

# UC Berkeley Campus Climate: Update on Findings and Plans

Presentation to Graduate Assembly

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# Outline

- Overview of climate survey
  - Who is most affected by negative campus climate
  - What does poor campus climate look like
- Chancellor's Campus Climate Initiative
  - Overview of Plan
  - Feedback and Reactions

# Overview of Survey Findings

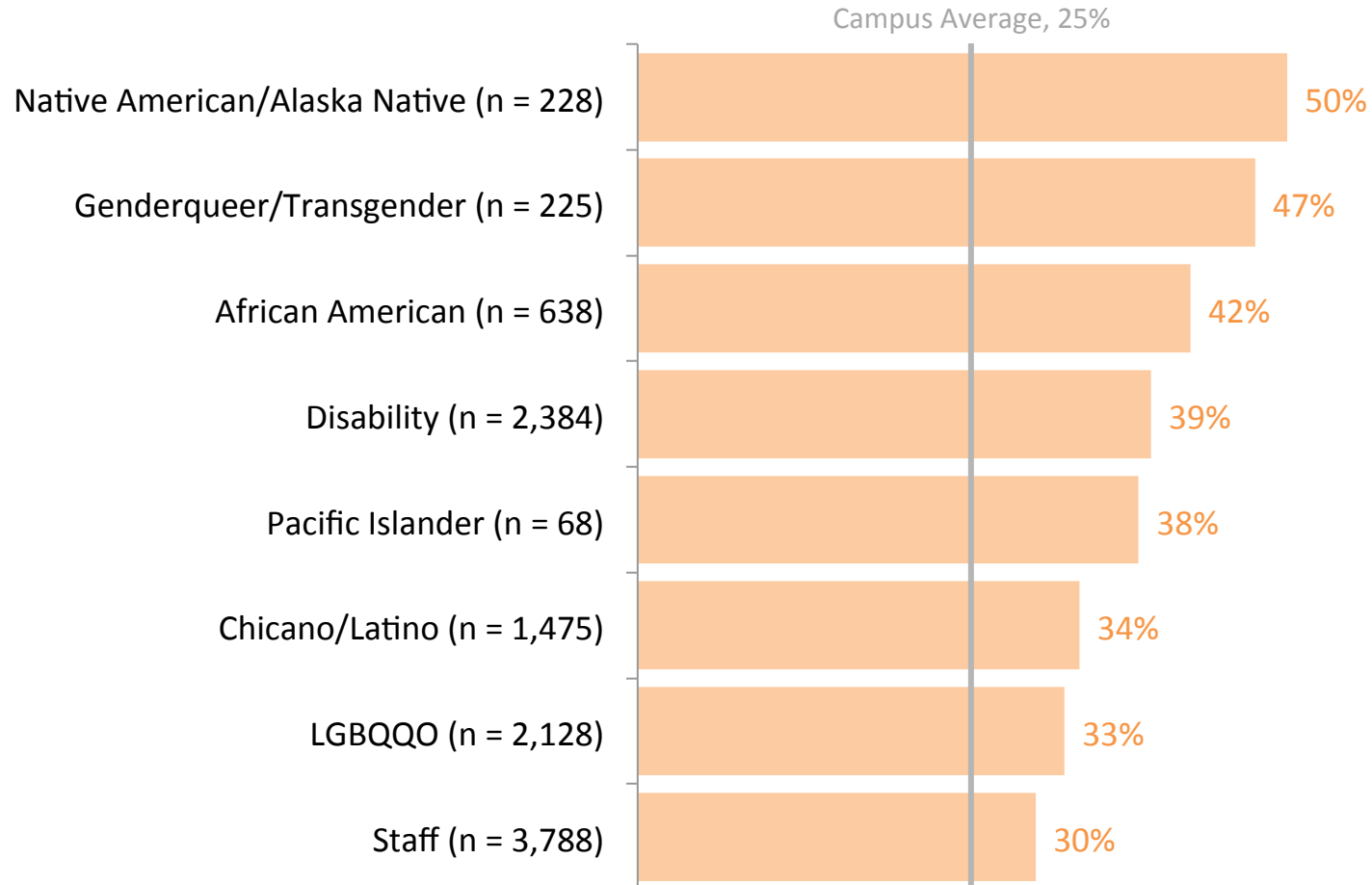
- UC-wide survey was unprecedented: 104,000 responses UC-wide; 13,000 responses at Berkeley
  - 24% overall response rate
  - Survey designed by an external consultant, administered in Spring 2013
  - 75% of respondents were comfortable or very comfortable with the climate at UC Berkeley
  - 25% of our fellow community members are experiencing exclusionary behavior and feel less comfortable here
- Survey findings have been shared with dozens of groups across campus
  - ASUC, Graduate Assembly, Council of Deans, DIVCO, VC Research Managers, VCAF Leadership, Chancellor's Staff Advisory Council, student groups, CalParents Board, etc.

