



BERKELEY ASTRONOMY DEPARTMENT

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11 October 2016

Colleagues,

Thanks to all who completed the 2016 Astronomy Climate Survey. There were 103 respondents. Attached are the survey results, with respondents' written comments abstracted to preserve confidentiality. The survey data are anonymous, even to the Climate Advisors who collected them. All responses were viewed in aggregate and never individually. The results have been shared with the Berkeley Office for Equity and Inclusion, our Dean, and Berkeley Public Affairs.

A few highlights from the survey:

1. We can do better to reduce discomfort and less overt forms of discrimination, in the areas of gender, race, and sexual orientation. The problem—micro-aggressions and sexist remarks reported by ~10-25% of respondents—cuts across all interactions: within peer groups (e.g., undergraduates with undergraduates at TALC; faculty with faculty) and between groups.
2. Most respondents appear happy with their supervisors, although ~10% reported some form of bullying or discomfort, either in one-in-one interactions or within a research group.
3. A rather large fraction of the Department (~38%) were unaware of our new Department website that describes the many resources available to address issues of discrimination and conflict resolution. So here it is again!

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

Activities following this survey:

1. A Department Town Hall (held during the Department Lunch on Sep 15) to review these results and renew our collective commitment to be more sensitive and communicative, and to listen and respond to people's needs, scientific and otherwise.
2. Discussion of these results in separate "constituency" meetings (e.g., GSPS; AstroJustice; AstroQ; Undergraduate Majors; faculty), to raise awareness and devise more concrete actions. The faculty have committed to a climate assessment/improvement program sponsored by Dean Hellman that will take place over Fall 2016. The faculty will also discuss these results explicitly with undergraduate majors, in classes and meetings.
3. At least one Department Lunch talk per semester will discuss climate best practices.

Thank you again for completing the survey, which we hope functions as one more tool to help us build a more harmonious workplace.

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1 2015 - 2016 Climate Survey

The 2015-2016 Climate Survey at the Department of Astronomy, UC Berkeley was active from May 2 to June 1. The questionnaire opened with the following statement:

Welcome to the 2016 Berkeley Astronomy Department Climate Survey, created by the Astronomy Climate Advisors in consultation with Berkeley's Office of Equity and Inclusion.

The Department of Astronomy strives to create a safe and supporting working environment for all its members. The aims of this survey are:

1. To understand the experiences and needs of members of the Department in the context of work climate, with a focus on sexual harassment
2. To understand the cumulative experiences and needs of different demographics within the Department, with a focus on minority groups
3. To understand and prioritize climate issues that need attention in the next 12-month period
4. To derive climate-related policies within the Department for the next 12-month period
5. To obtain and maintain a running census of climate-related issues in order to test effectiveness of the above policies

The survey touches upon the following areas:

Sexual Harassment Census

Gender Equity

Racial Equity

LGBTQ Support

Support for persons with disabilities

Supervisor Relations

Knowledge and Resources

The Context of this Survey:

Survey participants include current members of the Department: faculty, researchers, undergraduate majors, graduate students, postdocs, staff, and visiting scholars. You will be asked questions concerning your personal experience from May 2015 - April 2016. The survey results will be analyzed and summarized for the Department and for the public by Fall 2016. A meeting of the Climate Advisors will be convened at the end of the summer to discuss the results of the survey, derive climate-related policies, and implement them in the academic year 2016-2017. We intend for this survey to be conducted annually every May.

Anonymity and Privacy:

No identifying information will be collected or made public at any stage.

Demographic groups with 3 or fewer members will be aggregated with other groups as appropriate in order to maintain privacy and minimize exposure. The survey does not capture CalNet IDs or email addresses and responses are

anonymous. Raw data will be seen only by analysts in Berkeley's Office of Equity and Inclusion, and by the Astronomy Climate Advisors. If you are concerned that a question may violate your anonymity or privacy, you may opt to not respond by answering "Decline to state". There will be text-boxes throughout the survey, including during the "Wrap-up" portion, where you will have the option to write freely.

Navigating the Survey:

You may only submit a single, anonymous response to this survey. This questionnaire uses logic branching to present sections depending on your responses to previous questions. You are welcome to use the navigation links at the bottom of each survey page to go back and edit responses to earlier sections of the survey. Once you submit the survey, your responses will be anonymized and recorded, and you will not be able to make any further changes.

Thank you for participating and helping to improve climate in Campbell Hall!

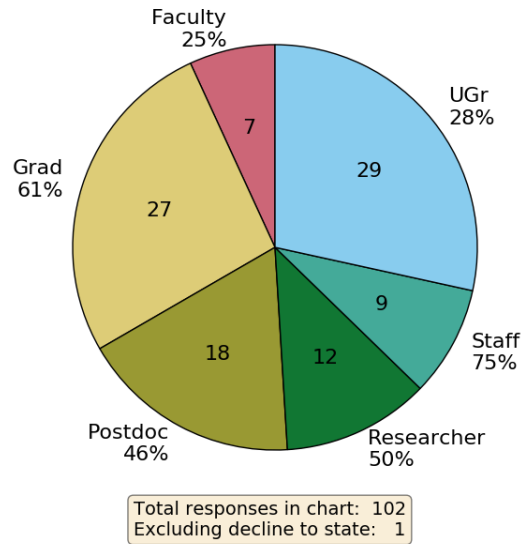
2 Demographics

The Climate survey received 103 responses. This section details the number of responses by department affiliation, as well as other demographic break-downs.

2.1 Department affiliation

Which of the following best describes your current affiliation with UC Berkeley Astronomy?

