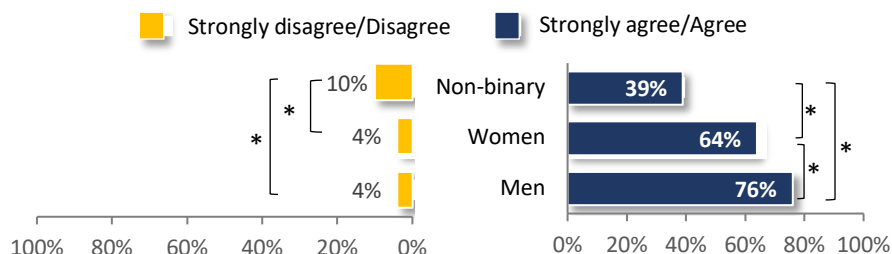


UCSC CLIMATE FOR DIVERSITY AND INCLUSION

FINDINGS FROM THE 2022 UC UNDERGRADUATE EXPERIENCE SURVEY

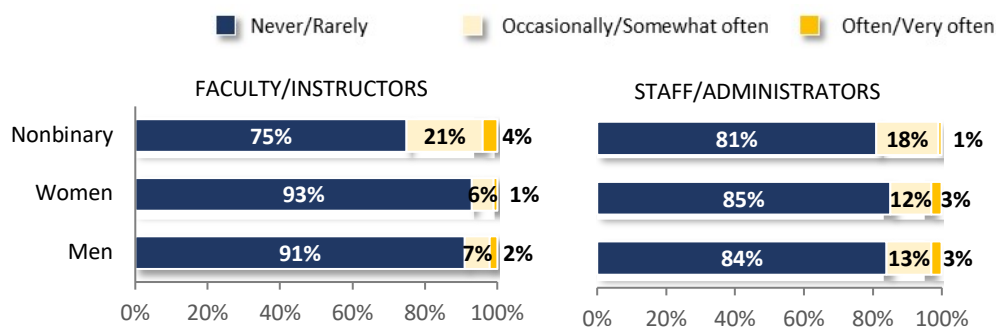
GENDER

"Students of my gender are respected on this campus."



Respondents	<i>n</i>	%
Non-binary	342	7%
Women	2520	53%
Men	1865	39%
Unknown	15	<1%

"In this academic year, I have heard _____ express negative or stereotypical views about genders."



Are students of your gender respected on this campus?

Significantly fewer students with non-binary gender identities *agreed* that students of their gender are respected at UCSC, compared with either women or men.

Two in 5 (39%) students with non-binary gender identities *agreed* that students of their gender are respected (an increase from 2018 when 27% agreed).

10% of students with non-binary gender identities in 2022 *disagreed*, compared with 4% of both women and men.

About two-thirds (64%) of women agreed that students of their gender are respected at UCSC, significantly fewer than men (76%).

How often have you heard negative or stereotypical views about genders at UCSC?

Among students with non-binary gender identities, 1 in 4 heard UCSC **faculty/instructors** and 1 in 5 students heard UCSC **staff/administrators** express negative or stereotypical views at least *occasionally*. These findings were similar to those in 2020.

Among women and men, 15-16% heard UCSC **staff/administrators** express negative or stereotypical views at least *occasionally*. Fewer women and men (7-9%) heard **faculty/instructors** express such views.



See also survey results from 2020 in the report, "UCSC Climate for Diversity and Inclusion: Findings from the 2020 UC Undergraduate Experience Survey", available on the IRAPS surveys website.

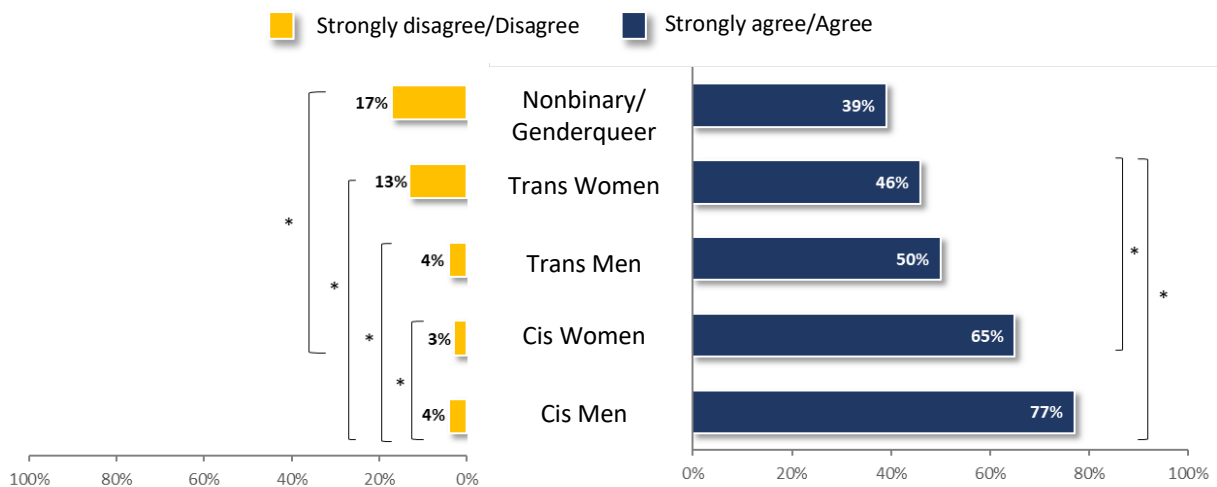
Questions or comments? Contact IRAPS Surveys team at surveys@ucsc.edu