# Summary

- Who is most affected by negative campus climate?
  - Historically marginalized and underrepresented groups, particularly African Americans
- What does poor campus climate look like?
  - Exclusion by peers
  - Pre-judgement by and lack of engagement from faculty
  - Lack of reporting channels, campus commitment to diverse faculty and staff, and other forms of institutional support

# Staff and Underrepresented/Marginalized Groups More Likely to Experience Exclusionary Behavior

Percentage of respondents reporting “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?”



Source: UC Berkeley Campus Climate Survey, 2013

# African American Respondents Consistently Report Lower Campus Climate than Other Undergraduates

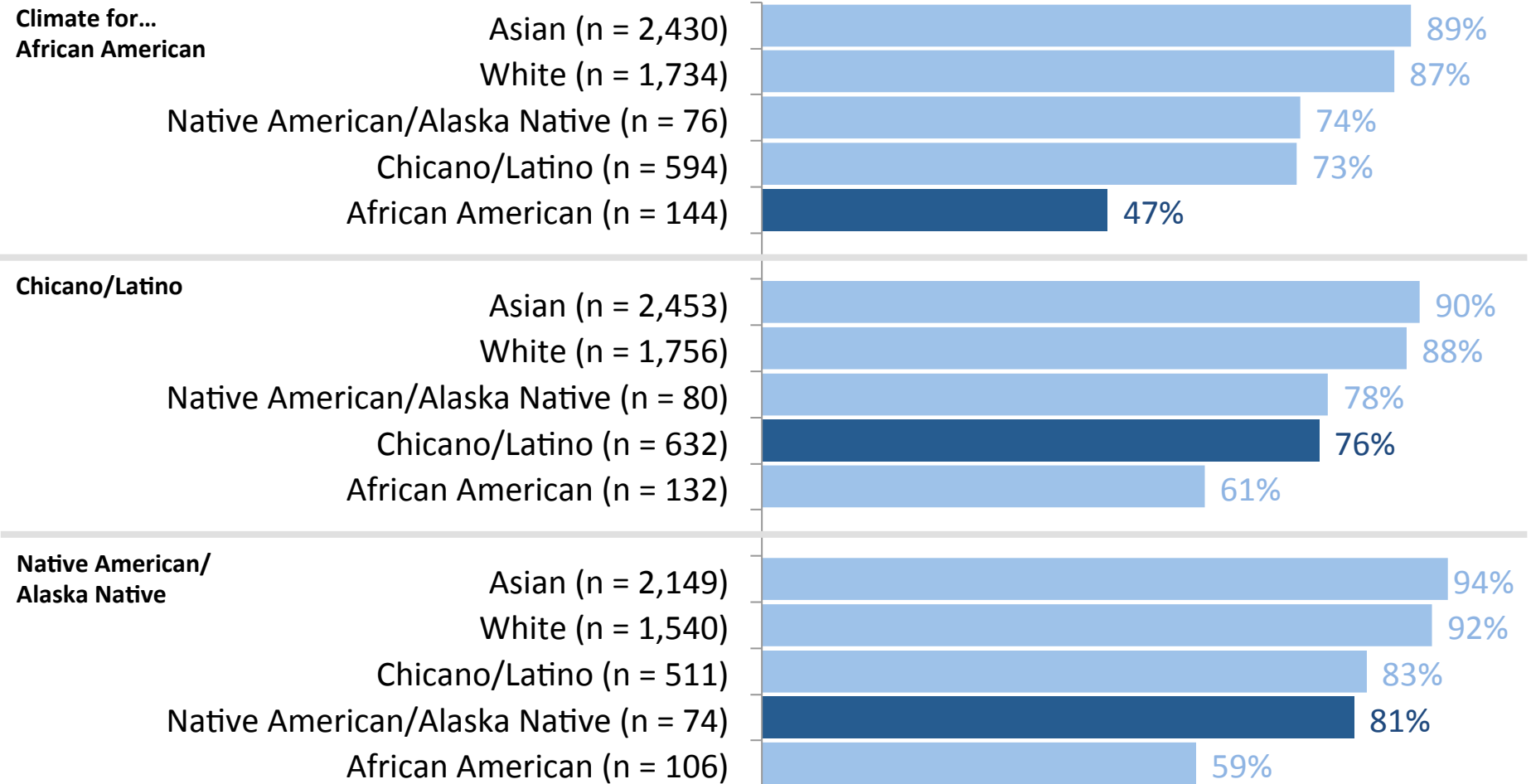


	N	Campus Comfort	Experienced Exclusionary Behavior	Feel Valued by Students	Faculty Concerned with My Welfare	Faculty Prejudge My Abilities	Campus Encourages Difficult Discussions	Equal Academic Opportunity
Undergraduate Students	5,307	=	=	=	=	=	=	=
White	2,062	=	=	=	=	>	=	=
Middle Eastern/North African	294	<	<	=	=	=	<	=
Asian	2,767	=	=	=	=	=	=	=
East Asian	1,968	=	>	=	=	=	=	=
South Asian	351	=	=	=	<	=	=	=
Southeast Asian	321	=	=	=	=	<	=	=
Filipino	202	=	<	<	=	=	=	=
Underrepresented Minority	863	<	<	<	=	<	=	<
Chicano/Latino	684	=	<	<	=	<	=	<
African American	158	<<	<<	<<	<<	<<	<<	<<
Native American/Alaska Native	90	<	<<	<	<<	=	<	=
Pacific Islander	27	=	<	=	=	<	=	<
Heterosexual	4,351	=	=	=	=	=	=	=
LGBQQO	907	<	<	<	=	<	<	<
Men	2,063	=	=	=	=	=	=	=
