

2022 STAFF
CLIMATE
ASSESSMENT
SURVEY
FULL REPORT

Joseph Ludlum, Assistant Director

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Staff

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Executive Summary

Staff were invited by email to complete the Climate Assessment Staff Survey via the web in Spring 2022. Two reminders were sent to increase response rates. Of the 4,604 employees invited, a total of 1,195 responded to the survey, for an overall response rate of 25.9 percent. The following constitute some highlights from the report:

- Overall, Georgia Tech staff had positive perceptions of the value of diversity, with 86.1 percent agreeing that *diversity is integral to Georgia Tech's ability to successfully fulfill its mission*, and 82.8 percent agreeing that *the diversity of our staff contributes to the overall prestige of Georgia Tech*.
- The majority of responding staff had very positive opinions about their work environment, with 87.7 percent indicating that *collaboration is encouraged*, 90 percent agreeing that their *supervisor is open-minded when discussing differences among people*, and 95.9 percent indicating that they could *freely interact with their colleagues*.
 - Staff members in research positions tended to have the most positive ratings about their work environment, especially in terms of their perceptions that *people treat each other fairly* and *collaboration is encouraged*.
 - Women were less likely to agree that their *co-workers/colleagues are open-minded when discussing differences among people*, that *people communicate regularly with each other*, or that *professional development is encouraged*.
 - Both Black/African American and Asian/Asian American staff were less likely to agree with the perception that *people are sensitive to cultural differences among employees* and *people communicate regularly with each other*. Black/African American staff members were most comfortable *expressing an opinion that is different from others in the workplace*.
- Staff had positive views about the support they receive from their co-workers and colleagues, with 84.1 percent reporting feeling satisfied with *assistance with establishing professional contacts*, and 73.0 percent with *advice on navigating office politics*.
- With regard to support from supervisors, 91.8 percent of responding staff were satisfied with their supervisors' *understanding that individuals have different family and personal responsibilities*, and 86.5 percent were satisfied with the *acknowledgment of [their] contributions to [their] unit*. However, respondents were less satisfied with supervisor support for *mentoring for career advancement* (68.1 percent) and *mentoring for leadership positions* (67.9 percent).
 - Staff members in academic units, and staff who do not have a supervisory role were more satisfied with *obtaining the resources [they] need to excel*.

- Overall, survey respondents expressed less satisfaction in terms of their *career progress at Georgia Tech* (61.6 percent) and showed concerns about *adequate processes [being] in place to address grievances at Georgia Tech* (54.7 percent).

Background

The 2022 Climate Assessment Survey is the third iteration of the Climate Assessment Survey that was created and conducted in 2013. In Spring 2012, Provost Rafael L. Bras charged a Climate Assessment Task Force (CATF) to develop a survey to help define, measure, and assess Georgia Tech’s progress toward the goals articulated in its Strategic Plan:

We aspire to be an Institute that pursues excellence and embraces and leverages diversity in all of its forms. In the years ahead, we must continue to enhance a culture of collegiality, close collaboration, global perspective, intercultural sensitivity and respect, and thoughtful interaction among a community of scholars that includes all of our students, faculty, and staff...

(Georgia Institute of Technology, 2010, p. 5)

The CATF was chaired by Archie Ervin, Vice President for Institute Diversity, and co-chaired by Jonathan Gordon, Director of the Office of Assessment (OOA). The task force was comprised of faculty, staff, and students and was tasked with developing a survey instrument that would assess the lived experiences, perceptions, and knowledge of faculty, staff, and students with respect to the following issue areas:

- *a culture of collegiality*
- *close collaboration*
- *global perspective*
- *intercultural sensitivity and respect*
- *thoughtful interaction among a diverse community of scholars that includes all of our students, faculty, and staff*

The 2022 version of the climate survey was modified by a subcommittee of President Ángel Cabrera’s GT Diversity, Equity, and Inclusion Committee (GTDEIC) to improve the clarity and logical consistency of the survey, and align it to the principal values and goals of our new 2030 Institute Strategic Plan (ISP). The 2030 ISP sees Georgia Tech’s mission as “developing leaders who advance technology and improve the human condition.”

The results of this survey will help us better understand the experiences of members of the Georgia Tech community and inform what strategies are necessary for ensuring that we are building an inclusive, supportive, and welcoming environment for everyone.

Survey Methodology and Quality Assurance

Staff were invited by email to participate in the Climate Assessment Survey in Spring 2022. Two reminders were sent to increase response rates. Of the 4,604 employees invited, a total of 1,195 responded to the survey, for an overall response rate of 25.9 percent, and a sampling error (95 percent confidence interval) of 2.4 percent. Chi Square Goodness of Fit Tests ($p < .01$) revealed that the respondents were not proportionally representative of the overall staff population based on race, ethnicity, gender identity, or office of primary appointment. The Institute results presented in this report are weighted on all these traits to portray the population more accurately¹.

Table 1. Staff demographics

	Respondent Frequency	Valid Respondent Percent ²	Staff Population Percent
Gender Identity			
Man	345	33.1%	44.3%
Woman	687	65.9%	55.4%
Nonbinary and other identities	10	1.0%	0.2%
Not specified	69	n/a	n/a
Ethnicity			
Hispanic or Latino/a/x	42	3.5%	3.8%
Not Hispanic or Latino/a/x	1,032	86.4%	92.6%
Not specified	121	10.1%	3.6%
Race			
Asian or Asian American	45	3.7%	5.6%
Black or African American	420	35.1%	43.6%
White or European American	502	42.0%	39.6%
Other ³	88	7.4%	10.6%
Not Specified	140	11.7%	2.2%
Job Category			
Executive, Administrative and Professional	695	58.6%	56.5%
Research	34	2.8%	4.6%
Support Services (Professional support/services, clerical/secretarial, maintenance/skilled crafts)	429	36.1%	36.0%
Other	29	2.4%	2.8%

[continued on next page]

¹ The weighting slightly “overcounts” colleges with lower response rates and “undercounts” colleges with higher response rates to adjust for the representativeness of each group within the GT population. The specific weighting scheme is available upon request from the Office of Academic Effectiveness.

² Valid response excludes “not specified” respondents from the overall percentage calculation.

³ Other category includes American Indian/Alaskan Native, Hawaiian/Pacific Islander, and Multiracial. Georgia Tech Human Resources systems do not include a multiracial category.

Table 1. Staff demographics [continued]

	Respondent Frequency	Valid Respondent Percent ⁴	Staff Population Percent
Primary Appointment			
Auxiliary Services (Campus Services, OHR, Business Services)	155	13.5%	11.2%
College of Computing	24	2.1%	2.3%
College of Design	33	2.8%	1.8%
College of Engineering	100	8.7%	9.3%
College of Sciences	26	2.2%	3.1%
Exec. VP for Administration and Finance	101	8.7%	8.6%
Exec. VP for Research	41	3.6%	6.2%
Facilities	108	9.4%	9.8%
Georgia Tech Athletic Association	17	1.5%	3.9%
Georgia Tech Professional Education	40	3.5%	2.9%
Georgia Tech Research Institute (GTRI)	151	13.2%	10.7%
Ivan Allen College	16	1.3%	1.2%
Libraries and Information Center	38	3.3%	1.3%
Office of Information Technology	65	5.7%	7.0%
Office of the President/Provost	143	12.5%	12.8%
Scheller College of Business	38	3.3%	2.2%
Student Life / Student Engagement and Well-being*	52	4.5%	5.7%
Other	43	n/a	n/a
Not specified	4	n/a	n/a

Data Limitations

As noted above, the overall results are not proportionally representative of the various constituent offices and departments of the Institute (i.e. units such as the College of Sciences and the Office of Information Technology are underrepresented in their responses compared to their number of staff). In any survey, there is also a possibility of non-response bias—this occurs when those who respond to the survey differ in significant ways from those who do not. In the case of this survey, the fair response rate (close to 26 percent) and the rebalancing of proportions through weighting should produce more representative results. The use of weighting can introduce biases, by over-representing the views of a few people who may not accurately reflect their under-responding demographic group. While generalizations about the entire Institute should be approached with caution, this should not restrict comparisons between subgroups or within specific units when applicable.

A significant proportion (about 8 percent) of respondents elected not to provide any demographic information, including gender identity and race/ethnicity. A close analysis of this non-disclosing group of participants shows that those who did not provide demographic information tended to report lower levels of feelings of support and inclusion, with small, significant differences on nine items, and a medium,

⁴ Valid response excludes “not specified” respondents from the overall percentage calculation.

significant difference on one item (*I have considered leaving Georgia Tech because of concerns about collegiality*).

These differences point to a possible non-response bias in the data—that is, the possibility that survey non-responders might differ in their opinions and perceptions from those who chose to participate in the survey. Consequently, generalizing staff responses to the overall GT population of employees should be approached with some degree of caution.

Structure of the report

The structure of this report generally follows the order of the survey instrument questions: staff perceptions of the *overall climate of their work environment*, satisfaction with their *interactions with other colleagues*, satisfaction with *support from their supervisors*, opinions on the *value of diversity* and the degree to which their unit and the Institute is committed to policies that support it, whether or not they experienced instances of *marginalization* (defined as a sense of exclusion or feeling left out), and the frequency in which they heard other staff members make *disparaging remarks* about various groups of people in the last three years.

As the particulars of a staff member’s roles and responsibilities could impact their experiences, Staff members were also compared on two dimensions. One of them was their broad job category, which was determined using survey respondents’ self-identification as follows: 1) Executive, Administrative and Professional; 2) Research; 3) Support Services (Professional Support/Services, Clerical/Secretarial, Maintenance/Skilled Crafts); and 4) Other, which included a write-in choice to allow those unsure of their job category to add clarifying information. When possible, “Other” responses were recategorized based on the write-in responses. However, since those cases which could not be recategorized were small and the job duties of those staff members was not clearly defined, the results from that group are excluded from job category comparisons presented in this report.

The second dimension determined for staff comparisons was based on staff’s role within the institution. For this purpose, we compared staff who were part of an “Academic” or education-focused unit (the six colleges, and Professional Education) with those in “Non-academic” units. We also compared staff members who reported having supervisory roles with other full-time employees.

In addition, the report also highlights differences in experience between staff based on self-reported gender identity and race/ethnicity. Our ability to show more nuanced demographic snapshots for staff was limited due to low response rates for certain groups, and the limited numbers of members from some groups within the current staff population.

- For gender identity, we could not capture perceptions from individuals identifying as Non-Binary+ due to the small number of responses obtained in the survey, and lack of reliable population parameters. Therefore, staff analyses are limited to comparisons between Men and Women.
- For race and ethnicity, respondents were clustered into four racial/ethnic groups, based on weighted counts as follows: Asian / Asian American (including Pacific Islander), Black/African-American, White/European American, and Other BIPOC and Multiracial (American Indian / Alaskan Native, Hispanic/Latino/a/x, Middle Eastern or North African, “Other” responses, and all respondents that identified with two or more ethnic groups⁵.

⁵ A comparison of the ethnic groups combined here found no significant differences on the survey questions.

The survey questions utilized a four-point Likert scale. The specific response anchors are presented in Table 2. For the purposes of this report, the percentages of those who “agree,” are “comfortable,” or “often” participate are derived from combining responses of 3 and 4, with the converse derived from combining responses of 1 and 2.

Table 2. Survey response anchors based on a four-point Likert scale

Rating	Frequency	Agreement	Comfort Level	Marginalization
4*†	Very often	Strongly agree	Very comfortable	Greatly
3*†	Often	Somewhat agree	Somewhat comfortable	Somewhat
2†	Sometimes	Somewhat disagree	Somewhat uncomfortable	Slightly
1	Never	Strongly disagree	Very uncomfortable	Not at all

* Sufficient score for percentages rating an item as “agree” or “satisfied.”

† Sufficient score for indicating instances of marginalization or disparaging remarks

Given the large number of comparisons and relatively large sample sizes, this report highlights *effect size* alongside statistical significance between values. Effect size is a measure of “practical significance,” that compares the differences (between groups) or associations (for likelihoods and predictions) against the variance or “noise” in the data.

Two measures of effect size are used in this report depending on the nature of the comparisons: Phi and Cramer’s *V*. These effect sizes can be interpreted similarly to correlations, with .1 being considered a small effect, .3 a moderate effect, and .5 a large effect (Cohen, 1988, 1992). In a few cases *marginal* differences (these are statistically significant differences with effect sizes below .1) are included. It should also be noted that for some comparisons—particularly regarding research staff, and between racial and ethnic groups—sample sizes are relatively small. Small samples mean low statistical power, making it difficult to discern significant differences between groups even when they exist in reality. In those cases, effect sizes constitute a better indicator of the practical importance of the results captured by the survey.

Results

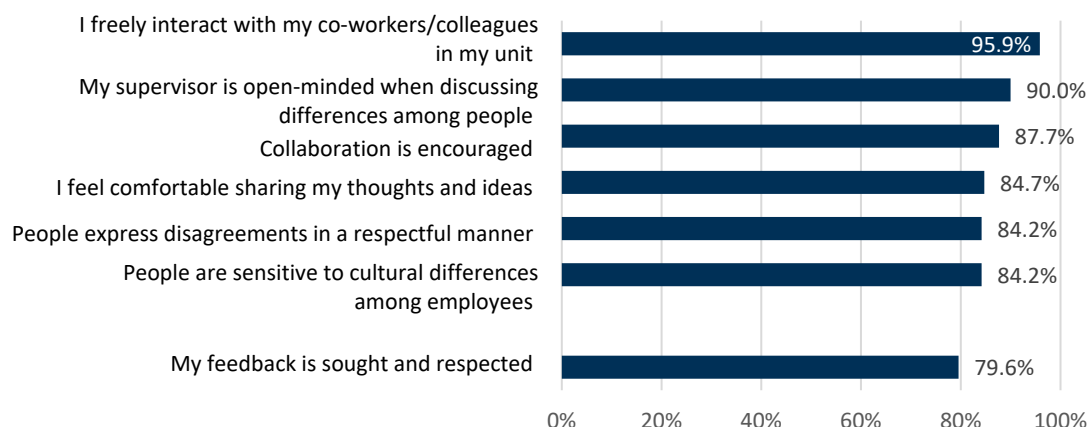
Unit and Institute Work Environment

Staff were asked to share their perceptions on their work environment. Generally, respondents had very positive opinions about the climate of their workplaces, with more than 90 percent agreeing that they *freely interact with their colleagues*, and that their *supervisor is open-minded when discussing differences among people*. Most respondents also agreed that *collaboration is encouraged*, they *feel comfortable sharing thoughts and ideas*, and *people express disagreements in a respectful manner*. The lowest rated item – that their *feedback is sought and respected* – had 79.6 percent of respondents in agreement. Select items are presented in Figure 1.

Figure 1. Staff opinions about their work environment

In my work environment...

(percent “strongly” or “somewhat agreed”)



Results by job category are reported in Table 3. These and subsequent tables show the mean/average of responses (on a 1-4 scale), as well as “heat” indicators. When the mean scores for certain group responses are closer to the low end of the scale, the cells appear in red, with higher color intensity indicating lower scores. When the means are closer to the more positive end of the scale, the cells appear in green, with higher color intensity indicating higher scores.

Table 3. Staff opinions on work environment by Job Category

In my work environment:

	Executive, Admin. and Professional	Research	Support Services
I freely interact with my co-workers/colleagues in my unit	3.74	3.71	3.67
People are sensitive to cultural differences among employees	3.27	3.25	3.12
I feel comfortable sharing my thoughts and ideas	3.33	3.56	3.19
I am comfortable expressing an opinion that is different from others in the workplace	3.18	3.33	3.09
People express disagreements in a respectful manner	3.22	3.51	3.17
My co-workers/colleagues are open- minded when discussing differences among people	3.27	3.55	3.13
My supervisor is open- minded when discussing differences among people	3.61	3.86	3.49
People communicate regularly with each other	3.26	3.51	3.27
People treat each other fairly	3.21	3.56	3.11
Professional development is encouraged	3.36	3.43	3.22
My feedback is sought and respected	3.26	3.51	3.07
Collaboration is encouraged	3.45	3.79	3.34

Significant differences are in **bold**

Agreement for most items was relatively high for all three of the job categories, with Research staff having the overall highest, and Support Services staff the lowest. Research staff are significantly higher in satisfaction than other employees on several items including *I feel comfortable sharing thoughts and ideas, people treat each other fairly*, and for most categories *collaboration is encouraged*. It is important to note that effect sizes on the statistically significant differences were small.

Specific comparisons by the employee’s role are presented in Table 4. For most of these questions, employees with supervisory roles, and those working in academic units had a more positive views of their work environment. These differences were significant for staff perceptions on items such as: *I freely interact with my co-workers/colleagues in my unit, people are sensitive to cultural differences among employees*, and *professional development is encouraged*. One significant variation from this pattern are perceptions that *people communicate regularly with each other*, where supervisors in non-academic units rated this lower than all other groups.

Table 4. Staff opinions on work environment by Role

In my work environment:

		Supervising	Not Supervising
I freely interact with my co-workers/colleagues in my unit	Academic	3.75	3.62
	Non-Academic	3.80	3.68
People are sensitive to cultural differences among employees	Academic	3.47	3.16
	Non-Academic	3.18	3.20
People communicate regularly with each other	Academic	3.34	3.28
	Non-Academic	3.15	3.32
Professional development is encouraged	Academic	3.61	3.29
	Non-Academic	3.29	3.27

Significant differences are in **bold**

Results by demographic groups (See Table 5) show that Women had significantly higher perceptions that *people communicated regularly with each other*, and that their colleagues were *open-minded when discussing differences among people*, compared to Men. Women were also more likely to report that *professional development was encouraged*.

More differences arise when comparing responses from participants from different racial/ethnic groups. Both Black/African American and Asian/Asian American staff rated *sensitivity to cultural differences among employees* lower than their peers from White and other BIPOC/Multiracial groups. Additionally, they were less likely to agree that *people communicate regularly with each other*, or that *people treat each other fairly*. However, Black/African American staff members were most comfortable *expressing an opinion that is different from others in the workplace*, particularly compared to Asian/Asian American and other BIPOC/Multiracial staff members.

Table 5. Staff Opinions on Work Environment by Gender, Race / Ethnicity

In my work environment:

	Man	Woman	Black / African-American	Asian / Asian-American	All other BIPOC	White
I freely interact with my co-workers/colleagues in my unit	3.72	3.73	3.71	3.45	3.71	3.77
People are sensitive to cultural differences among employees	3.22	3.21	3.06	2.97	3.32	3.37
I feel comfortable sharing my thoughts and ideas	3.30	3.35	3.28	3.21	3.18	3.39
I am comfortable expressing an opinion that is different from others in the workplace	3.18	3.22	3.27	3.07	2.92	3.17
People express disagreements in a respectful manner	3.19	3.28	3.18	3.23	3.22	3.29
My co-workers/colleagues are open- minded when discussing differences among people	3.13	3.30	3.14	3.19	3.31	3.29
My supervisor is open- minded when discussing differences among people	3.55	3.59	3.54	3.36	3.66	3.61
People communicate regularly with each other	3.19	3.36	3.21	3.06	3.44	3.33
People treat each other fairly	3.18	3.24	3.06	3.14	3.36	3.33
Professional development is encouraged	3.23	3.42	3.28	3.18	3.39	3.41
My feedback is sought and respected	3.21	3.28	3.20	3.14	3.13	3.30
Collaboration is encouraged	3.42	3.48	3.39	3.27	3.52	3.52

Significant and meaningful differences are in **bold**

Support from Colleagues

Staff were asked to reflect on their level of satisfaction with the support they receive from their co-workers and colleagues in several areas. Results are presented in Figure 2. Generally, respondents were satisfied in terms of *assistance with establishing professional contacts*, *advice on navigating office politics*, and *informal invitations* (e.g., lunch or coffee). However, respondents were less satisfied with support from their colleagues regarding *mentoring for leadership positions* and *career advancement*.

Figure 2. Staff satisfaction with colleagues

How satisfied are you with the following types of support you are receiving from your co-workers / colleagues? (percent “very satisfied” or “somewhat satisfied”)

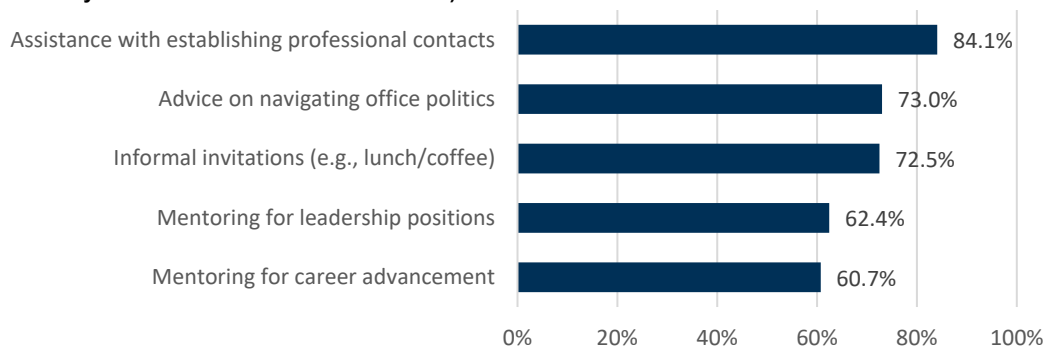


Table 6 shows differences in staff satisfaction by job category. Overall, Research staff expressed higher levels of satisfaction, with very small but significant differences in *advice on navigating office politics* and receiving *informal invitations*. Respondents in different job roles did not vary significantly in terms of their satisfaction with support from colleagues.

When looking at perceptions of support from coworkers, there are few differences between demographic groups. Men, Black/African-American, and Asian/Asian American staff are marginally less satisfied with *co-worker support in navigating office politics*. Means for these survey items are presented on Table 7.

Table 6. Staff satisfaction with colleagues by Job Category

How satisfied are you with the following types of support you are receiving from your co-workers/colleagues?

	Executive, Admin. and Professional	Research	Support Services
Assistance with establishing professional contacts	3.30	3.40	3.15
Advice on navigating office politics	3.05	3.30	2.90
Mentoring for leadership positions	2.83	3.06	2.69
Mentoring for career advancement	2.78	3.07	2.70
Informal invitations (e.g., lunch/coffee)	3.06	3.42	2.90

Significant and meaningful differences are in **bold**

Table 7. Staff Satisfaction with Colleagues by Gender Identity and Race / Ethnicity

How satisfied are you with the following types of support you are receiving from your co-workers/colleagues?

	Man	Woman	Black / African- American	Asian / Asian- American	All other BIPOC	White
Assistance with establishing professional contacts	3.26	3.30	3.25	3.39	3.32	3.27
Advice on navigating office politics	2.97	3.12	2.98	2.97	3.10	3.07
Mentoring for leadership positions	2.78	2.87	2.78	3.01	2.87	2.81
Mentoring for career advancement	2.73	2.84	2.72	2.93	2.87	2.79
Informal invitations (e.g., lunch/coffee)	3.01	3.02	2.97	3.14	3.08	3.01

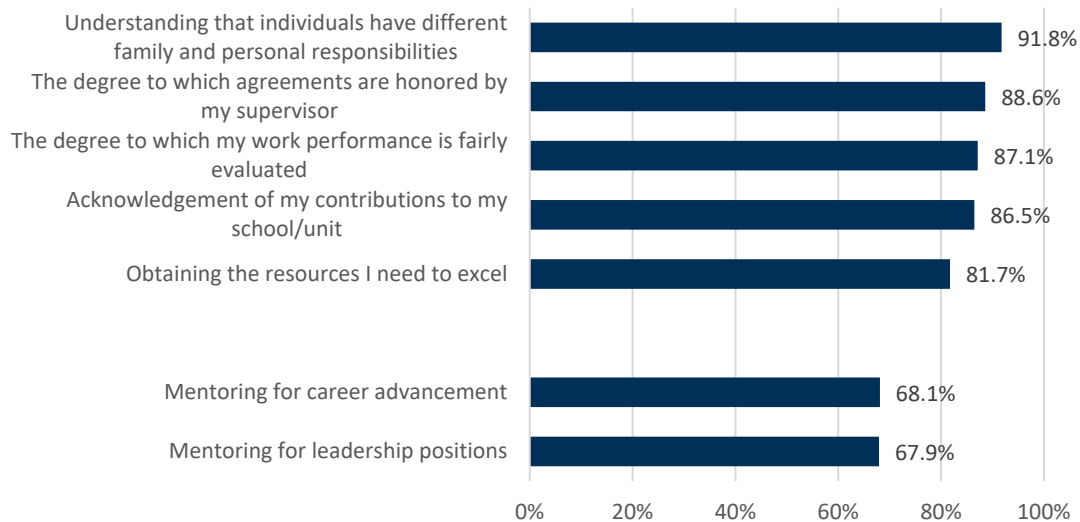
Significant and marginal differences are in *italics*.

Support from Supervisors

Staff were asked about their satisfaction with the support they receive from their supervisors. More than 90 percent of respondents expressed satisfaction with their supervisor *understanding that individuals have different family and personal responsibilities*, and more than 85 percent were satisfied with the degree to which *agreements are honored* and *work performance is fairly evaluated*, and with the *acknowledgment of [their] contributions to [their] unit*. Respondents were notably less satisfied with their supervisors in terms of *mentoring for career advancement* and *mentoring for leadership positions*.

Figure 3. Staff satisfaction with support received from their supervisors

How satisfied are you with the following types of support you are receiving from your supervisor? (percent “very” or “somewhat satisfied”)



Results based on job category are presented in Table 8. When compared to other staff job categories, Research staff had the highest ratings, and Support Services the lowest. Research staff were significantly more satisfied than other groups with *obtaining the resources [they] need to excel*, *mentoring for career advancement*, and *mentoring for leadership positions*. Conversely, Support Services staff were significantly less satisfied than other groups with their supervisor’s *understanding that individuals have different family and personal responsibilities*, *having acknowledgement of [their] contributions to [their] school/unit*, and *the degree to which agreements are honored by their supervisors*.

Table 8. Staff satisfaction with support from supervisor by job category*How satisfied are you with the following types of support you are receiving from your supervisor?*

	Executive, Admin. and Professional	Research	Support Services
Assistance with establishing professional contacts	3.33	3.60	3.17
Advice on navigating office politics	3.22	3.36	3.07
Mentoring for leadership positions	3.00	3.43	2.85
Mentoring for career advancement	3.00	3.39	2.89
Informal invitations (e.g., lunch/coffee)	3.25	3.46	3.04
Understanding that individuals have different family and personal responsibilities	3.69	3.76	3.48
Acknowledgement of my contributions to my school/unit	3.49	3.62	3.31
The degree to which agreements are honored by my supervisor	3.59	3.74	3.36
The degree to which my work performance is fairly evaluated	3.53	3.70	3.42
Obtaining the resources I need to excel	3.33	3.74	3.24

Significant and meaningful differences are in **bold**

Table 9 presents results related to staff's satisfaction with support from supervisors on *obtaining resources needed to excel*. When considering staff roles, we find that non-supervisory and staff in academic units were more satisfied than non-academic staff, or those with supervisory responsibilities.

Table 9. Staff satisfaction with support from supervisor by Role*How satisfied are you with the following types of support you are receiving from your supervisor?*

		Supervising	Not Supervising
Obtaining the resources I need to excel	Academic	3.36	3.46
	Non-Academic	3.19	3.32

Significant and meaningful differences are in **bold**

Results show few gender differences in responses regarding support from supervisors, although Women were marginally more satisfied in terms of *acknowledgement for contributions to [their] department or unit*. A more substantial difference is found between racial/ethnic groups, with Black/African-American staff being *least* satisfied, and Asian/Asian American staff members being *most* satisfied with *mentoring for career advancement*.

Table 10. Staff satisfaction with support from supervisor by Gender Identity and Race / Ethnicity*How satisfied are you with the following types of support you are receiving from your supervisor?*

	Man	Woman	Black / African-American	Asian / Asian-American	All other BIPOC	White
Assistance with establishing professional contacts	3.30	3.28	3.21	3.42	3.32	3.33
Advice on navigating office politics	3.18	3.21	3.13	3.32	3.18	3.22
Mentoring for leadership positions	3.01	2.99	2.92	3.21	3.06	3.01
Mentoring for career advancement	2.99	3.01	2.87	3.26	3.08	3.05
Informal invitations (e.g., lunch/coffee)	3.18	3.20	3.14	3.17	3.34	3.17
Understanding that individuals have different family and personal responsibilities	3.60	3.65	3.56	3.60	3.65	3.68
Acknowledgement of my contributions to my school/unit	3.38	3.49	3.40	3.51	3.35	3.47
The degree to which agreements are honored by my supervisor	3.50	3.56	3.46	3.59	3.56	3.58
The degree to which my work performance is fairly evaluated	3.47	3.53	3.45	3.53	3.47	3.54
Obtaining the resources I need to excel	3.29	3.34	3.24	3.47	3.36	3.35

Significant and meaningful differences are in **bold**. Marginal effect sizes are in *italics*.

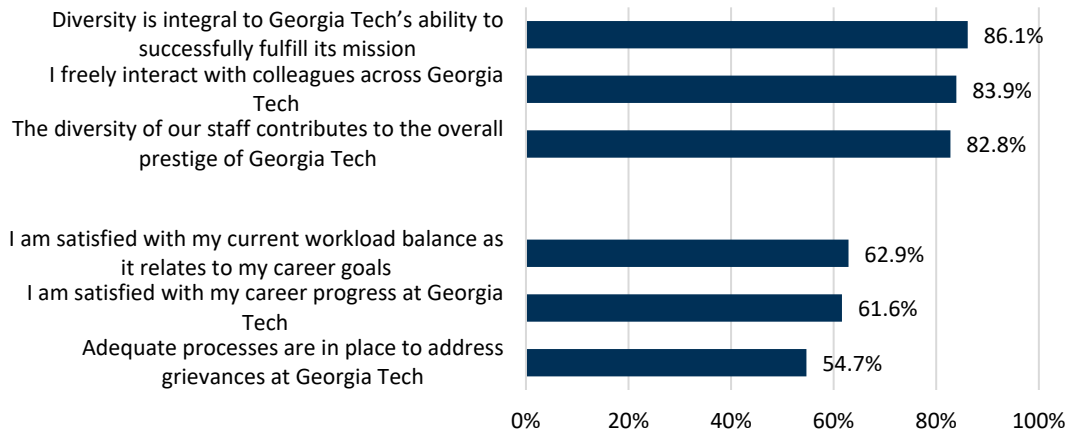
Diversity and Inclusion

When asked about the value of diversity and inclusion, as well as the degree to which GT demonstrates its commitment to these values, most respondents expressed support for the idea that *diversity is integral to Georgia Tech's ability to fulfill its mission; that they freely interact with colleagues across Georgia Tech, and that the diversity of our staff contributes to the overall prestige of Georgia Tech.*

However, when looking at satisfaction with other aspects of life at GT, a lower percentage of respondents agreed that they were *satisfied with their workload balance, satisfied with their career progress, or that adequate processes are in place to address grievances at Georgia Tech* (See Figure 4).

Figure 4. Staff opinions on diversity and inclusion at Georgia Tech

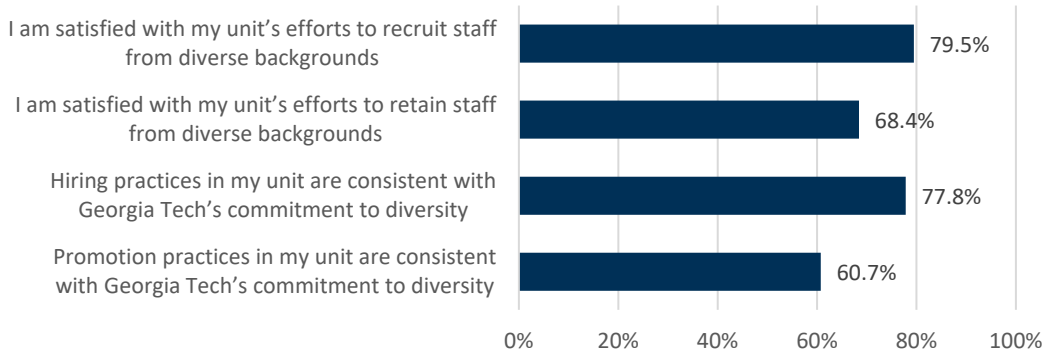
Please indicate your level of agreement with each of the following statements (percent “strongly” or “somewhat agreed”)



Staff opinions about practices within their units were also explored and presented on Figure 5. Staff have a moderately high satisfaction with their *unit's efforts to recruit staff from diverse backgrounds* (79.5 percent) and believed that *hiring practices are consistent with Georgia Tech's commitment to diversity* (77.8 percent). However, staff are less satisfied with *efforts to retain staff from diverse backgrounds* (68.4 percent). This may be related to their perceptions that *promotion practices being consistent with Georgia Tech's commitment to diversity* (60.7 percent), which was the survey items with lowest level of agreement in this section.

Figure 5. Staff opinions on diversity and inclusion within their unit

Please indicate your level of agreement with each of the following statements (percent “strongly” or “somewhat agreed”)



Examining the results by job category, we find that Executive/Administrative/Professional, and Research staff were somewhat more likely to agree that *diversity is integral to Georgia Tech's ability to successfully fulfill its mission*, Research staff were marginally more likely to agree that *adequate processes are in place to address grievances*, and Support Services staff were marginally less likely to agree that they *freely interacted with colleagues across Georgia Tech*. These results are presented in Table 11.

Table 11. Staff opinions on diversity and inclusion by job category

Diversity and Inclusion (at Georgia Tech):	Executive, Admin. and Professional	Research	Support Services
Georgia Tech is generally a comfortable and inclusive environment for me	3.16	3.12	3.12
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	3.43	3.26	3.28
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.30	3.23	3.19
Adequate processes are in place to address grievances at Georgia Tech	2.54	2.89	2.63
I feel valued and respected by the Georgia Tech community	2.99	2.90	2.92
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSED)	2.90	3.12	2.94
I am satisfied with my career progress at Georgia Tech	2.69	2.52	2.72
I am satisfied with my current workload balance as it relates to my career goals	2.70	3.07	2.80
I freely interact with colleagues across Georgia Tech	3.28	3.26	3.15
Diversity and Inclusion (in my unit):			
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	3.16	3.34	3.15
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	2.86	3.09	2.97
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	3.15	3.42	3.06
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	2.72	2.81	2.75

Significant differences with marginal effect sizes are in *italics*

For the different staff roles, supervisors were notable less satisfied and reported being significantly more likely to *have considered leaving Georgia Tech because of concerns about collegiality*, compared to those without supervising responsibilities. Similarly, supervisors were less satisfied with *their current workload balance as it relates to [their] career goals*, with dissatisfaction being higher for supervisors within academic units. These results are highlighted in Table 12.

Table 12. Staff opinions on diversity and inclusion by Role

Diversity and Inclusion (Georgia Tech):		Supervising	Not Supervising
I have considered leaving Georgia Tech because of concerns about collegiality (Reversed)	Academic	2.73	3.05
	Non-Academic	2.77	2.99
I am satisfied with my current workload balance as it relates to my career goals	Academic	2.56	2.71
	Non-Academic	2.67	2.84

Significant and meaningful differences are in **bold**

When exploring differences by race/ethnicity and gender identity (See Table 10) we see that Men and Women have few differences in their opinions of diversity and inclusion, with Women being marginally less in agreement with the statement that *processes in place to address grievances*, but slightly more satisfied with *their career progress at Georgia Tech*, compared to Men. Black/African-American and Other BIPOC/Multiracial staff were less likely to feel *Georgia Tech is a comfortable and inclusive environment for [them]*. Staff included in the Other BIPOC/Multiracial group had the lowest levels of agreement with the statements that *diversity is integral to Georgia Tech's ability to fulfil its mission*, and *staff diversity contributes to the overall prestige of Georgia Tech* across all demographic groups explored. When asked about their units, Black/African American and Asian/Asian American staff were less satisfied with hiring, recruitment, retention and promotion practices that show commitment to diversity.

Table 13. Staff opinions on diversity and inclusion by Gender Identity and Race / Ethnicity

Diversity and Inclusion (Georgia Tech):	Man	Woman	Black / African-American	Asian / Asian-American	All other BIPOC	White
Georgia Tech is generally a comfortable and inclusive environment for me	3.15	3.16	3.04	3.23	3.08	3.27
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	<i>3.31</i>	<i>3.42</i>	3.31	3.21	3.12	3.52
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.23	3.32	3.16	3.25	3.12	3.41
Adequate processes are in place to address grievances at Georgia Tech	<i>2.70</i>	<i>2.55</i>	<i>2.59</i>	<i>2.97</i>	<i>2.64</i>	<i>2.55</i>
I feel valued and respected by the Georgia Tech community	2.96	3.01	<i>2.94</i>	<i>3.11</i>	<i>2.85</i>	<i>3.00</i>
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSE CODED)	<i>2.94</i>	<i>2.97</i>	<i>2.84</i>	<i>3.13</i>	<i>2.92</i>	<i>3.03</i>
I am satisfied with my career progress at Georgia Tech	<i>2.63</i>	<i>2.77</i>	<i>2.67</i>	<i>2.85</i>	<i>2.51</i>	<i>2.76</i>
I am satisfied with my current workload balance as it relates to my career goals	<i>2.81</i>	<i>2.76</i>	<i>2.79</i>	<i>2.91</i>	<i>2.63</i>	<i>2.77</i>
I freely interact with colleagues across Georgia Tech	3.22	3.27	<i>3.18</i>	<i>3.22</i>	<i>3.26</i>	<i>3.29</i>
Diversity and Inclusion (in my unit):						
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	3.15	3.18	3.00	2.96	3.17	3.34
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	2.95	2.90	2.73	2.87	2.91	3.09
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	3.10	3.17	2.86	3.04	3.18	3.38
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	<i>2.84</i>	<i>2.69</i>	2.54	2.54	2.71	3.00

Significant and meaningful differences are in **bold**. Marginal effect sizes are in *italics*.