1. Undergraduate student
2. Graduate student
3. Post-doctoral scientist
4. Researcher
5. Visiting Scholar
6. Staff
7. Faculty
8. Decline to state
9. Other

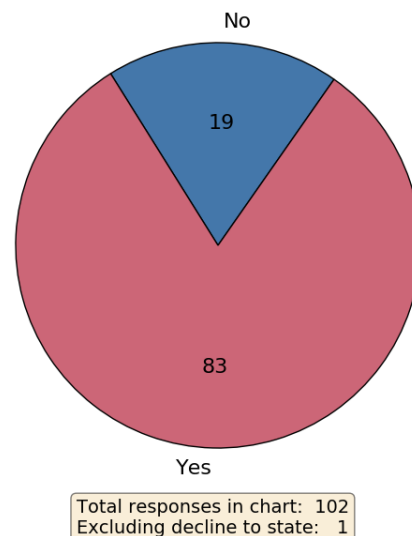


102 out of a total of 103 respondents identified their department affiliation. One person responded with “Decline to state” and no responses were received for “Visiting scholar” or “Other”. We computed the number of persons in each group based on a combination of department mailing lists and department webpages: faculty (28), staff (12), localpostdocs (39), localstudents (44), astromajors (102), and researchers (24). The highest response rates were from staff and graduate students, and the lowest response rate was from faculty.

2.2 Citizenship

Are you a US citizen or US Permanent Resident?

1. Yes
2. No
3. Unknown or decline to state

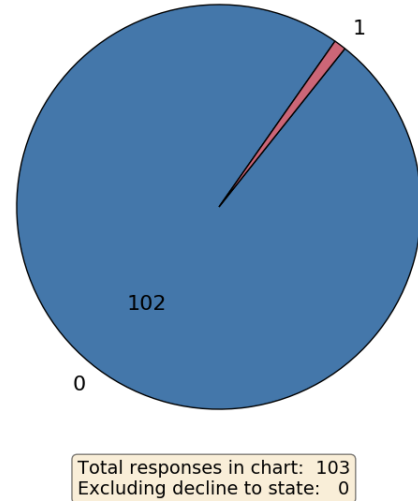


3 Sexual Harassment

All respondents were asked the first question in this section:

In the period May 2015 - April 2016, how many times have you experienced unwanted sexual attention or harassment (unwelcome sexual advances, requests for sexual favors, and other verbal or non-verbal conduct of a sexual nature) while associated with the Astronomy Department?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state



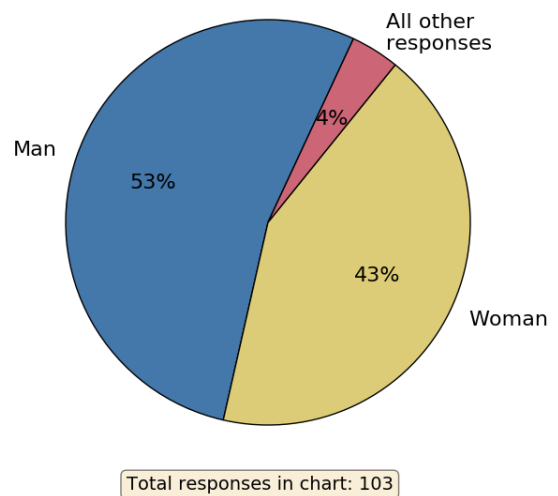
Persons who responded yes to this previous question were presented with further questions regarding the degree and pervasiveness of the reported form of harassment. The form of harassment mentioned was that of professors, instructors, and graduate student instructors (GSIs) by their students, viz. inappropriate personal comments in written instructor evaluations filled out by their students.

4 Gender

4.1 Gender identity

Which of the following would you use to describe your gender identity?

1. Woman
2. Man
3. Transgender (woman or man)
4. Genderqueer
5. Agender
6. Decline to state
7. Other



More than half of the respondents identified as men, and a small fraction identified either as transgender, genderqueer, or agender, or elected to decline a response. We combine those responses together into the ‘All other responses’ category to preserve anonymity. A survey

comment requested that future surveys include the option of multiple selections for this question.

4.2 Gendered discrimination

The following informational prompt was placed prior to questions on this part of the survey:

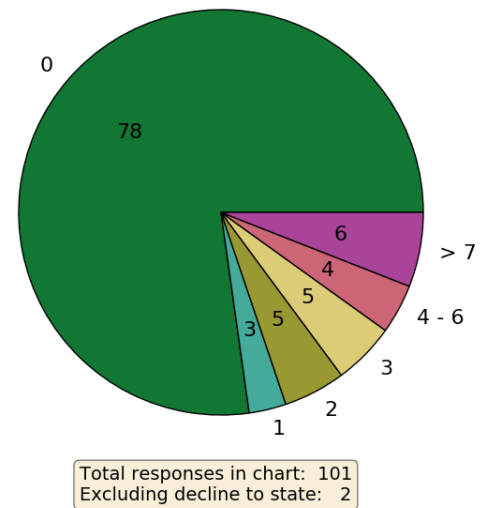
Gender discrimination and gendered discomfort can arise from sexist remarks (intentional and otherwise), implicit bias, and microaggressions. Microaggressions are subtle but offensive comments or actions directed at a minority or other non-dominant group that are often unintentional or unconsciously reinforce a stereotype. If you identify as LGBTQ, there is also a separate section in the survey for your experiences.

All respondents were asked the first question in this section:

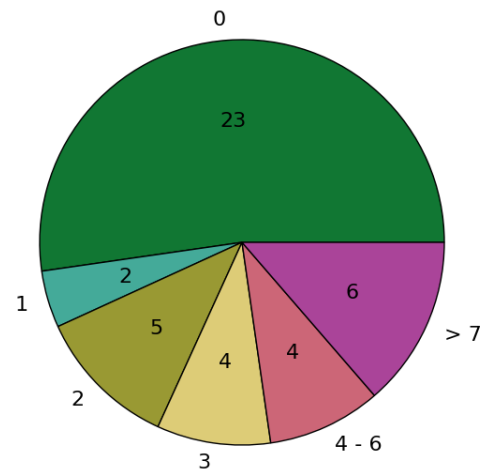
In the period May 2015 - April 2016, how many times have you experienced some form of gendered discrimination or discomfort (including microaggressions or implicit bias) as a result of the actions of members of the Astronomy Department?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state

