The UW-UAW Equity Survey was developed and administered jointly between University of Washington and UAW 4121 to assess the prevalence of discrimination faced by UW Academic Student Employees (ASEs), as well as to better understand ASEs’ perceptions of equity and inclusion at UW and to strategize interventions. In this first year of the survey, results provide a troubling picture of UW’s climate for ASEs. However, they also offer a key opportunity for the University and Union to develop innovative, standard-setting programs that will place UW at the cutting edge of equity work nationwide.

**Experiences of Harassment**

The survey asked whether respondents had had particular behaviors directed at them: derogatory jokes based on identity; jokes or comments about the way they talk or their accent; explicit or suggestive comments; slurs; different treatment from others based on identity; unwelcome romantic or sexual advances; sexual advances that continued after they asked the person to stop; and sexual advance where they felt that something about their work was contingent on complying.

**Overall, 57% of the sample reported experiencing at least one of these behaviors.** Of the people who reported experiencing harassment, 78% reported having dismissive comments directed at them, and 74% reported experiencing different treatment from others in the department or group that seemed to be based on the person’s identity or some part of their identity.

**Reporting**

Overwhelmingly, survey participants who experienced some form of harassment in the past year did not get help, with **90% stating that they did not go to anyone to make a report or even to seek support.**

Further, 47% did not think that a report would be handled in a reasonable amount of time, 41% did not think they would be protected from retaliation, and 46% did not think they would be able to continue working with minimal interruptions.

These numbers jumped for people who had actually made a report to 73%, 67%, and 75% respectively. Additionally, very few people who used a UW reporting resources said they were ‘very satisfied’ with the process.
Inclusion & Career Development

Survey participants also reported overwhelming rates of uncertainty about the future and alienation at UW: 51.5% responded that in the past year, they have experienced persistent uncertainty about what they need to do to succeed in their chosen career path, and 49% responded that they felt they didn’t belong at UW.

Across demographics, binary and non-binary trans ASEs and queer ASEs experienced the highest rates of thoughts they might drop out of UW because they weren’t receiving the support they needed.

Survey responses indicate a few key factors that contribute to these dynamics:

- **First**, participants link their experiences with negative dynamics to underrepresentation of their identity group.
- **Second**, participants report feeling unprepared for pursuing their career after graduation.
- **Third**, participants report needing clearer communication and expectations from advisors, and more clarity about how to find mentorship.
- **Fourth**, participants report that their advisors are not sufficiently attentive to their needs or don’t know how to support their specific goals.

**Recommendations**

**Inclusion**
- Increase sustained programming and support for binary and non-binary trans ASEs, queer ASEs, women, Hispanic/Latinx ASEs, black ASEs, and native ASEs.
- Make interventions to address ASEs’ persistent uncertainty about how to succeed in their chosen career path, including by making improvements to mentorship practices, representation, career development, etc.

**Reporting**
- Increase awareness of support and reporting resources for both ASEs and faculty/staff.
- Improve reporting processes to minimize retaliation and negative career impacts, improve timeliness, minimize delays to degree progress, and increase accountability.
- Take measures to increase community buy-in and enhance building a culture of prevention at UW.

**Access**
- Increase the number and locations of lactation stations and all-gender bathrooms.
- Increase the ease and transparency of securing accommodations for a disability.