



## **Diversity, Equity, and Inclusion Survey Quantitative Results**

March 2020

(*N* = 388)

The survey was administered by the Strategic Goal 1: Build a More Inclusive Culture within the Society planning team in accordance with the AAAE 2017 – 2020 Strategic Plan.

We would like to acknowledge the members of the Strategic Plan #1 planning team for their contributions:

Mark Balschweid  
Lauren Lewis Cline  
Grant Ermis  
Christopher Estep  
Laura Greenhaw  
Robin Horstmeier

Carl Igo  
Carla Jagger  
Buddy McKendree  
Kaitlyn Murray  
Mary Rodriguez

Kathryn Stofer  
Cecilia Suarez  
Allen Talbert  
Lisa Taylor  
Megan White

## Table of Contents

Personal Demographic Data	5
Professional Demographic Data	8
Organizational Climate Data	13
Opportunities and Barriers for Participation in AAAE	13
Accessibility	15
Diversity in AAAE	15
Inclusion in AAAE	17
Comparison of Diversity and Inclusion Perceptions of AAAE	18

### Tables

1 Race and Ethnicity	5
2 Gender/gender identity	5
3 Sexual Orientation	6
4 Religious Affiliation	6
5 Marital Status	6
6 Ability/disability Status	7
7 Current Situation regarding Child Care	7
8 Current Situation regarding Elderly Care	7
9 Position Title	8
10 Tenure versus Non-tenure track	8
11 Areas of Appointment	9
12 Discipline/area of expertise	9
13 Description of Current Institution	10

## Tables, Continued

14 Carnegie Classification of Institutions	10
15 Baccalaureate Degrees Offered by Departments/Programs	11
16 Master's Degrees Offered by Departments/Programs	11
17 Doctoral Degrees (Ph.D. or Ed.D.) Offered by Departments/Programs	12
18 Number of Regional AAAE Conferences Attended	12
19 Number of National AAAE Conferences Attended	12
20 Level of Agreement with Statements related to Participation and Involvement in AAAE	13
21 Barriers Limiting Engagement in the AAAE Organization	14
22 Perceived Adequacy of Travel Funding to Attend Regional AAAE Conferences	14
23 Perceived Adequacy of Travel Funding to Attend National AAAE Conferences	15
24 Perceived Physical Accessibility of AAAE Events	15
25 Perceived Diversity of AAAE Membership	15
26 Perceived Level of Progress AAAE Membership has Reached toward Diversity	16
27 Ranked Perceived Level of Progress AAAE Membership has Reached toward Diversity	16
28 Perceived Level of Progress AAAE Leadership has Reached toward Diversity	16
29 Ranked Perceived Level of Progress AAAE Leadership has Reached toward Diversity	17
30 Perceived Level of Progress AAAE Membership has Reached toward Inclusion	17
31 Ranked Perceived Level of Progress AAAE Membership has Reached toward Inclusion	18
32 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion	18

## Figures

1 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Gender/gender identity	19
2 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Sexual Orientation	20
3 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Race/ethnicity	21
4 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Institution Type	22
5 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Rank	23
6 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Socio-economic Status	24
7 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Religious Representation	25
8 Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion related to Disciplines	26

## Personal Demographic Data

Table 1

### *Race and Ethnicity*

	<i>f</i>	%
Asian	9	2.80
Black/African	19	5.92
Caucasian/White	258	80.37
Hispanic/Latinx	21	6.54
Native American/Alaska Native	1	0.31
Native Hawaiian/Pacific Islander	1	0.31
Middle Eastern/North African	1	0.31
Prefer to not answer	6	1.87
An ethnicity not listed <sup>a</sup>	5	1.56

*Note.* Item allowed for multiple selections.

<sup>a</sup>Eastern European/Central Asian; Mixed race and ethnicity; Caribbean Islander.

Table 2

### *Gender/gender identity*

	<i>f</i>	%
Woman/female	135	39.71
Man/male	170	50.00
Genderqueer	0	0.00
Agender	1	0.29
Transgender	0	0.00
Cisgender	27	7.94
Intersex	0	0.00
Nonbinary	0	0.00
Gender not listed	1	0.29
Prefer to not answer	6	1.76

*Note.* Item allowed for multiple selections.

Table 3

*Sexual Orientation*

	<i>f</i>	%
Asexual	2	0.65
Bisexual	6	1.94
Gay/Lesbian/Homosexual	13	4.21
Queer	5	1.62
Straight/Heterosexual	269	87.06
A sexuality not listed	0	0.00
Prefer to not answer	14	4.53

*Note.* Item allowed for multiple selections.

Table 4

*Religious Affiliation*

	<i>f</i>	%
Protestant	164	51.74
Roman Catholic	47	14.83
The Church of Jesus Christ of Latter Day Saints	7	2.21
Jewish	1	0.32
Muslim	2	0.63
Buddhist	2	0.63
Hindu	1	0.32
Atheist	7	2.21
Agnostic	11	3.47
Prefer to not say	25	7.89
None	25	7.89
Religious affiliation not listed <sup>a</sup>	23	7.26

*Note.* Item allowed for multiple selections.

<sup>a</sup>Christian, Baptist, Southern Baptist, non-denominational Christian, Methodist, Pentecostal, Taoism, Spiritual, Spiritually indigenous

Table 5

*Marital Status (n = 305)*

	<i>f</i>	%
Married	211	69.18
Widowed	1	0.33
Divorced	25	8.20
Separated	0	0.00
Never married	68	22.30

Table 6

*Ability/disability Status*

	<i>f</i>	%
A sensory impairment (vision or hearing)	17	5.38
A learning disability (e.g., ADHD, dyslexia)	12	3.80
A long-term medical illness (e.g., epilepsy, cystic fibrosis)	11	3.48
A mobility impairment	4	1.27
A mental health illness	13	4.11
A temporary impairment due to illness or injury (e.g., broken ankle, surgery)	0	0.00
A disability or impairment not listed <sup>a</sup>	10	3.16
I do not identify with a disability or impairment	238	75.32
Prefer to not answer	11	3.48

*Note.* Item allowed for multiple selections.

