

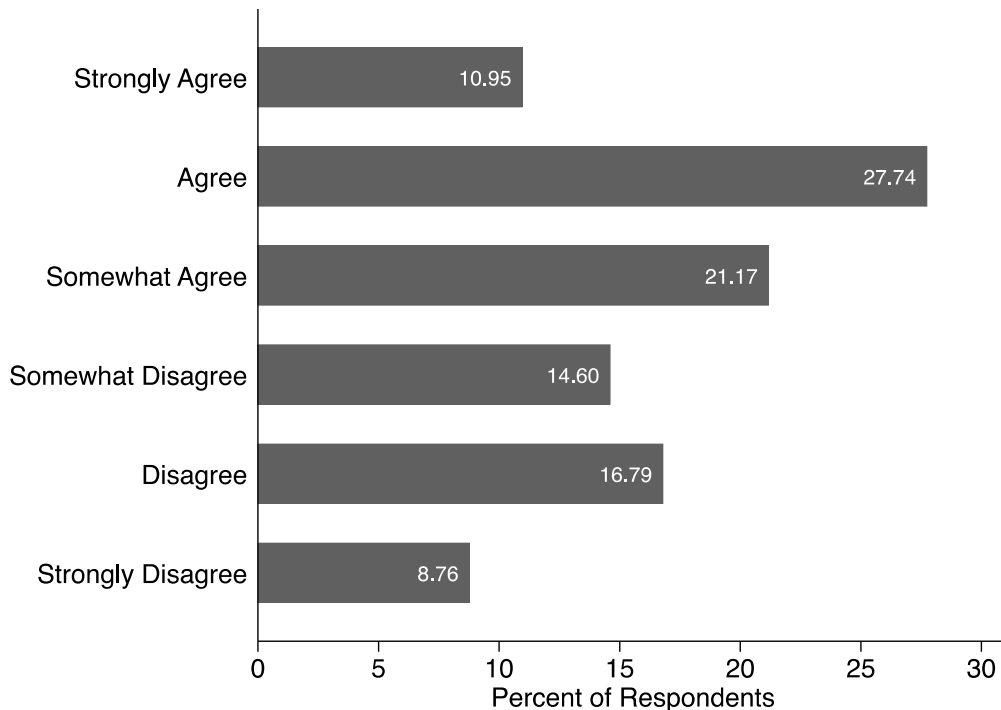
Anthropology Department Climate Survey

This document summarizes responses collected through the climate survey conducted by the Anthropology Department between November 10 and December 16, 2020. Part I summarizes the responses to each question from the total sample. Part II breaks down responses to each question by department role (undergraduate, graduate, staff, faculty). Part III presents responses to open-ended questions. Responses are organized thematically when appropriate. Select comments have been redacted to preserve anonymity.

PART I. ALL RESPONSES

**(1) Please indicate how much you agree with the following statement:
Overall, I am comfortable with the climate in the Anthropology Department.**

	Percent	Responses
Strongly Agree	10.95	15
Agree	27.74	38
Somewhat Agree	21.17	29
Somewhat Disagree	14.60	20
Disagree	16.79	23
Strongly Disagree	8.76	12
Total	100.00	137



(3a) Has it been your experience that interactions in the department are generally civil and respectful?

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	N
In classes	45.86	30.08	15.79	6.02	2.26	100.00	133
In library spaces	54.76	22.22	21.43	0.79	0.79	100.00	126
In office spaces	36.64	29.01	22.14	9.92	2.29	100.00	131
In meetings with students	35.11	29.01	19.85	10.69	5.34	100.00	131
In meetings with faculty	32.84	31.34	12.69	15.67	7.46	100.00	134
At departmental events	35.11	21.37	19.85	16.79	6.87	100.00	131
On committees	30.25	24.37	26.05	14.29	5.04	100.00	119
In email exchanges	37.04	22.96	17.04	12.59	10.37	100.00	135
In interactions with staff	41.67	23.48	19.7	11.36	3.79	100.00	132

*Note: Numbers in column cells are percentages except for the response totals listed under Responses.

(4) Have you ever felt uncomfortable or unsafe during an interaction with a member of the department or within departmental spaces?

	Percent	Responses
Yes	33.58	46
No	32.12	44
No response	34.31	47
Total	100.00	137

(5) While this particular survey is focused on intra-departmental climate, we recognize that this is not always separable from overall campus climate. Have you ever felt uncomfortable or unsafe on Berkeley's campus or in interactions with a member of the campus community?

	Percent	Responses
Yes	21.90	30
No	37.96	52
No response	40.15	55
Total	100.00	137

(6a) Have you ever heard about another member of the department behaving in an inappropriate manner during a departmental interaction?

	Percent	Responses
Yes	54.01	74
No	40.15	55
No response	5.84	8
Total	100.00	137

(7a) Do you feel respected and supported in the Department?

	Percent	Responses
Always	20.59	28
Usually	38.24	52
Sometimes	30.88	42
Rarely	8.82	12
Never	1.47	2
Total	100.00	136

(8) Overall, do you view the anthropology department as a place that strives for inclusivity?

	Percent	Responses
Absolutely	20.90	28
For the most part	34.33	46
Somewhat	29.10	39
Rarely	12.69	17
Never	2.99	4
Total	100.00	136

(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas?

	All the time	Commonly	Occasionally	Rarely	Never	Total	Responses
Academic year stipends	18.26	18.26	19.13	13.91	30.43	100.00	115
Access to good faculty advising	25.00	20.83	16.67	11.67	25.83	100.00	120
Access to technology	5.17	6.03	25.00	26.72	37.07	100.00	116
GSI/Reader assignments	6.14	19.30	23.68	21.05	29.82	100.00	114
Influence in depart decisions	16.10	27.97	16.95	13.56	25.42	100.00	118
Space or other facilities	15.00	15.83	22.50	19.17	27.50	100.00	120
Support for research	15.70	23.97	14.88	12.40	33.06	100.00	121
Support for conference travel	5.36	15.18	16.96	18.75	43.75	100.00	112

*Note: Numbers in column cells are percentages except for the response totals listed under Response.

(10a) If you have perceived inequity among your peer group (either faculty, staff or student) to a degree that is concerning to you, what factors do you think contribute to it?

	Percent	Responses
Gender	66.34	67
Advisors differ in perks/opportunities/resources conferred on students	59.41	60
Favoritism by advisors or other faculty	54.46	55
Age/seniority/rank	48.51	49
Previous academic background	45.54	46
Race and/or ethnicity	43.56	44
National origin	29.70	30
Squeaky wheel gets the grease	29.70	30
Pregnancy, childrearing, or other family situations	17.82	18
Disability or chronic illness	11.88	12
Other	11.88	12
N/A	0.40	4

*Note: Percent does not total to 100% because 101 respondents could select more than one factor.

(12) Have you ever consulted with the Department's Equity Officer, Advisor for GSI Affairs, or Gender Equity Officers?

	Percent	Responses
Yes	14.73	19
No	52.71	68
I did not know they existed	32.56	42
Total	100.00	129

(13a) Have you experienced bias, exclusion, or exploitation in the department (whether intentional or not) during the last 5 years?

	Percent	Responses
Very frequently	3.08	4
On a number of occasions	12.31	16
On a few occasions	15.38	20
Once or twice	16.15	21
Never	53.08	69
Total	100.00	130

(14a) Do you or one of the people you take care of have a disability, chronic illness, or other circumstances that might affect your work without proper accommodation?

	Percent	Responses
Yes	38.06	51
No	61.94	83
Total	100.00	134

(14b) If so, did you (do you) know you could ask the GSI coordinator, grad advisor, GSAO, or Chair for disability accommodations or special circumstances?

	Percent	Responses
Yes	57.83	48
No	42.17	35
Total	100.00	83

(17a) Do you feel that your colleagues or peers are supportive of your research interests and priorities?

	Percent	Responses
Yes, my research interests are strongly encouraged and supported	50.41	61
My research interests are moderately supported	29.75	36
My research interests are minimally supported	16.53	20
I feel my interests are not encouraged or supported	3.31	4
Total	100.00	121

(18a) Do you feel that your mentors are supportive of your research interests and priorities?

	Percent	Responses
Yes, my research interests are strongly encouraged and supported	53.27	57
My research interests are moderately supported	29.91	32
My research interests are minimally supported	13.08	14
I feel my interests are not encouraged or supported	3.74	4
Total	100.00	107

(19) Please select your role in the department.

	Percent	Responses
Faculty	12.41	17
Staff	5.11	7
Graduate student	50.36	69
Undergraduate student	32.12	44
Total	100.00	137

(20) Please indicate which house you are a member of.

	Percent	Responses
Archaeology	27.07	36
Sociocultural Anthropology	45.11	60
Medical Anthropology	15.04	20
N/A	17.29	23

*Note: Percent does not total to 100% because some of the 133 respondents selected more than one house.

(21) How long have you been in the department (in years)?

	Percent	Responses
Over 19 years	5.43	7
13-18 years	3.88	5
9-12 years	3.88	5
5-8 years	20.16	26
1-4 years	66.67	86
Total	100.00	129

(22) Please check ALL race and ethnic groups with which you identify

	Percent	Responses
American Indian, Alaska Native, First Nations, or Indigenous	3.25	4
Black, African American, or Afro-Caribbean	6.50	8
East Asian	10.57	13
Latino/a/x, Chicano/a/x, Hispanic	27.64	34
Middle Eastern, North African, or Arab	3.25	4
Native Hawaiian or Pacific Islander	0.81	1
Other/additional identities	7.32	9
South Asian	1.63	2
White	59.35	73

*Note: Percent does not total to 100% because some of the 123 respondents selected more than one race or ethnic group.

(23) Do you identify as gay, lesbian, bisexual, or queer?

	Percent	Responses
Yes	34.40	43
No	65.60	82
Total	100.00	125

(24) Gender: which best describes you?

	Percent	Responses
Woman	59.09	78
Man	31.82	42
Genderqueer, gender non-conforming, androgynous or nonbinary	6.06	8
Prefer not to answer	4.55	6

*Note: Percent does not total to 100% because some of the 132 respondents selected more than gender identity.

(25) Do you identity as Transgender?

	Percent	Responses
Yes	0.79	1
No	99.21	126
Total	100.00	127

(26) Do you identify as being disabled?

	Percent	Responses
Yes	17.05	22
No	75.97	98
I don't know	9.30	12

*Note: Percent does not total to 100% because some of the 129 respondents selected more than one response.

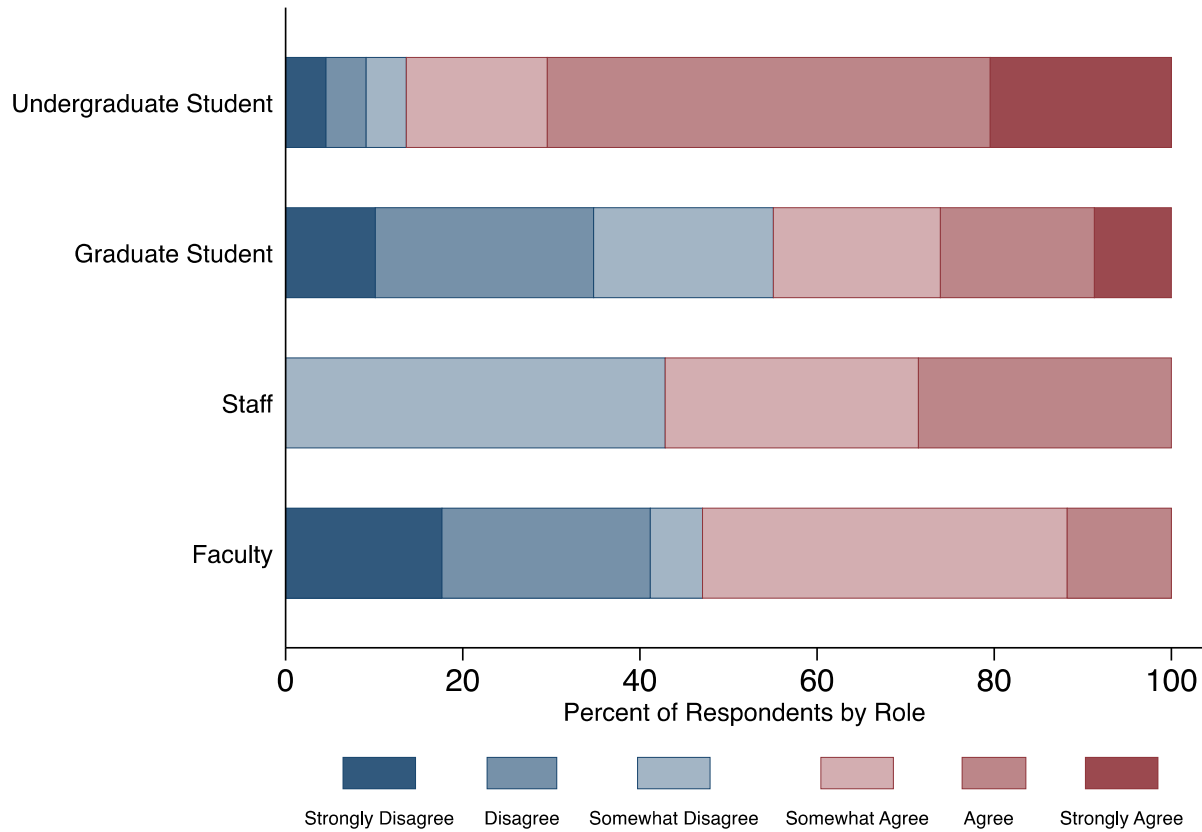
(27a) How would you identify your class background while growing up?

