



2021 - Postdocs@UCSD Survey

UC San Diego

2021
441 respondents
40% of 1,102 invited

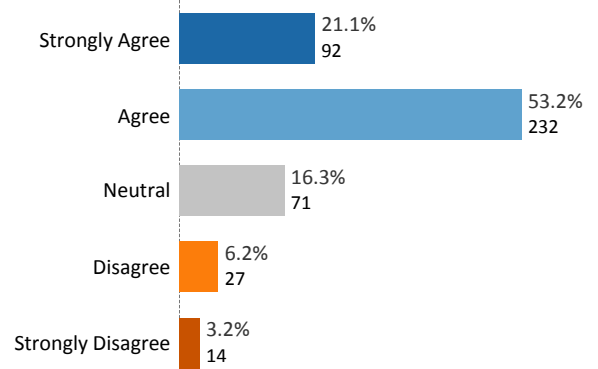
2020 317 respondents
27% of 1,190 invited

2019 432 respondents
36% of 1,190 invited

4.06 mean score for 57 questions (scale 1-5)
7 questions in the excellent range (4.3 or greater)

Influential Strengths	Primary Opportunities
27 Dept/Team Treats me with Respect	3 University Leadership
14 Understand my Role	2 Valued Member
36 Understands Role of Mentor	4 Faculty Value Contributions
51 Feel Valued	43 Appropriate Stress
35 Positive Work Environment	8 Have a Voice

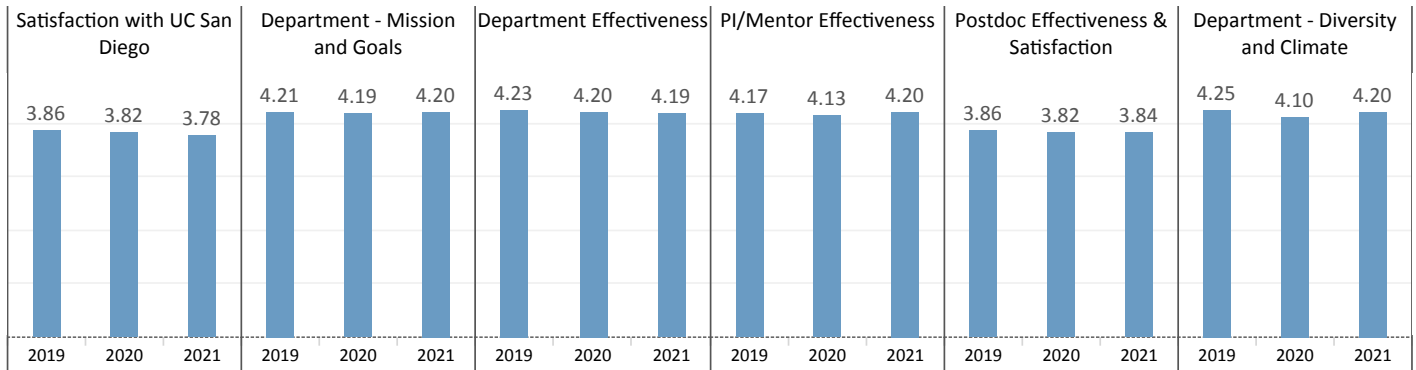
I am a satisfied postdoctoral scholar



Mean = 3.83, Std Dev = 0.94

Dimension Mean Score Trending

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent



Employee Net Promoter Score (eNPS)

"Overall, I am a satisfied employee...." by "How likely is it that you would recommend working..."

68 eNPS*
(70.9% - 3.3%)

Below 40 - Low
40 to 59 - Marginal
60 to 79 - Good
80 & above - Excellent

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5								4	6	14	66	90
	4				1	4	10	29	65	74	46	229	
	3	1		1	1	2	11	9	19	20	4	2	70
	2	1	2		2	1	5	3	4	6	3		27
	1	4		1	3		1		2		1	1	13
Total		6	2	2	6	4	21	22	58	97	96	115	429

*How eNPS Works ►

Satisfied Promoters score 4-5 on the "Satisfied" item and 7-10 on the "Recommend" item. **Dissatisfied Non-Promoters** score 1-2 on the "Satisfied" item and 0-4 on the "Recommend" item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPS. **Passives** score 3 on the "Satisfied" item and 5-6 on the "Recommend" item.

Background

- 2021 was the fourth annual Postdocs@UCSD Survey.
- 1,102 Postdocs were invited to take the survey. 441 (40%) responded.
- Survey Period: August 11 to September 10, 2021.
- Survey consisted of 57 satisfaction, 1 eNPS, 8 Background, 4 Postdoc Experience, 10 Health and Wellness, 5 Career Development Access and Support, 20 Conduct and Behavioral, and 5 open-ended questions.
- Contact postdocsurvey@ucsd.edu if you have any questions about this report.



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Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Change from 2020 to 2021
Arrows indicate change of .09 or greater

UC San Diego

1,102 Invited (N)
441 Responded (n)
40% Response Rate

↓ 7 ↓ 40 ↑ 10

● Mean score greater than that of UC San Diego (rounded to two decimal places)

		2019	2020	2021		2021
Satisfaction with UC San Diego	1 Overall Satisfaction	3.97	4.02	3.83	★ ↓	3.83
	2 Valued Member	3.74	3.81	3.67	↓	3.67
	3 University Leadership		3.57	3.38	↓	3.38
	4 Faculty Value Contributions	3.95	4.02	4.03		4.03
	5 Staff Value Contributions	3.89	3.96	3.92		3.92
	6 Understand UCSD's Mission	3.86	3.79	3.83		3.83
	7 Contribute to UCSD's Mission	3.97	3.93	4.02		4.02
	8 Have a Voice	3.37	3.45	3.37		3.37
	9 Satisfied with UCSD Diversity Programs	3.96	3.81	3.71	↓	3.71
	10 All Welcomed	4.14	4.07	4.03		4.03
	11 Leaders Committed to Diversity	3.95	3.81	3.85		3.85
	12 Career & Professional Development	3.82	3.77	3.74		3.74
Department - Mission and Goals	13 Contributes to Mission	4.41	4.35	4.29		4.29
	14 Understand my Role	4.21	4.18	4.23		4.23
	15 Understand Department's Mission	3.88	3.90	4.00	↑	4.00
	16 Understand Team's Mission	4.43	4.33	4.40		4.40
	17 Opportunities to Share Work	4.25	4.24	4.26		4.26
	18 Opportunities to Interact	4.05	4.14	4.02	↓	4.02
Department Effectiveness	19 Access to Address Needs	4.21	4.21	4.13		4.13
	20 Have Access to Tools	4.24	4.13	4.19		4.19
	21 Physical Work Environment	4.14	4.11	4.13		4.13
	22 Safe Environment	4.43	4.29	4.27		4.27
	23 Spirit of Cooperation	3.96	3.95	3.90		3.90
	24 Encourages Research Integrity	4.31	4.31	4.30		4.30
	25 Ethical Research Practices	4.45	4.53	4.32	★ ↓	4.32
	26 Dutiful in Responsibilities	4.29	4.27	4.27		4.27
	27 Dept/Team Treats me with Respect	4.31	4.33	4.33		4.33
	28 Participate in Making Decisions	4.16	4.18	4.19		4.19
PI/Mentor Effectiveness	29 Values Input and Contributions	4.23	4.18	4.25		4.25
	30 Contact for Assistance	4.03	3.95	3.97		3.97
	31 Recommends without Fear	4.35	4.25	4.26		4.26
	32 Sufficient Freedom	4.33	4.24	4.23		4.23
	33 Communicates Essential Info	4.23	4.22	4.27		4.27
	34 Work Assigned Equitably	4.19	4.15	4.17		4.17
	35 Positive Work Environment	4.23	4.18	4.23		4.23
	36 Understands Role of Mentor	4.22	4.20	4.25		4.25
	37 Involved in IDP and Training	3.75	3.67	3.87	↑	3.87
	38 Discuss IDP and Training Plan	3.77	3.72	3.94	↑	3.94
Postdoc Effectiveness & Satisfaction	39 Resolves Personnel Issues	3.94	3.93	4.07	↑	4.07
	40 Supports Professional Development	4.19	4.18	4.22		4.22
	41 Treats with Respect	4.44	4.43	4.43		4.43
	42 Supportive of Personal Issues	4.36	4.37	4.40		4.40
	43 Appropriate Stress	3.72	3.77	3.78		3.78
	44 Total Compensation	3.01	3.00	2.89	↓	2.89
	45 Well Prepared - Work and Plan	4.19	4.11	4.23	↑	4.23
Department - Diversity and Climate	46 IDP Effectiveness	3.88	3.75	3.79		3.79
	47 Maximize Development Opps	3.80	3.69	3.73		3.73
	48 Develop Independent Projects	4.02	4.14	4.09		4.09
	49 Opportunities to Supervise Others	4.14	4.09	4.09		4.09
	50 Training Prepares for my Career	4.13	4.06	4.16	↑	4.16
	51 Feel Valued	4.08	4.09	4.18	↑	4.18
	52 Department All Welcomed		4.07	4.17	↑	4.17
	53 Department Diversity Programs		3.79	3.96	↑	3.96
54 All Cultures - Fair	4.27	4.20	4.28		4.28	
55 Sexual Orientation - Fair	4.36	4.24	4.30		4.30	
56 Support Diverse Environment	4.25	4.16	4.25		4.25	
57 Practices Principles of Community	4.29	4.16	4.26	↑	4.26	



