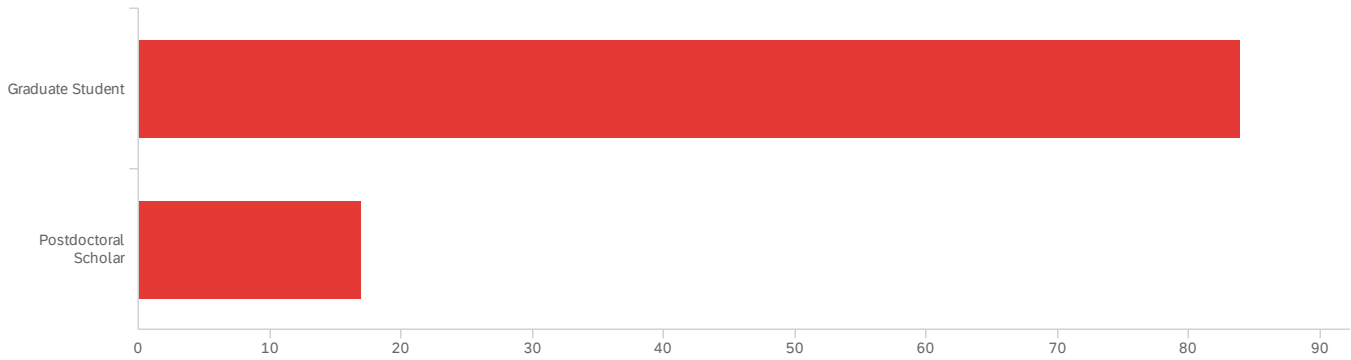


## Appendix C: Survey results

# Default Report

MCE Climate Survey - Revised

Q2 - Which role best describes your affiliation with Caltech:



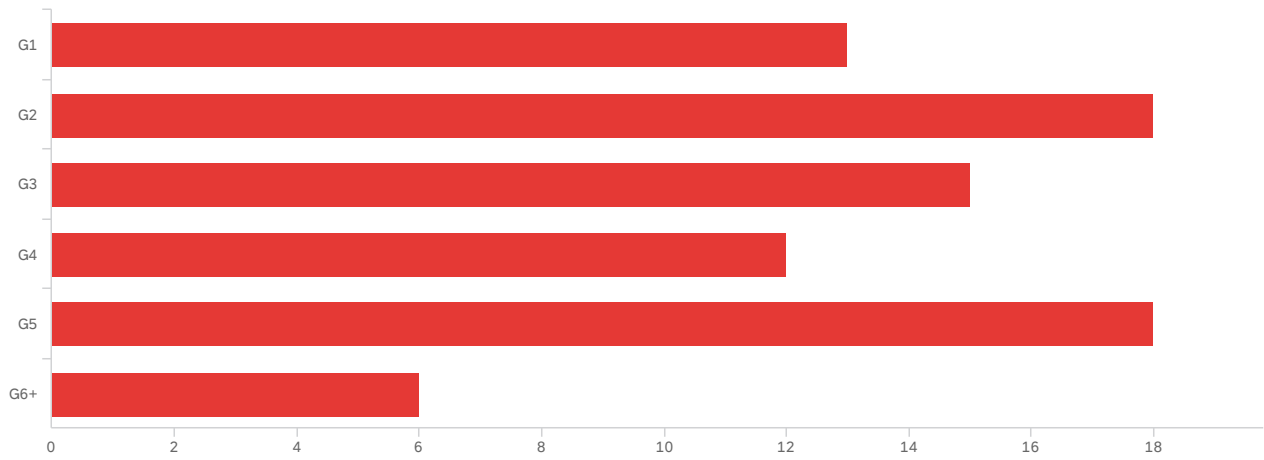
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which role best describes your affiliation with Caltech:	2.00	3.00	2.17	0.37	0.14	101

#	Field	Choice Count
2	Graduate Student	83.17% 84
3	Postdoctoral Scholar	16.83% 17

101

Showing rows 1 - 3 of 3

## Q45 - Are you a:



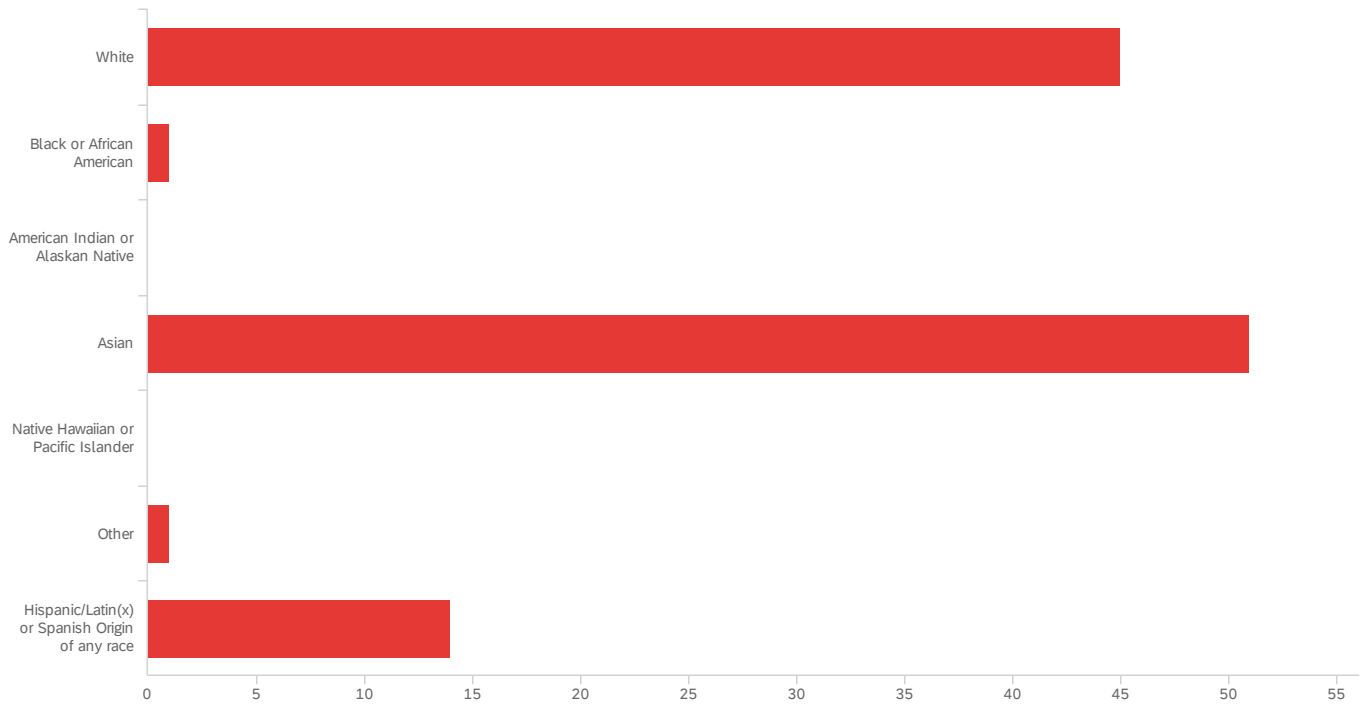
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you a:	1.00	6.00	3.27	1.57	2.46	82

#	Field	Choice Count
1	G1	15.85% 13
2	G2	21.95% 18
3	G3	18.29% 15
4	G4	14.63% 12
5	G5	21.95% 18
6	G6+	7.32% 6

82

Showing rows 1 - 7 of 7

Q4 - What best describes your race/ethnicity: (Check all that apply)



#	Field	Choice Count
1	White	40.18% 45
2	Black or African American	0.89% 1
3	American Indian or Alaskan Native	0.00% 0
4	Asian	45.54% 51
5	Native Hawaiian or Pacific Islander	0.00% 0
6	Other	0.89% 1
7	Hispanic/Latin(x) or Spanish Origin of any race	12.50% 14
		112

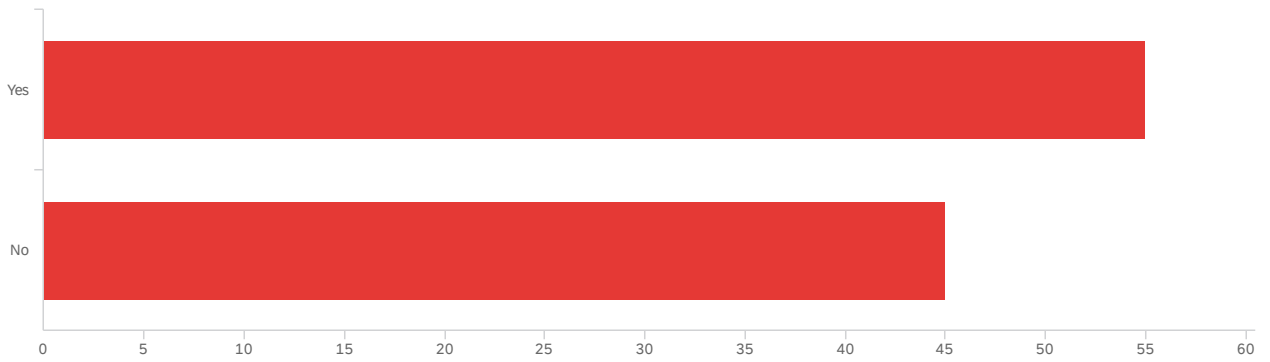
Showing rows 1 - 8 of 8

Q4\_6\_TEXT - Other

Other

Middle Eastern

### Q39 - Are you an international student/postdoc?



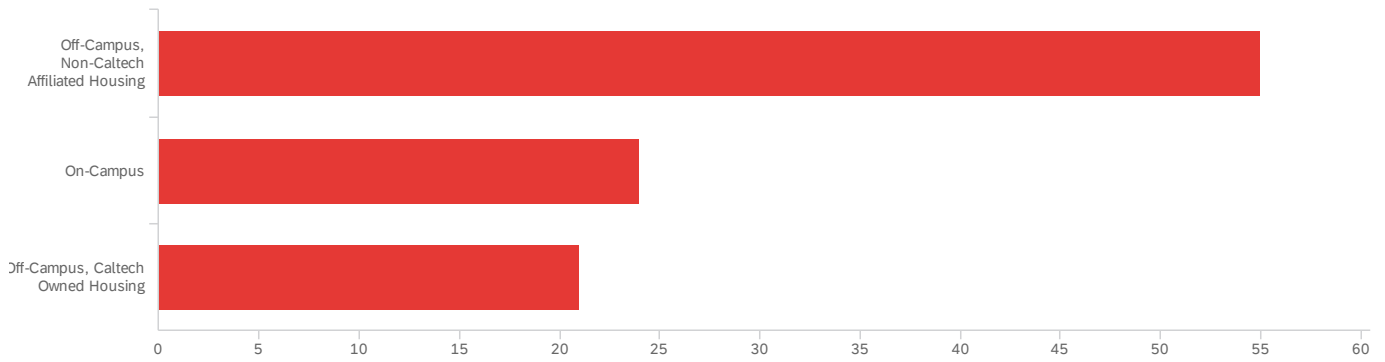
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you an international student/postdoc?	1.00	2.00	1.45	0.50	0.25	100

#	Field	Choice Count
1	Yes	55.00% 55
2	No	45.00% 45

100

Showing rows 1 - 3 of 3

## Q41 - Where do you currently live?

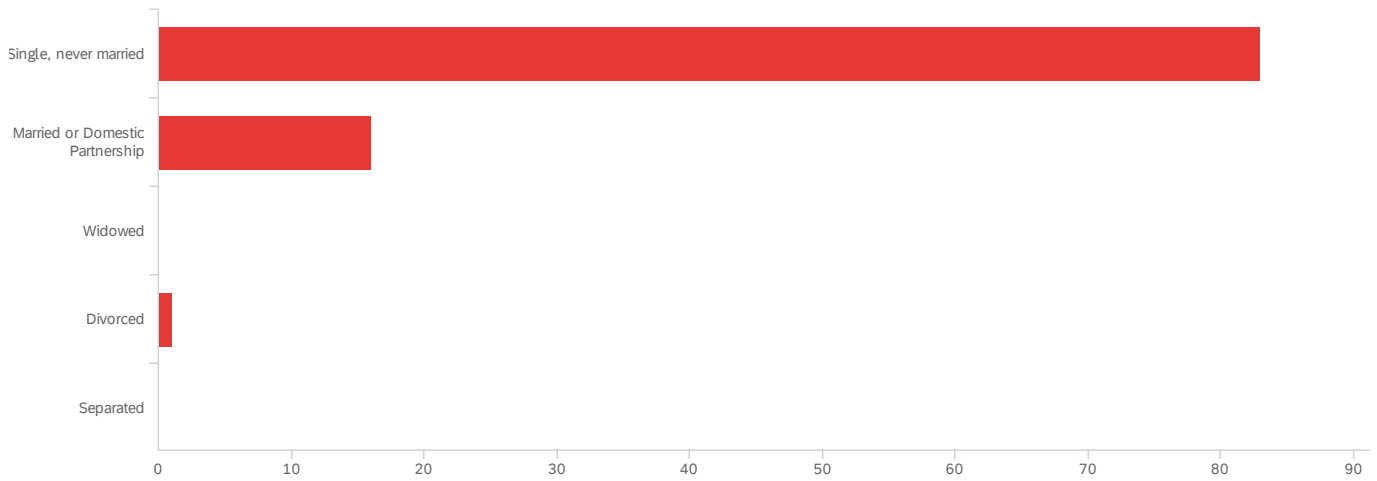


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Where do you currently live?	1.00	7.00	3.46	2.74	7.51	100

#	Field	Choice Count
1	Off-Campus, Non-Caltech Affiliated Housing	55.00% 55
6	On-Campus	24.00% 24
7	Off-Campus, Caltech Owned Housing	21.00% 21
		100

Showing rows 1 - 4 of 4

## Q42 - What is your marital status?

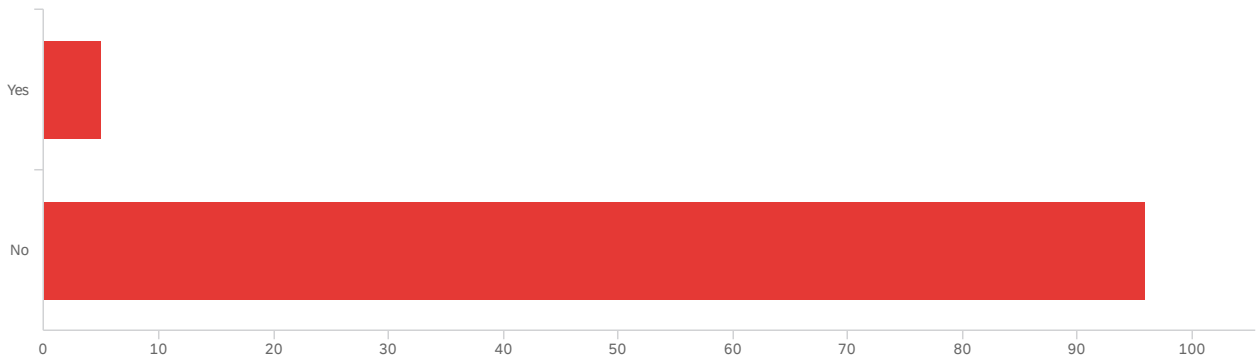


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your marital status?	1.00	4.00	1.19	0.46	0.21	100

#	Field	Choice Count
1	Single, never married	83.00% 83
2	Married or Domestic Partnership	16.00% 16
3	Widowed	0.00% 0
4	Divorced	1.00% 1
5	Separated	0.00% 0
		100

Showing rows 1 - 6 of 6

## Q43 - Are you a parent?

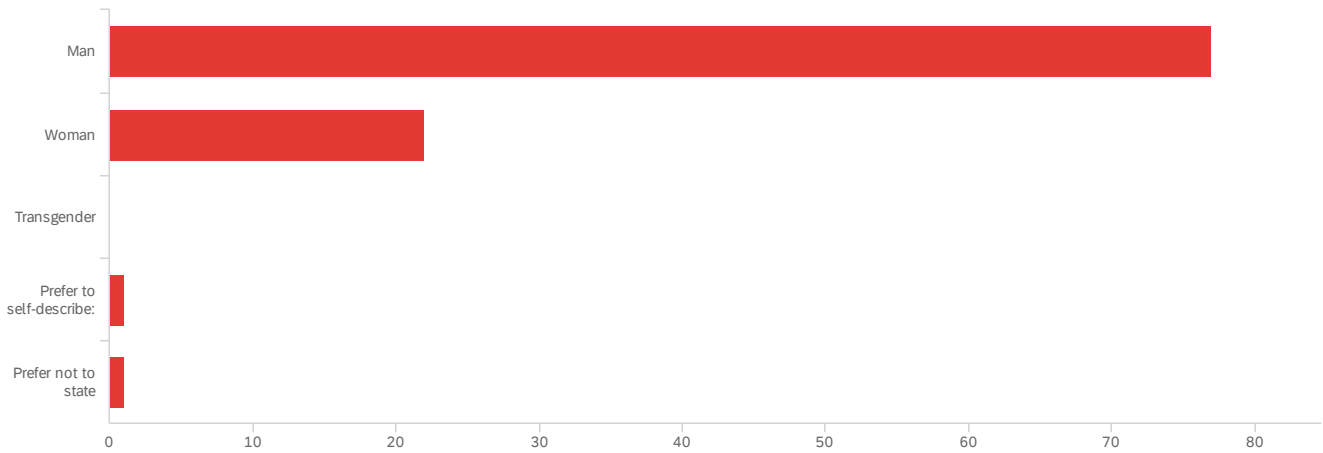


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you a parent?	1.00	2.00	1.95	0.22	0.05	101

#	Field	Choice Count
1	Yes	4.95% 5
2	No	95.05% 96
		101

Showing rows 1 - 3 of 3

## Q5 - What best describes your gender identity:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What best describes your gender identity: - Selected Choice	1.00	5.00	1.29	0.62	0.38	101

#	Field	Choice Count
1	Man	76.24% 77
2	Woman	21.78% 22
3	Transgender	0.00% 0
4	Prefer to self-describe:	0.99% 1
5	Prefer not to state	0.99% 1
		101