	Percent	Responses
Owning/ruling class	0.76	1
Managerial/upper class	18.18	24
Middle class	48.48	64
Working class	32.58	43
Poor/working poor	15.15	20
Other	4.55	6

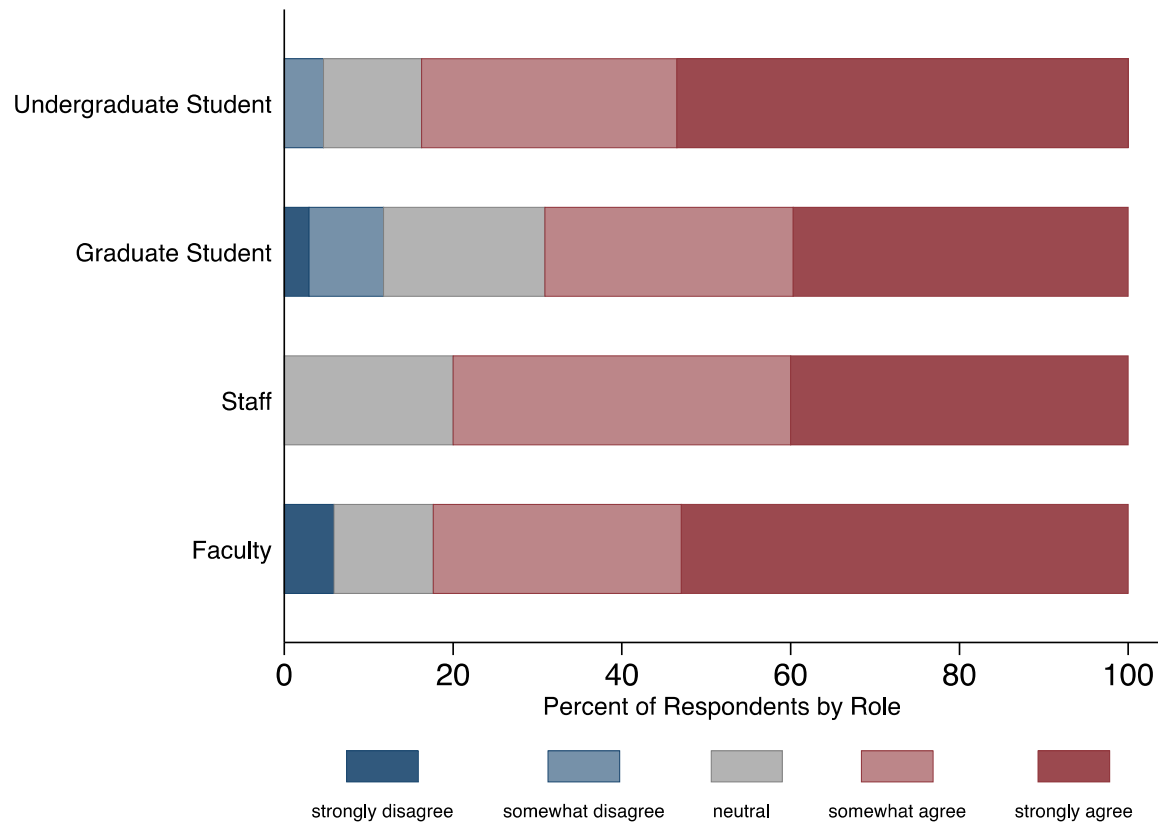
*Note: Percent does not total to 100% because some of the 132 respondents selected more than one class category.

PART II. RESPONSES BY DEPARTMENT ROLE

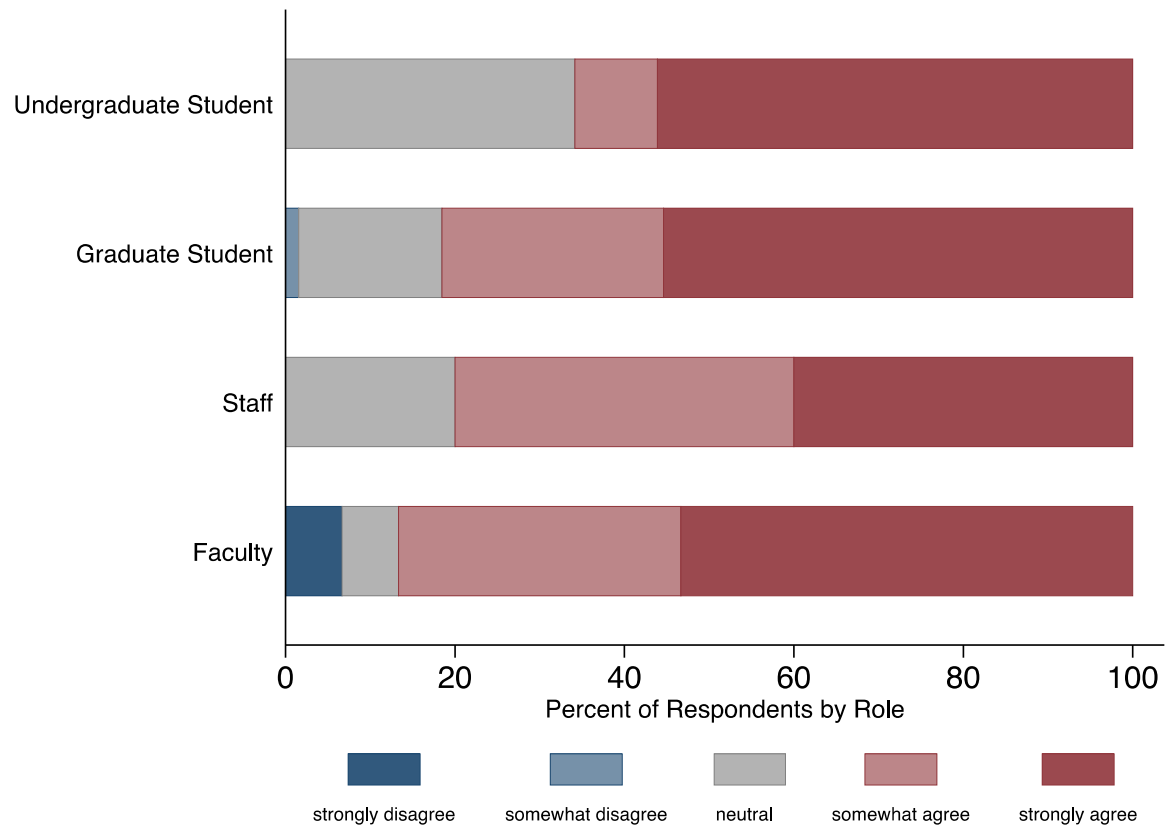
(1) Please indicate how much you agree with the following statement:
Overall, I am comfortable with the climate in the Anthropology Department.



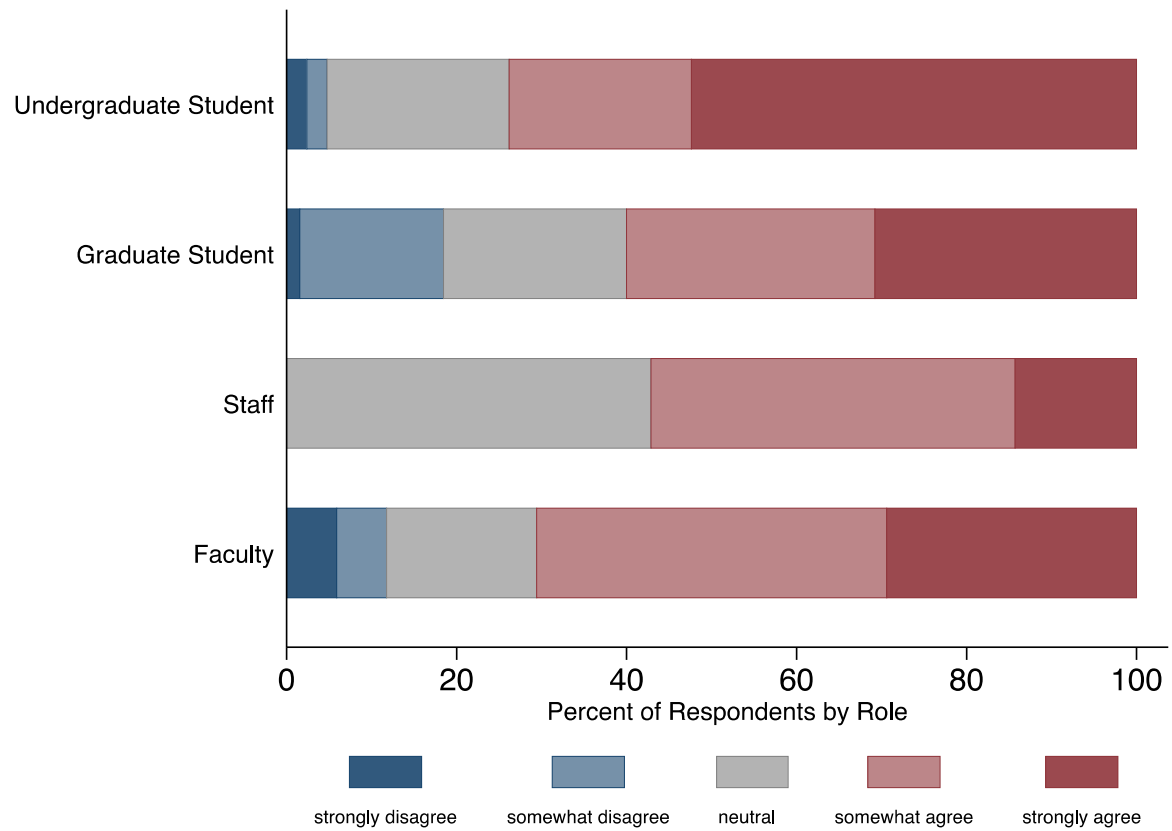
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In classes]