Women	3,178	=	=	=	=	=	=	=
Genderqueer/Transgender/Other	119	<<	<<	<	=	=	<<	<<
No Disability	3,729	=	=	=	=	=	=	=
Disability	1,069	<	<	<	<	=	<	<

Source: UC Berkeley Campus Climate Survey, 2013

# Groups Differ on How They View Climate for Others

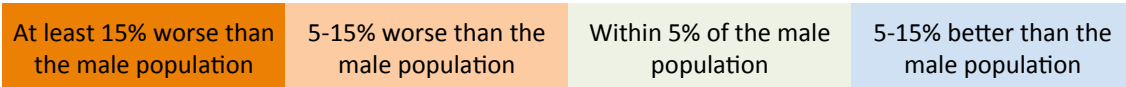
Undergraduate responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity



Source: UC Berkeley Campus Climate Survey, 2013

# Female Respondents Consistently Report Lower Campus Climate – Particularly Female Grad Students

Average difference from overall male population across climate metrics



Affinity Group	Male Birth Gender				Female Birth Gender			
	Undergrad	Grad Student	Ladder Faculty	Staff	Undergrad	Grad Student	Ladder Faculty	Staff
All	0%	0%	0%	0%	-2%	-7%	-8%	-3%
White	1%	0%	2%	1%	-1%	-5%	-7%	-2%
SWANA	-4%	-2%	-2%	3%	-6%	-9%	-2%	-5%
Asian	1%	3%	-8%	2%	-1%	-5%	-3%	0%
East Asian	1%	3%	-7%	3%	0%	-3%	-2%	-1%
South Asian	1%	5%	-8%	1%	-2%	-8%	n/a	-9%
Southeast Asian	-1%	3%	n/a	-5%	-2%	-6%	n/a	7%
Filipino	0%	-1%	n/a	5%	-3%	-16%	n/a	4%
URM	-4%	-7%	-6%	-4%	-11%	-15%	-24%	-8%
Chicano/Latino	0%	-6%	1%	-2%	-8%	-13%	-20%	-5%
African American	-18%	-12%	-18%	-5%	-22%	-20%	n/a	-10%
Native American	-6%	-17%	n/a	-13%	-13%	-15%	n/a	-12%
Pacific Islander	-7%	-4%	n/a	-7%	-8%	0%	n/a	-10%
Heterosexual	1%	1%	1%	0%	-2%	-5%	-7%	-3%
LGBQQO	-5%	-6%	-4%	-1%	-7%	-12%	-15%	-5%
Genderqueer/Transgender	-10%	-18%	n/a	-10%	-14%	-14%	n/a	-14%
No Disability	2%	2%	0%	2%	0%	-3%	-6%	-1%
Disability	-6%	-9%	0%	-5%	-10%	-16%	-15%	-12%

