



LGBTQ Climate Survey Report

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Special thanks to The Center for Survey Research, the Associate Vice President for Human Resources, and the former Vice President for the Office of Diversity and Inclusion.

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Dear Readers,

The Lesbian, Gay, Bisexual, and Transgender Faculty and Staff Caucus at Virginia Tech formed in 1992 as an affiliate of the Women's Network. The Caucus' purpose is improving the working and learning environment for LGBT members of Virginia Tech and the surrounding community. Since that time, we have struggled with the lack of data that surrounds the community. How many LGBT faculty and staff are there on Virginia Tech's campus? What are their lived experiences? The answers to these questions are difficult to answer with certainty because of the current climate on campus. Many LGBT faculty and staff will not self-identify as LGBT on campus-wide surveys for fear of discrimination and prejudice. Indeed, we as a caucus have heard countless stories about the fear that comes with tenure process and the thought that a person's sexual orientation, gender identity, and gender expression may weigh in heavily in the final decision. We have heard of discrimination in the assignment of tasks in the workplace, shamed for their identities, and told they had no future on this campus. We have witnessed slurs thrown at members of the community, inaction toward harassment, and the continuing exodus of members of the LGBT community from the Hokie nation to more tolerant campuses.

The momentum behind the LGBT movement nationally provided the foundation to push forward and begin to collect quantitative and qualitative data surrounding LGBTQ Climate on Virginia Tech's campus. The results presented in this report do not come as a surprise to the Caucus; instead, they finally provide us with the numbers to support our claims that large cultural shifts are needed on Virginia Tech's campus to provide a truly supportive and welcoming environment for LGBTQ faculty and staff. The survey led the Caucus to identify key initial action items, which we immediately set out to achieve as clear steps toward our ultimate goal – *an inclusive VT*. Since the survey, the Caucus has spearheaded a movement to add gender expression and gender identity to Policy 1025, worked with upper level administration to provide signage for gender-inclusive restrooms across campus, collaborated with Human Resources to enable University digital forms to be more trans* inclusive, and worked with the Office of the Vice Provost for Faculty Affairs to create a brown-bag lunch conversation series around LGBTQ issues on campus.

While these advances are impressive, there is much work to be done. A resounding statistic from the survey is that 23.5% of LGBT faculty and staff felt excluded or not welcome due to their sexual orientation at Virginia Tech. Additionally, 22% of LGBT faculty and staff consider leaving the University due to the homophobic and/or genderist climate. What is clear is that a percentage of faculty and staff at Virginia Tech do not feel safe, comfortable, and/or welcome as LGBT across campus. We as the LGBT Caucus will continue our efforts until *all* Hokies feel that Virginia Tech is truly *home*.

Sincerely,

Amanda Morris & Chad Mandala

Invent the Future

Purpose of the Report

This report is based upon findings from the 2014 LGBTQ Climate Survey sponsored by Virginia Tech's Department of Human Resources and the former Vice President for Diversity and Inclusion. The survey was the direct outcome of a 2012 report, **Considerations for Assessment of the Campus Climate for LGBTQ Faculty and Staff at Virginia Tech**,¹ which addressed concerns about whether Virginia Tech's diversity strategic planning process was fully inclusive of all constituency groups, particularly Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Faculty and Staff. The assessment report states, in part:

Further discussions held with various stakeholder groups ... has led to a realization that the overall evaluation and planning process for diversity initiatives needs to be reexamined to identify areas of strengths, weaknesses and gaps, starting with an analysis of the assessment climate for LGBTQ faculty and staff (Lo and Dunkenberger, 2012).

Recognizing a lack of available assessment procedures to address LGBTQ issues, the authors of the report convened several focus groups and developed a set of recommendations to implement Virginia Tech's first LGBTQ employee climate survey. In 2013-14, representatives from the LGBT faculty/staff caucus, office of the Vice President for Inclusion and Diversity, and Center for Survey Research met to develop the survey, which was administered in Spring, 2014.

¹ Lo and Dunkenberger (2012). Considerations for Assessment of the Campus Climate for LGBTQ Faculty and Staff at Virginia Tech. Institute for Policy and Governance. Virginia Tech.

Introduction and Overview

Virginia Polytechnic Institute and State University, known as Virginia Tech, is a public land-grant university. The administration at Virginia Tech is dedicated to an inclusive learning environment and adopts the institutional commitment explained in [The Principles of Community](#) to increase access and inclusion and create a community that nurtures learning and growth to all of its members. The campus is informed by the [concepts of inclusive Excellence \(IE\) created by the Association of American Colleges and Universities](#).

There are numerous support organizations for LGBTQ individuals at Virginia Tech, including the [LGBT Faculty / Staff Caucus](#), [HokiePRIDE of Virginia Tech](#), [Queer Grads, Professionals and Allies](#), and [Queer People of Color](#) student organizations. These organizations together sponsor the annual [Lavender graduation ceremony](#) for LGBTQ+ undergraduate and graduate students. The caucus organizes events and educational programs, an annual scholarship, and the Joanne Underwood Ally award. The Intercultural Engagement Center has an [Assistant Director in charge of LGBTQ](#) who supports and advocates for LGBT faculty, staff, and students, and oversees the [Safe Zone](#) Ally training. [LGBT History Month](#) is held each October, and includes the annual Gay in Appalachia event. In 2012, a resolution was originated in the university governance system to add gender identity and gender expression to the [Principles of Community](#). This resolution was realized in Spring, 2014, after the administration of this survey. Virginia Tech's LGBTQA alumni society, [Ex Lapide](#), held its first reunion in Fall 2014.

It is not possible to estimate the number of those faculty and staff that identify as lesbian, gay, bisexual, transgender, or queer. Despite landmark court rulings in recent years, the social stigma facing these individuals remains strong. Yet, on the day that the initial survey results were released, same sex marriage became legal in Virginia, addressing many, but not all of the concerns of survey respondents. This report details employee experiences with campus climate; programs, services, and policies; expressing LGBTQ identities; and discrimination and harassment. The results of this survey are intended to identify specific programs and strategies to promote a more supportive climate for LGBTQ faculty, staff, students, alumni, and allies at Virginia Tech.

Survey Methods

In November 2013, representatives from the Vice President for Diversity and Inclusion, [Center for Survey Research](#), and [LGBT Faculty/Staff caucus](#) began meeting to develop this survey, based upon the recommendations from the Lo and Dunkenberger report. In addition to developing the survey questions, several key decisions were made. First, as inductive research, several open ended questions were included to capture information and concerns about LGBTQ issues. Second, demographic information was included at the end of the survey, as it was felt that heterosexual respondents might opt out if they believed the survey was not for them. Third, the term “ally” was not defined, so that we could determine characteristics of individuals identifying as LGBTQ allies based upon their survey responses. Last, respondents were asked to indicate how they self-identify, in terms of sexual orientation, gender, and gender identity.

In Spring 2014, faculty and staff were [invited by email](#) to participate in the [survey](#). Due to concerns about privacy, the email contained a link to the survey that was not associated with any identifying information about the respondent. The email was sent from Vice Provost Mark McNamee, Vice President for Diversity and Inclusion William Lewis, Vice Provost for Human Resources Hal Irvin, and Chad Mandala and Phil Nelson, Co-Chairs of the LGBT Faculty/Staff caucus. Karen DePauw, Vice President and Dean for Graduate Education, and Patty Perillo, Vice President for Student Affairs, also encouraged participation in the survey ([Appendix B](#)). Reminders were sent at regular intervals, and the survey was closed after four weeks.

Of the over 7,000 employees contacted, 1,475 responded to the survey. The first two questions received the highest response rates, with 1,453 and 1,459 participants, respectively. Of these, 1,138 employees completed the survey; however, there was a notably high nonresponse rate and high proportion of respondents choosing the “Don’t Know” option for questions related to LGBTQ issues, sexual orientation, gender identity, and expression (see [Tables 19](#), [20](#), and [21](#) for examples). Selected questions may be examined for wording before administering the survey again.

72.5% respondents disclosed their sexual orientation in the survey. Over 80% identified as heterosexual and 16.5% identified as Gay, Lesbian, Bisexual, or another self-identified orientation.² As shown in [Table 1](#), 87.3% identified as White, with almost 4% identifying as African American/Black, and 55.8% as female. When asked about ally status, over 75% of the respondents identified as allies. Women were more likely to identify as allies than men, with heterosexual women more likely to identify as allies than heterosexual men (80.1% v. 69.4%). ([Table 2](#)).

² Transgender is not among the options in the question asking about sexual orientation, but is included in the question asking about gender identity. 0.3% of respondents identified as transgender, and their sexual orientation varied.

