Accountability Sub-Report

on Diversity

Figures

September 2009
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FIGURE 1: University Community by Race/Ethnicity and Detailed Member Type, October 2008

University Community by Race/Ethnicity October 2008

- Ladder Rank Faculty
- Lecturers
- Other Academics
- SMG & MSP
- PSS Staff
- Non-career Staff
- Graduate Professional Students/Health Sciences
- Graduate Professional Students/General Campus
- Graduate Academic Students
- Undergraduate Students

N = 22,150

- International/Other/Unknown
- White
- Asian American
- Chicano/ Latino
- African American

Numbers:
- International/Other/Unknown: 9,101
- White: 2,756
- Asian American: 22,150
- Chicano/ Latino: 78,307
- African American: 173,078

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FIGURE 2: University Community by Gender and Detailed Member Type, October 2008

University Community by Gender October 2008

N = 9,101 2,756 22,150 7,399 78,307 13,968 11,683 11,139 30,140 173,078

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ladder Rank Faculty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lecturers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Academics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SMG &amp; MSP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSS Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-career Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate Professional Students/Health Sciences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate Professional Students/General Campus</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate Academic Students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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FIGURE 3: Race/Ethnicity at UC, in California and the Nation, 2008

Race/Ethnicity at UC, in California and the USA

University of California
- 11% International/Other/Unknown
- 41% White
- 29% Asian American
- 14% Chicano/Latino
- 5% African American

California
- 4% International/Other/Unknown
- 34% White
- 7% Asian American
- 13% Chicano/Latino
- 5% African American

USA
- 3% International/Other/Unknown
- 65% White
- 14% Asian American
- 13% Chicano/Latino
- 5% African American

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NOTE: the first step in applying the formula is to calculate the probability that the two randomly chosen persons will be members of the same race: \( P_R = (A^2 + B^2 + C^2 + D^2) \) where A, B, C, D are the proportions in the population of each of the four racial groups. The probability that the two persons are of the same national origin is calculated in the same manner: \( P_N = (H^2 + N^2) \) where H and N are the proportions of Hispanics and non-Hispanics respectively. The probability that the two random persons are of both the same race and national origin is calculated by multiplying their separate probabilities: \( P_R \times P_N \). Subtracting that figure from 1 yields the probability that the two are different on at least one of the two dimensions. Thus the diversity index is defined as: \( 1 - (P_R \times P_N) \).
FIGURE 5: Race/Ethnicity Diversity Index at UC, in California and in the Nation, 2008

Diversity Index at UC, in California and the USA

<table>
<thead>
<tr>
<th></th>
<th>University of California</th>
<th>California</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity Index</td>
<td>.71</td>
<td>.68</td>
<td>.53</td>
</tr>
<tr>
<td>International/Other/Unknown</td>
<td>5%</td>
<td>7%</td>
<td>3%</td>
</tr>
<tr>
<td>White</td>
<td>41%</td>
<td>43%</td>
<td>65%</td>
</tr>
<tr>
<td>Asian American</td>
<td>29%</td>
<td>13%</td>
<td>5%</td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>14%</td>
<td>34%</td>
<td>14%</td>
</tr>
<tr>
<td>African American</td>
<td>5%</td>
<td>7%</td>
<td>13%</td>
</tr>
</tbody>
</table>
FIGURE 6: Race/Ethnicity Diversity Index by Member Type, October 2008

University Community and Diversity Index, October 2008

<table>
<thead>
<tr>
<th>Diversity Index</th>
<th>Ladder Rank Faculty</th>
<th>Lecturers</th>
<th>Other Academics</th>
<th>SMG &amp; MSP</th>
<th>PSS Staff</th>
<th>Non-career Staff</th>
<th>Graduate Professional Students/Health Sciences</th>
<th>Graduate Professional Students/General Campus</th>
<th>Graduate Academic Students</th>
<th>Undergraduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.41</td>
<td>.49</td>
<td>.61</td>
<td>.47</td>
<td>.69</td>
<td>.68</td>
<td>.70</td>
<td>.71</td>
<td>.67</td>
<td>.71</td>
</tr>
<tr>
<td>International/Other/Unknown</td>
<td>White</td>
<td>Asian American</td>
<td>Chicano/Latino</td>
<td>African American</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
FIGURE 7: Race/Ethnicity Diversity Index by Campus, October 2008

