

# Astronomy Departmental Climate Report, 2017

## Overview

Overall departmental climate in Astronomy is generally positive with roughly three quarters of respondents having positive responses to the climate metrics. The climate metrics had sizeable variation in positive responses – from most of respondents (87%) finding the department respectful to just over half (56%) of respondents finding the department set clear expectations. Under one in five respondents (18%) reported experiencing exclusionary behavior or harassment. Women experience slightly lower climate than men – though notably lower for undergraduate women. People of color and LGBTQ+ persons also tend to experience lower climate.

## Background

Since 2015, the UC Berkeley Department of Astronomy has conducted departmental climate surveys to assess local climate issues including sexual harassment. The surveys complement Astronomy Climate Advisors and the Anonymous Drop Box as means of identifying areas of concern. The surveys also help to monitor trends in departmental climate.

## Respondent Demographics

Of the 221 members of the Astronomy department, 131 responded to the survey for a response rate of 59%. As seen in Table 1, the response rate varied across departmental affiliations – from a low of under half for Research Scientists and Postdoctoral Fellow (44% and 46% respectively) to a high of almost all Administrative/Support Staff (80%).

Table 1. Departmental Respondent Demographics by Affinity Group					
Group	Headcount		Percent		Response Rate
	Invited	Responded	Invited	Responded	
<b>Total</b>	<b>221</b>	<b>131</b>	<b>100%</b>	<b>100%</b>	<b>59%</b>
Undergraduate Student	54	37	24%	28%	69%
Graduate Student	46	28	21%	21%	61%
Postdoctoral Fellow	48	22	22%	17%	46%
Faculty	29	20	13%	15%	69%
Research Scientist	34	15	15%	11%	44%
Administrative/Support Staff	10	8	5%	6%	80%
Men	n/a	81	n/a	62%	n/a
Women	n/a	47	n/a	36%	n/a
Cisgender-Heterosexual	n/a	106	n/a	81%	n/a
LGBTQ+	n/a	21	n/a	16%	n/a
White	n/a	94	n/a	72%	n/a
Middle Eastern/North African	n/a	6	n/a	5%	n/a
Asian	n/a	29	n/a	22%	n/a
Underrepresented Minority	n/a	11	n/a	8%	n/a
Chicanx/Latinx	n/a	5	n/a	4%	n/a
African American/Black	n/a	4	n/a	3%	n/a
Native American/Pacific Islander	n/a	3	n/a	2%	n/a
Two or More Race/Ethnicities	n/a	13	n/a	10%	n/a
Decline to State Race/Ethnicity	n/a	7	n/a	5%	n/a

Students make up just under half the respondents (49%). A majority of respondents are men (62%), cisgender-heterosexual (81%), and White (72%). Groups with fewer than five respondents are redacted in the analysis to protect respondents from being potentially identified.

### Climate Metric Key Findings

The 2017 survey included sixteen climate metrics (see Appendices for details on each question). The metrics with the highest agreement included: being treated with respect by members of the department (87%); being treated with respect by colleagues (85%); finding dissemination of climate resources adequate (85%). Faculty were notably lower in reporting respect from the department and colleagues (65% and 70% agreement respectively). Undergraduate students were much lower (73%) in finding climate resource dissemination adequate.

The metrics with the lowest agreement included: viewing the department as articulating clear expectations and guidelines (56%); receiving mental health support (57%); being comfortable discussing climate issues with colleagues (60%); and viewing the department as supporting good work/life balance (63%). These metrics had wide variation across affiliations with undergraduate students typically having the lowest agreement and administrative staff typically having the highest – the exception to this is viewing clear expectations where undergraduate students had the highest agreement (74%) and postdocs and research scientists having the lowest (32% and 29% respectively).

Undergraduate students report much lower agreement on most climate metrics. Metrics with the lowest agreement for undergraduates are mental health support (46% agreement); work/life balance (49%); comfort discussing climate with colleagues (54%); and finding the climate advisor structure helpful (59%). Open-ended comments add context to these issues with a typical comment from students noting “[t]he department is not a positive place for undergraduates, and only a select few receive support from faculty. The department is overly competitive and disconnected from the undergraduates.”

Undergraduate women report even lower agreement than undergraduates overall on climate metrics – out of the sixteen climate metrics, undergraduate women reported lower agreement (usually much lower) than undergraduate men on thirteen metrics. Undergraduate women reported the least agreement compared to undergraduate men in the following areas: departmental resource support (25 points lower); work/life balance support (24 points); departmental respect (21 points); clarity of expectations (20 points); and climate information dissemination (20 points). Among open-ended comments, the lack of representation of women was cited as having a negative impact on departmental climate.

Multiracial/multiethnic and LGBTQ+ undergraduates also reported lower agreement on many climate metrics. Multiracial/multiethnic undergraduates reported the least agreement compared to White undergraduates in the following areas: respect from colleagues (35 points lower); comfort discussing climate (29 points); and feeling the department cares about climate (23 points). For LGBTQ+ undergraduates compared to cisgender-heterosexual undergraduates, the following areas had the largest differences in agreement: feeling respected by members of the department (18 points lower) and work/life balance support (-14 points). In open-ended comments, undergraduates mentioned hostile interpersonal climate for students of color from other members of the department. Other students praised the gender-neutral bathroom on the sixth floor in promoting a positive climate for non-binary students but lamented that its location limited access for undergraduates. Comments also mentioned the use of gendered titles in departmental communications that excluded non-binary students.

Among graduate students, the metrics with the lowest agreement were comfort discussing climate (61%); clear expectations set by the department (61%); and mental health support (61%). Among postdoctoral fellows and research scientists, the lowest metric was clear expectations set by the department (32% and 29% respectively). Among faculty, the

most pressing issue was comfort discussing climate (55%). Among administrative and support staff, the lowest metrics were lack of clear expectations (63%); mentoring support (63%); and support from colleagues (63%).

### Climate Metric Equity Gaps

For each of the sixteen climate metrics, the percentage of respondents with a positive response is calculated overall and for different groups. The difference between a group's positive response percentage and the departmental positive response percentage is the equity gap. Comparing equity gaps across multiple climate metrics helps identify groups with consistently lower responses.

Table 2. Climate Metric Equity Gap Means by Affinity Group							
Group	Total	Undergrad	Graduate Student	Postdoc Fellow	Faculty	Research Scientist	Admin Staff
<b>Total</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Men	1%	6%	-4%	0%	2%	2%	n/a
Women	-1%	-6%	4%	n/a	n/a	n/a	1%
Cisgender-Heterosexual	1%	0%	-4%	3%	3%	6%	4%
LGBTQ+	-2%	1%	14%	n/a	n/a	n/a	n/a
White	0%	-3%	4%	2%	0%	0%	-7%
Middle Eastern/North African	-20%	n/a	n/a	n/a	n/a	n/a	n/a
Asian	-4%	-6%	-15%	-3%	n/a	n/a	n/a
Underrepresented Minority	2%	-5%	n/a	n/a	n/a	n/a	n/a
Chicanx/Latinx	-19%	n/a	n/a	n/a	n/a	n/a	n/a
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Isl.	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	-15%	n/a	n/a	n/a	n/a	n/a	n/a
Two or More Race/Ethnicities	-16%	-17%	n/a	n/a	n/a	n/a	n/a

Several groups have consistently lower responses across the sixteen climate metrics: Middle Eastern/North African respondents (-20% mean gap), Chicanx/Latinx respondents (-19%), multiracial/multiethnic respondents (-16%), and Asian respondents (-4%). Among undergraduate students, equity gaps are sizeable for women (-6%) as well as Asian (-6%), Underrepresented Minority (-5%), and multiracial/multiethnic respondents (-17%). Among graduate students, equity gaps are sizeable for Asian respondents (-15%).

### Experiences with Bias

The 2017 survey included three bias metrics (see Appendices for details on each question): experiencing exclusionary behavior or harassment in the Astronomy department; second-hand accounts of exclusionary behavior or harassment in the Astronomy department; and experiencing exclusionary behavior or harassment on campus.

Bias rates vary greatly across groups. Undergraduate students and women experience high rates of bias across all three bias metrics. Among undergraduates, women (37%), LGBTQ+ respondents (38%), URM respondents (40%), and multiracial/multiethnic respondents (63%) experience high rates of bias within the department.

Among respondents who experience bias within the department, the primary forms of bias experienced were exclusionary behavior (77%), offensive verbal behavior (50%), and bullying (41%). Over one-quarter (27%) of respondents who experienced bias reported seven or more times they experienced bias in Astronomy -- over one-third (36%) four or more times; over three-quarters (82%) two or more times. Almost half (45%) of respondents who experienced bias within the

department reported two or more separate individuals as the source of the bias. Undergraduates (50%) and faculty (36%) were most often the sources of bias within Astronomy. Departmental bias was most frequently reported within offices (41%), Astronomy-affiliated public spaces (36%), and labs/observing rooms (32%). Gender and race/ethnicity were the most commonly reported reasons for experiencing bias.

**Table 3. Bias Experiences by Affinity Group**

Group	N	Bias Rate		
		Department	Second-Hand	Campus
<b>Total</b>	<b>131</b>	<b>18%</b>	<b>26%</b>	<b>9%</b>
Undergraduate Student	37	30%	41%	19%
Graduate Student	28	11%	33%	4%
Postdoctoral Fellow	22	14%	5%	5%
Faculty	20	20%	30%	0%
Research Scientist	15	7%	7%	7%
Administrative Staff	8	25%	25%	14%
Men	81	9%	15%	3%
Women	47	32%	45%	21%
Heterosexual	106	17%	24%	7%
LGBTQ+	21	14%	33%	20%
White	94	16%	28%	7%
Middle Eastern/North African	6	50%	33%	0%
Asian	29	17%	24%	17%
Underrepresented Minority	11	36%	27%	20%
Chicanx/Latinx	5	60%	20%	50%
African American	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	57%	14%	17%
Two or More Race/Ethnicities	13	38%	31%	17%

One-quarter (25%) of respondents who reported experiencing bias pursued an option to report their bias, while another half (50%) were aware of their options to report but did not choose to do so. Among those who pursued a reporting option, few (16%) were satisfied with the outcome, and over twice as many (34%) were unsatisfied (half respondents were mixed or neutral with the outcome).

### Summary

While departmental climate in Astronomy is generally positive, there are several areas of improvement. Undergraduate students – especially women, LGBTQ+ students, and students of color – report acutely lower climate experiences. Exclusion is relatively common with more than one in five respondents (18%) reported experiencing exclusionary behavior or harassment – especially for women, LGBTQ+ persons, and people of color.

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# Appendix

## [Appendix A – Methodology](#)

Details of methodology for the report.