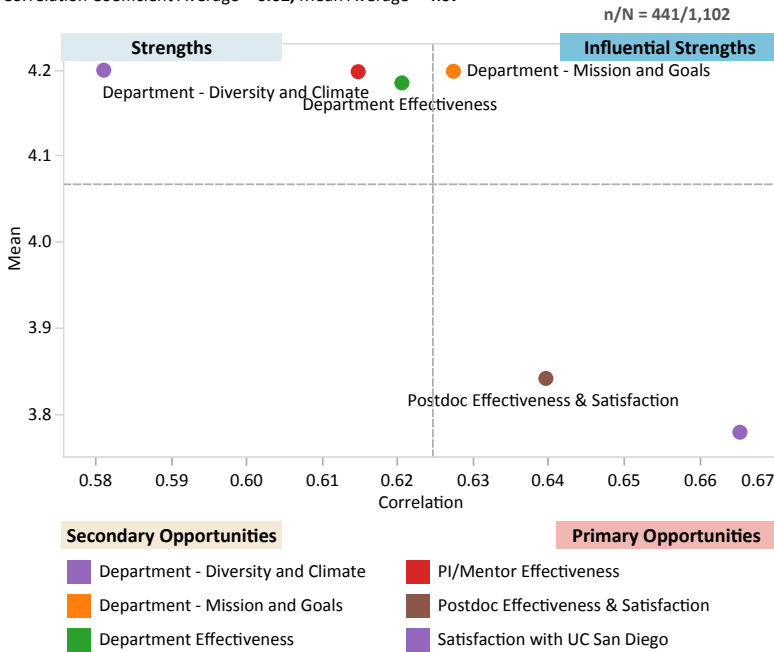
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UC San Diego

ST - Strength | IS - Influential Strength | PO - Primary Opportunity | SO - Secondary Opportunity

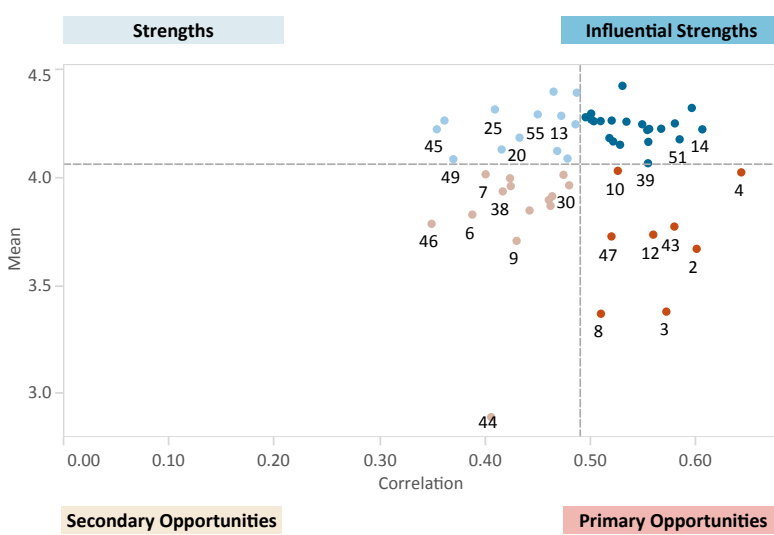
Strengths and Opportunities by Survey Question With Axes at the Average Dimension Mean and Average Dimension by Overall Satisfaction Correlation

Correlation Coefficient Average = 0.62, Mean Average = 4.07



Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation

Correlation Coefficient Average = 0.49, Mean Average = 4.06



Strengths	Influential Strengths
Higher than average mean score, lower than average correlation. "Keep up the good work"	Higher than average mean score, higher than average correlation "Keep an eye on"
Secondary Opps	Primary Opps
Lower than average mean score, lower than average correlation. "Low Priority"	Lower than average mean score, higher than average correlation. "Concentrate Efforts"