Showing rows 1 - 6 of 6

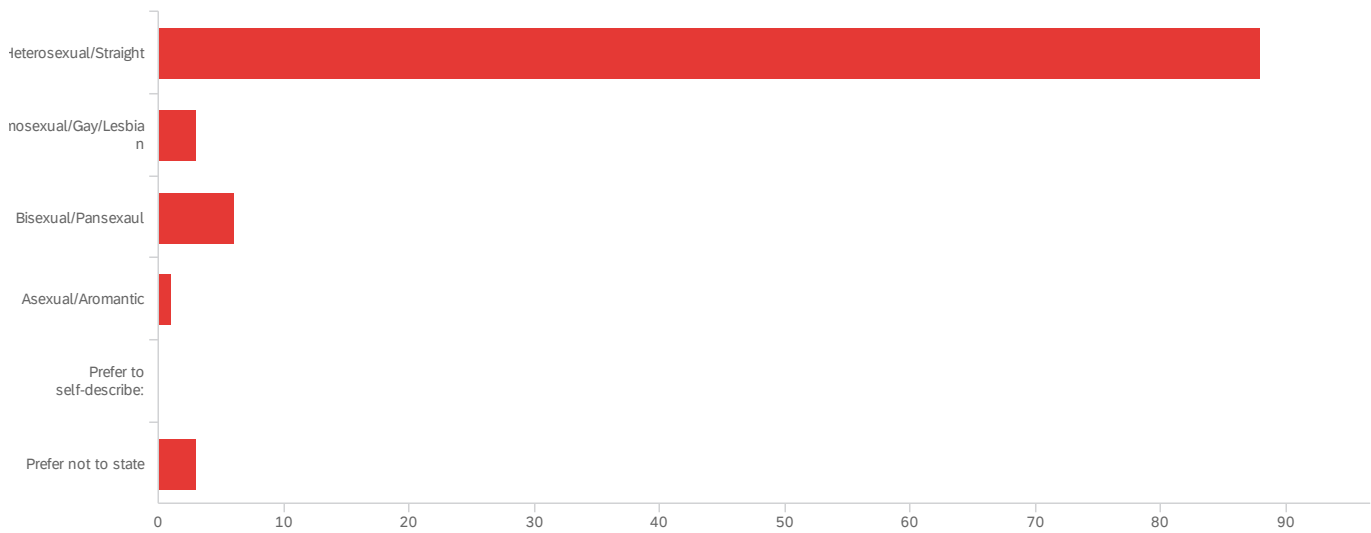
### Q5\_4\_TEXT - Prefer to self-describe:

Prefer to self-describe:

Trans woman



## Q6 - What best describes your sexual orientation:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What best describes your sexual orientation: - Selected Choice	1.00	6.00	1.33	1.00	0.99	101

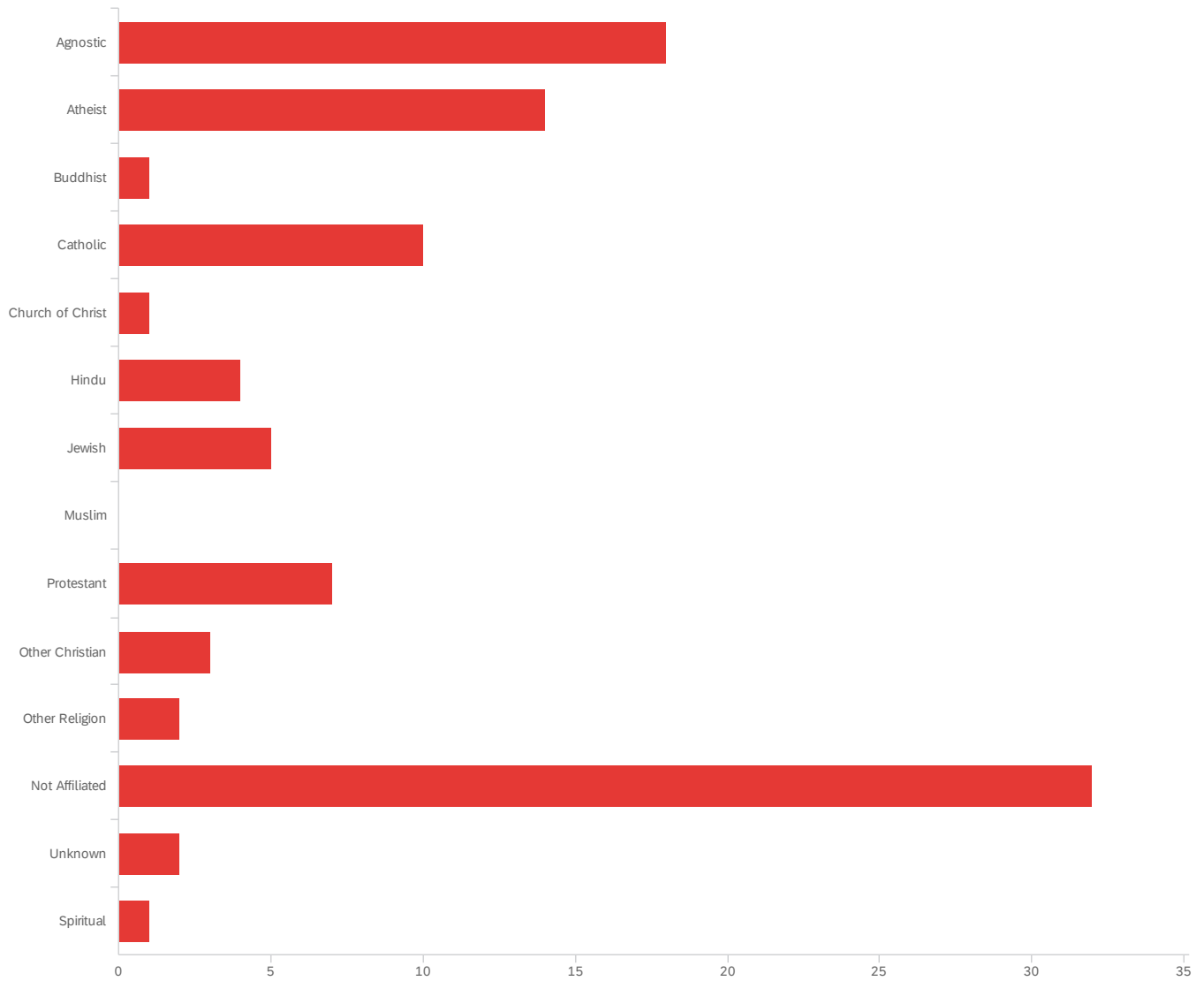
#	Field	Choice Count
1	Heterosexual/Straight	87.13% 88
2	Homosexual/Gay/Lesbian	2.97% 3
3	Bisexual/Pansexual	5.94% 6
4	Asexual/Aromantic	0.99% 1
5	Prefer to self-describe:	0.00% 0
6	Prefer not to state	2.97% 3
		101

Showing rows 1 - 7 of 7

## Q6\_5\_TEXT - Prefer to self-describe:

Prefer to self-describe:

## Q7 - What is your preferred religious affiliation (if any):



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your preferred religious affiliation (if any): - Selected Choice	1.00	14.00	6.92	4.60	21.19	100

#	Field	Choice Count
1	Agnostic	18.00% 18
2	Atheist	14.00% 14
3	Buddhist	1.00% 1

#	Field	Choice Count
4	Catholic	10.00% 10
5	Church of Christ	1.00% 1
6	Hindu	4.00% 4
7	Jewish	5.00% 5
8	Muslim	0.00% 0
9	Protestant	7.00% 7
10	Other Christian	3.00% 3
11	Other Religion	2.00% 2
12	Not Affiliated	32.00% 32
13	Unknown	2.00% 2
14	Spiritual	1.00% 1

100

Showing rows 1 - 15 of 15

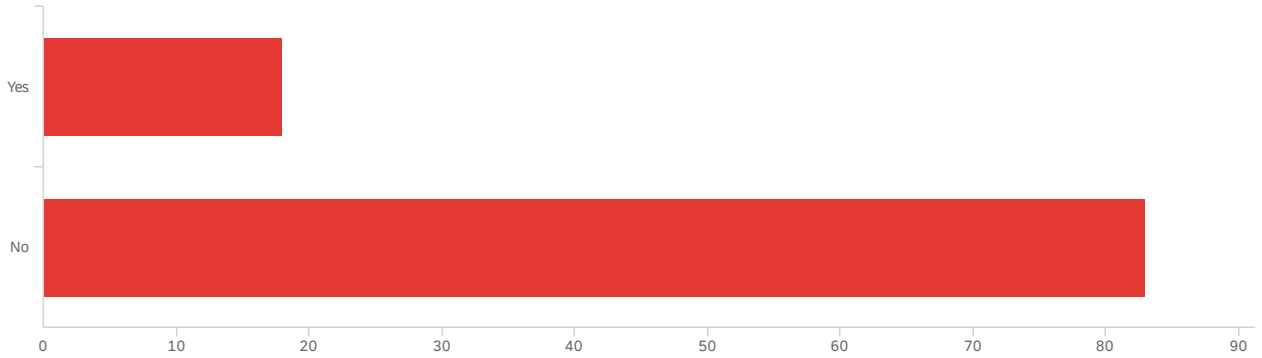
#### Q7\_11\_TEXT - Other Religion

Other Religion

Perfer not to answer

It's hard to describe

Q8 - Are you the first in your family to go to college and/or complete a 4-year college degree? (neither parent has a 4-year college degree)



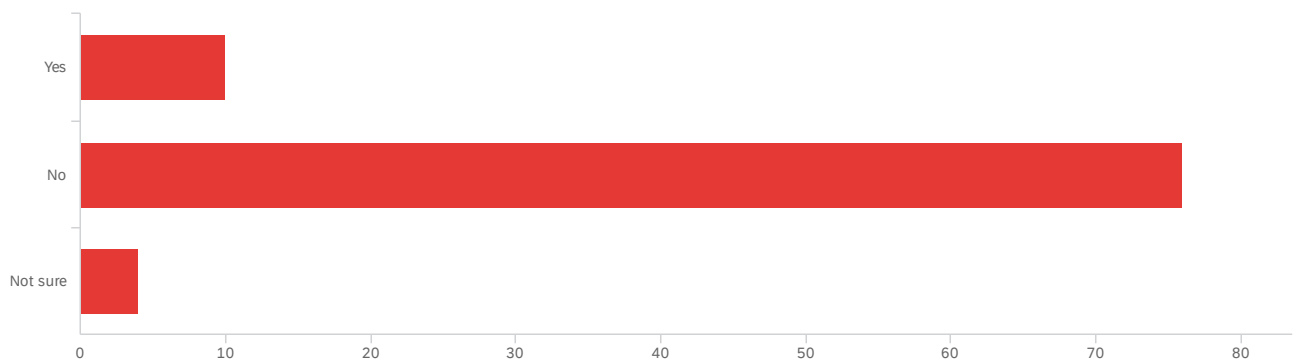
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you the first in your family to go to college and/or complete a 4-year college degree? (neither parent has a 4-year college degree)	1.00	2.00	1.82	0.38	0.15	101

#	Field	Choice	Count
1	Yes	17.82%	18
2	No	82.18%	83

101

Showing rows 1 - 3 of 3

Q40 - Have you ever received or were eligible to receive a federal Pell Grant? The Federal Pell Grant is usually awarded to undergraduates who have a high degree of unmet financial need. Students whose families have a total income of up to \$50,000 may be eligible for the need-based funding, though most Pell grant money goes to students with a total family income below \$20,000.

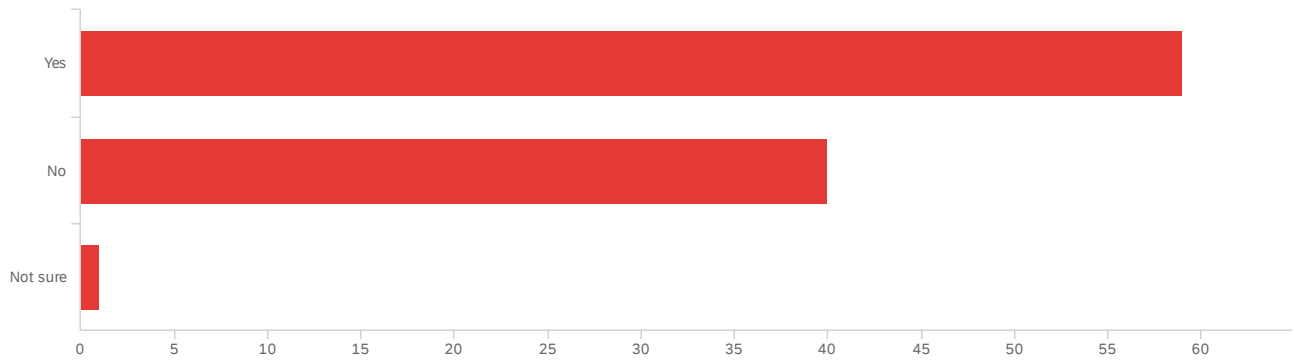


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever received or were eligible to receive a federal Pell Grant? The Federal Pell Grant is usually awarded to undergraduates who have a high degree of unmet financial need. Students whose families have a total income of up to \$50,000 may be eligible for the need-based funding, though most Pell grant money goes to students with a total family income below \$20,000.	1.00	4.00	1.98	0.54	0.29	90

#	Field	Choice Count
1	Yes	11.11% 10
2	No	84.44% 76
4	Not sure	4.44% 4
		90

Showing rows 1 - 4 of 4

Q53 - My research advisor(s) and I share the same gender identity.

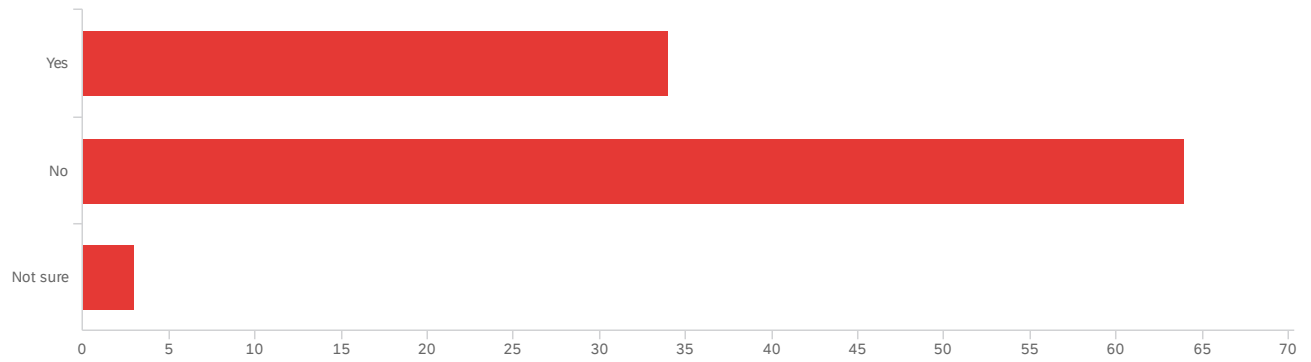


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My research advisor(s) and I share the same gender identity.	1.00	4.00	1.43	0.55	0.31	100

#	Field	Choice Count
1	Yes	59.00% 59
2	No	40.00% 40
4	Not sure	1.00% 1
		100

Showing rows 1 - 4 of 4

Q54 - My research advisor(s) and I share the same racial/ethnicity identity.

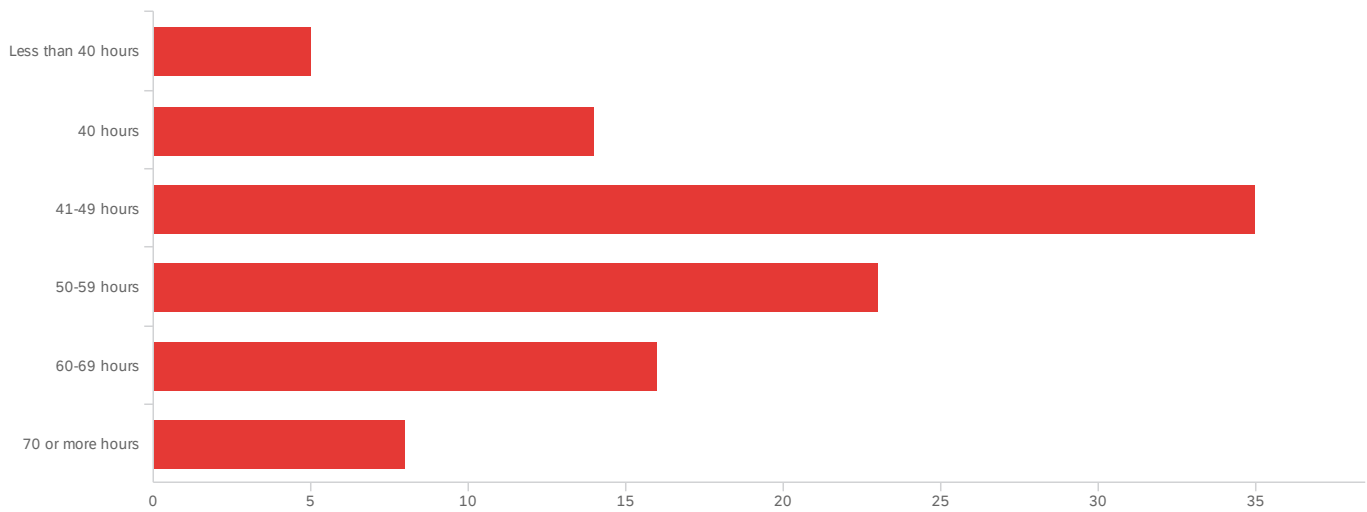


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My research advisor(s) and I share the same racial/ethnicity identity.	1.00	3.00	1.69	0.52	0.27	101

#	Field	Choice Count
1	Yes	33.66% 34
2	No	63.37% 64
3	Not sure	2.97% 3
		101

Showing rows 1 - 4 of 4

## Q10 - On average, how many hours per week do you work?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	On average, how many hours per week do you work?	1.00	6.00	3.54	1.27	1.61	101