Campus Communities Diversity Index, October 2008

<table>
<thead>
<tr>
<th>Campus</th>
<th>Diversity Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Berkeley</td>
<td>.72</td>
</tr>
<tr>
<td>Davis</td>
<td>.68</td>
</tr>
<tr>
<td>Irvine</td>
<td>.70</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>.70</td>
</tr>
<tr>
<td>Merced</td>
<td>.73</td>
</tr>
<tr>
<td>Riverside</td>
<td>.74</td>
</tr>
<tr>
<td>San Diego</td>
<td>.70</td>
</tr>
<tr>
<td>San Francisco</td>
<td>.67</td>
</tr>
<tr>
<td>Santa Barbara</td>
<td>.65</td>
</tr>
<tr>
<td>Santa Cruz</td>
<td>.65</td>
</tr>
<tr>
<td>Ag &amp; Natural Resources</td>
<td>.54</td>
</tr>
<tr>
<td>Office of the President</td>
<td>.62</td>
</tr>
</tbody>
</table>
FIGURE 8: Career Staff by Race/Ethnicity and Personnel Program, October 1996 to 2008

May 2009 Accountability Report Indicator 8.3

Note: The charts include all levels of career staff at the ten campuses, five medical centers, Agriculture and Natural Resources and the Office of the President. They do not include the career workforce at the Lawrence Berkeley National Laboratory.
FIGURE 8 (continued): Career Staff by Race/Ethnicity and Personnel Program, October 1996 to 2008

May 2009 Accountability Report Indicator 8.3
Accountability Sub-Report on Diversity
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FIGURE 9: Career Staff by Gender and Personnel Program, October 1996 to 2008

Career Staff by Gender
October 1996 to 2008

May 2009 Accountability Report Indicator 8.4
FIGURE 9 (continued): Career Staff by Gender and Personnel Program, October 1996 to 2008

Career Professional & Support Staff by Gender, October 1996 to 2008

Career Managers & Senior Professionals by Gender, October 1996 to 2008

Career Senior Management Group by Gender, October 1996 to 2008

May 2009 Accountability Report Indicator 8.4
FIGURE 10: Career Staff by Race/Ethnicity, Gender and Personnel Program, October 2008

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Professional &amp; Support Staff</th>
<th>Managers &amp; Senior Professionals and Senior Management Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>67%</td>
<td>40%</td>
</tr>
<tr>
<td>Asian American</td>
<td>67%</td>
<td>49%</td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>63%</td>
<td>47%</td>
</tr>
<tr>
<td>White</td>
<td>67%</td>
<td>48%</td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

N = 7,065 17,963 14,727 35,931 346 1,151 455 5,245
FIGURE 11: All Staff by Race/Ethnicity and Campus, October 2008

<table>
<thead>
<tr>
<th>Campus</th>
<th>White</th>
<th>Asian American</th>
<th>Chicano/Latino</th>
<th>African American</th>
<th>International/Other/Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Berkeley</td>
<td>15,449</td>
<td>8,984</td>
<td>23,365</td>
<td>603</td>
<td>2,738</td>
</tr>
<tr>
<td>Davis</td>
<td>8,785</td>
<td>963</td>
<td>2,971</td>
<td>3,379</td>
<td>16,274</td>
</tr>
<tr>
<td>Irvine</td>
<td>14,410</td>
<td>2,379</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
</tr>
<tr>
<td>Merced</td>
<td>2,738</td>
<td>14,410</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
</tr>
<tr>
<td>Riverside</td>
<td>603</td>
<td>2,738</td>
<td>14,410</td>
<td>3,379</td>
<td>2,971</td>
</tr>
<tr>
<td>San Diego</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
</tr>
<tr>
<td>San Francisco</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
</tr>
<tr>
<td>Santa Barbara</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
</tr>
<tr>
<td>Santa Cruz</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
</tr>
<tr>
<td>Ag &amp; Natural Resources</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
</tr>
<tr>
<td>Office of the President</td>
<td>16,274</td>
<td>3,379</td>
<td>2,971</td>
<td>16,274</td>
<td>3,379</td>
</tr>
</tbody>
</table>

N = 1,753
FIGURE 12: All Staff by Gender and Campus, October 2008

All Staff by Gender and Campus October 2008

N = 8,785 15,44 8,984 23,36 603 2,738 14,410 16,27 3,379 2,971 963 1,753

Berkeley  Davis  Irvine  Los Angeles  Merced  Riverside  San Diego  San Francisco  Santa Barbara  Santa Cruz  Ag & Natural Resources  Office of the President

