

2020 ANR@Work Survey

Mean Score Comparisons with Tests of Significance

1. Satisfaction Means by Gender (Women, Men, Decline to state)
2. Conduct & Behavioral Means by Gender (Women, Men, Decline to state)
3. Satisfaction Means by Ethnicity (White, POC, Decline to state)
4. Conduct & Behavioral Means by Ethnicity (White, POC, Decline to state)
5. Satisfaction Means by Sexual Orientation (Heterosexual, LGBTQ, Decline to state)
6. Conduct & Behavioral Means by Sexual Orientation (Heterosexual, LGBTQ, Decline to state)

Methodology:

Analyses of variance (ANOVAs) were conducted where there were at least three respondent categories to detect where there might be significant differences between two or more subgroups. Follow-up tests then determined the pattern of differences between pairs of groups (e.g., men vs. women, white vs. POC, etc.). Probability values of $p < .05$ and $p < .01$ were used as cutoffs for statistical significance for the overall ANOVA (among groups) and follow-up tests for differences between subgroup means.

2020 - ANR@Work Survey

Satisfaction Means Comparison by Gender (p level, 0.05 vs. 0.01)

	0.05	0.01	Women (n = 430)	Men (n = 189)	0.05	0.01	Women (n = 430)	Decline to State (n = 90)	0.05	0.01	Men (n = 189)	Decline to State (n = 90)	0.05	0.01
1. Satisfied Employee	***	***	3.88	3.84			3.88	3.33	**	**	3.84	3.33	**	**
2. Valued Member of UC ANR	***	***	3.63	3.81	**		3.63	2.98	**	**	3.81	2.98	**	**
3. Academics Value Contributions	***	***	3.66	3.94	**	**	3.66	3.64			3.94	3.64	**	**
4. Staff Value Contributions	***	***	4.00	3.98			4.00	3.62	**	**	3.98	3.62	**	**
5. Sr. Leaders Communicate Goals	***	***	3.59	3.29	**	**	3.59	2.97	**	**	3.29	2.97	**	**
6. Leadership and Employees Contact	***	***	3.27	3.35			3.27	2.82	**	**	3.35	2.82	**	**
7. Contribution to UC ANR's Mission	***	***	4.19	4.27			4.19	3.95	**	**	4.27	3.95	**	**
8. Have Voice on Campus	***	***	3.24	3.28			3.24	2.66	**	**	3.28	2.66	**	**
9. Career Advancement	***	***	3.03	3.54	**	**	3.03	2.77			3.54	2.77	**	**
10. Understand Dept's Mission	***	***	4.37	4.39			4.37	4.08	**	**	4.39	4.08	**	**
11. Contribution to Dept's Mission	***	***	4.42	4.45			4.42	4.08	**	**	4.45	4.08	**	**
12. Annual Dept Goals	***		3.79	3.71			3.79	3.44	**	**	3.71	3.44		
13. Measures Dept Goals			3.67	3.65			3.67	3.35	**		3.65	3.35	**	
14. Measures Customer Satisfaction	***		3.51	3.40			3.51	3.18	**		3.40	3.18		
15. Improves Services Products			3.70	3.65			3.70	3.39	**		3.65	3.39		
16. Adequate Staffing	***	***	2.73	2.80			2.73	2.19	**	**	2.80	2.19	**	**
17. Have Tools	***		3.79	3.75			3.79	3.44	**	**	3.75	3.44	**	
18. Physical Work Environment	***	***	3.90	3.99			3.90	3.47	**	**	3.99	3.47	**	**
19. Safe Environment	***	***	4.24	4.40	**		4.24	3.89	**	**	4.40	3.89	**	**
20. Spirit Of Cooperation	***	***	4.06	4.10			4.06	3.63	**	**	4.10	3.63	**	**
21. Ethical Conduct			4.27	4.38			4.27	4.16			4.38	4.16	**	
22. Collaborate with Units Outside	***	***	4.13	4.20			4.13	3.71	**	**	4.20	3.71	**	**
23. Perform Responsibilities			4.24	4.23			4.24	4.02	**		4.23	4.02	**	
