

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

UCSF Climate Survey Results

April 30, 2014



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Vice Chancellor, Diversity and Outreach*

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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>

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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.

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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

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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>)

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UC Systemwide Climate Survey

- 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)*

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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.

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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%

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Survey Sample Fairly Representative of UCSF Population

Gender

Gender	% Survey Sample	% UCSF Population	Survey N
Female	64%	63%	6030
Male	35%	37%	3272
Transgender	0.28%	NA	26
Gender queer	0.62%	NA	58

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Survey Sample Fairly Representative of UCSF Population

Ethnic/Racial Sample % (compared to UCSF)

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

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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%

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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.

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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)

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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

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UCSF Climate: Opportunities for Improvement

- 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.

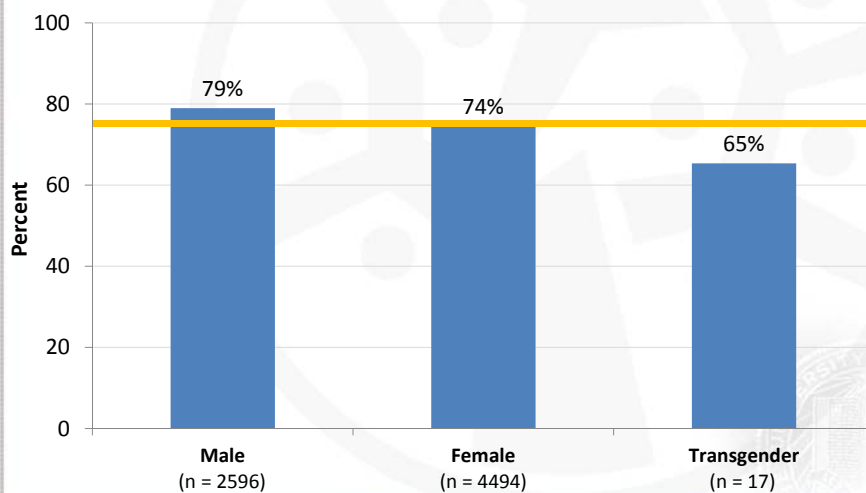
"Underrepresented Minority" category includes African American, American Indian/Alaska Native respondents, and Hispanic/Latino respondents.

