



REGENTS OF THE UNIVERSITY OF COLORADO

EXECUTIVE SUMMARY OF 2014 SOCIAL CLIMATE SURVEY

June 26, 2014

Background and Purpose of Social Climate Survey

The University of Colorado Board of Regents is committed to promoting a robust and intellectually diverse educational and employment experience for all members of the University of Colorado community. It has manifested its commitment to this principle by enacting Article 10 of the *Laws of the Regents*, which states:

The University of Colorado does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. The University takes action to increase ethnic, cultural, and gender diversity, to employ qualified disabled individuals, and to provide equal opportunity to all students and employees.

Qualification for the position and institutional need shall be the sole bases for hiring employees, and the criteria for retaining employees shall be related to performance evaluation, assessment of institutional need, fiscal constraints, and/or, in the case of exempt professionals, the rational exercise of administrative prerogative.

All students shall have the same fundamental rights to equal respect, due process, and judgment of them based solely on factors demonstrably related to performance and expectations as students. All students share equally the obligations to perform their duties and exercise judgments of others in accordance with the basic standards of fairness, equity, and inquiry that should always guide education.

The Board of Regents has also enacted a set of Guiding Principles that sets forth the ideals of the University of Colorado and provides guidance to the campuses. Guiding Principle 6 directly addresses diversity and states that the University will:

Promote faculty, student, and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning, including diversity of political, geographic, cultural, intellectual, and philosophical perspectives.

Combined, the Laws of the Regents and the Guiding Principles embody the Board of Regents' belief that diversity is a crucial aspect of the educational experience. At its June 2013 meeting, the Board of Regents determined that it needed information to gauge how well the University of Colorado campuses are implementing the laws and principles related to diversity.

Consequently, the Board of Regents passed a resolution that:

- Called for an objective and non-partisan evaluation by a professional, external survey company to assess the efficacy by which the University of Colorado campuses have implemented the principle that they “respect diversity in all of its forms, including diversity of political, geographic, cultural, intellectual, and philosophical perspectives” as well as diversity based on race, color, national origin, sex, age, disability, creed, religion, sexual orientation, and veteran status;
- Required the survey to collect and analyze data on the extent to which competing ideas, perspectives, and claims of truth are presented and the extent to which members of the university community feel safe and supported in exploring and articulating their beliefs and viewpoints; and
- Required the University of Colorado to commission a process by which qualified, non-partisan firms may compete for the opportunity to conduct this survey.

Selection of McLaughlin & Associates/Frederick Polls

To carry forth the resolution, the Board of Regents formed a subcommittee that would be tasked with screening and engaging an appropriate firm to conduct the survey, as well as to assist the firm as it conducted the survey. The subcommittee consisted of the following members:

Regent James Geddes

Regent Steve Ludwig

Regent Sue Sharkey

Brenda J. Allen, Ph.D - Associate Vice Chancellor for Diversity and Inclusion and Professor of Communication at University of Colorado Denver

Kelli J. Klebe, Ph.D. – Associate Vice Chancellor for Research and Faculty Development, Dean of the Graduate School, and Associate Professor of Psychology at University of Colorado Colorado Springs

Richard Wobbekind, Ph.D – Executive Director of the Business Research Division, Senior Associate Dean for Academic Program at the Leeds School of Business, and Associate Professor of Business Economics and Finance at University of Colorado Boulder

The subcommittee determined that it would employ a Request for Documented Quote as its procurement tool. The Request for Documented Quote stated that: The Board of Regents desires that a qualified, non-partisan firm conduct a thorough climate survey that: (1) measures the implementation of the non-discrimination principles embodied in Article 10 the Laws of the Regents; (2) is a full, population-based electronic survey that uses statistically valid principles; and (3) uses a methodology and criteria that will be capable of repetition over time to measure progress.

The subcommittee reviewed responses received from multiple vendors and interviewed two vendors. Ultimately, the selection process resulted in the selection of McLaughlin & Associate/FrederickPolls to conduct the social climate survey.

McLaughlin & Associates is a national survey research and strategic services company whose personnel have played a key role in assisting successful organizations in the United States, Canada, Europe, Asia and Latin America. McLaughlin & Associates specializes in public opinion research, media planning and buying services, and strategic consulting services. FrederickPolls is one of the country's leading issue and campaign polling firms. FrederickPolls has over 34 years of experience providing services to organizations including political candidates, national trade associations, major national and regional corporations, ballot issue campaigns, labor unions, membership organizations, and non-profit organizations.

Preparing the Survey Instruments and Conducting the Social Climate Survey

In late-2013 and early-2014, McLaughlin & Associates and FrederickPolls met with the subcommittee to discuss the social climate survey, to review the goals of the survey, and to discuss potential methodologies. McLaughlin & Associates and FrederickPolls designed a draft survey instrument, shared it with the subcommittee, received feedback, and refined the survey instrument. Designing the survey instrument was a challenge in many respects because the Board of Regents sought data from all members of the University of Colorado community about their educational and workplace experiences, perceptions of the campus environment, and the experiences stemming from a large number of social identities. The challenge was to create a survey instrument that sought a broad range of data, while also constructing a survey that busy students and employees would complete.

In constructing the social climate survey, McLaughlin & Associates and the subcommittee developed a key term, "social identities," that would be used frame many of the responses. The term was meant to encompass the protected categories under Article 10 of the Laws of the Regents, and includes race, ethnicity, gender, age, national origin, sexual orientation, physical impairment, mental impairment, religion and spiritual beliefs, political philosophy, veteran and military status, political affiliation, gender identity and gender expression. This executive summary also uses this terms in discussing some of the key findings.

There were several key principles that guided the development of the survey instrument and how it would be administered:

- **Inclusivity:** The survey would be broadly distributed to faculty, staff, and students.
- **Specificity:** The survey would be distributed at the campus level to allow for more precise responses. The survey would also include common themes and questions, but the surveys would be tailored to faculty, staff, and students.
- **Online:** The survey would be conducted online. McLaughlin & Associates would host the survey responses.
- **Voluntary:** Any person's participation in the survey would be purely voluntary. No person would be compelled to participate. The University of Colorado ensured participants that they would not be retaliated against either for participating in the survey or for providing answers that were critical of the University of Colorado. To date, no person has advanced a retaliation complaint related to the survey.
- **Anonymous:** The survey would be anonymous. Respondents would not be asked to provide their identities. Nor would the survey be linked to e-mail addresses.
- **Aggregate:** Survey results would be aggregated and not be reported at a level that would potentially reveal the identity of any participant.
- **Transparency:** The Board of Regents would review the survey results in a public session and provide the survey results to the University of Colorado community.

The survey was initially distributed on April 2, 2014. Shortly after its distribution, members of the Faculty Senate expressed concern about certain aspects of the survey, including a concern that questions within the survey asked respondents to describe their employment units and social identities at a level that would potentially reveal their identities. Consequently, the subcommittee considered the issues and determined that the appropriate course of action would be to stop the survey, further refine the survey instrument, and relaunch. Any data collected to this point were discarded and not used for any purpose.

Over a period of approximately three weeks, the survey instrument was refined based upon feedback received from the Faculty Council and other constituents. The survey relaunched on April 24, 2014 and closed on May 11, 2014.

Participation Data

The social climate survey was a success with a total of 9,301 participants. McLaughlin & Associates and FrederickPolls received data from across the entire University of Colorado community. Over 12% of the University of Colorado community participated in the social climate survey. The participation rates reflect the percentage of the students, faculty and staff on each campus that responded to survey.

	Faculty	Staff	Students	Total
UCB	890 (13.3%)	1,159 (28.9%)	2,406 (9.5%)	4,455 (13.8%)
UCCS	211 (17.2%)	189 (32.4%)	896 (9.3%)	1,296 (11.3%)
CU-Denver	250 (10.6%)	276 (30.9%)	1,220 (10.0%)	1,746 (11.3%)
AMC	633 (12.4%)	405 (20.4%)	548 (17.1%)	1,586 (15.4%)
System		218 (47.8%)		218 (47.8%)
TOTAL	1,984 (12.9%)	2,247 (28.3%)	5,070 (10.1%)	9,301 (12.6%)

This high rate of participation allowed McLaughlin & Associates/FrederickPolls to report low margin of errors for faculty (+/- 2.2%), staff (+/- 2.1%) and students (+/- 1.4%) at a 95% confidence interval.”

Key Findings - Positive

The aggregate data set at the campus level is attached to this report, but there are several key findings that McLaughlin & Associate/FrederickPolls highlighted for the Board of Regents' consideration:

- **Respect on Campus:** The majority of students, faculty, and staff reported that the University of Colorado promotes an environment of respect regardless of social identity.
 - **Students:** 82% of students agree. 9% disagree.
 - **Faculty:** 75% of faculty agree. 13% disagree.
 - **Staff:** 74% of staff agree. 15% disagree

- **Respect Within Unit:** The majority of students, faculty, and staff reported that their particular academic or work unit promotes an environment of respect regardless of social identity:
 - **Students:** 86% of students agree. 6% disagree.
 - **Faculty:** 78% of faculty agree. 14% disagree.
 - **Staff:** 79% of staff agree. 15% disagree.

- **Respectful Learning Environment:** 96% of University of Colorado students agree that all or most of their instructors provide a respectful learning environment that includes open and non-judgmental interactions with students of all social identities.

- **Tolerant Learning Environment:** 94% of University of Colorado students agree that all or most of their instructors are tolerant of diverse opinions in the classroom.

- **Diversity of Population:** The survey results demonstrated broad ranges of diversity across many social identities, including race and ethnicity, age, religious affiliation, gender identity, sexual orientation, political affiliation, and political philosophy.

- **Consistency of Data:** With some exceptions, the data reported across the University of Colorado system were generally consistent. For example, 73.1 % of UCB faculty and 70.6% of UCCS faculty reported that they felt respected regardless of their political affiliations. This consistency demonstrates that the results are reflective of general societal trends, rather than acute problems within a particular campus.

Key Findings - Concerning

- **Perceived Prejudice and Discrimination:** Although the overwhelming majority of University of Colorado students, faculty and staff report that they have not been the subject of any type of prejudice or discrimination, significant numbers of respondents reported that they experienced prejudice or discrimination “sometimes” or “frequently.”
 - **Students:** 83% of students reported that they “rarely” or “never” experienced prejudice or discrimination. 14% reported that they “sometimes” have such experiences. 3% reported that they “frequently” have such experiences.
 - **Faculty:** 75% of faculty reported that they “rarely” or “never” experienced prejudice or discrimination. 20% reported that they “sometimes” have such experiences. 5% reported that they “frequently” have such experiences.
 - **Staff:** 73% of staff reported that they “rarely” or “never” experienced prejudice or discrimination. 23% reported that they “sometimes” have such experiences. 4% reported that they “frequently” have such experiences.
- **Bases of Prejudice and Discrimination:** For those who reported that they had experienced some type of prejudice or discrimination, the types of discrimination varied. Respondents were allowed to select all social identities that applied.
 - **Students:** The most frequently reported forms of perceived prejudice and discrimination were gender (34%), religion (32%), race/ethnicity (28%), political philosophy (25%), and political affiliation (25%).
 - **Faculty:** The most frequently reported forms of perceived prejudice and discrimination were gender (48%), age (33%), political philosophy (21%), race/ethnicity (20%), and religion (18%).
 - **Staff:** The most frequently reported forms of perceived prejudice and discrimination were age (44%), gender (41%), race/ethnicity (23%), religion (21%) and political philosophy (21%)
- **Political Affiliation and Political Philosophy:** The University of Colorado is unique in that it recognizes political affiliation and political philosophy as protected characteristics under the *Laws of the Regents*. Although in the minority, significant numbers of students, faculty, and staff, particularly students on the Boulder campus, disagreed with the premise that they are respected regardless of their political affiliations and political philosophies.
- **Knowledge of Complaint Mechanisms:** An average of 61% of students across all campuses reported that they would not know how to make a complaint of discrimination.

