

**TOCAR Collaborative Campus and Community Climate
Results from Survey of MSUM Faculty, Staff, and Administrators
September 27, 2004
Prepared by Deborah White, Chair
TOCAR Institutional Assessment Committee**

Q107: Role

		Frequency	Valid Percent
Valid	Staff	52	30.4
	Faculty	104	60.8
	Administrator	15	8.8
	Total	171	100.0
Missing		10	
Total		181	

Q108: Years at institution

		Frequency	Valid Percent
Valid	0-5 years	71	41.8
	6-10 years	28	16.5
	11-15 years	22	12.9
	16-19 years	15	8.8
	20 or more years	34	20.0
	Total	170	100.0
Missing		11	
Total		181	

Q109: Gender

		Frequency	Valid Percent
Valid	Male	74	44.8
	Female	91	55.2
	Total	165	100.0
Missing		16	
Total		181	

Race/Ethnicity

		Frequency	Valid Percent	
Valid	American Indian/Alaskan Native, Black/African Descent, Bi-racial/Multi-racial	1	.6	
	American Indian/Alaskan Native, White/European Descent	4	2.4	
	Asian Descent	4	2.4	
	Asian Descent, White/European Descent	1	.6	
	Bi-racial/Multi-racial	3	1.8	
	Bi-racial/Multi-racial, Black/African Descent, Middle Eastern Descent	1	.6	
	Bi-racial/Multi-racial, Hispanic/Latino/Latina, White/European Descent	1	.6	
	Black/African Descent	2	1.2	
	Hispanic/Latino/Latina	1	.6	
	Hispanic/Latino/Latina, h	1	.6	
	Middle Eastern Descent	1	.6	
	White/European Descent	136	80.0	
	None of the Above	2	1.2	
	Prefer not to Answer	12	7.1	
	Total	170	100.0	
	Missing		11	
	Total		181	

Q1: To what extent are most faculty, staff, and administrators at my institution welcoming to people of color? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q1: To what extent are most faculty, staff, and administrators at my institution welcoming to people of color?	Very welcoming	Count	63	10	73
		% within Race/Ethnicity	47.7%	47.6%	47.7%
	Somewhat welcoming	Count	57	10	67
		% within Race/Ethnicity	43.2%	47.6%	43.8%
	Somewhat unwelcoming	Count	6	0	6
		% within Race/Ethnicity	4.5%	.0%	3.9%
	Very unwelcoming	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
	Not sure	Count	4	1	5
		% within Race/Ethnicity	3.0%	4.8%	3.3%
Total	Count	132	21	153	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.520 ^a	4	.823
Likelihood Ratio	2.591	4	.628
N of Valid Cases	153		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .27.

Q2: To what extent are most students at my institution welcoming to people of color? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q2: To what extent are most students at my institution welcoming to people of color?	Very welcoming	Count	27	5	32
		% within Race/Ethnicity	19.9%	23.8%	20.4%
	Somewhat welcoming	Count	76	9	85
		% within Race/Ethnicity	55.9%	42.9%	54.1%
	Somewhat unwelcoming	Count	16	7	23
		% within Race/Ethnicity	11.8%	33.3%	14.6%
	Very unwelcoming	Count	1	0	1
		% within Race/Ethnicity	.7%	.0%	.6%
	Not sure	Count	16	0	16
		% within Race/Ethnicity	11.8%	.0%	10.2%
Total	Count	136	21	157	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.111 ^a	4	.058
Likelihood Ratio	10.115	4	.039
N of Valid Cases	157		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .13.

Q3: Students at my institution treat me respectfully regarding my race/ethnicity. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q3: Students at my institution treat me respectfully regarding my race/ethnicity.	Strongly Agree	Count	66	7	73
		% within Race/Ethnicity	48.5%	33.3%	46.5%
	Agree	Count	58	8	66
		% within Race/Ethnicity	42.6%	38.1%	42.0%
	Disagree	Count	2	4	6
		% within Race/Ethnicity	1.5%	19.0%	3.8%
	Strongly Disagree	Count	0	1	1
		% within Race/Ethnicity	.0%	4.8%	.6%
	Not sure	Count	10	1	11
		% within Race/Ethnicity	7.4%	4.8%	7.0%
Total		Count	136	21	157
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.350 ^a	4	.000
Likelihood Ratio	14.327	4	.006
N of Valid Cases	157		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .13.

Q4: Faculty are sensitive to barriers faced by students of color * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q4: Faculty are sensitive to barriers faced by students of color	Strongly Agree	Count	22	2	24
		% within Race/Ethnicity	16.1%	9.5%	15.2%
	Agree	Count	70	8	78
		% within Race/Ethnicity	51.1%	38.1%	49.4%
	Disagree	Count	26	6	32
		% within Race/Ethnicity	19.0%	28.6%	20.3%
	Strongly Disagree	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
	Not sure	Count	17	5	22
		% within Race/Ethnicity	12.4%	23.8%	13.9%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.969 ^a	4	.410
Likelihood Ratio	4.014	4	.404
N of Valid Cases	158		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .27.

Q5: I would recommend my institution as a supportive work environment for students of color * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q5: I would recommend my institution as a supportive work environment for students of color	Strongly Agree	Count	37	4	41
		% within Race/Ethnicity	27.4%	19.0%	26.3%
	Agree	Count	63	7	70
		% within Race/Ethnicity	46.7%	33.3%	44.9%
	Disagree	Count	14	7	21
		% within Race/Ethnicity	10.4%	33.3%	13.5%
	Strongly Disagree	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
	Not sure	Count	19	3	22
		% within Race/Ethnicity	14.1%	14.3%	14.1%
Total	Count	135	21	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.633 ^a	4	.071
Likelihood Ratio	7.276	4	.122
N of Valid Cases	156		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .27.

Q6: I would recommend my institution to students of color as a supportive environment in which to study. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q6: I would recommend my institution to students of color as a supportive environment in which to study.	Strongly Agree	Count	39	3	42
		% within Race/Ethnicity	28.7%	14.3%	26.8%
	Agree	Count	67	9	76
		% within Race/Ethnicity	49.3%	42.9%	48.4%
	Disagree	Count	12	7	19
	% within Race/Ethnicity	8.8%	33.3%	12.1%	
	Strongly Disagree	Count	1	0	1
	% within Race/Ethnicity	.7%	.0%	.6%	
	Not sure	Count	17	2	19
	% within Race/Ethnicity	12.5%	9.5%	12.1%	
Total	Count	136	21	157	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.880 ^a	4	.028
Likelihood Ratio	8.847	4	.065
N of Valid Cases	157		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .13.

Q7: The leadership at my institution promotes an antiracist environment in which to work * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q7: The leadership at my institution promotes an antiracist environment in which to work	Strongly Agree	Count	60	6	66
		% within Race/Ethnicity	44.4%	28.6%	42.3%
	Agree	Count	56	11	67
		% within Race/Ethnicity	41.5%	52.4%	42.9%
	Disagree	Count	9	2	11
% within Race/Ethnicity		6.7%	9.5%	7.1%	
Strongly Disagree	Count	4	1	5	
	% within Race/Ethnicity	3.0%	4.8%	3.2%	
Not sure	Count	6	1	7	
	% within Race/Ethnicity	4.4%	4.8%	4.5%	
Total	Count	135	21	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.983 ^a	4	.739
Likelihood Ratio	2.037	4	.729
N of Valid Cases	156		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .67.

Q8: My institution makes an effort to engage the services of minority owned businesses * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q8: My institution makes an effort to engage the services of minority owned businesses	Strongly Agree	Count	4	0	4
		% within Race/Ethnicity	2.9%	.0%	2.5%
	Agree	Count	13	2	15
		% within Race/Ethnicity	9.5%	9.5%	9.5%
	Disagree	Count	11	4	15
% within Race/Ethnicity		8.0%	19.0%	9.5%	
Strongly Disagree	Count	2	1	3	
	% within Race/Ethnicity	1.5%	4.8%	1.9%	
Not sure	Count	107	14	121	
	% within Race/Ethnicity	78.1%	66.7%	76.6%	
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.298 ^a	4	.367
Likelihood Ratio	4.136	4	.388
N of Valid Cases	158		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .40.

Q9: Since coming to my institution, I have taken advantage of opportunities to learn more about racial/ethnic groups other than my own. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q9: Since coming to my institution, I have taken advantage of opportunities to learn more about racial/ethnic groups other than my own.	Strongly Agree	Count	44	5	49
		% within Race/Ethnicity	32.1%	23.8%	31.0%
	Agree	Count	78	10	88
		% within Race/Ethnicity	56.9%	47.6%	55.7%
	Disagree	Count	11	3	14
		% within Race/Ethnicity	8.0%	14.3%	8.9%
	Not sure	Count	4	3	7
		% within Race/Ethnicity	2.9%	14.3%	4.4%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.803 ^a	3	.078
Likelihood Ratio	5.118	3	.163
N of Valid Cases	158		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is .93.

Q10: My experiences since coming to this institution have made me more understanding of racial/ethnic differences. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q10: My experiences since coming to this institution have made me more understanding of racial/ethnic differences.	Strongly Agree	Count	44	4	48
		% within Race/Ethnicity	32.4%	20.0%	30.8%
	Agree	Count	68	6	74
		% within Race/Ethnicity	50.0%	30.0%	47.4%
	Disagree	Count	14	8	22
		% within Race/Ethnicity	10.3%	40.0%	14.1%
	Strongly Disagree	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
	Not sure	Count	8	2	10
		% within Race/Ethnicity	5.9%	10.0%	6.4%
Total	Count	136	20	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.000 ^a	4	.007
Likelihood Ratio	11.451	4	.022
N of Valid Cases	156		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .26.

Q11: My supervisor enables me to participate in campus-sponsored multicultural/anti-racism activities. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q11: My supervisor enables me to participate in campus-sponsored multicultural/anti-racism activities.	Strongly Agree	Count	84	11	95
		% within Race/Ethnicity	61.3%	52.4%	60.1%
	Agree	Count	39	7	46
		% within Race/Ethnicity	28.5%	33.3%	29.1%
	Disagree	Count	2	2	4
		% within Race/Ethnicity	1.5%	9.5%	2.5%
	Strongly Disagree	Count	1	0	1
		% within Race/Ethnicity	.7%	.0%	.6%
	Not sure	Count	11	1	12
		% within Race/Ethnicity	8.0%	4.8%	7.6%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.476 ^a	4	.242
Likelihood Ratio	4.066	4	.397
N of Valid Cases	158		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .13.

Q12: The leadership at my institution should provide more opportunities for all members of the campus community to attend anti-racism training. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q12: The leadership at my institution should provide more opportunities for all members of the campus community to attend anti-racism training.	Strongly Agree	Count	29	8	37
		% within Race/Ethnicity	21.2%	38.1%	23.4%
	Agree	Count	59	8	67
		% within Race/Ethnicity	43.1%	38.1%	42.4%
	Disagree	Count	24	4	28
		% within Race/Ethnicity	17.5%	19.0%	17.7%
	Strongly Disagree	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
	Not sure	Count	23	1	24
		% within Race/Ethnicity	16.8%	4.8%	15.2%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.399 ^a	4	.355
Likelihood Ratio	4.913	4	.296
N of Valid Cases	158		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .27.

Q13: My institution provides adequate programs and services to promote the success of students of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q13: My institution provides adequate programs and services to promote the success of students of color.	Strongly Agree	Count	24	4	28
		% within Race/Ethnicity	17.6%	19.0%	17.8%
	Agree	Count	44	5	49
		% within Race/Ethnicity	32.4%	23.8%	31.2%
	Disagree	Count	26	7	33
		% within Race/Ethnicity	19.1%	33.3%	21.0%
	Strongly Disagree	Count	4	0	4
		% within Race/Ethnicity	2.9%	.0%	2.5%
	Not sure	Count	38	5	43
		% within Race/Ethnicity	27.9%	23.8%	27.4%
Total	Count	136	21	157	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.925 ^a	4	.570
Likelihood Ratio	3.269	4	.514
N of Valid Cases	157		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .54.

Q14: My institution should recruit more students of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q14: My institution should recruit more students of color.	Strongly Agree	Count	43	8	51
		% within Race/Ethnicity	31.6%	38.1%	32.5%
	Agree	Count	65	7	72
		% within Race/Ethnicity	47.8%	33.3%	45.9%
	Disagree	Count	9	3	12
		% within Race/Ethnicity	6.6%	14.3%	7.6%
	Strongly Disagree	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
	Not sure	Count	17	3	20
		% within Race/Ethnicity	12.5%	14.3%	12.7%
Total	Count	136	21	157	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.818 ^a	4	.589
Likelihood Ratio	2.906	4	.574
N of Valid Cases	157		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .27.

