UC Los Angeles

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UCLA survey contained 93 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 8, 2013 through February 23, 2013 through a secure on-line portal.[ii] Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UCLA

UCLA community members completed 16,242 surveys for a response rate of 22%. Response rates by constituent group varied: 19% for Undergraduate Students (n = 5,382), 24% for Graduate/Professional Students (n = 2,979), and 12% for Union Staff (n = 1,850), 19% for Faculty (n = 1380), and 35% for non-union staff (n = 3,861). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.[iii] Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. **High levels of comfort with the climate at UCLA**
   - 80% of all respondents (n = 13,026) were "comfortable" or "very comfortable" with the climate at UCLA while 6% of all respondents (n = 997) indicated that they were "uncomfortable" or "very uncomfortable."
   - 75% of all respondents (n = 12,131) were "comfortable" or "very comfortable" with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 10% of all respondents (n = 1,681) indicated that they were "uncomfortable" or "very uncomfortable."
   - 71% of Undergraduate Students (n = 3,823), 78% of Graduate/Professional Students (n = 2,315), and 90% of Faculty and Post-Doc respondents (n = 896) were "comfortable" or "very comfortable" with the climate in their classes, while 7% of Undergraduates (n = 380), 6% of Graduate/Professional Students (n =176), and 2% of Faculty/Post-Docs (n = 20) were "uncomfortable" or "very uncomfortable."

Table 1. UCLA Sample Demographics

Characteristic	Subgroup	n	% of Sample
Position Status	Undergraduate Students[iv]	5,382	33%
	Graduate/Professional Students[v]	2,979	18%
	Faculty[vi]	1,380	9%
	Staff[vii]	6,094	38%
	Post-Doctoral Scholars/Trainees[viii]	407	3%
Gender Identity	Women	9519	59%
	Men	6540	40%
	Transgender[ix]	24	<1%
	Genderqueer[x]	101	<1%
Racial Identity	White	5,795	36%
	Underrepresented Minority[xi]	3,507	22%
	Other People of Color[xii]	6,408	40%
	Multi-Minority[xiii]	234	1%
Sexual Identity	Heterosexual	13,315	82%
	Lesbian, Gay, Bisexual, Queer	1,378	8%
	Questioning[xiv]	152	1%
	Asexual[xv]	742	5%
Citizenship Status	U.S. Citizen	14,807	91%
	Non-U.S. Citizen	1,280	8%
	Undocumented	77	<1%
Disability Status	No disability	12,649	78%
	Disability (physical, learning, mental health/ Psychological condition)	2,414	15%
Religious/Spiritual Affiliation	Christian affiliation[xvi]	5,808	36%
	Other Religious/Spiritual affiliation[xvii]	1,019	6%
	Muslim[xviii]	227	1%
	Jewish[xix]	727	5%
	No affiliation[xx]	6,723	41%
	Multiple affiliations[xxi]	1,027	6%
	Unknown	711	4%

Note: The total *n* for each selected demographic characteristic differs due to missing data.

2. **Faculty and Staff - Positive attitudes about work-life issues**
   - 76% of all Faculty, Staff, Post-Doc, Graduate/Professional Student and Trainee respondents (*n* = 8,095) offered that UCLA values a diverse faculty and 80% offered that the campus values a diverse staff (*n* = 8,595).
   - 63% of all Faculty, Staff, Post-Doc, Graduate/Professional Student, and Trainee respondents (*n* = 6,721) indicated that their supervisors provided them career advice or guidance when they needed it and that their supervisors provided ongoing feedback to improve their performance (60%, *n* = 6,447).
   - 83% of health sciences employees (*n* = 1,681) believed their patient-care load was manageable.

3. **Students - Positive attitudes about academic experiences**
   - 68% of Undergraduate Student respondents (*n* = 3,648) and 76% of Graduate/Professional Student respondents (*n* = 2,260) were satisfied with their academic experience at UCLA.

4. **Faculty, Staff, Post-Docs, and Trainees – Institutional initiatives that positively influence the climate**
   - 70% of Faculty, Staff, and Post-doc/Trainee respondents (*n* = 4,979) offered that providing career development opportunities for staff positively influenced the climate.
   - 61% (*n* = 4,443) of Faculty, Staff, and Post-doc/Trainee respondents indicated that providing access to counseling to those who experienced harassment positively affected the climate at UCLA.
   - 51% (*n* = 3,640) of Faculty, Staff, and Post-doc/Trainee respondents reported that providing back-up family care positively affected the campus climate at UCLA, and 47% (*n* = 3,329) reported that providing lactation accommodations on campus positively influenced the climate at UCLA.

Key Findings - Opportunities for Improvement

1. **Some members of the community experience exclusionary conduct**
   - 24% of respondents (*n* = 3,946) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; eight percent of respondents (*n* = 1,347) indicated that the conduct interfered with their ability to work or learn.[xxii]

- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example,
  - o A higher percentage of Staff and Post-Doc/Trainee respondents reported experiencing this conduct as compared to Faculty or Students.
  - o A higher percentage of ethnic and racial minority respondents and LGBQ respondents reported experiencing this conduct as compared to their majority counterparts.