<sup>a</sup>Diabetes; Asperger's Syndrome; Asthma; Wear and tear over time; Introverted; Limited knee mobility.

Table 7

*Current Situation regarding Child Care (n = 305)*

	<i>f</i>	%
I have had child care needs in the past, but they are no longer applicable	54	17.70
I have current child care needs	81	26.56
I anticipate that I will have child care needs in the future	44	14.43
I do not anticipate that I will have child care needs in the future	126	41.31

Table 8

*Current Situation regarding Elderly Care (n = 307)*

	<i>f</i>	%
I have had elderly care needs in the past, but they are no longer applicable	16	5.21
I have current elderly care needs	27	8.79
I anticipate that I will have elderly care needs in the future	154	50.16
I do not anticipate that I will have elderly care needs in the future	110	35.83

## Professional Demographic Data

Table 9

*Position Title*

	<i>f</i>	%
Professor/Research Professor	56	12.81
Associate Professor/Research Associate Professor	56	12.81
Assistant Professor/Research Assistant Professor	72	16.48
Teaching Professor	18	4.12
Teaching Associate Professor	7	1.60
Teaching Assistant Professor	15	3.43
Full-time Lecturer/Instructor	12	2.75
Adjunct Lecturer/Instructor	4	0.92
Extension Specialist	23	5.26
Administrator	41	9.38
Program Evaluation Specialist	2	0.46
Master's Student	21	4.81
Doctoral Student	39	8.92
Graduate teaching/research assistant	36	8.24
Program/project manager	7	1.60
K-12 educator or administrator	8	1.83
Position not listed <sup>a</sup>	20	4.58

*Note.* Item allowed for multiple selections.

<sup>a</sup>Media specialist; marketing specialist; staff (research coordinator); post-doc; assistant extension professor; undergraduate; retired – Professor Emeritus; industrial distillation technician; assistant professor and extension specialist; Chancellor Emeritus and Distinguished Professor; retired – Associate Professor; Professor Emeritus; retired instructional associate professor; National Ag Ed staff; agricultural organization employee; curriculum specialist/contractor.

Table 10

*Tenure versus Non-tenure track (n = 334)*

	<i>f</i>	%
Tenure track	221	66.17
Non-tenure track	113	33.83



Table 11

*Areas of Appointment*

	<i>f</i>	%
Teaching	271	34.43
Research	203	25.79
Service	133	16.90
Extension	67	8.51
Administration	80	10.17
Other <sup>a</sup>	33	4.19

*Note.* Item allowed for multiple selections.

<sup>a</sup>Canvas LMS Administrator; 100% graduate teaching assistant; marketing; recruitment; consultant; graduate student; N/A; institution does not identify appointment percentages; Extension appointment includes admin, service and research duties; advising; retired; doctoral student; program development; outreach and engagement.

Table 12

*Discipline/area of expertise*

	<i>f</i>	%
Agricultural Communications	54	9.06
Agricultural Education	233	39.09
Agricultural Leadership	78	13.09
Extension Education	63	10.57
Community Development	24	4.03
Youth Development	39	6.54
International Agricultural Development	32	5.37
Program Evaluation	33	5.54
Not listed <sup>a</sup>	40	6.71

*Note.* Item allowed for multiple selections.

<sup>a</sup>CTE – all areas; post-secondary teaching and learning; educational psychology; media production; student affairs; agricultural systems/mechanics, manufacturing and technology; leadership education; science education; animal science; PGA golf management; plant and soil sciences; program development; diversity, equity and inclusion/social justice; agricultural business; forensic nursing; adult learning; organizational development; higher education leadership and policy; outdoor education; environmental science; STEM learning; research methods; curriculum development.

Table 13

*Description of Current Institution*

	<i>f</i>	%
1862 Public land-grant university	244	54.71
Public research university	63	14.13
Public liberal arts university	4	0.90
Private research university	0	0.00
Private liberal arts university	6	1.35
Historically Black College/University (HBCU)	5	1.12
1890 Public land-grant university	16	3.59
1994 Public land-grant university	0	0.00
Two-year community/junior college	4	0.90
Four-year state college (does not offer graduate programs)	3	0.67
Tribal college/university	0	0.00
Hispanic-serving university (HSI)	14	3.14
Predominately White Institution (PWI)	27	6.05
Not listed <sup>a</sup>	14	3.14
Not applicable to my place of employment	8	1.79
Not sure	2	0.45
Regional Public University	36	8.07

*Note.* Item allowed for multiple selections.

<sup>a</sup>Four-year state university that does offer graduate program and is not a land-grant; public high school; Four-year state college that offers MS; state government; K-12; state research agency; minority serving institution according to USDE; non-profit association.

Table 14

*Carnegie Classification of Institutions (n = 331)*

	<i>f</i>	%
R1 Doctoral University	242	73.11
R2 Doctoral University	29	8.76
R3 Doctoral/Professional University	16	4.83
M1-M3 Master's College and University	22	6.65
Baccalaureate College	16	4.83
Associates College	4	1.21
Special Focus Institution	2	0.60

Table 15

*Baccalaureate Degrees Offered by Departments/Programs*

	<i>f</i>	%
Agricultural Communications	183	26.07
Agricultural Education	279	39.74
Agricultural Leadership	121	17.24
Other <sup>a</sup>	101	14.39
Does not offer baccalaureate degrees	18	2.56

*Note.* Item allowed for multiple selections.