Q15: My institution includes multicultural/anti-discrimination statements in its mission statement. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q15: My institution includes multicultural/anti-discrimination statements in its mission statement.	Strongly Agree	Count	39	7	46
		% within Race/Ethnicity	28.9%	35.0%	29.7%
	Agree	Count	53	10	63
		% within Race/Ethnicity	39.3%	50.0%	40.6%
	Disagree	Count	6	2	8
% within Race/Ethnicity		4.4%	10.0%	5.2%	
Strongly Disagree	Count	3	0	3	
	% within Race/Ethnicity	2.2%	.0%	1.9%	
Not sure	Count	34	1	35	
	% within Race/Ethnicity	25.2%	5.0%	22.6%	
Total	Count	135	20	155	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.343 ^a	4	.254
Likelihood Ratio	6.762	4	.149
N of Valid Cases	155		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .39.

Q16: My institution is genuinely committed to improve relations between people of different races/ethnic origins. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q16: My institution is genuinely committed to improve relations between people of different races/ethnic origins.	Strongly Agree	Count	44	5	49
		% within Race/Ethnicity	32.1%	25.0%	31.2%
	Agree	Count	73	5	78
		% within Race/Ethnicity	53.3%	25.0%	49.7%
	Disagree	Count	5	4	9
		% within Race/Ethnicity	3.6%	20.0%	5.7%
	Strongly Disagree	Count	2	1	3
		% within Race/Ethnicity	1.5%	5.0%	1.9%
	Not sure	Count	13	5	18
		% within Race/Ethnicity	9.5%	25.0%	11.5%
Total		Count	137	20	157
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.039 ^a	4	.003
Likelihood Ratio	12.862	4	.012
N of Valid Cases	157		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .38.

Q17: My institution consults with local communities of color regarding its institutional planning and growth. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q17: My institution consults with local communities of color regarding its institutional planning and growth.	Strongly Agree	Count	10	0	10
		% within Race/Ethnicity	7.3%	.0%	6.3%
	Agree	Count	37	6	43
		% within Race/Ethnicity	27.0%	28.6%	27.2%
	Disagree	Count	14	2	16
		% within Race/Ethnicity	10.2%	9.5%	10.1%
	Strongly Disagree	Count	3	1	4
		% within Race/Ethnicity	2.2%	4.8%	2.5%
	Not sure	Count	73	12	85
		% within Race/Ethnicity	53.3%	57.1%	53.8%
Total		Count	137	21	158
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.084 ^a	4	.720
Likelihood Ratio	3.320	4	.506
N of Valid Cases	158		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .53.

Q18: The campus media represent racial/ethnic issues in a fair and balanced manner. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q18: The campus media represent racial/ethnic issues in a fair and balanced manner.	Strongly Agree	Count	15	3	18
		% within Race/Ethnicity	10.9%	14.3%	11.4%
	Agree	Count	59	5	64
		% within Race/Ethnicity	43.1%	23.8%	40.5%
	Disagree	Count	17	3	20
		% within Race/Ethnicity	12.4%	14.3%	12.7%
	Strongly Disagree	Count	4	1	5
		% within Race/Ethnicity	2.9%	4.8%	3.2%
	Not sure	Count	42	9	51
		% within Race/Ethnicity	30.7%	42.9%	32.3%
Total		Count	137	21	158
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.930 ^a	4	.570
Likelihood Ratio	3.078	4	.545
N of Valid Cases	158		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .66.

Q19: The food services at my institution routinely offer meals that reflect the dietary preferences of diverse cultures. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q19: The food services at my institution routinely offer meals that reflect the dietary preferences of diverse cultures.	Strongly Agree	Count	12	1	13
		% within Race/Ethnicity	8.8%	4.8%	8.2%
	Agree	Count	36	4	40
		% within Race/Ethnicity	26.3%	19.0%	25.3%
	Disagree	Count	18	4	22
		% within Race/Ethnicity	13.1%	19.0%	13.9%
	Strongly Disagree	Count	4	1	5
		% within Race/Ethnicity	2.9%	4.8%	3.2%
	Not sure	Count	67	11	78
		% within Race/Ethnicity	48.9%	52.4%	49.4%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.426 ^a	4	.840
Likelihood Ratio	1.448	4	.836
N of Valid Cases	158		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .66.

Q20: I feel that I need to minimize various aspects of my racial/ethnic culture such as language, clothes and ways of interacting in order to be able to "fit in" to the culture at this college/university. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q20: I feel that I need to minimize various aspects of my racial/ethnic culture such as language, clothes and ways of interacting in order to be able to "fit in" to the culture at this college/university.	Strongly Agree	Count	2	2	4
		% within Race/Ethnicity	1.5%	9.5%	2.5%
	Agree	Count	9	6	15
		% within Race/Ethnicity	6.6%	28.6%	9.5%
	Disagree	Count	63	8	71
		% within Race/Ethnicity	46.0%	38.1%	44.9%
	Strongly Disagree	Count	47	5	52
		% within Race/Ethnicity	34.3%	23.8%	32.9%
	Not sure	Count	16	0	16
		% within Race/Ethnicity	11.7%	.0%	10.1%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.276 ^a	4	.002
Likelihood Ratio	15.184	4	.004
N of Valid Cases	158		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .53.

Q21: In the past five years, I have served on a committee at this institution that included more than one person of color: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q21: In the past five years, I have served on a committee at this institution that included more than one person of color:	5 or more times	Count	21	2	23
		% within Race/Ethnicity	15.6%	9.5%	14.7%
	3-4 times	Count	35	5	40
		% within Race/Ethnicity	25.9%	23.8%	25.6%
	1-2 times	Count	49	6	55
		% within Race/Ethnicity	36.3%	28.6%	35.3%
	Never	Count	18	3	21
		% within Race/Ethnicity	13.3%	14.3%	13.5%
	Hasn't served on any committees	Count	12	5	17
		% within Race/Ethnicity	8.9%	23.8%	10.9%
Total	Count	135	21	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.513 ^a	4	.341
Likelihood Ratio	3.800	4	.434
N of Valid Cases	156		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 2.29.

Q22: My department/office includes multicultural/anti-discrimination goals in its planning and evaluation processes. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q22: My department/office includes multicultural/anti-discrimination goals in its planning and evaluation processes.	Yes	Count	70	5	75
		% within Race/Ethnicity	51.1%	23.8%	47.5%
	No	Count	35	9	44
		% within Race/Ethnicity	25.5%	42.9%	27.8%
	Not sure	Count	32	7	39
		% within Race/Ethnicity	23.4%	33.3%	24.7%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.549 ^a	2	.062
Likelihood Ratio	5.804	2	.055
N of Valid Cases	158		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.18.

Q23: I have been expected to speak on behalf of all of the members of my race/ethnic origin at my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q23: I have been expected to speak on behalf of all of the members of my race/ethnic origin at my institution.	Weekly	Count	0	2	2
		% within Race/Ethnicity	.0%	9.5%	1.3%
	Monthly	Count	2	1	3
		% within Race/Ethnicity	1.5%	4.8%	2.0%
	Less than Monthly	Count	7	3	10
		% within Race/Ethnicity	5.3%	14.3%	6.5%
	Never	Count	123	15	138
		% within Race/Ethnicity	93.2%	71.4%	90.2%
Total	Count	132	21	153	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.733 ^a	3	.001
Likelihood Ratio	11.465	3	.009
N of Valid Cases	153		

a. 5 cells (62.5%) have expected count less than 5. The minimum expected count is .27.

Q24: In interviews with job candidates, I ask them questions about how they incorporate anti-racism and multicultural perspectives into their work. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q24: In interviews with job candidates, I ask them questions about how they incorporate anti-racism and multicultural perspectives into their work.	Always	Count	18	2	20
		% within Race/Ethnicity	13.1%	9.5%	12.7%
	Sometimes	Count	28	1	29
		% within Race/Ethnicity	20.4%	4.8%	18.4%
Never	Count	26	2	28	
	% within Race/Ethnicity	19.0%	9.5%	17.7%	
Not applicable	Count	65	16	81	
	% within Race/Ethnicity	47.4%	76.2%	51.3%	
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.479 ^a	3	.090
Likelihood Ratio	7.215	3	.065
N of Valid Cases	158		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is 2.66.

Q25: been called names, insulted, or verbally assaulted because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q25: been called names, insulted, or verbally assaulted because of my race/ethnic origin	No	Count	133	17	150
		% within Race/Ethnicity	98.5%	89.5%	97.4%
	Yes	Count	2	2	4
		% within Race/Ethnicity	1.5%	10.5%	2.6%
Total	Count	135	19	154	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.386 ^b	1	.020		
Continuity Correction ^a	2.404	1	.121		
Likelihood Ratio	3.495	1	.062		
Fisher's Exact Test				.075	.075
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .49.

Q25A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q25A: Did I report the incident?	No	Count	2	0	2
		% within Race/Ethnicity	100.0%	.0%	50.0%
	Yes	Count	0	2	2
		% within Race/Ethnicity	.0%	100.0%	50.0%
Total		Count	2	2	4
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4.000 ^b	1	.046		
Continuity Corrector ^a	1.000	1	.317		
Likelihood Ratio	5.545	1	.019		
Fisher's Exact Test				.333	.167
N of Valid Cases	4				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is 1.00.

Q25B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			Person of color		
Q25B: I am satisfied with the way the institution responded to my report of this incident.	No	Count	1		1
		% within Race/Ethnicity	50.0%		50.0%
	Yes	Count	1		1
		% within Race/Ethnicity	50.0%		50.0%
Total		Count	2		2
		% within Race/Ethnicity	100.0%		100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	2

a. No statistics are computed because Race/Ethnicity is a constant.

Q26: been put down intellectually because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q26: been put down intellectually because of my race/ethnic origin	No	Count	129	14	143
		% within Race/Ethnicity	97.0%	66.7%	92.9%
	Yes	Count	4	7	11
		% within Race/Ethnicity	3.0%	33.3%	7.1%
Total	Count	133	21	154	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	25.147 ^b	1	.000		
Continuity Correction ^a	20.783	1	.000		
Likelihood Ratio	16.610	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.50.

Q26A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q26A: Did I report the incident?	No	Count	3	6	9
		% within Race/Ethnicity	75.0%	85.7%	81.8%
	Yes	Count	1	1	2
		% within Race/Ethnicity	25.0%	14.3%	18.2%
Total	Count	4	7	11	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.196 ^b	1	.658		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.191	1	.662		
Fisher's Exact Test				1.000	.618
N of Valid Cases	11				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is .73.

Q26B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q26B: I am satisfied with the way the institution responded to my report of this incident.	No	Count	1	0	1
		% within Race/Ethnicity	100.0%	.0%	50.0%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	100.0%	50.0%
Total		Count	1	1	2
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.000 ^b	1	.157		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	2.773	1	.096		
Fisher's Exact Test				1.000	.500
N of Valid Cases	2				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .50.

Q27: been excluded from a social event or activity because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q27: been excluded from a social event or activity because of my race/ethnic origin	No	Count	134	18	152
		% within Race/Ethnicity	100.0%	85.7%	98.1%
	Yes	Count	0	3	3
		% within Race/Ethnicity	.0%	14.3%	1.9%
Total		Count	134	21	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	19.521 ^b	1	.000		
Continuity Correction ^a	12.720	1	.000		
Likelihood Ratio	12.386	1	.000		
Fisher's Exact Test				.002	.002
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .41.

Q27A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity	
			Person of color	Total
Q27A: Did I report the incident?	No	Count	2	2
		% within Race/Ethnicity	66.7%	66.7%
	Yes	Count	1	1
		% within Race/Ethnicity	33.3%	33.3%
Total		Count	3	3
		% within Race/Ethnicity	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	3

a. No statistics are computed because Race/Ethnicity is a constant.

Q27B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity	
			Person of color	Total
Q27B: I am satisfied with the way the institution responded to my report of this incident.	Don't know	Count	1	1
		% within Race/Ethnicity	100.0%	100.0%
Total		Count	1	1
		% within Race/Ethnicity	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	1

a. No statistics are computed because Q27B: I am satisfied with the way the institution responded to my report of this incident. and Race/Ethnicity are constants.

Q28: received insulting or anonymous phone calls, letters, notes, or e-mail because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q28: received insulting or anonymous phone calls, letters, notes, or e-mail because of my race/ethnic origin	No	Count	133	16	149
		% within Race/Ethnicity	99.3%	76.2%	96.1%
	Yes	Count	1	5	6
		% within Race/Ethnicity	.7%	23.8%	3.9%
Total		Count	134	21	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	25.951 ^b	1	.000		
Continuity Correction ^a	20.123	1	.000		
Likelihood Ratio	15.944	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .81.