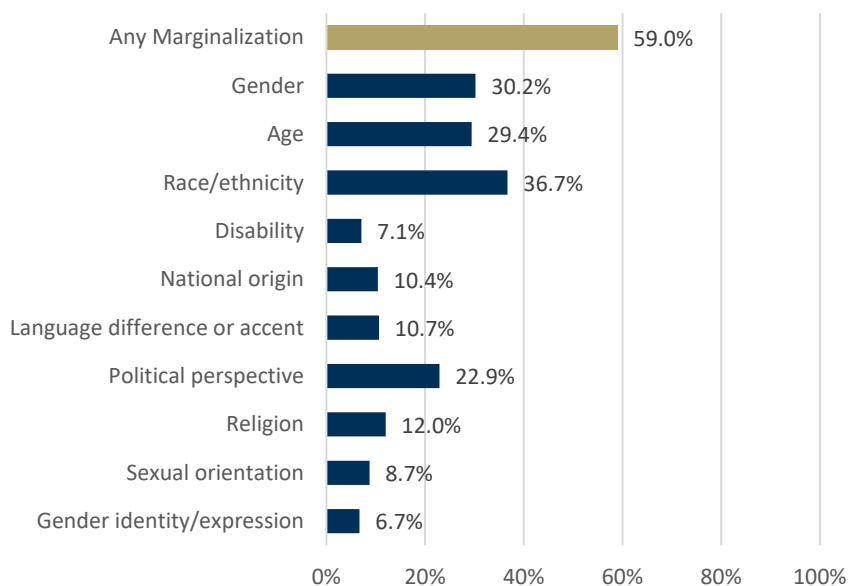
Marginalization

Staff were asked to what extent they had experienced marginalization—a sense of exclusion or feeling left out—in the past three years at Georgia Tech, based on various aspects of their identity and personal characteristics. To account for the small number of responses in some cells, the responses were recoded for statistical testing and reduced to two categories: Never, and Any (experienced marginalization *slightly, somewhat, or greatly*). While this approach reduces our ability to look at detailed responses, most staff reporting “any” marginalization selected “slightly” in the response scale. The percent reporting any experiences of marginalization is presented in Figure 6. The actual frequencies for these items can be found in Appendix A.

Figure 6. Marginalization

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Percent reporting any marginalization



Overall, 59 percent of respondents stated they had experienced marginalization based on one or more characteristics. When we compare results by gender and race/ethnicity we find higher rates of perceptions of marginalization for Women and all racial/ethnic groups other than White. As shown in Figure 7, marginalization based on *gender* was significantly higher for Women, while staff from all racial/ethnic groups (except White) reported significantly higher instances on marginalization based on race/ethnicity. Asian/Asian American and Other BIPOC/Multiracial staff were more likely to report marginalization by *national origin* compared to White colleagues. Results are presented in Table 14.

Figure 7. Staff Marginalization Differences by Gender, Race / Ethnicity

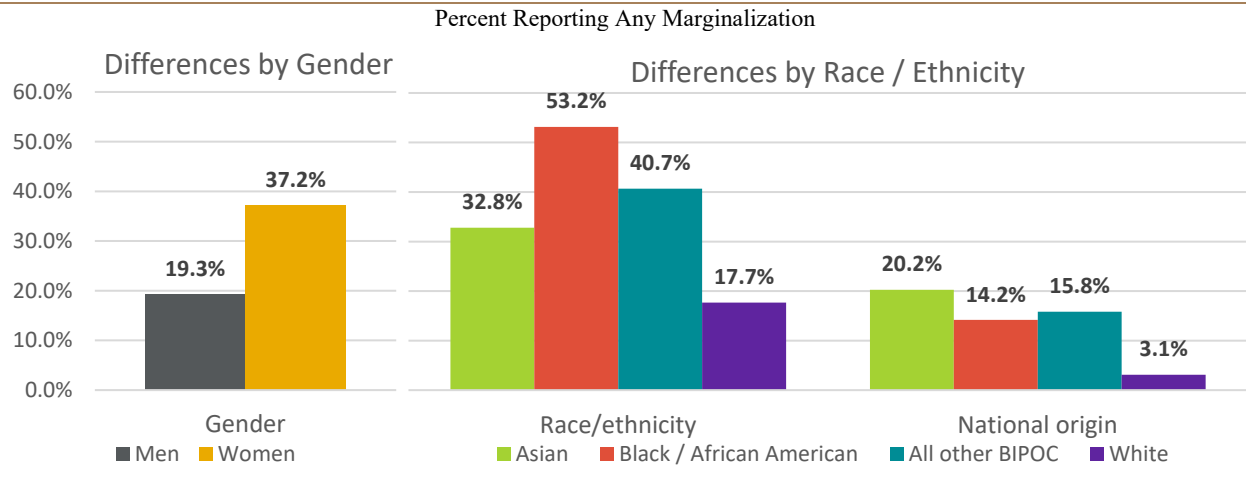


Table 14. Marginalization by Gender Identity and Race / Ethnicity

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

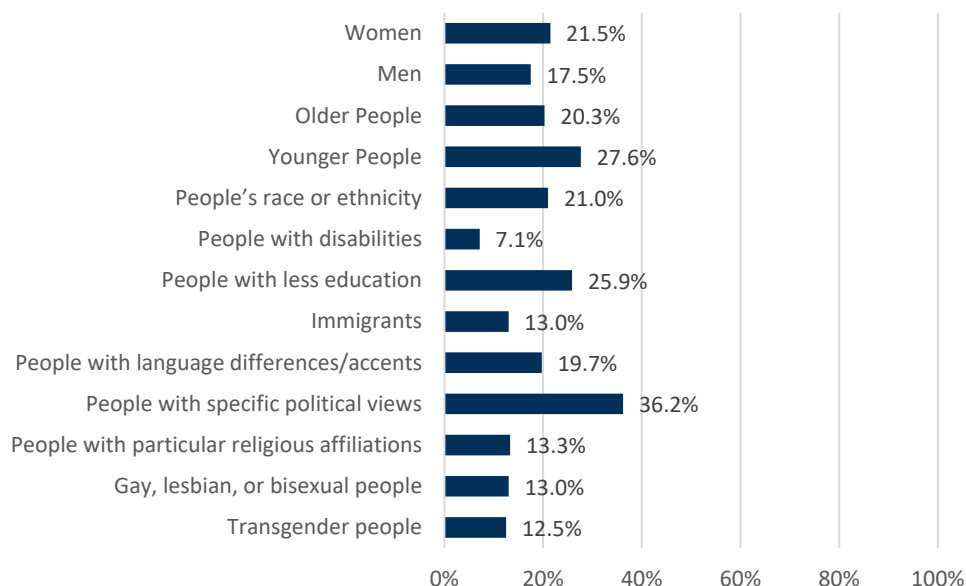
	Man	Woman	Black / African-American	Asian / Asian-American	All other BIPOC	White
Marginalization: Gender	1.34	1.67	1.55	1.50	1.62	1.50
Marginalization: Age	1.43	1.55	1.49	1.34	1.48	1.51
Marginalization: Race/ethnicity	1.65	1.66	1.98	1.71	1.79	1.31
Marginalization: Disability	1.12	1.12	1.14	1.15	1.20	1.09
Marginalization: National origin	1.19	1.18	1.24	1.47	1.36	1.07
Marginalization: Language difference or accent	1.16	1.16	1.20	1.38	1.17	1.09
Marginalization: Political perspective	1.47	1.30	1.29	1.29	1.54	1.48
Marginalization: Religion	1.25	1.16	1.14	1.25	1.19	1.27
Marginalization: Sexual orientation	1.19	1.09	1.09	1.15	1.28	1.16
Marginalization: Gender identity/expression	1.13	1.08	1.11	1.19	1.18	1.11

Significant and Meaningful differences in **bold**. Marginal effect sizes are in *italics*.

Disparaging Comments

The survey asked staff to describe in the past year how frequently they heard disparaging remarks about various groups made by their staff colleagues. For statistical analysis, responses were recoded similarly to the Marginalization items: Never, and Any (experienced marginalization *sometimes, often, or very often*). As with Marginalization, the proportion of respondents who frequently (i.e., often or very often) heard disparaging comments was relatively low. Figure 8 provides the percentages of staff reporting hearing different types of disparaging comments. Tables 15 and 16 provides results from these items by role, as well as gender and race/ethnicity, respectively. Overall, the percentage of staff reporting hearing disparaging remarks was below 30 percent for most types of remarks, with the exception of remarks about *people with specific political views* (36.2 percent), *younger people* (49.1 percent), and *people with less education* (25.9 percent).

Figure 8. Staff experiences with disparaging comments



When we consider differences in job roles, we find that supervisors tend to hear disparaging comments more often than their non-supervising counterparts. This is particularly true for comments about *people's race or ethnicity, people with specific political views, and people with particular religious affiliations*. Additionally, supervisors in non-academic units also report hearing more often disparaging comments about *Men*. In comparison, the only significant difference between job categories is that Research faculty reports hearing more disparaging comments about *people with less education*.

In terms of gender differences, Men were more likely to report hearing disparaging comments about *people with specific political views*, and marginally more comments about *Men*. Overall, Black/African American respondents report hearing more disparaging comments, and Asian/Asian American and White respondents the least. Interestingly, the significantly higher number of disparaging comments regarding *political views* was reported for all groups *except* for Asian/Asian American respondents. Complete results are available in Appendix A.

Table 15. Staff experiences with disparaging comments by Role

Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:

		Supervising	Not Supervising
Women	Academic	1.30	1.20
	Non-Academic	1.30	1.27
Men	Academic	1.17	1.14
	Non-Academic	1.36	1.17
People's race or ethnicity	Academic	1.31	1.21
	Non-Academic	1.36	1.24
People with specific political views	Academic	1.62	1.49
	Non-Academic	1.64	1.43
people with particular religious affiliations	Academic	1.26	1.15
	Non-Academic	1.25	1.15

Significant and Meaningful differences in **bold**.

Table 16. Staff experiences with disparaging comments

Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:

	Man	Woman	Black / African-American	Asian / Asian-American	All other BIPOC	White
Women	1.26	1.27	1.30	1.18	1.21	1.28
Men	1.25	1.16	1.20	1.09	1.40	1.20
Older People	1.23	1.27	1.26	1.15	1.29	1.24
Younger People	1.41	1.31	1.35	1.19	1.40	1.38
People's race or ethnicity	1.27	1.24	1.37	1.22	1.34	1.15
People with disabilities	1.09	1.08	1.11	1.03	1.10	1.06
People with less education	1.33	1.32	1.39	1.12	1.47	1.32
Immigrants	1.20	1.13	1.24	1.19	1.14	1.09
People with language differences/accents	1.29	1.20	1.32	1.18	1.16	1.18
People with specific political views	1.58	1.40	1.38	1.18	1.66	1.64
People with particular religious affiliations	1.21	1.14	1.18	1.14	1.25	1.18
Gay, lesbian, or bisexual people	1.19	1.15	1.25	1.11	1.08	1.12
Transgender people	1.18	1.15	1.20	1.11	1.11	1.15

Significant and Meaningful differences in **bold**. Marginal effect sizes are in *italics*

Conclusion

The results presented in this report offer an important insight on how Institute staff members perceive the Georgia Tech community. Generally, respondents express positive perceptions about collegiality, support, and inclusion within their immediate workplace and across the Institute. However, there are also areas of concern and topics that warrant further attention and exploration.

Staff report high levels of satisfaction with the support they receive from supervisors and co-workers, with a notably lower, but still positive level of satisfaction regarding mentorship for careers and advancement. Similarly, respondents rated diversity and inclusion issues as important, but expressed less satisfaction with their career progress, and Georgia Tech's ability to adequately address grievances.

Most staff expressed concern that promotion practices are not consistent with Georgia Tech's commitment to the principles of diversity. This dissatisfaction is more pronounced for all BIPOC staff members, specifically Black/African American and Asian/Asian American respondents.

Staff members working in research related positions tended to report a more positive experience compared to executive/administrative/professional and service support staff. Staff with supervisory roles expressed greater concerns about work balance and collegiality compared to those with no supervisory responsibilities. Supervising staff also reported hearing more disparaging comments, which could be related to their roles, as they might be more likely to hear the comments and complaints of the employees they are responsible for supervising. Whether this is the case, or these remarks are coming up in discussion with other colleagues will require further investigation.

Differences in marginalization experiences are aligned with individuals' identities, with Women reporting more marginalization on gender, and non-white respondents reporting more marginalization by race/ethnicity, immigration and language. That the fact that instances of marginalization persist as well as concerns with career progression and mentoring for advancement merits future attention. .

The Office of Diversity, Equity, and Inclusion aims to utilize data from this report to identify issues that merit additional attention and follow-up, including a deeper look into the nine years of collected climate data. It is hoped that those currently engaged in campus initiatives related to campus climate will use these survey results as a guide to identify areas of strength and challenge, and inform current and future activities and programming, so that new initiatives might be launched that explore and address more deeply the issues raised by these data. Continuing the use of this survey will assist the Institute in measuring its progress as it pursues its strategic goal of inclusive excellence.

References

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Appendix A - Staff Data

Response data

Population:	4,604
Respondents:	1,195
Response rate:	25.96%
Binary CI (95):	2.44

Tables Color Key				Significance	Effect Size			
Color codes for cell means				p value at or below	t -test	ANOVA	Chi-Square	
					Cohen's d at or above	η^2 at or above	Cramer's V at or above	
Main Scale Items*	Lowest	Midpoint	Highest	0.050	small	0.200	0.010	0.100
					medium	0.500	0.060	0.300
Marginalization & Disparaging Remarks	Lowest	Midpoint	Highest		large	0.800	0.140	0.500

All data presented here is weighted

p is based on alpha of .05 or below. Effect size cutoffs are based on the Cohen's (1988) "rule of thumb"

* *Reversed* items are recoded for means tables so that higher scores represent a favorable outcome. For example, a response of "Strongly Disagree" to *I have considered leaving Georgia Tech* is a favorable rating, and scored as a 4.

Cohen, J. (1988). *Statistical power analysis for the behavioral sciences (2nd ed.)*. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

Staff—Weighted Means

	GT Mean	College of Computing	College of Design	College of Engineering	Ivan Allen College	Scheller College of Business	College of Sciences	Georgia Tech Professional Education	Auxiliary Services	Exec. VP for Admin. and Finance
In my work environment:										
I freely interact with my co-workers/colleagues in my unit	3.71	3.60	3.73	3.68	3.11	3.76	3.60	3.78	3.76	3.74
People are sensitive to cultural differences among employees	3.20	3.63	3.13	3.11	3.03	3.41	3.27	3.32	3.26	3.25
I feel comfortable sharing my thoughts and ideas	3.28	3.42	3.22	3.25	3.16	3.60	3.28	3.26	3.28	3.15
I am comfortable expressing an opinion that is different from others in the workplace	3.15	3.36	3.06	3.01	3.18	3.41	3.11	3.07	3.16	3.05
People express disagreements in a respectful manner	3.21	3.15	3.19	3.15	3.44	3.50	3.31	3.14	3.26	3.26
My co-workers/colleagues are open- minded when discussing differences among people	3.21	3.34	3.21	3.13	3.42	3.44	3.43	3.05	3.33	3.33
My supervisor is open- minded when discussing differences among people	3.56	3.59	3.49	3.58	3.56	3.78	3.71	3.64	3.64	3.51
People communicate regularly with each other	3.27	3.34	3.12	3.27	3.39	3.48	3.31	3.27	3.39	3.45
People treat each other fairly	3.18	3.07	3.12	3.08	3.38	3.52	3.43	3.05	3.22	3.29
Professional development is encouraged	3.30	3.71	3.26	3.25	3.60	3.61	3.28	3.51	3.46	3.10
My feedback is sought and respected	3.19	3.27	3.28	2.97	3.39	3.59	3.31	3.26	3.24	3.15
Collaboration is encouraged	3.42	3.46	3.47	3.35	3.80	3.67	3.44	3.41	3.51	3.34

Staff—Weighted Means

	GT Mean	Exec. VP for Research	Facilities / I&S *	Georgia Tech Athletic Association	Georgia Tech Research Institute (GTRI)	Libraries and Information Center	Office of Information Technology	Office of the President/ Provost	Student Life / Student Engagement and Well-Being *	Other:
In my work environment:										
I freely interact with my co-workers/colleagues in my unit	3.71	3.68	3.70	3.97	3.63	3.87	3.68	3.71	3.74	3.73
People are sensitive to cultural differences among employees	3.20	3.15	3.06	3.24	2.95	3.26	3.28	3.27	3.34	3.20
I feel comfortable sharing my thoughts and ideas	3.28	3.45	3.21	3.28	3.18	3.25	3.20	3.42	3.34	3.37
I am comfortable expressing an opinion that is different from others in the workplace	3.15	3.30	3.15	3.37	3.00	3.27	3.14	3.25	3.14	3.20
People express disagreements in a respectful manner	3.21	3.32	3.01	3.38	3.08	3.24	3.14	3.32	3.17	3.22
My co-workers/colleagues are open- minded when discussing differences among people	3.21	3.26	2.85	3.35	3.11	3.36	3.28	3.28	3.01	3.40
My supervisor is open- minded when discussing differences among people	3.56	3.81	3.28	3.64	3.36	3.72	3.55	3.65	3.53	3.73
People communicate regularly with each other	3.27	3.45	3.08	2.95	3.26	3.37	3.16	3.26	2.98	3.40
People treat each other fairly	3.18	3.25	2.88	3.23	3.07	3.42	3.13	3.27	3.29	3.29
Professional development is encouraged	3.30	3.60	2.86	3.37	3.28	3.65	2.92	3.47	3.27	3.44
My feedback is sought and respected	3.19	3.48	2.89	3.27	3.14	3.45	3.03	3.36	3.02	3.39
Collaboration is encouraged	3.42	3.52	3.21	3.57	3.35	3.64	3.40	3.55	3.22	3.62

Staff—Weighted Means

	GT Mean	College of Computing	College of Design	College of Engineering	Ivan Allen College	Scheller College of Business	College of Sciences	Georgia Tech Professional Education	Auxiliary Services	Exec. VP for Admin. and Finance
Support for co-workers/colleagues:										
Assistance with establishing professional contacts	3.25	3.46	3.13	3.18	3.55	3.54	3.29	3.21	3.32	3.34
Advice on navigating office politics	3.00	3.08	3.02	2.88	2.93	3.18	3.10	3.01	3.22	3.12
Mentoring for leadership positions	2.79	3.05	2.76	2.63	2.50	3.22	2.84	2.81	3.00	2.75
Mentoring for career advancement	2.76	2.95	2.80	2.60	2.48	3.30	2.89	2.78	2.92	2.85
Informal invitations (e.g., lunch/coffee)	3.01	3.38	3.13	3.13	2.43	3.33	3.05	2.88	3.01	3.09
Mentoring/Support from colleagues: (n = 66)										
Guidance on obtaining grants	3.21		3.06	3.17		3.78	3.41	2.55	3.21	2.00
Guidance on obtaining contracts	2.76									
Guidance on publishing your research	3.22		3.23	2.74		3.78	3.78	4.00	3.21	2.00
Offers to collaborate in research	3.29		2.86	3.39		3.78	3.31	4.00	3.52	3.16
Support for your research program	3.38		3.36	2.96		3.78	3.43	4.00	3.21	3.16
Mentoring for teaching	3.19	3.00	3.53	3.13		3.80	3.45	3.21	3.55	2.00

Staff—Weighted Means

	GT Mean	Exec. VP for Research	Facilities / I&S *	Georgia Tech Athletic Association	Georgia Tech Research Institute (GTRI)	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life / Student Engagement and Well-Being *	Other:
Support for co-workers/colleagues:										
Assistance with establishing professional contacts	3.25	3.29	3.07	3.32	3.14	3.23	2.92	3.42	3.18	3.44
Advice on navigating office politics	3.00	3.02	2.74	2.99	2.84	3.01	2.61	3.20	2.94	3.30
Mentoring for leadership positions	2.79	2.84	2.46	3.03	2.75	2.88	2.42	2.94	2.68	3.15
Mentoring for career advancement	2.76	2.97	2.45	2.71	2.72	2.90	2.41	2.91	2.46	3.07
Informal invitations (e.g., lunch/coffee)	3.01	3.01	2.65	2.82	2.94	3.23	2.74	3.24	2.92	3.33
Mentoring/Support from colleagues: (n = 66)										
Guidance on obtaining grants	3.21	4.00	2.68		3.66			2.62		4.00
Guidance on obtaining contracts	2.76				2.76					
Guidance on publishing your research	3.22	4.00	3.47		2.73			1.00		4.00
Offers to collaborate in research	3.29	3.39	3.18	3.00	3.52		2.00	2.23		4.00
Support for your research program	3.38	3.39	3.47		3.42			3.00		4.00
Mentoring for teaching	3.19	2.03	3.02	3.56	2.91		2.69	4.00		4.00

Staff—Weighted Means

	GT Mean	College of Computing	College of Design	College of Engineering	Ivan Allen College	Scheller College of Business	College of Sciences	Georgia Tech Professional Education	Auxiliary Services	Exec. VP for Admin. and Finance
Satisfaction with support from supervisor:										
Assistance with establishing professional contacts	3.28	3.38	3.12	3.39	3.36	3.67	3.23	3.15	3.42	3.26
Advice on navigating office politics	3.16	3.17	3.15	3.23	3.48	3.46	3.26	3.11	3.31	3.21
Mentoring for leadership positions	2.97	3.14	3.04	3.02	2.72	3.45	3.00	2.95	2.99	2.96
Mentoring for career advancement	2.97	3.29	3.04	3.01	3.10	3.42	2.92	2.89	2.95	3.01
Informal invitations (e.g., lunch/coffee)	3.18	3.25	3.19	3.24	2.97	3.52	3.13	3.43	3.24	3.22
Understanding that individuals have different family and personal responsibilities	3.61	3.55	3.65	3.59	3.59	3.77	3.80	3.75	3.63	3.63
Acknowledgement of my contributions to my school/unit	3.43	3.41	3.39	3.28	3.55	3.74	3.80	3.57	3.39	3.41
The degree to which agreements are honored by my supervisor	3.51	3.38	3.59	3.55	3.59	3.82	3.73	3.58	3.56	3.47
The degree to which my work performance is fairly evaluated	3.48	3.54	3.50	3.52	3.46	3.85	3.77	3.44	3.44	3.38
Obtaining the resources I need to excel	3.30	3.40	3.41	3.34	3.65	3.71	3.57	3.32	3.28	3.31

Staff—Weighted Means

	GT Mean	Exec. VP for Research	Facilities / I&S *	Georgia Tech Athletic Association	Georgia Tech Research Institute (GTRI)	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life / Student Engagement and Well-Being *	Other:
Satisfaction with support from supervisor:										
Assistance with establishing professional contacts	3.28	3.23	3.07	3.62	3.25	3.35	2.98	3.39	3.00	3.39
Advice on navigating office politics	3.16	3.13	2.90	3.48	3.03	3.33	2.91	3.32	2.87	3.24
Mentoring for leadership positions	2.97	2.97	2.70	3.12	2.96	3.36	2.63	3.14	2.75	3.24
Mentoring for career advancement	2.97	3.05	2.69	3.12	2.99	3.49	2.64	3.14	2.58	3.33
Informal invitations (e.g., lunch/coffee)	3.18	3.02	2.72	3.56	3.10	3.37	2.97	3.33	3.06	3.39
Understanding that individuals have different family and personal responsibilities	3.61	3.57	3.24	3.93	3.47	3.79	3.70	3.70	3.67	3.69
Acknowledgement of my contributions to my school/unit	3.43	3.57	3.01	3.62	3.33	3.73	3.38	3.60	3.42	3.46
The degree to which agreements are honored by my supervisor	3.51	3.63	3.10	3.58	3.40	3.67	3.55	3.71	3.51	3.39
The degree to which my work performance is fairly evaluated	3.48	3.52	3.15	3.64	3.51	3.70	3.45	3.65	3.32	3.54
Obtaining the resources I need to excel	3.30	3.45	2.88	3.60	3.28	3.55	3.09	3.48	2.92	3.44

Staff—Weighted Means

	GT Mean	College of Computing	College of Design	College of Engineering	Ivan Allen College	Scheller College of Business	College of Sciences	Georgia Tech Professional Education	Auxiliary Services	Exec. VP for Admin. and Finance
Diversity and Inclusion (Georgia Tech):										
Georgia Tech is generally a comfortable and inclusive environment for me	3.13	3.48	3.14	2.96	3.19	3.31	2.98	3.14	3.33	3.13
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	3.36	3.34	3.51	3.30	3.04	3.37	3.43	3.55	3.47	3.19
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.26	3.49	3.28	3.23	3.11	3.23	3.20	3.36	3.31	3.20
Adequate processes are in place to address grievances at Georgia Tech	2.60	2.67	2.51	2.39	2.81	2.82	2.35	2.50	2.83	2.48
I feel valued and respected by the Georgia Tech community	2.95	3.22	2.93	2.70	3.29	3.18	2.97	3.00	3.13	2.79
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSE CODED)	2.92	2.67	3.06	2.84	3.25	2.94	3.15	3.06	3.08	2.61
I am satisfied with my career progress at Georgia Tech	2.69	3.01	2.82	2.55	2.86	3.15	2.31	2.62	2.79	2.56
I am satisfied with my current workload balance as it relates to my career goals	2.75	2.61	2.90	2.53	2.54	3.03	2.62	2.63	2.93	2.60
I freely interact with colleagues across Georgia Tech	3.23	3.51	3.15	3.11	3.07	3.56	3.35	3.21	3.31	3.20
Diversity and Inclusion (in my unit):										
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	3.14	3.49	3.34	3.12	2.97	3.30	2.90	3.46	3.24	3.05
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	2.89	3.21	3.10	2.64	2.93	3.15	2.59	3.03	3.11	2.80
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	3.12	3.12	3.50	3.03	3.08	3.38	3.18	3.24	3.16	2.94
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	2.73	3.11	3.06	2.70	2.56	3.05	2.35	2.92	2.75	2.51

Staff—Weighted Means

	GT Mean	Exec. VP for Research	Facilities / I&S *	Georgia Tech Athletic Association	Georgia Tech Research Institute (GTRI)	Libraries and Information Center	Office of Information Technology	Office of the President/ Provost	Student Life / Student Engagement and Well-Being *	Other:
Diversity and Inclusion (Georgia Tech):										
Georgia Tech is generally a comfortable and inclusive environment for me	3.13	3.46	2.96	3.00	2.93	3.20	2.97	3.28	3.00	3.18
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	3.36	3.78	3.18	3.41	3.28	3.26	3.18	3.58	3.12	3.39
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.26	3.48	3.06	3.00	3.14	3.15	3.16	3.47	3.32	3.27
Adequate processes are in place to address grievances at Georgia Tech	2.60	2.58	2.41	2.72	2.69	2.63	2.33	2.83	2.39	2.76
I feel valued and respected by the Georgia Tech community	2.95	3.28	2.75	2.88	2.84	3.04	2.70	3.25	2.71	3.08
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSE CODED)	2.92	3.02	2.75	2.94	2.87	3.16	2.98	3.09	2.67	2.89
I am satisfied with my career progress at Georgia Tech	2.69	3.08	2.58	2.43	2.72	2.87	2.47	2.93	2.22	2.78
I am satisfied with my current workload balance as it relates to my career goals	2.75	3.06	2.60	2.78	2.88	2.96	2.57	2.80	2.49	3.15
I freely interact with colleagues across Georgia Tech	3.23	3.23	3.21	2.72	3.11	3.30	3.23	3.46	3.20	3.22
Diversity and Inclusion (in my unit):										
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	3.14	3.42	2.79	2.82	3.14	3.28	3.10	3.38	2.79	3.31
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	2.89	3.38	2.60	2.66	2.98	3.24	2.88	3.05	2.17	3.10
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	3.12	3.52	2.64	2.72	3.15	3.38	3.11	3.45	2.71	3.30
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	2.73	3.28	2.37	2.56	2.85	2.81	2.81	2.95	2.13	2.84

Staff—Weighted Means

	GT Mean	College of Computing	College of Design	College of Engineering	Ivan Allen College	Scheller College of Business	College of Sciences	Georgia Tech Professional Education	Auxiliary Services	Exec. VP for Admin. and Finance
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:										
Marginalization: Gender	1.54	1.62	1.41	1.74	1.34	1.48	1.41	1.40	1.43	1.63
Marginalization: Age	1.50	1.77	1.50	1.46	1.56	1.49	1.53	1.30	1.43	1.40
Marginalization: Race/ethnicity	1.68	1.75	1.55	1.89	1.84	1.62	1.91	1.62	1.48	1.78
Marginalization: Disability	1.13	1.05	1.31	1.15	1.11	1.09	1.26	1.14	1.09	1.09
Marginalization: National origin	1.20	1.04	1.18	1.35	1.79	1.08	1.31	1.35	1.06	1.35
Marginalization: Language difference or accent	1.16	1.08	1.08	1.26	1.42	1.03	1.16	1.18	1.10	1.24
Marginalization: Political perspective	1.41	1.43	1.53	1.42	1.69	1.09	1.21	1.56	1.27	1.51
Marginalization: Religion	1.20	1.14	1.27	1.22	1.21	1.02	1.12	1.19	1.09	1.18
Marginalization: Sexual orientation	1.15	1.07	1.11	1.14	1.24	1.00	1.11	1.11	1.07	1.28
Marginalization: Gender identity/expression	1.13	1.05	1.13	1.20	1.11	1.00	1.04	1.16	1.06	1.22
Marginalization: Other	1.54	1.87	2.40	1.71	1.00	1.14	1.00	1.00	1.48	1.67

Staff—Weighted Means

	GT Mean	Exec. VP for Research	Facilities / I&S *	Georgia Tech Athletic Association	Georgia Tech Research Institute (GTRI)	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life / Student Engagement and Well-Being *	Other:
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:										
Marginalization: Gender	1.54	1.39	1.63	1.58	1.59	1.40	1.49	1.41	1.97	1.48
Marginalization: Age	1.50	1.33	1.57	1.76	1.56	1.54	1.53	1.42	1.78	1.41
Marginalization: Race/ethnicity	1.68	1.57	1.88	1.69	1.88	1.63	1.45	1.54	1.83	1.39
Marginalization: Disability	1.13	1.00	1.19	1.00	1.13	1.09	1.04	1.07	1.55	1.10
Marginalization: National origin	1.20	1.00	1.44	1.00	1.28	1.16	1.13	1.07	1.16	1.10
Marginalization: Language difference or accent	1.16	1.03	1.29	1.18	1.15	1.16	1.14	1.10	1.13	1.16
Marginalization: Political perspective	1.41	1.45	1.64	1.17	1.60	1.16	1.31	1.36	1.36	1.18
Marginalization: Religion	1.20	1.20	1.46	1.10	1.34	1.09	1.05	1.11	1.36	1.20
Marginalization: Sexual orientation	1.15	1.06	1.29	1.00	1.21	1.05	1.13	1.13	1.28	1.11
Marginalization: Gender identity/expression	1.13	1.00	1.29	1.00	1.18	1.07	1.12	1.06	1.15	1.13
Marginalization: Other	1.54	1.00	1.42	1.00	1.93	1.00	1.59	1.84	2.38	1.35

Staff—Weighted Means

	GT Mean	College of Computing	College of Design	College of Engineering	Ivan Allen College	Scheller College of Business	College of Sciences	Georgia Tech Professional Education	Auxiliary Services	Exec. VP for Admin. and Finance
Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:										
Women	1.27	1.43	1.23	1.35	1.11	1.15	1.02	1.08	1.25	1.13
Men	1.22	1.17	1.15	1.20	1.26	1.10	1.02	1.11	1.21	1.28
Older People	1.25	1.50	1.22	1.29	1.68	1.16	1.15	1.21	1.23	1.17
Younger People	1.36	1.56	1.42	1.43	1.68	1.35	1.25	1.24	1.30	1.25
People’s race or ethnicity	1.27	1.24	1.21	1.30	1.17	1.19	1.30	1.10	1.20	1.33
People with disabilities	1.09	1.00	1.06	1.02	1.05	1.00	1.17	1.02	1.10	1.03
People with less education	1.36	1.34	1.32	1.55	1.31	1.23	1.41	1.08	1.28	1.46
Immigrants	1.17	1.05	1.13	1.16	1.11	1.11	1.09	1.02	1.11	1.10
People with language differences/accents	1.24	1.31	1.16	1.29	1.31	1.24	1.20	1.12	1.19	1.17
People with specific political views	1.51	1.66	1.62	1.56	1.52	1.30	1.49	1.53	1.39	1.56
People with particular religious affiliations	1.19	1.21	1.26	1.25	1.32	1.10	1.09	1.04	1.12	1.30
Gay, lesbian, or bisexual people	1.17	1.36	1.02	1.19	1.12	1.08	1.10	1.06	1.15	1.14
Transgender people	1.16	1.24	1.15	1.18	1.12	1.06	1.15	1.04	1.14	1.13
Others	1.14	1.00	1.00	1.12	1.37	1.00	1.00	1.00	1.16	1.00

Staff—Weighted Means

	GT Mean	Exec. VP for Research	Facilities / I&S *	Georgia Tech Athletic Association	Georgia Tech Research Institute (GTRI)	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life / Student Engagement and Well-Being *	Other:
Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:										
Women	1.27	1.14	1.61	1.30	1.28	1.12	1.15	1.21	1.57	1.21
Men	1.22	1.21	1.39	1.21	1.21	1.13	1.15	1.27	1.21	1.13
Older People	1.25	1.03	1.37	1.17	1.34	1.10	1.16	1.24	1.39	1.23
Younger People	1.36	1.11	1.55	1.28	1.36	1.28	1.26	1.40	1.58	1.32
People’s race or ethnicity	1.27	1.18	1.51	1.40	1.26	1.29	1.15	1.15	1.53	1.20
People with disabilities	1.09	1.00	1.18	1.00	1.08	1.01	1.05	1.07	1.43	1.13
People with less education	1.36	1.20	1.46	1.12	1.48	1.31	1.17	1.31	1.66	1.19
Immigrants	1.17	1.13	1.40	1.08	1.23	1.01	1.08	1.13	1.45	1.10
People with language differences/accents	1.24	1.13	1.45	1.37	1.26	1.10	1.16	1.12	1.52	1.19
People with specific political views	1.51	1.32	1.63	1.42	1.53	1.41	1.34	1.58	1.79	1.32
People with particular religious affiliations	1.19	1.05	1.33	1.12	1.24	1.08	1.05	1.12	1.31	1.22
Gay, lesbian, or bisexual people	1.17	1.03	1.44	1.00	1.22	1.03	1.10	1.11	1.36	1.12
Transgender people	1.16	1.03	1.37	1.00	1.21	1.05	1.14	1.10	1.36	1.10
Others	1.14	1.00	1.32	1.00	1.03	1.00	1.13	1.26	1.23	1.28

Staff—Weighted Means

	GT Mean	Std. Error	Executive, Administrative, and Professional												F	p	eta sq
			Research			Support Services			Other								
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.					
In my work environment:																	
I freely interact with my co-workers/colleagues in my unit	664	3.71	.018	52	3.74	.59	429	3.71	.60	32	3.67	.66	3.64	.70	1.521	0.219	
People are sensitive to cultural differences among employees	641	3.20	.025	46	3.27	.76	393	3.25	.97	27	3.12	.88	3.00	.87	3.670	0.026	
I feel comfortable sharing my thoughts and ideas	664	3.28	.025	52	3.33	.84	426	3.56	.83	32	3.19	.86	3.36	.75	5.914	0.003	
I am comfortable expressing an opinion that is different from others in the workplace	662	3.15	.026	52	3.18	.87	423	3.33	.84	32	3.09	.92	3.35	.82	2.524	0.081	
People express disagreements in a respectful manner	654	3.21	.024	52	3.22	.78	398	3.51	.63	32	3.17	.86	3.06	.78	4.251	0.014	
My co-workers/colleagues are open- minded when discussing differences among people	632	3.21	.026	51	3.27	.82	394	3.55	.77	32	3.13	.86	2.66	1.15	7.543	0.001	
My supervisor is open- minded when discussing differences among people	629	3.56	.024	44	3.61	.74	397	3.86	.47	33	3.49	.83	3.16	1.07	6.203	0.002	
People communicate regularly with each other	662	3.27	.025	51	3.26	.83	416	3.51	.69	32	3.27	.85	3.08	1.10	2.203	0.111	
People treat each other fairly	659	3.18	.026	51	3.21	.85	412	3.56	.74	33	3.11	.94	3.10	.91	6.539	0.002	
Professional development is encouraged	652	3.30	.027	51	3.36	.87	402	3.43	.87	30	3.22	.95	3.07	.88	3.526	0.030	
My feedback is sought and respected	658	3.19	.027	51	3.26	.88	404	3.51	.78	32	3.07	.92	3.01	.93	8.481	0.000	
Collaboration is encouraged	663	3.42	.023	52	3.45	.77	409	3.79	.50	33	3.34	.84	3.40	.73	8.700	0.000	

Staff—Weighted Means

	GT Mean	Std. Error	Executive, Administrative, and Professional												F	p	eta sq	
			Research			Support Services			Other									
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.						
Support for co-workers/colleagues:																		
Assistance with establishing professional contacts	612	3.25	.025	48	3.30	.79	388	3.40	.73	28	3.15	.85	28	3.26	.91	4.671	0.010	0.009
Advice on navigating office politics	597	3.00	.029	32	3.05	.92	371	3.30	.67	31	2.90	.92	31	2.86	.95	5.146	0.006	0.010
Mentoring for leadership positions	587	2.79	.032	47	2.83	1.01	370	3.06	.88	30	2.69	1.05	30	2.83	.97	3.886	0.021	0.008
Mentoring for career advancement	602	2.76	.032	51	2.78	1.03	378	3.07	.99	32	2.70	1.06	32	2.62	1.18	3.136	0.044	0.006
Informal invitations (e.g., lunch/coffee)	601	3.01	.030	45	3.06	.94	364	3.42	.82	30	2.90	1.00	30	2.74	1.27	7.055	0.001	0.014

**Mentoring/Support from colleagues:
(n = 66)**

Guidance on obtaining grants	12	3.21	.149	14	2.94	1.09	11	3.44	.56	1	3.06	1.10	1			
Guidance on obtaining contracts	1	2.76	.768	3			0	2.24	1.46	0			0			
Guidance on publishing your research	6	3.22	.164	17	2.92	1.34	12	3.15	1.09	1	3.34	.74	1			
Offers to collaborate in research	20	3.29	.105	24	2.92	.78	16	3.52	.83	1	3.31	.80	1			
Support for your research program	9	3.38	.112	27	3.18	.83	14	3.39	.87	1	3.41	.73	1			
Mentoring for teaching	27	3.19	.115	14	3.17	1.02	22	3.16	.92	2	3.15	.87	2	4.00		

