

Staff@Work 2017: Climate and Negative Interpersonal Behavior Items

Overview

The Staff@Work survey includes questions which explore satisfaction with the university and department climates with respect to equity, diversity and inclusion, experiences of uncivil or ostracizing behavior, and experiences of negative behavior directed at individuals due to their race/ethnicity or gender. The following tables summarize mean scores on each of these items by demographic group and highlight areas of strength and opportunity. **NOTE: Breakdown by demographic categories may lead to some cells with ratings by a small number or even a single individual. Not all respondents answered every survey item.**

	2016		2017	
	n	%	n	%
White	2117	51.5	2063	49.6
Black	189	4.6	187	4.5
Latino	774	18.8	916	22.0
Asian	754	18.3	751	18.1
Multiracial	262	6.4	227	5.5
Amer. Ind./Alaskan	16	0.4	15	0.4
Female	2875	64.4	2935	65.2
Male	1587	35.6	1564	34.8
Heterosexual	3695	92.7	3872	92.5
LGB or Other	292	7.3	314	7.5
No mental disability	4970	96.7	4937	95.7
Any mental disability	169	3.3	222	4.3
No physical disability	4901	95.4	4893	94.8
Any physical disability	238	4.6	266	5.2

Top Climate Strengths

- All sexual orientation treated fairly
- All ethnic groups, cultures treated fairly

Top Climate Opportunities:

- Feel valued by my department
- Top leaders committed to diversity

Other Key Climate Findings

- Satisfaction with diversity-related programs improved overall. This improvement was also significant for Black and Asian respondents.
- The percentage of Latino respondents increased in 2017 (p<.05).
- Respondents with mental or physical disabilities rated almost all Diversity and Climate items lower than those with no disability.

Diversity and Climate Means: Overall Sample

Response Rates: 2016=5139 (64%); 2017=5159 (63%)

Diversity and Climate Items	2016	2017
Overall, I am a satisfied UC San Diego employee	3.98	4.00
Overall, I am satisfied with the diversity-related programs and services available campus-wide*	3.87	3.96
Top leaders of the university are committed to diversity*	3.88	3.93
UC San Diego promotes a work environment where all people are welcomed*	4.26	4.12
People of all ethnic groups, cultures and backgrounds are treated fairly in my department	4.25	4.22
People of all sexual orientations are treated fairly in my department	4.32	4.30
My department actively supports a diverse work environment	4.22	4.21
My department practices UC San Diego's Principles of Community	4.19	4.17
I feel valued by my department*	3.90	3.80

*p<.05

<3.00 - Low 3.00 to 3.59 - Marginal 3.60 to 4.29 - Good 4.30 & above - Excellent

Diversity and Climate Means by Race/Ethnicity

Diversity and Climate Items	Year	White	Black	Latino	Asian	Multi-ethnic	Amer. Ind/Alaskan
Overall, I am a satisfied UC San Diego employee	2016	4.03	4.15	4.11	4.06	3.97	3.63
	2017	4.05	4.07	4.13	4.04	4.02	3.80
Overall, I am satisfied with the diversity-related programs and services available campus-wide	2016	3.99	3.56	3.87	3.96	3.86	3.33
	2017	4.05	3.87	3.93	4.08	3.90	3.93
Top leaders of the university are committed to diversity	2016	4.02	3.67	3.79	3.94	3.91	3.13
	2017	4.08	3.72	3.87	4.01	3.93	3.47
UC San Diego promotes a work environment where all people are welcomed	2016	4.36	4.12	4.26	4.31	4.31	4.06
	2017	4.25	4.04	4.11	4.18	4.11	3.87
People of all ethnic groups, cultures and backgrounds are treated fairly in my department	2016	4.40	4.03	4.18	4.30	4.29	3.81
	2017	4.40	4.01	4.17	4.24	4.21	4.00
People of all sexual orientations are treated fairly in my department	2016	4.43	4.28	4.26	4.33	4.41	4.13
	2017	4.41	4.22	4.28	4.32	4.30	4.13
My department actively supports a diverse work environment	2016	4.33	4.19	4.17	4.31	4.28	3.94
	2017	4.34	4.15	4.19	4.23	4.22	3.93
My department practices UC San Diego's Principles of Community	2016	4.30	4.11	4.13	4.29	4.26	4.00
	2017	4.30	4.19	4.16	4.23	4.24	4.07
I feel valued by my department	2016	4.03	3.99	3.88	4.09	3.88	3.63
	2017	3.94	3.81	3.79	3.90	3.81	3.80

