



Results of the LGBTQ Resource Center Survey to Faculty and Staff



Administered Spring 2022

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7 July 2022

An Overview of the UNM LGBTQ Resource Center



- Confidential advocacy
- Notable Programs
 - HIV Testing
 - Counseling
- Student Peer Groups
- Safe Zone Workshops
- Services for students, faculty and staff
- Works collaboratively with AASS, AISS, AAPIRC, EI Centro, WRC, ARC, VRC



Needs Assessment Survey to LGBTQIA+ Staff and Faculty

- Administered by DEI and the LGBTQ Resource Center (RC) via Qualtrics software
- The RC survey was open 4.19.22-5.11.22.
- 360 individuals began the survey and 289 provided their consent to continue the survey.
- Over 200 answered all or most demographic questions.
- Individuals who do not identify as LGBTQIA or as individuals for whom sexual orientation, gender identity, and expression (SOGIE) status is salient were removed from the substantive analysis. This resulted in a reduction to 186 respondents.
- Survey language for all but one response was English.



LGBTQ-RC Survey Results: All Respondent's Primary Campus

UNM Campus	Number	Percentage
Albuquerque-Main	190	68%
Health Sciences Center	76	27%
Gallup, Los Alamos, Valencia, and Westside	8	3%
Taos	5	2%
Total	279	100%



LGBTQ-RC Survey Results: All Respondent's Primary Campus

UNM Campus	Number	Percentage
Albuquerque-Main	190	68%
Health Sciences Center	76	27%
Gallup-Taos	7	3%
Los Alamos-Valencia-Westside	6	2%
Total	279	100%



LGBTQ-RC Survey Results: Queer & Trans Respondents' Primary Campus

UNM Campus	Number	Percentage
Albuquerque-Main	125	64%
Health Sciences Center	59	30%
Gallup-Taos	5	3%
Los Alamos-Valencia-Westside	5	3%
Total	194	100%



LGBTQ-RC Survey Results: Respondent's Primary Role at UNM

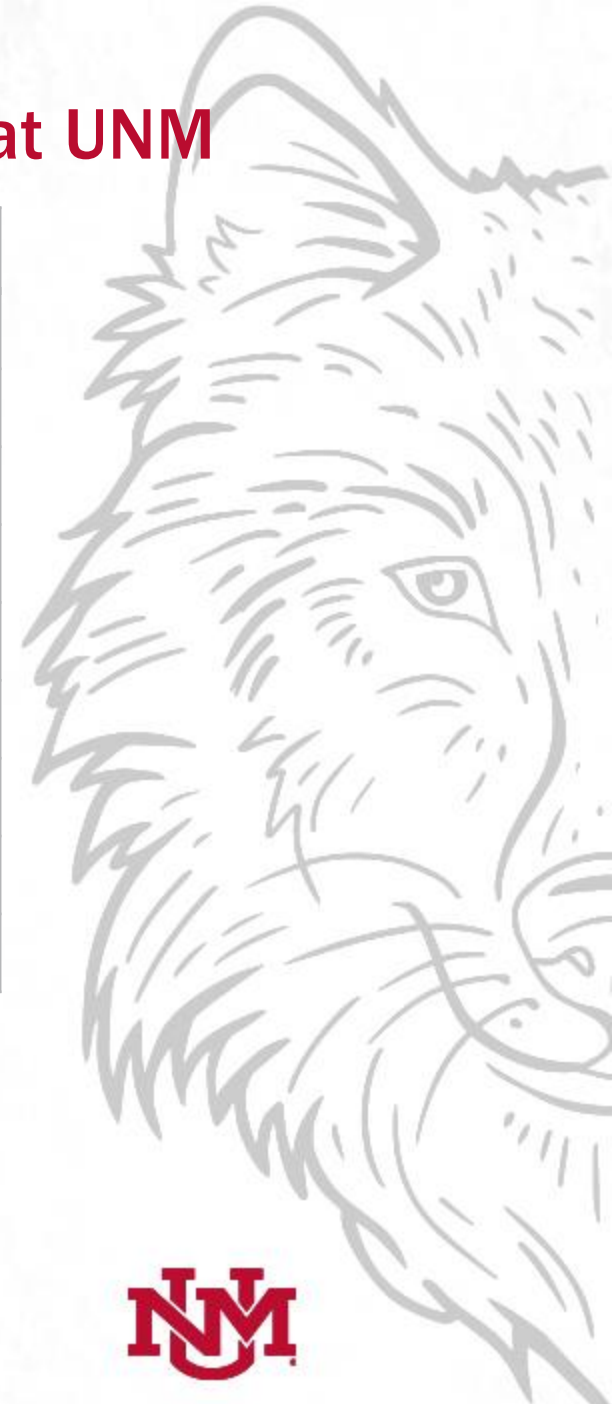
Primary Role at UNM	Number	Percentage
Faculty - Tenure System	75	27%
Faculty - Full-Time not in tenure system	19	7%
Postdoctoral Fellow or Prefer not to answer**	6	2%
Part-Time Instructor	13	5%
Staff Full-Time	135	48%
Staff Part-Time	7	3%
Student***	17	6%
Other*	7	3%
Total	279	100%