Staff—Weighted Means

	GT Mean	Std. Error	Executive, Administrative, and Professional												F	p	eta sq	
			Research			Support Services			Other									
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.						
Satisfaction with support from supervisor:																		
Assistance with establishing professional contacts	595	3.28	.028	47	3.33	.86	351	3.60	.63	30	3.17	.93	26	2.88	1.28	6.519	0.002	0.013
Advice on navigating office politics	585	3.16	.030	39	3.22	.92	342	3.36	.88	26	3.07	.94	26	2.76	1.32	3.803	0.023	0.008
Mentoring for leadership positions	574	2.97	.032	48	3.00	1.00	344	3.43	.83	27	2.85	1.07	27	2.87	1.08	7.491	0.001	0.015
Mentoring for career advancement	600	2.97	.032	47	3.00	1.01	357	3.39	.92	29	2.89	1.07	29	2.67	1.28	5.310	0.005	0.011
Informal invitations (e.g., lunch/coffee)	553	3.18	.031	43	3.25	.93	336	3.46	.85	26	3.04	.95	26	2.80	1.36	7.192	0.001	0.015
Understanding that individuals have different family and personal responsibilities	639	3.61	.022	48	3.69	.68	383	3.76	.59	30	3.48	.82	30	3.36	.93	10.794	0.000	0.020
Acknowledgement of my contributions to my school/unit	641	3.43	.026	46	3.49	.83	372	3.62	.72	29	3.31	.90	29	3.34	.84	6.240	0.002	0.012
The degree to which agreements are honored by my supervisor	639	3.51	.025	46	3.59	.76	368	3.74	.63	28	3.36	.88	28	3.31	.81	11.587	0.000	0.022
The degree to which my work performance is fairly evaluated	630	3.48	.025	48	3.53	.79	374	3.70	.69	30	3.42	.87	30	2.98	1.28	3.433	0.033	0.007
Obtaining the resources I need to excel	641	3.30	.028	47	3.33	.91	384	3.74	.55	30	3.24	.94	30	2.87	1.26	6.407	0.002	0.012

Staff—Weighted Means

	GT Mean	Std. Error	Executive, Administrative, and Professional															F	p	eta sq
			Research			Support Services			Other											
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.					
Diversity and Inclusion (Georgia Tech):																				
Georgia Tech is generally a comfortable and inclusive environment for me	622	3.13	.025	48	3.16	.80	48	3.12	1.01	369	3.12	.83	29	2.83	.92	0.225	0.799			
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	618	3.36	.025	48	3.43	.77	48	3.26	.88	360	3.28	.85	28	3.06	.86	4.075	0.017	0.008		
The diversity of our staff contributes to the overall prestige of Georgia Tech	607	3.26	.027	46	3.30	.86	46	3.23	.86	352	3.19	.87	28	3.16	.90	1.847	0.158			
Adequate processes are in place to address grievances at Georgia Tech	528	2.60	.034	37	2.54	1.01	37	2.89	1.05	308	2.63	1.01	26	2.94	1.03	2.567	0.077			
I feel valued and respected by the Georgia Tech community	618	2.95	.028	45	2.99	.88	45	2.90	1.11	355	2.92	.93	28	2.81	.96	0.753	0.471			
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSED)	546	2.92	.037	39	2.90	1.14	39	3.12	.97	297	2.94	1.14	24	2.72	.97	0.660	0.517			
I am satisfied with my career progress at Georgia Tech	597	2.69	.031	45	2.69	1.00	45	2.52	1.13	358	2.72	.99	27	2.50	1.09	0.808	0.446			
I am satisfied with my current workload balance as it relates to my career goals	618	2.75	.031	48	2.70	1.03	48	3.07	1.02	359	2.80	1.00	28	2.89	1.02	3.762	0.024	0.007		
I freely interact with colleagues across Georgia Tech	619	3.23	.024	48	3.28	.76	48	3.26	.91	364	3.15	.81	28	3.29	1.00	3.176	0.042	0.006		
Diversity and Inclusion (in my unit):																				
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	568	3.14	.030	37	3.16	.91	37	3.34	1.07	318	3.15	.92	27	2.55	1.21	0.751	0.472			
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	551	2.89	.034	35	2.86	1.06	35	3.09	1.08	315	2.97	.99	26	2.52	1.20	1.738	0.176			
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	552	3.12	.032	40	3.15	.95	40	3.42	.96	310	3.06	1.01	24	2.54	1.11	2.793	0.062			
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	509	2.73	.038	32	2.72	1.09	32	2.81	1.13	290	2.75	1.13	26	2.57	1.14	0.156	0.856			

Staff—Weighted Means

	GT		Executive, Administrative, and Professional												Research	Support Services			Other			F	p	eta sq
	Mean	Std. Error	N	Administrative, and Professional			Research			Support Services			Other											
				Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.		N	Mean	s.d.						
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:																								
Marginalization: Gender	1.54	.028	617	1.61	.96	47	1.26	.67	366	1.44	.85	30	1.87	.95	6.348	0.002	0.012							
Marginalization: Age	1.50	.027	616	1.53	.90	47	1.41	.83	365	1.45	.84	29	1.58	.82	1.074	0.342								
Marginalization: Race/ethnicity	1.68	.031	617	1.67	1.01	48	1.69	1.08	366	1.69	1.00	30	1.79	.97	0.080	0.923								
Marginalization: Disability	1.13	.015	614	1.09	.43	48	1.25	.69	367	1.11	.47	28	1.80	.97	2.588	0.076								
Marginalization: National origin	1.20	.020	611	1.16	.58	48	1.24	.72	367	1.23	.68	30	1.40	.88	1.325	0.266								
Marginalization: Language difference or accent	1.16	.016	614	1.14	.48	47	1.12	.32	367	1.18	.56	30	1.25	.60	0.640	0.528								
Marginalization: Political perspective	1.41	.026	614	1.38	.79	48	1.37	.85	367	1.43	.89	30	1.67	.92	0.476	0.622								
Marginalization: Religion	1.20	.019	613	1.16	.50	48	1.20	.69	367	1.24	.71	30	1.51	.75	2.578	0.076								
Marginalization: Sexual orientation	1.15	.017	613	1.15	.52	48	1.13	.56	366	1.15	.55	30	1.38	.75	0.030	0.970								
Marginalization: Gender identity/expression	1.13	.016	612	1.10	.47	48	1.08	.48	363	1.14	.56	30	1.36	.71	0.755	0.470								
Marginalization: Other	1.54	.081	85	1.51	1.05	11	1.39	1.06	62	1.57	1.13	12	1.49	.86	0.146	0.864								

Staff—Weighted Means

	GT Mean	Std. Error	Executive, Administrative, and Professional															F	p	eta sq
			Research			Support Services			Other											
			N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.						
Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:																				
Women	1.27	.018	611	1.25	.53	47	1.15	.36	368	1.28	.61	30	1.71	.92	1.206	0.300				
Men	1.22	.017	610	1.23	.55	47	1.12	.33	366	1.21	.52	30	1.37	.70	0.911	0.402				
Older People	1.25	.017	610	1.25	.55	43	1.21	.50	366	1.22	.49	30	1.48	.80	0.528	0.590				
Younger People	1.36	.021	604	1.33	.60	47	1.35	.60	362	1.37	.72	30	1.74	.88	0.510	0.600				
People’s race or ethnicity	1.27	.019	604	1.28	.60	45	1.08	.28	367	1.25	.60	30	1.55	.76	2.433	0.088				
People with disabilities	1.09	.011	606	1.08	.32	47	1.07	.38	365	1.06	.29	30	1.53	.78	0.587	0.556				
People with less education	1.36	.021	608	1.34	.66	47	1.66	.92	367	1.30	.65	30	1.81	1.06	5.828	0.003	0.011			
Immigrants	1.17	.015	607	1.13	.40	47	1.10	.40	364	1.18	.51	30	1.71	.95	1.712	0.181				
People with language differences/accents	1.24	.016	608	1.23	.50	47	1.08	.28	364	1.23	.52	30	1.71	.95	1.915	0.148				
People with specific political views	1.51	.024	611	1.54	.79	46	1.42	.69	366	1.46	.82	30	1.53	.70	1.379	0.252				
People with particular religious affiliations	1.19	.017	606	1.19	.54	46	1.09	.34	366	1.17	.52	30	1.55	.87	0.835	0.434				
Gay, lesbian, or bisexual people	1.17	.015	603	1.15	.45	47	1.06	.24	364	1.18	.51	30	1.56	.78	1.450	0.235				
Transgender people	1.16	.015	602	1.16	.47	47	1.06	.24	365	1.15	.47	30	1.40	.81	1.108	0.331				
Others	1.14	.036	98	1.15	.53	12	1.00	.00	70	1.04	.19	11	1.71	1.02	1.858	0.159				

Staff—Weighted Means by Gender Identity

	GT		Man			Woman			T value	sig. (p)	effect size (d)
	Mean	Std. Error	N	Mean	s.d.	N	Mean	s.d.			
In my work environment:											
I freely interact with my co-workers/colleagues in my unit	3.71	.018	439	3.72	.64	560	3.73	.57	-.27	.789	
People are sensitive to cultural differences among employees	3.20	.025	410	3.22	.82	533	3.21	.81	.23	.816	
I feel comfortable sharing my thoughts and ideas	3.28	.025	438	3.30	.83	559	3.35	.81	-.98	.326	
I am comfortable expressing an opinion that is different from others in the workplace	3.15	.026	437	3.18	.91	558	3.22	.82	-.68	.496	
People express disagreements in a respectful manner	3.21	.024	434	3.19	.83	534	3.28	.78	-1.76	.079	
My co-workers/colleagues are open- minded when discussing differences among people	3.21	.026	410	3.13	.91	534	3.30	.81	-3.08	.002	0.205
My supervisor is open- minded when discussing differences among people	3.56	.024	416	3.55	.80	531	3.59	.75	-.70	.483	
People communicate regularly with each other	3.27	.025	432	3.19	.91	556	3.36	.77	-3.21	.001	0.210
People treat each other fairly	3.18	.026	429	3.18	.89	553	3.24	.85	-1.09	.278	
Professional development is encouraged	3.30	.027	418	3.23	.94	546	3.42	.85	-3.22	.001	0.212
My feedback is sought and respected	3.19	.027	427	3.21	.91	549	3.28	.87	-1.31	.191	
Collaboration is encouraged	3.42	.023	433	3.42	.80	553	3.48	.77	-1.13	.261	

Staff—Weighted Means by Gender Identity

	GT		Man			Woman			T value	sig. (p)	effect size (d)
	Mean	Std. Error	N	Mean	s.d.	N	Mean	s.d.			
Support for co-workers/colleagues:											
Assistance with establishing professional contacts	3.25	.025	402	3.26	.85	517	3.30	.79	-.85	.395	
Advice on navigating office politics	3.00	.029	391	2.97	.90	489	3.12	.91	-2.51	.012	0.170
Mentoring for leadership positions	2.79	.032	400	2.78	1.05	489	2.87	1.02	-1.31	.190	
Mentoring for career advancement	2.76	.032	416	2.73	1.09	503	2.84	1.03	-1.55	.122	
Informal invitations (e.g., lunch/coffee)	3.01	.030	395	3.01	.99	493	3.02	.99	-.17	.867	

**Mentoring/Support from colleagues:
(n = 66)**

Guidance on obtaining grants	3.21	.149	18	3.23	1.04	15	3.35	.77	-.39	.702	
Guidance on obtaining contracts	2.76	.768	3	2.65	1.49				3.25	.083	
Guidance on publishing your research	3.22	.164	18	3.41	.89	13	3.14	1.22	.67	.506	
Offers to collaborate in research	3.29	.105	35	3.31	.80	15	3.52	.94	-.75	.457	
Support for your research program	3.38	.112	27	3.53	.78	15	3.47	.80	.24	.814	
Mentoring for teaching	3.19	.115	37	3.38	.88	21	3.01	1.05	1.40	.166	

Staff—Weighted Means by Gender Identity

	GT		Man			Woman			T value	sig. (p)	effect size (d)
	Mean	Std. Error	N	Mean	s.d.	N	Mean	s.d.			
Satisfaction with support from supervisor:											
Assistance with establishing professional contacts	3.28	.028	406	3.30	.91	504	3.28	.88	.30	.767	
Advice on navigating office politics	3.16	.030	403	3.18	.94	481	3.21	.93	-.36	.718	
Mentoring for leadership positions	2.97	.032	409	3.01	1.03	477	2.99	1.00	.35	.725	
Mentoring for career advancement	2.97	.032	419	2.99	1.05	503	3.01	1.01	-.21	.834	
Informal invitations (e.g., lunch/coffee)	3.18	.031	388	3.18	.94	469	3.20	.95	-.22	.825	
Understanding that individuals have different family and personal responsibilities	3.61	.022	426	3.60	.75	550	3.65	.71	-1.10	.272	
Acknowledgement of my contributions to my school/unit	3.43	.026	429	3.38	.86	538	3.49	.83	-2.11	.035	0.137
The degree to which agreements are honored by my supervisor	3.51	.025	423	3.50	.81	543	3.56	.77	-1.21	.228	
The degree to which my work performance is fairly evaluated	3.48	.025	428	3.47	.81	533	3.53	.82	-1.05	.295	
Obtaining the resources I need to excel	3.30	.028	436	3.29	.96	546	3.34	.88	-.92	.359	

Staff—Weighted Means by Gender Identity

	GT		Man			Woman			T value	sig. (p)	effect size (d)
	Mean	Std. Error	N	Mean	s.d.	N	Mean	s.d.			
Diversity and Inclusion (Georgia Tech):											
Georgia Tech is generally a comfortable and inclusive environment for me	3.13	.025	439	3.15	.83	549	3.16	.80	-.21	.832	
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	3.36	.025	428	3.31	.82	548	3.42	.77	-2.21	.028	0.143
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.26	.027	419	3.23	.89	535	3.32	.82	-1.61	.108	
Adequate processes are in place to address grievances at Georgia Tech	2.60	.034	369	2.70	1.01	457	2.55	1.02	2.06	.040	0.144
I feel valued and respected by the Georgia Tech community	2.95	.028	429	2.96	.91	541	3.01	.89	-.97	.333	
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSE CODED)	2.92	.037	365	2.94	1.08	471	2.97	1.16	-.33	.743	
I am satisfied with my career progress at Georgia Tech	2.69	.031	426	2.63	1.00	523	2.77	1.00	-2.17	.030	0.142
I am satisfied with my current workload balance as it relates to my career goals	2.75	.031	435	2.81	1.02	540	2.76	1.01	.75	.453	
I freely interact with colleagues across Georgia Tech	3.23	.024	435	3.22	.82	545	3.27	.79	-.88	.377	
Diversity and Inclusion (in my unit):											
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	3.14	.030	389	3.15	.94	490	3.18	.91	-.41	.681	
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	2.89	.034	376	2.95	1.01	481	2.90	1.06	.72	.473	
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	3.12	.032	381	3.10	.99	476	3.17	.95	-1.04	.299	
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	2.73	.038	352	2.84	1.05	440	2.69	1.14	1.83	.068	

Staff—Weighted Means by Gender Identity

	GT		Man			Woman			T value	sig. (p)	effect size (d)
	Mean	Std. Error	N	Mean	s.d.	N	Mean	s.d.			
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:											
Marginalization: Gender	1.54	.028	441	1.34	.75	555	1.67	.98	-5.98	.000	0.370
Marginalization: Age	1.50	.027	439	1.43	.84	554	1.55	.90	-2.16	.031	0.137
Marginalization: Race/ethnicity	1.68	.031	441	1.65	.97	557	1.66	1.01	-.17	.869	
Marginalization: Disability	1.13	.015	439	1.12	.47	555	1.12	.51	-.13	.899	
Marginalization: National origin	1.20	.020	440	1.19	.61	553	1.18	.61	.10	.916	
Marginalization: Language difference or accent	1.16	.016	441	1.16	.48	554	1.16	.55	.05	.960	
Marginalization: Political perspective	1.41	.026	442	1.47	.89	554	1.30	.71	3.40	.001	0.222
Marginalization: Religion	1.20	.019	441	1.25	.69	554	1.16	.54	2.10	.036	0.138
Marginalization: Sexual orientation	1.15	.017	441	1.19	.57	554	1.09	.43	3.02	.003	0.199
Marginalization: Gender identity/expression	1.13	.016	440	1.13	.51	550	1.08	.43	1.39	.165	
Marginalization: Other	1.54	.081	67	1.44	.96	94	1.52	1.06	-.49	.622	

Staff—Weighted Means by Gender Identity

	GT		Man			Woman			T value	sig. (p)	effect size (d)
	Mean	Std. Error	N	Mean	s.d.	N	Mean	s.d.			
Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:											
Women	1.27	.018	438	1.26	.56	553	1.27	.56	-.32	.748	
Men	1.22	.017	438	1.25	.56	552	1.16	.42	2.84	.005	0.187
Older People	1.25	.017	434	1.23	.54	552	1.27	.55	-1.08	.280	
Younger People	1.36	.021	432	1.41	.75	547	1.31	.58	2.23	.026	0.148
People’s race or ethnicity	1.27	.019	434	1.27	.59	550	1.24	.55	.67	.505	
People with disabilities	1.09	.011	437	1.09	.37	548	1.08	.33	.72	.470	
People with less education	1.36	.021	437	1.33	.65	552	1.32	.63	.15	.883	
Immigrants	1.17	.015	434	1.20	.55	550	1.13	.41	2.10	.036	0.139
People with language differences/accents	1.24	.016	435	1.29	.59	552	1.20	.48	2.51	.012	0.164
People with specific political views	1.51	.024	438	1.58	.82	551	1.40	.71	3.67	.000	0.239
People with particular religious affiliations	1.19	.017	434	1.21	.58	550	1.14	.43	2.02	.044	0.134
Gay, lesbian, or bisexual people	1.17	.015	432	1.19	.50	548	1.15	.45	1.41	.160	
Transgender people	1.16	.015	431	1.18	.48	550	1.15	.45	.97	.330	
Others	1.14	.036	71	1.15	.56	104	1.11	.40	.57	.568	

Staff—Weighted Means

	Black / African-American												F	sig.	eta sq
	Black / African-American			Asian / Asian-American			All other BIPOC			White					
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.			
In my work environment:															
I freely interact with my co-workers/colleagues in my unit	438	3.71	.60	57	3.45	1.02	142	3.71	.57	400	3.77	.53	4.85	.00	0.014
People are sensitive to cultural differences among employees	413	3.06	.84	50	2.97	.87	137	3.32	.80	379	3.37	.73	12.02	.00	0.036
I feel comfortable sharing my thoughts and ideas	437	3.28	.84	57	3.21	1.02	140	3.18	.92	400	3.39	.78	2.68	.05	0.008
I am comfortable expressing an opinion that is different from others in the workplace	436	3.27	.85	55	3.07	1.00	141	2.92	.92	400	3.17	.86	5.99	.00	0.017
People express disagreements in a respectful manner	418	3.18	.84	56	3.23	1.05	140	3.22	.80	391	3.29	.74	1.15	.33	
My co-workers/colleagues are open- minded when discussing differences among people	404	3.14	.90	57	3.19	1.12	136	3.31	.82	385	3.29	.77	2.35	.07	
My supervisor is open- minded when discussing differences among people	413	3.54	.79	56	3.36	1.18	133	3.66	.71	380	3.61	.72	2.45	.06	
People communicate regularly with each other	437	3.21	.92	54	3.06	.88	138	3.44	.71	395	3.33	.78	4.23	.01	0.012
People treat each other fairly	427	3.06	.92	56	3.14	1.12	138	3.36	.79	397	3.33	.79	8.62	.00	0.025
Professional development is encouraged	424	3.28	.92	53	3.18	1.04	134	3.39	.89	386	3.41	.84	2.12	.10	
My feedback is sought and respected	429	3.20	.90	56	3.14	1.09	135	3.13	.90	391	3.30	.86	1.80	.14	
Collaboration is encouraged	432	3.39	.78	56	3.27	1.05	139	3.52	.83	395	3.52	.73	3.15	.02	

Staff—Weighted Means

	Black / African-American												F	sig.	eta sq
	Black / African-American			Asian / Asian-American			All other BIPOC			White					
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.			
Support for co-workers/colleagues:															
Assistance with establishing professional contacts	395	3.25	.84	56	3.39	.74	134	3.32	.76	367	3.27	.83	.66	.58	
Advice on navigating office politics	383	2.98	.95	42	2.97	.93	125	3.10	.92	360	3.07	.88	.93	.43	
Mentoring for leadership positions	380	2.78	1.07	50	3.01	.94	137	2.87	.99	353	2.81	1.00	.83	.48	
Mentoring for career advancement	392	2.72	1.09	55	2.93	.97	138	2.87	1.01	366	2.79	1.04	1.07	.36	
Informal invitations (e.g., lunch/coffee)	385	2.97	1.03	54	3.14	.97	128	3.08	.91	356	3.01	.95	.76	.52	
Mentoring/Support from colleagues: (n = 66)															
Guidance on obtaining grants	15	2.94	1.12	4	4.00	.00	2	3.36	1.31	11	3.48	.52	1.73	.18	
Guidance on obtaining contracts							1	4.00	.00	3	2.49	1.50			
Guidance on publishing your research	14	3.10	1.15	4	4.00	.00	3	3.34	.91	11	3.25	1.05	.75	.53	
Offers to collaborate in research	28	3.22	.81	4	4.00	.00	9	3.87	.52	14	3.08	.99	2.93	.04	0.149
Support for your research program	18	3.51	.71	4	4.00	.00	7	3.58	.88	14	3.25	.95	.93	.44	
Mentoring for teaching	33	3.10	.97	4	4.00	.00	5	3.65	.75	17	3.26	.97	1.39	.26	

Staff—Weighted Means

	Black / African-American												F	sig.	eta sq
	Black / African-American			Asian / Asian-American			All other BIPOC			White					
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.			
Satisfaction with support from supervisor:															
Assistance with establishing professional contacts	398	3.21	.97	51	3.42	.86	129	3.32	.82	368	3.33	.84	1.74	.16	
Advice on navigating office politics	389	3.13	.98	47	3.32	.95	120	3.18	.87	360	3.22	.91	.91	.44	
Mentoring for leadership positions	384	2.92	1.08	48	3.21	1.01	132	3.06	.89	356	3.01	.99	1.72	.16	
Mentoring for career advancement	398	2.87	1.09	49	3.26	.99	135	3.08	.93	378	3.05	1.00	3.56	.01	0.011
Informal invitations (e.g., lunch/coffee)	371	3.14	.99	46	3.17	1.04	119	3.34	.82	355	3.17	.94	1.40	.24	
Understanding that individuals have different family and personal responsibilities	429	3.56	.79	56	3.60	.83	135	3.65	.70	393	3.68	.69	1.88	.13	
Acknowledgement of my contributions to my school/unit	423	3.40	.83	54	3.51	.88	135	3.35	.90	392	3.47	.86	1.04	.37	
The degree to which agreements are honored by my supervisor	428	3.46	.84	52	3.59	.80	137	3.56	.77	384	3.58	.75	1.61	.19	
The degree to which my work performance is fairly evaluated	421	3.45	.87	52	3.53	.89	138	3.47	.84	386	3.54	.77	.83	.47	
Obtaining the resources I need to excel	428	3.24	.97	55	3.47	.90	139	3.36	.96	397	3.35	.85	1.73	.16	

Staff—Weighted Means

	Black / African-American												F	sig.	eta sq
	Black / African-American			Asian / Asian-American			All other BIPOC			White					
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.			
Diversity and Inclusion (Georgia Tech):															
Georgia Tech is generally a comfortable and inclusive environment for me	428	3.04	.81	56	3.23	.84	139	3.08	.87	401	3.27	.79	5.95	.00	0.017
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	421	3.31	.80	56	3.21	.69	140	3.12	.90	391	3.52	.76	10.68	.00	0.031
The diversity of our staff contributes to the overall prestige of Georgia Tech	410	3.16	.90	55	3.25	.75	138	3.12	.88	389	3.41	.79	7.52	.00	0.022
Adequate processes are in place to address grievances at Georgia Tech	366	2.59	1.03	51	2.97	.98	121	2.64	1.01	320	2.55	.99	2.57	.05	
I feel valued and respected by the Georgia Tech community	418	2.94	.89	56	3.11	.81	139	2.85	1.03	392	3.00	.91	1.48	.22	
I have considered leaving Georgia Tech because of concerns about collegiality (REVERSE CODED)	350	2.84	1.14	44	3.13	1.09	118	2.92	1.09	355	3.03	1.11	2.13	.10	
I am satisfied with my career progress at Georgia Tech	405	2.67	1.01	56	2.85	.98	135	2.51	1.09	390	2.76	.95	2.72	.04	0.008
I am satisfied with my current workload balance as it relates to my career goals	420	2.79	1.03	56	2.91	.92	139	2.63	1.07	396	2.77	1.00	1.22	.30	
I freely interact with colleagues across Georgia Tech	422	3.18	.80	55	3.22	.73	140	3.26	.83	398	3.29	.79	1.27	.28	
Diversity and Inclusion (in my unit):															
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	392	3.00	.99	46	2.96	.94	125	3.17	.97	347	3.34	.82	8.94	.00	0.029
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	378	2.73	1.07	43	2.87	1.11	126	2.91	1.11	343	3.09	.94	7.67	.00	0.025
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	369	2.86	1.06	45	3.04	.89	128	3.18	1.01	345	3.38	.83	18.13	.00	0.058
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	352	2.54	1.11	39	2.54	1.09	123	2.71	1.12	306	3.00	1.05	10.13	.00	0.036

Staff—Weighted Means

	Black / African-American												F	sig.	eta sq
	Black / African-American			Asian / Asian-American			All other BIPOC			White					
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.			
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:															
Marginalization: Gender	436	1.55	.90	55	1.50	.97	141	1.62	.98	401	1.50	.89	.56	.64	
Marginalization: Age	434	1.49	.89	53	1.34	.79	141	1.48	.85	402	1.51	.87	.60	.62	
Marginalization: Race/ethnicity	438	1.98	1.08	55	1.71	1.10	141	1.79	1.08	401	1.31	.73	34.84	.00	0.092
Marginalization: Disability	436	1.14	.53	55	1.15	.59	139	1.20	.61	400	1.09	.41	1.88	.13	
Marginalization: National origin	433	1.24	.66	55	1.47	.99	140	1.36	.89	400	1.07	.38	13.14	.00	0.037
Marginalization: Language difference or accent	435	1.20	.53	55	1.38	.90	141	1.17	.58	400	1.09	.38	7.30	.00	0.021
Marginalization: Political perspective	436	1.29	.70	55	1.29	.80	141	1.54	1.02	401	1.48	.88	5.50	.00	0.016
Marginalization: Religion	436	1.14	.51	55	1.25	.70	141	1.19	.50	399	1.27	.71	3.25	.02	0.009
Marginalization: Sexual orientation	435	1.09	.44	55	1.15	.58	140	1.28	.75	401	1.16	.54	4.37	.00	0.013
Marginalization: Gender identity/expression	432	1.11	.48	55	1.19	.65	139	1.18	.65	401	1.11	.48	1.04	.38	
Marginalization: Other	83	1.46	1.01	11	1.54	1.01	27	1.54	1.11	48	1.63	1.12	.26	.86	

Staff—Weighted Means

	Black / African-American												F	sig.	eta sq
	Black / African-American			Asian / Asian-American			All other BIPOC			White					
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.			
Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:															
Women	437	1.30	.62	55	1.18	.58	139	1.21	.42	400	1.28	.57	1.23	.30	
Men	435	1.20	.47	55	1.09	.48	139	1.40	.78	400	1.20	.50	6.80	.00	0.020
Older People	435	1.26	.56	55	1.15	.53	135	1.29	.63	400	1.24	.50	1.05	.37	
Younger People	430	1.35	.68	55	1.19	.59	135	1.40	.67	398	1.38	.64	1.42	.23	
People’s race or ethnicity	432	1.37	.68	55	1.22	.60	136	1.34	.72	400	1.15	.41	10.34	.00	0.030
People with disabilities	434	1.11	.40	55	1.03	.18	136	1.10	.32	400	1.06	.31	1.85	.14	
People with less education	437	1.39	.71	55	1.12	.38	136	1.47	.84	400	1.32	.65	3.95	.01	0.011
Immigrants	435	1.24	.57	55	1.19	.61	136	1.14	.38	398	1.09	.33	6.95	.00	0.020
People with language differences/accents	436	1.32	.61	55	1.18	.57	136	1.16	.41	400	1.18	.44	6.74	.00	0.019
People with specific political views	436	1.38	.70	55	1.18	.58	137	1.66	.92	400	1.64	.83	13.08	.00	0.037
People with particular religious affiliations	435	1.18	.53	55	1.14	.52	135	1.25	.68	399	1.18	.52	.87	.46	
Gay, lesbian, or bisexual people	431	1.25	.60	55	1.11	.39	133	1.08	.27	400	1.12	.38	7.80	.00	0.023
Transgender people	430	1.20	.54	55	1.11	.39	136	1.11	.37	399	1.15	.43	1.72	.16	
Others	93	1.25	.67	12	1.07	.26	35	1.01	.11	51	1.03	.16	3.56	.02	.05

Staff—Frequencies

Counts based on weighted data.

In my work environment:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
I freely interact with my co-workers/colleagues in my unit	Strongly agree	17	63.0%	16	80.0%	75	75.8%	7	50.0%	20	87.0%	24	75.0%	26	78.8%
	Somewhat agree	9	33.3%	4	20.0%	18	18.2%	3	21.4%	1	4.3%	5	15.6%	7	21.2%
	Somewhat disagree	1	3.7%	0	0.0%	2	2.0%	1	7.1%	0	0.0%	2	6.3%	0	0.0%
	Strongly disagree	0	0.0%	0	0.0%	3	3.0%	2	14.3%	1	4.3%	2	6.3%	0	0.0%
	Total	27		20		99		14		23		32		33	
People are sensitive to cultural differences among employees	Strongly agree	16	61.5%	8	40.0%	33	34.4%	3	33.3%	11	57.9%	16	51.6%	13	44.8%
	Somewhat agree	9	34.6%	8	40.0%	47	49.0%	3	33.3%	5	26.3%	8	25.8%	13	44.8%
	Somewhat disagree	0	0.0%	3	15.0%	8	8.3%	3	33.3%	2	10.5%	7	22.6%	2	6.9%
	Strongly disagree	0	0.0%	1	5.0%	7	7.3%	0	0.0%	0	0.0%	0	0.0%	1	3.4%
	Total	26		20		96		9		19		31		29	
I feel comfortable sharing my thoughts and ideas	Strongly agree	15	55.6%	9	45.0%	48	49.0%	4	28.6%	16	69.6%	16	50.0%	14	43.8%
	Somewhat agree	9	33.3%	7	35.0%	32	32.7%	8	57.1%	6	26.1%	11	34.4%	13	40.6%
	Somewhat disagree	1	3.7%	3	15.0%	11	11.2%	2	14.3%	0	0.0%	4	12.5%	4	12.5%
	Strongly disagree	2	7.4%	1	5.0%	6	6.1%	0	0.0%	1	4.3%	2	6.3%	1	3.1%
	Total	27		20		98		14		23		32		32	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	13	50.0%	7	35.0%	37	37.0%	4	28.6%	13	56.5%	9	28.1%	11	33.3%
	Somewhat agree	10	38.5%	8	40.0%	37	37.0%	8	57.1%	8	34.8%	19	59.4%	14	42.4%
	Somewhat disagree	1	3.8%	4	20.0%	14	14.0%	2	14.3%	2	8.7%	3	9.4%	5	15.2%
	Strongly disagree	2	7.7%	1	5.0%	11	11.0%	0	0.0%	1	4.3%	1	3.1%	2	6.1%
	Total	26		20		100		14		23		32		33	
People express disagreements in a respectful manner	Strongly agree	8	33.3%	8	40.0%	35	36.8%	7	63.6%	15	65.2%	14	46.7%	9	29.0%
	Somewhat agree	13	54.2%	8	40.0%	45	47.4%	2	18.2%	6	26.1%	13	43.3%	17	54.8%
	Somewhat disagree	1	4.2%	3	15.0%	10	10.5%	2	18.2%	2	8.7%	2	6.7%	5	16.1%
	Strongly disagree	2	8.3%	1	5.0%	6	6.3%	1	9.1%	0	0.0%	2	6.7%	0	0.0%
	Total	24		20		95		11		23		30		31	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	12	50.0%	8	40.0%	36	40.9%	5	55.6%	15	65.2%	18	60.0%	8	25.8%
	Somewhat agree	10	41.7%	9	45.0%	37	42.0%	3	33.3%	3	13.0%	7	23.3%	16	51.6%
	Somewhat disagree	2	8.3%	2	10.0%	6	6.8%	1	11.1%	5	21.7%	3	10.0%	6	19.4%
	Strongly disagree	1	4.2%	1	5.0%	9	10.2%	0	0.0%	0	0.0%	2	6.7%	0	0.0%
	Total	24		20		88		9		23		30		31	

Staff—Frequencies

Counts based on weighted data.

In my work environment:

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
I freely interact with my co-workers/colleagues in my unit	Strongly agree	101	79.5%	86	83.5%	53	73.6%	85	75.9%	46	95.8%	82	70.1%	13	86.7%
	Somewhat agree	23	18.1%	11	10.7%	16	22.2%	22	19.6%	1	2.1%	30	25.6%	2	13.3%
	Somewhat disagree	1	0.8%	3	2.9%	0	0.0%	2	1.8%	0	0.0%	1	0.9%	0	0.0%
	Strongly disagree	2	1.6%	3	2.9%	2	2.8%	2	1.8%	0	0.0%	3	2.6%	0	0.0%
	Total	127		103		72		112		48		117		15	
People are sensitive to cultural differences among employees	Strongly agree	52	43.7%	47	47.0%	28	40.0%	31	29.0%	18	40.0%	37	34.9%	6	40.0%
	Somewhat agree	51	42.9%	34	34.0%	28	40.0%	56	52.3%	22	48.9%	43	40.6%	7	46.7%
	Somewhat disagree	13	10.9%	14	14.0%	10	14.3%	14	13.1%	3	6.7%	10	9.4%	1	6.7%
	Strongly disagree	4	3.4%	4	4.0%	4	5.7%	5	4.7%	2	4.4%	16	15.1%	1	6.7%
	Total	119		100		70		107		45		106		15	
I feel comfortable sharing my thoughts and ideas	Strongly agree	56	44.1%	50	48.1%	39	54.2%	50	45.0%	20	41.7%	57	48.7%	7	46.7%
	Somewhat agree	55	43.3%	31	29.8%	27	37.5%	39	35.1%	22	45.8%	34	29.1%	7	46.7%
	Somewhat disagree	11	8.7%	11	10.6%	3	4.2%	18	16.2%	3	6.3%	14	12.0%	1	6.7%
	Strongly disagree	5	3.9%	12	11.5%	2	2.8%	4	3.6%	2	4.2%	11	9.4%	1	6.7%
	Total	127		104		72		111		48		117		15	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	52	41.6%	43	41.3%	34	47.2%	44	40.0%	21	46.7%	54	46.2%	7	46.7%
	Somewhat agree	49	39.2%	34	32.7%	29	40.3%	45	40.9%	19	42.2%	28	23.9%	7	46.7%
	Somewhat disagree	16	12.8%	15	14.4%	6	8.3%	13	11.8%	5	11.1%	19	16.2%	1	6.7%
	Strongly disagree	8	6.4%	12	11.5%	3	4.2%	7	6.4%	0	0.0%	17	14.5%	1	6.7%
	Total	125		104		72		110		45		117		15	
People express disagreements in a respectful manner	Strongly agree	56	44.1%	40	40.8%	33	47.1%	31	28.7%	18	37.5%	50	43.5%	5	33.3%
	Somewhat agree	52	40.9%	43	43.9%	26	37.1%	54	50.0%	30	62.5%	34	29.6%	8	53.3%
	Somewhat disagree	15	11.8%	13	13.3%	11	15.7%	17	15.7%	0	0.0%	18	15.7%	2	13.3%
	Strongly disagree	4	3.1%	1	1.0%	0	0.0%	7	6.5%	0	0.0%	12	10.4%	0	0.0%
	Total	127		98		70		108		48		115		15	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	65	52.8%	54	54.5%	28	41.2%	21	19.1%	16	47.1%	48	43.2%	8	53.3%
	Somewhat agree	42	34.1%	26	26.3%	32	47.1%	57	51.8%	17	50.0%	37	33.3%	5	33.3%
	Somewhat disagree	11	8.9%	16	16.2%	6	8.8%	25	22.7%	0	0.0%	16	14.4%	2	13.3%
	Strongly disagree	6	4.9%	3	3.0%	2	2.9%	6	5.5%	2	5.9%	10	9.0%	0	0.0%
	Total	123		99		68		110		34		111		15	

Staff—Frequencies

Counts based on weighted data.

In my work environment:

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
I freely interact with my co-workers/colleagues in my unit	Strongly agree	57	71.3%	119	81.5%	51	75.0%	34	73.9%
	Somewhat agree	20	25.0%	18	12.3%	15	22.1%	12	26.1%
	Somewhat disagree	3	3.8%	4	2.7%	1	1.5%	0	0.0%
	Strongly disagree	0	0.0%	6	4.1%	0	0.0%	0	0.0%
	Total	80		146		68		46	
People are sensitive to cultural differences among employees	Strongly agree	29	42.0%	64	44.4%	30	46.9%	14	35.0%
	Somewhat agree	33	47.8%	59	41.0%	28	43.8%	21	52.5%
	Somewhat disagree	6	8.7%	15	10.4%	5	7.8%	3	7.5%
	Strongly disagree	1	1.4%	5	3.5%	1	1.6%	1	2.5%
	Total	69		144		64		40	
I feel comfortable sharing my thoughts and ideas	Strongly agree	31	40.3%	88	60.7%	33	48.5%	23	47.9%
	Somewhat agree	34	44.2%	38	26.2%	26	38.2%	20	41.7%
	Somewhat disagree	7	9.1%	12	8.3%	6	8.8%	4	8.3%
	Strongly disagree	5	6.5%	8	5.5%	2	2.9%	1	2.1%
	Total	77		145		68		48	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	28	36.4%	69	47.6%	26	38.2%	17	35.4%
	Somewhat agree	36	46.8%	51	35.2%	29	42.6%	24	50.0%
	Somewhat disagree	9	11.7%	19	13.1%	8	11.8%	5	10.4%
	Strongly disagree	4	5.2%	7	4.8%	4	5.9%	1	2.1%
	Total	77		145		68		48	
People express disagreements in a respectful manner	Strongly agree	25	33.8%	74	51.4%	23	34.3%	18	40.9%
	Somewhat agree	37	50.0%	49	34.0%	34	50.7%	20	45.5%
	Somewhat disagree	8	10.8%	14	9.7%	9	13.4%	4	9.1%
	Strongly disagree	4	5.4%	7	4.9%	1	1.5%	2	4.5%
	Total	74		144		67		44	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	34	46.6%	67	46.9%	26	38.8%	21	47.7%
	Somewhat agree	28	38.4%	56	39.2%	25	37.3%	21	47.7%
	Somewhat disagree	9	12.3%	13	9.1%	7	10.4%	2	4.5%
	Strongly disagree	2	2.7%	7	4.9%	9	13.4%	0	0.0%
	Total	73		143		67		44	

Staff—Frequencies

Counts based on weighted data.