Q28A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q28A: Did I report the incident?	No	Count	0	2	2
		% within Race/Ethnicity	.0%	50.0%	40.0%
	Yes	Count	1	2	3
		% within Race/Ethnicity	100.0%	50.0%	60.0%
Total		Count	1	4	5
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.833 ^b	1	.361		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	1.185	1	.276		
Fisher's Exact Test				1.000	.600
N of Valid Cases	5				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .40.

Q28B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q28B: I am satisfied with the way the institution responded to my report of this incident.	No	Count	1	1	2
		% within Race/Ethnicity	100.0%	50.0%	66.7%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	50.0%	33.3%
Total		Count	1	2	3
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.750 ^b	1	.386		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	1.046	1	.306		
Fisher's Exact Test				1.000	.667
N of Valid Cases	3				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .33.

Q29: been subjected to hostile stares because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q29: been subjected to hostile stares because of my race/ethnic origin	No	Count	132	11	143
		% within Race/Ethnicity	99.2%	52.4%	92.9%
	Yes	Count	1	10	11
		% within Race/Ethnicity	.8%	47.6%	7.1%
Total		Count	133	21	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	60.062 ^b	1	.000		
Continuity Correction ^a	53.204	1	.000		
Likelihood Ratio	38.416	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.50.

Q29A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q29A: Did I report the incident?	No	Count	1	7	8
		% within Race/Ethnicity	100.0%	87.5%	88.9%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	12.5%	11.1%
Total		Count	1	8	9
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.141 ^b	1	.708		
Continuity Corrector ^a	.000	1	1.000		
Likelihood Ratio	.251	1	.617		
Fisher's Exact Test				1.000	.889
N of Valid Cases	9				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is .11.

Q29B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			Person of color		
Q29B: I am satisfied with the way the institution responded to my report of this incident.	No	Count	1		1
		% within Race/Ethnicity	100.0%		100.0%
Total		Count	1		1
		% within Race/Ethnicity	100.0%		100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	1

a. No statistics are computed because Q29B: I am satisfied with the way the institution responded to my report of this incident. and Race/Ethnicity are constants.

Q30: been physically threatened or attacked because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q30: been physically threatened or attacked because of my race/ethnic origin	No	Count	134	19	153
		% within Race/Ethnicity	100.0%	90.5%	98.7%
	Yes	Count	0	2	2
		% within Race/Ethnicity	.0%	9.5%	1.3%
Total		Count	134	21	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	12.929 ^b	1	.000		
Continuity Correction ^a	6.532	1	.011		
Likelihood Ratio	8.167	1	.004		
Fisher's Exact Test				.018	.018
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .27.

Q30A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			Person of color		
Q30A: Did I report the incident?	No	Count	1	1	1
		% within Race/Ethnicity	100.0%	100.0%	100.0%
Total		Count	1	1	1
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	1

a. No statistics are computed because Q30A: Did I report the incident? and Race/Ethnicity are constants.

Q31: been ignored after expressing my ideas or sharing my comments because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q31: been ignored after expressing my ideas or sharing my comments because of my race/ethnic origin	No	Count	125	14	139
		% within Race/Ethnicity	94.0%	66.7%	90.3%
	Yes	Count	8	7	15
		% within Race/Ethnicity	6.0%	33.3%	9.7%
Total		Count	133	21	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	15.395 ^b	1	.000		
Continuity Correction ^a	12.445	1	.000		
Likelihood Ratio	11.139	1	.001		
Fisher's Exact Test				.001	.001
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.05.

Q31A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q31A: Did I report the incident?	No	Count	3	6	9
		% within Race/Ethnicity	60.0%	85.7%	75.0%
	Yes	Count	2	1	3
		% within Race/Ethnicity	40.0%	14.3%	25.0%
Total		Count	5	7	12
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.029 ^b	1	.310		
Continuity Correction ^a	.114	1	.735		
Likelihood Ratio	1.024	1	.312		
Fisher's Exact Test				.523	.364
N of Valid Cases	12				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is 1.25.

Q31B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q31B: I am satisfied with the way the institution responded to my report of this incident.	Don't know	Count % within Race/Ethnicity	0 .0%	1 100.0%	1 33.3%
	No	Count % within Race/Ethnicity	2 100.0%	0 .0%	2 66.7%
Total		Count % within Race/Ethnicity	2 100.0%	1 100.0%	3 100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.000 ^b	1	.083		
Continuity Correction ^a	.188	1	.665		
Likelihood Ratio	3.819	1	.051		
Fisher's Exact Test				.333	.333
N of Valid Cases	3				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .33.

Q32: been followed or stopped by campus police/security because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q32: been followed or stopped by campus police/security because of my race/ethnic origin	No	Count % within Race/Ethnicity	134 100.0%	20 95.2%	154 99.4%
	Yes	Count % within Race/Ethnicity	0 .0%	1 4.8%	1 .6%
Total		Count % within Race/Ethnicity	134 100.0%	21 100.0%	155 100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6.422 ^b	1	.011		
Continuity Correction ^a	1.142	1	.285		
Likelihood Ratio	4.040	1	.044		
Fisher's Exact Test				.135	.135
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .14.

Q33: been harassed or discriminated against because of my foreign accent or for speaking a language other than English * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q33: been harassed or discriminated against because of my foreign accent or for speaking a language other than English	No	Count	132	19	151
		% within Race/Ethnicity	100.0%	90.5%	98.7%
	Yes	Count	0	2	2
		% within Race/Ethnicity	.0%	9.5%	1.3%
Total	Count	132	21	153	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	12.738 ^b	1	.000		
Continuity Correction ^a	6.425	1	.011		
Likelihood Ratio	8.114	1	.004		
Fisher's Exact Test				.018	.018
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .27.

Q33A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity	
			Person of color	Total
Q33A: Did I report the incident?	No	Count	2	2
		% within Race/Ethnicity	100.0%	100.0%
Total	Count	2	2	
	% within Race/Ethnicity	100.0%	100.0%	

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	2

a. No statistics are computed because Q33A: Did I report the incident? and Race/Ethnicity are constants.

Q34: been excluded from committees, task forces, etc. because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q34: been excluded from committees, task forces, etc. because of my race/ethnic origin	No	Count	134	18	152
		% within Race/Ethnicity	100.0%	90.0%	98.7%
	Yes	Count	0	2	2
		% within Race/Ethnicity	.0%	10.0%	1.3%
Total		Count	134	20	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	13.576 ^b	1	.000		
Continuity Corrector ^a	6.896	1	.009		
Likelihood Ratio	8.346	1	.004		
Fisher's Exact Test				.016	.016
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .26.

Q34A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			Person of color		
Q34A: Did I report the incident?	No	Count	1	1	1
		% within Race/Ethnicity	50.0%	50.0%	50.0%
	Yes	Count	1	1	1
		% within Race/Ethnicity	50.0%	50.0%	50.0%
Total		Count	2	2	2
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	2

a. No statistics are computed because Race/Ethnicity is a constant.

Q34B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity	
			Person of color	Total
Q34B: I am satisfied with the way the institution responded to my report of this incident.	No	Count	1	1
		% within Race/Ethnicity	100.0%	100.0%
Total		Count	1	1
		% within Race/Ethnicity	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	1

a. No statistics are computed because Q34B: I am satisfied with the way the institution responded to my report of this incident. and Race/Ethnicity are constants.

Q35: been in a situation where a student embarrassed, patronized or treated me negatively because of my race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q35: been in a situation where a student embarrassed, patronized or treated me negatively because of my race/ethnic origin.	No	Count	130	16	146
		% within Race/Ethnicity	98.5%	76.2%	95.4%
	Yes	Count	2	5	7
		% within Race/Ethnicity	1.5%	23.8%	4.6%
Total		Count	132	21	153
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	20.626 ^b	1	.000		
Continuity Correction ^a	15.836	1	.000		
Likelihood Ratio	13.077	1	.000		
Fisher's Exact Test				.001	.001
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .96.

Q35A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q35A: Did I report the incident?	No	Count	2	3	5
		% within Race/Ethnicity	100.0%	75.0%	83.3%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	25.0%	16.7%
Total		Count	2	4	6
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.600 ^b	1	.439		
Continuity Corrector ^a	.000	1	1.000		
Likelihood Ratio	.908	1	.341		
Fisher's Exact Test				1.000	.667
N of Valid Cases	6				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .33.

Q35B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			Person of color		
Q35B: I am satisfied with the way the institution responded to my report of this incident.	No	Count	1		1
		% within Race/Ethnicity	100.0%		100.0%
Total		Count	1		1
		% within Race/Ethnicity	100.0%		100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	1

a. No statistics are computed because Q35B: I am satisfied with the way the institution responded to my report of this incident. and Race/Ethnicity are constants.

Q36: been in a situation where a faculty, administrator, or staff member has embarrassed, patronized or treated me negatively because of my race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q36: been in a situation where a faculty, administrator, or staff member has embarrassed, patronized or treated me negatively because of my race/ethnic origin.	No	Count	131	13	144
		% within Race/Ethnicity	98.5%	61.9%	93.5%
	Yes	Count	2	8	10
		% within Race/Ethnicity	1.5%	38.1%	6.5%
Total		Count	133	21	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	39.993 ^b	1	.000		
Continuity Correction ^a	34.194	1	.000		
Likelihood Ratio	25.355	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.36.

Q36A: Did I report the incident? * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q36A: Did I report the incident?	No	Count	2	5	7
		% within Race/Ethnicity	100.0%	71.4%	77.8%
	Yes	Count	0	2	2
		% within Race/Ethnicity	.0%	28.6%	22.2%
Total		Count	2	7	9
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.735 ^b	1	.391		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	1.159	1	.282		
Fisher's Exact Test				1.000	.583
N of Valid Cases	9				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is .44.

Q36B: I am satisfied with the way the institution responded to my report of this incident. * Race/Ethnicity

Crosstab

			Race/Ethnicity	
			Person of color	Total
Q36B: I am satisfied with the way the institution responded to my report of this incident.	Don't know	Count	1	1
		% within Race/Ethnicity	50.0%	50.0%
	Yes	Count	1	1
		% within Race/Ethnicity	50.0%	50.0%
Total		Count	2	2
		% within Race/Ethnicity	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	2

a. No statistics are computed because Race/Ethnicity is a constant.

Q37: At my institution, I encounter offensive actions and objects directed at my race * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q37: At my institution, I encounter offensive actions and objects directed at my race	Daily	Count	0	1	1
		% within Race/Ethnicity	.0%	4.8%	.6%
	Weekly	Count	0	1	1
		% within Race/Ethnicity	.0%	4.8%	.6%
	Monthly	Count	0	2	2
		% within Race/Ethnicity	.0%	9.5%	1.3%
	Less than Monthly	Count	13	5	18
		% within Race/Ethnicity	9.8%	23.8%	11.7%
	Never	Count	120	12	132
		% within Race/Ethnicity	90.2%	57.1%	85.7%
Total		Count	133	21	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.706 ^a	4	.000
Likelihood Ratio	20.984	4	.000
N of Valid Cases	154		

a. 7 cells (70.0%) have expected count less than 5. The minimum expected count is .14.

Q38: At my institution, I have felt pressure from others not to interact with people of racial/ethnic backgrounds different from my own. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q38: At my institution, I have felt pressure from others not to interact with people of racial/ethnic backgrounds different from my own.	No	Count	134	20	154
		% within Race/Ethnicity	97.8%	95.2%	97.5%
	Yes	Count	3	1	4
		% within Race/Ethnicity	2.2%	4.8%	2.5%
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.488 ^b	1	.485		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.406	1	.524		
Fisher's Exact Test				.438	.438
N of Valid Cases	158				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .53.

Q39: I feel comfortable openly expressing my disfavor with racist jokes or statements made by others at my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q39: I feel comfortable openly expressing my disfavor with racist jokes or statements made by others at my institution.	Strongly Agree	Count	42	8	50
		% within Race/Ethnicity	31.1%	38.1%	32.1%
	Agree	Count	72	8	80
		% within Race/Ethnicity	53.3%	38.1%	51.3%
	Disagree	Count	10	3	13
% within Race/Ethnicity		7.4%	14.3%	8.3%	
Strongly Disagree	Count	2	1	3	
	% within Race/Ethnicity	1.5%	4.8%	1.9%	
Not sure	Count	9	1	10	
	% within Race/Ethnicity	6.7%	4.8%	6.4%	
Total	Count	135	21	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.251 ^a	4	.517
Likelihood Ratio	2.915	4	.572
N of Valid Cases	156		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .40.