All respondents:

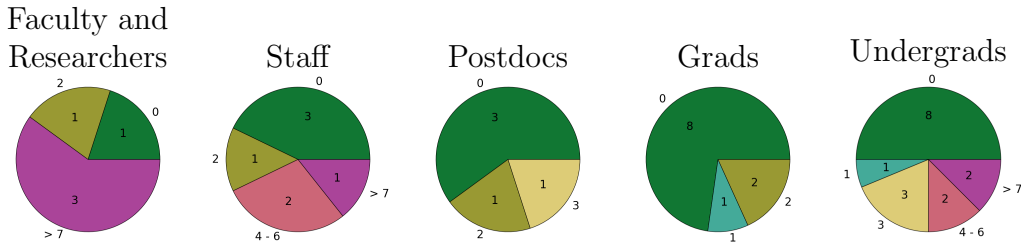


Women respondents:



23 out of 103 persons (22%) reported some form of gendered discrimination. Of these, the vast majority were women. Nearly half of the women respondents (48%) reported having experienced at least one incident of gendered discrimination in the previous year, and 14% of women reported 7 or more incidents of gendered discrimination over this period.

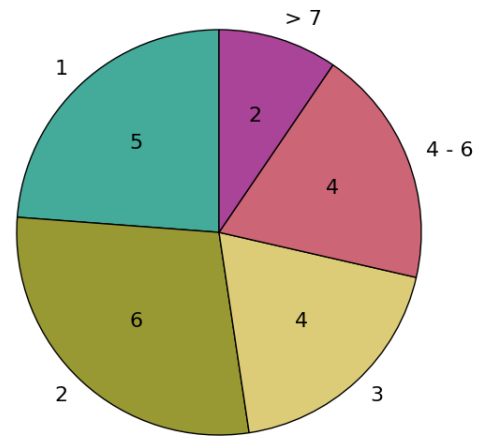
Below we show the results for women in the department, further broken down by affiliation (and using the same colors as the above chart for all women). Half of undergraduate woman respondents report at least 1 incident over the last year, while this percentage is 27% among graduate women and 57% among women staff.



Persons who reported 1 or more incidents of gendered discrimination were also administered the next two questions:

In the period May 2015 - April 2016, how many separate individuals have caused these discriminatory incidents?

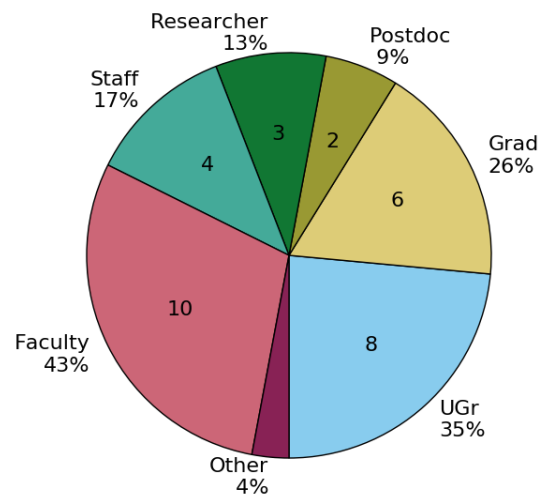
1. 1
2. 2
3. 3
4. 4-6
5. 7 or more
6. Decline to state



Total responses in chart: 21
Excluding decline to state: 2

In the period May 2015 - April 2016, which of the following groups of individuals have been responsible for these incidents? Check all that apply.

1. Undergraduate student
2. Graduate student
3. Post-doctoral scientist
4. Researcher
5. Visiting Scholar
6. Staff
7. Faculty
8. Decline to state
9. Other



All 23 respondents who reported some form of gendered discrimination also responded to this final question. Since multiple selections were allowed, the percentages in the labels

refer to the fraction of responses that included the given choice. These percentages add up to 157%, indicating that respondents picked 1.6 categories on average.

Many respondents elaborated about the nature of the gendered discrimination they encountered. Several people pointed to the undergraduate culture being a “boys club”; e.g., students telling inappropriate jokes that made others uncomfortable, defaulting to female peers for “soft” tasks like organizing snacks, and male undergraduates being condescending to female peers or interrupting them more often. Sometimes faculty called on male students more often and/or let them interrupt and talk over female students. This behavior was usually described as unintentional but nonetheless unwelcome. On the positive side, some undergraduate students explicitly commented that interactions with graduate students, postdocs, and faculty were free from such discrimination.

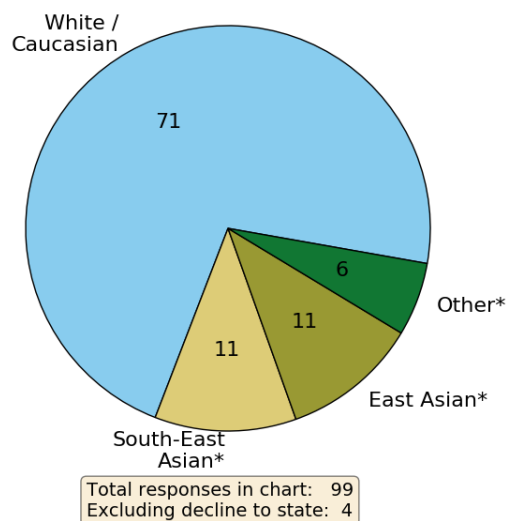
For graduate students and researchers, a more common form of complaint was inappropriate or dismissive behavior toward women by particular members of a research group or lab. Sometimes these problems were addressed successfully by the PI, and other times they went unresolved.

