

Berkeley People & Culture

State of the Workplace

February 2022

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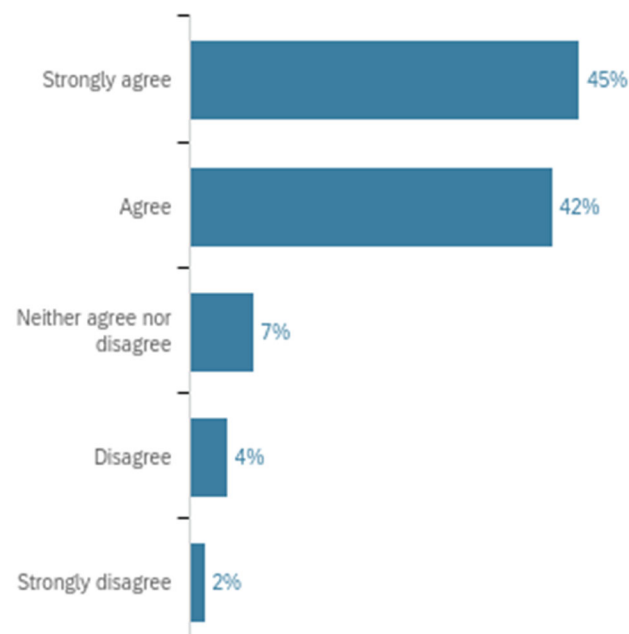
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State of the Workplace Survey

February 2022

	Recipients	Responses	Response Rate
July 2021	13,950	3,325	24%
February 2022	13,950	2,459	18%

I know what my supervisor expects of me to perform my responsibilities effectively.



Average Score: 4.24 (Agree) +0.9 (was Neutral)*

*Difference from last average score in prior survey.

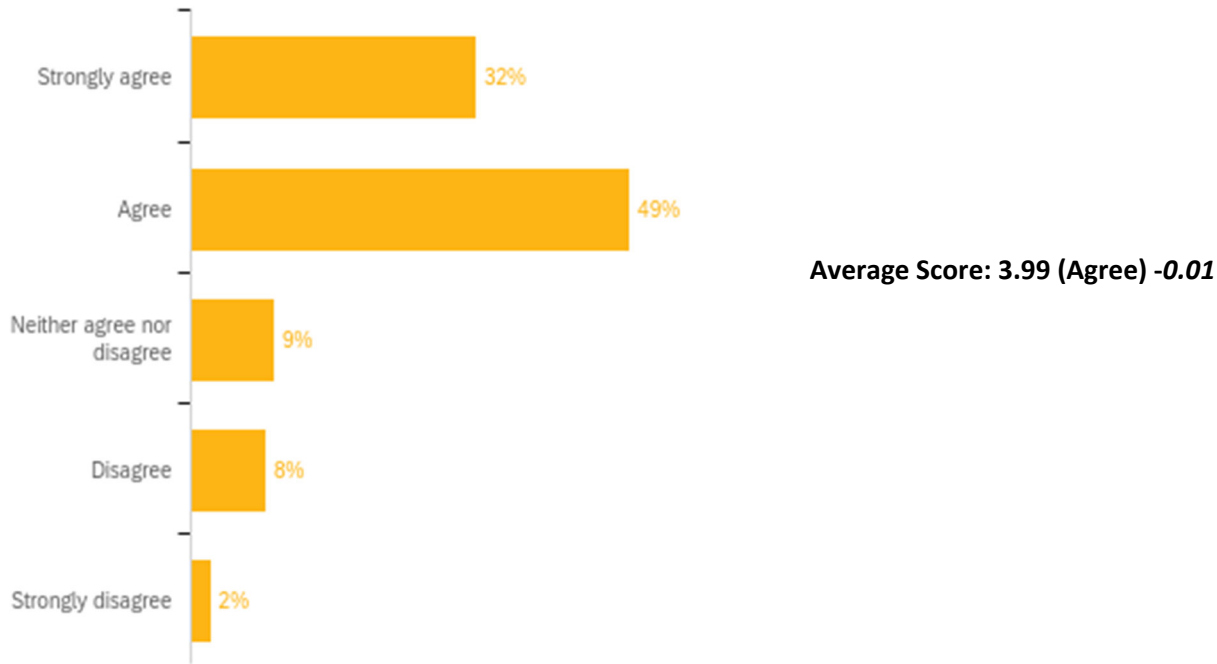
Answer	%	Count
Strongly agree	45%	1106
Agree	42%	1027
Neither agree nor disagree	7%	179
Disagree	4%	106
Strongly disagree	2%	41
Total	100%	2459

What would help you better understand what your supervisor expects of you to perform your responsibilities effectively?

97 comments total

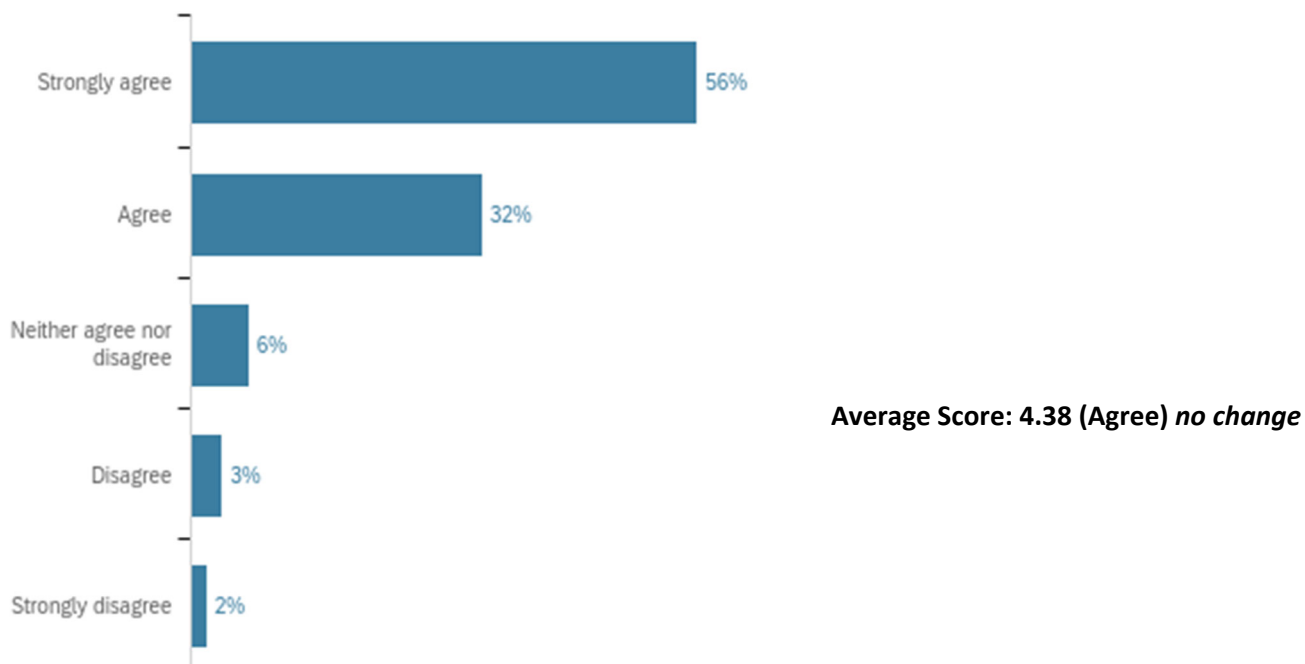
Category	#(%)	Examples
Define roles/responsibilities/expectations	32(33%)	<ul style="list-style-type: none"> “Better understanding of my job responsibilities and clear expectations for what is expected” “Clarity of performance desires and requirements, especially outside the 5 goals the University uses in the Achieve Together chats” “More specific guidelines and expectations” “If the tasks were communicated efficiently, especially on a short, medium and long term time frame and if there was a definition of what "success" would look like.”
Clear/better communication	18 (19%)	<ul style="list-style-type: none"> “My supervisor and their supervisor could greatly benefit from communication training and/or workshops. What's being asked is never clear or directly indicated, and they often say one thing but mean another.” “He would meet with me, respond to my emails and chats” “Regular check-in meetings to review what's on my plate. Consistent follow through on email communications.”
Communicate plan/goals for the unit	10 (10%)	<ul style="list-style-type: none"> “Clear communication of a plan to achieve realistic goals” “I don't know what her goals are so I can't propose ways to achieve them. I just have to wait for individual instructions but that creates a bottleneck.” “Being transparent about our goals and really take our safety seriously.”

I have the equipment and tools needed to do my job effectively.



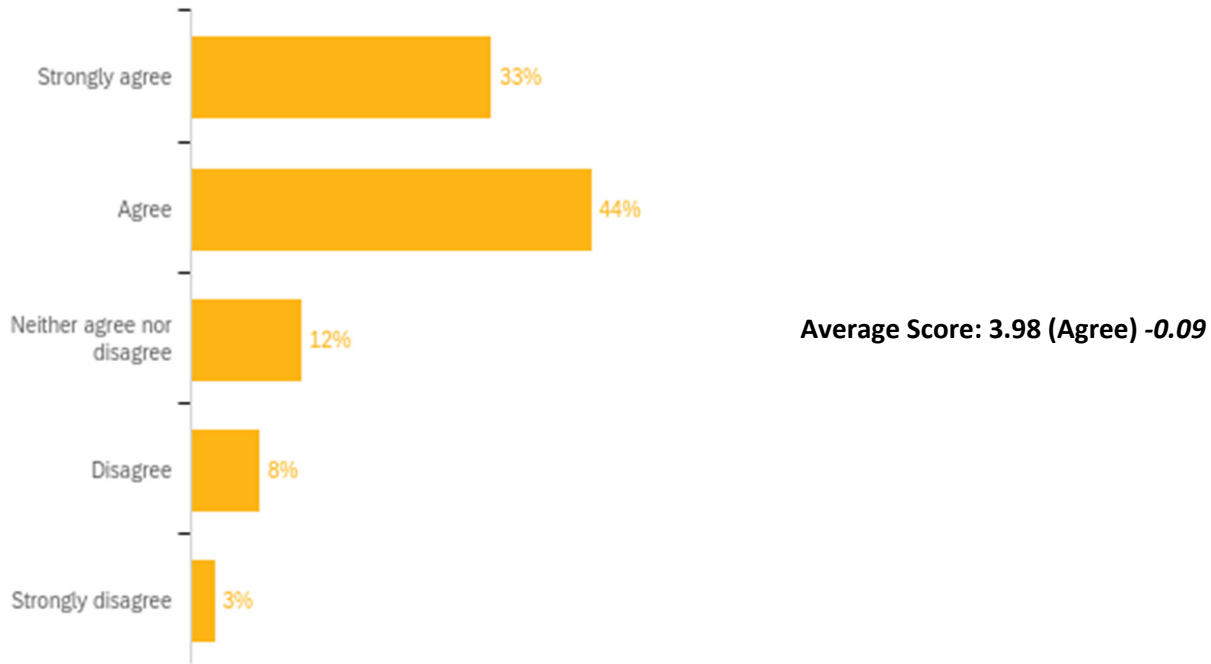
Answer	%	Count
Strongly agree	32%	777
Agree	49%	1196
Neither agree nor disagree	9%	227
Disagree	8%	204
Strongly disagree	2%	53
Total	100%	2457

My supervisor allows sufficient autonomy in my work.



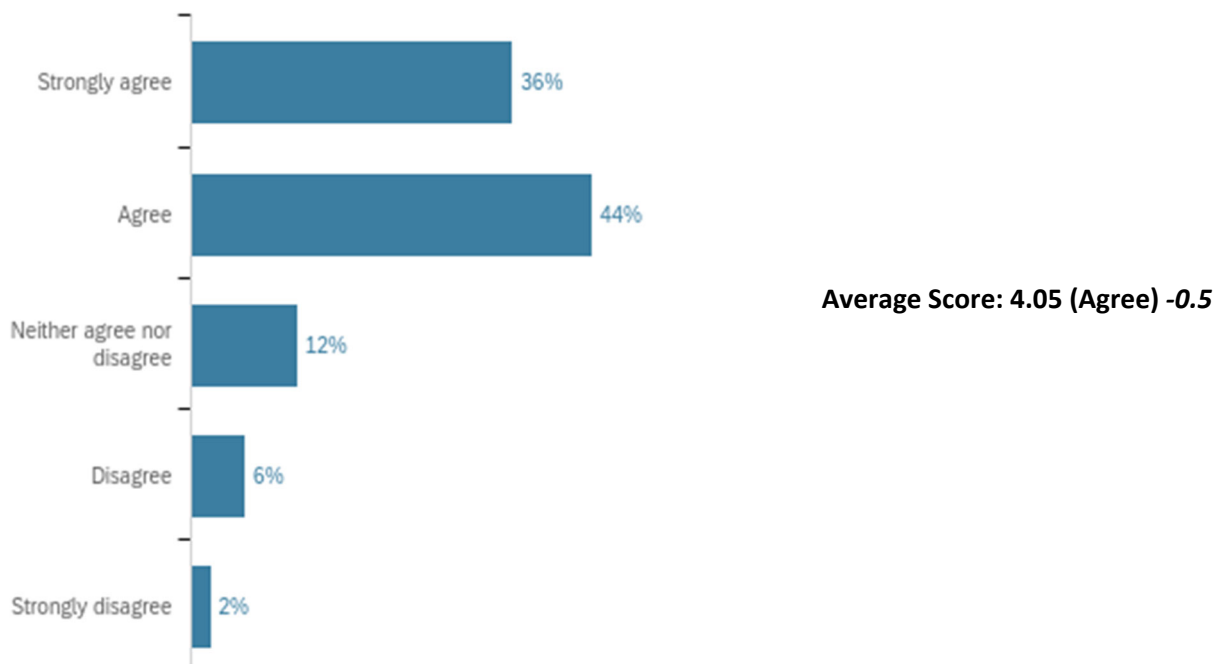
Answer	%	Count
Strongly agree	56%	1380
Agree	32%	793
Neither agree nor disagree	6%	157
Disagree	3%	85
Strongly disagree	2%	42
Total	100%	2457

Within my team, I feel my personal contributions are recognized.



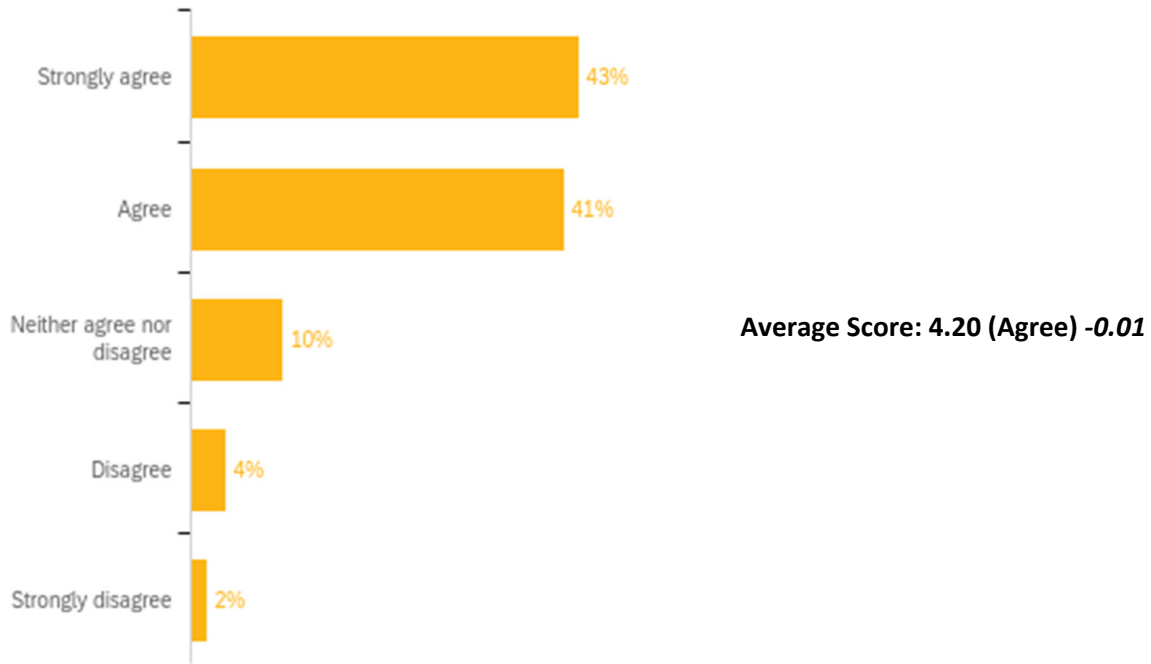
Answer	%	Count
Strongly agree	33%	795
Agree	44%	1058
Neither agree nor disagree	12%	291
Disagree	8%	181
Strongly disagree	3%	62
Total	100%	2387

Within my team, my opinions seem to count.



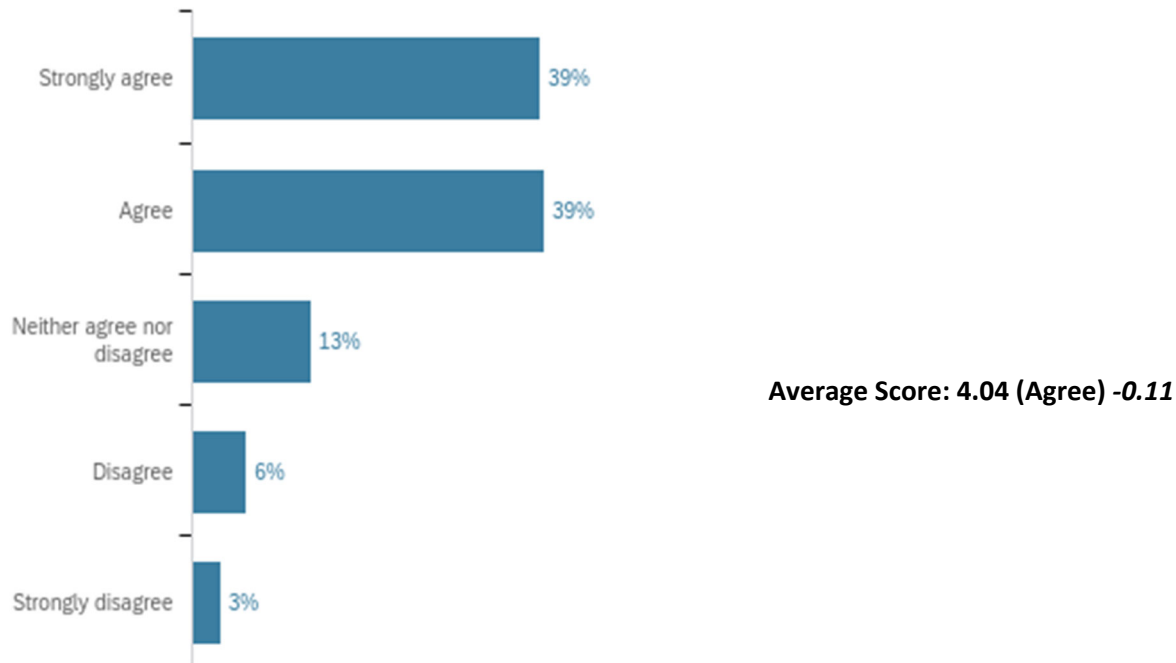
Answer	%	Count
Strongly agree	36%	850
Agree	44%	1059
Neither agree nor disagree	12%	280
Disagree	6%	143
Strongly disagree	2%	51
Total	100%	2383

Within my team, I am treated with dignity and respect.



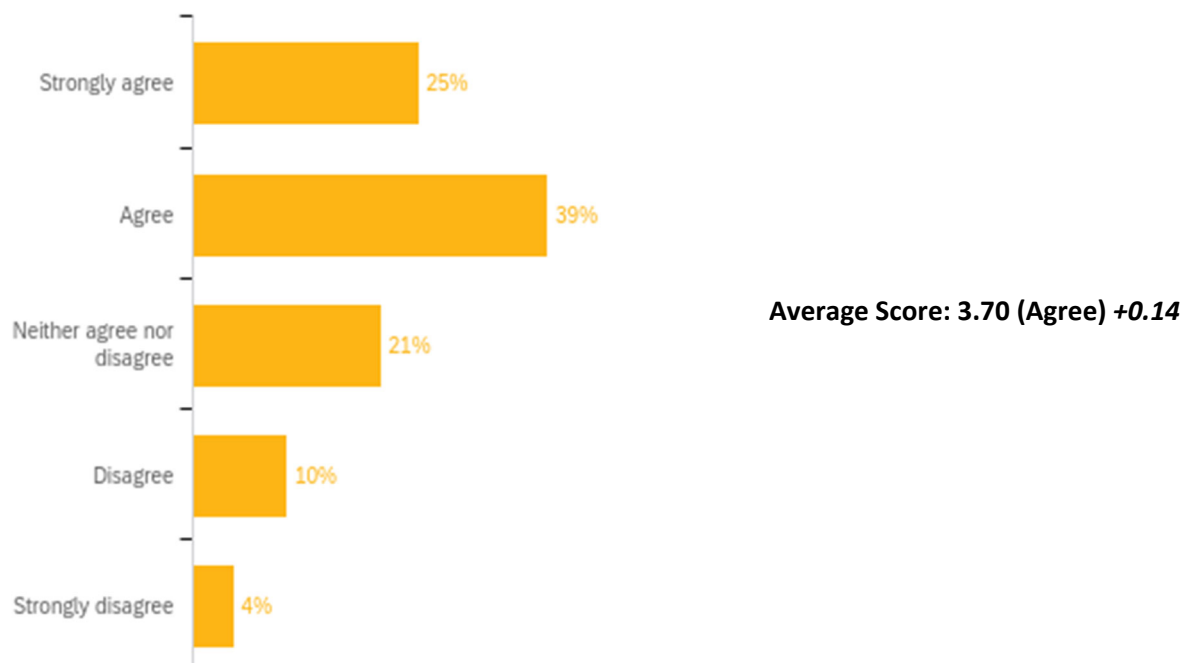
Answer	%	Count
Strongly agree	43%	1023
Agree	41%	984
Neither agree nor disagree	10%	242
Disagree	4%	91
Strongly disagree	2%	41
Total	100%	2381

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



Answer	%	Count
Strongly agree	39%	921
Agree	39%	932
Neither agree nor disagree	13%	313
Disagree	6%	144
Strongly disagree	3%	74
Total	100%	2384

Regardless of my background, I have an equal opportunity to succeed



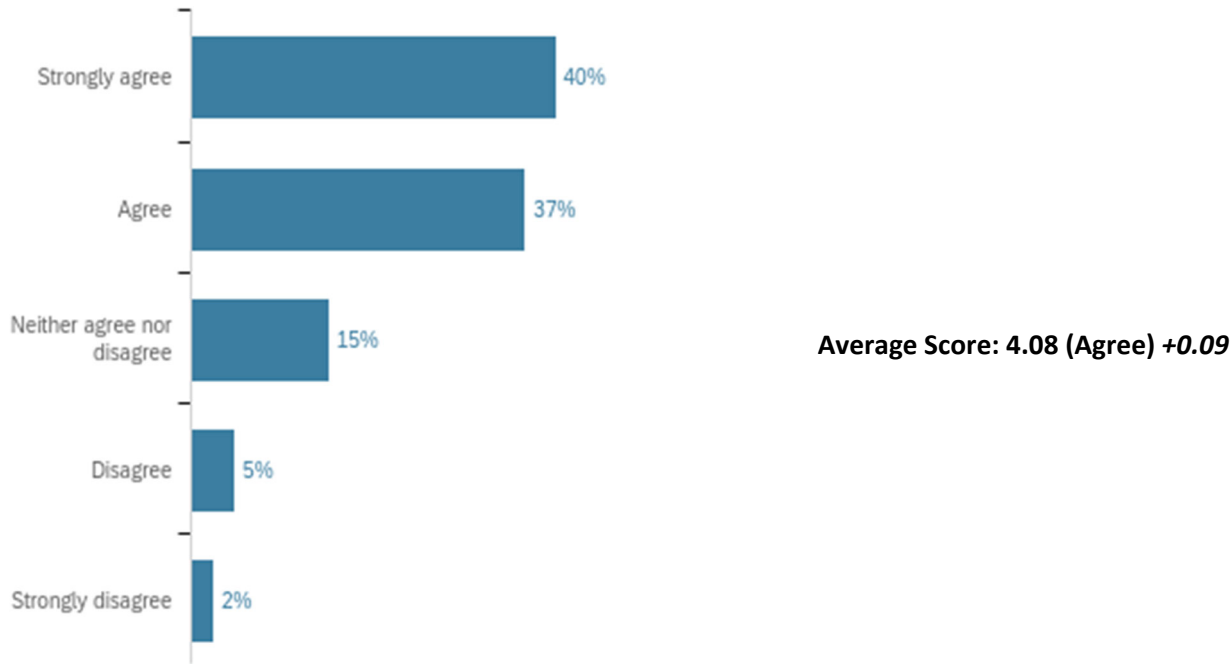
Answer	%	Count
Strongly agree	25%	595
Agree	39%	938
Neither agree nor disagree	21%	496
Disagree	10%	248
Strongly disagree	4%	107
Total	100%	2384

What actions could your supervisor do to ensure you have an equal opportunity to succeed?

207 comments total

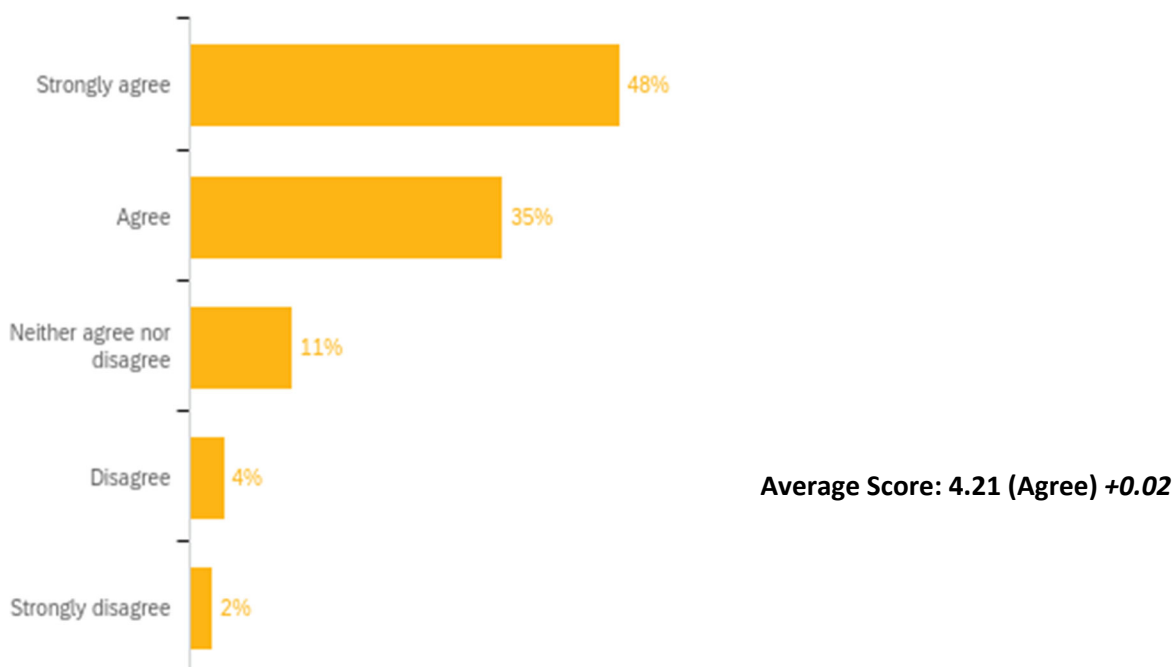
Category	#(%)	Examples
More commitment to DEIB principles	65 (31%)	<ul style="list-style-type: none"> “Take stronger and more definitive action against those that engage in repeated microaggressions or outright offensive behavior.” “I feel based on my age, the opportunities are limited. There is a sense that anyone over 50 is on their way out so little to no investment is given.” “I don't think it's a limitation of my supervisor. I perceive opportunities to success as largely structural and, without diverse representation across teams and among leadership, it's unlikely that there will be equal opportunities for staff to succeed.” “I feel that I personally have an opportunity to succeed, but I believe my office has systemic issues that would not allow others (people of color and women particularly) succeed in the same way.”
Support for Professional Development/Advancement	17 (8%)	<ul style="list-style-type: none"> “Follow through in communicating opportunities for development. Proactively nominate me for opportunities. Provide me with responsibilities to hone a new skill.” “Clear pathways for professional growth and promotion, right now these seem like one-off opportunities that aren't necessarily available to everyone” “Call out learning/growth opportunities. Allow for collaboration in higher level tasks instead of executing the same things every year over and over.”
More equitable/increased pay	12 (6%)	<ul style="list-style-type: none"> “Ensure that staff are paid a living wage, especially in a high cost of living area like the Bay Area. Lots of staff are underpaid for the work we do.” “If our job responsibilities continue to grow and grow out of control, we should be compensated for it. People get stipends all the time for doing other people's work, yet we do not.” “Equitable pay between new hires and long-term staff.”

My immediate supervisor promotes an inclusive team environment through their actions.



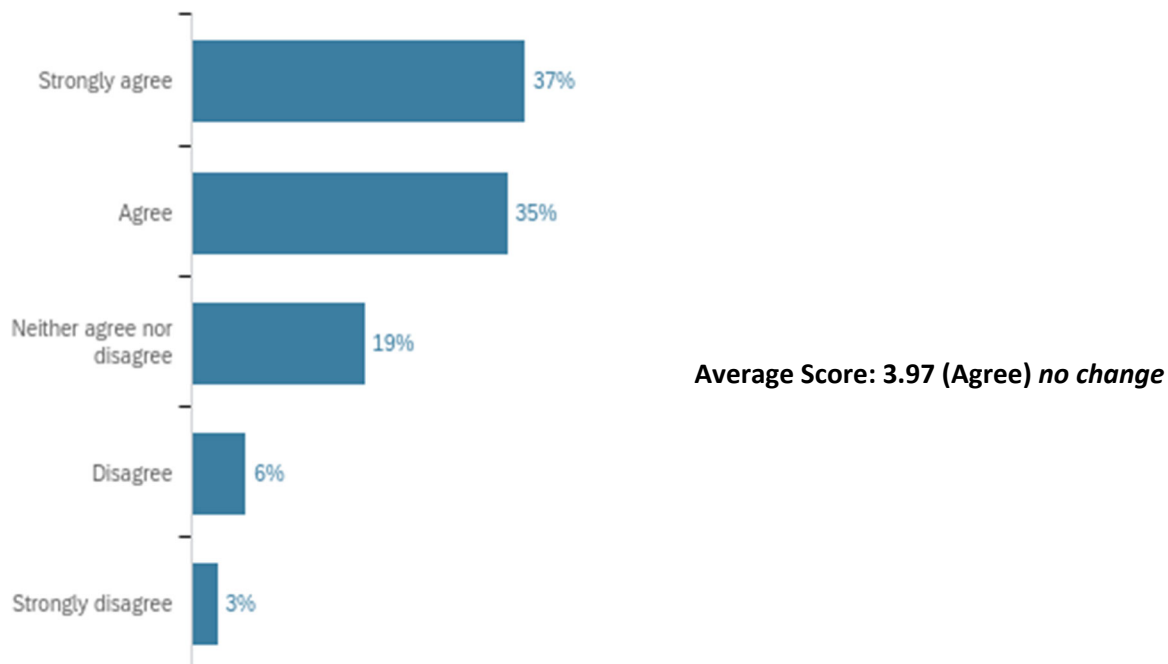
Answer	%	Count
Strongly agree	40%	936
Agree	37%	859
Neither agree nor disagree	15%	353
Disagree	5%	112
Strongly disagree	2%	57
Total	100%	2317

My well-being is important to my immediate supervisor.



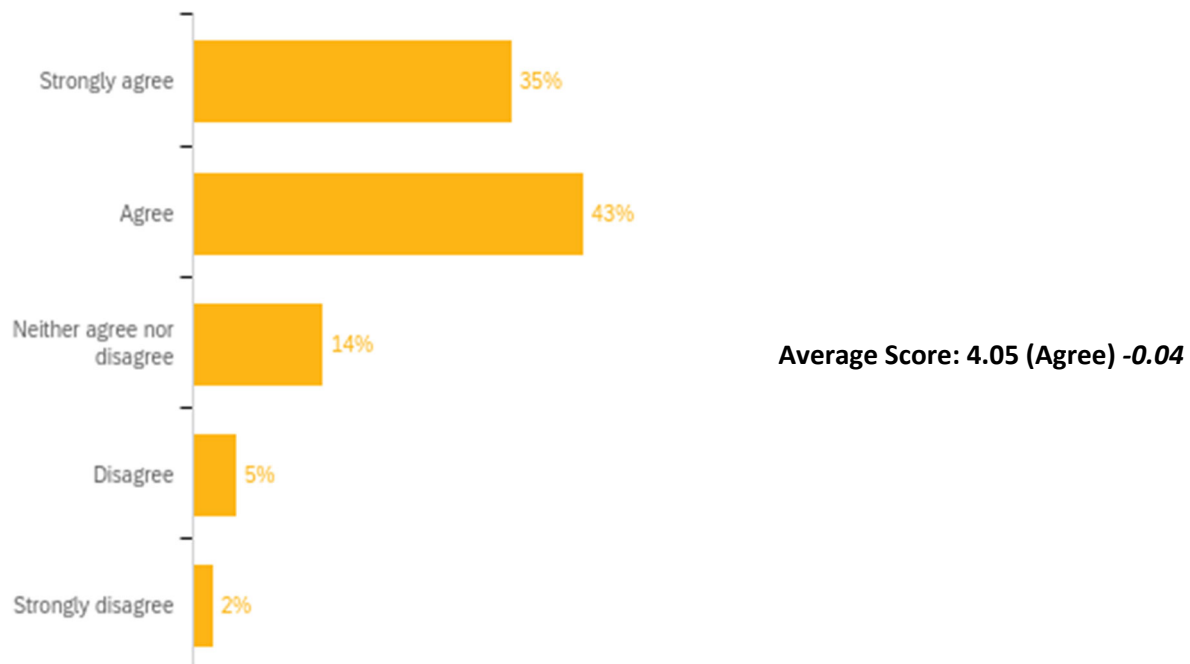
Answer	%	Count
Strongly agree	48%	1107
Agree	35%	806
Neither agree nor disagree	11%	264
Disagree	4%	87
Strongly disagree	2%	58
Total	100%	2322

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



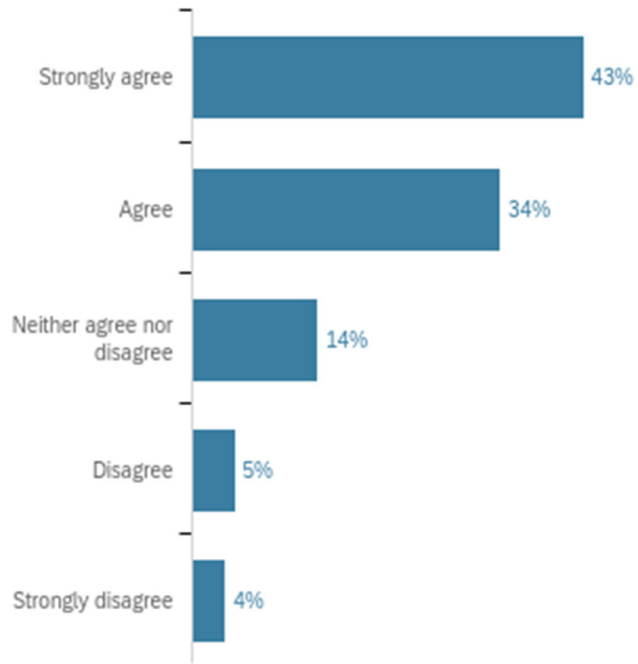
Answer	%	Count
Strongly agree	37%	856
Agree	35%	810
Neither agree nor disagree	19%	443
Disagree	6%	140
Strongly disagree	3%	65
Total	100%	2314

I feel my day-to-day work connects to a larger purpose.



Answer	%	Count
Strongly agree	35%	818
Agree	43%	1003
Neither agree nor disagree	14%	334
Disagree	5%	111
Strongly disagree	2%	50
Total	100%	2316

I trust my immediate supervisor.



Average Score: 4.09 (Agree) *no change*

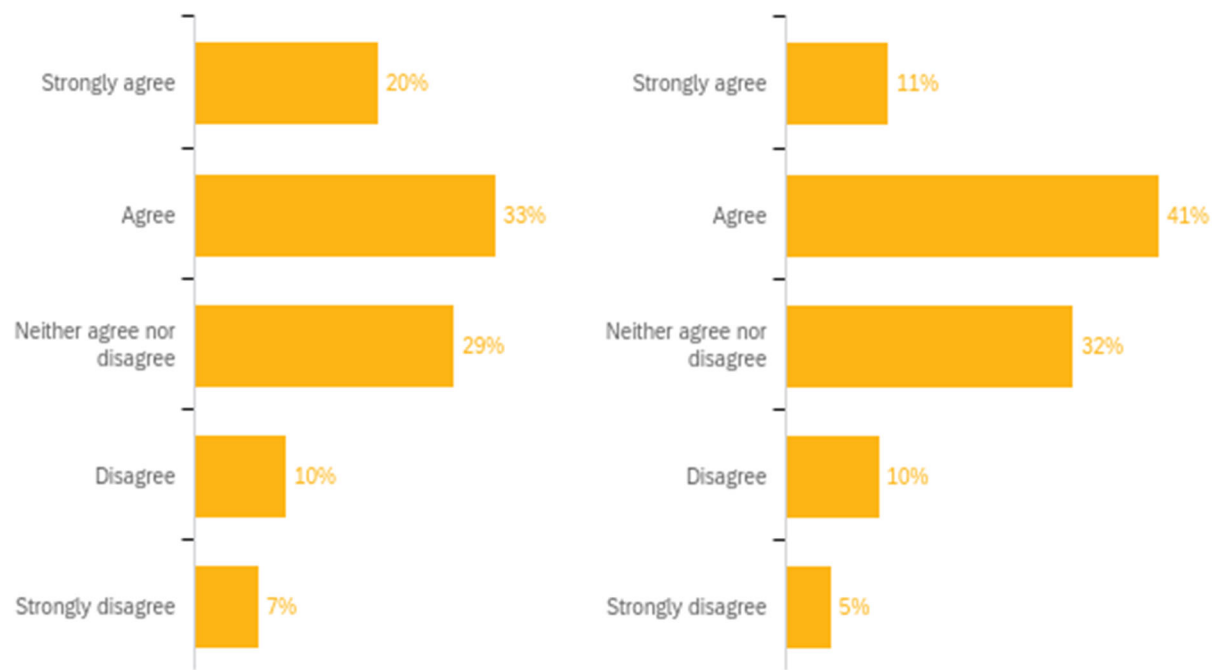
Answer	%	Count
Strongly agree	43%	1005
Agree	34%	792
Neither agree nor disagree	14%	323
Disagree	5%	108
Strongly disagree	4%	86
Total	100%	2314

What actions could your immediate supervisor do to gain your trust?

132 comments total

Category	#(%)	Examples
Listen to concerns/requests/feedback	11 (8%)	<ul style="list-style-type: none"> “Treat us with more respect and listen to our concerns and requests.” “Show that he is listening and taking into consideration what I have to say instead of only listening to a few people on the team.” “He could be more kind and try to listen to our concerns instead of bending over backwards for the manager and throwing things our way that we absolutely cannot handle.”
Follow through with communications/promises	11 (8%)	<ul style="list-style-type: none"> “In order to gain my trust, my supervisor could start by following through when they say they are going to do something especially when other work depends on them completing items that I cannot.” “When I ask for her support that she follows through.” “He never follows through on anything and is just full of empty promises and just says what you want to hear.”
Better transparency	10 (8%)	<ul style="list-style-type: none"> “Be more transparent about his motivations and goals.” “Be more open about what's going on in our unit as a whole.” “Be honest and transparent and not play favorites.”
Equal opportunities/pay	8 (6%)	<ul style="list-style-type: none"> “Get me equitable compensation for my services.” “There is a perception that pay increases and promotional opportunities only available to a select few. Staff with longevity are earning the same or less than new hires with less experience. This has eroded morale to the point where everyone i speak to is actively looking to leave. To earn trust back- be transparent about equity, make promotional opportunities available to all, clearly explain the pathway to opportunities in the region.”
More frequent meetings/communication	7 (5%)	<ul style="list-style-type: none"> “Meet with the people they manage consistently.” “I do not have an immediate supervisor currently but the two closest people that I report to regularly do not respond to my messages or communicate with me.”
Communicate future plans/expectations	6 (5%)	<ul style="list-style-type: none"> “Communicate future Unit plans in relation to existing staff.” “Provide clear expectations, goal setting, constructive feedback”

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division. vs. State of the Workplace July 2021 I trust campus leaders



Average Score: 3.50 (Agree/Neutral)

Average Score: 3.44 (Neutral)

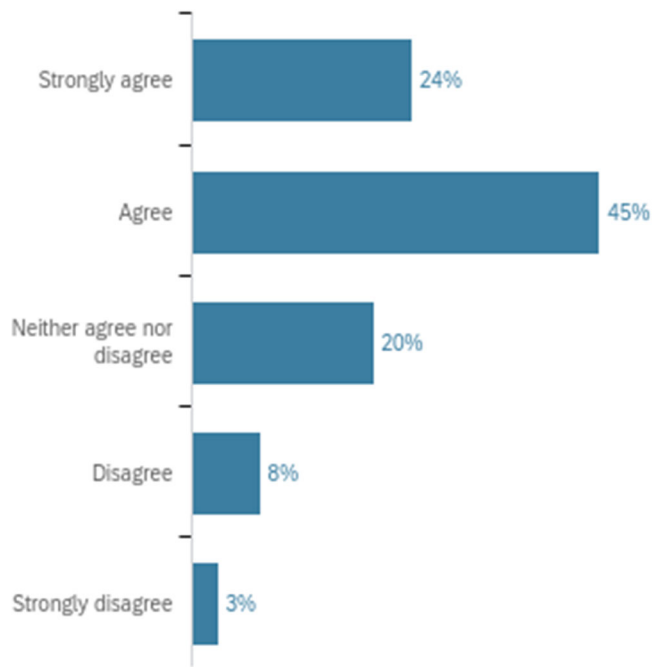
Answer	%	Count
Strongly agree	20%	471
Agree	33%	773
Neither agree nor disagree	29%	667
Disagree	10%	235
Strongly disagree	7%	164
Total	100%	2310

What actions could the most senior leader of your division do to gain your trust?

268 comments total

Category	#(%)	Examples
Listen to staffs' concerns/requests/feedback	41 (15%)	<ul style="list-style-type: none"> “Take a listening tour, go around and talk to staff individually to get their experience, and have them require 360 evaluations of their directors to get an accurate picture of what is working and what is not.” “Listen to the leadership team and genuinely seek input rather than make erratic decisions without fully considering ramifications.” “Gather employee feedback and explain how it has been used to support decisions (and why, at times) it hasn't.”
More commitment to DEIB principles	28 (10%)	<ul style="list-style-type: none"> “Demonstrate that DEIBJ initiatives are taken seriously and is not just performative work.” “Learn more about DEI and put that learning into practice.” “Fair treatment to everyone. There is a double standard in the department. It all depends on the connections.”
Better transparency	27 (10%)	<ul style="list-style-type: none"> “We're very removed from the most senior leader and at times there's no transparency - how can you trust if their actions and reasoning are not transparent down the line?” “Demonstrate leadership through transparency” “Be more transparent about how decisions are made, what decisions are being considered, etc.”
Take time to get to know their employees(or units) /understand their work	17 (6%)	<ul style="list-style-type: none"> “Demonstration that there is an understanding of what staff DO and are currently working on.” “They need to make an effort to understand the facility that I manage”
Follow through on communications/promises	16 (6%)	<ul style="list-style-type: none"> “Their actions don't match their words. There is a lack of self-awareness and a willingness to look at one's self and do things differently or get some training.” “Do as you say. Senior leadership across campus seems to have one set of rules that apply to them and another set to everyone else.”

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Average Score: 3.81 (Agree)

Answer	%	Count
Strongly agree	24%	561
Agree	45%	1042
Neither agree nor disagree	20%	462
Disagree	8%	173
Strongly disagree	3%	65
Total	100%	2303

Why do you feel this way? (Disagree or Strongly Disagree to “Based on my day-to-day experience at UCB, I feel motivated to do my best work.”)

174 comments total

Category	#(%)	Examples
I face challenging conditions	58 (33%)	<ul style="list-style-type: none"> “Current conditions are very challenging.” “There is too much work to do everything in the best possible way.” “I know that my work connects to a higher purpose, but I feel that the dysfunction within the organization is demoralizing.” “I have personal stress. University has become paternalistic in its words, added too much administrative bloat doing nonsensical performative art that turns me off.” “There is little accountability up the chain and very little supportive infrastructure. We make decisions that we say are mandatory to comply with but then we design a million inconsistent exception processes.”
I feel demoralized	44(25%)	<ul style="list-style-type: none"> “Leadership creates misinformation about my abilities to staff and leadership. They use aggressive behavior through harsh words and tone in their voices. When I interact with them I feel frightened, degraded, and humiliated.” “I feel motivated by my students to do my best work. And I do it for them. But walking into my department's building feels like walking into a fog of judgement, without any support or any collegiality.” “I am burnt out.” “Lack of confidence in leadership on campus. Working with employees who are paid more and do less. Seeing long-term, dedicated and loyal employees being treated poorly.”
My workload	32 (18%)	<ul style="list-style-type: none"> “We are overloaded, overworked, and stretched so thin, it's impossible to get ahead.” “It is difficult to keep staff and pay is far too low to warrant the amount of work that is required to keep operations going from day to day, even with reduced activity. Staff is also exhausted and it doesn't seem like there will be relief until June at the earliest.” “There's too much work for quality. I'm happy if I'm able to meet a deadline and just get the work done even if it's not done at the level of quality I pursue.”
We lack strategic visioning/leadership	30 (17%)	<ul style="list-style-type: none"> “Constant leadership changes and organizational uncertainty.” “There is no transparency and employees feel like cogs.” “The campus structure is incredibly fragmented. We receive different information on policies and action steps from different sources (division, P&C, BEARS) and usually they don't sync. It causes confusion and frustration. Also, I feel like the culture is one of burn out where we are constantly called to produce at the unit/division/campus level without assessing what's not working and taking it off our plates.”
Pay, raise, market rate considerations	28 (16%)	<ul style="list-style-type: none"> “Pay scale is at least 50% below market rate for my position.” “I have been in my role for three years and have had no discussion of pay raises based on my improvements” “Because I feel that the inequality in recognition, rewards, and respect continues to grow and it's hard to feel motivated.”
I lack support	24 (14%)	<ul style="list-style-type: none"> “No support from direct supervisor or leadership.”

		<ul style="list-style-type: none"> “We do not have the support that is needed to meet the demands of the workload. We are treading water to keep things going, but this can only last for so long.” “The workload expectations are unrealistic and words of support only go so far when they are not backed up with action.”
I feel undervalued	20 (11%)	<ul style="list-style-type: none"> “Not appreciated for what I do. Criticized for the mistakes but not acknowledge for the success.” “There’s absolutely no respect from supervisor or manager. They do not care what happens to us they treat us as completely replaceable when some of us have had 10+ years of UC service. We are treated so poorly by the manager and supervisor, it’s pushing me to want to find a new job all together” “My immediate supervisor takes credit for my individual contributions, or characterizes my personal, independent achievements as team efforts.”
My contributions are minimalized/I am minimalized	19 (11%)	<ul style="list-style-type: none"> “I do not feel like ideas are heard in my office or that contributions are valued.” “I’m micromanaged and don't feel empowered to voice my thoughts, especially in meetings with senior leaders. I feel that I do a lot of busy work.” “Like I say no matter what I'm not being heard period.”
My environment is uninspiring	17 (10%)	<ul style="list-style-type: none"> “Lack of appreciation or support-the work environment in this unit is toxic unless you are content to be a cheerleader for every idea the Dean comes up with. Asking a question or in any way suggesting alternatives or challenges is viewed as disloyal or insubordinate.” “There’s no one there to motivate you. I do have self-motivation.” “Requirement to come in to work isn't relevant to my position, and seems purely bureaucratic. Interferes with my work efficiency.”
Lacking resources	16 (9%)	<ul style="list-style-type: none"> “Commitments are made to others of the work our unit can perform, but we are not given adequate resources to complete the work.” “I am a senior leader and in my years here, the Berkeley campus seems to lurch from one crisis to another. We have been cash-starved for years and have underinvested in key infrastructure and services that are desperately needed to serve the campus mission.”
There is a lack of respect	15 (9%)	<ul style="list-style-type: none"> “The reason is I am treated with great disrespect by colleagues. Management reinforces this with their actions and is either incapable of or unwilling to create positive change. We are all busy people, but this is unhealthy.” “It's impossible to be my best self when I'm only ever given negative feedback, being told how I'm "not Berkeley", that I should find another job, even though I'm really excellent at my work.”
I am checked out	13 (7%)	<ul style="list-style-type: none"> “I feel like this pandemic has made me depressed and it's hard for me to feel motivated to do well when all I feel is drained all the time. I try to lean on my teammates for support and motivation which is helpful because we all have similar experiences.” Completely burned out with no indication that things will ever improve.
We are short-Staffed	12 (7%)	<ul style="list-style-type: none"> “A history of chronic understaffing across campus” “Understaffing to dysfunctional levels has resulted in repeated cycles of burnout, a constant barrage of unwinnable struggles and a sense that management and the campus do not value my contribution.”
Safe/healthful workplace concern	11 (6%)	<ul style="list-style-type: none"> “I am constantly being deprived of my right to a safe and healthful workplace.” “The way that employee health has been disregarded during the pandemic.”

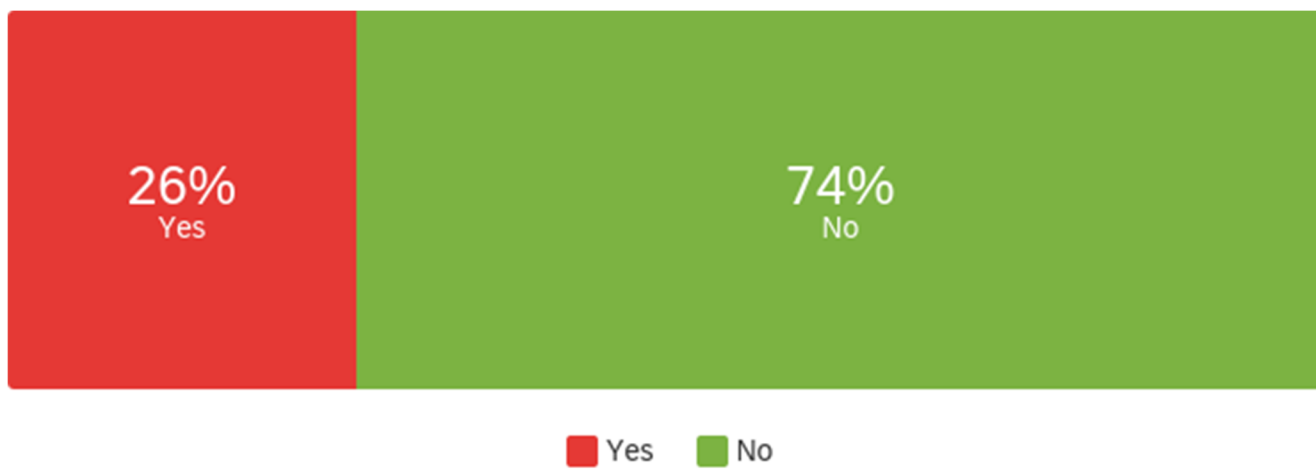
What could your supervisor do to help you feel motivated to do your best work (if anything)?

150 comments total

Category	#(%)	Examples
The issues are structural/institutional	34 (23%)	<ul style="list-style-type: none"> “This issue is bigger than my supervisor and is the result of severe structural problems with the institution.” “The problems are so extensive and systemic, it's hard to imagine anything that could be done short term -- and the problems are not of my supervisor's doing (my supervisor is excellent).” “Nothing, the university has to make these decisions. My supervisor is on the same page and speaks up for the department.” “My concern is more with the wild west mentality of the campus where many things aren't centralized and we get conflicting messages on how to proceed with our work.” “My supervisor is great, it's the larger institution that feels like it's fighting us and we're just trying to get them to do their jobs and respect our rights.”
Reduce or manage workload	29 (19%)	<ul style="list-style-type: none"> “It's not my direct supervisor's decision but the workload on us is outrageous.” “Allow me to hire the support staff I need so that we don't have to rely as heavily on central campus staff.” “Honestly, we need more staff. My supervisor, director, and department head recognize my work, our workload, and are supportive in this demanding environment.” “More flexibility and not overwhelm staff with more assignments.”
Being an advocate	22 (15%)	<ul style="list-style-type: none"> “Advocate for priority setting.” “Advocate for more WFH days depending on the individual needs of staff.” “Advocate for more staff and for equitable pay for how much we are working.”
Address pay, raise, market rate considerations	21 (14%)	<ul style="list-style-type: none"> “Pay me more.” “Find a way to get me a big raise up to market rate.” “Instead of gift cards and thank yous, paying a fair wage that accounts for inflation and having to have a degree to have my job would be a good start.”
Improve communication	16 (11%)	<ul style="list-style-type: none"> “Communicate, have check in's, discuss the future or where we are trying to go at least at a high level” “Change their communication and management styles” “My supervisor could make an effort to engage with me more often and perhaps learn about my work.”

Show humanity	14 (9%)	<ul style="list-style-type: none"> “Completely burned out with no indication that things will ever improve.” “Again, autonomy, empathy, and understanding. She has said to me before that she doesn't care to "understand how the sausage gets made" but then gets angry with me when she doesn't understand the details.”
Demonstrating accountability of self and others	13 (9%)	<ul style="list-style-type: none"> “Provide more follow-through, continuity, and periodic in-person meetings.” “Be consistent. If you say you're going to do something DO IT. Stop making empty promises and actually supervise, take control of projects you throw at us. Follow up on important work related questions.”
Increase recognition	13 (9%)	<ul style="list-style-type: none"> “Recognize and appreciate what we do. Stop minimizing the work we already do by throwing more work out way when we can barely handle our day to day work.” “Give positive encouragement.”
Making additional hires	12 (8%)	<ul style="list-style-type: none"> “Hire someone else to help me co-supervise.” “Provide more dedicated staffing resources to allow me to focus on what I was hired for (teaching)”
Increase Presence/ check-ins	10 (7%)	<ul style="list-style-type: none"> “Be there and not expect me to handle every problem and issue.” “Keep checking in. We just started weekly check ins and it's really helpful to me and something I've been wanting for a long, long time.”
Provide opportunities for growth	10 (7%)	<ul style="list-style-type: none"> “Find me a different position that requires a skillset.” “Actively seek to promote staff instead of solely worrying about promoting themselves.”

Are you currently looking for a job outside of UCB?

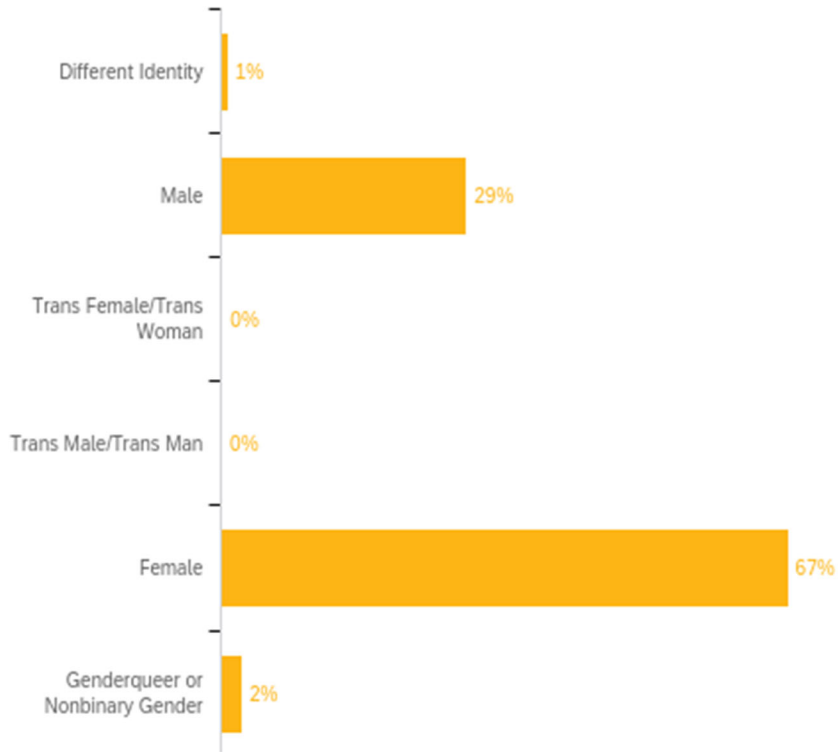


Answer	%	Count
Yes	26%	595
No	74%	1675
Total	100%	2270

Optional) Please select your ethnicity:

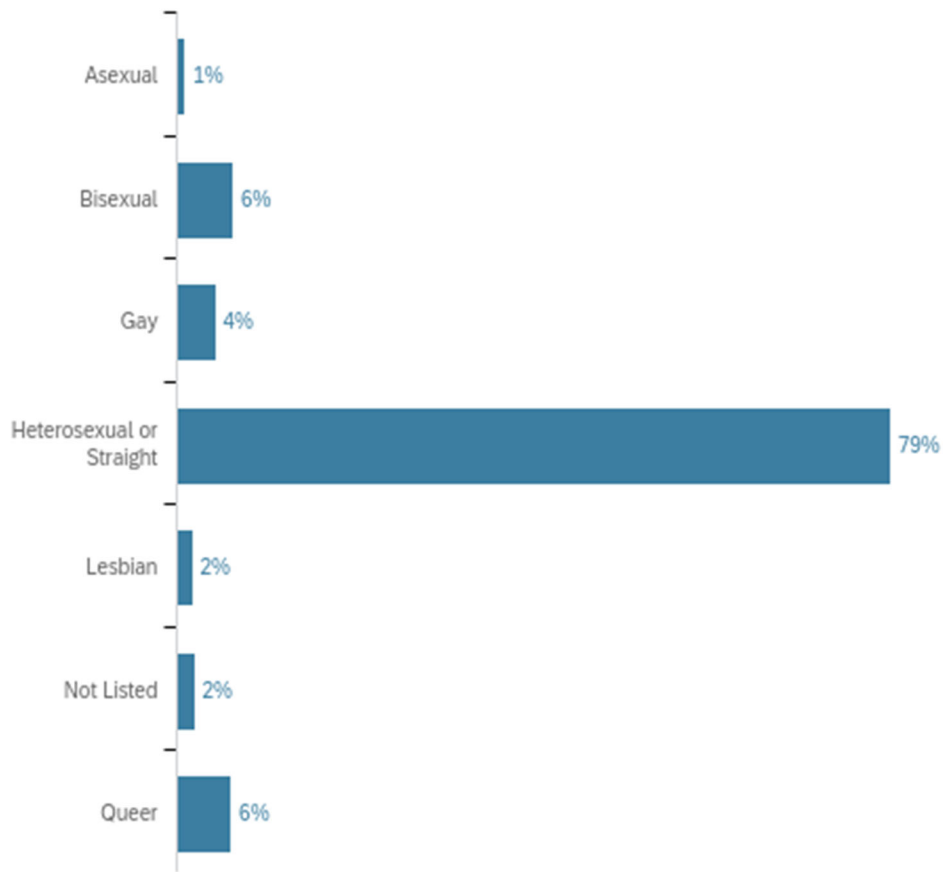
Answer	%	Count
African-American/Black	8%	126
American Indian/Alaskan Native	0%	5
Chinese	6%	99
Filipino	3%	52
Hispanic/Latino	12%	188
Japanese	1%	16
Korean	1%	10
Middle Eastern/Southwest Asian/North African (SWANA)	2%	37
Other Asian	2%	31
Pacific Islander	0%	4
South Asian	1%	23
Two Or More Races	8%	125
Vietnamese	1%	15
White	55%	889
Total	100%	1620

(Optional) What is your gender identity:



Answer	%	Count
Different Identity	1%	14
Male	29%	521
Trans Female/Trans Woman	0%	4
Trans Male/Trans Man	0%	3
Female	67%	1202
Genderqueer or Nonbinary Gender	2%	44
Total	100%	1788

(Optional) Do you consider yourself:



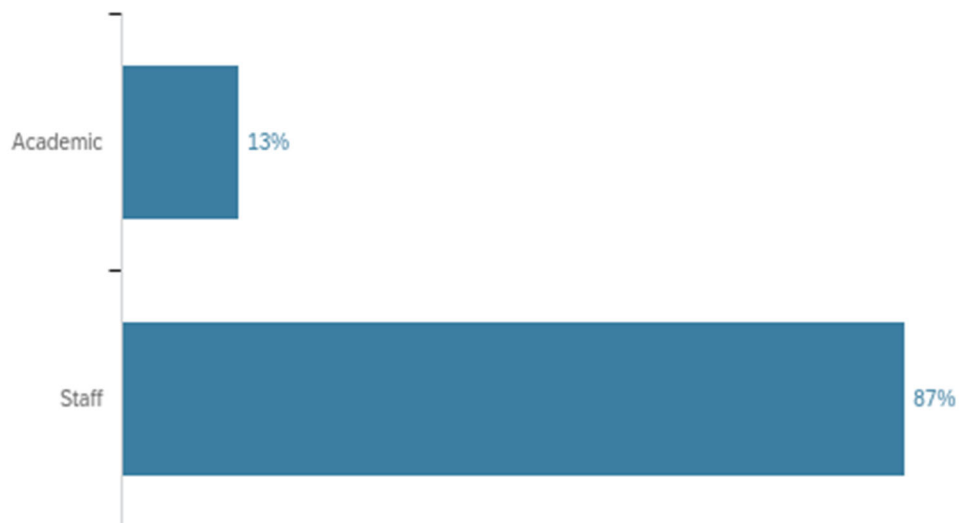
Answer	%	Count
Asexual	1%	15
Bisexual	6%	104
Gay	4%	71
Heterosexual or Straight	79%	1331
Lesbian	2%	28
Not Listed	2%	32
Queer	6%	101
Total	100%	1682

(Optional) Do you have a disability?



Answer	%	Count
Yes, I have a disability, or have a history/record of having a disability	14%	250
No, I don't have a disability, or a history/record of having a disability	86%	1529
Total	100%	1779

(Optional) Are you academic or staff?

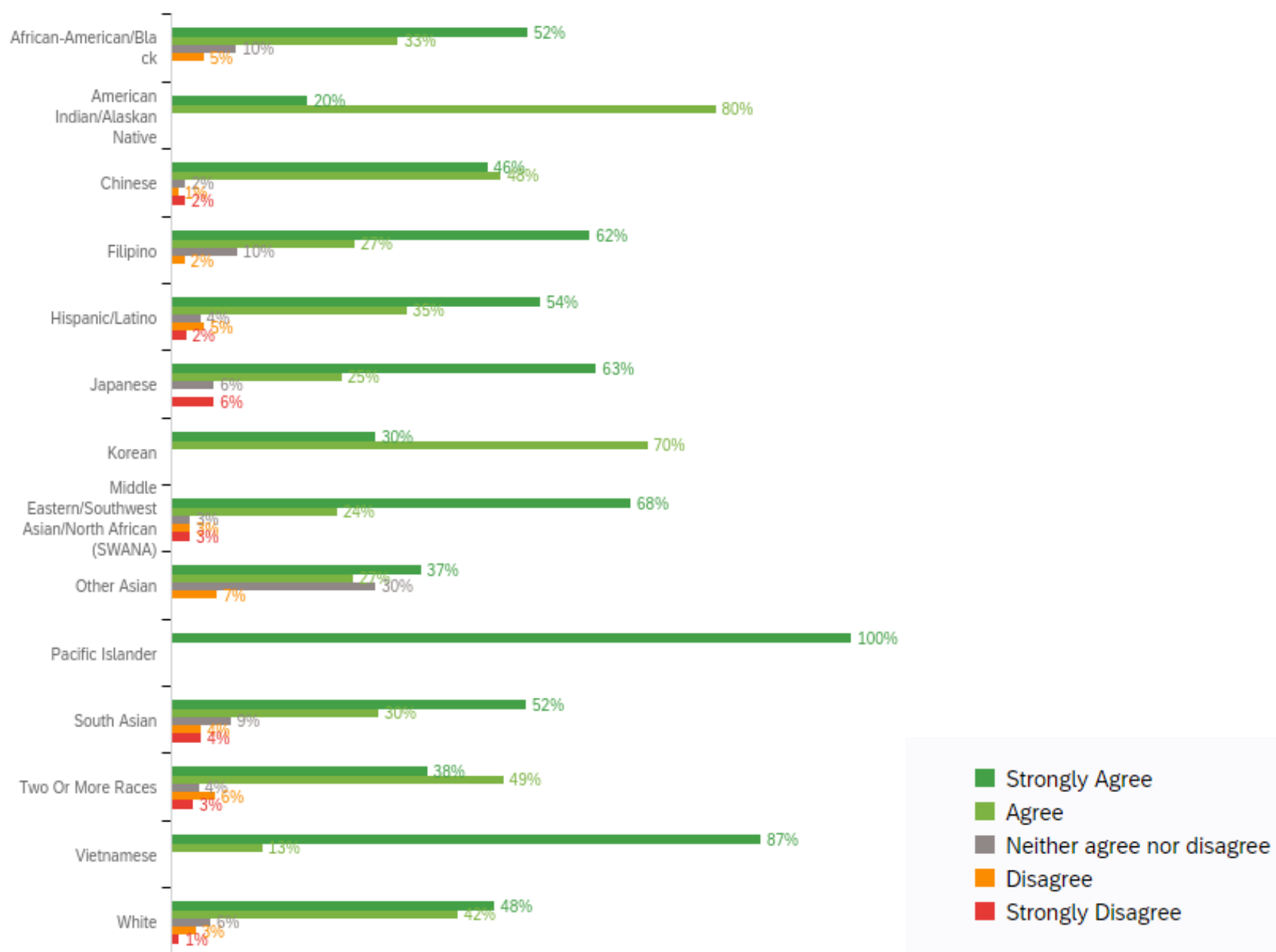


Answer	%	Count
Academic	13%	254
Staff	87%	1697
Total	100%	1951

State of the Workplace Survey - February 2022

Ethnicity

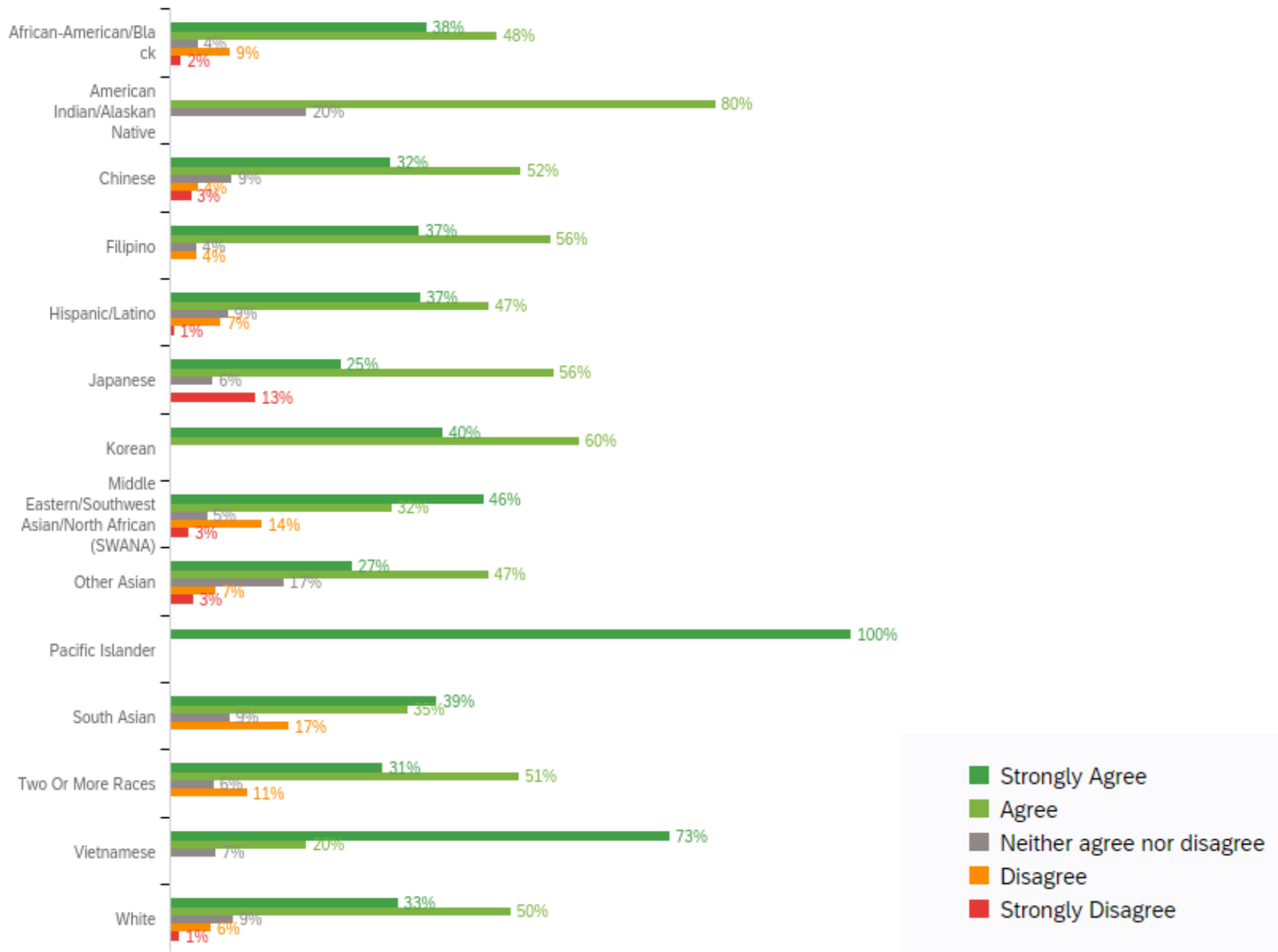
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	52%	66	33%	42	10%	12	5%	6	0%	0	4.33	0.92	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	1.03	5
Chinese	46%	46	48%	48	2%	2	1%	1	2%	2	4.36	0.86	99
Filipino	62%	32	27%	14	10%	5	2%	1	0%	0	4.48	1.02	52
Hispanic/Latino	54%	102	35%	65	4%	8	5%	9	2%	4	4.34	0.98	188
Japanese	63%	10	25%	4	6%	1	0%	0	6%	1	4.38	1.30	16
Korean	30%	3	70%	7	0%	0	0%	0	0%	0	4.30	1.15	10
Middle Eastern/Southwest Asian/North African (SWANA)	68%	25	24%	9	3%	1	3%	1	3%	1	4.51	1.05	37
Other Asian	37%	11	27%	8	30%	9	7%	2	0%	0	3.93	0.69	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	1.56	4
South Asian	52%	12	30%	7	9%	2	4%	1	4%	1	4.22	0.74	23
Two Or More Races	38%	47	49%	61	4%	5	6%	8	3%	4	4.11	0.76	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	1.37	15
White	48%	421	42%	373	6%	51	3%	31	1%	10	4.31	0.94	886

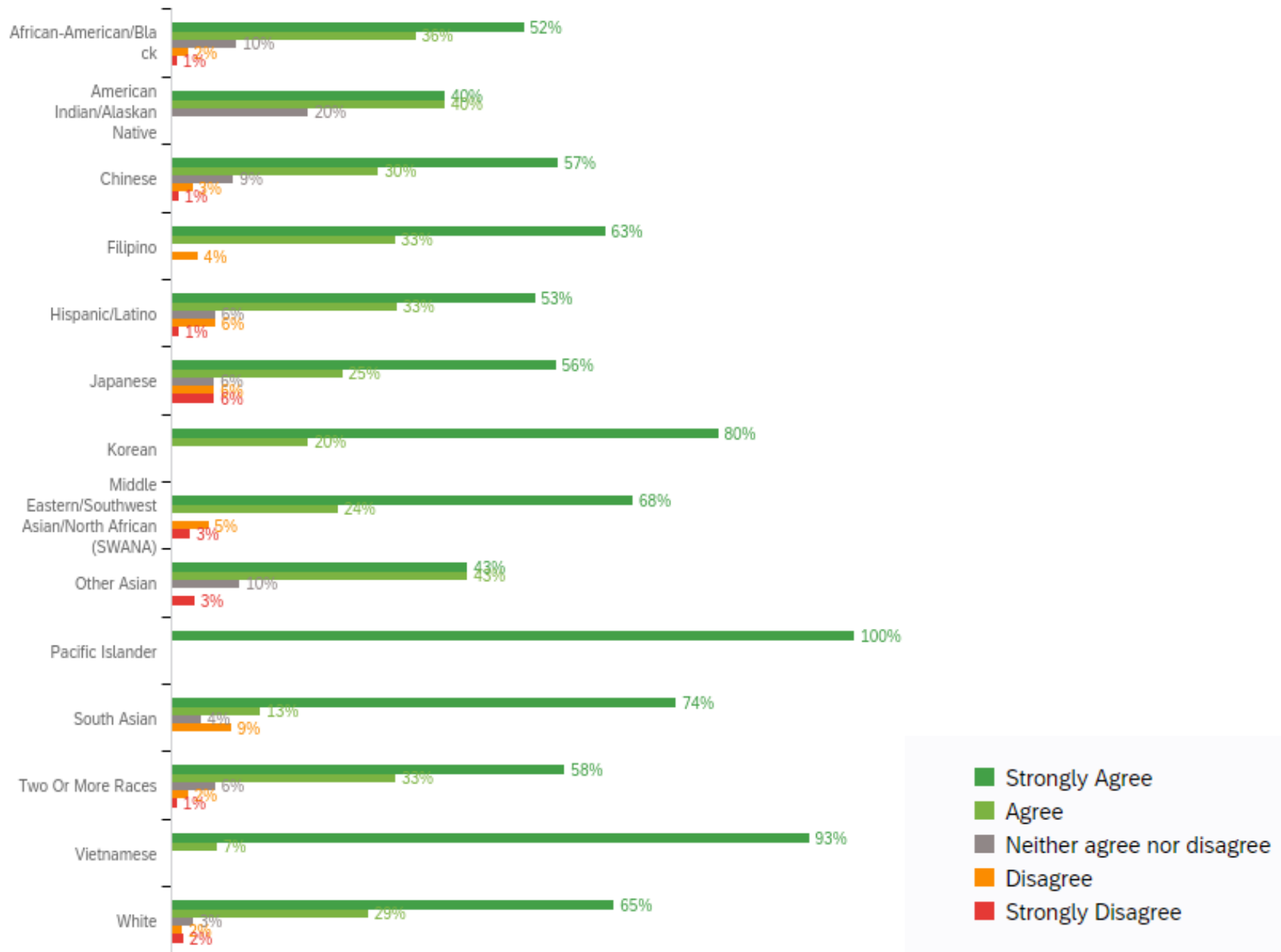
*Difference in average score from July 2021 State of the Workplace Survey

I have the equipment and tools needed to do my job effectively.



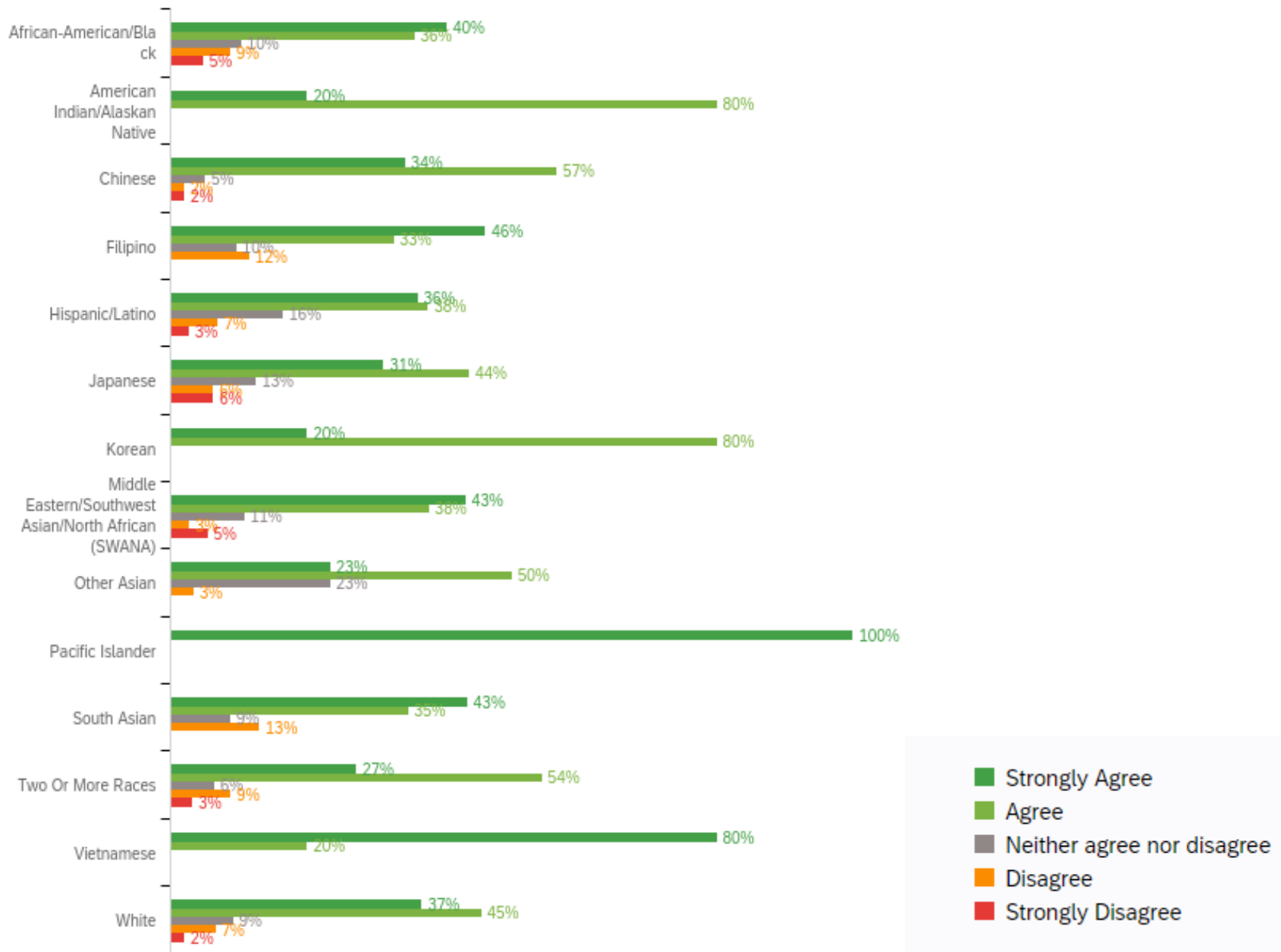
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	38%	47	48%	60	4%	5	9%	11	2%	2	4.11	0.04	125
American Indian/Alaskan Native	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	0.13	5
Chinese	32%	32	52%	51	9%	9	4%	4	3%	3	4.06	-0.18	99
Filipino	37%	19	56%	29	4%	2	4%	2	0%	0	4.25	0.12	52
Hispanic/Latino	37%	69	47%	88	9%	16	7%	14	1%	1	4.12	0.13	188
Japanese	25%	4	56%	9	6%	1	0%	0	13%	2	3.81	-0.07	16
Korean	40%	4	60%	6	0%	0	0%	0	0%	0	4.40	0.55	10
Middle Eastern/Southwest Asian/North African (SWANA)	46%	17	32%	12	5%	2	14%	5	3%	1	4.05	-0.22	37
Other Asian	27%	8	47%	14	17%	5	7%	2	3%	1	3.87	-0.03	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.67	4
South Asian	39%	9	35%	8	9%	2	17%	4	0%	0	3.96	-0.26	23
Two Or More Races	31%	39	51%	64	6%	8	11%	14	0%	0	4.02	-0.03	125
Vietnamese	73%	11	20%	3	7%	1	0%	0	0%	0	4.67	0.67	15
White	33%	296	50%	443	9%	82	6%	53	1%	12	4.08	-0.15	886

My supervisor allows sufficient autonomy in my work.



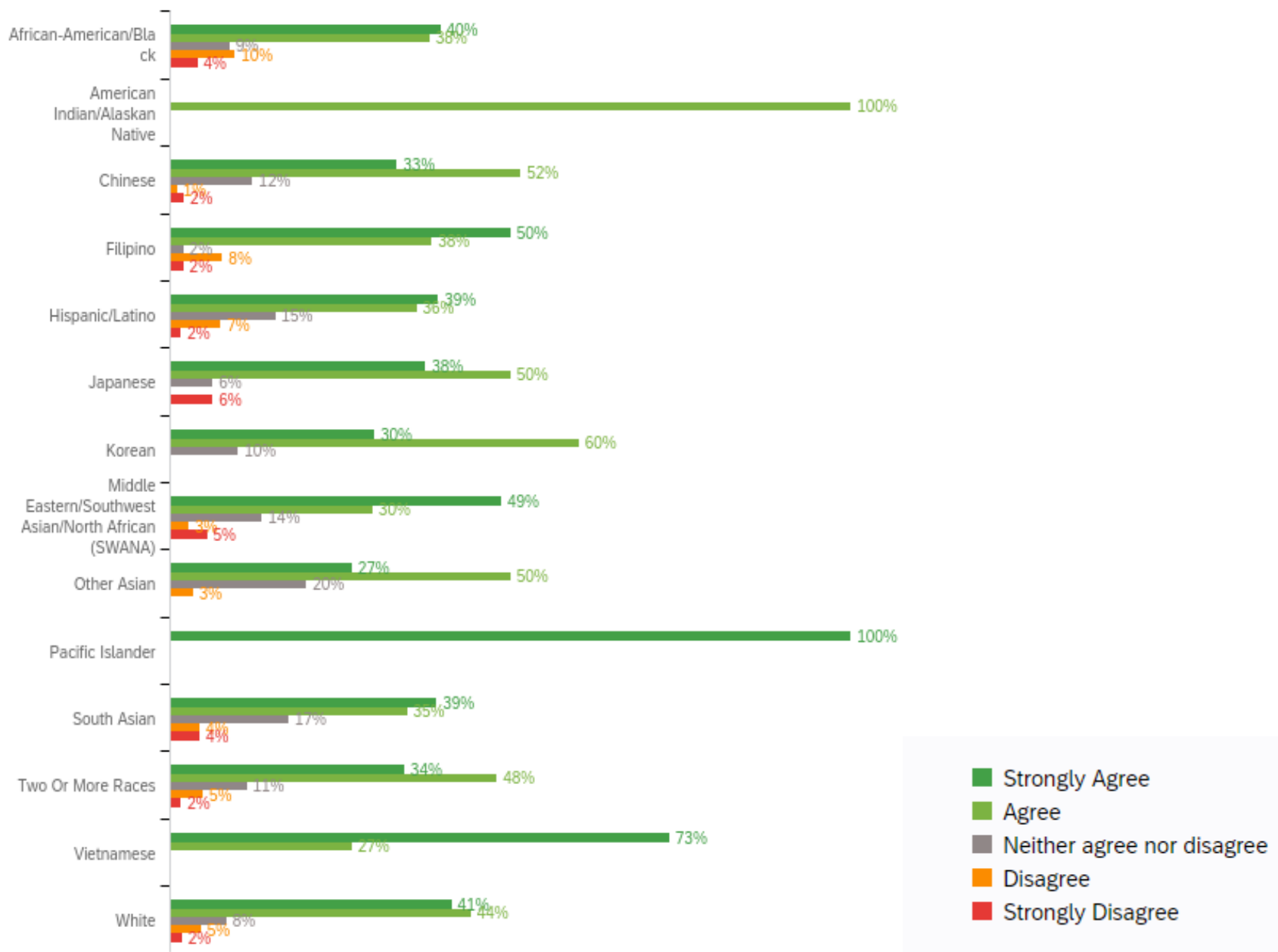
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	52%	65	36%	45	10%	12	2%	3	1%	1	4.35	0.07	126
American Indian/Alaskan Native	40%	2	40%	2	20%	1	0%	0	0%	0	4.20	0.03	5
Chinese	57%	56	30%	30	9%	9	3%	3	1%	1	4.38	-0.05	99
Filipino	63%	33	33%	17	0%	0	4%	2	0%	0	4.56	0.02	52
Hispanic/Latino	53%	100	33%	62	6%	12	6%	12	1%	2	4.31	0.01	188
Japanese	56%	9	25%	4	6%	1	6%	1	6%	1	4.19	-0.10	16
Korean	80%	8	20%	2	0%	0	0%	0	0%	0	4.80	0.65	10
Middle Eastern/Southwest Asian/North African (SWANA)	68%	25	24%	9	0%	0	5%	2	3%	1	4.49	0.03	37
Other Asian	43%	13	43%	13	10%	3	0%	0	3%	1	4.23	0.13	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.11	4
South Asian	74%	17	13%	3	4%	1	9%	2	0%	0	4.52	0.04	23
Two Or More Races	58%	72	33%	41	6%	8	2%	3	1%	1	4.44	-0.01	125
Vietnamese	93%	14	7%	1	0%	0	0%	0	0%	0	4.93	0.51	15
White	65%	575	29%	255	3%	28	2%	14	2%	15	4.53	0.01	887

Within my team, I feel my personal contributions are recognized.



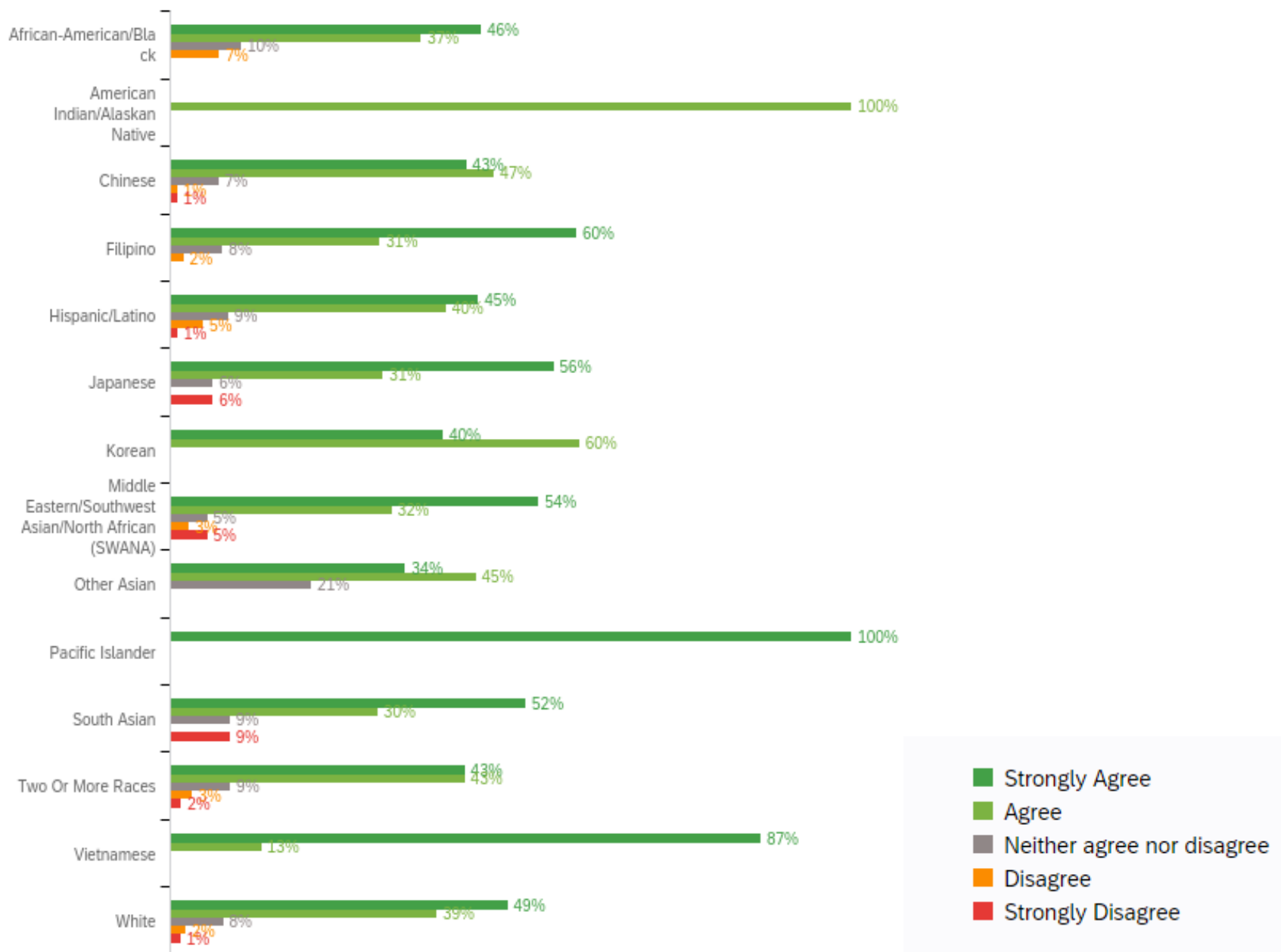
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	40%	51	36%	45	10%	13	9%	11	5%	6	3.98	-0.30	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	0.03	5
Chinese	34%	34	57%	56	5%	5	2%	2	2%	2	4.19	-0.24	99
Filipino	46%	24	33%	17	10%	5	12%	6	0%	0	4.13	-0.41	52
Hispanic/Latino	36%	68	38%	71	16%	31	7%	13	3%	5	3.98	-0.32	188
Japanese	31%	5	44%	7	13%	2	6%	1	6%	1	3.88	-0.41	16
Korean	20%	2	80%	8	0%	0	0%	0	0%	0	4.20	0.05	10
Middle Eastern/Southwest Asian/North African (SWANA)	43%	16	38%	14	11%	4	3%	1	5%	2	4.11	-0.35	37
Other Asian	23%	7	50%	15	23%	7	3%	1	0%	0	3.93	-0.17	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.11	4
South Asian	43%	10	35%	8	9%	2	13%	3	0%	0	4.09	-0.39	23
Two Or More Races	27%	34	54%	68	6%	8	9%	11	3%	4	3.94	-0.51	125
Vietnamese	80%	12	20%	3	0%	0	0%	0	0%	0	4.80	0.38	15
White	37%	326	45%	403	9%	81	7%	58	2%	18	4.08	-0.44	886

Within my team, my opinions seem to count.