24. Participate In Decisions	***		4.01	4.05			4.01	3.71	**		4.05	3.71	**	**
25. Balance Work Life			4.27	4.31			4.27	4.05	**		4.31	4.05	**	
26. Resolves Staff Issues	***	***	3.76	3.76			3.76	3.34	**	**	3.76	3.34	**	**
27. Better Ways Recognized	***	***	3.82	3.90			3.82	3.39	**	**	3.90	3.39	**	**
28. Recommendations Without Fear	***	***	4.22	4.17			4.22	3.79	**	**	4.17	3.79	**	**
29. Sufficient Freedom	***	***	4.33	4.36			4.33	4.00	**	**	4.36	4.00	**	**
30. Communicates Essential Info	***	***	4.15	4.01			4.15	3.78	**	**	4.01	3.78		
31. Work Assigned Equitably	***	***	3.83	4.01			3.83	3.55	**		4.01	3.55	**	**
32. Gives Praise for Work	***	***	4.04	3.94			4.04	3.63	**	**	3.94	3.63	**	
33. Suggestions For Improvement	***	***	3.93	3.80			3.93	3.51	**	**	3.80	3.51	**	
34. Evaluated Fairly	***	***	4.10	4.07			4.10	3.71	**	**	4.07	3.71	**	**
35. Performance Evaluation	***		3.78	3.70			3.78	3.40	**	**	3.70	3.40	**	
36. Advancement Opportunities			3.76	3.81			3.76	3.47	**		3.81	3.47	**	
37. Supports Training			4.23	4.12			4.23	4.00	**		4.12	4.00		
38. Treats with Respect	***	***	4.46	4.40			4.46	4.06	**	**	4.40	4.06	**	**
39. Supportive of Personal Issues	***	***	4.49	4.49			4.49	4.12	**	**	4.49	4.12	**	**
40. Disability Accommodation	***	***	4.41	4.42			4.41	3.96	**	**	4.42	3.96	**	**
41. Appropriate Stress	***	***	3.41	3.54			3.41	2.84	**	**	3.54	2.84	**	**
42. Total Compensation	***	***	2.96	3.27	**	**	2.96	2.69			3.27	2.69	**	**
43. Get Information			4.05	4.11			4.05	3.90			4.11	3.90	**	
44. Good Use of Skills	***	***	4.07	4.06			4.07	3.67	**	**	4.06	3.67	**	**
45. Know How To Use Tools			4.27	4.39	**		4.27	4.33			4.39	4.33		
46. Manage Workload			3.88	3.87			3.88	3.68			3.87	3.68		
47. Valuable Training	***	***	3.68	3.45	**	**	3.68	3.25	**	**	3.45	3.25		
48. Enjoy Working with Coworkers	***		4.43	4.44			4.43	4.22	**		4.44	4.22	**	
49. Promotes Employee Wellness	***	***	3.80	3.78			3.80	3.36	**	**	3.78	3.36	**	**
50. Feel Valued	***	***	4.08	4.11			4.08	3.67	**	**	4.11	3.67	**	**
51. Satisfied with Diversity Programs	***	***	3.59	3.89	**	**	3.59	3.33	**		3.89	3.33	**	**
52. All Welcomed	***	***	3.95	4.12	**		3.95	3.60	**	**	4.12	3.60	**	**
53. Committed to Diversity	***	***	3.72	3.86	**	**	3.72	3.23	**	**	3.86	3.23	**	**
54. All Cultures . Fair	***	***	4.18	4.35	**		4.18	3.88	**	**	4.35	3.88	**	**
55. Sexual Orientation . Fair	***	***	4.28	4.39			4.28	4.01	**	**	4.39	4.01	**	**
56. Supports Diverse Environment	***	***	4.12	4.31	**	**	4.12	3.84	**	**	4.31	3.84	**	**
57. Practices Principles of Community	***	***	4.13	4.33	**	**	4.13	3.75	**	**	4.33	3.75	**	**
Average			3.92	3.96			3.92	3.57			3.96	3.57		

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

*** Significant difference among all groups (p<0.05 or p<0.01)

** Significant difference between Women/Men, Women/Decline, and Men/Decline (p<0.05 or p<0.01)

Survey and analytics powered by Tritonlytics, Organizational Assessments and Strategy, UC San Diego

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Conduct & Behavioral Means Comparison by Gender (p level, 0.05 vs. 0.01)

