

## Appendix A-1: Respondent Demographics

### Grouped VMI Affiliation

Answer	%	Count
Alumni	65%	1630
Cadet	22%	540
Staff Only	6%	143
Faculty Only	5%	129
Multiple Employee Roles	1%	29
Administration Only	1%	25
Total	100%	2496

**Grouped Racial Identification**

Answer	%	Count
White or Caucasian Only	72%	1802
No Identification (PNR or Missing)	15%	384
Multiple Race Group Identifications (Multi-Racial)	5%	123
Other Single-Group Identification (Various Races)	2%	50
Asian or Asian American Identification Only	2%	49
Black or African American Identification Only	2%	48
Hispanic or Latino Identification Only	2%	40
Total	100%	2496

**Q6 - What class are you in? (Current Cadets)**

<b>Answer</b>	<b>%</b>	<b>Count</b>
First Class	18%	98
Second Class	24%	130
Third Class	25%	135
Fourth Class	33%	177
Total	100%	540

**Q7 - In what time period did you graduate from VMI? (Alumni)**

Answer	%	Count
2016-2020	4%	74
2011-2015	6%	102
2006-2010	7%	110
2001-2005	7%	122
1996-2000	6%	97
1991-1995	7%	115
1986-1990	9%	149
1981-1985	9%	154
1976-1980	10%	172
1971-1975	11%	192
1966-1970	12%	203
1961-1965	7%	123
1956-1960	2%	42
1951-1955	1%	25
1950 or earlier	0%	8
Total	100%	1688

**Q8 - If applicable, what is your current rank, or the highest rank you achieved before retirement?**

Answer	%	Count
O-1 (Second Lieutenant or Ensign)	2%	31
O-2 (First Lieutenant or Lieutenant Junior Grade)	9%	165
O-3 (Captain or Lieutenant)	18%	341
O-4 (Major or Lieutenant Commander)	10%	195
O-5 (Lieutenant Colonel or Commander)	12%	226
O-6 (Colonel or Captain)	11%	211
O-7 (Brigadier General or Rear Admiral Lower Half)	0%	3
O-8 (Major General or Rear Admiral Upper Half)	0%	5
O-9 (Lieutenant General or Vice Admiral)	0%	4
O-10 (General or Admiral)	0%	1
Other	4%	74
No rank	31%	592
I prefer not to respond	5%	92
Total	100%	1940

**Q9 - Are you or were you ever a cadet-athlete?**

<b>Answer</b>	<b>%</b>	<b>Count</b>
No	58%	1290
Yes	42%	937
Total	100%	2227

**Q62 - What is your age?**

<b>Field</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std Deviation</b>
What is your age?	16	99	48	21

**Q63 - What is your biological sex?**

Answer	%	Count
Male	83%	2050
Female	9%	230
Intersex	0%	1
I prefer not to respond	8%	200
Total	100%	2481



**Q64 - What is your gender identity?**

<b>Answer</b>	<b>%</b>	<b>Count</b>
Man	82%	2031
Woman	9%	224
I prefer not to respond	9%	219
Another gender identity	0%	6
Total	100%	2480

**Q65 - Which of the following best describes your sexual orientation?**

Answer	%	Count
Straight (heterosexual)	87%	2167
I prefer not to respond	10%	240
Gay/Lesbian	1%	19
Bisexual	2%	46
Another sexual orientation	0%	6
Total	100%	2478

**Q66 - 50 States, D.C. and Puerto Rico**

Answer	%	Count
Virginia	53%	1291
Pennsylvania	5%	133
New York	4%	101
I did not primarily grow up in any U.S. state or one of the above-named territories	4%	94
New Jersey	3%	84
Maryland	3%	82
North Carolina	3%	64
California	2%	55
Ohio	2%	52
Texas	2%	49
Florida	2%	41
I prefer not to respond	2%	40
Georgia	2%	39
Massachusetts	1%	36
Connecticut	1%	25
West Virginia	1%	23
Tennessee	1%	22
Michigan	1%	20
Indiana	1%	18
Illinois	1%	18
Alabama	1%	13
South Carolina	0%	12
Kentucky	0%	12
Colorado	0%	11
District of Columbia	0%	11
Louisiana	0%	8
Missouri	0%	8
Hawaii	0%	7

Wisconsin	0%	7
Delaware	0%	6
New Hampshire	0%	6
Nevada	0%	5
Minnesota	0%	5
Oregon	0%	5
Iowa	0%	4
Puerto Rico	0%	4
Rhode Island	0%	3
Maine	0%	3
Montana	0%	2
Arkansas	0%	2
New Mexico	0%	2
Arizona	0%	2
Washington	0%	2
Kansas	0%	2
North Dakota	0%	1
Nebraska	0%	1
Guam	0%	1
Mississippi	0%	1
Idaho	0%	1
Oklahoma	0%	1
Utah	0%	1
Alaska	0%	0
Vermont	0%	0
Wyoming	0%	0
South Dakota	0%	0
Total	100%	2436

**Q67 - Did you grow up in a military family?**

Answer	%	Count
No	72%	1795
Yes	25%	622
I prefer not to respond	3%	68
Total	100%	2485

**Q69 - Do you consider yourself to be a religious person?**

Answer	%	Count
Yes	66%	1626
No	24%	599
I prefer not to respond	10%	257
Total	100%	2482

**Q70 - Please identify the religion that most closely represents your religious beliefs:**

Answer	%	Count
Christian	92%	1504
I prefer not to respond	4%	72
Other	1%	21
Jewish	1%	16
Buddhist	1%	11
Hindu	0%	1
Muslim	0%	1
Total	100%	1626

**Q71 - Which of the following best describes your political beliefs?**

<b>Answer</b>	<b>%</b>	<b>Count</b>
Extremely liberal	2%	58
Somewhat liberal	15%	367
Neither liberal nor conservative	23%	576
Somewhat conservative	39%	973
Extremely conservative	8%	188
I prefer not to respond	13%	320
Total	100%	2482



## Appendix A-2: Attitudes & Beliefs by VMI Affiliation

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	4%	65	4%	65	17%	282	28%	449	47%	766	1627
Cadet	4%	22	7%	39	26%	138	35%	191	28%	150	540
Staff Only	6%	8	15%	21	30%	43	19%	27	31%	44	143
Faculty Only	10%	13	12%	16	25%	32	27%	35	26%	33	129
Multiple Employee Roles	14%	4	7%	2	21%	6	21%	6	38%	11	29
Administration Only	4%	1	8%	2	21%	5	25%	6	42%	10	24

**Q11 - VMI should have more people of color in positions of leadership.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	32	4%	57	65%	1050	16%	258	14%	230	1627
Cadet	5%	27	6%	31	66%	354	13%	71	11%	57	540
Staff Only	1%	1	3%	5	46%	66	25%	36	24%	35	143
Faculty Only	4%	5	2%	3	33%	42	19%	24	42%	54	128
Multiple Employee Roles	3%	1	3%	1	48%	14	14%	4	31%	9	29
Administration Only	0%	0	0%	0	63%	15	21%	5	17%	4	24

**Q12 - VMI should have more women in positions of leadership.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	38	4%	73	63%	1019	17%	281	13%	217	1628
Cadet	6%	33	9%	47	63%	342	11%	62	10%	56	540
Staff Only	0%	0	6%	8	43%	61	23%	33	29%	41	143
Faculty Only	5%	6	3%	4	32%	41	20%	25	41%	52	128
Multiple Employee Roles	7%	2	7%	2	48%	14	10%	3	28%	8	29
Administration Only	0%	0	0%	0	46%	11	29%	7	25%	6	24

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	5%	81	7%	115	22%	364	30%	493	35%	572	1625
Cadet	7%	36	11%	58	30%	164	25%	136	27%	146	540
Staff Only	6%	9	15%	21	27%	38	28%	40	24%	35	143
Faculty Only	9%	12	14%	18	21%	27	31%	40	25%	32	129
Multiple Employee Roles	3%	1	17%	5	7%	2	38%	11	34%	10	29
Administration Only	0%	0	17%	4	33%	8	25%	6	25%	6	24

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	5%	74	10%	156	30%	478	30%	490	26%	420	1618
Cadet	8%	41	5%	29	12%	65	26%	138	49%	266	539
Staff Only	2%	3	11%	15	49%	69	25%	35	14%	20	142
Faculty Only	8%	10	16%	20	33%	42	28%	36	16%	20	128
Multiple Employee Roles	3%	1	7%	2	31%	9	41%	12	17%	5	29
Administration Only	8%	2	0%	0	52%	13	20%	5	20%	5	25

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	5%	89	8%	131	43%	704	23%	379	20%	316	1619
Cadet	4%	24	7%	40	33%	178	30%	161	25%	136	539
Staff Only	13%	19	13%	19	45%	64	15%	21	13%	19	142
Faculty Only	12%	15	16%	21	34%	43	27%	35	11%	14	128
Multiple Employee Roles	14%	4	17%	5	28%	8	24%	7	17%	5	29
Administration Only	4%	1	4%	1	40%	10	24%	6	28%	7	25

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	48	4%	58	15%	241	23%	369	56%	901	1617
Cadet	6%	30	6%	30	9%	47	28%	149	53%	284	540
Staff Only	4%	5	6%	8	38%	54	20%	28	33%	46	141
Faculty Only	0%	0	5%	6	11%	14	21%	27	64%	82	129
Multiple Employee Roles	3%	1	7%	2	10%	3	28%	8	52%	15	29
Administration Only	0%	0	0%	0	36%	9	16%	4	48%	12	25

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	61%	995	14%	222	20%	332	2%	39	2%	34	1622
Cadet	76%	412	8%	44	8%	45	4%	22	3%	16	539
Staff Only	31%	44	7%	10	56%	79	4%	5	2%	3	141
Faculty Only	33%	42	13%	17	41%	53	8%	10	5%	7	129
Multiple Employee Roles	59%	17	7%	2	28%	8	7%	2	0%	0	29
Administration Only	40%	10	12%	3	48%	12	0%	0	0%	0	25



**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	42%	683	19%	308	28%	454	8%	123	3%	50	1618
Cadet	49%	264	17%	92	18%	97	10%	56	6%	30	539
Staff Only	21%	30	7%	10	53%	75	10%	14	9%	12	141
Faculty Only	17%	22	12%	15	43%	55	14%	18	13%	17	127
Multiple Employee Roles	41%	12	24%	7	17%	5	17%	5	0%	0	29
Administration Only	28%	7	16%	4	56%	14	0%	0	0%	0	25

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	8%	127	9%	140	17%	278	28%	453	38%	624	1622
Cadet	13%	70	19%	101	13%	69	26%	143	29%	157	540
Staff Only	18%	26	18%	26	21%	30	24%	34	19%	27	143
Faculty Only	26%	33	11%	14	18%	23	26%	34	19%	25	129
Multiple Employee Roles	10%	3	7%	2	3%	1	41%	12	38%	11	29
Administration Only	4%	1	25%	6	25%	6	17%	4	29%	7	24

**Q20 - The campus environment at VMI is welcoming to all types of people.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	5%	76	7%	116	11%	175	22%	357	55%	902	1626
Cadet	5%	29	9%	48	7%	37	23%	122	56%	303	539
Staff Only	8%	11	13%	18	9%	13	27%	38	44%	63	143
Faculty Only	13%	17	19%	24	10%	13	24%	31	34%	44	129
Multiple Employee Roles	3%	1	14%	4	7%	2	21%	6	55%	16	29
Administration Only	0%	0	4%	1	24%	6	28%	7	44%	11	25

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	5%	79	12%	200	28%	452	17%	280	38%	611	1622
Cadet	11%	62	15%	79	12%	65	18%	95	44%	239	540
Staff Only	10%	14	19%	26	39%	54	10%	14	23%	32	140
Faculty Only	16%	20	22%	29	31%	40	17%	22	14%	18	129
Multiple Employee Roles	3%	1	7%	2	28%	8	17%	5	45%	13	29
Administration Only	12%	3	16%	4	28%	7	12%	3	32%	8	25

**Q22 - I feel comfortable being myself at VMI.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	41	4%	57	7%	115	14%	232	73%	1174	1619
Cadet	4%	20	6%	34	6%	30	19%	100	66%	356	540
Staff Only	3%	4	8%	12	5%	7	21%	30	63%	90	143
Faculty Only	5%	6	11%	14	7%	9	29%	38	48%	62	129
Multiple Employee Roles	3%	1	7%	2	7%	2	17%	5	66%	19	29
Administration Only	0%	0	4%	1	0%	0	32%	8	64%	16	25

**Q23 - I feel like part of the community at VMI.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	36	3%	51	6%	103	21%	341	67%	1094	1625
Cadet	3%	15	4%	19	5%	26	16%	84	73%	396	540
Staff Only	7%	10	6%	9	10%	14	31%	44	46%	66	143
Faculty Only	5%	6	8%	10	11%	14	32%	41	45%	57	128
Multiple Employee Roles	3%	1	7%	2	7%	2	21%	6	62%	18	29
Administration Only	0%	0	8%	2	4%	1	32%	8	56%	14	25

**Q24 - People of color have to do more than others to prove they belong at VMI.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	60%	969	15%	251	15%	237	7%	106	4%	58	1621
Cadet	70%	378	11%	62	8%	45	7%	37	3%	18	540
Staff Only	39%	56	10%	14	29%	41	11%	15	11%	16	142
Faculty Only	34%	44	14%	18	26%	34	17%	22	9%	11	129
Multiple Employee Roles	48%	14	17%	5	21%	6	7%	2	7%	2	29
Administration Only	44%	11	16%	4	40%	10	0%	0	0%	0	25

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

VMI Affiliation	None		A little		A lot		Total
Alumni	66%	1040	27%	422	7%	105	1567
Cadet	75%	401	17%	93	8%	44	538
Staff Only	54%	69	23%	30	23%	29	128
Faculty Only	40%	47	33%	39	26%	31	117
Multiple Employee Roles	58%	15	23%	6	19%	5	26
Administration Only	68%	17	32%	8	0%	0	25

White

VMI Affiliation	None		A little		A lot		Total
Alumni	92%	1445	7%	115	1%	15	1575
Cadet	96%	514	3%	17	1%	7	538
Staff Only	93%	120	7%	9	0%	0	129
Faculty Only	93%	109	6%	7	1%	1	117
Multiple Employee Roles	96%	25	0%	0	4%	1	26
Administration Only	92%	23	8%	2	0%	0	25



Asian or Asian American

VMI Affiliation	None		A little		A lot		Total
Alumni	81%	1266	16%	257	3%	44	1567
Cadet	83%	448	14%	73	3%	17	538
Staff Only	65%	83	27%	35	8%	10	128
Faculty Only	54%	63	39%	45	7%	8	116
Multiple Employee Roles	77%	20	15%	4	8%	2	26
Administration Only	83%	20	17%	4	0%	0	24

Hispanic

VMI Affiliation	None		A little		A lot		Total
Alumni	80%	1257	16%	255	3%	50	1562
Cadet	86%	461	11%	59	3%	18	538
Staff Only	67%	86	25%	32	8%	10	128
Faculty Only	54%	62	36%	41	10%	11	114
Multiple Employee Roles	81%	21	12%	3	8%	2	26
Administration Only	80%	20	16%	4	4%	1	25

Women

VMI Affiliation	None		A little		A lot		Total
Alumni	55%	849	36%	556	9%	142	1547
Cadet	59%	316	29%	156	12%	66	538
Staff Only	49%	63	31%	40	20%	26	129
Faculty Only	26%	31	40%	47	33%	39	117
Multiple Employee Roles	65%	17	23%	6	12%	3	26
Administration Only	48%	12	40%	10	12%	3	25

Muslim

VMI Affiliation	None		A little		A lot		Total
Alumni	56%	862	31%	481	12%	185	1528
Cadet	78%	417	14%	77	8%	44	538
Staff Only	54%	68	28%	35	19%	24	127
Faculty Only	39%	44	35%	40	26%	29	113
Multiple Employee Roles	58%	15	19%	5	23%	6	26
Administration Only	58%	14	42%	10	0%	0	24

Jewish

VMI Affiliation	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Alumni	84%	1317	14%	214	2%	35	1566
Cadet	90%	486	8%	43	2%	9	538
Staff Only	77%	97	20%	25	3%	4	126
Faculty Only	65%	73	31%	35	4%	5	113
Multiple Employee Roles	85%	22	12%	3	4%	1	26
Administration Only	80%	20	20%	5	0%	0	25

Cadet-Athletes

VMI Affiliation	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Alumni	56%	887	32%	511	12%	182	1580
Cadet	45%	243	37%	198	18%	97	538
Staff Only	52%	67	27%	35	21%	27	129
Faculty Only	37%	43	39%	46	24%	28	117
Multiple Employee Roles	38%	10	38%	10	23%	6	26
Administration Only	64%	16	32%	8	4%	1	25

LGBTQ

VMI Affiliation	None		A little		A lot		Total
Alumni	34%	504	34%	506	33%	494	1504
Cadet	54%	289	32%	171	14%	78	538
Staff Only	41%	51	27%	34	31%	39	124
Faculty Only	26%	30	30%	34	44%	51	115
Multiple Employee Roles	50%	13	23%	6	27%	7	26
Administration Only	42%	10	38%	9	21%	5	24

**Q26 - There is a culture of racial intolerance at VMI.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	73%	1193	10%	166	7%	109	5%	85	4%	72	1625
Cadet	66%	356	14%	73	11%	58	5%	27	4%	23	537
Staff Only	41%	59	16%	23	23%	33	11%	16	8%	12	143
Faculty Only	45%	58	16%	21	16%	20	14%	18	9%	12	129
Multiple Employee Roles	66%	19	17%	5	7%	2	3%	1	7%	2	29
Administration Only	60%	15	8%	2	32%	8	0%	0	0%	0	25

**Q27 - Racial intolerance has never been a problem at VMI.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	16%	267	23%	368	21%	336	16%	262	24%	387	1620
Cadet	19%	100	24%	128	25%	136	14%	77	18%	96	537
Staff Only	21%	30	21%	30	32%	46	11%	16	15%	21	143
Faculty Only	40%	51	29%	37	20%	26	5%	7	5%	7	128
Multiple Employee Roles	21%	6	24%	7	21%	6	17%	5	17%	5	29
Administration Only	8%	2	28%	7	40%	10	12%	3	12%	3	25

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	66%	1070	9%	151	12%	198	5%	89	7%	114	1622
Cadet	59%	315	13%	71	15%	83	7%	37	6%	30	536
Staff Only	35%	50	16%	23	29%	42	13%	19	6%	9	143
Faculty Only	43%	56	15%	19	20%	26	16%	21	5%	7	129
Multiple Employee Roles	55%	16	3%	1	24%	7	3%	1	14%	4	29
Administration Only	36%	9	12%	3	44%	11	4%	1	4%	1	25

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	52	4%	67	5%	78	12%	189	76%	1238	1624
Cadet	3%	17	4%	20	7%	40	10%	52	76%	407	536
Staff Only	8%	12	10%	14	17%	25	17%	24	48%	68	143
Faculty Only	12%	15	17%	22	12%	15	16%	20	44%	57	129
Multiple Employee Roles	7%	2	10%	3	7%	2	14%	4	62%	18	29
Administration Only	0%	0	0%	0	16%	4	32%	8	52%	13	25



**Q30 - People at VMI are NOT treated differently because of their race.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	4%	69	7%	117	9%	140	15%	248	65%	1048	1622
Cadet	4%	19	8%	45	6%	32	14%	77	68%	365	538
Staff Only	7%	10	17%	24	17%	25	17%	25	41%	59	143
Faculty Only	13%	17	19%	25	13%	17	19%	25	35%	45	129
Multiple Employee Roles	0%	0	10%	3	17%	5	14%	4	59%	17	29
Administration Only	0%	0	8%	2	16%	4	36%	9	40%	10	25

**Q31 - People at VMI are NOT treated differently because of their gender.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	7%	115	14%	228	22%	353	21%	338	36%	587	1621
Cadet	11%	61	17%	91	11%	58	24%	128	37%	200	538
Staff Only	10%	14	26%	37	15%	21	17%	25	32%	46	143
Faculty Only	20%	26	30%	38	13%	17	16%	21	20%	26	128
Multiple Employee Roles	10%	3	14%	4	14%	4	21%	6	41%	12	29
Administration Only	4%	1	28%	7	0%	0	40%	10	28%	7	25

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	65%	1055	12%	200	14%	220	6%	105	3%	46	1626
Cadet	72%	388	11%	61	9%	48	5%	26	3%	15	538
Staff Only	42%	60	8%	11	28%	40	15%	21	8%	11	143
Faculty Only	32%	41	20%	26	17%	22	21%	27	10%	13	129
Multiple Employee Roles	62%	18	3%	1	21%	6	7%	2	7%	2	29
Administration Only	44%	11	20%	5	36%	9	0%	0	0%	0	25

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	4%	58	4%	58	4%	62	16%	258	68%	1111	5%	80	1627
Cadet	4%	19	4%	23	6%	31	16%	86	67%	358	4%	21	538
Staff Only	6%	9	12%	17	10%	15	21%	30	45%	65	5%	7	143
Faculty Only	10%	13	16%	21	9%	12	19%	24	41%	53	5%	6	129
Multiple Employee Roles	7%	2	3%	1	3%	1	24%	7	55%	16	7%	2	29
Administration Only	4%	1	4%	1	28%	7	20%	5	40%	10	4%	1	25

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	42	3%	56	3%	41	10%	167	77%	1257	4%	66	1629
Cadet	2%	12	3%	17	3%	16	10%	54	79%	427	2%	12	538
Staff Only	4%	6	14%	20	7%	10	17%	24	49%	70	9%	13	143
Faculty Only	9%	11	16%	21	5%	7	13%	17	50%	65	6%	8	129
Multiple Employee Roles	3%	1	10%	3	0%	0	17%	5	66%	19	3%	1	29
Administration Only	0%	0	0%	0	16%	4	28%	7	52%	13	4%	1	25

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond “

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	50	3%	54	9%	152	11%	181	40%	643	33%	544	1624
Cadet	6%	30	5%	25	5%	29	17%	92	41%	223	26%	139	538
Staff Only	6%	8	9%	13	12%	17	13%	19	27%	39	33%	47	143
Faculty Only	9%	12	13%	16	9%	11	13%	17	13%	17	43%	55	128
Multiple Employee Roles	7%	2	3%	1	0%	0	10%	3	55%	16	24%	7	29
Administration Only	0%	0	8%	2	8%	2	8%	2	40%	10	36%	9	25

\*Full response option text: “I do not feel I have enough information to respond”

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	6%	100	8%	136	13%	217	20%	322	33%	539	19%	304	1618
Cadet	9%	47	8%	42	15%	81	21%	113	32%	170	15%	83	536
Staff Only	3%	4	3%	4	19%	27	25%	36	41%	58	10%	14	143
Faculty Only	4%	5	4%	5	5%	7	18%	23	57%	73	12%	15	128
Multiple Employee Roles	7%	2	3%	1	17%	5	21%	6	41%	12	10%	3	29
Administration Only	0%	0	0%	0	16%	4	32%	8	28%	7	24%	6	25

\*Full response option text: “I do not feel I have enough information to respond”

sufficient.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	38	5%	78	13%	208	20%	323	33%	536	27%	438	1621
Cadet	2%	13	2%	12	7%	40	26%	141	46%	246	16%	86	538
Staff Only	3%	4	12%	17	20%	29	25%	36	24%	34	15%	22	142
Faculty Only	14%	18	10%	13	13%	16	23%	30	21%	27	19%	24	128
Multiple Employee Roles	3%	1	14%	4	24%	7	17%	5	28%	8	14%	4	29
Administration Only	4%	1	12%	3	24%	6	24%	6	20%	5	16%	4	25

\*Full response option text: “I do not feel I have enough information to respond”



**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

VMI Affiliation	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
Alumni	34%	559	28%	458	22%	364	15%	242	1623
Cadet	32%	172	28%	148	23%	125	17%	90	535
Staff Only	28%	39	24%	33	24%	34	24%	34	140
Faculty Only	13%	16	18%	23	19%	24	51%	65	128
Multiple Employee Roles	7%	2	24%	7	38%	11	31%	9	29
Administration Only	36%	9	24%	6	24%	6	16%	4	25

The removal of the statue of Stonewall Jackson.

VMI Affiliation	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
Alumni	47%	766	21%	349	16%	266	15%	244	1625
Cadet	41%	222	25%	135	18%	96	15%	83	536
Staff Only	36%	51	22%	31	15%	21	26%	37	140
Faculty Only	17%	21	13%	16	17%	22	54%	68	127
Multiple Employee Roles	14%	4	31%	9	14%	4	41%	12	29
Administration Only	36%	9	20%	5	24%	6	20%	5	25

Reforming the Honor Court system of discipline.

VMI Affiliation	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
Alumni	82%	1338	8%	137	6%	93	4%	60	1628
Cadet	73%	392	8%	42	11%	59	8%	43	536
Staff Only	37%	51	21%	29	25%	35	17%	24	139
Faculty Only	34%	44	20%	25	26%	33	20%	26	128
Multiple Employee Roles	64%	18	14%	4	11%	3	11%	3	28
Administration Only	36%	9	16%	4	36%	9	12%	3	25

### Q38 - Personally, how much do you support or oppose the following?

Honoring VMI's role in the Battle of New Market.

VMI Affiliation	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	54	7%	120	24%	392	65%	1058	1624
Cadet	5%	27	7%	36	25%	132	64%	341	536
Staff Only	11%	16	14%	19	31%	44	44%	61	140
Faculty Only	14%	18	25%	32	38%	48	23%	30	128
Multiple Employee Roles	10%	3	7%	2	59%	17	24%	7	29
Administration Only	4%	1	12%	3	40%	10	44%	11	25

Celebrating VMI's Southern heritage.

VMI Affiliation	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	7%	112	18%	284	38%	610	38%	611	1617
Cadet	8%	42	18%	96	37%	200	37%	196	534
Staff Only	14%	20	17%	24	34%	47	35%	48	139
Faculty Only	27%	34	25%	32	35%	44	13%	16	126
Multiple Employee Roles	19%	5	22%	6	37%	10	22%	6	27
Administration Only	12%	3	24%	6	44%	11	20%	5	25

Continuing the Rat Line, as it is.

VMI Affiliation	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	1%	19	1%	16	8%	129	90%	1461	1625
Cadet	1%	5	2%	10	5%	25	93%	498	538
Staff Only	8%	11	14%	20	24%	34	53%	74	139
Faculty Only	9%	11	23%	30	28%	36	40%	52	129
Multiple Employee Roles	4%	1	7%	2	14%	4	75%	21	28
Administration Only	4%	1	16%	4	32%	8	48%	12	25

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

VMI Affiliation	None		A little		A lot		Total
Alumni	39%	624	43%	688	19%	305	1617
Cadet	45%	244	38%	203	17%	91	538
Staff Only	41%	58	26%	36	33%	46	140
Faculty Only	18%	23	37%	47	44%	56	126
Multiple Employee Roles	28%	8	45%	13	28%	8	29
Administration Only	44%	11	44%	11	12%	3	25

The statue of Stonewall Jackson.

VMI Affiliation	None		A little		A lot		Total
Alumni	56%	903	31%	505	13%	215	1623
Cadet	62%	334	26%	141	12%	63	538
Staff Only	46%	65	26%	37	27%	38	140
Faculty Only	26%	33	36%	45	38%	48	126
Multiple Employee Roles	31%	9	41%	12	28%	8	29
Administration Only	52%	13	36%	9	12%	3	25

Honoring VMI's role in the Battle of New Market.

VMI Affiliation	None		A little		A lot		Total
Alumni	70%	1134	25%	403	5%	87	1624
Cadet	78%	420	16%	87	6%	31	538
Staff Only	61%	86	24%	34	14%	20	140
Faculty Only	40%	51	39%	49	21%	26	126
Multiple Employee Roles	45%	13	41%	12	14%	4	29
Administration Only	64%	16	32%	8	4%	1	25

Celebrating VMI's Southern heritage.

VMI Affiliation	None		A little		A lot		Total
Alumni	55%	887	37%	607	8%	126	1620
Cadet	64%	344	28%	151	8%	43	538
Staff Only	49%	68	34%	48	17%	24	140
Faculty Only	38%	48	33%	41	29%	37	126
Multiple Employee Roles	41%	12	41%	12	17%	5	29
Administration Only	48%	12	32%	8	20%	5	25

The Rat Line.

VMI Affiliation	None		A little		A lot		Total
Alumni	95%	1549	4%	65	1%	14	1628
Cadet	95%	512	4%	22	1%	5	539
Staff Only	81%	112	13%	18	6%	8	138
Faculty Only	71%	89	23%	29	6%	7	125
Multiple Employee Roles	93%	27	7%	2	0%	0	29
Administration Only	84%	21	12%	3	4%	1	25

The Honor Court.

VMI Affiliation	None		A little		A lot		Total
Alumni	96%	1555	3%	46	2%	27	1628
Cadet	93%	503	4%	23	2%	13	539
Staff Only	77%	107	19%	27	4%	5	139
Faculty Only	75%	94	16%	20	9%	11	125
Multiple Employee Roles	93%	27	7%	2	0%	0	29
Administration Only	92%	23	4%	1	4%	1	25

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

VMI Affiliation	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	13%	207	71%	1149	15%	246	1%	15	1617
Cadet	14%	75	70%	376	15%	81	1%	5	537
Staff Only	19%	27	56%	78	22%	31	2%	3	139
Faculty Only	6%	8	50%	62	40%	49	4%	5	124
Multiple Employee Roles	7%	2	64%	18	25%	7	4%	1	28
Administration Only	13%	3	71%	17	13%	3	4%	1	24

The removal of the statue of Stonewall Jackson.

VMI Affiliation	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	20%	328	69%	1118	11%	172	0%	3	1621
Cadet	21%	114	69%	370	10%	53	0%	1	538
Staff Only	21%	30	57%	80	18%	25	4%	5	140
Faculty Only	6%	7	52%	65	37%	46	5%	6	124
Multiple Employee Roles	7%	2	68%	19	18%	5	7%	2	28
Administration Only	21%	5	58%	14	21%	5	0%	0	24



Reforming the Honor Court system of discipline.

VMI Affiliation	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
Alumni	79%	1279	19%	317	2%	27	0%	3	1626
Cadet	74%	399	20%	105	5%	26	1%	7	537
Staff Only	45%	62	44%	61	10%	14	1%	1	138
Faculty Only	33%	41	56%	69	11%	13	0%	0	123
Multiple Employee Roles	59%	16	33%	9	7%	2	0%	0	27
Administration Only	52%	13	48%	12	0%	0	0%	0	25

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

VMI Affiliation	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	33	13%	213	46%	739	39%	632	1617
Cadet	2%	11	10%	55	45%	239	43%	232	537
Staff Only	4%	6	22%	30	47%	65	27%	38	139
Faculty Only	2%	2	48%	59	40%	49	11%	14	124
Multiple Employee Roles	0%	0	26%	7	44%	12	30%	8	27
Administration Only	0%	0	40%	10	44%	11	16%	4	25

Celebrating VMI's Southern heritage.

VMI Affiliation	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	35	31%	498	49%	788	18%	290	1611
Cadet	3%	18	35%	185	45%	243	17%	90	536
Staff Only	1%	2	42%	59	40%	55	17%	23	139
Faculty Only	5%	6	54%	67	35%	43	6%	8	124
Multiple Employee Roles	4%	1	38%	10	35%	9	23%	6	26
Administration Only	12%	3	40%	10	44%	11	4%	1	25

Continuing the Ratline, as it is.

VMI Affiliation	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	2%	37	1%	23	16%	260	80%	1301	1621
Cadet	1%	4	0%	2	7%	40	91%	491	537
Staff Only	3%	4	10%	14	40%	55	47%	64	137
Faculty Only	0%	0	15%	18	41%	51	44%	55	124
Multiple Employee Roles	4%	1	4%	1	26%	7	67%	18	27
Administration Only	0%	0	16%	4	44%	11	40%	10	25

**Q42 - VMI's Honor Court system:**

produces fair decisions.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	6%	90	3%	41	5%	80	15%	244	72%	1171	1626
Cadet	4%	24	5%	26	4%	24	16%	87	70%	378	539
Staff Only	5%	7	7%	10	42%	58	15%	21	30%	42	138
Faculty Only	8%	10	14%	17	18%	22	32%	39	28%	35	123
Multiple Employee Roles	7%	2	4%	1	15%	4	26%	7	48%	13	27
Administration Only	4%	1	0%	0	40%	10	28%	7	28%	7	25

is influenced by the race of the accused cadet.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	83%	1353	5%	74	7%	116	3%	51	2%	28	1622
Cadet	86%	461	5%	25	5%	29	3%	14	2%	10	539
Staff Only	42%	58	5%	7	35%	48	12%	17	6%	9	139
Faculty Only	46%	56	11%	13	19%	23	16%	19	9%	11	122
Multiple Employee Roles	81%	22	0%	0	11%	3	7%	2	0%	0	27
Administration Only	56%	14	4%	1	40%	10	0%	0	0%	0	25

is influenced by whether a cadet is a cadet-athlete.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	74%	1202	7%	115	11%	176	5%	83	3%	49	1625
Cadet	79%	426	4%	20	8%	44	5%	29	4%	20	539
Staff Only	29%	41	10%	14	37%	52	10%	14	13%	18	139
Faculty Only	30%	37	9%	11	32%	39	20%	25	8%	10	122
Multiple Employee Roles	70%	19	4%	1	11%	3	7%	2	7%	2	27
Administration Only	32%	8	16%	4	36%	9	12%	3	4%	1	25

tends to be tougher on cadets of color.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	80%	1304	5%	85	9%	148	3%	45	2%	39	1621
Cadet	85%	460	3%	18	6%	32	3%	16	2%	13	539
Staff Only	38%	53	6%	9	39%	54	9%	12	8%	11	139
Faculty Only	40%	49	11%	13	24%	29	16%	20	9%	11	122
Multiple Employee Roles	67%	18	7%	2	15%	4	4%	1	7%	2	27
Administration Only	48%	12	8%	2	44%	11	0%	0	0%	0	25

would benefit from updating some of its formal procedures.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	44%	721	11%	179	18%	292	18%	290	9%	141	1623
Cadet	41%	220	12%	63	18%	95	17%	94	12%	66	538
Staff Only	14%	20	6%	8	34%	47	25%	35	21%	29	139
Faculty Only	12%	15	6%	7	18%	22	34%	41	30%	37	122
Multiple Employee Roles	14%	4	0%	0	50%	14	29%	8	7%	2	28
Administration Only	8%	2	20%	5	28%	7	32%	8	12%	3	25

consistently upholds the Honor Code.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	6%	91	2%	33	4%	57	10%	165	79%	1280	1626
Cadet	4%	21	3%	17	4%	23	11%	57	78%	421	539
Staff Only	4%	5	6%	9	39%	54	22%	30	29%	41	139
Faculty Only	10%	12	14%	17	14%	17	28%	34	34%	42	122
Multiple Employee Roles	7%	2	7%	2	11%	3	19%	5	56%	15	27
Administration Only	4%	1	4%	1	36%	9	12%	3	44%	11	25

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Alumni	3%	54	4%	61	9%	143	22%	354	62%	1009	1621
Cadet	5%	27	10%	56	11%	60	28%	148	46%	247	538
Staff Only	8%	11	11%	15	31%	44	19%	27	31%	43	140
Faculty Only	7%	9	15%	19	25%	31	24%	30	29%	36	125
Multiple Employee Roles	4%	1	15%	4	7%	2	22%	6	52%	14	27
Administration Only	4%	1	12%	3	36%	9	24%	6	24%	6	25

influenced by the race of the accused cadet.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Alumni	79%	1286	7%	106	9%	146	3%	55	2%	28	1621
Cadet	81%	434	5%	27	8%	42	4%	20	3%	15	538
Staff Only	44%	61	3%	4	39%	55	7%	10	7%	10	140
Faculty Only	42%	53	10%	13	23%	29	18%	23	6%	7	125
Multiple Employee Roles	74%	20	0%	0	15%	4	11%	3	0%	0	27
Administration Only	44%	11	4%	1	48%	12	0%	0	4%	1	25

influenced by whether the accused is a cadet-athlete.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	58%	944	11%	186	12%	195	13%	216	5%	80	1621
Cadet	62%	334	7%	38	10%	52	14%	78	7%	36	538
Staff Only	31%	43	9%	12	34%	47	16%	22	11%	16	140
Faculty Only	19%	23	16%	19	28%	34	34%	41	4%	5	122
Multiple Employee Roles	63%	17	4%	1	15%	4	11%	3	7%	2	27
Administration Only	28%	7	16%	4	32%	8	20%	5	4%	1	25

tougher on cadets of color.

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	79%	1275	7%	117	10%	158	3%	41	2%	30	1621
Cadet	80%	432	5%	27	8%	44	4%	22	2%	13	538
Staff Only	43%	60	4%	6	38%	53	7%	10	8%	11	140
Faculty Only	44%	55	10%	13	25%	31	14%	18	6%	8	125
Multiple Employee Roles	70%	19	4%	1	15%	4	4%	1	7%	2	27
Administration Only	52%	13	4%	1	44%	11	0%	0	0%	0	25



**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

VMI Affiliation	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Alumni	87%	1411	11%	179	2%	34	1624
Cadet	79%	424	16%	84	5%	29	537
Staff Only	45%	62	46%	64	9%	12	138
Faculty Only	50%	61	36%	44	15%	18	123
Multiple Employee Roles	71%	20	21%	6	7%	2	28
Administration Only	68%	17	32%	8	0%	0	25

The single-sanction policy of expulsion.

VMI Affiliation	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Alumni	91%	1478	8%	129	1%	18	1625
Cadet	82%	440	12%	65	6%	33	538
Staff Only	47%	65	48%	66	5%	7	138
Faculty Only	60%	75	30%	38	10%	12	125
Multiple Employee Roles	82%	23	14%	4	4%	1	28
Administration Only	56%	14	36%	9	8%	2	25

The solicitation of faculty and cadets to gather information about other cadets covertly.

VMI Affiliation	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Alumni	59%	950	33%	532	9%	138	1620
Cadet	55%	294	30%	163	15%	81	538
Staff Only	31%	43	45%	62	24%	33	138
Faculty Only	34%	42	34%	42	32%	40	124
Multiple Employee Roles	39%	11	54%	15	7%	2	28
Administration Only	24%	6	60%	15	16%	4	25

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

VMI Affiliation	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Alumni	36%	582	51%	831	13%	205	1618
Cadet	50%	267	34%	184	16%	87	538
Staff Only	30%	41	50%	69	20%	28	138
Faculty Only	36%	45	47%	58	17%	21	124
Multiple Employee Roles	50%	14	36%	10	14%	4	28
Administration Only	32%	8	56%	14	12%	3	25

The allowing of expulsion based on non-unanimous verdicts.

VMI Affiliation	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Alumni	41%	659	50%	806	10%	155	1620
Cadet	46%	245	40%	215	14%	78	538
Staff Only	25%	35	57%	79	17%	24	138
Faculty Only	24%	29	49%	60	27%	33	122
Multiple Employee Roles	29%	8	61%	17	11%	3	28
Administration Only	20%	5	68%	17	12%	3	25

The drum-out ceremony.

VMI Affiliation	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Alumni	91%	1477	7%	121	2%	28	1626
Cadet	88%	476	8%	44	3%	18	538
Staff Only	51%	71	38%	53	10%	14	138
Faculty Only	56%	69	32%	39	12%	15	123
Multiple Employee Roles	75%	21	21%	6	4%	1	28
Administration Only	52%	13	36%	9	12%	3	25

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	87%	1413	8%	125	3%	47	2%	38	1623
Cadet	83%	446	13%	69	3%	16	1%	8	539
Staff Only	90%	129	5%	7	1%	2	3%	5	143
Faculty Only	91%	116	4%	5	5%	6	1%	1	128
Multiple Employee Roles	83%	24	7%	2	7%	2	3%	1	29
Administration Only	96%	24	0%	0	4%	1	0%	0	25

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	76%	1229	15%	240	6%	92	4%	62	1623
Cadet	75%	404	16%	87	5%	27	4%	21	539
Staff Only	83%	119	10%	14	4%	6	3%	4	143
Faculty Only	70%	89	18%	23	9%	11	4%	5	128
Multiple Employee Roles	69%	20	17%	5	10%	3	3%	1	29
Administration Only	92%	23	0%	0	8%	2	0%	0	25

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	77%	1246	16%	253	5%	78	3%	47	1624
Cadet	64%	346	23%	122	8%	43	5%	27	538
Staff Only	71%	102	15%	22	7%	10	6%	9	143
Faculty Only	57%	73	18%	23	20%	25	5%	7	128
Multiple Employee Roles	66%	19	28%	8	7%	2	0%	0	29
Administration Only	92%	23	4%	1	4%	1	0%	0	25

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	98%	1597	1%	13	0%	7	0%	5	1622
Cadet	98%	525	1%	6	1%	5	0%	2	538
Staff Only	98%	140	2%	3	0%	0	0%	0	143
Faculty Only	99%	128	1%	1	0%	0	0%	0	129
Multiple Employee Roles	100%	29	0%	0	0%	0	0%	0	29
Administration Only	100%	25	0%	0	0%	0	0%	0	25

Race-related threats of violence.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	97%	1572	2%	29	1%	12	1%	9	1622
Cadet	94%	505	4%	22	1%	6	1%	5	538
Staff Only	97%	139	2%	3	1%	1	0%	0	143
Faculty Only	98%	126	2%	2	1%	1	0%	0	129
Multiple Employee Roles	93%	27	3%	1	3%	1	0%	0	29
Administration Only	100%	25	0%	0	0%	0	0%	0	25

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	98%	1587	1%	19	0%	7	0%	5	1618
Cadet	97%	521	2%	10	1%	5	0%	1	537
Staff Only	97%	139	3%	4	0%	0	0%	0	143
Faculty Only	99%	128	1%	1	0%	0	0%	0	129
Multiple Employee Roles	100%	29	0%	0	0%	0	0%	0	29
Administration Only	100%	25	0%	0	0%	0	0%	0	25

Race-related threats of violence.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	96%	1552	2%	40	1%	16	1%	10	1618
Cadet	92%	492	6%	32	2%	9	1%	4	537
Staff Only	97%	139	2%	3	1%	1	0%	0	143
Faculty Only	96%	124	4%	5	0%	0	0%	0	129
Multiple Employee Roles	93%	27	3%	1	3%	1	0%	0	29
Administration Only	100%	25	0%	0	0%	0	0%	0	25



**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	97%	1570	2%	26	1%	15	0%	8	1619
Cadet	94%	504	4%	22	1%	7	1%	3	536
Staff Only	94%	135	5%	7	1%	1	0%	0	143
Faculty Only	96%	124	4%	5	0%	0	0%	0	129
Multiple Employee Roles	97%	28	3%	1	0%	0	0%	0	29
Administration Only	100%	25	0%	0	0%	0	0%	0	25

Race-related threats of violence.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	93%	1510	4%	71	2%	27	1%	12	1620
Cadet	88%	469	9%	46	3%	15	1%	6	536
Staff Only	89%	127	8%	12	2%	3	1%	1	143
Faculty Only	83%	107	12%	16	5%	6	0%	0	129
Multiple Employee Roles	90%	26	7%	2	3%	1	0%	0	29
Administration Only	100%	25	0%	0	0%	0	0%	0	25

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	60%	969	20%	328	13%	209	7%	108	1614
Cadet	44%	233	25%	132	15%	80	17%	88	533
Staff Only	75%	106	13%	18	6%	8	7%	10	142
Faculty Only	76%	97	16%	20	9%	11	0%	0	128
Multiple Employee Roles	69%	20	17%	5	14%	4	0%	0	29
Administration Only	80%	20	12%	3	8%	2	0%	0	25

Other racial or ethnic slurs.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Alumni	54%	872	23%	379	15%	237	8%	126	1614
Cadet	48%	255	25%	133	14%	75	13%	70	533
Staff Only	65%	93	18%	26	8%	12	8%	11	142
Faculty Only	54%	69	23%	30	17%	22	5%	7	128
Multiple Employee Roles	48%	14	31%	9	17%	5	3%	1	29
Administration Only	68%	17	20%	5	8%	2	4%	1	25

Homophobic or transphobic slurs.