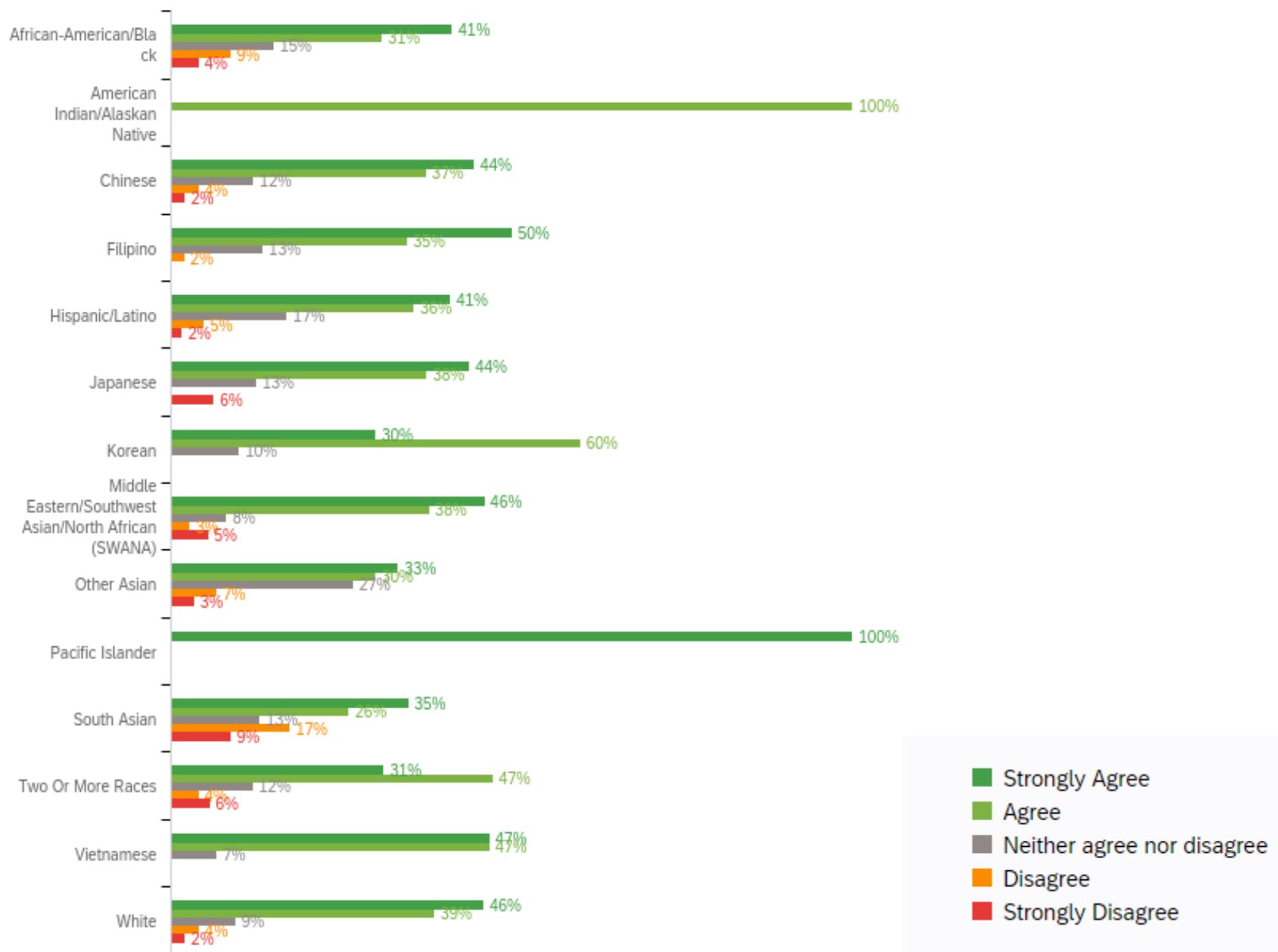
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	40%	50	38%	48	9%	11	10%	12	4%	5	4.00	-0.12	126
American Indian/Alaskan Native	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	0.33	5
Chinese	33%	33	52%	51	12%	12	1%	1	2%	2	4.13	-0.08	99
Filipino	50%	26	38%	20	2%	1	8%	4	2%	1	4.27	0.07	52
Hispanic/Latino	39%	74	36%	68	15%	29	7%	14	2%	3	4.04	-0.07	188
Japanese	38%	6	50%	8	6%	1	0%	0	6%	1	4.13	-0.16	16
Korean	30%	3	60%	6	10%	1	0%	0	0%	0	4.20	-0.11	10
Middle Eastern/Southwest Asian/North African (SWANA)	49%	18	30%	11	14%	5	3%	1	5%	2	4.14	0.06	37
Other Asian	27%	8	50%	15	20%	6	3%	1	0%	0	4.00	0.10	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.67	4
South Asian	39%	9	35%	8	17%	4	4%	1	4%	1	4.00	-0.17	23
Two Or More Races	34%	43	48%	60	11%	14	5%	6	2%	2	4.09	-0.13	125
Vietnamese	73%	11	27%	4	0%	0	0%	0	0%	0	4.73	0.31	15
White	41%	365	44%	390	8%	73	5%	40	2%	15	4.19	-0.04	883

Within my team, I am treated with dignity and respect.



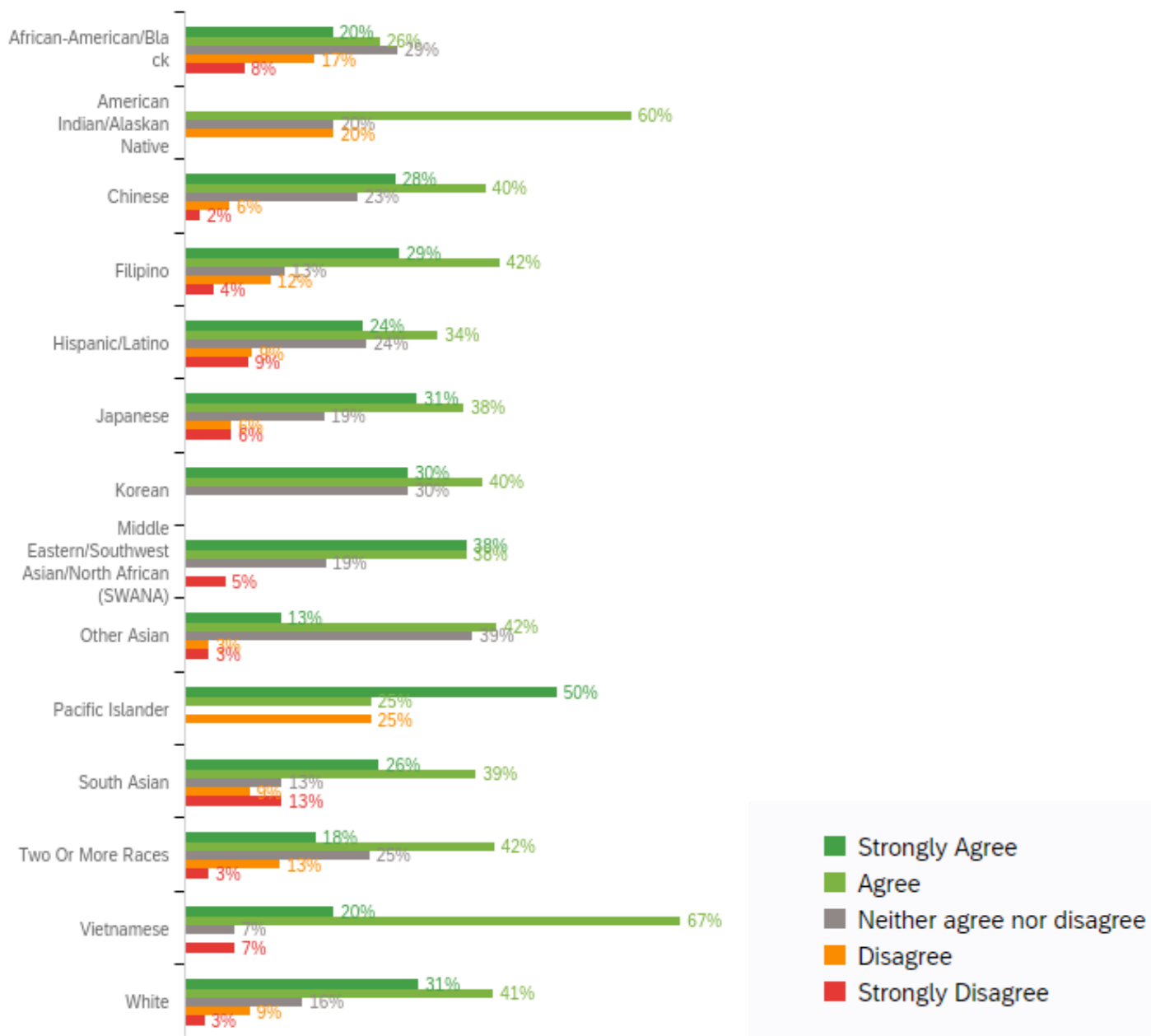
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	46%	57	37%	46	10%	13	7%	9	0%	0	4.21	0.06	125
American Indian/Alaskan Native	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	0.50	5
Chinese	43%	43	47%	47	7%	7	1%	1	1%	1	4.31	0.02	99
Filipino	60%	31	31%	16	8%	4	2%	1	0%	0	4.48	0.09	52
Hispanic/Latino	45%	85	40%	76	9%	16	5%	9	1%	2	4.24	0.02	188
Japanese	56%	9	31%	5	6%	1	0%	0	6%	1	4.31	0.02	16
Korean	40%	4	60%	6	0%	0	0%	0	0%	0	4.40	0.09	10
Middle Eastern/Southwest Asian/North African (SWANA)	54%	20	32%	12	5%	2	3%	1	5%	2	4.27	-0.08	37
Other Asian	34%	10	45%	13	21%	6	0%	0	0%	0	4.14	0.12	29
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.33	4
South Asian	52%	12	30%	7	9%	2	0%	0	9%	2	4.17	-0.09	23
Two Or More Races	43%	54	43%	54	9%	11	3%	4	2%	2	4.23	-0.08	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	0.45	15
White	49%	437	39%	345	8%	68	2%	20	1%	13	4.33	-0.02	883

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



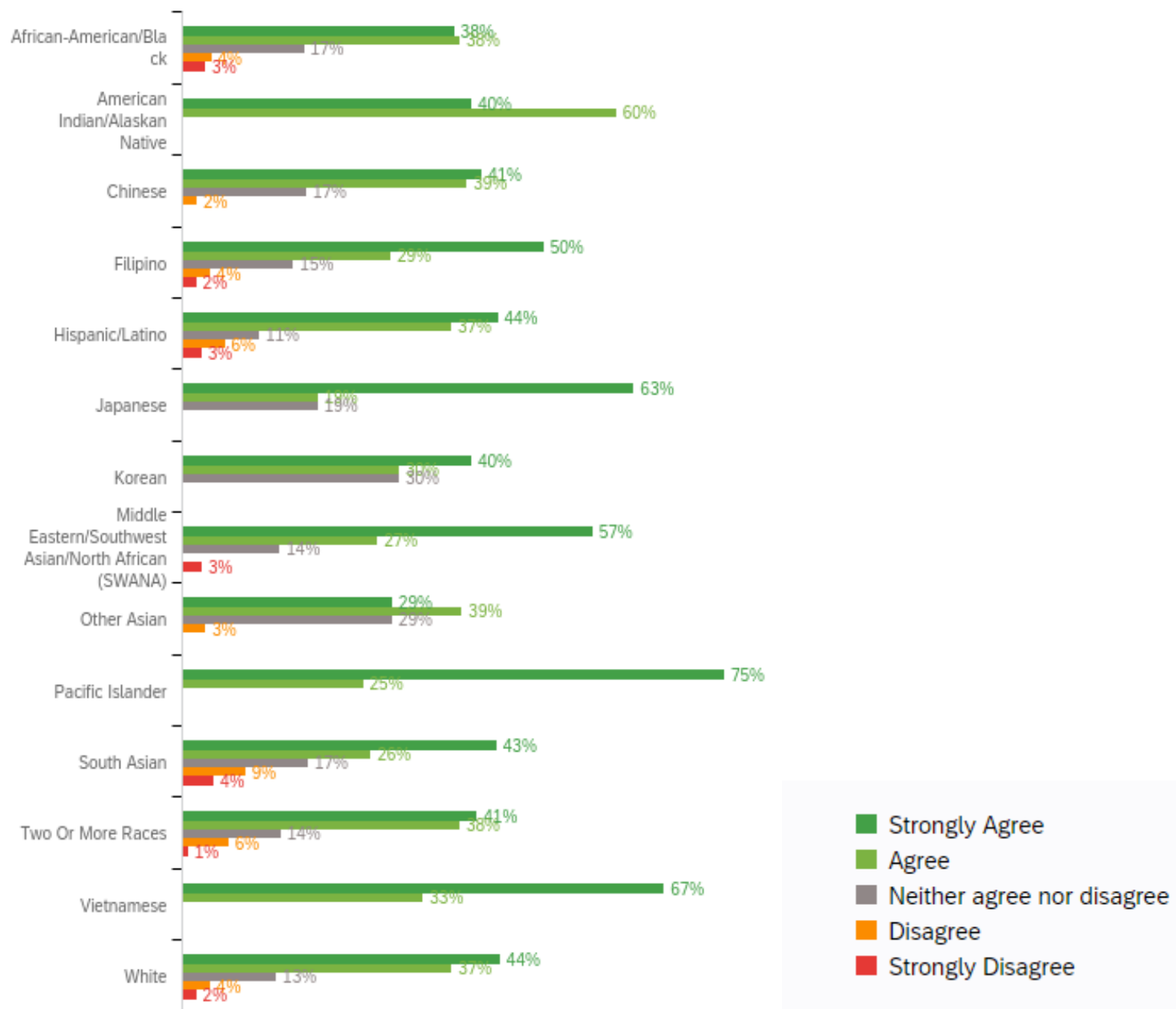
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	41%	52	31%	39	15%	19	9%	11	4%	5	3.97	-0.15	126
American Indian/Alaskan Native	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	0.50	5
Chinese	44%	44	37%	37	12%	12	4%	4	2%	2	4.18	-0.11	99
Filipino	50%	26	35%	18	13%	7	2%	1	0%	0	4.33	0.09	52
Hispanic/Latino	41%	77	36%	67	17%	32	5%	9	2%	3	4.10	-0.01	188
Japanese	44%	7	38%	6	13%	2	0%	0	6%	1	4.13	-0.04	16
Korean	30%	3	60%	6	10%	1	0%	0	0%	0	4.20	0.05	10
Middle Eastern/Southwest Asian/North African (SWANA)	46%	17	38%	14	8%	3	3%	1	5%	2	4.16	0.08	37
Other Asian	33%	10	30%	9	27%	8	7%	2	3%	1	3.83	-0.05	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.56	4
South Asian	35%	8	26%	6	13%	3	17%	4	9%	2	3.61	-0.43	23
Two Or More Races	31%	39	47%	59	12%	15	4%	5	6%	7	3.94	-0.17	125
Vietnamese	47%	7	47%	7	7%	1	0%	0	0%	0	4.40	0.32	15
White	46%	405	39%	341	9%	83	4%	36	2%	18	4.22	-0.03	883

Regardless of my background, I have an equal opportunity to succeed



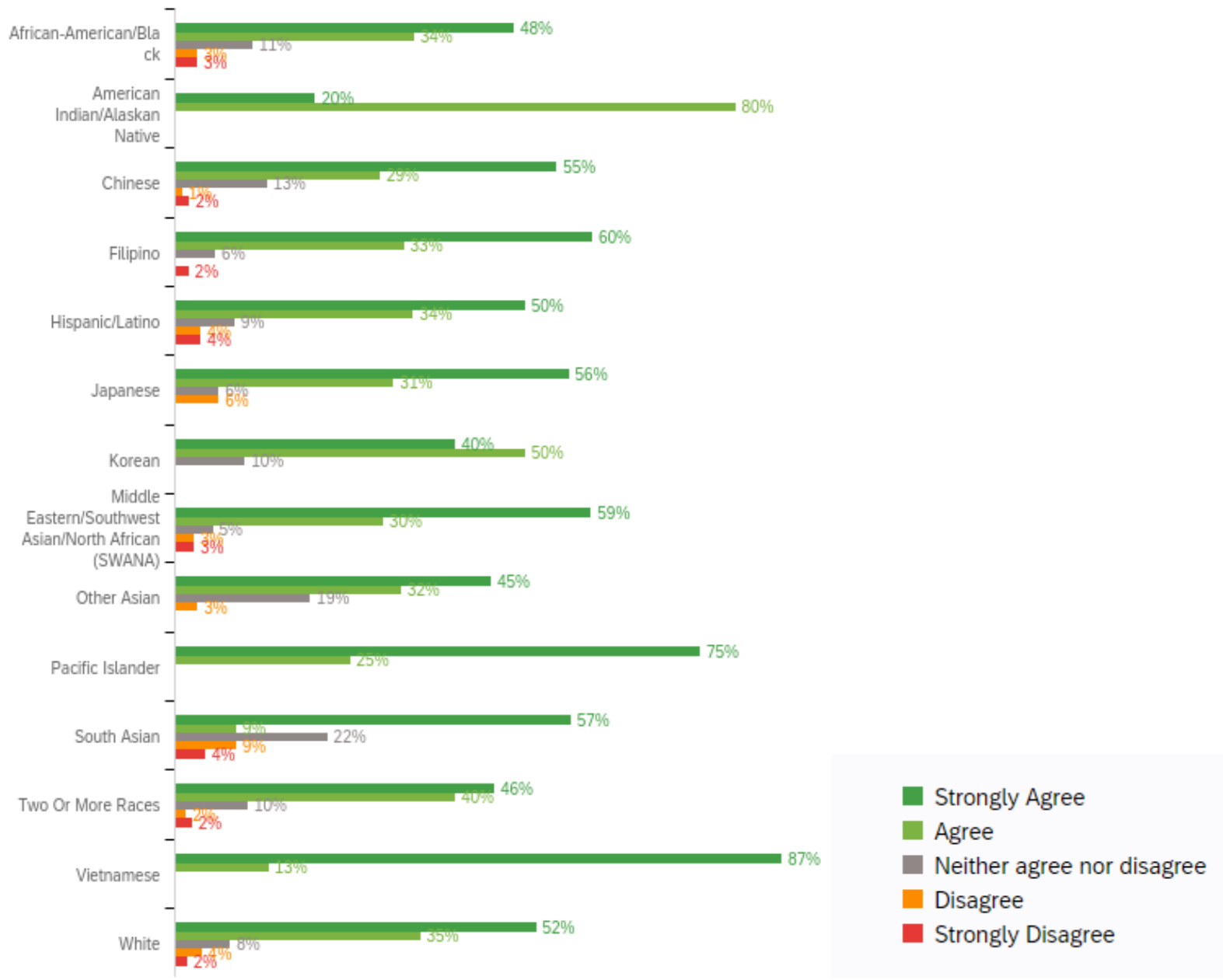
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	20%	25	26%	33	29%	36	17%	22	8%	10	3.33	0.13	126
American Indian/Alaskan Native	0%	0	60%	3	20%	1	20%	1	0%	0	3.40	0.73	5
Chinese	28%	28	40%	40	23%	23	6%	6	2%	2	3.87	0.17	99
Filipino	29%	15	42%	22	13%	7	12%	6	4%	2	3.81	0.16	52
Hispanic/Latino	24%	45	34%	64	24%	46	9%	17	9%	16	3.56	0.10	188
Japanese	31%	5	38%	6	19%	3	6%	1	6%	1	3.81	0.23	16
Korean	30%	3	40%	4	30%	3	0%	0	0%	0	4.00	1.00	10
Middle Eastern/Southwest Asian/North African (SWANA)	38%	14	38%	14	19%	7	0%	0	5%	2	4.03	0.53	37
Other Asian	13%	4	42%	13	39%	12	3%	1	3%	1	3.58	0.44	31
Pacific Islander	50%	2	25%	1	0%	0	25%	1	0%	0	4.00	0.22	4
South Asian	26%	6	39%	9	13%	3	9%	2	13%	3	3.57	0.48	23
Two Or More Races	18%	22	42%	52	25%	31	13%	16	3%	4	3.58	0.03	125
Vietnamese	20%	3	67%	10	7%	1	0%	0	7%	1	3.93	0.51	15
White	31%	278	41%	367	16%	140	9%	77	3%	23	3.90	0.12	885

My immediate supervisor promotes an inclusive team environment through their actions.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	38%	47	38%	48	17%	21	4%	5	3%	4	4.03	0.06	125
American Indian/Alaskan Native	40%	2	60%	3	0%	0	0%	0	0%	0	4.40	1.07	5
Chinese	41%	41	39%	39	17%	17	2%	2	0%	0	4.20	0.19	99
Filipino	50%	26	29%	15	15%	8	4%	2	2%	1	4.21	0.11	52
Hispanic/Latino	44%	82	37%	70	11%	20	6%	11	3%	5	4.13	0.12	188
Japanese	63%	10	19%	3	19%	3	0%	0	0%	0	4.44	0.36	16
Korean	40%	4	30%	3	30%	3	0%	0	0%	0	4.10	-0.21	10
Middle Eastern/Southwest Asian/North African (SWANA)	57%	21	27%	10	14%	5	0%	0	3%	1	4.35	0.27	37
Other Asian	29%	9	39%	12	29%	9	3%	1	0%	0	3.94	0.18	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.08	4
South Asian	43%	10	26%	6	17%	4	9%	2	4%	1	3.96	0.13	23
Two Or More Races	41%	51	38%	48	14%	17	6%	8	1%	1	4.12	0.00	125
Vietnamese	67%	10	33%	5	0%	0	0%	0	0%	0	4.67	0.67	15
White	44%	389	37%	330	13%	115	4%	34	2%	17	4.18	0.08	885

My well-being is important to my immediate supervisor.



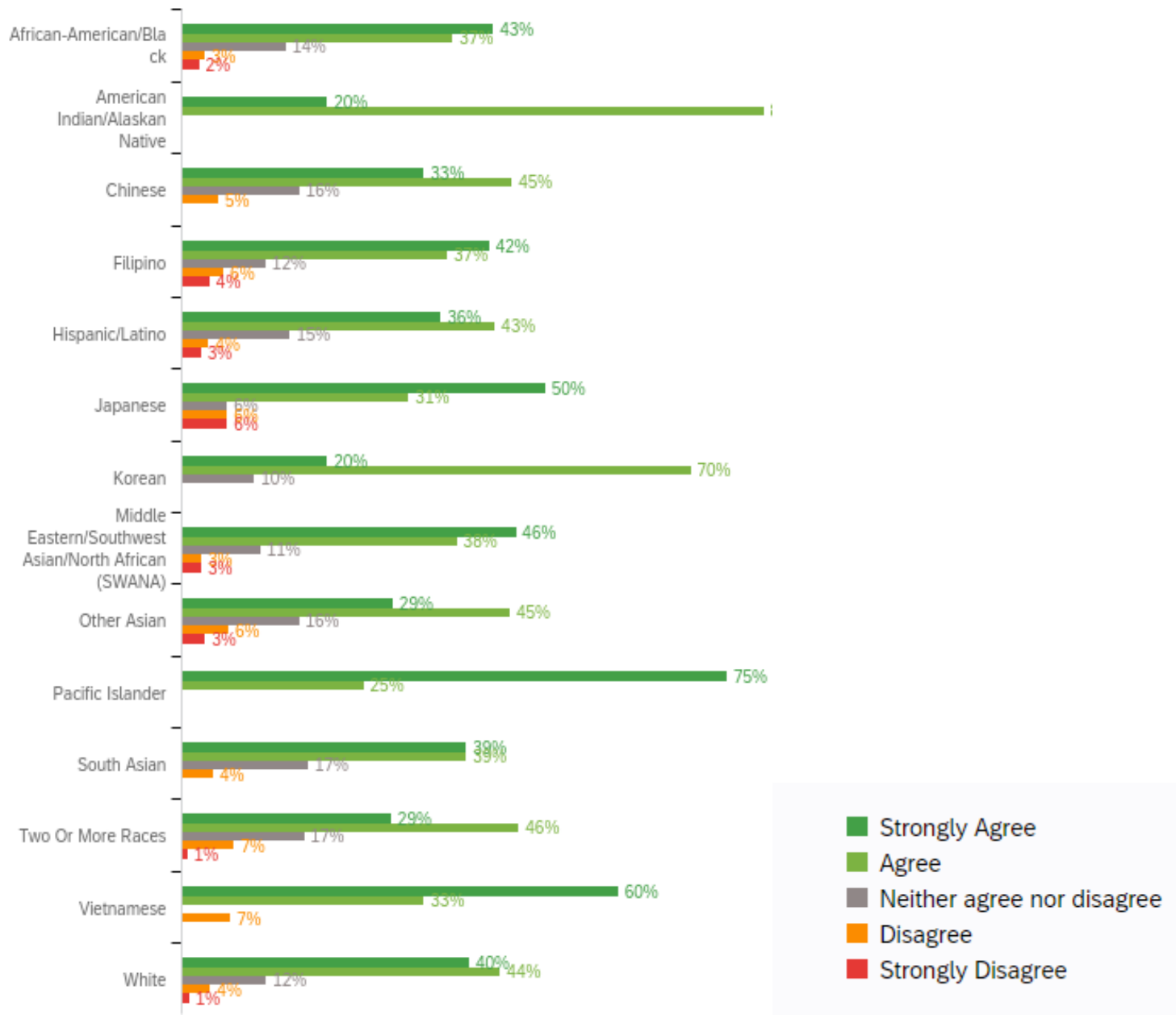
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	48%	61	34%	43	11%	14	3%	4	3%	4	4.21	-0.06	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	-0.87	5
Chinese	55%	54	29%	29	13%	13	1%	1	2%	2	4.33	-0.02	99
Filipino	60%	31	33%	17	6%	3	0%	0	2%	1	4.48	-0.08	52
Hispanic/Latino	50%	94	34%	64	9%	16	4%	7	4%	7	4.23	-0.03	188
Japanese	56%	9	31%	5	6%	1	6%	1	0%	0	4.38	-0.09	16
Korean	40%	4	50%	5	10%	1	0%	0	0%	0	4.30	0.08	10
Middle Eastern/Southwest Asian/North African (SWANA)	59%	22	30%	11	5%	2	3%	1	3%	1	4.41	-0.10	37
Other Asian	45%	14	32%	10	19%	6	3%	1	0%	0	4.19	-0.24	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	-0.19	4
South Asian	57%	13	9%	2	22%	5	9%	2	4%	1	4.04	0.26	23
Two Or More Races	46%	57	40%	50	10%	13	2%	2	2%	3	4.25	0.09	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	-0.54	15
White	52%	457	35%	310	8%	70	4%	34	2%	15	4.31	0.00	886

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



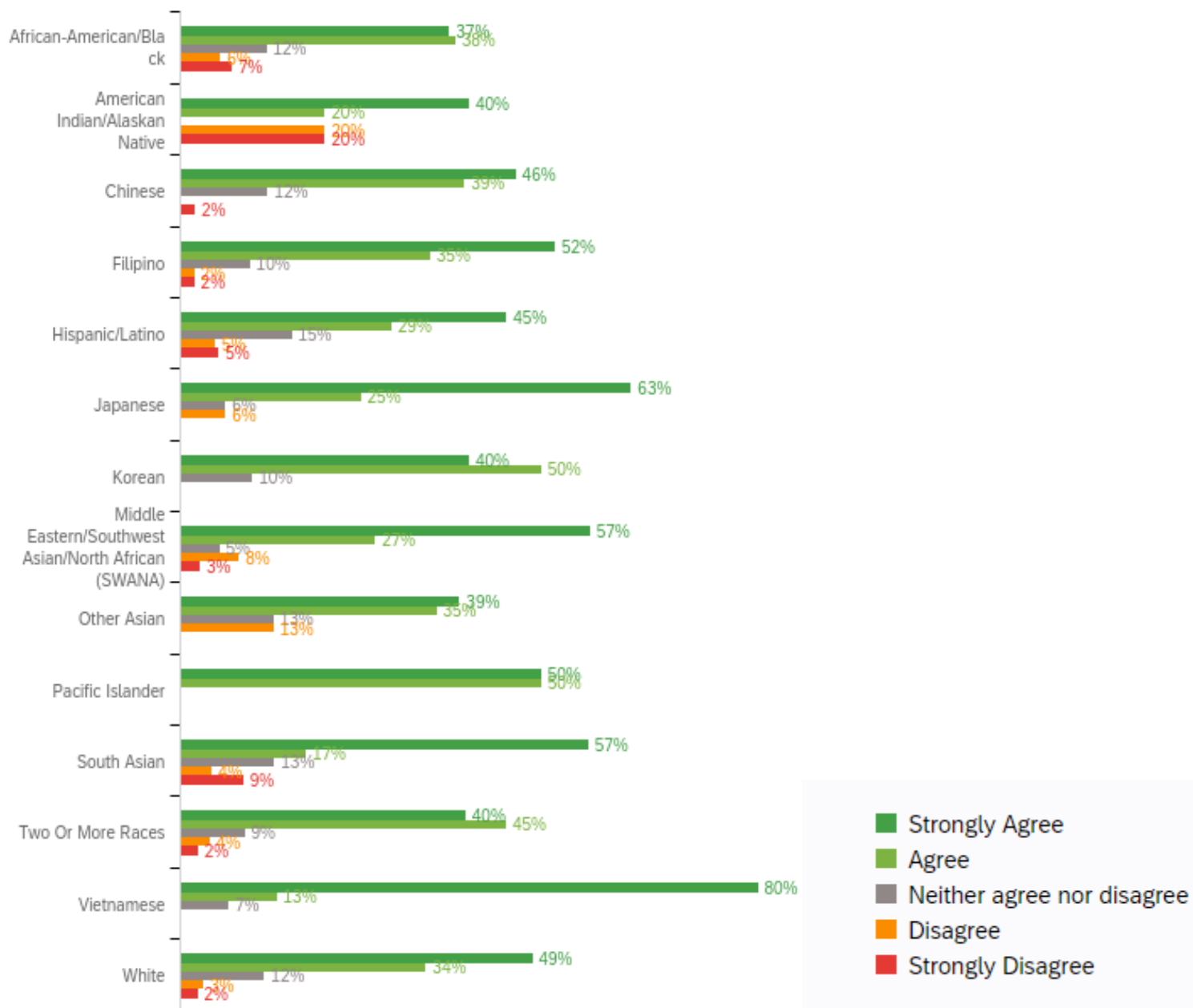
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	36%	45	40%	51	19%	24	4%	5	1%	1	4.06	0.10	126
American Indian/Alaskan Native	0%	0	60%	3	40%	2	0%	0	0%	0	3.60	-0.23	5
Chinese	36%	36	41%	41	14%	14	6%	6	2%	2	4.04	0.04	99
Filipino	58%	30	23%	12	17%	9	2%	1	0%	0	4.37	0.17	52
Hispanic/Latino	42%	79	30%	57	16%	30	8%	15	4%	7	3.99	-0.09	188
Japanese	31%	5	50%	8	13%	2	0%	0	6%	1	4.00	-0.08	16
Korean	40%	4	30%	3	30%	3	0%	0	0%	0	4.10	0.02	10
Middle Eastern/Southwest Asian/North African (SWANA)	59%	22	16%	6	19%	7	5%	2	0%	0	4.30	0.26	37
Other Asian	29%	9	32%	10	29%	9	10%	3	0%	0	3.81	0.07	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.42	4
South Asian	39%	9	26%	6	17%	4	4%	1	13%	3	3.74	-0.30	23
Two Or More Races	43%	54	32%	40	16%	20	6%	7	3%	4	4.06	0.07	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	0.62	15
White	38%	338	36%	314	18%	157	5%	48	3%	25	4.01	-0.04	882

I feel my day-to-day work connects to a larger purpose.



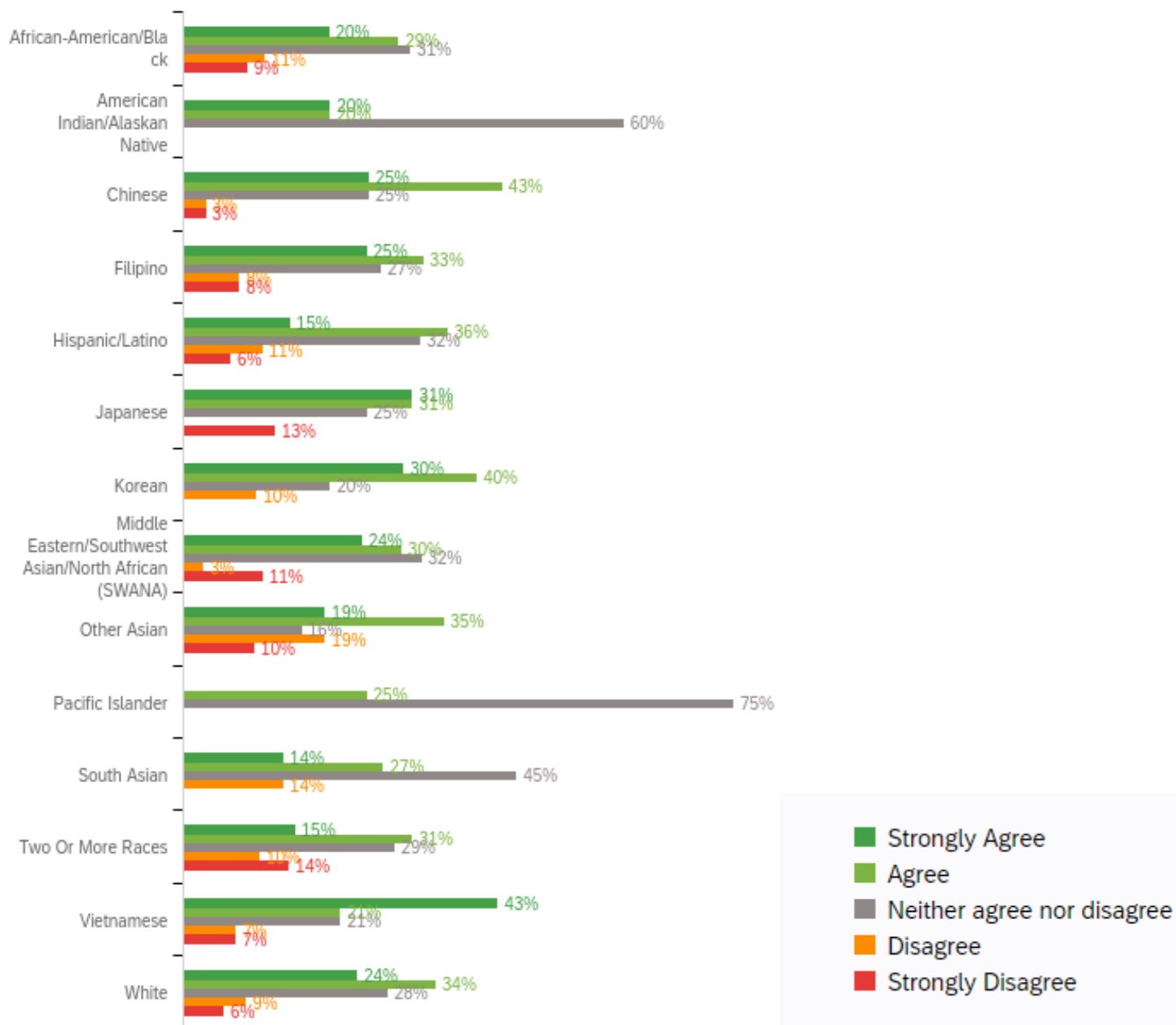
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	43%	54	37%	47	14%	18	3%	4	2%	3	4.15	-0.01	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	0.37	5
Chinese	33%	33	45%	45	16%	16	5%	5	0%	0	4.07	-0.15	99
Filipino	42%	22	37%	19	12%	6	6%	3	4%	2	4.08	-0.09	52
Hispanic/Latino	36%	67	43%	81	15%	28	4%	7	3%	5	4.05	-0.06	188
Japanese	50%	8	31%	5	6%	1	6%	1	6%	1	4.13	-0.12	16
Korean	20%	2	70%	7	10%	1	0%	0	0%	0	4.10	0.10	10
Middle Eastern/Southwest Asian/North African (SWANA)	46%	17	38%	14	11%	4	3%	1	3%	1	4.22	0.26	37
Other Asian	29%	9	45%	14	16%	5	6%	2	3%	1	3.90	0.11	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.42	4
South Asian	39%	9	39%	9	17%	4	4%	1	0%	0	4.13	0.22	23
Two Or More Races	29%	36	46%	58	17%	21	7%	9	1%	1	3.95	-0.08	125
Vietnamese	60%	9	33%	5	0%	0	7%	1	0%	0	4.47	0.47	15
White	40%	350	44%	388	12%	103	4%	35	1%	9	4.17	-0.02	885

I trust my immediate supervisor.



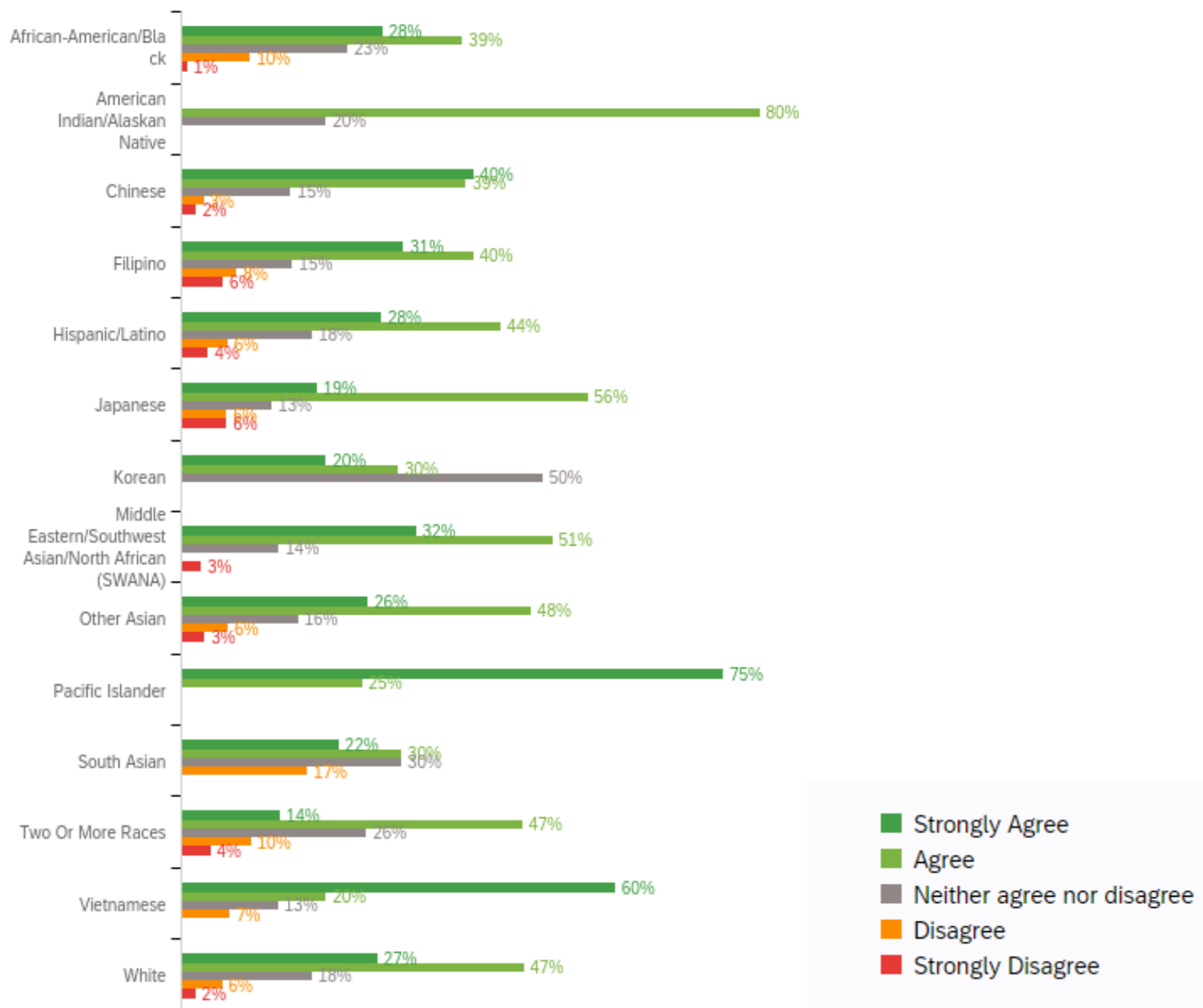
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	37%	47	38%	48	12%	15	6%	7	7%	9	3.93	-0.03	126
American Indian/Alaskan Native	40%	2	20%	1	0%	0	20%	1	20%	1	3.40	-0.27	5
Chinese	46%	46	39%	39	12%	12	0%	0	2%	2	4.28	0.14	99
Filipino	52%	27	35%	18	10%	5	2%	1	2%	1	4.33	0.10	52
Hispanic/Latino	45%	85	29%	55	15%	29	5%	9	5%	10	4.04	-0.08	188
Japanese	63%	10	25%	4	6%	1	6%	1	0%	0	4.44	0.31	16
Korean	40%	4	50%	5	10%	1	0%	0	0%	0	4.30	-0.16	10
Middle Eastern/Southwest Asian/North African (SWANA)	57%	21	27%	10	5%	2	8%	3	3%	1	4.27	0.04	37
Other Asian	39%	12	35%	11	13%	4	13%	4	0%	0	4.00	0.17	31
Pacific Islander	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	-0.28	4
South Asian	57%	13	17%	4	13%	3	4%	1	9%	2	4.09	0.13	23
Two Or More Races	40%	49	45%	56	9%	11	4%	5	2%	3	4.15	0.01	124
Vietnamese	80%	12	13%	2	7%	1	0%	0	0%	0	4.73	0.40	15
White	49%	431	34%	301	12%	103	3%	28	2%	21	4.24	0.02	884

Q14 - (For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



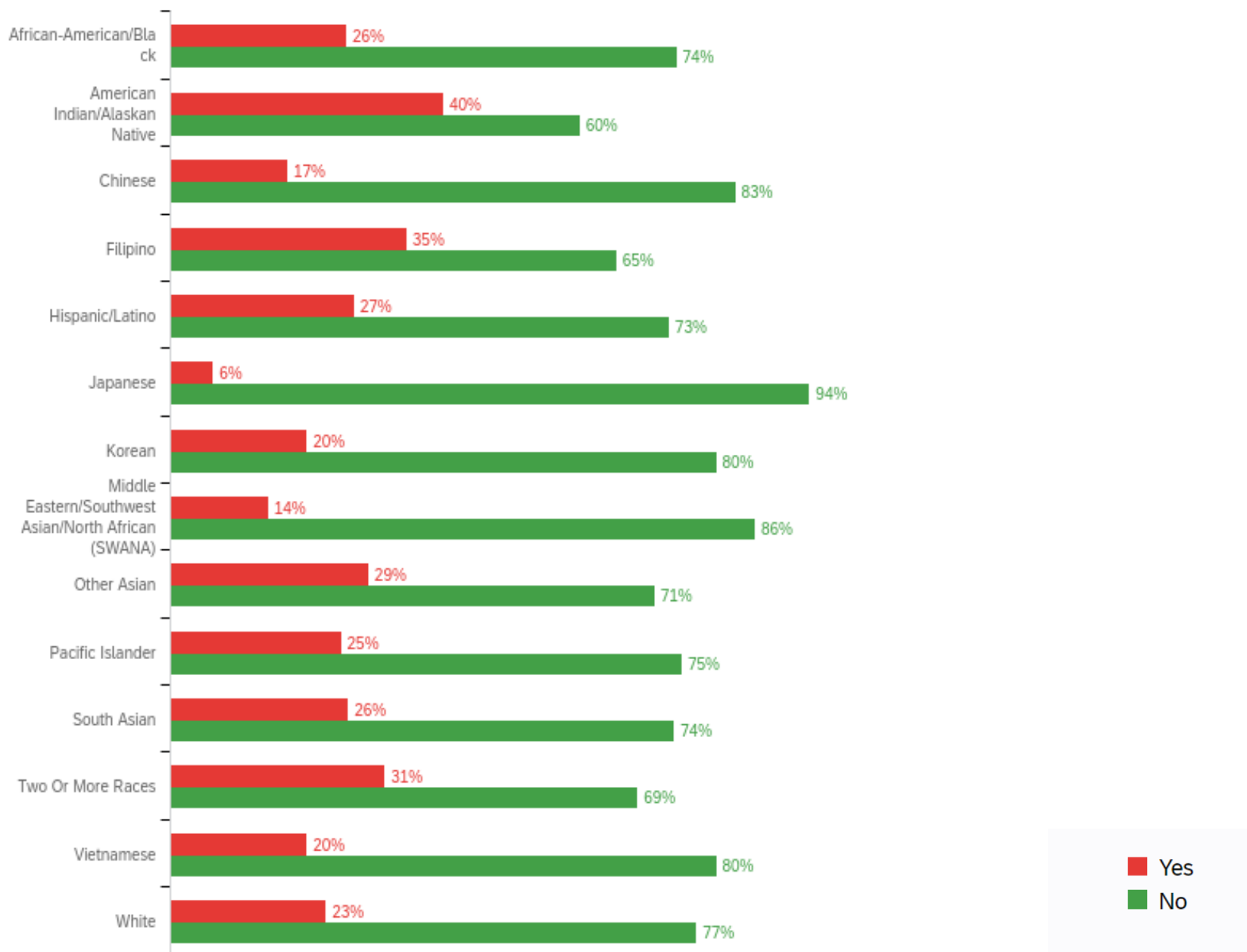
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	20%	25	29%	37	31%	39	11%	14	9%	11	3.40	126
American Indian/Alaskan Native	20%	1	20%	1	60%	3	0%	0	0%	0	3.60	5
Chinese	25%	25	43%	43	25%	25	3%	3	3%	3	3.85	99
Filipino	25%	13	33%	17	27%	14	8%	4	8%	4	3.60	52
Hispanic/Latino	15%	27	36%	67	32%	60	11%	20	6%	12	3.41	186
Japanese	31%	5	31%	5	25%	4	0%	0	13%	2	3.69	16
Korean	30%	3	40%	4	20%	2	10%	1	0%	0	3.90	10
Middle Eastern/Southwest Asian/North African (SWANA)	24%	9	30%	11	32%	12	3%	1	11%	4	3.54	37
Other Asian	19%	6	35%	11	16%	5	19%	6	10%	3	3.35	31
Pacific Islander	0%	0	25%	1	75%	3	0%	0	0%	0	3.25	4
South Asian	14%	3	27%	6	45%	10	14%	3	0%	0	3.41	22
Two Or More Races	15%	19	31%	39	29%	36	10%	13	14%	18	3.22	125
Vietnamese	43%	6	21%	3	21%	3	7%	1	7%	1	3.86	14
White	24%	210	34%	305	28%	247	9%	76	6%	49	3.62	887

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	28%	35	39%	49	23%	29	10%	12	1%	1	3.92	126
American Indian/Alaskan Native	0%	0	80%	4	20%	1	0%	0	0%	0	4.33	5
Chinese	40%	40	39%	39	15%	15	3%	3	2%	2	3.57	99
Filipino	31%	16	40%	21	15%	8	8%	4	6%	3	3.57	52
Hispanic/Latino	28%	52	44%	83	18%	34	6%	12	4%	7	4.75	188
Japanese	19%	3	56%	9	13%	2	6%	1	6%	1	3.87	16
Korean	20%	2	30%	3	50%	5	0%	0	0%	0	4.11	10
Middle Eastern/Southwest Asian/North African (SWANA)	32%	12	51%	19	14%	5	0%	0	3%	1	3.70	37
Other Asian	26%	8	48%	15	16%	5	6%	2	3%	1	3.75	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	3.86	4
South Asian	22%	5	30%	7	30%	7	17%	4	0%	0	3.83	23
Two Or More Races	14%	17	47%	59	26%	32	10%	12	4%	5	4.13	125
Vietnamese	60%	9	20%	3	13%	2	7%	1	0%	0	3.80	15
White	27%	240	47%	420	18%	160	6%	50	2%	17	3.83	887

Are you currently looking for a job outside of UCB?

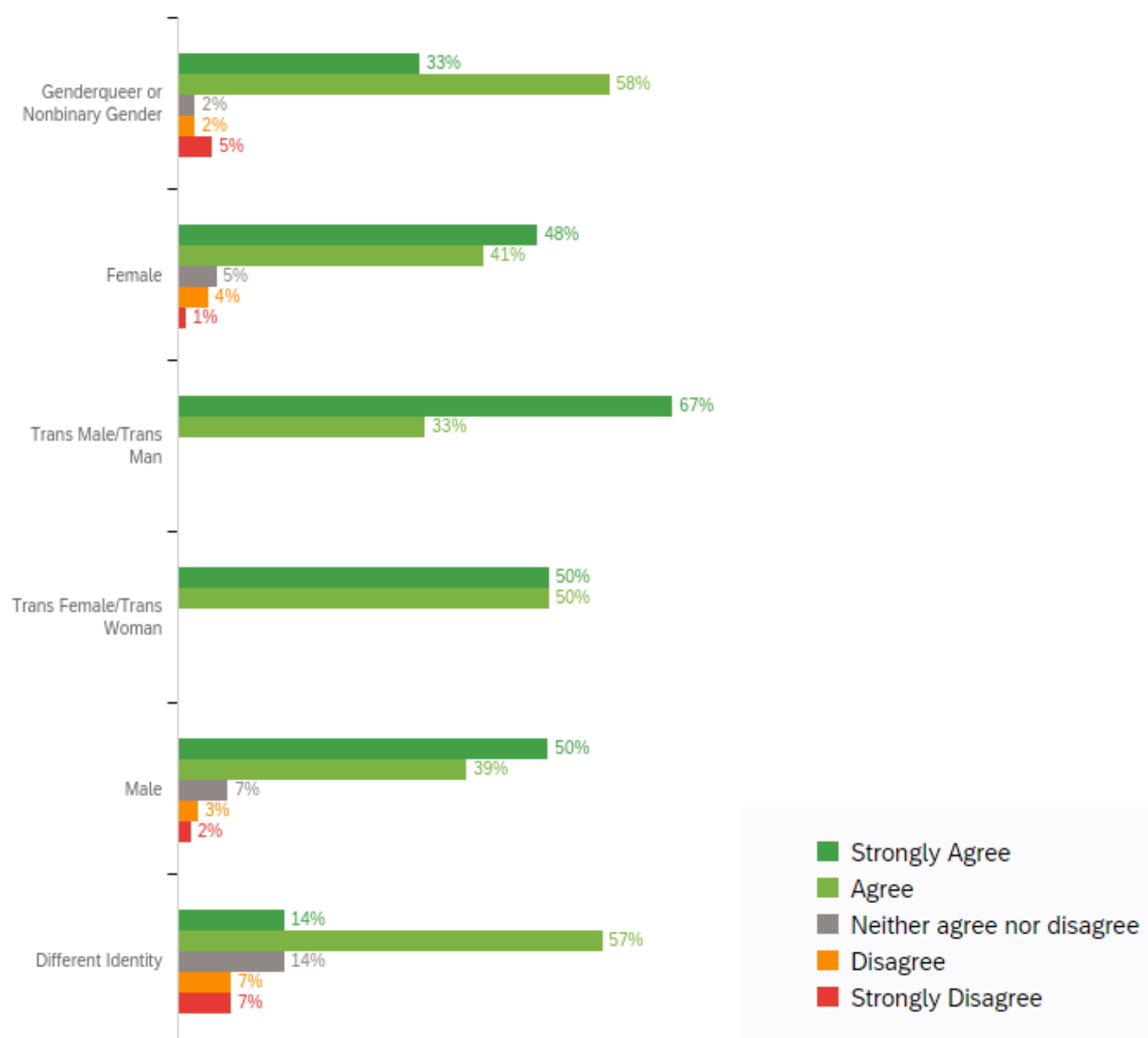


Question	Yes	No	Total
African-American/Black	26%	74%	124
American Indian/Alaskan Native	40%	60%	5
Chinese	17%	83%	99
Filipino	35%	65%	52
Hispanic/Latino	27%	73%	186
Japanese	6%	94%	16
Korean	20%	80%	10
Middle Eastern/Southwest Asian/North African (SWANA)	14%	86%	35
Other Asian	29%	71%	31
Pacific Islander	25%	75%	4
South Asian	26%	74%	23
Two Or More Races	31%	69%	124
Vietnamese	20%	80%	15
White	23%	77%	885

State of the Workplace Survey - February 2022

Gender Identity

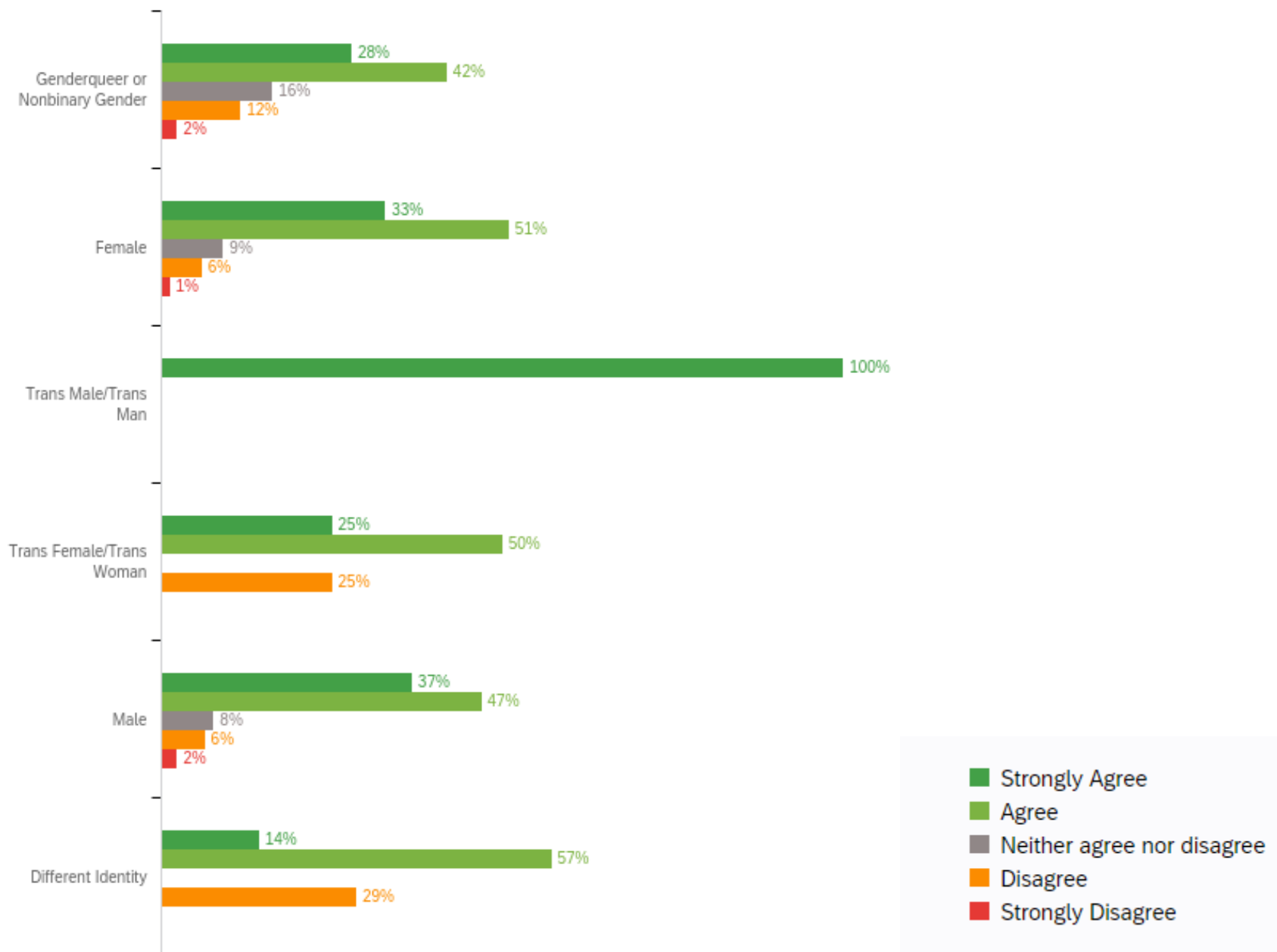
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Genderqueer or Nonbinary Gender	33%	14	58%	25	2%	1	2%	1	5%	2	4.12	0.75	43
Female	48%	582	41%	495	5%	62	4%	49	1%	13	4.32	0.93	1201
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	1.00	3
Trans Female/Trans Woman	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	1.50	4
Male	50%	259	39%	202	7%	35	3%	14	2%	9	4.33	0.98	519
Different Identity	14%	2	57%	8	14%	2	7%	1	7%	1	3.64	0.51	14

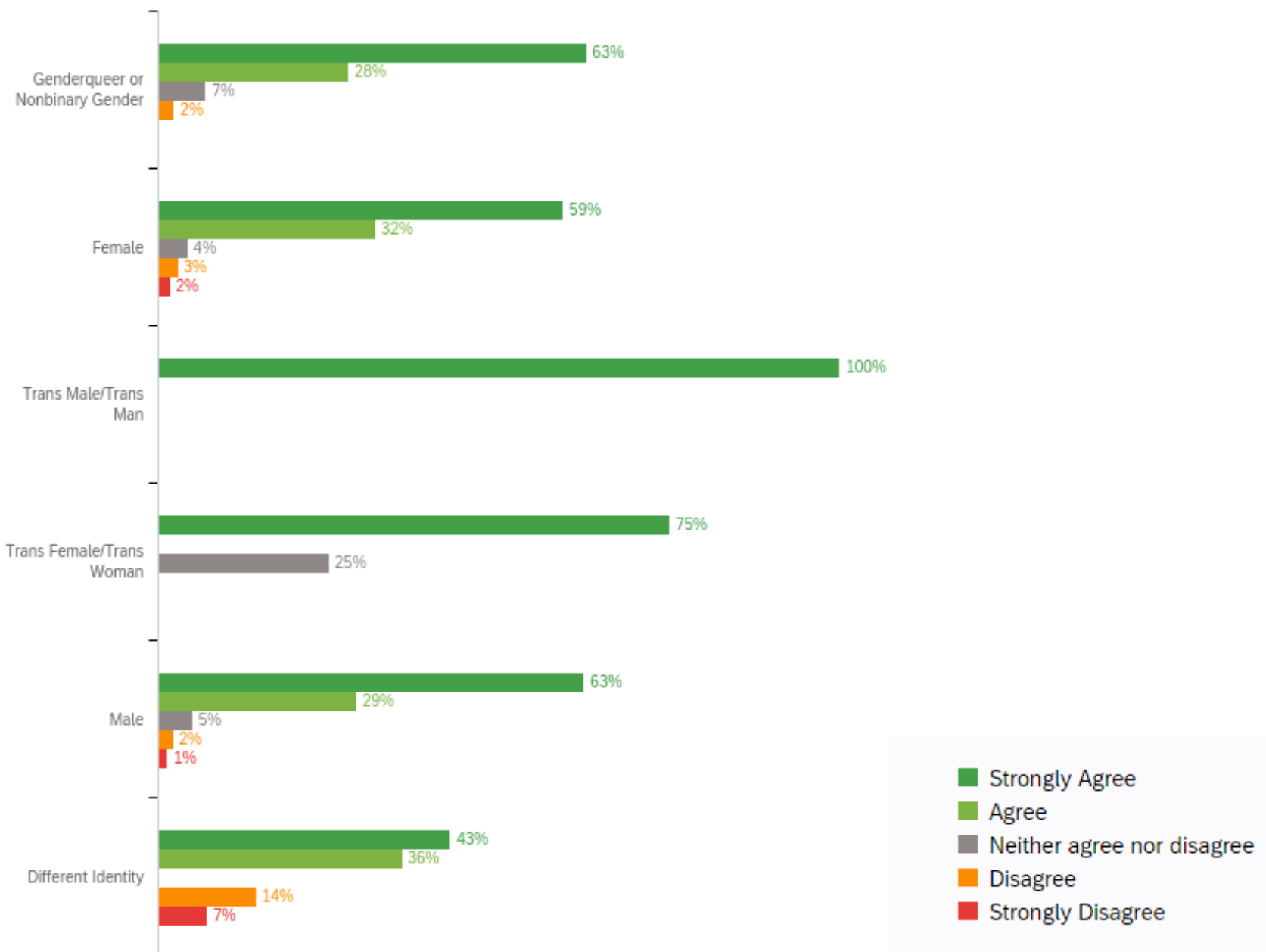
*Difference in average score from July 2021 State of the Workplace Survey

I have the equipment and tools needed to do my job effectively.



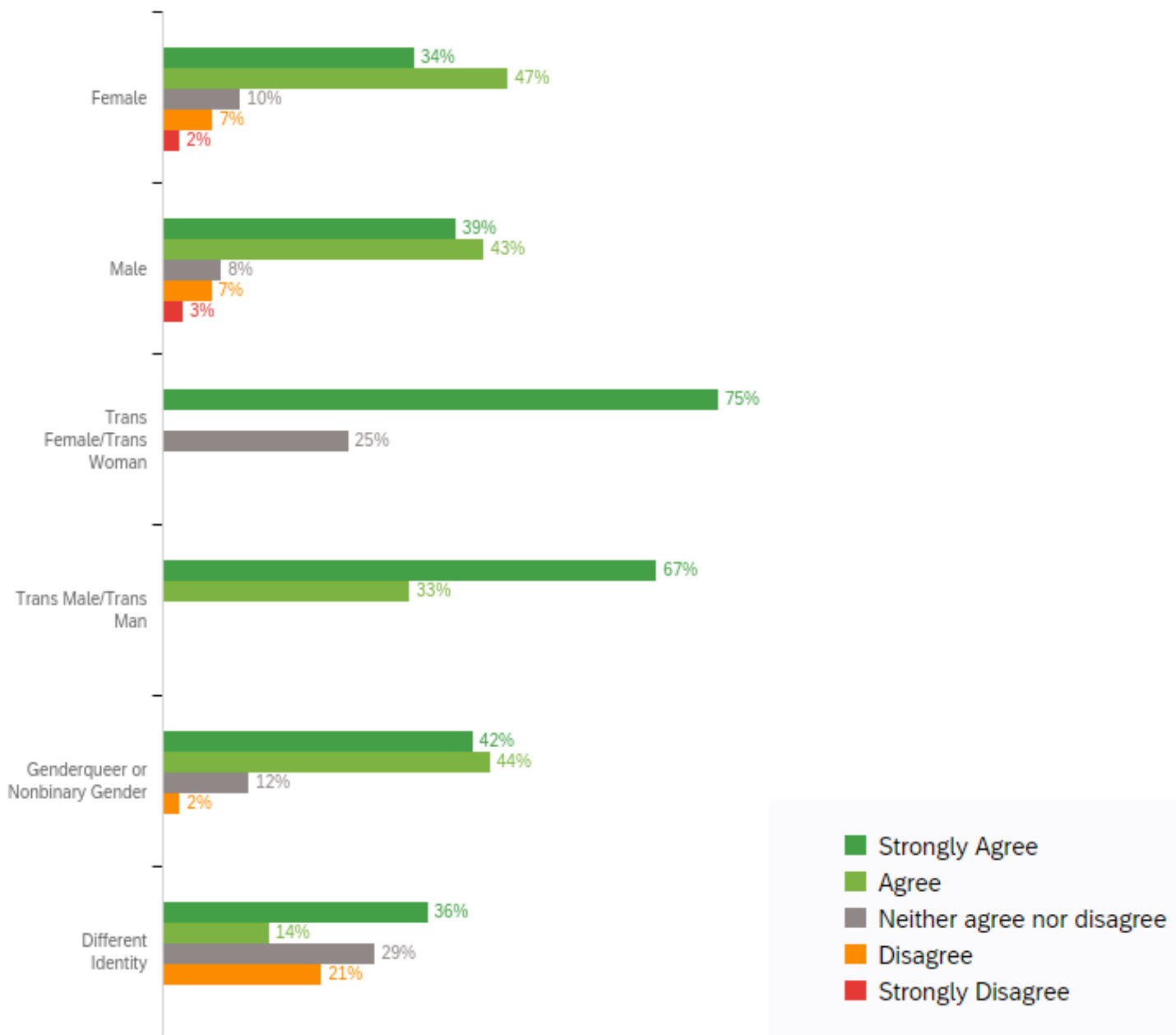
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	28%	12	42%	18	16%	7	12%	5	2%	1	3.81	0.02	43
Female	33%	394	51%	611	9%	109	6%	71	1%	14	4.08	-0.09	1199
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	0.67	3
Trans Female/Trans Woman	25%	1	50%	2	0%	0	25%	1	0%	0	3.75	0.25	4
Male	37%	191	47%	244	8%	40	6%	33	2%	12	4.09	-0.07	520
Different Identity	14%	2	57%	8	0%	0	29%	4	0%	0	3.57	0.24	14

My supervisor allows sufficient autonomy in my work.



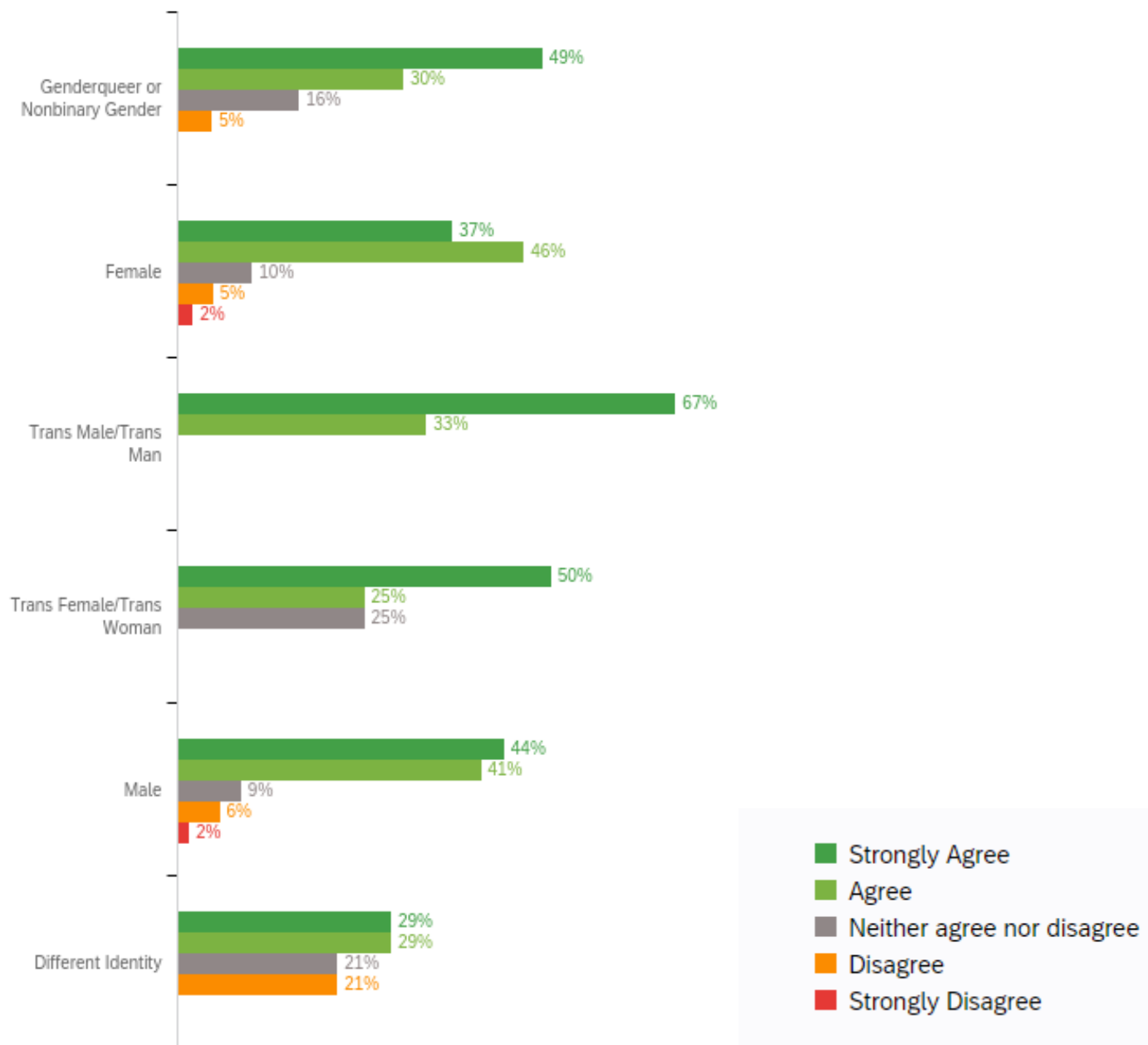
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	63%	27	28%	12	7%	3	2%	1	0%	0	4.51	0.28	43
Female	59%	713	32%	382	4%	51	3%	34	2%	20	4.45	0.02	1200
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	0.00	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	63%	325	29%	151	5%	26	2%	11	1%	7	4.49	-0.02	520
Different Identity	43%	6	36%	5	0%	0	14%	2	7%	1	3.93	0.00	14

Within my team, I feel my personal contributions are recognized.



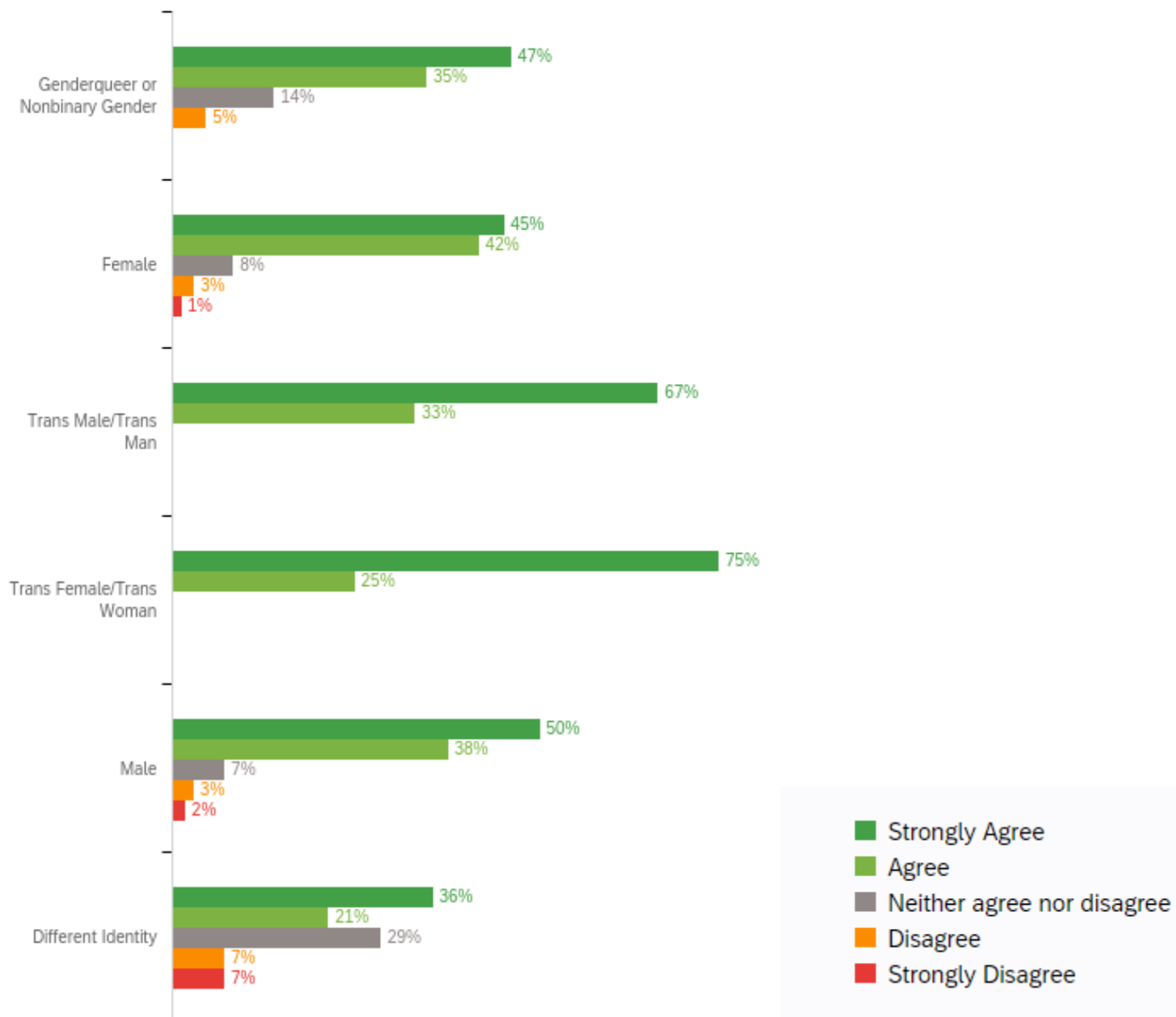
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	42%	18	44%	19	12%	5	2%	1	0%	0	4.26	0.21	43
Female	34%	407	47%	560	10%	126	7%	81	2%	27	4.03	-0.10	1201
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	-0.33	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	39%	205	43%	225	8%	41	7%	34	3%	14	4.10	-0.10	519
Different Identity	36%	5	14%	2	29%	4	21%	3	0%	0	3.64	0.11	14

Within my team, my opinions seem to count.



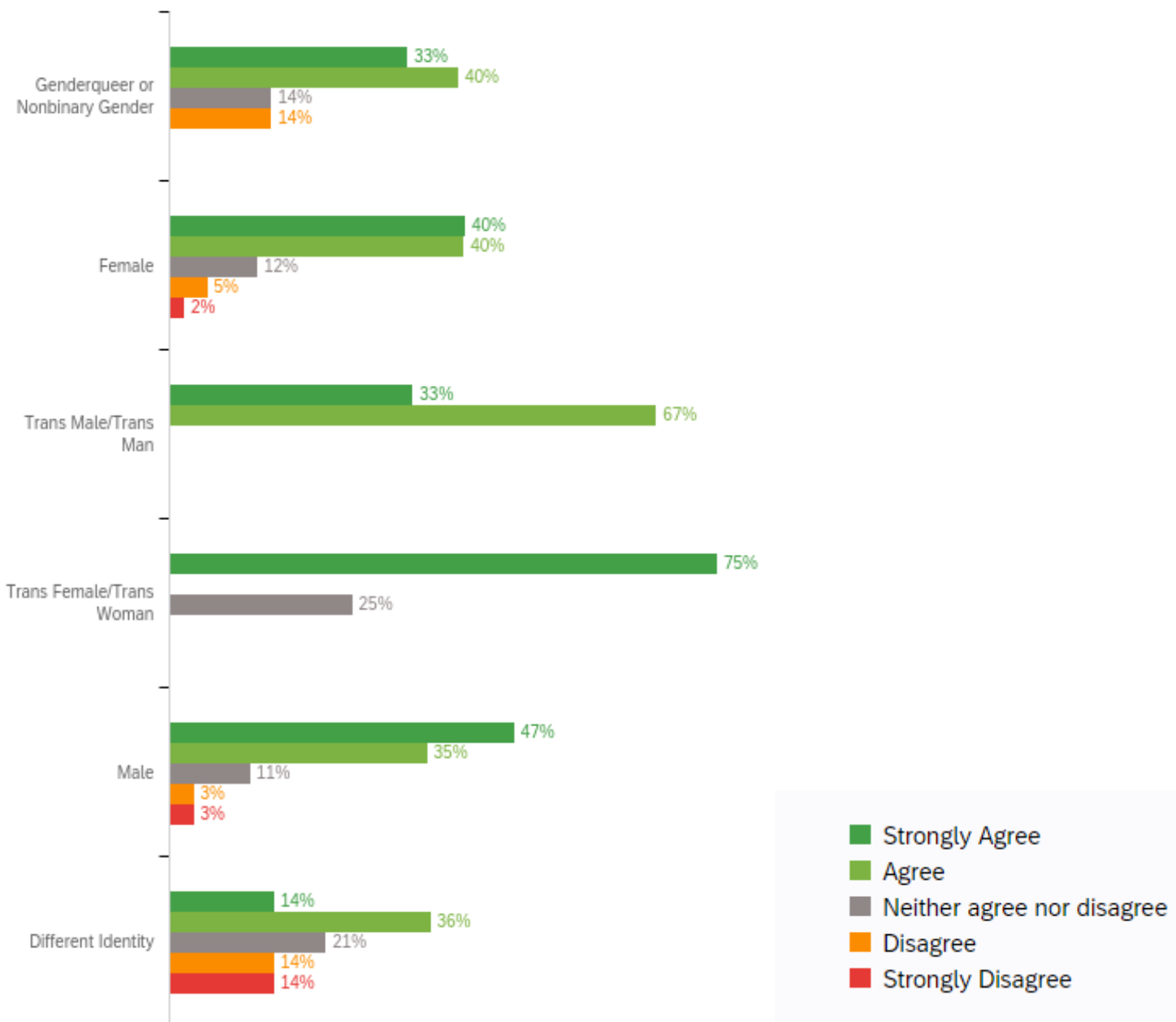
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	49%	21	30%	13	16%	7	5%	2	0%	0	4.23	0.04	43
Female	37%	441	46%	556	10%	120	5%	57	2%	25	4.11	-0.06	1199
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	0.00	3
Trans Female/Trans Woman	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	1.25	4
Male	44%	226	41%	210	9%	44	6%	29	2%	8	4.19	-0.01	517
Different Identity	29%	4	29%	4	21%	3	21%	3	0%	0	3.64	-0.03	14

Within my team, I am treated with dignity and respect.



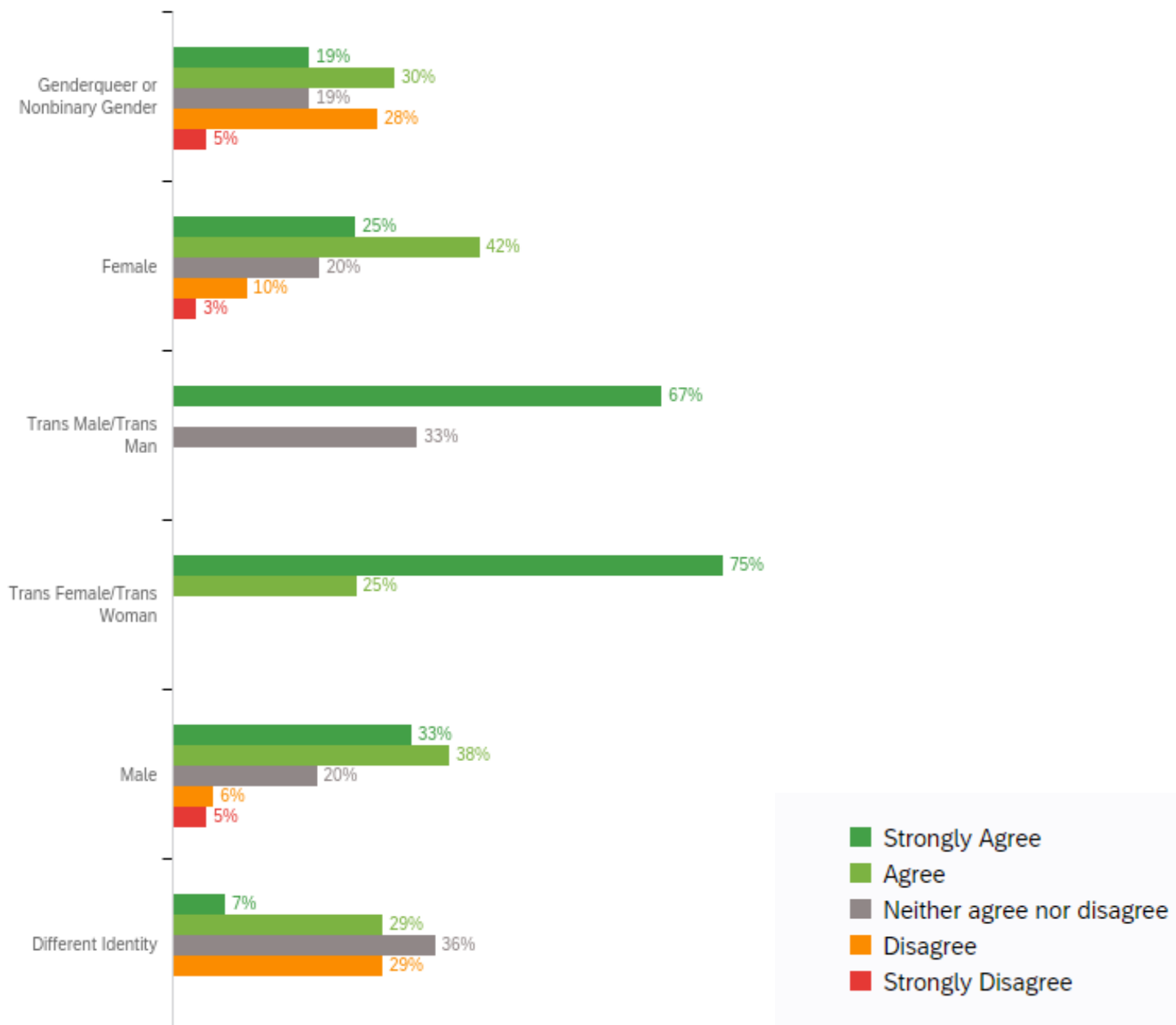
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	47%	20	35%	15	14%	6	5%	2	0%	0	4.23	-0.10	43
Female	45%	545	42%	504	8%	100	3%	35	1%	14	4.28	0.00	1198
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	-0.33	3
Trans Female/Trans Woman	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	1.25	4
Male	50%	260	38%	195	7%	37	3%	15	2%	9	4.32	0.00	516
Different Identity	36%	5	21%	3	29%	4	7%	1	7%	1	3.71	-0.02	14

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



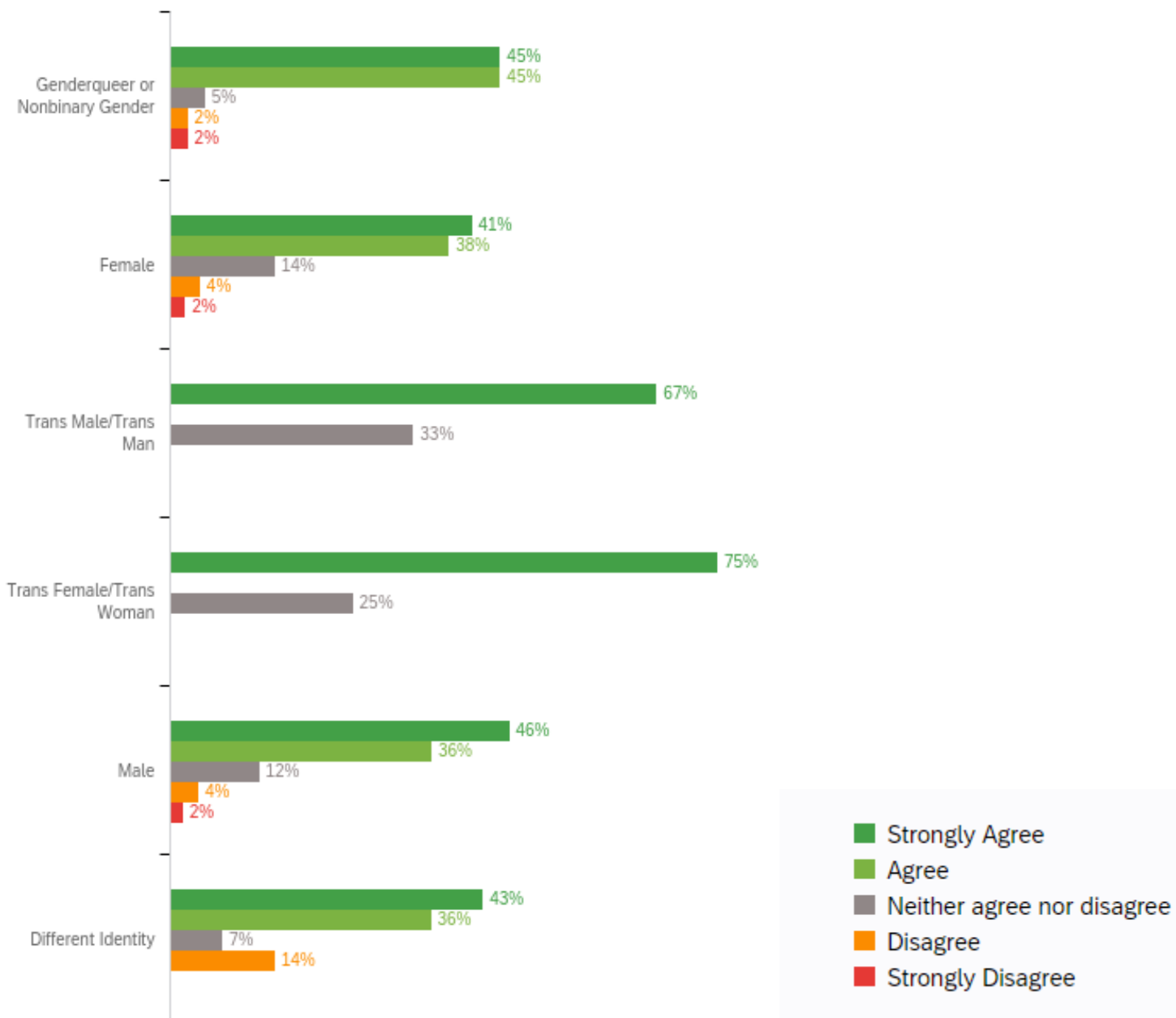
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	33%	14	40%	17	14%	6	14%	6	0%	0	3.91	0.10	43
Female	40%	485	40%	483	12%	144	5%	62	2%	24	4.12	-0.06	1198
Trans Male/Trans Man	33%	1	67%	2	0%	0	0%	0	0%	0	4.33	-0.34	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	47%	245	35%	183	11%	57	3%	17	3%	17	4.20	-0.04	519
Different Identity	14%	2	36%	5	21%	3	14%	2	14%	2	3.21	-0.06	14

Regardless of my background, I have an equal opportunity to succeed



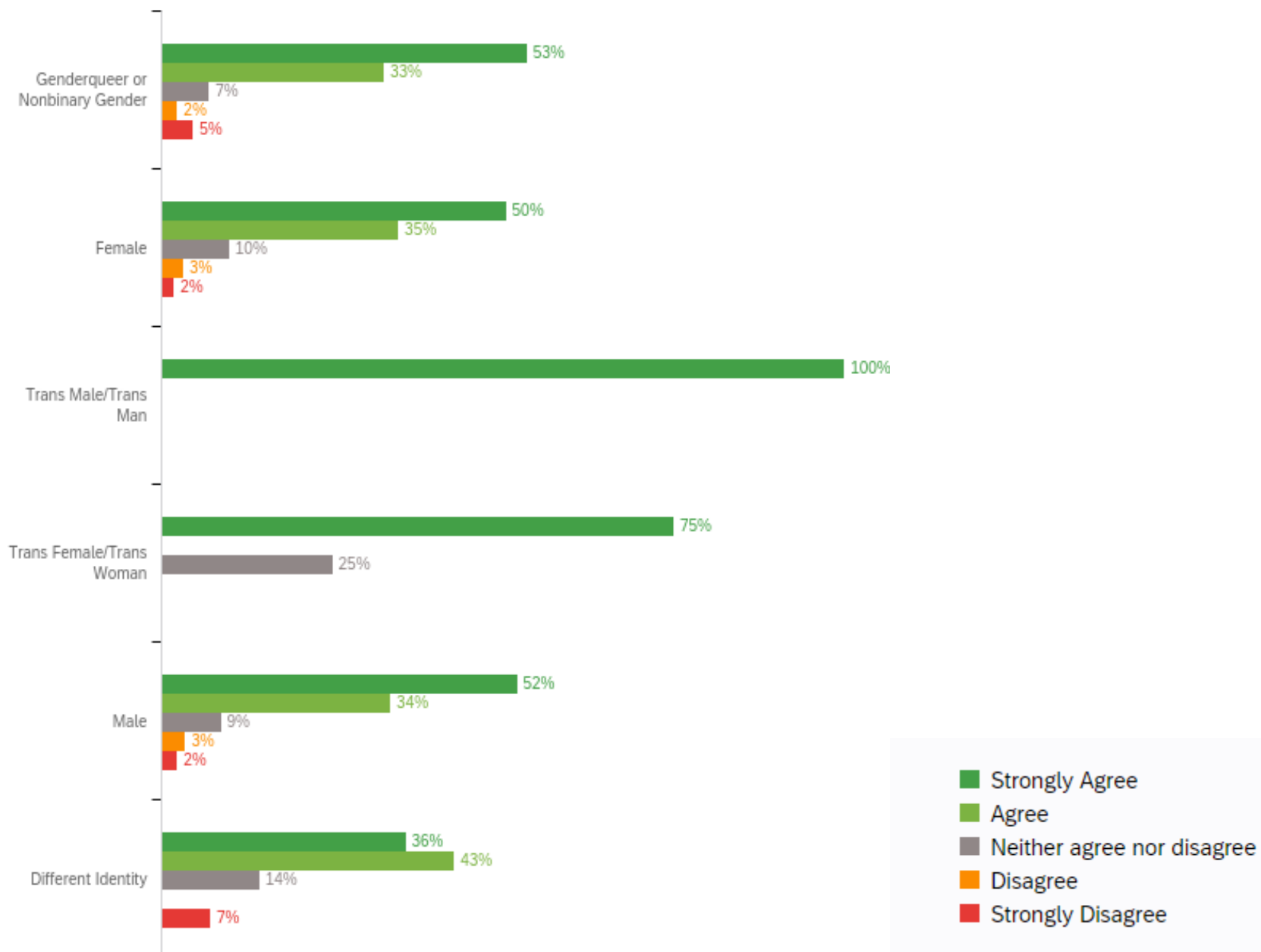
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	19%	8	30%	13	19%	3.91	28%	12	5%	2	3.30	0.23	43
Female	25%	299	42%	501	20%	4.12	10%	121	3%	39	3.75	0.15	1200
Trans Male/Trans Man	67%	2	0%	0	33%	4.33	0%	0	0%	0	4.33	0.33	3
Trans Female/Trans Woman	75%	3	25%	1	0%	4.50	0%	0	0%	0	4.75	1.25	4
Male	33%	169	38%	196	20%	4.20	6%	29	5%	24	3.88	0.10	520
Different Identity	7%	1	29%	4	36%	3.21	29%	4	0%	0	3.14	0.74	14

My immediate supervisor promotes an inclusive team environment through their actions.



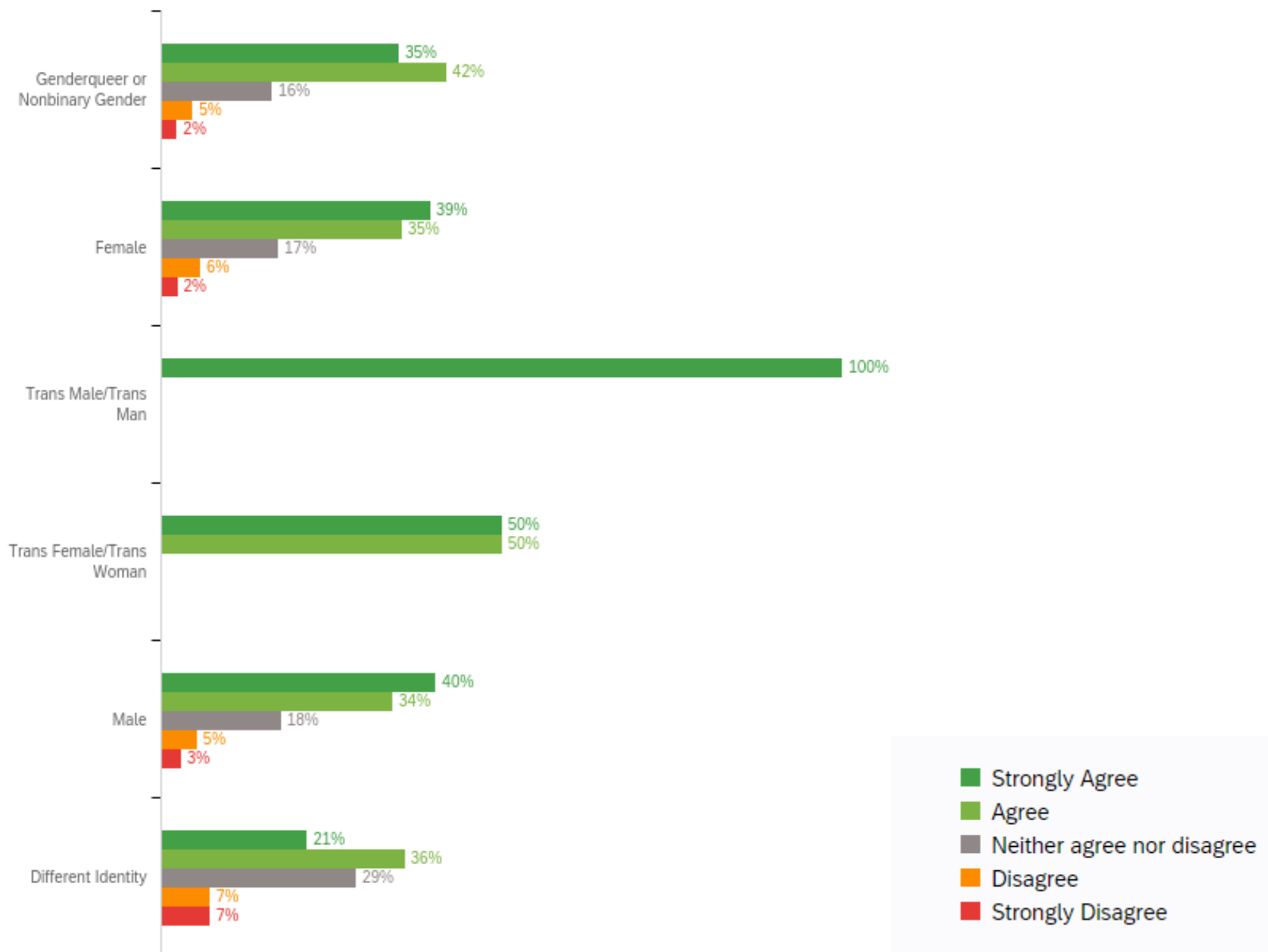
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	45%	19	45%	19	5%	2	2%	1	2%	1	4.29	0.29	42
Female	41%	496	38%	459	14%	172	4%	49	2%	25	4.13	0.11	1201
Trans Male/Trans Man	67%	2	0%	0	33%	1	0%	0	0%	0	4.33	0.00	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	46%	241	36%	186	12%	63	4%	20	2%	9	4.21	0.06	519
Different Identity	43%	6	36%	5	7%	1	14%	2	0%	0	4.07	0.47	14

My well-being is important to my immediate supervisor.