Quantitative Analysis Methods

Statistical analyses were conducted to determine whether there were any significant differences among groups participating in the survey. Key variables included gender, sexual orientation, ally status, and race/ethnicity ([Table 1](#)). The numbers of respondents of certain races/ethnicities and sexual orientations was small, and we recoded the data for race/ethnicity and sexual orientation into more simplified categories. Race was recoded into a binary variable with two categories: White (964 respondents) and non-White (140). The non-White category included Asian American, Black/African American, Hispanic, Native American and self-reported ethnicities. Sexual orientation was also recoded into a binary variable with two categories: Heterosexual (893) and non-Heterosexual (177).

We examined the survey to test for correlations among the individual questions under each heading. We also described the variability among the correlated questions in terms of a lower number of variables. Using factor analysis, we reduced 65 questions to 11 factors measuring 11 aspects of the climate. Two individual questions were excluded in factor analysis due to their low correlations with other factors,³ but they were included for discussion and regression analysis in the section on Issues and Services. The factors and related individual questions are presented in [Table 3](#).

Next, we used three statistical methods to examine variations among perceptions of university climate: student's t-test, analysis of variance (ANOVA), and multiple linear regression. Student's t-test was used to determine whether there were significant differences between the following paired groups: women and men, heterosexual and LGBTQ, white and non-white ([Table 3](#)). T-test results for survey factors are presented in [Tables 4, 7, 10, 13, and 16](#), for gender, sexual orientation, and race/ethnicity. T-test results for individual survey questions are presented in [Tables 5, 8, 11, 14, and 17](#), for gender, sexual orientation, and race/ethnicity. Results are discussed further below by factor/section.

We used analysis of variance (ANOVA) to determine whether or not the averages of several groups, usually more than two, are equal. The differences between the three ally groups were tested using ANOVA. ANOVA results for ally status group comparison are presented along with t-test results in the tables mentioned above, with results discussed below.

Last, we used multiple linear regression (MLR) to model the relationship between a dependent variable and multiple explanatory variables. Each MLR model tested a relationship between one factor representing one aspect of the LGBTQ climate, and multiple explanatory variables. The relationships between the climate factors and the major demographic factors,

³ The two questions are, "Seeing the SafeZone logo makes me feel more supported at Virginia Tech," and "There are adequate numbers of gender-neutral bathrooms at Virginia Tech."

gender, sexual orientation, ally status, race/ethnicity, and years employed (as a control variable) at Virginia Tech were the focus of the MLR analysis. Adjusted R-squares are also included at the end of each MLR model, measuring the ability of each MLR model to explain the variation in the respective LGBTQ climate factor. A higher adjusted R-square indicates a more powerful MLR model. MLR results are presented in [Tables 6, 9, 12, 15, and 18](#), with discussions below.

Missing cases, referring to missing responses to individual questions or respondents choosing the “Don’t know” option for individual questions, are excluded in all analyses. See [Tables 19-21](#) for more information on questions with large numbers of missing cases.

Throughout this report, *p* values for significant results are assumed to be less than 0.05, unless otherwise noted. Unless otherwise noted, group differences in t-tests and ANOVAs discussed in the sections below are greater than 10%.

Section One: Campus Climate

Survey results indicate that LGBTQ individuals are significantly less satisfied than heterosexuals with the overall climate at Virginia Tech (see [Table 4](#)). They feel more isolated, and are less likely than heterosexuals to agree that there are sufficient opportunities for socialization. 95.7% of heterosexuals, but only 66.1% of LGBTQ individuals, are in agreement that they feel they belong at Virginia Tech. Although the majority of respondents tend to disagree that they have considered leaving Virginia Tech due to a homophobic or genderist climate, 23.2% of LGBTQ individuals vs. 9.8% of heterosexuals agree that they have considered leaving the university. Heterosexual respondents are more likely than LGBTQ respondents to agree that they would recommend Virginia Tech to an LGBTQ prospective student, faculty, or staff member. Fewer LGBTQ respondents agreed that the climate for LGBTQ community has improved during their time with the university than heterosexuals. Interestingly, although a minority (32.9%) of LGBTQ individuals are satisfied with Virginia Tech’s response to incidents of LGBTQ harassment and discrimination, this percentage is higher than that of heterosexual respondents (17.4%). See [Table 5](#) for a breakdown of differences between groups on climate related questions.

Women tend to be less in agreement than men, and allies in less agreement than non- or unsure allies that the university is free from discrimination. Women are more likely to have considered leaving Virginia Tech than men due to a homophobic or genderist climate. Non-whites are less in agreement that Virginia Tech provides a supportive environment and that their department is free from discrimination. Women and non-white respondents are less likely than male or white respondents to recommend Virginia Tech to an LGBTQ student, faculty, or staff member.

Section Two: Issues and Services

Responses also indicate differences in perceptions of available services and support ([Table 7](#)). 66.1% of LGBTQ individuals vs. 95.7% of heterosexuals agree that feel supported at Virginia Tech based upon their sexual orientation. They are also less likely to agree that they feel supported based upon their gender identity. LGBTQ respondents are in greater disagreement that there is adequate support for employees having social or emotional difficulties or that they know where to find social and personal support. They are more likely to be familiar with SafeZone training, the LGBTQ Coordinator and the LGBTQ Faculty/Staff caucus. However, familiarity with these latter two programs was less than 50% for both heterosexuals and LGBTQ individuals, indicating a need for greater awareness. Allies were substantially more familiar with the SafeZone program than non-allies and unsure allies. Non- and unsure allies were much less familiar than allies with the LGBTQ Coordinator; the LGBT Caucus; the Women's Center; the Intercultural Engagement Center; and Cook Counseling Center. The longer a respondent has worked at Virginia Tech, the more likely they are to be familiar with these services (see [Table 9](#)). Allies are less in agreement than non-allies and unsure allies that there are adequate numbers of gender-neutral bathrooms at Virginia Tech, and more in agreement that they feel supported by seeing the SafeZone logo. Women are less in agreement than men that there are adequate numbers of gender-neutral bathrooms at Virginia Tech, and more likely to feel supported by seeing the SafeZone logo. [Tables 8 and 9](#) provide further analysis of the differences between groups' perceptions of services and support.

In response to the question, "What issues, services, programs, or actions with regard to the LGBTQ community do you think should be top priorities for the university over the next few years?" the most prevalent suggestion was the need for greater education and awareness of LGBTQ issues overall (75 comments). LGBTQ, heterosexual, and ally respondents were most likely to cite this need. Comments included:

- (the need for) getting non-LGBTQ faculty and staff to be more comfortable discussing LGBTQ issues openly, instead of this "hush hush" tone and tendency to sweep things under the rug.
- We need to better message how Virginia Tech is a supportive/affirming place for LGBTQ individuals and how we are working to make it even better. People should be able to come to work and serve our community without being afraid of being discriminated against, harassed, or attacked for being who they are.
- Transgender education. It seems all walks of life are largely accepted at Virginia Tech, whether by feeling or by force, with the exception of many transgender students. I have spoken with many of them simply because I have made myself approachable, and the treatment of these kids is unacceptable. They are constantly questioned and ridiculed by other students, and I have heard a few of the faculty say "well, what did they expect?"

Secondly, respondents also recommended formal training, including SafeZone (73 comments). Some felt that training should not be optional: “Mandatory SafeZone training for all administrators, faculty, and staff.”

The third most prevalent set of comments was the need for actions by the Commonwealth of Virginia to address equitable benefits (55 comments). Many respondents felt that the university should play a more direct role in lobbying the state.

- Domestic partner benefits are urgently needed. They have serious implications for our employees. The university must also be actively lobbying the state to reverse the marriage ban. We have lost outstanding employees and potential recruits because of this, and are jeopardizing the health and financial security of employees and their families who have stayed despite this ban. When we repeatedly fail to make this one of our top legislative priorities, we are sending a very clear message that we are fine with continuing discriminatory practices.
- Nothing short of full domestic partner benefits is acceptable. Sad that an institution of higher learning lags behind most leading corporations in the US. Put pressure on the state!
- The difficulty with this issue is that the laws of Virginia are not favorable to the LGBT community. As someone who lives in the NCR, there is definitely a sense that the LGBT community is better off not seeking employment in VA, if they want equal treatment.

Finally, respondents cited a need for better reporting and response to incidents of discrimination and harassment (35 comments).

- ... the way I have been treated this past year has been, well, this survey does not matter, so will spare you the theatrics. Think of why we are here and how to help us all co-exist. I felt that my sexual identity was quietly held against me.
- Many feel at ease to speak of the "sins" that are in the bible...not realizing the hurt and humiliation these comments could bring.
- It is disconcerting to work for a state agency in a state where openly gay people can be persecuted professionally.

