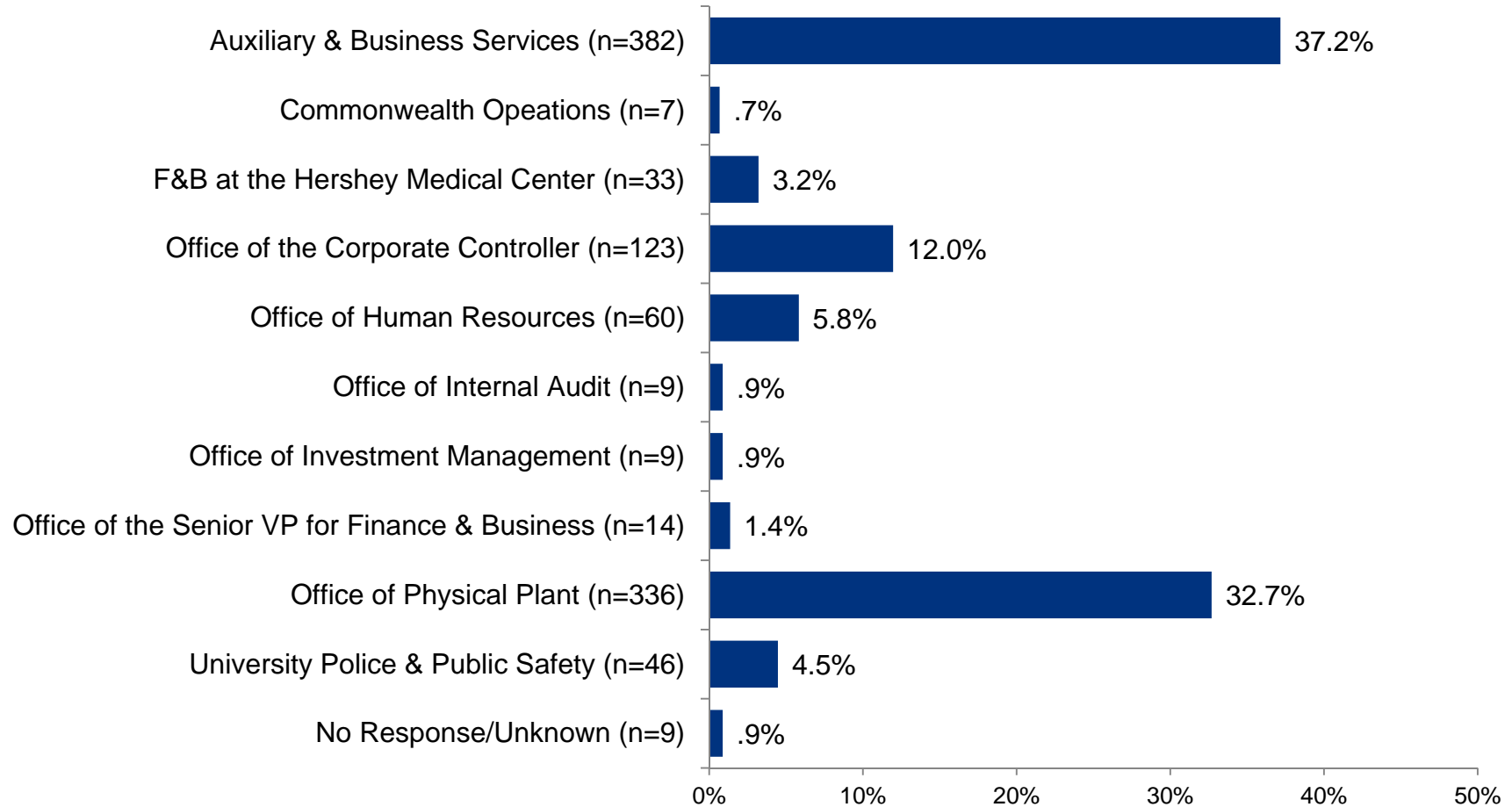


# Description of Respondents

(n=1,028)

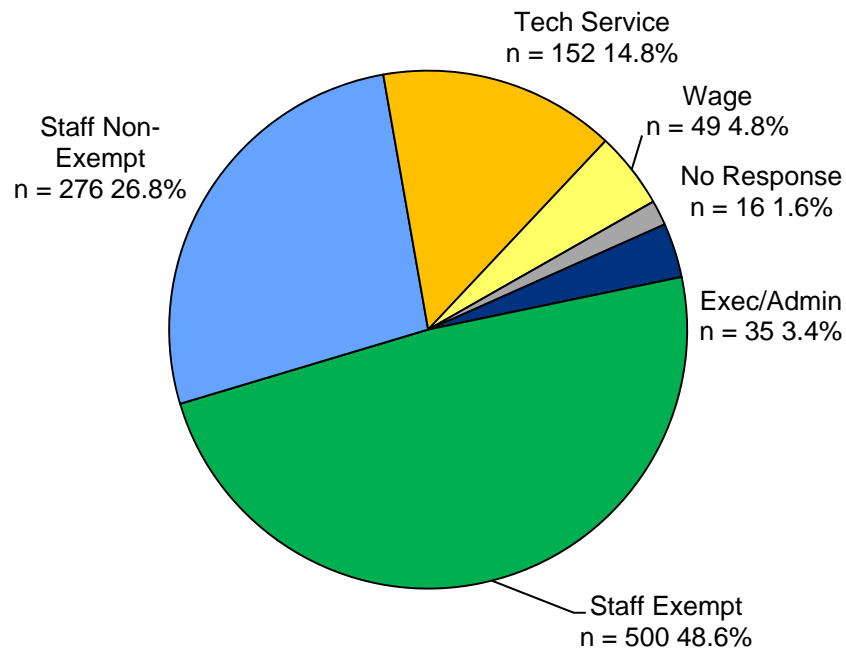
## Work Unit



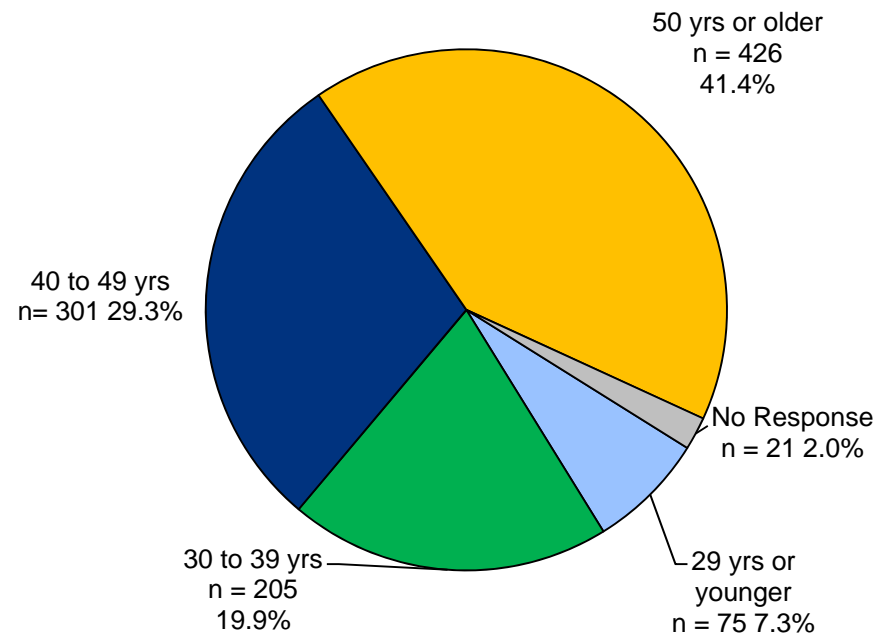
# Description of Respondents

(n=1,028)