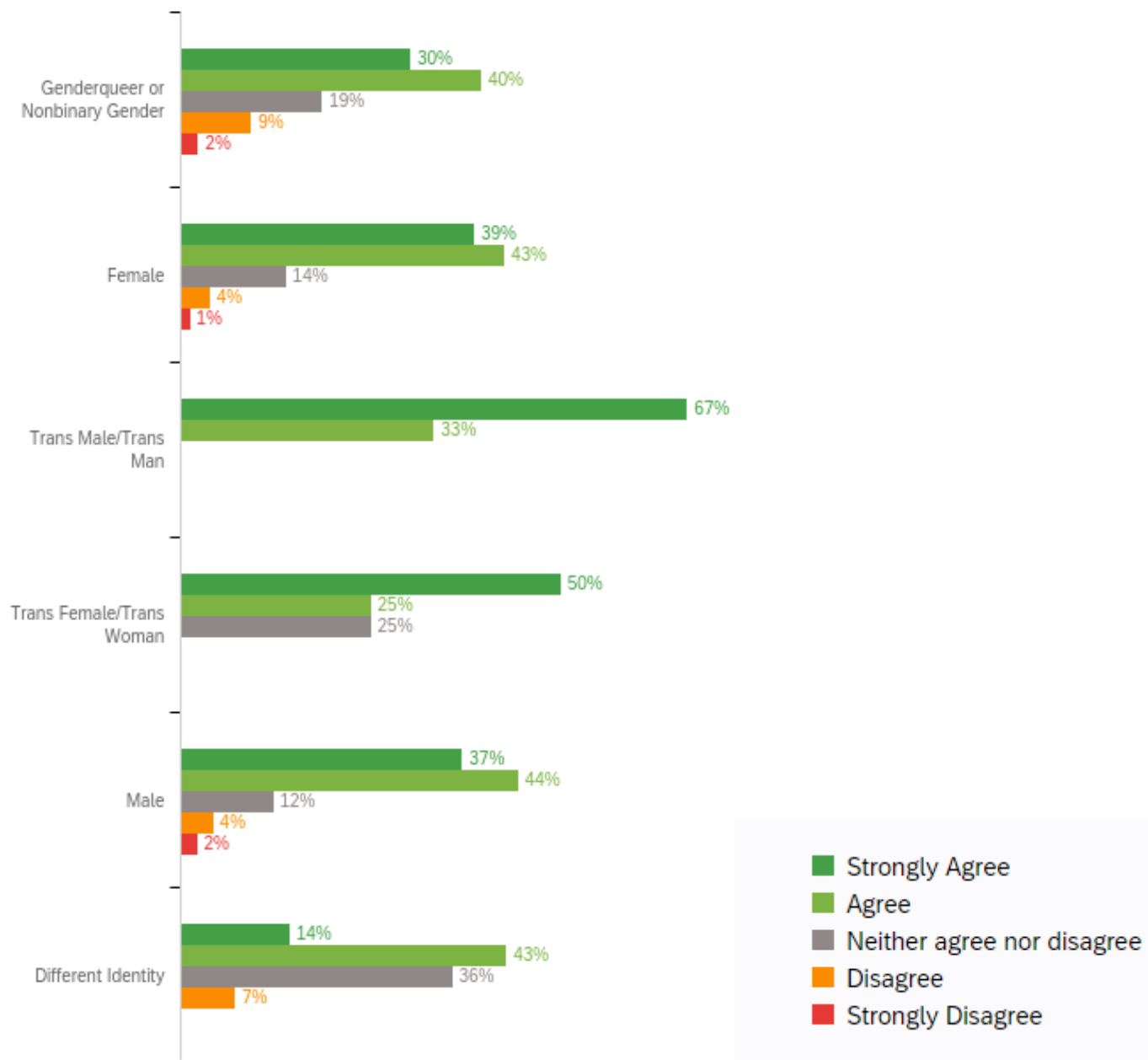
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Avg	%	Count	%	Count			
Genderqueer or Nonbinary Gender	53%	23	33%	14	7%	4.29	2%	1	5%	2	4.28	0.09	43
Female	50%	606	35%	417	10%	4.13	3%	38	2%	22	4.29	0.02	1202
Trans Male/Trans Man	100%	3	0%	0	0%	4.33	0%	0	0%	0	5.00	1.00	3
Trans Female/Trans Woman	75%	3	0%	0	25%	4.50	0%	0	0%	0	4.50	-0.50	4
Male	52%	270	34%	174	9%	4.21	3%	18	2%	12	4.29	0.01	519
Different Identity	36%	5	43%	6	14%	4.07	0%	0	7%	1	4.00	0.13	14

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



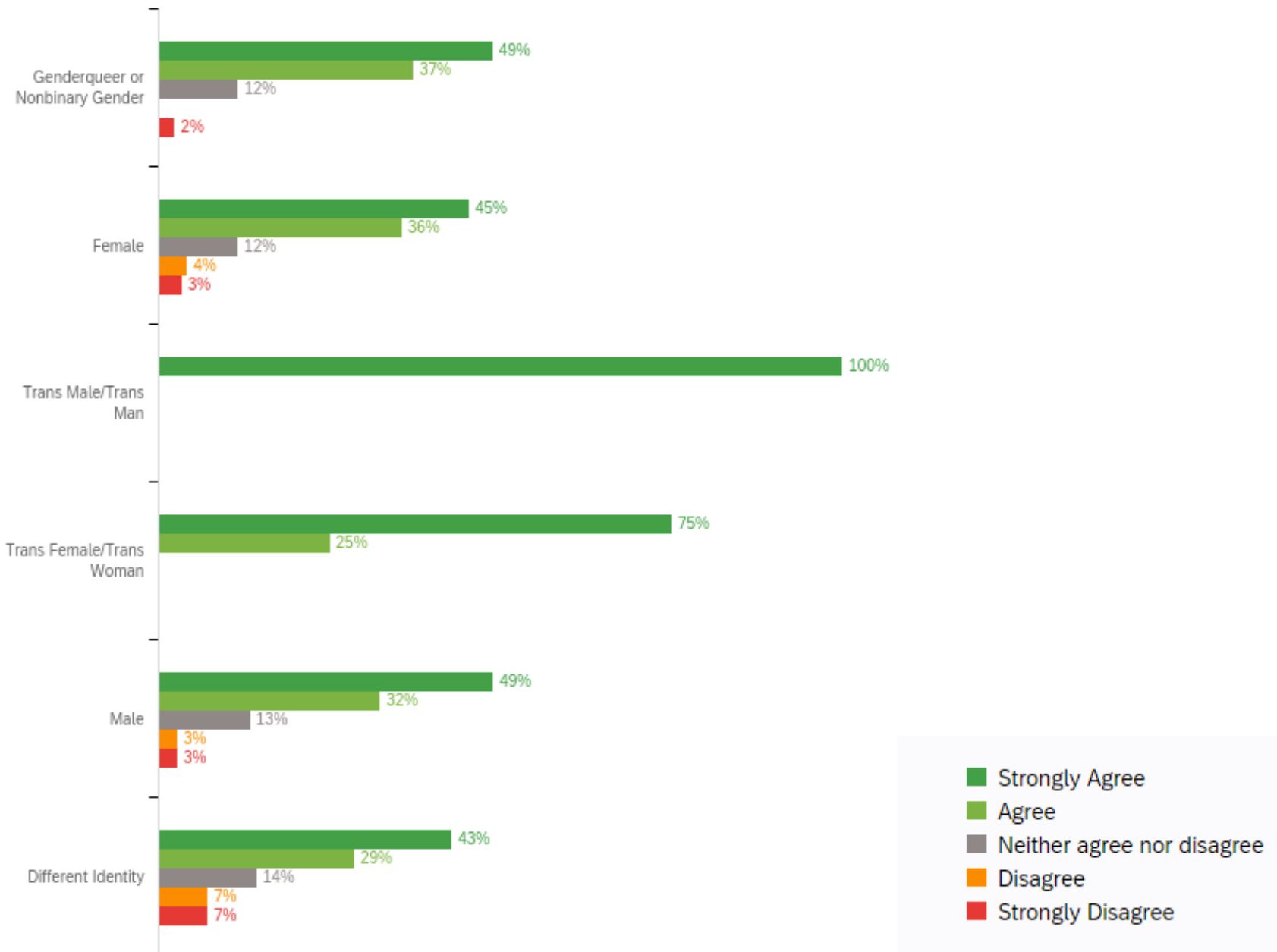
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	35%	15	42%	18	16%	7	5%	2	2%	1	4.02	0.04	43
Female	39%	473	35%	423	17%	206	6%	69	2%	28	4.04	0.02	1199
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	1.00	3
Trans Female/Trans Woman	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	0.50	4
Male	40%	209	34%	176	18%	91	5%	27	3%	15	4.04	-0.03	518
Different Identity	21%	3	36%	5	29%	4	7%	1	7%	1	3.57	0.17	14

I feel my day-to-day work connects to a larger purpose.



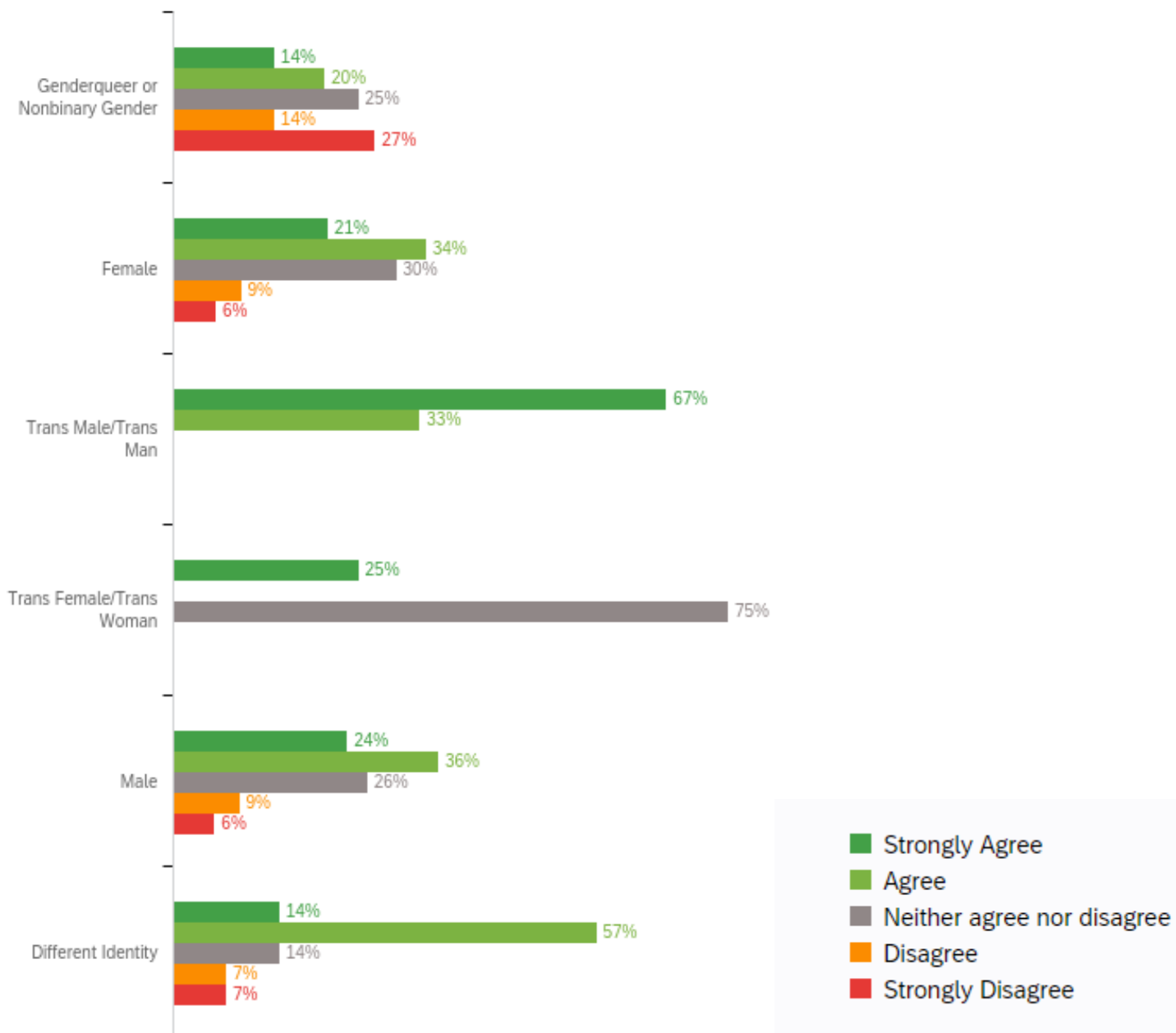
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	30%	13	40%	17	19%	8	9%	4	2%	1	3.86	0.00	43
Female	39%	464	43%	512	14%	166	4%	46	1%	14	4.14	-0.03	1202
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	1.00	3
Trans Female/Trans Woman	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	0.75	4
Male	37%	192	44%	230	12%	63	4%	22	2%	11	4.10	-0.06	518
Different Identity	14%	2	43%	6	36%	5	7%	1	0%	0	3.64	-0.56	14

I trust my immediate supervisor.



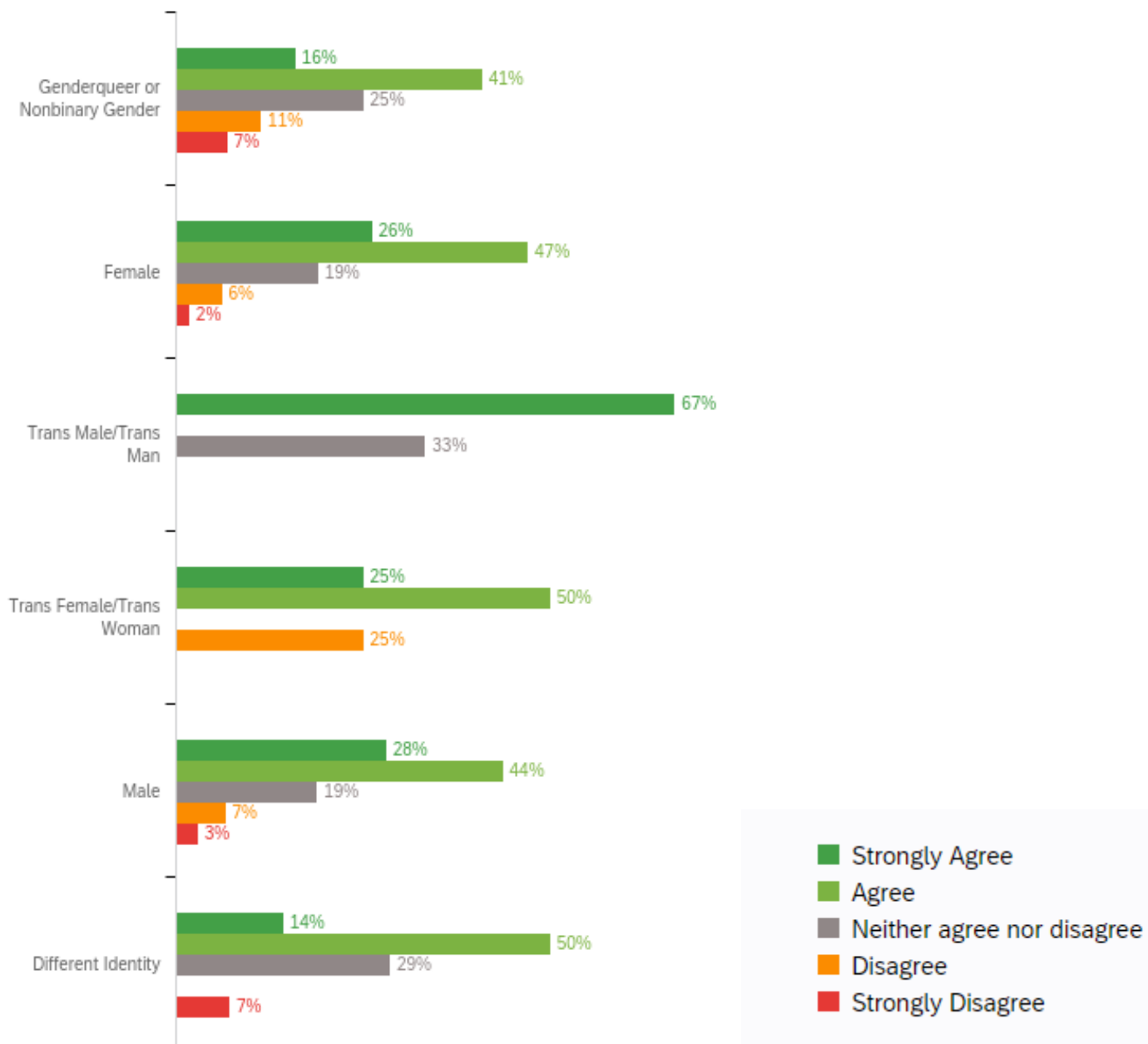
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Genderqueer or Nonbinary Gender	49%	21	37%	16	12%	5	0%	0	2%	1	4.30	0.16	43
Female	45%	544	36%	426	12%	139	4%	50	3%	40	4.15	0.01	1199
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	0.00	3
Trans Female/Trans Woman	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	1.25	4
Male	49%	254	32%	168	13%	69	3%	14	3%	14	4.22	0.03	519
Different Identity	43%	6	29%	4	14%	2	7%	1	7%	1	3.93	0.06	14

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



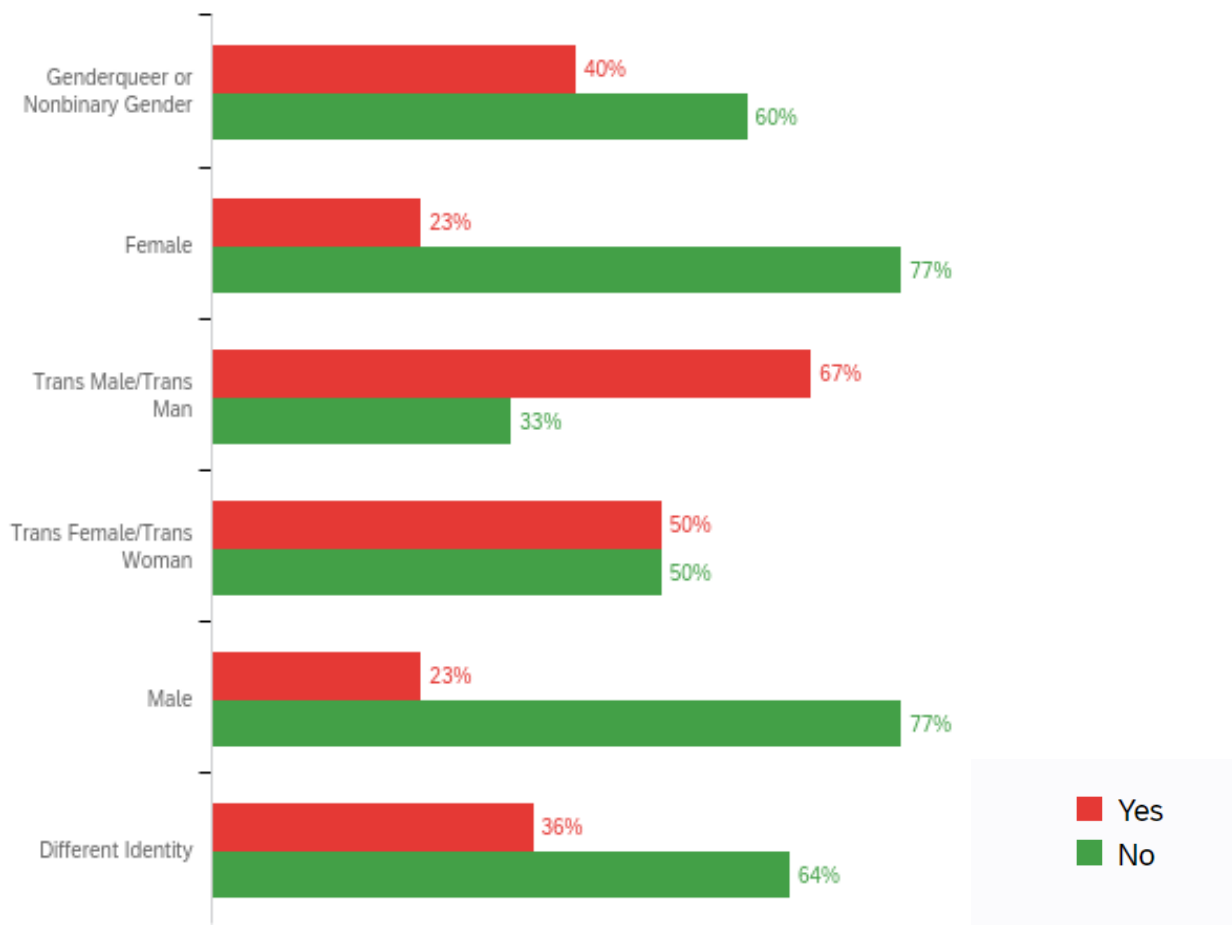
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Genderqueer or Nonbinary Gender	14%	6	20%	9	25%	11	14%	6	27%	12	2.80	44
Female	21%	250	34%	409	30%	361	9%	109	6%	69	3.55	1198
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	3
Trans Female/Trans Woman	25%	1	0%	0	75%	3	0%	0	0%	0	3.50	4
Male	24%	122	36%	186	26%	136	9%	46	6%	29	3.63	519
Different Identity	14%	2	57%	8	14%	2	7%	1	7%	1	3.64	14

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Genderqueer or Nonbinary Gender	16%	7	41%	18	25%	11	11%	5	7%	3	3.48	44
Female	26%	314	47%	565	19%	228	6%	73	2%	21	3.90	1201
Trans Male/Trans Man	67%	2	0%	0	33%	1	0%	0	0%	0	4.33	3
Trans Female/Trans Woman	25%	1	50%	2	0%	0	25%	1	0%	0	3.75	4
Male	28%	146	44%	227	19%	98	7%	34	3%	15	3.88	520
Different Identity	14%	2	50%	7	29%	4	0%	0	7%	1	3.64	14

Are you currently looking for a job outside of UCB?

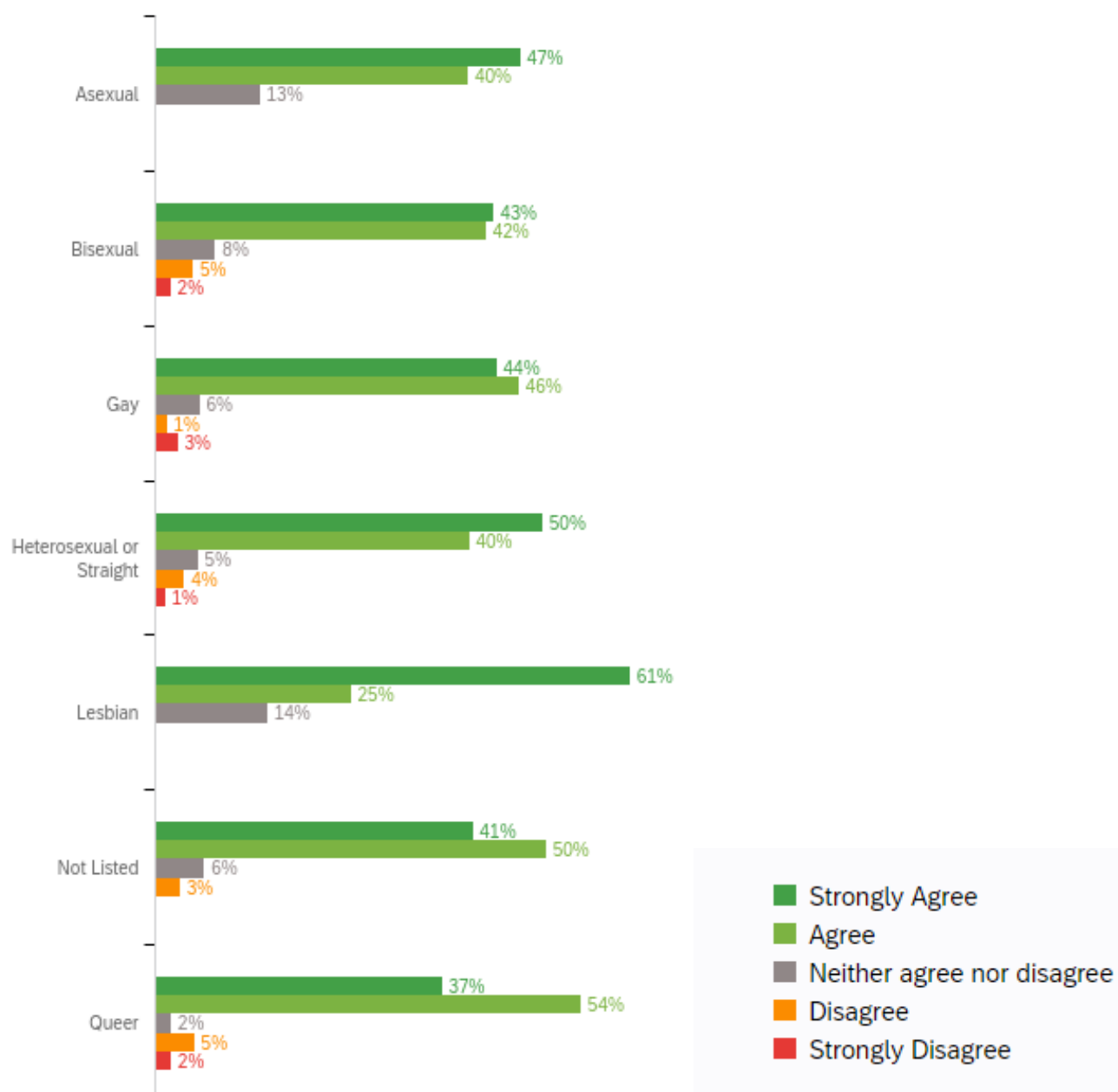


Question	Yes	No	Total
Genderqueer or Nonbinary Gender	40%	60%	1190
Female	23%	77%	519
Trans Male/Trans Man	67%	33%	4
Trans Female/Trans Woman	50%	50%	3
Male	23%	77%	42
Different Identity	36%	64%	14

State of the Workplace Survey - February 2022

Sexual Orientation

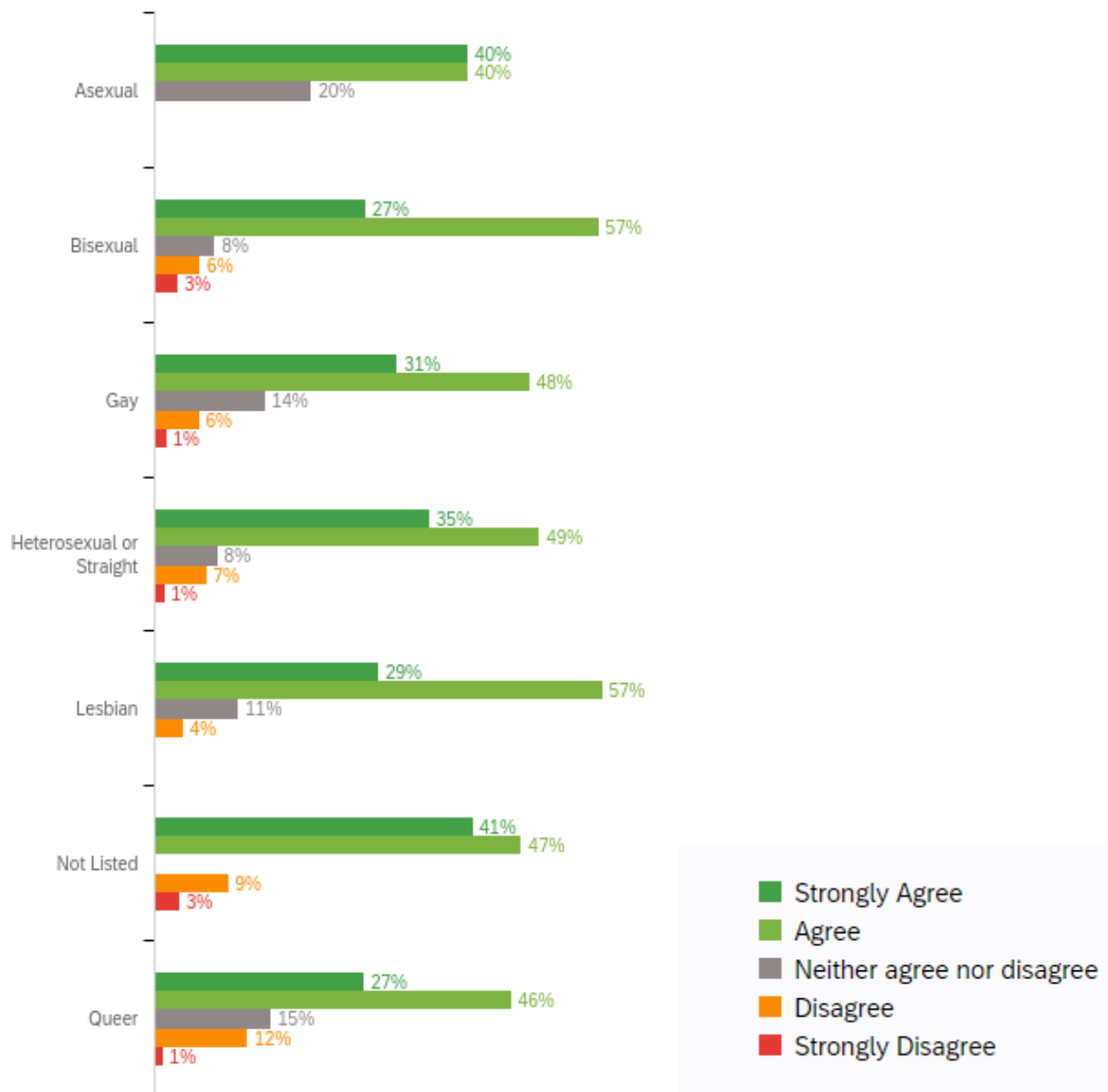
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	47%	7	40%	6	13%	2	0%	0	0%	0	4.33	1.25	15
Bisexual	43%	45	42%	44	8%	8	5%	5	2%	2	4.20	0.87	104
Gay	44%	31	46%	33	6%	4	1%	1	3%	2	4.27	1.00	71
Heterosexual or Straight	50%	658	40%	533	5%	72	4%	49	1%	16	4.33	0.95	1328
Lesbian	61%	17	25%	7	14%	4	0%	0	0%	0	4.46	1.13	28
Not Listed	41%	13	50%	16	6%	2	3%	1	0%	0	4.28	0.90	32
Queer	37%	37	54%	55	2%	2	5%	5	2%	2	4.33	0.90	101

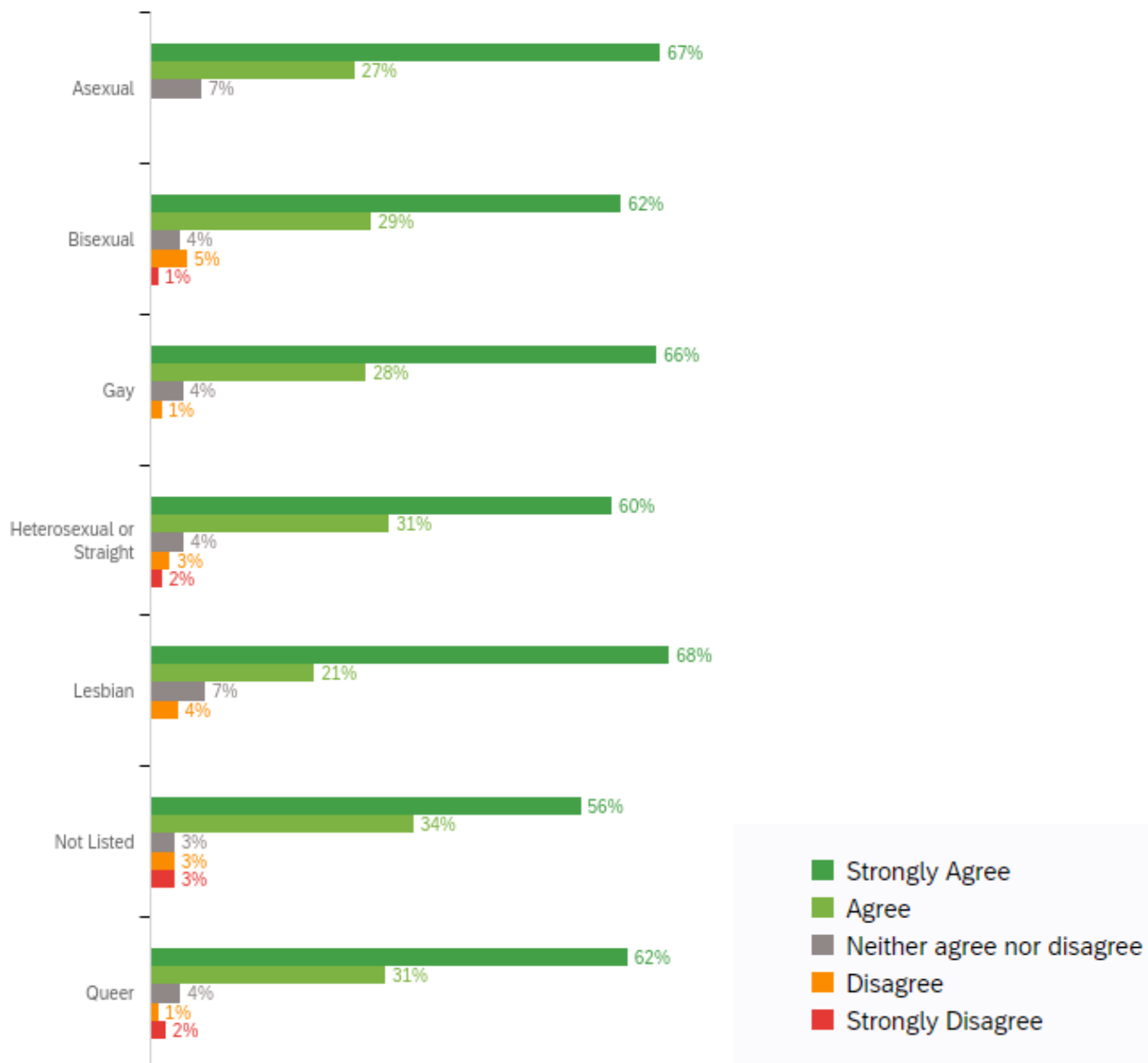
*Difference in average score from the July 2021 State of the Workplace Survey

I have the equipment and tools needed to do my job effectively.



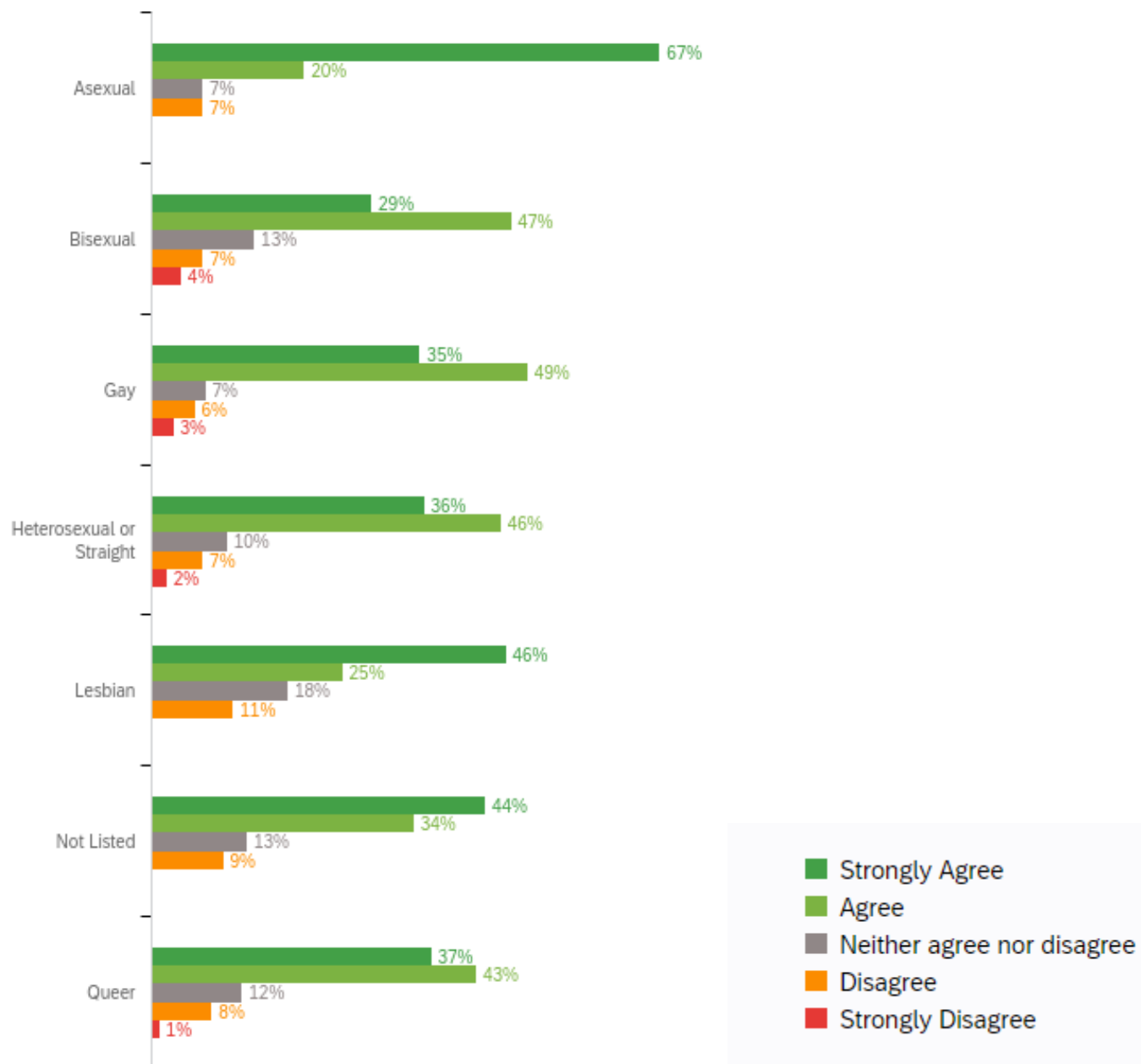
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	40%	6	40%	6	20%	3	0%	0	0%	0	4.20	0.10	15
Bisexual	27%	28	57%	59	8%	8	6%	6	3%	3	3.99	0.12	104
Gay	31%	22	48%	34	14%	10	6%	4	1%	1	4.01	-0.21	71
Heterosexual or Straight	35%	466	49%	653	8%	106	7%	87	1%	16	4.10	-0.08	1328
Lesbian	29%	8	57%	16	11%	3	4%	1	0%	0	4.11	-0.01	28
Not Listed	41%	13	47%	15	0%	0	9%	3	3%	1	4.13	-0.04	32
Queer	27%	27	46%	46	15%	15	12%	12	1%	1	3.85	0.02	101

My supervisor allows sufficient autonomy in my work.



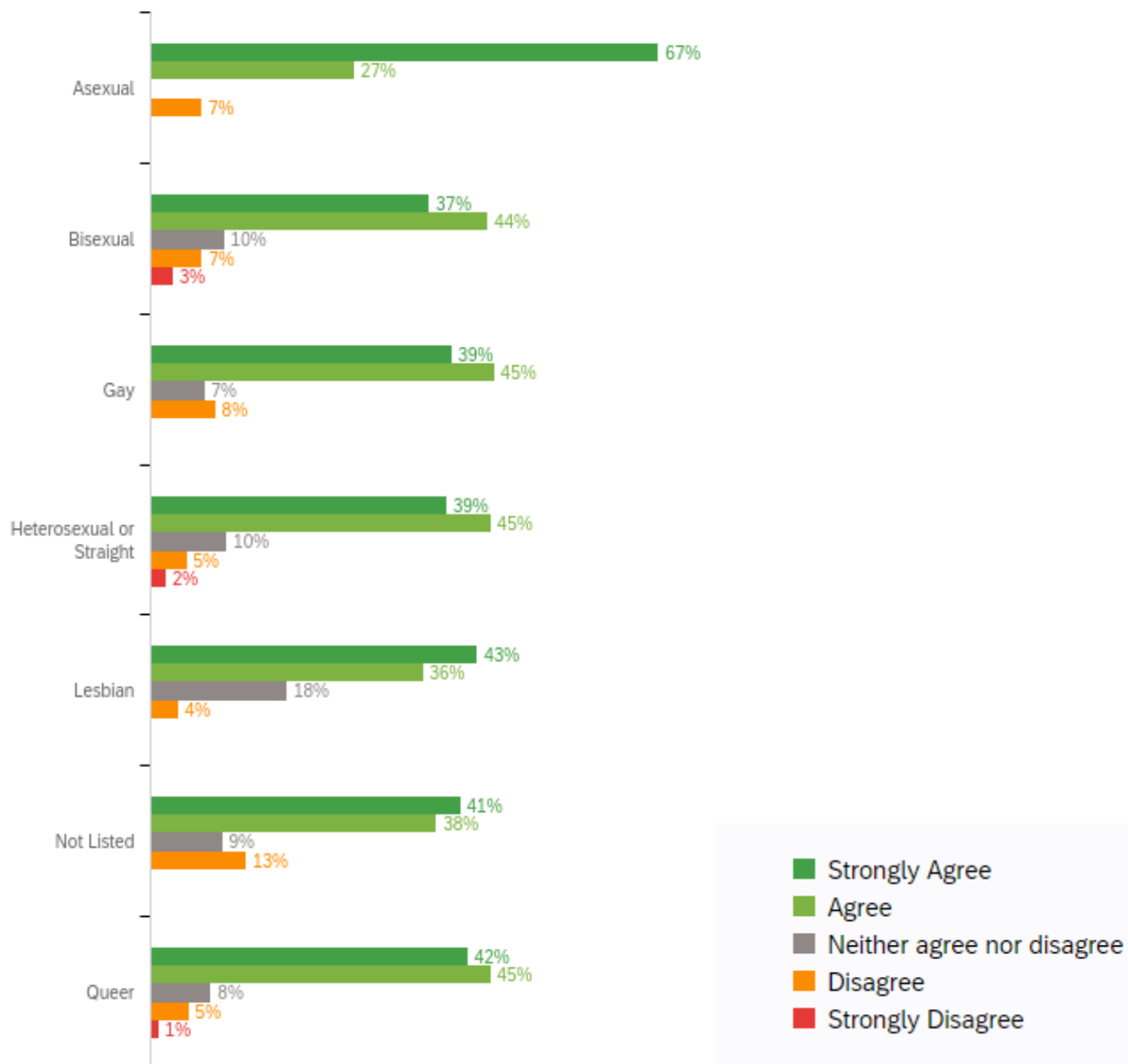
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	67%	10	27%	4	7%	1	0%	0	0%	0	4.60	0.14	15
Bisexual	62%	64	29%	30	4%	4	5%	5	1%	1	4.45	0.48	104
Gay	66%	47	28%	20	4%	3	1%	1	0%	0	4.59	-0.04	71
Heterosexual or Straight	60%	802	31%	415	4%	58	3%	34	2%	20	4.46	0.01	1329
Lesbian	68%	19	21%	6	7%	2	4%	1	0%	0	4.54	0.03	28
Not Listed	56%	18	34%	11	3%	1	3%	1	3%	1	4.38	-0.12	32
Queer	62%	63	31%	31	4%	4	1%	1	2%	2	4.50	0.17	101

Within my team, I feel my personal contributions are recognized.



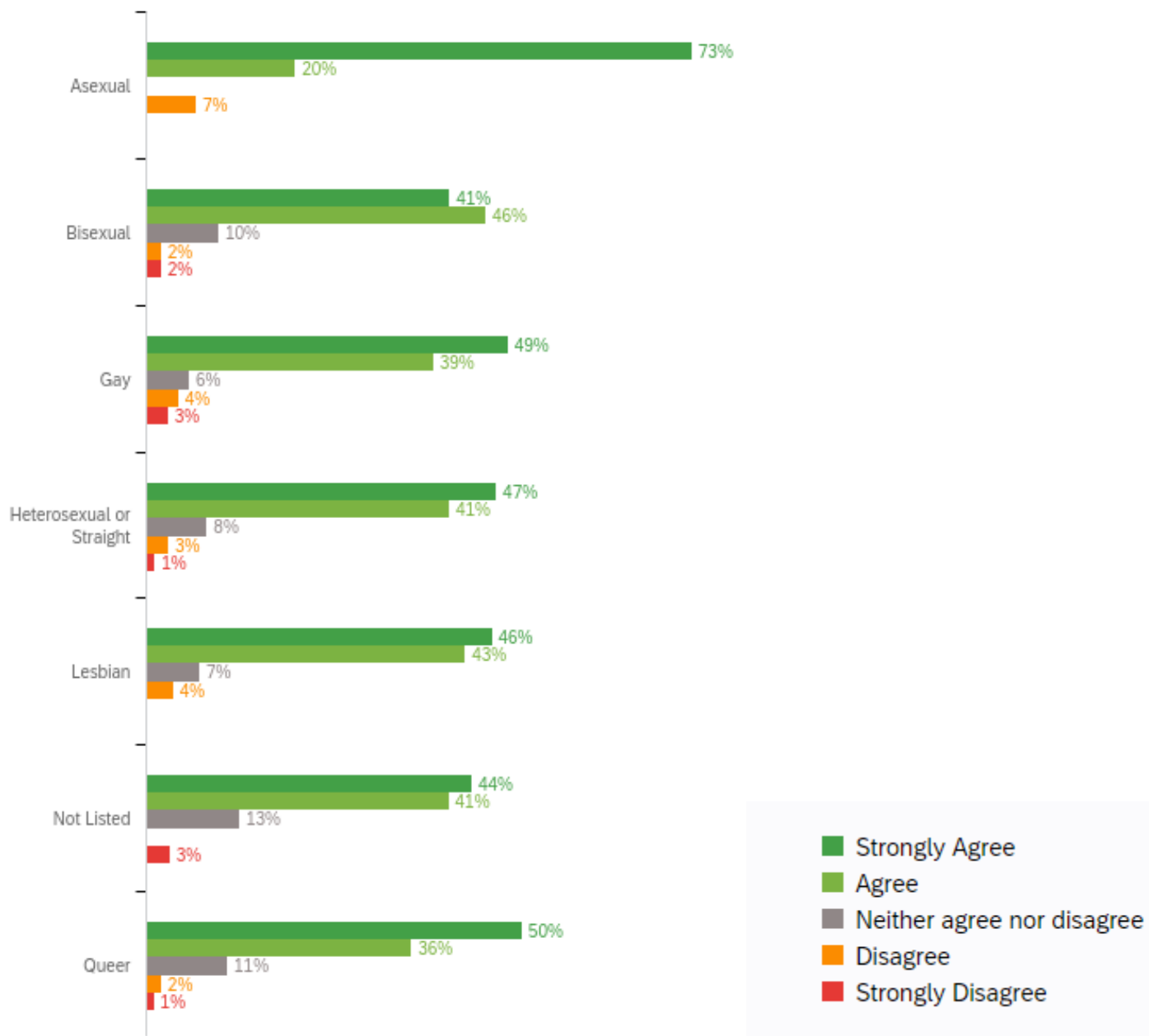
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Asexual	67%	10	20%	3	7%	1	7%	1	0%	0	4.47	0.32	15
Bisexual	29%	30	47%	49	13%	14	7%	7	4%	4	3.90	0.23	104
Gay	35%	25	49%	35	7%	5	6%	4	3%	2	4.08	-0.21	71
Heterosexual or Straight	36%	474	46%	608	10%	131	7%	89	2%	26	4.07	-0.09	1328
Lesbian	46%	13	25%	7	18%	5	11%	3	0%	0	4.07	-0.07	28
Not Listed	44%	14	34%	11	13%	4	9%	3	0%	0	4.13	0.00	32
Queer	37%	37	43%	43	12%	12	8%	8	1%	1	4.06	-0.07	101

Within my team, my opinions seem to count.



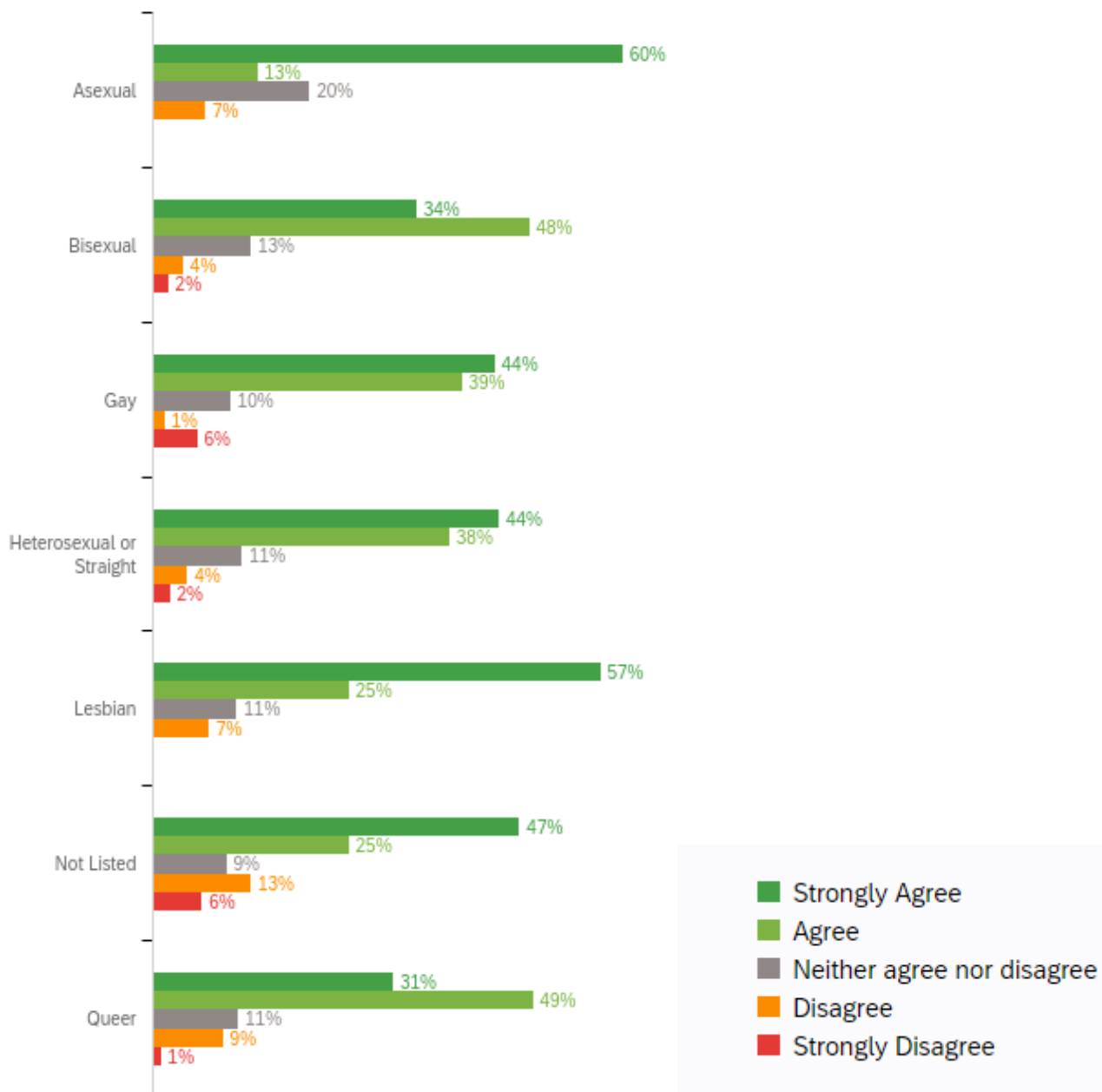
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	67%	10	27%	4	0%	0	7%	1	0%	0	4.53	0.30	15
Bisexual	37%	38	44%	46	10%	10	7%	7	3%	3	4.05	0.31	104
Gay	39%	28	45%	32	7%	5	8%	6	0%	0	4.15	-0.24	71
Heterosexual or Straight	39%	514	45%	591	10%	132	5%	62	2%	26	4.14	-0.05	1325
Lesbian	43%	12	36%	10	18%	5	4%	1	0%	0	4.18	0.00	28
Not Listed	41%	13	38%	12	9%	3	13%	4	0%	0	4.06	-0.17	32
Queer	42%	42	45%	45	8%	8	5%	5	1%	1	4.21	0.04	101

Within my team, I am treated with dignity and respect.



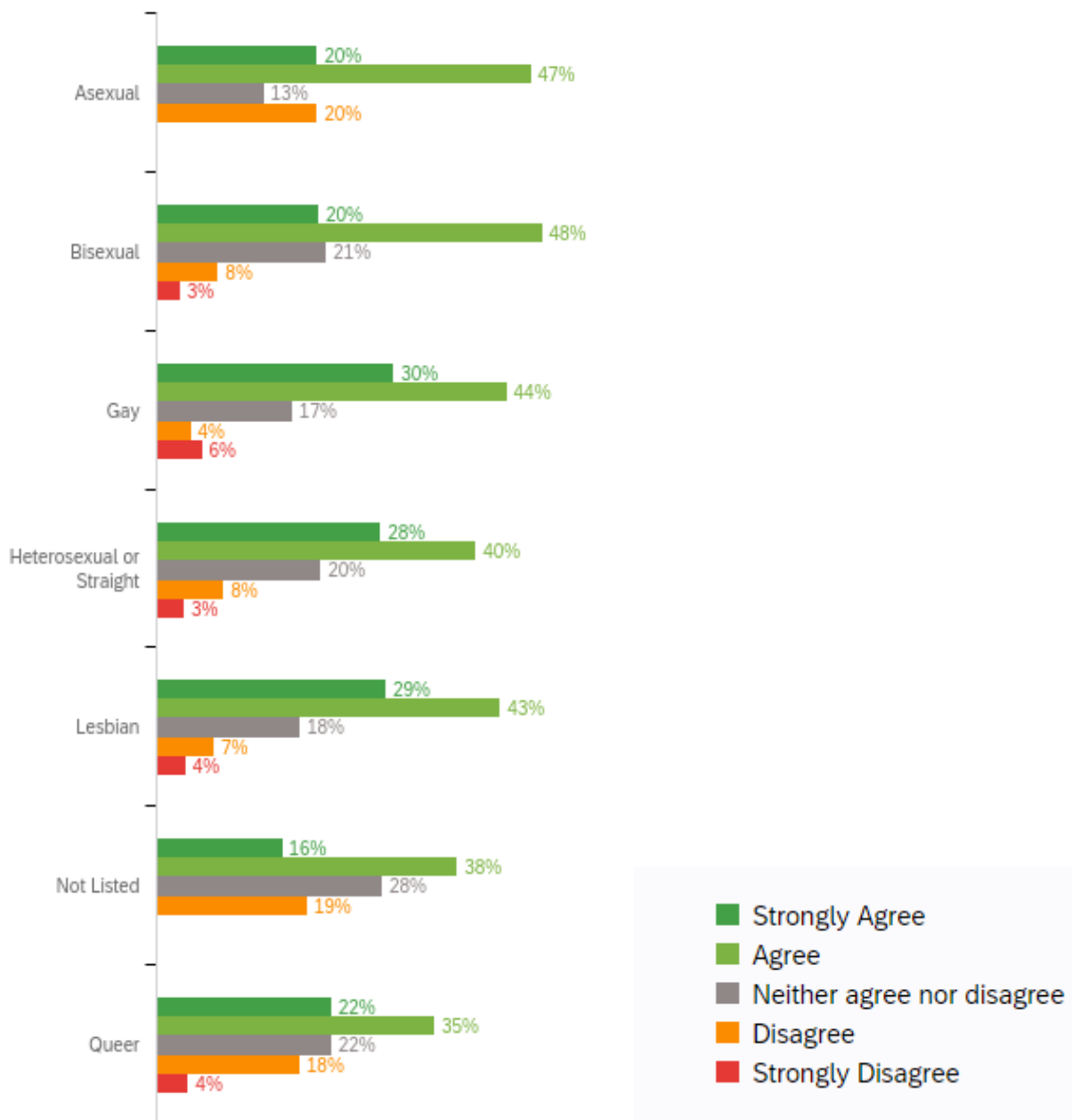
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	73%	11	20%	3	0%	0	7%	1	0%	0	4.60	0.29	15
Bisexual	41%	42	46%	47	10%	10	2%	2	2%	2	4.21	0.47	103
Gay	49%	34	39%	27	6%	4	4%	3	3%	2	4.26	-0.22	70
Heterosexual or Straight	47%	623	41%	539	8%	108	3%	39	1%	15	4.30	-0.02	1324
Lesbian	46%	13	43%	12	7%	2	4%	1	0%	0	4.32	0.06	28
Not Listed	44%	14	41%	13	13%	4	0%	0	3%	1	4.22	-0.08	32
Queer	50%	51	36%	36	11%	11	2%	2	1%	1	4.33	0.20	101

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



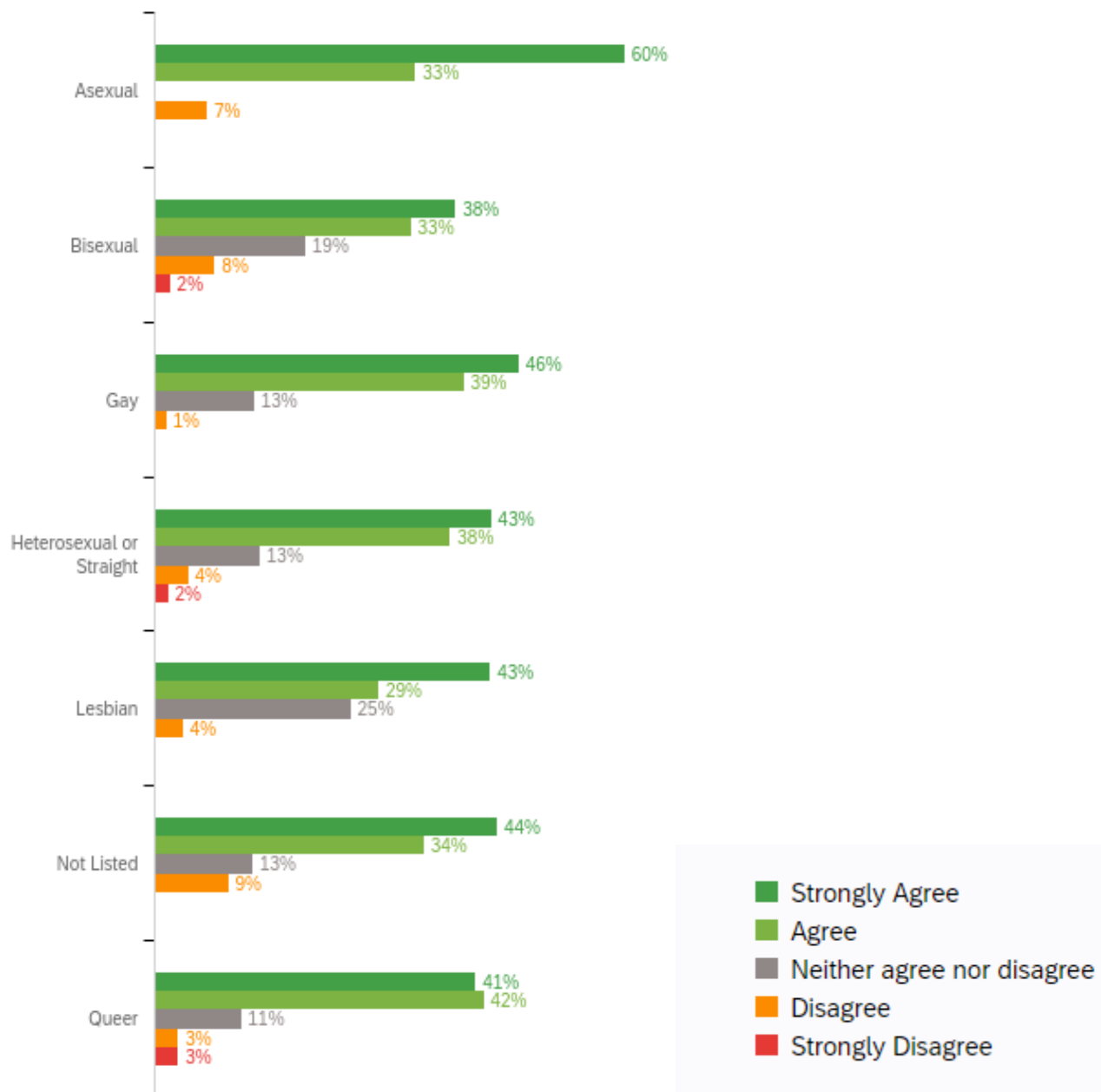
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Asexual	60%	9	13%	2	20%	3	7%	1	0%	0	4.27	0.26	15
Bisexual	34%	35	48%	50	13%	13	4%	4	2%	2	4.08	0.37	104
Gay	44%	31	39%	28	10%	7	1%	1	6%	4	4.14	-0.43	71
Heterosexual or Straight	44%	586	38%	502	11%	151	4%	58	2%	28	4.18	-0.05	1325
Lesbian	57%	16	25%	7	11%	3	7%	2	0%	0	4.32	0.17	28
Not Listed	47%	15	25%	8	9%	3	13%	4	6%	2	3.94	-0.17	32
Queer	31%	31	49%	49	11%	11	9%	9	1%	1	3.99	0.03	101

Regardless of my background, I have an equal opportunity to succeed



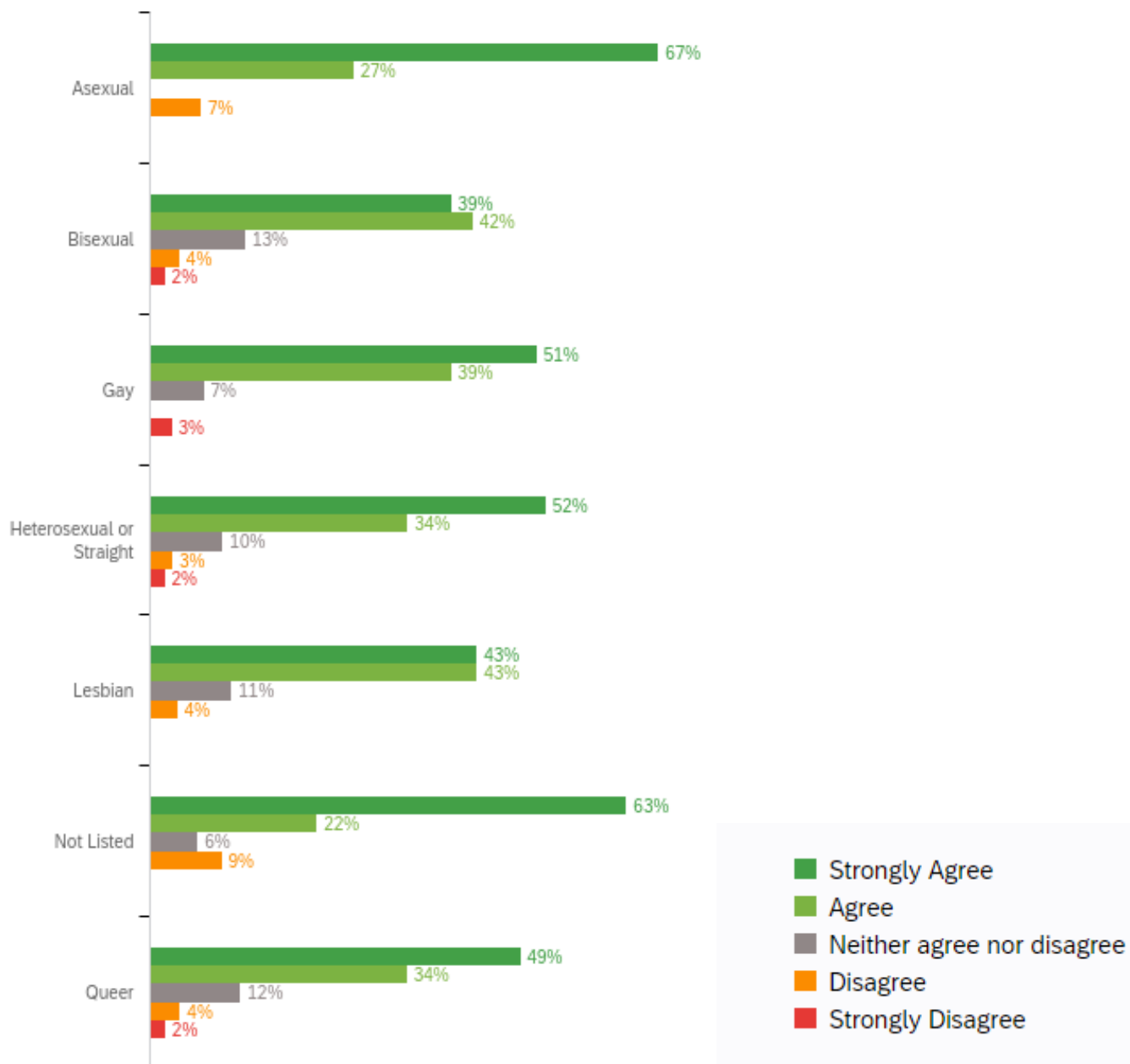
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	20%	3	47%	7	13%	2	20%	3	0%	0	3.67	0.44	15
Bisexual	20%	21	48%	50	21%	22	8%	8	3%	3	3.75	0.54	104
Gay	30%	21	44%	31	17%	12	4%	3	6%	4	3.87	0.11	71
Heterosexual or Straight	28%	371	40%	529	20%	272	8%	111	3%	45	3.81	0.13	1328
Lesbian	29%	8	43%	12	18%	5	7%	2	4%	1	3.86	0.21	28
Not Listed	16%	5	38%	12	28%	9	19%	6	0%	0	3.50	-0.08	32
Queer	22%	22	35%	35	22%	22	18%	18	4%	4	3.52	0.23	101

My immediate supervisor promotes an inclusive team environment through their actions.



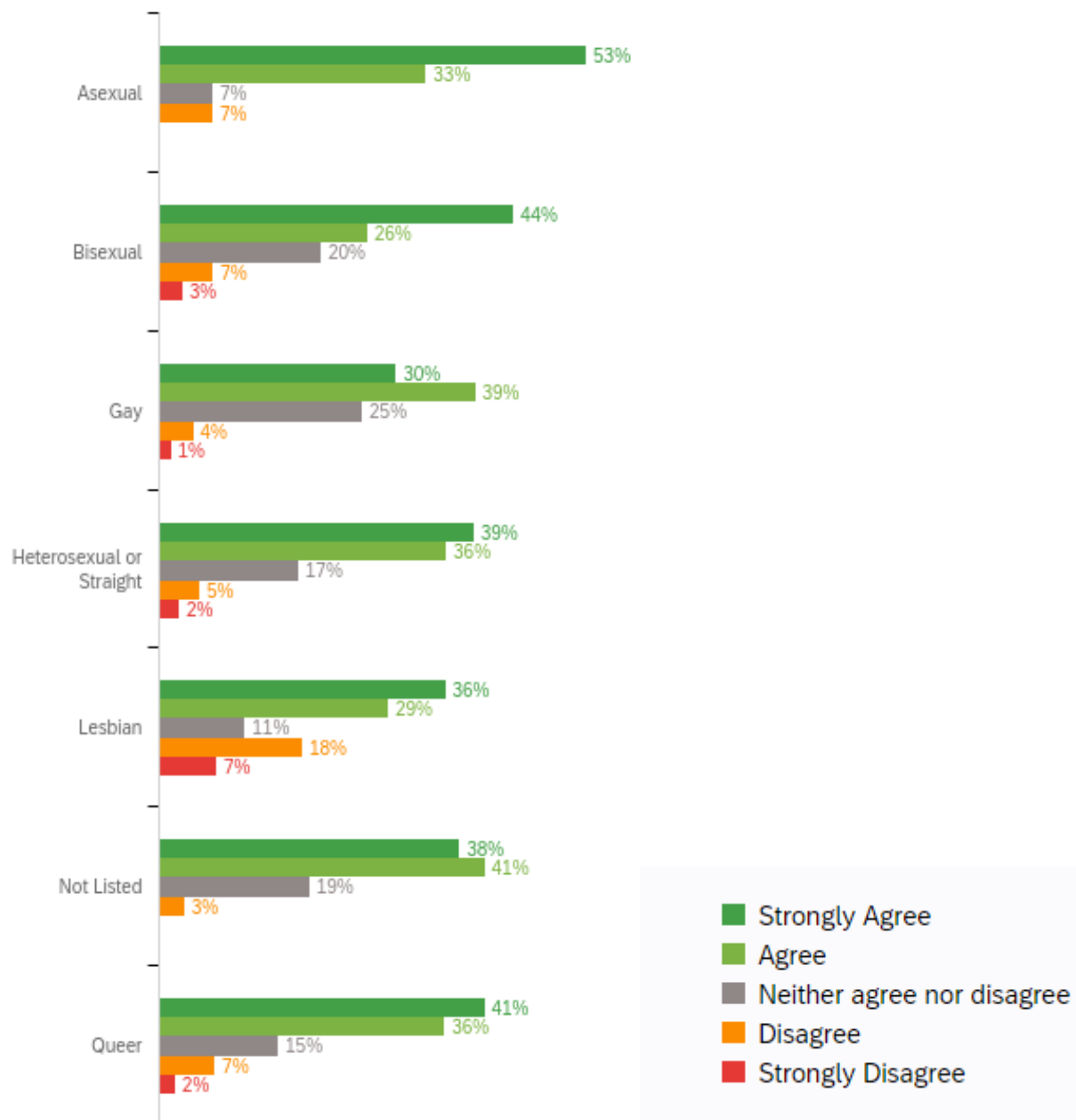
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Asexual	60%	9	33%	5	0%	0	7%	1	0%	0	4.47	0.51	15
Bisexual	38%	40	33%	34	19%	20	8%	8	2%	2	3.98	0.31	104
Gay	46%	33	39%	28	13%	9	1%	1	0%	0	4.31	0.23	71
Heterosexual or Straight	43%	571	38%	502	13%	178	4%	56	2%	22	4.16	0.08	1329
Lesbian	43%	12	29%	8	25%	7	4%	1	0%	0	4.11	0.04	28
Not Listed	44%	14	34%	11	13%	4	9%	3	0%	0	4.13	-0.03	32
Queer	41%	41	42%	42	11%	11	3%	3	3%	3	4.15	0.44	100

My well-being is important to my immediate supervisor.



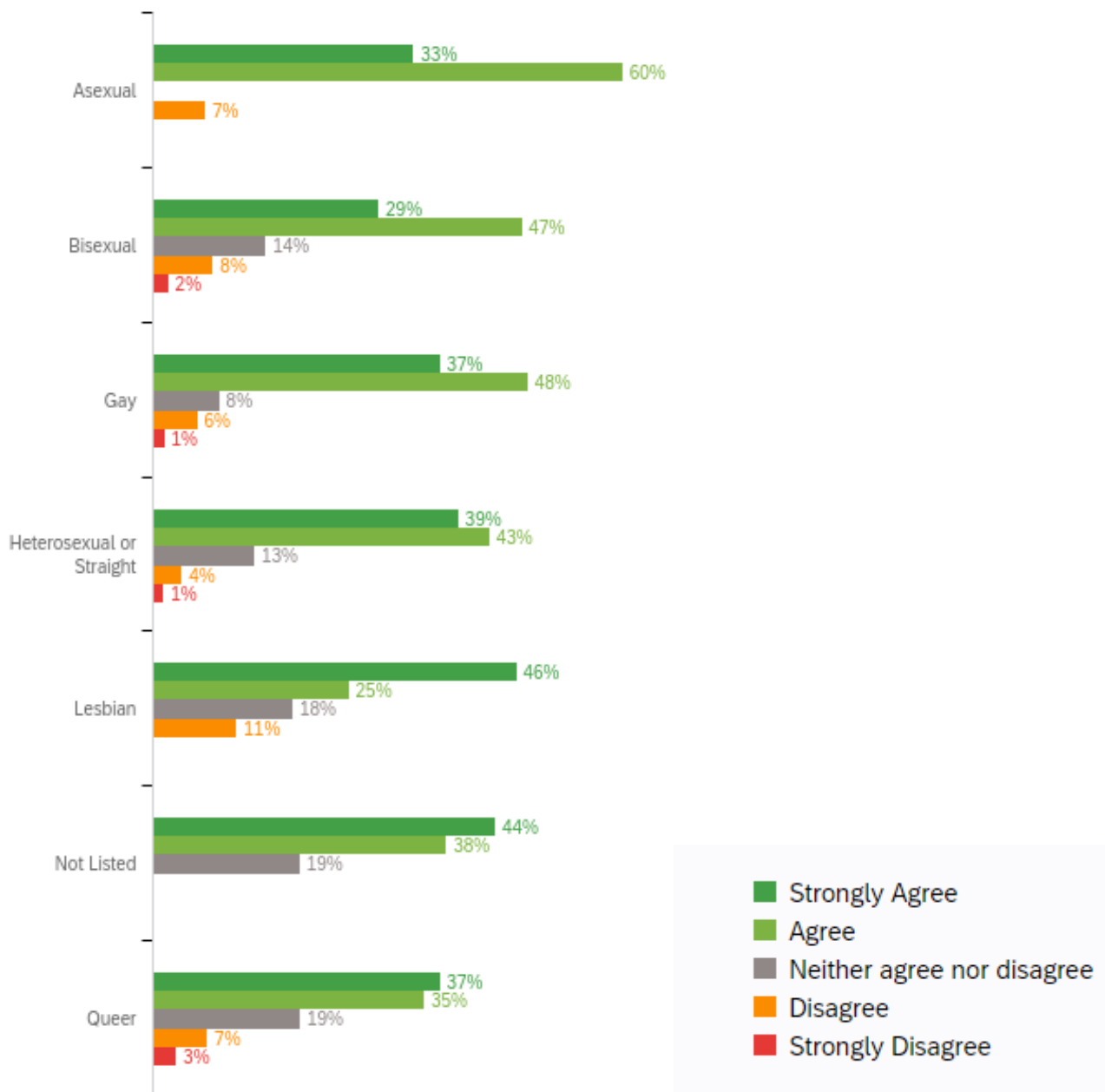
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Asexual	67%	10	27%	4	0%	0	7%	1	0%	0	4.53	0.31	15
Bisexual	39%	41	42%	44	13%	13	4%	4	2%	2	4.13	0.10	104
Gay	51%	36	39%	28	7%	5	0%	0	3%	2	4.35	0.02	71
Heterosexual or Straight	52%	689	34%	449	10%	127	3%	39	2%	25	4.31	0.02	1329
Lesbian	43%	12	43%	12	11%	3	4%	1	0%	0	4.25	0.02	28
Not Listed	63%	20	22%	7	6%	2	9%	3	0%	0	4.38	0.00	32
Queer	49%	49	34%	34	12%	12	4%	4	2%	2	4.23	0.06	101

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



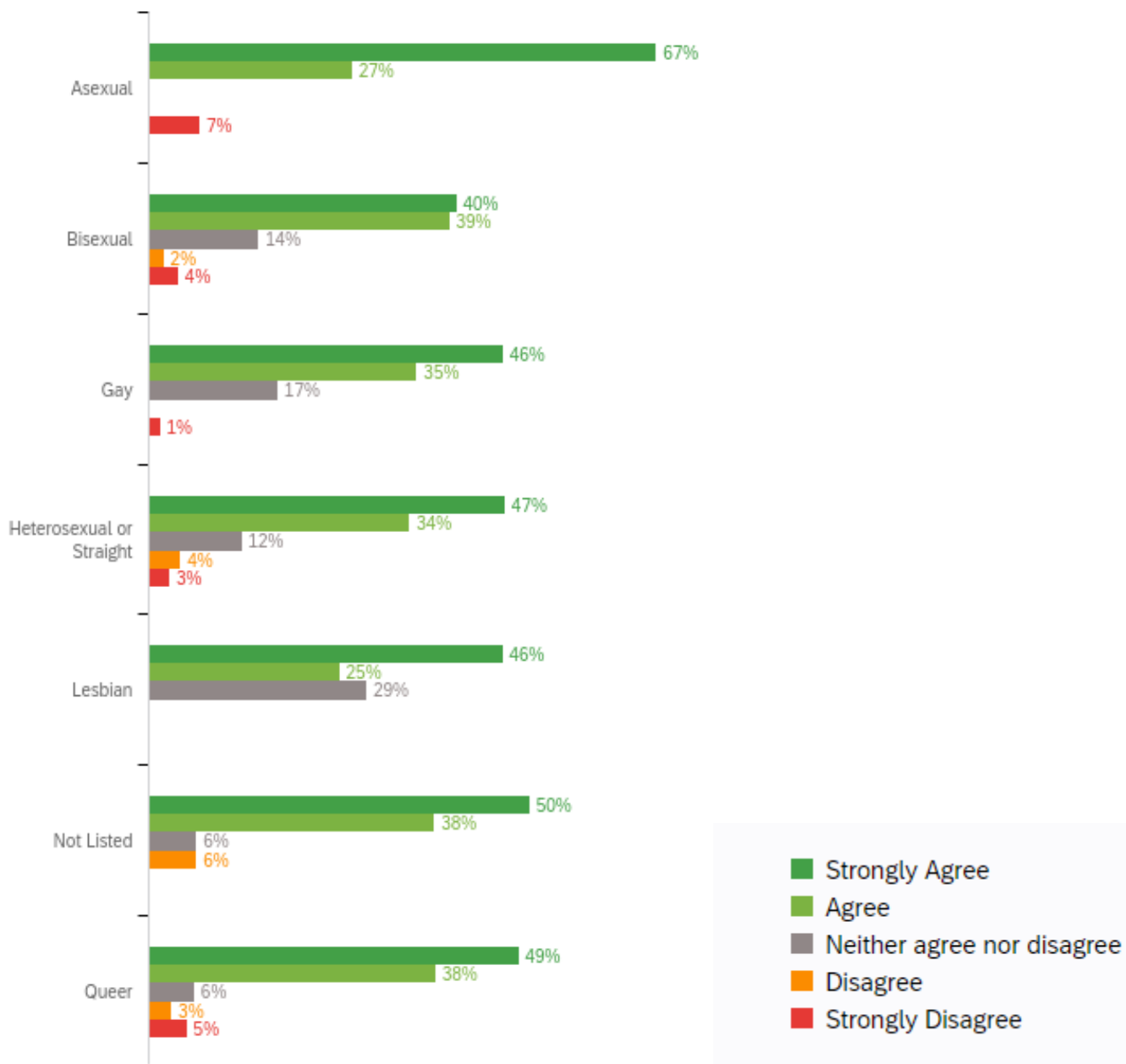
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Asexual	53%	8	33%	5	7%	1	7%	1	0%	0	4.33	0.30	15
Bisexual	44%	46	26%	27	20%	21	7%	7	3%	3	4.02	0.43	104
Gay	30%	21	39%	28	25%	18	4%	3	1%	1	3.92	-0.20	71
Heterosexual or Straight	39%	520	36%	475	17%	230	5%	67	2%	33	4.04	0.00	1325
Lesbian	36%	10	29%	8	11%	3	18%	5	7%	2	3.68	-0.32	28
Not Listed	38%	12	41%	13	19%	6	3%	1	0%	0	4.13	-0.13	32
Queer	41%	41	36%	36	15%	15	7%	7	2%	2	4.06	0.43	101

I feel my day-to-day work connects to a larger purpose.



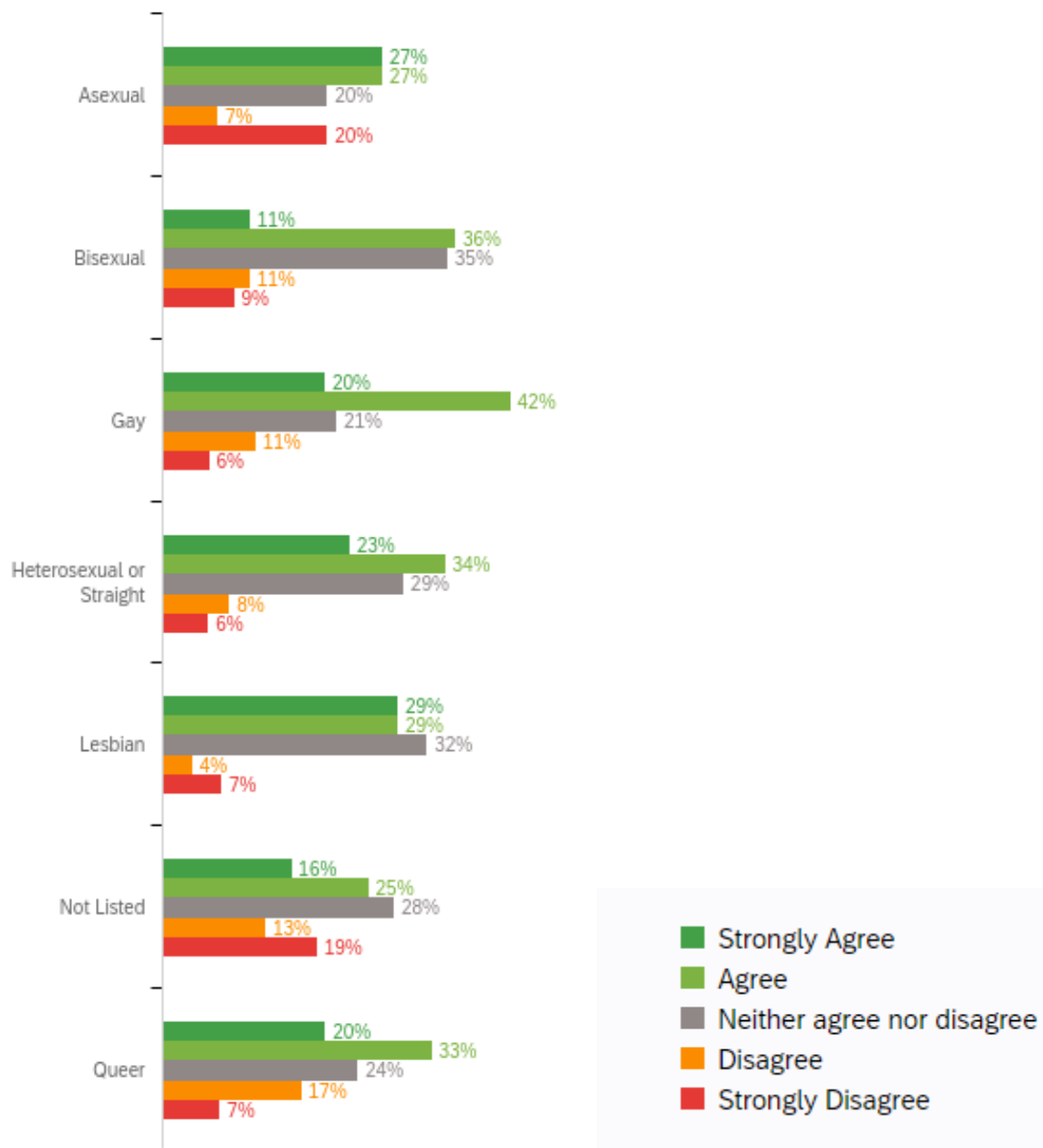
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	33%	5	60%	9	0%	0	7%	1	0%	0	4.20	0.14	15
Bisexual	29%	30	47%	49	14%	15	8%	8	2%	2	3.93	-0.15	104
Gay	37%	26	48%	34	8%	6	6%	4	1%	1	4.13	-0.16	71
Heterosexual or Straight	39%	518	43%	571	13%	172	4%	49	1%	18	4.15	-0.03	1328
Lesbian	46%	13	25%	7	18%	5	11%	3	0%	0	4.07	-0.03	28
Not Listed	44%	14	38%	12	19%	6	0%	0	0%	0	4.25	0.17	32
Queer	37%	37	35%	35	19%	19	7%	7	3%	3	3.95	-0.05	101

I trust my immediate supervisor.



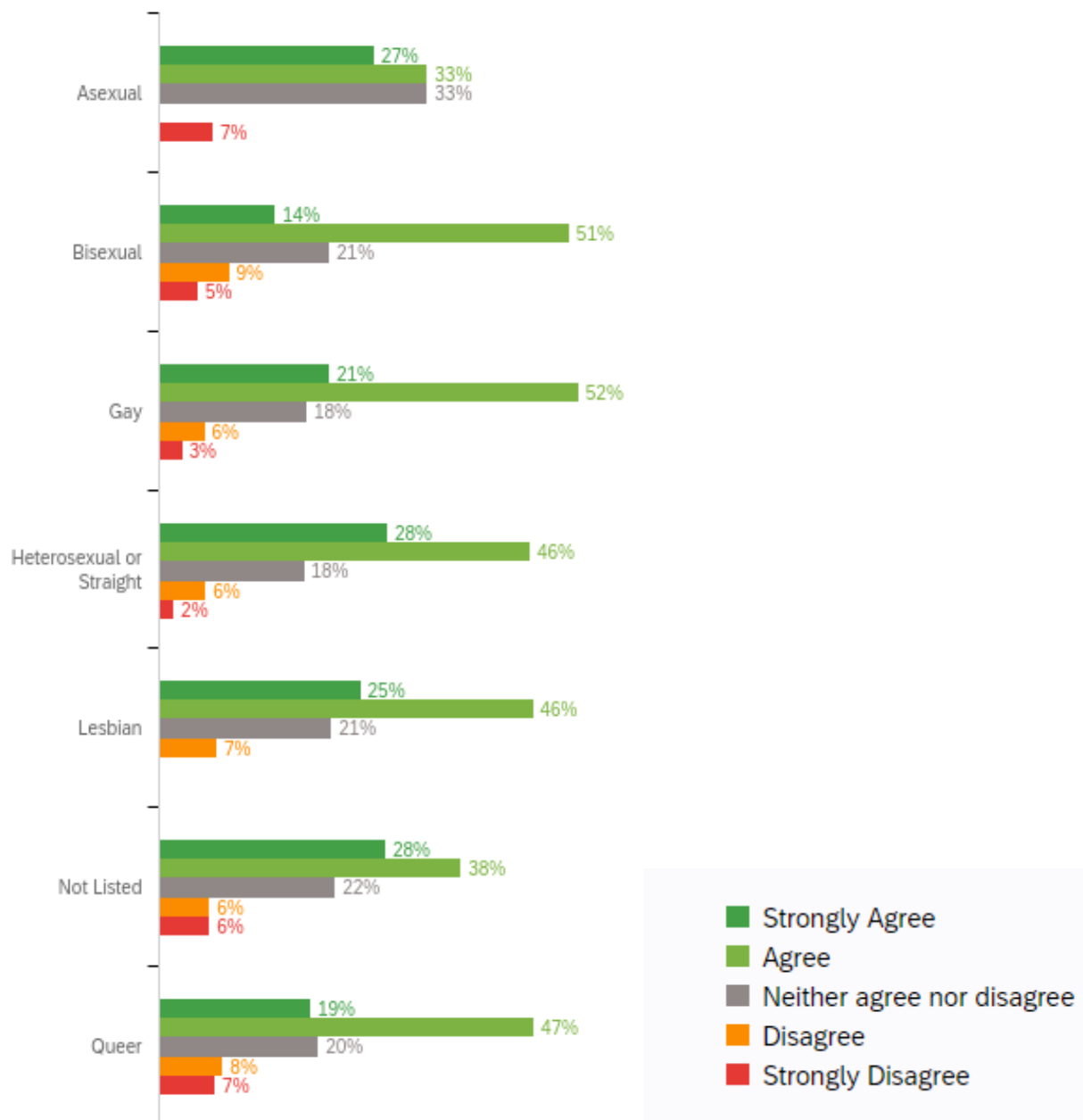
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Asexual	67%	10	27%	4	0%	0	0%	0	7%	1	4.47	0.34	15
Bisexual	40%	42	39%	41	14%	15	2%	2	4%	4	4.11	0.44	104
Gay	46%	33	35%	25	17%	12	0%	0	1%	1	4.25	0.00	71
Heterosexual or Straight	47%	620	34%	454	12%	161	4%	55	3%	36	4.18	0.01	1326
Lesbian	46%	13	25%	7	29%	8	0%	0	0%	0	4.18	-0.05	28
Not Listed	50%	16	38%	12	6%	2	6%	2	0%	0	4.31	0.03	32
Queer	49%	49	38%	38	6%	6	3%	3	5%	5	4.22	0.34	101

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



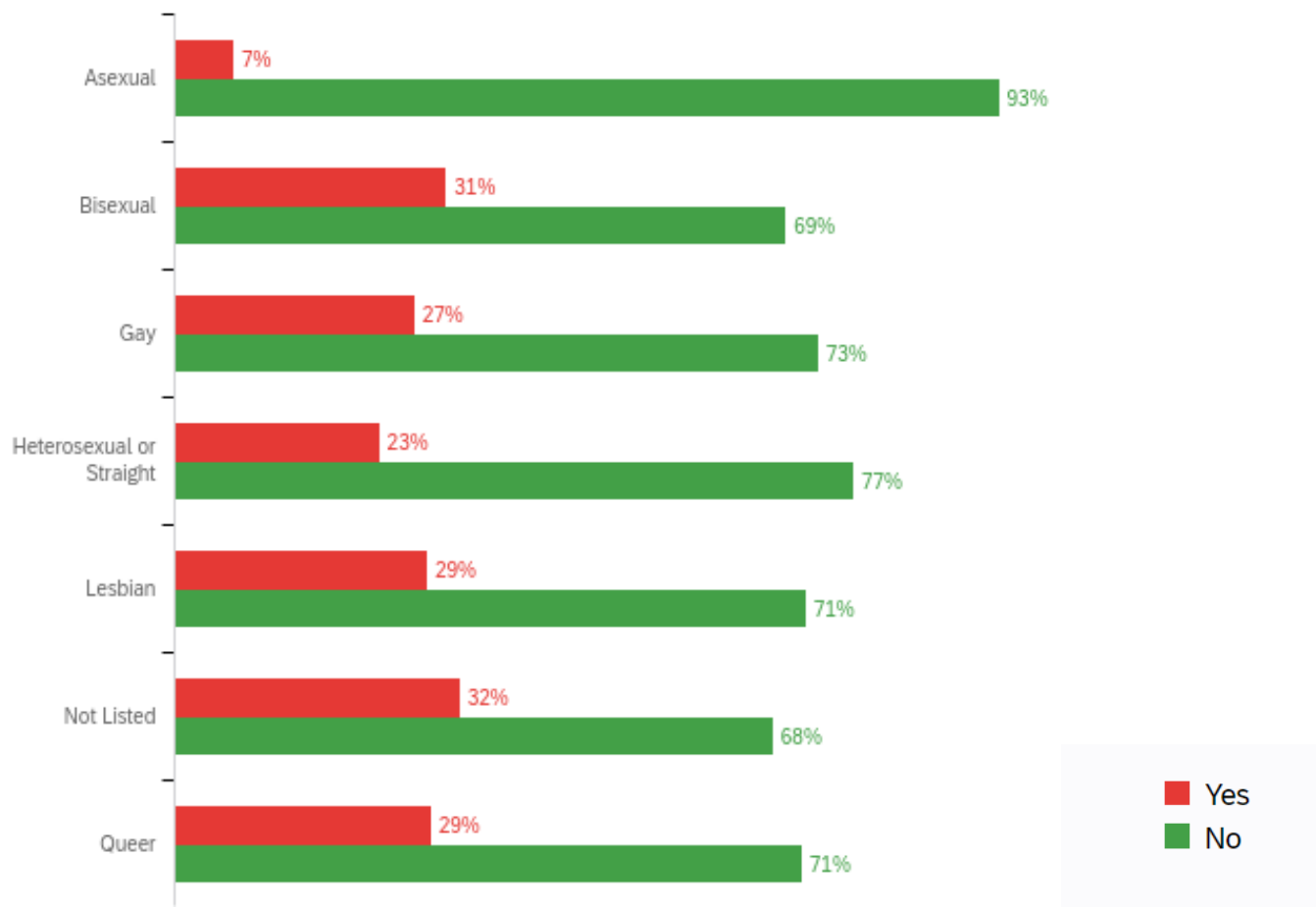
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Asexual	27%	4	27%	4	20%	3	7%	1	20%	3	3.33	15
Bisexual	11%	11	36%	37	35%	36	11%	11	9%	9	3.29	104
Gay	20%	14	42%	30	21%	15	11%	8	6%	4	3.59	71
Heterosexual or Straight	23%	301	34%	455	29%	388	8%	108	6%	74	3.60	1326
Lesbian	29%	8	29%	8	32%	9	4%	1	7%	2	3.68	28
Not Listed	16%	5	25%	8	28%	9	13%	4	19%	6	3.06	32
Queer	20%	20	33%	33	24%	24	17%	17	7%	7	3.42	101

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Asexual	27%	4	33%	5	33%	5	0%	0	7%	1	3.73	15
Bisexual	14%	15	51%	53	21%	22	9%	9	5%	5	3.62	104
Gay	21%	15	52%	37	18%	13	6%	4	3%	2	3.83	71
Heterosexual or Straight	28%	377	46%	613	18%	239	6%	77	2%	24	3.93	1330
Lesbian	25%	7	46%	13	21%	6	7%	2	0%	0	3.89	28
Not Listed	28%	9	38%	12	22%	7	6%	2	6%	2	3.75	32
Queer	19%	19	47%	47	20%	20	8%	8	7%	7	3.62	101

Are you currently looking for a job outside of UCB?

