

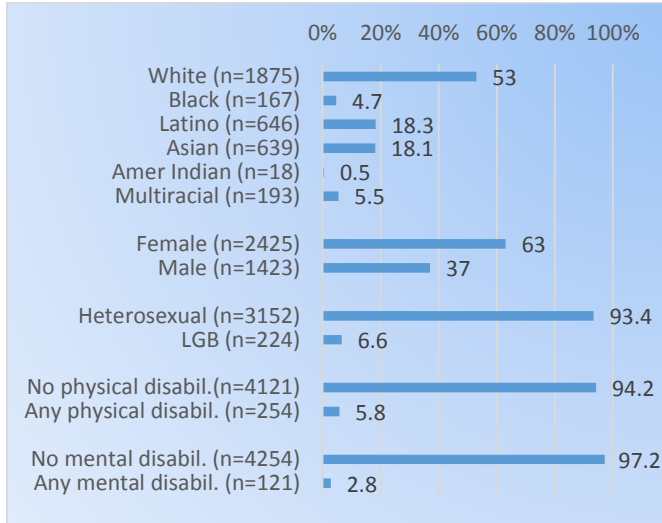
Staff@Work Survey 2015: Equity, Diversity, and Inclusion Items

Overall

Overview

The Equity, Diversity and Inclusion (EDI) section of the Staff@Work survey includes 50 questions in three sections which explore satisfaction with the university and department climate with relation to EDI, experiences of uncivil or ostracizing behavior at work, and experiences of negative behavior directed at an individual due to his or her race/ethnicity or gender. The following tables summarize mean scores on each of the EDI items, and highlight areas of strength and opportunity.

Sample (Total=4380)



- Top Climate Strengths:**
- Comfortable with climate at UC San Diego.
 - People from different backgrounds get along well.
- Top Climate Opportunities:**
- Provide constructive criticism.
 - Work to foster harmony.
- Other Key Findings:**
- Staff members with mental or physical disabilities, Black, and American Indian staff members, and LGB staff members were more likely to give lower ratings to Climate items.

Climate

Climate Means by Race/Ethnicity¹

Climate Items	White	Black	Latino	Asian	American Indian	Multiracial
Overall, I am comfortable with the climate at UC San Diego.	4.08	3.60	4.01	4.08	3.72	3.94
Overall, I am comfortable with the climate of my work dept./unit	4.03	3.70	3.91	4.01	3.72	3.96
Top leaders of the university are committed to diversity	4.02	3.54	3.80	3.97	3.53	3.78
Diverse perspectives are valued at UC San Diego	4.04	3.53	3.88	4.01	3.53	3.87
At UC San Diego, people from different backgrounds get along well.	4.09	3.59	3.98	4.06	3.78	3.99
At UC San Diego people are valued regardless of their backgrounds.	4.07	3.49	3.91	4.02	3.65	3.89
At UC San Diego people provide constructive criticism regarding each other's work.	3.49	3.36	3.54	3.61	3.12	3.46
At UC San Diego, people work to foster harmony.	3.68	3.41	3.65	3.81	3.39	3.59
Overall, I am satisfied with the diversity-related programs and services available campus-wide.	3.88	3.41	3.77	3.89	3.39	3.78
I believe there have been positive changes pertaining to equity, diversity, and inclusion as a result of the strategic plan.	3.69	3.43	3.69	3.85	3.35	3.60