<sup>a</sup>Agricultural communication and marketing; agricultural and extension education; agricultural science; general agricultural; agriculture and natural resources with agricultural education content preparation; agricultural education teacher licensure is offered as a minor; agribusiness/agricultural business; agricultural and community development; agricultural sciences with multiple emphasis areas; agricultural education not offered until fall 2021; extension education; agricultural and community development; international agricultural development; technology education; ag systems technology management; agricultural studies (production focus); agricultural services and development; plant science; workforce education and development; degrees are offered as minors – major degree is agricultural sciences; interdisciplinary agriculture; joint program with three concentration areas; community leadership; ag biotechnology; animal science; agricultural education and communications.

Table 16

*Master's Degrees Offered by Departments/Programs*

	<i>f</i>	%
Agricultural Communications	111	19.17
Agricultural Education	233	40.24
Agricultural Leadership	96	16.58
Other <sup>a</sup>	108	18.65
Does not offer master's degrees	31	5.35

*Note.* Item allowed for multiple selections.

<sup>a</sup>Text responses to other indicated the offering of master's degrees that incorporated two or more disciplines listed, and/or Extension education.

Table 17

*Doctoral Degrees (Ph.D. or Ed.D.) Offered by Departments/Programs*

	<i>f</i>	%
Agricultural Communications	87	16.73
Agricultural Education	171	32.88
Agricultural Leadership	86	16.54
Other <sup>a</sup>	88	16.92
Does not offer doctoral degrees	88	16.92

*Note.* Item allowed for multiple selections.

<sup>a</sup>Text responses to other indicated the offering of doctoral degrees that incorporated two or more disciplines listed, Extension education, and/or career and technical education.

Table 18

*Number of Regional AAAE Conferences Attended (n = 354)*

	<i>f</i>	%
0	41	11.58
1-5	140	39.55
6-10	73	20.62
11-15	43	12.15
16 or more	57	16.10

Table 19

*Number of National AAAE Conferences Attended (n = 351)*

	<i>f</i>	%
0	60	17.09
1-5	136	38.75
6-10	67	19.09
11-15	41	11.68
16 or more	47	13.39

## Organizational Climate Data

### Opportunities and Barriers for Participation in AAAE

Table 20

*Level of Agreement with Statements related to Participation and Involvement in AAAE*

	Strongly agree %	Somewhat agree %	Neither agree nor disagree %	Strongly disagree %	Strongly disagree %
I feel there are opportunities for me to pursue leadership in AAAE at the regional level. <sup>a</sup>	34.95	24.51	20.39	10.68	6.47
I feel there are opportunities for me to pursue leadership in AAAE at the national level. <sup>b</sup>	18.77	28.80	22.98	18.45	11.00
I believe my perspective is valued by AAAE members. <sup>c</sup>	18.71	30.00	22.90	20.32	8.06
I believe there are opportunities for me to serve in the AAAE organization. <sup>d</sup>	33.23	32.90	17.74	12.58	3.55
I believe there are opportunities for me to be awarded/recognized in the AAAE organization. <sup>e</sup>	24.84	30.97	18.06	17.74	8.39

<sup>a</sup>n = 309; <sup>b</sup>n = 309; <sup>c</sup>n = 310; <sup>d</sup>n = 310; <sup>e</sup>n = 310.

Table 21

*Barriers Limiting Engagement in the AAAE Organization*

	<i>f</i>	%
Personal finances	96	24.74
Department/college/university finances	144	37.11
Child care needs	34	8.76
Elderly care needs	3	0.77
No barriers	86	22.16
Other <sup>a</sup>	82	21.13
I do not feel included in AAAE	84	21.64
My discipline is not represented in AAAE	35	9.02

*Note.* Item allowed for multiple selections.

<sup>a</sup>Work schedules/commitments; exclusionary vocabulary focused around land-grants; travel; too many know-it-alls across departments; timing of conferences; not being on a 12 month appointment; limited opportunities to engage with the organization outside of conferences or as a journal reviewer; cost of conferences; time; exclusionary focus on school-based aged; little return on investment; review process for posters/papers; teacher professional development; support from institution; working internationally; state travel bans; scheduling conflicts; retirement; primary focus in 4-H programming is not represented; other priorities; other conferences scheduled around the same time limits mental energy; organizational attitude; insignificance of research presented at conferences compared to larger issues; annual attendance isn't necessary due to repetitive topics; limited opportunities for graduate students; my sub-discipline is not well represented; limited professional engagement opportunities for Extension education; lack of innovative thinking; lack of engagement with research/more of a social engagement; teaching and SoTL is not valued; historical culture of "Good ole boys club"; teaching commitments; grant commitments; greater interest in international development; COVID-19 pandemic; competitive field; competition among affiliated organizations; organization is not inclusive; sole care-giver for family member(s).

