

A wide-angle photograph of the UC Berkeley campus. In the background, the iconic Sather Tower (Cathedral of Learning) stands tall against a blue sky with scattered white clouds. To the right, the University Library building is visible, featuring a classical facade with columns and a red-tiled roof. The foreground is dominated by a lush green lawn, with several pink magnolia flowers in bloom on the left and right sides. A few people can be seen walking on the lawn in the distance.

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

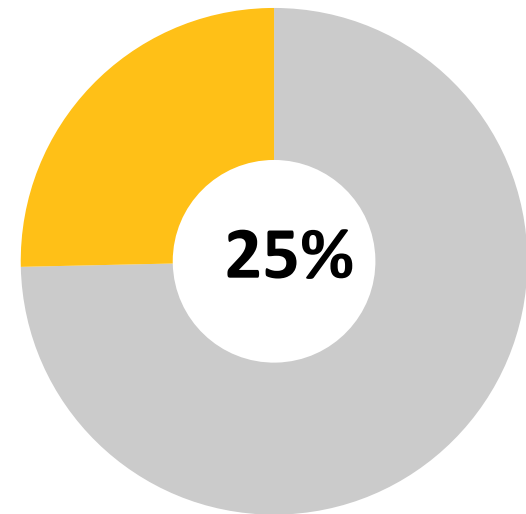
1. What does campus climate mean to you?
2. How does campus climate intersect with your work?
3. What are the most pressing issues/challenges in terms of climate for your institution?