VMI Affiliation	Never		Once or twice		A few times		More than a few times		Total
Alumni	43%	697	22%	348	20%	323	15%	246	1614
Cadet	40%	213	25%	131	17%	90	19%	99	533
Staff Only	63%	89	20%	28	10%	14	8%	11	142
Faculty Only	52%	66	23%	29	16%	20	10%	13	128
Multiple Employee Roles	48%	14	21%	6	28%	8	3%	1	29
Administration Only	56%	14	28%	7	12%	3	4%	1	25

**Q52 - I have been sexually assaulted at VMI.**

VMI Affiliation	No		Yes		I prefer not to respond		Total
Alumni	99%	1608	0%	8	0%	8	1624
Cadet	94%	507	4%	22	2%	10	539
Staff Only	100%	143	0%	0	0%	0	143
Faculty Only	98%	127	0%	0	2%	2	129
Multiple Employee Roles	100%	29	0%	0	0%	0	29
Administration Only	100%	25	0%	0	0%	0	25

**Q53 - I have been sexually harassed at VMI.**

VMI Affiliation	No		Yes		I prefer not to respond		Total
Alumni	98%	1590	2%	26	0%	8	1624
Cadet	91%	490	7%	37	2%	12	539
Staff Only	97%	139	3%	4	0%	0	143
Faculty Only	91%	118	5%	7	3%	4	129
Multiple Employee Roles	97%	28	3%	1	0%	0	29
Administration Only	92%	23	8%	2	0%	0	25

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

VMI Affiliation	No		Yes		I prefer not to respond		Total
Alumni	93%	1514	6%	101	0%	8	1623
Cadet	68%	368	27%	148	4%	23	539
Staff Only	80%	114	17%	25	3%	4	143
Faculty Only	63%	81	31%	40	6%	8	129
Multiple Employee Roles	66%	19	31%	9	3%	1	29
Administration Only	96%	24	4%	1	0%	0	25

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	3%	48	3%	43	7%	109	7%	107	26%	424	55%	893	1624
Cadet	8%	45	6%	33	5%	27	17%	93	41%	222	22%	118	538
Staff Only	3%	4	6%	9	6%	9	13%	19	32%	46	39%	55	142
Faculty Only	10%	13	11%	14	9%	11	19%	25	21%	27	30%	39	129
Multiple Employee Roles	3%	1	10%	3	0%	0	10%	3	55%	16	21%	6	29
Administration Only	0%	0	12%	3	20%	5	0%	0	32%	8	36%	9	25

\*Full response option text: “I do not feel I have enough information to respond”

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

VMI Affiliation	None		A little		A lot		Total
Alumni	80%	1234	15%	235	5%	73	1542
Cadet	81%	436	14%	74	5%	28	538
Staff Only	63%	81	23%	30	14%	18	129
Faculty Only	50%	59	32%	38	18%	21	118
Multiple Employee Roles	74%	20	15%	4	11%	3	27
Administration Only	88%	21	8%	2	4%	1	24

White

VMI Affiliation	None		A little		A lot		Total
Alumni	94%	1453	6%	92	1%	9	1554
Cadet	93%	502	5%	27	2%	9	538
Staff Only	92%	121	8%	10	0%	0	131
Faculty Only	95%	108	5%	6	0%	0	114
Multiple Employee Roles	100%	27	0%	0	0%	0	27
Administration Only	96%	23	4%	1	0%	0	24



Asian or Asian American

VMI Affiliation	None		A little		A lot		Total
Alumni	86%	1339	12%	185	2%	26	1550
Cadet	88%	475	10%	54	2%	9	538
Staff Only	73%	94	23%	30	4%	5	129
Faculty Only	64%	72	34%	38	3%	3	113
Multiple Employee Roles	78%	21	19%	5	4%	1	27
Administration Only	88%	21	13%	3	0%	0	24

Hispanic

VMI Affiliation	None		A little		A lot		Total
Alumni	87%	1342	11%	172	2%	29	1543
Cadet	90%	483	9%	47	1%	8	538
Staff Only	71%	91	24%	31	5%	6	128
Faculty Only	62%	69	32%	36	6%	7	112
Multiple Employee Roles	81%	22	19%	5	0%	0	27
Administration Only	92%	22	4%	1	4%	1	24

Women

VMI Affiliation	None		A little		A lot		Total
Alumni	69%	1052	25%	377	6%	91	1520
Cadet	66%	353	24%	131	10%	54	538
Staff Only	53%	69	31%	40	17%	22	131
Faculty Only	37%	44	33%	39	30%	35	118
Multiple Employee Roles	63%	17	26%	7	11%	3	27
Administration Only	54%	13	38%	9	8%	2	24

Muslim

VMI Affiliation	None		A little		A lot		Total
Alumni	72%	1091	21%	317	7%	103	1511
Cadet	87%	466	9%	49	4%	23	538
Staff Only	67%	85	21%	26	12%	15	126
Faculty Only	54%	60	29%	33	17%	19	112
Multiple Employee Roles	74%	20	15%	4	11%	3	27
Administration Only	75%	18	25%	6	0%	0	24

Jewish

VMI Affiliation	None		A little		A lot		Total
Alumni	89%	1379	10%	152	1%	17	1548
Cadet	93%	503	6%	31	1%	4	538
Staff Only	81%	104	16%	21	2%	3	128
Faculty Only	74%	81	24%	26	3%	3	110
Multiple Employee Roles	85%	23	15%	4	0%	0	27
Administration Only	92%	22	8%	2	0%	0	24

Cadet-Athletes

VMI Affiliation	None		A little		A lot		Total
Alumni	70%	1094	23%	356	7%	106	1556
Cadet	57%	306	31%	169	12%	63	538
Staff Only	64%	82	20%	26	16%	21	129
Faculty Only	50%	57	33%	38	17%	20	115
Multiple Employee Roles	67%	18	22%	6	11%	3	27
Administration Only	67%	16	33%	8	0%	0	24

LGBTQ

VMI Affiliation	None		A little		A lot		Total
Alumni	54%	796	32%	462	14%	204	1462
Cadet	71%	382	19%	102	10%	54	538
Staff Only	57%	73	27%	34	16%	20	127
Faculty Only	40%	45	35%	39	26%	29	113
Multiple Employee Roles	63%	17	22%	6	15%	4	27
Administration Only	54%	13	46%	11	0%	0	24

**Q57 - Race relations in the U.S. are generally bad.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	10%	158	22%	361	15%	247	40%	646	13%	208	1620
Cadet	9%	49	20%	109	24%	127	35%	186	12%	67	538
Staff Only	4%	6	17%	24	20%	28	45%	64	15%	21	143
Faculty Only	6%	8	16%	20	13%	16	41%	52	25%	32	128
Multiple Employee Roles	7%	2	31%	9	10%	3	52%	15	0%	0	29
Administration Only	8%	2	24%	6	36%	9	28%	7	4%	1	25

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

VMI Affiliation	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	15%	235	21%	344	47%	755	14%	230	3%	56	1620
Cadet	8%	44	16%	87	50%	266	19%	102	7%	38	537
Staff Only	23%	32	21%	29	42%	59	12%	17	3%	4	141
Faculty Only	35%	44	28%	35	26%	33	8%	10	3%	4	126
Multiple Employee Roles	17%	5	34%	10	34%	10	14%	4	0%	0	29
Administration Only	0%	0	16%	4	68%	17	16%	4	0%	0	25

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

VMI Affiliation	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Alumni	63%	1014	37%	586	1600
Cadet	72%	385	28%	150	535
Staff Only	51%	71	49%	68	139
Faculty Only	34%	42	66%	83	125
Multiple Employee Roles	55%	16	45%	13	29
Administration Only	67%	16	33%	8	24

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	30%	495	21%	345	18%	293	17%	271	14%	221	1625
Cadet	32%	171	15%	79	23%	123	17%	89	14%	76	538
Staff Only	22%	31	14%	20	22%	31	17%	25	25%	36	143
Faculty Only	16%	20	7%	9	19%	24	20%	26	38%	48	127
Multiple Employee Roles	17%	5	7%	2	34%	10	21%	6	21%	6	29
Administration Only	20%	5	20%	5	48%	12	12%	3	0%	0	25



**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

VMI Affiliation	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Alumni	39%	642	22%	356	12%	192	15%	244	12%	193	1627
Cadet	47%	251	19%	102	10%	53	13%	72	11%	60	538
Staff Only	27%	38	19%	27	18%	26	13%	19	23%	33	143
Faculty Only	19%	24	12%	15	20%	25	21%	27	29%	37	128
Multiple Employee Roles	31%	9	17%	5	17%	5	17%	5	17%	5	29
Administration Only	28%	7	28%	7	36%	9	8%	2	0%	0	25

### Appendix A-3: Cadet Attitudes & Beliefs by Racial Identification

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	10	8%	22	25%	70	37%	105	27%	76	283
No Identification (PNR or Missing)	1%	1	3%	3	26%	31	36%	43	35%	42	120
Multiple Race Group Identifications (Multi-Racial)	3%	2	12%	8	24%	16	41%	28	21%	14	68
Asian or Asian American Identification Only	7%	2	11%	3	43%	12	18%	5	21%	6	28
Hispanic or Latino Identification Only	5%	1	5%	1	32%	6	21%	4	37%	7	19
Black or African American Identification Only	33%	4	8%	1	17%	2	33%	4	8%	1	12
Other Single-Group Identification (Various Races)	20%	2	10%	1	10%	1	20%	2	40%	4	10

**Q11 - VMI should have more people of color in positions of leadership.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	6%	17	4%	11	68%	193	13%	36	9%	26	283
No Identification (PNR or Missing)	3%	3	9%	11	75%	90	8%	10	5%	6	120
Multiple Race Group Identifications (Multi-Racial)	7%	5	6%	4	56%	38	13%	9	18%	12	68
Asian or Asian American Identification Only	4%	1	14%	4	54%	15	21%	6	7%	2	28
Hispanic or Latino Identification Only	0%	0	0%	0	53%	10	32%	6	16%	3	19
Black or African American Identification Only	8%	1	8%	1	0%	0	25%	3	58%	7	12
Other Single-Group Identification (Various Races)	0%	0	0%	0	80%	8	10%	1	10%	1	10

**Q12 - VMI should have more women in positions of leadership.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	22	8%	23	65%	183	11%	32	8%	23	283
No Identification (PNR or Missing)	3%	4	12%	14	73%	87	7%	8	6%	7	120
Multiple Race Group Identifications (Multi-Racial)	9%	6	4%	3	54%	37	15%	10	18%	12	68
Asian or Asian American Identification Only	4%	1	14%	4	61%	17	14%	4	7%	2	28
Hispanic or Latino Identification Only	0%	0	5%	1	53%	10	26%	5	16%	3	19
Black or African American Identification Only	0%	0	8%	1	17%	2	17%	2	58%	7	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	60%	6	10%	1	20%	2	10

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	6%	16	11%	31	30%	84	27%	77	27%	75	283
No Identification (PNR or Missing)	3%	3	8%	10	34%	41	28%	33	28%	33	120
Multiple Race Group Identifications (Multi-Racial)	12%	8	10%	7	28%	19	19%	13	31%	21	68
Asian or Asian American Identification Only	7%	2	14%	4	43%	12	14%	4	21%	6	28
Hispanic or Latino Identification Only	16%	3	5%	1	26%	5	26%	5	26%	5	19
Black or African American Identification Only	33%	4	25%	3	17%	2	8%	1	17%	2	12
Other Single-Group Identification (Various Races)	0%	0	20%	2	10%	1	30%	3	40%	4	10

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	6%	18	5%	15	12%	35	27%	75	49%	139	282
No Identification (PNR or Missing)	8%	10	6%	7	10%	12	20%	24	56%	67	120
Multiple Race Group Identifications (Multi-Racial)	9%	6	0%	0	16%	11	28%	19	47%	32	68
Asian or Asian American Identification Only	4%	1	11%	3	18%	5	36%	10	32%	9	28
Hispanic or Latino Identification Only	5%	1	11%	2	5%	1	21%	4	58%	11	19
Black or African American Identification Only	17%	2	17%	2	8%	1	33%	4	25%	3	12
Other Single-Group Identification (Various Races)	30%	3	0%	0	0%	0	20%	2	50%	5	10

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	11	8%	22	36%	102	28%	80	24%	67	282
No Identification (PNR or Missing)	2%	2	3%	3	33%	40	32%	38	31%	37	120
Multiple Race Group Identifications (Multi-Racial)	3%	2	16%	11	21%	14	32%	22	28%	19	68
Asian or Asian American Identification Only	11%	3	0%	0	29%	8	36%	10	25%	7	28
Hispanic or Latino Identification Only	11%	2	5%	1	37%	7	32%	6	16%	3	19
Black or African American Identification Only	25%	3	25%	3	33%	4	17%	2	0%	0	12
Other Single-Group Identification (Various Races)	10%	1	0%	0	30%	3	30%	3	30%	3	10

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	15	5%	15	9%	25	27%	75	54%	153	283
No Identification (PNR or Missing)	5%	6	3%	4	8%	9	28%	34	56%	67	120
Multiple Race Group Identifications (Multi-Racial)	7%	5	10%	7	7%	5	22%	15	53%	36	68
Asian or Asian American Identification Only	4%	1	4%	1	14%	4	43%	12	36%	10	28
Hispanic or Latino Identification Only	5%	1	11%	2	11%	2	26%	5	47%	9	19
Black or African American Identification Only	8%	1	8%	1	8%	1	33%	4	42%	5	12
Other Single-Group Identification (Various Races)	10%	1	0%	0	10%	1	40%	4	40%	4	10



**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	78%	219	9%	24	9%	24	3%	9	2%	6	282
No Identification (PNR or Missing)	90%	108	5%	6	3%	4	0%	0	2%	2	120
Multiple Race Group Identifications (Multi-Racial)	62%	42	13%	9	12%	8	10%	7	3%	2	68
Asian or Asian American Identification Only	54%	15	11%	3	11%	3	14%	4	11%	3	28
Hispanic or Latino Identification Only	79%	15	0%	0	11%	2	11%	2	0%	0	19
Black or African American Identification Only	33%	4	17%	2	25%	3	0%	0	25%	3	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	0%	0	0%	0	10

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	51%	143	18%	51	17%	49	10%	27	4%	12	282
No Identification (PNR or Missing)	63%	75	16%	19	14%	17	4%	5	3%	4	120
Multiple Race Group Identifications (Multi-Racial)	31%	21	18%	12	21%	14	24%	16	7%	5	68
Asian or Asian American Identification Only	43%	12	14%	4	25%	7	11%	3	7%	2	28
Hispanic or Latino Identification Only	37%	7	16%	3	16%	3	21%	4	11%	2	19
Black or African American Identification Only	25%	3	0%	0	25%	3	8%	1	42%	5	12
Other Single-Group Identification (Various Races)	30%	3	30%	3	40%	4	0%	0	0%	0	10

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
White or Caucasian Only	11%	32	18%	50	14%	39	30%	86	27%	76	283
No Identification (PNR or Missing)	10%	12	18%	21	15%	18	27%	32	31%	37	120
Multiple Race Group Identifications (Multi-Racial)	18%	12	24%	16	4%	3	18%	12	37%	25	68
Asian or Asian American Identification Only	18%	5	4%	1	25%	7	25%	7	29%	8	28
Hispanic or Latino Identification Only	11%	2	26%	5	11%	2	21%	4	32%	6	19
Black or African American Identification Only	33%	4	42%	5	0%	0	8%	1	17%	2	12
Other Single-Group Identification (Various Races)	30%	3	30%	3	0%	0	10%	1	30%	3	10

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	14	9%	24	6%	17	25%	70	56%	157	282
No Identification (PNR or Missing)	2%	2	3%	4	10%	12	24%	29	61%	73	120
Multiple Race Group Identifications (Multi-Racial)	7%	5	10%	7	7%	5	18%	12	57%	39	68
Asian or Asian American Identification Only	4%	1	11%	3	7%	2	29%	8	50%	14	28
Hispanic or Latino Identification Only	11%	2	26%	5	5%	1	11%	2	47%	9	19
Black or African American Identification Only	42%	5	25%	3	0%	0	8%	1	25%	3	12
Other Single-Group Identification (Various Races)	0%	0	20%	2	0%	0	0%	0	80%	8	10

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	11%	31	17%	48	11%	30	18%	52	43%	122	283
No Identification (PNR or Missing)	9%	11	11%	13	9%	11	21%	25	50%	60	120
Multiple Race Group Identifications (Multi-Racial)	18%	12	13%	9	15%	10	7%	5	47%	32	68
Asian or Asian American Identification Only	11%	3	14%	4	21%	6	25%	7	29%	8	28
Hispanic or Latino Identification Only	11%	2	11%	2	16%	3	21%	4	42%	8	19
Black or African American Identification Only	25%	3	17%	2	25%	3	17%	2	17%	2	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	20%	2	0%	0	70%	7	10

**Q22 - I feel comfortable being myself at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	11	5%	14	5%	15	19%	53	67%	190	283
No Identification (PNR or Missing)	2%	2	2%	2	3%	4	23%	27	71%	85	120
Multiple Race Group Identifications (Multi-Racial)	4%	3	13%	9	6%	4	12%	8	65%	44	68
Asian or Asian American Identification Only	4%	1	0%	0	18%	5	32%	9	46%	13	28
Hispanic or Latino Identification Only	0%	0	11%	2	11%	2	16%	3	63%	12	19
Black or African American Identification Only	25%	3	33%	4	0%	0	0%	0	42%	5	12
Other Single-Group Identification (Various Races)	0%	0	30%	3	0%	0	0%	0	70%	7	10

**Q23 - I feel like part of the community at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	9	2%	7	5%	14	17%	48	72%	205	283
No Identification (PNR or Missing)	0%	0	1%	1	3%	3	16%	19	81%	97	120
Multiple Race Group Identifications (Multi-Racial)	6%	4	7%	5	7%	5	7%	5	72%	49	68
Asian or Asian American Identification Only	4%	1	4%	1	4%	1	29%	8	61%	17	28
Hispanic or Latino Identification Only	0%	0	11%	2	11%	2	11%	2	68%	13	19
Black or African American Identification Only	8%	1	25%	3	0%	0	17%	2	50%	6	12
Other Single-Group Identification (Various Races)	0%	0	0%	0	10%	1	0%	0	90%	9	10

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	72%	204	12%	33	9%	25	6%	17	1%	4	283
No Identification (PNR or Missing)	78%	93	13%	15	6%	7	3%	3	2%	2	120
Multiple Race Group Identifications (Multi-Racial)	62%	42	12%	8	9%	6	10%	7	7%	5	68
Asian or Asian American Identification Only	50%	14	14%	4	14%	4	14%	4	7%	2	28
Hispanic or Latino Identification Only	63%	12	5%	1	11%	2	21%	4	0%	0	19
Black or African American Identification Only	33%	4	0%	0	8%	1	17%	2	42%	5	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	0%	0	0%	0	10



**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	74%	209	18%	51	7%	21	281
No Identification (PNR or Missing)	87%	104	10%	12	3%	4	120
Multiple Race Group Identifications (Multi-Racial)	71%	48	18%	12	12%	8	68
Asian or Asian American Identification Only	64%	18	29%	8	7%	2	28
Hispanic or Latino Identification Only	63%	12	26%	5	11%	2	19
Black or African American Identification Only	8%	1	33%	4	58%	7	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

White

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	98%	275	1%	4	1%	2	281
No Identification (PNR or Missing)	92%	110	8%	9	1%	1	120
Multiple Race Group Identifications (Multi-Racial)	94%	64	1%	1	4%	3	68
Asian or Asian American Identification Only	93%	26	7%	2	0%	0	28
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	19
Black or African American Identification Only	92%	11	0%	0	8%	1	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

Asian or Asian American

Race	None		A little		A lot		Total
White or Caucasian Only	88%	246	11%	31	1%	4	281
No Identification (PNR or Missing)	87%	104	11%	13	3%	3	120
Multiple Race Group Identifications (Multi-Racial)	76%	52	16%	11	7%	5	68
Asian or Asian American Identification Only	64%	18	32%	9	4%	1	28
Hispanic or Latino Identification Only	79%	15	16%	3	5%	1	19
Black or African American Identification Only	33%	4	42%	5	25%	3	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

Hispanic

Race	None		A little		A lot		Total
White or Caucasian Only	90%	252	9%	24	2%	5	281
No Identification (PNR or Missing)	88%	105	10%	12	3%	3	120
Multiple Race Group Identifications (Multi-Racial)	79%	54	15%	10	6%	4	68
Asian or Asian American Identification Only	75%	21	21%	6	4%	1	28
Hispanic or Latino Identification Only	74%	14	16%	3	11%	2	19
Black or African American Identification Only	42%	5	33%	4	25%	3	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

Women

Race	None		A little		A lot		Total
White or Caucasian Only	56%	157	33%	93	11%	31	281
No Identification (PNR or Missing)	66%	79	27%	32	8%	9	120
Multiple Race Group Identifications (Multi-Racial)	56%	38	24%	16	21%	14	68
Asian or Asian American Identification Only	61%	17	29%	8	11%	3	28
Hispanic or Latino Identification Only	74%	14	16%	3	11%	2	19
Black or African American Identification Only	17%	2	33%	4	50%	6	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	10

Muslim

Race	None		A little		A lot		Total
White or Caucasian Only	80%	224	14%	38	7%	19	281
No Identification (PNR or Missing)	83%	99	13%	16	4%	5	120
Multiple Race Group Identifications (Multi-Racial)	75%	51	12%	8	13%	9	68
Asian or Asian American Identification Only	64%	18	29%	8	7%	2	28
Hispanic or Latino Identification Only	63%	12	21%	4	16%	3	19
Black or African American Identification Only	33%	4	25%	3	42%	5	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	10

Jewish

Race	None		A little		A lot		Total
White or Caucasian Only	94%	263	5%	15	1%	3	281
No Identification (PNR or Missing)	93%	111	7%	8	1%	1	120
Multiple Race Group Identifications (Multi-Racial)	82%	56	13%	9	4%	3	68
Asian or Asian American Identification Only	79%	22	21%	6	0%	0	28
Hispanic or Latino Identification Only	89%	17	5%	1	5%	1	19
Black or African American Identification Only	58%	7	33%	4	8%	1	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

Cadet-Athletes

Race	None		A little		A lot		Total
White or Caucasian Only	46%	128	37%	103	18%	50	281
No Identification (PNR or Missing)	53%	63	36%	43	12%	14	120
Multiple Race Group Identifications (Multi-Racial)	40%	27	37%	25	24%	16	68
Asian or Asian American Identification Only	46%	13	43%	12	11%	3	28
Hispanic or Latino Identification Only	21%	4	37%	7	42%	8	19
Black or African American Identification Only	25%	3	25%	3	50%	6	12
Other Single-Group Identification (Various Races)	50%	5	50%	5	0%	0	10

LGBTQ

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	52%	146	36%	101	12%	34	281
No Identification (PNR or Missing)	63%	75	28%	34	9%	11	120
Multiple Race Group Identifications (Multi-Racial)	54%	37	26%	18	19%	13	68
Asian or Asian American Identification Only	50%	14	21%	6	29%	8	28
Hispanic or Latino Identification Only	42%	8	37%	7	21%	4	19
Black or African American Identification Only	17%	2	25%	3	58%	7	12
Other Single-Group Identification (Various Races)	70%	7	20%	2	10%	1	10

**Q26 - There is a culture of racial intolerance at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	64%	180	16%	45	10%	29	5%	14	5%	13	281
No Identification (PNR or Missing)	83%	99	9%	11	8%	9	0%	0	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	60%	41	12%	8	15%	10	9%	6	4%	3	68
Asian or Asian American Identification Only	43%	12	18%	5	18%	5	14%	4	7%	2	28
Hispanic or Latino Identification Only	74%	14	0%	0	16%	3	11%	2	0%	0	19
Black or African American Identification Only	25%	3	17%	2	8%	1	8%	1	42%	5	12
Other Single-Group Identification (Various Races)	70%	7	20%	2	10%	1	0%	0	0%	0	10

**Q27 - Racial intolerance has never been a problem at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	19%	52	22%	62	28%	78	15%	41	17%	48	281
No Identification (PNR or Missing)	11%	13	29%	35	24%	29	11%	13	24%	29	119
Multiple Race Group Identifications (Multi-Racial)	24%	16	26%	18	24%	16	15%	10	12%	8	68
Asian or Asian American Identification Only	21%	6	7%	2	32%	9	21%	6	18%	5	28
Hispanic or Latino Identification Only	32%	6	42%	8	0%	0	11%	2	16%	3	19
Black or African American Identification Only	50%	6	17%	2	17%	2	8%	1	8%	1	12
Other Single-Group Identification (Various Races)	10%	1	10%	1	20%	2	40%	4	20%	2	10

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	57%	161	14%	39	16%	46	7%	21	5%	14	281
No Identification (PNR or Missing)	69%	81	12%	14	16%	19	1%	1	3%	3	118
Multiple Race Group Identifications (Multi-Racial)	57%	39	13%	9	9%	6	13%	9	7%	5	68
Asian or Asian American Identification Only	36%	10	21%	6	21%	6	11%	3	11%	3	28
Hispanic or Latino Identification Only	63%	12	5%	1	16%	3	11%	2	5%	1	19
Black or African American Identification Only	33%	4	17%	2	8%	1	8%	1	33%	4	12
Other Single-Group Identification (Various Races)	80%	8	0%	0	20%	2	0%	0	0%	0	10



**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	5	2%	7	7%	21	12%	35	76%	213	281
No Identification (PNR or Missing)	2%	2	0%	0	6%	7	4%	5	88%	104	118
Multiple Race Group Identifications (Multi-Racial)	3%	2	12%	8	7%	5	9%	6	69%	47	68
Asian or Asian American Identification Only	4%	1	11%	3	11%	3	11%	3	64%	18	28
Hispanic or Latino Identification Only	5%	1	5%	1	11%	2	11%	2	68%	13	19
Black or African American Identification Only	42%	5	8%	1	0%	0	8%	1	42%	5	12
Other Single-Group Identification (Various Races)	10%	1	0%	0	20%	2	0%	0	70%	7	10

**Q30 - People at VMI are NOT treated differently because of their race.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	6	7%	19	7%	21	17%	49	66%	187	282
No Identification (PNR or Missing)	2%	2	5%	6	3%	3	9%	11	82%	97	119
Multiple Race Group Identifications (Multi-Racial)	6%	4	16%	11	6%	4	12%	8	60%	41	68
Asian or Asian American Identification Only	7%	2	11%	3	11%	3	21%	6	50%	14	28
Hispanic or Latino Identification Only	11%	2	16%	3	0%	0	11%	2	63%	12	19
Black or African American Identification Only	25%	3	25%	3	0%	0	8%	1	42%	5	12
Other Single-Group Identification (Various Races)	0%	0	0%	0	10%	1	0%	0	90%	9	10

**Q31 - People at VMI are NOT treated differently because of their gender.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	9%	26	16%	46	13%	37	27%	75	35%	98	282
No Identification (PNR or Missing)	7%	8	13%	15	11%	13	24%	29	45%	54	119
Multiple Race Group Identifications (Multi-Racial)	19%	13	18%	12	4%	3	19%	13	40%	27	68
Asian or Asian American Identification Only	11%	3	36%	10	7%	2	18%	5	29%	8	28
Hispanic or Latino Identification Only	21%	4	21%	4	16%	3	11%	2	32%	6	19
Black or African American Identification Only	58%	7	17%	2	0%	0	8%	1	17%	2	12
Other Single-Group Identification (Various Races)	0%	0	20%	2	0%	0	30%	3	50%	5	10

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	72%	202	14%	39	9%	26	4%	12	1%	3	282
No Identification (PNR or Missing)	85%	101	9%	11	3%	4	1%	1	2%	2	119
Multiple Race Group Identifications (Multi-Racial)	69%	47	6%	4	12%	8	7%	5	6%	4	68
Asian or Asian American Identification Only	50%	14	11%	3	18%	5	18%	5	4%	1	28
Hispanic or Latino Identification Only	58%	11	16%	3	16%	3	11%	2	0%	0	19
Black or African American Identification Only	42%	5	8%	1	0%	0	8%	1	42%	5	12
Other Single-Group Identification (Various Races)	80%	8	0%	0	20%	2	0%	0	0%	0	10

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	8	5%	14	7%	19	21%	59	60%	168	5%	14	282
No Identification (PNR or Missing)	2%	2	0%	0	3%	3	8%	9	87%	103	2%	2	119
Multiple Race Group Identifications (Multi-Racial)	6%	4	10%	7	6%	4	15%	10	63%	43	0%	0	68
Asian or Asian American Identification Only	0%	0	0%	0	7%	2	14%	4	68%	19	11%	3	28
Hispanic or Latino Identification Only	5%	1	0%	0	16%	3	16%	3	58%	11	5%	1	19
Black or African American Identification Only	33%	4	8%	1	0%	0	8%	1	42%	5	8%	1	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	0%	0	0%	0	90%	9	0%	0	10

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	1%	3	2%	6	2%	7	13%	37	78%	221	3%	8	282
No Identification (PNR or Missing)	2%	2	0%	0	2%	2	3%	3	93%	111	1%	1	119
Multiple Race Group Identifications (Multi-Racial)	3%	2	10%	7	6%	4	12%	8	69%	47	0%	0	68
Asian or Asian American Identification Only	4%	1	0%	0	11%	3	7%	2	71%	20	7%	2	28
Hispanic or Latino Identification Only	0%	0	11%	2	0%	0	21%	4	63%	12	5%	1	19
Black or African American Identification Only	33%	4	8%	1	0%	0	0%	0	58%	7	0%	0	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	0%	0	0%	0	90%	9	0%	0	10

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	13	4%	12	6%	17	17%	48	40%	114	28%	78	282
No Identification (PNR or Missing)	3%	3	3%	3	3%	3	18%	21	49%	58	26%	31	119
Multiple Race Group Identifications (Multi-Racial)	10%	7	7%	5	3%	2	21%	14	35%	24	24%	16	68
Asian or Asian American Identification Only	7%	2	7%	2	11%	3	25%	7	36%	10	14%	4	28
Hispanic or Latino Identification Only	11%	2	5%	1	11%	2	5%	1	47%	9	21%	4	19
Black or African American Identification Only	17%	2	17%	2	17%	2	0%	0	17%	2	33%	4	12
Other Single-Group Identification (Various Races)	10%	1	0%	0	0%	0	10%	1	60%	6	20%	2	10

\*Full response option text: “I do not feel I have enough information to respond”

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	9%	25	6%	17	16%	46	22%	62	32%	89	15%	42	281
No Identification (PNR or Missing)	12%	14	12%	14	16%	19	19%	22	23%	27	19%	22	118
Multiple Race Group Identifications (Multi-Racial)	3%	2	7%	5	6%	4	22%	15	46%	31	16%	11	68
Asian or Asian American Identification Only	11%	3	4%	1	32%	9	21%	6	21%	6	11%	3	28
Hispanic or Latino Identification Only	11%	2	21%	4	11%	2	11%	2	26%	5	21%	4	1
Black or African American Identification Only	8%	1	0%	0	0%	0	17%	2	67%	8	8%	1	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	10%	1	40%	4	40%	4	0%	0	10

\*Full response option text: "I do not feel I have enough information to respond"



sufficient.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
White or Caucasian Only	2%	7	2%	5	7%	20	28%	79	46%	130	15%	41	282
No Identification (PNR or Missing)	3%	4	1%	1	7%	8	26%	31	45%	53	18%	22	119
Multiple Race Group Identifications (Multi-Racial)	1%	1	4%	3	6%	4	18%	12	53%	36	18%	12	68
Asian or Asian American Identification Only	4%	1	4%	1	29%	8	29%	8	21%	6	14%	4	28
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	37%	7	37%	7	26%	5	19
Black or African American Identification Only	0%	0	8%	1	0%	0	17%	2	58%	7	17%	2	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	0%	0	20%	2	70%	7	0%	0	10

\*Full response option text: “I do not feel I have enough information to respond”

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
White or Caucasian Only	31%	88	25%	69	27%	77	17%	47	281
No Identification (PNR or Missing)	36%	42	36%	43	19%	22	9%	11	118
Multiple Race Group Identifications (Multi-Racial)	25%	17	33%	22	19%	13	22%	15	67
Asian or Asian American Identification Only	32%	9	21%	6	25%	7	21%	6	28
Hispanic or Latino Identification Only	26%	5	37%	7	21%	4	16%	3	19
Black or African American Identification Only	33%	4	0%	0	8%	1	58%	7	12
Other Single-Group Identification (Various Races)	70%	7	10%	1	10%	1	10%	1	10

The removal of the statue of Stonewall Jackson.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	40%	112	24%	69	21%	58	15%	43	282
No Identification (PNR or Missing)	43%	51	32%	38	17%	20	8%	9	118
Multiple Race Group Identifications (Multi-Racial)	42%	28	18%	12	16%	11	24%	16	67
Asian or Asian American Identification Only	46%	13	29%	8	7%	2	18%	5	28
Hispanic or Latino Identification Only	42%	8	32%	6	16%	3	11%	2	19
Black or African American Identification Only	25%	3	0%	0	17%	2	58%	7	12
Other Single-Group Identification (Various Races)	70%	7	20%	2	0%	0	10%	1	10

Reforming the Honor Court system of discipline.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	73%	205	8%	22	12%	34	7%	19	280
No Identification (PNR or Missing)	86%	102	4%	5	6%	7	4%	5	119
Multiple Race Group Identifications (Multi-Racial)	72%	49	9%	6	9%	6	10%	7	68
Asian or Asian American Identification Only	54%	15	14%	4	21%	6	11%	3	28
Hispanic or Latino Identification Only	53%	10	11%	2	16%	3	21%	4	19
Black or African American Identification Only	33%	4	17%	2	17%	2	33%	4	12
Other Single-Group Identification (Various Races)	70%	7	10%	1	10%	1	10%	1	10

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	13	6%	16	29%	81	61%	171	281
No Identification (PNR or Missing)	3%	3	4%	5	20%	24	73%	87	119
Multiple Race Group Identifications (Multi-Racial)	7%	5	12%	8	18%	12	63%	42	67
Asian or Asian American Identification Only	7%	2	4%	1	32%	9	57%	16	28
Hispanic or Latino Identification Only	5%	1	11%	2	16%	3	68%	13	19
Black or African American Identification Only	25%	3	17%	2	17%	2	42%	5	12
Other Single-Group Identification (Various Races)	0%	0	20%	2	10%	1	70%	7	10

Celebrating VMI's Southern heritage.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	7%	20	20%	57	39%	110	33%	94	281
No Identification (PNR or Missing)	6%	7	15%	18	39%	46	40%	47	118
Multiple Race Group Identifications (Multi-Racial)	14%	9	15%	10	32%	21	39%	26	66
Asian or Asian American Identification Only	7%	2	18%	5	29%	8	46%	13	28
Hispanic or Latino Identification Only	11%	2	11%	2	42%	8	37%	7	19
Black or African American Identification Only	17%	2	25%	3	25%	3	33%	4	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	40%	4	50%	5	10

Continuing the Rat Line, as it is.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	0%	0	1%	4	5%	15	93%	263	282
No Identification (PNR or Missing)	1%	1	0%	0	3%	3	97%	115	119
Multiple Race Group Identifications (Multi-Racial)	3%	2	1%	1	4%	3	91%	62	68
Asian or Asian American Identification Only	4%	1	4%	1	4%	1	89%	25	28
Hispanic or Latino Identification Only	0%	0	11%	2	5%	1	84%	16	19
Black or African American Identification Only	8%	1	17%	2	17%	2	58%	7	12
Other Single-Group Identification (Various Races)	0%	0	0%	0	0%	0	100%	10	10

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	41%	117	41%	115	18%	50	282
No Identification (PNR or Missing)	60%	71	32%	38	8%	10	119
Multiple Race Group Identifications (Multi-Racial)	40%	27	35%	24	25%	17	68
Asian or Asian American Identification Only	46%	13	43%	12	11%	3	28
Hispanic or Latino Identification Only	37%	7	42%	8	21%	4	19
Black or African American Identification Only	17%	2	33%	4	50%	6	12
Other Single-Group Identification (Various Races)	70%	7	20%	2	10%	1	10

The statue of Stonewall Jackson.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	59%	165	29%	83	12%	34	282
No Identification (PNR or Missing)	78%	93	16%	19	6%	7	119
Multiple Race Group Identifications (Multi-Racial)	51%	35	32%	22	16%	11	68
Asian or Asian American Identification Only	68%	19	25%	7	7%	2	28
Hispanic or Latino Identification Only	63%	12	26%	5	11%	2	19
Black or African American Identification Only	25%	3	25%	3	50%	6	12
Other Single-Group Identification (Various Races)	70%	7	20%	2	10%	1	10



Honoring VMI's role in the Battle of New Market.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	76%	215	18%	52	5%	15	282
No Identification (PNR or Missing)	91%	108	7%	8	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	69%	47	22%	15	9%	6	68
Asian or Asian American Identification Only	79%	22	18%	5	4%	1	28
Hispanic or Latino Identification Only	74%	14	16%	3	11%	2	19
Black or African American Identification Only	50%	6	17%	2	33%	4	12
Other Single-Group Identification (Various Races)	80%	8	20%	2	0%	0	10

Celebrating VMI's Southern heritage.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	62%	174	30%	86	8%	22	282
No Identification (PNR or Missing)	76%	91	18%	22	5%	6	119
Multiple Race Group Identifications (Multi-Racial)	56%	38	31%	21	13%	9	68
Asian or Asian American Identification Only	61%	17	36%	10	4%	1	28
Hispanic or Latino Identification Only	53%	10	42%	8	5%	1	19
Black or African American Identification Only	42%	5	25%	3	33%	4	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

The Rat Line.

Race	None		A little		A lot		Total
White or Caucasian Only	96%	273	3%	9	0%	1	283
No Identification (PNR or Missing)	98%	117	1%	1	1%	1	119
Multiple Race Group Identifications (Multi-Racial)	93%	63	6%	4	1%	1	68
Asian or Asian American Identification Only	86%	24	11%	3	4%	1	28
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	19
Black or African American Identification Only	58%	7	33%	4	8%	1	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

The Honor Court.

Race	None		A little		A lot		Total
White or Caucasian Only	95%	269	3%	9	2%	5	283
No Identification (PNR or Missing)	97%	115	2%	2	2%	2	119
Multiple Race Group Identifications (Multi-Racial)	91%	62	6%	4	3%	2	68
Asian or Asian American Identification Only	82%	23	11%	3	7%	2	28
Hispanic or Latino Identification Only	84%	16	11%	2	5%	1	19
Black or African American Identification Only	67%	8	25%	3	8%	1	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	10%	29	72%	201	16%	46	2%	5	281
No Identification (PNR or Missing)	18%	21	70%	83	13%	15	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	12%	8	75%	51	13%	9	0%	0	68
Asian or Asian American Identification Only	32%	9	54%	15	14%	4	0%	0	28
Hispanic or Latino Identification Only	11%	2	68%	13	21%	4	0%	0	19
Black or African American Identification Only	17%	2	67%	8	17%	2	0%	0	12
Other Single-Group Identification (Various Races)	40%	4	50%	5	10%	1	0%	0	10

The removal of the statue of Stonewall Jackson.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
White or Caucasian Only	19%	53	71%	200	10%	28	0%	1	282
No Identification (PNR or Missing)	22%	26	74%	88	4%	5	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	19%	13	66%	45	15%	10	0%	0	68
Asian or Asian American Identification Only	36%	10	46%	13	18%	5	0%	0	28
Hispanic or Latino Identification Only	16%	3	63%	12	21%	4	0%	0	19
Black or African American Identification Only	25%	3	67%	8	8%	1	0%	0	12
Other Single-Group Identification (Various Races)	60%	6	40%	4	0%	0	0%	0	10

Reforming the Honor Court system of discipline.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	71%	199	23%	64	5%	13	2%	5	281
No Identification (PNR or Missing)	84%	100	13%	15	3%	3	1%	1	119
Multiple Race Group Identifications (Multi-Racial)	78%	53	16%	11	4%	3	1%	1	68
Asian or Asian American Identification Only	71%	20	18%	5	11%	3	0%	0	28
Hispanic or Latino Identification Only	63%	12	21%	4	16%	3	0%	0	19
Black or African American Identification Only	75%	9	25%	3	0%	0	0%	0	12
Other Single-Group Identification (Various Races)	60%	6	30%	3	10%	1	0%	0	10

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	6	12%	34	47%	133	38%	108	281
No Identification (PNR or Missing)	1%	1	7%	8	39%	47	53%	63	119
Multiple Race Group Identifications (Multi-Racial)	3%	2	13%	9	49%	33	35%	24	68
Asian or Asian American Identification Only	0%	0	4%	1	43%	12	54%	15	28
Hispanic or Latino Identification Only	5%	1	11%	2	26%	5	58%	11	19
Black or African American Identification Only	0%	0	0%	0	33%	4	67%	8	12
Other Single-Group Identification (Various Races)	10%	1	10%	1	50%	5	30%	3	10

Celebrating VMI's Southern heritage.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	9	38%	107	46%	128	13%	37	281
No Identification (PNR or Missing)	3%	4	33%	39	43%	51	20%	24	118
Multiple Race Group Identifications (Multi-Racial)	0%	0	34%	23	50%	34	16%	11	68
Asian or Asian American Identification Only	4%	1	21%	6	46%	13	29%	8	28
Hispanic or Latino Identification Only	5%	1	37%	7	37%	7	21%	4	19
Black or African American Identification Only	8%	1	17%	2	42%	5	33%	4	12
Other Single-Group Identification (Various Races)	20%	2	10%	1	50%	5	20%	2	10

Continuing the Ratline, as it is.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	0%	1	0%	1	7%	20	92%	259	281
No Identification (PNR or Missing)	1%	1	0%	0	5%	6	94%	112	119
Multiple Race Group Identifications (Multi-Racial)	1%	1	1%	1	7%	5	90%	61	68
Asian or Asian American Identification Only	0%	0	0%	0	11%	3	89%	25	28
Hispanic or Latino Identification Only	0%	0	0%	0	16%	3	84%	16	19
Black or African American Identification Only	0%	0	0%	0	25%	3	75%	9	12
Other Single-Group Identification (Various Races)	10%	1	0%	0	0%	0	90%	9	10



**Q42 - VMI's Honor Court system:**

produces fair decisions.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	9	4%	12	5%	14	16%	44	72%	204	283
No Identification (PNR or Missing)	3%	4	3%	4	3%	3	11%	13	80%	95	119
Multiple Race Group Identifications (Multi-Racial)	6%	4	4%	3	6%	4	24%	16	60%	41	68
Asian or Asian American Identification Only	7%	2	4%	1	4%	1	32%	9	54%	15	28
Hispanic or Latino Identification Only	11%	2	11%	2	5%	1	16%	3	58%	11	19
Black or African American Identification Only	17%	2	25%	3	8%	1	8%	1	42%	5	12
Other Single-Group Identification (Various Races)	10%	1	10%	1	0%	0	10%	1	70%	7	10

is influenced by the race of the accused cadet.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	87%	246	5%	14	5%	14	2%	6	1%	3	283
No Identification (PNR or Missing)	94%	112	2%	2	2%	2	1%	1	2%	2	119
Multiple Race Group Identifications (Multi-Racial)	79%	54	6%	4	7%	5	4%	3	3%	2	68
Asian or Asian American Identification Only	71%	20	14%	4	4%	1	7%	2	4%	1	28
Hispanic or Latino Identification Only	79%	15	0%	0	16%	3	0%	0	5%	1	19
Black or African American Identification Only	42%	5	8%	1	25%	3	17%	2	8%	1	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	0%	0	0%	0	10

is influenced by whether a cadet is a cadet-athlete.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	80%	227	4%	12	8%	23	4%	10	4%	11	283
No Identification (PNR or Missing)	85%	101	3%	4	6%	7	3%	4	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	75%	51	3%	2	10%	7	7%	5	4%	3	68
Asian or Asian American Identification Only	68%	19	7%	2	11%	3	11%	3	4%	1	28
Hispanic or Latino Identification Only	74%	14	0%	0	5%	1	16%	3	5%	1	19
Black or African American Identification Only	42%	5	0%	0	17%	2	33%	4	8%	1	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	0%	0	0%	0	10

tends to be tougher on cadets of color.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	86%	243	4%	12	6%	18	2%	7	1%	3	283
No Identification (PNR or Missing)	97%	115	0%	0	1%	1	0%	0	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	79%	54	1%	1	9%	6	7%	5	3%	2	68
Asian or Asian American Identification Only	68%	19	18%	5	4%	1	4%	1	7%	2	28
Hispanic or Latino Identification Only	74%	14	0%	0	11%	2	11%	2	5%	1	19
Black or African American Identification Only	50%	6	0%	0	25%	3	8%	1	17%	2	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	0%	0	0%	0	10

would benefit from updating some of its formal procedures.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	41%	117	13%	36	18%	50	16%	46	12%	33	282
No Identification (PNR or Missing)	51%	61	10%	12	17%	20	13%	15	9%	11	119
Multiple Race Group Identifications (Multi-Racial)	32%	22	9%	6	21%	14	26%	18	12%	8	68
Asian or Asian American Identification Only	21%	6	18%	5	18%	5	25%	7	18%	5	28
Hispanic or Latino Identification Only	32%	6	11%	2	16%	3	16%	3	26%	5	19
Black or African American Identification Only	33%	4	8%	1	0%	0	25%	3	33%	4	12
Other Single-Group Identification (Various Races)	40%	4	10%	1	30%	3	20%	2	0%	0	10

consistently upholds the Honor Code.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	9	3%	8	5%	13	13%	38	76%	215	283
No Identification (PNR or Missing)	3%	4	3%	3	2%	2	9%	11	83%	99	119
Multiple Race Group Identifications (Multi-Racial)	6%	4	4%	3	1%	1	4%	3	84%	57	68
Asian or Asian American Identification Only	7%	2	0%	0	11%	3	4%	1	79%	22	28
Hispanic or Latino Identification Only	5%	1	5%	1	11%	2	0%	0	79%	15	19
Black or African American Identification Only	8%	1	8%	1	8%	1	33%	4	42%	5	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	10%	1	0%	0	80%	8	10

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	12	11%	32	11%	30	28%	78	46%	130	282
No Identification (PNR or Missing)	3%	4	7%	8	12%	14	30%	36	48%	57	119
Multiple Race Group Identifications (Multi-Racial)	6%	4	12%	8	12%	8	18%	12	53%	36	68
Asian or Asian American Identification Only	7%	2	7%	2	14%	4	32%	9	39%	11	28
Hispanic or Latino Identification Only	16%	3	16%	3	5%	1	32%	6	32%	6	19
Black or African American Identification Only	8%	1	8%	1	17%	2	33%	4	33%	4	12
Other Single-Group Identification (Various Races)	10%	1	20%	2	10%	1	30%	3	30%	3	10

influenced by the race of the accused cadet.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	79%	224	7%	20	9%	25	3%	9	1%	4	282
No Identification (PNR or Missing)	94%	112	1%	1	2%	2	1%	1	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	78%	53	4%	3	6%	4	7%	5	4%	3	68
Asian or Asian American Identification Only	64%	18	7%	2	14%	4	7%	2	7%	2	28
Hispanic or Latino Identification Only	68%	13	5%	1	16%	3	5%	1	5%	1	19
Black or African American Identification Only	42%	5	0%	0	25%	3	17%	2	17%	2	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	0%	0	0%	0	10



influenced by whether the accused is a cadet-athlete.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	60%	169	9%	25	11%	31	14%	40	6%	17	282
No Identification (PNR or Missing)	74%	88	3%	4	7%	8	11%	13	5%	6	119
Multiple Race Group Identifications (Multi-Racial)	59%	40	7%	5	6%	4	19%	13	9%	6	68
Asian or Asian American Identification Only	54%	15	7%	2	21%	6	7%	2	11%	3	28
Hispanic or Latino Identification Only	58%	11	0%	0	0%	0	32%	6	11%	2	19
Black or African American Identification Only	33%	4	8%	1	25%	3	25%	3	8%	1	12
Other Single-Group Identification (Various Races)	70%	7	10%	1	0%	0	10%	1	10%	1	10

tougher on cadets of color.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	80%	226	6%	18	9%	25	4%	11	1%	2	282
No Identification (PNR or Missing)	92%	110	3%	3	3%	3	0%	0	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	76%	52	4%	3	6%	4	7%	5	6%	4	68
Asian or Asian American Identification Only	64%	18	7%	2	14%	4	7%	2	7%	2	28
Hispanic or Latino Identification Only	68%	13	5%	1	21%	4	5%	1	0%	0	19
Black or African American Identification Only	42%	5	0%	0	17%	2	25%	3	17%	2	12
Other Single-Group Identification (Various Races)	80%	8	0%	0	20%	2	0%	0	0%	0	10

