

UC Berkeley Campus Climate Survey Summary Results

Presentation to
Vice Chancellor for Administration & Finance
Leadership Group

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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

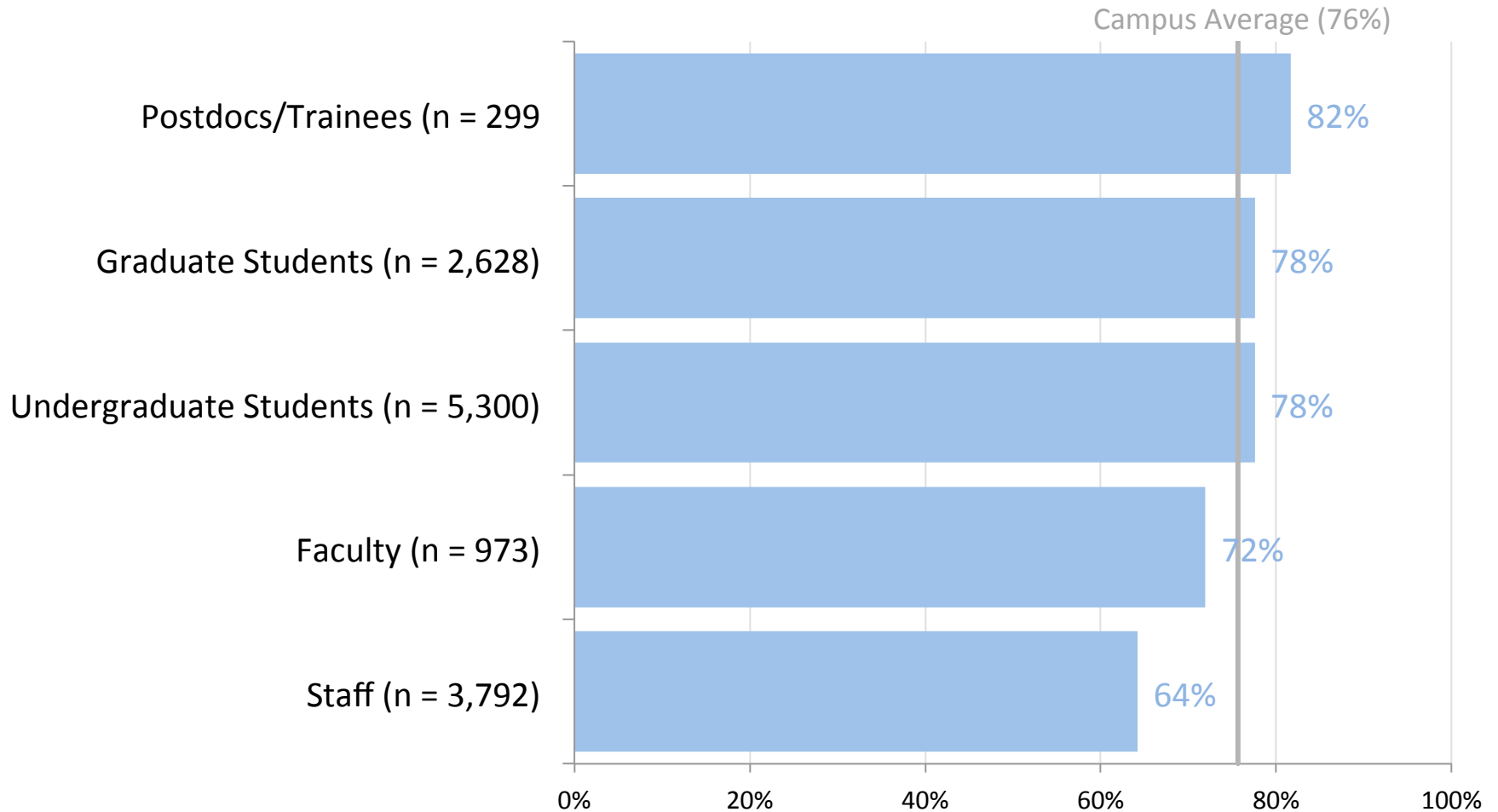
- UC-wide survey was unprecedented. 104,000 responses UC-wide; 13,000 responses at Berkeley.
- 24% overall response rate.
 - 20% for undergrads
 - 26% for Grad students
 - 48% for non-union staff
 - 28% for union staff
 - 30% for faculty
- The Berkeley survey instrument contained 115 questions.

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

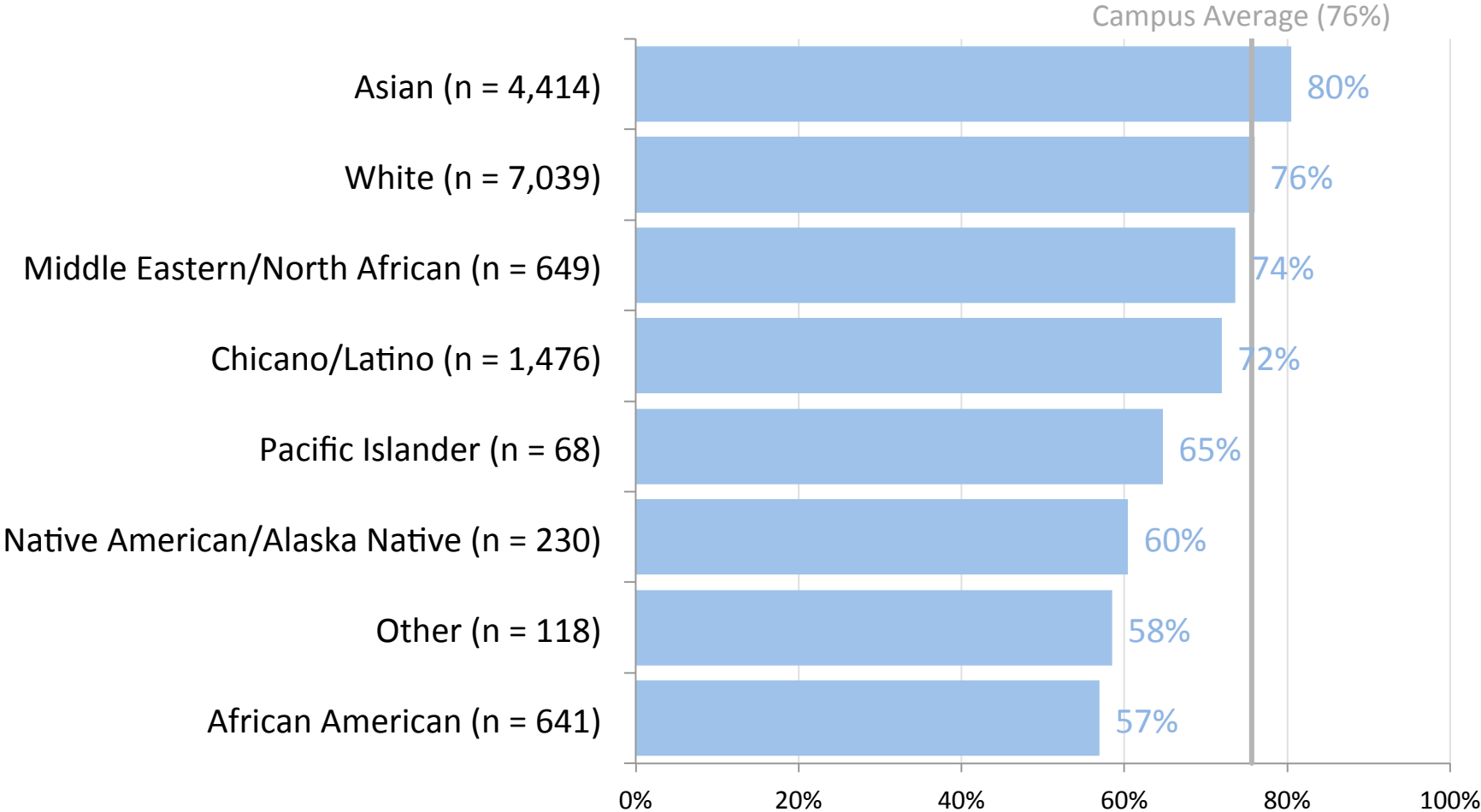
Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Position



Source: UC Berkeley Campus Climate Survey, 2013

Climate Comfort Rate by Race/Ethnicity

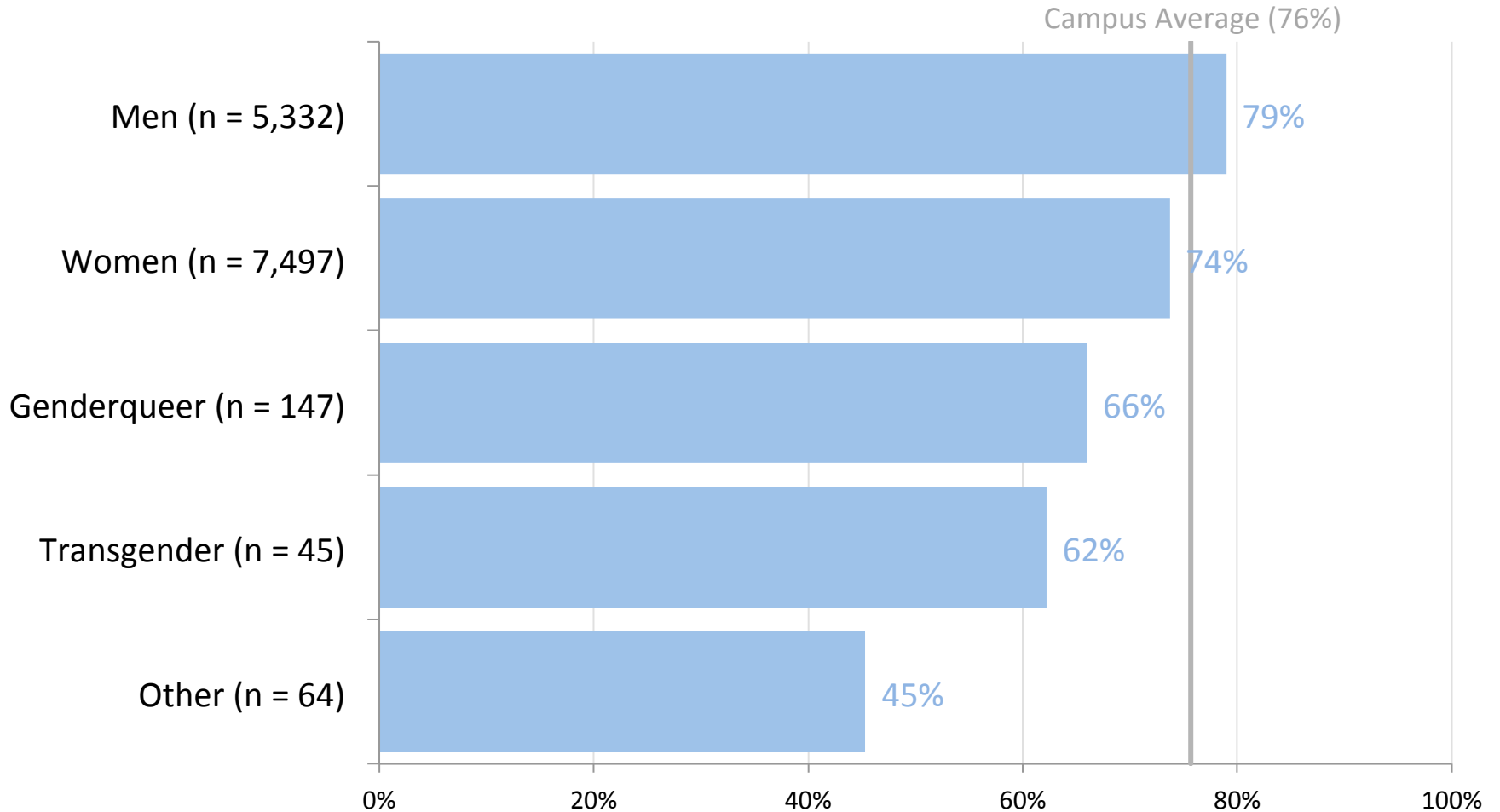
Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Race/Ethnicity



Source: UC Berkeley Campus Climate Survey, 2013

Climate Comfort Rate by Gender Identity

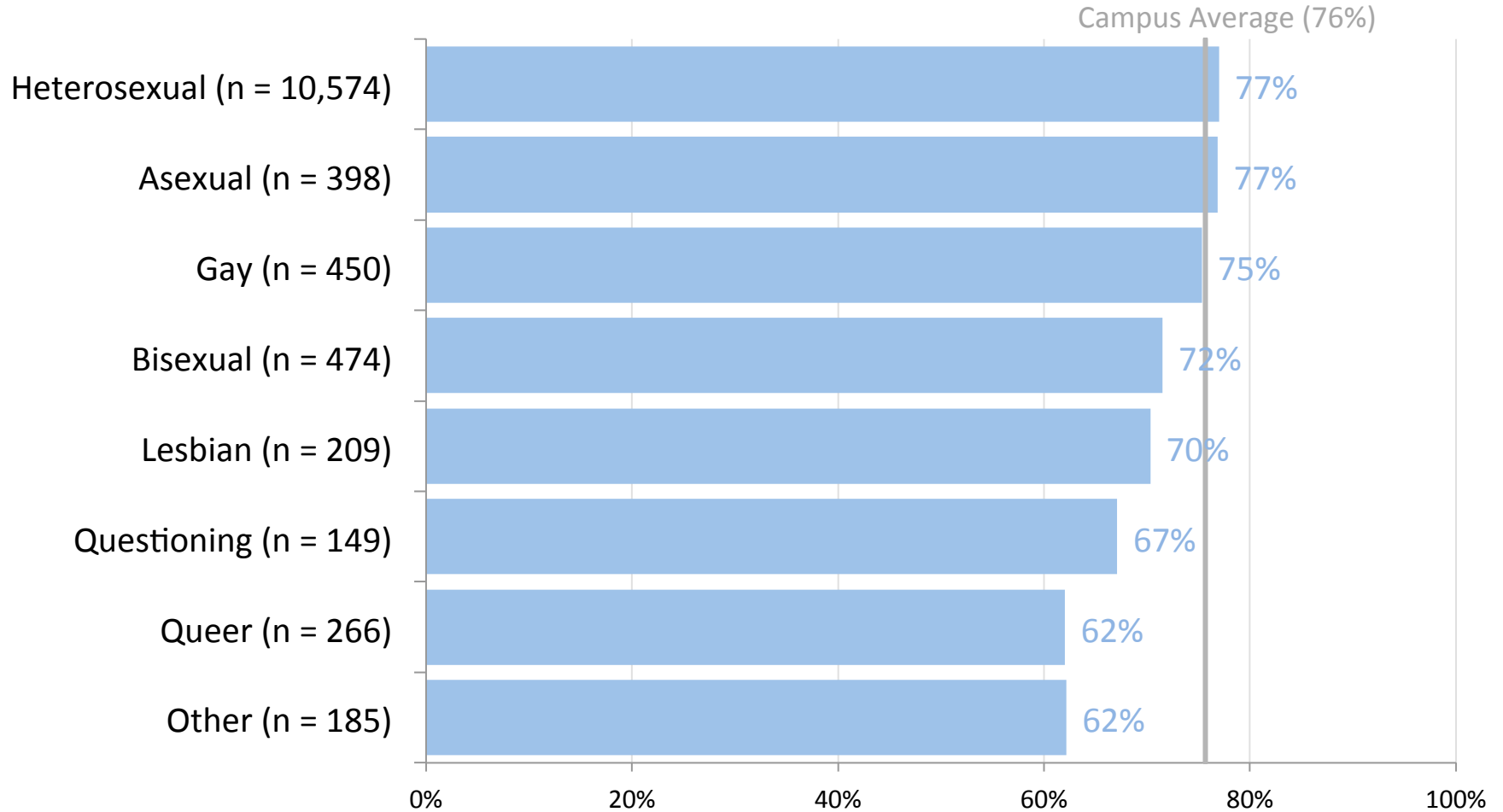
Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Gender Identity



Source: UC Berkeley Campus Climate Survey, 2013

Climate Comfort Rate by Sexual Orientation

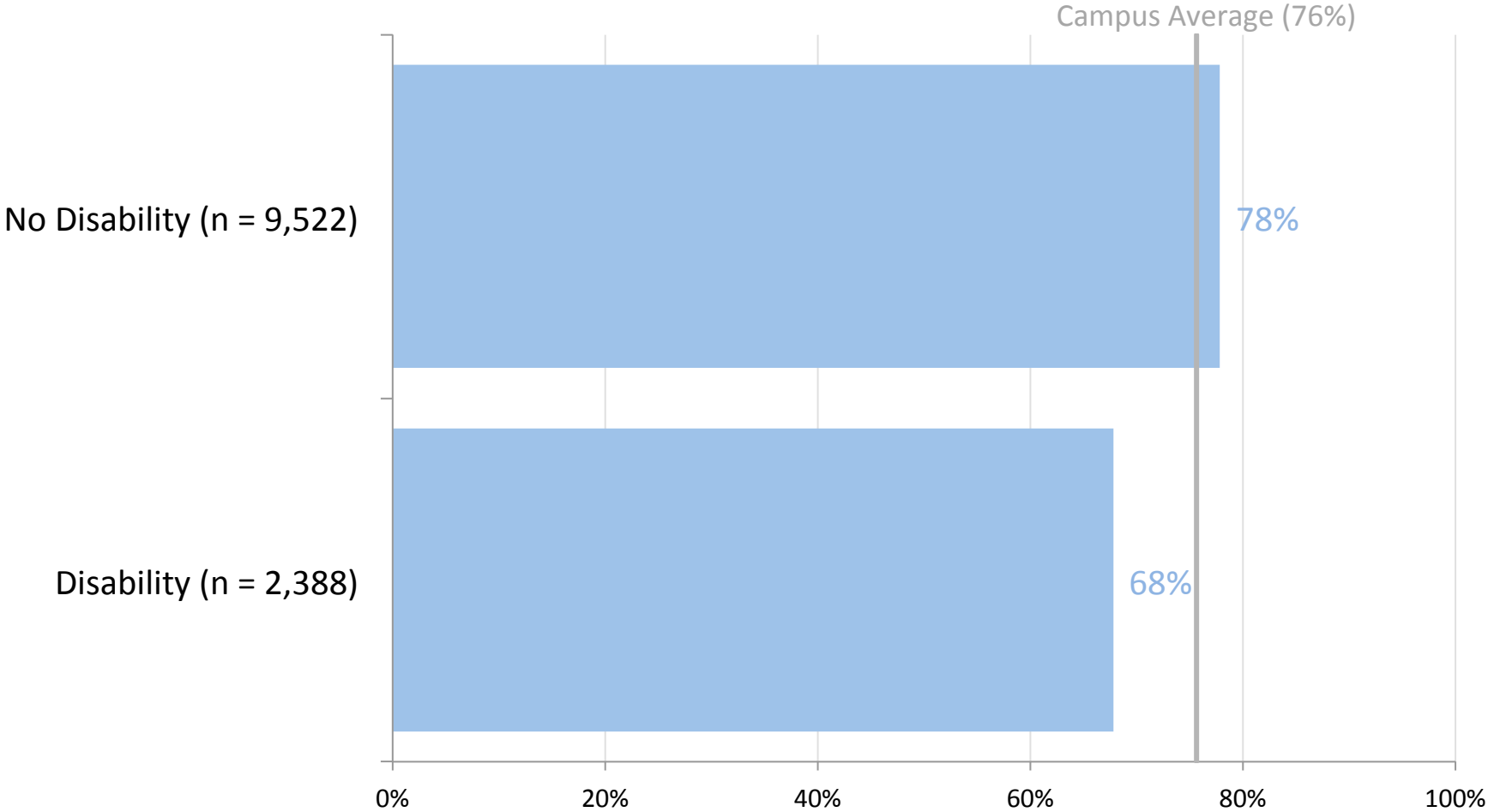
Comfortable and Very Comfortable Responses to “How comfortable are you with the overall climate at UC Berkeley?” by Sexual Orientation



Source: UC Berkeley Campus Climate Survey, 2013

Climate Comfort Rate by Disability

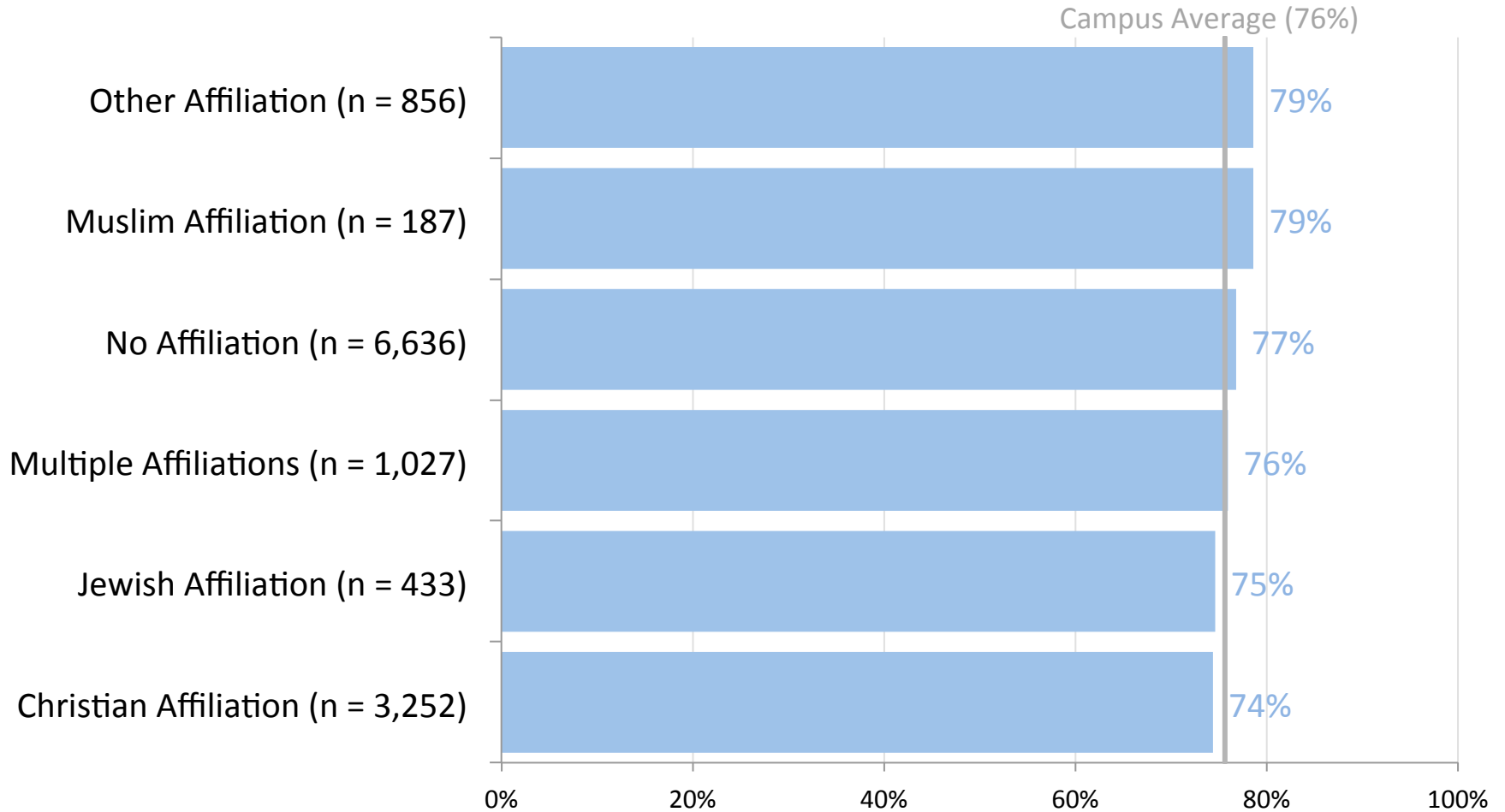
Comfortable and Very Comfortable Responses to "How comfortable are you with the overall climate at UC Berkeley?" by Disability



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

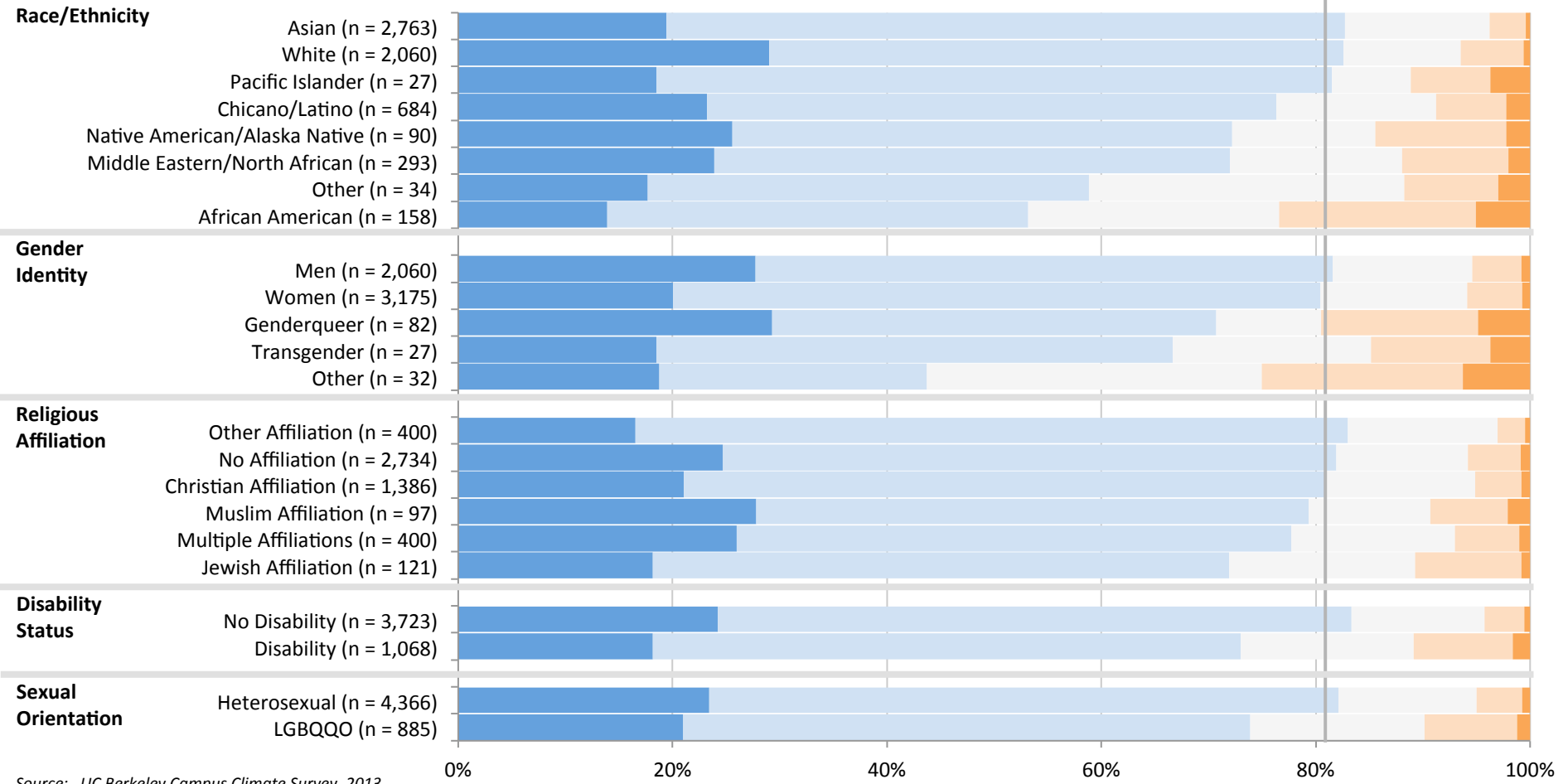


Source: UC Berkeley Campus Climate Survey, 2013

Overall Climate Comfort Rate - Undergraduate Students

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

Very Comfortable Comfortable Neutral Uncomfortable Very Uncomfortable Undergraduate Average (81%)

