

**Appendix 4 (as supplied by the authors): Physician response to individual WBI survey questions**

	Have you felt burned out from your work			Have you worried that work is hardening you emotionally			Have you often felt bothered by feeling down, depressed, or hopeless		
	Yes (N=83)	No (N=44)	P-value	Yes (N=61)	No (N=66)	P-value	Yes (N=37)	No (N=90)	P-value
<b>Gender, n (%)</b>			0.52			0.65			0.76
Male	57 (63.3%)	33 (36.7%)		44 (48.9%)	46 (51.1%)		25 (27.8%)	65 (72.2%)	
Female	25 (69.4%)	11 (30.6%)		16 (44.4%)	20 (55.6%)		11 (30.6%)	25 (69.4%)	
Missing	1	0		1	0		1	0	
<b>When did you graduate medical school, n (%)</b>			0.23			0.075			0.18
<2 years									
2-5 years	3 (100.0%)	0 (0.0%)		3 (100.0%)	0 (0.0%)		2 (66.7%)	1 (33.3%)	
6-10 years	10 (71.4%)	4 (28.6%)		9 (64.3%)	5 (35.7%)		6 (42.9%)	8 (57.1%)	
11-15 years	15 (78.9%)	4 (21.1%)		11 (57.9%)	8 (42.1%)		7 (36.8%)	12 (63.2%)	
16+ years	55 (60.4%)	36 (39.6%)		38 (41.8%)	53 (58.2%)		22 (24.2%)	69 (75.8%)	
<b>When did you begin working at UHN, n (%)</b>			0.14			0.16			0.29
<2 years	13 (72.2%)	5 (27.8%)		9 (50.0%)	9 (50.0%)		7 (38.9%)	11 (61.1%)	
2-5 years	16 (76.2%)	5 (23.8%)		13 (61.9%)	8 (38.1%)		7 (33.3%)	14 (66.7%)	
6-10 years	18 (78.3%)	5 (21.7%)		9 (39.1%)	14 (60.9%)		9 (39.1%)	14 (60.9%)	
11-15 years	15 (62.5%)	9 (37.5%)		15 (62.5%)	9 (37.5%)		7 (29.2%)	17 (70.8%)	
16+ years	21 (51.2%)	20 (48.8%)		15 (36.6%)	26 (63.4%)		7 (17.1%)	34 (82.9%)	
<b>Specialty, n (%)</b>			0.33			0.0074			0.35
Anaesthesia	25 (71.4%)	10 (28.6%)		25 (71.4%)	10 (28.6%)		12 (34.3%)	23 (65.7%)	
Cardiac Rehabilitation	1 (25.0%)	3 (75.0%)		1 (25.0%)	3 (75.0%)		1 (25.0%)	3 (75.0%)	
Cardiac Surgery	8 (80.0%)	2 (20.0%)		6 (60.0%)	4 (40.0%)		3 (30.0%)	7 (70.0%)	
Cardiology	33 (61.1%)	21 (38.9%)		17 (31.5%)	37 (68.5%)		14 (25.9%)	40 (74.1%)	
Medical Imaging	10 (71.4%)	4 (28.6%)		7 (50.0%)	7 (50.0%)		4 (28.6%)	10 (71.4%)	
Vascular Surgery	4 (50.0%)	4 (50.0%)		3 (37.5%)	5 (62.5%)		1 (12.5%)	7 (87.5%)	
Other	2 (100.0%)	0 (0.0%)		2 (100.0%)	0 (0.0%)		2 (100.0%)	0 (0.0%)	
<b>Rate satisfaction with the EMR, n (%)</b>			0.30			0.047			0.27
Very unsatisfied	18 (85.7%)	3 (14.3%)		14 (66.7%)	7 (33.3%)		9 (42.9%)	12 (57.1%)	
Somewhat unsatisfied	14 (63.6%)	8 (36.4%)		10 (45.5%)	12 (54.5%)		6 (27.3%)	16 (72.7%)	
Neutral	14 (63.6%)	8 (36.4%)		6 (27.3%)	16 (72.7%)		3 (13.6%)	19 (86.4%)	
Somewhat satisfied	30 (68.2%)	14 (31.8%)		27 (61.4%)	17 (38.6%)		16 (36.4%)	28 (63.6%)	
Very satisfied	5 (50.0%)	5 (50.0%)		4 (40.0%)	6 (60.0%)		3 (30.0%)	7 (70.0%)	
Missing	2	6		0	8		0	8	



