UC Berkeley
Campus Climate Survey
Summary Results

Presentation to
Vice Chancellor for Administration & Finance
Leadership Group

Gibor Basri, VC Equity & Inclusion
Liz Halimah, Chief of Staff
April 21, 2014
What is Campus Climate?

• “The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential.”

  -- Rankin & Associates Consulting

• “Diversity and inclusion efforts are not complete unless they also address climate [and] addressing campus climate is an important and necessary component in any comprehensive plan for diversity.”

  -- Regents’ Study Group on University Diversity
Overview

• UC-wide survey was unprecedented. 104,000 responses UC-wide; 13,000 responses at Berkeley.

• 24% overall response rate.
  ➢ 20% for undergrads
  ➢ 26% for Grad students
  ➢ 48% for non-union staff
  ➢ 28% for union staff
  ➢ 30% for faculty

• The Berkeley survey instrument contained 115 questions.
Climate Survey Findings

• Positive news
  – 3 out of 4 of respondents were comfortable or very comfortable with the climate at UCB

• But we need to do better
  – 1 out of 4 respondents reported experiencing exclusionary behavior
  – Minority groups were less comfortable and more likely to experience exclusionary behavior
  – 4% of respondents experienced unwanted physical sexual contact

• Berkeley’s results are similar to other UC campuses
Climate Comfort Rate, by Position

Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Position

- Postdocs/Trainees (n = 299) - 82%
- Graduate Students (n = 2,628) - 78%
- Undergraduate Students (n = 5,300) - 78%
- Faculty (n = 973) - 72%
- Staff (n = 3,792) - 64%

Campus Average (76%)

Source: UC Berkeley Campus Climate Survey, 2013
Climate Comfort Rate by Race/Ethnicity

*Comfortable and Very Comfortable* Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Comfortable and Very Comfortable Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian (n = 4,414)</td>
<td>80%</td>
</tr>
<tr>
<td>White (n = 7,039)</td>
<td>76%</td>
</tr>
<tr>
<td>Middle Eastern/North African (n = 649)</td>
<td>74%</td>
</tr>
<tr>
<td>Chicano/Latino (n = 1,476)</td>
<td>72%</td>
</tr>
<tr>
<td>Pacific Islander (n = 68)</td>
<td>65%</td>
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<tr>
<td>Native American/Alaska Native (n = 230)</td>
<td>60%</td>
</tr>
<tr>
<td>Other (n = 118)</td>
<td>58%</td>
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<tr>
<td>African American (n = 641)</td>
<td>57%</td>
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</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013
Climate Comfort Rate by Gender Identity

*Comfortable and Very Comfortable* Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Gender Identity

- Men (n = 5,332): 79%
- Women (n = 7,497): 74%
- Genderqueer (n = 147): 66%
- Transgender (n = 45): 62%
- Other (n = 64): 45%

Campus Average (76%)

Source: UC Berkeley Campus Climate Survey, 2013
Climate Comfort Rate by Sexual Orientation

Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Sexual Orientation

- Heterosexual (n = 10,574): 77%
- Asexual (n = 398): 77%
- Gay (n = 450): 75%
- Bisexual (n = 474): 72%
- Lesbian (n = 209): 70%
- Questioning (n = 149): 67%
- Queer (n = 266): 62%
- Other (n = 185): 62%

Campus Average (76%)

Source: UC Berkeley Campus Climate Survey, 2013
Climate Comfort Rate by Disability

Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Disability

- No Disability (n = 9,522)
  - 78% Comfortable and Very Comfortable

- Disability (n = 2,388)
  - 68% Comfortable and Very Comfortable

Source: UC Berkeley Campus Climate Survey, 2013
Climate Comfort Rate by Religious Affinity

*Comfortable and Very Comfortable* Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Religious Affinity

<table>
<thead>
<tr>
<th>Religious Affiliation</th>
<th>Comfortable Responses (%)</th>
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<tbody>
<tr>
<td>Other Affiliation (n = 856)</td>
<td>79%</td>
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<tr>
<td>Muslim Affiliation (n = 187)</td>
<td>79%</td>
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<tr>
<td>No Affiliation (n = 6,636)</td>
<td>77%</td>
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<tr>
<td>Multiple Affiliations (n = 1,027)</td>
<td>76%</td>
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<tr>
<td>Jewish Affiliation (n = 433)</td>
<td>75%</td>
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<tr>
<td>Christian Affiliation (n = 3,252)</td>
<td>74%</td>
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</table>

Campus Average (76%)

Source: UC Berkeley Campus Climate Survey, 2013
### Overall Climate Comfort Rate - Undergraduate Students

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Very Comfortable</th>
<th>Comfortable</th>
<th>Neutral</th>
<th>Uncomfortable</th>
<th>Very Uncomfortable</th>
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<tbody>
<tr>
<td>Asian (n = 2,763)</td>
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<tr>
<td>White (n = 2,060)</td>
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<td>Pacific Islander (n = 27)</td>
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<td>Chicano/Latino (n = 684)</td>
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<td>Other (n = 34)</td>
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<td>African American (n = 158)</td>
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<thead>
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<tr>
<td>Men (n = 2,060)</td>
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<td>Women (n = 3,175)</td>
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<td>Genderqueer (n = 82)</td>
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<td>Other Affiliation (n = 400)</td>
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<tr>
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<td>Muslim Affiliation (n = 97)</td>
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<td>Multiple Affiliations (n = 400)</td>
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<td>Jewish Affiliation (n = 121)</td>
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<th>Disability Status</th>
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<th>Neutral</th>
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<td>Disability (n = 1,068)</td>
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<thead>
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<th>Sexual Orientation</th>
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<th>Very Uncomfortable</th>
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<tbody>
<tr>
<td>Heterosexual (n = 4,366)</td>
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<td>LGBQQO (n = 885)</td>
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Source: UC Berkeley Campus Climate Survey, 2013
## Overall Climate Comfort Rate – Staff

### Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Very Comfortable</th>
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<th>Uncomfortable</th>
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<tbody>
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<td>Asian (n = 718)</td>
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<td>White (n = 2,381)</td>
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<td>Chicano/Latino (n = 458)</td>
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<td>Middle Eastern/North African (n = 127)</td>
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<td>African American (n = 344)</td>
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<td>Pacific Islander (n = 30)</td>
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<td>Other (n = 47)</td>
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<tr>
<td>Men (n = 1,324)</td>
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<td>Women (n = 2,408)</td>
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<td>Genderqueer (n = 32)</td>
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<td>Other (n = 19)</td>
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<tr>
<td>Muslim Affiliation (n = 28)</td>
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<td>Jewish Affiliation (n = 135)</td>
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<tr>
<td>Multiple Affiliations (n = 283)</td>
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<tr>
<td>No Affiliation (n = 1,749)</td>
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<tr>
<td>Christian Affiliation (n = 1,121)</td>
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<td>Other Affiliation (n = 221)</td>
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<table>
<thead>
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<th>Disability Status</th>
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<th>Uncomfortable</th>
<th>Very Uncomfortable</th>
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<tbody>
<tr>
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<tr>
<td>Disability (n = 616)</td>
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<tbody>
<tr>
<td>LGBQQO (n = 635)</td>
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<tr>
<td>Heterosexual (n = 2,985)</td>
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</table>

Source: UC Berkeley Campus Climate Survey, 2013
### Department/Workplace Climate Comfort Rate – Staff

Responses to “How comfortable are you with the climate in your department/unit UC Berkeley?” by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Very Comfortable</th>
<th>Comfortable</th>
<th>Neutral</th>
<th>Uncomfortable</th>
<th>Very Uncomfortable</th>
<th>Staff Average (64%)</th>
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</thead>
<tbody>
<tr>
<td>Middle Eastern/North African (n = 128)</td>
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<tr>
<td>White (n = 2,386)</td>
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<tr>
<td>Asian (n = 720)</td>
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<tr>
<td>Chicano/Latino (n = 460)</td>
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<tr>
<td>African American (n = 345)</td>
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<tr>
<td>Pacific Islander (n = 30)</td>
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<tr>
<td>Other (n = 47)</td>
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<td>Native American/Alaska Native (n = 96)</td>
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<th>Very Uncomfortable</th>
<th>Staff Average (64%)</th>
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<tbody>
<tr>
<td>Transgender (n = 13)</td>
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<tr>
<td>Men (n = 1,327)</td>
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<tr>
<td>Other (n = 19)</td>
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<tr>
<td>Genderqueer (n = 32)</td>
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<tr>
<th>Religious Affiliation</th>
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<th>Staff Average (64%)</th>
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<tbody>
<tr>
<td>Muslim Affiliation (n = 28)</td>
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<tr>
<td>Jewish Affiliation (n = 134)</td>
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<td>Multiple Affiliations (n = 284)</td>
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<td>Christian Affiliation (n = 1,125)</td>
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<tr>
<td>Other Affiliation (n = 221)</td>
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<tr>
<th>Disability Status</th>
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<th>Uncomfortable</th>
<th>Very Uncomfortable</th>
<th>Staff Average (64%)</th>
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<tbody>
<tr>
<td>No Disability (n = 2,920)</td>
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<tr>
<td>Disability (n = 619)</td>
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<th>Staff Average (64%)</th>
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</thead>
<tbody>
<tr>
<td>Heterosexual (n = 2,990)</td>
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<tr>
<td>LGBQQO (n = 637)</td>
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Source: UC Berkeley Campus Climate Survey, 2013
Preliminary Findings on Work-Life

