

March 24, 2014 CCC - Campus Community Council
Held in 203 Mrak Hall, 10:00 - 11:00 a.m.

Report to UC DRA submitted by Phyllis McCalla

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Agenda

1. Campus Climate Survey. Document item below submitted Rahim Reed

Handout A

UC SURVEY RESULTS: A STRONG AGGIE FAMILY

Note: To review the complete survey results, please visit <http://occr.ucdavis.edu/>

The University of California, Davis scored high marks in a recent systemwide survey meant to gauge campus climate across the UC system.

Believed to be the largest survey of its kind ever conducted in American higher education, the ultimate goal is for all UC campuses to be better equipped in ongoing efforts to promote an environment where all are treated fairly and with dignity.

UC Davis by far had the largest number of participants in the survey with 18,466 completed. In addition, the majority of respondents reported positively about the overall campus climate as well as in their academic and work-life experiences.

- 80 percent of respondents said they were "comfortable" or "lively comfortable" with the campus climate at UC Davis (13 percent responded "neither comfortable nor uncomfortable," and 7 percent responded "uncomfortable" or "very uncomfortable").
- 76 percent of undergraduate students, 82 percent of graduate/professional students and 89 percent of faculty and postdoctoral students were "comfortable" or "lively comfortable" with the climate in their classes.
- 80 percent of respondents thought UC Davis values a diverse faculty and 82 percent a diverse staff.

"The findings from the survey make it clear that UC Davis is an institution that values and promotes civility and mutual respect," Chancellor Linda P.B. Katehi said. "But the reality is that even one incident of bias or discrimination, or one member of our community feeling unwelcomed is too many."

Chancellor Katehi said she is committed to using the information for positive change. As an initial step, the Local Campus Climate Working Group (LCCWG) will be assembled and lead the various committees across the university focused on campus climate and diversity issues to set priorities and create action plans. The LCCWG will be led by Rahim Reed, associate executive vice chancellor for campus community relations, and David Acosta, associate vice chancellor of diversity and inclusion at the UC Davis Health System. Forums will also be held to engage the campus community in responding to the survey results.

The campus has already instituted important programs aimed at creating a supportive and affirming campus environment. Launched in fall 2010, The Hate-Free Campus Initiative (HFCEI) works to proactively engage the entire campus community in educational programs, training and activities designed to confront and stop acts of hate, foster a greater awareness and appreciation for diversity, promote civility and respect in our interactions, and support our campus Principles of Community. Likewise, this year Chancellor Katehi began the Human Equity Initiative which will help to guide and inform all of the university's diversity and inclusion efforts by emphasizing the unique experiences and talents of each member of the campus community with the goal of creating an environment that allows all to be creative, productive and excel.

UC Davis Chief Compliance Officer Wendi Delmendo has also assumed the role of lead discrimination officer for the campus. Delmendo will ensure an appropriate response is made to all reports of perceived acts of illegal discrimination, bias and harassment involving faculty, students and staff. She will work with staff from the Harassment and Discrimination Assistance and Prevention Program as well as administrators in Academic Affairs, Student Judicial Affairs and Human Resources to develop a comprehensive program that will include advising complainants about complaint processes, accepting complaints, carrying out investigations, recommending informal resolutions, and, when necessary, referring cases to the relevant departments for discipline. Working with the Office of Campus Community Relations, Delmendo has also created a one-stop website regarding policies and processes covering discrimination, bias, harassment and other diversity issues.

Handout B

UC CAMPUS CLIMATE STUDY

UC Davis

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UC Davis survey contained 107 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 31, 2013 through March 15, 2013 through a secure on-line portal. 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 UC Davis

UC Davis community members completed 18,466 surveys for an overall response rate of 32%. Response rates by constituent group varied: 25% for Undergraduate Students ($n = 6,377$), 24% for Graduate/Professional Students ($n = 2,154$), 51% for Post-Docs ($n = 400$), 22% of Trainees ($n = 176$), 38% for Union Staff ($n = 3,713$), 26% for Faculty ($n = 1,301$), and 63% for Non-Union staff ($n = 3,847$).