## [Appendix B – Climate Metrics Summaries](#)

Summaries for each climate metric across each affinity group.

## [Appendix C – Climate Metric Equity Gaps](#)

Equity gaps for each climate metric across each affinity group.

## [Appendix D – Bias Experience Summaries](#)

Summaries for each bias metric across each affinity group.

## [Appendix E – Question Details](#)

Counts, means, and percents for each metric across each affinity group.

## [Appendix F – Question Intersections](#)

Percent positive for each metric across each affinity group.

## [Appendix G – Survey Instrument](#)

The text and questions for the survey instrument.

## Appendix A – Methodology

Gender identity is reported in two categories: men and women. Sexual orientation is combined with gender identity to create two reporting categories: cisgender-heterosexual and LGBTQ+. All respondents who reported their gender identity as non-binary or genderqueer and-or their sexual orientation bisexual, asexual, or gay/lesbian are reported under LGBTQ+. All other respondents are reported under cisgender-heterosexual.

Race/ethnicity is reported in the categories collected the survey (see Table A1 for reporting mapping) in addition to three derived categories. The derived categories are Underrepresented Minority, Two or More Race/Ethnicities, and Decline to State Race/Ethnicity. Underrepresented Minorities are African American, Chicanx/Latinx, and Native American/Pacific Islander. As respondents can report more than one race/ethnicity, totals within race/ethnicity do not add up to the total number of respondents.

Table A1. Race/Ethnicity Reporting Mapping	
Collection Group	Reporting Group
White, Caucasian, European	White
Middle Eastern	Middle Eastern/North African
South, Southeast, or East Asian	Asian
Hispanic, Latino, Latina	Chicanx/Latinx
Black, African American, African	African American
Native American, Indigenous, Pacific Islander	Native American/Pacific Islander

The sixteen climate metrics are reported on a five-point Likert-type agreement scale from strongly disagree to strongly agree. These response options are assigned values from 1 to 5 with 1 representing strongly disagree and 5 strongly agree. The numerical values are used to calculate mean responses for each metric. The two agree values (4 and 5) are combined to calculate the percent positive; the two disagree values (1 and 2) are combined to calculate the percent negative.

The three bias metrics are reported on a binary scale (yes/no), which are coded as 1 and 0 respectively. As bias is not a positive experience, these metrics are reverse-coded so that percent positive is the fraction that are 0 and percent negative is the fraction that are 1.

The difference between a group's positive response percentage and the departmental positive response percentage is the equity gap. Comparing equity gaps across multiple climate metrics helps identify groups with consistently lower responses. Given the differences in metric responses and demographics across affiliations, equity gaps for the department can mask intergroup gaps within affiliations. Equity gaps are calculated within affiliations to reduce this risk.

## Appendix B – Climate Metrics Summaries

For each climate metric the number of respondents, the mean, the percent positive, and the percent negative are reported for each affinity group.

The prompts for the climate metrics are:

- Q1: I am comfortable with the climate at UC Berkeley (i.e. at the University as a whole)
- Q2: I am comfortable with the climate in my primary place of work in Campbell Hall (including classes / research group / work environment)
- Q3: The Department cares about, and is taking steps toward, a positive climate
- Q4: The Department takes seriously and acts upon the values of Diversity and Inclusion
- Q5: There is adequate dissemination of information on climate-related resources and policies
- Q6: There is adequate discussion of climate issues in the Department
- Q7: I am comfortable discussing climate issues in the Department with my colleagues
- Q8: The Climate Advisor structure in the Department is a helpful addition to the efforts to improve climate
- Q9: The Department articulates clear expectations and guidelines relevant to my goals
- Q10: I receive the level of mentoring/advising that I need to achieve my goals
- Q11: I feel well supported by my colleagues to achieve my goals
- Q12: My colleagues treat me with respect and dignity
- Q13: Members of the department taken as a whole treat me with respect and dignity
- Q14: I receive adequate resources to help me achieve my goals
- Q15: The department supports and encourages a good work/life balance
- Q16: I receive adequate support and resources for good mental health



## Number of respondents to each question

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>128</b>	<b>130</b>	<b>126</b>	<b>131</b>	<b>131</b>	<b>130</b>	<b>130</b>	<b>130</b>	<b>127</b>
Undergraduate Student	37	37	37	37	37	37	37	37	37	36	37	37	37	37	37	37
Graduate Student	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Postdoctoral Fellow	22	22	22	22	22	22	22	22	22	22	22	22	21	21	22	22
Faculty	20	20	20	20	20	20	20	18	20	17	20	20	20	20	19	17
Research Scientist	15	15	15	15	15	15	15	14	14	14	15	15	15	15	15	14
Administrative Staff	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
Men	81	81	81	81	81	81	81	78	81	77	81	81	80	80	80	78
Women	47	47	47	47	47	47	47	47	46	46	47	47	47	47	47	47
Heterosexual	106	106	106	106	106	106	106	104	105	102	106	106	105	105	106	104
LGBTQ+	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
White	94	94	94	94	94	94	94	93	93	90	94	94	94	93	94	92
Middle Eastern/North African	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Asian	29	29	29	29	29	29	29	28	29	29	29	29	29	29	29	29
Underrepresented Minority	11	11	11	11	11	11	11	11	11	11	11	11	10	11	11	11
Chicanx/Latinx	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5
African American	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Native American/Pacific Islander	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Decline to State Race/Ethnicity	7	7	7	7	7	7	7	6	7	6	7	7	7	7	6	5
Two or More Race/Ethnicities	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13

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Sources: UC Berkeley Astronomy Departmental Climate Survey

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## Mean responses for each question

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>3.9</b>	<b>4.2</b>	<b>4.3</b>	<b>4.2</b>	<b>4.3</b>	<b>4.1</b>	<b>3.7</b>	<b>3.9</b>	<b>3.5</b>	<b>3.7</b>	<b>3.9</b>	<b>4.3</b>	<b>4.3</b>	<b>4.0</b>	<b>3.7</b>	<b>3.7</b>
Undergraduate Student	4.0	4.1	4.3	4.2	4.1	3.8	3.6	3.7	4.0	3.8	4.0	4.2	4.4	3.9	3.4	3.4
Graduate Student	4.0	4.4	4.3	4.3	4.5	4.3	3.8	4.3	3.6	3.7	4.0	4.5	4.5	4.2	4.0	3.8
Postdoctoral Fellow	3.9	4.3	4.2	4.1	4.3	4.1	4.0	3.9	3.0	3.6	3.8	4.6	4.4	4.1	3.7	3.7
Faculty	3.6	3.6	4.4	4.3	4.4	4.1	3.4	3.8	3.6	3.7	3.5	3.8	3.8	3.6	3.6	3.9
Research Scientist	4.1	4.3	4.3	4.1	4.3	4.3	3.7	3.7	2.8	3.5	3.8	4.3	4.3	3.9	3.7	3.7
Administrative Staff	3.6	4.5	4.4	4.6	4.8	4.3	4.4	4.1	4.1	4.0	4.0	4.6	4.8	4.1	4.6	4.4
Men	4.0	4.2	4.4	4.3	4.4	4.2	3.8	3.9	3.5	3.7	3.9	4.4	4.4	4.0	3.8	3.8
Women	3.9	4.2	4.2	4.2	4.2	3.9	3.7	3.9	3.7	3.8	3.9	4.3	4.3	3.9	3.7	3.6
Heterosexual	3.9	4.2	4.3	4.3	4.3	4.1	3.8	3.9	3.5	3.8	3.9	4.3	4.3	4.0	3.8	3.8
LGBTQ+	4.1	4.3	4.2	4.1	4.2	4.1	3.7	4.1	3.7	3.4	3.7	4.2	4.4	3.7	3.2	3.2
White	3.9	4.2	4.3	4.3	4.4	4.1	3.7	3.9	3.5	3.7	3.8	4.3	4.3	4.0	3.6	3.7
Middle Eastern/North African	3.7	3.7	3.8	3.7	3.7	3.0	3.2	3.5	3.8	3.8	3.8	3.7	4.5	3.8	3.2	3.0
Asian	4.0	3.9	4.1	4.1	4.2	4.1	3.8	3.7	3.6	3.7	3.9	4.1	4.4	3.8	3.9	3.6
Underrepresented Minority	4.0	4.4	4.6	4.2	4.2	4.2	3.6	4.1	3.6	4.0	4.1	4.4	4.2	3.9	3.6	3.6
Chicanx/Latinx	3.6	4.0	4.2	3.8	3.6	3.4	2.8	3.4	2.8	3.6	3.8	4.0	3.5	3.2	3.2	3.2
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	3.0	3.7	4.3	3.7	4.0	4.0	3.6	3.8	3.0	3.2	3.4	3.9	3.9	3.7	3.7	3.2
Two or More Race/Ethnicities	3.7	3.8	3.9	3.8	3.9	3.6	3.1	3.5	3.5	3.9	3.6	3.7	4.3	3.6	3.2	3.2

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Sources: UC Berkeley Astronomy Departmental Climate Survey

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## Percent positive responses for each question

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>74%</b>	<b>82%</b>	<b>82%</b>	<b>82%</b>	<b>85%</b>	<b>77%</b>	<b>60%</b>	<b>68%</b>	<b>56%</b>	<b>67%</b>	<b>69%</b>	<b>85%</b>	<b>87%</b>	<b>76%</b>	<b>63%</b>	<b>57%</b>
Undergraduate Student	73%	81%	76%	78%	73%	65%	54%	59%	73%	72%	70%	84%	89%	70%	49%	46%
Graduate Student	82%	89%	86%	86%	89%	82%	61%	82%	61%	64%	71%	93%	89%	82%	71%	61%
Postdoctoral Fellow	77%	91%	82%	77%	86%	86%	68%	59%	32%	64%	68%	91%	95%	90%	55%	50%
Faculty	60%	55%	85%	85%	90%	75%	55%	72%	65%	71%	65%	70%	65%	65%	74%	71%
Research Scientist	80%	93%	80%	80%	93%	93%	67%	64%	29%	64%	67%	80%	87%	80%	67%	57%
Administrative Staff	62%	75%	88%	100%	100%	75%	75%	75%	62%	62%	62%	100%	100%	75%	88%	75%
Men	77%	85%	83%	84%	89%	81%	60%	65%	56%	68%	69%	85%	90%	79%	64%	59%
Women	74%	81%	79%	81%	81%	70%	60%	72%	59%	70%	70%	87%	83%	72%	64%	55%
Heterosexual	75%	81%	83%	84%	87%	76%	60%	67%	54%	70%	72%	89%	88%	80%	67%	60%
LGBTQ+	76%	90%	76%	76%	81%	86%	62%	76%	71%	62%	62%	76%	90%	67%	43%	43%
White	74%	81%	82%	84%	88%	78%	57%	70%	58%	67%	69%	85%	88%	75%	60%	58%
Middle Eastern/North African	50%	67%	50%	67%	50%	50%	33%	33%	50%	50%	67%	67%	83%	67%	33%	33%
Asian	72%	76%	72%	72%	79%	76%	59%	57%	52%	72%	62%	76%	90%	72%	69%	55%
Underrepresented Minority	82%	91%	82%	82%	73%	64%	55%	82%	64%	82%	82%	91%	80%	82%	55%	55%
Chicanx/Latinx	60%	80%	60%	60%	40%	20%	20%	60%	40%	60%	80%	80%	50%	60%	40%	60%
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	43%	71%	86%	71%	71%	71%	71%	50%	29%	50%	43%	71%	57%	57%	67%	20%
Two or More Race/Ethnicities	62%	69%	62%	69%	62%	54%	31%	54%	46%	69%	54%	62%	85%	54%	38%	38%

