### Survey Response Rates

<table>
<thead>
<tr>
<th>Employment Category</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>44%</td>
</tr>
<tr>
<td>Academics</td>
<td>46%</td>
</tr>
<tr>
<td>Staff</td>
<td>53%</td>
</tr>
<tr>
<td>Union</td>
<td>18%</td>
</tr>
<tr>
<td>Academic Others</td>
<td>33%</td>
</tr>
<tr>
<td>Intern/Resident</td>
<td>20%</td>
</tr>
<tr>
<td>Post Doc Fellow/Assoc</td>
<td>36%</td>
</tr>
<tr>
<td>Temporary</td>
<td>42%</td>
</tr>
<tr>
<td>Overall Response Rate</td>
<td>45%</td>
</tr>
</tbody>
</table>
University-level Metrics

Belonging at Cornell

- I feel a sense of belonging at Cornell: 66%
- I feel a sense of belonging in my department/unit: 74%
- I am treated fairly in my department/unit without regard to any element of my identity: 81%

Would recommend Cornell as a good place to work: 86%
Would recommend department/unit as a good place to work: 77%

Legend:
- Blue: Favorable
- Light Gray: Neutral
- Dark Gray: Unfavorable
University-Level: Sense of Belonging and Fair Treatment

I would recommend Cornell as a good place to work to a friend or colleague: 86
I am treated fairly in my department: 61
The leadership of my department/unit treats people respectfully: 66
I would recommend my department/unit as a good place to work to a friend or colleague: 72
Others in my department/unit are willing to listen to me when I offer information or a different perspective: 77
I feel a sense of belonging in my department/unit: 79
I feel my skills and expertise are valued in my department/unit: 73
The leadership of my college/division demonstrates a strong commitment to diversity and inclusion: 72
I feel a sense of belonging at Cornell: 74
I am satisfied with my opportunities to take part in decision-making in my department/unit: 78
Workloads are distributed fairly within my department/unit: 81

Favorable: 55
Neutral: 22
Unfavorable: 11

Slightly below or above 100% due to rounding
University-Level: Experienced and Witnessed Marginalizing Behaviors

- Observed or believe that you observed a discriminatory or harassing event or behavior in your department/unit
  - Favorable: 76
  - Neutral: 21
  - Unfavorable: 3

- Felt Marginalized in your department/unit due to any element of your personal identity
  - Favorable: 74
  - Neutral: 21
  - Unfavorable: 4

- Felt that any element of your personal identity caused you to be treated differently in your department/unit
  - Favorable: 68
  - Neutral: 27
  - Unfavorable: 5

- Heard someone in your department/unit make an insensitive, disparaging or discriminatory comment
  - Favorable: 62
  - Neutral: 33
  - Unfavorable: 5

Slightly below or above 100% due to rounding
### Experienced/Witnessed Marginalizing Behavior: Willingness to Recommend

<table>
<thead>
<tr>
<th>Experience/Witness</th>
<th>Agree belong at Cornell</th>
<th>Agree belong in dept/unit</th>
<th>Agree would recommend Cornell</th>
<th>Agree would recommend dept/unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Didn’t witness or experience marginalizing behavior</td>
<td>76%</td>
<td>85%</td>
<td>92%</td>
<td>87%</td>
</tr>
<tr>
<td>Both witnessed and experienced marginalizing behavior</td>
<td>51%</td>
<td>55%</td>
<td>76%</td>
<td>58%</td>
</tr>
</tbody>
</table>

Note. Experienced marginalizing behavior only N=325, witnessed marginalizing behavior only N=608, Didn’t witness nor experience marginalizing behavior N=2,599, Both witnessed and experienced marginalizing behavior N=1,802.