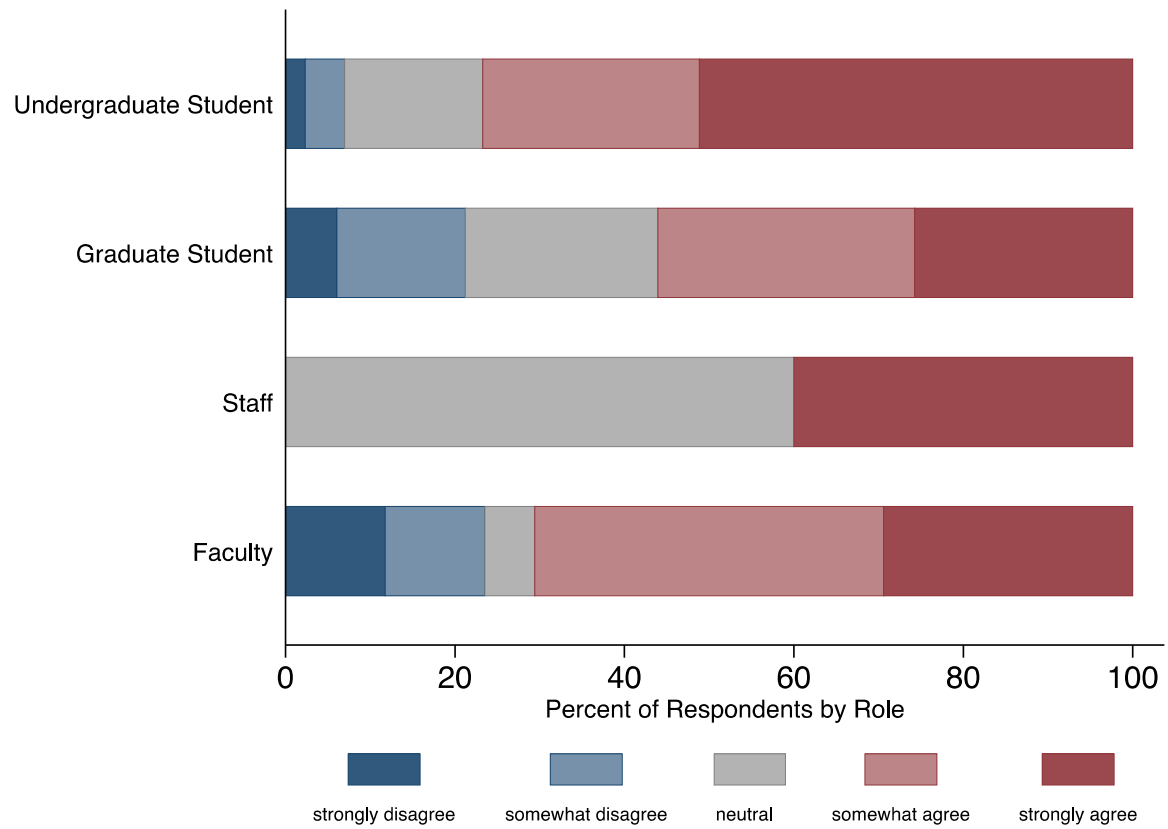
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In library spaces]



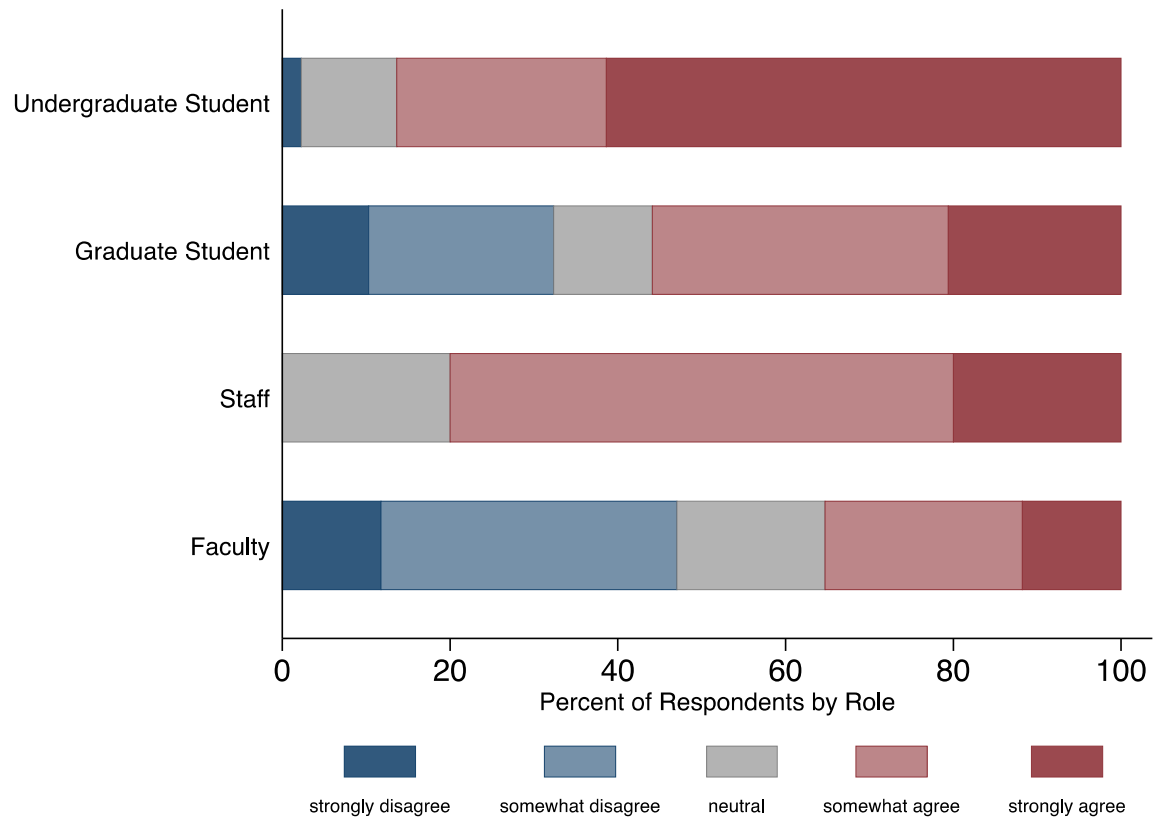
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In office spaces]



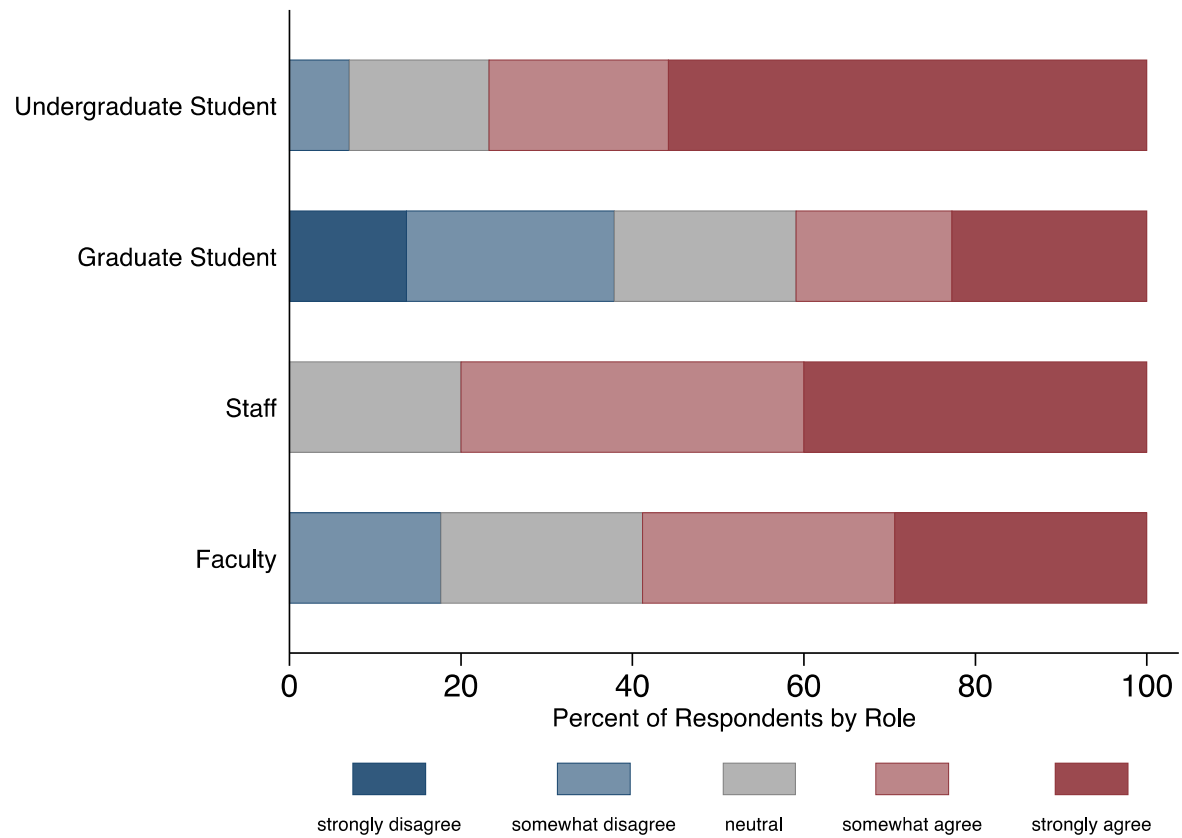
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In meetings with students]



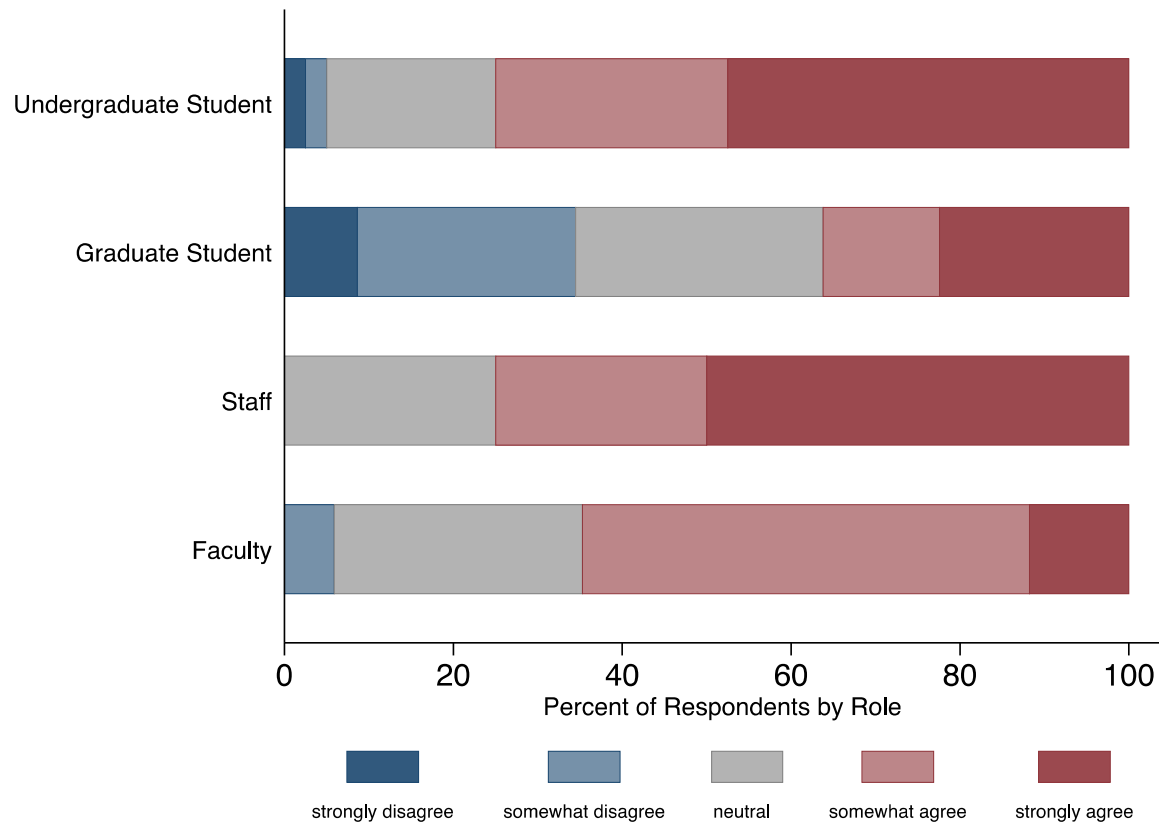
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In meetings with faculty]