LGBTQ+ respondents emphasized the need for more gender neutral bathrooms and an LGBTQ Center (32 comments). Heterosexual respondents, including those identifying as allies, cited the need for greater leadership by university officials (24 comments).

- There should be a dedicated LGBTQ Resource Center that is officially recognized and supported ideologically and financially by the University.
- An administration that acts like it cares on a personal level instead of programs that just give lip service.
- Updates from the LGBTQ office are great but getting updates on LGBTQ issues from the Provost's Office, Office of Diversity and Inclusion and Student and Academic Affairs units would show a more consistent/cohesive support for improving LGBTQ climate issues.

Critical responses regarding LGBTQ+ services and support were more prevalent among non-

allies and unsure allies, but were not confined to these groups. The most frequently stated concern was that there should be no special treatment accorded on the basis of sexual orientation, gender identity, or gender expression (77 comments):

- Stop the pandering, privileging, over-compensating, and categorizing. Conferring a special status on anyone because of his/her race, ethnicity, sexuality, gender, etc., sows inevitable and corrosive resentment of both such elites, and of the system generally. Hire, evaluate, and promote on academic, teaching, and collegial merit only.
- Do not single out the LGBTQ community for special recognition or treatment. It is offensive to many people to talk about and promote sex. Those people's feelings should also be respected.
- I respect individual rights of anyone who identifies with the LGBTQ community, but I do not believe it is the role or responsibility of the university (a state funded institution) to provide services and programs that support or promote the LGBTQ community anymore than utilizing state funding to support the heterosexual community.
- In the interest of equality, all the same services and programs should be available to all other individuals without regard to sexual orientation or gender identity. No special treatment for anyone - same for everyone.

These comment areas were reflected among LGBTQ+ and heterosexual respondents, allies, non-allies, and unsure allies. Some heterosexual respondents also expressed concerns about non-LGBTQ individuals being marginalized (10 comments), or didn't see LGBTQ+ issues as a priority on campus (11 comments).

Section Three: Human Resources, Benefits, and Policies

Human resource policies and benefits were of major concern to LGBTQ respondents ([Table 10](#)). At the time of this survey, 34.9% of LGBTQ respondents vs. 66.0% of heterosexual respondents agreed that Virginia Tech's human resource benefits policies were fair to them. LGBTQ respondents were also far less likely to agree that Virginia Tech's hiring policies were fair to them, that VT provides equal benefits, or that HR benefits met their needs. A smaller percentage of women than men agreed that Virginia Tech provides equal benefits and services to LGBTQ individuals and their partners, compared to those provided to heterosexual employees. See [Tables 11](#) and [12](#) for further analysis of the differences between groups' perceptions of human resources benefits and policies.

The need for equitable benefits of all types, but particularly health benefits, was a major source of comments on the survey. Comments focused on partner benefits (242 comments), health care (173 comments), and equitable benefits (201 comments):

- My personal comfort level (or lack thereof aside) I do not believe that any civil benefit or opportunity available to one American citizen should ever be denied to another based on God-given individual or personal attributes.
- I am unable to add my same-sex spouse to my Virginia Tech health benefits. We are having twins this fall which I will add to my health insurance, but he must still pay for his own health insurance with his employer, resulting in us having to pay more in total for health insurance than a heterosexual couple in the same situation.
- Spousal/partner benefits. While there are other highly important issues to address, the bottom line is that I have lost LGBTQ colleagues for this reason. I recognize this is a challenge as a state institution, but as a non-LGBTQ, this has seemed to be an issue that would both show tangible institutional acceptance and support and in a very practical way, enable LGBTQ employees to be able to have the support they need (health insurance, etc.) To manage a household with choices (e.g. The choice for one person to be a stay-at-home parent) in the ways that are accepted as inherent rights for straight employees.
- When my partner was placed in hospice care, I had a set amount of time to return to work or I'd lose my job. In other words, if she didn't die soon enough, I would be fired.
- I am unable to support my family by being unable to have my partner on my health care benefits. This causes a financial strain to me having to pay out of pocket for health care.

Section Four: Expression

Given the concerns reflected by LGBTQ respondents regarding Virginia Tech's climate, support, and policies, it is hardly surprising that they feel far less comfortable expressing their sexual orientation than heterosexual employees ([Table 13](#)). LGBTQ individuals are less likely than heterosexuals to agree that they feel comfortable showing affection with a romantic partner, on or off campus. They are also less in agreement with feeling comfortable expressing their sexual orientation: with friends and peers; in the classroom; at Virginia Tech; and in their department. Women indicated greater comfort than men in attending LGBTQ events, on or off campus. Non-allies were far less likely than allies and unsure allies to agree that they feel comfortable attending an LGBTQ event, on or off campus. Allies indicated more comfort than non-allies showing affection with a romantic partner on campus, and expressing their sexual orientation with friends and peers. [Tables 14](#) and [15](#) provide further analysis of the differences between groups' perceptions on expression of sexual orientation and gender identity.

In written comments, many respondents felt that sexuality is a private matter that does not belong in the workplace (36 comments).

- Sex is not a good topic of conversation in public, especially with so many young people, including minors, in our campus community. Pre-school age children are frequently on campus.

- I don't judge anyone different from me, it's my position personally to be accepting of others but I don't want to be exposed to their public shows of affection in public. I don't mind hand, holding, a kiss on the cheek or a hug but the passionate kissing and fondling should take place in private.
- Gender identity and sexual orientation have nothing to do with work and teaching per se and thus should not be topics for discussion during work.

These comment areas were reflected among LGBTQ+ and heterosexual respondents, allies, non-allies, and unsure allies. Some non- and unsure allies expressed that LGBTQ+ was socially unacceptable (7 comments), or cited religious reasons for not supporting LGBTQ+ rights (8 comments).

Section Five: Discrimination and Harassment

While not significantly different from heterosexuals in terms of reporting acts of discrimination they had witnessed at Virginia Tech, LGBTQ individuals were less likely to feel comfortable reporting an act of discrimination or harassment they had *experienced* at the university ([Table 16](#)). They are more likely than heterosexuals to have witnessed and experienced discriminatory behavior on campus. 23.4% of LGBTQ individuals, but only 1.4% of heterosexuals, agreed that they have felt excluded or not welcome due to their sexual orientation. They have also experienced verbal harassment, and have experienced LGBTQ identities portrayed negatively more frequently than heterosexuals: in the classroom; in their department; in their college; at Virginia Tech; and off campus. [Tables 17](#) and [18](#) provide further analysis of the differences between groups' perceptions on expression of sexual orientation and gender identity.

Section Six: Leadership

This survey was conducted prior to the change to the new InclusiveVT structure. Respondents indicated that the following should have responsibility for LGBTQ issues on campus (in order of frequency of comments):

1. All offices and individuals (247);
2. Human Resources (99);
3. Office for Diversity and Inclusion (66);
4. Provost (43);
5. President (43).

Discussion and Recommendations

The large and significant differences in survey responses regarding climate, services, expression, and discrimination/harassment, suggest that LGBTQ individuals experience a far less welcoming climate at Virginia Tech than those who identify as heterosexual. Written comments support that this climate creates recruiting and retention issues; while just 23.2% of LGBTQ faculty and staff report having considered leaving the university, they are still almost three times more likely than heterosexual respondents.

Education and awareness were major themes among all respondents. A large number of comments addressed the need for more information, education, and communications regarding LGBTQ issues on campus. Many supported the idea of greater participation, possibly mandatory, in SafeZone training. This need for awareness and education is supported by the number of commentators indicating discomfort with LGBTQ expression. Their responses do not address the extent and many ways in which heterosexual identities are publicly and freely expressed, nor that expression is not limited to affectionate behavior.

It is also noteworthy that some of respondents indicating discomfort with LGBTQ expression self-identify as LGBTQ. This, coupled with the relatively low level of awareness of services for LGBTQ individuals among those identifying as LGBTQ indicates that there are individuals at Virginia Tech who feel comfortable leaving their sexual orientation and gender identity at the door. It is important that the university ensure these individuals are not identifying as a matter of choice, rather than a matter of force. Future survey questions could explore the conditions under which people feel they can be “out” in the workplace.

In terms of leadership, respondents placed a strong emphasis on everyone -- every office and every individual -- taking responsibility for LGBTQ issues, and this supports the need for greater information and education across campus. Human Resources can take, and is taking, a greater role in ensuring that benefits meet LGBTQ needs. The number of responses indicating that the Office for Diversity and Inclusion (now Vice Provost for Inclusion and Diversity), President, and Provost, should take an active leadership role indicates that the InclusiveVT structure can and should play a role in addressing LGBTQ issues. While these offices presently meet regularly with the LGBT Caucus, we should explore additional ways in which InclusiveVT can directly address LGBTQ concerns and needs.