<3.0	3.0 to .3.5	3.6 to 3.9	4.0 and above
Low	Marginal	Good	Excellent

¹ 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

Climate Means by Disability Status

Climate Items	No mental disability	Any mental disability	No physical disability	Any physical disability
Overall, I am comfortable with the climate at UC San Diego.	3.97	3.72	3.97	3.81
Overall, I am comfortable with the climate of my work dept./unit	3.90	3.56	3.91	3.62
Top leaders of the university are committed to diversity	3.88	3.76	3.88	3.79
Diverse perspectives are valued at UC San Diego	3.91	3.66	3.91	3.74
At UC San Diego, people from different backgrounds get along well.	3.98	3.90	3.99	3.81
At UC San Diego people are valued regardless of their backgrounds.	3.93	3.67	3.93	3.67
At UC San Diego people provide constructive criticism regarding each other's work.	3.45	3.16	3.46	3.20
At UC San Diego, people work to foster harmony.	3.62	3.41	3.63	3.33
Overall, I am satisfied with the diversity-related programs and services available campus-wide.	3.79	3.43	3.79	3.59
I believe there have been positive changes pertaining to equity, diversity, and inclusion as a result of the strategic plan.	3.65	3.35	3.65	3.49

Climate Item Means by Sexual Orientation and Gender

Climate Items	Heterosexual	LGB	Female	Male
Overall, I am comfortable with the climate at UC San Diego.	4.04	3.86	4.02	4.02
Overall, I am comfortable with the climate of my work dept./unit	3.97	3.87	3.95	3.98
Top leaders of the university are committed to diversity	3.94	3.79	3.92	3.93
Diverse perspectives are valued at UC San Diego	3.98	3.80	3.95	3.96
At UC San Diego, people from different backgrounds get along well.	4.05	3.92	4.02	4.02
At UC San Diego people are valued regardless of their backgrounds.	4.00	3.83	3.97	3.97
At UC San Diego people provide constructive criticism regarding each other's work.	3.51	3.27	3.49	3.50
At UC San Diego, people work to foster harmony.	3.68	3.44	3.68	3.63
Overall, I am satisfied with the diversity-related programs and services available campus-wide.	3.84	3.66	3.82	3.83
I believe there have been positive changes pertaining to equity, diversity, and inclusion as a result of the strategic plan.	3.70	3.49	3.69	3.67

<3.0	3.0 to .3.5	3.6 to 3.9	4.0 and above
Low	Marginal	Good	Excellent

Uncivil and Ostracizing Behavior

Key Findings:

- Staff members with disabilities, LGB staff members, Black, and American Indian staff members were more likely to report occasionally experiencing uncivil or ostracizing behaviors.
- The most commonly reported types of behavior were being interrupted, being kept out of the loop, and being paid little attention.

Experience of Uncivil and Ostracizing Behavior by Race/Ethnicity²

In the last 12 months, how often have you experienced conduct where someone...	White	Black	Latino	Asian	Amer. Indian	Multiracial
Was condescending to you.	2.23	2.31	2.29	2.00	2.64	2.28
Paid little attention to your statement or showed little interest in your opinion.	2.26	2.37	2.20	2.04	2.73	2.22
Made demeaning or derogatory remarks about you.	1.62	1.75	1.68	1.62	2.08	1.73
Made jokes at your expense.	1.49	1.56	1.58	1.51	1.60	1.54
Interrupted or spoke over you.	2.31	2.31	2.05	1.97	2.67	2.34
Talked about you behind your back.	2.17	2.58	2.19	1.95	2.60	2.16
Excluded you.	1.89	2.25	1.86	1.76	2.22	1.89
Kept you out-of-the-loop on information that is important	2.21	2.39	2.05	2.01	2.78	2.22
Gave you the cold shoulder.	1.80	2.02	1.78	1.70	1.78	1.88
Treated you as if you are invisible.	1.74	2.02	1.79	1.68	1.89	1.87
Ignored you during conversation.	1.71	1.89	1.69	1.59	2.00	1.76