In my work environment:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
My supervisor is open- minded when discussing differences among people	Strongly agree	17	81.0%	13	65.0%	60	69.0%	8	72.7%	18	78.3%	23	79.3%	23	71.9%
	Somewhat agree	1	4.8%	5	25.0%	20	23.0%	1	9.1%	4	17.4%	4	13.8%	6	18.8%
	Somewhat disagree	2	9.5%	1	5.0%	3	3.4%	1	9.1%	0	0.0%	2	6.9%	3	9.4%
	Strongly disagree	1	4.8%	1	5.0%	4	4.6%	1	9.1%	0	0.0%	0	0.0%	0	0.0%
	Total	21		20		87		11		23		29		32	
People communicate regularly with each other	Strongly agree	14	51.9%	6	30.0%	46	46.5%	7	50.0%	13	56.5%	16	50.0%	14	42.4%
	Somewhat agree	9	33.3%	10	50.0%	42	42.4%	5	35.7%	8	34.8%	11	34.4%	14	42.4%
	Somewhat disagree	3	11.1%	2	10.0%	4	4.0%	2	14.3%	2	8.7%	4	12.5%	3	9.1%
	Strongly disagree	1	3.7%	1	5.0%	7	7.1%	0	0.0%	0	0.0%	1	3.1%	1	3.0%
	Total	27		20		99		14		23		32		33	
People treat each other fairly	Strongly agree	9	34.6%	7	35.0%	40	40.4%	8	57.1%	16	69.6%	17	53.1%	10	31.3%
	Somewhat agree	12	46.2%	10	50.0%	35	35.4%	3	21.4%	4	17.4%	12	37.5%	15	46.9%
	Somewhat disagree	2	7.7%	3	15.0%	17	17.2%	3	21.4%	3	13.0%	3	9.4%	6	18.8%
	Strongly disagree	3	11.5%	1	5.0%	7	7.1%	0	0.0%	1	4.3%	0	0.0%	1	3.1%
	Total	26		20		99		14		23		32		32	
Professional development is encouraged	Strongly agree	21	77.8%	10	50.0%	50	50.0%	8	61.5%	18	78.3%	18	56.3%	21	65.6%
	Somewhat agree	5	18.5%	6	30.0%	31	31.0%	5	38.5%	2	8.7%	7	21.9%	7	21.9%
	Somewhat disagree	2	7.4%	3	15.0%	11	11.0%	0	0.0%	0	0.0%	5	15.6%	4	12.5%
	Strongly disagree	0	0.0%	1	5.0%	7	7.0%	0	0.0%	2	8.7%	2	6.3%	0	0.0%
	Total	27		20		100		13		23		32		32	
My feedback is sought and respected	Strongly agree	13	50.0%	9	45.0%	36	37.5%	6	54.5%	18	78.3%	19	59.4%	12	36.4%
	Somewhat agree	9	34.6%	8	40.0%	36	37.5%	3	27.3%	3	13.0%	7	21.9%	17	51.5%
	Somewhat disagree	2	7.7%	2	10.0%	9	9.4%	1	9.1%	1	4.3%	4	12.5%	4	12.1%
	Strongly disagree	2	7.7%	1	5.0%	15	15.6%	1	9.1%	1	4.3%	3	9.4%	0	0.0%
	Total	26		20		96		11		23		32		33	
Collaboration is encouraged	Strongly agree	16	59.3%	11	55.0%	56	57.1%	10	90.9%	18	78.3%	18	60.0%	16	48.5%
	Somewhat agree	9	33.3%	7	35.0%	27	27.6%	0	0.0%	2	8.7%	8	26.7%	13	39.4%
	Somewhat disagree	2	7.4%	2	10.0%	8	8.2%	1	9.1%	3	13.0%	3	10.0%	3	9.1%
	Strongly disagree	1	3.7%	0	0.0%	7	7.1%	0	0.0%	0	0.0%	1	3.3%	0	0.0%
	Total	27		20		98		11		23		30		33	

Staff—Frequencies

Counts based on weighted data.

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:															
My supervisor is open- minded when discussing differences among people	Strongly agree	86	71.7%	70	72.9%	52	81.3%	57	52.8%	34	70.8%	69	62.2%	13	86.7%
	Somewhat agree	27	22.5%	12	12.5%	12	18.8%	36	33.3%	10	20.8%	23	20.7%	2	13.3%
	Somewhat disagree	4	3.3%	7	7.3%	0	0.0%	4	3.7%	3	6.3%	11	9.9%	1	6.7%
	Strongly disagree	3	2.5%	7	7.3%	0	0.0%	11	10.2%	0	0.0%	9	8.1%	0	0.0%
	Total	120		96		64		108		48		111		15	
People communicate regularly with each other	Strongly agree	72	57.1%	59	57.3%	35	51.5%	36	34.3%	13	27.1%	61	52.6%	8	53.3%
	Somewhat agree	37	29.4%	32	31.1%	30	44.1%	47	44.8%	19	39.6%	32	27.6%	6	40.0%
	Somewhat disagree	11	8.7%	11	10.7%	2	2.9%	16	15.2%	16	33.3%	13	11.2%	1	6.7%
	Strongly disagree	6	4.8%	1	1.0%	1	1.5%	6	5.7%	0	0.0%	9	7.8%	0	0.0%
	Total	126		103		68		105		48		116		15	
People treat each other fairly	Strongly agree	52	41.6%	57	54.8%	33	45.8%	28	26.4%	15	33.3%	54	47.8%	9	60.0%
	Somewhat agree	55	44.0%	28	26.9%	26	36.1%	48	45.3%	26	57.8%	29	25.7%	4	26.7%
	Somewhat disagree	11	8.8%	12	11.5%	9	12.5%	18	17.0%	4	8.9%	14	12.4%	1	6.7%
	Strongly disagree	7	5.6%	7	6.7%	3	4.2%	11	10.4%	0	0.0%	16	14.2%	1	6.7%
	Total	125		104		72		106		45		113		15	
Professional development is encouraged	Strongly agree	78	62.9%	44	44.9%	46	65.7%	33	31.7%	24	53.3%	65	57.0%	10	66.7%
	Somewhat agree	30	24.2%	29	29.6%	20	28.6%	35	33.7%	14	31.1%	27	23.7%	4	26.7%
	Somewhat disagree	10	8.1%	16	16.3%	1	1.4%	24	23.1%	7	15.6%	10	8.8%	1	6.7%
	Strongly disagree	5	4.0%	9	9.2%	2	2.9%	12	11.5%	0	0.0%	12	10.5%	0	0.0%
	Total	124		98		70		104		45		114		15	
My feedback is sought and respected	Strongly agree	61	50.0%	48	46.6%	40	57.1%	24	24.0%	26	54.2%	57	49.6%	9	60.0%
	Somewhat agree	35	28.7%	27	26.2%	24	34.3%	47	47.0%	9	18.8%	31	27.0%	5	33.3%
	Somewhat disagree	21	17.2%	22	21.4%	6	8.6%	23	23.0%	13	27.1%	14	12.2%	1	6.7%
	Strongly disagree	6	4.9%	6	5.8%	0	0.0%	6	6.0%	0	0.0%	14	12.2%	0	0.0%
	Total	122		103		70		100		48		115		15	
Collaboration is encouraged	Strongly agree	76	60.3%	54	53.5%	41	58.6%	47	43.5%	33	68.8%	71	60.7%	10	66.7%
	Somewhat agree	42	33.3%	29	28.7%	24	34.3%	41	38.0%	10	20.8%	24	20.5%	4	26.7%
	Somewhat disagree	5	4.0%	16	15.8%	5	7.1%	16	14.8%	5	10.4%	12	10.3%	1	6.7%
	Strongly disagree	3	2.4%	2	2.0%	0	0.0%	4	3.7%	0	0.0%	9	7.7%	0	0.0%
	Total	126		101		70		108		48		117		15	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:									
My supervisor is open- minded when discussing differences among people	Strongly agree	52	70.3%	108	76.6%	46	69.7%	34	82.9%
	Somewhat agree	16	21.6%	22	15.6%	10	15.2%	5	12.2%
	Somewhat disagree	2	2.7%	6	4.3%	9	13.6%	2	4.9%
	Strongly disagree	4	5.4%	5	3.5%	1	1.5%	1	2.4%
	Total	74		141		66		41	
People communicate regularly with each other	Strongly agree	34	44.2%	71	49.0%	25	36.8%	22	47.8%
	Somewhat agree	27	35.1%	50	34.5%	25	36.8%	21	45.7%
	Somewhat disagree	13	16.9%	15	10.3%	11	16.2%	2	4.3%
	Strongly disagree	4	5.2%	9	6.2%	7	10.3%	1	2.2%
	Total	77		145		68		46	
People treat each other fairly	Strongly agree	34	43.6%	74	50.7%	29	42.6%	19	45.2%
	Somewhat agree	26	33.3%	48	32.9%	30	44.1%	17	40.5%
	Somewhat disagree	15	19.2%	16	11.0%	7	10.3%	6	14.3%
	Strongly disagree	4	5.1%	9	6.2%	1	1.5%	1	2.4%
	Total	78		146		68		42	
Professional development is encouraged	Strongly agree	23	31.5%	95	66.0%	33	52.4%	20	46.5%
	Somewhat agree	26	35.6%	30	20.8%	20	31.7%	21	48.8%
	Somewhat disagree	19	26.0%	11	7.6%	6	9.5%	2	4.7%
	Strongly disagree	5	6.8%	8	5.6%	5	7.9%	0	0.0%
	Total	73		144		63		43	
My feedback is sought and respected	Strongly agree	27	35.5%	79	54.5%	23	33.8%	22	48.9%
	Somewhat agree	32	42.1%	45	31.0%	26	38.2%	20	44.4%
	Somewhat disagree	9	11.8%	13	9.0%	15	22.1%	3	6.7%
	Strongly disagree	8	10.5%	7	4.8%	4	5.9%	1	2.2%
	Total	76		145		68		45	
Collaboration is encouraged	Strongly agree	41	53.2%	98	67.1%	30	45.5%	30	66.7%
	Somewhat agree	28	36.4%	35	24.0%	26	39.4%	14	31.1%
	Somewhat disagree	4	5.2%	9	6.2%	6	9.1%	1	2.2%
	Strongly disagree	3	3.9%	4	2.7%	5	7.6%	0	0.0%
	Total	77		146		66		45	

Staff—Frequencies

Counts based on weighted data.

Support from co-workers/colleagues:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Assistance with establishing professional contacts	Very satisfied	13	54.2%	7	38.9%	36	39.6%	9	64.3%	16	72.7%	16	51.6%	12	38.7%
	Somewhat satisfied	9	37.5%	8	44.4%	39	42.9%	4	28.6%	4	18.2%	9	29.0%	13	41.9%
	Somewhat dissatisfied	2	8.3%	2	11.1%	12	13.2%	1	7.1%	2	9.1%	5	16.1%	6	19.4%
	Very dissatisfied	0	0.0%	1	5.6%	4	4.4%	0	0.0%	1	4.5%	1	3.2%	0	0.0%
	Total	24		18		91		14		22		31		31	
Advice on navigating office politics	Very satisfied	11	42.3%	7	38.9%	23	27.4%	5	41.7%	8	50.0%	13	43.3%	11	34.4%
	Somewhat satisfied	7	26.9%	6	33.3%	33	39.3%	1	8.3%	4	25.0%	10	33.3%	12	37.5%
	Somewhat dissatisfied	7	26.9%	3	16.7%	22	26.2%	6	50.0%	3	18.8%	5	16.7%	7	21.9%
	Very dissatisfied	1	3.8%	2	11.1%	6	7.1%	0	0.0%	1	6.3%	2	6.7%	2	6.3%
	Total	26		18		84		12		16		30		32	
Mentoring for leadership positions	Very satisfied	11	42.3%	5	29.4%	19	22.6%	2	20.0%	12	57.1%	10	33.3%	8	27.6%
	Somewhat satisfied	8	30.8%	4	23.5%	29	34.5%	3	30.0%	4	19.0%	7	23.3%	9	31.0%
	Somewhat dissatisfied	6	23.1%	6	35.3%	20	23.8%	2	20.0%	2	9.5%	12	40.0%	11	37.9%
	Very dissatisfied	2	7.7%	1	5.9%	15	17.9%	3	30.0%	3	14.3%	2	6.7%	1	3.4%
	Total	26		17		84		10		21		30		29	
Mentoring for career advancement	Very satisfied	9	36.0%	5	27.8%	19	22.4%	2	18.2%	13	59.1%	10	34.5%	6	20.7%
	Somewhat satisfied	8	32.0%	4	22.2%	29	34.1%	3	27.3%	5	22.7%	9	31.0%	13	44.8%
	Somewhat dissatisfied	5	20.0%	7	38.9%	20	23.5%	3	27.3%	2	9.1%	8	27.6%	8	27.6%
	Very dissatisfied	3	12.0%	1	5.6%	16	18.8%	3	27.3%	2	9.1%	3	10.3%	2	6.9%
	Total	25		18		85		11		22		29		29	
Informal invitations (e.g., lunch/coffee)	Very satisfied	12	54.5%	6	33.3%	38	43.7%	3	27.3%	14	63.6%	9	31.0%	11	36.7%
	Somewhat satisfied	7	31.8%	9	50.0%	30	34.5%	2	18.2%	4	18.2%	15	51.7%	9	30.0%
	Somewhat dissatisfied	1	4.5%	2	11.1%	10	11.5%	5	45.5%	2	9.1%	4	13.8%	6	20.0%
	Very dissatisfied	1	4.5%	1	5.6%	9	10.3%	2	18.2%	2	9.1%	2	6.9%	4	13.3%
	Total	22		18		87		11		22		29		30	

Staff—Frequencies

Counts based on weighted data.

Support from co-workers/colleagues:

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Assistance with establishing professional contacts	Very satisfied	57	51.4%	48	50.5%	27	43.5%	35	34.7%	20	44.4%	44	42.3%	4	28.6%
	Somewhat satisfied	40	36.0%	34	35.8%	27	43.5%	43	42.6%	20	44.4%	39	37.5%	8	57.1%
	Somewhat dissatisfied	7	6.3%	12	12.6%	8	12.9%	18	17.8%	2	4.4%	12	11.5%	1	7.1%
	Very dissatisfied	7	6.3%	2	2.1%	0	0.0%	5	5.0%	2	4.4%	9	8.7%	0	0.0%
	Total	111		95		62		101		45		104		14	
Advice on navigating office politics	Very satisfied	46	44.7%	40	44.9%	17	27.4%	20	21.3%	16	33.3%	32	31.4%	3	23.1%
	Somewhat satisfied	36	35.0%	27	30.3%	30	48.4%	42	44.7%	21	43.8%	37	36.3%	8	61.5%
	Somewhat dissatisfied	17	16.5%	14	15.7%	13	21.0%	20	21.3%	6	12.5%	18	17.6%	1	7.7%
	Very dissatisfied	3	2.9%	7	7.9%	2	3.2%	12	12.8%	5	10.4%	15	14.7%	1	7.7%
	Total	103		89		62		94		48		102		13	
Mentoring for leadership positions	Very satisfied	37	35.2%	29	33.0%	14	22.6%	15	14.6%	23	47.9%	36	34.0%	3	23.1%
	Somewhat satisfied	39	37.1%	25	28.4%	28	45.2%	37	35.9%	9	18.8%	32	30.2%	5	38.5%
	Somewhat dissatisfied	21	20.0%	16	18.2%	14	22.6%	29	28.2%	11	22.9%	16	15.1%	3	23.1%
	Very dissatisfied	8	7.6%	17	19.3%	5	8.1%	21	20.4%	5	10.4%	23	21.7%	1	7.7%
	Total	105		88		62		103		48		106		13	
Mentoring for career advancement	Very satisfied	42	38.5%	37	38.5%	21	31.3%	20	19.0%	16	33.3%	36	33.0%	4	28.6%
	Somewhat satisfied	30	27.5%	24	25.0%	26	38.8%	33	31.4%	8	16.7%	29	26.6%	7	50.0%
	Somewhat dissatisfied	26	23.9%	18	18.8%	16	23.9%	28	26.7%	19	39.6%	21	19.3%	2	14.3%
	Very dissatisfied	12	11.0%	17	17.7%	4	6.0%	25	23.8%	5	10.4%	23	21.1%	1	7.1%
	Total	109		96		67		105		48		109		14	
Informal invitations (e.g., lunch/coffee)	Very satisfied	47	43.1%	40	44.0%	14	24.6%	20	21.1%	16	33.3%	42	43.3%	5	35.7%
	Somewhat satisfied	28	25.7%	27	29.7%	31	54.4%	35	36.8%	13	27.1%	25	25.8%	7	50.0%
	Somewhat dissatisfied	21	19.3%	15	16.5%	10	17.5%	25	26.3%	14	29.2%	12	12.4%	1	7.1%
	Very dissatisfied	13	11.9%	9	9.9%	2	3.5%	14	14.7%	5	10.4%	18	18.6%	0	0.0%
	Total	109		91		57		95		48		97		14	

Staff—Frequencies

Counts based on weighted data.

Support from co-workers/colleagues:

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Assistance with establishing professional contacts	Very satisfied	23	32.9%	73	52.5%	20	31.3%	25	58.1%
	Somewhat satisfied	25	35.7%	53	38.1%	36	56.3%	12	27.9%
	Somewhat dissatisfied	14	20.0%	12	8.6%	6	9.4%	4	9.3%
	Very dissatisfied	7	10.0%	1	0.7%	1	1.6%	1	2.3%
	Total	70		139		64		43	
Advice on navigating office politics	Very satisfied	11	15.5%	53	39.3%	19	33.9%	21	48.8%
	Somewhat satisfied	32	45.1%	61	45.2%	17	30.4%	16	37.2%
	Somewhat dissatisfied	16	22.5%	17	12.6%	18	32.1%	4	9.3%
	Very dissatisfied	11	15.5%	4	3.0%	2	3.6%	2	4.7%
	Total	71		135		56		43	
Mentoring for leadership positions	Very satisfied	15	22.4%	41	32.0%	14	23.7%	18	43.9%
	Somewhat satisfied	17	25.4%	47	36.7%	17	28.8%	14	34.1%
	Somewhat dissatisfied	16	23.9%	30	23.4%	23	39.0%	7	17.1%
	Very dissatisfied	19	28.4%	9	7.0%	5	8.5%	2	4.9%
	Total	67		128		59		41	
Mentoring for career advancement	Very satisfied	12	17.6%	42	31.8%	12	19.7%	17	41.5%
	Somewhat satisfied	20	29.4%	49	37.1%	17	27.9%	13	31.7%
	Somewhat dissatisfied	18	26.5%	27	20.5%	20	32.8%	8	19.5%
	Very dissatisfied	17	25.0%	14	10.6%	13	21.3%	3	7.3%
	Total	68		132		61		41	
Informal invitations (e.g., lunch/coffee)	Very satisfied	16	24.2%	64	45.4%	22	33.3%	20	48.8%
	Somewhat satisfied	26	39.4%	51	36.2%	23	34.8%	16	39.0%
	Somewhat dissatisfied	15	22.7%	20	14.2%	13	19.7%	5	12.2%
	Very dissatisfied	9	13.6%	5	3.5%	7	10.6%	1	2.4%
	Total	66		141		66		41	

Staff—Frequencies

Counts based on weighted data.

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Mentoring or support from colleagues in:															
Guidance on obtaining grants	Very satisfied			0	0.0%	1	16.7%	1	100.0%	4	100.0%	1	33.3%	1	50.0%
	Somewhat satisfied			2	100.0%	5	83.3%	0	0.0%	0	0.0%	2	66.7%	0	0.0%
	Somewhat dissatisfied			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Very dissatisfied			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%
	Total			2		6		1		4		3		2	
Guidance on obtaining contracts	Very satisfied														
	Somewhat satisfied														
	Somewhat dissatisfied														
	Very dissatisfied														
	Total														
Guidance on publishing your research	Very satisfied			0	0.0%	1	16.7%			4	100.0%	3	75.0%	1	100.0%
	Somewhat satisfied			1	100.0%	4	66.7%			0	0.0%	1	25.0%	0	0.0%
	Somewhat dissatisfied			0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
	Very dissatisfied			0	0.0%	1	16.7%			0	0.0%	0	0.0%	0	0.0%
	Total			1		6				4		4		1	
Offers to collaborate in research	Very satisfied			0	0.0%	2	33.3%			4	100.0%	3	60.0%	2	100.0%
	Somewhat satisfied			1	50.0%	4	66.7%			0	0.0%	0	0.0%	0	0.0%
	Somewhat dissatisfied			1	50.0%	0	0.0%			0	0.0%	2	40.0%	0	0.0%
	Very dissatisfied			0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
	Total			2		6				4		5		2	
Support for your research program	Very satisfied			0	0.0%	1	16.7%			4	100.0%	4	57.1%	1	100.0%
	Somewhat satisfied			1	100.0%	4	66.7%			0	0.0%	2	28.6%	0	0.0%
	Somewhat dissatisfied			0	0.0%	1	16.7%			0	0.0%	1	14.3%	0	0.0%
	Very dissatisfied			0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
	Total			1		6				4		7		1	
Mentoring for Teaching	Very satisfied	0	0.0%	1	50.0%	2	40.0%			4	100.0%	2	40.0%	2	66.7%
	Somewhat satisfied	1	100.0%	1	50.0%	2	40.0%			0	0.0%	3	60.0%	0	0.0%
	Somewhat dissatisfied	0	0.0%	0	0.0%	1	20.0%			0	0.0%	0	0.0%	1	33.3%
	Very dissatisfied	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
	Total	1		2		5				4		5		3	

Staff—Frequencies

Counts based on weighted data.

Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent

Mentoring or support from colleagues in:

Guidance on obtaining grants	Very satisfied	1	33.3%	0	0.0%	3	100.0%	1	25.0%			2	66.7%		
	Somewhat satisfied	1	33.3%	0	0.0%	0	0.0%	2	50.0%			1	33.3%		
	Somewhat dissatisfied	1	33.3%	2	100.0%	0	0.0%	0	0.0%			0	0.0%		
	Very dissatisfied	0	0.0%	0	0.0%	0	0.0%	1	25.0%			0	0.0%		
	Total	3		2		3		4				3			
Guidance on obtaining contracts	Very satisfied											1	33.3%		
	Somewhat satisfied											1	33.3%		
	Somewhat dissatisfied											0	0.0%		
	Very dissatisfied											1	33.3%		
	Total											3			
Guidance on publishing your research	Very satisfied	1	33.3%	0	0.0%	2	100.0%	3	50.0%			2	50.0%		
	Somewhat satisfied	1	33.3%	0	0.0%	0	0.0%	3	50.0%			0	0.0%		
	Somewhat dissatisfied	1	33.3%	2	100.0%	0	0.0%	0	0.0%			1	25.0%		
	Very dissatisfied	0	0.0%	0	0.0%	0	0.0%	0	0.0%			1	25.0%		
	Total	3		2		2		6				4			
Offers to collaborate in research	Very satisfied	3	60.0%	2	50.0%	2	40.0%	3	42.9%	0	0.0%	7	77.8%	0	0.0%
	Somewhat satisfied	1	20.0%	0	0.0%	3	60.0%	3	42.9%	8	100.0%	1	11.1%	0	0.0%
	Somewhat dissatisfied	1	20.0%	2	50.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	1	100.0%
	Very dissatisfied	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	11.1%	0	0.0%
	Total	5		4		5		7		8		9		1	
Support for your research program	Very satisfied	1	33.3%	2	50.0%	2	40.0%	3	50.0%			9	69.2%		
	Somewhat satisfied	1	33.3%	0	0.0%	3	60.0%	3	50.0%			2	15.4%		
	Somewhat dissatisfied	1	33.3%	2	50.0%	0	0.0%	0	0.0%			1	7.7%		
	Very dissatisfied	0	0.0%	0	0.0%	0	0.0%	0	0.0%			1	7.7%		
	Total	3		4		5		6				13			
Mentoring for Teaching	Very satisfied	4	66.7%	0	0.0%	0	0.0%	3	33.3%			4	44.4%		
	Somewhat satisfied	1	16.7%	0	0.0%	2	50.0%	3	33.3%			2	22.2%		
	Somewhat dissatisfied	1	16.7%	2	100.0%	0	0.0%	3	33.3%			2	22.2%		
	Very dissatisfied	0	0.0%	0	0.0%	2	50.0%	0	0.0%			1	11.1%		
	Total	6		2		4		9				9			

Staff—Frequencies

Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
Count	Percent	Count	Percent	Count	Percent	Count	Percent

Counts based on weighted data.

Mentoring or support from colleagues in:

Guidance on obtaining grants	Very satisfied			0	0.0%		1	100.0%
	Somewhat satisfied			2	66.7%		0	0.0%
	Somewhat dissatisfied			1	33.3%		0	0.0%
	Very dissatisfied			0	0.0%		0	0.0%
	Total			3			1	
Guidance on obtaining contracts	Very satisfied							
	Somewhat satisfied							
	Somewhat dissatisfied							
	Very dissatisfied							
	Total							
Guidance on publishing your research	Very satisfied			0	0.0%		1	100.0%
	Somewhat satisfied			0	0.0%		0	0.0%
	Somewhat dissatisfied			0	0.0%		0	0.0%
	Very dissatisfied			1	100.0%		0	0.0%
	Total			1			1	
Offers to collaborate in research	Very satisfied			0	0.0%		1	100.0%
	Somewhat satisfied			2	66.7%		0	0.0%
	Somewhat dissatisfied			0	0.0%		0	0.0%
	Very dissatisfied			1	33.3%		0	0.0%
	Total			3			1	
Support for your research program	Very satisfied			0	0.0%		1	100.0%
	Somewhat satisfied			1	100.0%		0	0.0%
	Somewhat dissatisfied			0	0.0%		0	0.0%
	Very dissatisfied			0	0.0%		0	0.0%
	Total			1			1	
Mentoring for Teaching	Very satisfied	0	0.0%	2	100.0%		1	100.0%
	Somewhat satisfied	3	75.0%	0	0.0%		0	0.0%
	Somewhat dissatisfied	1	25.0%	0	0.0%		0	0.0%
	Very dissatisfied	0	0.0%	0	0.0%		0	0.0%
	Total	4		2			1	

Staff—Frequencies

Counts based on weighted data.

Satisfaction with support from supervisor:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Assistance with establishing professional contacts	Very satisfied	12	57.1%	7	41.2%	48	60.8%	6	54.5%	17	81.0%	11	37.9%	13	43.3%
	Somewhat satisfied	7	33.3%	5	29.4%	15	19.0%	4	36.4%	2	9.5%	14	48.3%	9	30.0%
	Somewhat dissatisfied	0	0.0%	3	17.6%	15	19.0%	2	18.2%	1	4.8%	4	13.8%	6	20.0%
	Very dissatisfied	2	9.5%	1	5.9%	1	1.3%	0	0.0%	1	4.8%	0	0.0%	1	3.3%
	Total	21		17		79		11		21		29		30	
Advice on navigating office politics	Very satisfied	10	47.6%	8	44.4%	41	51.9%	7	77.8%	14	66.7%	13	50.0%	12	41.4%
	Somewhat satisfied	5	23.8%	7	38.9%	21	26.6%	1	11.1%	4	19.0%	7	26.9%	10	34.5%
	Somewhat dissatisfied	5	23.8%	2	11.1%	10	12.7%	1	11.1%	1	4.8%	6	23.1%	7	24.1%
	Very dissatisfied	1	4.8%	1	5.6%	7	8.9%	1	11.1%	2	9.5%	0	0.0%	1	3.4%
	Total	21		18		79		9		21		26		29	
Mentoring for leadership positions	Very satisfied	11	50.0%	7	41.2%	32	43.8%	2	22.2%	14	70.0%	9	33.3%	9	33.3%
	Somewhat satisfied	6	27.3%	6	35.3%	18	24.7%	4	44.4%	2	10.0%	10	37.0%	9	33.3%
	Somewhat dissatisfied	3	13.6%	2	11.8%	16	21.9%	2	22.2%	2	10.0%	8	29.6%	8	29.6%
	Very dissatisfied	3	13.6%	2	11.8%	7	9.6%	1	11.1%	1	5.0%	1	3.7%	1	3.7%
	Total	22		17		73		9		20		27		27	
Mentoring for career advancement	Very satisfied	13	56.5%	7	36.8%	31	40.8%	5	50.0%	14	66.7%	9	32.1%	9	31.0%
	Somewhat satisfied	6	26.1%	7	36.8%	23	30.3%	2	20.0%	3	14.3%	9	32.1%	9	31.0%
	Somewhat dissatisfied	2	8.7%	4	21.1%	13	17.1%	2	20.0%	2	9.5%	8	28.6%	8	27.6%
	Very dissatisfied	2	8.7%	1	5.3%	8	10.5%	1	10.0%	1	4.8%	2	7.1%	2	6.9%
	Total	23		19		76		10		21		28		29	
Informal invitations (e.g., lunch/coffee)	Very satisfied	9	42.9%	7	38.9%	37	50.7%	4	40.0%	15	71.4%	12	42.9%	17	63.0%
	Somewhat satisfied	8	38.1%	8	44.4%	22	30.1%	3	30.0%	4	19.0%	7	25.0%	6	22.2%
	Somewhat dissatisfied	2	9.5%	2	11.1%	9	12.3%	3	30.0%	2	9.5%	8	28.6%	4	14.8%
	Very dissatisfied	1	4.8%	0	0.0%	5	6.8%	1	10.0%	1	4.8%	0	0.0%	1	3.7%
	Total	21		18		73		10		21		28		27	
Understanding that individuals have different family and personal responsibilities	Very satisfied	16	72.7%	14	73.7%	63	74.1%	9	81.8%	20	87.0%	27	84.4%	25	80.6%
	Somewhat satisfied	4	18.2%	4	21.1%	14	16.5%	1	9.1%	2	8.7%	4	12.5%	5	16.1%
	Somewhat dissatisfied	1	4.5%	1	5.3%	4	4.7%	1	9.1%	0	0.0%	0	0.0%	2	6.5%
	Very dissatisfied	1	4.5%	0	0.0%	4	4.7%	1	9.1%	1	4.3%	1	3.1%	0	0.0%
	Total	22		19		85		11		23		32		31	

Staff—Frequencies

Counts based on weighted data.

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:															
Assistance with establishing professional contacts	Very satisfied	62	59.0%	54	56.8%	27	47.4%	36	37.9%	32	69.6%	56	56.0%	8	57.1%
	Somewhat satisfied	29	27.6%	18	18.9%	17	29.8%	38	40.0%	10	21.7%	25	25.0%	3	21.4%
	Somewhat dissatisfied	10	9.5%	19	20.0%	13	22.8%	10	10.5%	4	8.7%	7	7.0%	3	21.4%
	Very dissatisfied	4	3.8%	5	5.3%	0	0.0%	10	10.5%	0	0.0%	12	12.0%	0	0.0%
	Total	105		95		57		95		46		100		14	
Advice on navigating office politics	Very satisfied	54	54.5%	51	54.8%	21	38.9%	24	26.7%	24	54.5%	47	47.5%	7	50.0%
	Somewhat satisfied	25	25.3%	18	19.4%	19	35.2%	44	48.9%	18	40.9%	27	27.3%	5	35.7%
	Somewhat dissatisfied	16	16.2%	14	15.1%	14	25.9%	12	13.3%	2	4.5%	7	7.1%	2	14.3%
	Very dissatisfied	4	4.0%	9	9.7%	0	0.0%	11	12.2%	0	0.0%	18	18.2%	0	0.0%
	Total	99		93		54		90		44		99		14	
Mentoring for leadership positions	Very satisfied	39	38.6%	43	46.2%	22	37.3%	26	27.1%	24	52.2%	51	48.1%	6	46.2%
	Somewhat satisfied	35	34.7%	17	18.3%	17	28.8%	30	31.3%	6	13.0%	21	19.8%	5	38.5%
	Somewhat dissatisfied	14	13.9%	19	20.4%	16	27.1%	24	25.0%	14	30.4%	14	13.2%	1	7.7%
	Very dissatisfied	13	12.9%	14	15.1%	4	6.8%	16	16.7%	2	4.3%	20	18.9%	0	0.0%
	Total	101		93		59		96		46		106		13	
Mentoring for career advancement	Very satisfied	44	41.5%	49	49.5%	25	39.1%	28	28.6%	24	52.2%	49	45.8%	9	64.3%
	Somewhat satisfied	27	25.5%	15	15.2%	19	29.7%	31	31.6%	6	13.0%	27	25.2%	3	21.4%
	Somewhat dissatisfied	20	18.9%	24	24.2%	18	28.1%	21	21.4%	14	30.4%	12	11.2%	2	14.3%
	Very dissatisfied	15	14.2%	12	12.1%	2	3.1%	18	18.4%	2	4.3%	20	18.7%	0	0.0%
	Total	106		99		64		98		46		107		14	
Informal invitations (e.g., lunch/coffee)	Very satisfied	51	53.1%	49	57.0%	16	32.7%	18	20.9%	32	74.4%	48	48.0%	6	46.2%
	Somewhat satisfied	27	28.1%	18	20.9%	18	36.7%	37	43.0%	2	4.7%	28	28.0%	6	46.2%
	Somewhat dissatisfied	9	9.4%	10	11.6%	15	30.6%	17	19.8%	8	18.6%	10	10.0%	1	7.7%
	Very dissatisfied	9	9.4%	10	11.6%	0	0.0%	12	14.0%	0	0.0%	14	14.0%	0	0.0%
	Total	96		86		49		86		43		100		13	
Understanding that individuals have different family and personal responsibilities	Very satisfied	91	75.8%	78	75.0%	45	70.3%	41	43.2%	41	95.3%	80	70.8%	13	86.7%
	Somewhat satisfied	19	15.8%	16	15.4%	12	18.8%	42	44.2%	0	0.0%	18	15.9%	2	13.3%
	Somewhat dissatisfied	7	5.8%	7	6.7%	5	7.8%	5	5.3%	1	2.3%	5	4.4%	0	0.0%
	Very dissatisfied	4	3.3%	3	2.9%	2	3.1%	7	7.4%	0	0.0%	11	9.7%	0	0.0%
	Total	120		104		64		95		43		113		15	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:									
Assistance with establishing professional contacts	Very satisfied	25	36.2%	74	54.4%	23	37.7%	23	59.0%
	Somewhat satisfied	24	34.8%	46	33.8%	24	39.3%	10	25.6%
	Somewhat dissatisfied	14	20.3%	10	7.4%	6	9.8%	4	10.3%
	Very dissatisfied	6	8.7%	6	4.4%	9	14.8%	2	5.1%
	Total	69		136		61		39	
Advice on navigating office politics	Very satisfied	22	32.4%	65	48.1%	23	39.0%	17	47.2%
	Somewhat satisfied	25	36.8%	54	40.0%	16	27.1%	13	36.1%
	Somewhat dissatisfied	14	20.6%	12	8.9%	9	15.3%	4	11.1%
	Very dissatisfied	7	10.3%	5	3.7%	11	18.6%	2	5.6%
	Total	68		135		59		36	
Mentoring for leadership positions	Very satisfied	18	27.3%	54	43.2%	12	21.1%	20	51.3%
	Somewhat satisfied	19	28.8%	41	32.8%	23	40.4%	10	25.6%
	Somewhat dissatisfied	17	25.8%	24	19.2%	17	29.8%	8	20.5%
	Very dissatisfied	13	19.7%	6	4.8%	5	8.8%	1	2.6%
	Total	66		125		57		39	
Mentoring for career advancement	Very satisfied	17	25.4%	60	45.5%	12	20.0%	22	55.0%
	Somewhat satisfied	22	32.8%	40	30.3%	22	36.7%	11	27.5%
	Somewhat dissatisfied	14	20.9%	24	18.2%	16	26.7%	5	12.5%
	Very dissatisfied	14	20.9%	8	6.1%	10	16.7%	2	5.0%
	Total	67		132		60		40	
Informal invitations (e.g., lunch/coffee)	Very satisfied	23	38.3%	74	54.4%	26	45.6%	19	52.8%
	Somewhat satisfied	17	28.3%	41	30.1%	16	28.1%	12	33.3%
	Somewhat dissatisfied	15	25.0%	14	10.3%	6	10.5%	4	11.1%
	Very dissatisfied	5	8.3%	8	5.9%	9	15.8%	1	2.8%
	Total	60		136		57		36	
Understanding that individuals have different family and personal responsibilities	Very satisfied	53	76.8%	111	77.1%	48	72.7%	34	75.6%
	Somewhat satisfied	13	18.8%	24	16.7%	16	24.2%	9	20.0%
	Somewhat dissatisfied	2	2.9%	8	5.6%	0	0.0%	0	0.0%
	Very dissatisfied	1	1.4%	1	0.7%	2	3.0%	2	4.4%
	Total	69		144		66		45	

Staff—Frequencies

Counts based on weighted data.