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Sources: UC Berkeley Astronomy Departmental Climate Survey

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## Percent negative responses for each question

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>8%</b>	<b>7%</b>	<b>2%</b>	<b>3%</b>	<b>5%</b>	<b>8%</b>	<b>17%</b>	<b>9%</b>	<b>18%</b>	<b>18%</b>	<b>11%</b>	<b>6%</b>	<b>5%</b>	<b>8%</b>	<b>12%</b>	<b>12%</b>
Undergraduate Student	11%	11%	3%	3%	8%	16%	19%	11%	8%	17%	5%	5%	3%	5%	19%	22%
Graduate Student	4%	4%	0%	0%	7%	7%	21%	0%	21%	25%	11%	4%	4%	4%	7%	11%
Postdoctoral Fellow	9%	5%	0%	0%	0%	5%	5%	9%	27%	18%	18%	5%	5%	10%	9%	14%
Faculty	15%	15%	0%	5%	0%	5%	30%	17%	15%	18%	25%	15%	15%	15%	5%	0%
Research Scientist	0%	0%	7%	13%	7%	7%	13%	7%	43%	21%	7%	7%	7%	13%	20%	7%
Administrative Staff	12%	0%	0%	0%	0%	0%	0%	12%	0%	0%	0%	0%	0%	0%	0%	0%
Men	7%	5%	0%	1%	2%	6%	15%	6%	20%	19%	12%	5%	6%	9%	8%	8%
Women	9%	9%	4%	4%	9%	13%	19%	13%	15%	15%	9%	6%	2%	4%	19%	19%
Heterosexual	8%	6%	1%	2%	4%	9%	17%	10%	18%	15%	10%	7%	6%	6%	10%	10%
LGBTQ+	5%	10%	5%	5%	10%	5%	14%	0%	19%	33%	14%	0%	0%	14%	19%	24%
White	9%	5%	1%	2%	3%	10%	18%	11%	19%	17%	13%	6%	5%	8%	14%	13%
Middle Eastern/North African	0%	17%	0%	0%	17%	50%	33%	17%	17%	17%	17%	17%	0%	17%	17%	33%
Asian	3%	17%	3%	3%	7%	3%	14%	11%	17%	21%	10%	7%	7%	10%	10%	10%
Underrepresented Minority	9%	0%	0%	0%	0%	0%	18%	9%	18%	9%	9%	9%	10%	9%	9%	18%
Chicanx/Latinx	20%	0%	0%	0%	0%	0%	40%	20%	40%	20%	20%	20%	25%	20%	20%	40%
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	29%	14%	14%	29%	14%	14%	29%	0%	29%	50%	14%	14%	14%	14%	17%	20%
Two or More Race/Ethnicities	8%	15%	8%	8%	8%	23%	31%	23%	23%	15%	15%	15%	8%	15%	23%	23%

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix B

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### Appendix C – Climate Metric Equity Gaps

The difference between a group's positive response percentage and the departmental positive response percentage is the equity gap. Comparing equity gaps across multiple climate metrics helps identify groups with consistently lower responses. Equity gaps for each climate metric across each affinity group.

For the sixteen climate metrics, the following summary statistics are calculated:

**Median:** The 50<sup>th</sup> percentile of the equity gaps.

**Mean:** The arithmetic mean of the equity gaps. This is the first raw moment.

**Standard Deviation:** The average deviation of the equity gaps from the mean. This is the second central moment.

**Skewness:** The lopsidedness of the distribution of equity gaps; negative values indicate longer tails on the left of the distribution, while positive values indicate longer tails on the right. This is the third normalized central moment

**Kurtosis:** The heaviness of the tails of the distribution compared to a normal distribution with the same variance; higher values indicate heavier tails. This is the fourth normalized central moment.

## Equity gaps for each question

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Undergraduate Student	-1%	-1%	-6%	-4%	-12%	-12%	-6%	-9%	17%	5%	1%	-1%	2%	-6%	-14%	-11%
Graduate Student	8%	7%	4%	4%	4%	5%	1%	14%	5%	-3%	2%	8%	2%	6%	8%	4%
Postdoctoral Fellow	3%	9%	0%	-5%	1%	9%	8%	-9%	-24%	-3%	-1%	6%	8%	14%	-8%	-7%
Faculty	-14%	-27%	3%	3%	5%	-2%	-5%	4%	9%	4%	-4%	-15%	-22%	-11%	11%	14%
Research Scientist	6%	11%	-2%	-2%	8%	16%	7%	-4%	-27%	-3%	-2%	-5%	0%	4%	4%	0%
Administrative Staff	-12%	-7%	6%	18%	15%	-2%	15%	7%	6%	-5%	-7%	15%	13%	-1%	25%	18%
Men	3%	3%	1%	2%	4%	4%	0%	-3%	0%	1%	0%	0%	3%	3%	1%	2%
Women	0%	-1%	-3%	-1%	-4%	-7%	0%	4%	3%	3%	1%	2%	-4%	-4%	1%	-2%
Heterosexual	1%	-1%	1%	2%	2%	-1%	0%	-1%	-2%	3%	3%	4%	1%	4%	4%	3%
LGBTQ+	2%	8%	-6%	-6%	-4%	9%	2%	8%	15%	-5%	-7%	-9%	3%	-9%	-20%	-14%
White	0%	-1%	0%	2%	3%	1%	-3%	2%	2%	0%	0%	0%	1%	-1%	-3%	1%
Middle Eastern/North African	-24%	-15%	-32%	-15%	-35%	-27%	-27%	-35%	-6%	-17%	-2%	-18%	-4%	-9%	-30%	-24%
Asian	-2%	-6%	-10%	-10%	-6%	-1%	-1%	-11%	-4%	5%	-7%	-9%	3%	-4%	6%	-2%
Underrepresented Minority	8%	9%	0%	0%	-12%	-13%	-5%	14%	8%	15%	13%	6%	-7%	6%	-8%	-2%
Chicanx/Latinx	-14%	-2%	-22%	-22%	-45%	-57%	-40%	-8%	-16%	-7%	11%	-5%	-37%	-16%	-23%	3%
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	-31%	-11%	4%	-11%	-14%	-6%	11%	-18%	-27%	-17%	-26%	-14%	-30%	-19%	4%	-37%
Two or More Race/Ethnicities	-12%	-13%	-20%	-13%	-23%	-23%	-29%	-14%	-10%	2%	-15%	-23%	-2%	-22%	-25%	-19%

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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## Equity gap summary statistics

Group	Equity Gap Summary Metric				
	Median	Mean	Std. Dev.	Kurtosis	Skewness
<b>Total</b>	0%	0%	0%	n/a	n/a
Undergraduate Student	-5%	-4%	8%	1.9	1.1
Graduate Student	4%	5%	4%	1.8	0.3
Postdoctoral Fellow	1%	0%	9%	1.4	-0.9
Faculty	1%	-3%	12%	-0.5	-0.6
Research Scientist	0%	1%	9%	4.5	-1.4
Administrative Staff	7%	7%	11%	-1.2	-0.1
Men	2%	2%	2%	0.7	-0.7
Women	0%	-1%	3%	-0.6	-0.3
Heterosexual	2%	1%	2%	-1.2	-0.2
LGBTQ+	-4%	-2%	9%	-0.4	0.0
White	0%	0%	2%	0.1	-0.5
Middle Eastern/North African	-21%	-20%	11%	-1.2	0.2
Asian	-4%	-4%	5%	-0.7	0.4
Underrepresented Minority	3%	2%	9%	-1.2	-0.2
Chicanx/Latinx	-16%	-19%	18%	-0.2	-0.5
African American	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	-16%	-15%	14%	-0.5	0.4
Two or More Race/Ethnicities	-17%	-16%	8%	0.3	0.7

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix C

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#### Appendix D – Bias Experience Summaries

For each bias metric the percent of each affinity group experiencing a form of bias is reported.

The prompts for the bias metrics are:

Department: Within the past year have you experienced any exclusionary behavior or harassment in your work environment for Astronomy that negatively impacted your ability to do that work?

Second-hand: Within the past year has anyone confided in you about experiencing exclusionary behavior or harassment in Astronomy?

Campus: Within the past year, have you personally experienced any exclusionary or harassment behavior on campus outside the Department?



<b>Table 1. Bias Experiences by Affinity Group</b>				
Group	N	Department	Bias Rate Second-Hand	Campus
<b>Total</b>	<b>131</b>	<b>18%</b>	<b>26%</b>	<b>9%</b>
Undergraduate Student	37	30%	41%	19%
Graduate Student	28	11%	33%	4%
Postdoctoral Fellow	22	14%	5%	5%
Faculty	20	20%	30%	0%
Research Scientist	15	7%	7%	7%
Administrative Staff	8	25%	25%	14%
Men	81	9%	15%	3%
Women	47	32%	45%	21%
Heterosexual	106	17%	24%	7%
LGBTQ+	21	14%	33%	20%
White	94	16%	28%	7%
Middle Eastern/North African	6	50%	33%	0%
Asian	29	17%	24%	17%
Underrepresented Minority	11	36%	27%	20%
Chicanx/Latinx	5	60%	20%	50%
African American	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	57%	14%	17%
Two or More Race/Ethnicities	13	38%	31%	17%

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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<b>Table 2. Undergraduate Student Bias Experiences by Affinity Group</b>				
Group	N	Department	Bias Rate Second-Hand	Campus
<b>Total</b>	<b>37</b>	<b>30%</b>	<b>41%</b>	<b>19%</b>
Men	18	22%	33%	0%
Women	19	37%	47%	39%
Heterosexual	29	28%	41%	14%
LGBTQ+	8	38%	38%	38%
White	26	35%	46%	20%
Middle Eastern/North African	n/a	n/a	n/a	n/a
Asian	13	31%	31%	15%
Underrepresented Minority	5	40%	40%	40%
Chicanx/Latinx	n/a	n/a	n/a	n/a
African American	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	n/a	n/a	n/a	n/a
Two or More Race/Ethnicities	8	63%	50%	14%

<b>Table 3. Graduate Student Bias Experiences by Affinity Group</b>				
Group	N	Bias Rate		
		Department	Second-Hand	Campus
<b>Total</b>	<b>28</b>	<b>11%</b>	<b>33%</b>	<b>4%</b>
Men	14	0%	8%	0%
Women	14	21%	57%	8%
Heterosexual	22	14%	24%	5%
LGBTQ+	6	0%	67%	0%
White	20	10%	37%	0%
Middle Eastern/North African	n/a	n/a	n/a	n/a
Asian	6	0%	17%	0%
Underrepresented Minority	n/a	n/a	n/a	n/a
Chicanx/Latinx	n/a	n/a	n/a	n/a
African American	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	n/a	n/a	n/a	n/a
Two or More Race/Ethnicities	n/a	n/a	n/a	n/a

## Appendix E – Question Details

Base and respondent counts, means, and percents for each metric across each affinity group.