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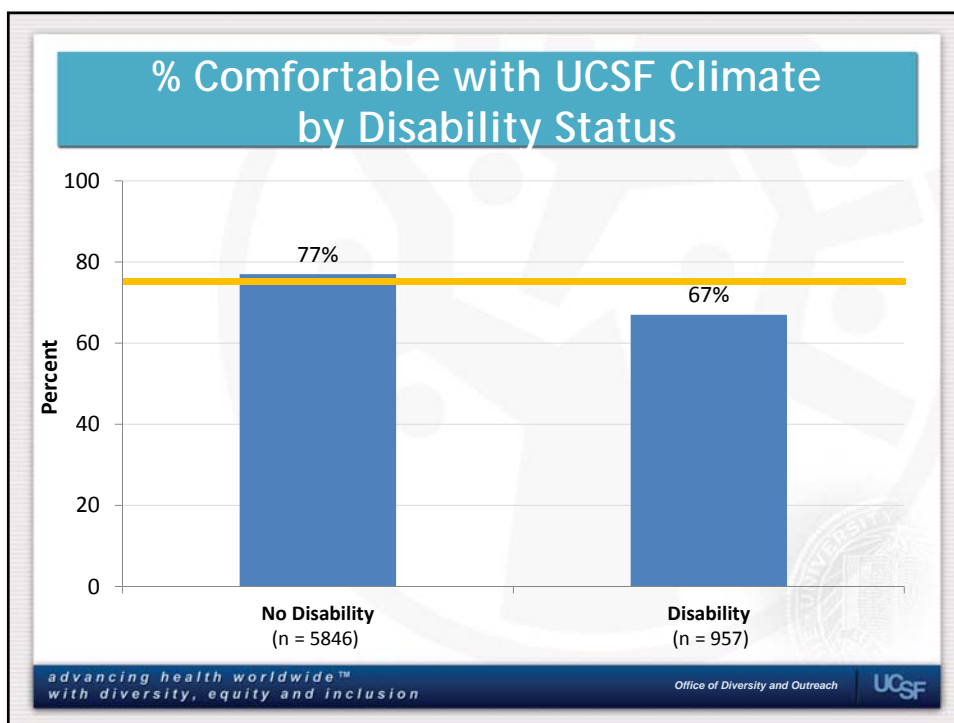
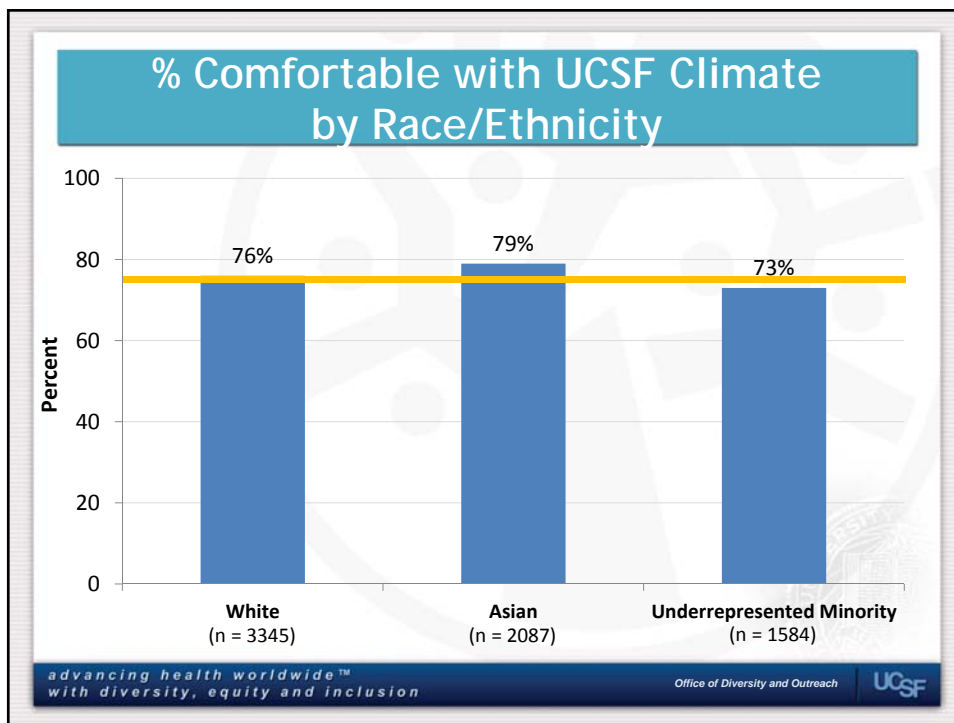
% Comfortable with UCSF Climate by Gender



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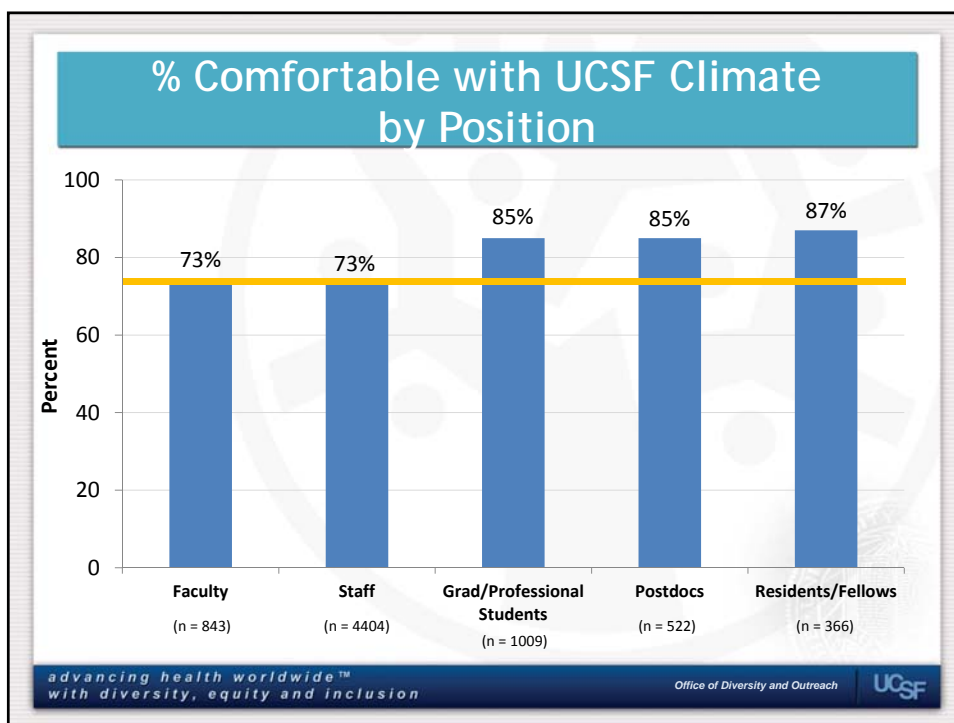