EXPERIENCES OF TRANSGENDER STUDENTS

Survey-based responses to two questions:
about gender identity and about transgender status

Respondents	<i>n</i>	%
Nonbinary/Genderqueer	342	7%
Trans Women	24	<1%
Trans Men	26	<1%
Cis Women	2496	53%
Cis Men	1839	39%

“Students of my gender are respected on this campus.”



Are students of your gender respected on this campus?

Significantly fewer trans women *agreed* that students of their gender are respected at UCSC, compared with either cisgender women or cisgender men.

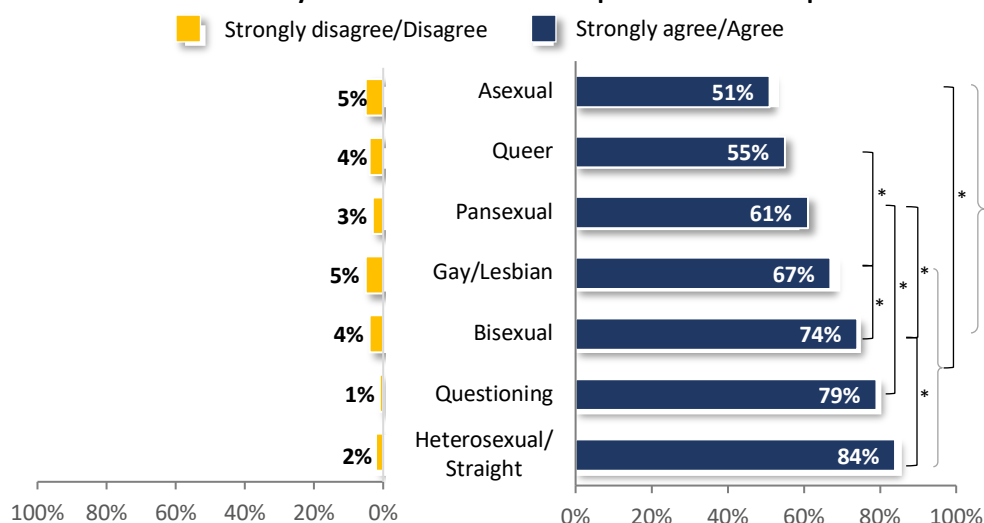
Among trans women and trans men, half or less (46-50%) *agreed* that students of their gender are respected.

About 1 in 6 (17%) nonbinary/genderqueer students, and 13% of trans women, *disagreed* that students of their gender are respected, compared with 3-4% for trans men, cisgender women, and cisgender men.

About two-thirds (65%) of cisgender women *agreed* that students of their gender are respected at UCSC, somewhat less than for cisgender men (77%).

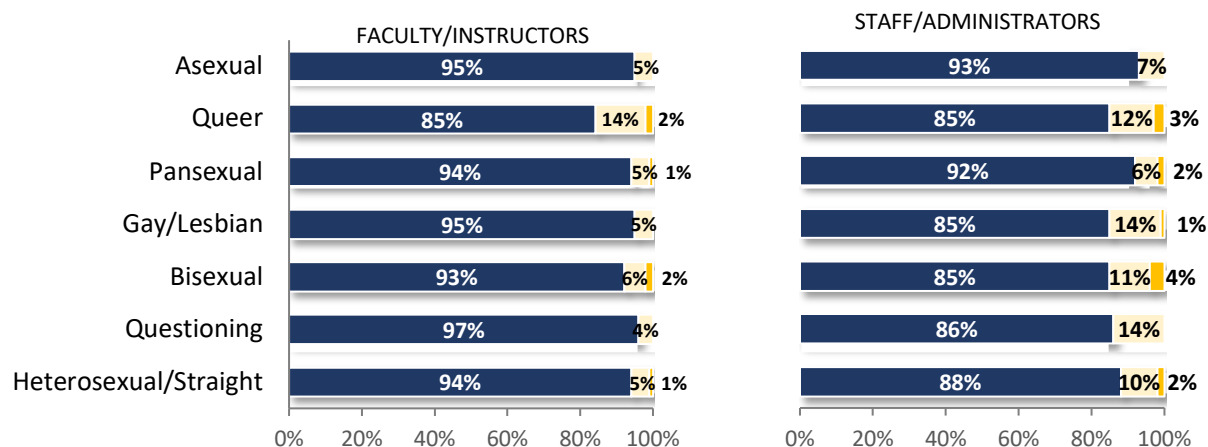
SEXUAL ORIENTATION

“Students of my sexual orientation are respected on this campus.”