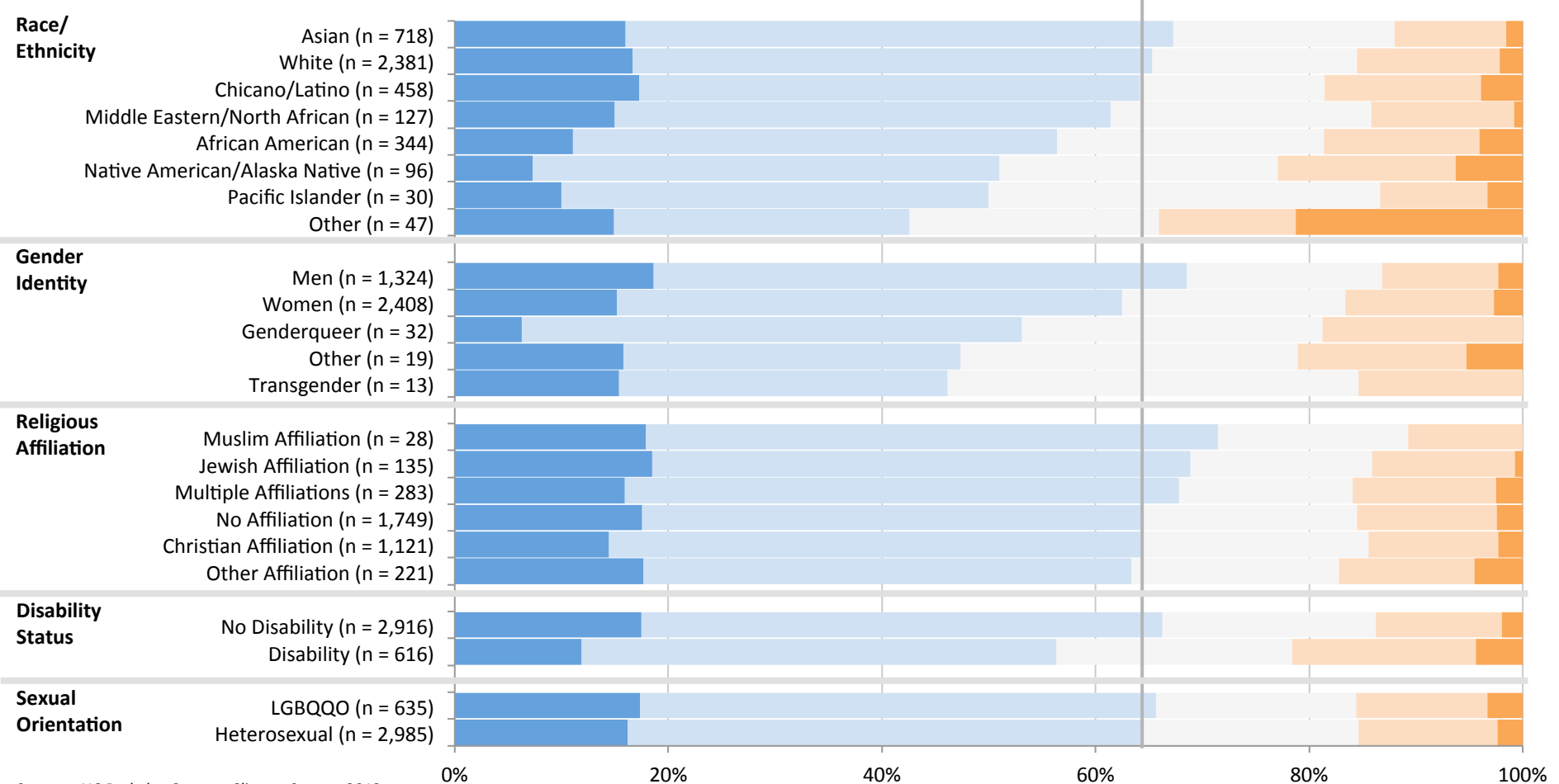


Source: UC Berkeley Campus Climate Survey, 2013

Overall Climate Comfort Rate – Staff

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

■ Very Comfortable
 ■ Comfortable
 ■ Neutral
 ■ Uncomfortable
 ■ Very Uncomfortable
 Staff Average (64%)

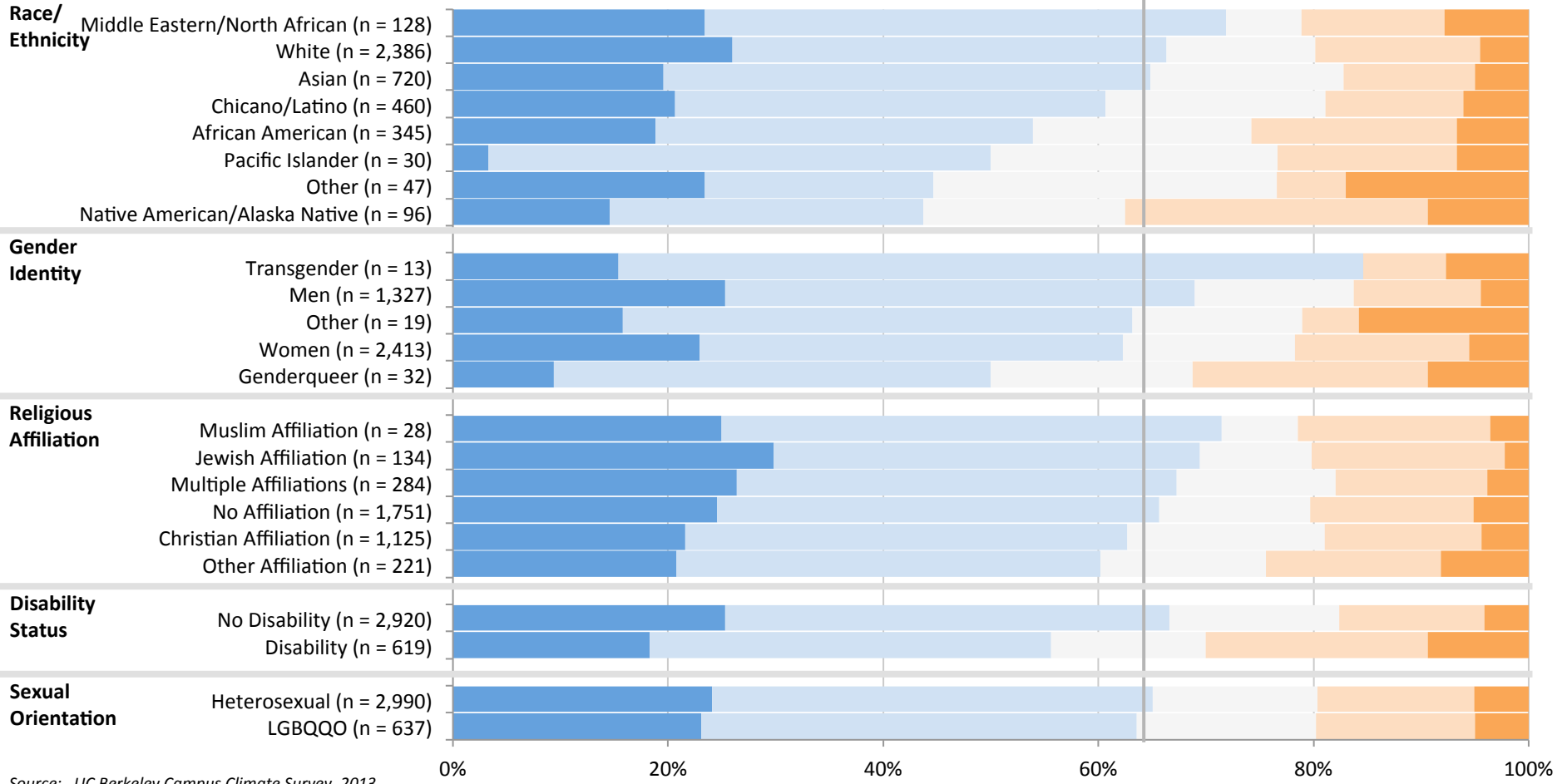


Source: UC Berkeley Campus Climate Survey, 2013

Department/Workplace Climate Comfort Rate – Staff

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

■ Very Comfortable
 ■ Comfortable
 ■ Neutral
 ■ Uncomfortable
 ■ Very Uncomfortable
 Staff Average (64%)



Source: UC Berkeley Campus Climate Survey, 2013

Preliminary Findings on Work-Life

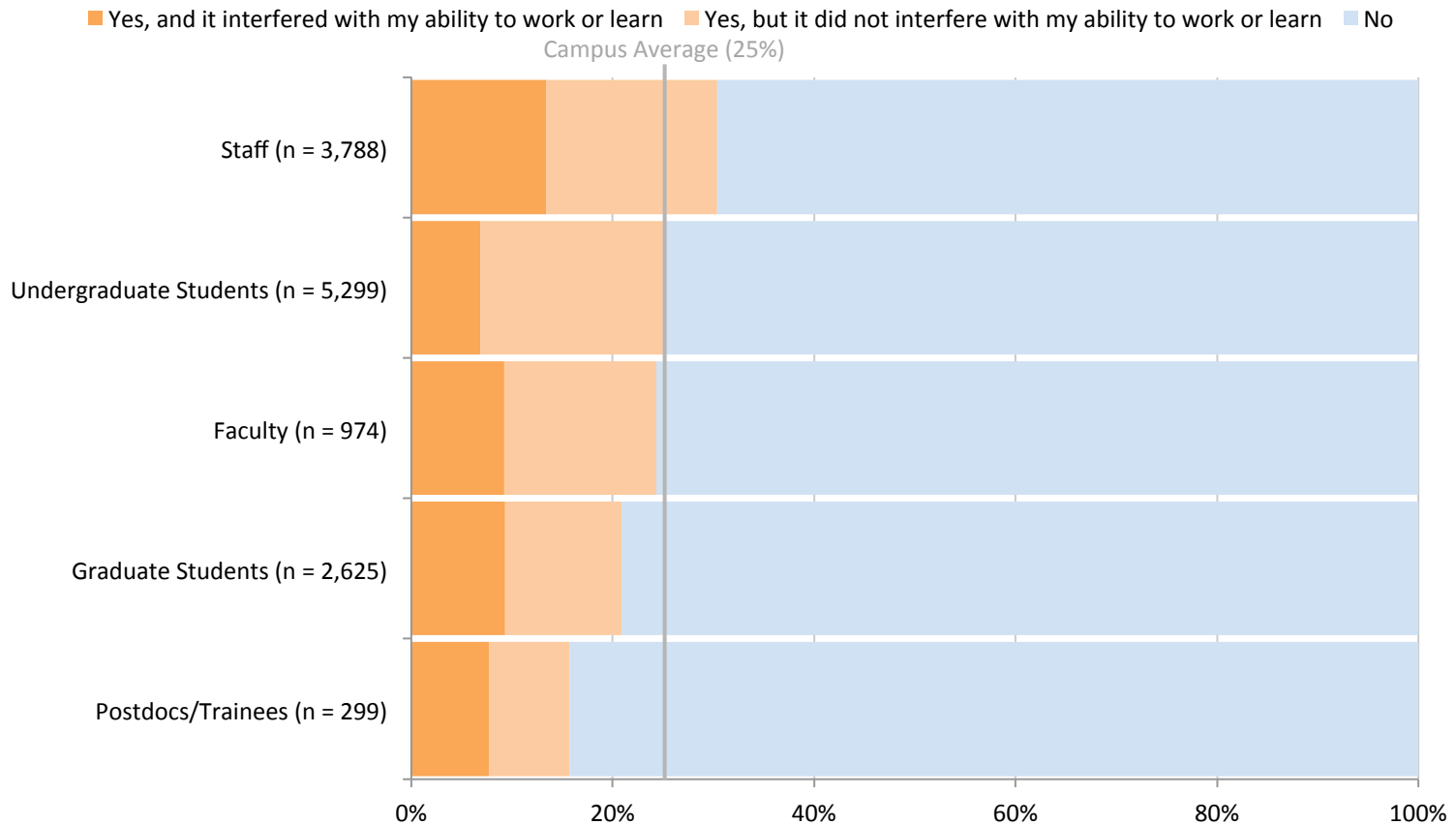
- 71% of all respondents said that the UC Berkeley values a diverse faculty
- 77% said that the campus values a diverse staff
- 57% faculty, staff, post-docs, and grad/professional students indicated that their supervisors provided them with resources to pursue professional development opportunities
- 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



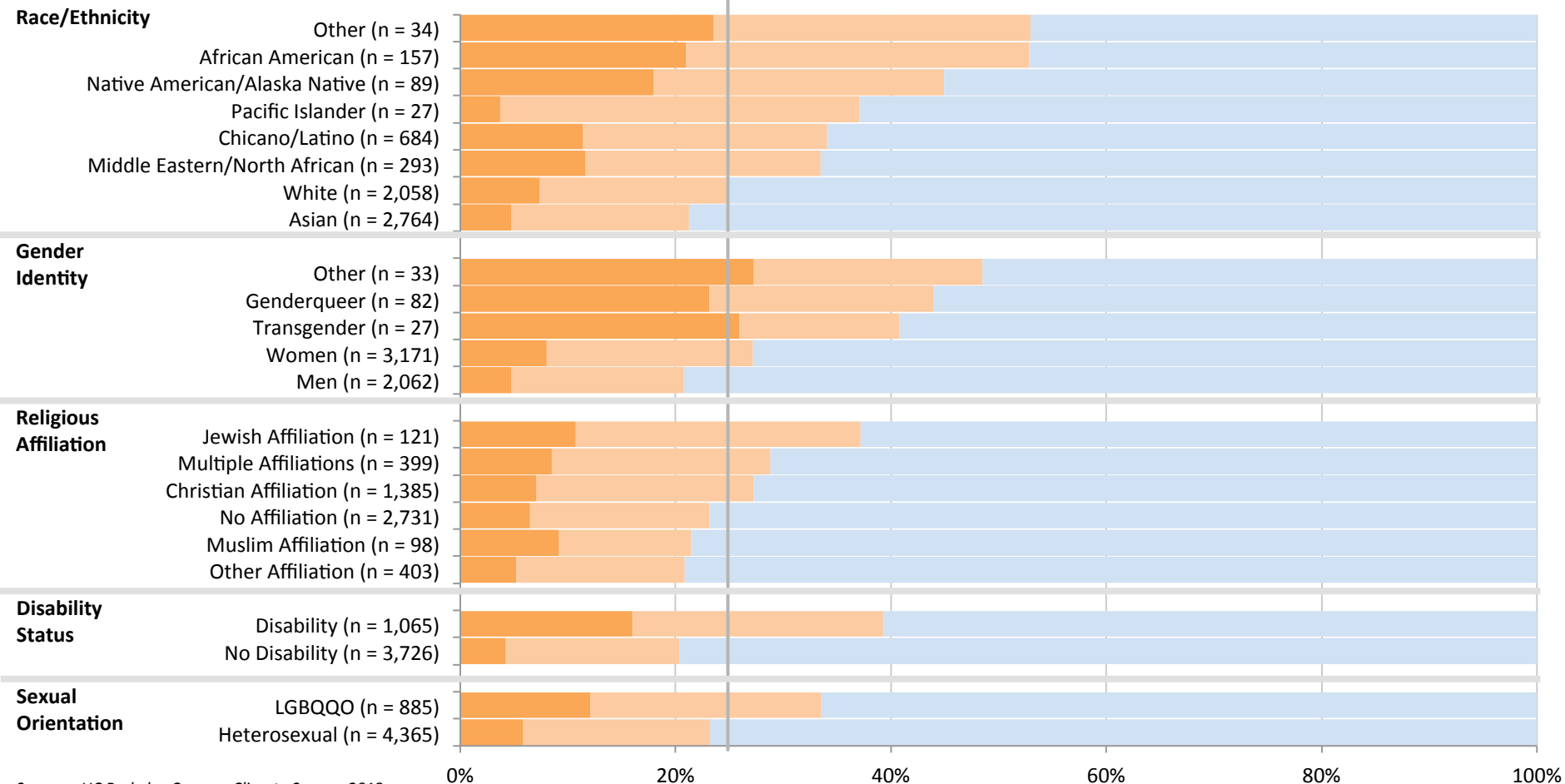
Source: UC Berkeley Campus Climate Survey, 2013

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

Undergraduate Average (25%)



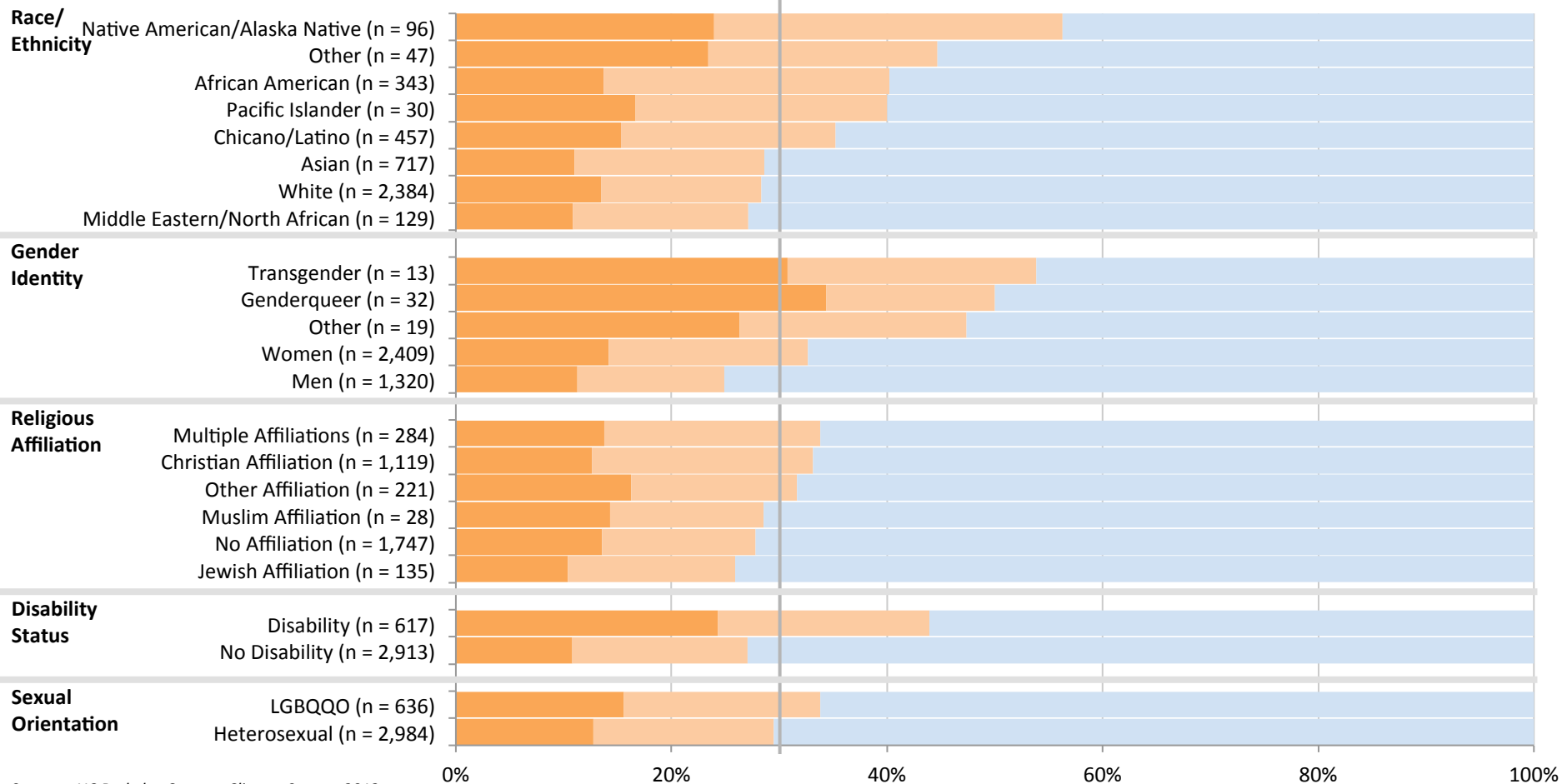
Source: UC Berkeley Campus Climate Survey, 2013

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

Staff Average (30%)



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

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

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

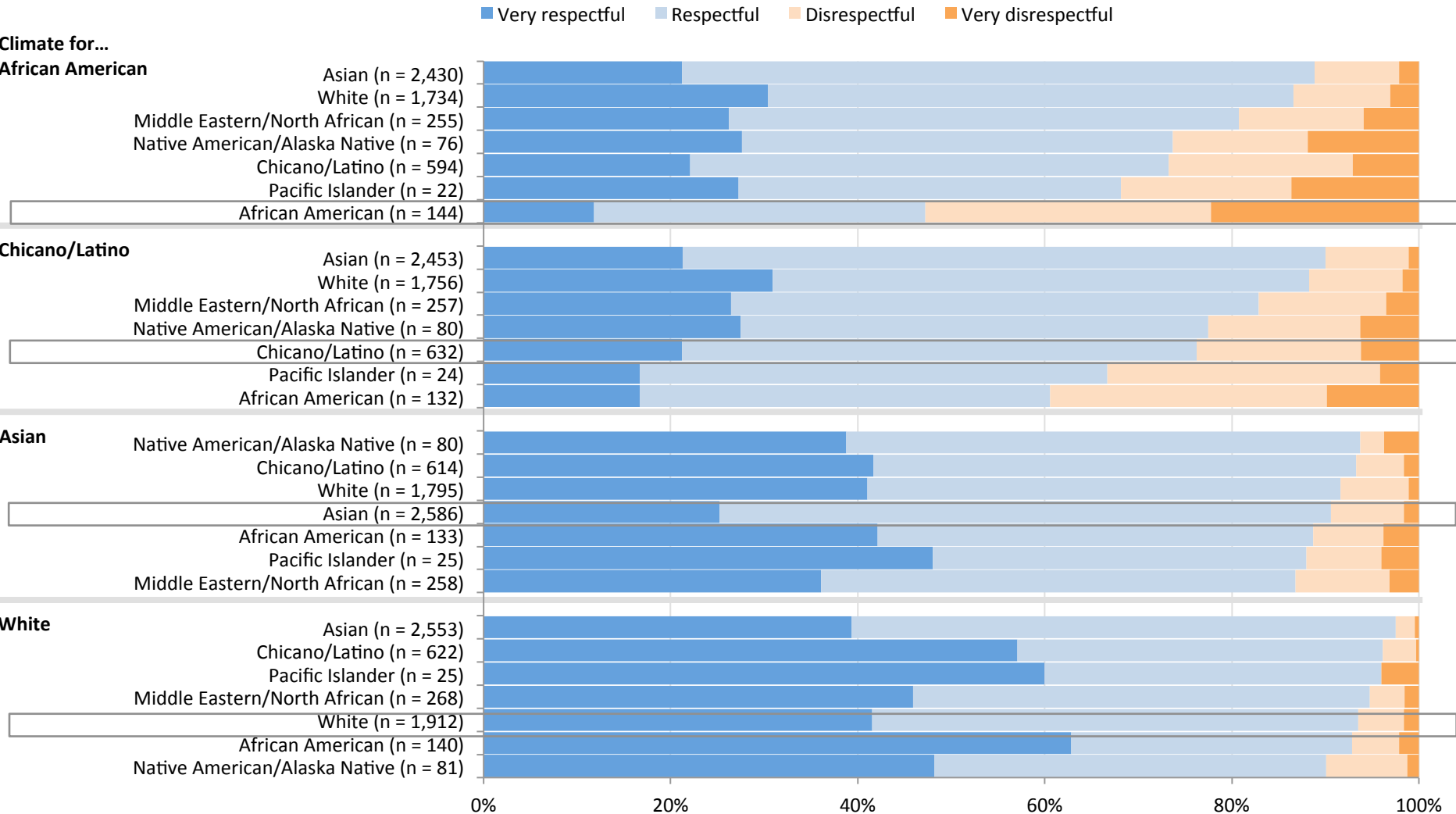
Location of Exclusion	Undergraduate Students	Graduate Students	Faculty	MSP/SMG	Non-Manager
In a class/lab/clinical setting	42%	55%	10%	1%	2%
In a public space at UCB	39%	28%	19%	9%	11%
In a meeting with a group of people	26%	30%	49%	46%	30%
In a meeting with one other person	11%	21%	25%	30%	23%
In campus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

Source: UC Berkeley Campus Climate Survey, 2013

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

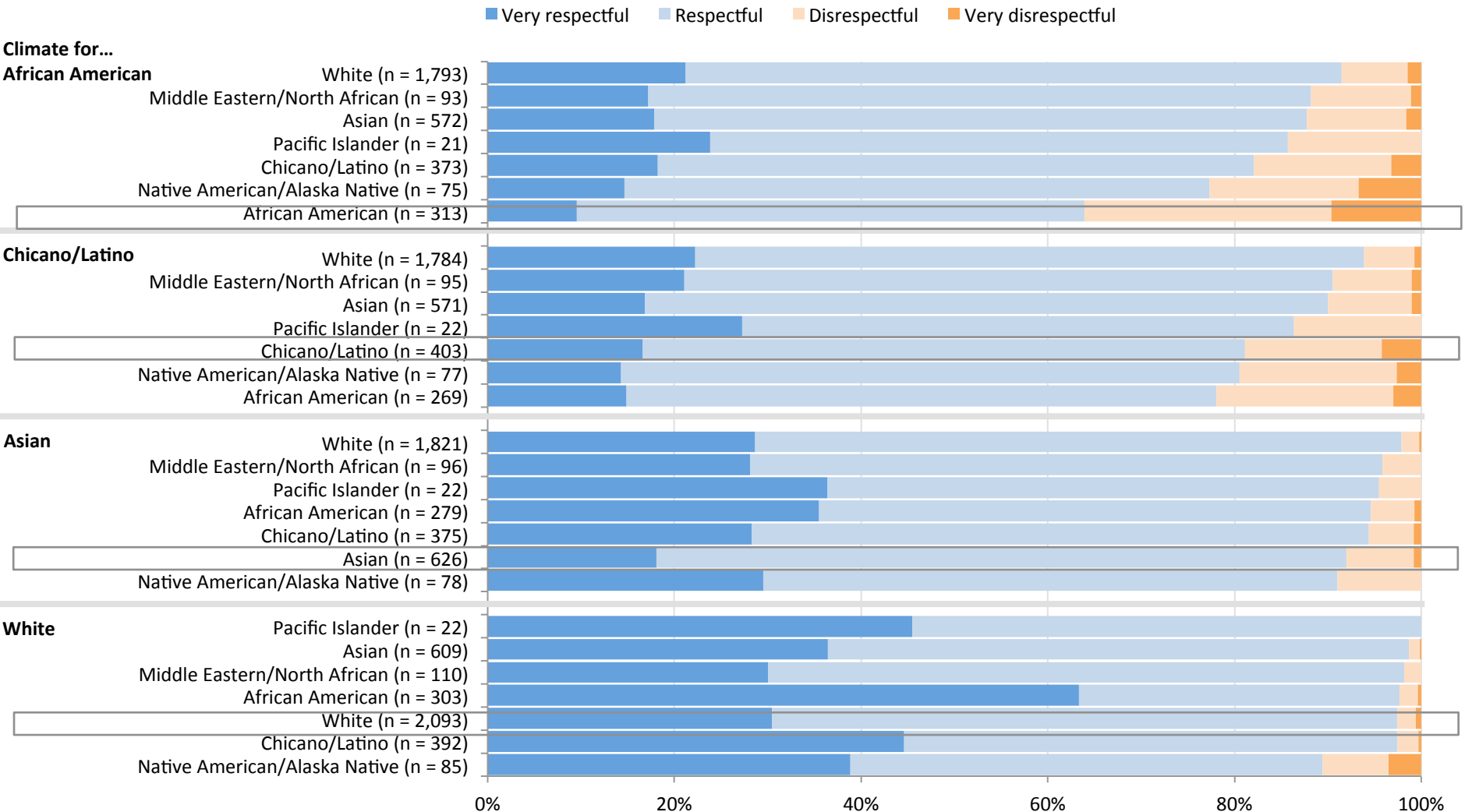
Climate Perceptions and Projections: Undergraduates

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



Climate Perceptions and Projections - Staff

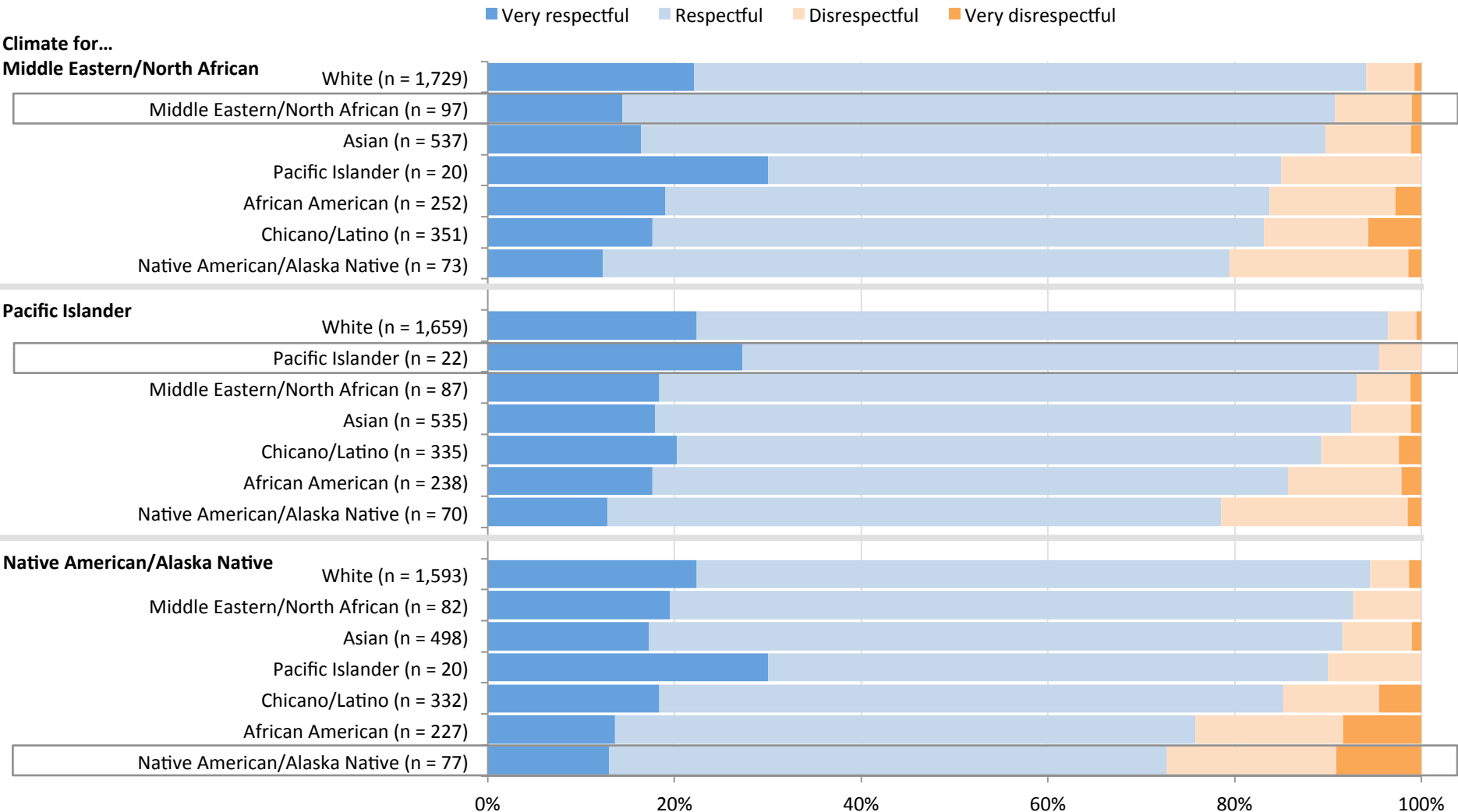
Responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity



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



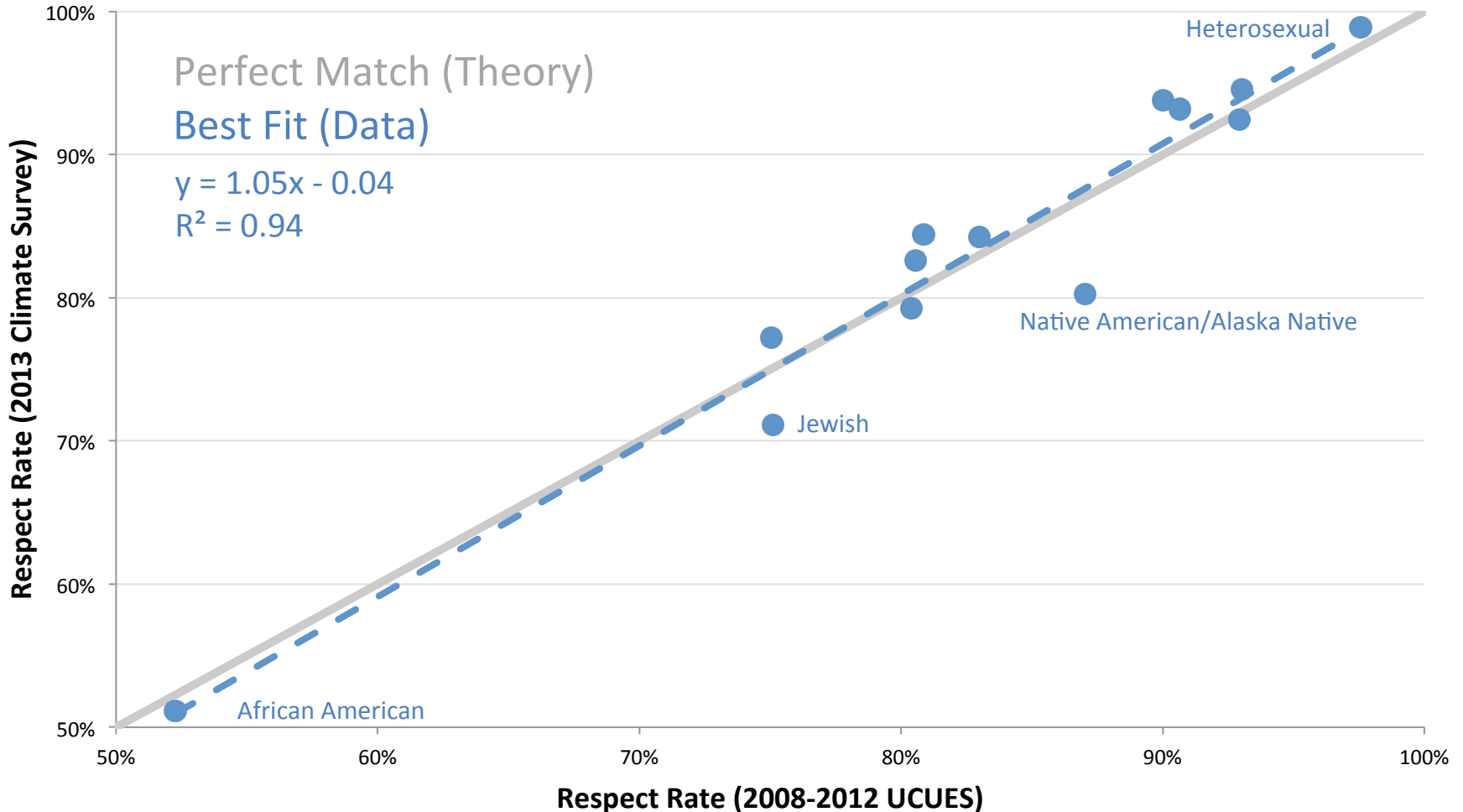
Source: UC Berkeley Campus Climate Survey, 2013

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



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

TOTAL **371**

- Associate Vice Chancellor Business Administrative Services 175
- Associate Vice Chancellor Chief Financial Officer 28
- Associate Vice Chancellor Finance & Controller 23
- Associate Vice Chancellor Human Resources 40
- Intercollegiate Athletics 47
- Office of Vice Chancellor Administration 21
- Op Excellence- Project Office 11
- Public Safety & Transport 26

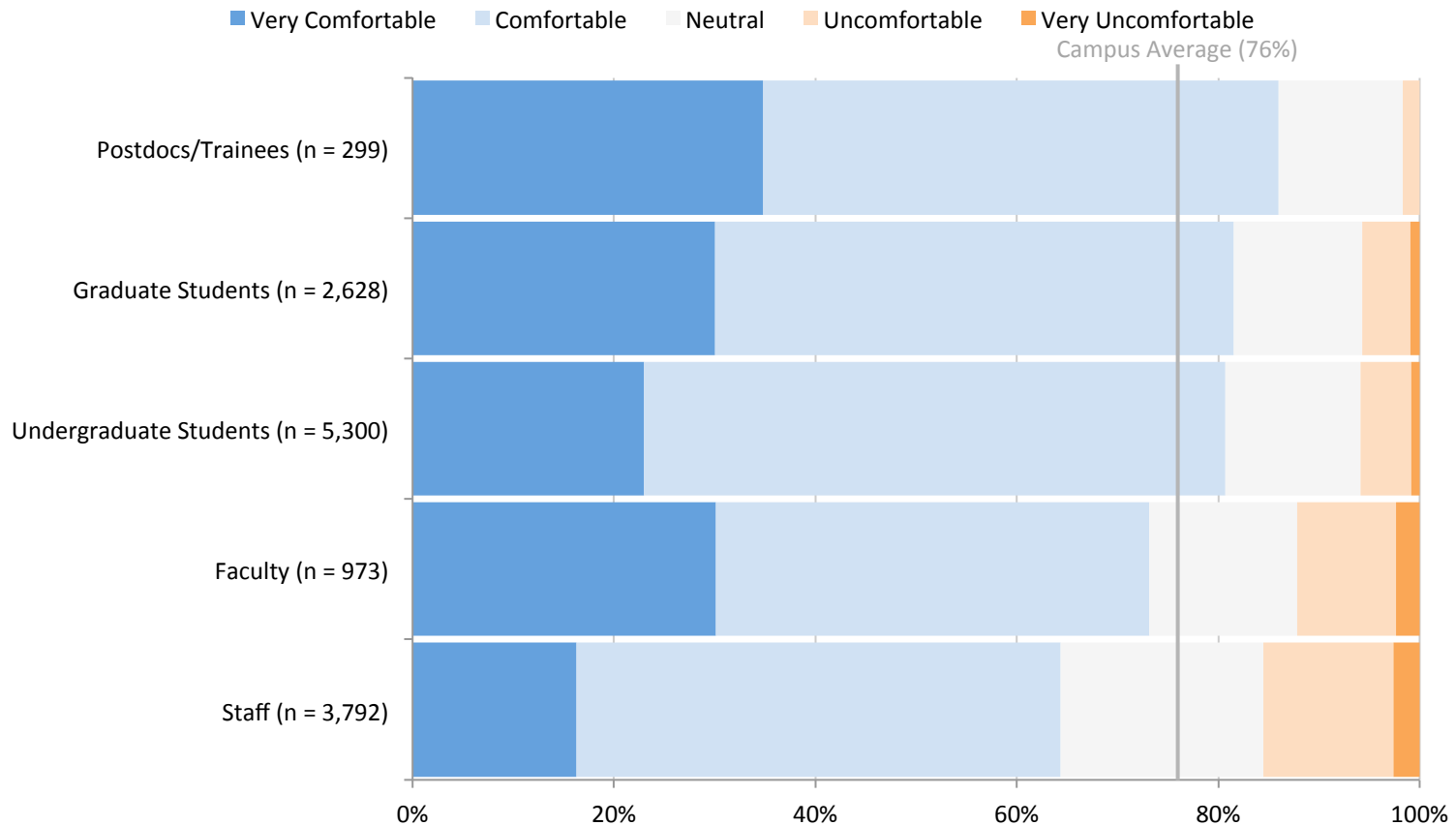
Discussion Questions

- 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

Race/Ethnicity:	African American	Native American/Alaska Native
	Asian	Other*
	Chicano/Latino	Pacific Islander
	Middle Eastern/North African	White
Gender Identity:	Genderqueer	Transgender
	Men	Women
	Other**	
Religious Affiliation:	Christian	Muslim
	Jewish	No Affiliation
	Multiple Affiliations	Other Affiliation***
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?”

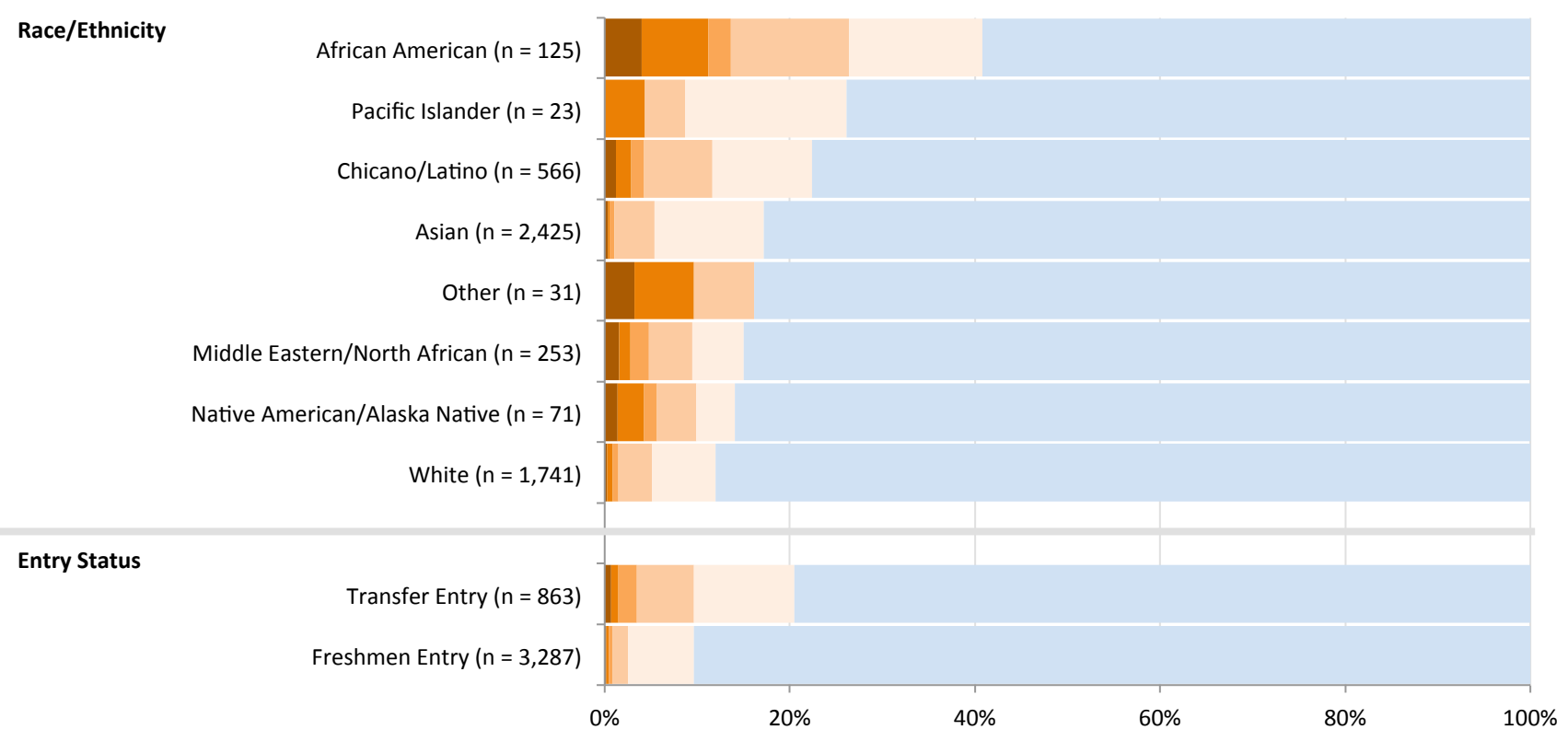
UC Berkeley-Specific Questions

- Respect Rate
 - “[Position] of my [Affinity Group] are respected at UC Berkeley”
- Perceived Institutional Support

Undergraduate Study Group Exclusion

Responses to “I have been excluded from study groups or group projects because of my [affinity group]” by Affinity Group

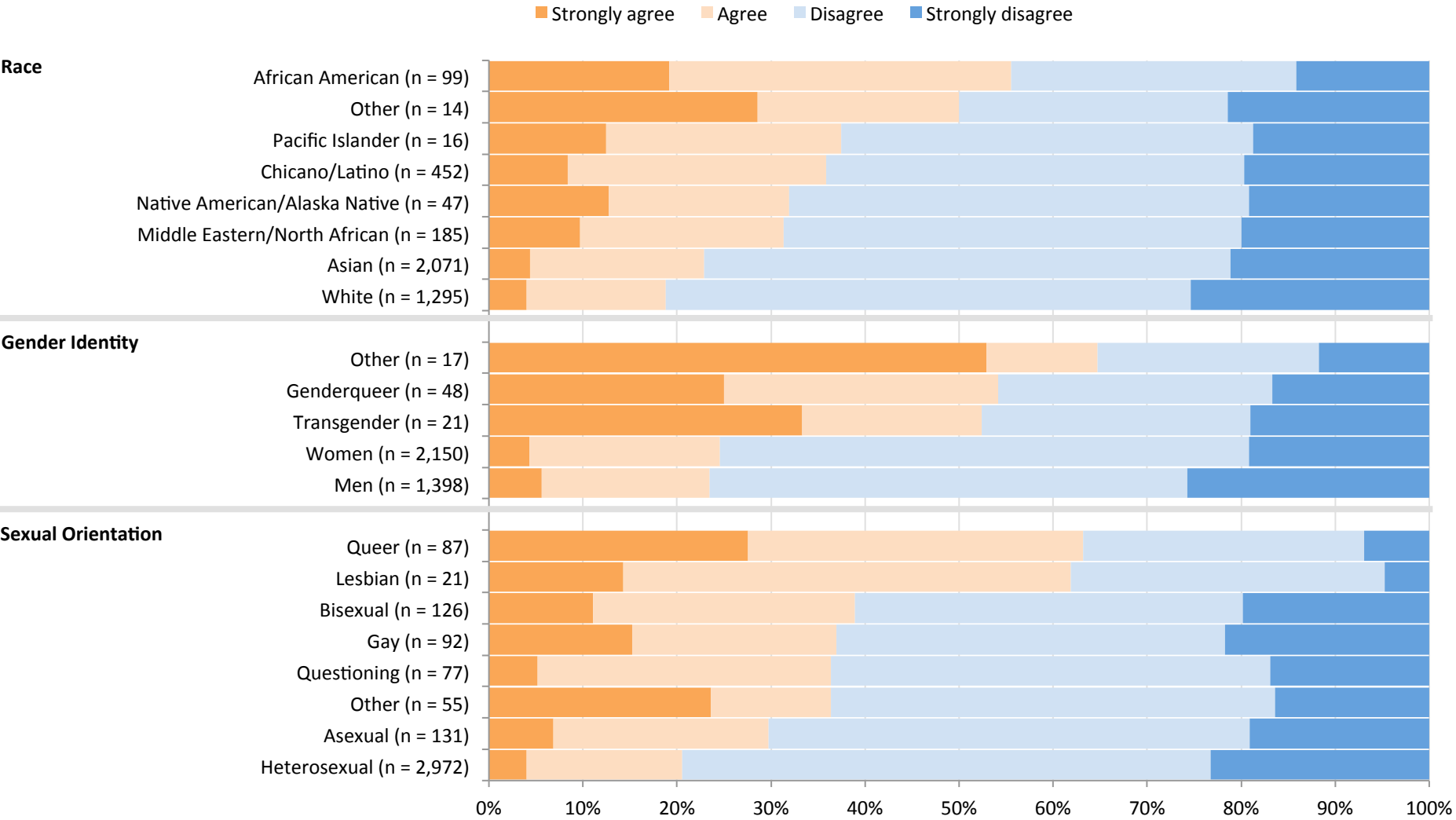
Very often Often Somewhat often Occasionally Rarely Never



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



Source: UC Berkeley Campus Climate Survey, 2013

Response Counts and Rates by Position

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

Source: UC Berkeley Campus Climate Survey, RA Report

Response Counts and Rates by Race/ Ethnicity and Gender Identity

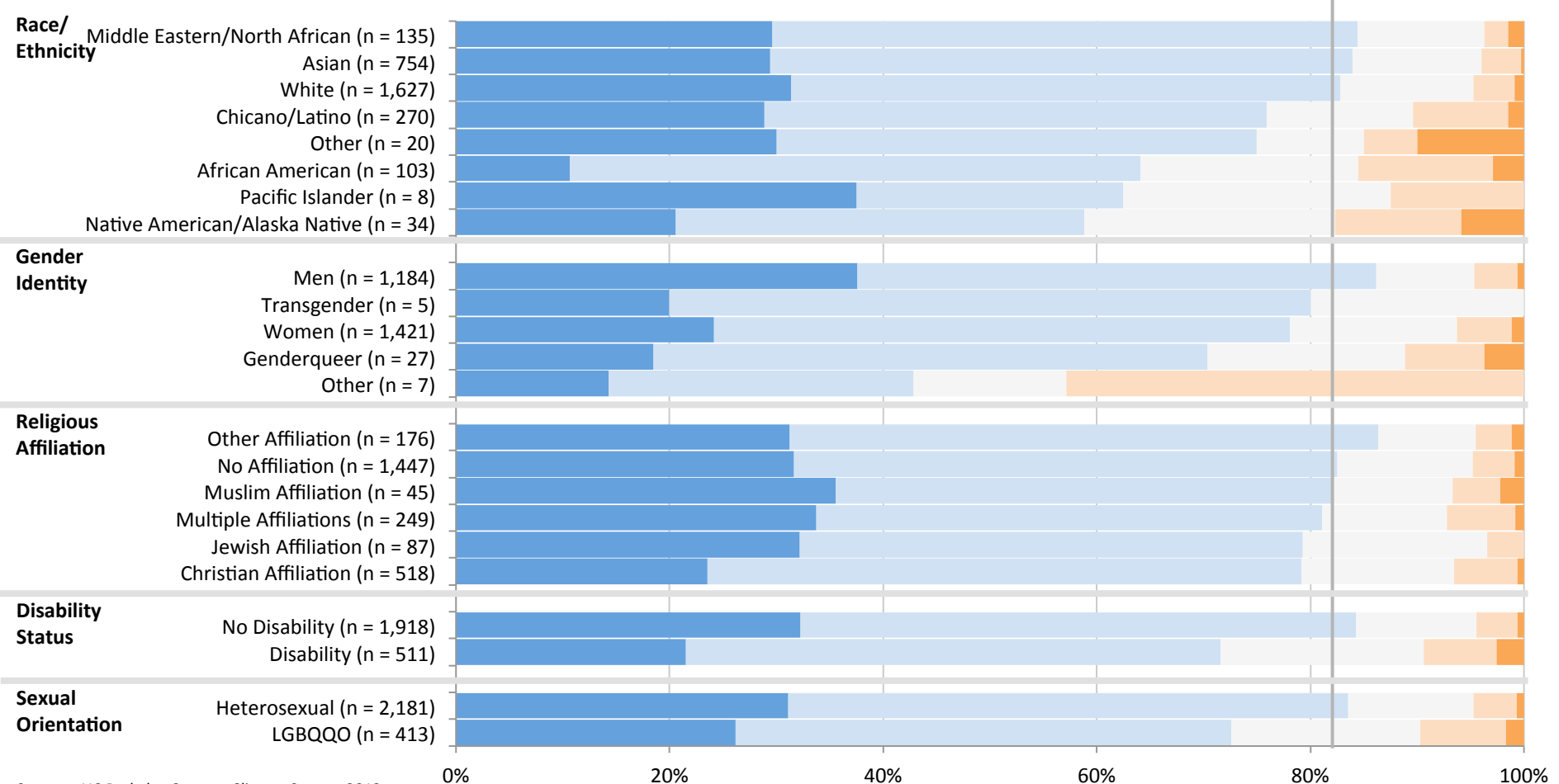
Group	Respondents	Response Rate
Man	5,342	21%
Woman	7,507	30%
Transgender	45	n/a
Genderqueer	147	n/a
Other	65	n/a
African American/African/Black	642	29%
American Indian/Alaskan Native	230	64%
Asian/Asian American	4,420	26%
Hispanic/Latino	1,478	27%
Middle Eastern/Southwest Asian/North African	653	n/a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

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

Very Comfortable Comfortable Neutral Uncomfortable Very Uncomfortable Grad Student Average (82%)



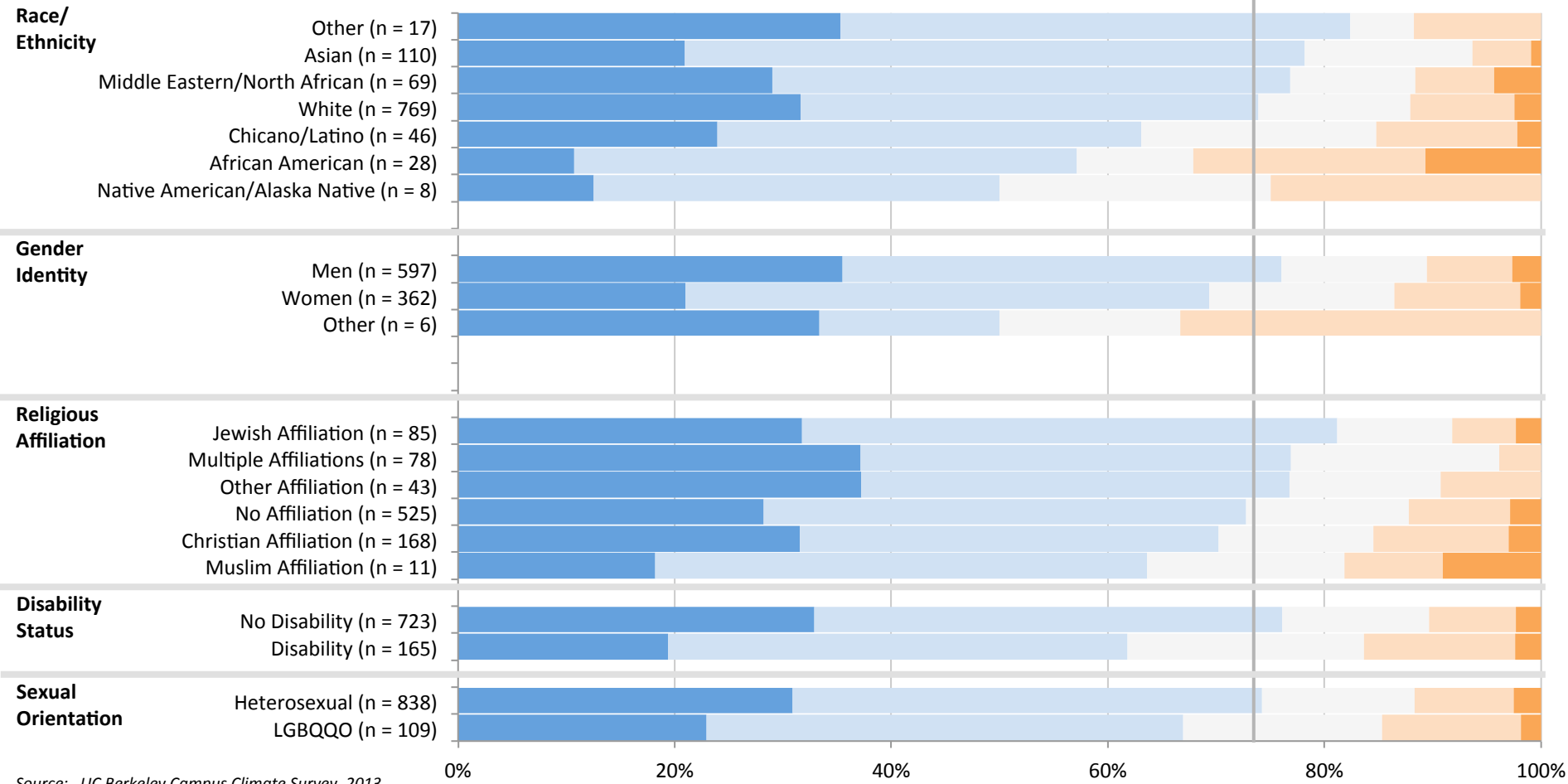
Source: UC Berkeley Campus Climate Survey, 2013

Overall Climate Comfort Rate – Faculty

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

■ Very Comfortable
 ■ Comfortable
 ■ Neutral
 ■ Uncomfortable
 ■ Very Uncomfortable

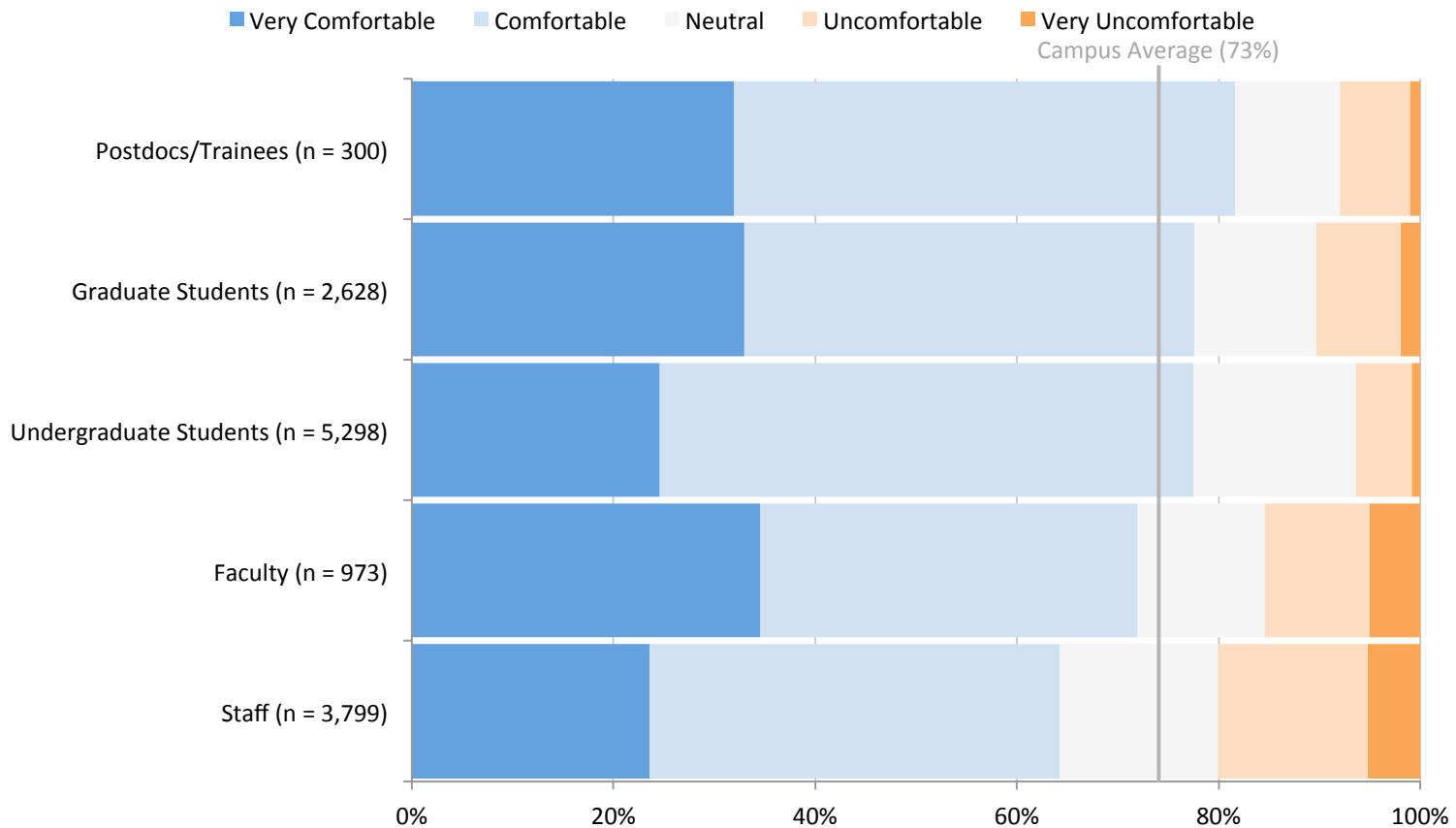
Faculty Average (73%)