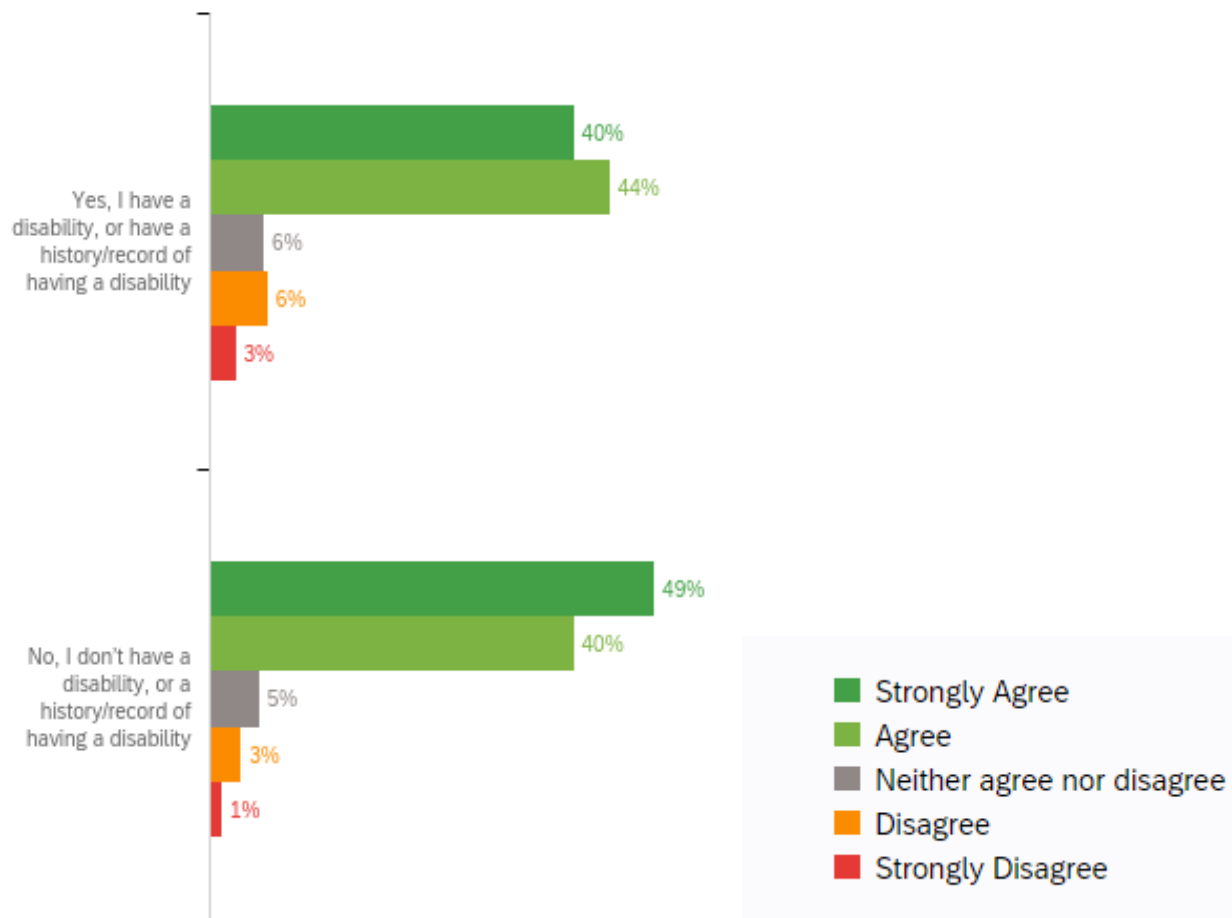


Question	Yes	No	Total
Asexual	7%	93%	15
Bisexual	31%	69%	104
Gay	27%	73%	70
Heterosexual or Straight	23%	77%	1322
Lesbian	29%	71%	28
Not Listed	32%	68%	31
Queer	29%	71%	100

State of the Workplace Survey - February 2022

Disability Status

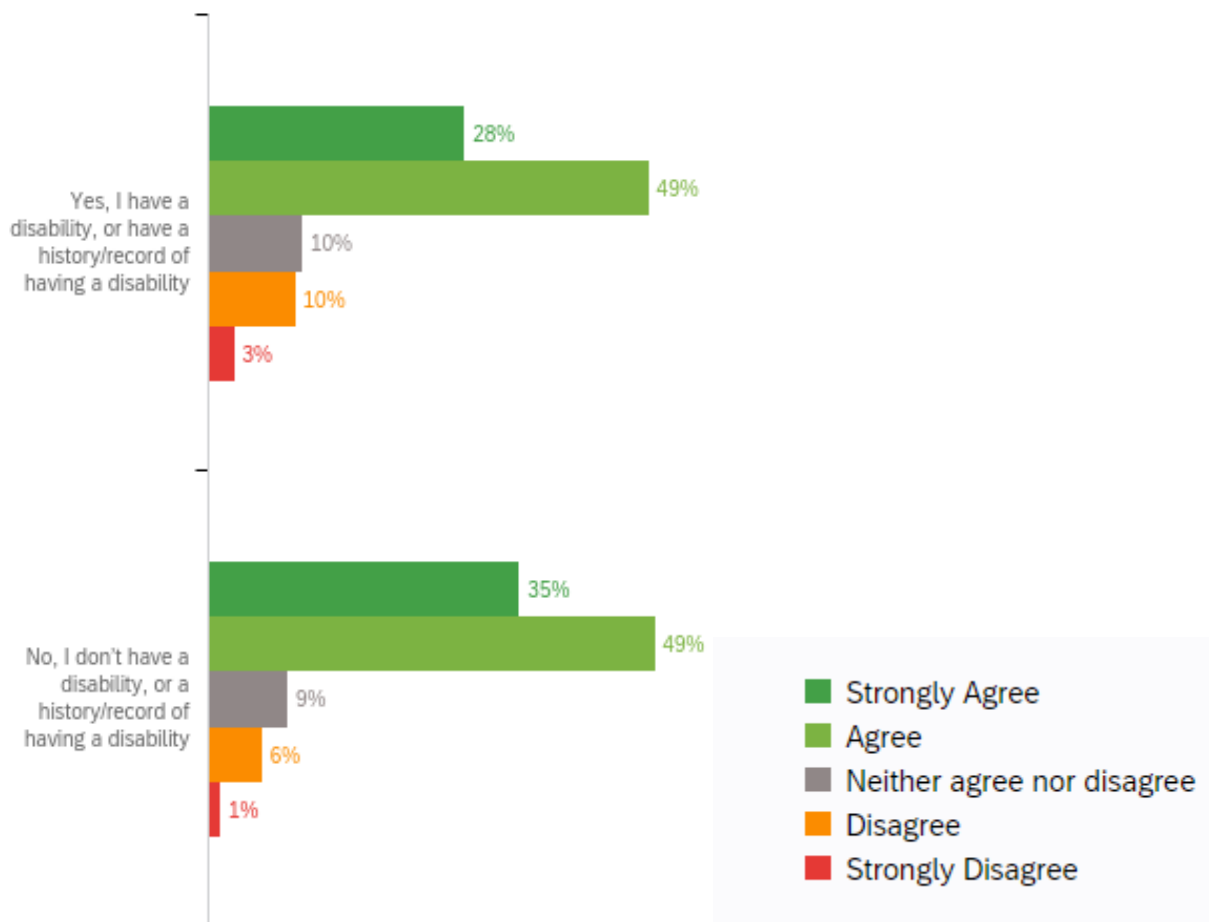
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	40%	101	44%	111	6%	15	6%	16	3%	7	4.13	0.79	250
No, I don't have a disability, or a history/record of having a disability	49%	753	40%	616	5%	83	3%	53	1%	20	4.33	0.96	1525

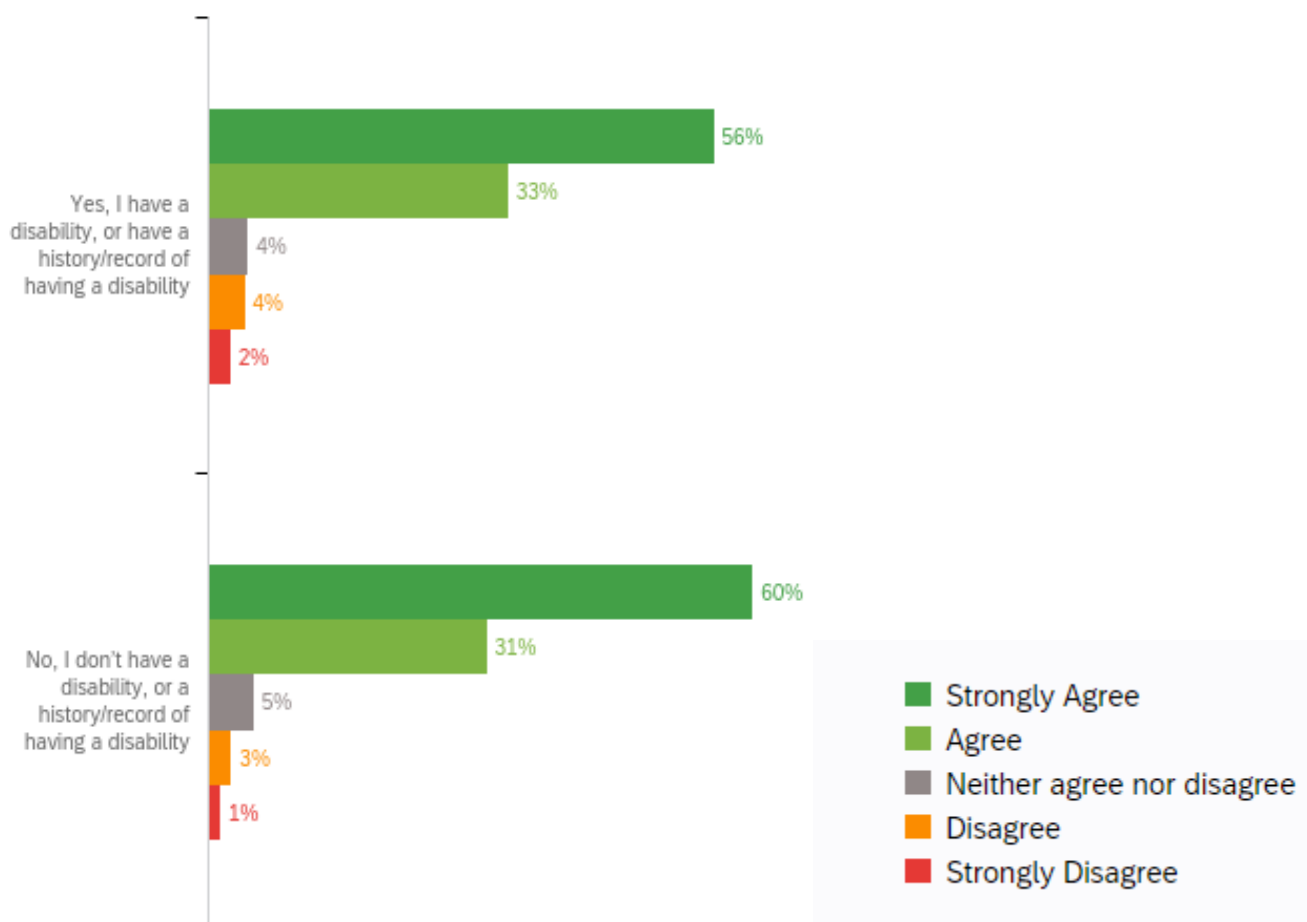
*Difference in average score from July 2021 State of the Workplace Survey

I have the equipment and tools needed to do my job effectively.



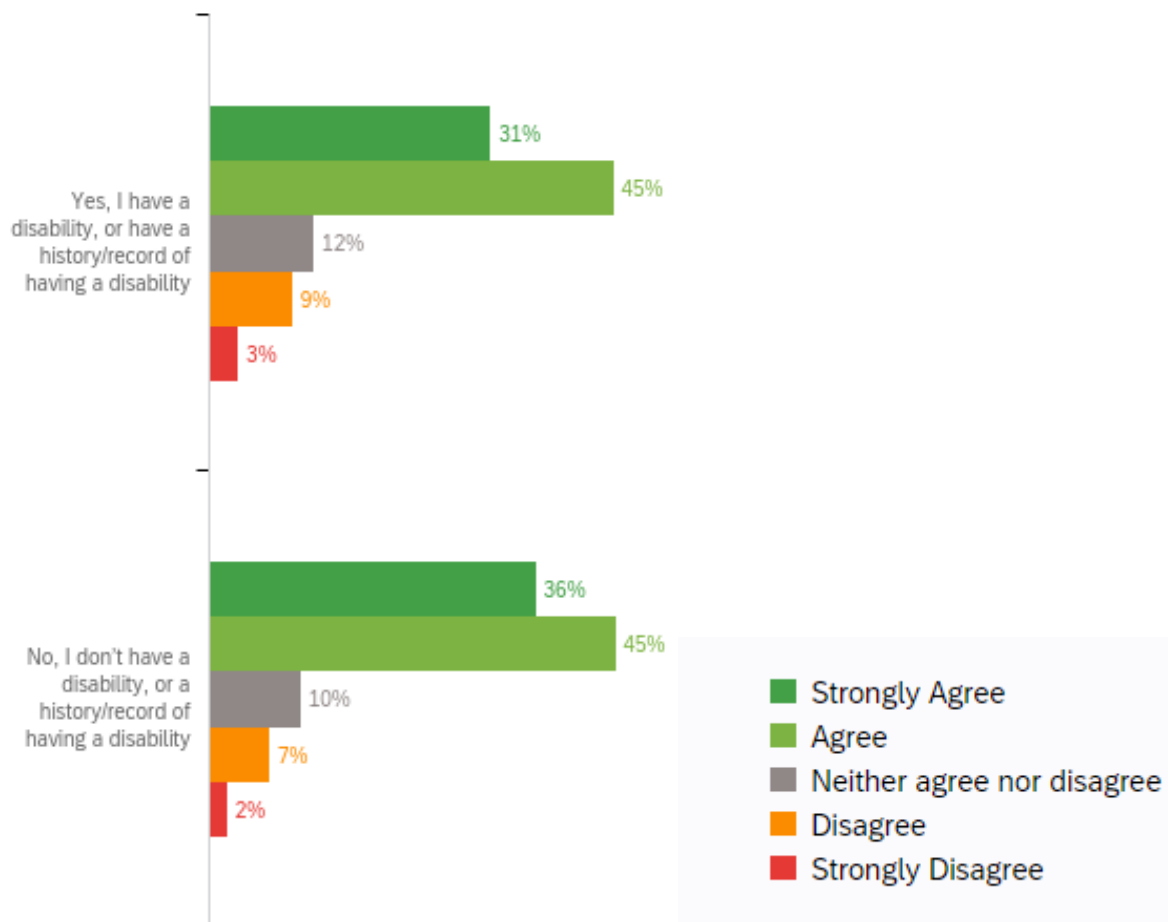
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	28%	71	49%	122	10%	26	10%	24	3%	7	3.90	-0.05	250
No, I don't have a disability, or a history/record of having a disability	35%	526	49%	754	9%	134	6%	90	1%	20	4.10	-0.08	1524

My supervisor allows sufficient autonomy in my work.



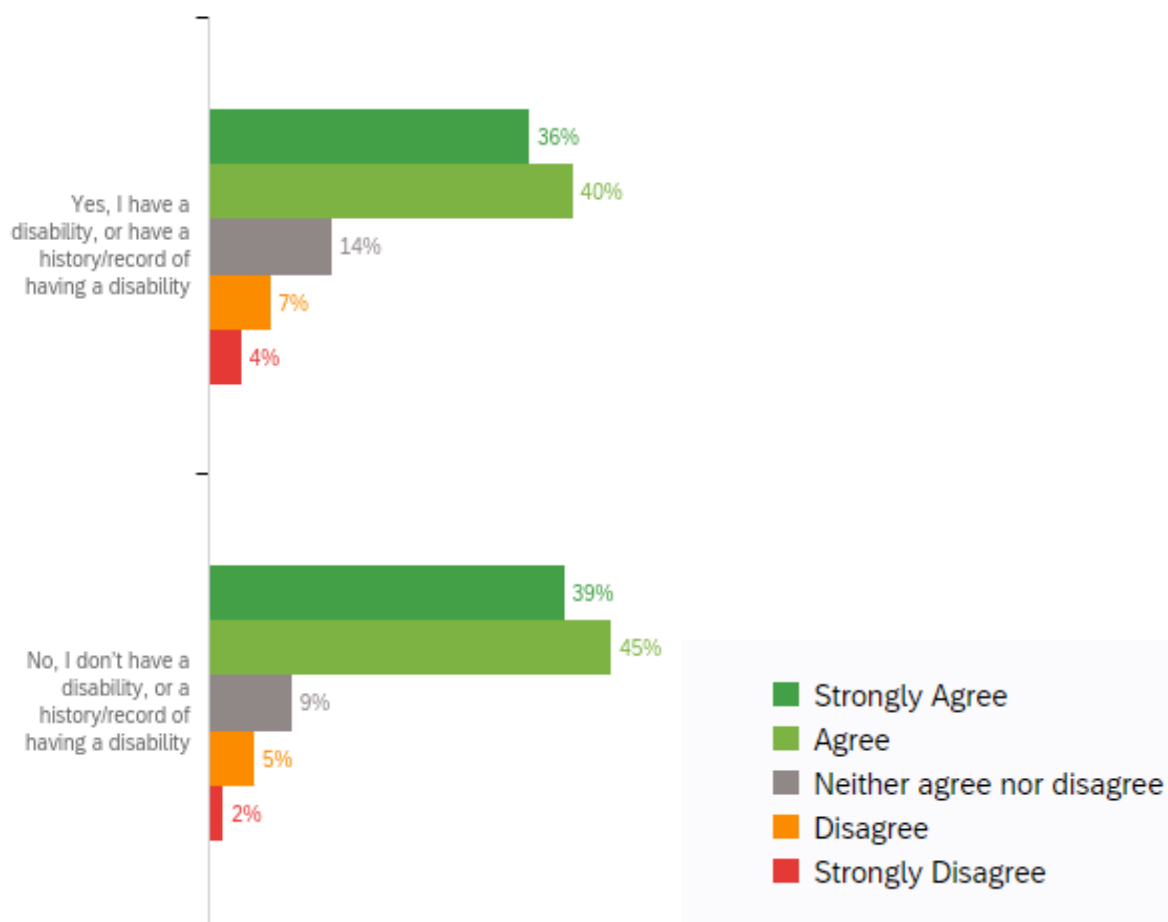
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	56%	140	33%	83	4%	11	4%	10	2%	6	4.36	0.00	250
No, I don't have a disability, or a history/record of having a disability	60%	921	31%	470	5%	76	3%	39	1%	20	4.46	0.01	1526

Within my team, I feel my personal contributions are recognized.



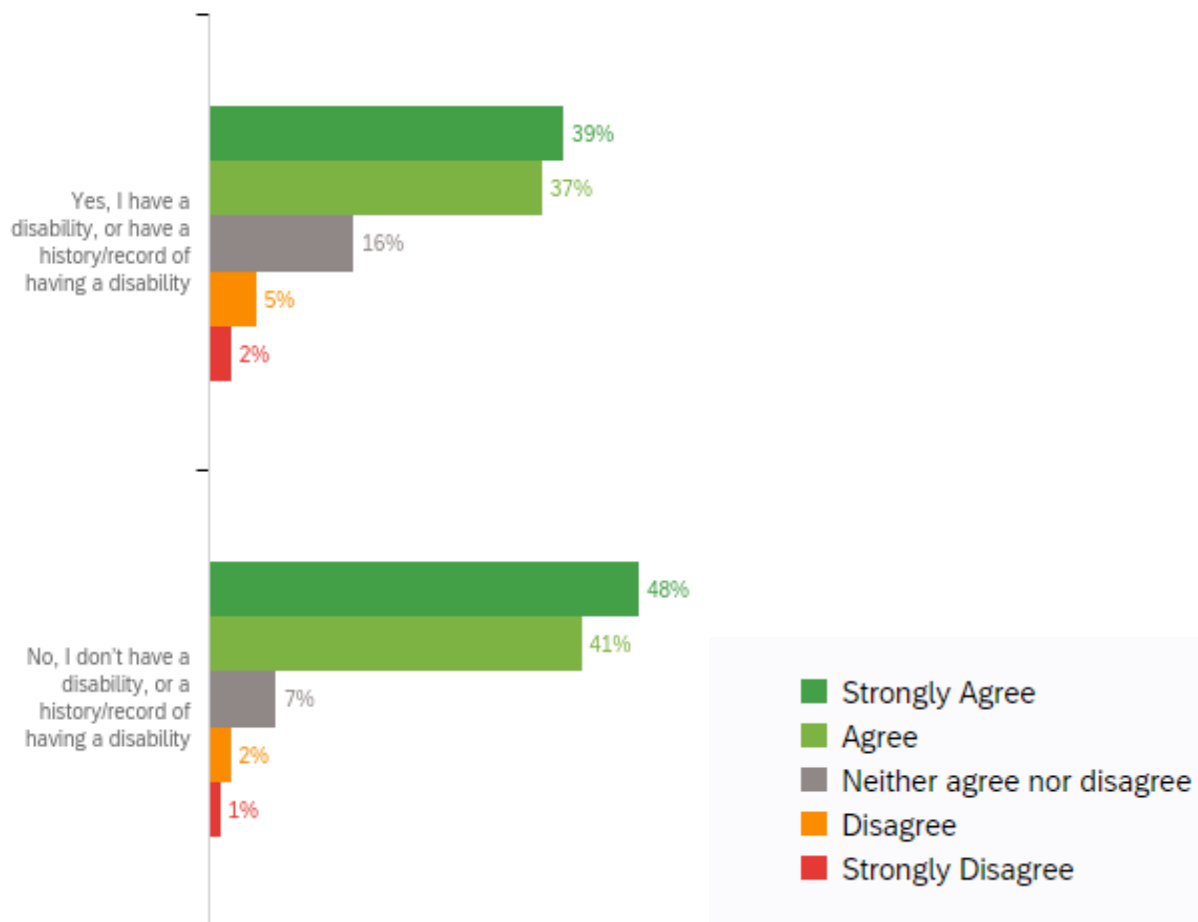
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	31%	78	45%	112	12%	29	9%	23	3%	8	3.92	-0.15	250
No, I don't have a disability, or a history/record of having a disability	36%	552	45%	687	10%	154	7%	102	2%	30	4.07	-0.08	1525

Within my team, my opinions seem to count.



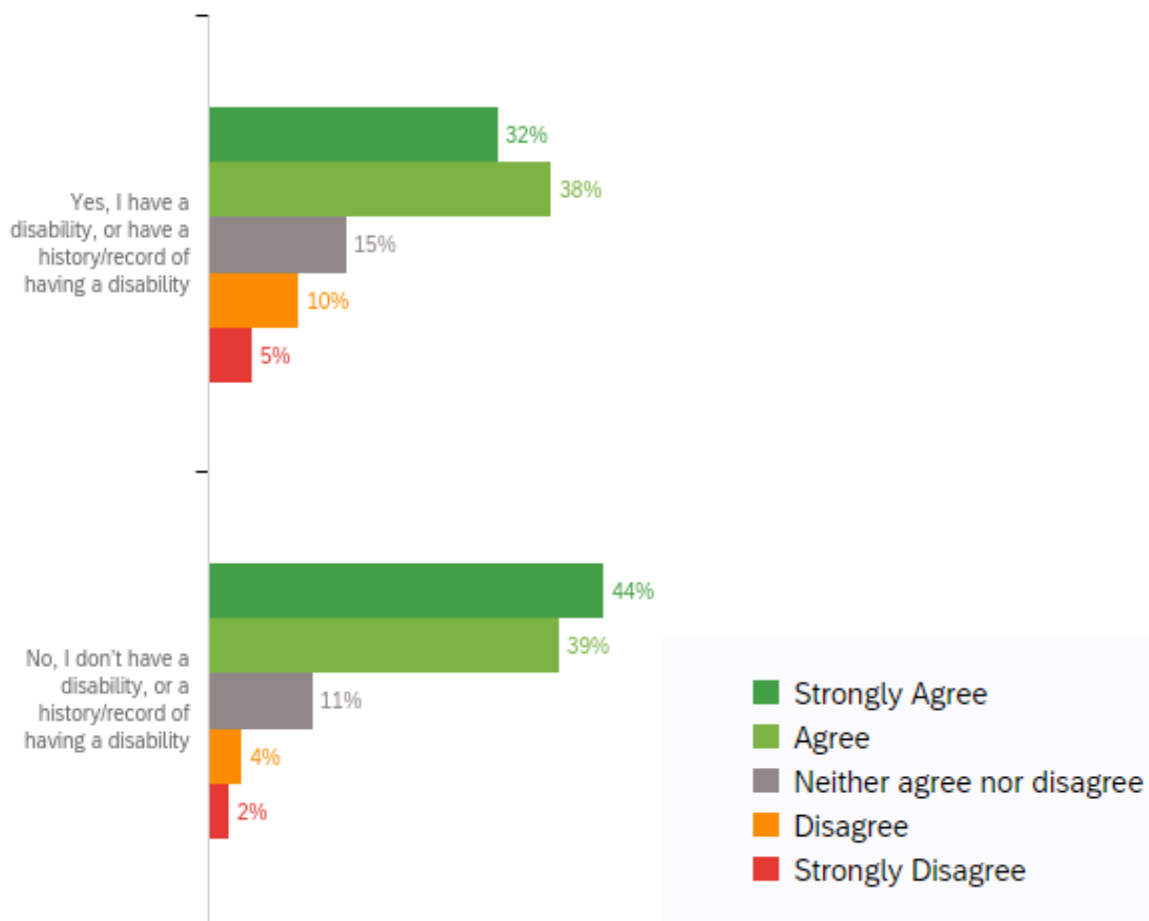
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	36%	89	40%	101	14%	34	7%	17	4%	9	3.98	-0.13	250
No, I don't have a disability, or a history/record of having a disability	39%	600	45%	681	9%	140	5%	77	2%	24	4.15	-0.04	1522

Within my team, I am treated with dignity and respect.



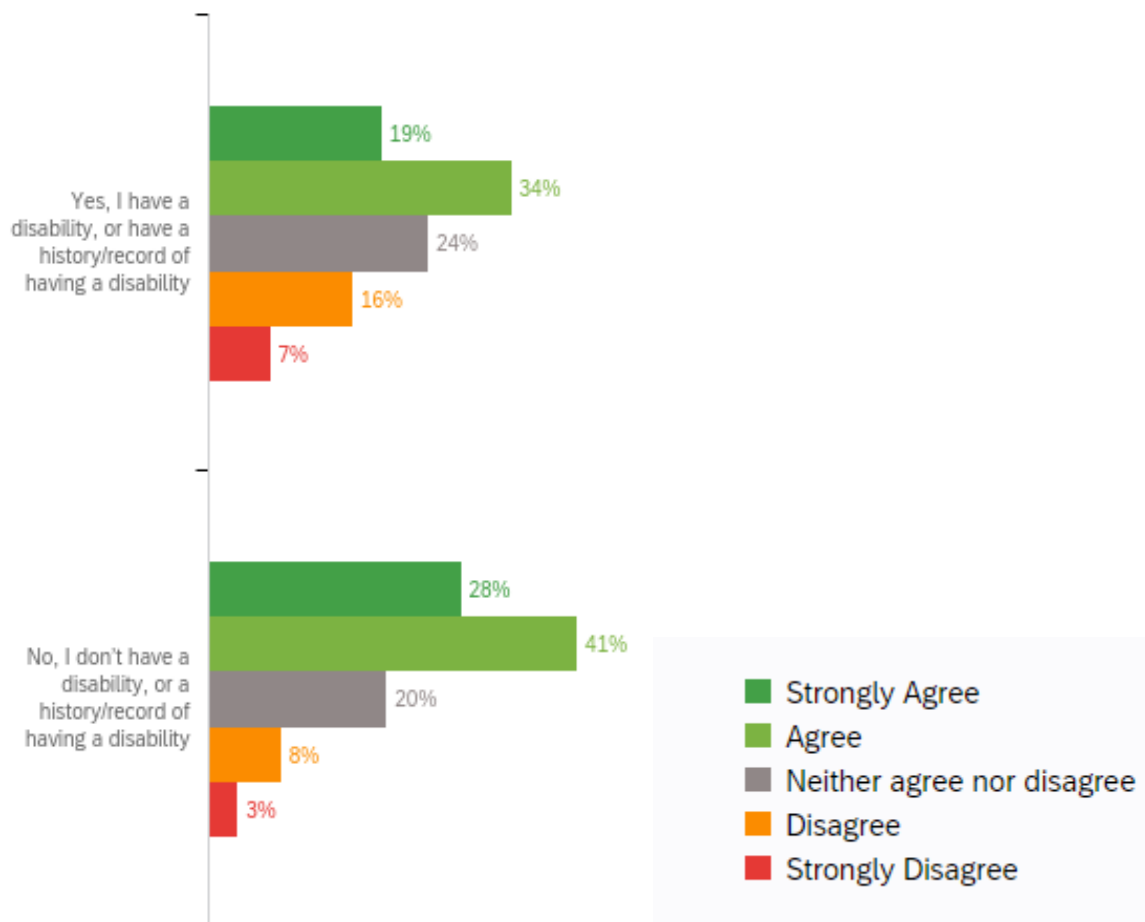
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	39%	98	37%	92	16%	40	5%	13	2%	6	4.06	-0.10	249
No, I don't have a disability, or a history/record of having a disability	48%	725	41%	628	7%	113	2%	36	1%	18	4.32	0.01	1520

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



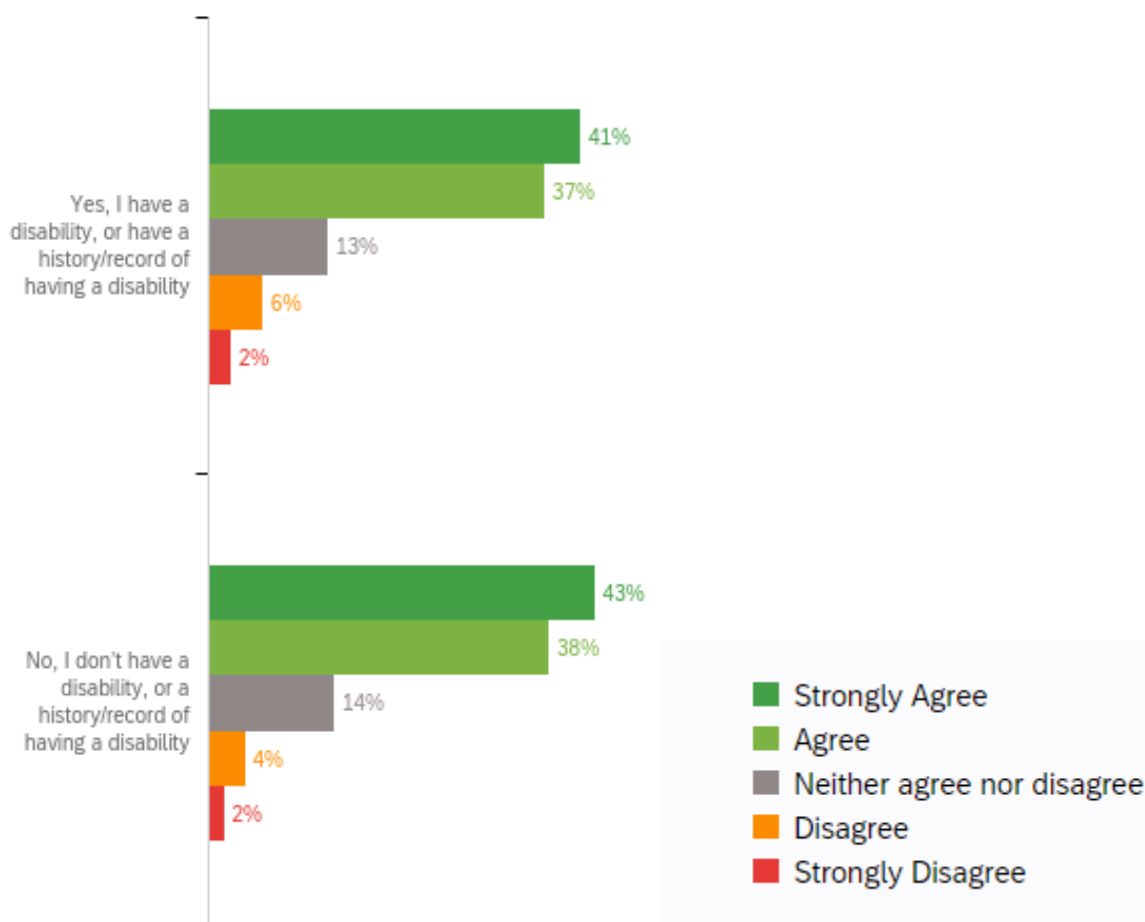
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	32%	80	38%	95	15%	38	10%	25	5%	12	3.82	-0.16	250
No, I don't have a disability, or a history/record of having a disability	44%	667	39%	591	11%	174	4%	56	2%	34	4.18	-0.03	1522

Regardless of my background, I have an equal opportunity to succeed



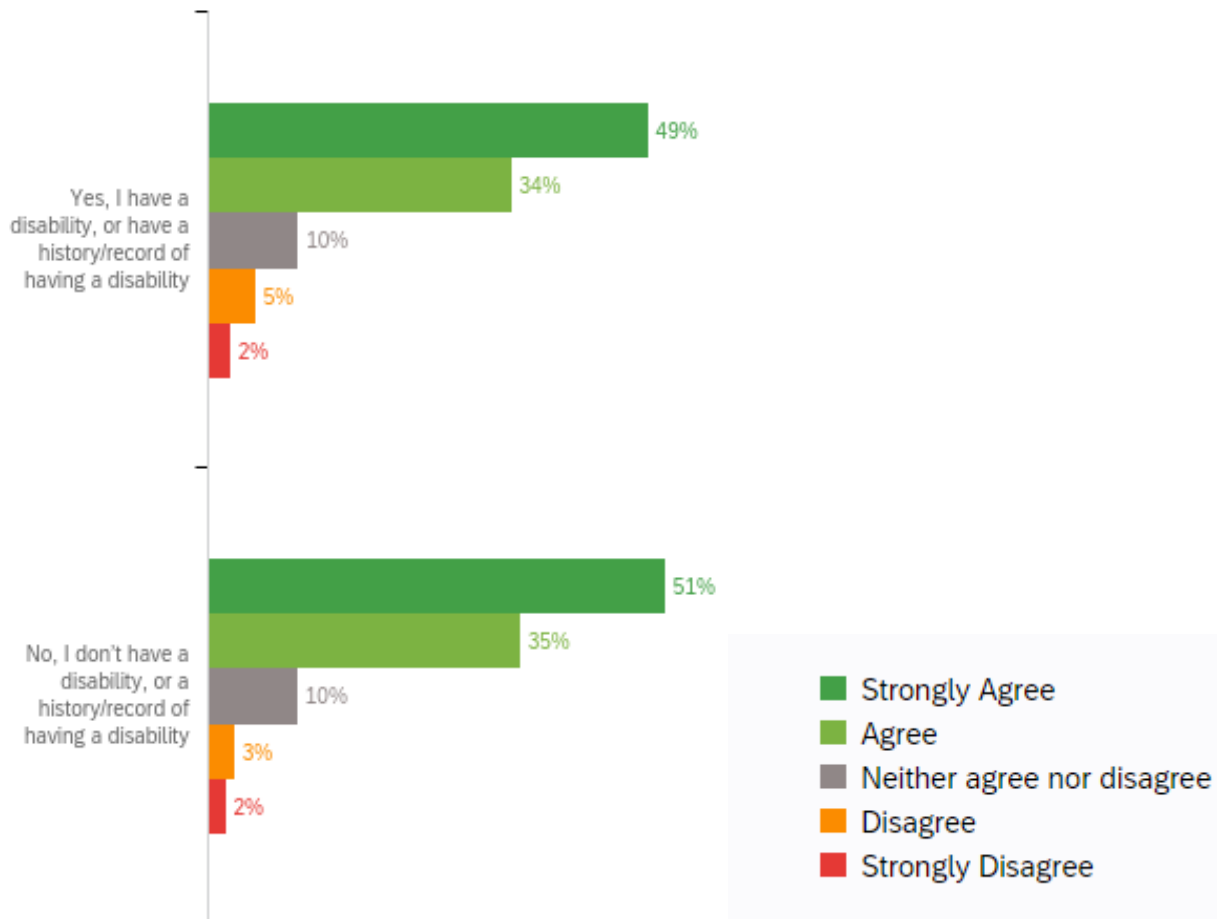
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	19%	48	34%	84	24%	61	16%	40	7%	17	3.42	0.09	250
No, I don't have a disability, or a history/record of having a disability	28%	427	41%	625	20%	302	8%	122	3%	49	3.83	0.15	1525

My immediate supervisor promotes an inclusive team environment through their actions.



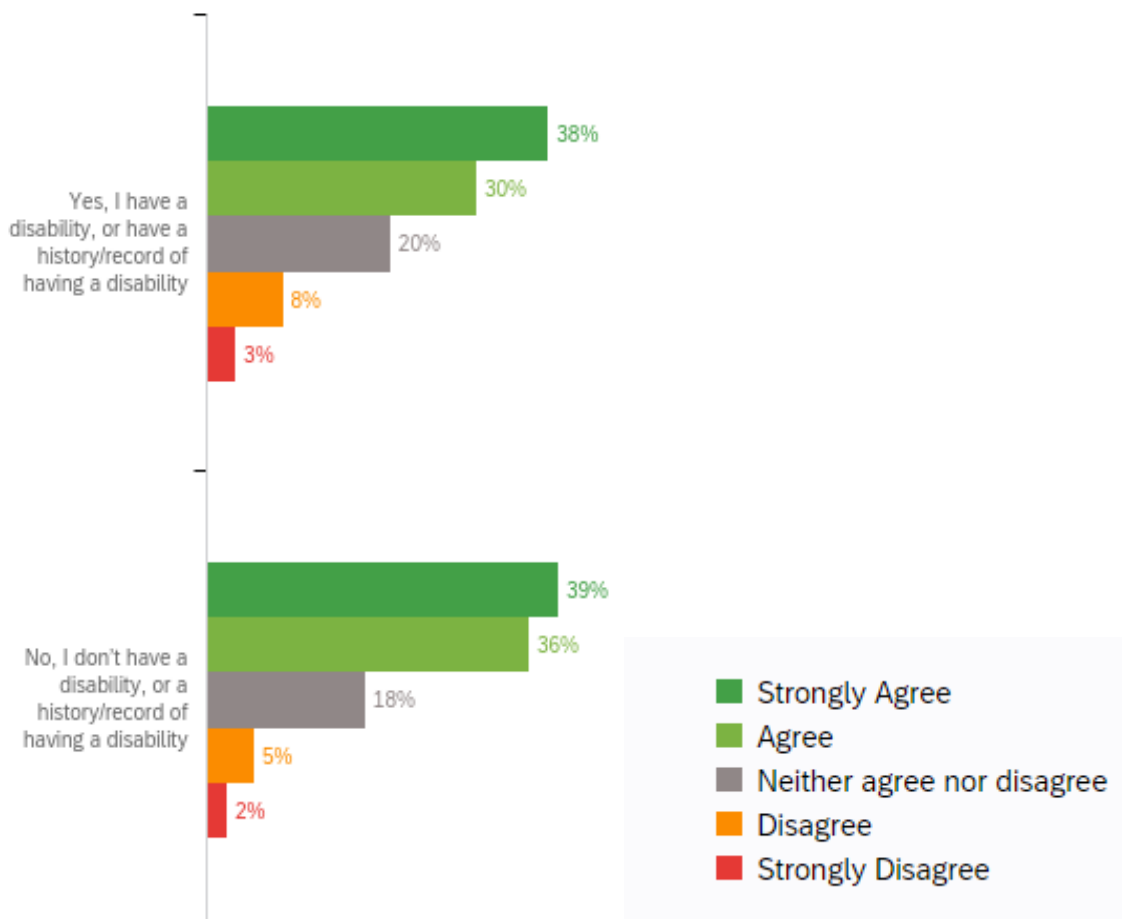
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	41%	103	37%	93	13%	33	6%	15	2%	6	4.09	0.12	250
No, I don't have a disability, or a history/record of having a disability	43%	652	38%	575	14%	212	4%	61	2%	25	4.16	0.09	1525

My well-being is important to my immediate supervisor.



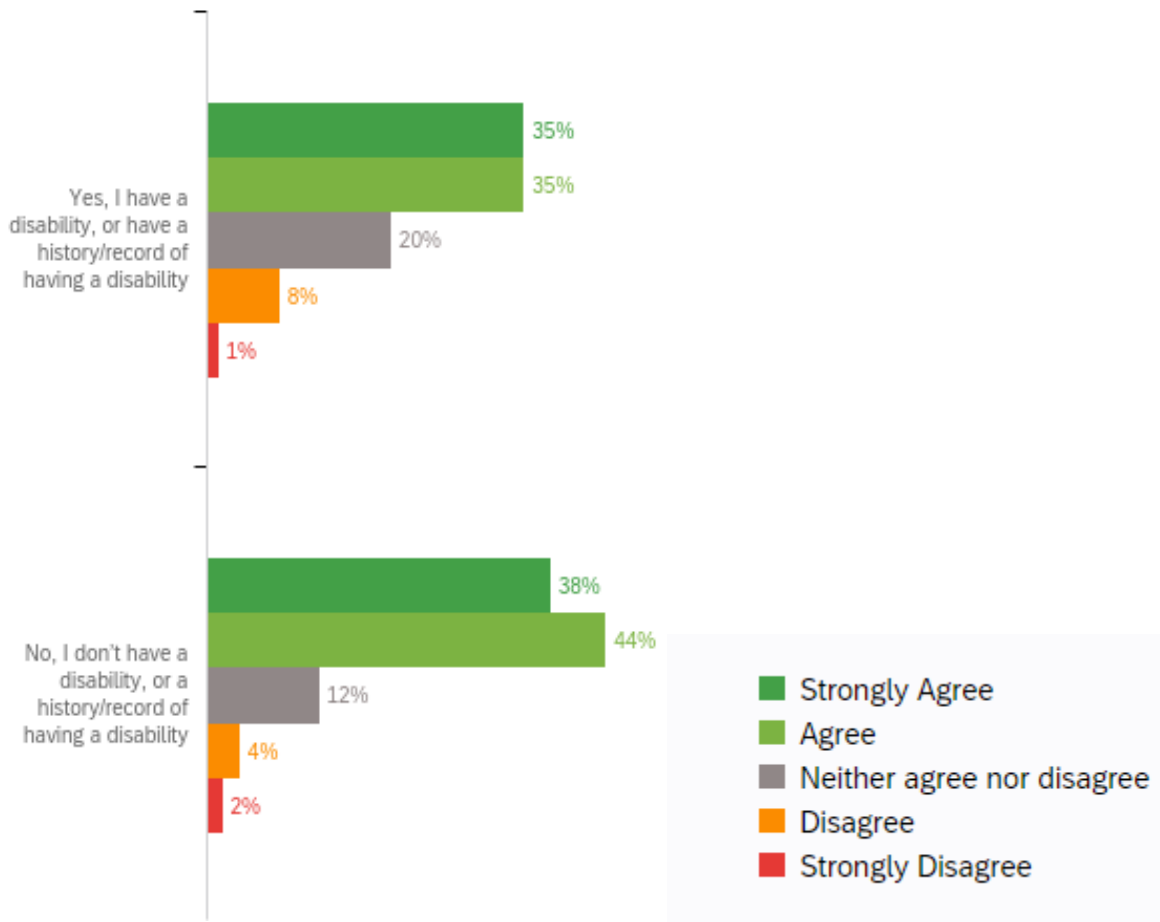
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	49%	122	34%	84	10%	25	5%	13	2%	6	4.21	-0.01	250
No, I don't have a disability, or a history/record of having a disability	51%	774	35%	528	10%	151	3%	44	2%	29	4.29	0.02	1526

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



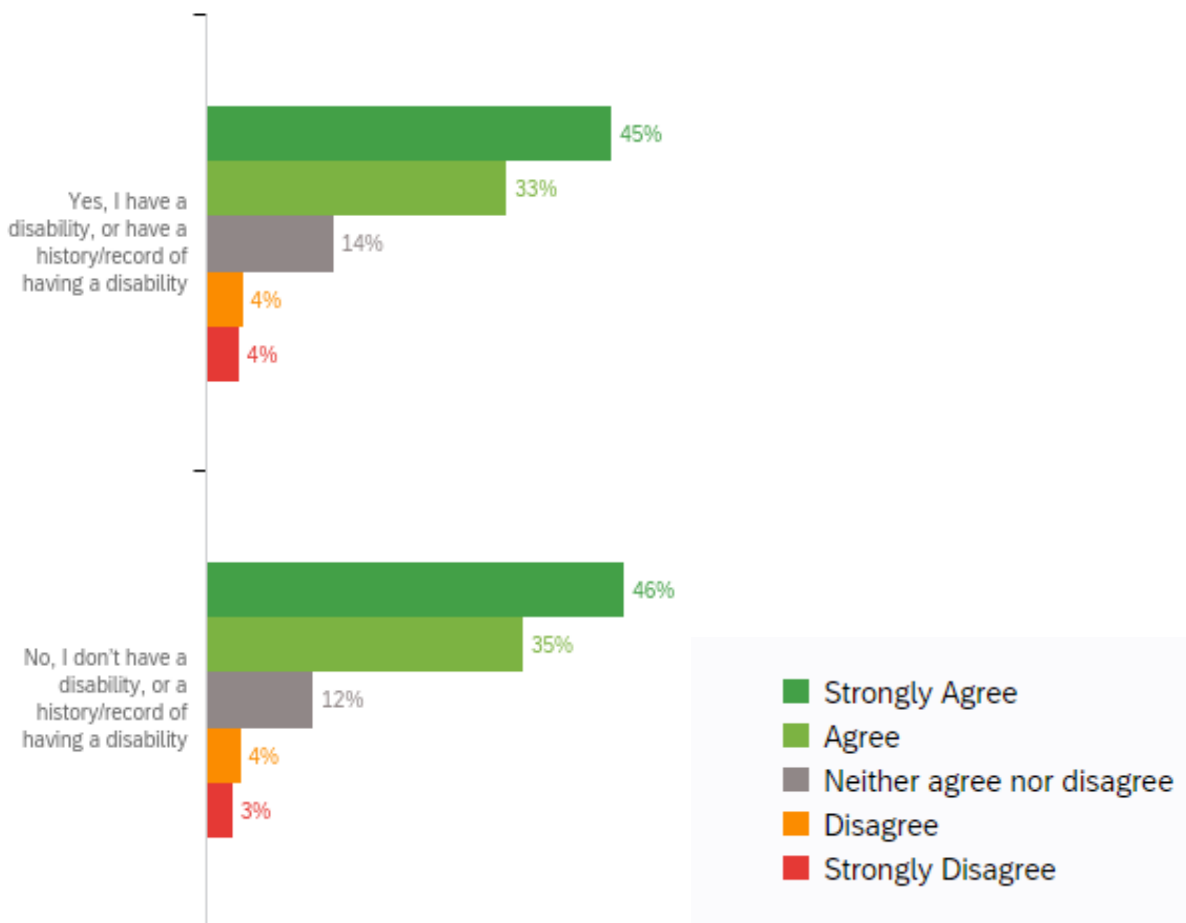
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	38%	95	30%	75	20%	51	8%	21	3%	8	3.91	-0.11	250
No, I don't have a disability, or a history/record of having a disability	39%	595	36%	545	18%	268	5%	80	2%	34	4.04	0.01	1522

I feel my day-to-day work connects to a larger purpose.



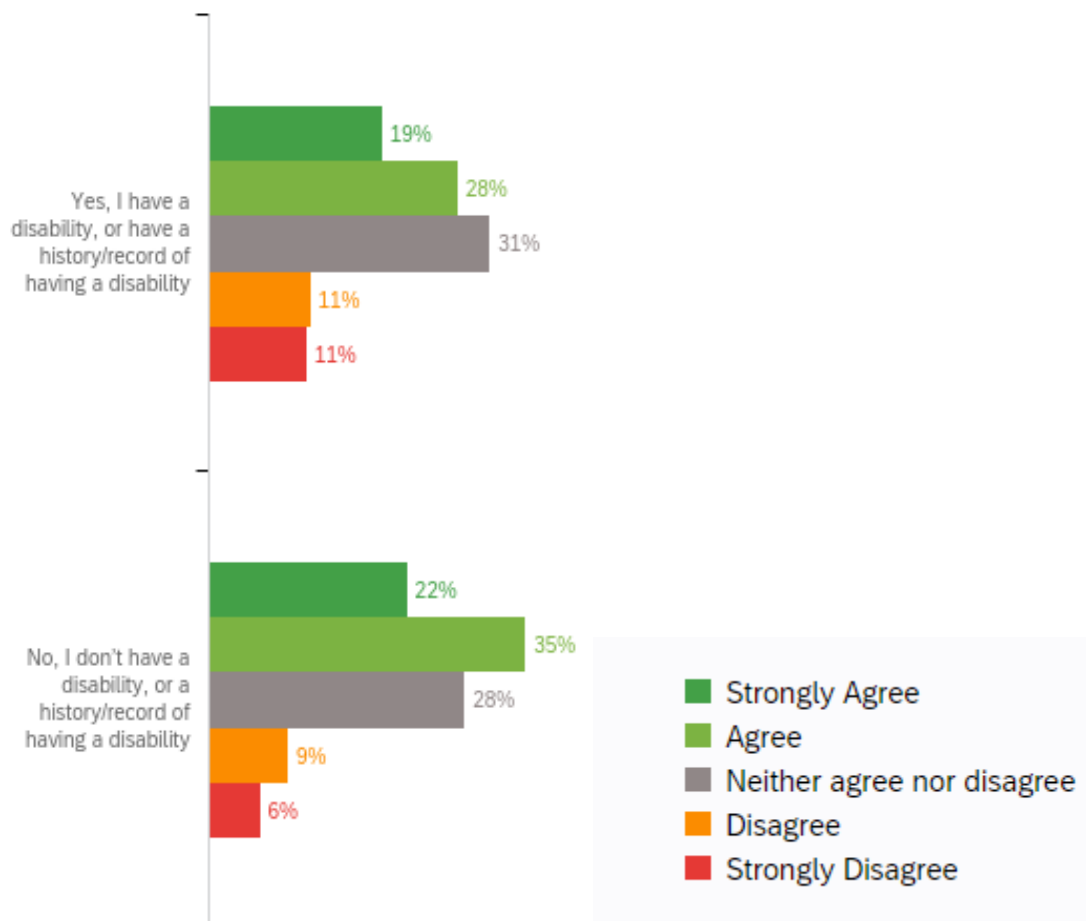
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	35%	88	35%	88	20%	51	8%	20	1%	3	3.95	-0.12	250
No, I don't have a disability, or a history/record of having a disability	38%	581	44%	675	12%	189	4%	55	2%	25	4.14	-0.03	1525

I trust my immediate supervisor.



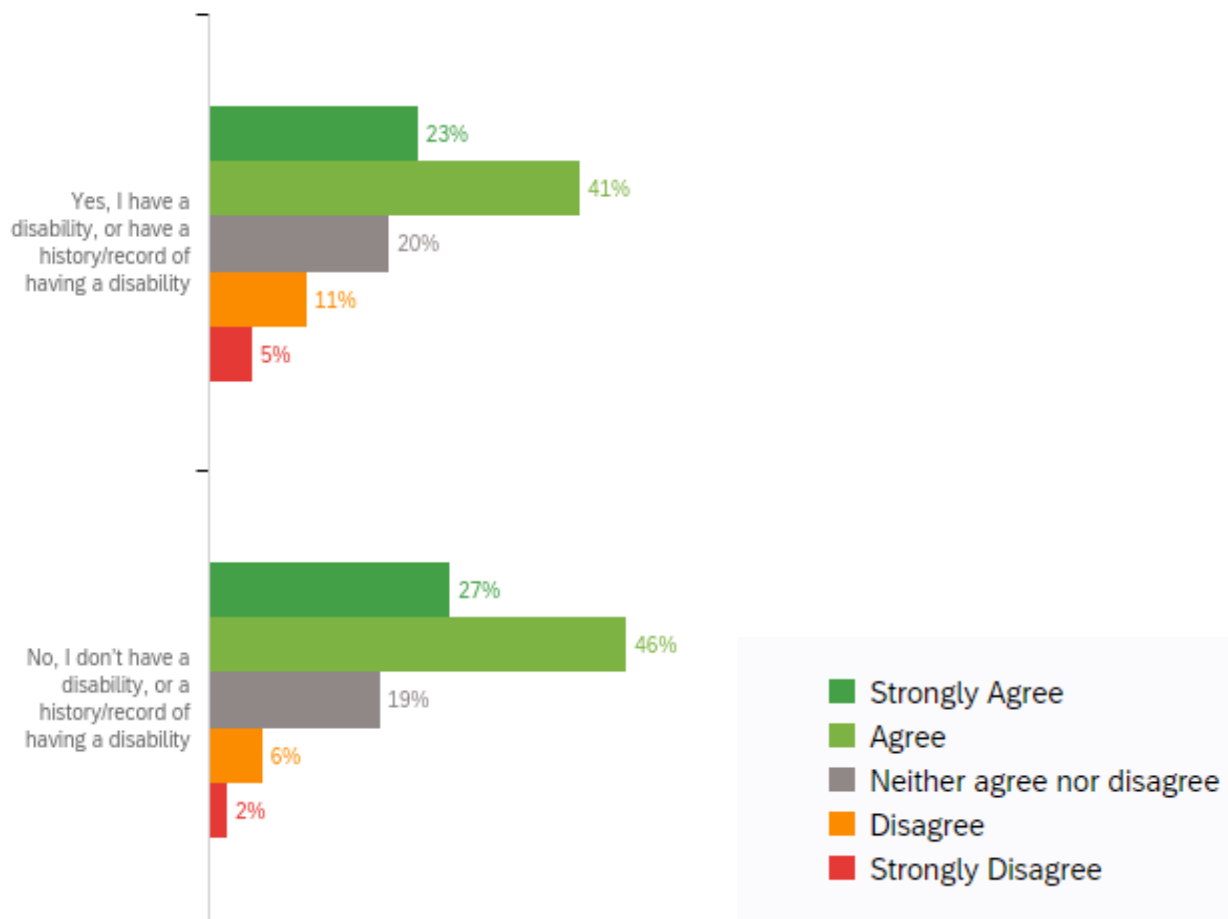
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Yes, I have a disability, or have a history/record of having a disability	45%	112	33%	83	14%	35	4%	10	4%	9	4.12	0.01	249
No, I don't have a disability, or a history/record of having a disability	46%	707	35%	535	12%	181	4%	57	3%	44	4.18	0.02	1524

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



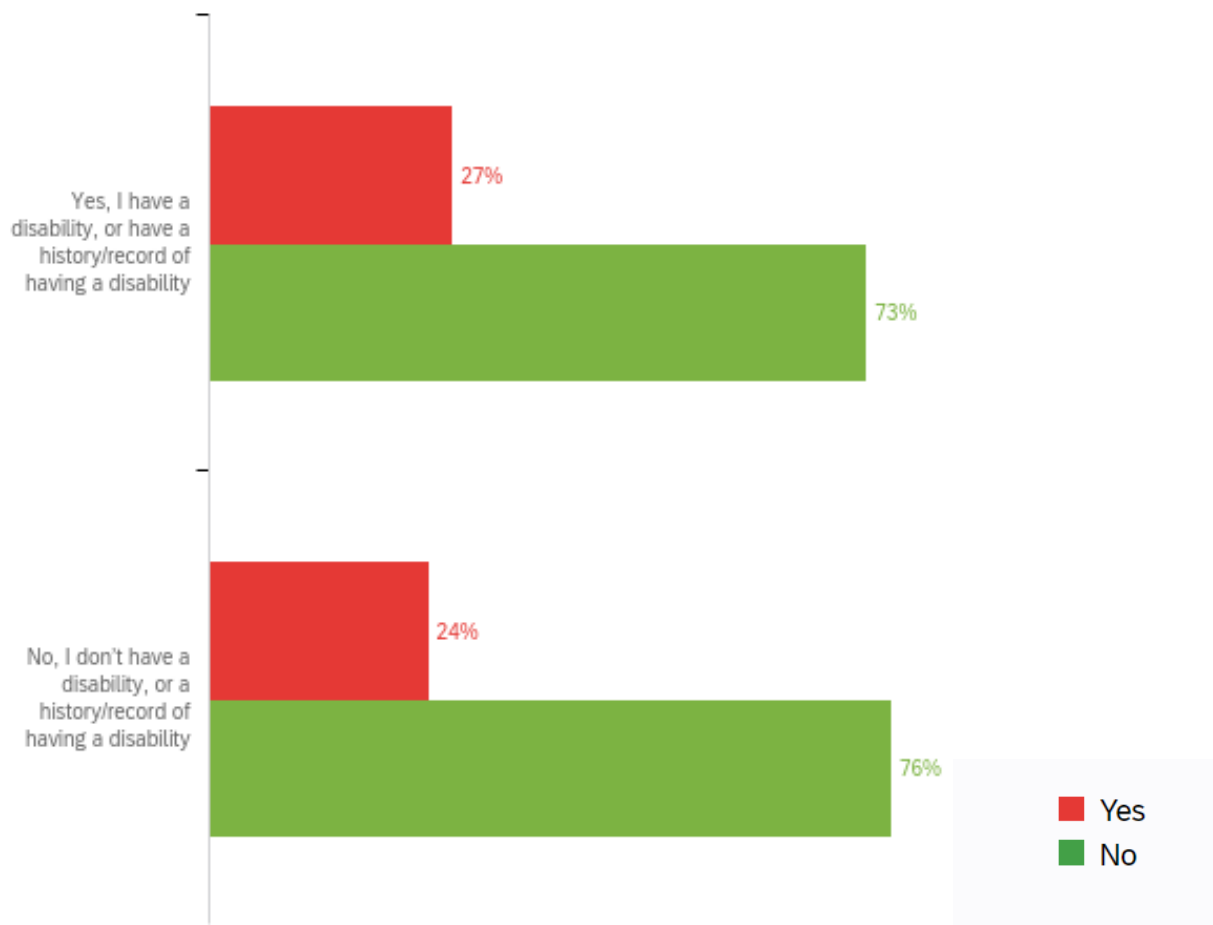
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	19%	48	28%	69	31%	78	11%	28	11%	27	3.33	250
No, I don't have a disability, or a history/record of having a disability	22%	335	35%	536	28%	433	9%	134	6%	86	3.59	1524

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	23%	58	41%	103	20%	50	11%	27	5%	12	3.67	250
No, I don't have a disability, or a history/record of having a disability	27%	409	46%	709	19%	289	6%	90	2%	31	3.90	1528

Are you currently looking for a job outside of UCB?

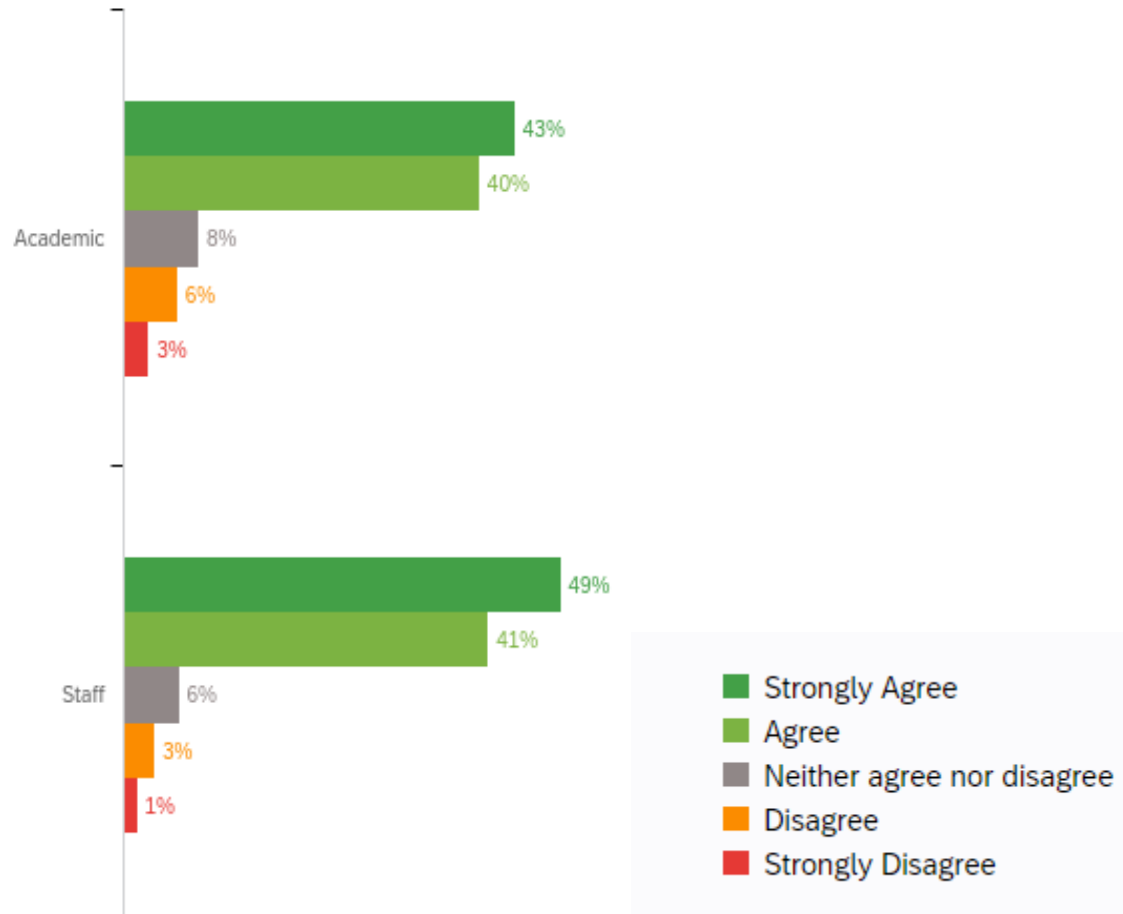


Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Yes	27%	67	24%	369
No	73%	181	76%	1149
Total	Total	248	Total	1518

State of the Workplace Survey - February 2022

Academic - Staff

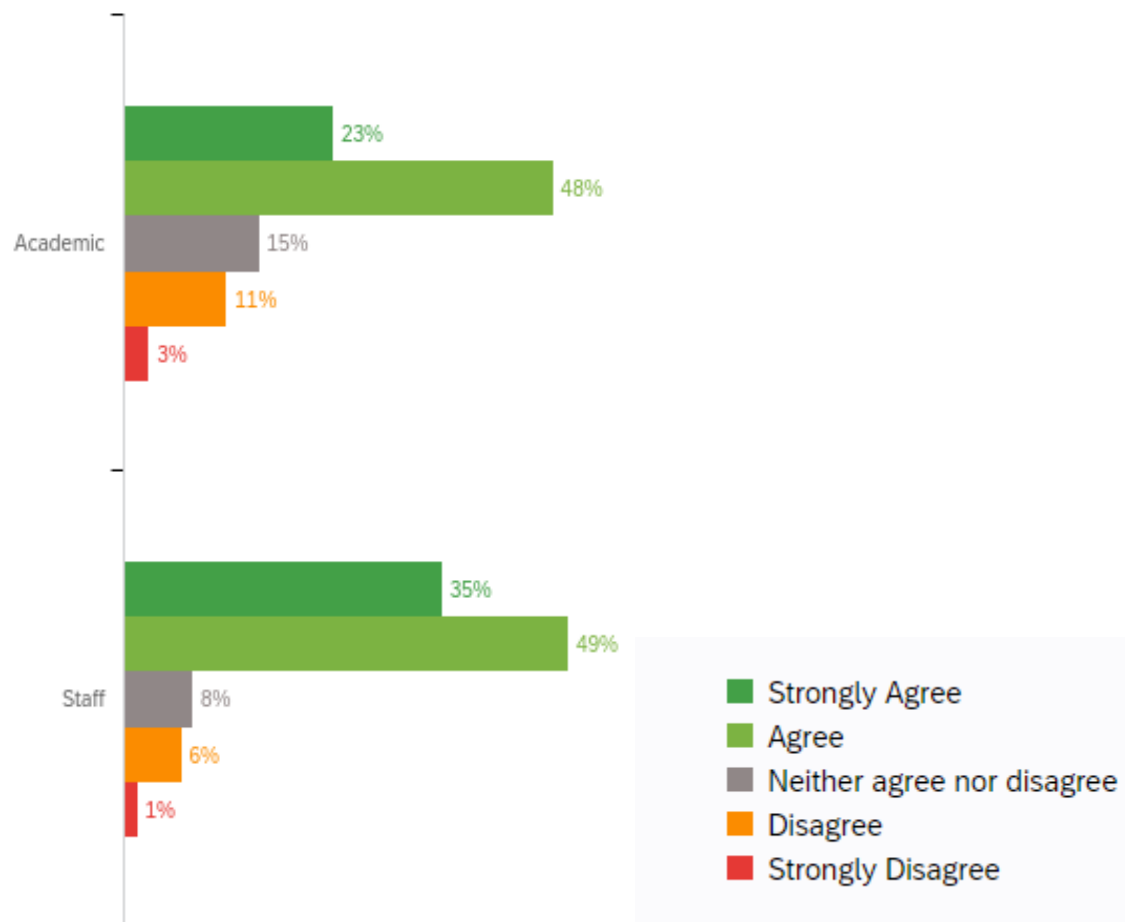
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Academic	43%	110	40%	100	8%	21	6%	15	3%	7	4.15	0.85	253
Staff	49%	822	41%	687	6%	103	3%	58	1%	24	4.31	0.94	1694

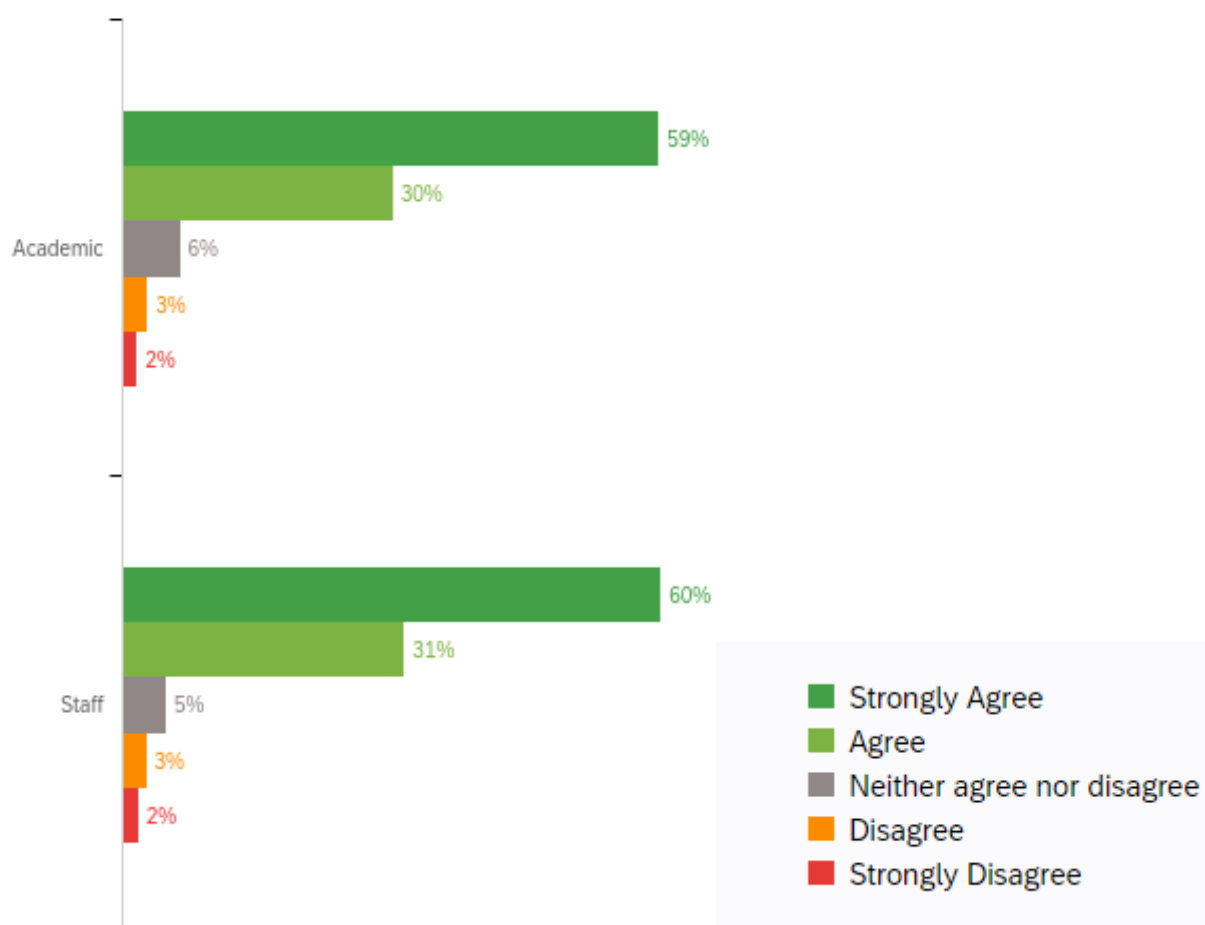
*Difference in average score from the July 2021 State of the Workplace Survey

I have the equipment and tools needed to do my job effectively.



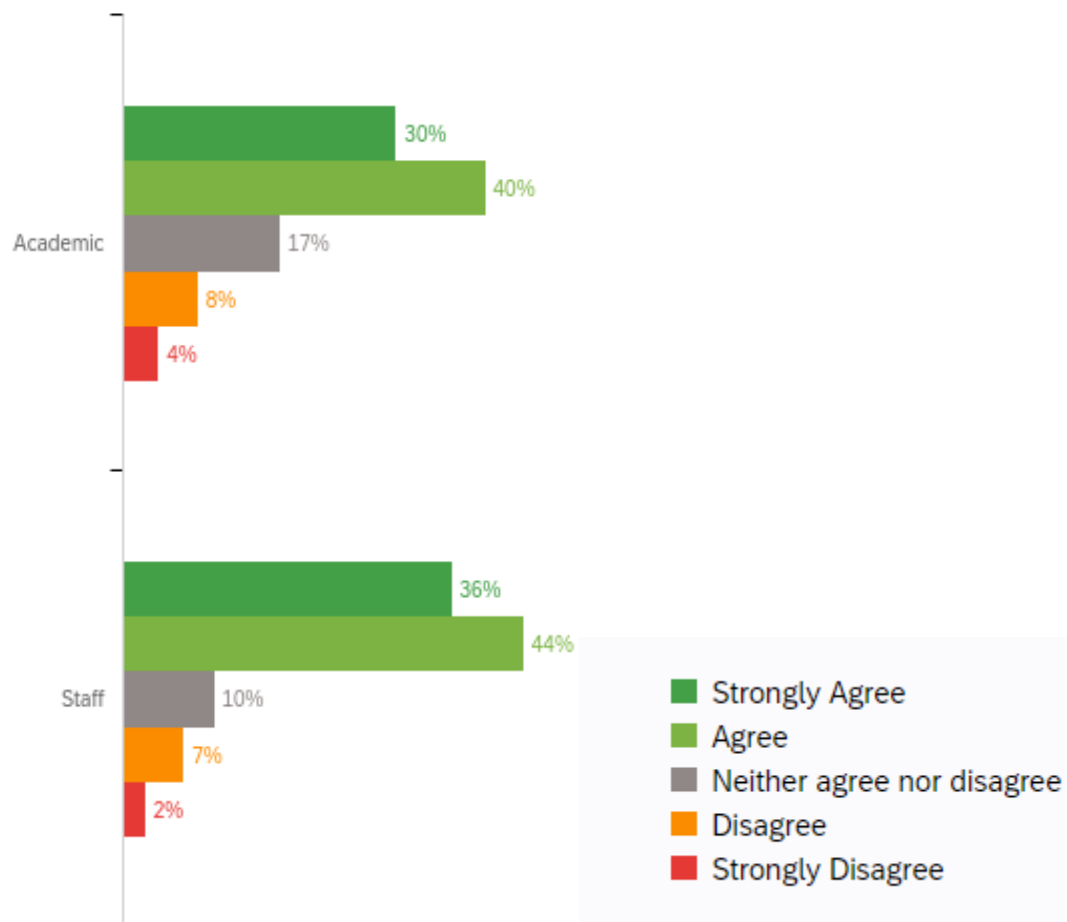
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	23%	59	48%	121	15%	38	11%	29	3%	7	3.77	-0.28	254
Staff	35%	597	49%	835	8%	129	6%	107	1%	24	4.11	-0.03	1692

My supervisor allows sufficient autonomy in my work.



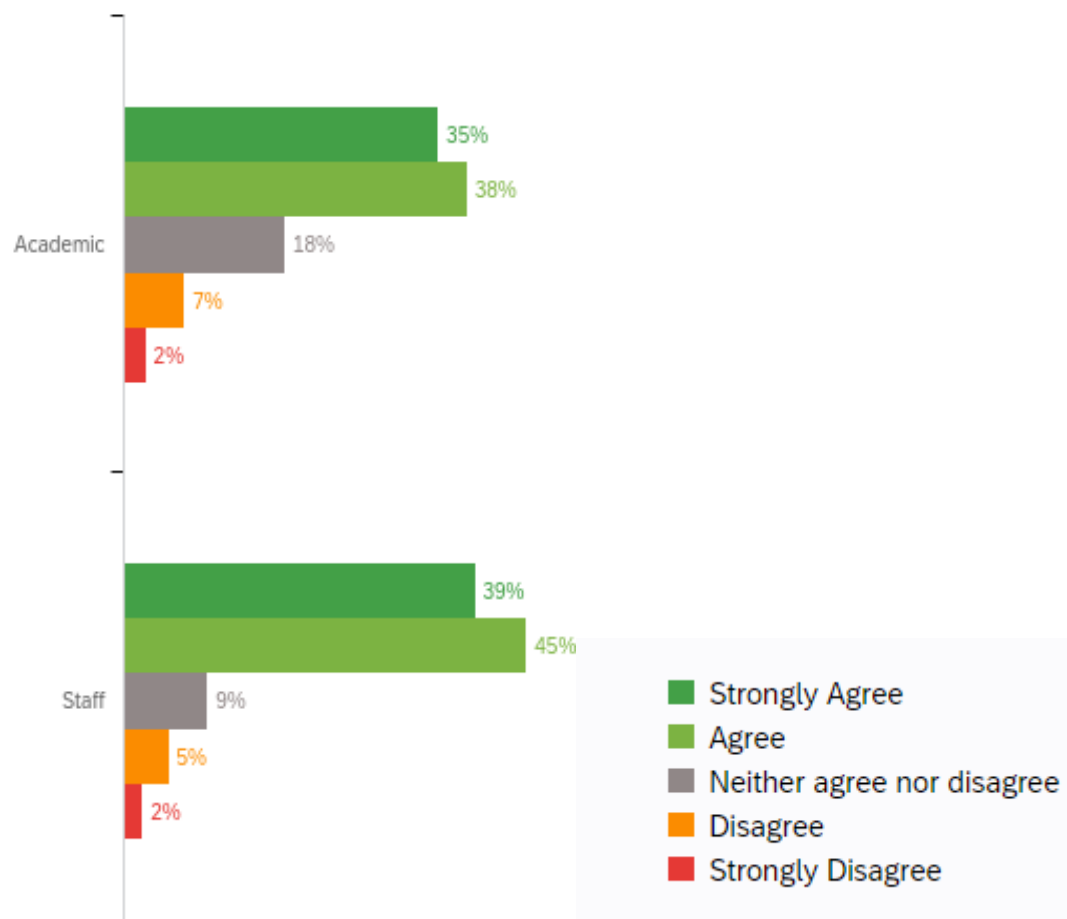
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	59%	151	30%	76	6%	16	3%	7	2%	4	4.43	-0.07	254
Staff	60%	1010	31%	529	5%	81	3%	44	2%	29	4.45	0.03	1693

Within my team, I feel my personal contributions are recognized.



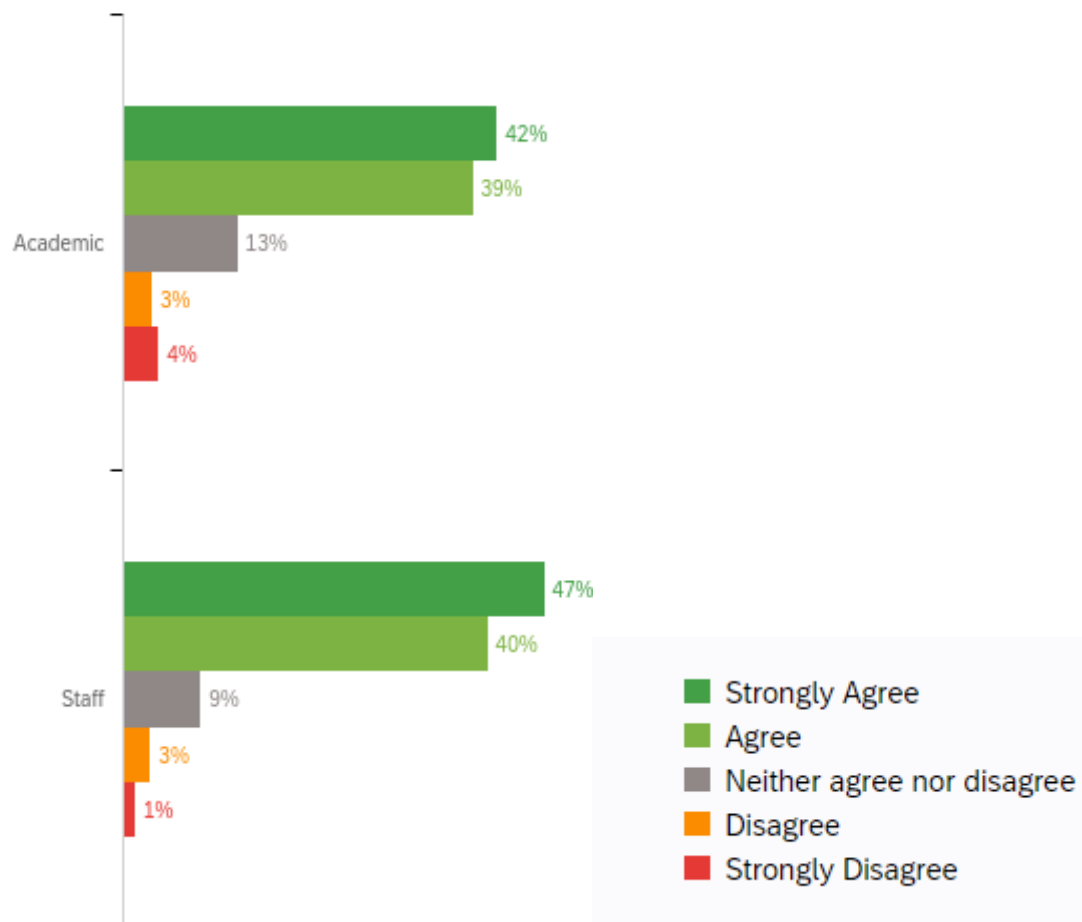
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	30%	77	40%	102	17%	44	8%	21	4%	10	3.85	-0.16	254
Staff	36%	616	44%	752	10%	170	7%	114	2%	41	4.06	-0.07	1693

Within my team, my opinions seem to count.



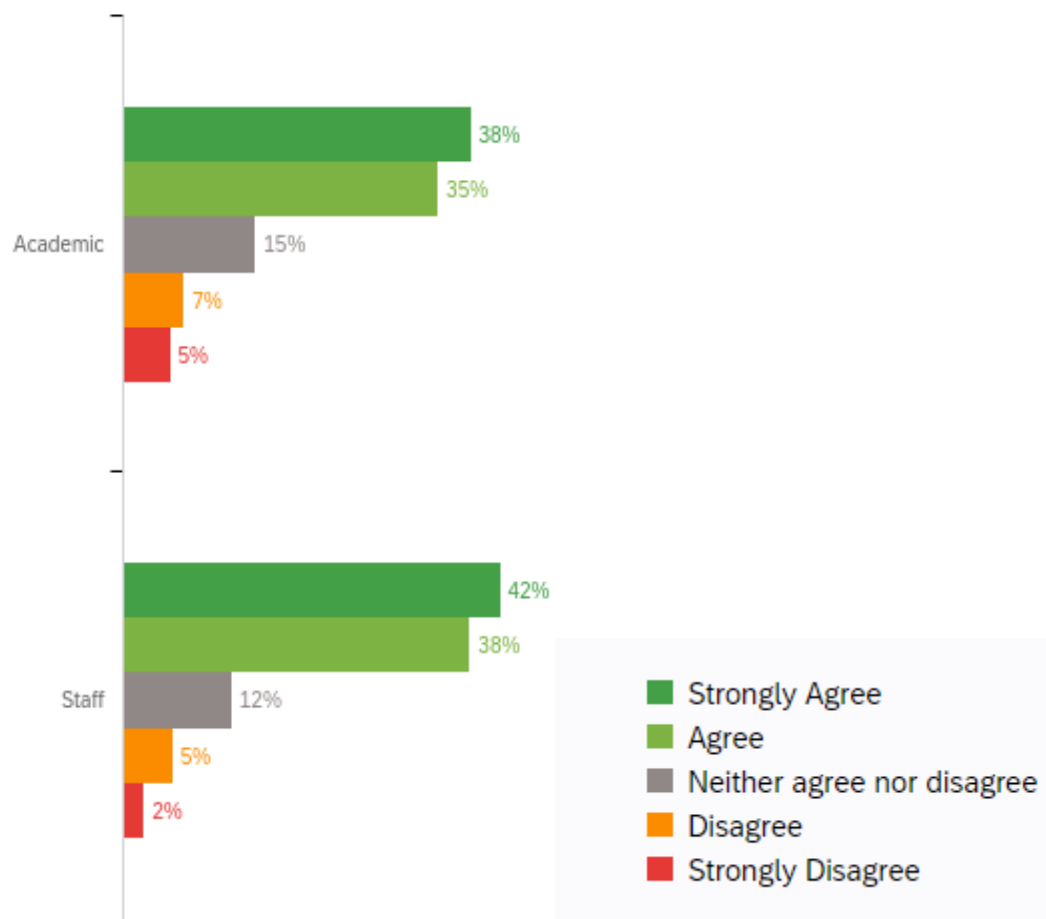
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	35%	88	38%	96	18%	45	7%	17	2%	6	3.96	-0.11	252
Staff	39%	659	45%	757	9%	157	5%	83	2%	35	4.14	-0.03	1691

Within my team, I am treated with dignity and respect.



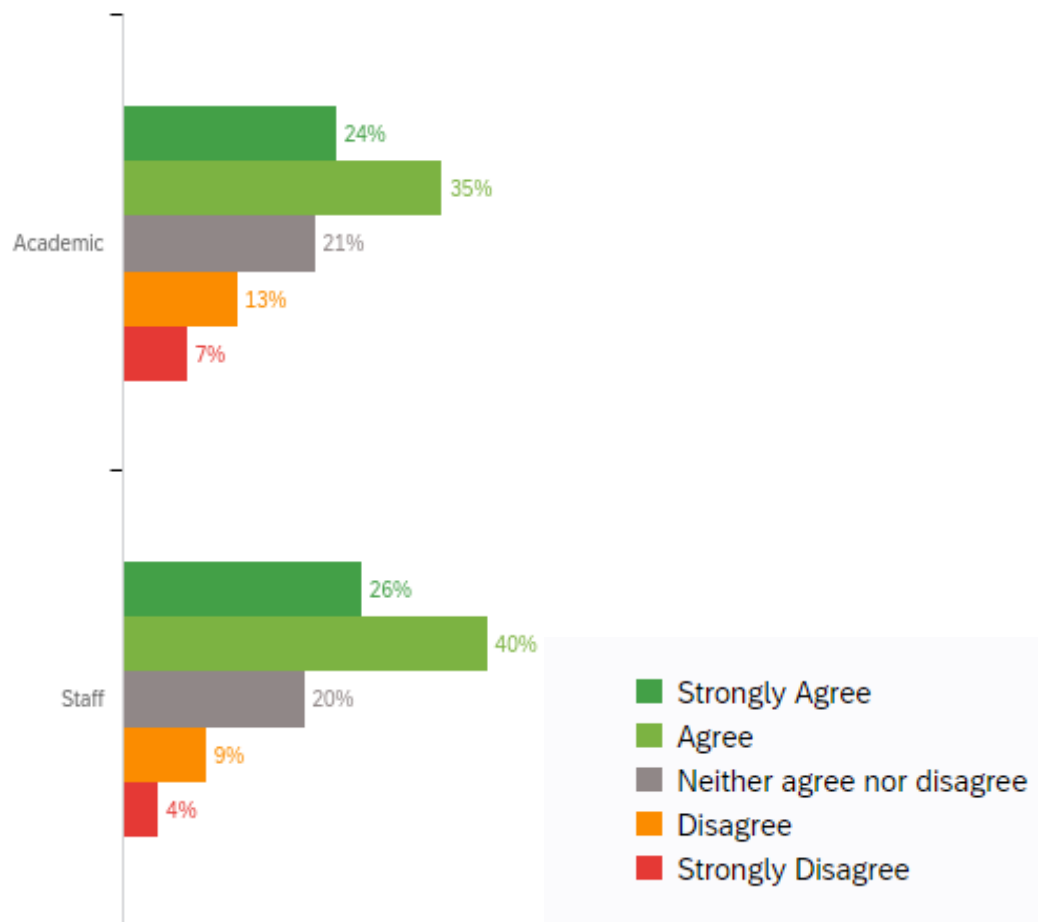
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	42%	105	39%	98	13%	32	3%	8	4%	10	4.11	-0.01	253
Staff	47%	788	40%	682	9%	145	3%	51	1%	22	4.28	0.00	1688

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



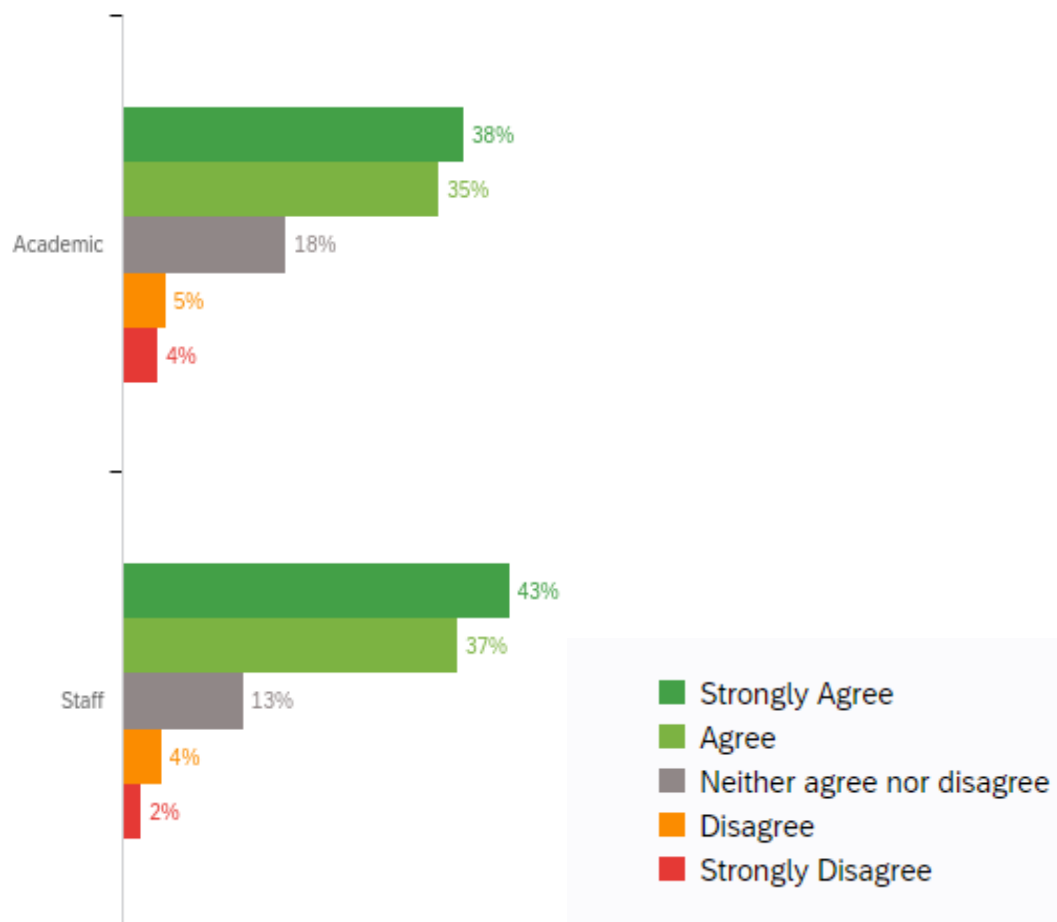
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	38%	97	35%	88	15%	37	7%	17	5%	13	3.95	-0.10	252
Staff	42%	707	38%	651	12%	203	5%	92	2%	39	4.12	-0.04	1692

Regardless of my background, I have an equal opportunity to succeed



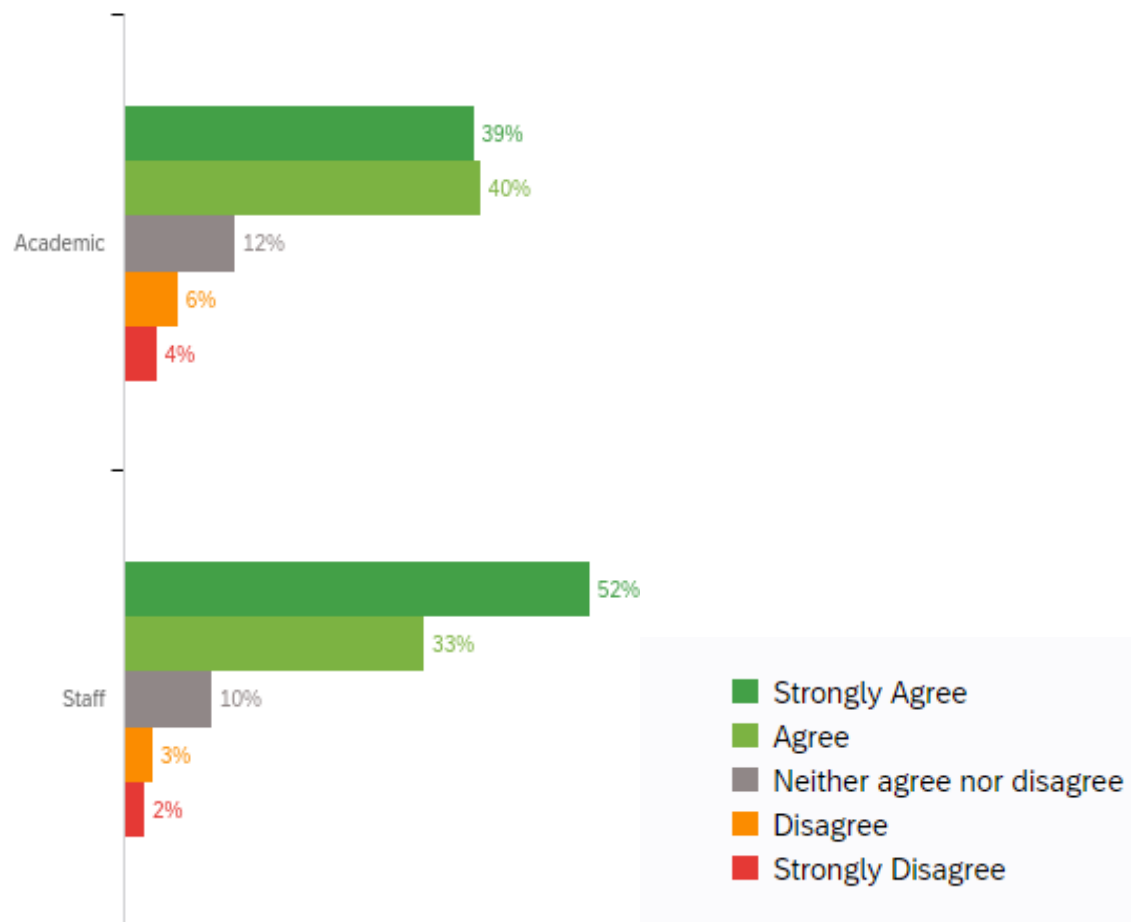
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	24%	60	35%	90	21%	54	13%	32	7%	18	3.56	0.08	254
Staff	26%	448	40%	684	20%	340	9%	155	4%	66	3.76	0.15	1693

My immediate supervisor promotes an inclusive team environment through their actions.