2. **Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate**
   - Faculty respondents were less comfortable when compared with Staff, Student, and Post-Doctoral Scholar/Trainee respondents with the overall campus climate at UCLA and with the climate in their departments/work units.
   - Women, Genderqueer, and Transgender respondents were less comfortable than men respondents with the overall climate and less comfortable with the climate in their classes.
   - Underrepresented Minority respondents and Multi-Minority respondents were less comfortable than White respondents and Other People of Color respondents with the overall climate and the workplace climate. White respondents were more comfortable with the climate in their classes than other racial groups.

3. **A small but meaningful percentage of respondents experienced unwanted sexual contact**
   - 3% of respondents ($n = 419$) believed they had experienced unwanted sexual contact while at UCLA within the last five years. Subsequent analyses of the data revealed the following:
   - Higher percentages of Undergraduate Students (5%, $n = 252$) experienced unwanted sexual contact in the past five years as compared to Graduate/Professional Students (2%, $n = 50$), Staff (2%, $n = 102$), or Faculty (1%, $n = 13$).
   - For Undergraduate Student respondents in terms of gender identity, higher percentages of women respondents (7%, $n = 213$), experienced this conduct as compared men respondents (2%, $n = 37$).

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

UC Los Angeles

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Recent efforts in campus climate

- **The Intergroup Relations Program** offers classes that feature facilitated dialogue among students from different identity groups – for example, male and female students, international and domestic students, and multiracial students – to increase understanding and promote effective communication among groups.

- The **Bruin Resource Center** offers specialized services to student populations that may face specific challenges within the campus community: veterans, undocumented students, parenting students, students from foster care, and transfer students.

- **The Lesbian Gay Bisexual Transgender Resource Center** is a primary resource for outreach to the campus community and departments on LGBT issues and also on issues related to diversity and social justice.

- **The Office of Residential Life** offers students a choice of "theme floors" including residential environments devoted to cultural exploration (such as African diaspora studies, Chicano/Latino studies, and the transfer experience). The First Year Experience program offers events and workshops with a focus on diversity and inclusion.

- **The Economic Crisis Response Team** assists students in extreme financial distress with counseling and resources to address financial challenges.

- The **Institute of American Cultures/IAC** initiates research, scholarship, civic engagement, and collaborations focused on ethnic and American cultures with a focus on academic excellence, civic engagement, and diversity. The IAC and its world renowned ethnic studies centers — the **American Indian Studies Center**, the **Asian American Studies Center**, the **Ralph J. Bunche Center for African American Studies** and the **Chicano Studies Research Center** — provide scholarly exchanges, lectures, symposia, conferences, and workshops both on and off campus, engaging faculty, students, and the broader community.

- The office for **Diversity & Faculty Development** provides training and support to increase equity in the faculty hiring process. Its **Council of Advisors** program seeks to improve campus climate by pairing assistant professors with senior faculty mentors for career advising. **Travel Childcare Awards** support junior faculty parents with meeting the costs of attending academic conferences. Programs such as the February 25, 2014 *Diversity in the Classroom*, help faculty members create more inclusive and engaging classroom experiences for diverse students.

- The David Geffen School of Medicine's **Diversity Affairs Office** supports an inclusive climate through programs such as the *Diversity Summit Group* that brings together all diversity efforts for the medical school, the *Women in Research Networking Series*, and the *Junior Faculty Lecture Series and Mixers*. The office developed a new strategic plan for diversity in 2013.

- UCLA campus staff at all levels participate in career development, education, and engagement programs through the **Professional Development Program; Administrative Management Group; Staff Enrichment Program**; **Staff Assembly**; and Cultural Diversity Education offerings. Annually, the Chancellor awards three staff scholarships for **Anderson's Diversity Leadership Institutes**.

- The **Graduate Division Office of Diversity, Inclusion and Admissions** sponsors the Competitive Edge summer transition program and participates as one of four universities in the new NSF-AGEP **California Alliance**, which build community and support the success of underrepresented graduate students.

- UCLA 's **outreach and affirmative action employment efforts** received a commendation from the US Department of Labor's Office of Federal Contract Compliance Programs and the Equal Employment Opportunity Commission at the 45th Anniversary celebration of the Civil Rights Act.

- The UCLA **Office of Ombuds Services** provides services and assistance for students, faculty, and staff in conflict resolution, disputes, or complaints on an informal basis.

Process and next steps for developing actions and initiatives based on survey findings

The Council on Diversity & Inclusion (CODI), chaired by the Chancellor and including campus-wide representation of student, staff, and faculty stakeholders, helps coordinate and promote campus-wide diversity efforts. CODI oversaw the implementation of the Campus Climate Survey at UCLA, and will take the lead in developing action plans to address key areas for improvement identified in its findings. In 2013-14, CODI also began a diversity-specific strategic planning process, in cooperation with the campus academic planning.

CONTACT
https://diversity.ucla.edu/uc-campus-climate-survey-ucla