Q40: If I were to experience racial harassment or discrimination at my institution, I would feel comfortable reporting it to a faculty, staff, or administrator. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q40: If I were to experience racial harassment or discrimination at my institution, I would feel comfortable reporting it to a faculty, staff, or administrator.	Strongly Agree	Count	54	7	61
		% within Race/Ethnicity	39.7%	33.3%	38.9%
	Agree	Count	64	7	71
		% within Race/Ethnicity	47.1%	33.3%	45.2%
	Disagree	Count	9	4	13
% within Race/Ethnicity		6.6%	19.0%	8.3%	
Strongly Disagree	Count	3	1	4	
	% within Race/Ethnicity	2.2%	4.8%	2.5%	
Not sure	Count	6	2	8	
	% within Race/Ethnicity	4.4%	9.5%	5.1%	
Total	Count	136	21	157	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.742 ^a	4	.219
Likelihood Ratio	4.810	4	.307
N of Valid Cases	157		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .54.

Q41: If I were to witness racial harassment or discrimination at my institution, I would feel comfortable reporting it to a faculty, staff, or administrator. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q41: If I were to witness racial harassment or discrimination at my institution, I would feel comfortable reporting it to a faculty, staff, or administrator.	Strongly Agree	Count	70	8	78
		% within Race/Ethnicity	51.9%	38.1%	50.0%
	Agree	Count	55	7	62
		% within Race/Ethnicity	40.7%	33.3%	39.7%
	Disagree	Count	2	3	5
	% within Race/Ethnicity	1.5%	14.3%	3.2%	
	Strongly Disagree	Count	3	1	4
		% within Race/Ethnicity	2.2%	4.8%	2.6%
	Not sure	Count	5	2	7
		% within Race/Ethnicity	3.7%	9.5%	4.5%
Total		Count	135	21	156
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.064 ^a	4	.017
Likelihood Ratio	8.355	4	.079
N of Valid Cases	156		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .54.

Q42: If I were to report racial harassment or discrimination at my institution, I am confident that my institution would respond to it appropriately. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q42: If I were to report racial harassment or discrimination at my institution, I am confident that my institution would respond to it appropriately.	Strongly Agree	Count	34	5	39
		% within Race/Ethnicity	24.8%	23.8%	24.7%
	Agree	Count	75	7	82
		% within Race/Ethnicity	54.7%	33.3%	51.9%
	Disagree	Count	11	4	15
	% within Race/Ethnicity	8.0%	19.0%	9.5%	
	Strongly Disagree	Count	1	1	2
	% within Race/Ethnicity	.7%	4.8%	1.3%	
	Not sure	Count	16	4	20
	% within Race/Ethnicity	11.7%	19.0%	12.7%	
Total	Count	137	21	158	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.064 ^a	4	.133
Likelihood Ratio	5.942	4	.204
N of Valid Cases	158		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .27.

Q43: I have felt discriminated against at my institution in the promotion process because of my race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q43: I have felt discriminated against at my institution in the promotion process because of my race/ethnic origin.	Yes	Count	1	2	3
		% within Race/Ethnicity	.8%	10.0%	2.0%
	No	Count	79	9	88
	% within Race/Ethnicity	59.4%	45.0%	57.5%	
	Don't know	Count	53	9	62
	% within Race/Ethnicity	39.8%	45.0%	40.5%	
Total	Count	133	20	153	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.324 ^a	2	.016
Likelihood Ratio	5.381	2	.068
N of Valid Cases	153		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is .39.

Q44: I have felt discriminated against at my institution in the tenure process because of my race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q44: I have felt discriminated against at my institution in the tenure process because of my race/ethnic origin.	Yes	Count	0	2	2
		% within Race/Ethnicity	.0%	13.3%	1.8%
	No	Count	60	9	69
		% within Race/Ethnicity	60.6%	60.0%	60.5%
	Don't know	Count	39	4	43
		% within Race/Ethnicity	39.4%	26.7%	37.7%
Total	Count	99	15	114	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.760 ^a	2	.001
Likelihood Ratio	8.728	2	.013
N of Valid Cases	114		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is .26.

Q45: I know my institution's formal procedures for handling incidents of racial/ethnic discrimination/bias. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q45: I know my institution's formal procedures for handling incidents of racial/ethnic discrimination/bias.	Yes	Count	72	9	81
		% within Race/Ethnicity	54.1%	42.9%	52.6%
	No	Count	61	12	73
		% within Race/Ethnicity	45.9%	57.1%	47.4%
Total	Count	133	21	154	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.925 ^b	1	.336		
Continuity Corrector [†]	.528	1	.467		
Likelihood Ratio	.925	1	.336		
Fisher's Exact Test				.357	.234
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9.95.

Q46A: Witnessed Discriminatory hiring, firing, or promotion because of race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q46A: Witnessed Discriminatory hiring, firing, or promotion because of race/ethnic origin.	No	Count	129	18	147
		% within Race/Ethnicity	97.0%	85.7%	95.5%
	Yes	Count	4	3	7
		% within Race/Ethnicity	3.0%	14.3%	4.5%
Total		Count	133	21	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.317 ^b	1	.021		
Continuity Correction ^a	3.035	1	.081		
Likelihood Ratio	3.816	1	.051		
Fisher's Exact Test				.054	.054
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .95.

Q46B: Heard of Discriminatory hiring, firing, or promotion because of race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q46B: Heard of Discriminatory hiring, firing, or promotion because of race/ethnic origin.	No	Count	98	11	109
		% within Race/Ethnicity	89.1%	61.1%	85.2%
	Yes	Count	12	7	19
		% within Race/Ethnicity	10.9%	38.9%	14.8%
Total		Count	110	18	128
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	9.580 ^b	1	.002		
Continuity Correction ^a	7.495	1	.006		
Likelihood Ratio	7.646	1	.006		
Fisher's Exact Test				.006	.006
N of Valid Cases	128				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.67.

Q46C: Reported Discriminatory hiring, firing, or promotion because of race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q46C: Reported Discriminatory hiring, firing, or promotion because of race/ethnic origin.	No	Count	12	4	16
		% within Race/Ethnicity	92.3%	66.7%	84.2%
	Yes	Count	1	2	3
		% within Race/Ethnicity	7.7%	33.3%	15.8%
Total		Count	13	6	19
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.030 ^b	1	.154		
Continuity Correction ^a	.559	1	.454		
Likelihood Ratio	1.885	1	.170		
Fisher's Exact Test				.222	.222
N of Valid Cases	19				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .95.

Q46D: Satisfied with response to report of discriminatory hiring, firing, or promotion because of race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q46D: Satisfied with response to report of discriminatory hiring, firing, or promotion because of race/ethnic origin.	No	Count	1	2	3
		% within Race/Ethnicity	100.0%	100.0%	100.0%
Total		Count	1	2	3
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	3

a. No statistics are computed because Q46D: Satisfied with response to report of discriminatory hiring, firing, or promotion because of race/ethnic origin. is a constant.

**Q47A: Witnessed Discrimination in daily professional interactions because of race/ethnic origin. *
Race/Ethnicity**

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q47A: Witnessed Discrimination in daily professional interactions because of race/ethnic origin.	No	Count	129	16	145
		% within Race/Ethnicity	96.3%	80.0%	94.2%
	Yes	Count	5	4	9
		% within Race/Ethnicity	3.7%	20.0%	5.8%
Total		Count	134	20	154
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	8.370 ^b	1	.004		
Continuity Correction ^a	5.675	1	.017		
Likelihood Ratio	5.867	1	.015		
Fisher's Exact Test				.017	.017
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.17.

**Q47B: Heard of Discrimination in daily professional interactions because of race/ethnic origin. *
Race/Ethnicity**

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q47B: Heard of Discrimination in daily professional interactions because of race/ethnic origin.	No	Count	88	11	99
		% within Race/Ethnicity	83.0%	61.1%	79.8%
	Yes	Count	18	7	25
		% within Race/Ethnicity	17.0%	38.9%	20.2%
Total		Count	106	18	124
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4.588 ^b	1	.032		
Continuity Correction ^a	3.328	1	.068		
Likelihood Ratio	4.011	1	.045		
Fisher's Exact Test				.052	.040
N of Valid Cases	124				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 3.63.

Q47C: Reported Discrimination in daily professional interactions because of race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q47C: Reported Discrimination in daily professional interactions because of race/ethnic origin.	No	Count	10	4	14
		% within Race/Ethnicity	83.3%	100.0%	87.5%
	Yes	Count	2	0	2
		% within Race/Ethnicity	16.7%	.0%	12.5%
Total		Count	12	4	16
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.762 ^b	1	.383		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	1.243	1	.265		
Fisher's Exact Test				1.000	.550
N of Valid Cases	16				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is .50.

Q47D: Satisfied with response to report of discrimination in daily professional interactions because of race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity	Total
			White	
Q47D: Satisfied with response to report of discrimination in daily professional interactions because of race/ethnic origin.	Don't know	Count	1	1
		% within Race/Ethnicity	50.0%	50.0%
	Yes	Count	1	1
		% within Race/Ethnicity	50.0%	50.0%
Total		Count	2	2
		% within Race/Ethnicity	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	2

a. No statistics are computed because Race/Ethnicity is a constant.

Q48A: Witnessed An employee resigning because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q48A: Witnessed An employee resigning because of racial harassment or an unwelcoming environment for people of color.	No	Count	134	18	152
		% within Race/Ethnicity	100.0%	94.7%	99.3%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	5.3%	.7%
Total		Count	134	19	153
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	7.099 ^b	1	.008		
Continuity Correction ^a	1.307	1	.253		
Likelihood Ratio	4.219	1	.040		
Fisher's Exact Test				.124	.124
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .12.

Q48B: Heard of An employee resigning because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q48B: Heard of An employee resigning because of racial harassment or an unwelcoming environment for people of color.	No	Count	98	14	112
		% within Race/Ethnicity	91.6%	77.8%	89.6%
	Yes	Count	9	4	13
		% within Race/Ethnicity	8.4%	22.2%	10.4%
Total		Count	107	18	125
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.154 ^b	1	.076		
Continuity Correction ^a	1.846	1	.174		
Likelihood Ratio	2.595	1	.107		
Fisher's Exact Test				.093	.093
N of Valid Cases	125				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.87.

Q48C: Reported of An employee resigning because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q48C: Reported of An employee resigning because of racial harassment or an unwelcoming environment for people of color.	No	Count	6	2	8
		% within Race/Ethnicity	100.0%	66.7%	88.9%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	33.3%	11.1%
Total		Count	6	3	9
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.250 ^b	1	.134		
Continuity Correction ^a	.141	1	.708		
Likelihood Ratio	2.460	1	.117		
Fisher's Exact Test				.333	.333
N of Valid Cases	9				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is .33.

Q48D: Satisfied with response to report of an employee resigning because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity	
			Person of color	Total
Q48D: Satisfied with response to report of an employee resigning because of racial harassment or an unwelcoming environment for people of color.	No	Count	1	1
		% within Race/Ethnicity	100.0%	100.0%
Total		Count	1	1
		% within Race/Ethnicity	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	1

a. No statistics are computed because Q48D: Satisfied with response to report of an employee resigning because of racial harassment or an unwelcoming environment for people of color. and Race/Ethnicity are constants.

Q49A: Witnessed A student of color leaving this institution because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q49A: Witnessed A student of color leaving this institution because of racial harassment or an unwelcoming environment for people of color.	No	Count	123	17	140
		% within Race/Ethnicity	95.3%	85.0%	94.0%
	Yes	Count	6	3	9
		% within Race/Ethnicity	4.7%	15.0%	6.0%
Total		Count	129	20	149
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.268 ^b	1	.071		
Continuity Correction ^a	1.698	1	.192		
Likelihood Ratio	2.525	1	.112		
Fisher's Exact Test				.103	.103
N of Valid Cases	149				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.21.

Q49B: Heard of A student of color leaving this institution because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q49B: Heard of A student of color leaving this institution because of racial harassment or an unwelcoming environment for people of color.	No	Count	68	11	79
		% within Race/Ethnicity	63.0%	61.1%	62.7%
	Yes	Count	40	7	47
		% within Race/Ethnicity	37.0%	38.9%	37.3%
Total		Count	108	18	126
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.023 ^b	1	.880		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.023	1	.881		
Fisher's Exact Test				1.000	.538
N of Valid Cases	126				

a. Computed only for a 2x2 table

b. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6.71.