**Employee Classification**



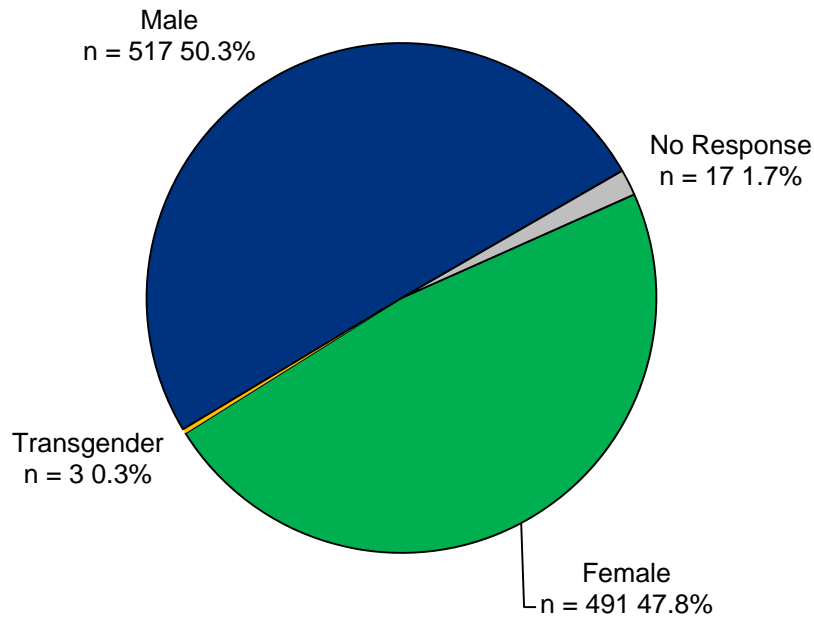
**Age**



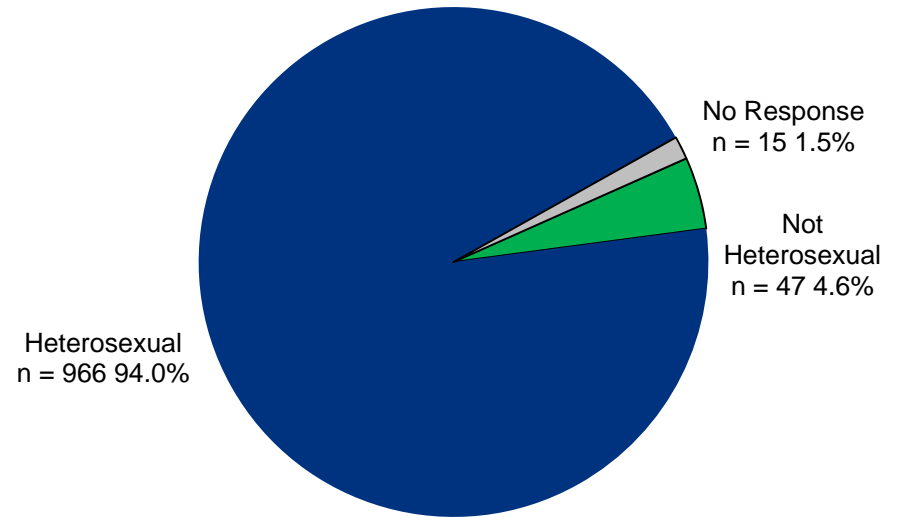
# Description of Respondents

(n=1,028)

### Gender



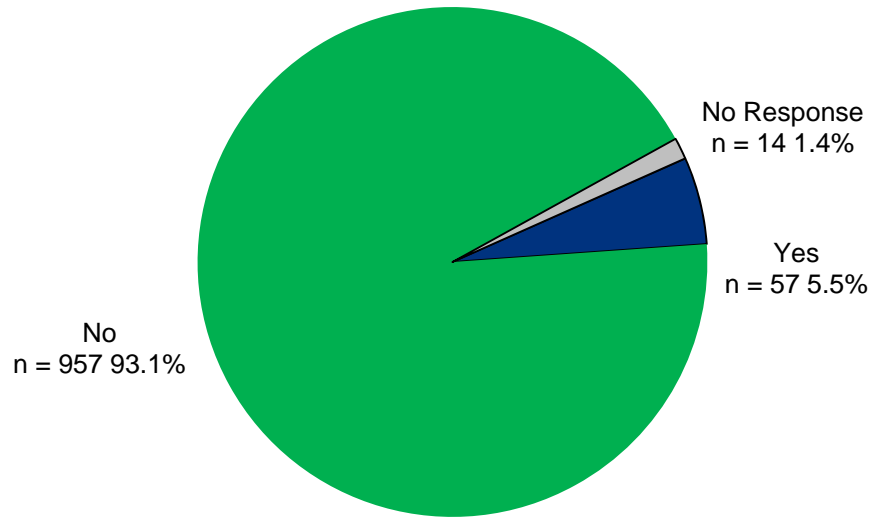
### Sexual Orientation



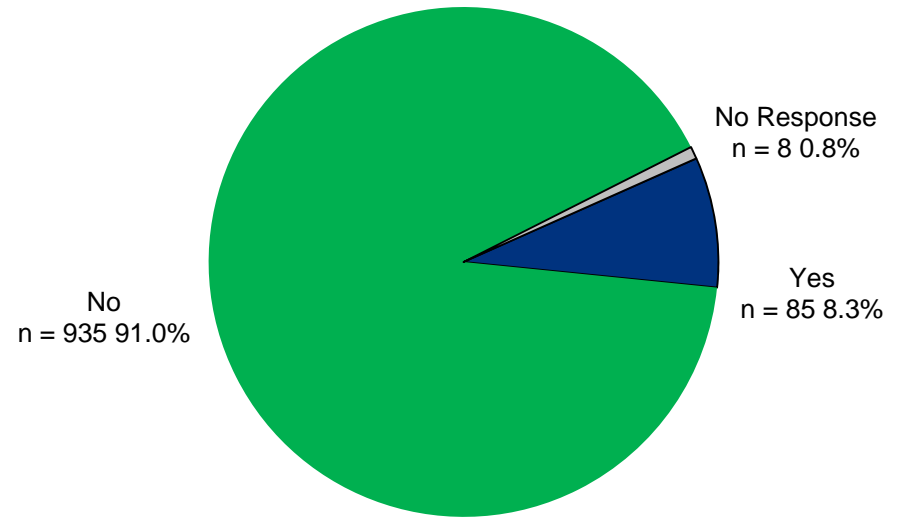
# Description of Respondents

(n=1,028)

### Disability



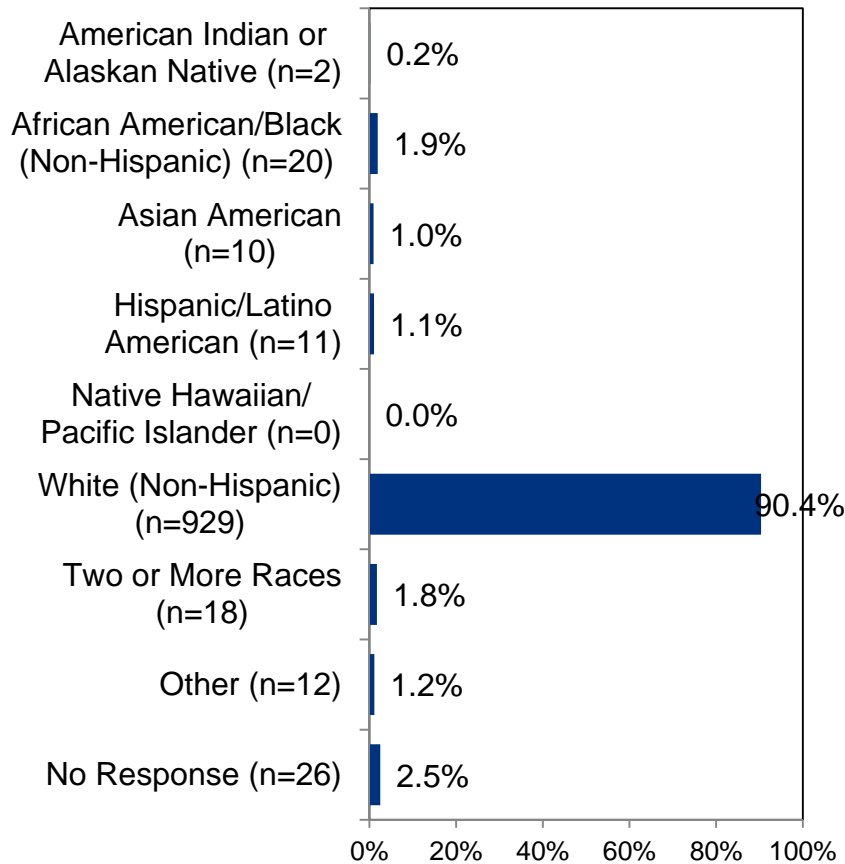
### U.S. Armed Forces



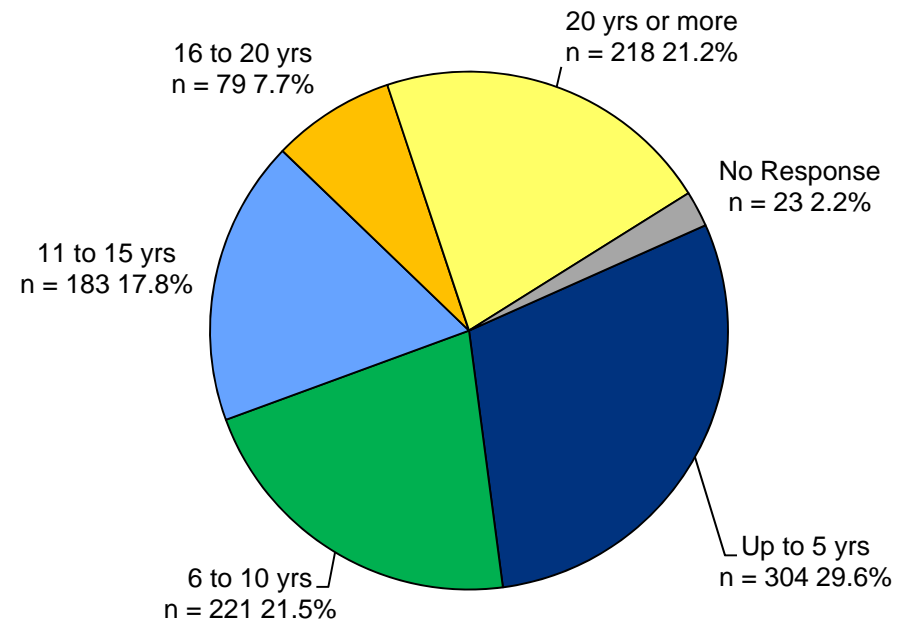
# Description of Respondents

(n=1,028)

