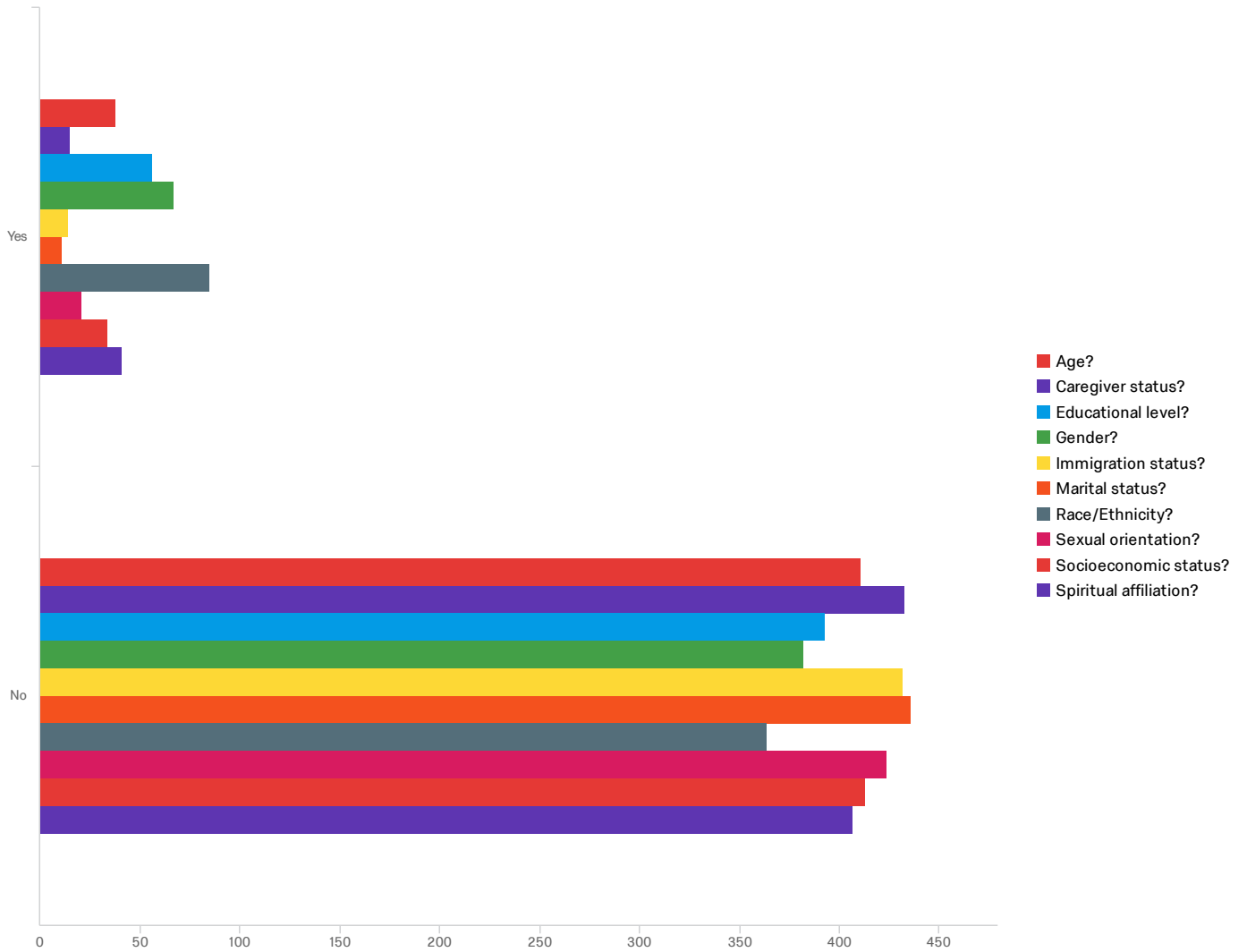


Q19 - 19. Use the definitions to select your response to the following statements regarding individuals within The School of Health Professions: Diversity – refers to the ways in which people differ, including primary characteristics, such as age, race, gender, ethnicity, mental and physical abilities, and sexual orientation; and secondary characteristics, such as education, income, religion, work experience, language skills, geographic location, and family status. Put simply, diversity refers to all of the characteristics that make individuals different from each other, and in its most basic form refers to heterogeneity. Equity – refers to the process of creating equivalent outcomes for members of historically underrepresented and oppressed individuals and groups. Equity is about ending systematic discrimination against people based on their identity or background. Inclusion – exists when traditionally marginalized individuals and groups feel a sense of belonging and are empowered to participate in majority culture as full and valued members of the community, shaping and redefining that culture in different ways.