Q49C: Reported that a student of color left this institution because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q49C: Reported that a student of color left this institution because of racial harassment or an unwelcoming environment for people of color.	No	Count	22	4	26
		% within Race/Ethnicity	75.9%	80.0%	76.5%
	Yes	Count	7	1	8
		% within Race/Ethnicity	24.1%	20.0%	23.5%
Total	Count	29	5	34	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.041 ^b	1	.840		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.042	1	.838		
Fisher's Exact Test				1.000	.666
N of Valid Cases	34				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.18.

Q49D: Satisfied with response to report that a student of color left this institution because of racial harassment or an unwelcoming environment for people of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q49D: Satisfied with response to report that a student of color left this institution because of racial harassment or an unwelcoming environment for people of color.	Don't know	Count	3	0	3
		% within Race/Ethnicity	50.0%	.0%	42.9%
	No	Count	1	1	2
		% within Race/Ethnicity	16.7%	100.0%	28.6%
	Yes	Count	2	0	2
		% within Race/Ethnicity	33.3%	.0%	28.6%
Total	Count	6	1	7	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.917 ^a	2	.233
Likelihood Ratio	2.969	2	.227
N of Valid Cases	7		

a. 6 cells (100.0%) have expected count less than 5. The minimum expected count is .29.

Q50A: Witnessed a student embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q50A: Witnessed a student embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin.	No	Count	120	15	135
		% within Race/Ethnicity	92.3%	78.9%	90.6%
	Yes	Count	10	4	14
		% within Race/Ethnicity	7.7%	21.1%	9.4%
Total		Count	130	19	149
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.476 ^b	1	.062		
Continuity Corrector ^a	2.084	1	.149		
Likelihood Ratio	2.792	1	.095		
Fisher's Exact Test				.082	.082
N of Valid Cases	149				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.79.

Q50B: Heard of a student embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q50B: Heard of a student embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin.	No	Count	79	10	89
		% within Race/Ethnicity	73.8%	58.8%	71.8%
	Yes	Count	28	7	35
		% within Race/Ethnicity	26.2%	41.2%	28.2%
Total		Count	107	17	124
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.631 ^b	1	.202		
Continuity Correction ^a	.974	1	.324		
Likelihood Ratio	1.534	1	.215		
Fisher's Exact Test				.247	.161
N of Valid Cases	124				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 4.80.

Q50C: Reported that a student embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q50C: Reported that a student embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin.	No	Count	17	4	21
		% within Race/Ethnicity	81.0%	80.0%	80.8%
	Yes	Count	4	1	5
		% within Race/Ethnicity	19.0%	20.0%	19.2%
Total		Count	21	5	26
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.002 ^b	1	.961		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.002	1	.961		
Fisher's Exact Test				1.000	.691
N of Valid Cases	26				

a. Computed only for a 2x2 table

b. 3 cells (75.0%) have expected count less than 5. The minimum expected count is .96.

Q50D: Satisfied with response to report that a student embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q50D: Satisfied with response to report that a student embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin.	No	Count	1	1	2
		% within Race/Ethnicity	25.0%	100.0%	40.0%
	Yes	Count	3	0	3
		% within Race/Ethnicity	75.0%	.0%	60.0%
Total		Count	4	1	5
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.875 ^b	1	.171		
Continuity Correction ^a	.052	1	.819		
Likelihood Ratio	2.231	1	.135		
Fisher's Exact Test				.400	.400
N of Valid Cases	5				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .40.

Q51A: Witnessed a faculty member, administrator, or staff embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q51A: Witnessed a faculty member, administrator, or staff embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin.	No	Count	130	15	145
		% within Race/Ethnicity	97.0%	78.9%	94.8%
	Yes	Count	4	4	8
		% within Race/Ethnicity	3.0%	21.1%	5.2%
Total		Count	134	19	153
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	10.962 ^b	1	.001		
Continuity Correction ^a	7.619	1	.006		
Likelihood Ratio	7.262	1	.007		
Fisher's Exact Test				.009	.009
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .99.

Q51B: Heard of a faculty member, administrator, or staff embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q51B: Heard of a faculty member, administrator, or staff embarrassing, patronizing or treating someone negatively because of his/her race/ethnic origin.	No	Count	93	9	102
		% within Race/Ethnicity	87.7%	56.3%	83.6%
	Yes	Count	13	7	20
		% within Race/Ethnicity	12.3%	43.8%	16.4%
Total		Count	106	16	122
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	10.055 ^b	1	.002		
Continuity Correction ^a	7.889	1	.005		
Likelihood Ratio	8.030	1	.005		
Fisher's Exact Test				.005	.005
N of Valid Cases	122				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.62.

Q51C: Reported that a faculty member, administrator, or staff embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q51C: Reported that a faculty member, administrator, or staff embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin.	No	Count	11	3	14
		% within Race/Ethnicity	91.7%	42.9%	73.7%
	Yes	Count	1	4	5
		% within Race/Ethnicity	8.3%	57.1%	26.3%
Total		Count	12	7	19
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.432 ^b	1	.020		
Continuity Correction ^a	3.206	1	.073		
Likelihood Ratio	5.456	1	.020		
Fisher's Exact Test				.038	.038
N of Valid Cases	19				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.84.

Q51D: Satisfied with response to report that a faculty member, administrator, or staff embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q51D: Satisfied with response to report that a faculty member, administrator, or staff embarrassed, patronized or treated someone negatively because of his/her race/ethnic origin.	No	Count	1	1	2
		% within Race/Ethnicity	100.0%	25.0%	40.0%
	Yes	Count	0	3	3
		% within Race/Ethnicity	.0%	75.0%	60.0%
Total		Count	1	4	5
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.875 ^b	1	.171		
Continuity Correction ^a	.052	1	.819		
Likelihood Ratio	2.231	1	.135		
Fisher's Exact Test				.400	.400
N of Valid Cases	5				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .40.

Q52A: Witnessed Faculty being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q52A: Witnessed Faculty being discriminated against because of their race/ethnic origin.	No	Count	127	15	142
		% within Race/Ethnicity	96.9%	83.3%	95.3%
	Yes	Count	4	3	7
		% within Race/Ethnicity	3.1%	16.7%	4.7%
Total	Count	131	18	149	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6.550 ^b	1	.010		
Continuity Correction ^a	3.863	1	.049		
Likelihood Ratio	4.470	1	.034		
Fisher's Exact Test				.038	.038
N of Valid Cases	149				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .85.

Q52B: Heard of Faculty being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q52B: Heard of Faculty being discriminated against because of their race/ethnic origin.	No	Count	93	9	102
		% within Race/Ethnicity	87.7%	52.9%	82.9%
	Yes	Count	13	8	21
		% within Race/Ethnicity	12.3%	47.1%	17.1%
Total	Count	106	17	123	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	12.528 ^b	1	.000		
Continuity Correction ^a	10.191	1	.001		
Likelihood Ratio	10.028	1	.002		
Fisher's Exact Test				.002	.002
N of Valid Cases	123				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.90.

Q52C: Reported Faculty being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q52C: Reported Faculty being discriminated against because of their race/ethnic origin.	No	Count	8	6	14
		% within Race/Ethnicity	80.0%	75.0%	77.8%
	Yes	Count	2	2	4
		% within Race/Ethnicity	20.0%	25.0%	22.2%
Total		Count	10	8	18
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.064 ^b	1	.800		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.064	1	.800		
Fisher's Exact Test				1.000	.618
N of Valid Cases	18				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.78.

Q52D: Satisfied with Response to Report of Faculty being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q52D: Satisfied with Response to Report of Faculty being discriminated against because of their race/ethnic origin.	No	Count	2	1	3
		% within Race/Ethnicity	100.0%	50.0%	75.0%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	50.0%	25.0%
Total		Count	2	2	4
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.333 ^b	1	.248		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	1.726	1	.189		
Fisher's Exact Test				1.000	.500
N of Valid Cases	4				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .50.

Q53A: Witnessed Administrators being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q53A: Witnessed Administrators being discriminated against because of their race/ethnic origin.	No	Count	132	18	150
		% within Race/Ethnicity	100.0%	94.7%	99.3%
	Yes	Count	0	1	1
		% within Race/Ethnicity	.0%	5.3%	.7%
Total		Count	132	19	151
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6.994 ^b	1	.008		
Continuity Correction ^a	1.281	1	.258		
Likelihood Ratio	4.193	1	.041		
Fisher's Exact Test				.126	.126
N of Valid Cases	151				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .13.

Q53B: Heard of Administrators being discriminated against because of their race/ethnic origin. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q53B: Heard of Administrators being discriminated against because of their race/ethnic origin.	No	Count	104	13	117
		% within Race/Ethnicity	98.1%	81.3%	95.9%
	Yes	Count	2	3	5
		% within Race/Ethnicity	1.9%	18.8%	4.1%
Total		Count	106	16	122
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	10.058 ^b	1	.002		
Continuity Correction ^a	6.225	1	.013		
Likelihood Ratio	6.452	1	.011		
Fisher's Exact Test				.016	.016
N of Valid Cases	122				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .66.

Q53C: Reported of Administrators being discriminated against because of their race/ethnic origin. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q53C: Reported of Administrators being discriminated against because of their race/ethnic origin.	No	Count	2	4	6
		% within Race/Ethnicity	100.0%	100.0%	100.0%
Total		Count	2	4	6
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	6

a. No statistics are computed because Q53C: Reported of Administrators being discriminated against because of their race/ethnic origin. is a constant.

Q54A: Witnessed Staff members being discriminated against because of their race/ethnic origin. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q54A: Witnessed Staff members being discriminated against because of their race/ethnic origin.	No	Count	130	17	147
		% within Race/Ethnicity	97.7%	89.5%	96.7%
	Yes	Count	3	2	5
		% within Race/Ethnicity	2.3%	10.5%	3.3%
Total		Count	133	19	152
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.575 ^b	1	.059		
Continuity Correction ^a	1.448	1	.229		
Likelihood Ratio	2.509	1	.113		
Fisher's Exact Test				.118	.118
N of Valid Cases	152				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .63.

Q54B: Heard of Staff members being discriminated against because of their race/ethnic origin. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q54B: Heard of Staff members being discriminated against because of their race/ethnic origin.	No	Count	99	11	110
		% within Race/Ethnicity	92.5%	61.1%	88.0%
	Yes	Count	8	7	15
		% within Race/Ethnicity	7.5%	38.9%	12.0%
Total		Count	107	18	125
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	14.397 ^b	1	.000		
Continuity Correction ^a	11.576	1	.001		
Likelihood Ratio	10.794	1	.001		
Fisher's Exact Test				.001	.001
N of Valid Cases	125				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.16.

Q54C: Reported Staff members being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q54C: Reported Staff members being discriminated against because of their race/ethnic origin.	No	Count	4	4	8
		% within Race/Ethnicity	80.0%	80.0%	80.0%
	Yes	Count	1	1	2
		% within Race/Ethnicity	20.0%	20.0%	20.0%
Total		Count	5	5	10
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.000 ^b	1	1.000		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.000	1	1.000		
Fisher's Exact Test				1.000	.778
N of Valid Cases	10				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is 1.00.

Q54D: Satisfied with Response to Report of Staff members being discriminated against because of their race/ethnic origin. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q54D: Satisfied with Response to Report of Staff members being discriminated against because of their race/ethnic origin.	No	Count	0	1	1
		% within Race/Ethnicity	.0%	100.0%	50.0%
	Yes	Count	1	0	1
		% within Race/Ethnicity	100.0%	.0%	50.0%
Total		Count	1	1	2
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.000 ^b	1	.157		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	2.773	1	.096		
Fisher's Exact Test				1.000	.500
N of Valid Cases	2				

a. Computed only for a 2x2 table

b. 4 cells (100.0%) have expected count less than 5. The minimum expected count is .50.

Q55A: Witnessed Racist jokes, cartoons, graffiti, or flyers * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q55A: Witnessed Racist jokes, cartoons, graffiti, or flyers	No	Count	85	12	97
		% within Race/Ethnicity	64.4%	60.0%	63.8%
	Yes	Count	47	8	55
		% within Race/Ethnicity	35.6%	40.0%	36.2%
Total		Count	132	20	152
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.145 ^b	1	.703		
Continuity Correction ^a	.017	1	.895		
Likelihood Ratio	.144	1	.705		
Fisher's Exact Test				.804	.441
N of Valid Cases	152				

a. Computed only for a 2x2 table

b. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.24.

Q55B: Heard of Racist jokes, cartoons, graffiti, or flyers * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q55B: Heard of Racist jokes, cartoons, graffiti, or flyers	No	Count	58	8	66
		% within Race/Ethnicity	52.7%	50.0%	52.4%
	Yes	Count	52	8	60
		% within Race/Ethnicity	47.3%	50.0%	47.6%
Total		Count	110	16	126
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.042 ^b	1	.838		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.042	1	.838		
Fisher's Exact Test				1.000	.524
N of Valid Cases	126				

a. Computed only for a 2x2 table

b. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.62.