	0.05	0.01	Women (n = 430)	Men (n = 189)	0.05	0.01	Women (n = 430)	Decline to State (n = 90)	0.05	0.01	Men (n = 189)	Decline to State (n = 90)	0.05	0.01
65. Was condescending to you	***	***	2.18	2.03			2.18	2.50	**		2.03	2.50	**	**
66. Paid little attention to your statement or showed little interest in your opinion	***	***	2.24	2.21			2.24	2.78	**	**	2.21	2.78	**	**
67. Made demeaning or derogatory remarks about you	***		1.45	1.45			1.45	1.75	**	**	1.45	1.75	**	
68. Made jokes at your expense	***	***	1.31	1.43			1.31	1.63	**	**	1.43	1.63		
69. Interrupted or spoke over you	***	***	2.29	2.08	**		2.29	2.55			2.08	2.55	**	**
70. Talked about you behind your back	***		1.84	1.86			1.84	2.30	**	**	1.86	2.30	**	
71. Excluded you	***	***	1.85	1.82			1.85	2.53	**	**	1.82	2.53	**	**
72. Kept you out of the loop on information that is important	***	***	2.08	1.97			2.08	2.69	**	**	1.97	2.69	**	**
73. Treated you as if you are invisible	***	***	1.59	1.53			1.59	2.11	**	**	1.53	2.11	**	**
74. Ignored you during conversation	***	***	1.56	1.50			1.56	1.88	**	**	1.50	1.88	**	**
75. Treated you differently because of your gender	***	***	1.43	1.20	**	**	1.43	1.57			1.20	1.57	**	**
76. Made derogatory comments about your gender			1.18	1.14			1.18	1.31			1.14	1.31	**	
77. Made you feel as if you have to give up your gender identity to get along at work			1.13	1.06			1.13	1.13			1.06	1.13		
78. Treated you differently because of your race/ethnicity	***		1.23	1.33			1.23	1.45	**		1.33	1.45		
79. Made derogatory comments about your race/ethnicity			1.16	1.23			1.16	1.32	**		1.23	1.32		
80. Made you feel as if you have to give up your race/ethnicity to get along at work	***		1.14	1.17			1.14	1.35	**	**	1.17	1.35	**	
81. At UC ANR, you feel the need to minimize various characteristics of your culture (e.g., language, dress) to fit in.	***	***	1.36	1.28			1.36	1.76	**	**	1.28	1.76	**	**
Average			1.59	1.55			1.59	1.92			1.55	1.92		

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low

*** Significant difference among all groups (p<0.05 or p<0.01)

** Significant difference between Women/Men, Women/Decline, and Women/Decline (p<0.05 or p<0.01)

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Satisfaction Means Comparison by Ethnicity (p level, 0.05 vs. 0.01)

