The UC Berkeley Campus Climate Survey: From Analysis to Action
Today’s Topics

- Welcome
- Introductory Activity on Campus Climate
- Campus Climate Survey and Findings
- UC Berkeley’s New Campus Climate Initiatives
- Q&A/Open Dialogue
Introductory Discussion Questions

1. What is your role on campus?

2. How does campus climate intersect with your work?

3. What are the most pressing issues/challenges in terms of climate for you? for the students you work with?
Campus Climate Survey and Findings
Unprecedented Campus Climate Survey

- 10-campus survey; 400,000 surveyed
- 100,000 respondents across UC
- 13,000 at UC Berkeley

1 in 4 respondents experience exclusion (25%)
A Consistent and Persistent Story

Groups that are **marginalized** and underrepresented in the broader society **experience worse campus climate** than dominant or majority groups at UC Berkeley:

- African Americans
- Genderqueer/Transgender
- Native American/Alaska Native
- Pacific Islander
- Chicano/Latino
- Disability
- LGBQQO
Exclusion

Percent reporting experiencing exclusionary behavior within the past year

Native American/Alaska Native (n = 228) 50%
Genderqueer/Transgender (n = 225) 47%
African American (n = 638) 42%
Disability (n = 2,384) 39%
Pacific Islander (n = 68) 38%
Chicano/Latino (n = 1,475) 34%
LGBQQO (n = 2,128) 33%
Staff (n = 3,788) 30%

Source: UC Berkeley Campus Climate Survey, 2013
Peers are the Primary Sources of Exclusion

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

<table>
<thead>
<tr>
<th>Source</th>
<th>Undergrad Students</th>
<th>Grad Students</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>71%</td>
<td>52%</td>
<td>16%</td>
<td>5%</td>
</tr>
<tr>
<td>Faculty member</td>
<td>12%</td>
<td>43%</td>
<td>57%</td>
<td>14%</td>
</tr>
<tr>
<td>Co-worker</td>
<td>2%</td>
<td>16%</td>
<td>26%</td>
<td>40%</td>
</tr>
<tr>
<td>Staff member</td>
<td>6%</td>
<td>6%</td>
<td>10%</td>
<td>33%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>30%</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
### Exclusion Occurs in Classrooms, Workplaces, and Public Spaces

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

<table>
<thead>
<tr>
<th>Location</th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>In a class/lab/clinical setting</td>
<td>42%</td>
<td>55%</td>
<td>10%</td>
<td>2%</td>
</tr>
<tr>
<td>In a public space at UCB</td>
<td>39%</td>
<td>28%</td>
<td>19%</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>32%</td>
</tr>
<tr>
<td>In a meeting with one other person</td>
<td>11%</td>
<td>21%</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>In campus housing</td>
<td>22%</td>
<td>2%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>In off-campus housing</td>
<td>11%</td>
<td>3%</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>46%</td>
</tr>
<tr>
<td>While working at a UCB job</td>
<td>6%</td>
<td>9%</td>
<td>37%</td>
<td>66%</td>
</tr>
<tr>
<td>In a faculty office</td>
<td>5%</td>
<td>18%</td>
<td>22%</td>
<td>4%</td>
</tr>
<tr>
<td>Off campus</td>
<td>26%</td>
<td>14%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>At a UCB event</td>
<td>18%</td>
<td>16%</td>
<td>16%</td>
<td>6%</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 location.
Respect

Percent of undergraduate students agreeing that their affinity group is respected on campus

Race/Ethnicity
- Asian (n = 2,482) 93%
- White (n = 1,800) 92%
- Middle Eastern/North African (n = 259) 85%
- Pacific Islander (n = 23) 83%
- Native American/Alaska Native (n = 76) 80%
- Chicano/Latino (n = 584) 77%
- African American (n = 133) 51%

Gender/Gender Identity
- Men (n = 1,827) 95%
- Women (n = 2,784) 93%
- Genderqueer/Transgender/Other (n = 127) 65%

Religious Affiliation
- No Religious Affiliation (n = 2,343) 95%
- Muslim Affiliation (n = 90) 84%
- Christian Affiliation (n = 1,207) 79%
- Jewish Affiliation (n = 104) 71%

Disability
- No Disability (n = 2,731) 96%
- Disability (n = 859) 81%

Sexual Orientation
- Heterosexual (n = 3,806) 99%
- LGBQQO (n = 475) 84%

Source: UC Berkeley Campus Climate Survey, 2013
## Disaggregating Asian

*Percent of undergraduate students agreeing that their affinity group is respected on campus*