Q55C: Reported Racist jokes, cartoons, graffiti, or flyers * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q55C: Reported Racist jokes, cartoons, graffiti, or flyers	No	Count	30	3	33
		% within Race/Ethnicity	68.2%	50.0%	66.0%
	Yes	Count	14	3	17
		% within Race/Ethnicity	31.8%	50.0%	34.0%
Total		Count	44	6	50
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.778 ^b	1	.378		
Continuity Correction ^a	.179	1	.673		
Likelihood Ratio	.743	1	.389		
Fisher's Exact Test				.396	.326
N of Valid Cases	50				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 2.04.

Q55D: Satisfied with Response to Report of Racist jokes, cartoons, graffiti, or flyers * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q55D: Satisfied with Response to Report of Racist jokes, cartoons, graffiti, or flyers	Don't know	Count	1	1	2
		% within Race/Ethnicity	10.0%	33.3%	15.4%
	No	Count	1	1	2
		% within Race/Ethnicity	10.0%	33.3%	15.4%
	Yes	Count	8	1	9
		% within Race/Ethnicity	80.0%	33.3%	69.2%
Total	Count	10	3	13	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.359 ^a	2	.307
Likelihood Ratio	2.221	2	.329
N of Valid Cases	13		

a. 5 cells (83.3%) have expected count less than 5. The minimum expected count is .46.

Q56A: Witnessed Racially motivated hate crimes. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q56A: Witnessed Racially motivated hate crimes.	No	Count	124	19	143
		% within Race/Ethnicity	98.4%	100.0%	98.6%
	Yes	Count	2	0	2
		% within Race/Ethnicity	1.6%	.0%	1.4%
Total	Count	126	19	145	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.306 ^b	1	.580		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.566	1	.452		
Fisher's Exact Test				1.000	.754
N of Valid Cases	145				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .26.

Q56B: Heard of Racially motivated hate crimes. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q56B: Heard of Racially motivated hate crimes.	No	Count	77	11	88
		% within Race/Ethnicity	71.3%	57.9%	69.3%
	Yes	Count	31	8	39
		% within Race/Ethnicity	28.7%	42.1%	30.7%
Total		Count	108	19	127
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.364 ^b	1	.243		
Continuity Correction ^a	.807	1	.369		
Likelihood Ratio	1.303	1	.254		
Fisher's Exact Test				.284	.183
N of Valid Cases	127				

a. Computed only for a 2x2 table

b. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.83.

Q56C: Reported Racially motivated hate crimes. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q56C: Reported Racially motivated hate crimes.	No	Count	19	5	24
		% within Race/Ethnicity	95.0%	83.3%	92.3%
	Yes	Count	1	1	2
		% within Race/Ethnicity	5.0%	16.7%	7.7%
Total		Count	20	6	26
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.885 ^b	1	.347		
Continuity Correction ^a	.005	1	.946		
Likelihood Ratio	.755	1	.385		
Fisher's Exact Test				.415	.415
N of Valid Cases	26				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .46.

Q56D: Satisfied with Response to Report of Racially motivated hate crimes. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q56D: Satisfied with Response to Report of Racially motivated hate crimes.	No	Count	1	1	2
		% within Race/Ethnicity	100.0%	100.0%	100.0%
Total		Count	1	1	2
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value
Pearson Chi-Square	. ^a
N of Valid Cases	2

a. No statistics are computed because Q56D: Satisfied with Response to Report of Racially motivated hate crimes. is a constant.

Q57: Some administrators discriminate against people of color at my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q57: Some administrators discriminate against people of color at my institution.	Strongly Agree	Count	4	1	5
		% within Race/Ethnicity	3.1%	4.8%	3.4%
	Agree	Count	13	3	16
		% within Race/Ethnicity	10.2%	14.3%	10.7%
	Disagree	Count	45	4	49
		% within Race/Ethnicity	35.2%	19.0%	32.9%
	Strongly Disagree	Count	34	7	41
		% within Race/Ethnicity	26.6%	33.3%	27.5%
	Not sure	Count	32	6	38
		% within Race/Ethnicity	25.0%	28.6%	25.5%
Total	Count	128	21	149	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.245 ^a	4	.691
Likelihood Ratio	2.405	4	.662
N of Valid Cases	149		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .70.

Q58: Some faculty discriminate against people of color at my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q58: Some faculty discriminate against people of color at my institution.	Strongly Agree	Count	5	1	6
		% within Race/Ethnicity	3.9%	4.8%	4.0%
	Agree	Count	23	8	31
		% within Race/Ethnicity	18.0%	38.1%	20.8%
	Disagree	Count	44	2	46
		% within Race/Ethnicity	34.4%	9.5%	30.9%
	Strongly Disagree	Count	19	5	24
		% within Race/Ethnicity	14.8%	23.8%	16.1%
	Not sure	Count	37	5	42
		% within Race/Ethnicity	28.9%	23.8%	28.2%
Total	Count	128	21	149	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.221 ^a	4	.084
Likelihood Ratio	8.697	4	.069
N of Valid Cases	149		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .85.

Q59: Some staff discriminate against people of color at my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q59: Some staff discriminate against people of color at my institution.	Strongly Agree	Count	4	1	5
		% within Race/Ethnicity	3.1%	4.8%	3.4%
	Agree	Count	29	9	38
		% within Race/Ethnicity	22.7%	42.9%	25.5%
	Disagree	Count	40	1	41
		% within Race/Ethnicity	31.3%	4.8%	27.5%
	Strongly Disagree	Count	17	5	22
		% within Race/Ethnicity	13.3%	23.8%	14.8%
	Not sure	Count	38	5	43
		% within Race/Ethnicity	29.7%	23.8%	28.9%
Total	Count	128	21	149	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.201 ^a	4	.056
Likelihood Ratio	10.682	4	.030
N of Valid Cases	149		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .70.

Q60: Some students discriminate against people of color at my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q60: Some students discriminate against people of color at my institution.	Strongly Agree	Count	8	1	9
		% within Race/Ethnicity	6.3%	4.8%	6.1%
	Agree	Count	53	13	66
		% within Race/Ethnicity	41.7%	61.9%	44.6%
	Disagree	Count	21	0	21
		% within Race/Ethnicity	16.5%	.0%	14.2%
	Strongly Disagree	Count	4	3	7
		% within Race/Ethnicity	3.1%	14.3%	4.7%
	Not sure	Count	41	4	45
		% within Race/Ethnicity	32.3%	19.0%	30.4%
Total		Count	127	21	148
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.950 ^a	4	.027
Likelihood Ratio	12.551	4	.014
N of Valid Cases	148		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .99.

Q61: My ideas are respected at my institution when I am in a group in which I am the only member of my race. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q61: My ideas are respected at my institution when I am in a group in which I am the only member of my race.	Strongly Agree	Count	23	4	27
		% within Race/Ethnicity	18.7%	20.0%	18.9%
	Agree	Count	47	7	54
		% within Race/Ethnicity	38.2%	35.0%	37.8%
	Disagree	Count	8	2	10
		% within Race/Ethnicity	6.5%	10.0%	7.0%
	Strongly Disagree	Count	5	0	5
		% within Race/Ethnicity	4.1%	.0%	3.5%
	Not sure	Count	40	7	47
		% within Race/Ethnicity	32.5%	35.0%	32.9%
Total	Count	123	20	143	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.208 ^a	4	.877
Likelihood Ratio	1.872	4	.759
N of Valid Cases	143		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .70.

Q62: My institution singles out employees of a particular race or ethnicity to represent multicultural/diversity issues on behalf of my institution. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q62: My institution singles out employees of a particular race or ethnicity to represent multicultural/diversity issues on behalf of my institution.	Strongly Agree	Count	15	5	20
		% within Race/Ethnicity	11.8%	23.8%	13.5%
	Agree	Count	47	8	55
		% within Race/Ethnicity	37.0%	38.1%	37.2%
	Disagree	Count	23	1	24
		% within Race/Ethnicity	18.1%	4.8%	16.2%
	Strongly Disagree	Count	7	2	9
		% within Race/Ethnicity	5.5%	9.5%	6.1%
	Not sure	Count	35	5	40
		% within Race/Ethnicity	27.6%	23.8%	27.0%
Total	Count	127	21	148	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.476 ^a	4	.345
Likelihood Ratio	4.776	4	.311
N of Valid Cases	148		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.28.

Q63: My institution seems to be more committed to recruiting international students of color than it is to recruiting students of color from the United States. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q63: My institution seems to be more committed to recruiting international students of color than it is to recruiting students of color from the United States.	Strongly Agree	Count	7	4	11
		% within Race/Ethnicity	5.6%	19.0%	7.6%
	Agree	Count	23	0	23
		% within Race/Ethnicity	18.5%	.0%	15.9%
	Disagree	Count	38	6	44
% within Race/Ethnicity		30.6%	28.6%	30.3%	
Strongly Disagree	Count	16	3	19	
	% within Race/Ethnicity	12.9%	14.3%	13.1%	
Not sure	Count	40	8	48	
	% within Race/Ethnicity	32.3%	38.1%	33.1%	
Total	Count	124	21	145	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.384 ^a	4	.078
Likelihood Ratio	10.653	4	.031
N of Valid Cases	145		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.59.

Q64: My institution seems to be more committed to recruiting international faculty of color than it is to recruiting faculty of color from the United States. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q64: My institution seems to be more committed to recruiting international faculty of color than it is to recruiting faculty of color from the United States.	Strongly Agree	Count	6	3	9
		% within Race/Ethnicity	4.8%	14.3%	6.1%
	Agree	Count	20	2	22
		% within Race/Ethnicity	15.9%	9.5%	15.0%
	Disagree	Count	36	4	40
		% within Race/Ethnicity	28.6%	19.0%	27.2%
	Strongly Disagree	Count	18	4	22
		% within Race/Ethnicity	14.3%	19.0%	15.0%
	Not sure	Count	46	8	54
		% within Race/Ethnicity	36.5%	38.1%	36.7%
Total	Count	126	21	147	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.037 ^a	4	.401
Likelihood Ratio	3.540	4	.472
N of Valid Cases	147		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.29.

Q65: Racism is a problem at my institution * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q65: Racism is a problem at my institution	Strongly Agree	Count	8	2	10
		% within Race/Ethnicity	6.3%	9.5%	6.8%
	Agree	Count	32	4	36
		% within Race/Ethnicity	25.2%	19.0%	24.3%
	Disagree	Count	43	7	50
		% within Race/Ethnicity	33.9%	33.3%	33.8%
	Strongly Disagree	Count	18	6	24
		% within Race/Ethnicity	14.2%	28.6%	16.2%
	Not sure	Count	26	2	28
		% within Race/Ethnicity	20.5%	9.5%	18.9%
Total	Count	127	21	148	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.004 ^a	4	.405
Likelihood Ratio	3.859	4	.425
N of Valid Cases	148		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.42.

Q67: My institution should hire more faculty of color. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q67: My institution should hire more faculty of color.	Strongly Agree	Count	24	3	27
		% within Race/Ethnicity	19.4%	15.0%	18.8%
	Agree	Count	52	10	62
		% within Race/Ethnicity	41.9%	50.0%	43.1%
	Disagree	Count	20	1	21
		% within Race/Ethnicity	16.1%	5.0%	14.6%
	Strongly Disagree	Count	2	1	3
		% within Race/Ethnicity	1.6%	5.0%	2.1%
	Not sure	Count	26	5	31
		% within Race/Ethnicity	21.0%	25.0%	21.5%
Total	Count	124	20	144	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.975 ^a	4	.562
Likelihood Ratio	3.175	4	.529
N of Valid Cases	144		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .42.

Q68: My institution should offer more courses focused on racial issues. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q68: My institution should offer more courses focused on racial issues.	Strongly Agree	Count	20	4	24
		% within Race/Ethnicity	15.7%	19.0%	16.2%
	Agree	Count	52	8	60
		% within Race/Ethnicity	40.9%	38.1%	40.5%
	Disagree	Count	28	3	31
		% within Race/Ethnicity	22.0%	14.3%	20.9%
	Strongly Disagree	Count	3	1	4
		% within Race/Ethnicity	2.4%	4.8%	2.7%
	Not sure	Count	24	5	29
		% within Race/Ethnicity	18.9%	23.8%	19.6%
Total	Count	127	21	148	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.281 ^a	4	.865
Likelihood Ratio	1.261	4	.868
N of Valid Cases	148		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .57.