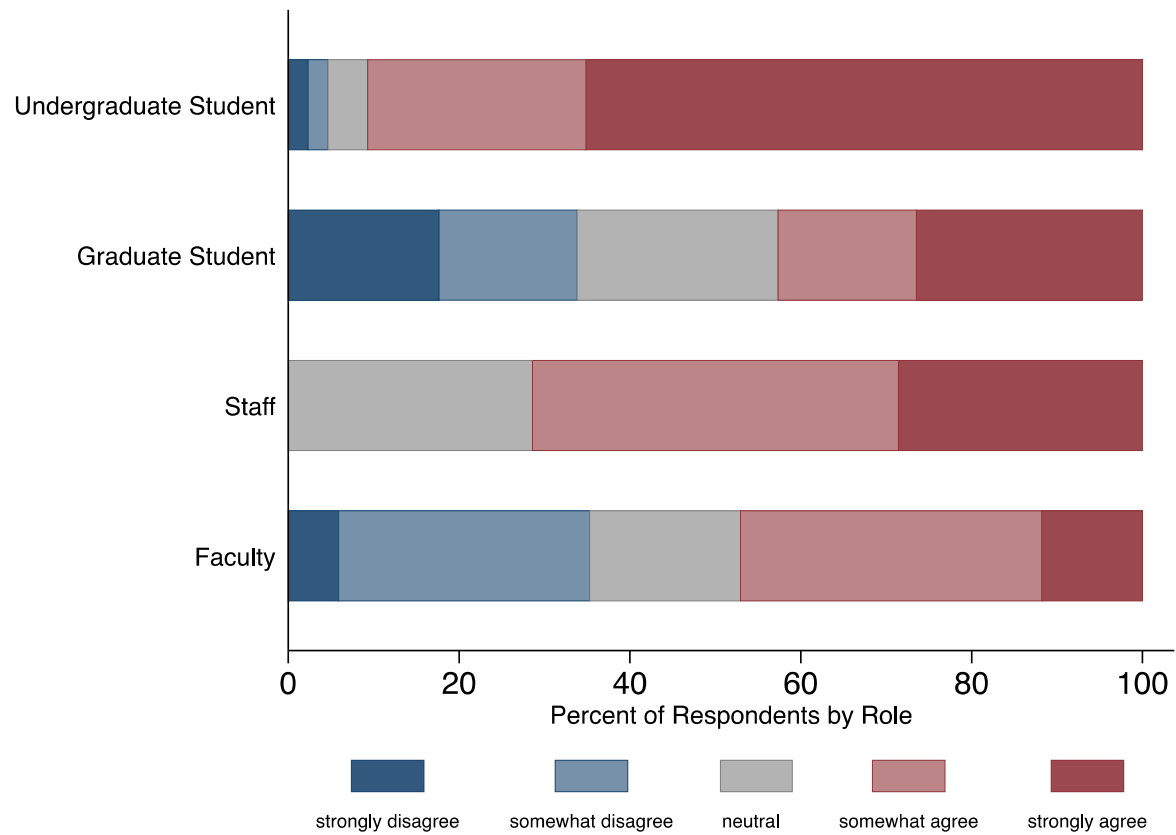
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [At departmental events]



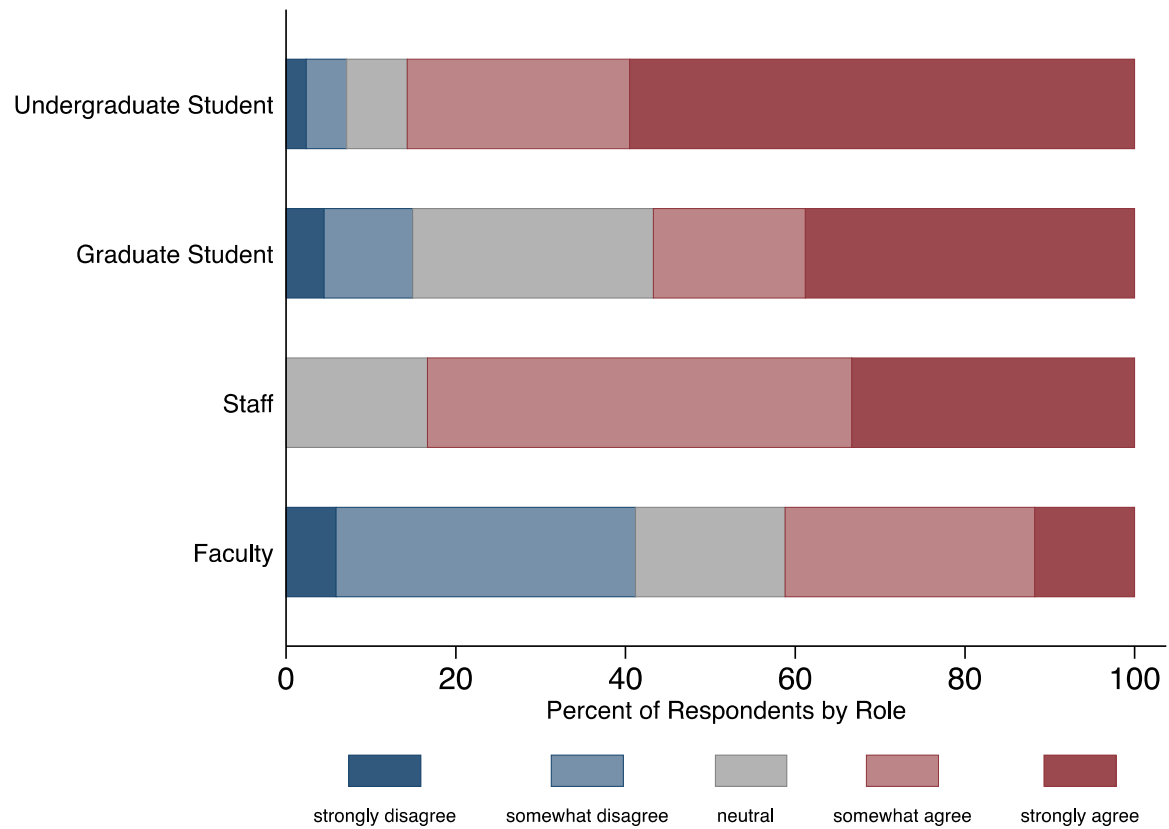
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [On committees with students, faculty or staff representation]



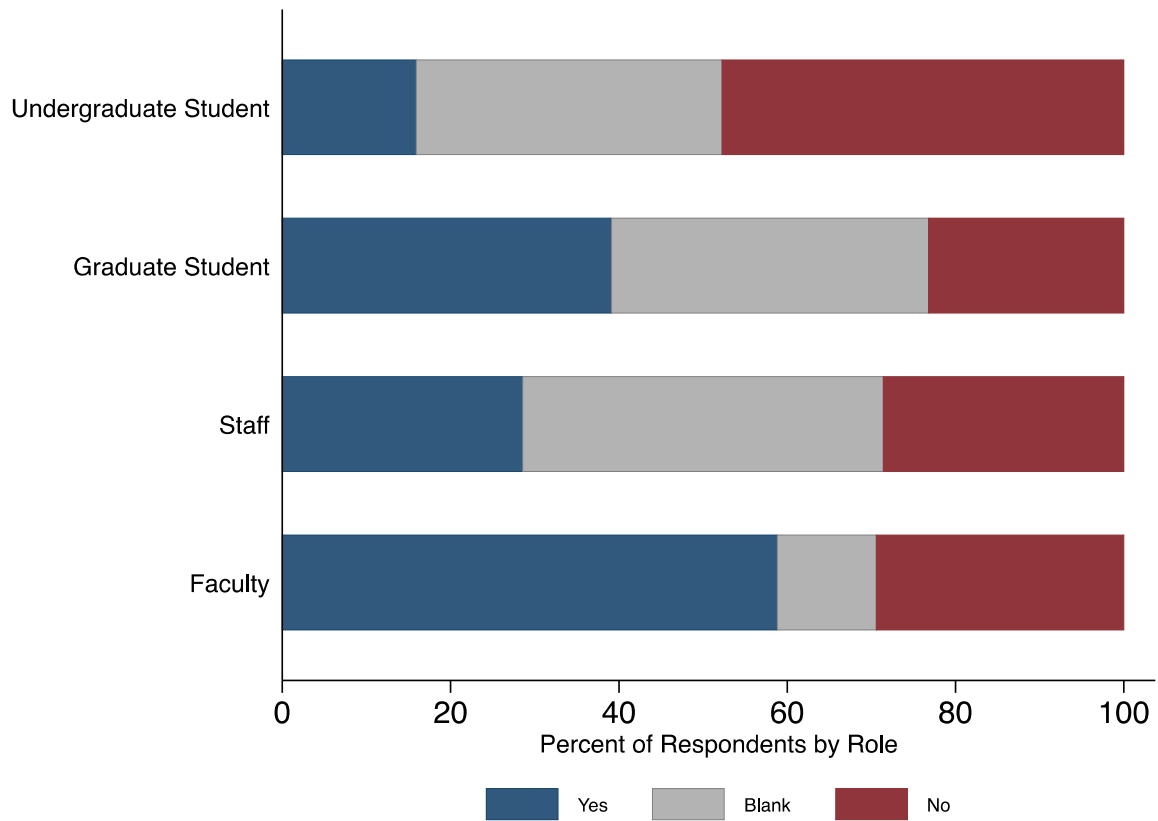
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In email exchanges]



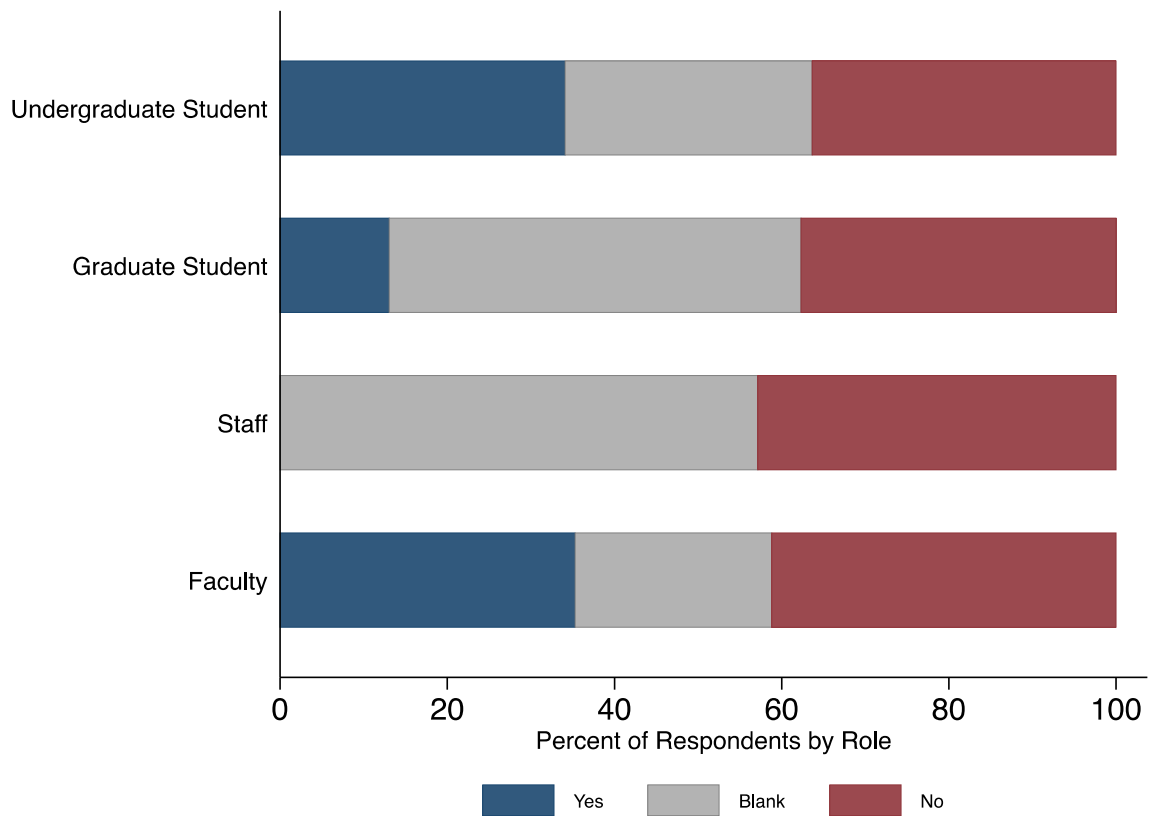
(3a) Has it been your experience that interactions in the department are generally civil and respectful? [In interactions with staff]