- Q1: I am comfortable with the climate at UC Berkeley (i.e. at the University as a whole)
- Q2: I am comfortable with the climate in my primary place of work in Campbell Hall (including classes / research group / work environment)
- Q3: The Department cares about, and is taking steps toward, a positive climate
- Q4: The Department takes seriously and acts upon the values of Diversity and Inclusion
- Q5: There is adequate dissemination of information on climate-related resources and policies
- Q6: There is adequate discussion of climate issues in the Department
- Q7: I am comfortable discussing climate issues in the Department with my colleagues
- Q8: The Climate Advisor structure in the Department is a helpful addition to the efforts to improve climate
- Q9: The Department articulates clear expectations and guidelines relevant to my goals
- Q10: I receive the level of mentoring/advising that I need to achieve my goals
- Q11: I feel well supported by my colleagues to achieve my goals
- Q12: My colleagues treat me with respect and dignity
- Q13: Members of the department taken as a whole treat me with respect and dignity
- Q14: I receive adequate resources to help me achieve my goals
- Q15: The department supports and encourages a good work/life balance
- Q16: I receive adequate support and resources for good mental health
- Q17: Within the past year have you experienced any exclusionary behavior or harassment in your work environment for Astronomy that negatively impacted your ability to do that work?
- Q18: Within the past year has anyone confided in you about experiencing exclusionary behavior or harassment in Astronomy?
- Q19: Within the past year, have you personally experienced any exclusionary or harassment behavior on campus outside the Department?

**Prompt: I am comfortable with the climate at UC Berkeley (i.e. at the University as a whole)**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>3.90</b>	<b>74%</b>	<b>8%</b>	<b>0%</b>	<b>3</b>	<b>8</b>	<b>23</b>	<b>61</b>	<b>36</b>
Undergraduate Student	37	37	4.00	73%	11%	-1%	1	3	6	13	14
Graduate Student	28	28	4.00	82%	4%	8%	1	0	4	15	8
Postdoctoral Fellow	22	22	3.90	77%	9%	3%	1	1	3	12	5
Faculty	20	20	3.60	60%	15%	-14%	0	3	5	9	3
Research Scientist	15	15	4.10	80%	0%	6%	0	0	3	7	5
Administrative Staff	8	8	3.60	62%	12%	-12%	0	1	2	4	1
Men	81	81	4.00	77%	7%	3%	2	4	13	37	25
Women	47	47	3.90	74%	9%	0%	1	3	8	24	11
Heterosexual	106	106	3.90	75%	8%	1%	3	6	18	50	29
LGBTQ+	21	21	4.10	76%	5%	2%	0	1	4	9	7
White	94	94	3.90	74%	9%	0%	2	6	16	43	27
Middle Eastern/North African	6	6	3.70	50%	0%	-24%	0	0	3	2	1
Asian	29	29	4.00	72%	3%	-2%	1	0	7	12	9
Underrepresented Minority	11	11	4.00	82%	9%	8%	0	1	1	6	3
Chicanx/Latinx	5	5	3.60	60%	20%	-14%	0	1	1	2	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.00	43%	29%	-31%	1	1	2	3	0
Two or More Race/Ethnicities	13	13	3.70	62%	8%	-12%	1	0	4	5	3

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: I am comfortable with the climate in my primary place of work in Campbell Hall (including classes / research group / work environment)**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>4.20</b>	<b>82%</b>	<b>7%</b>	<b>0%</b>	<b>3</b>	<b>6</b>	<b>15</b>	<b>50</b>	<b>57</b>
Undergraduate Student	37	37	4.10	81%	11%	-1%	2	2	3	12	18
Graduate Student	28	28	4.40	89%	4%	7%	1	0	2	10	15
Postdoctoral Fellow	22	22	4.30	91%	5%	9%	0	1	1	10	10
Faculty	20	20	3.60	55%	15%	-27%	0	3	6	8	3
Research Scientist	15	15	4.30	93%	0%	11%	0	0	1	9	5
Administrative Staff	8	8	4.50	75%	0%	-7%	0	0	2	0	6
Men	81	81	4.20	85%	5%	3%	2	2	8	34	35
Women	47	47	4.20	81%	9%	-1%	1	3	5	16	22
Heterosexual	106	106	4.20	81%	6%	-1%	2	4	14	42	44
LGBTQ+	21	21	4.30	90%	10%	8%	1	1	0	7	12
White	94	94	4.20	81%	5%	-1%	2	3	13	32	44
Middle Eastern/North African	6	6	3.70	67%	17%	-15%	1	0	1	2	2
Asian	29	29	3.90	76%	17%	-6%	3	2	2	11	11
Underrepresented Minority	11	11	4.40	91%	0%	9%	0	0	1	5	5
Chicanx/Latinx	5	5	4.00	80%	0%	-2%	0	0	1	3	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.70	71%	14%	-11%	0	1	1	4	1
Two or More Race/Ethnicities	13	13	3.80	69%	15%	-13%	2	0	2	4	5

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: The Department cares about, and is taking steps toward, a positive climate**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>4.30</b>	<b>82%</b>	<b>2%</b>	<b>0%</b>	<b>1</b>	<b>1</b>	<b>22</b>	<b>40</b>	<b>67</b>
Undergraduate Student	37	37	4.30	76%	3%	-6%	1	0	8	6	22
Graduate Student	28	28	4.30	86%	0%	4%	0	0	4	11	13
Postdoctoral Fellow	22	22	4.20	82%	0%	0%	0	0	4	10	8
Faculty	20	20	4.40	85%	0%	3%	0	0	3	6	11
Research Scientist	15	15	4.30	80%	7%	-2%	0	1	2	4	8
Administrative Staff	8	8	4.40	88%	0%	6%	0	0	1	3	4
Men	81	81	4.40	83%	0%	1%	0	0	14	25	42
Women	47	47	4.20	79%	4%	-3%	1	1	8	14	23
Heterosexual	106	106	4.30	83%	1%	1%	1	0	17	35	53
LGBTQ+	21	21	4.20	76%	5%	-6%	0	1	4	5	11
White	94	94	4.30	82%	1%	0%	1	0	16	30	47
Middle Eastern/North African	6	6	3.80	50%	0%	-32%	0	0	3	1	2
Asian	29	29	4.10	72%	3%	-10%	1	0	7	8	13
Underrepresented Minority	11	11	4.60	82%	0%	0%	0	0	2	1	8
Chicanx/Latinx	5	5	4.20	60%	0%	-22%	0	0	2	0	3
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	4.30	86%	14%	4%	0	1	0	2	4
Two or More Race/Ethnicities	13	13	3.90	62%	8%	-20%	1	0	4	2	6

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: The Department takes seriously and acts upon the values of Diversity and Inclusion**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>4.20</b>	<b>82%</b>	<b>3%</b>	<b>0%</b>	<b>1</b>	<b>3</b>	<b>19</b>	<b>49</b>	<b>59</b>
Undergraduate Student	37	37	4.20	78%	3%	-4%	0	1	7	11	18
Graduate Student	28	28	4.30	86%	0%	4%	0	0	4	12	12
Postdoctoral Fellow	22	22	4.10	77%	0%	-5%	0	0	5	9	8
Faculty	20	20	4.30	85%	5%	3%	1	0	2	7	10
Research Scientist	15	15	4.10	80%	13%	-2%	0	2	1	6	6
Administrative Staff	8	8	4.60	100%	0%	18%	0	0	0	3	5
Men	81	81	4.30	84%	1%	2%	0	1	12	32	36
Women	47	47	4.20	81%	4%	-1%	0	2	7	16	22
Heterosexual	106	106	4.30	84%	2%	2%	0	2	15	42	47
LGBTQ+	21	21	4.10	76%	5%	-6%	0	1	4	7	9
White	94	94	4.30	84%	2%	2%	0	2	13	37	42
Middle Eastern/North African	6	6	3.70	67%	0%	-15%	0	0	2	4	0
Asian	29	29	4.10	72%	3%	-10%	0	1	7	9	12
Underrepresented Minority	11	11	4.20	82%	0%	0%	0	0	2	5	4
Chicanx/Latinx	5	5	3.80	60%	0%	-22%	0	0	2	2	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.70	71%	29%	-11%	1	1	0	2	3
Two or More Race/Ethnicities	13	13	3.80	69%	8%	-13%	0	1	3	7	2

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E



**Prompt: There is adequate dissemination of information on climate-related resources and policies**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>4.30</b>	<b>85%</b>	<b>5%</b>	<b>0%</b>	<b>0</b>	<b>6</b>	<b>13</b>	<b>46</b>	<b>66</b>
Undergraduate Student	37	37	4.10	73%	8%	-12%	0	3	7	12	15
Graduate Student	28	28	4.50	89%	7%	4%	0	2	1	7	18
Postdoctoral Fellow	22	22	4.30	86%	0%	1%	0	0	3	9	10
Faculty	20	20	4.40	90%	0%	5%	0	0	2	8	10
Research Scientist	15	15	4.30	93%	7%	8%	0	1	0	7	7
Administrative Staff	8	8	4.80	100%	0%	15%	0	0	0	2	6
Men	81	81	4.40	89%	2%	4%	0	2	7	31	41
Women	47	47	4.20	81%	9%	-4%	0	4	5	15	23
Heterosexual	106	106	4.30	87%	4%	2%	0	4	10	39	53
LGBTQ+	21	21	4.20	81%	10%	-4%	0	2	2	6	11
White	94	94	4.40	88%	3%	3%	0	3	8	35	48
Middle Eastern/North African	6	6	3.70	50%	17%	-35%	0	1	2	1	2
Asian	29	29	4.20	79%	7%	-6%	0	2	4	8	15
Underrepresented Minority	11	11	4.20	73%	0%	-12%	0	0	3	3	5
Chicanx/Latinx	5	5	3.60	40%	0%	-45%	0	0	3	1	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	4.00	71%	14%	-14%	0	1	1	2	3
Two or More Race/Ethnicities	13	13	3.90	62%	8%	-23%	0	1	4	3	5