Finally, survey responses show large differences among allies, non- and unsure allies, in terms of their level of awareness of LGBTQ oriented programs and their willingness to engage with LGBTQ issues and events. While these differences are unsurprising, they are consequential, as they show that the options for engaging non-allies and unsure allies in dialogue or education / awareness programming about LGBTQ issues are limited.

For Future Consideration

This survey was intended for all employees, not limited to those identifying as LGBTQ. That said, a number of comments indicated that respondents did not relate to many of the questions, and the number of missing cases ([Tables 19-21](#)) indicates that respondents identifying as heterosexual declined to answer several areas of questions. While one could argue that this makes a case for greater awareness and analysis of normative assumptions of heterosexuality at Virginia Tech, we may wish to examine particular questions to ensure that wording invites all respondents, and to include response options besides “Don’t Know.”

A large number of responses on this version of the survey pertained to human resources policies and benefits for LGBTQ individuals. Following the survey release, same-sex marriage became legal in Virginia, and thus married couples became eligible for benefits. The next iteration of the survey should address satisfaction with benefits, and whether existing human resources policies fully address the needs of LGBTQ partners and families.

The Vice Provost for Inclusion and Diversity will produce recommendations for survey redesign for consideration in the next administration of this survey.

Appendix A



LBGTQ Community Survey 2014

Virginia Tech is committed to providing a supportive environment for all employees. This survey will allow Virginia Tech’s leadership to receive valuable input from employees about their opinions and experiences related to working at Virginia Tech. All data from this survey will remain confidential. Thank you for your participation in this important project.

Section 1. Please indicate your level of agreement with the statements below.

		Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree	Don't Know
		-----Please Click One Response Option-----				
a.	I feel I am treated fairly at Virginia Tech in general.	1	2	3	4	5
b.	I feel I am treated fairly in my department at Virginia Tech.	1	2	3	4	5
c.	Virginia Tech provides a supportive environment for employees.	1	2	3	4	5
d.	My department provides a supportive environment for employees.	1	2	3	4	5
e.	Virginia Tech is free from discrimination.	1	2	3	4	5
f.	My department is free from discrimination.	1	2	3	4	5
g.	There is adequate support at Virginia Tech for employees having social or emotional difficulties.	1	2	3	4	5
h.	I know where to find social and personal support if I need it at Virginia Tech.	1	2	3	4	5
i.	My support network includes other employees at Virginia Tech.	1	2	3	4	5
j.	There are sufficient opportunities for socialization within the Virginia Tech community.	1	2	3	4	5
k.	I feel supported at Virginia Tech in a way that includes my sexual orientation.	1	2	3	4	5
l.	I feel supported at Virginia Tech in a way that includes my gender identity.	1	2	3	4	5
m.	Seeing the Safe Zone logo makes me feel more	1	2	3	4	5

	supported at Virginia Tech.					
n.	I feel I belong at Virginia Tech.	1	2	3	4	5
o.	I feel I belong in my department.	1	2	3	4	5
p.	Virginia Tech's human resources policies are fair to LGBTQ employees in relation to family or spouse/partner benefits.	1	2	3	4	5
q.	Virginia Tech's hiring policies are fair to LGBTQ individuals.	1	2	3	4	5
r.	There are adequate numbers of gender-neutral bathrooms at Virginia Tech.	1	2	3	4	5
s.	Virginia Tech provides equal benefits and services for LGBTQ employees and their partners compared to those provided to heterosexual employees.	1	2	3	4	5
t.	Employment benefits at Virginia Tech meet my needs.[BRANCHING FOR "Why Not?" included for disagree responses.]	1	2	3	4	5
u.	I feel comfortable showing affection with a romantic partner on campus.	1	2	3	4	5
v.	I feel comfortable showing affection with a romantic partner in public off campus in Blacksburg.	1	2	3	4	5
w.	I feel comfortable attending an LGBTQ event on campus.	1	2	3	4	5
x.	I feel comfortable attending an LGBTQ event off campus in Blacksburg.	1	2	3	4	5
y.	I feel comfortable expressing my sexual orientation with friends and peers.	1	2	3	4	5
z.	I feel comfortable expressing my sexual orientation in the classroom.	1	2	3	4	5
aa.	I feel comfortable expressing my sexual orientation at Virginia Tech.	1	2	3	4	5
bb.	I feel comfortable expressing my sexual orientation in my department.	1	2	3	4	5
cc.	I feel comfortable expressing my gender identity with friends and peers.	1	2	3	4	5
dd.	I feel comfortable expressing my gender identity in the classroom.	1	2	3	4	5
ee.	I feel comfortable expressing my gender identity at Virginia Tech.	1	2	3	4	5
ff.	I feel comfortable expressing my gender identity in my department.	1	2	3	4	5
gg.	I would feel comfortable reporting an act of discrimination or harassment that I had witnessed at Virginia Tech.	1	2	3	4	5

hh.	I would feel comfortable reporting an act of discrimination or harassment that I had experienced at Virginia Tech.	1	2	3	4	5
ii.	I have considered leaving Virginia Tech due to a homophobic and/or genderist climate.	1	2	3	4	5
jj.	I would recommend VT to an LGBTQ prospective student, faculty, or staff.	1	2	3	4	5
kk.	The climate for LGBTQ community has improved during my time at Virginia Tech.	1	2	3	4	5

1.1 What issues, services, programs, or actions with regard to the LGBTQ community do you think should be top priorities for the university over the next few years?

1.2 Are there any benefits, memberships or levels of access at Virginia Tech that you would like to see granted to partners that you believe are already granted to spouses?

1.3 Which offices or individuals should have responsibility for facilitating a supportive environment for LGBTQ individuals at Virginia Tech?

Section 2. Please indicate your level of familiarity with each of the campus resources below.

		Very Familiar	Somewhat Familiar	Not Very Familiar	Not at All Familiar	Don't Know
		-----Please Click One Response Option-----				
a.	SafeZone	1	2	3	4	5
b.	LGBTQ Coordinator	1	2	3	4	5
c.	LGBT Faculty/Staff Caucus	1	2	3	4	5
d.	Virginia Tech Women's Center	1	2	3	4	5
e.	Multicultural Programs and Services	1	2	3	4	5
f.	Cook Counseling Center	1	2	3	4	5

Section 3. Please indicate the level of frequency each of the things below has occurred.

	Often	Sometimes	Rarely	Never	Don't Know

		-----Please Click One Response Option-----				
a.	I have witnessed discriminatory behavior on campus within the last 12 months.	1	2	3	4	5
b.	I have experienced discriminatory behavior on campus within the last 12 months.	1	2	3	4	5
c.	I have witnessed harassment on campus within the last 12 months.	1	2	3	4	5
d.	I have experienced harassment on campus within the last 12 months.	1	2	3	4	5
e.	I have felt excluded or not welcome due to my sexual orientation at Virginia Tech.	1	2	3	4	5
f.	I have felt excluded or not welcome due to my gender identity at Virginia Tech.	1	2	3	4	5
g.	I have experienced verbal harassment due to my sexual orientation at Virginia Tech.	1	2	3	4	5
h.	I have experienced verbal harassment due to my gender identity at Virginia Tech.	1	2	3	4	5
i.	I have experienced physical violence due to my sexual orientation at Virginia Tech.	1	2	3	4	5
j.	I have experienced physical violence due to my gender identity at Virginia Tech.	1	2	3	4	5
k.	I have experienced LGBTQ identities portrayed negatively in the classroom.	1	2	3	4	5
l.	I have experienced LGBTQ identities portrayed negatively in my department.	1	2	3	4	5
m.	I have experienced LGBTQ identities portrayed negatively in my college.	1	2	3	4	5
n.	I have experienced LGBTQ identities portrayed negatively at Virginia Tech.	1	2	3	4	5
o.	I have experienced LGBTQ identities portrayed negatively off campus.	1	2	3	4	5

3.1 How satisfied are you with Virginia Tech’s response to incidents of LGBTQ harassment and discrimination?

- Very Satisfied
- Somewhat Satisfied
- Not Very Satisfied (Please explain why: _____)
- Not at All Satisfied (Please explain why: _____)
- Don’t know

Section 4. Please indicate how safe you feel in each of the circumstances below.

