

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Santa Barbara

UC Santa Barbara's First Campus-wide Climate Survey

Relevant Rubric Area(s):

- Measuring the Prevalence of Sexual Harassment
- Using Climate Assessments to Inform Action

Description of Work:

On May 10, 2021, the Vice Chancellor for Diversity, Equity, and Inclusion (DEI) administered UC Santa Barbara's first campus climate survey. The campus had previously participated in University of California systemwide surveys, but this was the first survey developed by the UC Santa Barbara campus that was designed to capture the experiences of all campus community members.

The survey was created by four campus teams that included faculty, staff, graduate students, and undergraduate students, and was modeled after UC Berkeley's self-administered campus climate survey. It was distributed to all community members, including students (ages 18+), staff, postdoctoral scholars, and faculty. One of the goals of the survey was to assess the prevalence of sexual violence and sexual harassment in the campus community, and better understand the intersectionality of these issues within the campus's marginalized groups. "Lessons learned" from UC Berkeley's various campus climate surveys were taken into consideration during the development of the survey, which informed the methodology. Specifically, the campus survey was designed to encourage participation, increase efficacy, and reduce trauma.

The DEI Office encouraged participation in the survey by making the survey widely accessible and offering incentives to participate. The survey format was mobile-friendly and accessible to the differently abled. Student surveys were made available in English, Spanish, and Mandarin, and staff surveys were made available in English and Spanish. Individuals without computer access were provided a link to reserving a computer in the campus Library.

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Participation incentives included 60 \$75 Amazon gift cards and eight \$1,000 grants, stipends, and scholarships. The survey yielded 40% faculty participation, 36% staff participation, 26.5% graduate student/post-doc participation, and 10.3% undergraduate participation.

For the sexual violence and sexual harassment section of the survey, the DEI Office incorporated some of the questions used in UC Berkeley's 2018 My Voice Survey, with slight customizations. Using questions from existing surveys increased efficiency and efficacy because the questions had already been validated and tested for efficacy. However, it was also considered important to modify questions to reflect UC Santa Barbara's unique campus culture.

The DEI Office focused on making the survey process as trauma-informed as possible for participants. The instructions repeatedly advised participants that they could skip any questions and that they could stop taking the survey at any point. The instructions were written to convey a sense of agency for the participants—advising them that they were not obligated to take the survey or answer every question. Additionally, participants were reminded of support resources in the instructions and again at the end of the survey.

The results from the survey will inform a forthcoming campus DEI strategic action plan ("Strategic Plan") to enhance an inclusive environment for learning, living, and working on campus. The DEI Office intends to administer the survey every two years to evaluate progress in the campus's efforts to enhance inclusivity and to prevent and respond to sexual violence and sexual harassment.

Website for further information (if applicable): <https://diversity.ucsb.edu/climatesurvey>

Point of Contact Name: Ariana Alvarez

Email Address for Point of Contact: ariana.alvarez@ucsb.edu