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

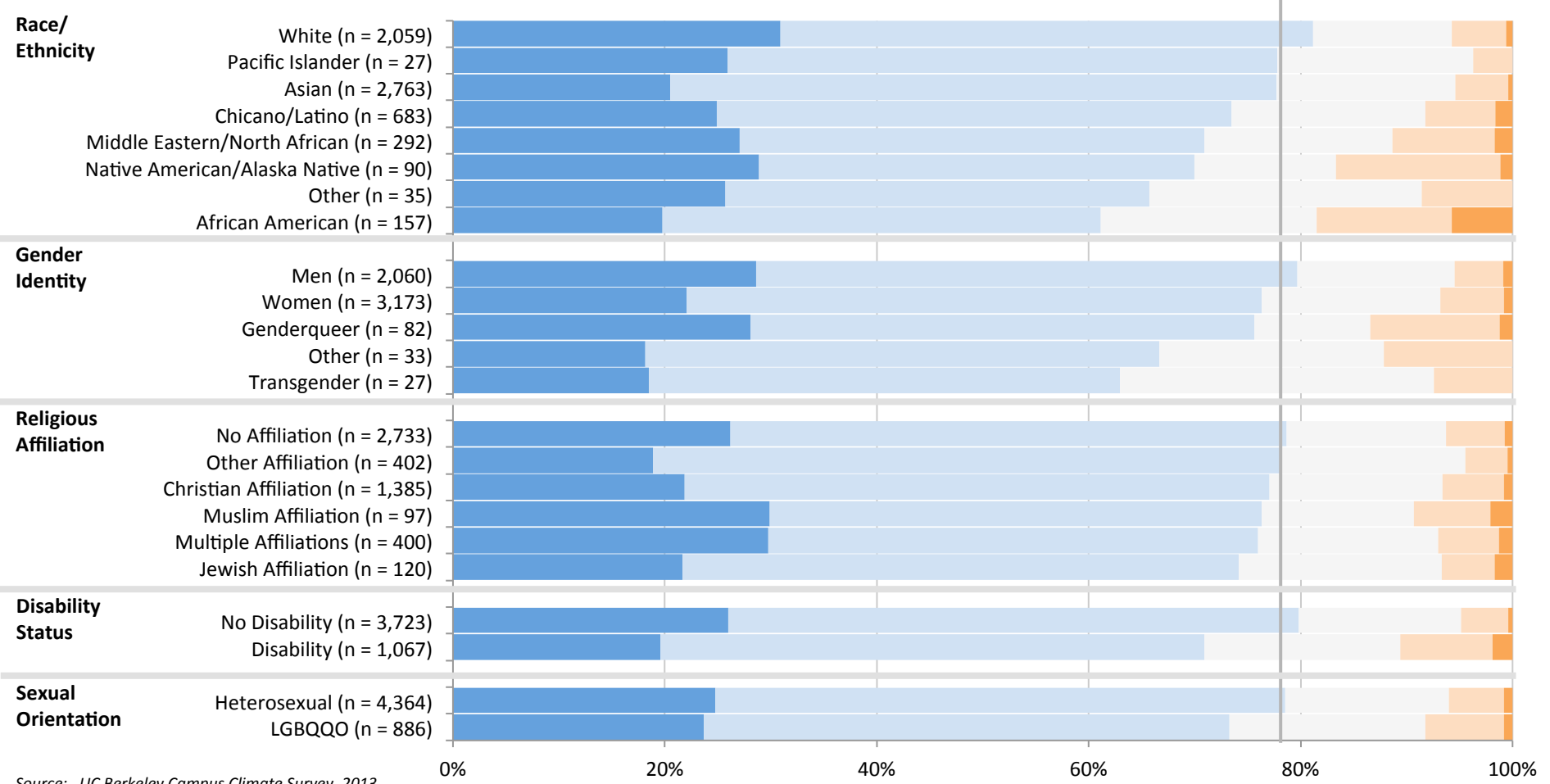


Source: UC Berkeley Campus Climate Survey, 2013

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

Very Comfortable Comfortable Neutral Uncomfortable Very Uncomfortable Undergraduate Average (78%)



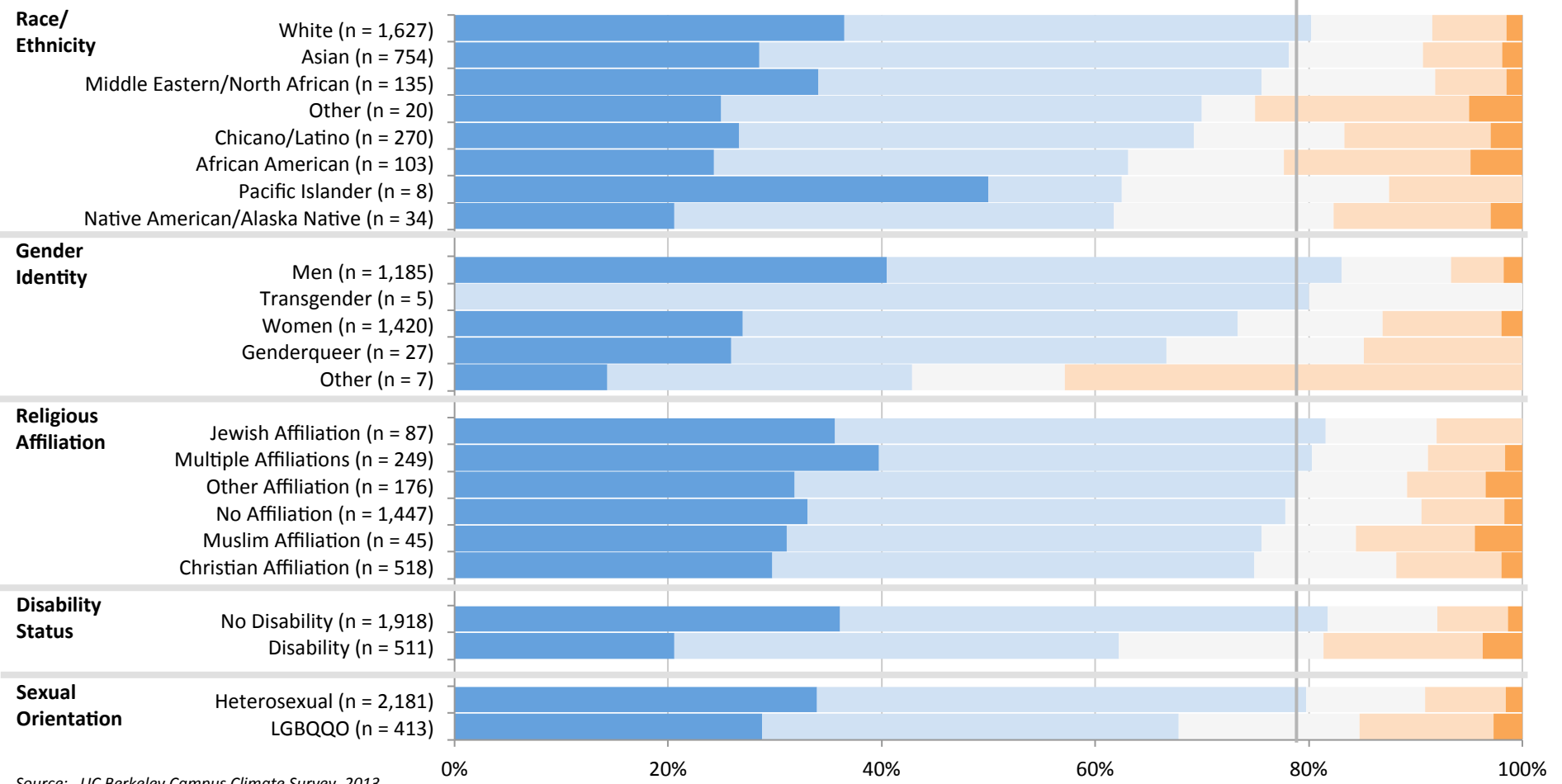
Source: UC Berkeley Campus Climate Survey, 2013

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

Very Comfortable Comfortable Neutral Uncomfortable Very Uncomfortable

Grad Student Average (78%)

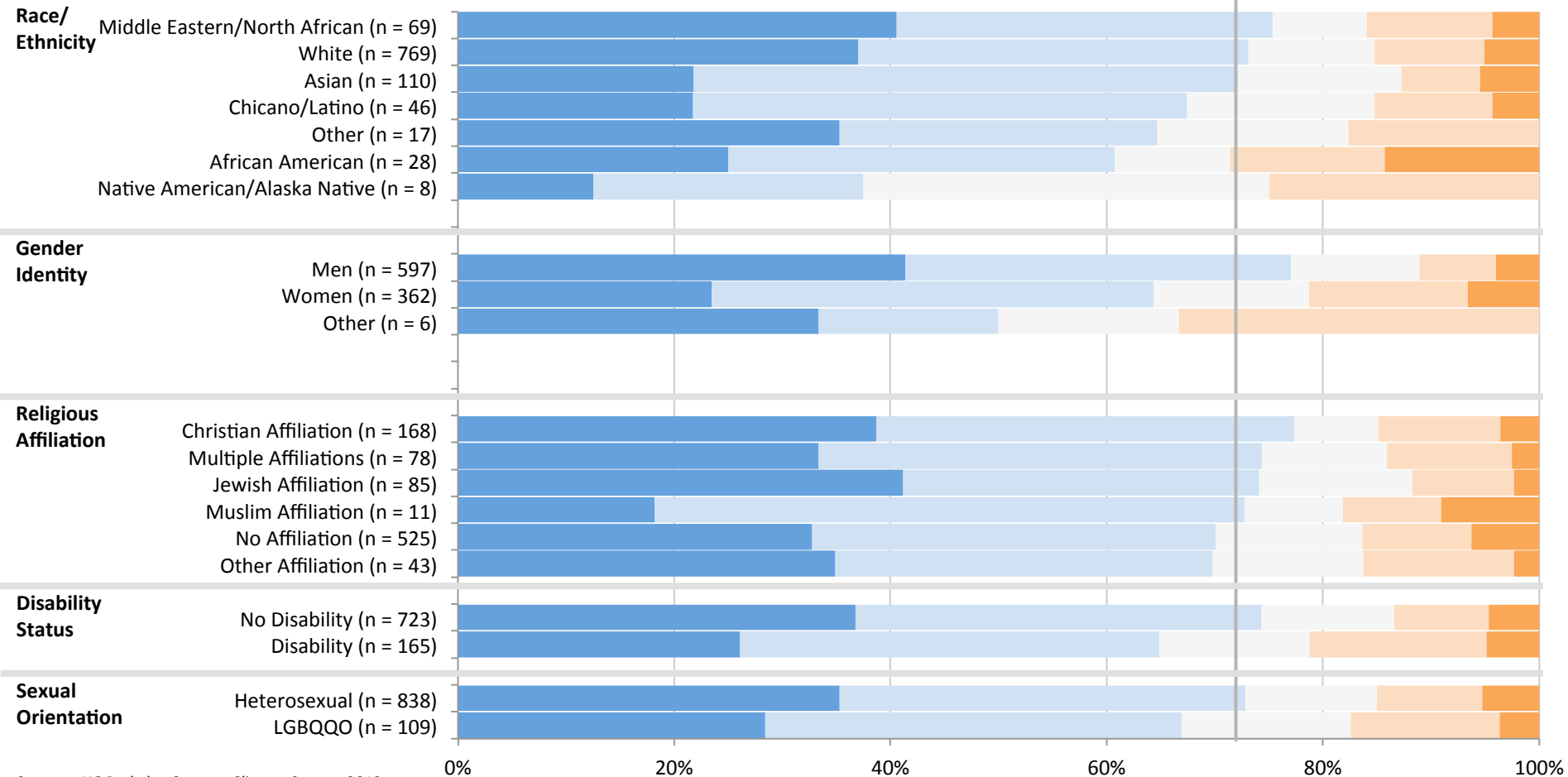


Source: UC Berkeley Campus Climate Survey, 2013

Department/Workplace Climate Comfort Rate – Faculty

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

Very Comfortable Comfortable Neutral Uncomfortable Very Uncomfortable
Faculty Average (72%)



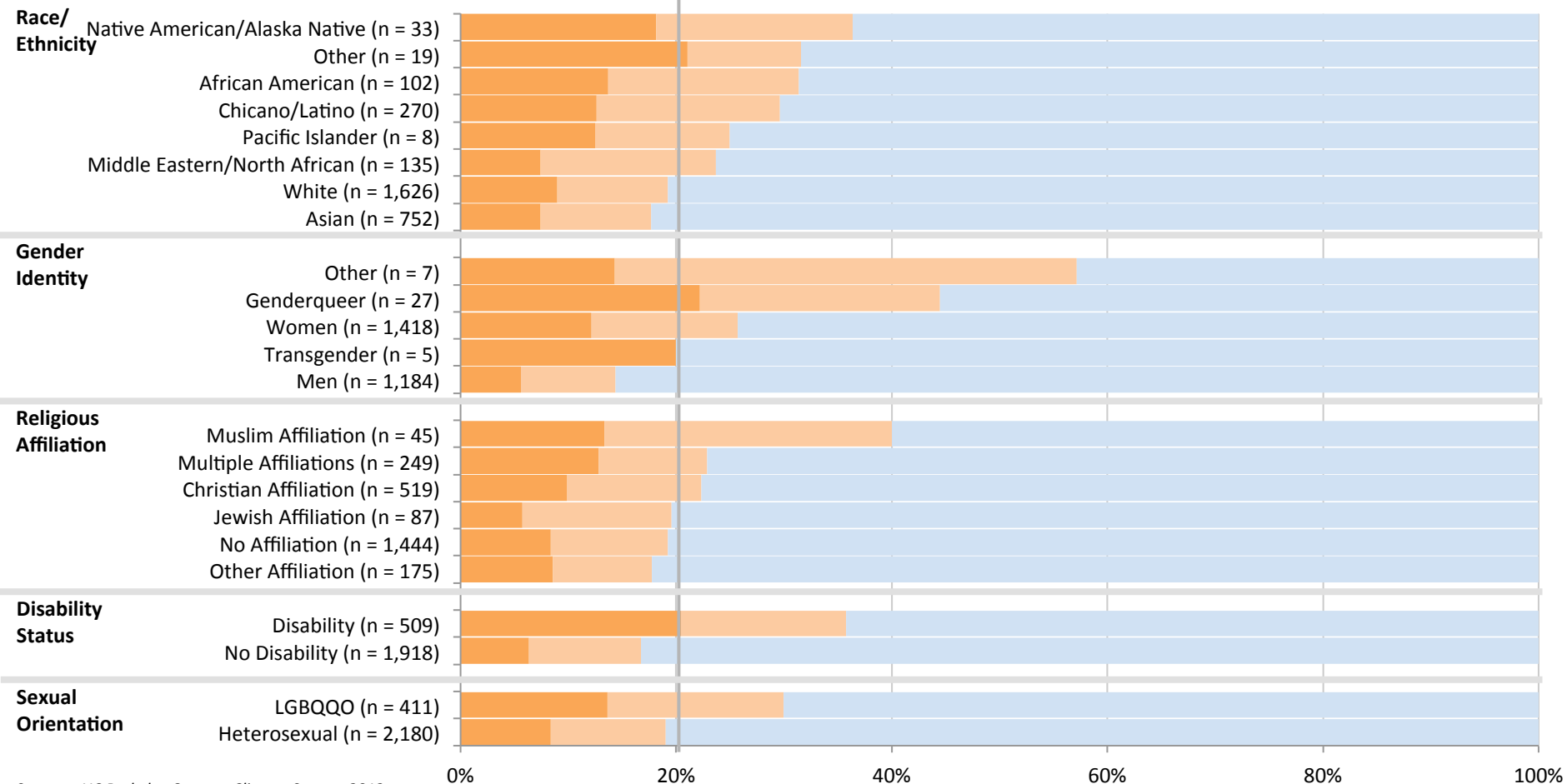
Source: UC Berkeley Campus Climate Survey, 2013

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

■ 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

Grad Student Average (21%)



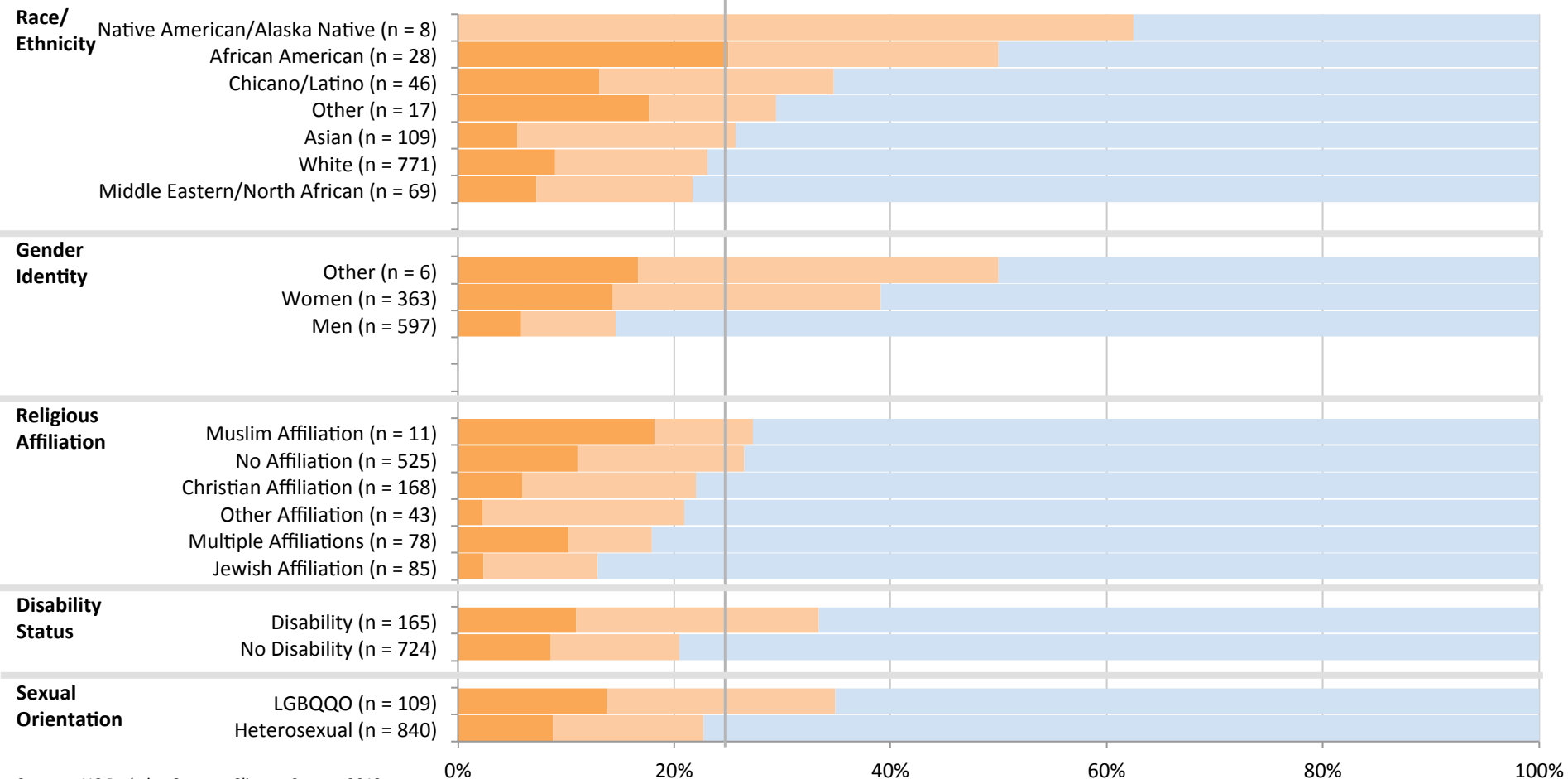
Source: UC Berkeley Campus Climate Survey, 2013

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

■ 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

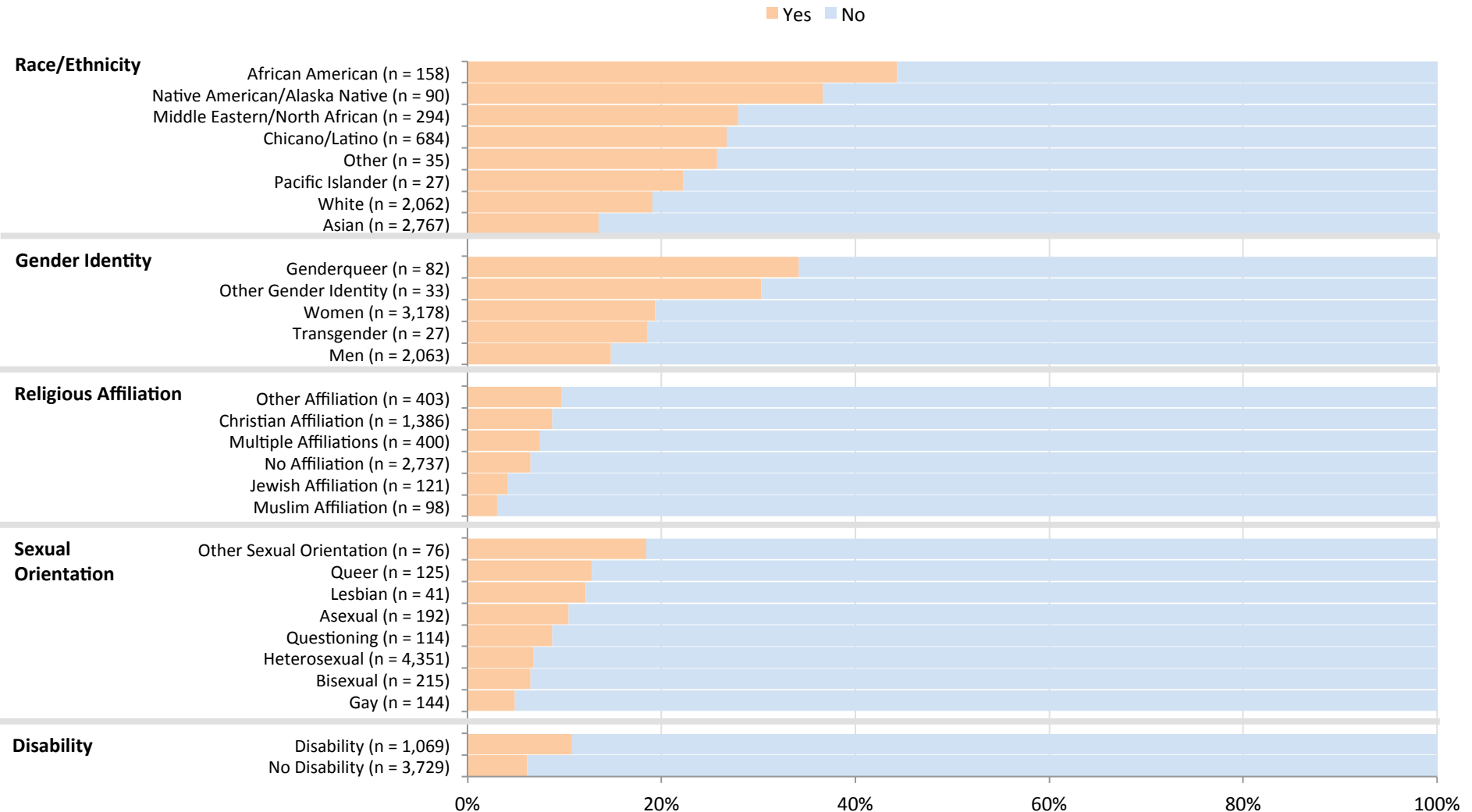
Faculty Average (24%)



Source: UC Berkeley Campus Climate Survey, 2013

Experience of Exclusionary Behavior from Students

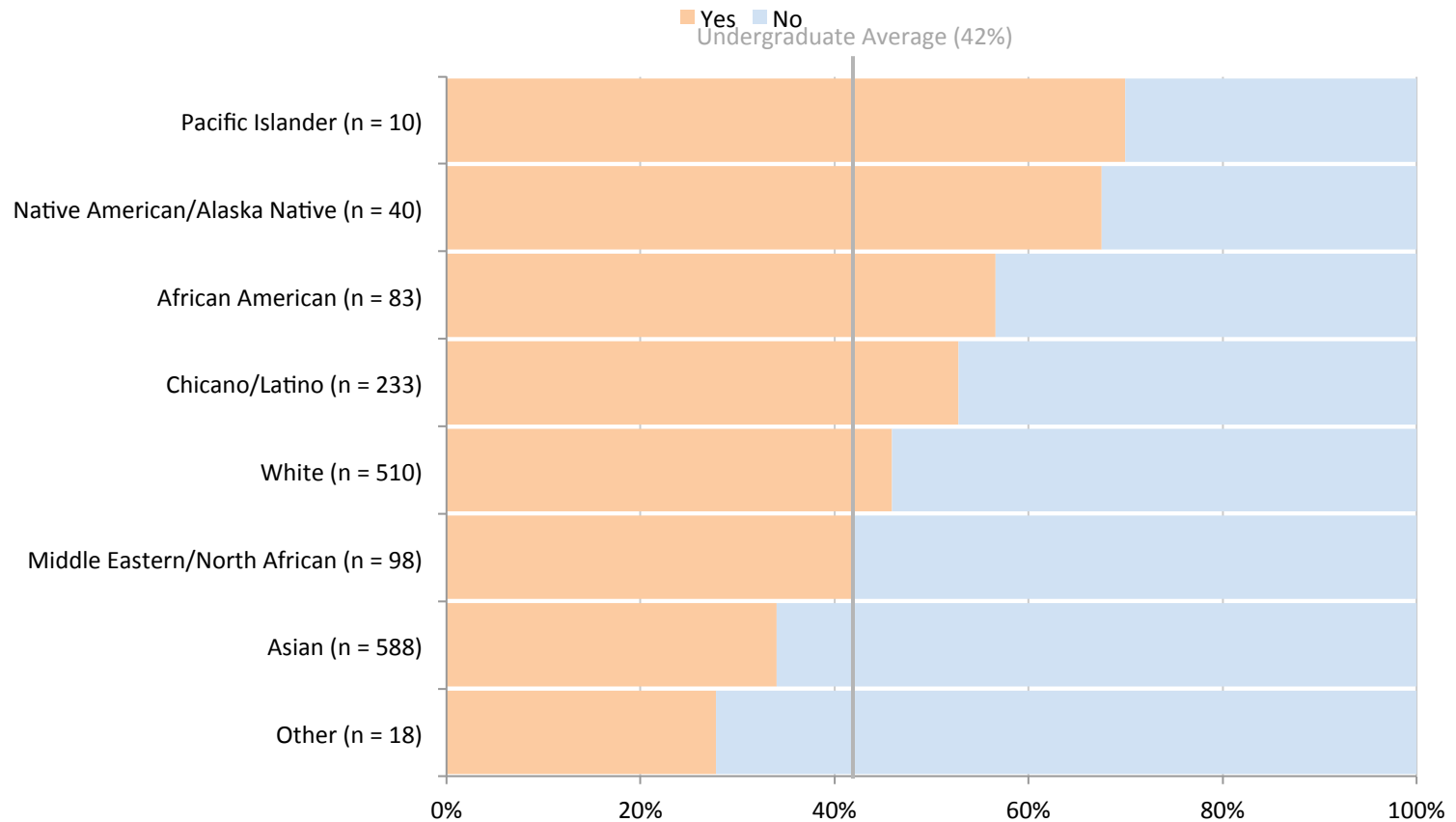
Percentage of Undergraduate Students Reporting Students as the Source of Experienced Exclusionary Behavior by Affinity Group