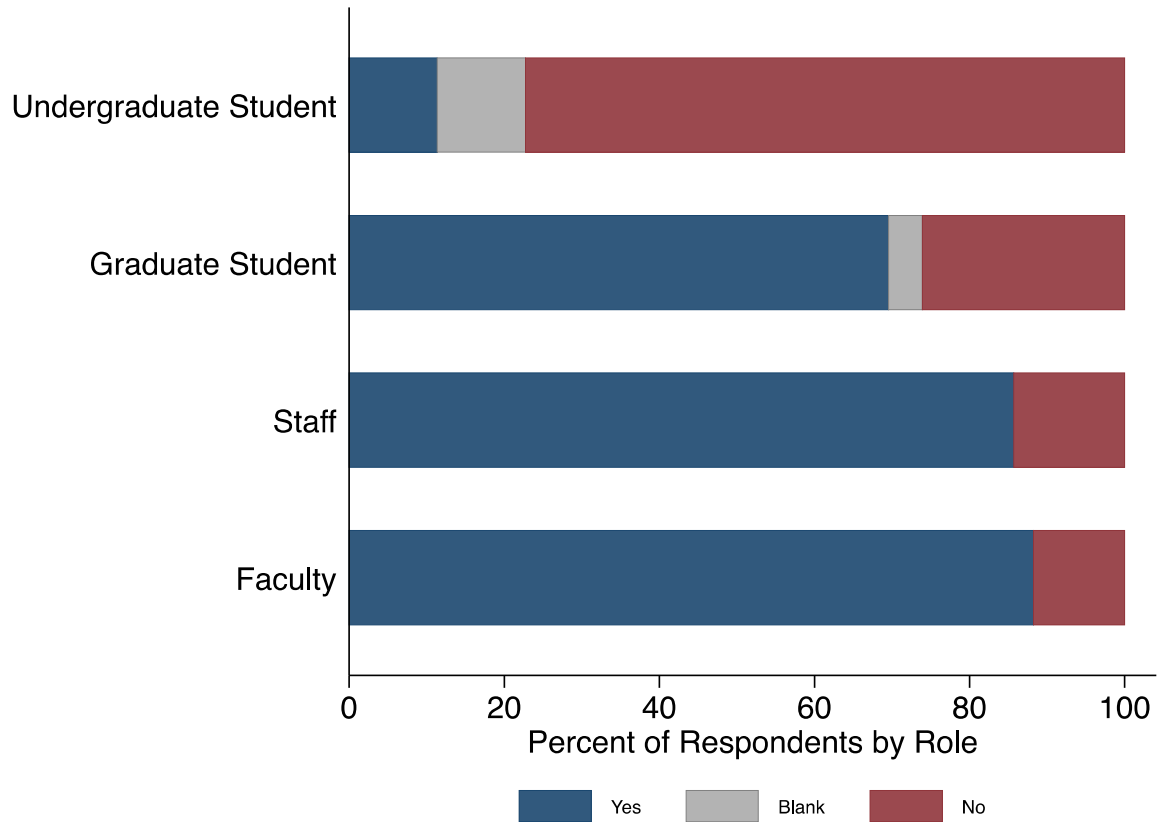
(4) Have you ever felt uncomfortable or unsafe during an interaction with a member of the department or within departmental spaces? If you are comfortable doing so, please explain.



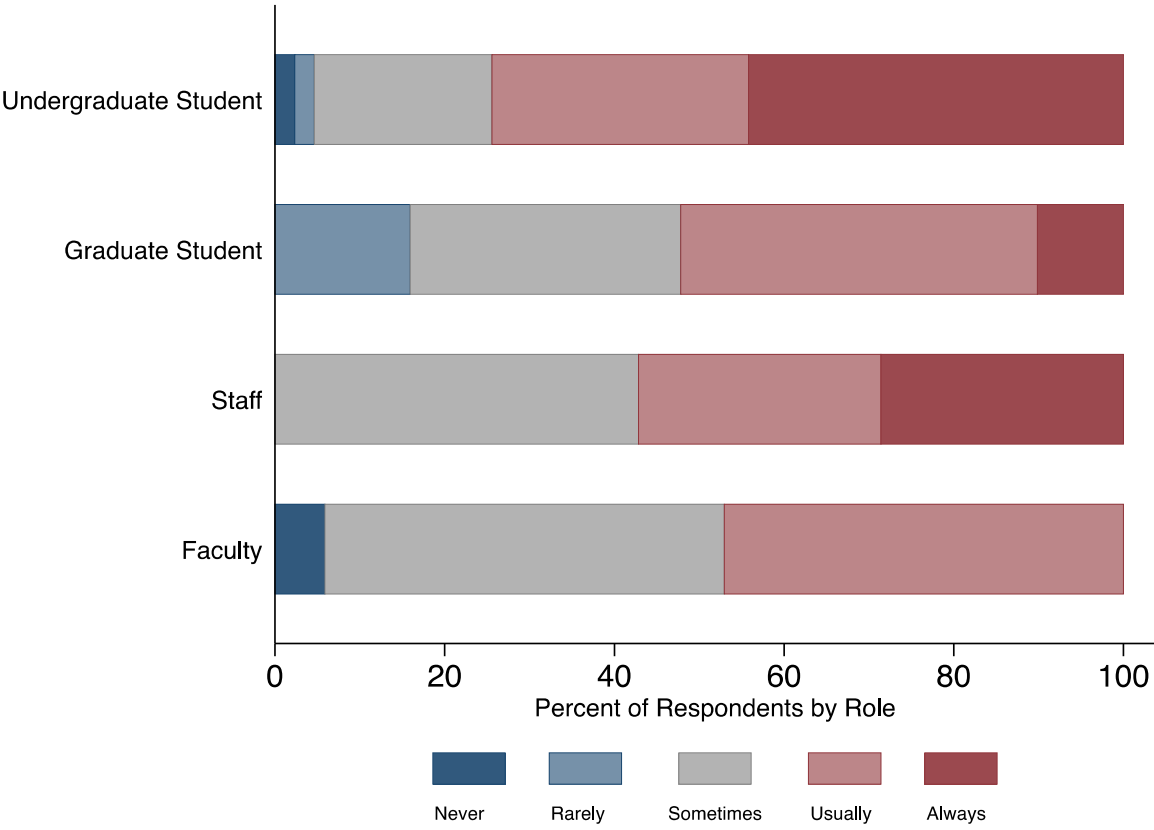
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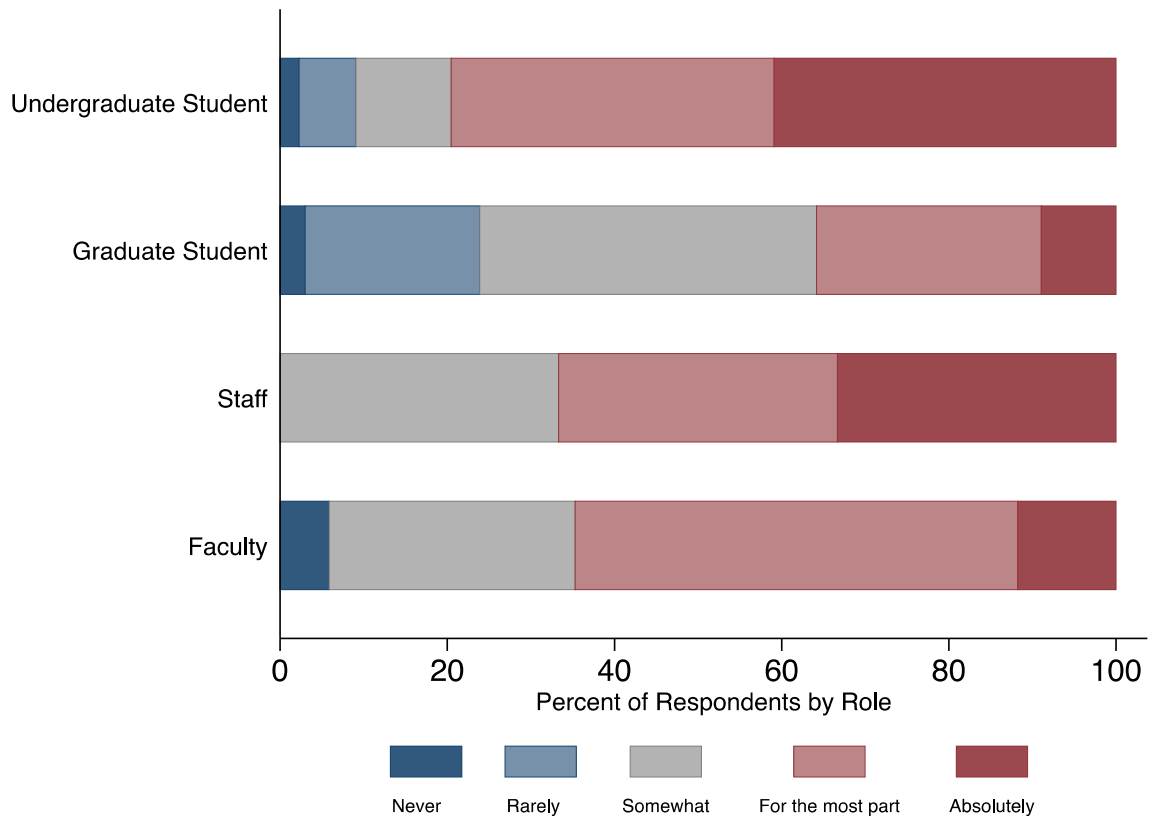
(6a) Have you ever heard about another member of the department behaving in an inappropriate manner during a departmental interaction?