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." 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 UC Davis

- 80% of all respondents ($n = 14,812$) of all respondents were "comfortable" or "very comfortable" with the climate at UC Davis while 7% ($n = 1,288$) were "uncomfortable" or "very uncomfortable."
- 77% of all respondents ($n = 14,101$) of all respondents were "comfortable" or "very comfortable" with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 10% ($n = 1,872$) were "uncomfortable" or "very uncomfortable."
- 76% of Undergraduate Students ($n = 4,805$), 82% of Graduate/Professional Students ($n = 1,771$), and 89% of Faculty and Post-Doc respondents ($n = 966$) were "comfortable" or "very comfortable" with the climate in their classes, while 6% of Undergraduates ($n = 343$), 8% of Graduate/Professional Students ($n = 64$), and 2% of Faculty/Post-Docs ($n = 23$) were "uncomfortable" or "very uncomfortable."

2. Faculty and Staff - Positive attitudes about work-life issues

- About four-fifths of the respondents thought UC Davis demonstrated that it values a diverse faculty (80%, $n = 9,515$) and staff (82%, $n = 9,743$).
- 68% of Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents found UC Davis supportive of their taking leave ($n = 8,145$), and 66% felt that UC Davis was supportive of flexible work schedules ($n = 7,850$).
- A substantial majority of all Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents believed that they had colleagues or co-workers (77%, $n = 9,196$) and supervisors (67%, $n = 8,003$) at UC Davis who gave them career advice or guidance when they need it.

3. Students - Positive attitudes about academic experiences

- 80% of Graduate/Professional Students ($n = 1,713$) and 68% of Undergraduate Students ($n = 4,303$) were satisfied with their academic experience at UC Davis.
- 94% of Undergraduate Students ($n = 5,931$) and 96% of Graduate/Professional Students ($n = 2,045$) intended to graduate from UC Davis.

4. Students and Trainees - A majority of respondents found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on a variety of personal characteristics (e.g., age, ethnicity, gender identity, marital status, race, sexual orientation)

Key Findings - Opportunities for Improvement

1. Some members of the community experience exclusionary conduct

- 24% of respondents ($n = 4,371$) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; 8% of respondents ($n = 1,538$) indicated that the conduct interfered with their ability to work or learn.?"
- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example.
- A higher percentage of Staff respondents reported experiencing this conduct as compared to Faculty or Students.
- A higher percentage of women, transgender, and genderqueer respondents than men respondents experienced this conduct.

2. Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate

- Staff and Faculty respondents were less comfortable when compared with Post-Doctoral Scholar/Trainee and Undergraduate and Graduate/Professional Student respondents with the overall campus climate at UC Davis and the with the climate in their departments/work units.
- LGBQ respondents were less comfortable than heterosexual respondents with the overall climate and less comfortable with the climate in their classes.

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- Underrepresented Minority respondents and Other People of Color respondents were less comfortable than White respondents and Multi-Minority 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

- 2% of respondents ($n = 443$) believed they had experienced unwanted sexual contact while at UC Davis within the last five years. Subsequent analyses of the data revealed the following:
 - Higher percentages of Undergraduate Students (4%, $n = 248$) experienced unwanted sexual contact in the past five years as compared to Graduate/Professional Students (1%, $n = 25$), Staff (2%, $n = 147$), Faculty (1%, $n = 14$), or Post-Docs/Trainees (2%, $n = 9$).

In terms of gender identity, higher percentages genderqueer respondents (7%, $n = 7$) and women respondents (3%, $n = 345$) experienced this conduct as compared to men (1%, $n = 93$).