Limitations on the Social Climate Survey

The social climate survey represents the first system-wide assessment of the University of Colorado's implementation of the *Laws of the Regents'* prohibition of discriminatory conduct. As such, the data that it reflects should not be interpreted as demonstrating a greater prevalence of prejudice and discrimination at the University of Colorado than elsewhere in the United States, Colorado, or the higher education community. Comparable studies performed within the University of California system, http://campusclimate.ucop.edu/_common/files/pdf-climate/ucsystem-full-report.pdf, and the University of Illinois, <http://www.uillinois.edu/cms/one.aspx?portalId=1117531&pageId=1272790>, and the University of Wisconsin Colleges system, <http://www.uillinois.edu/cms/one.aspx?portalId=1117531&pageId=1272790>, for example, each demonstrate, to varying degrees, concerns about prejudice and discrimination.

The social climate survey, therefore, serves as means for the University of Colorado to consider where it stands at this point in time, determine what courses of action can address the areas of greatest concern, and monitor its progress.

It also serves as a means for identifying areas that need additional study. Where particular campuses identify an area of concern, they can employ different methods of analyzing the academic and employment setting, including personal, one-on-one interactions, to devise solutions and create a stronger university.

Among the questions that the social climate survey did not address, but that the University of Colorado may wish to explore in follow-up or future surveys are:

- **Who Engages in Prejudicial or Discriminatory Conduct:** The social climate survey identified those who believe they have experienced prejudice or discrimination. The Social Climate Survey did not, however, explore the identity of those who engage in prejudicial or discriminatory conduct. For example, although we know that some students believe they have been the subject of prejudice or discrimination because of sexual orientation, we don't know whether the perpetrators are students, faculty, or staff.
- **Where Prejudicial or Discriminatory Conduct Occurs:** Similarly, we don't know the context of where prejudicial or discriminatory conduct is occurring. If prejudicial conduct or discriminatory conduct occurs in a dormitory or in social contexts, the potential responses are different than if prejudicial or discriminatory conduct occurs in an academic or employment setting.
- **What Constitutes Prejudicial or Discriminatory Conduct:** The social climate survey demonstrates that some respondents felt as though they had experienced prejudicial or discriminatory conduct, but it did not identify the particular type of prejudice or discrimination. Prejudice and discrimination take many forms, from isolated comments to adverse employment actions, and future efforts to define the types of conduct at issue would be helpful.

Next Steps

The social climate survey was only recently completed.

The Board of Regents will ask the individual campuses, as well as system administration, to analyze the data and report on any efforts it is making to address any findings of concern and report to the Board of Regents how they intend to address those findings. The Board of Regents encourages the campuses to disseminate the data to campus constituents and to invite dialogue on how to improve the campus culture and how to increase diversity of all types.

The Board of Regents recommends that the University of Colorado conduct a biannual Social Climate Survey to track its progress over time. The data contained in this data set are useful, but the Board of Regents will measure the success of the social climate survey over time by looking at whether subsequent surveys demonstrate improvements. Consistent attention to the campus climate is necessary for the University of Colorado to meet the letter and spirit of Article 10 of the *Laws of the Regents*.

Important Contact Information

The Board of Regents reaffirms its commitment to the principles embodied in Article 10 of the *Laws of the Regents*. The Board of Regents encourages any member of the University of Colorado community who has experienced prejudice or discrimination in an educational or employment setting to report their experience to the officials charged with investigating these allegations. There are also counseling services and other resources available to members of the University of Colorado community.

For students, the resources include:

University of Colorado Boulder Campus:

Office of Discrimination and Harassment
303-492-2127
<http://hr.colorado.edu/dh/Pages/default.aspx>

Office of Student Conduct
303-492-5550
<http://www.colorado.edu/studentaffairs/studentconduct/index.html>

Office of Victim Assistance
303-492-8855
<http://cuvictimassistance.com/>

Counseling and Psychological Services
303-492-6766
<http://www.colorado.edu/counseling>

University of Colorado Colorado Springs Campus:

Sexual Harassment and Discrimination Office
719-255-4324
<http://www.uccs.edu/odh/discrimination.html>

UCCS Ombuds Program
719-255-3304
<http://www.uccs.edu/~ombuds/>

University Counseling Center
719-255-3265
<http://www.uccs.edu/~counsel/>

CU Denver | Anschutz Medical Campus:

Human Resources
303-315-2700
<http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>

The Phoenix Center
303-556-6011
<http://www.ucdenver.edu/academics/colleges/SPA/BuechnerInstitute/Centers/CenteronDomesticViolence/Services/Pages/ThePhoenixCenter.aspx>

Anschutz Medical Campus Student Mental Health Service
303-724-4716
<http://www.ucdenver.edu/life/services/student-assistance/student-resources/Pages/Counseling.aspx>

Denver Campus Student and Community Counseling Center
303-556-4372
<http://www.ucdenver.edu/life/services/counseling-center/Pages/default.aspx>.

All Campuses:

University of Colorado EthicsPoint:
<https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html>

For faculty and staff, the resources include:

Boulder Campus:

Office of Discrimination and Harassment
303-492-2127
<http://hr.colorado.edu/dh/Pages/default.aspx>

Office of Victim Assistance
303-492-8855
<http://cuvictimassistance.com/>

Faculty and Staff Assistance Program
303-492-3020
<http://hr.colorado.edu/fsap/Pages/default.aspx>

Colorado Springs Campus:

Sexual Harassment and Discrimination Office
719-255-4324
<http://www.uccs.edu/odh/discrimination.html>

UCCS Ombuds Program
719-255-3304
<http://www.uccs.edu/~ombuds/>

Colorado State Employee Assistance Program
<https://www.colorado.gov/c-seap>
303-866-4314

CU Denver | Anschutz Medical Campus:

Human Resources
303-315-2700
<http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>

The Phoenix Center
303-556-6011
<http://www.ucdenver.edu/academics/colleges/SPA/BuechnerInstitute/Centers/CenteronDomesticViolence/Services/Pages/ThePhoenixCenter.aspx>

Colorado State Employee Assistance Program
303-866-4314
<https://www.colorado.gov/c-seap>

System Office:

Human Resources
303-860-4200

<http://www.cu.edu/employee-services/faculty-staff/human-resources-offices/human-resources>

Colorado State Employee Assistance Program
303-866-4314

<https://www.colorado.gov/c-seap>

Faculty and Staff Assistance Program
303-492-3020

<http://hr.colorado.edu/fsap/Pages/default.aspx>

All Campuses:

University of Colorado Ethics Point:

<https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html>

Appreciation

The Board of Regents expresses its sincere thanks and gratitude to:

- John McLaughlin, Stuart Polk, and Keith Zeig of McLaughlin & Associates and Keith Frederick of FrederickPolls for their assistance in preparing and analyzing the Social Climate Survey.
- Regent James Geddes, Regent Steve Ludwig, Regent Sue Sharkey, Professor Brenda J. Allen, Professor Kelli Klebe, and Professor Richard Wobbekind for their service on the subcommittee that allowed the Social Climate Survey to exist.
- Professor Melinda Piket-May and her colleagues on the Faculty Council for constructively voicing concerns about the Social Climate Survey and assisting in the efforts to improve the survey instruments.
- Cheryl Espinoza and Jennifer Wunsch of the Board of Regents office for extensive support.
- Most importantly, the students, faculty, and staff of the University of Colorado who took the Social Climate Survey and allowed their voices to be heard in the effort to make the University of Colorado diverse and inclusive.

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

What type of student are you?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Undergraduate	72.6	86.7	85.4	62.7	12.2	--	--	--	--	--	--	--	--	--	--	--
Post-Graduate	27.4	13.3	14.6	37.3	87.8	--	--	--	--	--	--	--	--	--	--	--

Which of the following best describes your faculty position?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Tenured/Track	--	--	--	--	--	37.4	35.7	45.0	50.8	31.9	--	--	--	--	--	--
Non-Tenured	--	--	--	--	--	23.2	18.8	42.2	28.8	21.0	--	--	--	--	--	--
Clinical	--	--	--	--	--	7.0	0.2	1.9	4.4	19.1	--	--	--	--	--	--
Research	--	--	--	--	--	20.0	26.3	0.9	5.2	23.2	--	--	--	--	--	--
Other	--	--	--	--	--	12.4	19.0	10.0	10.8	4.7	--	--	--	--	--	--

How many years have you been employed at the University of Colorado?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
0 to 3 years	--	--	--	--	--	31.9	34.2	29.9	29.6	30.2	33.2	31.3	35.4	34.1	33.3	39.9
4 to 6 years	--	--	--	--	--	16.7	14.8	22.3	18.0	16.9	17.2	14.9	18.5	16.7	21.2	21.1
7 to 10 years	--	--	--	--	--	13.9	14.0	15.2	13.6	13.3	14.2	14.8	14.8	12.3	14.1	12.8
10 to 15 years	--	--	--	--	--	14.9	13.3	12.3	16.8	17.4	14.4	14.8	15.9	13.8	13.3	13.8
More than 15 years	--	--	--	--	--	22.7	23.7	20.4	22.0	22.3	21.1	24.2	15.3	23.2	18.0	12.4

The University of Colorado promotes an environment that respects students/faculty members/staff, regardless of their social identities:

“On your campus”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	81.7	77.2	85.6	83.9	90.0	74.7	71.8	77.7	72.4	78.7	73.8	74.3	77.2	71.4	72.3	--
Strongly	53.0	45.6	59.2	58.4	63.1	39.1	35.1	44.1	33.2	45.3	36.6	34.4	45.0	34.4	40.2	--
Somewhat	28.7	31.5	26.5	25.6	26.8	35.6	36.7	33.6	39.2	33.3	37.2	39.9	32.3	37.0	32.1	--
Neither	9.2	10.1	8.5	9.4	6.2	12.6	13.3	7.1	16.8	11.8	11.7	10.4	10.1	13.8	14.8	--
Somewhat	5.7	8.1	4.0	3.4	2.4	8.8	10.2	10.9	8.0	6.3	10.0	11.3	6.3	10.1	7.7	--
Strongly	3.5	4.6	1.9	3.2	1.5	3.9	4.7	4.3	2.8	3.2	4.6	4.1	6.3	4.7	5.2	--
Disagree	9.1	12.8	5.9	6.6	3.8	12.7	14.9	15.2	10.8	9.5	14.5	15.4	12.7	14.9	12.8	--

“In your degree program/academic unit/employment unit”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	86.3	85.2	89.0	85.5	88.9	78.2	78.5	82.9	73.6	77.9	78.6	80.1	77.8	75.7	73.3	84.9
Strongly	62.7	59.5	66.5	65.5	64.8	51.8	51.7	59.2	45.6	51.8	48.5	47.5	55.0	49.6	45.7	51.8
Somewhat	23.6	25.7	22.4	20.0	24.1	26.4	26.9	23.7	28.0	26.1	30.1	32.5	22.8	26.1	27.7	33.0
Neither	7.6	8.1	6.1	8.0	6.6	7.8	7.9	6.2	6.8	8.7	6.4	6.2	4.8	6.9	6.9	7.3
Somewhat	3.6	3.9	3.0	3.6	3.3	8.1	8.1	5.2	9.2	8.5	9.7	9.7	8.5	11.2	11.4	5.5
Strongly	2.5	2.7	1.9	2.9	1.3	5.9	5.5	5.7	10.4	4.9	5.3	4.0	9.0	6.2	8.4	2.3
Disagree	6.1	6.7	4.9	6.5	4.6	14.0	13.6	10.9	19.6	13.4	15.0	13.7	17.5	17.4	19.8	7.8

“In your classes”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	86.6	84.9	89.8	86.8	88.7	--	--	--	--	--	--	--	--	--	--	--
Strongly	60.2	56.1	63.2	64.4	63.9	--	--	--	--	--	--	--	--	--	--	--
Somewhat	26.4	28.8	26.7	22.4	24.8	--	--	--	--	--	--	--	--	--	--	--
Neither	6.4	7.1	4.8	6.5	6.2	--	--	--	--	--	--	--	--	--	--	--
Somewhat	4.4	5.3	3.3	3.7	3.3	--	--	--	--	--	--	--	--	--	--	--
Strongly	2.6	2.7	2.0	3.0	1.8	--	--	--	--	--	--	--	--	--	--	--
Disagree	6.9	8.1	5.4	6.7	5.1	--	--	--	--	--	--	--	--	--	--	--

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

In your opinion, do you agree or disagree that students/faculty members/staff on your campus/academic unit/employment unit are respected regardless of their...?