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



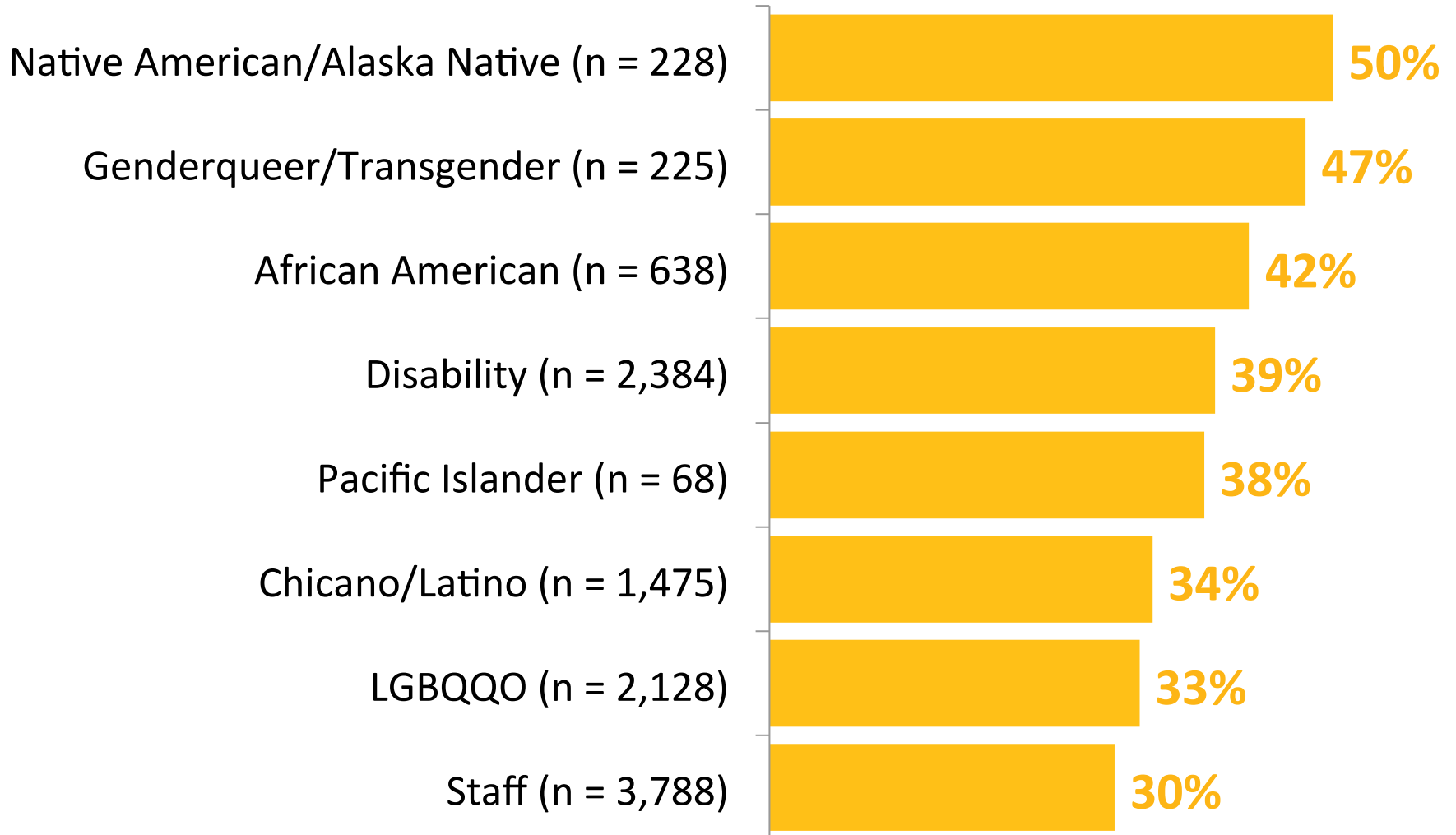
A Consistent and Persistent Story

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
- LGBTQQO

Exclusion

Percent reporting experiencing exclusionary behavior within the past year



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

	Undergrad Students	Grad Students	Faculty	Staff
Student	71%	52%	16%	5%
Faculty member	12%	43%	57%	14%
Co-worker	2%	16%	26%	40%
Staff member	6%	6%	10%	33%
Supervisor	2%	2%	3%	30%

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

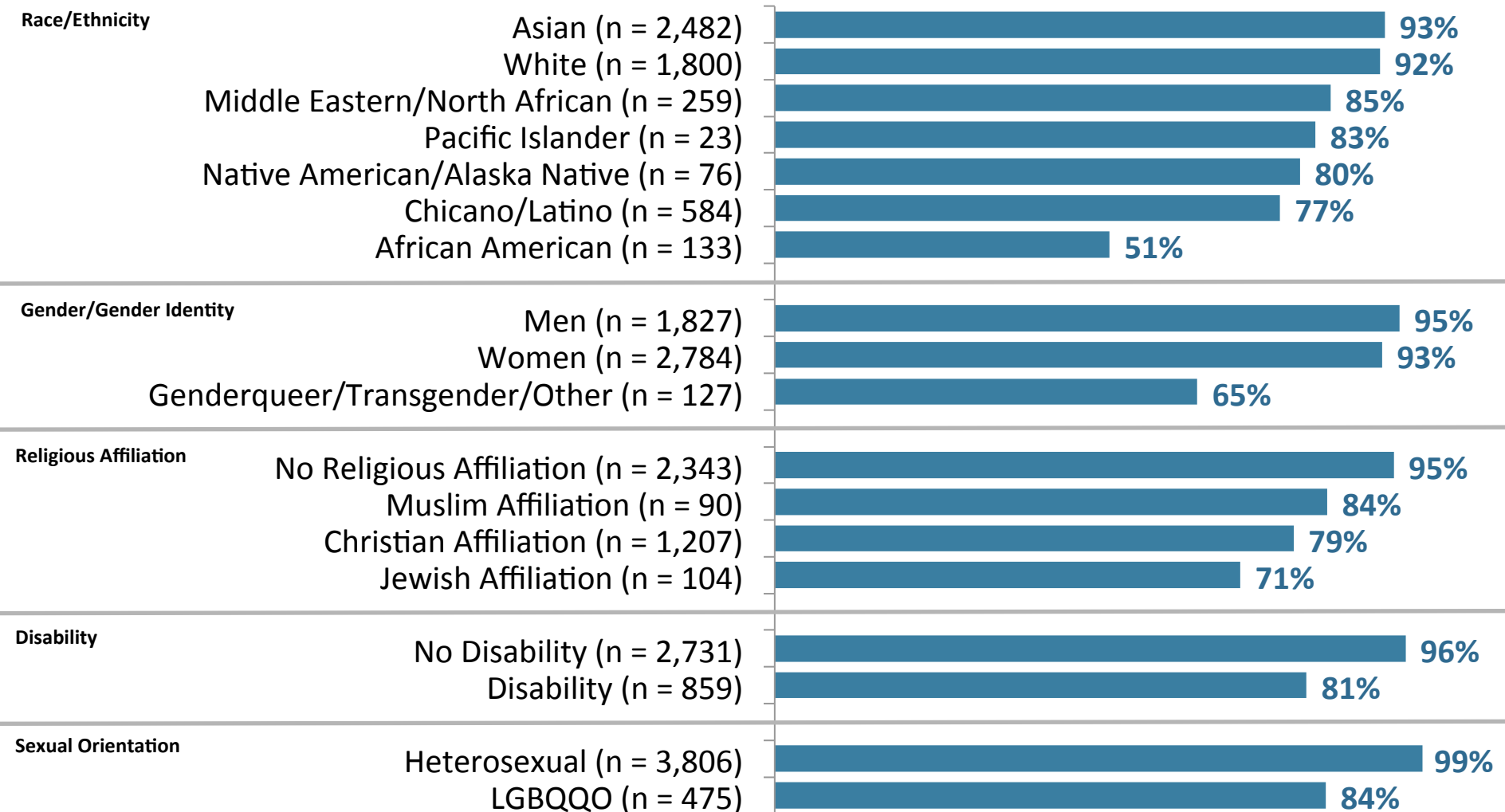
	Undergraduate Students	Graduate Students	Faculty	Staff
In a class/lab/clinical setting	42%	55%	10%	2%
In a public space at UCB	39%	28%	19%	11%
In a meeting with a group of people	26%	30%	49%	32%
In a meeting with one other person	11%	21%	25%	24%
In campus housing	22%	2%	0%	1%
In off-campus housing	11%	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