		Very Safe	Somewhat Safe	Somewhat Unsafe	Not at All Safe	Don’t Know
		-----Please Click One Response Option-----				

a.	Walking alone on campus after dark.	1	2	3	4	5
b.	Waiting alone on campus for public transportation after dark.	1	2	3	4	5
c.	Walking alone in parking lots or garages on campus after dark.	1	2	3	4	5
d.	Working on campus late at night.	1	2	3	4	5
e.	In the Blacksburg community and area surrounding campus during the day.	1	2	3	4	5
f.	In the Blacksburg community and the area surrounding campus at night.	1	2	3	4	5
g.	On campus overall.	1	2	3	4	5

4.1 Which of the following sexual orientations apply to you?

- Lesbian
- Gay
- Bisexual
- Queer
- Questioning
- Heterosexual
- Self identify as another sexual orientation: (Please specify: _____)

4.2 Which of the following sex categories apply to you?

- Female
- Male
- Intersex

4.3 Which of the following gender identities apply to you?

- Feminine
- Masculine
- Transgender
- Self identify as another gender identity: (Please specify: _____)

4.4 Do you consider yourself to be an ally of the LGBTQ community?

- Yes
- No
- Unsure

4.5 Which of the following apply to you?

- Asian
- Black/African American
- Hispanic

- Native American
- White
- Self identify as another race/ethnicity: (Please specify: _____)

4.6 How many years have you been employed at Virginia Tech (if less than one year, please record one)?

4.7 In what year were you born?

4.8 Please select the senior management area in which you are employed?

DROP DOWN BOX

4.9 Please provide any additional information you feel would help in improving the employment climate for LGBTQ employees at Virginia Tech.

Thank you for your help with our study. Please click “submit” to end the survey.

Appendix B

Email Invitation

As Virginia Tech looks towards a new horizon, “we aspire to create a vibrant community that promotes caring and inclusiveness, respects individuality, and values the unique contributions of each of our members. We are committed to maintaining a work environment in which all faculty and staff members can succeed.” To this end, we are sponsoring our first LGBT Climate survey, to learn about, and respond to the needs of our LGBT faculty, staff, and advocates.

We invite the participation of all faculty and staff members in this survey, which addresses the experiences and perceptions about the overall campus climate towards LGBT issues and concerns. Your input is essential to the success of this effort and that is why we are asking you to complete this important survey by following the link provided below. The survey will take about ten minutes to complete.

The Virginia Tech Center for Survey Research is coordinating the survey and will keep your responses strictly confidential. Your participation is entirely voluntary and your responses will never be released in a way that could reveal your identity.

Thank you in advance for your assistance.

Endorsed by:

Dr. Mark G. McNamee, Provost

Dr. William Lewis, Vice President for Diversity and Inclusion

Hal Irvin, Associate Vice Provost for Human Resources

Chad R. Mandala, Co-Chair LGBT Caucus

Phil Nelson, Co-Chair LGBT Caucus

Diversity and inclusion are integral to building a strong and vibrant community at Virginia Tech; this includes all members of our campus community. As members of the senior leadership team at Virginia Tech, we encourage you to complete this climate survey so that we can understand more about your perspectives.

Karen P. DePauw, Ph.D.

Vice President and Dean for
Graduate Education

Patty Perillo, Ph.D.

Vice President for
Student Affairs

Appendix C

[Return to Survey Methods](#)

Table 1. Selected Demographic Distributions

SEX ^a	N	%
Female	622	55.8
Male	491	44.1
SEXUAL ORIENTATION		
Non-Heterosexual ^b	177	16.5
Heterosexual	893	83.5
ALLY		
Ally	846	76.4
Non-Ally	103	9.3
Unsure	158	14.3
RACE/ETHNICITY		
Asian	26	2.4
Black/African American	41	3.7
Hispanic	19	1.7
Native American	9	0.8
White	964	87.3
Others	45	4.1

^a: 0.1% respondents identified as intersex.

^b: includes respondents identified as lesbian, gay, bisexual, queer, questioning, and others.

Table 2. Ally Status by Sexual Orientation, Gender and Race/Ethnicity

	<u>All¹</u>		<u>White²</u>		<u>Non-white</u>	
	Female	Male	Female	Male	Female	Male
HETEROSEXUAL						
Ally	394	267	350	229	44	38
%	80.1	69.4	80.5	69	77.2	71.7
Non-Ally	28	53	24	44	4	9
%	5.7	13.8	5.5	13.3	7	17
Unsure	70	65	61	59	9	6
%	14.2	16.7	14	17.8	15.8	11.3
Total	492	385	435	332	57	53
NON-HETEROSEXUAL						
Ally	83	70	73	59	10	11
%	92.2	86.4	93.6	86.8	83.3	84.6
Non-Ally	3	5	2	3	1	2
%	3.3	6.2	2.6	4.4	8.3	15.4
Unsure	4	6	3	6	1	0
%	4.4	7.4	3.8	8.8	8.3	0
Total	90	81	78	68	12	13
ALL						
Ally	477	337	423	288	54	49
%	82	72.3	82.5	72	78.3	74.2
Non-Ally	31	58	26	47	5	11
%	5.3	12.4	5.1	11.8	7.2	16.7
Unsure	74	71	64	65	10	6
%	12.7	15.2	12.5	16.3	14.5	9.1
Total	582	466	513	400	69	66

¹ Women are significantly different from men in terms of identifying as ally, except non-heterosexual respondents.

² White women are significantly different from their male counterparts in terms of identifying as ally, except non-heterosexual white respondents. No gender difference is found among non-white.

Table 3. List of Factors

CLIMATE

1. VT Overall (0.816)

I feel I am treated fairly at Virginia Tech in general.
Virginia Tech provides a supportive environment for employees.
Virginia Tech is free from discrimination.
There are sufficient opportunities for socialization within the Virginia Tech community.
I feel I belong at Virginia Tech.

2. Department (0.874)

I feel I am treated fairly in my department at Virginia Tech.
My department provides a supportive environment for employees.
My department is free from discrimination.
I feel I belong in my department.

3. General LGBTQ Climate (0.788)

I have considered leaving Virginia Tech due to a homophobic and/or genderist climate.
I would recommend VT to an LGBTQ prospective student, faculty, or staff.
The climate for LGBTQ community has improved during my time at Virginia Tech.

SERVICES

4. General Support for Personal Needs (0.797)

I feel supported at Virginia Tech in a way that includes my sexual orientation.
I feel supported at Virginia Tech in a way that includes my gender identity.
There is adequate support at Virginia Tech for employees having social or emotional difficulties.
I know where to find social and personal support if I need it at Virginia Tech.
My support network includes other employees at Virginia Tech.

5. Other Services (0.872)

SafeZone
LGBTQ Coordinator
LGBTQ Faculty/Staff Caucus
Virginia Tech Women's Center
Multicultural Programs and Services
Cook Counseling Center

6. HR and POLICIES (0.850)

Virginia Tech's human resources policies are fair to LGBTQ employees in relation to family or spouse/partner benefits.
Virginia Tech's hiring policies are fair to LGBTQ individuals.
Virginia Tech provides equal benefits and services for LGBTQ employees and their partners compared to those provided to heterosexual employees.

Employment benefits at Virginia Tech meet my needs.

7. EXPRESSION (0.936)

I feel comfortable showing affection with a romantic partner on campus.

I feel comfortable showing affection with a romantic partner in public off campus in Blacksburg.

I feel comfortable attending an LGBTQ event on campus.

I feel comfortable attending an LGBTQ event off campus in Blacksburg.

I feel comfortable expressing my sexual orientation with friends and peers.

I feel comfortable expressing my sexual orientation in the classroom.

I feel comfortable expressing my sexual orientation at Virginia Tech.

I feel comfortable expressing my sexual orientation in my department.

I feel comfortable expressing my gender identity with friends and peers.

I feel comfortable expressing my gender identity in the classroom.

I feel comfortable expressing my gender identity at Virginia Tech.

I feel comfortable expressing my gender identity in my department.

8. Attending LGBTQ Events (0.950)

I feel comfortable attending an LGBTQ event on campus.

I feel comfortable attending an LGBTQ event off campus in Blacksburg.

DISCRIMINATION AND HARASSMENT

9. Reporting Discrimination and Harassment (0.919)

I would feel comfortable reporting an act of discrimination or harassment that I had witnessed at Virginia Tech.

I would feel comfortable reporting an act of discrimination or harassment that I had experienced at Virginia Tech.

10. Experiencing Discrimination and Harassment (0.907)

I have witnessed discriminatory behavior on campus within the last 12 months.

I have experienced discriminatory behavior on campus within the last 12 months.

I have witnessed harassment on campus within the last 12 months.

I have experienced harassment on campus within the last 12 months.