- 71% of all respondents said that the UC Berkeley values a diverse faculty.
- 77% said that the campus values a diverse staff.
- 57% faculty, staff, post-docs, and grad/professional students indicated that their supervisors provided them with resources to pursue professional development opportunities.
- 57% said that supervisors provided ongoing feedback to improve their performance.
- Fewer than 1 in 5 UC Berkeley employees had observed unfair or unjust hiring (17%), unfair or unjust disciplinary actions (7%), or unfair or unjust promotion/tenure/reclassification (17%).
Experienced Exclusionary Behavior Rate

• 1 in 4 respondents personally experienced exclusionary, intimidating, offensive and/or hostile conduct
  – 9% said this conduct interfered with their ability to work or learn
  – 16% said this conduct did not interfere with their ability to work or learn
  – The most common types of experience: “isolated”, “ignored”, or “intimidated/bullied”
Experienced Exclusionary Behavior Rate

Responses to "Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UC Berkeley?" by Position

![Bar chart showing the percentage of responses by position.](chart.png)

- **Staff (n = 3,788)**
  - Yes, and it interfered with my ability to work or learn: (percentage)
  - Yes, but it did not interfere with my ability to work or learn: (percentage)
  - No: (percentage)

- **Undergraduate Students (n = 5,299)**
  - Yes, and it interfered with my ability to work or learn: (percentage)
  - Yes, but it did not interfere with my ability to work or learn: (percentage)
  - No: (percentage)

- **Faculty (n = 974)**
  - Yes, and it interfered with my ability to work or learn: (percentage)
  - Yes, but it did not interfere with my ability to work or learn: (percentage)
  - No: (percentage)

- **Graduate Students (n = 2,625)**
  - Yes, and it interfered with my ability to work or learn: (percentage)
  - Yes, but it did not interfere with my ability to work or learn: (percentage)
  - No: (percentage)

- **Postdocs/Trainees (n = 299)**
  - Yes, and it interfered with my ability to work or learn: (percentage)
  - Yes, but it did not interfere with my ability to work or learn: (percentage)
  - No: (percentage)

*Source: UC Berkeley Campus Climate Survey, 2013*
Experienced Exclusionary Behavior Rate – Undergraduate Students

Responses to “Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UC Berkeley?” by Affinity Group

- Yes, and it interfered with my ability to work or learn
- Yes, but it did not interfere with my ability to work or learn
- No

Race/Ethnicity
- Other (n = 34)
- African American (n = 157)
- Native American/Alaska Native (n = 89)
- Pacific Islander (n = 27)
- Chicano/Latino (n = 684)
- Middle Eastern/North African (n = 293)
- White (n = 2,058)
- Asian (n = 2,764)

Gender Identity
- Other (n = 33)
- Genderqueer (n = 82)
- Transgender (n = 27)
- Women (n = 3,171)
- Men (n = 2,062)

Religious Affiliation
- Jewish Affiliation (n = 121)
- Multiple Affiliations (n = 399)
- Christian Affiliation (n = 1,385)
- No Affiliation (n = 2,731)
- Muslim Affiliation (n = 98)
- Other Affiliation (n = 403)

Disability Status
- Disability (n = 1,065)
- No Disability (n = 3,726)

Sexual Orientation
- LGBQQO (n = 885)
- Heterosexual (n = 4,365)

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings
Experienced Exclusionary Behavior Rate – Staff

Responses to “Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UC Berkeley?” by Affinity Group

- Yes, and it interfered with my ability to work or learn
- Yes, but it did not interfere with my ability to work or learn
- No

Race/Ethnicity
- Native American/Alaska Native (n = 96)
- Other (n = 47)
- African American (n = 343)
- Pacific Islander (n = 30)
- Chicano/Latino (n = 457)
- Asian (n = 717)
- White (n = 2,384)
- Middle Eastern/North African (n = 129)

Gender Identity
- Transgender (n = 13)
- Genderqueer (n = 32)
- Other (n = 19)
- Women (n = 2,409)
- Men (n = 1,320)

Religious Affiliation
- Multiple Affiliations (n = 284)
- Christian Affiliation (n = 1,119)
- Other Affiliation (n = 221)
- Muslim Affiliation (n = 28)
- No Affiliation (n = 1,747)
- Jewish Affiliation (n = 135)

Disability Status
- Disability (n = 617)
- No Disability (n = 2,913)

Sexual Orientation
- LGBQQO (n = 636)
- Heterosexual (n = 2,984)

Source: UC Berkeley Campus Climate Survey, 2013
### Sources of Exclusionary Behavior

Percentage of those who reported experiencing exclusionary behavior who indicated a source by Position

<table>
<thead>
<tr>
<th>Source of Exclusion</th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
<th>MSP/SMG</th>
<th>Non-Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>71%</td>
<td>52%</td>
<td>16%</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Student staff (e.g. RA, peer counselor)</td>
<td>5%</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>TA/GSI/Lab assistant/Tutor</td>
<td>10%</td>
<td>4%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Faculty advisor</td>
<td>3%</td>
<td>16%</td>
<td>0%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Faculty member</td>
<td>12%</td>
<td>43%</td>
<td>57%</td>
<td>18%</td>
<td>13%</td>
</tr>
<tr>
<td>Co-worker</td>
<td>2%</td>
<td>16%</td>
<td>26%</td>
<td>32%</td>
<td>41%</td>
</tr>
<tr>
<td>Staff member</td>
<td>6%</td>
<td>6%</td>
<td>10%</td>
<td>36%</td>
<td>33%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>20%</td>
<td>32%</td>
</tr>
<tr>
<td>Administrator</td>
<td>7%</td>
<td>12%</td>
<td>22%</td>
<td>34%</td>
<td>24%</td>
</tr>
<tr>
<td>Department head</td>
<td>2%</td>
<td>5%</td>
<td>21%</td>
<td>21%</td>
<td>20%</td>
</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013

Note: Percentages in a column sum to more than 100% as respondents could select more than one source
Locations of Exclusionary Behavior

Percentage of those who reported experiencing exclusionary behavior who indicated a location by Position

<table>
<thead>
<tr>
<th>Location of Exclusion</th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
<th>MSP/SMG</th>
<th>Non-Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>In a class/lab/clinical setting</td>
<td>42%</td>
<td>55%</td>
<td>10%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>In a public space at UCB</td>
<td>39%</td>
<td>28%</td>
<td>19%</td>
<td>9%</td>
<td>11%</td>
</tr>
<tr>
<td>In a meeting with a group of people</td>
<td>26%</td>
<td>30%</td>
<td>49%</td>
<td>46%</td>
<td>30%</td>
</tr>
<tr>
<td>In a meeting with one other person</td>
<td>11%</td>
<td>21%</td>
<td>25%</td>
<td>30%</td>
<td>23%</td>
</tr>
<tr>
<td>In campus housing</td>
<td>22%</td>
<td>2%</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>In off-campus housing</td>
<td>11%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>In a UCB office</td>
<td>6%</td>
<td>11%</td>
<td>15%</td>
<td>47%</td>
<td>46%</td>
</tr>
<tr>
<td>In a faculty office</td>
<td>5%</td>
<td>18%</td>
<td>22%</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>Off campus</td>
<td>26%</td>
<td>14%</td>
<td>3%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>At a UCB event</td>
<td>18%</td>
<td>16%</td>
<td>16%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>While working at a UCB job</td>
<td>6%</td>
<td>9%</td>
<td>37%</td>
<td>59%</td>
<td>67%</td>
</tr>
</tbody>
</table>

Note: Percentages in a column sum to more than 100% as respondents could select more than one location.

