Question 86)

Dimension	1		2		3		4		5	
	n	%	n	%	n	%	n	%	n	%
Friendly/Hostile	693	45.7	648	42.7	128	8.4	45	3.0	4	0.3
Concerned/Indifferent	362	23.9	703	46.5	291	19.2	125	8.3	31	2.1
Cooperative/Uncooperative	430	28.5	763	50.5	248	16.4	58	3.8	11	0.7
Improving/Regressing	216	14.4	626	41.8	536	35.8	94	6.3	24	1.6
Accessible to persons with disabilities/ Inaccessible	184	12.3	524	35.1	416	27.9	289	19.4	78	5.2
Positive for people who identify as lesbian, gay, bisexual or transgender/Negative	431	28.8	714	47.8	292	19.5	52	3.5	6	0.4
Positive for people of Jewish heritage/Negative	541	36.7	615	41.7	288	19.5	27	1.8	5	0.3
Positive for people of Islamic faith/Negative	268	18.3	520	35.6	557	38.1	91	6.2	25	1.7
Positive for people who practice other than the Christian faith/Negative	384	26.0	618	41.8	407	27.5	59	4.0	10	0.7
Positive for people who practice the Christian faith/Negative	340	22.8	569	38.1	368	24.7	181	12.1	34	2.3
Positive for non-native English speakers/Negative	207	14.1	566	38.6	499	34.0	167	11.4	27	1.8
Positive for people who are immigrants/Negative	251	17.2	561	38.4	501	34.3	132	9.0	16	1.1
Positive for international people/Negative	361	24.4	677	45.8	311	21.0	121	8.2	9	0.6
Welcoming/Non-welcoming	598	39.6	681	45.1	165	10.9	54	3.6	12	0.8
Respectful/Disrespectful	479	31.8	763	50.6	186	12.3	68	4.5	11	0.7

Table B70 (continued)

Positive for people who are raising children/Negative	170	11.8	336	23.2	629	43.5	210	14.5	101	7.0
Positive for people of high socioeconomic status/Negative	708	47.4	543	36.4	189	12.7	43	2.9	10	0.7
Positive for people of low socioeconomic status/Negative	151	10.1	407	27.3	458	30.7	366	24.6	108	7.2

Table B71

Using a scale of 1-5, please rate the overall climate on your campus on the following dimensions: (Question 87)

Dimension	1		2		3			4		5	
	n	%	N	%	n	n	%	%	n	%	
Non-racist/Racist	227	15.1	678	45.0	422	28.0	149	9.9	32	2.1	
Non-sexist/Sexist	309	20.6	685	45.6	366	24.4	116	7.7	26	1.7	
Non-homophobic/homophobic	309	20.7	688	46.1	382	25.6	97	6.5	16	1.1	
Not age biased/Age biased	380	25.7	591	40.0	359	24.3	124	8.4	25	1.7	
Non-classist (e.g., socioeconomic status)/ Classist	187	12.6	498	33.6	374	25.2	323	21.8	101	6.8	
Non-classist (e.g., institutional status)/Classist	218	14.8	483	32.8	441	30.0	240	16.3	90	6.1	