Note: n/a indicates fewer than 5 respondents in a given demographic

Source: UC Berkeley Campus Climate Survey, 2013

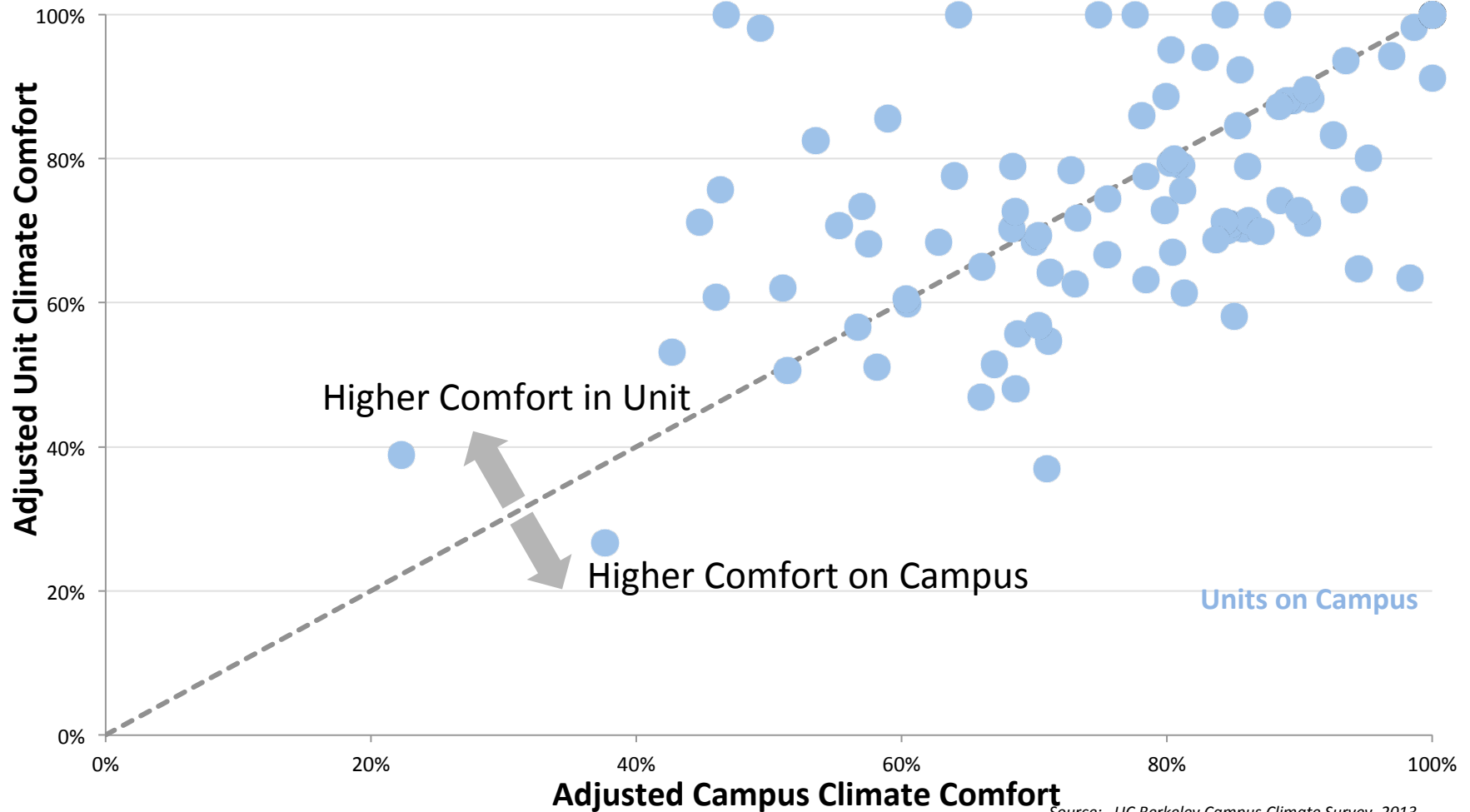


# Top Concerns for Groups Reporting Low Climate

Concern	Undergrad	Grad Students	Ladder Faculty	Staff
Experiences of exclusionary behavior	●	●	●	●
Don't have channels to report discrimination	●	●	●	●
Top administrators aren't committed to promoting respect and understanding	●	●	●	●
Faculty aren't committed to promoting respect and understanding		●	●	●
Feel faculty pre-judge based on perceived identities	●	●	n/a	n/a
Administrators and faculty aren't concerned about their welfare	●	●	n/a	n/a
Don't see enough faculty/staff with whom they identify		●	n/a	n/a
Don't think campus values diverse faculty or staff	n/a	●	●	●
Afraid to take leave for fear of affecting job/career	n/a	●	●	●
Afraid to voice concerns for fear of negatively affecting evaluation	n/a	●	●	●
Perform more student service than colleagues	n/a	n/a	●	n/a
Feel disadvantaged by dependent care needs	n/a	n/a	n/a	●

# Campus Climate Varies Considerably by Unit

**Demographically Weighted Campus and Unit Climate Comfort Rates by Unit**  
Units above the dashed line are more comfortable in their unit than at Berkeley in general



Source: UC Berkeley Campus Climate Survey, 2013

# Areas of Positive Campus Climate

- Respondents across populations and affinity groups report that **diversity is important to them**
- Undergraduates tend to report that they have **role models** among faculty and staff
- Grad students tend to report that they have **role models among staff**
- Staff tend to report getting **career advice/guidance from co-workers**

# Chancellor's Campus Climate Initiative

Liz Halimah

Equity & Inclusion

October 31, 2014

# More Context

- On March 19, 2014, Chancellor Dirks announced a “series of initial steps and decisions in support of our goals and aspiration” regarding campus climate.
  - Allocated \$700k in one-time funding to E&I
- UCOP President Napolitano has asked each campus to identify goals for improvement, action plans, and metrics.
  - Due December 2014

# Vision

*“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

*“ [This] requires the constant attention and the enduring commitment of the entire UC community —every **student, every professor, every administrator, every staff member, everybody, every day.**”*