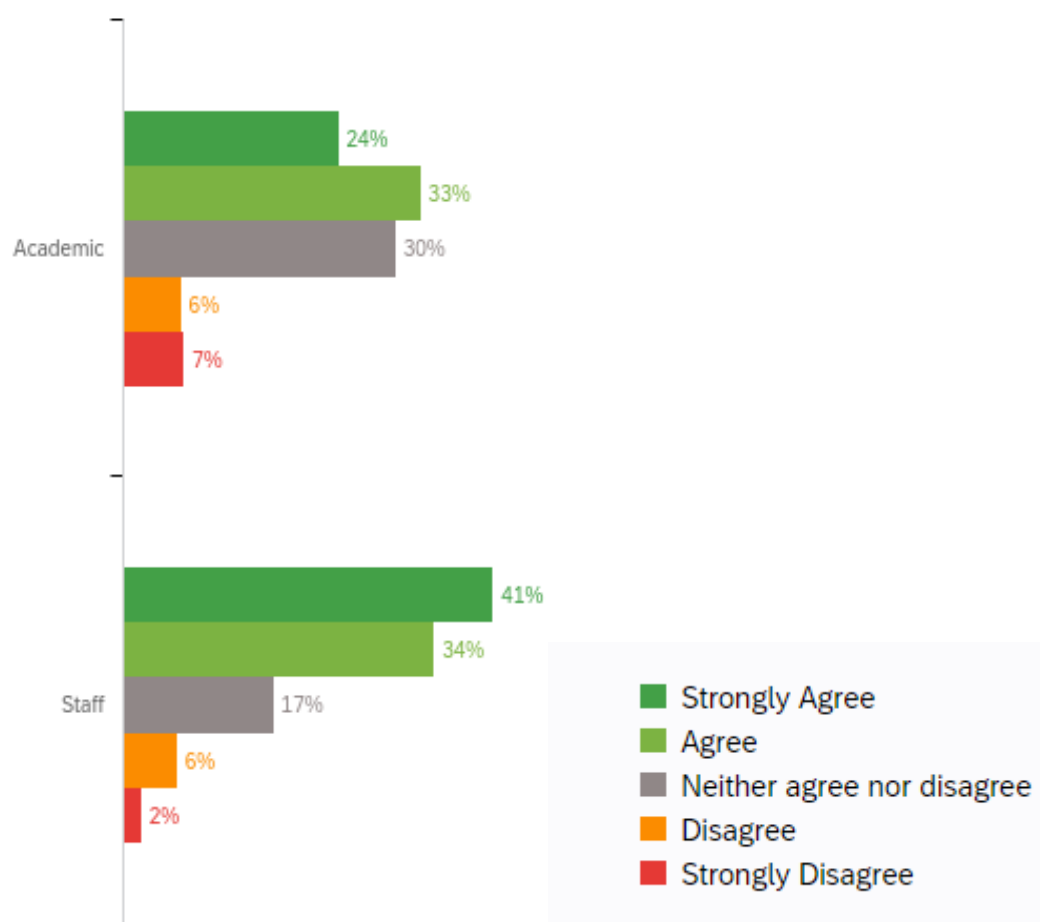
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	38%	96	35%	89	18%	46	5%	12	4%	10	3.98	0.08	253
Staff	43%	728	37%	630	13%	227	4%	73	2%	35	4.15	0.10	1693

My well-being is important to my immediate supervisor.



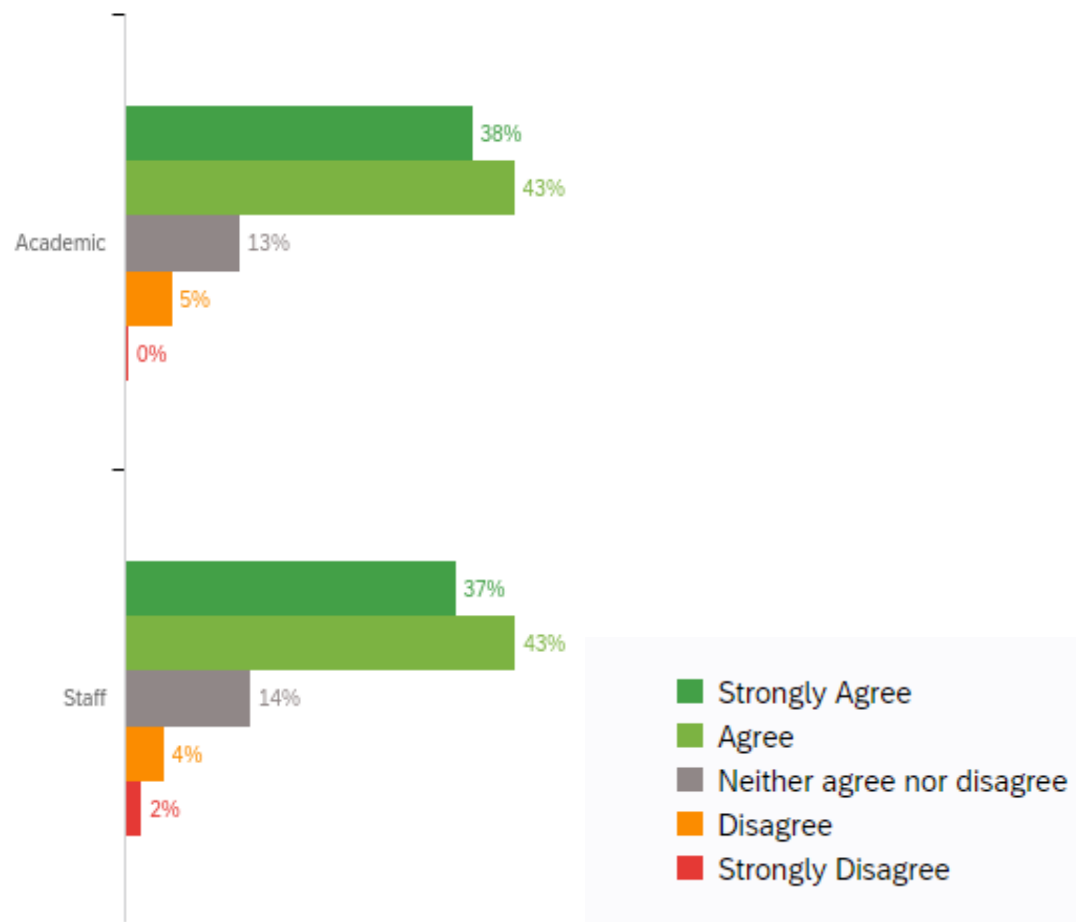
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Academic	39%	98	40%	100	12%	31	6%	15	4%	9	4.04	-0.01	253
Staff	52%	875	33%	564	10%	164	3%	53	2%	38	4.29	0.02	1694

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



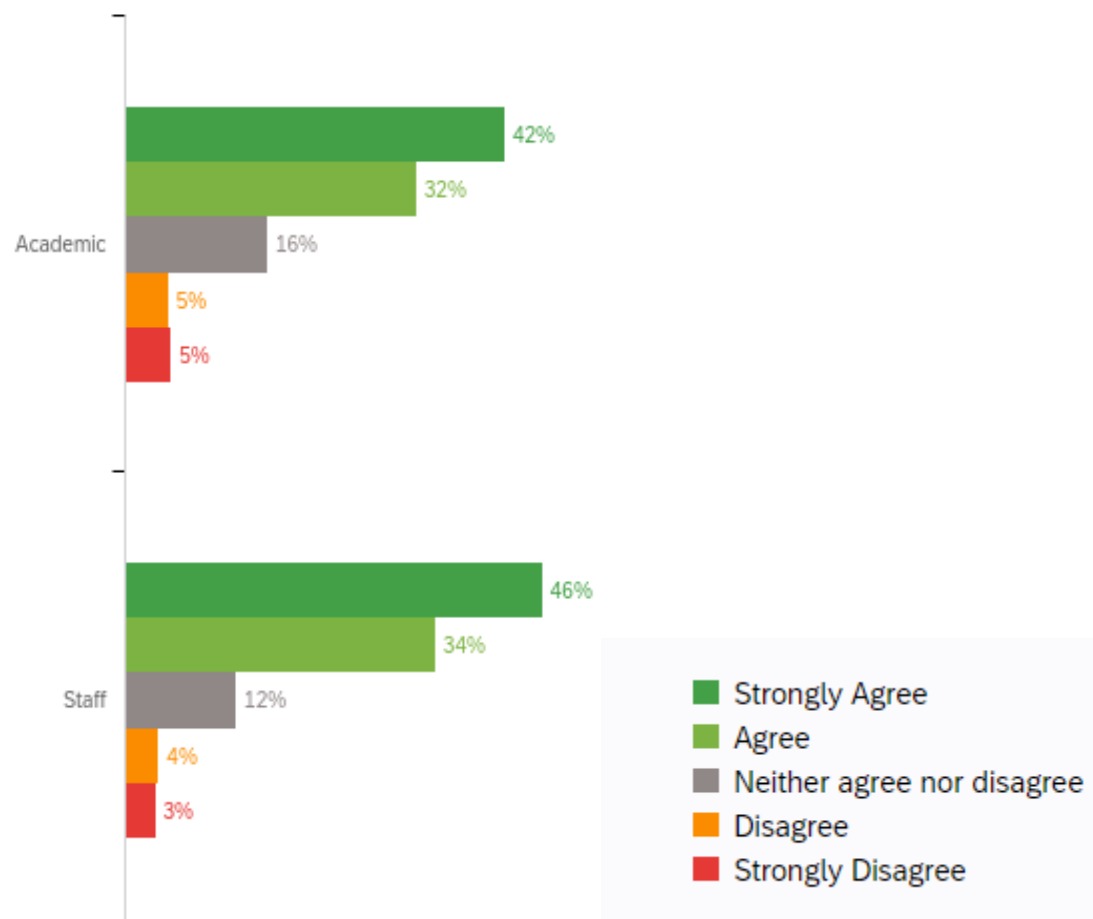
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Academic	24%	60	33%	83	30%	76	6%	16	7%	17	3.61	0.08	252
Staff	41%	694	34%	583	17%	281	6%	100	2%	33	4.07	0.10	1691

I feel my day-to-day work connects to a larger purpose.



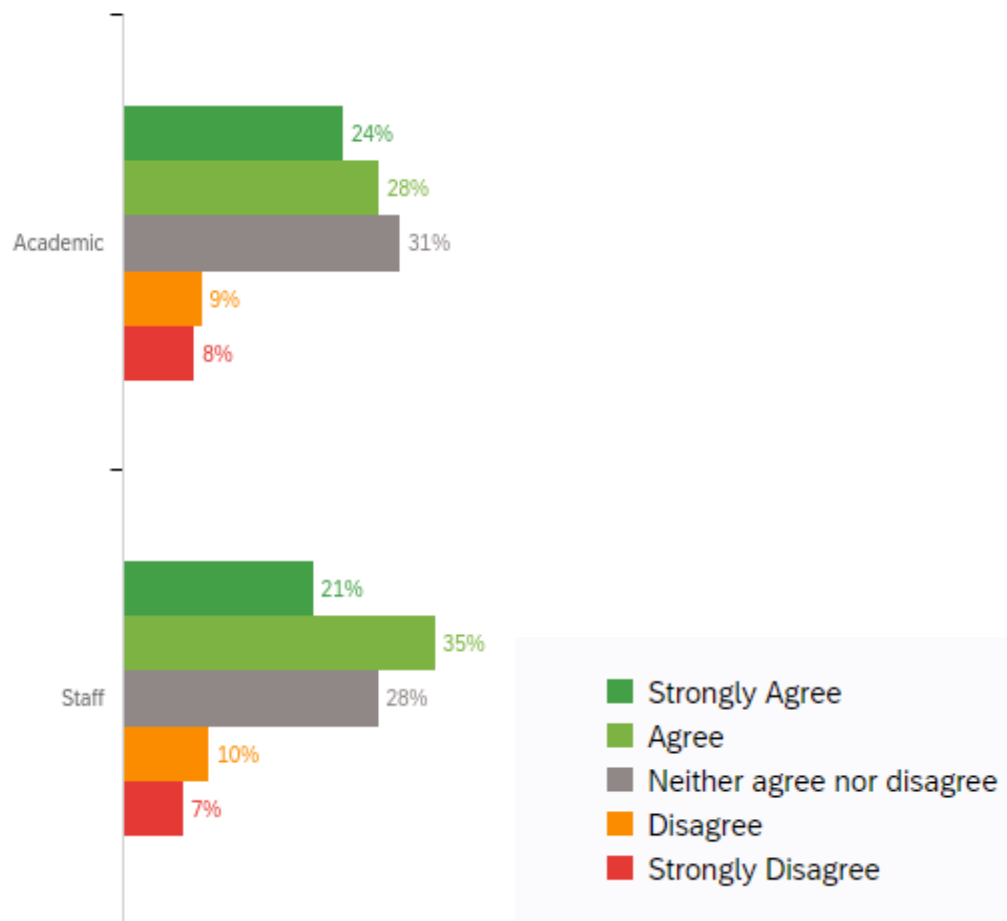
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	38%	97	43%	109	13%	32	5%	13	0%	1	4.14	-0.06	252
Staff	37%	620	43%	734	14%	235	4%	73	2%	31	4.09	-0.02	1693

I trust my immediate supervisor.



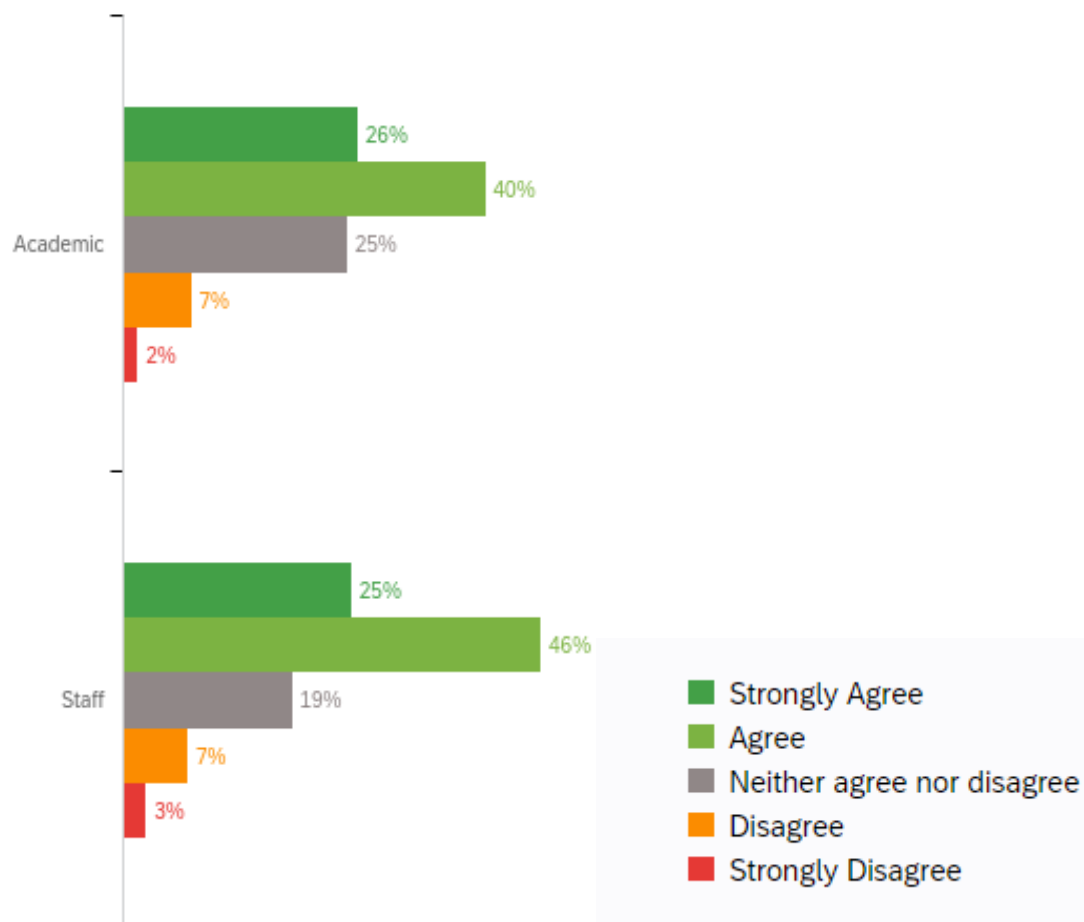
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic	42%	107	32%	82	16%	40	5%	12	5%	13	4.02	-0.01	254
Staff	46%	783	34%	582	12%	208	4%	63	3%	56	4.17	0.03	1692

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



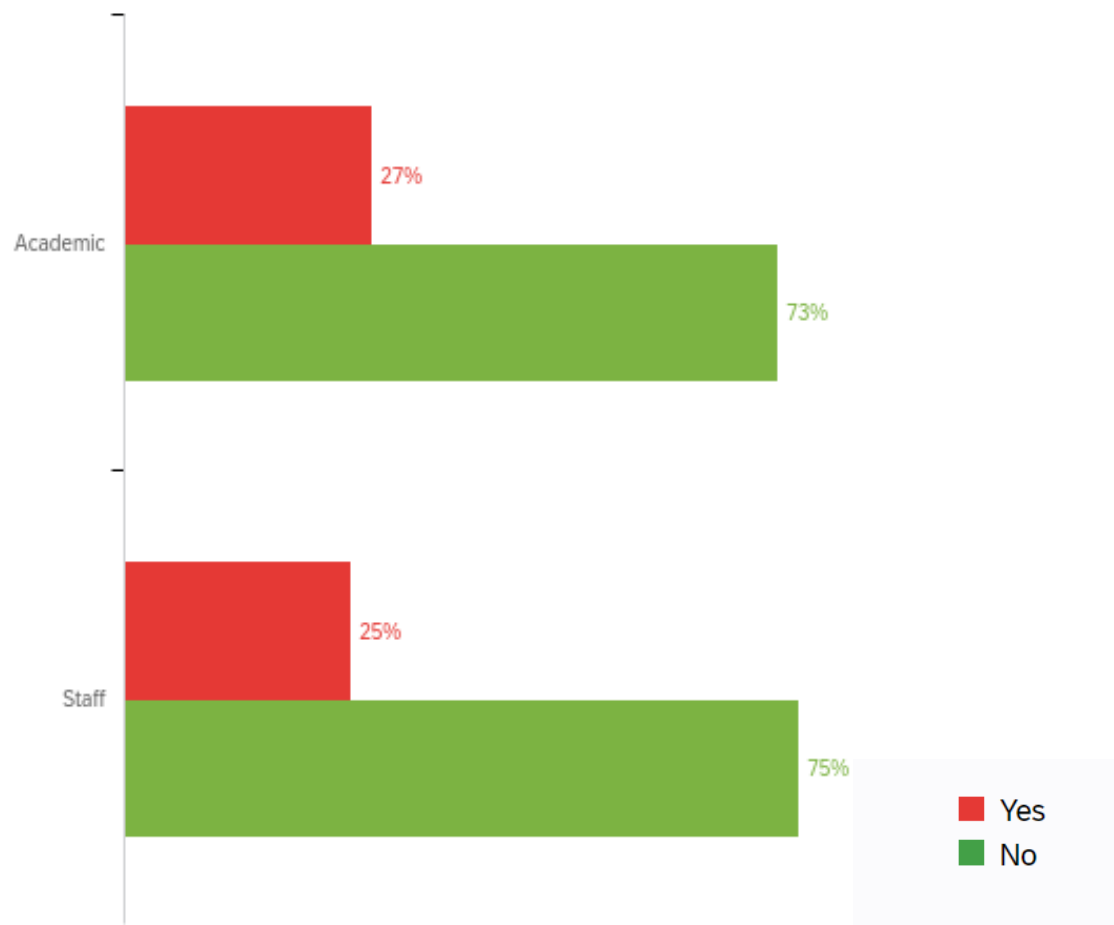
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic	24%	62	28%	72	31%	78	9%	22	8%	20	3.53	254
Staff	21%	356	35%	585	28%	478	10%	161	7%	112	3.54	1692

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Academic	26%	66	40%	102	25%	63	7%	19	2%	4	3.81	254
Staff	25%	429	46%	786	19%	317	7%	121	3%	43	3.85	1696

Are you currently looking for a job outside of UCB?

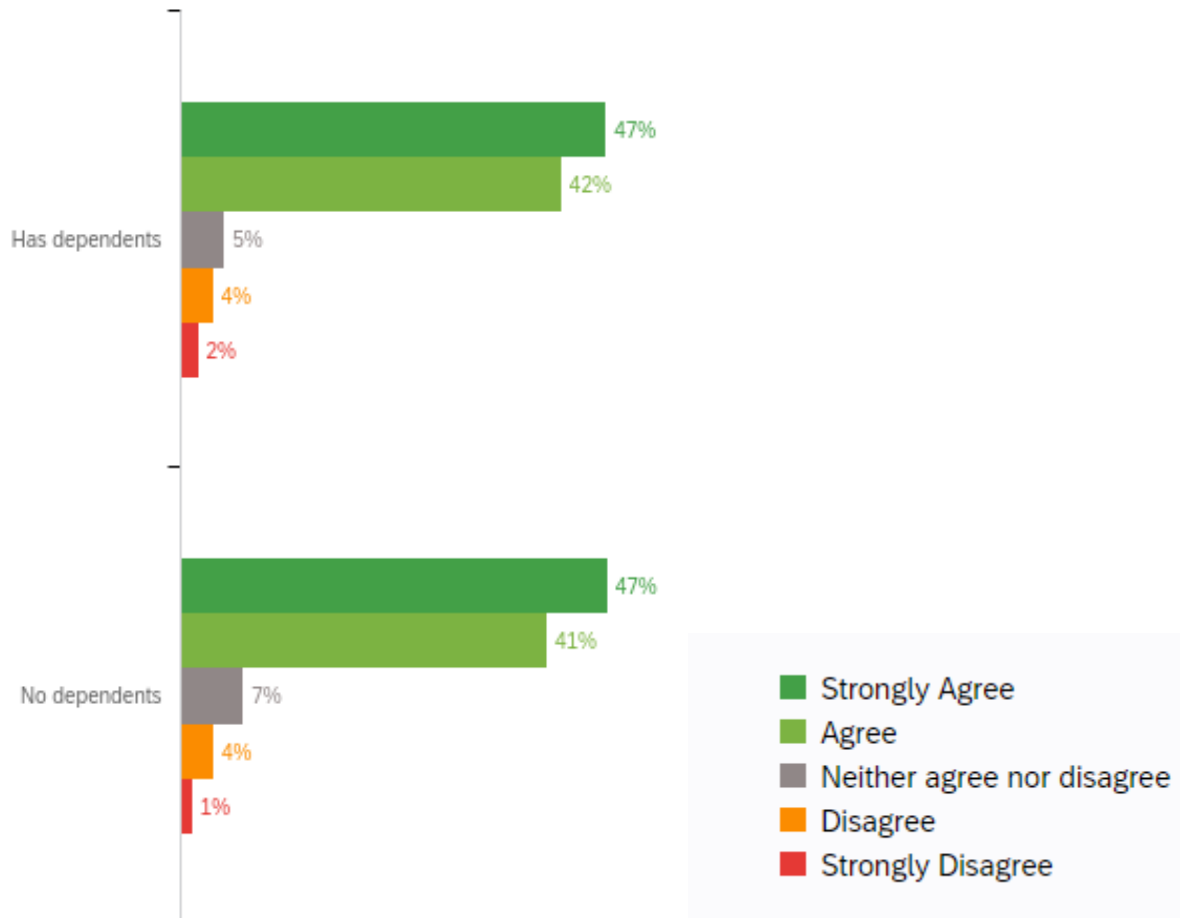


Question	Academic		Staff	
Yes	27%	69	25%	423
No	73%	182	75%	1258
Total	Total	251	Total	1681

State of the Workplace Survey - February 2022

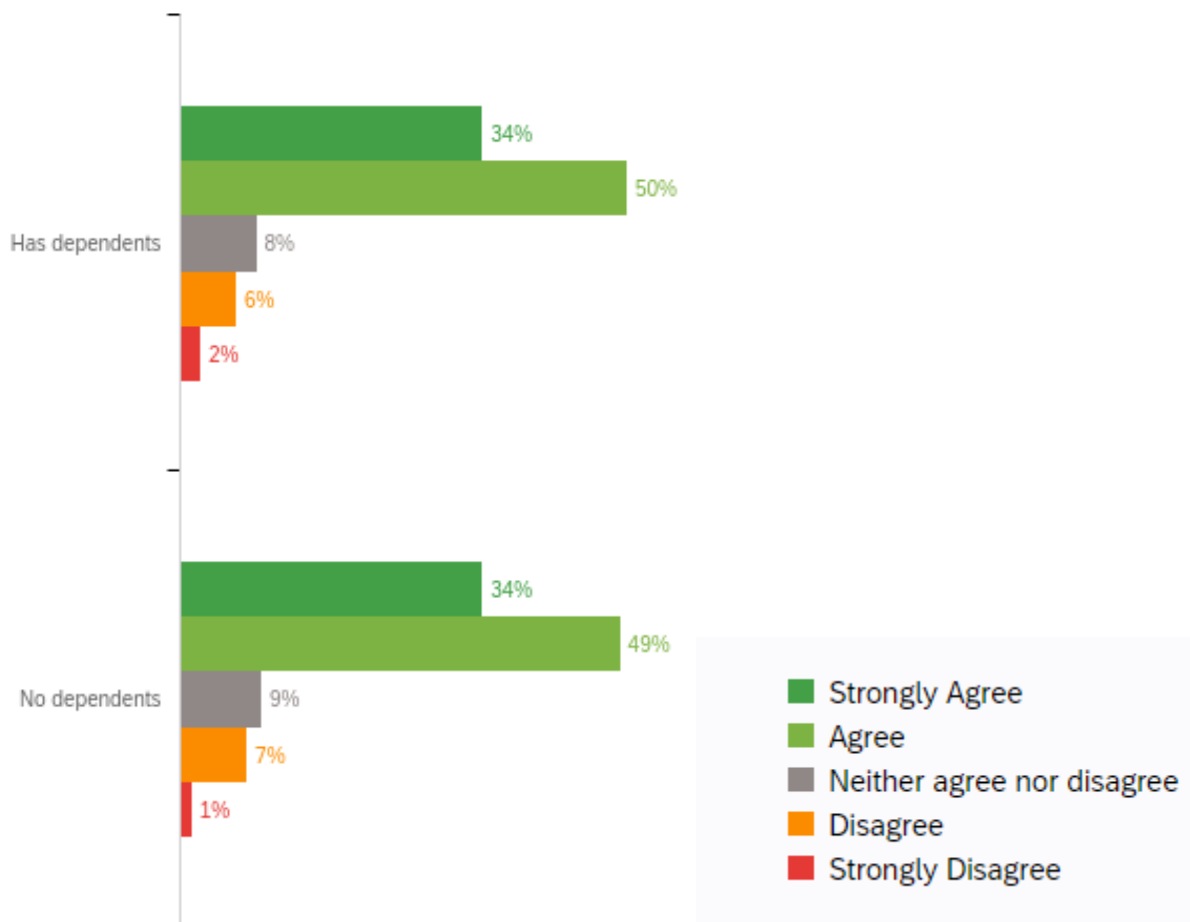
Dependent Status

I know what my supervisor expects of me to perform my responsibilities effectively.



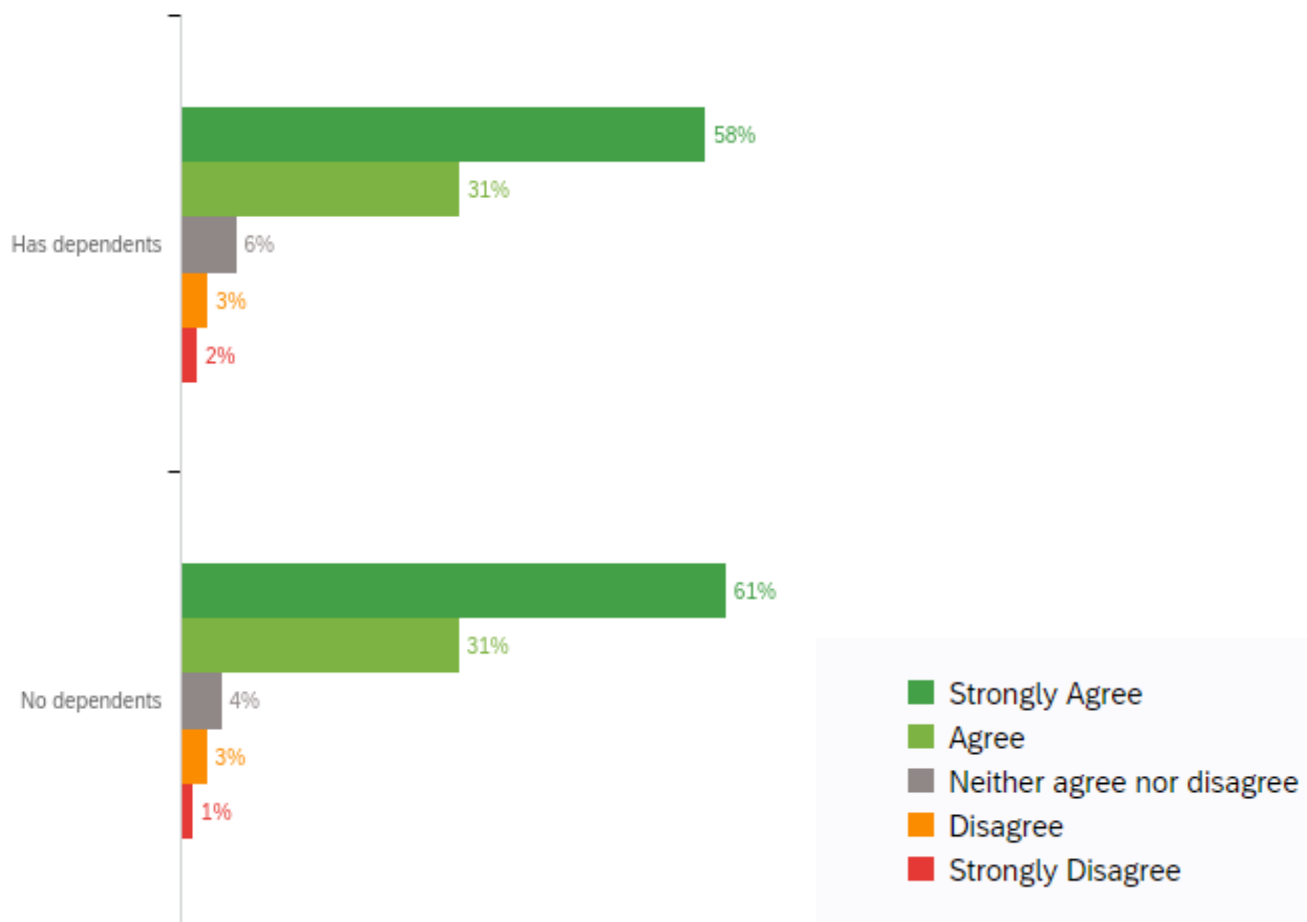
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Has dependents	47%	398	42%	356	5%	41	4%	30	2%	16	4.30	841
No dependents	47%	532	41%	457	7%	78	4%	41	1%	14	4.29	1122

I have the equipment and tools needed to do my job effectively.



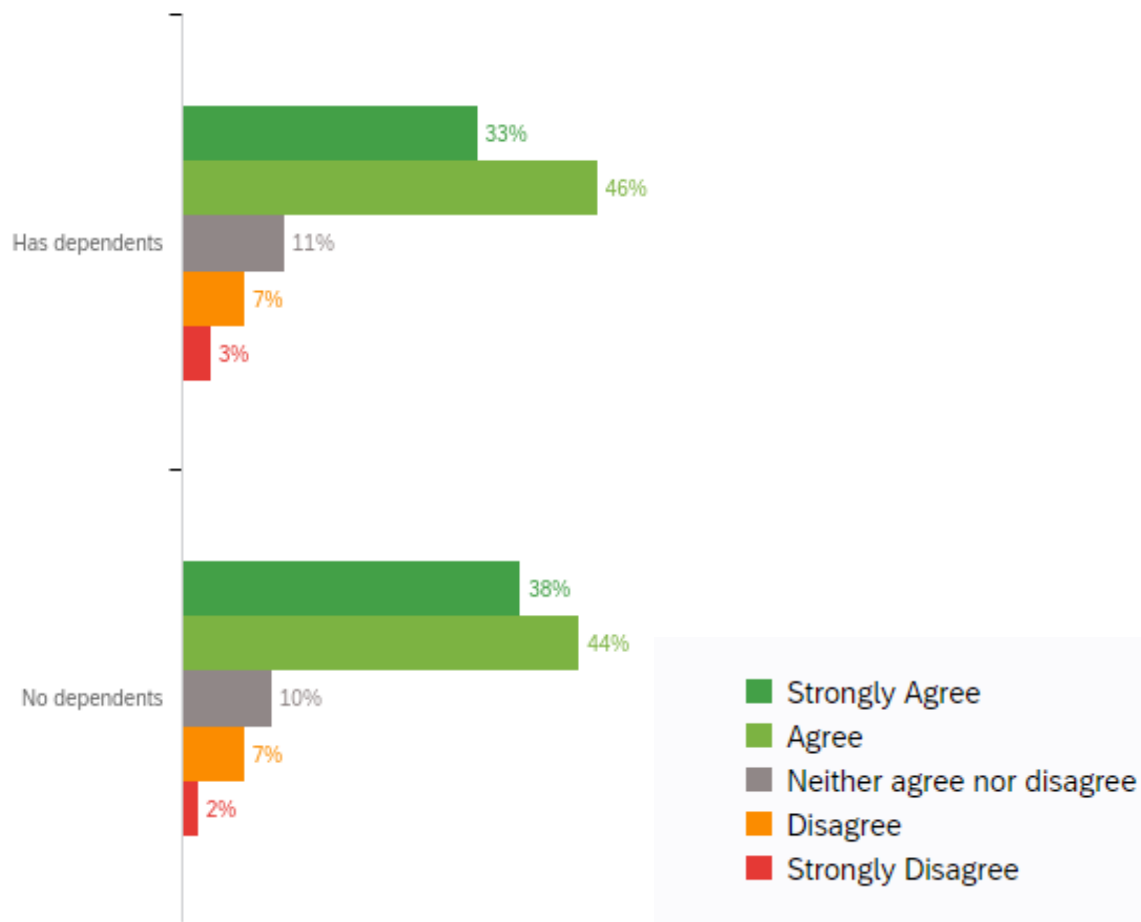
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	34%	282	50%	417	8%	71	6%	52	2%	19	4.06	841
No dependents	34%	376	49%	547	9%	101	7%	83	1%	14	4.06	1121

My supervisor allows sufficient autonomy in my work.



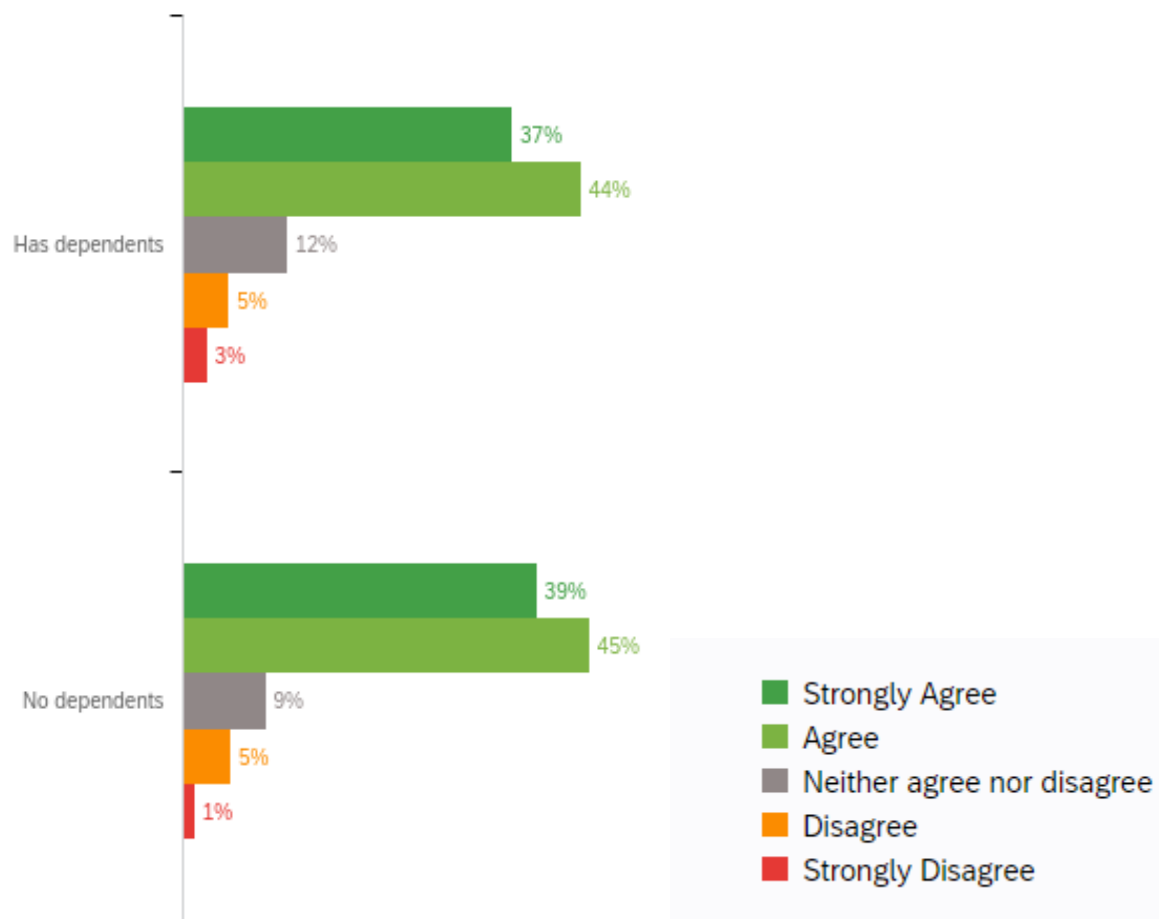
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	58%	490	31%	260	6%	51	3%	25	2%	15	4.41	841
No dependents	61%	679	31%	346	4%	50	3%	32	1%	15	4.46	1122

Within my team, I feel my personal contributions are recognized.



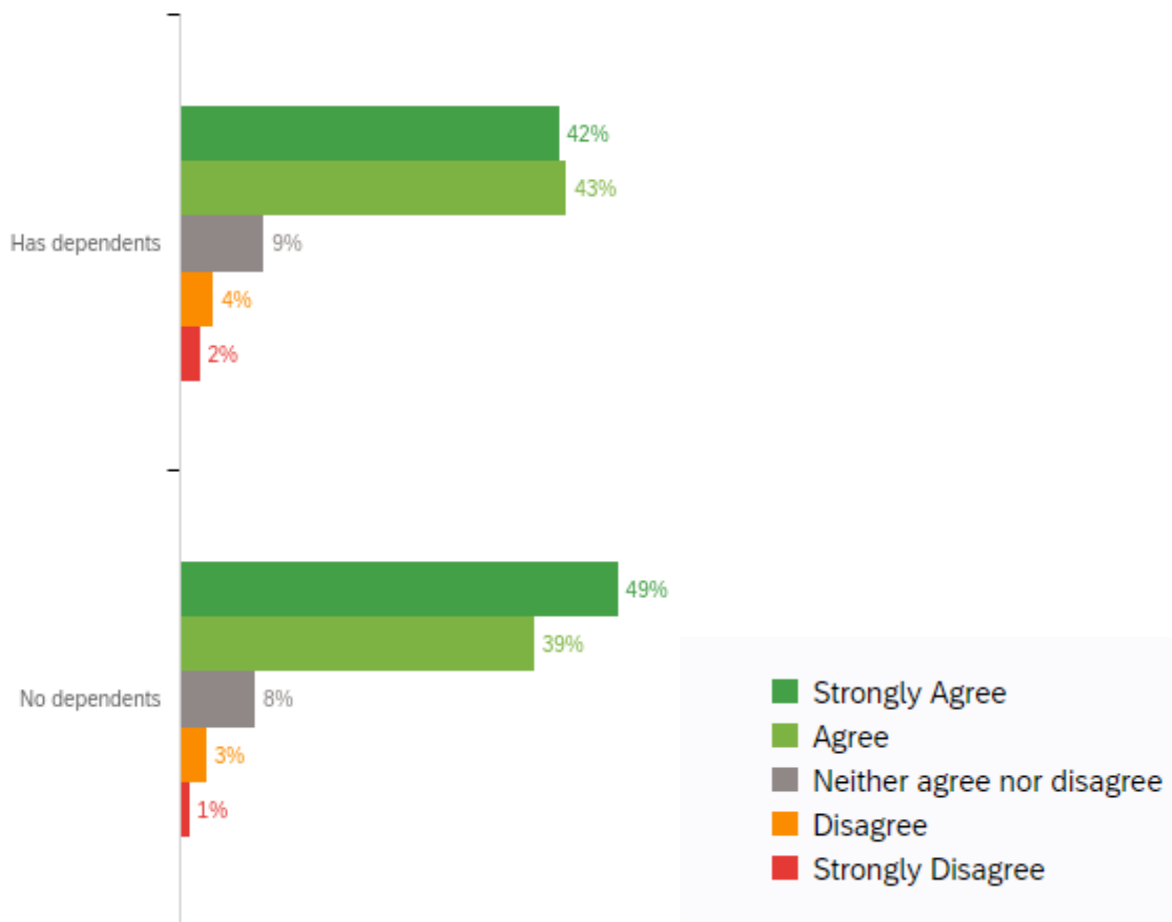
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	33%	275	46%	387	11%	95	7%	58	3%	26	3.98	841
No dependents	38%	421	44%	494	10%	111	7%	77	2%	19	4.09	1122

Within my team, my opinions seem to count.



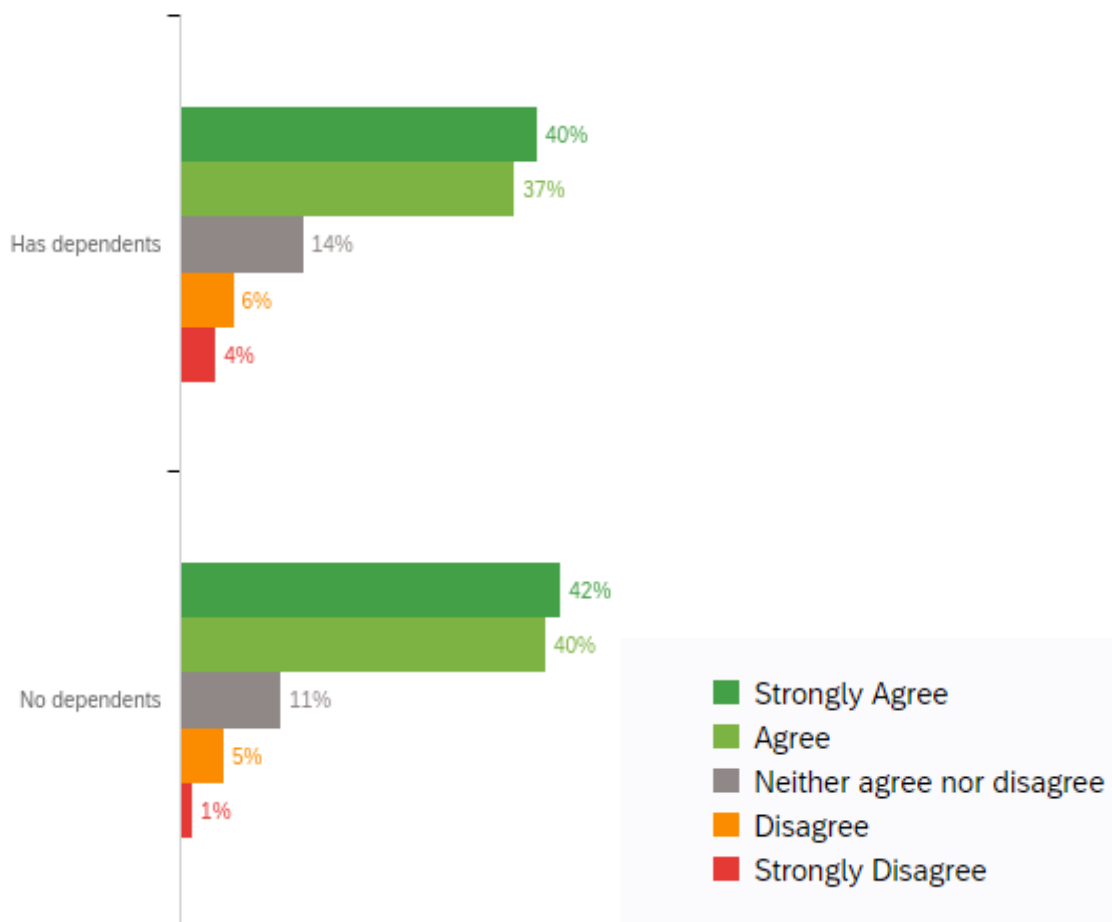
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	37%	307	44%	371	12%	97	5%	43	3%	22	4.07	840
No dependents	39%	439	45%	505	9%	102	5%	59	1%	14	4.16	1119

Within my team, I am treated with dignity and respect.



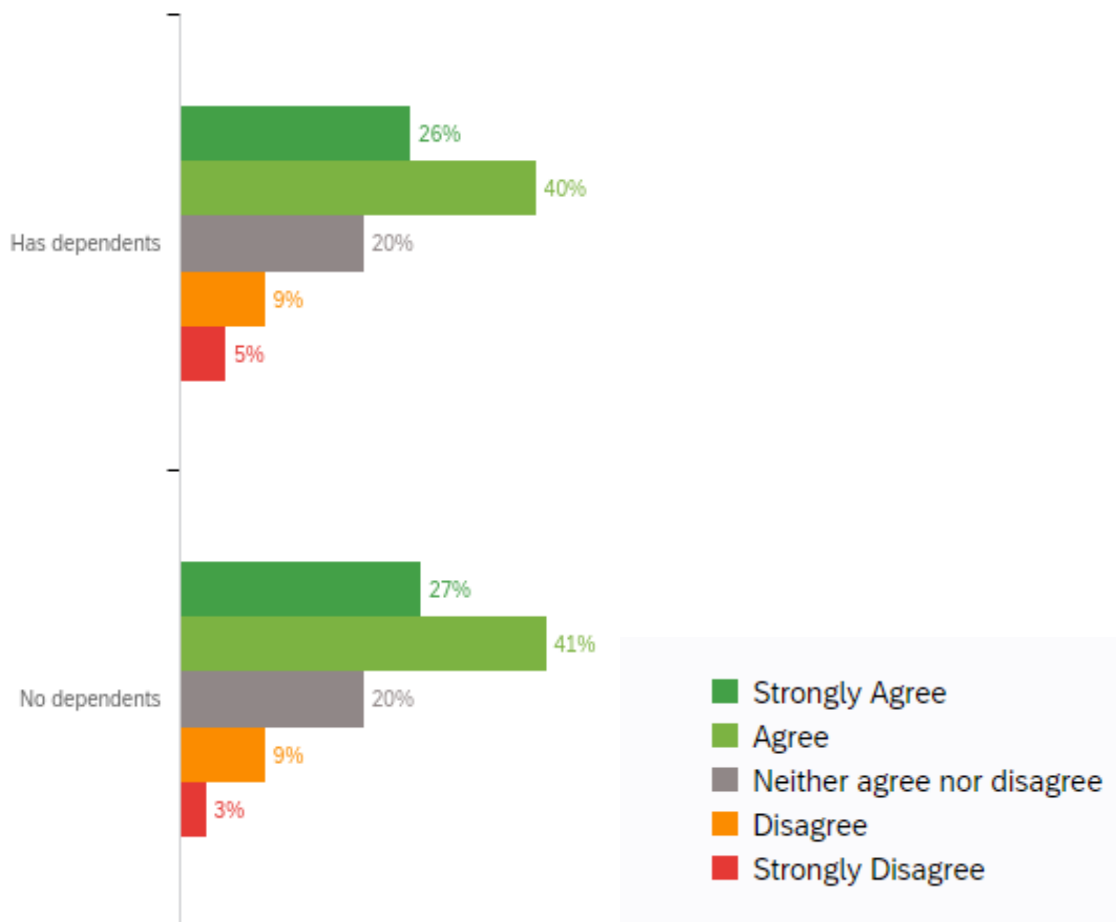
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Has dependents	42%	353	43%	360	9%	78	4%	31	2%	18	4.19	840
No dependents	49%	543	39%	439	8%	93	3%	32	1%	11	4.32	1118

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



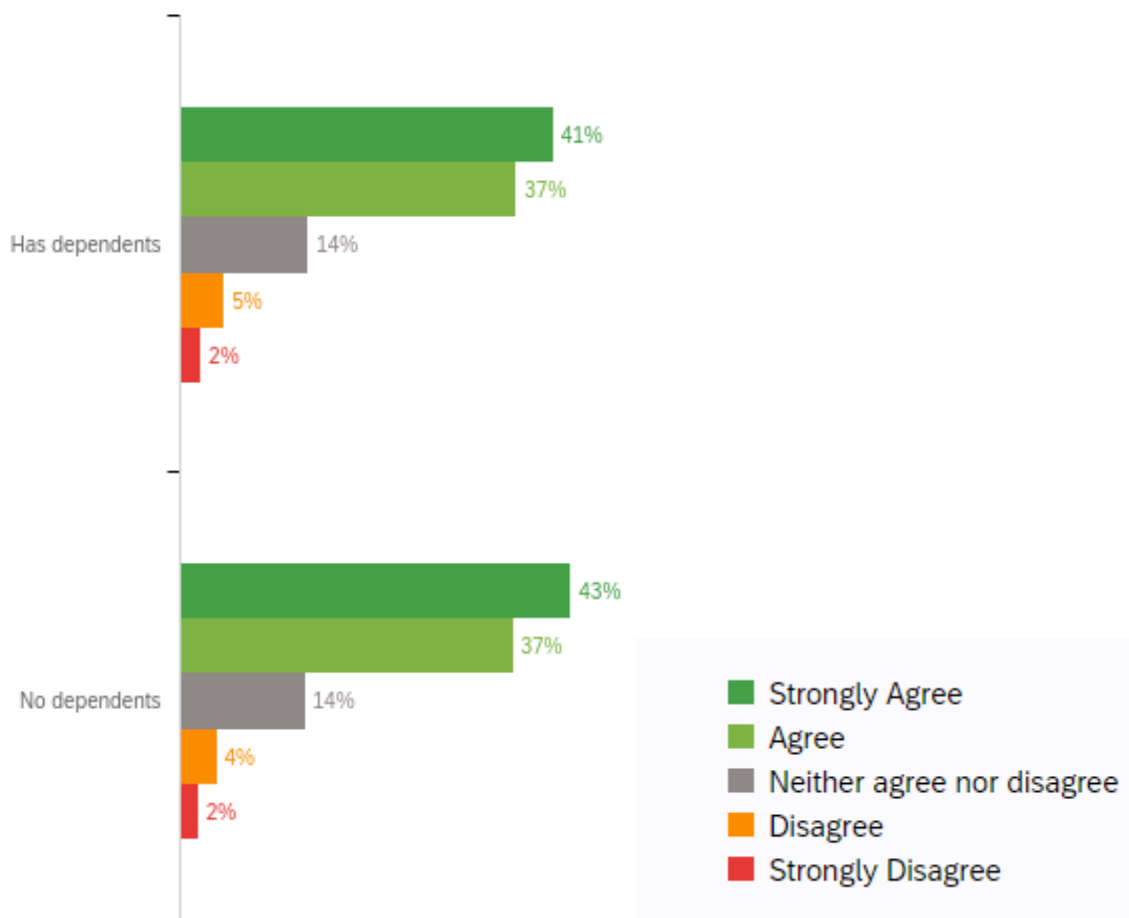
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Has dependents	40%	332	37%	311	14%	114	6%	49	4%	33	4.03	839
No dependents	42%	473	40%	454	11%	125	5%	54	1%	15	4.17	1121

Regardless of my background, I have an equal opportunity to succeed



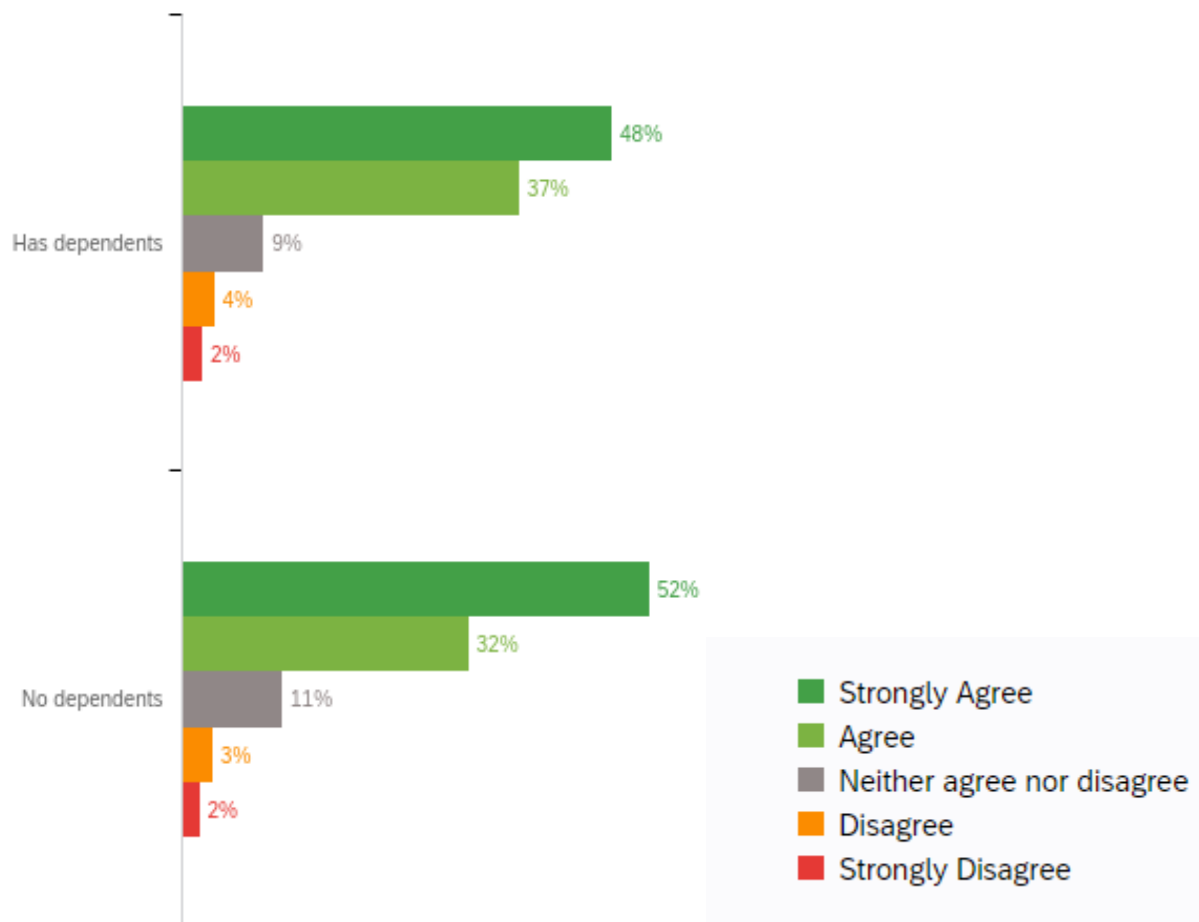
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	26%	215	40%	332	20%	171	9%	79	5%	43	3.71	840
No dependents	27%	300	41%	456	20%	229	9%	106	3%	32	3.79	1123

My immediate supervisor promotes an inclusive team environment through their actions.



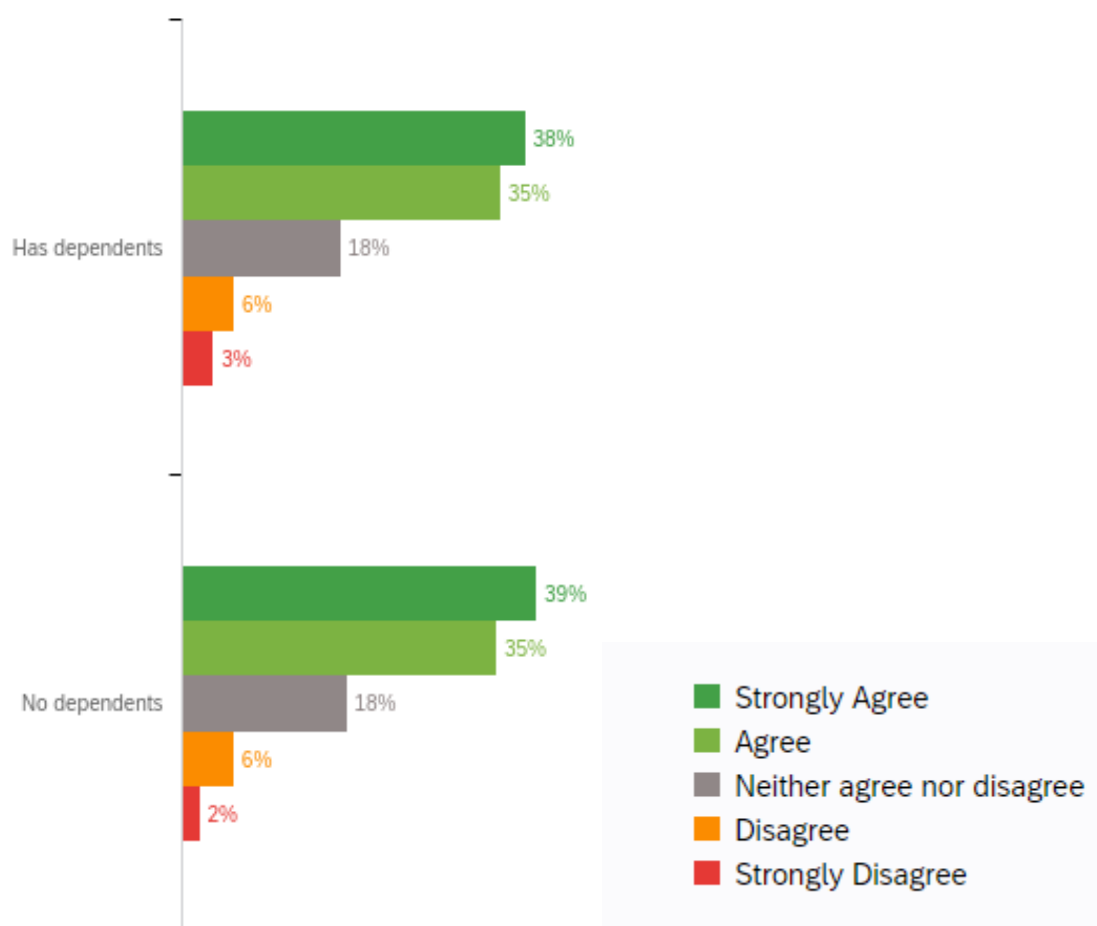
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	41%	347	37%	313	14%	119	5%	41	2%	19	4.11	839
No dependents	43%	487	37%	414	14%	155	4%	45	2%	22	4.16	1123

My well-being is important to my immediate supervisor.



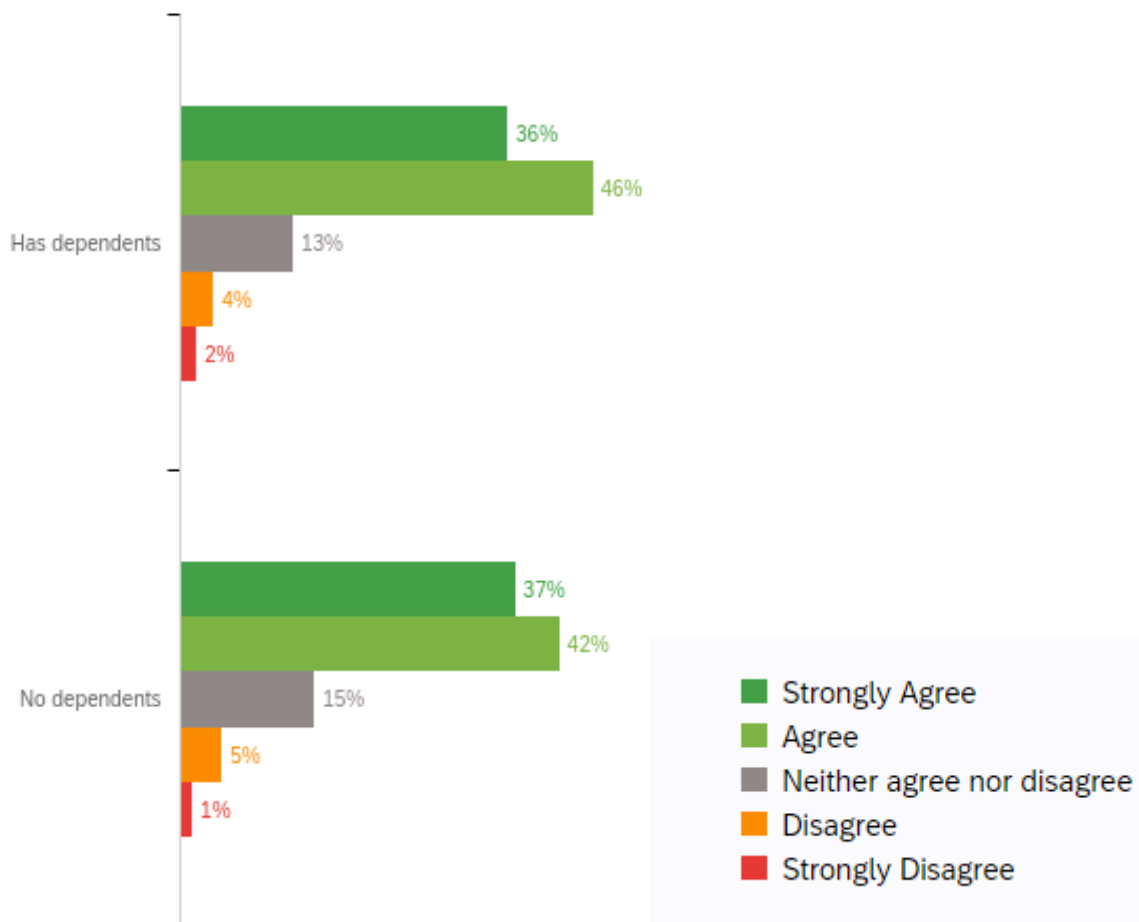
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	48%	401	37%	314	9%	76	4%	30	2%	19	4.25	840
No dependents	52%	583	32%	357	11%	125	3%	38	2%	21	4.28	1124

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



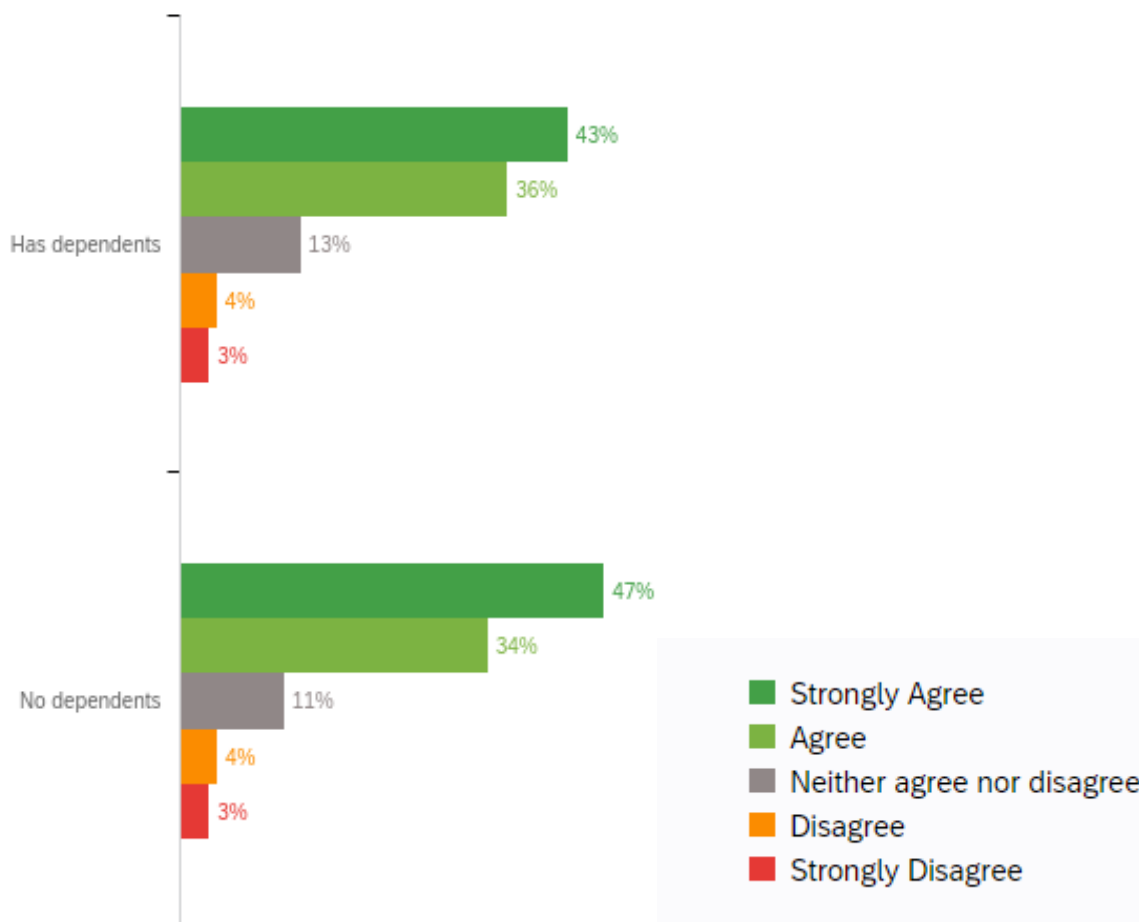
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	38%	319	35%	296	18%	147	6%	48	3%	29	3.99	839
No dependents	39%	441	35%	391	18%	204	6%	64	2%	21	4.04	1121

I feel my day-to-day work connects to a larger purpose.



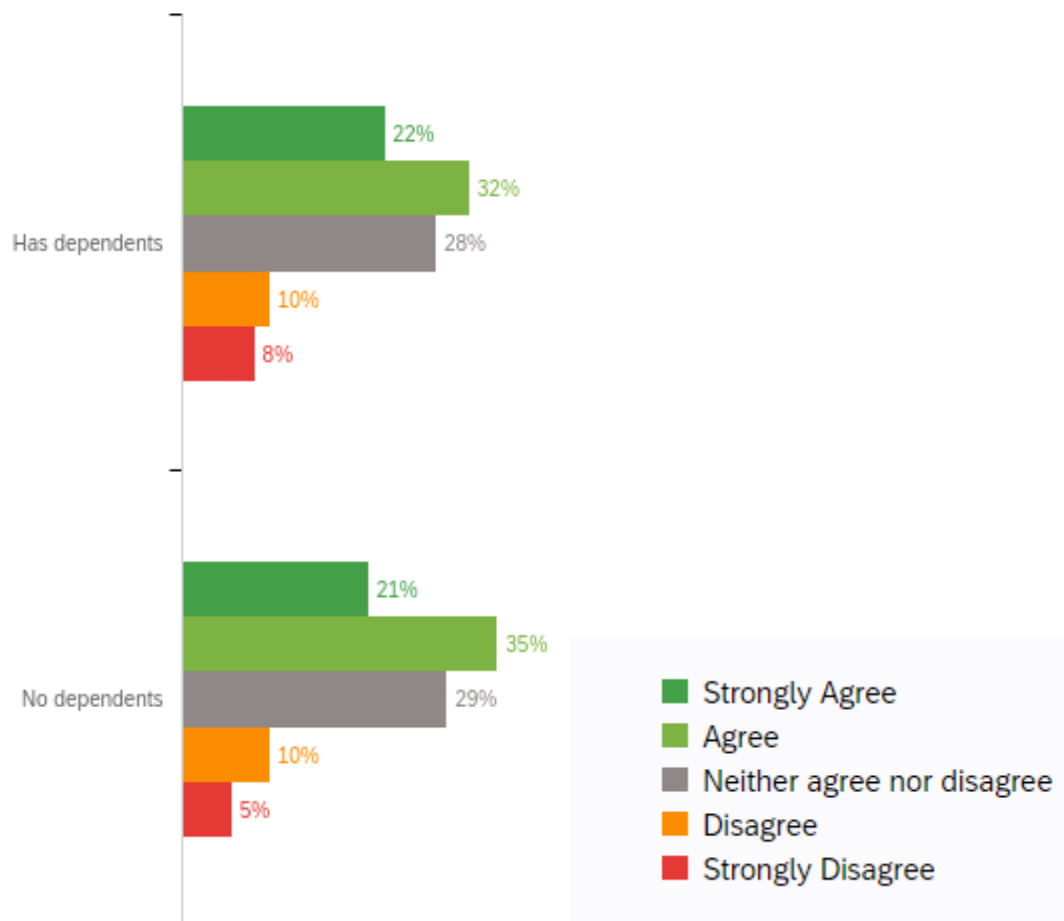
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	36%	305	46%	384	13%	105	4%	31	2%	15	4.11	840
No dependents	37%	417	42%	472	15%	167	5%	52	1%	15	4.09	1123

I trust my immediate supervisor.



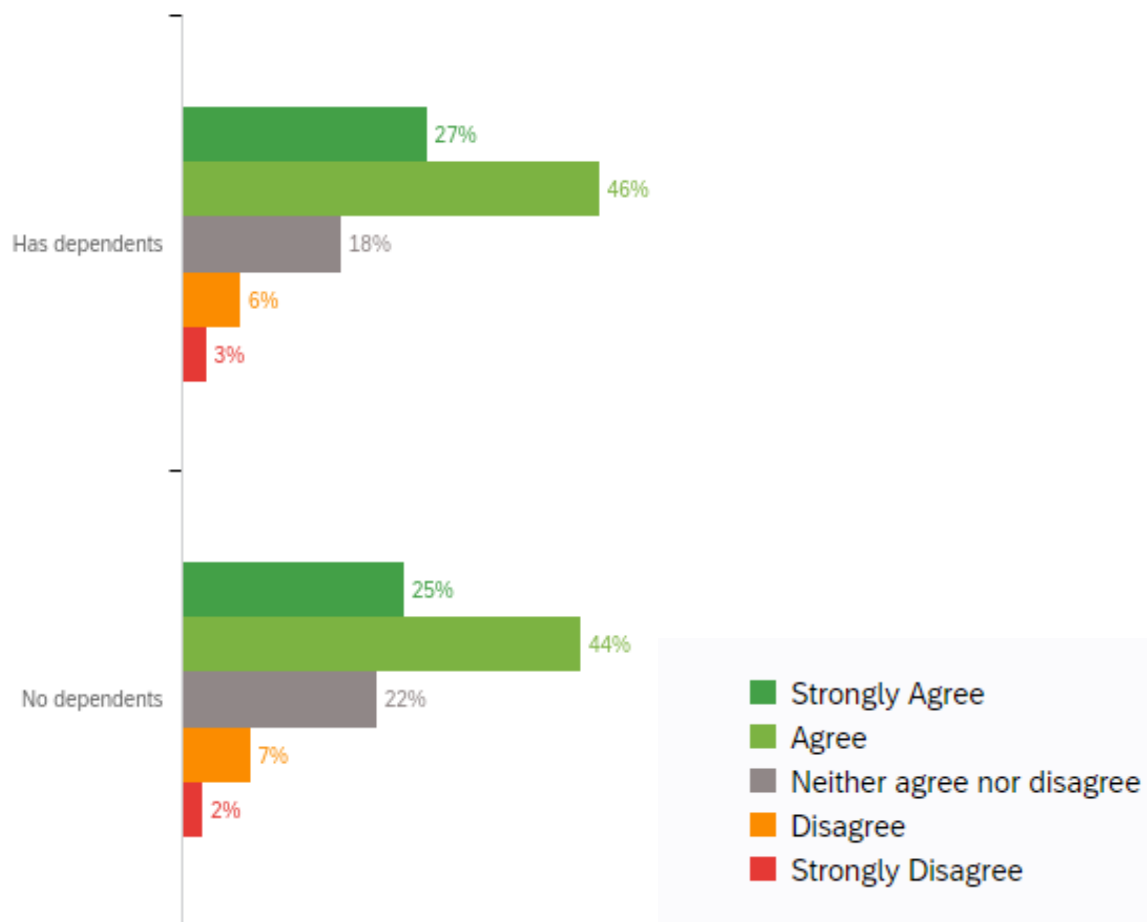
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Has dependents	43%	361	36%	305	13%	112	4%	34	3%	27	4.12	839
No dependents	47%	528	34%	383	11%	129	4%	46	3%	36	4.18	1122

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



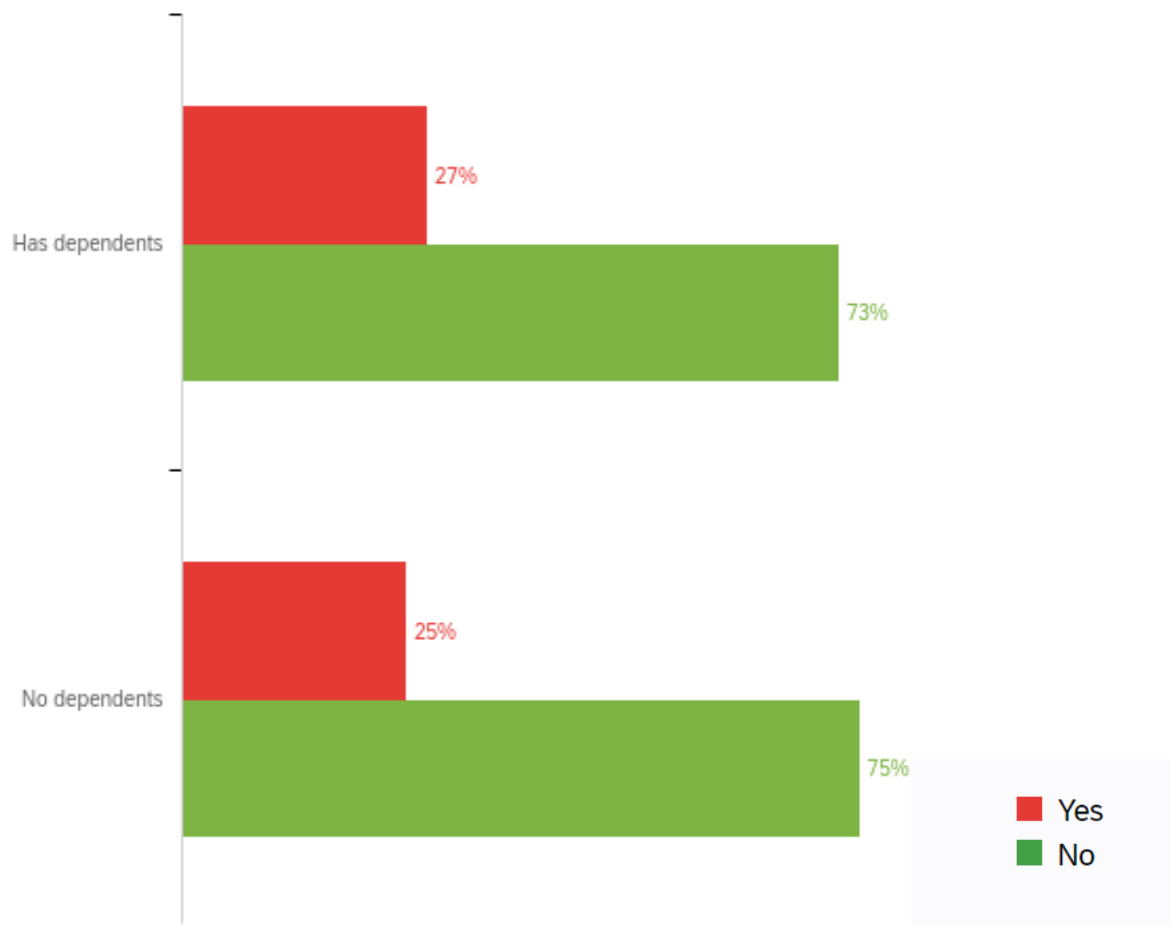
#	Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
1	Has dependents	22%	188	32%	267	28%	236	10%	81	8%	67	3.51	839
2	No dependents	21%	231	35%	392	29%	329	10%	108	5%	61	3.56	1121

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Has dependents	27%	228	46%	389	18%	148	6%	54	3%	22	3.89	841
No dependents	25%	276	44%	497	22%	242	7%	84	2%	25	3.81	1124

Are you currently looking for a job outside of UCB?

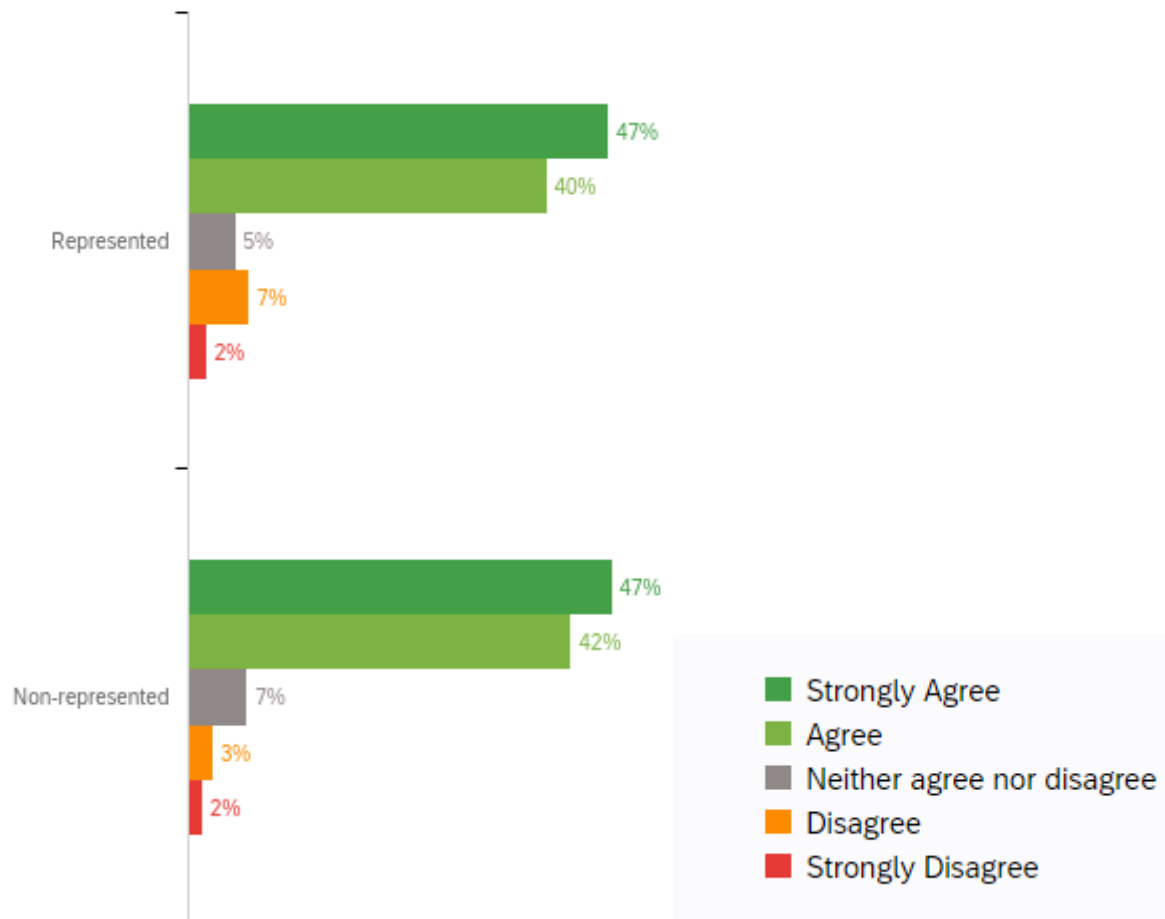


Question	Has dependents		No dependents	
Yes	27%	227	25%	277
No	73%	609	75%	838
Total	Total	836	Total	1115

State of the Workplace Survey - February 2022

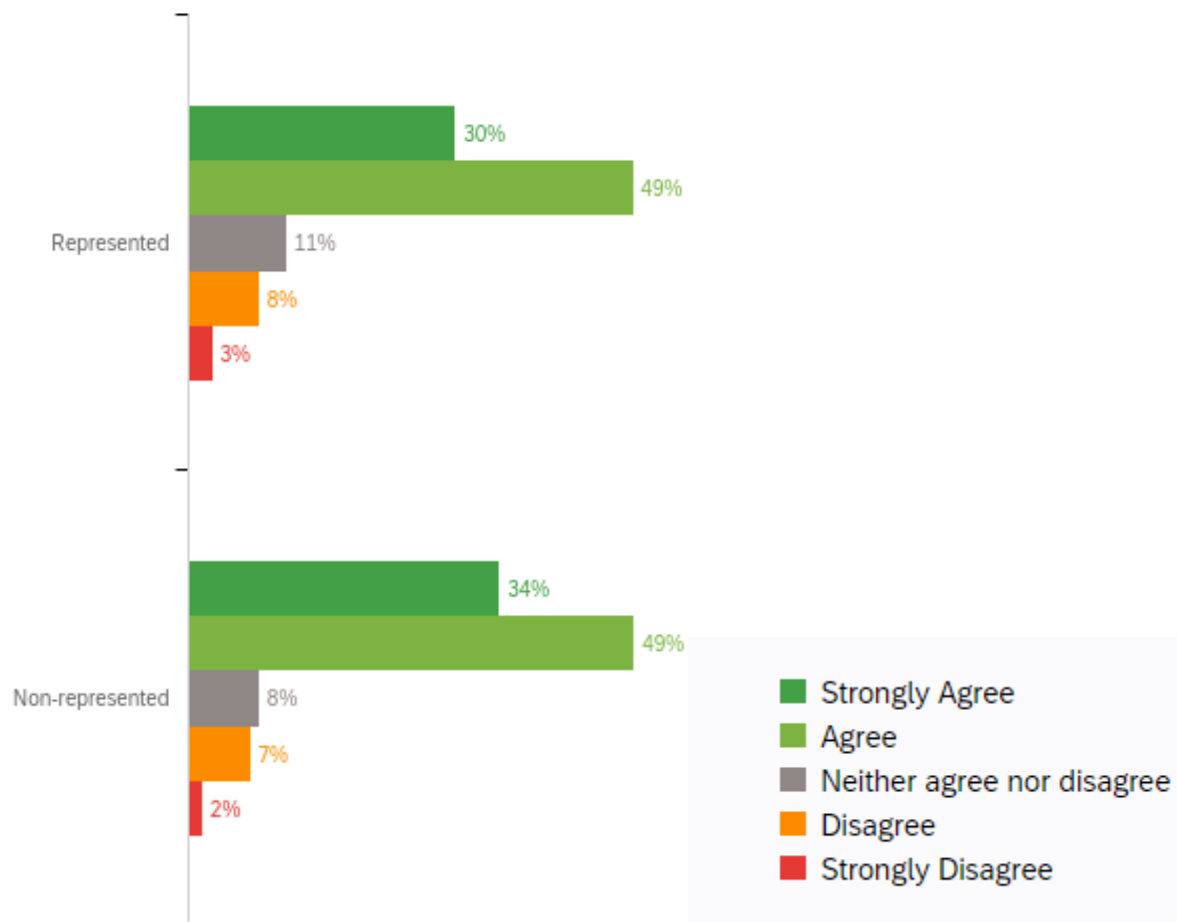
Represented Status

I know what my supervisor expects of me to perform my responsibilities effectively.



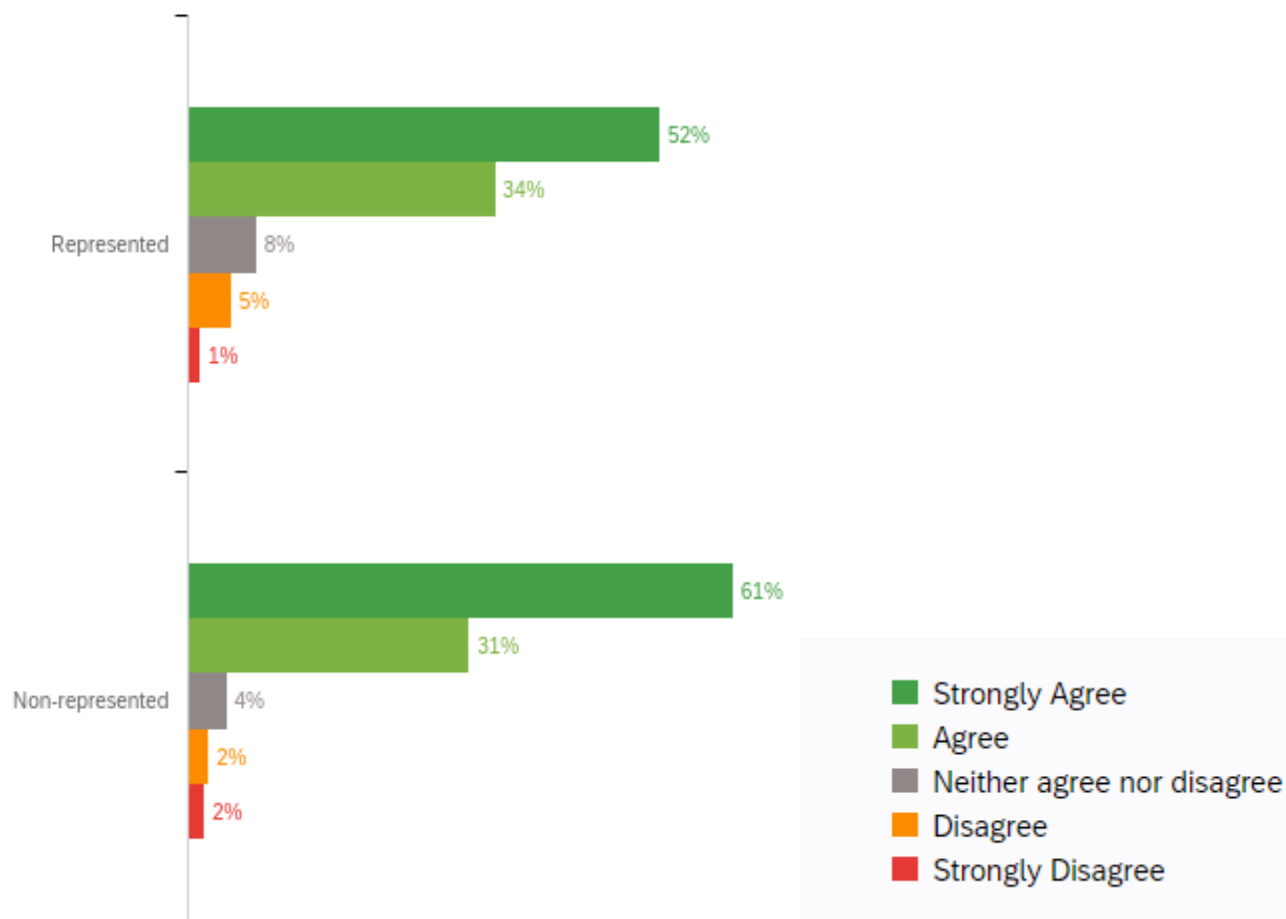
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Represented	47%	216	40%	184	5%	24	7%	31	2%	9	4.22	464
Non-represented	47%	685	42%	620	7%	95	3%	39	2%	22	4.31	1461

I have the equipment and tools needed to do my job effectively.



