

Berkeley People & Culture

State of the Workplace - Staff

July 2023

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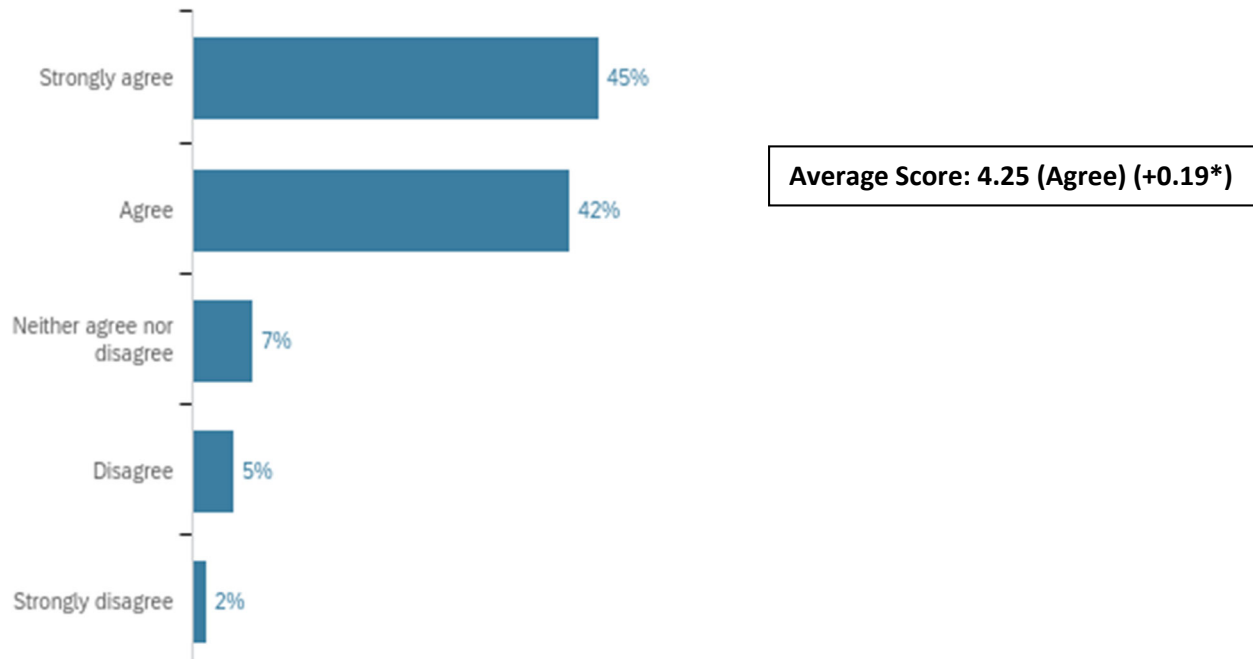
Berkeley People & Culture

State of the Workplace Survey

July 2023

Recipients	Average # of Responses	Response Rate
9,573	2,166	23%

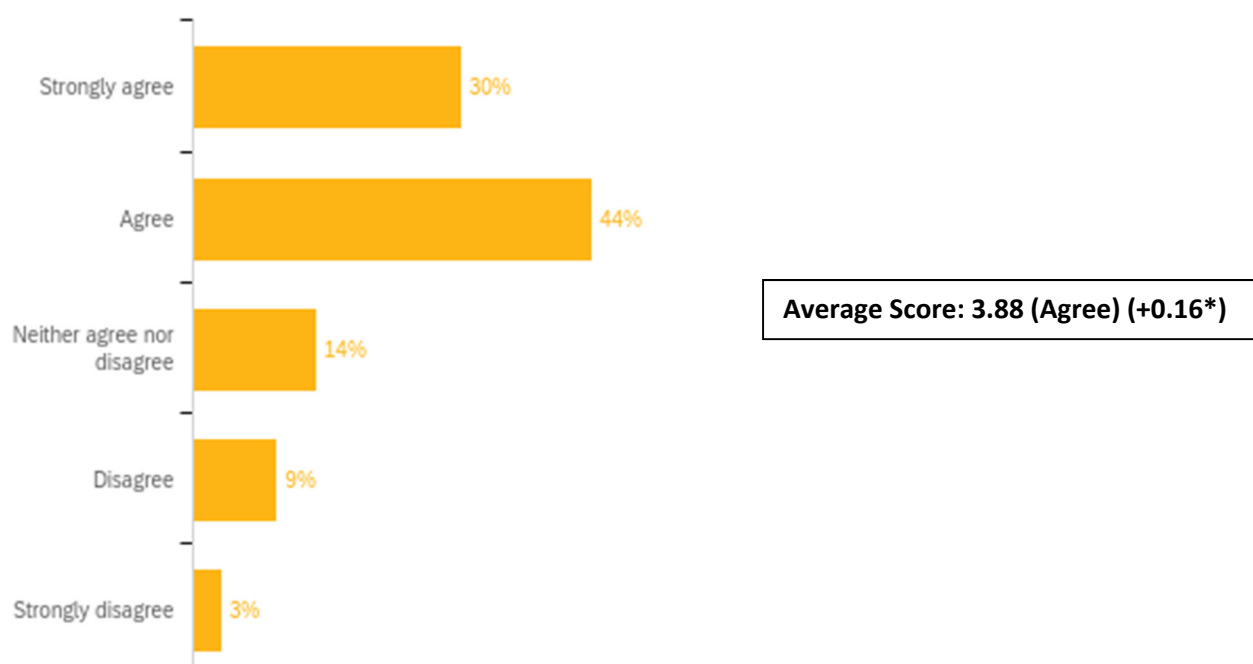
I know what my supervisor expects of me to perform my responsibilities effectively.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	45%	1019
Agree	42%	947
Neither agree nor disagree	7%	152
Disagree	5%	104
Strongly disagree	2%	35
Total	100%	2257

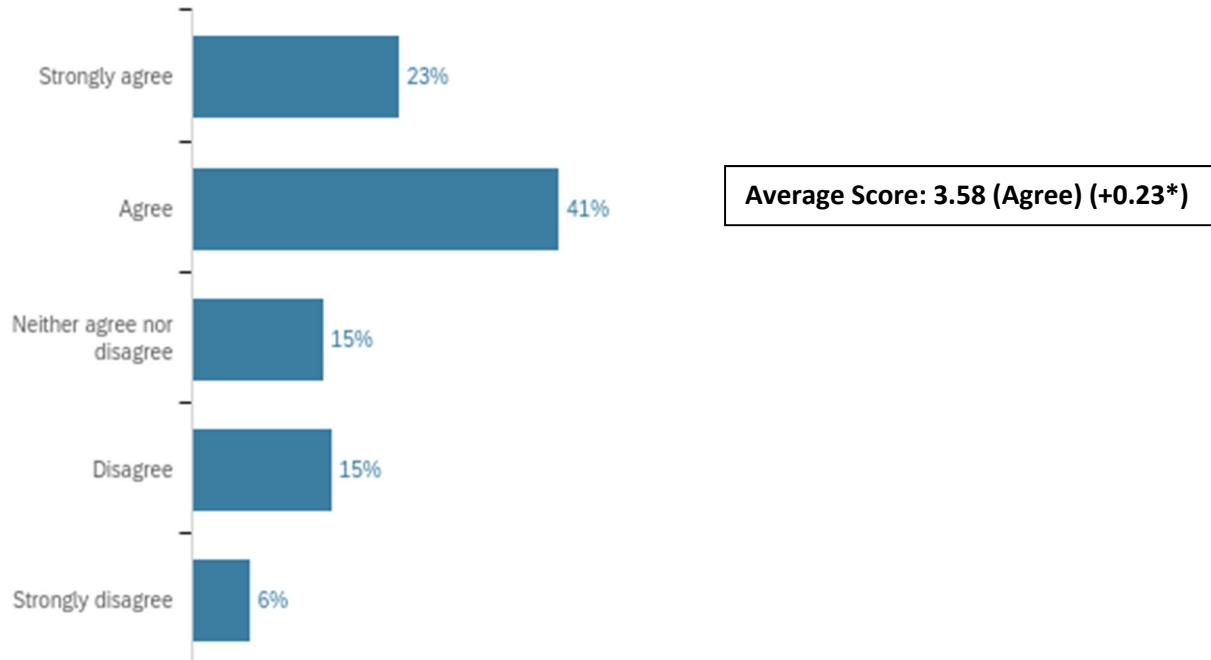
The amount of work my supervisor expects me to complete is reasonable.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	30%	656
Agree	44%	977
Neither agree nor disagree	14%	301
Disagree	9%	206
Strongly disagree	3%	69
Total	100%	2209

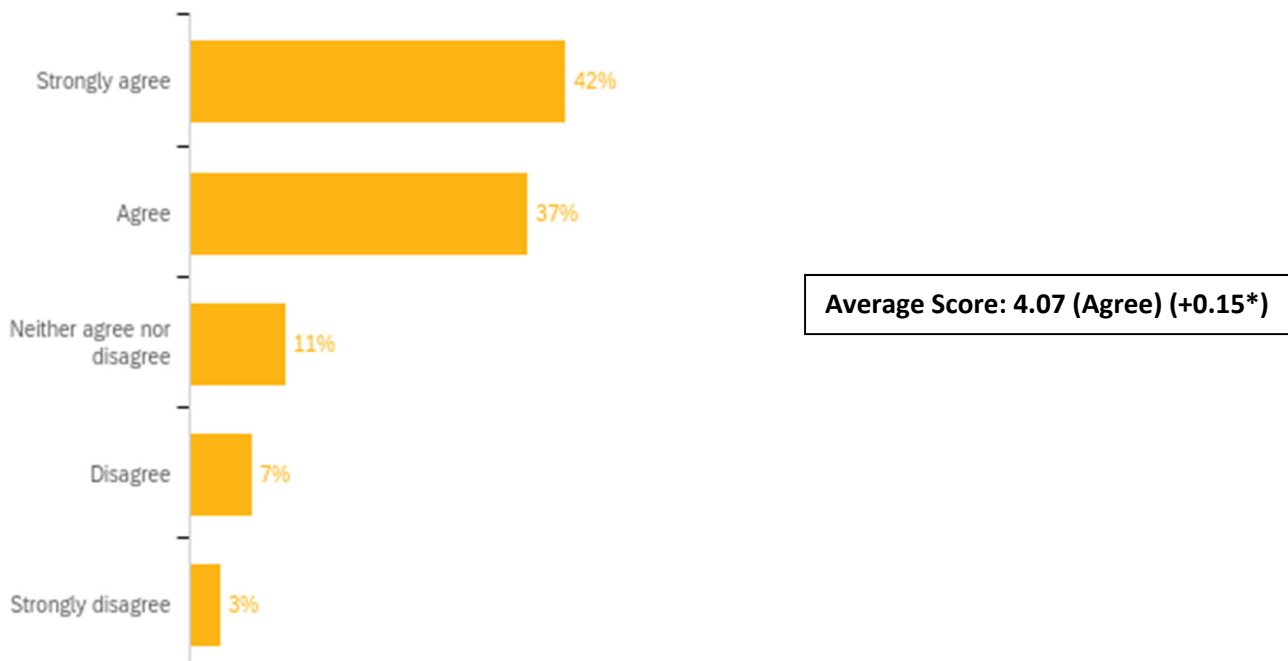
My job description and title accurately reflect my current responsibilities.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	23%	515
Agree	41%	915
Neither agree nor disagree	15%	326
Disagree	15%	347
Strongly disagree	6%	143
Total	100%	2246

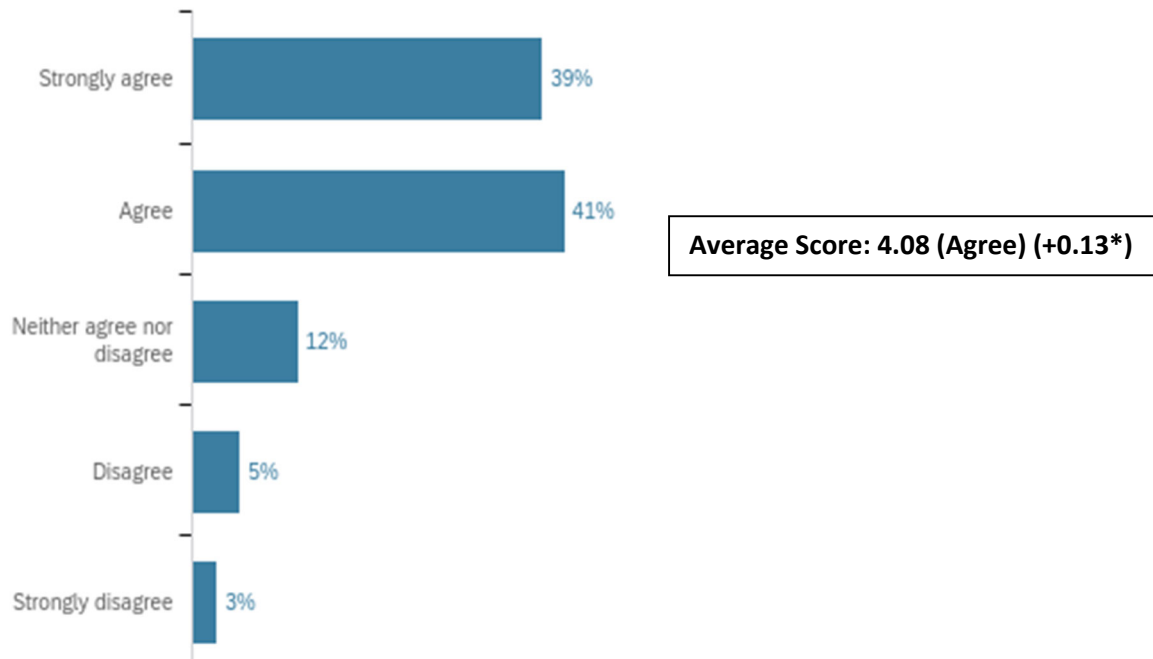
Within my team, I feel my personal contributions are recognized by my supervisor



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	42%	954
Agree	37%	857
Neither agree nor disagree	11%	242
Disagree	7%	156
Strongly disagree	3%	77
Total	100%	2286

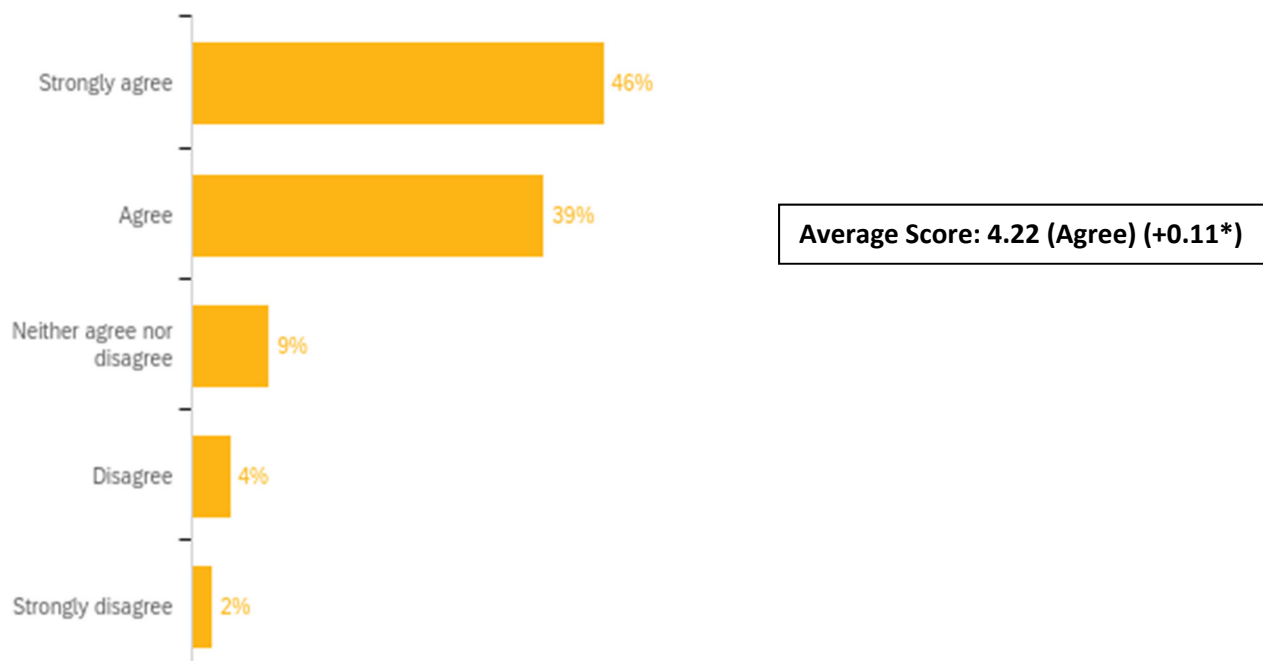
Within my team, my opinions seem to count.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	39%	876
Agree	41%	931
Neither agree nor disagree	12%	263
Disagree	5%	120
Strongly disagree	3%	62
Total	100%	2252

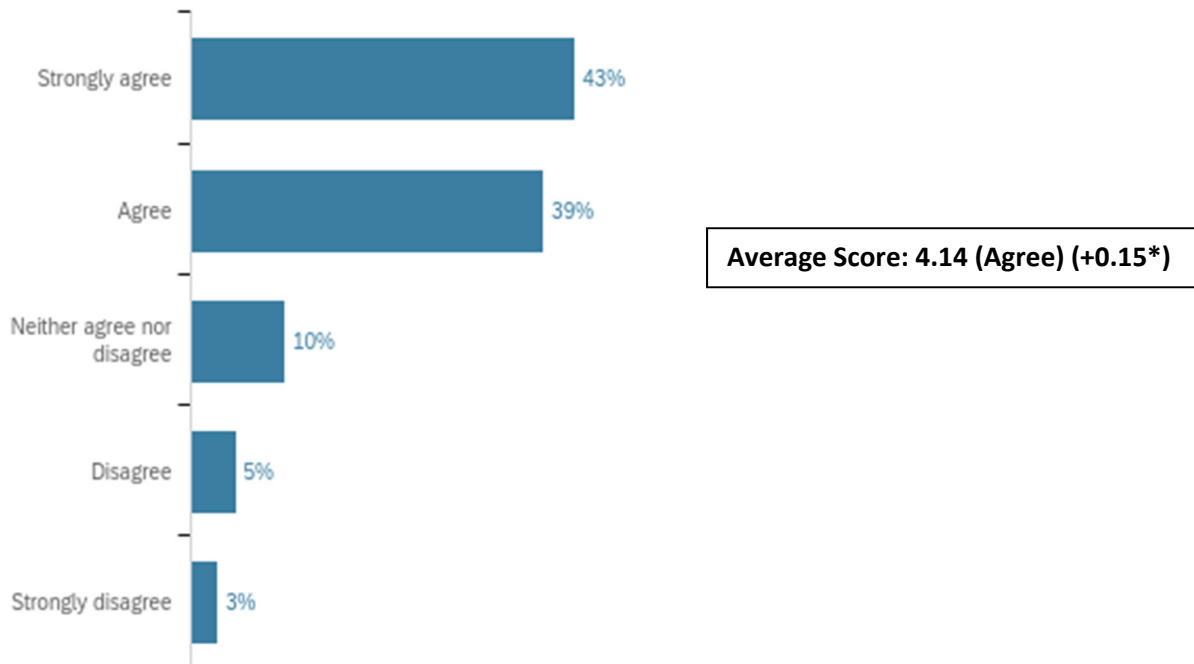
Within my team, I am treated with dignity and respect.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	46%	994
Agree	39%	851
Neither agree nor disagree	9%	187
Disagree	4%	92
Strongly disagree	2%	49
Total	100%	2173

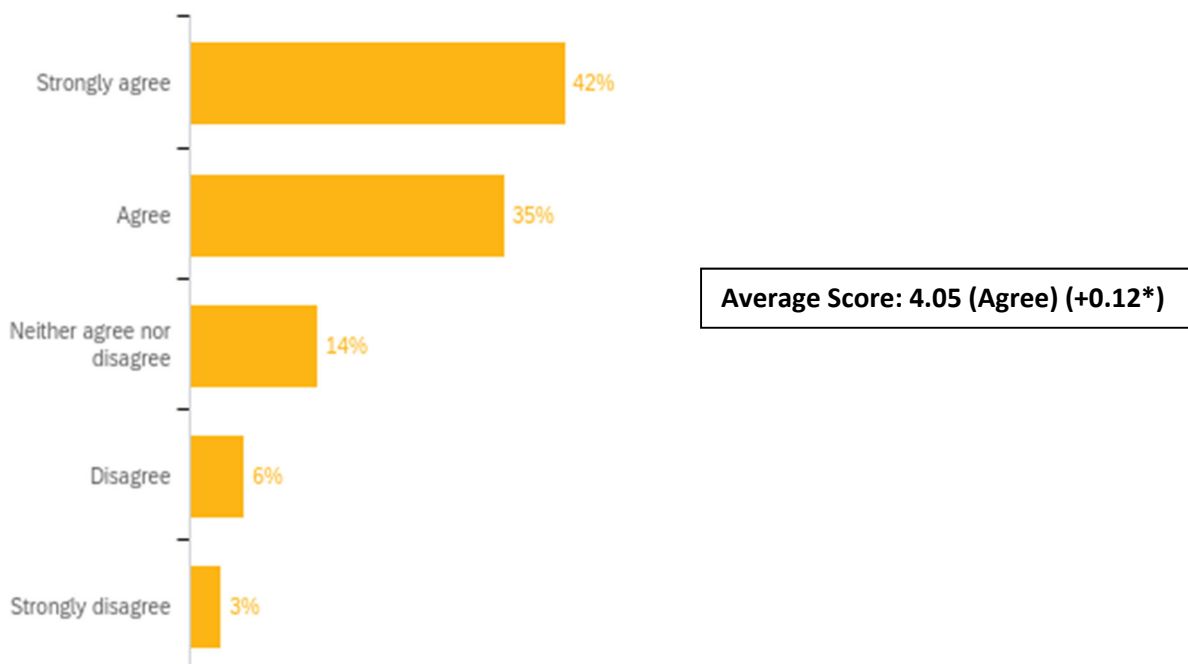
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	43%	940
Agree	39%	863
Neither agree nor disagree	10%	229
Disagree	5%	109
Strongly disagree	3%	65
Total	100%	2206

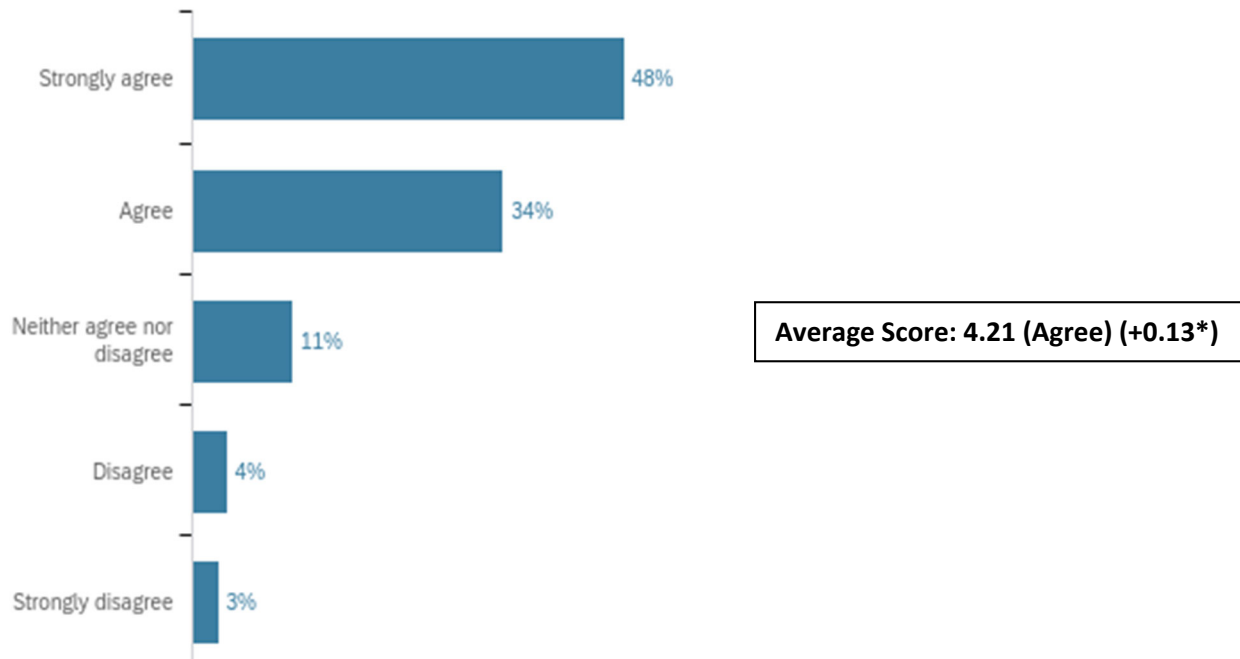
My immediate supervisor promotes an inclusive team environment through their actions.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	42%	936
Agree	35%	785
Neither agree nor disagree	14%	318
Disagree	6%	136
Strongly disagree	3%	78
Total	100%	2253

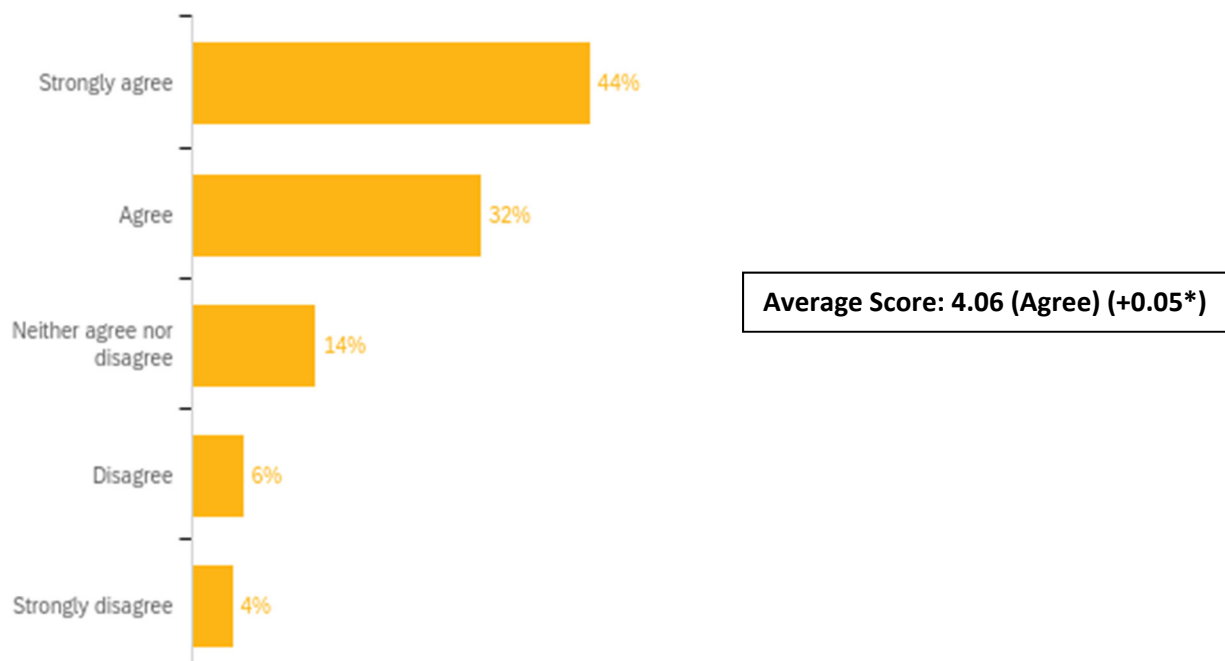
My well-being is important to my immediate supervisor.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	48%	1057
Agree	34%	762
Neither agree nor disagree	11%	245
Disagree	4%	84
Strongly disagree	3%	62
Total	100%	2210

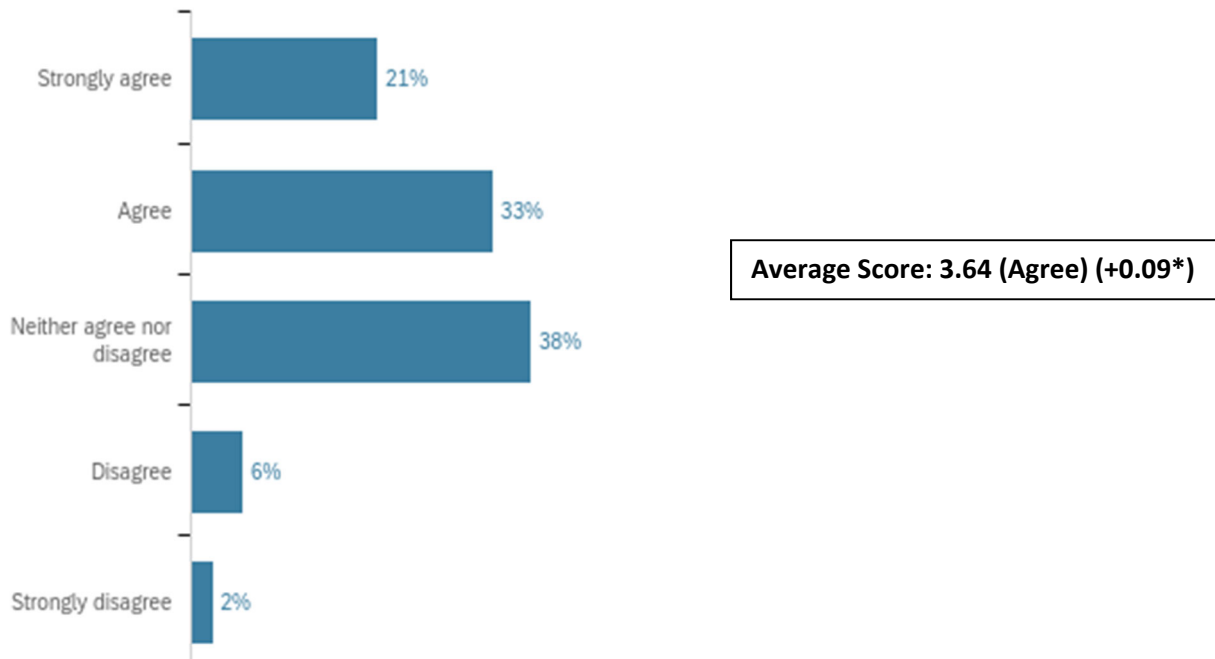
I trust my immediate supervisor.



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	44%	959
Agree	32%	696
Neither agree nor disagree	14%	298
Disagree	6%	123
Strongly disagree	4%	97
Total	100%	2173

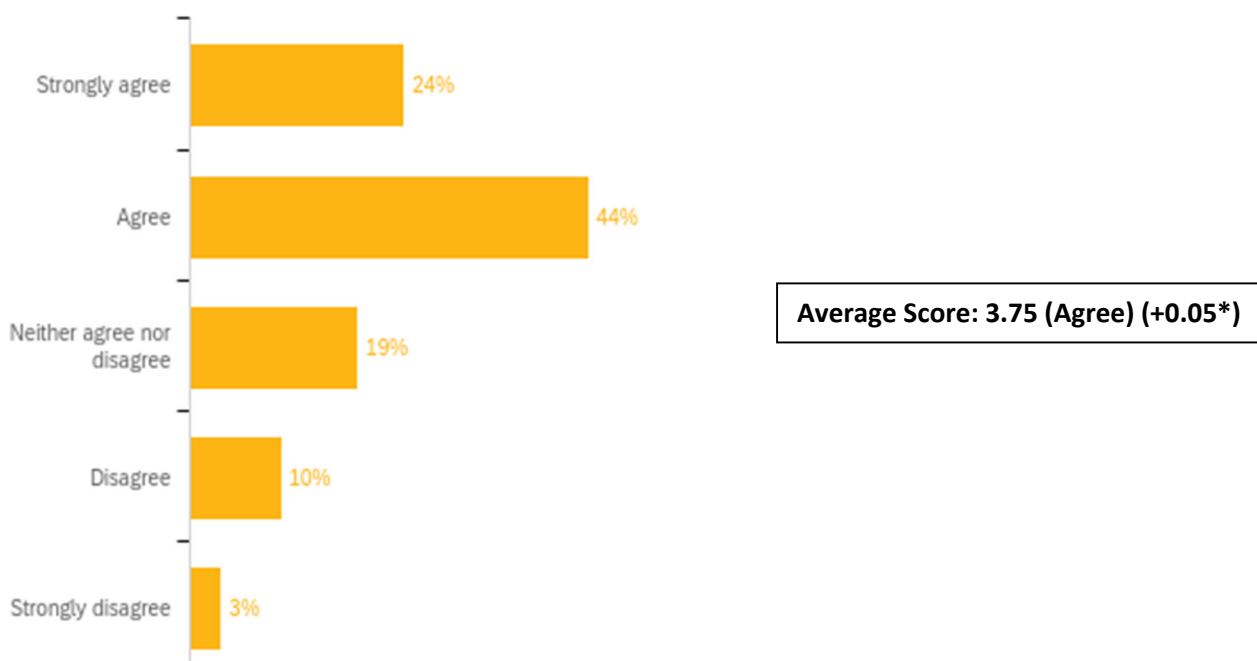
I trust the leader of my school, college, division, or equivalent



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	21%	410
Agree	33%	663
Neither agree nor disagree	38%	747
Disagree	6%	114
Strongly disagree	2%	47
Total	100%	1981

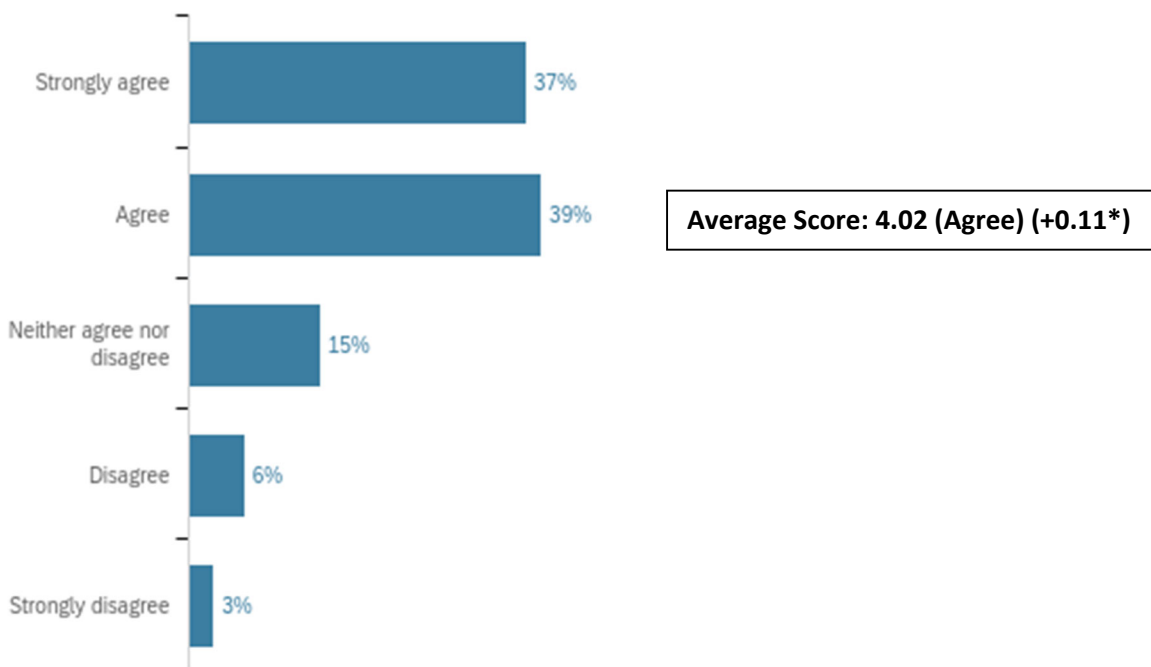
Regardless of my background, I have an equal opportunity to succeed



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	24%	512
Agree	44%	952
Neither agree nor disagree	19%	401
Disagree	10%	217
Strongly disagree	3%	74
Total	100%	2156

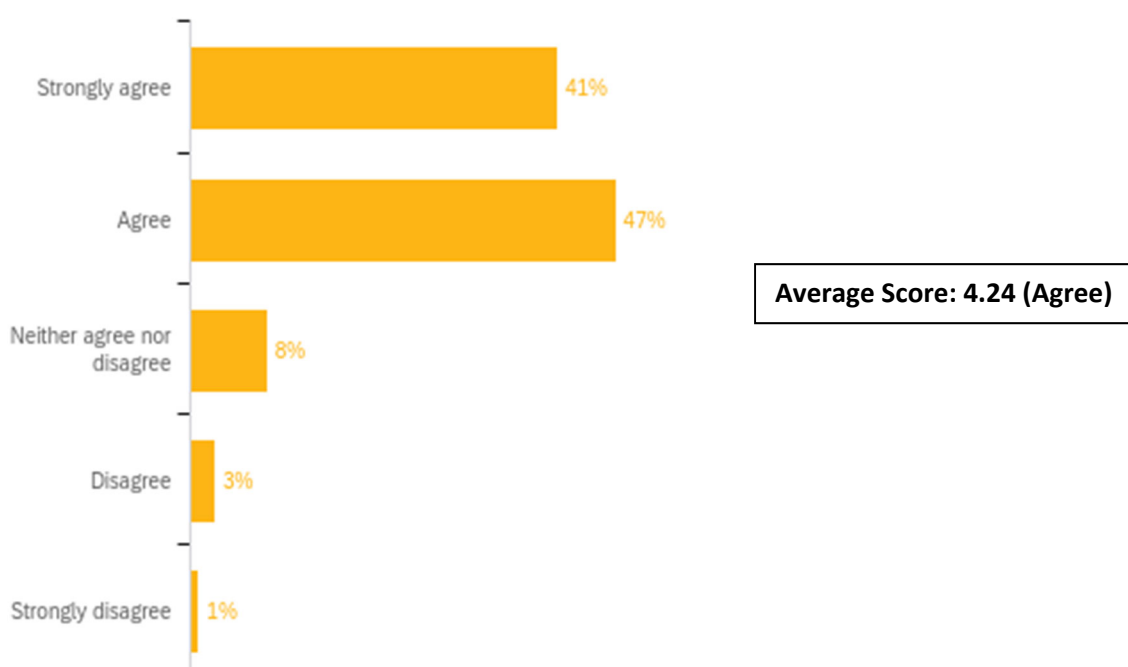
My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



*Difference in average score from the October 2022 State of the Workplace, staff responses only

Answer	%	Count
Strongly agree	37%	772
Agree	39%	807
Neither agree nor disagree	15%	300
Disagree	6%	127
Strongly disagree	3%	57
Total	100%	2063

My most recent year end Achieve Together Performance Evaluation was fair and accurate.



Answer	%	Count
Strongly agree	41%	662
Agree	47%	767
Neither agree nor disagree	8%	138
Disagree	3%	44
Strongly disagree	1%	15
Total	100%	1626

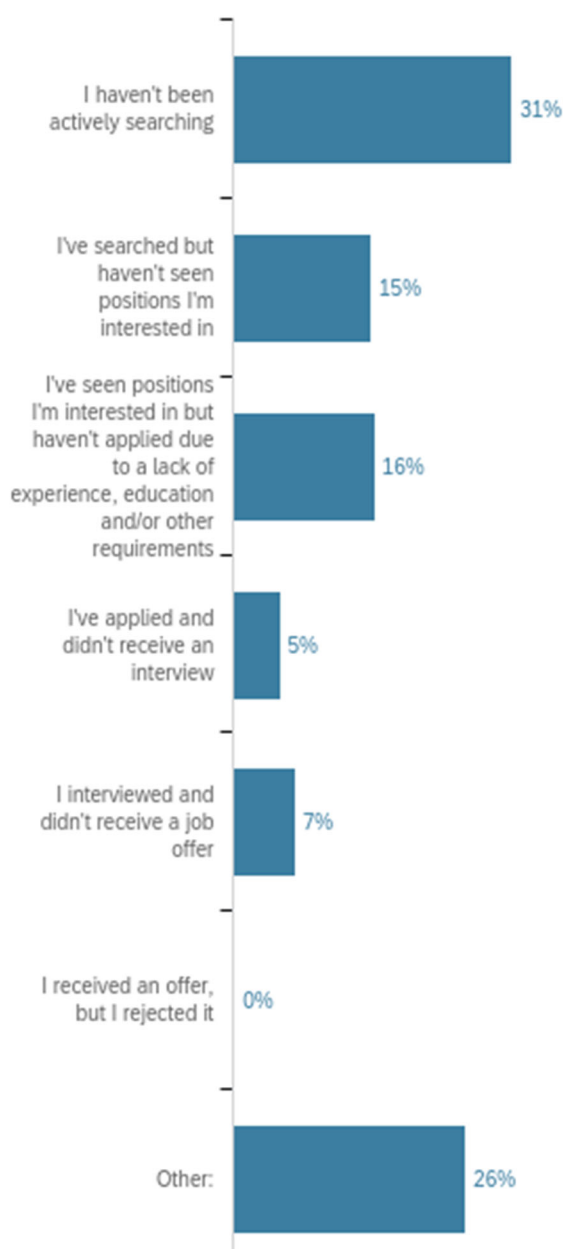
Do you supervise professional staff?

Answer	%	Count
No, I do not supervise professional staff	70%	1396
Yes, I supervise professional staff ONLY (not other supervisors)	21%	411
Yes, I supervise professional staff including other supervisors	9%	189
Total	100%	1996

Are you interested in a supervisor/manager role within UC Berkeley? (For those who do not supervise professional staff)

Are you interested in a supervisor/manager role within UC Berkeley?	Percentage
Yes	39%
No	29%
Unsure	32%
Total	1392

What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who do not supervise professional staff)



For the Other category: **25% (32)** said they were new to the role/wished to gain more experience. **18% (23)** said there were limited or no available positions.

	Answer	%	Count
	I haven't been actively searching	31%	168
	I've searched but haven't seen positions I'm interested in	15%	83
	I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements	16%	85
	I've applied and didn't receive an interview	5%	28
	I interviewed and didn't receive a job offer	7%	37
	I received an offer, but I rejected it	0%	1
	Other:	26%	140
	Total	100%	542

What would need to happen for you to be interested in obtaining supervisor/manager role within UC Berkeley? (For those who do not supervisor professional staff)

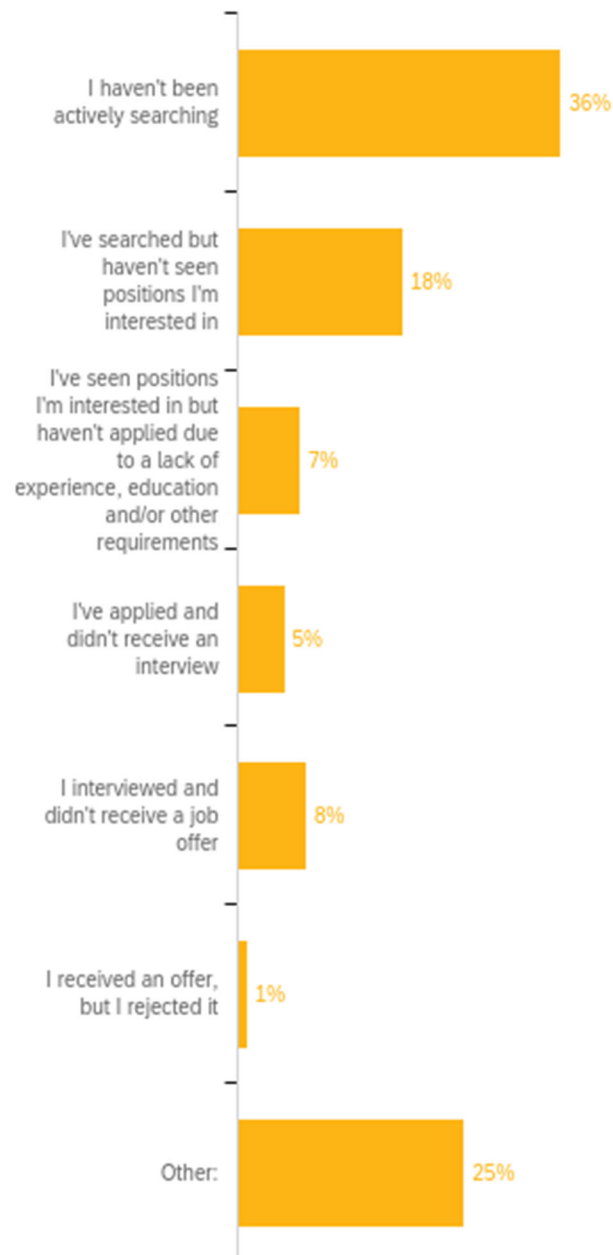
Total Comments: 557

Categories	Count (%)	Examples
Currently not looking for or interested in a supervisor/manager role	90 (16%)	<ul style="list-style-type: none"> “Manager/supervisor roles feel very daunting to me; a lot of work, stress, pressure, lots of demands from the top trickling down. My job in an of itself feels unwieldy at times, lots of work. I'd rather stay in my current classification with my current income and than to increase income and responsibility.” “I really just prefer being an individual contributor. I do not like supervising other people. This is not specific to UC Berkeley.” “At this time, I don't foresee myself wanting to be a supervisor/manager anywhere. I am very happy with what I do and my scope of work.”
Training/mentorships	73 (13%)	<ul style="list-style-type: none"> “More training and maybe a mentorship within and outside the department.” “Professional development opportunities to gain the skills/knowledge needed to be a successful supervisor or manager.” “Sufficient training in management and professional development activities to enhance skills and knowledge for a supervisor/manager role.”
Higher pay	66 (12%)	<ul style="list-style-type: none"> “The managerial position would need to offer a substantial salary increase over my current salary.” “A commensurate salary.” “I am really uninterested so probably only a high amount of money”
The right opportunity that aligns with career interests	40 (7%)	<ul style="list-style-type: none"> “The right opportunity/role coming along, one in line with my professional interests” “It would have to align with my career goals and be adaptable to my home life at the time. Could be interested in the future if the opportunity fit for me.”
Gain more experience	34 (6%)	<ul style="list-style-type: none"> “I need to have a little more experience in my position before I am able to supervise other employees within UC Berkeley.” “More years of working experience and understanding of the job.”
Work/life balance	31 (6%)	<ul style="list-style-type: none"> “Depends on if the work-life balance will suit my situation.” “I recognize that it is challenging to be a supervisor, working with individuals with different communication styles and who have different motivations. I would need to feel like I could commit that time to supervisees over other important aspects of my life and work.”
Clear expectation/understanding of duties	23 (4%)	<ul style="list-style-type: none"> “I would need to understand more about what is expected of managers and supervisors at Berkeley. I have not taken any trainings on the subject.” “Greater knowledge/understanding of the scope of responsibilities and expectations.”
Support from colleagues/higher up	21 (4%)	<ul style="list-style-type: none"> “Better support to make sure I'm doing a good job supporting my supervisees.” “I would need to know that such roles receive the institutional support they need.”
Retiring soon	20 (4%)	<ul style="list-style-type: none"> “I'm retiring in a year, so my career at Cal is short-term.” “I'm nearing retirement so I'm not interested in advancing to mgmt.”

Are you interested in a higher level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

Are you interested in a higher level supervisor/manager role within UC Berkeley?	Percentage
Yes	50%
No	19%
Unsure	32%
Total	598

What has kept you from obtaining a higher level supervisor or manager role at Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)



For the Other category: **24% (15)** said there were limited to no available positions. **21% (13)** said they were new to the role/wished to gain more experience

	Answer	%	Count
	I haven't been actively searching	36%	104
	I've searched but haven't seen positions I'm interested in	18%	53
	I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements	7%	20
	I've applied and didn't receive an interview	5%	15
	I interviewed and didn't receive a job offer	8%	22
	I received an offer, but I rejected it	1%	3
	Other:	25%	73
	Total	100%	290

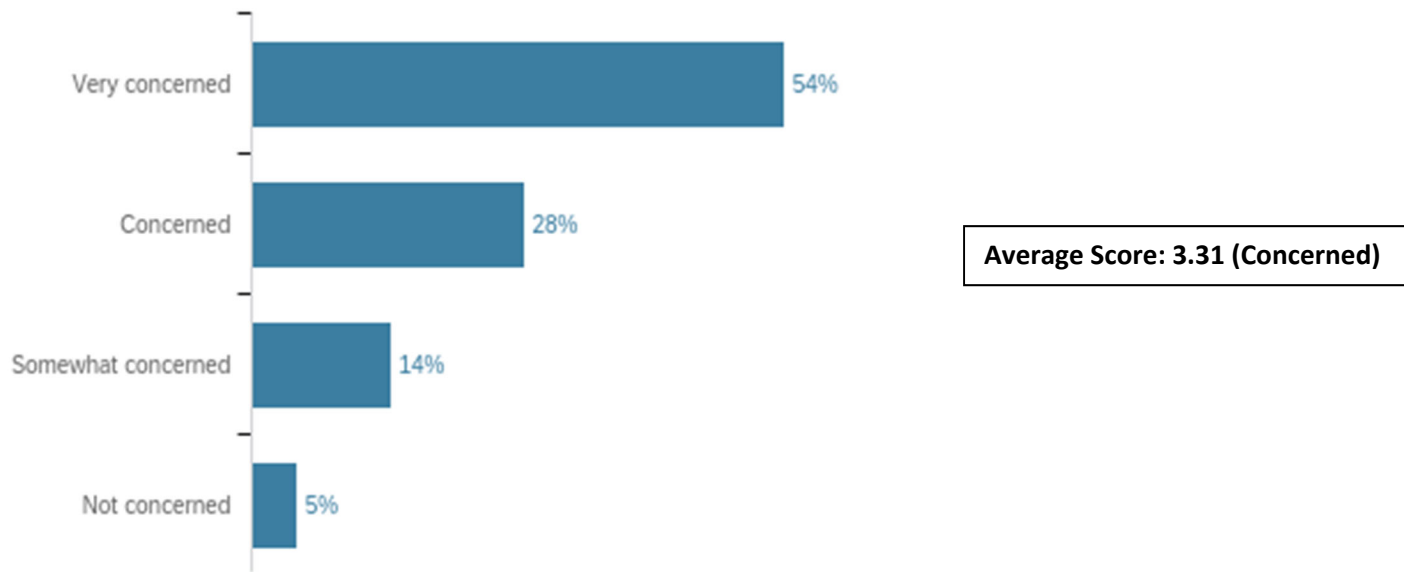
What would need to happen for you to be interested in obtaining a higher-level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

Total comments: 212

Categories	Count (%)	Examples
Higher pay	26 (12%)	<ul style="list-style-type: none"> “Better pay. A promotion only give less than 5% raise. The tremendous increase in responsivity and liability is not reflected in the compensation. Middle management seems just right in pay.” “To be paid significantly more.” “Pay increase would be appropriate if I were to pursue a higher level supervisor/manager position.”
The right opportunity that aligns with career interests	20 (9%)	<ul style="list-style-type: none"> “There would need to be an exciting opportunity within my area of expertise” “It would have to be a position I was interested in and had a passion for. I really like what I do now.”
work/life balance	19 (9%)	<ul style="list-style-type: none"> “I would need to trust that I'd be able to have a better work-life balance in that new position than I have now.” “Would need to be more confident that higher level manager/supervisor roles can still achieve work-life balance, which has not been my experience or observation and is something that I already struggle with at my current level.”
Gain more experience	18 (8%)	<ul style="list-style-type: none"> “More experience in my currently role to gain more knowledge” “Obtain more day to day knowledge of process and systems.”
Retiring soon	18 (8%)	<ul style="list-style-type: none"> “I'm retiring in less than a year and not interested in a job change.” “Going back in time -- I am a year or two from retirement”
Training/mentorship	15 (7%)	<ul style="list-style-type: none"> “Additional coaching and leadership training” “Talk with current supervisor/managers in these roles and take more advantage of the BPM trainings.”

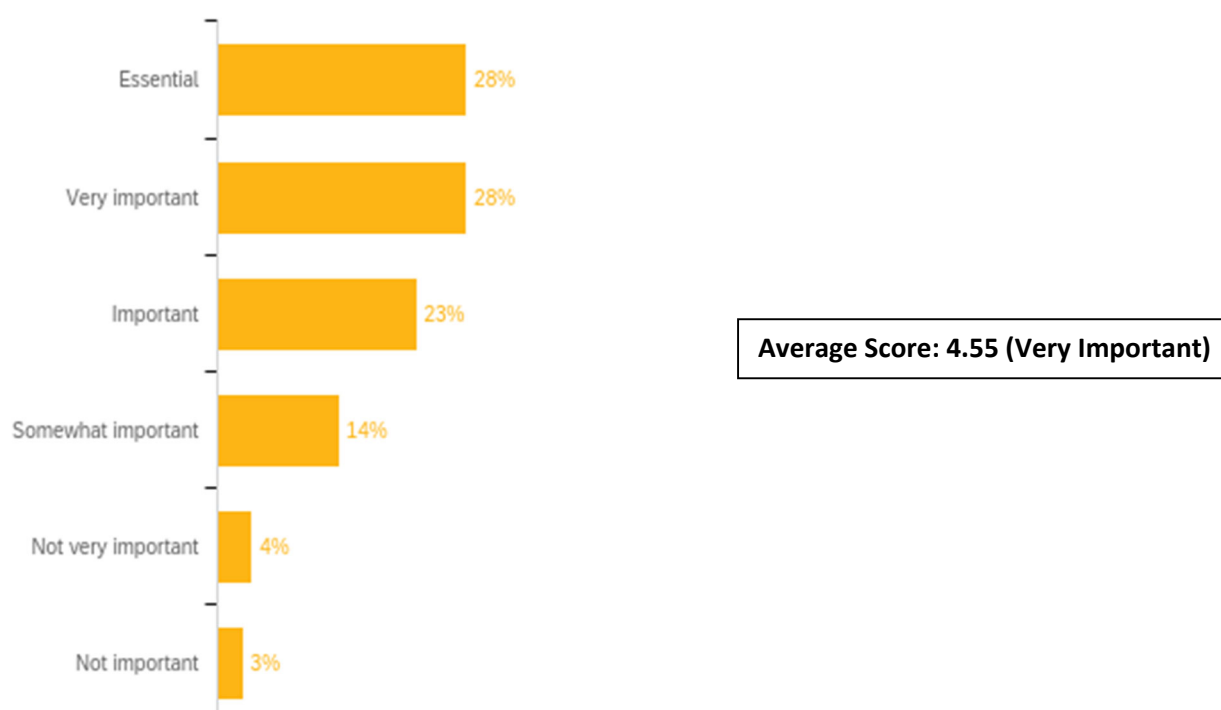
Support	15 (7%)	<ul style="list-style-type: none"> “I would need a sense that higher level supervisors and managers had good support” “See higher level supervisor / manager roles be given more trust and support. See higher lever supervisor / manager roles be more respectful and supportive to each other across departments and less jockeying for control.”
Reduced workload	13 (6%)	<ul style="list-style-type: none"> “More manageable workload” “A reduction in my current workload to allow for more time to focus on supervisory tasks and growth.”
No interest in higher level position	13 (6%)	<ul style="list-style-type: none"> “Nothing - it's a personal preference not dependent on UC Berkeley” “I'm an AVC and am not interested in being the VC.”
Better equity/representation	8 (4%)	<ul style="list-style-type: none"> “Better representation of higher level leadership.” “Promote a climate of acceptance and tolerance for ALL and not just for favored identity groups with a particular ideology.”

How concerned are you about climate change?



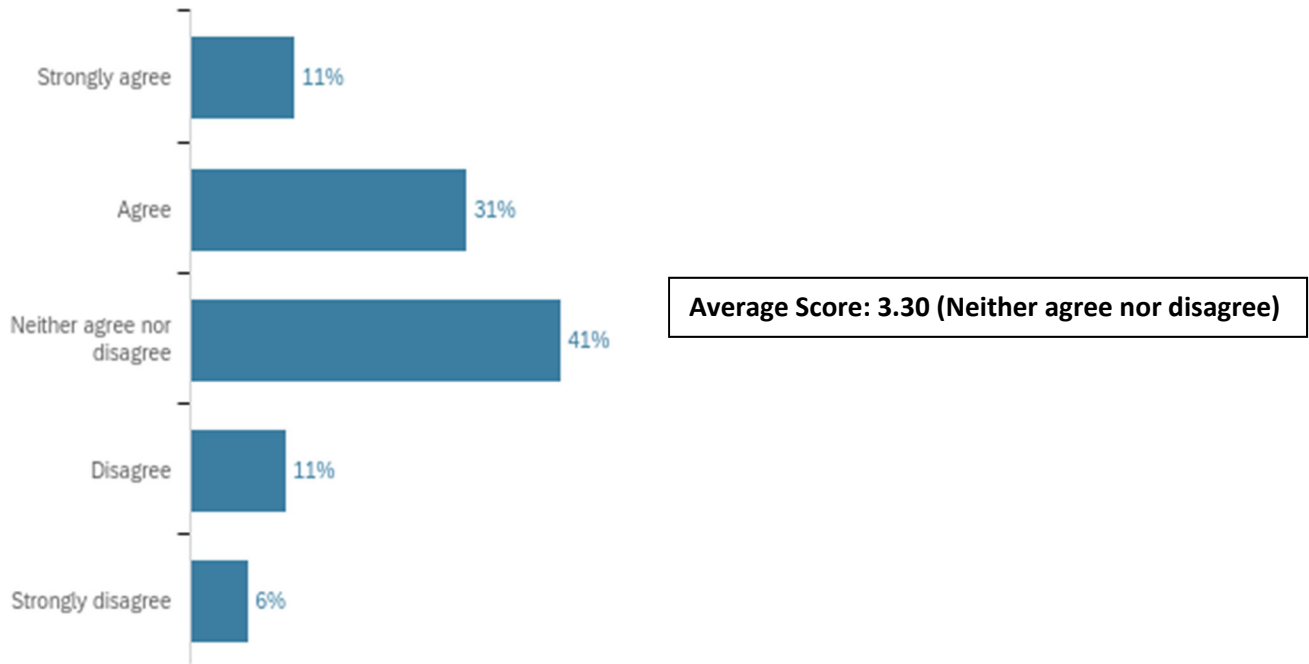
Answer	%	Count
Very concerned	54%	1136
Concerned	28%	580
Somewhat concerned	14%	295
Not concerned	5%	95
Total	100%	2106

Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?



Answer	%	Count
Essential	28%	588
Very important	28%	588
Important	23%	469
Somewhat important	14%	286
Not very important	4%	81
Not important	3%	59
Total	100%	2071

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.



Answer	%	Count
Strongly agree	11%	233
Agree	31%	621
Neither agree nor disagree	41%	833
Disagree	11%	213
Strongly disagree	6%	128
Total	100%	2028

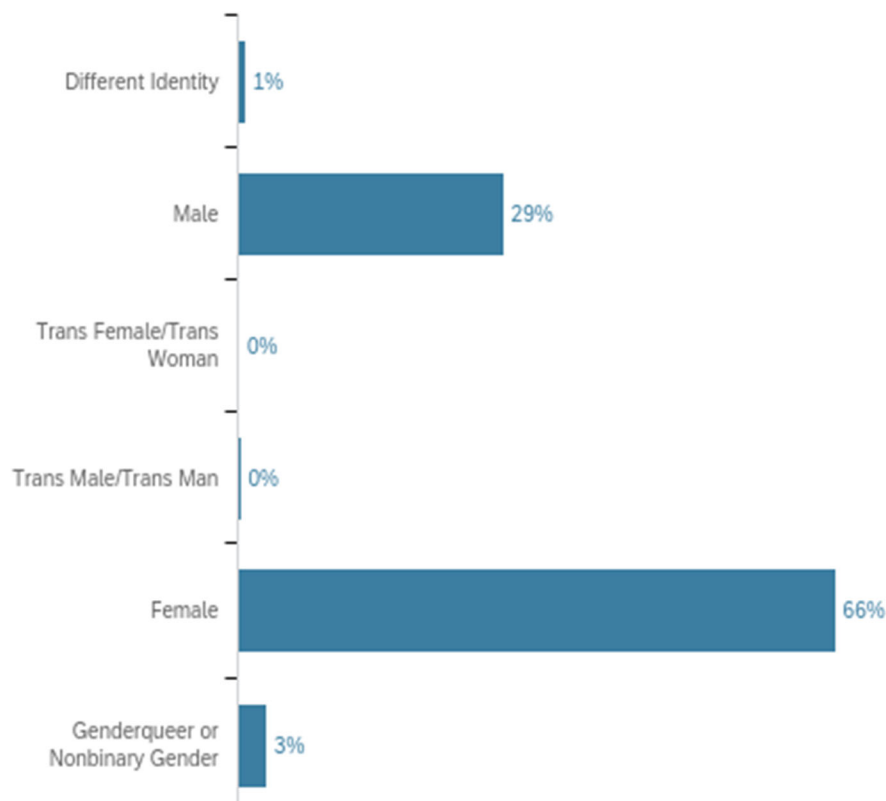
(Optional) Please select your ethnicity:

Answer	%	Count
African-American/Black	8%	119
American Indian/Alaskan Native	1%	12
Chinese	7%	102
Filipino	4%	58
Hispanic/Latino	14%	217
Japanese	1%	14
Korean	1%	8
Middle Eastern/Southwest Asian/North African (SWANA)	2%	24
Other Asian	2%	24
Pacific Islander	0%	6
South Asian	2%	25
Two Or More Races	8%	127
Vietnamese	1%	9
White	51%	789
Total	100%	1534

(Optional) Which staff organizations are you a part of? (select all that apply)

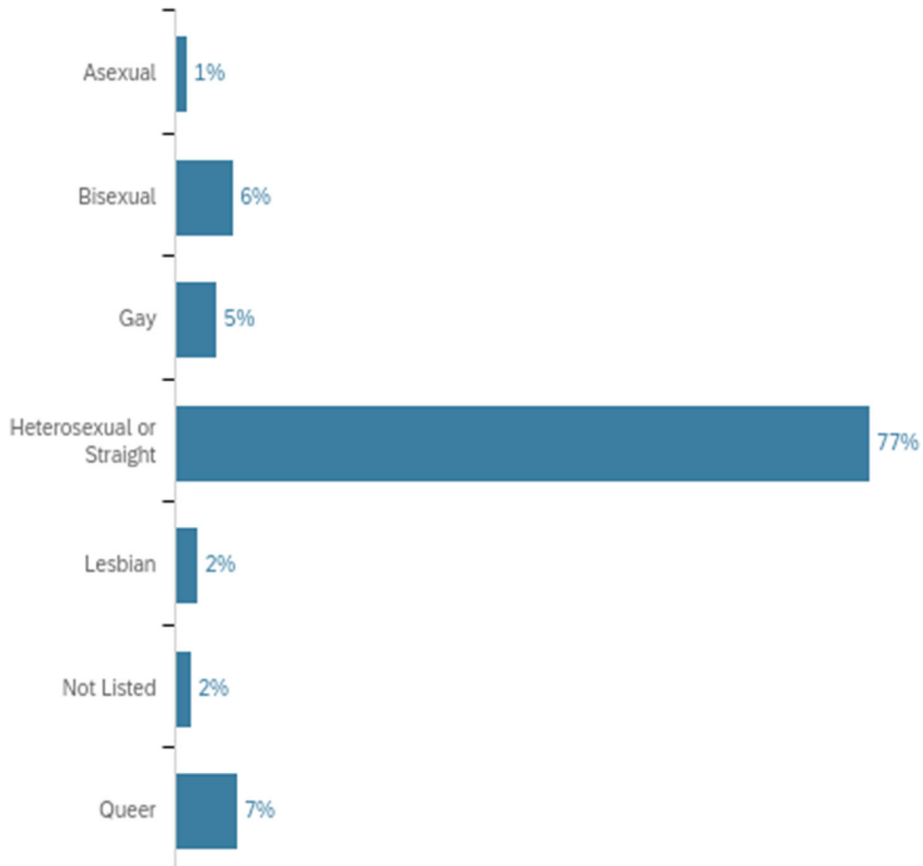
Answer	%	Count
Alianza	3%	68
Asian Pacific American Systemwide Alliance (APASA)	4%	83
Berkeley Administrative Management Professionals (AMP)	2%	48
Berkeley Events Network	5%	101
Berkeley Facilitators Network (BFN)	4%	88
Berkeley International Group (BIG)	1%	17
Berkeley Research Administrators Group (BRAG)	2%	41
Black Staff & Faculty Organization (BSFO)	3%	61
BSA (Berkeley Staff Assembly)	11%	223
Cal Coaching Network (CCN)	3%	53
Cal Women's Network	12%	239
Campus User-Centered Design (UCD)	0%	3
Coalition for Education & Outreach (CEO)	0%	8
Filipinx Faculty & Staff Association	2%	35
LavenderCal	5%	103
MENASA	1%	12
Native & Indigenous Council	1%	11
Staff Alliance for Disability Access (ADA)	1%	22
UC Berkeley Instructional Designers	1%	12
UCB Professional Development Providers	0%	3
N/A - I'm not a part of any staff organization	30%	596
Other	7%	136
Total	100%	1963

(Optional) What is your gender identity:



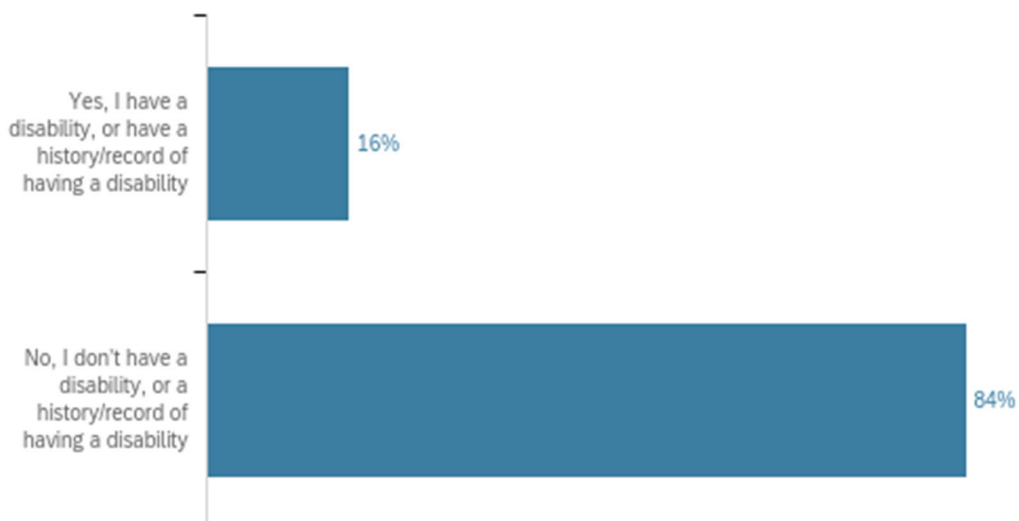
Answer	%	Count
Different Identity	1%	13
Male	29%	497
Trans Female/Trans Woman	0%	2
Trans Male/Trans Man	0%	4
Female	66%	1119
Genderqueer or Nonbinary Gender	3%	53
Total	100%	1688

(Optional) Do you consider yourself:



Answer	%	Count
Asexual	1%	19
Bisexual	6%	99
Gay	5%	71
Heterosexual or Straight	77%	1203
Lesbian	2%	38
Not Listed	2%	26
Queer	7%	106
Total	100%	1562

(Optional) Do you have a disability?



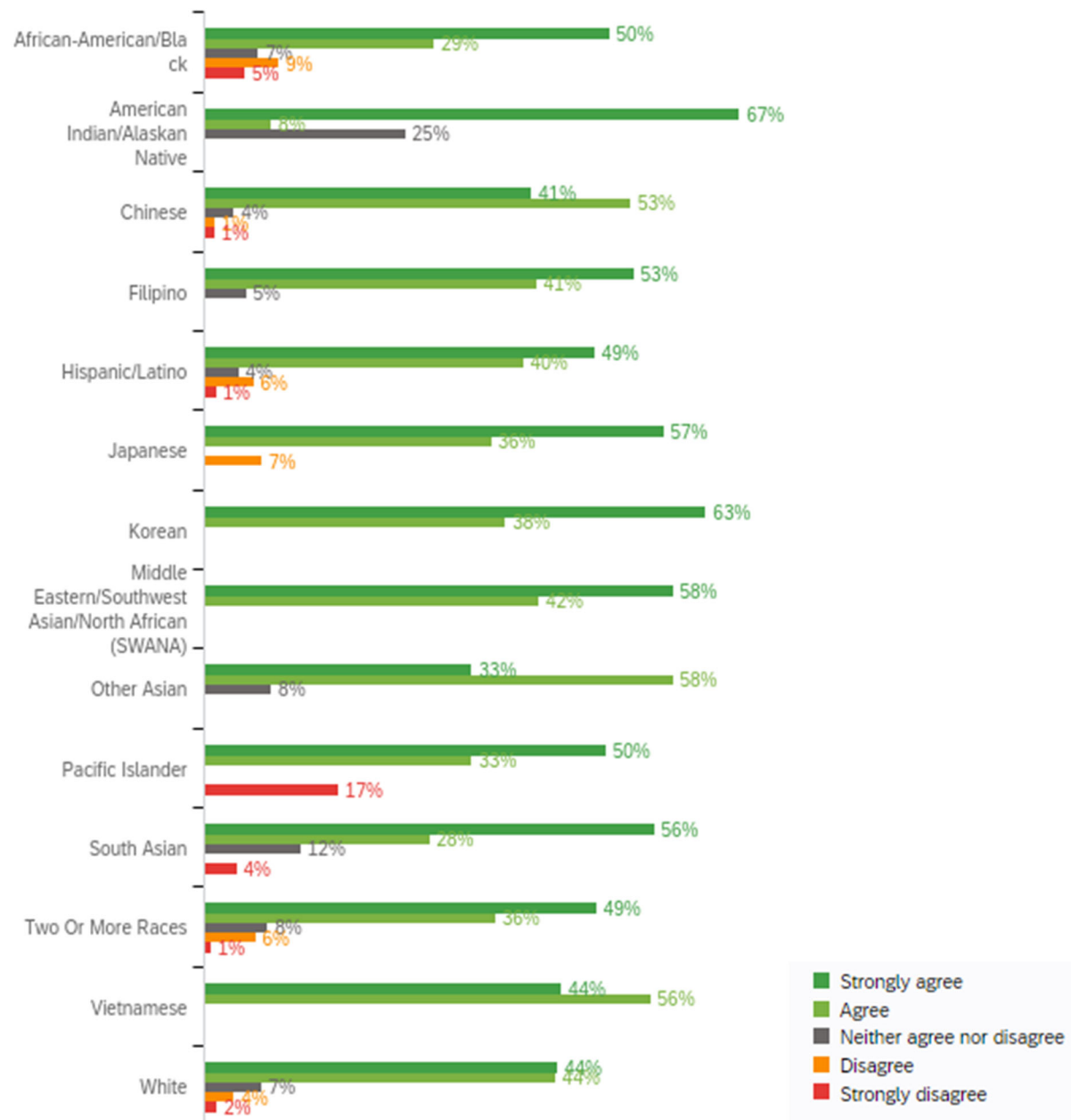
Answer	%	Count
Yes, I have a disability, or have a history/record of having a disability	16%	267
No, I don't have a disability, or a history/record of having a disability	84%	1423
Total	100%	1690

Berkeley People & Culture

State of the Workplace Survey - Ethnicity

July 2023

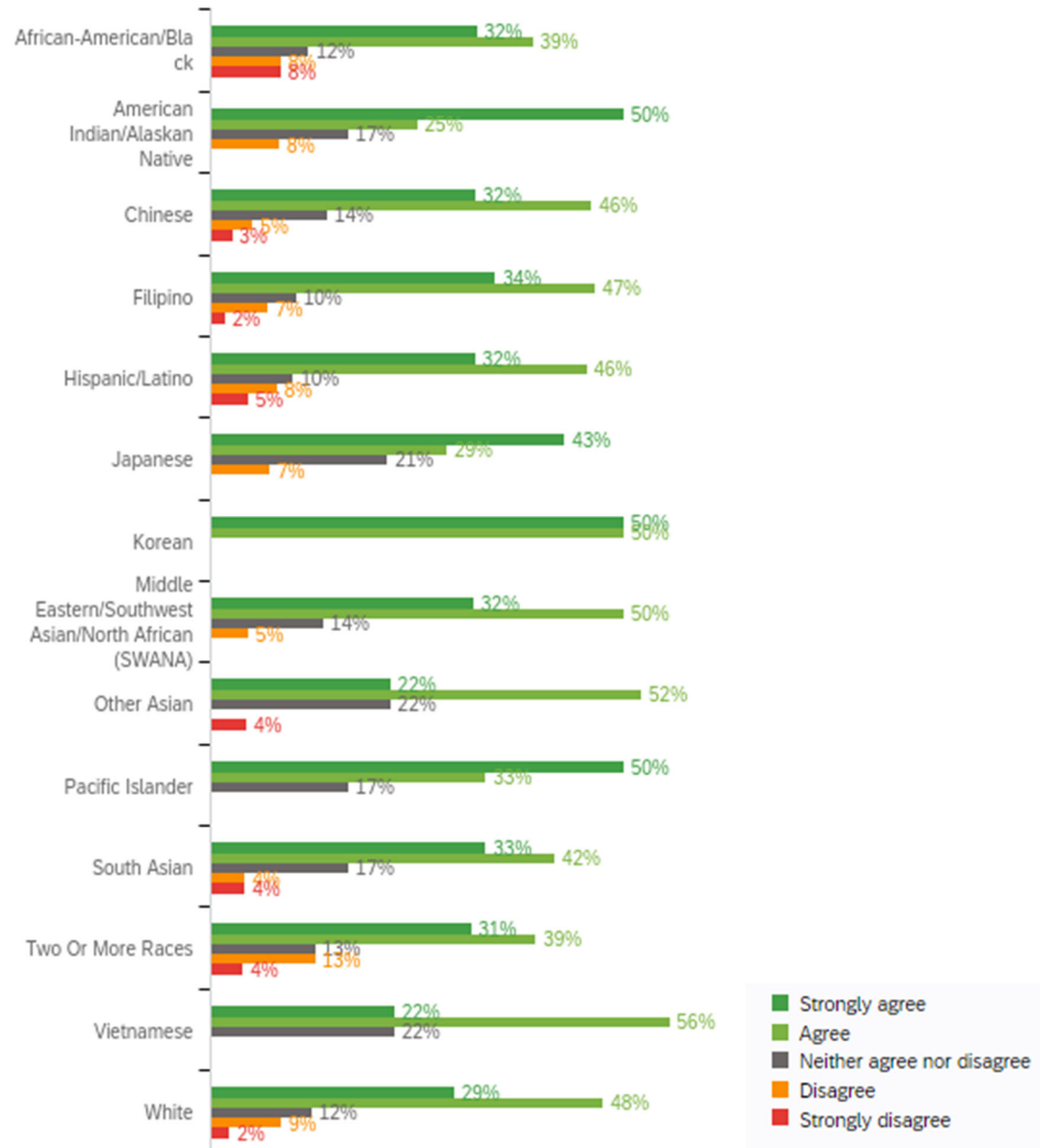
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	50%	60	29%	34	7%	8	9%	11	5%	6	4.10	0.26	119
American Indian/Alaskan Native	67%	8	8%	1	25%	3	0%	0	0%	0	4.42	0.42	12
Chinese	41%	33	53%	43	4%	3	1%	1	1%	1	4.31	0.32	81
Filipino	53%	31	41%	24	5%	3	0%	0	0%	0	4.48	0.13	58
Hispanic/Latino	49%	104	40%	85	4%	9	6%	13	1%	3	4.28	0.18	214
Japanese	57%	8	36%	5	0%	0	7%	1	0%	0	4.43	0.16	14
Korean	63%	5	38%	3	0%	0	0%	0	0%	0	4.63	0.25	8
Middle Eastern/Southwest Asian/North African (SWANA)	58%	14	42%	10	0%	0	0%	0	0%	0	4.58	0.35	24
Other Asian	33%	8	58%	14	8%	2	0%	0	0%	0	4.25	(0.01)	24
Pacific Islander	50%	3	33%	2	0%	0	0%	0	17%	1	4.00	(0.60)	6
South Asian	56%	14	28%	7	12%	3	0%	0	4%	1	4.32	(0.05)	25
Two Or More Races	49%	62	36%	46	8%	10	6%	8	1%	1	4.26	0.27	127
Vietnamese	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	0.44	9
White	44%	347	44%	345	7%	56	4%	29	2%	12	4.25	0.15	789

*Difference in average score from the October 2022 State of the Workplace, staff responses only

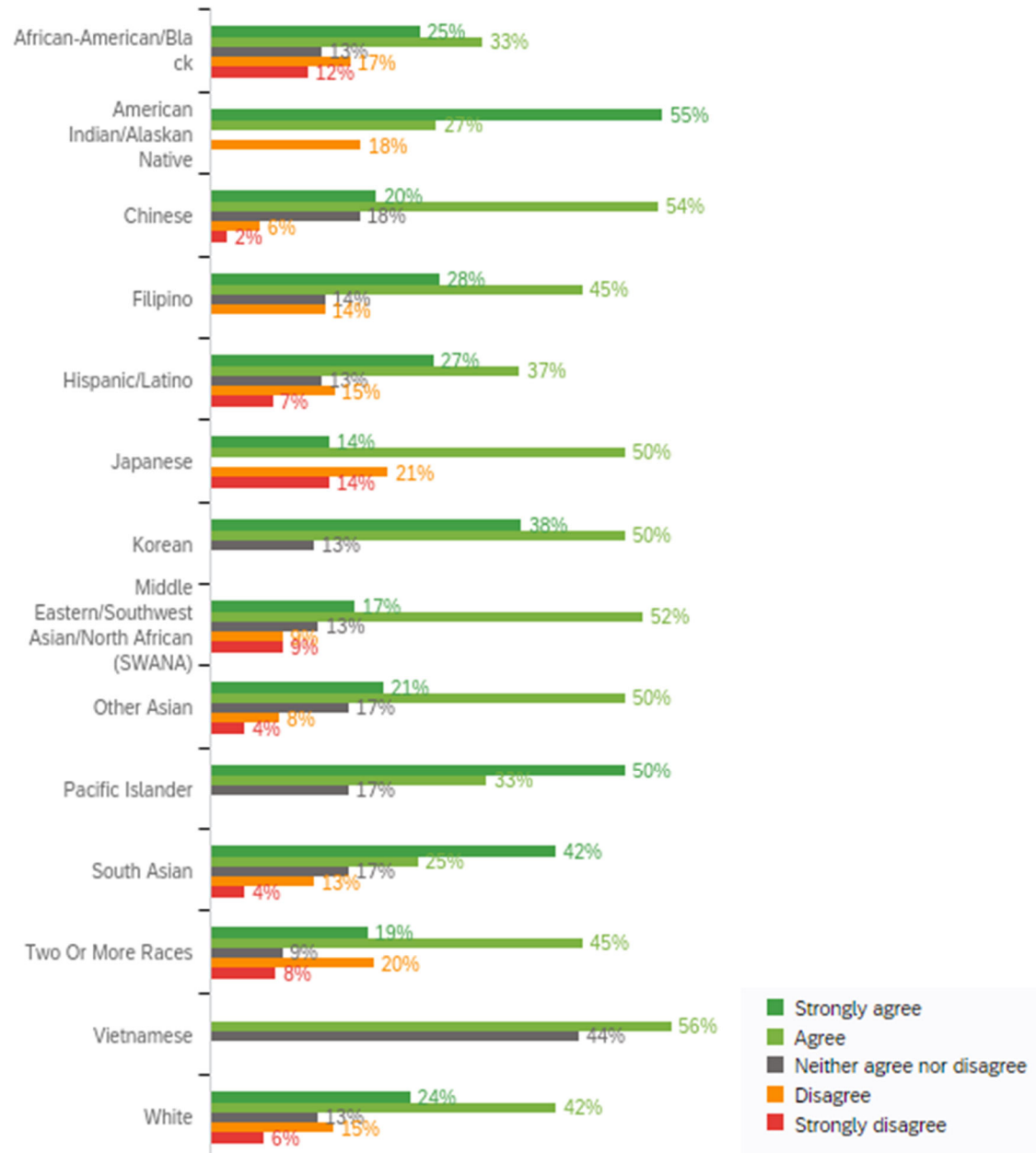
The amount of work my supervisor expects me to complete is reasonable.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	32%	38	39%	46	12%	14	8%	10	8%	10	3.78	0.19	118
American Indian/Alaskan Native	50%	6	25%	3	17%	2	8%	1	0%	0	4.17	0.17	12
Chinese	32%	25	46%	36	14%	11	5%	4	3%	2	4.00	0.26	78
Filipino	34%	20	47%	27	10%	6	7%	4	2%	1	4.05	0.13	58
Hispanic/Latino	32%	64	46%	91	10%	20	8%	16	5%	9	3.92	0.25	200
Japanese	43%	6	29%	4	21%	3	7%	1	0%	0	4.07	(0.48)	14
Korean	50%	4	50%	4	0%	0	0%	0	0%	0	4.50	0.62	8
Middle Eastern/Southwest Asian/North African (SWANA)	32%	7	50%	11	14%	3	5%	1	0%	0	4.09	0.23	22
Other Asian	22%	5	52%	12	22%	5	0%	0	4%	1	3.87	0.05	23
Pacific Islander	50%	3	33%	2	17%	1	0%	0	0%	0	4.33	0.53	6
South Asian	33%	8	42%	10	17%	4	4%	1	4%	1	3.96	(0.04)	24
Two Or More Races	31%	40	39%	50	13%	16	13%	16	4%	5	3.82	0.11	127
Vietnamese	22%	2	56%	5	22%	2	0%	0	0%	0	4.00	0.33	9
White	29%	232	48%	374	12%	96	9%	67	2%	18	3.93	0.13	787

*Difference in average score from the October 2022 State of the Workplace, staff responses only

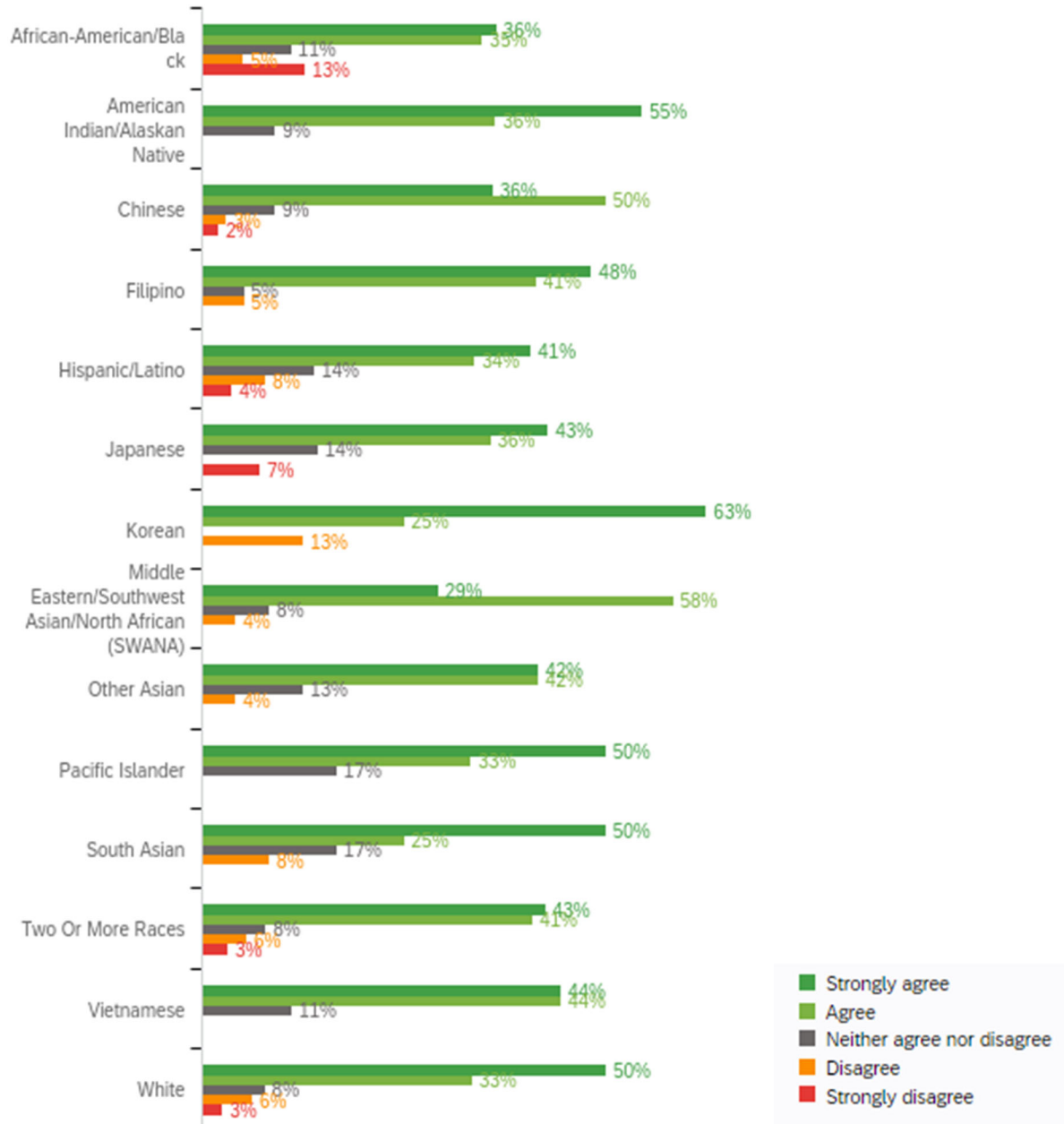
My job description and title accurately reflect my current responsibilities.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	25%	30	33%	39	13%	16	17%	20	12%	14	3.43	0.10	119
American Indian/Alaskan Native	55%	6	27%	3	0%	0	18%	2	0%	0	4.18	0.48	11
Chinese	20%	20	54%	54	18%	18	6%	6	2%	2	3.84	0.29	100
Filipino	28%	16	45%	26	14%	8	14%	8	0%	0	3.86	0.36	58
Hispanic/Latino	27%	54	37%	75	13%	27	15%	30	7%	15	3.61	0.33	201
Japanese	14%	2	50%	7	0%	0	21%	3	14%	2	3.29	(0.62)	14
Korean	38%	3	50%	4	13%	1	0%	0	0%	0	4.25	1.25	8
Middle Eastern/Southwest Asian/North African (SWANA)	17%	4	52%	12	13%	3	9%	2	9%	2	3.61	0.28	23
Other Asian	21%	5	50%	12	17%	4	8%	2	4%	1	3.75	0.10	24
Pacific Islander	50%	3	33%	2	17%	1	0%	0	0%	0	4.33	1.53	6
South Asian	42%	10	25%	6	17%	4	13%	3	4%	1	3.88	0.35	24
Two Or More Races	19%	24	45%	57	9%	11	20%	25	8%	10	3.47	0.26	127
Vietnamese	0%	0	56%	5	44%	4	0%	0	0%	0	3.56	0.06	9
White	24%	190	42%	329	13%	102	15%	117	6%	51	3.62	0.23	789

*Difference in average score from the October 2022 State of the Workplace, staff responses only

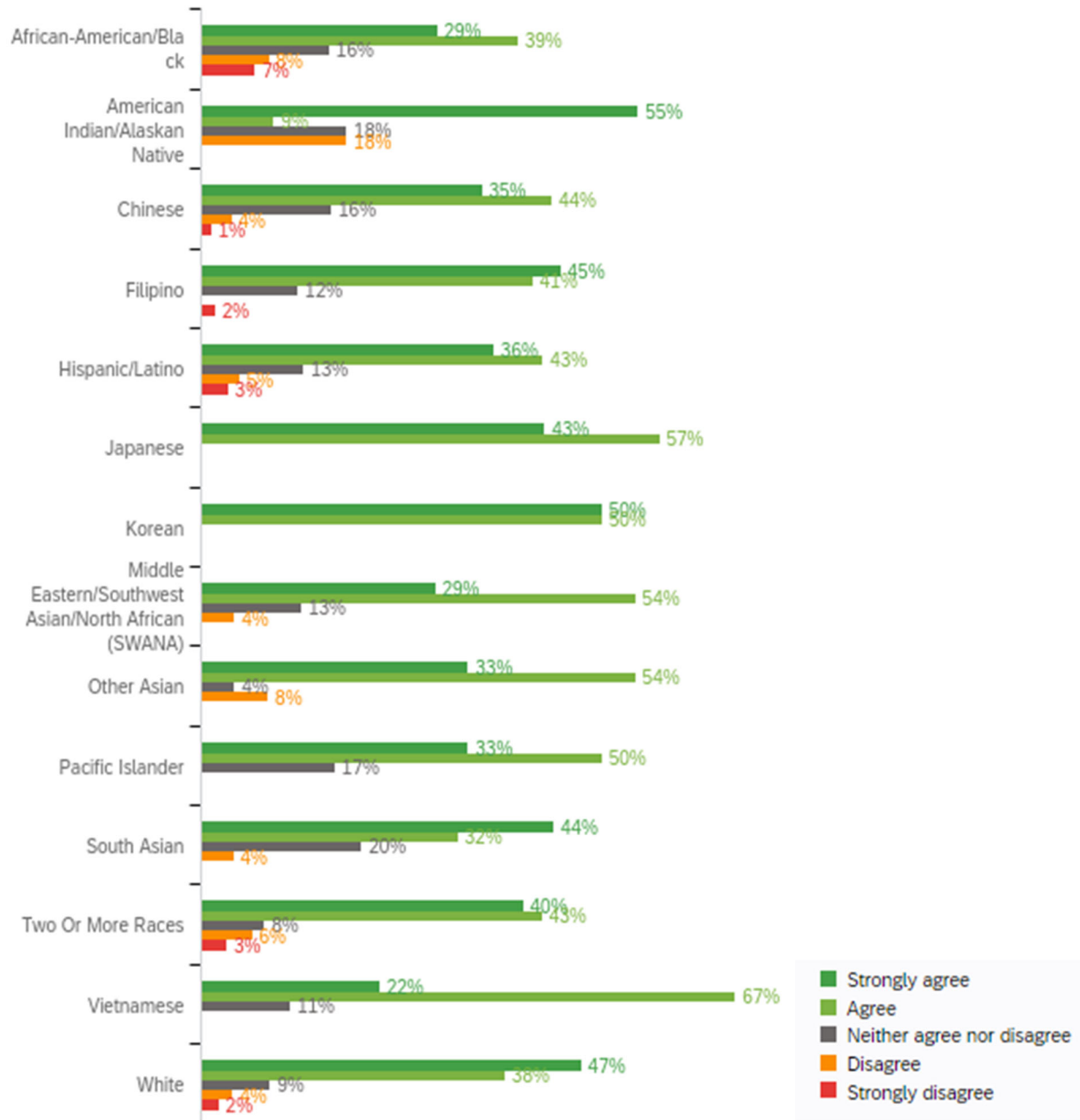
Within my team, I feel my personal contributions are recognized by my supervisor



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	36%	43	35%	41	11%	13	5%	6	13%	15	3.77	0.00	118
American Indian/Alaskan Native	55%	6	36%	4	9%	1	0%	0	0%	0	4.45	0.15	11
Chinese	36%	36	50%	50	9%	9	3%	3	2%	2	4.15	0.27	100
Filipino	48%	28	41%	24	5%	3	5%	3	0%	0	4.33	0.14	58
Hispanic/Latino	41%	88	34%	73	14%	30	8%	17	4%	8	4.00	0.18	216
Japanese	43%	6	36%	5	14%	2	0%	0	7%	1	4.07	0.07	14
Korean	63%	5	25%	2	0%	0	13%	1	0%	0	4.38	0.13	8
Middle Eastern/Southwest Asian/North African (SWANA)	29%	7	58%	14	8%	2	4%	1	0%	0	4.13	0.24	24
Other Asian	42%	10	42%	10	13%	3	4%	1	0%	0	4.21	0.39	24
Pacific Islander	50%	3	33%	2	17%	1	0%	0	0%	0	4.33	(0.07)	6
South Asian	50%	12	25%	6	17%	4	8%	2	0%	0	4.17	0.01	24
Two Or More Races	43%	54	41%	52	8%	10	6%	7	3%	4	4.14	0.22	127
Vietnamese	44%	4	44%	4	11%	1	0%	0	0%	0	4.33	0.00	9
White	50%	394	33%	263	8%	61	6%	49	3%	20	4.22	0.19	787

*Difference in average score from the October 2022 State of the Workplace, staff responses only

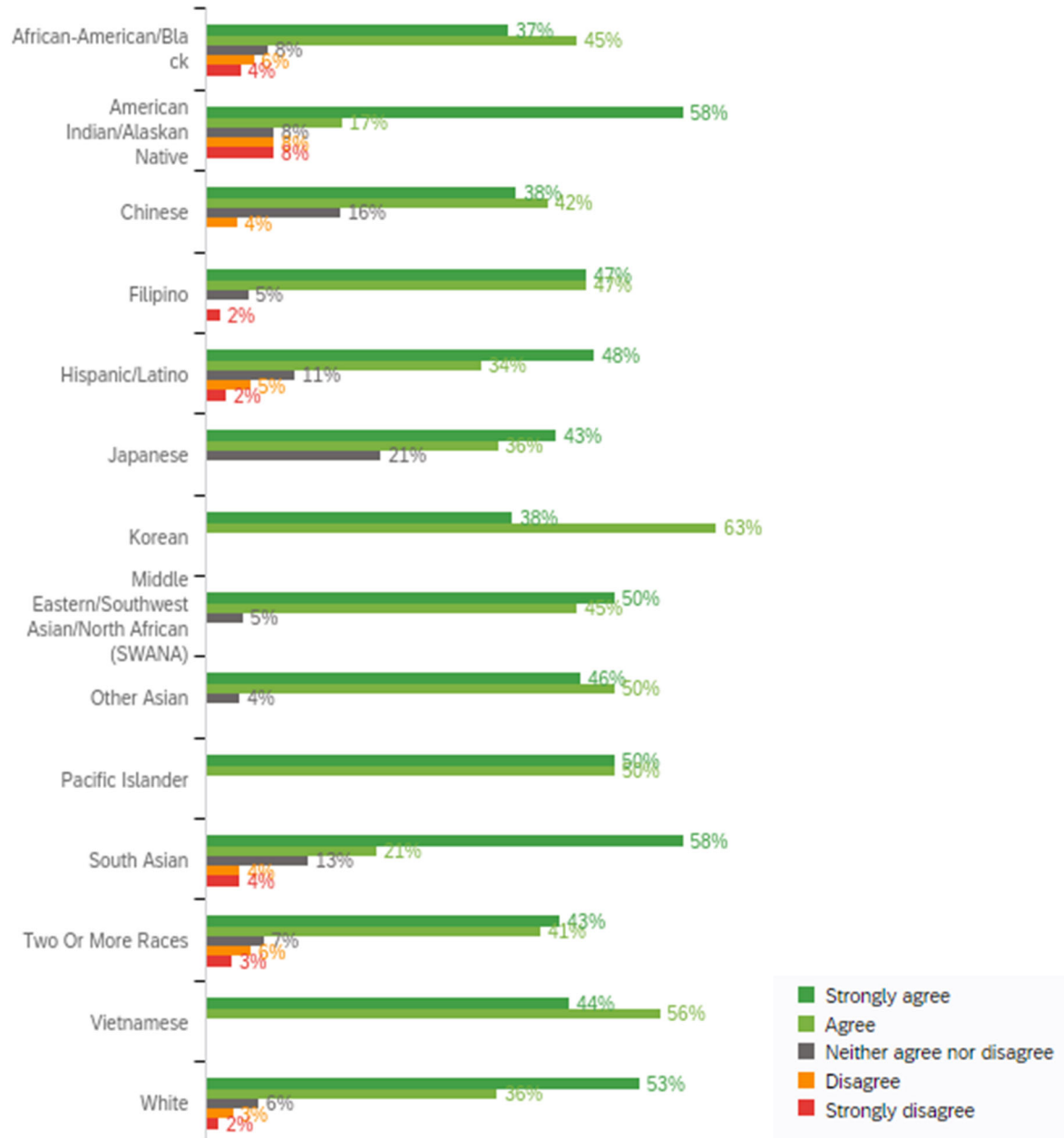
Within my team, my opinions seem to count.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	29%	35	39%	47	16%	19	8%	10	7%	8	3.76	(0.08)	119
American Indian/Alaskan Native	55%	6	9%	1	18%	2	18%	2	0%	0	4.00	(0.30)	11
Chinese	35%	28	44%	35	16%	13	4%	3	1%	1	4.08	0.36	80
Filipino	45%	26	41%	24	12%	7	0%	0	2%	1	4.28	0.07	58
Hispanic/Latino	36%	77	43%	90	13%	27	5%	10	3%	7	4.04	0.20	211
Japanese	43%	6	57%	8	0%	0	0%	0	0%	0	4.43	0.07	14
Korean	50%	4	50%	4	0%	0	0%	0	0%	0	4.50	0.37	8
Middle Eastern/Southwest Asian/North African (SWANA)	29%	7	54%	13	13%	3	4%	1	0%	0	4.08	0.05	24
Other Asian	33%	8	54%	13	4%	1	8%	2	0%	0	4.13	0.16	24
Pacific Islander	33%	2	50%	3	17%	1	0%	0	0%	0	4.17	(0.23)	6
South Asian	44%	11	32%	8	20%	5	4%	1	0%	0	4.16	(0.21)	25
Two Or More Races	40%	51	43%	54	8%	10	6%	8	3%	4	4.10	0.07	127
Vietnamese	22%	2	67%	6	11%	1	0%	0	0%	0	4.11	(0.31)	9
White	47%	374	38%	299	9%	68	4%	31	2%	17	4.24	0.17	789