Respondents	n	%
Asexual	78	2%
Queer	270	7%
Pansexual	205	5%
Gay/Lesbian	181	5%
Bisexual	564	14%
Questioning	178	4%
Heterosexual/Straight	2149	54%
Decline to state	347	9%
Other responses	29	<1%

“In this academic year, I have heard _____ express negative or stereotypical views about sexual orientations.”



Are students of your sexual orientation respected on this campus?

Students reported different experiences of feeling respected based on their sexual orientation.

Students who identified as asexual, queer or pansexual were significantly less likely than almost all other groups of students to agree that students of their sexual orientation were respected.

Students identifying as gay/lesbian were less likely than bisexual students to agree that students of their sexual orientation were respected.

The vast majority (84%) of heterosexual students reported feeling respected, which was significantly higher than among all other groups of students.

How often have you heard negative or stereotypical views about sexual orientations at UCSC?

About 1 in 6 (15-16%) students who identified as queer heard **faculty/instructors** or **staff/administrators** express negative or stereotypical views about sexual orientations at least *occasionally*.

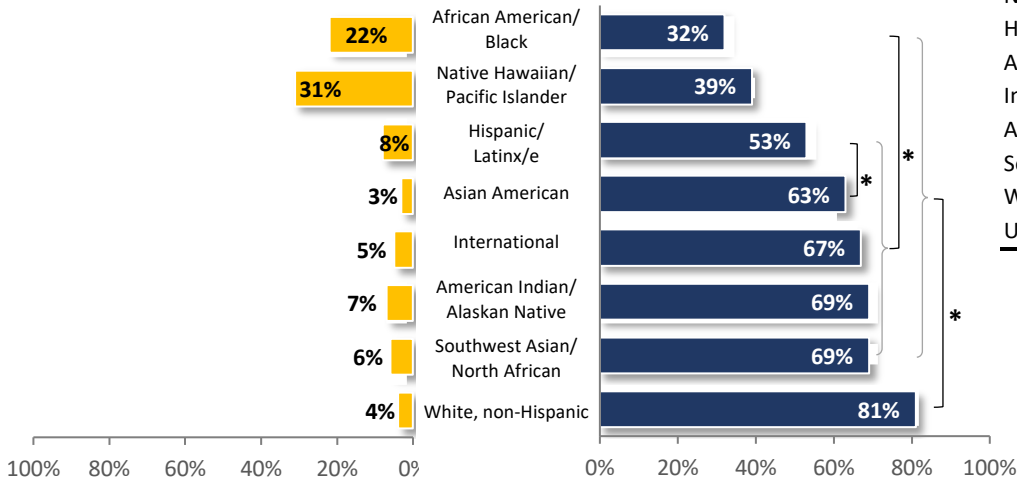
About 15% of students across different sexual orientations indicated having heard such views expressed by **staff/administrators**.

RACE/ETHNICITY

“Students of my race/ethnicity are respected on this campus.”

Strongly disagree/Disagree

Strongly agree/Agree



Respondents	n	%
African American/Black	237	5%
Native Hawaiian/Pacific Islander	15	<1%
Hispanic/Latinx/e	1395	30%
Asian American	1308	28%
International	194	4%
American Indian/Alaskan Native	25	<1%
Southwest Asian/North African	64	1%
White, non-Hispanic	1404	30%
Unknown	99	2%

Are students of your race/ethnicity respected on this campus?

There were **significant differences in experiences** of respect based on students' race/ethnicity.

African American/Black students reported the lowest level of respect compared to most other groups.