Dim	Question	Mean	Corr	Str/Opps
SAT	Satisfaction with UC San Diego	3.78	0.67	PO
DEP	Department Effectiveness	4.19	0.62	ST
DIV	Department - Diversity and Climate	4.20	0.58	ST
EMP	Postdoc Effectiveness & Satisfaction	3.84	0.64	PO
MIS	Department - Mission and Goals	4.20	0.63	IS
SUP	PI/Mentor Effectiveness	4.20	0.61	ST
SUP	39. Resolves Personnel Issues	4.07	0.55	IS
EMP	50. Training Prepares for my Career	4.16	0.53	IS
DIV	52. Department All Welcomed	4.17	0.55	IS
SUP	34. Work Assigned Equitably	4.17	0.52	IS
DIV	51. Feel Valued	4.18	0.58	IS
DEP	28. Participate in Making Decisions	4.19	0.52	IS
SUP	40. Supports Professional Development	4.22	0.55	IS
MIS	14. Understand my Role	4.23	0.61	IS
SUP	32. Sufficient Freedom	4.23	0.55	IS
SUP	35. Positive Work Environment	4.23	0.57	IS
DEP	29. Values Input and Contributions	4.25	0.55	IS
SUP	36. Understands Role of Mentor	4.25	0.58	IS
MIS	17. Opportunities to Share Work	4.26	0.53	IS
DIV	57. Practices Principles of Community	4.26	0.50	IS
SUP	31. Recommends without Fear	4.26	0.51	IS
DEP	26. Dutiful in Responsibilities	4.27	0.52	IS
SUP	33. Communicates Essential Info	4.27	0.50	IS
DIV	54. All Cultures - Fair	4.28	0.49	IS
DEP	24. Encourages Research Integrity	4.30	0.50	IS
DEP	27. Dept/Team Treats me with Respect	4.33	0.60	IS
SUP	41. Treats with Respect	4.43	0.53	IS
SAT	8. Have a Voice	3.37	0.51	PO
SAT	3. University Leadership	3.38	0.57	PO
SAT	2. Valued Member	3.67	0.60	PO
EMP	47. Maximize Development Opps	3.73	0.52	PO
SAT	12. Career & Professional Development	3.74	0.56	PO
EMP	43. Appropriate Stress	3.78	0.58	PO
SAT	4. Faculty Value Contributions	4.03	0.64	PO
SAT	10. All Welcomed	4.03	0.53	PO
EMP	44. Total Compensation	2.89	0.40	SO
SAT	9. Satisfied with UCSD Diversity Programs	3.71	0.43	SO
EMP	46. IDP Effectiveness	3.79	0.35	SO
SAT	6. Understand UCSD's Mission	3.83	0.39	SO
SAT	11. Leaders Committed to Diversity	3.85	0.44	SO
SUP	37. Involved in IDP and Training	3.87	0.46	SO
DEP	23. Spirit of Cooperation	3.90	0.46	SO
SAT	5. Staff Value Contributions	3.92	0.46	SO
SUP	38. Discuss IDP and Training Plan	3.94	0.42	SO
DIV	53. Department Diversity Programs	3.96	0.42	SO
DEP	30. Contact for Assistance	3.97	0.48	SO
MIS	15. Understand Department's Mission	4.00	0.42	SO
MIS	18. Opportunities to Interact	4.02	0.47	SO
SAT	7. Contribute to UCSD's Mission	4.02	0.40	SO
EMP	49. Opportunities to Supervise Others	4.09	0.37	ST
EMP	48. Develop Independent Projects	4.09	0.48	ST
DEP	21. Physical Work Environment	4.13	0.47	ST
DEP	19. Access to Address Needs	4.13	0.41	ST
DEP	20. Have Access to Tools	4.19	0.43	ST
EMP	45. Well Prepared - Work and Plan	4.23	0.35	ST
DIV	56. Support Diverse Environment	4.25	0.48	ST
DEP	22. Safe Environment	4.27	0.36	ST
MIS	13. Contributes to Mission	4.29	0.47	ST
DIV	55. Sexual Orientation - Fair	4.30	0.45	ST
DEP	25. Ethical Research Practices	4.32	0.41	ST
SUP	42. Supportive of Personal Issues	4.40	0.49	ST
MIS	16. Understand Team's Mission	4.40	0.46	ST



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UC San Diego

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
	5	4	3	2	1	
	1 I am a satisfied postdoctoral scholar					
Satisfaction with UC San Diego	2 I feel valued as a member of the UC San Diego community					
	3 University leadership is genuinely interested in hearing the ideas and opinions of postdoctoral scholars					
	4 Faculty members at UC San Diego value my contributions					
	5 Staff members at UC San Diego value my contributions					
	6 I understand UC San Diego's mission					
	7 I understand how my performance positively contributes to UC San Diego's mission					
	8 I feel I have a voice on campus to provide my ideas and suggestions on how to improve UC San Diego					
	9 Overall, I am satisfied with the diversity related programs and services available campus-wide					
	10 UC San Diego promotes a work environment where all people are welcomed					
	11 Top leaders of the University are committed to diversity					
	12 I am satisfied with my opportunities for career and professional development at UC San Diego					
	Department - Mission and Goals	13 I understand how my performance positively contributes to my research team/department's mission				
14 My research team/department understands my role as a postdoctoral scholar						
15 I understand my department's mission and goals						
16 I understand my mentor/research team's mission and goals						
Department Effectiveness	17 My research team/department provides me opportunities to share my work					
	18 My research team/department provides me opportunities to interact with faculty, students, and other scholars					
	19 My research team/department provides me access to staff who responds to or addresses my administrative questions and needs					
	20 I have access to tools (i.e., equipment and technology) and resources to perform my work effectively					
	21 My physical work environment (e.g., office, lab) is adequate for the job that I do.					
	22 I feel physically safe in my work environment.					
	23 There is a spirit of cooperation within my department					
	24 My research team/department communicates and encourages a high standard of research integrity					
	25 People in my research team/department engage in ethical research practices					
	26 Most people in my research team/department are dutiful in their responsibilities					
	27 My research team/department treats me with respect					
PI/Mentor Effectiveness	28 I have the opportunity within my research team/department to participate in making decisions that affect my work					
	29 My research team/department values my input and contributions					
	30 If problems or issues occur, I know who to contact for assistance					
	31 I can make recommendations to my PI/mentor without fear of negative consequences					
	32 I have sufficient freedom to decide how to best perform my work					
	33 My PI/mentor communicates essential information on a timely basis					
	34 Work is assigned equitably by my PI/mentor					
	35 My PI/mentor creates a positive and constructive work environment					
	36 My PI/mentor understands their role as a mentor					
	37 My PI/mentor was actively involved in developing my Individual Development Plan (IDP) and/or training plan					
Postdoc Effectiveness & Satisfaction	38 My PI/mentor regularly meets with me to discuss the progress of my Individual Development Plan (IDP) and/or training plan					
	39 My PI/mentor effectively resolves personnel-related issues (i.e., work interactions).					
	40 My PI/mentor actively supports my professional development by providing me opportunities to expand my skills and knowledge					
	41 My PI/mentor treats me with respect					
	42 My PI/mentor is supportive when personal issues arise					
	43 I feel that the amount of stress associated with my work is appropriate for my position					
	44 I believe my total compensation, including salary and benefits, is appropriate for my level of experience					
	45 I believe I am well prepared to carry out my work/training plan					
Department - Diversity and Climate	46 I understand that Individual Development Plan (IDP) is an effective tool and important to guide my professional development					
	47 I have been able to maximize my training and professional development opportunities					
	48 I have been given opportunities to develop independent projects and/or lead my own research					
	49 I have been given opportunities to supervise, provide work direction and/or mentor others					
	50 My postdoctoral experience is preparing me for the next stage of my career					
Employee NPS	51 I feel valued by my research team/department					
	52 My department promotes a work environment where all people are welcomed					
	53 I am satisfied with the diversity related initiatives within my department					
	54 People of all ethnic groups, cultures, and backgrounds are treated fairly in my research team/department					
	55 People of all sexual orientations are treated fairly in my research team/department					
	56 My research team/department actively supports a diverse work environment					
	57 My research team/department practices UC San Diego's Principles of Community					
	58 How likely is it that you would recommend being a Postdoc at UC San Diego to a friend or colleague?					



Overall, I would rate my Postdoc experience as:

	2019	2020	2021
Very/Extremely Satisfied	63% (241)	61% (176)	58% (229)
Somewhat Satisfied	27% (101)	29% (85)	33% (131)
Not at All/Not Very Satisfied	10% (38)	10% (28)	9% (34)

How Long have you been a Postdoc at UC San Diego?

	2019	2020	2021
12 months or less	42% (173)	31% (95)	37% (155)
13 to 36 months	41% (170)	49% (147)	48% (200)
3 years & greater	18% (73)	20% (61)	15% (63)

What is your career goal?

	2019	2020	2021
Academia	66% (276)	68% (206)	66% (274)
Industry	18% (73)	18% (56)	20% (83)
Don't know	14% (60)	10% (30)	10% (43)
Other Goal	1% (4)	2% (7)	3% (12)
Government	0% (2)	1% (3)	1% (5)
Nonprofit	0% (1)	1% (3)	0% (1)

I have attended the following professional development workshops. Check all that apply.