Table B72

Students and Faculty Only: The classroom climate is welcoming for students based on their: (Question 88)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Country of origin	346	29.8	525	45.2	148	12.7	62	5.3	9	0.8	71	6.1
Ethnicity	304	26.0	513	44.0	158	13.5	113	9.7	29	2.5	50	4.3
Gender	417	35.6	517	44.2	142	12.1	49	4.2	14	1.2	31	2.6
Gender expression	271	23.2	456	39.1	214	18.4	92	7.9	23	2.0	110	9.4
Immigrant status	278	24.0	433	37.4	214	18.5	60	5.2	13	1.1	159	13.7
Learning disability status	162	13.9	378	32.5	267	23.0	122	10.5	30	2.6	203	17.5
Marital/partner status	179	15.5	268	23.2	275	23.8	67	5.8	15	1.3	352	30.4
Parental status	229	19.8	313	27.0	237	20.4	65	5.6	20	1.7	295	25.5
Physical characteristics	267	23.1	478	41.3	245	21.2	69	6.0	20	1.7	78	5.1
Physical disability status	214	18.6	454	39.5	227	19.8	87	7.6	18	1.6	149	13.0
Psychological disability status	142	12.3	328	28.3	289	25.0	163	14.1	33	2.8	203	17.5
Political views	134	11.5	317	27.2	270	23.2	322	27.6	82	7.0	40	3.4
Race	248	21.3	452	38.9	219	18.8	147	12.7	49	4.2	47	4.0
Religion/spiritual status	222	19.1	446	38.4	239	20.6	157	13.5	29	2.5	68	5.9
Sexual orientation	315	27.1	517	44.5	192	16.5	61	5.3	14	1.2	62	5.3
Socioeconomic status	228	19.6	430	37.0	240	20.7	140	12.1	49	4.2	74	6.4
Veterans/active military status	119	10.3	153	13.3	295	25.6	84	7.3	29	2.5	473	41.0

Note: Table includes only those who indicated they were students and faculty in Question 32 (n = 1217).

Table B73

Students Only: Please indicate your level of agreement with the following statements: (Question 89)

Statement	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
I feel valued by faculty in the classroom.	306	29.3	544	52.0	116	11.1	63	6.0	17	1.6	0	0.0
I feel valued by other students in the classroom.	151	14.6	516	49.8	224	21.6	107	10.3	32	3.1	7	0.7
I think faculty are genuinely concerned with my welfare.	360	34.5	501	48.0	103	9.9	60	5.8	14	1.3	5	0.5
I think that staff are genuinely concerned with my welfare.	249	24.0	489	47.1	201	19.3	62	6.0	17	1.6	21	2.0
I think administrators are genuinely concerned with my welfare.	174	16.7	390	37.3	279	26.7	119	11.4	48	4.6	35	3.3
I think faculty pre-judge my abilities based on my identity/background.	59	5.7	171	16.4	216	20.8	387	37.2	153	14.7	54	5.2
I perceive racial/ethnic tensions in the classroom.	61	5.9	218	21.0	177	17.0	360	34.6	202	19.4	21	2.0
I perceive racial/ethnic tensions in social situations.	101	9.8	363	35.2	184	17.8	240	23.3	129	12.5	14	1.4
I believe the campus climate encourages free and open discussions of difficult topics.	166	16.0	414	39.9	215	20.7	165	15.9	71	6.8	7	0.7
As a first-year student, I feel/felt confident of my ability to succeed academically at Carleton.	254	24.8	427	41.6	126	12.3	128	12.5	75	7.3	16	1.6
As a first-year student, I feel/felt academically prepared for Carleton.	270	26.3	418	40.7	125	12.2	123	12.0	78	7.6	13	1.3