5 Race and Ethnicity

5.1 Demographics

*Which of the following best describes you?
Check all that apply.*

1. American Indian or Alaska Native
2. Black or African American
3. Chinese, Japanese, or Korean
4. South Asian, South-East Asian, or Filipino
5. Hispanic or Latino
6. Native Hawaiian or Other Pacific Islander
7. White / Caucasian
8. Decline to state
9. Other



All survey respondents were required to select at least one of the above options. Four respondents opted to “Decline to state” and several selected multiple options. To perform a department-wide census for the purpose of this report, we assign equal weight to each selected option. We merge categories with fewer than 4 responses into other groups to preserve anonymity. The resultant category of South-East Asian* includes South Asian, South-East Asian, Filipino, and Indian (the latter independently specified via the Other option); East Asian* includes Chinese, Japanese, Korean, and other East Asian (the latter also independently specified via the Other option); and the Other* category combines American Indian or Alaska Native, Black or African American, Hispanic or Latino, and Native Hawaiian or Other Pacific Islander.

5.2 Racial discrimination

The following informational prompt was placed prior to the questions on this part of the survey:

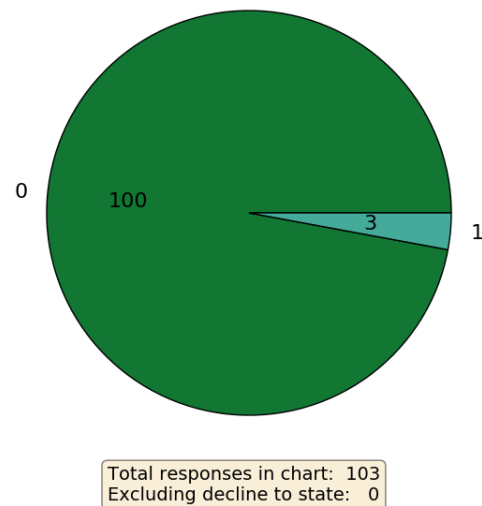
Racial discrimination includes discrimination on the basis of race, color, national origin, or ethnic identity. It includes overtly discriminatory behavior such as racial slurs or epithets, refusals to communicate, and denial of access to resources. It can also include less overt behavior such as stereotyping, racial profiling, microaggressions and implicit bias.

This section was divided into two major questions asking about *overt* and *implicit* discriminatory incidents.

5.3 Overt racial discrimination

In the period May 2015 - April 2016, how many times did you experience overtly discriminatory behavior owing to your race or perceived ethnic background (including racial slurs or epithets; refusals to communicate; or denial of access to resources), while associated with the Astronomy Department?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state



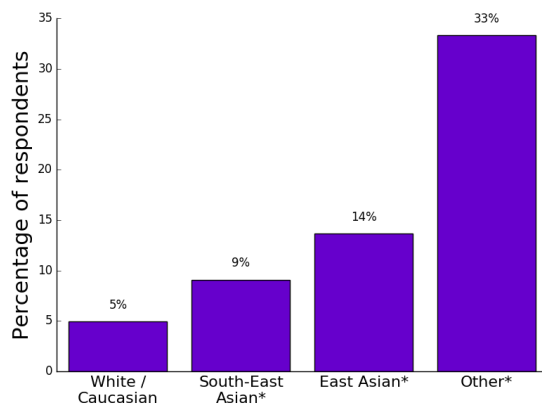
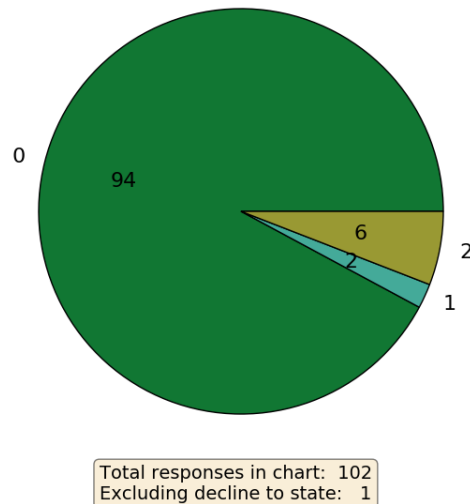
All reported incidences of overt racial discrimination were by undergraduate students, each reporting one case of such discrimination in the past year. In all instances, the person responsible for the incident was cited to be a peer undergraduate student.

5.4 Implicit racial discrimination

In the period May 2015 - April 2016, how many times did you experience some form of discomfort or less overt discrimination (including microaggressions or implicit bias) owing to your race or perceived ethnic background, while associated with the Astronomy Department?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state

We divide the respondents who answered 1 or more to this question by their reported race identity as described in section 5.1. The adjacent bar chart reports the fraction of persons who have experienced implicit racial discrimination for a given identity (i.e. the number of such persons, normalized by the number of persons reporting the given identity). The largest fraction of implicit racial discrimination is reported by persons in the Other* category.

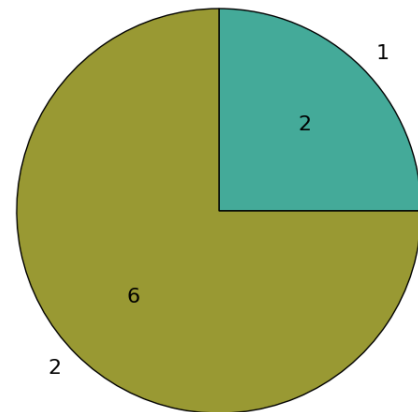


5.5 Nature of incidents

Persons who reported 1 or more incidents of either overt or implicit racial discrimination were also administered the next two questions for each section. They were also given an optional text box for elaboration in both cases.

In the period May 2015 - April 2016, how many separate individuals have caused these discriminatory incidents?

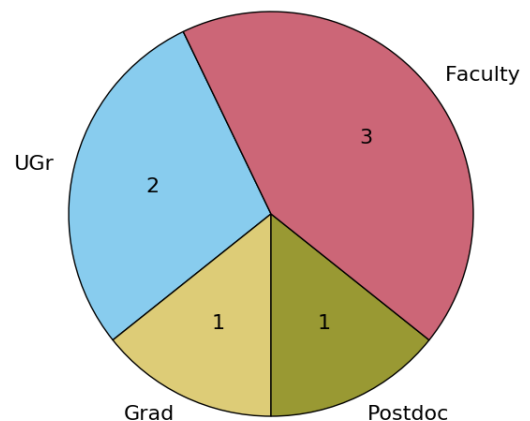
1. 1
2. 2
3. 3
4. 4-6
5. 7 or more
6. Decline to state



Total responses in chart: 8
Excluding decline to state: 0

In the period May 2015 - April 2016, which of the following groups of individuals have been responsible for these incidents? Check all that apply.