“Race/Ethnicity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	84.1	79.1	90.6	85.9	91.4	82.6	81.7	88.6	78.0	83.6	80.1	77.3	86.2	81.5	78.0	91.3
Strongly	53.5	44.8	64.2	57.5	65.0	59.7	58.9	69.7	51.6	60.7	45.0	40.0	51.9	48.2	45.9	60.1
Somewhat	30.6	34.2	26.5	28.4	26.5	22.9	22.8	19.0	26.4	22.9	35.0	37.3	34.4	33.3	32.1	31.2
Disagree	12.4	18.2	6.9	8.0	5.8	12.3	12.8	8.5	15.2	11.7	15.2	17.1	10.1	16.7	16.8	4.6
Somewhat	8.8	13.1	5.7	5.0	4.0	7.8	8.2	4.7	9.6	7.4	9.7	11.3	5.3	10.9	10.1	2.3
Strongly	3.6	5.2	1.2	3.0	1.8	4.5	4.6	3.8	5.6	4.3	5.5	5.8	4.8	5.8	6.7	2.3
Don't Know	3.5	2.7	2.5	6.1	2.7	5.1	5.5	2.8	6.8	4.7	4.8	5.6	3.7	1.8	5.2	4.1

“National origin”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	85.2	81.5	90.4	85.7	92.2	83.8	84.5	87.2	77.6	84.2	80.7	79.4	84.7	80.1	79.3	88.1
Strongly	54.1	47.6	61.7	56.7	64.4	61.1	62.0	67.8	54.4	60.2	46.5	41.9	51.3	48.9	46.2	64.2
Somewhat	31.1	33.8	28.7	29.0	27.7	22.7	22.5	19.4	23.2	24.0	34.2	37.4	33.3	31.2	33.1	23.9
Disagree	10.6	14.8	5.9	8.3	4.7	10.2	10.0	6.2	16.4	9.5	11.8	13.3	5.8	15.2	12.6	3.2
Somewhat	8.0	11.4	4.9	5.7	3.5	6.2	5.8	2.8	11.2	6.0	8.1	9.5	3.7	11.6	7.7	0.9
Strongly	2.6	3.4	1.0	2.5	1.3	4.0	4.2	3.3	5.2	3.5	3.7	3.8	2.1	3.6	4.9	2.3
Don't Know	4.2	3.7	3.7	6.0	3.1	5.9	5.5	6.6	6.0	6.3	7.5	7.3	9.5	4.7	8.1	8.7

“Gender”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	87.5	85.1	90.5	87.7	92.9	80.4	80.2	84.8	76.4	80.7	78.0	76.7	79.4	79.0	77.0	84.4
Strongly	58.8	53.0	63.6	62.5	68.2	55.1	54.7	66.4	47.2	55.1	42.8	38.7	52.4	41.7	42.2	58.7
Somewhat	28.7	32.1	26.9	25.2	24.6	25.3	25.5	18.5	29.2	25.6	35.2	38.0	27.0	37.3	34.8	25.7
Disagree	9.7	12.7	7.0	7.5	5.5	16.8	17.6	13.7	20.0	15.3	18.7	19.7	15.9	19.6	19.3	13.8
Somewhat	7.3	9.8	6.0	4.8	3.8	11.3	12.1	10.0	13.2	9.8	13.7	14.6	11.6	15.6	12.1	11.5
Strongly	2.4	3.0	1.0	2.7	1.6	5.5	5.5	3.8	6.8	5.5	5.0	5.1	4.2	4.0	7.2	2.3
Don't Know	2.8	2.2	2.5	4.8	1.6	2.8	2.1	1.4	3.6	3.9	3.3	3.6	4.8	1.4	3.7	1.8

“Sexual orientation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	84.4	82.8	85.5	84.1	90.5	80.1	81.0	83.9	73.6	80.1	80.6	80.8	83.6	80.8	77.5	82.6
Strongly	53.6	48.8	55.0	58.6	62.8	59.1	59.4	65.9	54.8	58.1	47.3	43.6	52.4	48.9	47.7	59.6
Somewhat	30.8	34.3	30.5	25.5	27.7	21.0	21.6	18.0	18.8	22.0	33.4	37.3	31.2	31.9	29.9	22.9
Disagree	9.6	12.6	8.0	7.1	4.2	7.6	6.3	7.1	12.4	7.6	9.8	9.7	9.0	13.0	12.1	3.2
Somewhat	7.3	9.6	7.0	4.8	3.5	5.3	4.9	4.3	9.2	4.7	7.0	7.0	4.2	10.9	8.4	1.8
Strongly	2.2	3.0	1.0	2.3	0.7	2.2	1.3	2.8	3.2	2.8	2.8	2.7	4.8	2.2	3.7	1.4
Don't Know	6.0	4.6	6.5	8.8	5.3	12.3	12.7	9.0	14.0	12.3	9.5	9.5	7.4	6.2	10.4	14.2

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

“Age”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	85.5	83.4	88.7	84.8	90.9	80.9	80.4	81.0	76.0	83.6	74.7	73.9	75.7	72.5	73.1	83.9
Strongly	54.4	49.9	58.6	57.7	60.0	52.1	52.0	55.9	44.8	53.9	35.9	31.6	41.8	34.4	37.8	52.3
Somewhat	31.1	33.5	30.1	27.1	30.8	28.8	28.4	25.1	31.2	29.7	38.8	42.3	33.9	38.0	35.3	31.7
Disagree	11.2	13.3	9.4	10.3	7.1	15.3	15.8	16.6	20.0	12.2	21.6	22.3	18.5	25.0	23.5	12.4
Somewhat	9.0	11.1	7.0	8.0	5.5	9.7	11.7	5.7	10.8	7.9	14.2	15.2	11.1	17.8	14.6	6.0
Strongly	2.2	2.3	2.3	2.3	1.6	5.5	4.2	10.9	9.2	4.3	7.4	7.2	7.4	7.2	8.9	6.4
Don't Know	3.3	3.2	1.9	4.8	2.0	3.8	3.7	2.4	4.0	4.3	3.7	3.8	5.8	2.5	3.5	3.7

“Physical impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	80.8	79.9	84.8	78.6	83.4	74.0	71.7	84.4	70.8	75.0	75.4	74.6	74.6	75.4	76.5	78.0
Strongly	50.6	46.8	54.6	52.6	56.2	53.6	51.7	65.9	48.0	54.5	42.0	38.0	47.1	40.9	45.9	53.2
Somewhat	30.2	33.0	30.2	26.0	27.2	20.4	20.0	18.5	22.8	20.5	33.4	36.7	27.5	34.4	30.6	24.8
Disagree	10.6	13.4	8.0	9.3	5.5	6.1	5.1	5.2	9.6	6.5	13.0	15.0	15.9	13.4	11.1	3.2
Somewhat	7.9	9.9	5.8	7.2	4.4	4.2	3.6	2.8	6.4	4.7	8.6	10.7	9.5	9.1	5.9	1.4
Strongly	2.7	3.5	2.2	2.1	1.1	1.9	1.5	2.4	3.2	1.7	4.4	4.3	6.3	4.3	5.2	1.8
Don't Know	8.6	6.7	7.1	12.0	11.1	19.9	23.3	10.4	19.6	18.5	11.6	10.4	9.5	11.2	12.3	18.8

“Mental impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	73.3	72.2	79.2	71.1	72.8	52.7	47.4	62.1	49.2	58.3	61.7	60.8	69.8	62.3	60.2	61.0
Strongly	44.2	39.7	51.0	46.2	48.2	33.8	30.8	45.0	28.8	36.3	30.8	26.6	42.3	29.3	32.3	41.7
Somewhat	29.1	32.5	28.2	24.9	24.6	18.9	16.6	17.1	20.4	22.0	30.9	34.3	27.5	33.0	27.9	19.3
Disagree	13.6	16.8	11.4	11.2	8.6	10.7	12.2	10.0	11.6	8.5	15.0	16.0	18.0	15.9	15.6	4.6
Somewhat	10.0	11.8	9.5	8.3	6.9	7.0	8.4	4.7	6.8	5.7	10.7	12.0	13.2	13.0	8.9	2.3
Strongly	3.6	5.0	1.9	3.0	1.6	3.8	3.8	5.2	4.8	2.8	4.3	4.1	4.8	2.9	6.7	2.3
Don't Know	13.1	10.9	9.4	17.6	18.6	36.6	40.3	28.0	39.2	33.2	23.3	23.1	12.2	21.7	24.2	34.4

“Religion or spiritual beliefs”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	76.6	72.7	78.7	78.5	85.9	75.2	75.2	74.9	70.0	77.4	71.3	69.5	69.3	71.0	73.3	79.4
Strongly	43.5	36.5	47.0	49.7	54.7	49.3	48.7	48.3	44.4	52.6	37.9	33.6	39.2	36.2	40.7	56.9
Somewhat	33.1	36.1	31.7	28.9	31.2	25.9	26.5	26.5	25.6	24.8	33.4	36.0	30.2	34.8	32.6	22.5
Disagree	18.2	23.4	17.3	13.0	8.4	12.0	11.1	16.6	14.0	11.1	17.7	20.4	22.2	16.7	15.3	5.0
Somewhat	13.6	17.9	13.3	8.2	6.9	8.0	8.4	8.5	9.6	6.6	11.8	14.2	13.2	10.9	9.6	2.8
Strongly	4.6	5.4	4.0	4.8	1.5	4.0	2.7	8.1	4.4	4.4	5.9	6.1	9.0	5.8	5.7	2.3
Don't Know	5.2	4.0	4.0	8.4	5.7	12.8	13.7	8.5	16.0	11.5	11.0	10.1	8.5	12.3	11.4	15.6

“Gender identity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	80.0	77.3	83.8	80.7	83.4	73.1	73.3	82.9	69.6	71.1	73.8	73.9	77.8	72.5	72.6	73.4
Strongly	49.9	44.1	54.7	53.9	58.6	52.0	52.2	62.1	46.0	50.7	40.6	37.5	46.6	39.9	39.5	54.6
Somewhat	30.1	33.2	29.1	26.9	24.8	21.1	21.0	20.9	23.6	20.4	33.2	36.4	31.2	32.6	33.1	18.8
Disagree	12.1	16.6	8.5	8.2	6.8	9.1	9.6	5.7	12.4	8.2	12.1	13.5	11.1	11.6	12.6	5.0
Somewhat	9.1	12.1	7.3	5.8	5.8	6.4	7.9	2.8	8.0	4.9	9.0	10.5	6.3	9.8	7.9	4.1
Strongly	3.0	4.5	1.2	2.4	0.9	2.7	1.7	2.8	4.4	3.3	3.1	2.9	4.8	1.8	4.7	0.9
Don't Know	7.9	6.0	7.7	11.1	9.9	17.8	17.2	11.4	18.0	20.7	14.2	12.6	11.1	15.9	14.8	21.6

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

“Gender expression”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	79.2	77.0	81.8	79.9	82.8	72.2	71.7	79.1	70.0	71.4	72.0	71.5	78.3	70.7	69.6	75.2
Strongly	48.0	42.1	52.5	52.6	56.0	51.1	50.6	59.7	45.6	51.0	39.5	36.2	44.4	36.6	39.5	56.9
Somewhat	31.2	34.8	29.4	27.3	26.8	21.1	21.1	19.4	24.4	20.4	32.5	35.4	33.9	34.1	30.1	18.3
Disagree	12.5	16.6	9.7	8.8	7.3	8.8	8.8	5.2	14.0	8.1	13.2	14.9	9.5	14.1	14.1	4.6
Somewhat	9.3	11.8	8.4	6.2	6.6	5.9	6.6	2.4	8.4	5.1	9.5	11.0	4.8	11.6	9.9	2.8
Strongly	3.2	4.7	1.3	2.5	0.7	2.9	2.1	2.8	5.6	3.0	3.7	4.0	4.8	2.5	4.2	1.8
Don't Know	8.3	6.4	8.5	11.3	9.9	19.0	19.6	15.6	16.0	20.5	14.8	13.5	12.2	15.2	16.3	20.2