I have felt excluded or not welcome due to my sexual orientation at Virginia Tech.

I have felt excluded or not welcome due to my gender identity at Virginia Tech.

I have experienced verbal harassment due to my sexual orientation at Virginia Tech.

I have experienced verbal harassment due to my gender identity at Virginia Tech.

I have experienced physical violence due to my sexual orientation at Virginia Tech.

I have experienced physical violence due to my gender identity at Virginia Tech.

I have experienced LGBTQ identities portrayed negatively in the classroom.

I have experienced LGBTQ identities portrayed negatively in my department.

I have experienced LGBTQ identities portrayed negatively in my college.

I have experienced LGBTQ identities portrayed negatively at Virginia Tech.

I have experienced LGBTQ identities portrayed negatively off campus.

11. Safety(0.935)

Walking alone on campus after dark.

Waiting alone on campus for public transportation after dark.

Walking alone in parking lots or garages on campus after dark.

Working on campus late at night.

In the Blacksburg community and area surrounding campus during the day.

In the Blacksburg community and the area surrounding campus at night.

On campus overall.

Note: Numbers in parentheses are Cronbach's Alphas, which indicate the internal consistency of items included for each factor. The value ranges from 0 to 1. A higher Cronbach's Alpha indicates the set of items in one factor are highly correlated as a group. Cronbach's Alpha of 0.70 or higher is considered "acceptable" in most social science research.

Table 4. Differences of Perceptions on Climate by Demographic Factors

	VT Overall Climate	<i>N</i>	Department Climate	<i>N</i>	General LGBTQ Climate	<i>N</i>
<i>SEX</i>						
Female	3.18	619	3.33	619	3.33	599
Male	3.23	489	3.43*	489	3.40	480
<i>SEXUAL ORIENTATION</i>						
Heterosexual	3.25	889	3.40	889	3.34	889
LGBTQ	2.98***	177	3.22**	177	3.00***	175
<i>ALLY STATUS</i>						
Ally	3.18	844	3.37	844	3.32	829
Non-Ally	3.21	102	3.26	102	3.36	95
Unsure	3.36*	156	3.42	156	3.54**	147
<i>RACE/ETHNICITY</i>						
White	3.23	960	3.39	960	3.38	935
Non-White	3.02**	140	3.19**	140	3.26*	133

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

Table 5. Perceptions about Climate in Individual Questions by Selected Demographics

	Female	Male	Hetero	LGBTQ	Ally	Non-Ally	Unsure	White	Non-White
I feel I am treated fairly at Virginia Tech in general.	90.8	94.0*	93.2	87.5*	92.6	87.1	94.2	93.0	87.0*
Virginia Tech provides a supportive environment for employees.	88.3	90.9	90.6	84.7*	89.3	86.9	92.1	90.4	82.5*
Virginia Tech is free from discrimination.	48.9	60.1***	55.7	44.6**	50.1	67.4	66.2***	55.0	46.6
There are sufficient opportunities for socialization within the Virginia Tech community.	79.3	78.0	80.7	68.4**	77.7	84.7	82.3	79.1	75.8
I feel I belong at Virginia Tech.	88.3	87.5	95.7	66.1***	88.0	83.9	89.6	88.8	82.2
I feel I am treated fairly in my department at Virginia Tech.	87.0	91.2*	89.4	87.1	90.3	80.4	86.5	89.1	85.0
My department provides a supportive environment for employees.	85.8	88.3	88.2	80.1*	87.2	81	86.5	87.0	84.2
My department is free from discrimination.	73.7	78.3	76.6	70.6	74.5	86.3	82.0	77.3	63.2**
I feel I belong in my department.	86.4	86.0	87.2	81.1	86.6	78.1	82.0*	86.8	80.9
I have considered leaving Virginia Tech due to a homophobic and/or genderist climate.	14.1	10.4*	9.8	23.2***	13.7	4.8	9.9*	12.0	14.3
I would recommend VT to an LGBTQ prospective student, faculty, or staff.	76.9	82.3*	82.3	69.3**	79.7	69.2	83.5	80.8	70.6*
The climate for LGBTQ community has improved during my time at Virginia Tech.	90.6	89.9	92.6	80.8**	90.8	78.6	91.3*	91.1	84.0
How satisfied are you with Virginia Tech's response to incidents of LGBTQ harassment and discrimination	24.1	17.9	17.4	32.9**	23.3	18.5	10.5	20.0	29.2

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

Note: Numbers indicate the proportion of respondents who were very satisfied or satisfied with corresponding statements. Respondents who did not respond or chose "I don't know" are excluded in analyses.

Table 6. Multiple Linear Regression on CLIMATE

	Overall VT Climate	Department Climate	General LGBTQ Climate
Female	-0.01(0.07)	-0.16(0.06)*	-0.24(0.13)
Heterosexual	0.43(0.09)***	0.23(0.09)**	0.50(0.14)**
Ally [§]	-0.07(0.08)	0.06(0.08)	0.06(0.18)
Unsure [§]	0.14(0.15)	0.11(0.14)	0.37(0.35)
White	0.32(0.10)**	0.25(0.10)*	0.46(0.20)*
Years Employed at VT	-0.04(0.02)	0.00(0.02)	0.04(0.05)
<i>Constant</i>	<i>-0.41(0.16)*</i>	<i>-0.35(0.16)*</i>	<i>-0.81(0.32)*</i>
Adjusted R-Square	0.04	0.01	0.07
<i>N</i>	876	950	238

***: $p < 0.001$; **: $p < 0.01$; * $p < 0.05$.

[§]: the reference group is non-allies.

Note: Standard deviations in parentheses.

Table 7. Differences of Perceptions on Services and Support for Employees by Demographic Factors

	General Support for Personal Needs		Campus Services ^a	N
<i>SEX</i>				
Female	3.27	618	2.65	612
Male	3.28	489	2.50**	472
<i>SEXUAL ORIENTATION</i>				
Heterosexual	2.57	872	3.26	883
LGBTQ	2.71***	173	2.54*	177
<i>ALLY STATUS</i>				
Ally	3.28	843	2.69	836
Non-Ally	3.23	102	2.25	93
Unsure	3.33	156	2.23***	150
<i>RACE/ETHNICITY</i>				
White	3.29	959	2.56	940
Non-White	3.21	140	2.78**	134

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

Table 8. Perceptions about Services and Support in Individual Questions by Selected Demographics

	Female	Male	Hetero	LGBTQ	Ally	Non-Ally	Unsure	White	Non-White
I feel supported at Virginia Tech in a way that includes my sexual orientation.	90.1	90.6	95.7	66.1***	90.2	92.1	91.7	90.8	89.2
I feel supported at Virginia Tech in a way that includes my gender identity.	89.9	93.7*	93.3	83.4**	91.6	90.7	93.4	92.1	89.2
There is adequate support at Virginia Tech for employees having social or emotional difficulties.	73.9	77.8	78.1	65.8**	74.2	85.1	80.8	75.4	77.7
I know where to find social and personal support if I need it at Virginia Tech.	79.9	77.7	81.5	69.5**	78.2	81.3	82.0	79.3	74.8
My support network includes other employees at Virginia Tech.	87.8	82.3	86.5	80.2*	87.1	82.3	79.5*	85.6	83.1
SafeZone ^a .	60.2	56.0	55.9	71.0***	64.6	33.8	38.3***	57.5	64.2
LGBTQ Coordinator ^a .	34.0	28.7	29.5	42.9**	36.5	18.2	11.7***	29.5	44.9**
LGBT Faculty/Staff Caucus ^a .	32.0	28.9	27.9	44.9***	35.4	16.4	11.3***	28.7	42.7**
Virginia Tech Women's Center ^a .	80.6	65.0	73.9	73.8	77.6	55.4	64.4***	73.0	79.5
Multicultural Programs and Services ^a .	74.0	67.1	72.1	67.3	75.8	53.9	56.2***	70.0	77.3
Cook Counseling Center.	77.7	76.0	79.7	65.7***	80.4	59.8	69.7***	77.3	76.0
Seeing the Safe Zone logo makes me feel more supported at Virginia Tech.	79.7	63.7***	70.9	79.1*	76.1	49.2	62.4***	72.5	71.4
There are adequate numbers of gender-neutral bathrooms at Virginia Tech.	28.6	44.1**	35.1	30.9	27.8	65.9	63.6***	33.8	40.9

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

a: Respondents were asked about their familiarity with these services.

Notes: Numbers are the percentage of respondents who have positive perceptions about corresponding statements: strongly agree/agree, or very familiar or familiar.