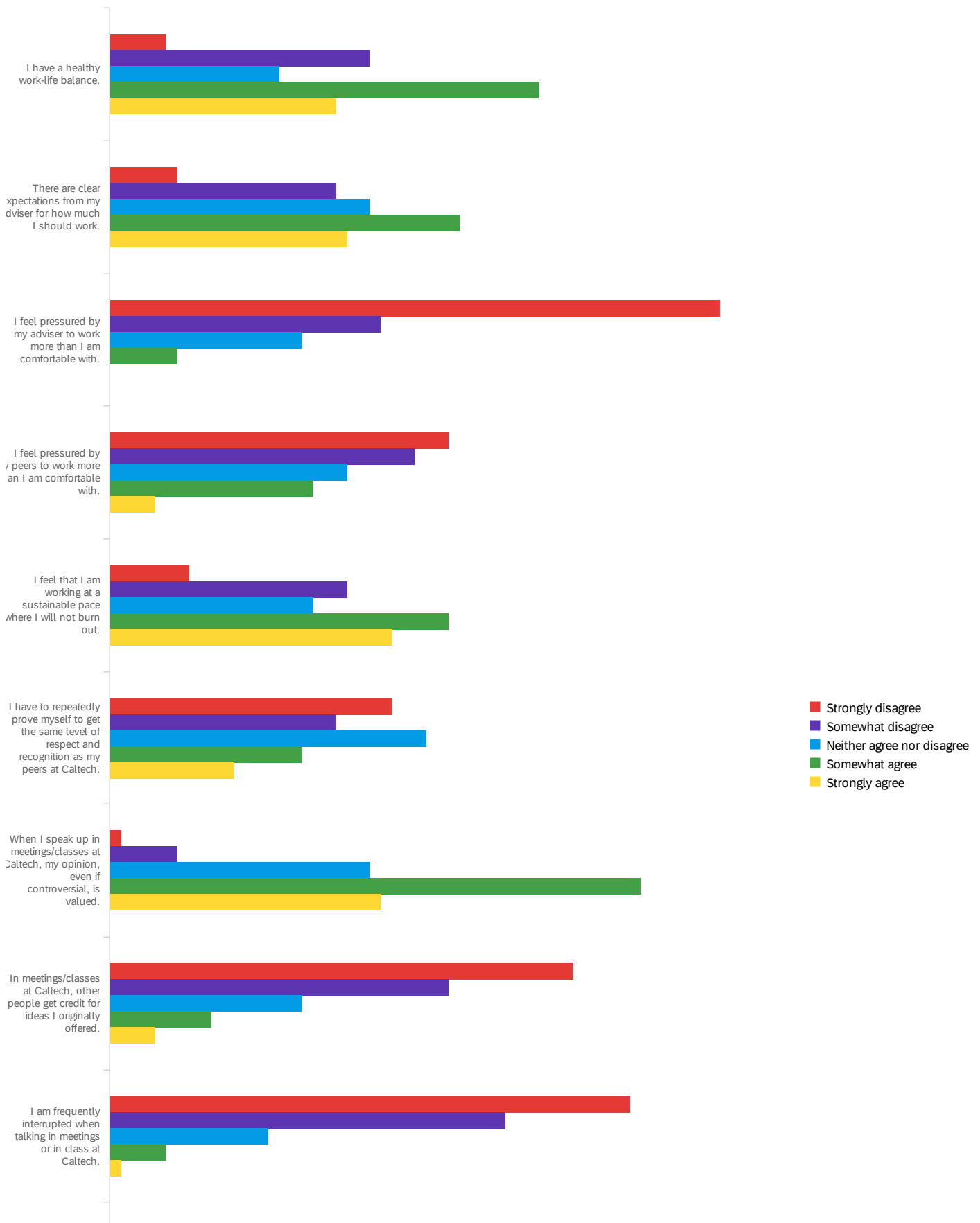
#	Field	Choice Count
1	Less than 40 hours	4.95% 5
2	40 hours	13.86% 14
3	41-49 hours	34.65% 35
4	50-59 hours	22.77% 23
5	60-69 hours	15.84% 16
6	70 or more hours	7.92% 8

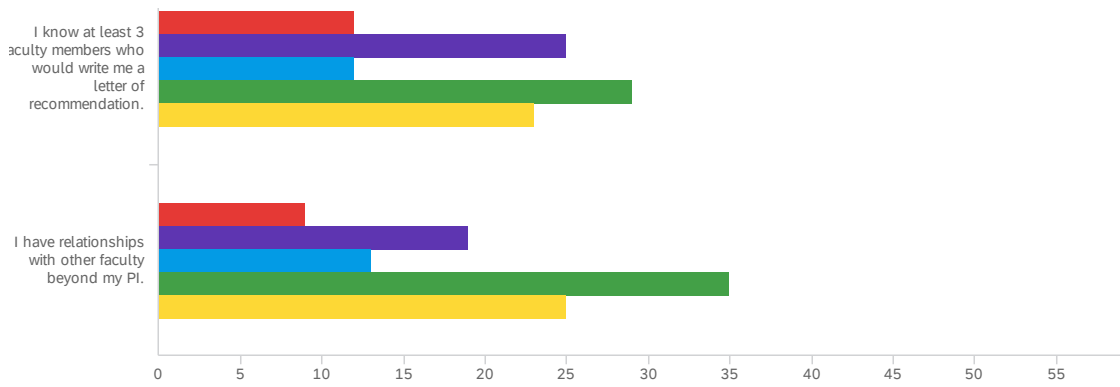
101

Showing rows 1 - 7 of 7



Q11 - Please mark your agreement on the following statements:





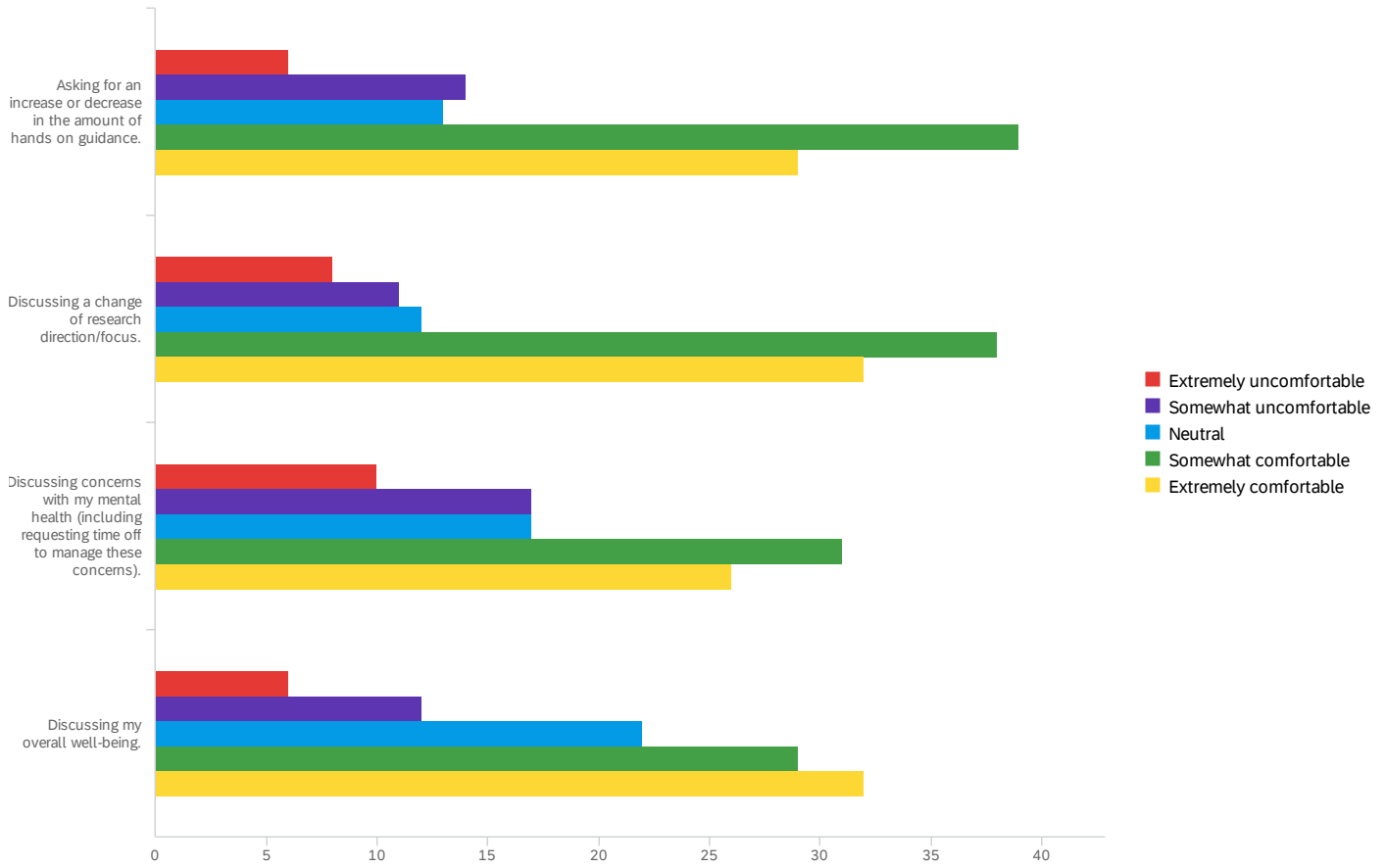
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a healthy work-life balance.	1.00	5.00	3.45	1.18	1.40	101
2	There are clear expectations from my adviser for how much I should work.	1.00	5.00	3.41	1.19	1.41	101
3	I feel pressured by my adviser to work more than I am comfortable with.	1.00	4.00	1.75	0.94	0.88	101
4	I feel pressured by my peers to work more than I am comfortable with.	1.00	5.00	2.39	1.20	1.44	100
5	I feel that I am working at a sustainable pace where I will not burn out.	1.00	5.00	3.45	1.25	1.57	101
6	I have to repeatedly prove myself to get the same level of respect and recognition as my peers at Caltech.	1.00	5.00	2.69	1.30	1.70	101
7	When I speak up in meetings/classes at Caltech, my opinion, even if controversial, is valued.	1.00	5.00	3.86	0.88	0.77	101
8	In meetings/classes at Caltech, other people get credit for ideas I originally offered.	1.00	5.00	2.06	1.13	1.28	101
9	I am frequently interrupted when talking in meetings or in class at Caltech.	1.00	5.00	1.81	0.92	0.85	101
10	I know at least 3 faculty members who would write me a letter of recommendation.	1.00	5.00	3.26	1.36	1.85	101
11	I have relationships with other faculty beyond my PI.	1.00	5.00	3.48	1.29	1.66	101

#	Field	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Total
1	I have a healthy work-life balance.	4.95% 5	22.77% 23	14.85% 15	37.62% 38	19.80% 20	101

#	Field	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Total
2	There are clear expectations from my adviser for how much I should work.	5.94% 6	19.80% 20	22.77% 23	30.69% 31	20.79% 21	101
3	I feel pressured by my adviser to work more than I am comfortable with.	53.47% 54	23.76% 24	16.83% 17	5.94% 6	0.00% 0	101
4	I feel pressured by my peers to work more than I am comfortable with.	30.00% 30	27.00% 27	21.00% 21	18.00% 18	4.00% 4	100
5	I feel that I am working at a sustainable pace where I will not burn out.	6.93% 7	20.79% 21	17.82% 18	29.70% 30	24.75% 25	101
6	I have to repeatedly prove myself to get the same level of respect and recognition as my peers at Caltech.	24.75% 25	19.80% 20	27.72% 28	16.83% 17	10.89% 11	101
7	When I speak up in meetings/classes at Caltech, my opinion, even if controversial, is valued.	0.99% 1	5.94% 6	22.77% 23	46.53% 47	23.76% 24	101
8	In meetings/classes at Caltech, other people get credit for ideas I originally offered.	40.59% 41	29.70% 30	16.83% 17	8.91% 9	3.96% 4	101
9	I am frequently interrupted when talking in meetings or in class at Caltech.	45.54% 46	34.65% 35	13.86% 14	4.95% 5	0.99% 1	101
10	I know at least 3 faculty members who would write me a letter of recommendation.	11.88% 12	24.75% 25	11.88% 12	28.71% 29	22.77% 23	101
11	I have relationships with other faculty beyond my PI.	8.91% 9	18.81% 19	12.87% 13	34.65% 35	24.75% 25	101

Showing rows 1 - 11 of 11

# Q12 - In general, how comfortable are you bringing up the following topics with your adviser?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Asking for an increase or decrease in the amount of hands on guidance.	1.00	5.00	3.70	1.19	1.42	101
2	Discussing a change of research direction/focus.	1.00	5.00	3.74	1.23	1.52	101
3	Discussing concerns with my mental health (including requesting time off to manage these concerns).	1.00	5.00	3.46	1.30	1.69	101
4	Discussing my overall well-being.	1.00	5.00	3.68	1.20	1.44	101

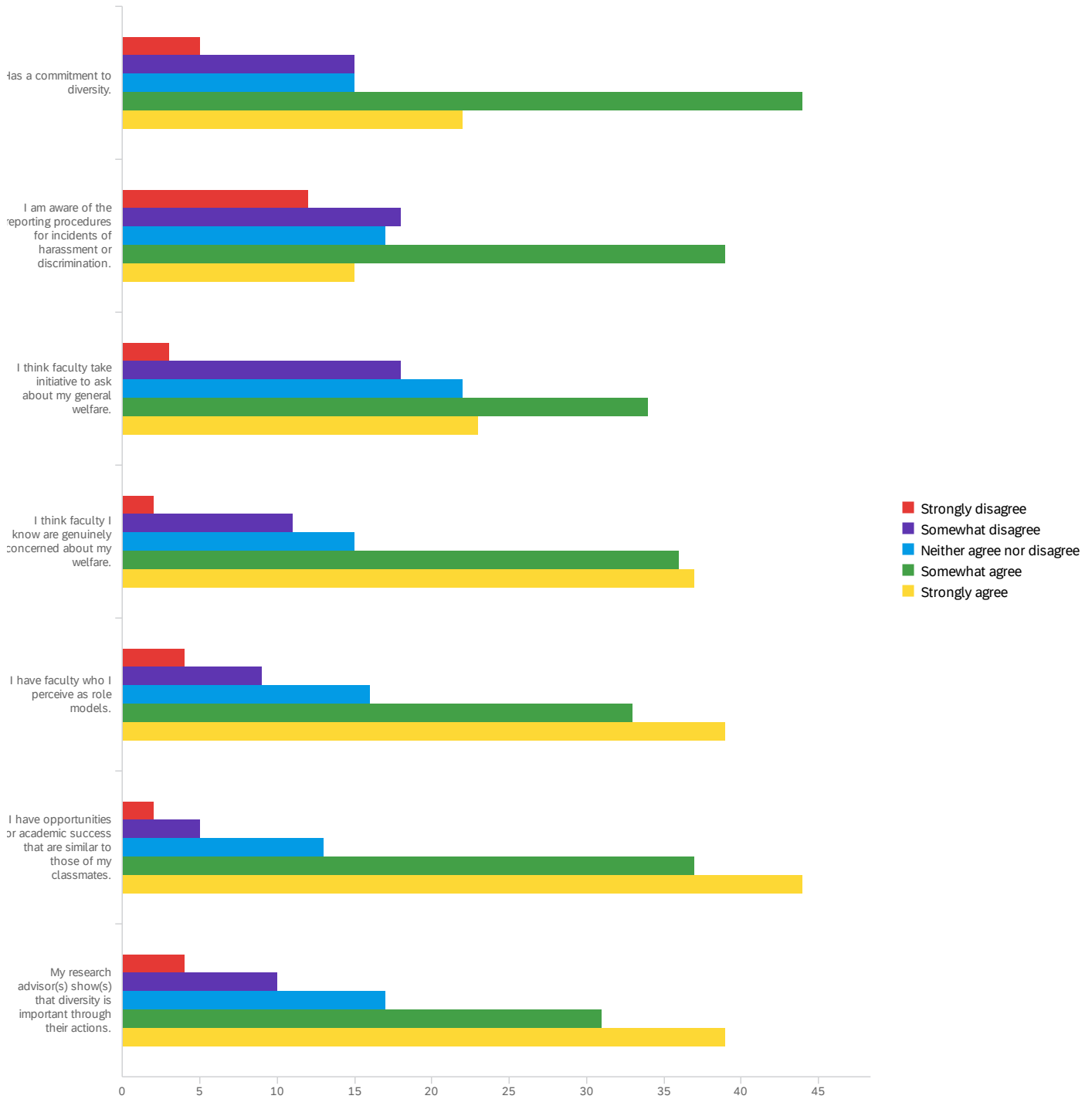
#	Field	Extremely uncomfortable	Somewhat uncomfortable	Neutral	Somewhat comfortable	Extremely comfortable	Total
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#	Field	Extremely uncomfortable	Somewhat uncomfortable	Neutral	Somewhat comfortable	Extremely comfortable	Total
1	Asking for an increase or decrease in the amount of hands on guidance.	5.94% 6	13.86% 14	12.87% 13	38.61% 39	28.71% 29	101
2	Discussing a change of research direction/focus.	7.92% 8	10.89% 11	11.88% 12	37.62% 38	31.68% 32	101
3	Discussing concerns with my mental health (including requesting time off to manage these concerns).	9.90% 10	16.83% 17	16.83% 17	30.69% 31	25.74% 26	101
4	Discussing my overall well-being.	5.94% 6	11.88% 12	21.78% 22	28.71% 29	31.68% 32	101

Showing rows 1 - 4 of 4

# Q13 - Please indicate the extent to which you agree or disagree with the following

statements about MCE as a department.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Has a commitment to diversity.	1.00	5.00	3.62	1.12	1.26	101

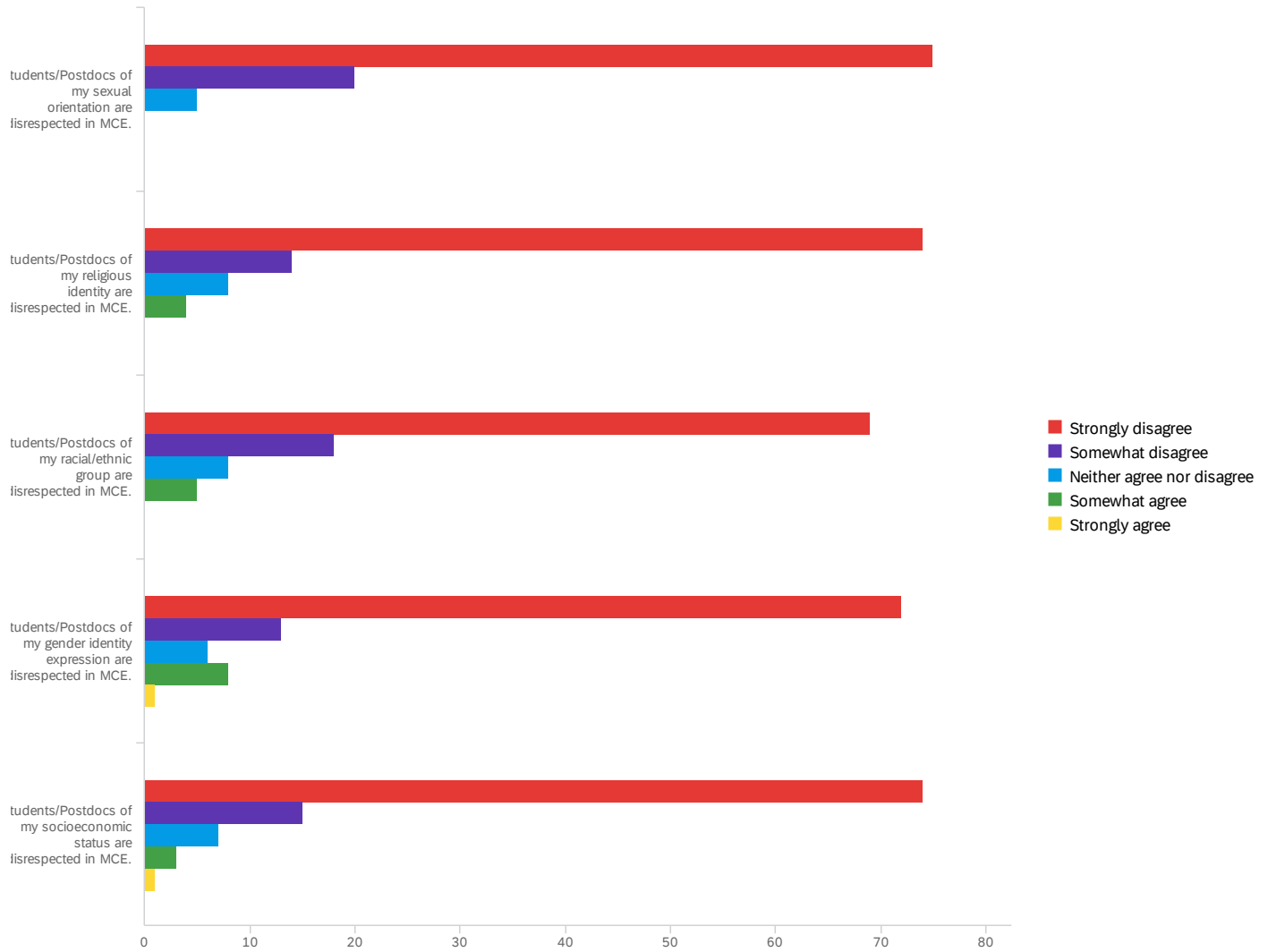
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
2	I am aware of the reporting procedures for incidents of harassment or discrimination.	1.00	5.00	3.27	1.25	1.56	101
3	I think faculty take initiative to ask about my general welfare.	1.00	5.00	3.56	1.12	1.25	100
4	I think faculty I know are genuinely concerned about my welfare.	1.00	5.00	3.94	1.06	1.13	101
5	I have faculty who I perceive as role models.	1.00	5.00	3.93	1.12	1.25	101
6	I have opportunities for academic success that are similar to those of my classmates.	1.00	5.00	4.15	0.96	0.92	101
7	My research advisor(s) show(s) that diversity is important through their actions.	1.00	5.00	3.90	1.14	1.30	101