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

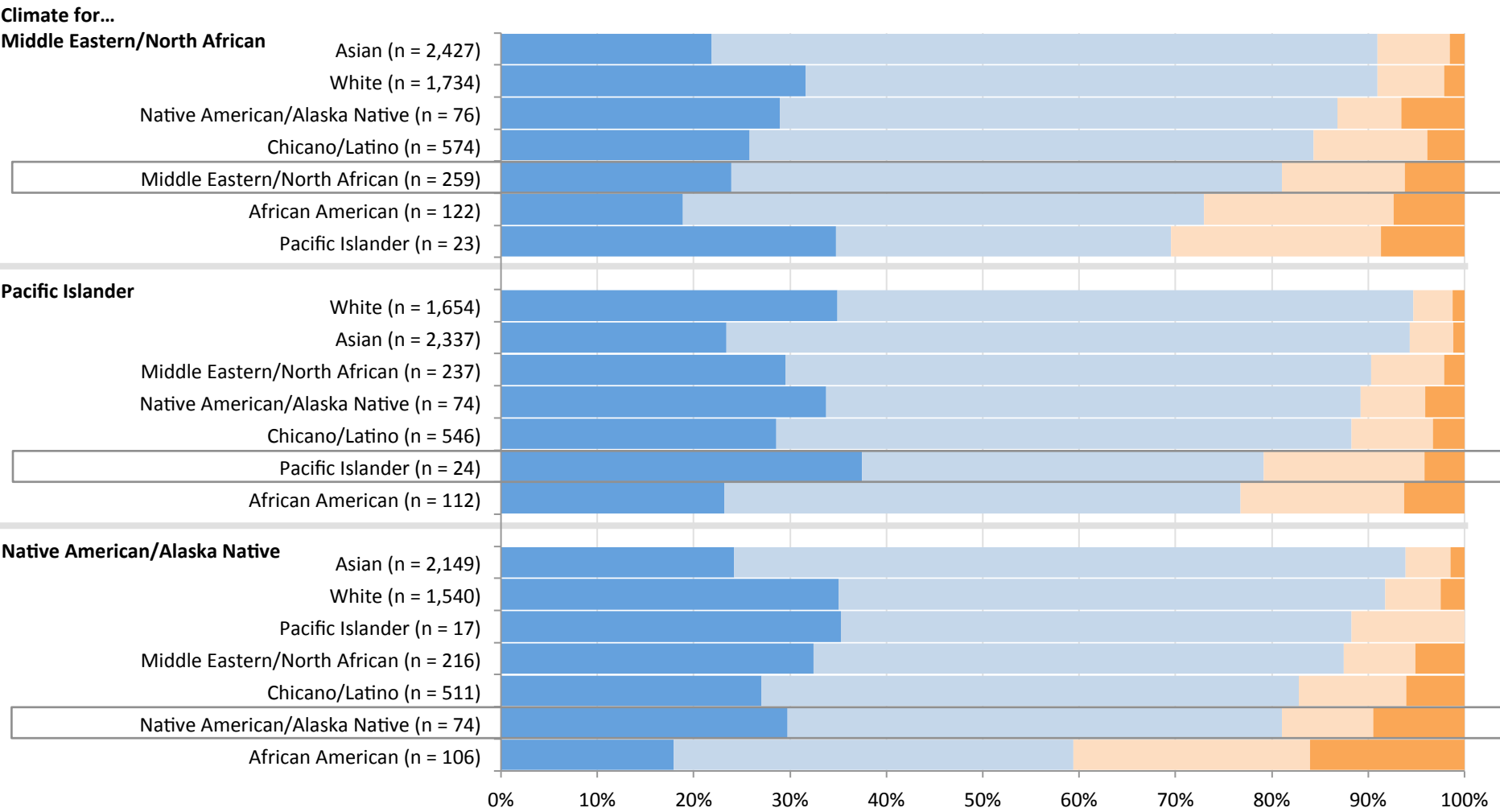


Source: UC Berkeley Campus Climate Survey, 2013

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

Very respectful Respectful Disrespectful Very disrespectful



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

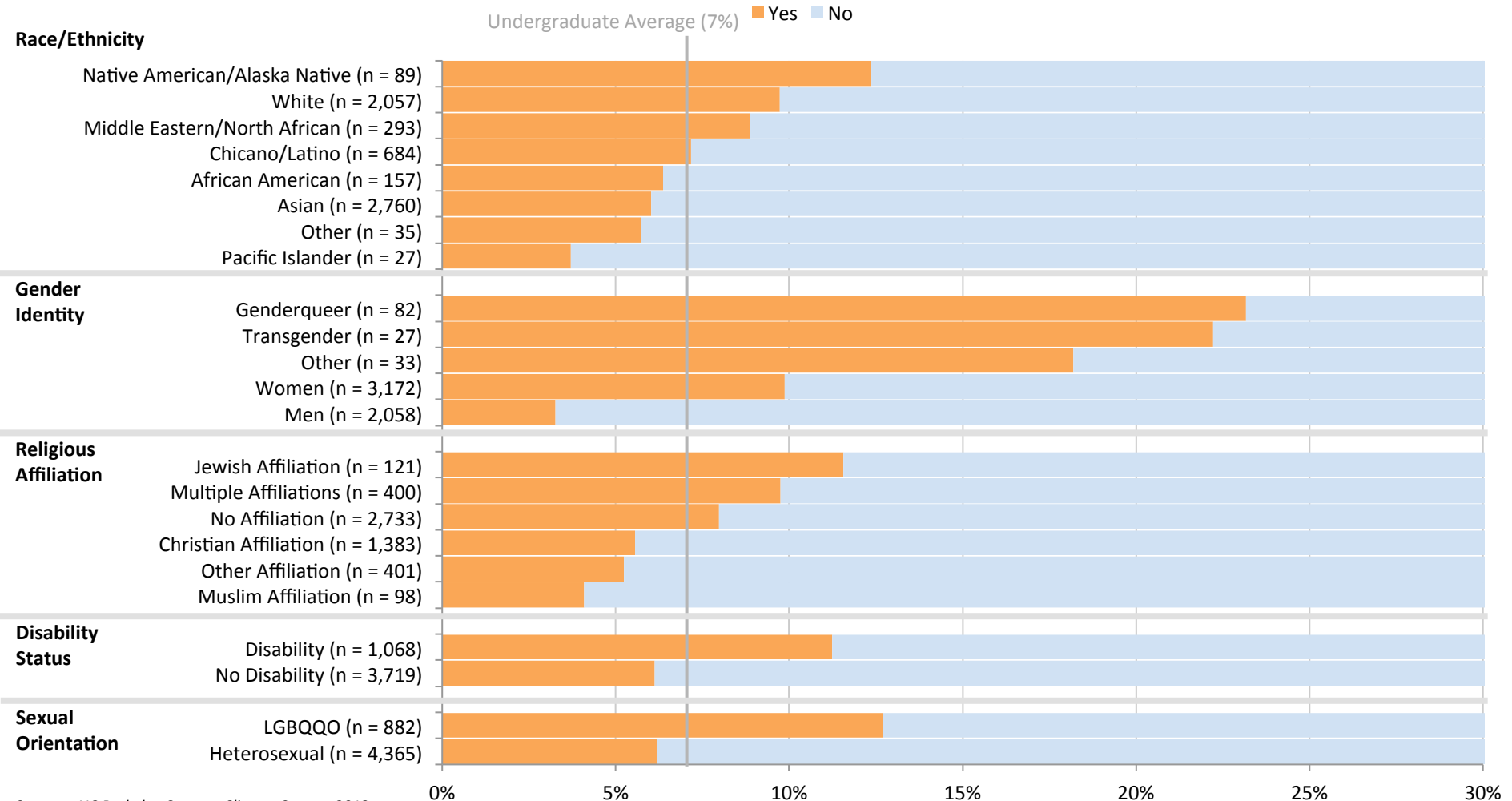
Response Options: “Yes” and “No”

	N Yes	% Yes
Total	507	4%
Undergraduate Students	386	7%
Graduate Students	46	2%
Faculty	6	1%
Staff	66	2%
Postdocs/Trainees	3	1%

Source: UC Berkeley Campus Climate Survey, RA Report

Unwanted Sexual Contact Rate - Undergraduate Students

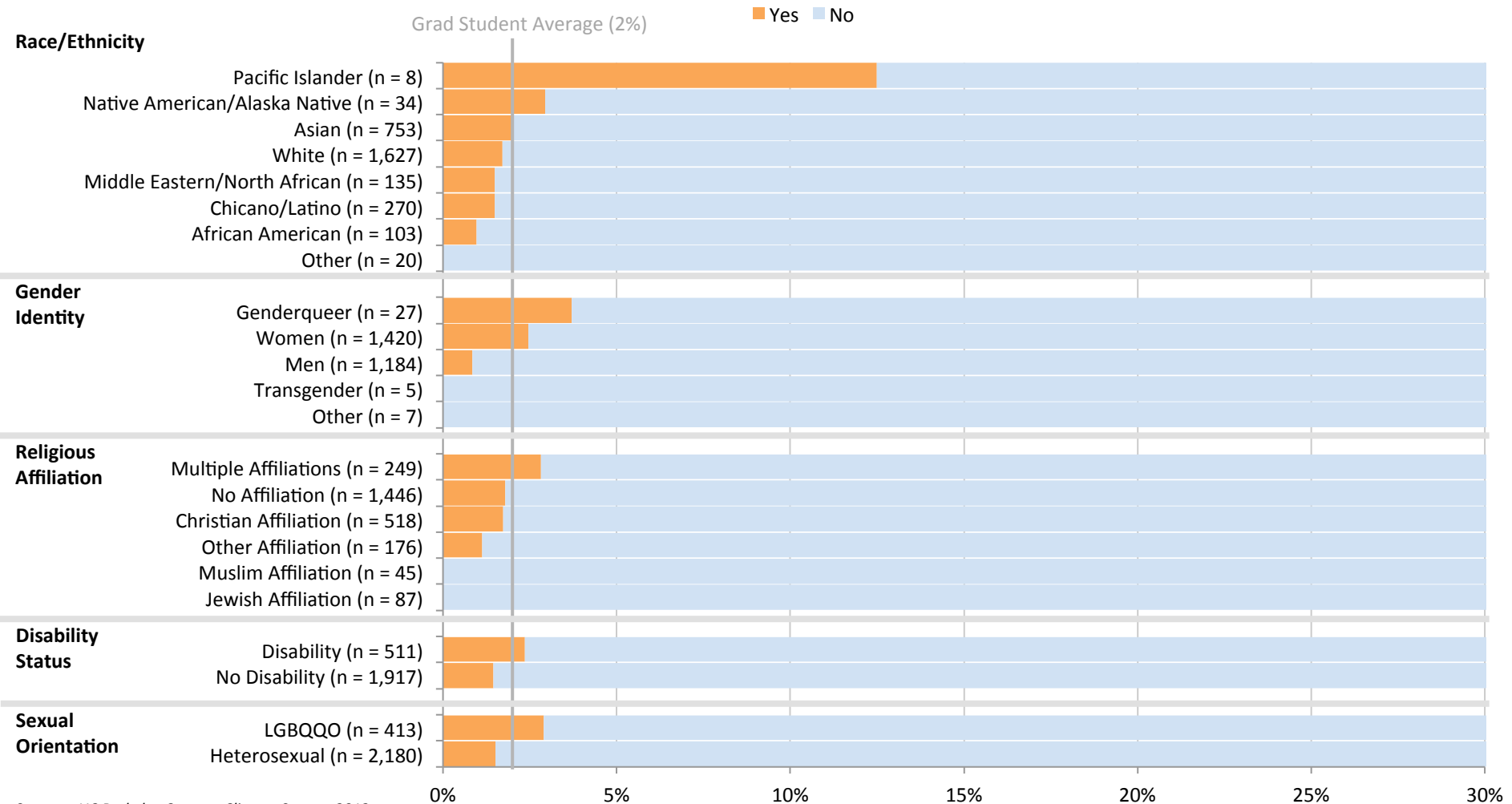
Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group



Source: UC Berkeley Campus Climate Survey, 2013

Unwanted Sexual Contact Rate – Graduate Students

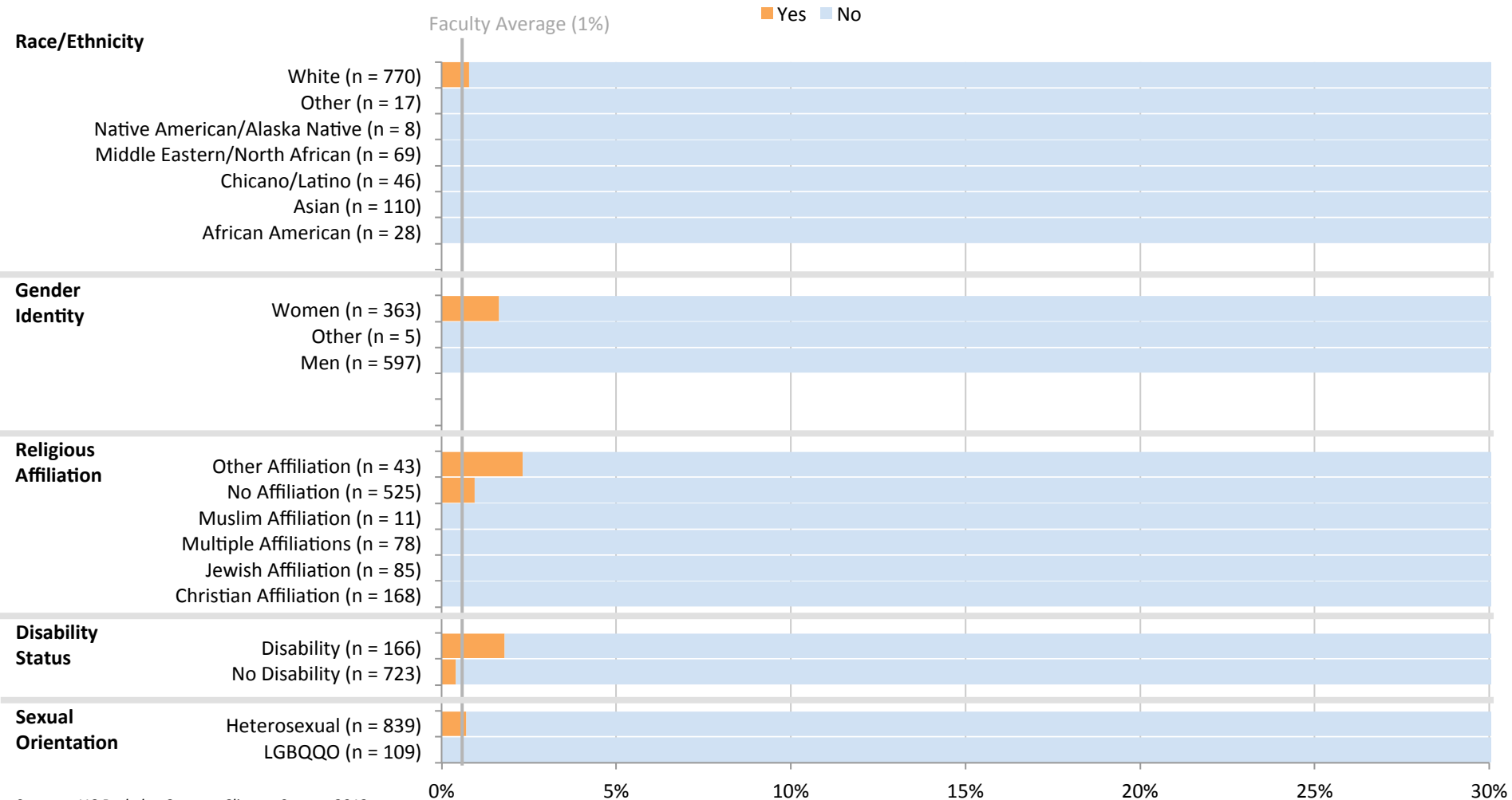
Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group



Source: UC Berkeley Campus Climate Survey, 2013

Unwanted Sexual Contact Rate – Faculty

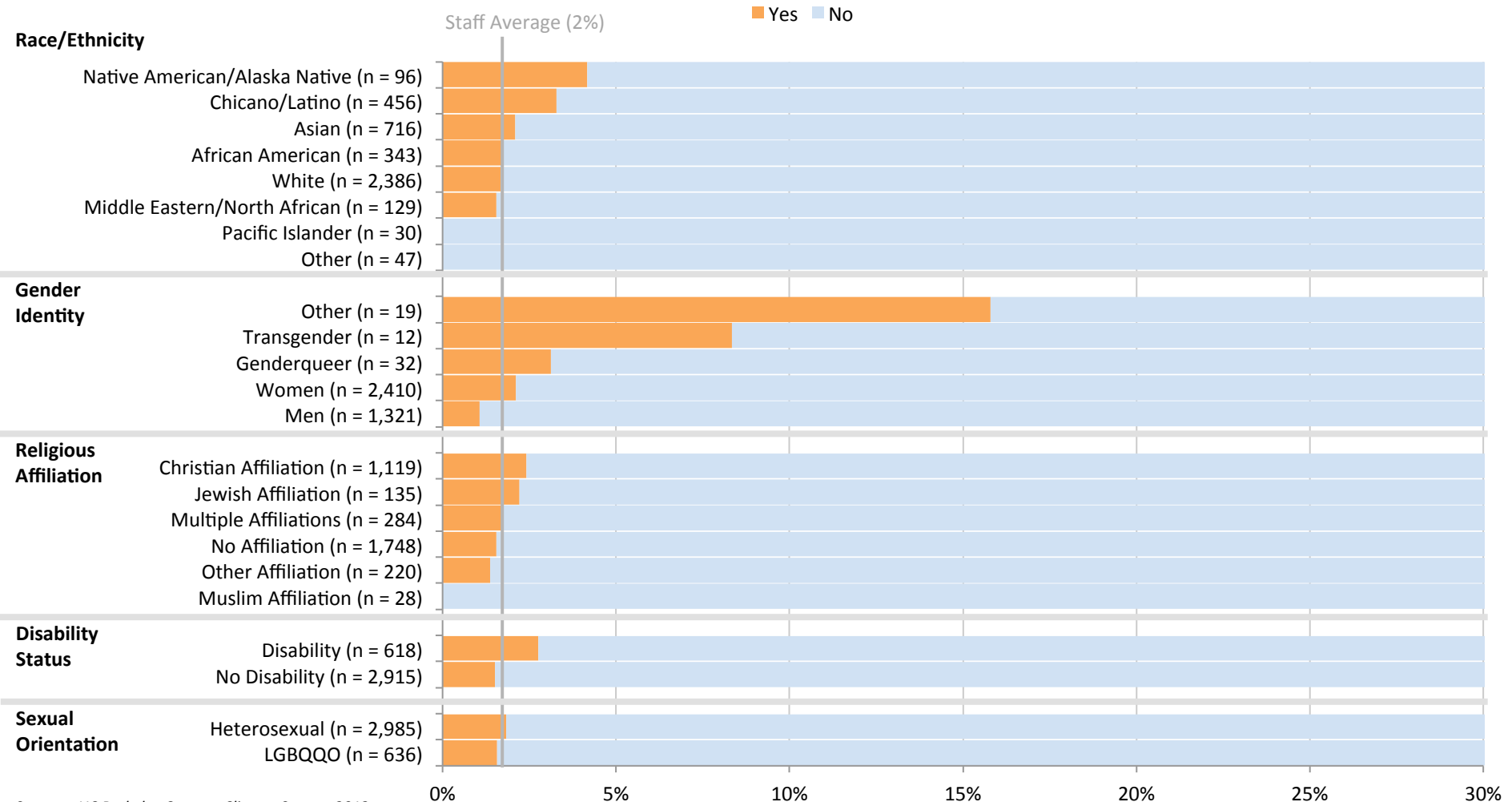
Responses to “Within the last 5 years, have you experienced unwanted physical sexual contact at UC Berkeley?” by Affinity Group



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



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

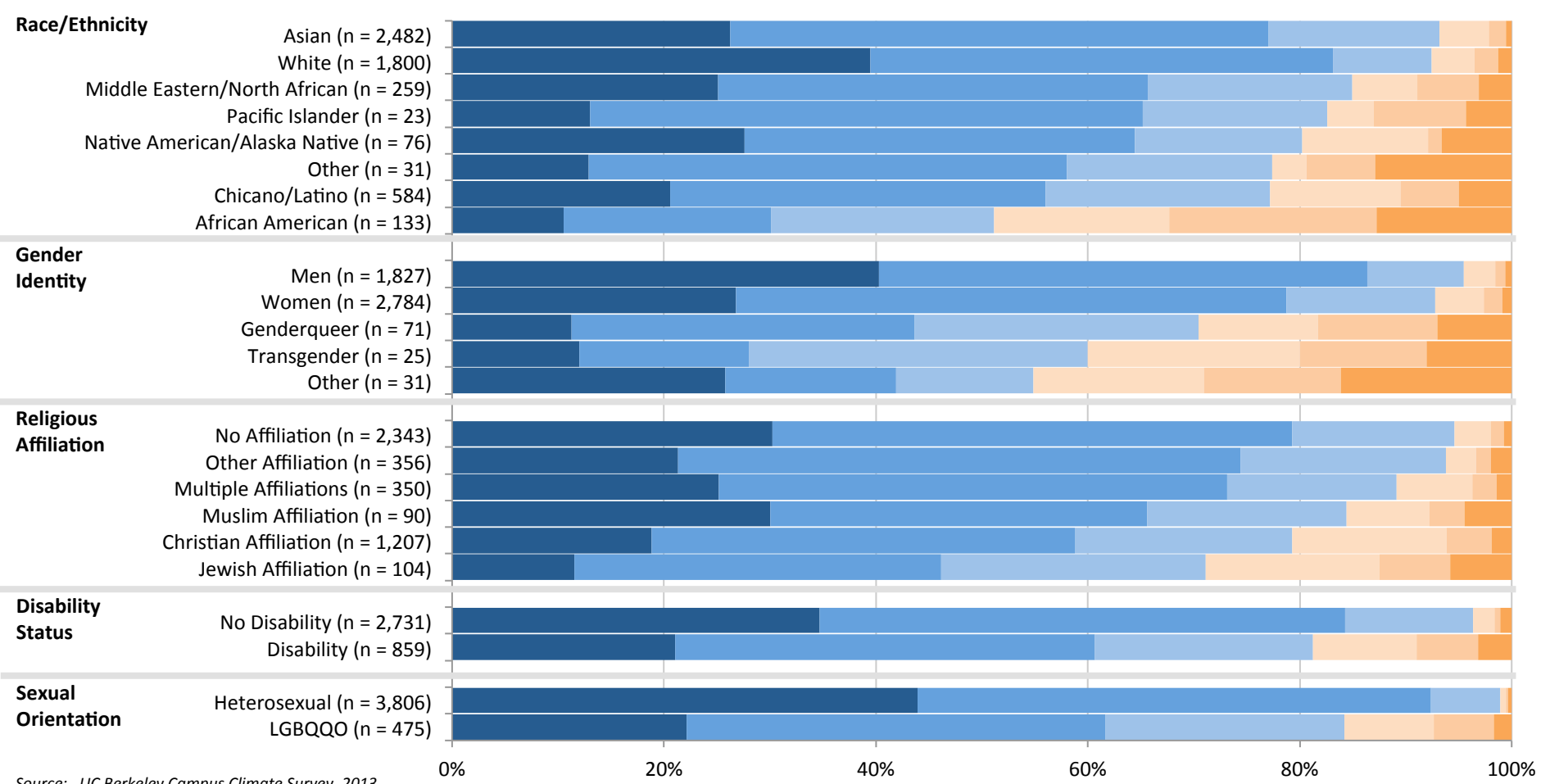
Response options: Strongly Agree
Agree
Somewhat Agree
Somewhat Disagree
Disagree
Strongly Disagree

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

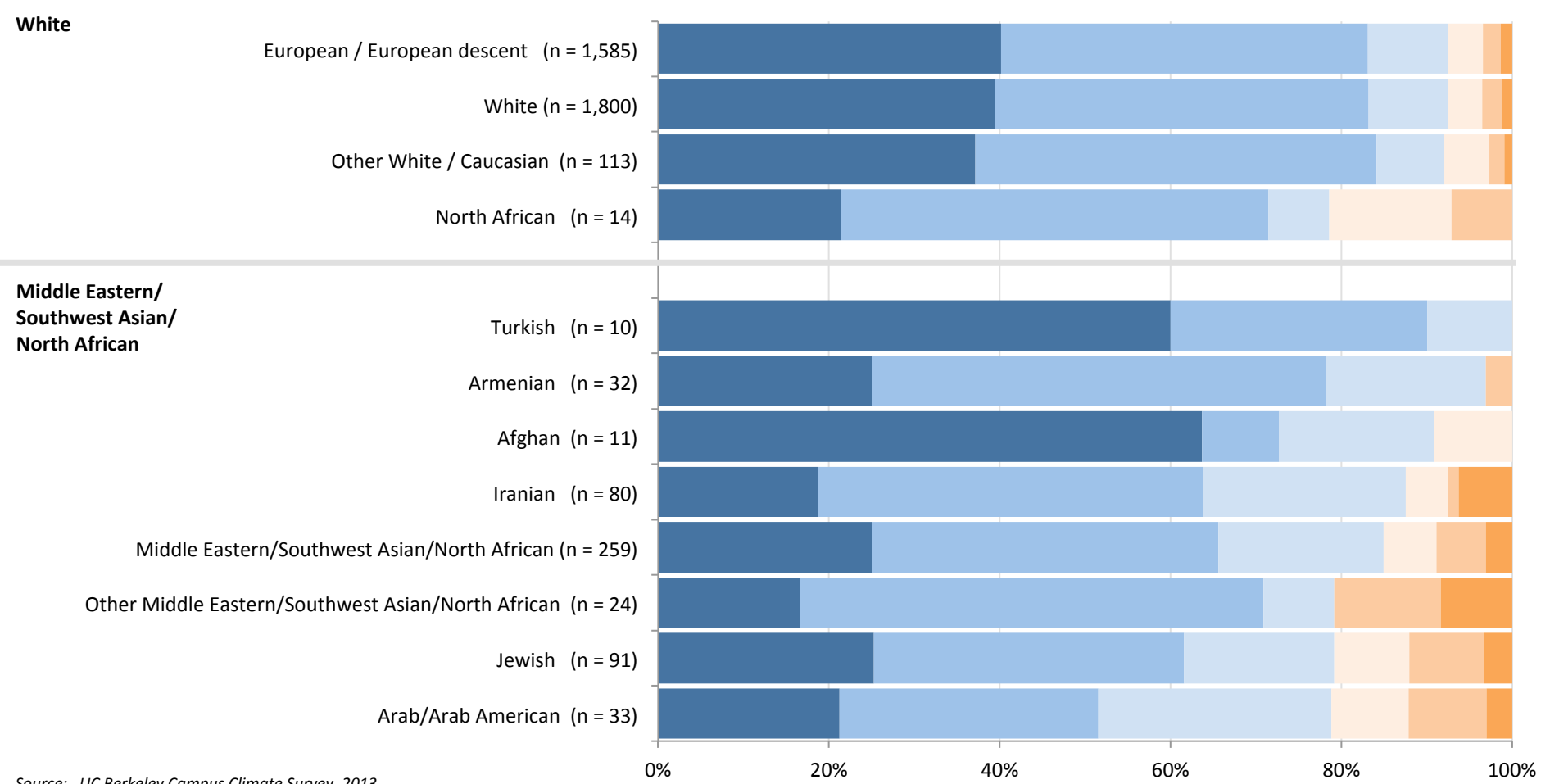


Source: UC Berkeley Campus Climate Survey, 2013

Respect Rate - Undergraduate Students

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

■ Strongly agree
 ■ Agree
 ■ Somewhat agree
 ■ Somewhat disagree
 ■ Disagree
 ■ Strongly disagree



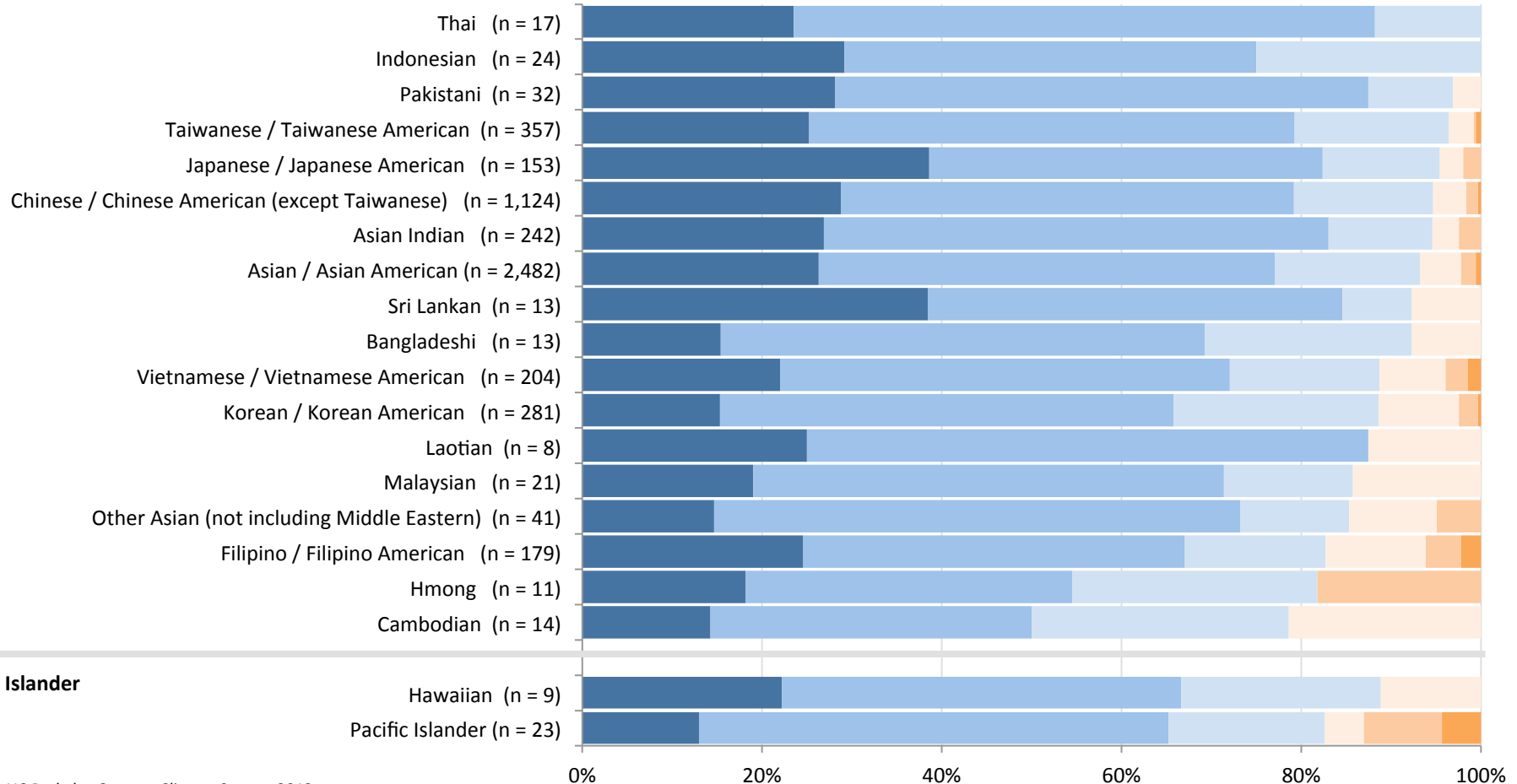
Source: UC Berkeley Campus Climate Survey, 2013

