

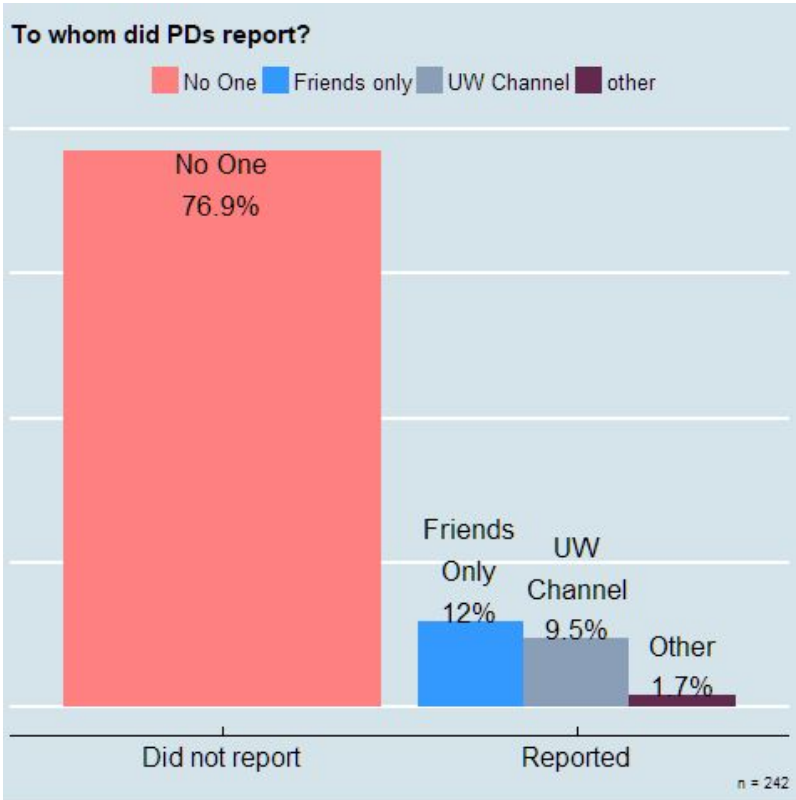
# Introducing the Equity Survey

- Conducted by anti discrimination and harassment work group
- Surveyed postdocs about their experiences with discrimination and harassment at UW in the last year
- 552 respondents in the last year

# Discrimination and Harassment in the last Year

- Asked people about their experiences with harassment and discrimination. Asked specifically about behaviors like derogatory jokes, slurs, differential treatment based on identity, unwelcome romantic or sexual advances
  - 63.4% of Women and Nonbinary people had experienced this in the last year
  - 39.9% of Men

# Where did people go for support?

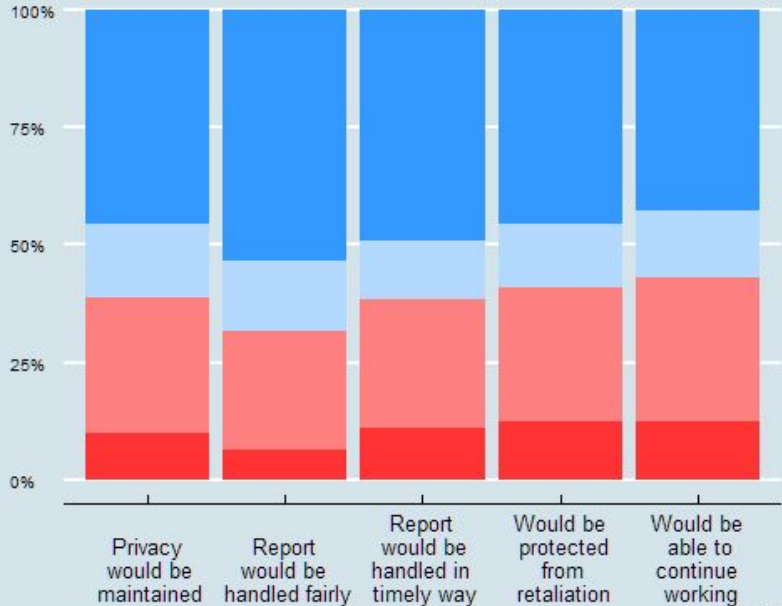


- $\frac{3}{4}$  of people who experienced harassment or discrimination don't tell anyone
- Only 9.5% reported through any UW channel. This includes any of:
  - Title IX Office
  - SafeCampus
  - UWPD Victim Advocate
  - Health & Wellness Victim Advocate
  - Ombud
  - UW Bias Reporting Tool
  - Department staff/administrator
  - Faculty member

# What Did People Expect if They Reported?

How likely do you think the following would be if you reported?