**Race/Ethnic Group**



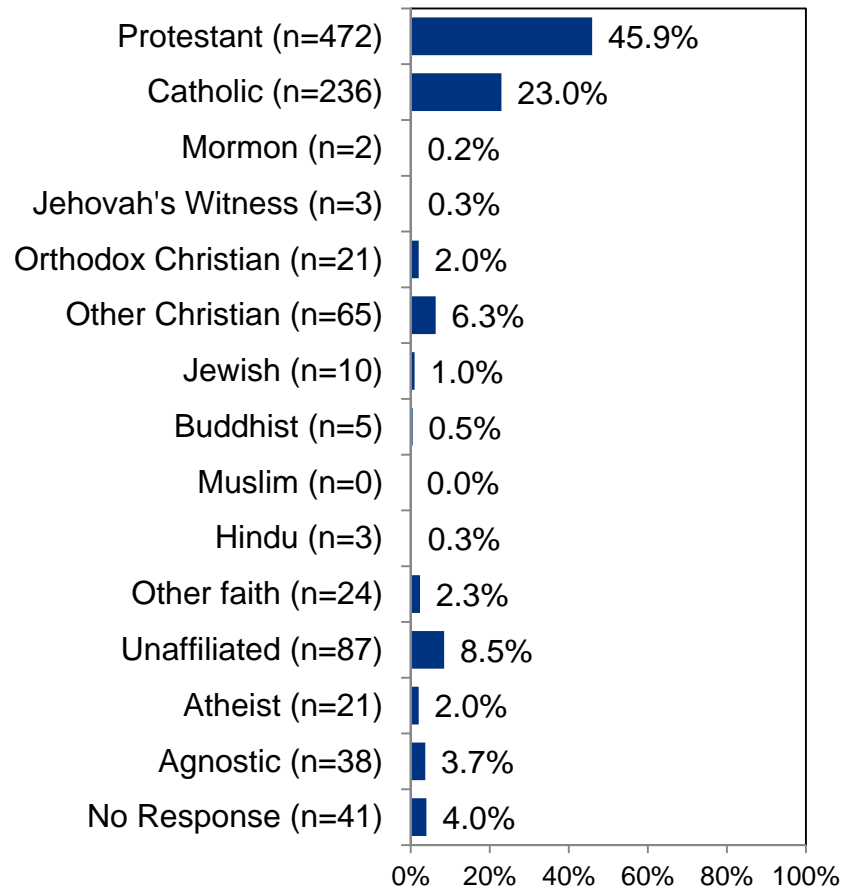
**Years of Service at F&B**



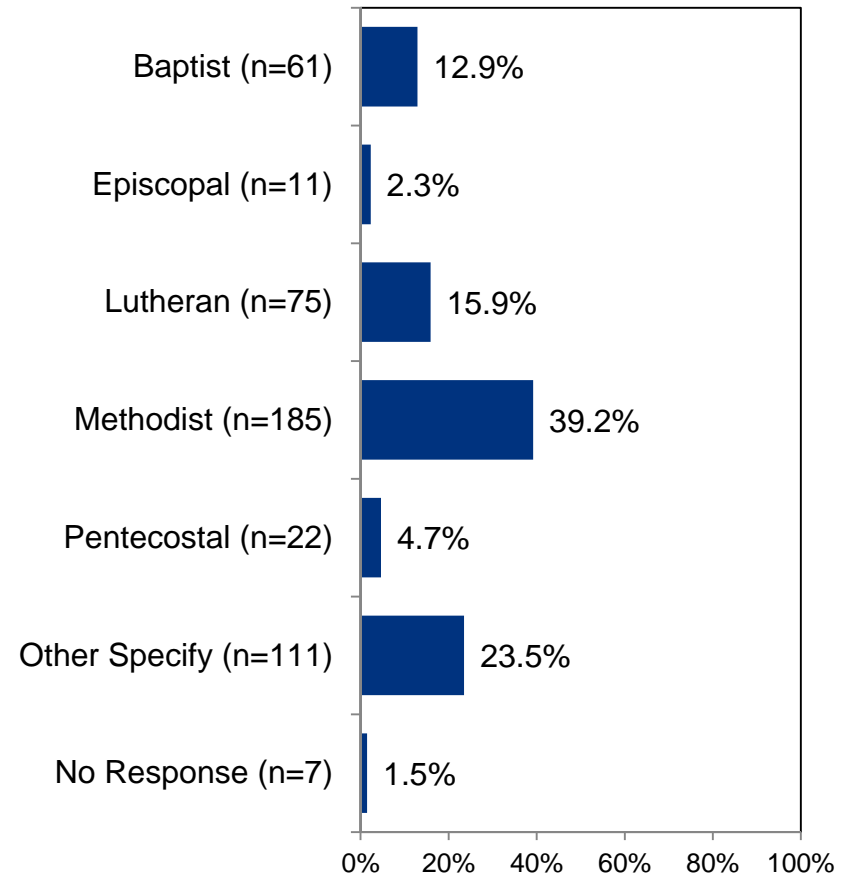
# Description of Respondents

(n=1,028)

## Religious Preference

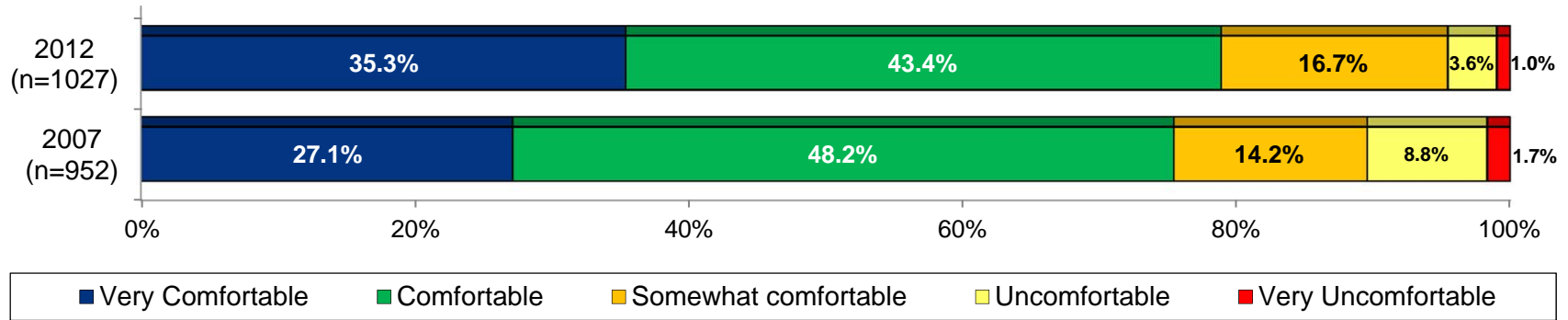


## Protestant Denomination n=472

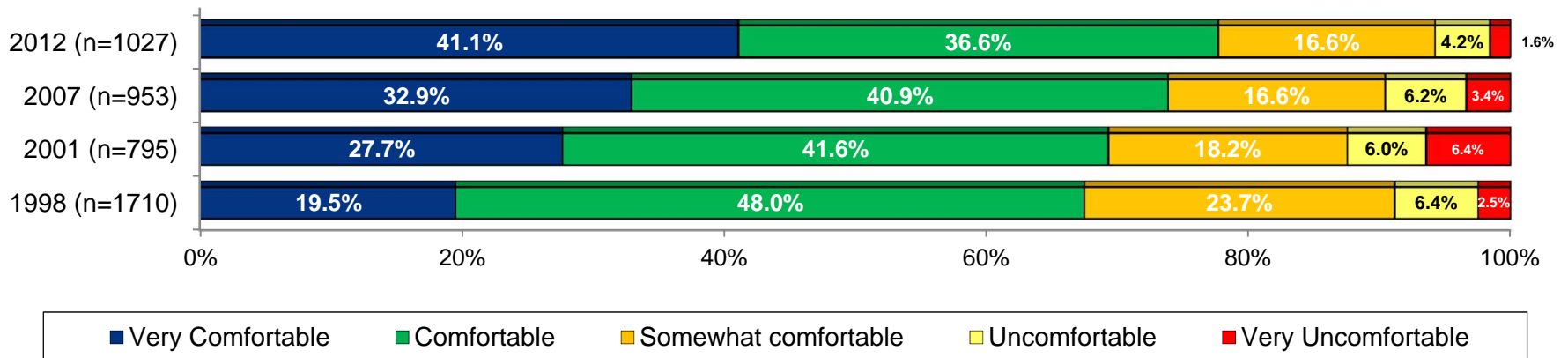


# Comfort with Climate for Diversity and Inclusion

## 2. Overall, how comfortable are you with the climate for diversity and inclusion at F&B?



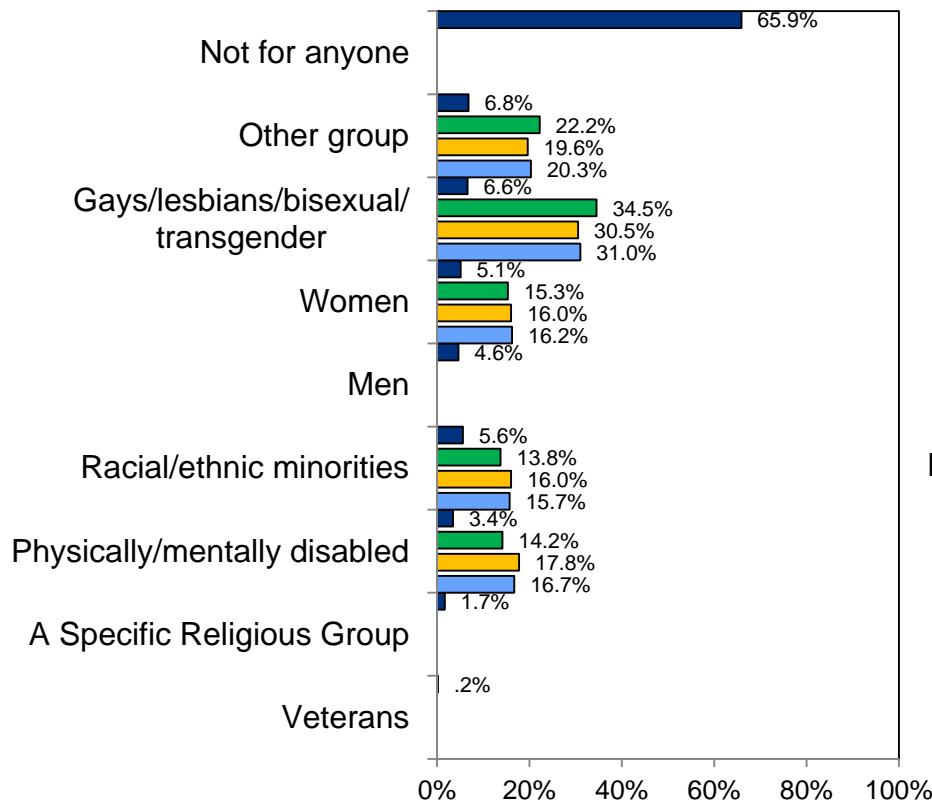
## 3. Overall, how comfortable are you with the climate for diversity and inclusion in your work unit?