<table>
<thead>
<tr>
<th>Affinity Group</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>East Asian</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taiwanese</td>
<td>n = 391</td>
<td>96%</td>
</tr>
<tr>
<td>Japanese</td>
<td>n = 171</td>
<td>95%</td>
</tr>
<tr>
<td>Chinese</td>
<td>n = 1,236</td>
<td>95%</td>
</tr>
<tr>
<td>Korean</td>
<td>n = 315</td>
<td>89%</td>
</tr>
<tr>
<td><strong>South Asian</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pakistani</td>
<td>n = 35</td>
<td>97%</td>
</tr>
<tr>
<td>Asian Indian</td>
<td>n = 290</td>
<td>95%</td>
</tr>
<tr>
<td>Bangladeshi</td>
<td>n = 14</td>
<td>92%</td>
</tr>
<tr>
<td>Sri Lankan</td>
<td>n = 15</td>
<td>92%</td>
</tr>
<tr>
<td><strong>South East Asian</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indonesian</td>
<td>n = 25</td>
<td>100%</td>
</tr>
<tr>
<td>Thai</td>
<td>n = 22</td>
<td>100%</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>n = 224</td>
<td>89%</td>
</tr>
<tr>
<td>Laotian</td>
<td>n = 8</td>
<td>88%</td>
</tr>
<tr>
<td>Malaysian</td>
<td>n = 22</td>
<td>86%</td>
</tr>
<tr>
<td>Hmong</td>
<td>n = 12</td>
<td>82%</td>
</tr>
<tr>
<td>Cambodian</td>
<td>n = 17</td>
<td>79%</td>
</tr>
<tr>
<td><strong>Filipino</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Filipino</td>
<td>n = 202</td>
<td>83%</td>
</tr>
<tr>
<td><strong>Other Asian</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Asian</td>
<td>n = 45</td>
<td>85%</td>
</tr>
<tr>
<td><strong>Pacific Islander</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>n = 27</td>
<td>83%</td>
</tr>
</tbody>
</table>

*Source:* UC Berkeley Campus Climate Survey, 2013
Findings are Robust and Consistent

Averaged 100 different metrics
• Same story emerged

Adding intersections
• Increased exclusion
• Decreased respect
### Awareness Gap

**Percent of undergraduate students reporting that different racial/ethnic groups are respected on campus**

<table>
<thead>
<tr>
<th>Climate for</th>
<th>Asian (n = 2,430)</th>
<th>White (n = 1,734)</th>
<th>Native American/Alaska Native (n = 76)</th>
<th>Chicano/Latino (n = 594)</th>
<th>African American (n = 144)</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>89%</td>
<td>87%</td>
<td>74%</td>
<td>73%</td>
<td>47%</td>
</tr>
<tr>
<td>for Chicano/Latino</td>
<td>Asian (n = 2,453)</td>
<td>White (n = 1,756)</td>
<td>Native American/Alaska Native (n = 80)</td>
<td>Chicano/Latino (n = 632)</td>
<td>African American (n = 132)</td>
</tr>
<tr>
<td></td>
<td>90%</td>
<td>88%</td>
<td>78%</td>
<td>76%</td>
<td>61%</td>
</tr>
<tr>
<td>for Native American/Alaska Native</td>
<td>Asian (n = 2,149)</td>
<td>White (n = 1,540)</td>
<td>Chicano/Latino (n = 511)</td>
<td>Native American/Alaska Native (n = 74)</td>
<td>African American (n = 106)</td>
</tr>
<tr>
<td></td>
<td>94%</td>
<td>92%</td>
<td>83%</td>
<td>81%</td>
<td>59%</td>
</tr>
<tr>
<td>for Asian</td>
<td>Native American/Alaska Native (n = 80)</td>
<td>Chicano/Latino (n = 614)</td>
<td>White (n = 1,795)</td>
<td>Asian (n = 2,586)</td>
<td>African American (n = 133)</td>
</tr>
<tr>
<td></td>
<td>94%</td>
<td>93%</td>
<td>92%</td>
<td>91%</td>
<td>89%</td>
</tr>
<tr>
<td>for White</td>
<td>Asian (n = 2,553)</td>
<td>Chicano/Latino (n = 622)</td>
<td>White (n = 1,912)</td>
<td>African American (n = 140)</td>
<td>Native American/Alaska Native (n = 81)</td>
</tr>
<tr>
<td></td>
<td>97%</td>
<td>96%</td>
<td>94%</td>
<td>93%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Source: UC Berkeley Campus Climate Survey, 2013
Departmental Campus Climate Varies Greatly

Adjusted campus comfort versus adjusted department comfort by department

Source: UC Berkeley Campus Climate Survey, 2013
Summary of Survey Findings

• Marginalized and underrepresented groups experience worse campus climate

• Significant “awareness gap”

• Climate varies by department
UC Berkeley’s
New Campus Climate Initiatives
“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.”