Source: UC Berkeley Campus Climate Survey, 2013
Climate Perceptions and Projections: Undergraduates

Responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity

Climate for...
African American
Asian (n = 2,430)
White (n = 1,734)
Middle Eastern/North African (n = 255)
Native American/Alaska Native (n = 76)
Chicano/Latino (n = 594)
Pacific Islander (n = 22)
African American (n = 144)

Chicano/Latino
Asian (n = 2,453)
White (n = 1,756)
Middle Eastern/North African (n = 257)
Native American/Alaska Native (n = 80)
Chicano/Latino (n = 632)
Pacific Islander (n = 24)
African American (n = 132)

Asian
Native American/Alaska Native (n = 80)
Chicano/Latino (n = 614)
White (n = 1,795)
Asian (n = 2,586)
African American (n = 133)
Pacific Islander (n = 25)
Middle Eastern/North African (n = 258)

White
Asian (n = 2,553)
Chicano/Latino (n = 622)
Pacific Islander (n = 25)
Middle Eastern/North African (n = 268)
White (n = 1,912)
African American (n = 140)
Native American/Alaska Native (n = 81)

Source: UC Berkeley Campus Climate Survey, 2013
Climate Perceptions and Projections - Staff

Responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity

Climate for...
African American
- White (n = 1,793)
- Middle Eastern/North African (n = 93)
- Asian (n = 572)
- Pacific Islander (n = 21)
- Chicano/Latino (n = 373)
- Native American/Alaska Native (n = 75)
  - African American (n = 313)

Chicano/Latino
- White (n = 1,784)
- Middle Eastern/North African (n = 95)
- Asian (n = 571)
- Pacific Islander (n = 22)
- Chicano/Latino (n = 403)
- Native American/Alaska Native (n = 77)
  - African American (n = 269)

Asian
- White (n = 1,821)
- Middle Eastern/North African (n = 96)
- Pacific Islander (n = 22)
- African American (n = 279)
- Chicano/Latino (n = 375)
  - Native American/Alaska Native (n = 626)

White
- Pacific Islander (n = 22)
- Asian (n = 609)
- Middle Eastern/North African (n = 110)
- African American (n = 303)
- White (n = 2,093)
- Chicano/Latino (n = 392)
  - Native American/Alaska Native (n = 85)

Source: UC Berkeley Campus Climate Survey, 2013
Climate Perceptions and Projections - Staff

Responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity

Climate for...

Middle Eastern/North African
- White (n = 1,729)
- Middle Eastern/North African (n = 97)
- Asian (n = 537)
- Pacific Islander (n = 20)
- African American (n = 252)
- Chicano/Latino (n = 351)
- Native American/Alaska Native (n = 73)

Pacific Islander
- White (n = 1,659)
- Pacific Islander (n = 22)
- Middle Eastern/North African (n = 87)
- Asian (n = 535)
- Chicano/Latino (n = 335)
- African American (n = 238)
- Native American/Alaska Native (n = 70)

Native American/Alaska Native
- White (n = 1,593)
- Middle Eastern/North African (n = 82)
- Asian (n = 498)
- Pacific Islander (n = 20)
- Chicano/Latino (n = 332)
- African American (n = 227)
- Native American/Alaska Native (n = 77)

Source: UC Berkeley Campus Climate Survey, 2013
Perceived Campus Support for Diversity

- Most respondents (93%) agreed that “Diversity is importance at UC Berkeley”
- Most respondents felt that administrators (84%) and faculty (88%) are committed to inclusiveness
- Most respondents (82%) agreed that “Channels for expressing discrimination or harassment complaints are readily [available]”
  - African American, Native American/Alaska Native, and alternative gender identities respondents expressed the least agreement on each metric
External Validation of Climate Survey

Responses to “Students of my [affinity group] are respected at this campus” by Affinity Group, Undergraduate Students

Perfect Match (Theory)
Best Fit (Data)

\[ y = 1.05x - 0.04 \]
\[ R^2 = 0.94 \]

Source: UC Berkeley Campus Climate Survey (2013) and University of California Undergraduate Experience Survey (2008-2012)
Next Steps
Chancellor’s Most Recent Commitments

- Expansion of Multicultural Education Program (students, faculty, staff)
- New Chancellor’s Advisory Board on Students of Color
- NOW Conference annually, promoting staff development
- New leadership development for professionals of color
- Ongoing Innovation Grants program

For full message and commitments, go to http://diversity.berkeley.edu/message-chancellor-dirks.
“I am personally committed to what must, by its very nature, be an unending campaign to ensure that every member of our campus community feels respected and valued. I am convinced that no matter how far we have come, or how much we achieve in the future, there will always be room to improve...

Among our most fundamental purposes are the contributions we make to our collective intellectual and moral well-being, and the extent to which we prepare our students to fully engage in a world defined by differences and diversity. We will do what is necessary to create on this campus an environment that can serve as a model for the sort of society we are striving to build.”

Chancellor Nicholas B. Dirks  
Message to Campus, March 21, 2014
Proposed Analysis Plan

• Provide deeper analysis of types, sources, and locations of exclusion -- disaggregated by population and affinity group. (May)

• Provide control unit and college-level breakdown of overall and unit comfort by population and affinity group. (June)

• Expand demographics to breakout main metrics by more affinity groups (e.g., first generation college, low-income, veterans, etc.). (July)

• Report on faculty and staff job satisfaction (including comparisons to earlier surveys) (August)

• Provide deeper understanding of less studied populations -- graduate students, non-binary gender identities, etc. (September)

• Report on intersectional analysis (e.g., first generation college URM, non-heterosexual URM, etc.) (October)
Vice Chancellor Administration & Finance: Survey Respondents

<table>
<thead>
<tr>
<th>Category</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Vice Chancellor Business Administrative Services</td>
<td>175</td>
</tr>
<tr>
<td>Associate Vice Chancellor Chief Financial Officer</td>
<td>28</td>
</tr>
<tr>
<td>Associate Vice Chancellor Finance &amp; Controller</td>
<td>23</td>
</tr>
<tr>
<td>Associate Vice Chancellor Human Resources</td>
<td>40</td>
</tr>
<tr>
<td>Intercollegiate Athletics</td>
<td>47</td>
</tr>
<tr>
<td>Office of Vice Chancellor Administration</td>
<td>21</td>
</tr>
<tr>
<td>Op Excellence- Project Office</td>
<td>11</td>
</tr>
<tr>
<td>Public Safety &amp; Transport</td>
<td>26</td>
</tr>
<tr>
<td>TOTAL</td>
<td><strong>371</strong></td>
</tr>
</tbody>
</table>
Discussion Questions

• What do you suggest for further analysis?
• What do you propose the campus do to improve campus climate and inclusion?
• How might your organization/group contribute to a positive campus climate?
Backup Slides
Climate Comfort Rate

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Position

Source: UC Berkeley Campus Climate Survey, 2013
# Demographics

<table>
<thead>
<tr>
<th>Race/Ethnicity:</th>
<th>African American</th>
<th>Native American/Alaska Native</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Asian</td>
<td>Other*</td>
</tr>
<tr>
<td></td>
<td>Chicano/Latino</td>
<td>Pacific Islander</td>
</tr>
<tr>
<td></td>
<td>Middle Eastern/North African</td>
<td>White</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Identity:</th>
<th>Genderqueer</th>
<th>Transgender</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td></td>
<td>Other**</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religious Affiliation:</th>
<th>Christian</th>
<th>Muslim</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Jewish</td>
<td>No Affiliation</td>
</tr>
<tr>
<td></td>
<td>Multiple Affiliations</td>
<td>Other Affiliation***</td>
</tr>
</tbody>
</table>

| Disability Status:      | Disability       | No Disability                |

| Sexual Orientation      | Heterosexual     | LGBQQO (Lesbian, Gay, Bisexual, Queer, Questioning, Other) |

* For race/ethnicity *Other refers to respondents who selected the “Other” as their racial/ethnic identity

** For gender identity *Other refers to respondents who selected the “Other” as their gender/gender identity

*** For religious affiliation *Other Affiliation includes respondents who chose Buddhist, Confucianist, Druid, Hindu, Jain, Native American Traditional Practitioner, Pagan, Rastafarian, Scientologist, Secular Humanist, Shinto, Sikh, Taoist, Unitarian Universalist, and Wiccan

When numbers are shown in parentheses next to a demographic group, the number refers to the number of people in that demographic group who responded to a given question. This number can vary depending on the question.
Metrics

Questions Common across UC
• Climate Comfort Rate
  – “How comfortable are you with the overall climate at UC Berkeley”
• Experienced Exclusionary Behavior Rate
  – “Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UC Berkeley?”