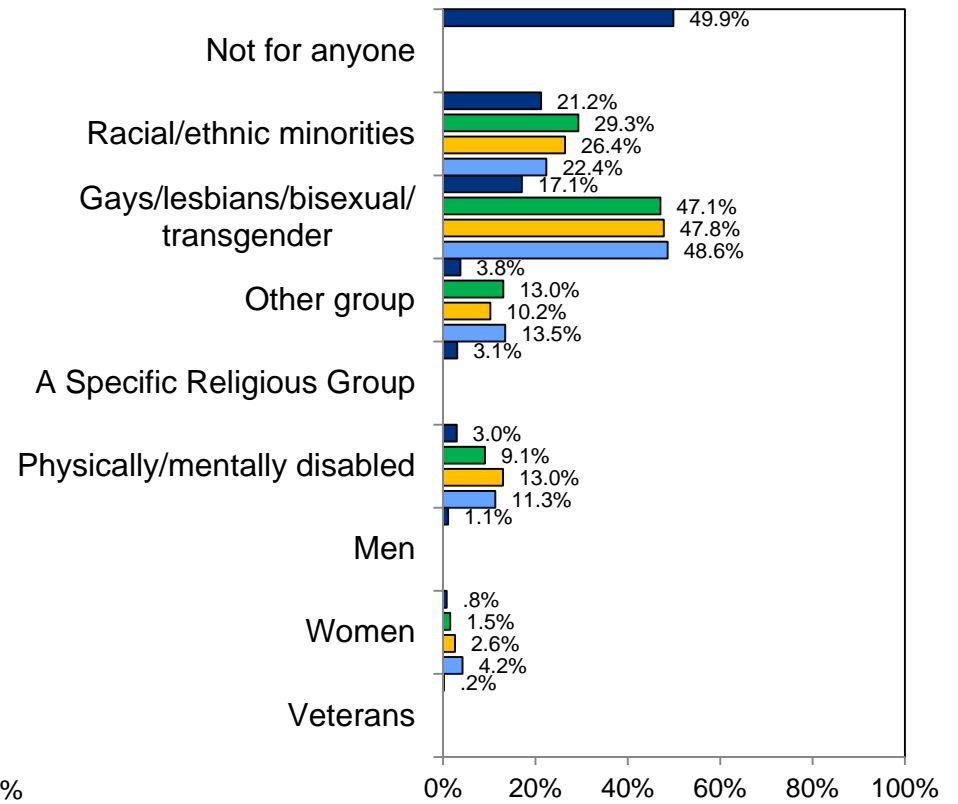
# Comfort for Different Groups

4, 5. In your opinion, for which group is the climate *least* comfortable:

**Within Work Unit**



**Within Community**



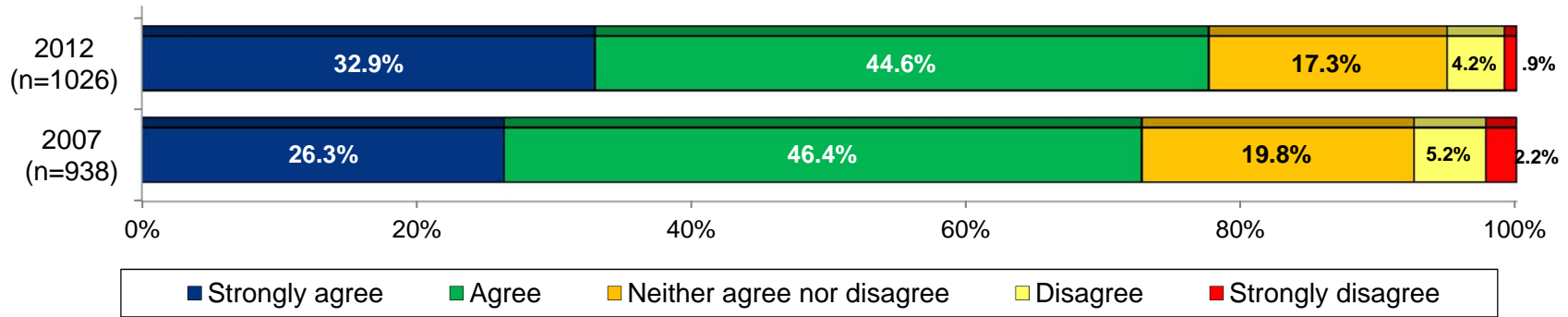
■ 2012 (n=1015) ■ 2007 (n=756) ■ 2001 (n=642) ■ 1998 (n=1393)

■ 2012 (n=1013) ■ 2007 (n=782) ■ 2001 (n=655) ■ 1998 (n=1448)

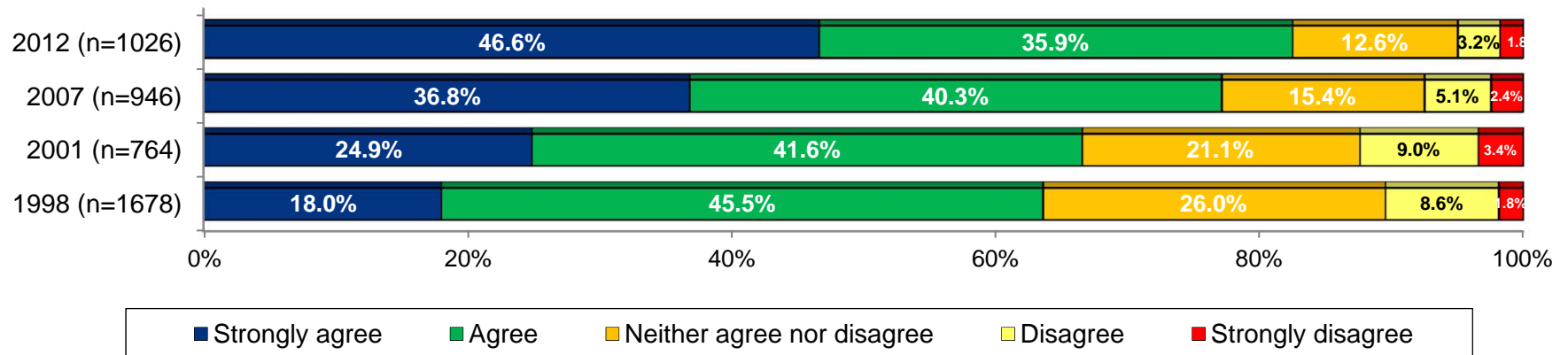


# Comfort with Climate for Diversity and Inclusion

## 6. Management within F&B demonstrates commitment to diversity and inclusion.

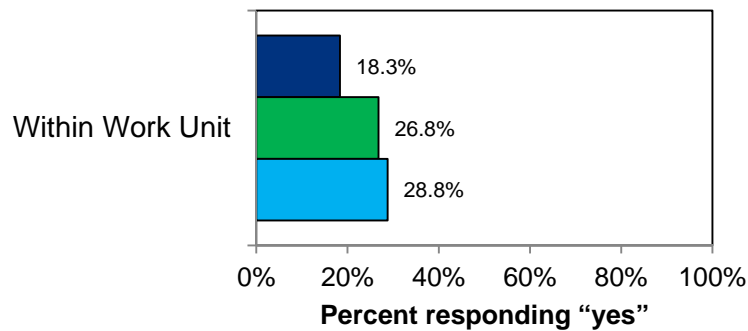


## 7. The supervisor to whom you report within your work unit demonstrates commitment to diversity and inclusion.

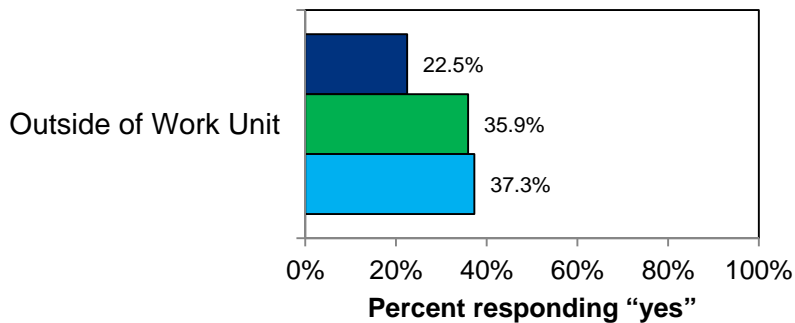


# Acts of Intolerance

8/9. Within the past three years, have you *personally experienced or observed* acts of intolerance : \*