Comfort with UCSF Climate Overall: Position

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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

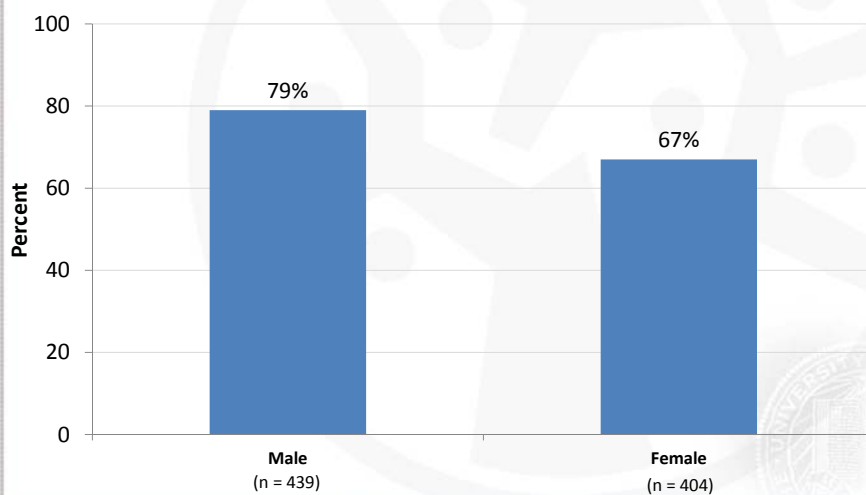
* Preliminary analysis suggests significant difference by group.

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% of Faculty Comfortable with UCSF Climate, by Gender



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Comfort with UCSF Climate Overall: Staff

- Difference by:
 - Disability*: Disability < comfort than No Disability
- Little or no variation by:
 - Gender (Male, Female)
 - Race/Ethnicity

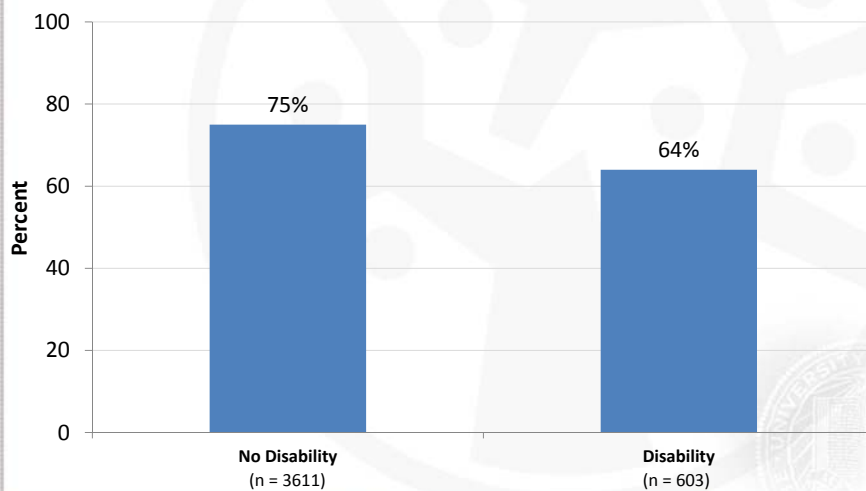
** Preliminary analysis suggests significant difference by group.*

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% of Staff Comfortable with UCSF Climate, by Disability



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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