	0.05	0.01	White (n = 390)	POC (n = 200)	0.05	0.01	White (n = 390)	Decline to State (n=118)	0.05	0.01	POC (n = 200)	Decline to State (n=118)	0.05	0.01
1. Satisfied Employee	***	***	3.88	3.90			3.88	3.35	**	**	3.90	3.35	**	**
2. Valued Member of UC ANR	***	***	3.73	3.67			3.73	3.03	**	**	3.67	3.03	**	**
3. Academics Value Contributions			3.79	3.69			3.79	3.62			3.69	3.62		
4. Staff Value Contributions	***	***	4.07	3.91	**		4.07	3.61	**	**	3.91	3.61	**	**
5. Sr. Leaders Communicate Goals	***	***	3.46	3.62			3.46	2.97	**	**	3.62	2.97	**	**
6. Leadership and Employees Contact	***	***	3.30	3.36			3.30	2.81	**	**	3.36	2.81	**	**
7. Contribution to UC ANR's Mission	***	***	4.20	4.26			4.20	3.99	**	**	4.26	3.99	**	**
8. Have Voice on Campus	***	***	3.25	3.35			3.25	2.70	**	**	3.35	2.70	**	**
9. Career Advancement	***		3.21	3.14			3.21	2.84	**	**	3.14	2.84	**	
10. Understand Dept's Mission	***		4.39	4.33			4.39	4.19	**		4.33	4.19		
11. Contribution to Dept's Mission	***	***	4.43	4.41			4.43	4.16	**	**	4.41	4.16	**	**
12. Annual Dept Goals	***		3.70	3.87			3.70	3.57			3.87	3.57	**	
13. Measures Dept Goals			3.62	3.73			3.62	3.46			3.73	3.46	**	
14. Measures Customer Satisfaction	***		3.43	3.58			3.43	3.24			3.58	3.24	**	
15. Improves Services Products	***		3.70	3.69			3.70	3.41	**		3.69	3.41	**	
16. Adequate Staffing	***	***	2.73	2.78			2.73	2.35	**	**	2.78	2.35	**	**
17. Have Tools	***		3.80	3.73			3.80	3.53	**	**	3.73	3.53		
18. Physical Work Environment	***	***	3.96	3.89			3.96	3.55	**	**	3.89	3.55	**	**
19. Safe Environment	***	***	4.38	4.16	**	**	4.38	3.92	**	**	4.16	3.92	**	**
20. Spirit Of Cooperation	***	***	4.17	3.94	**		4.17	3.66	**	**	3.94	3.66	**	
21. Ethical Conduct	***	***	4.43	4.13	**	**	4.43	4.08	**	**	4.13	4.08		
22. Collaborate with Units Outside	***	***	4.20	4.06			4.20	3.82	**	**	4.06	3.82	**	
23. Perform Responsibilities	***	***	4.30	4.16	**		4.30	4.03	**	**	4.16	4.03		
24. Participate In Decisions	***	***	4.13	3.87	**	**	4.13	3.70	**	**	3.87	3.70		
25. Balance Work Life	***		4.33	4.18			4.33	4.11	**		4.18	4.11		
26. Resolves Staff Issues	***	***	3.84	3.64	**		3.84	3.36	**	**	3.64	3.36	**	
27. Better Ways Recognized	***	***	3.93	3.70	**		3.93	3.46	**	**	3.70	3.46	**	
28. Recommendations Without Fear	***	***	4.29	4.08	**		4.29	3.80	**	**	4.08	3.80	**	
29. Sufficient Freedom	***	***	4.43	4.15	**	**	4.43	4.12	**	**	4.15	4.12		
30. Communicates Essential Info	***		4.16	3.98	**		4.16	3.91	**		3.98	3.91		
31. Work Assigned Equitably	***	***	3.97	3.74	**		3.97	3.58	**	**	3.74	3.58		
32. Gives Praise for Work	***		4.07	3.88	**		4.07	3.75	**	**	3.88	3.75		
33. Suggestions For Improvement	***		3.90	3.87			3.90	3.62	**		3.87	3.62	**	
34. Evaluated Fairly	***	***	4.17	3.94	**	**	4.17	3.81	**	**	3.94	3.81		
35. Performance Evaluation	***		3.79	3.71			3.79	3.44	**	**	3.71	3.44		
36. Advancement Opportunities			3.80	3.67			3.80	3.65			3.67	3.65		
37. Supports Training	***		4.26	4.05	**	**	4.26	4.09			4.05	4.09		
38. Treats with Respect	***	***	4.53	4.29	**	**	4.53	4.13	**	**	4.29	4.13		
39. Supportive of Personal Issues	***	***	4.54	4.37	**		4.54	4.24	**	**	4.37	4.24		
40. Disability Accommodation	***	***	4.49	4.25	**	**	4.49	4.11	**	**	4.25	4.11		
41. Appropriate Stress	***	***	3.43	3.45			3.43	3.07	**	**	3.45	3.07	**	**
42. Total Compensation	***	***	3.16	2.87	**	**	3.16	2.72	**	**	2.87	2.72		
43. Get Information			4.07	4.08			4.07	3.95			4.08	3.95		
44. Good Use of Skills	***	***	4.14	3.94	**		4.14	3.73	**	**	3.94	3.73	**	
45. Know How To Use Tools			4.29	4.34			4.29	4.33			4.34	4.33		
46. Manage Workload	***		3.80	4.01	**		3.80	3.76			4.01	3.76	**	
47. Valuable Training	***	***	3.59	3.68			3.59	3.31	**	**	3.68	3.31	**	**
48. Enjoy Working with Coworkers	***		4.45	4.42			4.45	4.23	**	**	4.42	4.23	**	
49. Promotes Employee Wellness	***	***	3.81	3.80			3.81	3.43	**	**	3.80	3.43	**	**
50. Feel Valued	***	***	4.20	3.91	**	**	4.20	3.71	**	**	3.91	3.71		
51. Satisfied with Diversity Programs	***	***	3.72	3.67			3.72	3.32	**	**	3.67	3.32	**	**
52. All Welcomed	***	***	4.06	3.96			4.06	3.57	**	**	3.96	3.57	**	**
53. Committed to Diversity	***	***	3.85	3.66	**		3.85	3.26	**	**	3.66	3.26	**	**
54. All Cultures . Fair	***	***	4.33	4.09	**	**	4.33	3.87	**	**	4.09	3.87	**	
55. Sexual Orientation . Fair	***	***	4.38	4.24	**		4.38	3.96	**	**	4.24	3.96	**	**
56. Supports Diverse Environment	***	***	4.24	4.08	**		4.24	3.85	**	**	4.08	3.85	**	
57. Practices Principles of Community	***	***	4.26	4.07	**	**	4.26	3.82	**	**	4.07	3.82	**	
Average			3.97	3.88			3.97	3.63			3.88	3.63		