UC Berkeley-Specific Questions
• Respect Rate
  – “[Position] of my [Affinity Group] are respected at UC Berkeley”
• Perceived Institutional Support
Responses to “I have been excluded from study groups or group projects because of my [affinity group]” by Affinity Group

Race/Ethnicity

- African American (n = 125)
- Pacific Islander (n = 23)
- Chicano/Latino (n = 566)
- Asian (n = 2,425)
- Other (n = 31)
- Middle Eastern/North African (n = 253)
- Native American/Alaska Native (n = 71)
- White (n = 1,741)

Entry Status

- Transfer Entry (n = 863)
- Freshmen Entry (n = 3,287)

Source: UC Berkeley Campus Climate Survey, 2013
Perceived Tensions in Residence Halls

Responses to “I perceive tension in the residence halls with regard to a person’s [affinity group]” by Affinity Group

Race
- African American (n = 99)
- Other (n = 14)
- Pacific Islander (n = 16)
- Chicano/Latino (n = 452)
- Native American/Alaska Native (n = 47)
- Middle Eastern/North African (n = 185)
- Asian (n = 2,071)
- White (n = 1,295)

Gender Identity
- Other (n = 17)
- Genderqueer (n = 48)
- Transgender (n = 21)
- Women (n = 2,150)
- Men (n = 1,398)

Sexual Orientation
- Queer (n = 87)
- Lesbian (n = 21)
- Bisexual (n = 126)
- Gay (n = 92)
- Questioning (n = 77)
- Other (n = 55)
- Asexual (n = 131)
- Heterosexual (n = 2,972)

Source: UC Berkeley Campus Climate Survey, 2013
## Response Counts and Rates by Position

<table>
<thead>
<tr>
<th>Group</th>
<th>Respondents</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>13,012</td>
<td>24%</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>5,307</td>
<td>21%</td>
</tr>
<tr>
<td>Graduate/Professional Student</td>
<td>2,629</td>
<td>26%</td>
</tr>
<tr>
<td>Postdoctoral Scholar</td>
<td>298</td>
<td>27%</td>
</tr>
<tr>
<td>Trainees</td>
<td>2</td>
<td>n/a</td>
</tr>
<tr>
<td>Staff -- Non-Union</td>
<td>2,551</td>
<td>48%</td>
</tr>
<tr>
<td>Staff -- Union</td>
<td>860</td>
<td>28%</td>
</tr>
<tr>
<td>Faculty</td>
<td>975</td>
<td>30%</td>
</tr>
<tr>
<td>Other Academic Series</td>
<td>390</td>
<td>24%</td>
</tr>
</tbody>
</table>

*Source: UC Berkeley Campus Climate Survey, RA Report*
## Response Counts and Rates by Race/Ethnicity and Gender Identity

<table>
<thead>
<tr>
<th>Group</th>
<th>Respondents</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>5,342</td>
<td>21%</td>
</tr>
<tr>
<td>Woman</td>
<td>7,507</td>
<td>30%</td>
</tr>
<tr>
<td>Transgender</td>
<td>45</td>
<td>n/a</td>
</tr>
<tr>
<td>Genderqueer</td>
<td>147</td>
<td>n/a</td>
</tr>
<tr>
<td>Other</td>
<td>65</td>
<td>n/a</td>
</tr>
<tr>
<td>African American/African/Black</td>
<td>642</td>
<td>29%</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>230</td>
<td>64%</td>
</tr>
<tr>
<td>Asian/Asian American</td>
<td>4,420</td>
<td>26%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1,478</td>
<td>27%</td>
</tr>
<tr>
<td>Middle Eastern/Southwest Asian/North African</td>
<td>653</td>
<td>n/a</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>68</td>
<td>n/a</td>
</tr>
<tr>
<td>White</td>
<td>7,051</td>
<td>37%</td>
</tr>
<tr>
<td>Other</td>
<td>119</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, RA Report
Overall Climate Comfort Rate – Graduate Students

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Affinity Group

Source: UC Berkeley Campus Climate Survey, 2013
Overall Climate Comfort Rate – Faculty

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Affinity Group

Race/Ethnicity
- Other (n = 17)
- Asian (n = 110)
- Middle Eastern/North African (n = 69)
- White (n = 769)
- Chicano/Latino (n = 46)
- African American (n = 28)
- Native American/Alaska Native (n = 8)

Gender Identity
- Men (n = 597)
- Women (n = 362)
- Other (n = 6)

Religious Affiliation
- Jewish Affiliation (n = 85)
- Multiple Affiliations (n = 78)
- Other Affiliation (n = 43)
- No Affiliation (n = 525)
- Christian Affiliation (n = 168)
- Muslim Affiliation (n = 11)

Disability Status
- No Disability (n = 723)
- Disability (n = 165)

Sexual Orientation
- Heterosexual (n = 838)
- LGBQQO (n = 109)

Source: UC Berkeley Campus Climate Survey, 2013
Department/Workplace Climate Comfort Rate

Responses to “How comfortable are you with the climate in your department/unit UC Berkeley?” by Position

Source: UC Berkeley Campus Climate Survey, 2013
Department/Workplace Climate Comfort Rate – Undergraduate Students

Responses to “How comfortable are you with the climate in your department/unit UC Berkeley?” by Affinity Group

Source: UC Berkeley Campus Climate Survey, 2013
Department/Workplace Climate Comfort Rate – Graduate Students

Responses to “How comfortable are you with the climate in your department/unit UC Berkeley?” by Affinity Group

Race/Ethnicity
- White (n = 1,627)
- Asian (n = 754)
- Middle Eastern/North African (n = 135)
- Other (n = 20)
- Chicano/Latino (n = 270)
- African American (n = 103)
- Pacific Islander (n = 8)
- Native American/Alaska Native (n = 34)

Gender Identity
- Men (n = 1,185)
- Transgender (n = 5)
- Women (n = 1,420)
- Genderqueer (n = 27)
- Other (n = 7)

Religious Affiliation
- Jewish Affiliation (n = 87)
- Multiple Affiliations (n = 249)
- Other Affiliation (n = 176)
- No Affiliation (n = 1,447)
- Muslim Affiliation (n = 45)
- Christian Affiliation (n = 518)

Disability Status
- No Disability (n = 1,918)
- Disability (n = 511)

Sexual Orientation
- Heterosexual (n = 2,181)
- LGBQQO (n = 413)

Source: UC Berkeley Campus Climate Survey, 2013
Department/Workplace Climate Comfort Rate – Faculty

Responses to “How comfortable are you with the climate in your department/unit UC Berkeley?” by Affinity Group

- **Race/Ethnicity**
  - Middle Eastern/North African (n = 69)
  - White (n = 769)
  - Asian (n = 110)
  - Chicano/Latino (n = 46)
  - Other (n = 17)
  - African American (n = 28)
  - Native American/Alaska Native (n = 8)

- **Gender Identity**
  - Men (n = 597)
  - Women (n = 362)
  - Other (n = 6)

- **Religious Affiliation**
  - Christian Affiliation (n = 168)
  - Multiple Affiliations (n = 78)
  - Jewish Affiliation (n = 85)
  - Muslim Affiliation (n = 11)
  - No Affiliation (n = 525)
  - Other Affiliation (n = 43)

- **Disability Status**
  - No Disability (n = 723)
  - Disability (n = 165)

- **Sexual Orientation**
  - Heterosexual (n = 838)
  - LGBQQO (n = 109)

Source: UC Berkeley Campus Climate Survey, 2013
### Experienced Exclusionary Behavior Rate – Graduate Students

Responses to “Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UC Berkeley?” by Affinity Group

#### Race/Ethnicity
- Native American/Alaska Native (n = 33)
- Other (n = 19)
- African American (n = 102)
- Chicano/Latino (n = 270)
- Pacific Islander (n = 8)
- Middle Eastern/North African (n = 135)
- White (n = 1,626)
- Asian (n = 752)

#### Gender Identity
- Other (n = 7)
- Genderqueer (n = 27)
- Women (n = 1,418)
- Transgender (n = 5)
- Men (n = 1,184)

#### Religious Affiliation
- Muslim Affiliation (n = 45)
- Multiple Affiliations (n = 249)
- Christian Affiliation (n = 519)
- Jewish Affiliation (n = 87)
- No Affiliation (n = 1,444)
- Other Affiliation (n = 175)

#### Disability Status
- Disability (n = 509)
- No Disability (n = 1,918)

#### Sexual Orientation
- LGBQQO (n = 411)
- Heterosexual (n = 2,180)

Source: UC Berkeley Campus Climate Survey, 2013
## Experienced Exclusionary Behavior Rate – Faculty

