

UC Berkeley

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UC Berkeley survey contained 115 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English, Spanish and Mandarin and distributed from February 5, 2013 through April 22, 2013 through a secure on-line portal.ⁱⁱ Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UC Berkeley

UC Berkeley community members completed 13,012 surveys for an overall response rate of 24%. Response rates by constituent group varied: 21% for Undergraduate Students ($n = 5,307$), 26% for Graduate/Professional Students ($n = 2,629$), 27% for Post-Docs/Trainees ($n = 300$), 28% for Union Staff ($n = 860$), 30% for Faculty ($n = 975$), and 48% for Non-Union Staff ($n = 2,551$). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.ⁱⁱⁱ Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. High levels of comfort with the climate at UC Berkeley:

- 76% of all respondents ($n = 9,830$) of all respondents were “comfortable” or “very comfortable” with the climate at UC Berkeley while 9% ($n = 1,171$) were “uncomfortable” or “very uncomfortable.”
- 73% of all respondents ($n = 9,533$) of all respondents were “comfortable” or “very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 12% ($n = 1,546$) were “uncomfortable” or “very uncomfortable.”
- 69% of Undergraduate Students ($n = 3,646$), 77% of Graduate/Professional Students ($n = 2,012$), and 70% of Faculty and Post-Doc respondents ($n = 896$) were “comfortable” or “very comfortable” with the climate in their classes, while 9% of Undergraduates ($n = 459$), 5% of Graduate/Professional Students ($n = 142$), and 2% of Faculty/Post-Docs ($n = 20$) were “uncomfortable” or “very uncomfortable.”

Table 1. UC Berkeley Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Undergraduate Students ^{iv}	5,307	41%
	Graduate/Professional Students ^v	2,629	20%
	Faculty ^{vi}	975	8%
	Staff ^{vii}	3,801	29%
	Post-Doctoral Scholars/Trainees ^{viii}	300	2%
Gender Identity	Women	7,507	58%
	Men	5,342	41%
	Transgender ^{ix}	45	<1%
	Genderqueer ^x	147	1%
Racial Identity	White	5,703	44%
	Underrepresented Minority ^{xi}	1,998	15%
	Other People of Color ^{xii}	4,874	38%
	Multi-Minority ^{xiii}	197	2%
Sexual Identity	Heterosexual	10,639	82%
	Lesbian, Gay, Bisexual, Queer	1,400	11%
	Questioning ^{xiv}	151	1%
	Asexual ^{xv}	398	3%
Citizenship Status	U.S. Citizen	11,979	92%
	Non-U.S. Citizen	1,055	8%
	Undocumented	41	<1%
Disability Status	No disability	9,536	80%
	Disability (physical, learning, mental health/ Psychological condition)	2,393	20%
Religious/Spiritual Affiliation	Christian affiliation ^{xvi}	3,257	25%
	Other Religious/Spiritual affiliation ^{xvii}	859	7%
	Muslim ^{xviii}	188	1%
	Jewish ^{xix}	434	3%
	No affiliation ^{xx}	6,643	51%
	Multiple affiliations ^{xxi}	1,028	8%
	Unknown	603	5%

Note: The total *n* for each selected demographic characteristic differs due to missing data.

2. Faculty and Staff - Positive attitudes about work-life issues

- 71% of all Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents ($n = 5,530$) offered that the UC Berkeley values a diverse faculty and 77% offered that the campus values a diverse staff ($n = 5,827$).
- 57% of all Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student ($n = 4,320$) respondents indicated that their supervisors provided them with resources to pursue professional development opportunities and that their supervisors provided ongoing feedback to improve their performance.

3. Students - Positive attitudes about academic experiences

- 69% of Undergraduate Students ($n = 3,662$) and 79% of Graduate/Professional Students ($n = 2,058$) were satisfied with their academic experience at UC Berkeley.
- 57% of Undergraduate Students ($n = 3,016$) and 72% of Graduate/Professional Students ($n = 1,866$) reported that they were performing up to their full academic potential.

4. Students and Trainees – A majority of respondents found the courses offered at UC Berkeley included sufficient materials, perspectives, and/or experiences of people based on a variety of personal characteristics (e.g., age, ethnicity, gender identity, marital status, race, sexual orientation).

Key Findings - Opportunities for Improvement

1. Some members of the community experience exclusionary conduct

- 26% of respondents ($n = 3,307$) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; 10% of respondents ($n = 1,232$) indicated that the conduct interfered with their ability to work or learn.^{xxii}
- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example,
 - o A higher percentage of Staff respondents reported experiencing this conduct based on their position status as compared to Faculty or Students.
 - o A higher percentage of ethnic and racial minorities reported experiencing this conduct based on their racial identity as compared to non-minorities.

2. Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate

- Staff respondents were less comfortable when compared with Faculty and Post-Doctoral Scholar/Trainee respondents with the overall campus climate at UC Berkeley and with the climate in their departments/work units.

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- LGBQ respondents were less comfortable than heterosexual respondents with the overall climate and less comfortable with the climate in their classes.
 - Underrepresented Minority respondents and Multi-Minority respondents were less comfortable than White respondents and Other People of Color respondents with the overall climate and the workplace climate. White respondents were more comfortable with the climate in their classes than other racial groups.

3. A small but meaningful percentage of respondents experienced unwanted sexual contact.

- a. 4% of respondents ($n = 507$) believed they had experienced unwanted sexual contact while at UC Berkeley within the last five years. Subsequent analyses of the data revealed the following:
 - Higher percentages of Undergraduate Students (7%, $n = 386$) experienced unwanted sexual contact in the past five years as compared to Graduate/Professional Students (2%, $n = 46$), or Staff (2%, $n = 66$), or Faculty (1%, $n = 6$).
 - In terms of gender identity, higher percentages of transgender respondents (16%, $n = 7$), genderqueer respondents (14%, $n = 21$), and women respondents (5%, $n = 408$) experienced this conduct as compared to men (2%, $n = 91$).

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

UC Berkeley

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Recent efforts in campus climate

- In 2008, UC Berkeley established the first Vice Chancellor for Equity & Inclusion in the UC system, and in 2009 adopted the **UC Berkeley Strategic Plan for Equity, Inclusion and Diversity** that guides campus climate efforts as well as research, teaching, and professional/educational access and success related to equity, inclusion, and diversity.
- Since 2011, over 2,500 students, faculty and staff have participated in the new **Multicultural Education Program** featuring open enrollment and customized workshops on topics such “Exploring Unconscious Bias” and “Creating Inclusive Classrooms.” MEP also provides customized facilitation, coaching and Interactive Theater performances to departments who have experienced acts of intolerance or bias in their areas.
- **Equity & Inclusion Innovation Grants** have been issued to enhance campus climate. Examples of sponsored activities include the following: “Bears Breaking Bread” and “Bears Baking Bread” (student-initiated projects to bring together students from different communities to share a meal and engage in moderated conversations on difficult subjects); support of the Bancroft Library Gallery exhibit: “A Place at the Table: A Gathering of LGBT Text, Image, and Voice;” production of an “Intimate Partner Violence Prevention” video; and start-up funding for a “Fitness for All,” a recreational sports program for disabled members of our campus community.
- UC Berkeley has opened the **Dreamer’s Resource Center**, a resource and student service center that has become a national model of support for undocumented students.
- **Critical Dialogues Across Differences (CDAD)** courses are designed to provide UC Berkeley students with a space for learning about issues of difference, conflict and community through dialogue. Students explore their own narratives and those of others in various social and institutional contexts, all the while learning from each other’s perspectives and from the practice of dialogue.
- The campus implemented the recommendations of the **Chancellor’s Taskforce on Multicultural Student Development** for new staff advisors and renovated spaces in support of Berkeley’s students of color.
- The Academic Senate committees on the **Status of Women and Ethnic Minorities (SWEM)** for the faculty and on **Student Diversity and Academic Development (SDAD)** have engaged with their stakeholders and the Vice Chancellor for Equity & Inclusion regularly on climate issues.
- UC Berkeley has co-sponsored and supported student-led projects including the Olive Tree Initiative, Berkeley’s first African Black Conference (ABC), the Black Student Leadership conference, and identity-specific graduation celebrations.
- The campus conducted surveys and data analyses such as the Faculty and Staff Workplace Climate Surveys in 2009, prior to and separate from the Campus Climate Survey, briefings on topics such as ethnic and income diversity trends, and presentations on using UCUES to assess campus climate for students.

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- The **Chancellor’s Advisory Council on Campus Climate, Culture, and Inclusion** meets semi-annually to provide an ongoing evaluation of campus climate conditions, policies and practices and to suggest efforts that will support the goals of inclusion and community.
 - Berkeley has had a longstanding **Staff Ombuds Office** that provides confidential, impartial, and informal conflict resolution and problem-solving services for all staff, non-Senate academic, and faculty who perform management functions.

Process and next steps for developing actions and initiatives based on survey findings

A comprehensive outreach and engagement effort will begin in April 2014 under the leadership of the Vice Chancellor for Equity & Inclusion. As part of that process, the Vice Chancellor’s office will meet with campus organizations and offices to present findings and to have more in-depth conversations about next steps, including a deeper analysis of survey findings and feedback on recommended actions. The Council will develop recommended immediate action steps by summer 2014.

Contact

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