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

*** Significant difference among all groups (p<0.05 or p<0.01)

** Significant difference between White/POC, White/Decline, and POC/Decline (p<0.05 or p<0.01)

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Conduct & Behavioral Means Comparison by Ethnicity (p level, 0.05 vs. 0.01)

	0.05	0.01	White (n = 390)	POC (n=200)	0.05	0.01	White (n = 390)	Decline to State (n=118)	0.05	0.01	POC (n=200)	Decline to State (n=118)	0.05	0.01
65. Was condescending to you	***	***	2.06	2.23			2.06	2.51	**	**	2.23	2.51	**	
66. Paid little attention to your statement or showed little interest in your opinion	***	***	2.14	2.31			2.14	2.80	**	**	2.31	2.80	**	**
67. Made demeaning or derogatory remarks about you	***	***	1.38	1.55	**		1.38	1.72	**	**	1.55	1.72		
68. Made jokes at your expense	***	***	1.31	1.39			1.31	1.58	**	**	1.39	1.58	**	
69. Interrupted or spoke over you	***		2.20	2.25			2.20	2.53	**	**	2.25	2.53	**	
70. Talked about you behind your back	***	***	1.78	1.93			1.78	2.27	**	**	1.93	2.27	**	
71. Excluded you	***	***	1.79	1.97			1.79	2.31	**	**	1.97	2.31	**	
72. Kept you out of the loop on information that is important	***	***	2.02	2.11			2.02	2.49	**	**	2.11	2.49	**	**
73. Treated you as if you are invisible	***	***	1.48	1.71	**	**	1.48	2.04	**	**	1.71	2.04	**	**
74. Ignored you during conversation	***	***	1.46	1.67	**	**	1.46	1.87	**	**	1.67	1.87		
75. Treated you differently because of your gender			1.39	1.32			1.39	1.47			1.32	1.47		
76. Made derogatory comments about your gender	***		1.14	1.19			1.14	1.33	**	**	1.19	1.33		
77. Made you feel as if you have to give up your gender identity to get along at work			1.09	1.12			1.09	1.15			1.12	1.15		
78. Treated you differently because of your race/ethnicity	***	***	1.11	1.48	**	**	1.11	1.55	**	**	1.48	1.55		
79. Made derogatory comments about your race/ethnicity	***	***	1.06	1.35	**	**	1.06	1.39	**	**	1.35	1.39		
80. Made you feel as if you have to give up your race/ethnicity to get along at work	***	***	1.05	1.29	**	**	1.05	1.41	**	**	1.29	1.41		
81. At UC ANR, you feel the need to minimize various characteristics of your culture (e.g., language, dress) to fit in.	***	***	1.25	1.47	**	**	1.25	1.72	**	**	1.47	1.72	**	
Average			1.51	1.67			1.51	1.89			1.67	1.89		

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low

*** Significant difference among all groups (p<0.05 or p<0.01)

** Significant difference between White/POC, White/Decline, and POC/Decline (p<0.05 or p<0.01)

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Satisfaction Mean Scores by Sexual Orientation (p level, 0.05 vs. 0.01)