Table 22

*Perceived Adequacy of Travel Funding to Attend Regional AAAE Conferences (n = 345)*

	<i>f</i>	%
Extremely adequate	87	25.22
Somewhat adequate	135	39.13
Neither adequate or inadequate	33	9.57
Somewhat inadequate	56	16.23
Extremely inadequate	34	9.86

Table 23

*Perceived Adequacy of Travel Funding to Attend National AAAE Conference (n = 345)*

	<i>f</i>	%
Extremely adequate	70	20.29
Somewhat adequate	134	38.84
Neither adequate or inadequate	35	10.14
Somewhat inadequate	66	19.13
Extremely inadequate	40	11.59

**Accessibility**

Table 24

*Perceived Physical Accessibility of AAAE Events (n = 337)*

	<i>f</i>	%
Extremely accessible	145	43.03
Somewhat accessible	119	35.31
Neither accessible or inaccessible	47	13.95
Somewhat inaccessible	20	5.93
Extremely inaccessible	6	1.78

**Diversity in AAAE**

Table 25

*Perceived Diversity of AAAE Membership (n = 330)*

	<i>f</i>	%
Extremely diverse	6	1.82
Diverse	26	7.88
Moderately diverse	80	24.24
Slightly diverse	170	51.52
Not diverse at all	48	14.55

Table 26

*Perceived Level of Progress AAAE Membership has Reached toward Diversity (Scale of 0 to 100)*

	<i>M</i>	<i>SD</i>
Gender/gender identity <sup>a</sup>	50.90	27.93
Sexual orientation <sup>b</sup>	66.69	26.12
Race/ethnicity <sup>c</sup>	34.88	25.49
Institution type <sup>d</sup>	39.42	26.90
Rank <sup>e</sup>	67.37	26.16
Socio-economic status <sup>f</sup>	50.06	29.19
Religious representation <sup>g</sup>	41.35	30.95
Disciplines <sup>h</sup>	52.99	26.86

<sup>a</sup>*n* = 317; <sup>b</sup>*n* = 314; <sup>c</sup>*n* = 315; <sup>d</sup>*n* = 311; <sup>e</sup>*n* = 318; <sup>f</sup>*n* = 291; <sup>g</sup>*n* = 281; <sup>h</sup>*n* = 316.

Table 27

*Ranked Perceived Level of Progress AAAE Membership has Reached toward Diversity*

	Domain	Domain	Domain	Domain
	1	2	3	4
	%	%	%	%
Gender/gender identity <sup>a</sup>	24.0	29.3	22.4	24.3
Sexual orientation <sup>b</sup>	8.3	22.3	25.8	43.6
Race/ethnicity <sup>c</sup>	47.6	29.5	13.7	9.2
Institution type <sup>d</sup>	38.3	33.8	14.8	13.2
Rank <sup>e</sup>	8.8	22.6	24.5	44.0
Socio-economic status <sup>f</sup>	26.8	29.6	18.6	25.1
Religious representation <sup>g</sup>	41.3	26.7	14.2	17.8
Disciplines <sup>h</sup>	18.7	35.8	21.8	23.7

*Note.* Domain 1 equals rankings from 0 to 25; Domain 2 equals rankings from 26 to 50; Domain 3 equals rankings from 51 to 75; Domain 4 equals rankings from 76 to 100.

<sup>a</sup>*n* = 317; <sup>b</sup>*n* = 314; <sup>c</sup>*n* = 315; <sup>d</sup>*n* = 311; <sup>e</sup>*n* = 318; <sup>f</sup>*n* = 291; <sup>g</sup>*n* = 281; <sup>h</sup>*n* = 316.

Table 28

*Perceived Level of Progress AAAE Leadership has Reached toward Diversity (Scale of 0 to 100)*

	<i>M</i>	<i>SD</i>
Gender/gender identity <sup>a</sup>	49.30	29.76
Sexual orientation <sup>b</sup>	61.10	27.40
Race/ethnicity <sup>c</sup>	33.98	27.85
Institution type <sup>d</sup>	36.44	28.51
Rank <sup>e</sup>	50.07	30.21
Socio-economic status <sup>f</sup>	47.02	29.36
Religious representation <sup>g</sup>	40.80	30.82
Disciplines <sup>h</sup>	51.19	27.80

<sup>a</sup>*n* = 288; <sup>b</sup>*n* = 291; <sup>c</sup>*n* = 286; <sup>d</sup>*n* = 282; <sup>e</sup>*n* = 290; <sup>f</sup>*n* = 264; <sup>g</sup>*n* = 251; <sup>h</sup>*n* = 293.



Table 29

*Ranked Perceived Level of Progress AAAE Leadership has Reached toward Diversity*

	Domain 1 %	Domain 2 %	Domain 3 %	Domain 4 %
Gender/gender identity <sup>a</sup>	27.8	28.5	22.2	21.5
Sexual orientation <sup>b</sup>	12.0	26.8	26.1	35.1
Race/ethnicity <sup>c</sup>	52.1	23.4	12.6	11.9
Institution type <sup>d</sup>	49.3	24.8	12.8	13.1
Rank <sup>e</sup>	28.6	26.9	20.0	24.5
Socio-economic status <sup>f</sup>	29.2	33.0	16.7	21.2
Religious representation <sup>g</sup>	41.4	27.1	13.1	18.3
Disciplines <sup>h</sup>	23.9	32.1	20.8	23.2

*Note.* Domain 1 equals rankings from 0 to 25; Domain 2 equals rankings from 26 to 50; Domain 3 equals rankings from 51 to 75; Domain 4 equals rankings from 76 to 100.

<sup>a</sup>*n* = 288; <sup>b</sup>*n* = 291; <sup>c</sup>*n* = 286; <sup>d</sup>*n* = 282; <sup>e</sup>*n* = 290; <sup>f</sup>*n* = 264; <sup>g</sup>*n* = 251; <sup>h</sup>*n* = 293.

**Inclusion in AAAE**

Table 30

*Perceived Level of Progress AAAE Membership has Reached toward Inclusion (Scale of 0 to 100)*

	<i>M</i>	<i>SD</i>
Gender/gender identity <sup>a</sup>	55.58	30.42
Sexual orientation <sup>b</sup>	68.70	27.63
Race/ethnicity <sup>c</sup>	49.30	31.80
Institution type <sup>d</sup>	47.25	30.25
Rank <sup>e</sup>	67.30	27.63
Socio-economic status <sup>f</sup>	53.28	30.35
Religious representation <sup>g</sup>	47.64	34.25
Disciplines <sup>h</sup>	54.71	28.57

<sup>a</sup>*n* = 284; <sup>b</sup>*n* = 282; <sup>c</sup>*n* = 282; <sup>d</sup>*n* = 276; <sup>e</sup>*n* = 288; <sup>f</sup>*n* = 260; <sup>g</sup>*n* = 253; <sup>h</sup>*n* = 284.