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	80%	226	15%	42	5%	14	282
No Identification (PNR or Missing)	82%	97	14%	16	4%	5	118
Multiple Race Group Identifications (Multi-Racial)	78%	53	16%	11	6%	4	68
Asian or Asian American Identification Only	68%	19	18%	5	14%	4	28
Hispanic or Latino Identification Only	74%	14	21%	4	5%	1	19
Black or African American Identification Only	67%	8	25%	3	8%	1	12
Other Single-Group Identification (Various Races)	70%	7	30%	3	0%	0	10

The single-sanction policy of expulsion.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	82%	230	13%	38	5%	14	282
No Identification (PNR or Missing)	87%	104	8%	9	5%	6	119
Multiple Race Group Identifications (Multi-Racial)	82%	56	12%	8	6%	4	68
Asian or Asian American Identification Only	75%	21	14%	4	11%	3	28
Hispanic or Latino Identification Only	84%	16	0%	0	16%	3	19
Black or African American Identification Only	50%	6	25%	3	25%	3	12
Other Single-Group Identification (Various Races)	70%	7	30%	3	0%	0	10

The solicitation of faculty and cadets to gather information about other cadets covertly.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	55%	155	29%	82	16%	45	282
No Identification (PNR or Missing)	61%	72	29%	34	11%	13	119
Multiple Race Group Identifications (Multi-Racial)	51%	35	34%	23	15%	10	68
Asian or Asian American Identification Only	46%	13	32%	9	21%	6	28
Hispanic or Latino Identification Only	42%	8	42%	8	16%	3	19
Black or African American Identification Only	33%	4	33%	4	33%	4	12
Other Single-Group Identification (Various Races)	70%	7	30%	3	0%	0	10

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	46%	130	38%	107	16%	45	282
No Identification (PNR or Missing)	58%	69	30%	36	12%	14	119
Multiple Race Group Identifications (Multi-Racial)	46%	31	32%	22	22%	15	68
Asian or Asian American Identification Only	61%	17	29%	8	11%	3	28
Hispanic or Latino Identification Only	42%	8	37%	7	21%	4	19
Black or African American Identification Only	33%	4	17%	2	50%	6	12
Other Single-Group Identification (Various Races)	80%	8	20%	2	0%	0	10

The allowing of expulsion based on non-unanimous verdicts.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	45%	128	40%	113	15%	41	282
No Identification (PNR or Missing)	49%	58	43%	51	8%	10	119
Multiple Race Group Identifications (Multi-Racial)	44%	30	37%	25	19%	13	68
Asian or Asian American Identification Only	54%	15	29%	8	18%	5	28
Hispanic or Latino Identification Only	32%	6	42%	8	26%	5	19
Black or African American Identification Only	33%	4	42%	5	25%	3	12
Other Single-Group Identification (Various Races)	40%	4	50%	5	10%	1	10

The drum-out ceremony.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	88%	249	9%	25	3%	8	282
No Identification (PNR or Missing)	91%	108	6%	7	3%	4	119
Multiple Race Group Identifications (Multi-Racial)	90%	61	9%	6	1%	1	68
Asian or Asian American Identification Only	82%	23	11%	3	7%	2	28
Hispanic or Latino Identification Only	95%	18	0%	0	5%	1	19
Black or African American Identification Only	67%	8	17%	2	17%	2	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10



**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	88%	249	10%	29	1%	3	1%	2	283
No Identification (PNR or Missing)	87%	104	11%	13	2%	2	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	68%	46	24%	16	7%	5	1%	1	68
Asian or Asian American Identification Only	64%	18	18%	5	7%	2	11%	3	28
Hispanic or Latino Identification Only	79%	15	11%	2	11%	2	0%	0	19
Black or African American Identification Only	33%	4	33%	4	17%	2	17%	2	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	0%	0	10

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	77%	218	16%	44	5%	14	2%	7	283
No Identification (PNR or Missing)	85%	101	13%	16	2%	2	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	60%	41	21%	14	9%	6	10%	7	68
Asian or Asian American Identification Only	68%	19	14%	4	7%	2	11%	3	28
Hispanic or Latino Identification Only	74%	14	16%	3	0%	0	11%	2	19
Black or African American Identification Only	25%	3	33%	4	25%	3	17%	2	12
Other Single-Group Identification (Various Races)	80%	8	20%	2	0%	0	0%	0	10

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	68%	191	23%	65	6%	17	3%	9	282
No Identification (PNR or Missing)	71%	84	21%	25	6%	7	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	56%	38	19%	13	13%	9	12%	8	68
Asian or Asian American Identification Only	46%	13	32%	9	14%	4	7%	2	28
Hispanic or Latino Identification Only	63%	12	21%	4	5%	1	11%	2	19
Black or African American Identification Only	8%	1	42%	5	25%	3	25%	3	12
Other Single-Group Identification (Various Races)	70%	7	10%	1	20%	2	0%	0	10

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	99%	278	1%	3	0%	1	0%	0	282
No Identification (PNR or Missing)	100%	119	0%	0	0%	0	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	97%	66	1%	1	1%	1	0%	0	68
Asian or Asian American Identification Only	79%	22	7%	2	7%	2	7%	2	28
Hispanic or Latino Identification Only	100%	19	0%	0	0%	0	0%	0	19
Black or African American Identification Only	92%	11	0%	0	8%	1	0%	0	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	0%	0	10

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
White or Caucasian Only	96%	270	4%	10	1%	2	0%	0	282
No Identification (PNR or Missing)	97%	116	3%	3	0%	0	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	90%	61	6%	4	4%	3	0%	0	68
Asian or Asian American Identification Only	79%	22	11%	3	4%	1	7%	2	28
Hispanic or Latino Identification Only	95%	18	0%	0	0%	0	5%	1	19
Black or African American Identification Only	75%	9	8%	1	0%	0	17%	2	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	0%	0	10

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	98%	276	1%	4	0%	1	0%	0	281
No Identification (PNR or Missing)	100%	119	0%	0	0%	0	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	94%	64	1%	1	4%	3	0%	0	68
Asian or Asian American Identification Only	82%	23	11%	3	4%	1	4%	1	28
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	0%	0	19
Black or African American Identification Only	92%	11	8%	1	0%	0	0%	0	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	0%	0	10

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
White or Caucasian Only	94%	265	5%	13	1%	2	0%	1	281
No Identification (PNR or Missing)	94%	112	6%	7	0%	0	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	84%	57	10%	7	6%	4	0%	0	68
Asian or Asian American Identification Only	79%	22	11%	3	0%	0	11%	3	28
Hispanic or Latino Identification Only	89%	17	5%	1	5%	1	0%	0	19
Black or African American Identification Only	83%	10	0%	0	17%	2	0%	0	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	0%	0	10

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	96%	270	2%	6	1%	4	0%	0	280
No Identification (PNR or Missing)	96%	114	3%	4	1%	1	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	91%	62	6%	4	1%	1	1%	1	68
Asian or Asian American Identification Only	79%	22	14%	4	0%	0	7%	2	28
Hispanic or Latino Identification Only	89%	17	5%	1	5%	1	0%	0	19
Black or African American Identification Only	75%	9	25%	3	0%	0	0%	0	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	0%	0	10



Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	91%	256	6%	16	3%	7	0%	1	280
No Identification (PNR or Missing)	92%	109	6%	7	3%	3	0%	0	119
Multiple Race Group Identifications (Multi-Racial)	76%	52	19%	13	1%	1	3%	2	68
Asian or Asian American Identification Only	79%	22	14%	4	0%	0	7%	2	28
Hispanic or Latino Identification Only	79%	15	11%	2	11%	2	0%	0	19
Black or African American Identification Only	58%	7	25%	3	8%	1	8%	1	12
Other Single-Group Identification (Various Races)	80%	8	10%	1	10%	1	0%	0	10

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	N	%	N	%	N	%	N	
White or Caucasian Only	40%	113	28%	80	16%	45	15%	43	281
No Identification (PNR or Missing)	56%	65	22%	25	13%	15	9%	11	116
Multiple Race Group Identifications (Multi-Racial)	39%	26	30%	20	9%	6	22%	15	67
Asian or Asian American Identification Only	43%	12	18%	5	18%	5	21%	6	28
Hispanic or Latino Identification Only	37%	7	0%	0	26%	5	37%	7	19
Black or African American Identification Only	33%	4	8%	1	25%	3	33%	4	12
Other Single-Group Identification (Various Races)	60%	6	10%	1	10%	1	20%	2	10

Other racial or ethnic slurs.

Race	Never		Once or twice		A few times		More than a few times		Total
White or Caucasian Only	47%	132	27%	75	15%	41	12%	33	281
No Identification (PNR or Missing)	53%	62	31%	36	9%	11	6%	7	116
Multiple Race Group Identifications (Multi-Racial)	45%	30	24%	16	13%	9	18%	12	67
Asian or Asian American Identification Only	43%	12	11%	3	18%	5	29%	8	28
Hispanic or Latino Identification Only	37%	7	11%	2	21%	4	32%	6	19
Black or African American Identification Only	42%	5	0%	0	33%	4	25%	3	12
Other Single-Group Identification (Various Races)	70%	7	10%	1	10%	1	10%	1	10

Homophobic or transphobic slurs.

Race	Never		Once or twice		A few times		More than a few times		Total
White or Caucasian Only	38%	108	25%	69	19%	52	19%	52	281
No Identification (PNR or Missing)	44%	51	34%	40	13%	15	9%	10	116
Multiple Race Group Identifications (Multi-Racial)	40%	27	18%	12	16%	11	25%	17	67
Asian or Asian American Identification Only	36%	10	14%	4	21%	6	29%	8	28
Hispanic or Latino Identification Only	21%	4	32%	6	21%	4	26%	5	19
Black or African American Identification Only	42%	5	0%	0	8%	1	50%	6	12
Other Single-Group Identification (Various Races)	80%	8	0%	0	10%	1	10%	1	10

**Q52 - I have been sexually assaulted at VMI.**

Race	No		Yes		I prefer not to respond		Total
White or Caucasian Only	93%	263	5%	14	2%	6	283
No Identification (PNR or Missing)	97%	115	1%	1	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	96%	65	4%	3	0%	0	68
Asian or Asian American Identification Only	89%	25	7%	2	4%	1	28
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	19
Black or African American Identification Only	100%	12	0%	0	0%	0	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

**Q53 - I have been sexually harassed at VMI.**

Race	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	90%	255	7%	21	2%	7	283
No Identification (PNR or Missing)	95%	113	3%	4	2%	2	119
Multiple Race Group Identifications (Multi-Racial)	87%	59	10%	7	3%	2	68
Asian or Asian American Identification Only	89%	25	7%	2	4%	1	28
Hispanic or Latino Identification Only	84%	16	16%	3	0%	0	19
Black or African American Identification Only	100%	12	0%	0	0%	0	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Race	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	67%	189	29%	82	4%	12	283
No Identification (PNR or Missing)	75%	89	18%	21	8%	9	119
Multiple Race Group Identifications (Multi-Racial)	62%	42	35%	24	3%	2	68
Asian or Asian American Identification Only	82%	23	18%	5	0%	0	28
Hispanic or Latino Identification Only	74%	14	26%	5	0%	0	19
Black or African American Identification Only	42%	5	58%	7	0%	0	12
Other Single-Group Identification (Various Races)	60%	6	40%	4	0%	0	10

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
White or Caucasian Only	7%	21	7%	19	6%	16	18%	51	40%	112	22%	63	282
No Identification (PNR or Missing)	7%	8	5%	6	3%	3	13%	16	49%	58	24%	28	119
Multiple Race Group Identifications (Multi-Racial)	18%	12	1%	1	4%	3	18%	12	38%	26	21%	14	68
Asian or Asian American Identification Only	7%	2	4%	1	7%	2	21%	6	39%	11	21%	6	28
Hispanic or Latino Identification Only	5%	1	11%	2	5%	1	21%	4	26%	5	32%	6	19
Black or African American Identification Only	8%	1	25%	3	17%	2	17%	2	25%	3	8%	1	12
Other Single-Group Identification (Various Races)	0%	0	10%	1	0%	0	20%	2	70%	7	0%	0	10

\*Full response option text: “I do not feel I have enough information to respond”



**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Race	None		A little		A lot		Total
White or Caucasian Only	80%	227	16%	45	4%	10	282
No Identification (PNR or Missing)	92%	109	6%	7	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	74%	50	16%	11	10%	7	68
Asian or Asian American Identification Only	86%	24	11%	3	4%	1	28
Hispanic or Latino Identification Only	68%	13	21%	4	11%	2	19
Black or African American Identification Only	33%	4	25%	3	42%	5	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

White

Race	None		A little		A lot		Total
White or Caucasian Only	94%	264	6%	16	1%	2	282
No Identification (PNR or Missing)	92%	110	5%	6	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	91%	62	3%	2	6%	4	68
Asian or Asian American Identification Only	96%	27	4%	1	0%	0	28
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	19
Black or African American Identification Only	100%	12	0%	0	0%	0	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

Asian or Asian American

Race	None		A little		A lot		Total
White or Caucasian Only	92%	259	8%	22	0%	1	282
No Identification (PNR or Missing)	94%	112	4%	5	2%	2	119
Multiple Race Group Identifications (Multi-Racial)	76%	52	22%	15	1%	1	68
Asian or Asian American Identification Only	79%	22	14%	4	7%	2	28
Hispanic or Latino Identification Only	84%	16	16%	3	0%	0	19
Black or African American Identification Only	42%	5	42%	5	17%	2	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	10

Hispanic

Race	None		A little		A lot		Total
White or Caucasian Only	92%	259	7%	21	1%	2	282
No Identification (PNR or Missing)	95%	113	4%	5	1%	1	119
Multiple Race Group Identifications (Multi-Racial)	82%	56	15%	10	3%	2	68
Asian or Asian American Identification Only	86%	24	14%	4	0%	0	28
Hispanic or Latino Identification Only	68%	13	26%	5	5%	1	19
Black or African American Identification Only	67%	8	17%	2	17%	2	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

Women

Race	None		A little		A lot		Total
White or Caucasian Only	63%	179	27%	76	10%	27	282
No Identification (PNR or Missing)	76%	90	21%	25	3%	4	119
Multiple Race Group Identifications (Multi-Racial)	57%	39	24%	16	19%	13	68
Asian or Asian American Identification Only	68%	19	21%	6	11%	3	28
Hispanic or Latino Identification Only	74%	14	16%	3	11%	2	19
Black or African American Identification Only	25%	3	33%	4	42%	5	12
Other Single-Group Identification (Various Races)	90%	9	10%	1	0%	0	10

Muslim

Race	None		A little		A lot		Total
White or Caucasian Only	88%	249	9%	25	3%	8	282
No Identification (PNR or Missing)	95%	113	3%	3	3%	3	119
Multiple Race Group Identifications (Multi-Racial)	79%	54	12%	8	9%	6	68
Asian or Asian American Identification Only	75%	21	21%	6	4%	1	28
Hispanic or Latino Identification Only	68%	13	26%	5	5%	1	19
Black or African American Identification Only	58%	7	17%	2	25%	3	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	10

Jewish

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	95%	267	5%	14	0%	1	282
No Identification (PNR or Missing)	97%	115	3%	3	1%	1	119
Multiple Race Group Identifications (Multi-Racial)	87%	59	12%	8	1%	1	68
Asian or Asian American Identification Only	93%	26	7%	2	0%	0	28
Hispanic or Latino Identification Only	89%	17	11%	2	0%	0	19
Black or African American Identification Only	75%	9	17%	2	8%	1	12
Other Single-Group Identification (Various Races)	100%	10	0%	0	0%	0	10

Cadet-Athletes

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	55%	155	34%	96	11%	31	282
No Identification (PNR or Missing)	66%	78	28%	33	7%	8	119
Multiple Race Group Identifications (Multi-Racial)	53%	36	29%	20	18%	12	68
Asian or Asian American Identification Only	68%	19	25%	7	7%	2	28
Hispanic or Latino Identification Only	32%	6	42%	8	26%	5	19
Black or African American Identification Only	42%	5	17%	2	42%	5	12
Other Single-Group Identification (Various Races)	70%	7	30%	3	0%	0	10

LGBTQ

Race	None		A little		A lot		Total
White or Caucasian Only	70%	198	23%	64	7%	20	282
No Identification (PNR or Missing)	79%	94	16%	19	5%	6	119
Multiple Race Group Identifications (Multi-Racial)	68%	46	13%	9	19%	13	68
Asian or Asian American Identification Only	61%	17	21%	6	18%	5	28
Hispanic or Latino Identification Only	68%	13	21%	4	11%	2	19
Black or African American Identification Only	42%	5	0%	0	58%	7	12
Other Single-Group Identification (Various Races)	90%	9	0%	0	10%	1	10

**Q57 - Race relations in the U.S. are generally bad.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	23	22%	63	21%	60	36%	101	12%	35	282
No Identification (PNR or Missing)	10%	12	21%	25	29%	35	31%	37	8%	10	119
Multiple Race Group Identifications (Multi-Racial)	12%	8	19%	13	25%	17	28%	19	16%	11	68
Asian or Asian American Identification Only	7%	2	11%	3	29%	8	43%	12	11%	3	28
Hispanic or Latino Identification Only	11%	2	11%	2	21%	4	47%	9	11%	2	19
Black or African American Identification Only	0%	0	8%	1	25%	3	33%	4	33%	4	12
Other Single-Group Identification (Various Races)	20%	2	20%	2	0%	0	40%	4	20%	2	10

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Race	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	7%	19	17%	49	54%	151	17%	47	6%	16	282
No Identification (PNR or Missing)	2%	2	8%	9	48%	57	31%	36	12%	14	118
Multiple Race Group Identifications (Multi-Racial)	13%	9	21%	14	44%	30	15%	10	7%	5	68
Asian or Asian American Identification Only	18%	5	29%	8	39%	11	7%	2	7%	2	28
Hispanic or Latino Identification Only	11%	2	21%	4	47%	9	16%	3	5%	1	19
Black or African American Identification Only	42%	5	25%	3	17%	2	17%	2	0%	0	12
Other Single-Group Identification (Various Races)	20%	2	0%	0	60%	6	20%	2	0%	0	10

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Race	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
White or Caucasian Only	73%	205	27%	77	282
No Identification (PNR or Missing)	79%	93	21%	24	117
Multiple Race Group Identifications (Multi-Racial)	63%	42	37%	25	67
Asian or Asian American Identification Only	68%	19	32%	9	28
Hispanic or Latino Identification Only	74%	14	26%	5	19
Black or African American Identification Only	42%	5	58%	7	12
Other Single-Group Identification (Various Races)	70%	7	30%	3	10



**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	29%	82	15%	42	26%	72	16%	46	14%	40	282
No Identification (PNR or Missing)	44%	52	16%	19	25%	30	9%	11	6%	7	119
Multiple Race Group Identifications (Multi-Racial)	24%	16	16%	11	15%	10	24%	16	22%	15	68
Asian or Asian American Identification Only	36%	10	11%	3	14%	4	25%	7	14%	4	28
Hispanic or Latino Identification Only	32%	6	11%	2	16%	3	26%	5	16%	3	19
Black or African American Identification Only	17%	2	8%	1	8%	1	25%	3	42%	5	12
Other Single-Group Identification (Various Races)	30%	3	10%	1	30%	3	10%	1	20%	2	10

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	43%	121	22%	63	10%	28	13%	38	11%	32	282
No Identification (PNR or Missing)	64%	76	18%	21	9%	11	6%	7	3%	4	119
Multiple Race Group Identifications (Multi-Racial)	41%	28	15%	10	10%	7	16%	11	18%	12	68
Asian or Asian American Identification Only	46%	13	7%	2	11%	3	25%	7	11%	3	28
Hispanic or Latino Identification Only	32%	6	16%	3	16%	3	26%	5	11%	2	19
Black or African American Identification Only	17%	2	17%	2	0%	0	25%	3	42%	5	12
Other Single-Group Identification (Various Races)	50%	5	10%	1	10%	1	10%	1	20%	2	10

## Appendix A-4: Employee Attitudes & Beliefs by Racial Identification

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	6%	13	15%	35	28%	65	23%	53	29%	67	233
No Identification (PNR or Missing)	14%	9	5%	3	25%	16	23%	15	34%	22	65
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	20%	2	20%	2	40%	4	10
Black or African American Identification Only	17%	1	33%	2	17%	1	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	17%	1	0%	0	17%	1	17%	1	50%	3	6
Asian or Asian American Identification Only	33%	1	0%	0	33%	1	33%	1	0%	0	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	50%	1	50%	1	2

**Q11 - VMI should have more people of color in positions of leadership.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	1%	3	3%	8	39%	91	24%	56	32%	75	233
No Identification (PNR or Missing)	5%	3	2%	1	55%	35	16%	10	23%	15	64
Multiple Race Group Identifications (Multi-Racial)	0%	0	0%	0	50%	5	30%	3	20%	2	10
Black or African American Identification Only	0%	0	0%	0	17%	1	0%	0	83%	5	6
Other Single-Group Identification (Various Races)	0%	0	0%	0	67%	4	0%	0	33%	2	6
Asian or Asian American Identification Only	33%	1	0%	0	33%	1	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	2

**Q12 - VMI should have more women in positions of leadership.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	4	5%	11	37%	87	23%	53	33%	78	233
No Identification (PNR or Missing)	5%	3	3%	2	48%	31	14%	9	30%	19	64
Multiple Race Group Identifications (Multi-Racial)	0%	0	0%	0	40%	4	30%	3	30%	3	10
Black or African American Identification Only	0%	0	0%	0	33%	2	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	0%	0	0%	0	50%	3	17%	1	33%	2	6
Asian or Asian American Identification Only	33%	1	33%	1	0%	0	33%	1	0%	0	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	2

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	10	16%	37	23%	54	33%	78	23%	54	233
No Identification (PNR or Missing)	12%	8	11%	7	28%	18	20%	13	29%	19	65
Multiple Race Group Identifications (Multi-Racial)	20%	2	0%	0	10%	1	40%	4	30%	3	10
Black or African American Identification Only	17%	1	33%	2	33%	2	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	0%	0	33%	2	0%	0	0%	0	67%	4	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	67%	2	0%	0	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	2

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	11	12%	27	44%	102	28%	65	12%	28	233
No Identification (PNR or Missing)	6%	4	8%	5	38%	24	27%	17	22%	14	64
Multiple Race Group Identifications (Multi-Racial)	0%	0	20%	2	20%	2	20%	2	40%	4	10
Black or African American Identification Only	0%	0	17%	1	50%	3	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	33%	2	17%	1	33%	2	6
Asian or Asian American Identification Only	33%	1	33%	1	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	50%	1	50%	1	2

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	10%	24	17%	39	38%	88	21%	50	14%	32	233
No Identification (PNR or Missing)	11%	7	8%	5	47%	30	19%	12	16%	10	64
Multiple Race Group Identifications (Multi-Racial)	20%	2	0%	0	40%	4	30%	3	10%	1	10
Black or African American Identification Only	67%	4	0%	0	17%	1	17%	1	0%	0	6
Other Single-Group Identification (Various Races)	17%	1	17%	1	17%	1	17%	1	33%	2	6
Asian or Asian American Identification Only	33%	1	0%	0	33%	1	33%	1	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	50%	1	0%	0	2



**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	4	5%	11	25%	59	19%	45	49%	113	232
No Identification (PNR or Missing)	0%	0	5%	3	23%	15	28%	18	45%	29	65
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	10%	1	20%	2	50%	5	10
Black or African American Identification Only	0%	0	0%	0	83%	5	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	17%	1	17%	1	0%	0	0%	0	67%	4	6
Asian or Asian American Identification Only	0%	0	0%	0	0%	0	33%	1	67%	2	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	50%	1	50%	1	2

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	31%	72	12%	28	48%	113	6%	14	3%	7	234
No Identification (PNR or Missing)	43%	27	6%	4	44%	28	3%	2	3%	2	63
Multiple Race Group Identifications (Multi-Racial)	70%	7	0%	0	10%	1	10%	1	10%	1	10
Black or African American Identification Only	33%	2	0%	0	67%	4	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	50%	3	0%	0	0%	0	6
Asian or Asian American Identification Only	33%	1	0%	0	67%	2	0%	0	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	0%	0	2

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	19%	44	12%	29	48%	111	13%	31	8%	18	233
No Identification (PNR or Missing)	32%	20	10%	6	45%	28	6%	4	6%	4	62
Multiple Race Group Identifications (Multi-Racial)	20%	2	10%	1	30%	3	10%	1	30%	3	10
Black or African American Identification Only	33%	2	0%	0	33%	2	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	17%	1	0%	0	67%	4	17%	1	0%	0	6
Asian or Asian American Identification Only	33%	1	0%	0	33%	1	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	21%	49	14%	33	19%	45	25%	59	20%	47	233
No Identification (PNR or Missing)	12%	8	18%	12	15%	10	31%	20	23%	15	65
Multiple Race Group Identifications (Multi-Racial)	20%	2	10%	1	20%	2	20%	2	30%	3	10
Black or African American Identification Only	33%	2	0%	0	33%	2	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	33%	2	17%	1	17%	1	17%	1	17%	1	6
Asian or Asian American Identification Only	0%	0	33%	1	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	50%	1	50%	1	2

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	19	17%	40	11%	25	24%	57	40%	93	234
No Identification (PNR or Missing)	8%	5	5%	3	11%	7	34%	22	43%	28	65
Multiple Race Group Identifications (Multi-Racial)	10%	1	20%	2	0%	0	20%	2	50%	5	10
Black or African American Identification Only	50%	3	0%	0	0%	0	17%	1	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	17%	1	0%	0	67%	4	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	0%	0	0%	0	2

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	11%	26	19%	44	38%	88	14%	32	18%	43	233
No Identification (PNR or Missing)	11%	7	21%	13	25%	16	16%	10	27%	17	63
Multiple Race Group Identifications (Multi-Racial)	20%	2	10%	1	10%	1	20%	2	40%	4	10
Black or African American Identification Only	50%	3	17%	1	17%	1	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	33%	2	0%	0	50%	3	6
Asian or Asian American Identification Only	0%	0	0%	0	33%	1	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	0%	0	50%	1	2

**Q22 - I feel comfortable being myself at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	7	9%	20	5%	11	25%	58	59%	138	234
No Identification (PNR or Missing)	6%	4	9%	6	6%	4	31%	20	48%	31	65
Multiple Race Group Identifications (Multi-Racial)	0%	0	10%	1	20%	2	0%	0	70%	7	10
Black or African American Identification Only	0%	0	0%	0	0%	0	33%	2	67%	4	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	17%	1	17%	1	50%	3	6
Asian or Asian American Identification Only	0%	0	33%	1	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	2

**Q23 - I feel like part of the community at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	12	6%	15	8%	18	33%	77	48%	112	234
No Identification (PNR or Missing)	5%	3	11%	7	11%	7	30%	19	44%	28	64
Multiple Race Group Identifications (Multi-Racial)	10%	1	0%	0	20%	2	10%	1	60%	6	10
Black or African American Identification Only	17%	1	0%	0	33%	2	17%	1	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	17%	1	17%	1	50%	3	6
Asian or Asian American Identification Only	0%	0	0%	0	33%	1	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	2



**Q24 - People of color have to do more than others to prove they belong at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	35%	82	15%	34	29%	69	14%	33	7%	16	234
No Identification (PNR or Missing)	45%	29	9%	6	33%	21	5%	3	8%	5	64
Multiple Race Group Identifications (Multi-Racial)	70%	7	0%	0	0%	0	10%	1	20%	2	10
Black or African American Identification Only	17%	1	0%	0	17%	1	0%	0	67%	4	6
Other Single-Group Identification (Various Races)	50%	3	17%	1	0%	0	17%	1	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	50%	1	0%	0	2

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	46%	98	33%	70	21%	46	214
No Identification (PNR or Missing)	67%	37	16%	9	16%	9	55
Multiple Race Group Identifications (Multi-Racial)	60%	6	20%	2	20%	2	10
Black or African American Identification Only	17%	1	17%	1	67%	4	6
Other Single-Group Identification (Various Races)	67%	4	17%	1	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	100%	2	2

White

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	94%	202	6%	13	0%	1	216
No Identification (PNR or Missing)	94%	51	6%	3	0%	0	54
Multiple Race Group Identifications (Multi-Racial)	80%	8	20%	2	0%	0	10
Black or African American Identification Only	100%	6	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

Asian or Asian American

Race	None		A little		A lot		Total
White or Caucasian Only	61%	132	34%	74	4%	9	215
No Identification (PNR or Missing)	75%	39	15%	8	10%	5	52
Multiple Race Group Identifications (Multi-Racial)	60%	6	20%	2	20%	2	10
Black or African American Identification Only	33%	2	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	83%	5	0%	0	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

Hispanic

Race	None		A little		A lot		Total
White or Caucasian Only	63%	134	30%	65	7%	15	214
No Identification (PNR or Missing)	81%	42	15%	8	4%	2	52
Multiple Race Group Identifications (Multi-Racial)	50%	5	30%	3	20%	2	10
Black or African American Identification Only	33%	2	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	67%	4	17%	1	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	100%	2	2

Women

Race	None		A little		A lot		Total
White or Caucasian Only	38%	83	39%	85	22%	48	216
No Identification (PNR or Missing)	56%	30	20%	11	24%	13	54
Multiple Race Group Identifications (Multi-Racial)	40%	4	30%	3	30%	3	10
Black or African American Identification Only	17%	1	67%	4	17%	1	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	50%	3	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	100%	2	2

Muslim

Race	None		A little		A lot		Total
White or Caucasian Only	44%	94	34%	73	21%	45	212
No Identification (PNR or Missing)	69%	35	22%	11	10%	5	51
Multiple Race Group Identifications (Multi-Racial)	50%	5	30%	3	20%	2	10
Black or African American Identification Only	17%	1	33%	2	50%	3	6
Other Single-Group Identification (Various Races)	67%	4	0%	0	33%	2	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

Jewish

Race	None		A little		A lot		Total
White or Caucasian Only	73%	153	25%	52	3%	6	211
No Identification (PNR or Missing)	77%	40	21%	11	2%	1	52
Multiple Race Group Identifications (Multi-Racial)	60%	6	30%	3	10%	1	10
Black or African American Identification Only	67%	4	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

Cadet-Athletes

Race	None		A little		A lot		Total
White or Caucasian Only	47%	102	34%	73	19%	41	216
No Identification (PNR or Missing)	43%	23	35%	19	22%	12	54
Multiple Race Group Identifications (Multi-Racial)	50%	5	30%	3	20%	2	10
Black or African American Identification Only	17%	1	33%	2	50%	3	6
Other Single-Group Identification (Various Races)	50%	3	33%	2	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	100%	2	2

LGBTQ

Race	None		A little		A lot		Total
White or Caucasian Only	32%	67	32%	67	36%	77	211
No Identification (PNR or Missing)	49%	25	24%	12	27%	14	51
Multiple Race Group Identifications (Multi-Racial)	40%	4	30%	3	30%	3	10
Black or African American Identification Only	33%	2	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	67%	4	0%	0	33%	2	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	100%	2	2

**Q26 - There is a culture of racial intolerance at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	44%	104	16%	37	20%	46	13%	31	7%	16	234
No Identification (PNR or Missing)	52%	34	17%	11	20%	13	2%	1	9%	6	65
Multiple Race Group Identifications (Multi-Racial)	50%	5	20%	2	20%	2	10%	1	0%	0	10
Black or African American Identification Only	17%	1	0%	0	17%	1	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	67%	4	17%	1	17%	1	0%	0	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	50%	1	0%	0	2

**Q27 - Racial intolerance has never been a problem at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	27%	63	28%	65	23%	54	10%	23	12%	29	234
No Identification (PNR or Missing)	20%	13	17%	11	47%	30	13%	8	3%	2	64
Multiple Race Group Identifications (Multi-Racial)	50%	5	20%	2	20%	2	0%	0	10%	1	10
Black or African American Identification Only	50%	3	17%	1	17%	1	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	17%	1	0%	0	33%	2	6
Asian or Asian American Identification Only	33%	1	33%	1	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	0%	0	0%	0	2



**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	38%	88	16%	37	26%	62	14%	32	6%	15	234
No Identification (PNR or Missing)	43%	28	14%	9	28%	18	9%	6	6%	4	65
Multiple Race Group Identifications (Multi-Racial)	60%	6	0%	0	10%	1	30%	3	0%	0	10
Black or African American Identification Only	33%	2	0%	0	33%	2	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	50%	3	0%	0	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	0%	0	2

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	18	15%	34	14%	32	19%	44	45%	106	234
No Identification (PNR or Missing)	8%	5	5%	3	17%	11	15%	10	55%	36	65
Multiple Race Group Identifications (Multi-Racial)	20%	2	0%	0	10%	1	10%	1	60%	6	10
Black or African American Identification Only	33%	2	0%	0	33%	2	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	33%	2	0%	0	0%	0	67%	4	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	50%	1	0%	0	2

**Q30 - People at VMI are NOT treated differently because of their race.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	19	19%	44	16%	38	20%	46	37%	87	234
No Identification (PNR or Missing)	6%	4	6%	4	15%	10	23%	15	49%	32	65
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	20%	2	20%	2	40%	4	10
Black or African American Identification Only	17%	1	50%	3	17%	1	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	0%	0	33%	2	0%	0	0%	0	67%	4	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

**Q31 - People at VMI are NOT treated differently because of their gender.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	15%	34	27%	63	12%	28	19%	44	28%	65	234
No Identification (PNR or Missing)	9%	6	23%	15	14%	9	22%	14	31%	20	64
Multiple Race Group Identifications (Multi-Racial)	20%	2	20%	2	20%	2	30%	3	10%	1	10
Black or African American Identification Only	17%	1	50%	3	17%	1	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	17%	1	17%	1	33%	2	0%	0	33%	2	6
Asian or Asian American Identification Only	0%	0	33%	1	0%	0	33%	1	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	0%	0	50%	1	2

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	38%	88	14%	32	24%	55	20%	46	6%	13	234
No Identification (PNR or Missing)	46%	30	14%	9	29%	19	2%	1	9%	6	65
Multiple Race Group Identifications (Multi-Racial)	40%	4	20%	2	20%	2	0%	0	20%	2	10
Black or African American Identification Only	17%	1	0%	0	17%	1	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	67%	4	0%	0	0%	0	17%	1	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	50%	1	0%	0	2

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	18	13%	31	11%	26	20%	46	44%	102	5%	11	234
No Identification (PNR or Missing)	6%	4	6%	4	12%	8	20%	13	48%	31	8%	5	65
Multiple Race Group Identifications (Multi-Racial)	0%	0	20%	2	10%	1	40%	4	30%	3	0%	0	10
Black or African American Identification Only	33%	2	17%	1	0%	0	17%	1	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	0%	0	33%	2	50%	3	0%	0	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	0%	0	50%	1	0%	0	2

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	12	15%	34	7%	16	17%	40	49%	114	8%	18	234
No Identification (PNR or Missing)	5%	3	6%	4	8%	5	14%	9	60%	39	8%	5	65
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	0%	0	30%	3	50%	5	0%	0	10
Black or African American Identification Only	17%	1	33%	2	0%	0	17%	1	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	0%	0	33%	2	0%	0	0%	0	67%	4	0%	0	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	0%	0	50%	1	0%	0	2

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	12	12%	27	9%	22	13%	31	25%	58	36%	84	234
No Identification (PNR or Missing)	8%	5	3%	2	11%	7	11%	7	25%	16	42%	27	64
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	0%	0	30%	3	20%	2	30%	3	10
Black or African American Identification Only	33%	2	0%	0	17%	1	0%	0	33%	2	17%	1	6
Other Single-Group Identification (Various Races)	17%	1	17%	1	0%	0	0%	0	33%	2	33%	2	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	0%	0	0%	0	50%	1	2

\*Full response option text: “I do not feel I have enough information to respond”



**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	6	3%	6	12%	29	20%	46	52%	122	11%	25	234
No Identification (PNR or Missing)	5%	3	2%	1	19%	12	34%	22	23%	15	17%	11	64
Multiple Race Group Identifications (Multi-Racial)	10%	1	20%	2	0%	0	30%	3	30%	3	10%	1	10
Black or African American Identification Only	17%	1	0%	0	0%	0	33%	2	50%	3	0%	0	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	33%	2	0%	0	33%	2	17%	1	6
Asian or Asian American Identification Only	0%	0	0%	0	0%	0	0%	0	100%	3	0%	0	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	0%	0	2

\*Full response option text: “I do not feel I have enough information to respond”

sufficient.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	19	13%	30	17%	40	20%	47	25%	59	16%	38	233
No Identification (PNR or Missing)	5%	3	8%	5	22%	14	36%	23	9%	6	20%	13	64
Multiple Race Group Identifications (Multi-Racial)	0%	0	10%	1	20%	2	40%	4	10%	1	20%	2	10
Black or African American Identification Only	0%	0	17%	1	33%	2	17%	1	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	33%	2	0%	0	0%	0	17%	1	33%	2	17%	1	6
Asian or Asian American Identification Only	0%	0	0%	0	0%	0	0%	0	100%	3	0%	0	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	50%	1	50%	1	0%	0	2

\*Full response option text: “I do not feel I have enough information to respond”

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	21%	49	21%	50	21%	49	37%	86	234
No Identification (PNR or Missing)	23%	14	20%	12	31%	19	26%	16	61
Multiple Race Group Identifications (Multi-Racial)	0%	0	30%	3	40%	4	30%	3	10
Black or African American Identification Only	33%	2	0%	0	33%	2	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	50%	3	0%	0	50%	3	6
Asian or Asian American Identification Only	0%	0	33%	1	33%	1	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	50%	1	2

The removal of the statue of Stonewall Jackson.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	27%	62	18%	43	15%	35	40%	93	233
No Identification (PNR or Missing)	28%	17	21%	13	23%	14	28%	17	61
Multiple Race Group Identifications (Multi-Racial)	30%	3	10%	1	20%	2	40%	4	10
Black or African American Identification Only	33%	2	0%	0	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	0%	0	50%	3	0%	0	50%	3	6
Asian or Asian American Identification Only	0%	0	33%	1	33%	1	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	50%	1	2

Reforming the Honor Court system of discipline.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	37%	85	19%	45	24%	55	20%	47	232
No Identification (PNR or Missing)	44%	27	18%	11	28%	17	10%	6	61
Multiple Race Group Identifications (Multi-Racial)	30%	3	30%	3	30%	3	10%	1	10
Black or African American Identification Only	50%	3	0%	0	17%	1	33%	2	6
Other Single-Group Identification (Various Races)	50%	3	33%	2	17%	1	0%	0	6
Asian or Asian American Identification Only	0%	0	33%	1	67%	2	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	2

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	12%	29	17%	39	37%	87	33%	78	233
No Identification (PNR or Missing)	11%	7	16%	10	32%	20	40%	25	62
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	60%	6	20%	2	10
Black or African American Identification Only	17%	1	33%	2	17%	1	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	33%	2	50%	3	17%	1	6
Asian or Asian American Identification Only	0%	0	33%	1	33%	1	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	0%	0	2

Celebrating VMI's Southern heritage.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
White or Caucasian Only	21%	49	21%	49	33%	77	24%	55	230
No Identification (PNR or Missing)	10%	6	25%	15	38%	23	27%	16	60
Multiple Race Group Identifications (Multi-Racial)	30%	3	20%	2	40%	4	10%	1	10
Black or African American Identification Only	17%	1	17%	1	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	33%	2	17%	1	50%	3	0%	0	6
Asian or Asian American Identification Only	0%	0	0%	0	100%	3	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	2

Continuing the Rat Line, as it is.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	8%	18	17%	40	27%	63	48%	111	232
No Identification (PNR or Missing)	5%	3	21%	13	23%	14	52%	32	62
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	10%	1	70%	7	10
Black or African American Identification Only	33%	2	0%	0	33%	2	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	17%	1	17%	1	67%	4	6
Asian or Asian American Identification Only	0%	0	0%	0	33%	1	67%	2	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	50%	1	2



**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	30%	69	33%	76	38%	87	232
No Identification (PNR or Missing)	38%	23	38%	23	25%	15	61
Multiple Race Group Identifications (Multi-Racial)	30%	3	30%	3	40%	4	10
Black or African American Identification Only	17%	1	17%	1	67%	4	6
Other Single-Group Identification (Various Races)	50%	3	33%	2	17%	1	6
Asian or Asian American Identification Only	33%	1	33%	1	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

The statue of Stonewall Jackson.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	36%	83	33%	76	31%	73	232
No Identification (PNR or Missing)	46%	28	31%	19	23%	14	61
Multiple Race Group Identifications (Multi-Racial)	30%	3	50%	5	20%	2	10
Black or African American Identification Only	33%	2	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	50%	3	17%	1	33%	2	6
Asian or Asian American Identification Only	33%	1	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

Honoring VMI's role in the Battle of New Market.

Race	None		A little		A lot		Total
White or Caucasian Only	49%	114	34%	78	17%	40	232
No Identification (PNR or Missing)	66%	40	23%	14	11%	7	61
Multiple Race Group Identifications (Multi-Racial)	40%	4	50%	5	10%	1	10
Black or African American Identification Only	33%	2	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	50%	3	50%	3	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

Celebrating VMI's Southern heritage.

Race	None		A little		A lot		Total
White or Caucasian Only	38%	89	39%	91	22%	52	232
No Identification (PNR or Missing)	61%	37	25%	15	15%	9	61
Multiple Race Group Identifications (Multi-Racial)	60%	6	20%	2	20%	2	10
Black or African American Identification Only	50%	3	0%	0	50%	3	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	50%	3	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

The Rat Line.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	76%	175	18%	42	6%	13	230
No Identification (PNR or Missing)	87%	52	10%	6	3%	2	60
Multiple Race Group Identifications (Multi-Racial)	80%	8	10%	1	10%	1	10
Black or African American Identification Only	100%	6	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	83%	5	17%	1	0%	0	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

The Honor Court.