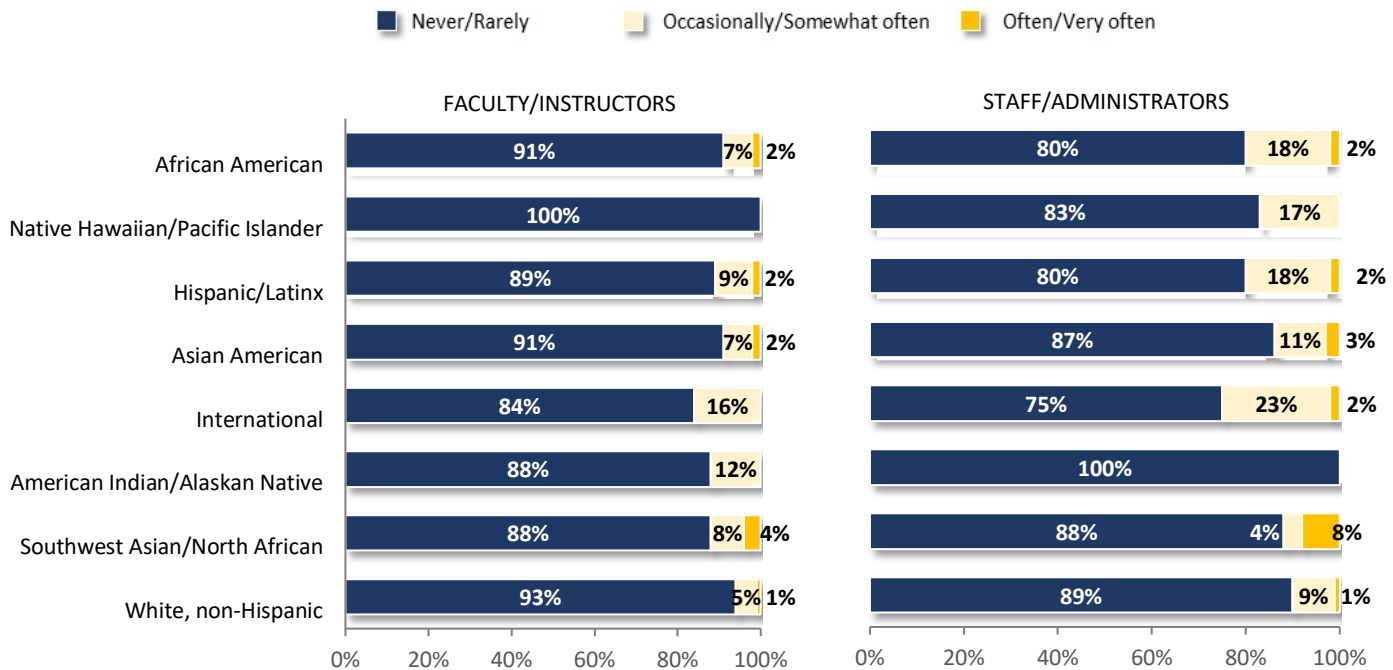
At the same time, there has been some improvement in African American/Black students' experiences: 1 in 3 (32%) African American/Black students *agreed* that students of their race/ethnicity are respected, compared to 24% in 2020 and 28% in 2018. Moreover, the proportion of students who *disagreed* (that is, felt disrespected) was 22% in 2022, which is lower than 35% in 2020 and 26% in 2018.

Native Hawaiian/Pacific Islander students' experience varied within the group: 39% indicated that students of their race/ethnicity are respected, and 31% felt disrespected (disagreed).

Hispanic/Latinx/e students (53%) were **significantly less likely** than Asian American students (63%) and White non-Hispanic students (81%) to agree that students of their race/ethnicity are respected.

Most (81%) White non-Hispanic students reported feeling respected, which was significantly higher than in each of the other groups on campus. These results (81%) were generally similar to or somewhat higher than in previous years (79% in 2020; 72% in 2018).

“In this academic year, I have heard _____ express negative or stereotypical views about races/ethnicities.”



How often have you heard negative or stereotypical views about races/ethnicities at UCSC?

About 1 in 10 African American/Black, Hispanic/Latinx, and Asian American students heard UCSC **faculty/instructors** express negative or stereotypical views about races/ethnicities at least *occasionally*.

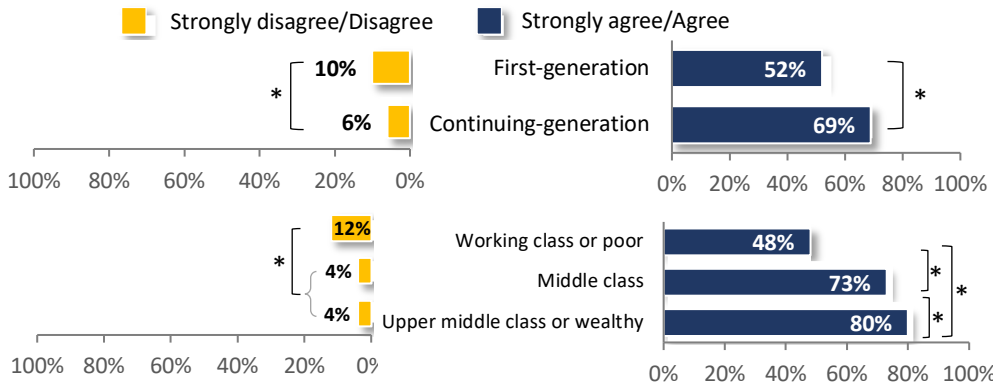
Relatively more students heard **staff or administrators** express negative or stereotypical views, than **faculty/instructors**.

About 20% of African American/Black and Hispanic/Latinx students heard **staff/administrators** express negative or stereotypical views about races/ethnicities at least *occasionally*.

One-quarter (25%) of international students heard UCSC **staff/administrators** express negative or stereotypical views about races/ethnicities at least *occasionally*.