<3.00 - Low 3.00 to 3.59 - Marginal 3.60 to 4.29 - Good 4.30 & above - Excellent

Circled means are significantly different at p<.01

Diversity and Climate Means by Gender and Sexual Orientation

Note: LGB includes "Other" Orientation

Diversity and Climate Items	Year	Female	Male	Heterosexual	LGB
Overall, I am a satisfied UC San Diego employee	2016	4.03	4.05	4.04	4.03
	2017	4.02	4.09	4.05	4.04
Overall, I am satisfied with the diversity-related programs and services available campus-wide	2016	3.90	3.94	3.94	3.81
	2017	3.99	4.02	4.01	3.94
Top leaders of the university are committed to diversity	2016	4.02	3.94	3.94	3.81
	2017	3.97	3.98	4.00	3.81
UC San Diego promotes a work environment where all people are welcomed	2016	4.29	4.33	4.33	4.30
	2017	4.15	4.20	4.18	4.11
People of all ethnic groups, cultures and backgrounds are treated fairly in my department	2016	4.29	4.29	4.32	4.33
	2017	4.26	4.29	4.29	4.25
People of all sexual orientations are treated fairly in my department	2016	4.36	4.36	4.39	4.34
	2017	4.34	4.34	4.36	4.31
My department actively supports a diverse work environment	2016	4.27	4.27	4.29	4.25
	2017	4.25	4.26	4.27	4.19
My department practices UC San Diego's Principles of Community	2016	4.25	4.22	4.26	4.27
	2017	4.23	4.22	4.25	4.23
I feel valued by my department	2016	3.95	4.00	3.98	4.04
	2017	3.85	3.89	3.87	3.93

<3.00 - Low 3.00 to 3.59 - Marginal 3.60 to 4.29 - Good 4.30 & above - Excellent

Diversity and Climate Means by Disability Status

Diversity and Climate Items	Year	No	Any	No	Any
		Mental Disability	Mental Disability	Physical Disability	Physical Disability
Overall, I am a satisfied UC San Diego employee	2016	3.99	3.80	3.97	4.02
	2017	4.01	3.80	4.00	3.98
Overall, I am satisfied with the diversity-related programs and services available campus-wide	2016	3.87	3.62	3.89	3.73
	2017	3.96	3.87	3.98	3.85
Top leaders of the university are committed to diversity	2016	3.88	3.69	3.91	3.72
	2017	3.93	3.81	3.95	3.78
UC San Diego promotes a work environment where all people are welcomed	2016	4.26	4.10	4.27	4.21
	2017	4.13	3.94	4.14	4.01
People of all ethnic groups, cultures and backgrounds are treated fairly in my department	2016	4.25	4.08	4.26	4.20
	2017	4.23	4.13	4.24	4.14
People of all sexual orientations are treated fairly in my department	2016	4.32	4.22	4.32	4.31
	2017	4.30	4.18	4.30	4.27
My department actively supports a diverse work environment	2016	4.22	4.12	4.22	4.20
	2017	4.21	4.07	4.21	4.20
My department practices UC San Diego's Principles of Community	2016	4.19	4.06	4.19	4.19
	2017	4.18	4.02	4.17	4.19
I feel valued by my department	2016	3.91	3.61	3.89	3.95
	2017	3.80	3.67	3.79	3.85

Circled means are significantly different at p<.01

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Key Behavior Findings

Top Behavior Strengths:

- Derogatory remarks and making jokes at someone's expense continue to be reported at low levels.
- Ostracizing behaviors remain low overall.
- Reported negative behaviors due to gender or race/ethnicity remain very low.

