

UC Berkeley Astronomy Department Sexual Climate Survey

Summary Report

Prepared by Equity & Inclusion

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Overview

In Spring 2015, Equity & Inclusion administered a survey on the climate in the Astronomy Department on issues of gender and sexual harassment/violence.

Students, faculty, staff, and alumni were invited to participate in the survey. Of the 332 invited, 108 responded (33% response rate). Faculty and graduate students were over-represented among respondents, while undergraduates were under-represented. By design, women were over-sampled due to underrepresentation of women in the department.

Preliminary findings indicate that among respondents **women are less likely agree that the Astronomy department is healthy with respect to sexual harassment/assault and gender issues and more likely to report experiencing a form of sexual/gendered discomfort** as a result of department members' actions.

Survey Response Rates

Group	N	n	Response Rate
Undergraduate Students	52	10	19%
Graduate Students	38	17	45%
Postdocs	47	14	30%
Faculty	31	19	61%
Research Staff	25	3	12%
Staff	13	6	46%
Alumni	126	39	31%
All	332	108	33%

Survey Demographics

Group	Count	Percent
Undergraduate Students	10	10%
Graduate Students	17	16%
Postdocs	14	13%
Faculty	19	18%
Research Staff	3	3%
Staff	6	6%
Alumni	39	36%
Women	45	42%
Men	60	56%
Other	3	3%
All	108	100%

Department Health

Prompt: “I feel that the departmental climate is healthy with respect to sexual harassment/assault issues.”

Gender	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	% Agreement	% Disagreement
Women	3	14	15	9	4	38%	29%
Men	9	23	12	14	2	53%	27%

Prompt: “I feel that the departmental climate is healthy with respect to gender/gendered issues.”

Gender	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	% Agreement	% Disagreement
Women	4	9	12	18	2	29%	44%
Men	7	27	15	11	2	55%	21%

Prompt: “I understand how to report incidents of sexual harassment/violence on campus.”

Gender	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	% Agreement	% Disagreement
Women	3	20	12	9	1	51%	22%
Men	5	28	16	10	1	55%	18%

Experiences of Sexual/Gendered Discomfort

Prompt: “Have you experienced some form of sexual/gendered discomfort as a result of department members’ actions that you wish to report?”

Gender	No	Yes	% Yes
Women	28	17	38%
Men	53	7	12%

Prompt: “How many times have you experienced unwanted sexual attention or harassment (unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal, or non-physical conduct of a sexual nature) while associated with the department?”

Gender	0	1	2	3	4-6	More than 6	% More than Once
Women	5	2	2	2	1	4	53%
Men	5	2	0	0	0	0	0%

Note: Only respondents who reported experiencing a form of sexual/gendered discomfort were asked about the frequency of the incidents. Percentages use those reporting incidents as the denominator. Respondents who experienced “sexual/gendered discomfort” but not “unwanted sexual attention or harassment” are counted in the “0” column of the table.

Nature of Sexual/Gendered Discomfort

Prompt: “What was the general nature of the most serious incident(s) of this unwanted attention?”

Nature of Incident	Count
uncomfortable invasion of my “personal space” (e.g., standing too close)	9
uncomfortable staring or comments on physical appearance	8
sexual/gendered communications that made me uncomfortable	7
touching of my body that made me uncomfortable	5
uncomfortable requests for “dates” or other personal interactions	2
harassment of some sort (threats, offers of exchange, abuse of power)	0
other	3

Notes:

Multiple selections were possible, so responses do not sum to the number of incidents.

Location of Sexual/Gendered Discomfort

Prompt: “Where was the location of the most serious of these incidents?”

Location of Incident	Count
departmental office or cubicle	9
outside the departmental space on campus	4
lab or observing room on campus	2
on an observing, conference, or other professional trip	2
in a residence or the city	1
classroom	0
other	1

Notes:

Multiple selections were possible, so responses do not sum to the number of incidents.

Source of Sexual/Gendered Discomfort

Prompt: “In the most serious incident above, the person responsible was...”

Source of Incident	Count
a faculty member	9
a peer	2
a staff member	2
a member of my work group (study, research, technical, or staff)	0
an outsider, but in a departmental context	0
a non-faculty instructor	0
other	0

Notes:

Multiple selections were possible, so responses do not sum to the number of incidents.