	Have you felt burned out from your work		Have you worried that work is hardening you emotionally		Have you often felt bothered by feeling down, depressed, or hopeless	
<b>Somewhat / very satisfied with EMR (vs. neutral / unsatisfied), n (%)</b>	0.49		0.22		0.38	
Yes	35 (64.8%)	19 (35.2%)	31 (57.4%)	23 (42.6%)	19 (35.2%)	35 (64.8%)
No	46 (70.8%)	19 (29.2%)	30 (46.2%)	35 (53.8%)	18 (27.7%)	47 (72.3%)
Missing	2	6	0	8	0	8
<b>Staffing levels in this work setting are sufficient, n (%)</b>	0.0092		0.029		0.42	
Disagree strongly	29 (80.6%)	7 (19.4%)	24 (66.7%)	12 (33.3%)	15 (41.7%)	21 (58.3%)
Disagree somewhat	32 (76.2%)	10 (23.8%)	24 (57.1%)	18 (42.9%)	11 (26.2%)	31 (73.8%)
Neutral	4 (57.1%)	3 (42.9%)	3 (42.9%)	4 (57.1%)	3 (42.9%)	4 (57.1%)
Agree somewhat	11 (57.9%)	8 (42.1%)	6 (31.6%)	13 (68.4%)	5 (26.3%)	14 (73.7%)
Agree strongly	5 (33.3%)	10 (66.7%)	4 (26.7%)	11 (73.3%)	3 (20.0%)	12 (80.0%)
Missing	2	6	0	8	0	8
<b>Somewhat / strongly agree staffing levels in work setting are adequate (vs. neutral / somewhat or strongly disagree), n (%)</b>	0.0019		0.0026		0.26	
Yes	16 (47.1%)	18 (52.9%)	10 (29.4%)	24 (70.6%)	8 (23.5%)	26 (76.5%)
No	65 (76.5%)	20 (23.5%)	51 (60.0%)	34 (40.0%)	29 (34.1%)	56 (65.9%)
Missing	2	6	0	8	0	8
<b>I am treated fairly in the workplace, n (%)</b>	0.010		0.016		0.0026	
Disagree strongly	10 (100.0%)	0 (0.0%)	7 (70.0%)	3 (30.0%)	8 (80.0%)	2 (20.0%)
Disagree somewhat	17 (81.0%)	4 (19.0%)	16 (76.2%)	5 (23.8%)	9 (42.9%)	12 (57.1%)
Neutral	9 (60.0%)	6 (40.0%)	7 (46.7%)	8 (53.3%)	5 (33.3%)	10 (66.7%)
Agree somewhat	31 (72.1%)	12 (27.9%)	22 (51.2%)	21 (48.8%)	9 (20.9%)	34 (79.1%)
Agree strongly	14 (46.7%)	16 (53.3%)	9 (30.0%)	21 (70.0%)	6 (20.0%)	24 (80.0%)
Missing	2	6	0	8	0	8
<b>Somewhat / strongly agree I am treated fairly (vs. neutral / disagree), n (%)</b>	0.058		0.016		0.0017	
Yes	45 (61.6%)	28 (38.4%)	31 (42.5%)	42 (57.5%)	15 (20.5%)	58 (79.5%)
No	36 (78.3%)	10 (21.7%)	30 (65.2%)	16 (34.8%)	22 (47.8%)	24 (52.2%)
Missing	2	6	0	8	0	8