Satisfaction with support from supervisor:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Acknowledgement of my contributions to my school/unit	Very satisfied	15	65.2%	12	63.2%	49	58.3%	8	80.0%	19	82.6%	27	84.4%	20	64.5%
	Somewhat satisfied	4	17.4%	4	21.1%	18	21.4%	0	0.0%	3	13.0%	4	12.5%	9	29.0%
	Somewhat dissatisfied	3	13.0%	3	15.8%	8	9.5%	1	10.0%	1	4.3%	0	0.0%	2	6.5%
	Very dissatisfied	1	4.3%	1	5.3%	9	10.7%	1	10.0%	0	0.0%	1	3.1%	0	0.0%
	Total	23		19		84		10		23		32		31	
The degree to which agreements are honored by my supervisor	Very satisfied	14	60.9%	12	70.6%	58	70.7%	8	80.0%	20	87.0%	24	80.0%	20	66.7%
	Somewhat satisfied	5	21.7%	5	29.4%	16	19.5%	1	10.0%	3	13.0%	4	13.3%	9	30.0%
	Somewhat dissatisfied	3	13.0%	0	0.0%	5	6.1%	1	10.0%	0	0.0%	1	3.3%	2	6.7%
	Very dissatisfied	1	4.3%	1	5.9%	4	4.9%	1	10.0%	0	0.0%	1	3.3%	0	0.0%
	Total	23		17		82		10		23		30		30	
The degree to which my work performance is fairly evaluated	Very satisfied	14	66.7%	12	63.2%	59	69.4%	7	70.0%	21	91.3%	26	81.3%	18	60.0%
	Somewhat satisfied	7	33.3%	5	26.3%	17	20.0%	1	10.0%	1	4.3%	5	15.6%	8	26.7%
	Somewhat dissatisfied	0	0.0%	1	5.3%	2	2.4%	0	0.0%	1	4.3%	0	0.0%	3	10.0%
	Very dissatisfied	1	4.8%	1	5.3%	7	8.2%	1	10.0%	0	0.0%	1	3.1%	1	3.3%
	Total	21		19		85		10		23		32		30	
Obtaining the resources I need to excel	Very satisfied	13	61.9%	12	60.0%	48	57.1%	8	72.7%	19	82.6%	21	70.0%	17	54.8%
	Somewhat satisfied	5	23.8%	4	20.0%	23	27.4%	1	9.1%	3	13.0%	7	23.3%	7	22.6%
	Somewhat dissatisfied	1	4.8%	2	10.0%	7	8.3%	1	9.1%	1	4.3%	2	6.7%	6	19.4%
	Very dissatisfied	2	9.5%	1	5.0%	6	7.1%	1	9.1%	0	0.0%	1	3.3%	1	3.2%
	Total	21		20		84		11		23		30		31	

Staff—Frequencies

Counts based on weighted data.

Satisfaction with support from supervisor:

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Acknowledgement of my contributions to my school/unit	Very satisfied	73	61.9%	67	64.4%	41	64.1%	30	31.3%	30	65.2%	67	62.6%	12	80.0%
	Somewhat satisfied	28	23.7%	19	18.3%	18	28.1%	44	45.8%	14	30.4%	19	17.8%	2	13.3%
	Somewhat dissatisfied	8	6.8%	13	12.5%	5	7.8%	15	15.6%	1	2.2%	9	8.4%	1	6.7%
	Very dissatisfied	10	8.5%	6	5.8%	0	0.0%	7	7.3%	0	0.0%	11	10.3%	0	0.0%
	Total	118		104		64		96		46		107		15	
The degree to which agreements are honored by my supervisor	Very satisfied	80	67.8%	71	69.6%	47	73.4%	39	39.4%	34	73.9%	75	68.2%	12	80.0%
	Somewhat satisfied	28	23.7%	15	14.7%	10	15.6%	40	40.4%	4	8.7%	16	14.5%	2	13.3%
	Somewhat dissatisfied	6	5.1%	9	8.8%	7	10.9%	12	12.1%	8	17.4%	8	7.3%	1	6.7%
	Very dissatisfied	4	3.4%	7	6.9%	0	0.0%	8	8.1%	0	0.0%	11	10.0%	0	0.0%
	Total	118		102		64		99		46		110		15	
The degree to which my work performance is fairly evaluated	Very satisfied	72	62.6%	65	63.7%	42	66.7%	44	43.6%	29	67.4%	80	72.7%	13	86.7%
	Somewhat satisfied	26	22.6%	20	19.6%	12	19.0%	33	32.7%	13	30.2%	13	11.8%	2	13.3%
	Somewhat dissatisfied	12	10.4%	10	9.8%	9	14.3%	17	16.8%	1	2.3%	8	7.3%	0	0.0%
	Very dissatisfied	5	4.3%	8	7.8%	0	0.0%	6	5.9%	0	0.0%	8	7.3%	1	6.7%
	Total	115		102		63		101		43		110		15	
Obtaining the resources I need to excel	Very satisfied	65	54.2%	63	60.6%	39	59.1%	27	27.6%	33	71.7%	68	60.7%	10	66.7%
	Somewhat satisfied	36	30.0%	17	16.3%	19	28.8%	44	44.9%	7	15.2%	21	18.8%	4	26.7%
	Somewhat dissatisfied	8	6.7%	17	16.3%	6	9.1%	16	16.3%	6	13.0%	10	8.9%	2	13.3%
	Very dissatisfied	11	9.2%	7	6.7%	2	3.0%	11	11.2%	0	0.0%	13	11.6%	0	0.0%
	Total	120		104		66		98		46		112		15	

Staff—Frequencies

Counts based on weighted data.

Satisfaction with support from supervisor:

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Acknowledgement of my contributions to my school/unit	Very satisfied	40	58.0%	100	69.9%	39	60.0%	24	57.1%
	Somewhat satisfied	21	30.4%	32	22.4%	16	24.6%	15	35.7%
	Somewhat dissatisfied	3	4.3%	6	4.2%	7	10.8%	2	4.8%
	Very dissatisfied	5	7.2%	4	2.8%	3	4.6%	1	2.4%
	Total	69		143		65		42	
The degree to which agreements are honored by my supervisor	Very satisfied	46	67.6%	108	76.6%	42	63.6%	21	52.5%
	Somewhat satisfied	16	23.5%	27	19.1%	16	24.2%	14	35.0%
	Somewhat dissatisfied	3	4.4%	3	2.1%	5	7.6%	3	7.5%
	Very dissatisfied	3	4.4%	3	2.1%	2	3.0%	1	2.5%
	Total	68		141		66		40	
The degree to which my work performance is fairly evaluated	Very satisfied	39	56.5%	103	73.0%	44	67.7%	28	68.3%
	Somewhat satisfied	25	36.2%	29	20.6%	4	6.2%	8	19.5%
	Somewhat dissatisfied	3	4.3%	5	3.5%	9	13.8%	4	9.8%
	Very dissatisfied	2	2.9%	3	2.1%	7	10.8%	1	2.4%
	Total	69		141		65		41	
Obtaining the resources I need to excel	Very satisfied	34	45.3%	92	63.9%	22	33.8%	23	56.1%
	Somewhat satisfied	22	29.3%	34	23.6%	23	35.4%	14	34.1%
	Somewhat dissatisfied	10	13.3%	13	9.0%	13	20.0%	4	9.8%
	Very dissatisfied	9	12.0%	5	3.5%	7	10.8%	0	0.0%
	Total	75		144		65		41	

Staff—Frequencies

Counts based on weighted data.

Diversity and Inclusion:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	11	55.0%	7	35.0%	21	25.3%	6	46.2%	10	45.5%	8	26.7%	9	30.0%
	Somewhat agree	9	45.0%	10	50.0%	42	50.6%	4	30.8%	9	40.9%	16	53.3%	17	56.7%
	Somewhat disagree	1	5.0%	2	10.0%	14	16.9%	1	7.7%	2	9.1%	6	20.0%	3	10.0%
	Strongly disagree	0	0.0%	1	5.0%	5	6.0%	2	15.4%	1	4.5%	1	3.3%	1	3.3%
	Total	20		20		83		13		22		30		30	
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	12	50.0%	12	63.2%	44	52.4%	7	53.8%	11	50.0%	18	60.0%	19	63.3%
	Somewhat agree	8	33.3%	7	36.8%	25	29.8%	1	7.7%	9	40.9%	7	23.3%	9	30.0%
	Somewhat disagree	4	16.7%	0	0.0%	11	13.1%	1	7.7%	1	4.5%	3	10.0%	2	6.7%
	Strongly disagree	0	0.0%	1	5.3%	4	4.8%	3	23.1%	1	4.5%	1	3.3%	0	0.0%
	Total	24		19		84		13		22		30		30	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	12	54.5%	9	50.0%	36	45.6%	6	46.2%	9	40.9%	15	48.4%	15	50.0%
	Somewhat agree	9	40.9%	6	33.3%	31	39.2%	3	23.1%	9	40.9%	9	29.0%	10	33.3%
	Somewhat disagree	1	4.5%	2	11.1%	7	8.9%	3	23.1%	2	9.1%	5	16.1%	4	13.3%
	Strongly disagree	0	0.0%	1	5.6%	5	6.3%	1	7.7%	1	4.5%	2	6.5%	0	0.0%
	Total	22		18		79		13		22		31		30	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	5	25.0%	3	16.7%	8	12.9%	3	33.3%	9	45.0%	4	15.4%	3	13.6%
	Somewhat agree	4	20.0%	7	38.9%	21	33.9%	3	33.3%	3	15.0%	11	42.3%	8	36.4%
	Somewhat disagree	9	45.0%	5	27.8%	19	30.6%	3	33.3%	4	20.0%	3	11.5%	6	27.3%
	Strongly disagree	2	10.0%	3	16.7%	13	21.0%	1	11.1%	4	20.0%	9	34.6%	4	18.2%
	Total	20		18		62		9		20		26		22	
I feel valued and respected by the Georgia Tech community	Strongly agree	9	37.5%	5	26.3%	16	19.5%	5	45.5%	11	50.0%	9	29.0%	7	25.9%
	Somewhat agree	10	41.7%	10	52.6%	38	46.3%	5	45.5%	7	31.8%	16	51.6%	15	55.6%
	Somewhat disagree	4	16.7%	1	5.3%	14	17.1%	1	9.1%	2	9.1%	2	6.5%	4	14.8%
	Strongly disagree	0	0.0%	3	15.8%	13	15.9%	1	9.1%	3	13.6%	4	12.9%	2	7.4%
	Total	24		19		82		11		22		31		27	
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	3	14.3%	1	5.3%	12	16.4%	1	10.0%	6	28.6%	0	0.0%	2	8.0%
	Somewhat agree	8	38.1%	5	26.3%	20	27.4%	1	10.0%	2	9.5%	8	32.0%	7	28.0%
	Somewhat disagree	2	9.5%	3	15.8%	9	12.3%	3	30.0%	1	4.8%	5	20.0%	4	16.0%
	Strongly disagree	7	33.3%	9	47.4%	32	43.8%	5	50.0%	12	57.1%	12	48.0%	12	48.0%
	Total	21		19		73		10		21		25		25	

Staff—Frequencies

Counts based on weighted data.

Diversity and Inclusion:

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	50	44.2%	36	36.4%	37	58.7%	30	29.7%	20	45.5%	40	38.8%	5	33.3%
	Somewhat agree	51	45.1%	43	43.4%	19	30.2%	43	42.6%	5	11.4%	33	32.0%	9	60.0%
	Somewhat disagree	11	9.7%	16	16.2%	6	9.5%	22	21.8%	19	43.2%	15	14.6%	1	6.7%
	Strongly disagree	1	0.9%	4	4.0%	1	1.6%	6	5.9%	0	0.0%	16	15.5%	0	0.0%
	Total	113		99		63		101		44		103		15	
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	Strongly agree	64	56.1%	40	42.1%	49	80.3%	41	41.4%	24	54.5%	58	58.6%	6	40.0%
	Somewhat agree	40	35.1%	36	37.9%	10	16.4%	39	39.4%	14	31.8%	21	21.2%	8	53.3%
	Somewhat disagree	9	7.9%	14	14.7%	2	3.3%	13	13.1%	6	13.6%	11	11.1%	0	0.0%
	Strongly disagree	1	0.9%	4	4.2%	0	0.0%	5	5.1%	0	0.0%	9	9.1%	1	6.7%
	Total	114		95		61		99		44		99		15	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	53	47.7%	42	43.3%	36	59.0%	31	32.0%	19	48.7%	47	49.5%	5	35.7%
	Somewhat agree	40	36.0%	36	37.1%	17	27.9%	44	45.4%	9	23.1%	27	28.4%	6	42.9%
	Somewhat disagree	16	14.4%	13	13.4%	7	11.5%	18	18.6%	3	7.7%	9	9.5%	1	7.1%
	Strongly disagree	1	0.9%	5	5.2%	0	0.0%	4	4.1%	8	20.5%	12	12.6%	1	7.1%
	Total	111		97		61		97		39		95		14	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	31	31.0%	17	18.7%	6	12.5%	16	17.4%	9	28.1%	24	26.7%	1	8.3%
	Somewhat agree	32	32.0%	29	31.9%	18	37.5%	25	27.2%	6	18.8%	30	33.3%	6	50.0%
	Somewhat disagree	25	25.0%	26	28.6%	22	45.8%	33	35.9%	14	43.8%	18	20.0%	4	33.3%
	Strongly disagree	11	11.0%	19	20.9%	2	4.2%	19	20.7%	2	6.3%	17	18.9%	1	8.3%
	Total	100		91		48		92		32		90		12	
I feel valued and respected by the Georgia Tech community	Strongly agree	45	40.2%	21	21.6%	25	41.0%	22	22.2%	9	20.5%	31	32.0%	3	21.4%
	Somewhat agree	41	36.6%	45	46.4%	28	45.9%	45	45.5%	22	50.0%	37	38.1%	8	57.1%
	Somewhat disagree	19	17.0%	21	21.6%	8	13.1%	19	19.2%	11	25.0%	10	10.3%	2	14.3%
	Strongly disagree	6	5.4%	10	10.3%	0	0.0%	14	14.1%	2	4.5%	18	18.6%	0	0.0%
	Total	112		97		61		99		44		97		14	
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	11	10.8%	17	19.3%	4	7.5%	17	22.1%	4	17.4%	14	16.7%	2	16.7%
	Somewhat agree	21	20.6%	23	26.1%	17	32.1%	17	22.1%	6	26.1%	20	23.8%	2	16.7%
	Somewhat disagree	19	18.6%	25	28.4%	6	11.3%	13	16.9%	0	0.0%	12	14.3%	0	0.0%
	Strongly disagree	51	50.0%	23	26.1%	26	49.1%	31	40.3%	13	56.5%	38	45.2%	8	66.7%
	Total	102		88		53		77		23		84		12	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:									
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	22	31.4%	60	42.0%	11	18.3%	15	34.9%
	Somewhat agree	26	37.1%	64	44.8%	39	65.0%	22	51.2%
	Somewhat disagree	19	27.1%	16	11.2%	9	15.0%	6	14.0%
	Strongly disagree	2	2.9%	2	1.4%	1	1.7%	1	2.3%
	Total	70		143		60		43	
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	32	46.4%	91	64.5%	23	38.3%	18	45.0%
	Somewhat agree	24	34.8%	42	29.8%	23	38.3%	19	47.5%
	Somewhat disagree	9	13.0%	7	5.0%	13	21.7%	3	7.5%
	Strongly disagree	5	7.2%	1	0.7%	1	1.7%	0	0.0%
	Total	69		141		60		40	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	30	45.5%	89	63.1%	28	46.7%	17	43.6%
	Somewhat agree	24	36.4%	34	24.1%	25	41.7%	17	43.6%
	Somewhat disagree	6	9.1%	15	10.6%	6	10.0%	4	10.3%
	Strongly disagree	6	9.1%	4	2.8%	1	1.7%	1	2.6%
	Total	66		141		60		39	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	9	15.3%	34	29.8%	10	20.0%	6	16.2%
	Somewhat agree	19	32.2%	42	36.8%	14	28.0%	17	45.9%
	Somewhat disagree	16	27.1%	22	19.3%	12	24.0%	13	35.1%
	Strongly disagree	16	27.1%	16	14.0%	14	28.0%	1	2.7%
	Total	59		114		50		37	
I feel valued and respected by the Georgia Tech community	Strongly agree	18	25.7%	62	43.4%	10	17.5%	9	22.0%
	Somewhat agree	25	35.7%	59	41.3%	27	47.4%	27	65.9%
	Somewhat disagree	15	21.4%	18	12.6%	14	24.6%	4	9.8%
	Strongly disagree	12	17.1%	4	2.8%	6	10.5%	1	2.4%
	Total	70		143		57		41	
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	10	18.2%	19	14.1%	9	17.3%	4	12.1%
	Somewhat agree	10	18.2%	22	16.3%	13	25.0%	9	27.3%
	Somewhat disagree	6	10.9%	23	17.0%	17	32.7%	5	15.2%
	Strongly disagree	29	52.7%	71	52.6%	13	25.0%	14	42.4%
	Total	55		135		52		33	

Staff—Frequencies

Counts based on weighted data.

Diversity and Inclusion:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
I am satisfied with my career progress at Georgia Tech	Strongly agree	6	27.3%	5	26.3%	12	14.8%	3	33.3%	9	40.9%	3	10.7%	4	13.8%
	Somewhat agree	10	45.5%	6	31.6%	36	44.4%	3	33.3%	7	31.8%	10	35.7%	14	48.3%
	Somewhat disagree	6	27.3%	5	26.3%	16	19.8%	2	22.2%	4	18.2%	10	35.7%	6	20.7%
	Strongly disagree	0	0.0%	2	10.5%	16	19.8%	1	11.1%	1	4.5%	6	21.4%	5	17.2%
	Total	22		19		81		9		22		28		29	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	5	21.7%	7	35.0%	15	18.3%	3	27.3%	10	45.5%	7	24.1%	4	13.3%
	Somewhat agree	8	34.8%	5	25.0%	25	30.5%	4	36.4%	7	31.8%	10	34.5%	16	53.3%
	Somewhat disagree	5	21.7%	6	30.0%	30	36.6%	1	9.1%	2	9.1%	6	20.7%	6	20.0%
	Strongly disagree	4	17.4%	2	10.0%	12	14.6%	3	27.3%	4	18.2%	6	20.7%	5	16.7%
	Total	23		20		82		11		22		29		30	
I freely interact with colleagues across Georgia Tech	Strongly agree	13	54.2%	7	36.8%	29	35.8%	5	45.5%	14	63.6%	15	48.4%	9	31.0%
	Somewhat agree	9	37.5%	9	47.4%	34	42.0%	2	18.2%	8	36.4%	14	45.2%	16	55.2%
	Somewhat disagree	1	4.2%	2	10.5%	14	17.3%	3	27.3%	1	4.5%	2	6.5%	3	10.3%
	Strongly disagree	0	0.0%	1	5.3%	3	3.7%	1	9.1%	0	0.0%	1	3.2%	0	0.0%
	Total	24		19		81		11		22		31		29	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	13	61.9%	7	46.7%	29	42.6%	5	41.7%	9	50.0%	7	28.0%	19	65.5%
	Somewhat agree	6	28.6%	5	33.3%	24	35.3%	3	25.0%	5	27.8%	12	48.0%	6	20.7%
	Somewhat disagree	1	4.8%	2	13.3%	7	10.3%	4	33.3%	3	16.7%	2	8.0%	3	10.3%
	Strongly disagree	1	4.8%	0	0.0%	7	10.3%	1	8.3%	1	5.6%	4	16.0%	1	3.4%
	Total	21		15		68		12		18		25		29	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	10	47.6%	6	40.0%	17	24.6%	4	33.3%	9	52.9%	5	20.8%	13	46.4%
	Somewhat agree	6	28.6%	5	33.3%	22	31.9%	3	25.0%	4	23.5%	11	45.8%	8	28.6%
	Somewhat disagree	4	19.0%	3	20.0%	17	24.6%	3	25.0%	2	11.8%	3	12.5%	3	10.7%
	Strongly disagree	1	4.8%	1	6.7%	13	18.8%	1	8.3%	2	11.8%	6	25.0%	5	17.9%
	Total	21		15		69		12		17		24		28	

Staff—Frequencies

Counts based on weighted data.

Diversity and Inclusion:

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
I am satisfied with my career progress at Georgia Tech	Strongly agree	36	33.3%	23	24.0%	23	39.0%	14	14.1%	5	12.2%	26	25.7%	3	20.0%
	Somewhat agree	33	30.6%	25	26.0%	23	39.0%	48	48.5%	13	31.7%	38	37.6%	8	53.3%
	Somewhat disagree	19	17.6%	30	31.3%	8	13.6%	18	18.2%	18	43.9%	20	19.8%	3	20.0%
	Strongly disagree	20	18.5%	18	18.8%	5	8.5%	19	19.2%	6	14.6%	17	16.8%	1	6.7%
	Total	108		96		59		99		41		101		15	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	40	34.8%	26	26.5%	22	36.1%	19	19.8%	15	34.1%	36	35.6%	4	26.7%
	Somewhat agree	42	36.5%	22	22.4%	28	45.9%	36	37.5%	12	27.3%	33	32.7%	9	60.0%
	Somewhat disagree	18	15.7%	35	35.7%	4	6.6%	24	25.0%	10	22.7%	17	16.8%	0	0.0%
	Strongly disagree	15	13.0%	15	15.3%	7	11.5%	16	16.7%	7	15.9%	15	14.9%	2	13.3%
	Total	115		98		61		96		44		101		15	
I freely interact with colleagues across Georgia Tech	Strongly agree	48	41.7%	42	42.4%	33	52.4%	38	38.4%	7	15.9%	40	39.6%	7	50.0%
	Somewhat agree	58	50.4%	37	37.4%	12	19.0%	48	48.5%	22	50.0%	40	39.6%	6	42.9%
	Somewhat disagree	7	6.1%	19	19.2%	18	28.6%	8	8.1%	11	25.0%	12	11.9%	0	0.0%
	Strongly disagree	3	2.6%	2	2.0%	0	0.0%	5	5.1%	4	9.1%	8	7.9%	1	7.1%
	Total	115		99		63		99		44		101		14	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	51	49.5%	33	37.5%	25	50.0%	19	21.3%	15	34.1%	49	53.3%	6	40.0%
	Somewhat agree	34	33.0%	36	40.9%	19	38.0%	42	47.2%	12	27.3%	22	23.9%	7	46.7%
	Somewhat disagree	10	9.7%	10	11.4%	5	10.0%	20	22.5%	13	29.5%	6	6.5%	1	6.7%
	Strongly disagree	8	7.8%	10	11.4%	0	0.0%	9	10.1%	5	11.4%	15	16.3%	0	0.0%
	Total	103		88		50		89		44		92		15	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	46	44.7%	28	32.2%	25	52.1%	15	17.4%	10	27.8%	44	49.4%	5	35.7%
	Somewhat agree	32	31.1%	30	34.5%	16	33.3%	34	39.5%	12	33.3%	16	18.0%	7	50.0%
	Somewhat disagree	15	14.6%	15	17.2%	7	14.6%	23	26.7%	6	16.7%	13	14.6%	1	7.1%
	Strongly disagree	10	9.7%	15	17.2%	0	0.0%	13	15.1%	8	22.2%	16	18.0%	0	0.0%
	Total	103		87		48		86		36		89		14	

Staff—Frequencies

Counts based on weighted data.

Diversity and Inclusion:

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
I am satisfied with my career progress at Georgia Tech	Strongly agree	9	13.6%	44	31.7%	4	7.3%	10	23.8%
	Somewhat agree	27	40.9%	55	39.6%	22	40.0%	17	40.5%
	Somewhat disagree	15	22.7%	28	20.1%	12	21.8%	11	26.2%
	Strongly disagree	15	22.7%	13	9.4%	17	30.9%	4	9.5%
	Total	66		139		55		42	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	16	23.9%	42	29.6%	10	16.7%	14	33.3%
	Somewhat agree	22	32.8%	51	35.9%	19	31.7%	24	57.1%
	Somewhat disagree	15	22.4%	29	20.4%	21	35.0%	3	7.1%
	Strongly disagree	15	22.4%	21	14.8%	10	16.7%	2	4.8%
	Total	67		142		60		42	
I freely interact with colleagues across Georgia Tech	Strongly agree	29	43.3%	83	57.6%	22	37.9%	14	33.3%
	Somewhat agree	25	37.3%	45	31.3%	26	44.8%	25	59.5%
	Somewhat disagree	12	17.9%	13	9.0%	9	15.5%	2	4.8%
	Strongly disagree	1	1.5%	2	1.4%	1	1.7%	2	4.8%
	Total	67		144		58		42	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	21	35.0%	75	55.1%	14	26.4%	16	44.4%
	Somewhat agree	27	45.0%	45	33.1%	23	43.4%	15	41.7%
	Somewhat disagree	9	15.0%	7	5.1%	8	15.1%	3	8.3%
	Strongly disagree	3	5.0%	8	5.9%	9	17.0%	1	2.8%
	Total	60		136		53		36	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	16	26.7%	57	42.2%	8	16.0%	13	35.1%
	Somewhat agree	27	45.0%	42	31.1%	13	26.0%	17	45.9%
	Somewhat disagree	10	16.7%	20	14.8%	9	18.0%	5	13.5%
	Strongly disagree	7	11.7%	15	11.1%	20	40.0%	2	5.4%
	Total	60		135		50		37	

Staff—Frequencies

Counts based on weighted data.

Diversity and Inclusion:

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	10	45.5%	8	57.1%	24	33.8%	4	36.4%	10	66.7%	8	34.8%	14	48.3%
	Somewhat agree	7	31.8%	4	28.6%	31	43.7%	4	36.4%	3	20.0%	14	60.9%	9	31.0%
	Somewhat disagree	2	9.1%	1	7.1%	9	12.7%	3	27.3%	0	0.0%	0	0.0%	4	13.8%
	Strongly disagree	2	9.1%	0	0.0%	7	9.9%	0	0.0%	2	13.3%	2	8.7%	2	6.9%
	Total	22		14		71		11		15		23		29	
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	7	38.9%	6	40.0%	21	31.3%	2	25.0%	6	42.9%	2	9.1%	10	41.7%
	Somewhat agree	9	50.0%	6	40.0%	20	29.9%	2	25.0%	4	28.6%	9	40.9%	6	25.0%
	Somewhat disagree	0	0.0%	3	20.0%	13	19.4%	3	37.5%	2	14.3%	7	31.8%	3	12.5%
	Strongly disagree	2	11.1%	1	6.7%	14	20.9%	1	12.5%	2	14.3%	5	22.7%	4	16.7%
	Total	18		15		67		8		14		22		24	

Staff—Frequencies

Counts based on weighted data.

Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent

Diversity and Inclusion:

Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	50	50.0%	31	36.5%	29	60.4%	20	23.0%	10	27.8%	50	54.9%	7	46.7%
	Somewhat agree	25	25.0%	33	38.8%	16	33.3%	31	35.6%	14	38.9%	19	20.9%	6	40.0%
	Somewhat disagree	13	13.0%	6	7.1%	4	8.3%	22	25.3%	5	13.9%	7	7.7%	1	6.7%
	Strongly disagree	11	11.0%	15	17.6%	0	0.0%	14	16.1%	7	19.4%	14	15.4%	0	0.0%
	Total	100		85		48		87		36		91		15	
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	38	38.4%	21	26.6%	22	46.8%	17	19.8%	7	21.2%	37	44.6%	3	23.1%
	Somewhat agree	21	21.2%	21	26.6%	17	36.2%	25	29.1%	13	39.4%	14	16.9%	8	61.5%
	Somewhat disagree	18	18.2%	13	16.5%	7	14.9%	18	20.9%	3	9.1%	15	18.1%	1	7.7%
	Strongly disagree	22	22.2%	24	30.4%	1	2.1%	26	30.2%	10	30.3%	17	20.5%	2	15.4%
	Total	99		79		47		86		33		83		13	

Staff—Frequencies

Counts based on weighted data.

Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
Count	Percent	Count	Percent	Count	Percent	Count	Percent

Diversity and Inclusion:

Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	24	40.0%	83	61.0%	12	24.0%	17	48.6%
	Somewhat agree	24	40.0%	38	27.9%	20	40.0%	12	34.3%
	Somewhat disagree	7	11.7%	9	6.6%	8	16.0%	5	14.3%
	Strongly disagree	5	8.3%	6	4.4%	9	18.0%	1	2.9%
	Total	60		136		50		35	
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	15	27.8%	43	37.1%	4	8.2%	10	31.3%
	Somewhat agree	19	35.2%	37	31.9%	9	18.4%	12	37.5%
	Somewhat disagree	13	24.1%	21	18.1%	24	49.0%	6	18.8%
	Strongly disagree	6	11.1%	14	12.1%	11	22.4%	5	15.6%
	Total	54		116		49		32	

Staff—Frequencies

Counts based on weighted data.

			College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
			Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:																
Gender	Not at all		15	62.5%	13	72.2%	48	61.5%	8	72.7%	16	72.7%	22	75.9%	22	75.9%
	Slightly		4	16.7%	3	16.7%	10	12.8%	1	9.1%	2	9.1%	1	3.4%	5	17.2%
	Somewhat		1	4.2%	1	5.6%	11	14.1%	1	9.1%	4	18.2%	5	17.2%	1	3.4%
	Greatly		2	8.3%	1	5.6%	8	10.3%	0	0.0%	0	0.0%	0	0.0%	2	6.9%
	Total		24		18		78		11		22		29		29	
Age	Not at all		14	58.3%	12	66.7%	57	72.2%	7	63.6%	16	76.2%	22	75.9%	25	86.2%
	Slightly		4	16.7%	4	22.2%	11	13.9%	3	27.3%	1	4.8%	2	6.9%	2	6.9%
	Somewhat		3	12.5%	2	11.1%	8	10.1%	1	9.1%	3	14.3%	1	3.4%	1	3.4%
	Greatly		3	12.5%	0	0.0%	3	3.8%	1	9.1%	1	4.8%	4	13.8%	2	6.9%
	Total		24		18		79		11		21		29		29	
Race / Ethnicity	Not at all		12	50.0%	12	66.7%	38	48.1%	7	63.6%	16	72.7%	15	51.7%	20	69.0%
	Slightly		7	29.2%	3	16.7%	19	24.1%	0	0.0%	1	4.5%	4	13.8%	4	13.8%
	Somewhat		3	12.5%	2	11.1%	16	20.3%	3	27.3%	1	4.5%	6	20.7%	4	13.8%
	Greatly		2	8.3%	1	5.6%	7	8.9%	1	9.1%	3	13.6%	3	10.3%	2	6.9%
	Total		24		18		79		11		22		29		29	
Disability	Not at all		23	95.8%	15	83.3%	71	89.9%	10	90.9%	21	95.5%	26	89.7%	28	96.6%
	Slightly		1	4.2%	1	5.6%	6	7.6%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
	Somewhat		0	0.0%	1	5.6%	0	0.0%	1	9.1%	1	4.5%	1	3.4%	0	0.0%
	Greatly		0	0.0%	1	5.6%	2	2.5%	0	0.0%	0	0.0%	2	6.9%	1	3.4%
	Total		24		18		79		11		22		29		29	
National origin	Not at all		23	95.8%	16	88.9%	63	80.8%	7	63.6%	21	95.5%	24	82.8%	25	86.2%
	Slightly		1	4.2%	2	11.1%	6	7.7%	0	0.0%	1	4.5%	1	3.4%	1	3.4%
	Somewhat		0	0.0%	0	0.0%	6	7.7%	3	27.3%	0	0.0%	2	6.9%	2	6.9%
	Greatly		0	0.0%	0	0.0%	3	3.8%	1	9.1%	0	0.0%	1	3.4%	2	6.9%
	Total		24		18		78		11		22		29		29	
Language difference or accent	Not at all		23	95.8%	17	94.4%	65	82.3%	9	81.8%	21	95.5%	27	93.1%	27	93.1%
	Slightly		0	0.0%	1	5.6%	9	11.4%	0	0.0%	1	4.5%	1	3.4%	1	3.4%
	Somewhat		1	4.2%	0	0.0%	3	3.8%	1	9.1%	0	0.0%	0	0.0%	1	3.4%
	Greatly		0	0.0%	0	0.0%	2	2.5%	1	9.1%	0	0.0%	1	3.4%	1	3.4%
	Total		24		18		79		11		22		29		29	

Staff—Frequencies

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Counts based on weighted data.															
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:															
Gender	Not at all	84	72.4%	68	68.0%	49	77.8%	66	66.0%	30	68.2%	71	68.9%	12	80.0%
	Slightly	18	15.5%	13	13.0%	4	6.3%	11	11.0%	7	15.9%	15	14.6%	0	0.0%
	Somewhat	11	9.5%	9	9.0%	8	12.7%	18	18.0%	5	11.4%	6	5.8%	2	13.3%
	Greatly	3	2.6%	10	10.0%	1	1.6%	5	5.0%	3	6.8%	11	10.7%	0	0.0%
	Total	116		100		63		100		44		103		15	
Age	Not at all	86	74.1%	75	75.8%	47	74.6%	69	69.0%	27	61.4%	71	69.6%	11	73.3%
	Slightly	14	12.1%	12	12.1%	13	20.6%	10	10.0%	7	15.9%	11	10.8%	1	6.7%
	Somewhat	12	10.3%	8	8.1%	1	1.6%	16	16.0%	7	15.9%	12	11.8%	2	13.3%
	Greatly	4	3.4%	4	4.0%	2	3.2%	5	5.0%	5	11.4%	7	6.9%	1	6.7%
	Total	116		99		63		100		44		102		15	
Race / Ethnicity	Not at all	84	72.4%	61	61.0%	42	66.7%	58	57.4%	27	61.4%	55	53.4%	10	66.7%
	Slightly	12	10.3%	15	15.0%	9	14.3%	10	9.9%	5	11.4%	16	15.5%	2	13.3%
	Somewhat	16	13.8%	8	8.0%	9	14.3%	22	21.8%	13	29.5%	21	20.4%	1	6.7%
	Greatly	4	3.4%	16	16.0%	3	4.8%	12	11.9%	0	0.0%	11	10.7%	2	13.3%
	Total	116		100		63		101		44		103		15	
Disability	Not at all	111	95.7%	95	95.0%	63	100.0%	89	89.0%	44	100.0%	95	94.1%	15	100.0%
	Slightly	3	2.6%	3	3.0%	0	0.0%	5	5.0%	0	0.0%	2	2.0%	0	0.0%
	Somewhat	1	0.9%	3	3.0%	0	0.0%	5	5.0%	0	0.0%	2	2.0%	1	6.7%
	Greatly	2	1.7%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	2	2.0%	0	0.0%
	Total	116		100		63		100		44		101		15	
National origin	Not at all	110	94.8%	82	82.0%	59	100.0%	81	80.2%	44	100.0%	87	84.5%	13	92.9%
	Slightly	5	4.3%	8	8.0%	0	0.0%	4	4.0%	0	0.0%	7	6.8%	0	0.0%
	Somewhat	0	0.0%	3	3.0%	0	0.0%	8	7.9%	0	0.0%	4	3.9%	0	0.0%
	Greatly	1	0.9%	7	7.0%	0	0.0%	8	7.9%	0	0.0%	4	3.9%	1	7.1%
	Total	116		100		59		101		44		103		14	
Language difference or accent	Not at all	106	91.4%	83	83.0%	59	96.7%	83	82.2%	36	81.8%	92	90.2%	14	93.3%
	Slightly	8	6.9%	11	11.0%	2	3.3%	8	7.9%	8	18.2%	7	6.9%	0	0.0%
	Somewhat	2	1.7%	5	5.0%	0	0.0%	8	7.9%	0	0.0%	1	1.0%	1	6.7%
	Greatly	0	0.0%	1	1.0%	0	0.0%	1	1.0%	0	0.0%	3	2.9%	0	0.0%
	Total	116		100		61		101		44		102		15	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Gender	Not at all	50	74.6%	108	76.1%	28	46.7%	30	73.2%
	Slightly	5	7.5%	14	9.9%	10	16.7%	3	7.3%
	Somewhat	7	10.4%	17	12.0%	18	30.0%	5	12.2%
	Greatly	5	7.5%	3	2.1%	4	6.7%	2	4.9%
	Total	67		142		60		41	
Age	Not at all	50	73.5%	101	70.6%	33	55.0%	27	69.2%
	Slightly	8	11.8%	29	20.3%	12	20.0%	7	17.9%
	Somewhat	3	4.4%	10	7.0%	11	18.3%	4	10.3%
	Greatly	8	11.8%	4	2.8%	4	6.7%	0	0.0%
	Total	68		143		60		39	
Race / Ethnicity	Not at all	51	75.0%	100	69.9%	33	55.0%	33	82.5%
	Slightly	9	13.2%	17	11.9%	10	16.7%	2	5.0%
	Somewhat	3	4.4%	16	11.2%	11	18.3%	4	10.0%
	Greatly	5	7.4%	9	6.3%	6	10.0%	2	5.0%
	Total	68		143		60		40	
Disability	Not at all	66	97.1%	134	95.0%	45	75.0%	36	92.3%
	Slightly	3	4.4%	4	2.8%	1	1.7%	1	2.6%
	Somewhat	0	0.0%	3	2.1%	10	16.7%	2	5.1%
	Greatly	0	0.0%	0	0.0%	4	6.7%	0	0.0%
	Total	68		141		60		39	
National origin	Not at all	64	94.1%	135	95.7%	56	93.3%	38	95.0%
	Slightly	2	2.9%	4	2.8%	0	0.0%	1	2.5%
	Somewhat	2	2.9%	3	2.1%	1	1.7%	2	5.0%
	Greatly	1	1.5%	0	0.0%	2	3.3%	0	0.0%
	Total	68		141		60		40	
Language difference or accent	Not at all	61	89.7%	132	93.6%	56	93.3%	37	92.5%
	Slightly	5	7.4%	5	3.5%	1	1.7%	1	2.5%
	Somewhat	2	2.9%	4	2.8%	2	3.3%	2	5.0%
	Greatly	0	0.0%	0	0.0%	1	1.7%	1	2.5%
	Total	68		141		60		40	

Staff—Frequencies

Counts based on weighted data.