UC Berkeley 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
# Audiences for Our Public Education Campaign

<table>
<thead>
<tr>
<th>“Agents”</th>
<th>“Bystanders”</th>
<th>“Targets”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Those whose actions make others feel excluded, disrespected at Berkeley</td>
<td>Those who witness actions that make others feel excluded, disrespected, but do not speak up.</td>
<td>Those who have felt excluded, disrespected because of someone’s words, actions at Berkeley.</td>
</tr>
</tbody>
</table>
Goals and Metrics

• Goal: All Berkeley students, faculty and staff feel respected and valued.

• Intended Outcomes (metrics):
  • 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
Multi-Faceted Strategy: Multiple Audiences

- Increase **awareness and dialogue** on diversity and inclusion at UC Berkeley by reaching “beyond the choir” *(LAKE)*

- Provide **training and support** to influential leaders and potential ambassadors (faculty, GSIs, staff, student leaders) *(LAKE)*

- Incentivize **innovation** and creativity *(LAKE & FISH)*

- Enhance targeted services to **marginalized communities** (URM, LGBQT, disabled, etc.) *(FISH)*

- Increase the **critical mass** of underrepresented groups among students, ladder faculty and senior staff positions *(FISH & LAKE)*
New or Expanded Activities (Tactics)

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

- A “menu” of events to meet students where they are
- For “the choir”: deep listening, highly intersectional, focus on student engagement
- Beyond “the choir”: well known/ celebrity speaker
- Smaller Town Halls and Symposia to attract particular audiences
- Current national focus on race as opportunity
Multicultural Education Program

Multicultural Education Program: Evolving Community at Cal
Equity, Inclusion, and Diversity
UNIVERSITY OF CALIFORNIA, BERKELEY

Multicultural Education Program (MEP)
• Consulting – responding to climate issues
• Training – experiential awareness building

MEP Consulting
• Assess and resolve department issues
• Make referrals to campus partners including Staff Ombuds, HR, Compliance Offices, and Health Services

mep.berkeley.edu
MEP Training

Multicultural Education Program: Evolving Community at Cal
Equity, Inclusion, and Diversity
UNIVERSITY OF CALIFORNIA, BERKELEY

Workshops for all campus communities to increase awareness:

• Identity
• Unconscious bias
• Intent vs. Impact
• Overcoming bystander behavior
• Inclusive classrooms, working environments, living spaces

Expanded: Customized Climate Issues Workshops and Consultations

• University Health Services
• Humanities Departments
• Social Sciences
Innovation Grants in Campus Climate

• Over $100,000 awarded for 13 projects
• Department/Unit-based
• Many student-led
  – Anti-racism “skills and theory labs” in School of Social Welfare
  – Undergraduate student research ambassadors
  – Internships in Restorative Justice
Implementation

• Campus Climate Work Team

• $700,000 over 2 years

• Hiring a Coordinator of Campus Climate

• Public education campaign in fall 2015

• Monitoring and evaluation
  • Chancellor’s Advisory Council on Campus Climate & Inclusion
Visit diversity.berkeley.edu
Appendix
Responses to “Students of my [affinity group] are respected at this campus” by Affinity Group, Undergraduate Students

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

Source: UC Berkeley Campus Climate Survey (2013) and University of California Undergraduate Experience Survey (2008-2012)
Averaged Campus Climate

Average campus climate gap between affinity group and campus average including all populations

- African American: 14%
- Genderqueer/Transgender/Other: 12%
- Native American/Alaska Native: 12%
- Pacific Islander: 8%
- Chicano/Latino: 6%
- Disability: 6%
- LGBQQO: 3%

Source: UC Berkeley Campus Climate Survey, 2013
Intersectional Identities are Marginalized Even Further

Average campus climate gap between affinity group and campus average: **women**

- **African American**: 19%
- **Genderqueer/Transgender/Other**: 14%
- **Native American/Alaska Native**: 12%
- **Pacific Islander**: 9%
- **Chicano/Latino**: 14%
- **Disability**: 13%
- **LGBQQQO**: 8%

Source: UC Berkeley Campus Climate Survey, 2013
Intersectional Identities are Marginalized Even Further

Average campus climate gap between affinity group and campus average: disability

- African American: 22%
- Genderqueer/Transgender/Other: 20%
- Native American/Alaska Native: 17%
- Pacific Islander: 20%
- Chicano/Latino: 15%
- Disability: 6%
- LGBQQQ: 11%

Source: UC Berkeley Campus Climate Survey, 2013
Intersectional Identities are Marginalized Even Further

Average campus climate gap between affinity group and campus average: **LGBQQO**

- African American: 16%
- Genderqueer/Transgender/Other: 15%
- Native American/Alaska Native: 21%
- Pacific Islander: 7%
- Chicano/Latino: 10%
- Disability: 7%
- LGBQQO: 3%

Source: UC Berkeley Campus Climate Survey, 2013
## Top Concerns for Groups Reporting Low Climate

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

*Source: UC Berkeley Campus Climate Survey, 2013*