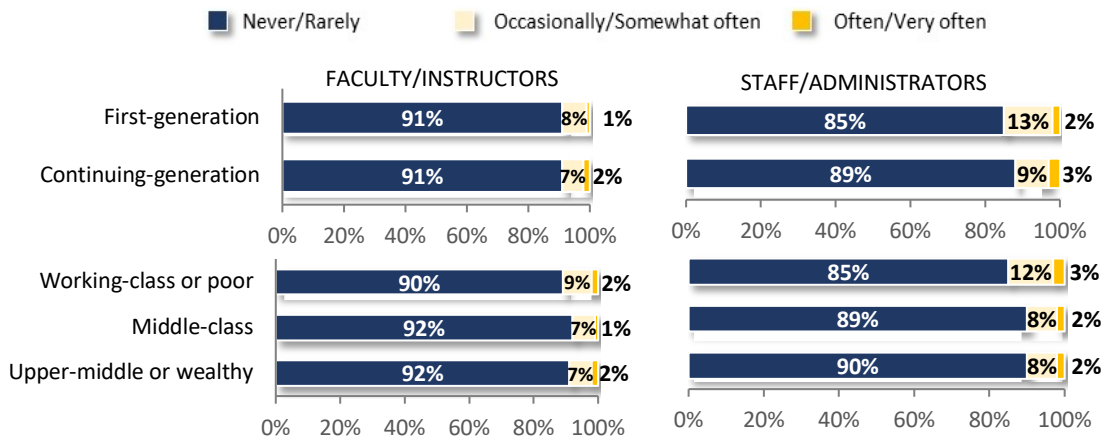
SOCIO-ECONOMIC STATUS

“Students of my socio-economic status are respected on this campus.”



Respondents	n	%
First-generation status		
First-generation	1530	32%
Continuing-generation	3212	68%
Social class when growing up		
Working class or poor	1525	42%
Middle class	1366	37%
Upper middle class or wealthy	756	21%

“In this academic year, I have heard _____ express negative or stereotypical views about socio-economic status.”



Are students of your socio-economic status respected on this campus?

First-generation college students (52%) were significantly less likely than continuing-generation students (69%) to agree that students of their socio-economic status are respected at UCSC.

Only half (48%) of students with working class or poor backgrounds felt respected, compared with about three-quarters of middle-class students (73%) and upper-middle-class or wealthy students (80%).

How often have you heard negative or stereotypical views about socio-economic status at UCSC?

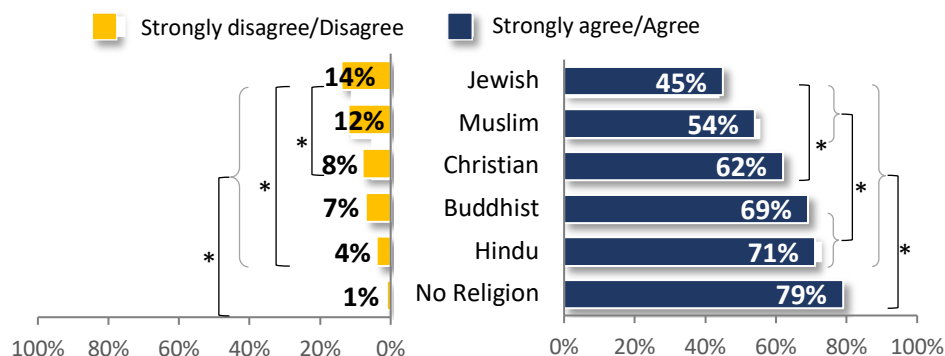
The vast majority (91%) of students, including both first-generation and continuing-generation students, *rarely or never* heard UCSC **faculty/instructors** express negative or stereotypical views about socio-economic status.

Similarly, most students with working-class or poor backgrounds (90%) *rarely or never* heard UCSC **faculty/instructors** and **staff/administrators** express negative or stereotypical views about socio-economic status.

Student experiences with negative views in 2022 were generally similar to those reported in 2020 and 2018.

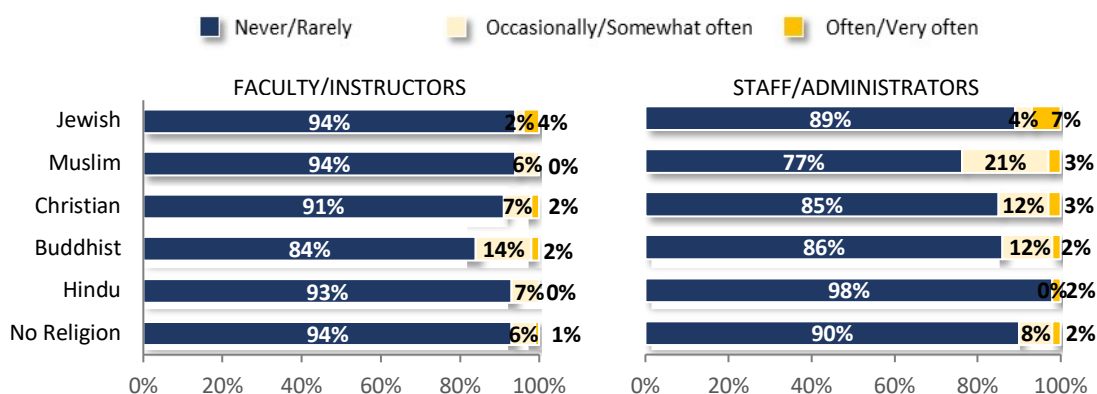
RELIGION

“Students of my religious beliefs are respected on this campus.”