	Have you fallen asleep while sitting inactive in a public place			Have you felt that things were piling up so high you could not overcome them			Have you been bothered by emotional problems		
	Yes	No	P-value	Yes	No	P-value	Yes	No	P-value
<b>Gender, n (%)</b>			0.67			0.69			0.96
Male	17 (18.9%)	73 (81.1%)		44 (48.9%)	46 (51.1%)		48 (53.3%)	42 (46.7%)	
Female	8 (22.2%)	28 (77.8%)		19 (52.8%)	17 (47.2%)		19 (52.8%)	17 (47.2%)	
Missing	0	1		1	0		1	0	
<b>When did you graduate medical school, n (%)</b>			0.17			0.046			0.42
<2 years									
2-5 years	0 (0.0%)	3 (100.0%)		2 (66.7%)	1 (33.3%)		3 (100.0%)	0 (0.0%)	
6-10 years	0 (0.0%)	14 (100.0%)		7 (50.0%)	7 (50.0%)		8 (57.1%)	6 (42.9%)	
11-15 years	5 (26.3%)	14 (73.7%)		15 (78.9%)	4 (21.1%)		10 (52.6%)	9 (47.4%)	
16+ years	20 (22.0%)	71 (78.0%)		40 (44.0%)	51 (56.0%)		47 (51.6%)	44 (48.4%)	
<b>When did you begin working at UHN, n (%)</b>			0.43			0.10			0.085
<2 years	1 (5.6%)	17 (94.4%)		6 (33.3%)	12 (66.7%)		9 (50.0%)	9 (50.0%)	
2-5 years	3 (14.3%)	18 (85.7%)		15 (71.4%)	6 (28.6%)		16 (76.2%)	5 (23.8%)	
6-10 years	6 (26.1%)	17 (73.9%)		13 (56.5%)	10 (43.5%)		13 (56.5%)	10 (43.5%)	
11-15 years	5 (20.8%)	19 (79.2%)		9 (37.5%)	15 (62.5%)		14 (58.3%)	10 (41.7%)	
16+ years	10 (24.4%)	31 (75.6%)		21 (51.2%)	20 (48.8%)		16 (39.0%)	25 (61.0%)	
<b>Specialty, n (%)</b>			0.10			0.88			0.16
Anaesthesia	8 (22.9%)	27 (77.1%)		20 (57.1%)	15 (42.9%)		23 (65.7%)	12 (34.3%)	
Cardiac Rehabilitation	0 (0.0%)	4 (100.0%)		1 (25.0%)	3 (75.0%)		3 (75.0%)	1 (25.0%)	
Cardiac Surgery	4 (40.0%)	6 (60.0%)		6 (60.0%)	4 (40.0%)		4 (40.0%)	6 (60.0%)	
Cardiology	7 (13.0%)	47 (87.0%)		25 (46.3%)	29 (53.7%)		24 (44.4%)	30 (55.6%)	
Medical Imaging	2 (14.3%)	12 (85.7%)		7 (50.0%)	7 (50.0%)		6 (42.9%)	8 (57.1%)	
Vascular Surgery	4 (50.0%)	4 (50.0%)		4 (50.0%)	4 (50.0%)		6 (75.0%)	2 (25.0%)	
Other	0 (0.0%)	2 (100.0%)		1 (50.0%)	1 (50.0%)		2 (100.0%)	0 (0.0%)	
<b>Rate satisfaction with the EMR, n (%)</b>			0.57			0.77			0.87
Very unsatisfied	3 (14.3%)	18 (85.7%)		13 (61.9%)	8 (38.1%)		12 (57.1%)	9 (42.9%)	
Somewhat unsatisfied	3 (13.6%)	19 (86.4%)		11 (50.0%)	11 (50.0%)		12 (54.5%)	10 (45.5%)	
Neutral	7 (31.8%)	15 (68.2%)		12 (54.5%)	10 (45.5%)		10 (45.5%)	12 (54.5%)	
Somewhat satisfied	10 (22.7%)	34 (77.3%)		21 (47.7%)	23 (52.3%)		26 (59.1%)	18 (40.9%)	
Very satisfied	2 (20.0%)	8 (80.0%)		4 (40.0%)	6 (60.0%)		5 (50.0%)	5 (50.0%)	
Missing	0	8		3	5		3	5	