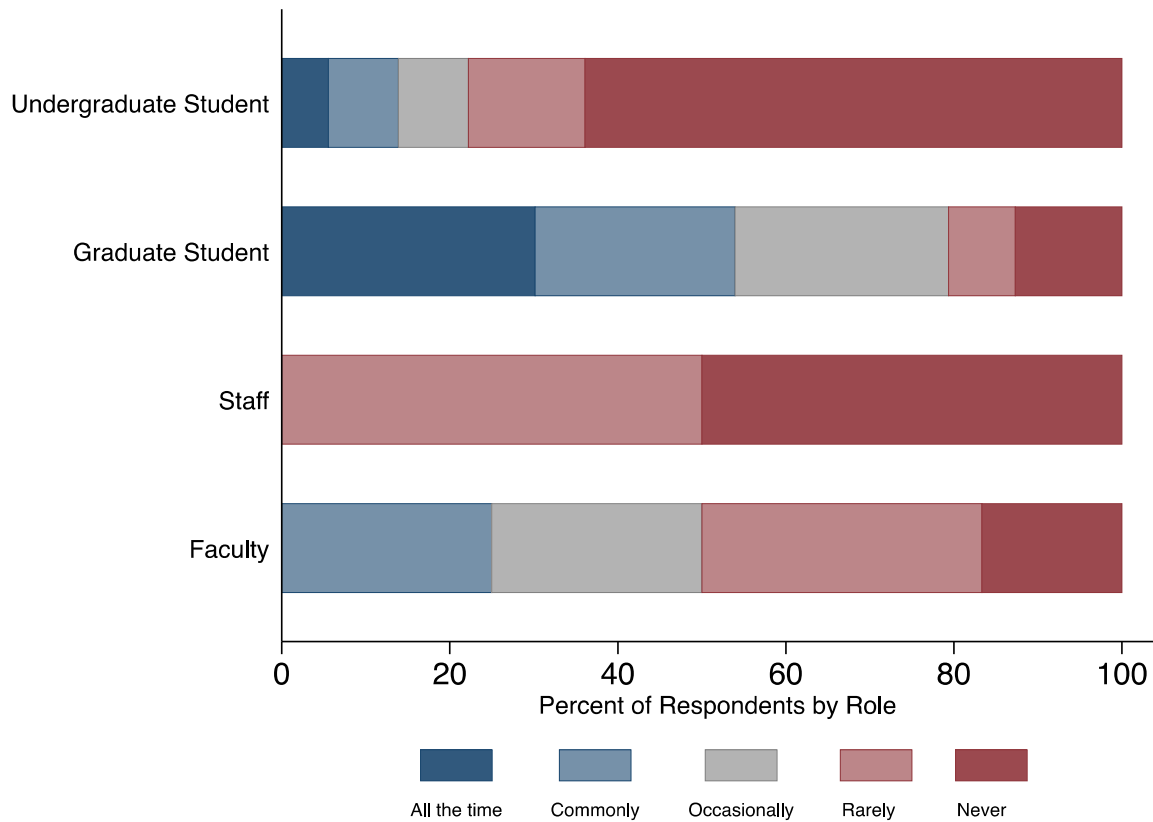
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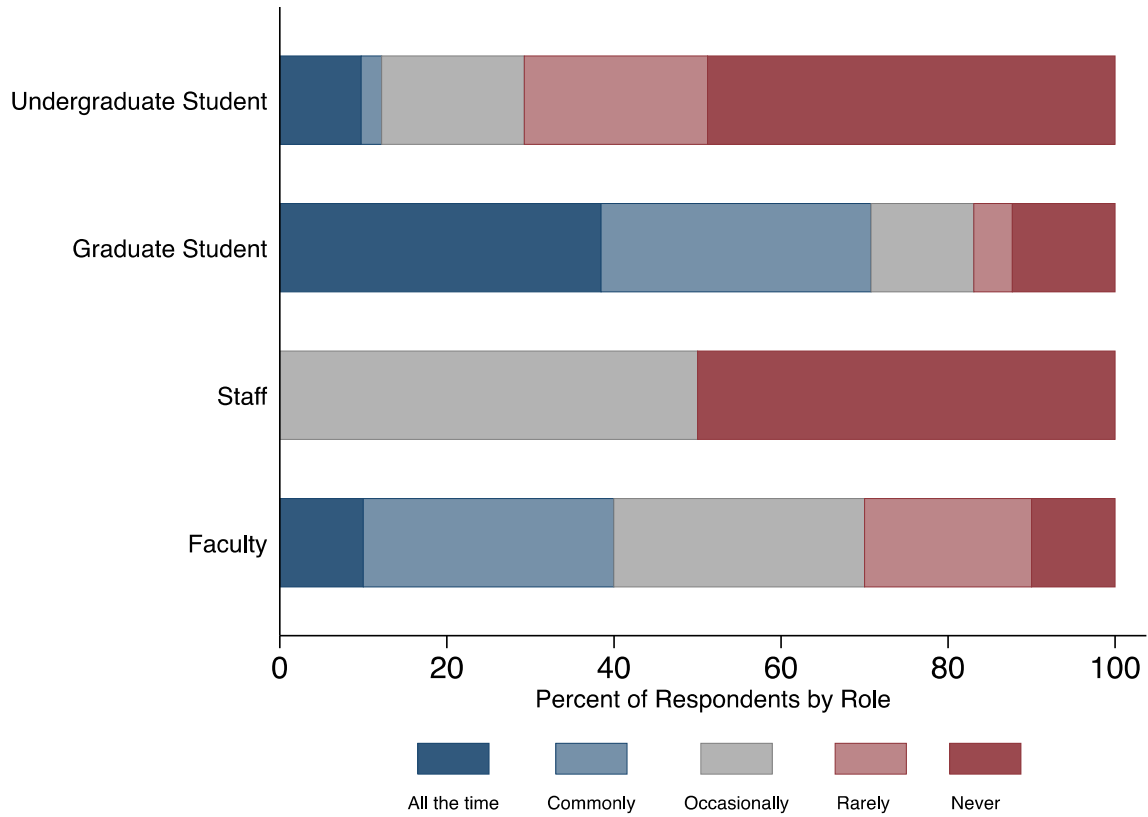
(8) Overall, do you view the anthropology department as a place that strives for inclusivity?



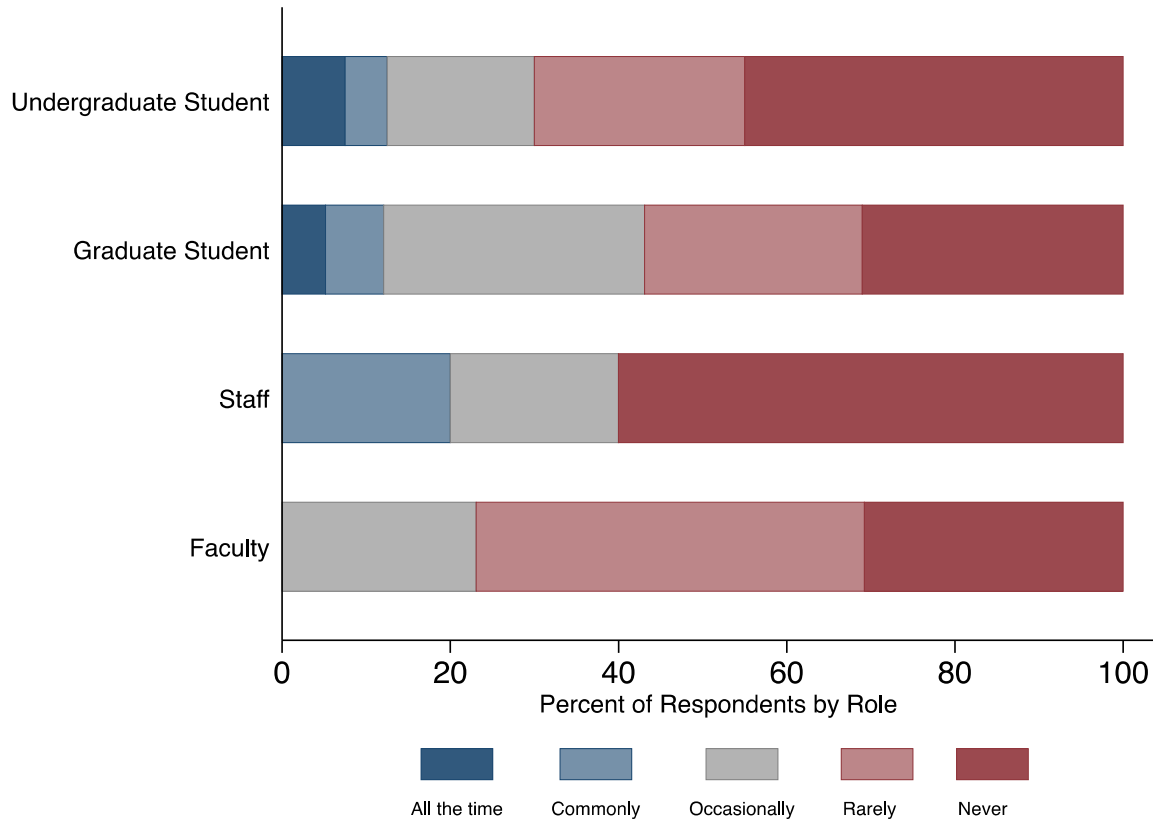
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Academic year stipends]



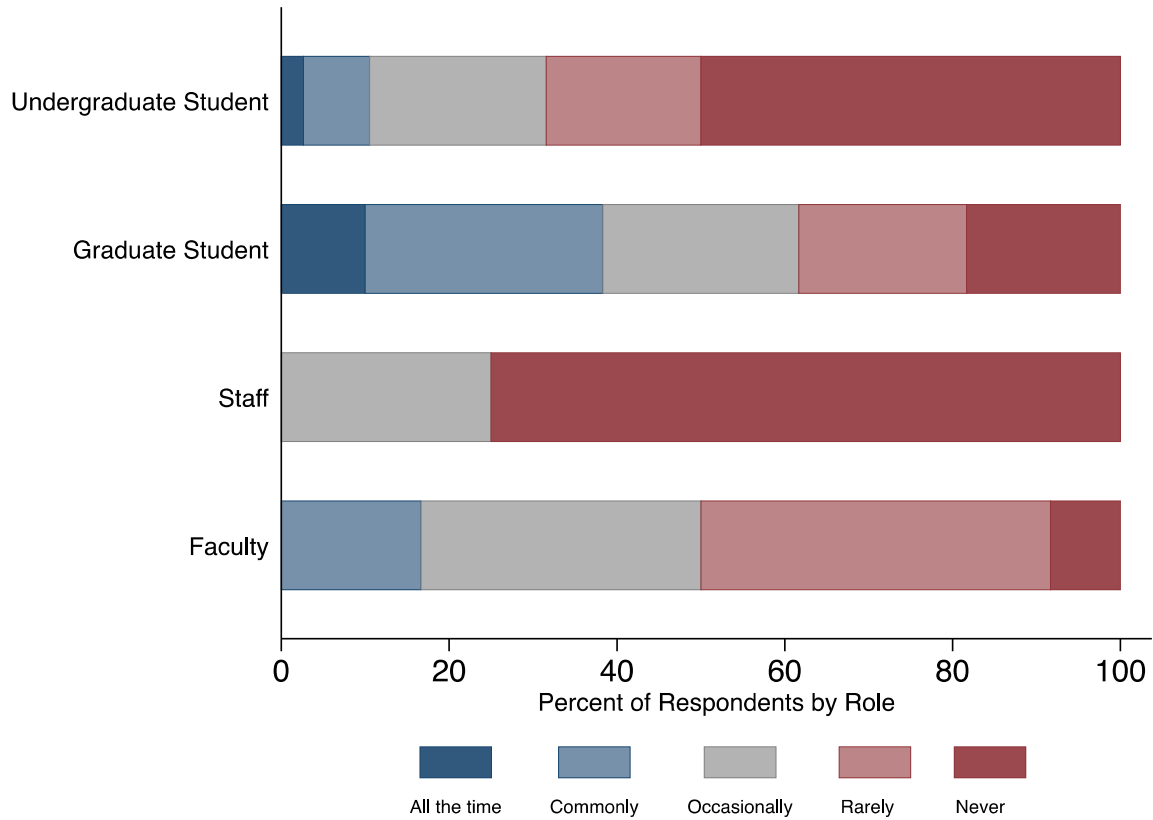
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Access to good faculty advising]



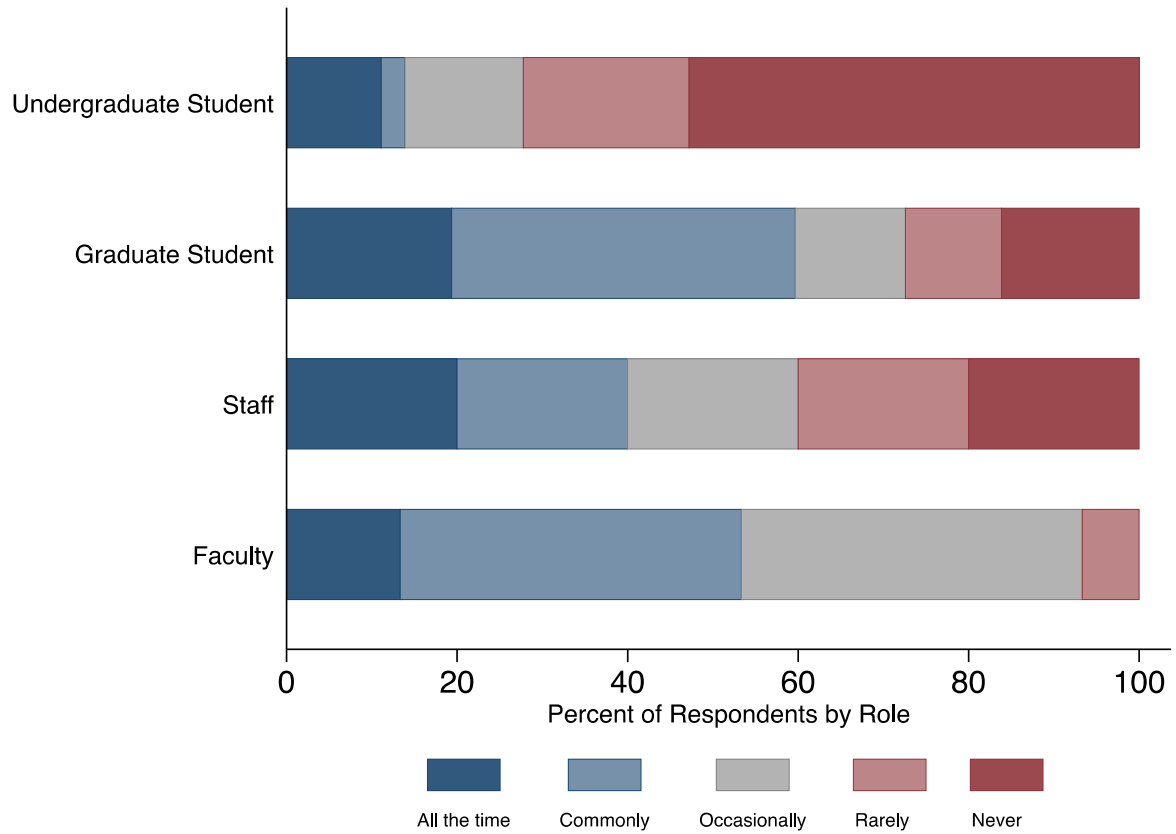
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Access to technology]