Table 31

*Ranked Perceived Level of Progress AAAE Membership has Reached toward Inclusion*

	Domain	Domain	Domain	Domain
	1	2	3	4
	%	%	%	%
Gender/gender identity <sup>a</sup>	21.1	27.5	18.3	33.1
Sexual orientation <sup>b</sup>	10.3	18.1	23.0	48.6
Race/ethnicity <sup>c</sup>	31.6	24.8	17.0	26.6
Institution type <sup>d</sup>	33.0	27.2	17.4	22.5
Rank <sup>e</sup>	11.8	19.8	20.5	47.9
Socio-economic status <sup>f</sup>	25.8	27.3	20.4	26.5
Religious representation <sup>g</sup>	37.9	18.6	15.4	28.1
Disciplines <sup>h</sup>	20.1	30.6	21.8	27.5

*Note.* Domain 1 equals rankings from 0 to 25; Domain 2 equals rankings from 26 to 50; Domain 3 equals rankings from 51 to 75; Domain 4 equals rankings from 76 to 100.

<sup>a</sup>*n* = 284; <sup>b</sup>*n* = 282; <sup>c</sup>*n* = 282; <sup>d</sup>*n* = 276; <sup>e</sup>*n* = 288; <sup>f</sup>*n* = 260; <sup>g</sup>*n* = 253; <sup>h</sup>*n* = 284.

**Comparisons of Diversity and Inclusion Perceptions of AAAE**

Table 32

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100)*

	Diversity of membership		Diversity of membership		Inclusivity of membership	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
	Gender/gender identity	50.90	27.93	49.30	29.76	55.58
Sex	66.69	26.12	61.10	27.40	68.70	27.63
Race/ethnicity	34.88	25.49	33.98	27.85	49.30	31.80
Institution type	39.42	26.90	36.44	28.51	47.25	30.25
Rank	67.37	26.16	50.07	30.21	67.30	27.63
Socio-economic status	50.06	29.19	47.02	29.36	53.28	30.35
Religious representation	41.35	30.95	40.80	30.82	47.64	34.25
Disciplines	52.99	26.86	51.19	27.80	54.71	28.57