“Veteran/military status”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	85.0	82.8	91.2	83.4	88.1	69.5	64.4	84.8	65.2	73.3	77.0	74.6	87.3	81.5	76.5	76.1
Strongly	60.7	54.9	69.5	62.1	68.2	53.0	48.2	64.5	48.0	57.8	47.9	41.2	60.3	54.3	51.4	58.3
Somewhat	24.4	28.0	21.7	21.3	19.9	16.5	16.2	20.4	17.2	15.5	29.1	33.4	27.0	27.2	25.2	17.9
Disagree	6.4	8.8	4.8	4.9	2.4	3.9	2.6	6.2	6.4	3.9	7.9	9.8	6.3	6.5	7.7	1.4
Somewhat	5.0	6.9	3.7	3.7	1.8	2.4	1.7	2.8	4.0	2.7	5.8	7.3	4.2	5.1	5.7	0.5
Strongly	1.4	1.8	1.1	1.2	0.5	1.5	0.9	3.3	2.4	1.3	2.1	2.5	2.1	1.4	2.0	0.9
Don't Know	8.5	8.4	4.0	11.6	9.5	26.6	33.0	9.0	28.4	22.7	15.0	15.5	6.3	12.0	15.8	22.5

“Political affiliation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	69.8	62.0	77.8	75.2	79.0	71.0	73.1	70.6	68.8	68.9	66.4	63.1	67.7	68.8	66.9	78.9
Strongly	37.6	28.6	44.4	46.1	47.1	45.1	45.5	48.3	42.4	44.5	32.1	26.4	35.4	34.8	34.3	52.3
Somewhat	32.2	33.4	33.4	29.0	31.9	25.9	27.6	22.3	26.4	24.3	34.3	36.7	32.3	34.1	32.6	26.6
Disagree	23.0	32.9	15.7	13.4	13.1	15.8	13.3	20.4	18.8	16.7	22.1	27.3	19.0	17.4	19.3	8.7
Somewhat	16.6	23.9	11.6	9.1	9.9	9.8	9.0	10.4	11.2	10.1	13.9	17.9	11.6	11.2	10.1	5.0
Strongly	6.4	9.0	4.1	4.3	3.3	6.0	4.3	10.0	7.6	6.6	8.2	9.3	7.4	6.2	9.1	3.7
Don't Know	7.2	5.1	6.5	11.5	7.8	13.2	13.6	9.0	12.4	14.4	11.5	9.7	13.2	13.8	13.8	12.4

“Political philosophy”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	72.2	66.0	78.7	76.3	79.2	71.0	73.6	71.6	66.8	68.7	66.8	64.0	69.3	68.1	66.4	78.4
Strongly	40.0	32.2	46.1	47.2	48.2	44.7	46.4	46.0	39.6	43.9	31.9	27.1	36.5	31.2	33.6	51.4
Somewhat	32.2	33.8	32.6	29.1	31.0	26.3	27.2	25.6	27.2	24.8	34.9	36.9	32.8	37.0	32.8	27.1
Disagree	20.7	28.6	14.8	13.0	12.6	16.9	14.8	19.9	20.4	17.5	22.3	26.3	19.0	20.7	20.5	9.2
Somewhat	14.8	20.5	11.0	8.4	10.0	10.7	10.3	10.4	13.6	10.1	14.3	17.2	11.1	14.5	12.3	5.5
Strongly	5.9	8.0	3.8	4.6	2.6	6.2	4.5	9.5	6.8	7.4	8.0	9.1	7.9	6.2	8.1	3.7
Don't Know	7.2	5.4	6.5	10.7	8.2	12.1	11.6	8.5	12.8	13.7	10.9	9.7	11.6	11.2	13.1	12.4

Have you experienced prejudice or discrimination in a University of Colorado educational experience/academic unit/employment unit related to any of your social identities?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Frequently	2.7	3.7	2.0	1.9	1.3	5.1	5.3	4.3	7.2	4.3	4.2	3.6	4.2	4.3	6.9	1.8
Sometimes	13.8	17.1	12.2	11.9	6.2	19.8	19.1	18.0	26.0	18.8	22.7	24.0	19.0	27.2	21.2	16.1
Rarely	25.9	29.3	22.2	22.0	25.4	17.6	17.2	21.8	14.0	18.2	20.9	22.9	21.2	19.6	20.7	11.9
Never	57.7	49.9	63.6	64.3	67.2	57.6	58.4	55.9	52.8	58.8	52.2	49.5	55.6	48.9	51.1	70.2

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

IF “YES” FREQUENTLY, SOMETIMES OR RARELY, ASK:

Was the prejudice or discrimination you experienced in a University of Colorado educational experience related to...?

Please select all that apply

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Gender	33.5	36.8	26.4	30.5	31.1	48.0	51.4	43.0	36.4	50.2	41.3	42.6	41.7	36.9	37.9	49.2
Religion	31.7	29.3	42.3	31.4	29.4	18.2	16.8	32.3	16.1	16.1	22.0	21.9	26.2	21.3	24.7	10.8
Race/Ethnicity	28.2	27.4	22.1	35.3	27.2	20.0	20.0	17.2	22.9	19.5	22.7	21.7	15.5	25.5	30.3	12.3
Political phil.	25.0	24.3	30.4	23.9	22.2	20.7	15.4	33.3	21.2	23.4	21.2	21.9	14.3	20.6	21.7	24.6
Political affil.	24.8	24.6	32.2	21.3	21.1	14.3	9.2	25.8	12.7	18.0	17.4	17.3	13.1	17.0	19.2	20.0
Age	24.0	20.3	32.8	28.4	21.7	33.1	31.6	43.0	40.7	28.4	44.2	46.2	46.4	41.8	40.9	38.5
Nat'l origin	11.8	11.6	6.1	18.6	7.2	11.3	13.2	5.4	12.7	10.0	6.5	7.7	1.2	8.5	4.5	4.6
Sexual orient.	10.2	11.2	8.9	10.1	5.6	6.8	7.0	5.4	9.3	5.7	7.8	8.0	9.5	7.8	5.6	10.8
Mental impair.	7.1	7.1	6.4	8.5	5.6	4.3	5.9	5.4	4.2	1.5	3.5	3.6	1.2	4.3	4.5	1.5
Gender ident.	6.4	7.3	6.1	5.0	4.4	4.8	5.9	1.1	5.1	4.2	4.4	5.3	1.2	4.3	3.5	3.1
Gender express	6.2	7.2	5.5	5.0	3.9	5.9	7.0	5.4	6.8	4.2	4.2	4.8	3.6	3.5	3.0	4.6
Veteran/military	5.0	3.9	9.8	6.2	1.1	1.5	1.1	4.3	1.7	1.1	3.3	3.6	3.6	2.1	3.5	1.5
Physical impair.	4.4	3.9	6.7	4.6	2.8	3.4	3.2	2.2	4.2	3.8	7.6	8.2	7.1	8.5	5.1	9.2

CONTINUE TO ASK ALL RESPONDENTS

Do your course instructors provide a respectful learning environment that includes open and non-judgmental interactions with students of all social identities?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
All/Most	96.1	95.8	96.4	95.8	97.8	--	--	--	--	--	--	--	--	--	--	--
All	59.0	59.9	60.8	58.4	53.8	--	--	--	--	--	--	--	--	--	--	--
Most	37.1	36.0	35.6	37.5	44.0	--	--	--	--	--	--	--	--	--	--	--
Some/None	3.9	4.2	3.6	4.2	2.2	--	--	--	--	--	--	--	--	--	--	--
Only Some	3.3	3.6	3.1	3.5	2.2	--	--	--	--	--	--	--	--	--	--	--
None	0.5	0.6	0.4	0.7	0.0	--	--	--	--	--	--	--	--	--	--	--

Are your course instructors tolerant of diverse opinions in the classroom?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
All/Most	93.8	93.7	94.8	92.6	95.4	--	--	--	--	--	--	--	--	--	--	--
All	48.3	48.6	47.3	50.2	44.3	--	--	--	--	--	--	--	--	--	--	--
Most	45.5	45.1	47.4	42.4	51.1	--	--	--	--	--	--	--	--	--	--	--
Some/None	6.2	6.3	5.2	7.4	4.6	--	--	--	--	--	--	--	--	--	--	--
Only Some	5.6	5.8	4.9	6.5	4.4	--	--	--	--	--	--	--	--	--	--	--
None	0.5	0.5	0.3	0.9	0.2	--	--	--	--	--	--	--	--	--	--	--

Do faculty members in your academic unit provide a respectful learning environment that includes open and non-judgmental interactions with students of all social identities?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
All/Most	--	--	--	--	--	92.7	93.0	92.9	90.4	93.0	--	--	--	--	--	--
All	--	--	--	--	--	43.5	45.4	40.8	35.6	45.0	--	--	--	--	--	--
Most	--	--	--	--	--	49.1	47.6	52.1	54.8	48.0	--	--	--	--	--	--
Some/None	--	--	--	--	--	7.3	7.0	7.1	9.6	7.0	--	--	--	--	--	--
Only Some	--	--	--	--	--	6.9	6.3	7.1	9.6	6.6	--	--	--	--	--	--
None	--	--	--	--	--	0.4	0.7	0.0	0.0	0.3	--	--	--	--	--	--

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

Do faculty members in your academic unit encourage students to openly share their opinions and explore issues or arguments?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
All/Most	--	--	--	--	--	86.1	87.6	87.7	85.2	83.9	--	--	--	--	--	--
All	--	--	--	--	--	34.3	38.1	31.8	30.4	31.3	--	--	--	--	--	--
Most	--	--	--	--	--	51.9	49.6	55.9	54.8	52.6	--	--	--	--	--	--
Some/None	--	--	--	--	--	13.9	12.4	12.3	14.8	16.1	--	--	--	--	--	--
Only Some	--	--	--	--	--	12.8	11.0	11.8	14.4	15.0	--	--	--	--	--	--
None	--	--	--	--	--	1.1	1.3	0.5	0.4	1.1	--	--	--	--	--	--

Are students in your classes open-minded when it comes to sharing and discussing different ideas and beliefs?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
All/Most	--	--	--	--	--	83.4	82.2	76.3	85.2	86.6	--	--	--	--	--	--
All	--	--	--	--	--	14.4	15.3	6.2	9.6	17.9	--	--	--	--	--	--
Most	--	--	--	--	--	69.0	67.0	70.1	75.6	68.7	--	--	--	--	--	--
Some/None	--	--	--	--	--	16.6	17.8	23.7	14.8	13.4	--	--	--	--	--	--
Only Some	--	--	--	--	--	15.9	17.2	23.7	14.0	12.3	--	--	--	--	--	--
None	--	--	--	--	--	0.7	0.6	0.0	0.8	1.1	--	--	--	--	--	--

Have you felt intimidated to share your ideas, opinions or beliefs in class/academic unit/employment unit because your social identities?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Frequently	4.7	5.2	4.0	5.2	2.2	7.9	6.7	12.3	10.4	7.0	--	--	--	--	--	--
Sometimes	23.9	25.9	25.0	21.6	18.1	24.4	24.9	24.2	26.4	23.1	--	--	--	--	--	--
Rarely	25.6	26.6	27.2	21.7	27.6	21.9	21.9	22.7	24.8	20.4	--	--	--	--	--	--
Never	45.8	42.4	43.8	51.4	52.2	45.8	46.4	40.8	38.4	49.6	--	--	--	--	--	--

In your opinion, have any hiring, promotional or other workplace decisions in your academic unit/employment unit been biased based on applicants' or employees' social identities?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	--	--	--	--	--	29.8	29.3	33.2	32.8	28.1	30.4	31.5	27.5	34.4	32.3	18.3
No	--	--	--	--	--	70.2	70.7	66.8	67.2	71.9	69.6	68.5	72.5	65.6	67.7	81.7

Specifically, have you felt intimidated to share your ideas, opinions or beliefs in class because of your...?