#	Field	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
1	Has a commitment to diversity.	4.95%	5	14.85%	15	14.85%	15	43.56%	44	21.78%	22	101
2	I am aware of the reporting procedures for incidents of harassment or discrimination.	11.88%	12	17.82%	18	16.83%	17	38.61%	39	14.85%	15	101
3	I think faculty take initiative to ask about my general welfare.	3.00%	3	18.00%	18	22.00%	22	34.00%	34	23.00%	23	100
4	I think faculty I know are genuinely concerned about my welfare.	1.98%	2	10.89%	11	14.85%	15	35.64%	36	36.63%	37	101
5	I have faculty who I perceive as role models.	3.96%	4	8.91%	9	15.84%	16	32.67%	33	38.61%	39	101
6	I have opportunities for academic success that are similar to those of my classmates.	1.98%	2	4.95%	5	12.87%	13	36.63%	37	43.56%	44	101
7	My research advisor(s) show(s) that diversity is important through their actions.	3.96%	4	9.90%	10	16.83%	17	30.69%	31	38.61%	39	101

Showing rows 1 - 7 of 7

Q55 - Please indicate the extent to which you agree or disagree with the following

statements about MCE as a department.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Students/Postdocs of my sexual orientation are disrespected in MCE.	1.00	3.00	1.30	0.56	0.31	100
2	Students/Postdocs of my religious identity are disrespected in MCE.	1.00	4.00	1.42	0.80	0.64	100
3	Students/Postdocs of my racial/ethnic group are disrespected in MCE.	1.00	4.00	1.49	0.84	0.71	100
4	Students/Postdocs of my gender identity expression are disrespected in MCE.	1.00	5.00	1.53	0.98	0.97	100



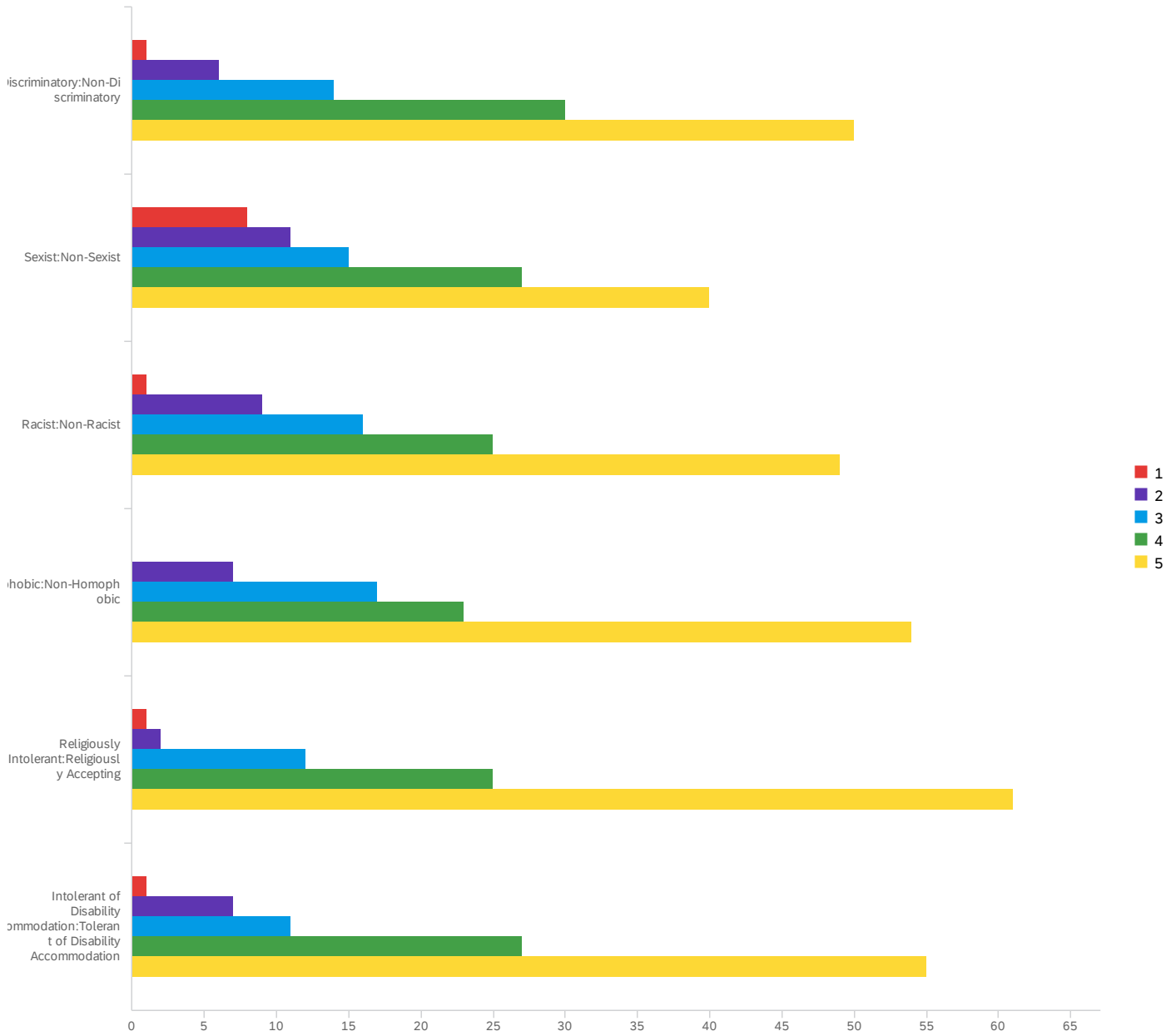
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Students/Postdocs of my socioeconomic status are disrespected in MCE.	1.00	5.00	1.42	0.83	0.68	100

#	Field	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
1	Students/Postdocs of my sexual orientation are disrespected in MCE.	75.00%	75	20.00%	20	5.00%	5	0.00%	0	0.00%	0	100
2	Students/Postdocs of my religious identity are disrespected in MCE.	74.00%	74	14.00%	14	8.00%	8	4.00%	4	0.00%	0	100
3	Students/Postdocs of my racial/ethnic group are disrespected in MCE.	69.00%	69	18.00%	18	8.00%	8	5.00%	5	0.00%	0	100
4	Students/Postdocs of my gender identity expression are disrespected in MCE.	72.00%	72	13.00%	13	6.00%	6	8.00%	8	1.00%	1	100
5	Students/Postdocs of my socioeconomic status are disrespected in MCE.	74.00%	74	15.00%	15	7.00%	7	3.00%	3	1.00%	1	100

Showing rows 1 - 5 of 5

Q17 - Based on your experiences and observations, please rate the climate in the

department for students using the following dimensions:



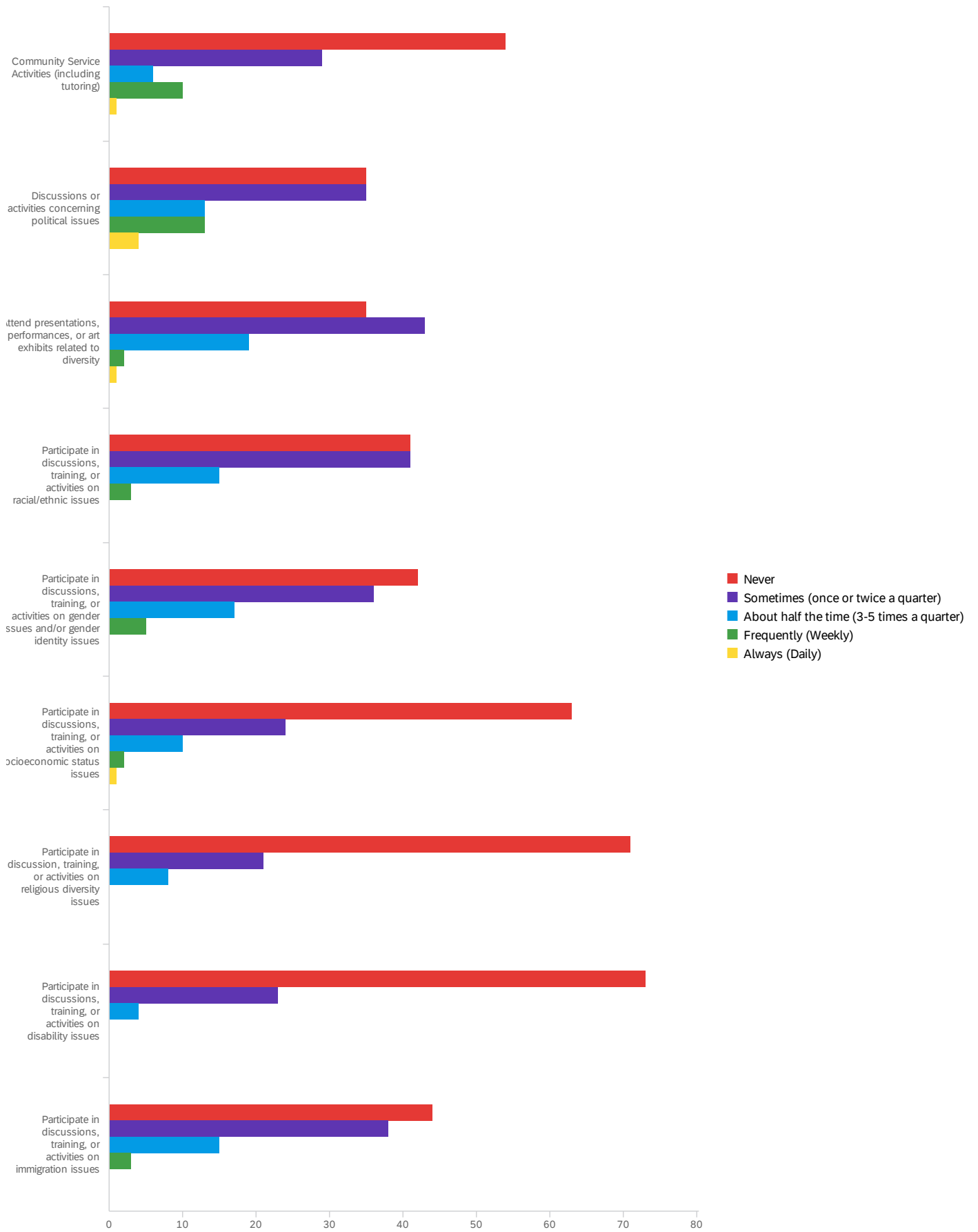
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Discriminatory:Non-Discriminatory	1.00	5.00	4.21	0.96	0.92	101
2	Sexist:Non-Sexist	1.00	5.00	3.79	1.28	1.65	101
3	Racist:Non-Racist	1.00	5.00	4.12	1.04	1.09	100

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
4	Homophobic:Non-Homophobic	2.00	5.00	4.23	0.96	0.93	101
5	Religiously Intolerant:Religiously Accepting	1.00	5.00	4.42	0.85	0.72	101
6	Intolerant of Disability Accommodation:Tolerant of Disability Accommodation	1.00	5.00	4.27	0.97	0.95	101

#	Field	1	2	3	4	5	Total
1	Discriminatory:Non-Discriminatory	0.99% 1	5.94% 6	13.86% 14	29.70% 30	49.50% 50	101
2	Sexist:Non-Sexist	7.92% 8	10.89% 11	14.85% 15	26.73% 27	39.60% 40	101
3	Racist:Non-Racist	1.00% 1	9.00% 9	16.00% 16	25.00% 25	49.00% 49	100
4	Homophobic:Non-Homophobic	0.00% 0	6.93% 7	16.83% 17	22.77% 23	53.47% 54	101
5	Religiously Intolerant:Religiously Accepting	0.99% 1	1.98% 2	11.88% 12	24.75% 25	60.40% 61	101
6	Intolerant of Disability Accommodation:Tolerant of Disability Accommodation	0.99% 1	6.93% 7	10.89% 11	26.73% 27	54.46% 55	101

Showing rows 1 - 6 of 6

Q14 - How often do you participate in the following in a given academic year:

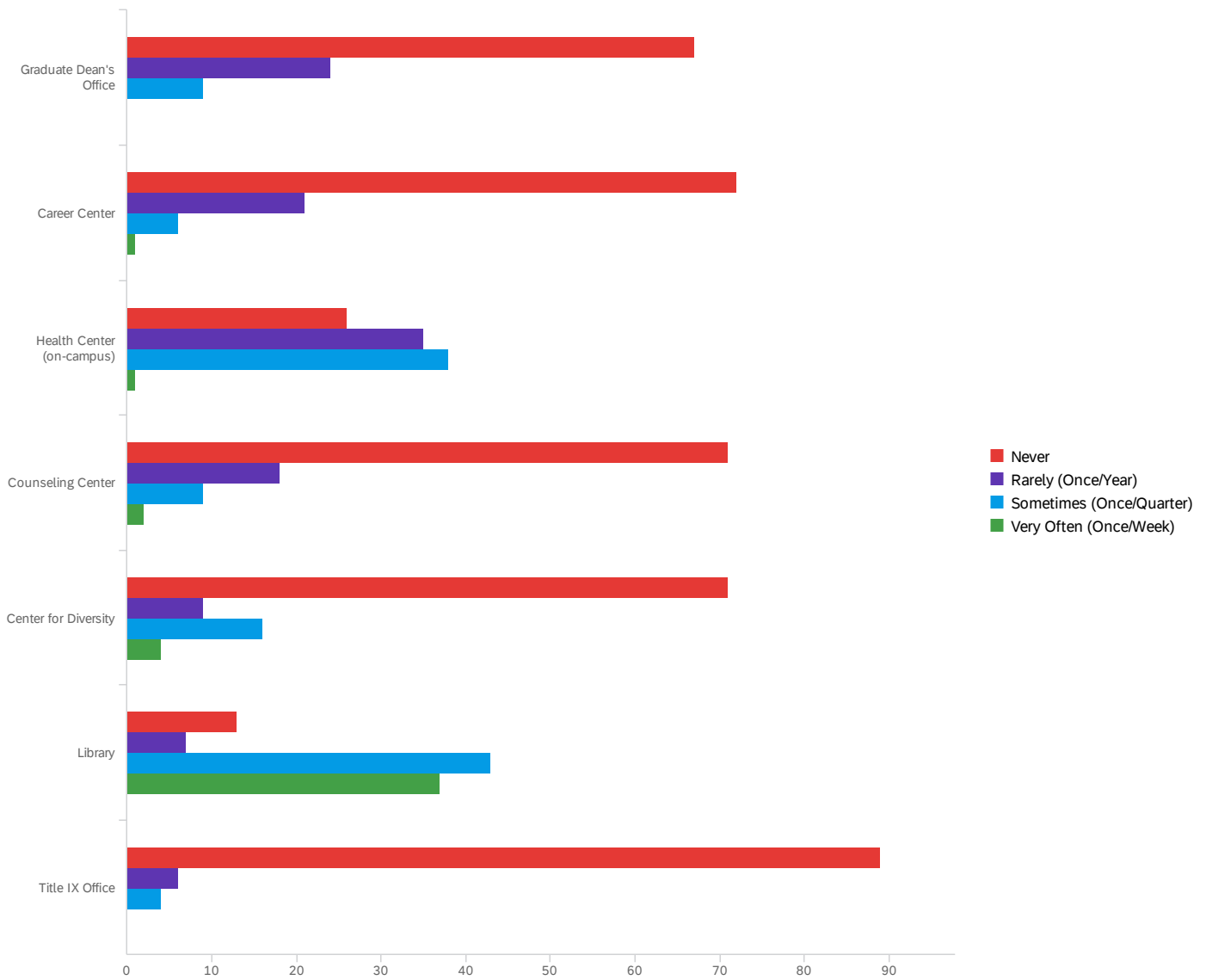


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Community Service Activities (including tutoring)	1.00	5.00	1.75	1.01	1.03	100
2	Discussions or activities concerning political issues	1.00	5.00	2.16	1.16	1.33	100
3	Attend presentations, performances, or art exhibits related to diversity	1.00	5.00	1.91	0.84	0.70	100
4	Participate in discussions, training, or activities on racial/ethnic issues	1.00	4.00	1.80	0.80	0.64	100
5	Participate in discussions, training, or activities on gender issues and/or gender identity issues	1.00	4.00	1.85	0.88	0.77	100
6	Participate in discussions, training, or activities on socioeconomic status issues	1.00	5.00	1.54	0.83	0.69	100
7	Participate in discussion, training, or activities on religious diversity issues	1.00	3.00	1.37	0.63	0.39	100
8	Participate in discussions, training, or activities on disability issues	1.00	3.00	1.31	0.54	0.29	100
9	Participate in discussions, training, or activities on immigration issues	1.00	4.00	1.77	0.81	0.66	100

#	Field	Never		Sometimes (once or twice a quarter)		About half the time (3-5 times a quarter)		Frequently (Weekly)		Always (Daily)		Total
1	Community Service Activities (including tutoring)	54.00%	54	29.00%	29	6.00%	6	10.00%	10	1.00%	1	100
2	Discussions or activities concerning political issues	35.00%	35	35.00%	35	13.00%	13	13.00%	13	4.00%	4	100
3	Attend presentations, performances, or art exhibits related to diversity	35.00%	35	43.00%	43	19.00%	19	2.00%	2	1.00%	1	100
4	Participate in discussions, training, or activities on racial/ethnic issues	41.00%	41	41.00%	41	15.00%	15	3.00%	3	0.00%	0	100
5	Participate in discussions, training, or activities on gender issues and/or gender identity issues	42.00%	42	36.00%	36	17.00%	17	5.00%	5	0.00%	0	100
6	Participate in discussions, training, or activities on socioeconomic status issues	63.00%	63	24.00%	24	10.00%	10	2.00%	2	1.00%	1	100
7	Participate in discussion, training, or activities on religious diversity issues	71.00%	71	21.00%	21	8.00%	8	0.00%	0	0.00%	0	100
8	Participate in discussions, training, or activities on disability issues	73.00%	73	23.00%	23	4.00%	4	0.00%	0	0.00%	0	100
9	Participate in discussions, training, or activities on immigration issues	44.00%	44	38.00%	38	15.00%	15	3.00%	3	0.00%	0	100

