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Belonging at Cornell

University-level Survey
Results

Spring 2020




Survey Response Rates

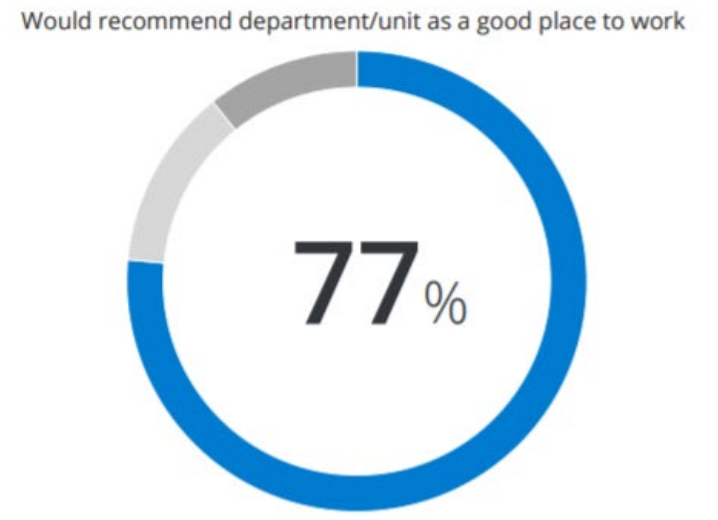
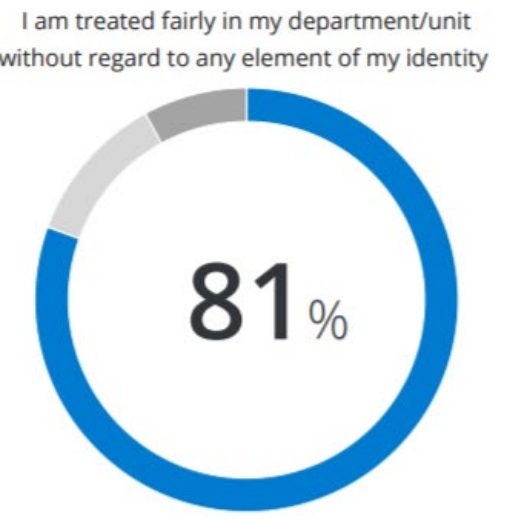
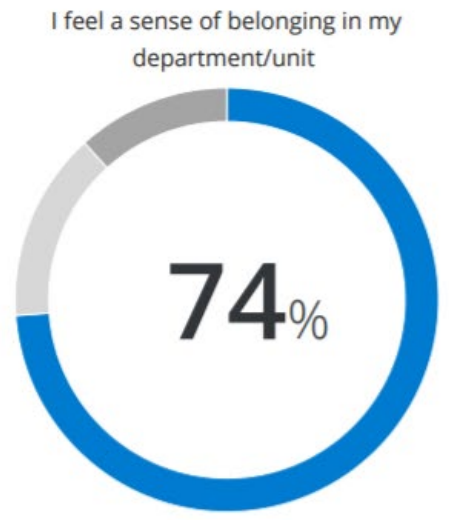
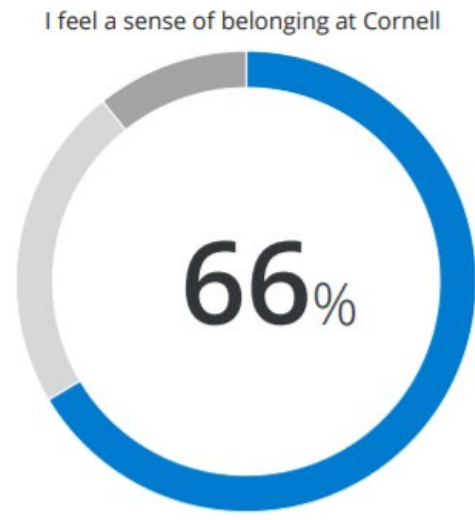
Employment Category	Response Rate
Faculty	44%
Academics	46%
Staff	53%
Union	18%
Academic Others	33%
Intern/Resident	20%
Post Doc Fellow/Assoc	36%
Temporary	42%
Overall Response Rate	45%