1. Undergraduate student
2. Graduate student
3. Post-doctoral scientist
4. Researcher
5. Visiting Scholar
6. Staff
7. Faculty
8. Decline to state
9. Other



Total responses in chart: 7
Excluding decline to state: 1

The above pie charts represent results for these questions in the context of implicit discrimination; the results in the context of overt racial discrimination are summarized at the end of section 5.3.

Most problems (both overt and implicit) seemed to stem from one-on-one conversational remarks, made in ignorance and/or in jest, that unintentionally caused discomfort. Some individuals were unfairly asked to “represent” their race in discussions of diversity. A larger underlying problem is that the Department simply does not have many under-represented minorities.

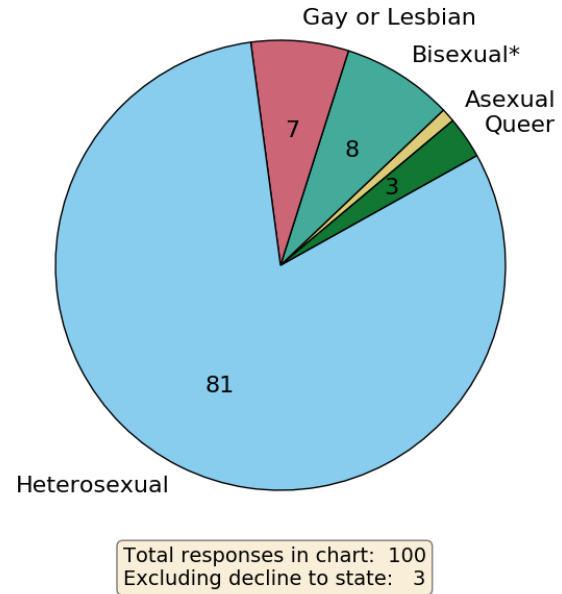
6 LGBTQ

6.1 Demographics

What term best describes your sexual orientation?

1. Asexual
2. Bisexual / pansexual / omni-sexual
3. Gay or lesbian
4. Heterosexual
5. Queer
6. Questioning
7. Decline to state
8. Other

Roughly 20% of respondents in the survey identify as non-heterosexual. In the pie chart, bisexual* is shorthand for the bisexual/pansexual/omni-sexual category.



6.2 Harassment and discrimination

The following informational prompt was placed prior to questions on this part of the survey, which was administered to anyone identifying as transgender, genderqueer, or agender (section 4.1), and also to anyone identifying as asexual, bisexual*, gay or lesbian, queer, or questioning:

This section asks about your experiences of explicit or implicit discrimination or bias owing to your sexual orientation, including microaggressions, bias, homophobia, heterosexism, cissexism, cisgenderism, and transphobia in the previous year.

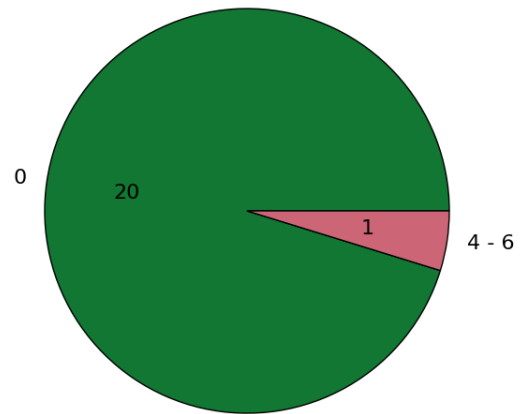
The respondents (23 in all) were asked two main questions, dealing with *overt* or *implicit* discriminatory incidents.

In the period May 2015 - April 2016, how many times have you felt yourself a victim of overtly discriminatory behavior by a member of the Astronomy department owing to your gender expression or sexual orientation?

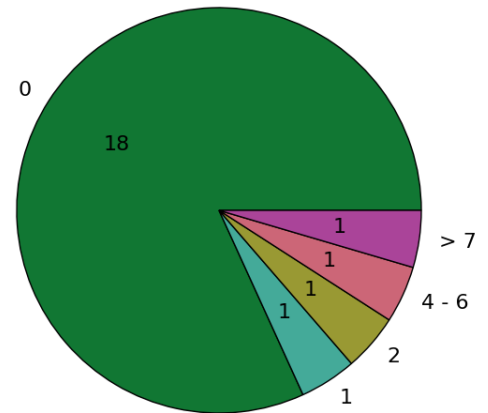
1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state

In the period May 2015 - April 2016, how many times did you experience some form of discomfort or less overt discrimination including staring, excessive or inappropriate questioning, deliberate avoidance, anonymous notes or comments, micro-aggressions, or implicit bias owing to your gender expression or sexual orientation?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state



Total responses in chart: 21
Excluding decline to state: 2



Total responses in chart: 22
Excluding decline to state: 1

Comments highlighted the need to adhere to best practices, e.g., respecting pronouns, using gender-neutral language for spouses/partners when conversing with people whose sexuality one does not know, and not revealing the sexuality of others, either directly or indirectly, without their permission.