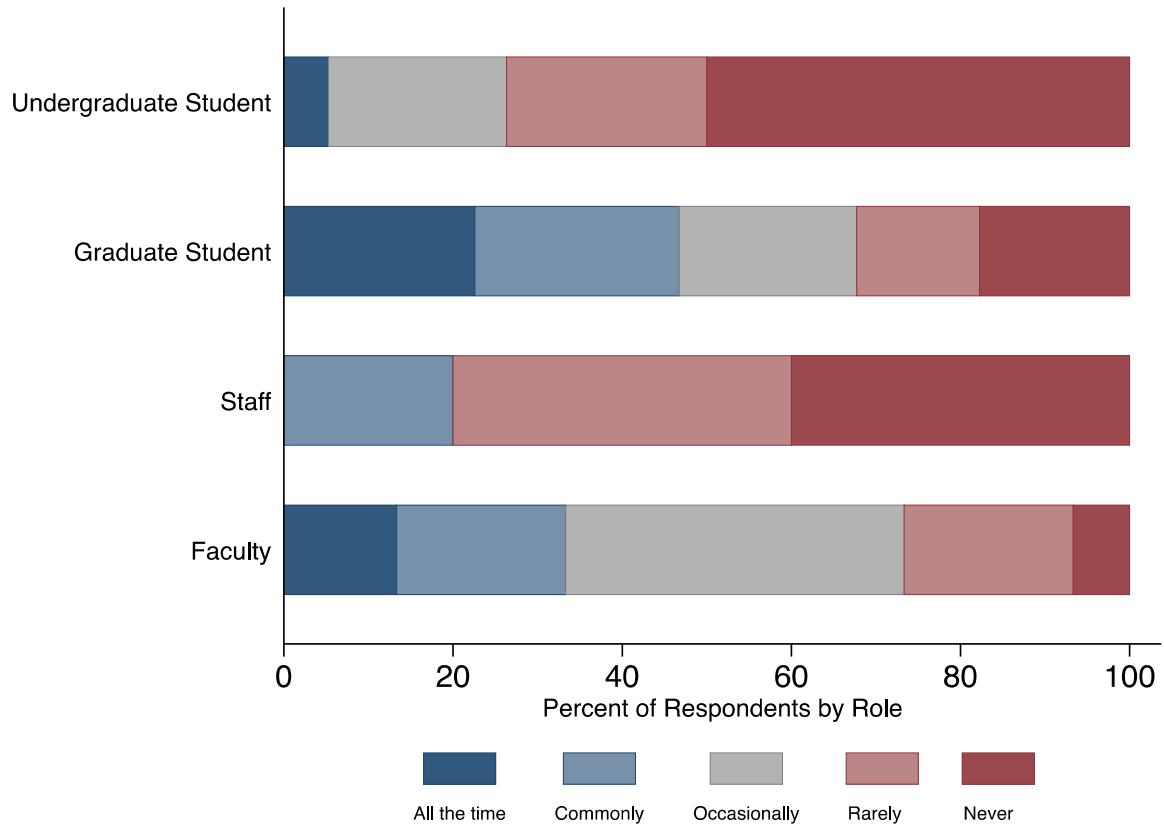
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [GSI/Reader assignments]



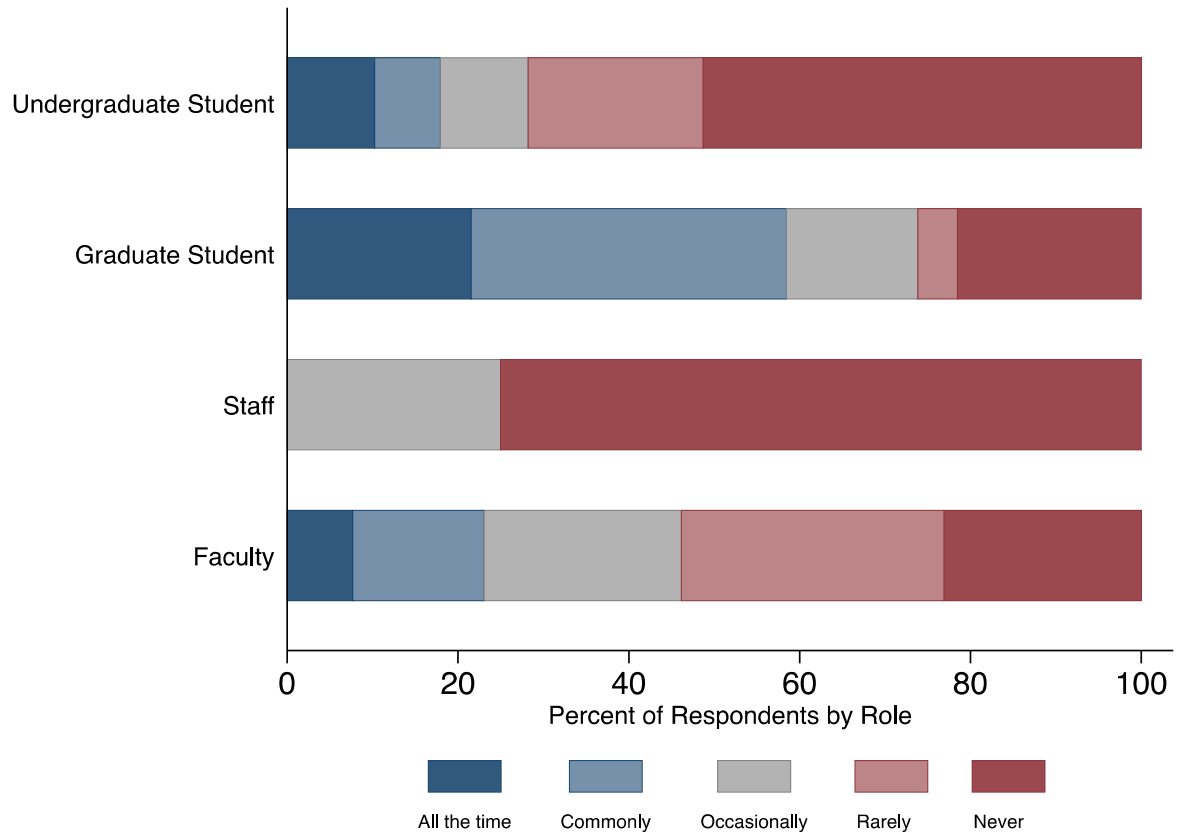
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Influence in department decisions]



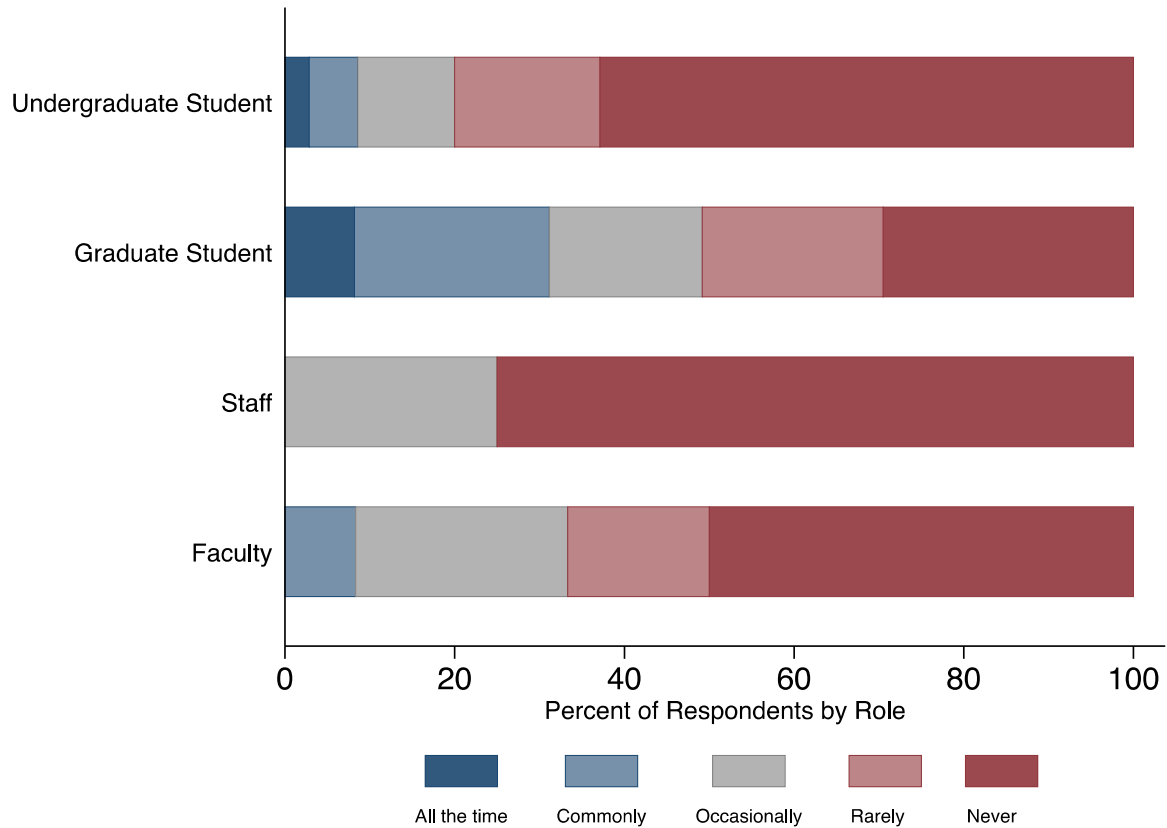
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Space, or other facilities (e.g., equipment)]