Respondents	n	%
Jewish	100	3%
Muslim	68	2%
Christian	827	22%
Buddhist	132	3%
Hindu	117	3%
No religion	2599	68%

“In this academic year, I have heard _____ express negative or stereotypical views about religions.”



Are students of your religion respected on this campus?

Only 45% of Jewish students agreed that students of their religious beliefs are respected on campus (a decline from 53% in 2020).

Responses of some student groups indicated an improvement in climate.

54% of Muslim students agreed that students of their religion are respected (43% in 2020).

62% of Christian students agreed that students of their religion are respected (55% in 2020).

About 7 in 10 Buddhist and Hindu students agreed that students of their religion are respected.

About 2 in 3 students (68%) at UCSC said that they were not religious. The majority of them (79%) were significantly more likely than students in other groups to agree that students who are not religious were respected.

How often have you heard negative or stereotypical views about religions at UCSC?

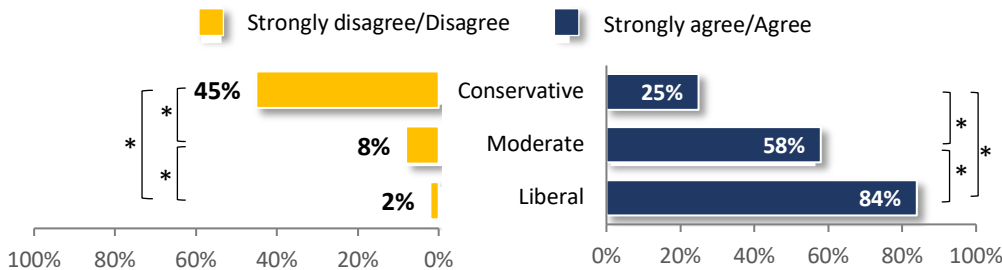
Almost 1 in 4 (24%) Muslim students heard **staff/administrators** express negative or stereotypical views at least *occasionally*.

About 15% of Christian students heard **staff/administrators** express negative or stereotypical views.

About 1 in 6 (15-16%) Buddhist students heard **faculty/instructors** or **staff/administrators** express negative or stereotypical views about religions.

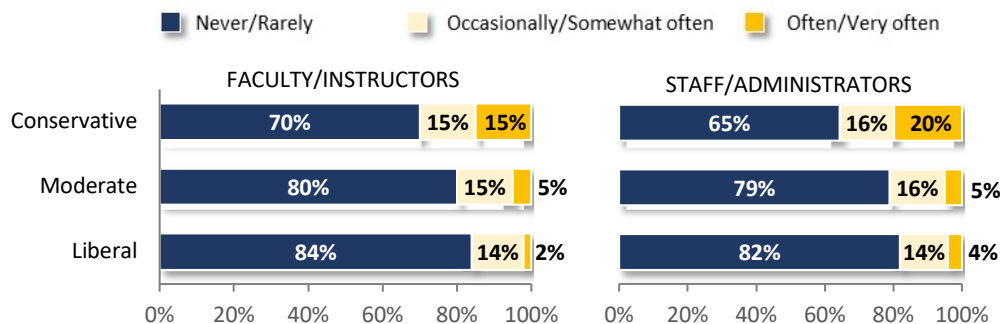
POLITICAL ORIENTATION

“Students of my political orientation are respected on this campus.”



Respondents	<i>n</i>	%
Conservative	176	5%
Moderate	640	18%
Liberal	2741	77%

“In this academic year, I have heard _____ express negative or stereotypical views about political orientations.”



Are students of your political orientation respected on this campus?

Feelings of respect among students with different political orientations were consistently significantly different in 2022, 2020, and 2018.

Only 1 in 4 (25%) politically conservative students agreed that students of their political orientation are respected at UCSC (22% in 2020, 19% in 2018), while 45% disagreed (47% in 2020, 50% in 2018).

About 3 in 5 (58%) of politically moderate students indicated that students of their political orientation are respected at UCSC (49% in 2020, 46% in 2018).

About 4 in 5 (84%) politically liberal students agreed that students of their political orientation are respected at UCSC (79% in 2020, 72% in 2018).

*Conservative includes “slightly conservative”, “conservative”, and “very conservative”; liberal includes “slightly liberal”, “liberal”, and “very liberal”.

How often have you heard negative or stereotypical views about political orientations at UCSC?

30% of politically conservative students heard UCSC **faculty/instructors** express negative or stereotypical views about political orientations at least *occasionally* – this is a noticeable decline from 43% in 2020 and 47% in 2018.