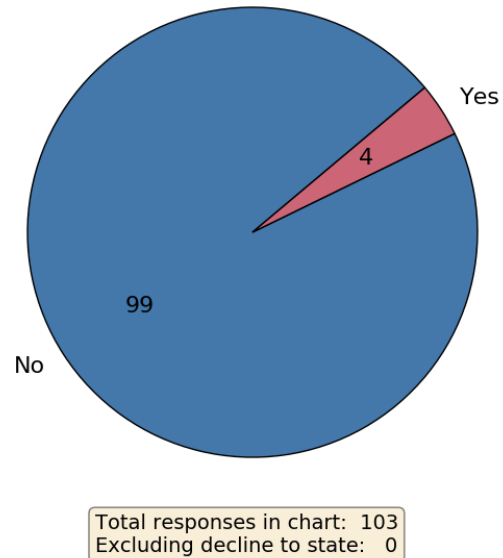
7 Disability

7.1 Demographics

In the period May 2015 - April 2016, did you have a short-term or long-term disability? (See, e.g., [Berkeley's Disabled Students Program](#))

1. Yes
2. No
3. Decline to state

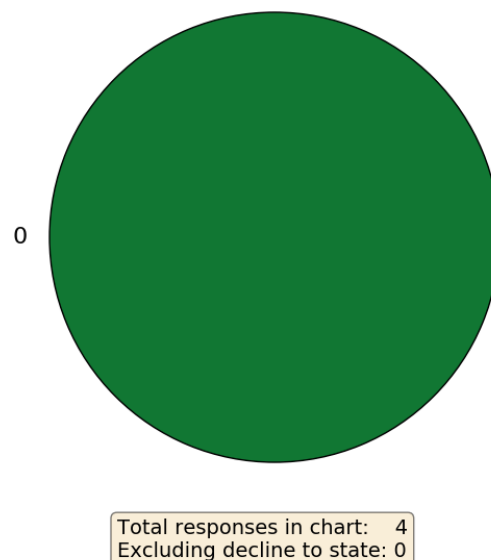
4% of respondents in the survey reported experiencing some form of short or long-term disability. They were asked 3 additional questions, requesting general feedback on the support they were provided in the context of their disability.



7.2 Support

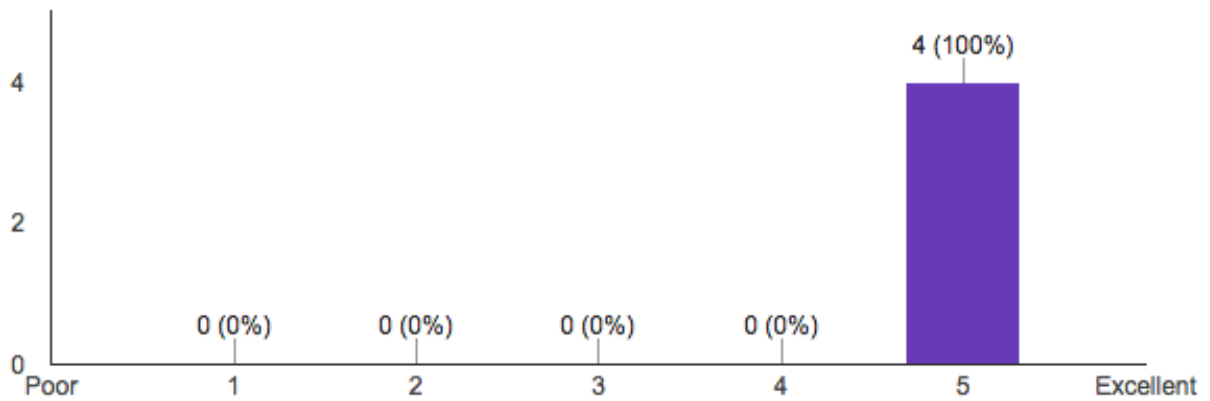
How many times did you experience any form of discriminatory behavior from a member of the Astronomy Department directly related to your current or past disability in the period May 2015 - April 2016?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 7 or more
7. Decline to state

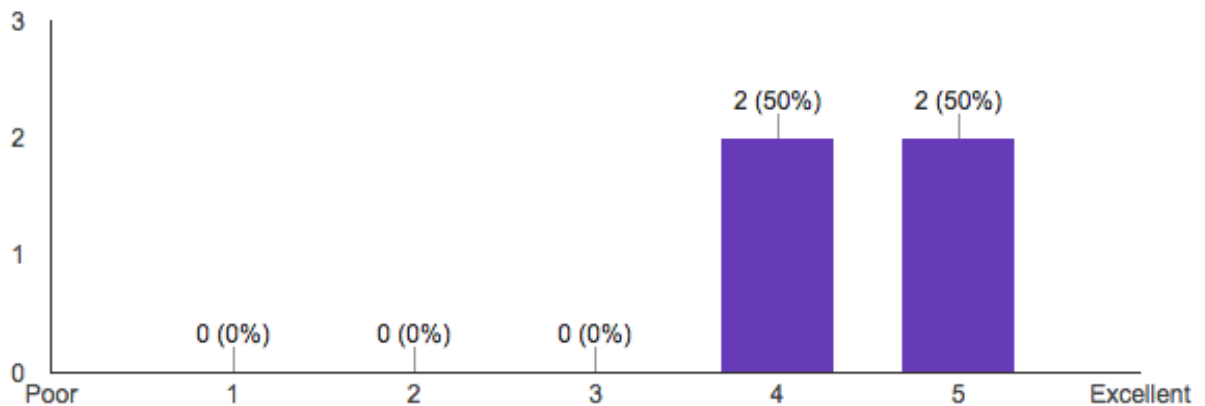


Comments highlighted the need to remove barriers to mental health care, as there are stigmas against reaching out and asking for help.

During your current or past disability in the period May 2015 - April 2016, how would you rate the physical facilities provided in Campbell Hall in allowing you to carry on your work or studies with minimal hindrance?