Table 9. Multiple Linear Regression on SERVICES

	General Support for Personal Needs	Campus Services	SafeZone Logo ^a	Gender Neutral Bathroom ^b
Female	-0.13(0.07)	0.23(0.07)***	0.31(0.08)***	-0.27(0.11)*
Heterosexual	0.78(0.10)***	-0.16(0.08)	-0.29(0.09)**	0.10(0.13)
Ally [§]	0.07(0.10)	0.73(0.08)***	0.36(0.10)***	-0.66(0.14)***
Unsure [§]	0.05(0.18)	0.27(0.15)	0.18(0.18)	0.17(0.26)
White	0.02(0.11)	-0.33(0.10)**	-0.02(0.11)	0.03(0.15)
Years Employed at VT	-0.01(0.03)	0.13(0.02)***	0.00(0.03)	0.02(0.04)
<i>Constant</i>	<i>-0.61(0.18)**</i>	<i>-0.71(0.16)***</i>	<i>2.75(0.18)***</i>	<i>2.67(0.24)</i>
Adjusted R-Square	0.08	0.14	0.06	0.07
<i>N</i>	629	842	667	419

***: $p < 0.001$; **: $p < 0.01$; * $p < 0.05$.

^a: Agreement with the statement, Seeing the SafeZone logo makes me feel more supported at Virginia Tech.

^b: Agreement with the statement, There are adequate numbers of gender-neutral bathrooms at Virginia Tech.

[§]: The reference group is non-allies.

Note: Standard deviations in parentheses.

Table 10. Differences in Satisfaction^a with Human Resources and Benefits by Selected Demographic Factors

	Human Resources and Services	<i>N</i>
<i>SEX</i>		
Female	3.10	614
Male	3.19	486
<i>SEXUAL ORIENTATION</i>		
Heterosexual	3.26	883
LGBTQ	2.54***	177
<i>ALLY STATUS</i>		
Ally	3.06	839
Non-Ally	3.28	100
Unsure	3.41***	155
<i>RACE/ETHNICITY</i>		
White	3.15	953
Non-White	3.10	140

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

^a: 1= not very satisfied, 4= very satisfied.

Table 11. Perceptions about Human Resources and Benefits in Individual Questions by Selected Demographics

	Female	Male	Hetero	LGBTQ	Ally	Non- Ally	Unsure	White	Non- White
Virginia Tech's human resources policies are fair to LGBTQ employees in relation to family or spouse/partner benefits.	52.5	66.3	66.0	34.9***	76.6	82.7	89.3***	57.4	68.0
Virginia Tech's hiring policies are fair to LGBTQ individuals.	76.5	81.8	82.4	65.4***	27.8	65.9	63.6*	79.2	77.5
Virginia Tech provides equal benefits and services for LGBTQ employees and their partners compared to those provided to heterosexual employees.	36.9	48.9**	49.3	25.4***	34.4	72.5	63.6***	41.4	51.4
Employment benefits at Virginia Tech meet my needs.	86.6	87.3	91.3	67.0***	86.4	83.3	63.6	87.0	86.9

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

Notes: Numbers are the percentage of respondents who are very satisfied or satisfied with corresponding HR and employee services.

Table 12. Multiple Linear Regression on HUMAN RESOURCES AND BENEFITS

	Human Resources and Policies
Female	-0.26(0.10)**
Heterosexual	0.81(0.11)***
Ally [§]	-0.41(0.12)**
Unsure [§]	0.93(0.22)
White	-0.21(0.15)
Years Employed at VT	-0.02(0.04)
<i>Constant</i>	<i>0.06(0.22)</i>
Adjusted R-Square	0.20
<i>N</i>	368

***: $p < 0.001$; **: $p < 0.01$; * $p < 0.05$.

[§]: the reference group is non-allies.

Note: Standard deviations in parentheses.

Table 13. Differences in Perceptions on Expression by Selected Demographic Factors

	Expression ^a	N	Attending LGBTQ Events ^b	N
SEX				
Female	3.35	590	3.28	596
Male	3.18***	475	3.01***	480
SEXUAL ORIENTATION				
Heterosexual	3.37	854	3.14	640
LGBTQ	2.87***	176	2.68	161
ALLY STATUS				
Ally	3.30	828	3.37	667
Non-Ally	3.02**	88	1.96	71
Unsure	3.27	149	2.58***	88
RACE/ETHNICITY				
White	3.29	926	3.15	706
Non-White	3.17	131	3.17	111

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

^a: Respondents were asked to rate their comfortableness of expressing their sexual orientation and gender identity in various situations, 1=very comfortable, 4 =very uncomfortable.

^b: Frequencies of attending, 1=rarely, 4= often.

Table 14. Perceptions about Expression in Individual Questions by Selected Demographics

	Female	Male	Hetero	LGBTQ	Ally	Non-Ally	Unsure	White	Non-White
I feel comfortable showing affection with a romantic partner on campus.	69.2	65.8	73.2	41.5***	68.1	53.6	72.4*	67.8	64.2
I feel comfortable showing affection with a romantic partner in public off campus in Blacksburg.	77.2	74.3	81.8	49.1***	75.9	67.1	80.0	76.1	71.2
I feel comfortable expressing my sexual orientation with friends and peers.	90.0	86.6	91.5	72.7***	90.3	75.7	88.2**	89.2	82.6
I feel comfortable expressing my sexual orientation in the classroom.	74.5	62.5***	74.8	41.0***	69.6	63.1	54.9	69.8	64.8
I feel comfortable expressing my sexual orientation at Virginia Tech.	82.7	76.3*	85.4	53.0***	90.2	75.6	88.2	80.3	75.8
I feel comfortable expressing my sexual orientation in my department.	85.4	78.5**	86.8	59.7***	69.6	63.1	70.9	82.7	77.1
I feel comfortable expressing my gender identity with friends and peers.	94.5	90.9*	83.8	88.7	80.5	75.0	78.9** *	93.8	87.0
I feel comfortable expressing my gender identity in the classroom.	86.2	77.4**	83.4	73.8*	83.2	73.4	82.3** *	82.7	78.0
I feel comfortable expressing my gender identity at Virginia Tech.	90.6	85.6*	90.2	78.1**	94.2	80.8	95.4**	89.1	82.5
I feel comfortable expressing my gender identity in my department.	90.7	86.0*	90.1	80.3**	83.2	67.7	85.6**	89.0	85.0
I feel comfortable attending an LGBTQ event on campus.	85.9	74.3***	81.0	81.8	90.3	29.4	51.1** *	80.4	82.0
I feel comfortable attending an	83.8	72.3***	78.3	82.4	87.4	29.6	54.9**	78.6	77.6

LGBTQ event off campus in
Blacksburg.

*

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

Notes: Numbers are the percentage of respondents who felt very comfortable or comfortable.

Table 15. Multiple Linear Regression on EXPRESSION

	Expression	Attending LGBTQ Events
Female	0.22(0.08)**	0.18(0.06)**
Heterosexual	0.68(0.10)***	-0.01(0.08)
Ally [§]	0.28(0.10)**	1.13(0.08)***
Unsure [§]	0.30(0.19)	0.56(0.15)***
White	0.14(0.12)	-0.03(0.10)
Years Employed at VT	-0.50(0.03)	-0.01(0.02)
<i>Constant</i>	-0.86(0.19)***	-0.90(0.15)***
Adjusted R-Square	0.09	0.24
<i>N</i>	619	713

***: $p < 0.001$; **: $p < 0.01$; * $p < 0.05$.

[§]: The reference group is non-allies.

Note: Standard deviations in parentheses.

Table 16. Differences in Perceptions on Discrimination and Harassment by Selected Demographic Factors

	Reporting ^a	N	Experience/ Witness ^b	N	Safety ^c	N
<i>SEX</i>						
Female	3.28	581	1.39	607	2.98	593
Male	3.39*	460	1.30**	488	3.54***	483
<i>SEXUAL ORIENTATION</i>						
Heterosexual	3.37	861	1.31	879	3.23	872
LGBTQ	3.18*	173	1.58***	175	3.22	165
<i>ALLY STATUS</i>						
Ally	3.35	824	1.38	836	3.25	823
Non-Ally	3.20	92	1.30	97	3.11	96
Unsure	3.30	145	1.22**	154	3.20	152
<i>RACE/ETHNICITY</i>						
White	3.36	936	1.34	952	3.23	932
Non-White	3.12**	134	1.45*	133	3.20	132

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$.

^a: Agreement with the statements about comfortableness of reporting discrimination and/or harassment, 1 = strongly disagree, 4 = strongly agree.

^b: How often experience/witness discrimination and/or harassment, 1= never, 4 = often.

^c: 1= feel very unsafe, 4 = feel very safe.