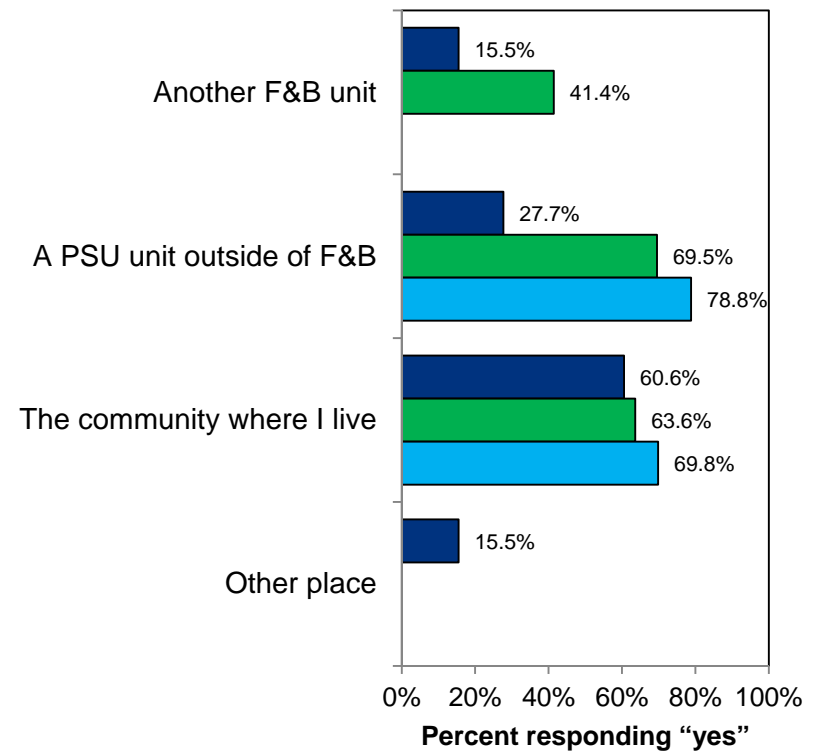


■ 2012 (n=1025) ■ 2007 (n=944) ■ 1998 (n=1635)



■ 2012 (n=1024) ■ 2007 (n=939) ■ 1998 (n=1671)

9a. Where have you experienced or observed acts of intolerance? (if Q9=yes)

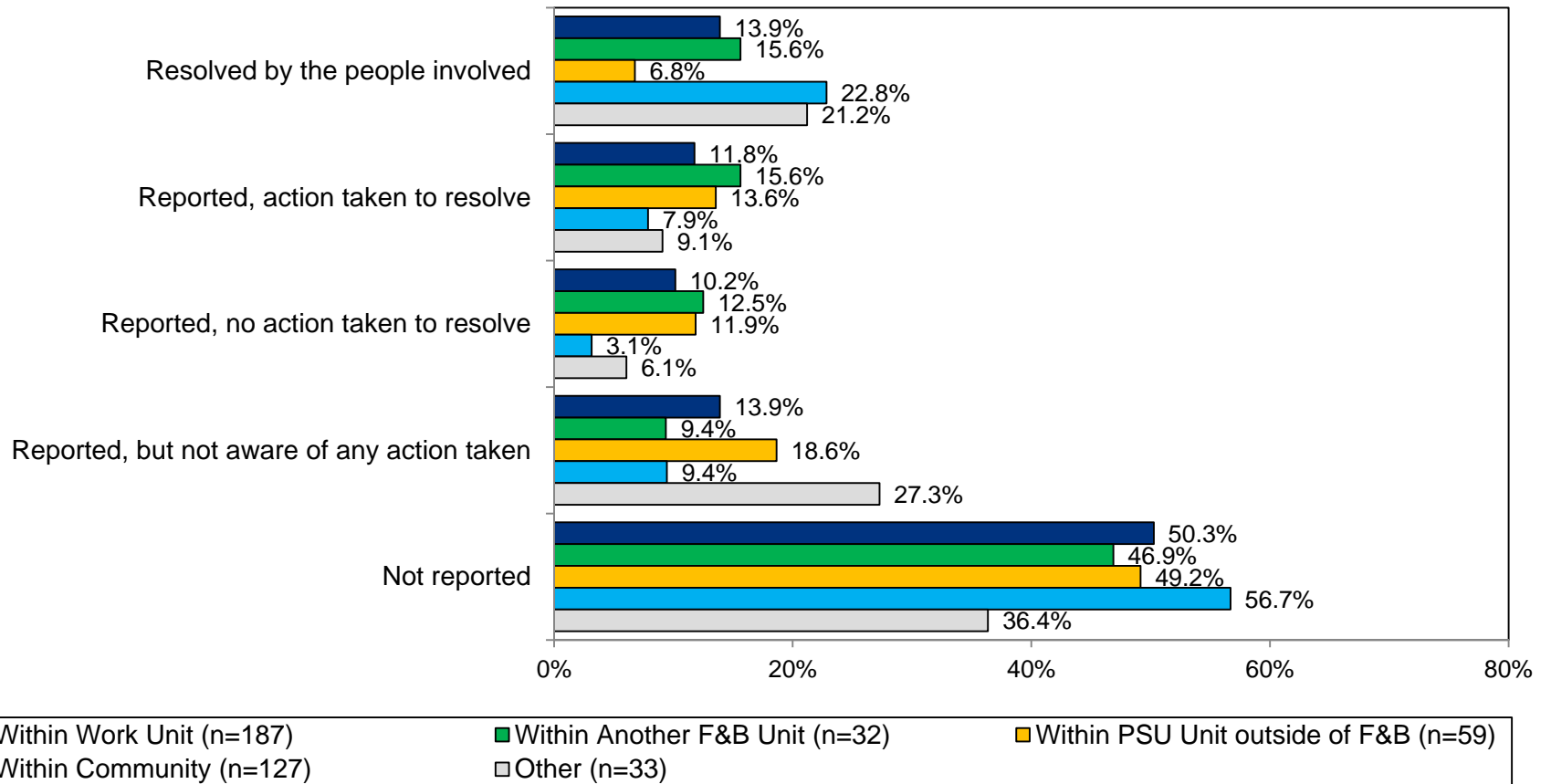


■ 2012 (n=213) ■ 2007 (n=338) ■ 1998 (n=623)

\* "Experienced" and "Observed" were separate questions in previous years

# Acts of Intolerance

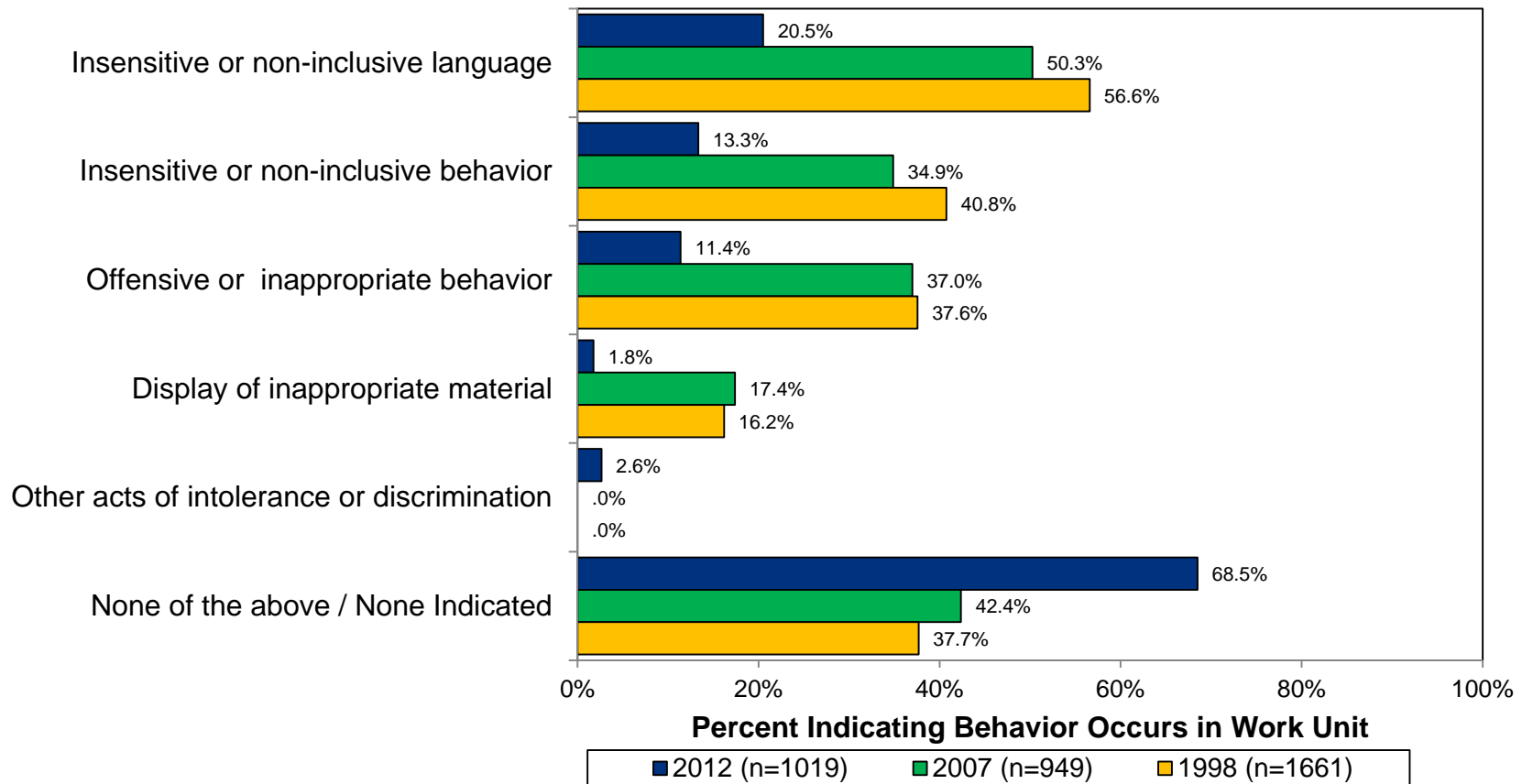
## 8a/9b. If yes, What action was taken?