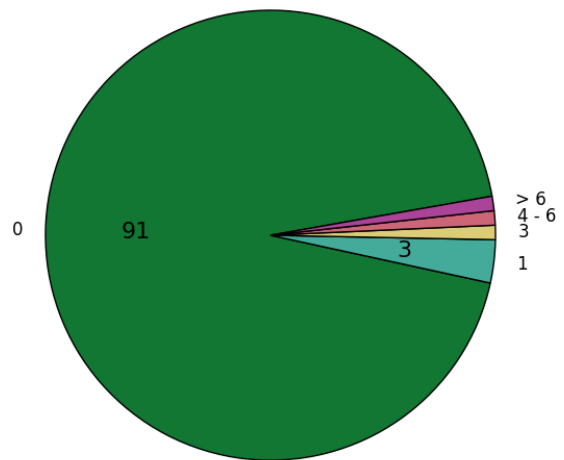
In the period May 2015 - April 2016, how would you rate the support provided by members of the Astronomy Department to help you manage your disability?



8 Supervisor Relations

In the period May 2015 - April 2016, how many times have you felt bullied by your advisor or immediate supervisor?

1. 0
2. 1
3. 2
4. 3
5. 4-6
6. 6 or more
7. I do not have an advisor or immediate supervisor (NA)
8. Decline to state

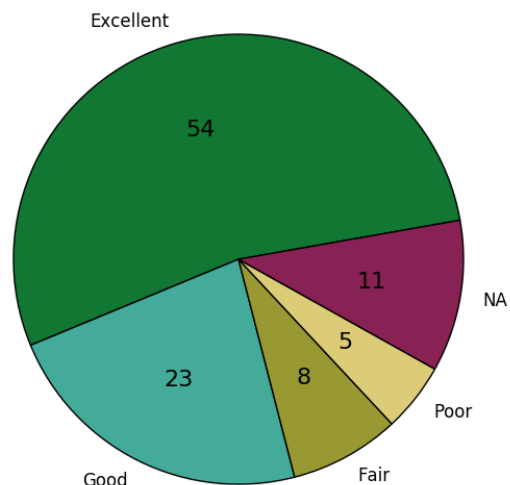


Total responses in chart: 97
Excluding decline to state: 0

In the period May 2015 - April 2016, how would you classify the average quality of professional interaction with your advisor or immediate supervisor?

1. Excellent
2. Good
3. Fair
4. Poor
5. Not applicable
6. Decline to state

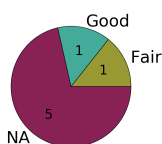
The above chart excludes 6 “NA” responses.



Total responses in chart: 101
Excluding decline to state: 1

One person skipped this question, one person elected to “Decline to state”, and 11 indicated that this question was not applicable (NA). 77 out of the remaining 90 respondents (86%) classified professional interaction with their advisor or immediate supervisor as “Good” or “Excellent”.

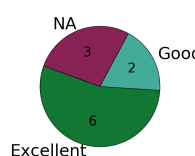
Faculty



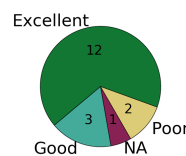
Staff



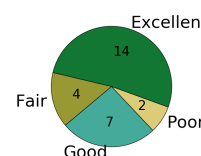
Researchers



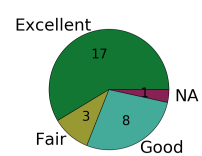
Postdocs



Grads

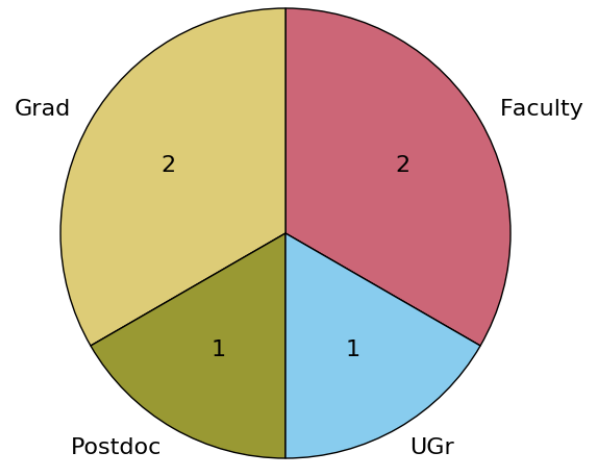


Undergrads

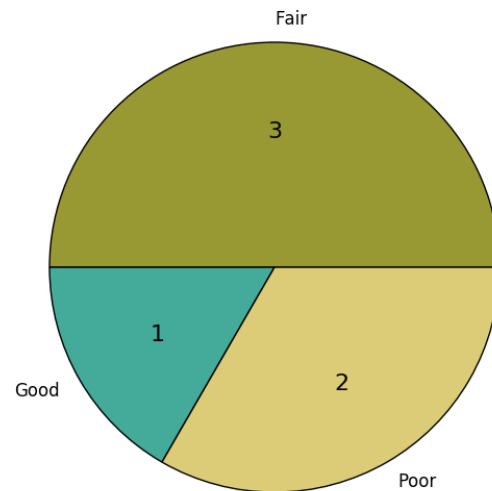


Text boxes were provided after each of the above questions in case the respondent wished to elaborate further.

Six respondents reported experiencing some form of bullying behaviour from their advisor or immediate supervisor.



83% of the respondents who reported at least one incident of bullying by their advisor or immediate supervisor also reported “Fair” or “Poor” relations with their supervisor.



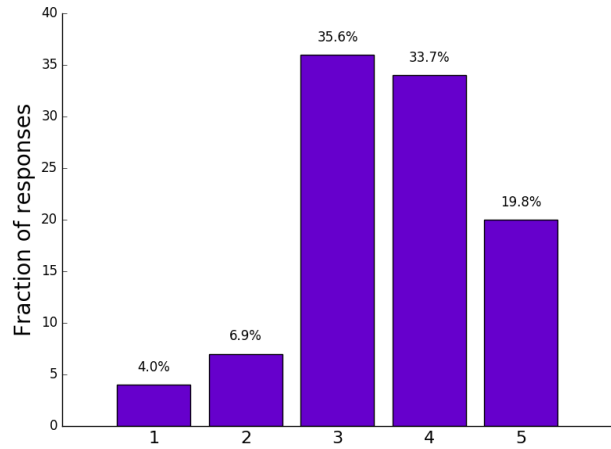
Total responses in chart: 6
Excluding decline to state: 0

Most undergraduates, graduate students, postdocs, researchers, and staff who responded to the survey appear happy with their supervisors. The handful of problems described were varied, ranging from one-on-one interactions to group dynamics. Some involved student relationships with research advisors, while others concerned faculty/staff relationships with administrators. Comments highlighted the need for (and effectiveness of) increased communication.