Showing rows 1 - 9 of 9

## Q44 - How often have you used these specific campus resources?



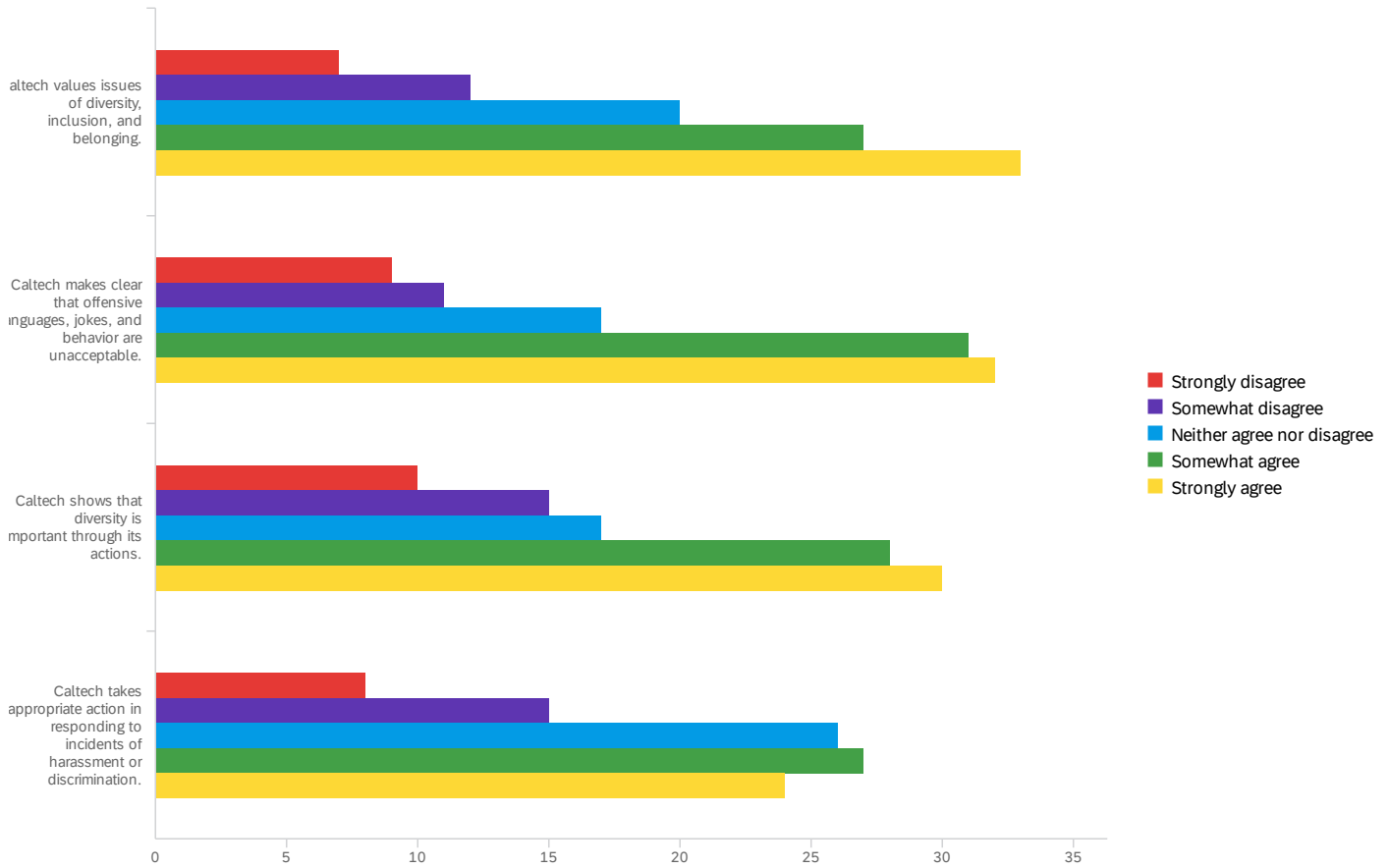
#	Field	Never	Rarely (Once/Year)	Sometimes (Once/Quarter)	Very Often (Once/Week)	Total
1	Graduate Dean's Office	67.00% 67	24.00% 24	9.00% 9	0.00% 0	100
2	Career Center	72.00% 72	21.00% 21	6.00% 6	1.00% 1	100
3	Health Center (on-campus)	26.00% 26	35.00% 35	38.00% 38	1.00% 1	100
4	Counseling Center	71.00% 71	18.00% 18	9.00% 9	2.00% 2	100
5	Center for Diversity	71.00% 71	9.00% 9	16.00% 16	4.00% 4	100
6	Library	13.00% 13	7.00% 7	43.00% 43	37.00% 37	100
7	Title IX Office	89.90% 89	6.06% 6	4.04% 4	0.00% 0	99

Showing rows 1 - 7 of 7



# Q15 - Please state your agreement with the following statements about Caltech as an

institution:



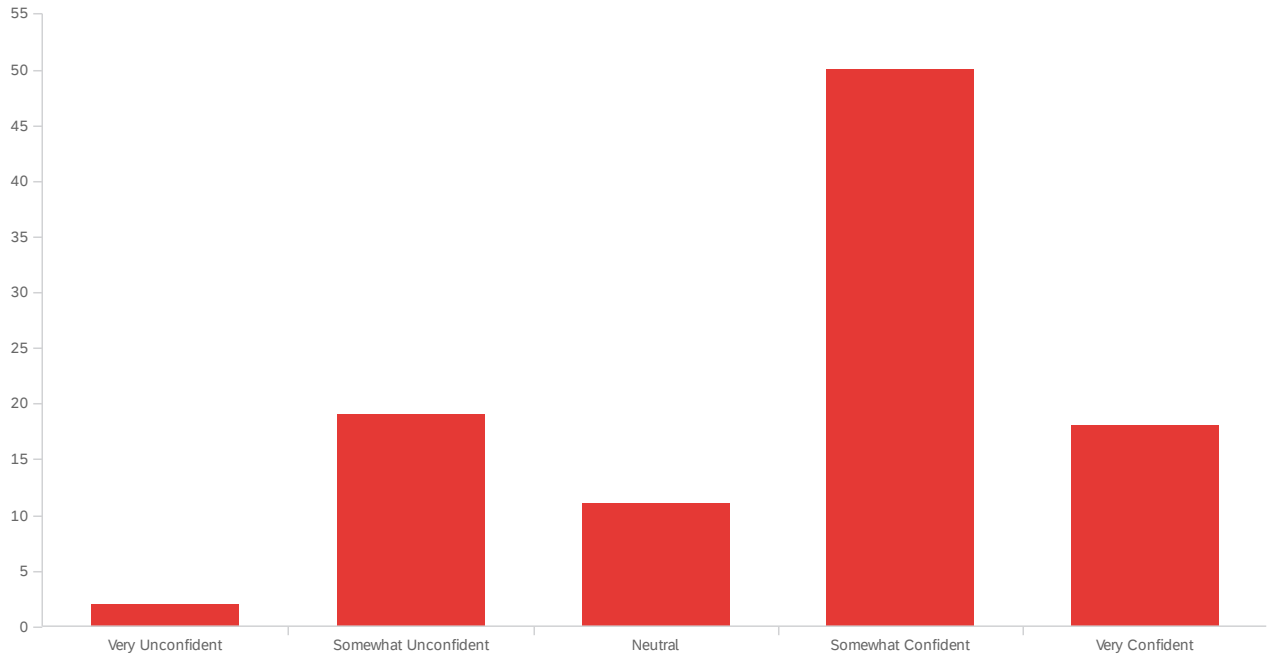
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Caltech values issues of diversity, inclusion, and belonging.	1.00	5.00	3.68	1.25	1.55	99
2	Caltech makes clear that offensive languages, jokes, and behavior are unacceptable.	1.00	5.00	3.66	1.27	1.62	100
3	Caltech shows that diversity is important through its actions.	1.00	5.00	3.53	1.32	1.75	100
4	Caltech takes appropriate action in responding to incidents of harassment or discrimination.	1.00	5.00	3.44	1.23	1.51	100

#	Field	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Total
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#	Field	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Total
1	Caltech values issues of diversity, inclusion, and belonging.	7.07% 7	12.12% 12	20.20% 20	27.27% 27	33.33% 33	99
2	Caltech makes clear that offensive languages, jokes, and behavior are unacceptable.	9.00% 9	11.00% 11	17.00% 17	31.00% 31	32.00% 32	100
3	Caltech shows that diversity is important through its actions.	10.00% 10	15.00% 15	17.00% 17	28.00% 28	30.00% 30	100
4	Caltech takes appropriate action in responding to incidents of harassment or discrimination.	8.00% 8	15.00% 15	26.00% 26	27.00% 27	24.00% 24	100

Showing rows 1 - 4 of 4

Q18 - How confident are you that you have the tools to respond effectively if you witness hostile, harassing, or intimidating behaviors?

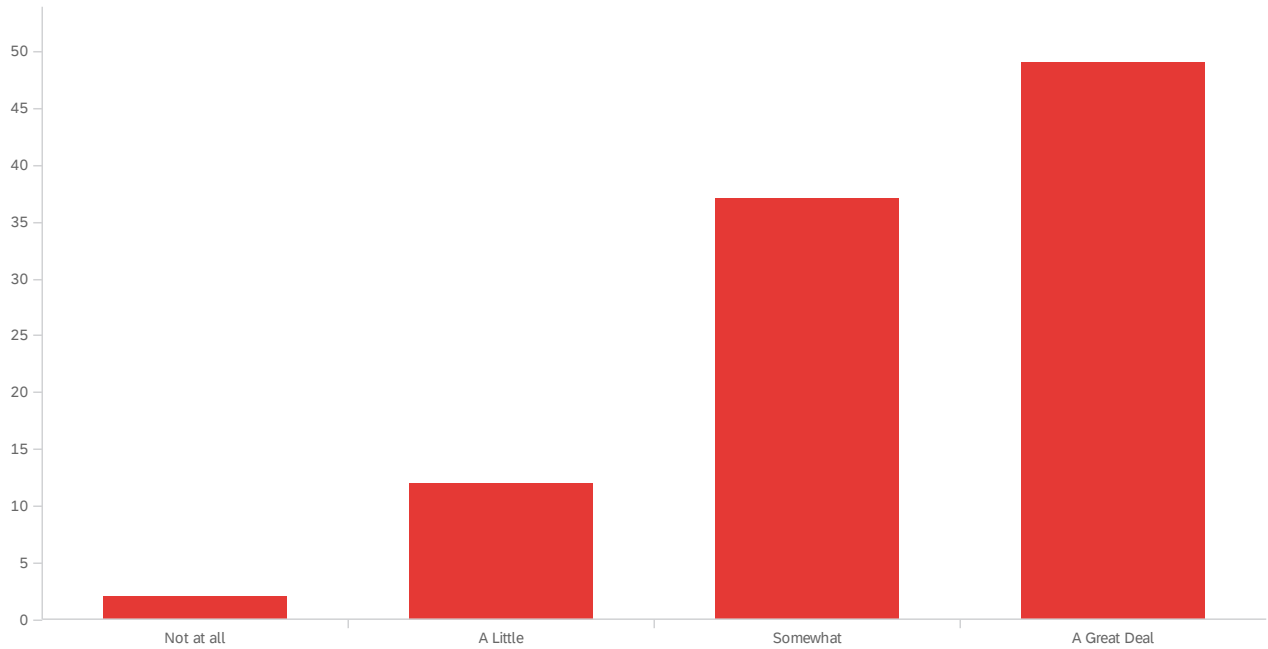


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How confident are you that you have the tools to respond effectively if you witness hostile, harassing, or intimidating behaviors?	1.00	5.00	3.63	1.05	1.09	100

#	Field	Choice Count
1	Very Unconfident	2.00% 2
2	Somewhat Unconfident	19.00% 19
3	Neutral	11.00% 11
4	Somewhat Confident	50.00% 50
5	Very Confident	18.00% 18
		100

Showing rows 1 - 6 of 6

Q19 - To what extent do you try personally to create a welcoming environment for others  
in your office/classes/lab?

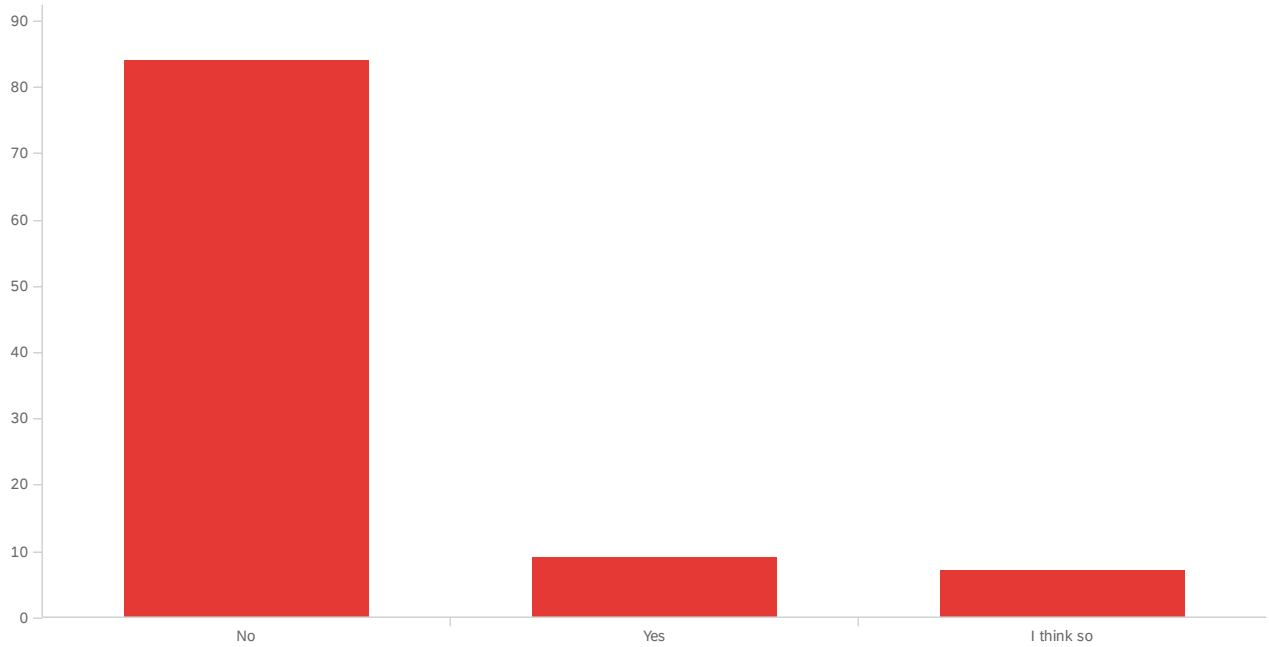


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what extent do you try personally to create a welcoming environment for others in your office/classes/lab?	1.00	4.00	3.33	0.76	0.58	100

#	Field	Choice Count
1	Not at all	2.00% 2
2	A Little	12.00% 12
3	Somewhat	37.00% 37
4	A Great Deal	49.00% 49
		100

Showing rows 1 - 5 of 5

Q21 - Using the definitions above, have you experienced discrimination or harassment during your time at Caltech?

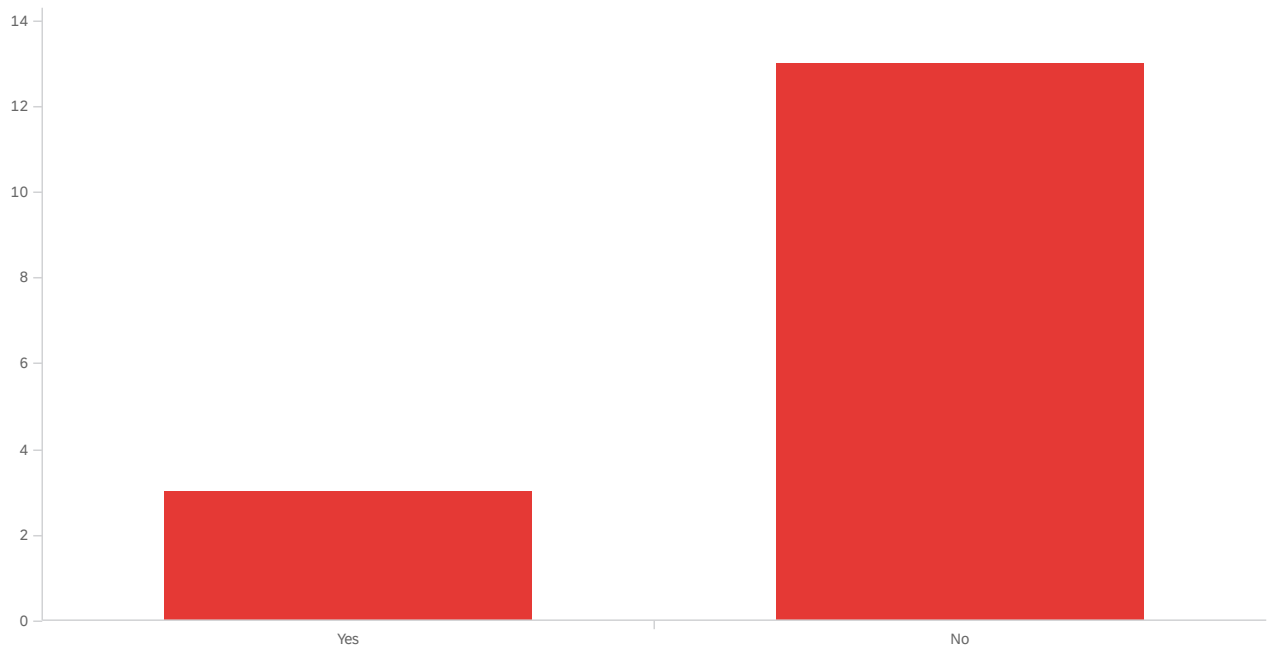


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Using the definitions above, have you experienced discrimination or harassment during your time at Caltech?	1.00	3.00	1.23	0.56	0.32	100

