7th Annual Chancellor’s Leadership Forum on Diversity & Inclusion

UCSF Climate Survey Results

April 30, 2014

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Office of Diversity and Outreach

Diversity

Refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT
Endorsed as Amended by the President of the University of California August 17, 2010
http://www.universityofcalifornia.edu/diversity/diversity.html
Goals

- Engage the university and campus leadership in a discussion of the Climate Survey Data.
- Define our next steps in the development of Climate Strategic Initiatives (CSI).
- Provide an opportunity for questions of the campus leadership.

Ongoing Campus Programs

- Unconscious Bias Educational Initiative
- Pipeline Programs
  - EAOP, SEP, Pre Health, Post Bach, VESP, EXCEL
- Building/Celebrating Community and Inclusion
  - Cultural Celebrations, Mentoring, Development, Awards
- Educating and Engaging
  - Health Disparities, Disabilities and LGBTQI Forums, VAWA, POC, PRIDE, Orientation
UC Systemwide Climate Survey

- UC Systemwide survey for students, staff, faculty, postdocs, trainees across 10 campuses, UCOP, LBNL, and Agriculture & Natural Resources.
- Goal: to collect data related to institutional climate, inclusion and work-life.
- Largest survey of its kind in the nation – across UC System 104,000 completed.
- 13 location reports, 1 systemwide report, 1 summary report (http://campusclimate.ucop.edu/results/index.html)

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).
  - Measured by assessment of personal experiences, perceptions and institutional efforts (97 items)
UC Systemwide Findings

• ~ 75% feel comfortable with climate at their location.
• Members of minority groups less comfortable and more likely to experience exclusionary conduct.
• Staff are more likely than faculty, students, & postdocs to experience exclusionary conduct.
• UC locations more similar than different.
• UC more similar than different to other colleges and universities where survey has been administered.

UCSF Survey Response Rate

• UCSF highest campus response rate: 47%
  (n = 9,434)
  – Faculty: 45%
  – Staff non-union: 51%
  – Staff union: 26%
  – Graduate/Professional Student: 38%
  – Postdocs: 57%
  – Residents/Fellows: 25%
### Survey Sample Fairly Representative of UCSF Population

#### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% Survey Sample</th>
<th>% UCSF Population</th>
<th>Survey N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>64%</td>
<td>63%</td>
<td>6030</td>
</tr>
<tr>
<td>Male</td>
<td>35%</td>
<td>37%</td>
<td>3272</td>
</tr>
<tr>
<td>Transgender</td>
<td>0.28%</td>
<td>NA</td>
<td>26</td>
</tr>
<tr>
<td>Gender queer</td>
<td>0.62%</td>
<td>NA</td>
<td>58</td>
</tr>
</tbody>
</table>

#### Ethnic/Racial Sample % (compared to UCSF)

<table>
<thead>
<tr>
<th>Ethnic/Racial</th>
<th>% Survey Sample</th>
<th>% UCSF Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>1</td>
<td>.5</td>
</tr>
<tr>
<td>Asian</td>
<td>29</td>
<td>34</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Middle eastern/SW Asian, North African</td>
<td>3</td>
<td>NA</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>.6</td>
<td>.2</td>
</tr>
<tr>
<td>White</td>
<td>50</td>
<td>45</td>
</tr>
<tr>
<td>Other</td>
<td>.7</td>
<td>NA</td>
</tr>
</tbody>
</table>
UCSF Sample Demographics

- Disability
  - 16% report
    - Medical Condition: 5%
    - Mental Health/Psychological Condition: 4%
- Religion/Spiritual Affiliation
  - No Affiliation: 44%
  - Christian: 33%
  - Multiple Affiliations: 7%
  - Jewish: 4%
  - Muslim: 1%
- Children under the age of 18
  - Faculty: 46%; Staff: 29%

UCSF Findings: Strengths

- > 75% view UCSF as respectful of all groups.
- > 80% believe UCSF values diversity.
- > 80% of faculty, staff, students, postdocs, residents/fellows report access to career advice.
- > 70% agree UCSF supportive of taking leave & flexible work schedules.
- ~ 80% of graduate students, postdocs, residents/fellows feel positive about academic experience and intellectual environment at UCSF.
Comfort with Campus Climate
All Respondents (N = 9423)

“Overall, how comfortable are you with the climate at UCSF?”