Figure 1

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Gender/gender identity*

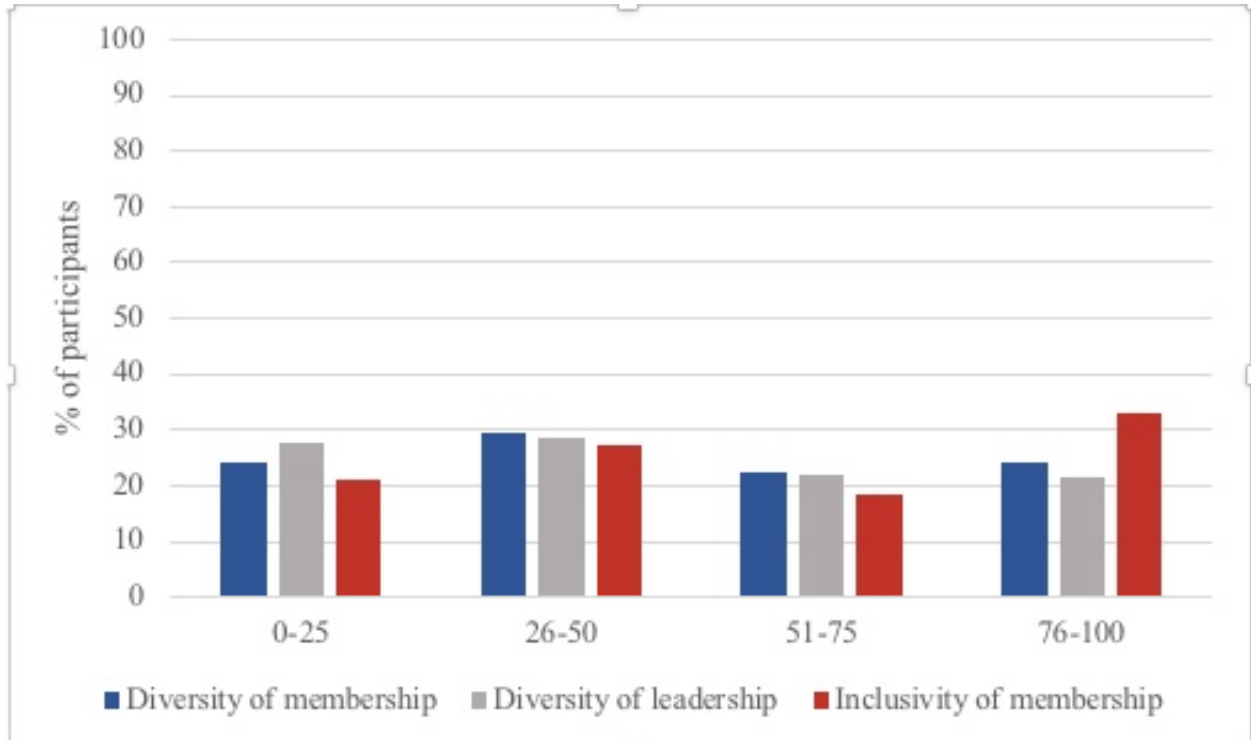


Figure 2

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Sexual Orientation*

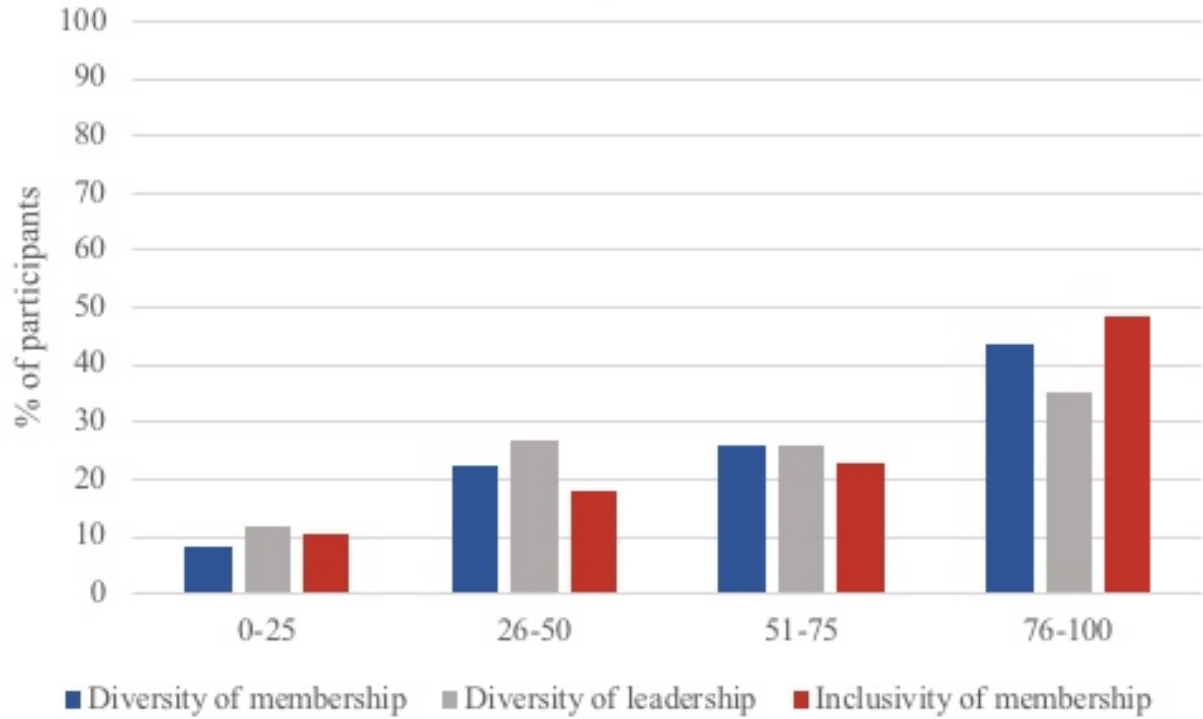


Figure 3

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Race/Ethnicity*