Responses to “Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UC Berkeley?” by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Yes, and it interfered with my ability to work or learn</th>
<th>Yes, but it did not interfere with my ability to work or learn</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American/Alaska Native (n = 8)</td>
<td>20%</td>
<td>50%</td>
<td>30%</td>
</tr>
<tr>
<td>African American (n = 28)</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>Chicano/Latino (n = 46)</td>
<td>25%</td>
<td>45%</td>
<td>30%</td>
</tr>
<tr>
<td>Other (n = 17)</td>
<td>25%</td>
<td>50%</td>
<td>25%</td>
</tr>
<tr>
<td>Asian (n = 109)</td>
<td>20%</td>
<td>45%</td>
<td>35%</td>
</tr>
<tr>
<td>White (n = 771)</td>
<td>15%</td>
<td>60%</td>
<td>25%</td>
</tr>
<tr>
<td>Middle Eastern/North African (n = 69)</td>
<td>20%</td>
<td>45%</td>
<td>35%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Identity</th>
<th>Yes, and it interfered with my ability to work or learn</th>
<th>Yes, but it did not interfere with my ability to work or learn</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other (n = 6)</td>
<td>50%</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>Women (n = 363)</td>
<td>30%</td>
<td>45%</td>
<td>25%</td>
</tr>
<tr>
<td>Men (n = 597)</td>
<td>20%</td>
<td>50%</td>
<td>30%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religious Affiliation</th>
<th>Yes, and it interfered with my ability to work or learn</th>
<th>Yes, but it did not interfere with my ability to work or learn</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Muslim Affiliation (n = 11)</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>No Affiliation (n = 525)</td>
<td>25%</td>
<td>45%</td>
<td>30%</td>
</tr>
<tr>
<td>Christian Affiliation (n = 168)</td>
<td>20%</td>
<td>45%</td>
<td>35%</td>
</tr>
<tr>
<td>Other Affiliation (n = 43)</td>
<td>25%</td>
<td>50%</td>
<td>25%</td>
</tr>
<tr>
<td>Multiple Affiliations (n = 78)</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>Jewish Affiliation (n = 85)</td>
<td>20%</td>
<td>45%</td>
<td>35%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disability Status</th>
<th>Yes, and it interfered with my ability to work or learn</th>
<th>Yes, but it did not interfere with my ability to work or learn</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability (n = 165)</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>No Disability (n = 724)</td>
<td>20%</td>
<td>50%</td>
<td>30%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Yes, and it interfered with my ability to work or learn</th>
<th>Yes, but it did not interfere with my ability to work or learn</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTQQO (n = 109)</td>
<td>25%</td>
<td>45%</td>
<td>30%</td>
</tr>
<tr>
<td>Heterosexual (n = 840)</td>
<td>20%</td>
<td>50%</td>
<td>30%</td>
</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013
### Experience of Exclusionary Behavior from Students

#### Percentage of Undergraduate Students Reporting Students as the Source of Experienced Exclusionary Behavior by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American (n = 158)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American/Alaska Native (n = 90)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Middle Eastern/North African (n = 294)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chicano/Latino (n = 684)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (n = 35)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Islander (n = 27)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White (n = 2,062)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian (n = 2,767)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Identity</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Genderqueer (n = 82)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Gender Identity (n = 33)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women (n = 3,178)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transgender (n = 27)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men (n = 2,063)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religious Affiliation</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Affiliation (n = 403)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christian Affiliation (n = 1,386)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multiple Affiliations (n = 400)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No Affiliation (n = 2,737)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jewish Affiliation (n = 121)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Muslim Affiliation (n = 98)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Sexual Orientation (n = 76)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Queer (n = 125)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lesbian (n = 41)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asexual (n = 192)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Questioning (n = 114)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heterosexual (n = 4,351)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bisexual (n = 215)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gay (n = 144)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disability</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability (n = 1,069)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No Disability (n = 3,729)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013
Experience of Exclusionary Behavior in Classes - Undergraduates

Responses of those who reported experiencing exclusionary behavior to “Where did this conduct occur […] In a class/lab/clinical setting” by Race/Ethnicity

Source: UC Berkeley Campus Climate Survey, 2013
Climate Perceptions and Projections

Responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity

<table>
<thead>
<tr>
<th>Climate for...</th>
<th>Asian (n = 2,427)</th>
<th>White (n = 1,734)</th>
<th>Native American/Alaska Native (n = 76)</th>
<th>Chicano/Latino (n = 574)</th>
<th>Middle Eastern/North African (n = 259)</th>
<th>African American (n = 122)</th>
<th>Pacific Islander (n = 23)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middle Eastern/North African</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Islander</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American/Alaska Native</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013
## Unwanted Sexual Contact Rate

Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Position

Response Options: “Yes” and “No”

<table>
<thead>
<tr>
<th>Position</th>
<th>N Yes</th>
<th>% Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>507</td>
<td>4%</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>386</td>
<td>7%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>46</td>
<td>2%</td>
</tr>
<tr>
<td>Faculty</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td>Staff</td>
<td>66</td>
<td>2%</td>
</tr>
<tr>
<td>Postdocs/Trainees</td>
<td>3</td>
<td>1%</td>
</tr>
</tbody>
</table>

*Source: UC Berkeley Campus Climate Survey, RA Report*
Unwanted Sexual Contact Rate - Undergraduate Students

Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group

**Race/Ethnicity**
- Native American/Alaska Native (n = 89)
- White (n = 2,057)
- Middle Eastern/North African (n = 293)
- Chicano/Latino (n = 684)
- African American (n = 157)
- Asian (n = 2,760)
- Other (n = 35)
- Pacific Islander (n = 27)

**Gender Identity**
- Genderqueer (n = 82)
- Transgender (n = 27)
- Other (n = 33)
- Women (n = 3,172)
- Men (n = 2,058)

**Religious Affiliation**
- Jewish Affiliation (n = 121)
- Multiple Affiliations (n = 400)
- No Affiliation (n = 2,733)
- Christian Affiliation (n = 1,383)
- Other Affiliation (n = 401)
- Muslim Affiliation (n = 98)

**Disability Status**
- Disability (n = 1,068)
- No Disability (n = 3,719)

**Sexual Orientation**
- LGBQQO (n = 882)
- Heterosexual (n = 4,365)

Undergraduate Average (7%)  
Yes  No

Source: UC Berkeley Campus Climate Survey, 2013
Unwanted Sexual Contact Rate – Graduate Students

Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group

Race/Ethnicity
- Pacific Islander (n = 8)
- Native American/Alaska Native (n = 34)
- Asian (n = 753)
- White (n = 1,627)
- Middle Eastern/North African (n = 135)
- Chicano/Latino (n = 270)
- African American (n = 103)
- Other (n = 20)

Gender Identity
- Genderqueer (n = 27)
- Women (n = 1,420)
- Men (n = 1,184)
- Transgender (n = 5)
- Other (n = 7)

Religious Affiliation
- Multiple Affiliations (n = 249)
- No Affiliation (n = 1,446)
- Christian Affiliation (n = 518)
- Other Affiliation (n = 176)
- Muslim Affiliation (n = 45)
- Jewish Affiliation (n = 87)

Disability Status
- Disability (n = 511)
- No Disability (n = 1,917)

Sexual Orientation
- LGBQQO (n = 413)
- Heterosexual (n = 2,180)

Grad Student Average (2%)

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings
Unwanted Sexual Contact Rate – Faculty

Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group

Race/Ethnicity
- White (n = 770)
- Other (n = 17)
- Native American/Alaska Native (n = 8)
- Middle Eastern/North African (n = 69)
- Chicano/Latino (n = 46)
- Asian (n = 110)
- African American (n = 28)

Gender Identity
- Women (n = 363)
- Other (n = 5)
- Men (n = 597)

Religious Affiliation
- Other Affiliation (n = 43)
- No Affiliation (n = 525)
- Muslim Affiliation (n = 11)
- Multiple Affiliations (n = 78)
- Jewish Affiliation (n = 85)
- Christian Affiliation (n = 168)

Disability Status
- Disability (n = 166)
- No Disability (n = 723)

Sexual Orientation
- Heterosexual (n = 839)
- LGBQQO (n = 109)

Source: UC Berkeley Campus Climate Survey, 2013
Unwanted Sexual Contact Rate – Staff

Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group

Race/Ethnicity
- Native American/Alaska Native (n = 96)
- Chicano/Latino (n = 456)
- Asian (n = 716)
- African American (n = 343)
- White (n = 2,386)
- Middle Eastern/North African (n = 129)
- Pacific Islander (n = 30)
- Other (n = 47)

Gender Identity
- Other (n = 19)
- Transgender (n = 12)
- Genderqueer (n = 32)
- Women (n = 2,410)
- Men (n = 1,321)