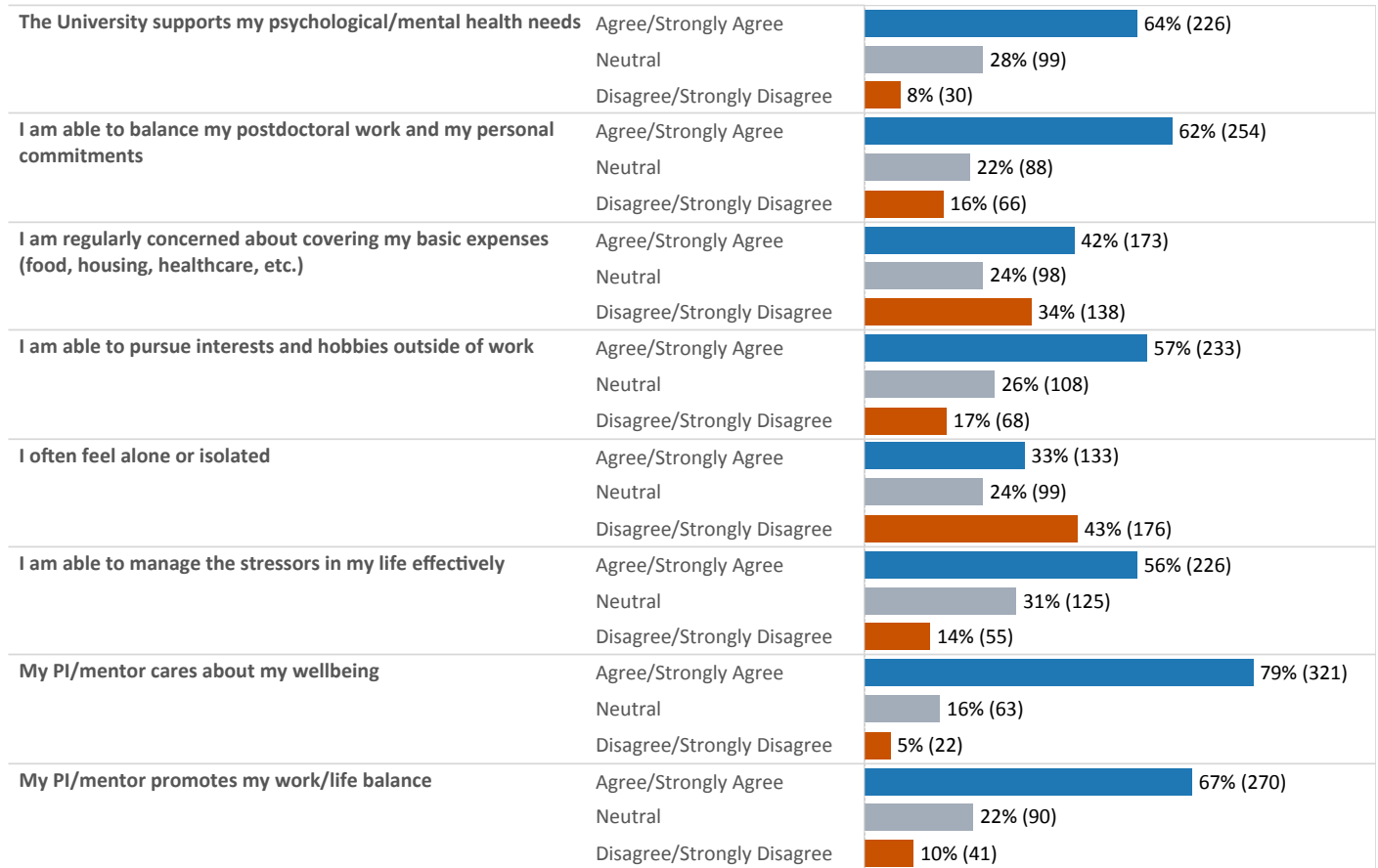
	2021
Postdoctoral Scholar Office	43% (123)
My department or division	36% (104)
GradAdvantage	8% (23)
Other workshops. Please specify.	8% (22)
Teaching and Learning Commons	5% (15)

Career Development Access and Support

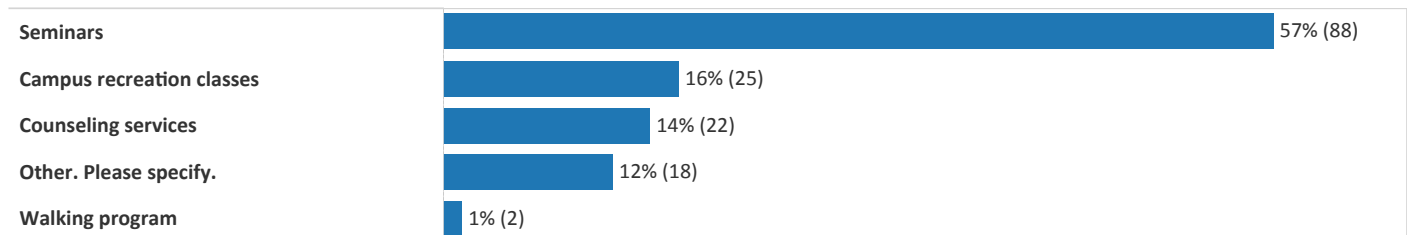
		2021
My PI/mentor supports my attending career and professional development workshops and events outside of those that further my research	Agree/Strongly Agree	73% (304)
	Neutral	14% (58)
	Disagree/Strongly Disagree	5% (21)
My PI/mentor provides funding for me to participate in career and professional development activities not directly related to my research	Agree/Strongly Agree	50% (207)
	Neutral	22% (93)
	Disagree/Strongly Disagree	11% (47)
I feel I can ask my PI/mentor for funding, time away from the lab, or other resources to support my non-research professional training	Agree/Strongly Agree	62% (257)
	Neutral	22% (90)
	Disagree/Strongly Disagree	10% (42)
I have been unable to participate in career and professional development activities due to lack of support from my PI/Mentor	Agree/Strongly Agree	15% (64)
	Neutral	13% (55)
	Disagree/Strongly Disagree	56% (233)
I can share my true career goals and aspirations with my PI/mentor	Agree/Strongly Agree	82% (342)
	Neutral	12% (49)
	Disagree/Strongly Disagree	5% (22)



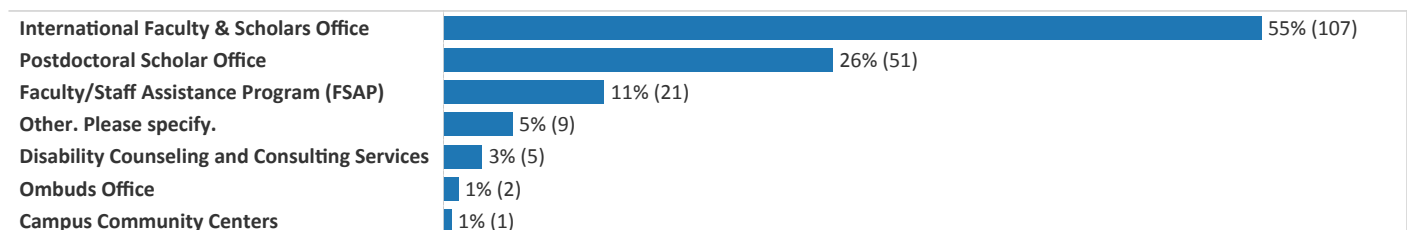
Health and Wellness



Which of the following University sponsored wellness program(s) have you participated in the last 12-months? Check all that apply.