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	76%	175	18%	42	6%	13	230
No Identification (PNR or Missing)	92%	56	5%	3	3%	2	61
Multiple Race Group Identifications (Multi-Racial)	80%	8	10%	1	10%	1	10
Black or African American Identification Only	67%	4	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	83%	5	17%	1	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	15%	34	53%	122	29%	67	3%	7	230
No Identification (PNR or Missing)	9%	5	59%	34	28%	16	5%	3	58
Multiple Race Group Identifications (Multi-Racial)	0%	0	60%	6	40%	4	0%	0	10
Black or African American Identification Only	0%	0	100%	6	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	17%	1	50%	3	33%	2	0%	0	6
Asian or Asian American Identification Only	0%	0	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	0%	0	2

The removal of the statue of Stonewall Jackson.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	16%	37	55%	126	26%	60	3%	8	231
No Identification (PNR or Missing)	9%	5	62%	36	22%	13	7%	4	58
Multiple Race Group Identifications (Multi-Racial)	0%	0	60%	6	40%	4	0%	0	10
Black or African American Identification Only	0%	0	83%	5	17%	1	0%	0	6
Other Single-Group Identification (Various Races)	17%	1	50%	3	33%	2	0%	0	6
Asian or Asian American Identification Only	0%	0	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	2

Reforming the Honor Court system of discipline.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	42%	96	47%	108	11%	25	0%	1	230
No Identification (PNR or Missing)	41%	23	55%	31	4%	2	0%	0	56
Multiple Race Group Identifications (Multi-Racial)	50%	5	40%	4	10%	1	0%	0	10
Black or African American Identification Only	50%	3	50%	3	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	50%	3	50%	3	0%	0	0%	0	6
Asian or Asian American Identification Only	33%	1	67%	2	0%	0	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	2

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	6	33%	76	42%	97	22%	50	229
No Identification (PNR or Missing)	3%	2	36%	21	41%	24	20%	12	59
Multiple Race Group Identifications (Multi-Racial)	0%	0	20%	2	80%	8	0%	0	10
Black or African American Identification Only	0%	0	33%	2	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	0%	0	50%	3	50%	3	0%	0	6
Asian or Asian American Identification Only	0%	0	33%	1	33%	1	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	0%	0	2

Celebrating VMI's Southern heritage.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	7	47%	107	38%	86	12%	28	228
No Identification (PNR or Missing)	8%	5	44%	26	34%	20	14%	8	59
Multiple Race Group Identifications (Multi-Racial)	0%	0	50%	5	50%	5	0%	0	10
Black or African American Identification Only	0%	0	33%	2	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	0%	0	67%	4	33%	2	0%	0	6
Asian or Asian American Identification Only	0%	0	33%	1	67%	2	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	50%	1	2



Continuing the Ratline, as it is.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	1%	3	10%	24	42%	97	46%	105	229
No Identification (PNR or Missing)	2%	1	18%	10	33%	19	47%	27	57
Multiple Race Group Identifications (Multi-Racial)	0%	0	10%	1	10%	1	80%	8	10
Black or African American Identification Only	17%	1	17%	1	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	0%	0	0%	0	50%	3	50%	3	6
Asian or Asian American Identification Only	0%	0	0%	0	33%	1	67%	2	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	50%	1	2

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	6%	14	9%	20	30%	68	26%	60	29%	67	229
No Identification (PNR or Missing)	7%	4	7%	4	35%	20	18%	10	33%	19	57
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	20%	2	20%	2	40%	4	10
Black or African American Identification Only	0%	0	33%	2	33%	2	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	0%	0	0%	0	33%	2	33%	2	33%	2	6
Asian or Asian American Identification Only	0%	0	33%	1	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

is influenced by the race of the accused cadet.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	47%	107	6%	13	28%	63	14%	32	6%	13	228
No Identification (PNR or Missing)	50%	29	12%	7	28%	16	7%	4	3%	2	58
Multiple Race Group Identifications (Multi-Racial)	60%	6	10%	1	10%	1	10%	1	10%	1	10
Black or African American Identification Only	33%	2	0%	0	33%	2	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	33%	2	17%	1	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

is influenced by whether a cadet is a cadet-athlete.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	32%	72	10%	22	34%	78	17%	38	8%	18	228
No Identification (PNR or Missing)	41%	24	10%	6	29%	17	9%	5	10%	6	58
Multiple Race Group Identifications (Multi-Racial)	30%	3	10%	1	30%	3	0%	0	30%	3	10
Black or African American Identification Only	33%	2	17%	1	17%	1	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	33%	2	0%	0	33%	2	17%	1	17%	1	6
Asian or Asian American Identification Only	33%	1	0%	0	33%	1	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	0%	0	2

tends to be tougher on cadets of color.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	40%	91	8%	19	32%	74	12%	28	7%	16	228
No Identification (PNR or Missing)	50%	29	9%	5	33%	19	3%	2	5%	3	58
Multiple Race Group Identifications (Multi-Racial)	50%	5	10%	1	20%	2	10%	1	10%	1	10
Black or African American Identification Only	33%	2	17%	1	17%	1	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	33%	2	0%	0	33%	2	17%	1	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

would benefit from updating some of its formal procedures.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	13%	29	7%	16	28%	64	29%	66	23%	53	228
No Identification (PNR or Missing)	14%	8	3%	2	36%	21	27%	16	20%	12	59
Multiple Race Group Identifications (Multi-Racial)	20%	2	10%	1	20%	2	40%	4	10%	1	10
Black or African American Identification Only	17%	1	0%	0	17%	1	33%	2	33%	2	6
Other Single-Group Identification (Various Races)	17%	1	0%	0	17%	1	50%	3	17%	1	6
Asian or Asian American Identification Only	0%	0	33%	1	33%	1	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	50%	1	50%	1	2

consistently upholds the Honor Code.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	7%	17	9%	21	25%	58	25%	56	33%	76	228
No Identification (PNR or Missing)	5%	3	9%	5	29%	17	21%	12	36%	21	58
Multiple Race Group Identifications (Multi-Racial)	0%	0	10%	1	30%	3	20%	2	40%	4	10
Black or African American Identification Only	0%	0	0%	0	50%	3	0%	0	50%	3	6
Other Single-Group Identification (Various Races)	0%	0	0%	0	33%	2	33%	2	33%	2	6
Asian or Asian American Identification Only	0%	0	33%	1	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	0%	0	50%	1	0%	0	0%	0	50%	1	2

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	11	14%	32	27%	61	23%	52	32%	73	229
No Identification (PNR or Missing)	11%	7	10%	6	28%	17	23%	14	28%	17	61
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	20%	2	20%	2	40%	4	10
Black or African American Identification Only	0%	0	17%	1	67%	4	17%	1	0%	0	6
Other Single-Group Identification (Various Races)	17%	1	17%	1	33%	2	0%	0	33%	2	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2



influenced by the race of the accused cadet.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	45%	103	7%	15	31%	71	13%	29	5%	11	229
No Identification (PNR or Missing)	48%	29	5%	3	38%	23	5%	3	5%	3	61
Multiple Race Group Identifications (Multi-Racial)	60%	6	0%	0	20%	2	20%	2	0%	0	10
Black or African American Identification Only	17%	1	0%	0	50%	3	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	17%	1	33%	2	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

influenced by whether the accused is a cadet-athlete.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	28%	64	13%	30	29%	66	25%	57	5%	11	228
No Identification (PNR or Missing)	29%	17	7%	4	36%	21	15%	9	14%	8	59
Multiple Race Group Identifications (Multi-Racial)	40%	4	10%	1	20%	2	10%	1	20%	2	10
Black or African American Identification Only	0%	0	17%	1	17%	1	33%	2	33%	2	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	17%	1	33%	2	0%	0	6
Asian or Asian American Identification Only	33%	1	0%	0	33%	1	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	0%	0	2

tougher on cadets of color.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	46%	105	7%	16	31%	70	12%	27	5%	11	229
No Identification (PNR or Missing)	48%	29	5%	3	38%	23	3%	2	7%	4	61
Multiple Race Group Identifications (Multi-Racial)	60%	6	10%	1	20%	2	0%	0	10%	1	10
Black or African American Identification Only	17%	1	17%	1	33%	2	0%	0	33%	2	6
Other Single-Group Identification (Various Races)	50%	3	0%	0	33%	2	0%	0	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	50%	115	40%	91	10%	22	228
No Identification (PNR or Missing)	53%	31	37%	22	10%	6	59
Multiple Race Group Identifications (Multi-Racial)	50%	5	30%	3	20%	2	10
Black or African American Identification Only	33%	2	67%	4	0%	0	6
Other Single-Group Identification (Various Races)	83%	5	17%	1	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	2

The single-sanction policy of expulsion.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	53%	122	39%	90	8%	18	230
No Identification (PNR or Missing)	69%	41	27%	16	3%	2	59
Multiple Race Group Identifications (Multi-Racial)	60%	6	40%	4	0%	0	10
Black or African American Identification Only	17%	1	67%	4	17%	1	6
Other Single-Group Identification (Various Races)	67%	4	33%	2	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

The solicitation of faculty and cadets to gather information about other cadets covertly.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	31%	71	44%	100	25%	57	228
No Identification (PNR or Missing)	37%	22	35%	21	28%	17	60
Multiple Race Group Identifications (Multi-Racial)	30%	3	30%	3	40%	4	10
Black or African American Identification Only	50%	3	50%	3	0%	0	6
Other Single-Group Identification (Various Races)	17%	1	83%	5	0%	0	6
Asian or Asian American Identification Only	33%	1	67%	2	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	31%	72	50%	114	19%	43	229
No Identification (PNR or Missing)	42%	25	44%	26	14%	8	59
Multiple Race Group Identifications (Multi-Racial)	20%	2	60%	6	20%	2	10
Black or African American Identification Only	33%	2	33%	2	33%	2	6
Other Single-Group Identification (Various Races)	67%	4	33%	2	0%	0	6
Asian or Asian American Identification Only	33%	1	33%	1	33%	1	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	2

The allowing of expulsion based on non-unanimous verdicts.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	23%	53	55%	126	21%	49	228
No Identification (PNR or Missing)	28%	16	57%	33	16%	9	58
Multiple Race Group Identifications (Multi-Racial)	30%	3	40%	4	30%	3	10
Black or African American Identification Only	17%	1	67%	4	17%	1	6
Other Single-Group Identification (Various Races)	17%	1	83%	5	0%	0	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2



The drum-out ceremony.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	55%	126	33%	75	12%	27	228
No Identification (PNR or Missing)	56%	33	34%	20	10%	6	59
Multiple Race Group Identifications (Multi-Racial)	50%	5	50%	5	0%	0	10
Black or African American Identification Only	67%	4	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	50%	3	50%	3	0%	0	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	94%	219	4%	9	1%	2	1%	3	233
No Identification (PNR or Missing)	85%	55	6%	4	8%	5	2%	1	65
Multiple Race Group Identifications (Multi-Racial)	70%	7	10%	1	10%	1	10%	1	10
Black or African American Identification Only	50%	3	0%	0	33%	2	17%	1	6
Other Single-Group Identification (Various Races)	83%	5	0%	0	17%	1	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	0%	0	33%	1	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	77%	180	15%	34	5%	12	3%	7	233
No Identification (PNR or Missing)	78%	51	8%	5	12%	8	2%	1	65
Multiple Race Group Identifications (Multi-Racial)	80%	8	20%	2	0%	0	0%	0	10
Black or African American Identification Only	67%	4	0%	0	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	67%	4	17%	1	0%	0	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	65%	152	19%	44	10%	23	6%	14	233
No Identification (PNR or Missing)	74%	48	14%	9	11%	7	2%	1	65
Multiple Race Group Identifications (Multi-Racial)	80%	8	10%	1	10%	1	0%	0	10
Black or African American Identification Only	33%	2	0%	0	50%	3	17%	1	6
Other Single-Group Identification (Various Races)	67%	4	0%	0	33%	2	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	0%	0	2

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	99%	231	1%	3	0%	0	0%	0	234
No Identification (PNR or Missing)	100%	65	0%	0	0%	0	0%	0	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	0%	0	10
Black or African American Identification Only	83%	5	17%	1	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	97%	228	1%	3	1%	3	0%	0	234
No Identification (PNR or Missing)	98%	64	2%	1	0%	0	0%	0	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	0%	0	10
Black or African American Identification Only	67%	4	33%	2	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	98%	229	2%	5	0%	0	0%	0	234
No Identification (PNR or Missing)	100%	65	0%	0	0%	0	0%	0	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	0%	0	10
Black or African American Identification Only	100%	6	0%	0	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	96%	224	3%	8	1%	2	0%	0	234
No Identification (PNR or Missing)	98%	64	2%	1	0%	0	0%	0	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	0%	0	10
Black or African American Identification Only	100%	6	0%	0	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2



**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	95%	222	5%	11	0%	1	0%	0	234
No Identification (PNR or Missing)	98%	64	2%	1	0%	0	0%	0	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	0%	0	10
Black or African American Identification Only	83%	5	17%	1	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	88%	205	9%	20	4%	9	0%	0	234
No Identification (PNR or Missing)	88%	57	11%	7	2%	1	0%	0	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	0%	0	10
Black or African American Identification Only	33%	2	50%	3	0%	0	17%	1	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	0%	0	2

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	73%	171	15%	35	8%	19	3%	8	233
No Identification (PNR or Missing)	81%	52	13%	8	5%	3	2%	1	64
Multiple Race Group Identifications (Multi-Racial)	70%	7	20%	2	10%	1	0%	0	10
Black or African American Identification Only	67%	4	0%	0	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	0%	0	2

Other racial or ethnic slurs.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	55%	129	24%	57	15%	35	5%	12	233
No Identification (PNR or Missing)	73%	47	14%	9	6%	4	6%	4	64
Multiple Race Group Identifications (Multi-Racial)	70%	7	10%	1	0%	0	20%	2	10
Black or African American Identification Only	50%	3	17%	1	17%	1	17%	1	6
Other Single-Group Identification (Various Races)	83%	5	0%	0	0%	0	17%	1	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	0%	0	3
Hispanic or Latino Identification Only	0%	0	50%	1	50%	1	0%	0	2

Homophobic or transphobic slurs.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	52%	122	23%	54	16%	38	8%	19	233
No Identification (PNR or Missing)	67%	43	20%	13	6%	4	6%	4	64
Multiple Race Group Identifications (Multi-Racial)	50%	5	10%	1	20%	2	20%	2	10
Black or African American Identification Only	83%	5	0%	0	17%	1	0%	0	6
Other Single-Group Identification (Various Races)	83%	5	0%	0	0%	0	17%	1	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	0%	0	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	0%	0	2

**Q52 - I have been sexually assaulted at VMI.**

Race	No		Yes		I prefer not to respond		Total
White or Caucasian Only	100%	234	0%	0	0%	0	234
No Identification (PNR or Missing)	97%	63	0%	0	3%	2	65
Multiple Race Group Identifications (Multi-Racial)	100%	10	0%	0	0%	0	10
Black or African American Identification Only	100%	6	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	2

**Q53 - I have been sexually harassed at VMI.**

Race	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	96%	224	4%	9	0%	1	234
No Identification (PNR or Missing)	89%	58	6%	4	5%	3	65
Multiple Race Group Identifications (Multi-Racial)	90%	9	10%	1	0%	0	10
Black or African American Identification Only	100%	6	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	2

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Race	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	74%	174	23%	54	3%	6	234
No Identification (PNR or Missing)	69%	45	22%	14	9%	6	65
Multiple Race Group Identifications (Multi-Racial)	70%	7	30%	3	0%	0	10
Black or African American Identification Only	67%	4	33%	2	0%	0	6
Other Single-Group Identification (Various Races)	67%	4	33%	2	0%	0	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	2



**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	12	10%	24	8%	19	15%	36	31%	73	30%	70	234
No Identification (PNR or Missing)	6%	4	6%	4	5%	3	12%	8	23%	15	48%	31	65
Multiple Race Group Identifications (Multi-Racial)	10%	1	0%	0	10%	1	10%	1	20%	2	50%	5	10
Black or African American Identification Only	20%	1	0%	0	20%	1	20%	1	40%	2	0%	0	5
Other Single-Group Identification (Various Races)	0%	0	17%	1	0%	0	17%	1	33%	2	33%	2	6
Asian or Asian American Identification Only	0%	0	0%	0	0%	0	0%	0	67%	2	33%	1	3
Hispanic or Latino Identification Only	0%	0	0%	0	50%	1	0%	0	50%	1	0%	0	2

\*Full response option text: “I do not feel I have enough information to respond”

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	59%	128	26%	57	15%	32	217
No Identification (PNR or Missing)	73%	40	16%	9	11%	6	55
Multiple Race Group Identifications (Multi-Racial)	50%	5	40%	4	10%	1	10
Black or African American Identification Only	20%	1	60%	3	20%	1	5
Other Single-Group Identification (Various Races)	67%	4	17%	1	17%	1	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

White

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	95%	209	5%	10	0%	0	219
No Identification (PNR or Missing)	90%	47	10%	5	0%	0	52
Multiple Race Group Identifications (Multi-Racial)	80%	8	20%	2	0%	0	10
Black or African American Identification Only	100%	4	0%	0	0%	0	4
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	100%	2	0%	0	0%	0	2

Asian or Asian American

Race	None		A little		A lot		Total
White or Caucasian Only	70%	150	28%	60	2%	5	215
No Identification (PNR or Missing)	79%	42	19%	10	2%	1	53
Multiple Race Group Identifications (Multi-Racial)	70%	7	20%	2	10%	1	10
Black or African American Identification Only	25%	1	50%	2	25%	1	4
Other Single-Group Identification (Various Races)	83%	5	0%	0	17%	1	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

Hispanic

Race	None		A little		A lot		Total
White or Caucasian Only	67%	145	28%	60	5%	10	215
No Identification (PNR or Missing)	86%	44	12%	6	2%	1	51
Multiple Race Group Identifications (Multi-Racial)	70%	7	20%	2	10%	1	10
Black or African American Identification Only	25%	1	50%	2	25%	1	4
Other Single-Group Identification (Various Races)	67%	4	33%	2	0%	0	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

Women

Race	None		A little		A lot		Total
White or Caucasian Only	46%	100	35%	76	20%	43	219
No Identification (PNR or Missing)	60%	33	20%	11	20%	11	55
Multiple Race Group Identifications (Multi-Racial)	40%	4	20%	2	40%	4	10
Black or African American Identification Only	0%	0	80%	4	20%	1	5
Other Single-Group Identification (Various Races)	50%	3	17%	1	33%	2	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

Muslim

Race	None		A little		A lot		Total
White or Caucasian Only	60%	128	27%	58	12%	26	212
No Identification (PNR or Missing)	77%	40	13%	7	10%	5	52
Multiple Race Group Identifications (Multi-Racial)	70%	7	10%	1	20%	2	10
Black or African American Identification Only	25%	1	50%	2	25%	1	4
Other Single-Group Identification (Various Races)	67%	4	0%	0	33%	2	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

Jewish

Race	None		A little		A lot		Total
White or Caucasian Only	79%	168	19%	41	2%	4	213
No Identification (PNR or Missing)	82%	42	16%	8	2%	1	51
Multiple Race Group Identifications (Multi-Racial)	70%	7	30%	3	0%	0	10
Black or African American Identification Only	75%	3	0%	0	25%	1	4
Other Single-Group Identification (Various Races)	100%	6	0%	0	0%	0	6
Asian or Asian American Identification Only	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	2

Cadet-Athletes

Race	None		A little		A lot		Total
White or Caucasian Only	57%	123	29%	62	14%	31	216
No Identification (PNR or Missing)	68%	36	19%	10	13%	7	53
Multiple Race Group Identifications (Multi-Racial)	60%	6	30%	3	10%	1	10
Black or African American Identification Only	20%	1	60%	3	20%	1	5
Other Single-Group Identification (Various Races)	67%	4	0%	0	33%	2	6
Asian or Asian American Identification Only	67%	2	0%	0	33%	1	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

LGBTQ

Race	None		A little		A lot		Total
White or Caucasian Only	48%	102	33%	71	19%	41	214
No Identification (PNR or Missing)	63%	33	25%	13	12%	6	52
Multiple Race Group Identifications (Multi-Racial)	40%	4	40%	4	20%	2	10
Black or African American Identification Only	50%	2	25%	1	25%	1	4
Other Single-Group Identification (Various Races)	67%	4	0%	0	33%	2	6
Asian or Asian American Identification Only	67%	2	33%	1	0%	0	3
Hispanic or Latino Identification Only	50%	1	0%	0	50%	1	2

**Q57 - Race relations in the U.S. are generally bad.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	12	17%	39	12%	29	49%	114	17%	40	234
No Identification (PNR or Missing)	6%	4	19%	12	36%	23	27%	17	13%	8	64
Multiple Race Group Identifications (Multi-Racial)	0%	0	50%	5	20%	2	20%	2	10%	1	10
Black or African American Identification Only	0%	0	17%	1	17%	1	33%	2	33%	2	6
Other Single-Group Identification (Various Races)	17%	1	33%	2	17%	1	17%	1	17%	1	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	67%	2	0%	0	3
Hispanic or Latino Identification Only	0%	0	0%	0	0%	0	0%	0	100%	2	2

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Race	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	28%	65	27%	64	34%	80	9%	20	2%	5	234
No Identification (PNR or Missing)	13%	8	17%	10	45%	27	23%	14	2%	1	60
Multiple Race Group Identifications (Multi-Racial)	30%	3	10%	1	50%	5	0%	0	10%	1	10
Black or African American Identification Only	33%	2	33%	2	33%	2	0%	0	0%	0	6
Other Single-Group Identification (Various Races)	33%	2	0%	0	33%	2	17%	1	17%	1	6
Asian or Asian American Identification Only	0%	0	0%	0	100%	3	0%	0	0%	0	3
Hispanic or Latino Identification Only	50%	1	50%	1	0%	0	0%	0	0%	0	2



**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Race	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
White or Caucasian Only	42%	99	58%	134	233
No Identification (PNR or Missing)	61%	35	39%	22	57
Multiple Race Group Identifications (Multi-Racial)	50%	5	50%	5	10
Black or African American Identification Only	33%	2	67%	4	6
Other Single-Group Identification (Various Races)	33%	2	67%	4	6
Asian or Asian American Identification Only	67%	2	33%	1	3
Hispanic or Latino Identification Only	0%	0	100%	2	2

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	18%	43	12%	27	21%	50	19%	44	30%	70	234
No Identification (PNR or Missing)	19%	12	13%	8	32%	20	22%	14	14%	9	63
Multiple Race Group Identifications (Multi-Racial)	10%	1	10%	1	40%	4	20%	2	20%	2	10
Black or African American Identification Only	17%	1	0%	0	33%	2	0%	0	50%	3	6
Other Single-Group Identification (Various Races)	33%	2	0%	0	17%	1	0%	0	50%	3	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	22%	51	17%	39	17%	40	21%	48	24%	55	233
No Identification (PNR or Missing)	31%	20	22%	14	29%	19	5%	3	14%	9	65
Multiple Race Group Identifications (Multi-Racial)	20%	2	0%	0	50%	5	10%	1	20%	2	10
Black or African American Identification Only	17%	1	0%	0	17%	1	17%	1	50%	3	6
Other Single-Group Identification (Various Races)	33%	2	17%	1	0%	0	0%	0	50%	3	6
Asian or Asian American Identification Only	33%	1	0%	0	0%	0	0%	0	67%	2	3
Hispanic or Latino Identification Only	50%	1	0%	0	0%	0	0%	0	50%	1	2

## Appendix A-5: Alumni Attitudes & Beliefs by Racial Identification

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	43	4%	49	17%	221	28%	358	48%	612	1283
No Identification (PNR or Missing)	2%	4	2%	4	20%	39	24%	48	52%	103	198
Multiple Race Group Identifications (Multi-Racial)	11%	5	4%	2	16%	7	36%	16	33%	15	45
Other Single-Group Identification (Various Races)	15%	5	0%	0	18%	6	21%	7	47%	16	34
Black or African American Identification Only	10%	3	23%	7	13%	4	40%	12	13%	4	30
Hispanic or Latino Identification Only	21%	4	5%	1	11%	2	11%	2	53%	10	19
Asian or Asian American Identification Only	6%	1	11%	2	17%	3	33%	6	33%	6	18

**Q11 - VMI should have more people of color in positions of leadership.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	23	3%	41	63%	812	18%	228	14%	179	1283
No Identification (PNR or Missing)	3%	6	5%	10	82%	162	6%	12	4%	8	198
Multiple Race Group Identifications (Multi-Racial)	2%	1	4%	2	60%	27	9%	4	24%	11	45
Other Single-Group Identification (Various Races)	3%	1	9%	3	68%	23	9%	3	12%	4	34
Black or African American Identification Only	3%	1	0%	0	20%	6	13%	4	63%	19	30
Hispanic or Latino Identification Only	0%	0	0%	0	47%	9	21%	4	32%	6	19
Asian or Asian American Identification Only	0%	0	6%	1	61%	11	17%	3	17%	3	18

**Q12 - VMI should have more women in positions of leadership.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	27	4%	55	62%	790	19%	243	13%	169	1284
No Identification (PNR or Missing)	4%	7	4%	8	80%	158	8%	16	5%	9	198
Multiple Race Group Identifications (Multi-Racial)	7%	3	9%	4	53%	24	9%	4	22%	10	45
Other Single-Group Identification (Various Races)	3%	1	9%	3	68%	23	12%	4	9%	3	34
Black or African American Identification Only	0%	0	3%	1	23%	7	13%	4	60%	18	30
Hispanic or Latino Identification Only	0%	0	0%	0	37%	7	32%	6	32%	6	19
Asian or Asian American Identification Only	0%	0	11%	2	56%	10	22%	4	11%	2	18

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	53	8%	100	22%	284	32%	414	34%	431	1282
No Identification (PNR or Missing)	5%	9	3%	5	26%	52	23%	46	43%	85	197
Multiple Race Group Identifications (Multi-Racial)	11%	5	4%	2	29%	13	18%	8	38%	17	45
Other Single-Group Identification (Various Races)	9%	3	0%	0	15%	5	24%	8	53%	18	34
Black or African American Identification Only	10%	3	20%	6	10%	3	30%	9	30%	9	30
Hispanic or Latino Identification Only	26%	5	0%	0	16%	3	16%	3	42%	8	19
Asian or Asian American Identification Only	17%	3	11%	2	22%	4	28%	5	22%	4	18

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	48	10%	122	34%	428	31%	392	22%	285	1275
No Identification (PNR or Missing)	7%	13	5%	10	15%	30	27%	53	46%	91	197
Multiple Race Group Identifications (Multi-Racial)	2%	1	18%	8	9%	4	38%	17	33%	15	45
Other Single-Group Identification (Various Races)	9%	3	12%	4	15%	5	26%	9	38%	13	34
Black or African American Identification Only	10%	3	23%	7	27%	8	33%	10	7%	2	30
Hispanic or Latino Identification Only	21%	4	16%	3	5%	1	16%	3	42%	8	19
Asian or Asian American Identification Only	11%	2	11%	2	11%	2	33%	6	33%	6	18



**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	61	8%	101	46%	584	24%	304	18%	226	1276
No Identification (PNR or Missing)	5%	10	2%	4	40%	78	21%	42	32%	63	197
Multiple Race Group Identifications (Multi-Racial)	4%	2	20%	9	38%	17	18%	8	20%	9	45
Other Single-Group Identification (Various Races)	6%	2	6%	2	35%	12	29%	10	24%	8	34
Black or African American Identification Only	23%	7	40%	12	17%	5	17%	5	3%	1	30
Hispanic or Latino Identification Only	26%	5	5%	1	11%	2	26%	5	32%	6	19
Asian or Asian American Identification Only	11%	2	11%	2	33%	6	28%	5	17%	3	18

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	36	3%	44	16%	204	23%	299	54%	691	1274
No Identification (PNR or Missing)	2%	3	1%	2	10%	20	15%	30	72%	142	197
Multiple Race Group Identifications (Multi-Racial)	2%	1	11%	5	11%	5	24%	11	51%	23	45
Other Single-Group Identification (Various Races)	9%	3	3%	1	12%	4	18%	6	59%	20	34
Black or African American Identification Only	10%	3	17%	5	17%	5	50%	15	7%	2	30
Hispanic or Latino Identification Only	11%	2	0%	0	16%	3	5%	1	68%	13	19
Asian or Asian American Identification Only	0%	0	6%	1	0%	0	39%	7	56%	10	18

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	58%	742	15%	194	23%	296	2%	27	1%	19	1278
No Identification (PNR or Missing)	88%	174	7%	14	4%	7	1%	1	1%	2	198
Multiple Race Group Identifications (Multi-Racial)	64%	29	11%	5	18%	8	2%	1	4%	2	45
Other Single-Group Identification (Various Races)	71%	24	12%	4	9%	3	0%	0	9%	3	34
Black or African American Identification Only	20%	6	0%	0	37%	11	23%	7	20%	6	30
Hispanic or Latino Identification Only	47%	9	16%	3	26%	5	5%	1	5%	1	19
Asian or Asian American Identification Only	61%	11	11%	2	11%	2	11%	2	6%	1	18

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	39%	495	20%	252	32%	406	7%	93	2%	29	1275
No Identification (PNR or Missing)	66%	130	15%	30	14%	28	3%	5	2%	4	197
Multiple Race Group Identifications (Multi-Racial)	53%	24	22%	10	11%	5	9%	4	4%	2	45
Other Single-Group Identification (Various Races)	53%	18	21%	7	15%	5	6%	2	6%	2	34
Black or African American Identification Only	13%	4	3%	1	17%	5	33%	10	33%	10	30
Hispanic or Latino Identification Only	32%	6	16%	3	16%	3	26%	5	11%	2	19
Asian or Asian American Identification Only	33%	6	28%	5	11%	2	22%	4	6%	1	18

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	7%	94	8%	105	17%	216	30%	378	38%	485	1278
No Identification (PNR or Missing)	6%	12	7%	13	18%	35	23%	45	47%	93	198
Multiple Race Group Identifications (Multi-Racial)	7%	3	24%	11	13%	6	22%	10	33%	15	45
Other Single-Group Identification (Various Races)	18%	6	3%	1	24%	8	18%	6	38%	13	34
Black or African American Identification Only	17%	5	23%	7	30%	9	23%	7	7%	2	30
Hispanic or Latino Identification Only	16%	3	11%	2	5%	1	21%	4	47%	9	19
Asian or Asian American Identification Only	22%	4	6%	1	17%	3	17%	3	39%	7	18

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	53	7%	96	12%	151	23%	296	54%	686	1282
No Identification (PNR or Missing)	2%	4	2%	3	6%	11	16%	32	75%	148	198
Multiple Race Group Identifications (Multi-Racial)	9%	4	7%	3	11%	5	22%	10	51%	23	45
Other Single-Group Identification (Various Races)	12%	4	0%	0	9%	3	18%	6	62%	21	34
Black or African American Identification Only	13%	4	37%	11	10%	3	20%	6	20%	6	30
Hispanic or Latino Identification Only	21%	4	11%	2	5%	1	16%	3	47%	9	19
Asian or Asian American Identification Only	17%	3	6%	1	6%	1	22%	4	50%	9	18

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	52	13%	160	29%	372	18%	233	36%	461	1278
No Identification (PNR or Missing)	4%	8	9%	18	23%	46	12%	24	52%	102	198
Multiple Race Group Identifications (Multi-Racial)	16%	7	11%	5	24%	11	11%	5	38%	17	45
Other Single-Group Identification (Various Races)	12%	4	6%	2	26%	9	15%	5	41%	14	34
Black or African American Identification Only	3%	1	37%	11	30%	9	23%	7	7%	2	30
Hispanic or Latino Identification Only	16%	3	11%	2	26%	5	16%	3	32%	6	19
Asian or Asian American Identification Only	22%	4	11%	2	0%	0	17%	3	50%	9	18

**Q22 - I feel comfortable being myself at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	27	3%	41	7%	93	14%	178	73%	936	1275
No Identification (PNR or Missing)	1%	2	3%	6	6%	11	12%	23	79%	156	198
Multiple Race Group Identifications (Multi-Racial)	4%	2	7%	3	11%	5	22%	10	56%	25	45
Other Single-Group Identification (Various Races)	9%	3	0%	0	3%	1	21%	7	68%	23	34
Black or African American Identification Only	3%	1	23%	7	10%	3	23%	7	40%	12	30
Hispanic or Latino Identification Only	16%	3	0%	0	11%	2	21%	4	53%	10	19
Asian or Asian American Identification Only	17%	3	0%	0	0%	0	17%	3	67%	12	18



**Q23 - I feel like part of the community at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	23	3%	42	6%	80	21%	273	67%	864	1282
No Identification (PNR or Missing)	1%	2	2%	4	5%	10	16%	32	76%	149	197
Multiple Race Group Identifications (Multi-Racial)	2%	1	4%	2	13%	6	33%	15	47%	21	45
Other Single-Group Identification (Various Races)	12%	4	0%	0	3%	1	6%	2	79%	27	34
Black or African American Identification Only	3%	1	10%	3	17%	5	37%	11	33%	10	30
Hispanic or Latino Identification Only	11%	2	0%	0	5%	1	16%	3	68%	13	19
Asian or Asian American Identification Only	17%	3	0%	0	0%	0	28%	5	56%	10	18

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	56%	721	17%	221	17%	215	7%	85	3%	35	1277
No Identification (PNR or Missing)	86%	171	9%	17	4%	8	1%	1	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	62%	28	11%	5	7%	3	11%	5	9%	4	45
Other Single-Group Identification (Various Races)	71%	24	9%	3	9%	3	3%	1	9%	3	34
Black or African American Identification Only	17%	5	7%	2	13%	4	27%	8	37%	11	30
Hispanic or Latino Identification Only	53%	10	5%	1	11%	2	16%	3	16%	3	19
Asian or Asian American Identification Only	56%	10	11%	2	11%	2	17%	3	6%	1	18

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	64%	789	30%	367	6%	69	1225
No Identification (PNR or Missing)	87%	171	10%	20	3%	5	196
Multiple Race Group Identifications (Multi-Racial)	60%	27	24%	11	16%	7	45
Other Single-Group Identification (Various Races)	76%	26	18%	6	6%	2	34
Black or African American Identification Only	17%	5	37%	11	47%	14	30
Hispanic or Latino Identification Only	53%	10	21%	4	26%	5	19
Asian or Asian American Identification Only	67%	12	17%	3	17%	3	18

White

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	92%	1131	8%	96	1%	9	1236
No Identification (PNR or Missing)	91%	177	7%	14	2%	4	195
Multiple Race Group Identifications (Multi-Racial)	93%	42	4%	2	2%	1	45
Other Single-Group Identification (Various Races)	97%	32	3%	1	0%	0	33
Black or African American Identification Only	93%	27	3%	1	3%	1	29
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	19
Asian or Asian American Identification Only	100%	18	0%	0	0%	0	18

Asian or Asian American

Race	None		A little		A lot		Total
White or Caucasian Only	81%	990	17%	209	2%	29	1228
No Identification (PNR or Missing)	91%	178	7%	13	2%	4	195
Multiple Race Group Identifications (Multi-Racial)	76%	34	16%	7	9%	4	45
Other Single-Group Identification (Various Races)	91%	30	6%	2	3%	1	33
Black or African American Identification Only	28%	8	62%	18	10%	3	29
Hispanic or Latino Identification Only	68%	13	21%	4	11%	2	19
Asian or Asian American Identification Only	72%	13	22%	4	6%	1	18

Hispanic

Race	None		A little		A lot		Total
White or Caucasian Only	81%	984	17%	207	3%	31	1222
No Identification (PNR or Missing)	93%	181	5%	10	2%	4	195
Multiple Race Group Identifications (Multi-Racial)	71%	32	20%	9	9%	4	45
Other Single-Group Identification (Various Races)	88%	30	6%	2	6%	2	34
Black or African American Identification Only	21%	6	62%	18	17%	5	29
Hispanic or Latino Identification Only	58%	11	32%	6	11%	2	19
Asian or Asian American Identification Only	72%	13	17%	3	11%	2	18

Women

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	53%	636	39%	474	8%	101	1211
No Identification (PNR or Missing)	74%	143	22%	42	4%	7	192
Multiple Race Group Identifications (Multi-Racial)	56%	25	24%	11	20%	9	45
Other Single-Group Identification (Various Races)	67%	22	27%	9	6%	2	33
Black or African American Identification Only	17%	5	34%	10	48%	14	29
Hispanic or Latino Identification Only	42%	8	37%	7	21%	4	19
Asian or Asian American Identification Only	56%	10	17%	3	28%	5	18

Muslim

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	53%	637	35%	416	12%	138	1191
No Identification (PNR or Missing)	78%	150	17%	33	5%	10	193
Multiple Race Group Identifications (Multi-Racial)	53%	24	24%	11	22%	10	45
Other Single-Group Identification (Various Races)	70%	23	24%	8	6%	2	33
Black or African American Identification Only	17%	5	28%	8	55%	16	29
Hispanic or Latino Identification Only	58%	11	11%	2	32%	6	19
Asian or Asian American Identification Only	67%	12	17%	3	17%	3	18

Jewish

Race	None		A little		A lot		Total
White or Caucasian Only	84%	1029	14%	170	2%	28	1227
No Identification (PNR or Missing)	90%	176	9%	17	1%	2	195
Multiple Race Group Identifications (Multi-Racial)	87%	39	11%	5	2%	1	45
Other Single-Group Identification (Various Races)	94%	31	6%	2	0%	0	33
Black or African American Identification Only	48%	14	45%	13	7%	2	29
Hispanic or Latino Identification Only	74%	14	21%	4	5%	1	19
Asian or Asian American Identification Only	78%	14	17%	3	6%	1	18

Cadet-Athletes

Race	None		A little		A lot		Total
White or Caucasian Only	58%	721	32%	394	10%	125	1240
No Identification (PNR or Missing)	51%	100	38%	75	10%	20	195
Multiple Race Group Identifications (Multi-Racial)	53%	24	29%	13	18%	8	45
Other Single-Group Identification (Various Races)	64%	21	24%	8	12%	4	33
Black or African American Identification Only	13%	4	37%	11	50%	15	30
Hispanic or Latino Identification Only	47%	9	26%	5	26%	5	19
Asian or Asian American Identification Only	44%	8	28%	5	28%	5	18

LGBTQ

Race	None		A little		A lot		Total
White or Caucasian Only	29%	343	35%	412	36%	422	1177
No Identification (PNR or Missing)	61%	113	28%	53	11%	20	186
Multiple Race Group Identifications (Multi-Racial)	33%	15	40%	18	27%	12	45
Other Single-Group Identification (Various Races)	42%	13	39%	12	19%	6	31
Black or African American Identification Only	7%	2	21%	6	72%	21	29
Hispanic or Latino Identification Only	47%	9	11%	2	42%	8	19
Asian or Asian American Identification Only	53%	9	18%	3	29%	5	17

**Q26 - There is a culture of racial intolerance at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	72%	924	11%	144	7%	96	5%	64	4%	53	1281
No Identification (PNR or Missing)	91%	181	4%	8	2%	3	1%	1	3%	5	198
Multiple Race Group Identifications (Multi-Racial)	60%	27	13%	6	11%	5	7%	3	9%	4	45
Other Single-Group Identification (Various Races)	85%	29	6%	2	0%	0	0%	0	9%	3	34
Black or African American Identification Only	23%	7	10%	3	10%	3	50%	15	7%	2	30
Hispanic or Latino Identification Only	68%	13	0%	0	11%	2	5%	1	16%	3	19
Asian or Asian American Identification Only	67%	12	17%	3	0%	0	6%	1	11%	2	18



**Q27 - Racial intolerance has never been a problem at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	16%	203	22%	286	21%	273	17%	213	24%	303	1278
No Identification (PNR or Missing)	13%	25	22%	43	22%	44	15%	29	28%	55	196
Multiple Race Group Identifications (Multi-Racial)	22%	10	24%	11	18%	8	16%	7	20%	9	45
Other Single-Group Identification (Various Races)	15%	5	29%	10	12%	4	12%	4	32%	11	34
Black or African American Identification Only	50%	15	30%	9	3%	1	13%	4	3%	1	30
Hispanic or Latino Identification Only	37%	7	21%	4	21%	4	5%	1	16%	3	19
Asian or Asian American Identification Only	11%	2	28%	5	11%	2	22%	4	28%	5	18

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	65%	829	10%	123	13%	167	6%	71	7%	88	1278
No Identification (PNR or Missing)	81%	161	4%	8	7%	14	3%	6	5%	9	198
Multiple Race Group Identifications (Multi-Racial)	58%	26	7%	3	16%	7	9%	4	11%	5	45
Other Single-Group Identification (Various Races)	74%	25	12%	4	6%	2	0%	0	9%	3	34
Black or African American Identification Only	27%	8	30%	9	13%	4	23%	7	7%	2	30
Hispanic or Latino Identification Only	63%	12	11%	2	0%	0	0%	0	26%	5	19
Asian or Asian American Identification Only	50%	9	11%	2	22%	4	6%	1	11%	2	18

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	31	4%	50	5%	67	13%	162	76%	971	1281
No Identification (PNR or Missing)	3%	5	2%	3	1%	2	6%	12	89%	175	197
Multiple Race Group Identifications (Multi-Racial)	9%	4	4%	2	7%	3	11%	5	69%	31	45
Other Single-Group Identification (Various Races)	6%	2	0%	0	0%	0	12%	4	82%	28	34
Black or African American Identification Only	17%	5	40%	12	13%	4	7%	2	23%	7	30
Hispanic or Latino Identification Only	16%	3	0%	0	0%	0	21%	4	63%	12	19
Asian or Asian American Identification Only	11%	2	0%	0	11%	2	0%	0	78%	14	18

**Q30 - People at VMI are NOT treated differently because of their race.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	41	8%	98	10%	124	18%	224	62%	791	1278
No Identification (PNR or Missing)	3%	6	2%	4	5%	9	5%	10	85%	169	198
Multiple Race Group Identifications (Multi-Racial)	9%	4	9%	4	7%	3	9%	4	67%	30	45
Other Single-Group Identification (Various Races)	6%	2	0%	0	0%	0	12%	4	82%	28	34
Black or African American Identification Only	37%	11	30%	9	7%	2	7%	2	20%	6	30
Hispanic or Latino Identification Only	16%	3	11%	2	0%	0	11%	2	63%	12	19
Asian or Asian American Identification Only	11%	2	0%	0	11%	2	11%	2	67%	12	18

**Q31 - People at VMI are NOT treated differently because of their gender.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	6%	77	15%	187	23%	288	22%	283	35%	444	1279
No Identification (PNR or Missing)	7%	13	7%	14	19%	37	20%	39	47%	93	196
Multiple Race Group Identifications (Multi-Racial)	18%	8	13%	6	22%	10	13%	6	33%	15	45
Other Single-Group Identification (Various Races)	12%	4	6%	2	18%	6	6%	2	59%	20	34
Black or African American Identification Only	20%	6	40%	12	20%	6	10%	3	10%	3	30
Hispanic or Latino Identification Only	16%	3	21%	4	16%	3	21%	4	26%	5	19
Asian or Asian American Identification Only	22%	4	17%	3	17%	3	6%	1	39%	7	18

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	62%	797	14%	175	16%	200	7%	86	2%	24	1282
No Identification (PNR or Missing)	88%	174	5%	10	5%	10	1%	2	1%	2	198
Multiple Race Group Identifications (Multi-Racial)	67%	30	11%	5	7%	3	4%	2	11%	5	45
Other Single-Group Identification (Various Races)	76%	26	9%	3	6%	2	0%	0	9%	3	34
Black or African American Identification Only	20%	6	13%	4	7%	2	30%	9	30%	9	30
Hispanic or Latino Identification Only	53%	10	5%	1	11%	2	21%	4	11%	2	19
Asian or Asian American Identification Only	67%	12	11%	2	6%	1	11%	2	6%	1	18

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar/ No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	36	3%	39	4%	53	17%	216	68%	872	5%	68	1284
No Identification (PNR or Missing)	2%	3	2%	4	3%	5	8%	16	82%	161	4%	8	197
Multiple Race Group Identifications (Multi-Racial)	13%	6	4%	2	0%	0	18%	8	60%	27	4%	2	45
Other Single-Group Identification (Various Races)	9%	3	0%	0	3%	1	21%	7	65%	22	3%	1	34
Black or African American Identification Only	17%	5	37%	11	10%	3	20%	6	13%	4	3%	1	30
Hispanic or Latino Identification Only	16%	3	11%	2	0%	0	11%	2	63%	12	0%	0	19
Asian or Asian American Identification Only	11%	2	0%	0	0%	0	17%	3	72%	13	0%	0	18

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	24	3%	41	3%	34	11%	136	77%	990	5%	60	1285
No Identification (PNR or Missing)	1%	2	2%	3	1%	1	5%	9	91%	180	2%	3	198
Multiple Race Group Identifications (Multi-Racial)	9%	4	2%	1	7%	3	11%	5	69%	31	2%	1	45
Other Single-Group Identification (Various Races)	9%	3	3%	1	0%	0	6%	2	79%	27	3%	1	34
Black or African American Identification Only	17%	5	30%	9	10%	3	27%	8	13%	4	3%	1	30
Hispanic or Latino Identification Only	16%	3	0%	0	0%	0	21%	4	63%	12	0%	0	19
Asian or Asian American Identification Only	6%	1	6%	1	0%	0	17%	3	72%	13	0%	0	18

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”



**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	29	3%	42	10%	130	12%	150	38%	487	35%	443	1281
No Identification (PNR or Missing)	1%	2	0%	0	6%	12	9%	17	55%	108	29%	58	197
Multiple Race Group Identifications (Multi-Racial)	13%	6	4%	2	9%	4	7%	3	27%	12	40%	18	45
Other Single-Group Identification (Various Races)	6%	2	3%	1	3%	1	6%	2	56%	19	26%	9	34
Black or African American Identification Only	27%	8	20%	6	10%	3	13%	4	7%	2	23%	7	30
Hispanic or Latino Identification Only	5%	1	11%	2	0%	0	11%	2	47%	9	26%	5	19
Asian or Asian American Identification Only	11%	2	6%	1	11%	2	17%	3	33%	6	22%	4	18

\*Full response option text: “I do not feel I have enough information to respond”

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	60	8%	102	14%	174	20%	261	35%	449	18%	230	1276
No Identification (PNR or Missing)	13%	26	13%	26	15%	29	19%	37	14%	27	26%	52	197
Multiple Race Group Identifications (Multi-Racial)	16%	7	7%	3	11%	5	22%	10	33%	15	11%	5	45
Other Single-Group Identification (Various Races)	9%	3	12%	4	9%	3	18%	6	29%	10	24%	8	34
Black or African American Identification Only	0%	0	0%	0	7%	2	0%	0	83%	25	10%	3	30
Hispanic or Latino Identification Only	11%	2	0%	0	11%	2	22%	4	39%	7	17%	3	18
Asian or Asian American Identification Only	11%	2	6%	1	11%	2	22%	4	33%	6	17%	3	18

\*Full response option text: “I do not feel I have enough information to respond”

sufficient.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information *		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	26	5%	65	13%	163	21%	265	33%	419	27%	340	1278
No Identification (PNR or Missing)	1%	2	1%	2	16%	32	15%	29	36%	70	31%	62	197
Multiple Race Group Identifications (Multi-Racial)	4%	2	11%	5	11%	5	20%	9	31%	14	22%	10	45
Other Single-Group Identification (Various Races)	3%	1	3%	1	6%	2	12%	4	44%	15	32%	11	34
Black or African American Identification Only	13%	4	13%	4	7%	2	30%	9	20%	6	17%	5	30
Hispanic or Latino Identification Only	16%	3	0%	0	11%	2	11%	2	37%	7	26%	5	19
Asian or Asian American Identification Only	0%	0	6%	1	11%	2	28%	5	28%	5	28%	5	18

\*Full response option text: “I do not feel I have enough information to respond”

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	34%	434	28%	361	23%	297	15%	189	1281
No Identification (PNR or Missing)	45%	88	32%	63	19%	37	4%	8	196
Multiple Race Group Identifications (Multi-Racial)	27%	12	31%	14	22%	10	20%	9	45
Other Single-Group Identification (Various Races)	41%	14	26%	9	18%	6	15%	5	34
Black or African American Identification Only	10%	3	3%	1	17%	5	70%	21	30
Hispanic or Latino Identification Only	16%	3	26%	5	32%	6	26%	5	19
Asian or Asian American Identification Only	28%	5	28%	5	17%	3	28%	5	18

The removal of the statue of Stonewall Jackson.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	48%	609	21%	266	17%	219	15%	188	1282
No Identification (PNR or Missing)	57%	112	26%	52	10%	20	7%	13	197
Multiple Race Group Identifications (Multi-Racial)	31%	14	27%	12	18%	8	24%	11	45
Other Single-Group Identification (Various Races)	53%	18	26%	9	9%	3	12%	4	34
Black or African American Identification Only	10%	3	3%	1	23%	7	63%	19	30
Hispanic or Latino Identification Only	21%	4	21%	4	26%	5	32%	6	19
Asian or Asian American Identification Only	33%	6	28%	5	22%	4	17%	3	18

Reforming the Honor Court system of discipline.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	82%	1057	9%	112	6%	72	3%	43	1284
No Identification (PNR or Missing)	93%	184	4%	7	2%	3	2%	4	198
Multiple Race Group Identifications (Multi-Racial)	71%	32	11%	5	11%	5	7%	3	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	0%	0	3%	1	34
Black or African American Identification Only	30%	9	23%	7	27%	8	20%	6	30
Hispanic or Latino Identification Only	63%	12	11%	2	16%	3	11%	2	19
Asian or Asian American Identification Only	67%	12	17%	3	11%	2	6%	1	18

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	36	7%	91	25%	324	65%	830	1281
No Identification (PNR or Missing)	4%	7	6%	12	15%	30	75%	148	197
Multiple Race Group Identifications (Multi-Racial)	4%	2	9%	4	27%	12	60%	27	45
Other Single-Group Identification (Various Races)	0%	0	6%	2	18%	6	76%	26	34
Black or African American Identification Only	20%	6	33%	10	33%	10	13%	4	30
Hispanic or Latino Identification Only	5%	1	5%	1	37%	7	53%	10	19
Asian or Asian American Identification Only	11%	2	0%	0	17%	3	72%	13	18

Celebrating VMI's Southern heritage.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	7%	86	17%	221	38%	486	38%	483	1276
No Identification (PNR or Missing)	5%	9	15%	30	38%	74	42%	82	195
Multiple Race Group Identifications (Multi-Racial)	7%	3	13%	6	38%	17	42%	19	45
Other Single-Group Identification (Various Races)	6%	2	26%	9	32%	11	35%	12	34
Black or African American Identification Only	30%	9	27%	8	37%	11	7%	2	30
Hispanic or Latino Identification Only	11%	2	37%	7	26%	5	26%	5	19
Asian or Asian American Identification Only	6%	1	17%	3	33%	6	44%	8	18



Continuing the Rat Line, as it is.