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:															
Political perspective	Not at all	17	70.8%	14	77.8%	60	75.9%	7	63.6%	20	90.9%	25	86.2%	20	69.0%
	Slightly	4	16.7%	1	5.6%	10	12.7%	1	9.1%	1	4.5%	3	10.3%	3	10.3%
	Somewhat	1	4.2%	2	11.1%	5	6.3%	3	27.3%	0	0.0%	0	0.0%	5	17.2%
	Greatly	1	4.2%	2	11.1%	5	6.3%	0	0.0%	0	0.0%	1	3.4%	1	3.4%
	Total	24		18		79		11		22		29		29	
Religion	Not at all	20	83.3%	15	83.3%	67	85.9%	9	81.8%	21	95.5%	26	89.7%	25	86.2%
	Slightly	3	12.5%	2	11.1%	7	9.0%	0	0.0%	0	0.0%	1	3.4%	3	10.3%
	Somewhat	0	0.0%	1	5.6%	2	2.6%	1	9.1%	0	0.0%	1	3.4%	0	0.0%
	Greatly	0	0.0%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	1	3.4%
	Total	24		18		78		11		22		29		29	
Sexual orientation	Not at all	22	91.7%	17	94.4%	71	89.9%	9	81.8%	22	100.0%	26	89.7%	28	96.6%
	Slightly	2	8.3%	0	0.0%	6	7.6%	0	0.0%	0	0.0%	1	3.4%	1	3.4%
	Somewhat	0	0.0%	1	5.6%	1	1.3%	1	9.1%	0	0.0%	1	3.4%	0	0.0%
	Greatly	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	1	3.4%
	Total	24		18		79		11		22		29		29	
Gender identity / expression	Not at all	23	95.8%	17	94.4%	70	88.6%	10	90.9%	22	100.0%	27	93.1%	27	93.1%
	Slightly	1	4.2%	1	5.6%	5	6.3%	0	0.0%	0	0.0%	1	3.4%	0	0.0%
	Somewhat	0	0.0%	1	5.6%	3	3.8%	1	9.1%	0	0.0%	0	0.0%	1	3.4%
	Greatly	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	0	0.0%	1	3.4%
	Total	24		18		79		11		22		29		29	
Other	Not at all	1	50.0%	1	50.0%	10	71.4%	5	100.0%	6	100.0%	5	#####	2	100.0%
	Slightly	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Somewhat	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Greatly	0	0.0%	1	50.0%	3	21.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	2		2		14		5		6		5		2	

Staff—Frequencies

Counts based on weighted data.

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:															
Political perspective	Not at all	98	84.5%	73	73.0%	47	77.0%	69	69.0%	37	84.1%	70	68.0%	14	93.3%
	Slightly	9	7.8%	11	11.0%	5	8.2%	9	9.0%	8	18.2%	13	12.6%	1	6.7%
	Somewhat	6	5.2%	8	8.0%	7	11.5%	12	12.0%	0	0.0%	10	9.7%	1	6.7%
	Greatly	4	3.4%	8	8.0%	3	4.9%	10	10.0%	0	0.0%	9	8.7%	0	0.0%
	Total	116		100		61		100		44		103		15	
Religion	Not at all	110	94.8%	89	89.0%	52	85.2%	78	78.0%	40	90.9%	87	84.5%	14	93.3%
	Slightly	3	2.6%	6	6.0%	6	9.8%	7	7.0%	5	11.4%	3	2.9%	0	0.0%
	Somewhat	2	1.7%	4	4.0%	3	4.9%	7	7.0%	0	0.0%	8	7.8%	1	6.7%
	Greatly	1	0.9%	2	2.0%	0	0.0%	9	9.0%	0	0.0%	6	5.8%	0	0.0%
	Total	116		100		61		100		44		103		15	
Sexual orientation	Not at all	110	94.8%	86	86.0%	59	96.7%	84	84.0%	44	100.0%	94	91.3%	13	92.9%
	Slightly	3	2.6%	7	7.0%	0	0.0%	4	4.0%	0	0.0%	1	1.0%	0	0.0%
	Somewhat	3	2.6%	2	2.0%	2	3.3%	8	8.0%	0	0.0%	2	1.9%	0	0.0%
	Greatly	0	0.0%	6	6.0%	0	0.0%	3	3.0%	0	0.0%	6	5.8%	0	0.0%
	Total	116		100		61		100		44		103		14	
Gender identity / expression	Not at all	112	96.6%	89	89.9%	59	100.0%	85	85.0%	44	100.0%	96	93.2%	13	92.9%
	Slightly	3	2.6%	4	4.0%	0	0.0%	3	3.0%	0	0.0%	1	1.0%	0	0.0%
	Somewhat	1	0.9%	0	0.0%	0	0.0%	8	8.0%	0	0.0%	0	0.0%	1	7.1%
	Greatly	1	0.9%	6	6.1%	0	0.0%	3	3.0%	0	0.0%	6	5.8%	0	0.0%
	Total	116		99		59		100		44		103		14	
Other	Not at all	18	78.3%	10	76.9%	9	100.0%	17	77.3%	9	100.0%	10	71.4%	1	100.0%
	Slightly	1	4.3%	0	0.0%	0	0.0%	1	4.5%	0	0.0%	0	0.0%	0	0.0%
	Somewhat	1	4.3%	2	15.4%	0	0.0%	3	13.6%	0	0.0%	0	0.0%	0	0.0%
	Greatly	3	13.0%	2	15.4%	0	0.0%	1	4.5%	0	0.0%	4	28.6%	0	0.0%
	Total	23		13		9		22		9		14		1	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Political perspective	Not at all	55	80.9%	114	80.3%	43	71.7%	37	92.5%
	Slightly	7	10.3%	14	9.9%	14	23.3%	0	0.0%
	Somewhat	4	5.9%	4	2.8%	2	3.3%	3	7.5%
	Greatly	2	2.9%	9	6.3%	1	1.7%	1	2.5%
	Total	68		142		60		40	
Religion	Not at all	67	98.5%	129	91.5%	44	73.3%	37	92.5%
	Slightly	0	0.0%	8	5.7%	11	18.3%	0	0.0%
	Somewhat	1	1.5%	4	2.8%	3	5.0%	2	5.0%
	Greatly	1	1.5%	0	0.0%	1	1.7%	1	2.5%
	Total	68		141		60		40	
Sexual orientation	Not at all	62	91.2%	131	92.3%	50	83.3%	38	95.0%
	Slightly	5	7.4%	5	3.5%	4	6.7%	0	0.0%
	Somewhat	1	1.5%	7	4.9%	4	6.7%	2	5.0%
	Greatly	1	1.5%	0	0.0%	1	1.7%	0	0.0%
	Total	68		142		60		40	
Gender identity / expression	Not at all	63	92.6%	137	96.5%	52	89.7%	38	92.7%
	Slightly	3	4.4%	4	2.8%	4	6.9%	1	2.4%
	Somewhat	2	2.9%	1	0.7%	0	0.0%	2	4.9%
	Greatly	1	1.5%	1	0.7%	2	3.4%	0	0.0%
	Total	68		142		58		41	
Other	Not at all	7	70.0%	7	58.3%	6	50.0%	9	81.8%
	Slightly	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Somewhat	1	10.0%	4	33.3%	0	0.0%	2	18.2%
	Greatly	1	10.0%	1	8.3%	5	41.7%	0	0.0%
	Total	10		12		12		11	

Staff—Frequencies

Counts based on weighted data.

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:															
Women	Never	17	73.9%	14	77.8%	57	74.0%	9	81.8%	19	86.4%	26	96.3%	27	93.1%
	Sometimes	4	17.4%	3	16.7%	15	19.5%	1	9.1%	2	9.1%	1	3.7%	2	6.9%
	Often	1	4.3%	0	0.0%	3	3.9%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
	Very Often	1	4.3%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		27		29	
Men	Never	19	82.6%	16	88.9%	65	84.4%	8	72.7%	20	90.9%	28	96.6%	26	89.7%
	Sometimes	4	17.4%	3	16.7%	10	13.0%	3	27.3%	1	4.5%	1	3.4%	3	10.3%
	Often	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		29		29	
Older People	Never	13	56.5%	15	83.3%	60	77.9%	8	72.7%	19	86.4%	26	89.7%	23	79.3%
	Sometimes	8	34.8%	3	16.7%	14	18.2%	1	9.1%	4	18.2%	1	3.4%	6	20.7%
	Often	2	8.7%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	2	6.9%	0	0.0%
	Very Often	0	0.0%	0	0.0%	1	1.3%	2	18.2%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		29		29	
Younger people	Never	11	52.4%	12	66.7%	51	66.2%	8	72.7%	17	77.3%	24	82.8%	22	78.6%
	Sometimes	9	42.9%	5	27.8%	21	27.3%	1	9.1%	3	13.6%	3	10.3%	5	17.9%
	Often	0	0.0%	1	5.6%	4	5.2%	0	0.0%	1	4.5%	2	6.9%	1	3.6%
	Very Often	1	4.8%	0	0.0%	1	1.3%	2	18.2%	1	4.5%	0	0.0%	0	0.0%
	Total	21		18		77		11		22		29		28	
People's race or ethnicity	Never	19	82.6%	15	83.3%	59	77.6%	9	81.8%	19	86.4%	20	69.0%	26	89.7%
	Sometimes	2	8.7%	3	16.7%	12	15.8%	2	18.2%	2	9.1%	9	31.0%	3	10.3%
	Often	1	4.3%	0	0.0%	3	3.9%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		76		11		22		29		29	

Staff—Frequencies

Counts based on weighted data.

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:															
Women	Never	92	78.0%	88	88.9%	55	87.3%	58	57.4%	31	75.6%	81	79.4%	14	93.3%
	Sometimes	23	19.5%	9	9.1%	6	9.5%	27	26.7%	8	19.5%	17	16.7%	2	13.3%
	Often	3	2.5%	2	2.0%	1	1.6%	11	10.9%	2	4.9%	1	1.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	4	4.0%	0	0.0%	3	2.9%	0	0.0%
	Total	118		99		63		101		41		102		15	
Men	Never	97	82.2%	84	84.8%	51	81.0%	68	68.7%	34	87.2%	84	82.4%	13	86.7%
	Sometimes	18	15.3%	8	8.1%	11	17.5%	27	27.3%	5	12.8%	14	13.7%	2	13.3%
	Often	3	2.5%	1	1.0%	1	1.6%	3	3.0%	0	0.0%	1	1.0%	0	0.0%
	Very Often	0	0.0%	6	6.1%	0	0.0%	2	2.0%	1	2.6%	1	1.0%	0	0.0%
	Total	118		99		63		99		39		102		15	
Older People	Never	94	79.7%	84	84.8%	61	96.8%	68	68.7%	33	84.6%	74	75.5%	14	93.3%
	Sometimes	20	16.9%	14	14.1%	2	3.2%	28	28.3%	7	17.9%	17	17.3%	1	6.7%
	Often	4	3.4%	2	2.0%	0	0.0%	1	1.0%	0	0.0%	4	4.1%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	2	2.0%	0	0.0%	3	3.1%	0	0.0%
	Total	118		99		63		99		39		98		15	
Younger people	Never	91	79.1%	78	79.6%	56	91.8%	58	58.6%	28	71.8%	75	73.5%	12	80.0%
	Sometimes	16	13.9%	16	16.3%	4	6.6%	33	33.3%	11	28.2%	19	18.6%	3	20.0%
	Often	7	6.1%	2	2.0%	1	1.6%	3	3.0%	0	0.0%	5	4.9%	1	6.7%
	Very Often	1	0.9%	1	1.0%	0	0.0%	6	6.1%	0	0.0%	2	2.0%	0	0.0%
	Total	115		98		61		99		39		102		15	
People’s race or ethnicity	Never	95	82.6%	79	79.8%	53	84.1%	62	62.6%	24	61.5%	83	83.0%	12	80.0%
	Sometimes	17	14.8%	13	13.1%	9	14.3%	28	28.3%	16	41.0%	12	12.0%	2	13.3%
	Often	3	2.6%	1	1.0%	1	1.6%	4	4.0%	0	0.0%	1	1.0%	0	0.0%
	Very Often	0	0.0%	6	6.1%	0	0.0%	5	5.1%	0	0.0%	4	4.0%	1	6.7%
	Total	115		99		63		99		39		100		15	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
Women	Never	60	88.2%	113	79.0%	33	55.0%	35	85.4%
	Sometimes	6	8.8%	28	19.6%	21	35.0%	4	9.8%
	Often	1	1.5%	1	0.7%	6	10.0%	2	4.9%
	Very Often	1	1.5%	0	0.0%	1	1.7%	1	2.4%
	Total	68		143		60		41	
Men	Never	61	89.7%	114	79.7%	48	80.0%	36	87.8%
	Sometimes	6	8.8%	19	13.3%	11	18.3%	6	14.6%
	Often	1	1.5%	8	5.6%	1	1.7%	0	0.0%
	Very Often	1	1.5%	1	0.7%	0	0.0%	0	0.0%
	Total	68		143		60		41	
Older People	Never	62	91.2%	112	78.3%	40	66.7%	33	80.5%
	Sometimes	4	5.9%	28	19.6%	17	28.3%	6	14.6%
	Often	1	1.5%	2	1.4%	2	3.3%	2	4.9%
	Very Often	2	2.9%	1	0.7%	1	1.7%	0	0.0%
	Total	68		143		60		41	
Younger people	Never	57	83.8%	98	69.0%	28	46.7%	30	76.9%
	Sometimes	7	10.3%	33	23.2%	29	48.3%	6	15.4%
	Often	1	1.5%	9	6.3%	3	5.0%	1	2.6%
	Very Often	3	4.4%	2	1.4%	0	0.0%	2	5.1%
	Total	68		142		60		39	
People's race or ethnicity	Never	63	92.6%	122	85.9%	34	56.7%	34	82.9%
	Sometimes	2	2.9%	18	12.7%	22	36.7%	5	12.2%
	Often	1	1.5%	2	1.4%	2	3.3%	2	4.9%
	Very Often	2	2.9%	0	0.0%	2	3.3%	0	0.0%
	Total	68		142		60		41	

Staff—Frequencies

Counts based on weighted data.

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:															
People with disabilities	Never	23	100.0%	18	100.0%	75	97.4%	10	90.9%	22	100.0%	25	86.2%	29	100.0%
	Sometimes	0	0.0%	0	0.0%	2	2.6%	1	9.1%	0	0.0%	2	6.9%	1	3.4%
	Often	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	6.9%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		29		29	
People with less education	Never	17	73.9%	13	72.2%	50	64.9%	7	63.6%	17	77.3%	20	69.0%	27	93.1%
	Sometimes	5	21.7%	5	27.8%	17	22.1%	3	27.3%	5	22.7%	5	17.2%	2	6.9%
	Often	0	0.0%	0	0.0%	5	6.5%	0	0.0%	0	0.0%	4	13.8%	0	0.0%
	Very Often	1	4.3%	0	0.0%	5	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		29		29	
Immigrants	Never	22	95.7%	17	94.4%	68	88.3%	9	81.8%	19	90.5%	26	89.7%	29	100.0%
	Sometimes	1	4.3%	1	5.6%	7	9.1%	1	9.1%	1	4.8%	3	10.3%	1	3.4%
	Often	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	4.8%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		21		29		29	
People with language differences/accents	Never	17	73.9%	16	88.9%	59	76.6%	7	63.6%	18	81.8%	24	82.8%	26	89.7%
	Sometimes	4	17.4%	2	11.1%	15	19.5%	3	27.3%	4	18.2%	4	13.8%	4	13.8%
	Often	1	4.3%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	1	3.4%	0	0.0%
	Very Often	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		29		29	
People with particular political views	Never	12	52.2%	9	50.0%	47	61.0%	7	63.6%	18	81.8%	15	55.6%	18	62.1%
	Sometimes	9	39.1%	6	33.3%	21	27.3%	1	9.1%	2	9.1%	12	44.4%	8	27.6%
	Often	0	0.0%	3	16.7%	3	3.9%	2	18.2%	1	4.5%	1	3.7%	3	10.3%
	Very Often	2	8.7%	0	0.0%	5	6.5%	0	0.0%	1	4.5%	0	0.0%	1	3.4%
	Total	23		18		77		11		22		27		29	

Staff—Frequencies

Counts based on weighted data.

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:															
People with disabilities	Never	107	93.0%	96	97.0%	61	100.0%	88	87.1%	39	100.0%	95	93.1%	15	100.0%
	Sometimes	6	5.2%	3	3.0%	0	0.0%	10	9.9%	0	0.0%	5	4.9%	0	0.0%
	Often	3	2.6%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	2	2.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	2	2.0%	0	0.0%	0	0.0%	0	0.0%
	Total	115		99		61		101		39		102		15	
People with less education	Never	93	80.9%	71	71.0%	52	82.5%	64	63.4%	35	89.7%	68	66.7%	11	73.3%
	Sometimes	14	12.2%	19	19.0%	10	15.9%	30	29.7%	5	12.8%	24	23.5%	4	26.7%
	Often	8	7.0%	3	3.0%	1	1.6%	4	4.0%	0	0.0%	4	3.9%	0	0.0%
	Very Often	1	0.9%	7	7.0%	0	0.0%	3	3.0%	0	0.0%	5	4.9%	0	0.0%
	Total	115		100		63		101		39		102		15	
Immigrants	Never	106	92.2%	90	90.9%	55	87.3%	70	69.3%	36	92.3%	85	84.2%	15	100.0%
	Sometimes	7	6.1%	7	7.1%	8	12.7%	24	23.8%	3	7.7%	11	10.9%	0	0.0%
	Often	1	0.9%	1	1.0%	0	0.0%	5	5.0%	0	0.0%	4	4.0%	0	0.0%
	Very Often	1	0.9%	0	0.0%	0	0.0%	2	2.0%	0	0.0%	2	2.0%	0	0.0%
	Total	115		99		63		101		39		101		15	
People with language differences/accents	Never	98	86.0%	81	82.7%	55	87.3%	64	63.4%	25	64.1%	80	78.4%	14	93.3%
	Sometimes	12	10.5%	16	16.3%	8	12.7%	29	28.7%	15	38.5%	19	18.6%	1	6.7%
	Often	3	2.6%	0	0.0%	0	0.0%	6	5.9%	0	0.0%	1	1.0%	0	0.0%
	Very Often	1	0.9%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	2	2.0%	0	0.0%
	Total	114		98		63		101		39		102		15	
People with particular political views	Never	84	71.8%	66	66.0%	47	74.6%	58	57.4%	26	66.7%	67	65.7%	10	66.7%
	Sometimes	23	19.7%	22	22.0%	12	19.0%	29	28.7%	10	25.6%	22	21.6%	4	26.7%
	Often	9	7.7%	3	3.0%	3	4.8%	8	7.9%	3	7.7%	7	6.9%	1	6.7%
	Very Often	1	0.9%	9	9.0%	1	1.6%	7	6.9%	0	0.0%	5	4.9%	0	0.0%
	Total	117		100		63		101		39		102		15	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
People with disabilities	Never	66	97.1%	131	92.9%	37	61.7%	37	90.2%
	Sometimes	1	1.5%	9	6.4%	21	35.0%	2	4.9%
	Often	0	0.0%	0	0.0%	0	0.0%	2	4.9%
	Very Often	1	1.5%	0	0.0%	2	3.3%	0	0.0%
	Total	68		141		60		41	
People with less education	Never	61	89.7%	110	77.5%	31	51.7%	35	85.4%
	Sometimes	4	5.9%	24	16.9%	19	31.7%	5	12.2%
	Often	1	1.5%	4	2.8%	8	13.3%	2	4.9%
	Very Often	2	2.9%	4	2.8%	1	1.7%	0	0.0%
	Total	68		142		60		41	
Immigrants	Never	64	94.1%	125	88.7%	40	66.7%	38	92.7%
	Sometimes	4	5.9%	14	9.9%	14	23.3%	1	2.4%
	Often	0	0.0%	2	1.4%	5	8.3%	2	4.9%
	Very Often	1	1.5%	0	0.0%	1	1.7%	0	0.0%
	Total	68		141		60		41	
People with language differences/accents	Never	61	89.7%	128	90.1%	37	61.7%	36	87.8%
	Sometimes	5	7.4%	12	8.5%	16	26.7%	3	7.3%
	Often	2	2.9%	3	2.1%	6	10.0%	2	4.9%
	Very Often	1	1.5%	0	0.0%	1	1.7%	1	2.4%
	Total	68		142		60		41	
People with particular political views	Never	50	73.5%	85	59.9%	23	38.3%	32	78.0%
	Sometimes	15	22.1%	39	27.5%	30	50.0%	7	17.1%
	Often	1	1.5%	11	7.7%	5	8.3%	1	2.4%
	Very Often	2	2.9%	7	4.9%	2	3.3%	1	2.4%
	Total	68		142		60		41	

Staff—Frequencies

Counts based on weighted data.

		College of Computing		College of Design		College of Engineering		Ivan Allen College		Scheller College of Business		College of Sciences		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:															
People with particular religious affiliations	Never	18	78.3%	14	77.8%	64	83.1%	7	63.6%	20	90.9%	25	92.6%	28	96.6%
	Sometimes	5	21.7%	4	22.2%	8	10.4%	3	27.3%	1	4.5%	3	11.1%	1	3.4%
	Often	0	0.0%	0	0.0%	2	2.6%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	23		18		77		11		22		27		29	
Gay, lesbian, or bisexual people	Never	16	76.2%	18	100.0%	65	84.4%	9	81.8%	20	90.9%	28	96.6%	28	96.6%
	Sometimes	3	14.3%	0	0.0%	10	13.0%	1	9.1%	2	9.1%	0	0.0%	2	6.9%
	Often	2	9.5%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.4%	0	0.0%
	Total	21		18		77		11		22		29		29	
Transgendered people	Never	19	82.6%	16	88.9%	64	84.2%	9	81.8%	21	95.5%	26	89.7%	28	96.6%
	Sometimes	3	13.0%	1	5.6%	9	11.8%	1	9.1%	1	4.5%	2	6.9%	1	3.4%
	Often	1	4.3%	1	5.6%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.4%	0	0.0%
	Total	23		18		76		11		22		29		29	
Other	Never	3	100.0%	2	100.0%	13	92.9%	1	50.0%	5	100.0%	4	#####	2	100.0%
	Sometimes	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
	Often	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	3		2		14		2		5		4		2	

Staff—Frequencies

Counts based on weighted data.

		Auxiliary Services (Campus Services, OHR, Business Services)		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Research Institute (GTRI)		Libraries and Information Center	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:															
People with particular religious affiliations	Never	107	94.7%	85	85.9%	60	95.2%	73	72.3%	35	89.7%	84	82.4%	14	93.3%
	Sometimes	2	1.8%	6	6.1%	3	4.8%	22	21.8%	5	12.8%	13	12.7%	1	6.7%
	Often	3	2.7%	0	0.0%	0	0.0%	4	4.0%	0	0.0%	2	2.0%	0	0.0%
	Very Often	2	1.8%	8	8.1%	0	0.0%	1	1.0%	0	0.0%	2	2.0%	0	0.0%
	Total	113		99		63		101		39		102		15	
Gay, lesbian, or bisexual people	Never	100	88.5%	86	86.9%	61	96.8%	69	68.3%	36	100.0%	86	84.3%	15	100.0%
	Sometimes	10	8.8%	11	11.1%	2	3.2%	21	20.8%	0	0.0%	11	10.8%	0	0.0%
	Often	2	1.8%	1	1.0%	0	0.0%	8	7.9%	0	0.0%	3	2.9%	0	0.0%
	Very Often	1	0.9%	0	0.0%	0	0.0%	2	2.0%	0	0.0%	2	2.0%	0	0.0%
	Total	113		99		63		101		36		102		15	
Transgendered people	Never	101	88.6%	87	87.9%	61	96.8%	73	73.0%	36	100.0%	87	85.3%	14	93.3%
	Sometimes	10	8.8%	10	10.1%	2	3.2%	18	18.0%	0	0.0%	11	10.8%	1	6.7%
	Often	3	2.6%	2	2.0%	0	0.0%	7	7.0%	0	0.0%	2	2.0%	0	0.0%
	Very Often	0	0.0%	0	0.0%	0	0.0%	2	2.0%	0	0.0%	2	2.0%	0	0.0%
	Total	114		99		63		100		36		102		15	
Other	Never	25	92.6%	22	100.0%	11	100.0%	22	78.6%	10	100.0%	12	#####	1	100.0%
	Sometimes	1	3.7%	0	0.0%	0	0.0%	4	14.3%	0	0.0%	0	0.0%	0	0.0%
	Often	0	0.0%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	0	0.0%	0	0.0%
	Very Often	1	3.7%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	0	0.0%	0	0.0%
	Total	27		22		11		28		10		12		1	

Staff—Frequencies

Counts based on weighted data.

		Office of Information Technology		Office of the President/ Provost		Student Life*		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
People with particular religious affiliations	Never	66	97.1%	131	92.3%	42	70.0%	37	90.2%
	Sometimes	1	1.5%	7	4.9%	17	28.3%	2	4.9%
	Often	0	0.0%	4	2.8%	1	1.7%	1	2.4%
	Very Often	1	1.5%	1	0.7%	0	0.0%	2	4.9%
	Total	68		142		60		41	
Gay, lesbian, or bisexual people	Never	63	92.6%	129	90.8%	43	71.7%	39	95.1%
	Sometimes	5	7.4%	11	7.7%	15	25.0%	0	0.0%
	Often	0	0.0%	2	1.4%	0	0.0%	2	4.9%
	Very Often	1	1.5%	0	0.0%	2	3.3%	0	0.0%
	Total	68		142		60		41	
Transgendered people	Never	60	88.2%	129	90.8%	45	75.0%	39	95.1%
	Sometimes	8	11.8%	11	7.7%	10	16.7%	1	2.4%
	Often	0	0.0%	2	1.4%	3	5.0%	2	4.9%
	Very Often	1	1.5%	0	0.0%	2	3.3%	0	0.0%
	Total	68		142		60		41	
Other	Never	15	93.8%	10	83.3%	9	90.0%	12	80.0%
	Sometimes	0	0.0%	2	16.7%	0	0.0%	1	6.7%
	Often	1	6.3%	1	8.3%	1	10.0%	2	13.3%
	Very Often	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Total	16		12		10		15	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional							
		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:									
I freely interact with my co-workers/colleagues in my unit	Strongly agree	530	79.8%	39	75.0%	320	74.6%	23	71.9%
	Somewhat agree	107	16.1%	12	23.1%	90	21.0%	6	18.8%
	Somewhat disagree	15	2.3%	0	0.0%	6	1.4%	1	3.1%
	Strongly disagree	12	1.8%	1	1.9%	13	3.0%	1	3.1%
	Total	664		52		429		32	
People are sensitive to cultural differences among employees	Strongly agree	273	42.6%	23	50.0%	153	38.9%	8	29.6%
	Somewhat agree	283	44.1%	17	37.0%	162	41.2%	13	48.1%
	Somewhat disagree	66	10.3%	1	2.2%	50	12.7%	4	14.8%
	Strongly disagree	19	3.0%	5	10.9%	27	6.9%	2	7.4%
	Total	641		46		393		27	
I feel comfortable sharing my thoughts and ideas	Strongly agree	341	51.4%	37	71.2%	184	43.2%	16	50.0%
	Somewhat agree	231	34.8%	10	19.2%	163	38.3%	14	43.8%
	Somewhat disagree	57	8.6%	2	3.8%	55	12.9%	2	6.3%
	Strongly disagree	34	5.1%	3	5.8%	23	5.4%	1	3.1%
	Total	664		52		426		32	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	280	42.3%	25	48.1%	168	39.7%	17	53.1%
	Somewhat agree	265	40.0%	23	44.2%	156	36.9%	11	34.4%
	Somewhat disagree	76	11.5%	0	0.0%	66	15.6%	3	9.4%
	Strongly disagree	42	6.3%	4	7.7%	33	7.8%	1	3.1%
	Total	662		52		423		32	
People express disagreements in a respectful manner	Strongly agree	265	40.5%	30	57.7%	164	41.2%	9	28.1%
	Somewhat agree	295	45.1%	18	34.6%	160	40.2%	17	53.1%
	Somewhat disagree	71	10.9%	4	7.7%	52	13.1%	5	15.6%
	Strongly disagree	24	3.7%	0	0.0%	23	5.8%	1	3.1%
	Total	654		52		398		32	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	294	46.5%	35	68.6%	151	38.3%	9	28.1%
	Somewhat agree	241	38.1%	12	23.5%	166	42.1%	10	31.3%
	Somewhat disagree	70	11.1%	3	5.9%	54	13.7%	5	15.6%
	Strongly disagree	27	4.3%	2	3.9%	23	5.8%	8	25.0%
	Total	632		51		394		32	
My supervisor is open-minded when discussing differences among people	Strongly agree	460	73.1%	39	88.6%	261	65.7%	18	54.5%
	Somewhat agree	115	18.3%	4	9.1%	91	22.9%	5	15.2%
	Somewhat disagree	31	4.9%	0	0.0%	25	6.3%	7	21.2%
	Strongly disagree	22	3.5%	1	2.3%	20	5.0%	3	9.1%
	Total	629		44		397		33	
People communicate regularly with each other	Strongly agree	308	46.5%	30	58.8%	198	47.6%	15	46.9%
	Somewhat agree	244	36.9%	18	35.3%	154	37.0%	10	31.3%
	Somewhat disagree	83	12.5%	2	3.9%	41	9.9%	2	6.3%
	Strongly disagree	27	4.1%	1	2.0%	23	5.5%	5	15.6%
	Total	662		51		416		32	

Staff—Frequencies

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent

Counts based on weighted data.

In my work environment:

People treat each other fairly	Strongly agree	290	44.0%	34	66.7%	173	42.0%	12	36.4%
	Somewhat agree	250	37.9%	13	25.5%	146	35.4%	15	45.5%
	Somewhat disagree	87	13.2%	2	3.9%	60	14.6%	3	9.1%
	Strongly disagree	31	4.7%	2	3.9%	34	8.3%	3	9.1%
	Total	659		51		412		33	
Professional development is encouraged	Strongly agree	373	57.2%	31	60.8%	203	50.5%	9	30.0%
	Somewhat agree	170	26.1%	15	29.4%	114	28.4%	17	56.7%
	Somewhat disagree	79	12.1%	1	2.0%	54	13.4%	1	3.3%
	Strongly disagree	30	4.6%	4	7.8%	31	7.7%	3	10.0%
	Total	652		51		402		30	
My feedback is sought and respected	Strongly agree	326	49.5%	32	62.7%	159	39.4%	11	34.4%
	Somewhat agree	213	32.4%	15	29.4%	145	35.9%	11	34.4%
	Somewhat disagree	82	12.5%	2	3.9%	72	17.8%	8	25.0%
	Strongly disagree	37	5.6%	2	3.9%	29	7.2%	2	6.3%
	Total	658		51		404		32	
Collaboration is encouraged	Strongly agree	395	59.6%	43	82.7%	219	53.5%	16	48.5%
	Somewhat agree	194	29.3%	7	13.5%	125	30.6%	14	42.4%
	Somewhat disagree	54	8.1%	2	3.8%	47	11.5%	1	3.0%
	Strongly disagree	20	3.0%	0	0.0%	17	4.2%	1	3.0%
	Total	663		52		409		33	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Support from co-workers/colleagues:									
Assistance with establishing professional contacts	Very satisfied	290	47.4%	24	50.0%	157	40.5%	14	50.0%
	Somewhat satisfied	239	39.1%	20	41.7%	150	38.7%	11	39.3%
	Somewhat dissatisfied	60	9.8%	2	4.2%	63	16.2%	2	7.1%
	Very dissatisfied	23	3.8%	1	2.1%	17	4.4%	2	7.1%
	Total	612		48		388		28	
Advice on navigating office politics	Very satisfied	221	37.0%	13	40.6%	111	29.9%	8	25.8%
	Somewhat satisfied	231	38.7%	15	46.9%	139	37.5%	13	41.9%
	Somewhat dissatisfied	99	16.6%	4	12.5%	91	24.5%	6	19.4%
	Very dissatisfied	45	7.5%	0	0.0%	29	7.8%	3	9.7%
	Total	597		32		371		31	
Mentoring for leadership positions	Very satisfied	185	31.5%	17	36.2%	102	27.6%	8	26.7%
	Somewhat satisfied	190	32.4%	19	40.4%	112	30.3%	11	36.7%
	Somewhat dissatisfied	137	23.3%	9	19.1%	95	25.7%	7	23.3%
	Very dissatisfied	74	12.6%	3	6.4%	60	16.2%	3	10.0%
	Total	587		47		370		30	
Mentoring for career advancement	Very satisfied	187	31.1%	22	43.1%	105	27.8%	9	28.1%
	Somewhat satisfied	176	29.2%	15	29.4%	121	32.0%	10	31.3%
	Somewhat dissatisfied	158	26.2%	9	17.6%	85	22.5%	4	12.5%
	Very dissatisfied	81	13.5%	5	9.8%	67	17.7%	9	28.1%
	Total	602		51		378		32	
Informal invitations (e.g., lunch/coffee)	Very satisfied	237	39.4%	25	55.6%	122	33.5%	11	36.7%
	Somewhat satisfied	208	34.6%	15	33.3%	126	34.6%	9	30.0%
	Somewhat dissatisfied	108	18.0%	2	4.4%	73	20.1%	1	3.3%
	Very dissatisfied	48	8.0%	3	6.7%	43	11.8%	9	30.0%
	Total	601		45		364		30	

Staff—Frequencies

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent

Counts based on weighted data.

Mentoring or support from colleagues in:

Guidance on obtaining grants	Very satisfied	4	33.3%	6	42.9%	5	45.5%	1	100.0%
	Somewhat satisfied	4	33.3%	7	50.0%	3	27.3%	0	0.0%
	Somewhat dissatisfied	2	16.7%	0	0.0%	2	18.2%	0	0.0%
	Very dissatisfied	2	16.7%	0	0.0%	1	9.1%	0	0.0%
	Total	12		14		11		1	
Guidance on obtaining contracts	Very satisfied	1	100.0%	0	0.0%	0		1	25.0%
	Somewhat satisfied	0	0.0%	1	33.3%	0		1	25.0%
	Somewhat dissatisfied	0	0.0%	0	0.0%	0		0	0.0%
	Very dissatisfied	0	0.0%	1	33.3%	0		1	25.0%
	Total	1		3		0		4	
Guidance on publishing your research	Very satisfied	3	50.0%	8	47.1%	6	50.0%	1	100.0%
	Somewhat satisfied	1	16.7%	5	29.4%	5	41.7%	0	0.0%
	Somewhat dissatisfied	1	16.7%	1	5.9%	2	16.7%	0	0.0%
	Very dissatisfied	1	16.7%	2	11.8%	0	0.0%	0	0.0%
	Total	6		17		12		1	
Offers to collaborate in research	Very satisfied	4	20.0%	17	70.8%	8	50.0%	1	100.0%
	Somewhat satisfied	13	65.0%	5	20.8%	5	31.3%	0	0.0%
	Somewhat dissatisfied	2	10.0%	2	8.3%	3	18.8%	0	0.0%
	Very dissatisfied	1	5.0%	1	4.2%	0	0.0%	0	0.0%
	Total	20		24		16		1	
Support for your research program	Very satisfied	3	33.3%	16	59.3%	7	50.0%	1	100.0%
	Somewhat satisfied	4	44.4%	7	25.9%	5	35.7%	0	0.0%
	Somewhat dissatisfied	1	11.1%	3	11.1%	2	14.3%	0	0.0%
	Very dissatisfied	0	0.0%	1	3.7%	0	0.0%	0	0.0%
	Total	9		27		14		1	
Mentoring for Teaching	Very satisfied	14	51.9%	6	42.9%	10	45.5%	2	100.0%
	Somewhat satisfied	5	18.5%	6	42.9%	6	27.3%	0	0.0%
	Somewhat dissatisfied	5	18.5%	1	7.1%	6	27.3%	0	0.0%
	Very dissatisfied	2	7.4%	1	7.1%	0	0.0%	0	0.0%
	Total	27		14		22		2	

Staff—Frequencies

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent

Counts based on weighted data.

Satisfaction with support from supervisor:

Assistance with establishing professional contacts	Very satisfied	323	54.3%	31	66.0%	163	46.4%	14	46.7%
	Somewhat satisfied	173	29.1%	14	29.8%	109	31.1%	5	16.7%
	Somewhat dissatisfied	70	11.8%	1	2.1%	56	16.0%	3	10.0%
	Very dissatisfied	29	4.9%	1	2.1%	23	6.6%	8	26.7%
	Total	595		47		351		30	
Advice on navigating office politics	Very satisfied	286	48.9%	22	56.4%	135	39.5%	12	46.2%
	Somewhat satisfied	184	31.5%	10	25.6%	122	35.7%	4	15.4%
	Somewhat dissatisfied	75	12.8%	5	12.8%	56	16.4%	3	11.5%
	Very dissatisfied	41	7.0%	2	5.1%	28	8.2%	8	30.8%
	Total	585		39		342		26	
Mentoring for leadership positions	Very satisfied	229	39.9%	30	62.5%	124	36.0%	11	40.7%
	Somewhat satisfied	172	30.0%	9	18.8%	94	27.3%	5	18.5%
	Somewhat dissatisfied	117	20.4%	8	16.7%	76	22.1%	8	29.6%
	Very dissatisfied	56	9.8%	1	2.1%	50	14.5%	3	11.1%
	Total	574		48		344		27	
Mentoring for career advancement	Very satisfied	247	41.2%	29	61.7%	135	37.8%	11	37.9%
	Somewhat satisfied	167	27.8%	10	21.3%	97	27.2%	5	17.2%
	Somewhat dissatisfied	127	21.2%	4	8.5%	74	20.7%	4	13.8%
	Very dissatisfied	58	9.7%	3	6.4%	50	14.0%	8	27.6%
	Total	600		47		357		29	
Informal invitations (e.g., lunch/coffee)	Very satisfied	290	52.4%	28	65.1%	129	38.4%	13	50.0%
	Somewhat satisfied	146	26.4%	9	20.9%	122	36.3%	4	15.4%
	Somewhat dissatisfied	81	14.6%	4	9.3%	54	16.1%	1	3.8%
	Very dissatisfied	35	6.3%	2	4.7%	31	9.2%	8	30.8%
	Total	553		43		336		26	
Understanding that individuals have different family and personal responsibilities	Very satisfied	502	78.6%	39	81.3%	246	64.2%	17	56.7%
	Somewhat satisfied	95	14.9%	6	12.5%	95	24.8%	8	26.7%
	Somewhat dissatisfied	23	3.6%	2	4.2%	23	6.0%	2	6.7%
	Very dissatisfied	18	2.8%	1	2.1%	19	5.0%	2	6.7%
	Total	639		48		383		30	
Acknowledgement of my contributions to my school/unit	Very satisfied	423	66.0%	34	73.9%	200	53.8%	15	51.7%
	Somewhat satisfied	140	21.8%	9	19.6%	112	30.1%	9	31.0%
	Somewhat dissatisfied	47	7.3%	3	6.5%	34	9.1%	4	13.8%
	Very dissatisfied	32	5.0%	1	2.2%	25	6.7%	1	3.4%
	Total	641		46		372		29	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent

Satisfaction with support from supervisor:

The degree to which agreements are honored by my supervisor	Very satisfied	462	72.3%	38	82.6%	214	58.2%	13	46.4%
	Somewhat satisfied	121	18.9%	7	15.2%	93	25.3%	12	42.9%
	Somewhat dissatisfied	31	4.9%	1	2.2%	42	11.4%	2	7.1%
	Very dissatisfied	25	3.9%	1	2.2%	19	5.2%	1	3.6%
	Total	639		46		368		28	
The degree to which my work performance is fairly evaluated	Very satisfied	427	67.8%	38	79.2%	233	62.3%	17	56.7%
	Somewhat satisfied	134	21.3%	6	12.5%	87	23.3%	2	6.7%
	Somewhat dissatisfied	45	7.1%	2	4.2%	34	9.1%	4	13.3%
	Very dissatisfied	25	4.0%	1	2.1%	20	5.3%	6	20.0%
	Total	630		48		374		30	
Obtaining the resources I need to excel	Very satisfied	364	56.8%	37	78.7%	196	51.0%	14	46.7%
	Somewhat satisfied	163	25.4%	8	17.0%	114	29.7%	5	16.7%
	Somewhat dissatisfied	73	11.4%	2	4.3%	45	11.7%	4	13.3%
	Very dissatisfied	41	6.4%	0	0.0%	29	7.6%	7	23.3%
	Total	641		47		384		30	

Diversity and Inclusion:

Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	227	36.5%	23	47.9%	140	37.9%	8	27.6%
	Somewhat agree	291	46.8%	12	25.0%	146	39.6%	12	41.4%
	Somewhat disagree	79	12.7%	9	18.8%	71	19.2%	8	27.6%
	Strongly disagree	26	4.2%	4	8.3%	12	3.3%	2	6.9%
	Total	622		48		369		29	
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	356	57.6%	24	50.0%	177	49.2%	10	35.7%
	Somewhat agree	188	30.4%	15	31.3%	127	35.3%	11	39.3%
	Somewhat disagree	57	9.2%	7	14.6%	38	10.6%	6	21.4%
	Strongly disagree	17	2.8%	2	4.2%	18	5.0%	1	3.6%
	Total	618		48		360		28	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	311	51.2%	21	45.7%	154	43.8%	12	42.9%
	Somewhat agree	198	32.6%	16	34.8%	130	36.9%	11	39.3%
	Somewhat disagree	67	11.0%	6	13.0%	49	13.9%	3	10.7%
	Strongly disagree	30	4.9%	2	4.3%	19	5.4%	2	7.1%
	Total	607		46		352		28	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	106	20.1%	12	32.4%	72	23.4%	10	38.5%
	Somewhat agree	171	32.4%	14	37.8%	99	32.1%	8	30.8%
	Somewhat disagree	154	29.2%	5	13.5%	89	28.9%	6	23.1%
	Strongly disagree	97	18.4%	6	16.2%	48	15.6%	3	11.5%
	Total	528		37		308		26	
I feel valued and respected by the Georgia Tech community	Strongly agree	187	30.3%	17	37.8%	105	29.6%	7	25.0%
	Somewhat agree	288	46.6%	14	31.1%	152	42.8%	12	42.9%
	Somewhat disagree	93	15.0%	6	13.3%	62	17.5%	6	21.4%
	Strongly disagree	51	8.3%	8	17.8%	36	10.1%	3	10.7%
	Total	618		45		355		28	

Staff—Frequencies

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent

Counts based on weighted data.