	0.05	0.01	Heterosexual (n = 491)	LGBTQ (n = 55)	0.05	0.01	Heterosexual (n = 491)	Decline to State (n=162)	0.05	0.01	LGBTQ (n = 55)	Decline to State (n=162)	0.05	0.01
1. Satisfied Employee	***	***	3.87	3.98			3.87	3.52	**	**	3.98	3.52	**	**
2. Valued Member of UC ANR	***	***	3.67	3.82			3.67	3.29	**	**	3.82	3.29	**	**
3. Academics Value Contributions			3.76	3.56			3.76	3.71			3.56	3.71		
4. Staff Value Contributions	***	***	4.00	4.04			4.00	3.75	**	**	4.04	3.75	**	**
5. Sr. Leaders Communicate Goals	***	***	3.49	3.62			3.49	3.18	**	**	3.62	3.18	**	**
6. Leadership and Employees Contact	***	***	3.30	3.45			3.30	2.98	**	**	3.45	2.98	**	**
7. Contribution to UC ANR's Mission			4.22	4.18			4.22	4.06	**	**	4.18	4.06		
8. Have Voice on Campus	***	***	3.23	3.53			3.23	2.93	**	**	3.53	2.93	**	**
9. Career Advancement	***		3.21	3.12			3.21	2.91	**	**	3.12	2.91		
10. Understand Dept's Mission			4.36	4.44			4.36	4.24			4.44	4.24		
11. Contribution to Dept's Mission	***		4.42	4.42			4.42	4.25	**	**	4.42	4.25		
12. Annual Dept Goals			3.77	3.58			3.77	3.66			3.58	3.66		
13. Measures Dept Goals			3.66	3.49			3.66	3.54			3.49	3.54		
14. Measures Customer Satisfaction			3.45	3.31			3.45	3.46			3.31	3.46		
15. Improves Services Products			3.68	3.46			3.68	3.62			3.46	3.62		
16. Adequate Staffing	***		2.76	2.67			2.76	2.44	**	**	2.67	2.44		
17. Have Tools	***		3.77	3.89			3.77	3.58	**		3.89	3.58	**	
18. Physical Work Environment	***		3.93	3.87			3.93	3.69	**		3.87	3.69		
19. Safe Environment	***		4.30	4.20			4.30	4.08	**	**	4.20	4.08		
20. Spirit Of Cooperation	***		4.09	3.95			4.09	3.84	**		3.95	3.84		
21. Ethical Conduct			4.33	4.31			4.33	4.17	**		4.31	4.17		
22. Collaborate with Units Outside	***	***	4.18	3.91	**		4.18	3.91	**	**	3.91	3.91		
23. Perform Responsibilities	***		4.26	4.15			4.26	4.08	**		4.15	4.08		
24. Participate In Decisions			4.04	3.87			4.04	3.85	**		3.87	3.85		
25. Balance Work Life			4.25	4.31			4.25	4.23			4.31	4.23		
26. Resolves Staff Issues	***		3.78	3.62			3.78	3.53	**		3.62	3.53		
27. Better Ways Recognized	***		3.86	3.74			3.86	3.59	**	**	3.74	3.59		
28. Recommendations Without Fear	***		4.21	4.27			4.21	3.93	**	**	4.27	3.93	**	
29. Sufficient Freedom			4.34	4.24			4.34	4.17	**		4.24	4.17		
30. Communicates Essential Info			4.11	3.98			4.11	3.98			3.98	3.98		
31. Work Assigned Equitably	***		3.92	3.69			3.92	3.67	**		3.69	3.67		
32. Gives Praise for Work	***		4.03	3.92			4.03	3.78	**		3.92	3.78		
33. Suggestions For Improvement			3.90	3.83			3.90	3.68	**		3.83	3.68		
34. Evaluated Fairly			4.08	4.12			4.08	3.92			4.12	3.92		
35. Performance Evaluation			3.76	3.70			3.76	3.57			3.70	3.57		
36. Advancement Opportunities			3.78	3.71			3.78	3.62			3.71	3.62		
37. Supports Training			4.19	4.17			4.19	4.12			4.17	4.12		
38. Treats with Respect			4.43	4.43			4.43	4.29			4.43	4.29		
39. Supportive of Personal Issues			4.48	4.43			4.48	4.34			4.43	4.34		
40. Disability Accommodation	***		4.41	4.32			4.41	4.21	**		4.32	4.21		
41. Appropriate Stress	***	***	3.46	3.50			3.46	3.08	**	**	3.50	3.08	**	
42. Total Compensation	***		3.09	3.02			3.09	2.76	**	**	3.02	2.76		
43. Get Information			4.08	3.89			4.08	4.00			3.89	4.00		
44. Good Use of Skills	***	***	4.09	3.85			4.09	3.85	**	**	3.85	3.85		
45. Know How To Use Tools			4.30	4.35			4.30	4.32			4.35	4.32		
46. Manage Workload			3.85	3.84			3.85	3.87			3.84	3.87		
47. Valuable Training			3.59	3.64			3.59	3.48			3.64	3.48		
48. Enjoy Working with Coworkers			4.44	4.38			4.44	4.31	**		4.38	4.31		
49. Promotes Employee Wellness	***	***	3.79	3.96			3.79	3.53	**	**	3.96	3.53	**	**
50. Feel Valued	***	***	4.11	4.00			4.11	3.84	**	**	4.00	3.84		
51. Satisfied with Diversity Programs	***		3.71	3.56			3.71	3.46	**	**	3.56	3.46		
52. All Welcomed	***	***	4.04	3.83			4.04	3.72	**	**	3.83	3.72		
53. Committed to Diversity	***	***	3.79	3.65			3.79	3.43	**	**	3.65	3.43		
54. All Cultures . Fair	***	***	4.26	4.17			4.26	3.98	**	**	4.17	3.98		
55. Sexual Orientation . Fair	***	***	4.34	4.25			4.34	4.06	**	**	4.25	4.06		
56. Supports Diverse Environment			4.17	4.19			4.17	4.01	**	**	4.19	4.01		
57. Practices Principles of Community	***	***	4.20	4.18			4.20	3.95	**	**	4.18	3.95		
Average			3.94	3.89			3.94	3.74			3.89	3.74		