█ Likely
 █ Very Likely
 █ Unlikely
 █ Very Unlikely

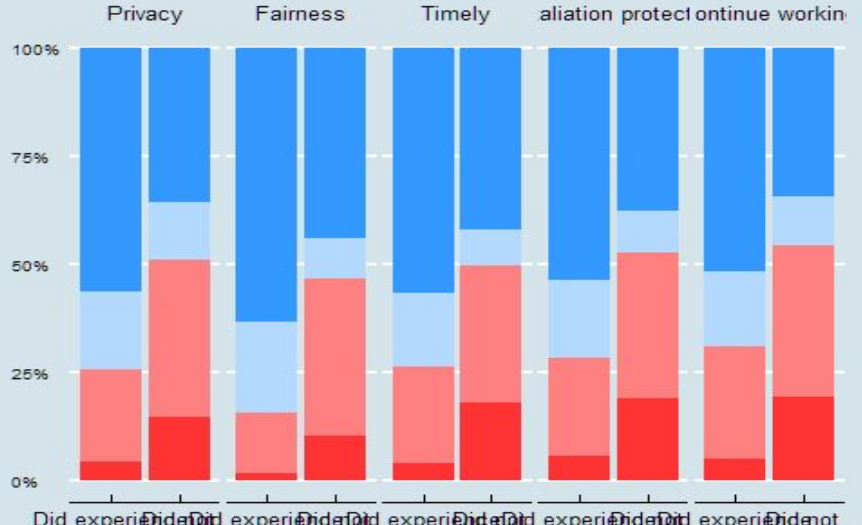


n = 372

We asked everyone what they expected the outcomes would be if they reported their issue to UW. The results showed overwhelming fear and doubt surrounding the reporting process. For every question, nearly 40% of people didn't expect that they would be treated well during the process! The question here is which graph is better. The left, which shows overall perceptions, or the right (which is still in draft so lousy formatting, which shows the differences between people who DID (left) and did not (right) experience harassment. This can be cleaned up to make more clear FYI.

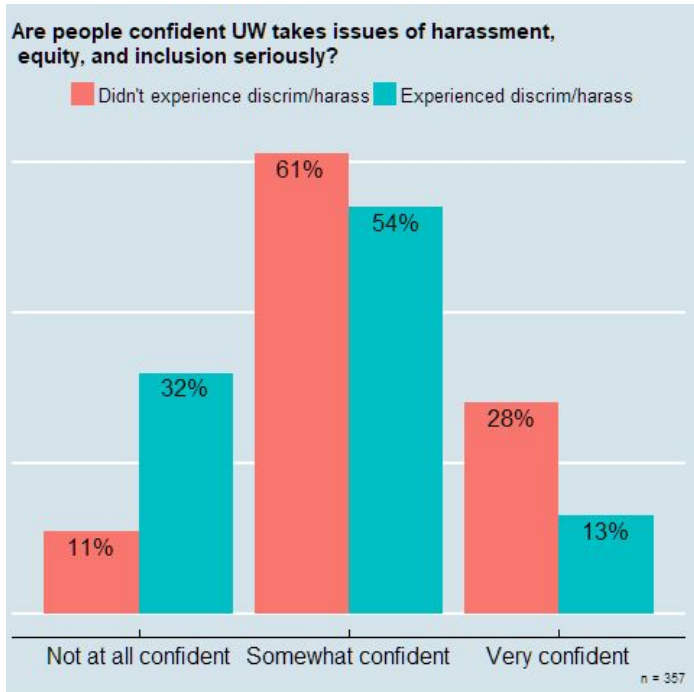
How likely do you think the following would be if you reported?

█ Likely
 █ Very Likely
 █ Unlikely
 █ Very Unlikely



n = 372

# How do people who have experienced problems view UW's resolve?



We asked people “To what extent are you confident in the following statement: ‘The University takes issues of harassment, equity, and inclusion seriously.’” ?

As you can see, those who have actually been through the experience are much more disillusioned with the university's resolve.

# How does this affect the pipeline?

Chart on the left shows all respondents. Chart on the right shows just the respondents who reported experiencing discrimination and harassment. We want to show the right one, right?