Race	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	1%	15	1%	11	8%	101	90%	1154	1281
No Identification (PNR or Missing)	2%	3	1%	1	3%	6	95%	188	198
Multiple Race Group Identifications (Multi-Racial)	0%	0	2%	1	13%	6	84%	38	45
Other Single-Group Identification (Various Races)	0%	0	3%	1	9%	3	88%	30	34
Black or African American Identification Only	0%	0	3%	1	30%	9	67%	20	30
Hispanic or Latino Identification Only	0%	0	0%	0	21%	4	79%	15	19
Asian or Asian American Identification Only	6%	1	6%	1	0%	0	89%	16	18

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Race	None		A little		A lot		Total
	%		%		%		
White or Caucasian Only	36%	466	45%	569	19%	242	1277
No Identification (PNR or Missing)	57%	110	38%	74	5%	10	194
Multiple Race Group Identifications (Multi-Racial)	42%	19	33%	15	24%	11	45
Other Single-Group Identification (Various Races)	44%	15	38%	13	18%	6	34
Black or African American Identification Only	0%	0	23%	7	77%	23	30
Hispanic or Latino Identification Only	32%	6	21%	4	47%	9	19
Asian or Asian American Identification Only	44%	8	33%	6	22%	4	18

The statue of Stonewall Jackson.

Race	None		A little		A lot		Total
White or Caucasian Only	54%	688	34%	431	13%	163	1282
No Identification (PNR or Missing)	77%	150	19%	37	4%	8	195
Multiple Race Group Identifications (Multi-Racial)	58%	26	20%	9	22%	10	45
Other Single-Group Identification (Various Races)	65%	22	24%	8	12%	4	34
Black or African American Identification Only	3%	1	33%	10	63%	19	30
Hispanic or Latino Identification Only	37%	7	32%	6	32%	6	19
Asian or Asian American Identification Only	50%	9	22%	4	28%	5	18

Honoring VMI's role in the Battle of New Market.

Race	None		A little		A lot		Total
White or Caucasian Only	68%	869	27%	349	5%	64	1282
No Identification (PNR or Missing)	88%	172	11%	21	2%	3	196
Multiple Race Group Identifications (Multi-Racial)	71%	32	24%	11	4%	2	45
Other Single-Group Identification (Various Races)	85%	29	12%	4	3%	1	34
Black or African American Identification Only	23%	7	40%	12	37%	11	30
Hispanic or Latino Identification Only	74%	14	5%	1	21%	4	19
Asian or Asian American Identification Only	61%	11	28%	5	11%	2	18

Celebrating VMI's Southern heritage.

Race	None		A little		A lot		Total
White or Caucasian Only	53%	681	39%	500	8%	98	1279
No Identification (PNR or Missing)	72%	140	26%	51	2%	4	195
Multiple Race Group Identifications (Multi-Racial)	56%	25	33%	15	11%	5	45
Other Single-Group Identification (Various Races)	53%	18	41%	14	6%	2	34
Black or African American Identification Only	17%	5	40%	12	43%	13	30
Hispanic or Latino Identification Only	47%	9	42%	8	11%	2	19
Asian or Asian American Identification Only	50%	9	39%	7	11%	2	18

The Rat Line.

Race	None		A little		A lot		Total
White or Caucasian Only	96%	1227	3%	43	1%	14	1284
No Identification (PNR or Missing)	98%	195	2%	3	0%	0	198
Multiple Race Group Identifications (Multi-Racial)	89%	40	11%	5	0%	0	45
Other Single-Group Identification (Various Races)	97%	33	3%	1	0%	0	34
Black or African American Identification Only	73%	22	27%	8	0%	0	30
Hispanic or Latino Identification Only	79%	15	21%	4	0%	0	19
Asian or Asian American Identification Only	94%	17	6%	1	0%	0	18

The Honor Court.

Race	None		A little		A lot		Total
White or Caucasian Only	96%	1238	2%	27	1%	19	1284
No Identification (PNR or Missing)	98%	194	1%	1	2%	3	198
Multiple Race Group Identifications (Multi-Racial)	89%	40	9%	4	2%	1	45
Other Single-Group Identification (Various Races)	97%	33	0%	0	3%	1	34
Black or African American Identification Only	53%	16	40%	12	7%	2	30
Hispanic or Latino Identification Only	89%	17	11%	2	0%	0	19
Asian or Asian American Identification Only	94%	17	0%	0	6%	1	18

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	11%	139	73%	929	15%	194	1%	14	1276
No Identification (PNR or Missing)	23%	45	67%	131	10%	19	0%	0	195
Multiple Race Group Identifications (Multi-Racial)	20%	9	56%	25	22%	10	2%	1	45
Other Single-Group Identification (Various Races)	21%	7	71%	24	9%	3	0%	0	34
Black or African American Identification Only	0%	0	67%	20	33%	10	0%	0	30
Hispanic or Latino Identification Only	16%	3	47%	9	37%	7	0%	0	19
Asian or Asian American Identification Only	22%	4	61%	11	17%	3	0%	0	18

The removal of the statue of Stonewall Jackson.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	19%	244	71%	902	10%	131	0%	2	1279
No Identification (PNR or Missing)	30%	59	62%	121	8%	16	0%	0	196
Multiple Race Group Identifications (Multi-Racial)	16%	7	69%	31	13%	6	2%	1	45
Other Single-Group Identification (Various Races)	21%	7	71%	24	9%	3	0%	0	34
Black or African American Identification Only	0%	0	67%	20	33%	10	0%	0	30
Hispanic or Latino Identification Only	26%	5	53%	10	21%	4	0%	0	19
Asian or Asian American Identification Only	33%	6	56%	10	11%	2	0%	0	18

Reforming the Honor Court system of discipline.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	78%	1000	20%	261	2%	20	0%	1	1282
No Identification (PNR or Missing)	90%	178	9%	17	1%	2	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	78%	35	16%	7	4%	2	2%	1	45
Other Single-Group Identification (Various Races)	79%	27	21%	7	0%	0	0%	0	34
Black or African American Identification Only	33%	10	63%	19	3%	1	0%	0	30
Hispanic or Latino Identification Only	74%	14	16%	3	11%	2	0%	0	19
Asian or Asian American Identification Only	83%	15	17%	3	0%	0	0%	0	18



**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	26	14%	183	46%	589	37%	476	1274
No Identification (PNR or Missing)	2%	3	6%	12	40%	79	52%	103	197
Multiple Race Group Identifications (Multi-Racial)	2%	1	18%	8	40%	18	40%	18	45
Other Single-Group Identification (Various Races)	0%	0	9%	3	44%	15	47%	16	34
Black or African American Identification Only	0%	0	13%	4	77%	23	10%	3	30
Hispanic or Latino Identification Only	11%	2	5%	1	26%	5	58%	11	19
Asian or Asian American Identification Only	6%	1	11%	2	56%	10	28%	5	18

Celebrating VMI's Southern heritage.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	24	32%	405	49%	627	17%	214	1270
No Identification (PNR or Missing)	3%	5	28%	54	45%	87	25%	49	195
Multiple Race Group Identifications (Multi-Racial)	4%	2	27%	12	47%	21	22%	10	45
Other Single-Group Identification (Various Races)	3%	1	29%	10	47%	16	21%	7	34
Black or African American Identification Only	0%	0	23%	7	67%	20	10%	3	30
Hispanic or Latino Identification Only	11%	2	37%	7	37%	7	16%	3	19
Asian or Asian American Identification Only	6%	1	17%	3	56%	10	22%	4	18

Continuing the Ratline, as it is.

Race	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	2%	30	2%	20	17%	213	79%	1014	1277
No Identification (PNR or Missing)	2%	4	1%	2	8%	15	89%	177	198
Multiple Race Group Identifications (Multi-Racial)	2%	1	0%	0	18%	8	80%	36	45
Other Single-Group Identification (Various Races)	0%	0	3%	1	15%	5	82%	28	34
Black or African American Identification Only	0%	0	0%	0	27%	8	73%	22	30
Hispanic or Latino Identification Only	5%	1	0%	0	26%	5	68%	13	19
Asian or Asian American Identification Only	6%	1	0%	0	33%	6	61%	11	18

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	69	2%	25	5%	67	15%	190	73%	932	1283
No Identification (PNR or Missing)	5%	10	1%	2	4%	7	10%	19	81%	159	197
Multiple Race Group Identifications (Multi-Racial)	7%	3	7%	3	2%	1	27%	12	58%	26	45
Other Single-Group Identification (Various Races)	6%	2	0%	0	0%	0	9%	3	85%	29	34
Black or African American Identification Only	7%	2	33%	10	10%	3	30%	9	20%	6	30
Hispanic or Latino Identification Only	11%	2	5%	1	5%	1	32%	6	47%	9	19
Asian or Asian American Identification Only	11%	2	0%	0	6%	1	28%	5	56%	10	18

is influenced by the race of the accused cadet.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	84%	1074	5%	61	8%	96	3%	34	1%	14	1279
No Identification (PNR or Missing)	94%	186	1%	2	2%	4	1%	2	2%	3	197
Multiple Race Group Identifications (Multi-Racial)	78%	35	7%	3	4%	2	4%	2	7%	3	45
Other Single-Group Identification (Various Races)	88%	30	0%	0	6%	2	0%	0	6%	2	34
Black or African American Identification Only	17%	5	7%	2	23%	7	43%	13	10%	3	30
Hispanic or Latino Identification Only	63%	12	16%	3	11%	2	0%	0	11%	2	19
Asian or Asian American Identification Only	61%	11	17%	3	17%	3	0%	0	6%	1	18

is influenced by whether a cadet is a cadet-athlete.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	75%	958	8%	98	11%	138	4%	51	3%	36	1281
No Identification (PNR or Missing)	84%	167	4%	7	8%	16	3%	6	1%	2	198
Multiple Race Group Identifications (Multi-Racial)	60%	27	9%	4	4%	2	18%	8	9%	4	45
Other Single-Group Identification (Various Races)	82%	28	0%	0	12%	4	0%	0	6%	2	34
Black or African American Identification Only	10%	3	7%	2	27%	8	47%	14	10%	3	30
Hispanic or Latino Identification Only	53%	10	16%	3	21%	4	11%	2	0%	0	19
Asian or Asian American Identification Only	50%	9	6%	1	22%	4	11%	2	11%	2	18

tends to be tougher on cadets of color.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewh at agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	81%	1029	5%	70	10%	129	2%	30	2%	20	1278
No Identification (PNR or Missing)	94%	185	2%	3	3%	5	0%	0	2%	4	197
Multiple Race Group Identifications (Multi-Racial)	73%	33	9%	4	4%	2	4%	2	9%	4	45
Other Single-Group Identification (Various Races)	88%	30	3%	1	3%	1	0%	0	6%	2	34
Black or African American Identification Only	17%	5	3%	1	20%	6	37%	11	23%	7	30
Hispanic or Latino Identification Only	63%	12	11%	2	11%	2	11%	2	5%	1	19
Asian or Asian American Identification Only	56%	10	22%	4	17%	3	0%	0	6%	1	18

would benefit from updating some of its formal procedures.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	43%	557	11%	146	19%	242	19%	238	8%	98	1281
No Identification (PNR or Missing)	57%	112	12%	23	16%	32	10%	19	5%	10	196
Multiple Race Group Identifications (Multi-Racial)	27%	12	13%	6	20%	9	20%	9	20%	9	45
Other Single-Group Identification (Various Races)	44%	15	9%	3	18%	6	21%	7	9%	3	34
Black or African American Identification Only	17%	5	0%	0	3%	1	30%	9	50%	15	30
Hispanic or Latino Identification Only	47%	9	5%	1	0%	0	21%	4	26%	5	19
Asian or Asian American Identification Only	61%	11	0%	0	11%	2	22%	4	6%	1	18



consistently upholds the Honor Code.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	5%	70	2%	21	3%	42	10%	131	79%	1019	1283
No Identification (PNR or Missing)	6%	11	1%	1	4%	8	6%	11	84%	166	197
Multiple Race Group Identifications (Multi-Racial)	7%	3	7%	3	0%	0	18%	8	69%	31	45
Other Single-Group Identification (Various Races)	6%	2	0%	0	0%	0	6%	2	88%	30	34
Black or African American Identification Only	7%	2	17%	5	17%	5	20%	6	40%	12	30
Hispanic or Latino Identification Only	11%	2	11%	2	5%	1	26%	5	47%	9	19
Asian or Asian American Identification Only	6%	1	6%	1	6%	1	11%	2	72%	13	18

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	4%	46	3%	41	8%	103	22%	285	63%	802	1277
No Identification (PNR or Missing)	2%	4	1%	2	12%	23	18%	35	68%	134	198
Multiple Race Group Identifications (Multi-Racial)	2%	1	11%	5	16%	7	22%	10	49%	22	45
Other Single-Group Identification (Various Races)	3%	1	6%	2	3%	1	15%	5	74%	25	34
Black or African American Identification Only	0%	0	23%	7	17%	5	40%	12	20%	6	30
Hispanic or Latino Identification Only	5%	1	11%	2	11%	2	21%	4	53%	10	19
Asian or Asian American Identification Only	6%	1	11%	2	11%	2	17%	3	56%	10	18

influenced by the race of the accused cadet.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	79%	1005	7%	90	10%	127	3%	38	1%	17	1277
No Identification (PNR or Missing)	93%	184	3%	6	3%	6	1%	1	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	78%	35	4%	2	2%	1	11%	5	4%	2	45
Other Single-Group Identification (Various Races)	88%	30	0%	0	3%	1	3%	1	6%	2	34
Black or African American Identification Only	20%	6	13%	4	33%	10	27%	8	7%	2	30
Hispanic or Latino Identification Only	68%	13	11%	2	0%	0	11%	2	11%	2	19
Asian or Asian American Identification Only	72%	13	11%	2	6%	1	0%	0	11%	2	18

influenced by whether the accused is a cadet-athlete.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	57%	732	12%	156	13%	163	13%	170	4%	56	1277
No Identification (PNR or Missing)	72%	143	7%	14	7%	14	11%	22	3%	5	198
Multiple Race Group Identifications (Multi-Racial)	51%	23	9%	4	7%	3	22%	10	11%	5	45
Other Single-Group Identification (Various Races)	65%	22	6%	2	15%	5	6%	2	9%	3	34
Black or African American Identification Only	13%	4	23%	7	20%	6	20%	6	23%	7	30
Hispanic or Latino Identification Only	58%	11	11%	2	11%	2	11%	2	11%	2	19
Asian or Asian American Identification Only	50%	9	6%	1	11%	2	22%	4	11%	2	18

tougher on cadets of color.

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	78%	994	8%	99	11%	142	2%	25	1%	17	1277
No Identification (PNR or Missing)	93%	184	4%	7	3%	5	1%	1	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	78%	35	4%	2	4%	2	9%	4	4%	2	45
Other Single-Group Identification (Various Races)	88%	30	0%	0	6%	2	0%	0	6%	2	34
Black or African American Identification Only	20%	6	17%	5	20%	6	27%	8	17%	5	30
Hispanic or Latino Identification Only	68%	13	11%	2	0%	0	11%	2	11%	2	19
Asian or Asian American Identification Only	72%	13	11%	2	6%	1	6%	1	6%	1	18

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	87%	1111	12%	148	2%	21	1280
No Identification (PNR or Missing)	93%	185	5%	10	2%	3	198
Multiple Race Group Identifications (Multi-Racial)	82%	37	11%	5	7%	3	45
Other Single-Group Identification (Various Races)	91%	31	6%	2	3%	1	34
Black or African American Identification Only	57%	17	30%	9	13%	4	30
Hispanic or Latino Identification Only	79%	15	16%	3	5%	1	19
Asian or Asian American Identification Only	83%	15	11%	2	6%	1	18

The single-sanction policy of expulsion.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	91%	1170	8%	99	1%	12	1281
No Identification (PNR or Missing)	96%	191	3%	6	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	87%	39	9%	4	4%	2	45
Other Single-Group Identification (Various Races)	97%	33	0%	0	3%	1	34
Black or African American Identification Only	47%	14	47%	14	7%	2	30
Hispanic or Latino Identification Only	79%	15	21%	4	0%	0	19
Asian or Asian American Identification Only	89%	16	11%	2	0%	0	18

The solicitation of faculty and cadets to gather information about other cadets covertly.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
White or Caucasian Only	58%	740	34%	429	8%	108	1277
No Identification (PNR or Missing)	70%	138	26%	51	4%	8	197
Multiple Race Group Identifications (Multi-Racial)	51%	23	24%	11	24%	11	45
Other Single-Group Identification (Various Races)	62%	21	32%	11	6%	2	34
Black or African American Identification Only	20%	6	57%	17	23%	7	30
Hispanic or Latino Identification Only	47%	9	47%	9	5%	1	19
Asian or Asian American Identification Only	72%	13	22%	4	6%	1	18



The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	35%	449	53%	676	12%	149	1274
No Identification (PNR or Missing)	44%	88	43%	86	12%	24	198
Multiple Race Group Identifications (Multi-Racial)	29%	13	51%	23	20%	9	45
Other Single-Group Identification (Various Races)	41%	14	47%	16	12%	4	34
Black or African American Identification Only	10%	3	47%	14	43%	13	30
Hispanic or Latino Identification Only	21%	4	58%	11	21%	4	19
Asian or Asian American Identification Only	61%	11	28%	5	11%	2	18

The allowing of expulsion based on non-unanimous verdicts.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
White or Caucasian Only	40%	507	51%	656	9%	115	1278
No Identification (PNR or Missing)	54%	105	40%	79	6%	12	196
Multiple Race Group Identifications (Multi-Racial)	33%	15	51%	23	16%	7	45
Other Single-Group Identification (Various Races)	47%	16	44%	15	9%	3	34
Black or African American Identification Only	10%	3	50%	15	40%	12	30
Hispanic or Latino Identification Only	32%	6	53%	10	16%	3	19
Asian or Asian American Identification Only	39%	7	44%	8	17%	3	18

The drum-out ceremony.

Race	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	90%	1159	8%	100	2%	23	1282
No Identification (PNR or Missing)	97%	192	3%	5	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	91%	41	7%	3	2%	1	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	3%	1	34
Black or African American Identification Only	63%	19	33%	10	3%	1	30
Hispanic or Latino Identification Only	89%	17	11%	2	0%	0	19
Asian or Asian American Identification Only	94%	17	0%	0	6%	1	18

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	89%	1135	7%	91	3%	34	1%	19	1279
No Identification (PNR or Missing)	92%	182	5%	9	2%	4	2%	3	198
Multiple Race Group Identifications (Multi-Racial)	67%	30	20%	9	2%	1	11%	5	45
Other Single-Group Identification (Various Races)	88%	30	6%	2	0%	0	6%	2	34
Black or African American Identification Only	27%	8	37%	11	17%	5	20%	6	30
Hispanic or Latino Identification Only	68%	13	11%	2	16%	3	5%	1	19
Asian or Asian American Identification Only	83%	15	6%	1	0%	0	11%	2	18

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	76%	973	15%	187	6%	77	3%	42	1279
No Identification (PNR or Missing)	84%	166	13%	26	2%	3	2%	3	198
Multiple Race Group Identifications (Multi-Racial)	60%	27	22%	10	4%	2	13%	6	45
Other Single-Group Identification (Various Races)	82%	28	12%	4	0%	0	6%	2	34
Black or African American Identification Only	27%	8	30%	9	23%	7	20%	6	30
Hispanic or Latino Identification Only	68%	13	11%	2	16%	3	5%	1	19
Asian or Asian American Identification Only	78%	14	11%	2	0%	0	11%	2	18

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	78%	1001	15%	196	5%	60	2%	23	1280
No Identification (PNR or Missing)	81%	161	16%	31	1%	2	2%	4	198
Multiple Race Group Identifications (Multi-Racial)	69%	31	18%	8	2%	1	11%	5	45
Other Single-Group Identification (Various Races)	82%	28	12%	4	0%	0	6%	2	34
Black or African American Identification Only	13%	4	20%	6	37%	11	30%	9	30
Hispanic or Latino Identification Only	53%	10	21%	4	16%	3	11%	2	19
Asian or Asian American Identification Only	61%	11	22%	4	6%	1	11%	2	18

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	99%	1268	0%	3	0%	5	0%	2	1278
No Identification (PNR or Missing)	99%	196	1%	1	0%	0	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	96%	43	2%	1	2%	1	0%	0	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	0%	0	3%	1	34
Black or African American Identification Only	80%	24	13%	4	3%	1	3%	1	30
Hispanic or Latino Identification Only	89%	17	11%	2	0%	0	0%	0	19
Asian or Asian American Identification Only	94%	17	6%	1	0%	0	0%	0	18

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	98%	1253	1%	15	1%	8	0%	2	1278
No Identification (PNR or Missing)	98%	194	2%	3	0%	0	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	87%	39	7%	3	2%	1	4%	2	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	0%	0	3%	1	34
Black or African American Identification Only	73%	22	17%	5	3%	1	7%	2	30
Hispanic or Latino Identification Only	89%	17	5%	1	5%	1	0%	0	19
Asian or Asian American Identification Only	83%	15	6%	1	6%	1	6%	1	18



**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	99%	1259	1%	9	0%	5	0%	1	1274
No Identification (PNR or Missing)	99%	196	1%	1	0%	0	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	96%	43	2%	1	0%	0	2%	1	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	0%	0	3%	1	34
Black or African American Identification Only	80%	24	13%	4	3%	1	3%	1	30
Hispanic or Latino Identification Only	89%	17	11%	2	0%	0	0%	0	19
Asian or Asian American Identification Only	89%	16	6%	1	6%	1	0%	0	18

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	97%	1238	2%	20	1%	13	0%	3	1274
No Identification (PNR or Missing)	97%	193	2%	3	1%	1	1%	1	198
Multiple Race Group Identifications (Multi-Racial)	84%	38	11%	5	0%	0	4%	2	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	0%	0	3%	1	34
Black or African American Identification Only	67%	20	27%	8	0%	0	7%	2	30
Hispanic or Latino Identification Only	84%	16	11%	2	5%	1	0%	0	19
Asian or Asian American Identification Only	83%	15	6%	1	6%	1	6%	1	18

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	98%	1250	1%	15	1%	7	0%	4	1276
No Identification (PNR or Missing)	97%	192	1%	2	1%	1	1%	2	197
Multiple Race Group Identifications (Multi-Racial)	91%	41	4%	2	2%	1	2%	1	45
Other Single-Group Identification (Various Races)	97%	33	0%	0	0%	0	3%	1	34
Black or African American Identification Only	70%	21	13%	4	17%	5	0%	0	30
Hispanic or Latino Identification Only	84%	16	16%	3	0%	0	0%	0	19
Asian or Asian American Identification Only	94%	17	0%	0	6%	1	0%	0	18

Race-related threats of violence.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	95%	1211	3%	42	1%	19	0%	5	1277
No Identification (PNR or Missing)	94%	185	5%	9	0%	0	2%	3	197
Multiple Race Group Identifications (Multi-Racial)	78%	35	16%	7	4%	2	2%	1	45
Other Single-Group Identification (Various Races)	94%	32	3%	1	0%	0	3%	1	34
Black or African American Identification Only	50%	15	33%	10	13%	4	3%	1	30
Hispanic or Latino Identification Only	84%	16	11%	2	5%	1	0%	0	19
Asian or Asian American Identification Only	89%	16	0%	0	6%	1	6%	1	18

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	59%	748	20%	261	14%	173	7%	92	1274
No Identification (PNR or Missing)	73%	143	17%	33	7%	14	3%	5	195
Multiple Race Group Identifications (Multi-Racial)	51%	23	24%	11	16%	7	9%	4	45
Other Single-Group Identification (Various Races)	70%	23	21%	7	9%	3	0%	0	33
Black or African American Identification Only	37%	11	30%	9	27%	8	7%	2	30
Hispanic or Latino Identification Only	53%	10	21%	4	11%	2	16%	3	19
Asian or Asian American Identification Only	61%	11	17%	3	11%	2	11%	2	18

Other racial or ethnic slurs.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	53%	671	24%	304	16%	200	8%	99	1274
No Identification (PNR or Missing)	70%	136	19%	37	8%	15	4%	7	195
Multiple Race Group Identifications (Multi-Racial)	44%	20	22%	10	18%	8	16%	7	45
Other Single-Group Identification (Various Races)	55%	18	27%	9	15%	5	3%	1	33
Black or African American Identification Only	27%	8	37%	11	17%	5	20%	6	30
Hispanic or Latino Identification Only	58%	11	11%	2	11%	2	21%	4	19
Asian or Asian American Identification Only	44%	8	33%	6	11%	2	11%	2	18

Homophobic or transphobic slurs.

Race	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	43%	553	20%	260	21%	263	16%	198	1274
No Identification (PNR or Missing)	46%	90	28%	54	17%	34	9%	17	195
Multiple Race Group Identifications (Multi-Racial)	36%	16	24%	11	13%	6	27%	12	45
Other Single-Group Identification (Various Races)	39%	13	30%	10	18%	6	12%	4	33
Black or African American Identification Only	33%	10	23%	7	23%	7	20%	6	30
Hispanic or Latino Identification Only	53%	10	0%	0	11%	2	37%	7	19
Asian or Asian American Identification Only	28%	5	33%	6	28%	5	11%	2	18

**Q52 - I have been sexually assaulted at VMI.**

Race	No		Yes		I prefer not to respond		Total
White or Caucasian Only	99%	1271	0%	5	0%	4	1280
No Identification (PNR or Missing)	99%	196	0%	0	1%	2	198
Multiple Race Group Identifications (Multi-Racial)	91%	41	4%	2	4%	2	45
Other Single-Group Identification (Various Races)	100%	34	0%	0	0%	0	34
Black or African American Identification Only	97%	29	3%	1	0%	0	30
Hispanic or Latino Identification Only	100%	19	0%	0	0%	0	19
Asian or Asian American Identification Only	100%	18	0%	0	0%	0	18



**Q53 - I have been sexually harassed at VMI.**

Race	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	98%	1257	2%	20	0%	3	1280
No Identification (PNR or Missing)	99%	196	0%	0	1%	2	198
Multiple Race Group Identifications (Multi-Racial)	82%	37	13%	6	4%	2	45
Other Single-Group Identification (Various Races)	100%	34	0%	0	0%	0	34
Black or African American Identification Only	100%	30	0%	0	0%	0	30
Hispanic or Latino Identification Only	95%	18	0%	0	5%	1	19
Asian or Asian American Identification Only	100%	18	0%	0	0%	0	18

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Race	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	94%	1202	6%	72	0%	6	1280
No Identification (PNR or Missing)	95%	187	5%	10	0%	0	197
Multiple Race Group Identifications (Multi-Racial)	76%	34	22%	10	2%	1	45
Other Single-Group Identification (Various Races)	97%	33	3%	1	0%	0	34
Black or African American Identification Only	83%	25	17%	5	0%	0	30
Hispanic or Latino Identification Only	89%	17	5%	1	5%	1	19
Asian or Asian American Identification Only	89%	16	11%	2	0%	0	18

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	3%	37	2%	29	7%	85	7%	85	25%	324	56%	720	1280
No Identification (PNR or Missing)	2%	3	3%	5	6%	11	6%	11	35%	69	50%	99	198
Multiple Race Group Identifications (Multi-Racial)	9%	4	11%	5	7%	3	11%	5	20%	9	42%	19	45
Other Single-Group Identification (Various Races)	0%	0	3%	1	6%	2	9%	3	32%	11	50%	17	34
Black or African American Identification Only	3%	1	0%	0	20%	6	0%	0	7%	2	70%	21	30
Hispanic or Latino Identification Only	11%	2	11%	2	5%	1	11%	2	21%	4	42%	8	19
Asian or Asian American Identification Only	6%	1	6%	1	6%	1	6%	1	28%	5	50%	9	18

\*Full response option text: “I do not feel I have enough information to respond”

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	80%	964	16%	195	4%	45	1204
No Identification (PNR or Missing)	92%	178	7%	13	1%	2	193
Multiple Race Group Identifications (Multi-Racial)	73%	33	16%	7	11%	5	45
Other Single-Group Identification (Various Races)	88%	30	6%	2	6%	2	34
Black or African American Identification Only	17%	5	38%	11	45%	13	29
Hispanic or Latino Identification Only	63%	12	16%	3	21%	4	19
Asian or Asian American Identification Only	67%	12	22%	4	11%	2	18

White

Race	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
White or Caucasian Only	95%	1150	5%	64	0%	2	1216
No Identification (PNR or Missing)	88%	171	9%	17	3%	6	194
Multiple Race Group Identifications (Multi-Racial)	89%	40	9%	4	2%	1	45
Other Single-Group Identification (Various Races)	97%	32	3%	1	0%	0	33
Black or African American Identification Only	86%	25	14%	4	0%	0	29
Hispanic or Latino Identification Only	95%	18	5%	1	0%	0	19
Asian or Asian American Identification Only	94%	17	6%	1	0%	0	18

Asian or Asian American

Race	None		A little		A lot		Total
White or Caucasian Only	87%	1060	11%	139	1%	15	1214
No Identification (PNR or Missing)	92%	178	7%	13	1%	2	193
Multiple Race Group Identifications (Multi-Racial)	78%	35	18%	8	4%	2	45
Other Single-Group Identification (Various Races)	94%	31	3%	1	3%	1	33
Black or African American Identification Only	25%	7	68%	19	7%	2	28
Hispanic or Latino Identification Only	74%	14	16%	3	11%	2	19
Asian or Asian American Identification Only	78%	14	11%	2	11%	2	18

Hispanic

Race	None		A little		A lot		Total
White or Caucasian Only	88%	1065	10%	126	1%	16	1207
No Identification (PNR or Missing)	92%	178	7%	14	1%	1	193
Multiple Race Group Identifications (Multi-Racial)	78%	35	16%	7	7%	3	45
Other Single-Group Identification (Various Races)	91%	31	3%	1	6%	2	34
Black or African American Identification Only	29%	8	61%	17	11%	3	28
Hispanic or Latino Identification Only	63%	12	26%	5	11%	2	19
Asian or Asian American Identification Only	76%	13	12%	2	12%	2	17

Women

Race	None		A little		A lot		Total
White or Caucasian Only	69%	821	25%	303	5%	65	1189
No Identification (PNR or Missing)	83%	157	16%	31	1%	2	190
Multiple Race Group Identifications (Multi-Racial)	56%	25	31%	14	13%	6	45
Other Single-Group Identification (Various Races)	78%	25	16%	5	6%	2	32
Black or African American Identification Only	14%	4	50%	14	36%	10	28
Hispanic or Latino Identification Only	53%	10	21%	4	26%	5	19
Asian or Asian American Identification Only	59%	10	35%	6	6%	1	17

Muslim

Race	None		A little		A lot		Total
White or Caucasian Only	71%	842	22%	262	6%	74	1178
No Identification (PNR or Missing)	86%	165	11%	22	3%	5	192
Multiple Race Group Identifications (Multi-Racial)	69%	31	16%	7	16%	7	45
Other Single-Group Identification (Various Races)	75%	24	19%	6	6%	2	32
Black or African American Identification Only	18%	5	50%	14	32%	9	28
Hispanic or Latino Identification Only	63%	12	11%	2	26%	5	19
Asian or Asian American Identification Only	71%	12	24%	4	6%	1	17

Jewish

Race	None		A little		A lot		Total
White or Caucasian Only	90%	1088	9%	110	1%	14	1212
No Identification (PNR or Missing)	92%	177	8%	16	0%	0	193
Multiple Race Group Identifications (Multi-Racial)	89%	40	11%	5	0%	0	45
Other Single-Group Identification (Various Races)	91%	31	6%	2	3%	1	34
Black or African American Identification Only	50%	14	50%	14	0%	0	28
Hispanic or Latino Identification Only	79%	15	16%	3	5%	1	19
Asian or Asian American Identification Only	82%	14	12%	2	6%	1	17

Cadet-Athletes

Race	None		A little		A lot		Total
White or Caucasian Only	72%	883	22%	263	6%	72	1218
No Identification (PNR or Missing)	69%	133	28%	55	3%	6	194
Multiple Race Group Identifications (Multi-Racial)	67%	30	20%	9	13%	6	45
Other Single-Group Identification (Various Races)	76%	25	18%	6	6%	2	33
Black or African American Identification Only	14%	4	45%	13	41%	12	29
Hispanic or Latino Identification Only	47%	9	32%	6	21%	4	19
Asian or Asian American Identification Only	56%	10	22%	4	22%	4	18

LGBTQ

Race	None		A little		A lot		Total
White or Caucasian Only	52%	590	34%	386	14%	163	1139
No Identification (PNR or Missing)	75%	140	20%	37	5%	9	186
Multiple Race Group Identifications (Multi-Racial)	51%	23	31%	14	18%	8	45
Other Single-Group Identification (Various Races)	75%	21	14%	4	11%	3	28
Black or African American Identification Only	11%	3	46%	13	43%	12	28
Hispanic or Latino Identification Only	47%	9	16%	3	37%	7	19
Asian or Asian American Identification Only	59%	10	29%	5	12%	2	17



**Q57 - Race relations in the U.S. are generally bad.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	9%	113	23%	293	14%	184	42%	534	12%	158	1282
No Identification (PNR or Missing)	15%	29	25%	48	22%	42	28%	53	10%	20	192
Multiple Race Group Identifications (Multi-Racial)	13%	6	20%	9	16%	7	40%	18	11%	5	45
Other Single-Group Identification (Various Races)	15%	5	18%	6	15%	5	38%	13	15%	5	34
Black or African American Identification Only	3%	1	7%	2	10%	3	40%	12	40%	12	30
Hispanic or Latino Identification Only	11%	2	5%	1	26%	5	42%	8	16%	3	19
Asian or Asian American Identification Only	11%	2	11%	2	6%	1	44%	8	28%	5	18

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Race	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	15%	186	24%	304	46%	587	13%	165	3%	38	1280
No Identification (PNR or Missing)	3%	6	9%	18	59%	115	21%	40	8%	15	194
Multiple Race Group Identifications (Multi-Racial)	20%	9	9%	4	38%	17	31%	14	2%	1	45
Other Single-Group Identification (Various Races)	18%	6	15%	5	44%	15	21%	7	3%	1	34
Black or African American Identification Only	70%	21	20%	6	7%	2	3%	1	0%	0	30
Hispanic or Latino Identification Only	21%	4	16%	3	53%	10	5%	1	5%	1	19
Asian or Asian American Identification Only	17%	3	22%	4	50%	9	11%	2	0%	0	18

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Race	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
White or Caucasian Only	62%	789	38%	479	1268
No Identification (PNR or Missing)	81%	153	19%	35	188
Multiple Race Group Identifications (Multi-Racial)	62%	28	38%	17	45
Other Single-Group Identification (Various Races)	69%	22	31%	10	32
Black or African American Identification Only	17%	5	83%	25	30
Hispanic or Latino Identification Only	47%	9	53%	10	19
Asian or Asian American Identification Only	44%	8	56%	10	18

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	30%	386	21%	271	18%	225	18%	230	13%	172	1284
No Identification (PNR or Missing)	42%	82	26%	50	19%	38	9%	17	5%	9	196
Multiple Race Group Identifications (Multi-Racial)	20%	9	22%	10	24%	11	18%	8	16%	7	45
Other Single-Group Identification (Various Races)	33%	11	27%	9	21%	7	9%	3	9%	3	33
Black or African American Identification Only	3%	1	7%	2	7%	2	7%	2	77%	23	30
Hispanic or Latino Identification Only	5%	1	5%	1	37%	7	32%	6	21%	4	19
Asian or Asian American Identification Only	28%	5	11%	2	17%	3	28%	5	17%	3	18

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Race	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
White or Caucasian Only	38%	489	22%	284	12%	158	16%	209	11%	144	1284
No Identification (PNR or Missing)	57%	113	22%	44	10%	20	7%	14	4%	7	198
Multiple Race Group Identifications (Multi-Racial)	24%	11	33%	15	7%	3	18%	8	18%	8	45
Other Single-Group Identification (Various Races)	58%	19	12%	4	12%	4	9%	3	9%	3	33
Black or African American Identification Only	3%	1	13%	4	0%	0	7%	2	77%	23	30
Hispanic or Latino Identification Only	11%	2	16%	3	26%	5	26%	5	21%	4	19
Asian or Asian American Identification Only	39%	7	11%	2	11%	2	17%	3	22%	4	18

## Appendix A-6: Cadet Attitudes & Beliefs by Biological Sex

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	19	7%	27	27%	106	34%	134	28%	110	396
Female	2%	2	12%	10	22%	18	42%	34	21%	17	81
I prefer not to respond	2%	1	3%	2	22%	13	35%	21	38%	23	60

**Q11 - VMI should have more people of color in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	23	5%	21	67%	265	13%	52	9%	35	396
Female	1%	1	5%	4	54%	44	17%	14	22%	18	81
I prefer not to respond	3%	2	10%	6	73%	44	8%	5	5%	3	60

**Q12 - VMI should have more women in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	30	9%	34	67%	264	10%	39	7%	29	396
Female	1%	1	7%	6	40%	32	26%	21	26%	21	81
I prefer not to respond	3%	2	12%	7	75%	45	2%	1	8%	5	60



**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	7%	29	10%	41	30%	120	24%	96	28%	110	396
Female	6%	5	14%	11	28%	23	31%	25	21%	17	81
I prefer not to respond	3%	2	10%	6	32%	19	23%	14	32%	19	60

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	31	5%	20	12%	49	25%	98	50%	198	396
Female	9%	7	7%	6	10%	8	36%	29	38%	31	81
I prefer not to respond	5%	3	5%	3	13%	8	18%	11	58%	35	60

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	20	6%	24	34%	134	29%	115	26%	103	396
Female	4%	3	16%	13	30%	24	30%	24	21%	17	81
I prefer not to respond	2%	1	5%	3	32%	19	35%	21	27%	16	60

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	19	5%	18	9%	37	27%	106	55%	216	396
Female	7%	6	11%	9	9%	7	26%	21	47%	38	81
I prefer not to respond	7%	4	5%	3	5%	3	33%	20	50%	30	60

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	78%	309	8%	33	7%	29	3%	13	3%	11	395
Female	59%	48	9%	7	17%	14	11%	9	4%	3	81
I prefer not to respond	88%	53	5%	3	3%	2	0%	0	3%	2	60

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	49%	195	17%	68	19%	74	10%	39	5%	20	396
Female	41%	33	16%	13	16%	13	17%	14	10%	8	81
I prefer not to respond	58%	35	17%	10	17%	10	5%	3	3%	2	60

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	14%	54	17%	67	13%	52	26%	104	30%	119	396
Female	12%	10	27%	22	12%	10	28%	23	20%	16	81
I prefer not to respond	10%	6	18%	11	12%	7	23%	14	37%	22	60

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	21	9%	34	6%	23	22%	87	58%	231	396
Female	9%	7	15%	12	9%	7	30%	24	38%	31	81
I prefer not to respond	2%	1	3%	2	12%	7	17%	10	67%	40	60



**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	9%	37	13%	53	13%	51	17%	66	48%	189	396
Female	23%	19	22%	18	11%	9	21%	17	22%	18	81
I prefer not to respond	8%	5	12%	7	8%	5	20%	12	52%	31	60

**Q22 - I feel comfortable being myself at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	14	5%	21	5%	18	16%	64	70%	279	396
Female	6%	5	16%	13	10%	8	26%	21	42%	34	81
I prefer not to respond	2%	1	0%	0	5%	3	23%	14	70%	42	60

**Q23 - I feel like part of the community at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	11	3%	12	4%	17	13%	52	77%	304	396
Female	5%	4	7%	6	9%	7	26%	21	53%	43	81
I prefer not to respond	0%	0	2%	1	2%	1	17%	10	80%	48	60

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	72%	287	10%	41	7%	29	7%	26	3%	13	396
Female	54%	44	15%	12	15%	12	12%	10	4%	3	81
I prefer not to respond	75%	45	13%	8	7%	4	2%	1	3%	2	60

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

**Black**

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	77%	303	17%	66	6%	25	394
Female	51%	41	30%	24	20%	16	81
I prefer not to respond	92%	55	5%	3	3%	2	60

**White**

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	96%	380	2%	9	1%	5	394
Female	91%	74	7%	6	1%	1	81
I prefer not to respond	97%	58	3%	2	0%	0	60

**Asian or Asian American**

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	87%	344	10%	41	2%	9	394
Female	59%	48	33%	27	7%	6	81
I prefer not to respond	90%	54	8%	5	2%	1	60

Hispanic

Sex	None		A little		A lot		Total
Male	88%	347	10%	38	2%	9	394
Female	69%	56	22%	18	9%	7	81
I prefer not to respond	93%	56	5%	3	2%	1	60

Women

Sex	None		A little		A lot		Total
Male	64%	253	28%	111	8%	30	394
Female	25%	20	38%	31	37%	30	81
I prefer not to respond	70%	42	22%	13	8%	5	60

Muslim

Sex	None		A little		A lot		Total
Male	81%	318	12%	46	8%	30	394
Female	56%	45	31%	25	14%	11	81
I prefer not to respond	87%	52	10%	6	3%	2	60

Jewish

Sex	None		A little		A lot		Total
Male	92%	364	6%	25	1%	5	394
Female	78%	63	19%	15	4%	3	81
I prefer not to respond	95%	57	5%	3	0%	0	60

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	46%	182	36%	141	18%	71	394
Female	32%	26	47%	38	21%	17	81
I prefer not to respond	58%	35	28%	17	13%	8	60

LGBTQ

Sex	None		A little		A lot		Total
Male	54%	214	32%	125	14%	55	394
Female	40%	32	37%	30	23%	19	81
I prefer not to respond	70%	42	25%	15	5%	3	60

**Q26 - There is a culture of racial intolerance at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	68%	269	12%	48	10%	38	6%	22	5%	18	395
Female	43%	35	22%	18	22%	18	6%	5	6%	5	81
I prefer not to respond	85%	51	12%	7	3%	2	0%	0	0%	0	60



**Q27 - Racial intolerance has never been a problem at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	20%	78	25%	97	24%	94	14%	57	17%	69	395
Female	21%	17	21%	17	31%	25	15%	12	12%	10	81
I prefer not to respond	8%	5	23%	14	28%	17	13%	8	27%	16	60

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	237	14%	55	13%	51	8%	30	6%	22	395
Female	40%	32	15%	12	28%	22	9%	7	9%	7	80
I prefer not to respond	75%	45	7%	4	17%	10	0%	0	2%	1	60

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	11	4%	15	7%	28	10%	40	76%	300	394
Female	5%	4	6%	5	12%	10	15%	12	62%	50	81
I prefer not to respond	3%	2	0%	0	3%	2	0%	0	93%	56	60

**Q30 - People at VMI are NOT treated differently because of their race.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	14	7%	27	6%	23	14%	54	70%	277	395
Female	4%	3	21%	17	11%	9	21%	17	43%	35	81
I prefer not to respond	3%	2	2%	1	0%	0	8%	5	87%	52	60

**Q31 - People at VMI are NOT treated differently because of their gender.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	31	17%	66	11%	45	26%	101	38%	152	395
Female	31%	25	23%	19	9%	7	15%	12	22%	18	81
I prefer not to respond	8%	5	8%	5	10%	6	25%	15	48%	29	60

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	74%	293	11%	43	9%	34	4%	17	2%	8	395
Female	51%	41	19%	15	14%	11	11%	9	6%	5	81
I prefer not to respond	88%	53	3%	2	5%	3	0%	0	3%	2	60

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	15	5%	18	5%	20	15%	59	68%	269	4%	14	395
Female	2%	2	6%	5	12%	10	27%	22	46%	37	6%	5	81
I prefer not to respond	3%	2	0%	0	2%	1	8%	5	85%	51	2%	1	60

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	9	3%	10	3%	10	10%	38	81%	321	2%	7	395
Female	1%	1	9%	7	7%	6	17%	14	62%	50	4%	3	81
I prefer not to respond	3%	2	0%	0	0%	0	3%	2	92%	55	2%	1	60

\*Full response option text: "I am not familiar with any news media reports or do not feel I have enough information to respond"



**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	20	4%	16	6%	23	18%	70	42%	167	25%	99	395
Female	10%	8	9%	7	6%	5	15%	12	33%	27	27%	22	81
I prefer not to respond	3%	2	3%	2	2%	1	17%	10	47%	28	28%	17	60

\*Full response option text: "I do not feel I have enough information to respond"

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	9%	35	7%	26	16%	61	22%	85	32%	127	15%	59	393
Female	4%	3	9%	7	14%	11	22%	18	36%	29	16%	13	81
I prefer not to respond	13%	8	15%	9	15%	9	17%	10	23%	14	17%	10	60

\*Full response option text: “I do not feel I have enough information to respond”

sufficient.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	8	2%	9	8%	31	28%	109	45%	179	15%	59	395
Female	2%	2	4%	3	2%	2	23%	19	49%	40	19%	15	81
I prefer not to respond	5%	3	0%	0	12%	7	22%	13	43%	26	18%	11	60

\*Full response option text: “I do not feel I have enough information to respond”

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	32%	127	27%	105	23%	90	18%	71	393
Female	30%	24	25%	20	28%	23	17%	14	81
I prefer not to respond	33%	20	38%	23	20%	12	8%	5	60

The removal of the statue of Stonewall Jackson.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	42%	166	24%	96	17%	66	17%	65	393
Female	40%	32	23%	19	21%	17	16%	13	81
I prefer not to respond	38%	23	32%	19	22%	13	8%	5	60

Reforming the Honor Court system of discipline.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	74%	290	7%	27	11%	43	9%	34	394
Female	63%	51	15%	12	15%	12	7%	6	81
I prefer not to respond	83%	50	5%	3	7%	4	5%	3	60

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	6%	22	6%	25	24%	95	64%	252	394
Female	4%	3	9%	7	28%	23	59%	48	81
I prefer not to respond	3%	2	7%	4	23%	14	67%	40	60

Celebrating VMI's Southern heritage.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	9%	35	18%	70	36%	140	38%	147	392
Female	5%	4	20%	16	47%	38	28%	23	81
I prefer not to respond	5%	3	17%	10	37%	22	42%	25	60

Continuing the Rat Line, as it is.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	1%	3	3%	10	4%	17	92%	365	395
Female	1%	1	0%	0	9%	7	90%	73	81
I prefer not to respond	2%	1	0%	0	2%	1	97%	58	60

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	45%	177	38%	151	17%	68	396
Female	43%	35	36%	29	21%	17	81
I prefer not to respond	52%	31	38%	23	10%	6	60

The statue of Stonewall Jackson.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	61%	240	27%	107	12%	49	396
Female	58%	47	30%	24	12%	10	81
I prefer not to respond	77%	46	17%	10	7%	4	60

Honoring VMI's role in the Battle of New Market.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	78%	307	17%	67	6%	22	396
Female	74%	60	17%	14	9%	7	81
I prefer not to respond	87%	52	10%	6	3%	2	60

Celebrating VMI's Southern heritage.