	Have you fallen asleep while sitting inactive in a public place		Have you felt that things were piling up so high you could not overcome them		Have you been bothered by emotional problems	
<b>Somewhat / very satisfied with EMR (vs. neutral / unsatisfied), n (%)</b>	0.77		0.32		0.58	
Yes	12 (22.2%)	42 (77.8%)	25 (46.3%)	29 (53.7%)	31 (57.4%)	23 (42.6%)
No	13 (20.0%)	52 (80.0%)	36 (55.4%)	29 (44.6%)	34 (52.3%)	31 (47.7%)
Missing	0	8	3	5	3	5
<b>Staffing levels in this work setting are sufficient, n (%)</b>	0.42		0.0022		0.10	
Disagree strongly	7 (19.4%)	29 (80.6%)	27 (75.0%)	9 (25.0%)	26 (72.2%)	10 (27.8%)
Disagree somewhat	10 (23.8%)	32 (76.2%)	22 (52.4%)	20 (47.6%)	19 (45.2%)	23 (54.8%)
Neutral	0 (0.0%)	7 (100.0%)	3 (42.9%)	4 (57.1%)	3 (42.9%)	4 (57.1%)
Agree somewhat	6 (31.6%)	13 (68.4%)	5 (26.3%)	14 (73.7%)	8 (42.1%)	11 (57.9%)
Agree strongly	2 (13.3%)	13 (86.7%)	4 (26.7%)	11 (73.3%)	9 (60.0%)	6 (40.0%)
Missing	0	8	3	5	3	5
<b>Somewhat / strongly agree staffing levels in work setting are adequate (vs. neutral / somewhat or strongly disagree), n (%)</b>	0.67		0.0006		0.52	
Yes	8 (23.5%)	26 (76.5%)	9 (26.5%)	25 (73.5%)	17 (50.0%)	17 (50.0%)
No	17 (20.0%)	68 (80.0%)	52 (61.2%)	33 (38.8%)	48 (56.5%)	37 (43.5%)
Missing	0	8	3	5	3	5
<b>I am treated fairly in the workplace, n (%)</b>	0.62		0.63		0.076	
Disagree strongly	1 (10.0%)	9 (90.0%)	6 (60.0%)	4 (40.0%)	9 (90.0%)	1 (10.0%)
Disagree somewhat	4 (19.0%)	17 (81.0%)	12 (57.1%)	9 (42.9%)	13 (61.9%)	8 (38.1%)
Neutral	5 (33.3%)	10 (66.7%)	9 (60.0%)	6 (40.0%)	9 (60.0%)	6 (40.0%)
Agree somewhat	10 (23.3%)	33 (76.7%)	22 (51.2%)	21 (48.8%)	22 (51.2%)	21 (48.8%)
Agree strongly	5 (16.7%)	25 (83.3%)	12 (40.0%)	18 (60.0%)	12 (40.0%)	18 (60.0%)
Missing	0	8	3	5	3	5
<b>Somewhat / strongly agree I am treated fairly (vs. neutral / disagree), n (%)</b>	0.88		0.20		0.026	
Yes	15 (20.5%)	58 (79.5%)	34 (46.6%)	39 (53.4%)	34 (46.6%)	39 (53.4%)
No	10 (21.7%)	36 (78.3%)	27 (58.7%)	19 (41.3%)	31 (67.4%)	15 (32.6%)
Missing	0	8	3	5	3	5

	Has physical health interfered with your ability to do daily work			Work I do is meaningful to me (categorized)			
	Yes	No	P-value	1-2	3-5	6-7	P-value
<b>Gender, n (%)</b>			0.16				0.78
Male	13 (14.4%)	77 (85.6%)		1 (1.1%)	19 (21.1%)	70 (77.8%)	
Female	9 (25.0%)	27 (75.0%)		1 (2.8%)	7 (19.4%)	28 (77.8%)	
Missing	0	1		0	0	1	
<b>When did you graduate medical school, n (%)</b>			0.50				0.27
<2 years							
2-5 years	1 (33.3%)	2 (66.7%)		0 (0.0%)	2 (66.7%)	1 (33.3%)	
6-10 years	3 (21.4%)	11 (78.6%)		1 (7.1%)	3 (21.4%)	10 (71.4%)	
11-15 years	5 (26.3%)	14 (73.7%)		0 (0.0%)	3 (15.8%)	16 (84.2%)	
16+ years	13 (14.3%)	78 (85.7%)		1 (1.1%)	18 (19.8%)	72 (79.1%)	
<b>When did you begin working at UHN, n (%)</b>			0.93				0.88
<2 years	3 (16.7%)	15 (83.3%)		0 (0.0%)	5 (27.8%)	13 (72.2%)	
2-5 years	5 (23.8%)	16 (76.2%)		1 (4.8%)	5 (23.8%)	15 (71.4%)	
6-10 years	4 (17.4%)	19 (82.6%)		0 (0.0%)	4 (17.4%)	19 (82.6%)	
11-15 years	4 (16.7%)	20 (83.3%)		0 (0.0%)	5 (20.8%)	19 (79.2%)	
16+ years	6 (14.6%)	35 (85.4%)		1 (2.4%)	7 (17.1%)	33 (80.5%)	
<b>Specialty, n (%)</b>			0.33				0.022
Anaesthesia	7 (20.0%)	28 (80.0%)		2 (5.7%)	12 (34.3%)	21 (60.0%)	
Cardiac Rehabilitation	1 (25.0%)	3 (75.0%)		0 (0.0%)	0 (0.0%)	4 (100.0%)	
Cardiac Surgery	4 (40.0%)	6 (60.0%)		0 (0.0%)	0 (0.0%)	10 (100.0%)	
Cardiology	7 (13.0%)	47 (87.0%)		0 (0.0%)	9 (16.7%)	45 (83.3%)	
Medical Imaging	3 (21.4%)	11 (78.6%)		0 (0.0%)	1 (7.1%)	13 (92.9%)	
Vascular Surgery	0 (0.0%)	8 (100.0%)		0 (0.0%)	2 (25.0%)	6 (75.0%)	
Other	0 (0.0%)	2 (100.0%)		0 (0.0%)	2 (100.0%)	0 (0.0%)	
<b>Rate satisfaction with the EMR, n (%)</b>			0.89				0.31
Very unsatisfied	3 (14.3%)	18 (85.7%)		1 (4.8%)	8 (38.1%)	12 (57.1%)	
Somewhat unsatisfied	3 (13.6%)	19 (86.4%)		0 (0.0%)	4 (18.2%)	18 (81.8%)	
Neutral	4 (18.2%)	18 (81.8%)		0 (0.0%)	2 (9.1%)	20 (90.9%)	
Somewhat satisfied	10 (22.7%)	34 (77.3%)		1 (2.3%)	11 (25.0%)	32 (72.7%)	
Very satisfied	2 (20.0%)	8 (80.0%)		0 (0.0%)	1 (10.0%)	9 (90.0%)	
Missing	0	8		0	0	8	