Which of the following campus resource and community centers did you make use of during the last 12 months? Check all that apply.





Satisfaction Mean Scores by Gender

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
Mean scores are not displayed for groups that have fewer than 5 respondents

		Female			Male		
		2019	2020	2021	2019	2020	2021
Satisfaction with UC San Diego	1 Overall Satisfaction	3.92	4.12	3.81	4.06	3.99	3.88
	2 Valued Member	3.61	3.87	3.60	3.88	3.80	3.79
	3 University Leadership		3.60	3.40		3.60	3.40
	4 Faculty Value Contributions	3.77	4.05	3.98	4.11	4.07	4.10
	5 Staff Value Contributions	3.76	4.01	3.94	4.01	3.98	3.96
	6 Understand UCSD's Mission	3.80	3.90	3.88	3.94	3.73	3.86
	7 Contribute to UCSD's Mission	3.90	4.04	4.03	4.05	3.92	4.08
	8 Have a Voice	3.31	3.43	3.41	3.51	3.47	3.36
	9 Satisfied with UCSD Diversity Programs	3.79	3.80	3.67	4.12	3.90	3.77
	10 All Welcomed	4.04	4.02	3.93	4.22	4.14	4.15
	11 Leaders Committed to Diversity	3.82	3.75	3.78	4.04	3.95	3.95
	12 Career & Professional Development	3.75	3.91	3.79	3.91	3.73	3.75
Department - Mission and Goals	13 Contributes to Mission	4.30	4.42	4.30	4.51	4.29	4.30
	14 Understand my Role	4.07	4.22	4.20	4.33	4.16	4.28
	15 Understand Department's Mission	3.72	4.01	4.07	4.03	3.86	3.96
	16 Understand Team's Mission	4.36	4.43	4.41	4.48	4.25	4.43
	17 Opportunities to Share Work	4.13	4.24	4.26	4.35	4.28	4.28
	18 Opportunities to Interact	3.93	4.17	3.96	4.17	4.17	4.08
Department Effectiveness	19 Access to Address Needs	4.13	4.31	4.17	4.30	4.19	4.15
	20 Have Access to Tools	4.15	4.22	4.20	4.33	4.08	4.19
	21 Physical Work Environment	4.06	4.12	4.18	4.20	4.15	4.11
	22 Safe Environment	4.33	4.21	4.25	4.50	4.42	4.31
	23 Spirit of Cooperation	3.86	4.03	3.92	4.08	3.94	3.89
	24 Encourages Research Integrity	4.20	4.27	4.25	4.42	4.38	4.34
	25 Ethical Research Practices	4.39	4.49	4.27	4.52	4.57	4.33
	26 Dutiful in Responsibilities	4.23	4.31	4.27	4.36	4.25	4.27
	27 Dept/Team Treats me with Respect	4.20	4.30	4.28	4.41	4.40	4.36
	28 Participate in Making Decisions	4.11	4.16	4.17	4.23	4.20	4.21
PI/Mentor Effectiveness	29 Values Input and Contributions	4.15	4.17	4.22	4.32	4.20	4.30
	30 Contact for Assistance	3.97	3.90	3.94	4.13	4.06	4.04
	31 Recommends without Fear	4.22	4.23	4.23	4.48	4.33	4.31
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	36 Understands Role of Mentor	4.08	4.25	4.25	4.38	4.18	4.27
	37 Involved in IDP and Training	3.62	3.68	3.91	3.90	3.69	3.91
	38 Discuss IDP and Training Plan	3.69	3.73	3.98	3.88	3.72	3.95
	39 Resolves Personnel Issues	3.72	3.94	3.98	4.11	3.97	4.19
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	41 Treats with Respect	4.34	4.37	4.41	4.53	4.52	4.45
	42 Supportive of Personal Issues	4.24	4.37	4.38	4.48	4.44	4.41
Postdoc Effectiveness & Satisfaction	43 Appropriate Stress	3.67	3.80	3.70	3.82	3.84	3.86
	44 Total Compensation	2.80	2.95	2.80	3.19	3.04	3.04
	45 Well Prepared - Work and Plan	4.12	4.15	4.25	4.26	4.14	4.25
	46 IDP Effectiveness	3.83	3.91	3.89	3.93	3.62	3.75
	47 Maximize Development Opps	3.72	3.67	3.75	3.88	3.75	3.75
	48 Develop Independent Projects	3.94	4.08	4.10	4.12	4.25	4.10
	49 Opportunities to Supervise Others	4.09	4.19	4.20	4.20	4.02	4.02
Department - Diversity and Climate	50 Training Prepares for my Career	4.04	4.10	4.21	4.24	4.11	4.12
	51 Feel Valued	4.00	4.09	4.16	4.16	4.14	4.21
	52 Department All Welcomed		3.99	4.15		4.21	4.19
	53 Department Diversity Programs		3.61	3.93		4.01	4.01
	54 All Cultures - Fair	4.12	4.07	4.19	4.38	4.36	4.36
	55 Sexual Orientation - Fair	4.22	4.15	4.22	4.47	4.36	4.36
	56 Support Diverse Environment	4.11	4.05	4.21	4.35	4.29	4.29
	57 Practices Principles of Community	4.19	4.07	4.23	4.37	4.24	4.29



2021 - Postdocs@UCSD Survey
UC San Diego

2021
441 respondents
40% of 1,102 invited

	2019	2020	2021
White	182	136	141
Black	10	7	6
Latino	27	27	45
Asian/PI	147	88	180
Multi-Ethnic	15	7	5

Satisfaction Mean Scores by Race/Ethnicity

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Mean scores are not displayed for groups that have fewer than 5 respondents