Respect

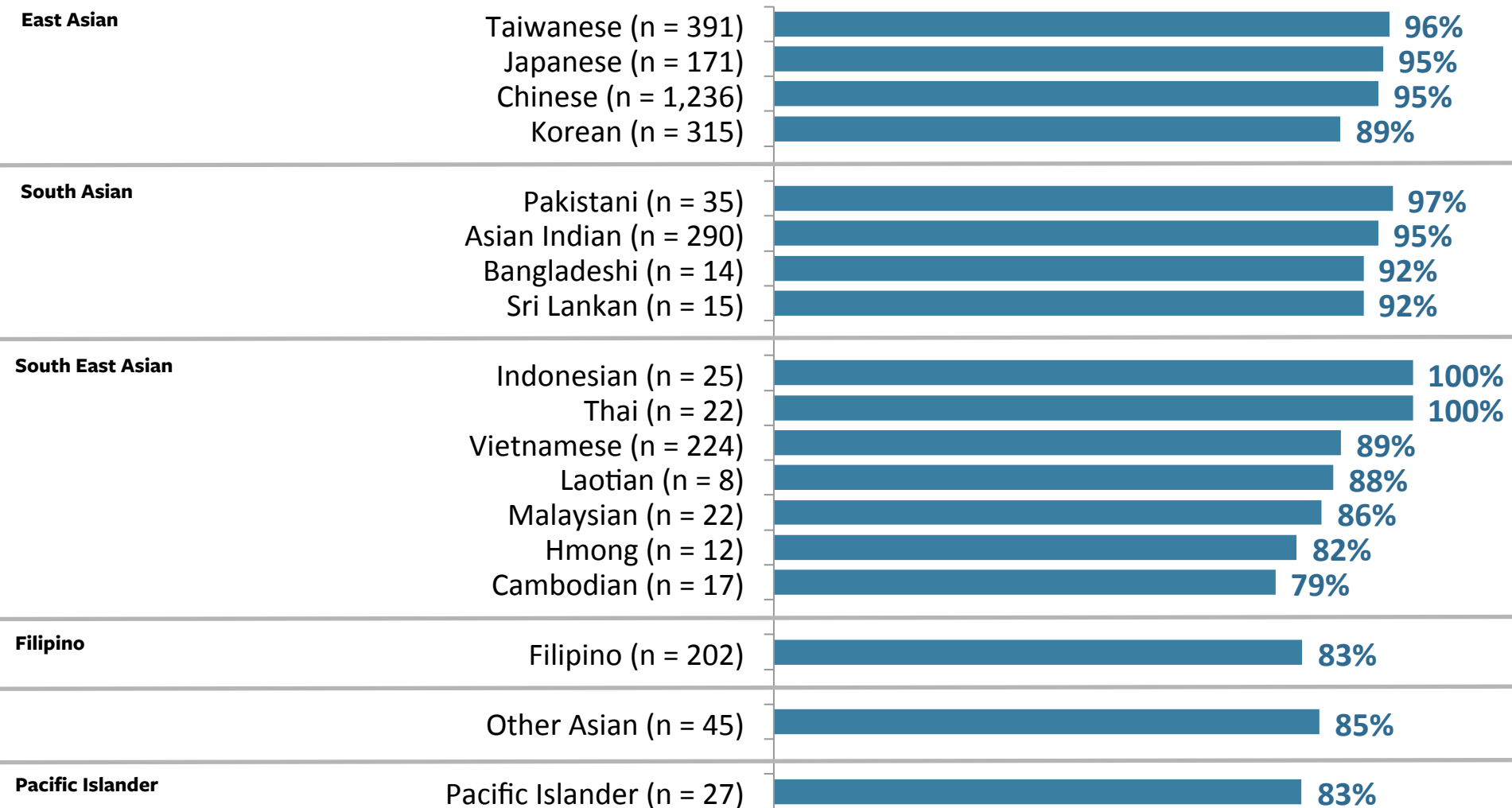
Percent of undergraduate students agreeing that their affinity group is respected on campus