Q69: All students should be required to complete at least one course that includes analysis and skills needed for dismantling racism. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q69: All students should be required to complete at least one course that includes analysis and skills needed for dismantling racism.	Strongly Agree	Count	28	6	34
		% within Race/Ethnicity	22.0%	28.6%	23.0%
	Agree	Count	66	6	72
		% within Race/Ethnicity	52.0%	28.6%	48.6%
	Disagree	Count	12	2	14
		% within Race/Ethnicity	9.4%	9.5%	9.5%
	Strongly Disagree	Count	8	2	10
		% within Race/Ethnicity	6.3%	9.5%	6.8%
	Not sure	Count	13	5	18
		% within Race/Ethnicity	10.2%	23.8%	12.2%
Total	Count	127	21	148	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.369 ^a	4	.252
Likelihood Ratio	5.127	4	.274
N of Valid Cases	148		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.42.

Q70: All faculty, staff, and administrators should be required to complete at least one workshop on analysis and skills needed for dismantling racism. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q70: All faculty, staff, and administrators should be required to complete at least one workshop on analysis and skills needed for dismantling racism.	Strongly Agree	Count	29	8	37
		% within Race/Ethnicity	23.0%	38.1%	25.2%
	Agree	Count	68	6	74
		% within Race/Ethnicity	54.0%	28.6%	50.3%
	Disagree	Count	15	2	17
		% within Race/Ethnicity	11.9%	9.5%	11.6%
	Strongly Disagree	Count	6	2	8
		% within Race/Ethnicity	4.8%	9.5%	5.4%
	Not sure	Count	8	3	11
		% within Race/Ethnicity	6.3%	14.3%	7.5%
Total	Count	126	21	147	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.286 ^a	4	.179
Likelihood Ratio	6.090	4	.193
N of Valid Cases	147		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.14.

Q71: Understanding the consequences of racism in American society is important for providing students with a balanced education. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q71: Understanding the consequences of racism in American society is important for providing students with a balanced education.	Strongly Agree	Count	53	10	63
		% within Race/Ethnicity	42.1%	47.6%	42.9%
	Agree	Count	66	8	74
		% within Race/Ethnicity	52.4%	38.1%	50.3%
	Disagree	Count	4	2	6
		% within Race/Ethnicity	3.2%	9.5%	4.1%
	Strongly Disagree	Count	2	0	2
		% within Race/Ethnicity	1.6%	.0%	1.4%
	Not sure	Count	1	1	2
		% within Race/Ethnicity	.8%	4.8%	1.4%
Total	Count	126	21	147	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.054 ^a	4	.282
Likelihood Ratio	4.335	4	.363
N of Valid Cases	147		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .29.

Q72: In classroom discussions, students of color participate: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q72: In classroom discussions, students of color participate:	More than white students	Count	1	0	1
		% within Race/Ethnicity	1.2%	.0%	1.1%
	Less than white students	Count	25	4	29
		% within Race/Ethnicity	30.5%	30.8%	30.5%
	About the same as white students	Count	45	7	52
		% within Race/Ethnicity	54.9%	53.8%	54.7%
	Not sure	Count	11	2	13
		% within Race/Ethnicity	13.4%	15.4%	13.7%
Total	Count	82	13	95	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.193 ^a	3	.979
Likelihood Ratio	.328	3	.955
N of Valid Cases	95		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is .14.

Q73: I expose students to history, culture, and perspectives of people of color in: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q73: I expose students to history, culture, and perspectives of people of color in:	All of my courses	Count	19	4	23
		% within Race/Ethnicity	23.5%	30.8%	24.5%
	Most of my courses	Count	19	3	22
		% within Race/Ethnicity	23.5%	23.1%	23.4%
	Some of my courses	Count	14	2	16
		% within Race/Ethnicity	17.3%	15.4%	17.0%
	None of my courses	Count	7	0	7
		% within Race/Ethnicity	8.6%	.0%	7.4%
	Not applicable	Count	22	4	26
		% within Race/Ethnicity	27.2%	30.8%	27.7%
Total		Count	81	13	94
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.445 ^a	4	.836
Likelihood Ratio	2.389	4	.665
N of Valid Cases	94		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .97.

Q74: I teach about anti-racism in: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q74: I teach about anti-racism in:	All of my courses	Count	13	2	15
		% within Race/Ethnicity	16.0%	15.4%	16.0%
	Most of my courses	Count	10	3	13
		% within Race/Ethnicity	12.3%	23.1%	13.8%
	Some of my courses	Count	19	3	22
		% within Race/Ethnicity	23.5%	23.1%	23.4%
	None of my courses	Count	12	1	13
		% within Race/Ethnicity	14.8%	7.7%	13.8%
	Not applicable	Count	27	4	31
		% within Race/Ethnicity	33.3%	30.8%	33.0%
Total	Count	81	13	94	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.370 ^a	4	.849
Likelihood Ratio	1.306	4	.860
N of Valid Cases	94		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is 1.80.

Q75: I create opportunities to openly discuss racial/ethnic issues, as they have come up in: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q75: I create opportunities to openly discuss racial/ethnic issues, as they have come up in:	All of my courses	Count	21	5	26
		% within Race/Ethnicity	26.3%	38.5%	28.0%
	Most of my courses	Count	12	1	13
		% within Race/Ethnicity	15.0%	7.7%	14.0%
	Some of my courses	Count	19	3	22
		% within Race/Ethnicity	23.8%	23.1%	23.7%
	None of my courses	Count	5	1	6
		% within Race/Ethnicity	6.3%	7.7%	6.5%
	Not applicable	Count	23	3	26
		% within Race/Ethnicity	28.8%	23.1%	28.0%
Total	Count	80	13	93	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.191 ^a	4	.880
Likelihood Ratio	1.214	4	.876
N of Valid Cases	93		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .84.

Q76: Students openly discuss racial/ethnic issues, as they have come up in: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q76: Students openly discuss racial/ethnic issues, as they have come up in:	All of my courses	Count	14	3	17
		% within Race/Ethnicity	17.5%	23.1%	18.3%
	Most of my courses	Count	11	1	12
		% within Race/Ethnicity	13.8%	7.7%	12.9%
	Some of my courses	Count	28	4	32
		% within Race/Ethnicity	35.0%	30.8%	34.4%
	None of my courses	Count	7	1	8
		% within Race/Ethnicity	8.8%	7.7%	8.6%
	Not applicable	Count	20	4	24
		% within Race/Ethnicity	25.0%	30.8%	25.8%
Total		Count	80	13	93
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.725 ^a	4	.948
Likelihood Ratio	.754	4	.945
N of Valid Cases	93		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is 1.12.

Q79: My department's goals for student learning outcomes include multicultural knowledge. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q79: My department's goals for student learning outcomes include multicultural knowledge.	Yes	Count	16	6	22
		% within Race/Ethnicity	20.0%	46.2%	23.7%
	No	Count	48	4	52
		% within Race/Ethnicity	60.0%	30.8%	55.9%
	Not sure	Count	9	2	11
		% within Race/Ethnicity	11.3%	15.4%	11.8%
	Not applicable	Count	7	1	8
		% within Race/Ethnicity	8.8%	7.7%	8.6%
Total	Count	80	13	93	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.119 ^a	3	.163
Likelihood Ratio	4.806	3	.187
N of Valid Cases	93		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is 1.12.

Q80: My department's goals for student learning outcomes include anti-racist knowledge. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q80: My department's goals for student learning outcomes include anti-racist knowledge.	Yes	Count	15	3	18
		% within Race/Ethnicity	19.0%	23.1%	19.6%
	No	Count	21	3	24
		% within Race/Ethnicity	26.6%	23.1%	26.1%
	Not sure	Count	31	4	35
		% within Race/Ethnicity	39.2%	30.8%	38.0%
	Not applicable	Count	12	3	15
		% within Race/Ethnicity	15.2%	23.1%	16.3%
Total	Count	79	13	92	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.784 ^a	3	.853
Likelihood Ratio	.754	3	.861
N of Valid Cases	92		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is 2.12.

Q81: My institution supports the development of courses that emphasize multicultural knowledge. *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q81: My institution supports the development of courses that emphasize multicultural knowledge.	Yes	Count	32	9	41
		% within Race/Ethnicity	40.5%	75.0%	45.1%
	No	Count	1	1	2
		% within Race/Ethnicity	1.3%	8.3%	2.2%
	Not sure	Count	10	1	11
		% within Race/Ethnicity	12.7%	8.3%	12.1%
	Not applicable	Count	36	1	37
		% within Race/Ethnicity	45.6%	8.3%	40.7%
Total		Count	79	12	91
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.832 ^a	3	.032
Likelihood Ratio	9.141	3	.027
N of Valid Cases	91		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is .26.

Q83: I can easily access the following in the Moorhead-Fargo community: Personal Care Products *
Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q83: I can easily access the following in the Moorhead-Fargo community: Personal Care Products	Strongly Agree	Count	68	10	78
		% within Race/Ethnicity	54.4%	50.0%	53.8%
	Agree	Count	28	6	34
		% within Race/Ethnicity	22.4%	30.0%	23.4%
	Disagree	Count	4	1	5
		% within Race/Ethnicity	3.2%	5.0%	3.4%
	Strongly Disagree	Count	1	0	1
		% within Race/Ethnicity	.8%	.0%	.7%
	Not sure	Count	24	3	27
		% within Race/Ethnicity	19.2%	15.0%	18.6%
Total		Count	125	20	145
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.972 ^a	4	.914
Likelihood Ratio	1.074	4	.898
N of Valid Cases	145		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .14.

Q84: Personal care services (barber, beautician, etc.) * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q84: Personal care services (barber, beautician, etc.)	Strongly Agree	Count	68	10	78
		% within Race/Ethnicity	54.0%	50.0%	53.4%
	Agree	Count	28	6	34
		% within Race/Ethnicity	22.2%	30.0%	23.3%
	Disagree	Count	5	0	5
		% within Race/Ethnicity	4.0%	.0%	3.4%
	Strongly Disagree	Count	1	1	2
		% within Race/Ethnicity	.8%	5.0%	1.4%
	Not sure	Count	24	3	27
		% within Race/Ethnicity	19.0%	15.0%	18.5%
Total		Count	126	20	146
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.675 ^a	4	.452
Likelihood Ratio	3.602	4	.463
N of Valid Cases	146		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .27.

Q85: Food products specific to my culture * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q85: Food products specific to my culture	Strongly Agree	Count	50	7	57
		% within Race/Ethnicity	39.1%	35.0%	38.5%
	Agree	Count	47	8	55
		% within Race/Ethnicity	36.7%	40.0%	37.2%
	Disagree	Count	15	3	18
		% within Race/Ethnicity	11.7%	15.0%	12.2%
	Strongly Disagree	Count	5	1	6
		% within Race/Ethnicity	3.9%	5.0%	4.1%
	Not sure	Count	11	1	12
		% within Race/Ethnicity	8.6%	5.0%	8.1%
Total	Count	128	20	148	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.604 ^a	4	.963
Likelihood Ratio	.630	4	.960
N of Valid Cases	148		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .81.

Q86: Support services/items/ materials consistent with my religious preferences * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q86: Support services/items/ materials consistent with my religious preferences	Strongly Agree	Count	52	8	60
		% within Race/Ethnicity	41.3%	40.0%	41.1%
	Agree	Count	38	5	43
		% within Race/Ethnicity	30.2%	25.0%	29.5%
	Disagree	Count	9	4	13
		% within Race/Ethnicity	7.1%	20.0%	8.9%
	Strongly Disagree	Count	4	1	5
		% within Race/Ethnicity	3.2%	5.0%	3.4%
	Not sure	Count	23	2	25
		% within Race/Ethnicity	18.3%	10.0%	17.1%
Total	Count	126	20	146	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.222 ^a	4	.377
Likelihood Ratio	3.617	4	.460
N of Valid Cases	146		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .68.

Q87: Culturally relevant forms of entertainment (videos, music, etc.) * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q87: Culturally relevant forms of entertainment (videos, music, etc.)	Strongly Agree	Count	50	7	57
		% within Race/Ethnicity	39.1%	35.0%	38.5%
	Agree	Count	37	7	44
		% within Race/Ethnicity	28.9%	35.0%	29.7%
	Disagree	Count	12	2	14
		% within Race/Ethnicity	9.4%	10.0%	9.5%
	Strongly Disagree	Count	3	1	4
		% within Race/Ethnicity	2.3%	5.0%	2.7%
	Not sure	Count	26	3	29
		% within Race/Ethnicity	20.3%	15.0%	19.6%
Total		Count	128	20	148
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.998 ^a	4	.910
Likelihood Ratio	.933	4	.920
N of Valid Cases	148		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .54.