\* “Experienced” and “Observed” were separate questions in previous years

# Inappropriate Behaviors

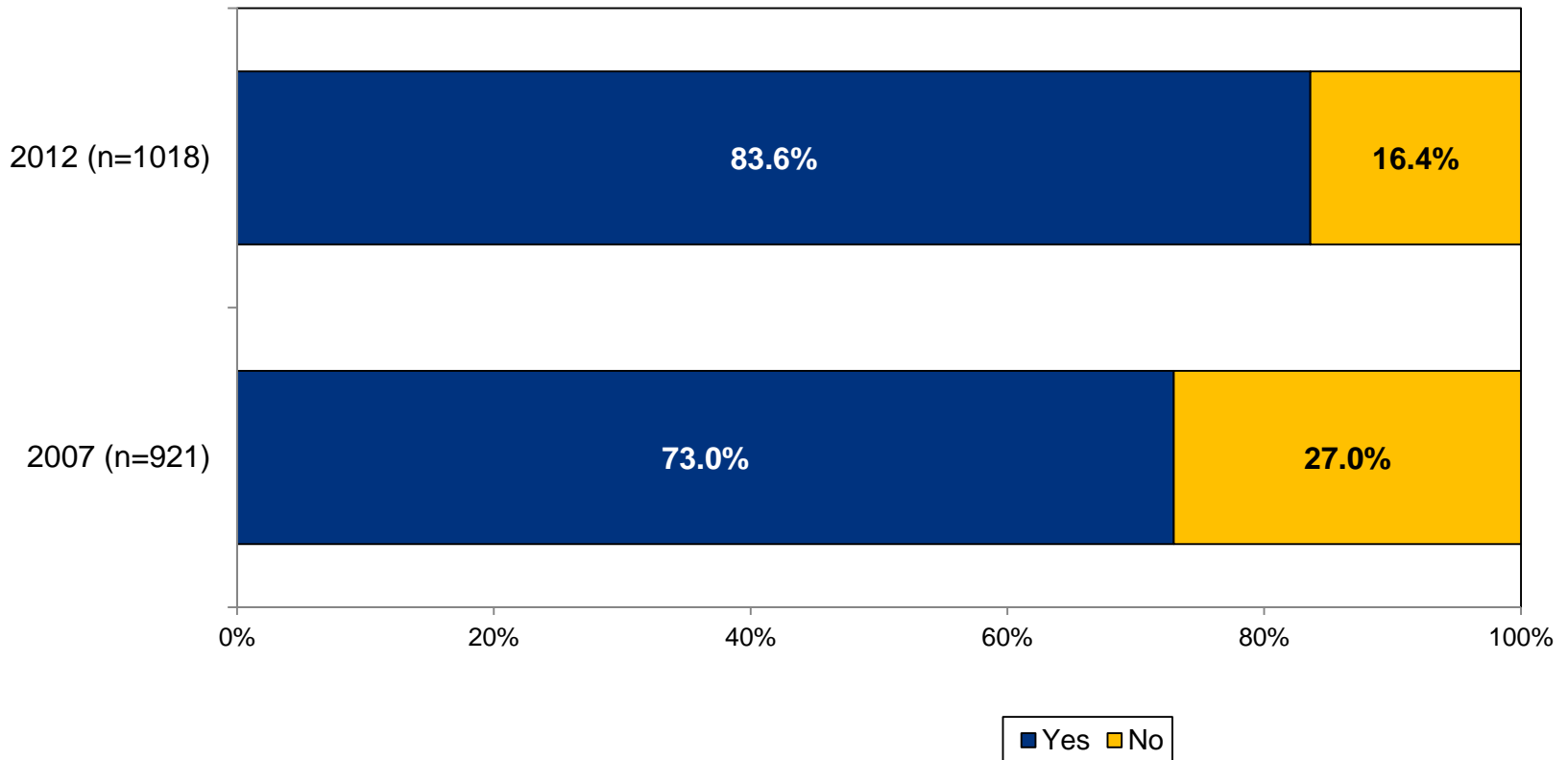
## 10. Do any of the following occur in your work unit? \*