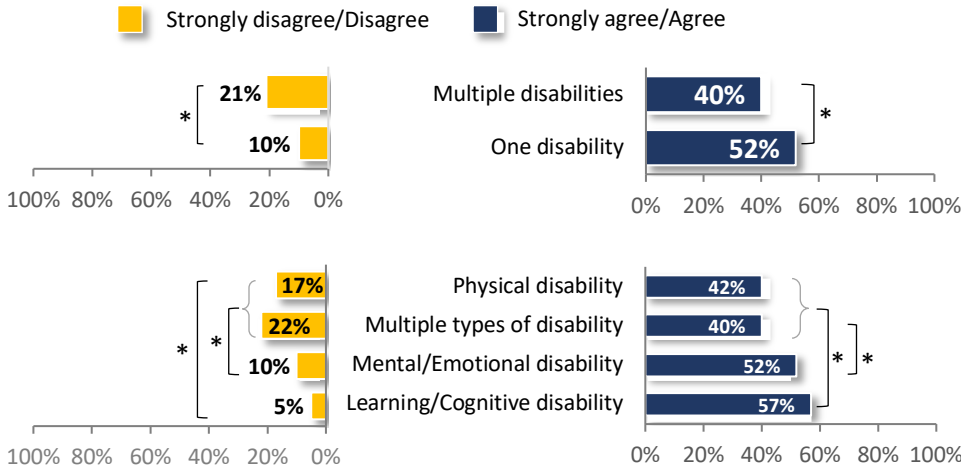
20% of politically moderate students heard UCSC **faculty/instructors** express negative or stereotypical views about political orientations at least occasionally (26% in 2020).

18% of politically liberal students heard UCSC **faculty/instructors** express negative or stereotypical views about political orientations at least occasionally (same as in 2020).

Student experiences with **staff/administrators** expressing negative or stereotypical views about political orientations were similar to experiences in 2020 and 2018.

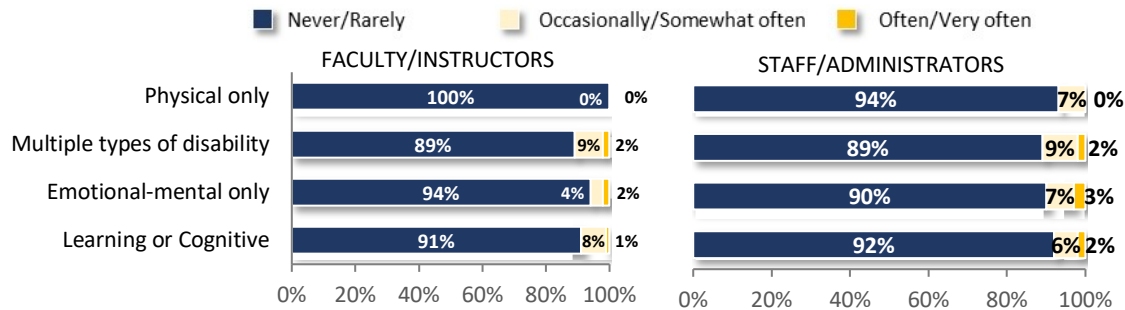
STUDENTS WITH DISABILITIES

“Students with a disability like mine are respected on this campus.”



Respondents	n	%
Number of disabilities/conditions		
2+ disabilities	550	14%
1 disability	1076	27%
No disability	2306	59%
Type of disability/condition		
Physical disability or condition (e.g., mobility limitation, sensory condition)	60	2%
Learning or cognitive (e.g., dyslexia, speech disorder, autism, attention-deficit/hyperactivity disorder, brain injury)	216	6%
Emotional or mental health concern or condition only (e.g., depression, anxiety, PTSD)	804	20%
Multiple types of disability	534	14%

“In this academic year, I have heard _____ express negative or stereotypical views about disabilities.”



Are students with disabilities like yours respected on this campus?

2 in 5 (40%) students with multiple types of disabilities agreed that students like them are respected at UCSC.

Among students indicating only one type of disability or condition, about 2 in 5 (42%) students with a physical disability or condition agreed that students like them are respected at UCSC (32% in 2020, 31% in 2018).

Half (52%) of students with an emotional or mental health concern or condition agreed that this was the case (41% in 2020, 46% in 2018).

57% of students with a learning or cognitive disability or condition agreed that this was the case.

How often have you heard negative or stereotypical views about disabilities at UCSC?