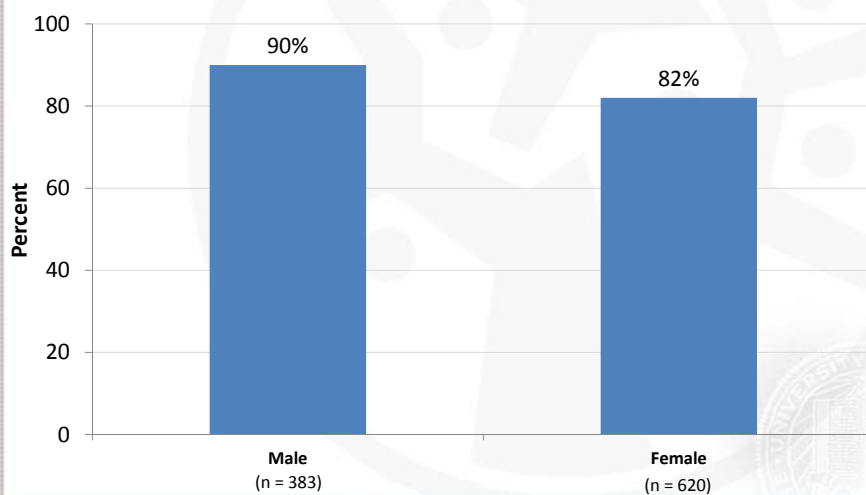
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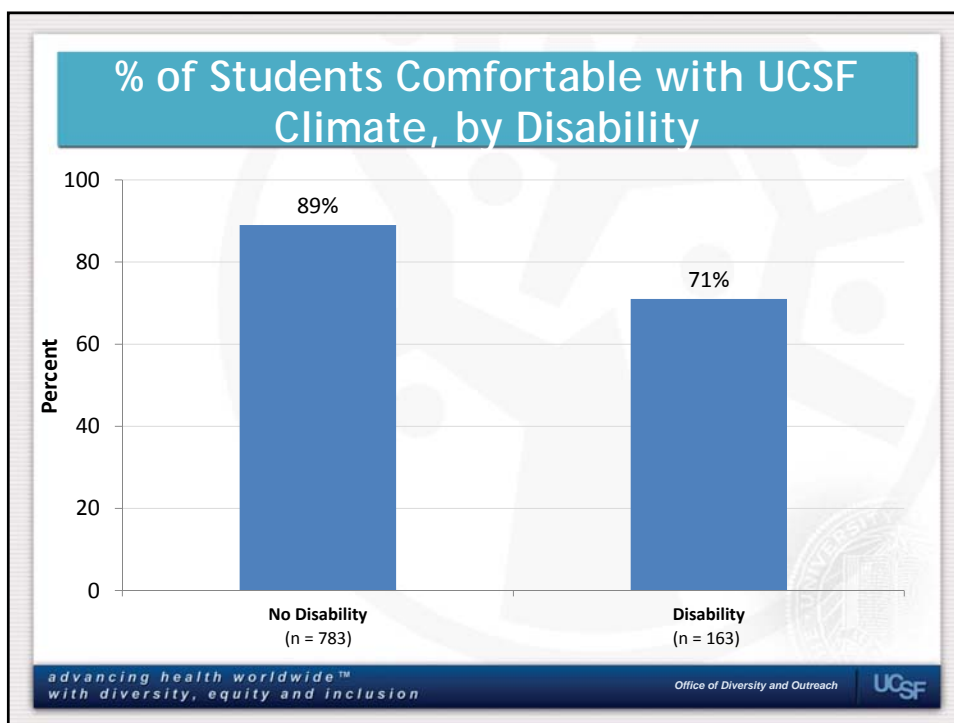
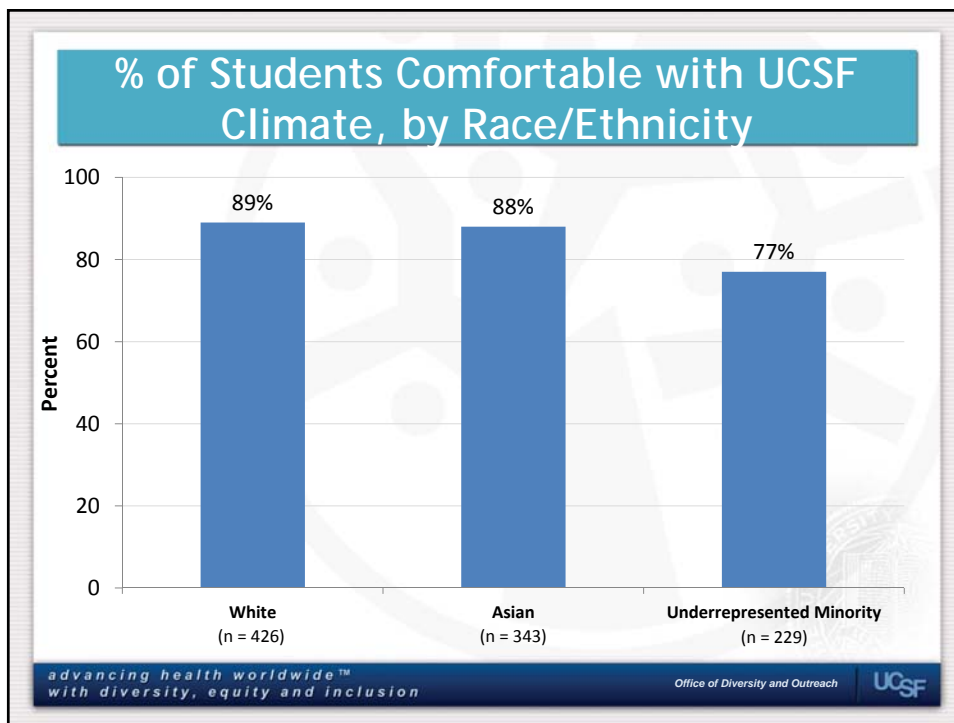
% of Students Comfortable with UCSF Climate, by Gender