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

**Prompt: There is adequate discussion of climate issues in the Department**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>4.10</b>	<b>77%</b>	<b>8%</b>	<b>0%</b>	<b>2</b>	<b>9</b>	<b>19</b>	<b>47</b>	<b>54</b>
Undergraduate Student	37	37	3.80	65%	16%	-12%	1	5	7	10	14
Graduate Student	28	28	4.30	82%	7%	5%	1	1	3	8	15
Postdoctoral Fellow	22	22	4.10	86%	5%	9%	0	1	2	12	7
Faculty	20	20	4.10	75%	5%	-2%	0	1	4	7	8
Research Scientist	15	15	4.30	93%	7%	16%	0	1	0	8	6
Administrative Staff	8	8	4.30	75%	0%	-2%	0	0	2	2	4
Men	81	81	4.20	81%	6%	4%	0	5	10	31	35
Women	47	47	3.90	70%	13%	-7%	2	4	8	16	17
Heterosexual	106	106	4.10	76%	9%	-1%	2	8	15	34	47
LGBTQ+	21	21	4.10	86%	5%	9%	0	1	2	12	6
White	94	94	4.10	78%	10%	1%	2	7	12	34	39
Middle Eastern/North African	6	6	3.00	50%	50%	-27%	1	2	0	2	1
Asian	29	29	4.10	76%	3%	-1%	0	1	6	11	11
Underrepresented Minority	11	11	4.20	64%	0%	-13%	0	0	4	1	6
Chicanx/Latinx	5	5	3.40	20%	0%	-57%	0	0	4	0	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	4.00	71%	14%	-6%	0	1	1	2	3
Two or More Race/Ethnicities	13	13	3.60	54%	23%	-23%	1	2	3	2	5

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

Prompt: I am comfortable discussing climate issues in the Department with my colleagues

Group	Respondents		Summary Metrics				Respondent Count					
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree		Strongly Agree			
<b>Total</b>	<b>131</b>	<b>131</b>	<b>3.70</b>	<b>60%</b>	<b>17%</b>	<b>0%</b>	<b>3</b>	<b>19</b>	<b>30</b>	<b>37</b>	<b>42</b>	
Undergraduate Student	37	37	3.60	54%	19%	-6%	2	5	10	8	12	
Graduate Student	28	28	3.80	61%	21%	1%	0	6	5	5	12	
Postdoctoral Fellow	22	22	4.00	68%	5%	8%	0	1	6	8	7	
Faculty	20	20	3.40	55%	30%	-5%	0	6	3	8	3	
Research Scientist	15	15	3.70	67%	13%	7%	1	1	3	7	3	
Administrative Staff	8	8	4.40	75%	0%	15%	0	0	2	1	5	
Men	81	81	3.80	60%	15%	0%	1	11	20	24	25	
Women	47	47	3.70	60%	19%	0%	2	7	10	13	15	
Heterosexual	106	106	3.80	60%	17%	0%	2	16	24	28	36	
LGBTQ+	21	21	3.70	62%	14%	2%	1	2	5	8	5	
White	94	94	3.70	57%	18%	-3%	2	15	23	26	28	
Middle Eastern/North African	6	6	3.20	33%	33%	-27%	0	2	2	1	1	
Asian	29	29	3.80	59%	14%	-1%	1	3	8	7	10	
Underrepresented Minority	11	11	3.60	55%	18%	-5%	1	1	3	2	4	
Chicanx/Latinx	5	5	2.80	20%	40%	-40%	1	1	2	0	1	
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Decline to State Race/Ethnicity	7	7	3.60	71%	29%	11%	1	1	0	3	2	
Two or More Race/Ethnicities	13	13	3.10	31%	31%	-29%	1	3	5	2	2	

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

**Prompt: The Climate Advisor structure in the Department is a helpful addition to the efforts to improve climate**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>128</b>	<b>3.90</b>	<b>68%</b>	<b>9%</b>	<b>0%</b>	<b>4</b>	<b>7</b>	<b>30</b>	<b>43</b>	<b>44</b>
Undergraduate Student	37	37	3.70	59%	11%	-9%	2	2	11	11	11
Graduate Student	28	28	4.30	82%	0%	14%	0	0	5	10	13
Postdoctoral Fellow	22	22	3.90	59%	9%	-9%	0	2	7	5	8
Faculty	20	18	3.80	72%	17%	4%	1	2	2	8	5
Research Scientist	15	14	3.70	64%	7%	-4%	1	0	4	6	3
Administrative Staff	8	8	4.10	75%	12%	7%	0	1	1	2	4
Men	81	78	3.90	65%	6%	-3%	1	4	22	26	25
Women	47	47	3.90	72%	13%	4%	3	3	7	16	18
Heterosexual	106	104	3.90	67%	10%	-1%	4	6	24	34	36
LGBTQ+	21	21	4.10	76%	0%	8%	0	0	5	9	7
White	94	93	3.90	70%	11%	2%	4	6	18	33	32
Middle Eastern/North African	6	6	3.50	33%	17%	-35%	0	1	3	0	2
Asian	29	28	3.70	57%	11%	-11%	2	1	9	7	9
Underrepresented Minority	11	11	4.10	82%	9%	14%	1	0	1	4	5
Chicanx/Latinx	5	5	3.40	60%	20%	-8%	1	0	1	2	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	6	3.80	50%	0%	-18%	0	0	3	1	2
Two or More Race/Ethnicities	13	13	3.50	54%	23%	-14%	2	1	3	2	5

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

**Prompt: The Department articulates clear expectations and guidelines relevant to my goals**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>130</b>	<b>3.50</b>	<b>56%</b>	<b>18%</b>	<b>0%</b>	<b>6</b>	<b>18</b>	<b>33</b>	<b>46</b>	<b>27</b>
Undergraduate Student	37	37	4.00	73%	8%	17%	1	2	7	14	13
Graduate Student	28	28	3.60	61%	21%	5%	2	4	5	9	8
Postdoctoral Fellow	22	22	3.00	32%	27%	-24%	1	5	9	7	0
Faculty	20	20	3.60	65%	15%	9%	1	2	4	11	2
Research Scientist	15	14	2.80	29%	43%	-27%	1	5	4	4	0
Administrative Staff	8	8	4.10	62%	0%	6%	0	0	3	1	4
Men	81	81	3.50	56%	20%	0%	3	13	20	33	12
Women	47	46	3.70	59%	15%	3%	2	5	12	13	14
Heterosexual	106	105	3.50	54%	18%	-2%	4	15	29	35	22
LGBTQ+	21	21	3.70	71%	19%	15%	1	3	2	11	4
White	94	93	3.50	58%	19%	2%	4	14	21	36	18
Middle Eastern/North African	6	6	3.80	50%	17%	-6%	0	1	2	0	3
Asian	29	29	3.60	52%	17%	-4%	2	3	9	6	9
Underrepresented Minority	11	11	3.60	64%	18%	8%	1	1	2	5	2
Chicanx/Latinx	5	5	2.80	40%	40%	-16%	1	1	1	2	0
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.00	29%	29%	-27%	1	1	3	1	1
Two or More Race/Ethnicities	13	13	3.50	46%	23%	-10%	1	2	4	2	4

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

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**Prompt: I receive the level of mentoring/advising that I need to achieve my goals**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree		Strongly Agree		
<b>Total</b>	<b>131</b>	<b>126</b>	<b>3.70</b>	<b>67%</b>	<b>18%</b>	<b>0%</b>	<b>5</b>	<b>18</b>	<b>18</b>	<b>52</b>	<b>33</b>
Undergraduate Student	37	36	3.80	72%	17%	5%	0	6	4	16	10
Graduate Student	28	28	3.70	64%	25%	-3%	1	6	3	8	10
Postdoctoral Fellow	22	22	3.60	64%	18%	-3%	3	1	4	8	6
Faculty	20	17	3.70	71%	18%	4%	0	3	2	10	2
Research Scientist	15	14	3.50	64%	21%	-3%	1	2	2	7	2
Administrative Staff	8	8	4.00	62%	0%	-5%	0	0	3	2	3
Men	81	77	3.70	68%	19%	1%	4	11	10	33	19
Women	47	46	3.80	70%	15%	3%	1	6	7	18	14
Heterosexual	106	102	3.80	70%	15%	3%	3	12	16	43	28
LGBTQ+	21	21	3.40	62%	33%	-5%	2	5	1	8	5
White	94	90	3.70	67%	17%	0%	2	13	15	36	24
Middle Eastern/North African	6	6	3.80	50%	17%	-17%	0	1	2	0	3
Asian	29	29	3.70	72%	21%	5%	3	3	2	13	8
Underrepresented Minority	11	11	4.00	82%	9%	15%	0	1	1	6	3
Chicanx/Latinx	5	5	3.60	60%	20%	-7%	0	1	1	2	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	6	3.20	50%	50%	-17%	0	3	0	2	1
Two or More Race/Ethnicities	13	13	3.90	69%	15%	2%	0	2	2	5	4

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

**Prompt: I feel well supported by my colleagues to achieve my goals**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>3.90</b>	<b>69%</b>	<b>11%</b>	<b>0%</b>	<b>4</b>	<b>11</b>	<b>26</b>	<b>48</b>	<b>42</b>
Undergraduate Student	37	37	4.00	70%	5%	1%	1	1	9	12	14
Graduate Student	28	28	4.00	71%	11%	2%	1	2	5	8	12
Postdoctoral Fellow	22	22	3.80	68%	18%	-1%	0	4	3	9	6
Faculty	20	20	3.50	65%	25%	-4%	1	4	2	10	3
Research Scientist	15	15	3.80	67%	7%	-2%	1	0	4	6	4
Administrative Staff	8	8	4.00	62%	0%	-7%	0	0	3	2	3
Men	81	81	3.90	69%	12%	0%	2	8	15	30	26
Women	47	47	3.90	70%	9%	1%	2	2	10	17	16
Heterosexual	106	106	3.90	72%	10%	3%	4	7	19	39	37
LGBTQ+	21	21	3.70	62%	14%	-7%	0	3	5	8	5
White	94	94	3.80	69%	13%	0%	4	8	17	35	30
Middle Eastern/North African	6	6	3.80	67%	17%	-2%	1	0	1	1	3
Asian	29	29	3.90	62%	10%	-7%	0	3	8	8	10
Underrepresented Minority	11	11	4.10	82%	9%	13%	0	1	1	5	4
Chicanx/Latinx	5	5	3.80	80%	20%	11%	0	1	0	3	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.40	43%	14%	-26%	0	1	3	2	1
Two or More Race/Ethnicities	13	13	3.60	54%	15%	-15%	1	1	4	3	4