Belonging at Cornell

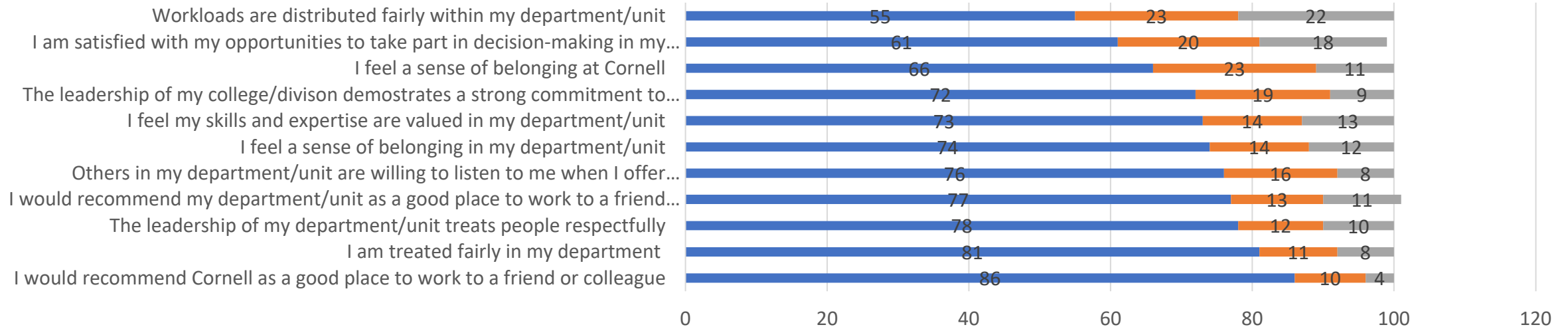
University-level Metrics

-  Favorable
-  Neutral
-  Unfavorable



University-Level: Sense of Belonging and Fair Treatment

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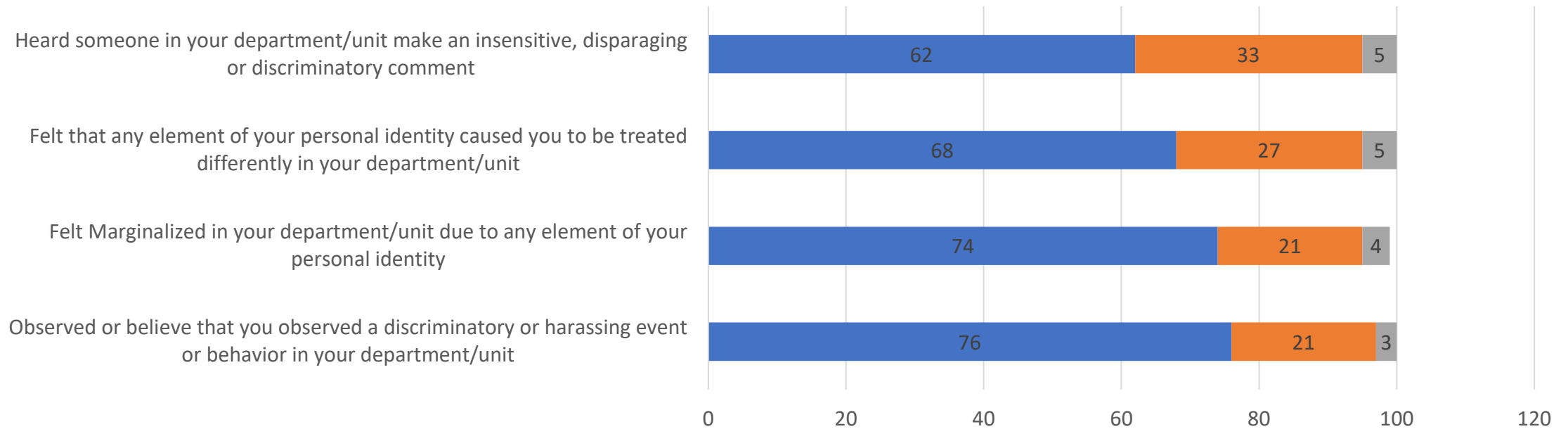
	I would recommend Cornell as a good place to work to a friend or colleague	I am treated fairly in my department	The leadership of my department/unit treats people respectfully	I would recommend my department/unit as a good place to work to a friend or colleague	Others in my department/unit are willing to listen to me when I offer information or a different perspective	I feel a sense of belonging in my department/unit	I feel my skills and expertise are valued in my department/unit	The leadership of my college/division demonstrates a strong commitment to diversity and inclusion	I feel a sense of belonging at Cornell	I am satisfied with my opportunities to take part in decision-making in my department/unit	Workloads are distributed fairly within my department/unit
■ Favorable	86	81	78	77	76	74	73	72	66	61	55
■ Neutral	10	11	12	13	16	14	14	19	23	20	23
■ Unfavorable	4	8	10	11	8	12	13	9	11	18	22

■ Favorable ■ Neutral ■ Unfavorable

Slightly below or above 100% due to rounding

University-Level: Experienced and Witnessed Marginalizing Behaviors

University-Level: Experienced and Witnessed Marginalizing Behaviors



	Observed or believe that you observed a discriminatory or harassing event or behavior in your department/unit	Felt Marginalized in your department/unit due to any element of your personal identity	Felt that any element of your personal identity caused you to be treated differently in your department/unit	Heard someone in your department/unit make an insensitive, disparaging or discriminatory comment
■ Favorable	76	74	68	62
■ Neutral	21	21	27	33
■ Unfavorable	3	4	5	5

■ Favorable ■ Neutral ■ Unfavorable

Experienced/Witnessed Marginalizing Behavior: Willingness to Recommend

	Agree belong at Cornell	Agree belong in dept/unit	Agree would recommend Cornell	Agree would recommend dept/unit
Didn't witness or experience marginalizing behavior	76%	85%	92%	87%
Both witnessed and experienced marginalizing behavior	51%	55%	76%	58%

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.