Joint message by UC President and  
Chancellors

# Goals & Metrics

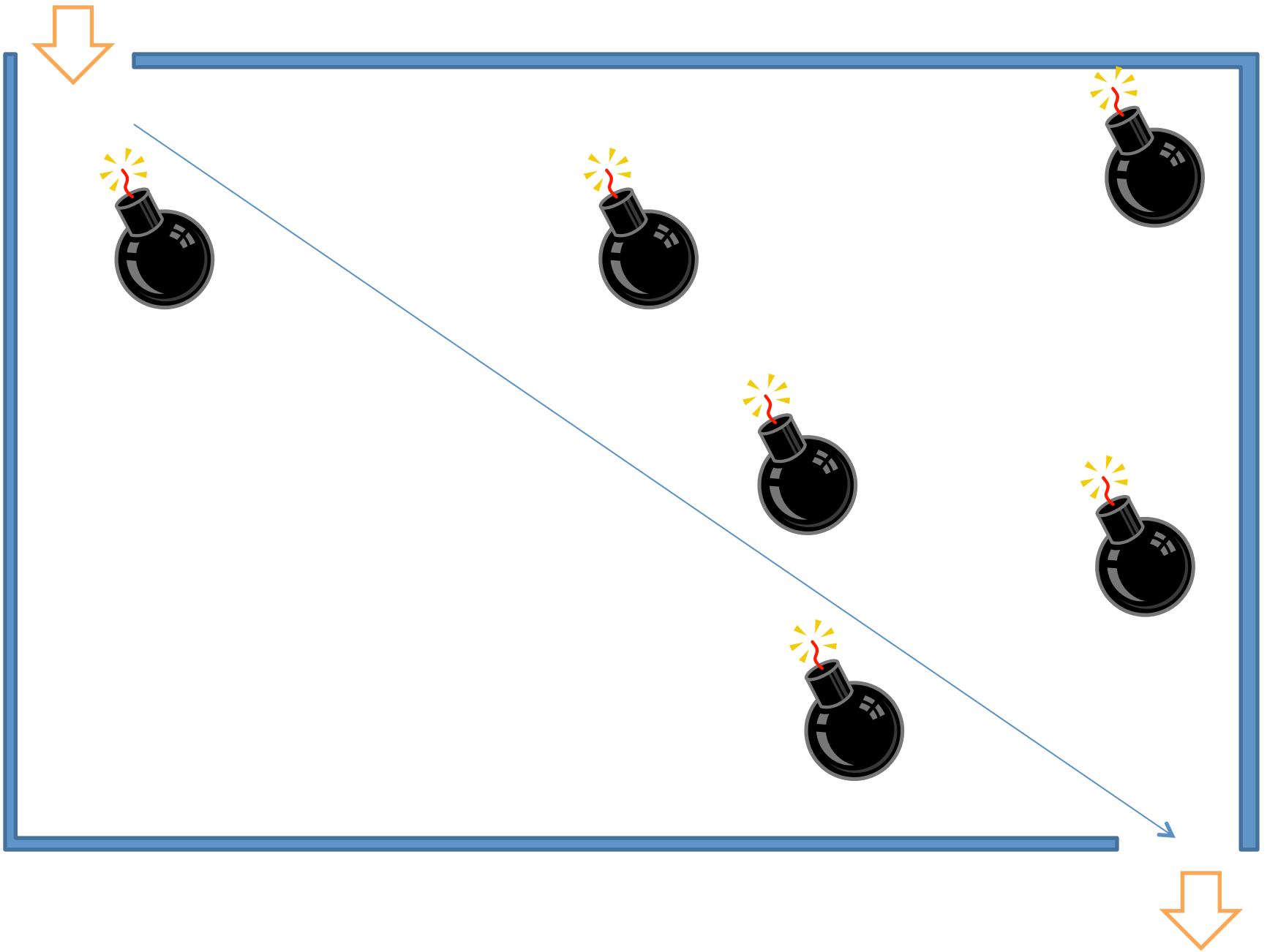
- Goal: All Berkeley students, faculty and staff feel respected and valued.
- Intended Outcomes (metric):
  - By 2020, 90% of students, faculty, and staff report that they feel comfortable on campus
  - Less than 10% personally experience exclusion (bullying, intimidation, being ignored, etc.)
  - Reduction in the gap between how groups rate the climate for others
    - Responses to “How would you rate the climate at UC Berkeley for persons from the following racial/ethnic backgrounds?” by Race/Ethnicity

# Multi-Faceted Strategy Targeting Multiple Audiences

- Increase **awareness and dialogue** on diversity and inclusion at UCB by reaching “beyond the choir”
- Provide **training and support** to influential leaders and potential ambassadors (faculty, GSIs, staff, student leaders)
- Incentivize **innovation** and creativity
- Enhance targeted services to **marginalized communities** (URM, LGBTQ, disabled, etc.)
- Increase the **critical mass** of underrepresented groups among students, ladder faculty and senior staff positions







# Planned Activities for 2014-15 and 2015-16

- Innovation Grants in Campus Climate
- Intergroup Dialogue Curriculum
- Town Halls & Symposia
- GSI Training on Creating Inclusive Classroom Environments
- Faculty Leadership in Departmental Practices
- Expanded Multicultural Education Program
- NOW Conference
- Professionals of Color Leadership Development