Notes:

*Other categories: Graduate Assistants, Lecturer III, respondents with multiple roles; UNM Foundation

**Postdoctoral fellows and those who preferred not to answer are collapsed due to low numbers of responses.

*** Students were not the focus of this survey. Their responses are excluded in this report if they were not also staff or faculty.

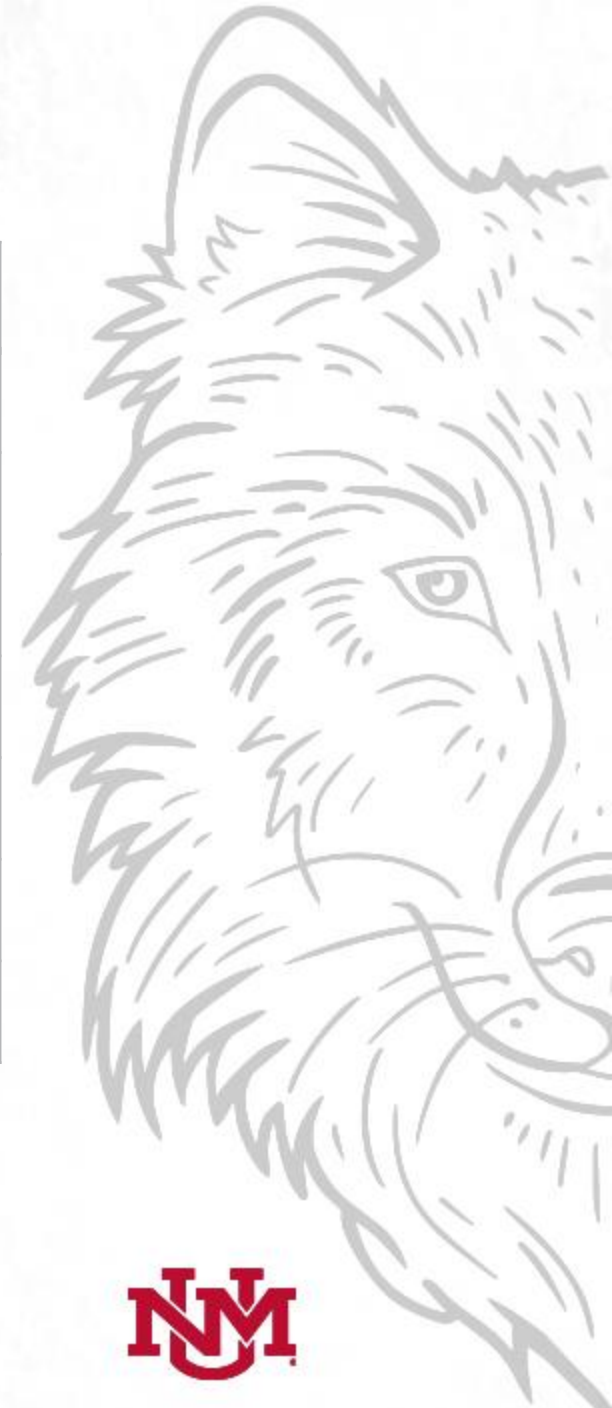


LGBTQ-RC Survey Results: Queer and Trans Respondents' Primary Role at UNM

Primary Role at UNM	Number	Percentage
Faculty - Tenure System	50	26%
Faculty - Full-Time not in tenure system	13	7%
Postdoctoral Fellow or Prefer not to answer*	3	2%
Part-Time Instructor	12	6%
Staff Full-Time	109	56%
Staff Part-Time	7	4%
Total	194	100%

Notes:

*Postdoctoral fellows and those who preferred not to answer are collapsed due to low numbers of responses.



LGBTQ-RC Survey Results: Respondent's Sexual Orientation

Sexual Orientation	Number	Percentage
Asexual	9	3%
Bisexual	36	13%
Closeted	2	1%
Fluid	1	0%
Gay	47	17%
I don't see myself on this list*	10	4%
Lesbian	50	18%
Pansexual	10	4%
Prefer not to answer	6	2%
Queer	41	15%
Questioning/I am figuring it out	2	1%
Straight	64	23%
Total	278	100%

Note: This slide is for internal use only.