*Difference in average score from the October 2022 State of the Workplace, staff responses only

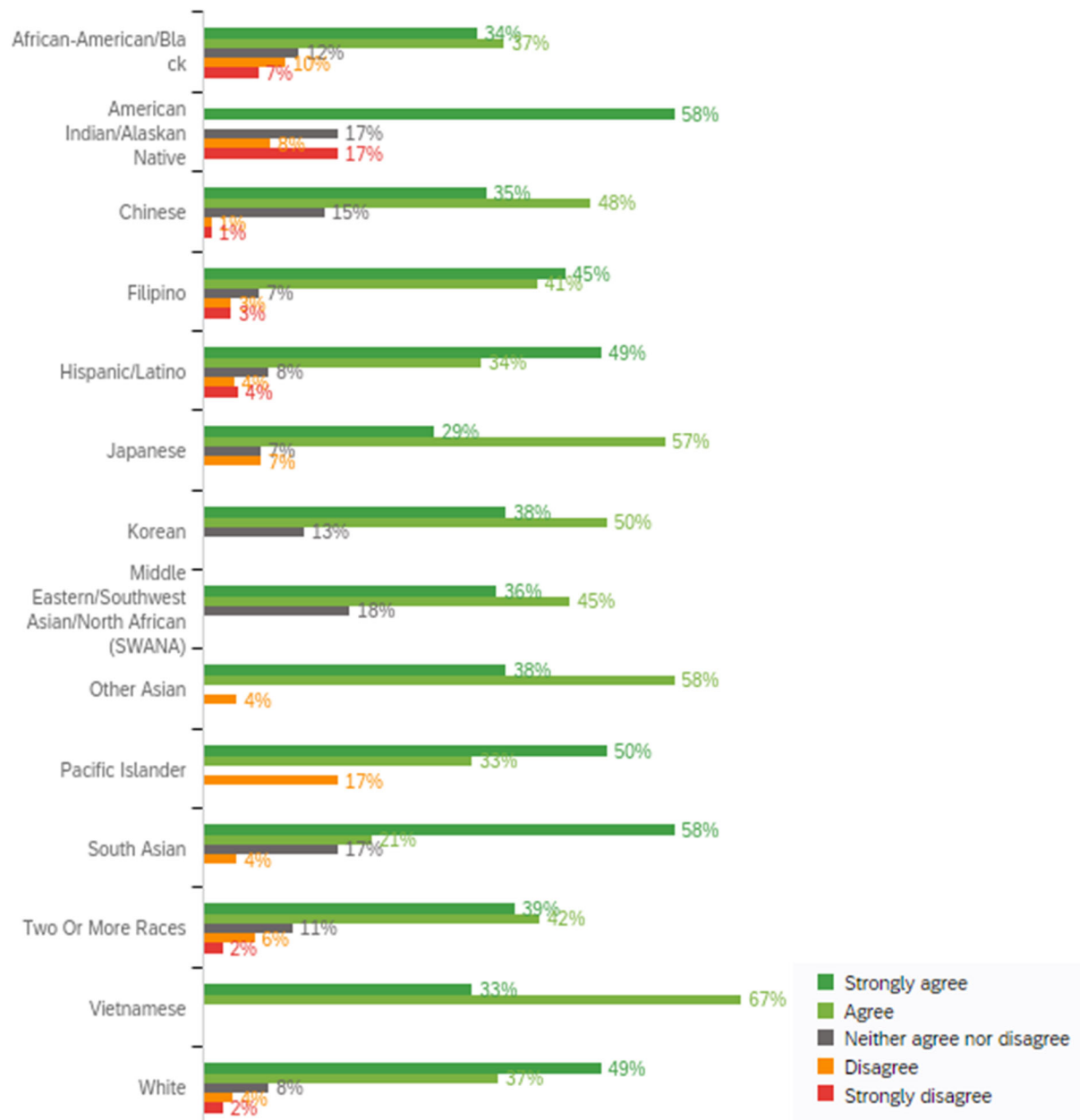
Within my team, I am treated with dignity and respect.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	37%	44	45%	54	8%	9	6%	7	4%	5	4.05	0.19	119
American Indian/Alaskan Native	58%	7	17%	2	8%	1	8%	1	8%	1	4.08	(0.52)	12
Chinese	38%	30	42%	33	16%	13	4%	3	0%	0	4.14	0.17	79
Filipino	47%	27	47%	27	5%	3	0%	0	2%	1	4.36	(0.06)	58
Hispanic/Latino	48%	96	34%	68	11%	22	5%	11	2%	5	4.18	0.12	202
Japanese	43%	6	36%	5	21%	3	0%	0	0%	0	4.21	(0.24)	14
Korean	38%	3	63%	5	0%	0	0%	0	0%	0	4.38	0.25	8
Middle Eastern/Southwest Asian/North African (SWANA)	50%	11	45%	10	5%	1	0%	0	0%	0	4.45	0.16	22
Other Asian	46%	11	50%	12	4%	1	0%	0	0%	0	4.42	0.16	24
Pacific Islander	50%	3	50%	3	0%	0	0%	0	0%	0	4.50	0.10	6
South Asian	58%	14	21%	5	13%	3	4%	1	4%	1	4.25	(0.22)	24
Two Or More Races	43%	55	41%	52	7%	9	6%	7	3%	4	4.16	0.06	127
Vietnamese	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	(0.06)	9
White	53%	418	36%	281	6%	51	3%	26	2%	12	4.35	0.14	788

*Difference in average score from the October 2022 State of the Workplace, staff responses only

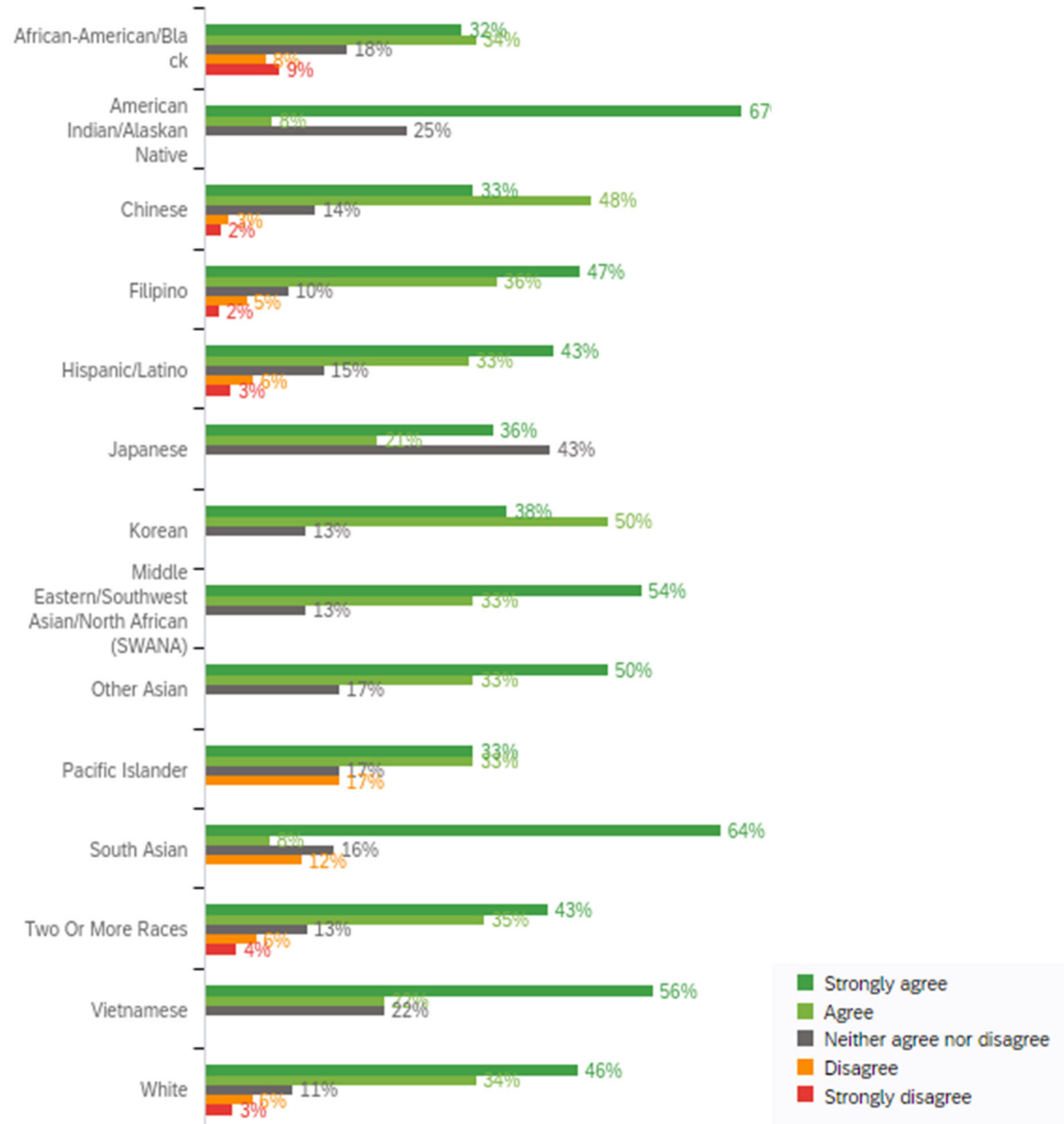
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	34%	40	37%	44	12%	14	10%	12	7%	8	3.81	(0.07)	118
American Indian/Alaskan Native	58%	7	0%	0	17%	2	8%	1	17%	2	3.75	(0.85)	12
Chinese	35%	35	48%	48	15%	15	1%	1	1%	1	4.15	0.13	100
Filipino	45%	26	41%	24	7%	4	3%	2	3%	2	4.21	(0.21)	58
Hispanic/Latino	49%	103	34%	72	8%	17	4%	8	4%	9	4.21	0.18	209
Japanese	29%	4	57%	8	7%	1	7%	1	0%	0	4.07	(0.20)	14
Korean	38%	3	50%	4	13%	1	0%	0	0%	0	4.25	0.62	8
Middle Eastern/Southwest Asian/North African (SWANA)	36%	8	45%	10	18%	4	0%	0	0%	0	4.18	0.44	22
Other Asian	38%	9	58%	14	0%	0	4%	1	0%	0	4.29	0.05	24
Pacific Islander	50%	3	33%	2	0%	0	17%	1	0%	0	4.17	(0.03)	6
South Asian	58%	14	21%	5	17%	4	4%	1	0%	0	4.33	(0.41)	24
Two Or More Races	39%	49	42%	53	11%	14	6%	8	2%	3	4.08	0.20	127
Vietnamese	33%	3	67%	6	0%	0	0%	0	0%	0	4.33	0.16	9
White	49%	388	37%	288	8%	64	4%	29	2%	19	4.27	0.17	788

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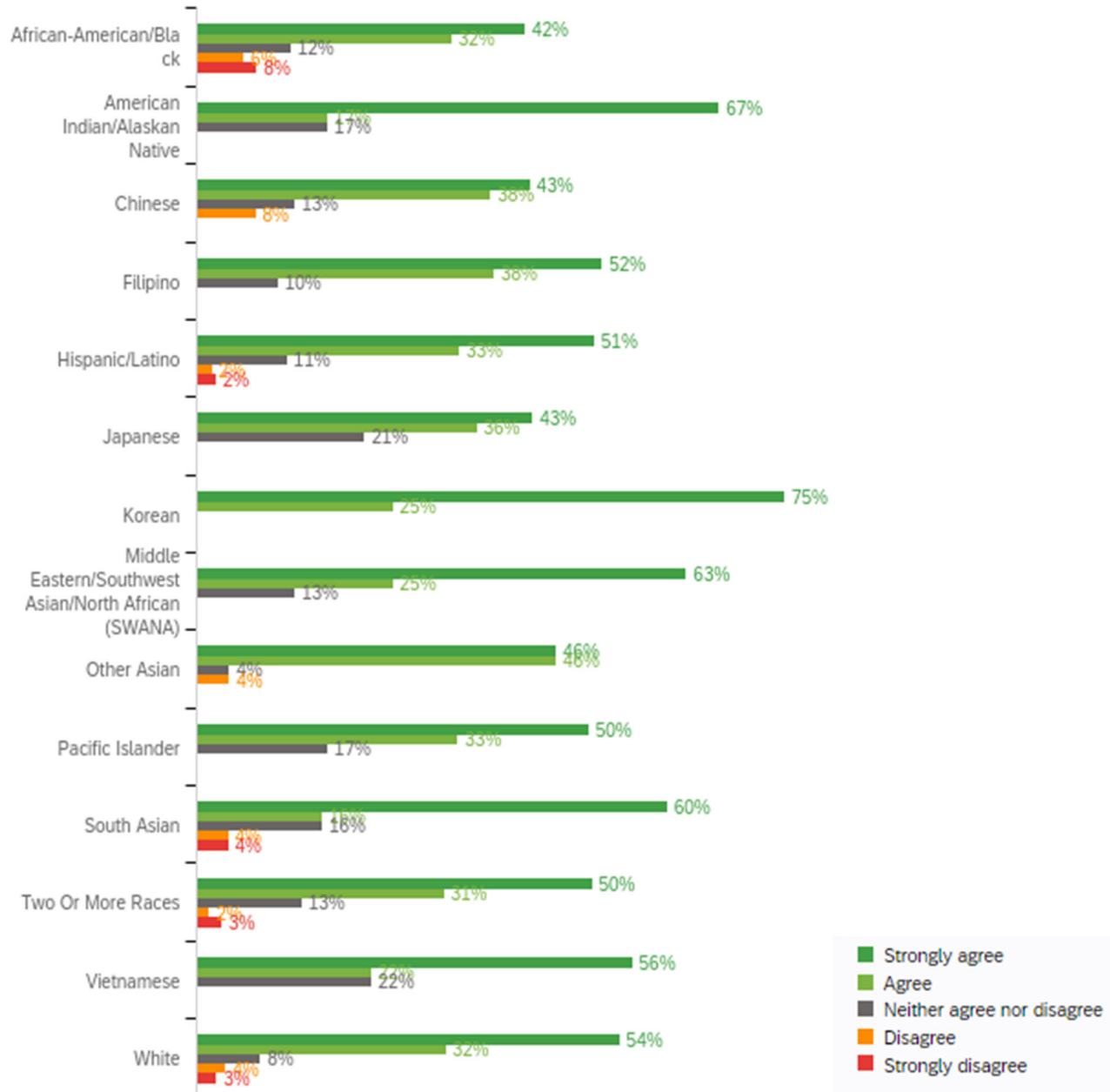
My immediate supervisor promotes an inclusive team environment through their actions.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	32%	38	34%	40	18%	21	8%	9	9%	11	3.71	(0.01)	119
American Indian/Alaskan Native	67%	8	8%	1	25%	3	0%	0	0%	0	4.42	(0.28)	12
Chinese	33%	34	48%	49	14%	14	3%	3	2%	2	4.08	0.16	102
Filipino	47%	27	36%	21	10%	6	5%	3	2%	1	4.21	(0.02)	58
Hispanic/Latino	43%	94	33%	71	15%	32	6%	13	3%	7	4.07	0.17	217
Japanese	36%	5	21%	3	43%	6	0%	0	0%	0	3.93	(0.07)	14
Korean	38%	3	50%	4	13%	1	0%	0	0%	0	4.25	0.12	8
Middle Eastern/Southwest Asian/North African (SWANA)	54%	13	33%	8	13%	3	0%	0	0%	0	4.42	0.13	24
Other Asian	50%	12	33%	8	17%	4	0%	0	0%	0	4.33	0.33	24
Pacific Islander	33%	2	33%	2	17%	1	17%	1	0%	0	3.83	(0.17)	6
South Asian	64%	16	8%	2	16%	4	12%	3	0%	0	4.24	0.03	25
Two Or More Races	43%	54	35%	44	13%	16	6%	8	4%	5	4.06	0.09	127
Vietnamese	56%	5	22%	2	22%	2	0%	0	0%	0	4.33	0.33	9
White	46%	365	34%	265	11%	86	6%	46	3%	27	4.13	0.14	789

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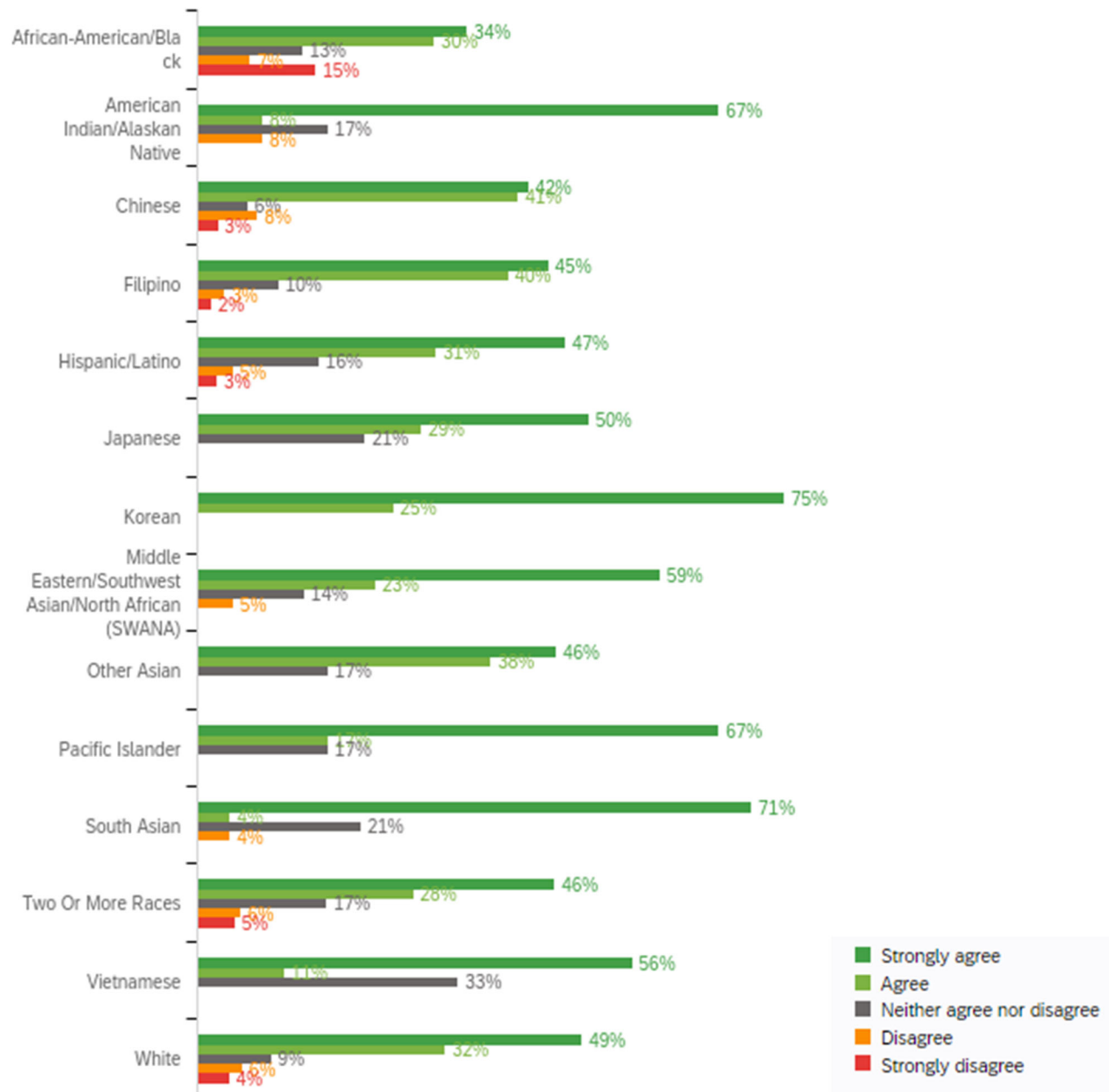
My well-being is important to my immediate supervisor.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	42%	49	32%	38	12%	14	6%	7	8%	9	3.95	0.00	117
American Indian/Alaskan Native	67%	8	17%	2	17%	2	0%	0	0%	0	4.50	(0.20)	12
Chinese	43%	34	38%	30	13%	10	8%	6	0%	0	4.15	0.17	80
Filipino	52%	30	38%	22	10%	6	0%	0	0%	0	4.41	(0.19)	58
Hispanic/Latino	51%	106	33%	70	11%	24	2%	4	2%	5	4.28	0.20	209
Japanese	43%	6	36%	5	21%	3	0%	0	0%	0	4.21	0.03	14
Korean	75%	6	25%	2	0%	0	0%	0	0%	0	4.75	0.62	8
Middle Eastern/Southwest Asian/North African (SWANA)	63%	15	25%	6	13%	3	0%	0	0%	0	4.50	0.33	24
Other Asian	46%	11	46%	11	4%	1	4%	1	0%	0	4.33	0.30	24
Pacific Islander	50%	3	33%	2	17%	1	0%	0	0%	0	4.33	0.33	6
South Asian	60%	15	16%	4	16%	4	4%	1	4%	1	4.24	0.03	25
Two Or More Races	50%	64	31%	40	13%	17	2%	2	3%	4	4.24	0.13	127
Vietnamese	56%	5	22%	2	22%	2	0%	0	0%	0	4.33	0.08	9
White	54%	425	32%	250	8%	64	4%	29	3%	20	4.31	0.15	788

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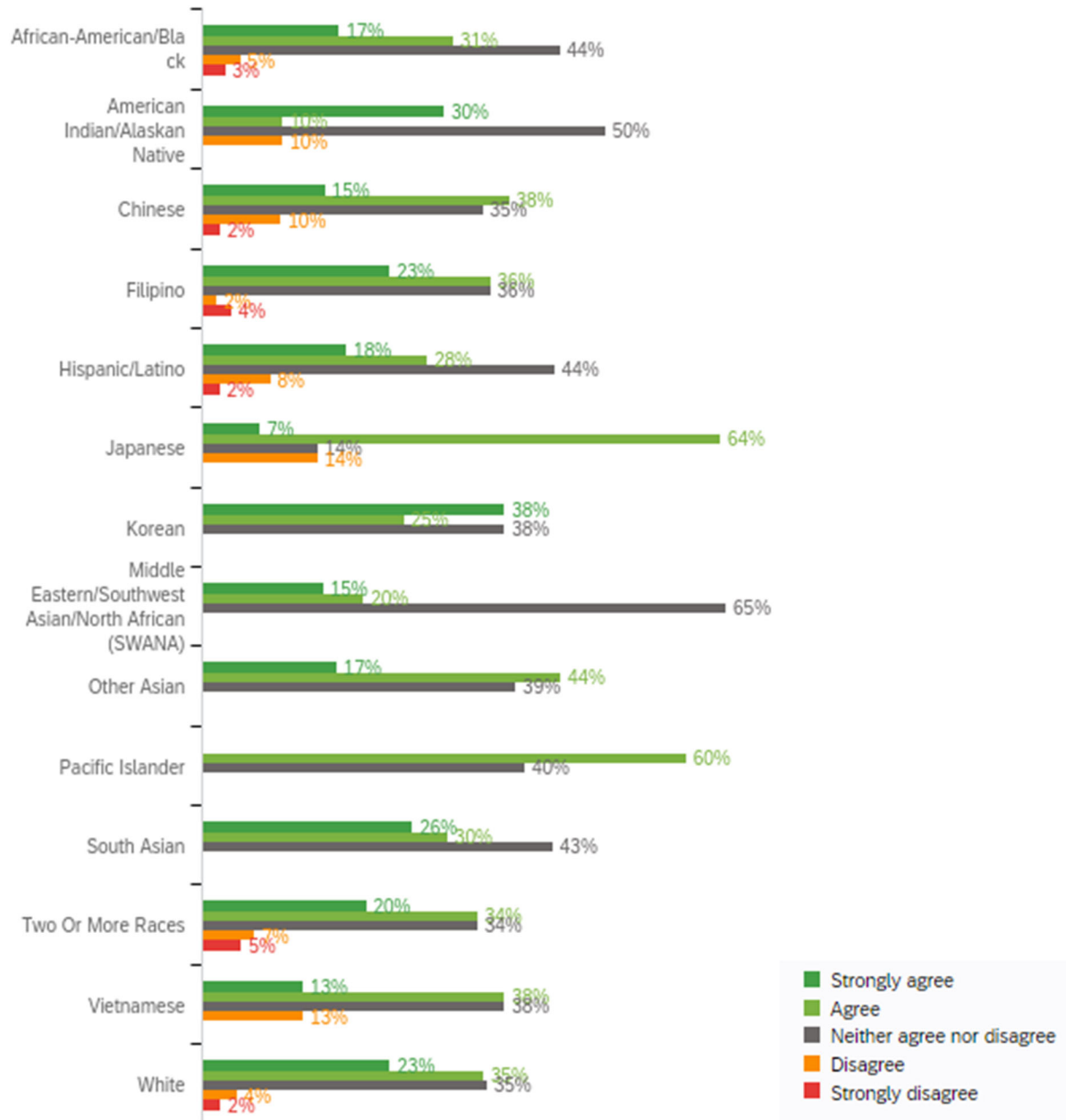
I trust my immediate supervisor.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	34%	41	30%	36	13%	16	7%	8	15%	18	3.62	(0.09)	119
American Indian/Alaskan Native	67%	8	8%	1	17%	2	8%	1	0%	0	4.33	(0.27)	12
Chinese	42%	33	41%	32	6%	5	8%	6	3%	2	4.13	0.12	78
Filipino	45%	26	40%	23	10%	6	3%	2	2%	1	4.22	(0.05)	58
Hispanic/Latino	47%	94	31%	61	16%	31	5%	9	3%	5	4.15	0.15	200
Japanese	50%	7	29%	4	21%	3	0%	0	0%	0	4.29	0.29	14
Korean	75%	6	25%	2	0%	0	0%	0	0%	0	4.75	0.37	8
Middle Eastern/Southwest Asian/North African (SWANA)	59%	13	23%	5	14%	3	5%	1	0%	0	4.36	0.13	22
Other Asian	46%	11	38%	9	17%	4	0%	0	0%	0	4.29	0.14	24
Pacific Islander	67%	4	17%	1	17%	1	0%	0	0%	0	4.50	0.10	6
South Asian	71%	17	4%	1	21%	5	4%	1	0%	0	4.42	0.16	24
Two Or More Races	46%	58	28%	35	17%	21	6%	7	5%	6	4.04	0.01	127
Vietnamese	56%	5	11%	1	33%	3	0%	0	0%	0	4.22	(0.11)	9
White	49%	388	32%	250	9%	74	6%	45	4%	32	4.16	0.08	789

*Difference in average score from the October 2022 State of the Workplace, staff responses only

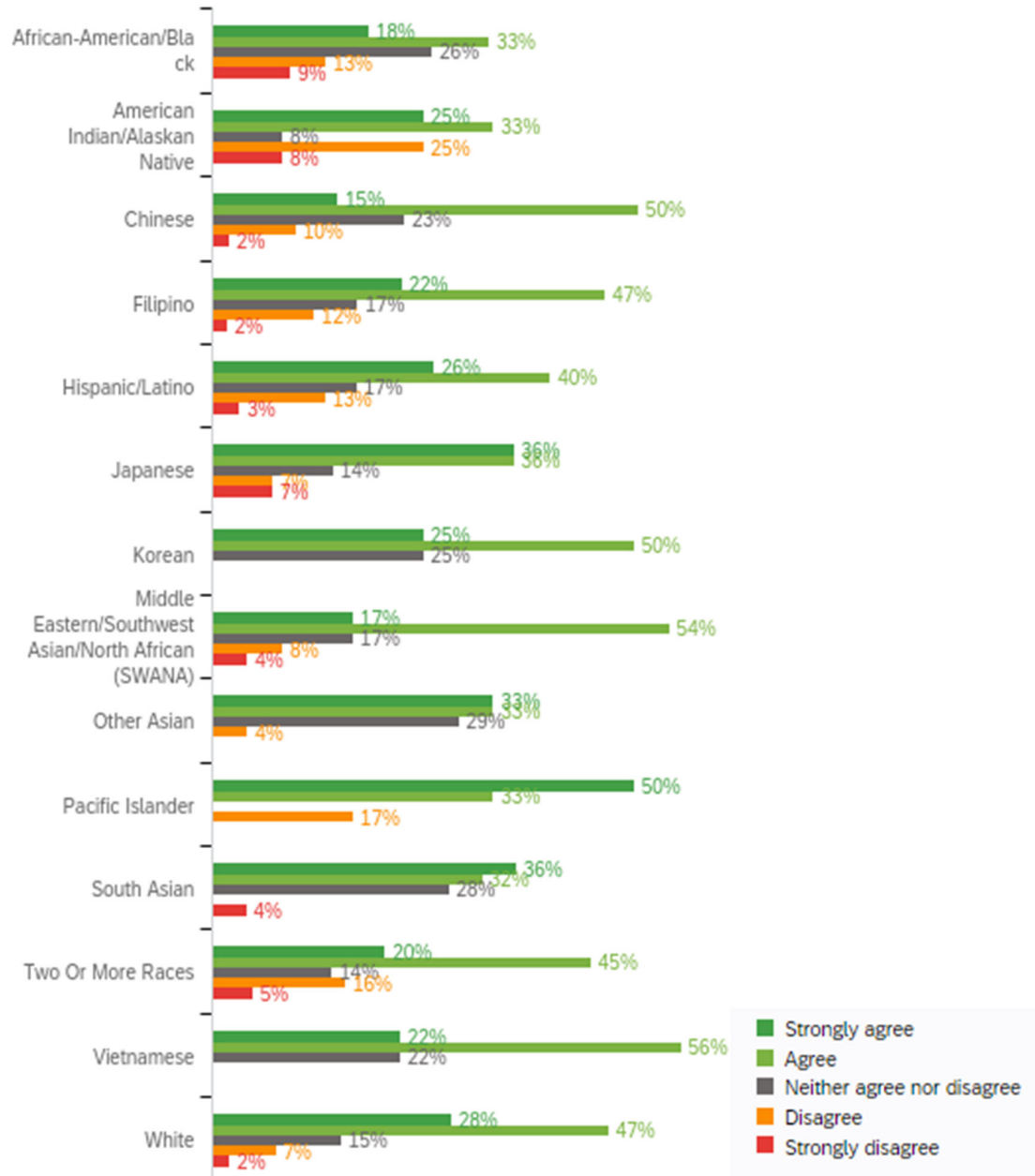
I trust the leader of my school, college, division or equivalent



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	17%	18	31%	33	44%	47	5%	5	3%	3	3.55	0.04	106
American Indian/Alaskan Native	30%	3	10%	1	50%	5	10%	1	0%	0	3.60	0.20	10
Chinese	15%	14	38%	35	35%	32	10%	9	2%	2	3.54	(0.23)	92
Filipino	23%	13	36%	20	36%	20	2%	1	4%	2	3.73	(0.03)	56
Hispanic/Latino	18%	34	28%	53	44%	83	8%	16	2%	4	3.51	0.16	190
Japanese	7%	1	64%	9	14%	2	14%	2	0%	0	3.64	(0.46)	14
Korean	38%	3	25%	2	38%	3	0%	0	0%	0	4.00	(0.14)	8
Middle Eastern/Southwest Asian/North African (SWANA)	15%	3	20%	4	65%	13	0%	0	0%	0	3.50	(0.03)	20
Other Asian	17%	3	44%	8	39%	7	0%	0	0%	0	3.78	0.04	18
Pacific Islander	0%	0	60%	3	40%	2	0%	0	0%	0	3.60	0.20	5
South Asian	26%	6	30%	7	43%	10	0%	0	0%	0	3.83	0.07	23
Two Or More Races	20%	25	34%	42	34%	42	7%	8	5%	6	3.59	0.10	123
Vietnamese	13%	1	38%	3	38%	3	13%	1	0%	0	3.50	(0.25)	8
White	23%	175	35%	262	35%	265	4%	32	2%	17	3.73	0.14	751

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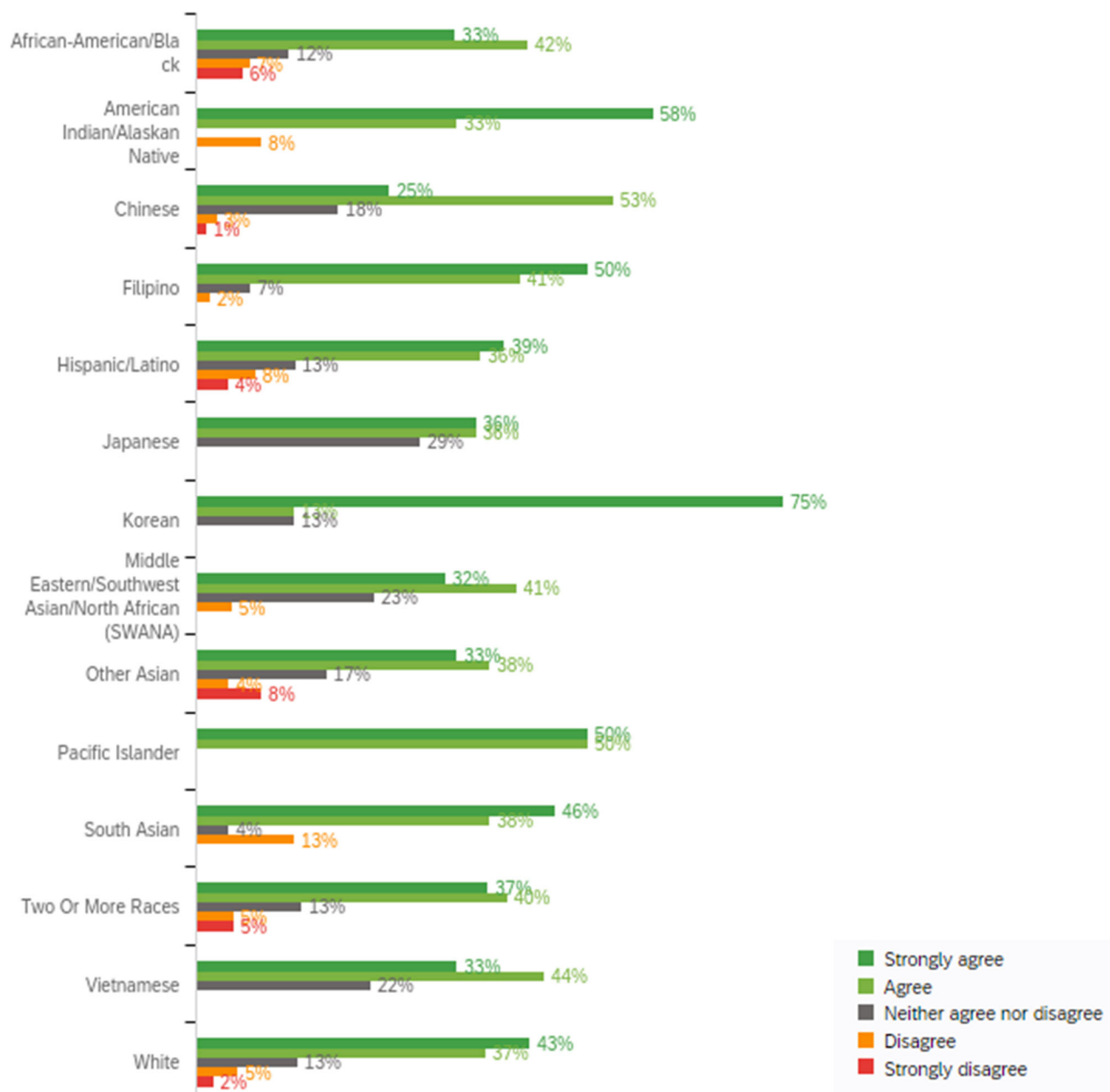
Regardless of my background, I have an equal opportunity to succeed



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	18%	22	33%	39	26%	31	13%	16	9%	11	3.38	0.06	119
American Indian/Alaskan Native	25%	3	33%	4	8%	1	25%	3	8%	1	3.42	(0.68)	12
Chinese	15%	15	50%	51	23%	23	10%	10	2%	2	3.66	(0.11)	101
Filipino	22%	13	47%	27	17%	10	12%	7	2%	1	3.76	(0.18)	58
Hispanic/Latino	26%	57	40%	87	17%	37	13%	29	3%	7	3.73	0.12	217
Japanese	36%	5	36%	5	14%	2	7%	1	7%	1	3.86	(0.23)	14
Korean	25%	2	50%	4	25%	2	0%	0	0%	0	4.00	0.00	8
Middle Eastern/Southwest Asian/North African (SWANA)	17%	4	54%	13	17%	4	8%	2	4%	1	3.71	0.04	24
Other Asian	33%	8	33%	8	29%	7	4%	1	0%	0	3.96	0.25	24
Pacific Islander	50%	3	33%	2	0%	0	17%	1	0%	0	4.17	0.77	6
South Asian	36%	9	32%	8	28%	7	0%	0	4%	1	3.96	(0.09)	25
Two Or More Races	20%	26	45%	57	14%	18	16%	20	5%	6	3.61	0.00	127
Vietnamese	22%	2	56%	5	22%	2	0%	0	0%	0	4.00	0.17	9
White	28%	223	47%	370	15%	120	7%	59	2%	16	3.92	0.05	788

*Difference in average score from the October 2022 State of the Workplace, staff responses only

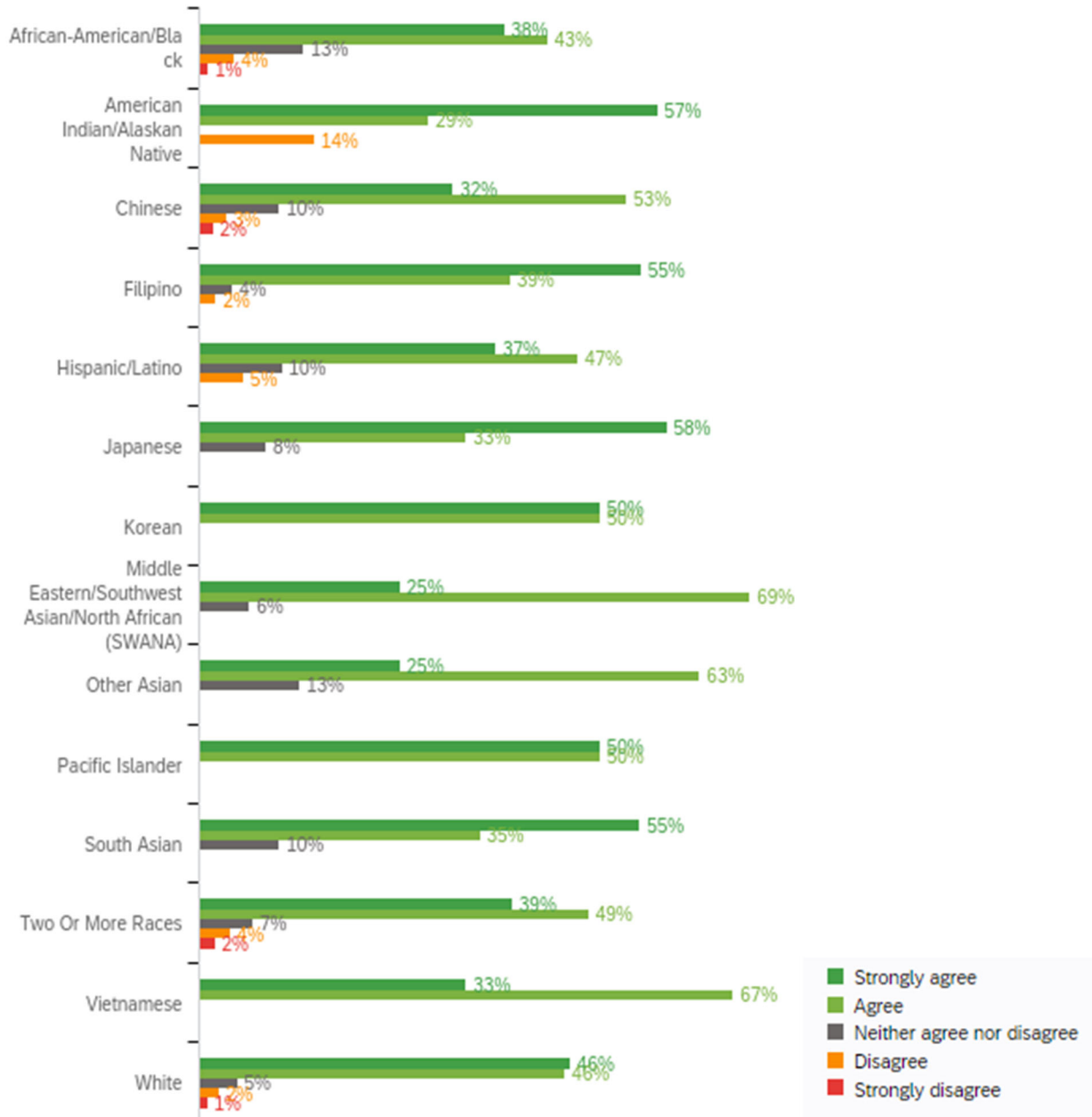
My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
	Strongly agree	Agree	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Strongly disagree					
African-American/Black	33%	39	42%	50	12%	14	7%	8	6%	7	3.90	(0.09)	118
American Indian/Alaskan Native	58%	7	33%	4	0%	0	8%	1	0%	0	4.42	0.09	12
Chinese	25%	19	53%	41	18%	14	3%	2	1%	1	3.97	0.10	77
Filipino	50%	29	41%	24	7%	4	2%	1	0%	0	4.40	0.45	58
Hispanic/Latino	39%	78	36%	72	13%	25	8%	15	4%	8	3.99	(0.81)	198
Japanese	36%	5	36%	5	29%	4	0%	0	0%	0	4.07	0.10	14
Korean	75%	6	13%	1	13%	1	0%	0	0%	0	4.63	0.77	8
Middle Eastern/Southwest Asian/North African (SWANA)	32%	7	41%	9	23%	5	5%	1	0%	0	4.00	(0.25)	22
Other Asian	33%	8	38%	9	17%	4	4%	1	8%	2	3.83	(0.26)	24
Pacific Islander	50%	3	50%	3	0%	0	0%	0	0%	0	4.50	0.63	6
South Asian	46%	11	38%	9	4%	1	13%	3	0%	0	4.17	(0.17)	24
Two Or More Races	37%	47	40%	50	13%	17	5%	6	5%	6	4.00	0.20	126
Vietnamese	33%	3	44%	4	22%	2	0%	0	0%	0	4.11	(0.19)	9
White	43%	336	37%	291	13%	102	5%	42	2%	17	4.13	0.26	788

*Difference in average score from the October 2022 State of the Workplace, staff responses only

My most recent year end Achieve Together Performance Evaluation was fair and accurate.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	n	%	n	%	n	%	n	%	n		
African-American/Black	38%	35	43%	40	13%	12	4%	4	1%	1	4.13	92
American Indian/Alaskan Native	57%	4	29%	2	0%	0	14%	1	0%	0	4.29	7
Chinese	32%	19	53%	32	10%	6	3%	2	2%	1	4.10	60
Filipino	55%	27	39%	19	4%	2	2%	1	0%	0	4.47	49
Hispanic/Latino	37%	54	47%	69	10%	15	5%	8	0%	0	4.16	146
Japanese	58%	7	33%	4	8%	1	0%	0	0%	0	4.50	12
Korean	50%	3	50%	3	0%	0	0%	0	0%	0	4.50	6
Middle Eastern/Southwest Asian/North African (SWANA)	25%	4	69%	11	6%	1	0%	0	0%	0	4.19	16
Other Asian	25%	4	63%	10	13%	2	0%	0	0%	0	4.13	16
Pacific Islander	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	4
South Asian	55%	11	35%	7	10%	2	0%	0	0%	0	4.45	20
Two Or More Races	39%	41	49%	51	7%	7	4%	4	2%	2	4.19	105
Vietnamese	33%	3	67%	6	0%	0	0%	0	0%	0	4.33	9
White	46%	287	46%	283	5%	29	2%	15	1%	6	4.34	620

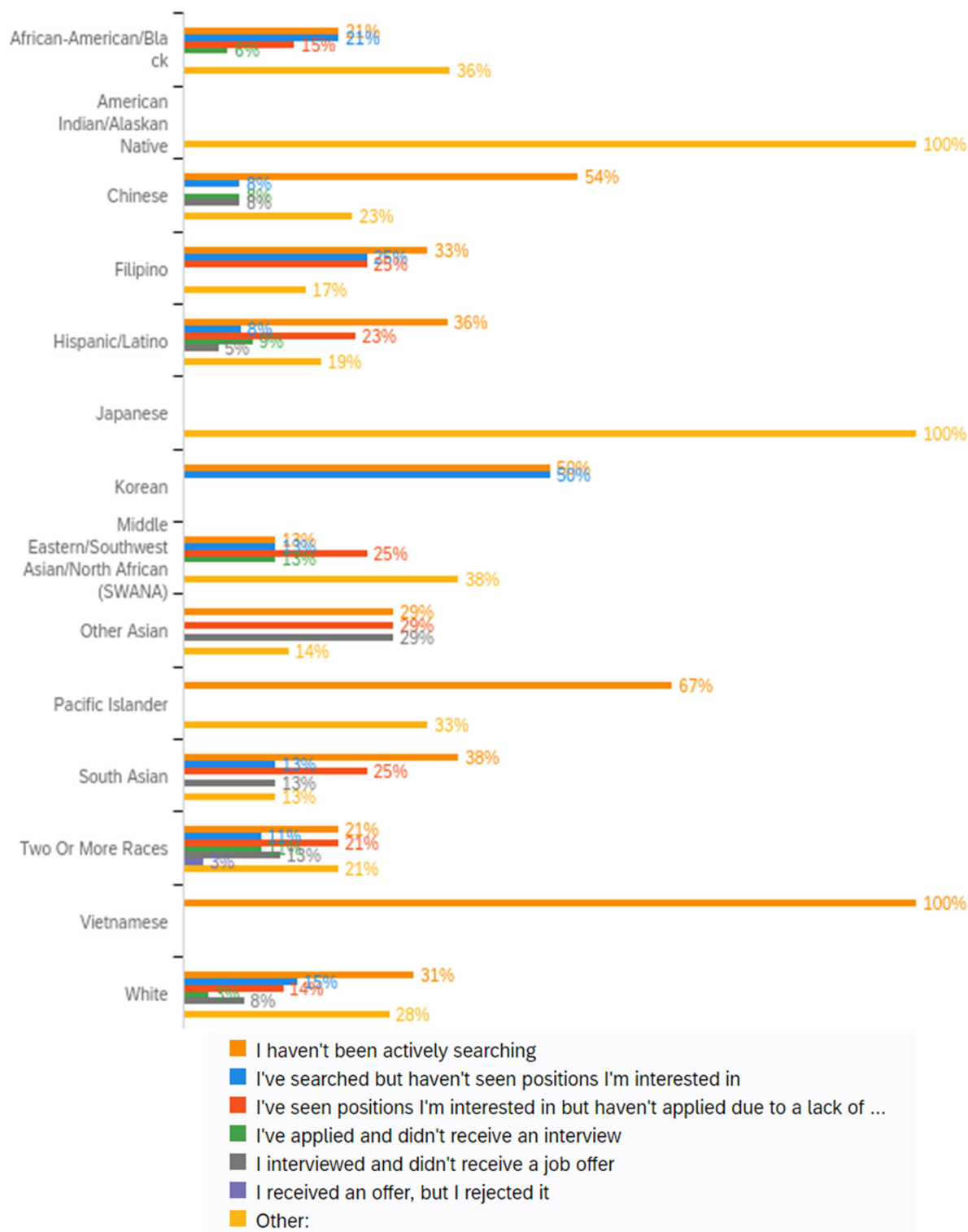
Do you supervise professional staff?

Question	No, I do not supervise professional staff		Yes, I supervise professional staff ONLY (not other supervisors)		Yes, I supervise professional staff including other supervisors		Total
African-American/Black	74%	80	22%	24	4%	4	108
American Indian/Alaskan Native	73%	8	18%	2	9%	1	11
Chinese	70%	45	22%	14	8%	5	64
Filipino	89%	48	6%	3	6%	3	54
Hispanic/Latino	70%	130	20%	38	10%	18	186
Japanese	57%	8	43%	6	0%	0	14
Korean	63%	5	38%	3	0%	0	8
Middle Eastern/Southwest Asian/North African (SWANA)	68%	15	23%	5	9%	2	22
Other Asian	68%	15	27%	6	5%	1	22
Pacific Islander	67%	4	33%	2	0%	0	6
South Asian	63%	15	25%	6	13%	3	24
Two Or More Races	73%	90	19%	23	8%	10	123
Vietnamese	67%	6	33%	3	0%	0	9
White	69%	538	21%	167	10%	78	783

Are you interested in a supervisor/manager role within UC Berkeley? (For those who do not supervisor professional staff)

Question	Yes		No		Unsure		Total
African-American/Black	41%	33	23%	18	36%	29	80
American Indian/Alaskan Native	25%	2	50%	4	25%	2	8
Chinese	29%	13	24%	11	47%	21	45
Filipino	25%	12	29%	14	46%	22	48
Hispanic/Latino	49%	64	19%	25	32%	41	130
Japanese	25%	2	50%	4	25%	2	8
Korean	40%	2	60%	3	0%	0	5
Middle Eastern/Southwest Asian/North African (SWANA)	53%	8	33%	5	13%	2	15
Other Asian	47%	7	20%	3	33%	5	15
Pacific Islander	75%	3	25%	1	0%	0	4
South Asian	53%	8	13%	2	33%	5	15
Two Or More Races	42%	38	30%	27	28%	25	90
Vietnamese	33%	2	17%	1	50%	3	6
White	39%	208	31%	168	30%	162	538

What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who do not supervisor professional staff)

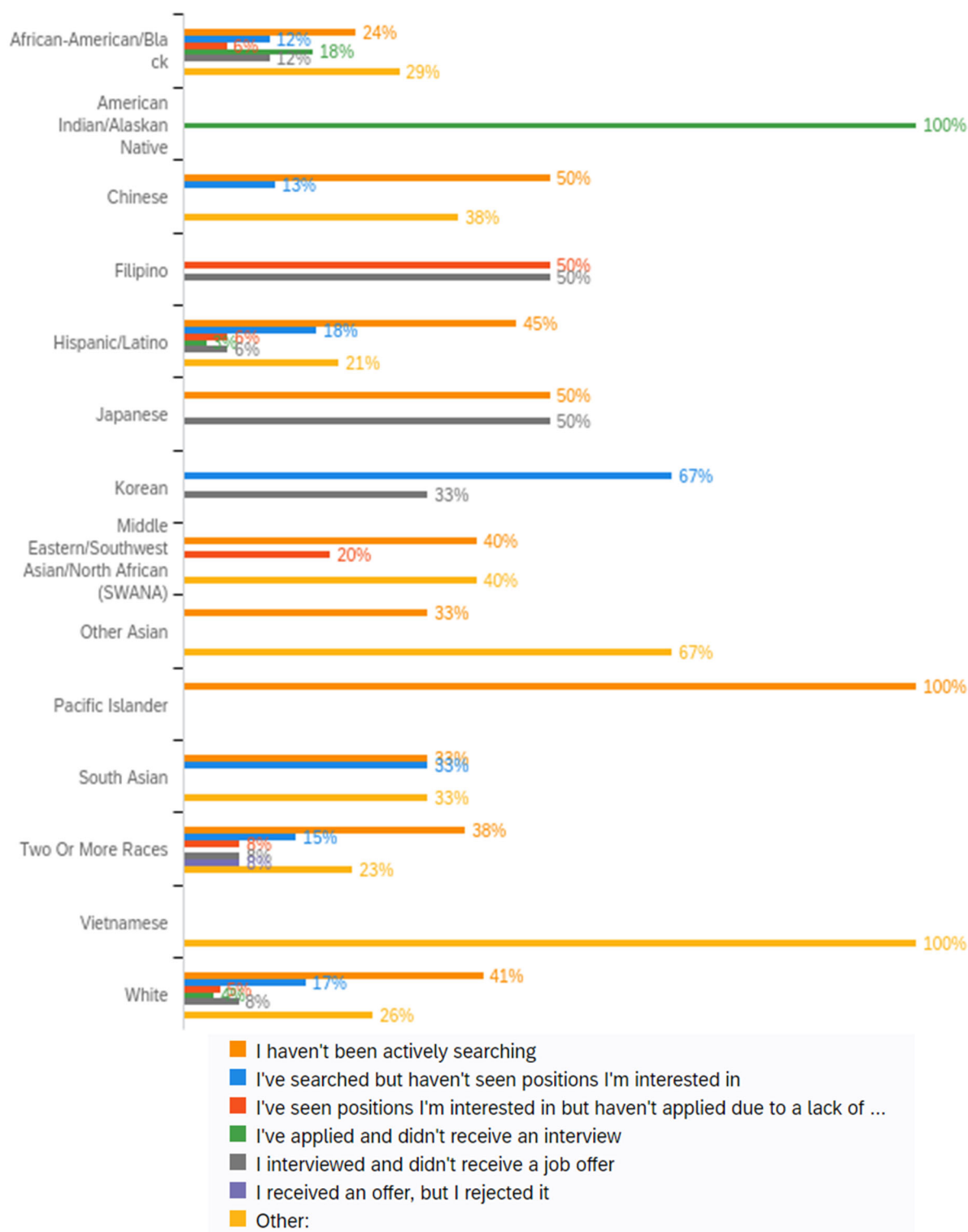


Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	n	%	n	%	n	%	n	%	n	%	n	%	n	
African-American/Black	21%	7	21%	7	15%	5	6%	2	0%	0	0%	0	36%	12	33
American Indian/Alaskan Native	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	2	2
Chinese	54%	7	8%	1	0%	0	8%	1	8%	1	0%	0	23%	3	13
Filipino	33%	4	25%	3	25%	3	0%	0	0%	0	0%	0	17%	2	12
Hispanic/Latino	36%	23	8%	5	23%	15	9%	6	5%	3	0%	0	19%	12	64
Japanese	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	2	2
Korean	50%	1	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	2
Middle Eastern/Southwest Asian/North African (SWANA)	13%	1	13%	1	25%	2	13%	1	0%	0	0%	0	38%	3	8
Other Asian	29%	2	0%	0	29%	2	0%	0	29%	2	0%	0	14%	1	7
Pacific Islander	67%	2	0%	0	0%	0	0%	0	0%	0	0%	0	33%	1	3
South Asian	38%	3	13%	1	25%	2	0%	0	13%	1	0%	0	13%	1	8
Two Or More Races	21%	8	11%	4	21%	8	11%	4	13%	5	3%	1	21%	8	38
Vietnamese	100%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	2
White	31%	65	15%	32	14%	28	3%	7	8%	17	0%	0	28%	58	207

Are you interested in a higher level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

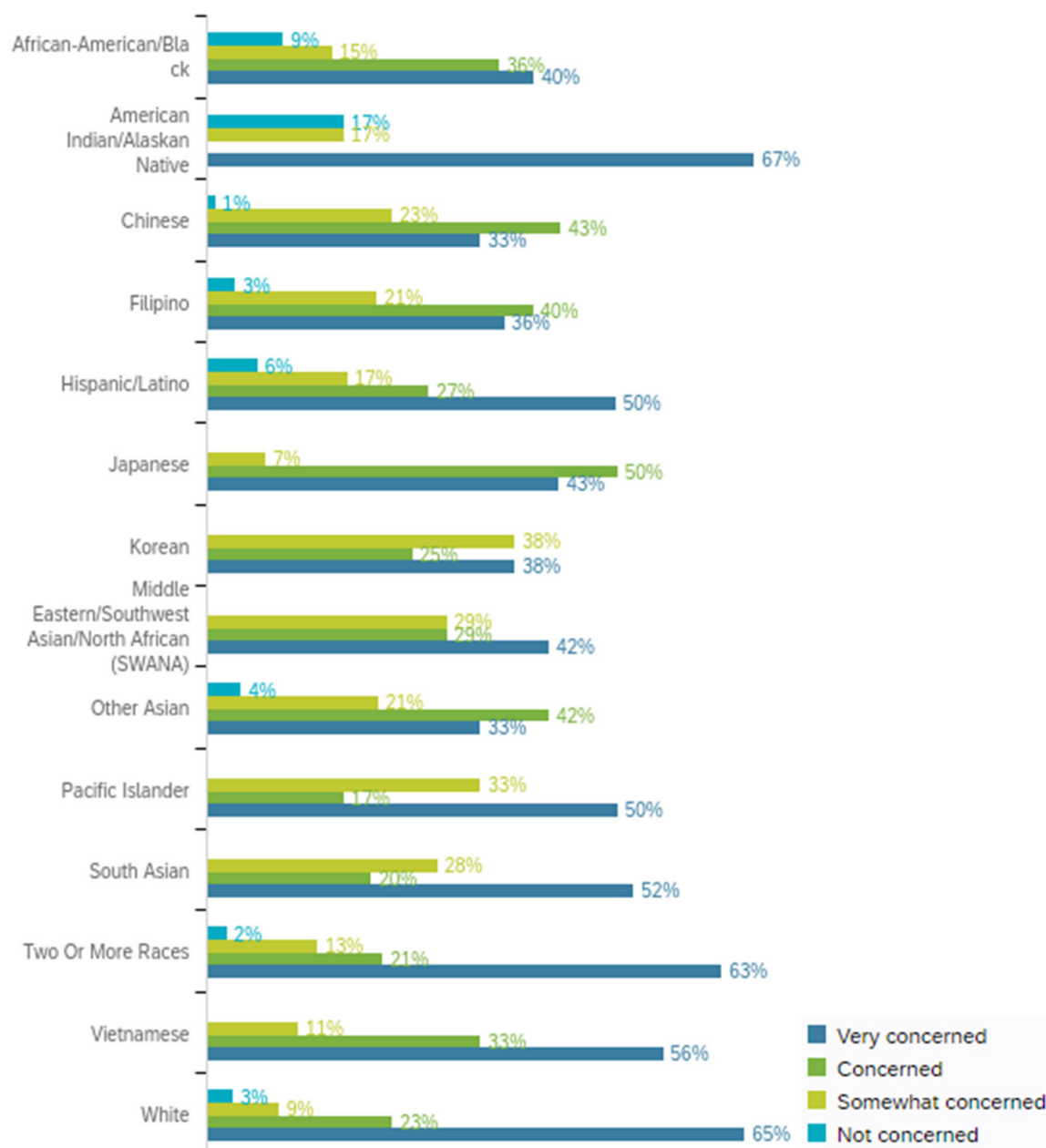
Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
African-American/Black	61%	17	4%	1	36%	10	28
American Indian/Alaskan Native	33%	1	0%	0	67%	2	3
Chinese	42%	8	16%	3	42%	8	19
Filipino	67%	4	0%	0	33%	2	6
Hispanic/Latino	61%	34	11%	6	29%	16	56
Japanese	33%	2	50%	3	17%	1	6
Korean	100%	3	0%	0	0%	0	3
Middle Eastern/Southwest Asian/North African (SWANA)	71%	5	0%	0	29%	2	7
Other Asian	43%	3	0%	0	57%	4	7
Pacific Islander	50%	1	0%	0	50%	1	2
South Asian	67%	6	11%	1	22%	2	9
Two Or More Races	39%	13	24%	8	36%	12	33
Vietnamese	33%	1	33%	1	33%	1	3
White	50%	122	21%	52	29%	71	245

What has kept you from obtaining a higher level supervisor or manager role at Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)



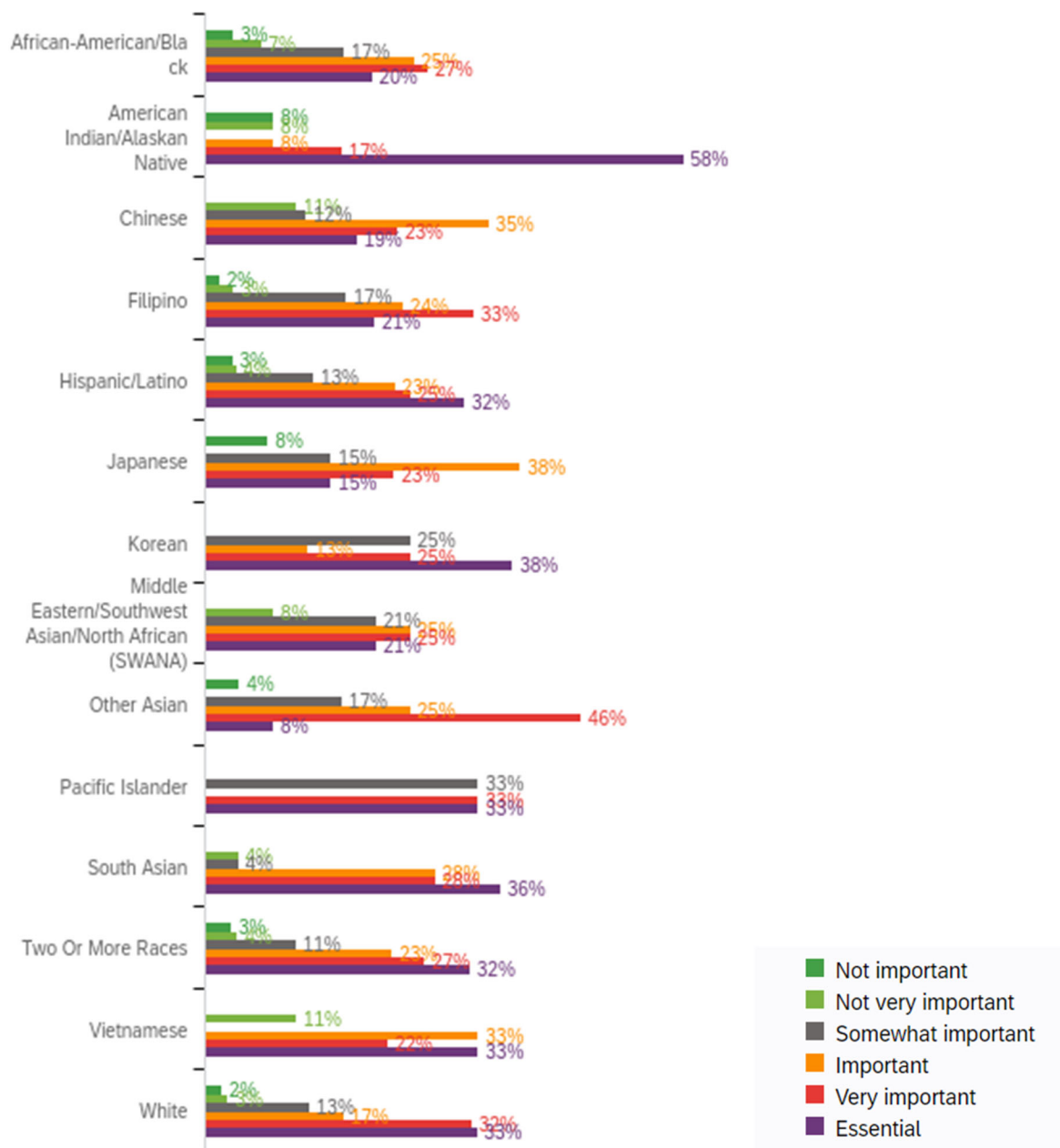
Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	24%	4	12%	2	6%	1	18%	3	12%	2	0%	0	29%	5	17
American Indian/Alaskan Native	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	1
Chinese	50%	4	13%	1	0%	0	0%	0	0%	0	0%	0	38%	3	8
Filipino	0%	0	0%	0	50%	2	0%	0	50%	2	0%	0	0%	0	4
Hispanic/Latino	45%	15	18%	6	6%	2	3%	1	6%	2	0%	0	21%	7	33
Japanese	50%	1	0%	0	0%	0	0%	0	50%	1	0%	0	0%	0	2
Korean	0%	0	67%	2	0%	0	0%	0	33%	1	0%	0	0%	0	3
Middle Eastern/Southwest Asian/North African (SWANA)	40%	2	0%	0	20%	1	0%	0	0%	0	0%	0	40%	2	5
Other Asian	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	67%	2	3
Pacific Islander	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	1
South Asian	33%	2	33%	2	0%	0	0%	0	0%	0	0%	0	33%	2	6
Two Or More Races	38%	5	15%	2	8%	1	0%	0	8%	1	8%	1	23%	3	13
Vietnamese	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
White	41%	49	17%	20	5%	6	4%	5	8%	9	0%	0	26%	31	120

How concerned are you about climate change?



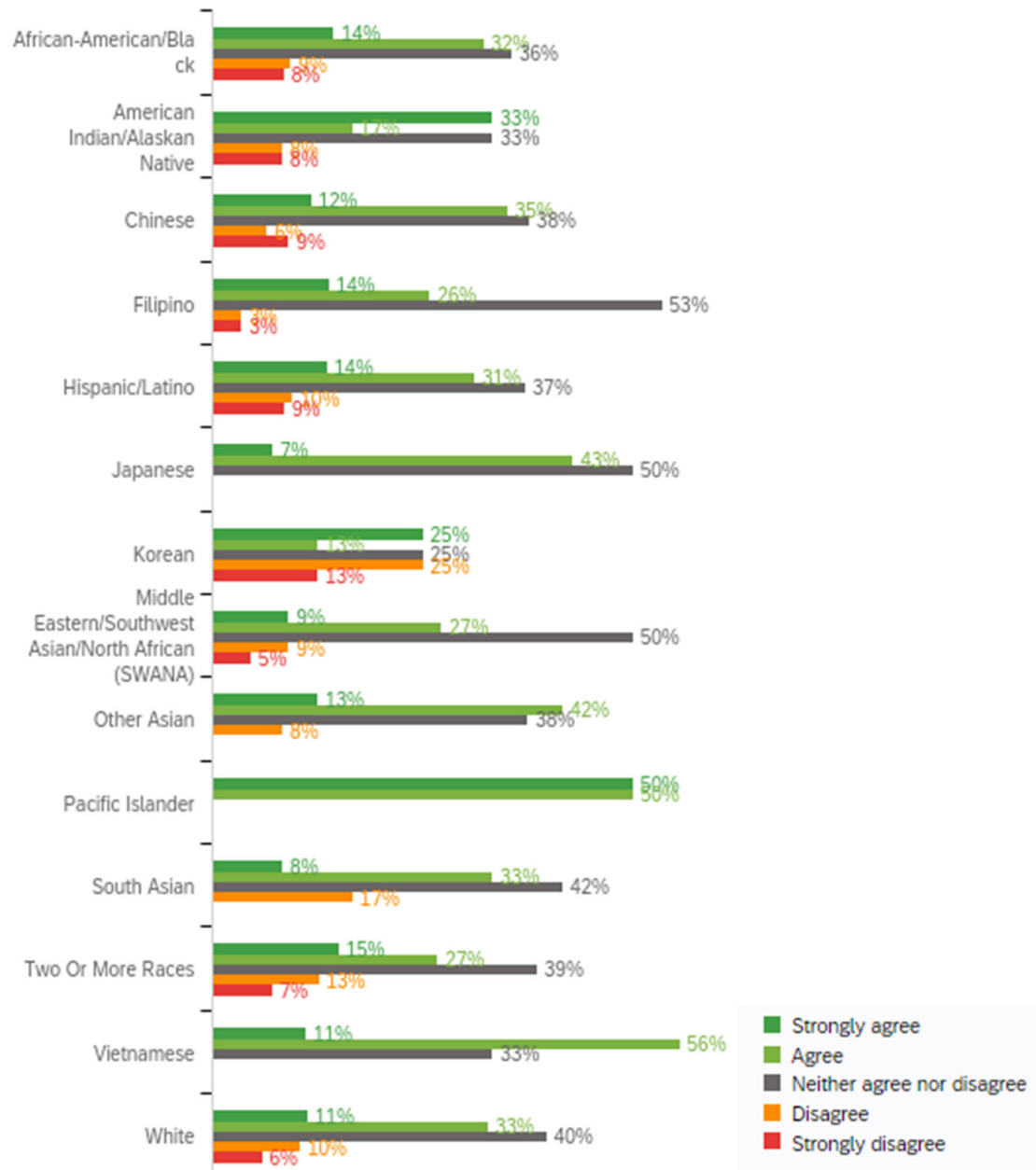
Question	Not concerned		Somewhat concerned		Concerned		Very concerned		Avg. Score	Total
	%	n	%	n	%	n	%	n		
African-American/Black	9%	11	15%	18	36%	42	40%	47	3.06	118
American Indian/Alaskan Native	17%	2	17%	2	0%	0	67%	8	3.17	12
Chinese	1%	1	23%	23	43%	44	33%	34	3.09	102
Filipino	3%	2	21%	12	40%	23	36%	21	3.09	58
Hispanic/Latino	6%	13	17%	36	27%	57	50%	105	3.20	211
Japanese	0%	0	7%	1	50%	7	43%	6	3.36	14
Korean	0%	0	38%	3	25%	2	38%	3	3.00	8
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	29%	7	29%	7	42%	10	3.13	24
Other Asian	4%	1	21%	5	42%	10	33%	8	3.04	24
Pacific Islander	0%	0	33%	2	17%	1	50%	3	3.17	6
South Asian	0%	0	28%	7	20%	5	52%	13	3.24	25
Two Or More Races	2%	3	13%	17	21%	27	63%	79	3.44	126
Vietnamese	0%	0	11%	1	33%	3	56%	5	3.44	9
White	3%	25	9%	69	23%	178	65%	516	3.50	788

Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?



Question	Not important		Not very important		Somewhat important		Important		Very important		Essential		Avg. Score	Total
	3%	4	7%	8	17%	20	25%	30	27%	32	20%	24		
African-American/Black	3%	4	7%	8	17%	20	25%	30	27%	32	20%	24	4.27	118
American Indian/Alaskan Native	8%	1	8%	1	0%	0	8%	1	17%	2	58%	7	4.92	12
Chinese	0%	0	11%	9	12%	10	35%	28	23%	19	19%	15	4.26	81
Filipino	2%	1	3%	2	17%	10	24%	14	33%	19	21%	12	4.45	58
Hispanic/Latino	3%	7	4%	8	13%	28	23%	49	25%	53	32%	67	4.58	212
Japanese	8%	1	0%	0	15%	2	38%	5	23%	3	15%	2	4.15	13
Korean	0%	0	0%	0	25%	2	13%	1	25%	2	38%	3	4.75	8
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	8%	2	21%	5	25%	6	25%	6	21%	5	4.29	24
Other Asian	4%	1	0%	0	17%	4	25%	6	46%	11	8%	2	4.33	24
Pacific Islander	0%	0	0%	0	33%	2	0%	0	33%	2	33%	2	4.67	6
South Asian	0%	0	4%	1	4%	1	28%	7	28%	7	36%	9	4.88	25
Two Or More Races	3%	4	4%	5	11%	14	23%	29	27%	34	32%	41	4.63	127
Vietnamese	0%	0	11%	1	0%	0	33%	3	22%	2	33%	3	4.67	9
White	2%	16	3%	22	13%	100	17%	133	32%	256	33%	261	4.74	788

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.



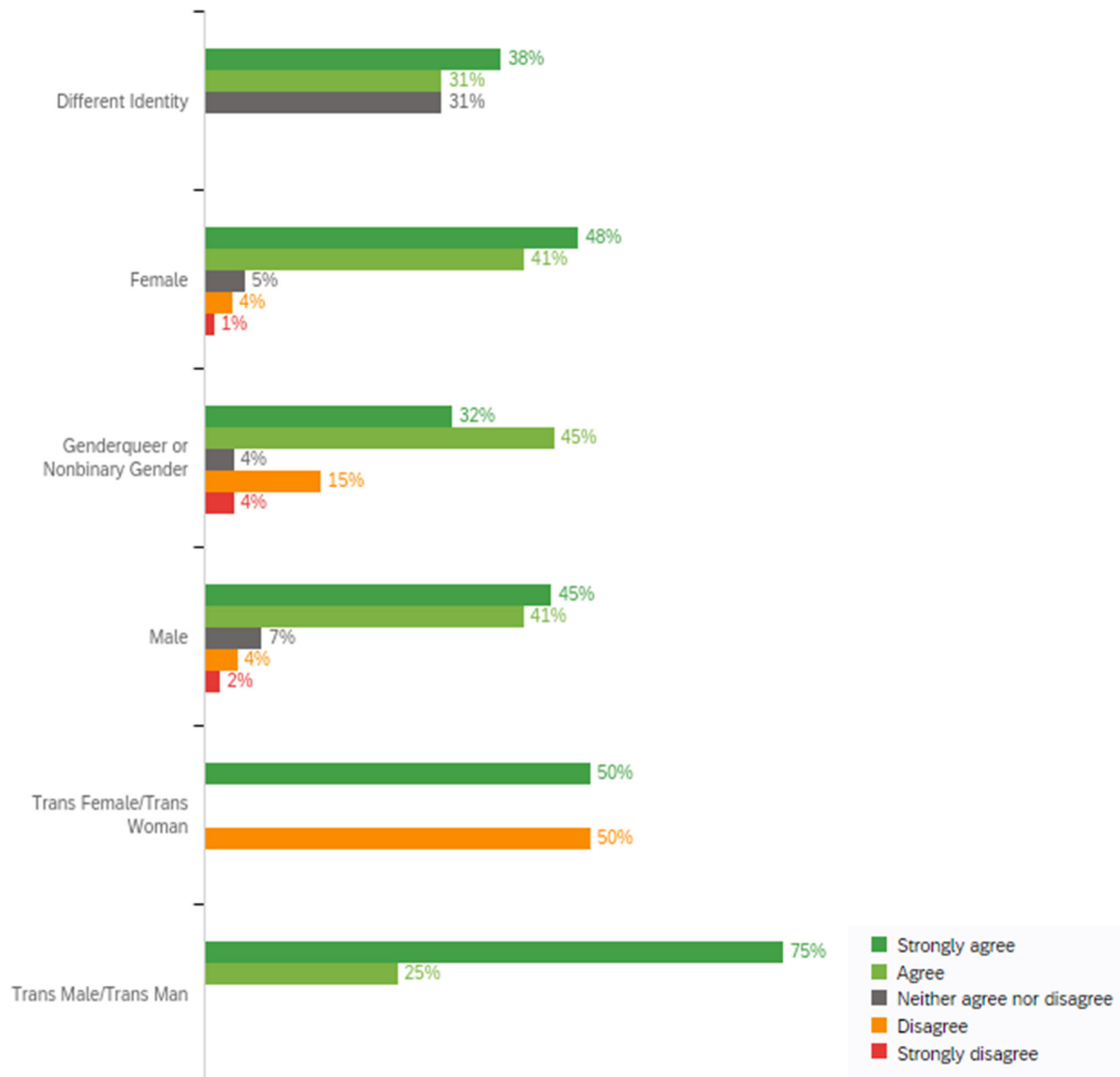
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
African-American/Black	14%	17	32%	38	36%	42	9%	11	8%	10	3.35	118
American Indian/Alaskan Native	33%	4	17%	2	33%	4	8%	1	8%	1	3.58	12
Chinese	12%	9	35%	27	38%	29	6%	5	9%	7	3.34	77
Filipino	14%	8	26%	15	53%	31	3%	2	3%	2	3.43	58
Hispanic/Latino	14%	27	31%	62	37%	74	10%	19	9%	17	3.32	199
Japanese	7%	1	43%	6	50%	7	0%	0	0%	0	3.57	14
Korean	25%	2	13%	1	25%	2	25%	2	13%	1	3.13	8
Middle Eastern/Southwest Asian/North African (SWANA)	9%	2	27%	6	50%	11	9%	2	5%	1	3.27	22
Other Asian	13%	3	42%	10	38%	9	8%	2	0%	0	3.58	24
Pacific Islander	50%	3	50%	3	0%	0	0%	0	0%	0	4.50	6
South Asian	8%	2	33%	8	42%	10	17%	4	0%	0	3.33	24
Two Or More Races	15%	19	27%	34	39%	49	13%	16	7%	9	3.30	127
Vietnamese	11%	1	56%	5	33%	3	0%	0	0%	0	3.78	9
White	11%	89	33%	258	40%	313	10%	82	6%	46	3.33	788

Berkeley People & Culture

State of the Workplace Survey – Gender Identity

July 2023

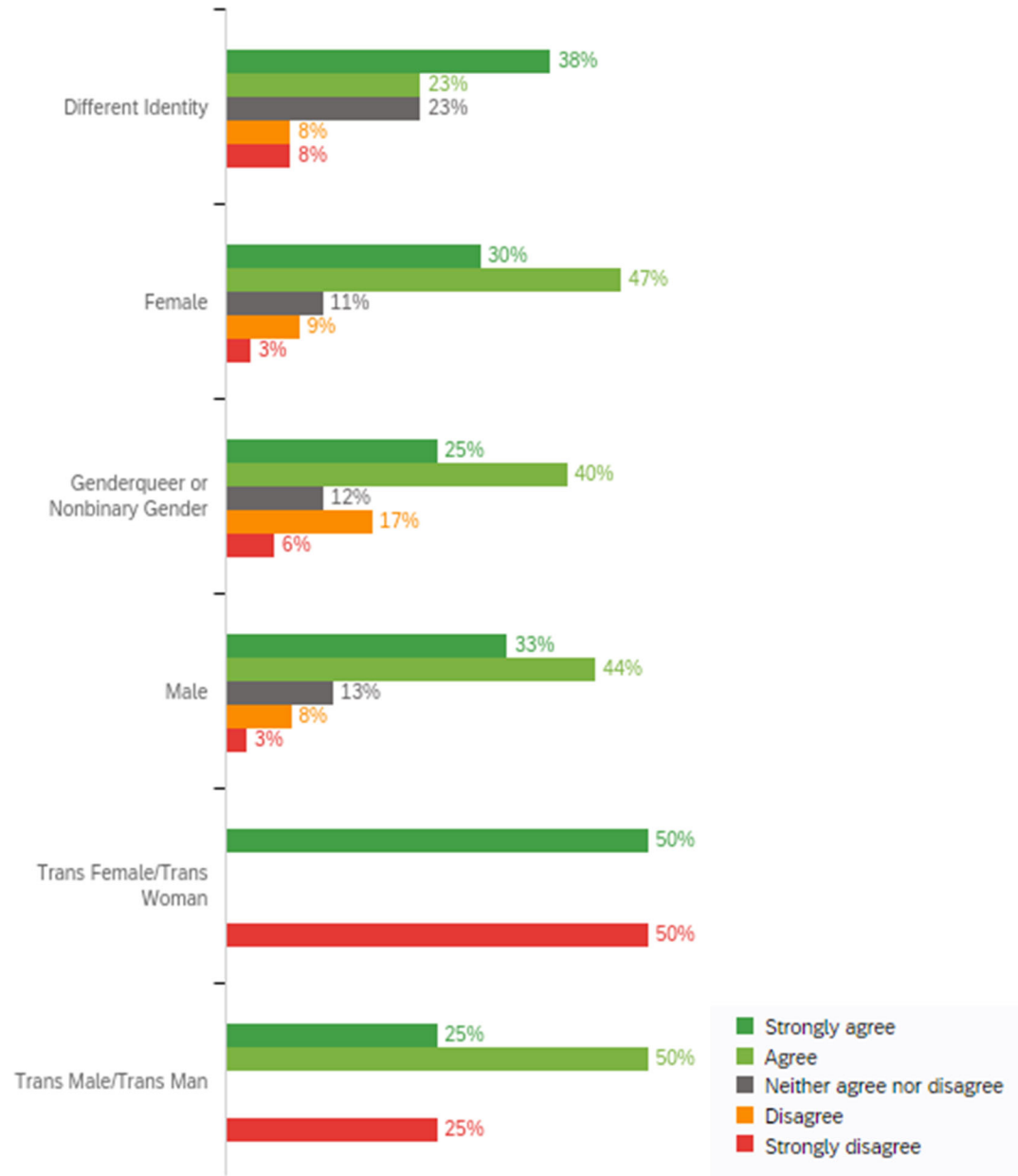
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	38%	5	31%	4	31%	4	0%	0	0%	0	4.08	0.83	13
Female	48%	539	41%	461	5%	58	4%	40	1%	14	4.32	0.19	1112
Genderqueer or Nonbinary Gender	32%	17	45%	24	4%	2	15%	8	4%	2	3.87	(0.03)	53
Male	45%	223	41%	205	7%	37	4%	21	2%	10	4.23	0.21	496
Trans Female/Trans Woman	50%	1	0%	0	0%	0	50%	1	0%	0	3.50	0.00	2
Trans Male/Trans Man	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.50	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

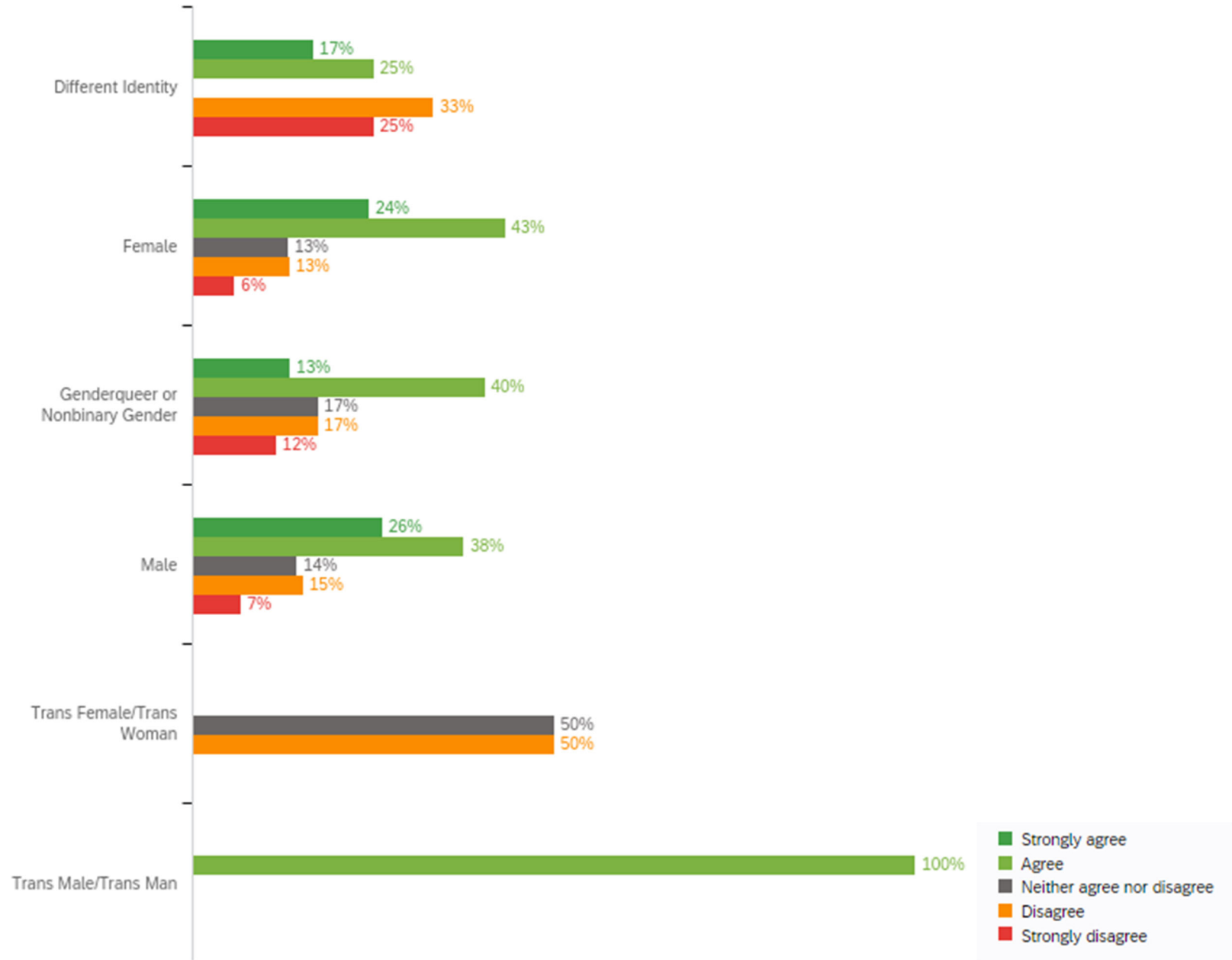
The amount of work my supervisor expects me to complete is reasonable.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	38%	5	23%	3	23%	3	8%	1	8%	1	3.77	0.39	13
Female	30%	329	47%	511	11%	125	9%	95	3%	32	3.92	0.17	1092
Genderqueer or Nonbinary Gender	25%	13	40%	21	12%	6	17%	9	6%	3	3.62	(0.14)	52
Male	33%	160	44%	210	13%	61	8%	37	3%	12	3.98	0.17	480
Trans Female/Trans Woman	50%	1	0%	0	0%	0	0%	0	50%	1	3.00	(1.00)	2
Trans Male/Trans Man	25%	1	50%	2	0%	0	0%	0	25%	1	3.50	(1.00)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

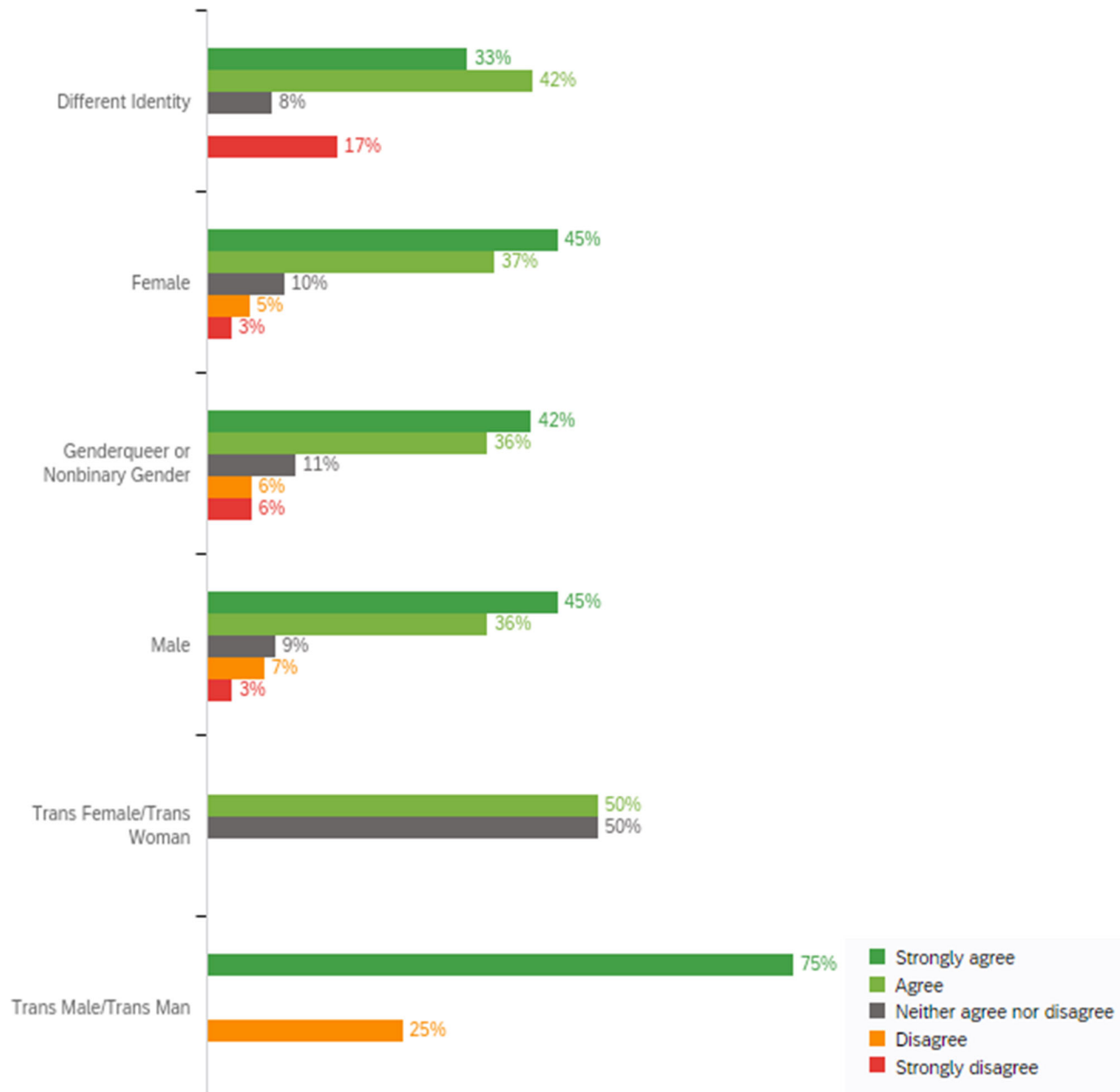
My job description and title accurately reflect my current responsibilities.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	17%	2	25%	3	0%	0	33%	4	25%	3	2.75	(0.25)	12
Female	24%	268	43%	474	13%	145	13%	147	6%	64	3.67	0.28	1098
Genderqueer or Nonbinary Gender	13%	7	40%	21	17%	9	17%	9	12%	6	3.27	(0.07)	52
Male	26%	127	38%	182	14%	70	15%	74	7%	32	3.61	0.26	485
Trans Female/Trans Woman	0%	0	0%	0	50%	1	50%	1	0%	0	2.50	0.00	2
Trans Male/Trans Man	0%	0	100%	4	0%	0	0%	0	0%	0	4.00	0.25	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

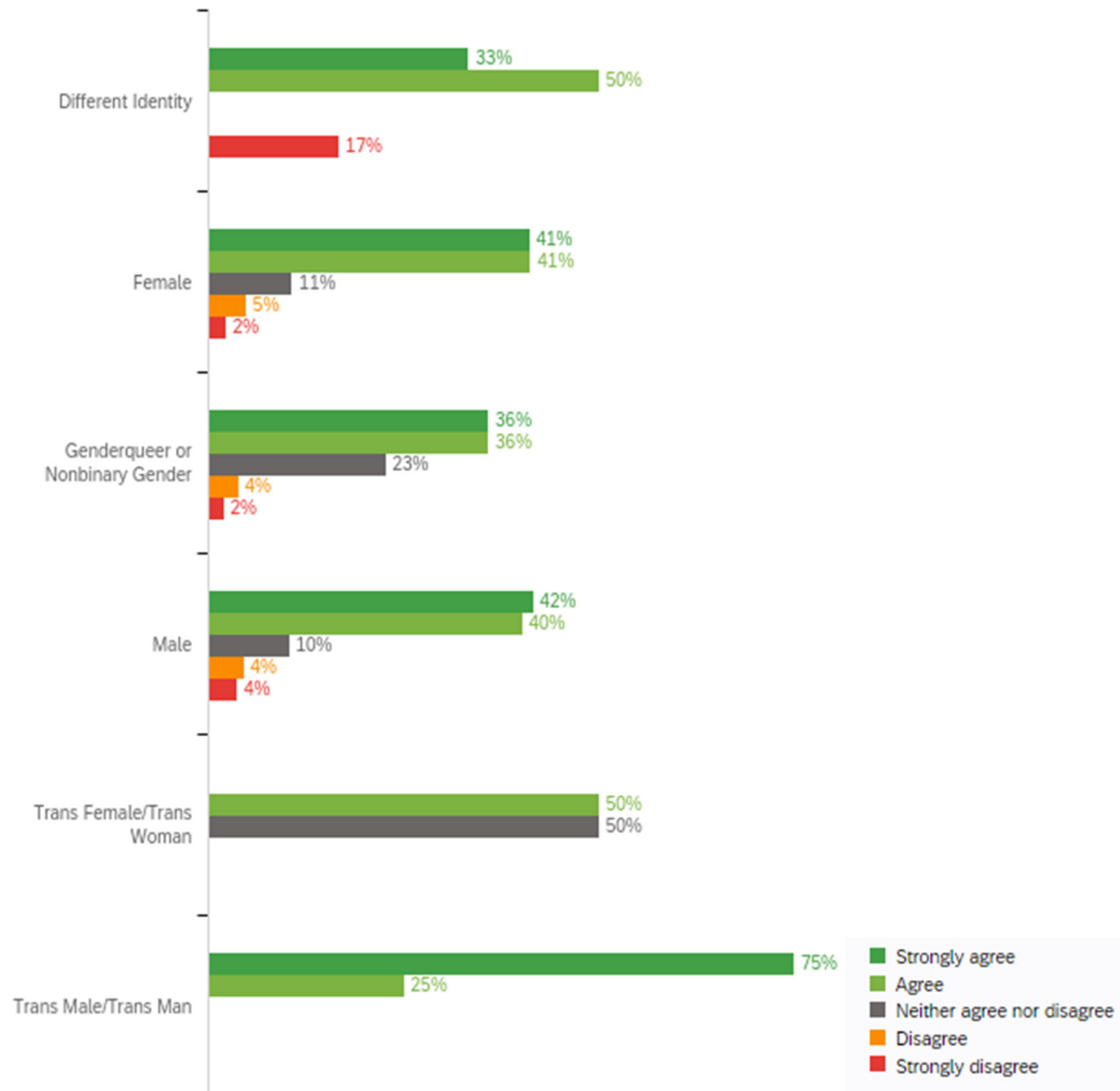
Within my team, I feel my personal contributions are recognized by my supervisor



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	33%	4	42%	5	8%	1	0%	0	17%	2	3.75	0.25	12
Female	45%	500	37%	410	10%	110	5%	61	3%	35	4.15	0.17	1116
Genderqueer or Nonbinary Gender	42%	22	36%	19	11%	6	6%	3	6%	3	4.02	0.07	53
Male	45%	221	36%	177	9%	43	7%	36	3%	16	4.12	0.17	493
Trans Female/Trans Woman	0%	0	50%	1	50%	1	0%	0	0%	0	3.50	(0.25)	2
Trans Male/Trans Man	75%	3	0%	0	0%	0	25%	1	0%	0	4.25	(0.50)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