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

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**Prompt: My colleagues treat me with respect and dignity**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>131</b>	<b>4.30</b>	<b>85%</b>	<b>6%</b>	<b>0%</b>	<b>1</b>	<b>7</b>	<b>11</b>	<b>45</b>	<b>67</b>
Undergraduate Student	37	37	4.20	84%	5%	-1%	1	1	4	15	16
Graduate Student	28	28	4.50	93%	4%	8%	0	1	1	9	17
Postdoctoral Fellow	22	22	4.60	91%	5%	6%	0	1	1	4	16
Faculty	20	20	3.80	70%	15%	-15%	0	3	3	10	4
Research Scientist	15	15	4.30	80%	7%	-5%	0	1	2	3	9
Administrative Staff	8	8	4.60	100%	0%	15%	0	0	0	3	5
Men	81	81	4.40	85%	5%	0%	0	4	8	24	45
Women	47	47	4.30	87%	6%	2%	1	2	3	19	22
Heterosexual	106	106	4.30	89%	7%	4%	1	6	5	38	56
LGBTQ+	21	21	4.20	76%	0%	-9%	0	0	5	6	10
White	94	94	4.30	85%	6%	0%	1	5	8	29	51
Middle Eastern/North African	6	6	3.70	67%	17%	-18%	1	0	1	2	2
Asian	29	29	4.10	76%	7%	-9%	0	2	5	11	11
Underrepresented Minority	11	11	4.40	91%	9%	6%	0	1	0	4	6
Chicanx/Latinx	5	5	4.00	80%	20%	-5%	0	1	0	2	2
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.90	71%	14%	-14%	0	1	1	3	2
Two or More Race/Ethnicities	13	13	3.70	62%	15%	-23%	1	1	3	4	4

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: Members of the department taken as a whole treat me with respect and dignity**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>130</b>	<b>4.30</b>	<b>87%</b>	<b>5%</b>	<b>0%</b>	<b>0</b>	<b>7</b>	<b>10</b>	<b>47</b>	<b>66</b>
Undergraduate Student	37	37	4.40	89%	3%	2%	0	1	3	14	19
Graduate Student	28	28	4.50	89%	4%	2%	0	1	2	8	17
Postdoctoral Fellow	22	21	4.40	95%	5%	8%	0	1	0	9	11
Faculty	20	20	3.80	65%	15%	-22%	0	3	4	8	5
Research Scientist	15	15	4.30	87%	7%	0%	0	1	1	5	8
Administrative Staff	8	8	4.80	100%	0%	13%	0	0	0	2	6
Men	81	80	4.40	90%	6%	3%	0	5	3	31	41
Women	47	47	4.30	83%	2%	-4%	0	1	7	15	24
Heterosexual	106	105	4.30	88%	6%	1%	0	6	7	39	53
LGBTQ+	21	21	4.40	90%	0%	3%	0	0	2	8	11
White	94	94	4.30	88%	5%	1%	0	5	6	36	47
Middle Eastern/North African	6	6	4.50	83%	0%	-4%	0	0	1	1	4
Asian	29	29	4.40	90%	7%	3%	0	2	1	10	16
Underrepresented Minority	11	10	4.20	80%	10%	-7%	0	1	1	3	5
Chicanx/Latinx	5	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.90	57%	14%	-30%	0	1	2	1	3
Two or More Race/Ethnicities	13	13	4.30	85%	8%	-2%	0	1	1	4	7

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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Prompt: I receive adequate resources to help me achieve my goals

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>130</b>	<b>4.00</b>	<b>76%</b>	<b>8%</b>	<b>0%</b>	<b>5</b>	<b>5</b>	<b>21</b>	<b>60</b>	<b>39</b>
Undergraduate Student	37	37	3.90	70%	5%	-6%	2	0	9	14	12
Graduate Student	28	28	4.20	82%	4%	6%	1	0	4	11	12
Postdoctoral Fellow	22	21	4.10	90%	10%	14%	1	1	0	13	6
Faculty	20	20	3.60	65%	15%	-11%	0	3	4	12	1
Research Scientist	15	15	3.90	80%	13%	4%	1	1	1	7	5
Administrative Staff	8	8	4.10	75%	0%	-1%	0	0	2	3	3
Men	81	80	4.00	79%	9%	3%	3	4	10	37	26
Women	47	47	3.90	72%	4%	-4%	2	0	11	21	13
Heterosexual	106	105	4.00	80%	6%	4%	4	2	15	49	35
LGBTQ+	21	21	3.70	67%	14%	-9%	1	2	4	10	4
White	94	93	4.00	75%	8%	-1%	4	3	16	40	30
Middle Eastern/North African	6	6	3.80	67%	17%	-9%	1	0	1	1	3
Asian	29	29	3.80	72%	10%	-4%	2	1	5	13	8
Underrepresented Minority	11	11	3.90	82%	9%	6%	1	0	1	6	3
Chicanx/Latinx	5	5	3.20	60%	20%	-16%	1	0	1	3	0
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	3.70	57%	14%	-19%	0	1	2	2	2
Two or More Race/Ethnicities	13	13	3.60	54%	15%	-22%	2	0	4	2	5

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

**Prompt: The department supports and encourages a good work/life balance**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>130</b>	<b>3.70</b>	<b>63%</b>	<b>12%</b>	<b>0%</b>	<b>6</b>	<b>9</b>	<b>33</b>	<b>48</b>	<b>34</b>
Undergraduate Student	37	37	3.40	49%	19%	-14%	3	4	12	10	8
Graduate Student	28	28	4.00	71%	7%	8%	0	2	6	11	9
Postdoctoral Fellow	22	22	3.70	55%	9%	-8%	1	1	8	6	6
Faculty	20	19	3.60	74%	5%	11%	1	0	4	14	0
Research Scientist	15	15	3.70	67%	20%	4%	1	2	2	5	5
Administrative Staff	8	8	4.60	88%	0%	25%	0	0	1	1	6
Men	81	80	3.80	64%	8%	1%	3	3	23	33	18
Women	47	47	3.70	64%	19%	1%	3	6	8	14	16
Heterosexual	106	106	3.80	67%	10%	4%	4	7	24	40	31
LGBTQ+	21	21	3.20	43%	19%	-20%	2	2	8	7	2
White	94	94	3.60	60%	14%	-3%	5	8	25	35	21
Middle Eastern/North African	6	6	3.20	33%	17%	-30%	1	0	3	1	1
Asian	29	29	3.90	69%	10%	6%	2	1	6	10	10
Underrepresented Minority	11	11	3.60	55%	9%	-8%	1	0	4	3	3
Chicanx/Latinx	5	5	3.20	40%	20%	-23%	1	0	2	1	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	6	3.70	67%	17%	4%	0	1	1	3	1
Two or More Race/Ethnicities	13	13	3.20	38%	23%	-25%	2	1	5	3	2

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: I receive adequate support and resources for good mental health**

Group	Respondents		Summary Metrics				Respondent Count				
	N	n	Mean	% Positive	% Negative	Equity Gap	Strongly Disagree				Strongly Agree
<b>Total</b>	<b>131</b>	<b>127</b>	<b>3.70</b>	<b>57%</b>	<b>12%</b>	<b>0%</b>	<b>6</b>	<b>9</b>	<b>40</b>	<b>34</b>	<b>38</b>
Undergraduate Student	37	37	3.40	46%	22%	-11%	4	4	12	6	11
Graduate Student	28	28	3.80	61%	11%	4%	1	2	8	9	8
Postdoctoral Fellow	22	22	3.70	50%	14%	-7%	0	3	8	4	7
Faculty	20	17	3.90	71%	0%	14%	0	0	5	9	3
Research Scientist	15	14	3.70	57%	7%	0%	1	0	5	4	4
Administrative Staff	8	8	4.40	75%	0%	18%	0	0	2	1	5
Men	81	78	3.80	59%	8%	2%	2	4	26	21	25
Women	47	47	3.60	55%	19%	-2%	4	5	12	13	13
Heterosexual	106	104	3.80	60%	10%	3%	5	5	32	27	35
LGBTQ+	21	21	3.20	43%	24%	-14%	1	4	7	7	2
White	94	92	3.70	58%	13%	1%	6	6	27	25	28
Middle Eastern/North African	6	6	3.00	33%	33%	-24%	2	0	2	0	2
Asian	29	29	3.60	55%	10%	-2%	2	1	10	9	7
Underrepresented Minority	11	11	3.60	55%	18%	-2%	1	1	3	2	4
Chicanx/Latinx	5	5	3.20	60%	40%	3%	1	1	0	2	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	5	3.20	20%	20%	-37%	0	1	3	0	1
Two or More Race/Ethnicities	13	13	3.20	38%	23%	-19%	3	0	5	2	3

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: Within the past year have you experienced any exclusionary behavior or harassment in your work environment for Astronomy that negatively impacted your ability to do that work?**

Group	Respondents		Summary Metrics				Respondent Count	
	N	n	Mean	% Positive	% Negative	Equity Gap	No	Yes
<b>Total</b>	<b>131</b>	<b>131</b>	<b>0.20</b>	<b>82%</b>	<b>18%</b>	<b>0%</b>	<b>107</b>	<b>24</b>
Undergraduate Student	37	37	0.30	70%	30%	-12%	26	11
Graduate Student	28	28	0.10	89%	11%	7%	25	3
Postdoctoral Fellow	22	22	0.10	86%	14%	4%	19	3
Faculty	20	20	0.20	80%	20%	-2%	16	4
Research Scientist	15	15	0.10	93%	7%	11%	14	1
Administrative Staff	8	8	0.30	75%	25%	-7%	6	2
Men	81	81	0.10	91%	9%	9%	74	7
Women	47	47	0.30	68%	32%	-14%	32	15
Heterosexual	106	106	0.20	83%	17%	1%	88	18
LGBTQ+	21	21	0.10	86%	14%	4%	18	3
White	94	94	0.20	84%	16%	2%	79	15
Middle Eastern/North African	6	6	0.50	50%	50%	-32%	3	3
Asian	29	29	0.20	83%	17%	1%	24	5
Underrepresented Minority	11	11	0.40	64%	36%	-18%	7	4
Chicanx/Latinx	5	5	0.60	40%	60%	-42%	2	3
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	0.60	43%	57%	-39%	3	4
Two or More Race/Ethnicities	13	13	0.40	62%	38%	-20%	8	5

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: Within the past year has anyone confided in you about experiencing exclusionary behavior or harassment in Astronomy?**