Respect Rate - Undergraduate Students

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

Strongly agree Agree Somewhat agree Somewhat disagree Disagree Strongly disagree

Asian

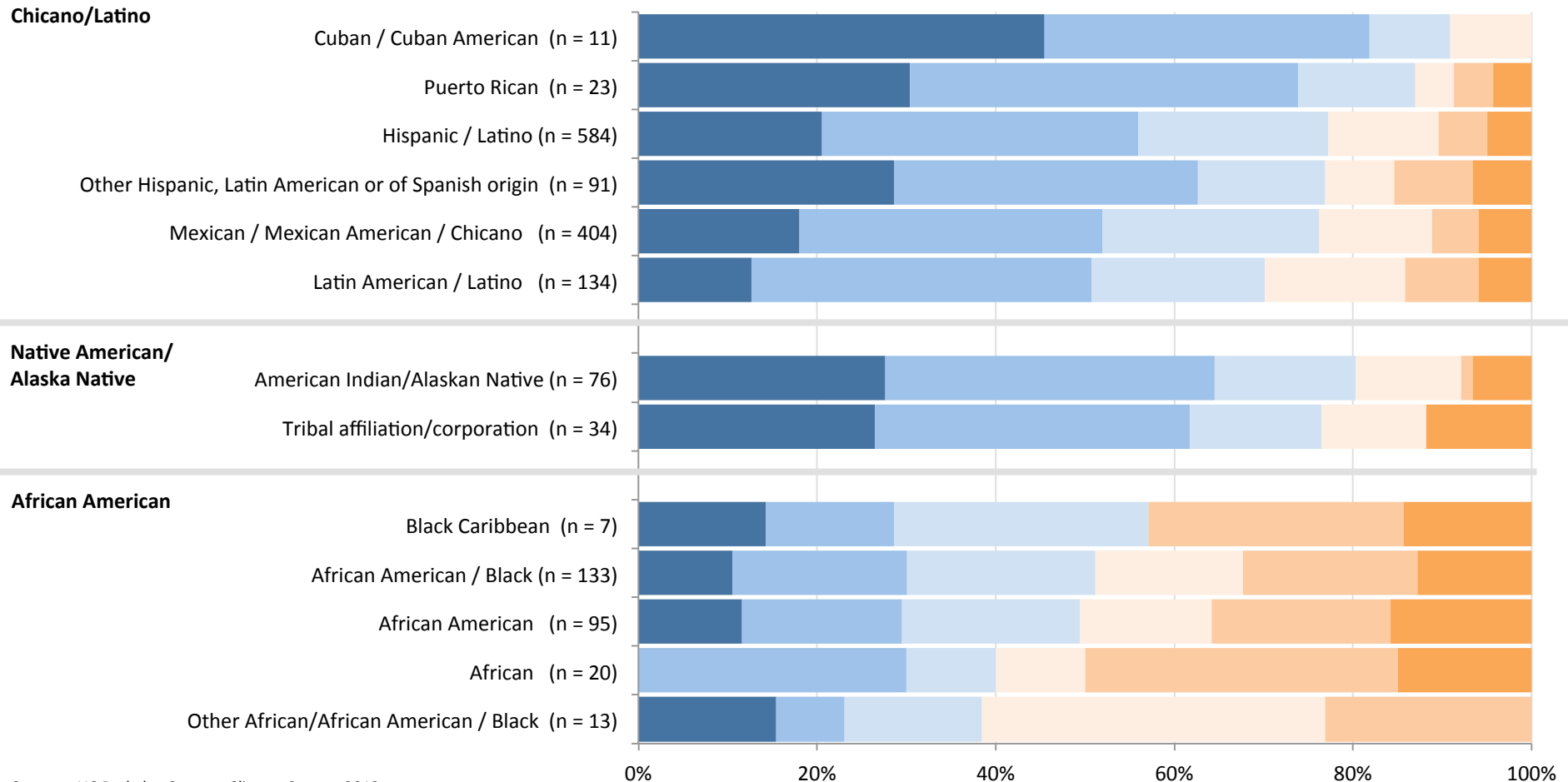


Source: UC Berkeley Campus Climate Survey, 2013

Respect Rate - Undergraduate Students

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

Strongly agree Agree Somewhat agree Somewhat disagree Disagree Strongly disagree

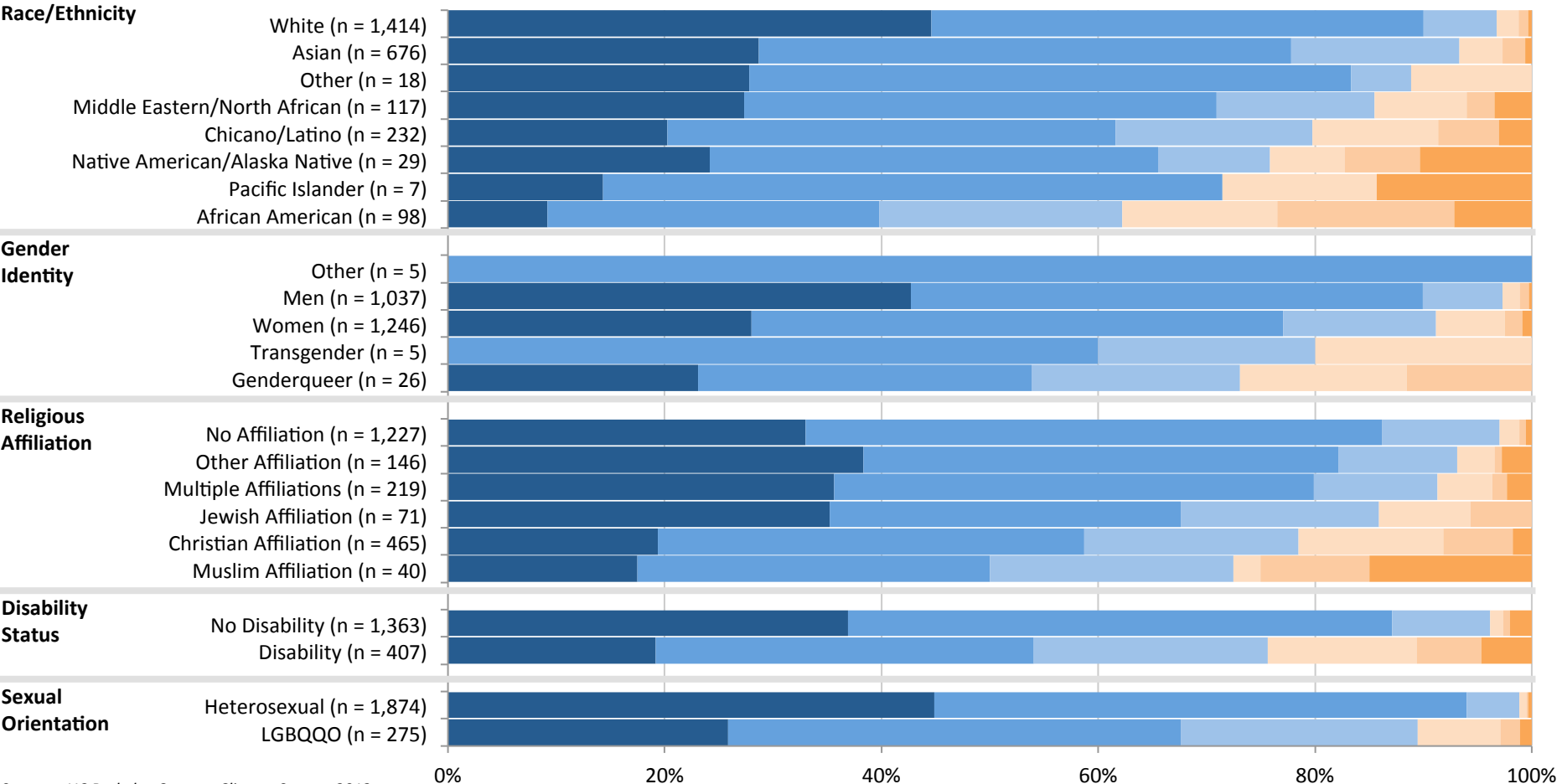


Source: UC Berkeley Campus Climate Survey, 2013

Respect Rate – Graduate Students

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

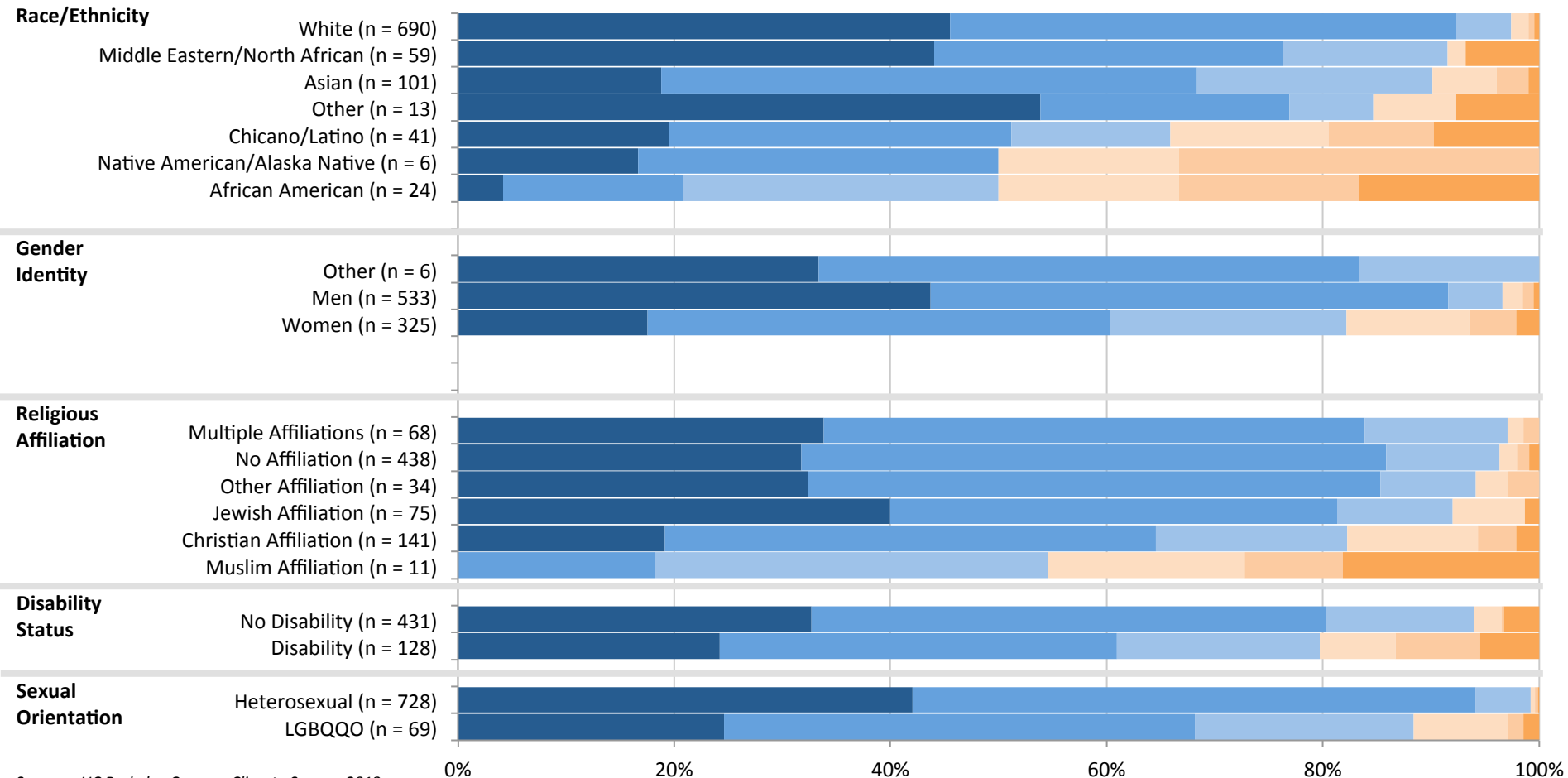


Source: UC Berkeley Campus Climate Survey, 2013

Respect Rate – Faculty

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

Strongly Agree Agree Somewhat Agree Somewhat Disagree Disagree Strongly Disagree

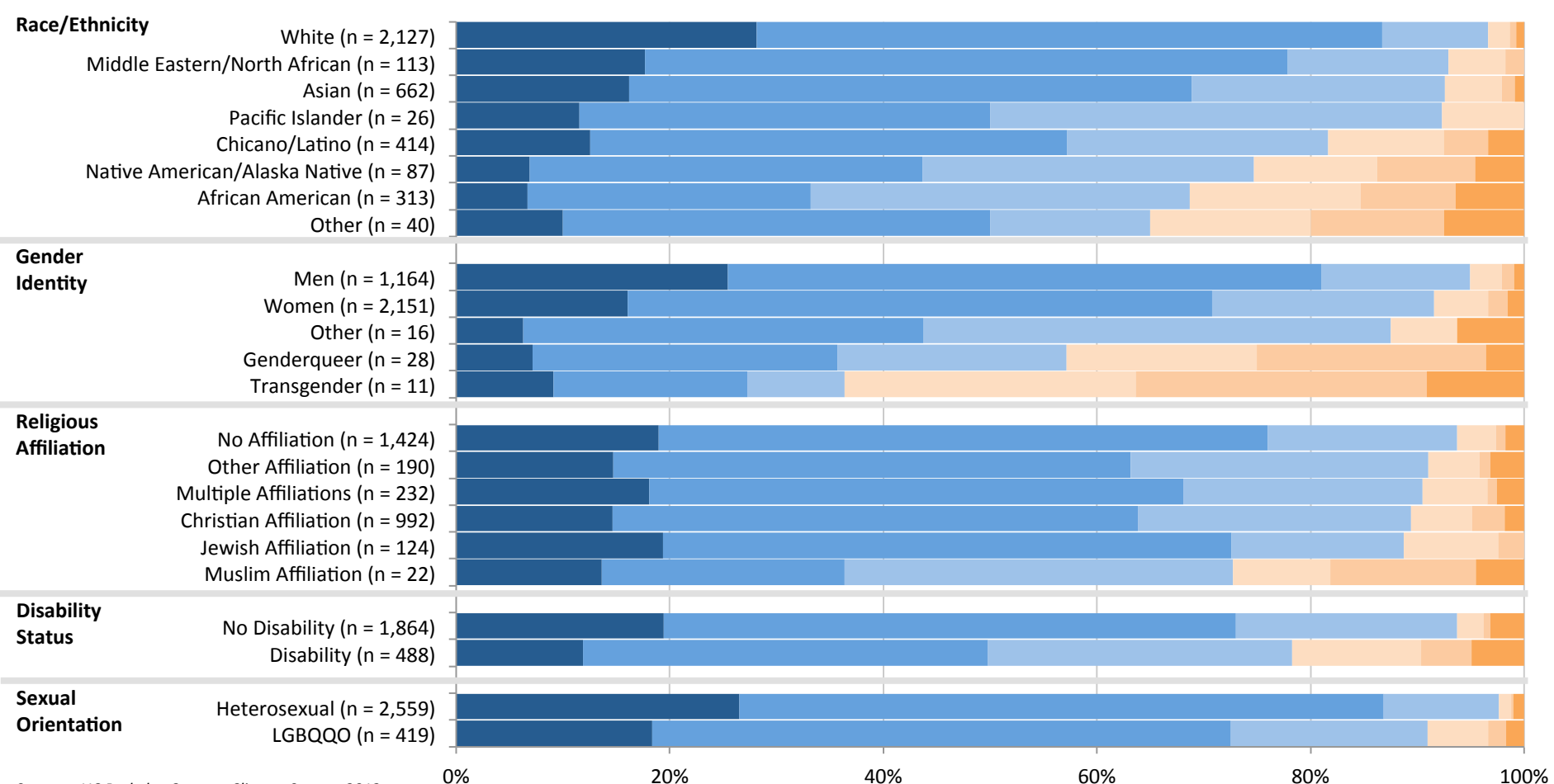


Source: UC Berkeley Campus Climate Survey, 2013

Respect Rate – Staff

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree



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

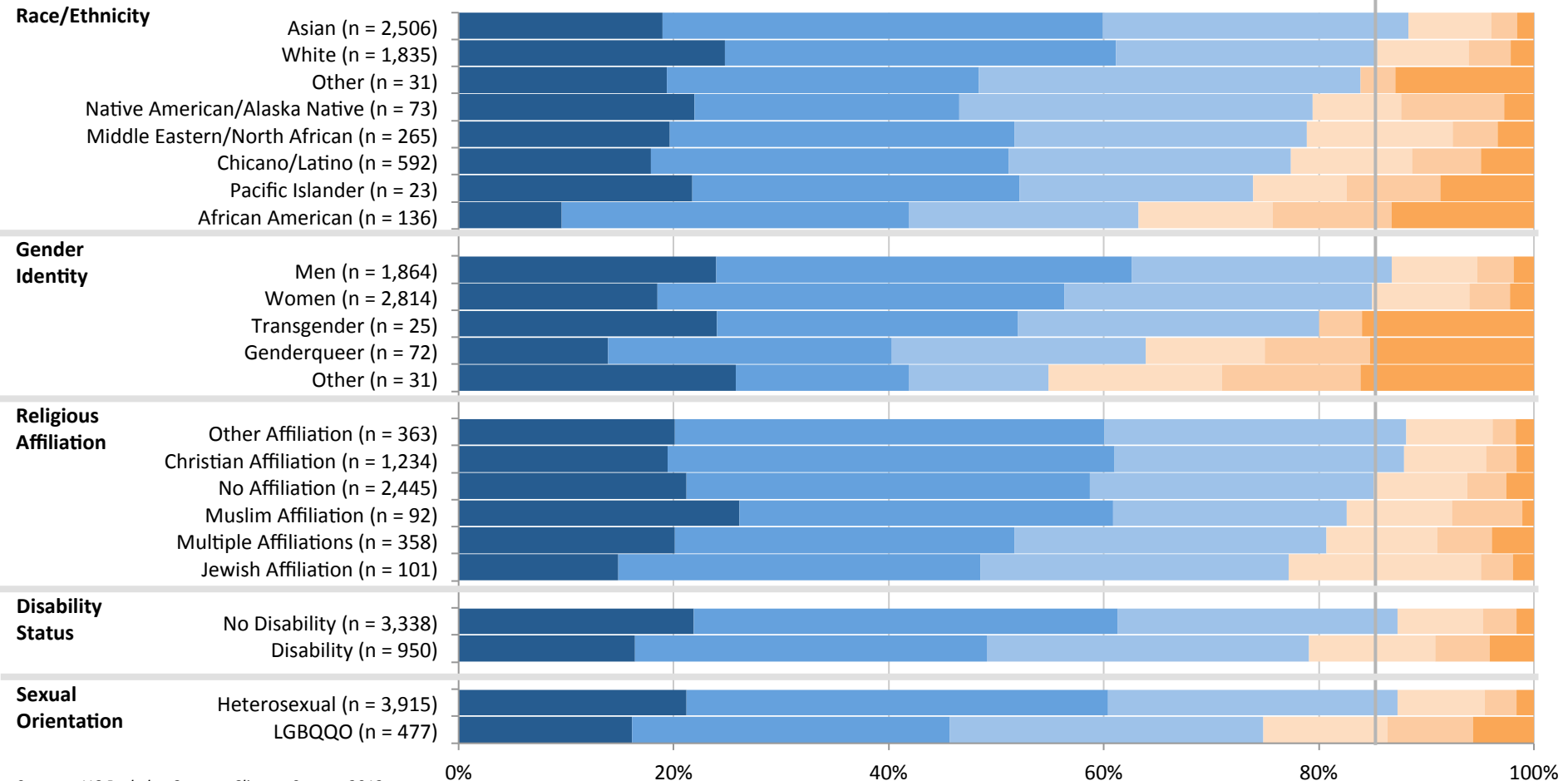
Metric: Percent reporting *Strongly Agree, Agree, or Somewhat Agree*

Administrator Diversity Support Rate – Undergraduate Students

Responses to “Top campus administrators 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

Undergraduate Average (85%)



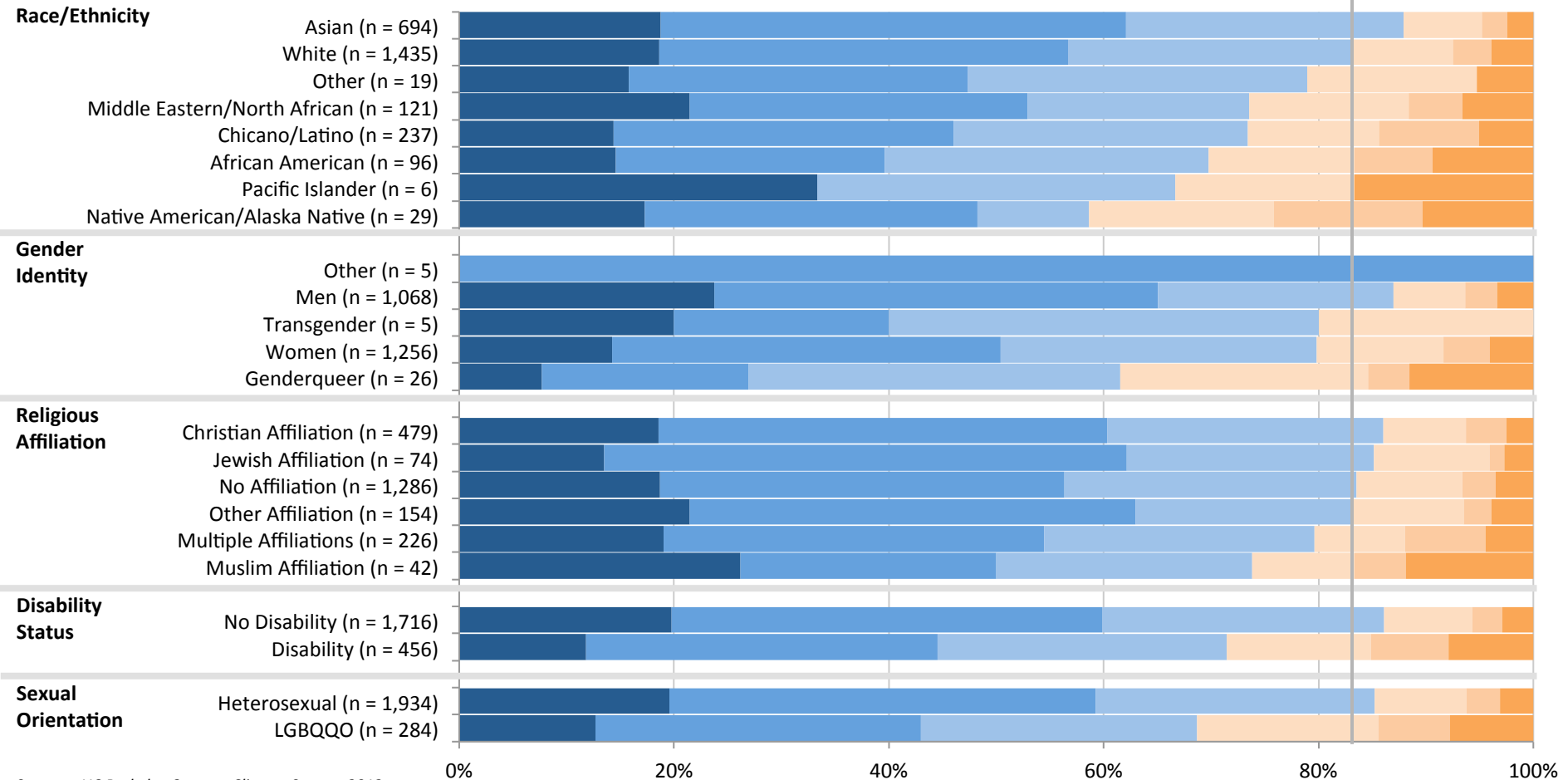
Source: UC Berkeley Campus Climate Survey, 2013

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

Strongly Agree Agree Somewhat Agree Somewhat Disagree Disagree Strongly Disagree

Grad Student Average (83%)



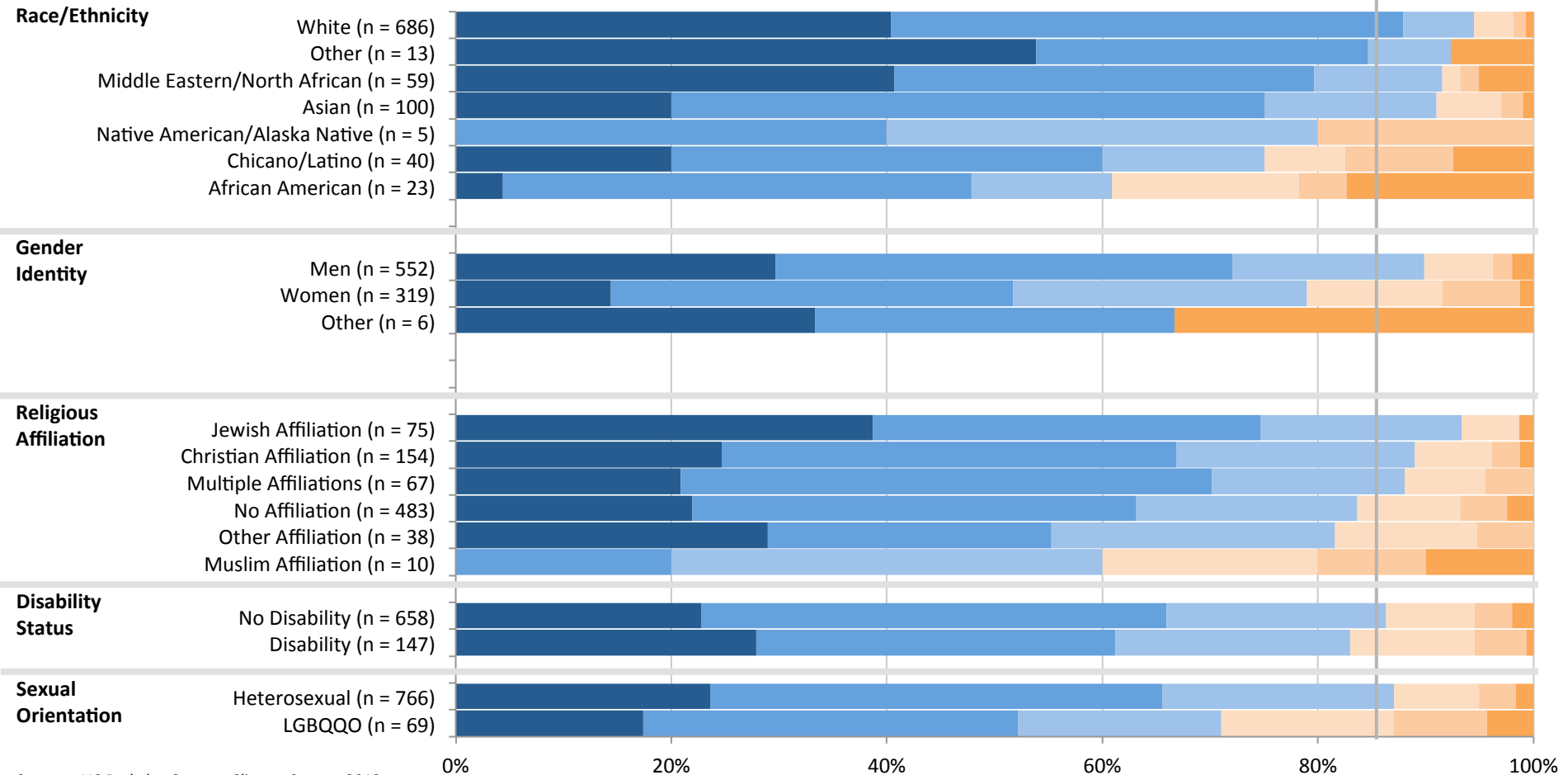
Source: UC Berkeley Campus Climate Survey, 2013

Administrator Diversity Support Rate - Faculty

Responses to “Top campus administrators 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

Faculty Average (86%)



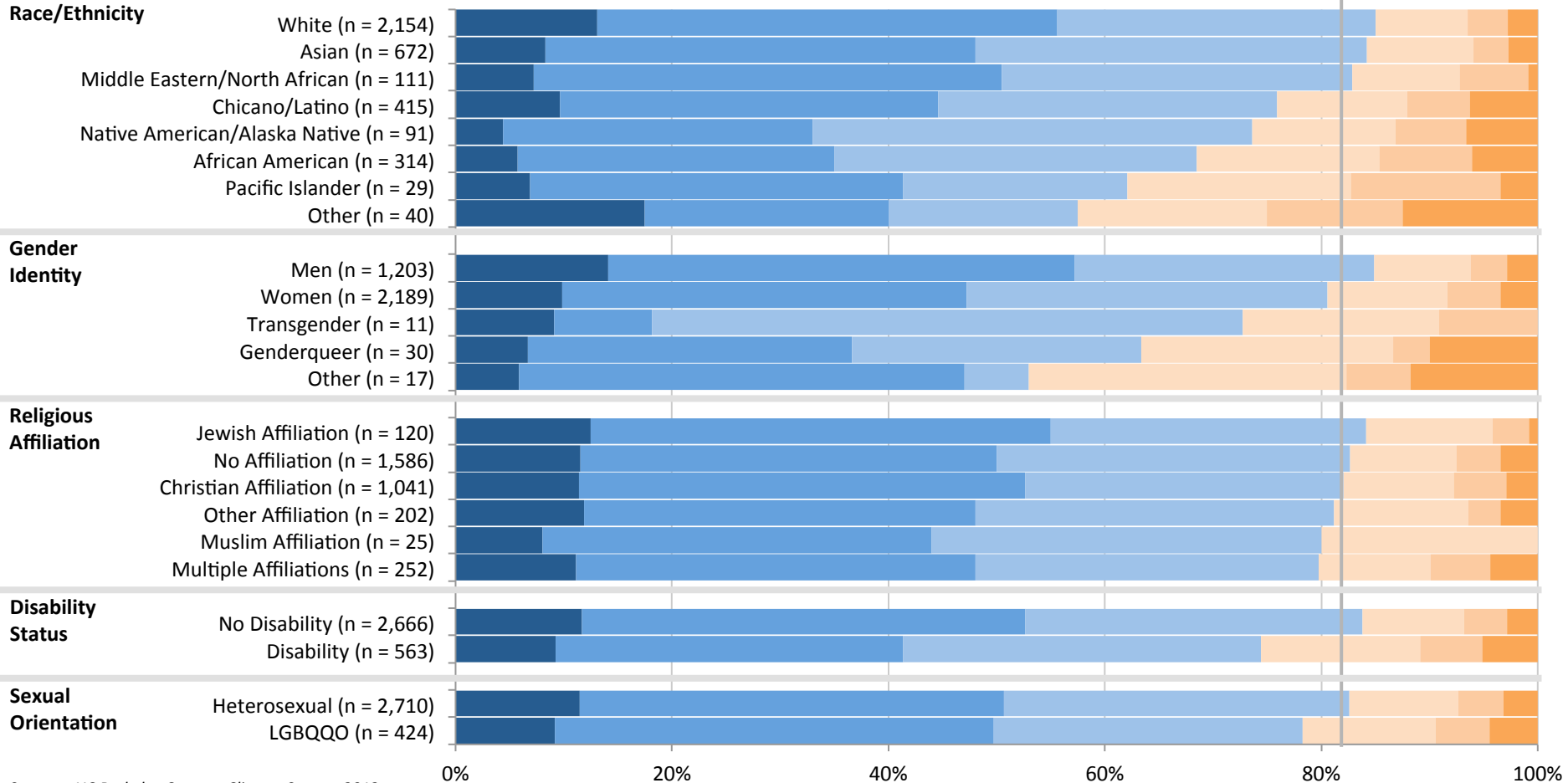
Source: UC Berkeley Campus Climate Survey, 2013