“Race/Ethnicity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	10.9	11.7	8.8	13.3	5.7	--	--	--	--	--	--	--	--	--	--	--
No	89.1	88.3	91.2	86.7	94.3	--	--	--	--	--	--	--	--	--	--	--

“National origin”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	5.8	6.3	4.2	7.5	2.7	--	--	--	--	--	--	--	--	--	--	--
No	94.2	93.7	95.8	92.5	97.3	--	--	--	--	--	--	--	--	--	--	--

“Gender”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	12.5	15.4	10.9	10.8	5.7	--	--	--	--	--	--	--	--	--	--	--
No	87.5	84.6	89.1	89.2	94.3	--	--	--	--	--	--	--	--	--	--	--

“Sexual orientation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	5.5	6.8	5.0	4.4	3.1	--	--	--	--	--	--	--	--	--	--	--
No	94.5	93.2	95.0	95.6	96.9	--	--	--	--	--	--	--	--	--	--	--

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

“Age”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	11.5	11.1	14.1	11.9	8.0	--	--	--	--	--	--	--	--	--	--	--
No	88.5	88.9	85.9	88.1	92.0	--	--	--	--	--	--	--	--	--	--	--

“Physical impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	2.0	2.0	1.9	2.2	1.6	--	--	--	--	--	--	--	--	--	--	--
No	98.0	98.0	98.1	97.8	98.4	--	--	--	--	--	--	--	--	--	--	--

“Mental impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	3.8	4.3	3.7	3.5	2.7	--	--	--	--	--	--	--	--	--	--	--
No	96.2	95.7	96.3	96.5	97.3	--	--	--	--	--	--	--	--	--	--	--

“Religion or spiritual beliefs”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	22.1	22.2	29.5	19.2	16.4	--	--	--	--	--	--	--	--	--	--	--
No	77.9	77.8	70.5	80.8	83.6	--	--	--	--	--	--	--	--	--	--	--

“Gender identity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	3.3	3.9	3.3	2.6	2.4	--	--	--	--	--	--	--	--	--	--	--
No	96.7	96.1	96.7	97.4	97.6	--	--	--	--	--	--	--	--	--	--	--

“Gender expression”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	3.2	4.0	2.5	2.8	2.0	--	--	--	--	--	--	--	--	--	--	--
No	96.8	96.0	97.5	97.2	98.0	--	--	--	--	--	--	--	--	--	--	--

“Veteran/military status”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	3.2	3.0	4.7	3.1	2.0	--	--	--	--	--	--	--	--	--	--	--
No	96.8	97.0	95.3	96.9	98.0	--	--	--	--	--	--	--	--	--	--	--

“Political affiliation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	19.1	20.3	21.3	16.1	16.2	--	--	--	--	--	--	--	--	--	--	--
No	80.9	79.7	78.7	83.9	83.8	--	--	--	--	--	--	--	--	--	--	--

“Political philosophy”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	23.0	24.4	24.7	19.9	21.0	--	--	--	--	--	--	--	--	--	--	--
No	77.0	75.6	75.3	80.1	79.0	--	--	--	--	--	--	--	--	--	--	--

Have you had any professors that have used class time to express their own social or political beliefs that are completely unrelated to the subject of the course?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Frequently	3.0	3.3	2.3	3.7	0.7	--	--	--	--	--	--	--	--	--	--	--
Sometimes	18.3	18.9	20.1	17.4	14.8	--	--	--	--	--	--	--	--	--	--	--
Rarely	34.9	36.6	32.9	30.9	39.4	--	--	--	--	--	--	--	--	--	--	--
Never	43.8	41.1	44.6	48.0	45.1	--	--	--	--	--	--	--	--	--	--	--

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

Have you ever made a discrimination complaint to an administrator in your academic department/workplace or to another campus resource?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	3.8	3.9	4.2	4.1	1.6	10.1	9.3	11.8	16.0	8.4	11.2	12.9	8.5	11.2	11.4	3.7
Experienced	2.2	2.2	2.2	2.5	1.3	3.9	3.8	3.8	6.8	2.8	4.1	4.5	3.2	3.6	4.9	2.3
Witnessed	1.0	1.2	1.3	0.6	0.4	3.4	2.8	5.2	4.8	3.0	4.6	5.8	4.2	4.7	3.5	0.9
Both	0.6	0.5	0.7	1.1	0.0	2.9	2.7	2.8	4.4	2.5	2.4	2.7	1.1	2.9	3.0	0.5
No	96.2	96.1	95.8	95.9	98.4	89.9	90.7	88.2	84.0	91.6	88.8	87.1	91.5	88.8	88.6	96.3

IF “YES” MADE A DISCRIMINATION COMPLAINT, A SK:

Was the discrimination complaint resolved in a timely manner?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	38.2	42.6	44.7	30.0	11.1	31.8	42.2	36.0	20.0	22.6	44.2	50.0	37.5	32.3	32.6	62.5
No	61.8	57.4	55.3	70.0	88.9	68.2	57.8	64.0	80.0	77.4	55.8	50.0	62.5	67.7	67.4	37.5

Was the discrimination complaint resolved in an appropriate manner?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	38.2	43.6	39.5	30.0	22.0	30.3	37.3	32.0	20.0	26.4	39.8	47.3	43.8	22.6	26.1	37.5
No	61.8	56.4	60.5	70.0	77.8	69.7	62.7	68.0	80.0	73.6	60.2	52.7	56.2	77.4	73.9	62.5

Were you subjected to any type of retaliation because you made a discrimination complaint?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	30.9	31.9	28.9	36.0	0.0	39.6	33.9	31.6	58.6	37.8	31.0	31.1	7.1	26.1	47.1	14.3
No	69.1	68.1	71.1	64.0	100.0	60.4	66.1	68.4	41.4	62.2	69.0	68.9	92.9	73.9	52.9	85.7

IF “NO” DID NOT MAKE A DISCRIMINATION COMPLAINT, A SK:

If you were to experience or witness discrimination in a University of Colorado program, would you know how to make a complaint to the appropriate office or administrator?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	38.6	40.2	39.9	34.0	39.3	66.8	70.9	67.7	62.4	62.4	75.1	80.0	68.8	73.9	68.8	68.6
No	61.4	59.8	60.1	66.0	60.7	33.2	29.1	32.3	37.6	37.6	24.9	20.0	31.2	26.1	31.2	31.4

If you were to make a complaint about discrimination in a University of Colorado program, do you believe the complaint would be resolved in an appropriate manner?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	33.3	31.6	37.6	32.4	35.6	34.7	30.7	44.1	32.9	37.8	34.6	34.5	34.1	29.8	32.3	45.2
No	13.4	16.3	9.8	12.4	9.1	14.2	15.1	11.8	18.6	12.2	16.9	15.6	18.5	20.0	20.6	12.4
Don't Know	53.3	52.1	52.6	55.2	55.3	51.1	54.2	44.1	48.6	50.0	48.4	50.0	47.4	50.2	47.1	42.4

If you were to make a complaint about discrimination in a University of Colorado program, do you believe you would be subject to any type of retaliation?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	13.0	13.3	12.4	13.5	11.1	17.1	17.8	17.2	21.9	14.3	21.0	20.3	22.0	21.2	25.9	15.2
No	43.3	42.9	42.3	42.3	49.2	36.7	36.6	38.7	33.8	37.4	30.8	30.8	36.4	26.5	25.6	40.0
Don't Know	43.7	43.8	45.3	44.2	39.7	46.2	45.6	44.1	44.3	48.3	48.1	48.9	41.6	52.2	48.5	44.8

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

CONTINUE TO ASK ALL RESPONDENTS

Do you agree or disagree that the University of Colorado has diversity among its students/faculty/staff in each of the following social identities?

“Race/Ethnicity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	66.1	48.0	83.7	86.4	71.9	58.5	54.5	60.7	61.2	62.2	69.2	67.4	67.2	73.2	73.1	67.9
Strongly	39.3	22.7	51.9	61.7	41.8	30.1	26.6	29.9	33.6	33.6	36.0	32.8	36.5	37.7	42.5	39.0
Somewhat	26.8	25.4	31.8	24.7	30.1	28.4	27.9	30.8	27.6	28.6	33.1	34.6	30.7	35.5	30.6	28.9
Disagree	30.9	49.8	13.3	9.0	25.4	38.1	42.0	36.0	34.0	34.8	27.3	29.0	29.1	23.9	24.2	26.6
Somewhat	17.0	25.6	9.9	5.9	15.9	21.8	22.8	19.4	20.0	21.8	16.5	17.6	20.1	12.3	14.3	16.5
Strongly	13.8	24.2	3.3	3.1	9.5	16.3	19.2	16.6	14.0	13.0	10.8	11.4	9.0	11.6	9.9	10.1
Don't Know	3.0	2.2	3.0	4.6	2.7	3.5	3.5	3.3	4.8	3.0	3.6	3.6	3.7	2.9	2.7	5.5

“National origin”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	75.5	66.2	83.8	87.7	75.4	68.2	69.0	58.3	72.0	68.9	68.4	67.9	61.9	70.3	71.9	67.9
Strongly	43.2	30.3	51.9	62.3	42.7	36.3	36.4	30.3	41.2	36.3	36.5	34.3	37.0	36.2	41.5	39.0
Somewhat	32.2	35.9	31.9	25.4	32.7	31.9	32.6	28.0	30.8	32.5	31.9	33.6	24.9	34.1	30.4	28.9
Disagree	19.0	29.2	9.6	5.6	19.9	22.6	22.8	26.5	21.2	21.6	19.8	20.7	21.7	19.6	18.8	15.1
Somewhat	13.6	20.2	7.7	3.9	15.5	13.9	13.5	17.5	10.0	14.7	13.2	14.0	15.9	12.0	12.1	10.6
Strongly	5.5	9.0	1.9	1.6	4.4	8.8	9.3	9.0	11.2	7.0	6.5	6.7	5.8	7.6	6.7	4.6
Don't Know	5.5	4.7	6.6	6.7	4.7	9.2	8.2	15.2	6.8	9.5	11.8	11.4	16.4	10.1	9.4	17.0

“Gender”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	90.9	90.4	92.4	91.1	90.5	78.6	76.5	82.5	77.2	80.7	78.3	78.2	76.2	76.8	76.0	87.2
Strongly	63.8	59.7	67.9	68.7	64.6	49.1	47.1	54.0	48.4	50.7	43.7	43.3	43.9	38.0	42.0	55.5
Somewhat	27.1	30.7	24.6	22.5	25.9	29.4	29.4	28.4	28.8	30.0	34.7	34.9	32.3	38.8	34.1	31.7
Disagree	5.5	6.7	4.1	4.2	5.3	18.4	20.6	14.7	20.0	16.1	18.2	18.8	20.6	19.2	19.0	10.1
Somewhat	4.0	4.8	3.2	2.8	4.2	13.1	14.9	11.4	12.8	11.2	13.4	13.4	17.5	14.5	13.8	7.3
Strongly	1.5	1.8	0.9	1.4	1.1	5.3	5.6	3.3	7.2	4.9	4.9	5.4	3.2	4.7	5.2	2.8
Don't Know	3.6	3.0	3.5	4.7	4.2	3.0	2.9	2.8	2.8	3.2	3.5	3.0	3.2	4.0	4.9	2.8