\* Asked as frequency of behavior in previous years

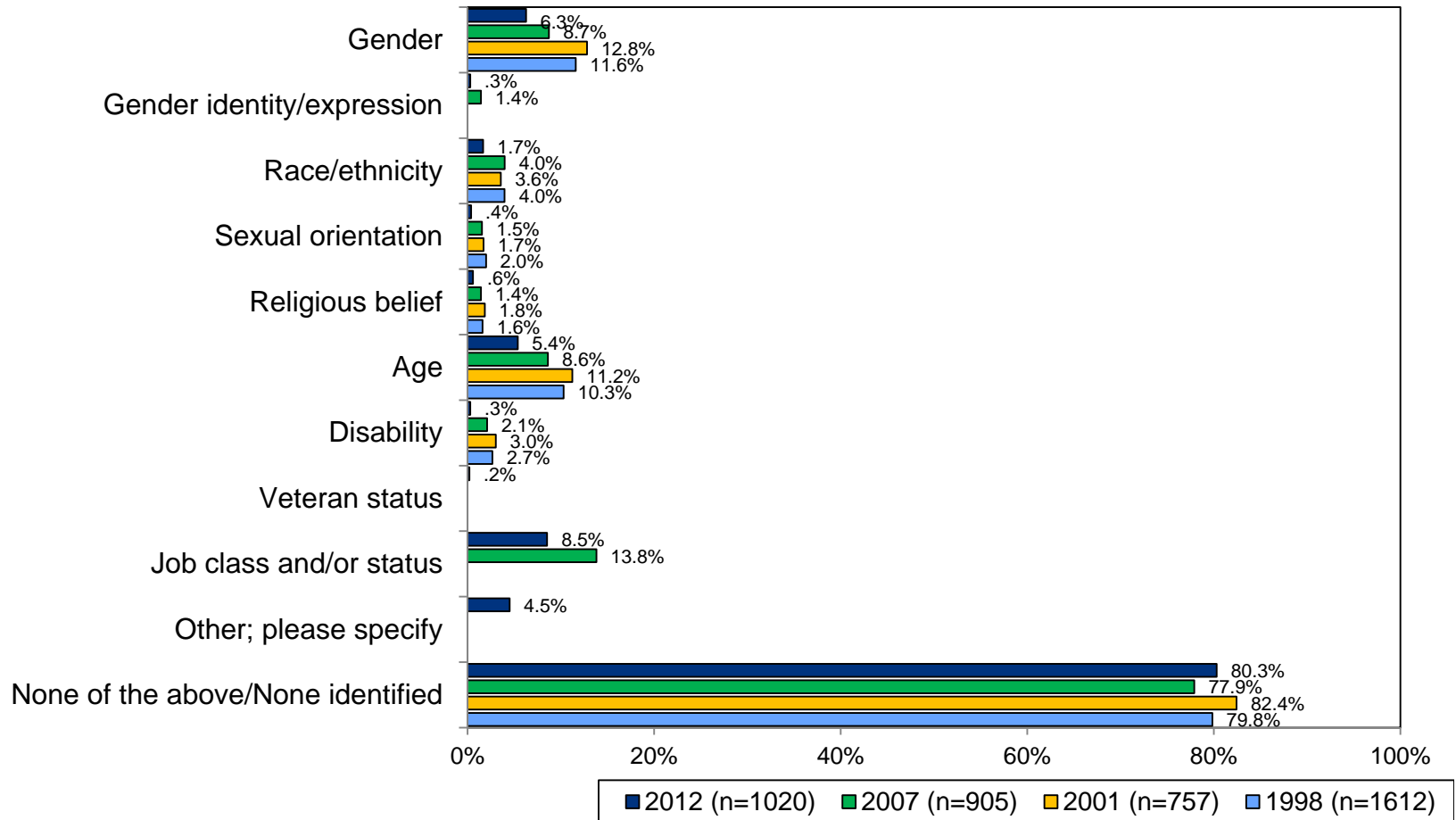
# Report Act of Intolerance

## 11. Would you report an act of intolerance?



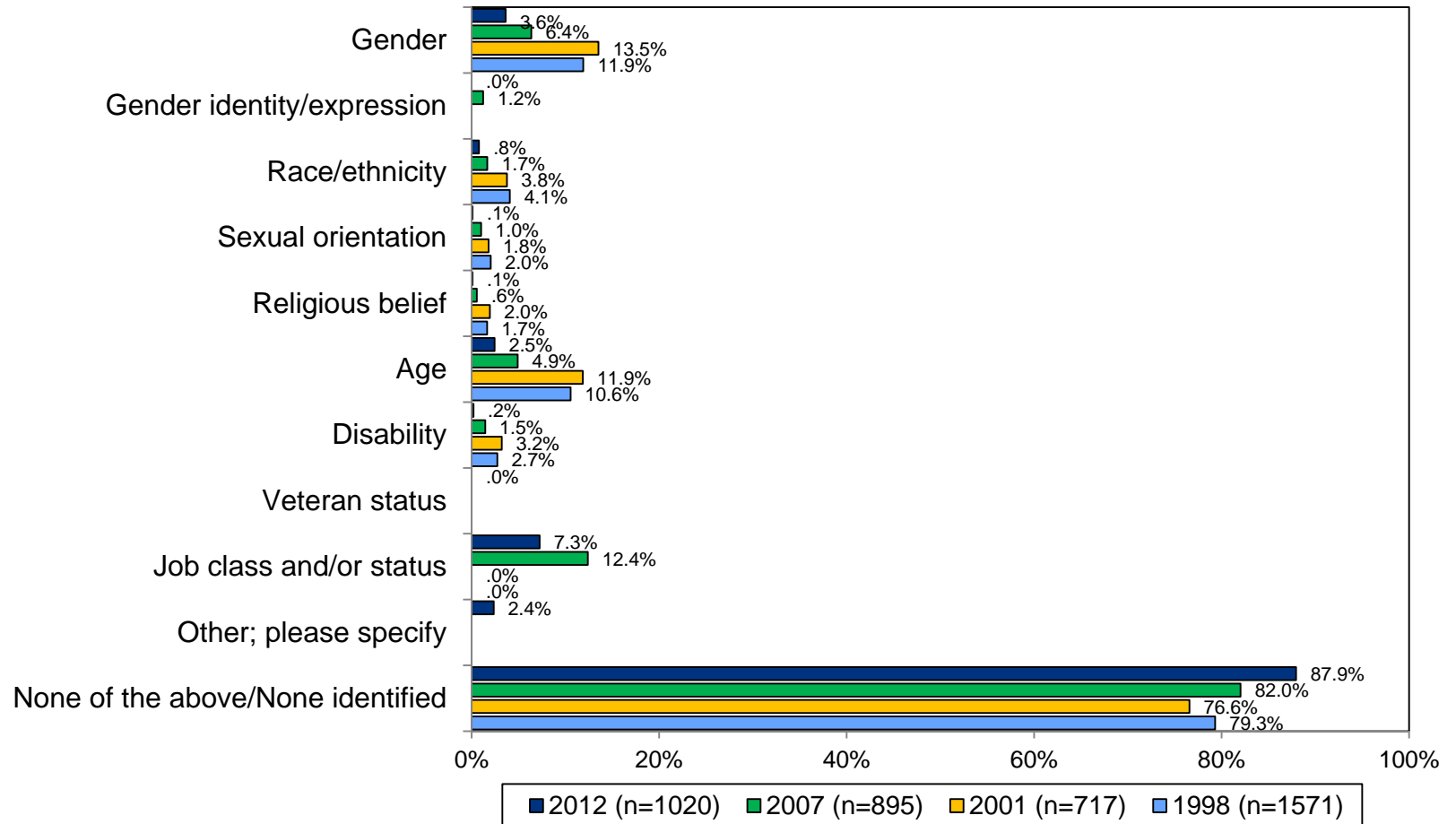
# Denied Promotional Opportunity

12. Do you feel you have been denied a promotional opportunity because of your:  
(check all that apply)



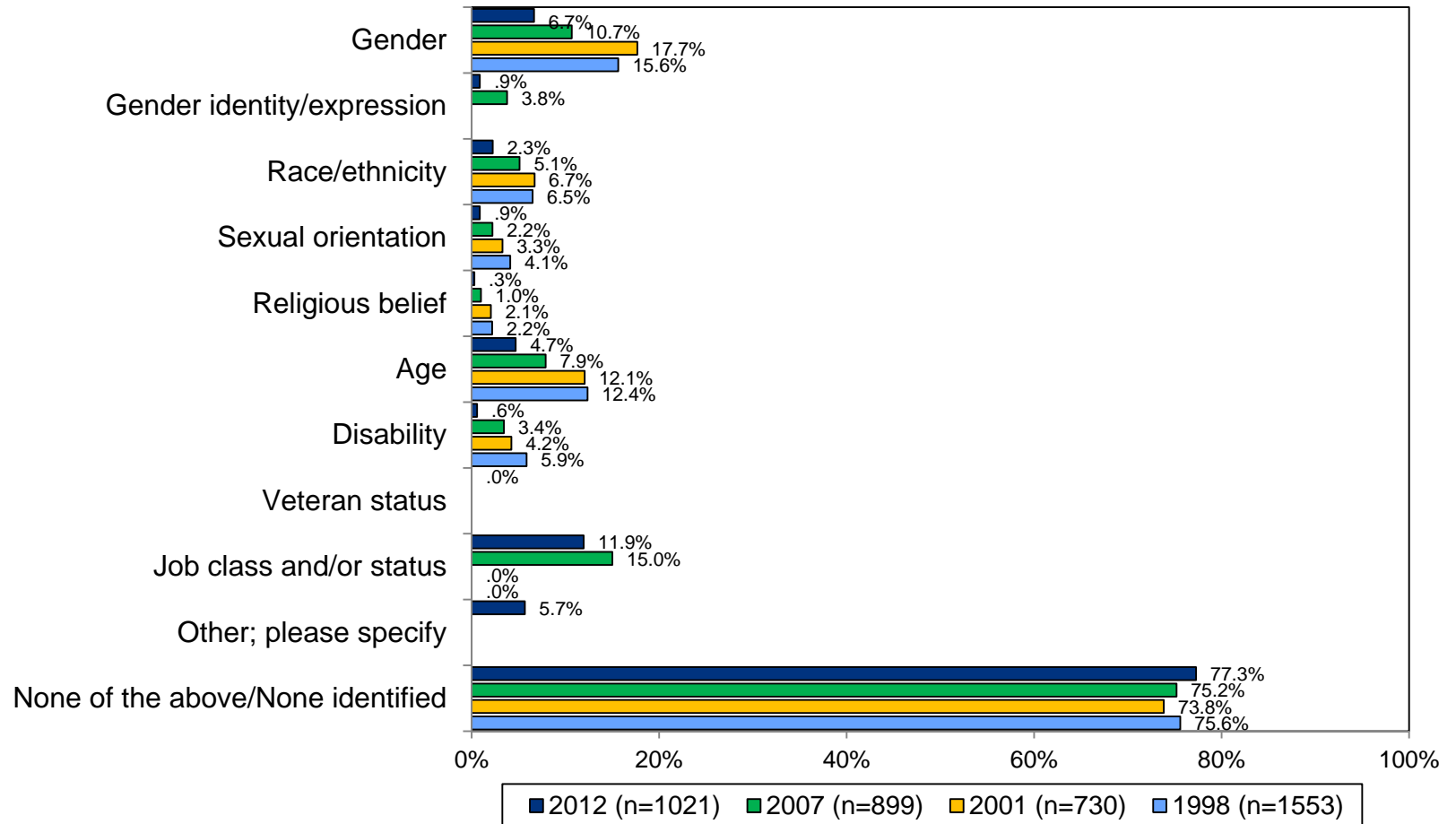
# Denied Professional Development

13. Do you feel you have been denied the opportunity to improve yourself or to receive professional development because of your: (check all that apply)



# Denied Job-Related Opportunities

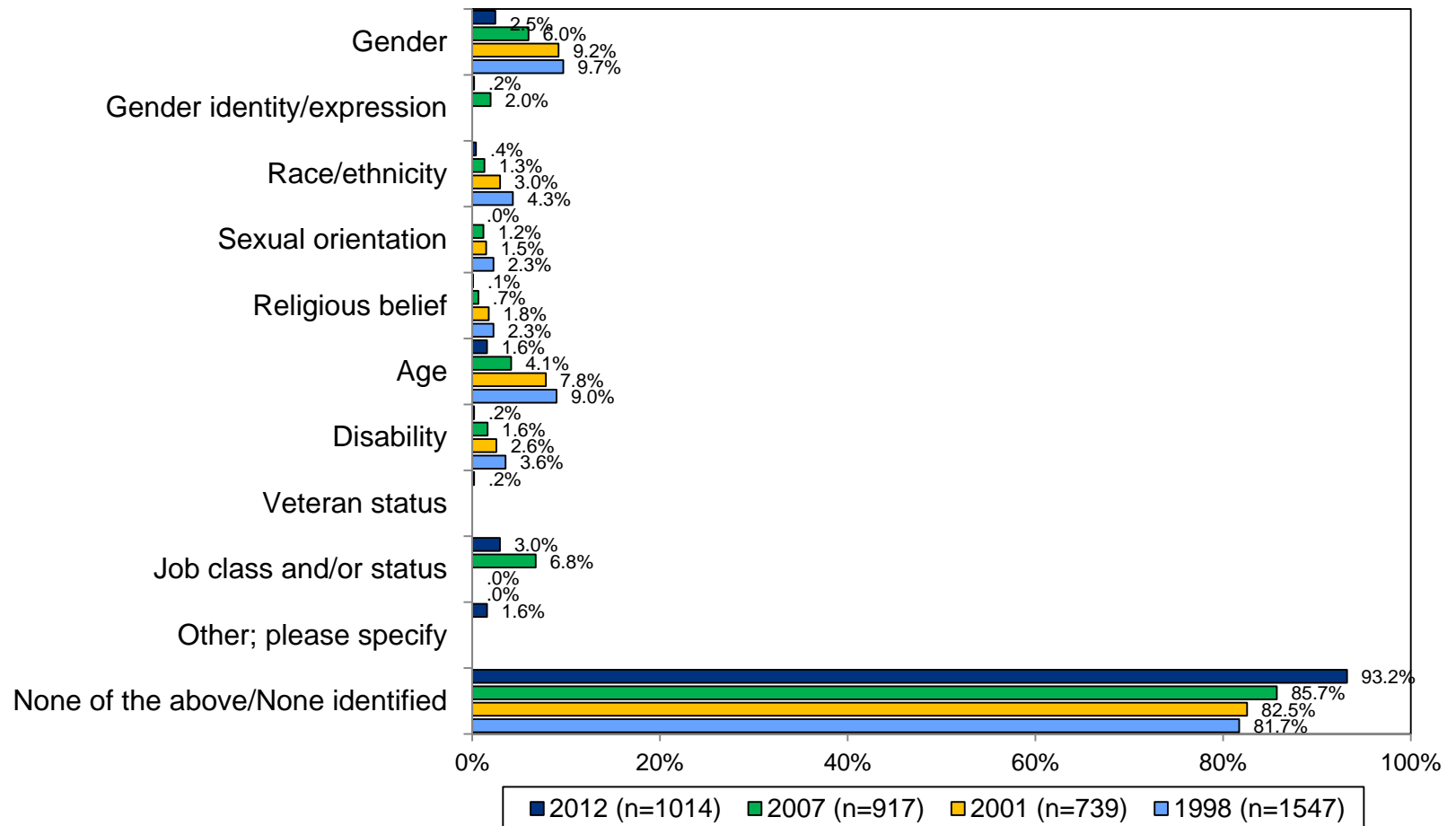
14. Do you feel employees in your work unit are denied job-related opportunities such as promotions, professional development, or salary increases based solely on: (check all that apply)