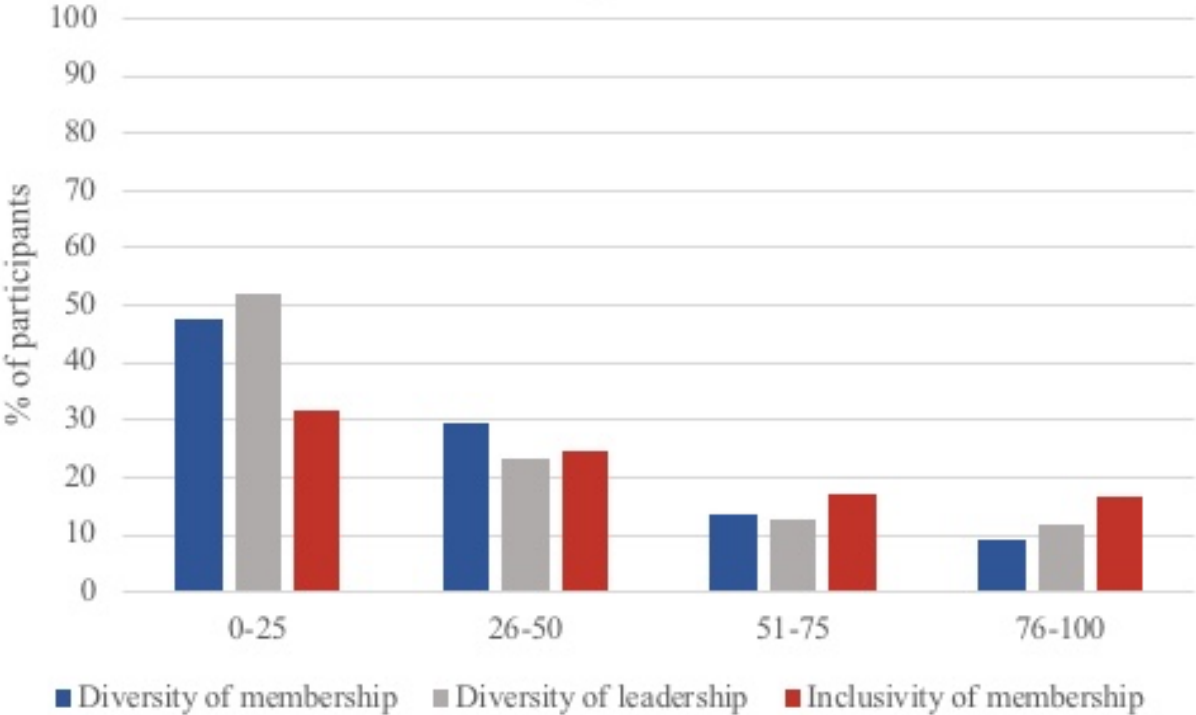


Figure 4

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Institution Type*

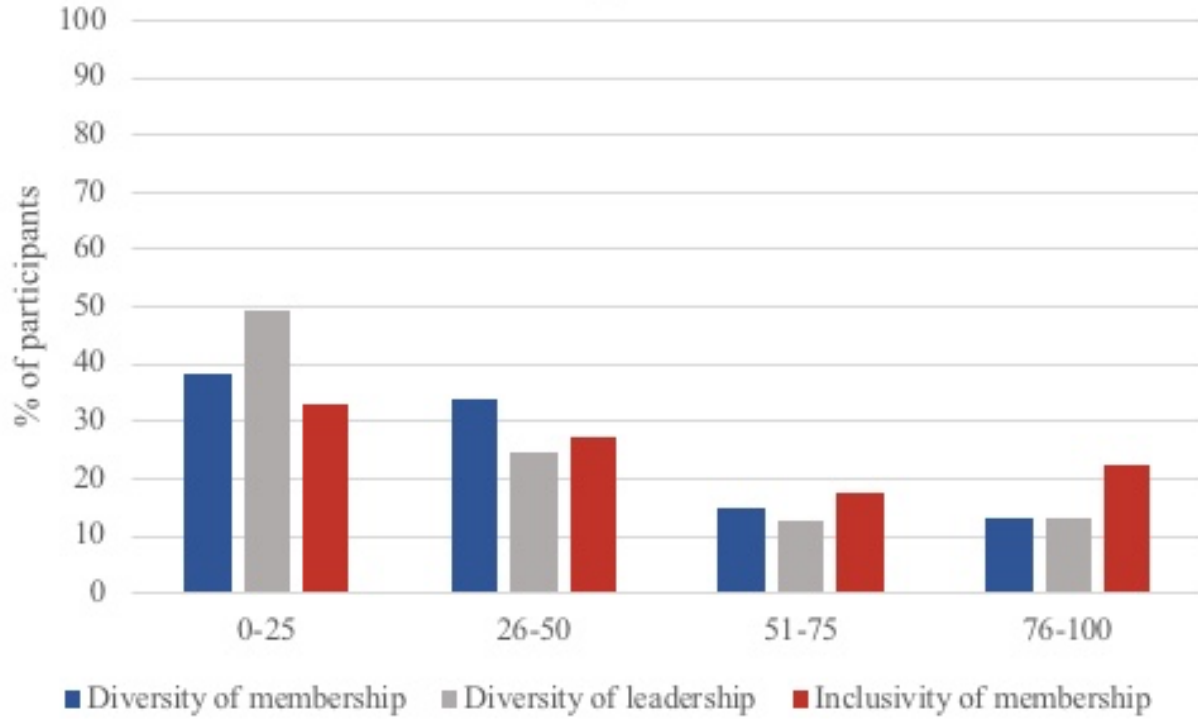


Figure 5

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Rank*

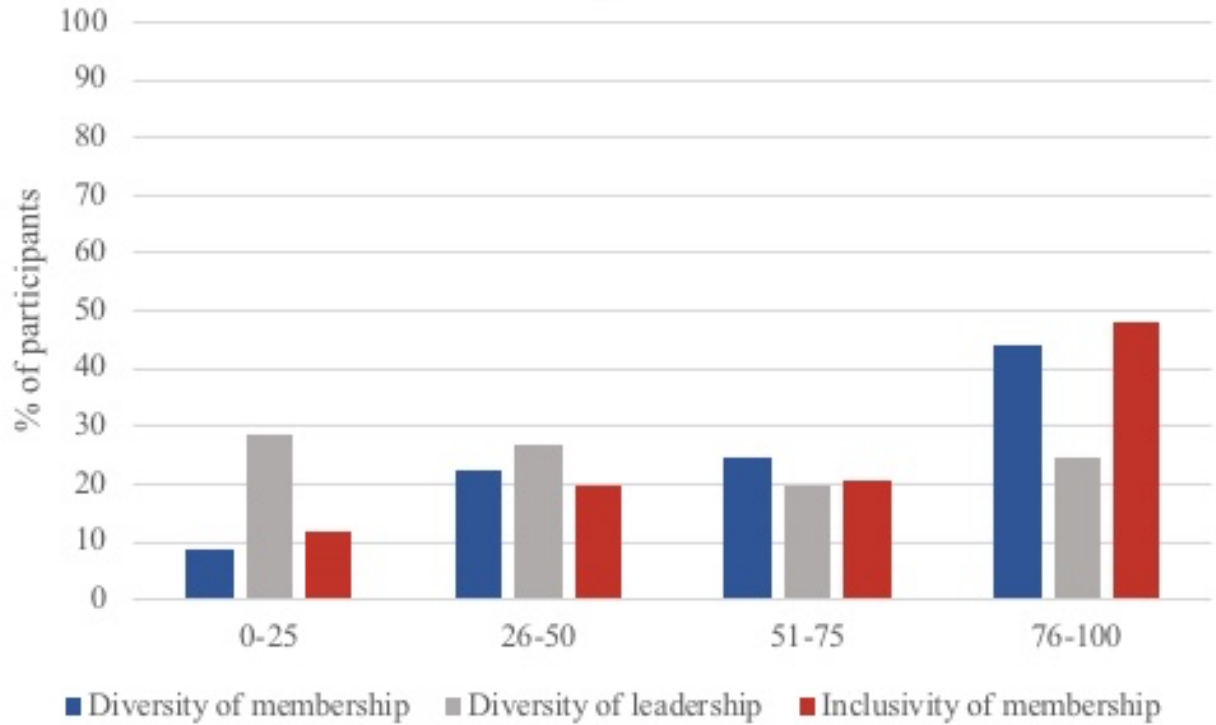


Figure 6

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Socio-economic Status*