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B74
Faculty and Staff Only: The workplace climate is welcoming for employees based on their: (Question 90)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Age	77	17.0	226	49.8	84	18.5	41	9.0	9	2.0	17	3.7
Country of origin	87	19.2	226	49.9	74	16.3	16	3.5	1	0.2	49	10.8
Ethnicity	89	19.6	227	50.0	74	16.3	22	4.8	2	0.4	40	8.8
Gender	97	21.5	240	53.1	72	15.9	21	4.6	4	0.9	18	4.0
Gender expression	72	16.0	198	43.9	86	19.1	25	5.5	4	0.9	66	14.6
Immigrant status	72	16.1	184	41.1	84	18.8	25	5.6	1	0.2	82	18.3
Institutional status	58	13.0	148	33.2	115	25.8	76	17.0	17	3.8	32	7.2
Learning disability status	45	10.0	125	27.8	113	25.1	24	5.3	9	2.0	134	29.8
Marital/partner status	91	20.2	236	52.3	77	17.1	17	3.8	4	0.9	26	5.8
Parental status	87	19.3	214	47.6	81	18.0	22	4.9	10	2.2	36	8.0
Physical characteristics	65	14.5	213	47.7	100	22.4	25	5.6	2	0.4	42	9.4
Physical disability status	58	12.9	162	36.1	113	25.2	48	10.7	11	2.4	57	12.7
Political views	43	9.6	165	36.8	128	28.6	70	15.6	17	3.8	25	5.6
Psychological disability status	40	8.9	127	28.3	131	29.2	37	8.2	4	0.9	110	24.5
Race	69	15.3	216	48.0	98	21.8	34	7.6	7	1.6	26	5.8
Religion/spiritual status	72	16.0	211	46.9	92	20.4	29	6.4	5	1.1	41	9.1
Sexual orientation	77	17.1	234	51.9	81	18.0	20	4.4	3	0.7	36	8.0
Socioeconomic status	60	13.3	162	36.0	130	28.9	61	13.6	10	2.2	27	6.0
Veterans/active military status	41	9.2	103	23.1	106	23.8	21	4.7	12	2.7	163	36.5

Note: Table includes only those who indicated they were faculty or staff in Question 32 (n = 467)

Table B75

How would you rate the accessibility on campus for people with learning or physical disabilities? (Question 91)

Location	Very Accessible		Accessible		Somewhat Accessible		Very Inaccessible		Don't Know	
	n	%	n	%	n	%	n	%	n	%
Academic Support Center	151	10.4	342	23.5	143	9.8	101	6.9	717	49.3
Campus buildings	152	10.4	392	26.8	508	34.7	134	9.1	279	19.0
Classrooms and labs	146	10.0	415	28.4	454	31.1	79	5.4	366	25.1
Information in alternative formats	50	3.4	146	10.0	211	14.5	150	10.3	902	61.8
On-campus parking	96	6.6	324	22.3	341	23.4	159	10.9	536	36.8
Restrooms	186	12.7	510	35.0	316	21.7	81	5.6	366	25.1
Website	309	21.2	485	33.3	100	6.9	22	1.5	542	35.6
Wellness Center	145	10.0	404	27.7	267	18.3	125	8.6	516	35.4
Other	6	2.3	7	2.7	13	4.9	38	14.4	199	75.7

Table B76

How would you rate the overall climate on your campus for people who are: (Question 92)

Group	Very Respectful		Moderately Respectful		Not Respectful nor Disrespectful		Moderately Disrespectful		Not at all Respectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
From other than Christian religious affiliations	498	34.2	588	40.4	164	11.3	71	4.9	7	0.5	128	8.8
From Christian affiliations	359	24.6	567	38.9	186	12.8	226	15.5	21	1.4	99	6.8
Gay, lesbian, bisexual, transgender persons	466	32.0	676	46.4	151	10.4	77	5.3	6	0.4	82	5.6
Immigrants	380	26.2	539	37.1	207	14.3	69	4.8	8	0.6	248	17.1
International students, staff, or faculty	548	37.6	592	40.6	159	10.9	67	4.6	7	0.5	84	5.8
Learning disabled	255	17.6	467	32.3	242	16.7	102	7.1	13	0.9	367	25.4
Men	742	51.0	479	32.9	143	9.8	26	1.8	4	0.3	61	4.2
Affected by psychological health issues	191	13.1	467	32.1	264	18.1	151	10.4	18	1.2	365	25.1
Non-native English speakers	332	22.9	583	40.3	243	16.8	141	9.7	14	1.0	135	9.3
Parents/guardians	432	29.9	450	31.1	164	11.3	45	3.1	7	0.5	349	24.1
Providing care for other than a child	219	15.2	305	21.1	176	12.2	44	3.0	10	0.7	689	47.7
Physically disabled	376	26.0	545	37.7	214	14.8	94	6.5	17	1.2	200	13.8
Socioeconomically disadvantaged	293	20.2	471	32.4	286	19.7	245	16.9	44	3.0	114	7.8
Socioeconomically advantaged	503	34.8	558	38.6	207	14.3	65	4.5	10	0.7	104	7.2