Religious Affiliation
- Christian Affiliation (n = 1,119)
- Jewish Affiliation (n = 135)
- Multiple Affiliations (n = 284)
- No Affiliation (n = 1,748)
- Other Affiliation (n = 220)
- Muslim Affiliation (n = 28)

Disability Status
- Disability (n = 618)
- No Disability (n = 2,915)

Sexual Orientation
- Heterosexual (n = 2,985)
- LGBQQQ (n = 636)

Source: UC Berkeley Campus Climate Survey, 2013
Respect Rate Findings

• Most respondents felt that people “of their [affinity group] were respected on this campus”
  – African American respondents consistently reported respect rates near the bottom of all groups
  – Transgender, genderqueer, and other gender identities frequently reported lower respect rates
Respect Rate

Prompt: [Population] of my [Affinity Group] are respected at UC Berkeley

Response options: Strongly Agree
Agree
Somewhat Agree
Somewhat Disagree
Disagree
Strongly Disagree

Metric: Percent reporting Strongly Agree, Agree, or Somewhat Agree
Respect Rate – Undergraduate Students

Responses to “Students of my [Affinity Group] are respected at UC Berkeley” by Affinity Group

- **Race/Ethnicity**
  - Asian (n = 2,482)
  - White (n = 1,800)
  - Middle Eastern/North African (n = 259)
  - Pacific Islander (n = 23)
  - Native American/Alaska Native (n = 76)
  - Other (n = 31)
  - Chicano/Latino (n = 584)
  - African American (n = 133)

- **Gender Identity**
  - Men (n = 1,827)
  - Women (n = 2,784)
  - Genderqueer (n = 71)
  - Transgender (n = 25)
  - Other (n = 31)

- **Religious Affiliation**
  - No Affiliation (n = 2,343)
  - Other Affiliation (n = 356)
  - Multiple Affiliations (n = 350)
  - Muslim Affiliation (n = 90)
  - Christian Affiliation (n = 1,207)
  - Jewish Affiliation (n = 104)

- **Disability Status**
  - No Disability (n = 2,731)
  - Disability (n = 859)

- **Sexual Orientation**
  - Heterosexual (n = 3,806)
  - LGBQQO (n = 475)

Source: UC Berkeley Campus Climate Survey, 2013
Respect Rate - Undergraduate Students

Responses to “Students of my race/ethnicity are respected at this campus” by Race/Ethnicity

White
- European / European descent (n = 1,585)
- White (n = 1,800)
- Other White / Caucasian (n = 113)
- North African (n = 14)

Middle Eastern/ Southwest Asian/ North African
- Turkish (n = 10)
- Armenian (n = 32)
- Afghan (n = 11)
- Iranian (n = 80)
- Middle Eastern/Southwest Asian/North African (n = 259)
- Other Middle Eastern/Southwest Asian/North African (n = 24)
- Jewish (n = 91)
- Arab/Arab American (n = 33)

Source: UC Berkeley Campus Climate Survey, 2013
Respect Rate - Undergraduate Students

Responses to “Students of my race/ethnicity are respected at this campus” by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Somewhat agree</th>
<th>Somewhat disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thai (n = 17)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Indonesian (n = 24)</td>
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</tr>
<tr>
<td>Pakistani (n = 32)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taiwanese / Taiwanese American (n = 357)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Japanese / Japanese American (n = 153)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chinese / Chinese American (except Taiwanese) (n = 1,124)</td>
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<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Asian Indian (n = 242)</td>
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</tr>
<tr>
<td>Asian / Asian American (n = 2,482)</td>
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</tr>
<tr>
<td>Sri Lankan (n = 13)</td>
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</tr>
<tr>
<td>Bangladeshi (n = 13)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Vietnamese / Vietnamese American (n = 204)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Korean / Korean American (n = 281)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Laotian (n = 8)</td>
<td></td>
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<tr>
<td>Malaysian (n = 21)</td>
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<tr>
<td>Other Asian (not including Middle Eastern) (n = 41)</td>
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<tr>
<td>Filipino / Filipino American (n = 179)</td>
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<tr>
<td>Hmong (n = 11)</td>
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<td>Pacific Islander</td>
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<td>Hawaiian (n = 9)</td>
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<tr>
<td>Pacific Islander (n = 23)</td>
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</table>

Source: UC Berkeley Campus Climate Survey, 2013
Respect Rate - Undergraduate Students

Responses to “Students of my race/ethnicity are respected at this campus” by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Somewhat agree</th>
<th>Somewhat disagree</th>
<th>Disagree</th>
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<tr>
<td>Chicanos/Latinos</td>
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<tr>
<td>Cuban / Cuban American (n = 11)</td>
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<tr>
<td>Puerto Rican (n = 23)</td>
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<tr>
<td>Hispanic / Latino (n = 584)</td>
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<tr>
<td>Other Hispanic, Latin American or of Spanish origin</td>
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</tr>
<tr>
<td>Mexican / Mexican American / Chicano (n = 404)</td>
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<tr>
<td>Latin American / Latino (n = 134)</td>
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</tr>
<tr>
<td>Native American/Alaska Native</td>
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<tr>
<td>American Indian/Alaskan Native (n = 76)</td>
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<td>Tribal affiliation/corporation (n = 34)</td>
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<td>African Americans</td>
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<td>Black Caribbean (n = 7)</td>
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<tr>
<td>African American / Black (n = 133)</td>
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<tr>
<td>African American (n = 95)</td>
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<td>African (n = 20)</td>
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<tr>
<td>Other African/African American / Black (n = 13)</td>
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</table>

Source: UC Berkeley Campus Climate Survey, 2013
Respect Rate – Graduate Students

Responses to “Students of my [Affinity Group] are respected at UC Berkeley” by Affinity Group

Race/Ethnicity
- White (n = 1,414)
- Asian (n = 676)
- Other (n = 18)
- Middle Eastern/North African (n = 117)
- Chicano/Latino (n = 232)
- Native American/Alaska Native (n = 29)
- Pacific Islander (n = 7)
- African American (n = 98)

Gender Identity
- Other (n = 5)
- Men (n = 1,037)
- Women (n = 1,246)
- Transgender (n = 5)
- Genderqueer (n = 26)

Religious Affiliation
- No Affiliation (n = 1,227)
- Other Affiliation (n = 146)
- Multiple Affiliations (n = 219)
- Jewish Affiliation (n = 71)
- Christian Affiliation (n = 465)
- Muslim Affiliation (n = 40)

Disability Status
- No Disability (n = 1,363)
- Disability (n = 407)

Sexual Orientation
- Heterosexual (n = 1,874)
- LGBQQO (n = 275)

Source: UC Berkeley Campus Climate Survey, 2013
Respect Rate – Faculty

Responses to “Faculty of my [Affinity Group] are respected at UC Berkeley” by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Somewhat Agree</th>
<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>White (n = 690)</td>
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<tr>
<td>Chicano/Latino (n = 41)</td>
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<td>Native American/Alaska Native (n = 6)</td>
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<td>African American (n = 24)</td>
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<table>
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<th>Gender Identity</th>
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<th>Somewhat Agree</th>
<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tr>
<td>Other (n = 6)</td>
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<td>Men (n = 533)</td>
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<tr>
<td>Women (n = 325)</td>
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<thead>
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<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<td>Multiple Affiliations (n = 68)</td>
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<td>No Affiliation (n = 438)</td>
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<td>Other Affiliation (n = 34)</td>
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<tr>
<td>Jewish Affiliation (n = 75)</td>
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<td>Christian Affiliation (n = 141)</td>
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<tr>
<td>Muslim Affiliation (n = 11)</td>
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</table>

<table>
<thead>
<tr>
<th>Disability Status</th>
<th>Strongly Agree</th>
<th>Agree</th>
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<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tr>
<td>Disability (n = 128)</td>
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</table>

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Somewhat Agree</th>
<th>Somewhat Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual (n = 728)</td>
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<td></td>
</tr>
<tr>
<td>LGBQQO (n = 69)</td>
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</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings
Responses to “Staff of my [Affinity Group] are respected at UC Berkeley” by Affinity Group

Race/Ethnicity
- White (n = 2,127)
- Middle Eastern/North African (n = 113)
- Asian (n = 662)
- Pacific Islander (n = 26)
- Chicano/Latino (n = 414)
- Native American/Alaska Native (n = 87)
- African American (n = 313)
- Other (n = 40)

Gender Identity
- Men (n = 1,164)
- Women (n = 2,151)
- Other (n = 16)
- Genderqueer (n = 28)
- Transgender (n = 11)

Religious Affiliation
- No Affiliation (n = 1,424)
- Other Affiliation (n = 190)
- Multiple Affiliations (n = 232)
- Christian Affiliation (n = 992)
- Jewish Affiliation (n = 124)
- Muslim Affiliation (n = 22)