*See the next slide for open responses to this question



LGBTQ-RC Survey Results: Queer & Trans Respondents' Sexual Orientation

Sexual Orientation	Number	Percentage
Asexual	6	3%
Bisexual	34	18%
Gay	46	24%
I don't see myself on this list*	5	3%
Lesbian	48	25%
Pansexual/Fluid	12	6%
Prefer not to answer	5	3%
Queer	34	18%
Closeted/Questioning/I am figuring it out	3	2%
Total	193	100%

Notes: Some categories collapsed for public view.

*See next slide for open responses to this question.



LGBTQ-RC Survey Results: Respondent's Gender Identity

Gender Identity	Number	Percentage
Gender Non-Conforming	9	4%
I am figuring it out	36	17%
I don't see myself on this list*	47	22%
Man	10	5%
Non-Binary	50	24%
Trans Man	11	5%
Trans Woman	6	3%
Woman	41	20%
Total	278	100%

Notes: Some categories collapsed for public view.

*See next slide for open responses to this question.

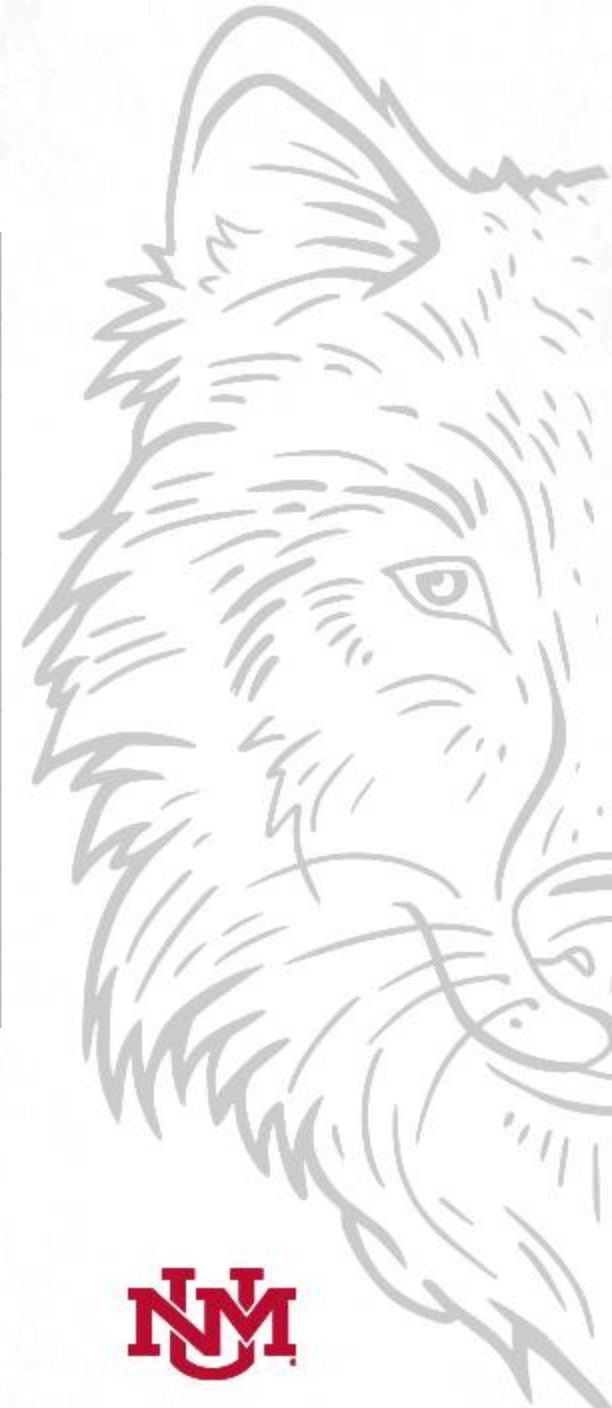


LGBTQ-RC Survey Results: Queer & Trans Respondents' Gender Identity

Gender Identity	Number	Percentage
Gender Non-Conforming	2	1%
I am figuring it out	2	1%
I don't see myself on this list*	6	3%
Man	54	29%
Non-Binary	16	9%
Trans Man	6	3%
Trans Woman	2	1%
Woman	98	53%
Total	186	100%

Notes: Some categories collapsed for public view.

*See next slide for open responses to this question.



LGBTQ-RC Survey Results: Affirmed Pronouns

Pronouns	Number	Percentage
He/Him/His	55	30%
Hir/Ze	1	1%
I am figuring it out	2	1%
I don't see myself in this list*	14	8%
She/Her/Hers	100	54%
They/Them/Theirs	13	7%
Total	185	100%

Note: *See open ended responses on the next slide.