Table B76 (continued)

Women	518	35.5	605	41.5	199	13.6	92	6.3	8	0.5	37	2.5
Veterans/active military status	167	11.6	218	15.2	193	13.5	93	6.5	14	1.0	749	52.2
Other	12	7.0	15	8.8	19	11.1	9	5.3	6	3.5	110	64.3

Table B77

How would you rate the overall climate on your campus for persons from the following **racial/ethnic** backgrounds? (Question 93)

Group	Very Respectful		Moderately Respectful		Neither Respectful nor Disrespectful		Moderately Disrespectful		Not at all Respectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
African	414	29.4	537	38.1	166	11.8	101	7.2	12	0.9	178	12.6
African American/Black (not Hispanic)	336	23.8	512	36.3	173	12.3	210	14.9	29	2.1	149	10.6
Alaskan Native	316	22.7	286	20.5	129	9.2	23	1.6	6	0.4	635	45.5
Asian American	492	35.1	541	38.6	138	9.8	60	4.3	8	0.6	163	11.6
Asian	449	31.9	556	39.5	161	11.4	74	5.3	5	0.4	164	11.6
Southeast Asian	420	30.0	501	35.8	155	11.1	72	5.1	6	0.4	246	17.6
South Asian	422	30.2	513	36.7	151	10.8	52	3.7	6	0.4	254	18.2
Caribbean/West Indian	346	25.1	402	29.2	153	11.1	50	3.6	5	0.4	423	30.7
Caucasian/White (not Latino(a)/Hispanic)	731	51.8	466	33.0	109	7.7	19	1.3	2	0.1	83	5.9
Latino(a)/Hispanic	229	24.4	359	38.2	124	13.2	106	11.3	12	1.3	110	11.7
Middle Eastern	364	26.1	486	34.9	170	12.2	97	7.0	27	1.9	249	17.9
Multiracial, multiethnic, or multicultural persons	431	30.9	520	37.2	172	12.3	88	6.3	11	0.8	174	12.5
Native American Indian	333	23.9	402	28.8	158	11.3	102	7.3	29	2.1	371	26.6
Pacific Islanders/Hawaiian Natives	340	24.5	377	27.2	157	11.3	26	1.9	4	0.3	481	34.7
Other	26	10.7	31	12.8	29	11.9	8	3.3	5	2.1	144	59.3

Table B78

Students Only: Before I enrolled, I expected that the campus climate would be welcoming for people who are: (Question 94)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
From other than Christian religious affiliations	446	45.6	457	46.7	59	6.0	10	1.0	6	0.6
From Christian affiliations	350	35.9	457	46.9	109	11.2	50	5.1	8	0.8
Gay, lesbian, bisexual, transgender persons	489	50.1	417	42.7	60	6.1	9	0.9	2	0.2
Immigrants	389	40.2	433	44.8	126	13.0	12	1.2	7	0.7
International students, staff, or faculty	475	48.8	423	43.4	63	6.5	9	0.9	4	0.4
Learning disabled	328	33.9	412	42.6	181	18.7	34	3.5	13	1.3
Men	513	52.6	373	38.3	75	7.7	10	1.0	4	0.4
Affected by psychological health issues	315	32.4	435	44.8	192	19.8	17	1.8	12	1.2
Non-native English speakers	388	40.0	447	46.0	109	11.2	21	2.2	6	0.6
Parents/guardians	337	34.9	337	34.9	206	21.3	32	3.3	54	5.6
Providing care for other than a child	277	28.7	304	31.5	269	27.9	30	3.1	84	8.7
Physically challenged	366	38.1	409	42.6	139	14.5	27	2.8	19	2.0
Socioeconomically disadvantaged	419	43.1	412	42.3	88	9.0	41	4.2	13	1.3
Women	507	52.1	395	40.6	60	6.2	7	0.7	4	0.4
Veterans/active military status	259	27.1	278	29.0	281	29.4	41	4.3	98	10.2
Other	25	25.8	37	38.1	23	23.7	2	2.1	10	10.3

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).