	White			Black			Latino			Asian/PI			Multi-Ethnic			
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	
1 Overall Satisfaction	3.86	4.00	3.68	4.10	3.57	3.67	4.26	4.26	4.05	4.16	4.14	3.97	4.13	4.14	4.40	
2 Valued Member	3.55	3.66	3.32	3.90	3.57	3.67	4.15	3.93	3.82	3.99	4.11	3.99	3.57	3.86	3.20	
3 University Leadership		3.33	2.98		3.60	3.67		3.72	3.50		3.94	3.77		3.33	2.80	
4 Faculty Value Contributions	3.84	4.01	3.87	3.67	3.33	4.00	4.07	4.04	4.05	4.06	4.17	4.20	4.43	4.29	4.40	
5 Staff Value Contributions	3.78	3.91	3.82	3.78	3.50	4.20	3.96	3.96	4.00	4.05	4.16	4.06	4.07	4.17	4.25	
Satisfaction with UC San Diego	6 Understand UCSD's Mission	3.70	3.62	3.63	4.25	3.71	4.00	4.11	4.04	4.05	3.99	4.02	4.01	3.71	3.86	4.00
7 Contribute to UCSD's Mission	3.82	3.78	3.80	4.10	3.86	4.17	4.22	4.26	4.34	4.10	4.22	4.18	3.73	3.86	4.40	
8 Have a Voice	3.22	3.24	3.11	3.50	3.43	3.17	3.56	3.40	3.51	3.59	3.80	3.64	3.47	2.80	2.25	
9 Satisfied with UCSD Diversity Programs	3.75	3.66	3.54	3.63	3.40	3.00	4.04	3.85	3.65	4.21	4.13	3.92	4.29	4.00	3.20	
10 All Welcomed	3.99	3.93	3.81	4.11	3.83	3.50	4.41	4.30	4.20	4.31	4.22	4.22	4.21	4.17	4.20	
11 Leaders Committed to Diversity	3.80	3.76	3.58	3.50	3.17	3.67	4.12	3.85	3.98	4.12	4.07	4.06	3.93	3.33	4.00	
12 Career & Professional Development	3.71	3.76	3.62	4.00	3.50	4.00	4.00	3.74	3.84	4.00	3.98	3.92	4.00	3.57	2.20	
Department - Mission and Goals	13 Contributes to Mission	4.37	4.37	4.26	4.50	4.00	4.50	4.56	4.52	4.39	4.45	4.35	4.32	4.73	4.43	4.20
14 Understand my Role	4.17	4.22	4.10	4.10	4.17	4.20	4.19	4.30	4.39	4.27	4.20	4.32	4.67	4.00	4.40	
15 Understand Department's Mission	3.75	3.88	3.85	4.10	4.14	3.83	4.00	3.93	4.16	4.03	4.06	4.13	3.93	4.00	3.60	
16 Understand Team's Mission	4.37	4.37	4.39	4.50	4.29	4.67	4.48	4.22	4.56	4.46	4.35	4.41	4.73	4.43	4.60	
17 Opportunities to Share Work	4.22	4.25	4.12	4.20	3.67	4.33	4.41	4.48	4.36	4.27	4.34	4.37	4.60	4.00	4.20	
18 Opportunities to Interact	4.02	4.06	3.69	4.10	3.83	4.17	4.15	4.41	4.27	4.12	4.33	4.19	4.53	4.00	4.00	
Department Effectiveness	19 Access to Address Needs	4.07	4.18	3.97	4.50	4.00	4.67	4.44	4.48	4.38	4.36	4.27	4.22	4.47	4.57	
20 Have Access to Tools	4.15	4.03	4.08	4.40	4.00	4.17	4.37	4.15	4.52	4.40	4.33	4.25	4.40	4.71	4.40	
21 Physical Work Environment	3.99	4.03	4.01	4.00	4.00	4.50	4.30	4.26	4.30	4.28	4.24	4.16	4.67	4.29	4.40	
22 Safe Environment	4.35	4.32	4.26	4.40	3.83	4.50	4.59	4.26	4.22	4.51	4.42	4.25	4.71	3.86	5.00	
23 Spirit of Cooperation	3.77	3.87	3.58	4.22	4.20	3.67	4.15	4.04	4.20	4.23	4.20	4.10	4.27	4.14	3.20	
24 Encourages Research Integrity	4.20	4.32	4.20	4.50	4.50	4.17	4.33	4.41	4.32	4.44	4.29	4.39	4.53	4.57	4.40	
25 Ethical Research Practices	4.39	4.61	4.28	4.80	4.71	4.33	4.69	4.44	4.37	4.49	4.43	4.33	4.67	4.57	4.60	
26 Dutiful in Responsibilities	4.17	4.25	4.17	4.40	4.14	4.33	4.33	4.33	4.39	4.44	4.26	4.34	4.53	4.43	4.80	
27 Dept/Team Treats me with Respect	4.25	4.35	4.20	4.40	4.17	4.00	4.56	4.48	4.57	4.39	4.34	4.38	4.73	4.43	4.40	
28 Participate in Making Decisions	4.06	4.12	4.11	4.20	4.80	4.50	4.46	4.30	4.33	4.26	4.24	4.22	4.73	4.43	4.40	
29 Values Input and Contributions	4.15	4.16	4.13	4.20	4.60	4.17	4.44	4.19	4.39	4.36	4.26	4.34	4.67	4.14	4.40	
30 Contact for Assistance	3.91	3.89	3.80	4.00	3.57	4.17	4.19	4.04	4.07	4.23	4.15	4.12	4.13	4.43	4.20	
31 Recommends without Fear	4.28	4.36	4.26	4.44	4.83	4.17	4.67	4.22	4.59	4.34	4.17	4.20	4.73	4.29	4.80	
32 Sufficient Freedom	4.35	4.31	4.22	4.50	5.00	4.00	4.52	4.27	4.42	4.29	4.19	4.24	4.80	4.14	4.80	
33 Communicates Essential Info	4.02	4.19	4.16	4.20	4.00	4.17	4.44	4.27	4.44	4.47	4.42	4.33	4.47	4.00	4.60	
34 Work Assigned Equitably	4.08	4.11	4.09	4.20	4.80	4.17	4.52	4.04	4.27	4.30	4.27	4.26	4.47	3.71		
35 Positive Work Environment	4.10	4.21	4.11	4.20	4.67	4.17	4.59	4.11	4.43	4.33	4.24	4.29	4.67	4.00	4.60	
PI/Mentor Effectiveness	36 Understands Role of Mentor	4.12	4.21	4.11	4.40	4.14	4.17	4.63	4.30	4.33	4.31	4.25	4.36	4.57	4.29	4.80
37 Involved in IDP and Training	3.59	3.51	3.56	3.78	4.17	4.00	4.04	3.62	3.90	3.97	3.99	4.15	3.86	3.86	4.00	
38 Discuss IDP and Training Plan	3.56	3.53	3.58	3.90	4.00	4.33	4.15	3.69	4.08	4.02	4.08	4.18	3.71	3.50	4.40	
39 Resolves Personnel Issues	3.76	3.84	3.91	3.89	4.00	4.17	4.15	3.96	4.24	4.13	4.17	4.22	4.20	4.14	4.60	
40 Supports Professional Development	4.08	4.17	4.16	4.30	4.14	4.33	4.48	4.26	4.43	4.28	4.33	4.25	4.53	4.14	4.80	
41 Treats with Respect	4.42	4.51	4.39	4.60	4.14	4.33	4.70	4.44	4.64	4.41	4.44	4.41	4.87	4.43	4.80	
42 Supportive of Personal Issues	4.38	4.55	4.39	4.22	4.00	4.50	4.63	4.56	4.62	4.34	4.27	4.34	4.80	4.00	5.00	
43 Appropriate Stress	3.52	3.69	3.59	3.90	4.29	3.50	4.11	3.65	3.73	3.99	4.05	3.99	4.07	3.57	4.00	
44 Total Compensation	2.66	2.69	2.65	2.70	3.00	3.67	3.37	2.93	2.62	3.44	3.47	3.29	3.13	2.86	1.00	
Postdoc Effectiveness & Satisfaction	45 Well Prepared - Work and Plan	4.13	4.11	4.13	4.40	3.86	4.67	4.37	4.19	4.42	4.22	4.21	4.29	4.53	4.43	4.20
46 IDP Effectiveness	3.67	3.55	3.54	4.10	4.00	4.33	4.15	4.07	3.86	4.05	3.96	4.01	3.57	3.86	3.20	
47 Maximize Development Opps	3.66	3.53	3.36	3.80	3.67	4.17	4.07	3.74	4.12	3.94	3.98	3.96	3.93	4.14	4.00	
48 Develop Independent Projects	4.04	4.16	4.02	3.89	4.83	4.33	4.11	4.19	4.10	4.08	4.13	4.14	4.27	4.43	4.40	
49 Opportunities to Supervise Others	4.15	4.03	3.96	3.56	3.83	4.40	4.23	4.12	4.29	4.14	4.16	4.13	4.60	4.71	4.20	
50 Training Prepares for my Career	4.09	4.05	4.01	4.20	4.20	4.33	4.48	4.22	4.39	4.15	4.12	4.24	4.60	4.14	3.60	
51 Feel Valued	3.97	4.12	4.02	4.44	4.00	4.33	4.37	4.04	4.32	4.19	4.22	4.28	4.40	4.14	4.60	
Department - Diversity and Climate	52 Department All Welcomed		4.05	4.00		4.00	3.83		4.26	4.36		4.13	4.29		4.17	4.20
53 Department Diversity Programs		3.64	3.67		3.20	4.00		3.89	3.98		4.09	4.17		2.83	3.40	
54 All Cultures - Fair	4.23	4.20	4.09	4.33	4.20	4.17	4.35	4.26	4.43	4.33	4.24	4.38	4.53	3.83	4.60	
55 Sexual Orientation - Fair	4.31	4.20	4.18	4.44	4.20	4.33	4.56	4.31	4.39	4.38	4.28	4.34	4.54	5.00	4.80	
56 Support Diverse Environment	4.10	4.13	4.07	4.44	4.50	4.17	4.37	4.07	4.39	4.37	4.27	4.34	4.53	3.67	4.50	
57 Practices Principles of Community	4.21	4.09	4.10	4.44	4.50	4.40	4.58	4.00	4.43	4.35	4.29	4.33	4.23	3.83	4.50	