“Sexual orientation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	76.6	76.3	77.1	77.4	75.2	54.6	52.7	56.4	53.2	57.2	67.2	68.3	61.9	71.4	68.1	58.7
Strongly	43.1	38.0	46.3	51.6	41.6	31.1	28.3	31.8	30.0	35.2	36.7	36.8	36.5	34.4	41.2	30.7
Somewhat	33.5	38.3	30.8	25.7	33.6	23.5	24.4	24.6	23.2	22.0	30.5	31.6	25.4	37.0	26.9	28.0
Disagree	10.9	14.9	7.9	5.7	9.5	16.3	18.7	17.5	15.2	13.0	12.1	11.6	15.3	11.2	13.8	10.6
Somewhat	8.0	10.8	6.8	3.9	6.6	9.0	10.4	10.9	6.8	7.3	7.9	7.2	10.6	6.9	9.1	8.3
Strongly	2.9	4.1	1.1	1.8	2.9	7.3	8.2	6.6	8.4	5.7	4.2	4.3	4.8	4.3	4.7	2.3
Don't Know	12.5	8.8	15.0	16.9	15.3	29.1	28.7	26.1	31.6	29.9	20.6	20.1	22.8	17.4	18.0	30.7

“Age”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	81.4	72.6	90.1	89.3	88.1	86.7	87.5	87.7	84.8	85.9	83.7	84.0	82.5	82.6	82.0	88.1
Strongly	48.1	33.1	64.3	63.4	53.5	52.9	51.8	62.6	51.2	51.8	46.6	45.7	51.9	44.2	44.9	53.2
Somewhat	33.3	39.5	25.8	26.0	34.7	33.8	35.7	25.1	33.6	34.1	37.1	38.2	30.7	38.4	37.0	34.9
Disagree	15.0	24.0	7.0	6.4	8.0	10.1	9.4	9.0	12.0	10.7	13.7	13.8	13.8	14.9	15.1	9.2
Somewhat	11.1	17.5	5.7	4.8	6.2	7.0	7.0	4.7	6.0	8.1	9.6	9.7	9.0	10.5	10.4	7.3
Strongly	3.9	6.5	1.3	1.6	1.8	3.2	2.5	4.3	6.0	2.7	4.1	4.1	4.8	4.3	4.7	1.8
Don't Know	3.6	3.4	2.9	4.3	3.8	3.2	3.0	3.3	3.2	3.3	2.6	2.2	3.7	2.5	3.0	2.8

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

“Physical impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	62.2	55.7	77.0	68.6	51.8	35.4	29.6	40.3	34.0	42.7	50.5	50.0	49.7	50.0	52.8	50.5
Strongly	31.1	22.4	43.1	41.6	26.1	16.4	12.9	20.9	14.8	20.5	22.7	22.0	27.0	19.6	24.2	23.9
Somewhat	31.1	33.3	33.9	27.0	25.7	19.0	16.6	19.4	19.2	22.1	27.8	28.0	22.8	30.4	28.6	26.6
Disagree	23.1	31.0	11.5	13.6	28.6	32.0	34.6	30.8	32.0	28.8	28.7	31.8	28.6	25.4	26.4	20.6
Somewhat	17.0	22.7	9.0	10.2	20.4	17.8	18.4	16.6	16.0	18.0	18.5	20.3	19.0	18.5	14.8	15.1
Strongly	6.1	8.4	2.5	3.4	8.2	14.2	16.2	14.2	16.0	10.7	10.2	11.5	9.5	6.9	11.6	5.5
Don't Know	14.7	13.2	11.5	17.8	19.5	32.6	35.8	28.9	34.0	28.6	20.8	18.3	21.7	24.6	20.7	28.9

“Mental impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	50.5	44.6	66.4	54.8	41.1	18.3	14.3	18.5	18.0	24.2	36.9	37.4	42.9	32.2	38.8	31.2
Strongly	25.0	17.6	37.6	33.0	19.3	8.3	5.3	10.9	6.8	12.2	15.7	15.5	19.0	13.0	16.8	15.1
Somewhat	25.5	27.0	28.8	21.7	21.7	10.1	9.0	7.6	11.2	12.0	21.2	21.9	23.8	19.2	22.0	16.1
Disagree	25.2	33.5	13.1	16.1	29.2	26.7	26.9	28.4	23.2	27.3	22.7	24.7	20.6	22.5	22.7	14.7
Somewhat	17.9	23.5	10.2	11.9	19.0	11.1	10.6	9.5	8.0	13.6	12.9	14.2	13.2	13.0	11.1	9.2
Strongly	7.4	10.0	2.9	4.2	10.2	15.6	16.3	19.0	15.2	13.7	9.8	10.5	7.4	9.4	11.6	5.5
Don't Know	24.2	21.9	20.5	28.2	29.7	54.9	58.9	53.1	58.8	48.5	40.4	37.9	36.5	45.3	38.5	54.1

“Religion or spiritual beliefs”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	75.4	72.4	78.7	79.1	75.2	52.0	45.7	53.6	49.6	61.1	59.9	59.1	61.9	55.1	64.2	60.6
Strongly	42.2	33.7	49.7	53.5	42.0	27.2	23.5	25.6	22.8	34.6	31.6	29.9	34.9	28.6	34.6	35.3
Somewhat	33.2	38.7	29.0	25.6	33.2	24.8	22.2	28.0	26.8	26.5	28.3	29.2	27.0	26.4	29.6	25.2
Disagree	14.4	19.8	12.2	7.6	9.7	12.8	13.0	14.7	13.2	11.7	12.8	14.2	14.3	12.3	12.8	5.0
Somewhat	10.7	14.8	9.3	4.9	8.4	8.4	8.9	11.4	8.0	6.8	8.3	9.4	7.4	7.2	8.4	4.1
Strongly	3.7	5.0	2.9	2.7	1.3	4.4	4.2	3.3	5.2	4.9	4.5	4.7	6.9	5.1	4.4	0.9
Don't Know	10.1	7.8	9.2	13.3	15.1	35.2	41.2	31.8	37.2	27.2	27.3	26.7	23.8	32.6	23.0	34.4

“Gender identity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	67.9	67.6	69.6	70.2	60.8	41.6	38.7	39.8	47.2	44.1	54.3	55.7	49.7	53.3	58.3	45.0
Strongly	36.4	32.1	40.6	43.8	31.4	22.3	19.4	22.7	25.6	24.8	27.5	27.4	31.2	23.2	29.4	27.1
Somewhat	31.5	35.5	29.0	26.4	29.4	19.3	19.2	17.1	21.6	19.3	26.8	28.4	18.5	30.1	28.9	17.9
Disagree	15.7	20.3	11.7	10.2	14.4	21.8	25.3	20.4	20.8	17.9	17.1	17.9	18.5	17.0	15.6	14.7
Somewhat	11.8	15.1	9.0	8.0	10.2	12.2	14.0	12.3	9.6	10.6	10.9	10.9	12.2	11.2	10.4	10.6
Strongly	3.9	5.2	2.7	2.3	4.2	9.6	11.2	8.1	11.2	7.3	6.2	7.1	6.3	5.8	5.2	4.1
Don't Know	16.4	12.1	18.6	19.6	24.8	36.6	36.1	39.8	32.0	38.1	28.5	26.3	31.7	29.7	26.2	40.4

“Gender expression”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	67.6	67.4	69.8	69.1	61.3	43.0	41.1	45.5	46.4	43.6	53.4	53.2	54.5	52.9	58.5	44.5
Strongly	36.9	31.5	42.9	45.1	33.0	23.8	22.0	26.5	25.6	24.6	26.8	26.1	32.3	22.1	30.4	25.2
Somewhat	30.7	36.0	26.9	24.0	28.3	19.3	19.1	19.0	20.8	19.0	26.6	27.2	22.2	30.8	28.1	19.3
Disagree	15.0	19.1	11.7	9.8	13.9	20.1	22.7	19.9	18.4	17.2	18.2	19.4	18.0	19.6	16.0	14.7
Somewhat	11.1	13.9	8.9	7.7	10.2	11.1	11.5	13.7	9.2	10.4	12.1	12.6	12.2	13.0	10.4	11.9
Strongly	3.9	5.2	2.8	2.1	3.6	9.0	11.2	6.2	9.2	6.8	6.1	6.8	5.8	6.5	5.7	2.8
Don't Know	17.4	13.5	18.5	21.1	24.8	36.8	36.2	34.6	35.2	39.2	28.3	27.4	27.5	27.5	25.4	40.8

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

“Veteran/military status”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	76.8	71.9	92.4	76.5	73.7	36.3	24.9	53.1	32.4	48.2	52.7	48.8	67.2	53.3	58.5	49.1
Strongly	45.3	34.7	68.6	50.9	41.8	20.0	11.9	26.1	22.0	28.6	28.2	25.1	39.2	29.7	32.3	25.2
Somewhat	31.5	37.2	23.8	25.6	31.9	16.3	13.0	27.0	10.4	19.6	24.5	23.7	28.0	23.6	26.2	23.9
Disagree	9.5	14.2	3.3	5.7	7.5	18.8	19.2	22.3	22.4	15.5	17.8	20.5	18.0	15.9	15.6	9.2
Somewhat	7.2	11.1	2.1	3.9	5.7	9.6	9.3	11.8	11.2	8.5	11.3	12.7	13.2	11.2	10.1	5.0
Strongly	2.3	3.2	1.2	1.8	1.8	9.2	9.9	10.4	11.2	7.0	6.4	7.9	4.8	4.7	5.4	4.1
Don't Know	13.7	13.9	4.2	17.9	18.8	45.0	55.8	24.6	45.2	36.3	29.6	30.6	14.8	30.8	25.9	41.7

“Political affiliation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	65.4	57.6	76.5	70.5	70.1	43.9	38.7	50.7	40.8	50.2	53.8	52.7	55.6	51.4	54.1	60.1
Strongly	35.5	25.5	49.0	44.5	37.4	20.7	17.6	23.7	18.8	24.6	25.9	23.8	27.5	22.8	27.7	36.2
Somewhat	29.9	32.1	27.5	26.0	32.7	23.2	21.0	27.0	22.0	25.6	27.9	28.9	28.0	28.6	26.4	23.9
Disagree	22.5	34.5	10.9	11.7	12.6	21.4	22.1	19.9	27.6	18.3	17.3	19.8	12.7	15.6	16.0	12.4
Somewhat	16.2	24.5	8.6	7.9	10.6	13.9	14.7	12.8	18.4	11.2	11.0	12.9	6.9	10.1	9.4	9.2
Strongly	6.3	10.0	2.3	3.9	2.0	7.5	7.4	7.1	9.2	7.1	6.2	6.9	5.8	5.4	6.7	3.2
Don't Know	12.1	7.9	12.6	17.8	17.3	34.7	39.2	29.4	31.6	31.4	29.0	27.5	31.7	33.0	29.9	27.5

“Political philosophy”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	66.9	60.1	76.7	71.2	71.2	48.2	45.7	55.9	44.0	50.9	54.6	52.4	57.7	52.9	57.5	60.1
Strongly	37.0	27.6	48.7	46.7	38.1	21.7	18.9	28.9	19.6	24.2	26.3	23.5	28.0	25.4	28.6	36.2
Somewhat	29.9	32.6	28.0	24.5	33.0	26.5	26.9	27.0	24.4	26.7	28.3	28.9	29.6	27.5	28.9	23.9
Disagree	20.4	30.4	10.6	11.6	12.2	20.8	20.7	17.1	29.2	18.8	17.7	19.4	13.8	18.5	16.8	12.8
Somewhat	14.8	21.7	8.1	8.0	10.6	14.1	14.3	10.0	19.2	13.1	11.8	13.4	7.4	12.7	10.4	9.2
Strongly	5.6	8.7	2.5	3.7	1.6	6.7	6.4	7.1	10.0	5.7	5.9	6.0	6.3	5.8	6.4	3.7
Don't Know	12.6	9.4	12.7	17.1	16.6	31.0	33.6	27.0	26.8	30.3	27.7	28.2	28.6	28.6	25.7	27.1

Do you believe that the University of Colorado has diversity among its **FACULTY MEMBERS** in each of the following social identities?