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

*** Significant difference among all groups (p<0.05 or p<0.01)

** Significant difference between Heterosexual/LGBTQ, Heterosexual/Decline, and LGBTQ/Decline (p<0.05 or p<0.01)

Survey and analytics powered by Tritonlytics, Organizational Assessments and Strategy, UC San Diego

2020 - ANR@Work Survey

Conduct & Behavioral Means Comparison by Sexual Orientation (p<0.05 & p<0.01)

	0.05	0.01	Heterosexual (n = 491)	LGBTQ (n = 55)	0.05	0.01	Heterosexual (n = 491)	Decline to State (n=162)	0.05	0.01	LGBTQ (n = 55)	Decline to State (n=162)	0.05	0.01
65. Was condescending to you			2.14	2.18			2.14	2.31			2.18	2.31		
66. Paid little attention to your statement or showed little interest in your opinion	***		2.22	2.35			2.22	2.52	**	**	2.35	2.52		
67. Made demeaning or derogatory remarks about you			1.45	1.57			1.45	1.55			1.57	1.55		
68. Made jokes at your expense			1.35	1.35			1.35	1.45			1.35	1.45		
69. Interrupted or spoke over you			2.22	2.38			2.22	2.37			2.38	2.37		
70. Talked about you behind your back			1.86	1.90			1.86	2.01			1.90	2.01		
71. Excluded you			1.86	2.00			1.86	2.07			2.00	2.07		
72. Kept you out of the loop on information that is important	***		2.05	2.25			2.05	2.31	**		2.25	2.31		
73. Treated you as if you are invisible	***	***	1.55	1.64			1.55	1.89	**	**	1.64	1.89		
74. Ignored you during conversation	***		1.52	1.60			1.52	1.76	**	**	1.60	1.76		
75. Treated you differently because of your gender			1.34	1.55			1.34	1.44			1.55	1.44		
76. Made derogatory comments about your gender			1.15	1.30			1.15	1.25			1.30	1.25		
77. Made you feel as if you have to give up your gender identity to get along at work			1.10	1.15			1.10	1.14			1.15	1.14		
78. Treated you differently because of your race/ethnicity	***		1.24	1.27			1.24	1.42	**	**	1.27	1.42		
79. Made derogatory comments about your race/ethnicity	***		1.16	1.20			1.16	1.33	**	**	1.20	1.33		
80. Made you feel as if you have to give up your race/ethnicity to get along at work	***		1.12	1.15			1.12	1.36	**	**	1.15	1.36	**	
81. At UC ANR, you feel the need to minimize various characteristics of your culture (e.g., language, dress) to fit in.	***		1.28	1.76	**	**	1.28	1.57	**	**	1.76	1.57		
Average			1.57	1.68			1.57	1.75			1.68	1.75		

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low

*** Significant difference among all groups (p<0.05 or p<0.01)

** Significant difference between Heterosexual/LGBTQ, Heterosexual/Decline, and LGBTQ/Decline (p<0.05 or p<0.01)

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