**Has physical health interfered with your ability to do daily work**

**Work I do is meaningful to me (categorized)**

<b>Somewhat / very satisfied with EMR (vs. neutral / unsatisfied), n (%)</b>	0.34		0.99		
Yes	12 (22.2%)	42 (77.8%)	1 (1.9%)	12 (22.2%)	41 (75.9%)
No	10 (15.4%)	55 (84.6%)	1 (1.5%)	14 (21.5%)	50 (76.9%)
Missing	0	8	0	0	8
<b>Staffing levels in this work setting are sufficient, n (%)</b>	0.21		0.34		
Disagree strongly	9 (25.0%)	27 (75.0%)	1 (2.8%)	12 (33.3%)	23 (63.9%)
Disagree somewhat	10 (23.8%)	32 (76.2%)	1 (2.4%)	8 (19.0%)	33 (78.6%)
Neutral	0 (0.0%)	7 (100.0%)	0 (0.0%)	1 (14.3%)	6 (85.7%)
Agree somewhat	1 (5.3%)	18 (94.7%)	0 (0.0%)	5 (26.3%)	14 (73.7%)
Agree strongly	2 (13.3%)	13 (86.7%)	0 (0.0%)	0 (0.0%)	15 (100.0%)
Missing	0	8	0	0	8
<b>Somewhat / strongly agree staffing levels in work setting are adequate (vs. neutral / somewhat or strongly disagree), n(%)</b>	0.086		0.30		
Yes	3 (8.8%)	31 (91.2%)	0 (0.0%)	5 (14.7%)	29 (85.3%)
No	19 (22.4%)	66 (77.6%)	2 (2.4%)	21 (24.7%)	62 (72.9%)
Missing	0	8	0	0	8
<b>I am treated fairly in the workplace, n (%)</b>	0.059		0.0038		
Disagree strongly	5 (50.0%)	5 (50.0%)	1 (10.0%)	3 (30.0%)	6 (60.0%)
Disagree somewhat	3 (14.3%)	18 (85.7%)	0 (0.0%)	10 (47.6%)	11 (52.4%)
Neutral	4 (26.7%)	11 (73.3%)	1 (6.7%)	1 (6.7%)	13 (86.7%)
Agree somewhat	7 (16.3%)	36 (83.7%)	0 (0.0%)	10 (23.3%)	33 (76.7%)
Agree strongly	3 (10.0%)	27 (90.0%)	0 (0.0%)	2 (6.7%)	28 (93.3%)
Missing	0	8	0	0	8
<b>Somewhat / strongly agree I am treated fairly (vs. neutral / disagree), n (%)</b>	0.090		0.031		
Yes	10 (13.7%)	63 (86.3%)	0 (0.0%)	12 (16.4%)	61 (83.6%)
No	12 (26.1%)	34 (73.9%)	2 (4.3%)	14 (30.4%)	30 (65.2%)
Missing	0	8	0	0	8