Below 2.0	2.0 to 2.3	2.4 to 2.6	2.7 and above
Good	Fair	Concerning	Poor

² 1=Never, 2=Rarely, 3=Occasionally, 4=Often, 5=Very Often

Experience of Uncivil and Ostracizing Behavior by Disability Status

In the last 12 months, how often have you experienced conduct where someone...	No mental disability	Any mental disability	No physical disability	Any physical disability
Was condescending to you.	2.30	2.49	2.29	2.60
Paid little attention to your statement or showed little interest in your opinion.	2.31	2.75	2.30	2.65
Made demeaning or derogatory remarks about you.	1.72	2.00	1.70	2.13
Made jokes at your expense.	1.58	1.94	1.57	1.95
Interrupted or spoke over you.	2.30	2.67	2.29	2.61
Talked about you behind your back.	2.24	2.66	2.23	2.62
Excluded you.	1.96	2.43	1.95	2.42
Kept you out-of-the-loop on information that is important	2.26	2.76	2.25	2.71
Gave you the cold shoulder.	1.88	2.25	1.87	2.31
Treated you as if you are invisible.	1.85	2.30	1.85	2.23
Ignored you during conversation.	1.78	2.30	1.77	2.21

Experience of Uncivil and Ostracizing Behavior by Gender and Sexual Orientation³

In the last 12 months, how often have you experienced conduct where someone...	Heterosexual	LGB	Female	Male
Was condescending to you.	2.21	2.33	2.29	2.14
Paid little attention to your statement or showed little interest in your opinion.	2.22	2.47	2.25	2.24
Made demeaning or derogatory remarks about you.	1.64	1.77	1.65	1.69
Made jokes at your expense.	1.51	1.56	1.47	1.66
Interrupted or spoke over you.	2.23	2.47	2.26	2.19
Talked about you behind your back.	2.16	2.29	2.17	2.22
Excluded you.	1.88	2.06	1.90	1.92
Kept you out-of-the-loop on information that is important	2.16	2.39	2.19	2.19
Gave you the cold shoulder.	1.79	1.95	1.79	1.86
Treated you as if you are invisible.	1.76	1.99	1.79	1.80
Ignored you during conversation.	1.69	1.89	1.72	1.72

Below 2.0	2.0 to 2.3	2.4 to 2.6	2.7 and above
Good	Fair	Concerning	Poor

³ 1=Never, 2=Rarely, 3=Occasionally, 4=Often, 5=Very Often

Experiences of Negative Behaviors Due to Race/Ethnicity or Gender

Key Findings:

- Black respondents were more likely to have experienced feeling the need to minimize their culture to fit in at work.
- Men and women reported rarely or never experiencing negative behaviors related to their gender.

Experience of Negative Behaviors Due to Race/Ethnicity⁴

Negative Behavior Due to Race/Ethnicity	White	Black	Latino	Asian	Amer. Indian	Multiracial
Treated you "differently" because of your Race/Ethnicity.	1.14	1.97	1.45	1.32	1.63	1.63
Repeatedly told stories or jokes that were offensive to you.	1.08	1.40	1.27	1.21	1.43	1.22
Said that you are a credit to your Race/Ethnicity.	1.04	1.23	1.20	1.14	1.14	1.19
Made derogatory comments about your Race/Ethnicity.	1.07	1.47	1.27	1.18	1.14	1.25
Excluded you from social interactions during or after work because of your Race/Ethnicity.	1.06	1.26	1.18	1.14	1.00	1.18
Made you feel as if you have to give up your Race/Ethnicity identity to get along at work.	1.06	1.47	1.20	1.17	1.00	1.36
At UC San Diego I feel the need to minimize various characteristics of my culture to fit in.	1.27	2.06	1.59	1.57	1.67	1.62

Experience of Negative Behaviors Due to Gender⁴

Negative Behavior Due to Gender	Female	Male
Treated you "differently" because of your gender.	1.42	1.27
Repeatedly told sexual stories or jokes that were offensive to you.	1.17	1.18
Said that you are a credit to your gender.	1.09	1.13
Made derogatory comments about your gender.	1.14	1.17
Excluded you from social interactions during or after work because of your gender.	1.08	1.13
Made you feel as if you have to give up your gender identity to get along at work.	1.11	1.13

Below 2.0	2.0 to 2.3	2.4 to 2.6	2.7 and above
Good	Fair	Concerning	Poor

⁴ 1=Never, 2=Rarely, 3=Occasionally, 4=Often, 5=Very Often