Disability Status
- No Disability (n = 1,864)
- Disability (n = 488)

Sexual Orientation
- Heterosexual (n = 2,559)
- LGBQQO (n = 419)

Source: UC Berkeley Campus Climate Survey, 2013
Campus Support for Diversity

• Most respondents (93%) agreed that “Diversity is importance at UC Berkeley”
• Most respondents felt that administrators (84%) and faculty (88%) are committed to inclusiveness
• Most respondents (82%) agreed that “Channels for expressing discrimination or harassment complaints are readily [available]”
  – African American, Native American/Alaska Native, and alternative gender identities respondents expressed the least agreement on each metric
Top Administrator Support of Diversity Findings

• Most respondents (84%) felt that “Top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley”
  – African American respondents consistently reported agreement near the bottom of all groups
  – Transgender, genderqueer, and other gender identities frequently reported lower agreement
Administrator Diversity Support Rate

**Prompt:** Top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley

**Response options:** Strongly Agree  
Agree  
Somewhat Agree  
Somewhat Disagree  
Disagree  
Strongly Disagree

**Metric:** Percent reporting *Strongly Agree, Agree, or Somewhat Agree*
Responses to “Top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

Race/Ethnicity
- Asian (n = 2,506)
- White (n = 1,835)
- Other (n = 31)
- Native American/Alaska Native (n = 73)
- Middle Eastern/North African (n = 265)
- Chicano/Latino (n = 592)
- Pacific Islander (n = 23)
- African American (n = 136)

Gender Identity
- Men (n = 1,864)
- Women (n = 2,814)
- Transgender (n = 25)
- Genderqueer (n = 72)
- Other (n = 31)

Religious Affiliation
- Other Affiliation (n = 363)
- Christian Affiliation (n = 1,234)
- No Affiliation (n = 2,445)
- Muslim Affiliation (n = 92)
- Multiple Affiliations (n = 358)
- Jewish Affiliation (n = 101)

Disability Status
- No Disability (n = 3,338)
- Disability (n = 950)

Sexual Orientation
- Heterosexual (n = 3,915)
- LGBQQO (n = 477)

Source: UC Berkeley Campus Climate Survey, 2013

Administrator Diversity Support Rate – Undergraduate Students

Undergraduate Average (85%)
Administrator Diversity Support Rate – Graduate Students

Responses to “Top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

Race/Ethnicity
- Asian (n = 694)
- White (n = 1,435)
- Other (n = 19)
- Middle Eastern/North African (n = 121)
- Chicano/Latino (n = 237)
- African American (n = 96)
- Pacific Islander (n = 6)
- Native American/Alaska Native (n = 29)

Gender Identity
- Other (n = 5)
- Men (n = 1,068)
- Transgender (n = 5)
- Women (n = 1,256)
- Genderqueer (n = 26)

Religious Affiliation
- Christian Affiliation (n = 479)
- Jewish Affiliation (n = 74)
- No Affiliation (n = 1,286)
- Other Affiliation (n = 154)
- Multiple Affiliations (n = 226)
- Muslim Affiliation (n = 42)

Disability Status
- No Disability (n = 1,716)
- Disability (n = 456)

Sexual Orientation
- Heterosexual (n = 1,934)
- LGBQQO (n = 284)

Source: UC Berkeley Campus Climate Survey, 2013
Responses to “Top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

- **Race/Ethnicity**
  - White (n = 686)
  - Other (n = 13)
  - Middle Eastern/North African (n = 59)
  - Asian (n = 100)
  - Native American/Alaska Native (n = 5)
  - Chicano/Latino (n = 40)
  - African American (n = 23)

- **Gender Identity**
  - Men (n = 552)
  - Women (n = 319)
  - Other (n = 6)

- **Religious Affiliation**
  - Jewish Affiliation (n = 75)
  - Christian Affiliation (n = 154)
  - Multiple Affiliations (n = 67)
  - No Affiliation (n = 483)
  - Other Affiliation (n = 38)
  - Muslim Affiliation (n = 10)

- **Disability Status**
  - No Disability (n = 658)
  - Disability (n = 147)

- **Sexual Orientation**
  - Heterosexual (n = 766)
  - LGBQQO (n = 69)

**Faculty Average (86%)**

Source: UC Berkeley Campus Climate Survey, 2013
Responses to “Top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

Race/Ethnicity
- White (n = 2,154)
- Asian (n = 672)
- Middle Eastern/North African (n = 111)
- Chicano/Latino (n = 415)
- Native American/Alaska Native (n = 91)
- African American (n = 314)
- Pacific Islander (n = 29)
- Other (n = 40)

Gender Identity
- Men (n = 1,203)
- Women (n = 2,189)
- Transgender (n = 11)
- Genderqueer (n = 30)
- Other (n = 17)

Religious Affiliation
- Jewish Affiliation (n = 120)
- No Affiliation (n = 1,586)
- Christian Affiliation (n = 1,041)
- Other Affiliation (n = 202)
- Muslim Affiliation (n = 25)
- Multiple Affiliations (n = 252)

Disability Status
- No Disability (n = 2,666)
- Disability (n = 563)

Sexual Orientation
- Heterosexual (n = 2,710)
- LGBQQO (n = 424)

Source: UC Berkeley Campus Climate Survey, 2013
Faculty Support of Diversity Findings

• Most respondents (88%) felt that “Faculty are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley”
  – African American respondents consistently reported agreement near the bottom of all groups
  – Transgender, genderqueer, and other gender identities frequently reported lower agreement
Faculty Diversity Support Rate

**Prompt:** Faculty are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley

**Response options:**
- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

**Metric:** Percent reporting *Strongly Agree, Agree, or Somewhat Agree*
Faculty Diversity Support Rate – Undergraduate Students

Responses to “Faculty are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

- **Strongly Agree**
- **Agree**
- **Somewhat Agree**
- **Somewhat Disagree**
- **Disagree**
- **Strongly Disagree**

### Race/Ethnicity
- White (n = 1,836)
- Asian (n = 2,505)
- Other (n = 32)
- Middle Eastern/North African (n = 265)
- Chicano/Latino (n = 590)
- Native American/Alaska Native (n = 74)
- Pacific Islander (n = 23)
- African American (n = 136)

### Gender Identity
- Transgender (n = 26)
- Men (n = 1,867)
- Women (n = 2,814)
- Genderqueer (n = 73)
- Other (n = 33)

### Religious Affiliation
- Other Affiliation (n = 362)
- No Affiliation (n = 2,444)
- Christian Affiliation (n = 1,237)
- Multiple Affiliations (n = 359)
- Muslim Affiliation (n = 92)
- Jewish Affiliation (n = 101)

### Disability Status
- No Disability (n = 3,343)
- Disability (n = 953)

### Sexual Orientation
- Heterosexual (n = 3,913)
- LGBQQO (n = 480)

Source: UC Berkeley Campus Climate Survey, 2013
Overall Climate Comfort Rate - Undergraduate Students

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Race/Ethnicity

![Bar chart showing comfort rates by race/ethnicity]

Source: UC Berkeley Campus Climate Survey, 2013
Overall Climate Comfort Rate - Undergraduate Students

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Race/Ethnicity

- Very comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very uncomfortable

Undergraduate Average (81%)

Asian
- Laotian (n = 8)
- Sri Lankan (n = 15)
- Malaysian (n = 22)
- Thai (n = 22)
- Bangladeshi (n = 14)
- Japanese / Japanese American (n = 171)
- Asian Indian (n = 290)
- Taiwanese / Taiwanese American (n = 390)
- Chinese / Chinese American (except Taiwanese) (n = 1,232)
- Hmong (n = 12)
- Pakistani (n = 35)
- Asian / Asian American (n = 2,763)
- Cambodian (n = 17)
- Filipino / Filipino American (n = 202)
- Indonesian (n = 25)
- Korean / Korean American (n = 315)
- Vietnamese / Vietnamese American (n = 224)
- Other Asian (not including Middle Eastern) (n = 44)

Pacific Islander
- Hawaiian (n = 11)
- Pacific Islander (n = 27)

Source: UC Berkeley Campus Climate Survey, 2013
Overall Climate Comfort Rate - Undergraduate Students

Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Race/Ethnicity

- **Very comfortable**
- **Comfortable**
- **Neither comfortable nor uncomfortable**
- **Uncomfortable**
- **Very uncomfortable**