Group	Respondents		Summary Metrics				Respondent Count	
	N	n	Mean	% Positive	% Negative	Equity Gap	No	Yes
<b>Total</b>	<b>131</b>	<b>130</b>	<b>0.30</b>	<b>74%</b>	<b>26%</b>	<b>0%</b>	<b>96</b>	<b>34</b>
Undergraduate Student	37	37	0.40	59%	41%	-15%	22	15
Graduate Student	28	27	0.30	67%	33%	-7%	18	9
Postdoctoral Fellow	22	22	0.10	95%	5%	21%	21	1
Faculty	20	20	0.30	70%	30%	-4%	14	6
Research Scientist	15	15	0.10	93%	7%	19%	14	1
Administrative Staff	8	8	0.30	75%	25%	1%	6	2
Men	81	80	0.20	85%	15%	11%	68	12
Women	47	47	0.50	55%	45%	-19%	26	21
Heterosexual	106	105	0.20	76%	24%	2%	80	25
LGBTQ+	21	21	0.30	67%	33%	-7%	14	7
White	94	93	0.30	72%	28%	-2%	67	26
Middle Eastern/North African	6	6	0.30	67%	33%	-7%	4	2
Asian	29	29	0.20	76%	24%	2%	22	7
Underrepresented Minority	11	11	0.30	73%	27%	-1%	8	3
Chicanx/Latinx	5	5	0.20	80%	20%	6%	4	1
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	7	0.10	86%	14%	12%	6	1
Two or More Race/Ethnicities	13	13	0.30	69%	31%	-5%	9	4

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Prompt: Within the past year, have you personally experienced any exclusionary or harassment behavior on campus outside the Department?**

Group	Respondents		Summary Metrics				Respondent Count	
	N	n	Mean	% Positive	% Negative	Equity Gap	No	Yes
<b>Total</b>	<b>131</b>	<b>126</b>	<b>0.10</b>	<b>91%</b>	<b>9%</b>	<b>0%</b>	<b>115</b>	<b>11</b>
Undergraduate Student	37	36	0.20	81%	19%	-10%	29	7
Graduate Student	28	27	0.00	96%	4%	5%	26	1
Postdoctoral Fellow	22	21	0.10	95%	5%	4%	20	1
Faculty	20	20	0.00	100%	0%	9%	20	0
Research Scientist	15	14	0.10	93%	7%	2%	13	1
Administrative Staff	8	7	0.10	86%	14%	-5%	6	1
Men	81	80	0.00	98%	2%	7%	78	2
Women	47	43	0.20	79%	21%	-12%	34	9
Heterosexual	106	102	0.10	93%	7%	2%	95	7
LGBTQ+	21	20	0.20	80%	20%	-11%	16	4
White	94	91	0.10	93%	7%	2%	85	6
Middle Eastern/North African	6	5	0.00	100%	0%	9%	5	0
Asian	29	29	0.20	83%	17%	-8%	24	5
Underrepresented Minority	11	10	0.20	80%	20%	-11%	8	2
Chicanx/Latinx	5	4	n/a	n/a	n/a	n/a	n/a	n/a
African American	4	4	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	3	3	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	7	6	0.20	83%	17%	-8%	5	1
Two or More Race/Ethnicities	13	12	0.20	83%	17%	-8%	10	2

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

Appendix E

## Appendix F – Question Intersections

Percent positive for each climate metric across disaggregated for undergraduate students and graduate students. Groups with fewer than five respondents are suppressed to avoid identification.

- Q1: I am comfortable with the climate at UC Berkeley (i.e. at the University as a whole)
- Q2: I am comfortable with the climate in my primary place of work in Campbell Hall (including classes / research group / work environment)
- Q3: The Department cares about, and is taking steps toward, a positive climate
- Q4: The Department takes seriously and acts upon the values of Diversity and Inclusion
- Q5: There is adequate dissemination of information on climate-related resources and policies
- Q6: There is adequate discussion of climate issues in the Department
- Q7: I am comfortable discussing climate issues in the Department with my colleagues
- Q8: The Climate Advisor structure in the Department is a helpful addition to the efforts to improve climate
- Q9: The Department articulates clear expectations and guidelines relevant to my goals
- Q10: I receive the level of mentoring/advising that I need to achieve my goals
- Q11: I feel well supported by my colleagues to achieve my goals
- Q12: My colleagues treat me with respect and dignity
- Q13: Members of the department taken as a whole treat me with respect and dignity
- Q14: I receive adequate resources to help me achieve my goals
- Q15: The department supports and encourages a good work/life balance
- Q16: I receive adequate support and resources for good mental health



**Percent positive responses for each question -- Undergraduate Student**

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>73%</b>	<b>81%</b>	<b>76%</b>	<b>78%</b>	<b>73%</b>	<b>65%</b>	<b>54%</b>	<b>59%</b>	<b>73%</b>	<b>72%</b>	<b>70%</b>	<b>84%</b>	<b>89%</b>	<b>70%</b>	<b>49%</b>	<b>46%</b>
Men	83%	89%	72%	78%	83%	72%	56%	56%	83%	76%	72%	89%	100%	83%	61%	56%
Women	63%	74%	79%	79%	63%	58%	53%	63%	63%	68%	68%	79%	79%	58%	37%	37%
Heterosexual	79%	83%	76%	79%	72%	59%	48%	59%	66%	71%	66%	86%	93%	72%	52%	48%
LGBTQ+	50%	75%	75%	75%	75%	88%	75%	63%	100%	75%	88%	75%	75%	63%	38%	38%
White	73%	77%	73%	81%	73%	62%	54%	62%	65%	72%	69%	85%	92%	65%	38%	31%
Middle Eastern/North African	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Asian	62%	69%	62%	54%	69%	69%	46%	38%	77%	69%	62%	62%	85%	69%	62%	62%
Underrepresented Minority	60%	80%	80%	80%	60%	60%	40%	80%	80%	80%	60%	80%	60%	80%	20%	40%
Chicanx/Latinx	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Two or More Race/Ethnicities	50%	63%	50%	63%	63%	50%	25%	50%	63%	75%	50%	50%	75%	63%	25%	25%

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Percent positive responses for each question -- Graduate Student**

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>82%</b>	<b>89%</b>	<b>86%</b>	<b>86%</b>	<b>89%</b>	<b>82%</b>	<b>61%</b>	<b>82%</b>	<b>61%</b>	<b>64%</b>	<b>71%</b>	<b>93%</b>	<b>89%</b>	<b>82%</b>	<b>71%</b>	<b>61%</b>
Men	79%	86%	86%	93%	86%	86%	50%	71%	57%	50%	64%	93%	93%	79%	64%	57%
Women	86%	93%	86%	79%	93%	79%	71%	93%	64%	79%	79%	93%	86%	86%	79%	64%
Heterosexual	77%	86%	86%	86%	86%	82%	55%	77%	50%	59%	68%	91%	86%	77%	68%	55%
LGBTQ+	100%	100%	83%	83%	100%	83%	83%	100%	100%	83%	83%	100%	100%	100%	83%	83%
White	85%	95%	90%	85%	95%	85%	60%	85%	70%	65%	75%	95%	95%	90%	70%	80%
Middle Eastern/North African	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Asian	67%	67%	67%	83%	67%	67%	50%	67%	33%	67%	67%	83%	83%	67%	67%	17%
Underrepresented Minority	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Chicanx/Latinx	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Two or More Race/Ethnicities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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**Percent positive responses for each question -- Postdocs and Research Scientists**

Group	Question Number															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>	<b>78%</b>	<b>92%</b>	<b>81%</b>	<b>78%</b>	<b>89%</b>	<b>89%</b>	<b>68%</b>	<b>61%</b>	<b>31%</b>	<b>64%</b>	<b>68%</b>	<b>86%</b>	<b>92%</b>	<b>86%</b>	<b>59%</b>	<b>53%</b>
Men	75%	94%	84%	81%	91%	91%	72%	61%	34%	68%	69%	84%	94%	84%	56%	52%
Women	100%	80%	60%	60%	80%	80%	40%	60%	0%	40%	60%	100%	80%	100%	80%	60%
Heterosexual	77%	90%	83%	80%	93%	90%	77%	59%	35%	72%	80%	93%	90%	97%	70%	62%
LGBTQ+	86%	100%	71%	71%	71%	86%	29%	71%	14%	29%	14%	57%	100%	43%	14%	14%
White	81%	92%	85%	81%	92%	96%	65%	65%	36%	64%	69%	81%	88%	84%	58%	56%
Middle Eastern/North African	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Asian	88%	88%	88%	88%	100%	88%	75%	75%	13%	75%	50%	88%	100%	75%	75%	63%
Underrepresented Minority	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Chicanx/Latinx	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
African American	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Native American/Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Decline to State Race/Ethnicity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Two or More Race/Ethnicities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Prepared by Equity & Inclusion, September 2017

Sources: UC Berkeley Astronomy Departmental Climate Survey

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## **Appendix G – Survey Instrument**

The text and questions for the survey instrument.

# Astronomy Climate Survey 2017

You are requested to participate in a survey of all members and affiliates of UC Berkeley's Astronomy Department. The results of the survey will provide essential information about our academic support environment and general climate, and will enable assessment of recent progress. Suggested improvements are also valuable. All questions after the first are voluntary; you are free to not answer a question if you wish. The survey should typically take no more than 15 minutes. This survey is an input to the upcoming Academic Program Review of the department by the campus.

The survey is being administered by the Division of Equity and Inclusion to ensure the anonymity and privacy of your responses. No department members will see any individual or text response. Only a summary and an analysis of the survey will be reported back to the department by the Office of Equity and Inclusion. Please note that if you provide sufficiently explicit details in text box responses, they may trigger an official investigation. A valuable source of information regarding anonymous reporting is <http://survivorsupport.berkeley.edu/report#Responsible> Employees. If you would like to make a report that results in directly related action, this survey is not the right instrument for that.

