University of California, Berkeley

Planned "DEIBlueprint" Project

Relevant Rubric Area(s): *Identifying and Reinforcing Community Values, Using Climate Assessments to Inform Action, Leadership Education and Skill Development*

Description of Work:

Purpose and Overview. The planned DEIBlueprint project has two components: (1) an online climate survey Question Bank, containing validated survey items participating departments can choose from to create customizable climate surveys appropriate to their unique context; and (2) a Climate Toolkit to support responsive activities. The online climate survey bank will cover four main topical areas:

- Advising, mentoring, support, promotion and advancement
- Climate, respect, tolerance
- Belonging, DEI, exclusion
- Sexual violence and sexual harassment, other harassment, racism and discrimination, bullying

The purpose of the DEIBlueprint project is to first provide participating departments with a set of existing, validated survey items on a variety of topics related to the climate within the department, and second to provide departments with the framework, resources and clear processes needed to address and improve the climate issues they identify through the climate survey in the Climate Toolkit.

UC Berkeley is in the process of compiling validated questions for the Question Bank and collecting information about corresponding responsive activities. We will invite 3-5 departments to participate in a pilot of the program. Participating departments will conduct a climate survey using questions selected from the Question Bank every year for three years.

Consistency with Rubric Areas. The DEIBlueprint plan aligns with the Rubric areas *Identifying and Reinforcing Community Values* and *Using Climate Assessments to Inform Action* by creating an online survey Question Bank that will enable individual departments to assess the social norms within their department, rather than relying on campus-wide data that is not specific to their department's microclimates. Once data on social norms and experiences are obtained, DEIBlueprint will provide departments with individualized responsive actions to both reinforce positive community values and address issues. DEIBlueprint aligns with the Rubric area of *Leadership Education and Skill Development* by equipping department leadership to take explicit steps to create a culture and climate to reduce and prevent climate issues, including sexual harassment.

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Status. *In progress.* We have developed a plan for DEIBlueprint and have applied for a University of California Office of the President Advancing Faculty Diversity grant with two other UC campuses, UC Davis and UCSF. We have also begun work on the campus survey Question bank and the Climate Toolkit.

Novelty. DEIBlueprint is novel to our university with the proposal being created in early 2021. We also believe that this specific project is uncommon in the higher education space.

Evaluation. For each department participating in the pilot, we will use annual climate surveys with ordinal scoring to conduct an assessment at baseline, midpoint, and the end of year 3. The climate surveys in years 2 and 3 can be compared to the results of the surveys in years 1 and 2, using mixed effects regression models to test whether aspects of department climate improved over the intervals between surveys.

We also plan to interview the leadership of the participating departments quarterly to assess both the amount of time expended on DEIBlueprint activities and the perception of the utility of those activities.

We will monitor retention as well in participating departments, with natural "control" groups being departments within the same college/school not participating in DEIBlueprint. We hypothesize that, over time, as climate improves, retention will demonstrably improve as well, although the number of retentions during the three years of this proposal may be too small for robust statistical analysis.

Involvement. Stakeholders involved in the creation and implementation of the project include the UC Berkeley Associate Vice Provost for the Faculty, the UC Berkeley Office for Faculty Equity and Welfare, the Chief Diversity Office for UCSF, and the Vice Provost for Academic Affairs at UC Davis. We have buy-in from key stakeholders, including the chairs of departments that will participate in a pilot at each campus, are in consultation with the UC Berkeley PATH to Care Center (the confidential survivor support and prevention department), the UC Berkeley Director of Academic Program Review, the UC Berkeley Director of Faculty and Departmental Diversity Initiatives, and others.

Next Steps. Next steps for this project include hiring a project manager, finalizing the climate survey Question Bank and Climate Toolkit, assisting in administering the survey, assisting with analyzing the results of the survey, providing departments with survey findings, and meeting with department leadership to launch interventions.

Website for further information (if applicable): N/A

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