# Feedback & Reactions

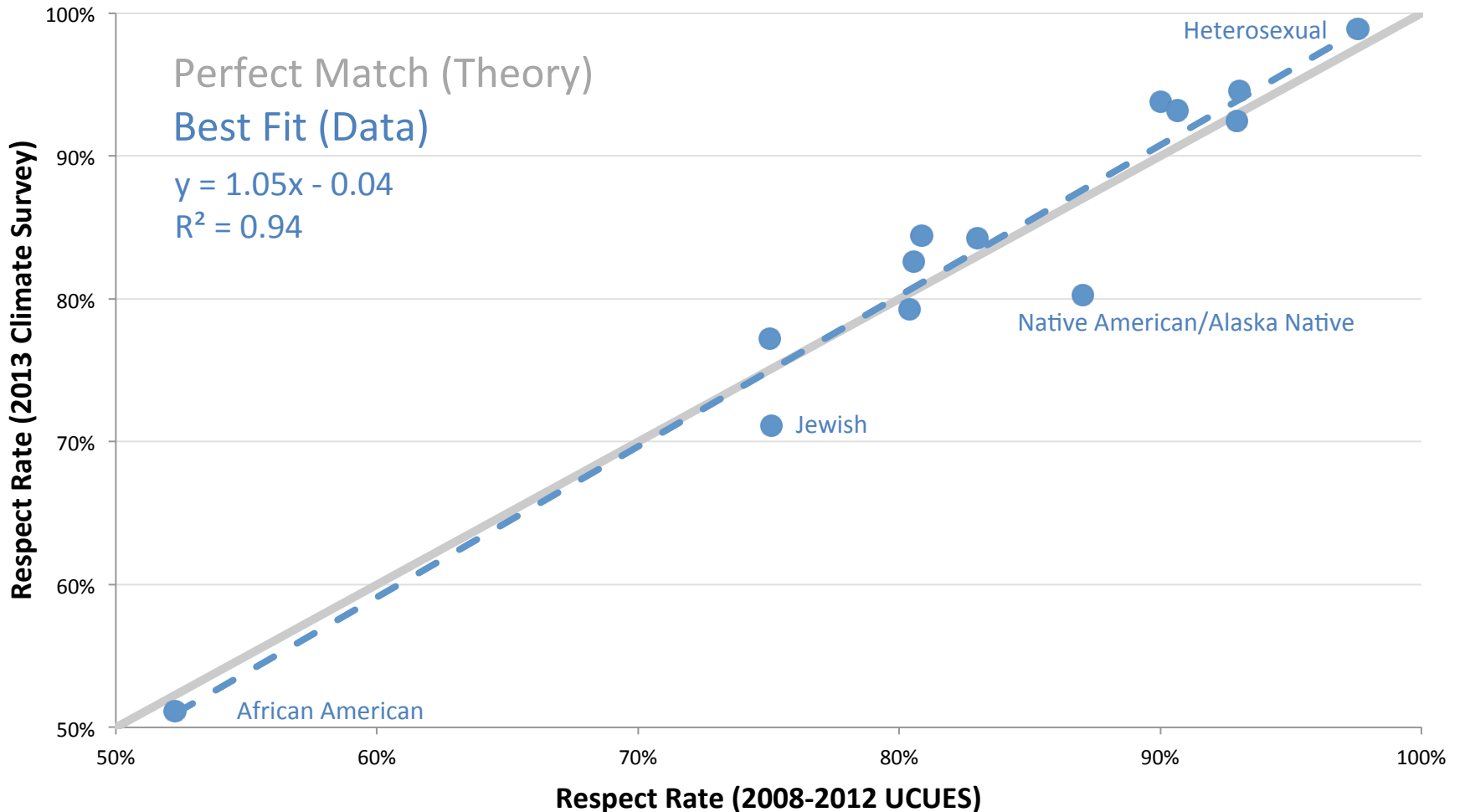
- Are the metrics sufficiently ambitious yet realistic?
- What efforts (or ideas) are you aware of that we haven't captured in this plan?
- Given issues highlighted today, what other actions are necessary or desired?

Questions?

# Appendix

# Climate Survey Findings Validated

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)

# Peers and co-workers are the primary sources of exclusionary behavior

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

	Undergraduate Students	Graduate Students	Faculty	Staff
Student	71%	52%	16%	5%
TA/GSI/Lab assistant/Tutor	10%	4%	2%	1%
Faculty advisor	3%	16%	0%	0%
Faculty member	12%	43%	57%	14%
Co-worker	2%	16%	26%	40%
Staff member	6%	6%	10%	33%
Supervisor	2%	2%	3%	30%
Department head	2%	5%	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



# Exclusion occurs in classrooms, workplaces and public spaces

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

	Undergraduate Students	Graduate Students	Faculty	Staff
In a class/lab/clinical setting	42%	55%	10%	2%
In a public space at UCB	39%	28%	19%	11%
In a meeting with a group of people	26%	30%	49%	32%
In a meeting with one other person	11%	21%	25%	24%
In campus housing	22%	2%	0%	1%
In off-campus housing	11%	3%	0%	0%
In a UCB office	6%	11%	15%	46%
While working at a UCB job	6%	9%	37%	66%
In a faculty office	5%	18%	22%	4%
Off campus	26%	14%	3%	3%
At a UCB event	18%	16%	16%	6%