Definition of "Climate": Current attitudes, behaviors, and standards concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

\* Required

## Demographics

### 1. Which of the following best describes your affiliation with the UC Berkeley Astronomy Department? \*

*Mark only one oval.*

- ☐ Undergraduate Student
- ☐ Graduate Student
- ☐ Postdoc
- ☐ Research Scientist
- ☐ Administrative or Support Staff
- ☐ Faculty
- ☐ Visitor
- ☐ Other: \_\_\_\_\_

### 2. How do you describe your race/ethnicity (choose all that apply)?

*Check all that apply.*

- ☐ White, Caucasian, European
- ☐ Black, African American, African
- ☐ Hispanic, Latino, Latina
- ☐ Native American, Indigenous, Pacific Islander
- ☐ Middle Eastern
- ☐ South, Southeast, or East Asian
- ☐ Other: \_\_\_\_\_

**3. How do you describe your gender (select all that apply)?***Check all that apply.*

- ☐ Woman
- ☐ Man
- ☐ Nonbinary or genderqueer
- ☐ Other: \_\_\_\_\_

**4. Do you identify as transgender?***Mark only one oval.*

- ☐ Yes
- ☐ No
- ☐ Other: \_\_\_\_\_

**5. How do you describe your sexual orientation (select all that apply)?***Check all that apply.*

- ☐ Heterosexual
- ☐ Gay or Lesbian
- ☐ Bisexual
- ☐ Asexual
- ☐ Other: \_\_\_\_\_

**6. Did you receive, or are working to receive, an undergraduate degree in the United States?***Mark only one oval.*

- ☐ Yes
- ☐ No
- ☐ Other: \_\_\_\_\_

**Astronomy Climate**

This section of the survey asks about the role of UC Berkeley and Astronomy in creating a healthy work environment. All questions are voluntary; you are free to not answer a question if you wish.

## How well is the University and the Department doing toward fostering a positive Climate?

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For each statement below, please select an option from 1 through 5.

**7. I am comfortable with the climate at UC Berkeley (i.e. at the University as a whole)***Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**8. I am comfortable with the climate in my primary place of work in Campbell Hall (including classes / research group / work environment)**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**9. The Department cares about, and is taking steps toward, a positive climate**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**10. The Department takes seriously and acts upon the values of Diversity and Inclusion**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**11. There is adequate dissemination of information on climate-related resources and policies**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**12. There is adequate discussion of climate issues in the Department**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**13. I am comfortable discussing climate issues in the Department with my colleagues**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**14. The Climate Advisor structure in the Department is a helpful addition to the efforts to improve climate**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**15. Is there anything else you'd like to tell us about the role of the University or Astronomy Department in fostering a positive climate?**

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## **How well does the Astronomy Department support you in achieving your professional goals in the Department?**

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For each statement below, please select an option from 1 through 5.

**16. The Department articulates clear expectations and guidelines relevant to my goals**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**17. I receive the level of mentoring/advising that I need to achieve my goals**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**18. I feel well supported by my colleagues to achieve my goals**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**19. My colleagues treat me with respect and dignity**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**20. Members of the department taken as a whole treat me with respect and dignity**

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree



**21. I receive adequate resources to help me achieve my goals***Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**22. The department supports and encourages a good work/life balance***Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**23. I receive adequate support and resources for good mental health***Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

**24. Is there anything else you'd like to tell us about the role of the Department in helping you achieve your goals?**


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**Harassment and Exclusionary Behavior**

Harassment or exclusionary behavior includes conduct that explicitly or implicitly interferes with a person's work or educational performance, or creates an environment such that a reasonable person would find the conduct intimidating, hostile, or offensive. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or nonverbal conduct, including physical conduct of an implicitly sexual/gendered nature. Harassment and exclusionary behavior are expressly forbidden with respect to other protected categories including race, ethnicity, gender, religious beliefs, and disability status.

**Exclusionary Behavior in Astronomy**

Please answer the following questions as they relate to your experiences in Astronomy (both within and outside Campbell Hall; e.g. Astronomy conferences / workshops, colloquium dinners) over the past year.

**25. Within the past year have you experienced any exclusionary behavior or harassment in your work environment for Astronomy that negatively impacted your ability to do that work?**

*Mark only one oval.*

- ☐ Yes
- ☐ No
- ☐ Other: \_\_\_\_\_

**26. If yes, what sort of behavior?**

*Check all that apply.*

- ☐ offensive verbal behavior
- ☐ bullying
- ☐ interference with work opportunities
- ☐ interference with educational opportunities
- ☐ exclusionary behavior
- ☐ offensive physical behavior
- ☐ assault
- ☐ Other: \_\_\_\_\_

**27. How many times in all did you experience any of the above forms of exclusionary behavior or harassment in the past year?**

*Mark only one oval.*

- ☐ Once
- ☐ 2 or 3 times
- ☐ 4 to 6 times
- ☐ 7 times or higher

**28. How many separate individuals caused you any of the above forms of exclusionary behavior or harassment in the past year?**

*Mark only one oval.*

- ☐ 1
- ☐ 2
- ☐ 3 to 5
- ☐ 6 or more

**29. Where did you experience any of the above forms of exclusionary behavior or harassment in the past year (select all that apply)?**

*Check all that apply.*

- ☐ In the classroom
- ☐ At a department talk or presentation
- ☐ In a meeting room
- ☐ In my office or cubicle
- ☐ In the lab or observing room
- ☐ In an astronomy-affiliated public space
- ☐ At a conference
- ☐ On a work-related trip
- ☐ Through other media (e.g. email, a written note)
- ☐ Other: \_\_\_\_\_

**30. Which of the following groups caused you to experience any of the above forms of exclusionary behavior or harassment in the past year (select all that apply)?**

*Check all that apply.*

- ☐ Undergraduate student
- ☐ Graduate student
- ☐ Postdoc
- ☐ Research Scientist
- ☐ Administrative or Support Staff
- ☐ Faculty
- ☐ Visitor
- ☐ A person whose work is unrelated to Astronomy or related fields, or the support of these fields
- ☐ Other: \_\_\_\_\_

**31. Please provide any further details you wish**

The actual details you provide in this or any text box will only be seen by the Office of Equity and Inclusion. The results of the survey will be aggregated to protect individuals before being reported (in summary form) to the Department.

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## **Harassment and Exclusion Experienced by Others**

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This section asks about any incidents of exclusionary behavior or harassment others in Astronomy may have shared with you.

**32. Within the past year has anyone confided in you about experiencing exclusionary behavior or harassment in Astronomy?**

*Mark only one oval.*

- ☐ Yes
- ☐ No
- ☐ Other: \_\_\_\_\_

**33. If yes, what sort of behavior?**

*Check all that apply.*

- ☐ offensive verbal behavior
- ☐ bullying
- ☐ interference with work opportunities
- ☐ interference with educational opportunities
- ☐ exclusionary behavior
- ☐ offensive physical behavior
- ☐ assault
- ☐ Other: \_\_\_\_\_

**34. How many individuals have separately confided in you?**

\_\_\_\_\_

**35. How many times did each person confiding in you experience exclusionary behavior or harassment in the past year?**

\_\_\_\_\_

**36. How many separate individuals caused the exclusionary behavior or harassment in the past year?**

*Mark only one oval.*

- ☐ 1
- ☐ 2
- ☐ 3 to 5
- ☐ 6 or more
- ☐ Unknown

**37. Where did the person(s) confiding in you experience exclusionary behavior or harassment in the past year (select all that apply)?**

*Check all that apply.*

- ☐ In the classroom
- ☐ At a department talk or presentation
- ☐ In a meeting room
- ☐ In their office or cubicle
- ☐ In the lab or observing room
- ☐ In an astronomy-affiliated public space
- ☐ At a conference
- ☐ On a work-related trip
- ☐ Through other media (e.g. email, a written note)
- ☐ Unknown
- ☐ Other: \_\_\_\_\_

**38. Which of the following groups caused them to experience exclusionary behavior or harassment in the past year (select all that apply)?**

*Check all that apply.*

- ☐ Undergraduate student
- ☐ Graduate student
- ☐ Postdoc
- ☐ Research Scientist
- ☐ Administrative or Support Staff
- ☐ Faculty
- ☐ Visitor
- ☐ Not a member of Astronomy or allied field
- ☐ Unknown
- ☐ Other: \_\_\_\_\_

**39. Please provide any further details you wish**

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## **Exclusionary Behavior on Campus**

Please answer the following questions as they relate to your experiences within the University, but outside Astronomy, over the past year.

**40. Within the past year, have you personally experienced any exclusionary or harassment behavior on campus outside the Department?**

*Mark only one oval.*

- ☐ Yes
- ☐ No
- ☐ Other: \_\_\_\_\_

**41. If yes, what sort of behavior?**

*Check all that apply.*

- ☐ offensive verbal behavior
- ☐ bullying
- ☐ interference with work opportunities
- ☐ interference with educational opportunities
- ☐ exclusionary behavior
- ☐ offensive physical behavior
- ☐ assault
- ☐ Other: \_\_\_\_\_

**42. How many times in all did you experience any of the above forms of exclusionary behavior or harassment in the past year?**

*Mark only one oval.*

- ☐ Once
- ☐ 2 or 3 times
- ☐ 4 to 6 times
- ☐ 7 times or higher

**43. How many separate individuals caused you any of the above forms of exclusionary behavior or harassment in the past year?**

*Mark only one oval.*

- ☐ 1
- ☐ 2
- ☐ 3 to 5
- ☐ 6 or more

**44. Where did you experience any of the above forms of exclusionary behavior or harassment in the past year (select all that apply)?**

*Check all that apply.*

- ☐ In the classroom
- ☐ At a talk or presentation
- ☐ In a meeting room
- ☐ In my office or cubicle
- ☐ In a lab
- ☐ In a public area or social space
- ☐ Through other media (e.g. email, a written note)

**45. Which of the following groups caused you to experience any of the above forms of exclusionary behavior or harassment in the past year (select all that apply)?**

*Check all that apply.*

- ☐ Undergraduate student
- ☐ Graduate student
- ☐ Postdoc
- ☐ Research Scientist
- ☐ Administrative or Support Staff
- ☐ Faculty
- ☐ Visitor
- ☐ Other person affiliated with the University
- ☐ Other person not affiliated with the University
- ☐ A person I did not know
- ☐ Other: \_\_\_\_\_

**46. Please provide any further details you wish**

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## Redress

This section asks about outcomes and redress related to reports of exclusionary behavior and harassment

**47. If you experienced offending behavior, were you aware of your options for reporting or redress? Did you pursue any of them?**

*Mark only one oval.*

- ☐ Not aware
- ☐ Aware but did not pursue
- ☐ Pursued one or more options for reporting or redress

**48. If you experienced offending behavior, did you feel that the actions of the offender were a result of a biased or negative view of any of your identities?**

*Mark only one oval.*

- ☐ Yes
- ☐ No

**49. If yes, which identities?**

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**50. If you reported any of this offending behavior, how satisfied were you with the outcome?**

*Mark only one oval.*

	1	2	3	4	5	
Not at all satisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Completely satisfied

**51. Please feel free to share any further details about reporting and redress you wish**

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## Thank you

Thank you for taking the survey! Your feedback is important for helping make Berkeley Astronomy a safe and welcoming environment for everyone.

More information about preventing and responding to incidents of harassment or exclusionary behavior is available at

<http://astro.berkeley.edu/departments-resources/reporting-harassment>

**52. If you would like to mention anything not covered by the questions above, or any comments about the survey, please feel free to share them here.**

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