76%

- 26% Very Comfortable (n = 2409)
- 50% Comfortable (n = 4735)
- 15% Neither Comfortable nor Uncomfortable (n = 1452)
- 7% Uncomfortable (n = 693)
- 1% Very Uncomfortable (n = 134)

UCSF Climate: Opportunities for Improvement

- While majority are comfortable with climate at UCSF, variations by group emerge.
- Little or no variation by:
  - Sexual Identity
  - Religion
  - Military Status
**Differences:**
- **Gender***: Females less comfortable than males; Transgender: least comfortable with climate (n = 26)
- **Racial/Ethnic***: Underrepresented minority (URM)* less comfortable with overall climate at UCSF
- **Disability***: less comfortable with climate at UCSF

* Preliminary analysis suggests significant difference by group.
* "Underrepresented Minority" category includes African American, American Indian/Alaska Native respondents, and Hispanic/Latino respondents.

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**% Comfortable with UCSF Climate by Gender**

- **Male**
  - (n = 2596)
  - 79% comfortable

- **Female**
  - (n = 4494)
  - 74% comfortable

- **Transgender**
  - (n = 17)
  - 65% comfortable
% Comfortable with UCSF Climate by Race/Ethnicity

- White: 76% (n = 3345)
- Asian: 79% (n = 2087)
- Underrepresented Minority: 73% (n = 1584)

% Comfortable with UCSF Climate by Disability Status

- No Disability: 77% (n = 5846)
- Disability: 67% (n = 957)
Comfort with UCSF Climate Overall: Position

% Comfortable with UCSF Climate by Position

- Faculty: 73% (n = 843)
- Staff: 73% (n = 4404)
- Grad/Professional Students: 85% (n = 1009)
- Postdocs: 85% (n = 522)
- Residents/Fellows: 87% (n = 366)
Comfort with UCSF Climate Overall: Faculty

- Differences by:
  - Gender*: Female < comfort than Male
  - Disability: Disability (trend) < comfort than No Disability

- Little or no variation:
  - Race/Ethnicity

* Preliminary analysis suggests significant difference by group.

% of Faculty Comfortable with UCSF Climate, by Gender

- Male: 79% (n = 439)
- Female: 67% (n = 404)
Comfort with UCSF Climate Overall: Staff

• Difference by:
  – Disability*: Disability < comfort than No Disability

• Little or no variation by:
  – Gender (Male, Female)
  – Race/Ethnicity

* Preliminary analysis suggests significant difference by group.

% of Staff Comfortable with UCSF Climate, by Disability

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
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<tbody>
<tr>
<td>No Disability</td>
<td>75%</td>
</tr>
<tr>
<td>Disability</td>
<td>64%</td>
</tr>
</tbody>
</table>

(n = 3611)  (n = 603)
Comfort with UCSF Climate Overall: Students

- Differences by:
  - Gender*: Female < comfort than Male
  - Race/Ethnicity*: URM < comfort than White & Asian
  - Disability*: Disability < comfort than No Disability

* Preliminary analysis suggests significant difference by group.
% of Students Comfortable with UCSF Climate, by Race/Ethnicity

- White (n = 426): 89%
- Asian (n = 343): 88%
- Underrepresented Minority (n = 229): 77%

% of Students Comfortable with UCSF Climate, by Disability

- No Disability (n = 783): 89%
- Disability (n = 163): 71%
Comfort with UCSF Climate Overall: Postdocs

- Difference by:
  - Disability: Disability (trend) < comfort than No Disability

- Little or no variation by:
  - Gender
  - Race/Ethnicity

Comfort with UCSF Climate Overall: Residents/Fellows

- Difference:
  - Race/Ethnicity: URM (trend) < comfort

- Little or no difference:
  - Gender
  - Disability
Exclusionary Conduct

“Within the past year, have you personally experienced any exclusionary (e.g. shunned, ignored) intimidating, offensive/or hostile (bullied, harassing) behavior at UCSF?”