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Comfort with UCSF Climate Overall: Postdocs

- Difference by:
 - Disability: Disability (trend) < comfort than No Disability
- Little or no variation by:
 - Gender
 - Race/Ethnicity

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Comfort with UCSF Climate Overall: Residents/Fellows

- Difference:
 - Race/Ethnicity: URM (trend) < comfort
- Little or no difference:
 - Gender
 - Disability

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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**

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UCSF Findings: Exclusionary Conduct

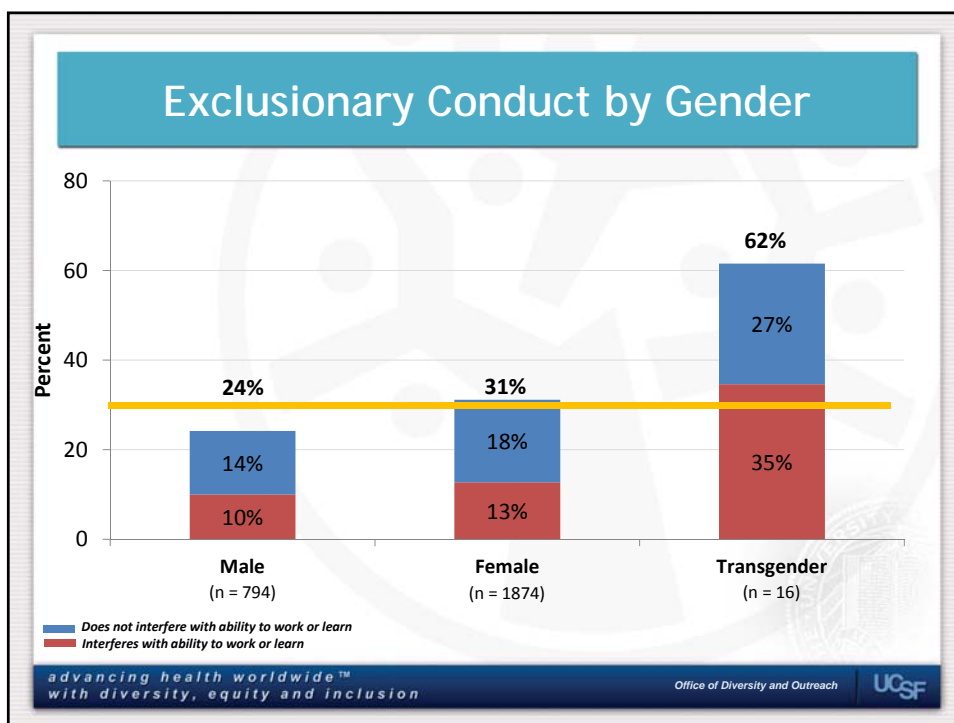
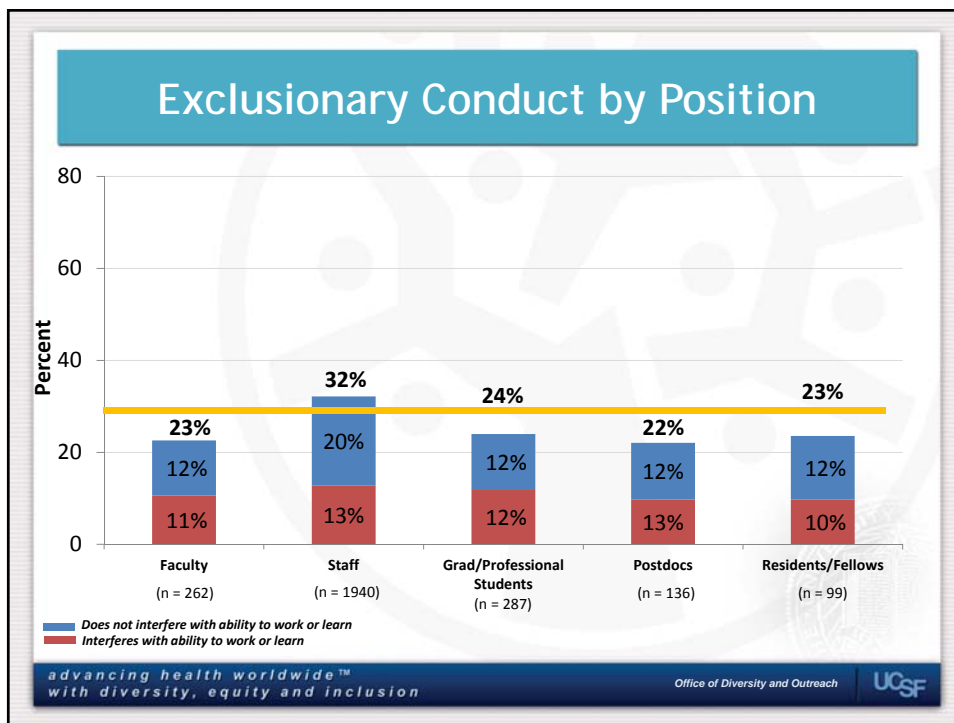
- Experiencing Exclusionary Conduct
 - 29% report experiencing exclusionary conduct
 - 17% of these respondents said the behavior did not interfere with ability to work or learn.
 - 12% said the behavior interfered with ability to work or learn.
 - Most common reported experiences:
 - Isolated, ignored,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