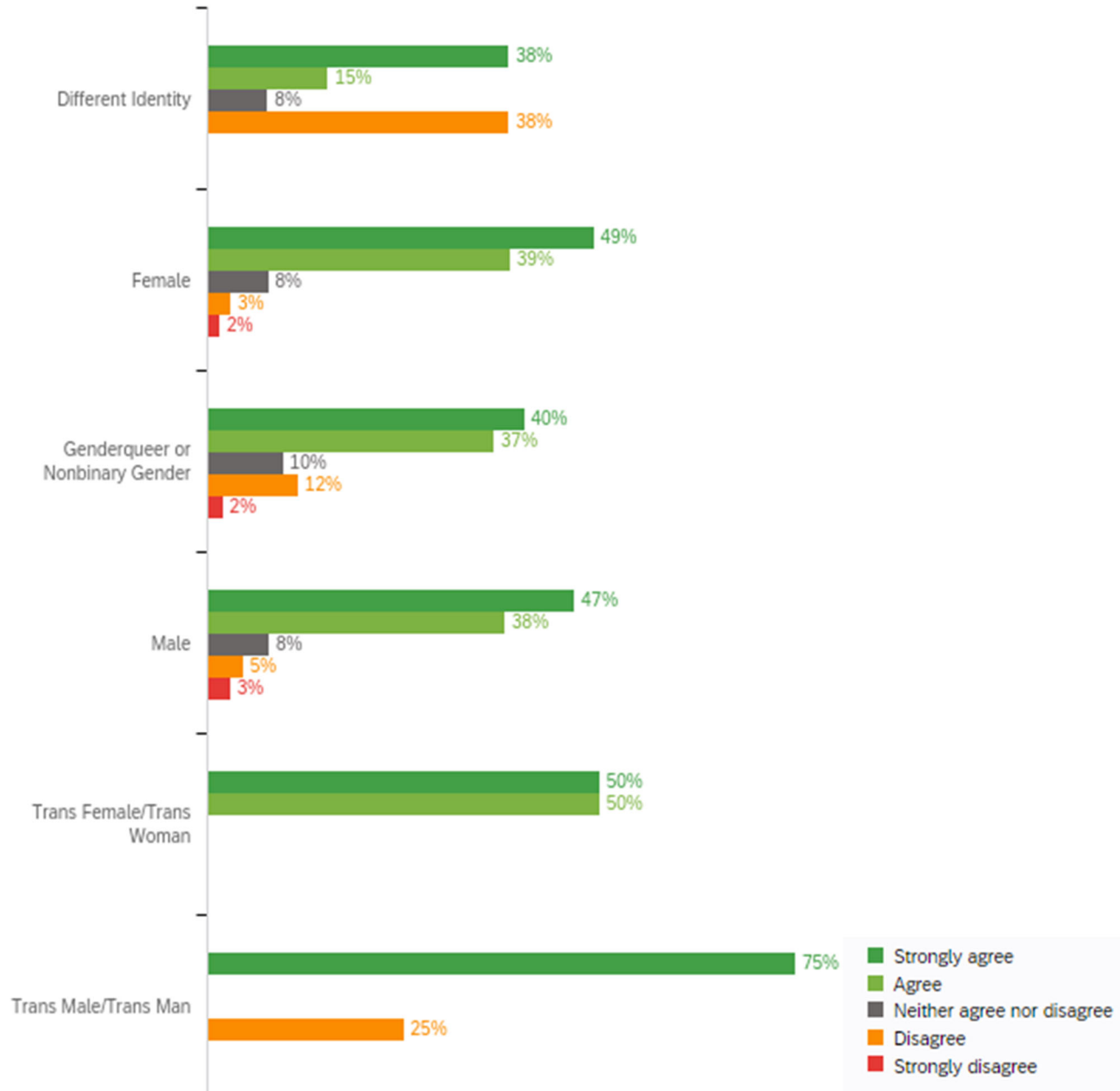
Within my team, my opinions seem to count.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	33%	4	50%	6	0%	0	0%	0	17%	2	3.83	(0.30)	12
Female	41%	456	41%	458	11%	119	5%	53	2%	24	4.14	0.13	1110
Genderqueer or Nonbinary Gender	36%	19	36%	19	23%	12	4%	2	2%	1	4.00	0.02	53
Male	42%	206	40%	199	10%	51	4%	22	4%	18	4.11	0.14	496
Trans Female/Trans Woman	0%	0	50%	1	50%	1	0%	0	0%	0	3.50	(0.25)	2
Trans Male/Trans Man	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.25	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

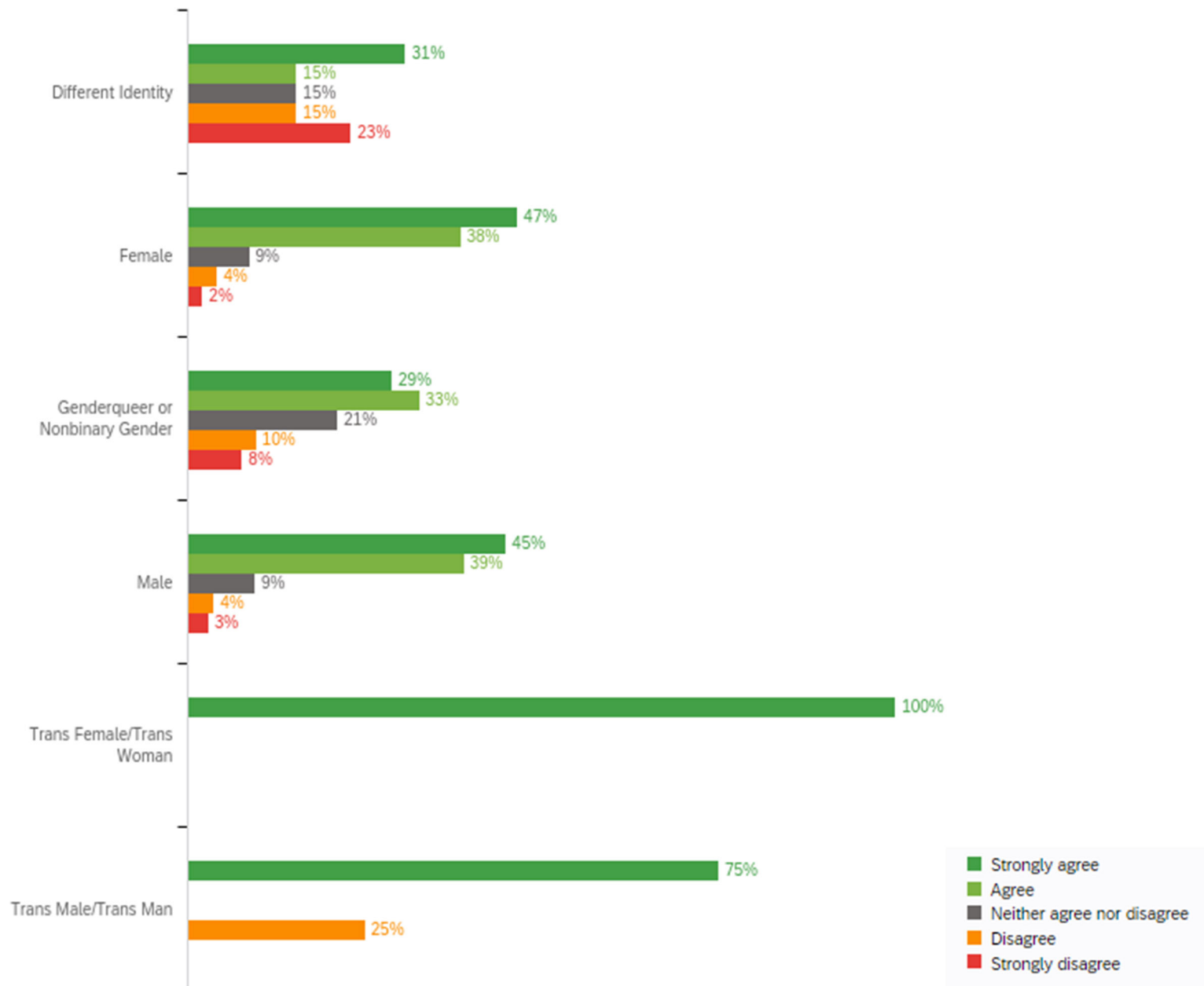
Within my team, I am treated with dignity and respect.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	38%	5	15%	2	8%	1	38%	5	0%	0	3.54	(0.71)	13
Female	49%	537	39%	421	8%	84	3%	32	2%	17	4.31	0.14	1091
Genderqueer or Nonbinary Gender	40%	21	37%	19	10%	5	12%	6	2%	1	4.02	(0.10)	52
Male	47%	227	38%	184	8%	38	5%	22	3%	14	4.21	0.11	485
Trans Female/Trans Woman	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	0.75	2
Trans Male/Trans Man	75%	3	0%	0	0%	0	25%	1	0%	0	4.25	(0.75)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

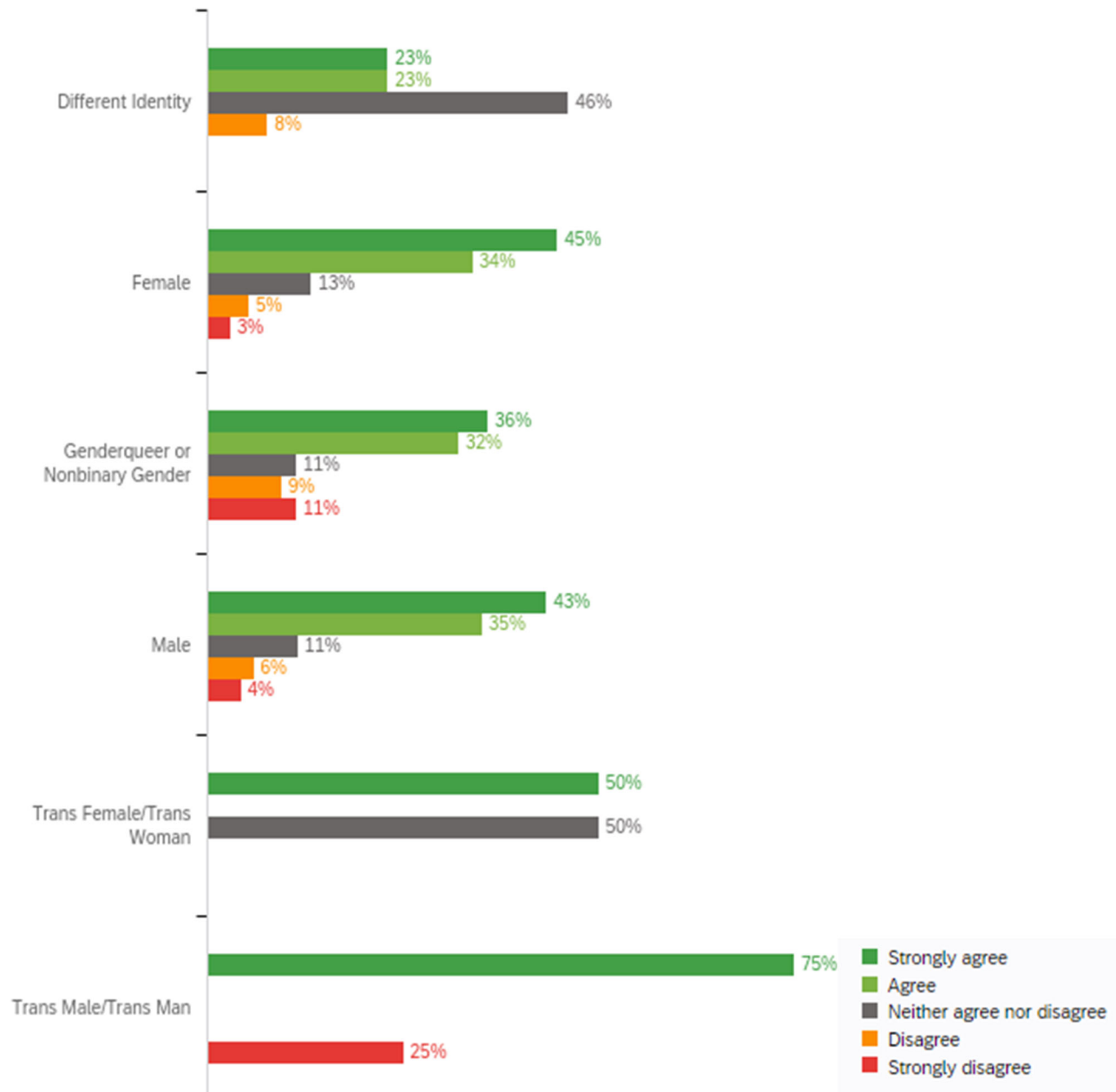
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	31%	4	15%	2	15%	2	15%	2	23%	3	3.15	0.15	13
Female	47%	512	38%	423	9%	95	4%	46	2%	23	4.23	0.15	1099
Genderqueer or Nonbinary Gender	29%	15	33%	17	21%	11	10%	5	8%	4	3.65	(0.11)	52
Male	45%	218	39%	189	9%	46	4%	18	3%	14	4.19	0.17	485
Trans Female/Trans Woman	100%	2	0%	0	0%	0	0%	0	0%	0	5.00	2.75	2
Trans Male/Trans Man	75%	3	0%	0	0%	0	25%	1	0%	0	4.25	0.00	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

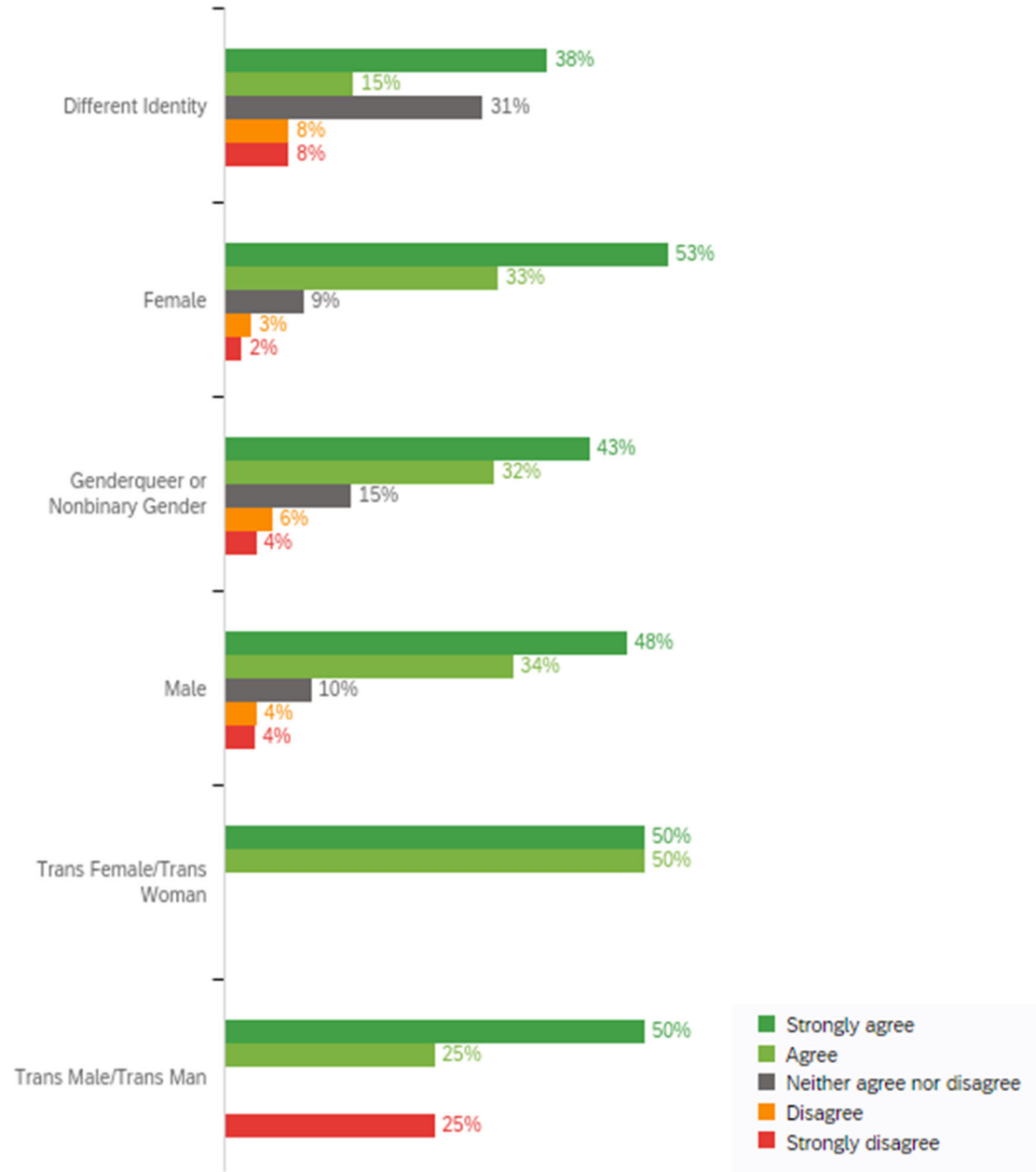
My immediate supervisor promotes an inclusive team environment through their actions.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	23%	3	23%	3	46%	6	8%	1	0%	0	3.62	0.12	13
Female	45%	500	34%	378	13%	148	5%	59	3%	32	4.12	0.15	1117
Genderqueer or Nonbinary Gender	36%	19	32%	17	11%	6	9%	5	11%	6	3.72	(0.28)	53
Male	43%	215	35%	174	11%	57	6%	29	4%	21	4.07	0.10	496
Trans Female/Trans Woman	50%	1	0%	0	50%	1	0%	0	0%	0	4.00	0.50	2
Trans Male/Trans Man	75%	3	0%	0	0%	0	0%	0	25%	1	4.00	(0.50)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

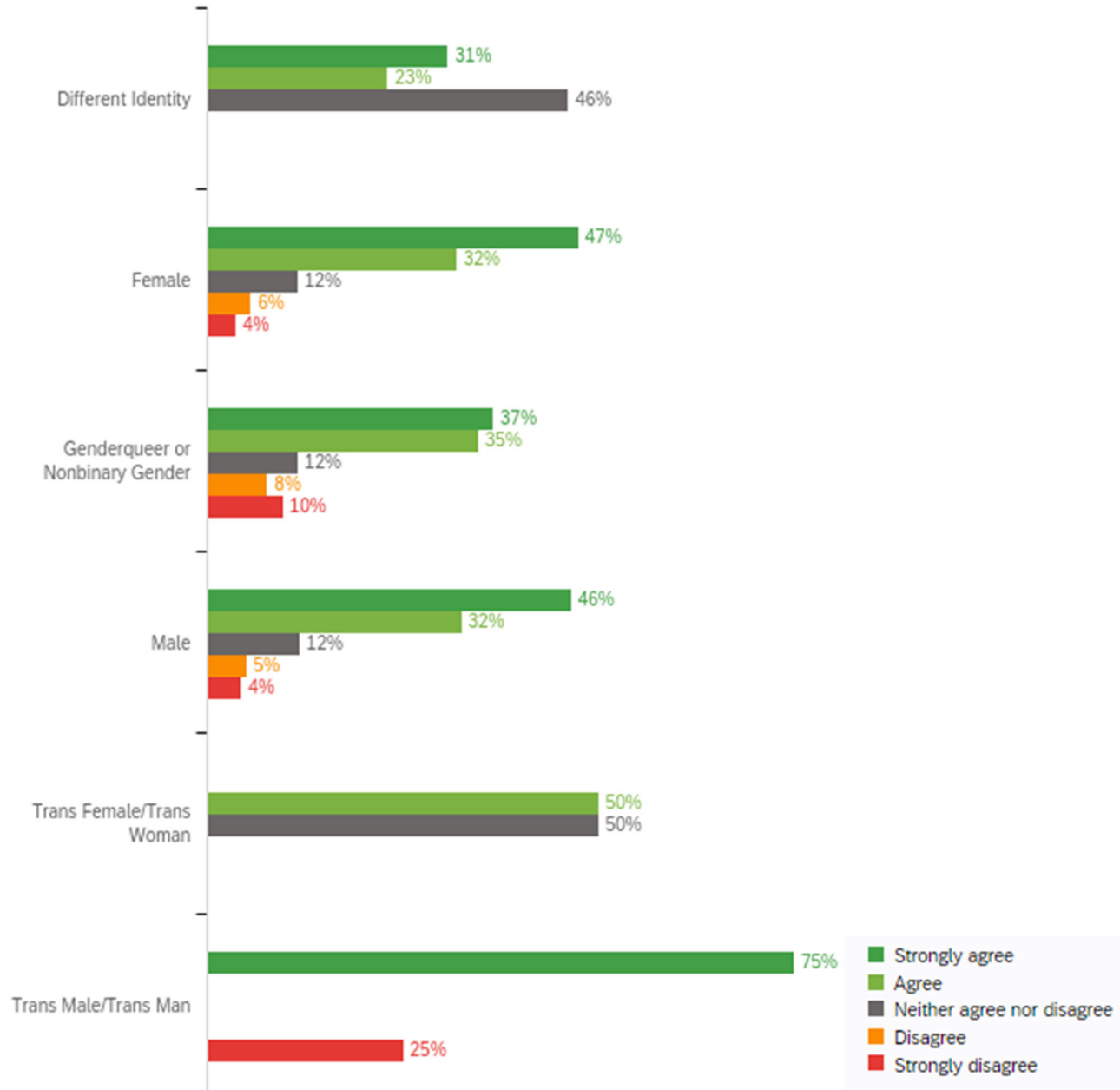
My well-being is important to my immediate supervisor.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	38%	5	15%	2	31%	4	8%	1	8%	1	3.69	(0.19)	13
Female	53%	584	33%	360	9%	104	3%	35	2%	23	4.31	0.15	1106
Genderqueer or Nonbinary Gender	43%	23	32%	17	15%	8	6%	3	4%	2	4.06	(0.06)	53
Male	48%	237	34%	170	10%	51	4%	19	4%	18	4.19	0.14	495
Trans Female/Trans Woman	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	1.00	2
Trans Male/Trans Man	50%	2	25%	1	0%	0	0%	0	25%	1	3.75	(0.75)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

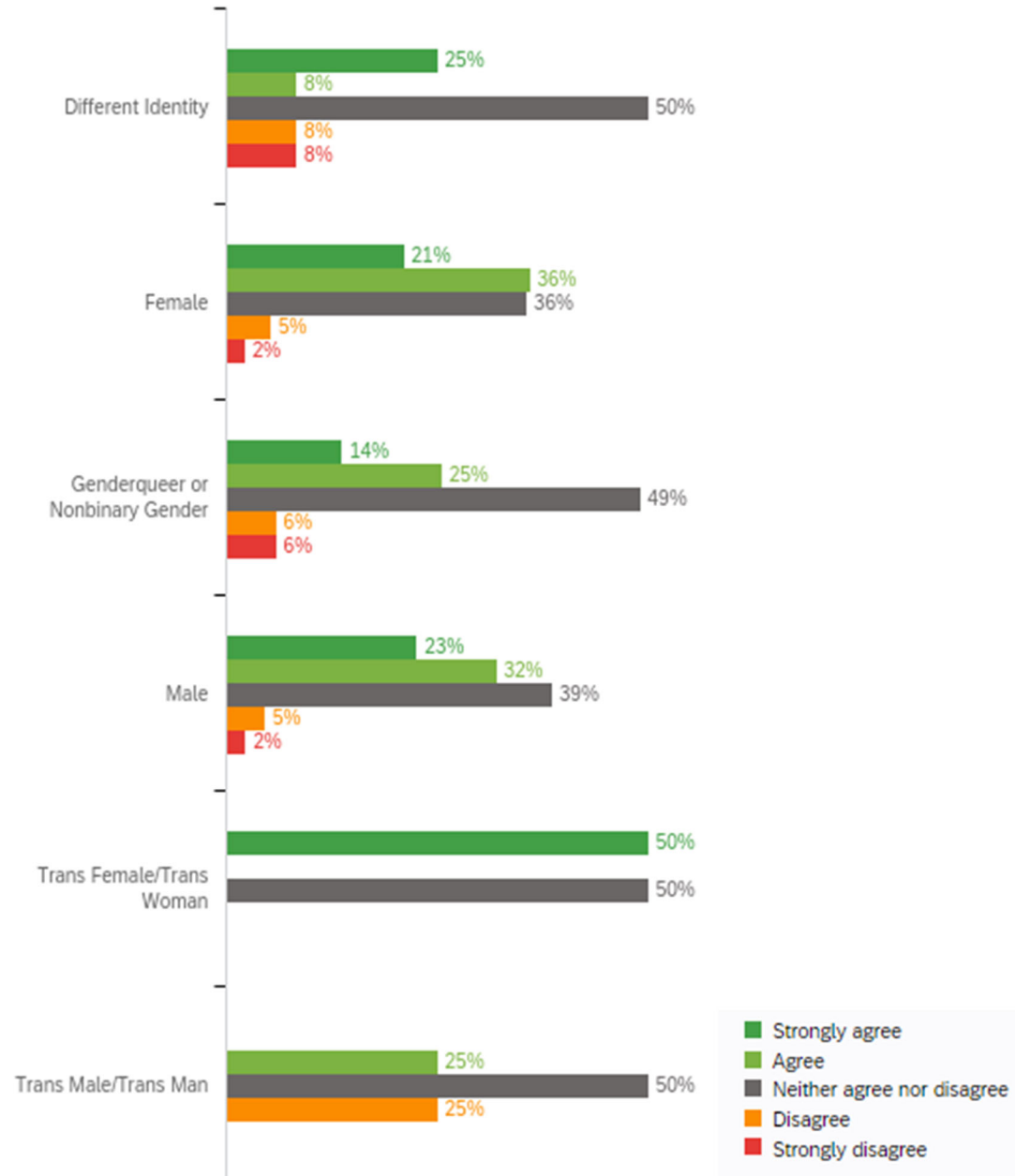
I trust my immediate supervisor.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	31%	4	23%	3	46%	6	0%	0	0%	0	3.85	0.35	13
Female	47%	518	32%	348	12%	126	6%	61	4%	40	4.14	0.09	1093
Genderqueer or Nonbinary Gender	37%	19	35%	18	12%	6	8%	4	10%	5	3.81	(0.24)	52
Male	46%	225	32%	157	12%	57	5%	24	4%	21	4.12	0.05	484
Trans Female/Trans Woman	0%	0	50%	1	50%	1	0%	0	0%	0	3.50	0.25	2
Trans Male/Trans Man	75%	3	0%	0	0%	0	0%	0	25%	1	4.00	(0.75)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

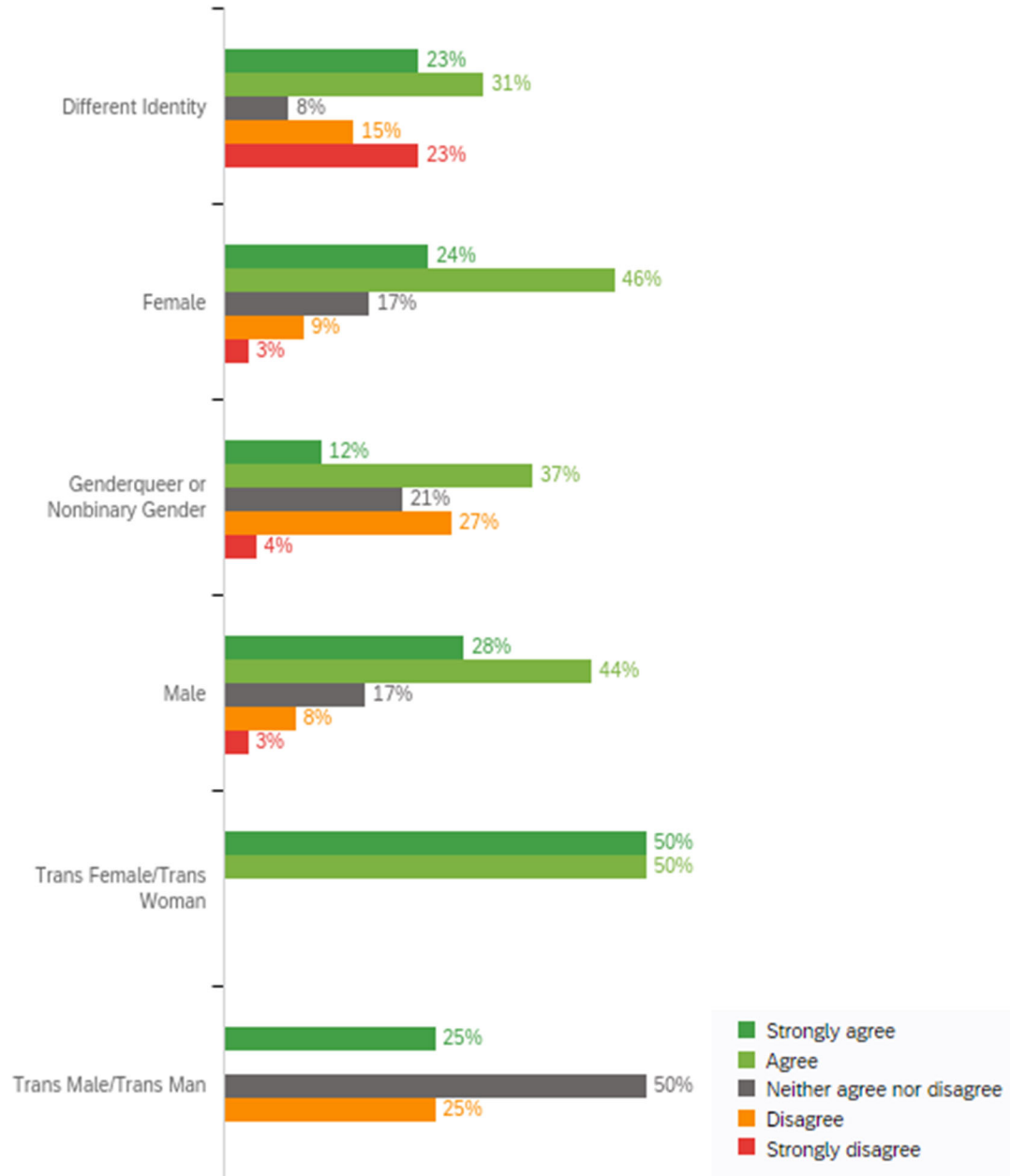
I trust the leader of my school, college, division, or equivalent



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	25%	3	8%	1	50%	6	8%	1	8%	1	3.33	0.04	12
Female	21%	220	36%	376	36%	372	5%	55	2%	23	3.68	0.08	1046
Genderqueer or Nonbinary Gender	14%	7	25%	13	49%	25	6%	3	6%	3	3.35	0.08	51
Male	23%	99	32%	140	39%	169	5%	20	2%	10	3.68	0.12	438
Trans Female/Trans Woman	50%	1	0%	0	50%	1	0%	0	0%	0	4.00	1.50	2
Trans Male/Trans Man	0%	0	25%	1	50%	2	25%	1	0%	0	3.00	0.00	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

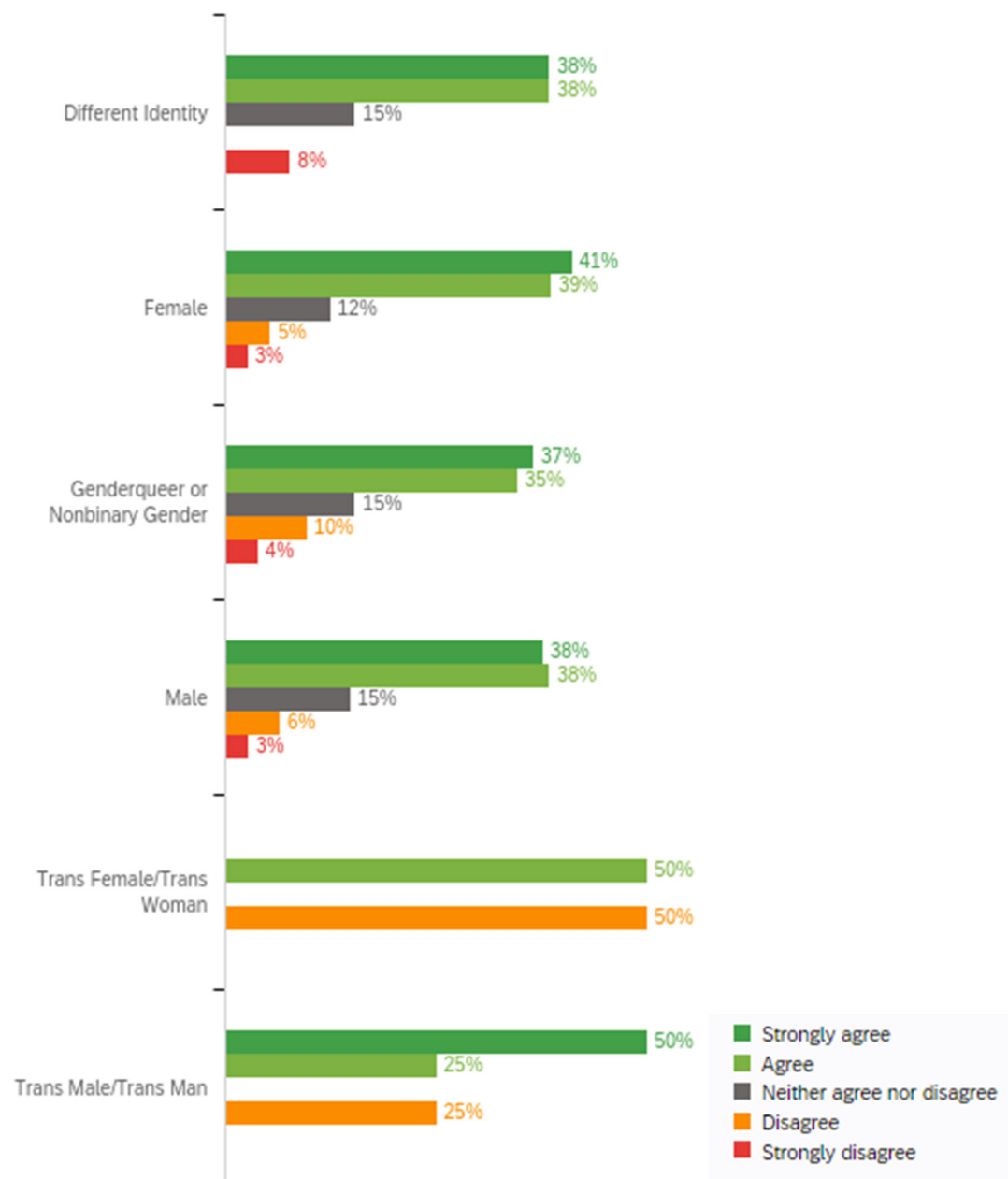
Regardless of my background, I have an equal opportunity to succeed



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	23%	3	31%	4	8%	1	15%	2	23%	3	3.15	(0.23)	13
Female	24%	270	46%	515	17%	192	9%	105	3%	32	3.80	0.05	1114
Genderqueer or Nonbinary Gender	12%	6	37%	19	21%	11	27%	14	4%	2	3.25	(0.18)	52
Male	28%	141	44%	216	17%	83	8%	42	3%	14	3.86	0.08	496
Trans Female/Trans Woman	50%	1	50%	1	0%	0	0%	0	0%	0	4.50	1.00	2
Trans Male/Trans Man	25%	1	0%	0	50%	2	25%	1	0%	0	3.25	(1.00)	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

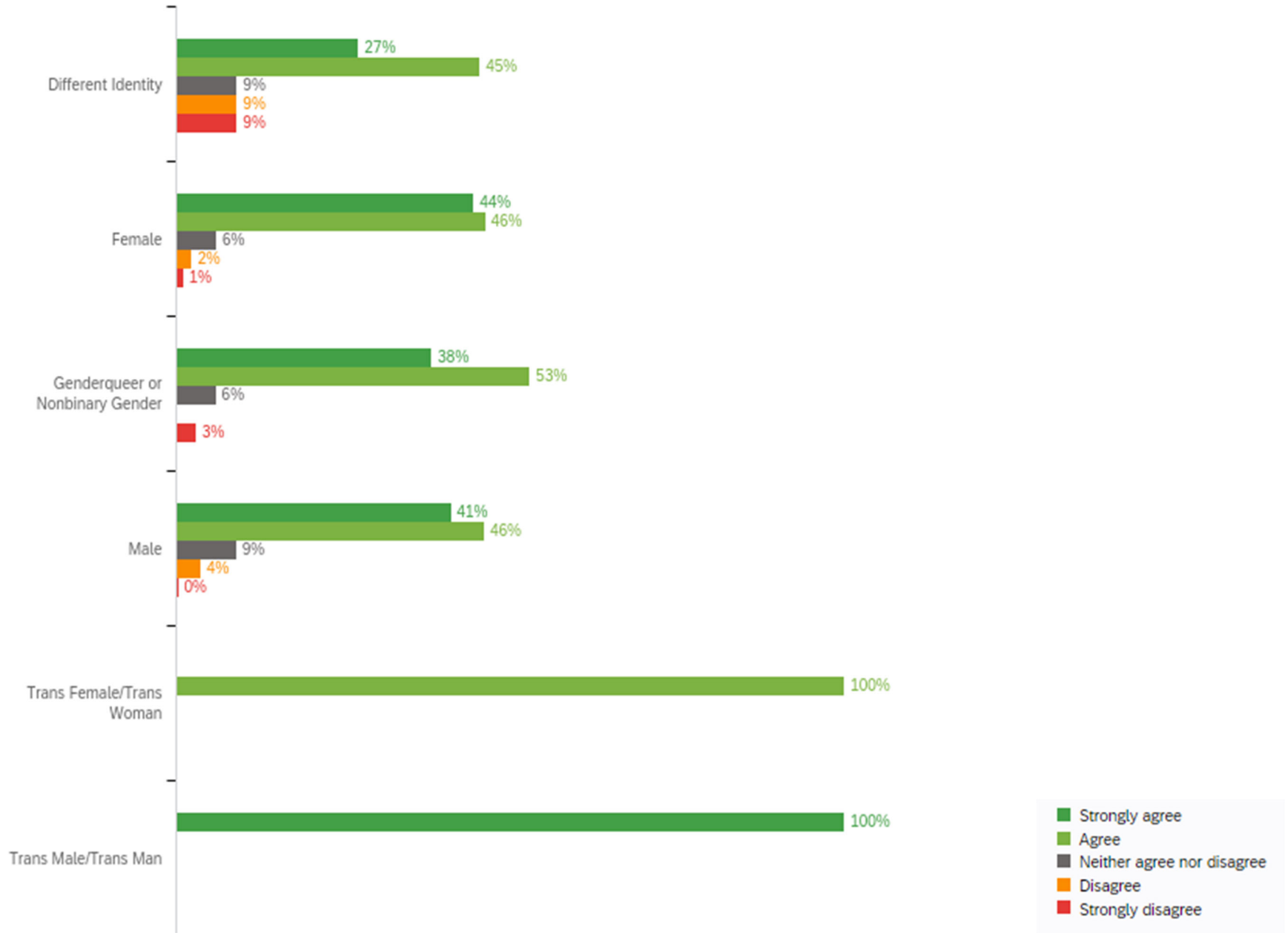
My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Different Identity	38%	5	38%	5	15%	2	0%	0	8%	1	4.00	0.25	13
Female	41%	447	39%	420	12%	135	5%	58	3%	28	4.10	0.15	1088
Genderqueer or Nonbinary Gender	37%	19	35%	18	15%	8	10%	5	4%	2	3.90	(0.08)	52
Male	38%	181	38%	185	15%	71	6%	31	3%	13	4.02	0.06	481
Trans Female/Trans Woman	0%	0	50%	1	0%	0	50%	1	0%	0	3.00	(0.50)	2
Trans Male/Trans Man	50%	2	25%	1	0%	0	25%	1	0%	0	4.00	0.00	4

*Difference in average score from the October 2022 State of the Workplace, staff responses only

My most recent year end Achieve Together Performance Evaluation was fair and accurate.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	27%	3	45%	5	9%	1	9%	1	9%	1	3.73	11
Female	44%	388	46%	403	6%	52	2%	20	1%	9	4.31	872
Genderqueer or Nonbinary Gender	38%	13	53%	18	6%	2	0%	0	3%	1	4.24	34
Male	41%	147	46%	165	9%	32	4%	13	0%	1	4.24	358
Trans Female/Trans Woman	0%	0	100%	1	0%	0	0%	0	0%	0	4.00	1
Trans Male/Trans Man	100%	2	0%	0	0%	0	0%	0	0%	0	5.00	2

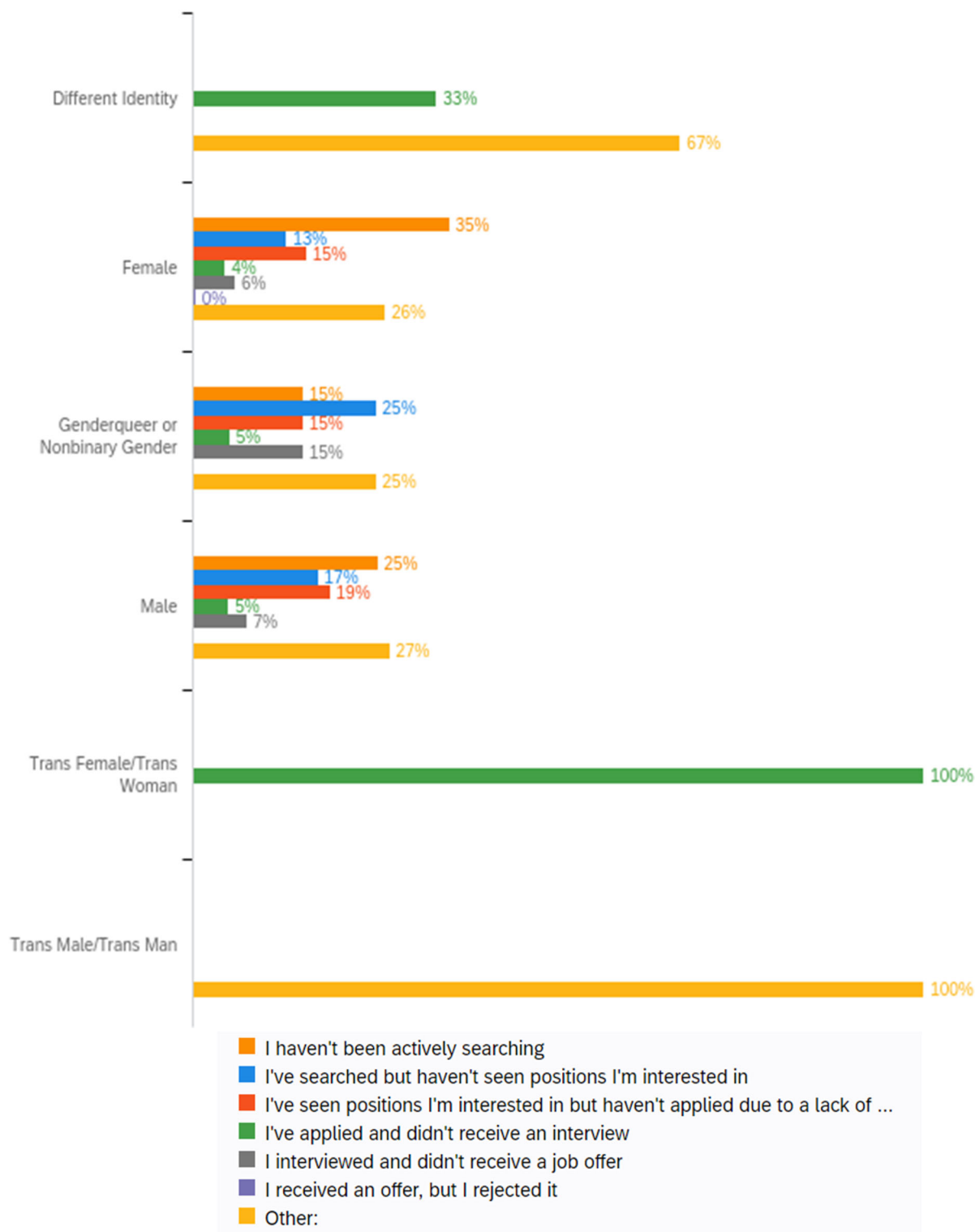
Do you supervise professional staff?

Question	No, I do not supervise professional staff		Yes, I supervise professional staff ONLY (not other supervisors)		Yes, I supervise professional staff including other supervisors		Total
	%	Count	%	Count	%	Count	
Different Identity	50%	5	20%	2	30%	3	10
Female	72%	759	20%	214	8%	86	1059
Genderqueer or Nonbinary Gender	82%	41	14%	7	4%	2	50
Male	67%	312	21%	99	11%	53	464
Trans Female/Trans Woman	100%	2	0%	0	0%	0	2
Trans Male/Trans Man	100%	4	0%	0	0%	0	4

Are you interested in a supervisor/manager role within UC Berkeley? For those who do not supervisor professional staff)

Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
Different Identity	60%	3	20%	1	20%	1	5
Female	39%	298	28%	212	33%	249	759
Genderqueer or Nonbinary Gender	49%	20	22%	9	29%	12	41
Male	39%	123	31%	98	29%	91	312
Trans Female/Trans Woman	50%	1	50%	1	0%	0	2
Trans Male/Trans Man	50%	2	50%	2	0%	0	4

What has kept you from obtaining a supervisor/manager role at Berkeley? For those who do not supervisor professional staff)

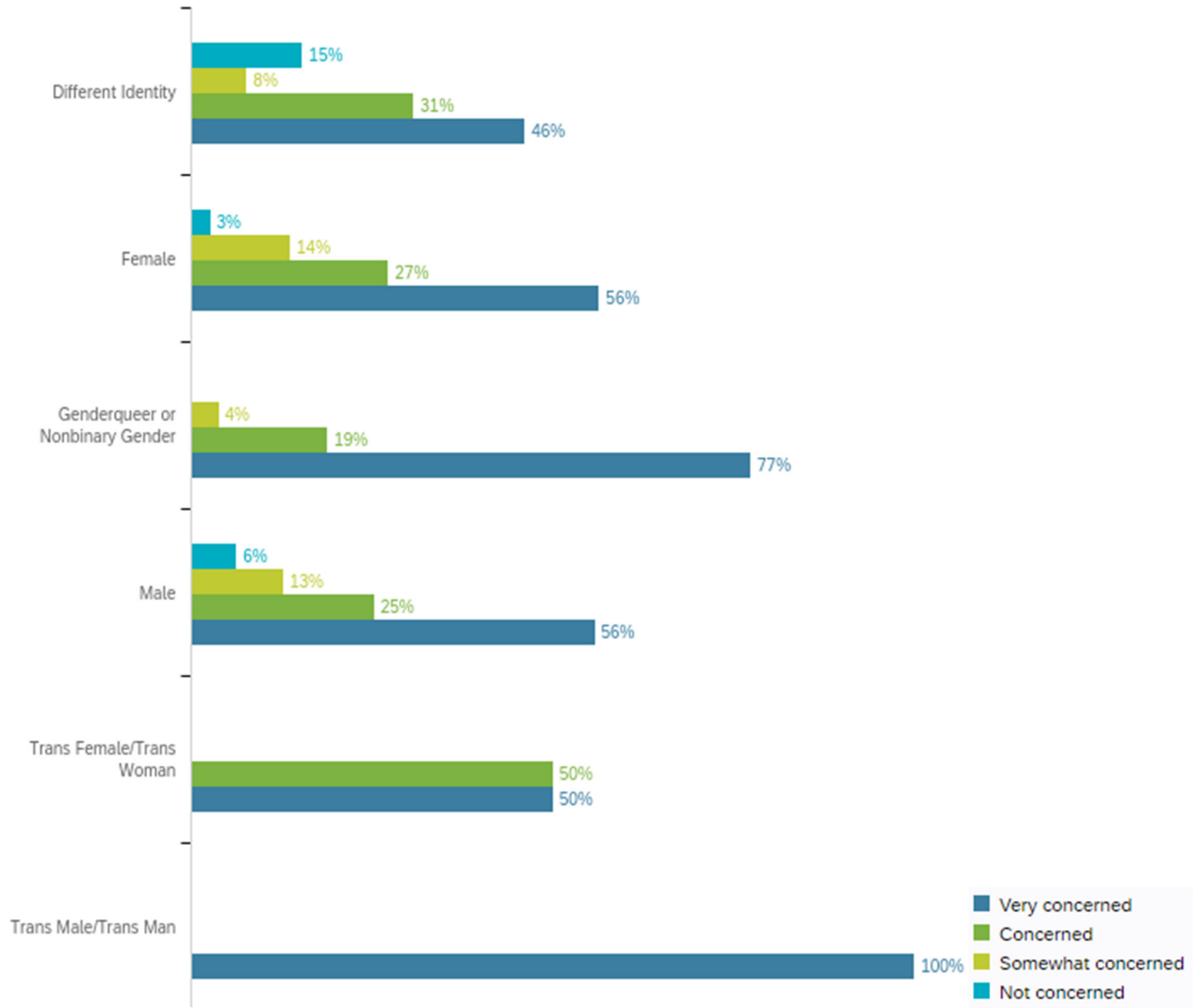


Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Different Identity	0%	0	0%	0	0%	0	33%	1	0%	0	0%	0	67%	2	3
Female	35%	104	13%	38	15%	46	4%	13	6%	17	0%	1	26%	78	297
Genderqueer or Nonbinary Gender	15%	3	25%	5	15%	3	5%	1	15%	3	0%	0	25%	5	20
Male	25%	31	17%	21	19%	23	5%	6	7%	9	0%	0	27%	33	123
Trans Female/Trans Woman	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Male/Trans Man	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	2	2

Are you interested in a higher level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

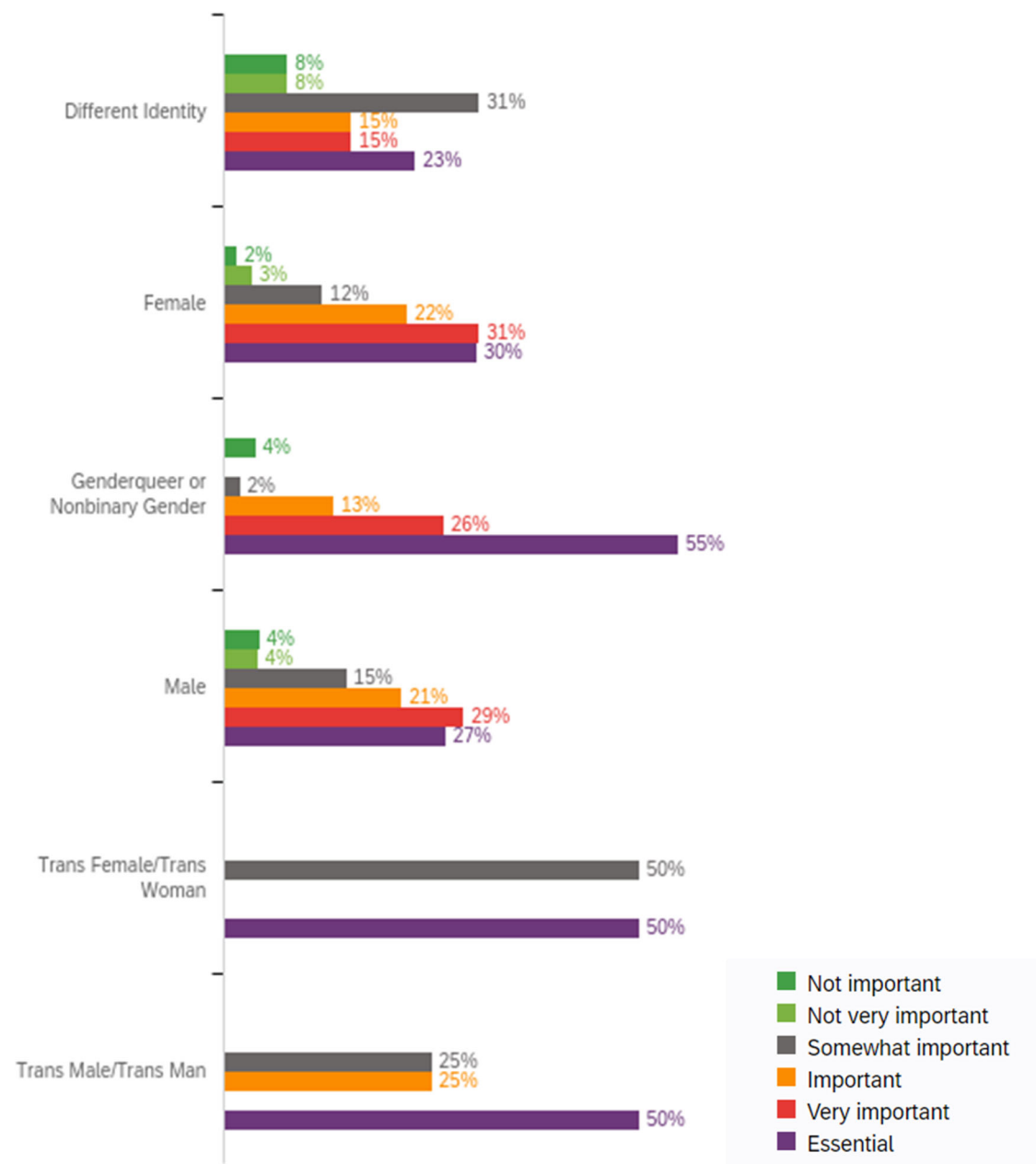
Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
Different Identity	40%	2	20%	1	40%	2	5
Female	50%	149	19%	56	32%	95	300
Genderqueer or Nonbinary Gender	56%	5	22%	2	22%	2	9
Male	55%	84	14%	22	30%	46	152
Trans Female/Trans Woman	0%	0	0%	0	0%	0	0
Trans Male/Trans Man	0%	0	0%	0	0%	0	0

How concerned are you about climate change?



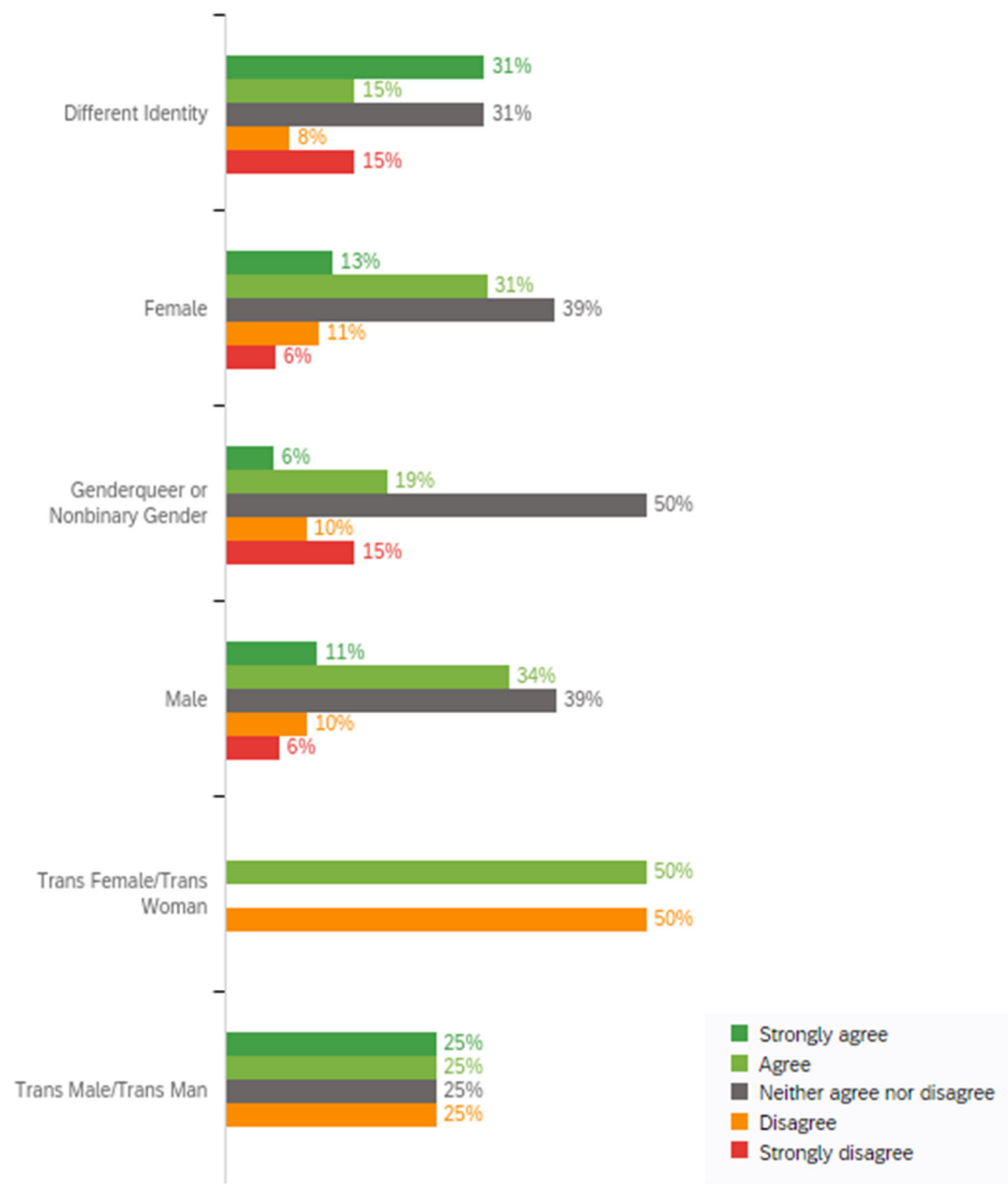
Question	Not concerned		Somewhat concerned		Concerned		Very concerned		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count		
Different Identity	15%	2	8%	1	31%	4	46%	6	3.08	13
Female	3%	29	14%	152	27%	303	56%	627	3.38	1111
Genderqueer or Nonbinary Gender	0%	0	4%	2	19%	10	77%	41	3.74	53
Male	6%	31	13%	63	25%	125	56%	276	3.31	495
Trans Female/Trans Woman	0%	0	0%	0	50%	1	50%	1	3.50	2
Trans Male/Trans Man	0%	0	0%	0	0%	0	100%	4	4.00	4

Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?



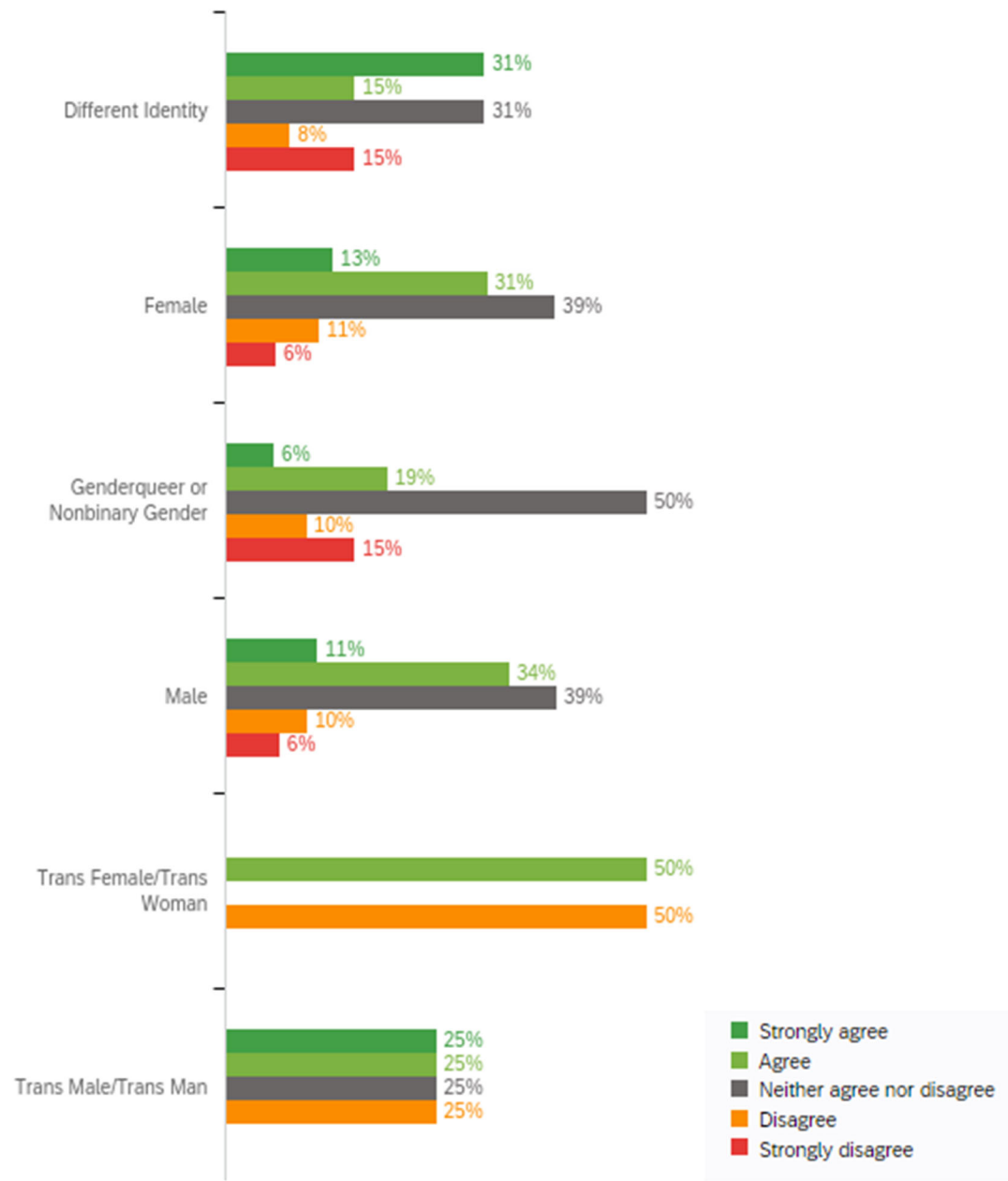
Question	Not important		Not very important		Somewhat important		Important		Very important		Essential		Avg. Score	Total
	%	n	%	n	%	n	%	n	%	n	%	n		
Different Identity	8%	1	8%	1	31%	4	15%	2	15%	2	23%	3	3.92	13
Female	2%	17	3%	37	12%	131	22%	243	31%	339	30%	335	4.68	1102
Genderqueer or Nonbinary Gender	4%	2	0%	0	2%	1	13%	7	26%	14	55%	29	5.23	53
Male	4%	21	4%	20	15%	73	21%	106	29%	143	27%	132	4.47	495
Trans Female/Trans Woman	0%	0	0%	0	50%	1	0%	0	0%	0	50%	1	4.50	2
Trans Male/Trans Man	0%	0	0%	0	25%	1	25%	1	0%	0	50%	2	4.75	4

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Different Identity	31%	4	15%	2	31%	4	8%	1	15%	2	3.38	13
Female	13%	139	31%	338	39%	426	11%	121	6%	65	3.34	1089
Genderqueer or Nonbinary Gender	6%	3	19%	10	50%	26	10%	5	15%	8	2.90	52
Male	11%	53	34%	163	39%	190	10%	47	6%	31	3.33	484
Trans Female/Trans Woman	0%	0	50%	1	0%	0	50%	1	0%	0	3.00	2
Trans Male/Trans Man	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	4

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.



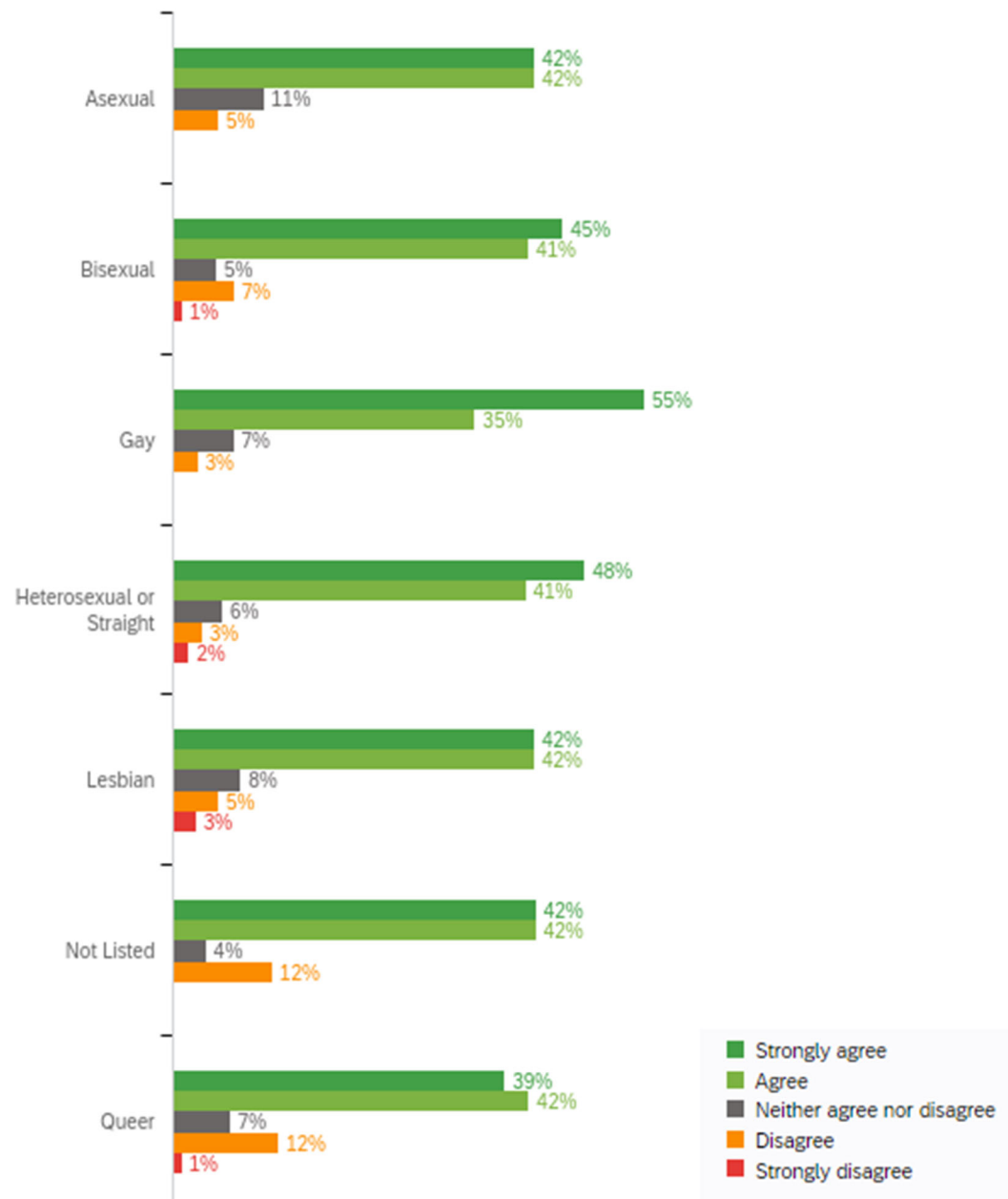
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Different Identity	31%	4	15%	2	31%	4	8%	1	15%	2	3.38	13
Female	13%	139	31%	338	39%	426	11%	121	6%	65	3.34	1089
Genderqueer or Nonbinary Gender	6%	3	19%	10	50%	26	10%	5	15%	8	2.90	52
Male	11%	53	34%	163	39%	190	10%	47	6%	31	3.33	484
Trans Female/Trans Woman	0%	0	50%	1	0%	0	50%	1	0%	0	3.00	2
Trans Male/Trans Man	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	4

Berkeley People & Culture

State of the Workplace Survey – Sexual Orientation

July 2023

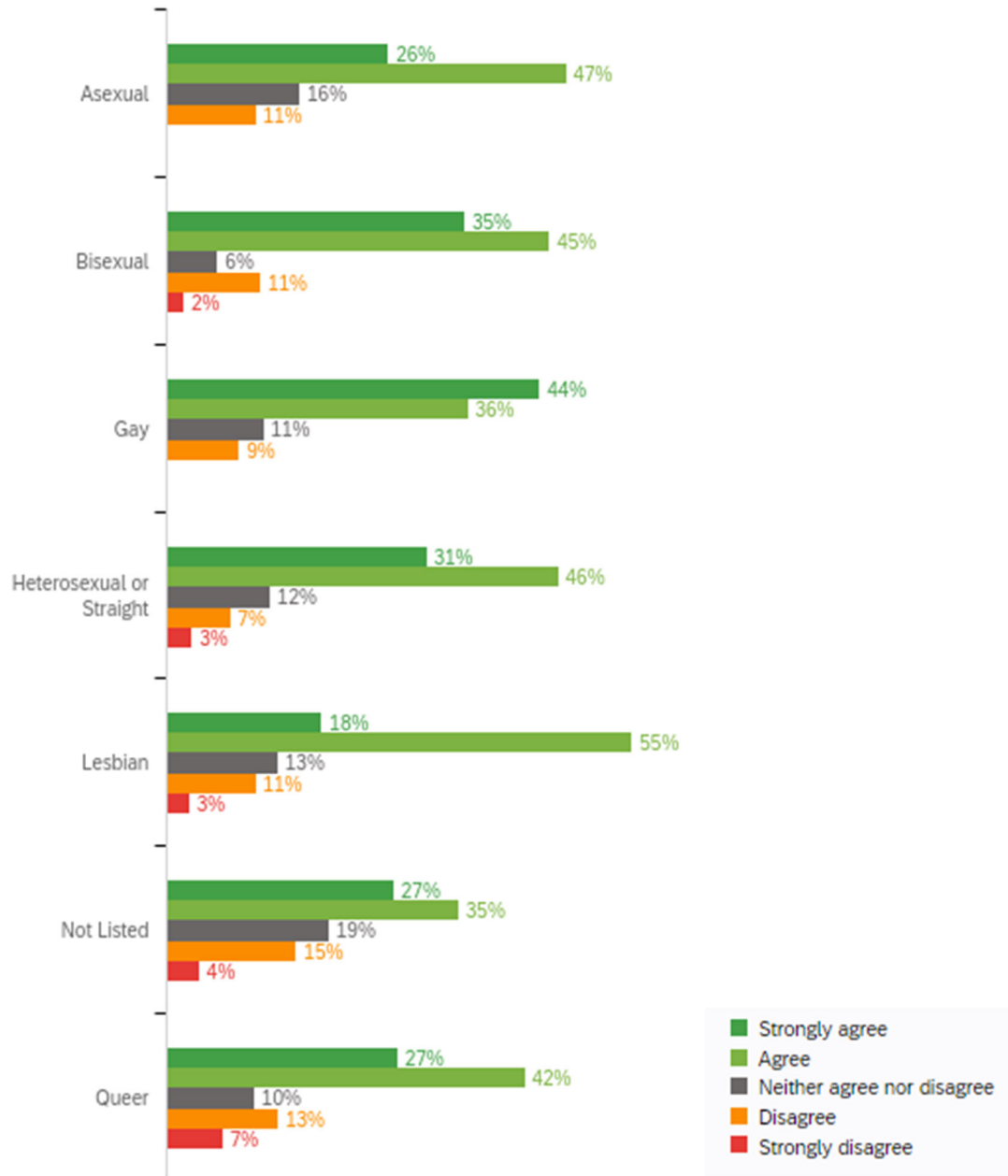
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	42%	8	42%	8	11%	2	5%	1	0%	0	4.21	0.21	19
Bisexual	45%	45	41%	41	5%	5	7%	7	1%	1	4.23	0.06	99
Gay	55%	39	35%	25	7%	5	3%	2	0%	0	4.42	0.43	71
Heterosexual or Straight	48%	576	41%	493	6%	69	3%	40	2%	22	4.30	0.20	1200
Lesbian	42%	16	42%	16	8%	3	5%	2	3%	1	4.16	0.33	38
Not Listed	42%	11	42%	11	4%	1	12%	3	0%	0	4.15	0.26	26
Queer	39%	41	42%	44	7%	7	12%	13	1%	1	4.05	(0.05)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

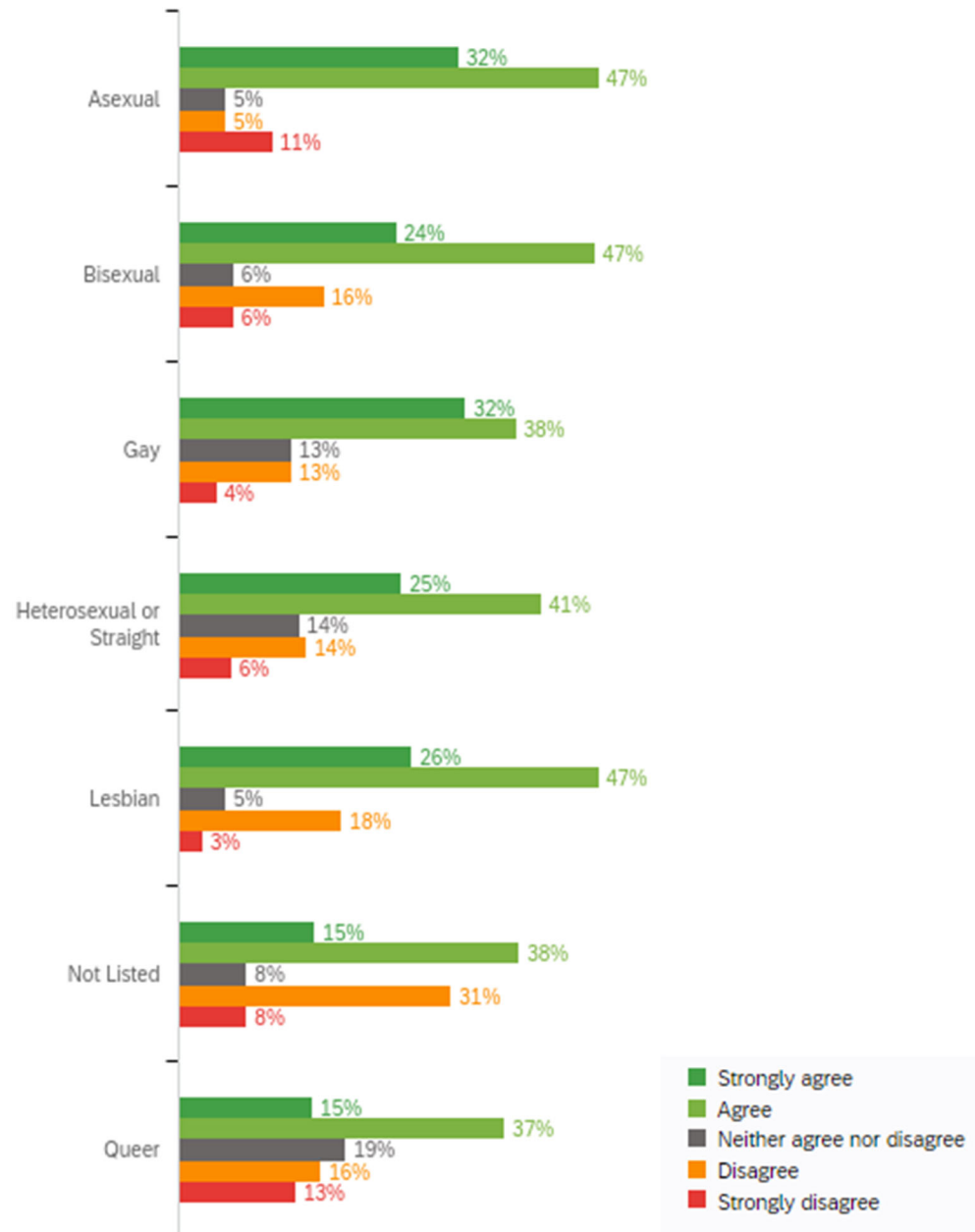
The amount of work my supervisor expects me to complete is reasonable.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	26%	5	47%	9	16%	3	11%	2	0%	0	3.89	(0.11)	19
Bisexual	35%	35	45%	45	6%	6	11%	11	2%	2	4.01	0.11	99
Gay	44%	31	36%	25	11%	8	9%	6	0%	0	4.16	0.34	70
Heterosexual or Straight	31%	370	46%	558	12%	147	7%	90	3%	36	3.95	0.19	1201
Lesbian	18%	7	55%	21	13%	5	11%	4	3%	1	3.76	0.43	38
Not Listed	27%	7	35%	9	19%	5	15%	4	4%	1	3.65	0.01	26
Queer	27%	29	42%	45	10%	11	13%	14	7%	7	3.71	(0.14)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

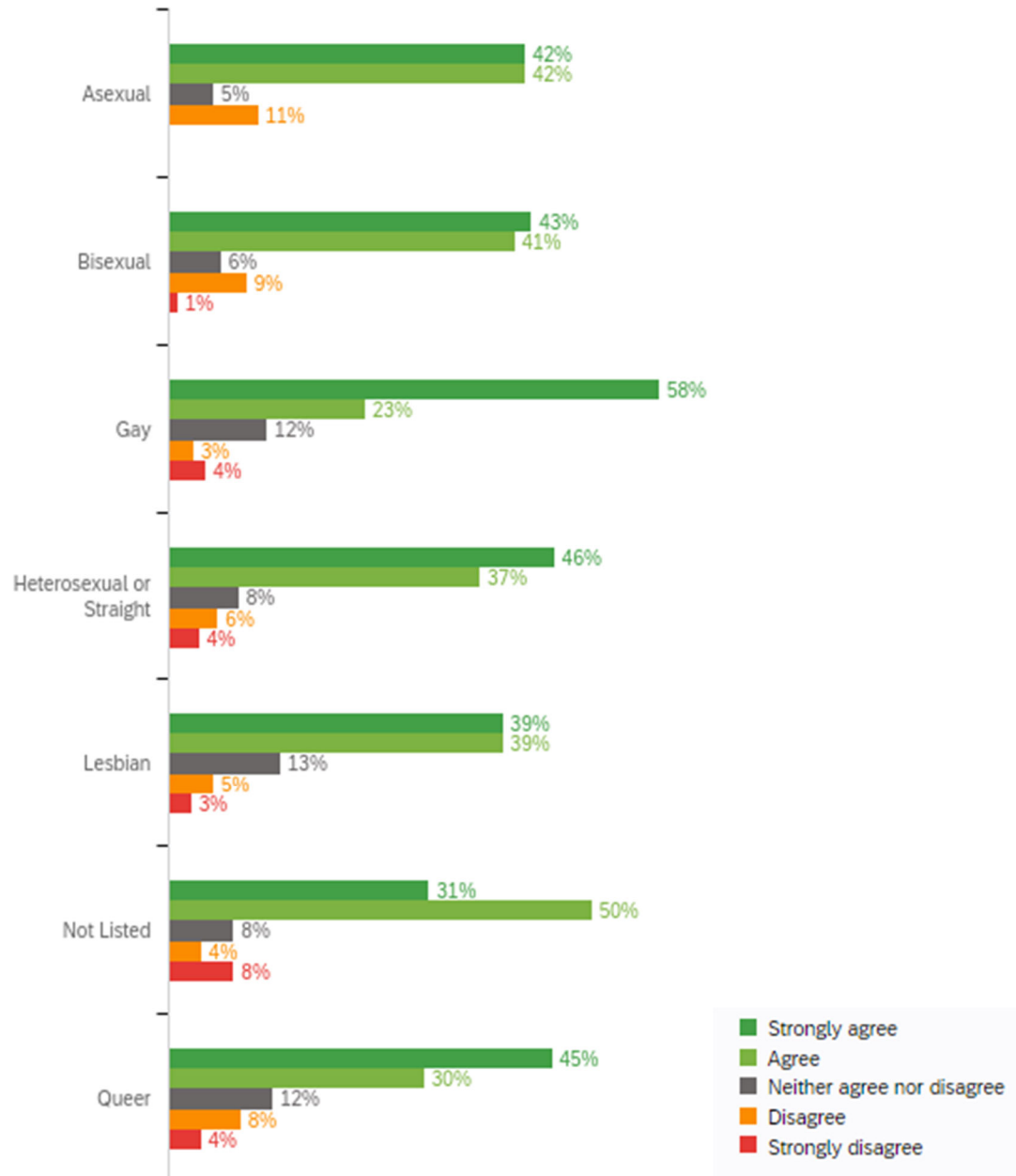
My job description and title accurately reflect my current responsibilities.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	32%	6	47%	9	5%	1	5%	1	11%	2	3.84	0.31	19
Bisexual	24%	24	47%	46	6%	6	16%	16	6%	6	3.67	0.31	98
Gay	32%	23	38%	27	13%	9	13%	9	4%	3	3.82	0.33	71
Heterosexual or Straight	25%	302	41%	491	14%	163	14%	173	6%	71	3.65	0.26	1200
Lesbian	26%	10	47%	18	5%	2	18%	7	3%	1	3.76	0.59	38
Not Listed	15%	4	38%	10	8%	2	31%	8	8%	2	3.23	(0.33)	26
Queer	15%	16	37%	39	19%	20	16%	17	13%	14	3.25	(0.07)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

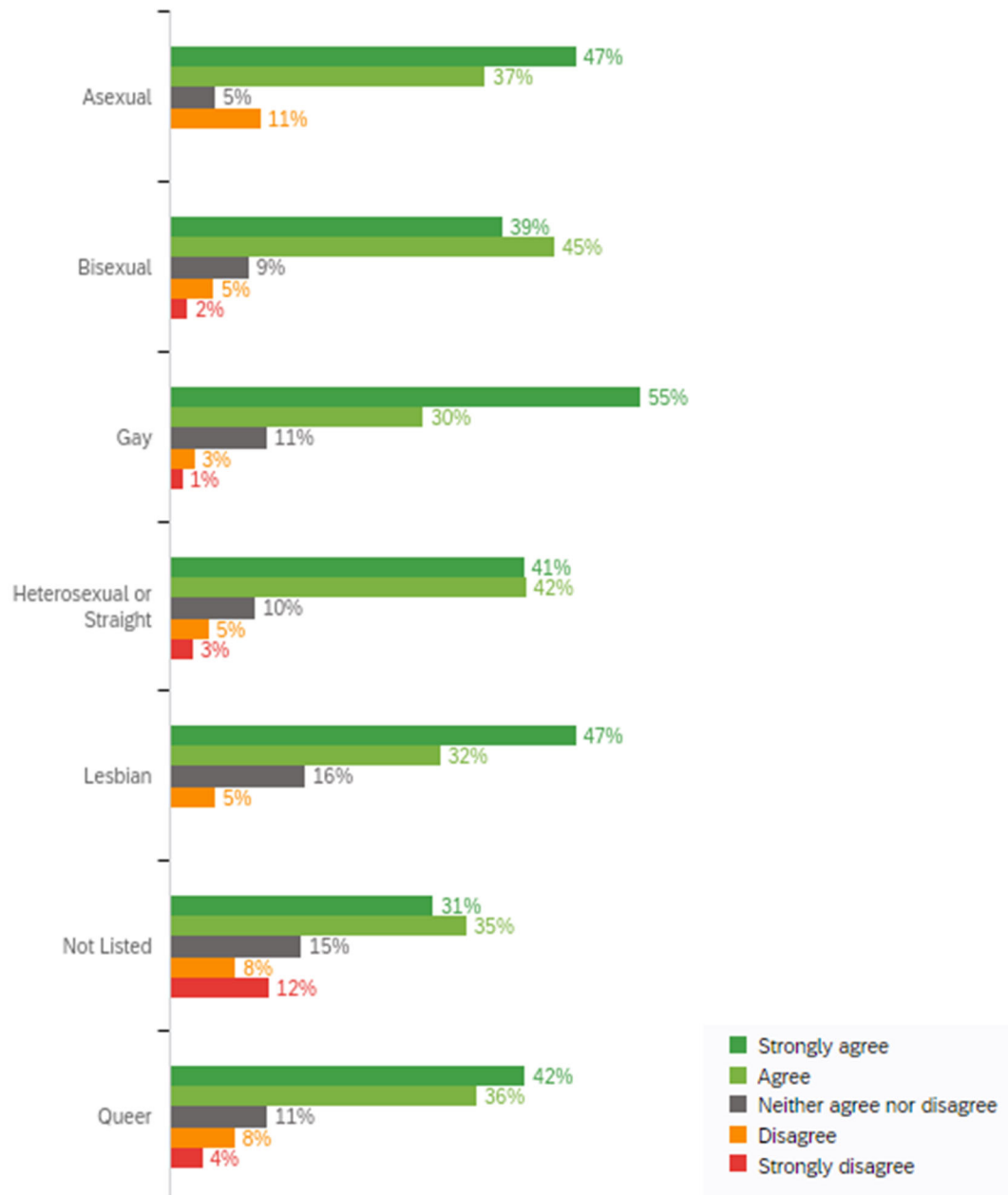
Within my team, I feel my personal contributions are recognized by my supervisor



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	42%	8	42%	8	5%	1	11%	2	0%	0	4.16	0.27	19
Bisexual	43%	42	41%	40	6%	6	9%	9	1%	1	4.15	0.04	98
Gay	58%	40	23%	16	12%	8	3%	2	4%	3	4.28	0.24	69
Heterosexual or Straight	46%	548	37%	442	8%	99	6%	70	4%	43	4.15	0.18	1202
Lesbian	39%	15	39%	15	13%	5	5%	2	3%	1	4.08	0.46	38
Not Listed	31%	8	50%	13	8%	2	4%	1	8%	2	3.92	0.23	26
Queer	45%	48	30%	32	12%	13	8%	9	4%	4	4.05	(0.05)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

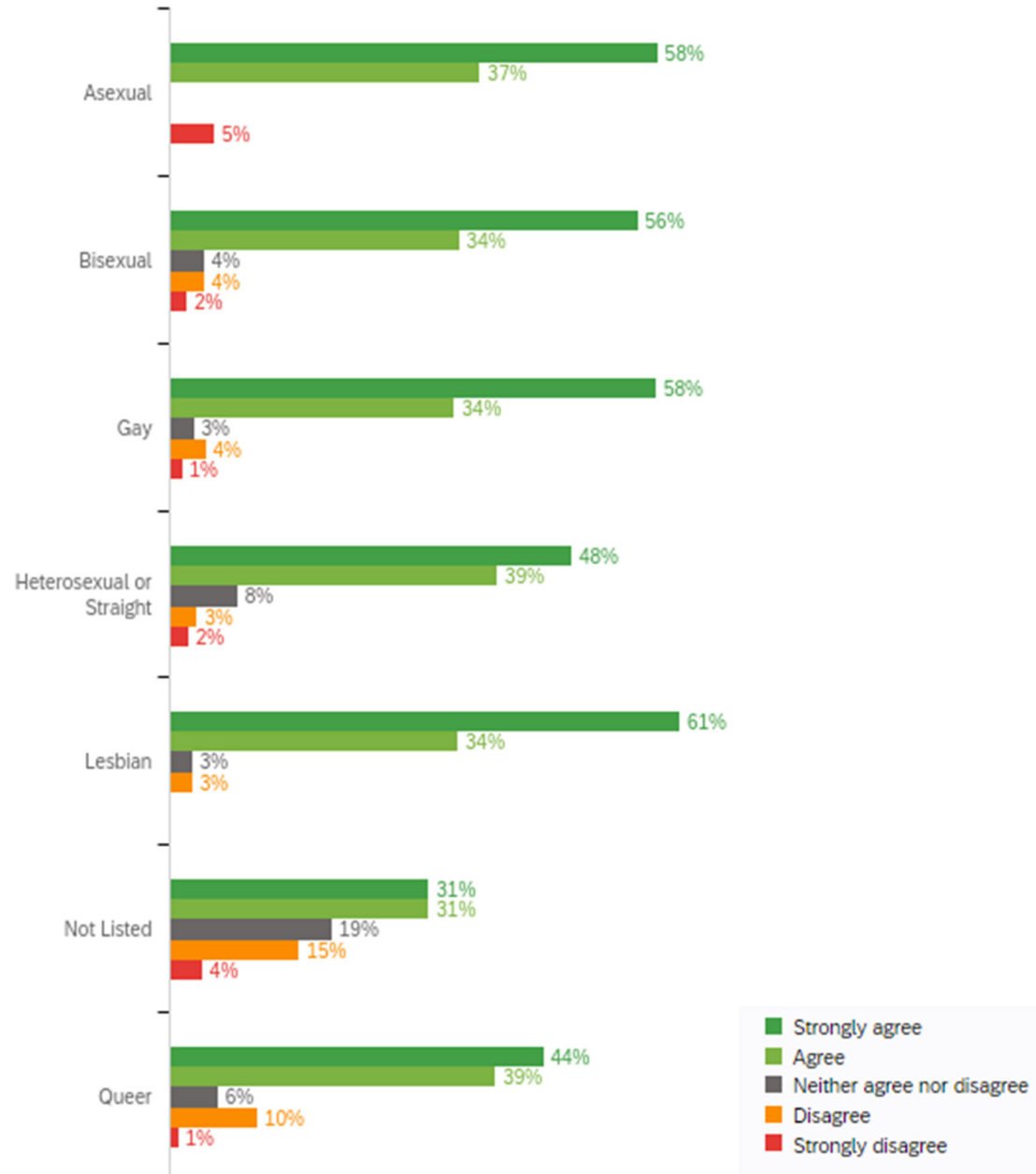
Within my team, my opinions seem to count.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	47%	9	37%	7	5%	1	11%	2	0%	0	4.21	0.32	19
Bisexual	39%	38	45%	44	9%	9	5%	5	2%	2	4.13	0.11	98
Gay	55%	39	30%	21	11%	8	3%	2	1%	1	4.34	0.27	71
Heterosexual or Straight	41%	495	42%	498	10%	119	5%	54	3%	32	4.14	0.14	1198
Lesbian	47%	18	32%	12	16%	6	5%	2	0%	0	4.21	0.47	38
Not Listed	31%	8	35%	9	15%	4	8%	2	12%	3	3.65	(0.03)	26
Queer	42%	44	36%	38	11%	12	8%	8	4%	4	4.04	(0.04)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

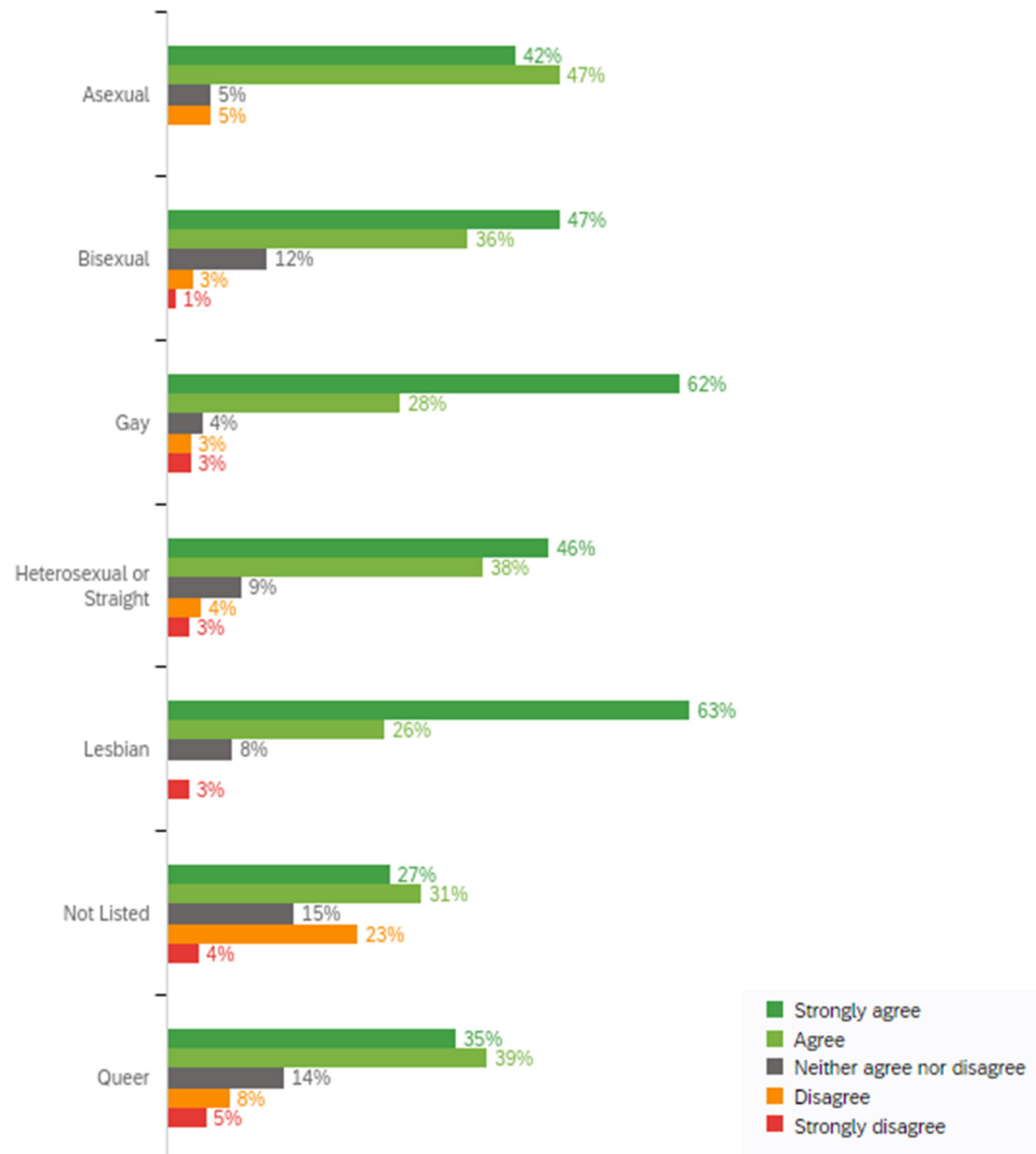
Within my team, I am treated with dignity and respect.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	58%	11	37%	7	0%	0	0%	0	5%	1	4.42	0.26	19
Bisexual	56%	55	34%	34	4%	4	4%	4	2%	2	4.37	0.19	99
Gay	58%	41	34%	24	3%	2	4%	3	1%	1	4.42	0.18	71
Heterosexual or Straight	48%	573	39%	467	8%	96	3%	39	2%	26	4.27	0.12	1201
Lesbian	61%	23	34%	13	3%	1	3%	1	0%	0	4.53	0.39	38
Not Listed	31%	8	31%	8	19%	5	15%	4	4%	1	3.69	(0.20)	26
Queer	44%	47	39%	41	6%	6	10%	11	1%	1	4.15	(0.06)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

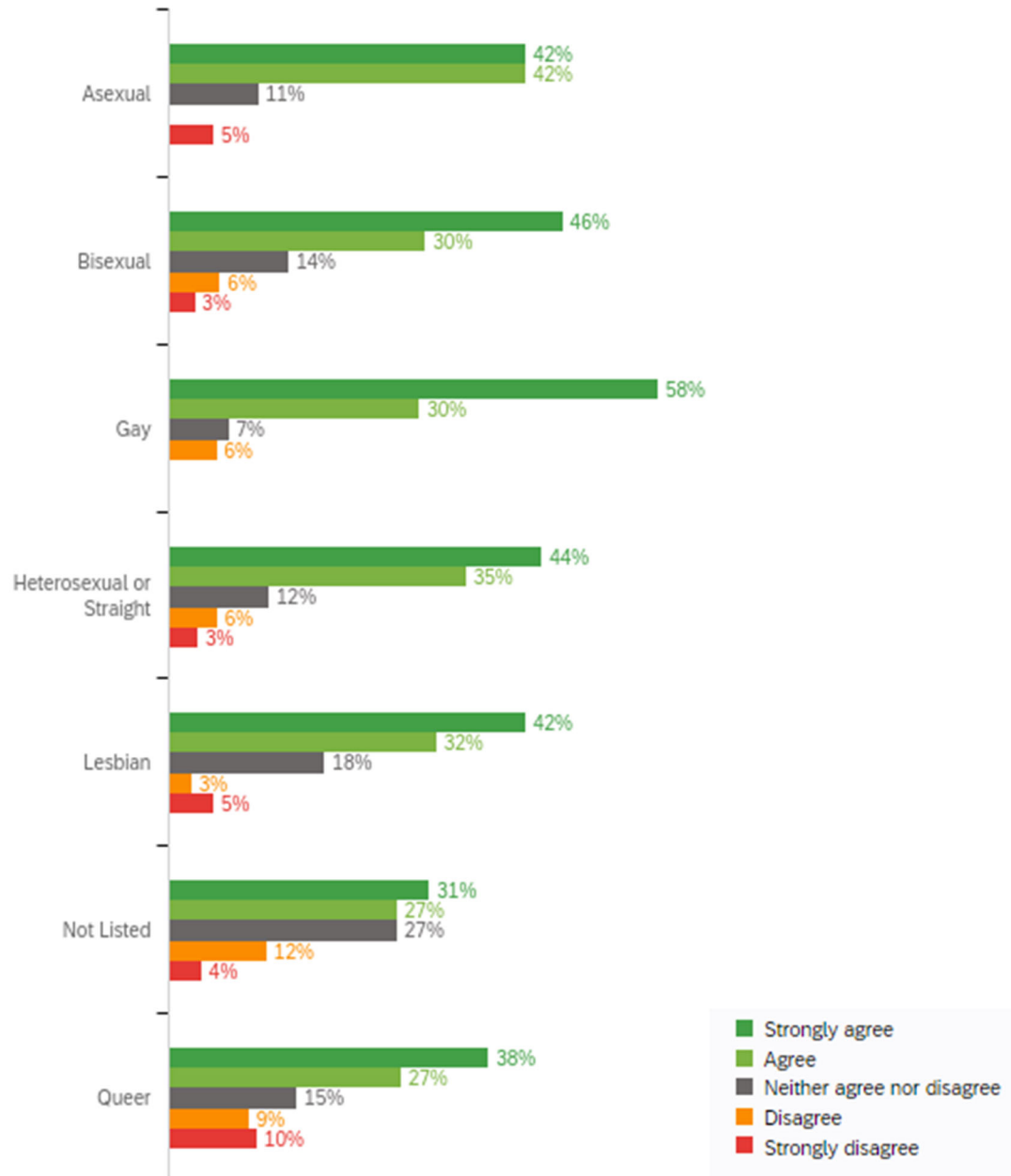
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	42%	8	47%	9	5%	1	5%	1	0%	0	4.26	0.15	19
Bisexual	47%	47	36%	36	12%	12	3%	3	1%	1	4.26	0.18	99
Gay	62%	44	28%	20	4%	3	3%	2	3%	2	4.44	0.25	71
Heterosexual or Straight	46%	553	38%	457	9%	107	4%	49	3%	32	4.21	0.14	1198
Lesbian	63%	24	26%	10	8%	3	0%	0	3%	1	4.47	0.42	38
Not Listed	27%	7	31%	8	15%	4	23%	6	4%	1	3.54	(0.29)	26
Queer	35%	37	39%	41	14%	15	8%	8	5%	5	3.92	0.01	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