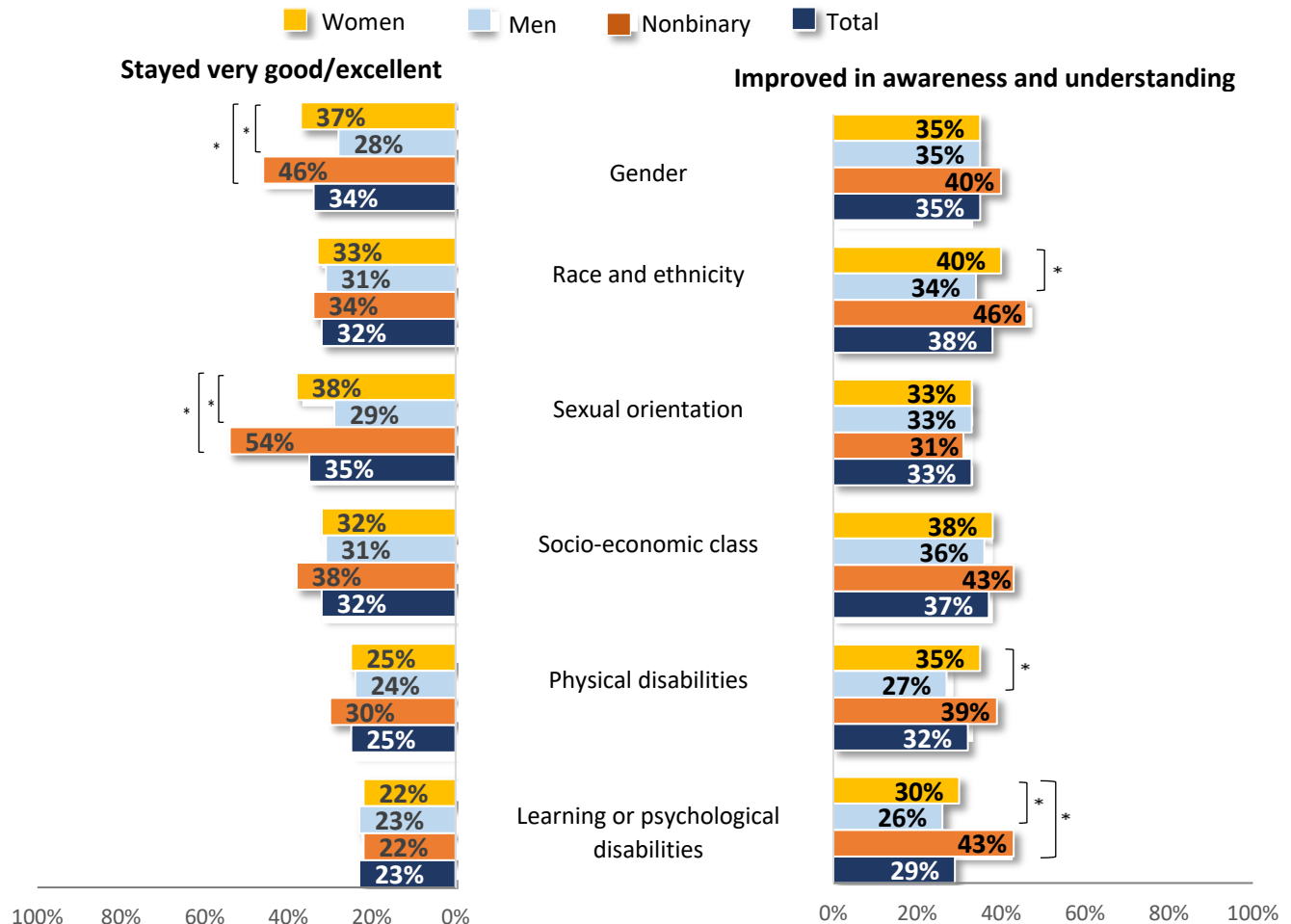
11% of students with multiple types of disabilities heard UCSC **faculty/instructors** and **staff/administrators** express negative or stereotypical views about disabilities at least *occasionally*.

8-9% of students with a learning disability heard UCSC **faculty/instructors** or **staff/administrators** express negative or stereotypical views about disabilities.

Very few students with a physical disability heard UCSC **faculty/instructors** express negative or stereotypical views about disabilities, but 7% heard **staff/administrators** express negative or stereotypical views about disabilities.

DIVERSITY-RELATED LEARNING OPPORTUNITIES AT UCSC

Students rated levels of understanding of diversity-related issues, both their current levels and thinking back to when they started at UCSC. Based on these responses, we identified students who indicated higher current levels than when they started. The following graph shows the percentage of students who started at UCSC with *very good or excellent* understanding (on the left) and who improved their awareness and understanding of diversity-related issues during their studies at UCSC (on the right). The omitted category is students who started with *good or lower* understanding and did not improve during their studies at UCSC. The results are presented for students who identify as women, men, with nonbinary gender identities, and all ("total").



Significantly more women and students with non-binary gender identities (40%-46%) reported improved awareness and understanding of issues related to race and ethnicity than did men (34%).

There were no differences between women, men, and students with non-binary gender identities in improvement of their understanding of issues related to gender, sexual orientation, and socio-economic class in 2022 (31-43% improved).

Students with nonbinary gender identities improved significantly more than did women and men in an awareness and understanding of learning and psychological disabilities.

Overall, there has been a decline in the proportion of all students who improved their awareness and understanding of issues related to physical disabilities (from 55% in 2018 to 32% in 2022).

The percentage of students who improved their awareness and understanding of diversity-related issues while at UCSC, was **lower** in 2022 than in 2020, across diversity-related issues.