Diversity and Inclusion:

I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	88	16.1%	2	5.1%	42	14.1%	2	8.3%
	Somewhat agree	116	21.2%	10	25.6%	77	25.9%	9	37.5%
	Somewhat disagree	101	18.5%	9	23.1%	38	12.8%	7	29.2%
	Strongly disagree	240	44.0%	18	46.2%	141	47.5%	6	25.0%
	Total	546		39		297		24	
I am satisfied with my career progress at Georgia Tech	Strongly agree	141	23.6%	10	22.2%	84	23.5%	6	22.2%
	Somewhat agree	221	37.0%	16	35.6%	147	41.1%	9	33.3%
	Somewhat disagree	144	24.1%	7	15.6%	72	20.1%	6	22.2%
	Strongly disagree	91	15.2%	13	28.9%	56	15.6%	6	22.2%
	Total	597		45		358		27	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	161	26.1%	22	45.8%	99	27.6%	9	32.1%
	Somewhat agree	209	33.8%	10	20.8%	141	39.3%	10	35.7%
	Somewhat disagree	147	23.8%	12	25.0%	68	18.9%	5	17.9%
	Strongly disagree	101	16.3%	4	8.3%	51	14.2%	4	14.3%
	Total	618		48		359		28	
I freely interact with colleagues across Georgia Tech	Strongly agree	273	44.1%	25	52.1%	139	38.2%	16	57.1%
	Somewhat agree	263	42.5%	12	25.0%	153	42.0%	7	25.0%
	Somewhat disagree	67	10.8%	8	16.7%	60	16.5%	2	7.1%
	Strongly disagree	16	2.6%	2	4.2%	12	3.3%	3	10.7%
	Total	619		48		364		28	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	244	43.0%	25	67.6%	137	43.1%	7	25.9%
	Somewhat agree	211	37.1%	5	13.5%	116	36.5%	11	40.7%
	Somewhat disagree	69	12.1%	3	8.1%	40	12.6%	1	3.7%
	Strongly disagree	44	7.7%	4	10.8%	25	7.9%	9	33.3%
	Total	568		37		318		27	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	188	34.1%	17	48.6%	117	37.1%	7	26.9%
	Somewhat agree	184	33.4%	9	25.7%	104	33.0%	8	30.8%
	Somewhat disagree	91	16.5%	5	14.3%	61	19.4%	3	11.5%
	Strongly disagree	88	16.0%	4	11.4%	33	10.5%	8	30.8%
	Total	551		35		315		26	
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	247	44.7%	26	65.0%	133	42.9%	5	20.8%
	Somewhat agree	196	35.5%	10	25.0%	95	30.6%	10	41.7%
	Somewhat disagree	56	10.1%	0	0.0%	49	15.8%	3	12.5%
	Strongly disagree	53	9.6%	4	10.0%	33	10.6%	6	25.0%
	Total	552		40		310		24	
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	153	30.1%	12	37.5%	98	33.8%	7	26.9%
	Somewhat agree	158	31.0%	6	18.8%	79	27.2%	7	26.9%
	Somewhat disagree	100	19.6%	8	25.0%	55	19.0%	6	23.1%
	Strongly disagree	98	19.3%	5	15.6%	58	20.0%	6	23.1%
	Total	509		32		290		26	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional							
		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Gender	Not at all	411	66.6%	39	83.0%	277	75.7%	14	46.7%
	Slightly	78	12.6%	4	8.5%	36	9.8%	7	23.3%
	Somewhat	86	13.9%	2	4.3%	38	10.4%	8	26.7%
	Greatly	43	7.0%	1	2.1%	16	4.4%	1	3.3%
	Total	617		47		366		30	
Age	Not at all	427	69.3%	35	74.5%	267	73.2%	18	62.1%
	Slightly	89	14.4%	8	17.0%	47	12.9%	6	20.7%
	Somewhat	65	10.6%	1	2.1%	35	9.6%	5	17.2%
	Greatly	35	5.7%	3	6.4%	16	4.4%	0	0.0%
	Total	616		47		365		29	
Race / Ethnicity	Not at all	399	64.7%	31	64.6%	228	62.3%	16	53.3%
	Slightly	76	12.3%	7	14.6%	54	14.8%	7	23.3%
	Somewhat	91	14.7%	4	8.3%	56	15.3%	6	20.0%
	Greatly	51	8.3%	6	12.5%	29	7.9%	2	6.7%
	Total	617		48		366		30	
Disability	Not at all	582	94.8%	41	85.4%	346	94.3%	16	57.1%
	Slightly	15	2.4%	5	10.4%	10	2.7%	1	3.6%
	Somewhat	11	1.8%	1	2.1%	6	1.6%	11	39.3%
	Greatly	7	1.1%	2	4.2%	5	1.4%	0	0.0%
	Total	614		48		367		28	
National origin	Not at all	557	91.2%	42	87.5%	324	88.3%	24	80.0%
	Slightly	21	3.4%	3	6.3%	16	4.4%	1	3.3%
	Somewhat	19	3.1%	1	2.1%	14	3.8%	3	10.0%
	Greatly	13	2.1%	2	4.2%	13	3.5%	1	3.3%
	Total	611		48		367		30	
Language difference or accent	Not at all	553	90.1%	42	89.4%	327	89.1%	25	83.3%
	Slightly	40	6.5%	5	10.6%	21	5.7%	3	10.0%
	Somewhat	17	2.8%	0	0.0%	13	3.5%	2	6.7%
	Greatly	5	0.8%	0	0.0%	6	1.6%	0	0.0%
	Total	614		47		367		30	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional							
		Research		Support Services		Other			
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Political perspective	Not at all	477	77.7%	39	81.3%	284	77.4%	17	56.7%
	Slightly	68	11.1%	4	8.3%	35	9.5%	6	20.0%
	Somewhat	44	7.2%	2	4.2%	23	6.3%	5	16.7%
	Greatly	26	4.2%	3	6.3%	26	7.1%	1	3.3%
	Total	614		48		367		30	
Religion	Not at all	548	89.4%	44	91.7%	321	87.5%	19	63.3%
	Slightly	40	6.5%	1	2.1%	17	4.6%	6	20.0%
	Somewhat	20	3.3%	1	2.1%	15	4.1%	4	13.3%
	Greatly	5	0.8%	2	4.2%	14	3.8%	0	0.0%
	Total	613		48		367		30	
Sexual orientation	Not at all	559	91.2%	46	95.8%	338	92.3%	23	76.7%
	Slightly	27	4.4%	0	0.0%	11	3.0%	2	6.7%
	Somewhat	19	3.1%	1	2.1%	9	2.5%	5	16.7%
	Greatly	8	1.3%	1	2.1%	8	2.2%	0	0.0%
	Total	613		48		366		30	
Gender identity / expression	Not at all	576	94.1%	47	97.9%	338	93.1%	23	76.7%
	Slightly	20	3.3%	0	0.0%	7	1.9%	3	10.0%
	Somewhat	6	1.0%	0	0.0%	9	2.5%	4	13.3%
	Greatly	11	1.8%	1	2.1%	8	2.2%	0	0.0%
	Total	612		48		363		30	
Other	Not at all	68	80.0%	9	81.8%	48	77.4%	8	66.7%
	Slightly	0	0.0%	0	0.0%	1	1.6%	1	8.3%
	Somewhat	8	9.4%	0	0.0%	3	4.8%	2	16.7%
	Greatly	9	10.6%	1	9.1%	10	16.1%	0	0.0%
	Total	85		11		62		12	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional							
		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
Women	Never	483	79.1%	40	85.1%	290	78.8%	16	53.3%
	Sometimes	107	17.5%	7	14.9%	57	15.5%	8	26.7%
	Often	17	2.8%	0	0.0%	16	4.3%	4	13.3%
	Very Often	4	0.7%	0	0.0%	5	1.4%	2	6.7%
	Total	611		47		368		30	
Men	Never	502	82.3%	41	87.2%	304	83.1%	21	70.0%
	Sometimes	89	14.6%	6	12.8%	49	13.4%	6	20.0%
	Often	9	1.5%	0	0.0%	11	3.0%	1	3.3%
	Very Often	10	1.6%	0	0.0%	2	0.5%	1	3.3%
	Total	610		47		366		30	
Older People	Never	485	79.6%	36	81.8%	296	80.9%	20	66.7%
	Sometimes	103	16.9%	6	13.6%	64	17.5%	6	20.0%
	Often	14	2.3%	2	4.5%	3	0.8%	3	10.0%
	Very Often	7	1.1%	0	0.0%	3	0.8%	1	3.3%
	Total	609		44		366		30	
Younger people	Never	441	73.0%	33	70.2%	267	73.8%	14	46.7%
	Sometimes	135	22.4%	11	23.4%	67	18.5%	13	43.3%
	Often	21	3.5%	3	6.4%	16	4.4%	1	3.3%
	Very Often	7	1.2%	0	0.0%	12	3.3%	2	6.7%
	Total	604		47		362		30	
People's race or ethnicity	Never	472	78.0%	42	91.3%	297	80.7%	17	56.7%
	Sometimes	106	17.5%	4	8.7%	57	15.5%	10	33.3%
	Often	16	2.6%	0	0.0%	5	1.4%	2	6.7%
	Very Often	11	1.8%	0	0.0%	9	2.4%	1	3.3%
	Total	605		46		368		30	
People with disabilities	Never	562	92.9%	45	95.7%	348	95.3%	18	60.0%
	Sometimes	39	6.4%	0	0.0%	14	3.8%	8	26.7%
	Often	2	0.3%	2	4.3%	2	0.5%	2	6.7%
	Very Often	2	0.3%	0	0.0%	1	0.3%	1	3.3%
	Total	605		47		365		30	
People with less education	Never	449	73.8%	26	55.3%	288	78.5%	17	56.7%
	Sometimes	126	20.7%	15	31.9%	55	15.0%	3	10.0%
	Often	17	2.8%	2	4.3%	17	4.6%	8	26.7%
	Very Often	16	2.6%	4	8.5%	7	1.9%	2	6.7%
	Total	608		47		367		30	

Staff—Frequencies

Counts based on weighted data.

		Executive, Administrative, and Professional		Research		Support Services		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
Immigrants	Never	537	88.5%	44	91.7%	313	86.0%	18	60.0%
	Sometimes	62	10.2%	2	4.2%	40	11.0%	4	13.3%
	Often	5	0.8%	2	4.2%	7	1.9%	7	23.3%
	Very Often	3	0.5%	0	0.0%	4	1.1%	1	3.3%
	Total	607		48		364		30	
People with language differences/accent	Never	488	80.3%	43	91.5%	294	80.5%	18	60.0%
	Sometimes	106	17.4%	4	8.5%	60	16.4%	4	13.3%
	Often	10	1.6%	0	0.0%	8	2.2%	7	23.3%
	Very Often	4	0.7%	0	0.0%	3	0.8%	1	3.3%
	Total	608		47		365		30	
People with particular political views	Never	371	60.6%	31	67.4%	254	69.4%	16	53.3%
	Sometimes	175	28.6%	12	26.1%	74	20.2%	12	40.0%
	Often	41	6.7%	2	4.3%	20	5.5%	1	3.3%
	Very Often	25	4.1%	1	2.2%	18	4.9%	1	3.3%
	Total	612		46		366		30	
People with particular religious affiliations	Never	525	86.5%	43	91.5%	324	88.5%	18	60.0%
	Sometimes	62	10.2%	3	6.4%	30	8.2%	9	30.0%
	Often	9	1.5%	1	2.1%	6	1.6%	0	0.0%
	Very Often	11	1.8%	0	0.0%	6	1.6%	2	6.7%
	Total	607		47		366		30	
Gay, lesbian, or bisexual people	Never	531	88.1%	44	93.6%	316	86.8%	17	56.7%
	Sometimes	60	10.0%	3	6.4%	33	9.1%	9	30.0%
	Often	7	1.2%	0	0.0%	12	3.3%	2	6.7%
	Very Often	5	0.8%	0	0.0%	3	0.8%	1	3.3%
	Total	603		47		364		30	
Transgender people	Never	523	86.7%	44	93.6%	325	89.0%	23	76.7%
	Sometimes	65	10.8%	3	6.4%	28	7.7%	3	10.0%
	Often	10	1.7%	0	0.0%	10	2.7%	3	10.0%
	Very Often	5	0.8%	0	0.0%	2	0.5%	1	3.3%
	Total	603		47		365		30	
Other	Never	90	91.8%	12	100.0%	68	95.8%	7	63.6%
	Sometimes	3	3.1%	0	0.0%	3	4.2%	2	18.2%
	Often	4	4.1%	0	0.0%	0	0.0%	2	18.2%
	Very Often	1	1.0%	0	0.0%	0	0.0%	1	9.1%
	Total	98		12		71		11	

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
In my work environment:					
I freely interact with my co-workers/colleagues in my unit	Strongly agree	350	79.7%	438	78.2%
	Somewhat agree	70	15.9%	102	18.2%
	Somewhat disagree	7	1.6%	12	2.1%
	Strongly disagree	13	3.0%	8	1.4%
	Total	439	100.0%	560	100.0%
People are sensitive to cultural differences among employees	Strongly agree	173	42.2%	219	41.1%
	Somewhat agree	173	42.2%	228	42.8%
	Somewhat disagree	44	10.7%	62	11.6%
	Strongly disagree	20	4.9%	24	4.5%
	Total	410	100.0%	533	100.0%
I feel comfortable sharing my thoughts and ideas	Strongly agree	218	49.8%	290	51.9%
	Somewhat agree	154	35.2%	201	36.0%
	Somewhat disagree	48	11.0%	44	7.9%
	Strongly disagree	19	4.3%	25	4.5%
	Total	438	100.0%	559	100.0%
I am comfortable expressing an opinion that is different from others	Strongly agree	196	44.9%	237	42.5%
	Somewhat agree	155	35.5%	234	41.9%
	Somewhat disagree	55	12.6%	63	11.3%
	Strongly disagree	30	6.9%	25	4.5%
	Total	437	100.0%	558	100.0%
People express disagreements in a respectful manner	Strongly agree	174	40.1%	241	45.1%
	Somewhat agree	193	44.5%	219	41.0%
	Somewhat disagree	44	10.1%	57	10.7%
	Strongly disagree	24	5.5%	17	3.2%
	Total	434	100.0%	534	100.0%
My co-workers/colleagues are open- minded when discussing differences among people	Strongly agree	168	41.0%	259	48.5%
	Somewhat agree	157	38.3%	198	37.1%
	Somewhat disagree	55	13.4%	56	10.5%
	Strongly disagree	30	7.3%	21	3.9%
	Total	410	100.0%	534	100.0%
My supervisor is open- minded when discussing differences among people	Strongly agree	293	70.4%	379	71.4%
	Somewhat agree	78	18.8%	106	20.0%
	Somewhat disagree	26	6.3%	28	5.3%
	Strongly disagree	19	4.6%	19	3.6%
	Total	416	100.0%	531	100.0%
People communicate regularly with each other	Strongly agree	195	45.1%	283	50.9%
	Somewhat agree	153	35.4%	207	37.2%
	Somewhat disagree	54	12.5%	49	8.8%
	Strongly disagree	30	6.9%	17	3.1%
	Total	432	100.0%	556	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
In my work environment:					
People treat each other fairly	Strongly agree	186	43.4%	257	46.5%
	Somewhat agree	164	38.2%	198	35.8%
	Somewhat disagree	51	11.9%	73	13.2%
	Strongly disagree	28	6.5%	25	4.5%
	Total	429	100.0%	553	100.0%
Professional development is encouraged	Strongly agree	214	51.2%	334	61.2%
	Somewhat agree	119	28.5%	134	24.5%
	Somewhat disagree	56	13.4%	52	9.5%
	Strongly disagree	30	7.2%	26	4.8%
	Total	418	100.0%	546	100.0%
My feedback is sought and respected	Strongly agree	204	47.8%	276	50.3%
	Somewhat agree	132	30.9%	181	33.0%
	Somewhat disagree	67	15.7%	61	11.1%
	Strongly disagree	24	5.6%	31	5.6%
	Total	427	100.0%	549	100.0%
Collaboration is encouraged	Strongly agree	253	58.4%	341	61.7%
	Somewhat agree	126	29.1%	154	27.8%
	Somewhat disagree	39	9.0%	39	7.1%
	Strongly disagree	15	3.5%	18	3.3%
	Total	433	100.0%	553	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Support from co-workers/colleagues:					
Assistance with establishing professional contacts	Very satisfied	188	46.8%	246	47.6%
	Somewhat satisfied	150	37.3%	197	38.1%
	Somewhat dissatisfied	43	10.7%	59	11.4%
	Very dissatisfied	21	5.2%	15	2.9%
	Total	402	100.0%	517	100.0%
Advice on navigating office politics	Very satisfied	123	31.5%	205	41.9%
	Somewhat satisfied	163	41.7%	169	34.6%
	Somewhat dissatisfied	76	19.4%	83	17.0%
	Very dissatisfied	30	7.7%	31	6.3%
	Total	391	100.0%	489	100.0%
Mentoring for leadership positions	Very satisfied	120	30.0%	170	34.8%
	Somewhat satisfied	133	33.3%	139	28.4%
	Somewhat dissatisfied	84	21.0%	125	25.6%
	Very dissatisfied	63	15.8%	55	11.2%
	Total	400	100.0%	489	100.0%
Mentoring for career advancement	Very satisfied	132	31.7%	166	33.0%
	Somewhat satisfied	112	26.9%	155	30.8%
	Somewhat dissatisfied	99	23.8%	116	23.1%
	Very dissatisfied	73	17.5%	65	12.9%
	Total	416	100.0%	503	100.0%
Informal invitations (e.g., lunch/coffee)	Very satisfied	151	38.2%	196	39.8%
	Somewhat satisfied	138	34.9%	157	31.8%
	Somewhat dissatisfied	64	16.2%	91	18.5%
	Very dissatisfied	42	10.6%	48	9.7%
	Total	395	100.0%	493	100.0%
Mentoring or support from colleagues in:					
Guidance on obtaining grants	Very satisfied	9	50.0%	7	46.7%
	Somewhat satisfied	6	33.3%	5	33.3%
	Somewhat dissatisfied	-	0.0%	2	13.3%
	Very dissatisfied	3	16.7%	-	0.0%
	Total	18	100.0%	15	100.0%
Guidance on obtaining contracts	Very satisfied	1	33.3%	-	#DIV/0!
	Somewhat satisfied	1	33.3%	-	#DIV/0!
	Somewhat dissatisfied	-	0.0%	-	#DIV/0!
	Very dissatisfied	1	33.3%	-	#DIV/0!
	Total	3	100.0%	-	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Mentoring or support from colleagues in:					
Guidance on publishing your research	Very satisfied	11	61.1%	8	61.5%
	Somewhat satisfied	5	27.8%	2	15.4%
	Somewhat dissatisfied	1	5.6%	1	7.7%
	Very dissatisfied	1	5.6%	2	15.4%
	Total	18	100.0%	13	100.0%
Offers to collaborate in research	Very satisfied	17	48.6%	11	73.3%
	Somewhat satisfied	14	40.0%	2	13.3%
	Somewhat dissatisfied	4	11.4%	1	6.7%
	Very dissatisfied	1	2.9%	1	6.7%
	Total	35	100.0%	15	100.0%
Support for your research program	Very satisfied	18	66.7%	10	66.7%
	Somewhat satisfied	7	25.9%	3	20.0%
	Somewhat dissatisfied	1	3.7%	2	13.3%
	Very dissatisfied	1	3.7%	-	0.0%
	Total	27	100.0%	15	100.0%
Mentoring for Teaching	Very satisfied	23	62.2%	9	42.9%
	Somewhat satisfied	7	18.9%	5	23.8%
	Somewhat dissatisfied	6	16.2%	5	23.8%
	Very dissatisfied	1	2.7%	2	9.5%
	Total	37	100.0%	21	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Satisfaction with support from supervisor:					
Assistance with establishing professional contacts	Very satisfied	222	54.7%	259	51.4%
	Somewhat satisfied	108	26.6%	154	30.6%
	Somewhat dissatisfied	51	12.6%	65	12.9%
	Very dissatisfied	25	6.2%	26	5.2%
	Total	406	100.0%	504	100.0%
Advice on navigating office politics	Very satisfied	190	47.1%	233	48.4%
	Somewhat satisfied	129	32.0%	149	31.0%
	Somewhat dissatisfied	53	13.2%	65	13.5%
	Very dissatisfied	31	7.7%	34	7.1%
	Total	403	100.0%	481	100.0%
Mentoring for leadership positions	Very satisfied	173	42.3%	188	39.4%
	Somewhat satisfied	113	27.6%	142	29.8%
	Somewhat dissatisfied	78	19.1%	100	21.0%
	Very dissatisfied	45	11.0%	47	9.9%
	Total	409	100.0%	477	100.0%
Mentoring for career advancement	Very satisfied	176	42.0%	208	41.4%
	Somewhat satisfied	118	28.2%	141	28.0%
	Somewhat dissatisfied	71	16.9%	105	20.9%
	Very dissatisfied	54	12.9%	50	9.9%
	Total	419	100.0%	503	100.0%
Informal invitations (e.g., lunch/coffee)	Very satisfied	185	47.7%	230	49.0%
	Somewhat satisfied	117	30.2%	138	29.4%
	Somewhat dissatisfied	58	14.9%	65	13.9%
	Very dissatisfied	28	7.2%	36	7.7%
	Total	388	100.0%	469	100.0%
Understanding that individuals have different family and personal responsibilities	Very satisfied	307	72.1%	417	75.8%
	Somewhat satisfied	88	20.7%	92	16.7%
	Somewhat dissatisfied	13	3.1%	24	4.4%
	Very dissatisfied	19	4.5%	17	3.1%
	Total	426	100.0%	550	100.0%
Acknowledgement of my contributions to my school/unit	Very satisfied	245	57.1%	354	65.8%
	Somewhat satisfied	124	28.9%	122	22.7%
	Somewhat dissatisfied	35	8.2%	36	6.7%
	Very dissatisfied	24	5.6%	26	4.8%
	Total	429	100.0%	538	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Satisfaction with support from supervisor:					
The degree to which agreements are honored by my supervisor	Very satisfied	277	65.5%	378	69.6%
	Somewhat satisfied	97	22.9%	109	20.1%
	Somewhat dissatisfied	30	7.1%	38	7.0%
	Very dissatisfied	19	4.5%	18	3.3%
	Total	423	100.0%	543	100.0%
The degree to which my work performance is fairly evaluated	Very satisfied	272	63.6%	368	69.0%
	Somewhat satisfied	104	24.3%	104	19.5%
	Somewhat dissatisfied	34	7.9%	36	6.8%
	Very dissatisfied	17	4.0%	25	4.7%
	Total	428	100.0%	533	100.0%
Obtaining the resources I need to excel	Very satisfied	246	56.4%	306	56.0%
	Somewhat satisfied	106	24.3%	154	28.2%
	Somewhat dissatisfied	47	10.8%	55	10.1%
	Very dissatisfied	36	8.3%	32	5.9%
	Total	436	100.0%	546	100.0%

Diversity and Inclusion:

Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	175	39.9%	205	37.3%
	Somewhat agree	170	38.7%	250	45.5%
	Somewhat disagree	80	18.2%	71	12.9%
	Strongly disagree	15	3.4%	23	4.2%
	Total	439	100.0%	549	100.0%
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	215	50.2%	310	56.6%
	Somewhat agree	146	34.1%	178	32.5%
	Somewhat disagree	51	11.9%	42	7.7%
	Strongly disagree	16	3.7%	18	3.3%
	Total	428	100.0%	548	100.0%
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	198	47.3%	270	50.5%
	Somewhat agree	145	34.6%	186	34.8%
	Somewhat disagree	50	11.9%	57	10.7%
	Strongly disagree	26	6.2%	22	4.1%
	Total	419	100.0%	535	100.0%
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	97	26.3%	94	20.6%
	Somewhat agree	115	31.2%	150	32.8%
	Somewhat disagree	105	28.5%	128	28.0%
	Strongly disagree	52	14.1%	85	18.6%
	Total	369	100.0%	457	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Diversity and Inclusion:					
I feel valued and respected by the Georgia Tech community	Strongly agree	128	29.8%	177	32.7%
	Somewhat agree	194	45.2%	237	43.8%
	Somewhat disagree	67	15.6%	84	15.5%
	Strongly disagree	39	9.1%	43	7.9%
	Total	429	100.0%	541	100.0%
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	44	12.1%	76	16.1%
	Somewhat agree	90	24.7%	97	20.6%
	Somewhat disagree	75	20.5%	64	13.6%
	Strongly disagree	156	42.7%	233	49.5%
	Total	365	100.0%	471	100.0%
I am satisfied with my career progress at Georgia Tech	Strongly agree	88	20.7%	141	27.0%
	Somewhat agree	167	39.2%	201	38.4%
	Somewhat disagree	96	22.5%	105	20.1%
	Strongly disagree	75	17.6%	77	14.7%
	Total	426	100.0%	523	100.0%
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	131	30.1%	145	26.9%
	Somewhat agree	150	34.5%	198	36.7%
	Somewhat disagree	92	21.1%	118	21.9%
	Strongly disagree	61	14.0%	79	14.6%
	Total	435	100.0%	540	100.0%
I freely interact with colleagues across Georgia Tech	Strongly agree	191	43.9%	242	44.4%
	Somewhat agree	164	37.7%	226	41.5%
	Somewhat disagree	66	15.2%	59	10.8%
	Strongly disagree	14	3.2%	19	3.5%
	Total	435	100.0%	545	100.0%
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	173	44.5%	220	44.9%
	Somewhat agree	138	35.5%	175	35.7%
	Somewhat disagree	44	11.3%	59	12.0%
	Strongly disagree	34	8.7%	36	7.3%
	Total	389	100.0%	490	100.0%
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	135	35.9%	178	37.0%
	Somewhat agree	138	36.7%	146	30.4%
	Somewhat disagree	54	14.4%	88	18.3%
	Strongly disagree	49	13.0%	68	14.1%
	Total	376	100.0%	481	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Diversity and Inclusion:					
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	166	43.6%	221	46.4%
	Somewhat agree	128	33.6%	157	33.0%
	Somewhat disagree	44	11.5%	56	11.8%
	Strongly disagree	42	11.0%	42	8.8%
	Total	381	100.0%	476	100.0%
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	115	32.7%	143	32.5%
	Somewhat agree	118	33.5%	115	26.1%
	Somewhat disagree	65	18.5%	88	20.0%
	Strongly disagree	54	15.3%	95	21.6%
	Total	352	100.0%	440	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:					
Gender	Not at all	356	80.7%	349	62.9%
	Slightly	33	7.5%	83	15.0%
	Somewhat	40	9.1%	83	15.0%
	Greatly	12	2.7%	41	7.4%
	Total	441	100.0%	555	100.0%
Age	Not at all	330	75.2%	376	67.9%
	Slightly	52	11.8%	84	15.2%
	Somewhat	35	8.0%	66	11.9%
	Greatly	22	5.0%	29	5.2%
	Total	439	100.0%	554	100.0%
Race / Ethnicity	Not at all	284	64.4%	359	64.5%
	Slightly	56	12.7%	78	14.0%
	Somewhat	73	16.6%	71	12.7%
	Greatly	28	6.3%	50	9.0%
	Total	441	100.0%	557	100.0%
Disability	Not at all	409	93.2%	519	93.5%
	Slightly	13	3.0%	13	2.3%
	Somewhat	13	3.0%	12	2.2%
	Greatly	4	0.9%	10	1.8%
	Total	439	100.0%	555	100.0%
National origin	Not at all	395	89.8%	499	90.2%
	Slightly	17	3.9%	22	4.0%
	Somewhat	17	3.9%	18	3.3%
	Greatly	11	2.5%	15	2.7%
	Total	440	100.0%	553	100.0%
Language difference or accent	Not at all	387	87.8%	501	90.4%
	Slightly	39	8.8%	27	4.9%
	Somewhat	12	2.7%	17	3.1%
	Greatly	3	0.7%	9	1.6%
	Total	441	100.0%	554	100.0%
Political perspective	Not at all	325	73.5%	457	82.5%
	Slightly	54	12.2%	49	8.8%
	Somewhat	37	8.4%	31	5.6%
	Greatly	27	6.1%	17	3.1%
	Total	442	100.0%	554	100.0%
Religion	Not at all	382	86.6%	497	89.7%
	Slightly	23	5.2%	32	5.8%
	Somewhat	23	5.2%	16	2.9%
	Greatly	13	2.9%	9	1.6%
	Total	441	100.0%	554	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:					
Sexual orientation	Not at all	388	88.0%	527	95.1%
	Slightly	28	6.3%	9	1.6%
	Somewhat	19	4.3%	13	2.3%
	Greatly	6	1.4%	5	0.9%
	Total	441	100.0%	554	100.0%
Gender identity / expression	Not at all	409	93.0%	526	95.6%
	Slightly	14	3.2%	9	1.6%
	Somewhat	9	2.0%	9	1.6%
	Greatly	8	1.8%	7	1.3%
	Total	440	100.0%	550	100.0%
Other	Not at all	54	80.6%	75	79.8%
	Slightly	1	1.5%	1	1.1%
	Somewhat	6	9.0%	7	7.4%
	Greatly	5	7.5%	11	11.7%
	Total	67	100.0%	94	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:					
Women	Never	349	79.7%	433	78.3%
	Sometimes	70	16.0%	99	17.9%
	Often	16	3.7%	16	2.9%
	Very Often	4	0.9%	6	1.1%
	Total	438	100.0%	553	100.0%
Men	Never	350	79.9%	472	85.5%
	Sometimes	69	15.8%	71	12.9%
	Often	15	3.4%	7	1.3%
	Very Often	4	0.9%	2	0.4%
	Total	438	100.0%	552	100.0%
Older People	Never	355	81.8%	429	77.7%
	Sometimes	64	14.7%	106	19.2%
	Often	10	2.3%	10	1.8%
	Very Often	5	1.2%	7	1.3%
	Total	434	100.0%	552	100.0%
Younger people	Never	307	71.1%	406	74.2%
	Sometimes	89	20.6%	116	21.2%
	Often	18	4.2%	21	3.8%
	Very Often	17	3.9%	4	0.7%
	Total	432	100.0%	547	100.0%
People's race or ethnicity	Never	343	79.0%	441	80.2%
	Sometimes	73	16.8%	90	16.4%
	Often	10	2.3%	13	2.4%
	Very Often	8	1.8%	6	1.1%
	Total	434	100.0%	550	100.0%
People with disabilities	Never	405	92.7%	514	93.8%
	Sometimes	23	5.3%	29	5.3%
	Often	7	1.6%	2	0.4%
	Very Often	1	0.2%	3	0.5%
	Total	437	100.0%	548	100.0%
People with less education	Never	331	75.7%	414	75.0%
	Sometimes	75	17.2%	109	19.7%
	Often	23	5.3%	19	3.4%
	Very Often	7	1.6%	10	1.8%
	Total	437	100.0%	552	100.0%
People with different nationalities	Never	372	85.7%	487	88.5%
	Sometimes	42	9.7%	54	9.8%
	Often	15	3.5%	6	1.1%
	Very Often	5	1.2%	3	0.5%
	Total	434	100.0%	550	100.0%

Staff—Frequencies by Gender Identity

Counts based on weighted data.