**Work schedule leaves enough time for personal life  
(categorized)**

	1-2	3	4-5	P-value
<b>Gender, n (%)</b>				0.63
Male	53 (58.9%)	20 (22.2%)	17 (18.9%)	
Female	18 (50.0%)	9 (25.0%)	9 (25.0%)	
Missing	1	0	0	
<b>When did you graduate medical school, n (%)</b>				0.66
<2 years				
2-5 years	2 (66.7%)	0 (0.0%)	1 (33.3%)	
6-10 years	7 (50.0%)	5 (35.7%)	2 (14.3%)	
11-15 years	13 (68.4%)	4 (21.1%)	2 (10.5%)	
16+ years	50 (54.9%)	20 (22.0%)	21 (23.1%)	
<b>When did you begin working at UHN, n (%)</b>				0.079
<2 years	7 (38.9%)	7 (38.9%)	4 (22.2%)	
2-5 years	15 (71.4%)	5 (23.8%)	1 (4.8%)	
6-10 years	16 (69.6%)	3 (13.0%)	4 (17.4%)	
11-15 years	14 (58.3%)	7 (29.2%)	3 (12.5%)	
16+ years	20 (48.8%)	7 (17.1%)	14 (34.1%)	
<b>Specialty, n (%)</b>				0.064
Anaesthesia	25 (71.4%)	8 (22.9%)	2 (5.7%)	
Cardiac Rehabilitation	0 (0.0%)	2 (50.0%)	2 (50.0%)	
Cardiac Surgery	6 (60.0%)	1 (10.0%)	3 (30.0%)	
Cardiology	30 (55.6%)	12 (22.2%)	12 (22.2%)	
Medical Imaging	4 (28.6%)	6 (42.9%)	4 (28.6%)	
Vascular Surgery	6 (75.0%)	0 (0.0%)	2 (25.0%)	
Other	1 (50.0%)	0 (0.0%)	1 (50.0%)	
<b>Rate satisfaction with EMR, n (%)</b>				0.060
Very unsatisfied	17 (81.0%)	2 (9.5%)	2 (9.5%)	
Somewhat unsatisfied	13 (59.1%)	4 (18.2%)	5 (22.7%)	
Neutral	11 (50.0%)	8 (36.4%)	3 (13.6%)	
Somewhat satisfied	26 (59.1%)	12 (27.3%)	6 (13.6%)	
Very satisfied	4 (40.0%)	1 (10.0%)	5 (50.0%)	
Missing	1	2	5	
<b>Somewhat / very satisfied with EMR (vs. neutral / unsatisfied), n (%)</b>				0.68
Yes	30 (55.6%)	13 (24.1%)	11 (20.4%)	
No	41 (63.1%)	14 (21.5%)	10 (15.4%)	
Missing	1	2	5	



**Work schedule leaves enough time for personal life  
(categorized)**

<b>Staffing levels in this work setting are sufficient, n (%)</b>				0.046
Disagree strongly	26 (72.2%)	6 (16.7%)	4 (11.1%)	
Disagree somewhat	28 (66.7%)	8 (19.0%)	6 (14.3%)	
Neutral	3 (42.9%)	3 (42.9%)	1 (14.3%)	
Agree somewhat	10 (52.6%)	6 (31.6%)	3 (15.8%)	
Agree strongly	4 (26.7%)	4 (26.7%)	7 (46.7%)	
Missing	1	2	5	
<b>Somewhat / strongly agree staffing levels in work setting are adequate (vs. neutral / somewhat or strongly disagree), n (%)</b>				0.025
Yes	14 (41.2%)	10 (29.4%)	10 (29.4%)	
No	57 (67.1%)	17 (20.0%)	11 (12.9%)	
Missing	1	2	5	
<b>I am treated fairly in the workplace, n (%)</b>				0.0038
Disagree strongly	9 (90.0%)	0 (0.0%)	1 (10.0%)	
Disagree somewhat	15 (71.4%)	3 (14.3%)	3 (14.3%)	
Neutral	9 (60.0%)	5 (33.3%)	1 (6.7%)	
Agree somewhat	30 (69.8%)	7 (16.3%)	6 (14.0%)	
Agree strongly	8 (26.7%)	12 (40.0%)	10 (33.3%)	
Missing	1	2	5	
<b>Somewhat / strongly agree I am treated fairly (vs. neutral / disagree), n (%)</b>				0.09
Yes	38 (52.1%)	19 (26.0%)	16 (21.9%)	
No	33 (71.7%)	8 (17.4%)	5 (10.9%)	
Missing	1	2	5	