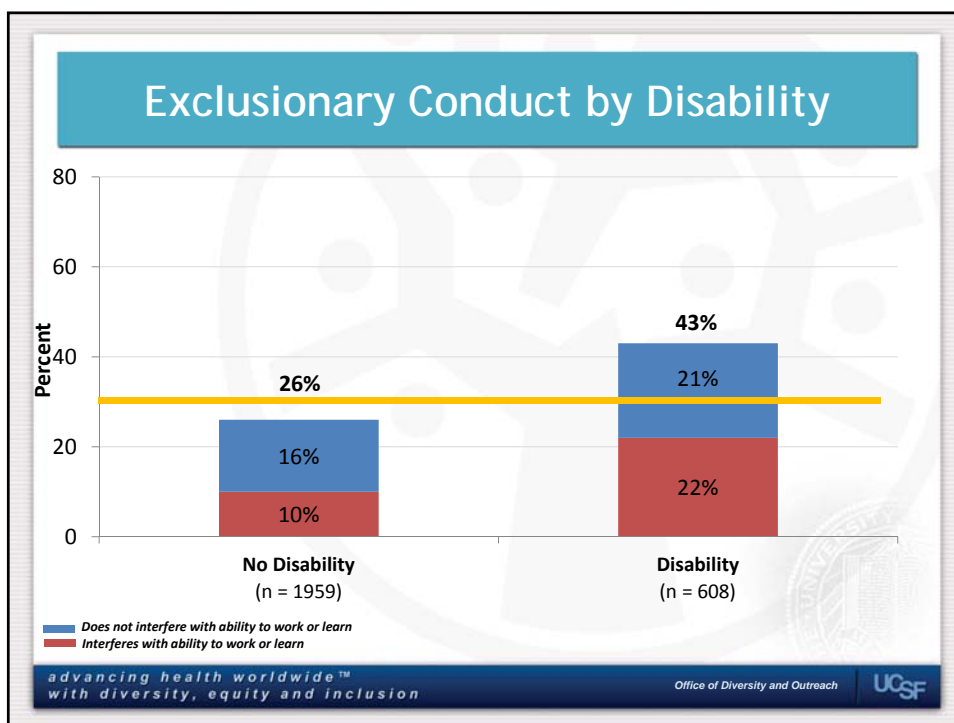
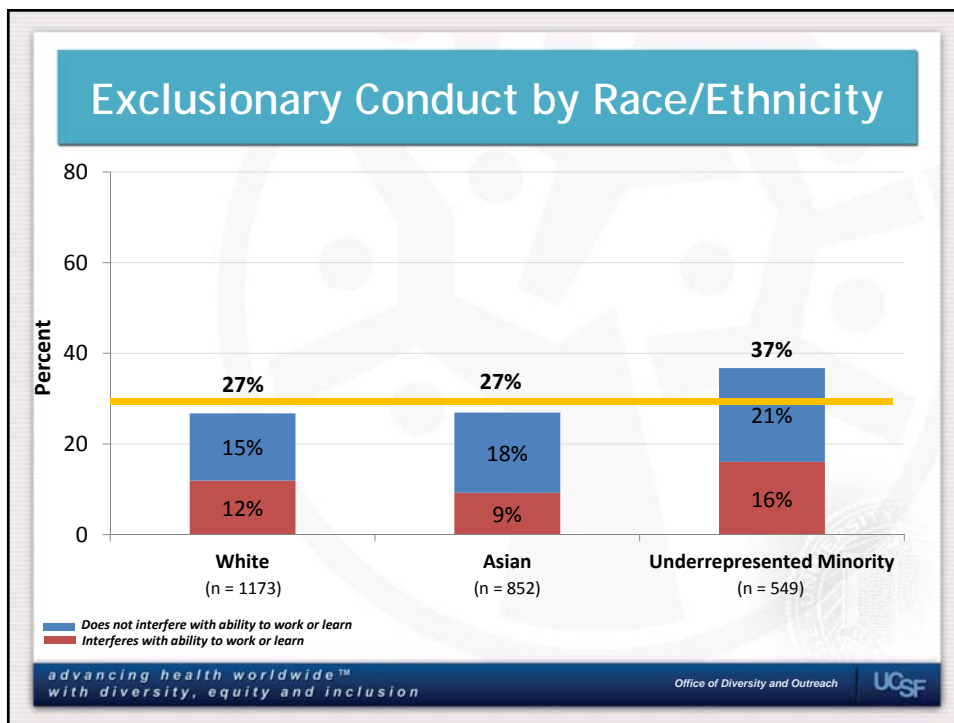
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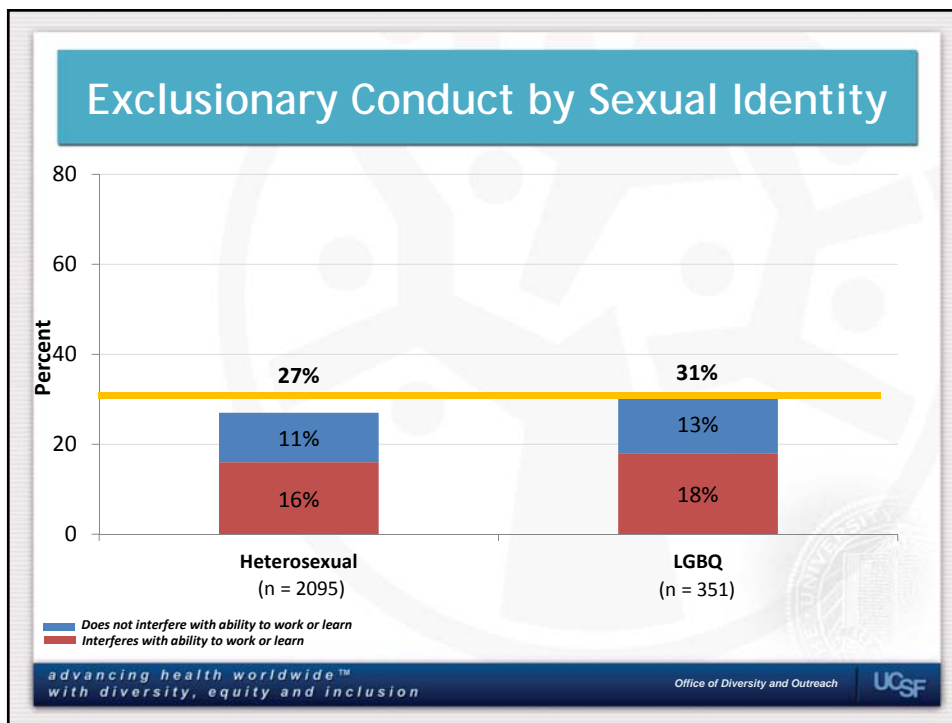
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Exclusionary Conduct: Patterns Across UCSF Positions

- 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.

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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*.

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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

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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.

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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)

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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

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Discussion

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