Top Behavior Opportunities:

- Interrupted or spoke over you
- Paid little attention to your statement
- Kept you out of the loop

Other Key Findings:

- American Indian/Alaskan respondents reported higher levels of negative behaviors than other groups, although these differences did not reach statistical significance due to small sample sizes.
- While reported behaviors have improved since 2016 for respondents with disabilities, these improvements were not statistically significant.
- Several remain in the "Concerning" range, including "Was condescending to you" and "Interrupted or spoke over you."

Behavior Means by Race/Ethnicity

Uncivil Behavior Items	Year	White	Black	Latino	Asian	Multi-ethnic	Amer. Ind./Alaskan
Was condescending to you	2016	2.14	2.25	2.11	1.88	2.17	2.40
	2017	1.96	1.94	2.09	1.92	2.05	2.46
Paid little attention to your statement or showed little interest in your opinion	2016	2.18	2.26	2.08	1.87	2.16	2.40
	2017	1.99	1.92	2.06	1.90	2.11	2.14
Made demeaning or derogatory remarks about you	2016	1.57	1.68	1.63	1.47	1.58	1.44
	2017	1.39	1.43	1.47	1.46	1.47	2.00
Made jokes at your expense	2016	1.46	1.54	1.49	1.44	1.45	1.67
	2017	1.35	1.33	1.40	1.40	1.49	1.79
Interrupted or spoke over you	2016	2.22	2.16	1.93	1.92	2.18	2.50
	2017	2.10	1.84	1.85	1.91	2.10	2.71
Talked about you behind your back	2016	2.05	2.07	2.02	1.77	2.17	1.89
	2017	1.80	1.89	1.85	1.70	1.85	2.36

Ostracizing Behavior Items	Year	White	Black	Latino	Asian	Multi-ethnic	Amer. Ind./Alaskan
Excluded you	2016	1.79	1.89	1.71	1.50	1.77	1.80
	2017	1.77	1.84	1.77	1.71	1.75	2.43
Kept you out of the loop on information that is important	2016	2.10	2.06	1.92	1.73	2.10	2.30
	2017	2.00	2.02	1.97	1.84	1.99	2.43
Gave you the cold shoulder	2016	1.73	1.83	1.66	1.46	1.83	1.90
	2017	1.56	1.58	1.62	1.50	1.55	1.86
Treated you as if you are invisible	2016	1.68	1.82	1.64	1.45	1.78	1.80
	2017	1.49	1.60	1.57	1.49	1.45	2.00
Ignored you during conversation	2016	1.64	1.76	1.60	1.44	1.65	1.80
	2017	1.49	1.50	1.50	1.44	1.48	1.54

1=Never, 2=Rarely, 3=Occasionally, 4=Often, 5=Very Often

Circled means are significantly different at p<.01

<2.0 - Excellent 2.0 to 2.3 - Good 2.4 to 2.6 - Concerning 2.7 and above - Poor

Behavior Means by Gender and Sexual Orientation

Uncivil Behavior Items		Year	Female	Male	Heterosexual	LGB
Was condescending to you	2016	2.14	2.06	2.09	2.24	
	2017	2.05	1.90	1.96	2.04	
Paid little attention to your statement or showed little interest in your opinion	2016	2.11	2.15	2.10	2.30	
	2017	2.02	1.97	1.98	2.08	
Made demeaning or derogatory remarks about you	2016	1.54	1.66	1.57	1.57	
	2017	1.43	1.44	1.42	1.39	
Made jokes at your expense	2016	1.41	1.60	1.46	1.51	
	2017	1.33	1.48	1.37	1.38	
Interrupted or spoke over you	2016	2.16	2.08	2.12	2.24	
	2017	2.07	1.91	2.00	2.14	
Talked about you behind your back	2016	2.02	2.06	2.02	2.02	
	2017	1.81	1.82	1.80	1.92	

Ostracizing Behavior Items		Year	Female	Male	Heterosexual	LGB
Excluded you	2016	1.76	1.74	1.73	1.89	
	2017	1.79	1.75	1.76	1.87	
Kept you out of the loop on information that is important	2016	2.04	2.01	2.00	2.28	
	2017	2.00	1.95	1.97	2.10	
Gave you the cold shoulder	2016	1.71	1.71	1.68	1.87	
	2017	1.58	1.58	1.56	1.61	
Treated you as if you are invisible	2016	1.68	1.69	1.64	1.89	
	2017	1.54	1.51	1.50	1.64	
Ignored you during conversation	2016	1.63	1.65	1.61	1.75	
	2017	1.51	1.48	1.47	1.54	