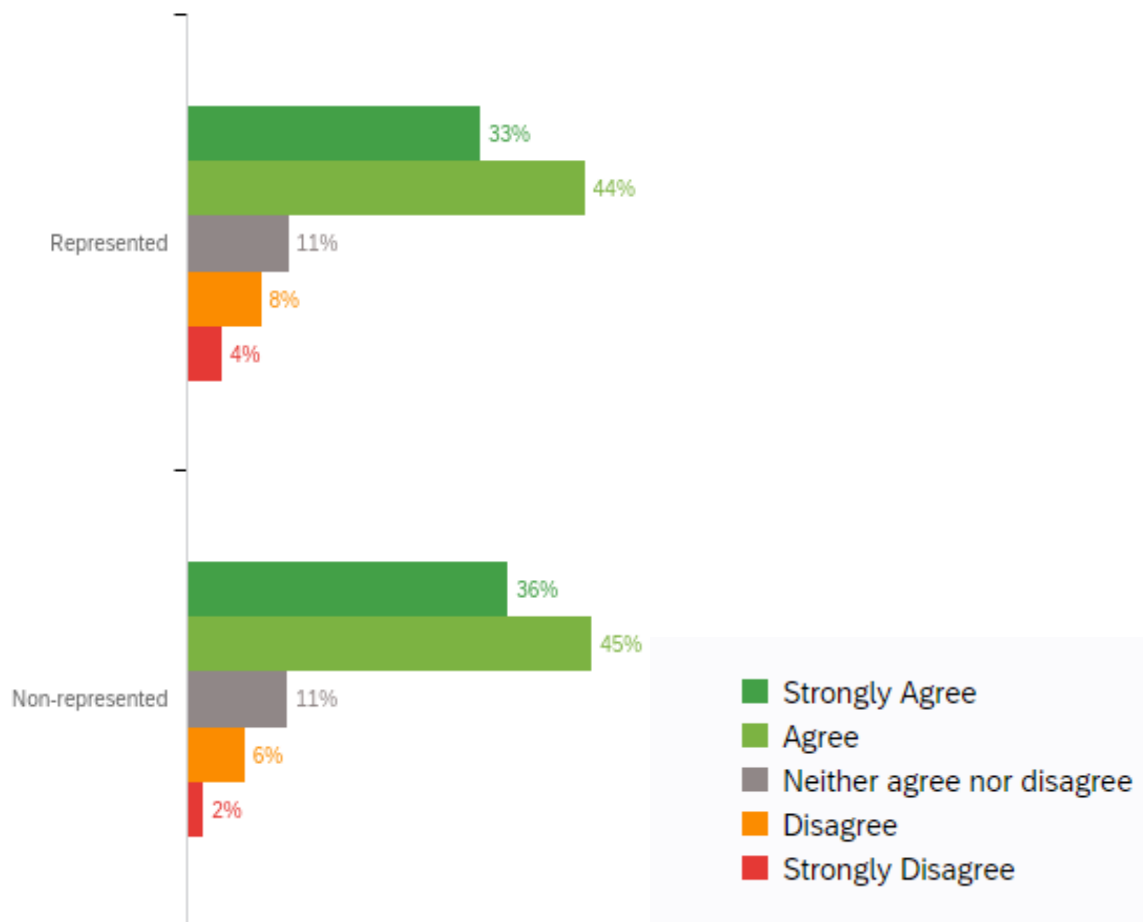
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	30%	137	49%	228	11%	50	8%	36	3%	12	3.95	463
Non-represented	34%	504	49%	722	8%	114	7%	99	2%	22	4.09	1461

My supervisor allows sufficient autonomy in my work.



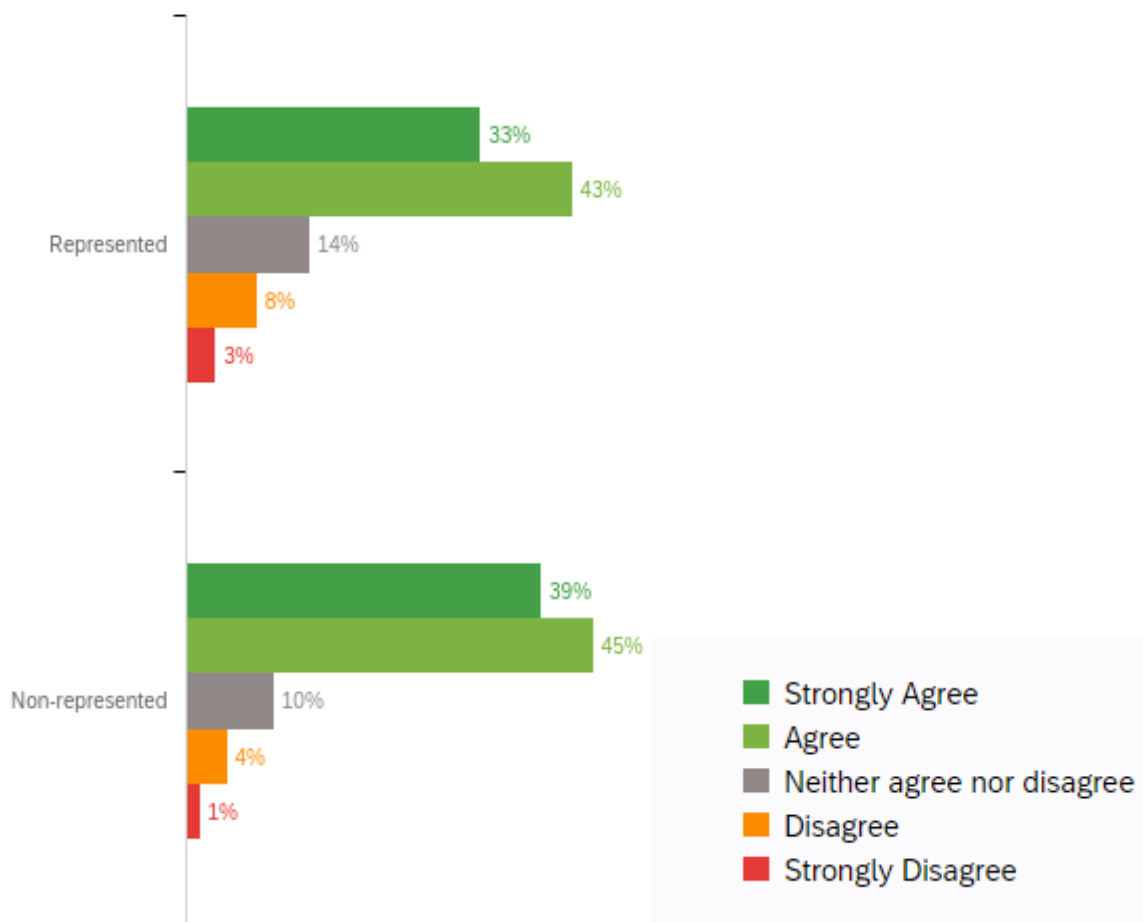
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	52%	243	34%	158	8%	35	5%	22	1%	6	4.31	464
Non-represented	61%	884	31%	456	4%	62	2%	33	2%	26	4.46	1461

Within my team, I feel my personal contributions are recognized.



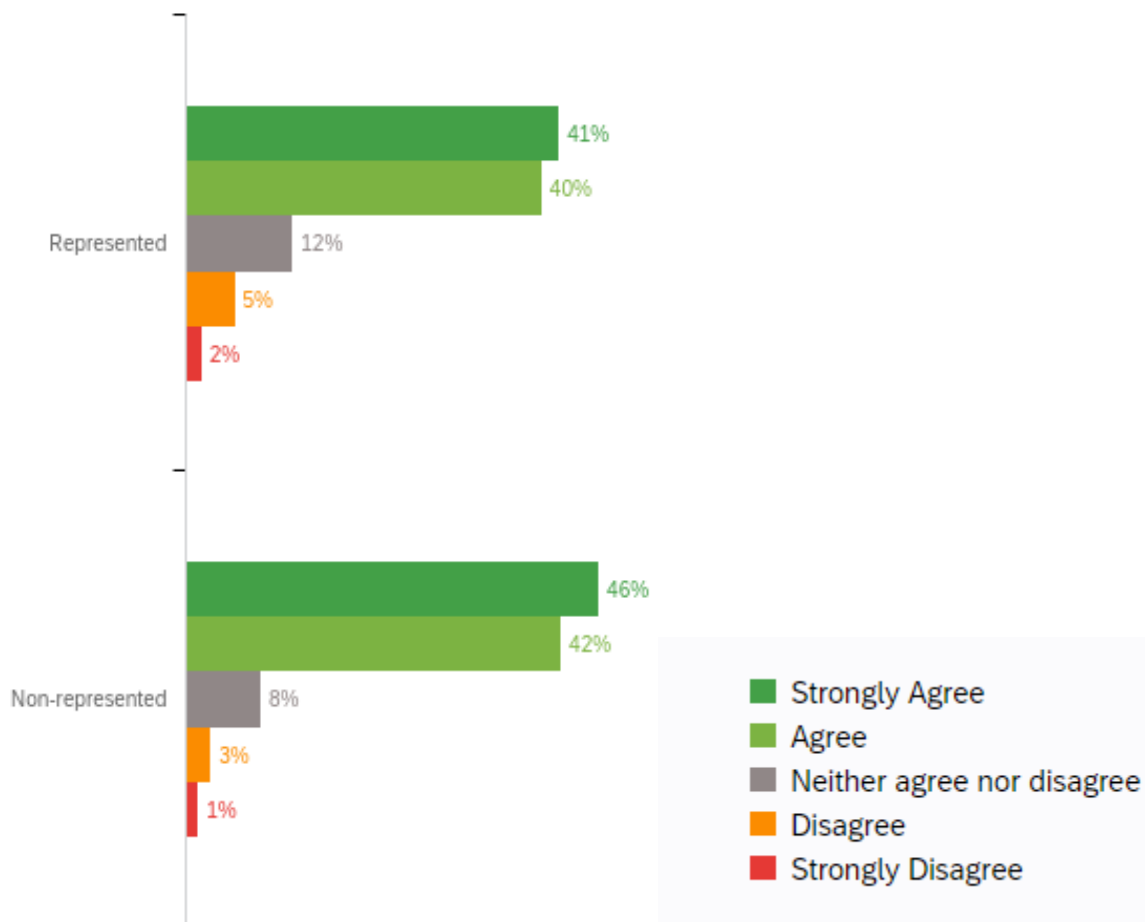
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	33%	151	44%	205	11%	52	8%	38	4%	18	3.93	464
Non-represented	36%	521	45%	657	11%	163	6%	93	2%	27	4.06	1461

Within my team, my opinions seem to count.



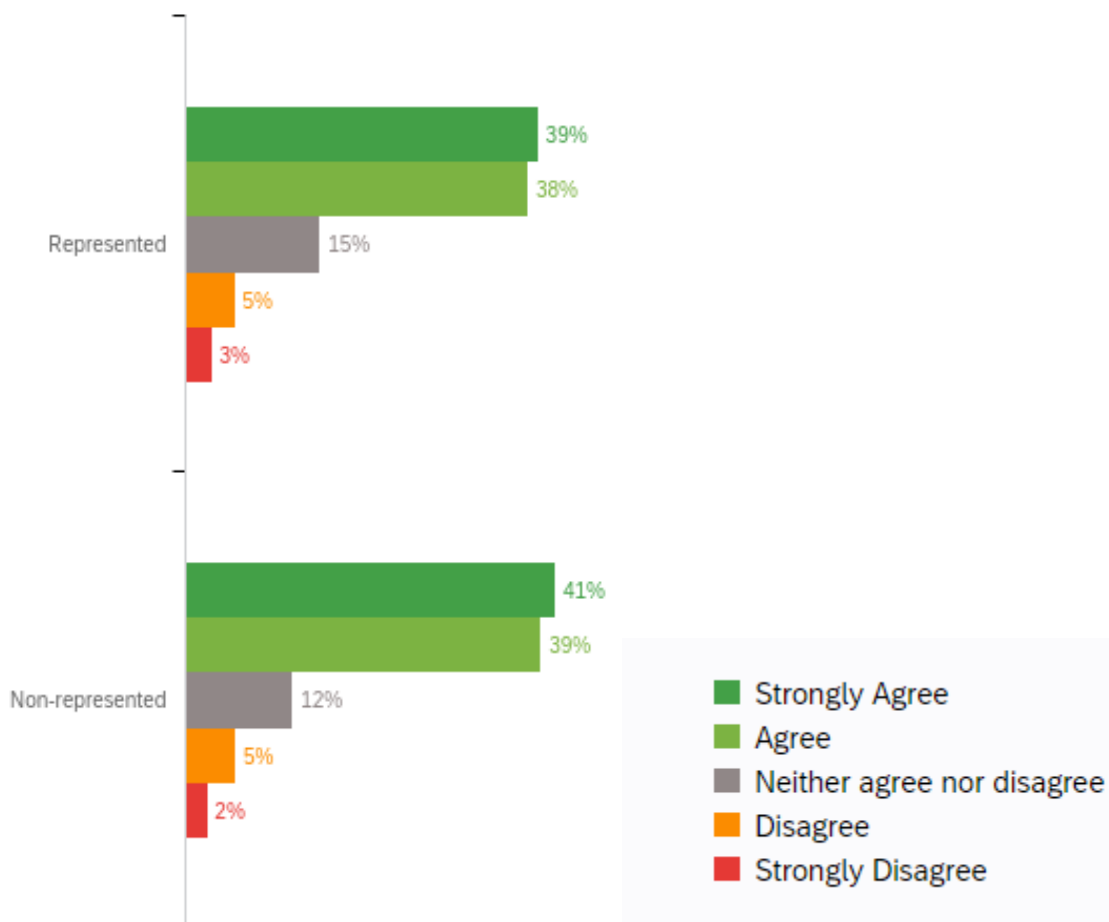
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	33%	151	43%	198	14%	63	8%	36	3%	15	3.94	463
Non-represented	39%	574	45%	658	10%	141	4%	65	1%	21	4.16	1459

Within my team, I am treated with dignity and respect.



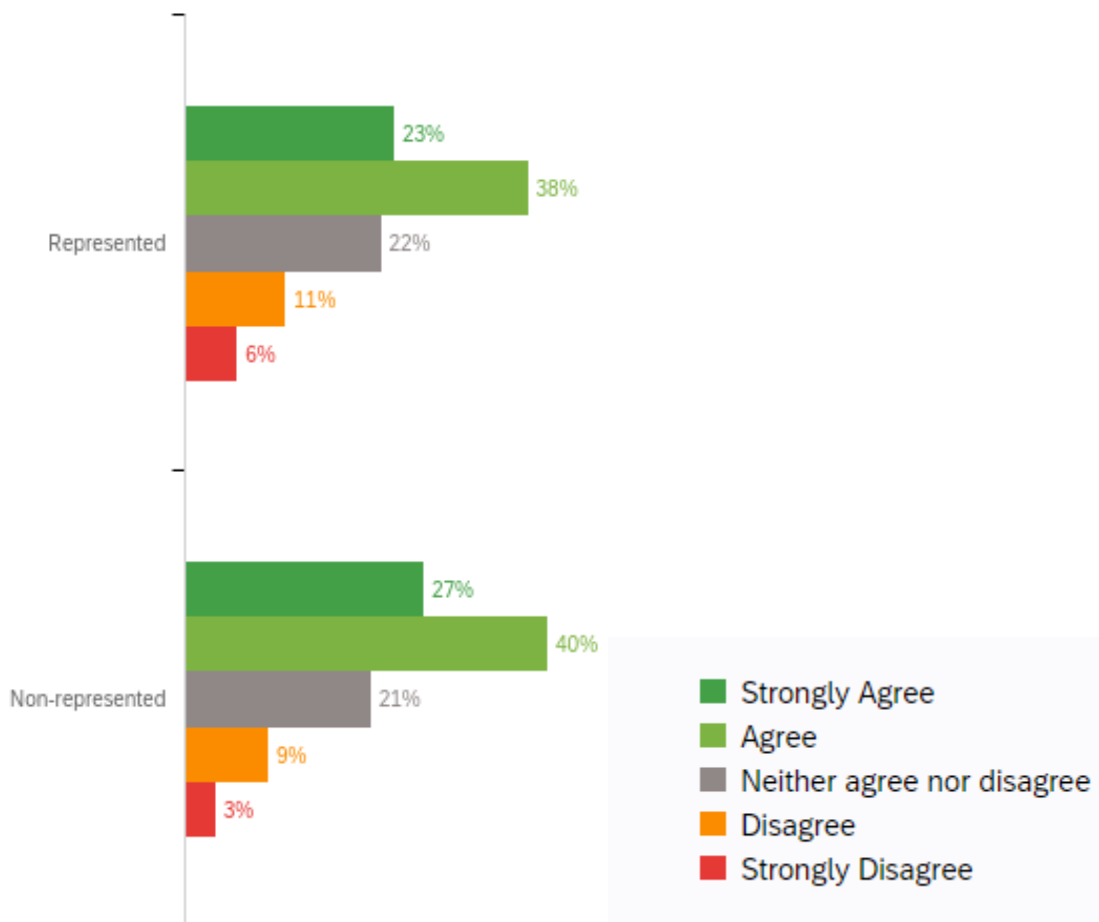
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	41%	192	40%	183	12%	55	5%	25	2%	8	4.14	463
Non-represented	46%	668	42%	607	8%	121	3%	40	1%	20	4.28	1456

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



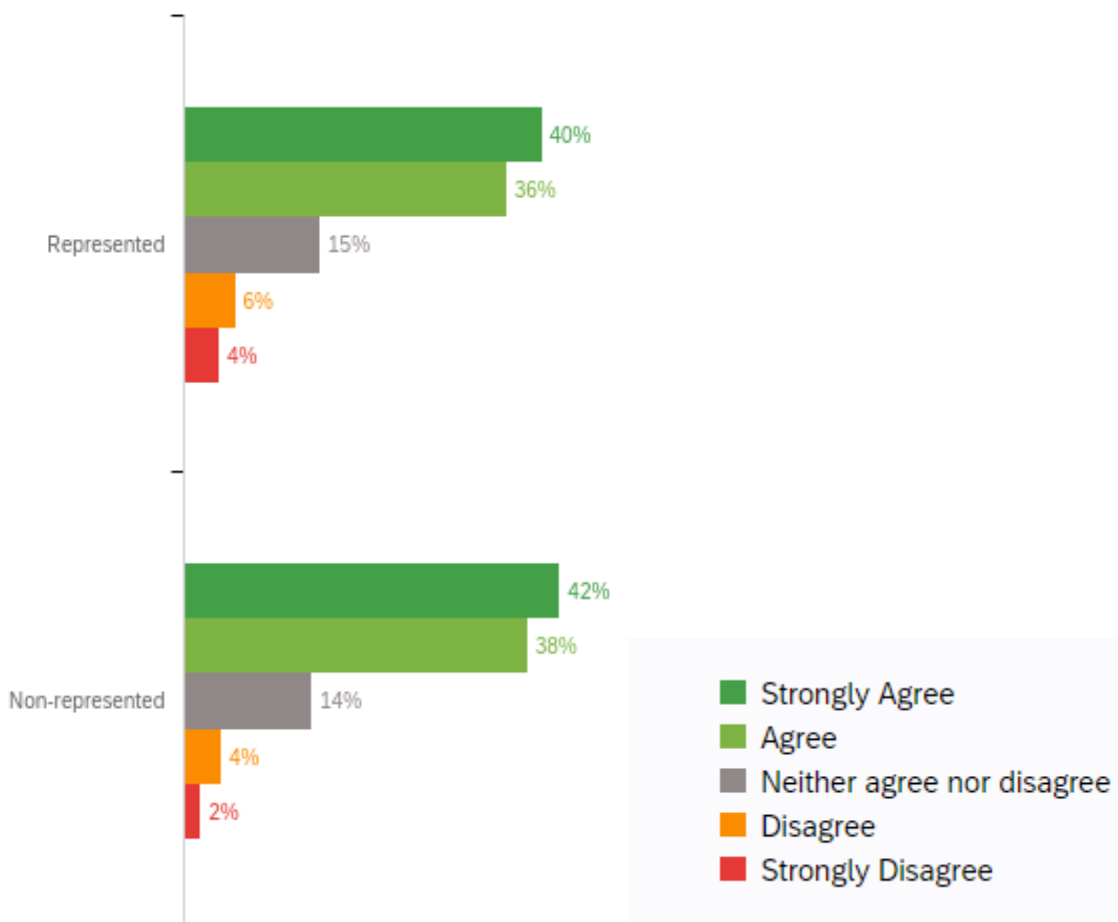
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	39%	181	38%	176	15%	69	5%	25	3%	13	4.05	464
Non-represented	41%	597	39%	574	12%	173	5%	80	2%	34	4.11	1458

Regardless of my background, I have an equal opportunity to succeed



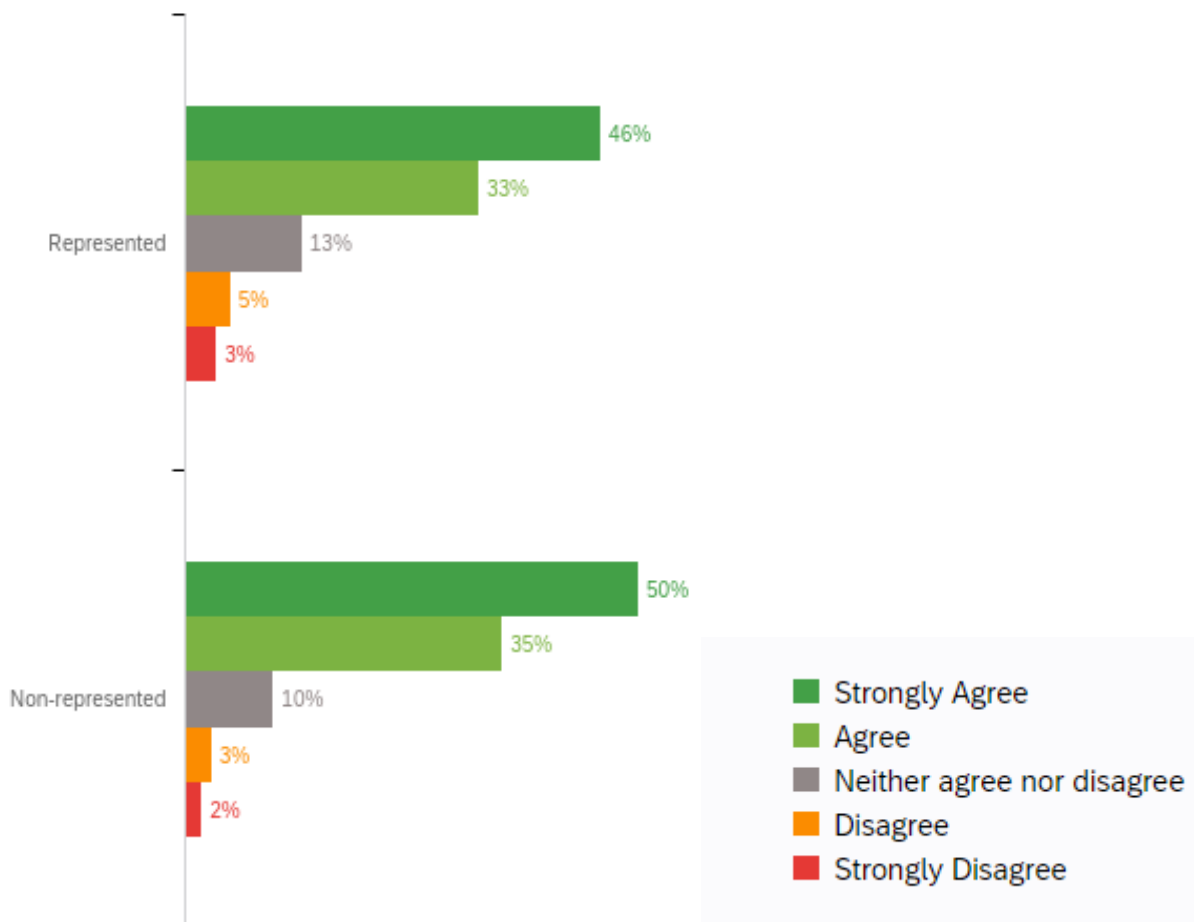
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	23%	108	38%	177	22%	101	11%	52	6%	27	3.62	465
Non-represented	27%	387	40%	588	21%	301	9%	135	3%	49	3.77	1460

My immediate supervisor promotes an inclusive team environment through their actions.



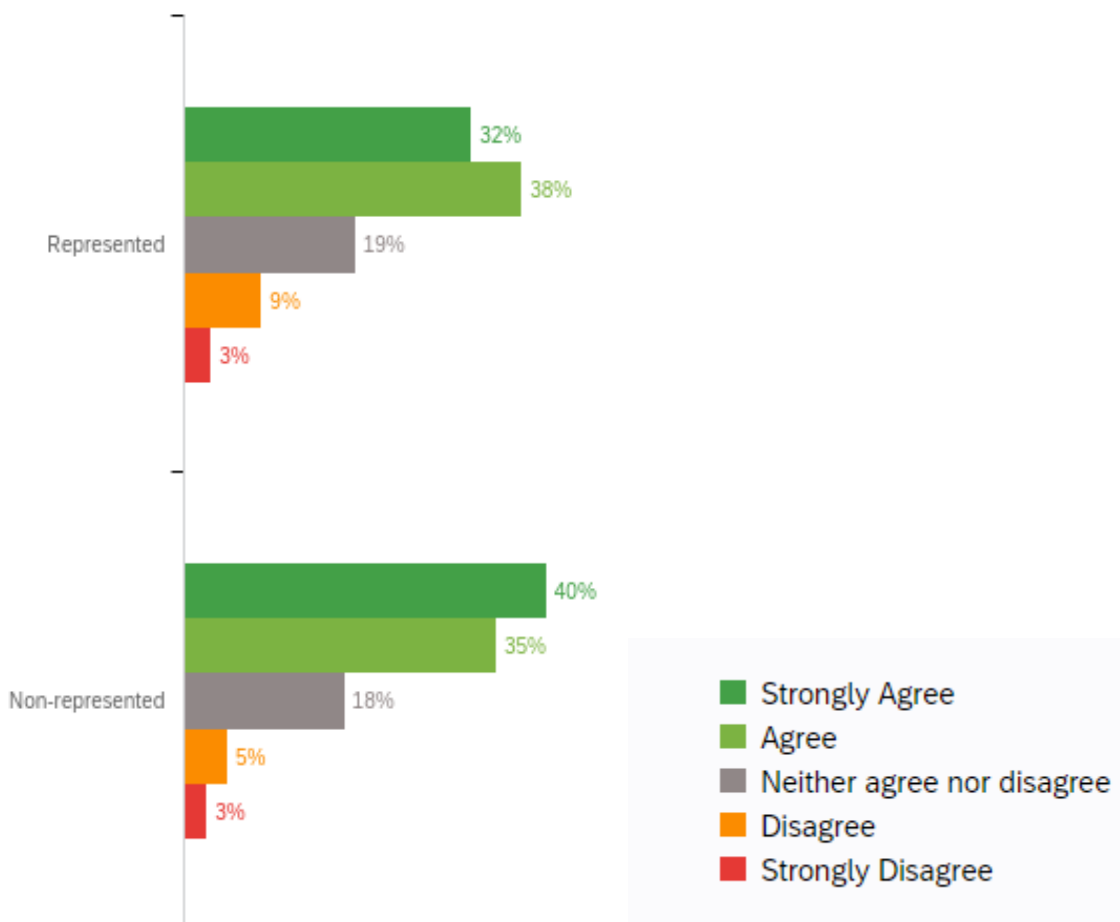
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	40%	184	36%	166	15%	70	6%	26	4%	18	4.02	464
Non-represented	42%	609	38%	556	14%	207	4%	60	2%	27	4.14	1459

My well-being is important to my immediate supervisor.



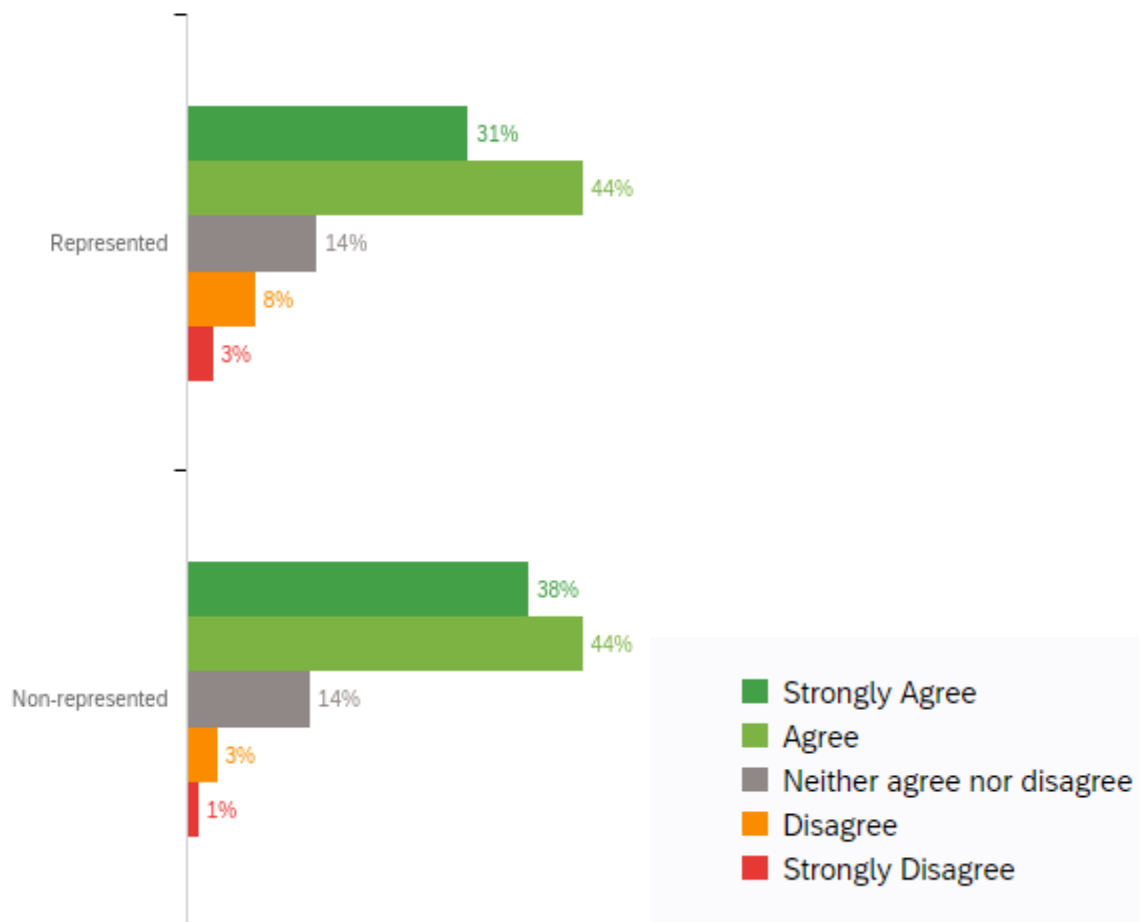
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	46%	214	33%	151	13%	60	5%	23	3%	16	4.13	464
Non-represented	50%	735	35%	514	10%	143	3%	42	2%	27	4.29	1461

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



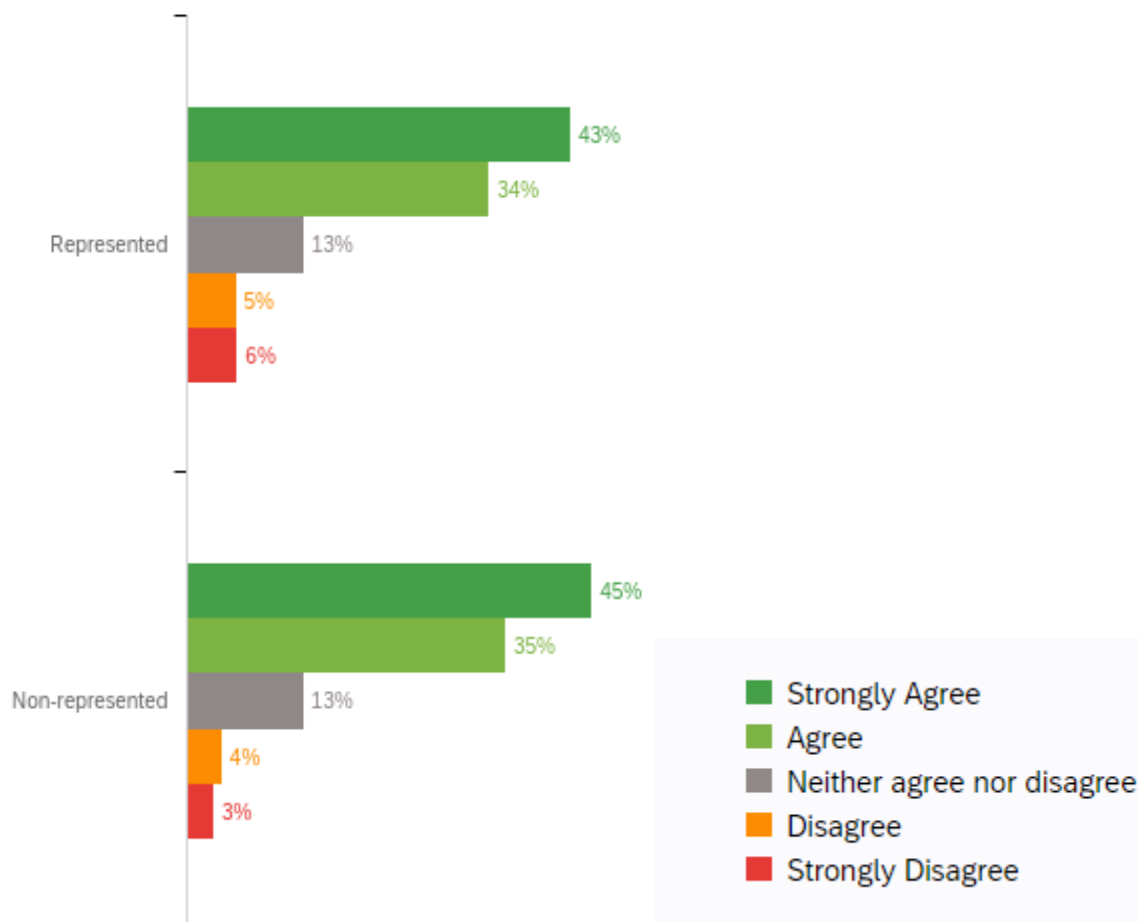
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	32%	148	38%	174	19%	88	9%	40	3%	14	3.87	464
Non-represented	40%	586	35%	505	18%	259	5%	70	3%	37	4.05	1457

I feel my day-to-day work connects to a larger purpose.



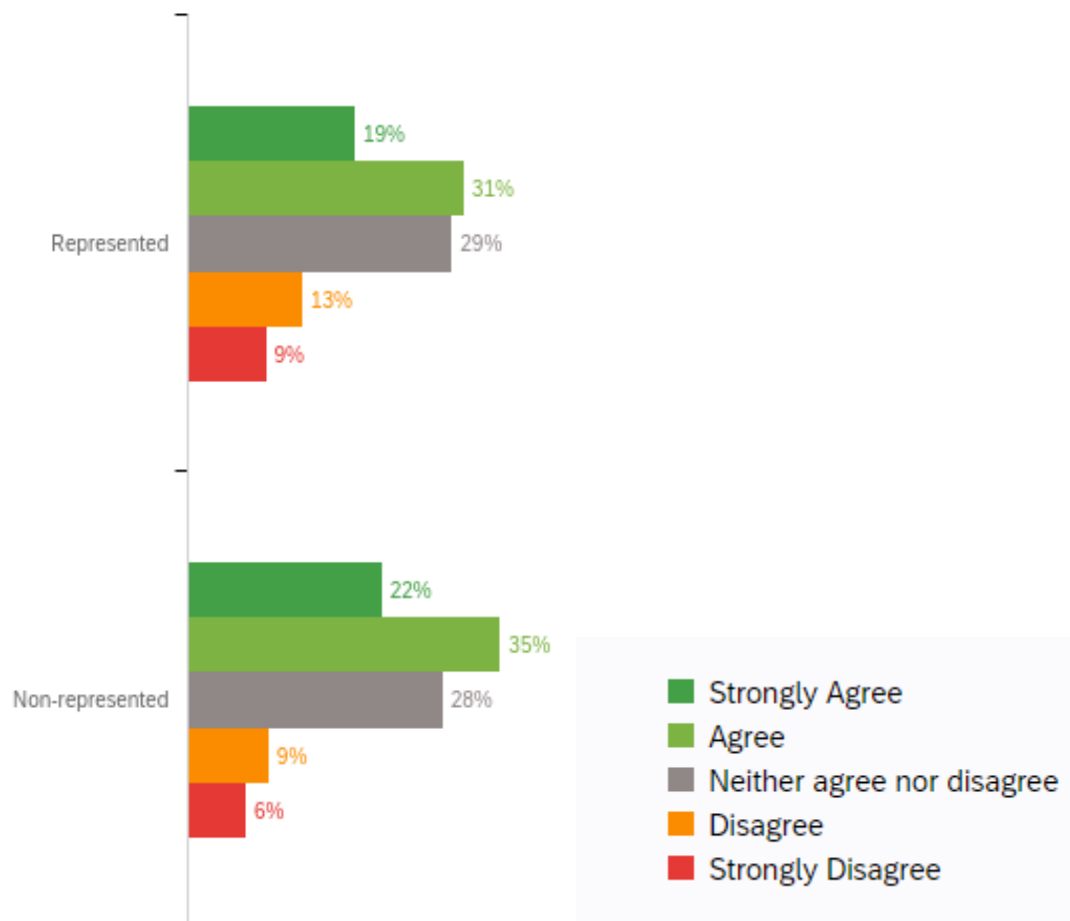
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	31%	145	44%	204	14%	67	8%	35	3%	13	3.93	464
Non-represented	38%	553	44%	641	14%	199	3%	48	1%	18	4.14	1459

I trust my immediate supervisor.



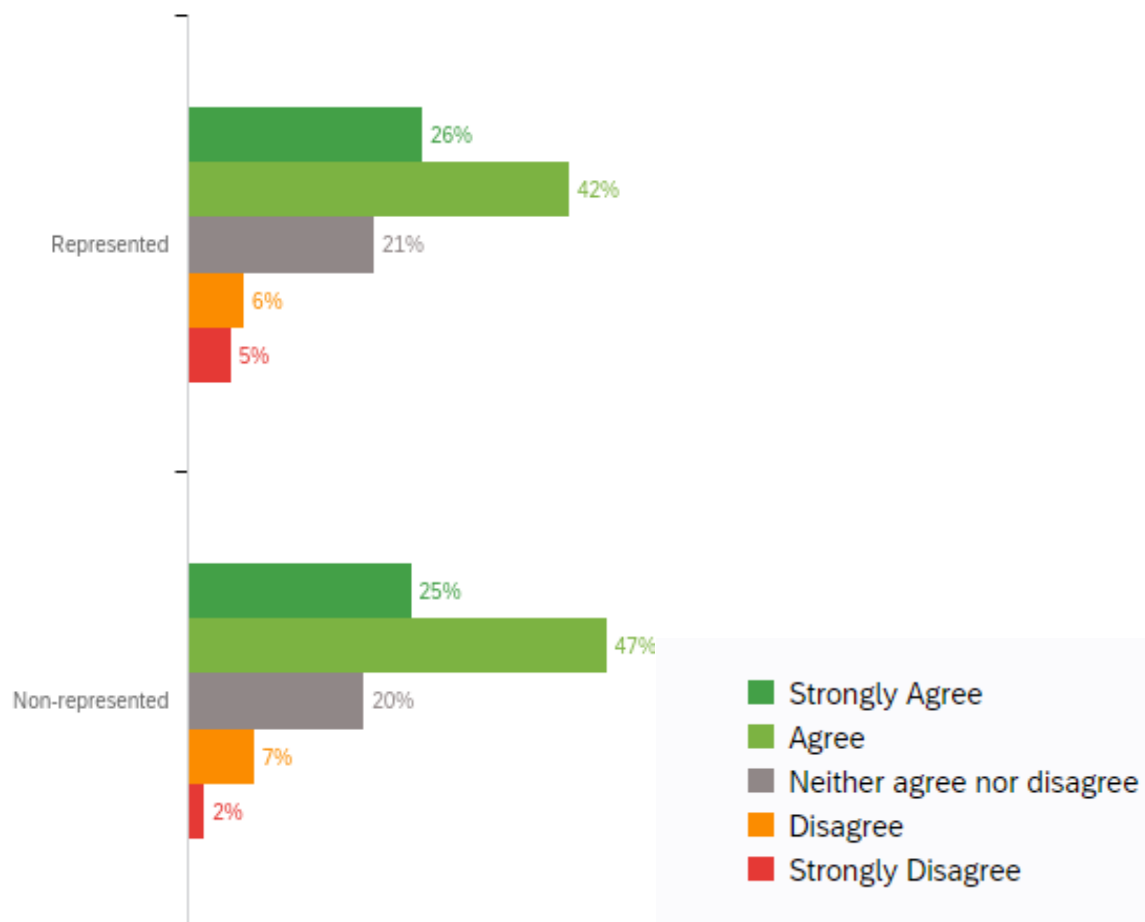
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Represented	43%	198	34%	156	13%	60	5%	25	6%	26	4.02	465
Non-represented	45%	656	35%	516	13%	188	4%	56	3%	43	4.16	1459

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.



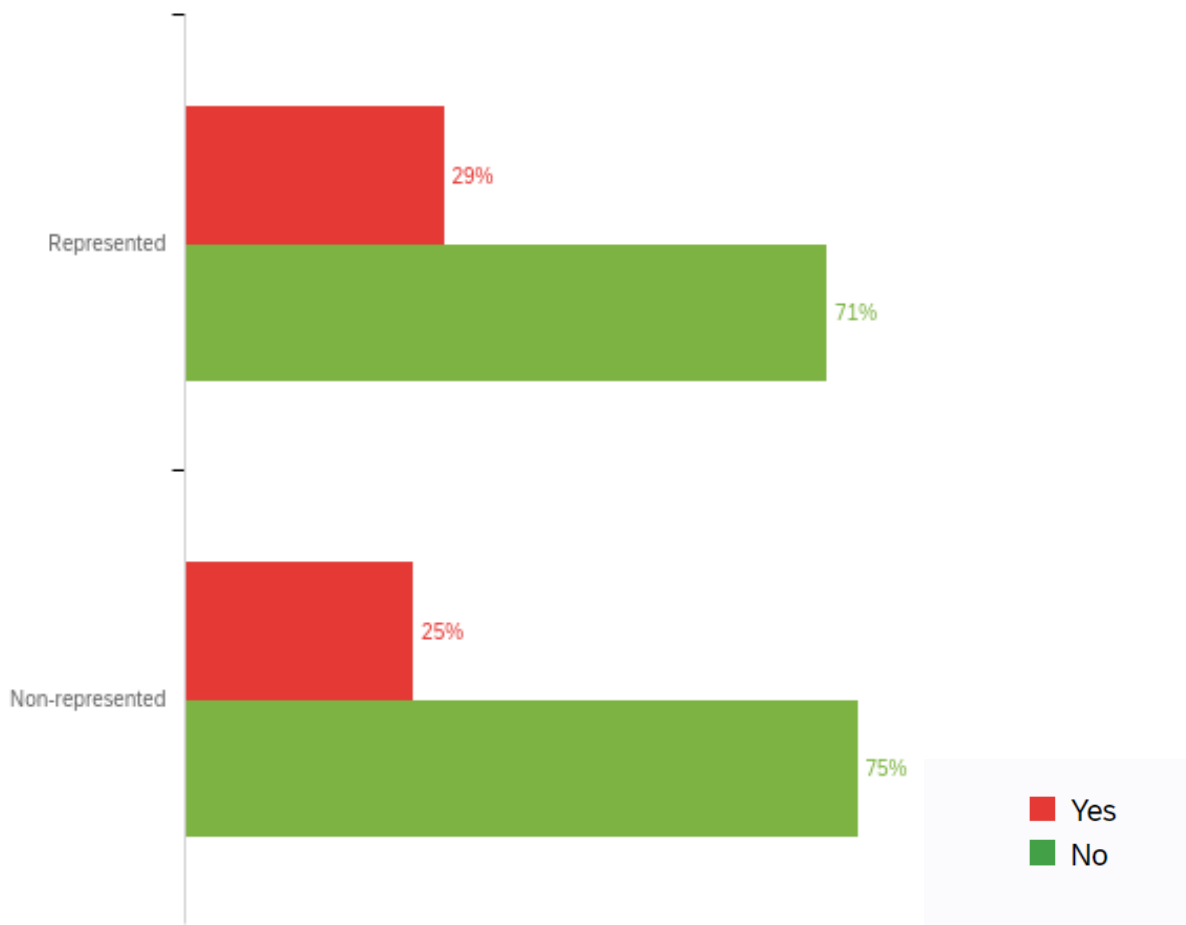
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Represented	19%	86	31%	142	29%	136	13%	59	9%	40	3.38	463
Non-represented	22%	314	35%	507	28%	413	9%	131	6%	94	3.56	1459

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Represented	26%	121	42%	197	21%	96	6%	29	5%	22	3.79	465
Non-represented	25%	362	47%	680	20%	286	7%	107	2%	27	3.85	1462

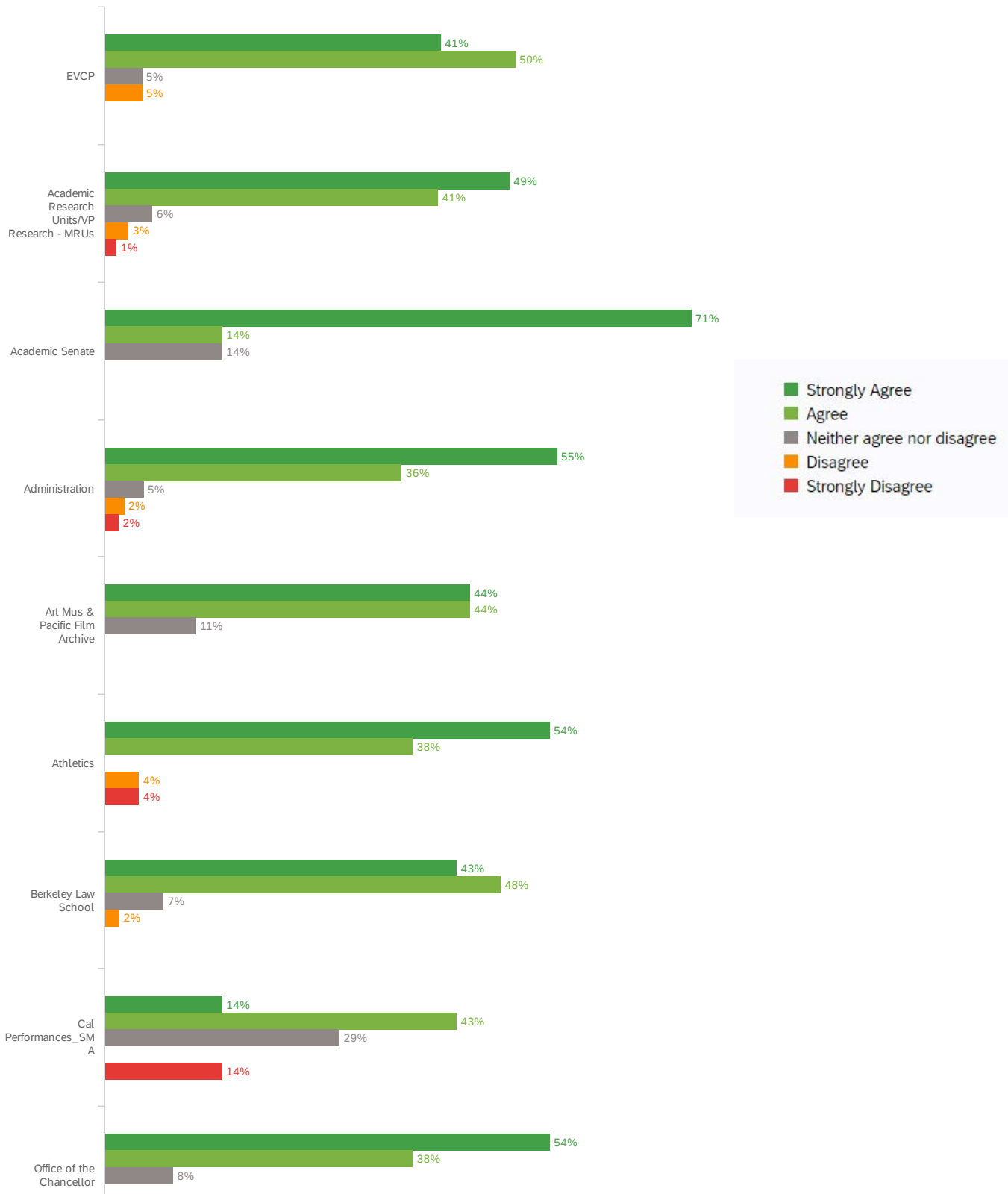
Are you currently looking for a job outside of UCB?

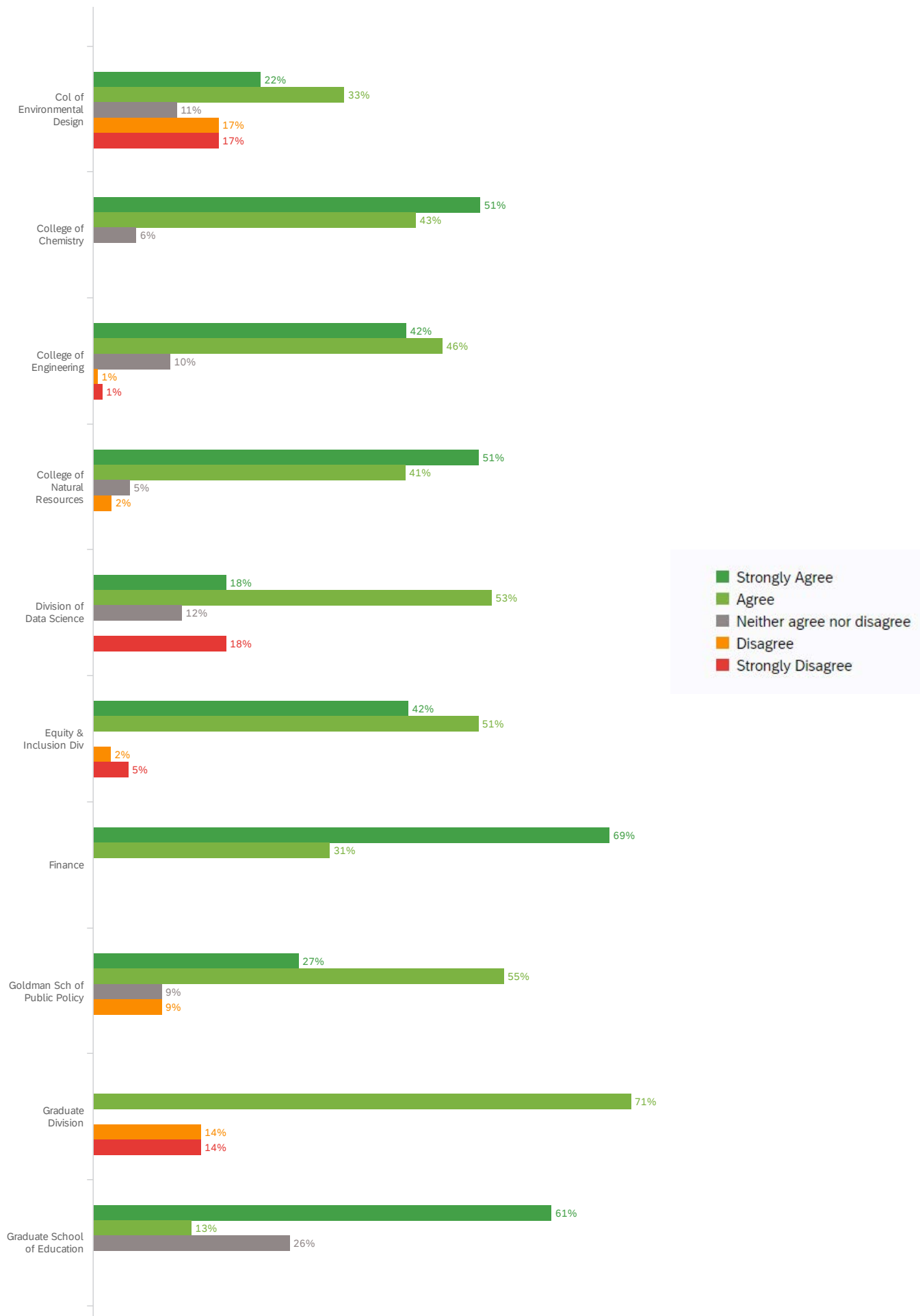


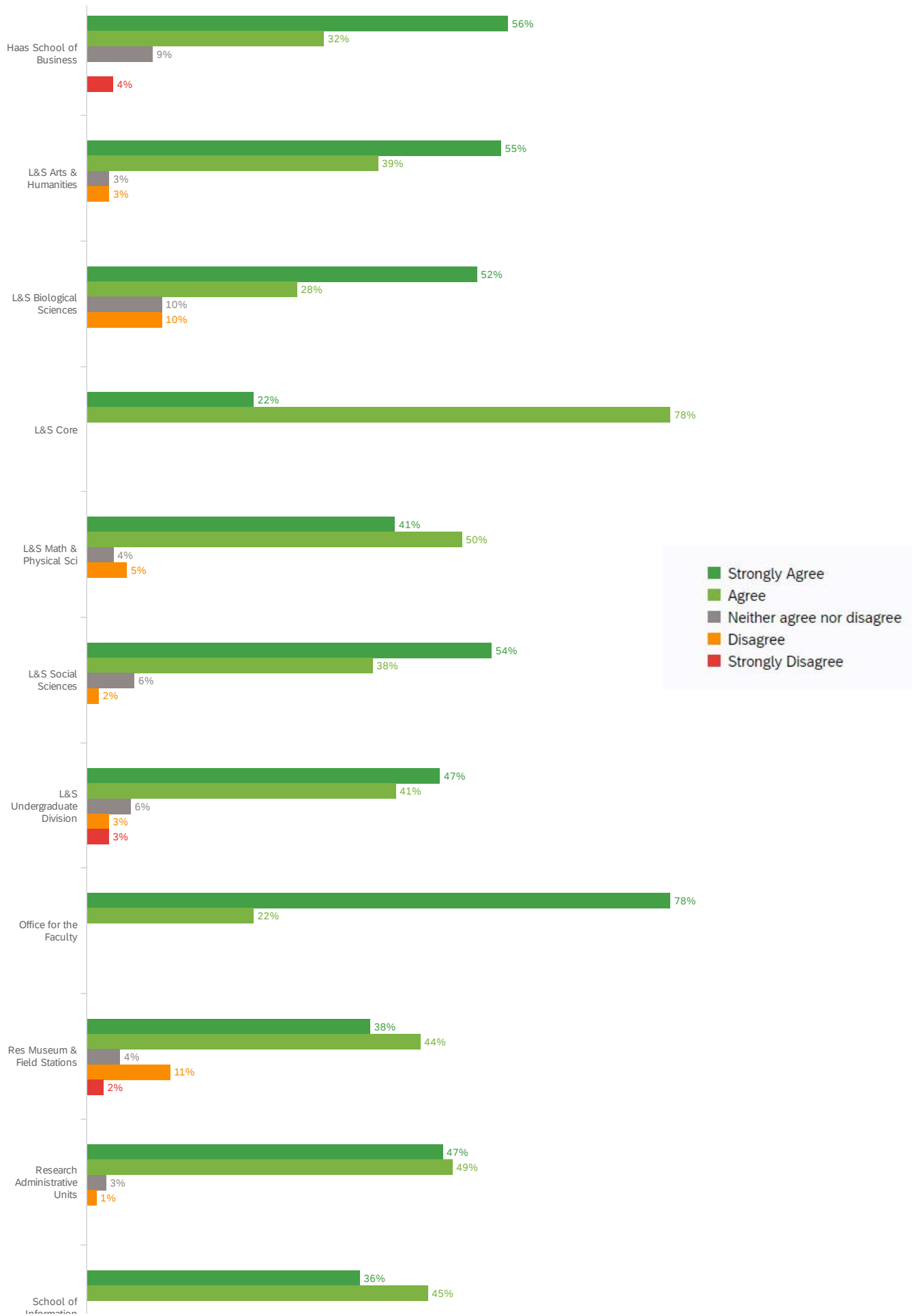
Question	Represented		Non-represented		Total
	%	Count	%	Count	
Yes	26%	132	74%	368	500
No	23%	328	77%	1083	1411

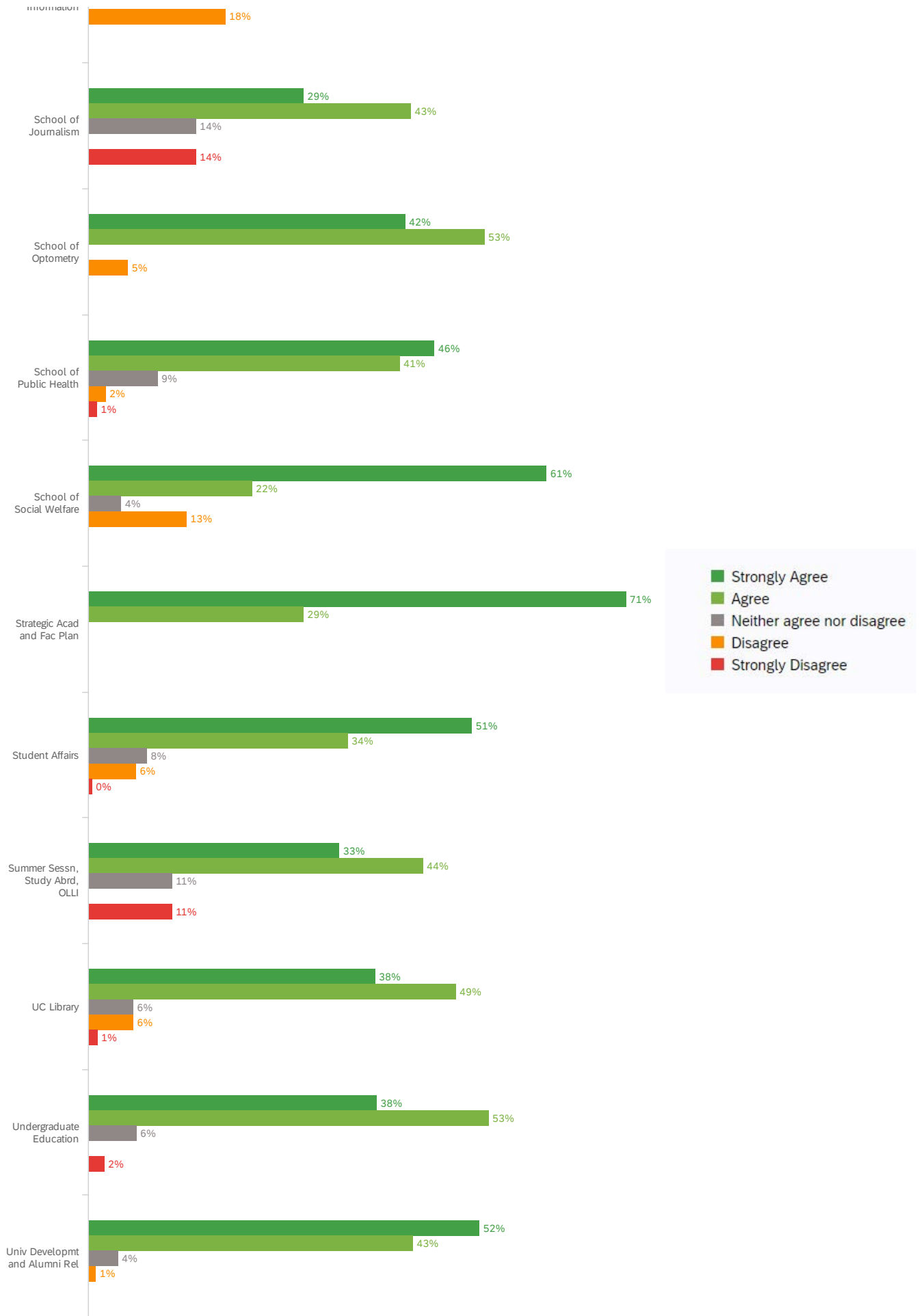
State of the Workplace - February 2022 Divisions

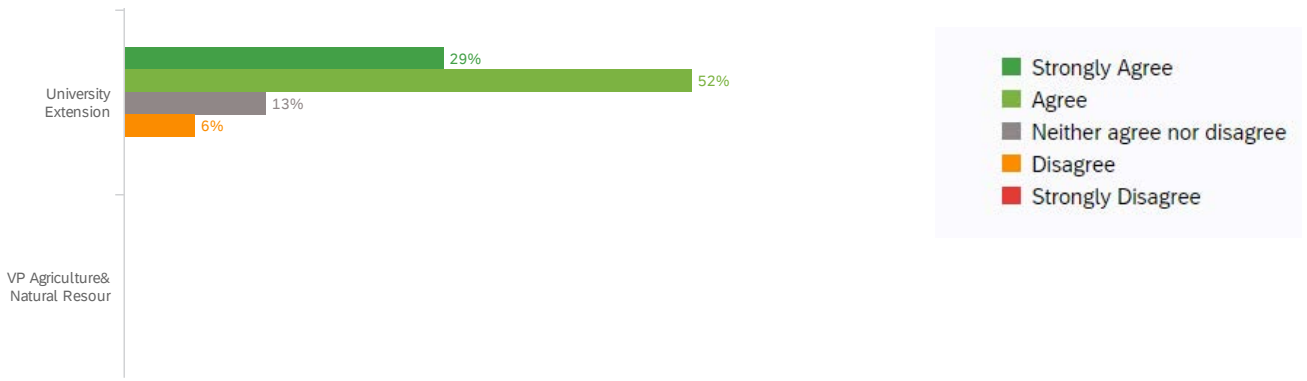
Q1 - I know what my supervisor expects of me to perform my responsibilities effectively.



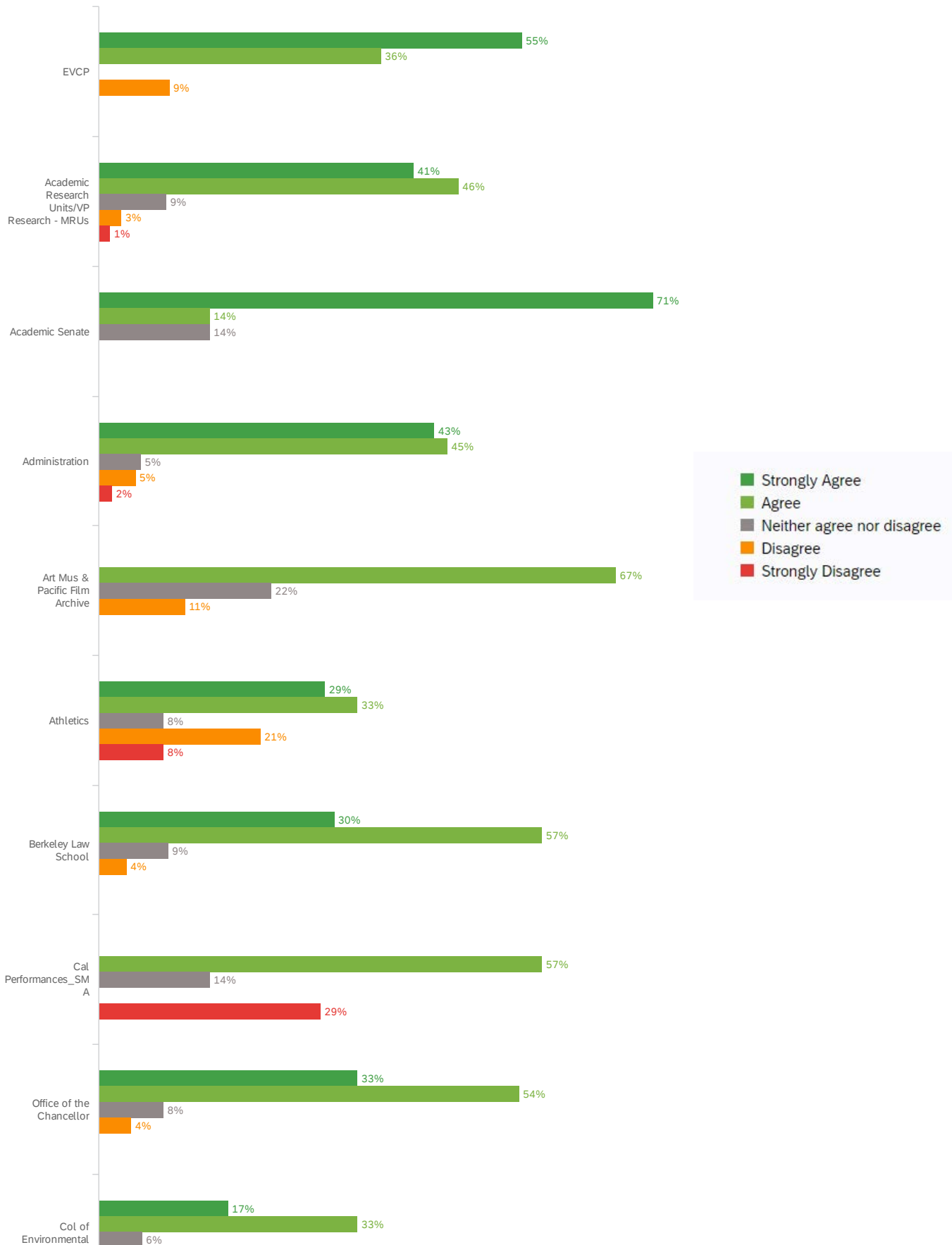


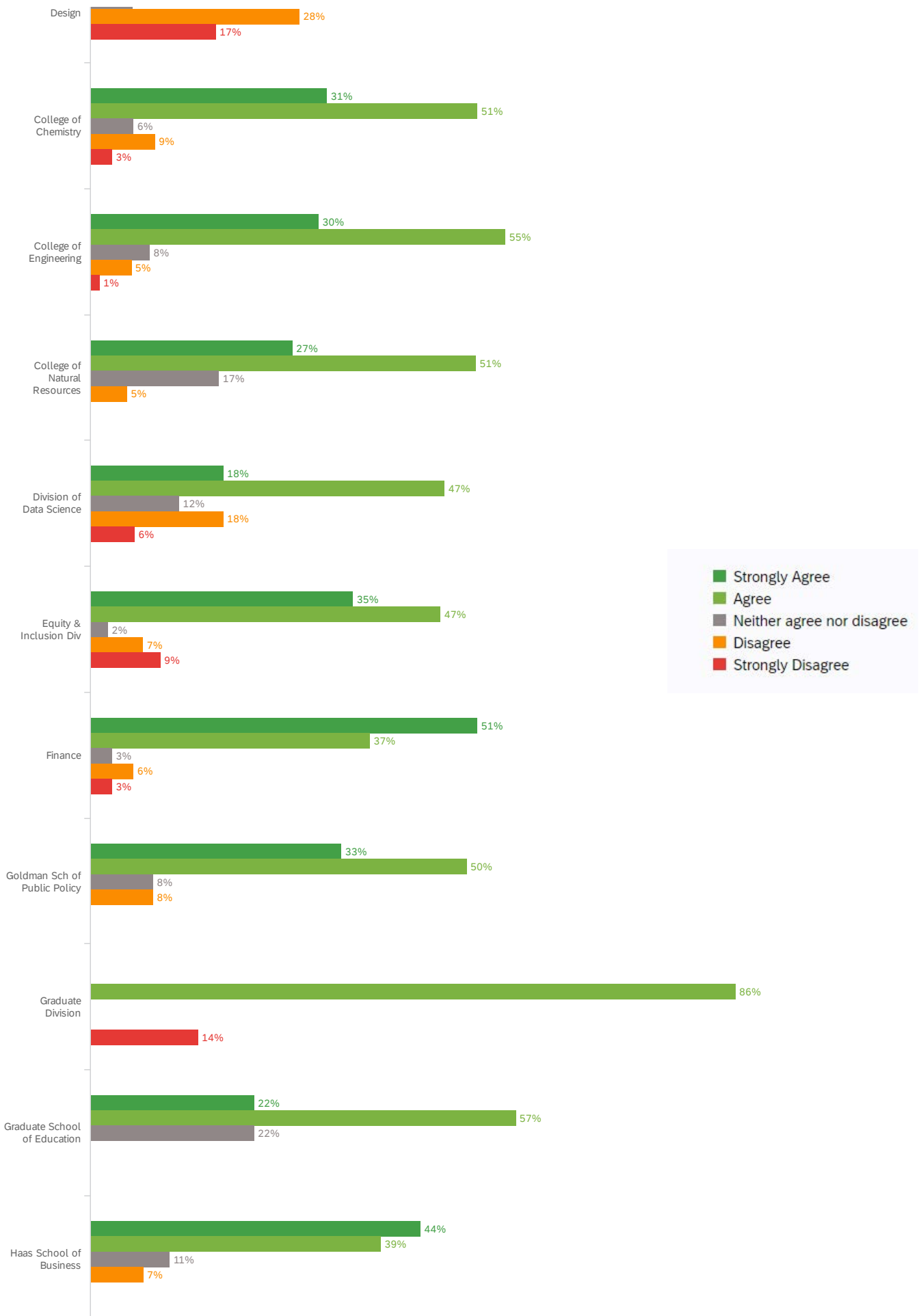


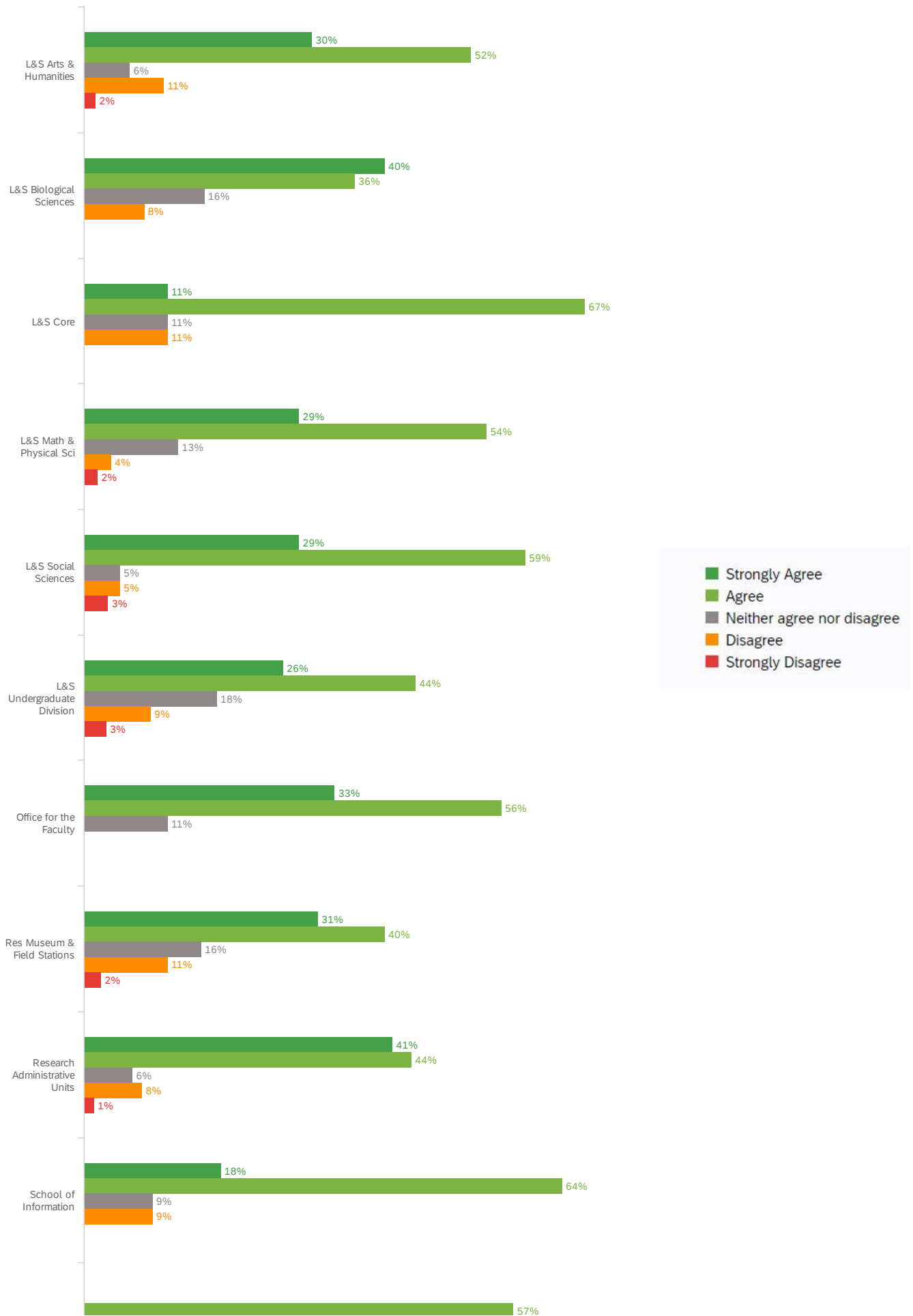


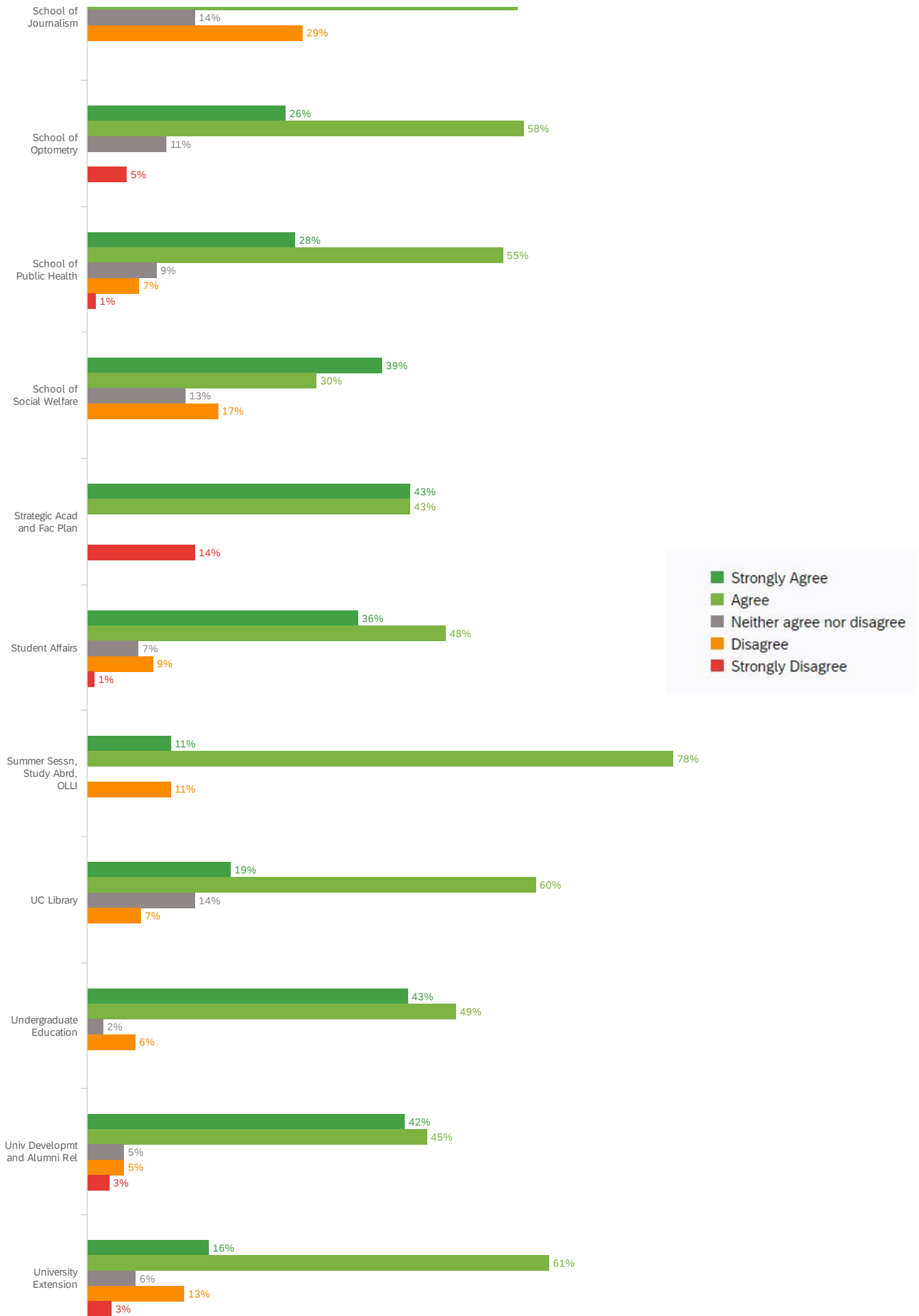


Q2 - I have the equipment and tools needed to do my job effectively.

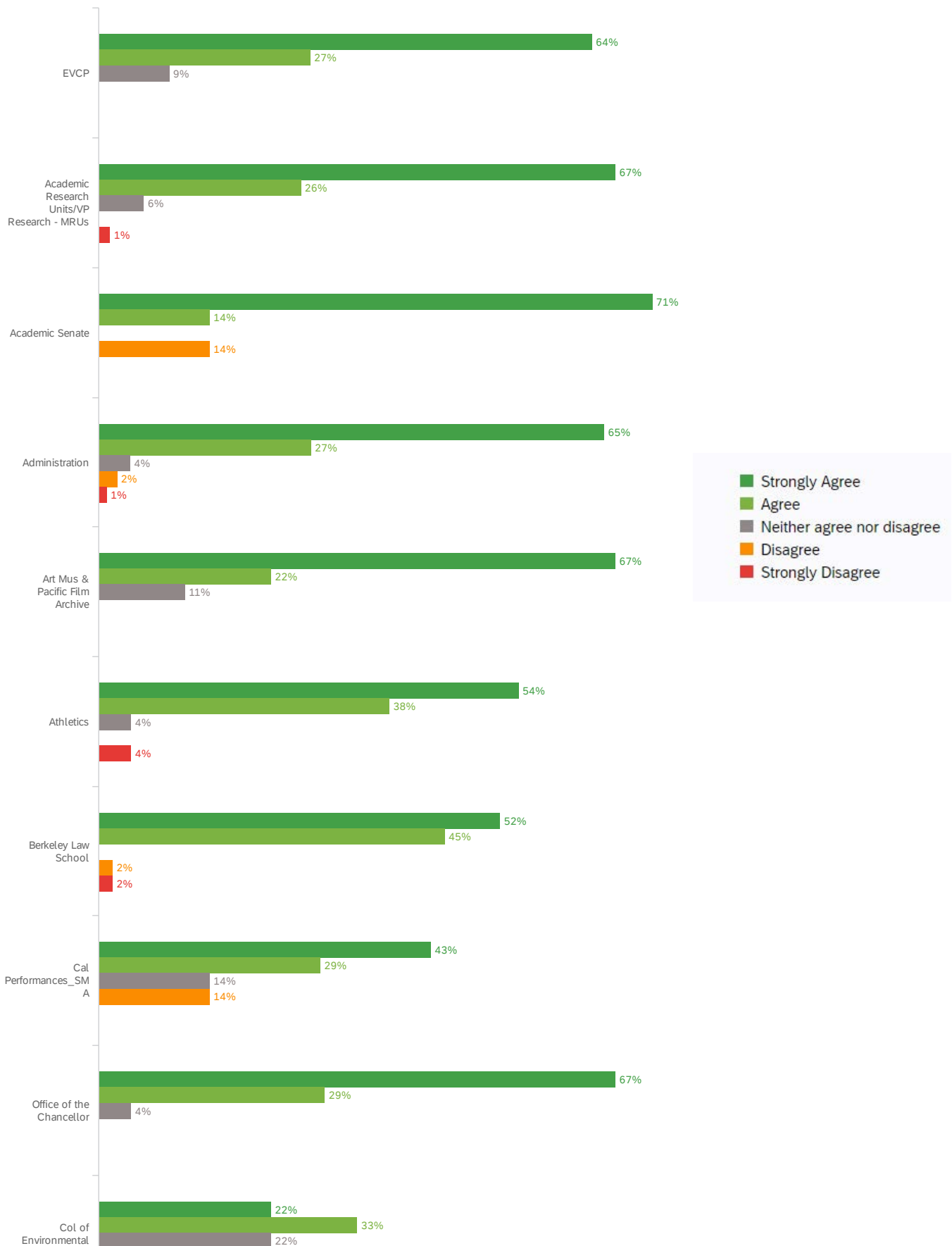


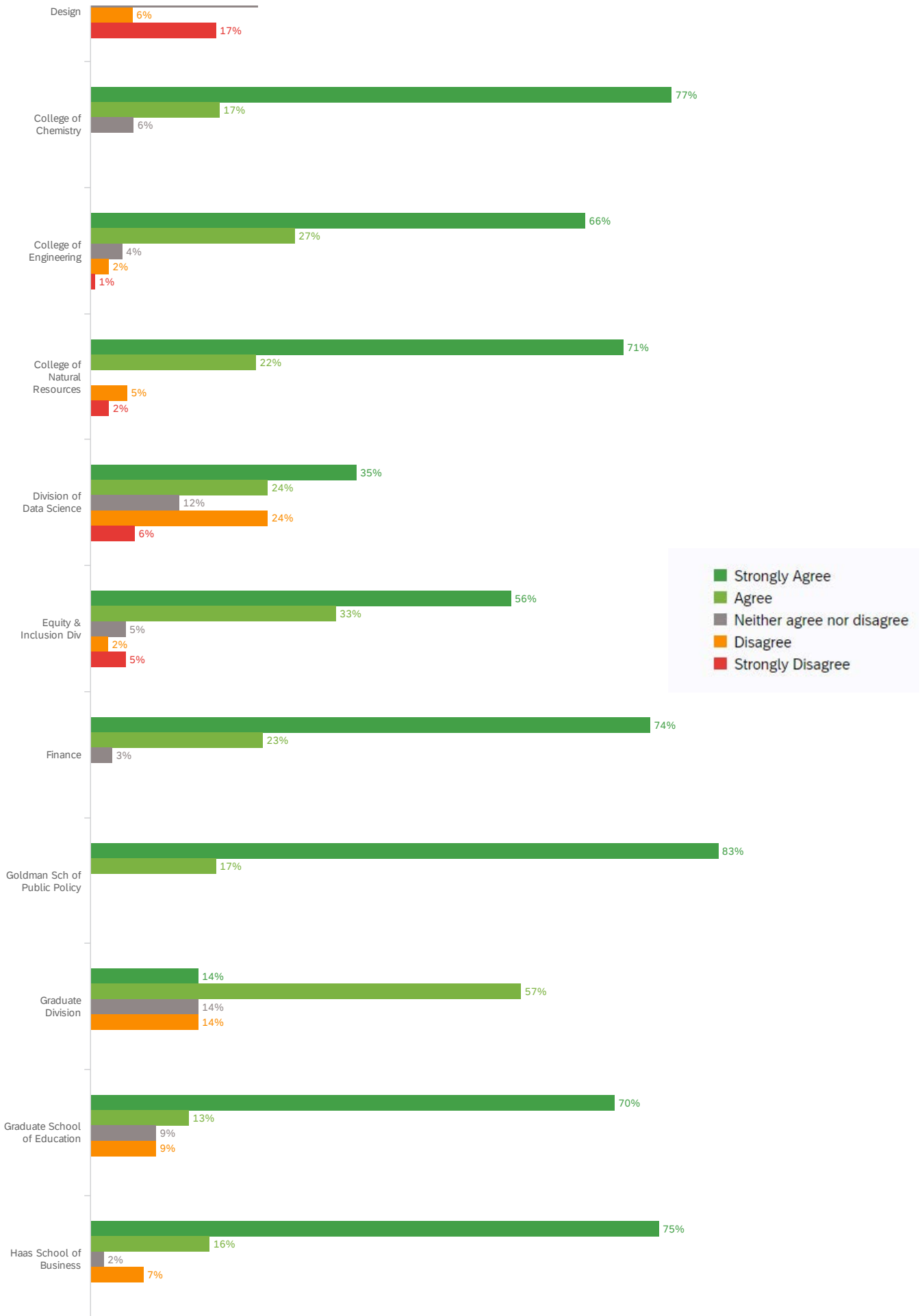


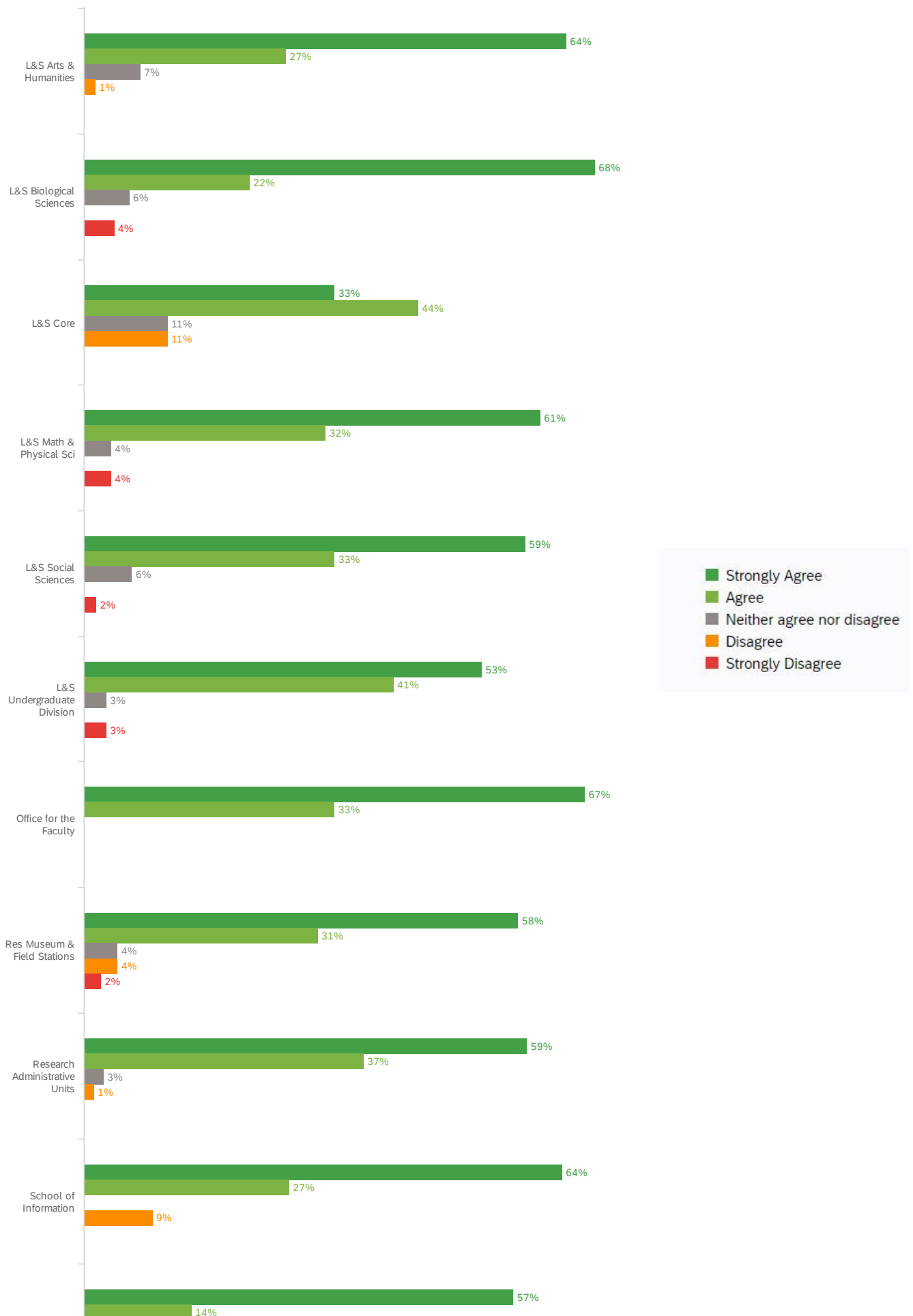


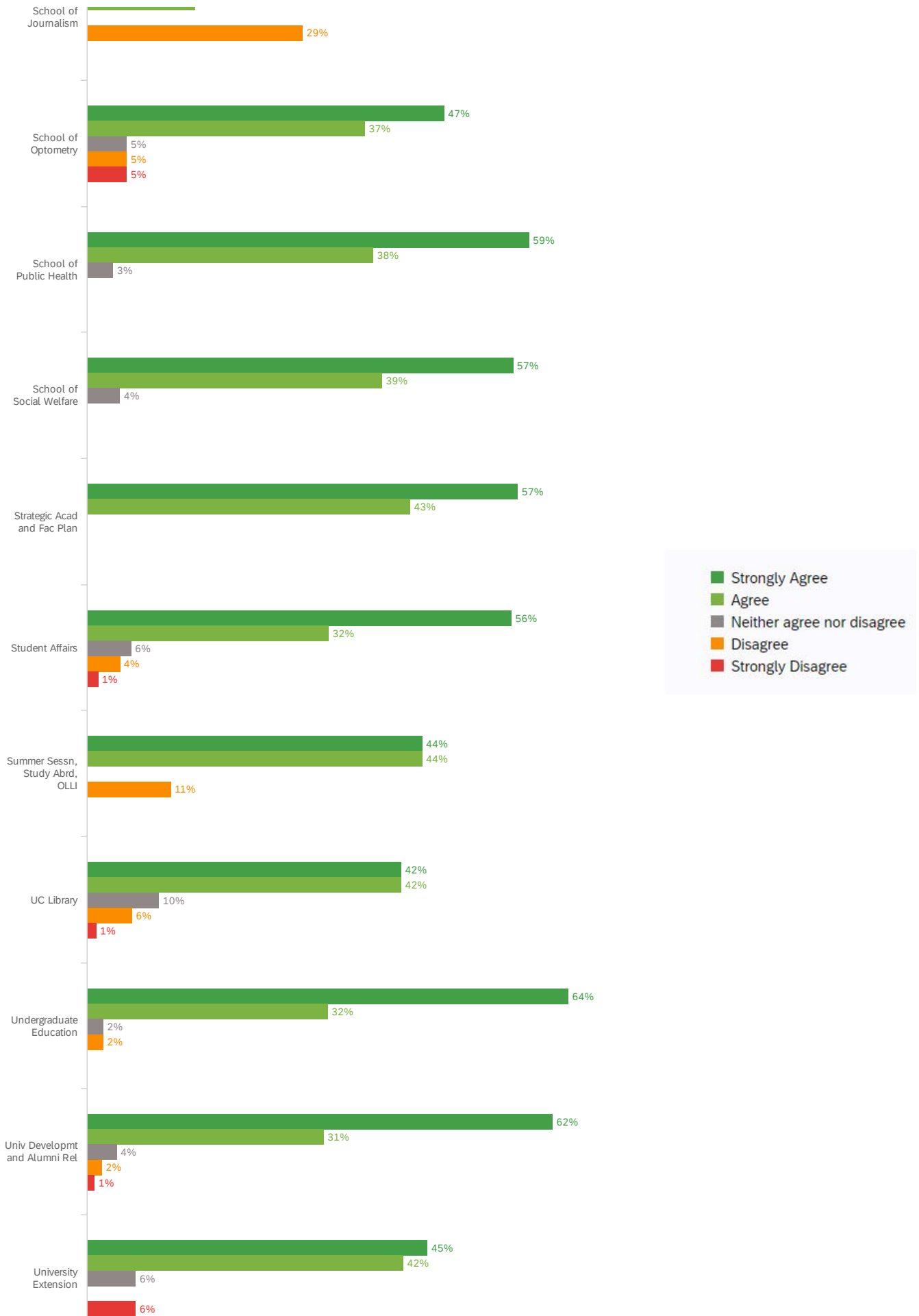


Q3 - My supervisor allows sufficient autonomy in my work.