Table B79

There is visible leadership to foster diversity/inclusion on campus from: (Question 95)

Individual/Office	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Admissions	361	15.1	600	41.8	153	10.7	103	7.2	37	2.6	182	12.7
Board of Trustees	103	7.3	197	13.9	201	14.2	212	14.9	85	6.0	622	43.8
Chapel	459	32.1	520	36.3	145	10.1	50	3.5	20	1.4	237	16.6
CSA	153	10.8	350	24.6	261	18.3	170	11.9	58	4.1	431	30.3
Dean of Student's Office	262	18.4	451	31.7	183	12.9	80	5.6	38	2.7	409	28.7
Dean of the College Office	202	14.2	386	27.2	244	17.2	109	7.7	47	3.3	430	30.3
Diversity Initiative Group (DIG)	316	22.2	341	24.0	159	11.2	66	4.6	23	1.6	516	36.3
Faculty	270	18.9	594	41.6	245	17.2	110	7.7	30	2.1	179	12.5
GSC	528	37.1	491	34.5	94	6.6	18	1.3	6	0.4	287	20.2
International Student Programs	440	30.8	450	31.5	130	9.1	54	3.8	14	1.0	340	23.8
OIL	449	31.5	412	28.9	105	7.4	45	3.2	15	1.1	398	27.9
President's Office	261	18.3	365	25.7	216	15.2	107	7.5	52	3.7	422	29.7
Student Organizations	296	20.9	542	38.2	202	14.2	67	4.7	14	1.0	298	21.0
TRIO/Student Support Services	405	28.4	415	29.1	127	8.9	29	2.0	3	0.2	446	31.3

Table B80

The courses I have taken or have taught at Carleton includes materials, perspectives, and/or experiences of people based on their: (Question 96)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Country of origin	337	30.7	512	46.6	94	8.6	58	5.3	33	3.0	64	5.8
Ethnicity	312	28.4	529	48.2	100	9.1	67	6.1	33	3.0	57	5.2
Gender	317	29.0	476	43.5	116	10.6	88	8.1	29	2.7	67	6.1
Gender expression	179	16.4	306	28.0	199	18.2	234	21.4	76	7.0	98	9.0
Immigrant status	196	18.1	378	35.0	193	17.9	151	14.0	54	5.0	108	10.0
Learning disability status	63	5.8	124	11.5	214	19.9	366	34.0	164	15.2	147	13.6
Physical characteristics	104	9.6	234	21.7	216	20.0	266	24.6	119	11.0	141	13.1
Physical disability status	60	5.6	153	14.3	220	20.5	328	30.6	153	14.3	159	14.8
Psychological ability status	109	10.1	242	22.4	201	18.6	259	24.0	129	11.9	141	13.0
Race	312	28.6	507	46.5	112	10.3	64	5.9	35	3.2	61	5.6
Religion/spiritual status	281	25.8	470	43.2	142	13.1	84	7.7	38	3.5	73	6.7
Sexual orientation	178	16.4	319	29.3	209	19.2	213	19.6	63	5.8	106	9.7
Socioeconomic status	233	21.5	393	36.2	180	16.6	130	12.0	65	6.0	85	7.8

Note: Table includes only those who indicated they were students or faculty in Question 32 (n = 1217).