Source: UC Berkeley Campus Climate Survey, 2013

Disaggregating Asian

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



Source: UC Berkeley Campus Climate Survey, 2013

Findings are Robust and Consistent

Averaged 100 different metrics

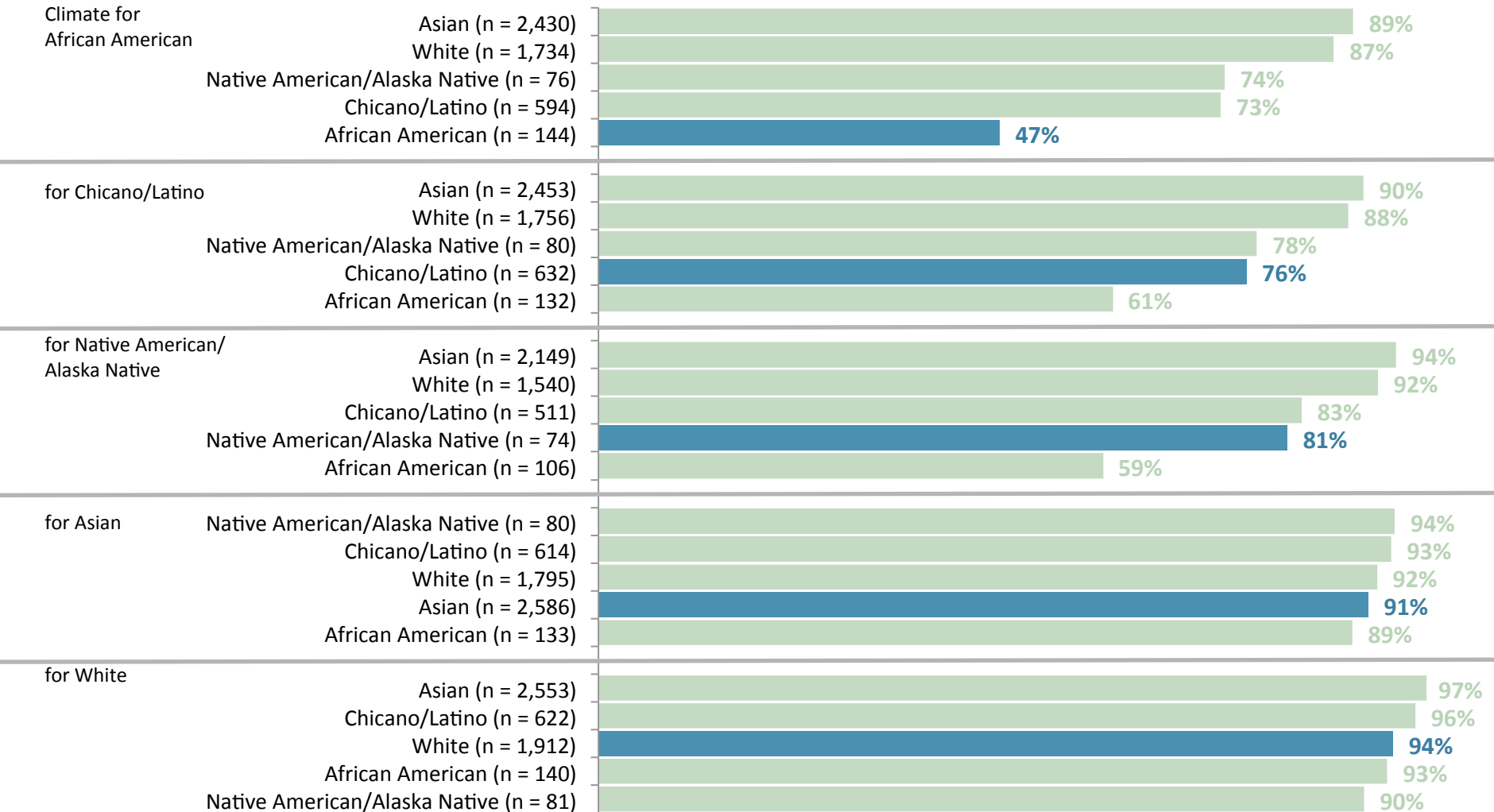
- Same story emerged

Adding intersections

- Increased exclusion
- Decreased respect

Awareness Gap

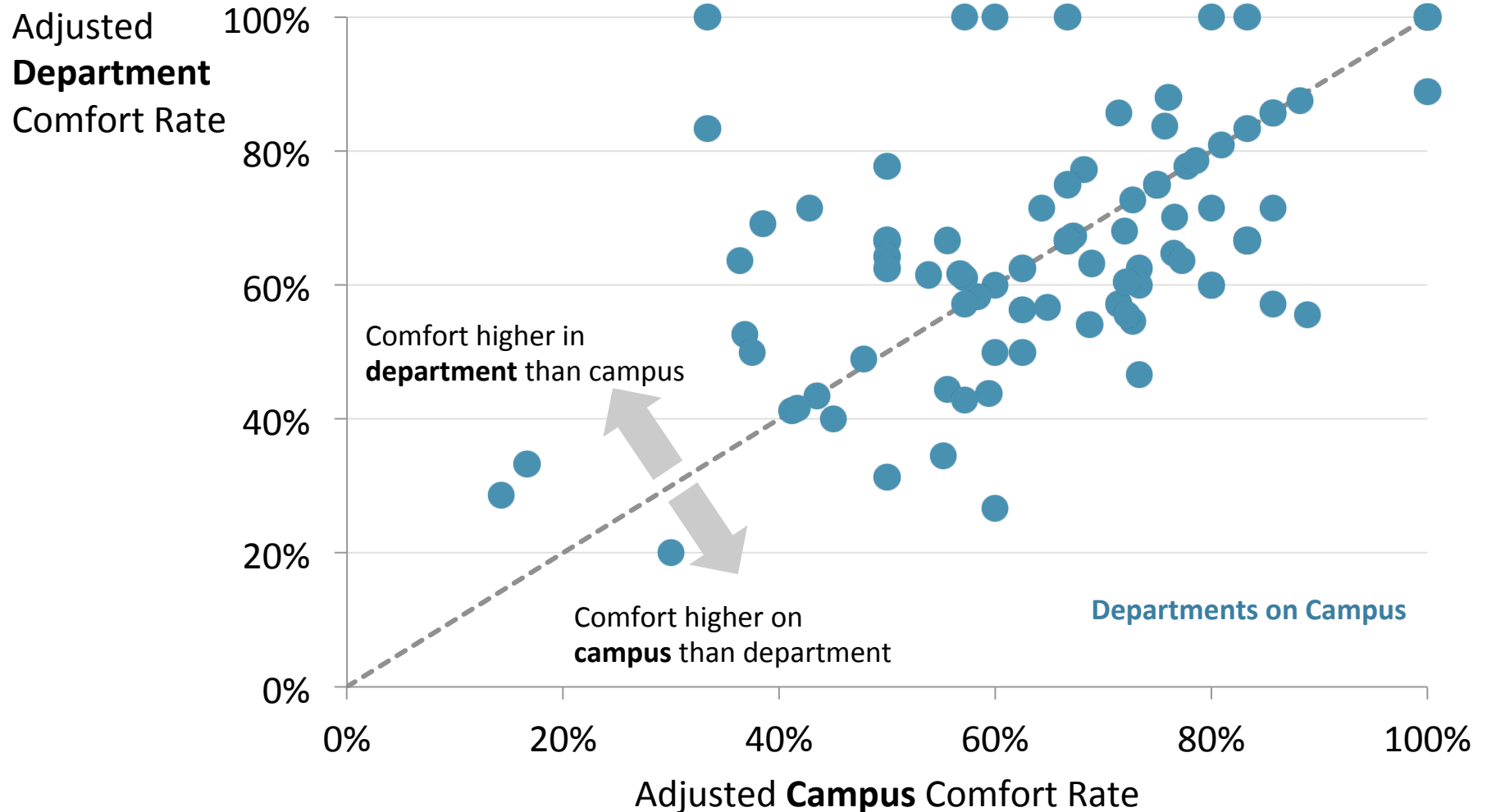
Percent of undergraduate students reporting that different racial/ethnic groups are respected on campus



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

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.**”*

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

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, LGBTQ, 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

Implementation

- Campus Climate Work Team
- **\$700,000** over 2 years
- Campus climate project manager, **Matt Griffith**
- Public education campaign in **December 2015**
- Monitoring and evaluation
 - Chancellor's Advisory Council on Campus Climate & Inclusion

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Reports & Resources

Tweet



**Survey done:
Now it's time to
transform our
campus climate**

Resources

- Andrew Eppig, UC Berkeley
 - aepig@berkeley.edu
- <http://diversity.berkeley.edu/2013-campus-climate-survey-results>
- <http://diversity.berkeley.edu/upcoming-campus-climate-related-events-and-activities>