Sex	None		A little		A lot		Total
Male	65%	257	29%	113	7%	26	396
Female	52%	42	32%	26	16%	13	81
I prefer not to respond	73%	44	20%	12	7%	4	60

The Rat Line.

Sex	None		A little		A lot		Total
Male	95%	377	4%	17	1%	2	396
Female	91%	74	6%	5	2%	2	81
I prefer not to respond	98%	59	0%	0	2%	1	60

The Honor Court.

Sex	None		A little		A lot		Total
Male	93%	370	5%	18	2%	8	396
Female	91%	74	5%	4	4%	3	81
I prefer not to respond	95%	57	2%	1	3%	2	60

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	14%	56	69%	272	16%	63	1%	4	395
Female	11%	9	73%	59	15%	12	1%	1	81
I prefer not to respond	15%	9	75%	45	10%	6	0%	0	60

The removal of the statue of Stonewall Jackson.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	21%	83	69%	271	10%	40	0%	1	395
Female	19%	15	68%	55	14%	11	0%	0	81
I prefer not to respond	25%	15	72%	43	3%	2	0%	0	60

Reforming the Honor Court system of discipline.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	74%	294	19%	75	5%	20	2%	6	395
Female	68%	55	26%	21	5%	4	1%	1	81
I prefer not to respond	82%	49	15%	9	3%	2	0%	0	60

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	2%	9	10%	40	46%	180	42%	166	395
Female	1%	1	10%	8	46%	37	43%	35	81
I prefer not to respond	2%	1	12%	7	37%	22	50%	30	60

Celebrating VMI's Southern heritage.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	4%	15	35%	137	45%	176	17%	66	394
Female	1%	1	35%	28	48%	39	16%	13	81
I prefer not to respond	3%	2	33%	20	47%	28	17%	10	60

Continuing the Ratline, as it is.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	1%	3	1%	2	7%	28	92%	362	395
Female	0%	0	0%	0	12%	10	88%	71	81
I prefer not to respond	2%	1	0%	0	3%	2	95%	57	60



**Q42 - VMI's Honor Court system:**

produces fair decisions.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	15	4%	14	5%	19	16%	62	72%	286	396
Female	5%	4	12%	10	5%	4	25%	20	53%	43	81
I prefer not to respond	7%	4	3%	2	2%	1	8%	5	80%	48	60

is influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	86%	340	4%	17	7%	26	2%	8	1%	5	396
Female	77%	62	10%	8	4%	3	6%	5	4%	3	81
I prefer not to respond	95%	57	0%	0	0%	0	2%	1	3%	2	60

is influenced by whether a cadet is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	80%	317	3%	13	9%	35	5%	19	3%	12	396
Female	68%	55	6%	5	6%	5	12%	10	7%	6	81
I prefer not to respond	87%	52	3%	2	7%	4	0%	0	3%	2	60

tends to be tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	86%	341	4%	14	6%	23	3%	11	2%	7	396
Female	74%	60	5%	4	11%	9	6%	5	4%	3	81
I prefer not to respond	95%	57	0%	0	0%	0	0%	0	5%	3	60

would benefit from updating some of its formal procedures.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	40%	157	12%	49	18%	72	17%	67	13%	51	396
Female	37%	30	12%	10	16%	13	23%	19	11%	9	81
I prefer not to respond	53%	32	7%	4	17%	10	13%	8	10%	6	60

consistently upholds the Honor Code.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	3%	13	2%	8	5%	19	9%	34	81%	322	396
Female	5%	4	10%	8	4%	3	21%	17	60%	49	81
I prefer not to respond	5%	3	2%	1	2%	1	10%	6	82%	49	60

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	18	11%	44	12%	48	25%	98	47%	188	396
Female	6%	5	9%	7	7%	6	42%	34	36%	29	81
I prefer not to respond	7%	4	8%	5	10%	6	27%	16	48%	29	60

influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	81%	322	5%	18	8%	32	4%	16	2%	8	396
Female	67%	54	11%	9	12%	10	5%	4	5%	4	81
I prefer not to respond	95%	57	0%	0	0%	0	0%	0	5%	3	60

influenced by whether the accused is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	63%	248	7%	27	10%	38	15%	58	6%	25	396
Female	48%	39	11%	9	11%	9	20%	16	10%	8	81
I prefer not to respond	77%	46	3%	2	8%	5	7%	4	5%	3	60

tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	81%	322	4%	16	8%	33	5%	19	2%	6	396
Female	67%	54	11%	9	14%	11	4%	3	5%	4	81
I prefer not to respond	92%	55	3%	2	0%	0	0%	0	5%	3	60

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	79%	312	16%	64	5%	19	395
Female	74%	60	19%	15	7%	6	81
I prefer not to respond	85%	51	8%	5	7%	4	60

The single-sanction policy of expulsion.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	81%	320	13%	51	6%	25	396
Female	81%	66	12%	10	6%	5	81
I prefer not to respond	88%	53	7%	4	5%	3	60

The solicitation of faculty and cadets to gather information about other cadets covertly.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	54%	214	30%	120	16%	62	396
Female	49%	40	35%	28	16%	13	81
I prefer not to respond	65%	39	25%	15	10%	6	60

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	49%	194	33%	131	18%	71	396
Female	44%	36	42%	34	14%	11	81
I prefer not to respond	60%	36	32%	19	8%	5	60

The allowing of expulsion based on non-unanimous verdicts.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	44%	176	41%	161	15%	59	396
Female	46%	37	37%	30	17%	14	81
I prefer not to respond	52%	31	40%	24	8%	5	60

The drum-out ceremony.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	88%	349	9%	36	3%	11	396
Female	89%	72	6%	5	5%	4	81
I prefer not to respond	90%	54	5%	3	5%	3	60

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	82%	325	13%	53	3%	11	2%	7	396
Female	79%	64	15%	12	5%	4	1%	1	81
I prefer not to respond	92%	55	7%	4	2%	1	0%	0	60



**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	75%	296	16%	64	5%	20	4%	16	396
Female	69%	56	17%	14	7%	6	6%	5	81
I prefer not to respond	83%	50	15%	9	2%	1	0%	0	60

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	65%	258	22%	89	8%	31	5%	18	396
Female	52%	42	26%	21	12%	10	10%	8	81
I prefer not to respond	75%	45	20%	12	3%	2	2%	1	60

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	97%	385	1%	5	1%	4	0%	1	395
Female	96%	78	1%	1	1%	1	1%	1	81
I prefer not to respond	100%	60	0%	0	0%	0	0%	0	60

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	94%	370	4%	17	1%	4	1%	4	395
Female	93%	75	4%	3	2%	2	1%	1	81
I prefer not to respond	97%	58	3%	2	0%	0	0%	0	60

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	97%	382	2%	9	1%	2	0%	1	394
Female	95%	77	1%	1	4%	3	0%	0	81
I prefer not to respond	100%	60	0%	0	0%	0	0%	0	60

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	92%	361	6%	25	1%	5	1%	3	394
Female	89%	72	5%	4	5%	4	1%	1	81
I prefer not to respond	95%	57	5%	3	0%	0	0%	0	60

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	95%	375	4%	16	1%	3	0%	1	395
Female	86%	69	6%	5	5%	4	3%	2	80
I prefer not to respond	98%	59	2%	1	0%	0	0%	0	60

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	88%	348	9%	35	2%	8	1%	4	395
Female	83%	66	8%	6	8%	6	3%	2	80
I prefer not to respond	90%	54	8%	5	2%	1	0%	0	60

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	40%	157	26%	103	17%	66	17%	65	391
Female	49%	40	22%	18	9%	7	20%	16	81
I prefer not to respond	58%	35	18%	11	12%	7	12%	7	60

Other racial or ethnic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	46%	180	26%	100	15%	57	14%	54	391
Female	49%	40	22%	18	15%	12	14%	11	81
I prefer not to respond	57%	34	25%	15	10%	6	8%	5	60

Homophobic or transphobic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	38%	148	25%	97	19%	73	19%	73	391
Female	42%	34	21%	17	11%	9	26%	21	81
I prefer not to respond	50%	30	28%	17	13%	8	8%	5	60

**Q52 - I have been sexually assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	96%	381	3%	10	1%	5	396
Female	83%	67	14%	11	4%	3	81
I prefer not to respond	95%	57	2%	1	3%	2	60

**Q53 - I have been sexually harassed at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	96%	379	3%	12	1%	5	396
Female	65%	53	27%	22	7%	6	81
I prefer not to respond	93%	56	5%	3	2%	1	60



**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	76%	301	22%	87	2%	8	396
Female	30%	24	63%	51	7%	6	81
I prefer not to respond	70%	42	17%	10	13%	8	60

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	7%	29	5%	18	5%	18	18%	70	43%	171	23%	90	396
Female	17%	14	15%	12	6%	5	19%	15	28%	23	15%	12	81
I prefer not to respond	3%	2	5%	3	7%	4	13%	8	45%	27	27%	16	60

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	84%	332	11%	43	5%	20	395
Female	57%	46	36%	29	7%	6	81
I prefer not to respond	93%	56	3%	2	3%	2	60

White

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	94%	372	4%	16	2%	7	395
Female	91%	74	7%	6	1%	1	81
I prefer not to respond	90%	54	8%	5	2%	1	60

Asian or Asian American

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	90%	357	8%	33	1%	5	395
Female	72%	58	25%	20	4%	3	81
I prefer not to respond	97%	58	2%	1	2%	1	60

### Hispanic

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	91%	360	8%	30	1%	5	395
Female	78%	63	19%	15	4%	3	81
I prefer not to respond	97%	58	3%	2	0%	0	60

### Women

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	71%	280	22%	87	7%	28	395
Female	32%	26	40%	32	28%	23	81
I prefer not to respond	77%	46	18%	11	5%	3	60

### Muslim

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	88%	346	8%	33	4%	16	395
Female	74%	60	20%	16	6%	5	81
I prefer not to respond	97%	58	0%	0	3%	2	60

Jewish

Sex	None		A little		A lot		Total
Male	94%	373	5%	19	1%	3	395
Female	86%	70	12%	10	1%	1	81
I prefer not to respond	97%	58	3%	2	0%	0	60

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	59%	232	31%	121	11%	42	395
Female	36%	29	44%	36	20%	16	81
I prefer not to respond	72%	43	20%	12	8%	5	60

LGBTQ

Sex	None		A little		A lot		Total
Male	73%	290	17%	68	9%	37	395
Female	49%	40	32%	26	19%	15	81
I prefer not to respond	83%	50	13%	8	3%	2	60

**Q57 - Race relations in the U.S. are generally bad.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	9%	37	21%	84	24%	95	33%	131	12%	49	396
Female	9%	7	15%	12	20%	16	43%	35	14%	11	81
I prefer not to respond	8%	5	22%	13	27%	16	33%	20	10%	6	60

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Sex	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	25	17%	66	52%	205	18%	72	7%	27	395
Female	21%	17	19%	15	42%	34	15%	12	4%	3	81
I prefer not to respond	3%	2	10%	6	45%	27	28%	17	13%	8	60

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Sex	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Male	73%	289	27%	105	394
Female	59%	48	41%	33	81
I prefer not to respond	80%	47	20%	12	59



**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	32%	127	14%	56	22%	88	18%	70	14%	55	396
Female	26%	21	17%	14	21%	17	19%	15	17%	14	81
I prefer not to respond	38%	23	13%	8	30%	18	7%	4	12%	7	60

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	47%	188	18%	70	9%	37	14%	55	12%	46	396
Female	36%	29	25%	20	10%	8	17%	14	12%	10	81
I prefer not to respond	57%	34	18%	11	13%	8	5%	3	7%	4	60

## Appendix A-7: Faculty Attitudes & Beliefs by Biological Sex

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	4	12%	8	24%	16	29%	19	29%	19	66
Female	8%	3	17%	6	22%	8	33%	12	19%	7	36
I prefer not to respond	15%	3	10%	2	30%	6	15%	3	30%	6	20

**Q11 - VMI should have more people of color in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	2	2%	1	36%	24	20%	13	39%	26	66
Female	0%	0	6%	2	22%	8	14%	5	58%	21	36
I prefer not to respond	5%	1	0%	0	45%	9	15%	3	35%	7	20

**Q12 - VMI should have more women in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	5%	3	3%	2	36%	24	24%	16	32%	21	66
Female	0%	0	6%	2	17%	6	14%	5	64%	23	36
I prefer not to respond	5%	1	0%	0	50%	10	10%	2	35%	7	20

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	15%	10	23%	15	33%	22	24%	16	66
Female	8%	3	17%	6	11%	4	39%	14	25%	9	36
I prefer not to respond	20%	4	10%	2	20%	4	20%	4	30%	6	20

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	18%	12	37%	24	28%	18	12%	8	65
Female	14%	5	11%	4	31%	11	25%	9	19%	7	36
I prefer not to respond	10%	2	20%	4	20%	4	35%	7	15%	3	20

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	5	14%	9	43%	28	28%	18	8%	5	65
Female	17%	6	19%	7	22%	8	28%	10	14%	5	36
I prefer not to respond	20%	4	25%	5	15%	3	30%	6	10%	2	20



**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	3%	2	14%	9	20%	13	64%	42	66
Female	0%	0	6%	2	3%	1	25%	9	67%	24	36
I prefer not to respond	0%	0	10%	2	20%	4	15%	3	55%	11	20

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	35%	23	17%	11	39%	26	8%	5	2%	1	66
Female	19%	7	17%	6	44%	16	8%	3	11%	4	36
I prefer not to respond	45%	9	0%	0	35%	7	10%	2	10%	2	20

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	17%	11	15%	10	43%	28	18%	12	6%	4	65
Female	14%	5	6%	2	44%	16	11%	4	25%	9	36
I prefer not to respond	25%	5	10%	2	45%	9	5%	1	15%	3	20

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	23%	15	9%	6	18%	12	27%	18	23%	15	66
Female	31%	11	14%	5	22%	8	22%	8	11%	4	36
I prefer not to respond	30%	6	10%	2	5%	1	35%	7	20%	4	20

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	12%	8	17%	11	8%	5	24%	16	39%	26	66
Female	14%	5	28%	10	11%	4	22%	8	25%	9	36
I prefer not to respond	20%	4	15%	3	5%	1	30%	6	30%	6	20

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	11%	7	18%	12	35%	23	20%	13	17%	11	66
Female	25%	9	25%	9	25%	9	19%	7	6%	2	36
I prefer not to respond	10%	2	30%	6	30%	6	10%	2	20%	4	20

**Q22 - I feel comfortable being myself at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	1	12%	8	6%	4	26%	17	55%	36	66
Female	6%	2	14%	5	8%	3	31%	11	42%	15	36
I prefer not to respond	15%	3	5%	1	10%	2	35%	7	35%	7	20

**Q23 - I feel like part of the community at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	5%	3	12%	8	29%	19	50%	33	66
Female	3%	1	14%	5	8%	3	39%	14	36%	13	36
I prefer not to respond	10%	2	5%	1	15%	3	25%	5	45%	9	20



**Q24 - People of color have to do more than others to prove they belong at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	32%	21	21%	14	27%	18	17%	11	3%	2	66
Female	28%	10	8%	3	28%	10	22%	8	14%	5	36
I prefer not to respond	50%	10	0%	0	20%	4	15%	3	15%	3	20

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Sex	None		A little		A lot		Total
Male	41%	23	39%	22	20%	11	56
Female	34%	12	31%	11	34%	12	35
I prefer not to respond	45%	9	30%	6	25%	5	20

White

Sex	None		A little		A lot		Total
Male	93%	52	5%	3	2%	1	56
Female	94%	34	6%	2	0%	0	36
I prefer not to respond	90%	18	10%	2	0%	0	20

Asian or Asian American

Sex	None		A little		A lot		Total
Male	61%	34	38%	21	2%	1	56
Female	43%	15	49%	17	9%	3	35
I prefer not to respond	58%	11	26%	5	16%	3	19

Hispanic

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	59%	33	39%	22	2%	1	56
Female	46%	16	34%	12	20%	7	35
I prefer not to respond	53%	10	32%	6	16%	3	19

Women

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	32%	18	45%	25	23%	13	56
Female	17%	6	42%	15	42%	15	36
I prefer not to respond	35%	7	30%	6	35%	7	20

Muslim

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	40%	22	35%	19	25%	14	55
Female	32%	11	38%	13	29%	10	34
I prefer not to respond	45%	9	30%	6	25%	5	20

Jewish

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	71%	40	27%	15	2%	1	56
Female	57%	20	34%	12	9%	3	35
I prefer not to respond	56%	10	39%	7	6%	1	18

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	44%	25	44%	25	12%	7	57
Female	31%	11	33%	12	36%	13	36
I prefer not to respond	26%	5	37%	7	37%	7	19

LGBTQ

Sex	None		A little		A lot		Total
Male	27%	15	35%	19	38%	21	55
Female	22%	8	22%	8	56%	20	36
I prefer not to respond	37%	7	26%	5	37%	7	19

**Q26 - There is a culture of racial intolerance at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	50%	33	17%	11	14%	9	15%	10	5%	3	66
Female	33%	12	22%	8	17%	6	14%	5	14%	5	36
I prefer not to respond	50%	10	10%	2	10%	2	10%	2	20%	4	20

**Q27 - Racial intolerance has never been a problem at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	36%	24	26%	17	21%	14	8%	5	9%	6	66
Female	47%	17	33%	12	17%	6	3%	1	0%	0	36
I prefer not to respond	45%	9	25%	5	20%	4	5%	1	5%	1	20

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	48%	32	14%	9	20%	13	17%	11	2%	1	66
Female	42%	15	25%	9	14%	5	11%	4	8%	3	36
I prefer not to respond	25%	5	5%	1	35%	7	20%	4	15%	3	20

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	4	17%	11	12%	8	20%	13	45%	30	66
Female	22%	8	17%	6	8%	3	17%	6	36%	13	36
I prefer not to respond	15%	3	20%	4	5%	1	0%	0	60%	12	20



**Q30 - People at VMI are NOT treated differently because of their race.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	8%	5	17%	11	17%	11	20%	13	39%	26	66
Female	22%	8	25%	9	8%	3	17%	6	28%	10	36
I prefer not to respond	20%	4	15%	3	5%	1	25%	5	35%	7	20

**Q31 - People at VMI are NOT treated differently because of their gender.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	15%	10	23%	15	15%	10	20%	13	27%	18	66
Female	33%	12	36%	13	11%	4	11%	4	8%	3	36
I prefer not to respond	20%	4	20%	4	15%	3	20%	4	25%	5	20

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	33%	22	26%	17	17%	11	18%	12	6%	4	66
Female	25%	9	17%	6	14%	5	31%	11	14%	5	36
I prefer not to respond	30%	6	15%	3	15%	3	20%	4	20%	4	20

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	5	14%	9	9%	6	17%	11	47%	31	6%	4	66
Female	14%	5	17%	6	17%	6	25%	9	28%	10	0%	0	36
I prefer not to respond	15%	3	25%	5	0%	0	15%	3	45%	9	0%	0	20

\*Full response option text: "I am not familiar with any news media reports or do not feel I have enough information to respond"

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
Male	5%	3	17%	11	6%	4	14%	9	53%	35	6%	4	66
Female	14%	5	19%	7	6%	2	19%	7	42%	15	0%	0	36
I prefer not to respond	15%	3	15%	3	5%	1	5%	1	55%	11	5%	1	20

\*Full response option text: "I am not familiar with any news media reports or do not feel I have enough information to respond"

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	4	11%	7	8%	5	18%	12	14%	9	44%	29	66
Female	11%	4	19%	7	8%	3	8%	3	8%	3	44%	16	36
I prefer not to respond	20%	4	10%	2	15%	3	5%	1	20%	4	30%	6	20

\*Full response option text: "I do not feel I have enough information to respond"

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	4	6%	4	5%	3	14%	9	60%	39	9%	6	65
Female	0%	0	3%	1	3%	1	11%	4	75%	27	8%	3	36
I prefer not to respond	5%	1	0%	0	10%	2	30%	6	30%	6	25%	5	20

\*Full response option text: “I do not feel I have enough information to respond”

sufficient.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	12%	8	14%	9	11%	7	22%	14	22%	14	20%	13	65
Female	19%	7	8%	3	11%	4	22%	8	28%	10	11%	4	36
I prefer not to respond	15%	3	5%	1	25%	5	20%	4	10%	2	25%	5	20

\*Full response option text: “I do not feel I have enough information to respond”

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	15%	10	18%	12	22%	14	45%	29	65
Female	6%	2	14%	5	19%	7	61%	22	36
I prefer not to respond	20%	4	15%	3	5%	1	60%	12	20

The removal of the statue of Stonewall Jackson.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	20%	13	14%	9	19%	12	47%	30	64
Female	8%	3	8%	3	19%	7	64%	23	36
I prefer not to respond	25%	5	5%	1	10%	2	60%	12	20

Reforming the Honor Court system of discipline.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	40%	26	23%	15	25%	16	12%	8	65
Female	22%	8	17%	6	31%	11	31%	11	36
I prefer not to respond	40%	8	10%	2	15%	3	35%	7	20



**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	15%	10	18%	12	43%	28	23%	15	65
Female	14%	5	42%	15	28%	10	17%	6	36
I prefer not to respond	15%	3	15%	3	35%	7	35%	7	20

Celebrating VMI's Southern heritage.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	29%	19	18%	12	38%	25	14%	9	65
Female	33%	12	28%	10	33%	12	6%	2	36
I prefer not to respond	15%	3	35%	7	30%	6	20%	4	20

Continuing the Rat Line, as it is.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	3%	2	20%	13	30%	20	47%	31	66
Female	17%	6	25%	9	36%	13	22%	8	36
I prefer not to respond	15%	3	20%	4	10%	2	55%	11	20

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	18%	12	40%	26	42%	27	65
Female	14%	5	31%	11	56%	20	36
I prefer not to respond	21%	4	37%	7	42%	8	19

The statue of Stonewall Jackson.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	23%	15	43%	28	34%	22	65
Female	22%	8	33%	12	44%	16	36
I prefer not to respond	42%	8	5%	1	53%	10	19

Honoring VMI's role in the Battle of New Market.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	40%	26	40%	26	20%	13	65
Female	33%	12	42%	15	25%	9	36
I prefer not to respond	47%	9	32%	6	21%	4	19

Celebrating VMI's Southern heritage.

Sex	None		A little		A lot		Total
Male	35%	23	34%	22	31%	20	65
Female	25%	9	39%	14	36%	13	36
I prefer not to respond	63%	12	16%	3	21%	4	19

The Rat Line.

Sex	None		A little		A lot		Total
Male	75%	49	23%	15	2%	1	65
Female	61%	22	28%	10	11%	4	36
I prefer not to respond	67%	12	22%	4	11%	2	18

The Honor Court.

Sex	None		A little		A lot		Total
Male	82%	53	14%	9	5%	3	65
Female	58%	21	22%	8	19%	7	36
I prefer not to respond	78%	14	17%	3	6%	1	18

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	9%	6	54%	35	32%	21	5%	3	65
Female	3%	1	42%	15	56%	20	0%	0	36
I prefer not to respond	6%	1	44%	8	39%	7	11%	2	18

The removal of the statue of Stonewall Jackson.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	8%	5	58%	38	29%	19	5%	3	65
Female	3%	1	44%	16	53%	19	0%	0	36
I prefer not to respond	6%	1	39%	7	44%	8	11%	2	18

Reforming the Honor Court system of discipline.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	38%	25	54%	35	8%	5	0%	0	65
Female	25%	9	58%	21	17%	6	0%	0	36
I prefer not to respond	41%	7	47%	8	12%	2	0%	0	17

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	2%	1	49%	32	35%	23	14%	9	65
Female	0%	0	56%	20	39%	14	6%	2	36
I prefer not to respond	5%	1	21%	4	58%	11	16%	3	19

Celebrating VMI's Southern heritage.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	3%	2	57%	37	32%	21	8%	5	65
Female	3%	1	58%	21	36%	13	3%	1	36
I prefer not to respond	16%	3	32%	6	42%	8	11%	2	19

Continuing the Ratline, as it is.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	11%	7	37%	24	52%	34	65
Female	0%	0	17%	6	47%	17	36%	13	36
I prefer not to respond	0%	0	16%	3	47%	9	37%	7	19

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	6%	4	9%	6	19%	12	31%	20	34%	22	64
Female	14%	5	22%	8	14%	5	36%	13	14%	5	36
I prefer not to respond	6%	1	11%	2	22%	4	28%	5	33%	6	18

is influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	49%	31	13%	8	21%	13	13%	8	5%	3	63
Female	39%	14	6%	2	22%	8	17%	6	17%	6	36
I prefer not to respond	50%	9	11%	2	6%	1	22%	4	11%	2	18

is influenced by whether a cadet is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	27%	17	13%	8	35%	22	17%	11	8%	5	63
Female	25%	9	6%	2	36%	13	25%	9	8%	3	36
I prefer not to respond	44%	8	6%	1	17%	3	22%	4	11%	2	18

tends to be tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	41%	26	14%	9	27%	17	14%	9	3%	2	63
Female	31%	11	6%	2	28%	10	17%	6	19%	7	36
I prefer not to respond	56%	10	6%	1	6%	1	22%	4	11%	2	18

would benefit from updating some of its formal procedures.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	14%	9	5%	3	22%	14	35%	22	24%	15	63
Female	6%	2	8%	3	8%	3	31%	11	47%	17	36
I prefer not to respond	22%	4	6%	1	17%	3	28%	5	28%	5	18

consistently upholds the Honor Code.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	5	10%	6	13%	8	32%	20	38%	24	63
Female	14%	5	25%	9	8%	3	25%	9	28%	10	36
I prefer not to respond	6%	1	6%	1	22%	4	28%	5	39%	7	18



**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	3%	2	11%	7	27%	17	25%	16	34%	22	64
Female	11%	4	19%	7	25%	9	25%	9	19%	7	36
I prefer not to respond	16%	3	21%	4	11%	2	26%	5	26%	5	19

influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	45%	29	14%	9	23%	15	14%	9	3%	2	64
Female	33%	12	8%	3	28%	10	25%	9	6%	2	36
I prefer not to respond	47%	9	5%	1	11%	2	21%	4	16%	3	19

influenced by whether the accused is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	16%	10	20%	13	31%	20	28%	18	5%	3	64
Female	19%	7	14%	5	22%	8	44%	16	0%	0	36
I prefer not to respond	24%	4	6%	1	24%	4	35%	6	12%	2	17

tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	48%	31	13%	8	27%	17	9%	6	3%	2	64
Female	33%	12	8%	3	25%	9	25%	9	8%	3	36
I prefer not to respond	47%	9	11%	2	16%	3	11%	2	16%	3	19

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	52%	33	41%	26	8%	5	64
Female	44%	16	33%	12	22%	8	36
I prefer not to respond	53%	10	26%	5	21%	4	19

The single-sanction policy of expulsion.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	62%	40	31%	20	8%	5	65
Female	56%	20	28%	10	17%	6	36
I prefer not to respond	63%	12	32%	6	5%	1	19

The solicitation of faculty and cadets to gather information about other cadets covertly.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	34%	22	41%	26	25%	16	64
Female	28%	10	33%	12	39%	14	36
I prefer not to respond	37%	7	21%	4	42%	8	19

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	37%	24	48%	31	15%	10	65
Female	33%	12	44%	16	22%	8	36
I prefer not to respond	42%	8	42%	8	16%	3	19

The allowing of expulsion based on non-unanimous verdicts.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	27%	17	52%	33	22%	14	64
Female	14%	5	47%	17	39%	14	36
I prefer not to respond	33%	6	39%	7	28%	5	18

The drum-out ceremony.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	56%	36	33%	21	11%	7	64
Female	56%	20	28%	10	17%	6	36
I prefer not to respond	47%	9	42%	8	11%	2	19

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	91%	60	6%	4	3%	2	0%	0	66
Female	97%	35	3%	1	0%	0	0%	0	36
I prefer not to respond	79%	15	0%	0	16%	3	5%	1	19

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	77%	51	17%	11	5%	3	2%	1	66
Female	58%	21	22%	8	11%	4	8%	3	36
I prefer not to respond	63%	12	16%	3	16%	3	5%	1	19

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	64%	42	17%	11	18%	12	2%	1	66
Female	44%	16	22%	8	19%	7	14%	5	36
I prefer not to respond	53%	10	16%	3	26%	5	5%	1	19

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	98%	65	2%	1	0%	0	0%	0	66
Female	100%	36	0%	0	0%	0	0%	0	36
I prefer not to respond	100%	20	0%	0	0%	0	0%	0	20

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	95%	63	3%	2	2%	1	0%	0	66
Female	100%	36	0%	0	0%	0	0%	0	36
I prefer not to respond	100%	20	0%	0	0%	0	0%	0	20



**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
Male	98%	65	2%	1	0%	0	0%	0	66
Female	100%	36	0%	0	0%	0	0%	0	36
I prefer not to respond	100%	20	0%	0	0%	0	0%	0	20

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
Male	97%	64	3%	2	0%	0	0%	0	66
Female	92%	33	8%	3	0%	0	0%	0	36
I prefer not to respond	100%	20	0%	0	0%	0	0%	0	20

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	97%	64	3%	2	0%	0	0%	0	66
Female	94%	34	6%	2	0%	0	0%	0	36
I prefer not to respond	95%	19	5%	1	0%	0	0%	0	20

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	86%	57	11%	7	3%	2	0%	0	66
Female	81%	29	11%	4	8%	3	0%	0	36
I prefer not to respond	75%	15	20%	4	5%	1	0%	0	20

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	75%	49	12%	8	12%	8	0%	0	65
Female	78%	28	17%	6	6%	2	0%	0	36
I prefer not to respond	70%	14	25%	5	5%	1	0%	0	20

Other racial or ethnic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	49%	32	26%	17	22%	14	3%	2	65
Female	50%	18	31%	11	17%	6	3%	1	36
I prefer not to respond	75%	15	0%	0	5%	1	20%	4	20

Homophobic or transphobic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	46%	30	26%	17	15%	10	12%	8	65
Female	50%	18	22%	8	19%	7	8%	3	36
I prefer not to respond	70%	14	10%	2	10%	2	10%	2	20

**Q52 - I have been sexually assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	98%	65	0%	0	2%	1	66
Female	100%	36	0%	0	0%	0	36
I prefer not to respond	95%	19	0%	0	5%	1	20

**Q53 - I have been sexually harassed at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	66	0%	0	0%	0	66
Female	83%	30	14%	5	3%	1	36
I prefer not to respond	85%	17	5%	1	10%	2	20

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
	%	Count	%	Count	%	Count	
Male	74%	49	24%	16	2%	1	66
Female	50%	18	42%	15	8%	3	36
I prefer not to respond	60%	12	25%	5	15%	3	20

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
Male	5%	3	11%	7	12%	8	21%	14	27%	18	24%	16	66
Female	19%	7	14%	5	8%	3	17%	6	11%	4	31%	11	36
I prefer not to respond	10%	2	10%	2	0%	0	20%	4	15%	3	45%	9	20

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	56%	33	34%	20	10%	6	59
Female	37%	13	31%	11	31%	11	35
I prefer not to respond	55%	11	25%	5	20%	4	20

White

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	93%	54	7%	4	0%	0	58
Female	97%	33	3%	1	0%	0	34
I prefer not to respond	95%	18	5%	1	0%	0	19

Asian or Asian American

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	69%	40	31%	18	0%	0	58
Female	52%	17	42%	14	6%	2	33
I prefer not to respond	68%	13	26%	5	5%	1	19



Hispanic

Sex	None		A little		A lot		Total
Male	67%	39	33%	19	0%	0	58
Female	48%	16	36%	12	15%	5	33
I prefer not to respond	63%	12	26%	5	11%	2	19

Women

Sex	None		A little		A lot		Total
Male	47%	28	34%	20	19%	11	59
Female	23%	8	31%	11	46%	16	35
I prefer not to respond	40%	8	20%	4	40%	8	20

Muslim

Sex	None		A little		A lot		Total
Male	58%	33	32%	18	11%	6	57
Female	42%	14	30%	10	27%	9	33
I prefer not to respond	55%	11	25%	5	20%	4	20

Jewish

Sex	None		A little		A lot		Total
Male	76%	44	24%	14	0%	0	58
Female	67%	22	27%	9	6%	2	33
I prefer not to respond	76%	13	18%	3	6%	1	17

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	58%	34	37%	22	5%	3	59
Female	35%	12	26%	9	38%	13	34
I prefer not to respond	53%	10	26%	5	21%	4	19

LGBTQ

Sex	None		A little		A lot		Total
Male	41%	24	36%	21	22%	13	58
Female	35%	12	26%	9	38%	13	34
I prefer not to respond	44%	8	39%	7	17%	3	18

**Q57 - Race relations in the U.S. are generally bad.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	23%	15	12%	8	41%	27	20%	13	66
Female	8%	3	8%	3	3%	1	42%	15	39%	14	36
I prefer not to respond	10%	2	10%	2	25%	5	35%	7	20%	4	20

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Sex	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	29%	19	33%	22	27%	18	8%	5	3%	2	66
Female	53%	19	17%	6	22%	8	3%	1	6%	2	36
I prefer not to respond	32%	6	21%	4	26%	5	21%	4	0%	0	19

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Sex	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Male	36%	23	64%	41	64
Female	28%	10	72%	26	36
I prefer not to respond	37%	7	63%	12	19

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	18%	12	9%	6	20%	13	20%	13	33%	22	66
Female	8%	3	8%	3	14%	5	17%	6	53%	19	36
I prefer not to respond	20%	4	0%	0	25%	5	30%	6	25%	5	20

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	18%	12	11%	7	22%	14	23%	15	26%	17	65
Female	11%	4	11%	4	14%	5	22%	8	42%	15	36
I prefer not to respond	25%	5	15%	3	25%	5	15%	3	20%	4	20

## Appendix A-8: Staff Attitudes & Beliefs by Biological Sex

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	19%	11	34%	20	10%	6	31%	18	58
Female	5%	3	16%	10	29%	18	25%	16	25%	16	63
I prefer not to respond	10%	2	0%	0	20%	4	25%	5	45%	9	20



**Q11 - VMI should have more people of color in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	1	3%	2	43%	25	29%	17	22%	13	58
Female	0%	0	5%	3	40%	25	29%	18	27%	17	63
I prefer not to respond	0%	0	0%	0	70%	14	5%	1	25%	5	20

**Q12 - VMI should have more women in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	9%	5	47%	27	26%	15	19%	11	58
Female	0%	0	5%	3	32%	20	25%	16	38%	24	63
I prefer not to respond	0%	0	0%	0	60%	12	10%	2	30%	6	20

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	21%	12	24%	14	24%	14	26%	15	58
Female	6%	4	13%	8	27%	17	35%	22	19%	12	63
I prefer not to respond	10%	2	5%	1	30%	6	20%	4	35%	7	20

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	1	14%	8	45%	26	31%	18	9%	5	58
Female	2%	1	8%	5	56%	35	21%	13	14%	9	63
I prefer not to respond	5%	1	11%	2	32%	6	21%	4	32%	6	19

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	14%	8	16%	9	33%	19	22%	13	16%	9	58
Female	16%	10	11%	7	59%	37	10%	6	5%	3	63
I prefer not to respond	5%	1	16%	3	37%	7	11%	2	32%	6	19

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	7%	4	44%	25	16%	9	28%	16	57
Female	3%	2	5%	3	37%	23	23%	14	32%	20	62
I prefer not to respond	0%	0	5%	1	25%	5	25%	5	45%	9	20

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	34%	20	7%	4	55%	32	2%	1	2%	1	58
Female	25%	16	10%	6	56%	35	6%	4	3%	2	63
I prefer not to respond	39%	7	0%	0	61%	11	0%	0	0%	0	18

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	26%	15	7%	4	50%	29	5%	3	12%	7	58
Female	14%	9	8%	5	57%	36	13%	8	8%	5	63
I prefer not to respond	28%	5	6%	1	50%	9	17%	3	0%	0	18



**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	21%	12	21%	12	19%	11	22%	13	17%	10	58
Female	19%	12	19%	12	22%	14	22%	14	17%	11	63
I prefer not to respond	10%	2	10%	2	15%	3	35%	7	30%	6	20

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	7%	4	14%	8	7%	4	26%	15	47%	27	58
Female	10%	6	13%	8	10%	6	29%	18	40%	25	63
I prefer not to respond	5%	1	10%	2	10%	2	20%	4	55%	11	20

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	11%	6	14%	8	39%	22	19%	11	18%	10	57
Female	13%	8	25%	16	37%	23	5%	3	21%	13	63
I prefer not to respond	0%	0	11%	2	44%	8	0%	0	44%	8	18

**Q22 - I feel comfortable being myself at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	2	10%	6	3%	2	22%	13	60%	35	58
Female	2%	1	8%	5	5%	3	21%	13	65%	41	63
I prefer not to respond	5%	1	5%	1	5%	1	20%	4	65%	13	20

**Q23 - I feel like part of the community at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	9%	5	2%	1	12%	7	33%	19	45%	26	58
Female	6%	4	11%	7	6%	4	32%	20	44%	28	63
I prefer not to respond	5%	1	5%	1	10%	2	20%	4	60%	12	20

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	40%	23	10%	6	21%	12	12%	7	17%	10	58
Female	38%	24	11%	7	32%	20	13%	8	6%	4	63
I prefer not to respond	42%	8	5%	1	42%	8	0%	0	11%	2	19

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

**Black**

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	51%	28	22%	12	27%	15	55
Female	48%	27	30%	17	21%	12	56
I prefer not to respond	81%	13	6%	1	13%	2	16

**White**

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	95%	52	5%	3	0%	0	55
Female	91%	51	9%	5	0%	0	56
I prefer not to respond	94%	16	6%	1	0%	0	17

**Asian or Asian American**

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	69%	38	25%	14	5%	3	55
Female	55%	31	34%	19	11%	6	56
I prefer not to respond	81%	13	13%	2	6%	1	16

Hispanic

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	73%	40	24%	13	4%	2	55
Female	57%	32	30%	17	13%	7	56
I prefer not to respond	81%	13	13%	2	6%	1	16

Women

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	49%	27	35%	19	16%	9	55
Female	40%	23	35%	20	25%	14	57
I prefer not to respond	75%	12	6%	1	19%	3	16

Muslim

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	52%	28	28%	15	20%	11	54
Female	46%	26	32%	18	21%	12	56
I prefer not to respond	81%	13	13%	2	6%	1	16

Jewish

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	85%	46	13%	7	2%	1	54
Female	67%	37	29%	16	4%	2	55
I prefer not to respond	81%	13	13%	2	6%	1	16



Cadet-Athletes

Sex	None		A little		A lot		Total
Male	53%	29	25%	14	22%	12	55
Female	53%	30	30%	17	18%	10	57
I prefer not to respond	50%	8	19%	3	31%	5	16

LGBTQ

Sex	None		A little		A lot		Total
Male	44%	24	28%	15	28%	15	54
Female	30%	16	32%	17	38%	20	53
I prefer not to respond	69%	11	6%	1	25%	4	16

**Q26 - There is a culture of racial intolerance at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	45%	26	10%	6	21%	12	14%	8	10%	6	58
Female	38%	24	21%	13	24%	15	13%	8	5%	3	63
I prefer not to respond	40%	8	20%	4	25%	5	0%	0	15%	3	20

**Q27 - Racial intolerance has never been a problem at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	22%	13	22%	13	26%	15	14%	8	16%	9	58
Female	21%	13	25%	16	30%	19	10%	6	14%	9	63
I prefer not to respond	20%	4	5%	1	50%	10	10%	2	15%	3	20

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	33%	19	9%	5	31%	18	17%	10	10%	6	58
Female	33%	21	22%	14	27%	17	13%	8	5%	3	63
I prefer not to respond	45%	9	20%	4	30%	6	5%	1	0%	0	20

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	9%	5	12%	7	17%	10	14%	8	48%	28	58
Female	8%	5	11%	7	16%	10	24%	15	41%	26	63
I prefer not to respond	10%	2	0%	0	20%	4	5%	1	65%	13	20

**Q30 - People at VMI are NOT treated differently because of their race.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	6	21%	12	16%	9	14%	8	40%	23	58
Female	5%	3	17%	11	17%	11	25%	16	35%	22	63
I prefer not to respond	5%	1	5%	1	20%	4	5%	1	65%	13	20

**Q31 - People at VMI are NOT treated differently because of their gender.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	24%	14	17%	10	17%	10	36%	21	58
Female	14%	9	33%	21	5%	3	21%	13	27%	17	63
I prefer not to respond	10%	2	10%	2	30%	6	10%	2	40%	8	20

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	41%	24	10%	6	21%	12	19%	11	9%	5	58
Female	40%	25	6%	4	33%	21	14%	9	6%	4	63
I prefer not to respond	50%	10	5%	1	30%	6	5%	1	10%	2	20



**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	6	14%	8	7%	4	14%	8	53%	31	2%	1	58
Female	3%	2	13%	8	11%	7	32%	20	35%	22	6%	4	63
I prefer not to respond	5%	1	5%	1	15%	3	10%	2	55%	11	10%	2	20

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	12%	7	3%	2	16%	9	55%	32	9%	5	58
Female	3%	2	19%	12	10%	6	19%	12	41%	26	8%	5	63
I prefer not to respond	5%	1	5%	1	5%	1	15%	3	55%	11	15%	3	20

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	9%	5	14%	8	12%	7	34%	20	26%	15	58
Female	6%	4	13%	8	11%	7	16%	10	17%	11	37%	23	63
I prefer not to respond	5%	1	0%	0	0%	0	10%	2	40%	8	45%	9	20

\*Full response option text: "I do not feel I have enough information to respond"

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	3%	2	10%	6	29%	17	48%	28	3%	2	58
Female	0%	0	3%	2	17%	11	24%	15	43%	27	13%	8	63
I prefer not to respond	5%	1	0%	0	45%	9	20%	4	15%	3	15%	3	20

\*Full response option text: "I do not feel I have enough information to respond"

sufficient.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	9%	5	22%	13	21%	12	34%	20	9%	5	58
Female	0%	0	19%	12	16%	10	27%	17	19%	12	19%	12	63
I prefer not to respond	5%	1	0%	0	26%	5	37%	7	11%	2	21%	4	19

\*Full response option text: "I do not feel I have enough information to respond"

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	31%	18	19%	11	22%	13	28%	16	58
Female	24%	15	29%	18	24%	15	24%	15	63
I prefer not to respond	32%	6	21%	4	32%	6	16%	3	19

The removal of the statue of Stonewall Jackson.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	34%	20	24%	14	17%	10	24%	14	58
Female	37%	23	21%	13	13%	8	30%	19	63
I prefer not to respond	42%	8	21%	4	16%	3	21%	4	19

Reforming the Honor Court system of discipline.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	41%	24	14%	8	24%	14	21%	12	58
Female	27%	17	27%	17	29%	18	16%	10	62
I prefer not to respond	53%	10	21%	4	16%	3	11%	2	19

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	10%	6	17%	10	29%	17	43%	25	58
Female	11%	7	10%	6	38%	24	41%	26	63
I prefer not to respond	16%	3	16%	3	16%	3	53%	10	19

Celebrating VMI's Southern heritage.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	14%	8	19%	11	35%	20	32%	18	57
Female	14%	9	17%	11	32%	20	37%	23	63
I prefer not to respond	16%	3	11%	2	37%	7	37%	7	19

Continuing the Rat Line, as it is.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	14%	8	12%	7	22%	13	52%	30	58
Female	5%	3	16%	10	26%	16	53%	33	62
I prefer not to respond	0%	0	16%	3	26%	5	58%	11	19

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Sex	None		A little		A lot		Total
	%	n	%	n	%	n	
Male	43%	25	19%	11	38%	22	58
Female	34%	21	34%	21	32%	20	62
I prefer not to respond	60%	12	20%	4	20%	4	20

The statue of Stonewall Jackson.

Sex	None		A little		A lot		Total
	%	n	%	n	%	n	
Male	47%	27	19%	11	34%	20	58
Female	42%	26	34%	21	24%	15	62
I prefer not to respond	60%	12	25%	5	15%	3	20

Honoring VMI's role in the Battle of New Market.

Sex	None		A little		A lot		Total
	%	n	%	n	%	n	
Male	57%	33	31%	18	12%	7	58
Female	61%	38	23%	14	16%	10	62
I prefer not to respond	75%	15	10%	2	15%	3	20

Celebrating VMI's Southern heritage.

Sex	None		A little		A lot		Total
Male	48%	28	33%	19	19%	11	58
Female	44%	27	40%	25	16%	10	62
I prefer not to respond	65%	13	20%	4	15%	3	20

The Rat Line.

Sex	None		A little		A lot		Total
Male	83%	48	12%	7	5%	3	58
Female	77%	48	15%	9	8%	5	62
I prefer not to respond	89%	16	11%	2	0%	0	18

The Honor Court.