9 Knowledge and Resources

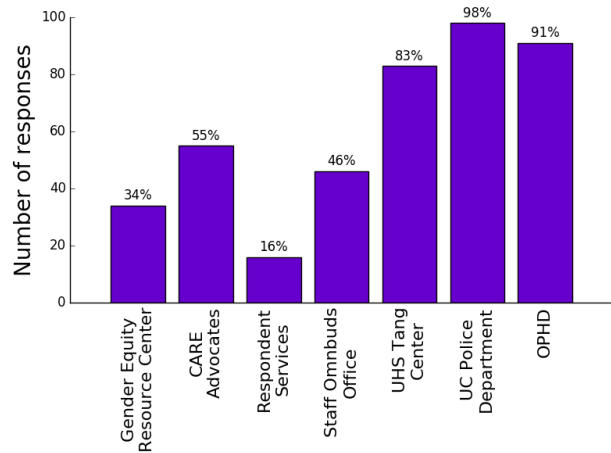
How knowledgeable do you feel about how to report sexual harassment or sexual violence at UC Berkeley?

Respondents were asked to assign a rank from 1 (not at all) to 5 (very). This was not a required question, and received 101 responses out of a possible maximum of 103.



Are you aware of the following services provided at UC Berkeley? Check all that apply.

1. Gender Equity Resource Center
2. Confidential Care Advocates
3. Respondent Services
4. Staff Ombuds Office
5. University Health Services (UHS) Social Services Unit (Tang Center)
6. University of California Police Department (UCPD)
7. Office for Prevention of Harassment and Discrimination (“Title IX Office”)

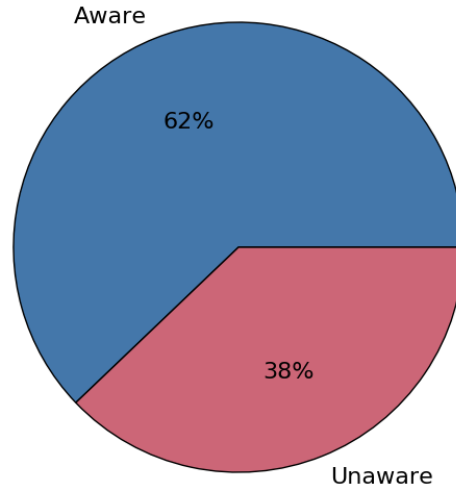


This was not a required question, and received 100 responses out of a possible maximum of 103.

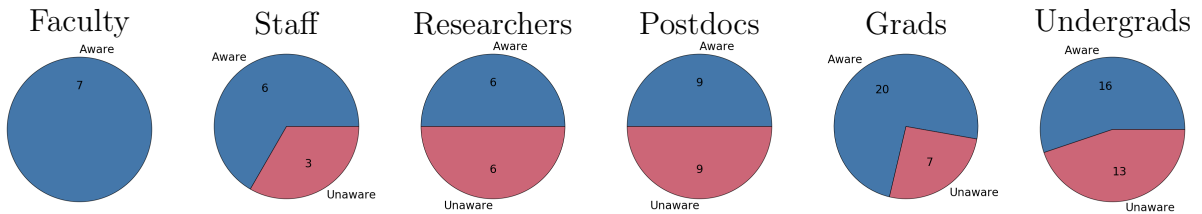
Berkeley Astronomy hosts a [webpage](#) providing support against harassment and discrimination, and resources for conflict resolution. Which of the following best applies to you prior to taking this survey?

1. I was not aware of this web page
2. I was aware of this web page
3. This web page helped me discover a resource I needed
4. I was aware of this web page, but it did not help me find a solution to an issue I faced

All respondents answered this optional question. Only the first two options were selected; these are summarized as “Unaware” and “Aware”, respectively.

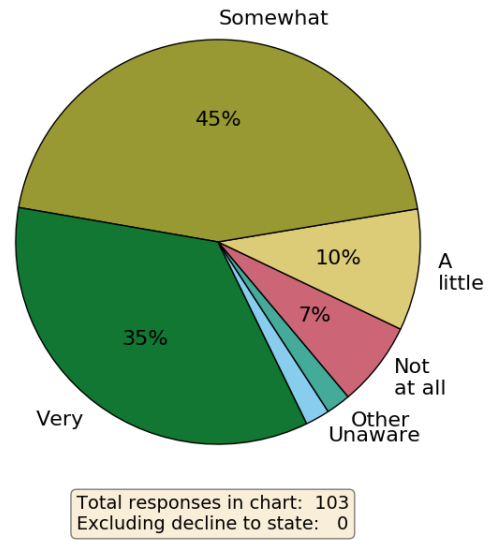


Total responses in chart: 103
 Excluding decline to state: 0



How comfortable would you feel in approaching one of the Astronomy Climate Advisors for a concern you might have? Note that Climate Advisors are not confidential, but serve to point Department members to campus resources (some of which are confidential) and to devise solutions not requiring formal investigation. Also what is told one Climate Advisor is not necessarily shared with other Climate Advisors.

1. Not at all
2. A little
3. Somewhat
4. Very
5. I was not aware of the Astronomy Climate Advisors prior to taking this survey



All respondents answered this optional question. The last option is summarized as ‘Unaware’ in the pie chart. 80% of respondents would be comfortable approaching a climate advisor to help with resolving issues, while 17% would be hesitant to do so.

10 Survey Feedback

The most commonly mentioned feedback is a request that we include more questions about mental health, work-life balance, and the degree to which people feel supported professionally and personally.