Administrator Diversity Support Rate - Staff

Responses to “Top campus administrators 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

Staff Average (82%)



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

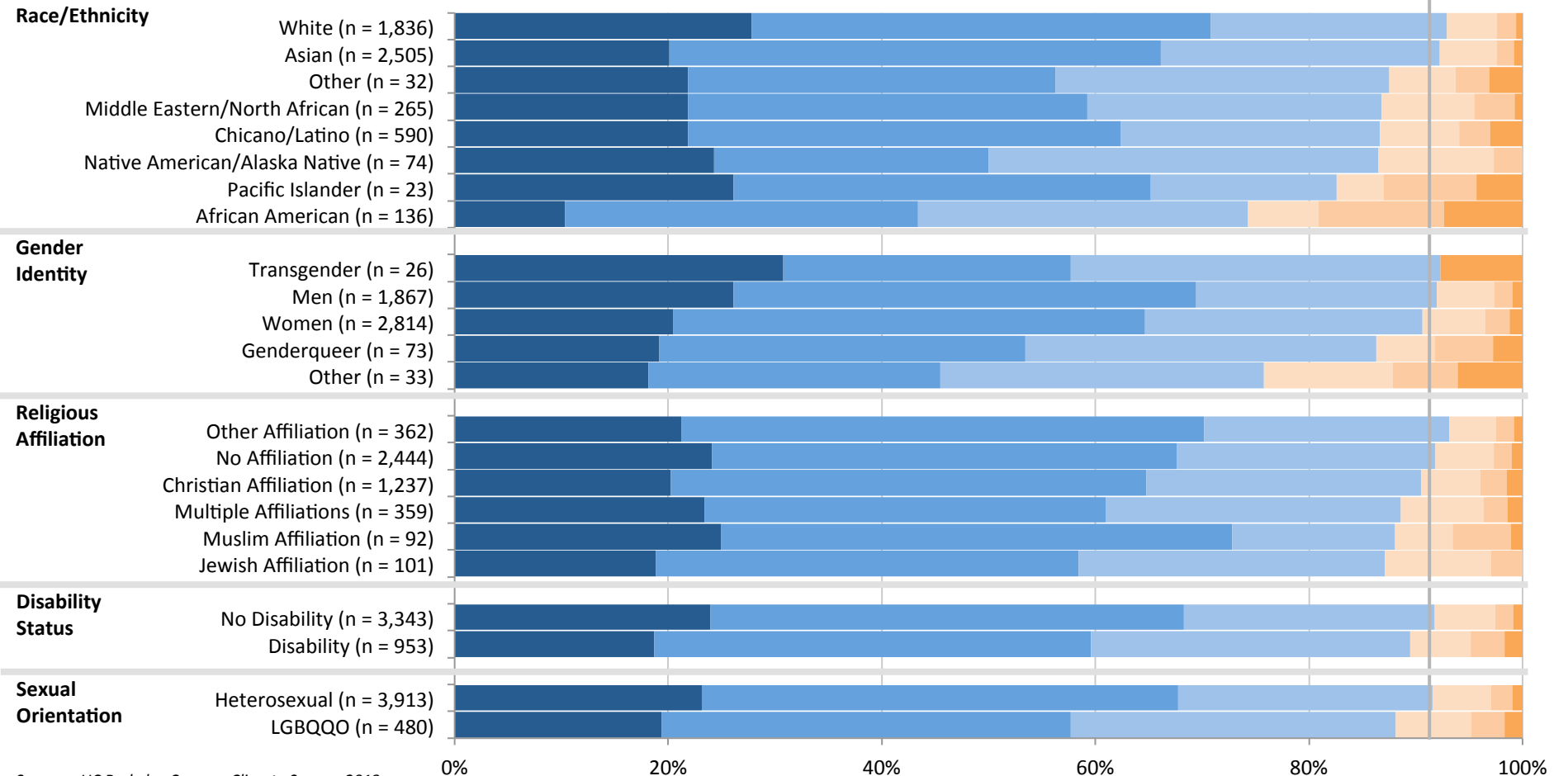
Metric: Percent reporting *Strongly Agree, Agree, or Somewhat Agree*

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

Undergraduate Average (91%)



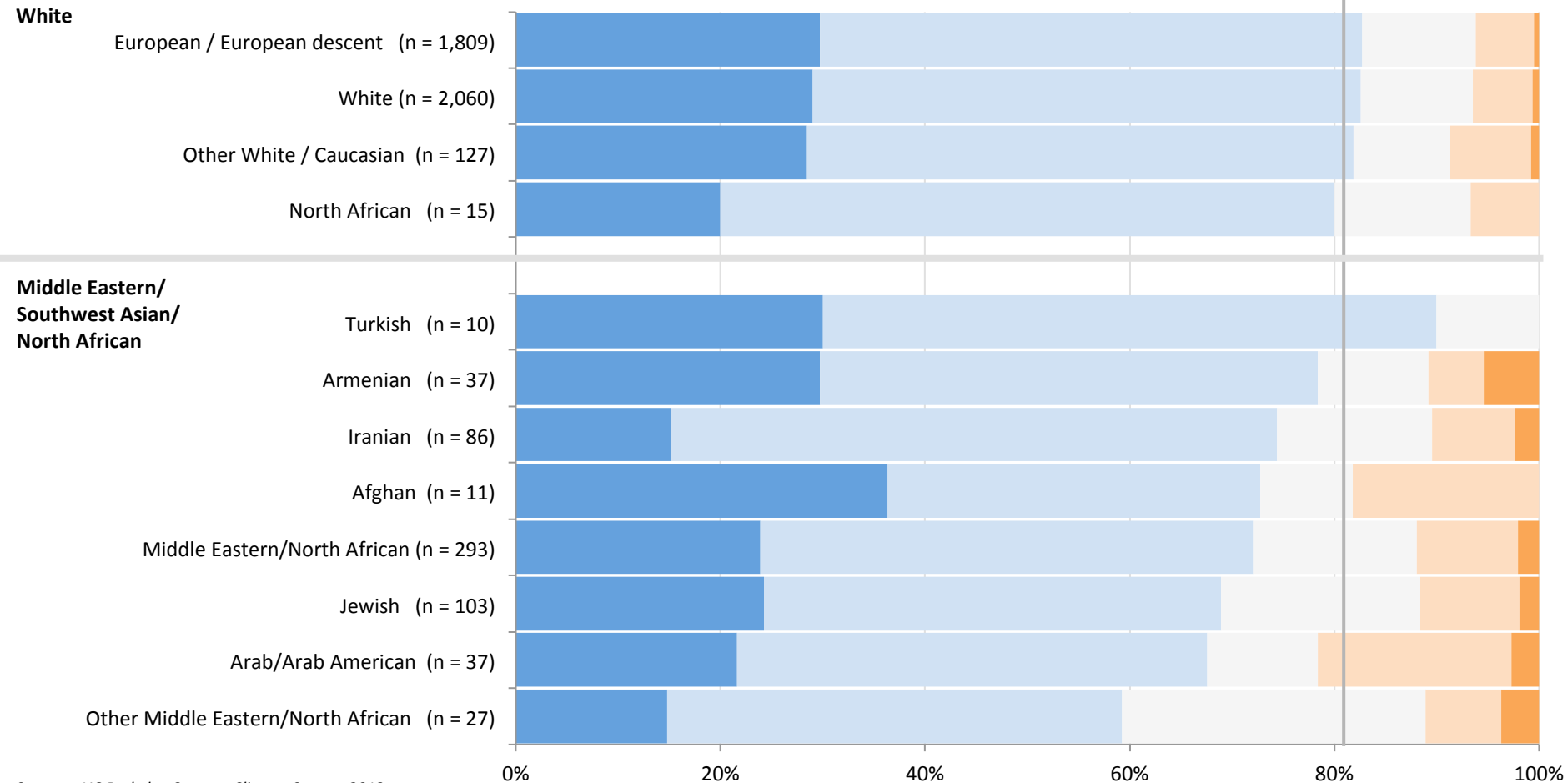
Source: UC Berkeley Campus Climate Survey, 2013

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%)



Source: UC Berkeley Campus Climate Survey, 2013

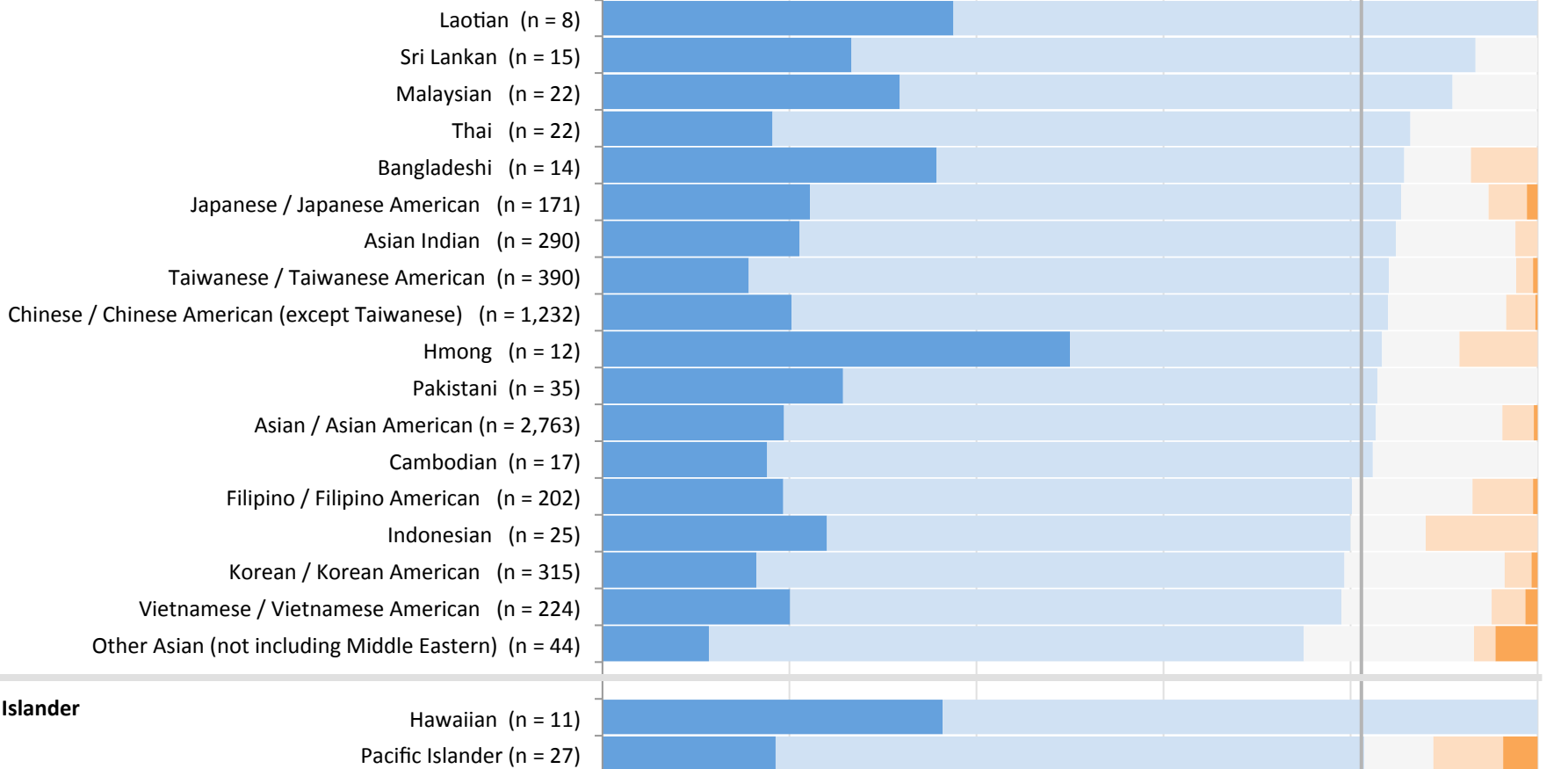
Overall Climate Comfort Rate - Undergraduate Students

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



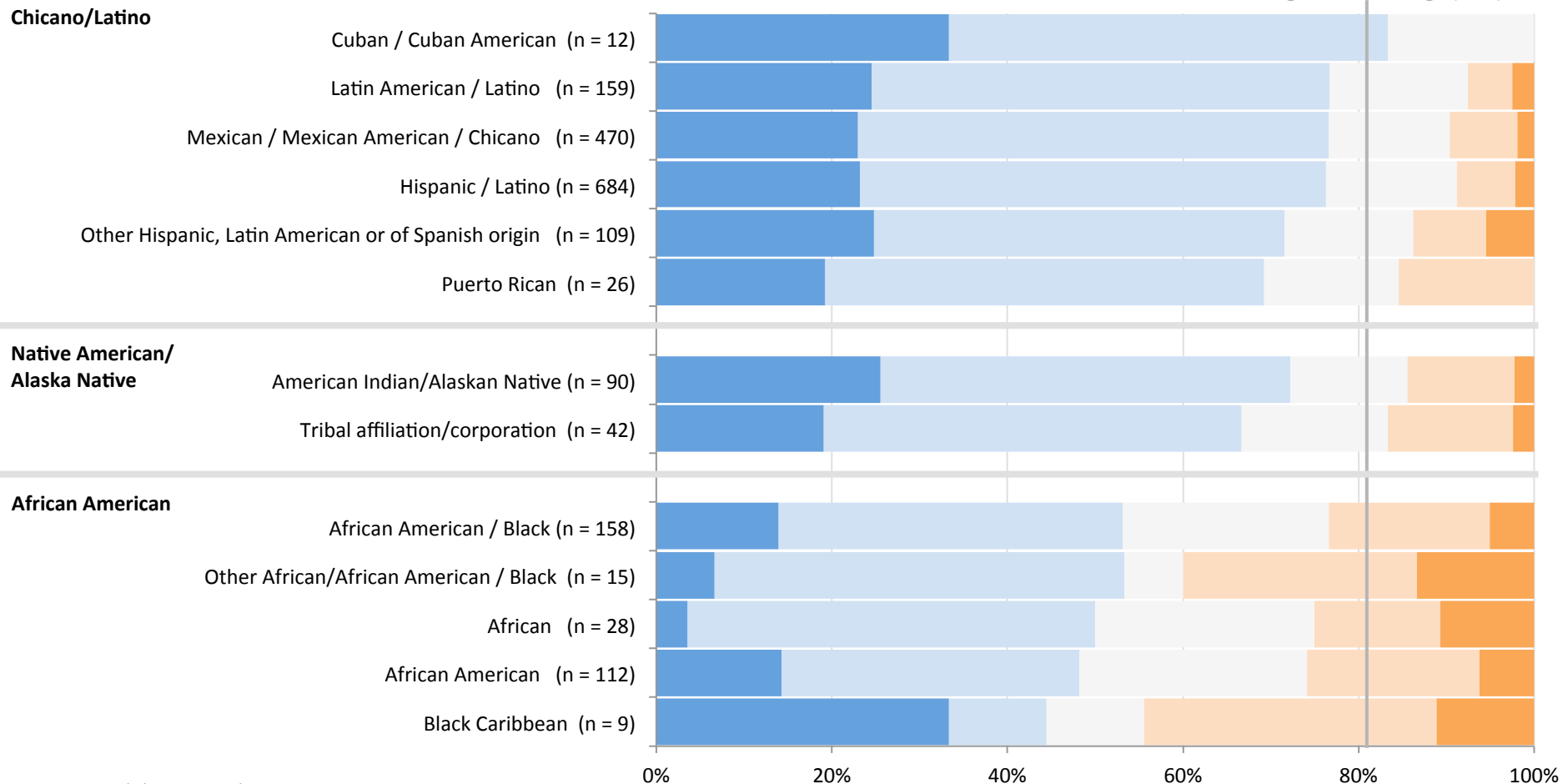
Source: UC Berkeley Campus Climate Survey, 2013

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%)

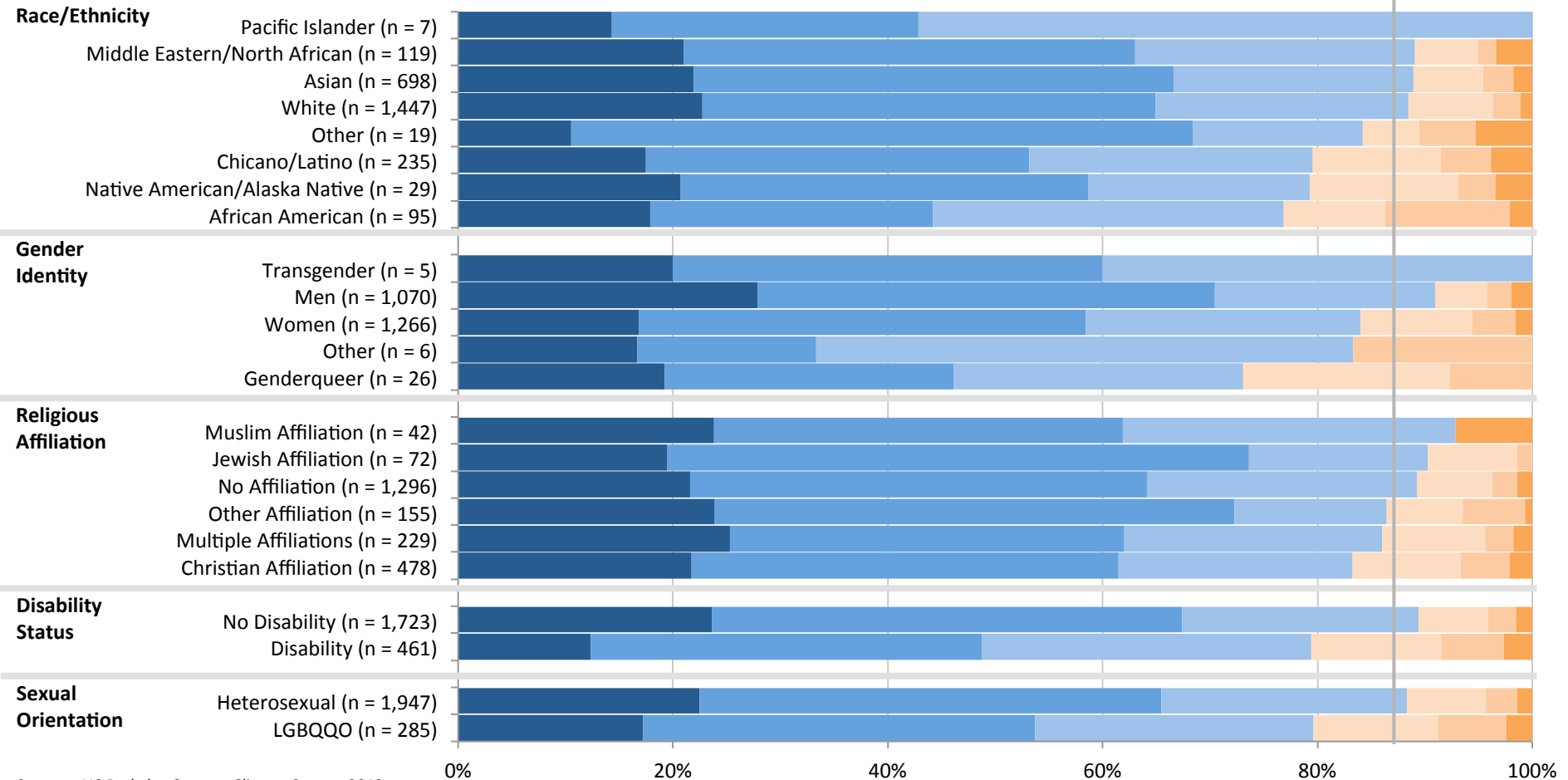


Source: UC Berkeley Campus Climate Survey, 2013

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
 Grad Student Average (87%)



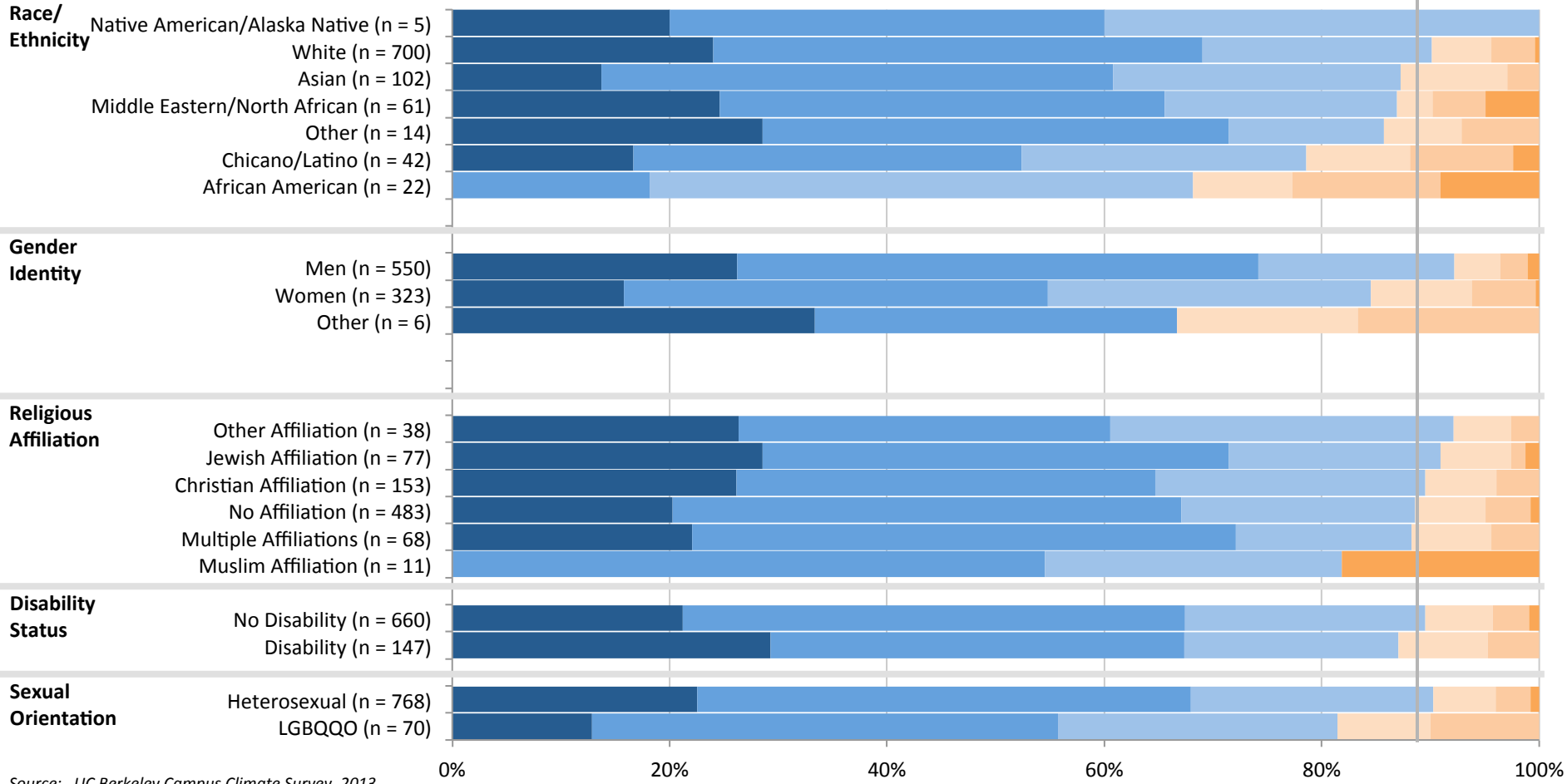
Source: UC Berkeley Campus Climate Survey, 2013

Faculty Diversity Support Rate - Faculty

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

Faculty Average (89%)



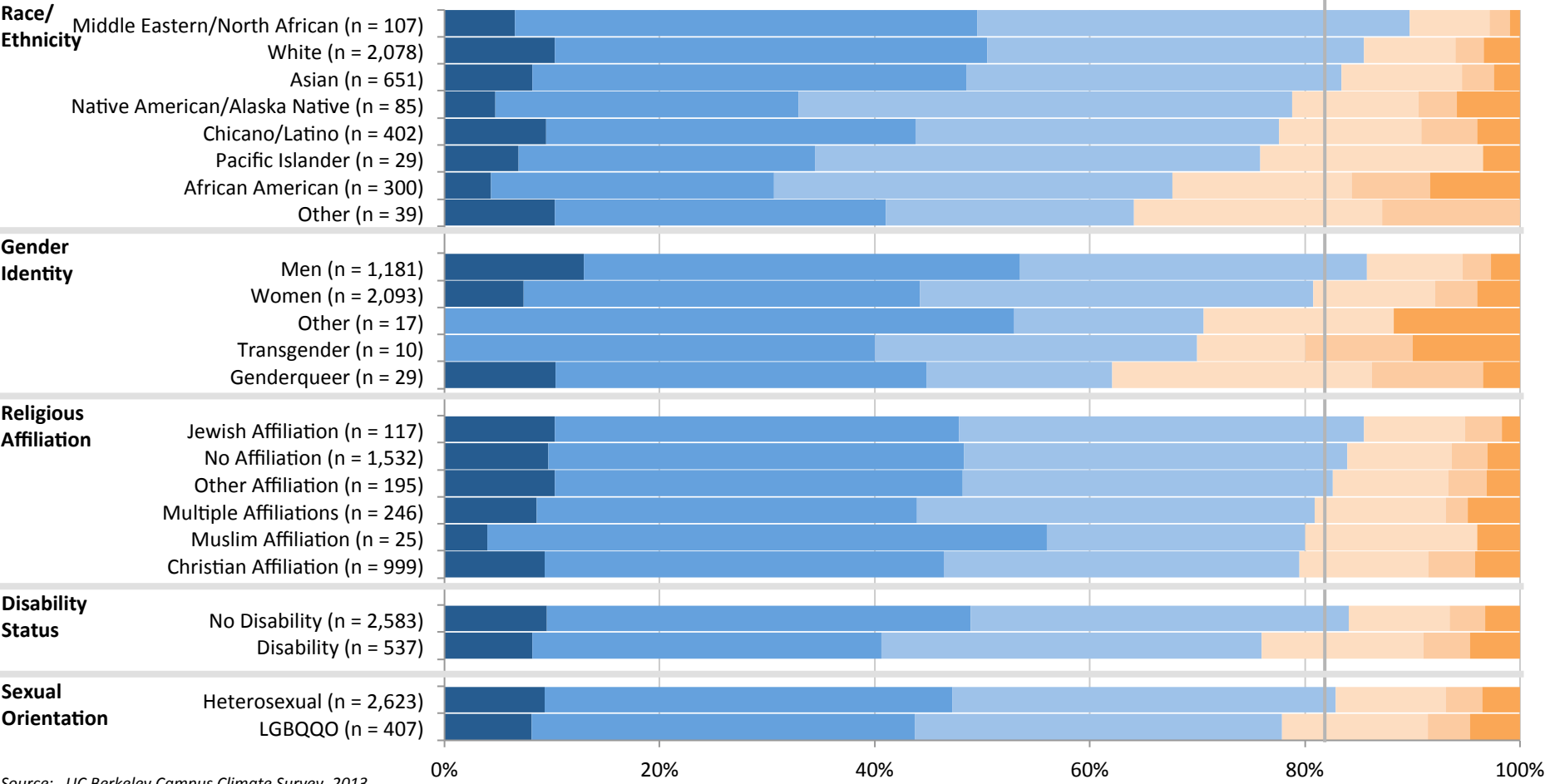
Source: UC Berkeley Campus Climate Survey, 2013

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

Staff Average (82%)



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]

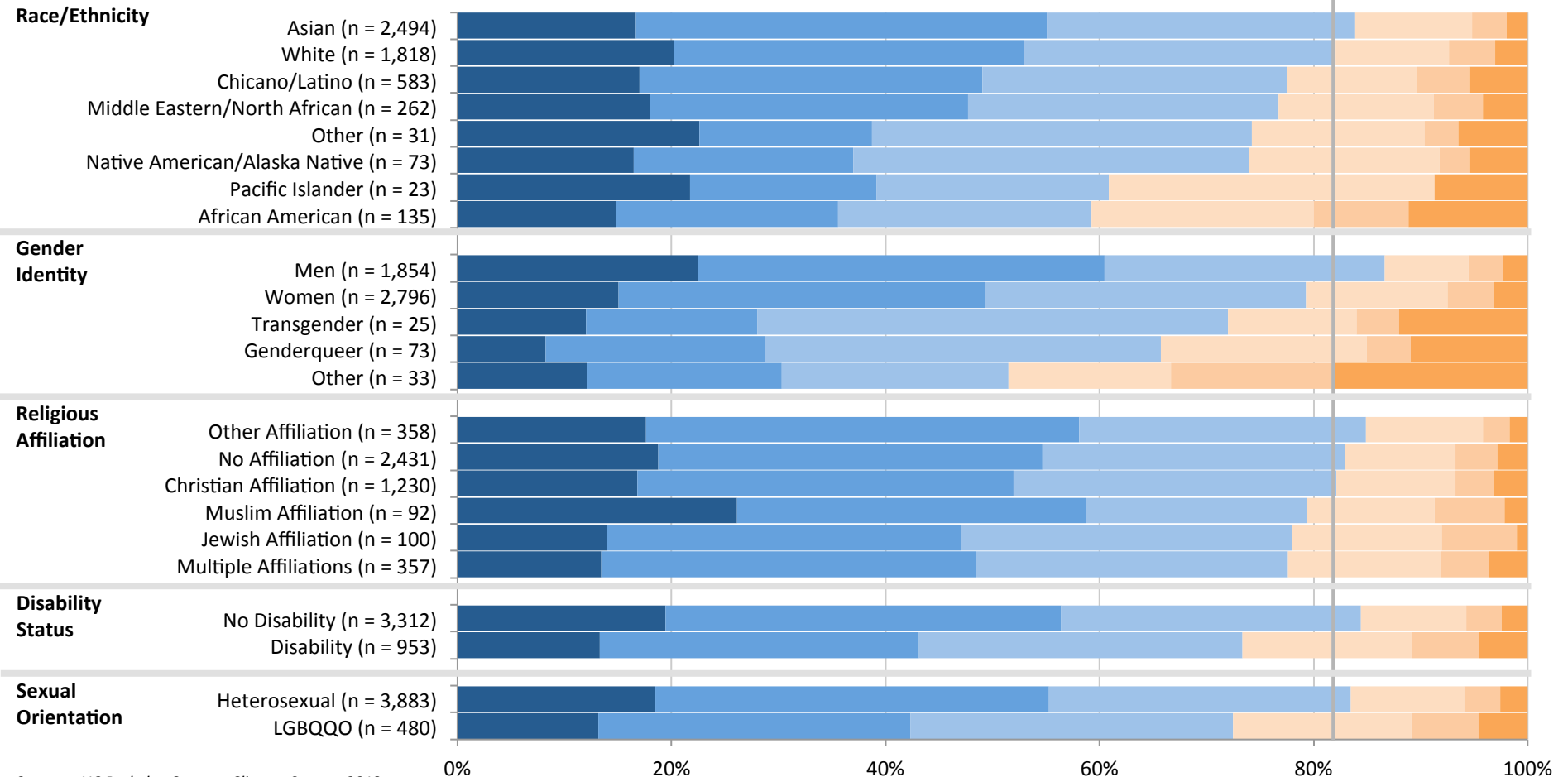
Response options: Strongly Agree
Agree
Somewhat Agree
Somewhat Disagree
Disagree
Strongly Disagree