#	Field	Choice Count
1	No	84.00% 84
2	Yes	9.00% 9
3	I think so	7.00% 7
		100

Showing rows 1 - 4 of 4

## Q32 - Did you report the incident(s)?



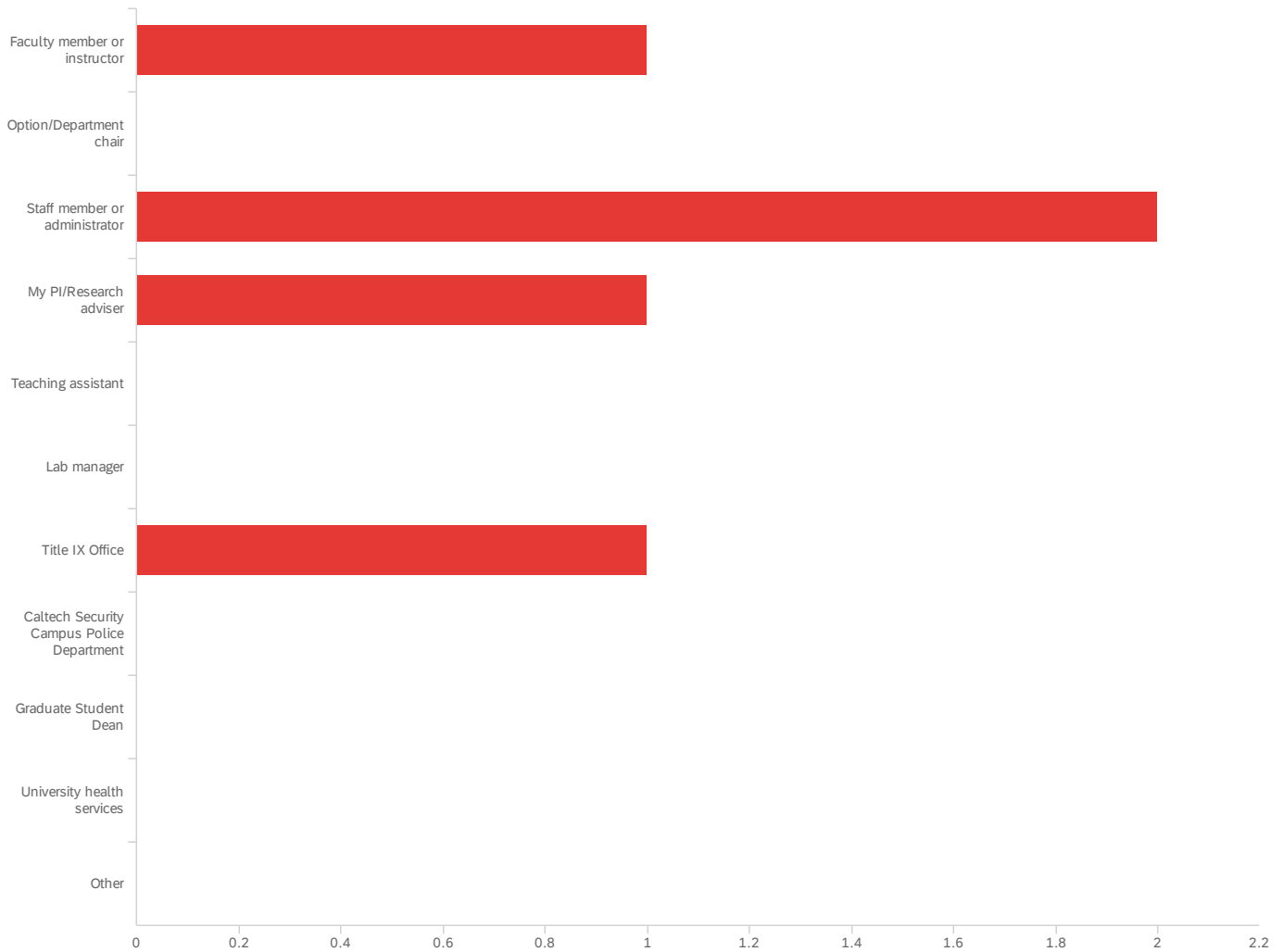
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Did you report the incident(s)?	1.00	2.00	1.81	0.39	0.15	16

#	Field	Choice Count
1	Yes	18.75% 3
2	No	81.25% 13

16

Showing rows 1 - 3 of 3

Q33 - Who did you report the incident to? Check all that apply.



#	Field	Choice Count
1	Faculty member or instructor	20.00% 1
2	Option/Department chair	0.00% 0
3	Staff member or administrator	40.00% 2
4	My PI/Research adviser	20.00% 1
5	Teaching assistant	0.00% 0
6	Lab manager	0.00% 0
7	Title IX Office	20.00% 1
8	Caltech Security Campus Police Department	0.00% 0
9	Graduate Student Dean	0.00% 0

#	Field	Choice Count
10	University health services	0.00% 0
11	Other	0.00% 0
		5

Showing rows 1 - 12 of 12

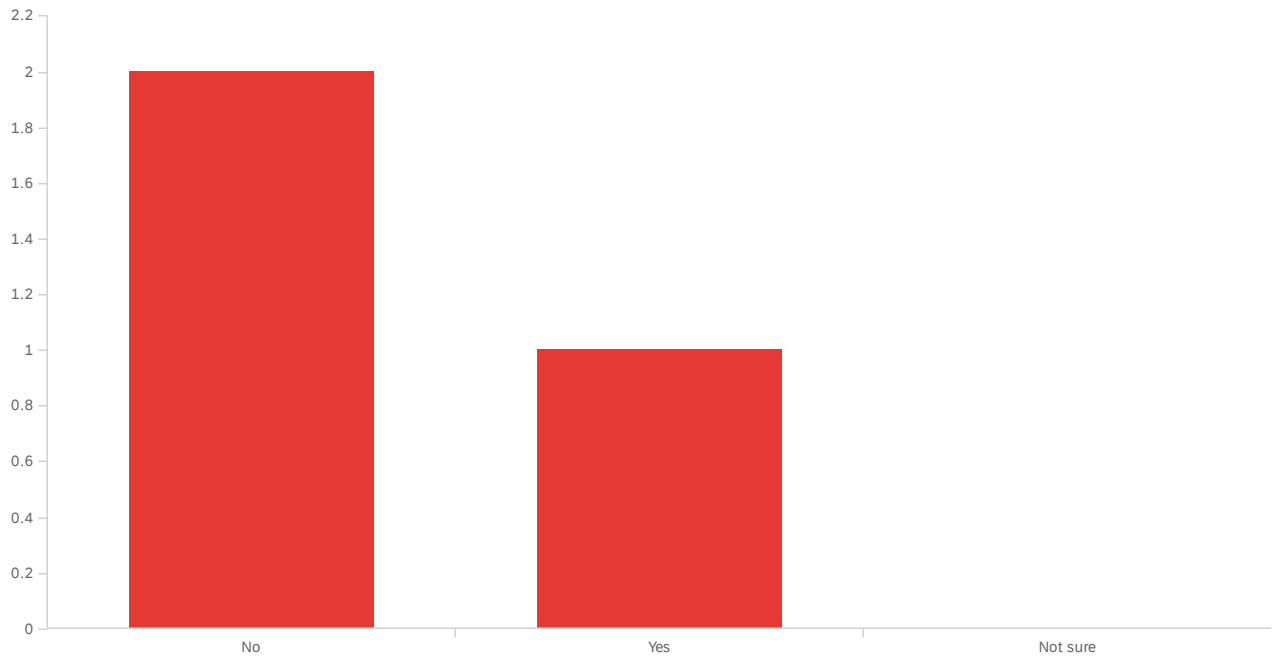
Q33\_11\_TEXT - Other

Other

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## Q48 - Was the issue resolved?

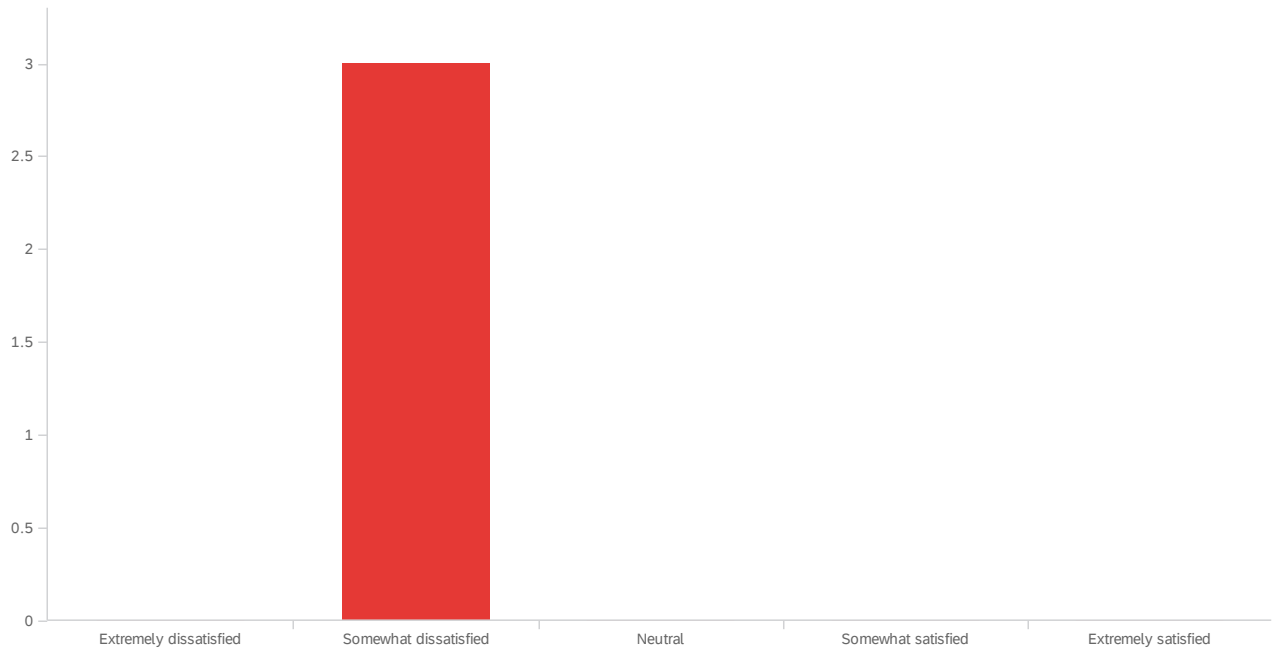


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Was the issue resolved?	1.00	2.00	1.33	0.47	0.22	3

#	Field	Choice Count
1	No	66.67% 2
2	Yes	33.33% 1
3	Not sure	0.00% 0
		3

Showing rows 1 - 4 of 4

### Q34 - How satisfied were you with how the report(s) was/were handled?

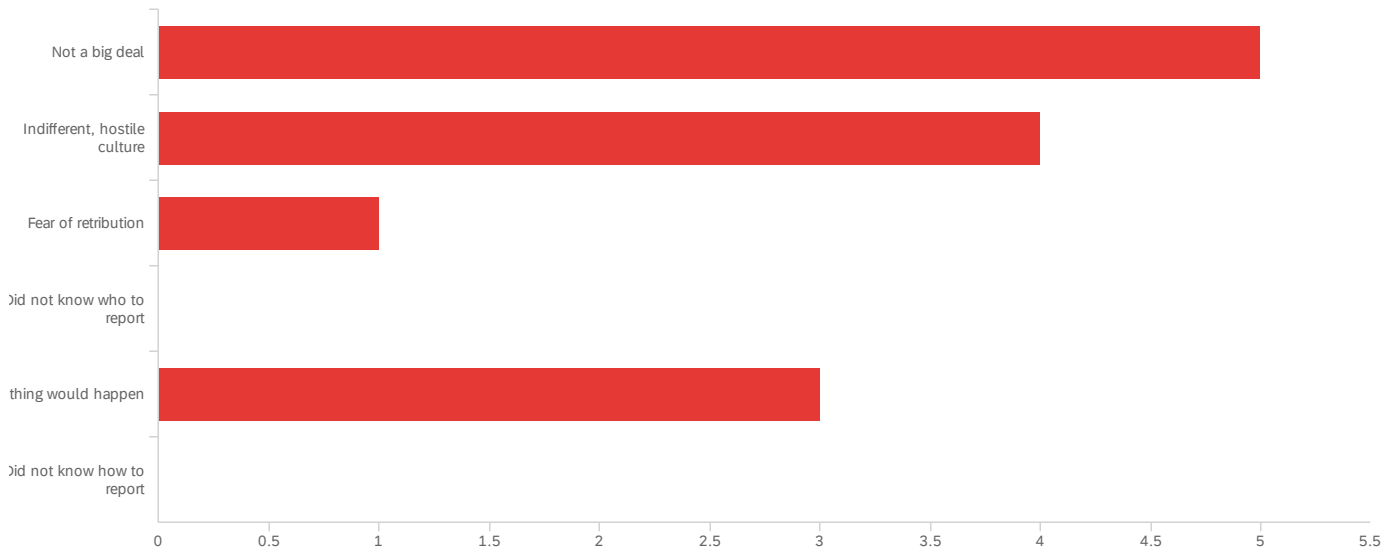


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How satisfied were you with how the report(s) was/were handled?	2.00	2.00	2.00	0.00	0.00	3

#	Field	Choice Count
1	Extremely dissatisfied	0.00% 0
2	Somewhat dissatisfied	100.00% 3
3	Neutral	0.00% 0
4	Somewhat satisfied	0.00% 0
5	Extremely satisfied	0.00% 0
		3

Showing rows 1 - 6 of 6

## Q35 - Why did you not report the incident(s)?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Why did you not report the incident(s)?	1.00	5.00	2.38	1.55	2.39	13

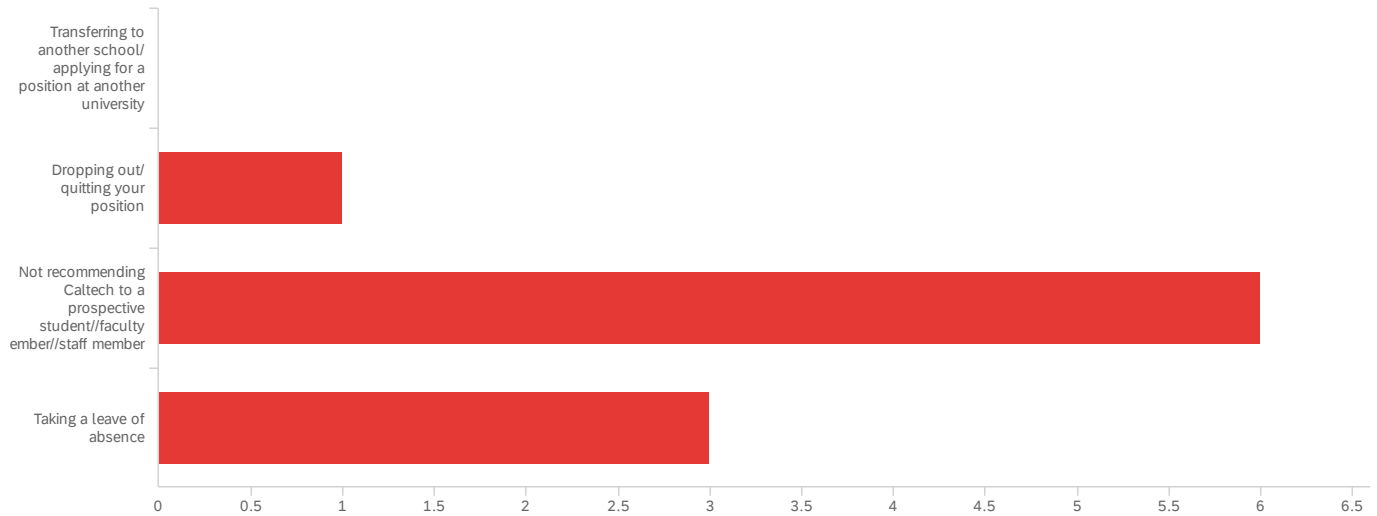
#	Field	Choice Count
1	Not a big deal	38.46% 5
2	Indifferent, hostile culture	30.77% 4
3	Fear of retribution	7.69% 1
4	Did not know who to report	0.00% 0
5	Nothing would happen	23.08% 3
6	Did not know how to report	0.00% 0

13

Showing rows 1 - 7 of 7

Q36 - Have you ever thought about doing any of the following because of your

experiences of discrimination/harassment at Caltech? Check all that apply.



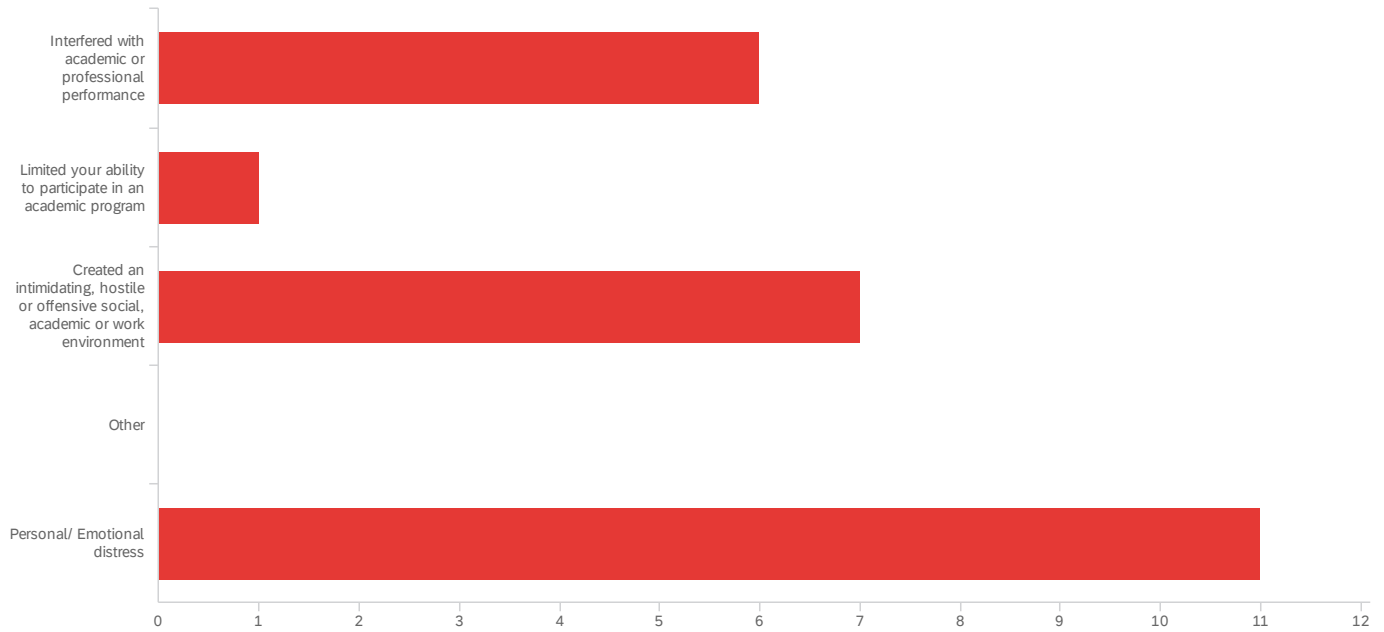
#	Field	Choice Count
1	Transferring to another school/ applying for a position at another university	0.00% 0
2	Dropping out/ quitting your position	10.00% 1
3	Not recommending Caltech to a prospective student/faculty member/staff member	60.00% 6
4	Taking a leave of absence	30.00% 3

10

Showing rows 1 - 5 of 5

## Q38 - Did (this/any of these) experience(s) affect you in any of the following ways?

Check all that apply.