Sex	None		A little		A lot		Total
Male	76%	44	21%	12	3%	2	58
Female	74%	46	23%	14	3%	2	62
I prefer not to respond	89%	17	5%	1	5%	1	19



**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	26%	15	53%	31	19%	11	2%	1	58
Female	16%	10	54%	33	28%	17	2%	1	61
I prefer not to respond	10%	2	70%	14	15%	3	5%	1	20

The removal of the statue of Stonewall Jackson.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	29%	17	52%	30	16%	9	3%	2	58
Female	18%	11	55%	34	24%	15	3%	2	62
I prefer not to respond	10%	2	80%	16	5%	1	5%	1	20

Reforming the Honor Court system of discipline.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	55%	32	33%	19	10%	6	2%	1	58
Female	35%	21	53%	32	12%	7	0%	0	60
I prefer not to respond	45%	9	50%	10	5%	1	0%	0	20

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	2%	1	21%	12	36%	21	41%	24	58
Female	7%	4	21%	13	52%	32	20%	12	61
I prefer not to respond	5%	1	25%	5	60%	12	10%	2	20

Celebrating VMI's Southern heritage.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	41%	24	31%	18	28%	16	58
Female	2%	1	43%	26	46%	28	10%	6	61
I prefer not to respond	5%	1	45%	9	45%	9	5%	1	20

Continuing the Ratline, as it is.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	3%	2	9%	5	34%	20	53%	31	58
Female	3%	2	12%	7	45%	27	40%	24	60
I prefer not to respond	0%	0	11%	2	42%	8	47%	9	19

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	12%	7	34%	20	14%	8	34%	20	58
Female	3%	2	3%	2	49%	30	20%	12	25%	15	61
I prefer not to respond	11%	2	6%	1	44%	8	6%	1	33%	6	18

is influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	43%	25	3%	2	36%	21	9%	5	9%	5	58
Female	40%	25	6%	4	31%	19	18%	11	5%	3	62
I prefer not to respond	39%	7	6%	1	44%	8	6%	1	6%	1	18

is influenced by whether a cadet is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	31%	18	9%	5	34%	20	9%	5	17%	10	58
Female	27%	17	10%	6	37%	23	15%	9	11%	7	62
I prefer not to respond	33%	6	11%	2	50%	9	0%	0	6%	1	18

tends to be tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	43%	25	5%	3	33%	19	7%	4	12%	7	58
Female	32%	20	8%	5	42%	26	13%	8	5%	3	62
I prefer not to respond	39%	7	6%	1	50%	9	0%	0	6%	1	18

would benefit from updating some of its formal procedures.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	26%	15	2%	1	24%	14	21%	12	28%	16	58
Female	5%	3	10%	6	34%	21	35%	22	16%	10	62
I prefer not to respond	11%	2	6%	1	61%	11	6%	1	17%	3	18

consistently upholds the Honor Code.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	3	9%	5	28%	16	22%	13	36%	21	58
Female	2%	1	6%	4	47%	29	24%	15	21%	13	62
I prefer not to respond	6%	1	0%	0	50%	9	11%	2	33%	6	18

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	9%	5	17%	10	22%	13	21%	12	31%	18	58
Female	5%	3	8%	5	39%	24	21%	13	27%	17	62
I prefer not to respond	16%	3	0%	0	32%	6	11%	2	42%	8	19

influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	n	%	n	%	n	%	n	%	n	
Male	45%	26	2%	1	34%	20	7%	4	12%	7	58
Female	40%	25	5%	3	42%	26	10%	6	3%	2	62
I prefer not to respond	53%	10	0%	0	42%	8	0%	0	5%	1	19

influenced by whether the accused is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	29%	17	10%	6	26%	15	16%	9	19%	11	58
Female	27%	17	8%	5	37%	23	21%	13	6%	4	62
I prefer not to respond	47%	9	5%	1	42%	8	0%	0	5%	1	19

tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	47%	27	3%	2	31%	18	7%	4	12%	7	58
Female	37%	23	6%	4	42%	26	10%	6	5%	3	62
I prefer not to respond	53%	10	0%	0	42%	8	0%	0	5%	1	19

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	44%	25	46%	26	11%	6	57
Female	44%	27	48%	30	8%	5	62
I prefer not to respond	50%	9	44%	8	6%	1	18

The single-sanction policy of expulsion.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	53%	30	39%	22	9%	5	57
Female	37%	23	60%	37	3%	2	62
I prefer not to respond	61%	11	39%	7	0%	0	18

The solicitation of faculty and cadets to gather information about other cadets covertly.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	40%	23	40%	23	19%	11	57
Female	16%	10	53%	33	31%	19	62
I prefer not to respond	50%	9	33%	6	17%	3	18



The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	37%	21	33%	19	30%	17	57
Female	21%	13	61%	38	18%	11	62
I prefer not to respond	33%	6	67%	12	0%	0	18

The allowing of expulsion based on non-unanimous verdicts.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	32%	18	44%	25	25%	14	57
Female	18%	11	69%	43	13%	8	62
I prefer not to respond	33%	6	56%	10	11%	2	18

The drum-out ceremony.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	54%	31	35%	20	11%	6	57
Female	47%	29	45%	28	8%	5	62
I prefer not to respond	56%	10	28%	5	17%	3	18

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	88%	51	5%	3	3%	2	3%	2	58
Female	90%	57	6%	4	0%	0	3%	2	63
I prefer not to respond	95%	19	0%	0	0%	0	5%	1	20

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	78%	45	12%	7	7%	4	3%	2	58
Female	86%	54	10%	6	3%	2	2%	1	63
I prefer not to respond	90%	18	5%	1	0%	0	5%	1	20

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	64%	37	16%	9	12%	7	9%	5	58
Female	75%	47	17%	11	3%	2	5%	3	63
I prefer not to respond	80%	16	10%	2	5%	1	5%	1	20

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	97%	56	3%	2	0%	0	0%	0	58
Female	100%	63	0%	0	0%	0	0%	0	63
I prefer not to respond	95%	19	5%	1	0%	0	0%	0	20

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	95%	55	5%	3	0%	0	0%	0	58
Female	100%	63	0%	0	0%	0	0%	0	63
I prefer not to respond	95%	19	0%	0	5%	1	0%	0	20

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	97%	56	3%	2	0%	0	0%	0	58
Female	98%	62	2%	1	0%	0	0%	0	63
I prefer not to respond	95%	19	5%	1	0%	0	0%	0	20

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	98%	57	2%	1	0%	0	0%	0	58
Female	97%	61	3%	2	0%	0	0%	0	63
I prefer not to respond	95%	19	0%	0	5%	1	0%	0	20

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	93%	54	7%	4	0%	0	0%	0	58
Female	95%	60	3%	2	2%	1	0%	0	63
I prefer not to respond	95%	19	5%	1	0%	0	0%	0	20

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	81%	47	12%	7	5%	3	2%	1	58
Female	94%	59	6%	4	0%	0	0%	0	63
I prefer not to respond	95%	19	5%	1	0%	0	0%	0	20

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	66%	38	16%	9	7%	4	12%	7	58
Female	79%	50	13%	8	5%	3	3%	2	63
I prefer not to respond	85%	17	5%	1	5%	1	5%	1	20

Other racial or ethnic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	60%	35	17%	10	12%	7	10%	6	58
Female	67%	42	21%	13	5%	3	8%	5	63
I prefer not to respond	75%	15	15%	3	10%	2	0%	0	20

Homophobic or transphobic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	n	%	n	%	n	%	n	
Male	57%	33	21%	12	14%	8	9%	5	58
Female	63%	40	21%	13	8%	5	8%	5	63
I prefer not to respond	75%	15	15%	3	5%	1	5%	1	20



**Q52 - I have been sexually assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	58	0%	0	0%	0	58
Female	100%	63	0%	0	0%	0	63
I prefer not to respond	100%	20	0%	0	0%	0	20

**Q53 - I have been sexually harassed at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	58	0%	0	0%	0	58
Female	94%	59	6%	4	0%	0	63
I prefer not to respond	100%	20	0%	0	0%	0	20

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	81%	47	19%	11	0%	0	58
Female	79%	50	17%	11	3%	2	63
I prefer not to respond	75%	15	15%	3	10%	2	20

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
Male	2%	1	5%	3	5%	3	12%	7	35%	20	40%	23	57
Female	3%	2	8%	5	8%	5	16%	10	25%	16	40%	25	63
I prefer not to respond	5%	1	5%	1	5%	1	5%	1	50%	10	30%	6	20

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	63%	35	23%	13	14%	8	56
Female	57%	32	29%	16	14%	8	56
I prefer not to respond	81%	13	6%	1	13%	2	16

White

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	95%	53	5%	3	0%	0	56
Female	91%	53	9%	5	0%	0	58
I prefer not to respond	88%	14	13%	2	0%	0	16

Asian or Asian American

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	77%	43	21%	12	2%	1	56
Female	68%	38	25%	14	7%	4	56
I prefer not to respond	75%	12	25%	4	0%	0	16

Hispanic

Sex	None		A little		A lot		Total
Male	75%	41	24%	13	2%	1	55
Female	64%	36	27%	15	9%	5	56
I prefer not to respond	81%	13	19%	3	0%	0	16

Women

Sex	None		A little		A lot		Total
Male	54%	30	39%	22	7%	4	56
Female	45%	26	28%	16	28%	16	58
I prefer not to respond	75%	12	13%	2	13%	2	16

Muslim

Sex	None		A little		A lot		Total
Male	68%	36	21%	11	11%	6	53
Female	63%	35	25%	14	13%	7	56
I prefer not to respond	81%	13	6%	1	13%	2	16

Jewish

Sex	None		A little		A lot		Total
Male	89%	49	9%	5	2%	1	55
Female	73%	41	23%	13	4%	2	56
I prefer not to respond	81%	13	19%	3	0%	0	16

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	64%	36	16%	9	20%	11	56
Female	61%	34	27%	15	13%	7	56
I prefer not to respond	69%	11	13%	2	19%	3	16

LGBTQ

Sex	None		A little		A lot		Total
Male	61%	33	28%	15	11%	6	54
Female	46%	26	32%	18	21%	12	56
I prefer not to respond	81%	13	6%	1	13%	2	16

**Q57 - Race relations in the U.S. are generally bad.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	2	14%	8	16%	9	52%	30	16%	9	58
Female	5%	3	16%	10	22%	14	43%	27	14%	9	63
I prefer not to respond	5%	1	30%	6	15%	3	35%	7	15%	3	20



**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Sex	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	17%	10	33%	19	36%	21	10%	6	3%	2	58
Female	30%	19	13%	8	43%	27	13%	8	2%	1	63
I prefer not to respond	16%	3	11%	2	53%	10	16%	3	5%	1	19

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Sex	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Male	43%	25	57%	33	58
Female	50%	31	50%	31	62
I prefer not to respond	79%	15	21%	4	19

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	26%	15	12%	7	16%	9	12%	7	34%	20	58
Female	16%	10	14%	9	22%	14	25%	16	22%	14	63
I prefer not to respond	30%	6	20%	4	30%	6	10%	2	10%	2	20

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	26%	15	21%	12	14%	8	10%	6	29%	17	58
Female	22%	14	14%	9	21%	13	21%	13	22%	14	63
I prefer not to respond	45%	9	30%	6	15%	3	0%	0	10%	2	20

## Appendix A-9: Administrator Attitudes & Beliefs by Biological Sex

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	1	0%	0	10%	1	40%	4	40%	4	10
Female	0%	0	25%	2	50%	4	0%	0	25%	2	8
I prefer not to respond	0%	0	0%	0	0%	0	40%	2	60%	3	5

**Q11 - VMI should have more people of color in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	60%	6	30%	3	10%	1	10
Female	0%	0	0%	0	63%	5	25%	2	13%	1	8
I prefer not to respond	0%	0	0%	0	60%	3	0%	0	40%	2	5

**Q12 - VMI should have more women in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	60%	6	30%	3	10%	1	10
Female	0%	0	0%	0	38%	3	38%	3	25%	2	8
I prefer not to respond	0%	0	0%	0	20%	1	20%	1	60%	3	5

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	20%	2	50%	5	20%	2	10
Female	0%	0	38%	3	38%	3	13%	1	13%	1	8
I prefer not to respond	0%	0	0%	0	60%	3	0%	0	40%	2	5



**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	1	0%	0	30%	3	50%	5	10%	1	10
Female	11%	1	0%	0	67%	6	0%	0	22%	2	9
I prefer not to respond	0%	0	0%	0	60%	3	0%	0	40%	2	5

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	10%	1	30%	3	50%	5	10
Female	0%	0	0%	0	78%	7	11%	1	11%	1	9
I prefer not to respond	20%	1	0%	0	40%	2	20%	1	20%	1	5

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	10%	1	20%	2	70%	7	10
Female	0%	0	0%	0	44%	4	22%	2	33%	3	9
I prefer not to respond	0%	0	0%	0	80%	4	0%	0	20%	1	5

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	6	20%	2	20%	2	0%	0	0%	0	10
Female	33%	3	11%	1	56%	5	0%	0	0%	0	9
I prefer not to respond	20%	1	0%	0	80%	4	0%	0	0%	0	5

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	30%	3	40%	4	30%	3	0%	0	0%	0	10
Female	22%	2	0%	0	78%	7	0%	0	0%	0	9
I prefer not to respond	40%	2	0%	0	60%	3	0%	0	0%	0	5

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	30%	3	30%	3	40%	4	10
Female	13%	1	63%	5	13%	1	0%	0	13%	1	8
I prefer not to respond	0%	0	20%	1	40%	2	20%	1	20%	1	5

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	10%	1	40%	4	50%	5	10
Female	0%	0	11%	1	44%	4	22%	2	22%	2	9
I prefer not to respond	0%	0	0%	0	20%	1	20%	1	60%	3	5

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	20%	2	20%	2	50%	5	10
Female	22%	2	22%	2	33%	3	11%	1	11%	1	9
I prefer not to respond	20%	1	20%	1	40%	2	0%	0	20%	1	5



**Q22 - I feel comfortable being myself at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	0%	0	30%	3	70%	7	10
Female	0%	0	0%	0	0%	0	44%	4	56%	5	9
I prefer not to respond	0%	0	20%	1	0%	0	20%	1	60%	3	5

**Q23 - I feel like part of the community at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	0%	0	30%	3	70%	7	10
Female	0%	0	11%	1	11%	1	33%	3	44%	4	9
I prefer not to respond	0%	0	20%	1	0%	0	40%	2	40%	2	5

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	70%	7	20%	2	10%	1	0%	0	0%	0	10
Female	22%	2	11%	1	67%	6	0%	0	0%	0	9
I prefer not to respond	40%	2	20%	1	40%	2	0%	0	0%	0	5

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Sex	None		A little		A lot		Total
Male	60%	6	40%	4	0%	0	10
Female	78%	7	22%	2	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

White

Sex	None		A little		A lot		Total
Male	80%	8	20%	2	0%	0	10
Female	100%	9	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

Asian or Asian American

Sex	None		A little		A lot		Total
Male	80%	8	20%	2	0%	0	10
Female	78%	7	22%	2	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

Hispanic

Sex	None		A little		A lot		Total
Male	70%	7	30%	3	0%	0	10
Female	78%	7	11%	1	11%	1	9
I prefer not to respond	100%	5	0%	0	0%	0	5

Women

Sex	None		A little		A lot		Total
Male	40%	4	50%	5	10%	1	10
Female	56%	5	22%	2	22%	2	9
I prefer not to respond	60%	3	40%	2	0%	0	5

Muslim

Sex	None		A little		A lot		Total
Male	40%	4	60%	6	0%	0	10
Female	67%	6	33%	3	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

Jewish

Sex	None		A little		A lot		Total
Male	70%	7	30%	3	0%	0	10
Female	89%	8	11%	1	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	50%	5	50%	5	0%	0	10
Female	78%	7	11%	1	11%	1	9
I prefer not to respond	80%	4	20%	1	0%	0	5

LGBTQ

Sex	None		A little		A lot		Total
Male	20%	2	70%	7	10%	1	10
Female	56%	5	11%	1	33%	3	9
I prefer not to respond	60%	3	20%	1	20%	1	5

**Q26 - There is a culture of racial intolerance at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	90%	9	10%	1	0%	0	0%	0	0%	0	10
Female	33%	3	0%	0	67%	6	0%	0	0%	0	9
I prefer not to respond	40%	2	20%	1	40%	2	0%	0	0%	0	5

**Q27 - Racial intolerance has never been a problem at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	1	50%	5	20%	2	10%	1	10%	1	10
Female	11%	1	11%	1	56%	5	11%	1	11%	1	9
I prefer not to respond	0%	0	20%	1	60%	3	0%	0	20%	1	5



**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	6	20%	2	0%	0	10%	1	10%	1	10
Female	11%	1	0%	0	89%	8	0%	0	0%	0	9
I prefer not to respond	20%	1	20%	1	60%	3	0%	0	0%	0	5

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	0%	0	30%	3	70%	7	10
Female	0%	0	0%	0	22%	2	44%	4	33%	3	9
I prefer not to respond	0%	0	0%	0	40%	2	20%	1	40%	2	5

**Q30 - People at VMI are NOT treated differently because of their race.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	0%	0	40%	4	50%	5	10
Female	0%	0	11%	1	33%	3	33%	3	22%	2	9
I prefer not to respond	0%	0	0%	0	20%	1	40%	2	40%	2	5

**Q31 - People at VMI are NOT treated differently because of their gender.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	20%	2	0%	0	50%	5	30%	3	10
Female	11%	1	33%	3	0%	0	44%	4	11%	1	9
I prefer not to respond	0%	0	40%	2	0%	0	20%	1	40%	2	5

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	70%	7	20%	2	10%	1	0%	0	0%	0	10
Female	22%	2	22%	2	56%	5	0%	0	0%	0	9
I prefer not to respond	20%	1	20%	1	60%	3	0%	0	0%	0	5

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	20%	2	30%	3	50%	5	0%	0	10
Female	0%	0	11%	1	44%	4	22%	2	22%	2	0%	0	9
I prefer not to respond	20%	1	0%	0	20%	1	0%	0	40%	2	20%	1	5

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	0%	0	40%	4	60%	6	0%	0	10
Female	0%	0	0%	0	33%	3	22%	2	44%	4	0%	0	9
I prefer not to respond	0%	0	0%	0	20%	1	20%	1	40%	2	20%	1	5

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	0%	0	20%	2	60%	6	10%	1	10
Female	0%	0	11%	1	22%	2	0%	0	22%	2	44%	4	9
I prefer not to respond	0%	0	0%	0	0%	0	0%	0	20%	1	80%	4	5

\*Full response option text: "I do not feel I have enough information to respond"



**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	10%	1	40%	4	40%	4	10%	1	10
Female	0%	0	0%	0	11%	1	33%	3	22%	2	33%	3	9
I prefer not to respond	0%	0	0%	0	40%	2	0%	0	20%	1	40%	2	5

\*Full response option text: "I do not feel I have enough information to respond"

sufficient.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	1	0%	0	30%	3	30%	3	20%	2	10%	1	10
Female	0%	0	22%	2	11%	1	22%	2	11%	1	33%	3	9
I prefer not to respond	0%	0	20%	1	40%	2	20%	1	20%	1	0%	0	5

\*Full response option text: "I do not feel I have enough information to respond"

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	20%	2	20%	2	40%	4	20%	2	10
Female	56%	5	33%	3	11%	1	0%	0	9
I prefer not to respond	40%	2	20%	1	0%	0	40%	2	5

The removal of the statue of Stonewall Jackson.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	20%	2	10%	1	40%	4	30%	3	10
Female	56%	5	33%	3	11%	1	0%	0	9
I prefer not to respond	40%	2	20%	1	0%	0	40%	2	5

Reforming the Honor Court system of discipline.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	n	%	n	%	n	%	n	
Male	50%	5	20%	2	20%	2	10%	1	10
Female	33%	3	22%	2	33%	3	11%	1	9
I prefer not to respond	20%	1	0%	0	80%	4	0%	0	5

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
Male	0%	0	20%	2	20%	2	60%	6	10
Female	0%	0	0%	0	56%	5	44%	4	9
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	5

Celebrating VMI's Southern heritage.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
Male	10%	1	40%	4	40%	4	10%	1	10
Female	0%	0	11%	1	56%	5	33%	3	9
I prefer not to respond	20%	1	20%	1	40%	2	20%	1	5

Continuing the Rat Line, as it is.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
Male	0%	0	30%	3	0%	0	70%	7	10
Female	0%	0	0%	0	56%	5	44%	4	9
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	5

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	30%	3	60%	6	10%	1	10
Female	67%	6	33%	3	0%	0	9
I prefer not to respond	40%	2	20%	1	40%	2	5

The statue of Stonewall Jackson.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	20%	2	70%	7	10%	1	10
Female	78%	7	22%	2	0%	0	9
I prefer not to respond	60%	3	0%	0	40%	2	5

Honoring VMI's role in the Battle of New Market.

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	50%	5	50%	5	0%	0	10
Female	89%	8	11%	1	0%	0	9
I prefer not to respond	60%	3	40%	2	0%	0	5

Celebrating VMI's Southern heritage.

Sex	None		A little		A lot		Total
Male	40%	4	40%	4	20%	2	10
Female	67%	6	33%	3	0%	0	9
I prefer not to respond	40%	2	20%	1	40%	2	5

The Rat Line.

Sex	None		A little		A lot		Total
Male	80%	8	20%	2	0%	0	10
Female	89%	8	11%	1	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

The Honor Court.

Sex	None		A little		A lot		Total
Male	90%	9	10%	1	0%	0	10
Female	100%	9	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	90%	9	10%	1	0%	0	10
Female	22%	2	67%	6	11%	1	0%	0	9
I prefer not to respond	20%	1	40%	2	20%	1	20%	1	5

The removal of the statue of Stonewall Jackson.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	70%	7	30%	3	0%	0	10
Female	44%	4	56%	5	0%	0	0%	0	9
I prefer not to respond	20%	1	40%	2	40%	2	0%	0	5

Reforming the Honor Court system of discipline.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	60%	6	40%	4	0%	0	0%	0	10
Female	44%	4	56%	5	0%	0	0%	0	9
I prefer not to respond	60%	3	40%	2	0%	0	0%	0	5

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	40%	4	40%	4	20%	2	10
Female	0%	0	44%	4	44%	4	11%	1	9
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	5

Celebrating VMI's Southern heritage.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	10%	1	50%	5	40%	4	0%	0	10
Female	0%	0	44%	4	56%	5	0%	0	9
I prefer not to respond	20%	1	20%	1	40%	2	20%	1	5

Continuing the Ratline, as it is.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	50%	5	40%	4	10
Female	0%	0	33%	3	33%	3	33%	3	9
I prefer not to respond	0%	0	0%	0	60%	3	40%	2	5

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	0%	0	60%	6	40%	4	10
Female	11%	1	0%	0	67%	6	11%	1	11%	1	9
I prefer not to respond	0%	0	0%	0	60%	3	0%	0	40%	2	5

is influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	90%	9	0%	0	10%	1	0%	0	0%	0	10
Female	33%	3	11%	1	56%	5	0%	0	0%	0	9
I prefer not to respond	40%	2	0%	0	60%	3	0%	0	0%	0	5



is influenced by whether a cadet is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	40%	4	40%	4	10%	1	10%	1	0%	0	10
Female	22%	2	0%	0	56%	5	11%	1	11%	1	9
I prefer not to respond	40%	2	0%	0	60%	3	0%	0	0%	0	5

tends to be tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	70%	7	20%	2	10%	1	0%	0	0%	0	10
Female	33%	3	0%	0	67%	6	0%	0	0%	0	9
I prefer not to respond	40%	2	0%	0	60%	3	0%	0	0%	0	5

would benefit from updating some of its formal procedures.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	1	30%	3	10%	1	40%	4	10%	1	10
Female	11%	1	22%	2	44%	4	22%	2	0%	0	9
I prefer not to respond	0%	0	0%	0	40%	2	40%	2	20%	1	5

consistently upholds the Honor Code.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	0%	0	10%	1	30%	3	60%	6	10
Female	11%	1	11%	1	56%	5	0%	0	22%	2	9
I prefer not to respond	0%	0	0%	0	60%	3	0%	0	40%	2	5

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	20%	2	0%	0	30%	3	50%	5	10
Female	0%	0	11%	1	56%	5	33%	3	0%	0	9
I prefer not to respond	0%	0	0%	0	80%	4	0%	0	20%	1	5

influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	70%	7	10%	1	10%	1	0%	0	10%	1	10
Female	33%	3	0%	0	67%	6	0%	0	0%	0	9
I prefer not to respond	20%	1	0%	0	80%	4	0%	0	0%	0	5

influenced by whether the accused is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	6	30%	3	0%	0	10%	1	0%	0	10
Female	0%	0	11%	1	56%	5	22%	2	11%	1	9
I prefer not to respond	20%	1	0%	0	60%	3	20%	1	0%	0	5

tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	90%	9	10%	1	0%	0	0%	0	0%	0	10
Female	33%	3	0%	0	67%	6	0%	0	0%	0	9
I prefer not to respond	20%	1	0%	0	80%	4	0%	0	0%	0	5

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	90%	9	10%	1	0%	0	10
Female	56%	5	44%	4	0%	0	9
I prefer not to respond	60%	3	40%	2	0%	0	5

The single-sanction policy of expulsion.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	60%	6	30%	3	10%	1	10
Female	44%	4	56%	5	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

The solicitation of faculty and cadets to gather information about other cadets covertly.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	30%	3	70%	7	0%	0	10
Female	33%	3	44%	4	22%	2	9
I prefer not to respond	0%	0	60%	3	40%	2	5

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	50%	5	30%	3	20%	2	10
Female	22%	2	78%	7	0%	0	9
I prefer not to respond	20%	1	80%	4	0%	0	5

The allowing of expulsion based on non-unanimous verdicts.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	30%	3	60%	6	10%	1	10
Female	22%	2	67%	6	11%	1	9
I prefer not to respond	0%	0	100%	5	0%	0	5

The drum-out ceremony.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	80%	8	20%	2	0%	0	10
Female	56%	5	33%	3	11%	1	9
I prefer not to respond	0%	0	80%	4	20%	1	5

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	100%	10	0%	0	0%	0	0%	0	10
Female	89%	8	0%	0	11%	1	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5



**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	100%	10	0%	0	0%	0	0%	0	10
Female	89%	8	11%	1	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	100%		0%		0%		0%		
Male	100%	10	0%	0	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	N	%	N	%	N	%	N	
Male	60%	6	30%	3	10%	1	0%	0	10
Female	100%	9	0%	0	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

Other racial or ethnic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	N	%	N	%	N	%	N	
Male	60%	6	20%	2	10%	1	10%	1	10
Female	78%	7	22%	2	0%	0	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	0%	0	5

Homophobic or transphobic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	N	%	N	%	N	%	N	
Male	20%	2	40%	4	30%	3	10%	1	10
Female	67%	6	33%	3	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

**Q52 - I have been sexually assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	10	0%	0	0%	0	10
Female	100%	9	0%	0	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

**Q53 - I have been sexually harassed at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	10	0%	0	0%	0	10
Female	78%	7	22%	2	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	10	0%	0	0%	0	10
Female	89%	8	11%	1	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5



**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	1	20%	2	0%	0	40%	4	30%	3	10
Female	0%	0	22%	2	22%	2	0%	0	33%	3	22%	2	9
I prefer not to respond	0%	0	0%	0	20%	1	0%	0	20%	1	60%	3	5

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Sex	None		A little		A lot		Total
Male	100%	9	0%	0	0%	0	9
Female	78%	7	11%	1	11%	1	9
I prefer not to respond	80%	4	20%	1	0%	0	5

White

Sex	None		A little		A lot		Total
Male	100%	9	0%	0	0%	0	9
Female	89%	8	11%	1	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

Asian or Asian American

Sex	None		A little		A lot		Total
Male	100%	9	0%	0	0%	0	9
Female	67%	6	33%	3	0%	0	9
I prefer not to respond	100%	5	0%	0	0%	0	5

Hispanic

Sex	None		A little		A lot		Total
Male	100%	9	0%	0	0%	0	9
Female	78%	7	11%	1	11%	1	9
I prefer not to respond	100%	5	0%	0	0%	0	5

Women

Sex	None		A little		A lot		Total
Male	67%	6	33%	3	0%	0	9
Female	44%	4	33%	3	22%	2	9
I prefer not to respond	40%	2	60%	3	0%	0	5

Muslim

Sex	None		A little		A lot		Total
Male	78%	7	22%	2	0%	0	9
Female	67%	6	33%	3	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

Jewish

Sex	None		A little		A lot		Total
Male	100%	9	0%	0	0%	0	9
Female	89%	8	11%	1	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	67%	6	33%	3	0%	0	9
Female	67%	6	33%	3	0%	0	9
I prefer not to respond	80%	4	20%	1	0%	0	5

LGBTQ

Sex	None		A little		A lot		Total
Male	44%	4	56%	5	0%	0	9
Female	56%	5	44%	4	0%	0	9
I prefer not to respond	60%	3	40%	2	0%	0	5

**Q57 - Race relations in the U.S. are generally bad.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	40%	4	40%	4	20%	2	0%	0	10
Female	22%	2	11%	1	22%	2	44%	4	0%	0	9
I prefer not to respond	0%	0	20%	1	40%	2	20%	1	20%	1	5

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Sex	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	30%	3	60%	6	10%	1	0%	0	10
Female	0%	0	11%	1	67%	6	22%	2	0%	0	9
I prefer not to respond	0%	0	0%	0	80%	4	20%	1	0%	0	5

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Sex	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Male	50%	5	50%	5	10
Female	88%	7	13%	1	8
I prefer not to respond	60%	3	40%	2	5

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	20%	2	20%	2	50%	5	10%	1	0%	0	10
Female	22%	2	22%	2	33%	3	22%	2	0%	0	9
I prefer not to respond	0%	0	20%	1	80%	4	0%	0	0%	0	5



**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	30%	3	30%	3	30%	3	10%	1	0%	0	10
Female	22%	2	33%	3	33%	3	11%	1	0%	0	9
I prefer not to respond	20%	1	20%	1	60%	3	0%	0	0%	0	5

## Appendix A-10: Multi-Role Employees Attitudes & Beliefs by Biological Sex

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	15%	3	5%	1	25%	5	10%	2	45%	9	20
Female	0%	0	25%	1	25%	1	25%	1	25%	1	4
I prefer not to respond	20%	1	0%	0	0%	0	60%	3	20%	1	5

**Q11 - VMI should have more people of color in positions of leadership.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	40%	8	15%	3	35%	7	20
Female	0%	0	0%	0	25%	1	25%	1	50%	2	4
I prefer not to respond	0%	0	0%	0	100%	5	0%	0	0%	0	5

**Q12 - VMI should have more women in positions of leadership.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	5%	1	50%	10	5%	1	30%	6	20
Female	0%	0	0%	0	25%	1	25%	1	50%	2	4
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	0%	0	5

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	20%	4	10%	2	35%	7	35%	7	20
Female	25%	1	0%	0	0%	0	0%	0	75%	3	4
I prefer not to respond	0%	0	20%	1	0%	0	80%	4	0%	0	5

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	25%	5	55%	11	10%	2	20
Female	0%	0	0%	0	50%	2	0%	0	50%	2	4
I prefer not to respond	0%	0	20%	1	40%	2	20%	1	20%	1	5

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	25%	5	30%	6	15%	3	20%	4	20
Female	25%	1	0%	0	0%	0	75%	3	0%	0	4
I prefer not to respond	20%	1	0%	0	40%	2	20%	1	20%	1	5

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	5%	1	25%	5	60%	12	20
Female	0%	0	0%	0	25%	1	0%	0	75%	3	4
I prefer not to respond	0%	0	20%	1	20%	1	60%	3	0%	0	5



**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	12	5%	1	30%	6	5%	1	0%	0	20
Female	50%	2	0%	0	50%	2	0%	0	0%	0	4
I prefer not to respond	60%	3	20%	1	0%	0	20%	1	0%	0	5

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	40%	8	25%	5	15%	3	20%	4	0%	0	20
Female	50%	2	0%	0	50%	2	0%	0	0%	0	4
I prefer not to respond	40%	2	40%	2	0%	0	20%	1	0%	0	5

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	5%	1	5%	1	40%	8	40%	8	20
Female	25%	1	0%	0	0%	0	25%	1	50%	2	4
I prefer not to respond	0%	0	20%	1	0%	0	60%	3	20%	1	5

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	15%	3	10%	2	25%	5	50%	10	20
Female	0%	0	25%	1	0%	0	0%	0	75%	3	4
I prefer not to respond	20%	1	0%	0	0%	0	20%	1	60%	3	5

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	5%	1	30%	6	20%	4	45%	9	20
Female	0%	0	0%	0	50%	2	0%	0	50%	2	4
I prefer not to respond	20%	1	20%	1	0%	0	20%	1	40%	2	5

**Q22 - I feel comfortable being myself at VMI.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	5%	1	5%	1	20%	4	70%	14	20
Female	0%	0	25%	1	0%	0	0%	0	75%	3	4
I prefer not to respond	20%	1	0%	0	20%	1	20%	1	40%	2	5

**Q23 - I feel like part of the community at VMI.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	5%	1	10%	2	15%	3	70%	14	20
Female	0%	0	25%	1	0%	0	0%	0	75%	3	4
I prefer not to respond	20%	1	0%	0	0%	0	60%	3	20%	1	5

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	45%	9	25%	5	15%	3	5%	1	10%	2	20
Female	50%	2	0%	0	50%	2	0%	0	0%	0	4
I prefer not to respond	60%	3	0%	0	20%	1	20%	1	0%	0	5



**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Question	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	53%	10	26%	5	21%	4	19
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	75%	3	0%	0	25%	1	4

White

Question	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	95%	18	0%	0	5%	1	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	100%	4	0%	0	0%	0	4

Asian or Asian American

Question	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	74%	14	16%	3	11%	2	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	75%	3	25%	1	0%	0	4

Hispanic

Question	None		A little		A lot		Total
Male	74%	14	16%	3	11%	2	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	100%	4	0%	0	0%	0	4

Women

Question	None		A little		A lot		Total
Male	63%	12	26%	5	11%	2	19
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	75%	3	0%	0	25%	1	4

Muslim

Question	None		A little		A lot		Total
Male	58%	11	11%	2	32%	6	19
Female	33%	1	67%	2	0%	0	3
I prefer not to respond	75%	3	25%	1	0%	0	4

Jewish

Question	None		A little		A lot		Total
Male	84%	16	11%	2	5%	1	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	75%	3	25%	1	0%	0	4

Cadet-Athletes

Question	None		A little		A lot		Total
Male	32%	6	37%	7	32%	6	19
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	50%	2	50%	2	0%	0	4

LGBTQ

Question	None		A little		A lot		Total
Male	47%	9	21%	4	32%	6	19
Female	33%	1	67%	2	0%	0	3
I prefer not to respond	75%	3	0%	0	25%	1	4

**Q26 - There is a culture of racial intolerance at VMI.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	65%	13	25%	5	5%	1	5%	1	0%	0	20
Female	50%	2	0%	0	25%	1	0%	0	25%	1	4
I prefer not to respond	80%	4	0%	0	0%	0	0%	0	20%	1	5

**Q27 - Racial intolerance has never been a problem at VMI.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	20%	4	30%	6	25%	5	15%	3	10%	2	20
Female	25%	1	0%	0	0%	0	50%	2	25%	1	4
I prefer not to respond	20%	1	20%	1	20%	1	0%	0	40%	2	5

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	12	5%	1	20%	4	5%	1	10%	2	20
Female	25%	1	0%	0	50%	2	0%	0	25%	1	4
I prefer not to respond	60%	3	0%	0	20%	1	0%	0	20%	1	5

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	10%	2	10%	2	20%	4	55%	11	20
Female	0%	0	25%	1	0%	0	0%	0	75%	3	4
I prefer not to respond	20%	1	0%	0	0%	0	0%	0	80%	4	5

**Q30 - People at VMI are NOT treated differently because of their race.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	2	15%	3	20%	4	55%	11	20
Female	0%	0	0%	0	50%	2	0%	0	50%	2	4
I prefer not to respond	0%	0	20%	1	0%	0	0%	0	80%	4	5



**Q31 - People at VMI are NOT treated differently because of their gender.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	20%	4	15%	3	10%	2	50%	10	20
Female	25%	1	0%	0	0%	0	75%	3	0%	0	4
I prefer not to respond	20%	1	0%	0	20%	1	20%	1	40%	2	5

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	65%	13	5%	1	15%	3	10%	2	5%	1	20
Female	50%	2	0%	0	50%	2	0%	0	0%	0	4
I prefer not to respond	60%	3	0%	0	20%	1	0%	0	20%	1	5

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	0%	0	5%	1	30%	6	50%	10	10%	2	20
Female	25%	1	0%	0	0%	0	0%	0	75%	3	0%	0	4
I prefer not to respond	0%	0	20%	1	0%	0	20%	1	60%	3	0%	0	5

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	10%	2	0%	0	20%	4	65%	13	5%	1	20
Female	25%	1	0%	0	0%	0	25%	1	50%	2	0%	0	4
I prefer not to respond	0%	0	20%	1	0%	0	0%	0	80%	4	0%	0	5

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	0%	0	10%	2	55%	11	25%	5	20
Female	0%	0	0%	0	0%	0	25%	1	50%	2	25%	1	4
I prefer not to respond	20%	1	0%	0	0%	0	0%	0	60%	3	20%	1	5

\*Full response option text: "I do not feel I have enough information to respond"

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	0%	0	25%	5	10%	2	45%	9	10%	2	20
Female	0%	0	25%	1	0%	0	50%	2	25%	1	0%	0	4
I prefer not to respond	0%	0	0%	0	0%	0	40%	2	40%	2	20%	1	5

\*Full response option text: "I do not feel I have enough information to respond"

sufficient.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	15%	3	25%	5	15%	3	30%	6	10%	2	20
Female	0%	0	25%	1	25%	1	0%	0	25%	1	25%	1	4
I prefer not to respond	0%	0	0%	0	20%	1	40%	2	20%	1	20%	1	5

\*Full response option text: "I do not feel I have enough information to respond"

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Question	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	30%	6	35%	7	30%	6	20
Female	0%	0	25%	1	25%	1	50%	2	4
I prefer not to respond	20%	1	0%	0	60%	3	20%	1	5

The removal of the statue of Stonewall Jackson.

Question	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	40%	8	15%	3	35%	7	20
Female	0%	0	25%	1	0%	0	75%	3	4
I prefer not to respond	40%	2	0%	0	20%	1	40%	2	5

Reforming the Honor Court system of discipline.

Question	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	60%	12	15%	3	15%	3	10%	2	20
Female	100%	3	0%	0	0%	0	0%	0	3
I prefer not to respond	60%	3	20%	1	0%	0	20%	1	5

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Question	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	65%	13	25%	5	20
Female	25%	1	0%	0	75%	3	0%	0	4
I prefer not to respond	20%	1	20%	1	20%	1	40%	2	5

Celebrating VMI's Southern heritage.

Question	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	21%	4	26%	5	26%	5	26%	5	19
Female	33%	1	0%	0	67%	2	0%	0	3
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	5

Continuing the Rat Line, as it is.

Question	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	20%	4	70%	14	20
Female	0%	0	0%	0	0%	0	100%	3	3
I prefer not to respond	0%	0	20%	1	0%	0	80%	4	5



**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Question	None		A little		A lot		Total
Male	20%	4	55%	11	25%	5	20
Female	50%	2	0%	0	50%	2	4
I prefer not to respond	40%	2	40%	2	20%	1	5

The statue of Stonewall Jackson.

Question	None		A little		A lot		Total
Male	30%	6	50%	10	20%	4	20
Female	25%	1	25%	1	50%	2	4
I prefer not to respond	40%	2	20%	1	40%	2	5

Honoring VMI's role in the Battle of New Market.

Question	None		A little		A lot		Total
Male	40%	8	50%	10	10%	2	20
Female	50%	2	25%	1	25%	1	4
I prefer not to respond	60%	3	20%	1	20%	1	5

Celebrating VMI's Southern heritage.

Question	None		A little		A lot		Total
Male	40%	8	40%	8	20%	4	20
Female	25%	1	50%	2	25%	1	4
I prefer not to respond	60%	3	40%	2	0%	0	5

The Rat Line.

Question	None		A little		A lot		Total
Male	90%	18	10%	2	0%	0	20
Female	100%	4	0%	0	0%	0	4
I prefer not to respond	100%	5	0%	0	0%	0	5

The Honor Court.

Question	None		A little		A lot		Total
Male	95%	19	5%	1	0%	0	20
Female	100%	4	0%	0	0%	0	4
I prefer not to respond	80%	4	20%	1	0%	0	5

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Question	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	11%	2	63%	12	21%	4	5%	1	19
Female	0%	0	75%	3	25%	1	0%	0	4
I prefer not to respond	0%	0	60%	3	40%	2	0%	0	5

The removal of the statue of Stonewall Jackson.

Question	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	11%	2	68%	13	11%	2	11%	2	19
Female	0%	0	50%	2	50%	2	0%	0	4
I prefer not to respond	0%	0	80%	4	20%	1	0%	0	5

Reforming the Honor Court system of discipline.

Question	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	53%	10	42%	8	5%	1	0%	0	19
Female	67%	2	33%	1	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	20%	1	0%	0	5

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Question	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	0%	0	32%	6	37%	7	32%	6	19
Female	0%	0	33%	1	33%	1	33%	1	3
I prefer not to respond	0%	0	0%	0	80%	4	20%	1	5

Celebrating VMI's Southern heritage.

Question	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	6%	1	44%	8	28%	5	22%	4	18
Female	0%	0	33%	1	33%	1	33%	1	3
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	5

Continuing the Ratline, as it is.

Question	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	21%	4	68%	13	19
Female	0%	0	0%	0	33%	1	67%	2	3
I prefer not to respond	0%	0	0%	0	40%	2	60%	3	5

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	11%	2	0%	0	21%	4	32%	6	37%	7	19
Female	0%	0	0%	0	0%	0	33%	1	67%	2	3
I prefer not to respond	0%	0	20%	1	0%	0	0%	0	80%	4	5

is influenced by the race of the accused cadet.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	79%	15	0%	0	16%	3	5%	1	0%	0	19
Female	100%	3	0%	0	0%	0	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	0%	0	20%	1	0%	0	5

is influenced by whether a cadet is a cadet-athlete.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	63%	12	5%	1	16%	3	5%	1	11%	2	19
Female	100%	3	0%	0	0%	0	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	0%	0	20%	1	0%	0	5

tends to be tougher on cadets of color.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	63%	12	11%	2	16%	3	5%	1	5%	1	19
Female	67%	2	0%	0	33%	1	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	0%	0	0%	0	20%	1	5

would benefit from updating some of its formal procedures.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	0%	0	50%	10	35%	7	5%	1	20
Female	0%	0	0%	0	100%	3	0%	0	0%	0	3
I prefer not to respond	40%	2	0%	0	20%	1	20%	1	20%	1	5

consistently upholds the Honor Code.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	11%	2	5%	1	16%	3	21%	4	47%	9	19
Female	0%	0	0%	0	0%	0	0%	0	100%	3	3
I prefer not to respond	0%	0	20%	1	0%	0	20%	1	60%	3	5

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	16%	3	11%	2	21%	4	47%	9	19
Female	0%	0	0%	0	0%	0	33%	1	67%	2	3
I prefer not to respond	0%	0	20%	1	0%	0	20%	1	60%	3	5

influenced by the race of the accused cadet.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	74%	14	0%	0	16%	3	11%	2	0%	0	19
Female	67%	2	0%	0	33%	1	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	0%	0	20%	1	0%	0	5

influenced by whether the accused is a cadet-athlete.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	63%	12	5%	1	16%	3	11%	2	5%	1	19
Female	33%	1	0%	0	33%	1	33%	1	0%	0	3
I prefer not to respond	80%	4	0%	0	0%	0	0%	0	20%	1	5

tougher on cadets of color.

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	68%	13	5%	1	16%	3	5%	1	5%	1	19
Female	67%	2	0%	0	33%	1	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	0%	0	0%	0	20%	1	5



**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Question	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	70%	14	20%	4	10%	2	20
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	80%	4	20%	1	0%	0	5

The single-sanction policy of expulsion.

Question	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	75%	15	20%	4	5%	1	20
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	100%	5	0%	0	0%	0	5

The solicitation of faculty and cadets to gather information about other cadets covertly.

Question	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	45%	9	45%	9	10%	2	20
Female	0%	0	100%	3	0%	0	3
I prefer not to respond	40%	2	60%	3	0%	0	5

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Question	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	45%	9	40%	8	15%	3	20
Female	33%	1	67%	2	0%	0	3
I prefer not to respond	80%	4	0%	0	20%	1	5

The allowing of expulsion based on non-unanimous verdicts.

Question	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	20%	4	70%	14	10%	2	20
Female	33%	1	67%	2	0%	0	3
I prefer not to respond	60%	3	20%	1	20%	1	5

The drum-out ceremony.

Question	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	70%	14	25%	5	5%	1	20
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	80%	4	20%	1	0%	0	5

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	85%	17	5%	1	5%	1	5%	1	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	60%	3	20%	1	20%	1	0%	0	5

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	70%	14	20%	4	5%	1	5%	1	20
Female	75%	3	0%	0	25%	1	0%	0	4
I prefer not to respond	60%	3	20%	1	20%	1	0%	0	5

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	70%	14	25%	5	5%	1	0%	0	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	20%	1	60%	3	20%	1	0%	0	5

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Question	Never		Once or twice		A few times		More than a few times		Total
Male	100%	20	0%	0	0%	0	0%	0	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

Race-related threats of violence.

Question	Never		Once or twice		A few times		More than a few times		Total
Male	100%	20	0%	0	0%	0	0%	0	20
Female	75%	3	0%	0	25%	1	0%	0	4
I prefer not to respond	80%	4	20%	1	0%	0	0%	0	5

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Question	Never		Once or twice		A few times		More than a few times		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Male	100%	20	0%	0	0%	0	0%	0	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	100%	5	0%	0	0%	0	0%	0	5

Race-related threats of violence.

Question	Never		Once or twice		A few times		More than a few times		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Male	100%	20	0%	0	0%	0	0%	0	20
Female	75%	3	0%	0	25%	1	0%	0	4
I prefer not to respond	80%	4	20%	1	0%	0	0%	0	5

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	100%	20	0%	0	0%	0	0%	0	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	80%	4	20%	1	0%	0	0%	0	5

Race-related threats of violence.

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	95%	19	5%	1	0%	0	0%	0	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	60%	3	20%	1	20%	1	0%	0	5



**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	65%	13	20%	4	15%	3	0%	0	20
Female	100%	4	0%	0	0%	0	0%	0	4
I prefer not to respond	60%	3	20%	1	20%	1	0%	0	5

Other racial or ethnic slurs.

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	50%	10	30%	6	15%	3	5%	1	20
Female	25%	1	50%	2	25%	1	0%	0	4
I prefer not to respond	60%	3	20%	1	20%	1	0%	0	5

Homophobic or transphobic slurs.