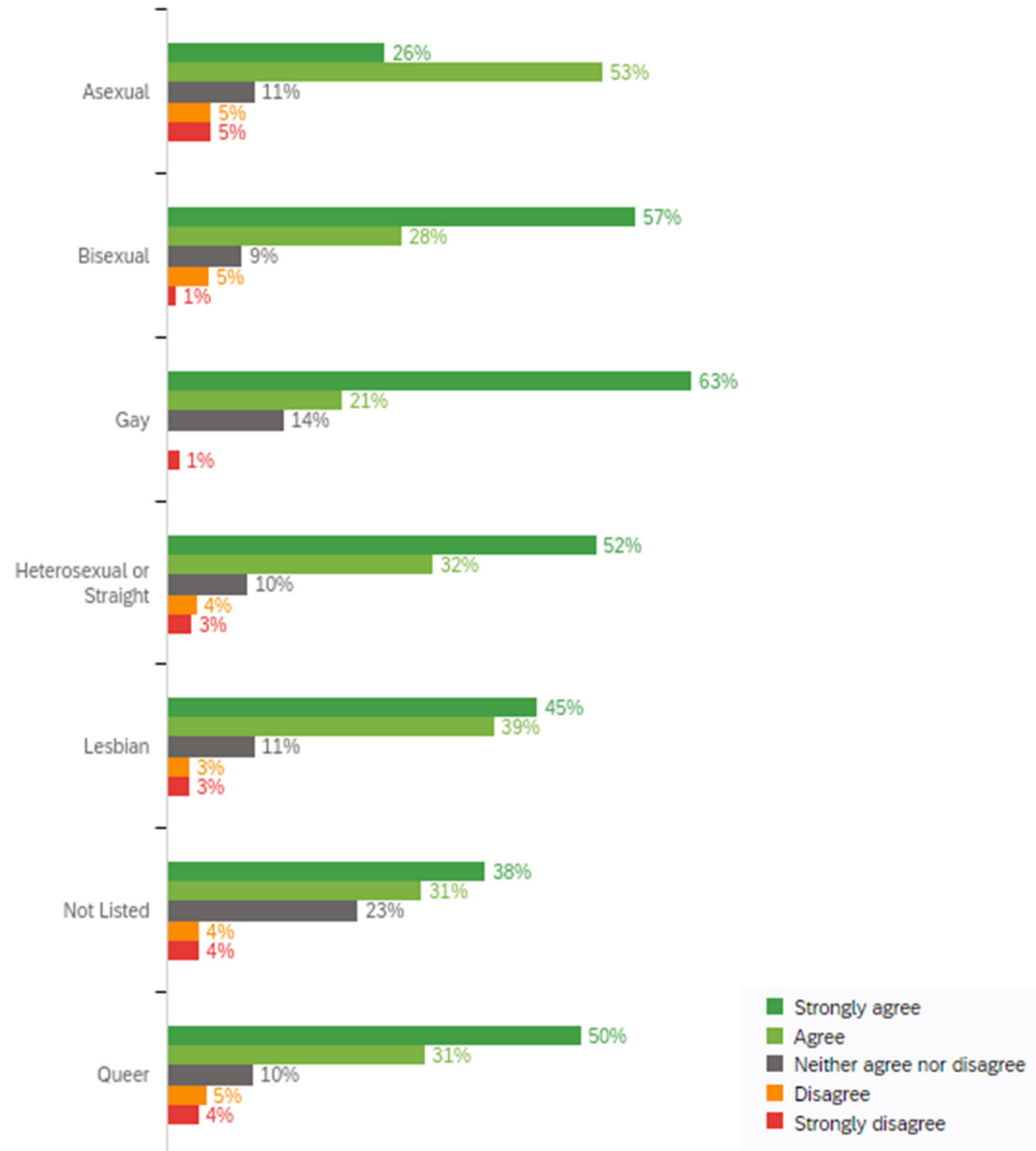
My immediate supervisor promotes an inclusive team environment through their actions.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	42%	8	42%	8	11%	2	0%	0	5%	1	4.16	0.42	19
Bisexual	46%	46	30%	30	14%	14	6%	6	3%	3	4.11	0.02	99
Gay	58%	41	30%	21	7%	5	6%	4	0%	0	4.39	0.23	71
Heterosexual or Straight	44%	529	35%	421	12%	142	6%	68	3%	41	4.11	0.14	1201
Lesbian	42%	16	32%	12	18%	7	3%	1	5%	2	4.03	0.32	38
Not Listed	31%	8	27%	7	27%	7	12%	3	4%	1	3.69	0.08	26
Queer	38%	40	27%	29	15%	16	9%	10	10%	11	3.73	(0.24)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

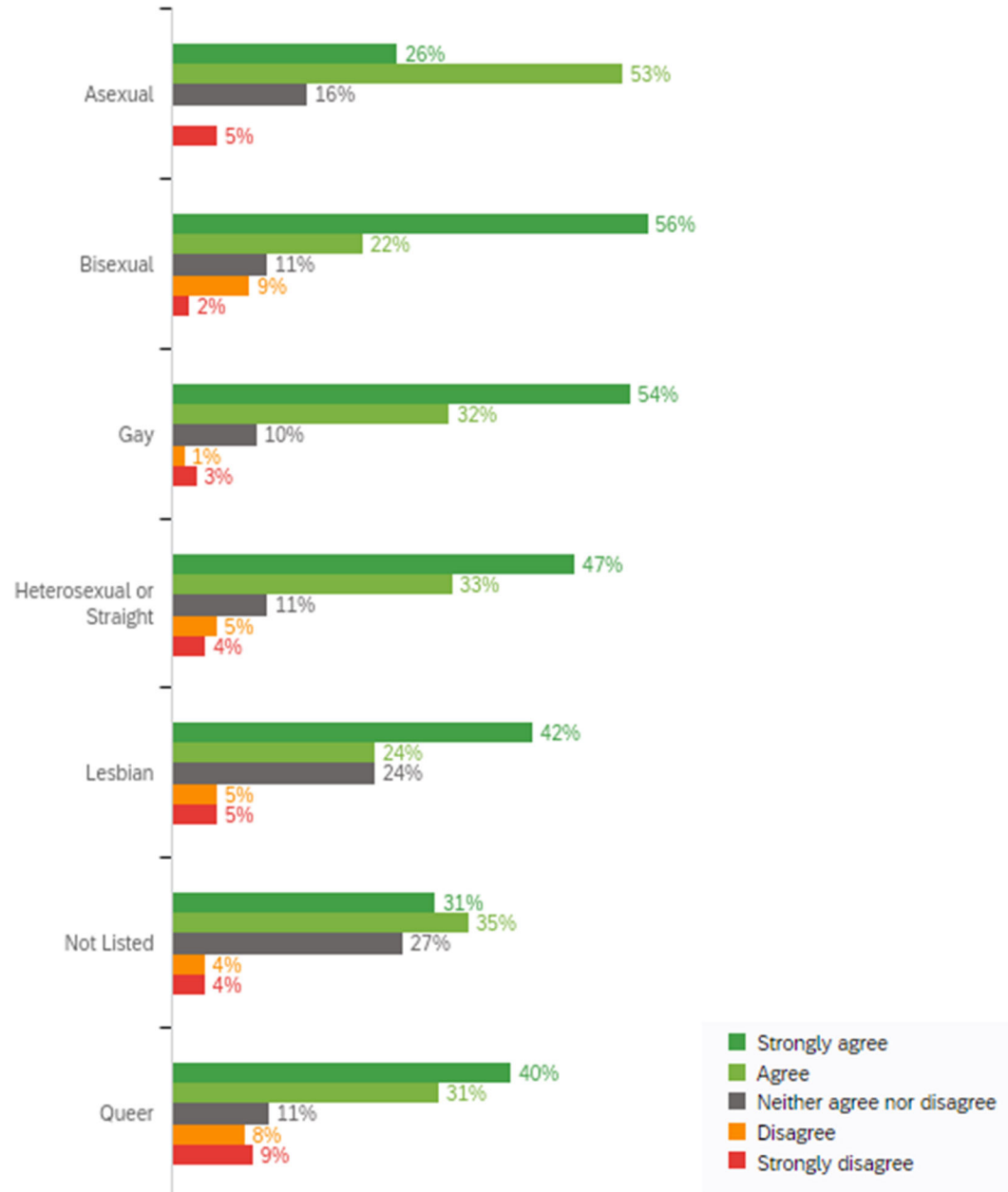
My well-being is important to my immediate supervisor.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	26%	5	53%	10	11%	2	5%	1	5%	1	3.89	(0.06)	19
Bisexual	57%	56	28%	28	9%	9	5%	5	1%	1	4.34	0.04	99
Gay	63%	45	21%	15	14%	10	0%	0	1%	1	4.45	0.24	71
Heterosexual or Straight	52%	620	32%	384	10%	116	4%	42	3%	35	4.26	0.12	1197
Lesbian	45%	17	39%	15	11%	4	3%	1	3%	1	4.21	0.45	38
Not Listed	38%	10	31%	8	23%	6	4%	1	4%	1	3.96	0.07	26
Queer	50%	53	31%	33	10%	11	5%	5	4%	4	4.19	0.06	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

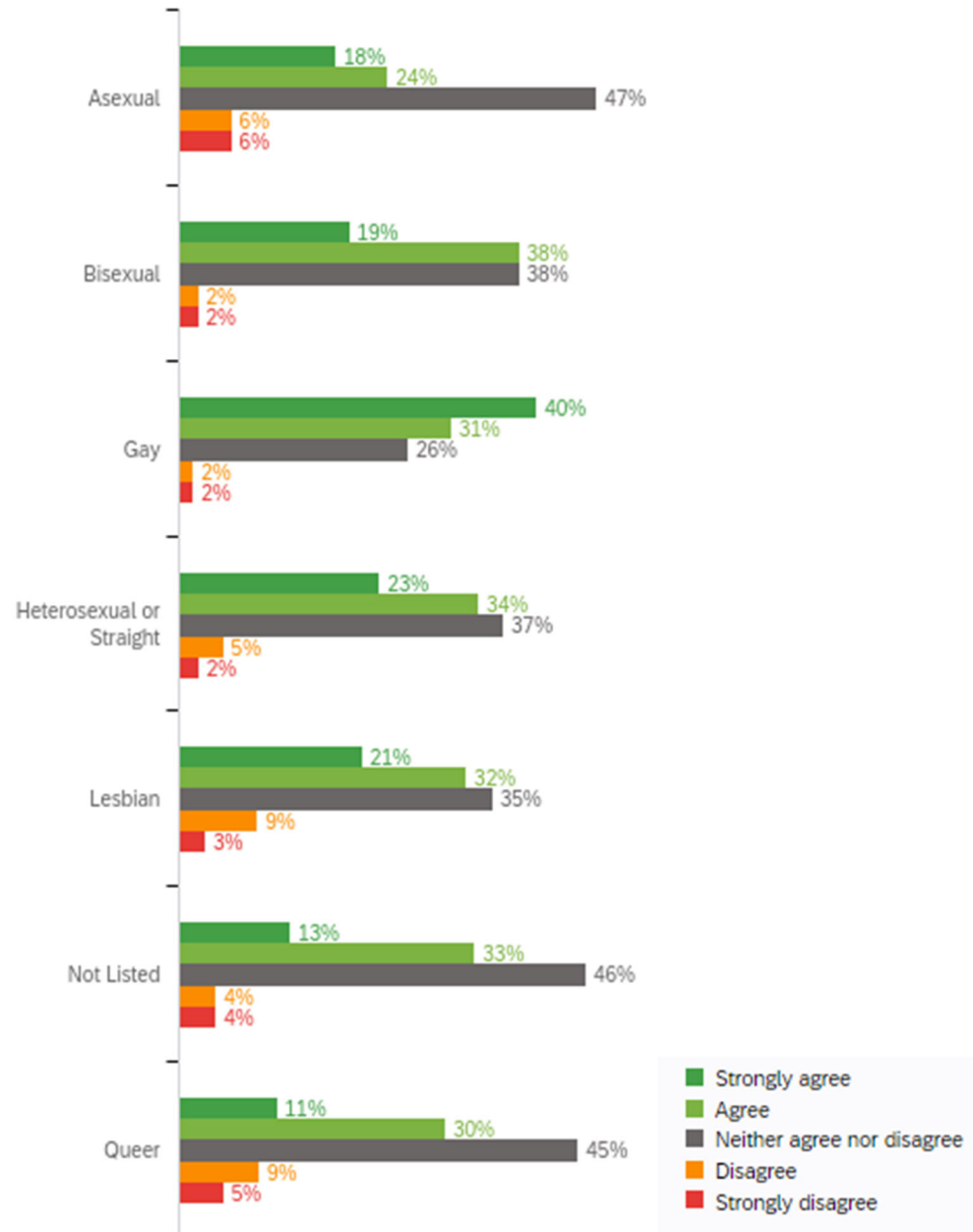
I trust my immediate supervisor.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	26%	5	53%	10	16%	3	0%	0	5%	1	3.95	(0.10)	19
Bisexual	56%	55	22%	22	11%	11	9%	9	2%	2	4.20	0.09	99
Gay	54%	38	32%	23	10%	7	1%	1	3%	2	4.32	0.11	71
Heterosexual or Straight	47%	566	33%	393	11%	134	5%	63	4%	47	4.14	0.09	1203
Lesbian	42%	16	24%	9	24%	9	5%	2	5%	2	3.92	0.16	38
Not Listed	31%	8	35%	9	27%	7	4%	1	4%	1	3.85	(0.01)	26
Queer	40%	42	31%	33	11%	12	8%	9	9%	10	3.83	(0.24)	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

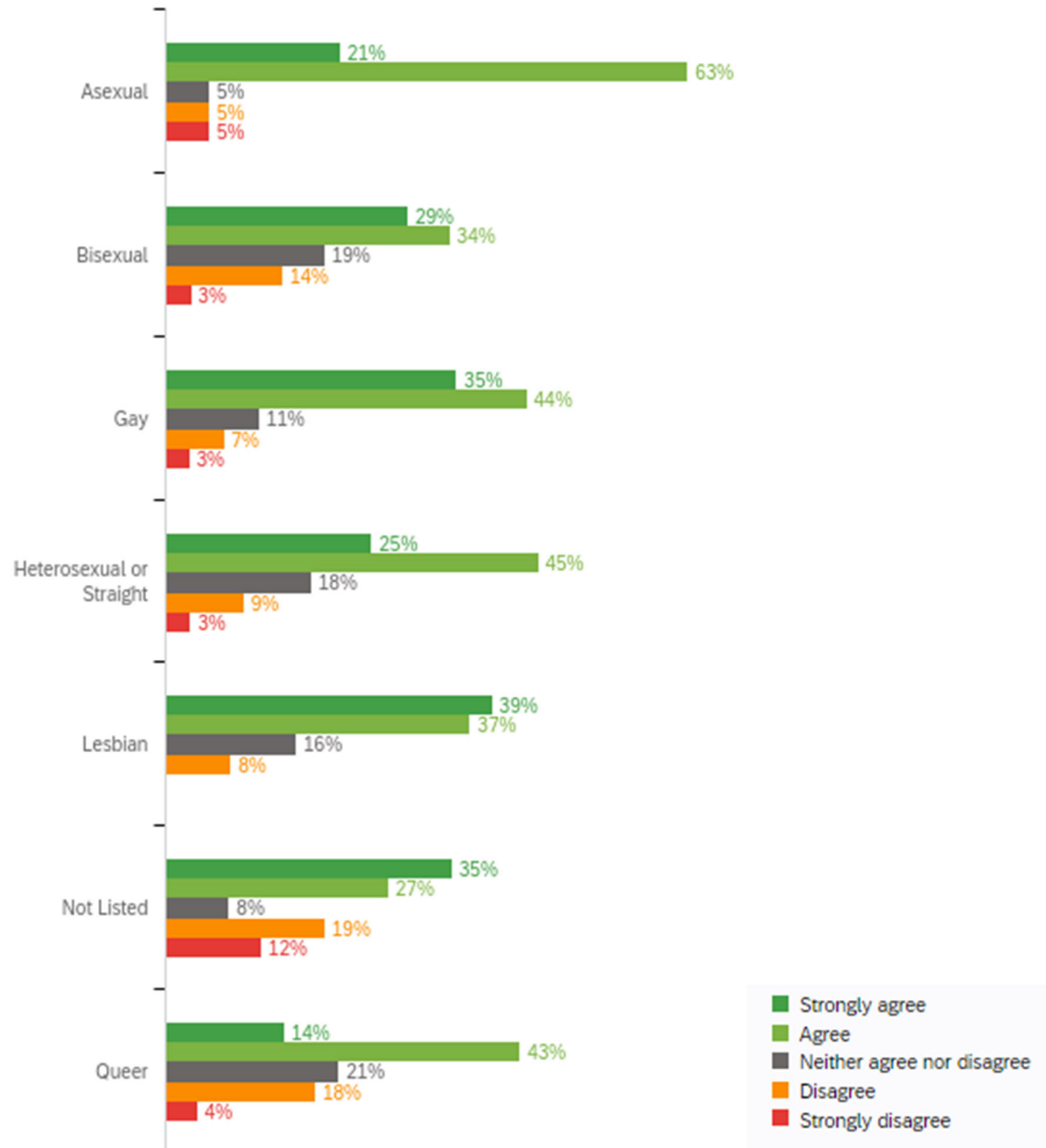
I trust the leader of my school, college, division, or equivalent



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	18%	3	24%	4	47%	8	6%	1	6%	1	3.41	0.18	17
Bisexual	19%	18	38%	36	38%	36	2%	2	2%	2	3.70	0.23	94
Gay	40%	25	31%	19	26%	16	2%	1	2%	1	4.06	0.54	62
Heterosexual or Straight	23%	251	34%	375	37%	406	5%	55	2%	24	3.70	0.09	1111
Lesbian	21%	7	32%	11	35%	12	9%	3	3%	1	3.59	(0.03)	34
Not Listed	13%	3	33%	8	46%	11	4%	1	4%	1	3.46	0.01	24
Queer	11%	11	30%	30	45%	45	9%	9	5%	5	3.33	0.03	100

*Difference in average score from the October 2022 State of the Workplace, staff responses only

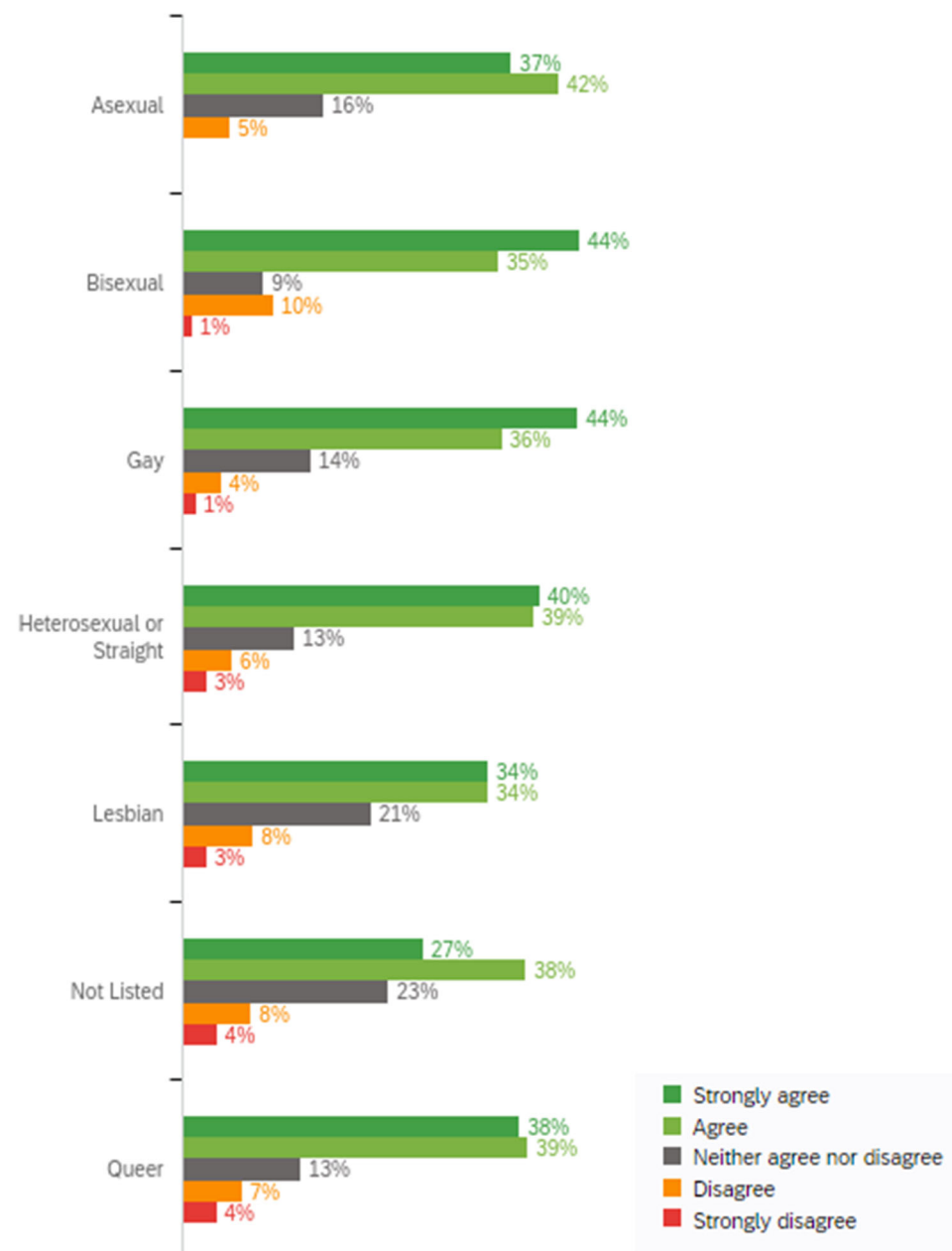
Regardless of my background, I have an equal opportunity to succeed



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	21%	4	63%	12	5%	1	5%	1	5%	1	3.89	0.05	19
Bisexual	29%	29	34%	34	19%	19	14%	14	3%	3	3.73	0.00	99
Gay	35%	25	44%	31	11%	8	7%	5	3%	2	4.01	0.19	71
Heterosexual or Straight	25%	299	45%	540	18%	211	9%	113	3%	36	3.79	0.01	1199
Lesbian	39%	15	37%	14	16%	6	8%	3	0%	0	4.08	0.60	38
Not Listed	35%	9	27%	7	8%	2	19%	5	12%	3	3.54	0.05	26
Queer	14%	15	43%	45	21%	22	18%	19	4%	4	3.46	(0.09)	105

*Difference in average score from the October 2022 State of the Workplace, staff responses only

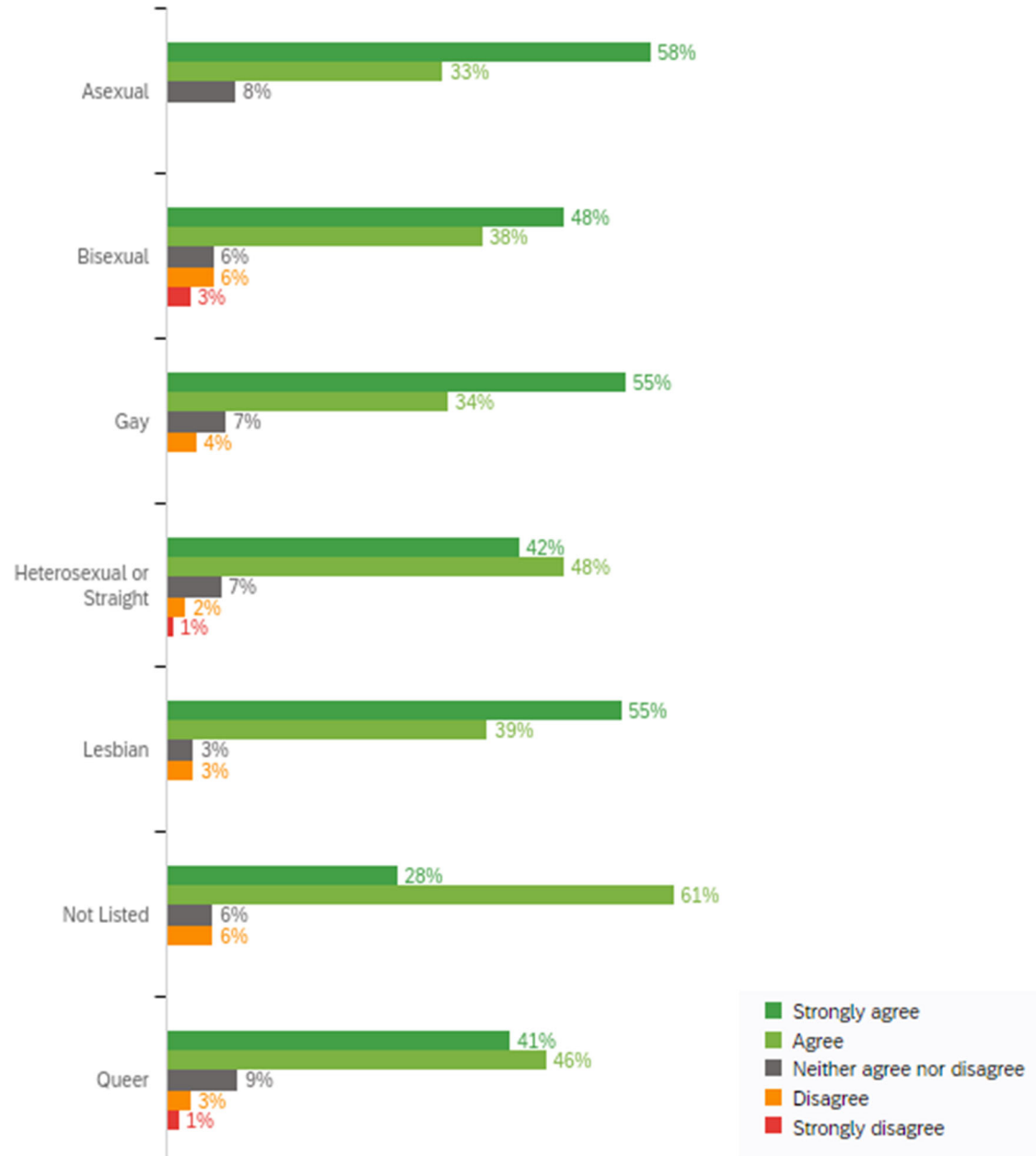
My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Asexual	37%	7	42%	8	16%	3	5%	1	0%	0	4.11	0.01	19
Bisexual	44%	44	35%	35	9%	9	10%	10	1%	1	4.12	0.43	99
Gay	44%	31	36%	25	14%	10	4%	3	1%	1	4.17	0.43	70
Heterosexual or Straight	40%	479	39%	471	13%	150	6%	66	3%	32	4.08	0.13	1198
Lesbian	34%	13	34%	13	21%	8	8%	3	3%	1	3.89	(0.18)	38
Not Listed	27%	7	38%	10	23%	6	8%	2	4%	1	3.77	(0.17)	26
Queer	38%	40	39%	41	13%	14	7%	7	4%	4	4.00	0.21	106

*Difference in average score from the October 2022 State of the Workplace, staff responses only

My most recent year end Achieve Together Performance Evaluation was fair and accurate.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Asexual	58%	7	33%	4	8%	1	0%	0	0%	0	4.50	12
Bisexual	48%	34	38%	27	6%	4	6%	4	3%	2	4.23	71
Gay	55%	31	34%	19	7%	4	4%	2	0%	0	4.41	56
Heterosexual or Straight	42%	407	48%	459	7%	63	2%	22	1%	7	4.29	958
Lesbian	55%	17	39%	12	3%	1	3%	1	0%	0	4.45	31
Not Listed	28%	5	61%	11	6%	1	6%	1	0%	0	4.11	18
Queer	41%	29	46%	32	9%	6	3%	2	1%	1	4.23	70

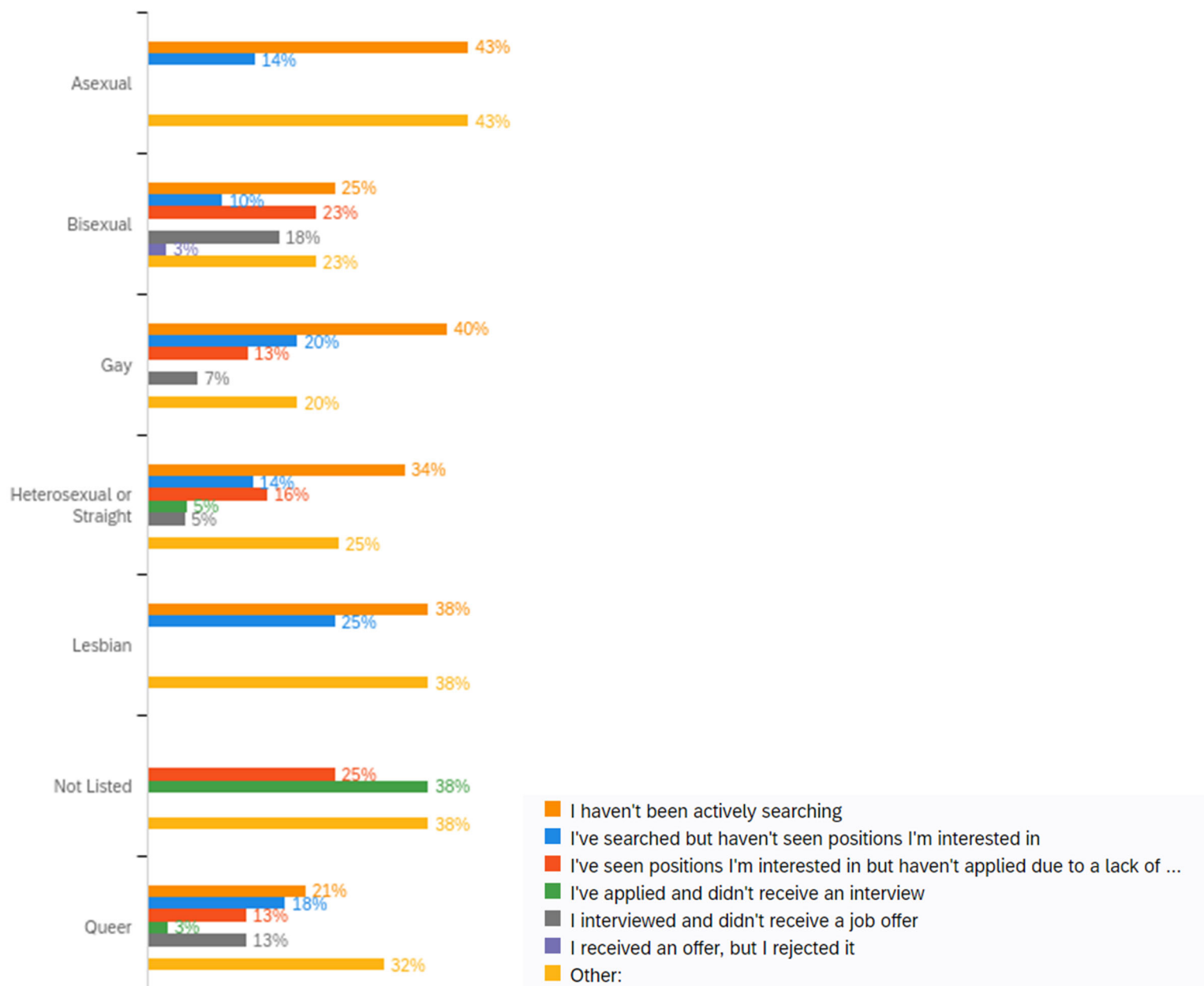
Do you supervise professional staff?

Question	No, I do not supervise professional staff		Yes, I supervise professional staff ONLY (not other supervisors)		Yes, I supervise professional staff including other supervisors		Total
	%	Count	%	Count	%	Count	
Asexual	89%	16	6%	1	6%	1	18
Bisexual	83%	81	12%	12	5%	5	98
Gay	62%	44	23%	16	15%	11	71
Heterosexual or Straight	69%	800	22%	253	10%	111	1164
Lesbian	57%	21	22%	8	22%	8	37
Not Listed	90%	18	10%	2	0%	0	20
Queer	86%	89	11%	11	4%	4	104

Are you interested in a supervisor/manager role within UC Berkeley? (For those who do not supervisor professional staff)

Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
Asexual	44%	7	19%	3	38%	6	16
Bisexual	49%	40	27%	22	23%	19	81
Gay	34%	15	39%	17	27%	12	44
Heterosexual or Straight	38%	306	29%	229	33%	265	800
Lesbian	38%	8	33%	7	29%	6	21
Not Listed	44%	8	39%	7	17%	3	18
Queer	44%	39	29%	26	27%	24	89

What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who do not supervisor professional staff)

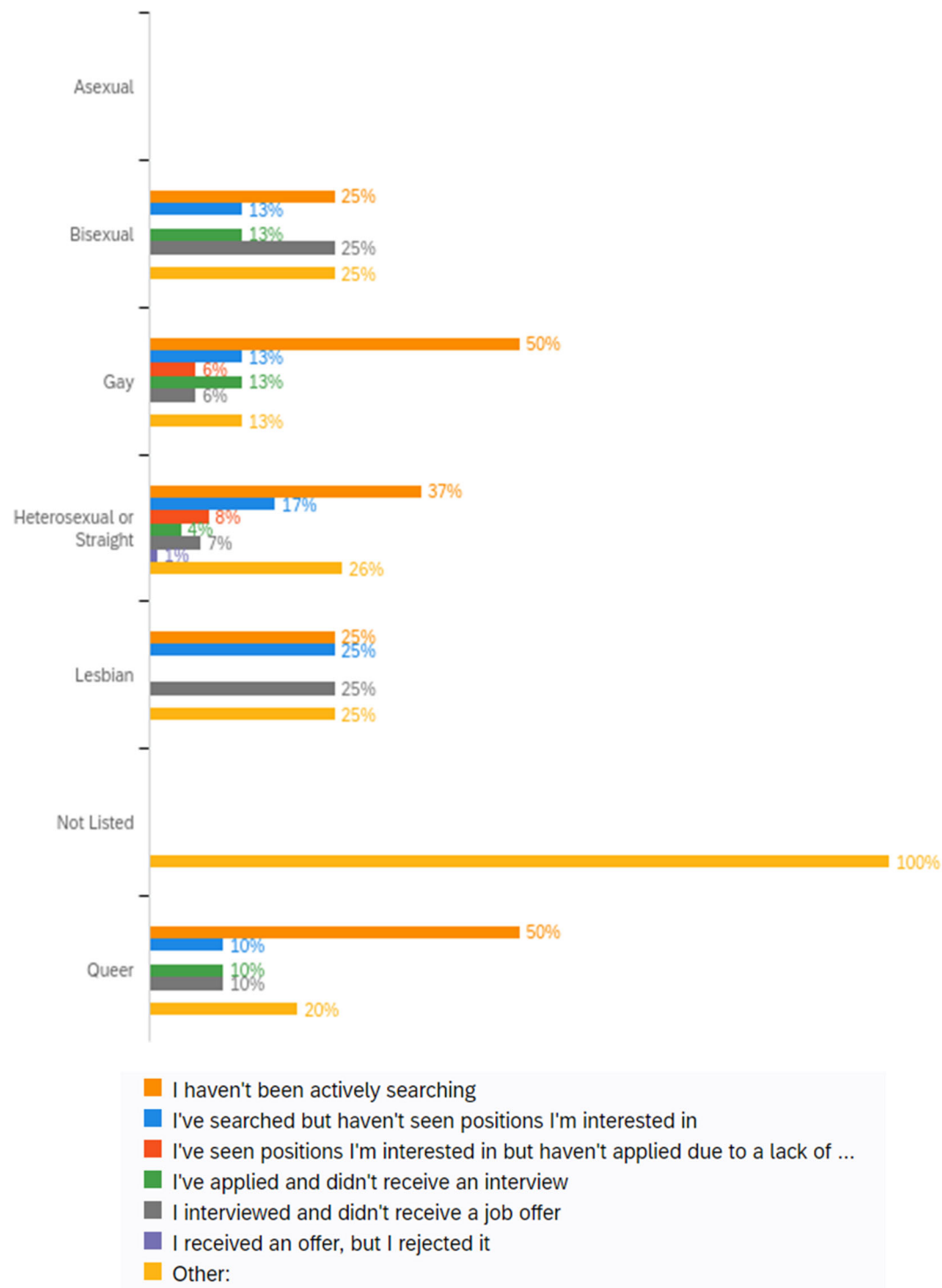


Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	43%	3	14%	1	0%	0	0%	0	0%	0	0%	0	43%	3	7
Bisexual	25%	10	10%	4	23%	9	0%	0	18%	7	3%	1	23%	9	40
Gay	40%	6	20%	3	13%	2	0%	0	7%	1	0%	0	20%	3	15
Heterosexual or Straight	34%	105	14%	43	16%	49	5%	16	5%	15	0%	0	25%	78	306
Lesbian	38%	3	25%	2	0%	0	0%	0	0%	0	0%	0	38%	3	8
Not Listed	0%	0	0%	0	25%	2	38%	3	0%	0	0%	0	38%	3	8
Queer	21%	8	18%	7	13%	5	3%	1	13%	5	0%	0	32%	12	38

Are you interested in a higher level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

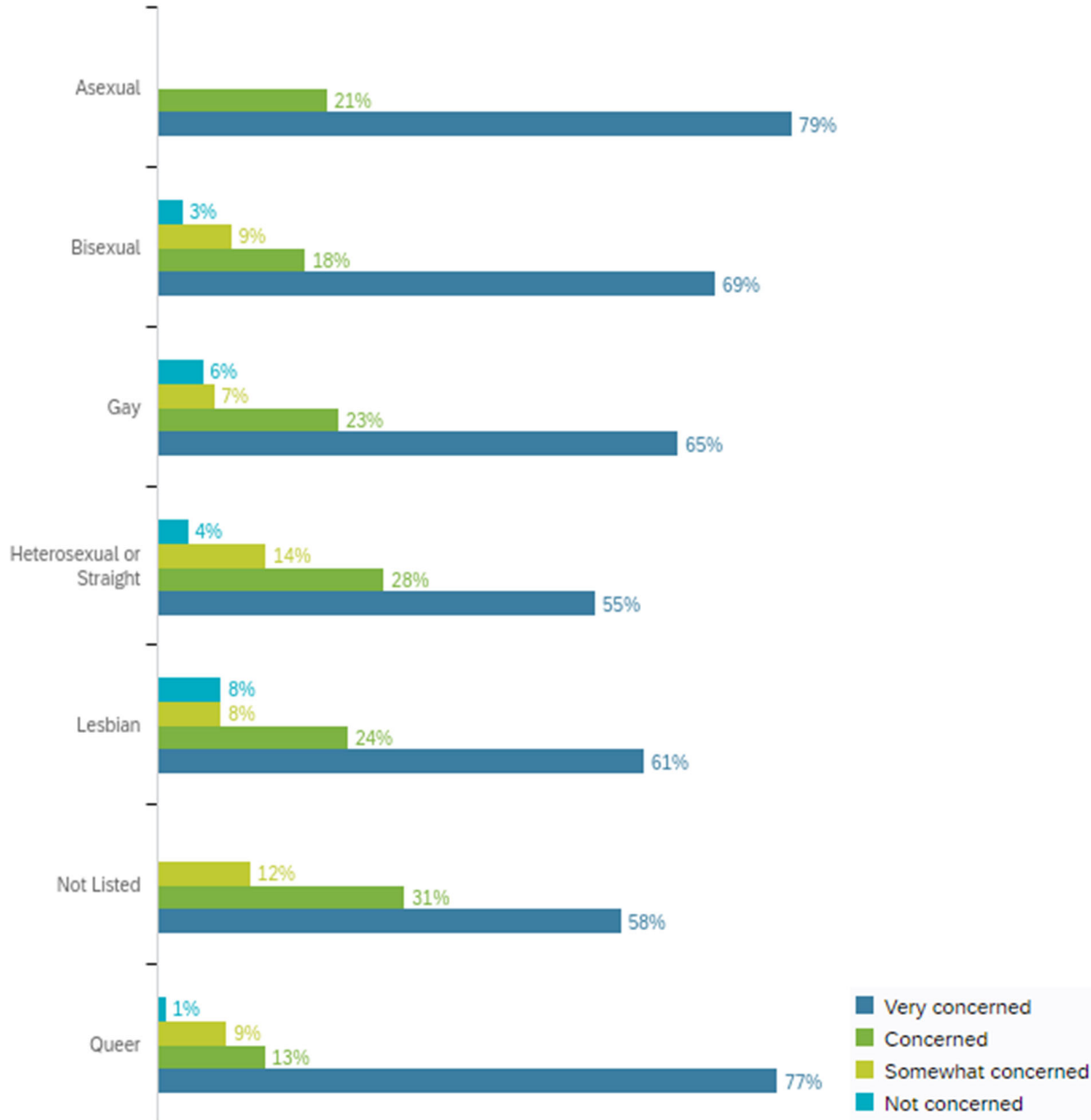
Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
Asexual	0%	0	50%	1	50%	1	2
Bisexual	47%	8	18%	3	35%	6	17
Gay	59%	16	15%	4	26%	7	27
Heterosexual or Straight	52%	189	17%	62	31%	113	364
Lesbian	31%	5	31%	5	38%	6	16
Not Listed	50%	1	50%	1	0%	0	2
Queer	67%	10	0%	0	33%	5	15

What has kept you from obtaining a higher level supervisor or manager role at Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)



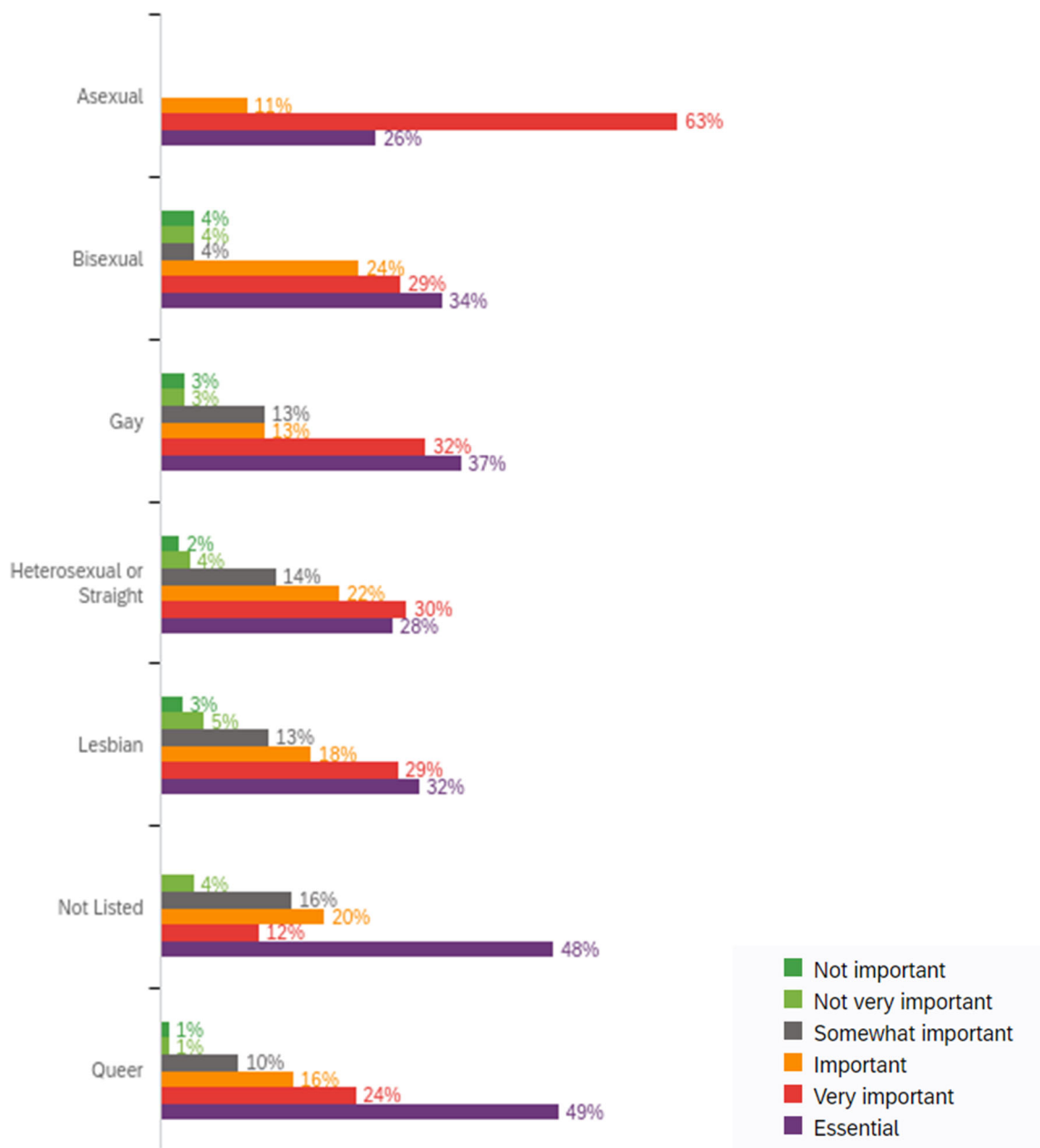
Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Bisexual	25%	2	13%	1	0%	0	13%	1	25%	2	0%	0	25%	2	8
Gay	50%	8	13%	2	6%	1	13%	2	6%	1	0%	0	13%	2	16
Heterosexual or Straight	37%	69	17%	32	8%	15	4%	8	7%	13	1%	2	26%	49	188
Lesbian	25%	1	25%	1	0%	0	0%	0	25%	1	0%	0	25%	1	4
Not Listed	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
Queer	50%	5	10%	1	0%	0	10%	1	10%	1	0%	0	20%	2	10

How concerned are you about climate change?



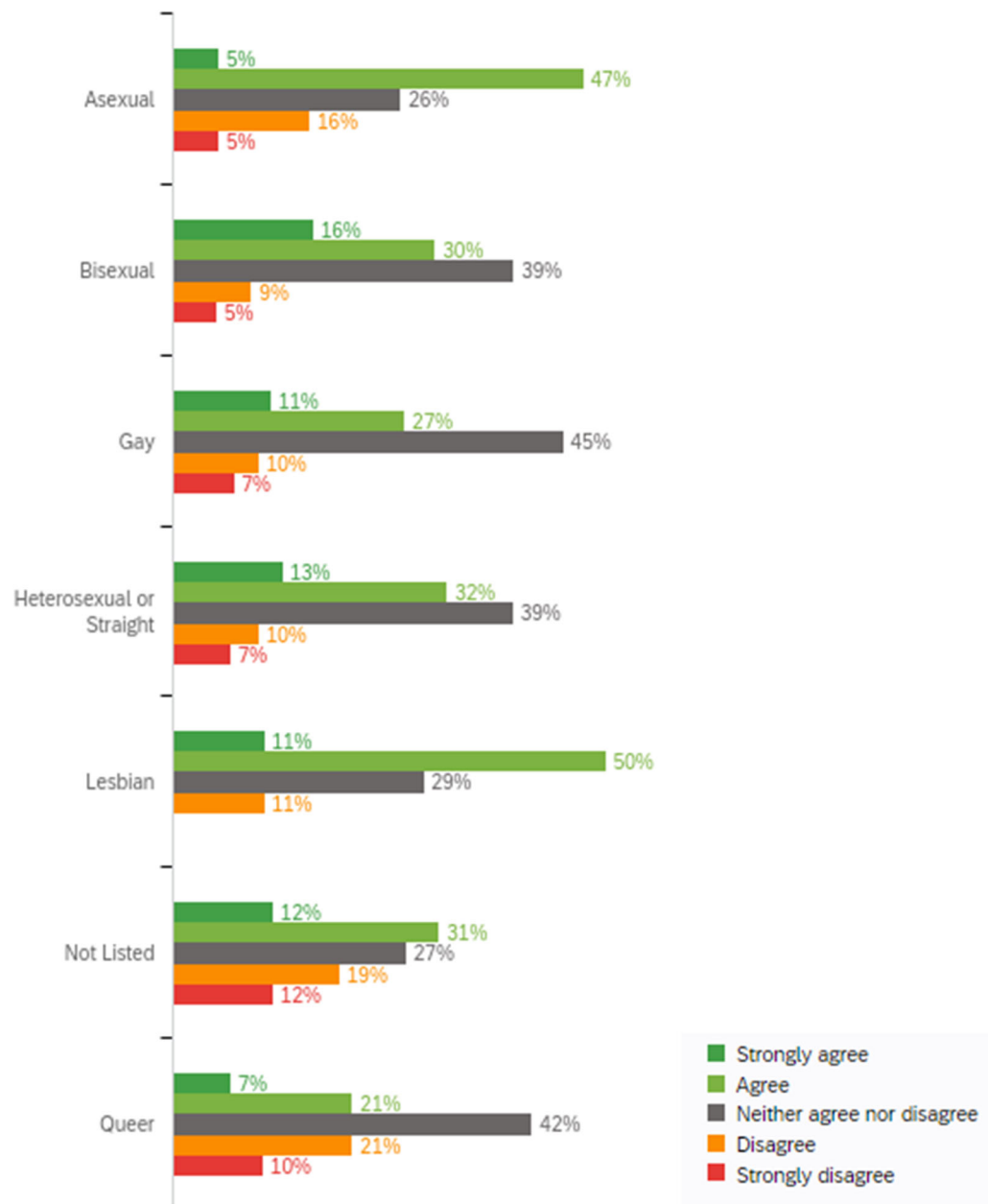
Question	Not concerned		Somewhat concerned		Concerned		Very concerned		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count		
Asexual	0%	0	0%	0	21%	4	79%	15	3.79	19
Bisexual	3%	3	9%	9	18%	18	69%	68	3.54	98
Gay	6%	4	7%	5	23%	16	65%	46	3.46	71
Heterosexual or Straight	4%	45	14%	162	28%	338	55%	653	3.33	1198
Lesbian	8%	3	8%	3	24%	9	61%	23	3.37	38
Not Listed	0%	0	12%	3	31%	8	58%	15	3.46	26
Queer	1%	1	9%	9	13%	14	77%	81	3.67	105

Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?



Question	Not concerned		Somewhat concerned		Concerned		Very concerned		Avg. Score	Total
	0%	Count	0%	Count	0%	Count	0%	Count		
Asexual	0%	0	0%	0	0%	0	11%	2	5.16	19
Bisexual	4%	4	4%	4	4%	4	24%	24	4.74	99
Gay	3%	2	3%	2	13%	9	13%	9	4.79	71
Heterosexual or Straight	2%	27	4%	42	14%	168	22%	262	4.59	1200
Lesbian	3%	1	5%	2	13%	5	18%	7	4.61	38
Not Listed	0%	0	4%	1	16%	4	20%	5	4.84	25
Queer	1%	1	1%	1	10%	10	16%	17	5.07	105

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.



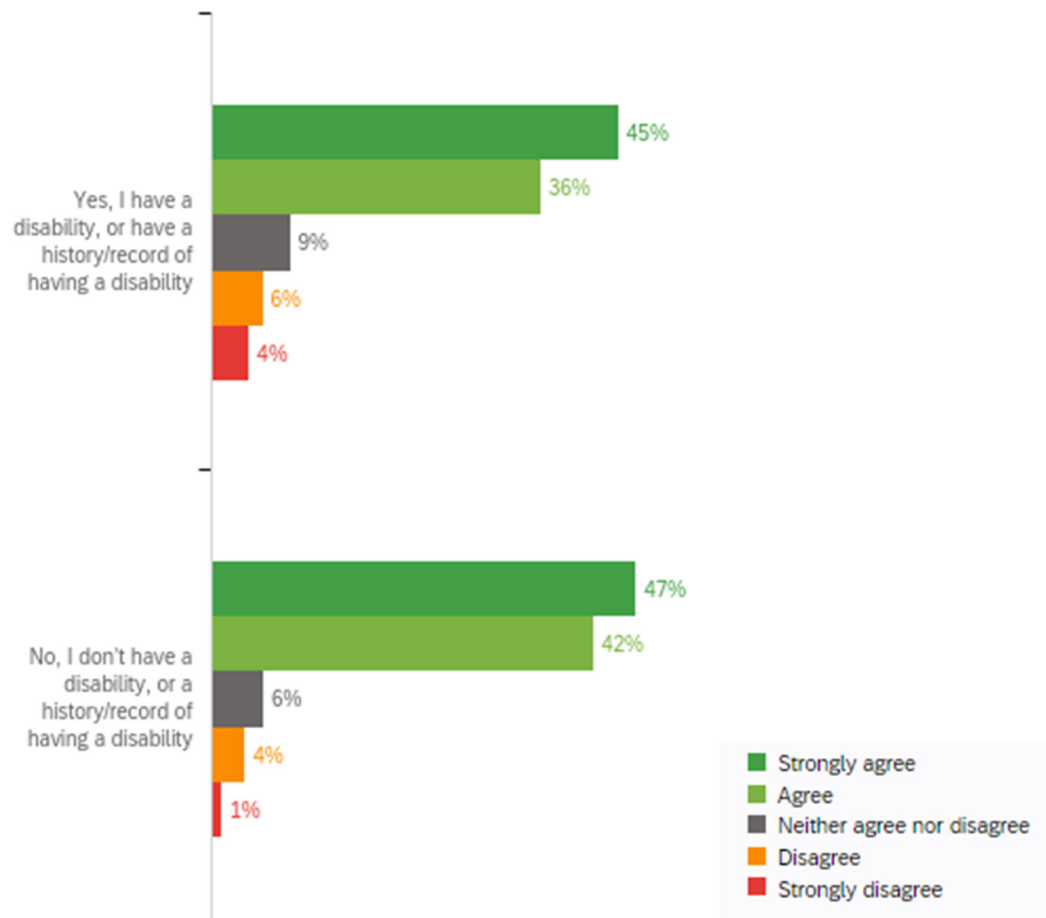
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
Asexual	5%	1	47%	9	26%	5	16%	3	5%	1	3.32	19
Bisexual	16%	16	30%	30	39%	39	9%	9	5%	5	3.43	99
Gay	11%	8	27%	19	45%	32	10%	7	7%	5	3.25	71
Heterosexual or Straight	13%	151	32%	379	39%	470	10%	118	7%	79	3.34	1197
Lesbian	11%	4	50%	19	29%	11	11%	4	0%	0	3.61	38
Not Listed	12%	3	31%	8	27%	7	19%	5	12%	3	3.12	26
Queer	7%	7	21%	22	42%	44	21%	22	10%	11	2.92	106

Berkeley People & Culture

State of the Workplace Survey – Disability Status

July 2023

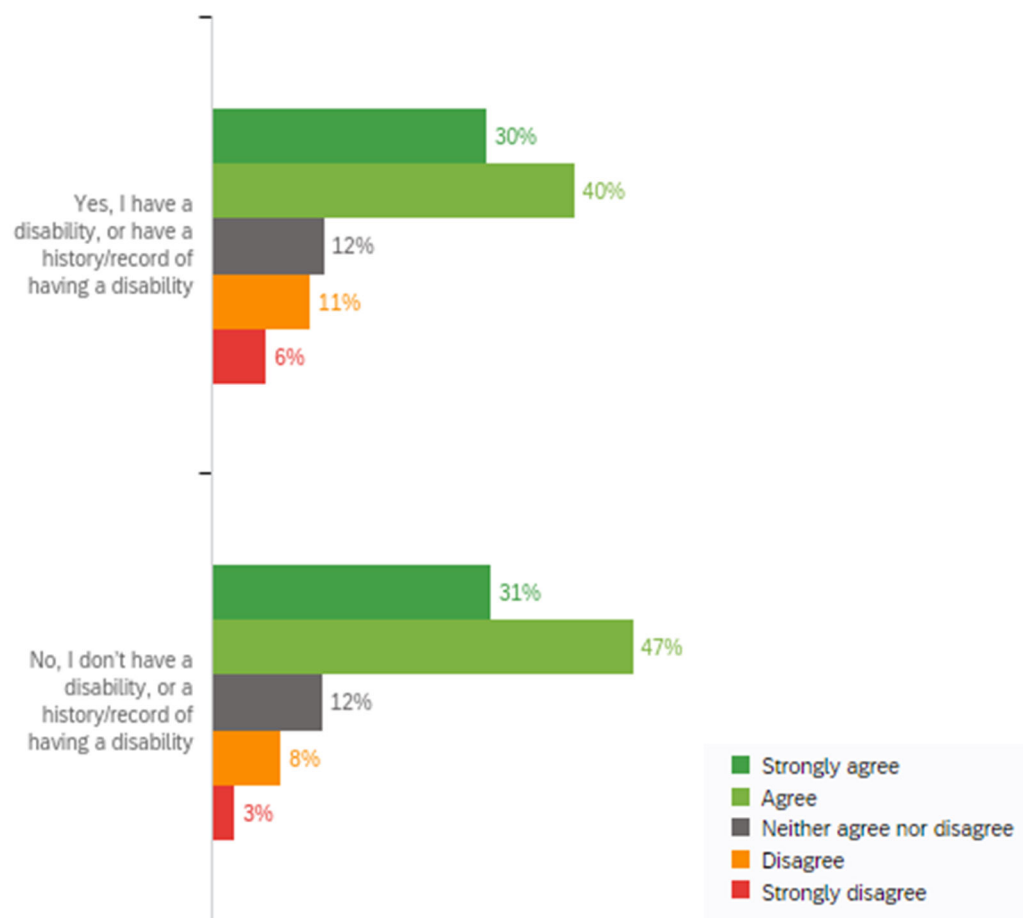
I know what my supervisor expects of me to perform my responsibilities effectively.



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	45%	120	36%	97	9%	23	6%	15	4%	11	4.13	0.16	266
No, I don't have a disability, or a history/record of having a disability	47%	658	42%	592	6%	80	4%	52	1%	16	4.30	0.19	1398

*Difference in average score from the October 2022 State of the Workplace, staff responses only

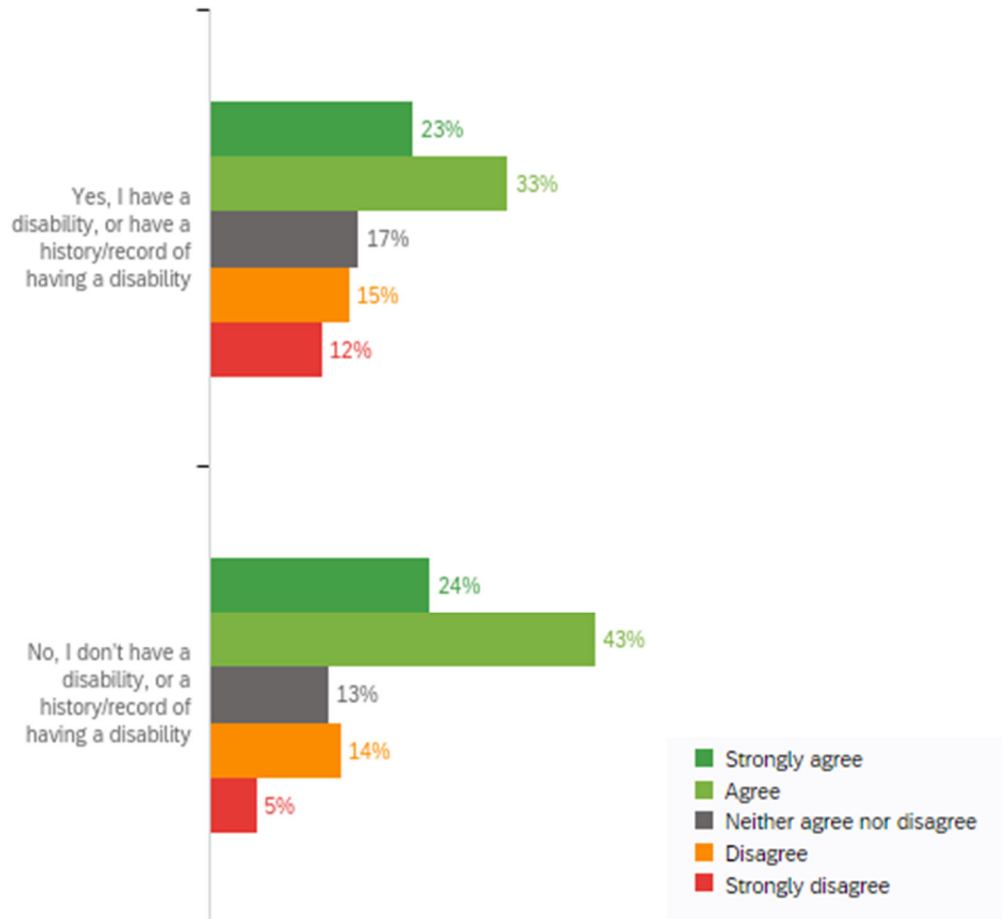
The amount of work my supervisor expects me to complete is reasonable.



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	30%	81	40%	107	12%	33	11%	29	6%	16	3.78	0.15	266
No, I don't have a disability, or a history/record of having a disability	31%	430	47%	649	12%	170	8%	107	3%	35	3.96	0.18	1391

*Difference in average score from the October 2022 State of the Workplace, staff responses only

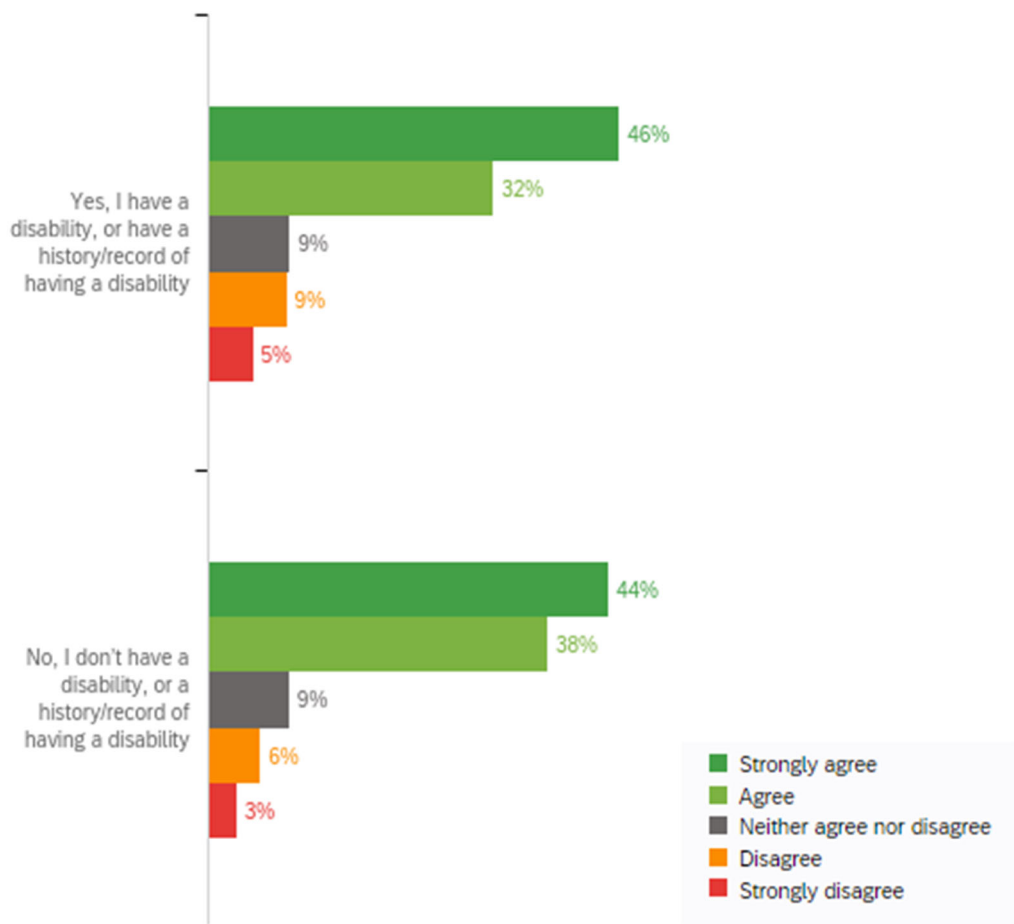
My job description and title accurately reflect my current responsibilities.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Yes, I have a disability, or have a history/record of having a disability	23%	60	33%	88	17%	44	15%	41	12%	33	3.38	0.27	266
No, I don't have a disability, or a history/record of having a disability	24%	345	43%	603	13%	185	14%	204	5%	73	3.67	0.26	1410

*Difference in average score from the October 2022 State of the Workplace, staff responses only

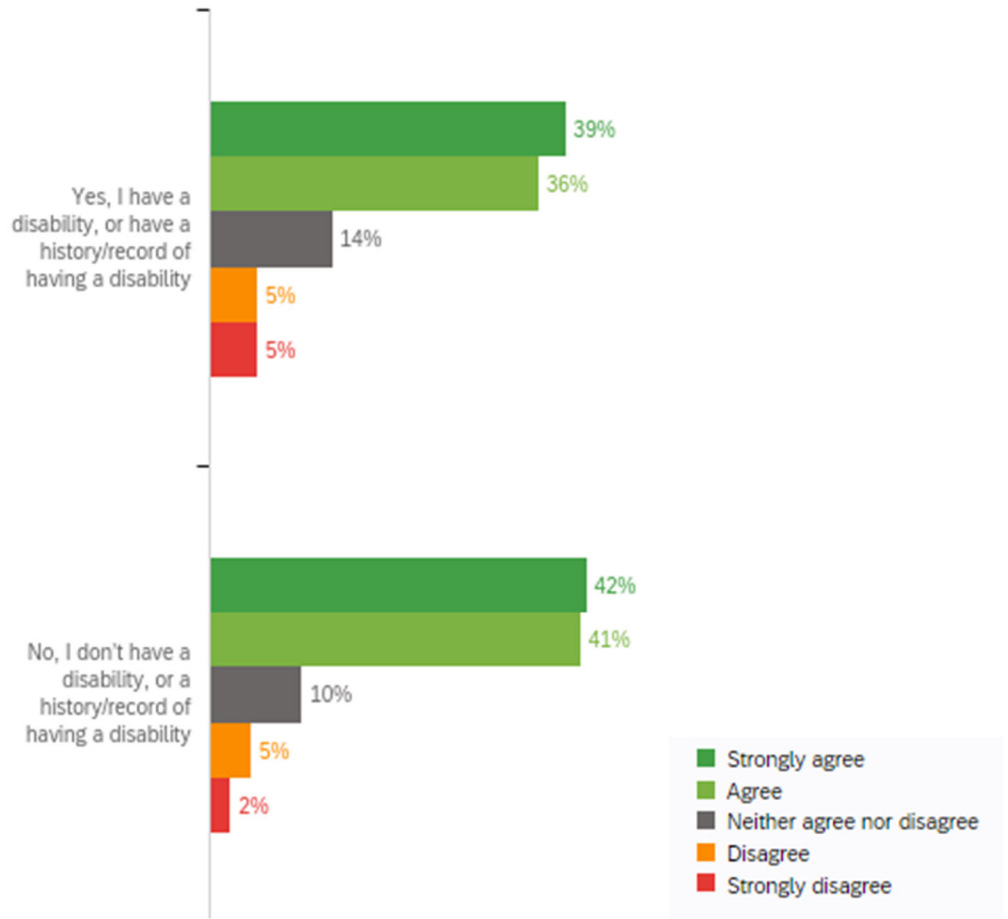
Within my team, I feel my personal contributions are recognized by my supervisor



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
Yes, I have a disability, or have a history/record of having a disability	46%	121	32%	84	9%	24	9%	23	5%	13	4.05	0.20	265
No, I don't have a disability, or a history/record of having a disability	44%	629	38%	533	9%	127	6%	82	3%	44	4.15	0.17	1415

*Difference in average score from the October 2022 State of the Workplace, staff responses only

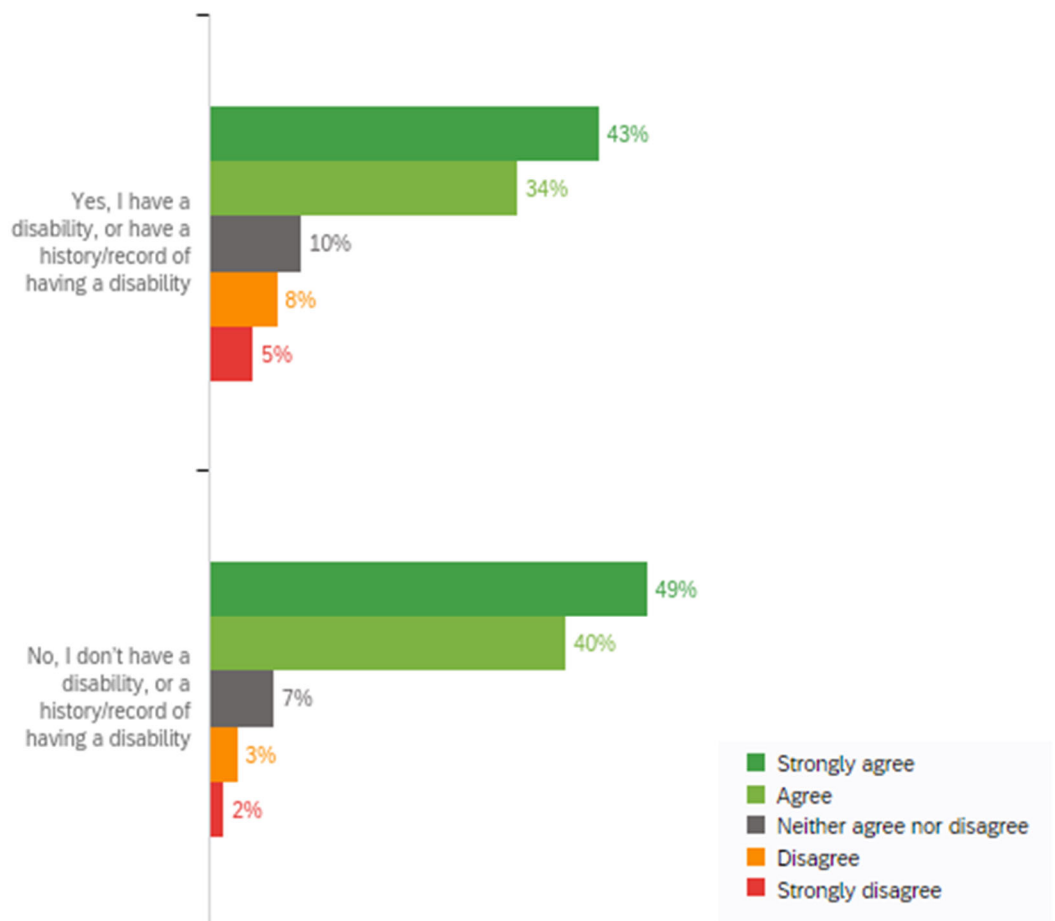
Within my team, my opinions seem to count.



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	39%	105	36%	97	14%	36	5%	14	5%	14	4.00	0.11	266
No, I don't have a disability, or a history/record of having a disability	42%	584	41%	575	10%	143	5%	64	2%	32	4.16	0.16	1398

*Difference in average score from the October 2022 State of the Workplace, staff responses only

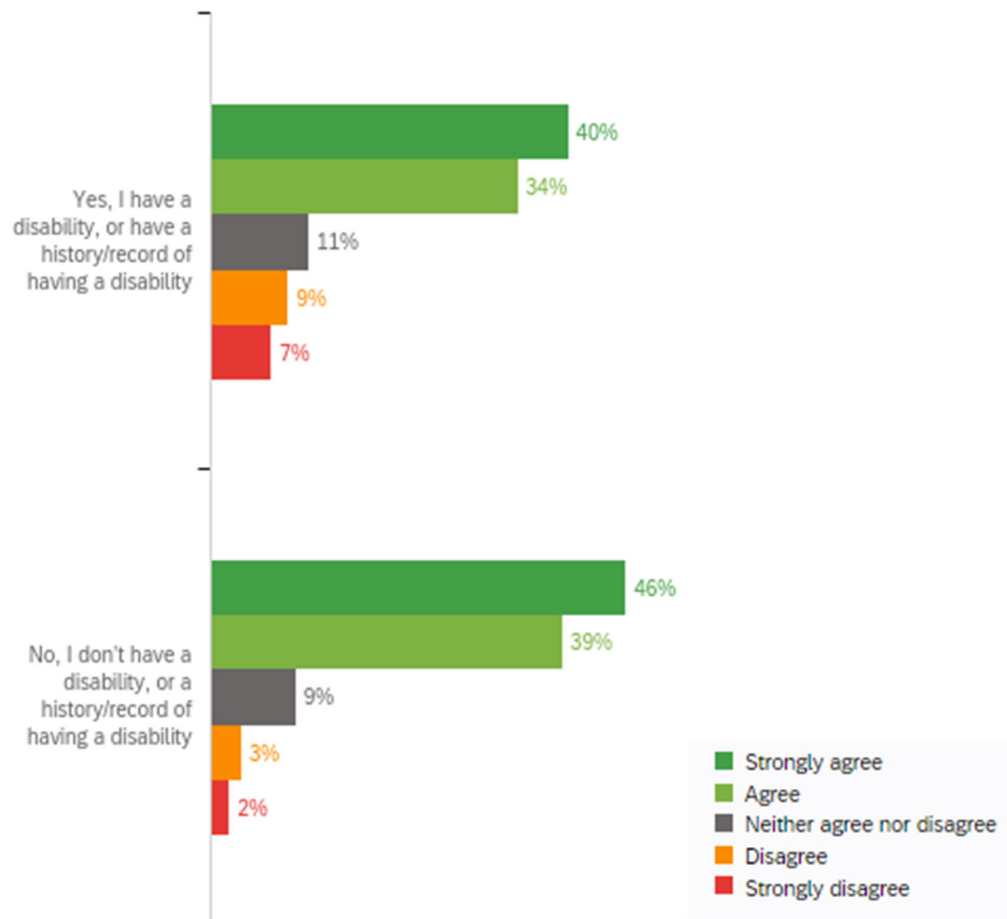
Within my team, I am treated with dignity and respect.



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	43%	115	34%	91	10%	27	8%	20	5%	13	4.03	0.01	266
No, I don't have a disability, or a history/record of having a disability	49%	678	40%	552	7%	100	3%	43	2%	22	4.31	0.14	1395

*Difference in average score from the October 2022 State of the Workplace, staff responses only

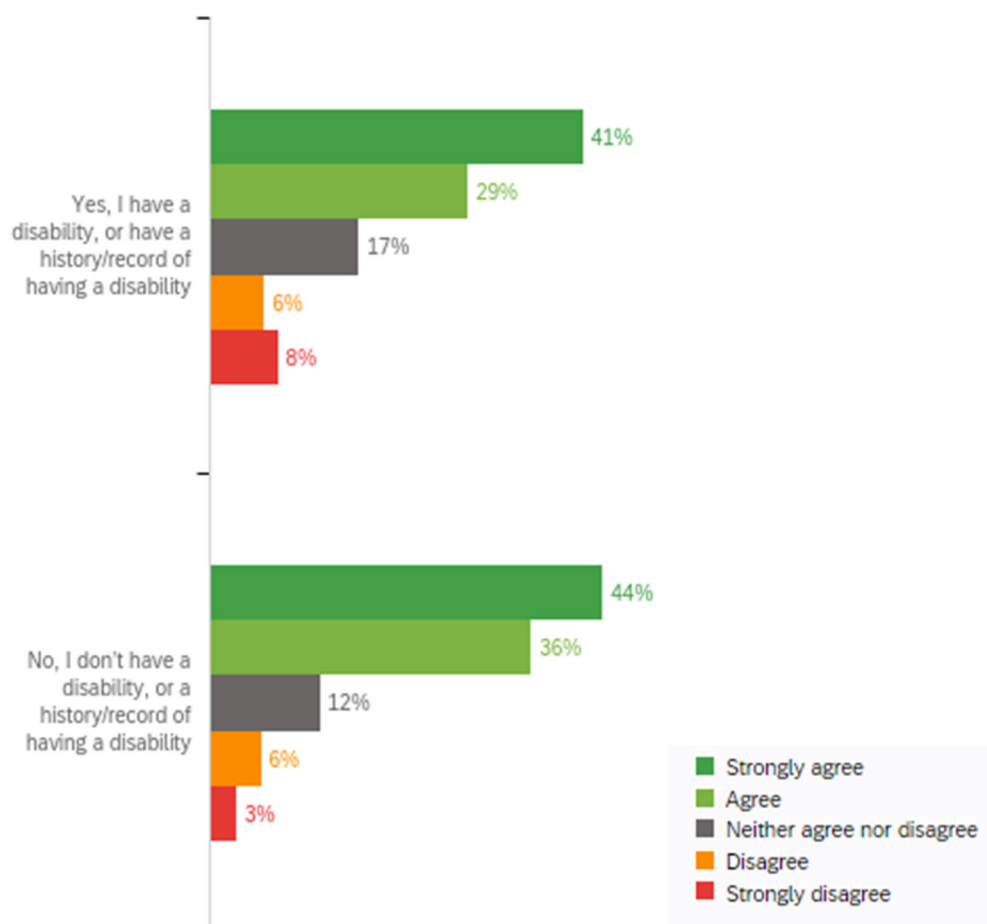
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



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	40%	106	34%	91	11%	29	9%	23	7%	18	3.91	0.06	267
No, I don't have a disability, or a history/record of having a disability	46%	652	39%	552	9%	133	3%	47	2%	29	4.24	0.15	1413

*Difference in average score from the October 2022 State of the Workplace, staff responses only

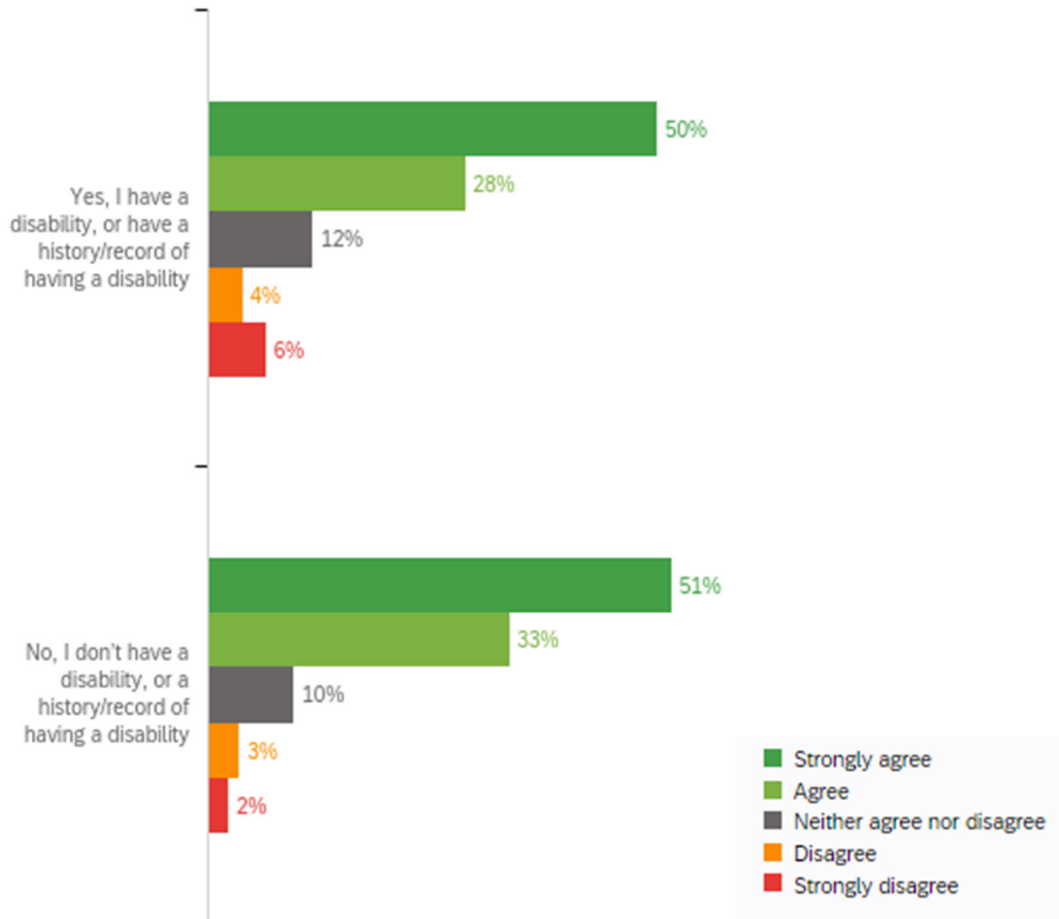
My immediate supervisor promotes an inclusive team environment through their actions.



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%	110	29%	76	17%	44	6%	16	8%	20	3.90	(0.04)	266
No, I don't have a disability, or a history/record of having a disability	44%	620	36%	507	12%	173	6%	80	3%	42	4.11	0.13	1422

*Difference in average score from the October 2022 State of the Workplace, staff responses only

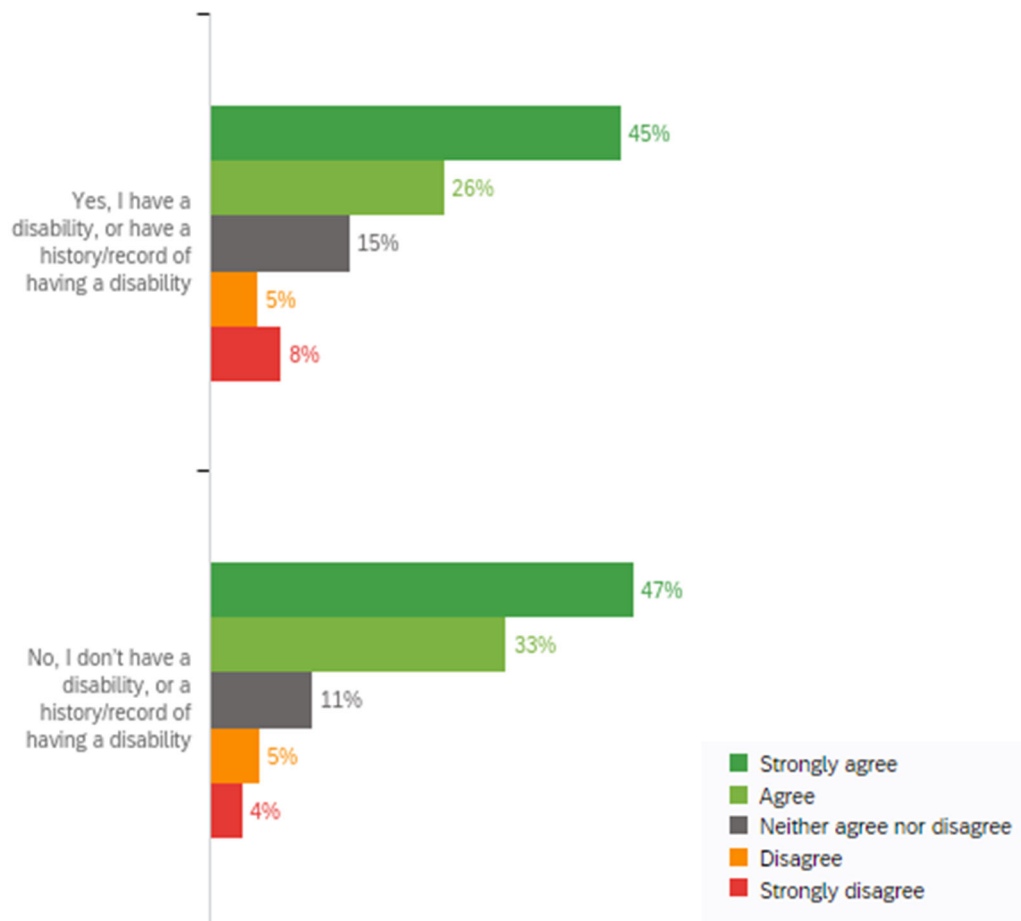
My well-being is important to my immediate supervisor.



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	50%	133	28%	76	12%	31	4%	10	6%	17	4.12	0.06	267
No, I don't have a disability, or a history/record of having a disability	51%	716	33%	465	10%	133	3%	48	2%	31	4.28	0.13	1393

*Difference in average score from the October 2022 State of the Workplace, staff responses only

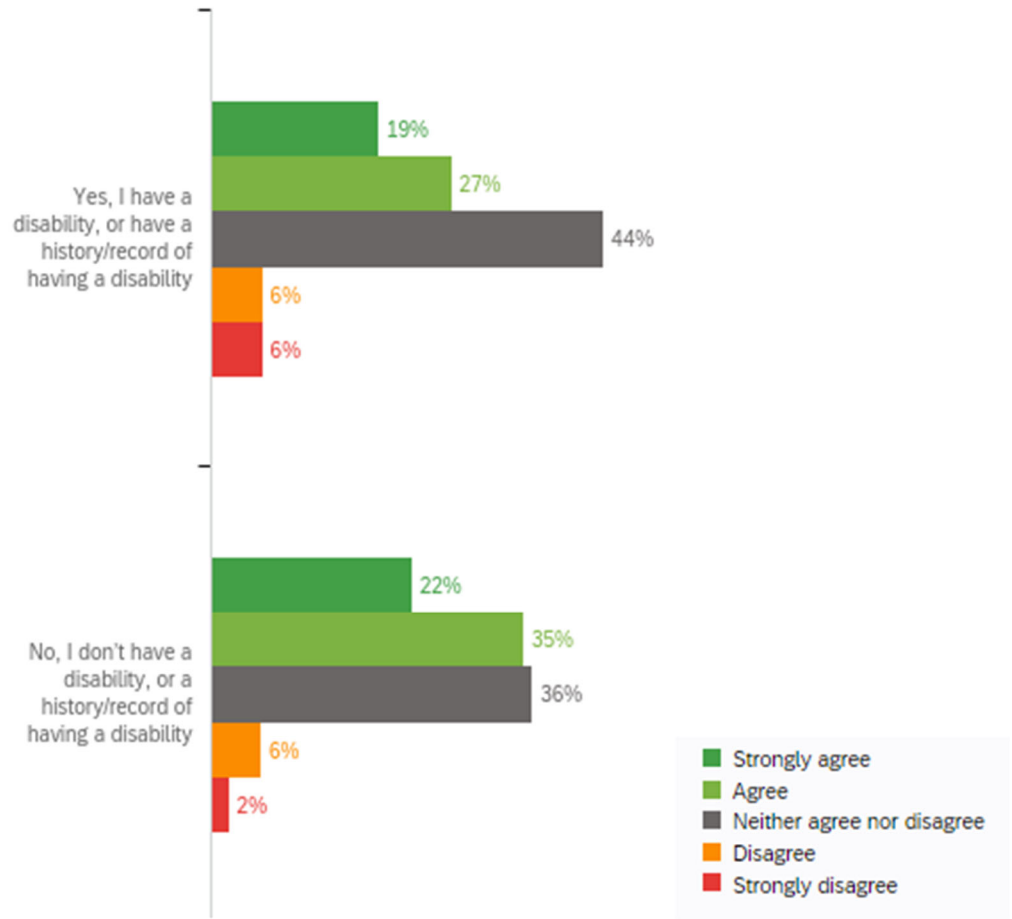
I trust my immediate supervisor.



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%	121	26%	69	15%	41	5%	14	8%	21	3.96	0.04	266
No, I don't have a disability, or a history/record of having a disability	47%	654	33%	458	11%	158	5%	76	4%	49	4.14	0.07	1395

*Difference in average score from the October 2022 State of the Workplace, staff responses only

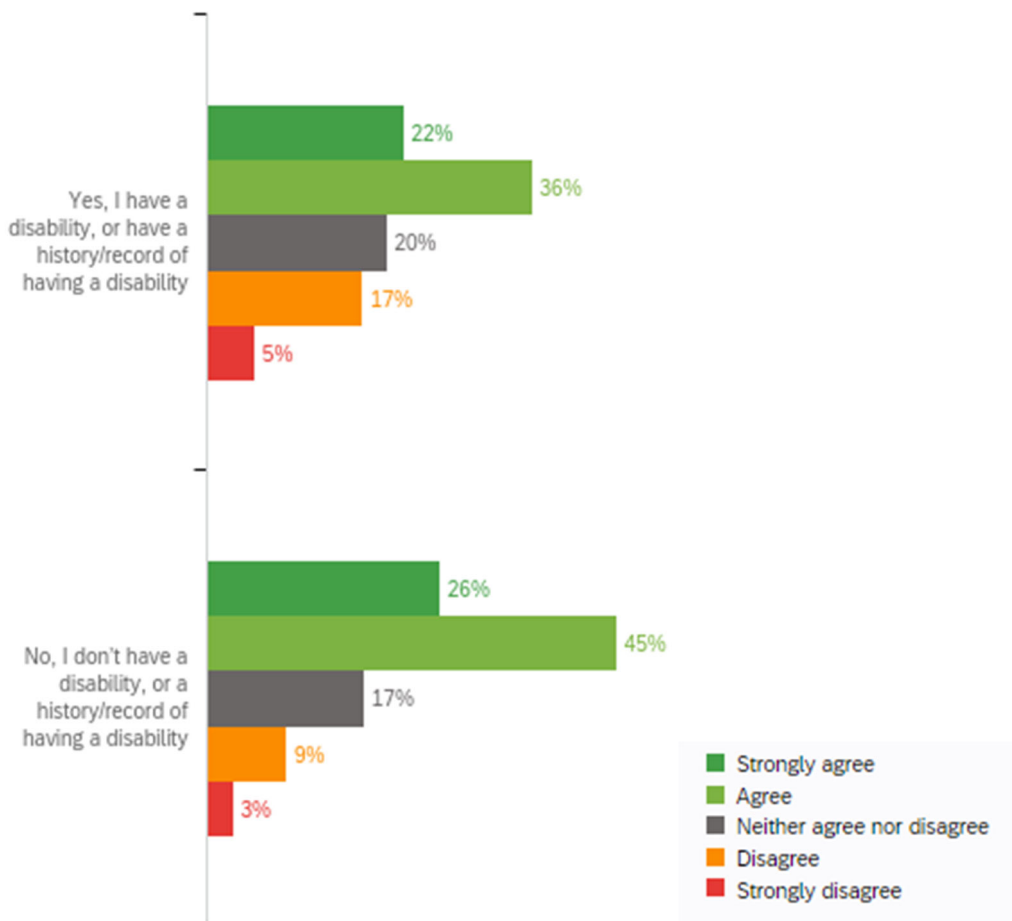
I trust the leader of my school, college, division, or equivalent



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%	46	27%	66	44%	108	6%	14	6%	14	3.47	0.06	248
No, I don't have a disability, or a history/record of having a disability	22%	290	35%	452	36%	465	6%	72	2%	25	3.70	0.10	1304

*Difference in average score from the October 2022 State of the Workplace, staff responses only

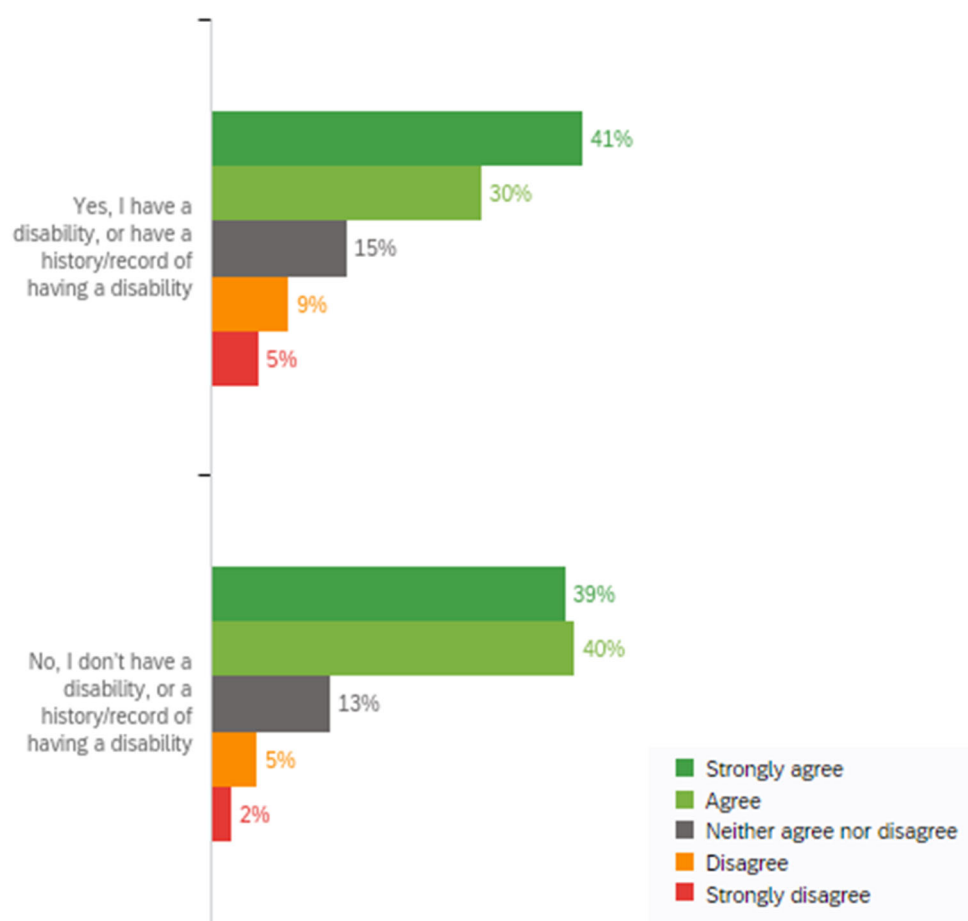
Regardless of my background, I have an equal opportunity to succeed



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	22%	58	36%	96	20%	53	17%	46	5%	14	3.52	(0.03)	267
No, I don't have a disability, or a history/record of having a disability	26%	365	45%	642	17%	246	9%	124	3%	40	3.82	0.04	1417

*Difference in average score from the October 2022 State of the Workplace, staff responses only

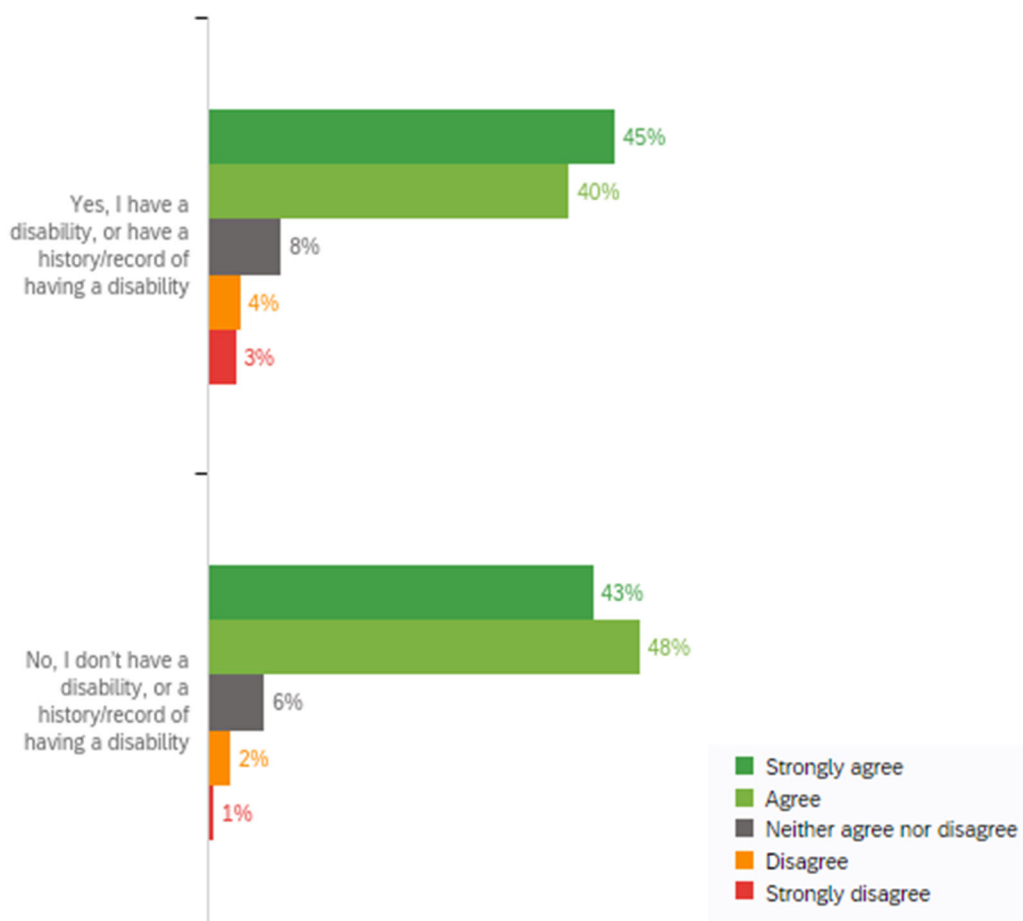
My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



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	41%	110	30%	80	15%	40	9%	23	5%	14	3.93	0.05	267
No, I don't have a disability, or a history/record of having a disability	39%	544	40%	559	13%	182	5%	71	2%	31	4.09	0.13	1387

*Difference in average score from the October 2022 State of the Workplace, staff responses only

My most recent year end Achieve Together Performance Evaluation was fair and accurate.