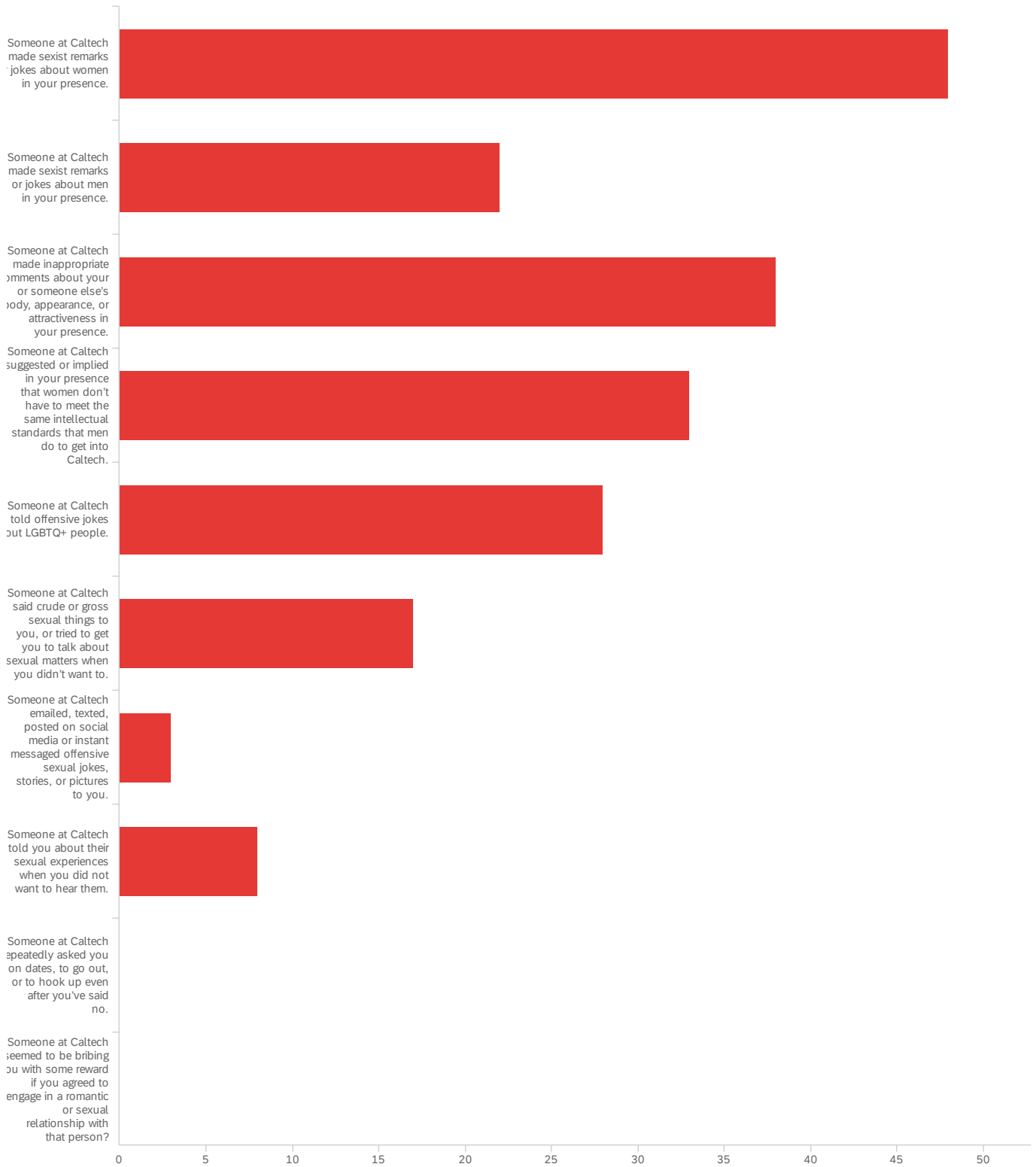
#	Field	Choice Count
1	Interfered with academic or professional performance	24.00% 6
2	Limited your ability to participate in an academic program	4.00% 1
3	Created an intimidating, hostile or offensive social, academic or work environment	28.00% 7
4	Other	0.00% 0
6	Personal/ Emotional distress	44.00% 11
		25

Showing rows 1 - 6 of 6

Q38\_4\_TEXT - Other

Other

Q22 - Have you ever witnessed or experienced the following during your time here at Caltech? Check all that apply.



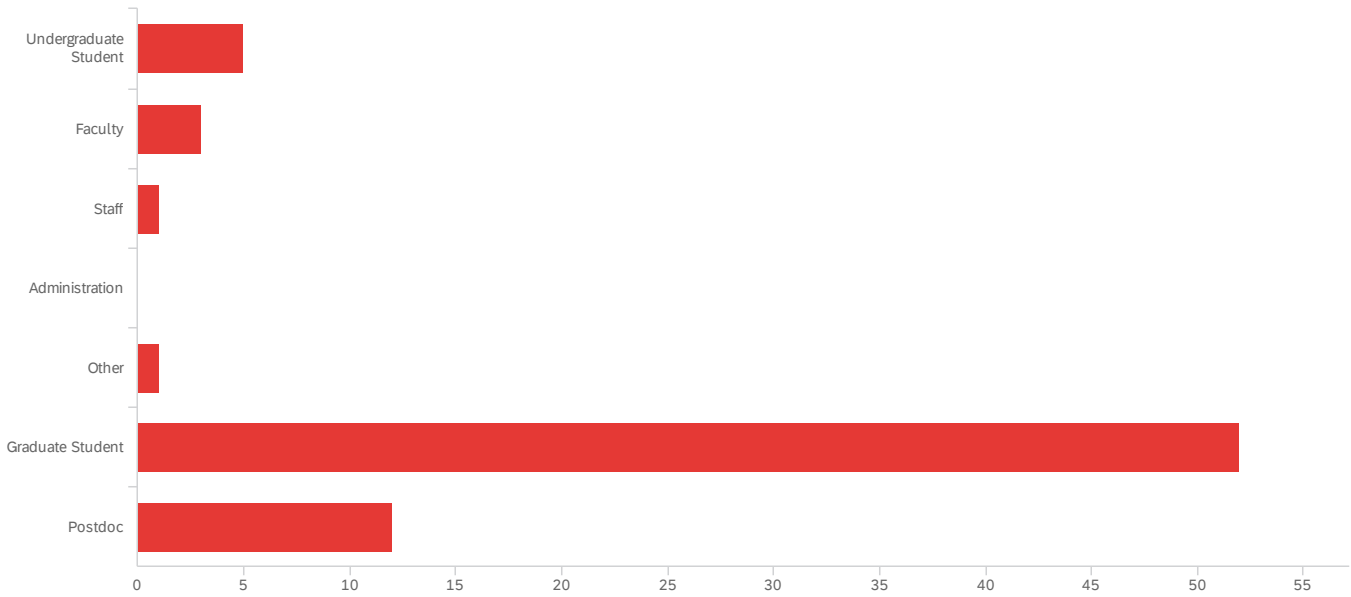
#	Field	Choice Count
1	Someone at Caltech made sexist remarks or jokes about women in your presence.	24.37% 48
2	Someone at Caltech made sexist remarks or jokes about men in your presence.	11.17% 22
3	Someone at Caltech made inappropriate comments about your or someone else's body, appearance, or attractiveness in your presence.	19.29% 38
4	Someone at Caltech suggested or implied in your presence that women don't have to meet the same intellectual standards that men do to get into Caltech.	16.75% 33
5	Someone at Caltech told offensive jokes about LGBTQ+ people.	14.21% 28
8	Someone at Caltech said crude or gross sexual things to you, or tried to get you to talk about sexual matters when you didn't want to.	8.63% 17
9	Someone at Caltech emailed, texted, posted on social media or instant messaged offensive sexual jokes, stories, or pictures to you.	1.52% 3
10	Someone at Caltech told you about their sexual experiences when you did not want to hear them.	4.06% 8
11	Someone at Caltech repeatedly asked you on dates, to go out, or to hook up even after you've said no.	0.00% 0
12	Someone at Caltech seemed to be bribing you with some reward if you agreed to engage in a romantic or sexual relationship with that person?	0.00% 0

197

Showing rows 1 - 11 of 11

Q24 - Indicate the source(s) of discrimination/harassment that you witnessed or

experienced a member of the following groups? Check all that apply.



#	Field	Choice Count
1	Undergraduate Student	6.76% 5
2	Faculty	4.05% 3
3	Staff	1.35% 1
4	Administration	0.00% 0
5	Other	1.35% 1
6	Graduate Student	70.27% 52
7	Postdoc	16.22% 12
		74

Showing rows 1 - 8 of 8

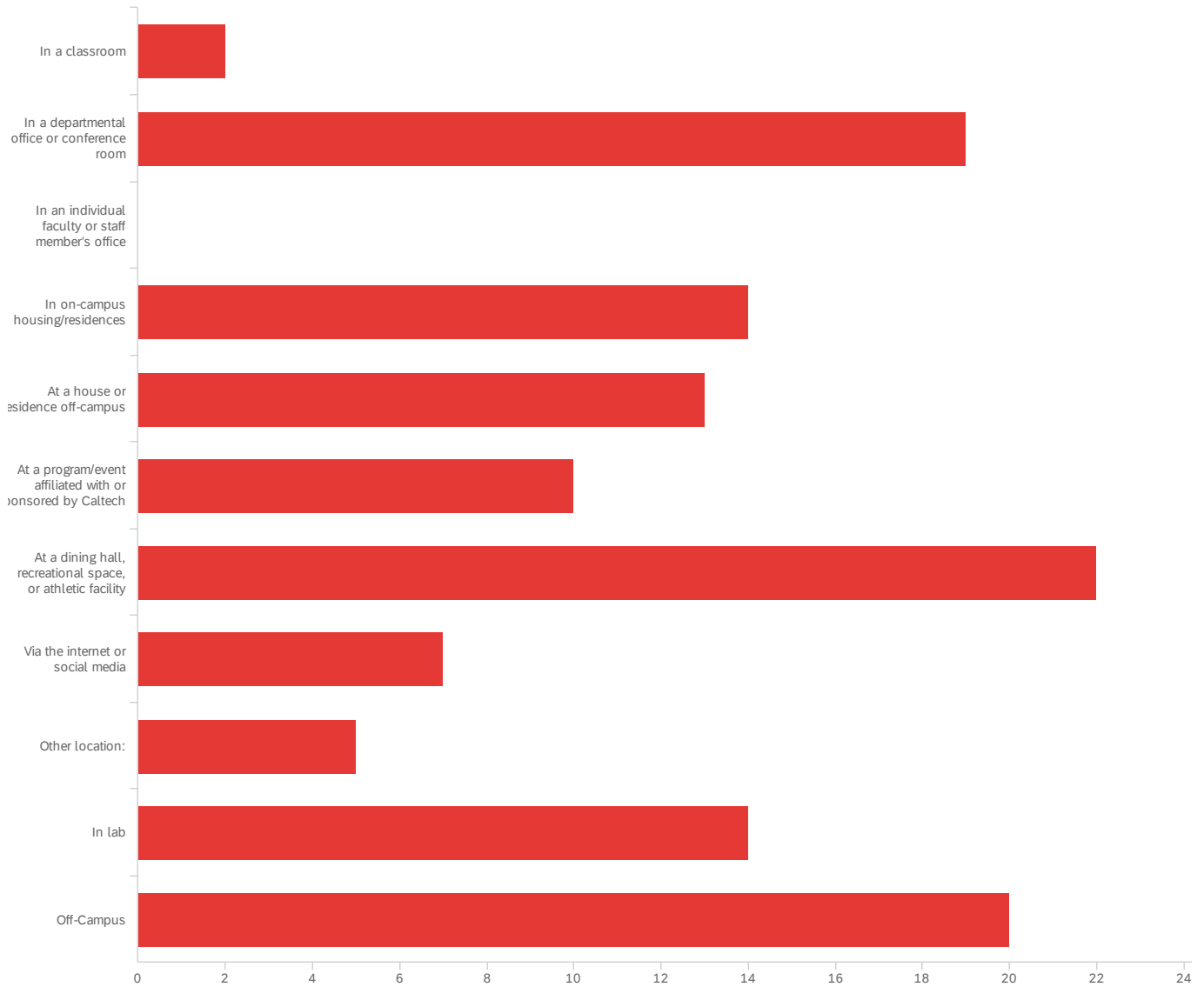
Q24\_5\_TEXT - Other

Other

Housing office



Q26 - Did any of these incidents of discrimination or harassment occur in the following location? Check all that apply.



#	Field	Choice Count
1	In a classroom	1.59% 2
2	In a departmental office or conference room	15.08% 19
3	In an individual faculty or staff member's office	0.00% 0
4	In on-campus housing/residences	11.11% 14
5	At a house or residence off-campus	10.32% 13
6	At a program/event affiliated with or sponsored by Caltech	7.94% 10

#	Field	Choice Count
7	At a dining hall, recreational space, or athletic facility	17.46% 22
8	Via the internet or social media	5.56% 7
9	Other location:	3.97% 5
10	In lab	11.11% 14
11	Off-Campus	15.87% 20
		126

Showing rows 1 - 12 of 12

Q26\_9\_TEXT - Other location:

Other location:

Common areas

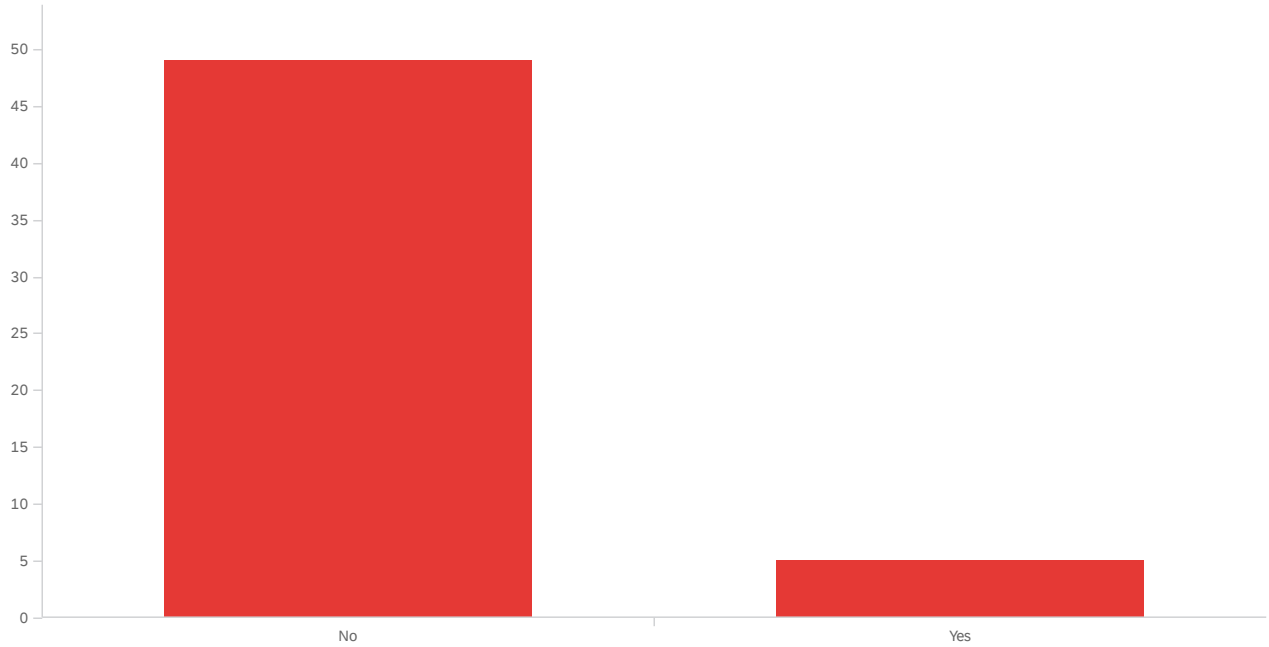
at a conference

texts

Department hallway

In a campus common space (hallway, lobby/lounge)

Q49 - Did any of these incidents of discrimination or harassment occur in the presence of a faculty member?



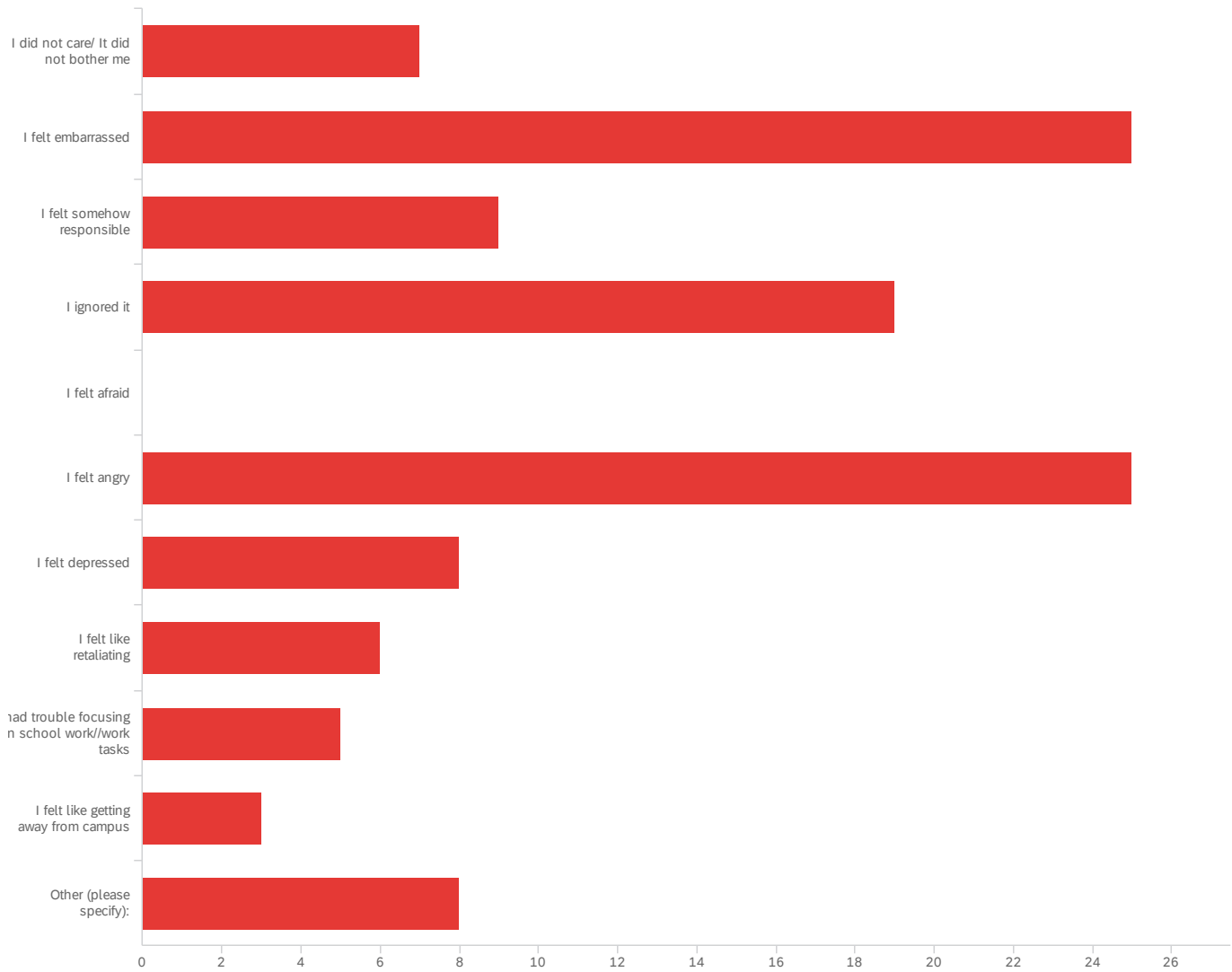
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Did any of these incidents of discrimination or harassment occur in the presence of a faculty member?	1.00	2.00	1.09	0.29	0.08	54

#	Field	Choice Count
1	No	90.74% 49
2	Yes	9.26% 5

54

Showing rows 1 - 3 of 3

Q27 - How did you FEEL after witnessing harassment. Check all that apply.