		Male		Female	
		Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:					
People with language differences/accents	Never	334	76.8%	455	82.4%
	Sometimes	79	18.2%	86	15.6%
	Often	19	4.4%	7	1.3%
	Very Often	4	0.9%	4	0.7%
	Total	435	100.0%	552	100.0%
People with particular political views	Never	255	58.2%	387	70.2%
	Sometimes	131	29.9%	121	22.0%
	Often	31	7.1%	28	5.1%
	Very Often	21	4.8%	14	2.5%
	Total	438	100.0%	551	100.0%
People with particular religious affiliations	Never	371	85.5%	488	88.7%
	Sometimes	48	11.1%	49	8.9%
	Often	5	1.2%	10	1.8%
	Very Often	11	2.5%	3	0.5%
	Total	434	100.0%	550	100.0%
Gay, lesbian, or bisexual people	Never	369	85.4%	484	88.3%
	Sometimes	47	10.9%	52	9.5%
	Often	13	3.0%	8	1.5%
	Very Often	3	0.7%	4	0.7%
	Total	432	100.0%	548	100.0%
Transgender people	Never	372	86.3%	485	88.2%
	Sometimes	43	10.0%	53	9.6%
	Often	15	3.5%	7	1.3%
	Very Often	1	0.2%	5	0.9%
	Total	431	100.0%	550	100.0%
Other	Never	66	93.0%	95	91.3%
	Sometimes	1	1.4%	7	6.7%
	Often	3	4.2%	1	1.0%
	Very Often	1	1.4%	1	1.0%
	Total	71	100.0%	104	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:									
I freely interact with my co-workers/colleagues in my unit	Strongly agree	337	76.9%	40	70.2%	106	74.6%	326	81.5%
	Somewhat agree	84	19.2%	9	15.8%	32	22.5%	61	15.3%
	Somewhat disagree	7	1.6%	-	0.0%	1	0.7%	10	2.5%
	Strongly disagree	9	2.1%	7	12.3%	2	1.4%	4	1.0%
	Total	438	100.0%	57	100.0%	142	100.0%	400	100.0%
People are sensitive to cultural differences among employees	Strongly agree	136	32.9%	14	28.0%	64	46.7%	187	49.3%
	Somewhat agree	190	46.0%	23	46.0%	59	43.1%	154	40.6%
	Somewhat disagree	63	15.3%	10	20.0%	7	5.1%	28	7.4%
	Strongly disagree	24	5.8%	3	6.0%	7	5.1%	10	2.6%
	Total	413	100.0%	50	100.0%	137	100.0%	379	100.0%
I feel comfortable sharing my thoughts and ideas	Strongly agree	211	48.3%	28	49.1%	64	45.7%	218	54.5%
	Somewhat agree	163	37.3%	21	36.8%	46	32.9%	131	32.8%
	Somewhat disagree	41	9.4%	-	0.0%	20	14.3%	39	9.8%
	Strongly disagree	23	5.3%	8	14.0%	9	6.4%	11	2.8%
	Total	437	100.0%	57	100.0%	140	100.0%	400	100.0%
I am comfortable expressing an opinion that is different from c	Strongly agree	215	49.3%	21	38.2%	40	28.4%	164	41.0%
	Somewhat agree	146	33.5%	24	43.6%	63	44.7%	165	41.3%
	Somewhat disagree	55	12.6%	1	1.8%	24	17.0%	47	11.8%
	Strongly disagree	20	4.6%	8	14.5%	14	9.9%	24	6.0%
	Total	436	100.0%	55	100.0%	141	100.0%	400	100.0%
People express disagreements in a respectful manner	Strongly agree	168	40.2%	31	55.4%	60	42.9%	170	43.5%
	Somewhat agree	182	43.5%	14	25.0%	53	37.9%	175	44.8%
	Somewhat disagree	44	10.5%	3	5.4%	23	16.4%	36	9.2%
	Strongly disagree	23	5.5%	7	12.5%	3	2.1%	11	2.8%
	Total	418	100.0%	56	100.0%	140	100.0%	391	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:									
My co-workers/colleagues are open- minded when discussing differences among people	Strongly agree	167	41.3%	32	56.1%	69	50.7%	174	45.2%
	Somewhat agree	156	38.6%	11	19.3%	44	32.4%	160	41.6%
	Somewhat disagree	53	13.1%	4	7.0%	19	14.0%	38	9.9%
	Strongly disagree	28	6.9%	9	15.8%	4	2.9%	12	3.1%
	Total	404	100.0%	57	100.0%	136	100.0%	385	100.0%
My supervisor is open- minded when discussing differences among people	Strongly agree	283	68.5%	42	75.0%	101	75.9%	273	71.8%
	Somewhat agree	86	20.8%	3	5.4%	23	17.3%	76	20.0%
	Somewhat disagree	29	7.0%	1	1.8%	5	3.8%	19	5.0%
	Strongly disagree	16	3.9%	10	17.9%	4	3.0%	12	3.2%
	Total	413	100.0%	56	100.0%	133	100.0%	380	100.0%
People communicate regularly with each other	Strongly agree	210	48.1%	17	31.5%	75	54.3%	195	49.4%
	Somewhat agree	142	32.5%	28	51.9%	50	36.2%	146	37.0%
	Somewhat disagree	55	12.6%	4	7.4%	10	7.2%	42	10.6%
	Strongly disagree	31	7.1%	5	9.3%	3	2.2%	11	2.8%
	Total	437	100.0%	54	100.0%	138	100.0%	395	100.0%
People treat each other fairly	Strongly agree	157	36.8%	30	53.6%	73	52.9%	200	50.4%
	Somewhat agree	172	40.3%	12	21.4%	47	34.1%	139	35.0%
	Somewhat disagree	64	15.0%	5	8.9%	14	10.1%	48	12.1%
	Strongly disagree	35	8.2%	9	16.1%	5	3.6%	10	2.5%
	Total	427	100.0%	56	100.0%	138	100.0%	397	100.0%
Professional development is encouraged	Strongly agree	224	52.8%	27	50.9%	83	61.9%	232	60.1%
	Somewhat agree	125	29.5%	16	30.2%	27	20.1%	93	24.1%
	Somewhat disagree	44	10.4%	3	5.7%	17	12.7%	47	12.2%
	Strongly disagree	31	7.3%	7	13.2%	7	5.2%	14	3.6%
	Total	424	100.0%	53	100.0%	134	100.0%	386	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:									
My feedback is sought and respected	Strongly agree	202	47.1%	28	50.0%	56	41.5%	201	51.4%
	Somewhat agree	134	31.2%	17	30.4%	50	37.0%	128	32.7%
	Somewhat disagree	69	16.1%	2	3.6%	20	14.8%	43	11.0%
	Strongly disagree	24	5.6%	9	16.1%	9	6.7%	20	5.1%
	Total	429	100.0%	56	100.0%	135	100.0%	391	100.0%
Collaboration is encouraged	Strongly agree	234	54.2%	32	57.1%	96	69.1%	250	63.3%
	Somewhat agree	145	33.6%	14	25.0%	25	18.0%	108	27.3%
	Somewhat disagree	41	9.5%	2	3.6%	12	8.6%	28	7.1%
	Strongly disagree	13	3.0%	8	14.3%	6	4.3%	9	2.3%
	Total	432	100.0%	56	100.0%	139	100.0%	395	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Support from co-workers/colleagues:									
Assistance with establishing professional contacts	Very satisfied	180	45.6%	28	50.0%	64	47.8%	172	46.9%
	Somewhat satisfied	152	38.5%	24	42.9%	52	38.8%	136	37.1%
	Somewhat dissatisfied	45	11.4%	2	3.6%	16	11.9%	42	11.4%
	Very dissatisfied	19	4.8%	2	3.6%	3	2.2%	16	4.4%
	Total	395	100.0%	56	100.0%	134	100.0%	367	100.0%
Advice on navigating office politics	Very satisfied	135	35.2%	13	31.0%	53	42.4%	131	36.4%
	Somewhat satisfied	138	36.0%	20	47.6%	38	30.4%	146	40.6%
	Somewhat dissatisfied	76	19.8%	5	11.9%	27	21.6%	61	16.9%
	Very dissatisfied	33	8.6%	4	9.5%	7	5.6%	22	6.1%
	Total	383	100.0%	42	100.0%	125	100.0%	360	100.0%
Mentoring for leadership positions	Very satisfied	129	33.9%	16	32.0%	46	33.6%	103	29.2%
	Somewhat satisfied	96	25.3%	23	46.0%	39	28.5%	129	36.5%
	Somewhat dissatisfied	100	26.3%	5	10.0%	39	28.5%	74	21.0%
	Very dissatisfied	55	14.5%	5	10.0%	12	8.8%	48	13.6%
	Total	380	100.0%	50	100.0%	137	100.0%	353	100.0%
Mentoring for career advancement	Very satisfied	125	31.9%	16	29.1%	46	33.3%	115	31.4%
	Somewhat satisfied	100	25.5%	25	45.5%	43	31.2%	113	30.9%
	Somewhat dissatisfied	100	25.5%	6	10.9%	34	24.6%	86	23.5%
	Very dissatisfied	67	17.1%	7	12.7%	15	10.9%	53	14.5%
	Total	392	100.0%	55	100.0%	138	100.0%	366	100.0%
Informal invitations (e.g., lunch/coffee)	Very satisfied	148	38.4%	23	42.6%	50	39.1%	134	37.6%
	Somewhat satisfied	124	32.2%	22	40.7%	45	35.2%	122	34.3%
	Somewhat dissatisfied	65	16.9%	3	5.6%	25	19.5%	71	19.9%
	Very dissatisfied	48	12.5%	6	11.1%	8	6.3%	30	8.4%
	Total	385	100.0%	54	100.0%	128	100.0%	356	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Mentoring or support from colleagues in:									
Guidance on obtaining grants	Very satisfied	6	40.0%	4	100.0%	2	100.0%	5	45.5%
	Somewhat satisfied	5	33.3%	-	0.0%	-	0.0%	6	54.5%
	Somewhat dissatisfied	2	13.3%	-	0.0%	-	0.0%	-	0.0%
	Very dissatisfied	3	20.0%	-	0.0%	-	0.0%	-	0.0%
	Total	15	100.0%	4	100.0%	2	100.0%	11	100.0%
Guidance on obtaining contracts	Very satisfied	1	100.0%	1	33.3%	1	25.0%	-	#DIV/0!
	Somewhat satisfied	-	0.0%	1	33.3%	1	25.0%	-	#DIV/0!
	Somewhat dissatisfied	-	0.0%	-	0.0%	-	0.0%	-	#DIV/0!
	Very dissatisfied	-	0.0%	1	33.3%	1	25.0%	-	#DIV/0!
	Total	1	100.0%	3	100.0%	4	100.0%	-	100.0%
Guidance on publishing your research	Very satisfied	7	50.0%	4	100.0%	2	66.7%	6	54.5%
	Somewhat satisfied	4	28.6%	-	0.0%	2	66.7%	3	27.3%
	Somewhat dissatisfied	1	7.1%	-	0.0%	-	0.0%	1	9.1%
	Very dissatisfied	2	14.3%	-	0.0%	-	0.0%	1	9.1%
	Total	14	100.0%	4	100.0%	3	100.0%	11	100.0%
Offers to collaborate in research	Very satisfied	11	39.3%	4	100.0%	8	88.9%	6	42.9%
	Somewhat satisfied	12	42.9%	-	0.0%	1	11.1%	5	35.7%
	Somewhat dissatisfied	3	10.7%	-	0.0%	-	0.0%	2	14.3%
	Very dissatisfied	1	3.6%	-	0.0%	-	0.0%	1	7.1%
	Total	28	100.0%	4	100.0%	9	100.0%	14	100.0%
Support for your research program	Very satisfied	11	61.1%	4	100.0%	6	85.7%	7	50.0%
	Somewhat satisfied	5	27.8%	-	0.0%	1	14.3%	5	35.7%
	Somewhat dissatisfied	2	11.1%	-	0.0%	1	14.3%	1	7.1%
	Very dissatisfied	-	0.0%	-	0.0%	-	0.0%	1	7.1%
	Total	18	100.0%	4	100.0%	7	100.0%	14	100.0%
Mentoring for Teaching	Very satisfied	15	45.5%	4	100.0%	4	80.0%	10	58.8%
	Somewhat satisfied	7	21.2%	-	0.0%	1	20.0%	4	23.5%
	Somewhat dissatisfied	8	24.2%	-	0.0%	-	0.0%	3	17.6%
	Very dissatisfied	2	6.1%	-	0.0%	-	0.0%	1	5.9%
	Total	33	100.0%	4	100.0%	5	100.0%	17	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:									
Assistance with establishing professional contacts	Very satisfied	205	51.5%	31	60.8%	65	50.4%	196	53.3%
	Somewhat satisfied	105	26.4%	14	27.5%	45	34.9%	111	30.2%
	Somewhat dissatisfied	55	13.8%	4	7.8%	14	10.9%	45	12.2%
	Very dissatisfied	33	8.3%	3	5.9%	5	3.9%	15	4.1%
	Total	398	100.0%	51	100.0%	129	100.0%	368	100.0%
Advice on navigating office politics	Very satisfied	179	46.0%	26	55.3%	51	42.5%	174	48.3%
	Somewhat satisfied	118	30.3%	16	34.0%	46	38.3%	114	31.7%
	Somewhat dissatisfied	56	14.4%	1	2.1%	17	14.2%	49	13.6%
	Very dissatisfied	36	9.3%	5	10.6%	6	5.0%	23	6.4%
	Total	389	100.0%	47	100.0%	120	100.0%	360	100.0%
Mentoring for leadership positions	Very satisfied	160	41.7%	25	52.1%	48	36.4%	143	40.2%
	Somewhat satisfied	82	21.4%	13	27.1%	52	39.4%	111	31.2%
	Somewhat dissatisfied	93	24.2%	4	8.3%	24	18.2%	67	18.8%
	Very dissatisfied	50	13.0%	5	10.4%	8	6.1%	35	9.8%
	Total	384	100.0%	48	100.0%	132	100.0%	356	100.0%
Mentoring for career advancement	Very satisfied	157	39.4%	26	53.1%	56	41.5%	159	42.1%
	Somewhat satisfied	90	22.6%	14	28.6%	40	29.6%	120	31.7%
	Somewhat dissatisfied	94	23.6%	3	6.1%	31	23.0%	58	15.3%
	Very dissatisfied	57	14.3%	5	10.2%	7	5.2%	41	10.8%
	Total	398	100.0%	49	100.0%	135	100.0%	378	100.0%
Informal invitations (e.g., lunch/coffee)	Very satisfied	176	47.4%	23	50.0%	63	52.9%	166	46.8%
	Somewhat satisfied	105	28.3%	14	30.4%	37	31.1%	109	30.7%
	Somewhat dissatisfied	57	15.4%	3	6.5%	15	12.6%	55	15.5%
	Very dissatisfied	34	9.2%	6	13.0%	4	3.4%	25	7.0%
	Total	371	100.0%	46	100.0%	119	100.0%	355	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:									
Understanding that individuals have different family and personal responsibilities	Very satisfied	299	69.7%	42	75.0%	101	74.8%	306	77.9%
	Somewhat satisfied	90	21.0%	8	14.3%	26	19.3%	61	15.5%
	Somewhat dissatisfied	21	4.9%	2	3.6%	4	3.0%	15	3.8%
	Very dissatisfied	20	4.7%	3	5.4%	5	3.7%	12	3.1%
	Total	429	100.0%	56	100.0%	135	100.0%	393	100.0%
Acknowledgement of my contributions to my school/unit	Very satisfied	244	57.7%	37	68.5%	78	57.8%	260	66.3%
	Somewhat satisfied	126	29.8%	11	20.4%	36	26.7%	79	20.2%
	Somewhat dissatisfied	32	7.6%	1	1.9%	12	8.9%	30	7.7%
	Very dissatisfied	21	5.0%	4	7.4%	9	6.7%	22	5.6%
	Total	423	100.0%	54	100.0%	135	100.0%	392	100.0%
The degree to which agreements are honored by my supervisor	Very satisfied	274	64.0%	39	75.0%	96	70.1%	271	70.6%
	Somewhat satisfied	98	22.9%	8	15.4%	27	19.7%	76	19.8%
	Somewhat dissatisfied	34	7.9%	3	5.8%	9	6.6%	25	6.5%
	Very dissatisfied	21	4.9%	2	3.8%	5	3.6%	12	3.1%
	Total	428	100.0%	52	100.0%	137	100.0%	384	100.0%
The degree to which my work performance is fairly evaluated	Very satisfied	272	64.6%	37	71.2%	90	65.2%	263	68.1%
	Somewhat satisfied	93	22.1%	9	17.3%	30	21.7%	84	21.8%
	Somewhat dissatisfied	32	7.6%	1	1.9%	13	9.4%	27	7.0%
	Very dissatisfied	25	5.9%	4	7.7%	6	4.3%	13	3.4%
	Total	421	100.0%	52	100.0%	138	100.0%	386	100.0%
Obtaining the resources I need to excel	Very satisfied	230	53.7%	37	67.3%	86	61.9%	217	54.7%
	Somewhat satisfied	108	25.2%	12	21.8%	29	20.9%	118	29.7%
	Somewhat dissatisfied	53	12.4%	2	3.6%	13	9.4%	43	10.8%
	Very dissatisfied	37	8.6%	4	7.3%	11	7.9%	18	4.5%
	Total	428	100.0%	55	100.0%	139	100.0%	397	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:									
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	131	30.6%	24	42.9%	50	36.0%	181	45.1%
	Somewhat agree	198	46.3%	24	42.9%	58	41.7%	158	39.4%
	Somewhat disagree	82	19.2%	5	8.9%	23	16.5%	50	12.5%
	Strongly disagree	16	3.7%	3	5.4%	8	5.8%	12	3.0%
	Total	428	100.0%	56	100.0%	139	100.0%	401	100.0%
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	Strongly agree	208	49.4%	20	35.7%	59	42.1%	252	64.5%
	Somewhat agree	148	35.2%	29	51.8%	47	33.6%	106	27.1%
	Somewhat disagree	53	12.6%	7	12.5%	28	20.0%	20	5.1%
	Strongly disagree	12	2.9%	1	1.8%	7	5.0%	14	3.6%
	Total	421	100.0%	56	100.0%	140	100.0%	391	100.0%
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	176	42.9%	22	40.0%	58	42.0%	219	56.3%
	Somewhat agree	152	37.1%	25	45.5%	44	31.9%	127	32.6%
	Somewhat disagree	55	13.4%	6	10.9%	32	23.2%	28	7.2%
	Strongly disagree	28	6.8%	1	1.8%	5	3.6%	15	3.9%
	Total	410	100.0%	55	100.0%	138	100.0%	389	100.0%
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	83	22.7%	19	37.3%	32	26.4%	60	18.8%
	Somewhat agree	118	32.2%	16	31.4%	30	24.8%	114	35.6%
	Somewhat disagree	98	26.8%	12	23.5%	43	35.5%	90	28.1%
	Strongly disagree	68	18.6%	4	7.8%	16	13.2%	56	17.5%
	Total	366	100.0%	51	100.0%	121	100.0%	320	100.0%
I feel valued and respected by the Georgia Tech community	Strongly agree	121	28.9%	19	33.9%	44	31.7%	125	31.9%
	Somewhat agree	187	44.7%	27	48.2%	50	36.0%	181	46.2%
	Somewhat disagree	75	17.9%	7	12.5%	26	18.7%	48	12.2%
	Strongly disagree	35	8.4%	3	5.4%	20	14.4%	38	9.7%
	Total	418	100.0%	56	100.0%	139	100.0%	392	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:									
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	55	15.7%	5	11.4%	18	15.3%	47	13.2%
	Somewhat agree	95	27.1%	9	20.5%	21	17.8%	73	20.6%
	Somewhat disagree	52	14.9%	6	13.6%	32	27.1%	60	16.9%
	Strongly disagree	148	42.3%	24	54.5%	47	39.8%	175	49.3%
	Total	350	100.0%	44	100.0%	118	100.0%	355	100.0%
I am satisfied with my career progress at Georgia Tech	Strongly agree	94	23.2%	17	30.4%	30	22.2%	89	22.8%
	Somewhat agree	148	36.5%	20	35.7%	42	31.1%	172	44.1%
	Somewhat disagree	97	24.0%	13	23.2%	30	22.2%	76	19.5%
	Strongly disagree	66	16.3%	6	10.7%	33	24.4%	52	13.3%
	Total	405	100.0%	56	100.0%	135	100.0%	390	100.0%
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	123	29.3%	15	26.8%	39	28.1%	106	26.8%
	Somewhat agree	150	35.7%	26	46.4%	35	25.2%	146	36.9%
	Somewhat disagree	82	19.5%	9	16.1%	41	29.5%	89	22.5%
	Strongly disagree	65	15.5%	6	10.7%	24	17.3%	55	13.9%
	Total	420	100.0%	56	100.0%	139	100.0%	396	100.0%
I freely interact with colleagues across Georgia Tech	Strongly agree	166	39.3%	20	36.4%	68	48.6%	188	47.2%
	Somewhat agree	184	43.6%	29	52.7%	44	31.4%	152	38.2%
	Somewhat disagree	57	13.5%	5	9.1%	25	17.9%	46	11.6%
	Strongly disagree	15	3.6%	2	3.6%	3	2.1%	13	3.3%
	Total	422	100.0%	55	100.0%	140	100.0%	398	100.0%
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	147	37.5%	15	32.6%	59	47.2%	180	51.9%
	Somewhat agree	144	36.7%	19	41.3%	43	34.4%	121	34.9%
	Somewhat disagree	57	14.5%	8	17.4%	11	8.8%	31	8.9%
	Strongly disagree	45	11.5%	4	8.7%	13	10.4%	15	4.3%
	Total	392	100.0%	46	100.0%	125	100.0%	347	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:									
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	Strongly agree	109	28.8%	15	34.9%	51	40.5%	142	41.4%
	Somewhat agree	125	33.1%	15	34.9%	33	26.2%	117	34.1%
	Somewhat disagree	73	19.3%	4	9.3%	21	16.7%	57	16.6%
	Strongly disagree	70	18.5%	8	18.6%	21	16.7%	27	7.9%
	Total	378	100.0%	43	100.0%	126	100.0%	343	100.0%
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	125	33.9%	14	31.1%	64	50.0%	192	55.7%
	Somewhat agree	126	34.1%	22	48.9%	36	28.1%	111	32.2%
	Somewhat disagree	59	16.0%	5	11.1%	14	10.9%	25	7.2%
	Strongly disagree	59	16.0%	4	8.9%	14	10.9%	17	4.9%
	Total	369	100.0%	45	100.0%	128	100.0%	345	100.0%
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	83	23.6%	9	23.1%	40	32.5%	130	42.5%
	Somewhat agree	113	32.1%	12	30.8%	31	25.2%	82	26.8%
	Somewhat disagree	68	19.3%	9	23.1%	28	22.8%	56	18.3%
	Strongly disagree	88	25.0%	9	23.1%	24	19.5%	38	12.4%
	Total	352	100.0%	39	100.0%	123	100.0%	306	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Gender	Not at all	300	68.8%	42	76.4%	93	66.0%	288	71.8%
	Slightly	54	12.4%	3	5.5%	21	14.9%	43	10.7%
	Somewhat	62	14.2%	6	10.9%	15	10.6%	49	12.2%
	Greatly	20	4.6%	4	7.3%	12	8.5%	20	5.0%
	Total	436	100.0%	55	100.0%	141	100.0%	401	100.0%
Age	Not at all	312	71.9%	43	81.1%	100	70.9%	277	68.9%
	Slightly	53	12.2%	4	7.5%	22	15.6%	65	16.2%
	Somewhat	45	10.4%	4	7.5%	13	9.2%	40	10.0%
	Greatly	24	5.5%	2	3.8%	7	5.0%	20	5.0%
	Total	434	100.0%	53	100.0%	141	100.0%	402	100.0%
Race / Ethnicity	Not at all	205	46.8%	37	67.3%	84	59.6%	330	82.3%
	Slightly	89	20.3%	3	5.5%	19	13.5%	29	7.2%
	Somewhat	91	20.8%	9	16.4%	22	15.6%	30	7.5%
	Greatly	53	12.1%	6	10.9%	16	11.3%	12	3.0%
	Total	438	100.0%	55	100.0%	141	100.0%	401	100.0%
Disability	Not at all	402	92.2%	51	92.7%	124	89.2%	379	94.8%
	Slightly	12	2.8%	2	3.6%	6	4.3%	11	2.8%
	Somewhat	14	3.2%	1	1.8%	7	5.0%	6	1.5%
	Greatly	7	1.6%	2	3.6%	3	2.2%	4	1.0%
	Total	436	100.0%	55	100.0%	139	100.0%	400	100.0%
National origin	Not at all	372	85.9%	44	80.0%	118	84.3%	388	97.0%
	Slightly	33	7.6%	1	1.8%	4	2.9%	2	0.5%
	Somewhat	16	3.7%	6	10.9%	8	5.7%	8	2.0%
	Greatly	13	3.0%	5	9.1%	10	7.1%	3	0.8%
	Total	433	100.0%	55	100.0%	140	100.0%	400	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Language difference or accent	Not at all	369	84.8%	46	83.6%	128	90.8%	378	94.5%
	Slightly	48	11.0%	2	3.6%	5	3.5%	12	3.0%
	Somewhat	14	3.2%	4	7.3%	5	3.5%	8	2.0%
	Greatly	4	0.9%	4	7.3%	3	2.1%	2	0.5%
	Total	435	100.0%	55	100.0%	141	100.0%	400	100.0%
Political perspective	Not at all	358	82.1%	48	87.3%	104	73.8%	290	72.3%
	Slightly	40	9.2%	1	1.8%	12	8.5%	54	13.5%
	Somewhat	25	5.7%	4	7.3%	9	6.4%	33	8.2%
	Greatly	12	2.8%	3	5.5%	16	11.3%	24	6.0%
	Total	436	100.0%	55	100.0%	141	100.0%	401	100.0%
Religion	Not at all	399	91.5%	48	87.3%	120	85.1%	341	85.5%
	Slightly	19	4.4%	2	3.6%	16	11.3%	23	5.8%
	Somewhat	12	2.8%	3	5.5%	3	2.1%	21	5.3%
	Greatly	6	1.4%	2	3.6%	1	0.7%	14	3.5%
	Total	436	100.0%	55	100.0%	141	100.0%	399	100.0%
Sexual orientation	Not at all	413	94.9%	51	92.7%	120	85.7%	360	89.8%
	Slightly	8	1.8%	1	1.8%	6	4.3%	21	5.2%
	Somewhat	9	2.1%	1	1.8%	8	5.7%	14	3.5%
	Greatly	5	1.1%	2	3.6%	6	4.3%	5	1.2%
	Total	435	100.0%	55	100.0%	140	100.0%	401	100.0%
Gender identity / expression	Not at all	406	94.0%	50	90.9%	127	91.4%	377	94.0%
	Slightly	10	2.3%	1	1.8%	5	3.6%	10	2.5%
	Somewhat	9	2.1%	2	3.6%	1	0.7%	7	1.7%
	Greatly	6	1.4%	2	3.6%	6	4.3%	6	1.5%
	Total	432	100.0%	55	100.0%	139	100.0%	401	100.0%
Other	Not at all	68	81.9%	8	72.7%	22	81.5%	36	75.0%
	Slightly	1	1.2%	1	9.1%	-	0.0%	-	0.0%
	Somewhat	5	6.0%	1	9.1%	2	7.4%	6	12.5%
	Greatly	9	10.8%	1	9.1%	4	14.8%	6	12.5%
	Total	83	100.0%	11	100.0%	27	100.0%	48	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
Women	Never	340	77.8%	49	89.1%	110	79.1%	311	77.8%
	Sometimes	71	16.2%	4	7.3%	28	20.1%	70	17.5%
	Often	20	4.6%	1	1.8%	1	0.7%	15	3.8%
	Very Often	6	1.4%	1	1.8%	-	0.0%	3	0.8%
	Total	437	100.0%	55	100.0%	139	100.0%	400	100.0%
Men	Never	357	82.1%	53	96.4%	102	73.4%	337	84.3%
	Sometimes	69	15.9%	1	1.8%	26	18.7%	50	12.5%
	Often	8	1.8%	-	0.0%	4	2.9%	10	2.5%
	Very Often	2	0.5%	1	1.8%	7	5.0%	3	0.8%
	Total	435	100.0%	55	100.0%	139	100.0%	400	100.0%
Older People	Never	344	79.1%	50	90.9%	105	77.8%	318	79.5%
	Sometimes	76	17.5%	4	7.3%	25	18.5%	70	17.5%
	Often	10	2.3%	-	0.0%	1	0.7%	11	2.8%
	Very Often	6	1.4%	1	1.8%	4	3.0%	1	0.3%
	Total	435	100.0%	55	100.0%	135	100.0%	400	100.0%
Younger people	Never	320	74.4%	48	87.3%	93	68.9%	277	69.6%
	Sometimes	81	18.8%	5	9.1%	34	25.2%	99	24.9%
	Often	18	4.2%	1	1.8%	6	4.4%	16	4.0%
	Very Often	11	2.6%	1	1.8%	3	2.2%	6	1.5%
	Total	430	100.0%	55	100.0%	135	100.0%	398	100.0%
People's race or ethnicity	Never	312	72.2%	47	85.5%	103	75.7%	348	87.0%
	Sometimes	92	21.3%	6	10.9%	25	18.4%	46	11.5%
	Often	17	3.9%	1	1.8%	1	0.7%	4	1.0%
	Very Often	11	2.5%	1	1.8%	6	4.4%	2	0.5%
	Total	432	100.0%	55	100.0%	136	100.0%	400	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
People with disabilities	Never	396	91.2%	53	96.4%	123	90.4%	380	95.0%
	Sometimes	29	6.7%	2	3.6%	12	8.8%	16	4.0%
	Often	7	1.6%	-	0.0%	-	0.0%	2	0.5%
	Very Often	2	0.5%	-	0.0%	-	0.0%	2	0.5%
	Total	434	100.0%	55	100.0%	136	100.0%	400	100.0%
People with less education	Never	314	71.9%	49	89.1%	94	69.1%	304	76.0%
	Sometimes	86	19.7%	5	9.1%	30	22.1%	73	18.3%
	Often	27	6.2%	1	1.8%	2	1.5%	14	3.5%
	Very Often	10	2.3%	-	0.0%	10	7.4%	9	2.3%
	Total	437	100.0%	55	100.0%	136	100.0%	400	100.0%
People with different nationalities	Never	359	82.5%	49	89.1%	118	86.8%	366	92.0%
	Sometimes	54	12.4%	3	5.5%	17	12.5%	28	7.0%
	Often	17	3.9%	2	3.6%	-	0.0%	2	0.5%
	Very Often	5	1.1%	1	1.8%	-	0.0%	1	0.3%
	Total	435	100.0%	55	100.0%	136	100.0%	398	100.0%
People with language differences/accents	Never	324	74.3%	49	89.1%	115	84.6%	336	84.0%
	Sometimes	87	20.0%	4	7.3%	19	14.0%	58	14.5%
	Often	20	4.6%	1	1.8%	1	0.7%	4	1.0%
	Very Often	4	0.9%	1	1.8%	-	0.0%	1	0.3%
	Total	436	100.0%	55	100.0%	136	100.0%	400	100.0%
People with particular political views	Never	315	72.2%	49	89.1%	78	56.9%	216	54.0%
	Sometimes	90	20.6%	4	7.3%	40	29.2%	132	33.0%
	Often	20	4.6%	1	1.8%	9	6.6%	32	8.0%
	Very Often	12	2.8%	1	1.8%	11	8.0%	20	5.0%
	Total	436	100.0%	55	100.0%	137	100.0%	400	100.0%

Staff—Frequencies by Race / Ethnicity

Counts based on weighted data.

		Black / African-American		Asian / Asian-American		All other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
People with particular religious affiliations	Never	378	86.9%	50	90.9%	113	83.7%	345	86.5%
	Sometimes	41	9.4%	4	7.3%	16	11.9%	41	10.3%
	Often	10	2.3%	-	0.0%	1	0.7%	6	1.5%
	Very Often	6	1.4%	1	1.8%	6	4.4%	6	1.5%
	Total	435	100.0%	55	100.0%	135	100.0%	399	100.0%
Gay, lesbian, or bisexual people	Never	353	81.9%	51	92.7%	123	92.5%	361	90.3%
	Sometimes	54	12.5%	3	5.5%	11	8.3%	33	8.3%
	Often	17	3.9%	1	1.8%	-	0.0%	5	1.3%
	Very Often	7	1.6%	-	0.0%	-	0.0%	1	0.3%
	Total	431	100.0%	55	100.0%	133	100.0%	400	100.0%
Transgender people	Never	369	85.8%	50	90.9%	124	91.2%	350	87.7%
	Sometimes	44	10.2%	4	7.3%	9	6.6%	41	10.3%
	Often	13	3.0%	1	1.8%	3	2.2%	5	1.3%
	Very Often	5	1.2%	-	0.0%	-	0.0%	2	0.5%
	Total	430	100.0%	55	100.0%	136	100.0%	399	100.0%
Other	Never	80	86.0%	12	100.0%	34	97.1%	50	98.0%
	Sometimes	6	6.5%	1	8.3%	-	0.0%	1	2.0%
	Often	6	6.5%	-	0.0%	-	0.0%	-	0.0%
	Very Often	2	2.2%	-	0.0%	-	0.0%	-	0.0%
	Total	93	100.0%	12	100.0%	35	100.0%	51	100.0%

Appendix B

Georgia Tech Campus Experience Survey for Staff

Georgia Tech Campus Experience Survey

Start of Block: Cover

Georgia Tech conducts a Campus Climate Survey every four years to better understand our faculty and staff's lived experiences during their time as members of the campus community.

As the first Campus Climate Survey administered under our new 2030 Institute Strategic Plan, the results of this survey will establish new baseline data essential to forming and advancing Institute-level strategies to make our campus more inclusive and supportive of students, faculty, and staff of different backgrounds and identities over the next decade. Understanding your lived experiences and perceptions is critical in maintaining an inclusive environment where all employees can flourish and be fulfilled.

Your participation in this survey is voluntary, and no identifying information will be saved; your responses will remain anonymous. The survey should take approximately 20 minutes to complete. Participants can enter a random drawing for some GT swag.

If you'd like to enter the drawing but don't wish to participate in the survey, choose "No" below to be redirected to the entry form.

If you have any questions about the survey, contact the Georgia Tech Office of Academic Effectiveness at oea@gatech.edu.

Do you wish to participate in this survey?

- Yes (1)
- No (0)

Skip To: End of Survey If Do you wish to participate in this survey? = No

End of Block: Cover

Start of Block: Page 1

In what location do you hold your primary appointment?

- Auxiliary Services (Campus Services, OHR, Business Services) (1)
 - College of Computing (2)
 - College of Design (3)
 - College of Engineering (4)
 - College of Sciences (5)
 - Exec. VP for Administration and Finance (6)
 - Exec. VP for Research (7)
 - Facilities (8)
 - Georgia Tech Athletic Association (9)
 - Georgia Tech Professional Education (10)
 - Georgia Tech Research Institute (GTRI) (11)
 - Ivan Allen College (12)
 - Libraries and Information Center (13)
 - Office of Information Technology (14)
 - Office of the President/Provost (15)
 - Scheller College of Business (16)
 - Student Life (17)
 - Other: (18) _____
-

What is your primary job category?

- Executive, Administrative, and Professional (1)
 - Research (2)
 - Support Services (Professional Support/Services, Clerical/Secretarial, Maintenance/Skilled Crafts) (3)
 - Other (please specify) (4)
-

Do you supervise permanent employees?

- Yes (1)
 - No (2)
-

Page Break

Please indicate your level of agreement with each of the following statements about your primary work environment.

In my work environment...

	Strongly disagree (4)	Somewhat disagree (3)	Somewhat agree (2)	Strongly agree (1)	No opinion (0)
I freely interact with my co-workers/colleagues in my unit					
People are sensitive to cultural differences among employees					
I feel comfortable sharing my thoughts and ideas					
I am comfortable expressing an opinion that is different from others in the workplace					
People express disagreements in a respectful manner					
My co-workers/colleagues are open- minded when discussing differences among people					
My supervisor is open- minded when discussing differences among people					
People communicate regularly with each other					
People treat each other fairly					
Professional development in encouraged					
My feedback is sought and respected					
Collaboration is encouraged					

Please use the space below if you wish to elaborate on your responses to any of the above questions.



How satisfied are you with the following types of support you are receiving from your **co-workers/colleagues**?

	Very dissatisfied (1)	Somewhat dissatisfied (2)	Somewhat satisfied (3)	Very satisfied (4)	Not applicable (0)
Assistance with establishing professional contacts					
Advice on navigating office politics					
Mentoring for leadership positions					
Mentoring for career advancement					
Informal invitations (e.g., lunch/coffee)					

Please use the space below if you wish to elaborate on your responses to any of the above questions.

End of Block: Page 1

Start of Block: Teach / Research?

Do your job responsibilities include teaching or research?

Yes

No

End of Block: Teach / Research?

If Do your job responsibilities include teaching or research? Yes Is Selected

Start of Block: Page 2 - T&R

How satisfied are you with the following types of support you are receiving from your **co-workers/colleagues**?

Display This Choice:
If In what location do you hold your primary appointment? = Georgia Tech Research Institute (GTRI)

	Very dissatisfied (1)	Somewhat dissatisfied (2)	Somewhat satisfied (3)	Very satisfied (4)	Not applicable (0)
Guidance on obtaining grants					
<i>Display This Choice: if primary appointment =GTRI</i>					
Guidance on obtaining contracts					
Guidance on publishing your research					
Offers to collaborate in research					
Support for your research program					
Mentoring for teaching					

Please use the space below if you wish to elaborate on your responses to any of the above questions.

End of Block: Page 2 - T&R

Start of Block: Page 2

How satisfied are you with the following types of support you are receiving from your **supervisor**?

	Very dissatisfied (1)	Somewhat dissatisfied (2)	Somewhat satisfied (3)	Very satisfied (4)	Not applicable (0)
Assistance with establishing professional contacts					
Advice on navigating office politics					
Mentoring for leadership positions					
Mentoring for career advancement					
Informal invitations (e.g., lunch/coffee)					
Understanding that individuals have different family and personal responsibilities					
Acknowledgement of my contributions to my school/unit					
The degree to which agreements are honored by my supervisor					
The degree to which my work performance is fairly evaluated					
Obtaining the resources I need to excel					

Please use the space below if you wish to elaborate on your responses to any of the above questions.

End of Block: Page 2

Start of Block: Page 3

Please indicate your level of agreement with each of the following statements about Georgia Tech:

	No Opinion (0)	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
Georgia Tech is generally a comfortable and inclusive environment for me					
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission					
The diversity of our staff contributes to the overall prestige of Georgia Tech					
Adequate processes are in place to address grievances at Georgia Tech					
I feel valued and respected by the Georgia Tech community					
I have considered leaving Georgia Tech because of concerns about collegiality					
I am satisfied with my career progress at Georgia Tech					
I am satisfied with my current workload balance as it relates to my career goals					
I freely interact with colleagues across Georgia Tech					

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Please indicate your level of agreement with each of the following statements regarding
\${Location of Primary Appointment}:

	No Opinion (0)	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds					
I am satisfied with my unit's efforts to retain staff from diverse backgrounds					
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity					
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity					

Please use the space below if you wish to elaborate on your responses to any of the above questions.

End of Block: Page 3

Within the last three years, to what extent have you experienced instances of marginalization (a sense of exclusion or feeling left out) at Georgia Tech based on the following personal identity or characteristics?

	Not at all (1)	Slightly (2)	Somewhat (3)	Greatly (4)
Gender				
Age				
Race/ethnicity				
Disability (
National origin				
Language difference/accent				
Political perspective				
Religion				
Sexual orientation				
Gender identity/expression				
Other				

If you are willing to elaborate on instances of the marginalization you experienced, please use the space below:

Within the past year, how often have you heard a staff member make an insensitive or disparaging remark about any of these groups?

	Never (1)	Sometimes (2)	Often (3)	Very Often (4)
Women				
Men				
Older People				
Younger People				
People's race or ethnicity				
People with disabilities				
People with less education				
Immigrants				
People with language differences/accents				
People with specific political views				
People with particular religious affiliations				
Gay, lesbian, or bisexual people				
Transgender people				
Others (please specify below)				

If you are willing to elaborate on any of your responses above, please use the space below: _____

End of Block: Page 4

Start of Block: Page 5 - Demographic Questions

Gen1) Do you identify as transgender?

- Yes (1)
 - No (2)
 - Prefer not to disclose (3)
-

Gen2) Gender (select all that apply):

- Man (1)
 - Nonbinary (4)
 - Woman (5)
 - Self-identify: (6) _____
 - Prefer not to disclose (7)
-

RacEth) Race/Ethnicity (Check all that apply):

- American Indian or Alaskan Native (1)
 - Asian or Asian American (4)
 - Black or African American (5)
 - Hawaiian or Pacific Islander (6)
 - Hispanic or Latino/a/x (7)
 - Middle Eastern or North African (8)
 - White or European American (9)
 - Other (10) _____
-

Citizen) What is your citizenship status?

- U.S. Citizen (1)
- Resident citizen of another country (4)
- Nonresident citizen of another country (5)
- Other Status (6)

Display This Question:

If What is your citizenship status? = U.S. Citizen

And What is your citizenship status? = Resident citizen of another country

GaRes) Are you a Georgia resident?

Yes (1)

No (0)

SexOrientation) Sexual Orientation (select all that apply):

Asexual/Aromantic (1)

Bisexual/Pansexual (4)

Gay or Lesbian (5)

Heterosexual/Straight (6)

Queer (7)

Self-identify (please specify): (8)

Prefer not to disclose. (9)

Do you have a disability?

- Yes (1)
- No (0)
- Prefer not to disclose (2)

Display This Question:

If Do you have a disability? = Yes

Disability2) Please identify which category(ies) your disability is most closely related to (select all that apply)

- ADHD (1)
 - Acquired brain injury (includes traumatic and non-traumatic brain injury) (13)
 - Autism Spectrum (14)
 - Chronic Illness (i.e. migraines, chronic fatigue syndrome, autoimmune disorder, orthopedic conditions, allergies) (15)
 - Communication (i.e. speech) (16)
 - Learning Disability (17)
 - Mobility (other orthopedic conditions) (18)
 - Sensory (i.e. audio and visual) (19)
 - Psychological (20)
 - Other (please specify) (21)
-
- Prefer not to disclose (22)

End of Block: Page 5 - Demographic Questions