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	45%	89	40%	79	8%	16	4%	7	3%	6	4.21	197
No, I don't have a disability, or a history/record of having a disability	43%	470	48%	527	6%	69	2%	27	1%	7	4.30	1100

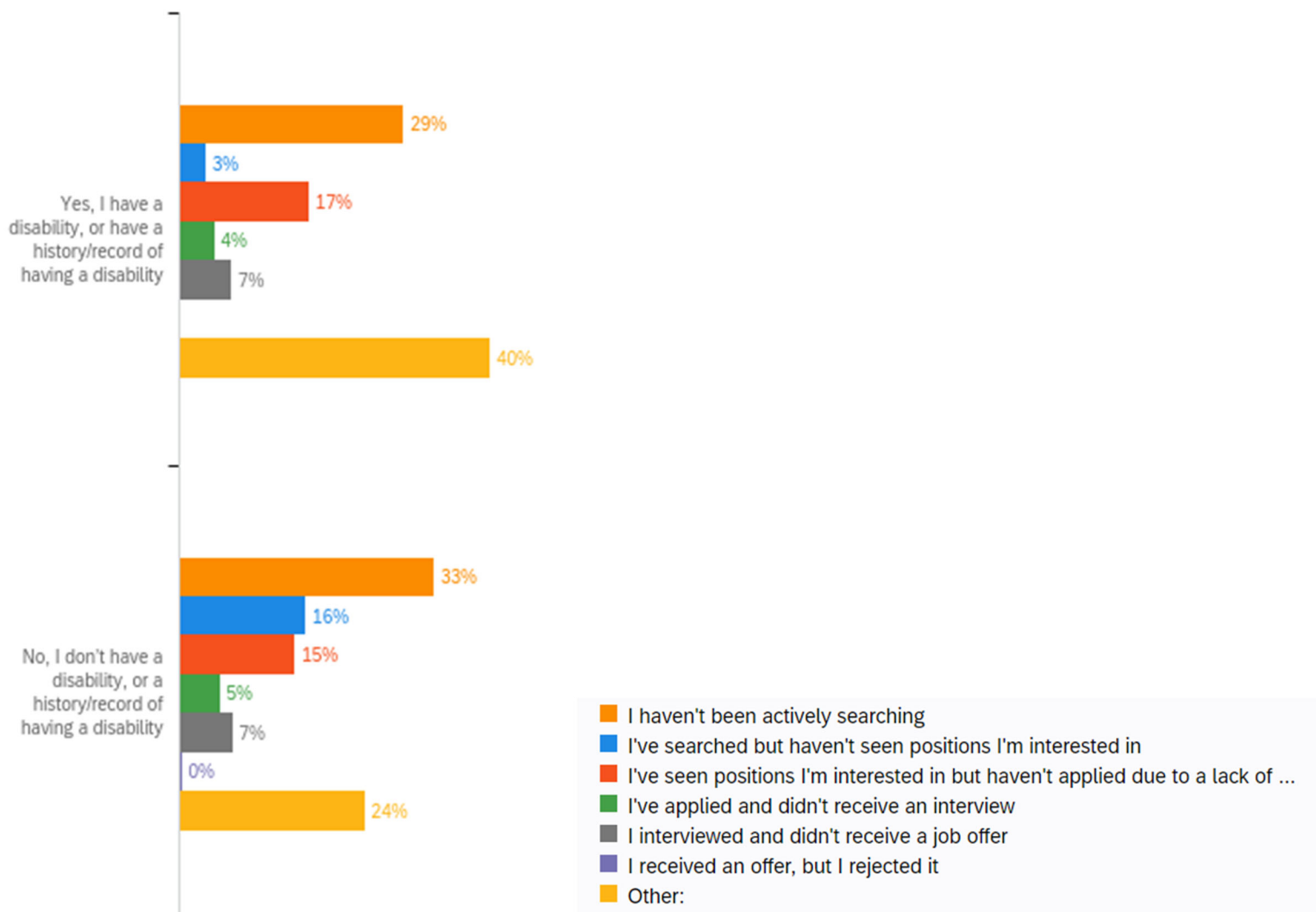
Do you supervise professional staff?

Question	No, I do not supervise professional staff		Yes, I supervise professional staff ONLY (not other supervisors)		Yes, I supervise professional staff including other supervisors		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	77%	198	16%	41	7%	19	258
No, I don't have a disability, or a history/record of having a disability	70%	947	21%	279	9%	127	1353

Are you interested in a supervisor/manager role within UC Berkeley? (For those who do not supervisor professional staff)

Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	45%	90	30%	60	24%	48	198
No, I don't have a disability, or a history/record of having a disability	39%	370	28%	268	33%	309	947

What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who do not supervise professional staff)

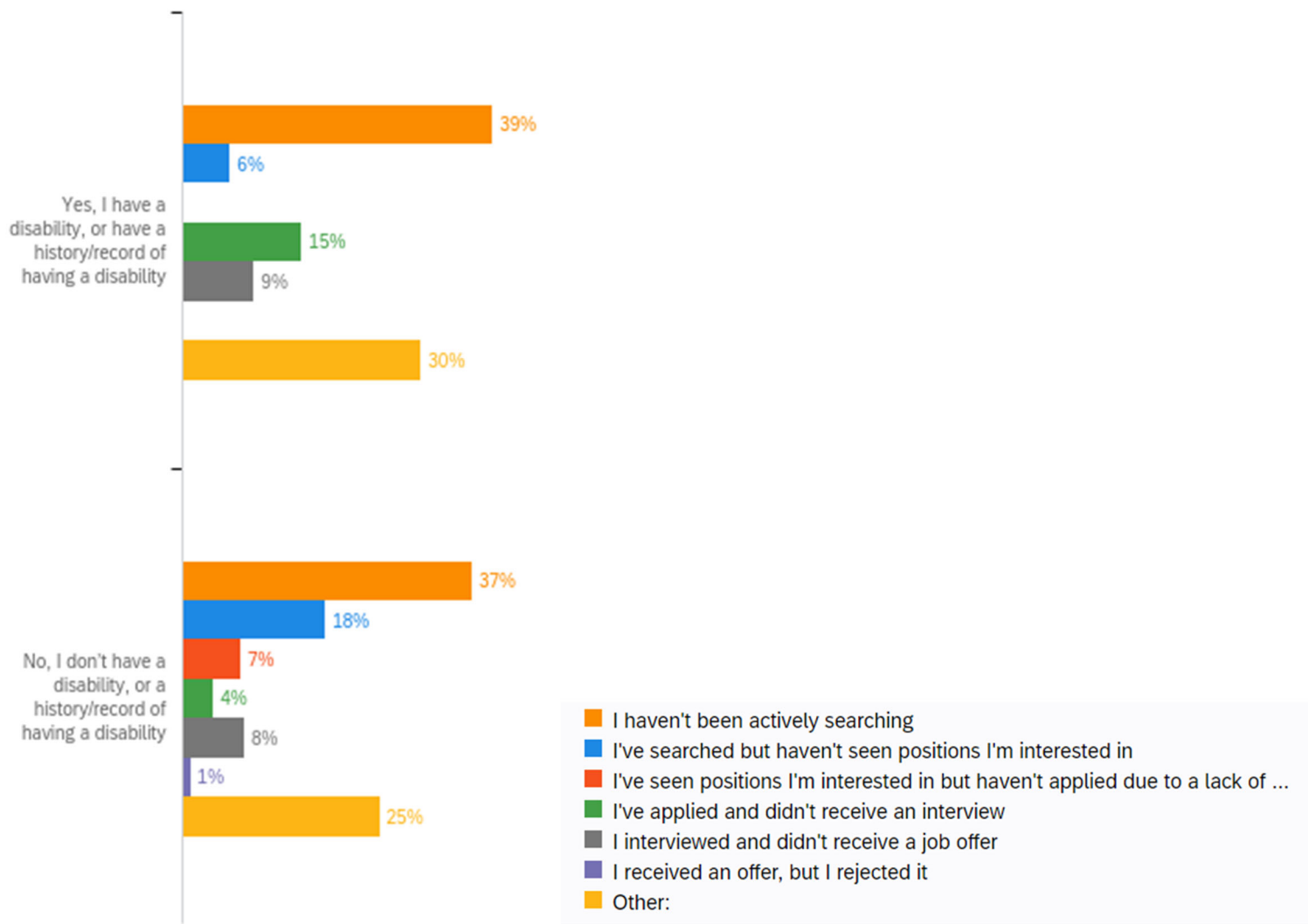


Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
No, I don't have a disability, or a history/record of having a disability	33%	121	16%	60	15%	55	5%	19	7%	25	0%	1	24%	88	369
Yes, I have a disability, or have a history/record of having a disability	29%	26	3%	3	17%	15	4%	4	7%	6	0%	0	40%	36	90

Are you interested in a higher level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

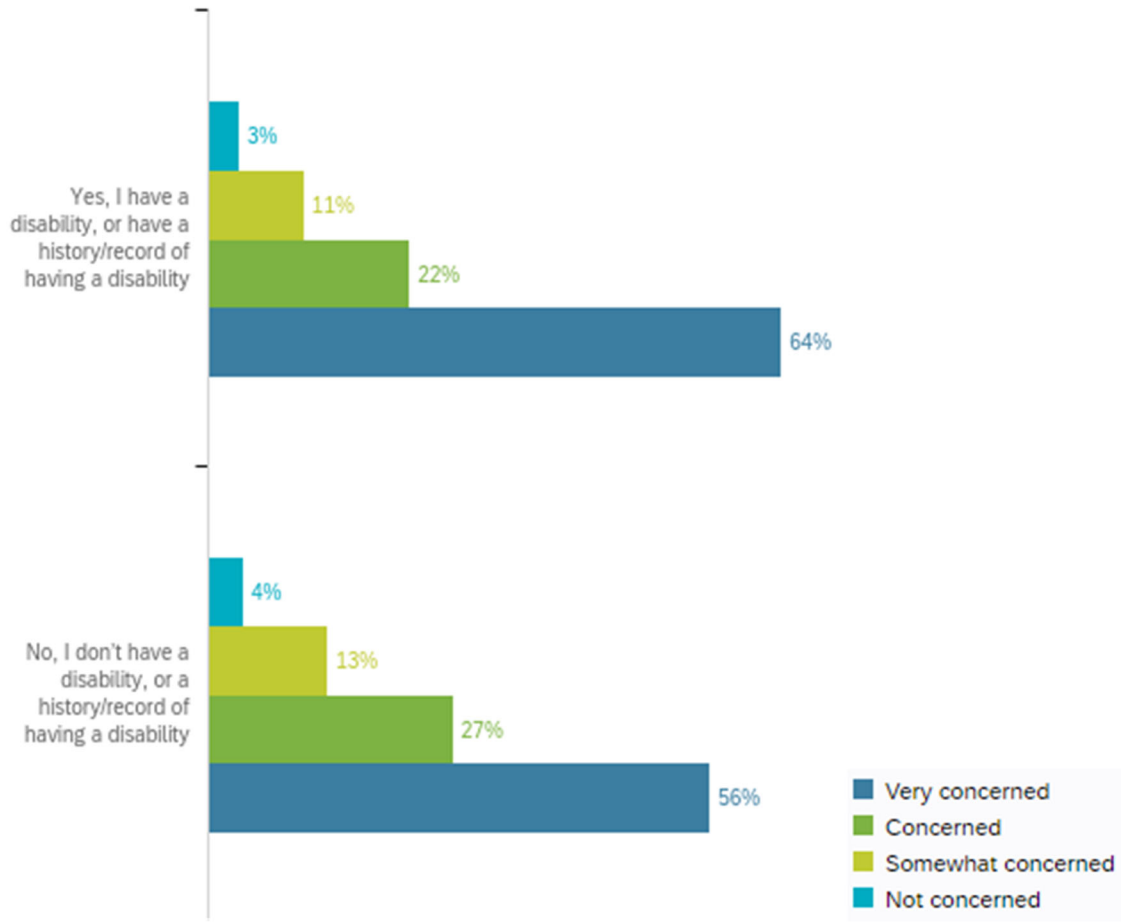
Question	Yes		No		Unsure		Total
	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	55%	33	17%	10	28%	17	60
No, I don't have a disability, or a history/record of having a disability	51%	206	18%	75	31%	125	406

What has kept you from obtaining a higher level supervisor or manager role at Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)



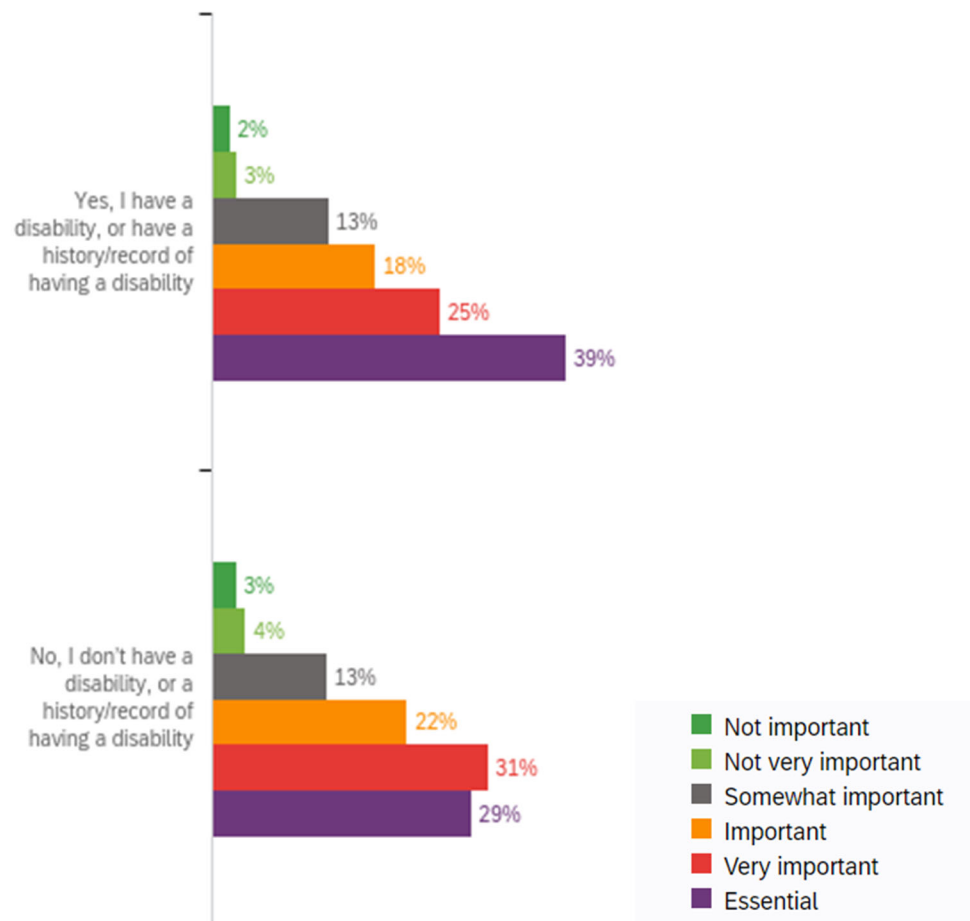
Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	39%	13	6%	2	0%	0	15%	5	9%	3	0%	0	30%	10	33
No, I don't have a disability, or a history/record of having a disability	37%	75	18%	37	7%	15	4%	8	8%	16	1%	2	25%	51	204

How concerned are you about climate change?



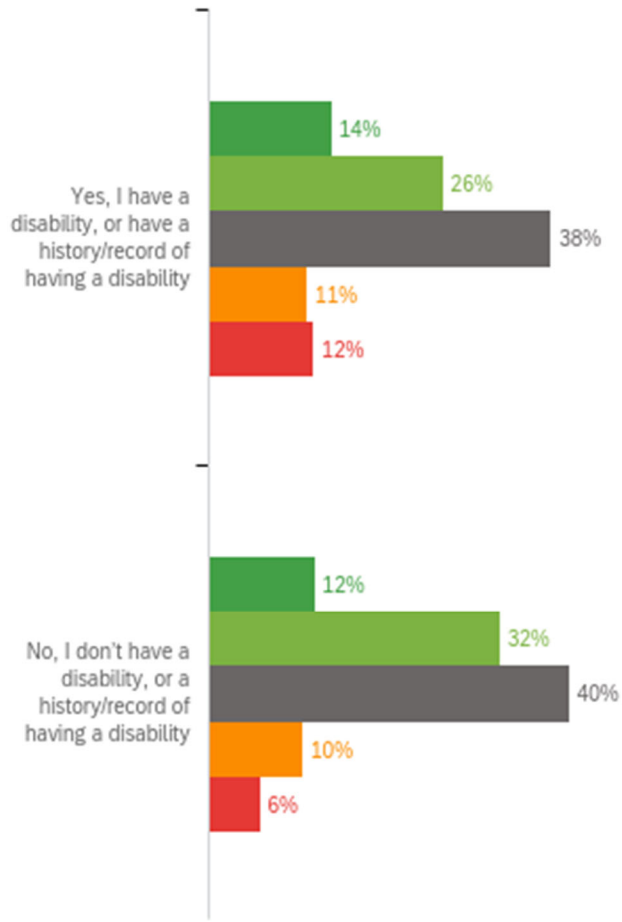
Question	Not concerned		Somewhat concerned		Concerned		Very concerned		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count		
No, I don't have a disability, or a history/record of having a disability	4%	55	13%	188	27%	385	56%	790	3.46	1418
Yes, I have a disability, or have a history/record of having a disability	3%	9	11%	28	22%	59	64%	168	3.35	264

Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?



Question	Not important		Not very important		Somewhat important		Important		Very important		Essential		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count				
Yes, I have a disability, or have a history/record of having a disability	2%	5	3%	7	13%	34	18%	48	25%	67	39%	104	4.80	265
No, I don't have a disability, or a history/record of having a disability	3%	36	4%	52	13%	177	22%	302	31%	427	29%	401	4.60	1395

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.

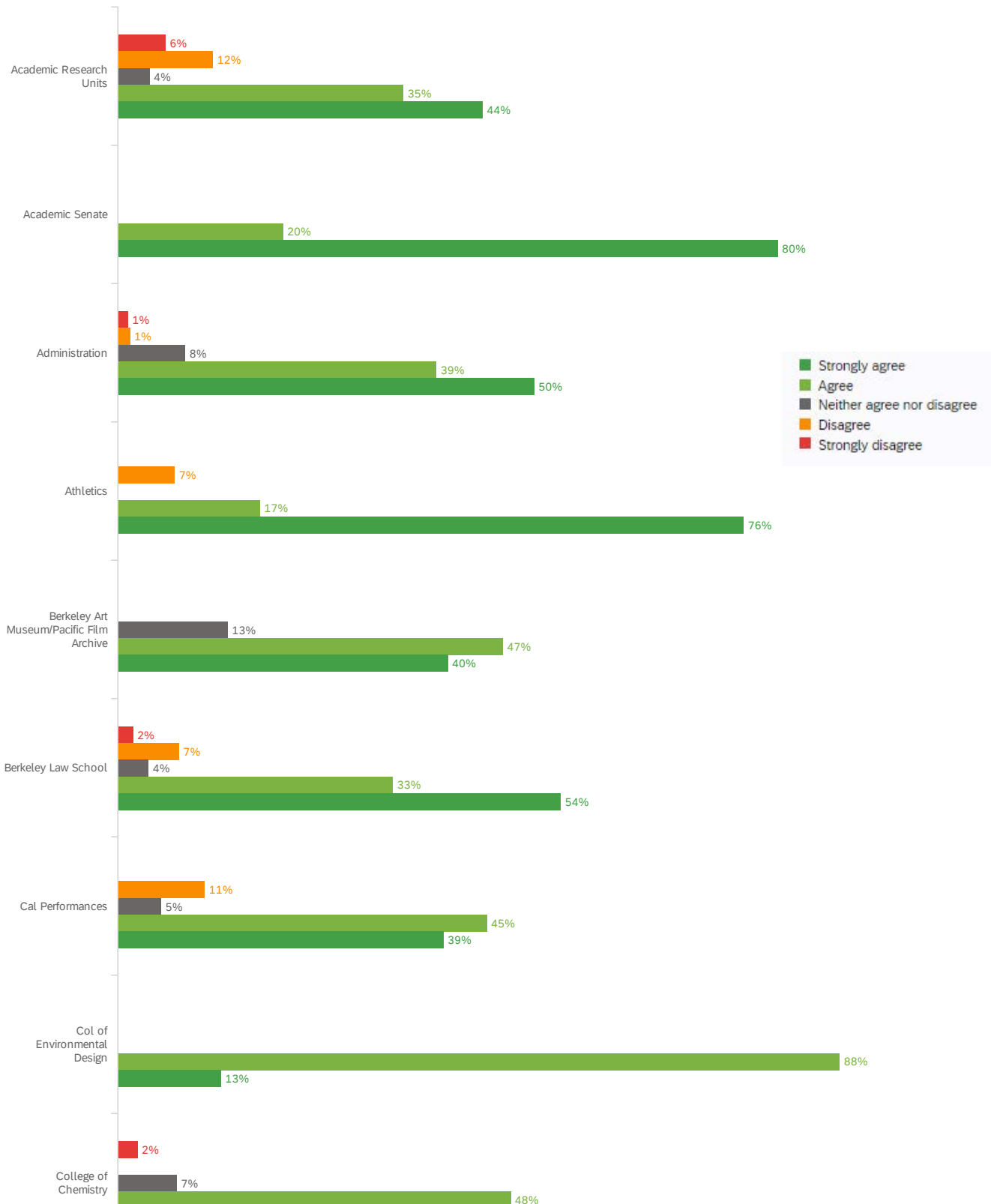


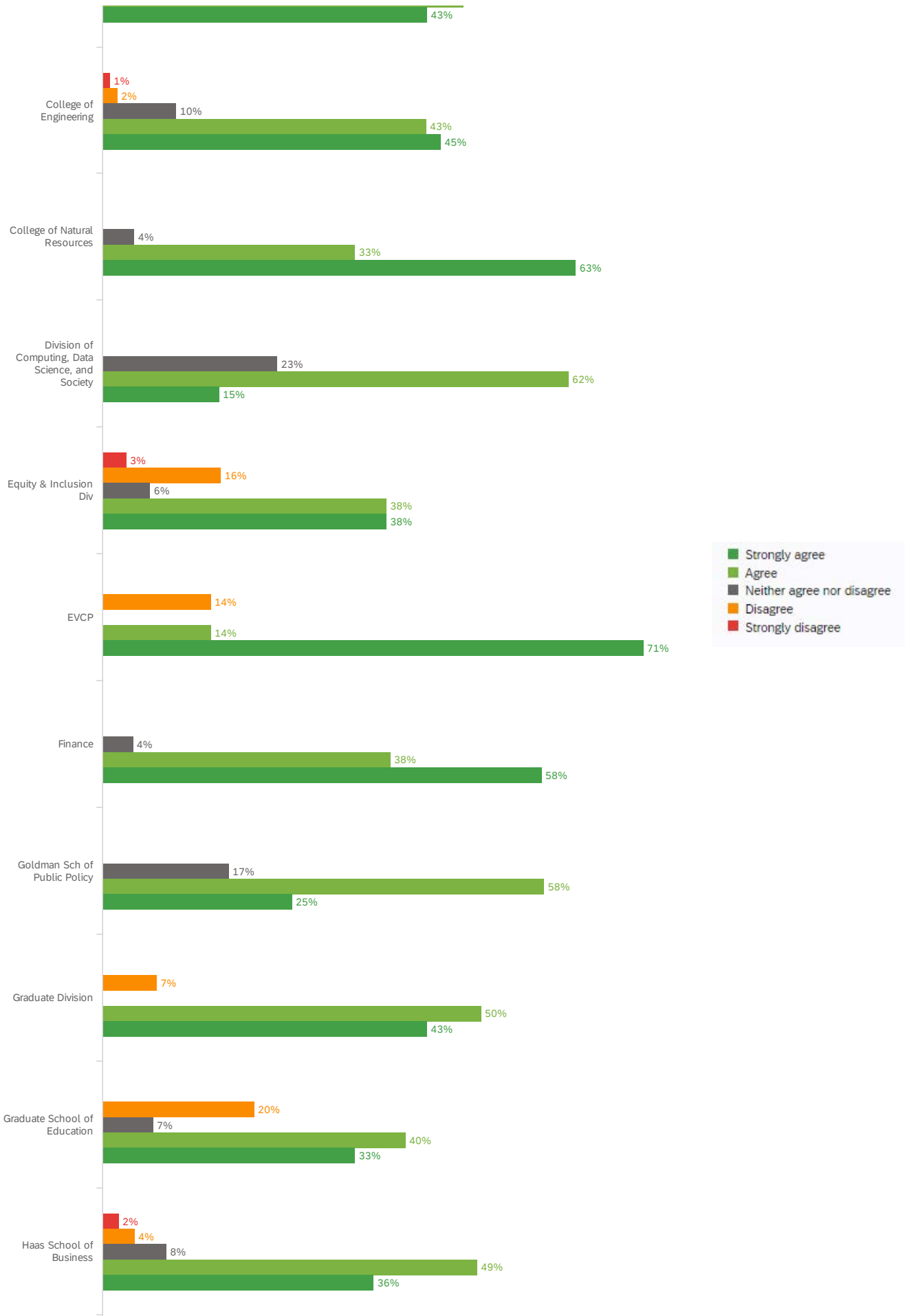
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Yes, I have a disability, or have a history/record of having a disability	14%	36	26%	69	38%	101	11%	29	12%	31	3.19	266
No, I don't have a disability, or a history/record of having a disability	12%	163	32%	449	40%	556	10%	145	6%	78	3.34	1391

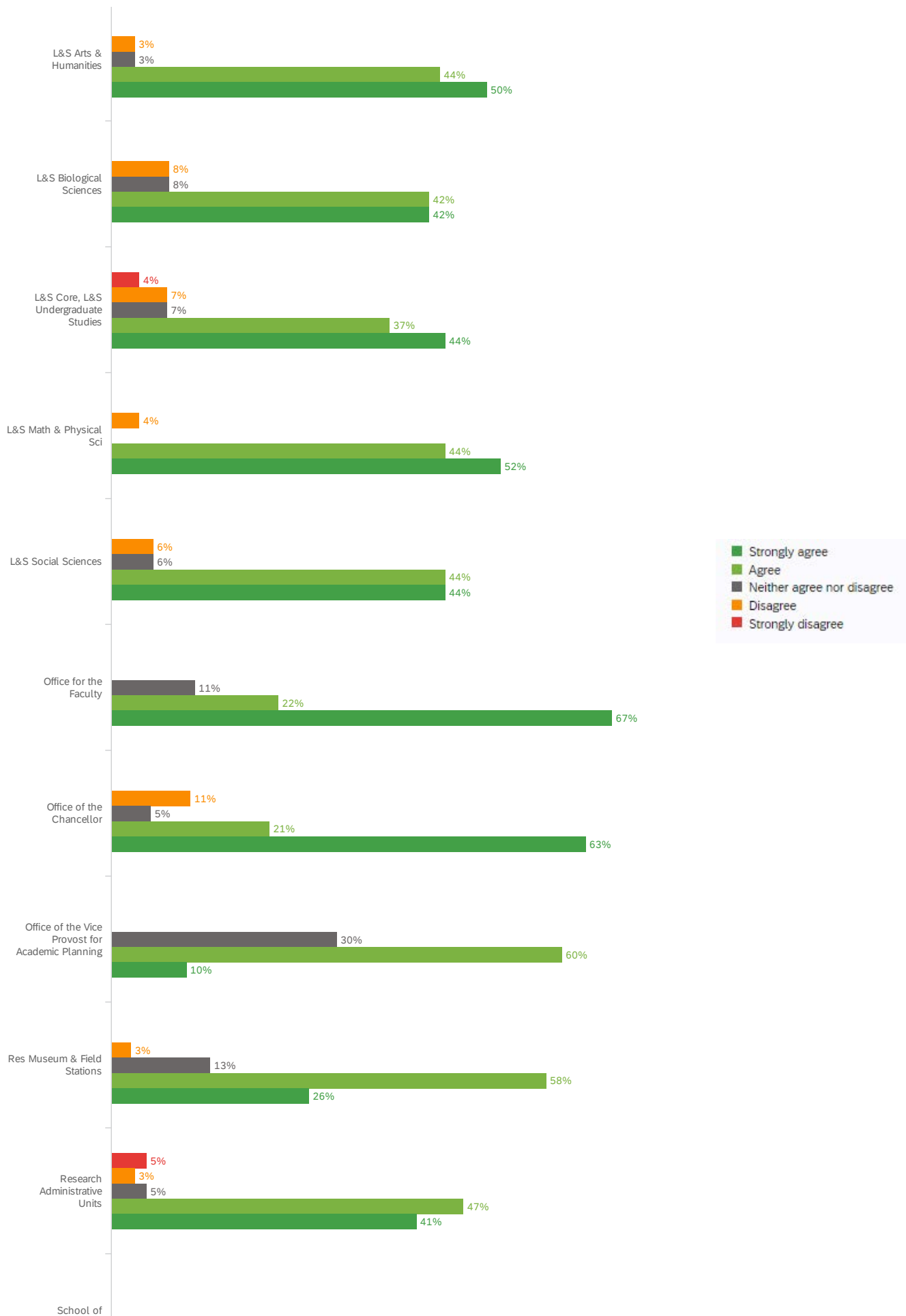
Berkeley People & Culture

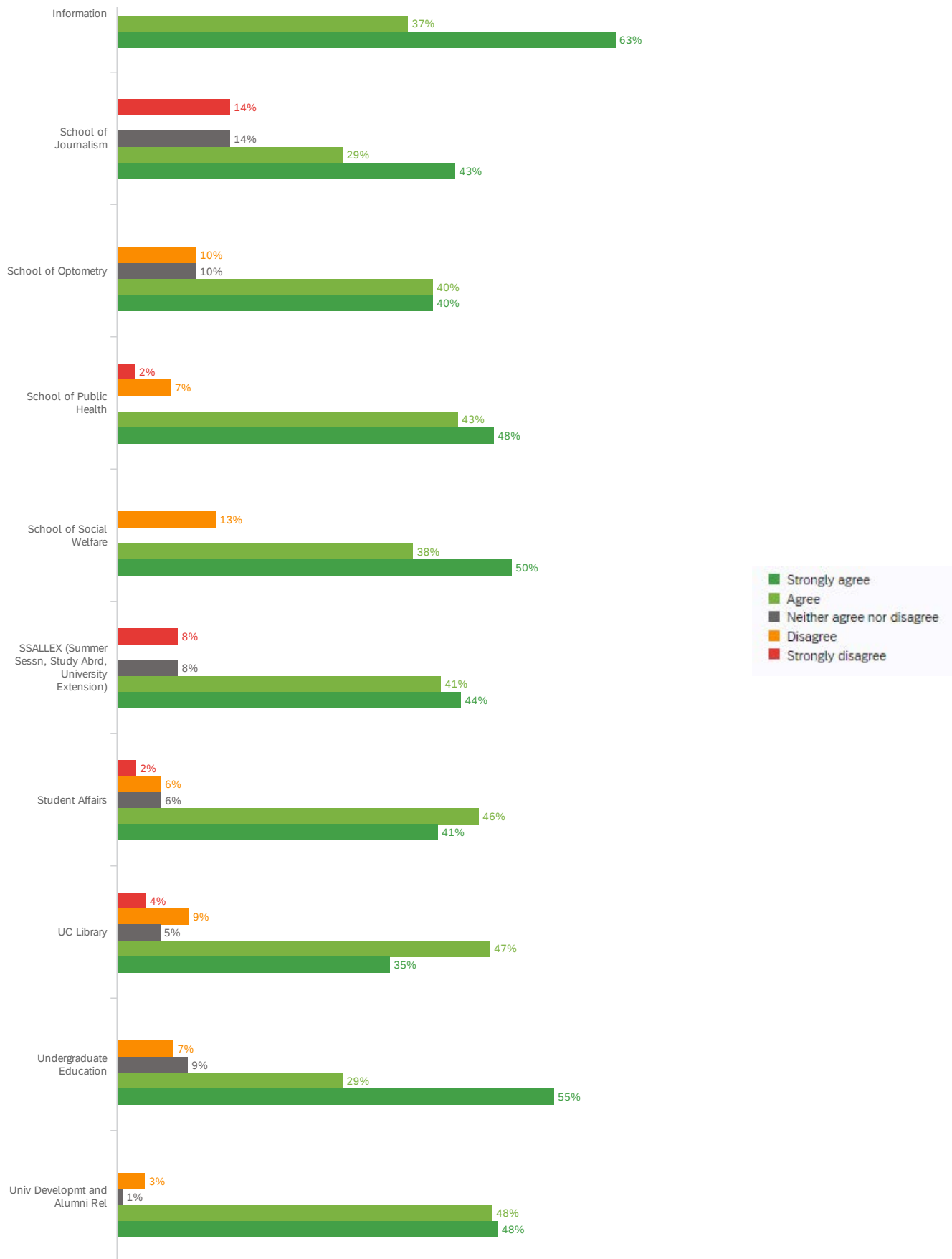
State of the Workplace - Divisions July 2023

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







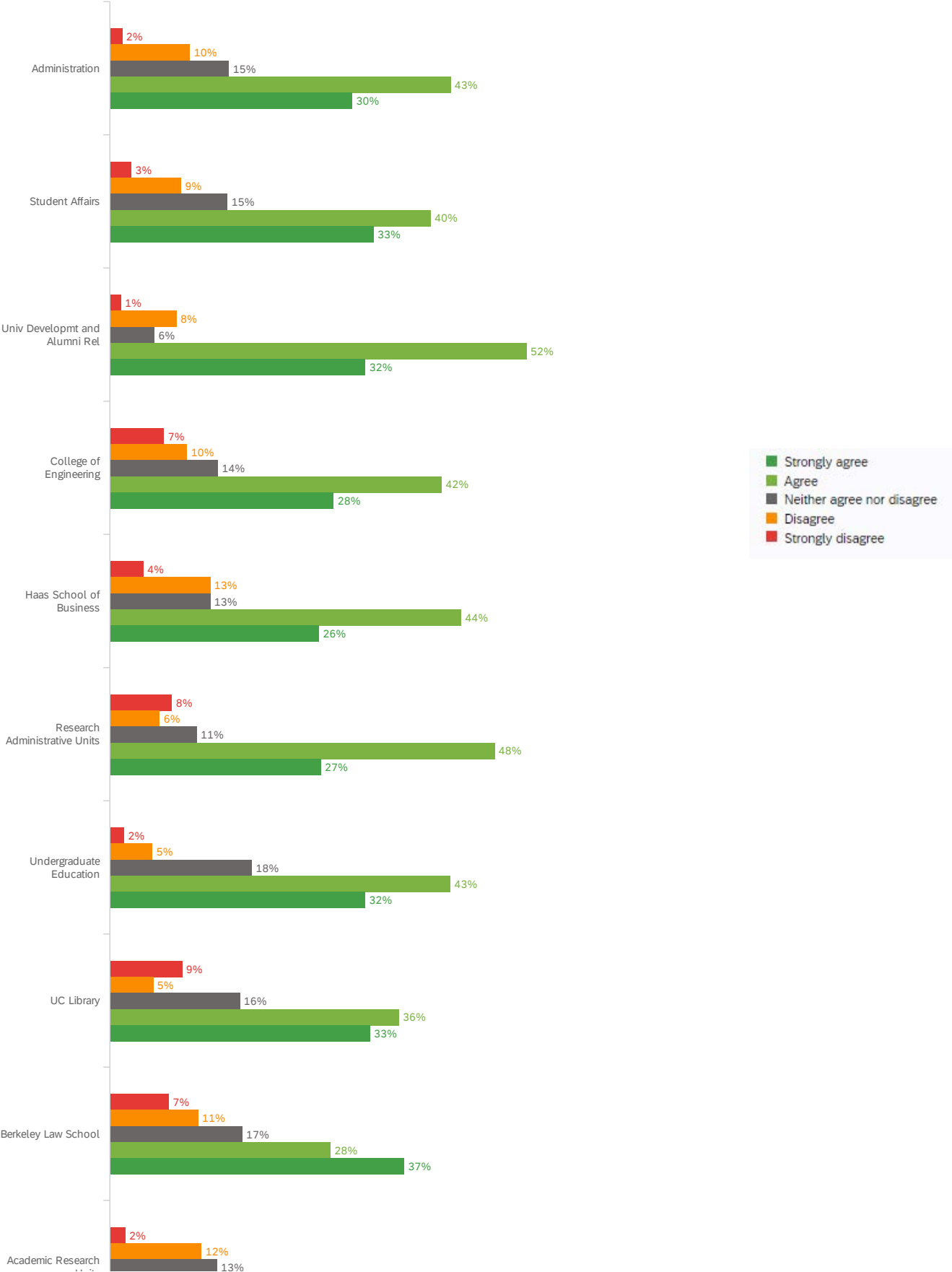


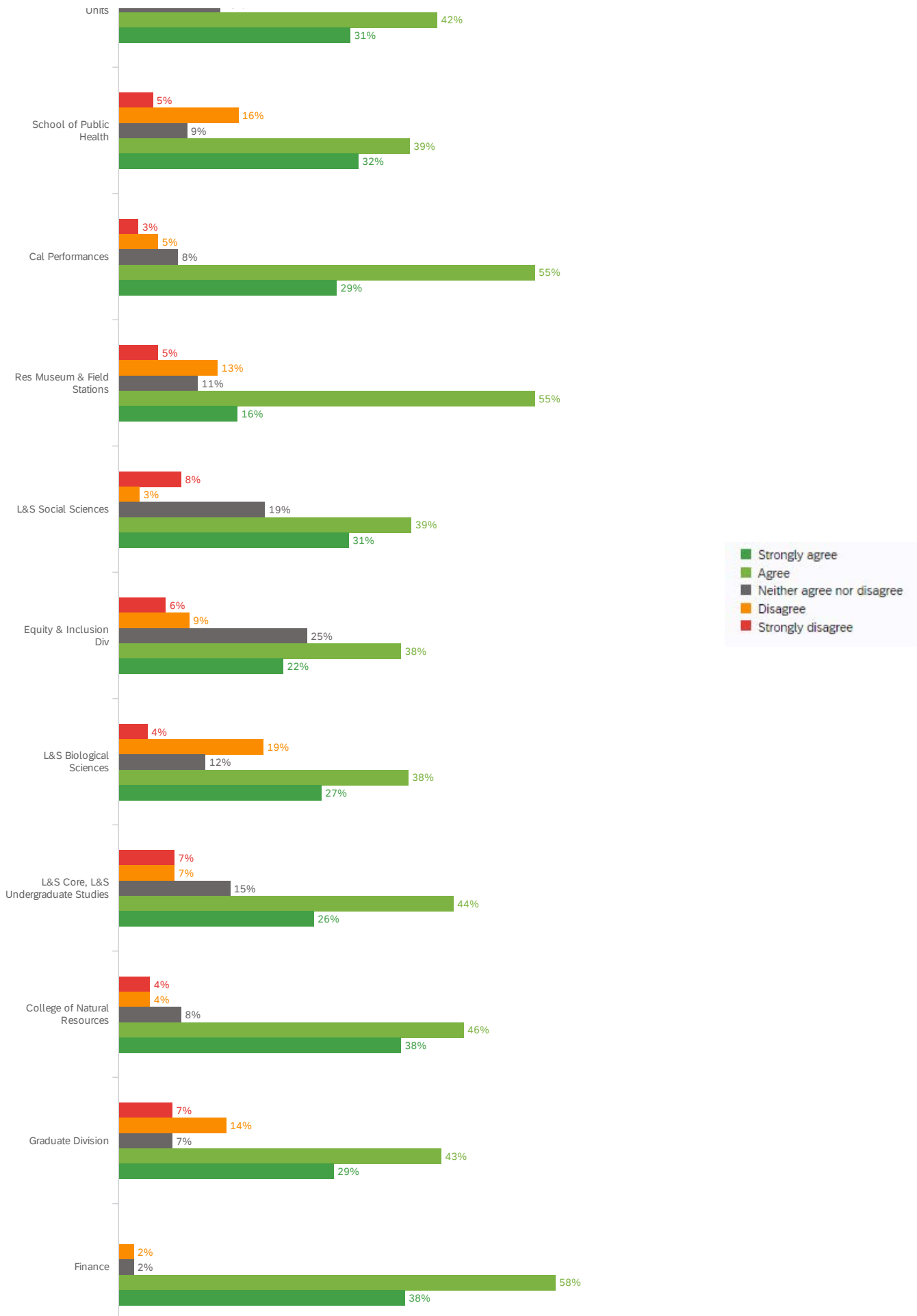
I know what my supervisor expects of me to perform my responsibilities effectively.

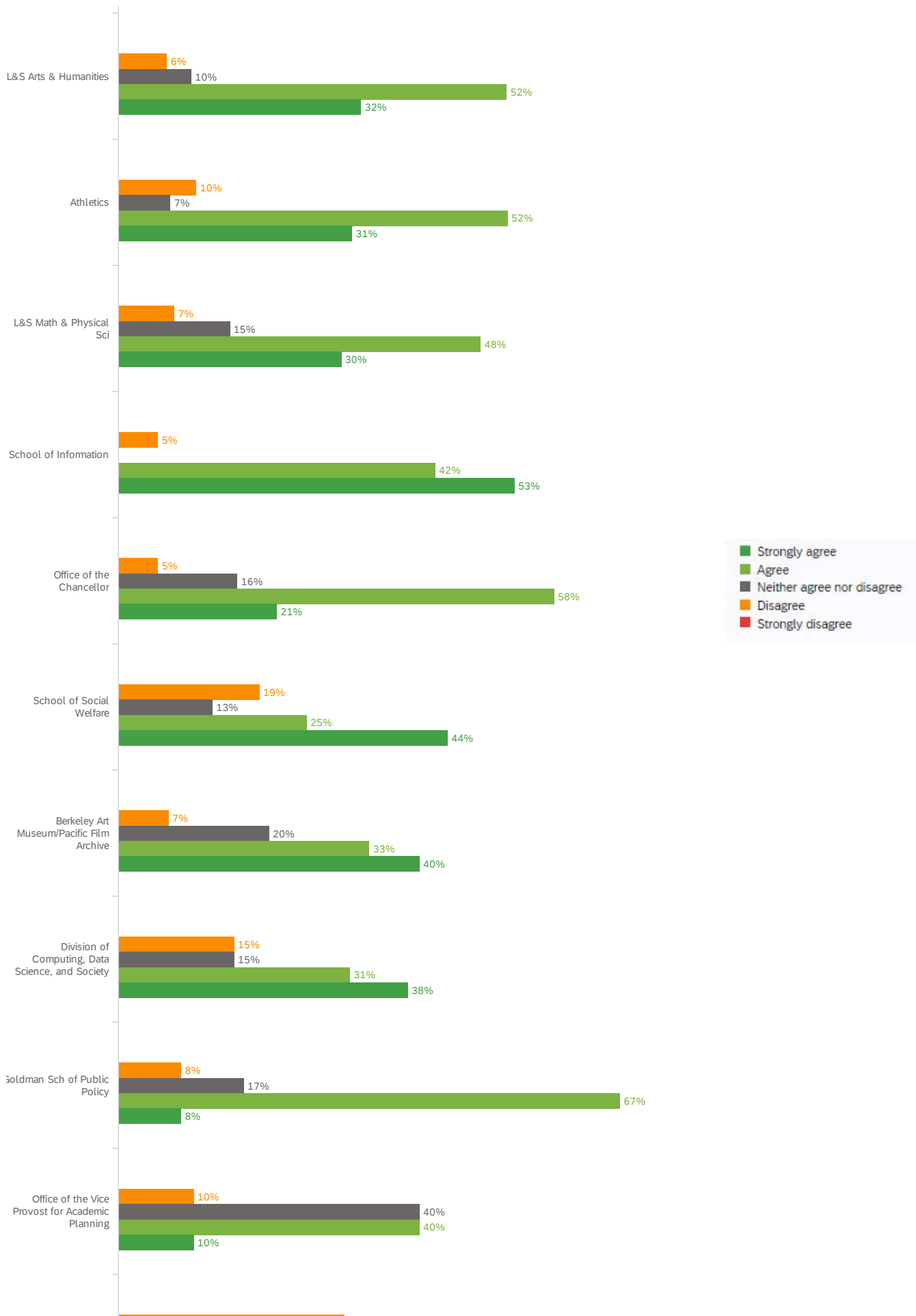
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	6%	3	12%	6	4%	2	35%	18	44%	23	4.00	NA	52
Academic Senate	0%	0	0%	0	0%	0	20%	1	80%	4	4.80	0.05	5
Administration	1%	5	1%	6	8%	33	39%	156	50%	204	4.36	0.30	404
Athletics	0%	0	7%	2	0%	0	17%	5	76%	22	4.62	0.40	29
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	13%	2	47%	7	40%	6	4.27	0.67	15
Berkeley Law School	2%	1	7%	4	4%	2	33%	18	54%	29	4.30	0.07	54
Cal Performances	0%	0	11%	4	5%	2	45%	17	39%	15	4.13	0.22	38
College of Chemistry	2%	1	0%	0	7%	3	48%	20	43%	18	4.13	0.23	42
College of Engineering	1%	1	2%	2	10%	10	43%	44	45%	46	4.29	0.27	103
College of Natural Resources	0%	0	0%	0	4%	1	33%	8	63%	15	4.28	0.24	24
Col of Environmental Design	0%	0	0%	0	0%	0	88%	7	13%	1	4.58	0.29	8
Division of Computing, Data Science, and Society	0%	0	0%	0	23%	3	62%	8	15%	2	3.92	0.54	13
EVCP	0%	0	14%	1	0%	0	14%	1	71%	5	4.43	0.29	7
Equity & Inclusion Div	3%	1	16%	5	6%	2	38%	12	38%	12	3.91	(0.12)	32
Finance	0%	0	0%	0	4%	2	38%	19	58%	29	4.54	0.12	50
Goldman Sch of Public Policy	0%	0	0%	0	17%	2	58%	7	25%	3	4.08	0.08	12
Graduate Division	0%	0	7%	1	0%	0	50%	7	43%	6	4.29	0.47	14
Graduate School of Education	0%	0	20%	3	7%	1	40%	6	33%	5	3.87	(0.13)	15
Haas School of Business	2%	2	4%	4	8%	8	49%	47	36%	34	4.13	0.11	95
L&S Arts & Humanities	0%	0	3%	1	3%	1	44%	14	50%	16	4.41	0.41	32
L&S Biological Sciences	0%	0	8%	2	8%	2	42%	11	42%	11	4.19	0.11	26
L&S Core, L&S Undergraduate Studies	4%	1	7%	2	7%	2	37%	10	44%	12	4.11	(0.11)	27
L&S Math & Physical Sci	0%	0	4%	1	0%	0	44%	12	52%	14	4.44	0.28	27
L&S Social Sciences	0%	0	6%	2	6%	2	44%	16	44%	16	4.28	0.31	36
Office for the Faculty	0%	0	0%	0	11%	1	22%	2	67%	6	4.56	0.43	9
Office of the Chancellor	0%	0	11%	2	5%	1	21%	4	63%	12	4.37	0.16	19
Office of the Vice Provost for Academic Planning	0%	0	0%	0	30%	3	60%	6	10%	1	3.80	(0.60)	10
Res Museum & Field Stations	0%	0	3%	1	13%	5	58%	22	26%	10	4.08	NA	38
Research Administrative Units	5%	3	3%	2	5%	3	47%	30	41%	26	4.16	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	8%	3	0%	0	8%	3	41%	16	44%	17	4.13	0.19	39
School of Information	0%	0	0%	0	0%	0	37%	7	63%	12	4.63	0.27	19
School of Journalism	14%	1	0%	0	14%	1	29%	2	43%	3	3.86	(0.39)	7
School of Optometry	0%	0	10%	1	10%	1	40%	4	40%	4	4.10	0.10	10
School of Public Health	2%	1	7%	3	0%	0	43%	19	48%	21	4.27	(0.12)	44
School of Social Welfare	0%	0	13%	2	0%	0	38%	6	50%	8	4.25	0.21	16
Student Affairs	2%	6	6%	14	6%	14	46%	115	41%	102	4.17	0.12	251
UC Library	4%	2	9%	5	5%	3	47%	26	35%	19	4.00	0.03	55
Undergraduate Education	0%	0	7%	4	9%	5	29%	16	55%	31	4.32	0.18	56
Univ Developmt and Alumni Rel	0%	0	3%	5	1%	1	48%	68	48%	69	4.41	0.04	143

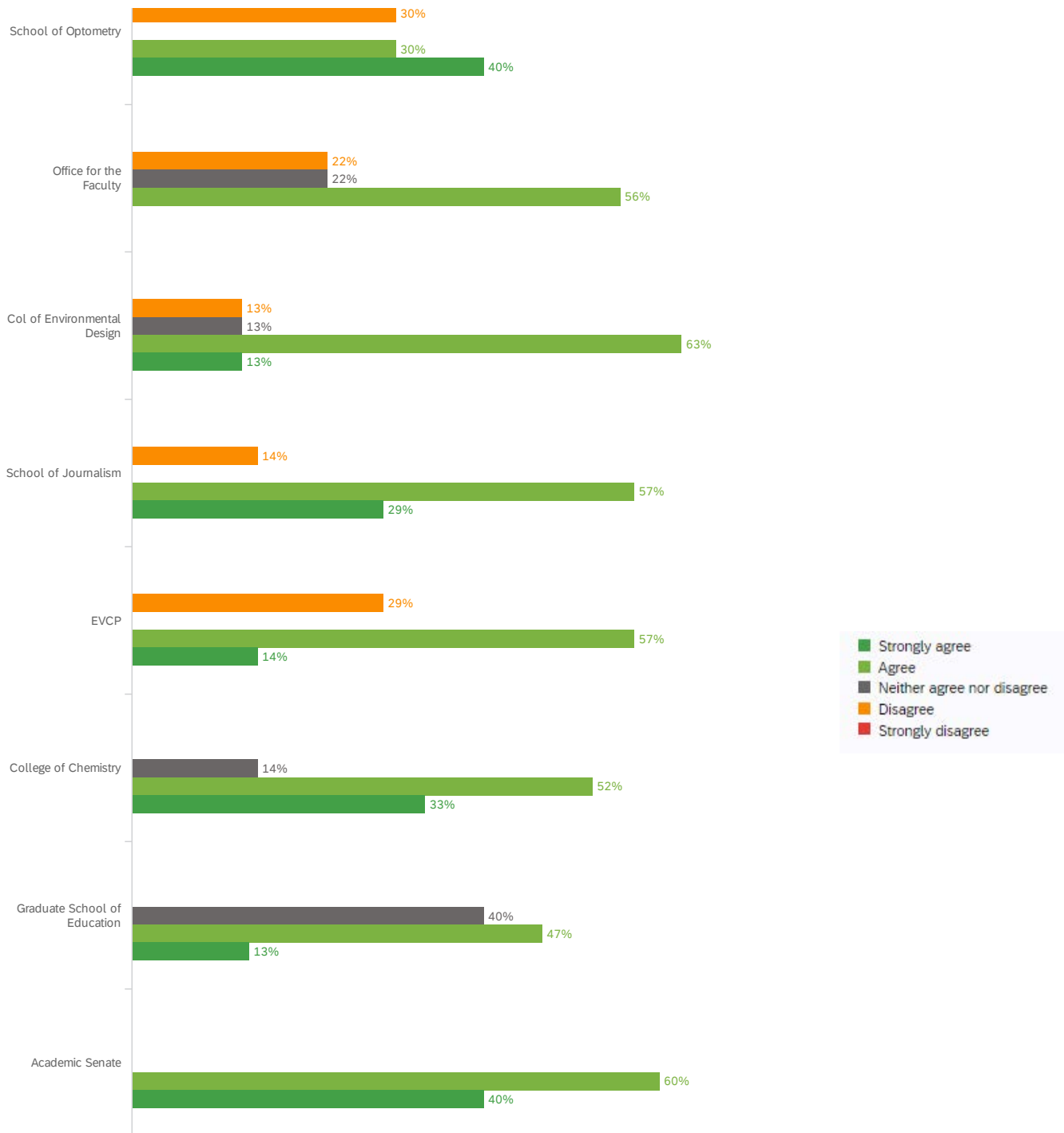
*Difference in average score from the October 2022 State of the Workplace, staff responses only

The amount of work my supervisor expects me to complete is reasonable.







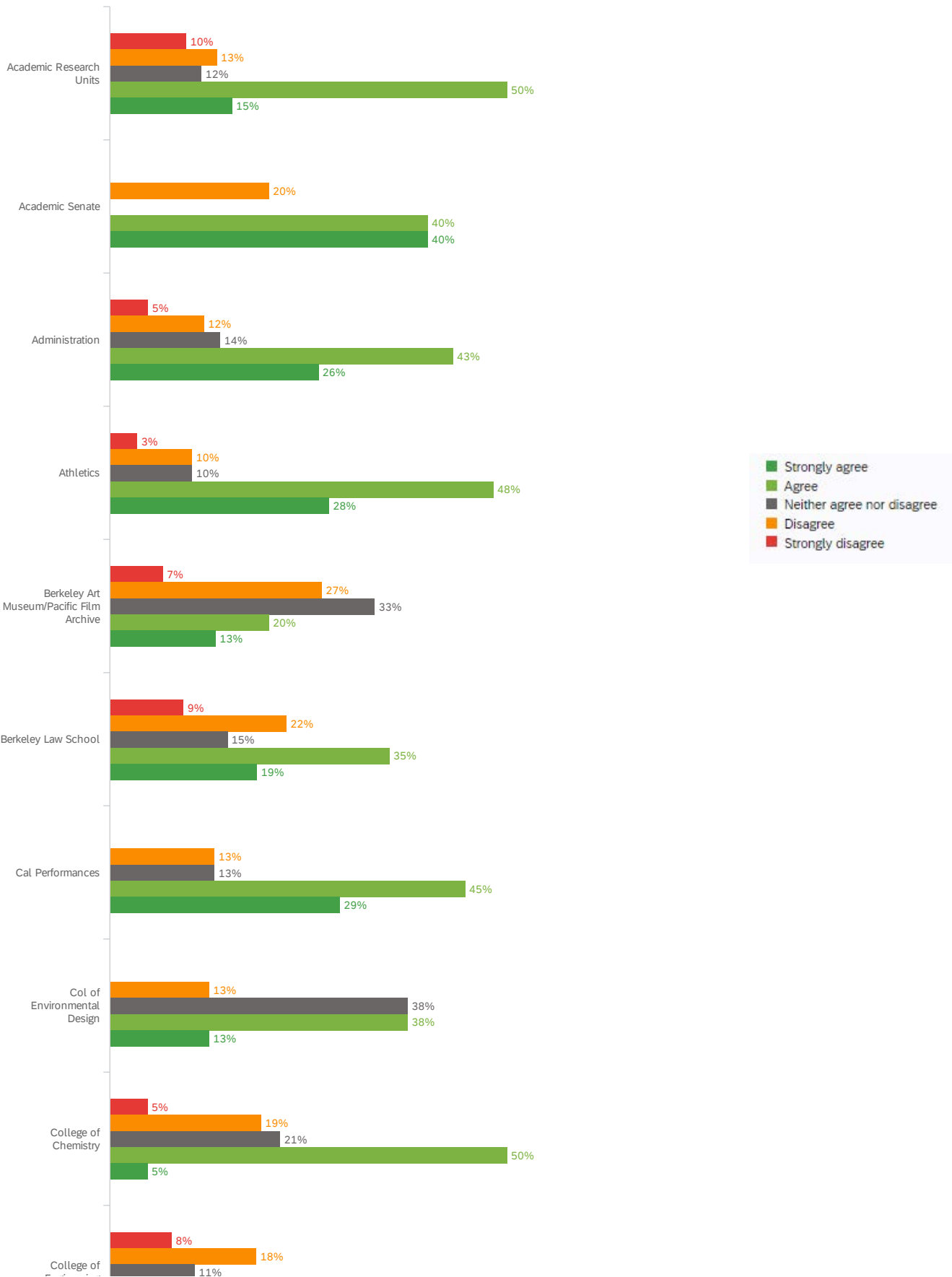


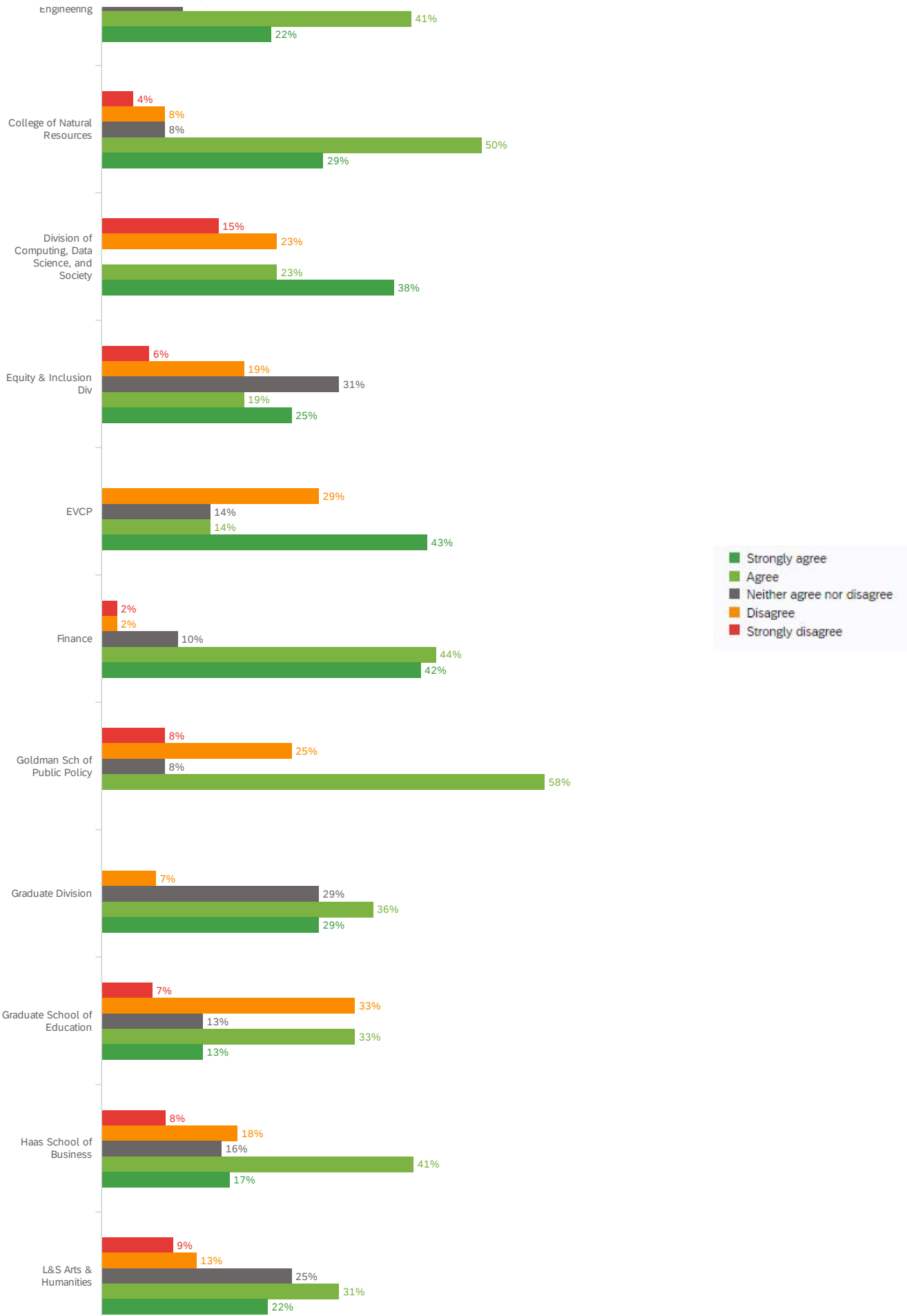
The amount of work my supervisor expects me to complete is reasonable.

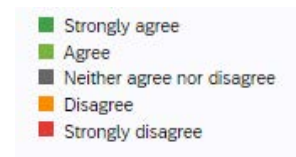
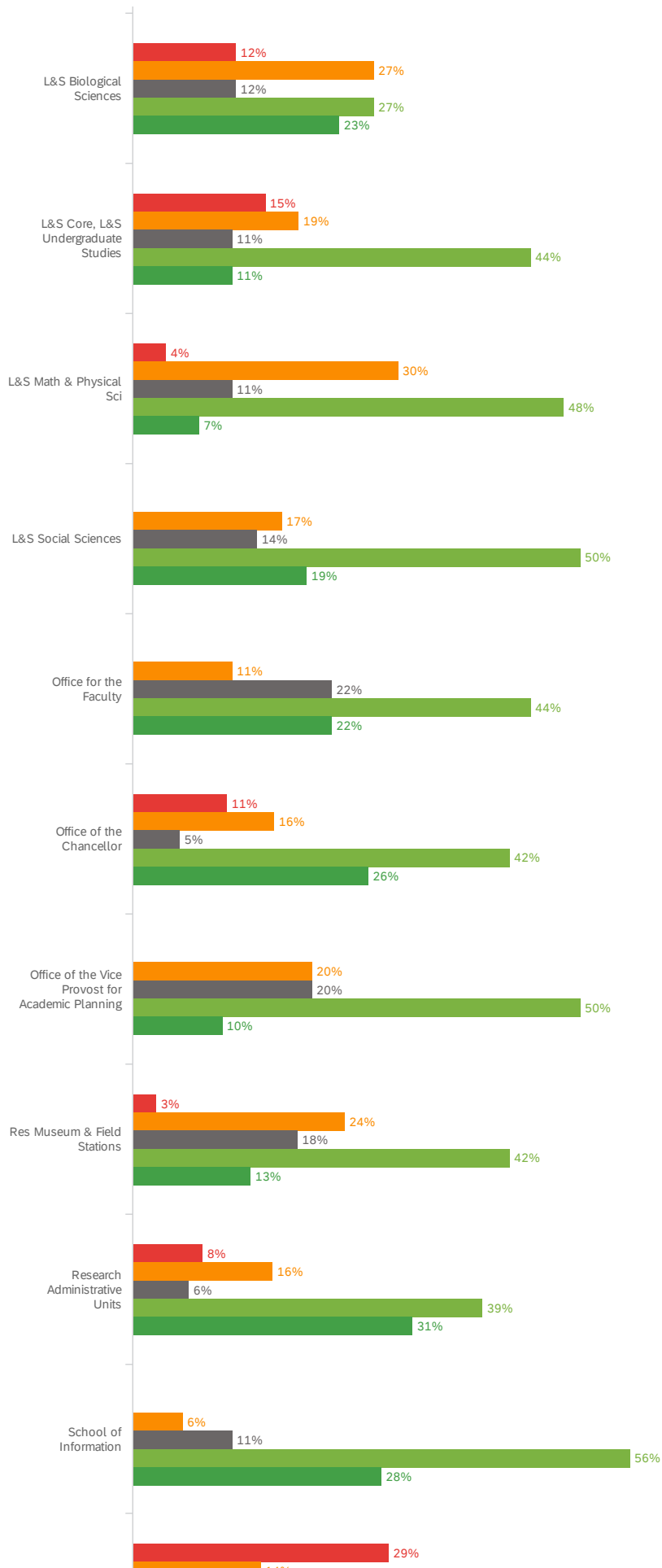
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
Academic Research Units	2%	1	12%	6	13%	7	42%	22	31%	16	3.88	NA	52
Academic Senate	0%	0	0%	0	0%	0	60%	3	40%	2	4.40	(0.35)	5
Administration	2%	6	10%	39	15%	58	43%	166	30%	118	3.91	0.26	387
Athletics	0%	0	10%	3	7%	2	52%	15	31%	9	4.03	0.59	29
Berkeley Art Museum/Pacific Film Archive	0%	0	7%	1	20%	3	33%	5	40%	6	4.07	0.59	15
Berkeley Law School	7%	4	11%	6	17%	9	28%	15	37%	20	3.76	(0.12)	54
Cal Performances	3%	1	5%	2	8%	3	55%	21	29%	11	4.03	0.14	38
College of Chemistry	0%	0	0%	0	14%	6	52%	22	33%	14	3.75	0.20	8
College of Engineering	7%	7	10%	10	14%	14	42%	43	28%	29	4.19	0.52	42
College of Natural Resources	4%	1	4%	1	8%	2	46%	11	38%	9	3.75	0.19	103
Col of Environmental Design	0%	0	13%	1	13%	1	63%	5	13%	1	4.08	0.79	24
Division of Computing, Data Science, and Society	0%	0	15%	2	15%	2	31%	4	38%	5	3.92	0.67	13
EVCP	0%	0	29%	2	0%	0	57%	4	14%	1	3.57	0.86	7
Equity & Inclusion Div	6%	2	9%	3	25%	8	38%	12	22%	7	3.59	0.27	32
Finance	0%	0	2%	1	2%	1	58%	29	38%	19	4.32	0.17	50
Goldman Sch of Public Policy	0%	0	8%	1	17%	2	67%	8	8%	1	3.75	(0.25)	12
Graduate Division	7%	1	14%	2	7%	1	43%	6	29%	4	3.71	0.16	14
Graduate School of Education	0%	0	0%	0	40%	6	47%	7	13%	2	3.73	0.12	15
Haas School of Business	4%	4	13%	12	13%	12	44%	42	26%	25	3.76	0.07	95
L&S Arts & Humanities	0%	0	6%	2	10%	3	52%	16	32%	10	4.10	0.42	31
L&S Biological Sciences	4%	1	19%	5	12%	3	38%	10	27%	7	3.65	(0.18)	26
L&S Core, L&S Undergraduate Studies	7%	2	7%	2	15%	4	44%	12	26%	7	3.74	0.10	27
L&S Math & Physical Sci	0%	0	7%	2	15%	4	48%	13	30%	8	4.00	0.22	27
L&S Social Sciences	8%	3	3%	1	19%	7	39%	14	31%	11	3.81	0.28	36
Office for the Faculty	0%	0	22%	2	22%	2	56%	5	0%	0	3.33	0.08	9
Office of the Chancellor	0%	0	5%	1	16%	3	58%	11	21%	4	3.95	(0.11)	19
Office of the Vice Provost for Academic Planning	0%	0	10%	1	40%	4	40%	4	10%	1	3.50	(0.30)	10
Res Museum & Field Stations	5%	2	13%	5	11%	4	55%	21	16%	6	3.63	NA	38
Research Administrative Units	8%	5	6%	4	11%	7	48%	31	27%	17	3.80	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	3%	1	13%	5	62%	24	21%	8	3.95	0.15	39
School of Information	0%	0	5%	1	0%	0	42%	8	53%	10	4.42	0.15	19
School of Journalism	0%	0	14%	1	0%	0	57%	4	29%	2	4.00	0.42	7
School of Optometry	0%	0	30%	3	0%	0	30%	3	40%	4	3.80	0.37	10
School of Public Health	5%	2	16%	7	9%	4	39%	17	32%	14	3.77	(0.08)	44
School of Social Welfare	0%	0	19%	3	13%	2	25%	4	44%	7	3.94	(0.14)	16
Student Affairs	3%	6	9%	20	15%	33	40%	90	33%	74	3.92	0.14	223
UC Library	9%	5	5%	3	16%	9	36%	20	33%	18	3.78	0.00	55
Undergraduate Education	2%	1	5%	3	18%	10	43%	24	32%	18	3.98	0.22	56
Univ Developmt and Alumni Rel	1%	2	8%	12	6%	8	52%	75	32%	46	4.06	0.04	143

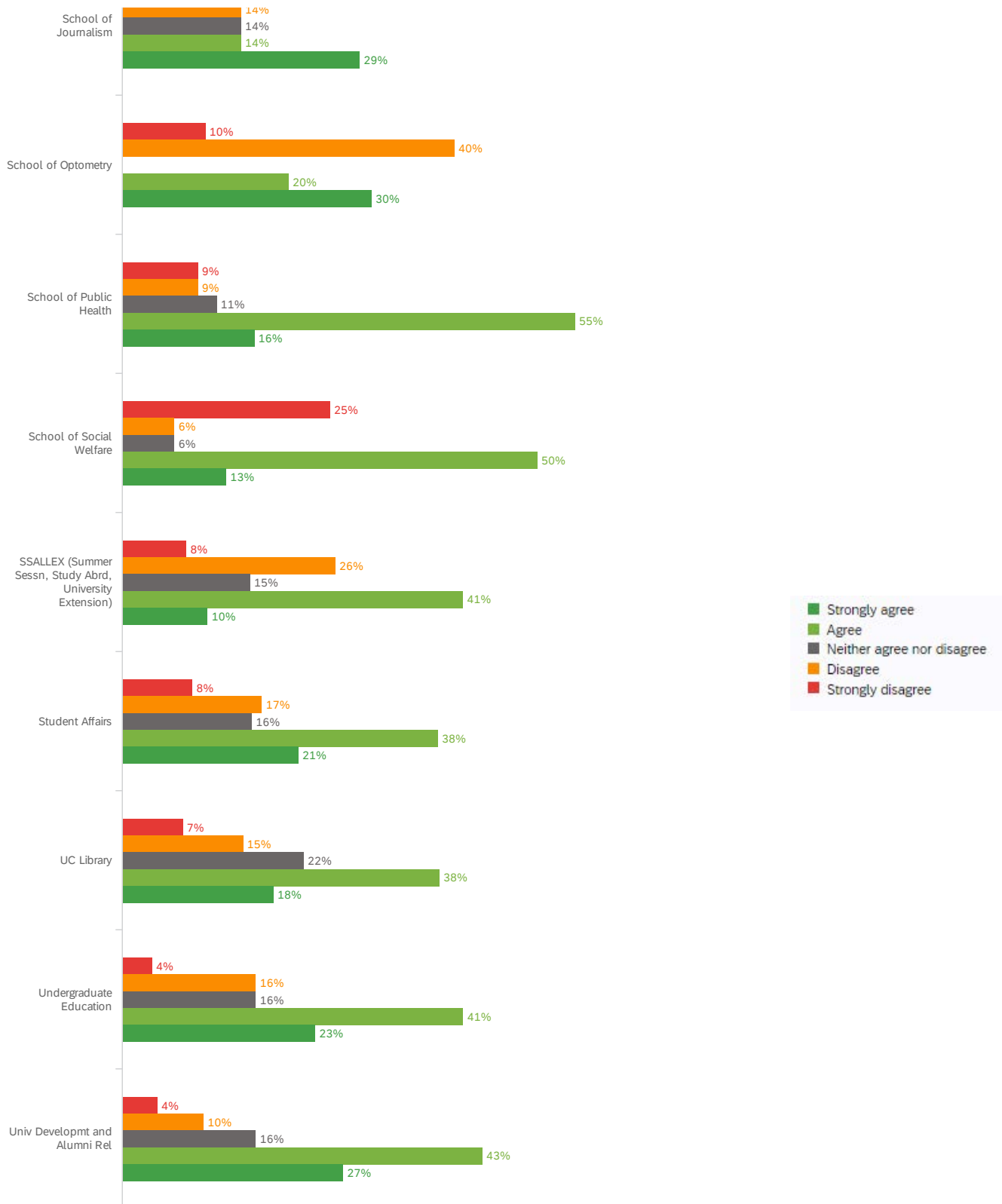
*Difference in average score from the October 2022 State of the Workplace, staff responses only

My job description and title accurately reflect my current responsibilities.







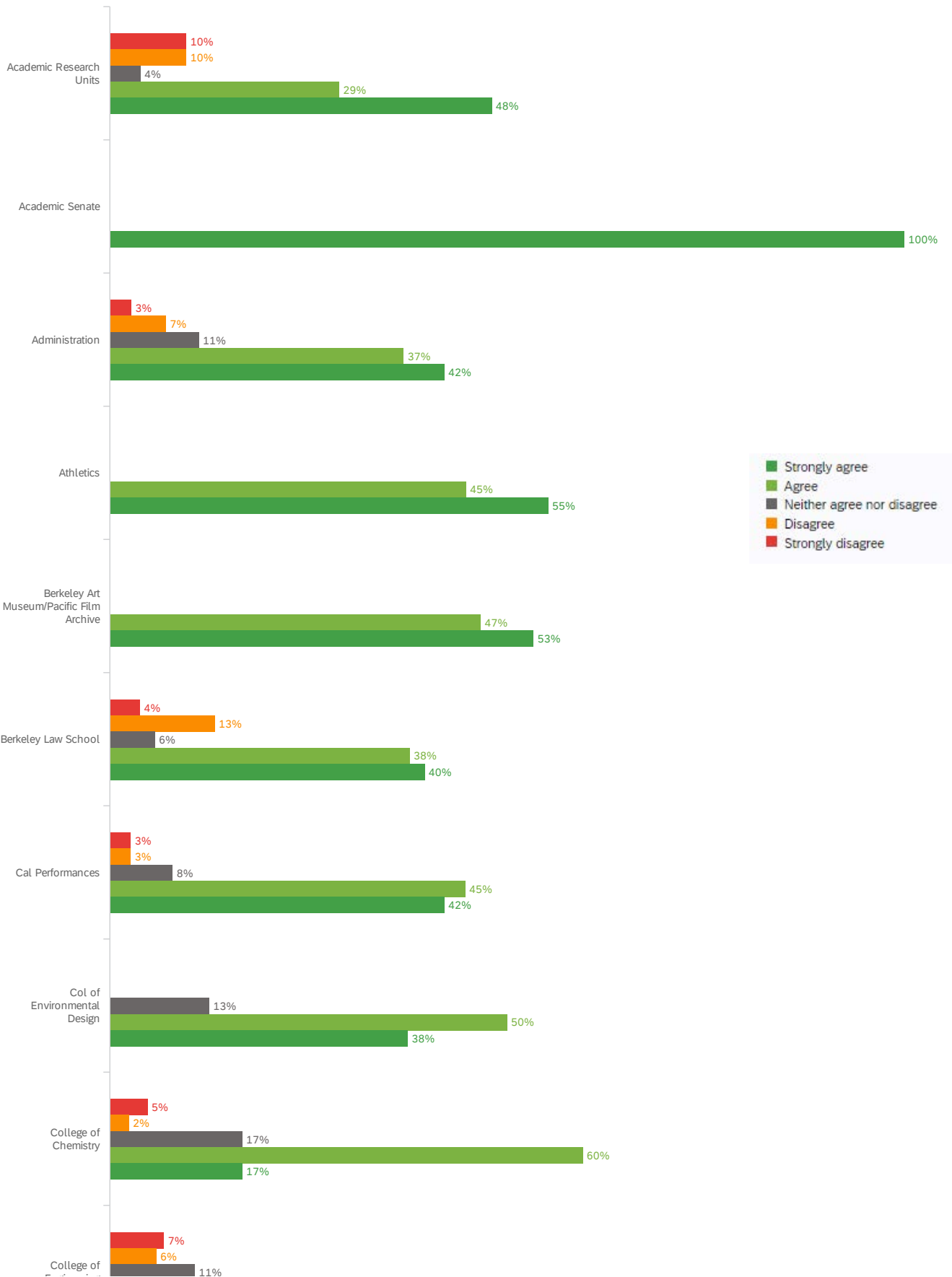


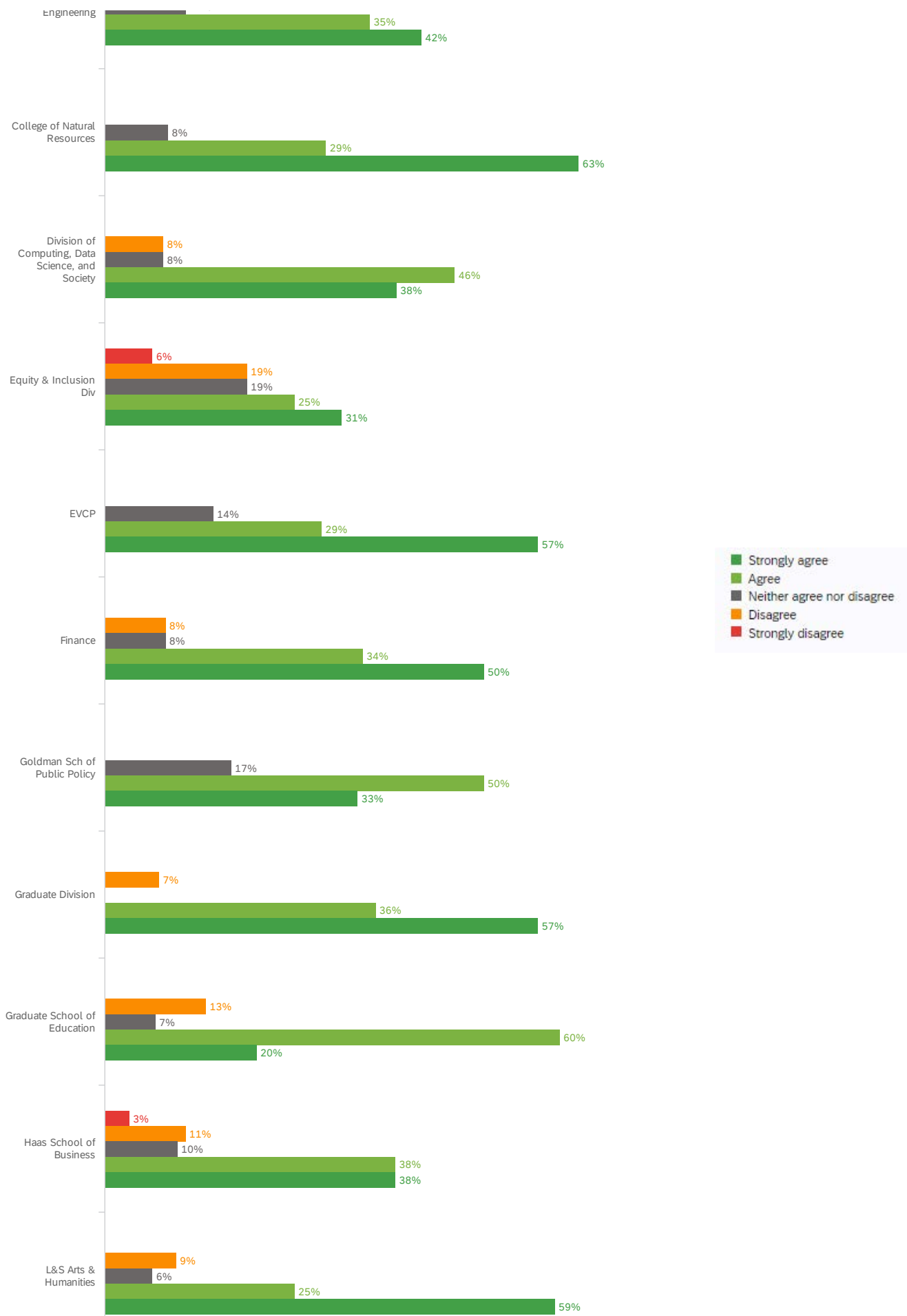
My job description and title accurately reflect my current responsibilities.

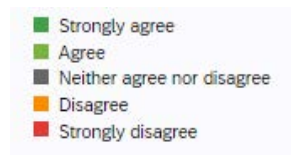
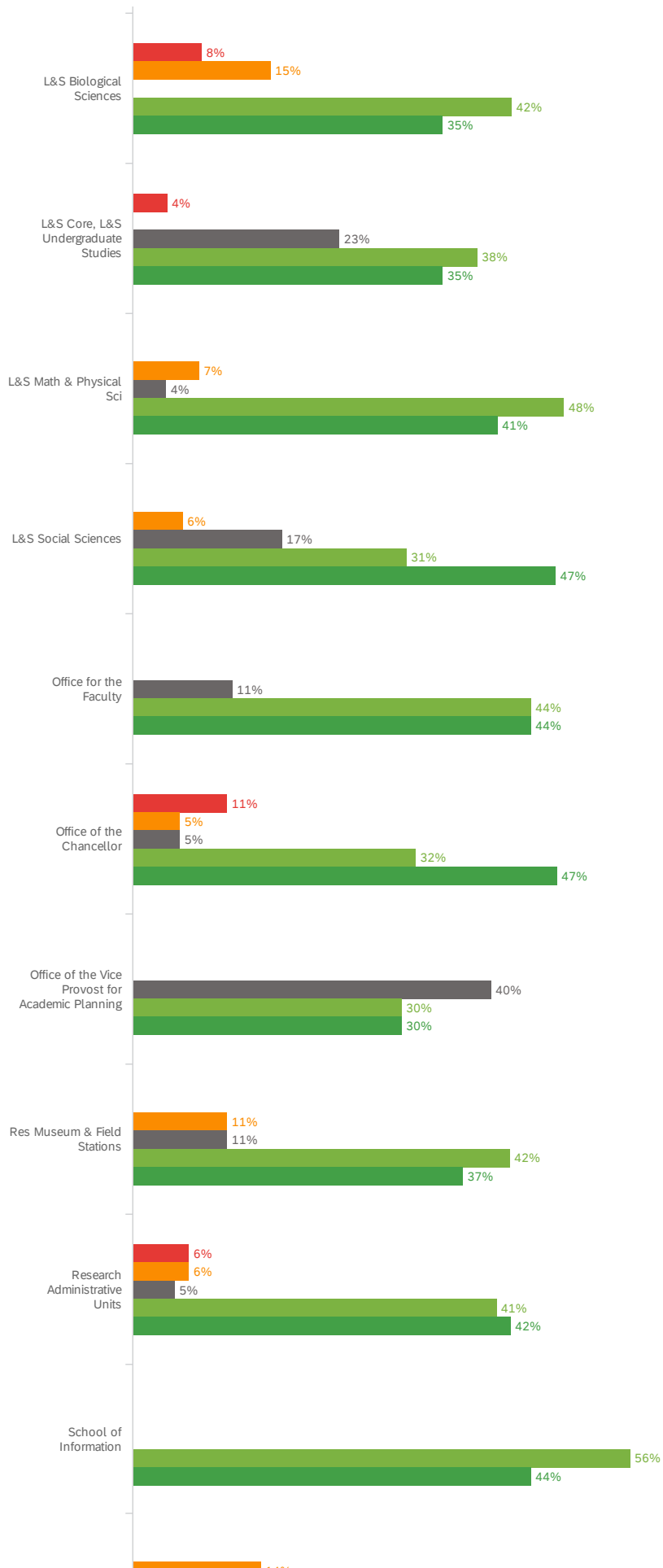
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	10%	5	13%	7	12%	6	50%	26	15%	8	3.48	NA	52
Academic Senate	0%	0	20%	1	0%	0	40%	2	40%	2	4.00	(0.75)	5
Administration	5%	19	12%	47	14%	55	43%	171	26%	104	3.74	0.35	404
Athletics	3%	1	10%	3	10%	3	48%	14	28%	8	3.86	0.92	29
Berkeley Art Museum/Pacific Film Archive	7%	1	27%	4	33%	5	20%	3	13%	2	3.07	0.03	15
Berkeley Law School	9%	5	22%	12	15%	8	35%	19	19%	10	3.31	(0.23)	54
Cal Performances	0%	0	13%	5	13%	5	45%	17	29%	11	3.89	0.35	38
College of Chemistry	5%	2	19%	8	21%	9	50%	21	5%	2	3.50	0.10	42
College of Engineering	8%	8	18%	19	11%	11	41%	42	22%	23	3.31	0.05	103
College of Natural Resources	4%	1	8%	2	8%	2	50%	12	29%	7	3.51	0.47	24
Col of Environmental Design	0%	0	13%	1	38%	3	38%	3	13%	1	3.92	0.92	8
Division of Computing, Data Science, and Society	15%	2	23%	3	0%	0	23%	3	38%	5	3.46	0.21	13
EVCP	0%	0	29%	2	14%	1	14%	1	43%	3	3.71	0.00	7
Equity & Inclusion Div	6%	2	19%	6	31%	10	19%	6	25%	8	3.38	0.85	32
Finance	2%	1	2%	1	10%	5	44%	22	42%	21	4.22	0.39	50
Goldman Sch of Public Policy	8%	1	25%	3	8%	1	58%	7	0%	0	3.17	0.06	12
Graduate Division	0%	0	7%	1	29%	4	36%	5	29%	4	3.86	1.04	14
Graduate School of Education	7%	1	33%	5	13%	2	33%	5	13%	2	3.13	(0.26)	15
Haas School of Business	8%	8	18%	17	16%	15	41%	39	17%	16	3.40	0.13	95
L&S Arts & Humanities	9%	3	13%	4	25%	8	31%	10	22%	7	3.44	0.15	32
L&S Biological Sciences	12%	3	27%	7	12%	3	27%	7	23%	6	3.23	0.01	26
L&S Core, L&S Undergraduate Studies	15%	4	19%	5	11%	3	44%	12	11%	3	3.19	(0.12)	27
L&S Math & Physical Sci	4%	1	30%	8	11%	3	48%	13	7%	2	3.26	(0.25)	27
L&S Social Sciences	0%	0	17%	6	14%	5	50%	18	19%	7	3.72	0.38	36
Office for the Faculty	0%	0	11%	1	22%	2	44%	4	22%	2	3.78	0.15	9
Office of the Chancellor	11%	2	16%	3	5%	1	42%	8	26%	5	3.58	0.42	19
Office of the Vice Provost for Academic Planning	0%	0	20%	2	20%	2	50%	5	10%	1	3.50	(0.40)	10
Res Museum & Field Stations	3%	1	24%	9	18%	7	42%	16	13%	5	3.39	NA	38
Research Administrative Units	8%	5	16%	10	6%	4	39%	25	31%	20	3.70	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	8%	3	26%	10	15%	6	41%	16	10%	4	3.21	(0.01)	39
School of Information	0%	0	6%	1	11%	2	56%	10	28%	5	4.06	0.51	19
School of Journalism	29%	2	14%	1	14%	1	14%	1	29%	2	3.00	0.00	7
School of Optometry	10%	1	40%	4	0%	0	20%	2	30%	3	3.20	0.15	10
School of Public Health	9%	4	9%	4	11%	5	55%	24	16%	7	3.59	0.32	44
School of Social Welfare	25%	4	6%	1	6%	1	50%	8	13%	2	3.19	(0.29)	16
Student Affairs	8%	21	17%	42	16%	39	38%	95	21%	53	3.47	(0.05)	251
UC Library	7%	4	15%	8	22%	12	38%	21	18%	10	3.45	0.16	55
Undergraduate Education	4%	2	16%	9	16%	9	41%	23	23%	13	3.64	0.27	56
Univ Developmt and Alumni Rel	4%	6	10%	14	16%	23	43%	62	27%	38	3.78	0.08	143

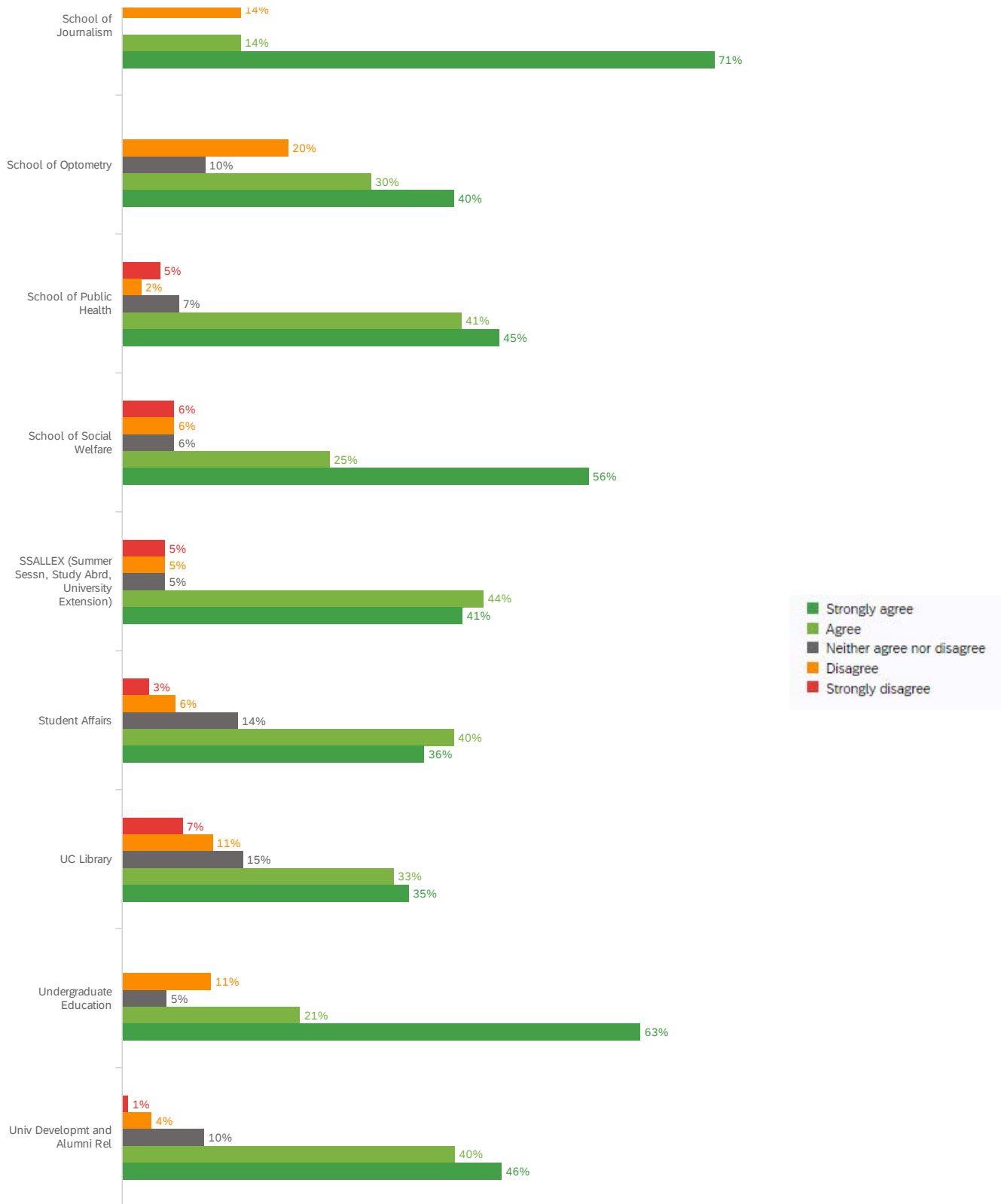
*Difference in average score from the October 2022 State of the Workplace, staff responses only