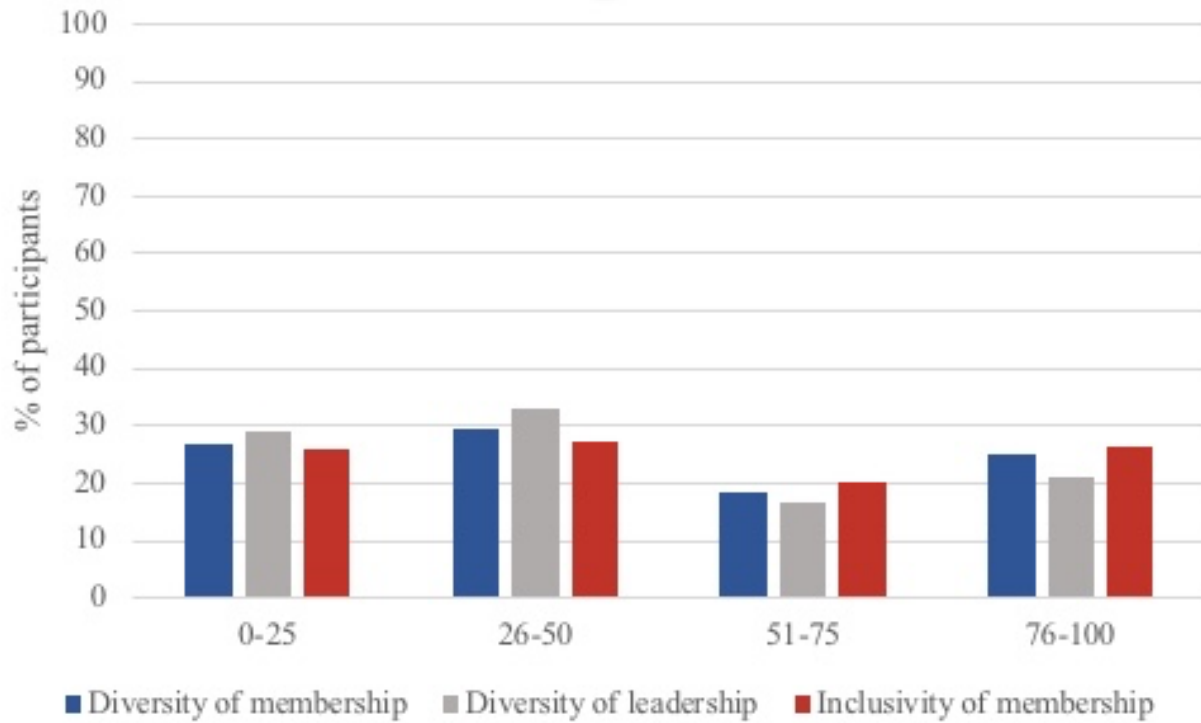




Figure 7

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Religious Representation*

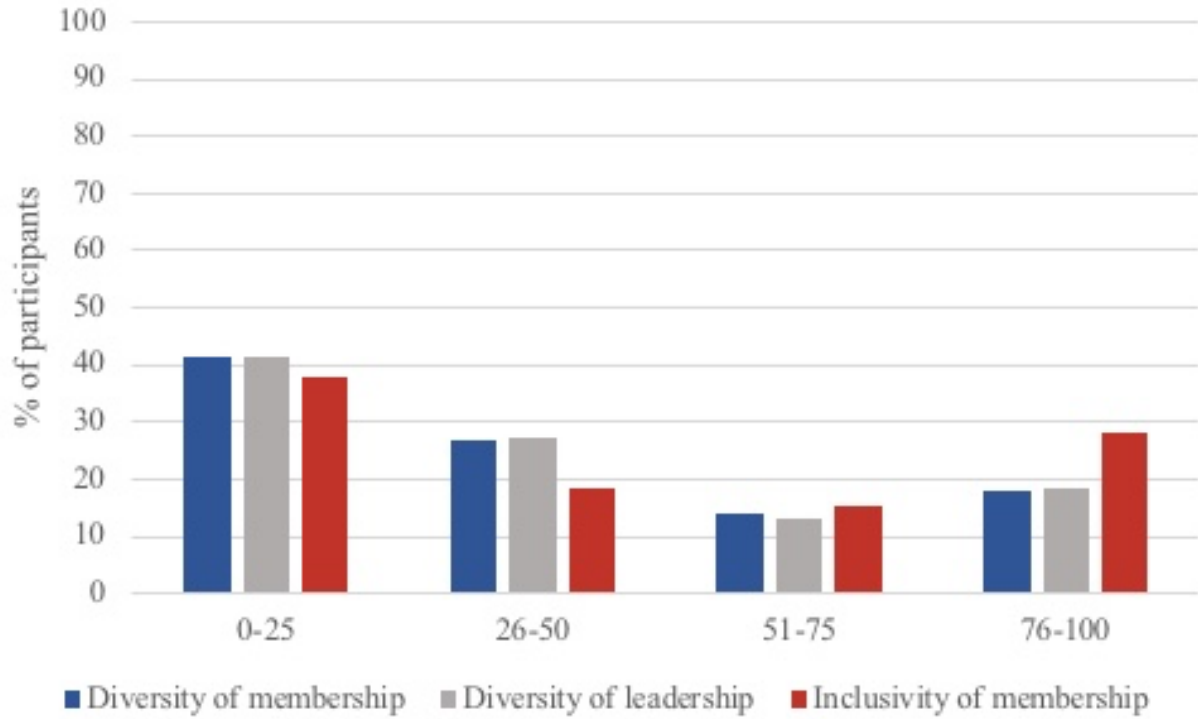


Figure 8

*Comparison of Perceived Level of Progress of AAAE toward Diversity and Inclusion (Scale of 0 to 100) related to Disciplines*

