

My Experience **General Climate**

Many members of the Berkeley community experience poor general campus climate (respect, and exclusion). General climate metrics are worse among minoritized and marginalized groups (women; LGBTQ+; Southeast Asian; Pacific Islander; Southwest Asian/North African; African American/Black; Chicanx/Latinx; Native American/Alaska Native; disabled; growing up working class or poor; and not having parents with 4-year degrees). Intersections of marginalization have worse climate metrics. Peers are some of the primary sources of exclusion and bullying. These behaviors tend to occur in places with multiple people.

Respect

Across different affinity groups, most respondents (usually 85% to 95%) felt that members of their affinity group are respected at UC Berkeley. For marginalized and minoritized groups, however, respondents felt their affinity groups were less respected. Much lower feelings of respect for their groups was reported by African American/Black (43%), Central American (62%), Native American/Alaska Native (64%), and trans gender/gender non-conforming (61%) respondents across populations.

Table 1. Respect Rates by Population

Percentage of respondents reporting their affinity group being respected on campus

Group	Undergraduates	Grad Students	Postdocs	Faculty	Academic Staff	Staff	All
Men	94%	96%	91%	97%	98%	94%	95%
Women	89%	88%	90%	84%	84%	86%	88%
Transgender/GNC	59%	57%				73%	61%
Heterosexual	97%	98%	96%	97%	95%	95%	97%
LGBQ+	85%	93%	70%	87%	92%	91%	88%
White	90%	95%	92%	96%	96%	96%	94%
East Asian	94%	95%	88%	82%	83%	88%	93%
South Asian	95%	96%		100%		88%	95%
Southeast Asian	88%	97%				87%	89%
SWANA	83%	87%		89%	80%	71%	82%
Pacific Islander	70%					76%	71%
URM	63%	71%	70%	59%	61%	64%	64%
Chicanx/Latinx	67%	78%	74%	69%	70%	74%	70%
Native Am./Al. Native	59%	71%				72%	64%
African American/Black	39%	49%		47%	42%	43%	43%
No Disability	95%	89%	75%	79%	76%	81%	89%
Disability	76%	75%	57%	65%	64%	74%	74%
Grew Up High SES	94%	97%	97%	98%	94%	96%	95%

Grew Up Middle SES	92%	92%	91%	94%	94%	90%	92%
Grew Up Low SES	70%	74%	79%	81%	81%	78%	74%
Not System Impacted	96%	91%					94%
System Impacted	76%	81%					77%
No Dependents	96%	91%	83%	86%	81%	84%	93%
Has Dependents	83%	80%	82%	87%	78%	85%	84%
Agnostic	95%	95%	79%	92%	86%	90%	94%
No Religion	96%	94%	96%	95%	85%	87%	93%
Atheist	96%	96%	79%	87%	87%	89%	93%
Hindu	96%	95%		64%		83%	92%
Spiritual	95%	92%		95%	88%	86%	91%
Buddhist	92%	93%		90%	71%	87%	90%
Humanist	92%	87%		82%	87%	90%	88%
Shinto	93%	90%				80%	88%
Sikh	87%						88%
Another Religion	88%	89%			64%	89%	87%
Christian	80%	85%	86%	80%	81%	83%	82%
Pagan	88%					71%	80%
Jewish	65%	85%		89%	82%	84%	79%
Muslim	77%	84%				73%	78%
Traditional Native American	73%					82%	73%

Exclusion

One in four respondents (25%) experienced at least one of twenty-one different exclusionary behaviors somewhat often, often, or very often at UC Berkeley within the past twelve months. The most common exclusionary behaviors experienced were being stared at; fearing for one's personal safety; experiencing hostile/offensive behaviors; and being singled out as spokesperson for one's group. Minoritized and marginalized communities experienced higher rates of exclusionary behaviors. African American/Black, Native Americans/Alaska Natives, Pacific Islanders, and trans gender/gender non-conforming respondents experienced nearly twice as much exclusion as the campus overall (48%, 43%, 43%, and 46% respectively).

Table 2. Experiences with Exclusion by Population

Percentage of respondents reporting regularly experiences with exclusionary behavior

Group	Undergraduates	Grad Students	Postdocs	Faculty	Academic Staff	Staff	All
Total	34%	19%	16%	9%	16%	19%	25%
0 Marginal Factors	18%	10%	17%	0%	9%	7%	10%
1 Marginal Factors	21%	8%	9%	7%	11%	7%	13%
2 Marginal Factors	31%	21%	16%	10%	9%	17%	24%

3 Marginal Factors	38%	28%	19%	9%	28%	22%	31%
4 Marginal Factors	42%	31%	36%	20%	29%	26%	36%
5 Marginal Factors	55%	52%				42%	51%
6 Marginal Factors	56%					18%	52%

Peers commit exclusionary behaviors most often. This means that for undergraduate students, fellow students are most often the source of exclusionary behaviors. For graduate students, fellow students are also the most frequent source of exclusionary behaviors but faculty members are also a frequent source of these behaviors. For postdocs and staff members, co-workers are the most common source of exclusionary behaviors. For faculty, fellow faculty are the most common source followed by administrators. For academic employees, the sources are split among faculty, students, and administrators.

Table 3. Sources of Exclusion by Population

Percentage of respondents who reported a group as a source of exclusionary behavior

Group	Undergraduates	Grad Students	Postdocs	Faculty	Academic Staff	Staff	All
Student	56%	52%	13%	25%	32%	16%	47%
Stranger	38%	28%	25%	8%	18%	14%	31%
Faculty member	8%	32%	13%	64%	35%	20%	16%
Co-worker	4%	23%	46%	26%	28%	40%	14%
Administrator	8%	11%	0%	32%	35%	26%	13%
Staff member	6%	11%	8%	16%	19%	35%	12%
Supervisor	2%	4%	13%	1%	16%	31%	7%
Department head	2%	6%	4%	19%	16%	14%	5%
Faculty advisor	3%	13%	17%	1%	1%	1%	4%

Respondents most often experienced exclusionary behaviors in public or group settings such as campus worksites, public spaces, group meetings, or classes/labs/clinics. The specific locations varied across populations, but tended to be in the common locations for a population (e.g., offices and meetings for faculty and staff; classes and labs for grad students).

Table 4. Locations of Exclusion by Population

Percentage of respondents who reported a location as a place of exclusionary behavior

Group	Undergraduates	Grad Students	Postdocs	Faculty	Academic Staff	Staff	All
Campus worksite	39%	31%	25%	16%	26%	19%	34%
Public space	38%	28%	21%	22%	28%	20%	33%
Group meeting	16%	26%	25%	51%	34%	31%	21%
Class/lab/clinic	21%	39%	46%	12%	22%	4%	21%
While walking	24%	16%	17%	4%	4%	6%	19%
UC Berkeley event	15%	17%	13%	19%	15%	13%	15%
UC Berkeley office	4%	13%	8%	36%	24%	45%	13%

Campus housing	18%	4%	0%	0%	3%	3%	12%
1-on-1 meeting	6%	10%	13%	23%	16%	23%	10%
Staff office	3%	4%	0%	6%	15%	39%	9%
Campus transport	3%	5%	17%	16%	22%	24%	7%
Faculty office	4%	16%	13%	32%	24%	6%	7%g