Table 17. Perceptions about Discrimination and Harassment in Individual Questions by Selected Demographics

	Female	Male	Hetero	LGBTQ	Ally	Non-Ally	Unsure	White	Non-White
<i>REPORTING^a</i>									
I would feel comfortable reporting an act of discrimination or harassment that I had witnessed at Virginia Tech.	83.5	87.5	86.1	82.4	85.7	80.2	84.5	86.4	75.9**
I would feel comfortable reporting an act of discrimination or harassment that I had experienced at Virginia Tech.	72.2	83.8*	83.0	72.9**	81.3	77.8	81.8	81.7	75.8
<i>WITNESS/EXPERIENCE^b</i>									
I have witnessed discriminatory behavior on campus within the last 12 months.	24.9	15.9***	19.5	29.6**	24.1	13.9	11.5***	19.7	30.4*
I have experienced discriminatory behavior on campus within the last 12 months.	16.9	8.6***	12.2	18.8*	15.0	10.9	5.7**	11.9	21.7**
I have witnessed harassment on campus within the last 12 months.	11.8	11.7	10.6	17.1*	13.0	10.9	6.4	11.0	16.7
I have experienced harassment on campus within the last 12 months.	7.5	5.9	6.2	9.7	6.9	10.9	3.9	6.0	13.8*
I have felt excluded or not welcome due to my sexual orientation at Virginia Tech.	5.6	0.4	1.4	23.4	4.9	6.9	3.9	4.9	5.1
I have felt excluded or not welcome due to my gender identity at Virginia Tech.	7.4	1.0***	4.5	5.8	5.0	5.9	1.3	4.2	8.0
I have experienced verbal harassment due to my sexual orientation at Virginia Tech.	1.3	1.6	0.5	7.4	1.6	2.0	1.3	1.3	3.7
I have experienced verbal harassment due to my gender identity at Virginia Tech.	3.5	2.0**	2.2	4.6	2.8	2.0	1.3	2.2	4.4
I have experienced physical violence due to my sexual orientation at Virginia Tech.	0.5	0.2	0.2	1.1	0.4	1.0	0.0	0.3	0.7
I have experienced physical violence due to my gender identity at Virginia Tech.	0.3	0.4	0.2	1.1	0.4	1.0	0.0	0.2	1.5

I have experienced LGBTQ identities portrayed negatively in the classroom.	5.3	6.7	4.4	14.3	6.7	5.0	2.6	5.5	9.5
I have experienced LGBTQ identities portrayed negatively in my department.	8.4	7.1	5.5	19.3	8.0	7.0	4.0	7.7	8.8
I have experienced LGBTQ identities portrayed negatively in my college.	5.8	5.1	0.4	12.5	6.0	5.0	4.0	5.1	8.2
I have experienced LGBTQ identities portrayed negatively at Virginia Tech.	14.5	11.2	11.8	21.6	15.0	10.0	7.0*	12.5	18.2
I have experienced LGBTQ identities portrayed negatively off campus.	33.1	34.2	31.1	47.2	38.0	22.0	17.0***	33.7	32.9
<i>SAFETY</i> ^c									
Walking alone on campus after dark.	62.1	94.7***	76.5	79.5	77.1	67.4	79.7	77.0	76.2
Waiting alone on campus for public transportation after dark.	55.9	93.8***	73.6	76.3	74.0	69.3	75.2	74.0	72.8
Walking alone in parking lots or garages on campus after dark.	48.7	90.9***	68.1	66.8	67.6	64.4	68.2	67.6	68.9
Working on campus late at night.	62.2	93.2***	76.8	73.5	77.0	69.0	76.7	76.2	76.6
In the Blacksburg community and area surrounding campus during the day.	95.7	98.3*	97.0	97.0	97.4	92.4	96.7*	96.6	98.5
In the Blacksburg community and the area surrounding campus at night.	73.0	92.8***	83.1	77.0	83.1	72.8	78.6*	82.1	78.1
On campus overall.	94.0	97.7**	96.4	93.3	96.8	87.1	94.7***	95.8	95.4

***: $p < 0.001$; **: $p < 0.01$; *: $p < 0.05$

^a: The percentage of respondents were in agreement with the statements (including those who strongly agreed and agreed).

^b: The percentage of respondents who often or sometimes experienced/witnessed discrimination and harassment.

^c: The percentage of respondents who felt very safe or safe in corresponding scenarios.

Table 18. Multiple Linear Regression on DISCRIMINATION AND HARASSMENT

	Reporting Discrimination and Harassment	Experience/Witness of Discrimination and Harassment	Safety
Female	-0.19(0.06)**	0.19(0.08)*	0.99(0.07)***
Heterosexual	0.25(0.09)**	0.73(0.11)***	-0.07(0.09)
Ally [§]	0.19(0.08)*	-0.21(0.09)*	-0.26(0.08)**
Unsure	0.10(0.14)	0.10(0.06)	-0.25(0.14)
White	0.26(0.10)**	0.20(0.12)	-0.16(0.10)
Years Employed at VT	-0.02(0.02)	-0.04(0.03)	0.08(0.02)**
<i>Constant</i>	-0.39(0.15)***	-0.44(0.18)*	-0.37(0.16)*
Adjusted R-Square	0.02	0.08	0.26
<i>N</i>	947	676	691

***: $p < 0.001$; **: $p < 0.01$; * $p < 0.05$.

[§]: The reference group is non-allies.

Note: Standard deviations in parentheses.

Table 19. Top Ten Questions with the Largest Proportion of Missing Cases^a

	<i>N</i>	%
How satisfied are you with Virginia Tech’s response to incidents of LGBTQ harassment and discrimination	1131	76.7
There are adequate numbers of gender-neutral bathrooms at Virginia Tech.	884	60.0
Virginia Tech provides equal benefits and services for LGBTQ employees and their partners compared to those provided to heterosexual employees.	874	59.2
Virginia Tech’s human resources policies are fair to LGBTQ employees in relation to family or spouse/partner benefits.	776	52.6
The climate for LGBTQ community has improved during my time at Virginia Tech.	728	49.3
Virginia Tech’s hiring policies are fair to LGBTQ individuals.	662	44.9
Waiting alone on campus for public transportation after dark.	652	44.2
I feel comfortable expressing my sexual orientation in the classroom.	631	42.8
I feel comfortable attending an LGBTQ event off campus in Blacksburg.	621	42.1
I feel comfortable expressing my gender identity in the classroom.	605	41.1

^a: Include system missing cases and respondents choosing the “Don’t Know” option.

Table 20. Top Thirty Questions with the Largest Proportion of System Missing Cases

	<i>N</i>	%
I have experienced LGBTQ identities portrayed negatively in the classroom.	347	23.5
I have experienced LGBTQ identities portrayed negatively in my college.	345	23.4
I have experienced LGBTQ identities portrayed negatively at Virginia Tech.	345	23.4
I have experienced verbal harassment due to my gender identity at Virginia Tech.	345	23.4
I have experienced physical violence due to my gender identity at Virginia Tech.	345	23.4
I have experienced LGBTQ identities portrayed negatively off campus.	344	23.3
I have felt excluded or not welcome due to my sexual orientation at Virginia Tech.	343	23.3
I have experienced verbal harassment due to my sexual orientation at Virginia Tech.	344	23.3
I have experienced harassment on campus within the last 12 months.	343	23.3
I have experienced physical violence due to my sexual orientation at Virginia Tech.	343	23.3
I have felt excluded or not welcome due to my gender identity at Virginia Tech.	342	23.2
I have experienced LGBTQ identities portrayed negatively in my department.	341	23.1
I have witnessed harassment on campus within the last 12 months.	340	23.1

Table 21. Top Ten Questions with the Largest Proportion of Respondents with the “Don’t Know” Answer

	<i>N</i>	%
There are adequate numbers of gender-neutral bathrooms at Virginia Tech.	858	58.2
Virginia Tech provides equal benefits and services for LGBTQ employees and their partners compared to those provided to heterosexual employees.	847	57.4
How satisfied are you with Virginia Tech’s response to incidents of LGBTQ harassment and discrimination	796	54.0
Virginia Tech’s human resources policies are fair to LGBTQ employees in relation to family or spouse/partner benefits.	749	50.8
Virginia Tech’s hiring policies are fair to LGBTQ individuals.	637	43.2
Seeing the Safe Zone logo makes me feel more supported at Virginia Tech.	507	34.4
The climate for LGBTQ community has improved during my time at Virginia Tech.	452	30.6
There is adequate support at Virginia Tech for employees having social or emotional difficulties	361	24.5
I feel comfortable expressing my sexual orientation in the classroom.	354	24.0