Within my team, I feel my personal contributions are recognized by my supervisor







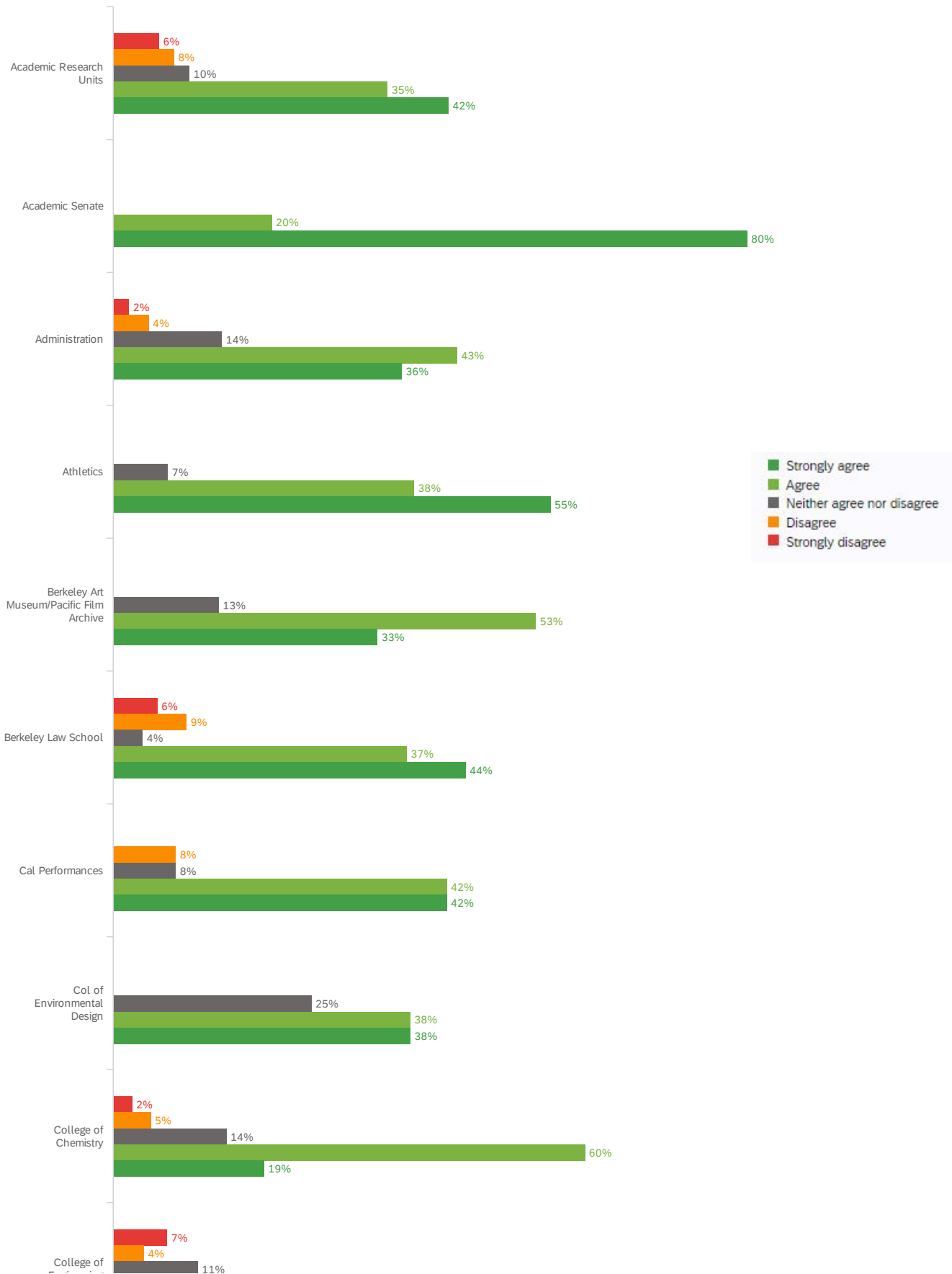


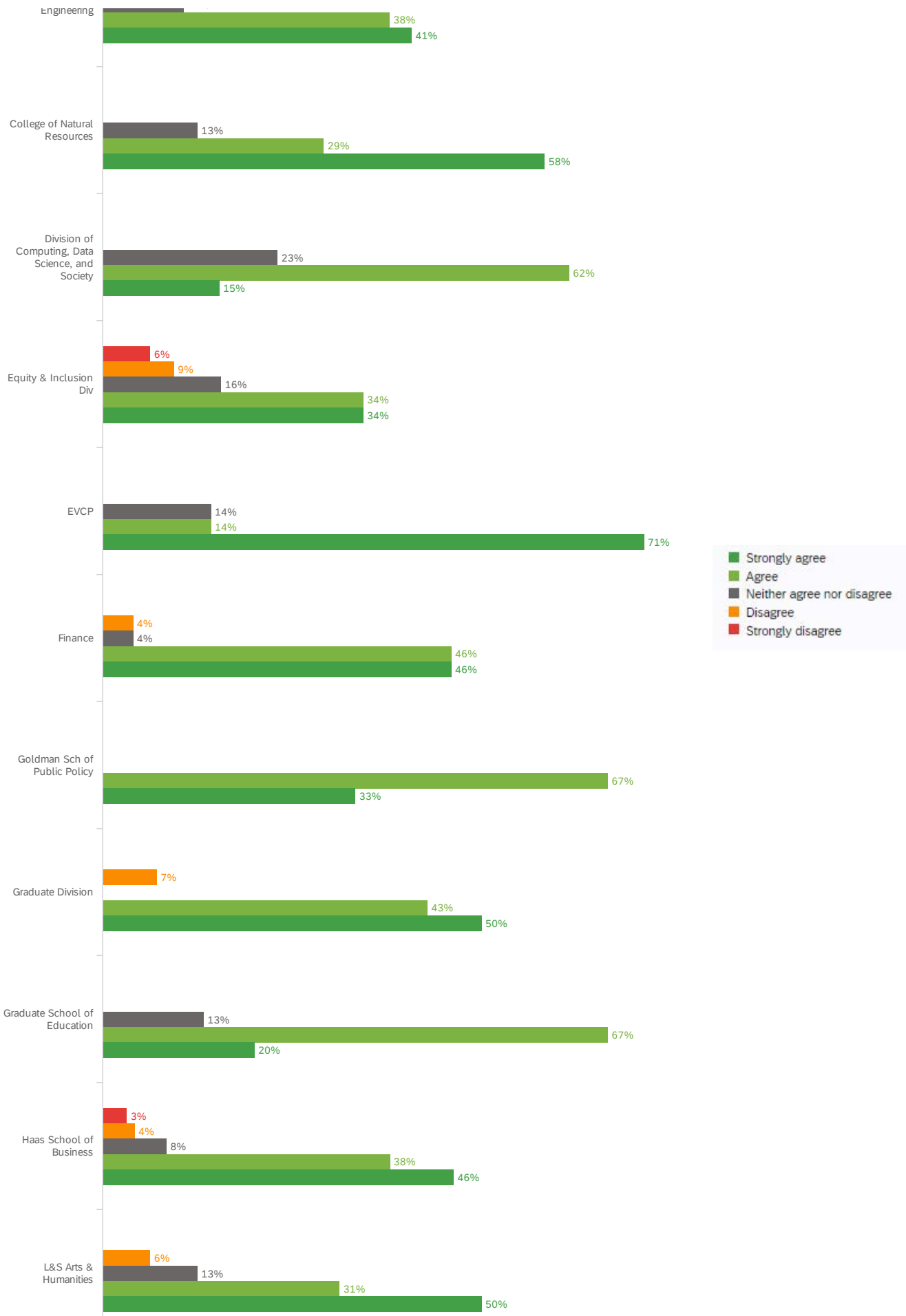
Within my team, I feel my personal contributions are recognized by my supervisor

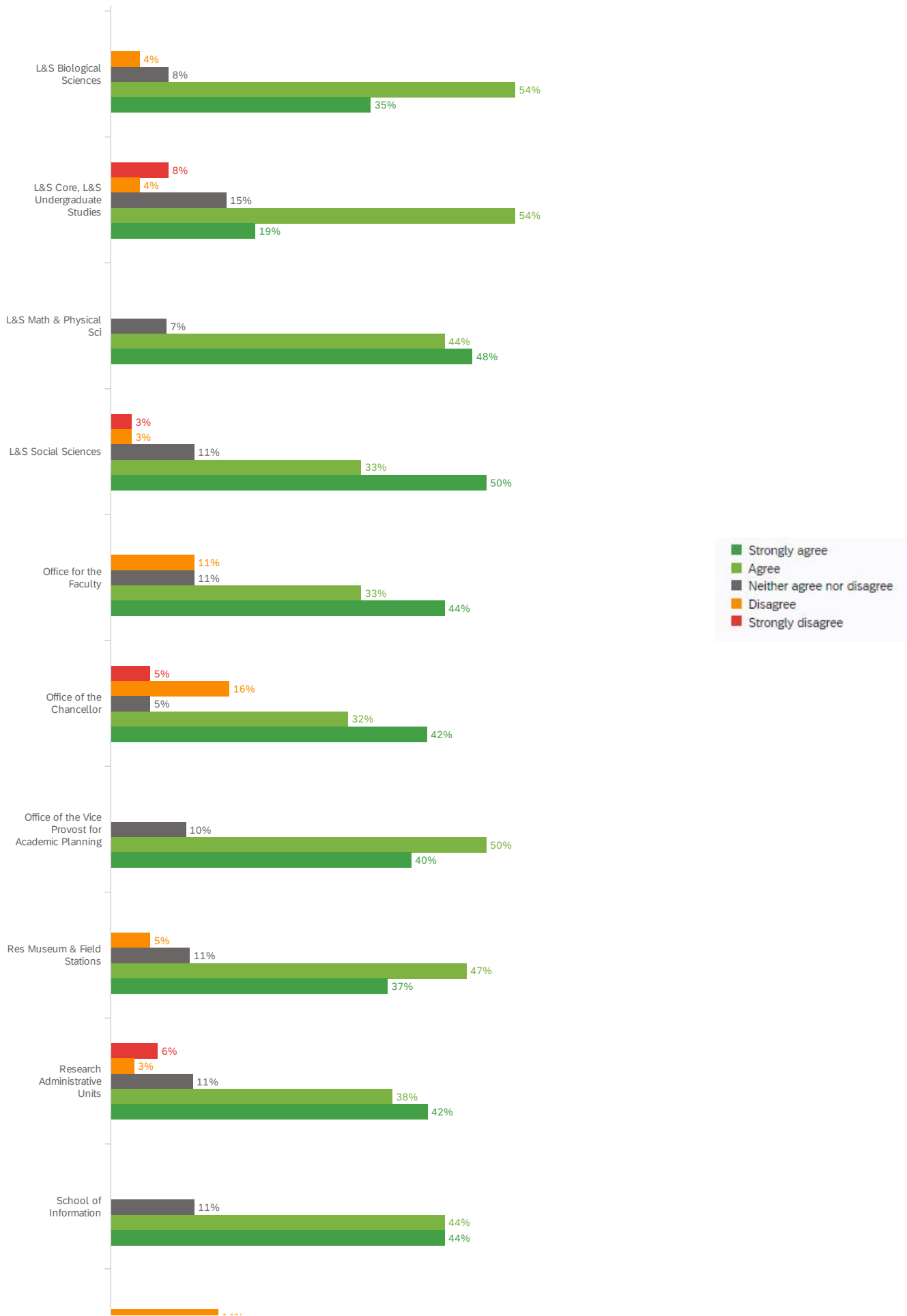
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	10%	5	10%	5	4%	2	29%	15	48%	25	3.96	NA	52
Academic Senate	0%	0	0%	0	0%	0	0%	0	100%	5	5.00	0.00	5
Administration	3%	11	7%	29	11%	46	37%	152	42%	173	4.09	0.22	411
Athletics	0%	0	0%	0	0%	0	45%	13	55%	16	4.55	0.61	29
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	0%	0	47%	7	53%	8	4.53	1.09	15
Berkeley Law School	4%	2	13%	7	6%	3	38%	20	40%	21	3.96	(0.14)	53
Cal Performances	3%	1	3%	1	8%	3	45%	17	42%	16	4.21	0.18	38
College of Chemistry	5%	2	2%	1	17%	7	60%	25	17%	7	4.25	0.80	8
College of Engineering	7%	7	6%	6	11%	11	35%	36	42%	43	3.81	(0.11)	42
College of Natural Resources	0%	0	0%	0	8%	2	29%	7	63%	15	3.99	(0.13)	103
Col of Environmental Design	0%	0	0%	0	13%	1	50%	4	38%	3	4.54	0.25	24
Division of Computing, Data Science, and Society	0%	0	8%	1	8%	1	46%	6	38%	5	4.15	0.65	13
EVCP	0%	0	0%	0	14%	1	29%	2	57%	4	4.43	0.00	7
Equity & Inclusion Div	6%	2	19%	6	19%	6	25%	8	31%	10	3.56	(0.15)	32
Finance	0%	0	8%	4	8%	4	34%	17	50%	25	4.26	(0.12)	50
Goldman Sch of Public Policy	0%	0	0%	0	17%	2	50%	6	33%	4	4.17	0.06	12
Graduate Division	0%	0	7%	1	0%	0	36%	5	57%	8	4.43	0.52	14
Graduate School of Education	0%	0	13%	2	7%	1	60%	9	20%	3	3.87	(0.02)	15
Haas School of Business	3%	3	11%	10	10%	9	38%	36	38%	36	3.98	0.07	94
L&S Arts & Humanities	0%	0	9%	3	6%	2	25%	8	59%	19	4.34	0.16	32
L&S Biological Sciences	8%	2	15%	4	0%	0	42%	11	35%	9	3.81	(0.07)	26
L&S Core, L&S Undergraduate Studies	4%	1	0%	0	23%	6	38%	10	35%	9	4.00	(0.19)	26
L&S Math & Physical Sci	0%	0	7%	2	4%	1	48%	13	41%	11	4.22	(0.05)	27
L&S Social Sciences	0%	0	6%	2	17%	6	31%	11	47%	17	4.19	0.56	36
Office for the Faculty	0%	0	0%	0	11%	1	44%	4	44%	4	4.33	0.08	9
Office of the Chancellor	11%	2	5%	1	5%	1	32%	6	47%	9	4.00	(0.26)	19
Office of the Vice Provost for Academic Planning	0%	0	0%	0	40%	4	30%	3	30%	3	3.90	(0.30)	10
Res Museum & Field Stations	0%	0	11%	4	11%	4	42%	16	37%	14	4.05	NA	38
Research Administrative Units	6%	4	6%	4	5%	3	41%	26	42%	27	4.06	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	5%	2	5%	2	5%	2	44%	17	41%	16	4.10	0.22	39
School of Information	0%	0	0%	0	0%	0	56%	10	44%	8	4.44	0.08	18
School of Journalism	0%	0	14%	1	0%	0	14%	1	71%	5	4.43	0.26	7
School of Optometry	0%	0	20%	2	10%	1	30%	3	40%	4	3.90	(0.24)	10
School of Public Health	5%	2	2%	1	7%	3	41%	18	45%	20	4.20	(0.13)	44
School of Social Welfare	6%	1	6%	1	6%	1	25%	4	56%	9	4.19	(0.17)	16
Student Affairs	3%	9	6%	18	14%	39	40%	112	36%	102	4.00	0.21	280
UC Library	7%	4	11%	6	15%	8	33%	18	35%	19	3.76	(0.12)	55
Undergraduate Education	0%	0	11%	6	5%	3	21%	12	63%	35	4.36	0.38	56
Univ Developmt and Alumni Rel	1%	1	4%	5	10%	14	40%	57	46%	65	4.27	0.12	52

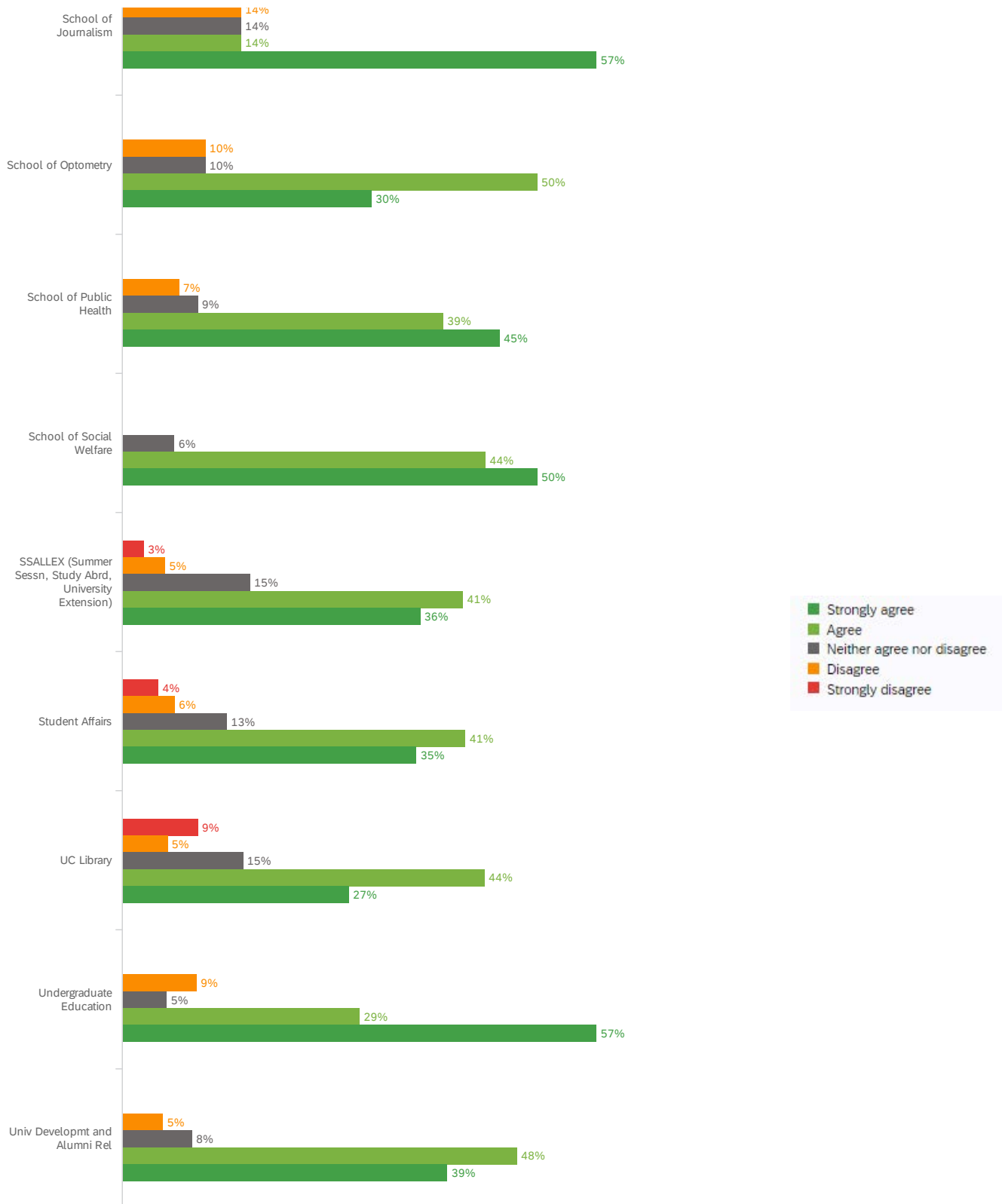
*Difference in average score from the October 2022 State of the Workplace, staff responses only

Within my team, my opinions seem to count.







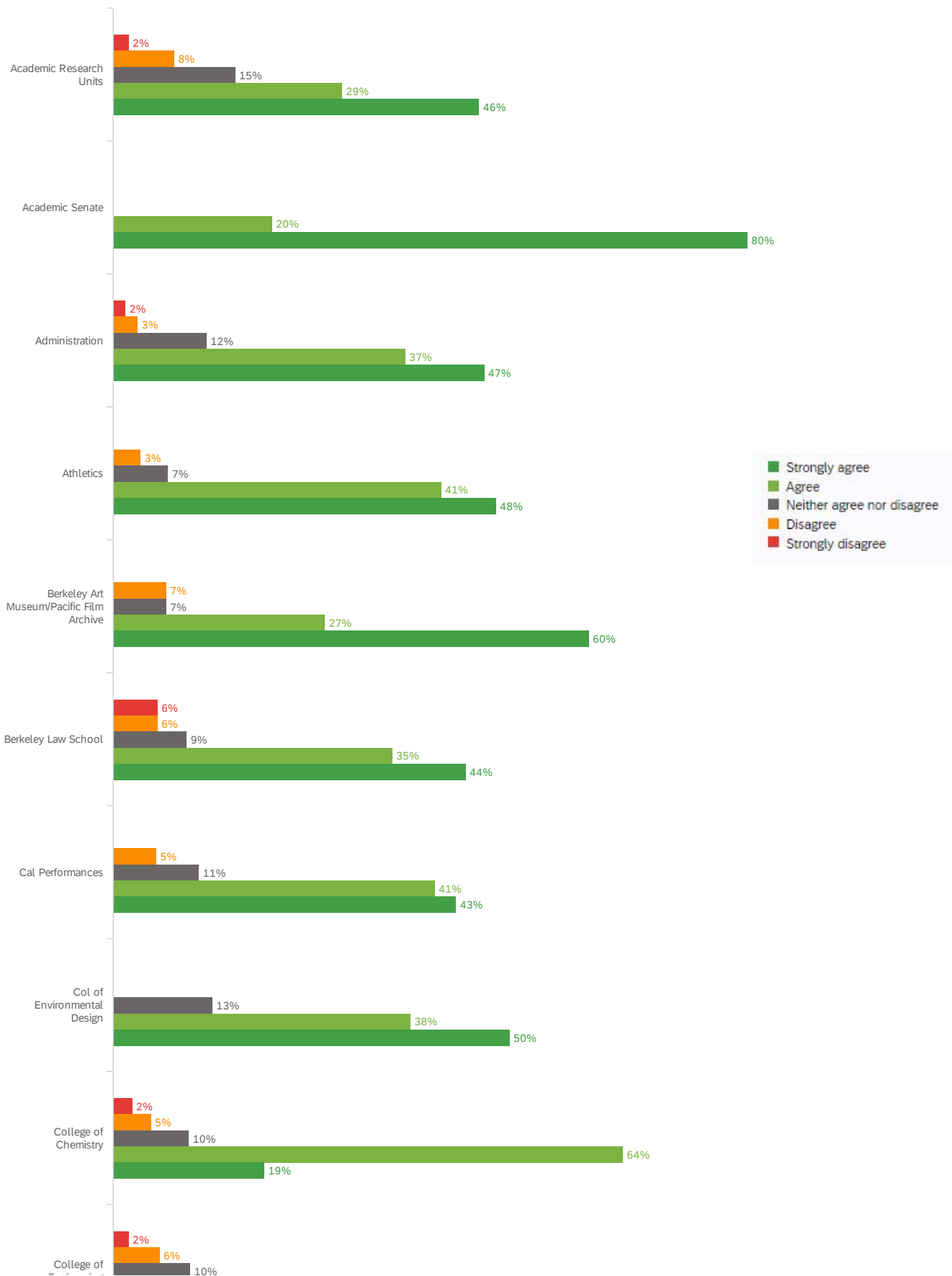


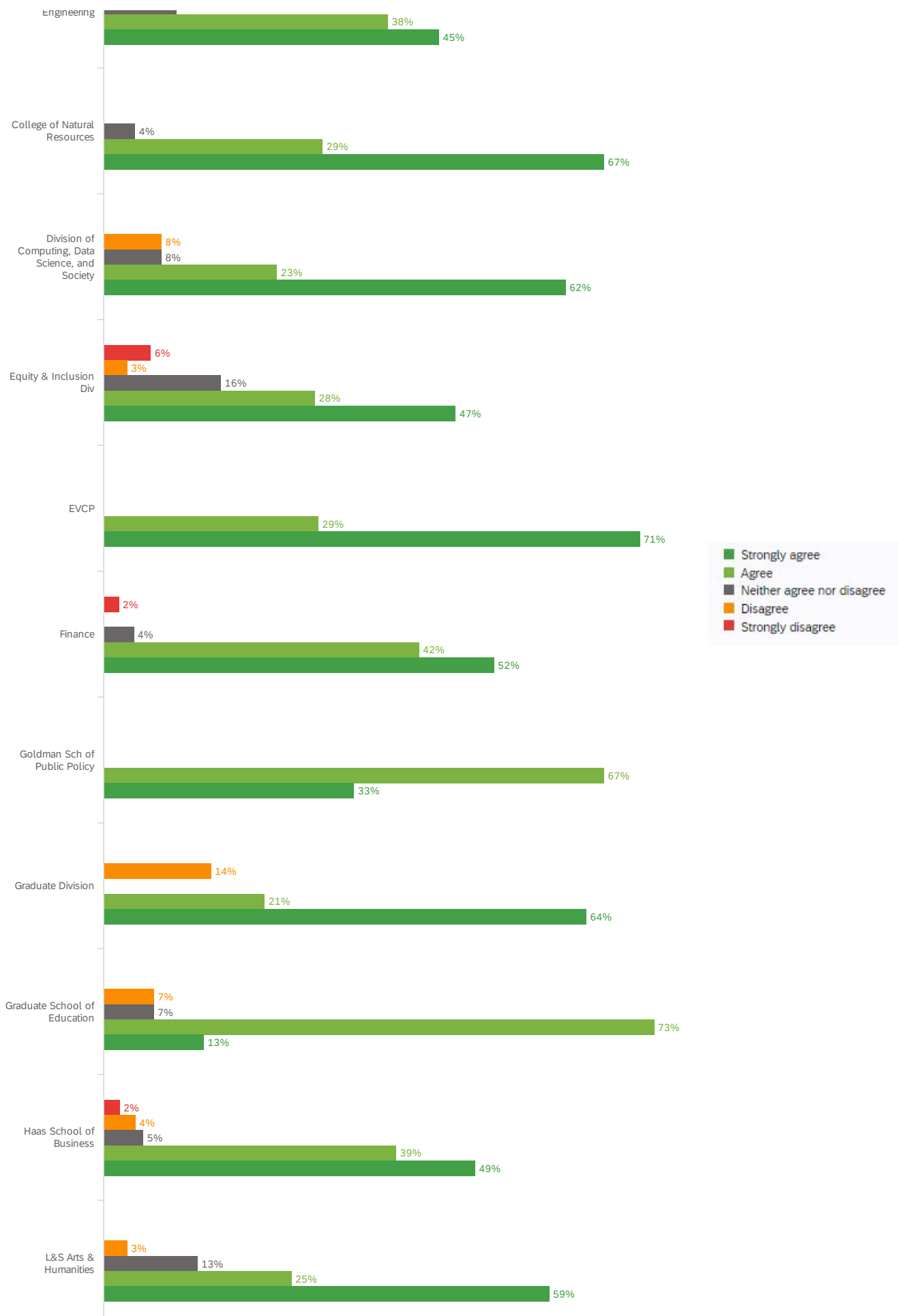
Within my team, my opinions seem to count.

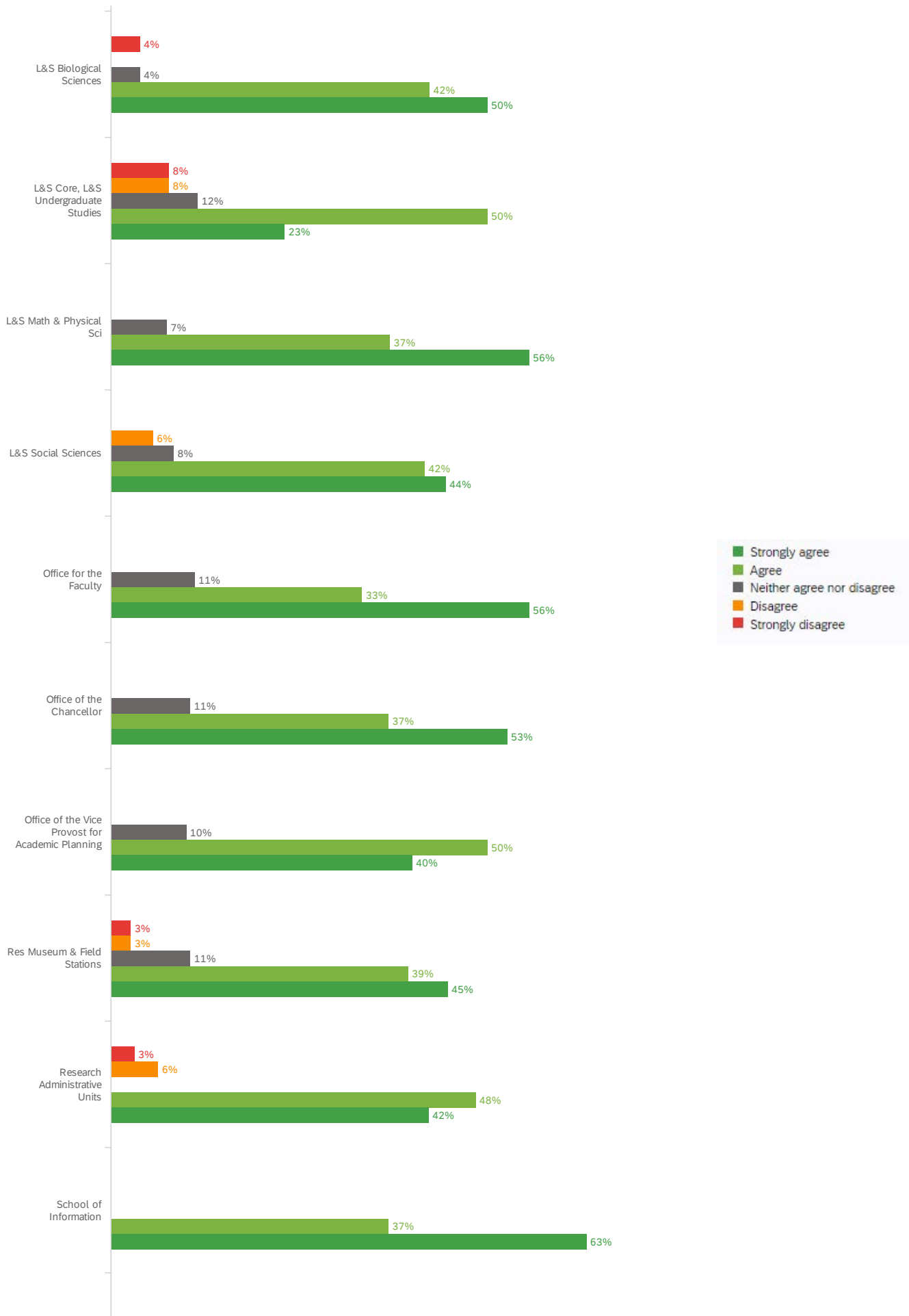
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	6%	3	8%	4	10%	5	35%	18	42%	22	4.00	NA	52
Academic Senate	0%	0	0%	0	0%	0	20%	1	80%	4	4.80	0.30	5
Administration	2%	8	4%	18	14%	55	43%	174	36%	146	4.08	0.18	401
Athletics	0%	0	0%	0	7%	2	38%	11	55%	16	4.48	0.31	29
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	13%	2	53%	8	33%	5	4.20	0.80	15
Berkeley Law School	6%	3	9%	5	4%	2	37%	20	44%	24	4.06	(0.09)	54
Cal Performances	0%	0	8%	3	8%	3	42%	16	42%	16	4.18	0.15	38
College of Chemistry	2%	1	5%	2	14%	6	60%	25	19%	8	4.13	0.88	42
College of Engineering	7%	7	4%	4	11%	11	38%	39	41%	42	3.88	(0.07)	103
College of Natural Resources	0%	0	0%	0	13%	3	29%	7	58%	14	4.02	(0.30)	24
Col of Environmental Design	0%	0	0%	0	25%	2	38%	3	38%	3	4.46	0.89	8
Division of Computing, Data Science, and Society	0%	0	0%	0	23%	3	62%	8	15%	2	3.92	0.11	13
EVCP	0%	0	0%	0	14%	1	14%	1	71%	5	4.57	0.14	7
Equity & Inclusion Div	6%	2	9%	3	16%	5	34%	11	34%	11	3.81	(0.16)	32
Finance	0%	0	4%	2	4%	2	46%	23	46%	23	4.34	0.06	50
Goldman Sch of Public Policy	0%	0	0%	0	0%	0	67%	8	33%	4	4.33	0.33	12
Graduate Division	0%	0	7%	1	0%	0	43%	6	50%	7	4.36	0.81	14
Graduate School of Education	0%	0	0%	0	13%	2	67%	10	20%	3	4.07	(0.10)	15
Haas School of Business	3%	3	4%	4	8%	8	38%	36	46%	44	4.20	0.17	95
L&S Arts & Humanities	0%	0	6%	2	13%	4	31%	10	50%	16	4.25	0.19	32
L&S Biological Sciences	0%	0	4%	1	8%	2	54%	14	35%	9	4.19	0.27	26
L&S Core, L&S Undergraduate Studies	8%	2	4%	1	15%	4	54%	14	19%	5	3.73	(0.44)	26
L&S Math & Physical Sci	0%	0	0%	0	7%	2	44%	12	48%	13	4.41	0.14	27
L&S Social Sciences	3%	1	3%	1	11%	4	33%	12	50%	18	4.25	0.46	36
Office for the Faculty	0%	0	11%	1	11%	1	33%	3	44%	4	4.11	0.23	9
Office of the Chancellor	5%	1	16%	3	5%	1	32%	6	42%	8	3.89	(0.22)	19
Office of the Vice Provost for Academic Planning	0%	0	0%	0	10%	1	50%	5	40%	4	4.30	0.00	10
Res Museum & Field Stations	0%	0	5%	2	11%	4	47%	18	37%	14	4.16	NA	38
Research Administrative Units	6%	4	3%	2	11%	7	38%	24	42%	27	4.06	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	5%	2	15%	6	41%	16	36%	14	4.03	0.05	39
School of Information	0%	0	0%	0	11%	2	44%	8	44%	8	4.33	0.15	18
School of Journalism	0%	0	14%	1	14%	1	14%	1	57%	4	4.14	0.14	7
School of Optometry	0%	0	10%	1	10%	1	50%	5	30%	3	4.00	0.05	10
School of Public Health	0%	0	7%	3	9%	4	39%	17	45%	20	4.23	0.14	44
School of Social Welfare	0%	0	0%	0	6%	1	44%	7	50%	8	4.44	0.12	16
Student Affairs	4%	11	6%	16	13%	32	41%	105	35%	90	3.97	0.11	254
UC Library	9%	5	5%	3	15%	8	44%	24	27%	15	3.75	(0.14)	55
Undergraduate Education	0%	0	9%	5	5%	3	29%	16	57%	32	4.34	0.43	56
Univ Developmt and Alumni Rel	0%	0	5%	7	8%	12	48%	68	39%	56	4.21	0.02	143

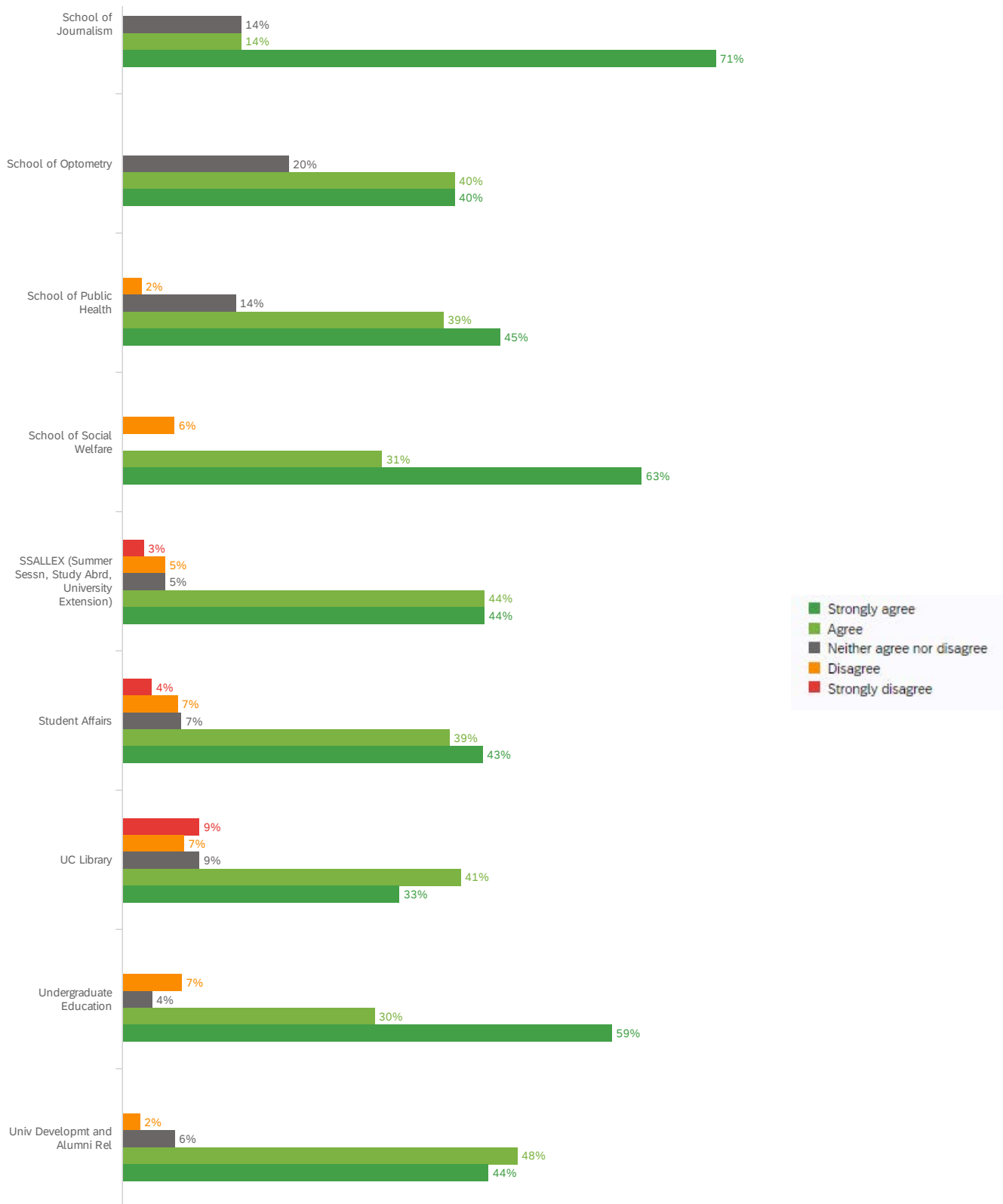
*Difference in average score from the October 2022 State of the Workplace, staff responses only

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







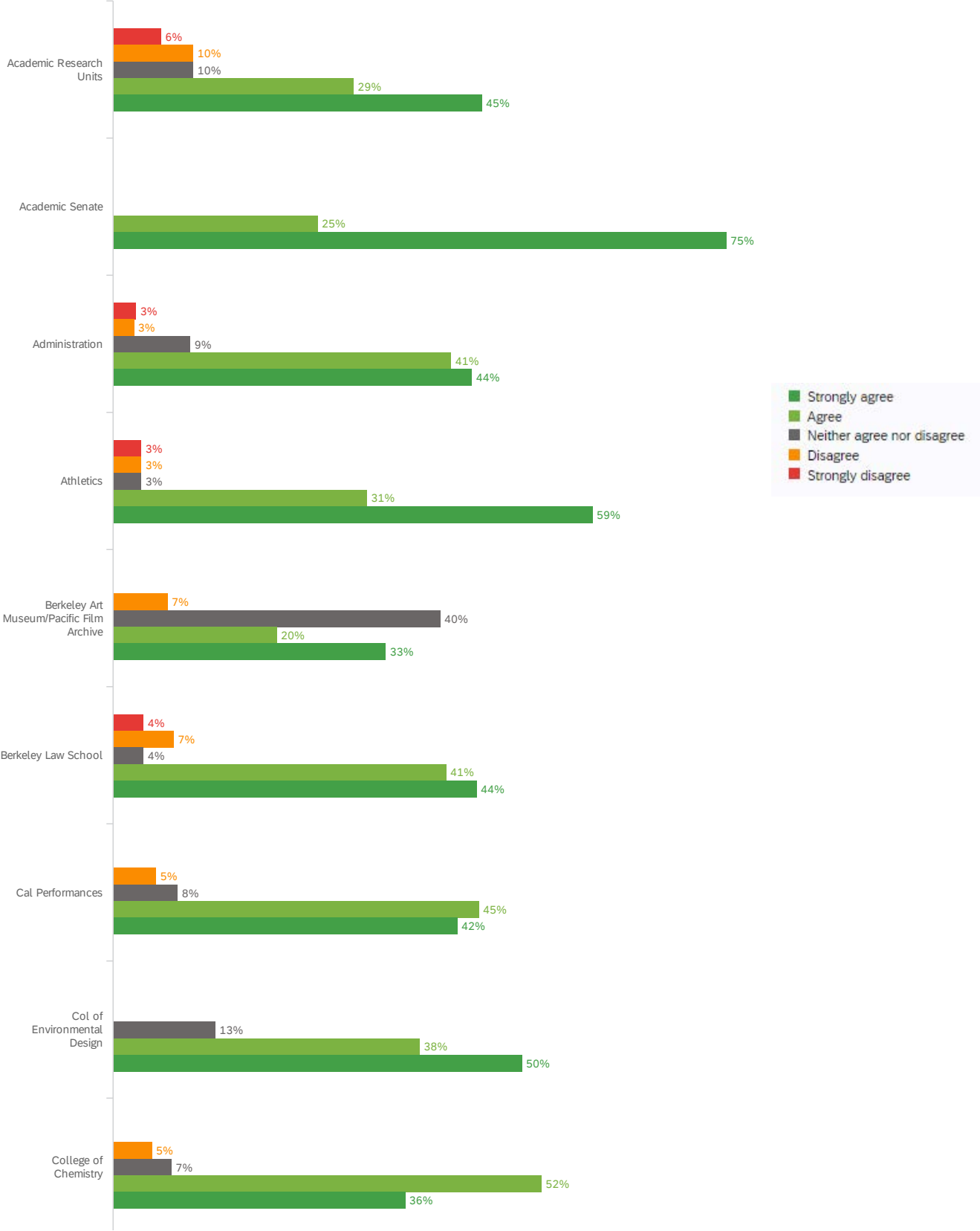


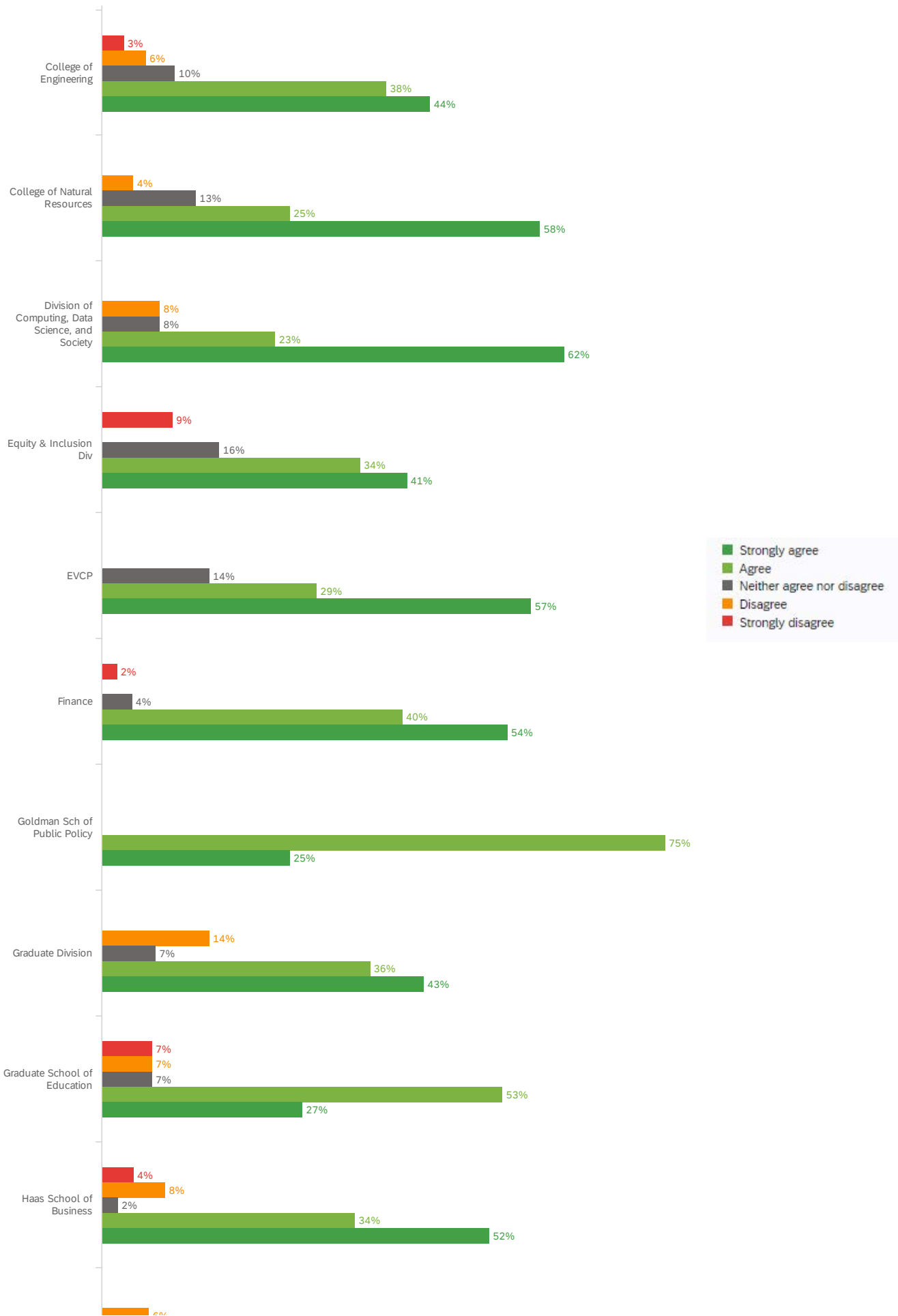
Within my team, I am treated with dignity and respect.

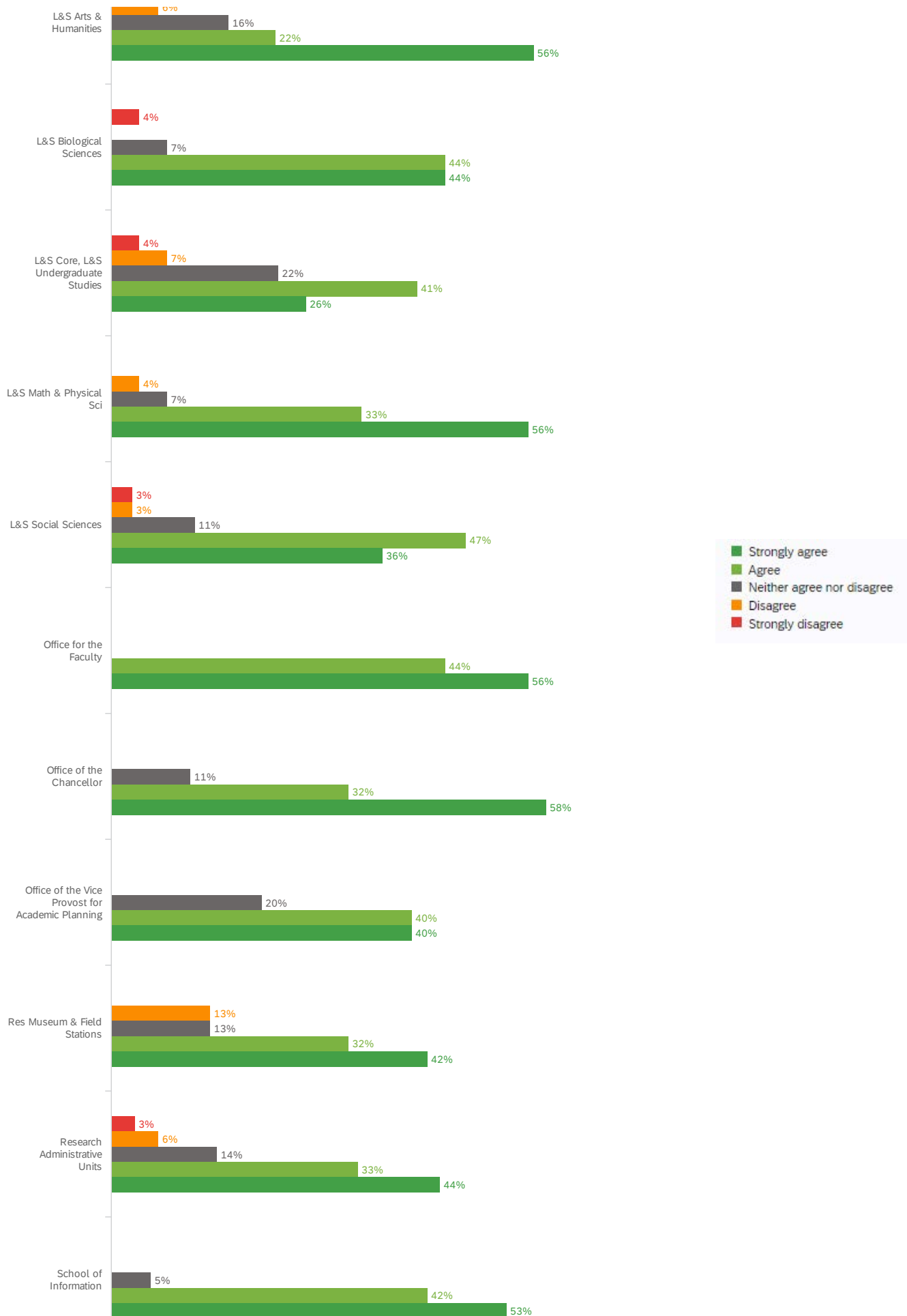
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%		%		%		%		%				
Academic Research Units	2%	1	8%	4	15%	8	29%	15	46%	24	4.10	NA	52
Academic Senate	0%	0	0%	0	0%	0	20%	1	80%	4	4.80	0.05	5
Administration	2%	6	3%	12	12%	46	37%	144	47%	183	4.24	0.09	391
Athletics	0%	0	3%	1	7%	2	41%	12	48%	14	4.34	0.17	29
Berkeley Art Museum/Pacific Film Archive	0%	0	7%	1	7%	1	27%	4	60%	9	4.40	0.76	15
Berkeley Law School	6%	3	6%	3	9%	5	35%	19	44%	24	4.07	(0.20)	54
Cal Performances	0%	0	5%	2	11%	4	41%	15	43%	16	4.22	0.16	37
College of Chemistry	2%	1	5%	2	10%	4	64%	27	19%	8	4.38	0.68	8
College of Engineering	2%	2	6%	6	10%	10	38%	39	45%	46	3.93	(0.17)	42
College of Natural Resources	0%	0	0%	0	4%	1	29%	7	67%	16	4.17	(0.35)	103
Col of Environmental Design	0%	0	0%	0	13%	1	38%	3	50%	4	4.63	0.92	24
Division of Computing, Data Science, and Society	0%	0	8%	1	8%	1	23%	3	62%	8	4.38	0.57	13
EVCP	0%	0	0%	0	0%	0	29%	2	71%	5	4.71	0.00	7
Equity & Inclusion Div	6%	2	3%	1	16%	5	28%	9	47%	15	4.06	(0.15)	32
Finance	2%	1	0%	0	4%	2	42%	21	52%	26	4.42	(0.03)	50
Goldman Sch of Public Policy	0%	0	0%	0	0%	0	67%	8	33%	4	4.33	(0.11)	12
Graduate Division	0%	0	14%	2	0%	0	21%	3	64%	9	4.36	0.56	14
Graduate School of Education	0%	0	7%	1	7%	1	73%	11	13%	2	3.93	(0.24)	15
Haas School of Business	2%	2	4%	4	5%	5	39%	37	49%	47	4.29	0.05	95
L&S Arts & Humanities	0%	0	3%	1	13%	4	25%	8	59%	19	4.41	0.26	32
L&S Biological Sciences	4%	1	0%	0	4%	1	42%	11	50%	13	4.35	0.23	26
L&S Core, L&S Undergraduate Studies	8%	2	8%	2	12%	3	50%	13	23%	6	3.73	(0.38)	26
L&S Math & Physical Sci	0%	0	0%	0	7%	2	37%	10	56%	15	4.48	0.16	27
L&S Social Sciences	0%	0	6%	2	8%	3	42%	15	44%	16	4.25	0.30	36
Office for the Faculty	0%	0	0%	0	11%	1	33%	3	56%	5	4.44	0.44	9
Office of the Chancellor	0%	0	0%	0	11%	2	37%	7	53%	10	4.42	0.31	19
Office of the Vice Provost for Academic Planning	0%	0	0%	0	10%	1	50%	5	40%	4	4.30	(0.20)	10
Res Museum & Field Stations	3%	1	3%	1	11%	4	39%	15	45%	17	4.21	NA	38
Research Administrative Units	3%	2	6%	4	0%	0	48%	31	42%	27	4.20	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	5%	2	5%	2	44%	17	44%	17	4.21	0.07	39
School of Information	0%	0	0%	0	0%	0	37%	7	63%	12	4.63	0.27	19
School of Journalism	0%	0	0%	0	14%	1	14%	1	71%	5	4.57	0.15	7
School of Optometry	0%	0	0%	0	20%	2	40%	4	40%	4	4.20	(0.04)	10
School of Public Health	0%	0	2%	1	14%	6	39%	17	45%	20	4.27	(0.06)	44
School of Social Welfare	0%	0	6%	1	0%	0	31%	5	63%	10	4.50	0.02	16
Student Affairs	4%	8	7%	15	7%	16	39%	89	43%	98	4.12	0.09	226
UC Library	9%	5	7%	4	9%	5	41%	22	33%	18	3.81	(0.23)	54
Undergraduate Education	0%	0	7%	4	4%	2	30%	17	59%	33	4.41	0.36	56
Univ Developmt and Alumni Rel	0%	0	2%	3	6%	9	48%	68	44%	63	4.34	0.10	143

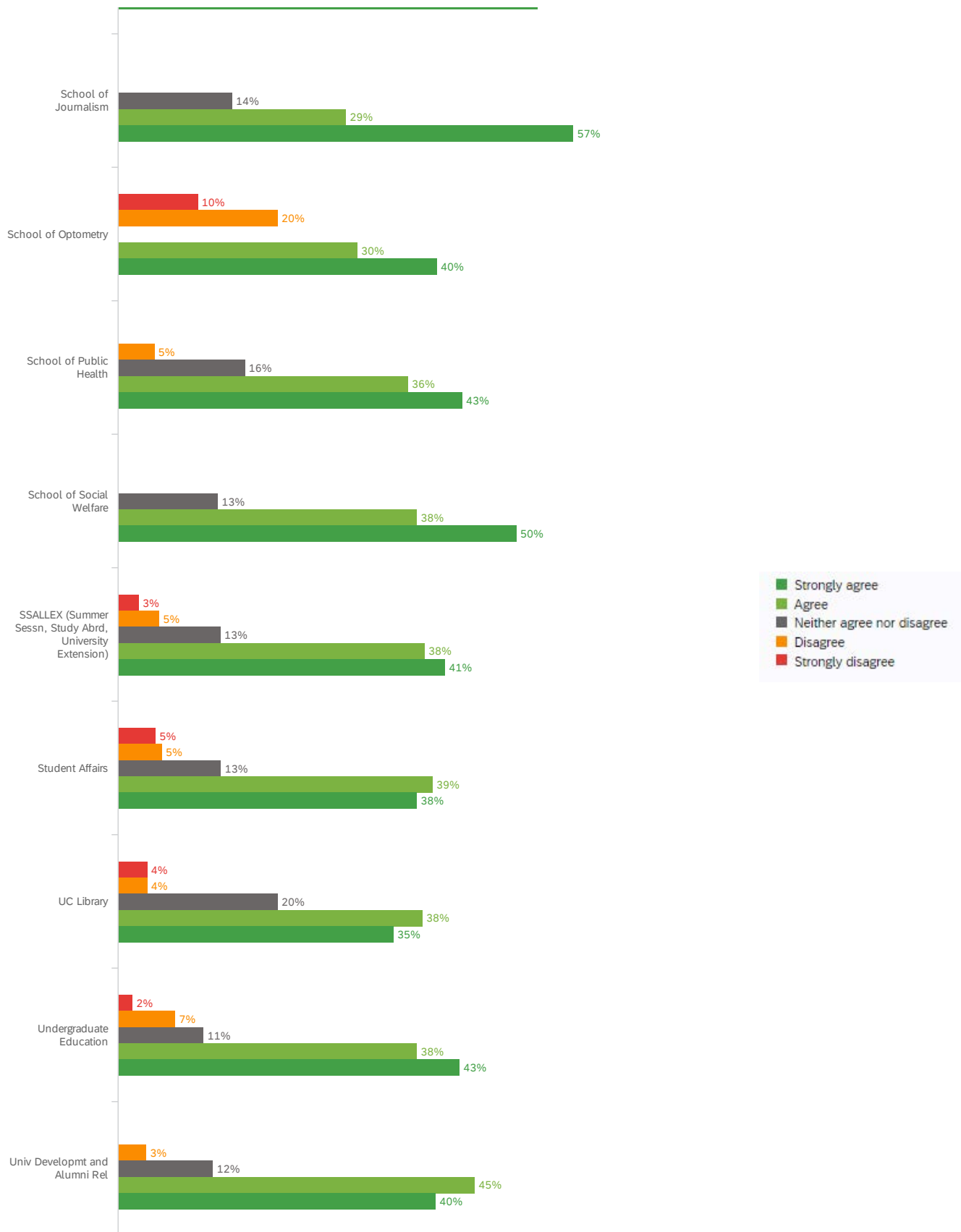
*Difference in average score from the October 2022 State of the Workplace, staff responses only

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







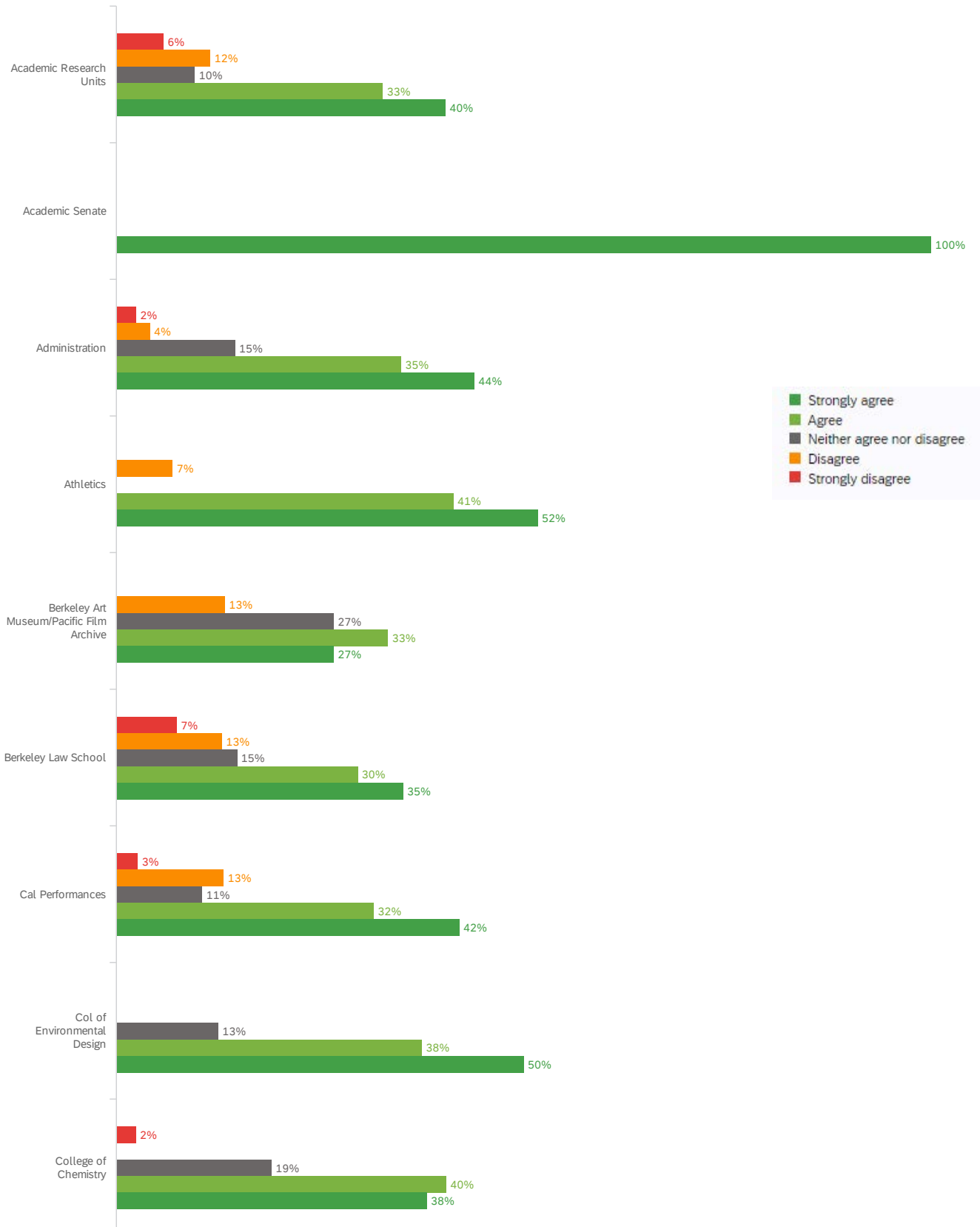


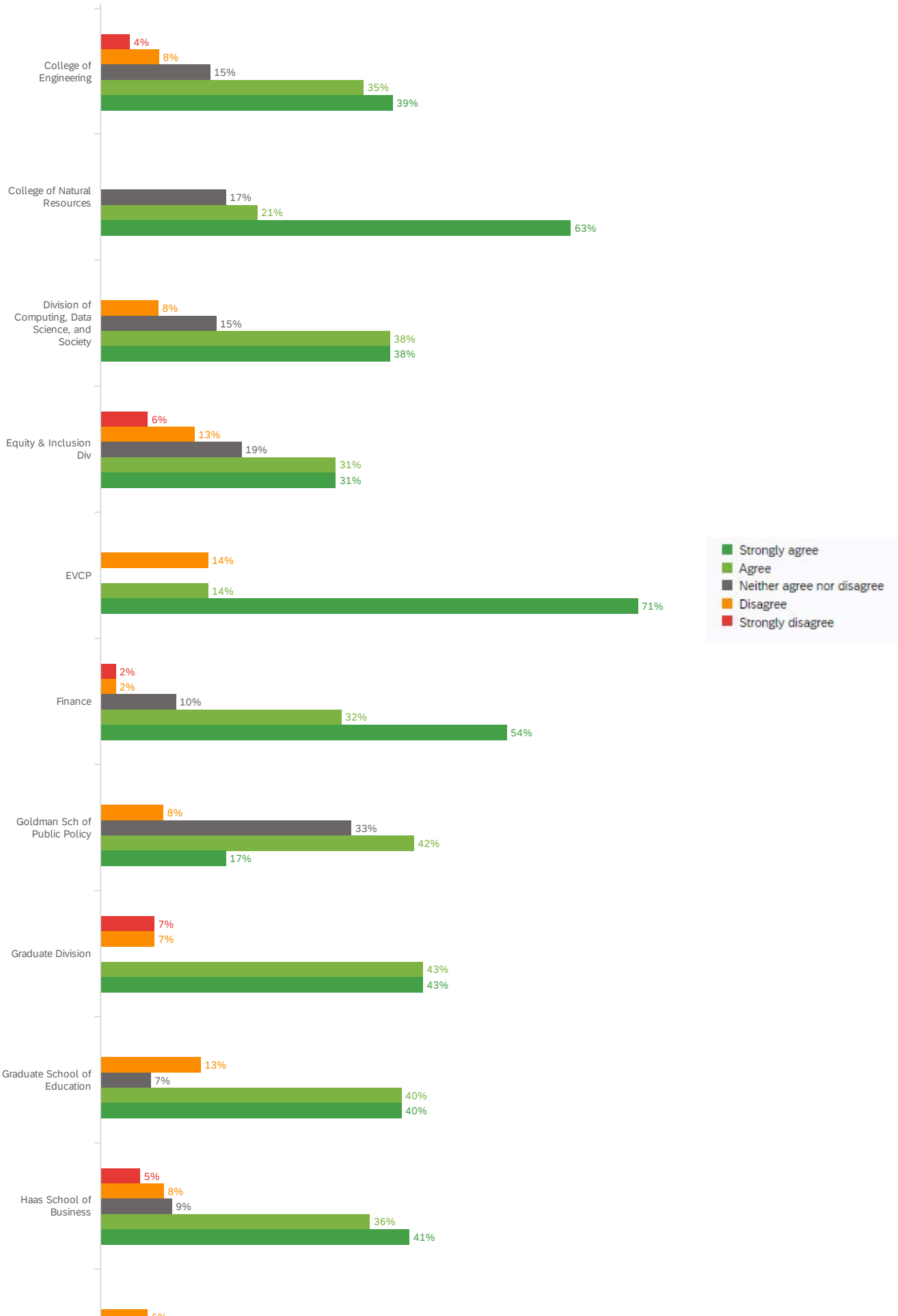
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).

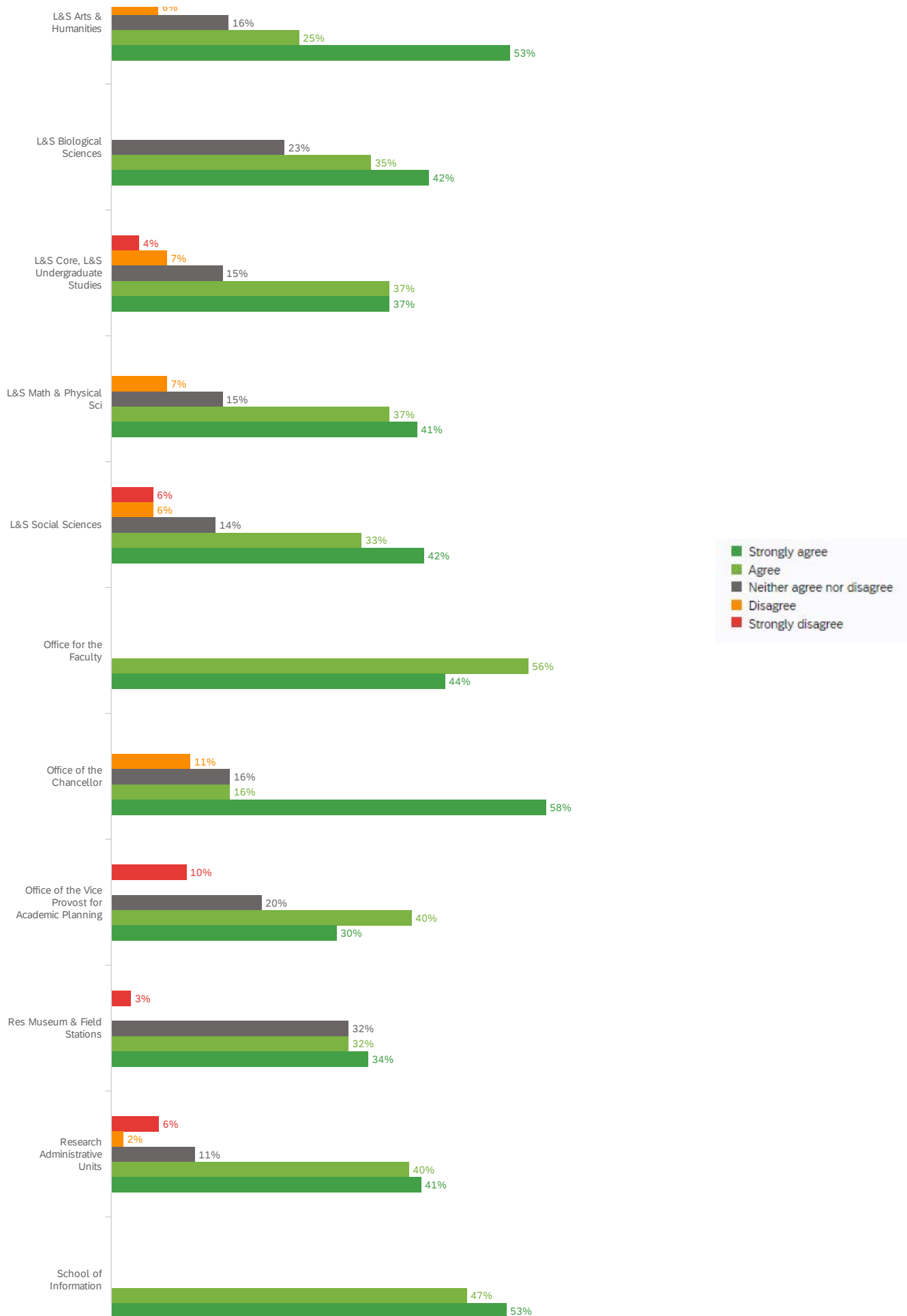
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	6%	3	10%	5	10%	5	29%	15	45%	23	3.98	NA	51
Academic Senate	0%	0	0%	0	0%	0	25%	1	75%	3	4.75	0.25	4
Administration	3%	11	3%	10	9%	37	41%	162	44%	172	4.21	0.15	392
Athletics	3%	1	3%	1	3%	1	31%	9	59%	17	4.38	0.27	29
Berkeley Art Museum/Pacific Film Archive	0%	0	7%	1	40%	6	20%	3	33%	5	3.80	0.24	15
Berkeley Law School	4%	2	7%	4	4%	2	41%	22	44%	24	4.15	0.02	54
Cal Performances	0%	0	5%	2	8%	3	45%	17	42%	16	4.24	0.27	38
College of Chemistry	0%	0	5%	2	7%	3	52%	22	36%	15	4.38	0.78	8
College of Engineering	3%	3	6%	6	10%	10	38%	39	44%	45	4.19	0.17	42
College of Natural Resources	0%	0	4%	1	13%	3	25%	6	58%	14	4.14	(0.14)	103
Col of Environmental Design	0%	0	0%	0	13%	1	38%	3	50%	4	4.38	0.38	24
Division of Computing, Data Science, and Society	0%	0	8%	1	8%	1	23%	3	62%	8	4.38	0.13	13
EVCP	0%	0	0%	0	14%	1	29%	2	57%	4	4.43	0.72	7
Equity & Inclusion Div	9%	3	0%	0	16%	5	34%	11	41%	13	3.97	(0.06)	32
Finance	2%	1	0%	0	4%	2	40%	20	54%	27	4.44	(0.01)	50
Goldman Sch of Public Policy	0%	0	0%	0	0%	0	75%	9	25%	3	4.25	0.36	12
Graduate Division	0%	0	14%	2	7%	1	36%	5	43%	6	4.07	0.47	14
Graduate School of Education	7%	1	7%	1	7%	1	53%	8	27%	4	3.87	(0.35)	15
Haas School of Business	4%	4	8%	8	2%	2	34%	32	52%	49	4.20	0.25	95
L&S Arts & Humanities	0%	0	6%	2	16%	5	22%	7	56%	18	4.28	0.16	32
L&S Biological Sciences	4%	1	0%	0	7%	2	44%	12	44%	12	4.26	0.09	27
L&S Core, L&S Undergraduate Studies	4%	1	7%	2	22%	6	41%	11	26%	7	3.78	(0.14)	27
L&S Math & Physical Sci	0%	0	4%	1	7%	2	33%	9	56%	15	4.41	0.33	27
L&S Social Sciences	3%	1	3%	1	11%	4	47%	17	36%	13	4.11	0.27	36
Office for the Faculty	0%	0	0%	0	0%	0	44%	4	56%	5	4.56	0.56	9
Office of the Chancellor	0%	0	0%	0	11%	2	32%	6	58%	11	4.47	0.00	19
Office of the Vice Provost for Academic Planning	0%	0	0%	0	20%	2	40%	4	40%	4	4.20	0.00	10
Res Museum & Field Stations	0%	0	13%	5	13%	5	32%	12	42%	16	4.03	NA	38
Research Administrative Units	3%	2	6%	4	14%	9	33%	21	44%	28	4.08	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	5%	2	13%	5	38%	15	41%	16	4.10	0.22	39
School of Information	0%	0	0%	0	5%	1	42%	8	53%	10	4.47	0.29	19
School of Journalism	0%	0	0%	0	14%	1	29%	2	57%	4	4.43	(0.07)	7
School of Optometry	10%	1	20%	2	0%	0	30%	3	40%	4	3.70	(0.20)	10
School of Public Health	0%	0	5%	2	16%	7	36%	16	43%	19	4.18	0.03	44
School of Social Welfare	0%	0	0%	0	13%	2	38%	6	50%	8	4.38	0.02	16
Student Affairs	5%	12	5%	14	13%	33	39%	101	38%	96	4.00	0.02	256
UC Library	4%	2	4%	2	20%	11	38%	21	35%	19	3.96	(0.07)	55
Undergraduate Education	2%	1	7%	4	11%	6	38%	21	43%	24	4.13	0.32	56
Univ Developmt and Alumni Rel	0%	0	3%	5	12%	17	45%	64	40%	57	4.21	0.17	143

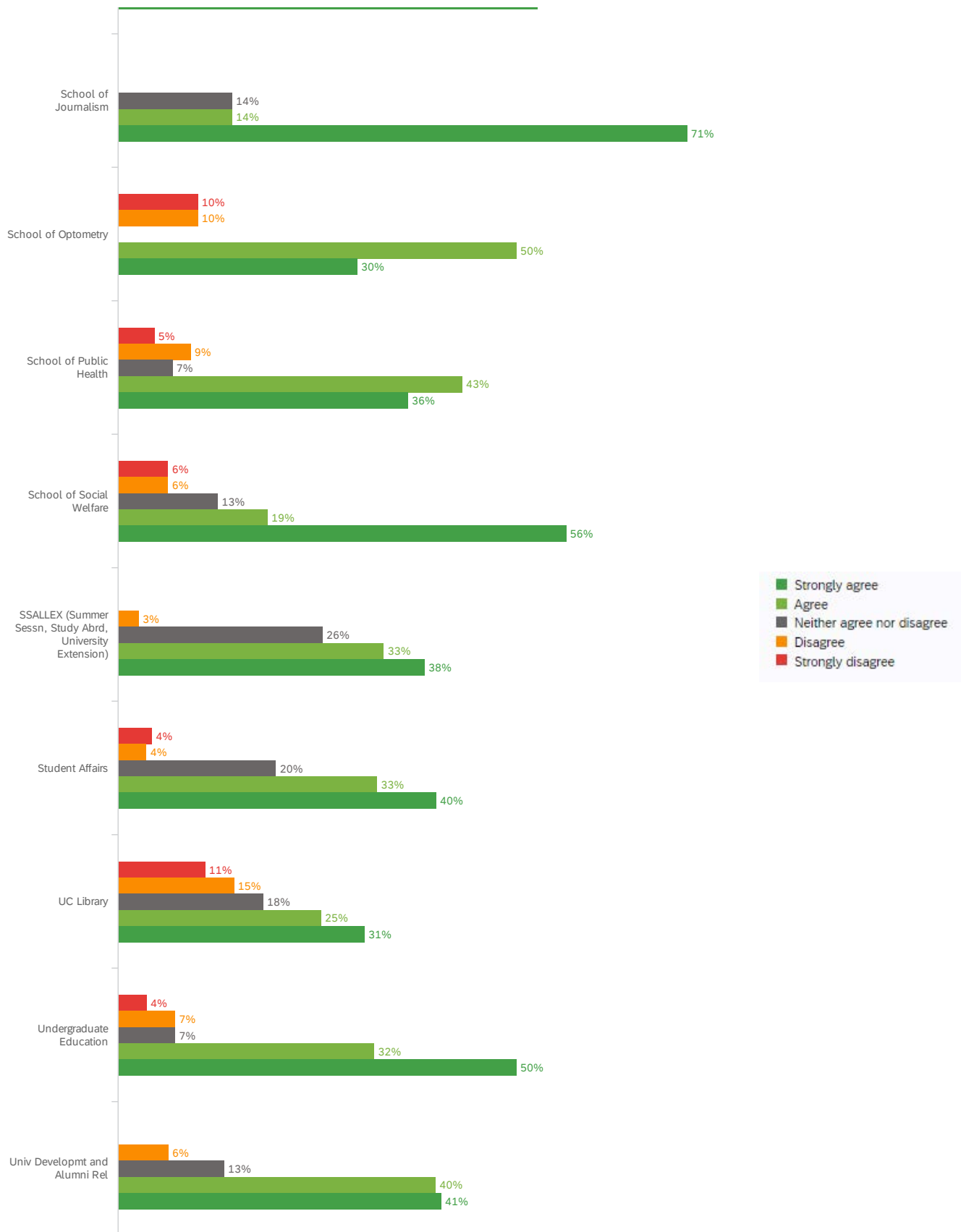
*Difference in average score from the October 2022 State of the Workplace, staff responses only

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







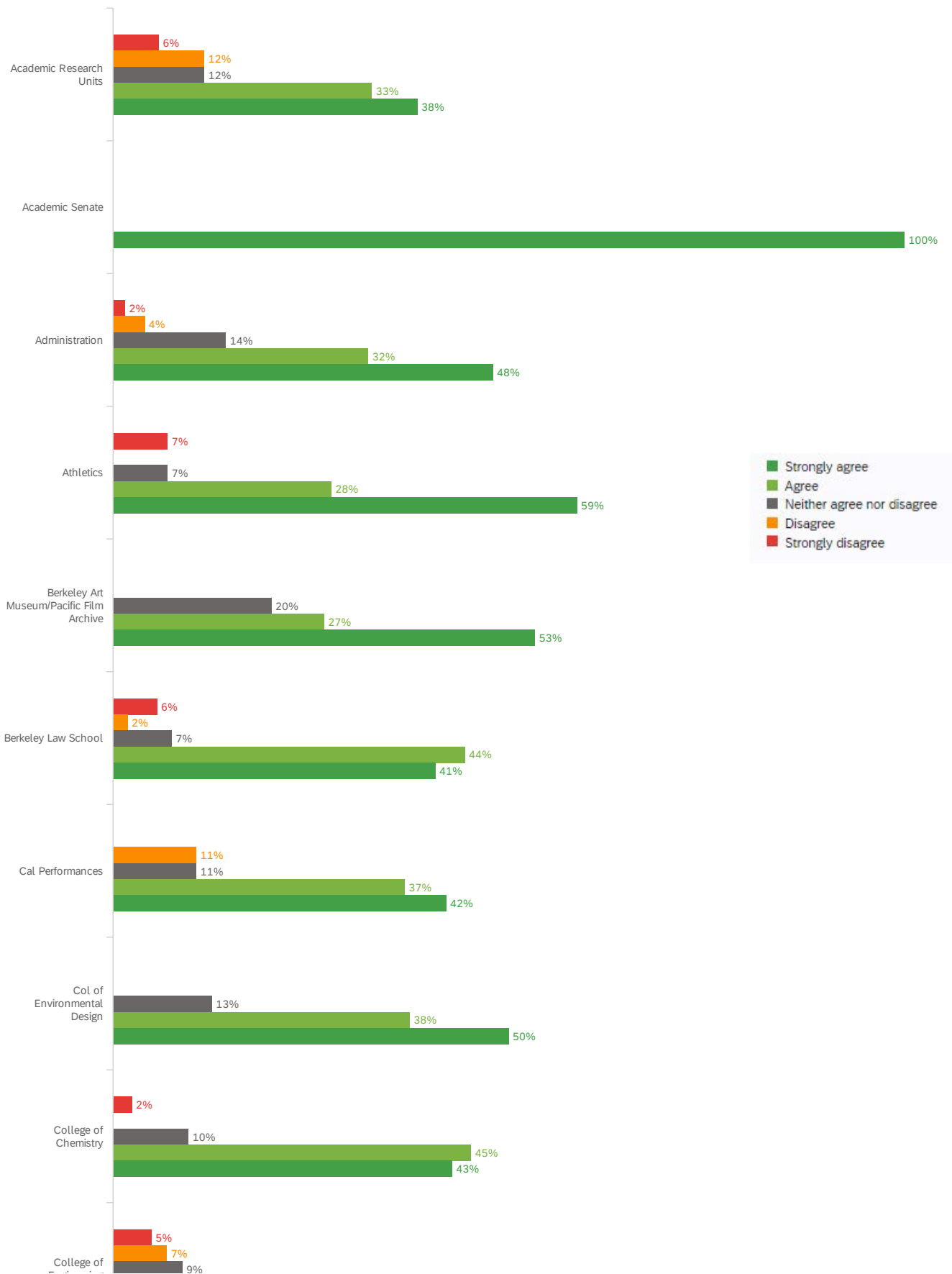


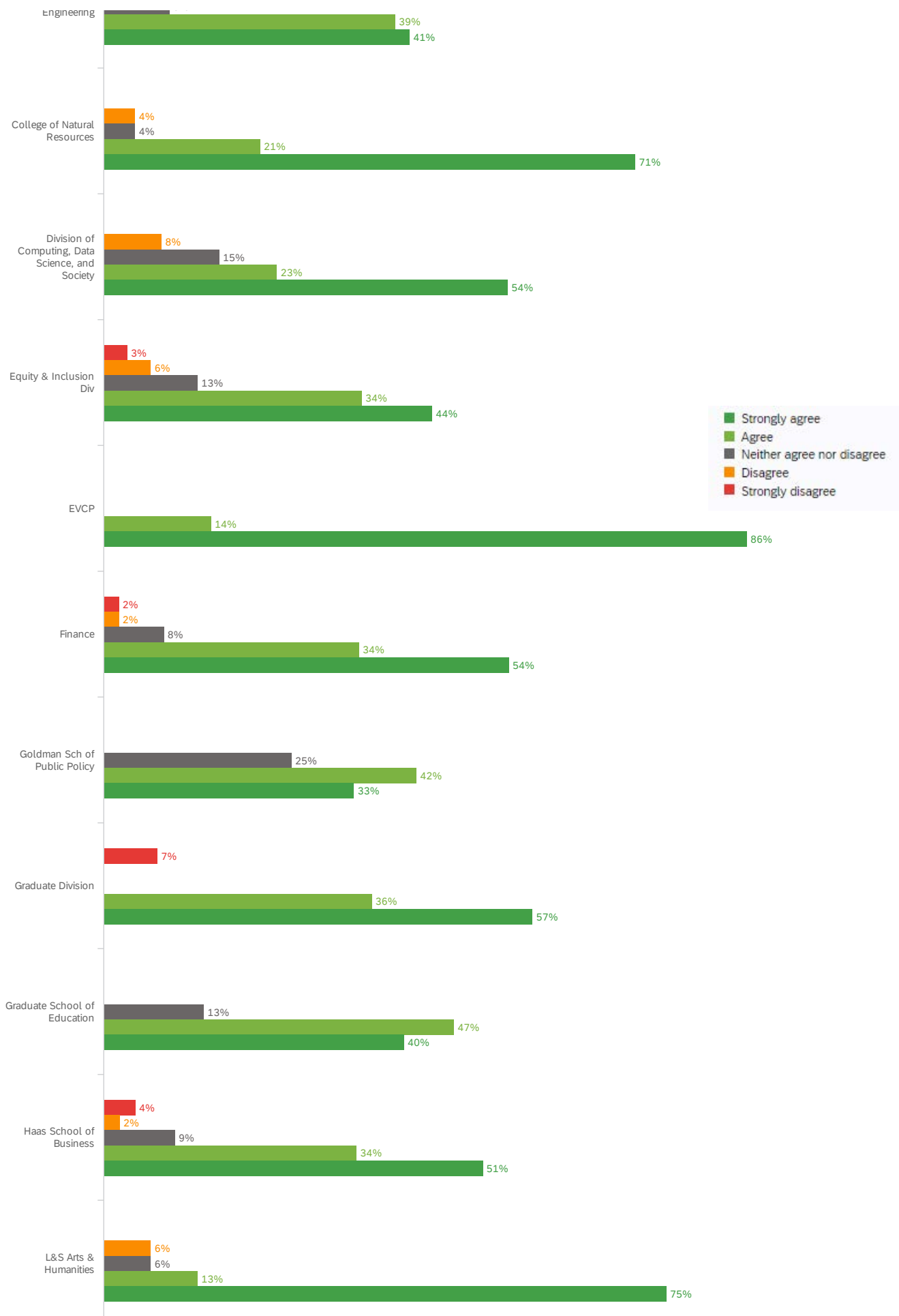
My immediate supervisor promotes an inclusive team environment through their actions.

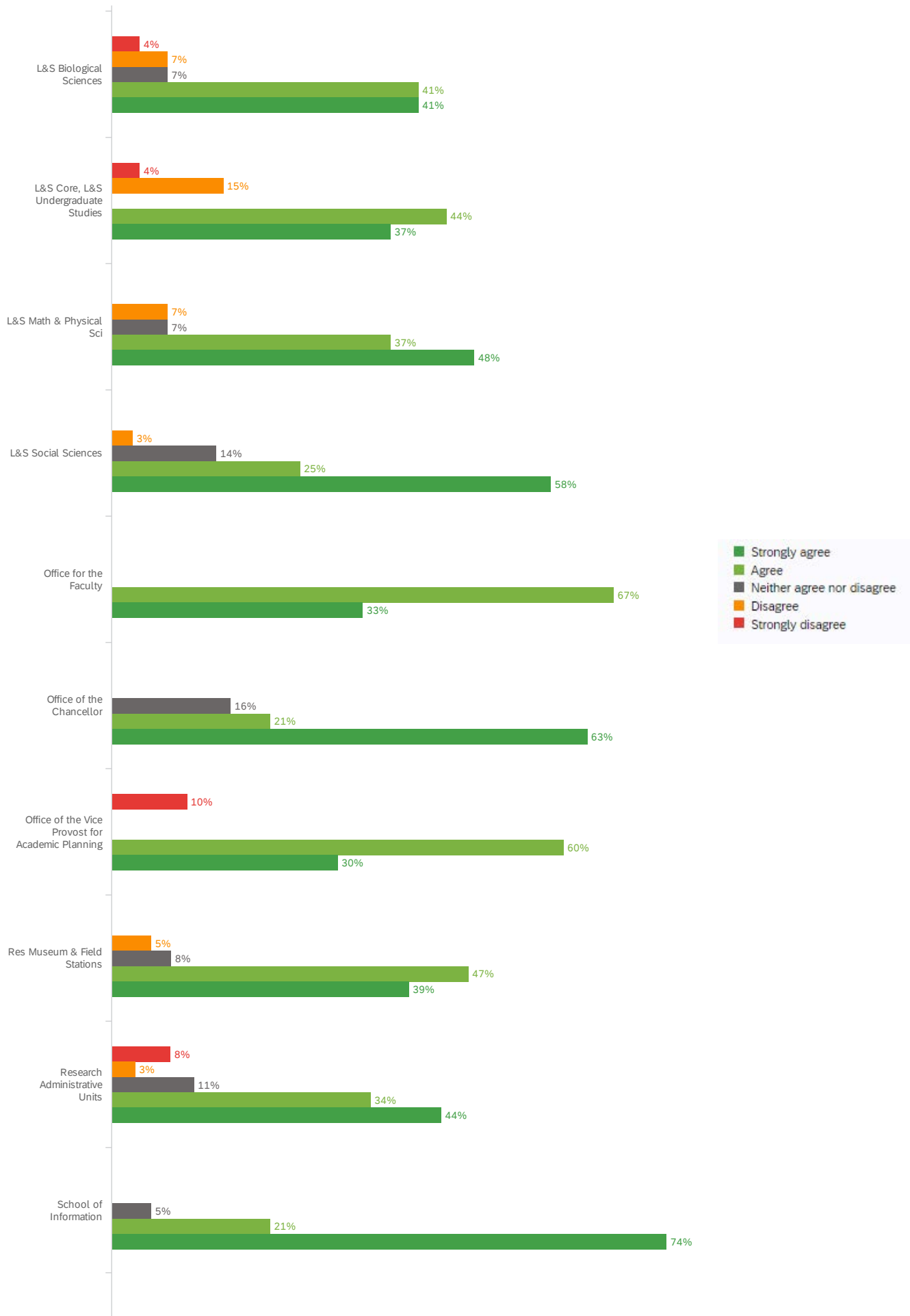
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	6%	3	12%	6	10%	5	33%	17	40%	21	3.90	NA	52
Academic Senate	0%	0	0%	0	0%	0	0%	0	100%	5	5.00	(0.25)	5
Administration	2%	10	4%	17	15%	60	35%	144	44%	181	4.14	0.24	412
Athletics	0%	0	7%	2	0%	0	41%	12	52%	15	4.38	0.32	29
Berkeley Art Museum/Pacific Film Archive	0%	0	13%	2	27%	4	33%	5	27%	4	3.73	0.80	15
Berkeley Law School	7%	4	13%	7	15%	8	30%	16	35%	19	3.72	0.13	54
Cal Performances	3%	1	13%	5	11%	4	32%	12	42%	16	3.97	0.47	38
College of Chemistry	2%	1	0%	0	19%	8	40%	17	38%	16	4.38	0.33	8
College of Engineering	4%	4	8%	8	15%	15	35%	36	39%	40	4.12	0.27	42
College of Natural Resources	0%	0	0%	0	17%	4	21%	5	63%	15	3.97	(0.22)	103
Col of Environmental Design	0%	0	0%	0	13%	1	38%	3	50%	4	4.46	0.67	24
Division of Computing, Data Science, and Society	0%	0	8%	1	15%	2	38%	5	38%	5	4.08	0.69	13
EVCP	0%	0	14%	1	0%	0	14%	1	71%	5	4.43	0.00	7
Equity & Inclusion Div	6%	2	13%	4	19%	6	31%	10	31%	10	3.69	0.03	32
Finance	2%	1	2%	1	10%	5	32%	16	54%	27	4.34	0.09	50
Goldman Sch of Public Policy	0%	0	8%	1	33%	4	42%	5	17%	2	3.67	0.03	12
Graduate Division	7%	1	7%	1	0%	0	43%	6	43%	6	4.07	0.57	14
Graduate School of Education	0%	0	13%	2	7%	1	40%	6	40%	6	4.07	(0.19)	15
Haas School of Business	5%	5	8%	8	9%	9	36%	34	41%	39	3.99	0.22	95
L&S Arts & Humanities	0%	0	6%	2	16%	5	25%	8	53%	17	4.25	0.22	32
L&S Biological Sciences	0%	0	0%	0	23%	6	35%	9	42%	11	4.19	0.41	26
L&S Core, L&S Undergraduate Studies	4%	1	7%	2	15%	4	37%	10	37%	10	3.96	(0.33)	27
L&S Math & Physical Sci	0%	0	7%	2	15%	4	37%	10	41%	11	4.11	0.19	27
L&S Social Sciences	6%	2	6%	2	14%	5	33%	12	42%	15	4.00	0.58	36
Office for the Faculty	0%	0	0%	0	0%	0	56%	5	44%	4	4.44	0.06	9
Office of the Chancellor	0%	0	11%	2	16%	3	16%	3	58%	11	4.21	0.42	19
Office of the Vice Provost for Academic Planning	10%	1	0%	0	20%	2	40%	4	30%	3	3.80	0.40	10
Res Museum & Field Stations	3%	1	0%	0	32%	12	32%	12	34%	13	3.95	NA	38
Research Administrative Units	6%	4	2%	1	11%	7	40%	25	41%	26	4.08	NA	63
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	3%	1	26%	10	33%	13	38%	15	4.08	0.09	39
School of Information	0%	0	0%	0	0%	0	47%	9	53%	10	4.53	(0.08)	19
School of Journalism	0%	0	0%	0	14%	1	14%	1	71%	5	4.57	0.43	7
School of Optometry	10%	1	10%	1	0%	0	50%	5	30%	3	3.80	(0.35)	10
School of Public Health	5%	2	9%	4	7%	3	43%	19	36%	16	3.98	0.02	44
School of Social Welfare	6%	1	6%	1	13%	2	19%	3	56%	9	4.13	0.14	16
Student Affairs	4%	12	4%	10	20%	56	33%	92	40%	113	4.00	0.21	283
UC Library	11%	6	15%	8	18%	10	25%	14	31%	17	3.51	0.21	55
Undergraduate Education	4%	2	7%	4	7%	4	32%	18	50%	28	4.18	0.16	56
Univ Developmt and Alumni Rel	0%	0	6%	9	13%	19	40%	57	41%	58	4.15	0.17	143

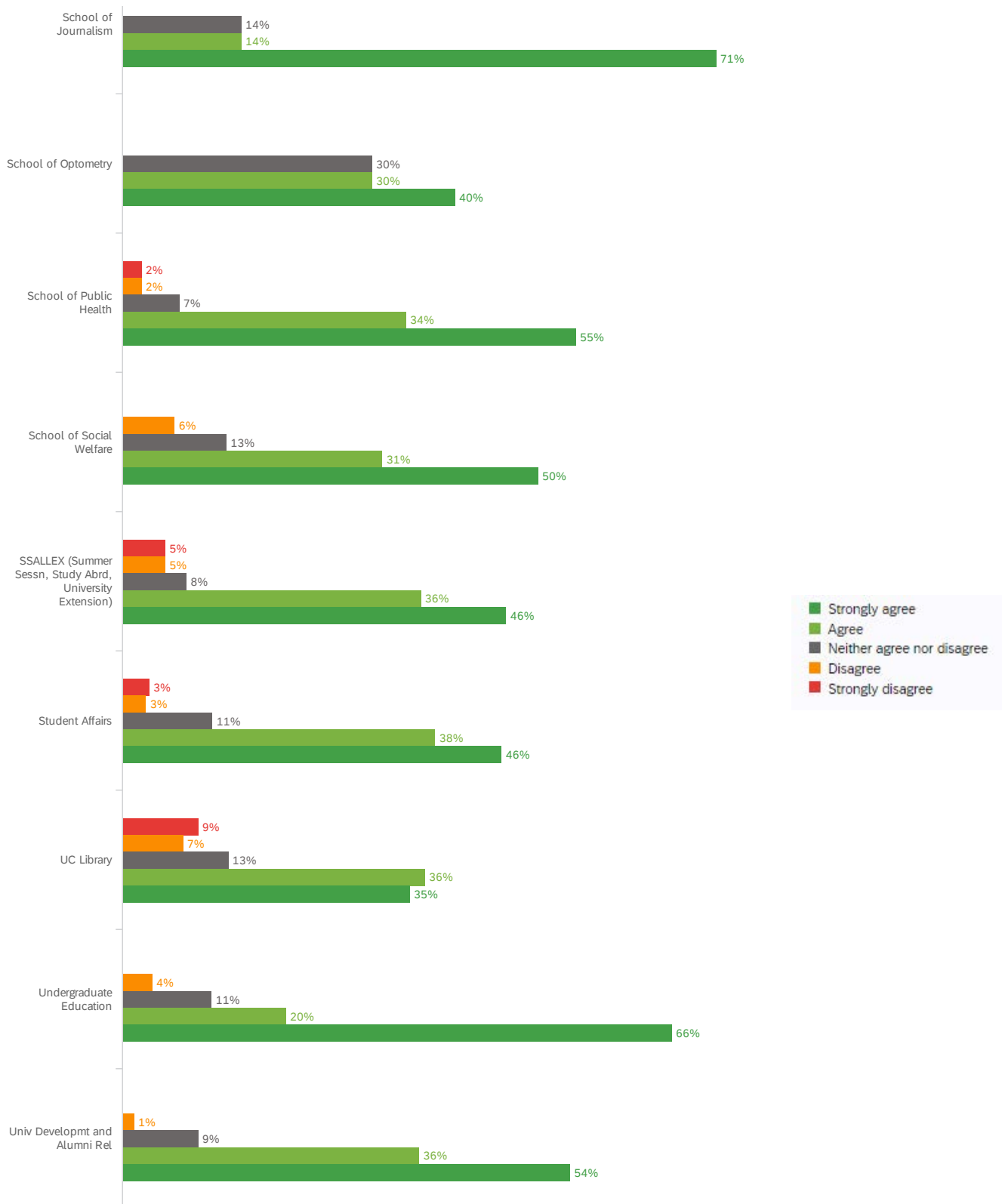
*Difference in average score from the October 2022 State of the Workplace, staff responses only

My well-being is important to my immediate supervisor.









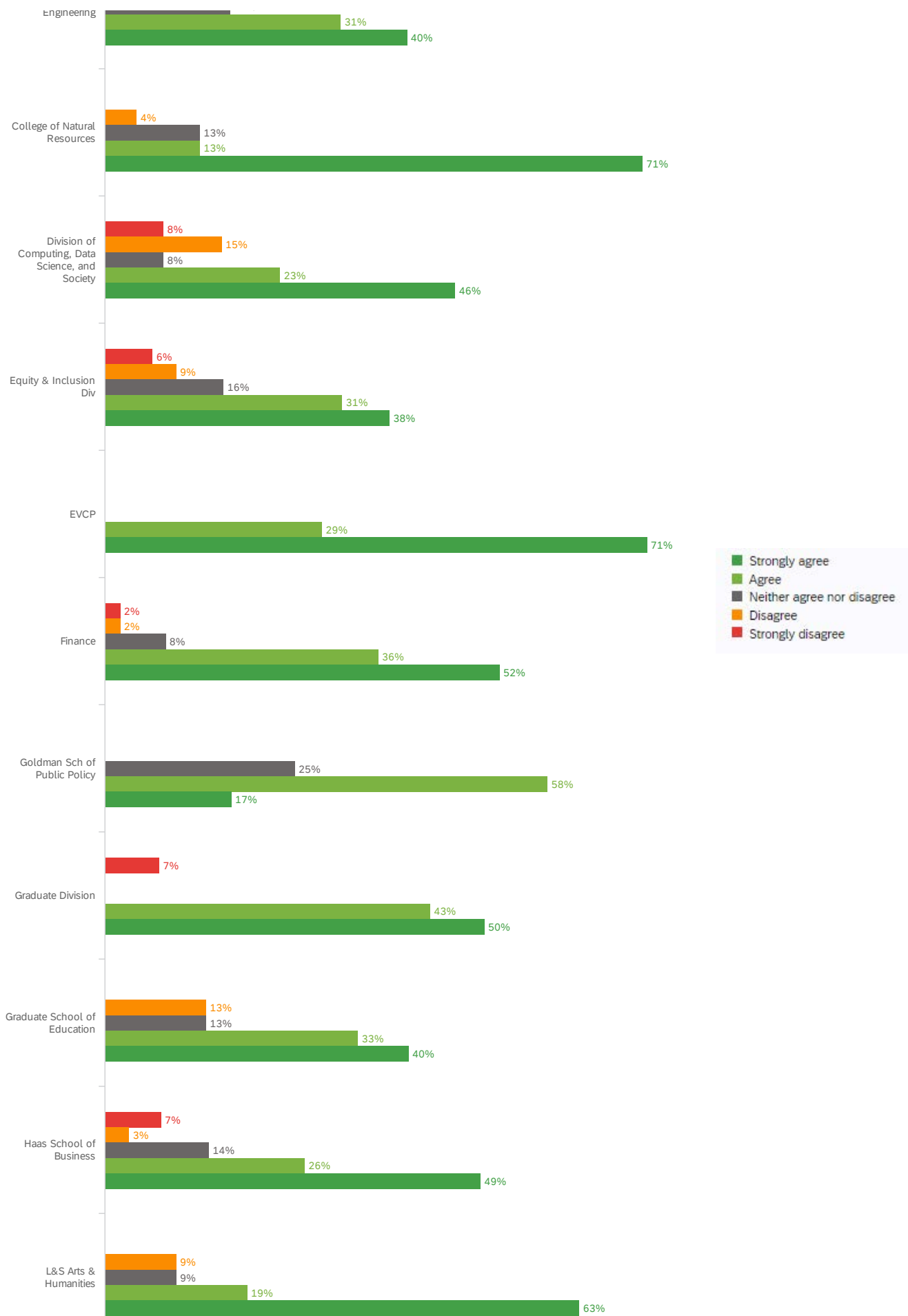
My well-being is important to my immediate supervisor.