Question	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	50%	10	25%	5	20%	4	5%	1	20
Female	50%	2	25%	1	25%	1	0%	0	4
I prefer not to respond	40%	2	0%	0	60%	3	0%	0	5

**Q52 - I have been sexually assaulted at VMI.**

Question	No		Yes		I prefer not to respond		Total
Male	100%	20	0%	0	0%	0	20
Female	100%	4	0%	0	0%	0	4
I prefer not to respond	100%	5	0%	0	0%	0	5

**Q53 - I have been sexually harassed at VMI.**

Question	No		Yes		I prefer not to respond		Total
Male	100%	20	0%	0	0%	0	20
Female	100%	4	0%	0	0%	0	4
I prefer not to respond	80%	4	20%	1	0%	0	5

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Question	No		Yes		I prefer not to respond		Total
Male	75%	15	20%	4	5%	1	20
Female	50%	2	50%	2	0%	0	4
I prefer not to respond	40%	2	60%	3	0%	0	5

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	1	5%	1	0%	0	10%	2	50%	10	30%	6	20
Female	0%	0	25%	1	0%	0	25%	1	50%	2	0%	0	4
I prefer not to respond	0%	0	20%	1	0%	0	0%	0	80%	4	0%	0	5

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Question	None		A little		A lot		Total
Male	68%	13	21%	4	11%	2	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	80%	4	0%	0	20%	1	5

White

Question	None		A little		A lot		Total
Male	100%	19	0%	0	0%	0	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	100%	5	0%	0	0%	0	5

Asian or Asian American

Question	None		A little		A lot		Total
Male	74%	14	21%	4	5%	1	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	80%	4	20%	1	0%	0	5

Hispanic

Question	None		A little		A lot		Total
Male	74%	14	26%	5	0%	0	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	100%	5	0%	0	0%	0	5

Women

Question	None		A little		A lot		Total
Male	58%	11	32%	6	11%	2	19
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	80%	4	0%	0	20%	1	5

Muslim

Question	None		A little		A lot		Total
Male	68%	13	16%	3	16%	3	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	80%	4	20%	1	0%	0	5

Jewish

Question	None		A little		A lot		Total
Male	84%	16	16%	3	0%	0	19
Female	100%	3	0%	0	0%	0	3
I prefer not to respond	80%	4	20%	1	0%	0	5

Cadet-Athletes

Question	None		A little		A lot		Total
Male	63%	12	26%	5	11%	2	19
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	80%	4	0%	0	20%	1	5

LGBTQ

Question	None		A little		A lot		Total
Male	58%	11	26%	5	16%	3	19
Female	67%	2	33%	1	0%	0	3
I prefer not to respond	80%	4	0%	0	20%	1	5



**Q57 - Race relations in the U.S. are generally bad.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	2	30%	6	10%	2	50%	10	0%	0	20
Female	0%	0	25%	1	0%	0	75%	3	0%	0	4
I prefer not to respond	0%	0	40%	2	20%	1	40%	2	0%	0	5

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Question	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	20%	4	35%	7	30%	6	15%	3	0%	0	20
Female	25%	1	50%	2	25%	1	0%	0	0%	0	4
I prefer not to respond	0%	0	20%	1	60%	3	20%	1	0%	0	5

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Question	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Male	55%	11	45%	9	20
Female	50%	2	50%	2	4
I prefer not to respond	60%	3	40%	2	5

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	15%	3	10%	2	30%	6	25%	5	20%	4	20
Female	25%	1	0%	0	25%	1	25%	1	25%	1	4
I prefer not to respond	20%	1	0%	0	60%	3	0%	0	20%	1	5

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	30%	6	20%	4	10%	2	25%	5	15%	3	20
Female	50%	2	0%	0	25%	1	0%	0	25%	1	4
I prefer not to respond	20%	1	20%	1	40%	2	0%	0	20%	1	5

## Appendix A-11: Alumni Attitudes & Beliefs by Biological Sex

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	55	4%	53	18%	262	28%	419	47%	708	1497
Female	16%	6	19%	7	3%	1	27%	10	35%	13	37
I prefer not to respond	3%	3	4%	4	21%	19	21%	19	50%	45	90

**Q11 - VMI should have more people of color in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	31	3%	51	64%	958	16%	247	14%	210	1497
Female	0%	0	3%	1	32%	12	14%	5	51%	19	37
I prefer not to respond	1%	1	4%	4	87%	78	7%	6	1%	1	90

**Q12 - VMI should have more women in positions of leadership.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	37	4%	66	62%	930	18%	269	13%	196	1498
Female	0%	0	5%	2	27%	10	19%	7	49%	18	37
I prefer not to respond	1%	1	4%	4	86%	77	6%	5	3%	3	90



**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	62	7%	110	23%	339	31%	462	35%	523	1496
Female	27%	10	8%	3	5%	2	35%	13	24%	9	37
I prefer not to respond	10%	9	1%	1	25%	22	19%	17	45%	40	89

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	64	10%	147	31%	457	30%	454	25%	367	1489
Female	8%	3	14%	5	3%	1	43%	16	32%	12	37
I prefer not to respond	8%	7	4%	4	19%	17	22%	20	46%	41	89

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	76	8%	121	45%	666	23%	349	19%	278	1490
Female	22%	8	24%	9	8%	3	19%	7	27%	10	37
I prefer not to respond	6%	5	1%	1	36%	32	26%	23	31%	28	89

**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	41	4%	53	15%	227	23%	347	55%	820	1488
Female	14%	5	14%	5	11%	4	19%	7	43%	16	37
I prefer not to respond	1%	1	0%	0	11%	10	17%	15	71%	63	89

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	60%	901	14%	209	21%	320	2%	34	2%	28	1492
Female	38%	14	16%	6	22%	8	11%	4	14%	5	37
I prefer not to respond	86%	77	8%	7	4%	4	1%	1	1%	1	90

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	41%	607	19%	290	29%	435	8%	115	3%	41	1488
Female	27%	10	19%	7	19%	7	16%	6	19%	7	37
I prefer not to respond	71%	64	12%	11	12%	11	2%	2	2%	2	90

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	8%	114	8%	124	17%	260	29%	430	38%	564	1492
Female	19%	7	27%	10	3%	1	22%	8	30%	11	37
I prefer not to respond	6%	5	7%	6	18%	16	17%	15	53%	48	90

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	63	7%	108	11%	171	22%	331	55%	823	1496
Female	24%	9	19%	7	0%	0	30%	11	27%	10	37
I prefer not to respond	3%	3	1%	1	4%	4	16%	14	76%	68	90



**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	63	12%	181	28%	421	18%	267	38%	560	1492
Female	30%	11	27%	10	16%	6	11%	4	16%	6	37
I prefer not to respond	6%	5	10%	9	24%	22	10%	9	50%	45	90

**Q22 - I feel comfortable being myself at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	32	3%	46	7%	106	14%	214	73%	1091	1489
Female	16%	6	22%	8	3%	1	16%	6	43%	16	37
I prefer not to respond	1%	1	3%	3	9%	8	12%	11	74%	67	90

**Q23 - I feel like part of the community at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	30	3%	45	6%	92	21%	319	68%	1010	1496
Female	11%	4	14%	5	11%	4	8%	3	57%	21	37
I prefer not to respond	1%	1	1%	1	8%	7	20%	18	70%	62	89

**Q24 - People of color have to do more than others to prove they belong at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	59%	877	16%	236	15%	230	7%	100	3%	48	1491
Female	38%	14	14%	5	8%	3	14%	5	27%	10	37
I prefer not to respond	84%	76	11%	10	3%	3	1%	1	0%	0	90

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	66%	950	28%	398	6%	91	1439
Female	35%	13	30%	11	35%	13	37
I prefer not to respond	84%	75	15%	13	1%	1	89

White

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	92%	1331	7%	105	1%	12	1448
Female	92%	34	8%	3	0%	0	37
I prefer not to respond	89%	78	8%	7	3%	3	88

Asian or Asian American

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	81%	1162	17%	240	3%	38	1440
Female	54%	20	32%	12	14%	5	37
I prefer not to respond	93%	82	6%	5	1%	1	88

Hispanic

Sex	None		A little		A lot		Total
Male	81%	1157	16%	235	3%	43	1435
Female	46%	17	38%	14	16%	6	37
I prefer not to respond	92%	81	7%	6	1%	1	88

Women

Sex	None		A little		A lot		Total
Male	54%	773	37%	525	9%	123	1421
Female	24%	9	32%	12	43%	16	37
I prefer not to respond	75%	65	22%	19	3%	3	87

Muslim

Sex	None		A little		A lot		Total
Male	56%	780	32%	452	12%	171	1403
Female	38%	14	32%	12	30%	11	37
I prefer not to respond	77%	66	20%	17	3%	3	86

Jewish

Sex	None		A little		A lot		Total
Male	84%	1210	14%	198	2%	31	1439
Female	65%	24	27%	10	8%	3	37
I prefer not to respond	92%	81	7%	6	1%	1	88

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	58%	836	32%	462	11%	155	1453
Female	22%	8	35%	13	43%	16	37
I prefer not to respond	47%	41	41%	36	13%	11	88

LGBTQ

Sex	None		A little		A lot		Total
Male	32%	446	33%	463	34%	475	1384
Female	27%	10	38%	14	35%	13	37
I prefer not to respond	57%	47	35%	29	7%	6	82

**Q26 - There is a culture of racial intolerance at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	73%	1095	11%	157	7%	104	5%	81	4%	58	1495
Female	43%	16	11%	4	8%	3	11%	4	27%	10	37
I prefer not to respond	90%	81	4%	4	1%	1	0%	0	4%	4	90



**Q27 - Racial intolerance has never been a problem at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	16%	239	22%	335	21%	313	16%	245	24%	359	1491
Female	41%	15	27%	10	19%	7	8%	3	5%	2	37
I prefer not to respond	15%	13	26%	23	16%	14	16%	14	28%	25	89

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	66%	981	10%	142	12%	185	5%	80	7%	104	1492
Female	35%	13	14%	5	16%	6	19%	7	16%	6	37
I prefer not to respond	83%	75	3%	3	7%	6	2%	2	4%	4	90

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	43	4%	59	5%	76	12%	179	76%	1137	1494
Female	22%	8	16%	6	0%	0	16%	6	46%	17	37
I prefer not to respond	1%	1	2%	2	2%	2	3%	3	91%	82	90

**Q30 - People at VMI are NOT treated differently because of their race.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	4%	58	7%	108	9%	134	16%	238	64%	954	1492
Female	24%	9	19%	7	5%	2	14%	5	38%	14	37
I prefer not to respond	2%	2	2%	2	3%	3	6%	5	87%	78	90

**Q31 - People at VMI are NOT treated differently because of their gender.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	93	14%	210	22%	330	22%	323	36%	536	1492
Female	46%	17	24%	9	8%	3	5%	2	16%	6	37
I prefer not to respond	6%	5	9%	8	21%	19	15%	13	49%	44	89

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	64%	958	12%	185	14%	215	7%	98	3%	40	1496
Female	49%	18	16%	6	3%	1	19%	7	14%	5	37
I prefer not to respond	86%	77	10%	9	3%	3	0%	0	1%	1	90

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	49	3%	50	4%	58	16%	246	68%	1021	5%	73	1497
Female	19%	7	16%	6	5%	2	14%	5	46%	17	0%	0	37
I prefer not to respond	1%	1	2%	2	2%	2	7%	6	80%	72	8%	7	90

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
Male	2%	35	3%	50	3%	39	10%	156	77%	1156	4%	63	1499
Female	16%	6	14%	5	5%	2	22%	8	43%	16	0%	0	37
I prefer not to respond	0%	0	1%	1	0%	0	2%	2	93%	84	3%	3	90

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”



**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	42	3%	50	10%	146	12%	173	39%	582	34%	501	1494
Female	22%	8	8%	3	3%	1	3%	1	27%	10	38%	14	37
I prefer not to respond	0%	0	1%	1	4%	4	8%	7	56%	50	31%	28	90

\*Full response option text: "I do not feel I have enough information to respond"

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	6%	89	8%	116	14%	202	20%	299	34%	508	18%	275	1489
Female	3%	1	8%	3	5%	2	19%	7	43%	16	22%	8	37
I prefer not to respond	10%	9	19%	17	15%	13	17%	15	16%	14	24%	21	89

\*Full response option text: "I do not feel I have enough information to respond"

sufficient.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	2%	34	5%	69	13%	191	20%	299	33%	495	27%	404	1492
Female	8%	3	19%	7	11%	4	8%	3	30%	11	24%	9	37
I prefer not to respond	0%	0	2%	2	15%	13	22%	20	33%	29	28%	25	89

\*Full response option text: "I do not feel I have enough information to respond"

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	34%	507	28%	422	23%	340	15%	225	1494
Female	19%	7	25%	9	19%	7	36%	13	36
I prefer not to respond	48%	43	30%	27	18%	16	4%	4	90

The removal of the statue of Stonewall Jackson.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	47%	702	21%	319	17%	248	15%	227	1496
Female	28%	10	14%	5	25%	9	33%	12	36
I prefer not to respond	58%	52	27%	24	10%	9	6%	5	90

Reforming the Honor Court system of discipline.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	82%	1234	9%	128	6%	83	4%	53	1498
Female	49%	18	16%	6	22%	8	14%	5	37
I prefer not to respond	92%	83	3%	3	2%	2	2%	2	90

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	3%	46	7%	112	25%	373	64%	963	1494
Female	14%	5	8%	3	27%	10	51%	19	37
I prefer not to respond	3%	3	4%	4	10%	9	82%	74	90

Celebrating VMI's Southern heritage.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	7%	103	18%	263	38%	570	37%	552	1488
Female	14%	5	19%	7	35%	13	32%	12	37
I prefer not to respond	4%	4	15%	13	30%	27	51%	45	89

Continuing the Rat Line, as it is.

Sex	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
Male	1%	18	1%	14	8%	117	90%	1346	1495
Female	0%	0	5%	2	22%	8	73%	27	37
I prefer not to respond	1%	1	0%	0	4%	4	94%	85	90

**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Sex	None		A little		A lot		Total
Male	37%	554	44%	648	19%	285	1487
Female	35%	13	27%	10	38%	14	37
I prefer not to respond	60%	54	33%	30	7%	6	90

The statue of Stonewall Jackson.

Sex	None		A little		A lot		Total
Male	54%	812	32%	480	13%	201	1493
Female	46%	17	22%	8	32%	12	37
I prefer not to respond	79%	71	19%	17	2%	2	90

Honoring VMI's role in the Battle of New Market.

Sex	None		A little		A lot		Total
Male	69%	1029	26%	386	5%	79	1494
Female	59%	22	22%	8	19%	7	37
I prefer not to respond	90%	81	9%	8	1%	1	90

Celebrating VMI's Southern heritage.

Sex	None		A little		A lot		Total
Male	54%	799	38%	572	8%	119	1490
Female	46%	17	38%	14	16%	6	37
I prefer not to respond	76%	68	23%	21	1%	1	90

The Rat Line.

Sex	None		A little		A lot		Total
Male	95%	1425	4%	60	1%	13	1498
Female	84%	31	14%	5	3%	1	37
I prefer not to respond	100%	90	0%	0	0%	0	90

The Honor Court.

Sex	None		A little		A lot		Total
Male	96%	1433	3%	43	1%	22	1498
Female	81%	30	8%	3	11%	4	37
I prefer not to respond	99%	89	0%	0	1%	1	90

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	13%	186	71%	1056	15%	230	1%	15	1487
Female	8%	3	73%	27	19%	7	0%	0	37
I prefer not to respond	19%	17	71%	64	10%	9	0%	0	90

The removal of the statue of Stonewall Jackson.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	20%	294	69%	1033	11%	161	0%	3	1491
Female	8%	3	78%	29	14%	5	0%	0	37
I prefer not to respond	33%	30	60%	54	7%	6	0%	0	90

Reforming the Honor Court system of discipline.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	79%	1177	20%	292	2%	25	0%	2	1496
Female	59%	22	35%	13	5%	2	0%	0	37
I prefer not to respond	88%	79	11%	10	0%	0	1%	1	90

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	2%	31	14%	204	46%	688	38%	564	1487
Female	3%	1	8%	3	54%	20	35%	13	37
I prefer not to respond	1%	1	7%	6	33%	30	59%	53	90

Celebrating VMI's Southern heritage.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	2%	31	32%	467	49%	721	18%	262	1481
Female	3%	1	19%	7	62%	23	16%	6	37
I prefer not to respond	3%	3	26%	23	48%	43	23%	21	90

Continuing the Ratline, as it is.

Sex	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
Male	2%	32	1%	22	16%	245	80%	1192	1491
Female	5%	2	0%	0	24%	9	70%	26	37
I prefer not to respond	3%	3	1%	1	6%	5	90%	81	90



**Q42 - VMI's Honor Court system:**

produces fair decisions.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	81	2%	32	5%	73	15%	227	72%	1084	1497
Female	11%	4	22%	8	14%	5	19%	7	35%	13	37
I prefer not to respond	6%	5	1%	1	2%	2	10%	9	81%	72	89

is influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	83%	1243	5%	71	7%	111	3%	44	2%	24	1493
Female	57%	21	5%	2	14%	5	14%	5	11%	4	37
I prefer not to respond	98%	87	0%	0	0%	0	2%	2	0%	0	89

is influenced by whether a cadet is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	74%	1104	7%	110	11%	163	5%	72	3%	46	1495
Female	43%	16	8%	3	19%	7	22%	8	8%	3	37
I prefer not to respond	89%	80	2%	2	6%	5	3%	3	0%	0	90

tends to be tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	80%	1195	6%	83	10%	142	3%	38	2%	34	1492
Female	57%	21	3%	1	14%	5	19%	7	8%	3	37
I prefer not to respond	97%	86	0%	0	1%	1	0%	0	2%	2	89

would benefit from updating some of its formal procedures.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	44%	657	11%	165	18%	274	18%	273	8%	125	1494
Female	27%	10	11%	4	8%	3	22%	8	32%	12	37
I prefer not to respond	60%	53	11%	10	16%	14	9%	8	4%	4	89

consistently upholds the Honor Code.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	5%	81	2%	28	3%	52	10%	153	79%	1183	1497
Female	14%	5	11%	4	8%	3	22%	8	46%	17	37
I prefer not to respond	6%	5	1%	1	1%	1	4%	4	88%	78	89

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	3%	48	3%	49	9%	130	22%	331	63%	933	1491
Female	11%	4	27%	10	11%	4	16%	6	35%	13	37
I prefer not to respond	2%	2	2%	2	10%	9	18%	16	68%	61	90

influenced by the race of the accused cadet.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	79%	1182	7%	97	9%	141	3%	48	2%	23	1491
Female	51%	19	14%	5	3%	1	19%	7	14%	5	37
I prefer not to respond	92%	83	4%	4	3%	3	0%	0	0%	0	90

influenced by whether the accused is a cadet-athlete.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	58%	862	12%	175	13%	189	13%	193	5%	72	1491
Female	35%	13	11%	4	5%	2	30%	11	19%	7	37
I prefer not to respond	74%	67	8%	7	4%	4	12%	11	1%	1	90

tougher on cadets of color.

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	78%	1170	7%	108	10%	153	2%	35	2%	25	1491
Female	54%	20	8%	3	11%	4	14%	5	14%	5	37
I prefer not to respond	92%	83	6%	5	1%	1	1%	1	0%	0	90

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	87%	1298	11%	168	2%	28	1494
Female	73%	27	16%	6	11%	4	37
I prefer not to respond	93%	84	4%	4	2%	2	90

The single-sanction policy of expulsion.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	91%	1356	8%	123	1%	16	1495
Female	84%	31	14%	5	3%	1	37
I prefer not to respond	98%	88	1%	1	1%	1	90

The solicitation of faculty and cadets to gather information about other cadets covertly.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	59%	875	33%	491	8%	124	1490
Female	30%	11	46%	17	24%	9	37
I prefer not to respond	69%	62	26%	23	6%	5	90

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	36%	532	52%	773	12%	183	1488
Female	22%	8	49%	18	30%	11	37
I prefer not to respond	46%	41	42%	38	12%	11	90

The allowing of expulsion based on non-unanimous verdicts.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	41%	606	50%	743	9%	141	1490
Female	19%	7	62%	23	19%	7	37
I prefer not to respond	51%	46	42%	38	7%	6	90

The drum-out ceremony.

Sex	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
Male	91%	1359	7%	110	2%	27	1496
Female	76%	28	24%	9	0%	0	37
I prefer not to respond	98%	88	1%	1	1%	1	90

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	87%	1297	8%	119	3%	45	2%	32	1493
Female	76%	28	11%	4	0%	0	14%	5	37
I prefer not to respond	94%	85	2%	2	2%	2	1%	1	90



**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	76%	1133	15%	223	6%	84	4%	53	1493
Female	51%	19	11%	4	16%	6	22%	8	37
I prefer not to respond	82%	74	14%	13	2%	2	1%	1	90

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	77%	1156	15%	229	5%	72	2%	37	1494
Female	30%	11	32%	12	14%	5	24%	9	37
I prefer not to respond	84%	76	13%	12	1%	1	1%	1	90

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	99%	1471	1%	11	0%	6	0%	4	1492
Female	89%	33	5%	2	3%	1	3%	1	37
I prefer not to respond	100%	90	0%	0	0%	0	0%	0	90

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	97%	1448	2%	26	1%	11	0%	7	1492
Female	86%	32	5%	2	3%	1	5%	2	37
I prefer not to respond	99%	89	1%	1	0%	0	0%	0	90

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	98%	1461	1%	17	0%	7	0%	3	1488
Female	89%	33	5%	2	0%	0	5%	2	37
I prefer not to respond	100%	90	0%	0	0%	0	0%	0	90

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	96%	1432	2%	32	1%	16	1%	8	1488
Female	78%	29	16%	6	0%	0	5%	2	37
I prefer not to respond	98%	88	2%	2	0%	0	0%	0	90

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	97%	1448	2%	23	1%	13	0%	5	1489
Female	78%	29	8%	3	5%	2	8%	3	37
I prefer not to respond	100%	90	0%	0	0%	0	0%	0	90

Race-related threats of violence.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	94%	1399	4%	59	2%	23	1%	9	1490
Female	62%	23	19%	7	11%	4	8%	3	37
I prefer not to respond	94%	85	6%	5	0%	0	0%	0	90

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	60%	885	21%	306	13%	195	7%	99	1485
Female	49%	18	16%	6	16%	6	19%	7	37
I prefer not to respond	71%	64	18%	16	9%	8	2%	2	90

Other racial or ethnic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	54%	796	24%	355	15%	223	7%	111	1485
Female	46%	17	8%	3	16%	6	30%	11	37
I prefer not to respond	63%	57	23%	21	9%	8	4%	4	90

Homophobic or transphobic slurs.

Sex	Never		Once or twice		A few times		More than a few times		Total
	%	Count	%	Count	%	Count	%	Count	
Male	43%	641	21%	312	21%	305	15%	227	1485
Female	35%	13	19%	7	14%	5	32%	12	37
I prefer not to respond	47%	42	32%	29	13%	12	8%	7	90

**Q52 - I have been sexually assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	100%	1487	0%	4	0%	3	1494
Female	81%	30	11%	4	8%	3	37
I prefer not to respond	98%	88	0%	0	2%	2	90

**Q53 - I have been sexually harassed at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	99%	1482	1%	9	0%	3	1494
Female	46%	17	46%	17	8%	3	37
I prefer not to respond	98%	88	0%	0	2%	2	90



**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Sex	No		Yes		I prefer not to respond		Total
Male	95%	1415	5%	72	0%	6	1493
Female	32%	12	65%	24	3%	1	37
I prefer not to respond	93%	84	6%	5	1%	1	90

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
Male	3%	39	2%	34	7%	104	6%	94	26%	384	56%	839	1494
Female	24%	9	19%	7	5%	2	8%	3	24%	9	19%	7	37
I prefer not to respond	0%	0	2%	2	3%	3	11%	10	34%	31	49%	44	90

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	80%	1138	15%	217	4%	60	1415
Female	41%	15	24%	9	35%	13	37
I prefer not to respond	90%	79	10%	9	0%	0	88

White

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	94%	1341	6%	80	0%	6	1427
Female	95%	35	5%	2	0%	0	37
I prefer not to respond	85%	75	11%	10	3%	3	88

Asian or Asian American

Sex	None		A little		A lot		Total
	%	Count	%	Count	%	Count	
Male	87%	1237	12%	164	2%	22	1423
Female	54%	20	35%	13	11%	4	37
I prefer not to respond	91%	80	9%	8	0%	0	88

Hispanic

Sex	None		A little		A lot		Total
Male	88%	1239	11%	154	2%	23	1416
Female	59%	22	24%	9	16%	6	37
I prefer not to respond	90%	79	10%	9	0%	0	88

Women

Sex	None		A little		A lot		Total
Male	70%	971	25%	349	5%	74	1394
Female	24%	9	30%	11	46%	17	37
I prefer not to respond	81%	71	19%	17	0%	0	88

Muslim

Sex	None		A little		A lot		Total
Male	72%	995	22%	301	6%	90	1386
Female	54%	20	16%	6	30%	11	37
I prefer not to respond	86%	75	11%	10	2%	2	87

Jewish

Sex	None		A little		A lot		Total
Male	89%	1271	10%	136	1%	14	1421
Female	70%	26	22%	8	8%	3	37
I prefer not to respond	91%	80	9%	8	0%	0	88

Cadet-Athletes

Sex	None		A little		A lot		Total
Male	72%	1023	22%	316	6%	90	1429
Female	24%	9	38%	14	38%	14	37
I prefer not to respond	68%	60	30%	26	2%	2	88

LGBTQ

Sex	None		A little		A lot		Total
Male	54%	718	32%	431	14%	189	1338
Female	41%	15	24%	9	35%	13	37
I prefer not to respond	72%	62	26%	22	2%	2	86

**Q57 - Race relations in the U.S. are generally bad.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	10%	143	22%	328	15%	225	41%	606	13%	190	1492
Female	8%	3	22%	8	8%	3	44%	16	17%	6	36
I prefer not to respond	13%	12	28%	25	19%	17	26%	23	13%	12	89

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Sex	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	15%	221	22%	327	47%	698	13%	196	3%	48	1490
Female	35%	13	30%	11	19%	7	14%	5	3%	1	37
I prefer not to respond	1%	1	7%	6	52%	47	32%	29	8%	7	90

**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Sex	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
Male	63%	929	37%	544	1473
Female	42%	15	58%	21	36
I prefer not to respond	79%	70	21%	19	89



**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Male	30%	454	21%	320	18%	266	17%	251	14%	204	1495
Female	19%	7	5%	2	14%	5	27%	10	35%	13	37
I prefer not to respond	38%	34	22%	20	24%	22	11%	10	4%	4	90

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Sex	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
Male	39%	590	22%	324	12%	177	15%	228	12%	178	1497
Female	22%	8	16%	6	8%	3	22%	8	32%	12	37
I prefer not to respond	48%	43	27%	24	13%	12	9%	8	3%	3	90

## Appendix A-12: Cadets Attitudes & Belief by Athlete Status

**Q10 - VMI leaders genuinely care about increasing the demographic diversity of the Institute.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	4%	15	6%	24	26%	101	35%	138	29%	112	390
Yes	5%	7	10%	15	25%	37	35%	52	26%	38	149

**Q11 - VMI should have more people of color in positions of leadership.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	5%	19	7%	26	67%	260	13%	50	9%	35	390
Yes	5%	8	3%	5	62%	93	14%	21	15%	22	149

**Q12 - VMI should have more women in positions of leadership.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	7%	26	9%	34	65%	255	10%	40	9%	35	390
Yes	5%	7	9%	13	58%	86	15%	22	14%	21	149

**Q13 - There is a widespread feeling at VMI that diversity makes the Institute stronger.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	5%	21	11%	41	31%	119	26%	102	27%	107	390
Yes	10%	15	11%	17	30%	45	22%	33	26%	39	149

**Q14 - Cadets at VMI socialize and hang out in groups that are racially integrated.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	6%	22	4%	14	12%	48	26%	103	52%	202	389
Yes	13%	19	10%	15	11%	17	23%	35	42%	63	149

**Q15 - Cultural differences among cadets, staff, and instructors are celebrated.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	4%	14	5%	20	33%	130	33%	130	24%	95	389
Yes	7%	10	13%	20	32%	48	21%	31	27%	40	149



**Q16 - VMI faculty care about getting the views and perspectives of all types of cadets.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	6%	23	4%	16	8%	33	28%	109	54%	209	390
Yes	5%	7	9%	14	9%	14	27%	40	50%	74	149

**Q17 - White cadets receive more encouragement than cadets of color to pursue positions of leadership within the Corps.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	78%	305	8%	33	7%	29	4%	15	2%	8	390
Yes	72%	106	7%	11	11%	16	5%	7	5%	8	148

**Q18 - White cadets disproportionately attain positions of leadership within the Corps compared with cadets of color.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	49%	190	19%	72	19%	74	10%	37	4%	16	389
Yes	49%	73	13%	20	15%	23	13%	19	9%	14	149

**Q19 - VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	13%	51	15%	59	14%	54	26%	103	32%	123	390
Yes	13%	19	28%	42	10%	15	26%	39	23%	34	149

**Q20 - The campus environment at VMI is welcoming to all types of people.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	4%	16	7%	29	8%	30	22%	87	58%	227	389
Yes	9%	13	13%	19	5%	7	23%	35	50%	75	149

**Q21 - Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	11%	44	15%	59	12%	48	16%	64	45%	175	390
Yes	12%	18	13%	20	11%	17	21%	31	42%	63	149

**Q22 - I feel comfortable being myself at VMI.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	3%	12	5%	21	6%	23	16%	63	69%	271	390
Yes	5%	8	9%	13	5%	7	25%	37	56%	84	149

**Q23 - I feel like part of the community at VMI.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	2%	8	2%	8	4%	15	16%	62	76%	297	390
Yes	5%	7	7%	11	7%	11	15%	22	66%	98	149



**Q24 - People of color have to do more than others to prove they belong at VMI.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	72%	281	12%	47	8%	32	5%	21	2%	9	390
Yes	64%	96	10%	15	9%	13	11%	16	6%	9	149

**Q25 - Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets? People who are:**

Black

Athlete	None		A little		A lot		Total
No	78%	302	16%	64	6%	23	389
Yes	66%	98	20%	29	14%	21	148

White

Athlete	None		A little		A lot		Total
No	95%	371	3%	13	1%	5	389
Yes	96%	142	3%	4	1%	2	148

Asian or Asian American

Athlete	None		A little		A lot		Total
No	85%	330	13%	51	2%	8	389
Yes	79%	117	15%	22	6%	9	148

Hispanic

Athlete	None		A little		A lot		Total
No	87%	340	11%	42	2%	7	389
Yes	81%	120	11%	17	7%	11	148

Women

Athlete	None		A little		A lot		Total
No	62%	240	28%	110	10%	39	389
Yes	51%	75	31%	46	18%	27	148

Muslim

Athlete	None		A little		A lot		Total
No	81%	314	14%	53	6%	22	389
Yes	69%	102	16%	24	15%	22	148

Jewish

Athlete	None		A little		A lot		Total
No	91%	353	8%	31	1%	5	389
Yes	89%	132	8%	12	3%	4	148

Cadet-Athletes

Athlete	None		A little		A lot		Total
No	49%	189	36%	141	15%	59	389
Yes	36%	53	39%	57	26%	38	148

LGBTQ

Athlete	None		A little		A lot		Total
No	56%	216	32%	125	12%	48	389
Yes	49%	72	31%	46	20%	30	148

**Q26 - There is a culture of racial intolerance at VMI.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	69%	269	13%	50	11%	41	4%	15	4%	14	389
Yes	59%	86	16%	23	12%	17	8%	12	6%	9	147

**Q27 - Racial intolerance has never been a problem at VMI.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	19%	73	24%	93	26%	100	14%	54	18%	69	389
Yes	18%	27	23%	34	24%	36	16%	23	18%	27	147

**Q28 - VMI's culture is more racially intolerant than that of other colleges and universities in the U.S.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	61%	236	13%	50	16%	63	5%	19	5%	20	388
Yes	53%	78	14%	21	14%	20	12%	18	7%	10	147

**Q29 - Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	2%	8	2%	9	7%	29	9%	36	79%	306	388
Yes	6%	9	7%	11	7%	11	11%	16	68%	100	147

**Q30 - People at VMI are NOT treated differently because of their race.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	3%	11	6%	23	7%	27	13%	52	71%	277	390
Yes	5%	8	15%	22	3%	5	17%	25	59%	87	147



**Q31 - People at VMI are NOT treated differently because of their gender.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	9%	35	16%	64	12%	45	24%	92	39%	154	390
Yes	18%	26	18%	27	9%	13	24%	35	31%	46	147

**Q32 - It is harder for people of color to succeed at VMI than it is for white people.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	75%	293	12%	45	7%	29	4%	16	2%	7	390
Yes	64%	94	11%	16	13%	19	7%	10	5%	8	147

**Q33 - News media reports of racially intolerant conduct at VMI are unfair to the Institute.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No	3%	10	4%	16	5%	19	15%	57	69%	270	5%	18	390
Yes	6%	9	5%	7	8%	12	20%	29	59%	87	2%	3	147

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q34 - News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Familiar / No Response		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No	2%	7	2%	7	3%	12	8%	31	83%	322	3%	11	390
Yes	3%	5	7%	10	3%	4	16%	23	71%	104	1%	1	147

\*Full response option text: “I am not familiar with any news media reports or do not feel I have enough information to respond”

**Q35 - VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No	5%	20	4%	16	5%	21	17%	68	43%	166	25%	99	390
Yes	7%	10	6%	9	5%	8	16%	24	38%	56	27%	40	147

\*Full response option text: "I do not feel I have enough information to respond"

**Q36 - Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins' listening sessions, are:**

warranted.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No	9%	34	8%	31	17%	67	23%	88	28%	108	16%	61	389
Yes	9%	13	8%	11	9%	13	17%	25	42%	62	15%	22	146

\*Full response option text: "I do not feel I have enough information to respond"

sufficient.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No	3%	11	2%	6	8%	32	26%	102	45%	175	16%	64	390
Yes	1%	2	4%	6	5%	8	27%	39	48%	70	15%	22	147

\*Full response option text: "I do not feel I have enough information to respond"

**Q37 - Personally, how much do you support or oppose the following?**

Removing symbols associated with the Confederacy.

Athlete	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
No	33%	129	27%	105	25%	95	15%	58	387
Yes	29%	43	29%	43	20%	29	22%	32	147

The removal of the statue of Stonewall Jackson.

Athlete	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
No	43%	165	26%	102	18%	69	13%	52	388
Yes	39%	57	22%	33	18%	26	21%	31	147

Reforming the Honor Court system of discipline.

Athlete	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
No	75%	292	8%	32	10%	39	6%	25	388
Yes	68%	100	7%	10	13%	19	12%	18	147

**Q38 - Personally, how much do you support or oppose the following?**

Honoring VMI's role in the Battle of New Market.

Athlete	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
No	3%	13	6%	23	25%	97	66%	255	388
Yes	10%	14	9%	13	23%	34	59%	86	147

Celebrating VMI's Southern heritage.

Athlete	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
No	7%	27	18%	68	38%	147	37%	144	386
Yes	10%	15	19%	28	35%	52	35%	52	147

Continuing the Rat Line, as it is.

Athlete	Strongly oppose		Somewhat oppose		Somewhat support		Strongly support		Total
	%	Count	%	Count	%	Count	%	Count	
No	1%	2	1%	3	4%	15	95%	370	390
Yes	2%	3	5%	7	7%	10	86%	127	147



**Q39 - In your view, how much if any do the following things promote racial intolerance and/or discrimination?**

Confederate symbols on post.

Athlete	None		A little		A lot		Total
No	47%	183	39%	150	14%	56	389
Yes	41%	61	36%	53	23%	34	148

The statue of Stonewall Jackson.

Athlete	None		A little		A lot		Total
No	64%	249	27%	104	9%	36	389
Yes	57%	85	24%	36	18%	27	148

Honoring VMI's role in the Battle of New Market.

Athlete	None		A little		A lot		Total
No	81%	316	15%	60	3%	13	389
Yes	70%	104	18%	26	12%	18	148

Celebrating VMI's Southern heritage.

Athlete	None		A little		A lot		Total
No	66%	256	29%	113	5%	20	389
Yes	59%	87	26%	38	16%	23	148

The Rat Line.

Athlete	None		A little		A lot		Total
No	97%	379	2%	9	1%	2	390
Yes	89%	132	9%	13	2%	3	148

The Honor Court.

Athlete	None		A little		A lot		Total
No	95%	372	3%	11	2%	7	390
Yes	88%	130	8%	12	4%	6	148

**Q40 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Removing symbols associated with the Confederacy.

Athlete	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
No	15%	59	70%	272	14%	55	1%	3	389
Yes	11%	16	70%	103	18%	26	1%	2	147

The removal of the statue of Stonewall Jackson.

Athlete	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
No	21%	83	70%	273	8%	33	0%	1	390
Yes	21%	31	65%	96	14%	20	0%	0	147

Reforming the Honor Court system of discipline.

Athlete	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
No	76%	295	20%	76	4%	14	1%	4	389
Yes	71%	104	19%	28	8%	12	2%	3	147

**Q41 - Based on what you have seen and heard, how would you characterize support among the VMI community for the following?**

Honoring VMI's role in the Battle of New Market.

Athlete	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
No	2%	8	11%	41	42%	164	45%	176	389
Yes	2%	3	10%	14	50%	74	38%	56	147

Celebrating VMI's Southern heritage.

Athlete	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
No	3%	11	38%	146	42%	163	18%	68	388
Yes	5%	7	26%	38	54%	80	15%	22	147

Continuing the Ratline, as it is.

Athlete	No one wants this		A few people want this		Most people want this		Nearly everyone wants this		Total
	%	Count	%	Count	%	Count	%	Count	
No	1%	3	1%	2	5%	19	94%	365	389
Yes	1%	1	0%	0	14%	21	85%	125	147

**Q42 - VMI's Honor Court system:**

produces fair decisions.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	4%	14	3%	13	3%	13	15%	59	75%	291	390
Yes	7%	10	9%	13	7%	11	18%	27	59%	87	148

is influenced by the race of the accused cadet.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	89%	347	4%	16	4%	15	2%	8	1%	4	390
Yes	76%	113	6%	9	9%	14	4%	6	4%	6	148

is influenced by whether a cadet is a cadet-athlete.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	84%	326	2%	9	8%	31	3%	13	3%	11	390
Yes	67%	99	7%	11	9%	13	11%	16	6%	9	148

tends to be tougher on cadets of color.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	89%	348	3%	11	5%	18	2%	7	2%	6	390
Yes	75%	111	5%	7	9%	14	6%	9	5%	7	148

would benefit from updating some of its formal procedures.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	43%	167	13%	49	16%	64	18%	71	10%	38	389
Yes	36%	53	9%	14	21%	31	16%	23	18%	27	148

consistently upholds the Honor Code.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	4%	15	2%	8	3%	13	8%	32	83%	322	390
Yes	4%	6	6%	9	7%	10	16%	24	67%	99	148

**Q43 - Aside from the Honor Court, other VMI disciplinary rules and procedures are:**

fair.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	4%	14	9%	36	11%	44	26%	101	50%	194	389
Yes	9%	13	14%	20	11%	16	32%	47	35%	52	148

influenced by the race of the accused cadet.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	84%	327	4%	16	7%	27	3%	11	2%	8	389
Yes	72%	106	7%	11	10%	15	6%	9	5%	7	148

influenced by whether the accused is a cadet-athlete.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	66%	257	6%	25	10%	38	12%	48	5%	21	389
Yes	51%	76	9%	13	9%	14	20%	30	10%	15	148

tougher on cadets of color.

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	84%	326	4%	17	7%	29	3%	10	2%	7	389
Yes	71%	105	7%	10	10%	15	8%	12	4%	6	148

**Q44 - What are your feelings about the following aspects of the Honor Court?**

The secrecy of proceedings.

Athlete	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
No	83%	321	13%	49	5%	18	388
Yes	69%	102	24%	35	7%	11	148

The single-sanction policy of expulsion.

Athlete	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
No	85%	329	11%	43	4%	17	389
Yes	75%	111	14%	21	11%	16	148

The solicitation of faculty and cadets to gather information about other cadets covertly.

Athlete	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
No	58%	225	30%	115	13%	49	389
Yes	47%	69	32%	48	21%	31	148

The rule prohibiting cadets from having an attorney at trial or pretrial proceedings.

Athlete	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
No	54%	209	33%	129	13%	51	389
Yes	39%	58	36%	54	24%	36	148



The allowing of expulsion based on non-unanimous verdicts.

Athlete	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
No	48%	187	41%	159	11%	43	389
Yes	39%	58	38%	56	23%	34	148

The drum-out ceremony.

Athlete	Should remain unchanged		Should be studied and possibly changed		Should be abolished		Total
No	91%	355	6%	25	2%	9	389
Yes	82%	121	13%	19	5%	8	148

**Q45 - How frequently (if at all) have you personally experienced racial intolerance at VMI?**

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	84%	327	13%	49	2%	9	1%	5	390
Yes	80%	118	14%	20	5%	7	2%	3	148

**Q46 - How frequently (if at all) have you witnessed first-hand racial intolerance at VMI?**

Athlete	Never		Once or twice		A few times		More than a few times		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
No	77%	302	16%	63	4%	14	3%	11	390
Yes	68%	101	16%	24	9%	13	7%	10	148

**Q47 - How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?**

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	68%	263	23%	90	6%	25	3%	11	389
Yes	55%	82	22%	32	12%	18	11%	16	148

**Q48 - How frequently (if at all) have you personally experienced the following at VMI?**

Race-related violence.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	97%	378	1%	5	1%	4	1%	2	389
Yes	99%	146	1%	1	1%	1	0%	0	148

Race-related threats of violence.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	94%	367	4%	15	1%	4	1%	3	389
Yes	93%	137	5%	7	1%	2	1%	2	148

**Q49 - How frequently (if at all) have you witnessed the following at VMI?**

Race-related violence.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	97%	378	2%	7	1%	2	0%	1	388
Yes	96%	142	2%	3	2%	3	0%	0	148

Race-related threats of violence.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	94%	365	5%	18	1%	2	1%	3	388
Yes	85%	126	9%	14	5%	7	1%	1	148

**Q50 - How frequently (if at all) has anyone told you directly that they experienced the following at VMI?**

Race-related violence.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	96%	372	3%	11	1%	3	1%	2	388
Yes	89%	131	7%	11	3%	4	1%	1	147

Race-related threats of violence.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	91%	352	7%	29	1%	5	1%	2	388
Yes	79%	116	12%	17	7%	10	3%	4	147

**Q51 - How often have you heard the following spoken, or seen the following written, at VMI?**

The N-word.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	43%	165	28%	106	16%	62	14%	52	385
Yes	46%	68	18%	26	12%	18	24%	35	147

Other racial or ethnic slurs.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	49%	187	28%	107	12%	47	11%	44	385
Yes	46%	68	18%	26	19%	28	17%	25	147

Homophobic or transphobic slurs.

Athlete	Never		Once or twice		A few times		More than a few times		Total
No	39%	152	27%	104	18%	70	15%	59	385
Yes	41%	61	18%	26	14%	20	27%	40	147



**Q52 - I have been sexually assaulted at VMI.**

Athlete	No		Yes		I prefer not to respond		Total
No	95%	371	3%	12	2%	7	390
Yes	91%	135	7%	10	2%	3	148

**Q53 - I have been sexually harassed at VMI.**

Athlete	No		Yes		I prefer not to respond		Total
No	93%	362	6%	22	2%	6	390
Yes	86%	127	10%	15	4%	6	148

**Q54 - Others have told me directly that they have been sexually harassed or assaulted at VMI.**

Athlete	No		Yes		I prefer not to respond		Total
No	69%	270	27%	104	4%	16	390
Yes	66%	97	30%	44	5%	7	148

**Q55 - VMI's method of addressing and adjudicating reports of sexual harassment and assault is appropriate.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Not Enough Information*		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No	9%	34	6%	23	4%	17	16%	64	43%	168	21%	83	389
Yes	7%	11	7%	10	7%	10	20%	29	36%	53	24%	35	148

\*Full response option text: "I do not feel I have enough information to respond"

**Q56 - To what extent are the following groups of people discriminated against at VMI? People who are:**

Black

Athlete	None		A little		A lot		Total
No	85%	331	12%	48	3%	10	389
Yes	70%	104	18%	26	12%	18	148

White

Athlete	None		A little		A lot		Total
No	93%	360	5%	21	2%	8	389
Yes	95%	141	4%	6	1%	1	148

Asian or Asian American

Athlete	None		A little		A lot		Total
No	90%	350	9%	35	1%	4	389
Yes	84%	124	13%	19	3%	5	148

Hispanic

Athlete	None		A little		A lot		Total
No	92%	357	8%	31	0%	1	389
Yes	84%	125	11%	16	5%	7	148

Women

Athlete	None		A little		A lot		Total
No	69%	269	24%	93	7%	27	389
Yes	56%	83	26%	38	18%	27	148

Muslim

Athlete	None		A little		A lot		Total
No	89%	346	8%	33	3%	10	389
Yes	80%	119	11%	16	9%	13	148

Jewish

Athlete	None		A little		A lot		Total
No	95%	368	5%	20	0%	1	389
Yes	91%	134	7%	11	2%	3	148

Cadet-Athletes

Athlete	None		A little		A lot		Total
No	63%	247	29%	112	8%	30	389
Yes	39%	58	39%	57	22%	33	148

LGBTQ

Athlete	None		A little		A lot		Total
No	72%	281	20%	76	8%	32	389
Yes	68%	100	18%	26	15%	22	148

**Q57 - Race relations in the U.S. are generally bad.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	9%	36	18%	71	26%	100	34%	131	13%	51	389
Yes	9%	13	26%	38	18%	27	37%	55	10%	15	148

**Q58 - When it comes to a person's ability to get ahead in our country these days, being white:**

Athlete	helps a lot.		helps a little.		neither helps nor hurts.		hurts a little.		hurts a lot.		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	8%	31	16%	62	50%	193	19%	72	8%	30	388
Yes	9%	13	16%	24	49%	73	20%	30	5%	8	148



**Q59 - When it comes to racial discrimination, the bigger problem for the country today is people:**

Athlete	seeing discrimination where it does not exist.		not seeing discrimination where it really does exist.		Total
No	74%	287	26%	99	386
Yes	66%	97	34%	51	148

**Q60 - I am glad that an investigation into the culture at VMI is taking place.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
No	34%	132	14%	54	23%	90	17%	67	12%	46	389
Yes	26%	39	17%	25	22%	33	15%	22	20%	29	148

**Q61 - The investigation into the culture at VMI is a good use of time and resources.**

Athlete	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
No	49%	191	19%	75	9%	35	14%	56	8%	32	389
Yes	40%	59	18%	27	12%	18	11%	16	19%	28	148