#	Field	Choice Count
1	I did not care/ It did not bother me	6.09% 7
2	I felt embarrassed	21.74% 25
3	I felt somehow responsible	7.83% 9
4	I ignored it	16.52% 19
5	I felt afraid	0.00% 0
6	I felt angry	21.74% 25
7	I felt depressed	6.96% 8
8	I felt like retaliating	5.22% 6

#	Field	Choice Count
9	I had trouble focusing on school work//work tasks	4.35% 5
10	I felt like getting away from campus	2.61% 3
11	Other (please specify):	6.96% 8
		115

Showing rows 1 - 12 of 12

Q27\_11\_TEXT - Other (please specify):

Other (please specify):

Most comments I've heard came from pain/emotional distress. I tried understanding their position and approached the situation appropriately. I'll write that I confronted the harasser in the next point, but really I just spoke with a friend about how what he/she said was incorrect.

I felt uncomfortable and unsure what to do

I felt awkward, mad, and sad.

response varies based on case

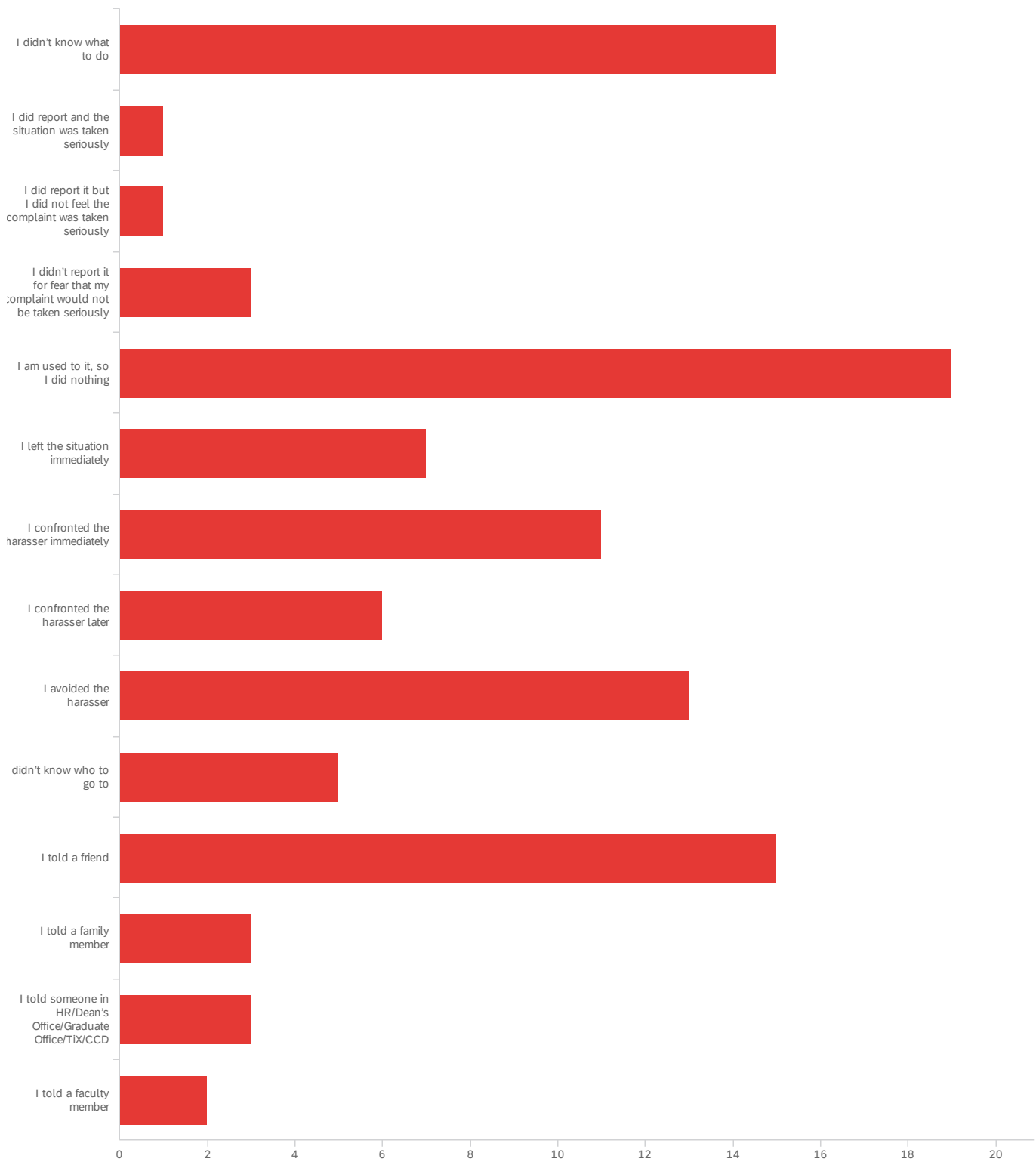
irritated

Agreed not to engage in same talk without stopping the conversation

It was a joke, so I don't think it was harassment

Disappointed in that person

Q28 - What did you DO after witnessing harassment? Check all that apply.



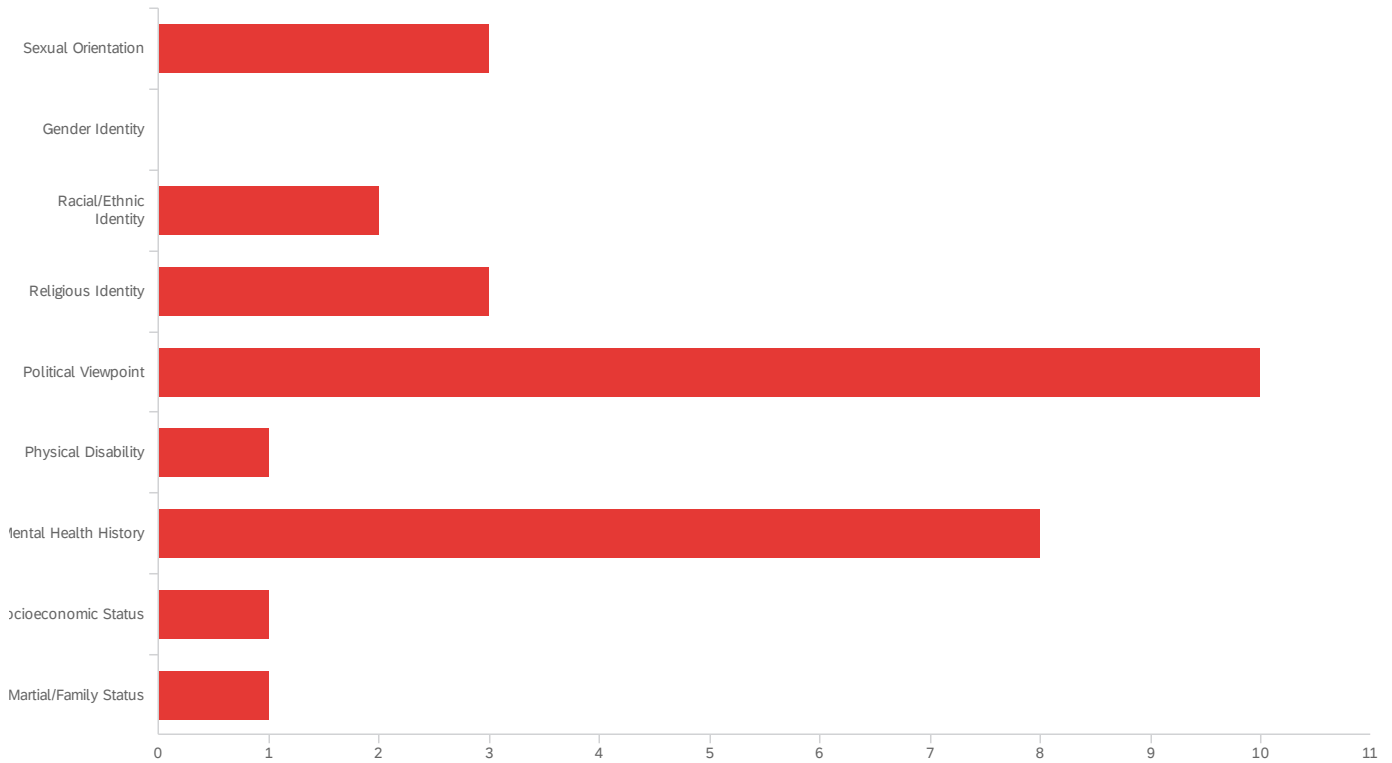
#	Field	Choice Count
1	I didn't know what to do	14.42% 15

#	Field	Choice Count
2	I did report and the situation was taken seriously	0.96% 1
3	I did report it but I did not feel the complaint was taken seriously	0.96% 1
4	I didn't report it for fear that my complaint would not be taken seriously	2.88% 3
5	I am used to it, so I did nothing	18.27% 19
6	I left the situation immediately	6.73% 7
7	I confronted the harasser immediately	10.58% 11
8	I confronted the harasser later	5.77% 6
9	I avoided the harasser	12.50% 13
10	I didn't know who to go to	4.81% 5
11	I told a friend	14.42% 15
12	I told a family member	2.88% 3
13	I told someone in HR/Dean's Office/Graduate Office/TiX/CCD	2.88% 3
14	I told a faculty member	1.92% 2

104

Showing rows 1 - 15 of 15

Q29 - What identities have you avoided disclosing or concealing to your PI due to fear of negative consequences, harassment or discrimination? Check all that apply.

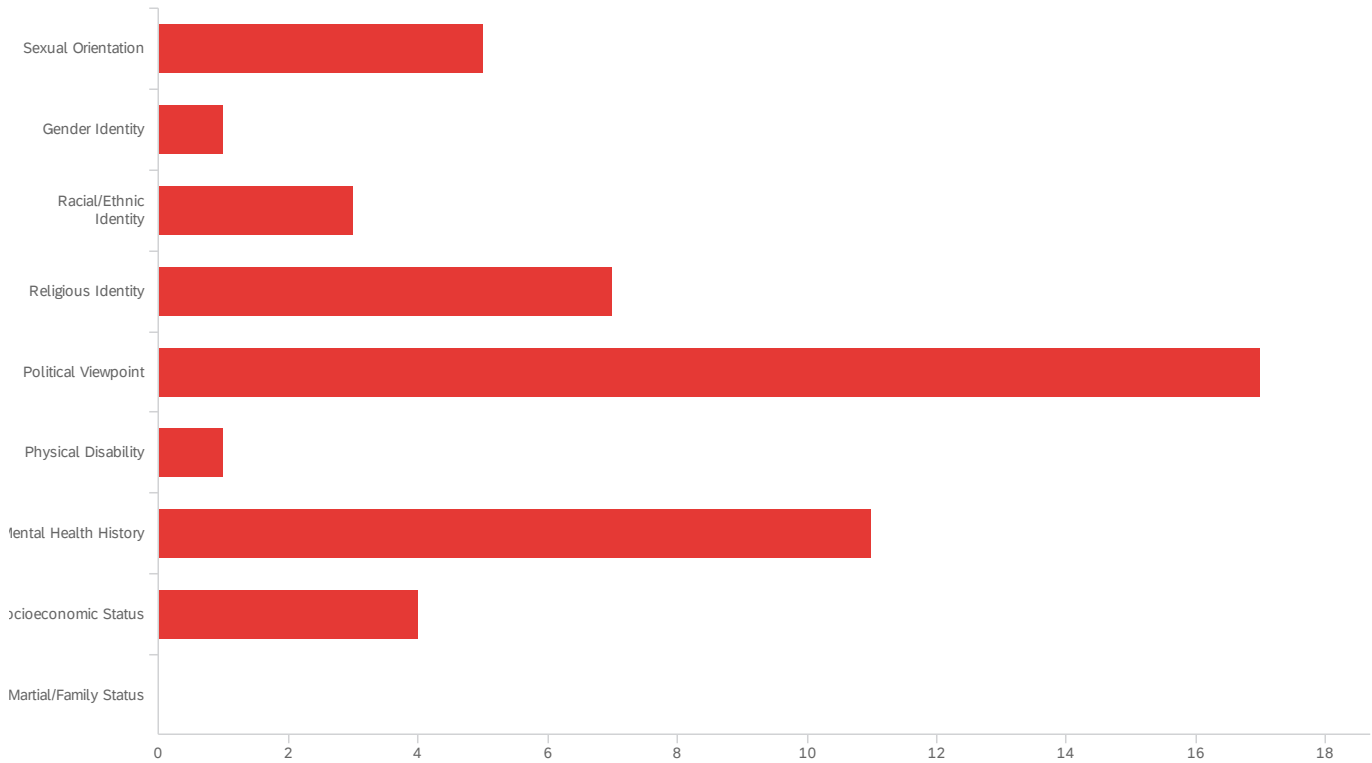


#	Field	Choice Count
1	Sexual Orientation	10.34% 3
2	Gender Identity	0.00% 0
3	Racial/Ethnic Identity	6.90% 2
4	Religious Identity	10.34% 3
5	Political Viewpoint	34.48% 10
6	Physical Disability	3.45% 1
7	Mental Health History	27.59% 8
8	Socioeconomic Status	3.45% 1
9	Marital/Family Status	3.45% 1
		29

Showing rows 1 - 10 of 10



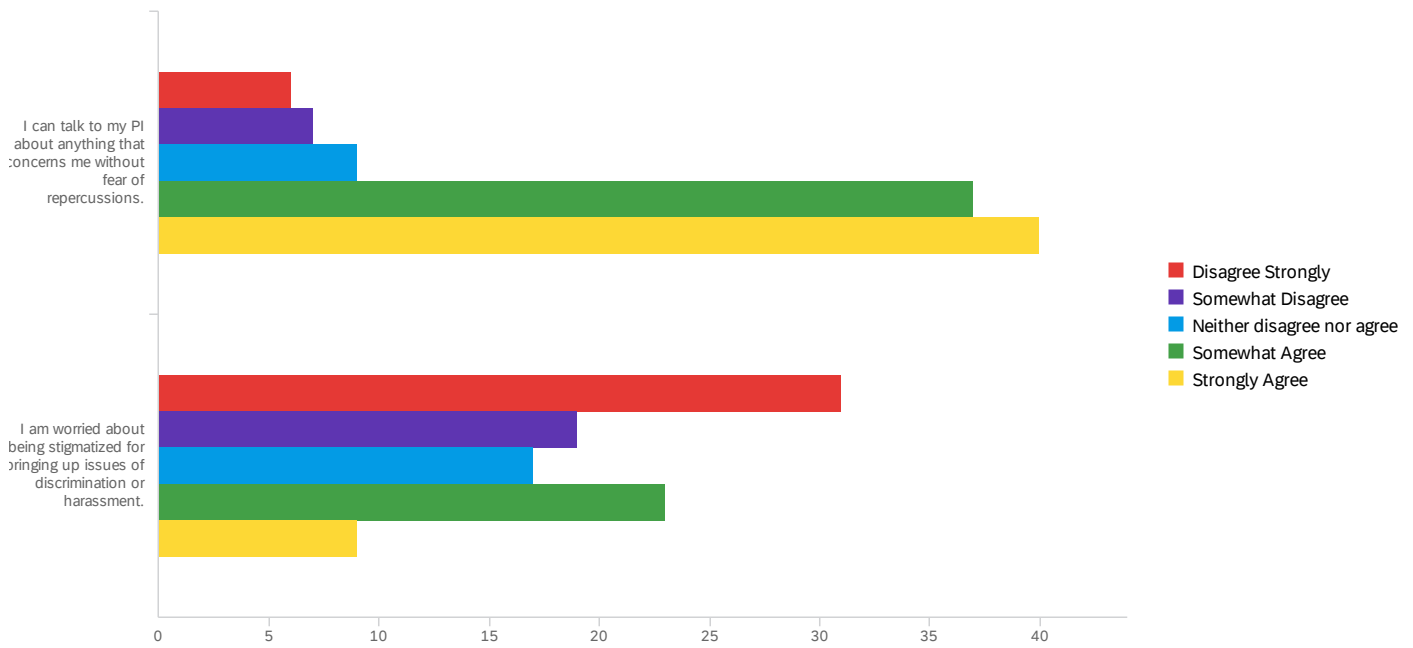
Q31 - What identities have you avoided disclosing or concealing to a PEER due to fear of negative consequences, harassment or discrimination?( Check all that apply)



#	Field	Choice Count
1	Sexual Orientation	10.20% 5
2	Gender Identity	2.04% 1
3	Racial/Ethnic Identity	6.12% 3
4	Religious Identity	14.29% 7
5	Political Viewpoint	34.69% 17
6	Physical Disability	2.04% 1
7	Mental Health History	22.45% 11
8	Socioeconomic Status	8.16% 4
9	Martial/Family Status	0.00% 0
		49

Showing rows 1 - 10 of 10

Q50 - Please respond to the following statements:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can talk to my PI about anything that concerns me without fear of repercussions.	1.00	7.00	4.80	1.98	3.92	99
2	I am worried about being stigmatized for bringing up issues of discrimination or harassment.	1.00	7.00	2.78	1.76	3.08	99

#	Field	Disagree Strongly	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree	Total
1	I can talk to my PI about anything that concerns me without fear of repercussions.	6.06% 6	7.07% 7	9.09% 9	37.37% 37	40.40% 40	99
2	I am worried about being stigmatized for bringing up issues of discrimination or harassment.	31.31% 31	19.19% 19	17.17% 17	23.23% 23	9.09% 9	99

Showing rows 1 - 2 of 2

**End of Report**