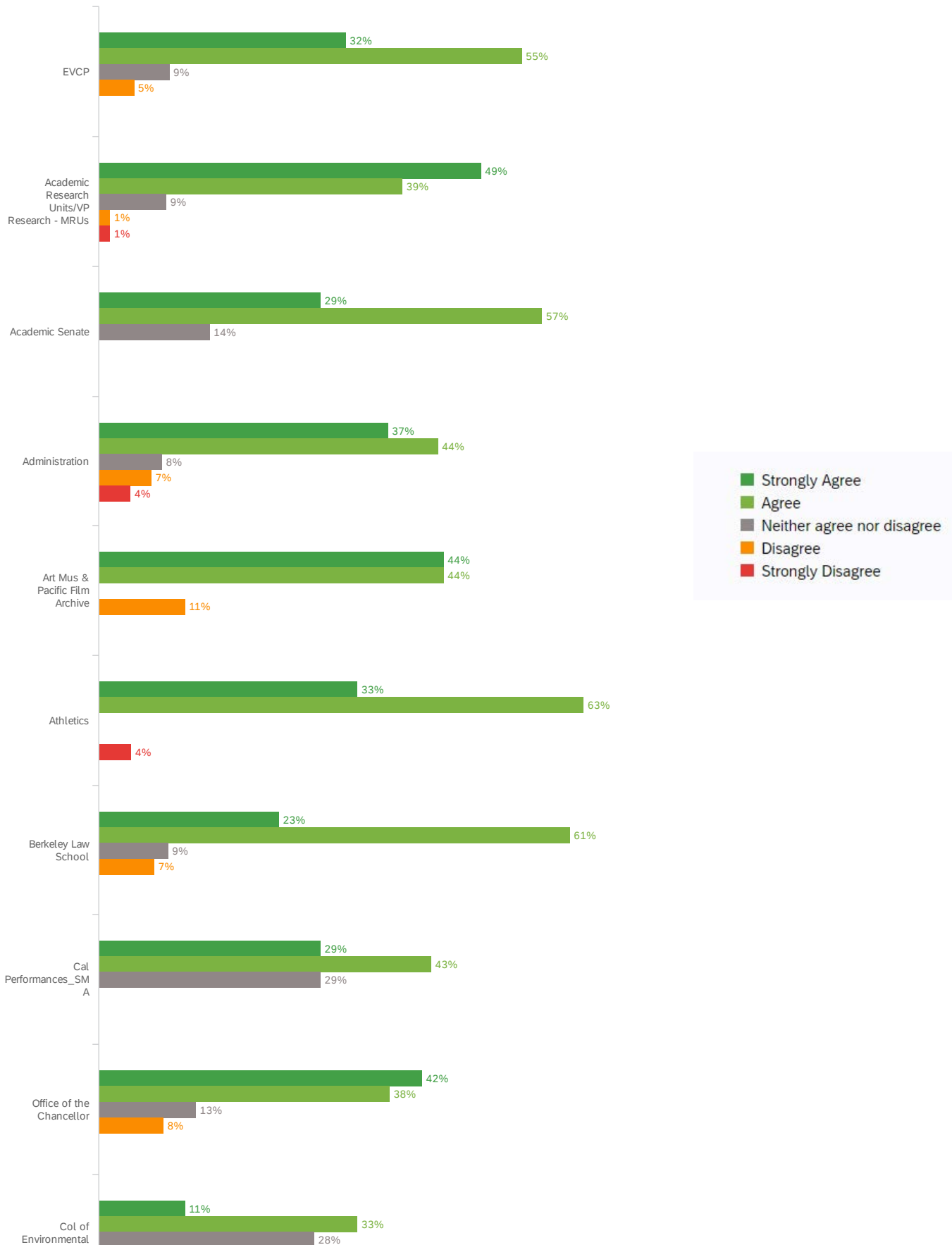


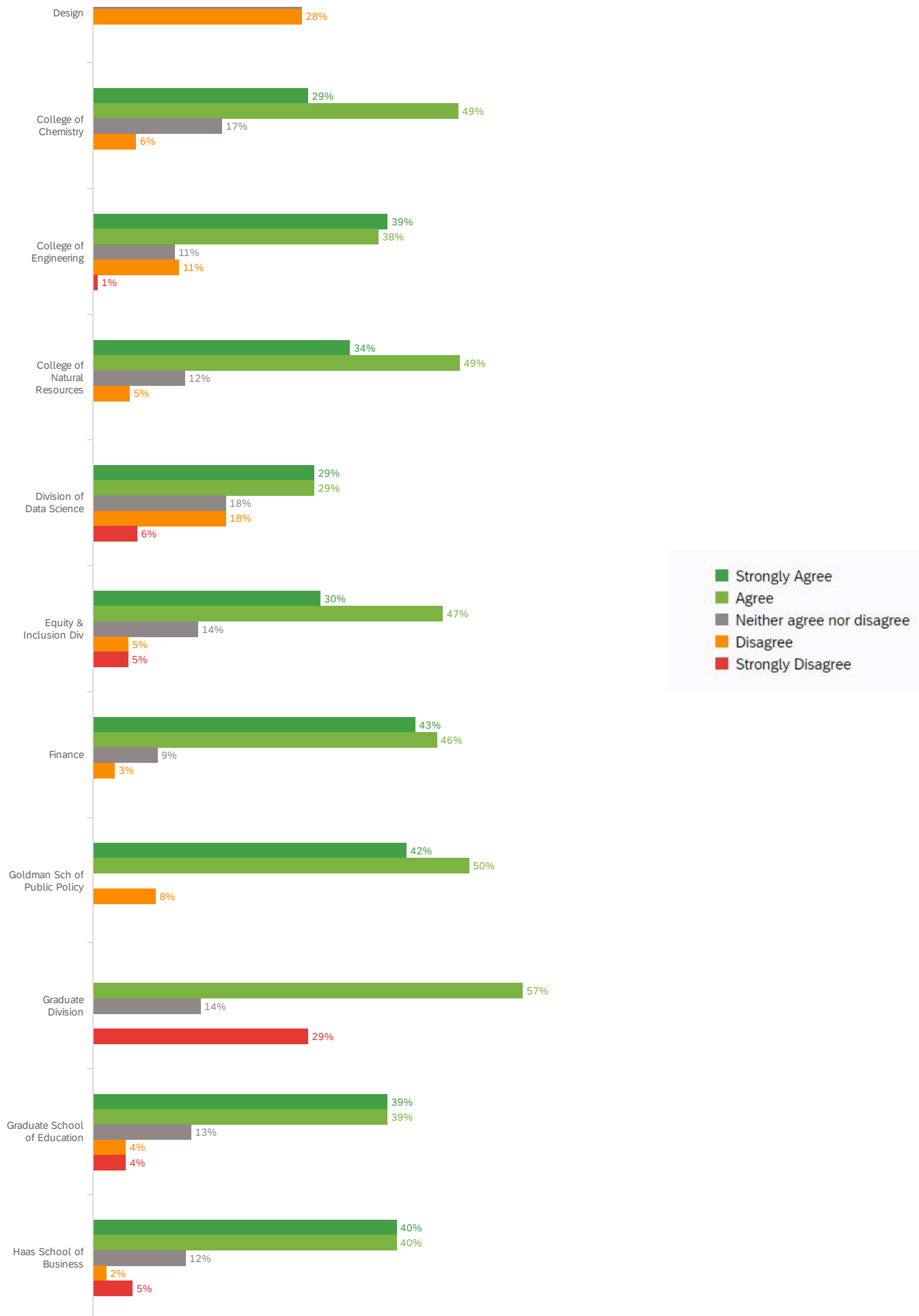


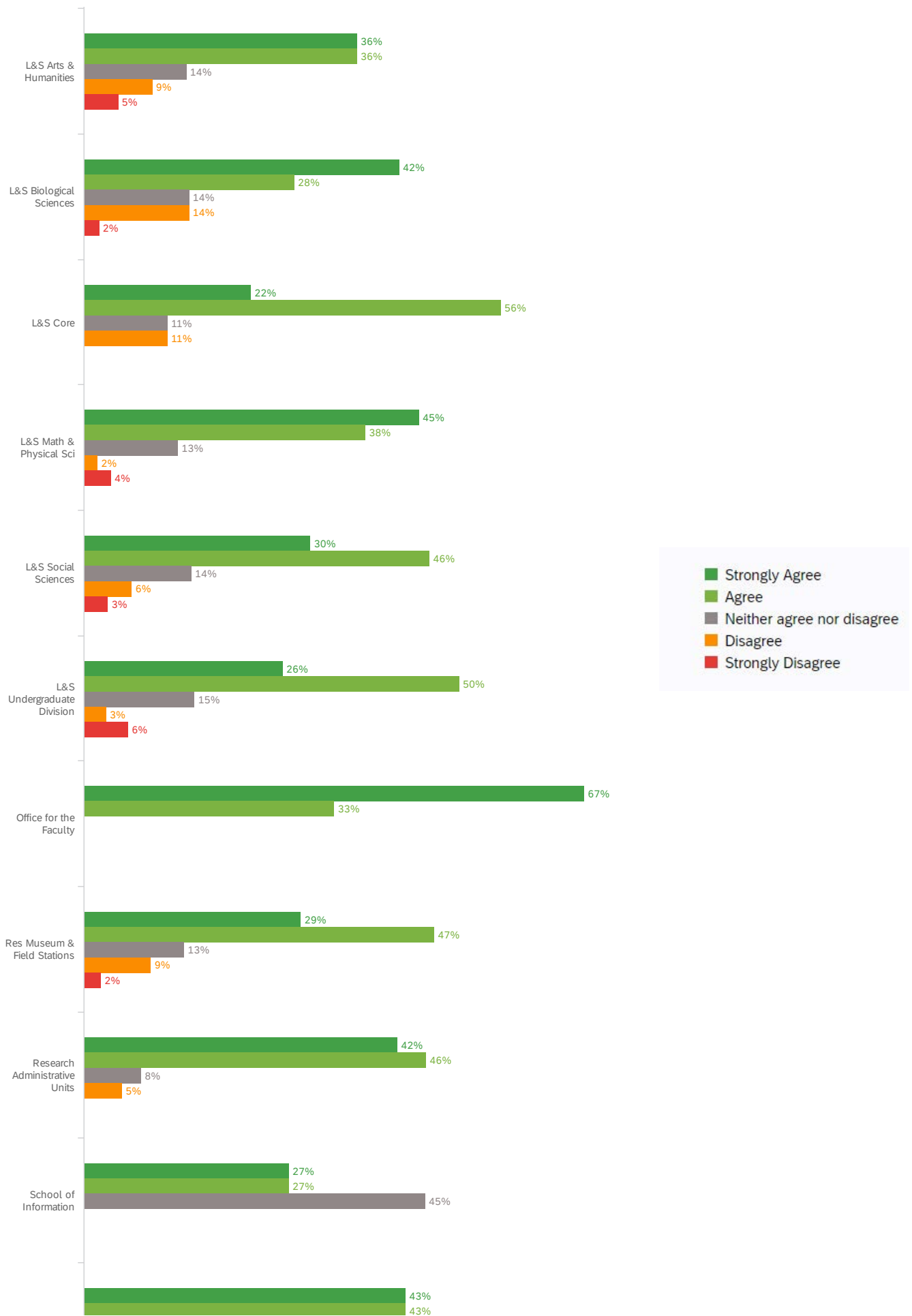


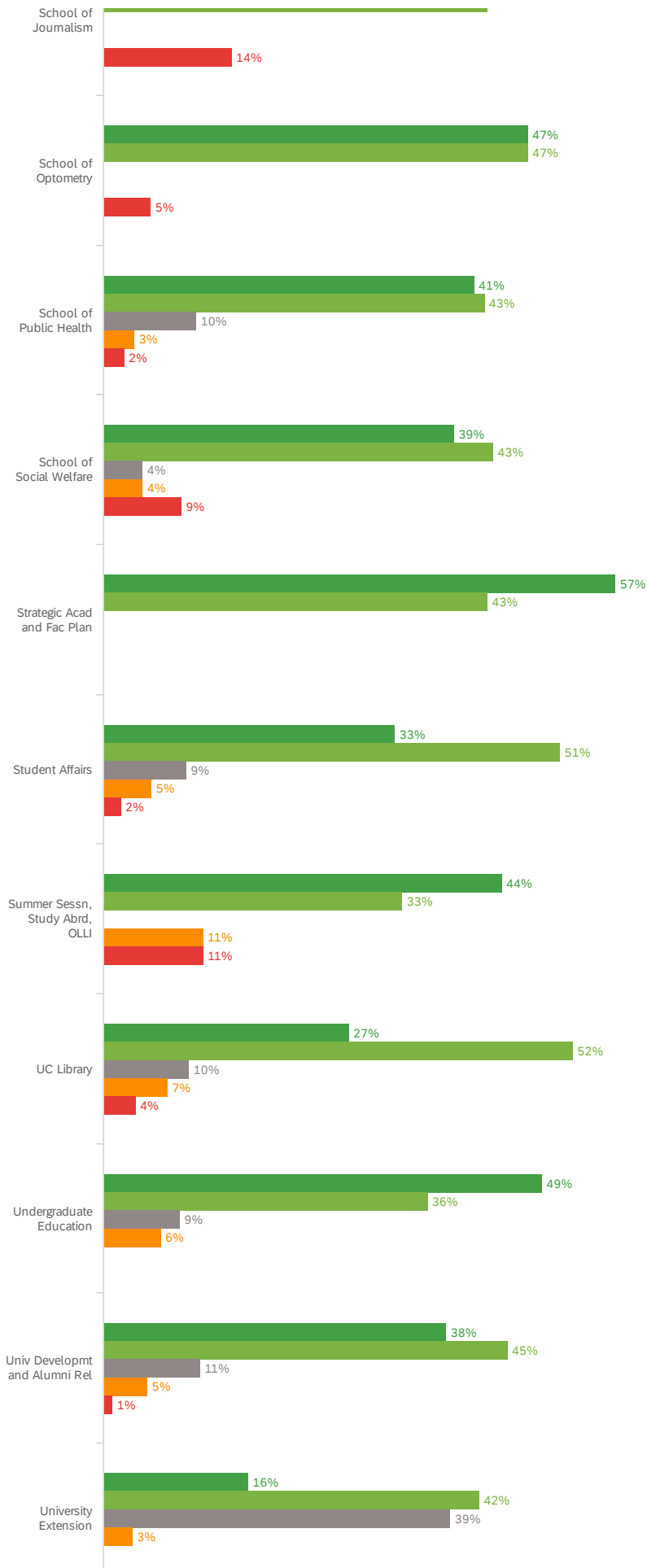


Q4 - Within my team, I feel my personal contributions are recognized.

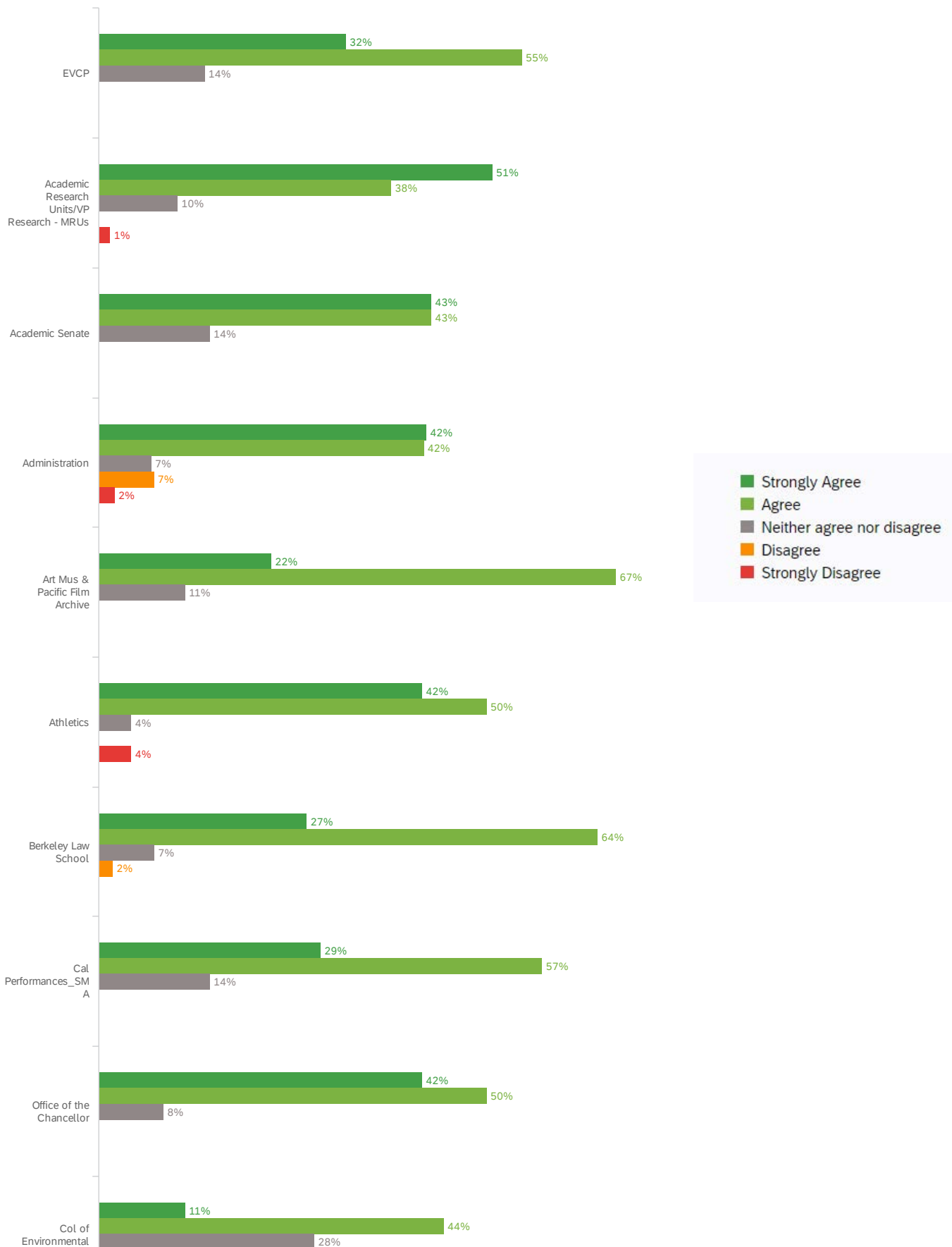


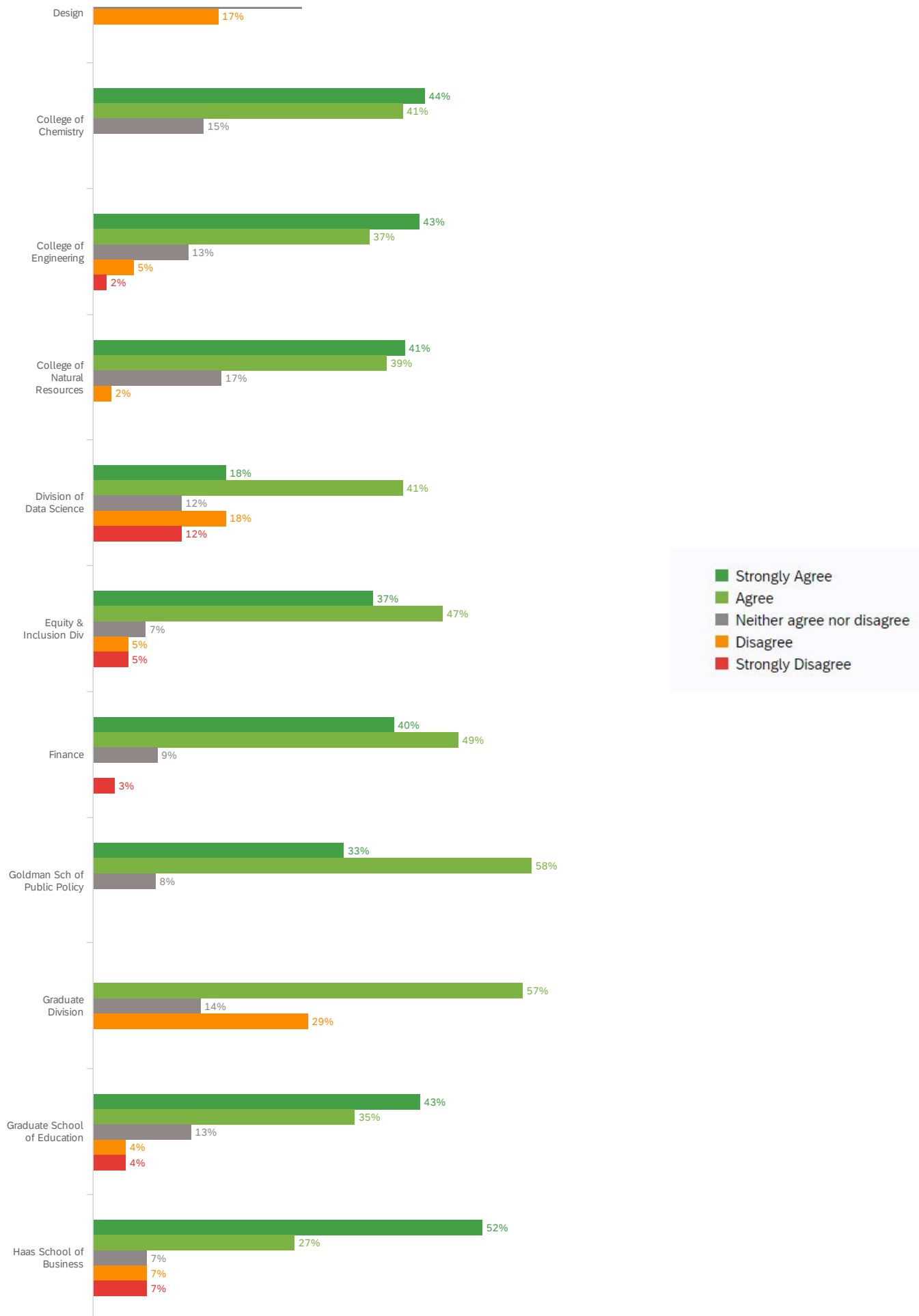


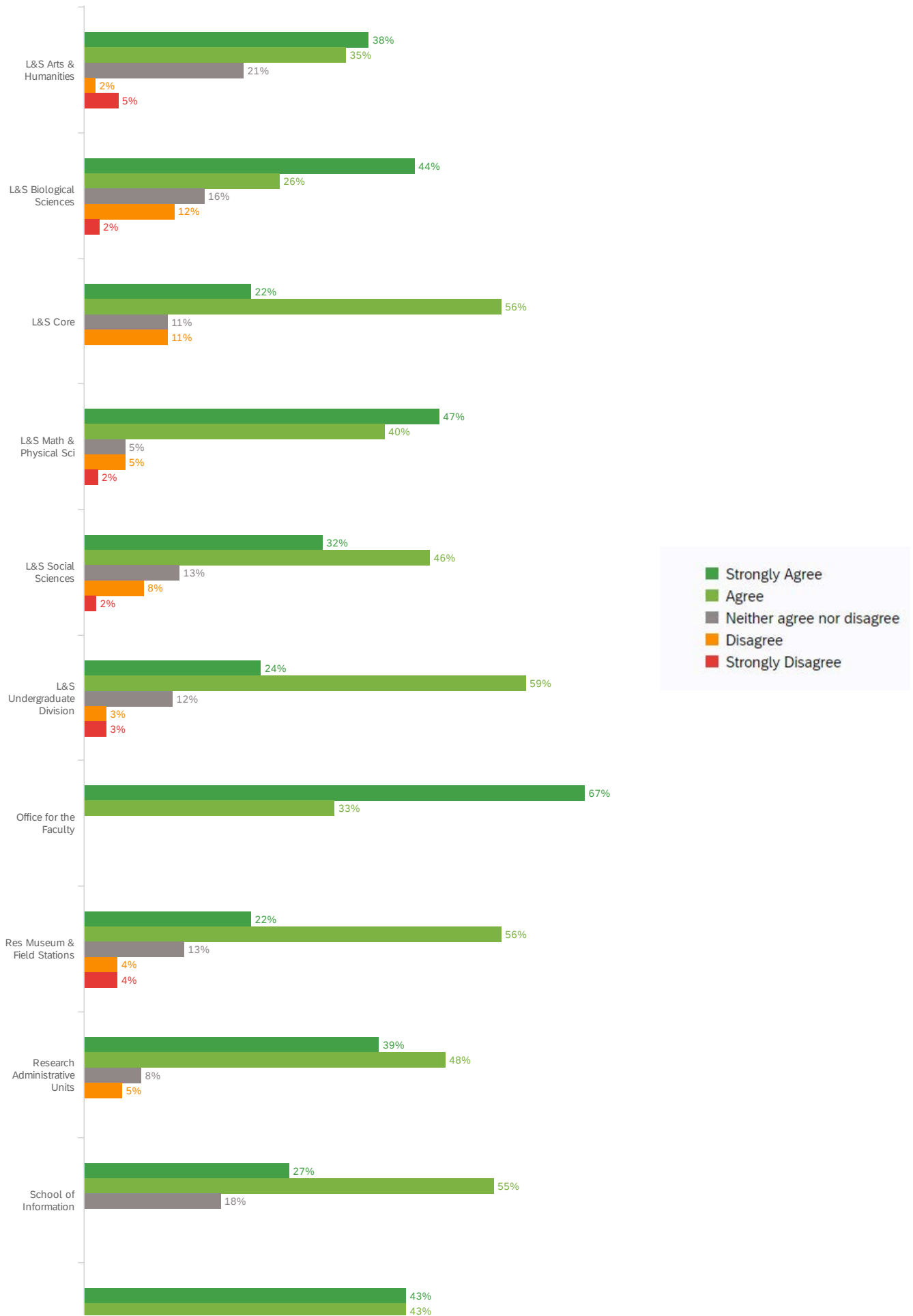


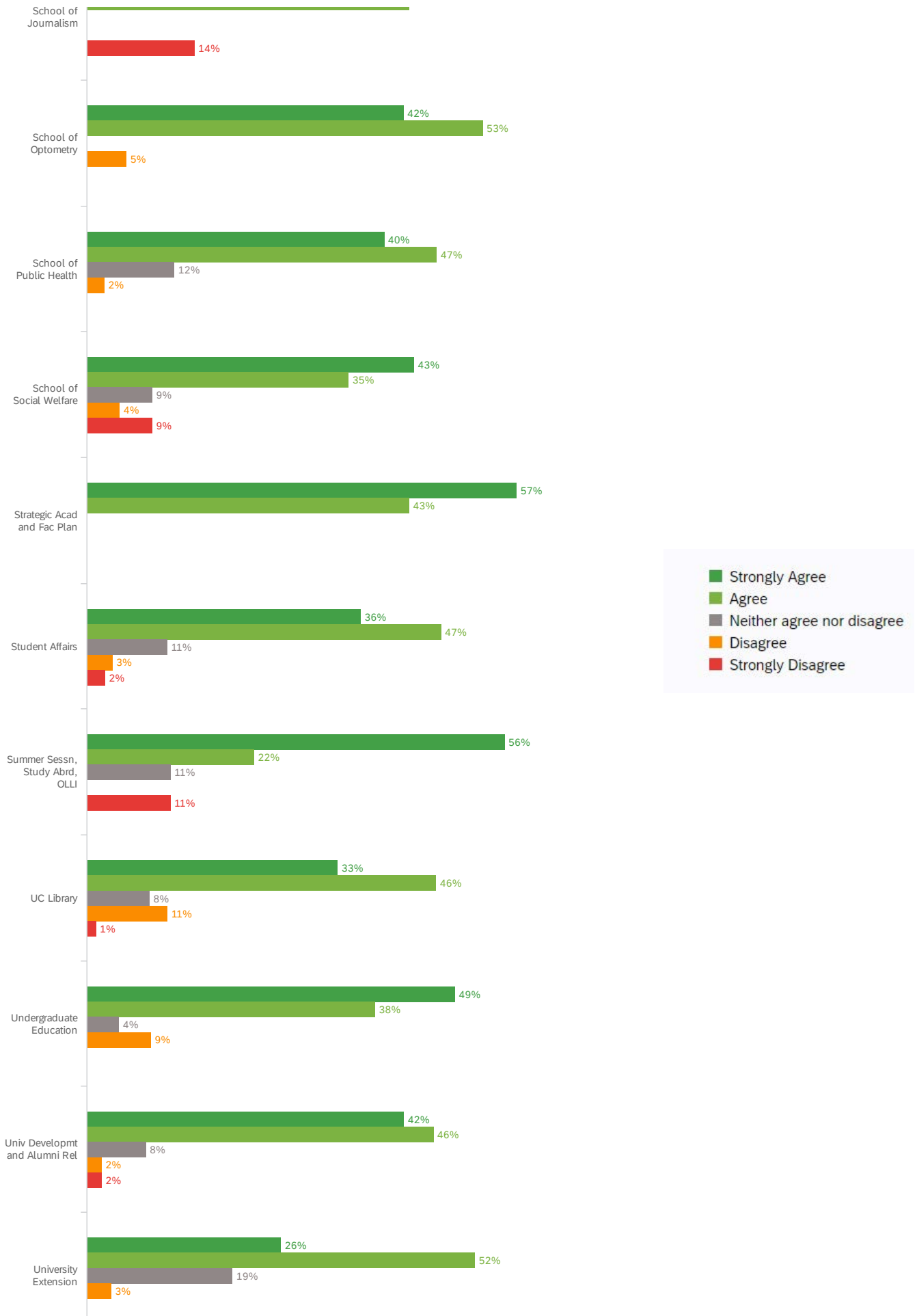


Q5 - Within my team, my opinions seem to count.

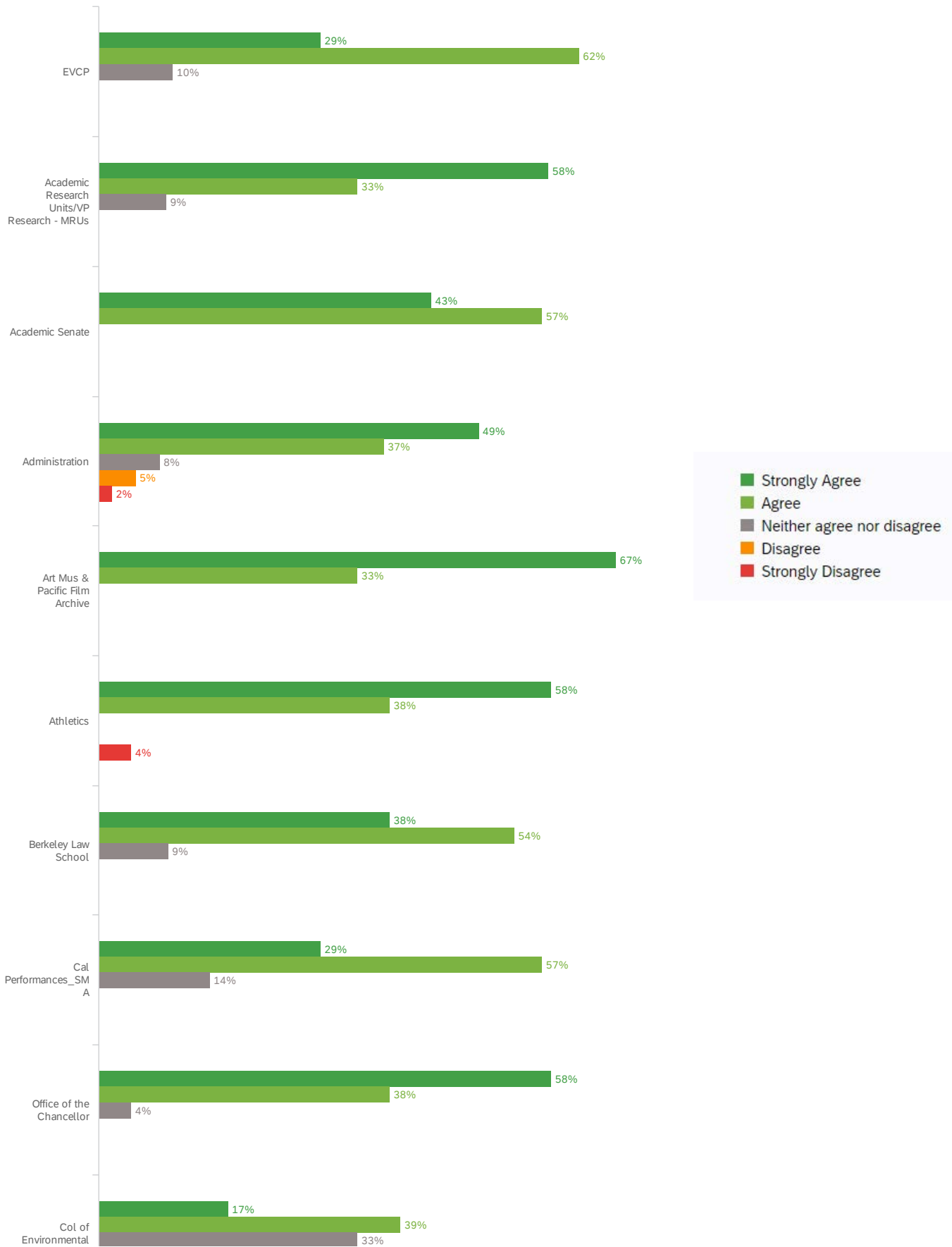


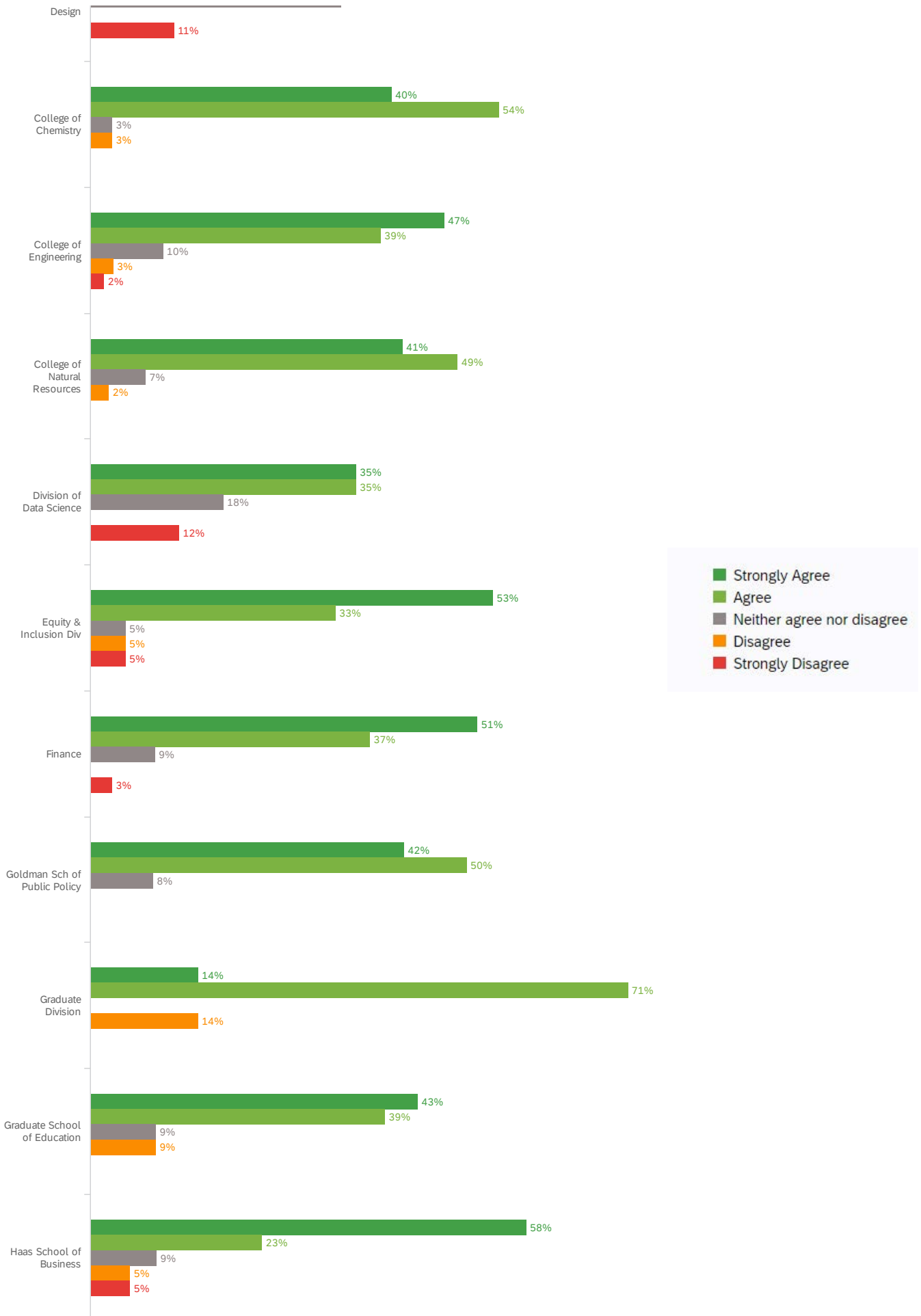


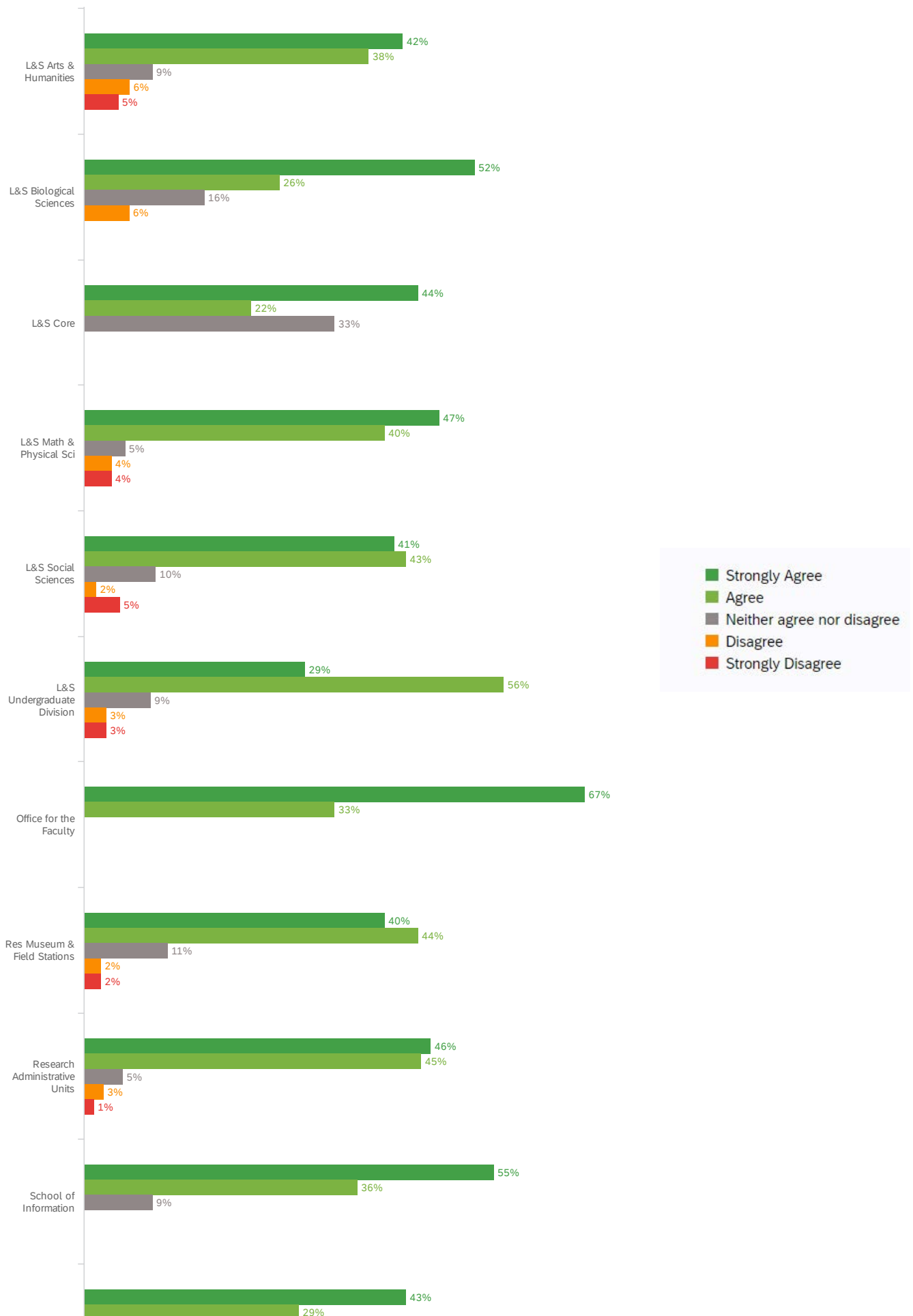


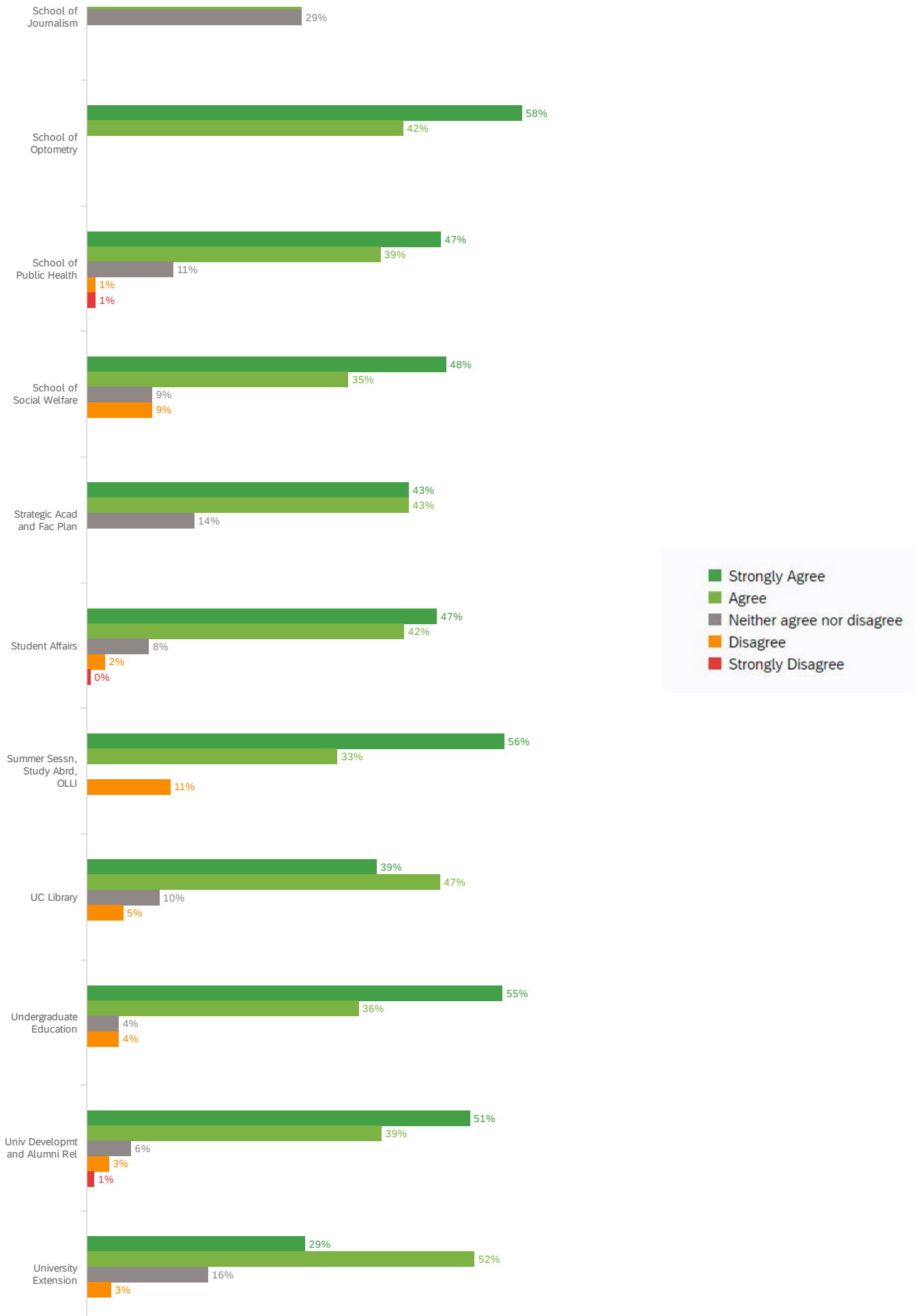


Q6 - Within my team, I am treated with dignity and respect.

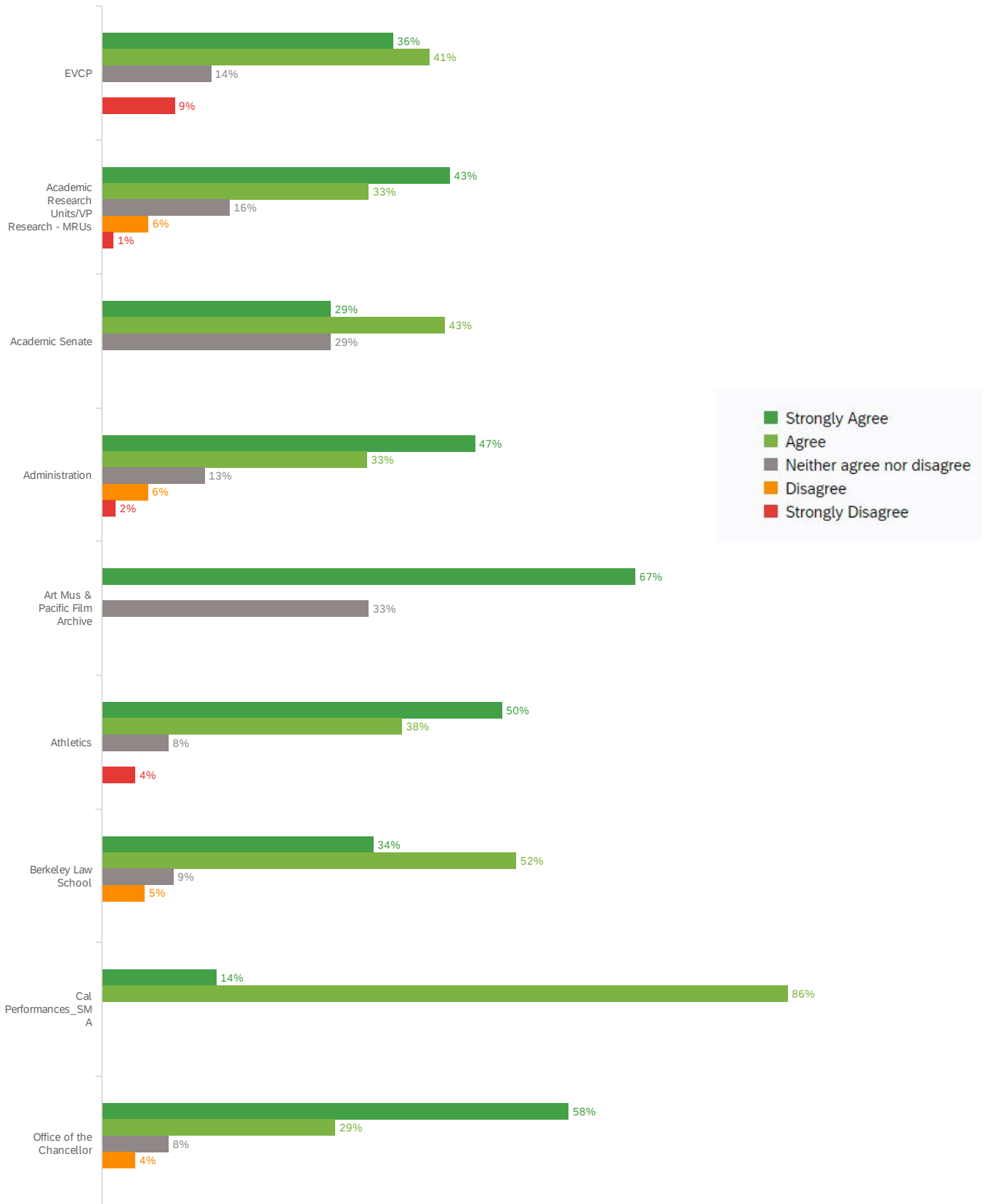


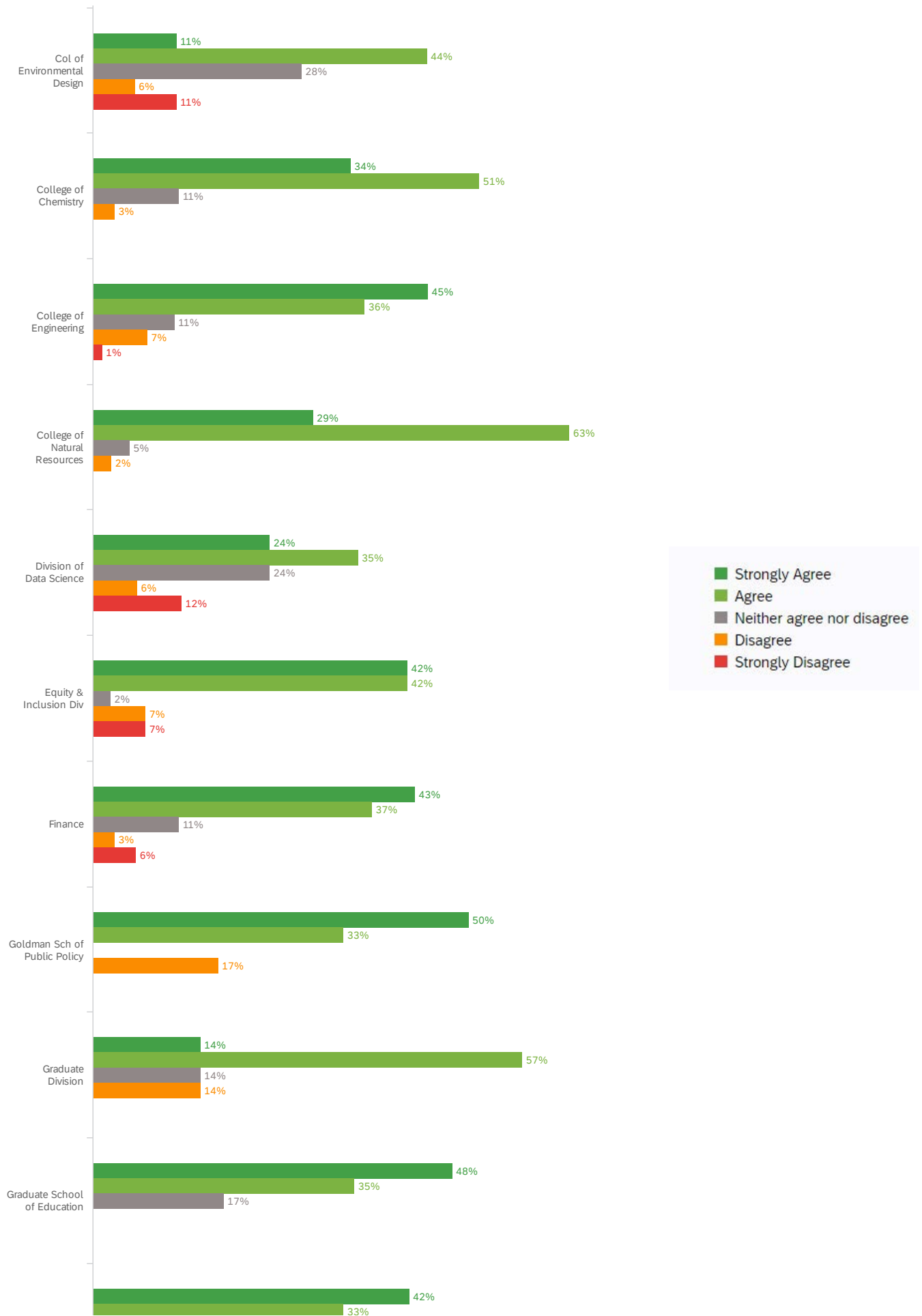


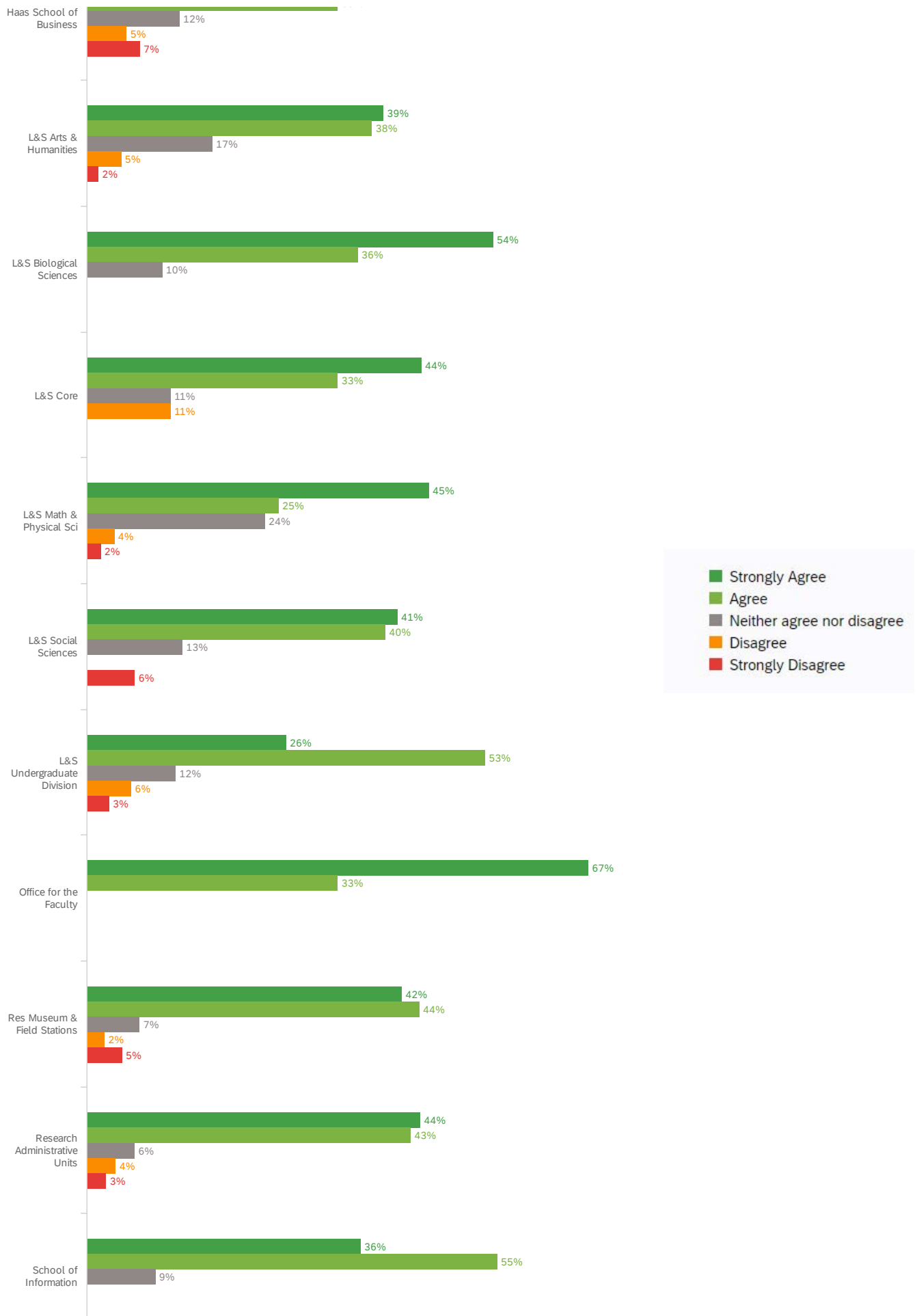


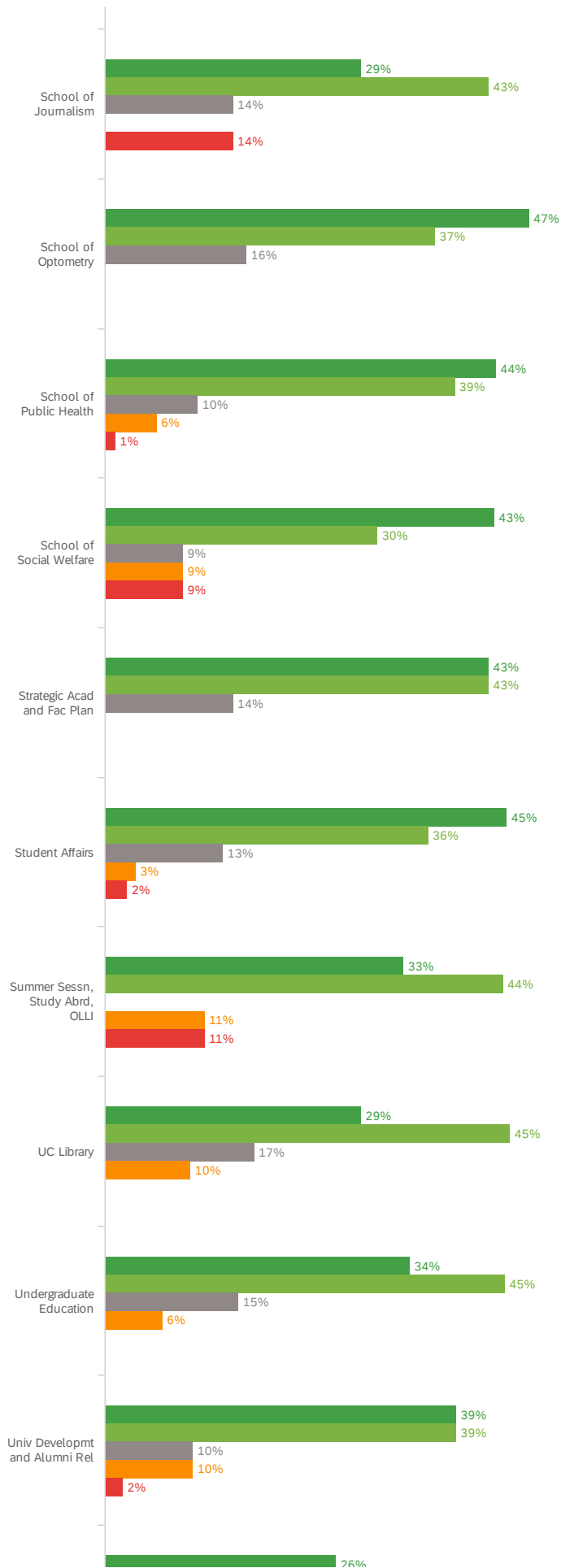


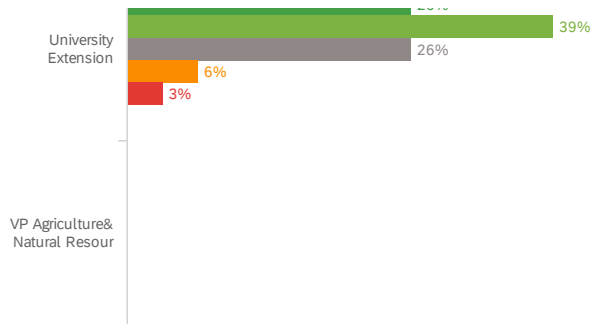
Q7 - Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



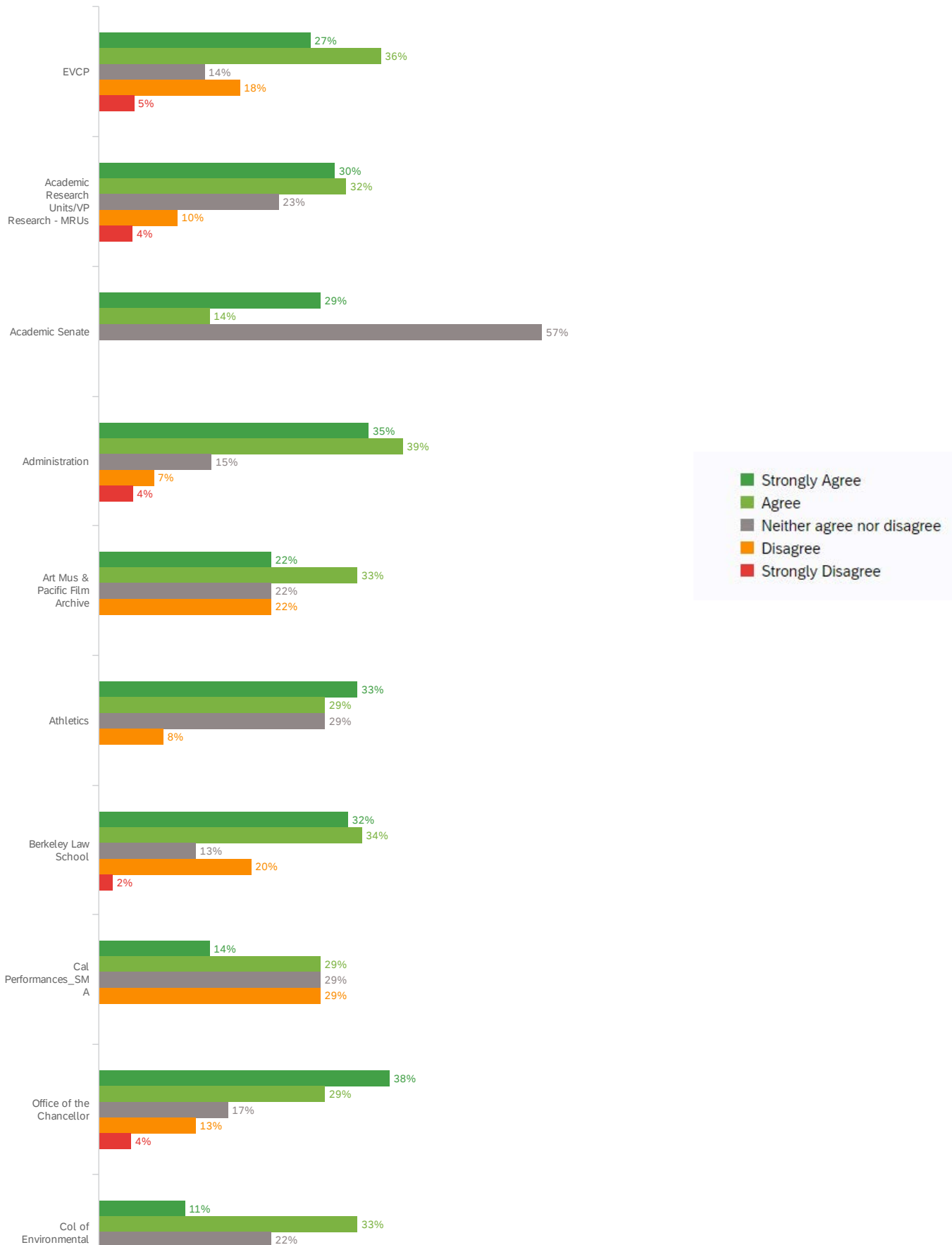


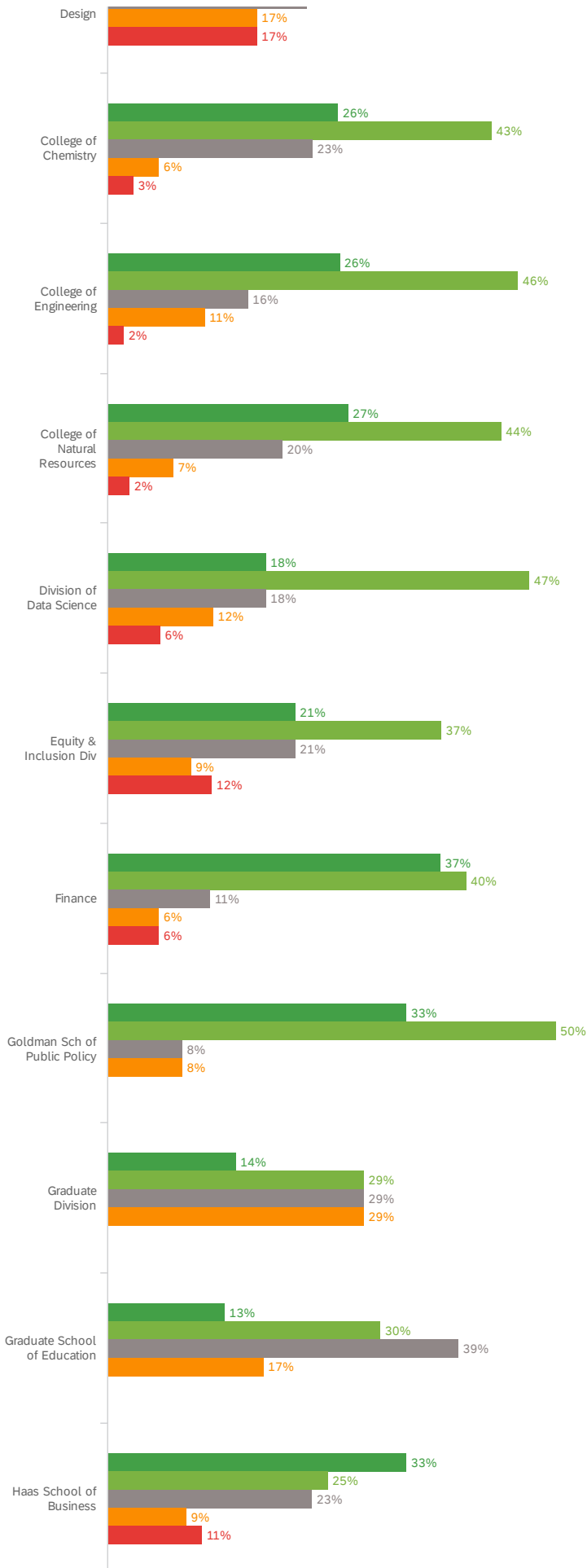


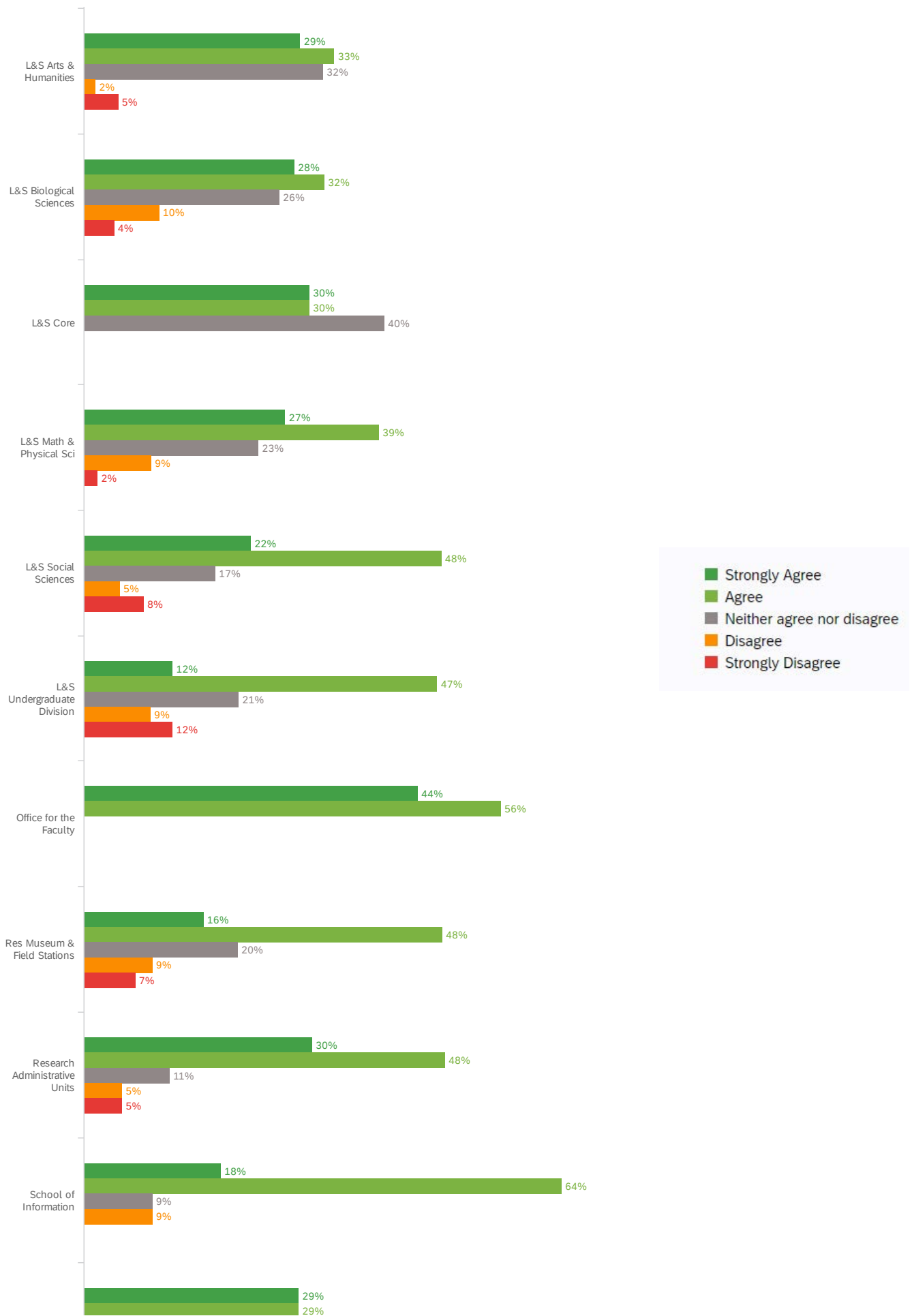


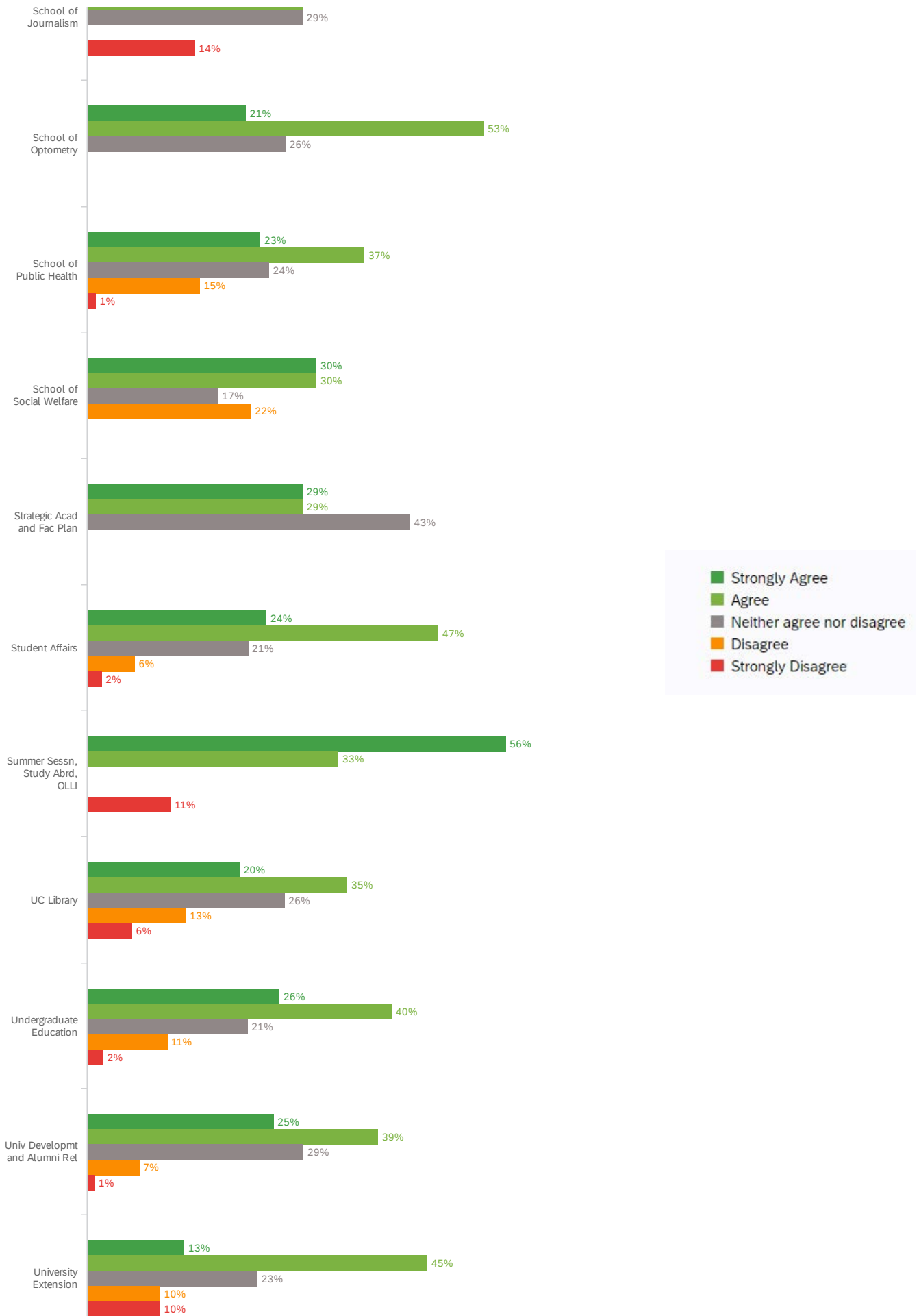


Q8 - Regardless of my background, I have an equal opportunity to succeed

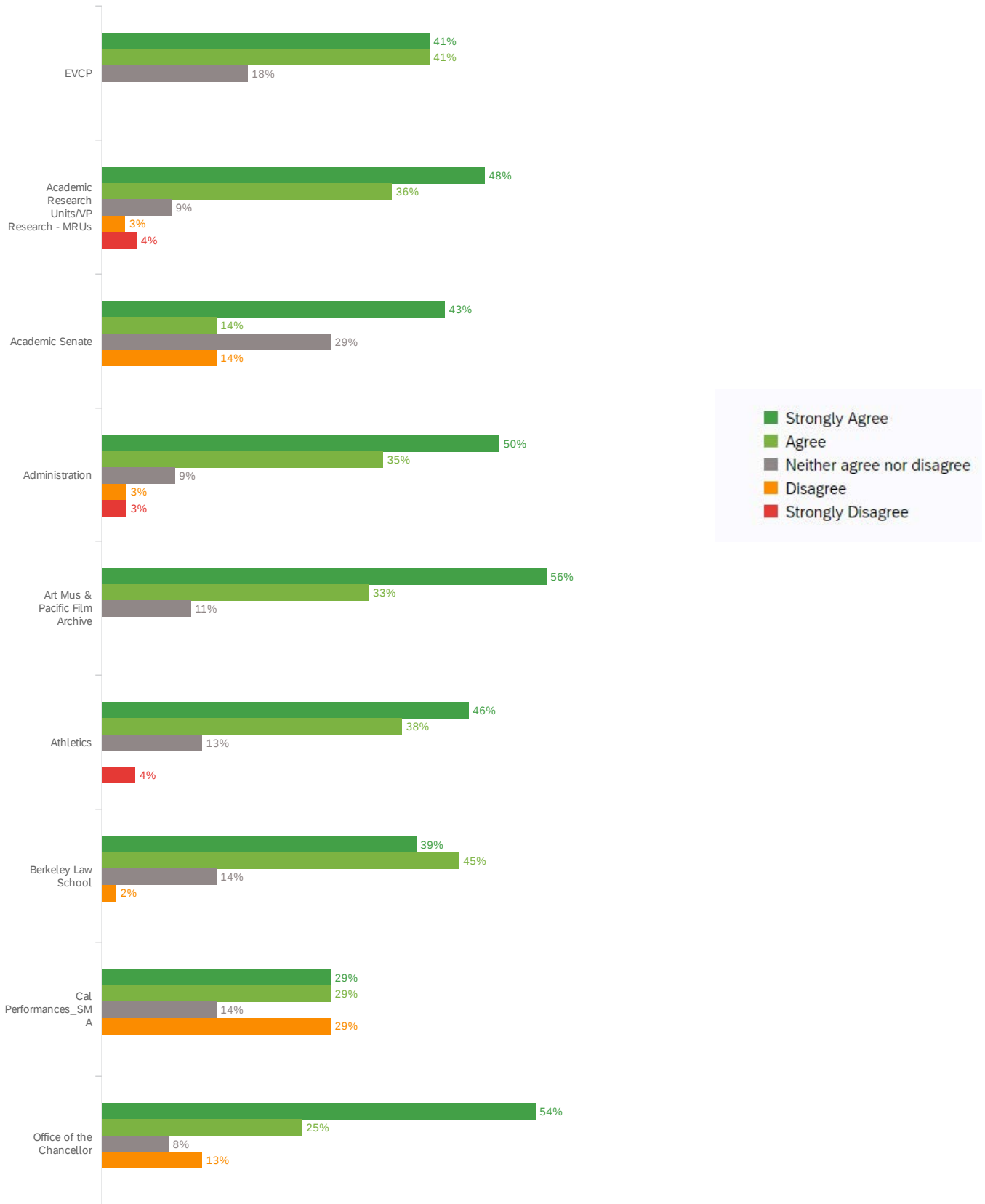


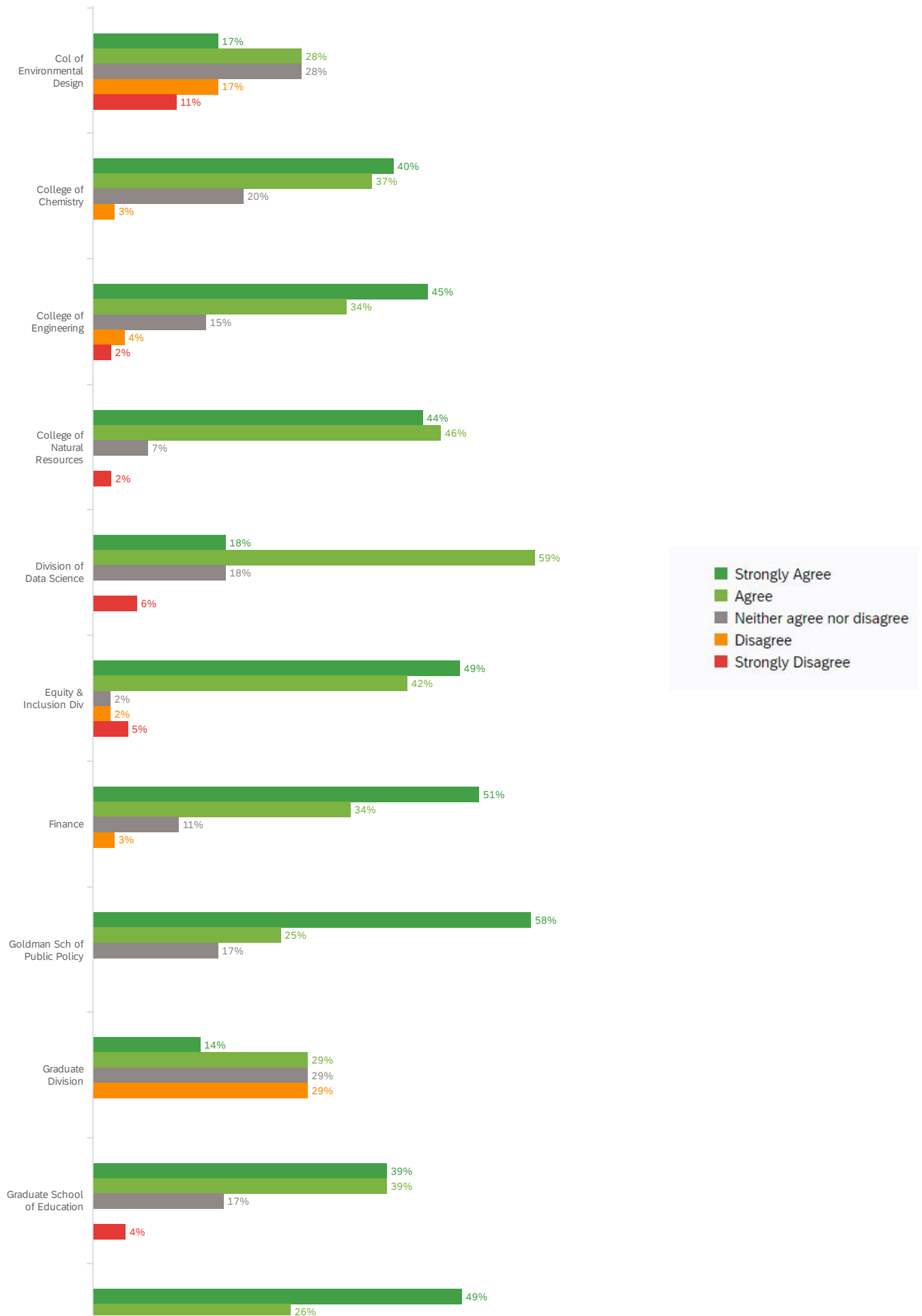


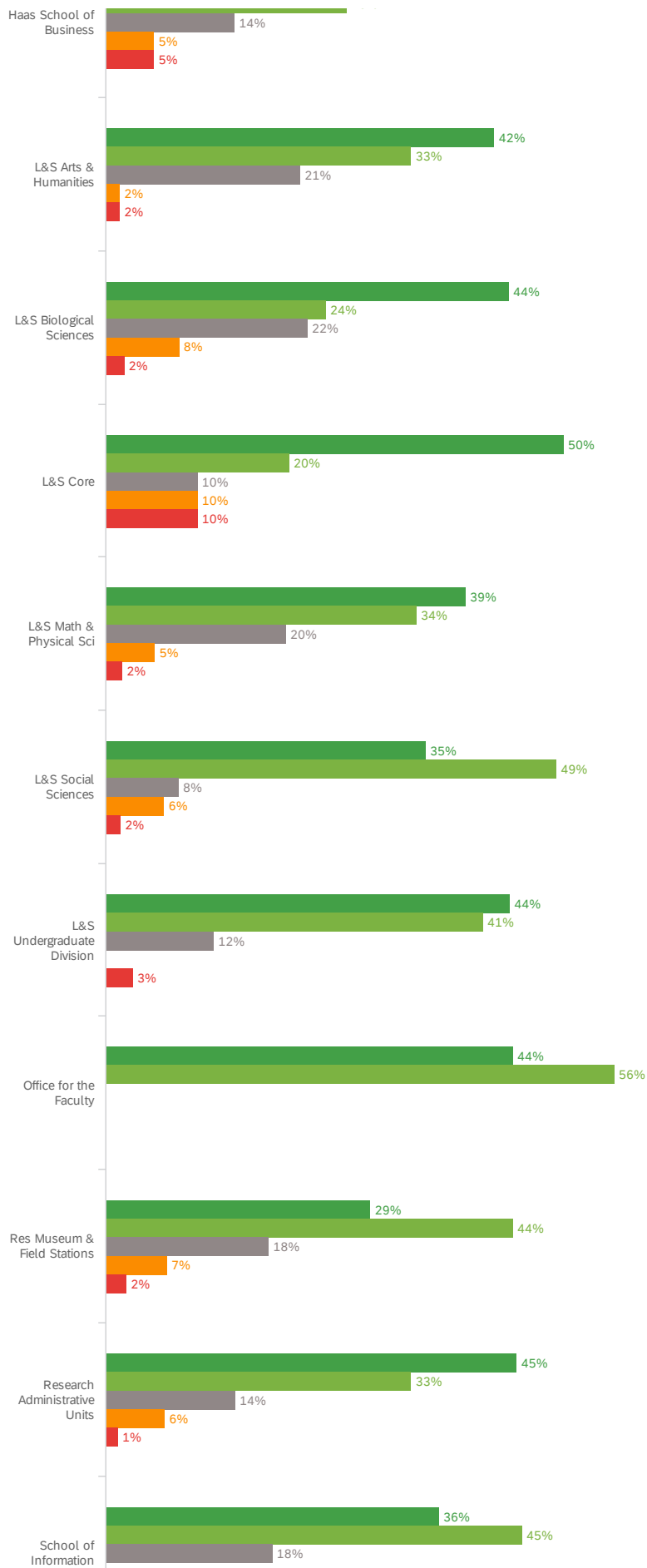


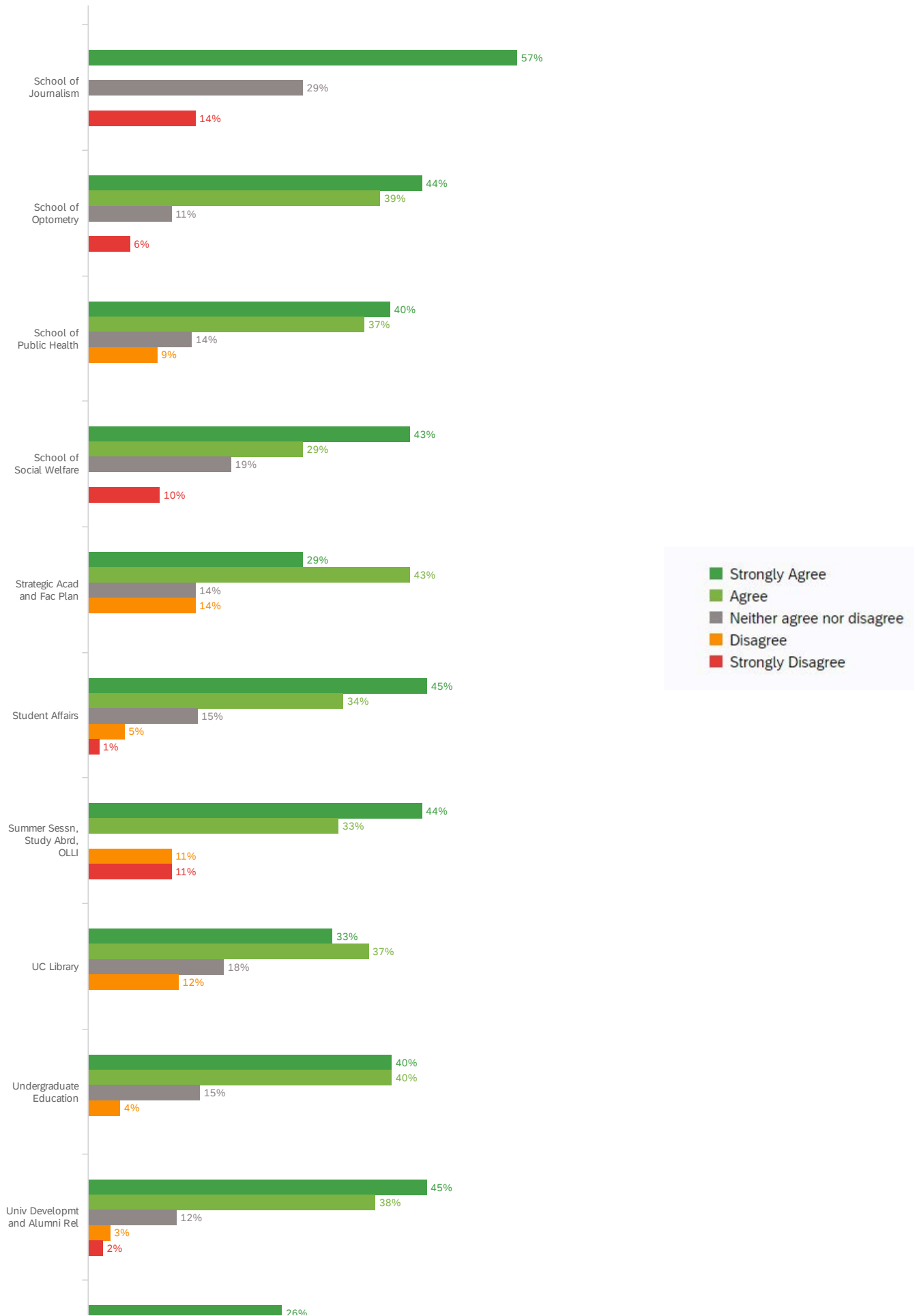


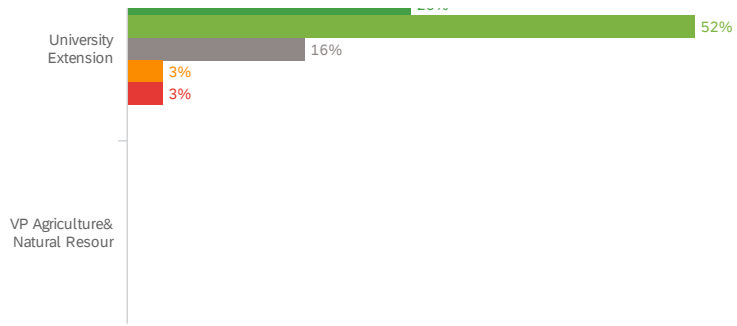
Q9 - My immediate supervisor promotes an inclusive team environment through their actions.