# Unfair Scrutiny by Management

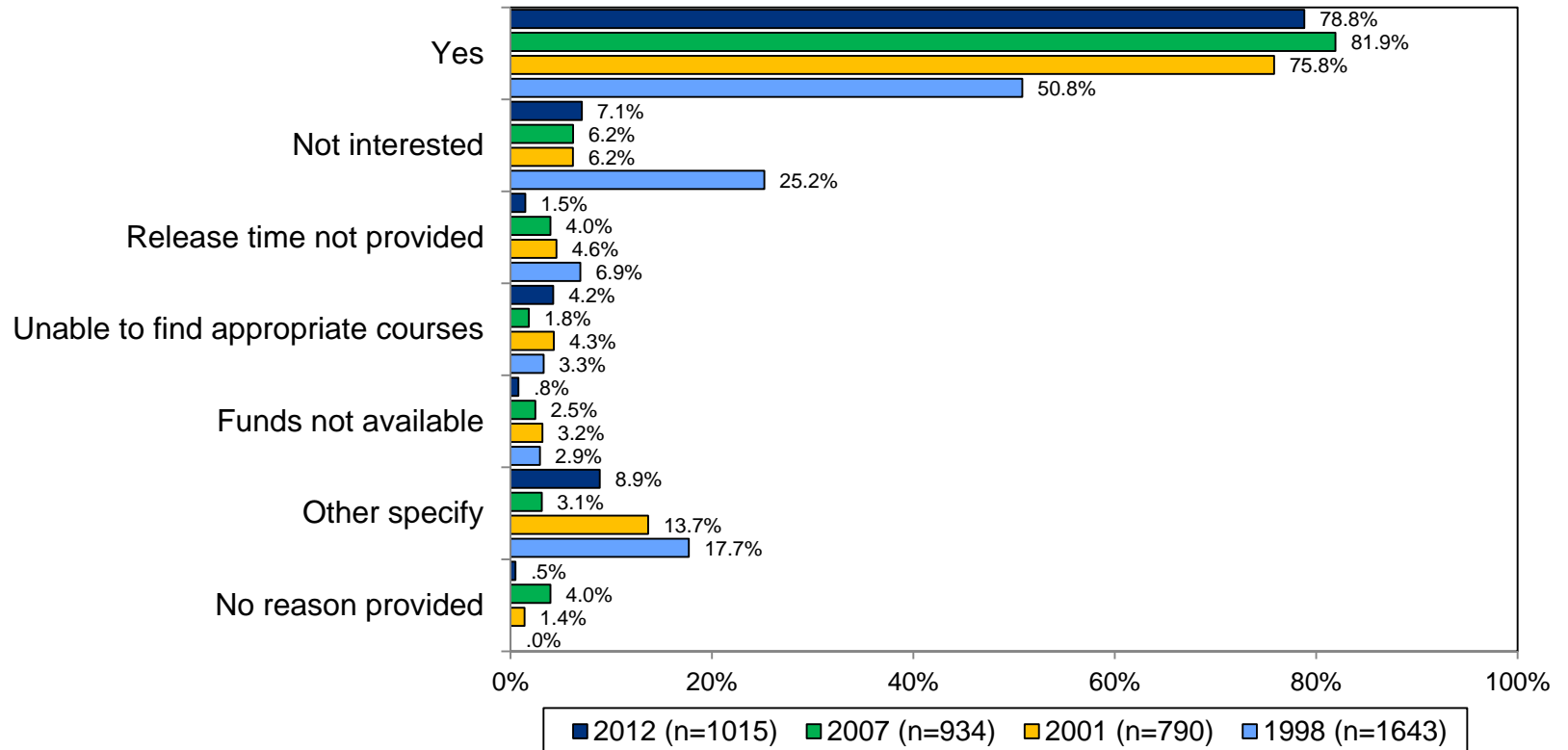
15. Do you feel you are under unfair scrutiny by the supervisor to whom you report because of your:  
(check all that apply)



# Diversity and Inclusion Professional Development

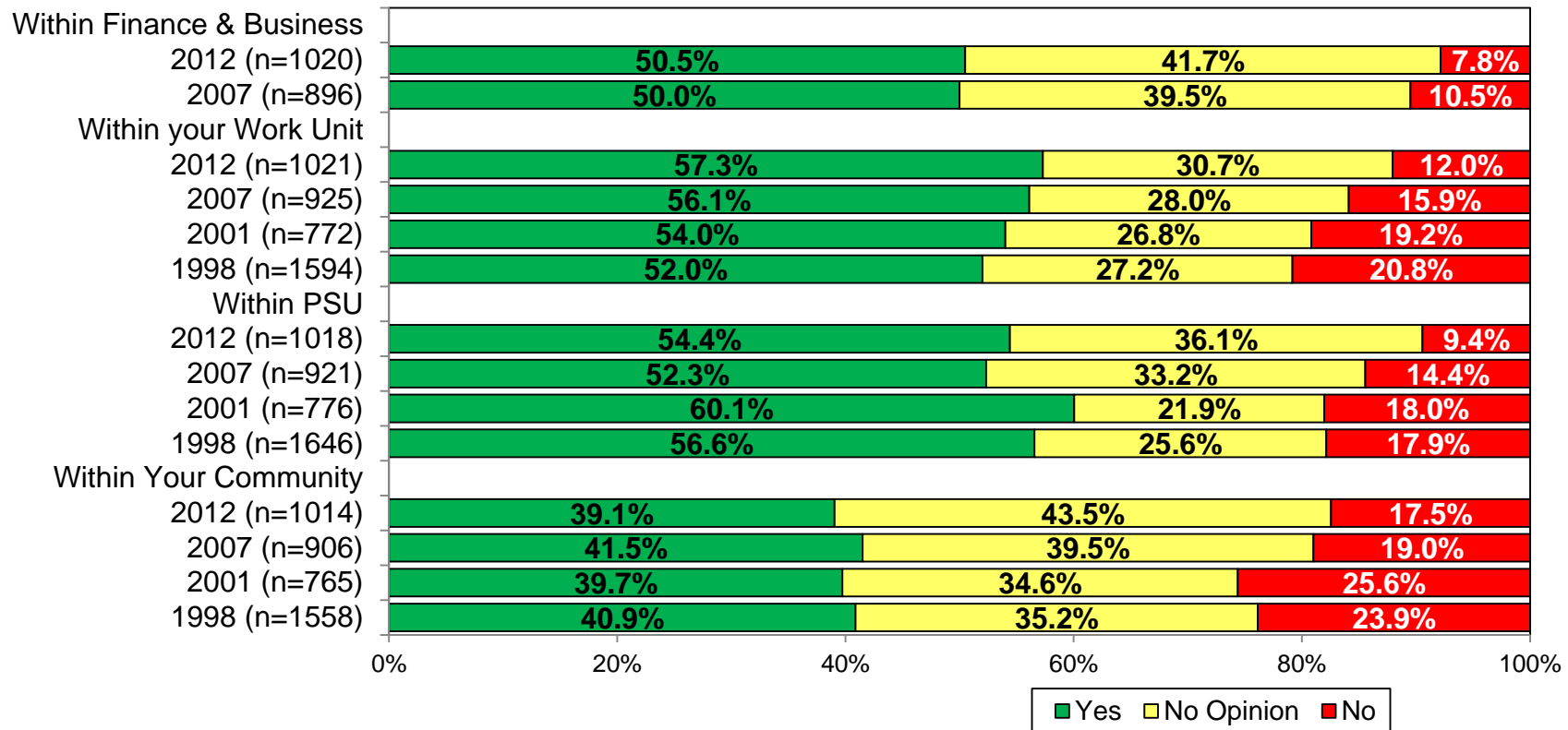
**16. Within the past three years, have you participated in professional development or training opportunities related to diversity and inclusion?**

**If No, Why haven't you participated in professional development or training opportunities related to diversity and inclusion? (Check all that apply)**



# Climate for Diversity and Inclusion

**17. Over the past three years, do you feel that the diversity and inclusion climate has become more positive?**



# Steps to Improve Diversity and Inclusion

## 18. What steps should be taken to improve the diversity and inclusion climate? (Check all that apply)