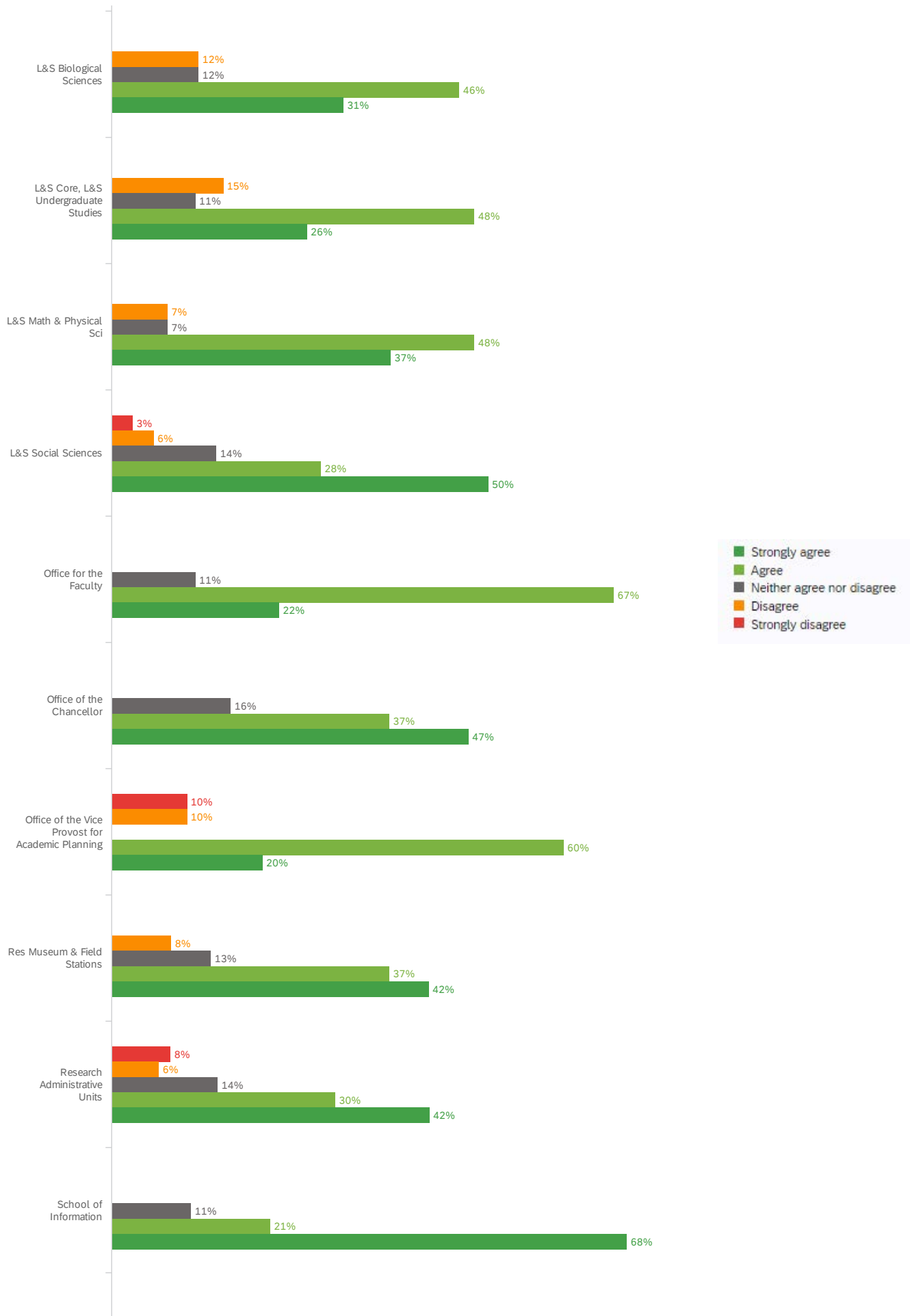
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	6%	3	12%	6	12%	6	33%	17	38%	20	3.87	NA	52
Academic Senate	0%	0	0%	0	0%	0	0%	0	100%	5	5.00	0.00	5
Administration	2%	6	4%	16	14%	57	32%	129	48%	192	4.21	0.14	400
Athletics	7%	2	0%	0	7%	2	28%	8	59%	17	4.31	0.09	29
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	20%	3	27%	4	53%	8	4.33	0.87	15
Berkeley Law School	6%	3	2%	1	7%	4	44%	24	41%	22	4.13	(0.01)	54
Cal Performances	0%	0	11%	4	11%	4	37%	14	42%	16	4.11	0.17	38
College of Chemistry	2%	1	0%	0	10%	4	45%	19	43%	18	4.38	0.68	42
College of Engineering	5%	5	7%	7	9%	9	39%	40	41%	42	4.26	0.22	103
College of Natural Resources	0%	0	4%	1	4%	1	21%	5	71%	17	4.04	(0.24)	24
Col of Environmental Design	0%	0	0%	0	13%	1	38%	3	50%	4	4.58	0.87	8
Division of Computing, Data Science, and Society	0%	0	8%	1	15%	2	23%	3	54%	7	4.23	0.23	13
EVCP	0%	0	0%	0	0%	0	14%	1	86%	6	4.86	0.57	7
Equity & Inclusion Div	3%	1	6%	2	13%	4	34%	11	44%	14	4.09	0.06	32
Finance	2%	1	2%	1	8%	4	34%	17	54%	27	4.36	(0.11)	50
Goldman Sch of Public Policy	0%	0	0%	0	25%	3	42%	5	33%	4	4.08	(0.14)	12
Graduate Division	7%	1	0%	0	0%	0	36%	5	57%	8	4.36	0.72	14
Graduate School of Education	0%	0	0%	0	13%	2	47%	7	40%	6	4.27	0.05	15
Haas School of Business	4%	4	2%	2	9%	9	34%	32	51%	48	4.24	0.11	95
L&S Arts & Humanities	0%	0	6%	2	6%	2	13%	4	75%	24	4.56	0.41	32
L&S Biological Sciences	4%	1	7%	2	7%	2	41%	11	41%	11	4.07	0.15	27
L&S Core, L&S Undergraduate Studies	4%	1	15%	4	0%	0	44%	12	37%	10	3.96	(0.39)	27
L&S Math & Physical Sci	0%	0	7%	2	7%	2	37%	10	48%	13	4.26	0.02	27
L&S Social Sciences	0%	0	3%	1	14%	5	25%	9	58%	21	4.39	0.44	36
Office for the Faculty	0%	0	0%	0	0%	0	67%	6	33%	3	4.33	(0.30)	9
Office of the Chancellor	0%	0	0%	0	16%	3	21%	4	63%	12	4.47	0.00	19
Office of the Vice Provost for Academic Planning	10%	1	0%	0	0%	0	60%	6	30%	3	4.00	(0.20)	10
Res Museum & Field Stations	0%	0	5%	2	8%	3	47%	18	39%	15	4.21	NA	38
Research Administrative Units	8%	5	3%	2	11%	7	34%	22	44%	28	4.03	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	5%	2	5%	2	8%	3	36%	14	46%	18	4.13	(0.05)	39
School of Information	0%	0	0%	0	5%	1	21%	4	74%	14	4.68	0.04	19
School of Journalism	0%	0	0%	0	14%	1	14%	1	71%	5	4.57	0.32	7
School of Optometry	0%	0	0%	0	30%	3	30%	3	40%	4	4.10	(0.09)	10
School of Public Health	2%	1	2%	1	7%	3	34%	15	55%	24	4.36	0.24	44
School of Social Welfare	0%	0	6%	1	13%	2	31%	5	50%	8	4.25	(0.19)	16
Student Affairs	3%	8	3%	7	11%	27	38%	94	46%	114	4.20	0.24	250
UC Library	9%	5	7%	4	13%	7	36%	20	35%	19	3.80	(0.28)	55
Undergraduate Education	0%	0	4%	2	11%	6	20%	11	66%	37	4.48	0.28	56
Univ Developmt and Alumni Rel	0%	0	1%	2	9%	13	36%	51	54%	77	4.42	0.09	143

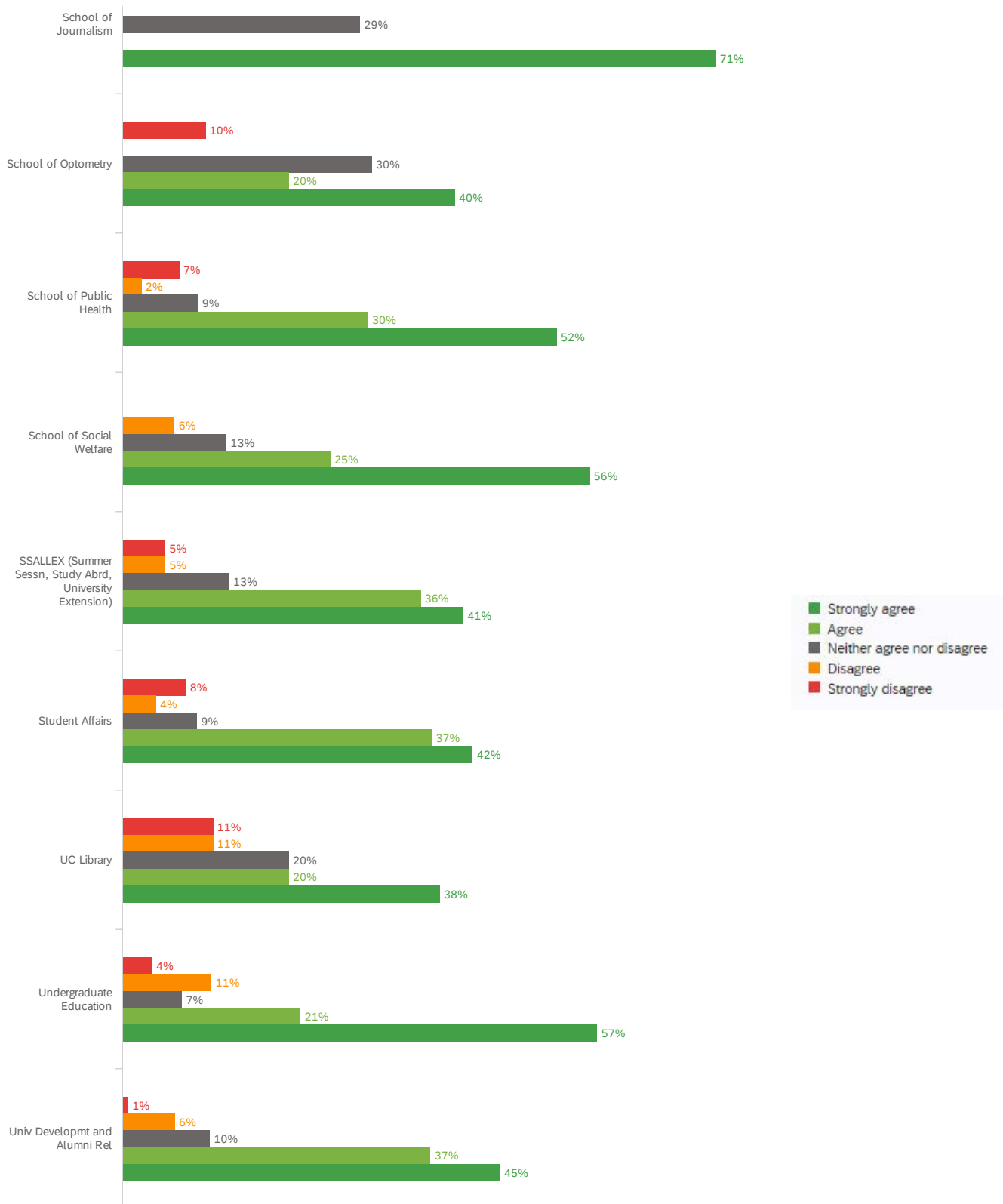
*Difference in average score from the October 2022 State of the Workplace, staff responses only

I trust my immediate supervisor.







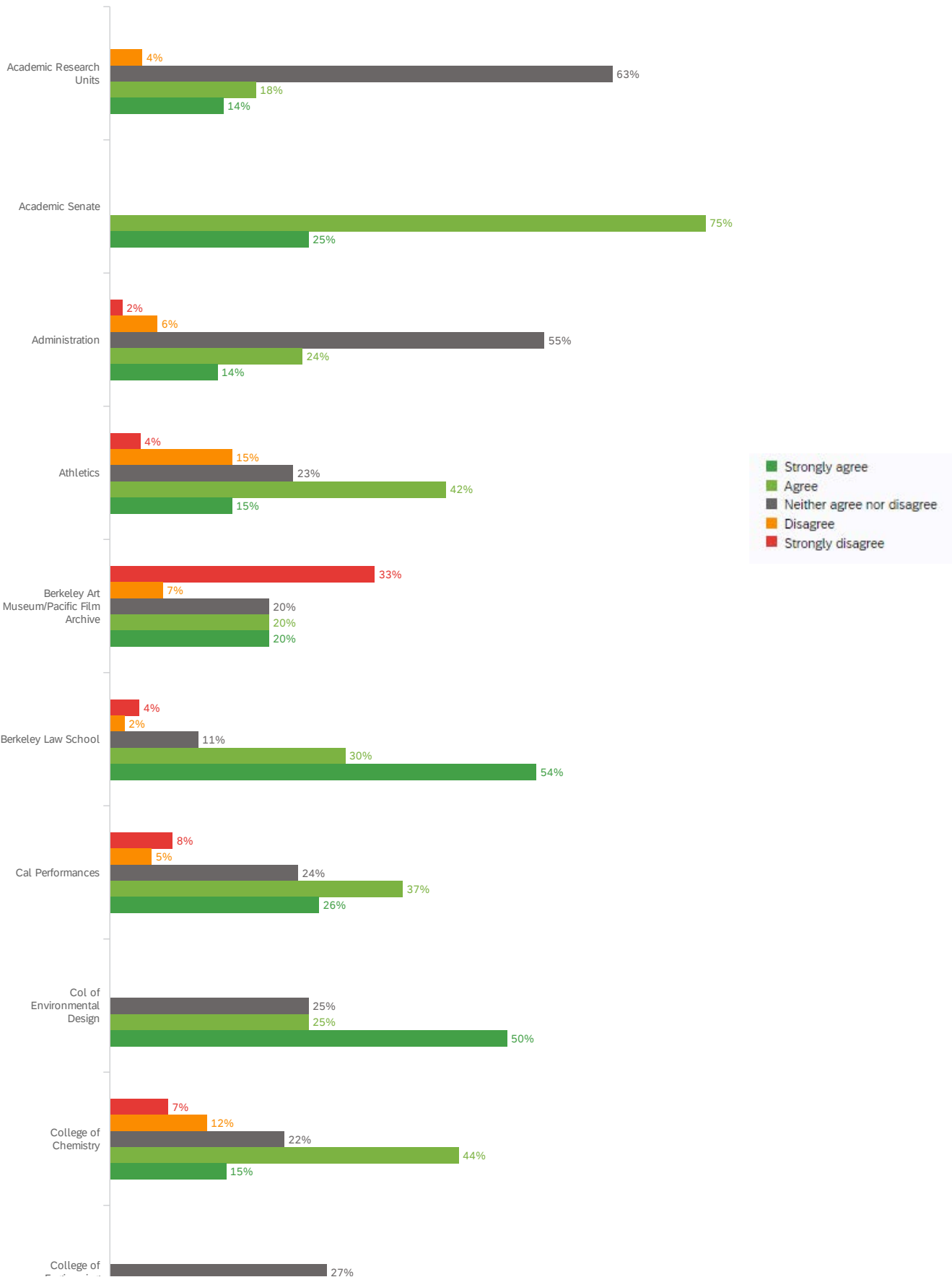


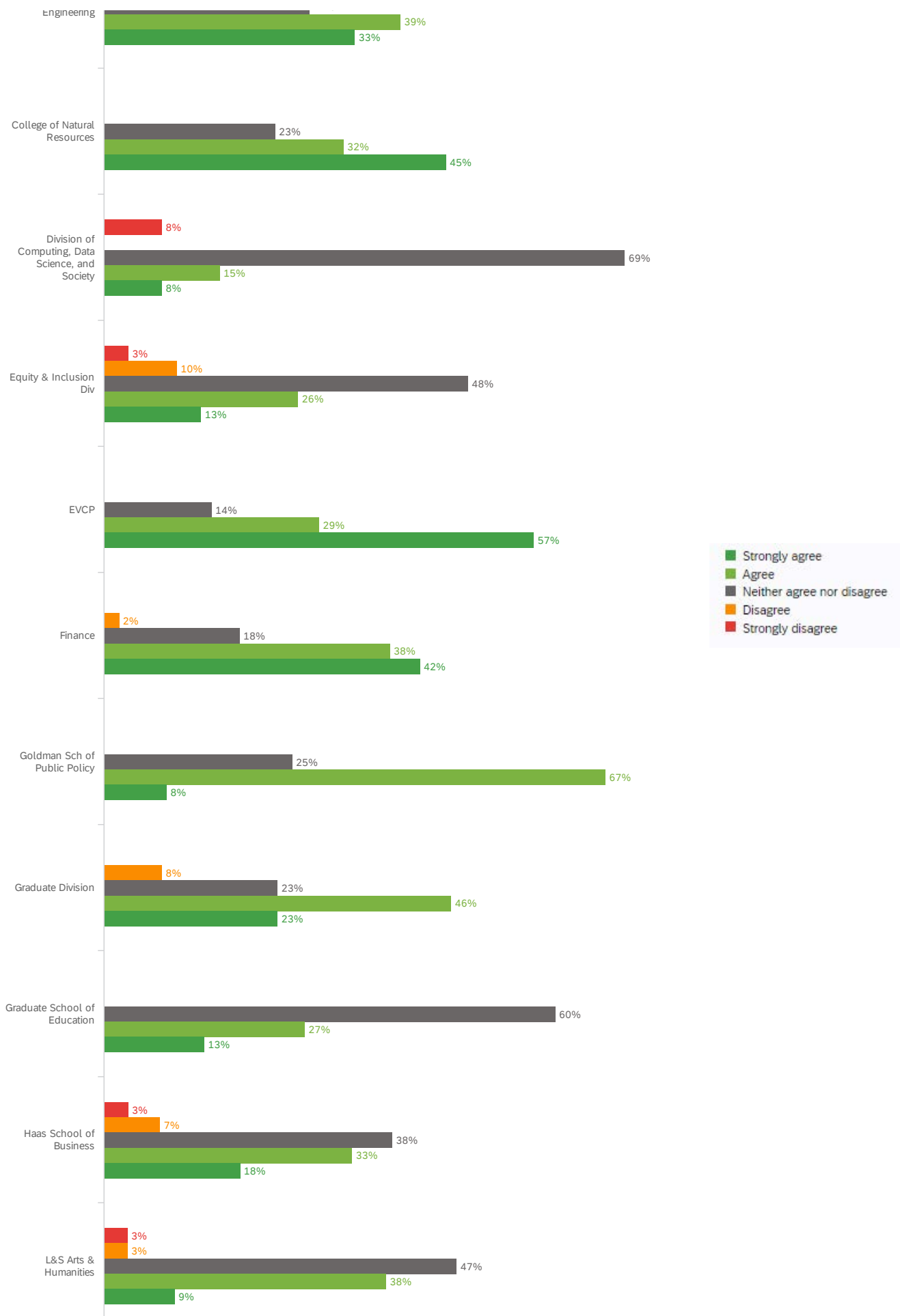
I trust my immediate supervisor.

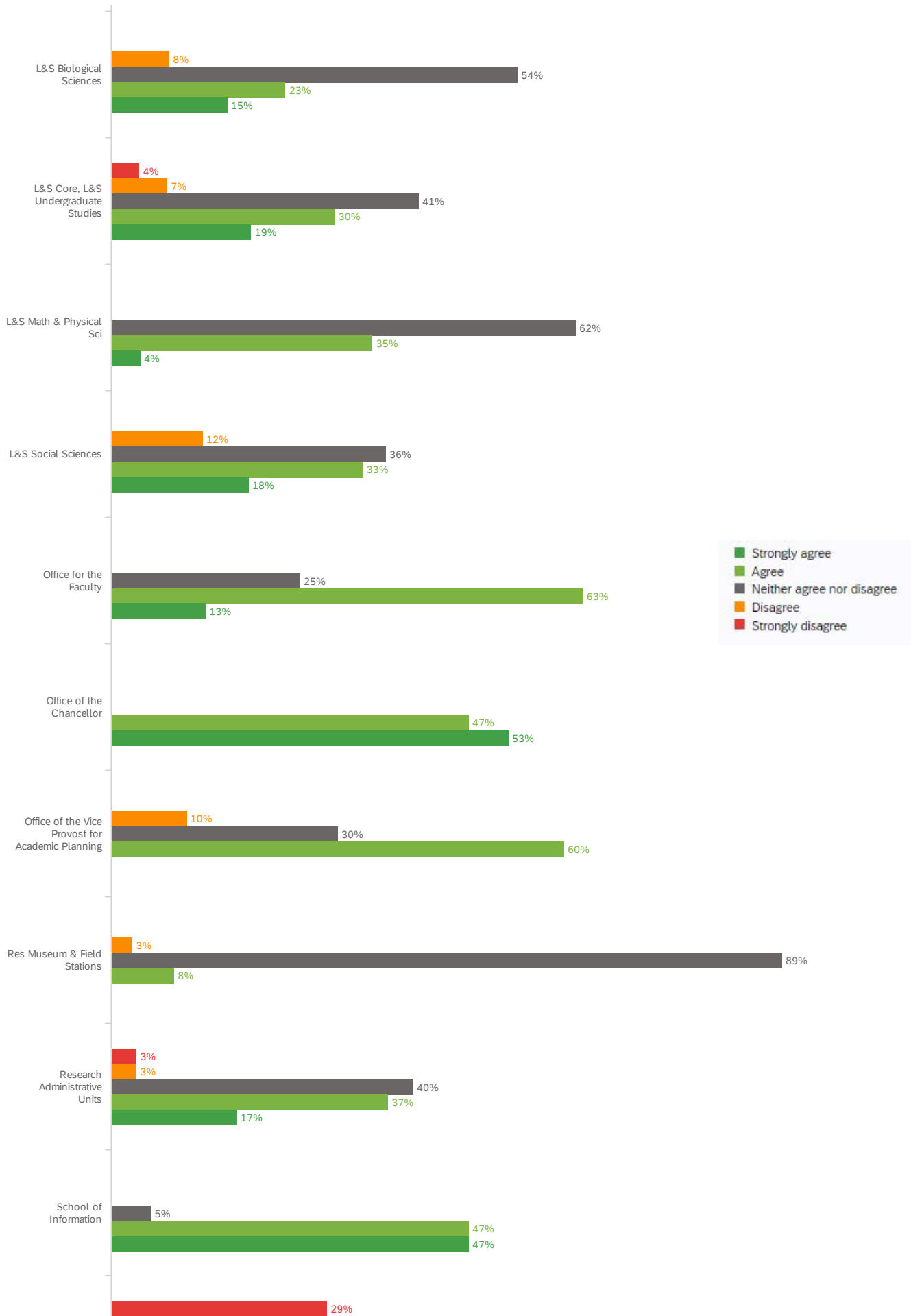
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	10%	5	8%	4	10%	5	35%	18	38%	20	3.85	NA	52
Academic Senate	0%	0	0%	0	0%	0	0%	0	100%	5	5.00	0.25	5
Administration	3%	13	5%	18	17%	67	29%	113	46%	179	4.09	0.12	390
Athletics	3%	1	7%	2	0%	0	38%	11	52%	15	4.28	0.17	29
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	20%	3	40%	6	40%	6	4.20	0.72	15
Berkeley Law School	6%	3	9%	5	19%	10	30%	16	37%	20	3.83	(0.21)	54
Cal Performances	3%	1	8%	3	11%	4	34%	13	45%	17	4.11	0.25	38
College of Chemistry	2%	1	2%	1	12%	5	48%	20	36%	15	4.50	0.92	8
College of Engineering	8%	8	5%	5	17%	17	31%	32	40%	41	4.12	0.24	42
College of Natural Resources	0%	0	4%	1	13%	3	13%	3	71%	17	3.90	(0.34)	103
Col of Environmental Design	0%	0	0%	0	13%	1	25%	2	63%	5	4.50	0.93	24
Division of Computing, Data Science, and Society	8%	1	15%	2	8%	1	23%	3	46%	6	3.85	0.16	13
EVCP	0%	0	0%	0	0%	0	29%	2	71%	5	4.71	0.28	7
Equity & Inclusion Div	6%	2	9%	3	16%	5	31%	10	38%	12	3.84	(0.13)	32
Finance	2%	1	2%	1	8%	4	36%	18	52%	26	4.34	(0.24)	50
Goldman Sch of Public Policy	0%	0	0%	0	25%	3	58%	7	17%	2	3.92	(0.19)	12
Graduate Division	7%	1	0%	0	0%	0	43%	6	50%	7	4.29	0.38	14
Graduate School of Education	0%	0	13%	2	13%	2	33%	5	40%	6	4.00	0.22	15
Haas School of Business	7%	7	3%	3	14%	13	26%	25	49%	47	4.07	(0.03)	95
L&S Arts & Humanities	0%	0	9%	3	9%	3	19%	6	63%	20	4.34	0.22	32
L&S Biological Sciences	0%	0	12%	3	12%	3	46%	12	31%	8	3.96	(0.09)	26
L&S Core, L&S Undergraduate Studies	0%	0	15%	4	11%	3	48%	13	26%	7	3.85	(0.51)	27
L&S Math & Physical Sci	0%	0	7%	2	7%	2	48%	13	37%	10	4.15	(0.17)	27
L&S Social Sciences	3%	1	6%	2	14%	5	28%	10	50%	18	4.17	0.54	36
Office for the Faculty	0%	0	0%	0	11%	1	67%	6	22%	2	4.11	(0.52)	9
Office of the Chancellor	0%	0	0%	0	16%	3	37%	7	47%	9	4.32	(0.05)	19
Office of the Vice Provost for Academic Planning	10%	1	10%	1	0%	0	60%	6	20%	2	3.70	(0.30)	10
Res Museum & Field Stations	0%	0	8%	3	13%	5	37%	14	42%	16	4.13	NA	38
Research Administrative Units	8%	5	6%	4	14%	9	30%	19	42%	27	3.92	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	5%	2	5%	2	13%	5	36%	14	41%	16	4.03	(0.07)	39
School of Information	0%	0	0%	0	11%	2	21%	4	68%	13	4.58	0.13	19
School of Journalism	0%	0	0%	0	29%	2	0%	0	71%	5	4.43	0.10	7
School of Optometry	10%	1	0%	0	30%	3	20%	2	40%	4	3.80	(0.34)	10
School of Public Health	7%	3	2%	1	9%	4	30%	13	52%	23	4.18	0.00	44
School of Social Welfare	0%	0	6%	1	13%	2	25%	4	56%	9	4.31	(0.01)	16
Student Affairs	8%	17	4%	9	9%	20	37%	83	42%	94	4.02	0.07	223
UC Library	11%	6	11%	6	20%	11	20%	11	38%	21	3.64	(0.24)	55
Undergraduate Education	4%	2	11%	6	7%	4	21%	12	57%	32	4.18	0.15	56
Univ Developmt and Alumni Rel	1%	1	6%	9	10%	15	37%	53	45%	65	4.20	0.09	143

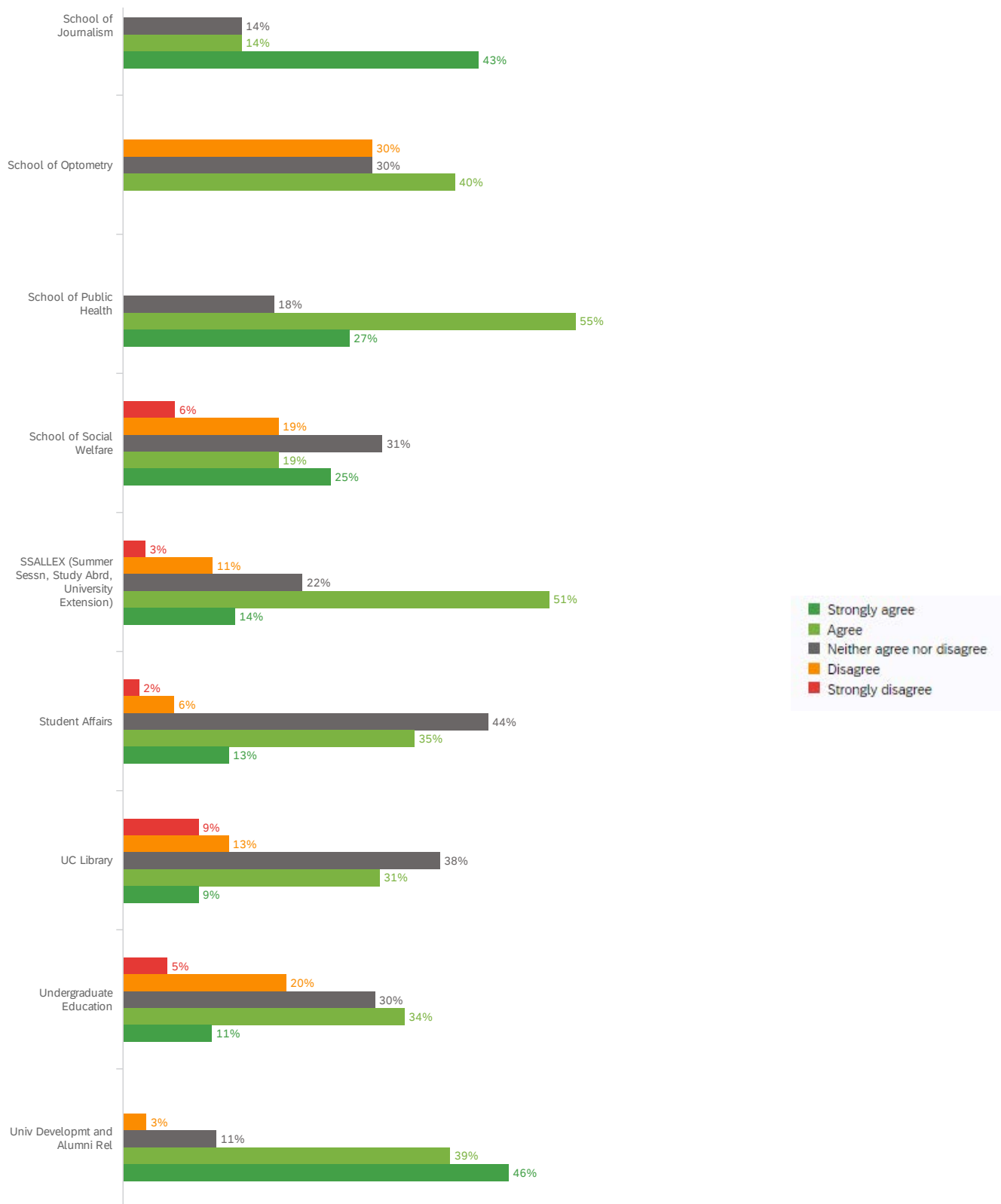
*Difference in average score from the October 2022 State of the Workplace, staff responses only

I trust the leader of my school, college, division, or equivalent







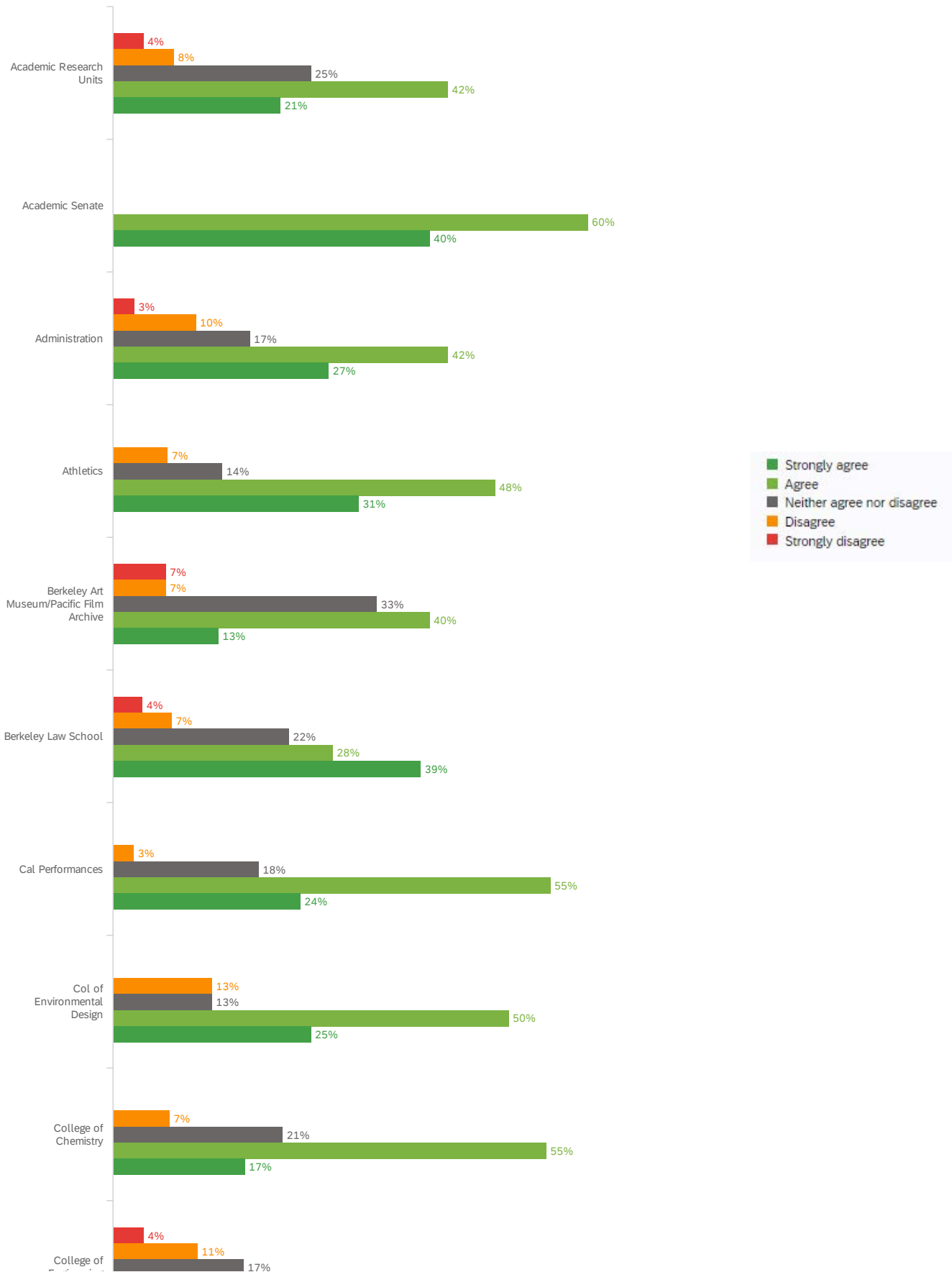


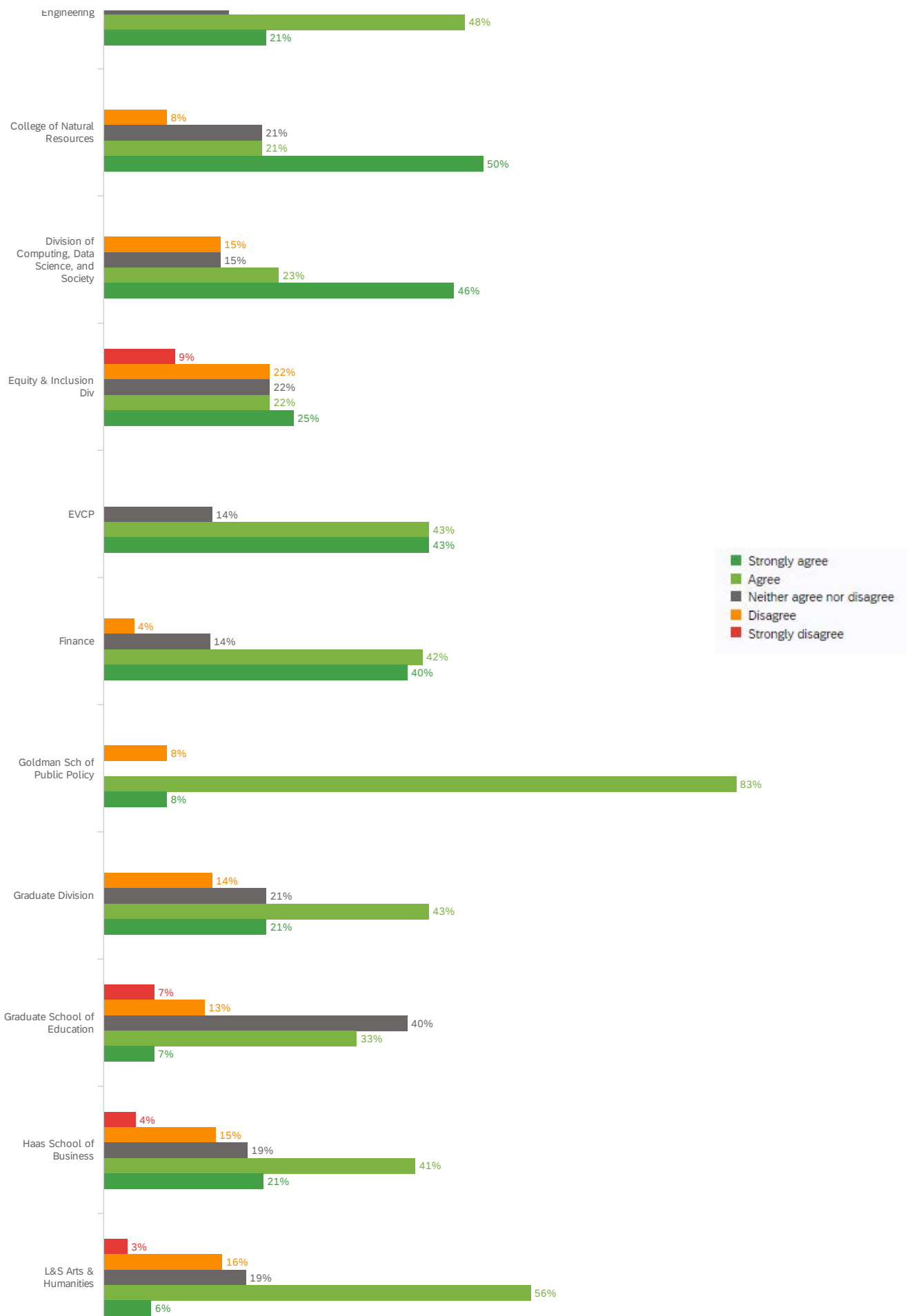
I trust the leader of my school, college, division, or equivalent

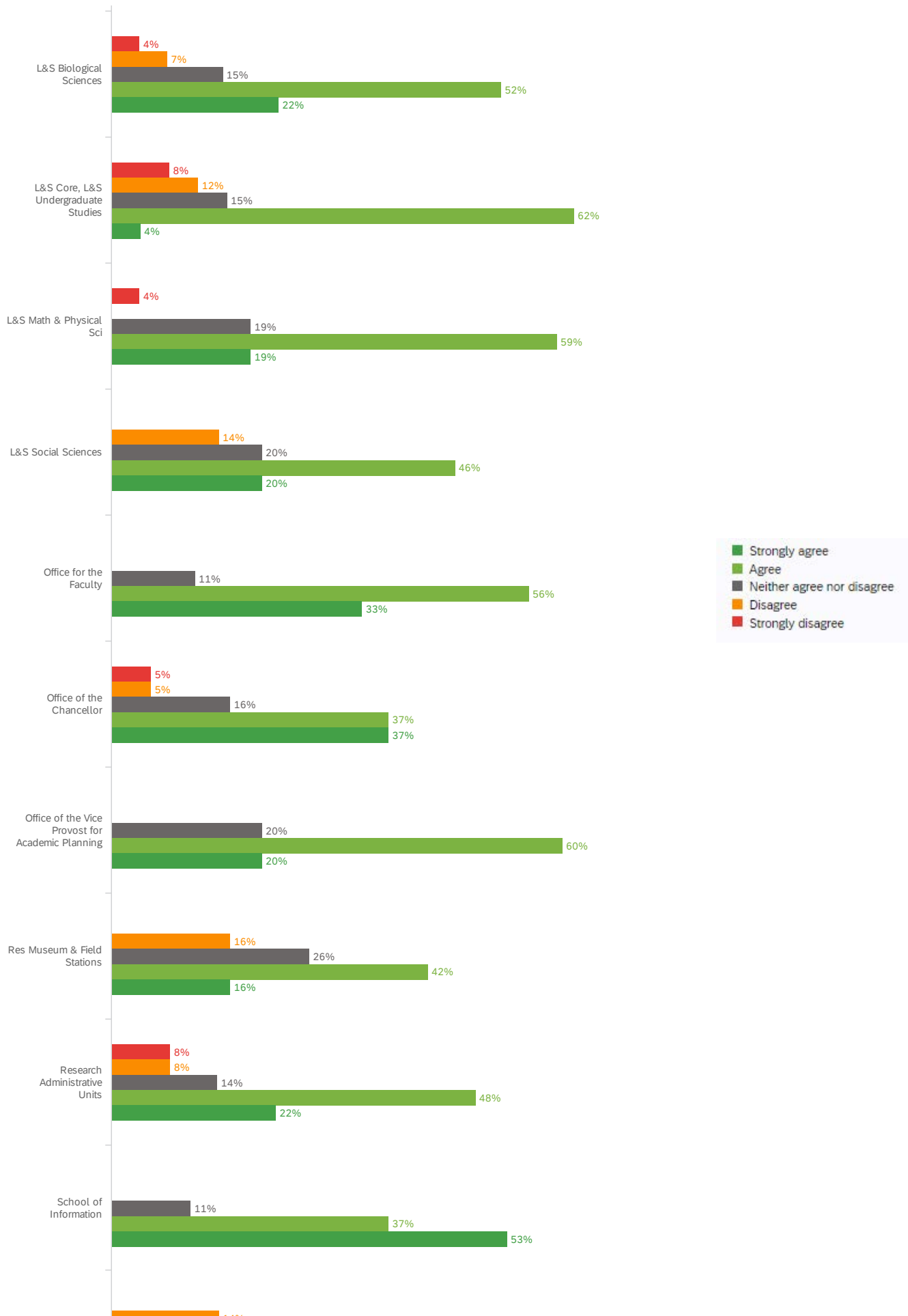
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	0%	0	4%	2	63%	31	18%	9	14%	7	3.43	NA	49
Academic Senate	0%	0	0%	0	0%	0	75%	3	25%	1	4.25	0.00	4
Administration	2%	6	6%	23	55%	210	24%	93	14%	52	3.42	0.15	384
Athletics	4%	1	15%	4	23%	6	42%	11	15%	4	3.50	(0.03)	26
Berkeley Art Museum/Pacific Film Archive	33%	5	7%	1	20%	3	20%	3	20%	3	2.87	0.33	15
Berkeley Law School	4%	2	2%	1	11%	6	30%	16	54%	29	4.28	(0.15)	54
Cal Performances	8%	3	5%	2	24%	9	37%	14	26%	10	3.68	(0.02)	38
College of Chemistry	7%	3	12%	5	22%	9	44%	18	15%	6	4.25	0.78	8
College of Engineering	0%	0	0%	0	27%	27	39%	39	33%	33	3.46	(0.31)	41
College of Natural Resources	0%	0	0%	0	23%	5	32%	7	45%	10	4.06	0.48	99
Col of Environmental Design	0%	0	0%	0	25%	2	25%	2	50%	4	4.23	(0.27)	22
Division of Computing, Data Science, and Society	8%	1	0%	0	69%	9	15%	2	8%	1	3.15	0.59	13
EVCP	0%	0	0%	0	14%	1	29%	2	57%	4	4.43	0.57	7
Equity & Inclusion Div	3%	1	10%	3	48%	15	26%	8	13%	4	3.35	(0.09)	31
Finance	0%	0	2%	1	18%	9	38%	19	42%	21	4.20	0.25	50
Goldman Sch of Public Policy	0%	0	0%	0	25%	3	67%	8	8%	1	3.83	(0.30)	12
Graduate Division	0%	0	8%	1	23%	3	46%	6	23%	3	3.85	0.43	13
Graduate School of Education	0%	0	0%	0	60%	9	27%	4	13%	2	3.53	0.25	15
Haas School of Business	3%	3	7%	7	38%	36	33%	31	18%	17	3.55	0.16	94
L&S Arts & Humanities	3%	1	3%	1	47%	15	38%	12	9%	3	3.47	(0.03)	32
L&S Biological Sciences	0%	0	8%	2	54%	14	23%	6	15%	4	3.46	0.22	26
L&S Core, L&S Undergraduate Studies	4%	1	7%	2	41%	11	30%	8	19%	5	3.52	0.03	27
L&S Math & Physical Sci	0%	0	0%	0	62%	16	35%	9	4%	1	3.42	(0.04)	26
L&S Social Sciences	0%	0	12%	4	36%	12	33%	11	18%	6	3.58	0.14	33
Office for the Faculty	0%	0	0%	0	25%	2	63%	5	13%	1	3.88	(0.26)	8
Office of the Chancellor	0%	0	0%	0	0%	0	47%	9	53%	10	4.53	0.39	19
Office of the Vice Provost for Academic Planning	0%	0	10%	1	30%	3	60%	6	0%	0	3.50	0.17	10
Res Museum & Field Stations	0%	0	3%	1	89%	32	8%	3	0%	0	3.06	NA	36
Research Administrative Units	3%	2	3%	2	40%	24	37%	22	17%	10	3.60	NA	60
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	11%	4	22%	8	51%	19	14%	5	3.62	0.07	37
School of Information	0%	0	0%	0	5%	1	47%	9	47%	9	4.42	0.69	19
School of Journalism	29%	2	0%	0	14%	1	14%	1	43%	3	3.43	(0.24)	7
School of Optometry	0%	0	30%	3	30%	3	40%	4	0%	0	3.10	(0.45)	10
School of Public Health	0%	0	0%	0	18%	8	55%	24	27%	12	4.09	0.18	44
School of Social Welfare	6%	1	19%	3	31%	5	19%	3	25%	4	3.38	(0.22)	16
Student Affairs	2%	5	6%	16	44%	114	35%	91	13%	33	3.51	0.04	259
UC Library	9%	5	13%	7	38%	21	31%	17	9%	5	3.18	(0.19)	55
Undergraduate Education	5%	3	20%	11	30%	17	34%	19	11%	6	3.25	(0.59)	56
Univ Developmt and Alumni Rel	0%	0	3%	4	11%	16	39%	56	46%	66	4.30	0.13	142

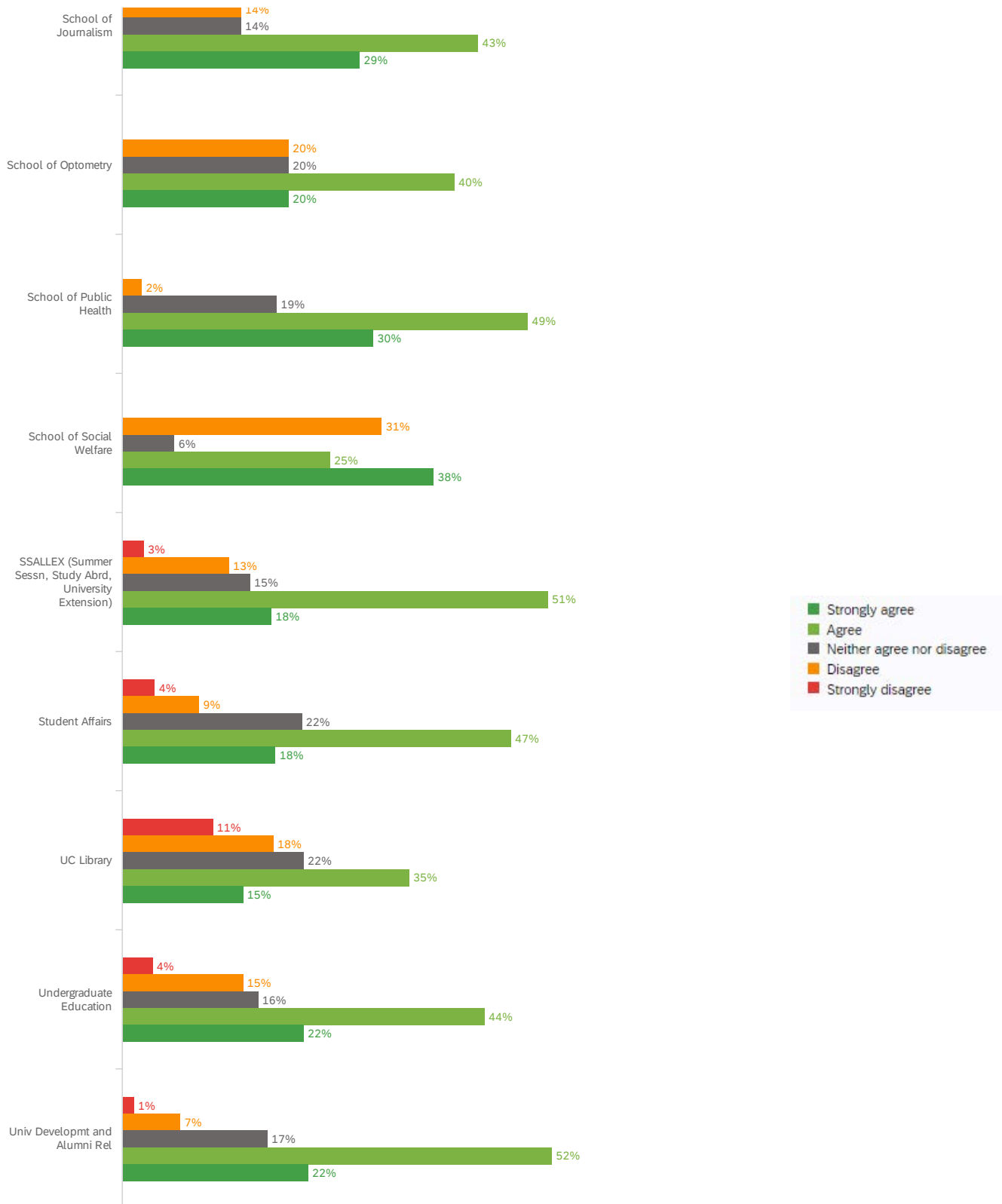
*Difference in average score from the October 2022 State of the Workplace, staff responses only

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







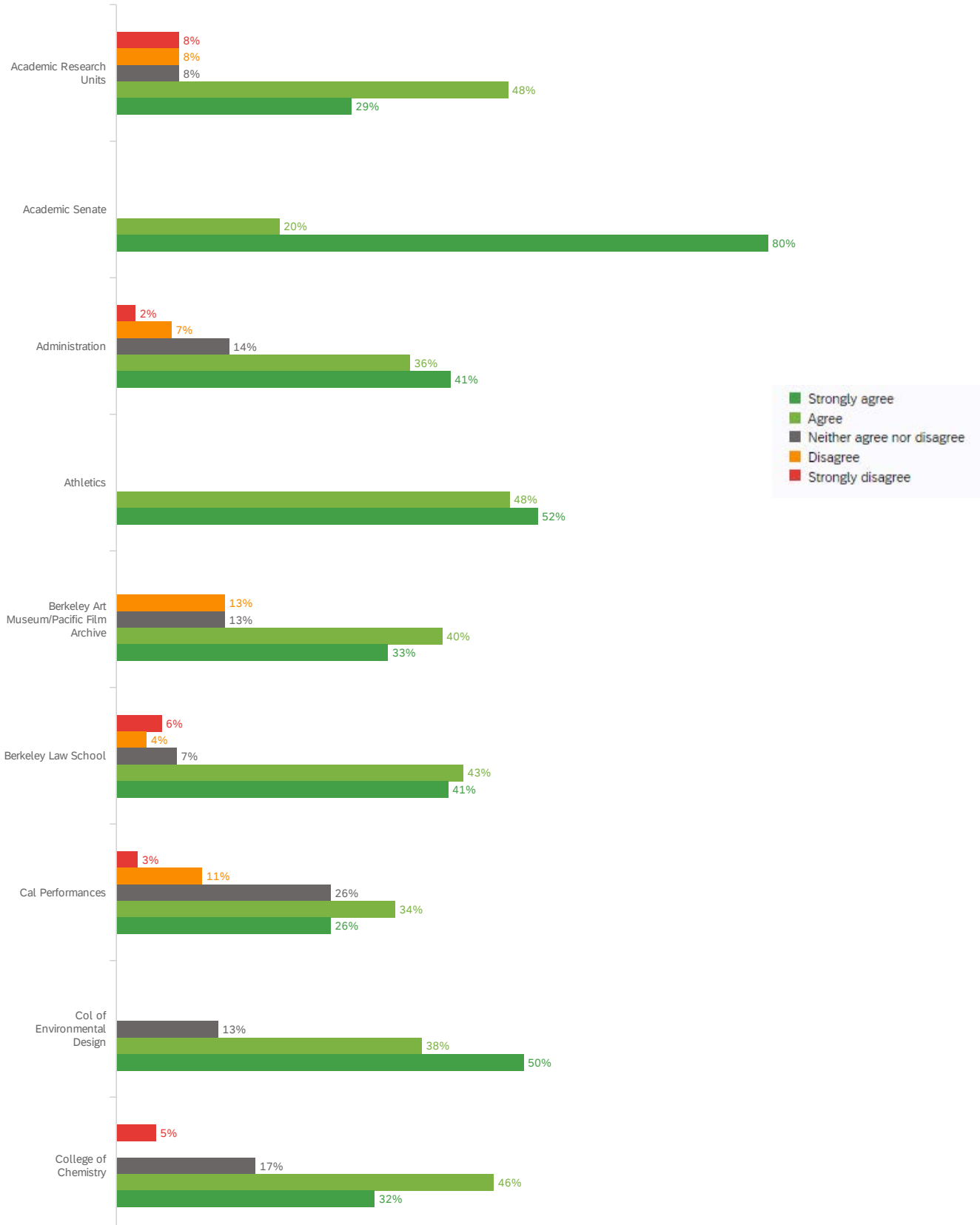


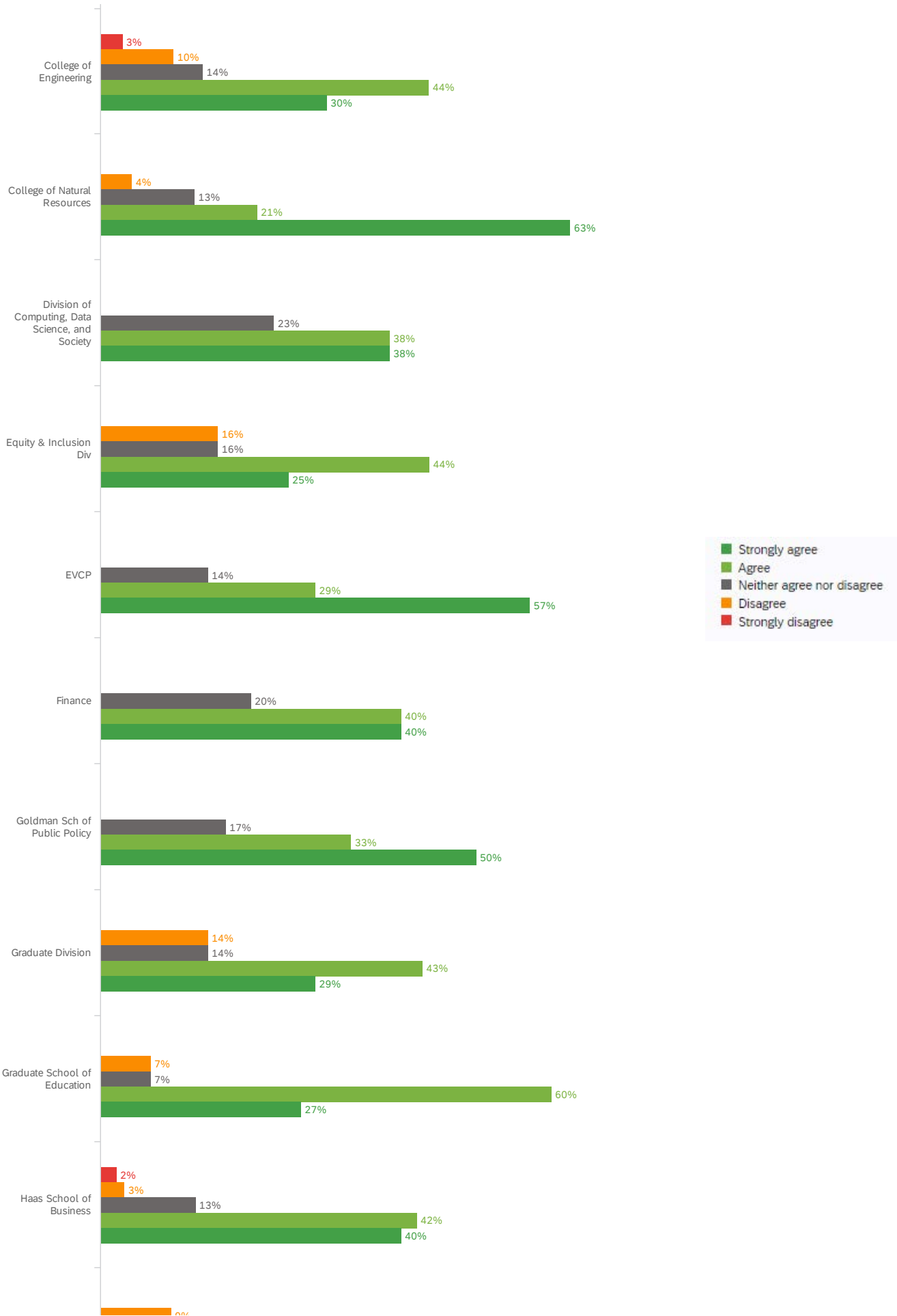
Regardless of my background, I have an equal opportunity to succeed

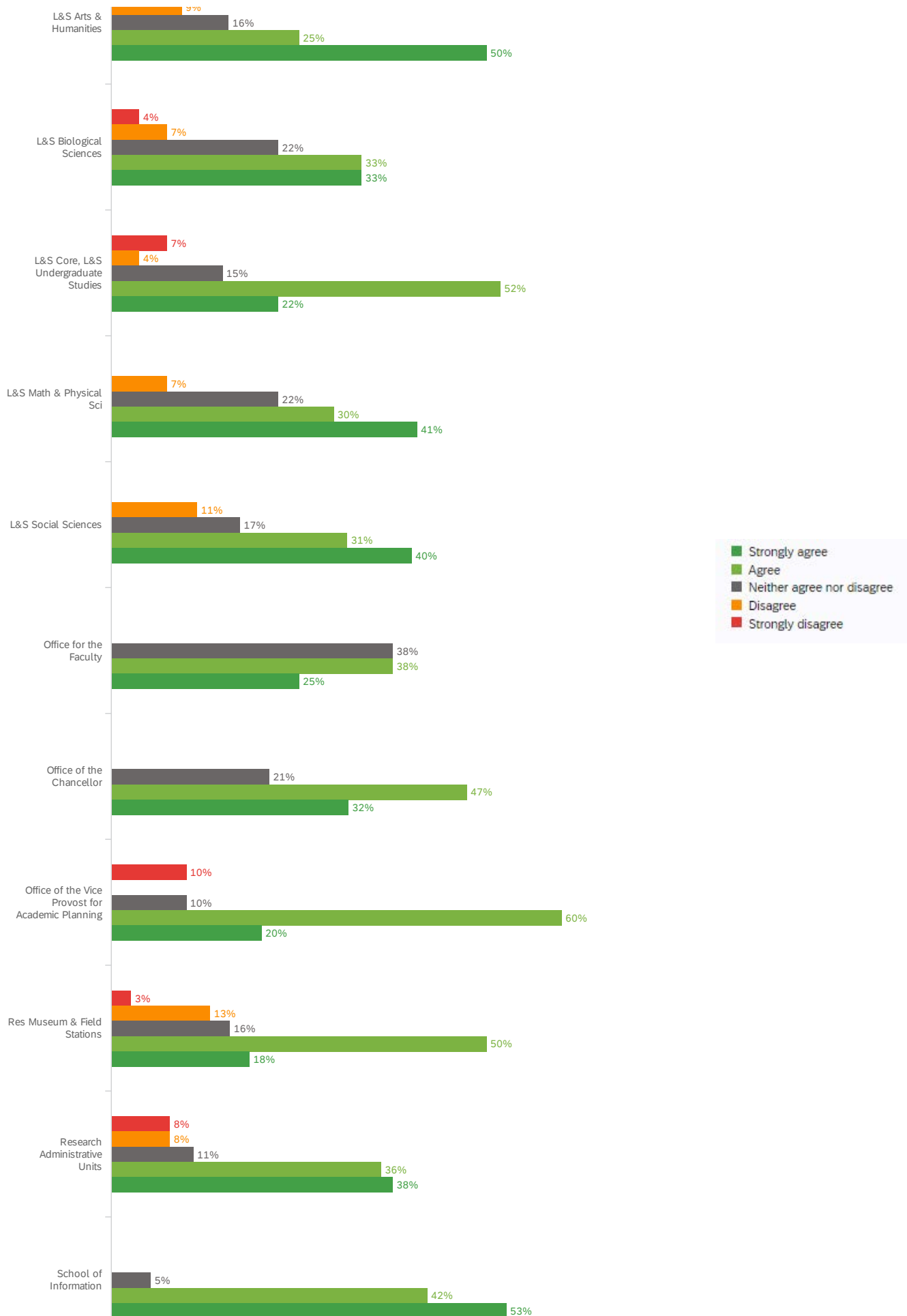
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	4%	2	8%	4	25%	13	42%	22	21%	11	3.69	NA	52
Academic Senate	0%	0	0%	0	0%	0	60%	3	40%	2	4.40	0.40	5
Administration	3%	11	10%	43	17%	71	42%	174	27%	112	3.81	0.10	411
Athletics	0%	0	7%	2	14%	4	48%	14	31%	9	4.03	0.42	29
Berkeley Art Museum/Pacific Film Archive	7%	1	7%	1	33%	5	40%	6	13%	2	3.47	0.47	15
Berkeley Law School	4%	2	7%	4	22%	12	28%	15	39%	21	3.91	(0.11)	54
Cal Performances	0%	0	3%	1	18%	7	55%	21	24%	9	4.00	0.06	38
College of Chemistry	0%	0	7%	3	21%	9	55%	23	17%	7	3.88	0.03	8
College of Engineering	4%	4	11%	11	17%	17	48%	49	21%	22	3.81	0.17	42
College of Natural Resources	0%	0	8%	2	21%	5	21%	5	50%	12	3.72	(0.08)	103
Col of Environmental Design	0%	0	13%	1	13%	1	50%	4	25%	2	4.13	0.13	24
Division of Computing, Data Science, and Society	0%	0	15%	2	15%	2	23%	3	46%	6	4.00	0.25	13
EVCP	0%	0	0%	0	14%	1	43%	3	43%	3	4.29	0.15	7
Equity & Inclusion Div	9%	3	22%	7	22%	7	22%	7	25%	8	3.31	(0.19)	32
Finance	0%	0	4%	2	14%	7	42%	21	40%	20	4.18	0.01	50
Goldman Sch of Public Policy	0%	0	8%	1	0%	0	83%	10	8%	1	3.92	0.36	12
Graduate Division	0%	0	14%	2	21%	3	43%	6	21%	3	3.71	0.44	14
Graduate School of Education	7%	1	13%	2	40%	6	33%	5	7%	1	3.20	(0.13)	15
Haas School of Business	4%	4	15%	14	19%	18	41%	39	21%	20	3.60	(0.02)	95
L&S Arts & Humanities	3%	1	16%	5	19%	6	56%	18	6%	2	3.47	(0.09)	32
L&S Biological Sciences	4%	1	7%	2	15%	4	52%	14	22%	6	3.81	0.30	27
L&S Core, L&S Undergraduate Studies	8%	2	12%	3	15%	4	62%	16	4%	1	3.42	(0.17)	26
L&S Math & Physical Sci	4%	1	0%	0	19%	5	59%	16	19%	5	3.89	0.16	27
L&S Social Sciences	0%	0	14%	5	20%	7	46%	16	20%	7	3.71	(0.13)	35
Office for the Faculty	0%	0	0%	0	11%	1	56%	5	33%	3	4.22	0.09	9
Office of the Chancellor	5%	1	5%	1	16%	3	37%	7	37%	7	3.95	(0.42)	19
Office of the Vice Provost for Academic Planning	0%	0	0%	0	20%	2	60%	6	20%	2	4.00	(0.20)	10
Res Museum & Field Stations	0%	0	16%	6	26%	10	42%	16	16%	6	3.58	NA	38
Research Administrative Units	8%	5	8%	5	14%	9	48%	31	22%	14	3.69	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	13%	5	15%	6	51%	20	18%	7	3.69	(0.12)	39
School of Information	0%	0	0%	0	11%	2	37%	7	53%	10	4.42	0.60	19
School of Journalism	0%	0	14%	1	14%	1	43%	3	29%	2	3.86	(0.06)	7
School of Optometry	0%	0	20%	2	20%	2	40%	4	20%	2	3.60	(0.30)	10
School of Public Health	0%	0	2%	1	19%	8	49%	21	30%	13	4.07	0.40	43
School of Social Welfare	0%	0	31%	5	6%	1	25%	4	38%	6	3.69	(0.07)	16
Student Affairs	4%	11	9%	26	22%	61	47%	132	18%	52	3.67	0.01	282
UC Library	11%	6	18%	10	22%	12	35%	19	15%	8	3.24	(0.27)	55
Undergraduate Education	4%	2	15%	8	16%	9	44%	24	22%	12	3.65	(0.06)	55
Univ Developmt and Alumni Rel	1%	2	7%	10	17%	25	52%	74	22%	32	3.87	0.01	143

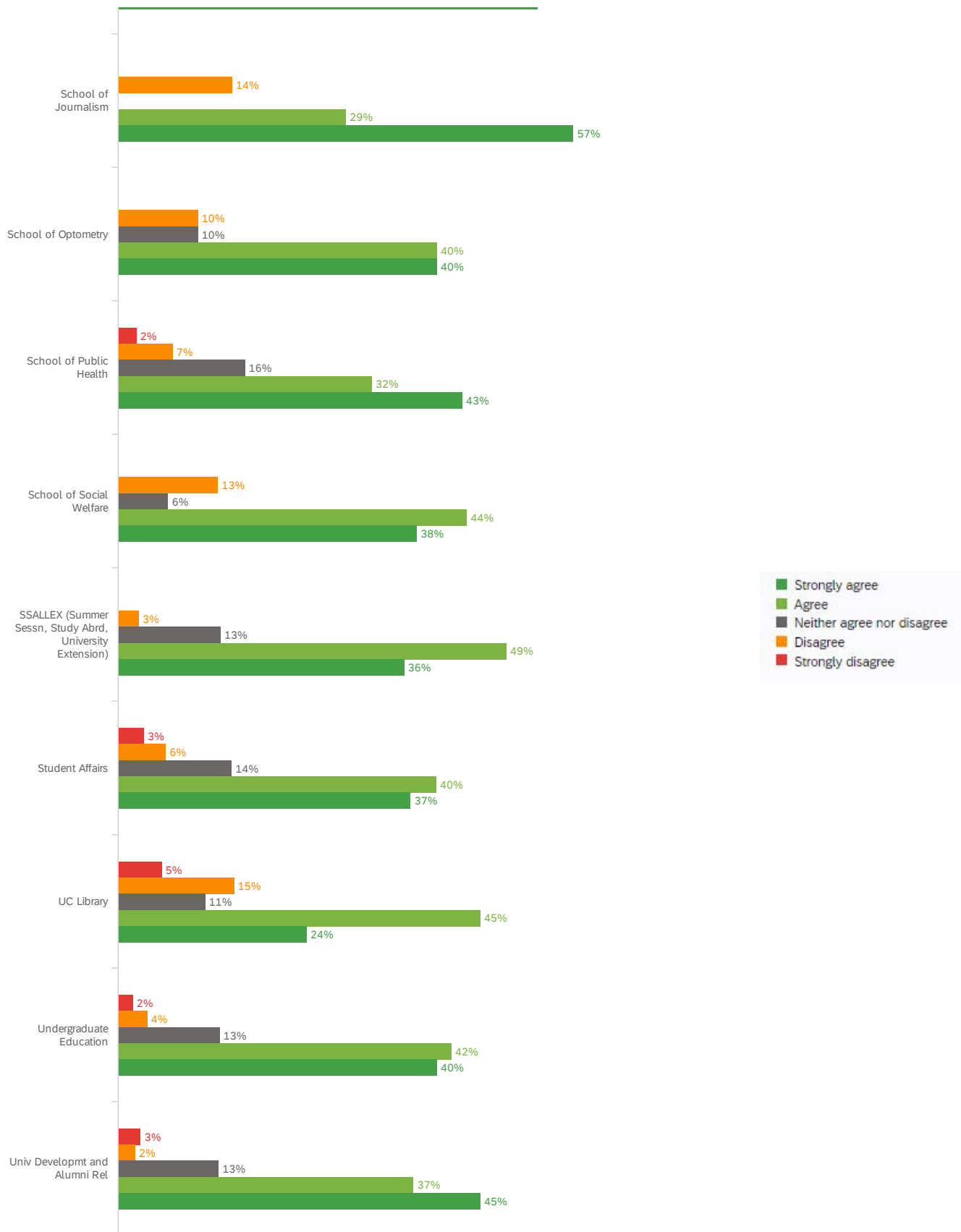
*Difference in average score from the October 2022 State of the Workplace, staff responses only

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







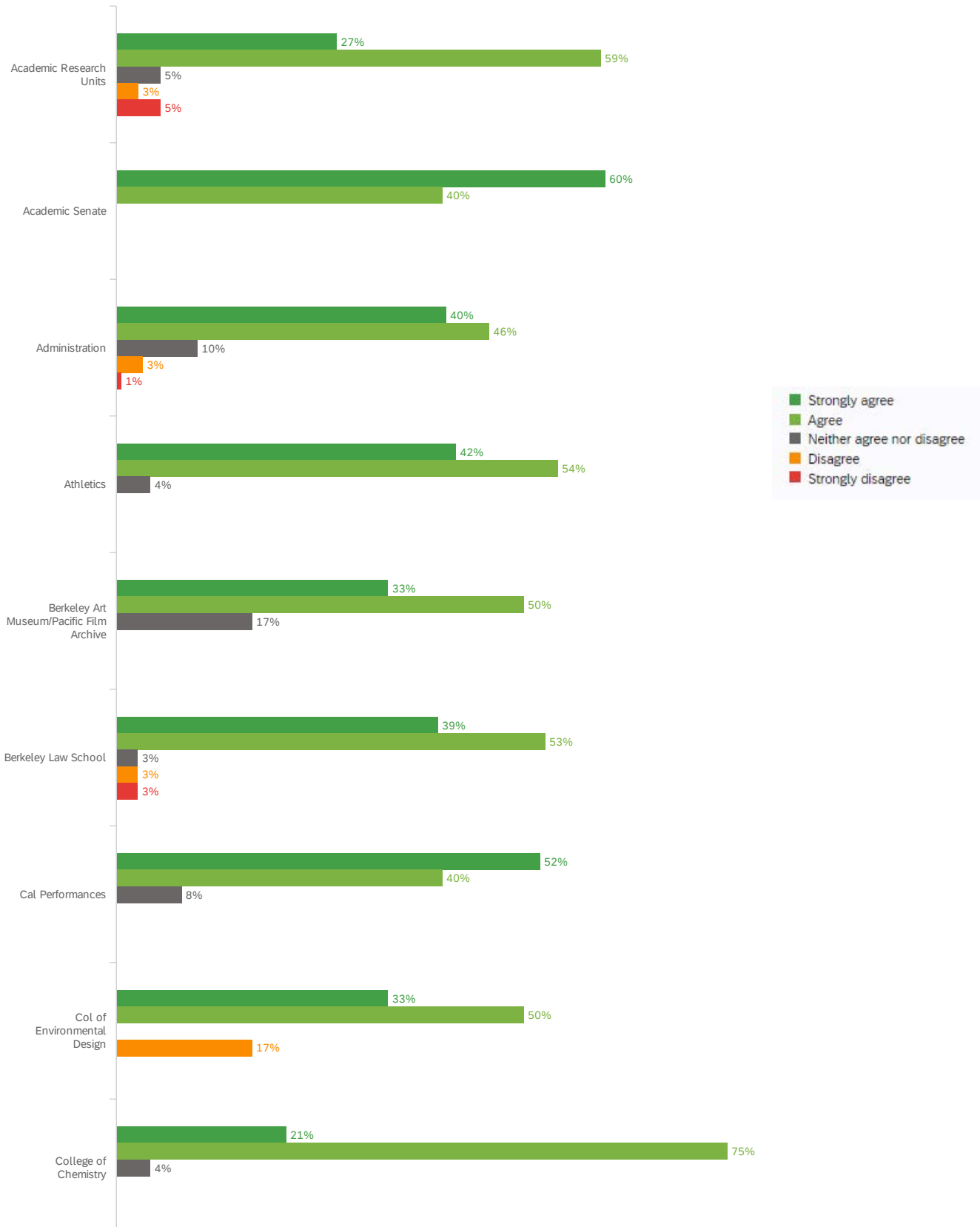


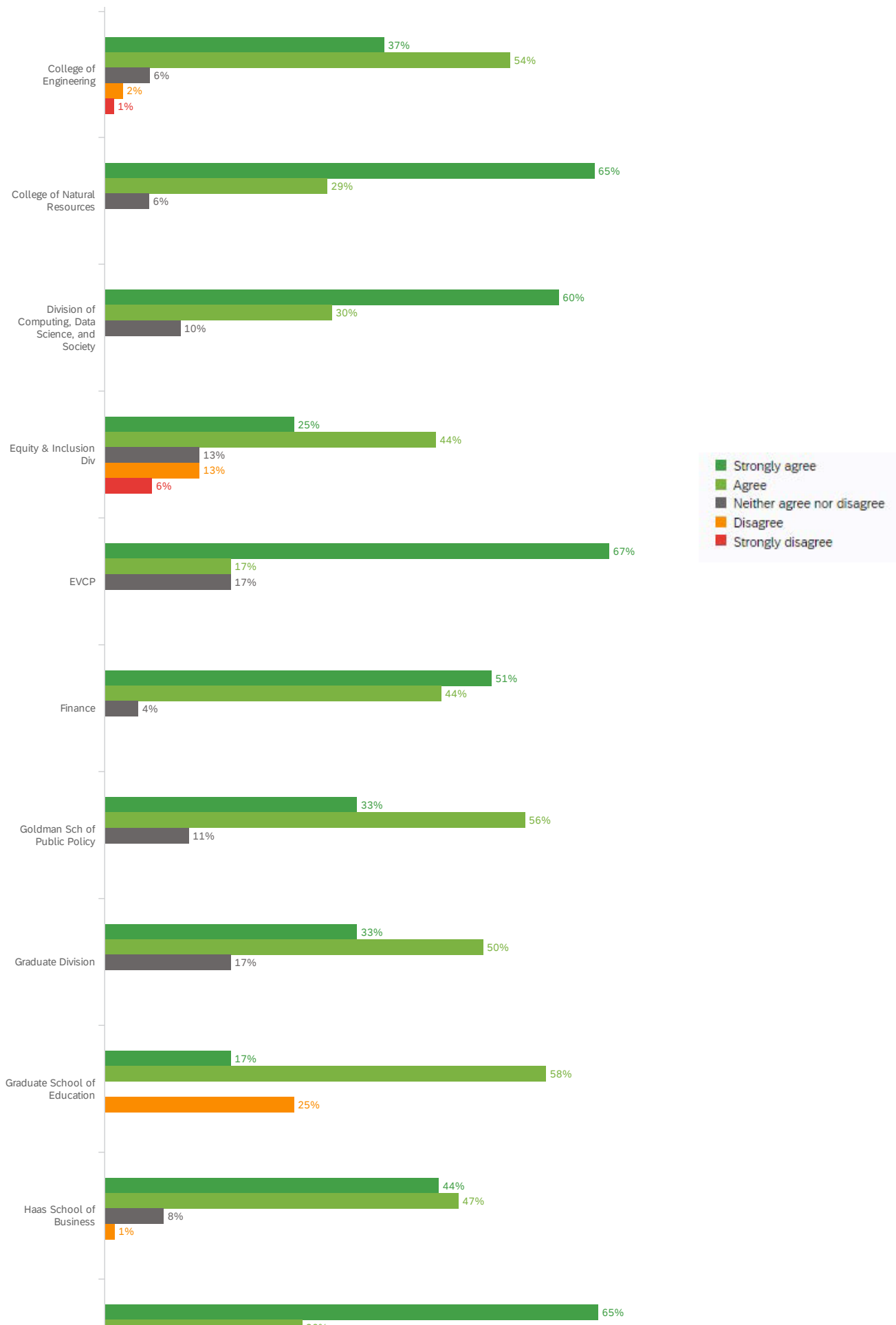
My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).

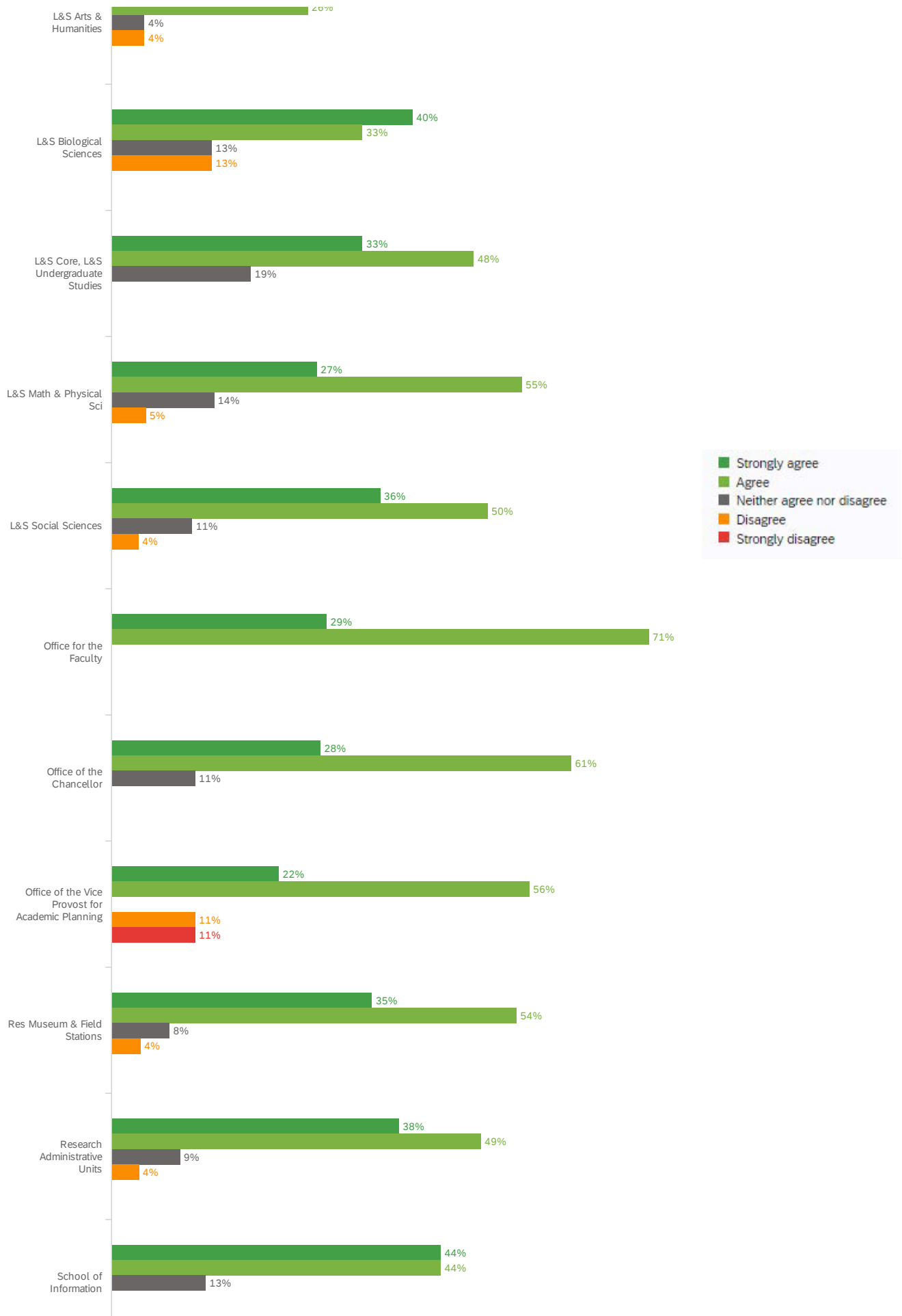
Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	8%	4	8%	4	8%	4	48%	25	29%	15	3.83	NA	52
Academic Senate	0%	0	0%	0	0%	0	20%	1	80%	4	4.80	NA	5
Administration	2%	9	7%	26	14%	53	36%	138	41%	157	4.07	0.15	383
Athletics	0%	0	0%	0	0%	0	48%	14	52%	15	4.52	0.58	29
Berkeley Art Museum/Pacific Film Archive	0%	0	13%	2	13%	2	40%	6	33%	5	3.93	0.37	15
Berkeley Law School	6%	3	4%	2	7%	4	43%	23	41%	22	4.09	0.22	54
Cal Performances	3%	1	11%	4	26%	10	34%	13	26%	10	3.71	(0.06)	38
College of Chemistry	5%	2	0%	0	17%	7	46%	19	32%	13	4.38	0.48	41
College of Engineering	3%	3	10%	10	14%	14	44%	45	30%	31	4.00	0.16	103
College of Natural Resources	0%	0	4%	1	13%	3	21%	5	63%	15	3.88	(0.20)	24
Col of Environmental Design	0%	0	0%	0	13%	1	38%	3	50%	4	4.42	0.99	8
Division of Computing, Data Science, and Society	0%	0	0%	0	23%	3	38%	5	38%	5	4.15	0.65	13
EVCP	0%	0	0%	0	14%	1	29%	2	57%	4	4.43	0.57	7
Equity & Inclusion Div	0%	0	16%	5	16%	5	44%	14	25%	8	3.78	0.22	32
Finance	0%	0	0%	0	20%	10	40%	20	40%	20	4.20	(0.18)	50
Goldman Sch of Public Policy	0%	0	0%	0	17%	2	33%	4	50%	6	4.33	(0.23)	12
Graduate Division	0%	0	14%	2	14%	2	43%	6	29%	4	3.86	0.28	14
Graduate School of Education	0%	0	7%	1	7%	1	60%	9	27%	4	4.07	0.01	15
Haas School of Business	2%	2	3%	3	13%	12	42%	40	40%	38	4.15	0.26	95
L&S Arts & Humanities	0%	0	9%	3	16%	5	25%	8	50%	16	4.16	0.40	32
L&S Biological Sciences	4%	1	7%	2	22%	6	33%	9	33%	9	3.85	0.19	27
L&S Core, L&S Undergraduate Studies	7%	2	4%	1	15%	4	52%	14	22%	6	3.78	(0.52)	27
L&S Math & Physical Sci	0%	0	7%	2	22%	6	30%	8	41%	11	4.04	0.18	27
L&S Social Sciences	0%	0	11%	4	17%	6	31%	11	40%	14	4.00	0.21	35
Office for the Faculty	0%	0	0%	0	38%	3	38%	3	25%	2	3.88	(0.26)	8
Office of the Chancellor	0%	0	0%	0	21%	4	47%	9	32%	6	4.11	0.11	19
Office of the Vice Provost for Academic Planning	10%	1	0%	0	10%	1	60%	6	20%	2	3.80	0.10	10
Res Museum & Field Stations	3%	1	13%	5	16%	6	50%	19	18%	7	3.68	NA	38
Research Administrative Units	8%	5	8%	5	11%	7	36%	23	38%	24	3.88	NA	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	3%	1	13%	5	49%	19	36%	14	4.18	0.08	39
School of Information	0%	0	0%	0	5%	1	42%	8	53%	10	4.47	0.02	19
School of Journalism	0%	0	14%	1	0%	0	29%	2	57%	4	4.29	0.62	7
School of Optometry	0%	0	10%	1	10%	1	40%	4	40%	4	4.10	0.05	10
School of Public Health	2%	1	7%	3	16%	7	32%	14	43%	19	4.07	0.01	44
School of Social Welfare	0%	0	13%	2	6%	1	44%	7	38%	6	4.06	(0.02)	16
Student Affairs	3%	7	6%	13	14%	31	40%	87	37%	80	4.01	0.06	218
UC Library	5%	3	15%	8	11%	6	45%	25	24%	13	3.67	(0.21)	55
Undergraduate Education	2%	1	4%	2	13%	7	42%	23	40%	22	4.15	0.18	55
Univ Developmt and Alumni Rel	3%	4	2%	3	13%	18	37%	53	45%	65	4.20	0.14	143

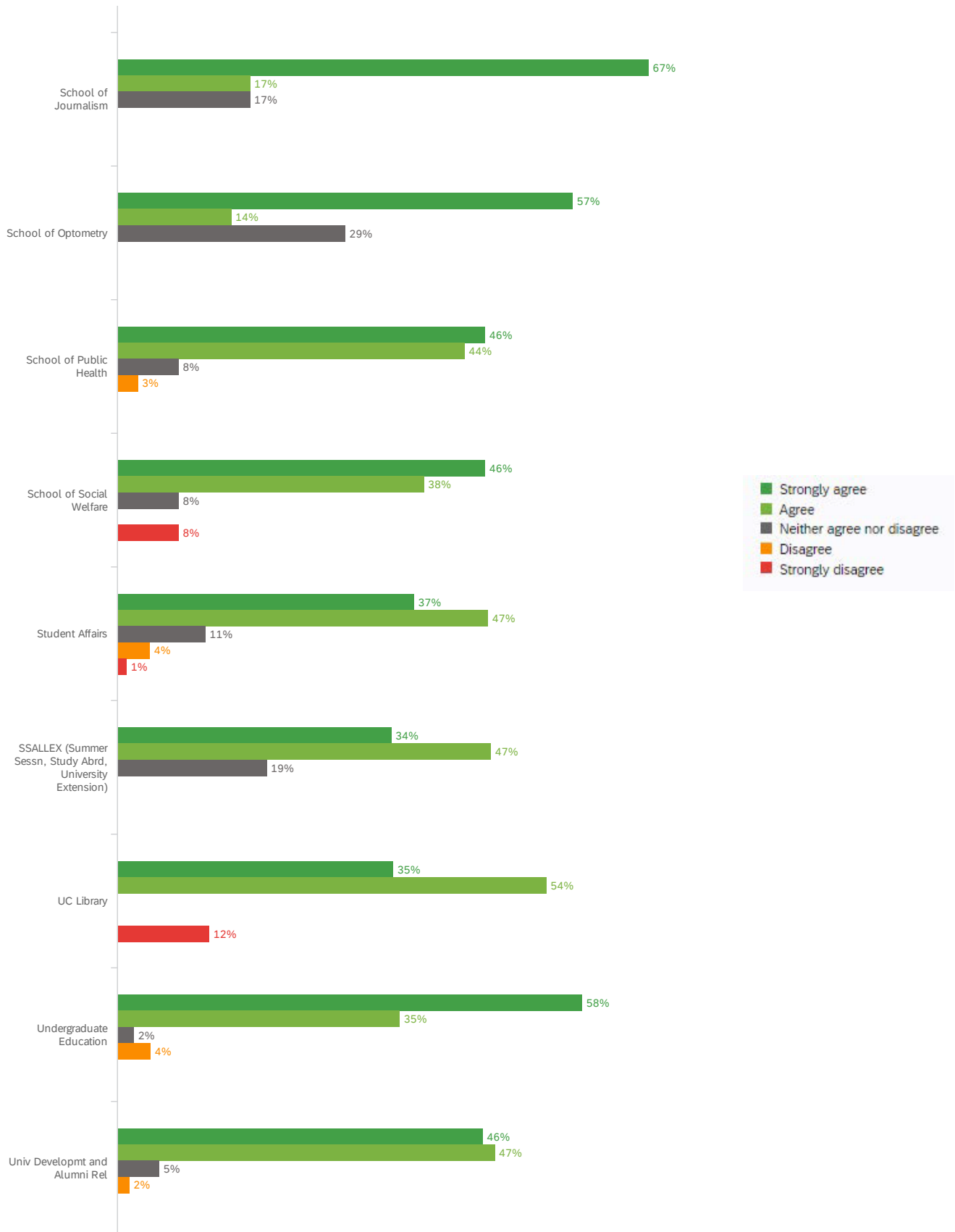
*Difference in average score from the October 2022 State of the Workplace, staff responses only

My most recent year end Achieve Together Performance Evaluation was fair and accurate.









My most recent year end Achieve Together Performance Evaluation was fair and accurate.

Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Research Units	5%	2	3%	1	5%	2	59%	22	27%	10	4.00	37
Academic Senate	0%	0	0%	0	0%	0	40%	2	60%	3	4.60	5
Administration	1%	2	3%	11	10%	34	46%	156	40%	138	4.22	341
Athletics	0%	0	0%	0	4%	1	54%	13	42%	10	4.38	24
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	17%	1	50%	3	33%	2	4.17	6
Berkeley Law School	3%	1	3%	1	3%	1	53%	20	39%	15	4.24	38
Cal Performances	0%	0	0%	0	8%	2	40%	10	52%	13	4.44	25
College of Chemistry	0%	0	0%	0	4%	1	75%	18	21%	5	4.00	6
College of Engineering	1%	1	2%	2	6%	5	54%	45	37%	31	4.17	24
College of Natural Resources	0%	0	0%	0	6%	1	29%	5	65%	11	4.23	84
Col of Environmental Design	0%	0	17%	1	0%	0	50%	3	33%	2	4.59	17
Division of Computing, Data Science, and Society	0%	0	0%	0	10%	1	30%	3	60%	6	4.50	10
EVCP	0%	0	0%	0	17%	1	17%	1	67%	4	4.50	6
Equity & Inclusion Div	6%	1	13%	2	13%	2	44%	7	25%	4	3.69	16
Finance	0%	0	0%	0	4%	2	44%	20	51%	23	4.47	45
Goldman Sch of Public Policy	0%	0	0%	0	11%	1	56%	5	33%	3	4.22	9
Graduate Division	0%	0	0%	0	17%	2	50%	6	33%	4	4.17	12
Graduate School of Education	0%	0	25%	3	0%	0	58%	7	17%	2	3.67	12
Haas School of Business	0%	0	1%	1	8%	6	47%	36	44%	34	4.34	77
L&S Arts & Humanities	0%	0	4%	1	4%	1	26%	6	65%	15	4.52	23
L&S Biological Sciences	0%	0	13%	2	13%	2	33%	5	40%	6	4.00	15
L&S Core, L&S Undergraduate Studies	0%	0	0%	0	19%	5	48%	13	33%	9	4.15	27
L&S Math & Physical Sci	0%	0	5%	1	14%	3	55%	12	27%	6	4.05	22
L&S Social Sciences	0%	0	4%	1	11%	3	50%	14	36%	10	4.18	28
Office for the Faculty	0%	0	0%	0	0%	0	71%	5	29%	2	4.29	7
Office of the Chancellor	0%	0	0%	0	11%	2	61%	11	28%	5	4.17	18
Office of the Vice Provost for Academic Planning	11%	1	11%	1	0%	0	56%	5	22%	2	3.67	9
Res Museum & Field Stations	0%	0	4%	1	8%	2	54%	14	35%	9	4.19	26
Research Administrative Units	0%	0	4%	2	9%	5	49%	27	38%	21	4.22	55
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	0%	0	19%	6	47%	15	34%	11	4.16	32
School of Information	0%	0	0%	0	13%	2	44%	7	44%	7	4.31	16
School of Journalism	0%	0	0%	0	17%	1	17%	1	67%	4	4.50	6
School of Optometry	0%	0	0%	0	29%	2	14%	1	57%	4	4.29	7
School of Public Health	0%	0	3%	1	8%	3	44%	17	46%	18	4.33	39
School of Social Welfare	8%	1	0%	0	8%	1	38%	5	46%	6	4.15	13
Student Affairs	1%	2	4%	7	11%	19	47%	80	37%	64	4.15	172
UC Library	12%	3	0%	0	0%	0	54%	14	35%	9	4.00	26
Undergraduate Education	0%	0	4%	2	2%	1	35%	17	58%	28	4.48	48
Univ Developmt and Alumni Rel	0%	0	2%	2	5%	7	47%	63	46%	61	4.38	133

Do you supervise professional staff?