Heterosexual	349	242	314
LGBTQ	29	19	40

Satisfaction Mean Scores by Sexual Orientation

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
Mean scores are not displayed for groups that have fewer than 5 respondents

		Heterosexual			LGBTQ		
		2019	2020	2021	2019	2020	2021
Satisfaction with UC San Diego	1 Overall Satisfaction	4.03	4.08	3.88	4.07	4.05	3.85
	2 Valued Member	3.79	3.87	3.75	3.79	3.84	3.54
	3 University Leadership		3.62	3.48		3.33	3.23
	4 Faculty Value Contributions	4.00	4.09	4.10	4.00	4.05	3.83
	5 Staff Value Contributions	3.90	4.01	4.01	4.21	4.11	3.68
	6 Understand UCSD's Mission	3.88	3.83	3.90	3.83	3.74	3.83
	7 Contribute to UCSD's Mission	3.99	3.99	4.10	3.93	3.95	4.00
	8 Have a Voice	3.44	3.46	3.44	3.41	3.53	3.25
	9 Satisfied with UCSD Diversity Programs	4.00	3.88	3.78	3.89	3.71	3.43
	10 All Welcomed	4.17	4.11	4.11	4.04	4.00	3.77
	11 Leaders Committed to Diversity	3.98	3.87	3.93	3.73	3.87	3.51
	12 Career & Professional Development	3.84	3.86	3.83	3.86	3.74	3.56
Department - Mission and Goals	13 Contributes to Mission	4.44	4.37	4.34	4.52	4.32	4.31
	14 Understand my Role	4.24	4.22	4.28	4.29	4.05	4.15
	15 Understand Department's Mission	3.90	3.93	4.04	4.00	4.11	3.93
	16 Understand Team's Mission	4.44	4.35	4.41	4.41	4.42	4.50
	17 Opportunities to Share Work	4.31	4.26	4.33	4.10	4.42	4.05
	18 Opportunities to Interact	4.10	4.19	4.11	4.17	4.11	3.50
Department Effectiveness	19 Access to Address Needs	4.24	4.28	4.25	4.31	4.21	3.83
	20 Have Access to Tools	4.27	4.17	4.26	4.31	4.32	3.85
	21 Physical Work Environment	4.17	4.17	4.15	4.21	4.17	3.94
	22 Safe Environment	4.47	4.33	4.28	4.46	4.58	4.23
	23 Spirit of Cooperation	3.99	3.98	3.96	4.03	4.16	3.63
	24 Encourages Research Integrity	4.33	4.33	4.35	4.41	4.53	4.15
	25 Ethical Research Practices	4.48	4.53	4.35	4.61	4.74	4.15
	26 Dutiful in Responsibilities	4.32	4.28	4.32	4.31	4.32	4.05
	27 Dept/Team Treats me with Respect	4.34	4.38	4.38	4.48	4.32	4.13
	28 Participate in Making Decisions	4.19	4.17	4.22	4.24	4.44	4.22
PI/Mentor Effectiveness	29 Values Input and Contributions	4.27	4.19	4.30	4.34	4.16	4.13
	30 Contact for Assistance	4.08	4.02	4.06	3.97	3.68	3.63
	31 Recommends without Fear	4.39	4.30	4.30	4.24	4.32	4.13
	32 Sufficient Freedom	4.36	4.29	4.27	4.39	4.47	4.23
	33 Communicates Essential Info	4.27	4.25	4.30	4.07	4.47	4.10
	34 Work Assigned Equitably	4.21	4.15	4.21	4.25	4.22	4.05
	35 Positive Work Environment	4.25	4.19	4.26	4.38	4.42	4.13
	36 Understands Role of Mentor	4.28	4.20	4.29	4.14	4.42	4.08
	37 Involved in IDP and Training	3.78	3.68	3.94	3.88	3.75	3.53
	38 Discuss IDP and Training Plan	3.80	3.71	4.00	3.81	3.75	3.54
Postdoc Effectiveness & Satisfaction	39 Resolves Personnel Issues	3.96	3.95	4.15	4.00	3.88	3.77
	40 Supports Professional Development	4.21	4.22	4.25	4.21	4.32	4.15
	41 Treats with Respect	4.45	4.47	4.45	4.48	4.47	4.40
	42 Supportive of Personal Issues	4.39	4.40	4.45	4.52	4.33	4.18
	43 Appropriate Stress	3.77	3.83	3.84	3.90	3.79	3.60
	44 Total Compensation	3.03	3.02	2.96	2.83	2.84	2.60
	45 Well Prepared - Work and Plan	4.19	4.14	4.27	4.41	4.32	4.26
	46 IDP Effectiveness	3.87	3.77	3.87	3.93	3.94	3.53
Department - Diversity and Climate	47 Maximize Development Opps	3.84	3.75	3.81	3.64	3.84	3.50
	48 Develop Independent Projects	4.04	4.19	4.10	4.21	4.21	4.10
	49 Opportunities to Supervise Others	4.14	4.14	4.13	4.27	4.11	3.79
	50 Training Prepares for my Career	4.18	4.11	4.21	4.11	4.21	4.00
	51 Feel Valued	4.12	4.14	4.23	4.28	4.16	4.03
	52 Department All Welcomed		4.12	4.21		4.16	3.93
	53 Department Diversity Programs		3.85	4.05		3.59	3.43
	54 All Cultures - Fair	4.30	4.24	4.33	4.17	4.21	4.08
	55 Sexual Orientation - Fair	4.38	4.31	4.35	4.45	4.17	4.05
	56 Support Diverse Environment	4.28	4.17	4.28	4.14	4.39	4.18
	57 Practices Principles of Community	4.32	4.17	4.31	4.22	4.27	4.08



Interpersonal Behaviors Mean Scores by Gender

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:

#	Question Text	Female			Male		
		2019	2020	2021	2019	2020	2021
1	Was condescending to you	2.14	1.80	1.91	1.68	1.64	1.62
2	Paid little attention to your statement or showed little interest in your opinion	2.09	1.90	1.88	1.76	1.78	1.69
3	Made demeaning or derogatory remarks about you	1.42	1.31	1.37	1.35	1.24	1.32
4	Made jokes at your expense	1.35	1.26	1.34	1.37	1.21	1.23
5	Interrupted or spoke over you	1.83	1.85	1.89	1.49	1.65	1.55
6	Talked about you behind your back	1.72	1.57	1.52	1.51	1.36	1.33
7	Excluded you	1.74	1.59	1.57	1.50	1.39	1.43
8	Kept you out-of-the-loop on information that is important	1.93	1.65	1.60	1.56	1.56	1.50
9	Put in a position where you felt powerless to advocate for yourself	1.73	1.56	1.59	1.42	1.39	1.39
10	Asked you to do something that was inappropriate for your job duties and made you feel uncomfortable and could not refuse?	1.14	1.12	1.13	1.15	1.05	1.16
11	Treated you differently because of your gender	1.54	1.40	1.35	1.09	1.12	1.15
12	Made derogatory comments about your gender	1.22	1.15	1.13	1.06	1.05	1.11
13	Made you feel as if you have to give up your gender identity to get along at work	1.20	1.09	1.10	1.04	1.07	1.11
14	Treated you differently because of your race/ethnicity	1.23	1.19	1.25	1.22	1.16	1.23
15	Made derogatory comments about your race/ethnicity	1.11	1.18	1.13	1.17	1.14	1.17
16	Made you feel as if you have to give up your race/ethnicity to get along at work	1.10	1.14	1.12	1.16	1.11	1.15
17	Treated you differently because of your sexual orientation		1.02	1.06		1.07	1.07
18	Made derogatory comments about your sexual orientation		1.02	1.06		1.02	1.06
19	Made you feel as if you have to give up your sexual orientation to get along at work		1.02	1.06		1.07	1.06
20	Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.41	1.22	1.31	1.32	1.12	1.22



	2019	2020	2021
White	182	136	141
Black	10	7	6
Latino	27	27	45
Asian/PI	147	88	180
Multi-Ethnic	15	7	5

Interpersonal Behaviors Mean Scores by Ethnicity

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:	White			Black			Latino			Asian/PI			Multi-Ethnic		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
1 Was condescending to you	2.03	1.72	1.88	1.70	1.17	1.80	1.68	2.08	2.05	1.73	1.65	1.56	1.71	1.71	1.20
2 Paid little attention to your statement or showed little interest in your opinion	2.08	1.86	1.98	1.70	1.33	2.00	1.70	2.32	1.60	1.73	1.68	1.62	1.80	2.00	1.60
3 Made demeaning or derogatory remarks about you	1.41	1.27	1.39	1.22	1.00	1.80	1.41	1.37	1.16	1.35	1.29	1.33	1.13	1.43	1.00
4 Made jokes at your expense	1.45	1.25	1.33	1.10	1.17	1.60	1.28	1.19	1.20	1.26	1.24	1.27	1.20	1.43	1.20
5 Interrupted or spoke over you	1.80	1.90	2.01	1.40	1.33	2.00	1.52	1.92	1.64	1.44	1.49	1.46	1.40	1.71	1.60
6 Talked about you behind your back	1.74	1.43	1.43	1.56	1.17	3.00	1.48	1.71	1.28	1.47	1.45	1.37	1.29	2.00	1.75
7 Excluded you	1.74	1.52	1.65	1.80	1.67	2.50	1.52	1.62	1.31	1.43	1.38	1.36	1.33	1.57	1.60
8 Kept you out-of-the-loop on information that is important	1.93	1.69	1.73	1.80	1.40	2.00	1.69	1.81	1.42	1.42	1.39	1.37	1.60	1.67	1.60
9 Put in a position where you felt powerless to advocate for yourself	1.68	1.39	1.60	1.60	1.00	1.60	1.46	2.00	1.33	1.39	1.43	1.38	1.20	1.71	1.60
10 Asked you to do something that was inappropriate for your job duties and made you feel uncomfortable and could not refuse?	1.17	1.06	1.14	1.00	1.00	1.20	1.26	1.07	1.00	1.12	1.13	1.22	1.07	1.29	1.00
11 Treated you differently because of your gender	1.42	1.27	1.38	1.00	1.00	1.40	1.30	1.26	1.31	1.17	1.22	1.15	1.27	1.71	1.00
12 Made derogatory comments about your gender	1.14	1.07	1.14	1.00	1.00	1.40	1.22	1.07	1.13	1.11	1.13	1.13	1.13	1.43	1.00
13 Made you feel as if you have to give up your gender identity to get along at work	1.12	1.06	1.15	1.00	1.00	1.40	1.15	1.07	1.09	1.10	1.11	1.11	1.07	1.14	1.00
14 Treated you differently because of your race/ethnicity	1.16	1.10	1.14	1.50	1.00	1.80	1.19	1.37	1.29	1.25	1.26	1.27	1.13	1.14	1.60
15 Made derogatory comments about your race/ethnicity	1.10	1.11	1.11	1.00	1.00	1.20	1.15	1.26	1.20	1.18	1.24	1.20	1.13	1.29	1.00
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.10	1.08	1.10	1.00	1.00	1.60	1.15	1.22	1.23	1.17	1.20	1.16	1.07	1.14	1.00
17 Treated you differently because of your sexual orientation		1.06	1.05		1.00	1.20		1.00	1.02		1.05	1.10		1.00	1.00
18 Made derogatory comments about your sexual orientation		1.01	1.05		1.00	1.20		1.00	1.02		1.05	1.10		1.00	1.00
19 Made you feel as if you have to give up your sexual orientation to get along at work		1.05	1.03		1.00	1.00		1.00	1.02		1.05	1.12		1.00	1.00
20 Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.28	1.16	1.29	1.80	1.00	1.80	1.30	1.26	1.40	1.42	1.18	1.22	1.33	1.29	1.00



Heterosexual	349	242	314
LGBTQ	29	19	40

Interpersonal Behaviors Mean Scores by Sexual Orientation

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:

	Heterosexual			LGBTQ		
	2019	2020	2021	2019	2020	2021
1 Was condescending to you	1.84	1.73	1.73	1.97	1.42	1.78
2 Paid little attention to your statement or showed little interest in your opinion	1.87	1.82	1.75	1.90	1.84	1.80
3 Made demeaning or derogatory remarks about you	1.35	1.26	1.32	1.41	1.16	1.27
4 Made jokes at your expense	1.32	1.23	1.27	1.52	1.16	1.30
5 Interrupted or spoke over you	1.58	1.74	1.68	1.69	1.63	1.90
6 Talked about you behind your back	1.57	1.44	1.41	1.52	1.33	1.37
7 Excluded you	1.56	1.47	1.46	1.64	1.50	1.48
8 Kept you out-of-the-loop on information that is important	1.66	1.59	1.52	1.86	1.68	1.51
9 Put in a position where you felt powerless to advocate for yourself	1.51	1.46	1.47	1.62	1.37	1.41
10 Asked you to do something that was inappropriate for your job duties and made you feel uncomfortable and could not refuse?	1.14	1.09	1.16	1.17	1.00	1.05
11 Treated you differently because of your gender	1.23	1.23	1.24	1.42	1.42	1.21
12 Made derogatory comments about your gender	1.10	1.11	1.12	1.10	1.00	1.03
13 Made you feel as if you have to give up your gender identity to get along at work	1.09	1.07	1.10	1.12	1.00	1.13
14 Treated you differently because of your race/ethnicity	1.21	1.16	1.22	1.10	1.16	1.27
15 Made derogatory comments about your race/ethnicity	1.13	1.16	1.15	1.14	1.05	1.05
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.13	1.13	1.13	1.07	1.00	1.08
17 Treated you differently because of your sexual orientation		1.02	1.06		1.16	1.03
18 Made derogatory comments about your sexual orientation		1.02	1.06		1.00	1.00
19 Made you feel as if you have to give up your sexual orientation to get along at work		1.02	1.05		1.11	1.05
20 Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.34	1.18	1.20	1.45	1.00	1.58