Q20 - 20. While engaged in your role at UAB, have you had any personal experiences of offensive, hostile, or intimidating conduct that you believe was due to your:



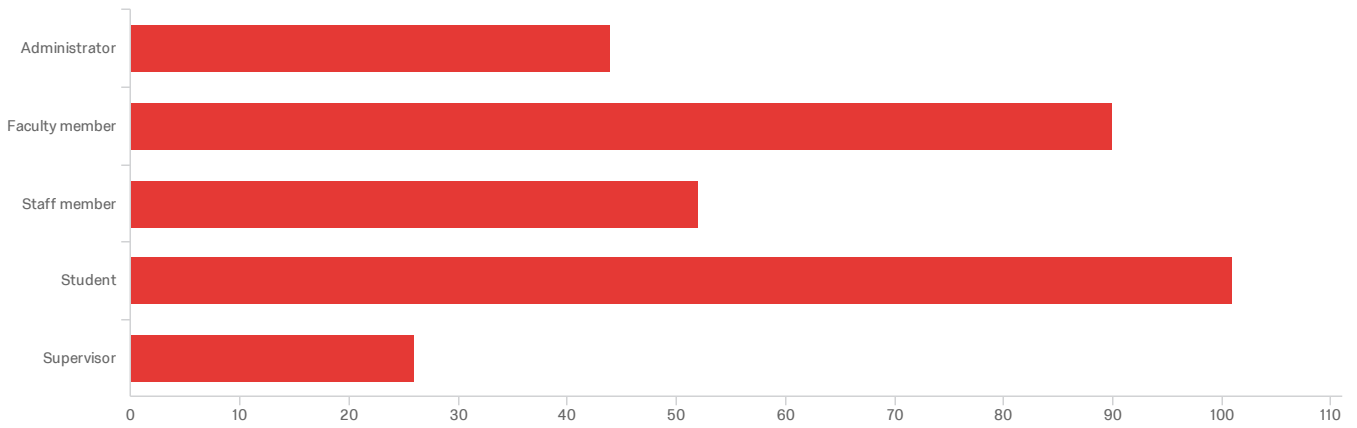
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Age?	1.00	2.00	1.92	0.28	0.08	449
2	Caregiver status?	1.00	2.00	1.97	0.18	0.03	448
3	Educational level?	1.00	2.00	1.88	0.33	0.11	449
4	Gender?	1.00	2.00	1.85	0.36	0.13	449
5	Immigration status?	1.00	2.00	1.97	0.17	0.03	446
6	Marital status?	1.00	2.00	1.98	0.15	0.02	447

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
7	Race/Ethnicity?	1.00	2.00	1.81	0.39	0.15	449
8	Sexual orientation?	1.00	2.00	1.95	0.21	0.04	445
9	Socioeconomic status?	1.00	2.00	1.92	0.27	0.07	447
10	Spiritual affiliation?	1.00	2.00	1.91	0.29	0.08	448

#	Field	Yes	No	Total
1	Age?	8.46% 38	91.54% 411	449
2	Caregiver status?	3.35% 15	96.65% 433	448
3	Educational level?	12.47% 56	87.53% 393	449
4	Gender?	14.92% 67	85.08% 382	449
5	Immigration status?	3.14% 14	96.86% 432	446
6	Marital status?	2.46% 11	97.54% 436	447
7	Race/Ethnicity?	18.93% 85	81.07% 364	449
8	Sexual orientation?	4.72% 21	95.28% 424	445
9	Socioeconomic status?	7.61% 34	92.39% 413	447
10	Spiritual affiliation?	9.15% 41	90.85% 407	448

Showing rows 1 - 10 of 10

Q21 - 21. Who was the source of this conduct? (select all that apply)



#	Field	Choice Count
1	Administrator	14.06% 44
2	Faculty member	28.75% 90
3	Staff member	16.61% 52
4	Student	32.27% 101
5	Supervisor	8.31% 26
		313

Showing rows 1 - 6 of 6