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

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UC CAMPUS CLIMATE STUDY

UC Davis

SUMMARY PREPARED BY UC

Recent efforts in campus climate

- UC Davis launched the **Hate-Free Campus Initiative**

(H FCI) in fall 2010 to proactively engage the entire campus community in educational programs, training and activities designed to confront and stop acts of hate, foster a greater awareness and appreciation for

diversity, promote civility and respect in interactions, and support its Campus Principles of Community.

- Davis increased the number of Student Campus Climate Internship positions at the Cross Cultural Center from two to three, and created a **Diversity Leadership Development Program course** for

undergraduate students to reinforce the campus' commitment to diversity and inclusion.

- The campus increased the number of workshops in Staff Development and Professional Services, Dialogues on Diversity Certificate Training Program.
- The **Campus Community Council** was created to improve information-sharing, help raise issues meriting focused attention, and enhance collaboration and consultation.
- The **UC Davis Ombuds Office** was established as a place where faculty, staff, postdocs, and administrators are welcome to come and talk in confidence about any concern.
- UC Davis revised its **Student Communication Plan for Reporting Campus Climate and Hate/Bias Incidents**.
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- The **Director of Campus Dialogue and Deliberation** position was created to sustain ongoing, rather than episodic, commitment to civic engagement.
- The **Police Accountability Board (PAB)**, a civilian oversight board for the campus police department, was created to strengthen relationships between the

- The UC Davis Health System created the position of **Associate Vice Chancellor for Diversity and Inclusion** to direct programs and initiatives within the health sciences units. This includes the *Framework for Diversity* strategic plan, focused on strengthening the Health System's diversity and inclusion messaging

campus community and police by establishing an open, transparent process for people to bring forth complaints of misconduct.

- The new UC Davis Advance Program (focused primarily on faculty) includes the **Inclusive Campus Climate Initiative**, developed to establish programs to reduce the impact of unconscious bias in faculty hiring and promotions; the **Policy & Practices Review Initiative**, designed to identify and remove institutional barriers to inclusion and career development; and the **Campos Initiative** (Center for the Advancement of Multicultural Perspectives), a research center designed to attract women and Latina STEM scholars.
- UC Davis hired two **Graduate Diversity Officers** to help recruit more graduate students from diverse backgrounds and ensure successful completion of their degrees.
- The campus is developing an online **Principles of Community Training Module** for all freshmen and transfer students, to be completed within the first quarter of enrollment.

and promoting the recruitment and retention of a diverse pool of students, residents/fellows, faculty, and staff.

- UC Davis has been designated an **Hispanic-Serving Health Professions School** to enhance recruitment of Hispanic students, residents/fellows, and faculty from

26 academic institutions with similar designations, and to enhance grant and fellowship opportunities.

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

UC Davis will re-constitute the Local Campus Climate

Work Group (LCCWG) to implement the campus climate

survey. Numerous committees are in place to address

issues related to campus climate in the campus' current

structure, including, for example:

- >Staff Affirmative Action & Diversity Advisory

Committee (SAADAC)

- Disability Issues Administrative Advisory Committee

(DIAAC)

- Status of Women at Davis Administrative Advisory

Committee (SWADAAC)

- Academic Senate/Federation Affirmative Action &

Diversity Committee

- Campus Council on Community and Diversity

(CCC&D)

- Campus Community Council

- UCDHS Equal Opportunity and Diversity Committee

After the climate survey results are released, UC Davis will

use these committees to assist the LCCWG in identifying

important issues, establishing a set of priorities, and creating action plans. The AEVC for Campus

Community

Relations and the AVC for Diversity & Inclusion at the

UCDHS will coordinate this process.

CONTACT

Davis campus: <http://occr.ucdavis.edu/index.html>

Sacramento Health Sciences campus:

[\[ucdavis.edu/leadership/bios/acosta_bio.html\]\(http://www.ucdmc.ucdavis.edu/leadership/bios/acosta_bio.html\)](http://www.ucdmc.</p></div><div data-bbox=)

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2. Diversity Dialogues on Graduate Education 2013-13. Document item below submitted by Amandeep Kaur

3. Freedom of Expression, Ralph Hexter