Q88: Culturally sensitive health care services * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q88: Culturally sensitive health care services	Strongly Agree	Count	40	7	47
		% within Race/Ethnicity	32.0%	36.8%	32.6%
	Agree	Count	33	5	38
		% within Race/Ethnicity	26.4%	26.3%	26.4%
	Disagree	Count	8	2	10
		% within Race/Ethnicity	6.4%	10.5%	6.9%
	Strongly Disagree	Count	1	1	2
		% within Race/Ethnicity	.8%	5.3%	1.4%
	Not sure	Count	43	4	47
		% within Race/Ethnicity	34.4%	21.1%	32.6%
Total	Count	125	19	144	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.789 ^a	4	.435
Likelihood Ratio	3.045	4	.550
N of Valid Cases	144		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .26.

Q89: I have experienced the following in the FM Area: been called names, insulted, or verbally assaulted because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q89: I have experienced the following in the FM Area: been called names, insulted, or verbally assaulted because of my race/ethnic origin	No	Count	130	15	145
		% within Race/Ethnicity	96.3%	71.4%	92.9%
	Yes	Count	5	6	11
		% within Race/Ethnicity	3.7%	28.6%	7.1%
Total	Count	135	21	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	17.147 ^b	1	.000		
Continuity Correction ^a	13.563	1	.000		
Likelihood Ratio	11.650	1	.001		
Fisher's Exact Test				.001	.001
N of Valid Cases	156				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.48.

90: received insulting or anonymous phone calls, letters, notes, or e-mail because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q90: received insulting or anonymous phone calls, letters, notes, or e-mail because of my race/ethnic origin	No	Count	132	14	146
		% within Race/Ethnicity	97.8%	70.0%	94.2%
	Yes	Count	3	6	9
		% within Race/Ethnicity	2.2%	30.0%	5.8%
Total		Count	135	20	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	24.575 ^b	1	.000		
Continuity Correction ^a	19.759	1	.000		
Likelihood Ratio	15.491	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.16.

Q91: been subjected to hostile stares because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q91: been subjected to hostile stares because of my race/ethnic origin	No	Count	125	10	135
		% within Race/Ethnicity	94.7%	47.6%	88.2%
	Yes	Count	7	11	18
		% within Race/Ethnicity	5.3%	52.4%	11.8%
Total		Count	132	21	153
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	38.682 ^b	1	.000		
Continuity Correction ^a	34.280	1	.000		
Likelihood Ratio	27.033	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.47.

Q92: been denied services (medical, food, transportation, retail, housing, etc.) because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q92: been denied services (medical, food, transportation, retail, housing, etc.) because of my race/ethnic origin	No	Count	133	15	148
		% within Race/Ethnicity	99.3%	71.4%	95.5%
	Yes	Count	1	6	7
		% within Race/Ethnicity	.7%	28.6%	4.5%
Total		Count	134	21	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	32.597 ^b	1	.000		
Continuity Correction ^a	26.463	1	.000		
Likelihood Ratio	20.129	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .95.

Q93: been excluded from a social event or activity because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q93: been excluded from a social event or activity because of my race/ethnic origin	No	Count	132	17	149
		% within Race/Ethnicity	97.8%	85.0%	96.1%
	Yes	Count	3	3	6
		% within Race/Ethnicity	2.2%	15.0%	3.9%
Total		Count	135	20	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	7.643 ^b	1	.006		
Continuity Correction ^a	4.595	1	.032		
Likelihood Ratio	5.104	1	.024		
Fisher's Exact Test				.029	.029
N of Valid Cases	155				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .77.

Q94: been physically threatened or attacked because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q94: been physically threatened or attacked because of my race/ethnic origin	No	Count	131	20	151
		% within Race/Ethnicity	98.5%	100.0%	98.7%
	Yes	Count	2	0	2
		% within Race/Ethnicity	1.5%	.0%	1.3%
Total		Count	133	20	153
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.305 ^b	1	.581		
Continuity Correction ^a	.000	1	1.000		
Likelihood Ratio	.564	1	.453		
Fisher's Exact Test				1.000	.755
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .26.

Q95: been followed or stopped by law enforcement because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q95: been followed or stopped by law enforcement because of my race/ethnic origin	No	Count	133	14	147
		% within Race/Ethnicity	98.5%	66.7%	94.2%
	Yes	Count	2	7	9
		% within Race/Ethnicity	1.5%	33.3%	5.8%
Total		Count	135	21	156
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	33.915 ^b	1	.000		
Continuity Correction ^a	28.309	1	.000		
Likelihood Ratio	21.266	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	156				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.21.

Q96: been followed or stopped by store personnel or store security while shopping because of my race/ethnic origin * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q96: been followed or stopped by store personnel or store security while shopping because of my race/ethnic origin	No	Count	130	11	141
		% within Race/Ethnicity	98.5%	52.4%	92.2%
	Yes	Count	2	10	12
		% within Race/Ethnicity	1.5%	47.6%	7.8%
Total		Count	132	21	153
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	53.279 ^b	1	.000		
Continuity Correction ^a	47.092	1	.000		
Likelihood Ratio	34.333	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	153				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.65.

Q97: been harassed or discriminated against because of my foreign accent or for speaking a language other than English. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q97: been harassed or discriminated against because of my foreign accent or for speaking a language other than English.	No	Count	132	16	148
		% within Race/Ethnicity	99.2%	76.2%	96.1%
	Yes	Count	1	5	6
		% within Race/Ethnicity	.8%	23.8%	3.9%
Total	Count	133	21	154	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	25.752 ^b	1	.000		
Continuity Correction ^a	19.962	1	.000		
Likelihood Ratio	15.880	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	154				

a. Computed only for a 2x2 table

b. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .82.

Q98: I encounter offensive actions and objects directed at my race: * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q98: I encounter offensive actions and objects directed at my race:	Daily	Count	1	1	2
		% within Race/Ethnicity	.8%	4.8%	1.3%
	Weekly	Count	0	3	3
		% within Race/Ethnicity	.0%	14.3%	2.0%
	Monthly	Count	0	3	3
		% within Race/Ethnicity	.0%	14.3%	2.0%
	Less than Monthly	Count	11	7	18
		% within Race/Ethnicity	8.4%	33.3%	11.8%
	Never	Count	119	7	126
		% within Race/Ethnicity	90.8%	33.3%	82.9%
Total	Count	131	21	152	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	56.352 ^a	4	.000
Likelihood Ratio	41.190	4	.000
N of Valid Cases	152		

a. 7 cells (70.0%) have expected count less than 5. The minimum expected count is .28.

Q99: Racism is a problem in the Moorhead-Fargo community. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q99: Racism is a problem in the Moorhead-Fargo community.	Strongly Agree	Count	18	9	27
		% within Race/Ethnicity	13.2%	42.9%	17.2%
	Agree	Count	72	5	77
		% within Race/Ethnicity	52.9%	23.8%	49.0%
	Disagree	Count	21	3	24
		% within Race/Ethnicity	15.4%	14.3%	15.3%
	Strongly Disagree	Count	4	1	5
		% within Race/Ethnicity	2.9%	4.8%	3.2%
	Not sure	Count	21	3	24
		% within Race/Ethnicity	15.4%	14.3%	15.3%
Total		Count	136	21	157
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.650 ^a	4	.013
Likelihood Ratio	10.992	4	.027
N of Valid Cases	157		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .67.

Q100: I socialize outside of work with people from racial groups other than my own. * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q100: I socialize outside of work with people from racial groups other than my own.	Daily	Count	13	7	20
		% within Race/Ethnicity	9.6%	33.3%	12.7%
	Weekly	Count	33	5	38
		% within Race/Ethnicity	24.3%	23.8%	24.2%
	Monthly	Count	29	0	29
		% within Race/Ethnicity	21.3%	.0%	18.5%
	Less than Monthly	Count	52	7	59
		% within Race/Ethnicity	38.2%	33.3%	37.6%
	Never	Count	9	2	11
		% within Race/Ethnicity	6.6%	9.5%	7.0%
Total	Count	136	21	157	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.887 ^a	4	.012
Likelihood Ratio	14.650	4	.005
N of Valid Cases	157		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.47.

Q101: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Welcoming...Unwelcoming * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q101: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Welcoming...Unwelcoming	1. Unwelcoming	Count	3	3	6
		% within Race/Ethnicity	2.2%	14.3%	3.8%
	5. Welcoming	Count	8	3	11
		% within Race/Ethnicity	5.9%	14.3%	7.1%
	Don't know	Count	5	1	6
		% within Race/Ethnicity	3.7%	4.8%	3.8%
	2	Count	24	5	29
		% within Race/Ethnicity	17.8%	23.8%	18.6%
	3	Count	58	6	64
		% within Race/Ethnicity	43.0%	28.6%	41.0%
4	Count	37	3	40	
	% within Race/Ethnicity	27.4%	14.3%	25.6%	
Total	Count	135	21	156	
	% within Race/Ethnicity	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.224 ^a	5	.047
Likelihood Ratio	8.848	5	.115
N of Valid Cases	156		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .81.

Q102: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Friendly... Hostile * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q102: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Friendly... Hostile	1. Hostile	Count	2	1	3
		% within Race/Ethnicity	1.5%	4.8%	1.9%
	5. Friendly	Count	14	4	18
		% within Race/Ethnicity	10.4%	19.0%	11.6%
	Don't know	Count	4	0	4
		% within Race/Ethnicity	3.0%	.0%	2.6%
	2	Count	20	5	25
		% within Race/Ethnicity	14.9%	23.8%	16.1%
	3	Count	56	9	65
		% within Race/Ethnicity	41.8%	42.9%	41.9%
	4	Count	38	2	40
		% within Race/Ethnicity	28.4%	9.5%	25.8%
Total		Count	134	21	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.175 ^a	5	.290
Likelihood Ratio	6.900	5	.228
N of Valid Cases	155		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .41.

**Q103: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community:
Improving... Worsening * Race/Ethnicity**

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q103: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Improving... Worsening	1. Worsening	Count	0	2	2
		% within Race/Ethnicity	.0%	10.0%	1.3%
	5. Improving	Count	9	3	12
		% within Race/Ethnicity	6.7%	15.0%	7.7%
	Don't know	Count	7	1	8
		% within Race/Ethnicity	5.2%	5.0%	5.2%
	2	Count	12	3	15
		% within Race/Ethnicity	8.9%	15.0%	9.7%
	3	Count	42	9	51
		% within Race/Ethnicity	31.1%	45.0%	32.9%
4	Count	65	2	67	
	% within Race/Ethnicity	48.1%	10.0%	43.2%	
Total		Count	135	20	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.622 ^a	5	.000
Likelihood Ratio	19.154	5	.002
N of Valid Cases	155		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is .26.

**Q104: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community:
Antiracist...Racist * Race/Ethnicity**

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q104: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Antiracist...Racist	1. Racist	Count	6	4	10
		% within Race/Ethnicity	4.5%	19.0%	6.5%
	5. Anti-racist	Count	3	2	5
		% within Race/Ethnicity	2.2%	9.5%	3.2%
	Don't know	Count	7	1	8
		% within Race/Ethnicity	5.2%	4.8%	5.2%
	2	Count	40	6	46
		% within Race/Ethnicity	29.9%	28.6%	29.7%
	3	Count	50	6	56
		% within Race/Ethnicity	37.3%	28.6%	36.1%
4	Count	28	2	30	
	% within Race/Ethnicity	20.9%	9.5%	19.4%	
Total		Count	134	21	155
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.575 ^a	5	.060
Likelihood Ratio	8.297	5	.141
N of Valid Cases	155		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is .68.

Q105: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Inclusive...Exclusive * Race/Ethnicity

Crosstab

			Race/Ethnicity		Total
			White	Person of color	
Q105: general climate for racial and ethnic diversity off-campus in the Fargo-Moorhead community: Inclusive...Exclusive	1. Exclusive	Count	6	7	13
		% within Race/Ethnicity	4.4%	33.3%	8.3%
	5. Inclusive	Count	4	2	6
		% within Race/Ethnicity	3.0%	9.5%	3.8%
	Don't know	Count	6	0	6
		% within Race/Ethnicity	4.4%	.0%	3.8%
	2	Count	42	5	47
		% within Race/Ethnicity	31.1%	23.8%	30.1%
	3	Count	52	5	57
		% within Race/Ethnicity	38.5%	23.8%	36.5%
4	Count	25	2	27	
	% within Race/Ethnicity	18.5%	9.5%	17.3%	
Total		Count	135	21	156
		% within Race/Ethnicity	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	23.414 ^a	5	.000
Likelihood Ratio	17.680	5	.003
N of Valid Cases	156		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .81.