“Race/Ethnicity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	65.6	62.3	70.8	69.7	62.6	58.5	54.5	60.7	61.2	62.2	--	--	--	--	--	--
Strongly	34.9	28.8	42.6	40.8	35.6	30.1	26.6	29.9	33.6	33.6	--	--	--	--	--	--
Somewhat	30.7	33.5	28.1	28.9	27.0	28.4	27.9	30.8	27.6	28.6	--	--	--	--	--	--
Disagree	25.8	30.5	19.4	19.9	28.1	38.1	42.0	36.0	34.0	34.8	--	--	--	--	--	--
Somewhat	16.9	19.5	14.5	13.9	16.4	21.8	22.8	19.4	20.0	21.8	--	--	--	--	--	--
Strongly	8.8	11.0	4.9	6.1	11.7	16.3	19.2	16.6	14.0	13.0	--	--	--	--	--	--
Don't Know	8.6	7.1	9.8	10.4	9.3	3.5	3.5	3.3	4.8	3.0	--	--	--	--	--	--

“National origin”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	67.3	66.7	69.1	68.0	65.1	68.2	69.0	58.3	72.0	68.9	--	--	--	--	--	--
Strongly	35.3	30.8	41.2	39.8	35.2	36.3	36.4	30.3	41.2	36.3	--	--	--	--	--	--
Somewhat	32.0	35.9	27.9	28.1	29.9	31.9	32.6	28.0	30.8	32.5	--	--	--	--	--	--
Disagree	17.6	20.0	14.1	15.2	18.6	22.6	22.8	26.5	21.2	21.6	--	--	--	--	--	--
Somewhat	12.4	13.9	11.0	10.2	12.6	13.9	13.5	17.5	10.0	14.7	--	--	--	--	--	--
Strongly	5.3	6.1	3.0	4.9	6.0	8.8	9.3	9.0	11.2	7.0	--	--	--	--	--	--
Don't Know	15.1	13.3	16.9	16.9	16.2	9.2	8.2	15.2	6.8	9.5	--	--	--	--	--	--

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

“Gender”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	81.2	78.8	85.3	83.5	79.9	78.6	76.5	82.5	77.2	80.7	--	--	--	--	--	--
Strongly	49.4	43.8	57.0	54.4	50.5	49.1	47.1	54.0	48.4	50.7	--	--	--	--	--	--
Somewhat	31.8	35.0	28.2	29.1	29.4	29.4	29.4	28.4	28.8	30.0	--	--	--	--	--	--
Disagree	10.6	13.7	6.1	7.7	10.8	18.4	20.6	14.7	20.0	16.1	--	--	--	--	--	--
Somewhat	7.7	9.9	4.7	5.2	8.2	13.1	14.9	11.4	12.8	11.2	--	--	--	--	--	--
Strongly	2.9	3.8	1.5	2.5	2.6	5.3	5.6	3.3	7.2	4.9	--	--	--	--	--	--
Don't Know	8.2	7.5	8.6	8.8	9.3	3.0	2.9	2.8	2.8	3.2	--	--	--	--	--	--

“Sexual orientation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	43.9	41.9	46.3	43.7	49.6	54.6	52.7	56.4	53.2	57.2	--	--	--	--	--	--
Strongly	23.6	20.0	27.6	25.3	29.6	31.1	28.3	31.8	30.0	35.2	--	--	--	--	--	--
Somewhat	20.3	21.9	18.8	18.4	20.1	23.5	24.4	24.6	23.2	22.0	--	--	--	--	--	--
Disagree	15.8	20.2	13.3	12.5	8.6	16.3	18.7	17.5	15.2	13.0	--	--	--	--	--	--
Somewhat	10.8	13.6	10.3	8.2	4.9	9.0	10.4	10.9	6.8	7.3	--	--	--	--	--	--
Strongly	5.0	6.5	3.0	4.3	3.6	7.3	8.2	6.6	8.4	5.7	--	--	--	--	--	--
Don't Know	40.2	38.0	40.4	43.9	41.8	29.1	28.7	26.1	31.6	29.9	--	--	--	--	--	--

“Age”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	82.5	82.0	85.5	80.5	84.3	86.7	87.5	87.7	84.8	85.9	--	--	--	--	--	--
Strongly	46.7	42.9	54.6	47.7	48.5	52.9	51.8	62.6	51.2	51.8	--	--	--	--	--	--
Somewhat	35.8	39.2	30.9	32.8	35.8	33.8	35.7	25.1	33.6	34.1	--	--	--	--	--	--
Disagree	8.7	9.5	6.9	9.7	5.7	10.1	9.4	9.0	12.0	10.7	--	--	--	--	--	--
Somewhat	6.6	6.9	5.7	7.5	4.7	7.0	7.0	4.7	6.0	8.1	--	--	--	--	--	--
Strongly	2.1	2.7	1.2	2.1	0.9	3.2	2.5	4.3	6.0	2.7	--	--	--	--	--	--
Don't Know	8.8	8.5	7.6	9.8	10.0	3.2	3.0	3.3	3.2	3.3	--	--	--	--	--	--

“Physical impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	36.9	34.4	42.5	37.7	36.7	35.4	29.6	40.3	34.0	42.7	--	--	--	--	--	--
Strongly	19.9	16.0	26.0	22.9	20.4	16.4	12.9	20.9	14.8	20.5	--	--	--	--	--	--
Somewhat	17.0	18.4	16.5	14.8	16.2	19.0	16.6	19.4	19.2	22.1	--	--	--	--	--	--
Disagree	29.4	34.4	24.3	25.0	25.2	32.0	34.6	30.8	32.0	28.8	--	--	--	--	--	--
Somewhat	18.2	20.9	16.3	15.1	16.4	17.8	18.4	16.6	16.0	18.0	--	--	--	--	--	--
Strongly	11.2	13.5	8.0	9.9	8.8	14.2	16.2	14.2	16.0	10.7	--	--	--	--	--	--
Don't Know	33.7	31.2	33.1	37.3	38.1	32.6	35.8	28.9	34.0	28.6	--	--	--	--	--	--

“Mental impairment”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	31.5	29.3	37.9	32.2	29.2	18.3	14.3	18.5	18.0	24.2	--	--	--	--	--	--
Strongly	17.9	14.6	23.9	20.5	16.8	8.3	5.3	10.9	6.8	12.2	--	--	--	--	--	--
Somewhat	13.6	14.6	14.1	11.7	12.4	10.1	9.0	7.6	11.2	12.0	--	--	--	--	--	--
Disagree	26.7	31.6	21.1	23.0	22.3	26.7	26.9	28.4	23.2	27.3	--	--	--	--	--	--
Somewhat	12.8	15.0	10.5	11.1	11.1	11.1	10.6	9.5	8.0	13.6	--	--	--	--	--	--
Strongly	13.8	16.6	10.6	12.0	11.1	15.6	16.3	19.0	15.2	13.7	--	--	--	--	--	--
Don't Know	41.8	39.1	41.0	44.8	48.5	54.9	58.9	53.1	58.8	48.5	--	--	--	--	--	--

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

“Religion or spiritual beliefs”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	50.0	47.3	57.9	50.9	46.4	52.0	45.7	53.6	49.6	61.1	--	--	--	--	--	--
Strongly	26.1	21.4	33.4	29.9	26.5	27.2	23.5	25.6	22.8	34.6	--	--	--	--	--	--
Somewhat	23.8	25.9	24.6	21.0	19.9	24.8	22.2	28.0	26.8	26.5	--	--	--	--	--	--
Disagree	13.0	16.7	9.7	10.7	7.7	12.8	13.0	14.7	13.2	11.7	--	--	--	--	--	--
Somewhat	8.9	11.6	6.8	6.2	6.4	8.4	8.9	11.4	8.0	6.8	--	--	--	--	--	--
Strongly	4.1	5.1	2.9	4.5	1.3	4.4	4.2	3.3	5.2	4.9	--	--	--	--	--	--
Don't Know	37.0	36.0	32.4	38.4	46.0	35.2	41.2	31.8	37.2	27.2	--	--	--	--	--	--

“Gender identity”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	42.9	40.4	46.7	44.3	44.3	41.6	38.7	39.8	47.2	44.1	--	--	--	--	--	--
Strongly	22.8	18.7	28.5	25.7	25.2	22.3	19.4	22.7	25.6	24.8	--	--	--	--	--	--
Somewhat	20.1	21.7	18.2	18.6	19.2	19.3	19.2	17.1	21.6	19.3	--	--	--	--	--	--
Disagree	19.8	25.0	15.6	16.1	12.2	21.8	25.3	20.4	20.8	17.9	--	--	--	--	--	--
Somewhat	12.8	16.2	10.6	9.9	7.8	12.2	14.0	12.3	9.6	10.6	--	--	--	--	--	--
Strongly	7.1	8.9	5.0	6.2	4.4	9.6	11.2	8.1	11.2	7.3	--	--	--	--	--	--
Don't Know	37.3	34.6	37.7	39.5	43.4	36.6	36.1	39.8	32.0	38.1	--	--	--	--	--	--

“Gender expression”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	43.2	41.6	47.9	42.7	44.0	43.0	41.1	45.5	46.4	43.6	--	--	--	--	--	--
Strongly	23.8	20.1	29.7	26.7	24.1	23.8	22.0	26.5	25.6	24.6	--	--	--	--	--	--
Somewhat	19.4	21.5	18.2	16.0	19.9	19.3	19.1	19.0	20.8	19.0	--	--	--	--	--	--
Disagree	19.3	23.9	15.3	16.3	12.6	20.1	22.7	19.9	18.4	17.2	--	--	--	--	--	--
Somewhat	12.5	15.3	11.7	10.4	6.8	11.1	11.5	13.7	9.2	10.4	--	--	--	--	--	--
Strongly	6.8	8.7	3.6	5.9	5.8	9.0	11.2	6.2	9.2	6.8	--	--	--	--	--	--
Don't Know	37.4	34.5	36.8	41.0	43.4	36.8	36.2	34.6	35.2	39.2	--	--	--	--	--	--

“Veteran/military status”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	42.1	36.1	58.8	40.9	43.4	36.3	24.9	53.1	32.4	48.2	--	--	--	--	--	--
Strongly	23.5	17.3	37.6	25.1	24.1	20.0	11.9	26.1	22.0	28.6	--	--	--	--	--	--
Somewhat	18.5	18.7	21.2	15.8	19.3	16.3	13.0	27.0	10.4	19.6	--	--	--	--	--	--
Disagree	15.2	19.6	11.3	12.0	9.1	18.8	19.2	22.3	22.4	15.5	--	--	--	--	--	--
Somewhat	10.2	13.0	8.8	7.7	5.7	9.6	9.3	11.8	11.2	8.5	--	--	--	--	--	--
Strongly	5.0	6.7	2.5	4.3	3.5	9.2	9.9	10.4	11.2	7.0	--	--	--	--	--	--
Don't Know	42.8	44.3	29.9	47.0	47.4	45.0	55.8	24.6	45.2	36.3	--	--	--	--	--	--

“Political affiliation”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	49.3	45.3	58.7	50.5	48.7	43.9	38.7	50.7	40.8	50.2	--	--	--	--	--	--
Strongly	26.0	20.8	35.3	29.2	26.8	20.7	17.6	23.7	18.8	24.6	--	--	--	--	--	--
Somewhat	23.2	24.4	23.4	21.3	21.9	23.2	21.0	27.0	22.0	25.6	--	--	--	--	--	--
Disagree	18.5	25.4	11.0	14.0	10.9	21.4	22.1	19.9	27.6	18.3	--	--	--	--	--	--
Somewhat	11.9	15.9	7.9	8.4	8.8	13.9	14.7	12.8	18.4	11.2	--	--	--	--	--	--
Strongly	6.6	9.4	3.1	5.7	2.2	7.5	7.4	7.1	9.2	7.1	--	--	--	--	--	--
Don't Know	32.2	29.4	30.2	35.5	40.3	34.7	39.2	29.4	31.6	31.4	--	--	--	--	--	--

**McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison**

“Political philosophy”

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Agree	52.6	49.9	60.8	52.7	51.1	48.2	45.7	55.9	44.0	50.9	--	--	--	--	--	--
Strongly	26.8	21.8	35.5	30.1	27.4	21.7	18.9	28.9	19.6	24.2	--	--	--	--	--	--
Somewhat	25.8	28.1	25.3	22.6	23.7	26.5	26.9	27.0	24.4	26.7	--	--	--	--	--	--
Disagree	17.8	23.4	11.2	14.3	11.5	20.8	20.7	17.1	29.2	18.8	--	--	--	--	--	--
Somewhat	11.6	14.9	7.9	8.9	8.9	14.1	14.3	10.0	19.2	13.1	--	--	--	--	--	--
Strongly	6.2	8.5	3.2	5.3	2.6	6.7	6.4	7.1	10.0	5.7	--	--	--	--	--	--
Don't Know	29.6	26.7	28.0	33.0	37.4	31.0	33.6	27.0	26.8	30.3	--	--	--	--	--	--

Please select the race or ethnic group that is closest to your identity.