**Undergraduate Average (81%)**

### Chicano/Latino
- Cuban / Cuban American (n = 12)
- Latin American / Latino (n = 159)
- Mexican / Mexican American / Chicano (n = 470)
- Hispanic / Latino (n = 684)
- Other Hispanic, Latin American or of Spanish origin (n = 109)
- Puerto Rican (n = 26)

### Native American/Alaska Native
- American Indian/Alaskan Native (n = 90)
- Tribal affiliation/corporation (n = 42)

### African American
- African American / Black (n = 158)
- Other African/African American / Black (n = 15)
- African (n = 28)
- African American (n = 112)
- Black Caribbean (n = 9)

Source: UC Berkeley Campus Climate Survey, 2013
Faculty Diversity Support Rate – Graduate Students

Responses to “Faculty are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Race/Ethnicity
- Pacific Islander (n = 7)
- Middle Eastern/North African (n = 119)
- Asian (n = 698)
- White (n = 1,447)
- Other (n = 19)
- Chicano/Latino (n = 235)
- Native American/Alaska Native (n = 29)
- African American (n = 95)

Gender Identity
- Transgender (n = 5)
- Men (n = 1,070)
- Women (n = 1,266)
- Other (n = 6)
- Genderqueer (n = 26)

Religious Affiliation
- Muslim Affiliation (n = 42)
- Jewish Affiliation (n = 72)
- No Affiliation (n = 1,296)
- Other Affiliation (n = 155)
- Multiple Affiliations (n = 229)
- Christian Affiliation (n = 478)

Disability Status
- No Disability (n = 1,723)
- Disability (n = 461)

Sexual Orientation
- Heterosexual (n = 1,947)
- LGBQQO (n = 285)

Source: UC Berkeley Campus Climate Survey, 2013
Responses to “Faculty are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

- **Strongly Agree**
- **Agree**
- **Somewhat Agree**
- **Somewhat Disagree**
- **Disagree**
- **Strongly Disagree**

**Race/Ethnicity**
- Native American/Alaska Native (n = 5)
- White (n = 700)
- Asian (n = 102)
- Middle Eastern/North African (n = 61)
- Other (n = 14)
- Chicano/Latino (n = 42)
- African American (n = 22)

**Gender Identity**
- Men (n = 550)
- Women (n = 323)
- Other (n = 6)

**Religious Affiliation**
- Other Affiliation (n = 38)
- Jewish Affiliation (n = 77)
- Christian Affiliation (n = 153)
- No Affiliation (n = 483)
- Multiple Affiliations (n = 68)
- Muslim Affiliation (n = 11)

**Disability Status**
- No Disability (n = 660)
- Disability (n = 147)

**Sexual Orientation**
- Heterosexual (n = 768)
- LGBQQO (n = 70)

Source: UC Berkeley Campus Climate Survey, 2013
Faculty Diversity Support Rate - Staff

Responses to “Faculty are genuinely committed to promoting respect for and understanding of group differences at UC Berkeley” by Affinity Group

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
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<th>Somewhat Disagree</th>
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<th>Somewhat Disagree</th>
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Source: UC Berkeley Campus Climate Survey, 2013
Reporting Channel Availability Findings

- Most respondents (82%) agreed that “Channels for expressing discrimination or harassment complaints are readily available”
  - African American and Native American/Alaska Native respondents consistently reported agreement near the bottom of all groups
  - Transgender, genderqueer, and other gender identities frequently reported lower agreement
Reporting Channel Availability Rate

**Prompt:** Channels for expressing discrimination or harassment complaints are readily available to [Population]

**Response options:**
- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

**Metric:** Percent reporting *Strongly Agree, Agree, or Somewhat Agree*
Reporting Channel Availability Rate – Undergraduate Students

Responses to “Channels for expressing discrimination or harassment complaints are readily available to students” by Affinity Group

Race/Ethnicity
- Asian (n = 2,494)
- White (n = 1,818)
- Chicano/Latino (n = 583)
- Middle Eastern/North African (n = 262)
- Other (n = 31)
- Native American/Alaska Native (n = 73)
- Pacific Islander (n = 23)
- African American (n = 135)

Gender Identity
- Men (n = 1,854)
- Women (n = 2,796)
- Transgender (n = 25)
- Genderqueer (n = 73)
- Other (n = 33)

Religious Affiliation
- Other Affiliation (n = 358)
- No Affiliation (n = 2,431)
- Christian Affiliation (n = 1,230)
- Muslim Affiliation (n = 92)
- Jewish Affiliation (n = 100)
- Multiple Affiliations (n = 357)

Disability Status
- No Disability (n = 3,312)
- Disability (n = 953)

Sexual Orientation
- Heterosexual (n = 3,883)
- LGBQQO (n = 480)

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings
Reporting Channel Availability Rate – Graduate Students

Responses to “Channels for expressing discrimination or harassment complaints are readily available to students” by Affinity Group

Race/Ethnicity
- Pacific Islander (n = 7)
- Asian (n = 689)
- White (n = 1,409)
- Middle Eastern/North African (n = 121)
- Other (n = 18)
- Chicano/Latino (n = 232)
- African American (n = 95)
- Native American/Alaska Native (n = 27)

Gender Identity
- Men (n = 1,049)
- Transgender (n = 5)
- Women (n = 1,241)
- Genderqueer (n = 26)
- Other (n = 6)

Religious Affiliation
- No Affiliation (n = 1,274)
- Other Affiliation (n = 151)
- Jewish Affiliation (n = 72)
- Muslim Affiliation (n = 42)
- Christian Affiliation (n = 465)
- Multiple Affiliations (n = 223)

Disability Status
- No Disability (n = 1,691)
- Disability (n = 447)

Sexual Orientation
- Heterosexual (n = 1,911)
- LGBQQO (n = 276)

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings
Reporting Channel Availability Rate - Faculty

Responses to “Channels for expressing discrimination or harassment complaints are readily available to faculty” by Affinity Group

Race/Ethnicity
- Other (n = 14)
- White (n = 693)
- Middle Eastern/North African (n = 60)
- Asian (n = 102)
- Chicano/Latino (n = 38)
- African American (n = 22)

Gender Identity
- Men (n = 544)
- Women (n = 318)
- Other (n = 6)

Religious Affiliation
- Christian Affiliation (n = 153)
- Jewish Affiliation (n = 76)
- No Affiliation (n = 478)
- Multiple Affiliations (n = 67)
- Other Affiliation (n = 36)
- Muslim Affiliation (n = 11)

Disability Status
- No Disability (n = 649)
- Disability (n = 147)

Sexual Orientation
- Heterosexual (n = 756)
- LGBQQO (n = 70)

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings
Responses to “Channels for expressing discrimination or harassment complaints are readily available to staff” by Affinity Group

Race/Ethnicity
- Middle Eastern/North African (n = 106)
- White (n = 2,122)
- Asian (n = 662)
- Chicano/Latino (n = 415)
- African American (n = 306)
- Other (n = 38)
- Pacific Islander (n = 29)
- Native American/Alaska Native (n = 89)

Gender Identity
- Men (n = 1,186)
- Women (n = 2,159)
- Other (n = 17)
- Genderqueer (n = 29)
- Transgender (n = 13)

Religious Affiliation
- No Affiliation (n = 1,565)
- Other Affiliation (n = 201)
- Christian Affiliation (n = 1,021)
- Multiple Affiliations (n = 248)
- Jewish Affiliation (n = 117)
- Muslim Affiliation (n = 25)

Disability Status
- No Disability (n = 2,633)
- Disability (n = 552)

Sexual Orientation
- Heterosexual (n = 2,669)
- LGBQQO (n = 421)

Source: UC Berkeley Campus Climate Survey, 2013
Campus Diversity Importance Findings

• Most respondents (93%) agreed that “Diversity is importance at UC Berkeley”
  – African American and Native American/Alaska Native respondents consistently reported agreement near the bottom of all groups
  – Genderqueer and other gender identities frequently reported lower agreement
Campus Diversity Importance Rate

Prompt: Diversity is important at UC Berkeley

Response options: Strongly Agree
Agree
Somewhat Agree
Somewhat Disagree
Disagree
Strongly Disagree

Metric: Percent reporting Strongly Agree, Agree, or Somewhat Agree
Campus Diversity Importance Rate – Graduate Students

Responses to “Diversity is important at UC Berkeley” by Affinity Group

Source: UC Berkeley Campus Climate Survey, 2013
Campus Diversity Importance Rate - Faculty

Responses to “Diversity is important at UC Berkeley” by Affinity Group

Source: UC Berkeley Campus Climate Survey, 2013
Campus Diversity Importance Rate - Staff

Responses to “Diversity is important at UC Berkeley” by Affinity Group

Source: UC Berkeley Campus Climate Survey, 2013

Campus Climate Survey Findings