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree
 Undergraduate Average (82%)



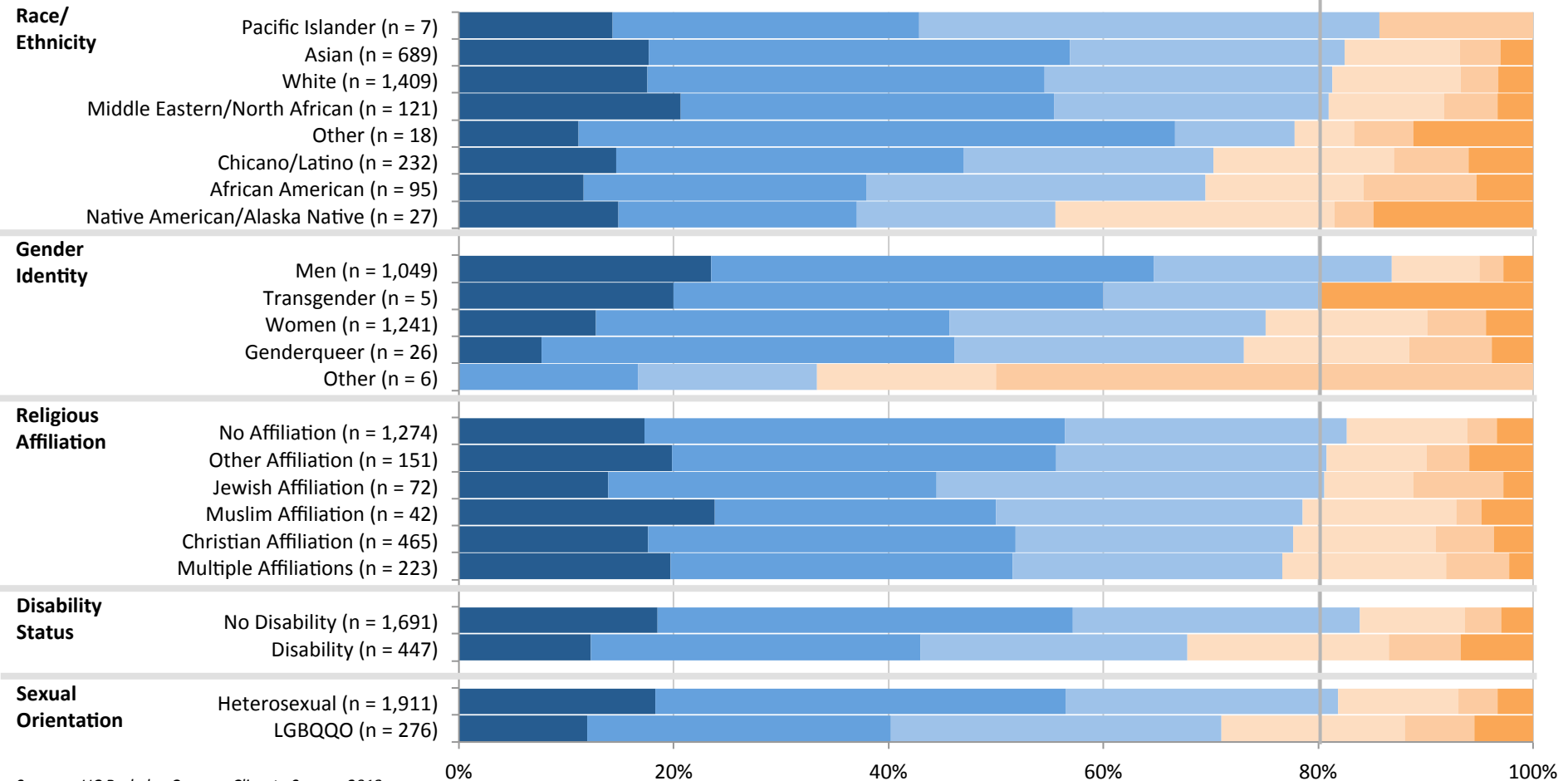
Source: UC Berkeley Campus Climate Survey, 2013

Reporting Channel Availability Rate – Graduate Students

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

Grad Student Average (80%)



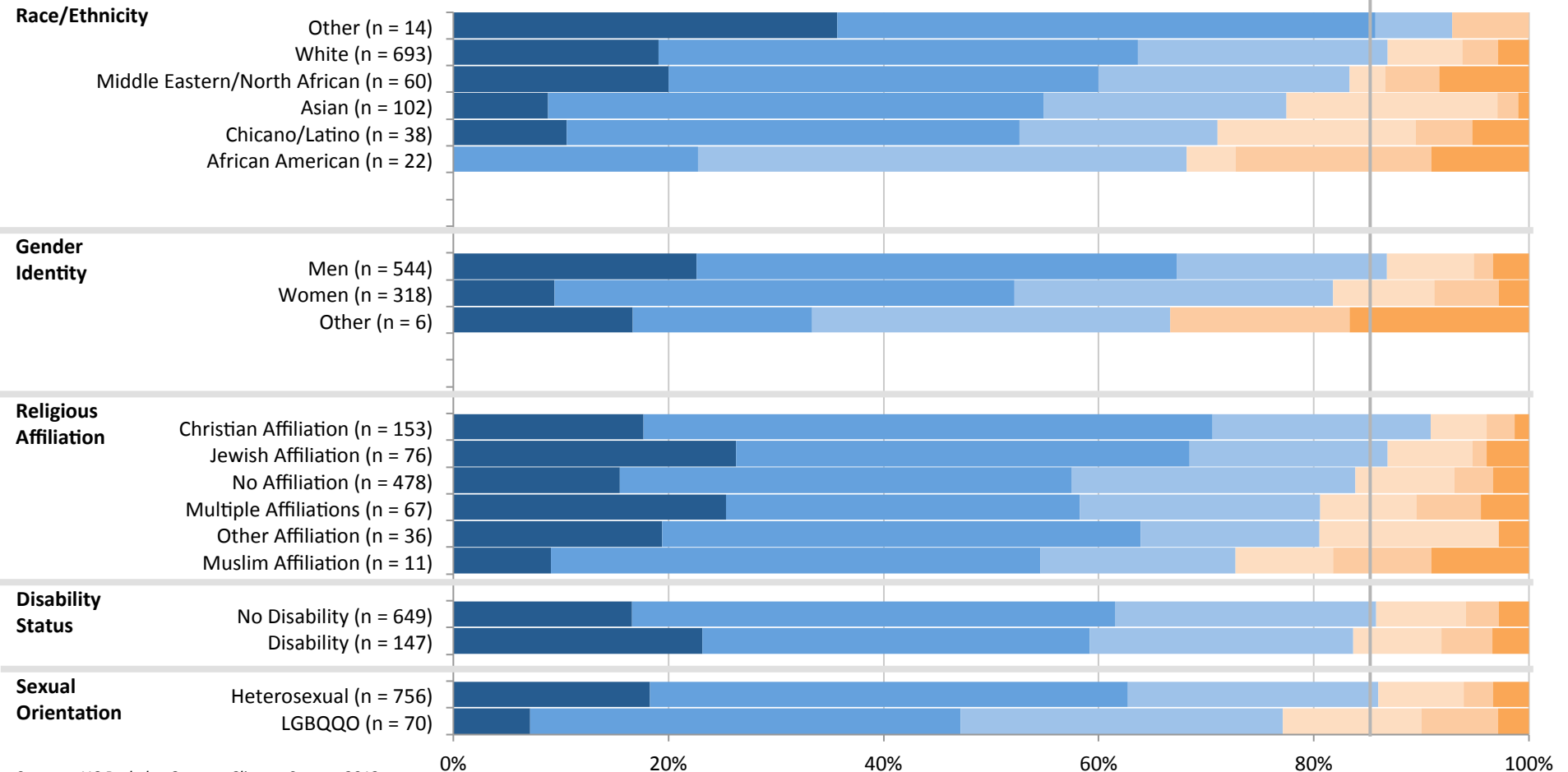
Source: UC Berkeley Campus Climate Survey, 2013

Reporting Channel Availability Rate - Faculty

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

Strongly Agree Agree Somewhat Agree Somewhat Disagree Disagree Strongly Disagree

Faculty Average (85%)



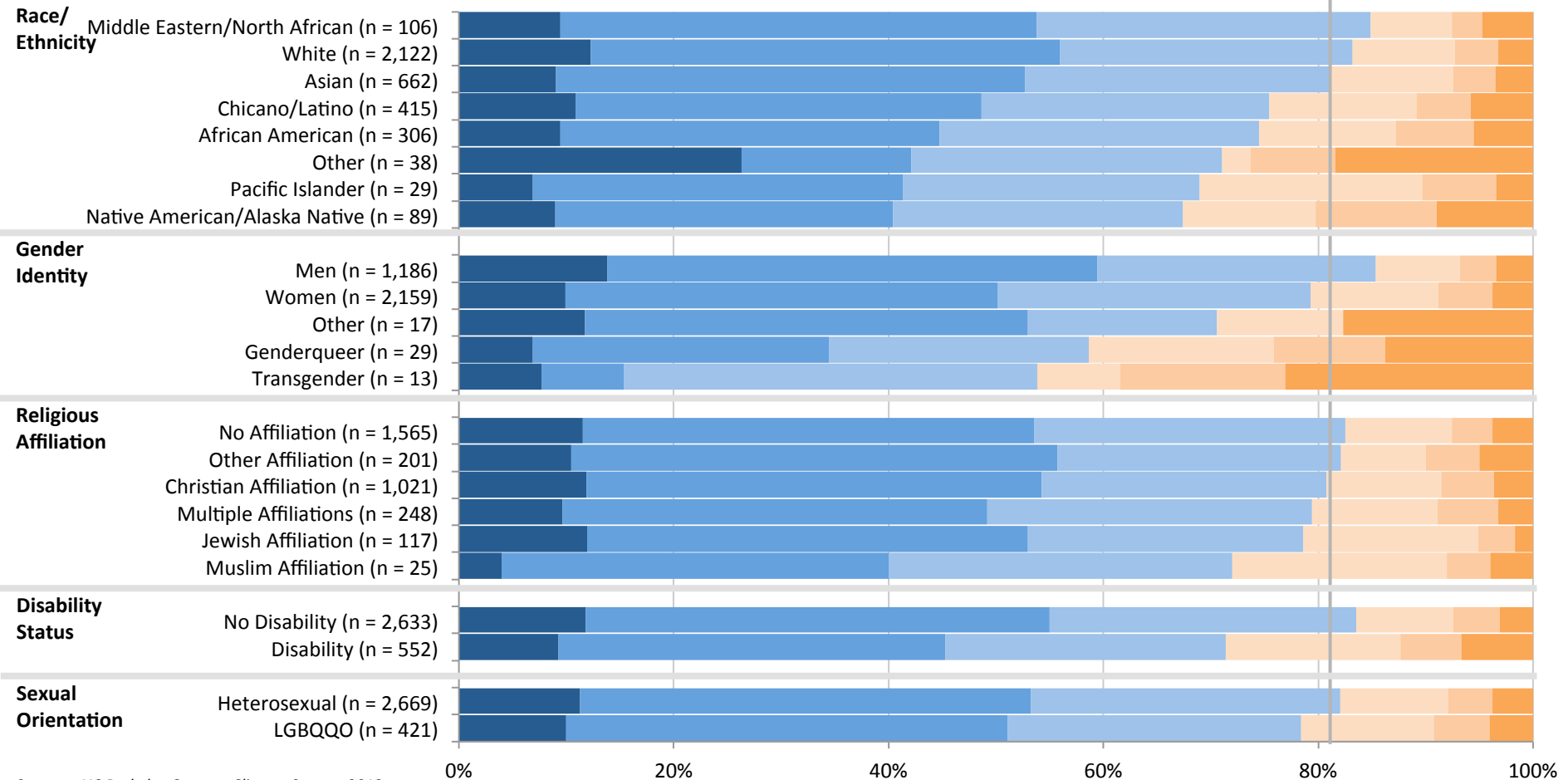
Source: UC Berkeley Campus Climate Survey, 2013

Reporting Channel Availability Rate - Staff

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

Staff Average (81%)



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

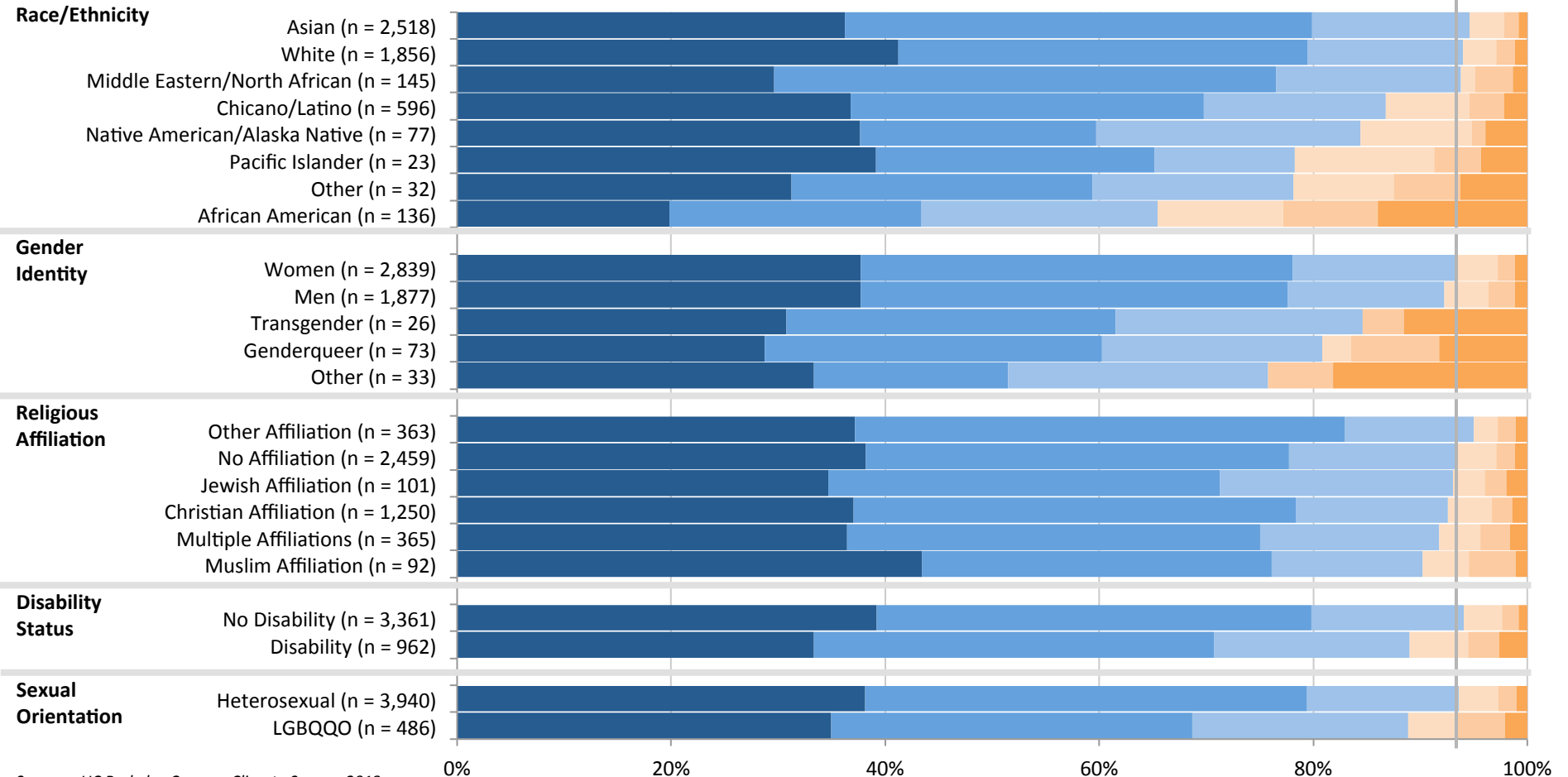
Metric: Percent reporting *Strongly Agree, Agree, or Somewhat Agree*

Campus Diversity Importance Rate – Undergraduate Students

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

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

Undergraduate Average (93%)



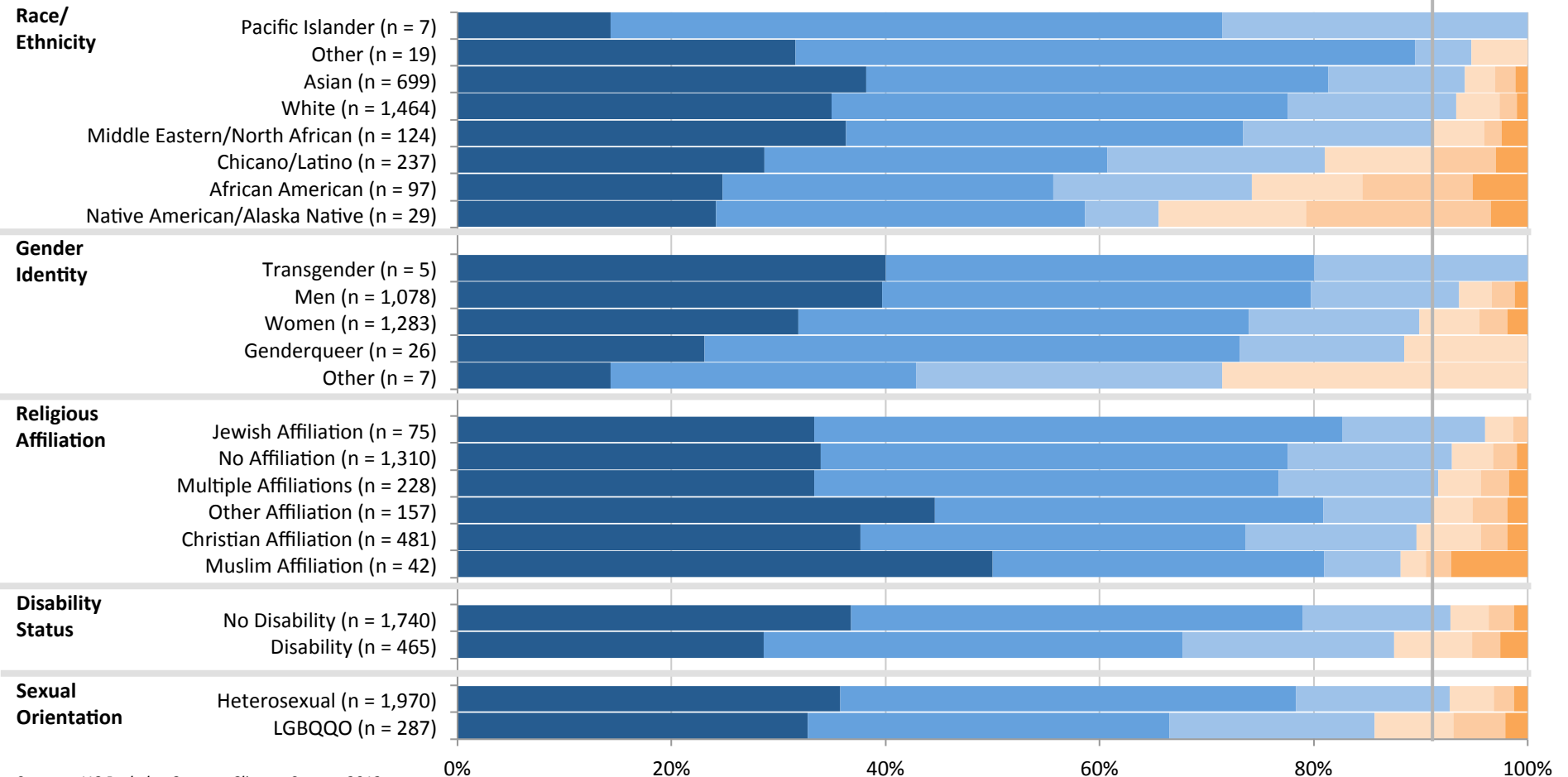
Source: UC Berkeley Campus Climate Survey, 2013

Campus Diversity Importance Rate – Graduate Students

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

Strongly Agree Agree Somewhat Agree Somewhat Disagree Disagree Strongly Disagree

Grad Student Average (91%)



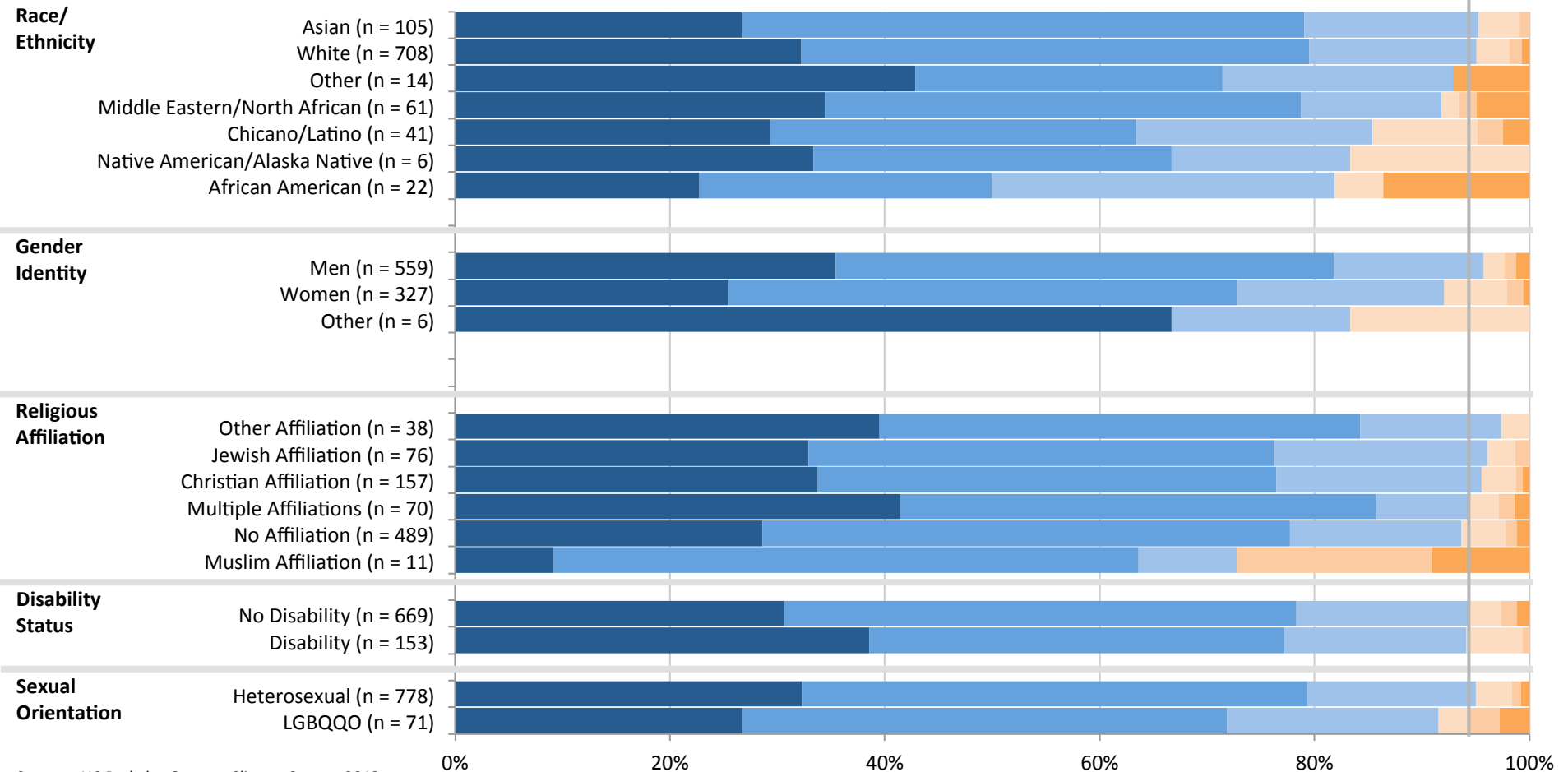
Source: UC Berkeley Campus Climate Survey, 2013

Campus Diversity Importance Rate - Faculty

Responses to "Diversity is important at UC Berkeley" by Affinity Group

■ Strongly Agree
 ■ Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Disagree
 ■ Strongly Disagree

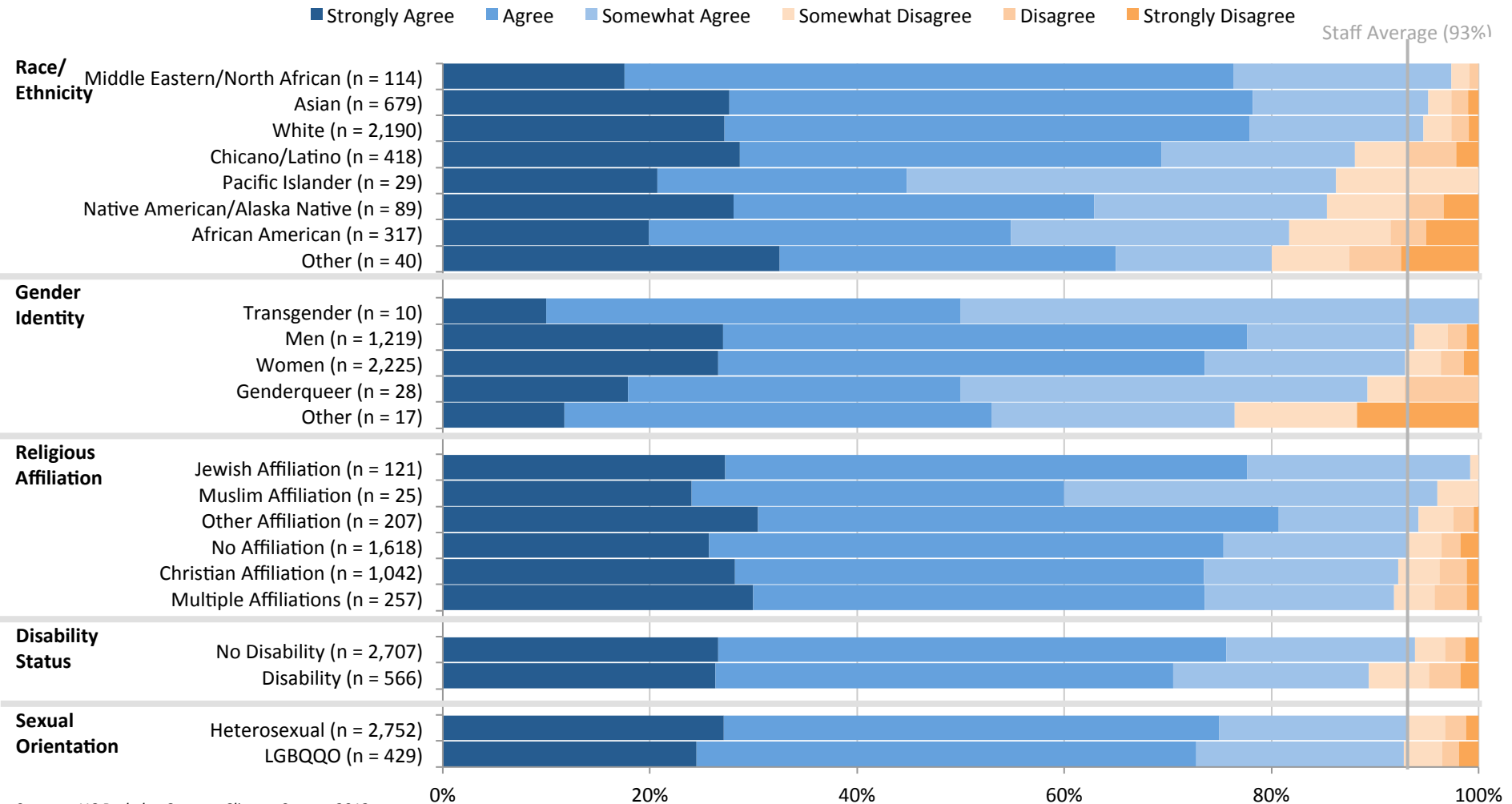
Faculty Average (94%)



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