	No, I do not supervise professional staff	Yes, I supervise professional staff ONLY (not other supervisors)	Yes, I supervise professional staff including other supervisors	Total
Academic Research Units	75% 39	15% 8	10% 5	52
Academic Senate	80% 4	20% 1	0% 0	5
Administration	72% 242	21% 70	7% 22	334
Athletics	57% 16	25% 7	18% 5	28
Berkeley Art Museum/Pacific Film Archive	80% 12	20% 3	0% 0	15
Berkeley Law School	70% 38	19% 10	11% 6	54
Cal Performances	50% 19	32% 12	18% 7	38
College of Chemistry	79% 33	14% 6	7% 3	42
College of Engineering	74% 76	17% 17	10% 10	103
College of Natural Resources	71% 17	17% 4	13% 3	24
Col of Environmental Design	75% 6	25% 2	0% 0	8
Division of Computing, Data Science, and Society	54% 7	46% 6	0% 0	13
EVCP	57% 4	29% 2	14% 1	7
Equity & Inclusion Div	75% 24	16% 5	9% 3	32
Finance	68% 34	22% 11	10% 5	50
Goldman Sch of Public Policy	50% 6	42% 5	8% 1	12

	No, I do not supervise professional staff	Yes, I supervise professional staff ONLY (not other supervisors)	Yes, I supervise professional staff including other supervisors	Total
Graduate Division	86% 12	14% 2	0% 0	14
Graduate School of Education	60% 9	27% 4	13% 2	15
Haas School of Business	67% 64	21% 20	12% 11	95
L&S Arts & Humanities	72% 23	28% 9	0% 0	32
L&S Biological Sciences	70% 19	26% 7	4% 1	27
L&S Core, L&S Undergraduate Studies	74% 20	15% 4	11% 3	27
L&S Math & Physical Sci	70% 19	30% 8	0% 0	27
L&S Social Sciences	75% 27	22% 8	3% 1	36
Office for the Faculty	67% 6	33% 3	0% 0	9
Office of the Chancellor	58% 11	16% 3	26% 5	19
Office of the Vice Provost for Academic Planning	50% 5	50% 5	0% 0	10
Res Museum & Field Stations	71% 27	24% 9	5% 2	38
Research Administrative Units	75% 47	16% 10	10% 6	63
SSALLEX (Summer Sessn, Study Abrd, University Extension)	59% 23	26% 10	15% 6	39
School of Information	63% 12	21% 4	16% 3	19
School of Journalism	86% 6	14% 1	0% 0	7
School of Optometry	70% 7	30% 3	0% 0	10
School of Public Health	68% 30	20% 9	11% 5	44

	No, I do not supervise professional staff	Yes, I supervise professional staff ONLY (not other supervisors)	Yes, I supervise professional staff including other supervisors	Total
School of Social Welfare	67% 10	20% 3	13% 2	15
Student Affairs	61% 130	22% 47	17% 35	212
UC Library	89% 49	2% 1	9% 5	55
Undergraduate Education	70% 39	20% 11	11% 6	56
Univ Developmt and Alumni Rel	66% 94	24% 34	10% 14	142

Are you interested in a supervisor/manager role within UC Berkeley? (For those who do not supervise professional staff)

Field	Yes	No	Unsure	Total
Academic Research Units	36% 14	15% 6	49% 19	39
Academic Senate	50% 2	25% 1	25% 1	4
Administration	33% 81	41% 99	26% 62	242
Athletics	56% 9	19% 3	25% 4	16
Berkeley Art Museum/Pacific Film Archive	25% 3	25% 3	50% 6	12
Berkeley Law School	39% 15	21% 8	39% 15	38
Cal Performances	47% 9	37% 7	16% 3	19
College of Chemistry	30% 10	33% 11	36% 12	33
College of Engineering	33% 25	33% 25	34% 26	76
College of Natural Resources	35% 6	29% 5	35% 6	17
Col of Environmental Design	33% 2	67% 4	0% 0	6
Division of Computing, Data Science, and Society	57% 4	0% 0	43% 3	7
EVCP	25% 1	0% 0	75% 3	4
Equity & Inclusion Div	42% 10	21% 5	38% 9	24
Finance	41% 14	32% 11	26% 9	34
Goldman Sch of Public Policy	33% 2	0% 0	67% 4	6
Graduate Division	75% 9	25% 3	0% 0	12

Field ▼	Yes	No	Unsure	Total
Graduate School of Education	33% 3	22% 2	44% 4	9
Haas School of Business	47% 30	28% 18	25% 16	64
L&S Arts & Humanities	26% 6	39% 9	35% 8	23
L&S Biological Sciences	37% 7	32% 6	32% 6	19
L&S Core, L&S Undergraduate Studies	25% 5	30% 6	45% 9	20
L&S Math & Physical Sci	32% 6	16% 3	53% 10	19
L&S Social Sciences	26% 7	44% 12	30% 8	27
Office for the Faculty	17% 1	33% 2	50% 3	6
Office of the Chancellor	64% 7	9% 1	27% 3	11
Office of the Vice Provost for Academic Planning	80% 4	20% 1	0% 0	5
Res Museum & Field Stations	30% 8	30% 8	41% 11	27
Research Administrative Units	43% 20	23% 11	34% 16	47
SSALLEX (Summer Sessn, Study Abrd, University Extension)	35% 8	26% 6	39% 9	23
School of Information	58% 7	17% 2	25% 3	12
School of Journalism	50% 3	33% 2	17% 1	6
School of Optometry	43% 3	14% 1	43% 3	7
School of Public Health	47% 14	33% 10	20% 6	30
School of Social Welfare	50% 5	30% 3	20% 2	10
Student Affairs	43% 56	25% 32	32% 42	130

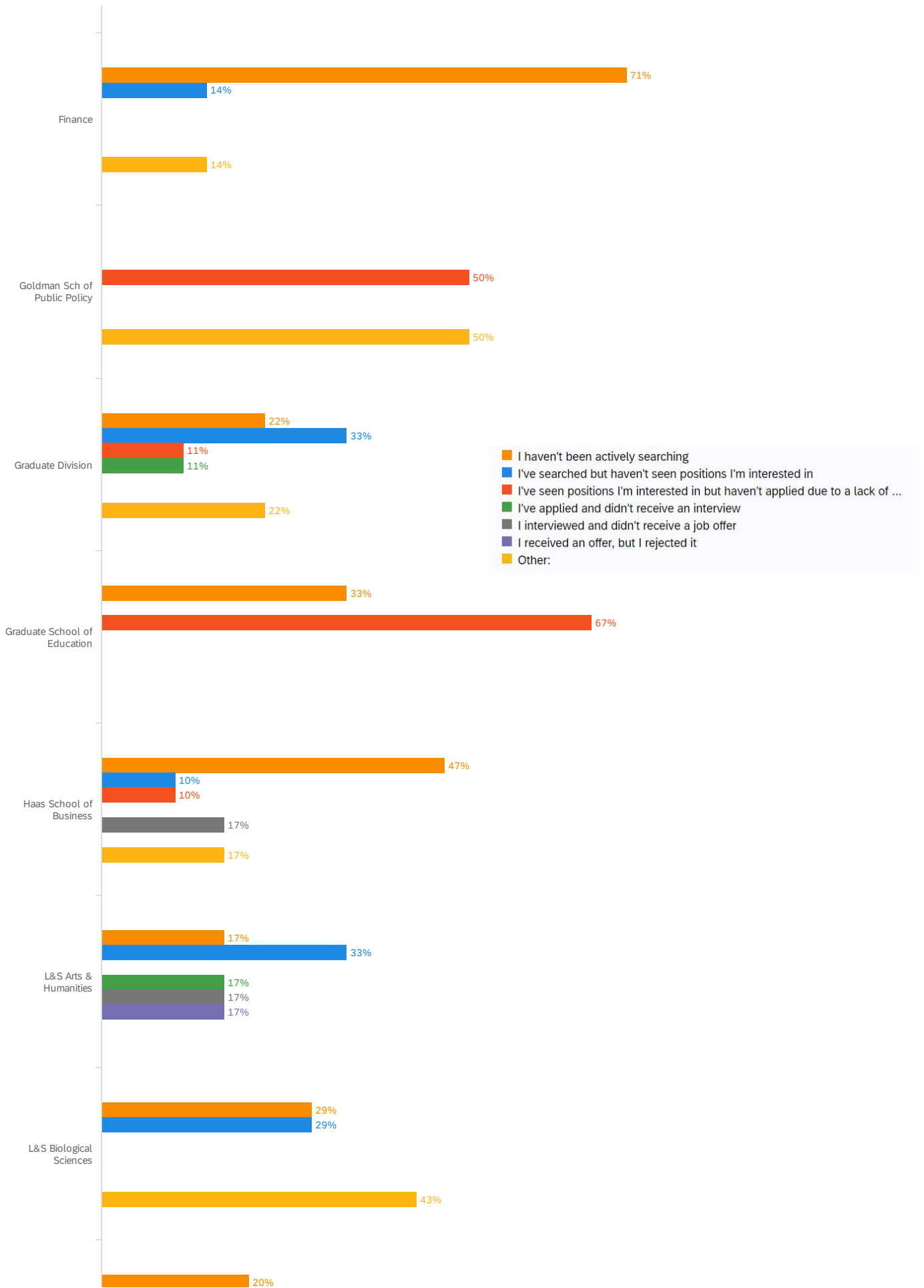
Field	Yes	No	Unsure	Total
UC Library	27% 13	57% 28	16% 8	49
Undergraduate Education	44% 17	18% 7	38% 15	39
Univ Developmt and Alumni Rel	49% 46	11% 10	40% 38	94

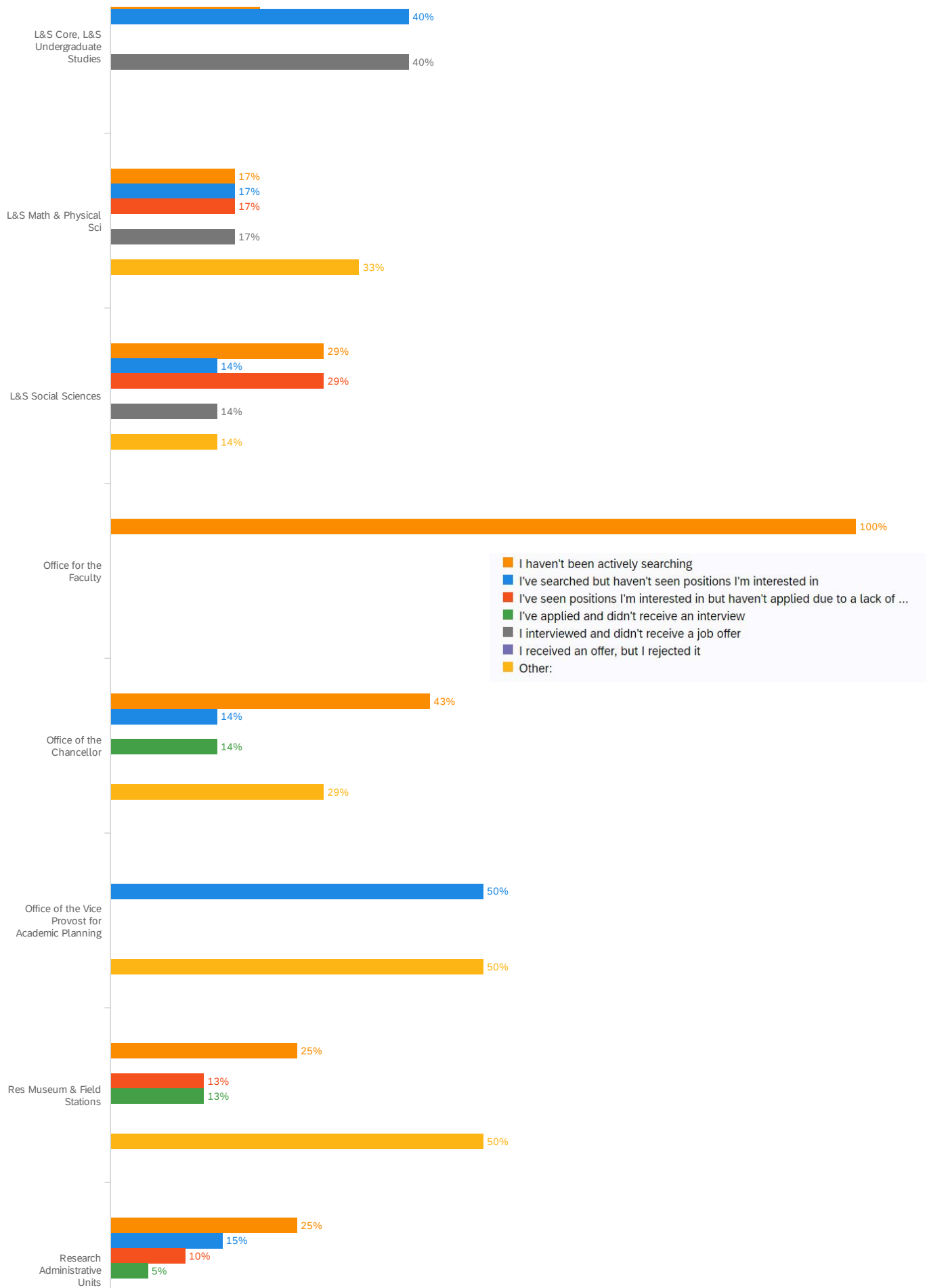
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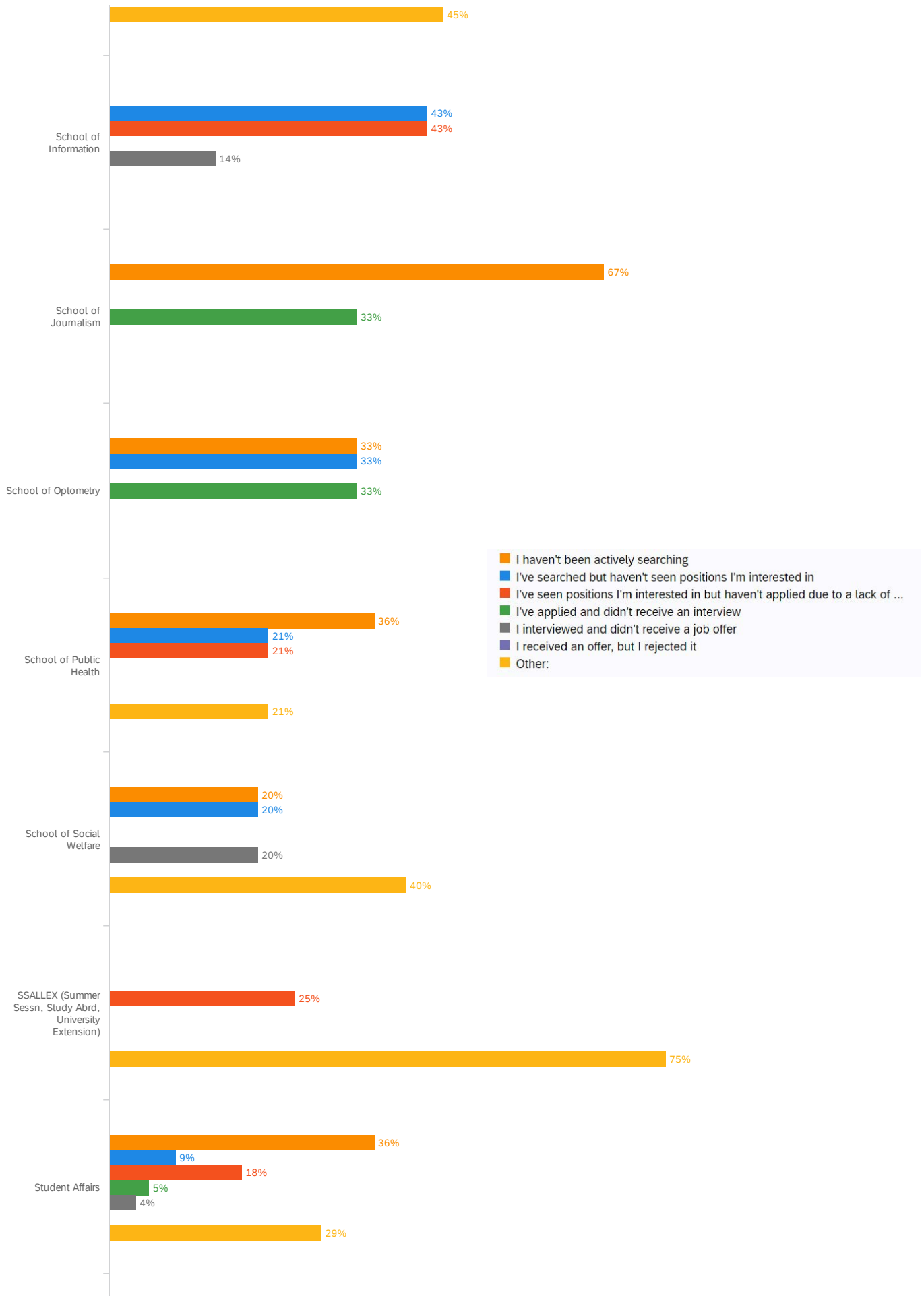
What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who do not supervise professional staff)

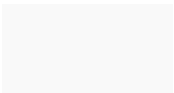
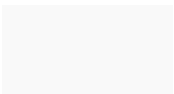
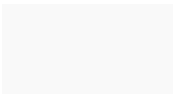
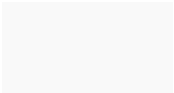
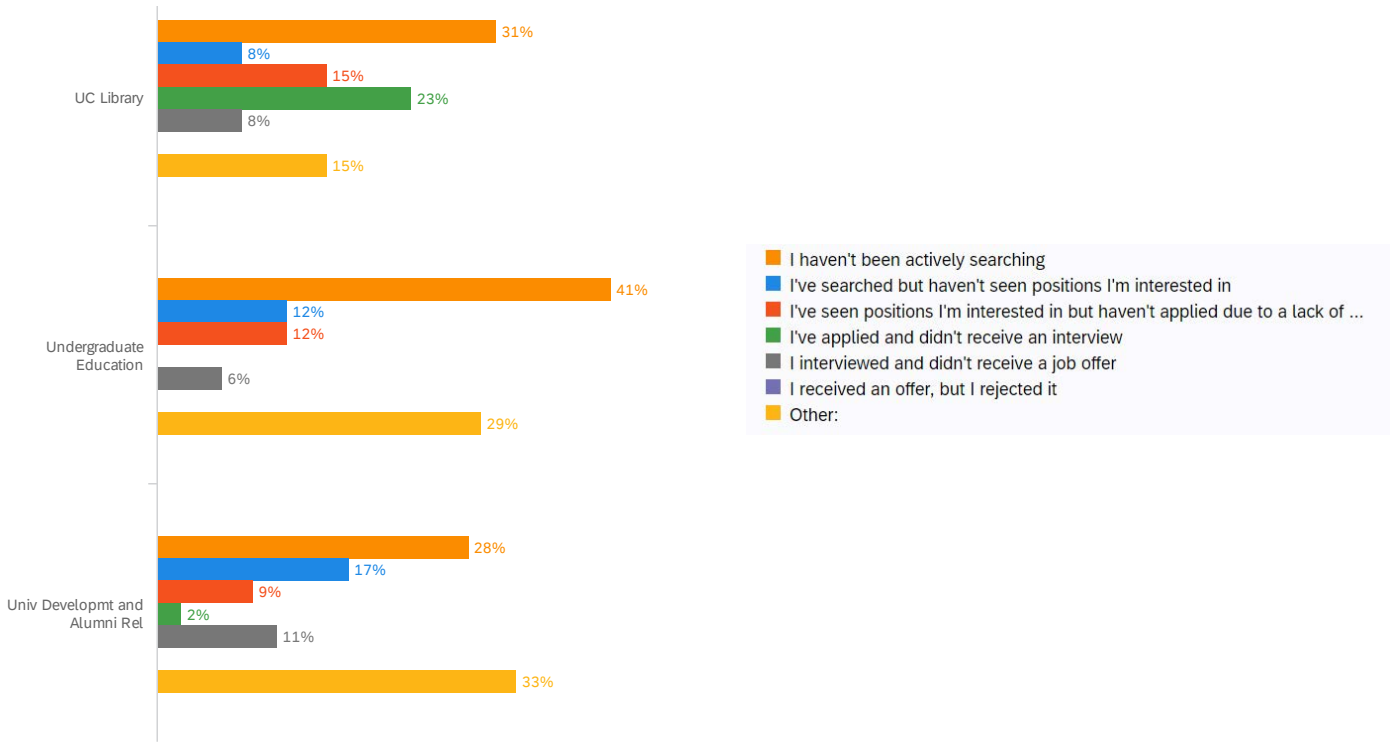












What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who do not supervise professional staff)

Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:		Total
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Academic Research Units	50%	7	7%	1	14%	2	0%	0	14%	2	0%	0	14%	2	14
Academic Senate	50%	1	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	2
Administration	26%	21	16%	13	22%	18	5%	4	5%	4	0%	0	26%	21	81
Athletics	22%	2	33%	3	0%	0	0%	0	11%	1	0%	0	33%	3	9
Berkeley Art Museum/Pacific Film Archive	33%	1	0%	0	0%	0	33%	1	0%	0	0%	0	33%	1	3
Berkeley Law School	33%	5	20%	3	13%	2	0%	0	13%	2	0%	0	20%	3	15
Cal Performances	22%	2	0%	0	44%	4	11%	1	0%	0	0%	0	22%	2	9
College of Chemistry	50%	5	40%	4	0%	0	10%	1	0%	0	0%	0	0%	0	10
College of Engineering	32%	8	12%	3	24%	6	8%	2	0%	0	0%	0	24%	6	25
College of Natural Resources	50%	3	0%	0	0%	0	0%	0	33%	2	0%	0	17%	1	6
Col of Environmental Design	0%	0	50%	1	50%	1	0%	0	0%	0	0%	0	0%	0	2
Division of Computing, Data Science, and Society	0%	0	25%	1	50%	2	0%	0	0%	0	0%	0	25%	1	4
EVCP	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	1
Equity & Inclusion Div	20%	2	10%	1	10%	1	30%	3	10%	1	0%	0	20%	2	10
Finance	71%	10	14%	2	0%	0	0%	0	0%	0	0%	0	14%	2	14
Goldman Sch of Public Policy	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	50%	1	2
Graduate Division	22%	2	33%	3	11%	1	11%	1	0%	0	0%	0	22%	2	9
Graduate School of Education	33%	1	0%	0	67%	2	0%	0	0%	0	0%	0	0%	0	3
Haas School of Business	47%	14	10%	3	10%	3	0%	0	17%	5	0%	0	17%	5	30
L&S Arts & Humanities	17%	1	33%	2	0%	0	17%	1	17%	1	17%	1	0%	0	6
L&S Biological Sciences	29%	2	29%	2	0%	0	0%	0	0%	0	0%	0	43%	3	7
L&S Core, L&S Undergraduate Studies	20%	1	40%	2	0%	0	0%	0	40%	2	0%	0	0%	0	5
L&S Math & Physical Sci	17%	1	17%	1	17%	1	0%	0	17%	1	0%	0	33%	2	6
L&S Social Sciences	29%	2	14%	1	29%	2	0%	0	14%	1	0%	0	14%	1	7
Office for the Faculty	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	1
Office of the Chancellor	43%	3	14%	1	0%	0	14%	1	0%	0	0%	0	29%	2	7
Office of the Vice Provost for Academic Planning	0%	0	50%	2	0%	0	0%	0	0%	0	0%	0	50%	2	4
Res Museum & Field Stations	25%	2	0%	0	13%	1	13%	1	0%	0	0%	0	50%	4	8
Research Administrative Units	25%	5	15%	3	10%	2	5%	1	0%	0	0%	0	45%	9	20
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	0%	0	25%	2	0%	0	0%	0	0%	0	75%	6	8
School of Information	0%	0	43%	3	43%	3	0%	0	14%	1	0%	0	0%	0	7
School of Journalism	67%	2	0%	0	0%	0	33%	1	0%	0	0%	0	0%	0	3
School of Optometry	33%	1	33%	1	0%	0	33%	1	0%	0	0%	0	0%	0	3
School of Public Health	36%	5	21%	3	21%	3	0%	0	0%	0	0%	0	21%	3	14
School of Social Welfare	20%	1	20%	1	0%	0	0%	0	20%	1	0%	0	40%	2	5
Student Affairs	36%	20	9%	5	18%	10	5%	3	4%	2	0%	0	29%	16	56
UC Library	31%	4	8%	1	15%	2	23%	3	8%	1	0%	0	15%	2	13
Undergraduate Education	41%	7	12%	2	12%	2	0%	0	6%	1	0%	0	29%	5	17
Univ Developmt and Alumni Rel	28%	13	17%	8	9%	4	2%	1	11%	5	0%	0	33%	15	46

Are you interested in a higher level supervisor/manager role within UC Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

Field	Yes	No	Unsure	Total
Academic Research Units	69% 9	15% 2	15% 2	13
Academic Senate	0% 0	0% 0	100% 1	1
Administration	55% 51	16% 15	28% 26	92
Athletics	42% 5	17% 2	42% 5	12
Berkeley Art Museum/Pacific Film Archive	67% 2	0% 0	33% 1	3
Berkeley Law School	50% 8	13% 2	38% 6	16
Cal Performances	32% 6	26% 5	42% 8	19
College of Chemistry	38% 3	13% 1	50% 4	8
College of Engineering	52% 14	26% 7	22% 6	27
College of Natural Resources	43% 3	29% 2	29% 2	7
Col of Environmental Design	0% 0	100% 2	0% 0	2
Division of Computing, Data Science, and Society	33% 2	0% 0	67% 4	6
EVCP	0% 0	100% 3	0% 0	3
Equity & Inclusion Div	63% 5	13% 1	25% 2	8
Finance	56% 9	13% 2	31% 5	16
Goldman Sch of Public Policy	67% 4	17% 1	17% 1	6
Graduate Division	0% 0	50% 1	50% 1	2

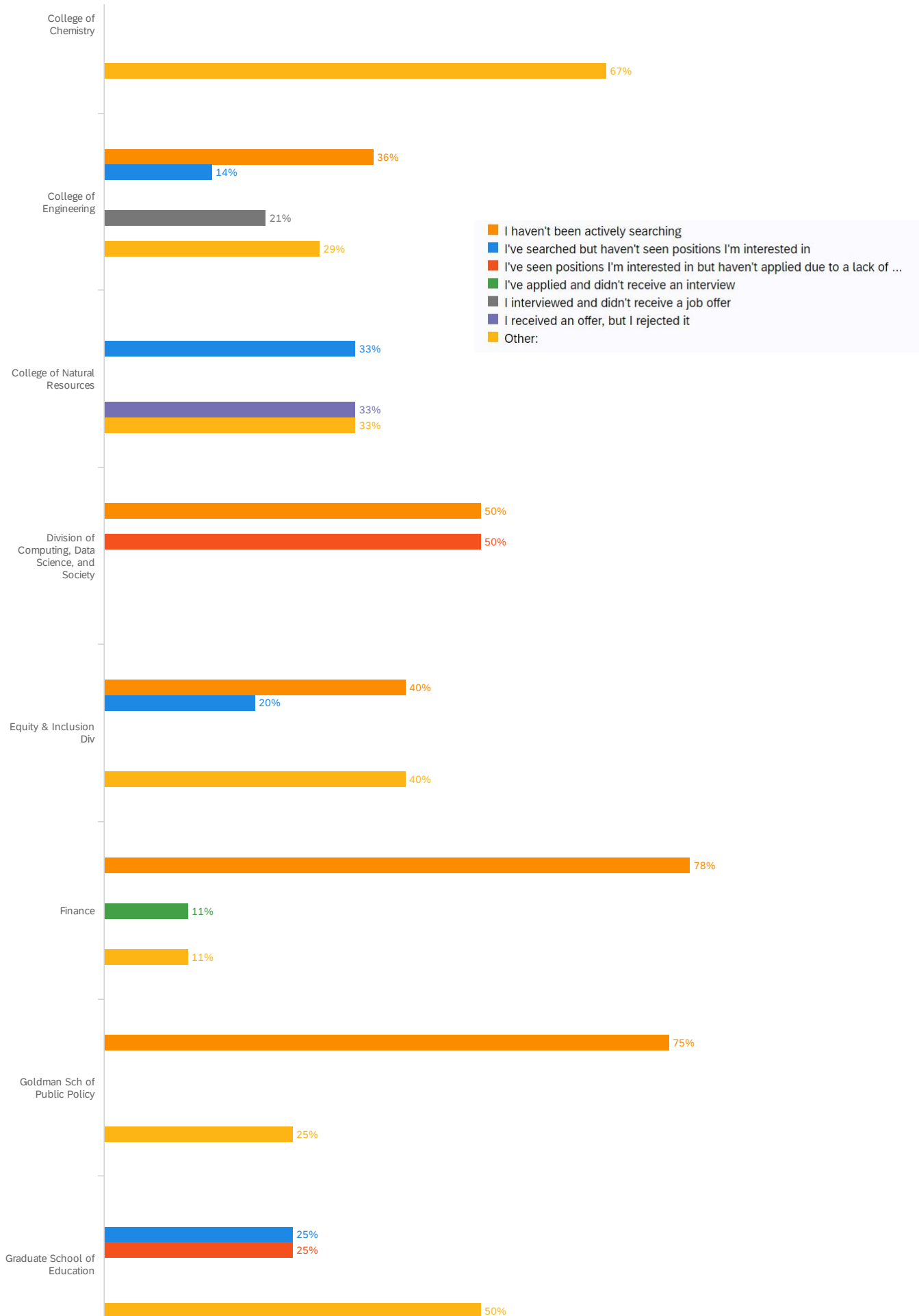
Field ▼	Yes	No	Unsure	Total
Graduate School of Education	67% 4	0% 0	33% 2	6
Haas School of Business	45% 14	16% 5	39% 12	31
L&S Arts & Humanities	56% 5	11% 1	33% 3	9
L&S Biological Sciences	75% 6	13% 1	13% 1	8
L&S Core, L&S Undergraduate Studies	29% 2	43% 3	29% 2	7
L&S Math & Physical Sci	38% 3	38% 3	25% 2	8
L&S Social Sciences	56% 5	11% 1	33% 3	9
Office for the Faculty	67% 2	33% 1	0% 0	3
Office of the Chancellor	75% 6	13% 1	13% 1	8
Office of the Vice Provost for Academic Planning	40% 2	20% 1	40% 2	5
Res Museum & Field Stations	45% 5	27% 3	27% 3	11
Research Administrative Units	44% 7	13% 2	44% 7	16
SSALLEX (Summer Sessn, Study Abrd, University Extension)	44% 7	13% 2	44% 7	16
School of Information	43% 3	14% 1	43% 3	7
School of Journalism	100% 1	0% 0	0% 0	1
School of Optometry	100% 3	0% 0	0% 0	3
School of Public Health	36% 5	14% 2	50% 7	14
School of Social Welfare	20% 1	20% 1	60% 3	5
Student Affairs	45% 37	21% 17	34% 28	82

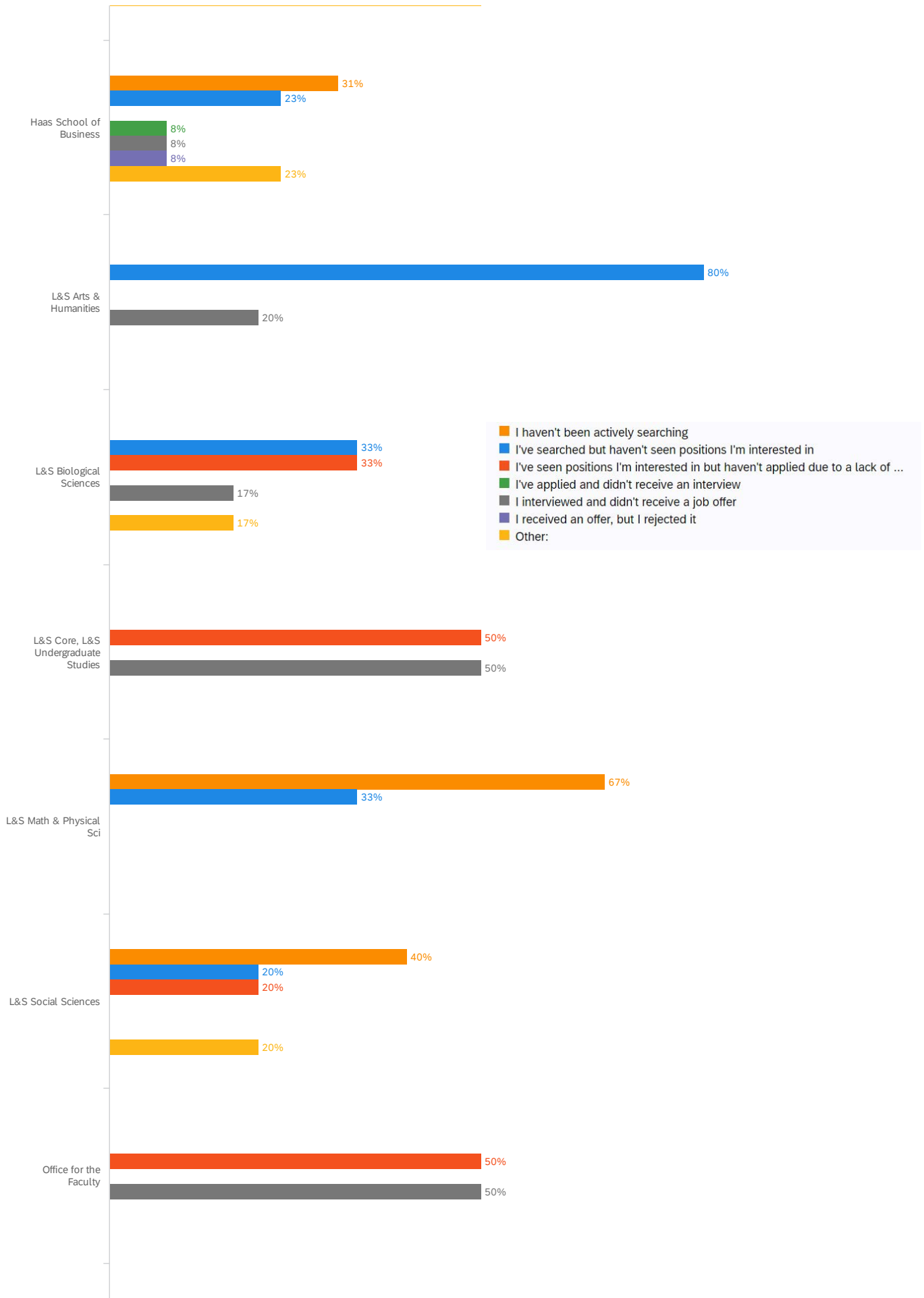
Field	Yes	No	Unsure	Total
UC Library	33% 2	50% 3	17% 1	6
Undergraduate Education	76% 13	12% 2	12% 2	17
Univ Developmt and Alumni Rel	54% 26	19% 9	27% 13	48

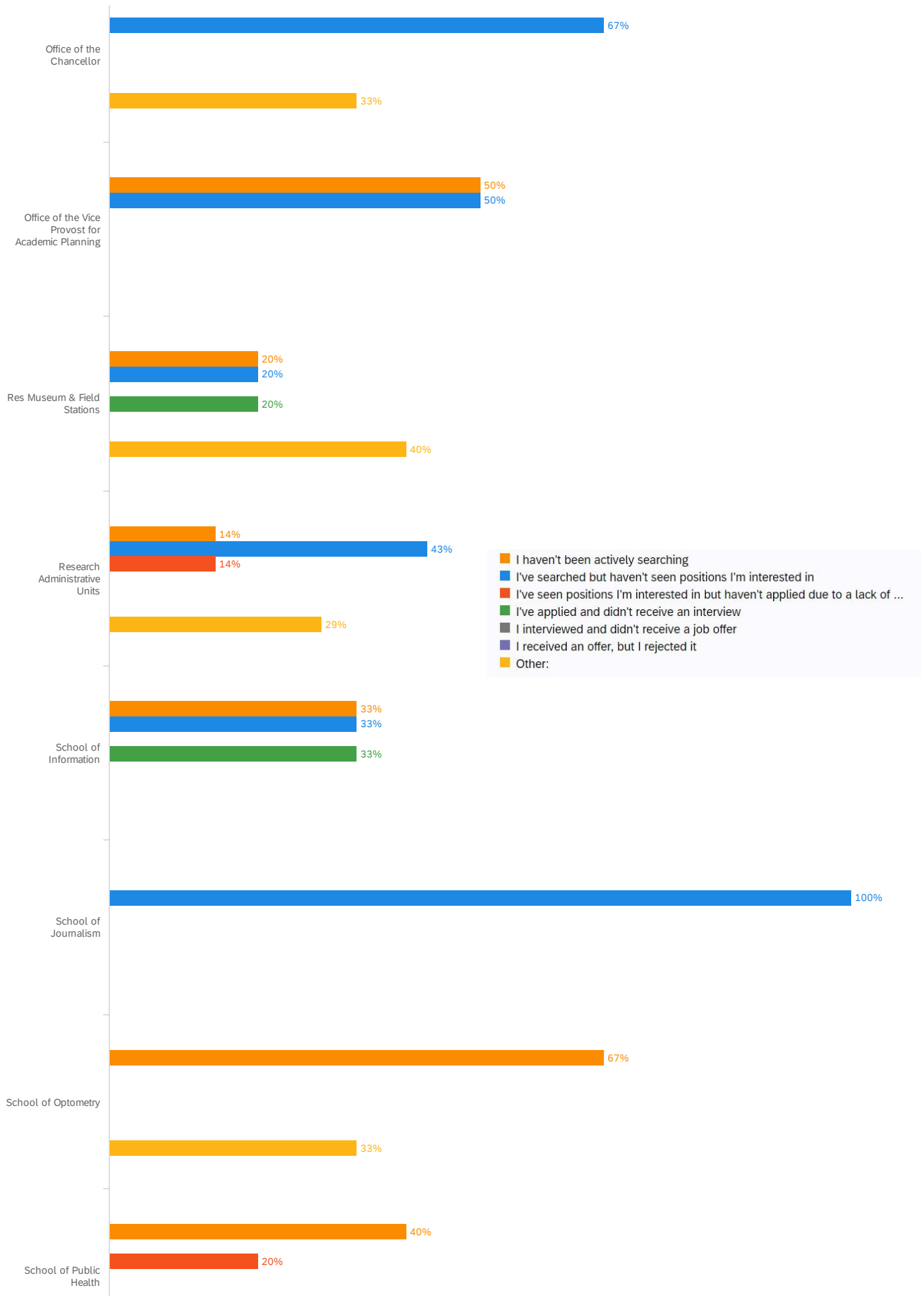
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What has kept you from obtaining a higher level supervisor or manager role at Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)







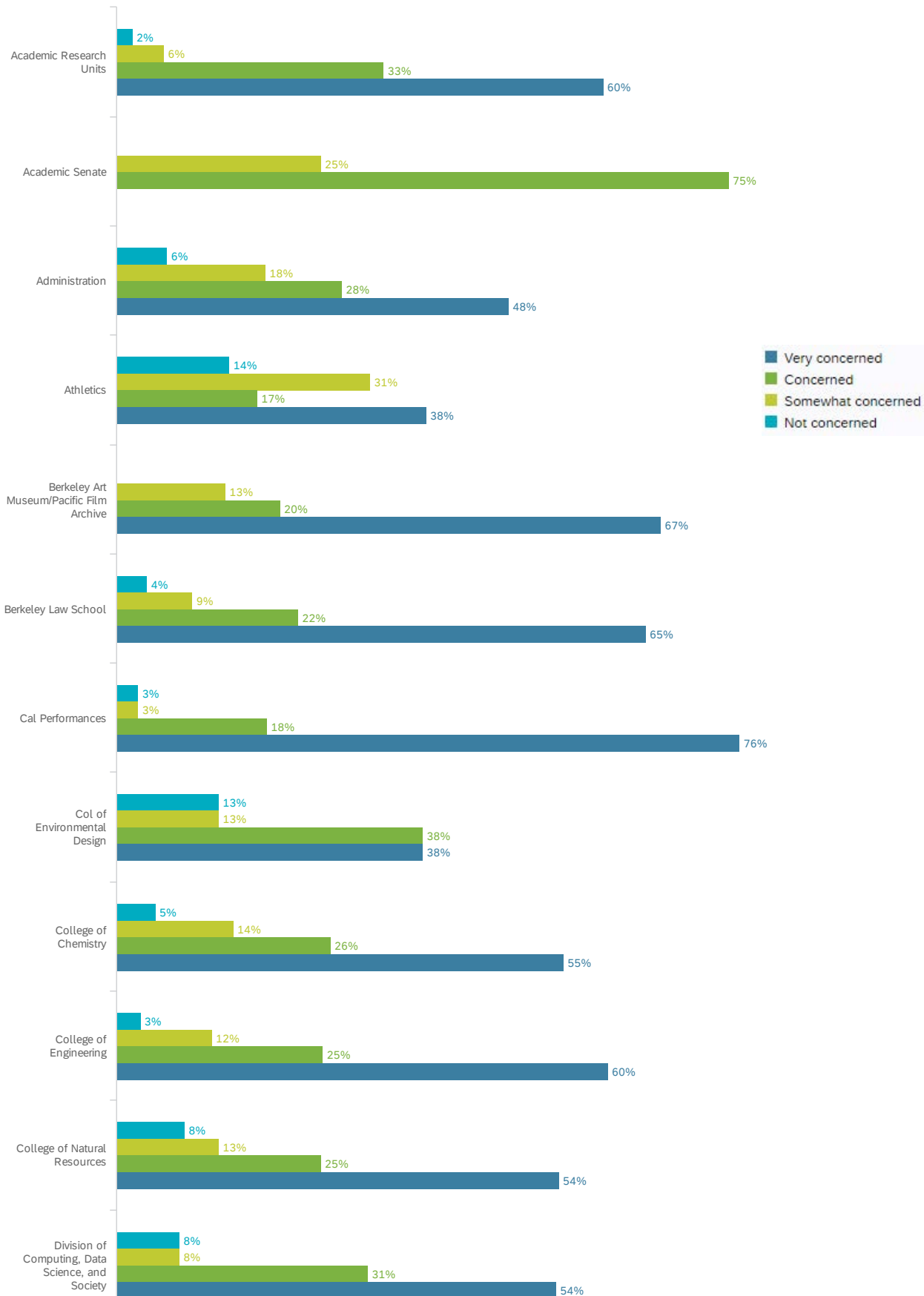


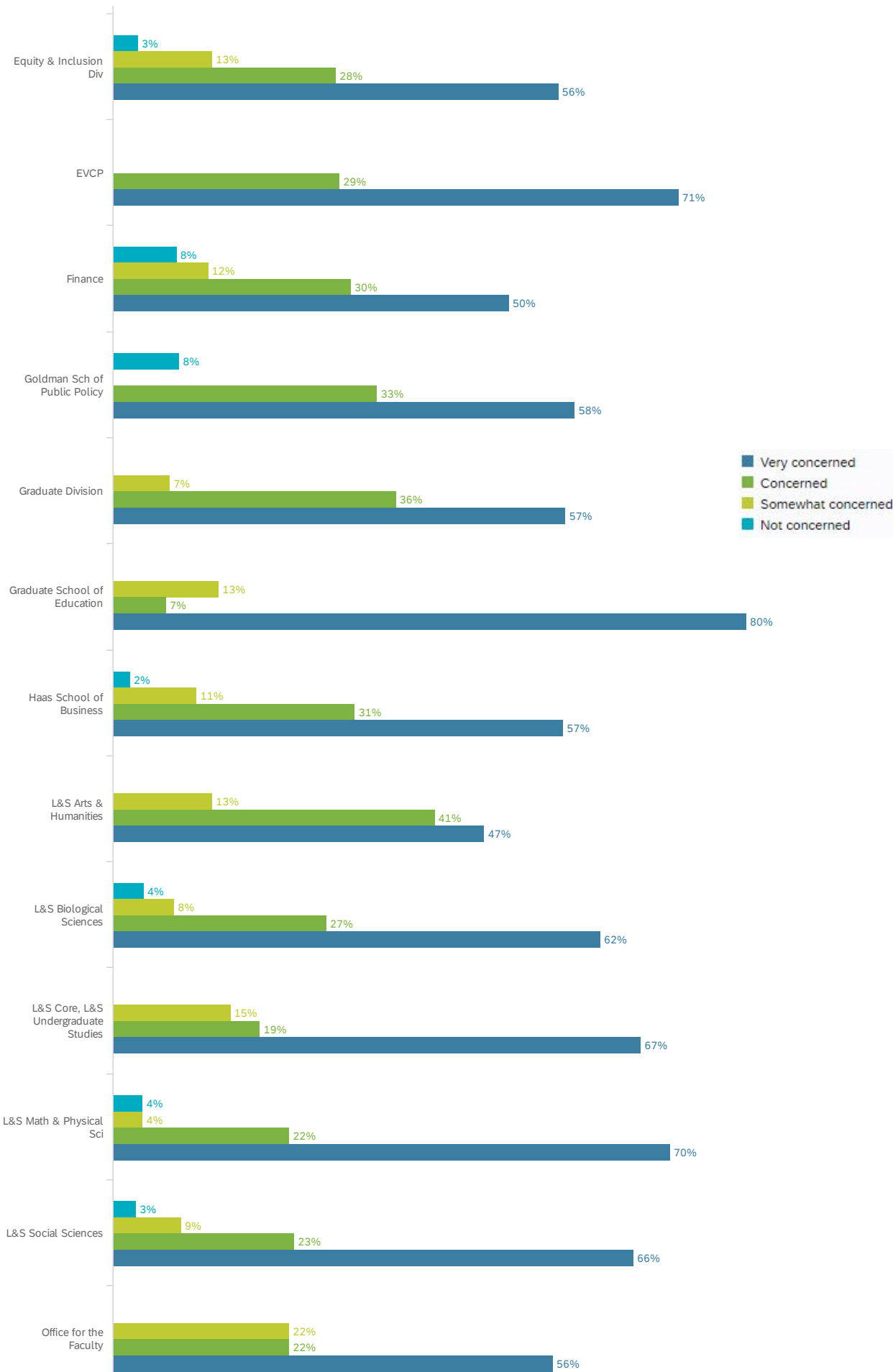


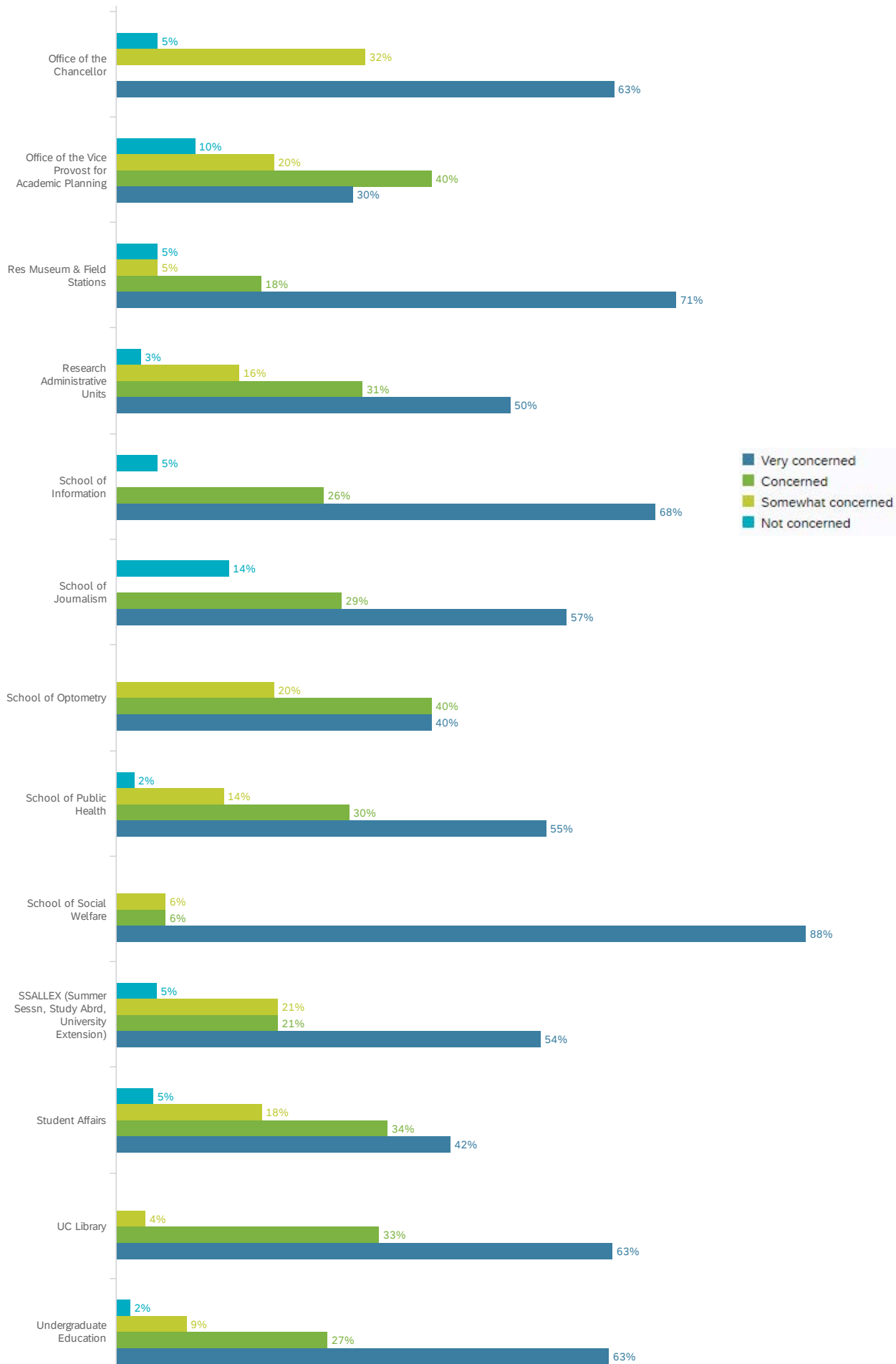
What has kept you from obtaining a supervisor/manager role at Berkeley? (For those who supervisor professional staff or professional staff including other supervisors)

Question	I haven't been actively searching		I've searched but haven't seen positions I'm interested in		I've seen positions I'm interested in but haven't applied due to a lack of experience, education and/or other requirements		I've applied and didn't receive an interview		I interviewed and didn't receive a job offer		I received an offer, but I rejected it		Other:	Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Research Units	33%	3	11%	1	0%	0	0%	0	11%	1	0%	0	44%	4	9
Administration	42%	21	10%	5	8%	4	2%	1	10%	5	0%	0	28%	14	50
Athletics	50%	2	0%	0	0%	0	0%	0	0%	0	0%	0	50%	2	4
Berkeley Art Museum/Pacific Film Archive	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	50%	1	2
Berkeley Law School	38%	3	38%	3	0%	0	0%	0	13%	1	0%	0	13%	1	8
Cal Performances	67%	4	33%	2	0%	0	0%	0	0%	0	0%	0	0%	0	6
College of Chemistry	0%	0	33%	1	0%	0	0%	0	0%	0	0%	0	67%	2	3
College of Engineering	36%	5	14%	2	0%	0	0%	0	21%	3	0%	0	29%	4	14
College of Natural Resources	0%	0	33%	1	0%	0	0%	0	0%	0	33%	1	33%	1	3
Division of Computing, Data Science, and Society	50%	1	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	2
Equity & Inclusion Div	40%	2	20%	1	0%	0	0%	0	0%	0	0%	0	40%	2	5
Finance	78%	7	0%	0	0%	0	11%	1	0%	0	0%	0	11%	1	9
Goldman Sch of Public Policy	75%	3	0%	0	0%	0	0%	0	0%	0	0%	0	25%	1	4
Graduate School of Education	0%	0	25%	1	25%	1	0%	0	0%	0	0%	0	50%	2	4
Haas School of Business	31%	4	23%	3	0%	0	8%	1	8%	1	8%	1	23%	3	13
L&S Arts & Humanities	0%	0	80%	4	0%	0	0%	0	20%	1	0%	0	0%	0	5
L&S Biological Sciences	0%	0	33%	2	33%	2	0%	0	17%	1	0%	0	17%	1	6
L&S Core, L&S Undergraduate Studies	0%	0	0%	0	50%	1	0%	0	50%	1	0%	0	0%	0	2
L&S Math & Physical Sci	67%	2	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	3
L&S Social Sciences	40%	2	20%	1	20%	1	0%	0	0%	0	0%	0	20%	1	5
Office for the Faculty	0%	0	0%	0	50%	1	0%	0	50%	1	0%	0	0%	0	2
Office of the Chancellor	0%	0	67%	4	0%	0	0%	0	0%	0	0%	0	33%	2	6
Office of the Vice Provost for Academic Planning	50%	1	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	2
Res Museum & Field Stations	20%	1	20%	1	0%	0	20%	1	0%	0	0%	0	40%	2	5
Research Administrative Units	14%	1	43%	3	14%	1	0%	0	0%	0	0%	0	29%	2	7
SSALLEX (Summer Sessn, Study Abrd, University Extension)	43%	3	0%	0	0%	0	0%	0	14%	1	0%	0	43%	3	7
School of Information	33%	1	33%	1	0%	0	33%	1	0%	0	0%	0	0%	0	3
School of Journalism	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1
School of Optometry	67%	2	0%	0	0%	0	0%	0	0%	0	0%	0	33%	1	3
School of Public Health	40%	2	0%	0	20%	1	0%	0	0%	0	20%	1	20%	1	5
School of Social Welfare	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	1
Student Affairs	32%	12	11%	4	11%	4	16%	6	8%	3	0%	0	22%	8	37
UC Library	0%	0	0%	0	50%	1	50%	1	0%	0	0%	0	0%	0	2
Undergraduate Education	46%	6	23%	3	8%	1	15%	2	0%	0	0%	0	8%	1	13
Univ Developmt and Alumni Rel	52%	13	8%	2	0%	0	4%	1	0%	0	0%	0	36%	9	25

How concerned are you about climate change?





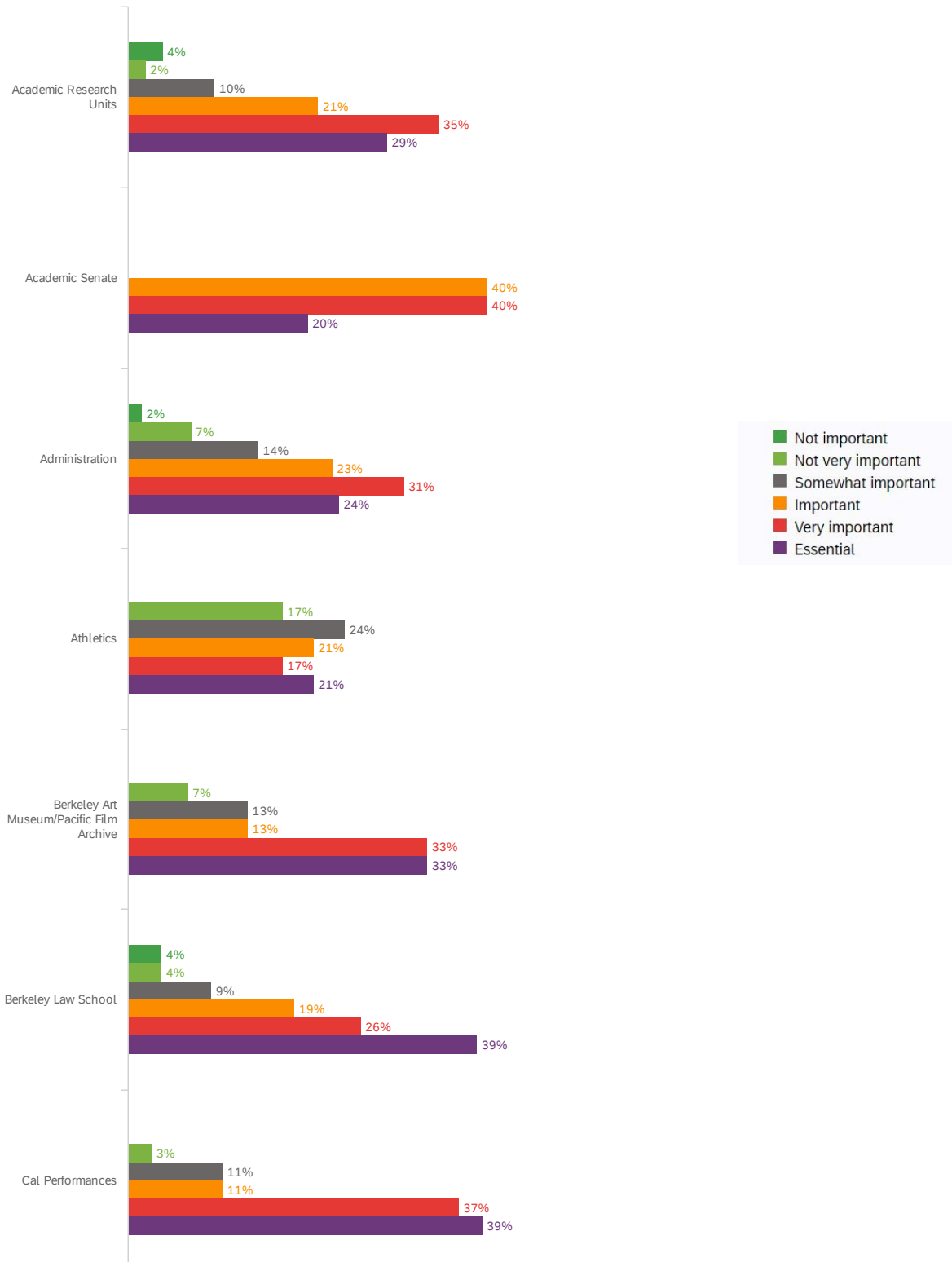


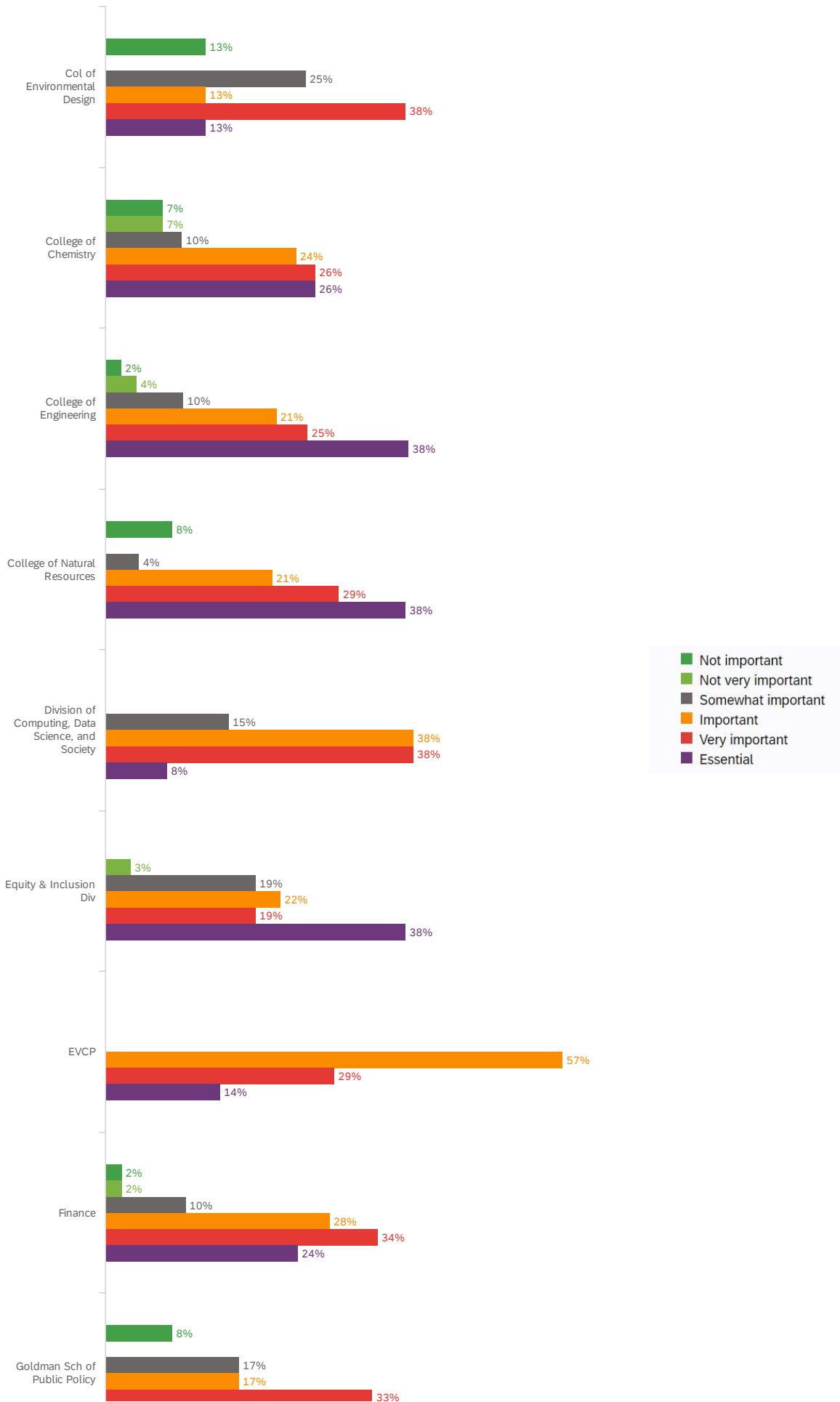


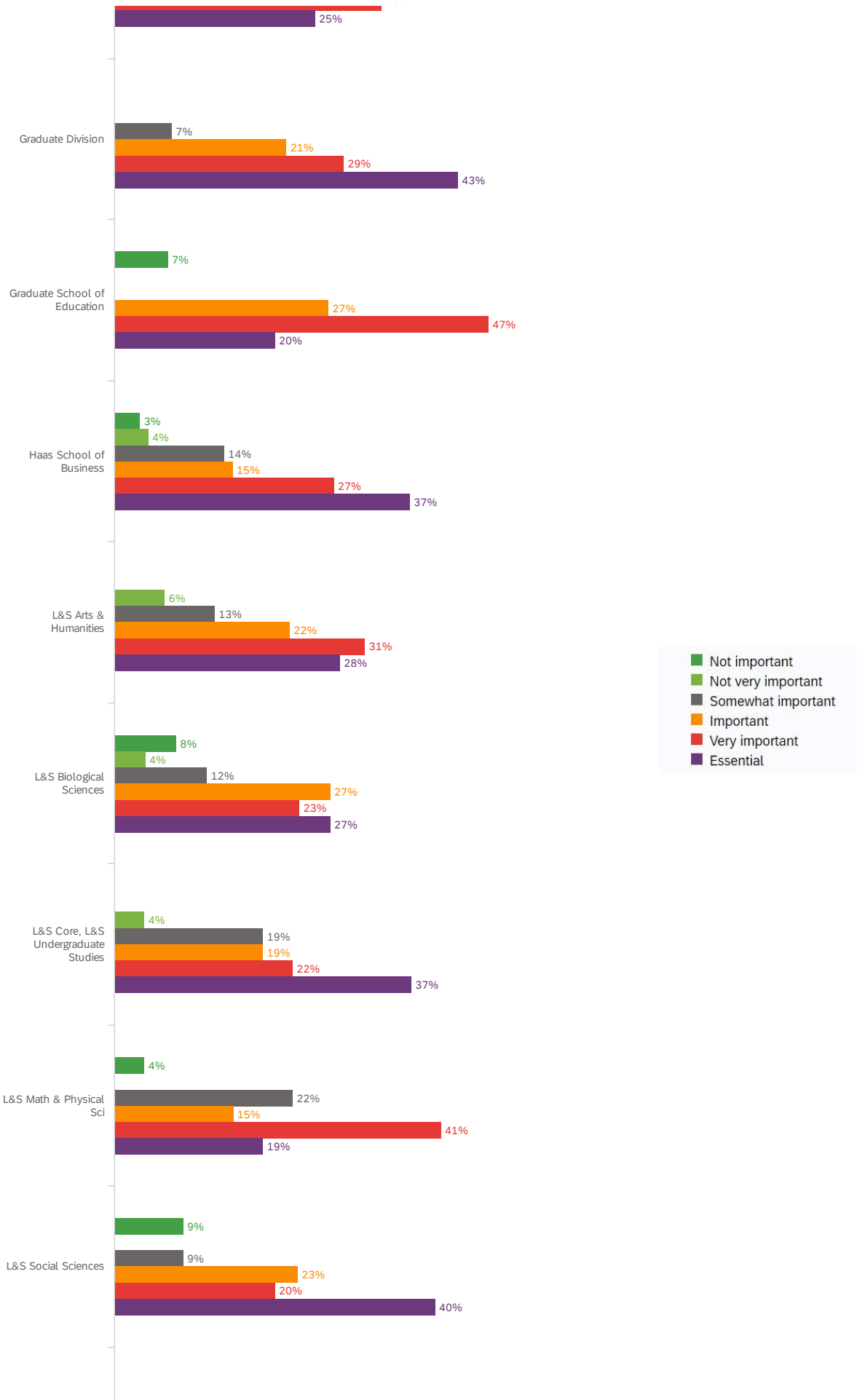
How concerned are you about climate change?

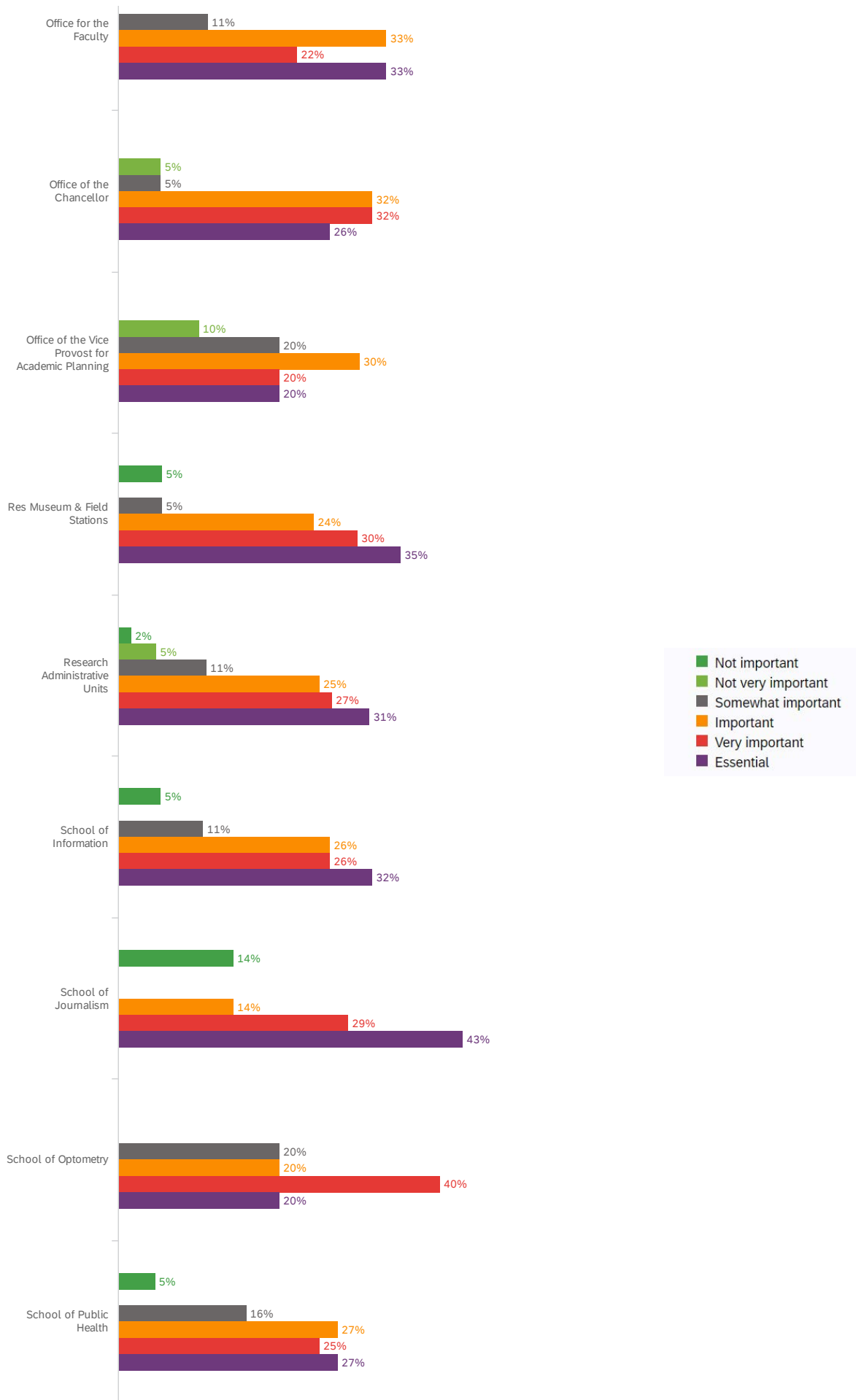
Divisions	Not Concerned		Somewhat Concerned		Concerned		Very Concerned		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count		
Academic Research Units	2%	1	6%	3	33%	17	60%	31	3.50	52
Academic Senate	0%	0	25%	1	75%	3	0%	0	2.75	4
Administration	6%	25	18%	74	28%	112	48%	195	3.17	406
Athletics	14%	4	31%	9	17%	5	38%	11	2.79	29
Berkeley Art Museum/Pacific Film Archive	0%	0	13%	2	20%	3	67%	10	3.53	15
Berkeley Law School	4%	2	9%	5	22%	12	65%	35	3.48	54
Cal Performances	3%	1	3%	1	18%	7	76%	29	3.68	38
College of Chemistry	5%	2	14%	6	26%	11	55%	23	3.00	8
College of Engineering	3%	3	12%	12	25%	26	60%	62	3.31	42
College of Natural Resources	8%	2	13%	3	25%	6	54%	13	3.43	103
Col of Environmental Design	13%	1	13%	1	38%	3	38%	3	3.25	24
Division of Computing, Data Science, and Society	8%	1	8%	1	31%	4	54%	7	3.31	13
EVCP	0%	0	0%	0	29%	2	71%	5	3.71	7
Equity & Inclusion Div	3%	1	13%	4	28%	9	56%	18	3.38	32
Finance	8%	4	12%	6	30%	15	50%	25	3.22	50
Goldman Sch of Public Policy	8%	1	0%	0	33%	4	58%	7	3.42	12
Graduate Division	0%	0	7%	1	36%	5	57%	8	3.50	14
Graduate School of Education	0%	0	13%	2	7%	1	80%	12	3.67	15
Haas School of Business	2%	2	11%	10	31%	29	57%	54	3.42	95
L&S Arts & Humanities	0%	0	13%	4	41%	13	47%	15	3.34	32
L&S Biological Sciences	4%	1	8%	2	27%	7	62%	16	3.46	26
L&S Core, L&S Undergraduate Studies	0%	0	15%	4	19%	5	67%	18	3.52	27
L&S Math & Physical Sci	4%	1	4%	1	22%	6	70%	19	3.59	27
L&S Social Sciences	3%	1	9%	3	23%	8	66%	23	3.51	35
Office for the Faculty	0%	0	22%	2	22%	2	56%	5	3.33	9
Office of the Chancellor	5%	1	32%	6	0%	0	63%	12	3.21	19
Office of the Vice Provost for Academic Planning	10%	1	20%	2	40%	4	30%	3	2.90	10
Res Museum & Field Stations	5%	2	5%	2	18%	7	71%	27	3.55	38
Research Administrative Units	3%	2	16%	10	31%	20	50%	32	3.28	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	5%	2	21%	8	21%	8	54%	21	3.23	39
School of Information	5%	1	0%	0	26%	5	68%	13	3.58	19
School of Journalism	14%	1	0%	0	29%	2	57%	4	3.29	7
School of Optometry	0%	0	20%	2	40%	4	40%	4	3.20	10
School of Public Health	2%	1	14%	6	30%	13	55%	24	3.36	44
School of Social Welfare	0%	0	6%	1	6%	1	88%	14	3.81	16
Student Affairs	5%	13	18%	51	34%	95	42%	117	3.14	276
UC Library	0%	0	4%	2	33%	18	63%	34	3.59	54
Undergraduate Education	2%	1	9%	5	27%	15	63%	35	3.50	56
Univ Developmt and Alumni Rel	2%	3	13%	18	23%	32	63%	89	3.46	142

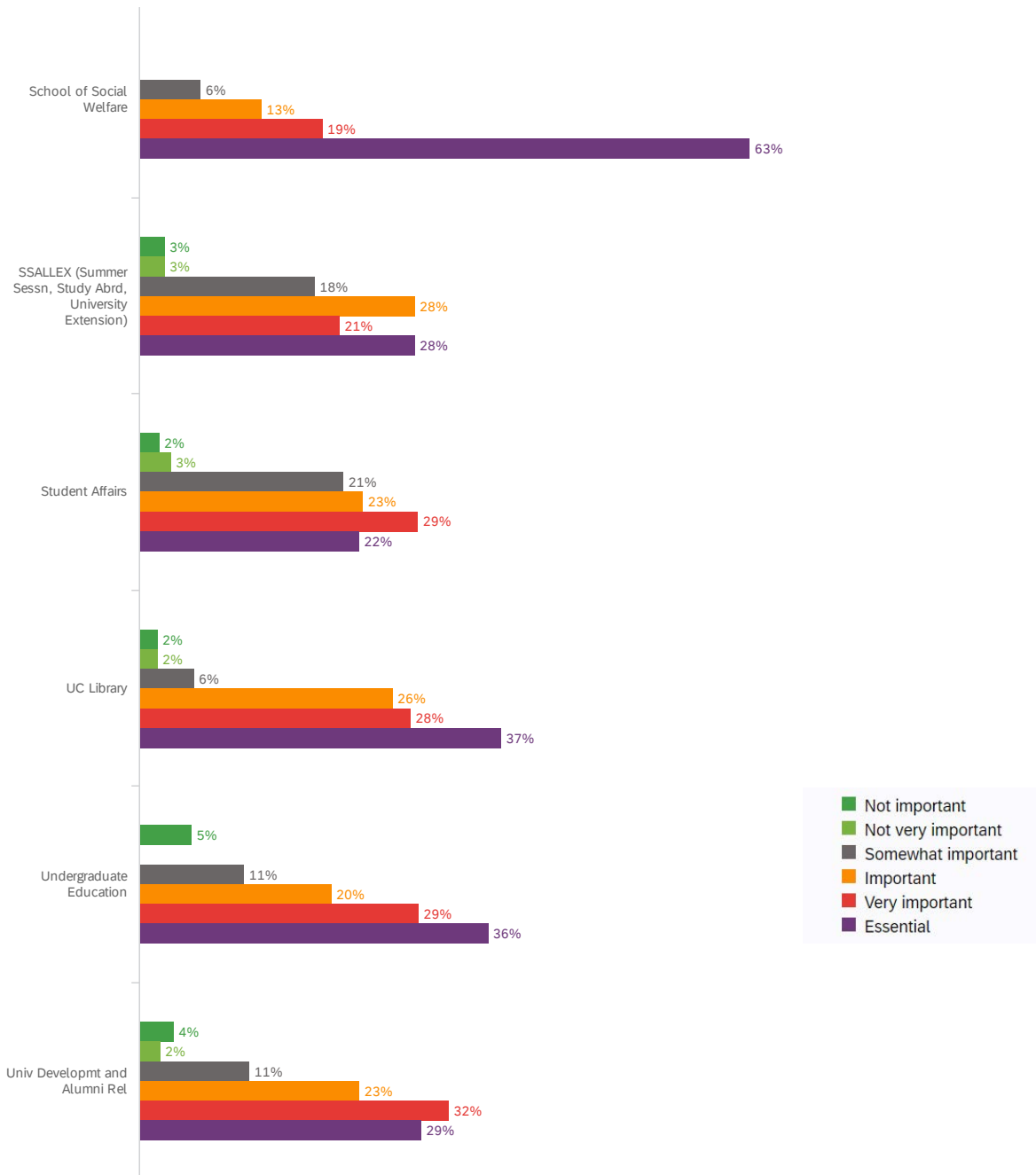
Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?







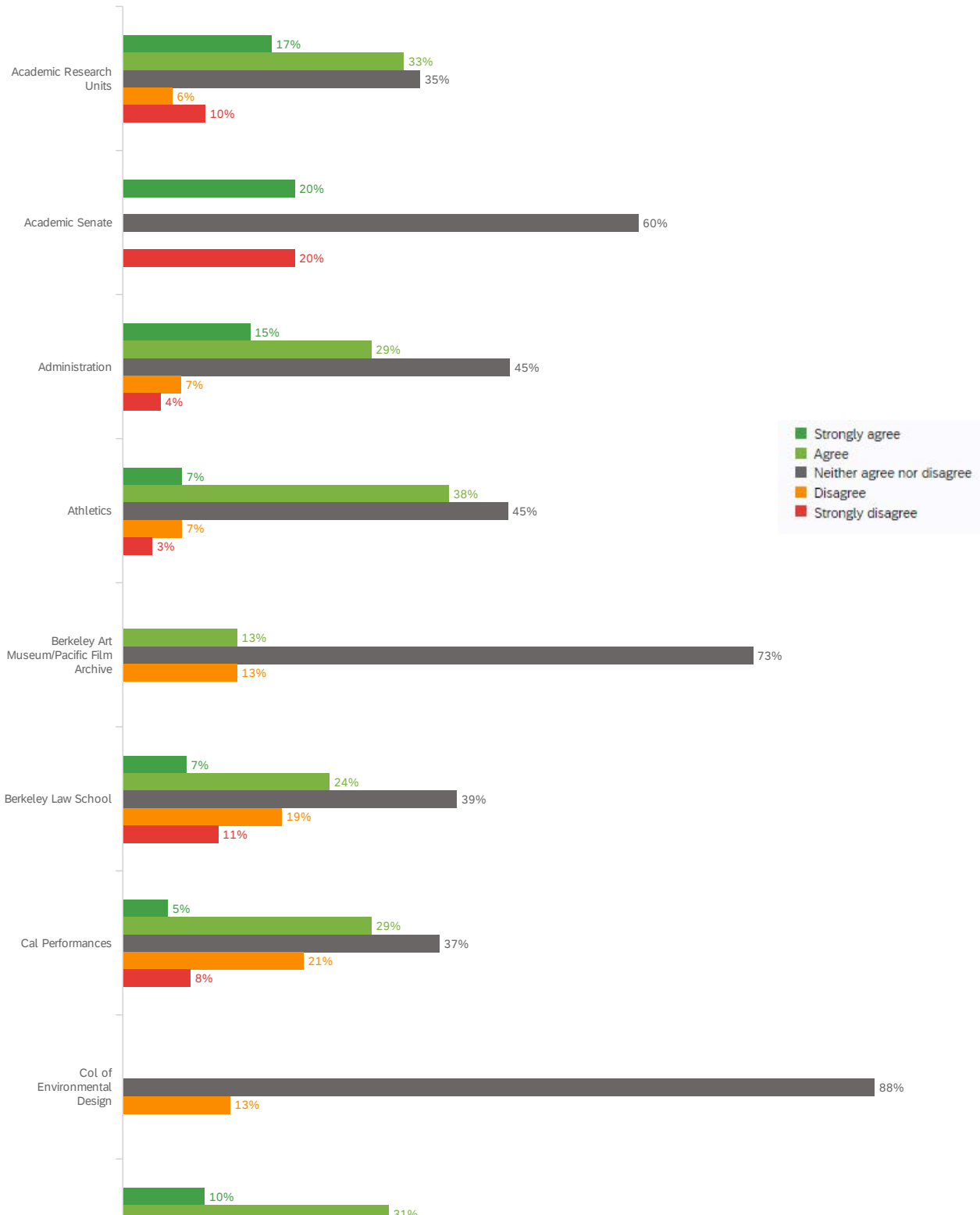


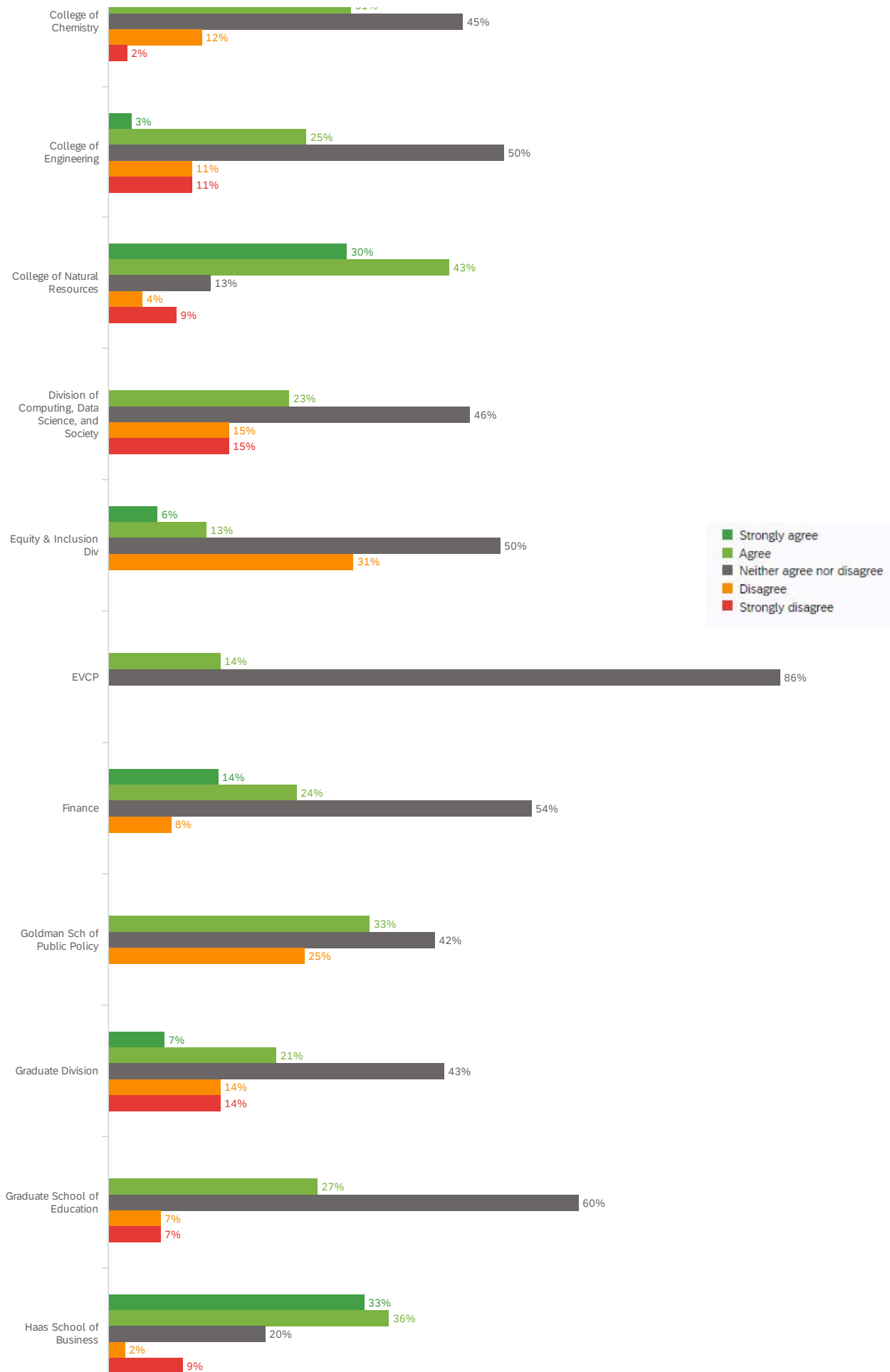


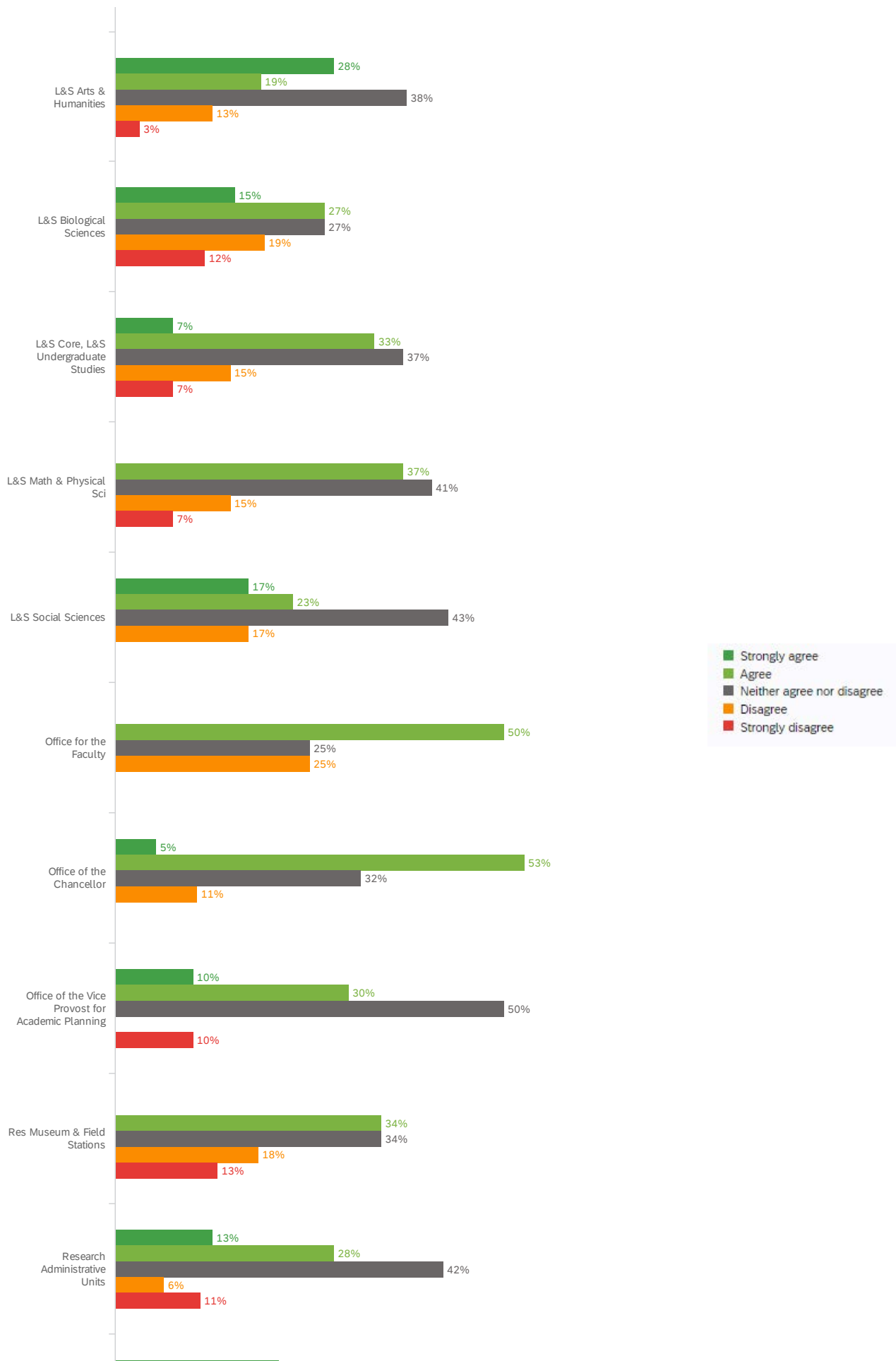
Thinking about the many financial priorities of the campus, how important do you think it is for UC Berkeley to prioritize reducing its own climate change impacts from energy use and transportation?

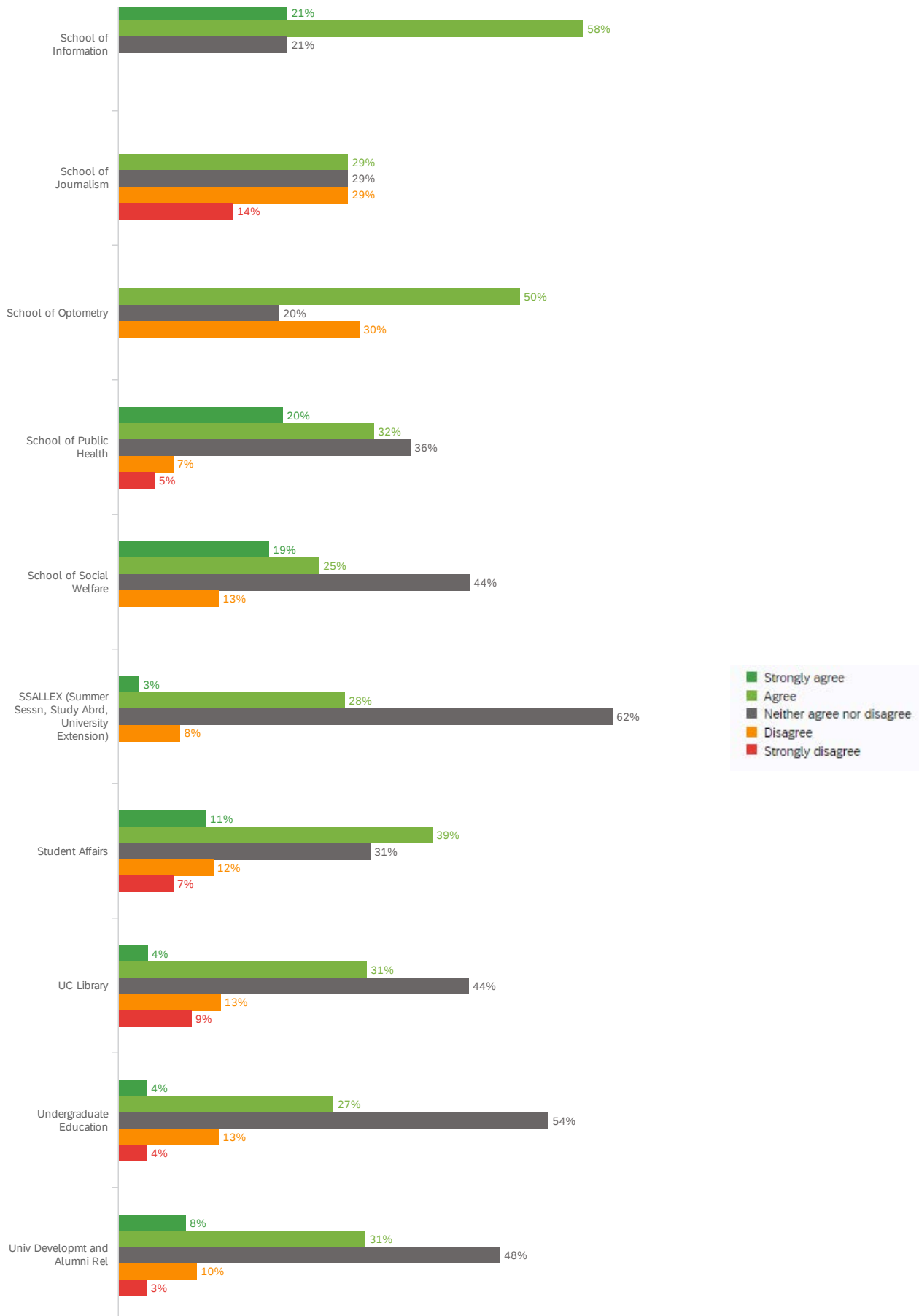
Question	Not important		Not very important		Somewhat important		Important		Very important		Essential		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Research Units	4%	2	2%	1	10%	5	21%	11	35%	18	29%	15	4.80	52
Academic Senate	0%	0	0%	0	0%	0	40%	2	40%	2	20%	1	4.45	5
Administration	2%	6	7%	28	14%	58	23%	91	31%	123	24%	94	4.00	400
Athletics	0%	0	17%	5	24%	7	21%	6	17%	5	21%	6	4.73	29
Berkeley Art Museum/Pacific Film Archive	0%	0	7%	1	13%	2	13%	2	33%	5	33%	5	4.76	15
Berkeley Law School	4%	2	4%	2	9%	5	19%	10	26%	14	39%	21	5.00	54
Cal Performances	0%	0	3%	1	11%	4	11%	4	37%	14	39%	15	4.00	38
College of Chemistry	7%	3	7%	3	10%	4	24%	10	26%	11	26%	11	4.33	42
College of Engineering	2%	2	4%	4	10%	10	21%	22	25%	26	38%	39	4.78	103
College of Natural Resources	8%	2	0%	0	4%	1	21%	5	29%	7	38%	9	4.75	24
Col of Environmental Design	13%	1	0%	0	25%	2	13%	1	38%	3	13%	1	4.38	8
Division of Computing, Data Science, and Society	0%	0	0%	0	15%	2	38%	5	38%	5	8%	1	4.57	13
EVCP	0%	0	0%	0	0%	0	57%	4	29%	2	14%	1	4.69	7
Equity & Inclusion Div	0%	0	3%	1	19%	6	22%	7	19%	6	38%	12	4.62	32
Finance	2%	1	2%	1	10%	5	28%	14	34%	17	24%	12	4.42	50
Goldman Sch of Public Policy	8%	1	0%	0	17%	2	17%	2	33%	4	25%	3	5.07	12
Graduate Division	0%	0	0%	0	7%	1	21%	3	29%	4	43%	6	4.67	14
Graduate School of Education	7%	1	0%	0	0%	0	27%	4	47%	7	20%	3	4.69	15
Haas School of Business	3%	3	4%	4	14%	13	15%	14	27%	26	37%	35	4.63	95
L&S Arts & Humanities	0%	0	6%	2	13%	4	22%	7	31%	10	28%	9	4.35	32
L&S Biological Sciences	8%	2	4%	1	12%	3	27%	7	23%	6	27%	7	4.70	26
L&S Core, L&S Undergraduate Studies	0%	0	4%	1	19%	5	19%	5	22%	6	37%	10	4.44	27
L&S Math & Physical Sci	4%	1	0%	0	22%	6	15%	4	41%	11	19%	5	4.66	27
L&S Social Sciences	9%	3	0%	0	9%	3	23%	8	20%	7	40%	14	4.78	35
Office for the Faculty	0%	0	0%	0	11%	1	33%	3	22%	2	33%	3	4.68	9
Office of the Chancellor	0%	0	5%	1	5%	1	32%	6	32%	6	26%	5	4.20	19
Office of the Vice Provost for Academic Planning	0%	0	10%	1	20%	2	30%	3	20%	2	20%	2	4.78	10
Res Museum & Field Stations	5%	2	0%	0	5%	2	24%	9	30%	11	35%	13	4.64	37
Research Administrative Units	2%	1	5%	3	11%	7	25%	16	27%	17	31%	20	4.46	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	1	3%	1	18%	7	28%	11	21%	8	28%	11	4.63	39
School of Information	5%	1	0%	0	11%	2	26%	5	26%	5	32%	6	4.71	19
School of Journalism	14%	1	0%	0	0%	0	14%	1	29%	2	43%	3	4.60	7
School of Optometry	0%	0	0%	0	20%	2	20%	2	40%	4	20%	2	4.50	10
School of Public Health	5%	2	0%	0	16%	7	27%	12	25%	11	27%	12	5.38	44
School of Social Welfare	0%	0	0%	0	6%	1	13%	2	19%	3	63%	10	4.40	16
Student Affairs	2%	5	3%	8	21%	52	23%	57	29%	71	22%	56	4.87	249
UC Library	2%	1	2%	1	6%	3	26%	14	28%	15	37%	20	4.73	54
Undergraduate Education	5%	3	0%	0	11%	6	20%	11	29%	16	36%	20	4.63	56
Univ Developmt and Alumni Rel	4%	5	2%	3	11%	16	23%	32	32%	45	29%	41	4.80	142

My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.









My department management actively encourages and supports engagement in environmentally sustainable behaviors and practices in the workplace, such as waste reduction, saving energy and sustainable purchasing.

Divisions	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Avg. Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Academic Research Units	10%	5	6%	3	35%	18	33%	17	17%	9	3.42	52
Academic Senate	20%	1	0%	0	60%	3	0%	0	20%	1	3.00	5
Administration	4%	17	7%	26	45%	173	29%	111	15%	57	3.43	384
Athletics	3%	1	7%	2	45%	13	38%	11	7%	2	3.38	29
Berkeley Art Museum/Pacific Film Archive	0%	0	13%	2	73%	11	13%	2	0%	0	3.00	15
Berkeley Law School	11%	6	19%	10	39%	21	24%	13	7%	4	2.98	54
Cal Performances	8%	3	21%	8	37%	14	29%	11	5%	2	3.03	38
College of Chemistry	2%	1	12%	5	45%	19	31%	13	10%	4	2.88	8
College of Engineering	11%	11	11%	11	50%	52	25%	26	3%	3	3.33	42
College of Natural Resources	9%	2	4%	1	13%	3	43%	10	30%	7	2.99	103
Col of Environmental Design	0%	0	13%	1	88%	7	0%	0	0%	0	3.83	23
Division of Computing, Data Science, and Society	15%	2	15%	2	46%	6	23%	3	0%	0	2.77	13
EVCP	0%	0	0%	0	86%	6	14%	1	0%	0	3.14	7
Equity & Inclusion Div	0%	0	31%	10	50%	16	13%	4	6%	2	2.94	32
Finance	0%	0	8%	4	54%	27	24%	12	14%	7	3.44	50
Goldman Sch of Public Policy	0%	0	25%	3	42%	5	33%	4	0%	0	3.08	12
Graduate Division	14%	2	14%	2	43%	6	21%	3	7%	1	2.93	14
Graduate School of Education	7%	1	7%	1	60%	9	27%	4	0%	0	3.07	15
Haas School of Business	9%	9	2%	2	20%	19	36%	34	33%	31	3.80	95
L&S Arts & Humanities	3%	1	13%	4	38%	12	19%	6	28%	9	3.56	32
L&S Biological Sciences	12%	3	19%	5	27%	7	27%	7	15%	4	3.15	26
L&S Core, L&S Undergraduate Studies	7%	2	15%	4	37%	10	33%	9	7%	2	3.19	27
L&S Math & Physical Sci	7%	2	15%	4	41%	11	37%	10	0%	0	3.07	27
L&S Social Sciences	0%	0	17%	6	43%	15	23%	8	17%	6	3.40	35
Office for the Faculty	0%	0	25%	2	25%	2	50%	4	0%	0	3.25	8
Office of the Chancellor	0%	0	11%	2	32%	6	53%	10	5%	1	3.53	19
Office of the Vice Provost for Academic Planning	10%	1	0%	0	50%	5	30%	3	10%	1	3.30	10
Res Museum & Field Stations	13%	5	18%	7	34%	13	34%	13	0%	0	2.89	38
Research Administrative Units	11%	7	6%	4	42%	27	28%	18	13%	8	3.25	64
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	8%	3	62%	24	28%	11	3%	1	3.26	39
School of Information	0%	0	0%	0	21%	4	58%	11	21%	4	4.00	19
School of Journalism	14%	1	29%	2	29%	2	29%	2	0%	0	2.71	7
School of Optometry	0%	0	30%	3	20%	2	50%	5	0%	0	3.20	10
School of Public Health	5%	2	7%	3	36%	16	32%	14	20%	9	3.57	44
School of Social Welfare	0%	0	13%	2	44%	7	25%	4	19%	3	3.50	16
Student Affairs	7%	15	12%	26	31%	69	39%	86	11%	24	3.35	220
UC Library	9%	5	13%	7	44%	24	31%	17	4%	2	3.07	55
Undergraduate Education	4%	2	13%	7	54%	30	27%	15	4%	2	3.14	56
Univ Developmt and Alumni Rel	3%	5	10%	14	48%	68	31%	44	8%	12	3.31	143