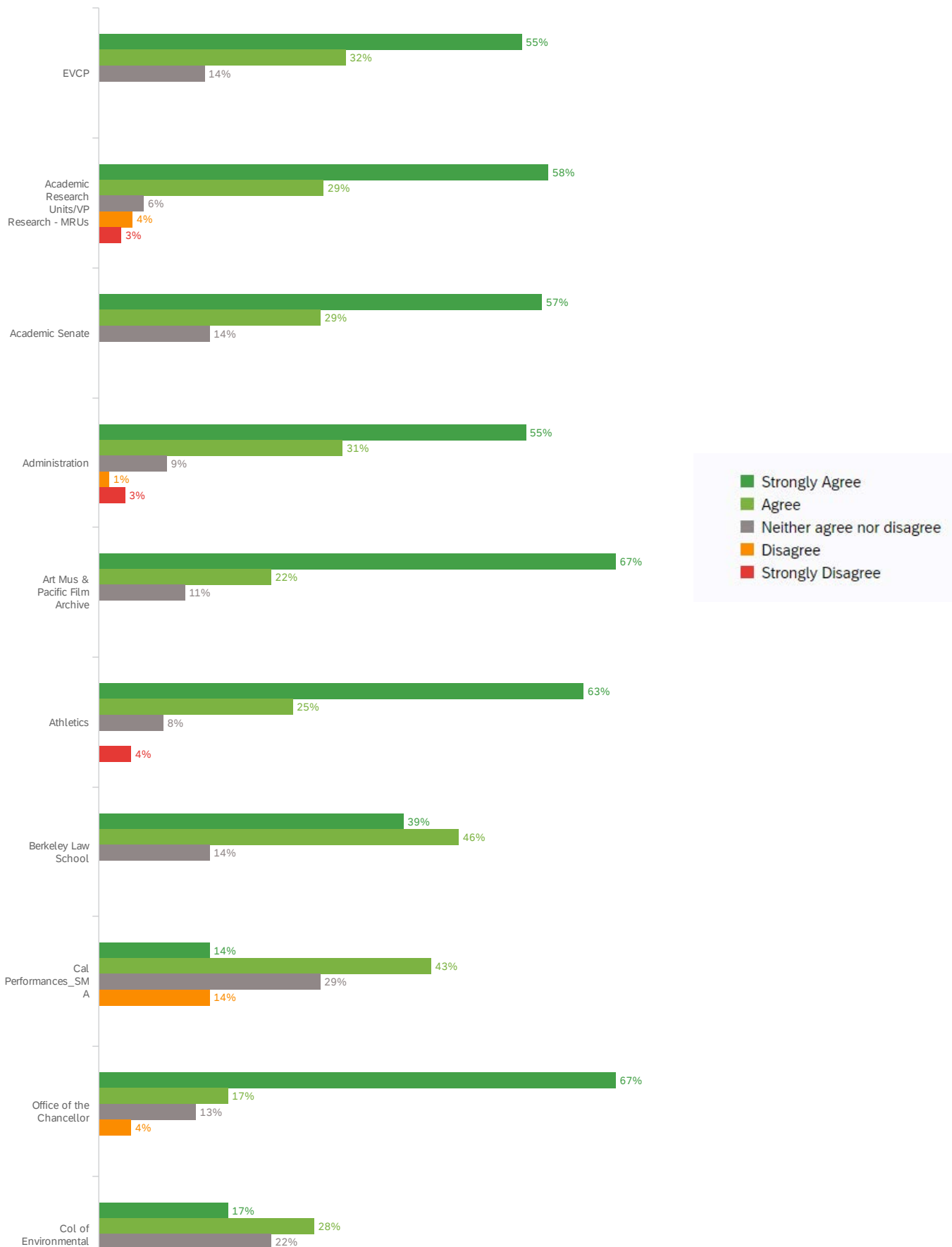


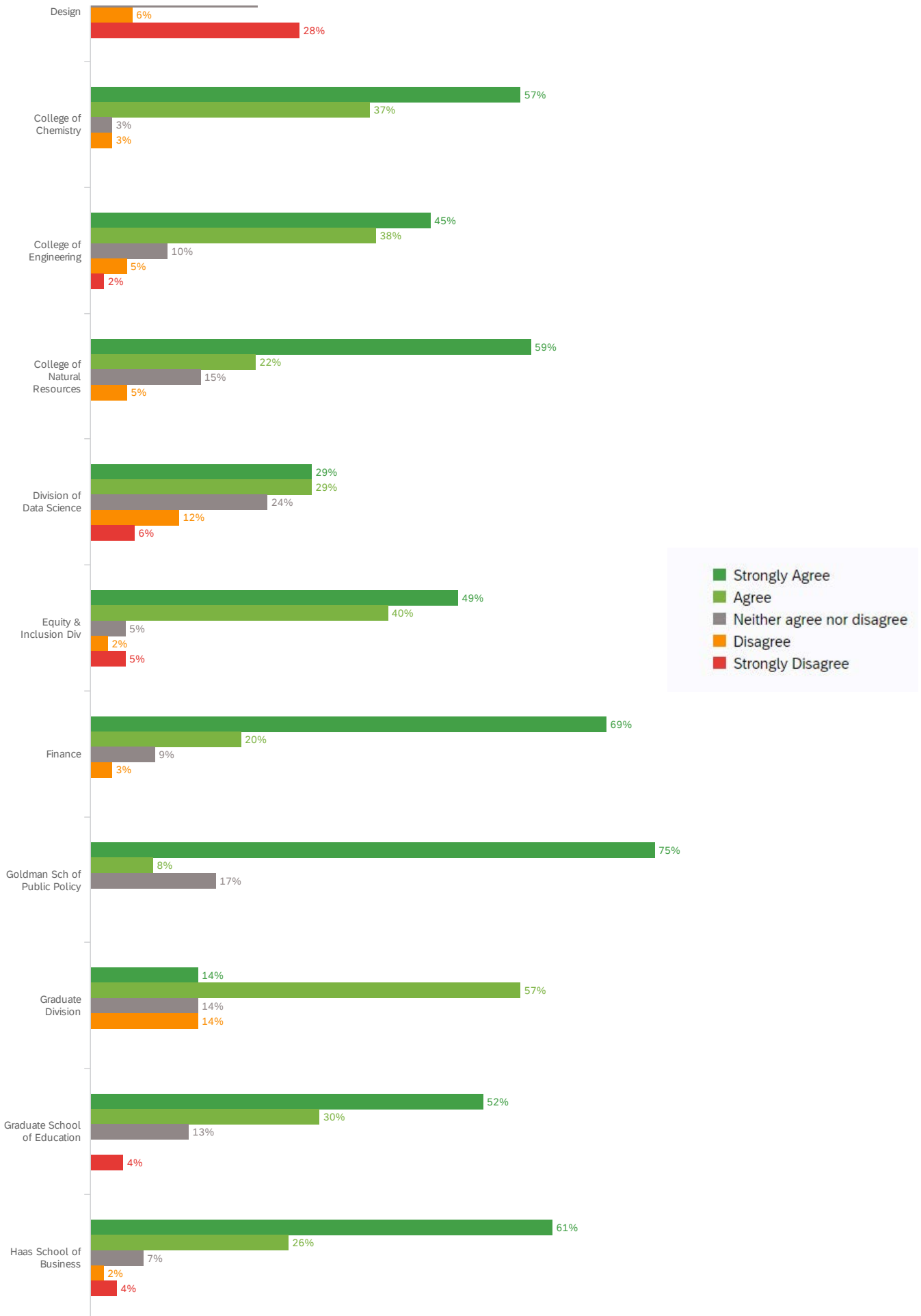


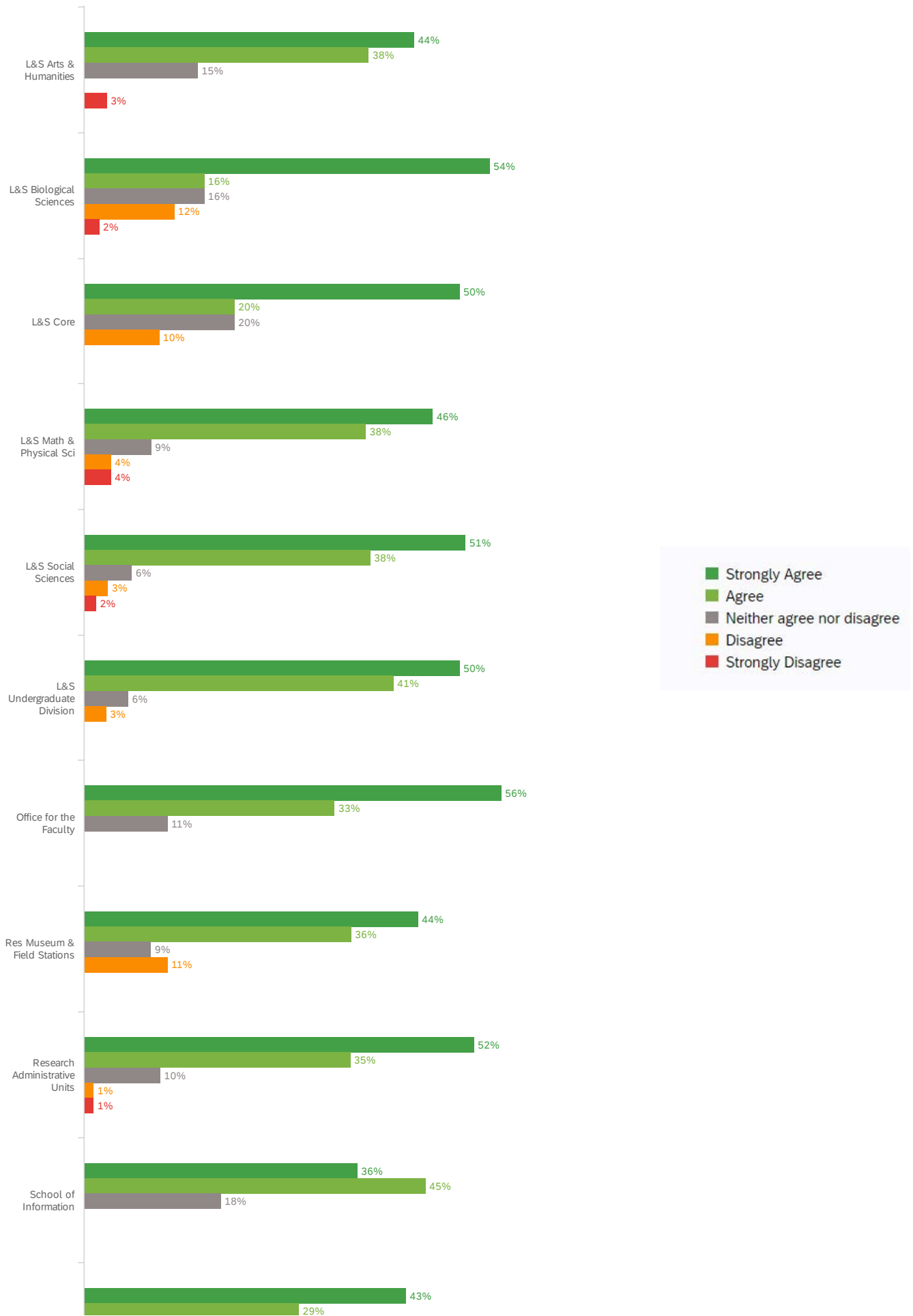


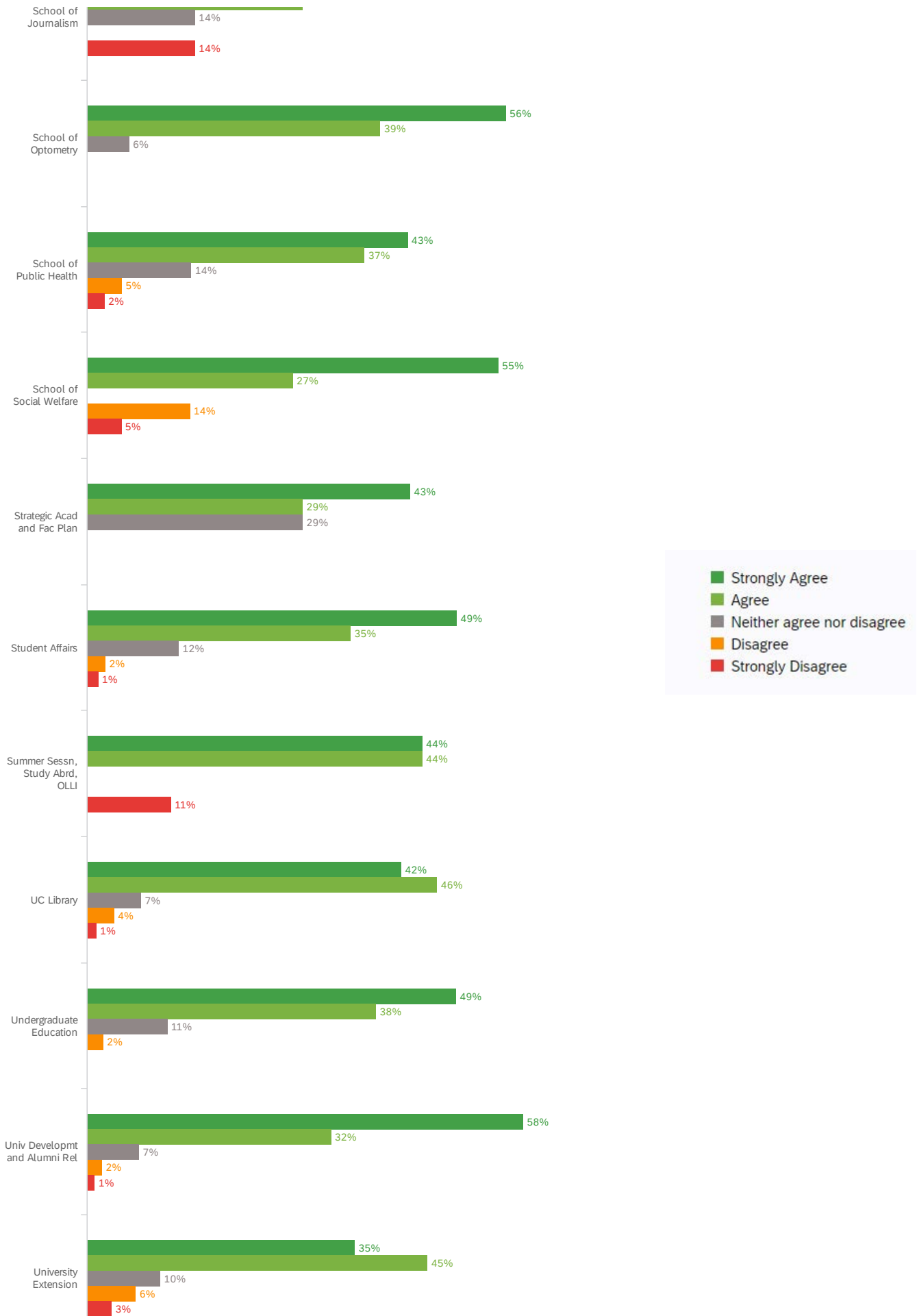


Q10 - My well-being is important to my immediate supervisor.

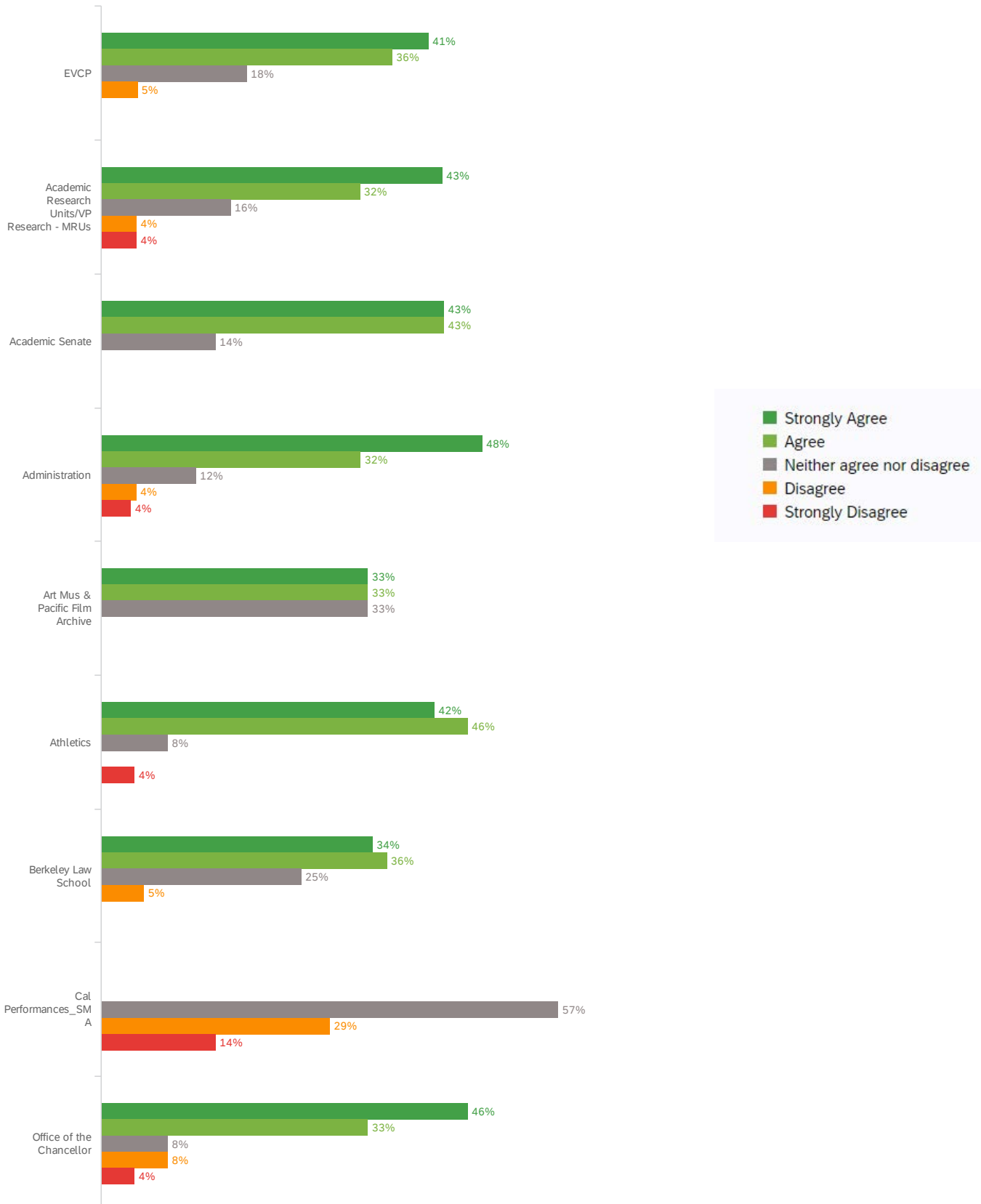


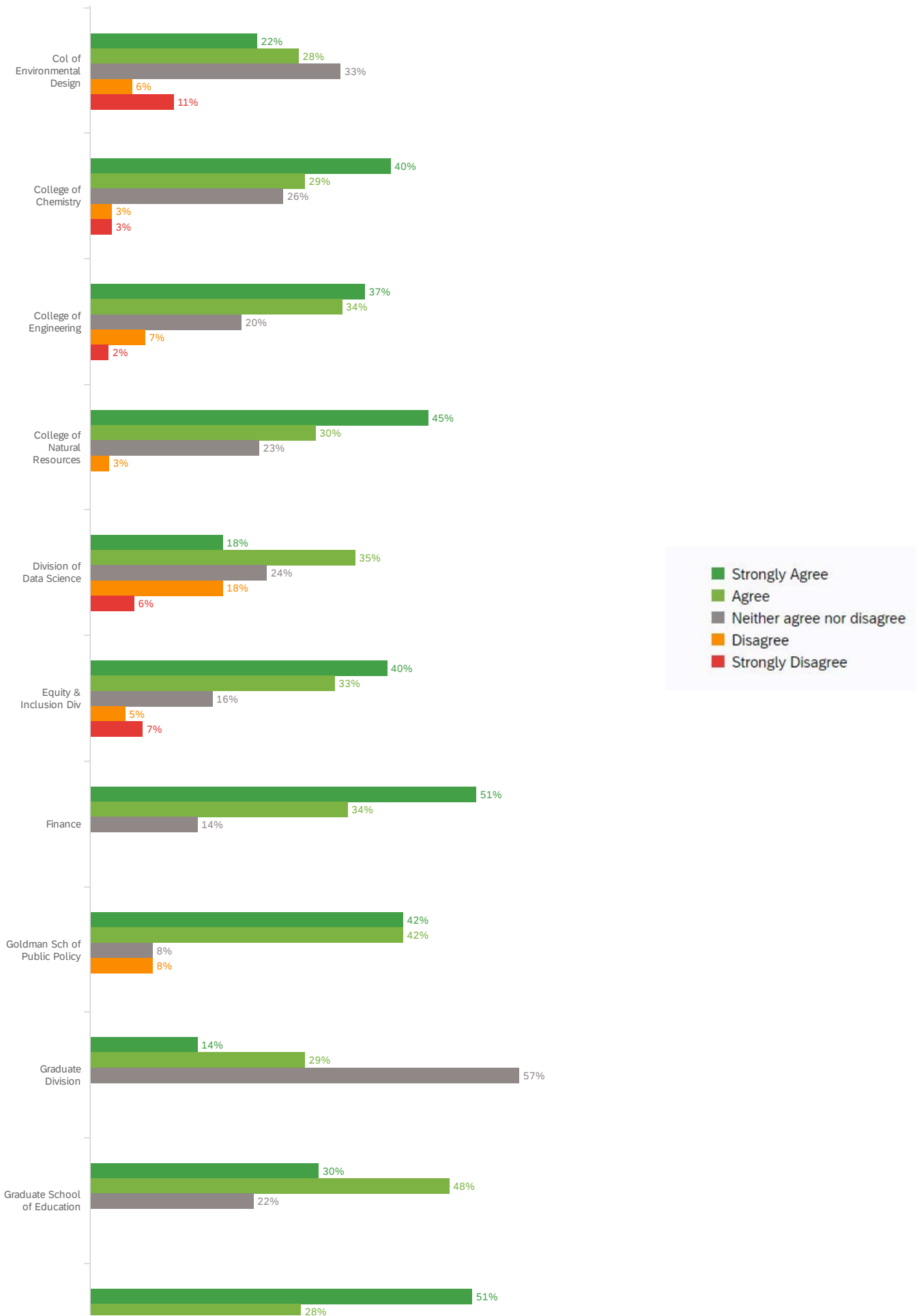


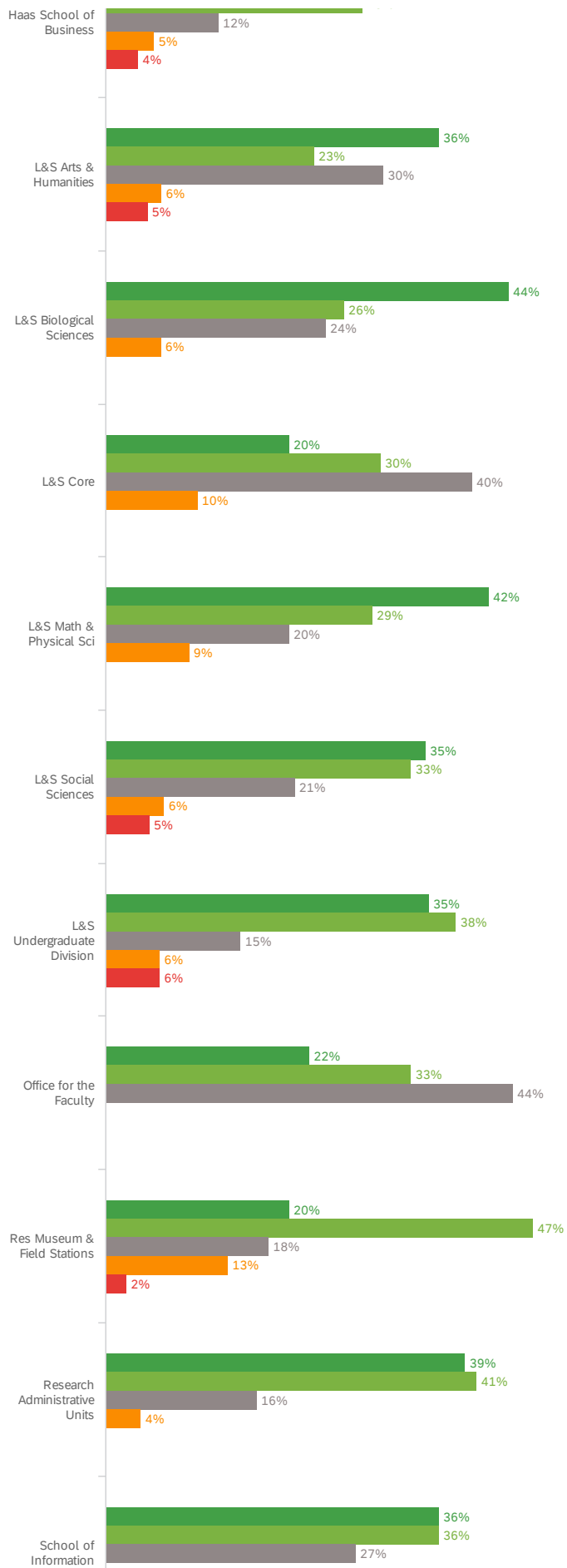


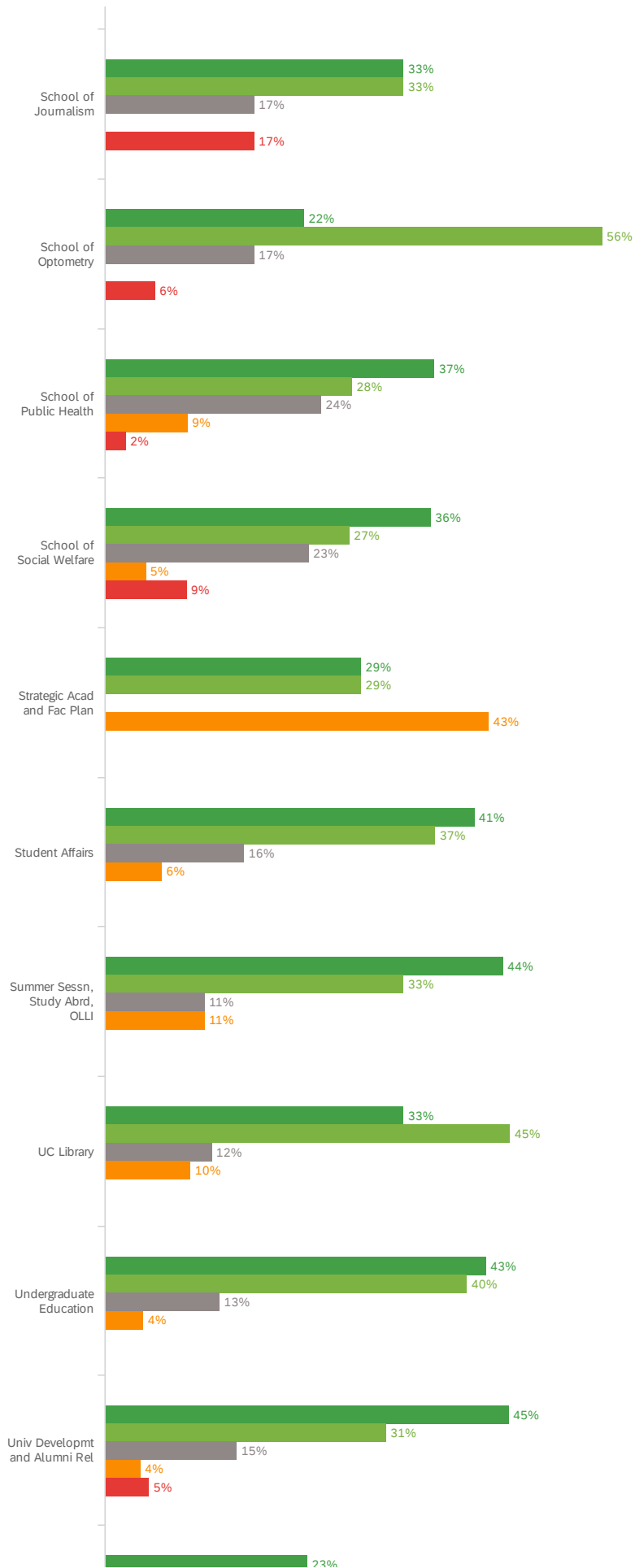


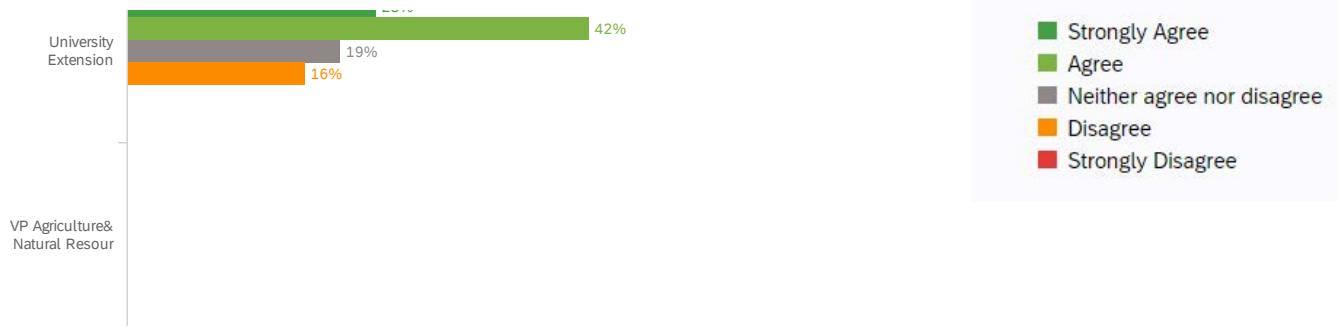
Q11 - My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



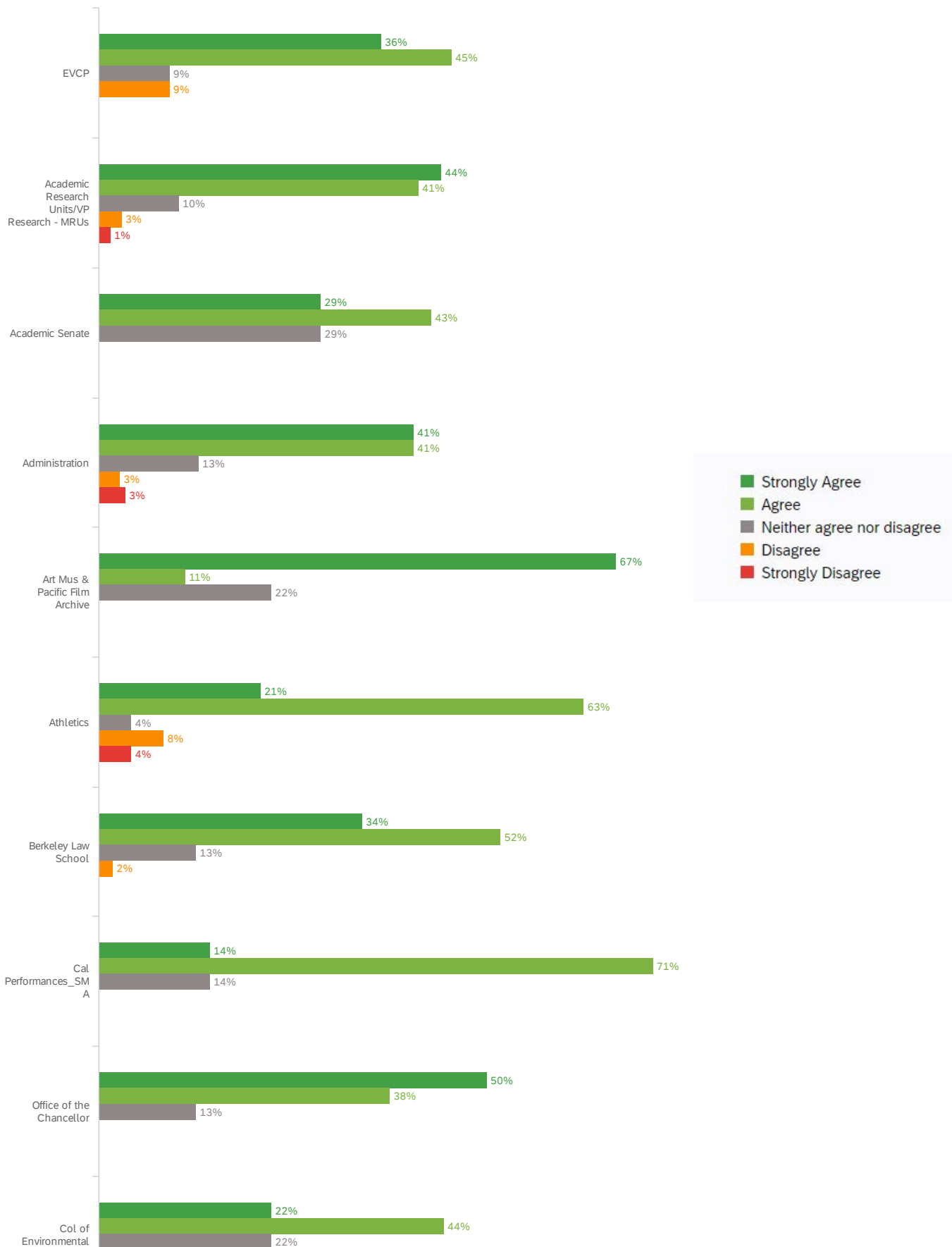


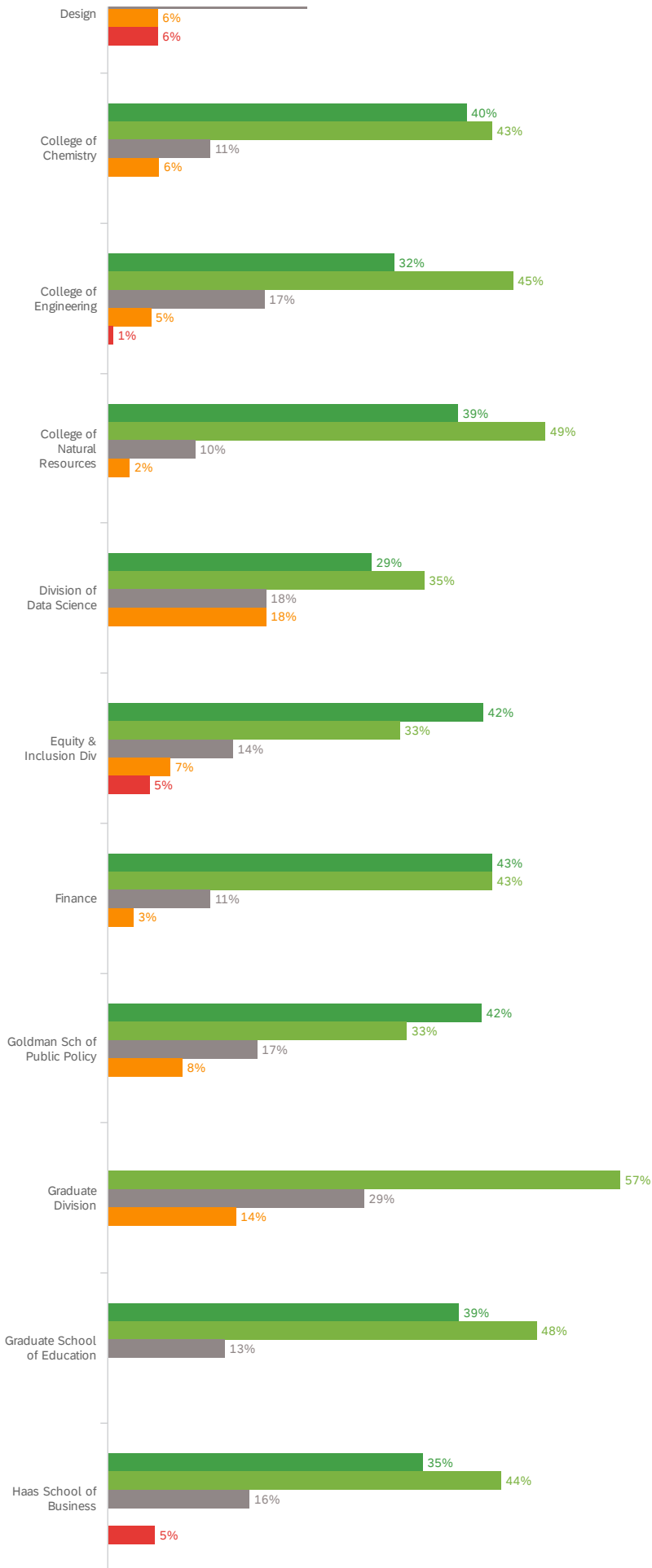


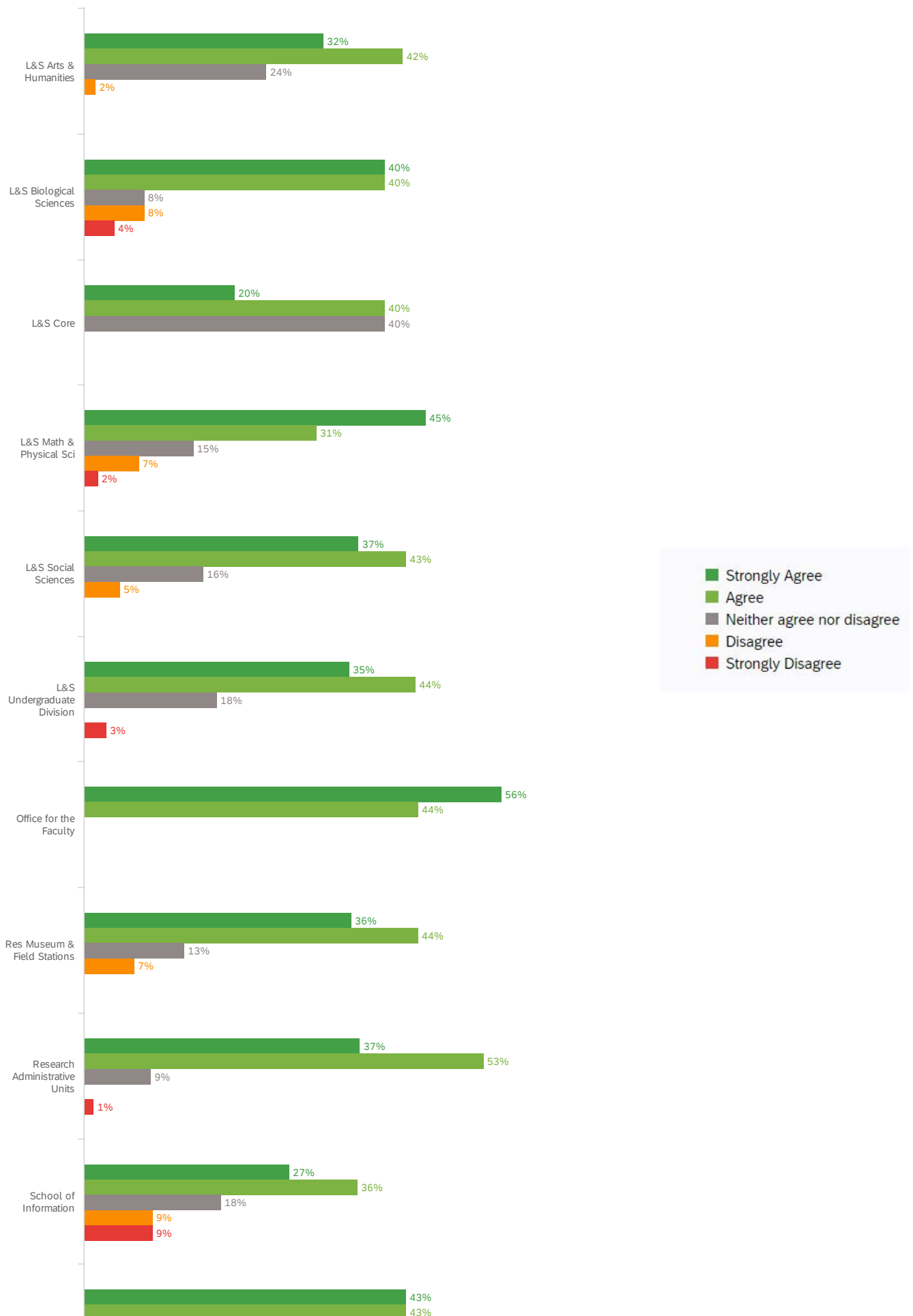


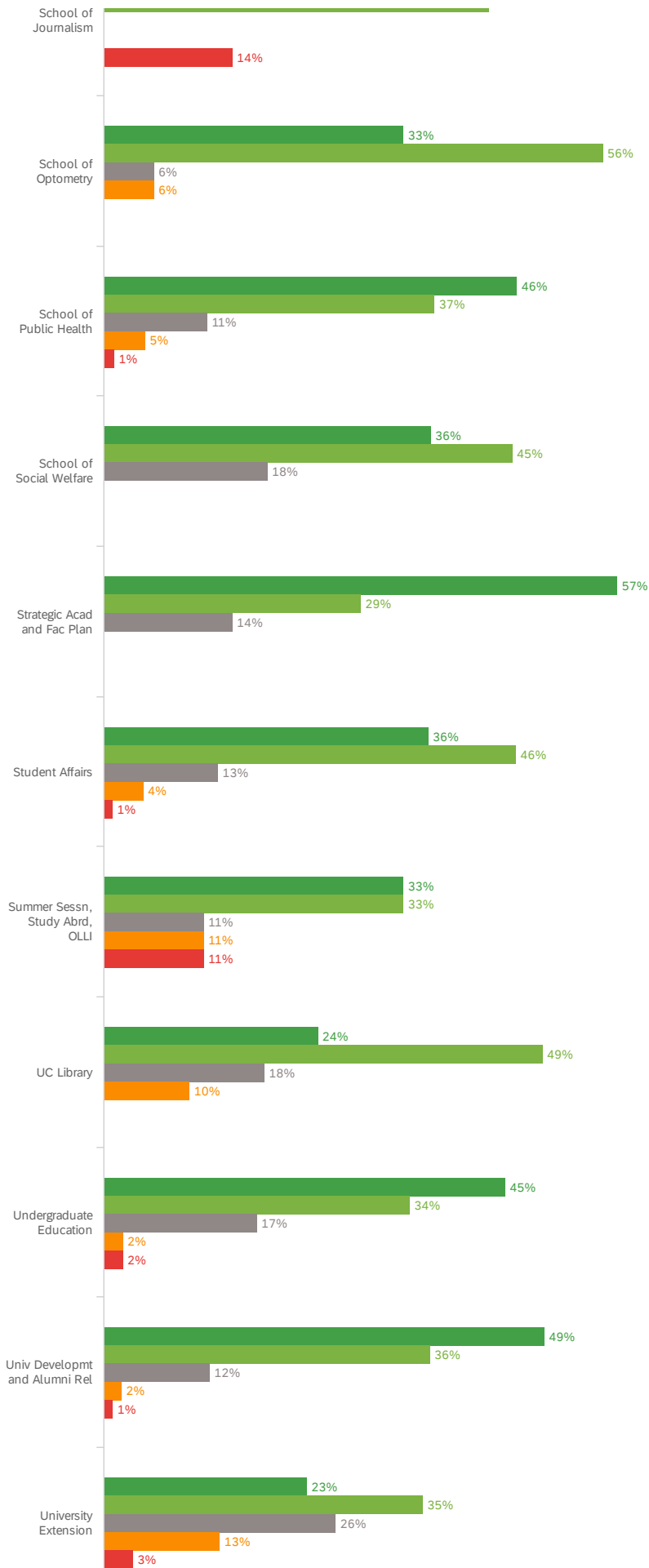


Q12 - I feel my day-to-day work connects to a larger purpose.

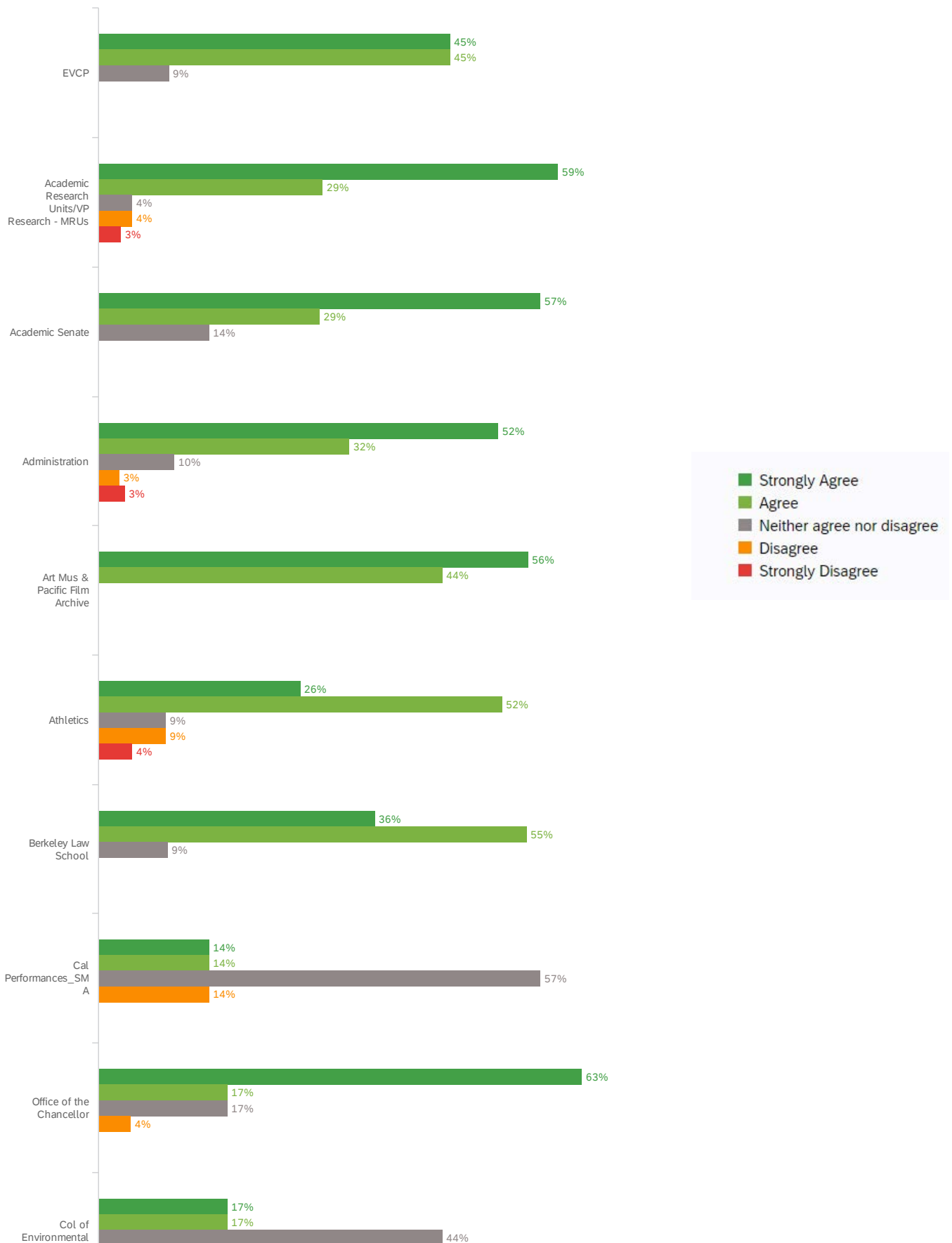


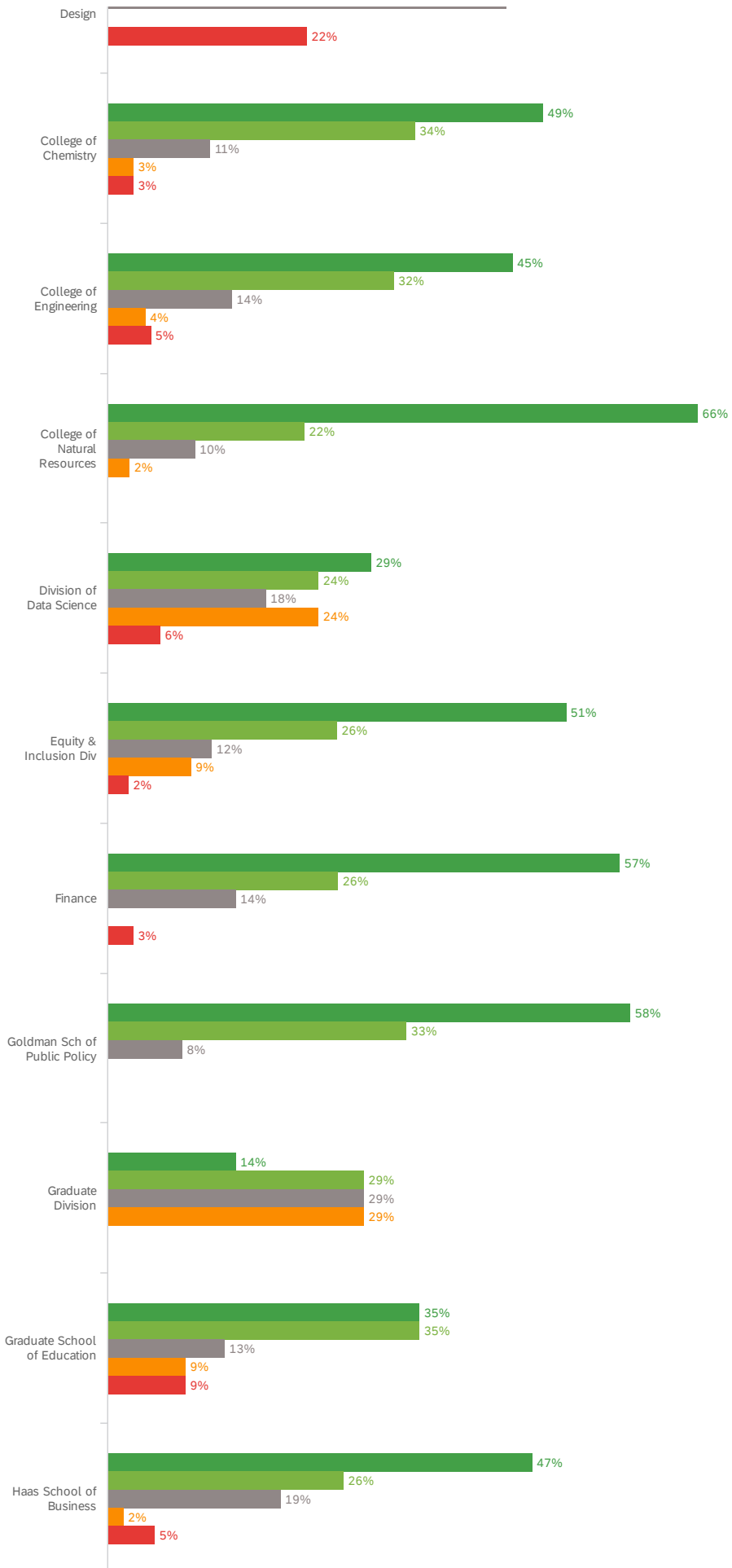


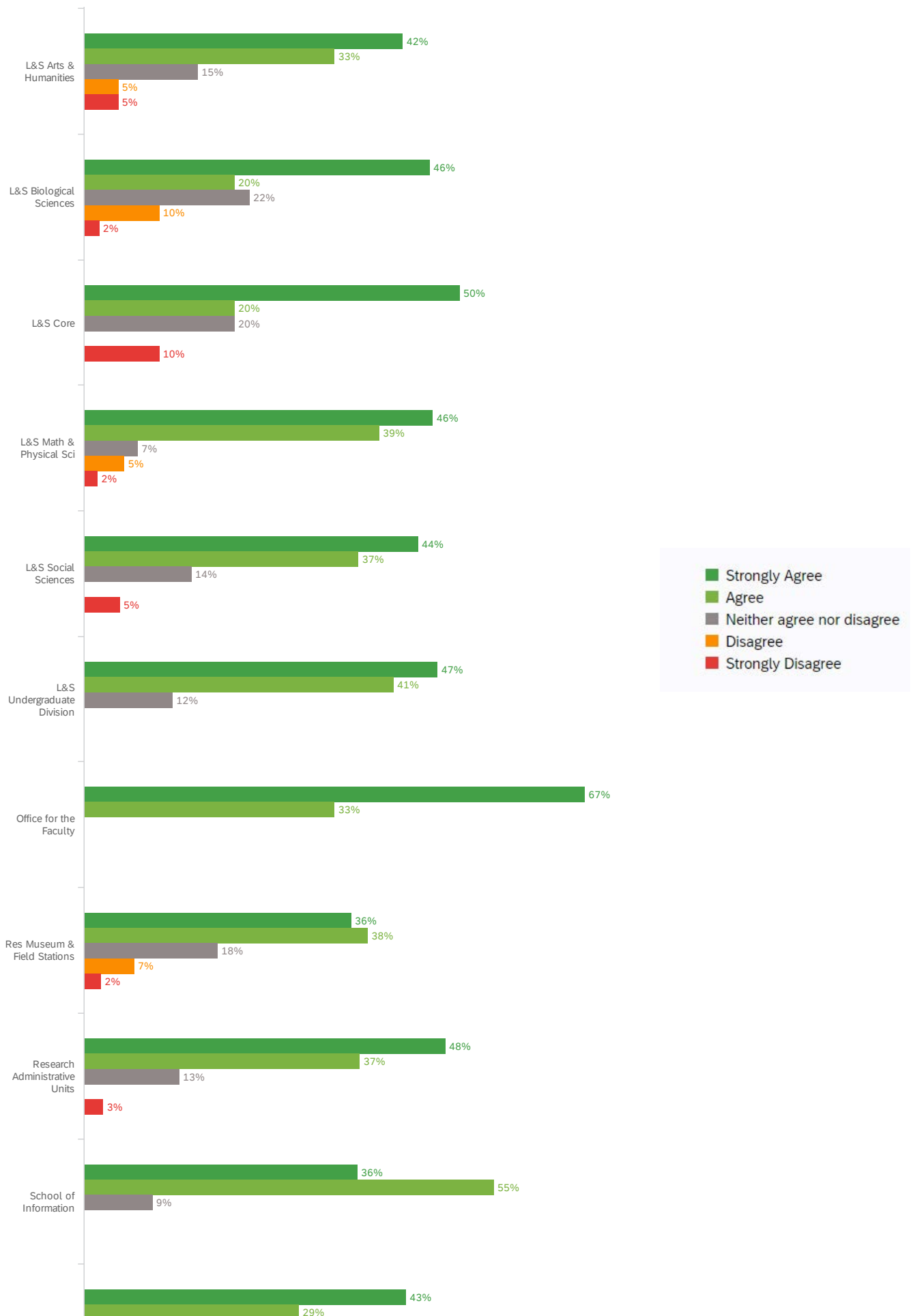


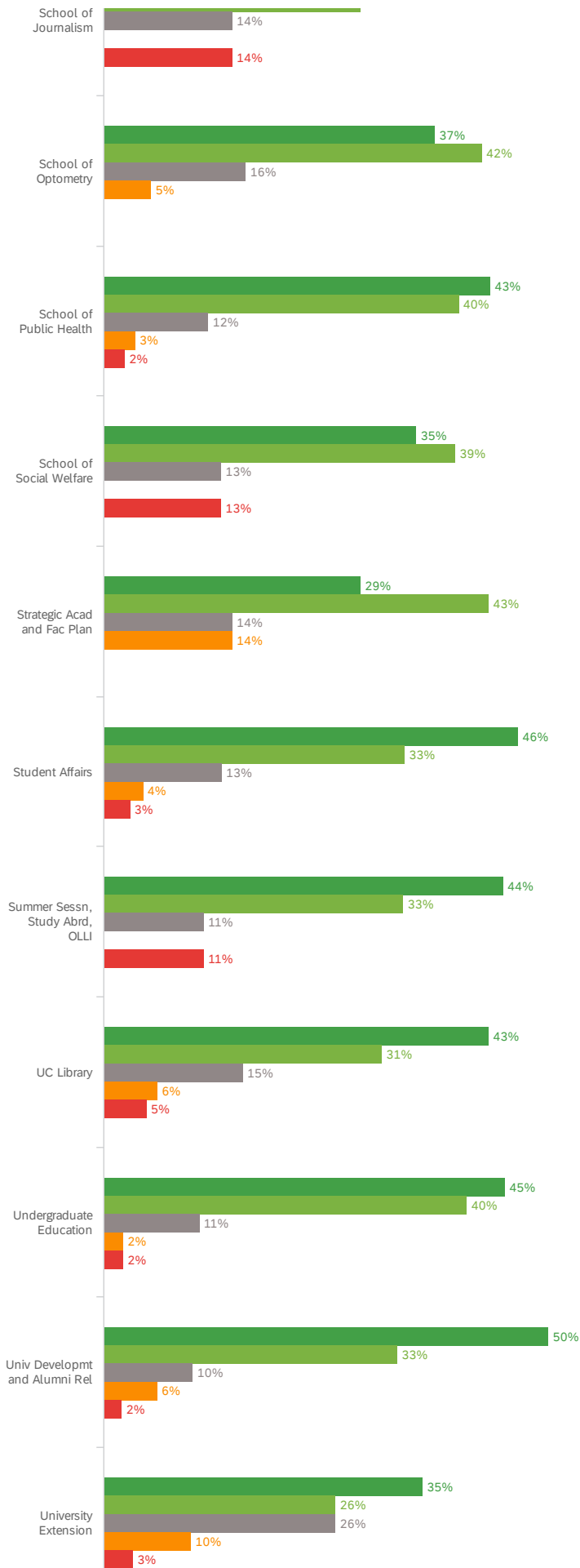


Q13 - I trust my immediate supervisor.



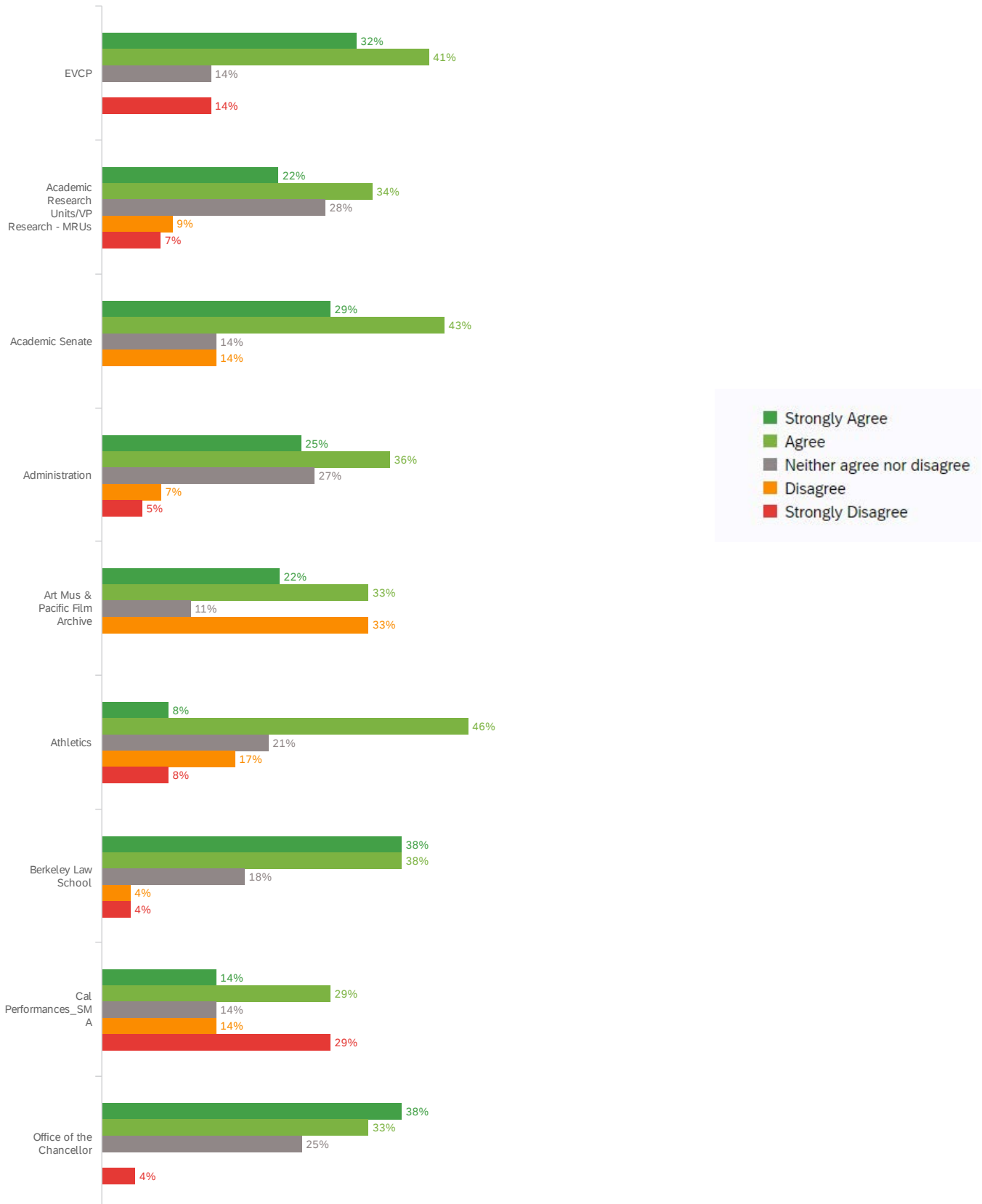


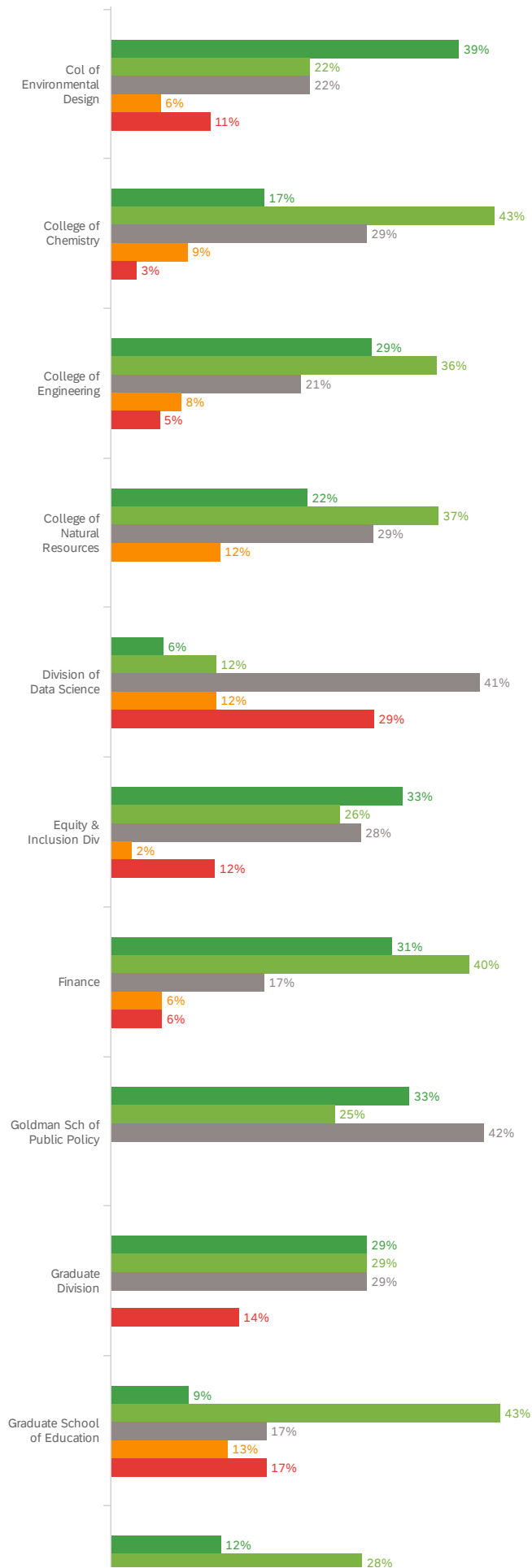


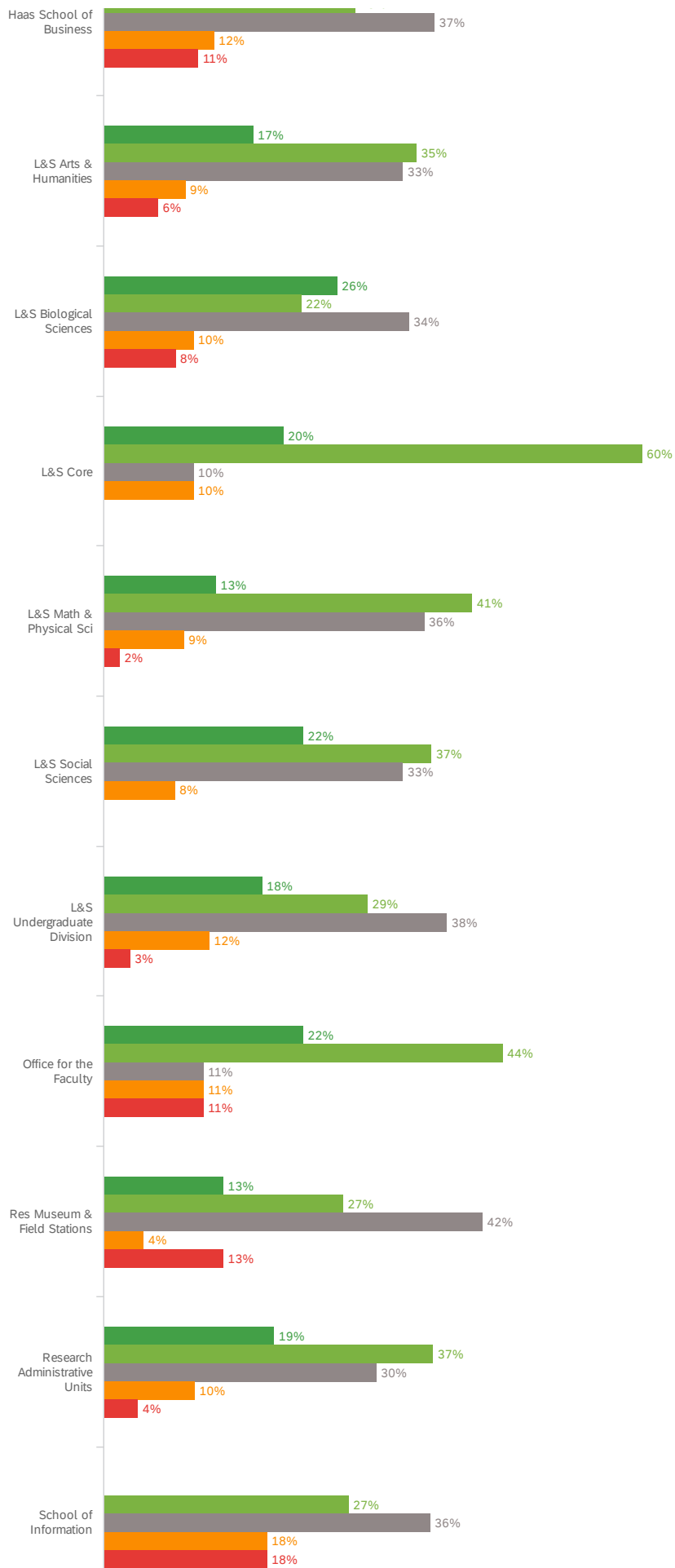


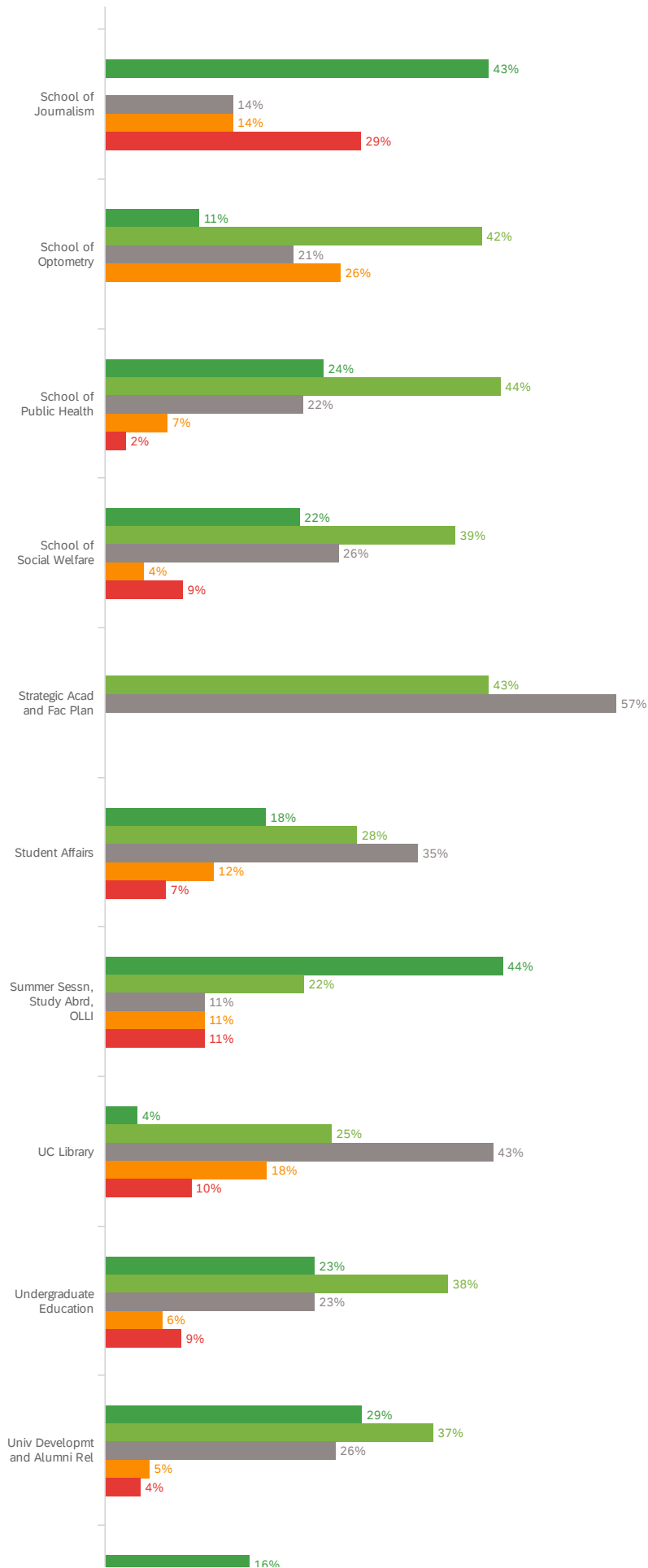
Q14 - (For this statement think about the most senior leader of your academic unit,

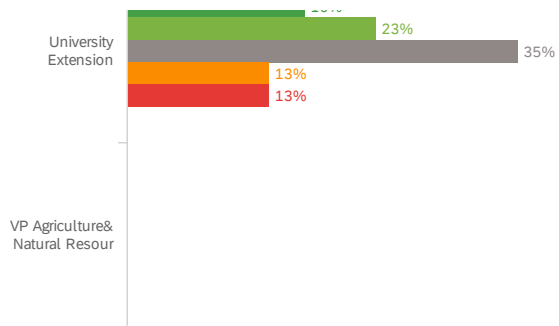
division or equivalent) I trust the most senior leader of my school/college/division.



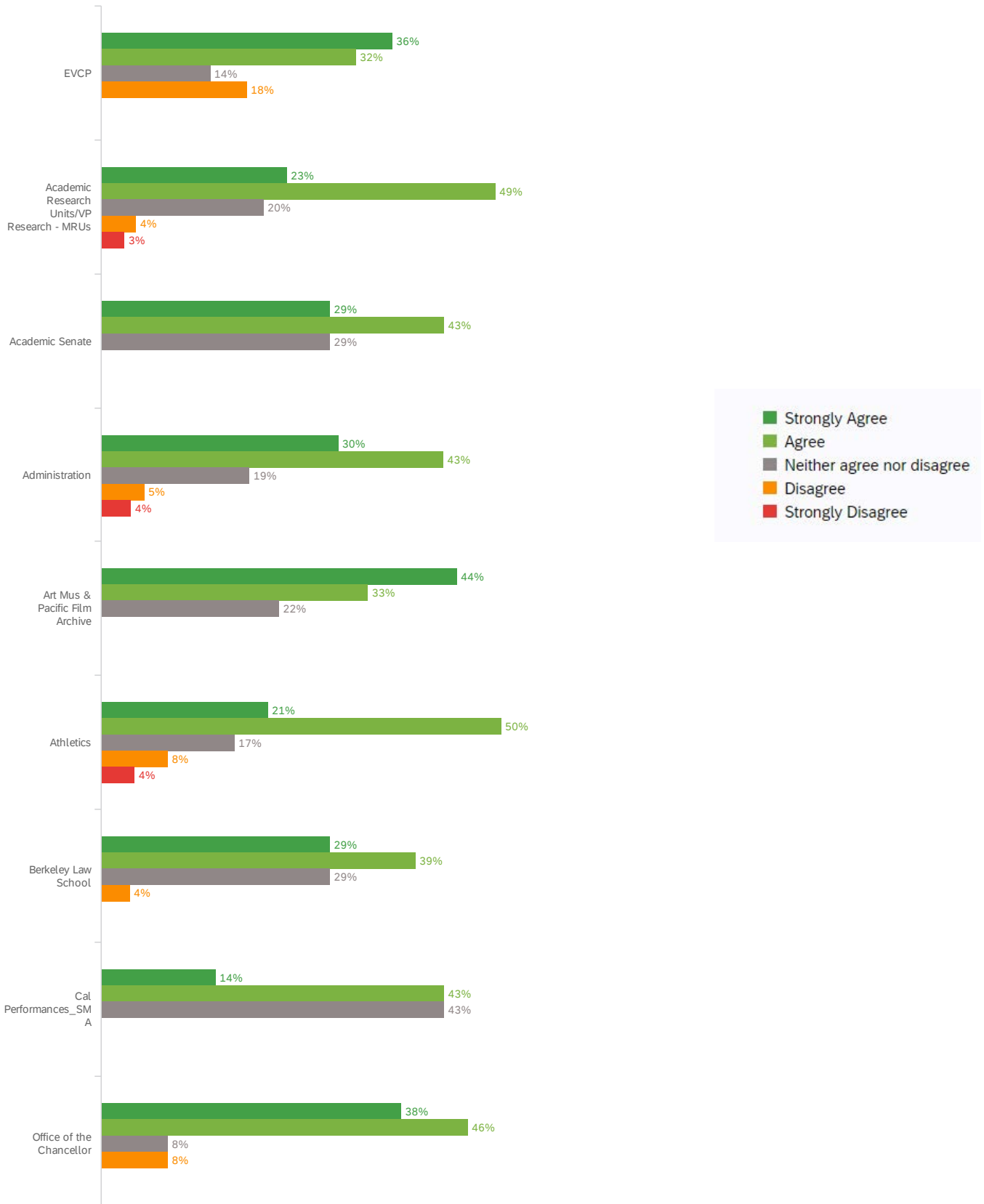


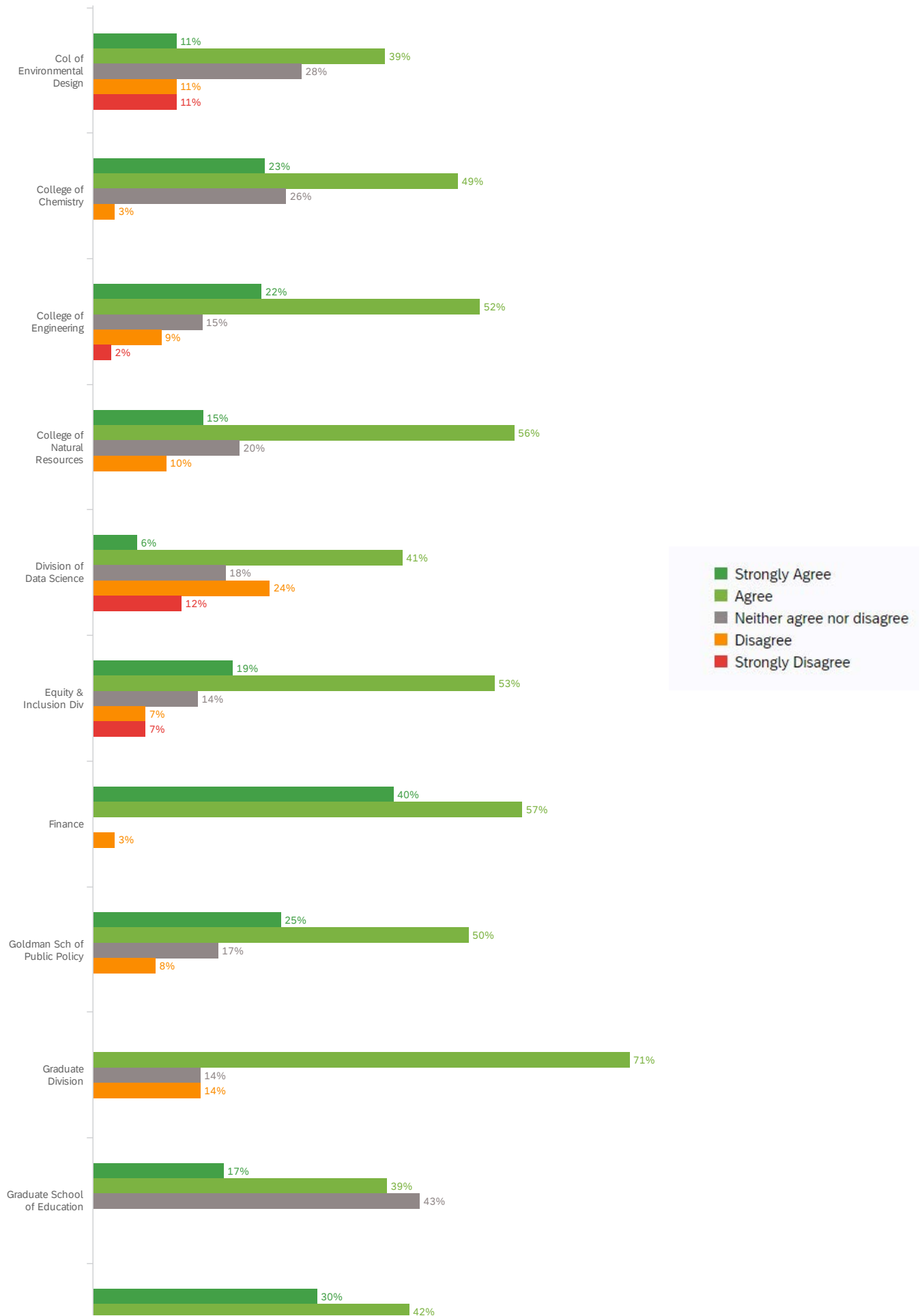


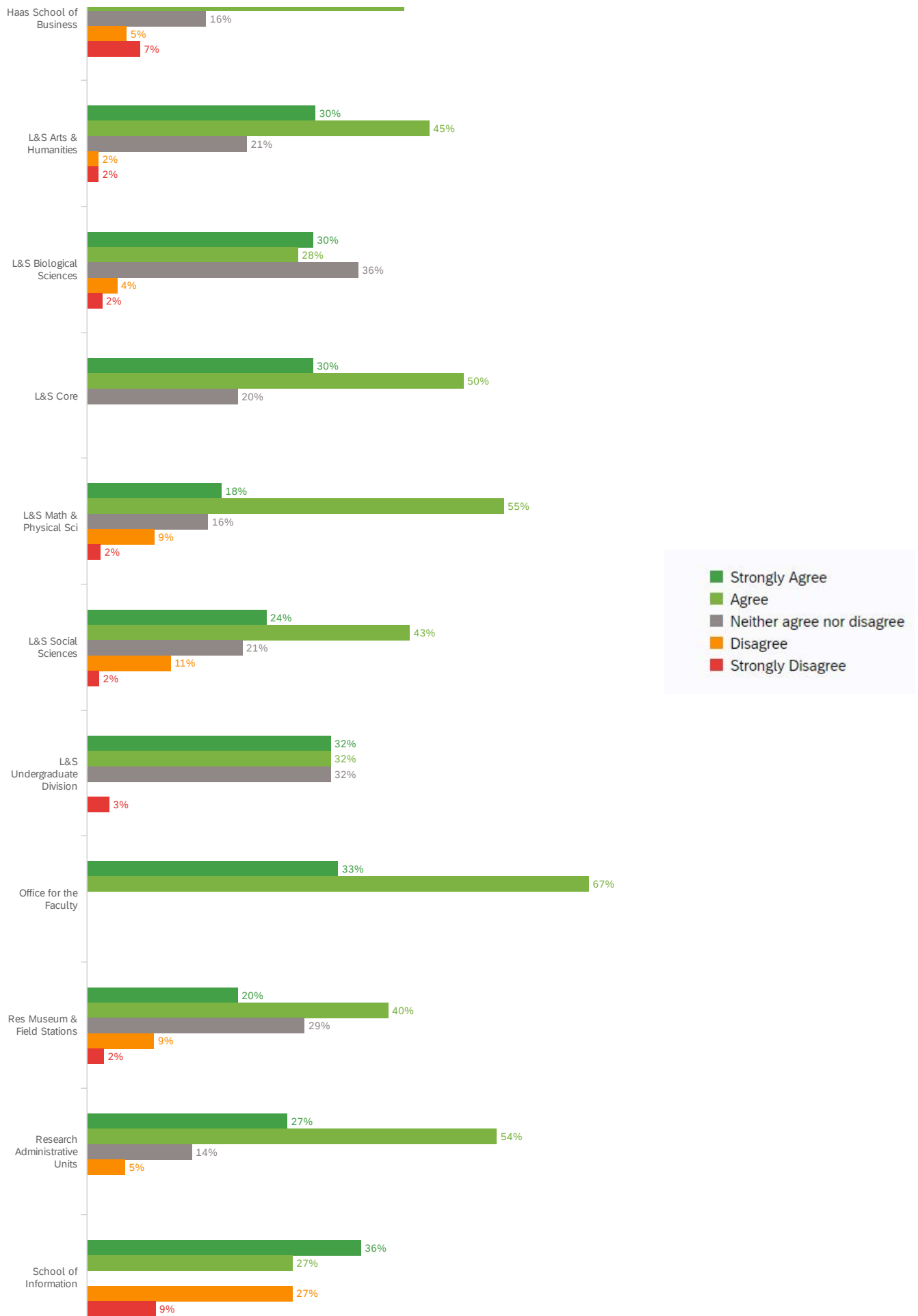


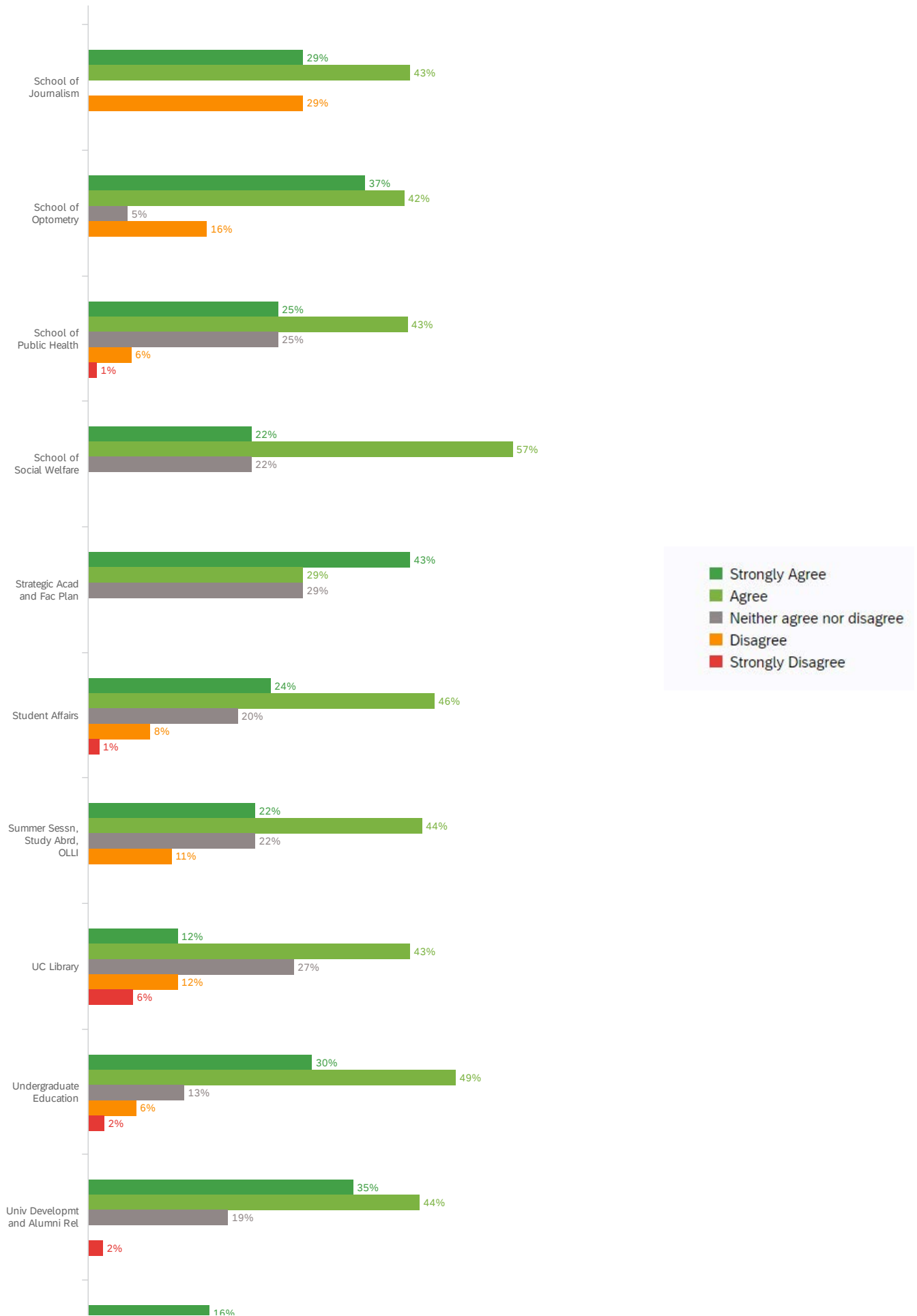


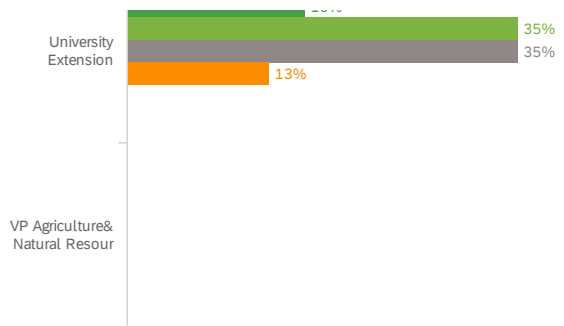
Q15 - Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



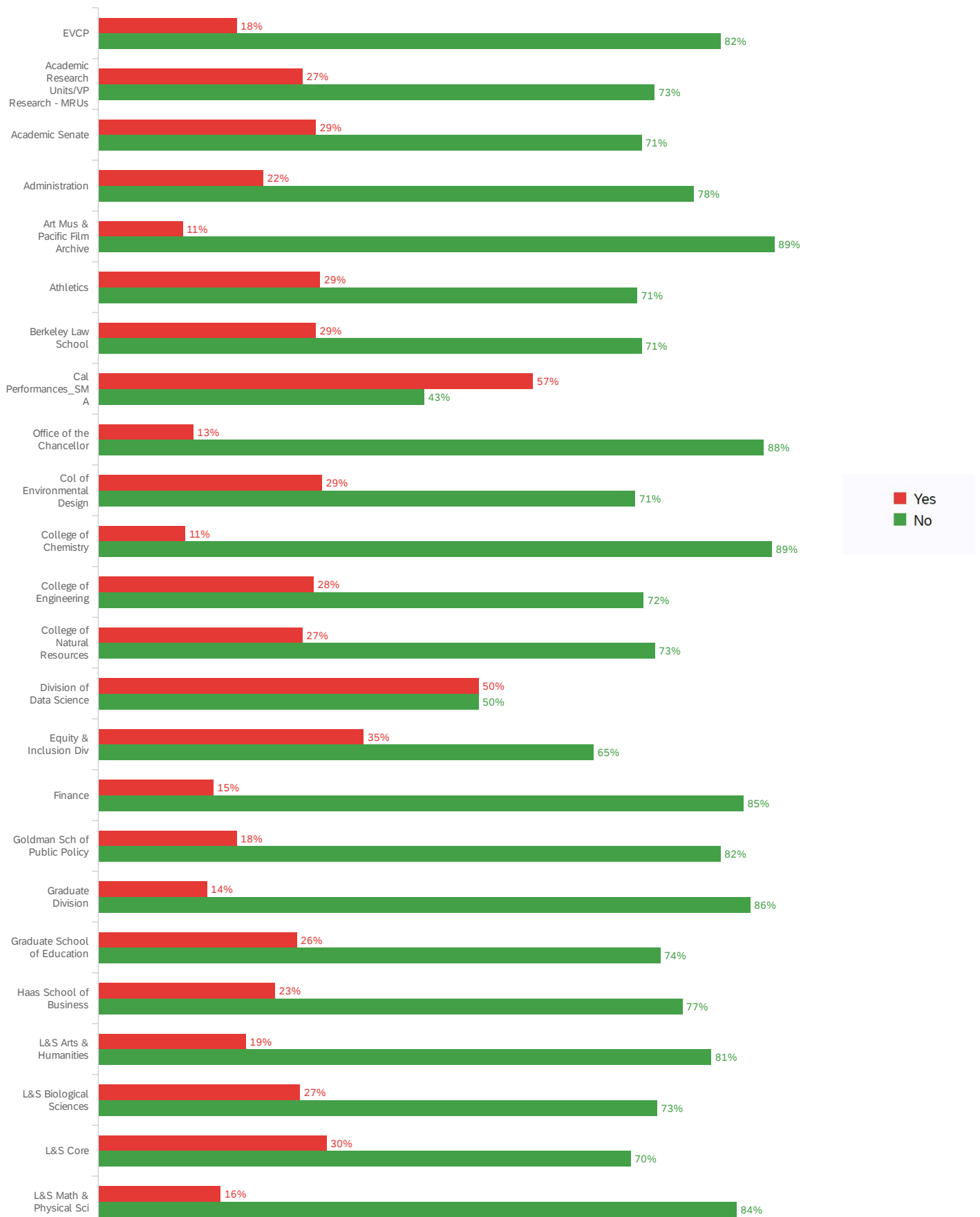


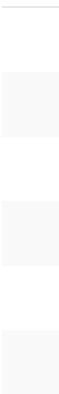
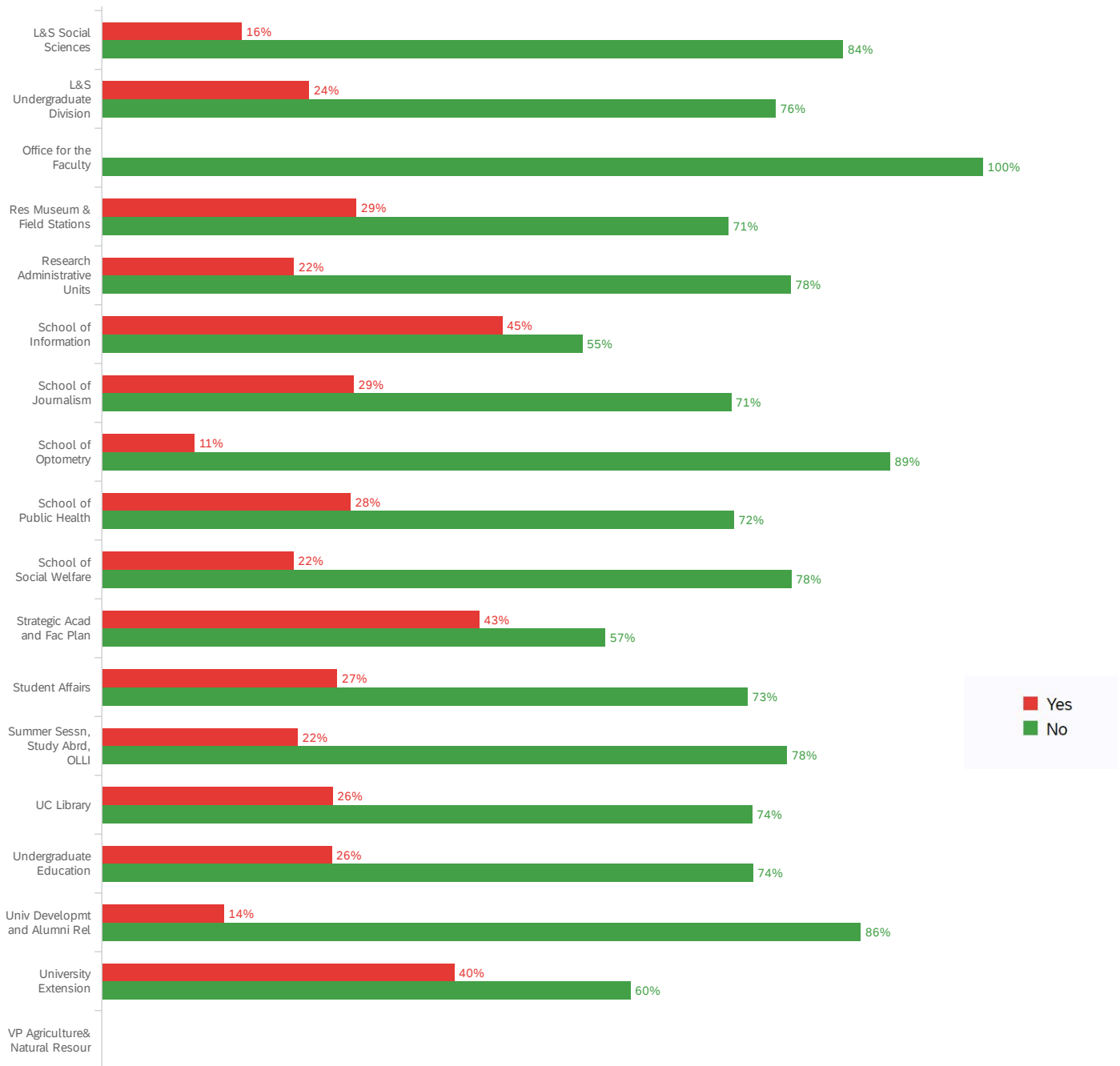






Q16 - Are you currently looking for a job outside of UCB?





Q16 - Are you currently looking for a job outside of UCB?

Question	Yes	No	Total
EVCP	18%	82%	22
Academic Research Units/VP Research - MRUs	27%	73%	67
Academic Senate	29%	71%	7
Administration	22%	78%	295
Art Mus & Pacific Film Archive	11%	89%	9
Athletics	29%	71%	24
Berkeley Law School	29%	71%	56
Cal Performances_SMA	57%	43%	7
Office of the Chancellor	13%	88%	24
Col of Environmental Design	29%	71%	17
College of Chemistry	11%	89%	35
College of Engineering	28%	72%	166
College of Natural Resources	27%	73%	41
Division of Data Science	50%	50%	16
Equity & Inclusion Div	35%	65%	43
Finance	15%	85%	33
Goldman Sch of Public Policy	18%	82%	11
Graduate Division	14%	86%	7
Graduate School of Education	26%	74%	23
Haas School of Business	23%	77%	56
L&S Arts & Humanities	19%	81%	67
L&S Biological Sciences	27%	73%	49
L&S Core	30%	70%	10
L&S Math & Physical Sci	16%	84%	56
L&S Social Sciences	16%	84%	63
L&S Undergraduate Division	24%	76%	34
Office for the Faculty	0%	100%	9
Res Museum & Field Stations	29%	71%	45
Research Administrative Units	22%	78%	78
School of Information	45%	55%	11
School of Journalism	29%	71%	7
School of Optometry	11%	89%	19
School of Public Health	28%	72%	85
School of Social Welfare	22%	78%	23
Strategic Acad and Fac Plan	43%	57%	7
Student Affairs	27%	73%	206
Summer Sessn, Study Abrd, OLLI	22%	78%	9
UC Library	26%	74%	84
Undergraduate Education	26%	74%	46
Univ Developmt and Alumni Rel	14%	86%	101
University Extension	40%	60%	30
VP Agriculture& Natural Resour	0%	0%	0