LGBTQ-RC Survey Results: Affirmed Pronouns (Open-Ended Responses)

Pronouns (Open Ended)
He/Him/They
He/they/ze/moon/light
No pronouns (use my name)
She/her is fine but they/them is also fine
She/They*
Pronouns don't matter to me
Total

Note: *Also includes They/She



LGBTQ-RC Survey Results: Hispanic Ethnicity

Hispanic Ethnicity	Number	Percentage
Hispanic, Latino or of Spanish Origin	39	21%
Not Hispanic	145	79%
Total	184	100%

Notes: Latinidad was described expansively by respondents. Examples included NuevoMexicana/o/e/x, Chicana/o/e/x, Mexicana/o/e/x American, Mexicana/o/e/x, Puerto Rican, etc. These responses were “check all that apply”.

Due to ability to check all that apply all responses were fewer than 10, with exception of Mexicana/o/e/x American (14 responses).



LGBTQ-RC Survey Results: Notes on Race

Race	Number	Percentage
American Indian	5	3%
Asian or Asian American and Pacific Islander (AAPI)	9	5%
Black, African American, MENA	6	3%
Hispanic, Latino or of Spanish Origin	39	20%
Multiracial	22	11%
White	149	79%
I don't see myself in this list	2	1%

Note: Race was "check all that apply", resulting in few categories per cell. Race was asked separately from Hispanic Ethnicity. In response to race, 156 respondents indicated white only, 7 included American Indian alone or in addition to other categories, 10 AAPI alone or in addition to other categories, 6 Black alone or in addition to other categories, and 20 Multiracial alone or in addition to other categories. Three respondents said they did not see themselves listed. All constructive open-ended responses to race indicated they were Latino, Hispanic, or from Spain.



LGBTQ-RC Survey Results: Highest Level of Education

Educational Level	Number	Percentage
Ph.D.	31	17%
Other Terminal Degree (MFA, JD, PharmD, MD)—not Ph.D.	25	13%
Master's Degree	85	46%
Bachelor's Degree	33	18%
Associate Degree	4	2%
Some College	7	4%
High School	1	1%
Total	186	100%



LGBTQ-RC Survey Results: First-Generation College

First-Generation College	Number	Percentage
Yes	67	36%
No	115	62%
Unsure	2	1%
I prefer not to answer	2	1%
Total	186	100%

Survey Question: Are/were you a first-generation college student?
(Note: If at least one parent or guardian graduated with a baccalaureate degree, you are/were not a first-generation college student.)



LGBTQ-RC Survey Results: Current UNM Student?

Current UNM Student?	Number	Percentage
No	160	86%
Yes, at UNM as a full-time graduate	4	2%
Yes, at UNM as a full-time undergraduate	1	1%
Yes, at UNM as a part-time graduate	13	7%
Yes, at UNM as part-time undergraduate	8	4%
Total	186	100%



LGBTQ-RC Survey Results: Do you identify as an Individual with a Disability?

Person with a Disability	Number	Percentage
Yes	40	22%
No	130	70%
Unsure	10	5%
I prefer not to answer	6	3%
Total	186	100%



LGBTQ-RC Survey Results: Are you Military-Affiliated?

Military-Affiliated	Number	Percentage
Yes	16	9%
No	170	91%
Total	186	100%

Survey Question: Are you military-affiliated? (Note: Military-affiliated includes Veterans, service in the US military, or a close family member that served in the military.)



LGBTQ-RC Survey Results: Have you disclosed your SOGIE (Sexual Orientation, Gender Identity and Expression)?

SOGIE Disclosure	Number	Percentage
Yes	143	78%
No	40	22%
Total	186	100%



LGBTQ-RC Survey Results: If you have disclosed your SOGIE, do you feel supported by your colleagues?

Supported by Colleagues	Number	Percentage
Yes	129	91.5%
No	12	8.5%
Total	141	100%



LGBTQ-RC Survey Results: Have you ever felt unsafe disclosing your SOGIE (Sexual Orientation, Gender Identity and Expression)?

SOGIE Disclosure	Number	Percentage
Yes	111	60%
No	73	40%
Total	184	100%

Survey Q: Have you ever felt unsafe disclosing your SOGIE (Sexual Orientation, Gender Identity and Expression) information in any of the following ways: physical safety, professional reputation and security, safety from harassment and bullying, emotional/psychological safety, concerns with potential to be excluded from opportunities, other?



LGBTQ-RC Survey Results: Have you ever had your SOGIE disclosed to other individuals without your permission (e.g. have you been outed)?

SOGIE Disclosure	Number	Percentage
Yes	73	41%
No	104	59%
Total	177	100%



LGBTQ-RC Survey Results: Are you out at work but not socially?

Out at work?	Number	Percentage
Yes	8	4%
No, I am not out	36	20%
No, I am out at work but not socially	126	71%
I prefer not to answer	8	4%
Total	178	100%





Upstander Workshops



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