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Behavior Means by Disability Status

Uncivil Behavior Items	Year	No Mental Disability	Any Mental Disability	No Physical Disability	Any Physical Disability
		Was condescending to you	2016	2.16	2.46
	2017	2.02	2.40	2.02	2.43
Paid little attention to your statement or showed little interest in your opinion	2016	2.19	2.46	2.18	2.54
	2017	2.04	2.37	2.03	2.46
Made demeaning or derogatory remarks about you	2016	1.63	1.69	1.61	2.13
	2017	1.46	1.73	1.46	1.82
Made jokes at your expense	2016	1.51	1.71	1.50	1.87
	2017	1.41	1.63	1.41	1.62
Interrupted or spoke over you	2016	2.18	2.53	2.18	2.41
	2017	2.04	2.42	2.03	2.43
Talked about you behind your back	2016	2.10	2.26	2.08	2.58
	2017	1.85	2.27	1.85	2.27

Ostracizing Behavior Items	Year	No Mental Disability	Any Mental Disability	No Physical Disability	Any Physical Disability
		Excluded you	2016	1.81	2.14
	2017	1.82	2.14	1.81	2.24
Kept you out of the loop on information that is important	2016	2.09	2.40	2.09	2.38
	2017	2.03	2.33	2.02	2.42
Gave you the cold shoulder	2016	1.76	2.01	1.75	2.12
	2017	1.61	1.92	1.61	1.99
Treated you as if you are invisible	2016	1.73	2.10	1.72	2.15
	2017	1.57	1.88	1.56	1.89
Ignored you during conversation	2016	1.67	1.98	1.66	2.12
	2017	1.52	1.76	1.52	1.84

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Negative Behavior Means by Race/Ethnicity

Negative Behavior Due to Race/Ethnicity	Year	White	Black	Latino	Asian	Multi-ethnic	Amer. Ind./Alaskan
		Treated you "differently" because of your race/ethnicity	2016	1.14	1.74	1.35	1.27
	2017	1.10	1.43	1.24	1.26	1.29	1.08
Repeatedly told racial stories or jokes that were offensive to you	2016	1.10	1.34	1.24	1.15	1.14	1.13
	2017	1.08	1.11	1.14	1.17	1.16	1.23
Said that you are a credit to your race/ethnicity	2016	1.04	1.29	1.20	1.15	1.11	1.00
	2017	1.03	1.07	1.11	1.12	1.07	1.14
Made derogatory comments about your race/ethnicity	2016	1.07	1.39	1.27	1.14	1.18	1.13
	2017	1.06	1.16	1.13	1.15	1.11	1.00
Excluded you from social interactions during or after work because of your race/ethnicity	2016	1.06	1.23	1.16	1.11	1.14	1.13
	2017	1.04	1.08	1.10	1.10	1.08	1.00
Made you feel as if you have to give up your race/ethnicity to get along at work	2016	1.06	1.45	1.21	1.16	1.15	1.38
	2017	1.04	1.18	1.12	1.11	1.08	1.07
At UC San Diego I feel the need to minimize various characteristics of my culture to fit in	2016	1.28	1.99	1.57	1.43	1.50	1.63
	2017	1.17	1.54	1.31	1.28	1.28	1.29

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Negative Behavior Means by Gender

Negative Behavior Due to Gender	Year	Female	Male
		Treated you "differently" because of your gender	2016
	2017	1.30	1.19
Repeatedly told sexual stories or jokes that were offensive to you	2016	1.15	1.17
	2017	1.10	1.16
Said that you are a credit to your gender	2016	1.10	1.11
	2017	1.06	1.11
Made derogatory comments about your gender	2016	1.14	1.14
	2017	1.09	1.13
Excluded you from social interactions during or after work because of your gender	2016	1.11	1.12
	2017	1.05	1.10
Made you feel as if you have to give up your gender identity to get along at work	2016	1.10	1.13
	2017	1.05	1.09

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