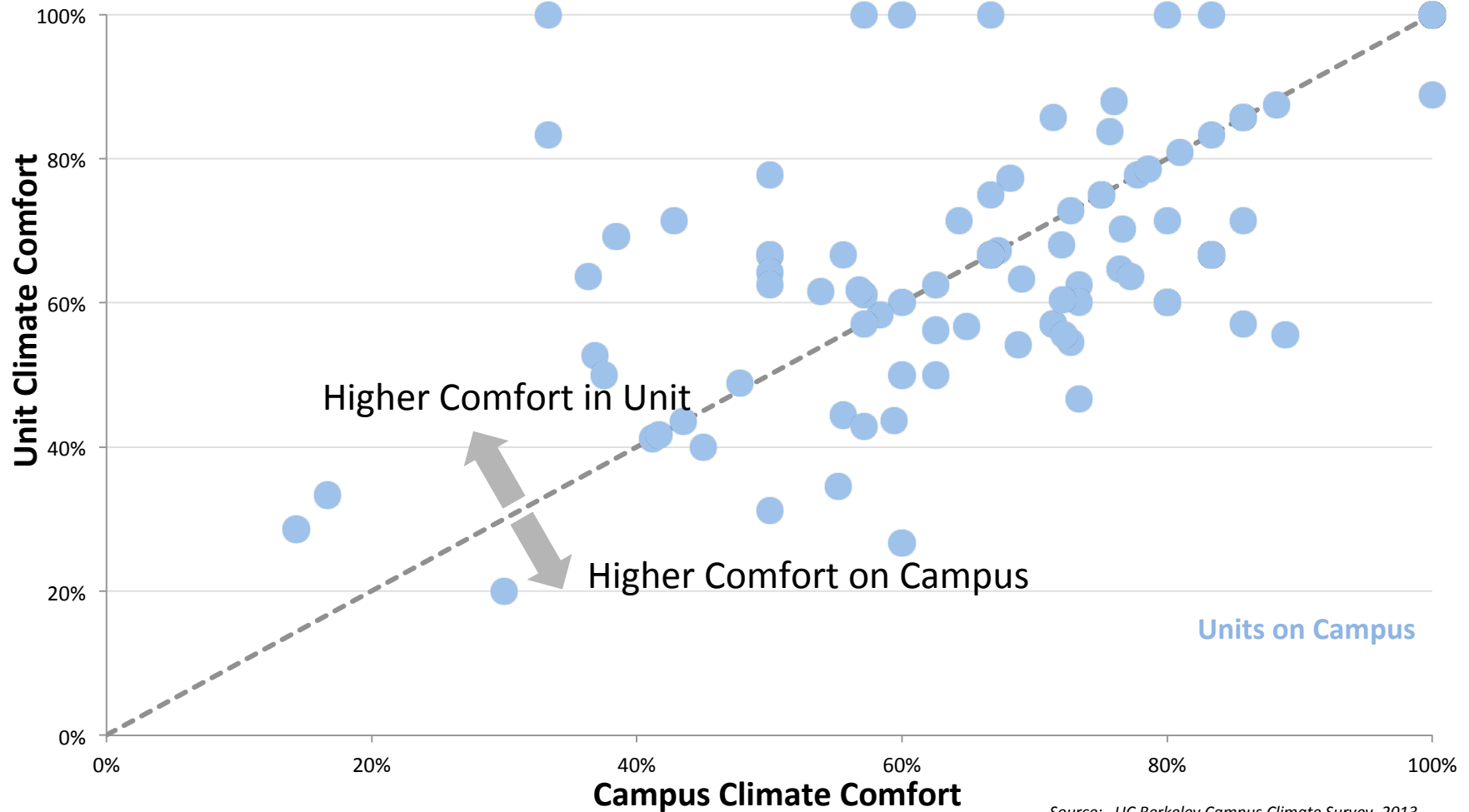
Source: UC Berkeley Campus Climate Survey, 2013

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

# Unit vs. Campus Climate Comfort by Department (Observed Values)

## Campus and Unit Climate Comfort Rates by Unit

Units above the dashed line are more comfortable in their unit than at Berkeley in general



Source: UC Berkeley Campus Climate Survey, 2013