- No
- Yes, but it did not interfere with my ability to work or learn
- Yes, and it interfered with my ability to work or learn

UCSF Findings: Exclusionary Conduct

- Experiencing Exclusionary Conduct
  - 29% report experiencing exclusionary conduct
    - 17% of these respondents said the behavior did not interfere with ability to work or learn.
    - 12% said the behavior interfered with ability to work or learn.
  - Most common reported experiences:
    - Isolated, ignored, and intimidated/bullied
  - Variation by Position, Gender, Race/Ethnicity, Disability & Sexual Identity*

* Preliminary analysis suggests significant difference by group.
Exclusionary Conduct by Race/Ethnicity

- **White**
  - Does not interfere: 15%
  - Interferes: 27%
- **Asian**
  - Does not interfere: 9%
  - Interferes: 27%
- **Underrepresented Minority**
  - Does not interfere: 12%
  - Interferes: 37%

Exclusionary Conduct by Disability

- **No Disability**
  - Does not interfere: 16%
  - Interferes: 26%
- **Disability**
  - Does not interfere: 10%
  - Interferes: 43%
Exclusionary Conduct by Sexual Identity

- Heterosexual (n = 2095):
  - Does not interfere with ability to work or learn: 11%
  - Interferes with ability to work or learn: 27%

- LGBTQ (n = 351):
  - Does not interfere with ability to work or learn: 16%
  - Interferes with ability to work or learn: 31%

Exclusionary Conduct: Patterns Across UCSF Positions

- Differences by:
  - Gender*: > exclusionary conduct for Female Faculty & Students
  - Racial/Ethnic*: > exclusionary conduct for URM across every UCSF position
  - Disability*: > exclusionary conduct for Disability for Faculty, Staff & Students
  - Sexual Identity*: > exclusionary conduct for LGBQ Students

* Preliminary analysis suggests significant difference by group.
UCSF Climate Summary: Opportunities for Improvement

- Patterns of differences exist between groups in both *comfort with the UCSF climate* and reports of *exclusionary conduct*.
- Comfort with UCSF Climate
  - Gender: Relatively lower rates of comfort for *transgender* and for *female faculty & students*.
  - Racial/Ethnic: Relatively lower rates of comfort for *underrepresented minorities* - particularly for *students*.
  - Disability: Relatively lower rates of comfort with UCSF climate across *most positions*.

UCSF Climate Summary: Opportunities for Improvement

- Experiencing Exclusionary Conduct
  - Staff most likely to experience exclusionary conduct.
  - Differences across UCSF positions by gender, racial/ethnic, disability and sexual identity.
  - Further examine data on frequency, sources & context.
UCSF Climate Summary: Strengths

- Most survey respondents are positive about UCSF with regard to institutional climate.
- Respondents view UCSF as valuing diversity and respectful of all groups.
- Students, postdocs and residents/fellows are particularly comfortable with the UCSF climate.
- Few differences in comfort with UCSF climate overall by sexual identity, religion & military status.

Next Steps at UCSF

- UCSF community involvement: April – July 2014
  - Input and ownership from faculty, staff, student, resident/fellow & postdoc stakeholders
  - Community meetings held on all UCSF campuses
  - Refine data questions and analyses
  - Campus priority areas finalized
- Develop campus strategic initiatives and action plans based on survey results (Fall 2014)
Thank you

- Dr. Elizabeth Ozer, Professor of Pediatrics & Director of Research, Office of Diversity and Outreach
- UCSF Local Climate Survey Work Team, Communications & Implementation Work Group, Climate Survey Council, and Campus Council on Climate, Culture & Inclusion
- Alan Carpenter, Office of Diversity and Outreach & Office of Institutional Research
- Chris Cullander, Office of Institutional Research
- Anthony Kung, Office of Diversity and Outreach

Discussion