Table B81

Faculty and Staff Only: In your judgment, how strongly would you agree that each of the following positively affect the climate on your campus? (Question 97)

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	N	%	n	%	n	%	n	%	n	%
Providing tenure clock options with more flexibility for promotion/tenure for faculty/staff with families	63	13.8	161	35.3	64	14.0	15	3.3	2	0.4	151	33.1
Providing recognition and rewards for including diversity in course objectives across the curriculum.	34	7.5	104	22.9	115	25.3	51	11.2	23	5.1	128	28.1
Requiring diversity training for college staff.	75	16.5	176	38.7	105	23.1	46	10.1	17	3.7	36	7.9
Providing diversity training for faculty.	78	17.3	156	34.5	99	21.9	41	9.1	17	3.8	61	13.5
Providing immersion experiences for faculty-staff in civic engagement projects with lower socioeconomic populations.	59	13.1	163	36.3	115	25.6	37	8.2	13	2.9	62	13.8
Providing immersion experiences for students in civic engagement projects with lower socioeconomic populations.	80	17.8	197	43.8	91	20.2	15	3.3	7	1.6	60	13.3
Providing, promoting, and improving access to quality counseling for people who have experienced sexual assault/harassment.	106	23.6	208	46.2	66	14.7	8	1.8	0	0	62	4.1
Providing more effective mentorship for new minority/new women faculty.	95	21.1	173	38.4	72	16.0	8	1.8	1	0.2	102	22.6
Providing a clear and fair process to resolve conflicts.	112	24.7	238	52.4	55	12.1	6	1.3	1	0.2	42	9.3
Increasing funding to support campus climate change efforts.	69	15.3	169	37.6	118	26.2	29	6.4	5	1.1	60	13.3
Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty.	48	10.7	117	26.2	107	23.9	68	15.2	46	10.3	61	13.6

Table B81 (continued)

Providing diversity and equity training to search and tenure committees.	77	17.1	153	34.0	86	19.1	33	7.3	21	4.7	80	17.8
Increasing staff representation in College governance.	64	14.3	167	37.3	119	26.6	28	6.3	12	2.7	58	12.9
Increasing the diversity of the faculty and staff.	116	25.7	187	41.5	95	21.1	16	3.5	4	0.9	33	7.3
Increasing the diversity of the student body.	100	22.5	183	41.1	109	24.5	17	3.8	4	0.9	32	7.2

Note: Table includes only those who indicated they were faculty or staff in Question 32 (n = 467).

Table B82

Students Only: In your judgment, how strongly would you agree that each of the following positively affect the climate on your campus? (Question 98)

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Provide diversity training for all students.	166	16.5	248	24.6	222	22.0	223	22.1	107	10.6	41	4.1
Provide diversity training for all staff.	217	21.6	323	32.1	206	20.5	134	13.3	67	6.7	58	5.8
Provide diversity training for all faculty.	235	23.5	334	33.5	185	18.5	124	12.4	66	6.6	54	5.4
Provide an ombudsperson to adjudicate student complaints of classroom inequity.	145	14.6	360	36.3	204	20.6	88	8.9	34	3.4	161	16.2
Increase the diversity of the faculty and staff.	321	32.0	292	29.1	231	23.0	87	8.7	34	3.4	38	3.8
Increase the diversity of the student body.	387	38.5	305	30.3	192	19.1	63	6.3	32	3.2	26	2.6
Increase opportunities for cross-cultural dialogue among students.	415	41.4	373	37.2	139	13.9	36	3.6	21	2.1	19	1.9
Increase opportunities for cross-cultural dialogue between faculty, staff and students.	423	42.6	379	38.2	123	12.4	26	2.6	17	1.7	25	2.5
Incorporate issues of diversity and cross-cultural competence more effectively into the curriculum.	348	34.7	307	30.6	188	18.7	87	8.7	43	4.3	30	3.0
Provide more effective mentorship of students.	377	37.9	322	32.4	185	18.6	46	4.6	12	1.2	53	5.3

Note: Table includes only those who indicated they were students in Question 32 (n = 1056).