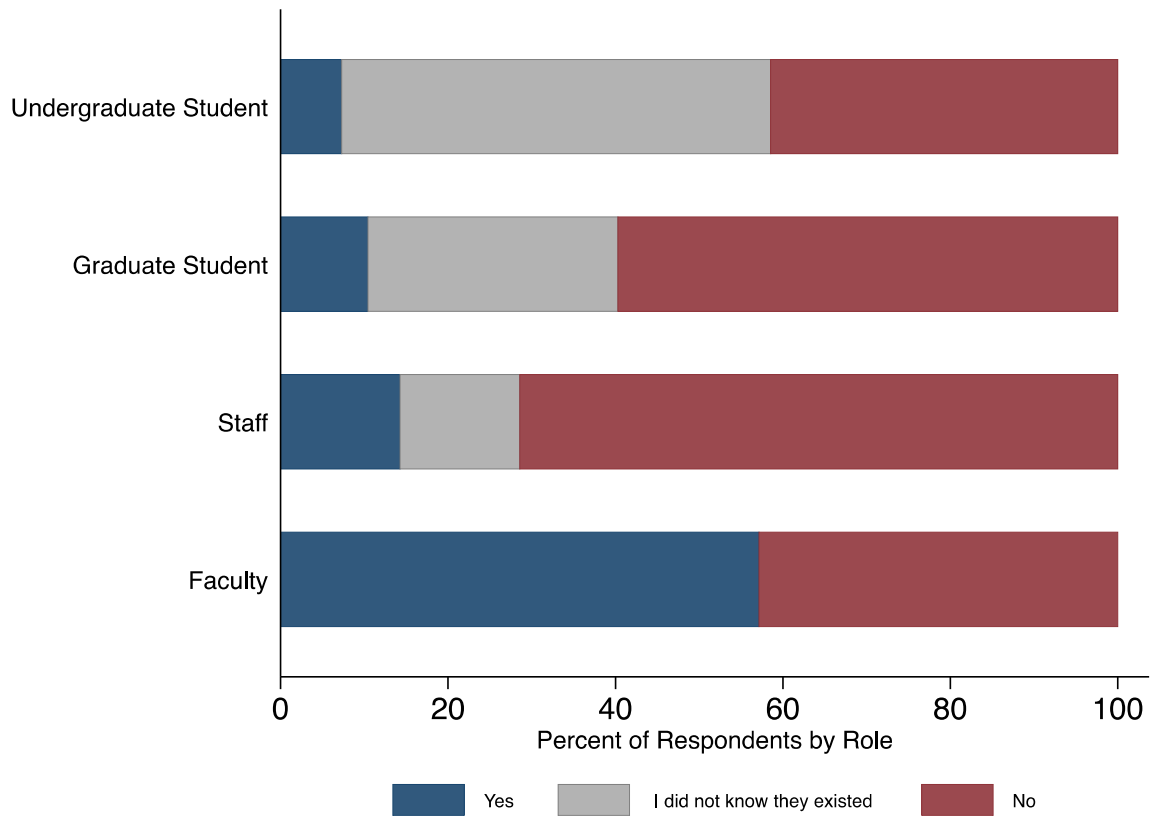
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Support for research]



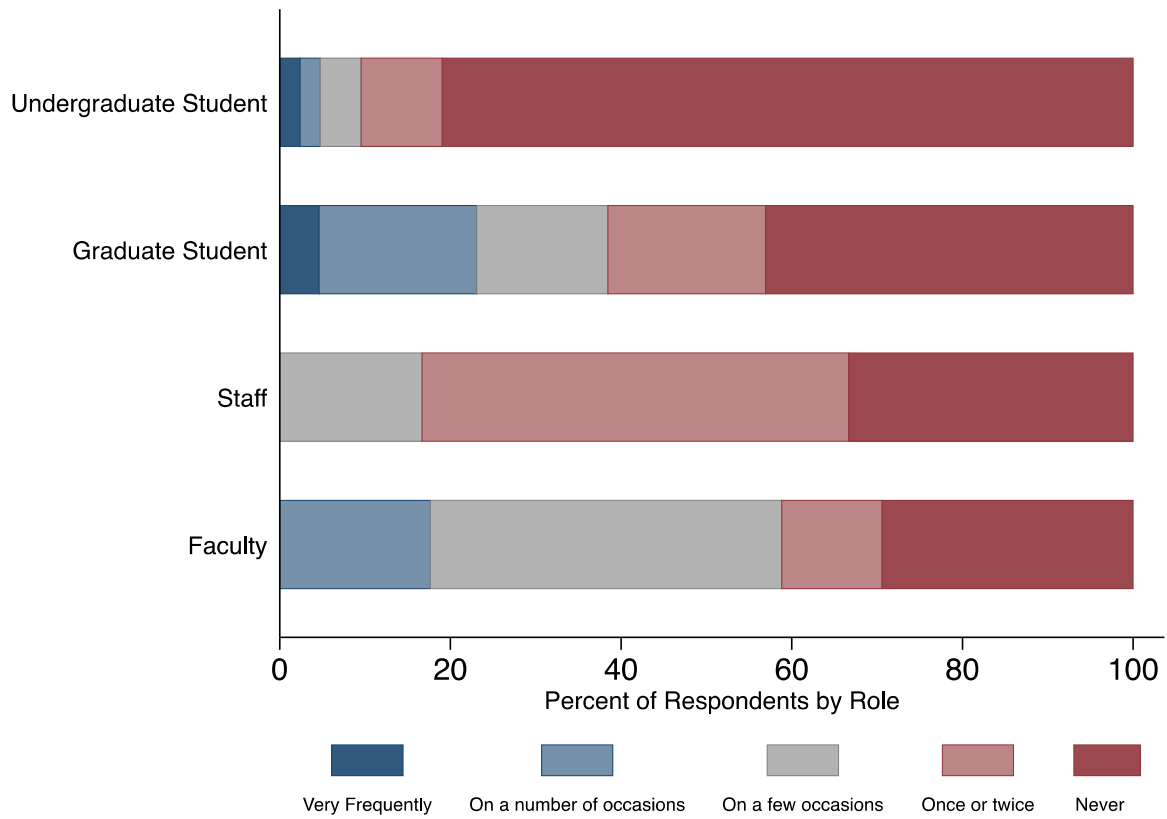
(9a) Among your peers in the department (one of either faculty, student or staff), have you encountered inequities that create stress or detract from a positive climate in the following areas? [Support for conference travel]



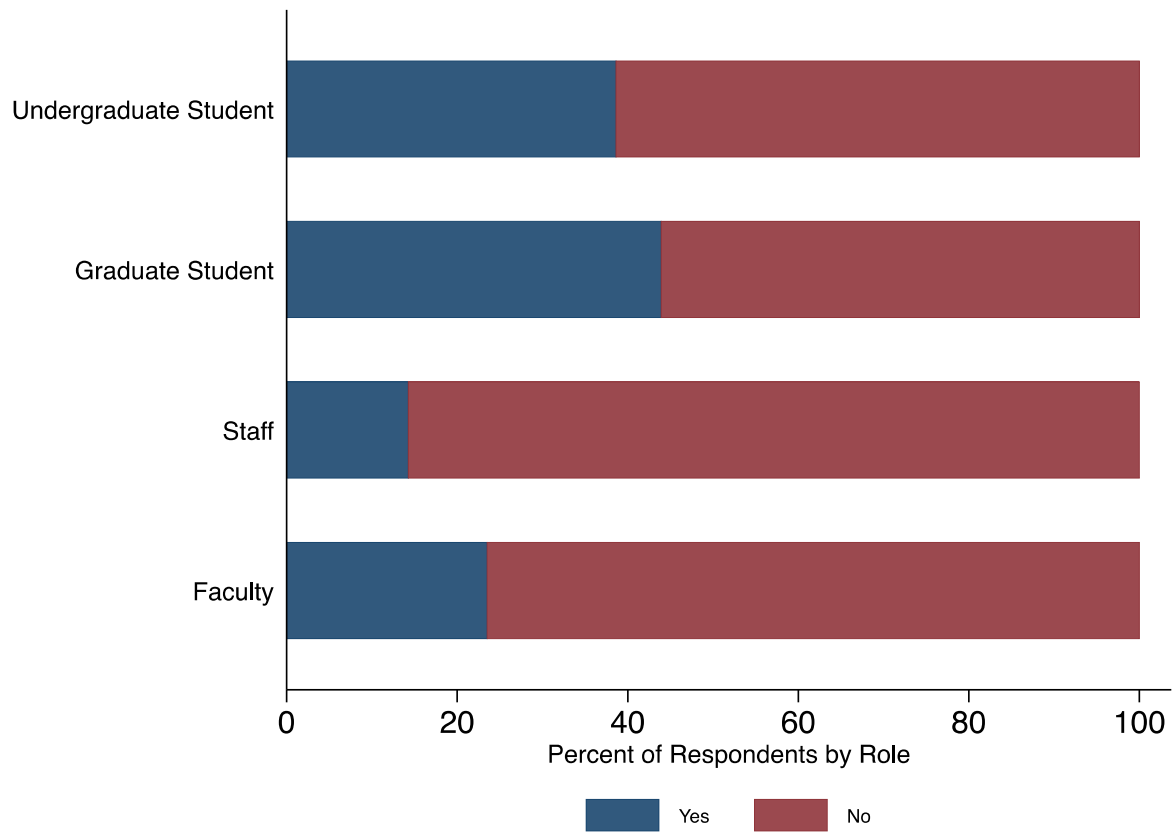
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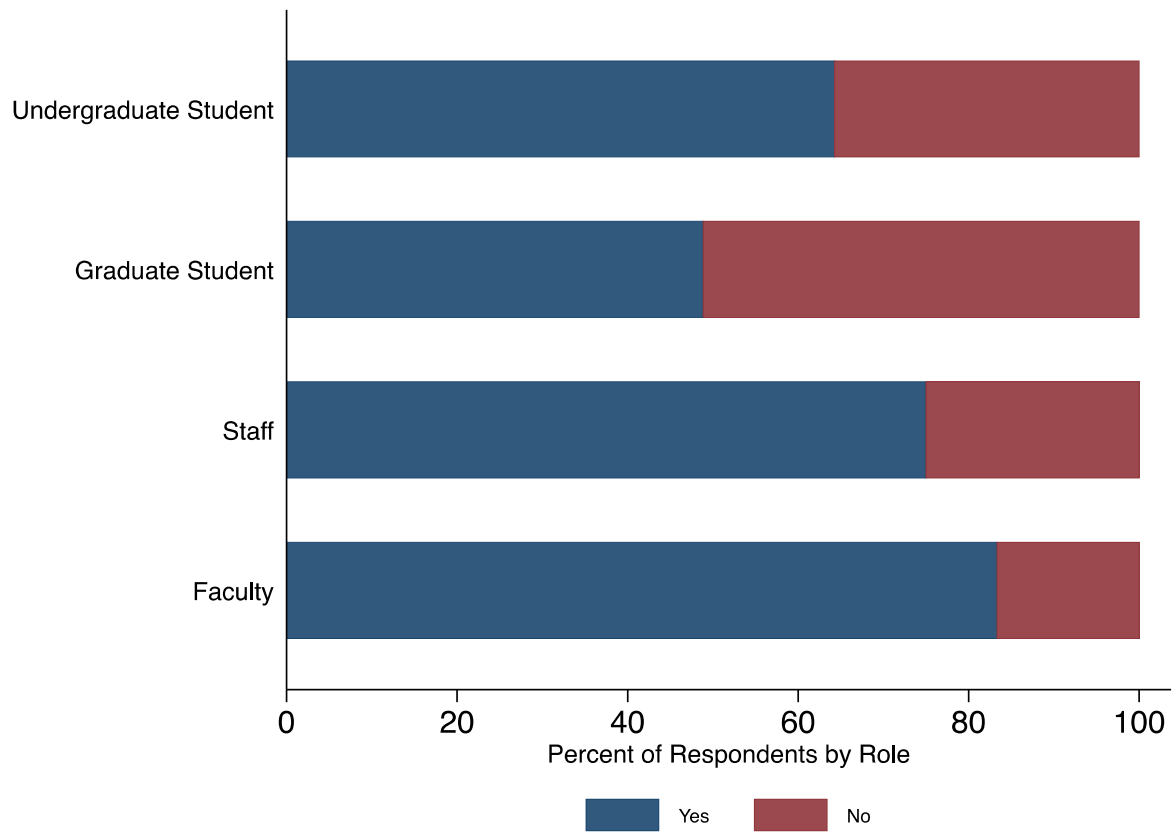
(13a) Have you experienced bias, exclusion, or exploitation in the department (whether intentional or not) during the last 5 years?



(14a) Do you or one of the people you take care of have a disability, chronic illness, or other circumstances that might affect your work without proper accommodation?



(14b) If so, did you (do you) know you could ask the GSI coordinator, grad advisor, GSAO, or Chair for disability accommodations or special circumstances?



(17a) Do you feel that your colleagues or peers are supportive of your research interests and priorities?