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
White/Caucasian	76.1	78.6	81.2	66.3	78.8	79.3	79.0	80.1	75.2	81.2	77.7	80.4	78.8	70.3	72.8	80.3
Hispanic	10.7	9.1	12.1	14.3	7.7	6.2	5.8	6.2	6.8	6.6	9.1	7.2	9.5	14.1	11.1	8.7
Asian	9.3	9.1	4.5	12.1	12.0	4.0	4.7	1.9	3.6	3.9	2.8	2.3	2.1	5.1	3.2	2.8
Black/Afr-Am	3.5	2.6	4.4	5.0	2.2	2.0	1.6	2.4	2.0	2.5	3.6	2.8	2.1	5.1	6.4	2.8
Am-Ind/Alaska	2.8	2.2	0.9	2.7	1.5	1.8	1.7	2.8	4.0	0.8	2.3	2.2	3.7	3.3	1.5	1.8
Asian Indian	2.0	0.9	1.7	1.6	1.1	1.5	1.9	0.5	1.6	1.3	0.7	0.6	0.5	0.4	1.2	0.5
Pacific Islander	1.2	2.5	3.2	5.1	1.1	0.5	0.7	0.5	0.4	0.3	0.7	0.6	0.5	1.1	1.0	0.0
Other Race	3.1	2.2	4.6	2.8	2.7	2.3	2.4	4.3	2.8	1.4	1.6	1.5	1.1	2.5	1.7	1.8
Not Answered	6.0	6.7	4.5	6.0	5.5	9.9	11.0	10.4	12.4	7.1	9.0	8.5	10.1	9.8	9.6	9.2

What is your age?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Below 18	0.3	0.4	0.6	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
18 to 25	65.8	84.5	60.9	46.8	33.9	4.6	7.9	2.8	2.8	1.3	2.9	3.6	1.1	2.5	2.2	2.8
26 to 35	23.3	11.5	21.8	34.2	52.9	19.5	23.9	14.2	16.8	16.0	20.7	21.0	20.1	23.9	18.5	20.2
36 to 45	6.0	1.9	9.4	10.8	7.8	23.3	21.1	19.9	23.6	27.5	21.5	20.4	18.5	21.4	24.4	24.8
46 to 55	2.4	0.6	5.0	4.3	2.2	21.4	18.7	25.1	22.0	23.7	24.2	25.5	23.8	21.4	25.4	19.3
56 to 65	0.8	0.2	1.0	1.5	1.1	17.4	15.2	20.9	18.0	19.1	20.8	21.5	24.3	17.8	19.0	21.1
Above 65	0.1	0.1	0.0	0.1	0.0	6.6	6.3	8.1	7.2	6.3	3.2	3.1	2.1	5.1	3.0	2.3
Not Answered	1.4	0.8	1.3	2.4	2.0	7.2	6.9	9.0	9.6	6.2	6.6	4.9	10.1	8.0	7.4	9.6

Do you have a physical impairment?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	3.7	3.3	5.2	3.2	4.2	4.3	3.3	5.2	6.8	4.4	6.1	6.2	6.3	8.7	4.7	5.0
No	93.3	94.2	92.0	92.6	93.2	89.4	90.7	86.3	86.4	89.7	87.5	87.5	85.7	86.6	88.1	89.0
Not Answered	3.0	2.5	2.8	4.2	2.6	6.4	6.1	8.5	6.8	5.8	6.4	6.3	7.9	4.7	7.2	6.0

Do you have a mental impairment?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Yes	6.2	6.8	6.9	5.6	3.8	3.7	5.4	33.3	3.2	1.6	2.9	3.2	1.1	3.3	2.7	2.8
No	89.4	88.7	89.3	89.6	92.2	90.3	88.4	88.2	90.0	93.7	91.2	90.5	89.9	92.4	91.9	93.6
Not Answered	4.4	4.5	3.8	4.8	4.0	6.0	6.2	8.5	6.8	4.7	5.9	6.3	9.0	4.3	5.4	3.7

McLaughlin and Associates/Frederick Polls
Colorado University Climate Survey Comparison

What best describes your religious affiliation?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Protestant	17.1	13.0	26.1	16.4	22.1	18.1	12.4	28.9	19.2	22.1	21.6	19.7	24.3	21.0	23.7	26.6
Catholic	13.9	13.8	14.0	13.8	14.4	12.3	9.4	16.6	7.6	16.9	15.2	14.2	15.3	16.7	16.3	16.1
Mormon/LDS	1.1	0.7	1.1	0.8	3.1	0.9	0.4	1.9	0.8	1.1	1.3	1.1	1.6	2.5	1.7	0.0
Jewish	2.9	3.9	0.4	2.7	2.9	4.3	2.9	1.9	4.8	6.8	2.5	2.7	2.1	3.3	2.2	1.8
Islam	2.1	1.7	0.7	4.4	1.3	0.5	0.6	1.4	0.0	0.3	0.3	0.4	0.0	0.0	0.5	0.0
Hindu	1.2	1.5	0.2	2.0	0.2	1.0	0.9	0.5	0.8	1.3	0.2	0.2	0.0	0.0	0.5	0.5
Buddhist	2.5	2.4	2.2	2.8	2.4	2.4	2.5	2.4	1.6	2.7	2.0	2.7	0.5	1.8	1.0	1.4
Atheist	14.4	17.5	10.6	11.4	13.5	16.0	21.9	6.6	14.0	11.5	7.8	8.4	7.9	6.2	6.7	8.7
Agnostic	15.2	16.6	11.0	15.2	16.2	17.1	18.8	14.7	14.4	16.6	13.6	15.3	10.6	16.3	9.9	10.6
Other	18.5	16.9	23.3	20.3	13.7	11.5	12.8	12.3	16.8	7.3	18.6	18.0	21.2	17.0	20.5	17.4
Not Answered	11.1	12.0	10.3	10.2	10.2	16.0	17.4	12.8	20.0	13.4	16.9	17.3	16.4	15.2	17.0	17.0

Please indicate your military service status.

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Military	7.1	4.5	15.6	5.9	6.9	6.1	4.8	13.7	5.2	5.7	6.4	5.9	7.4	7.2	8.1	4.1
Active duty	0.4	0.2	0.8	0.2	1.1	0.1	0.1	0.0	0.0	0.0	0.2	0.3	0.0	0.4	0.0	0.0
Reserves	0.0	0.0	0.0	0.0	0.0	0.7	0.8	0.0	0.4	0.9	0.1	0.1	0.0	0.0	0.5	0.0
National Guard	0.3	0.1	0.9	0.2	0.4	0.1	0.1	0.0	0.0	0.2	0.3	0.3	0.0	0.4	0.7	0.0
ROTC/NROTC	0.6	0.8	0.8	0.1	0.4	0.4	0.4	0.9	0.4	0.2	0.4	0.4	0.0	0.7	0.2	0.0
Veteran	5.8	3.3	13.2	5.4	5.1	4.8	3.4	12.8	4.4	4.4	5.4	4.8	7.4	5.8	6.7	4.1
Civilian	88.6	91.4	80.1	88.7	90.3	86.0	87.4	76.8	86.0	87.2	87.0	87.1	84.7	88.4	85.2	89.9
Not Answered	4.3	4.1	4.2	5.4	2.7	7.9	7.8	9.5	8.8	7.1	6.6	7.1	7.9	4.3	6.7	6.0

What is your gender/gender identity?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Male	41.3	44.4	39.6	39.3	34.7	43.1	47.2	37.4	45.6	38.4	32.4	34.7	29.1	31.2	28.9	31.2
Female	56.1	53.0	58.3	57.5	63.3	49.5	44.9	51.7	45.6	56.9	62.0	60.0	63.5	63.0	67.4	60.6
Transgender	0.5	0.6	0.3	0.6	0.4	0.3	0.4	0.5	0.4	0.0	0.1	0.2	0.0	0.0	0.2	0.0
Other	1.4	1.9	1.3	1.1	0.2	1.4	1.8	1.9	1.2	0.6	0.7	0.9	0.0	1.1	0.2	0.0
Not Answered	2.2	2.0	1.9	3.0	2.0	6.9	7.3	9.0	8.8	4.9	5.4	4.9	7.4	5.8	4.0	8.3

What is your sexual orientation?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Heterosexual	84.7	83.7	87.4	82.9	88.3	81.1	80.0	79.6	75.2	85.6	83.9	83.9	84.1	80.4	85.7	85.3
Homosexual	4.0	4.5	3.0	4.0	3.6	4.4	3.9	5.2	3.6	5.1	4.5	4.1	4.8	6.2	3.5	5.5
Bisexual	4.9	5.2	4.7	4.7	4.4	3.2	3.7	3.3	6.4	1.1	2.5	2.8	2.1	3.3	2.0	1.4
Other	2.1	2.2	1.7	2.9	0.4	1.6	2.0	2.8	2.4	0.2	1.0	1.4	0.0	0.7	0.7	0.5
Not Answered	4.4	4.4	3.2	5.6	3.3	9.7	10.3	9.0	12.4	8.1	8.1	7.9	9.0	9.4	8.1	7.3

What is your political affiliation?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Republican	17.1	16.3	27.3	12.0	15.3	9.0	5.7	19.4	9.2	10.1	12.3	10.5	19.0	9.8	13.6	16.5
Democrat	28.2	30.3	15.1	29.5	37.8	41.9	40.6	29.9	42.0	47.7	38.1	38.1	33.3	40.9	38.0	38.1
Independent	29.8	28.9	31.4	31.6	26.8	24.0	25.2	25.6	22.0	22.7	26.8	28.5	24.3	26.1	23.2	28.0
Other	12.7	11.9	13.6	14.8	9.9	7.8	10.7	7.1	7.6	3.9	6.5	6.3	7.4	8.3	7.4	2.8
Not Answered	12.2	12.6	12.6	12.0	10.2	17.3	17.9	18.0	19.2	15.5	16.3	16.6	15.9	14.9	17.8	14.7

How would you describe your political philosophy?

	STUDENT	B	CS	D	AM	FACULTY	B	CS	D	AM	STAFF	B	CS	D	AM	SO
Liberal	48.9	53.1	32.4	49.4	56.6	58.8	60.3	48.3	58.0	60.5	48.5	49.5	44.4	50.0	45.7	49.5
Very	14.5	16.8	7.4	14.7	15.3	22.6	25.2	18.5	24.4	19.6	14.9	16.0	13.8	16.7	12.8	11.5
Somewhat	34.4	36.2	25.0	34.8	41.2	36.2	35.2	29.9	33.6	40.9	33.6	33.5	30.7	33.3	32.8	38.1
Moderate	19.1	18.1	22.3	20.1	16.1	14.5	15.4	13.7	15.6	13.0	19.4	19.4	18.5	21.4	19.5	17.9
Somewhat	17.5	15.3	25.1	16.1	17.5	11.0	7.3	20.9	10.0	13.4	15.8	15.7	20.1	14.5	15.6	14.7
Very	5.1	4.6	9.2	3.4	4.7	1.8	1.1	4.3	1.6	2.1	3.7	3.5	5.8	1.8	4.0	5.0
Conservative	22.6	20.0	34.3	19.4	22.3	12.9	8.4	25.1	11.6	15.5	19.5	19.2	25.9	16.3	19.5	19.7
Other	9.4	8.9	11.0	11.1	5.1	13.9	15.8	12.8	14.8	11.1	12.6	11.9	11.1	12.3	15.3	12.8