Male
Female
FIGURE 13: Full-Time Ladder Rank Faculty by Race/Ethnicity – UC and Comparison Institutions, Fall 2007

May 2009 Accountability Report Indicator 7.2

Note: The Association of American Universities (AAU) is a nonprofit association of 60 U.S. and two Canadian preeminent public and private research universities; six UC campuses are members (Berkeley, Davis, Irvine, Los Angeles, San Diego and Santa Barbara).
FIGURE 14: Full-Time Ladder Rank Faculty by Gender – UC and Comparison Institutions, Fall 2007

UC and Comparison Institutions

May 2009 Accountability Report Indicator 7.4

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FIGURE 15: Full-Time Ladder Rank Faculty by Race/Ethnicity and Discipline, Fall 2007

Note: “Other Health” includes all health science fields other than medicine, such as dentistry, nursing, optometry, pharmacy, public health and veterinary medicine. “Other Professional” includes interdisciplinary and multidisciplinary fields, as well as fields such as architecture, communications, divinity, library and information science, public policy and social welfare.

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FIGURE 16: Full-Time Ladder Rank Faculty by Gender and Discipline, Universitywide, Fall 2007
FIGURE 17: Ladder Rank Hiring by Race/Ethnicity and Discipline, Assistant Professors, 2004-05 to 2007-08

UC Ladder Rank Hiring Compared to Availability by Race/Ethnicity and Discipline
Universitywide, 2004-2005 to 2007-08 New Appointments
Assistant Professors

<table>
<thead>
<tr>
<th>Discipline</th>
<th>National Availability</th>
<th>UC Hiring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional</td>
<td>164</td>
<td>19% URM</td>
</tr>
<tr>
<td>Humanities and Social Sciences</td>
<td>511</td>
<td>12% URM</td>
</tr>
<tr>
<td>Life Sciences (STEM)</td>
<td>156</td>
<td>8% URM</td>
</tr>
<tr>
<td>Physical Sciences (STEM)</td>
<td>113</td>
<td>7% URM</td>
</tr>
<tr>
<td>Computer, Math, Engineering (STEM)</td>
<td>210</td>
<td>8% URM</td>
</tr>
</tbody>
</table>

* Professional excludes Law (JD) and Health Sciences
FIGURE 18: Ladder Rank Hiring by Race/Ethnicity and Discipline, Associate and Full Professors, 2004-05 to 2007-08

UC Ladder Rank Hiring Compared to Availability by Race/Ethnicity and Discipline
Universitywide 2004-05 to 2007-08
Associate and Full Professors

N = 62

Professional
National Availability: 14%
UC Hiring: 10%

Humanities and Social Sciences
National Availability: 12%
UC Hiring: 10%

Life Sciences (STEM)
National Availability: 7%
UC Hiring: 6%

Physical Sciences (STEM)
National Availability: 5%
UC Hiring: 4%

Computer Science, Math, Engineering (STEM)
National Availability: 6%
UC Hiring: 2%

* Professional excludes Law (JD) and all Health Sciences
FIGURE 19: Ladder Rank Hiring by Gender and Discipline, Assistant Professors, 2004-05 to 2007-08

UC Ladder Rank Hiring Compared to Availability by Gender and Discipline
Universitywide, 2004-05 to 2007-08 New Appointments
Assistant Professors

*Professional excludes Law (JD) and all Health Sciences
FIGURE 20: Ladder Rank Hiring by Gender and Discipline, Associate & Full Professors, 2004-05 to 2007-08

U.C. Ladder Rank Hiring Compared to Availability by Gender and Field
Universitywide, 2004-05 to 2007-08 New Appointments
Associate and Full Professors

<table>
<thead>
<tr>
<th>Field</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Hiring</td>
<td>40%</td>
<td>39%</td>
</tr>
<tr>
<td>UC Hiring Professsional</td>
<td>51%</td>
<td>35%</td>
</tr>
<tr>
<td>National Hiring Humanities and Social Sciences</td>
<td>49%</td>
<td>29%</td>
</tr>
<tr>
<td>UC Hiring Life Sciences (STEM)</td>
<td>26%</td>
<td>18%</td>
</tr>
<tr>
<td>National Hiring Physical Sciences (STEM)</td>
<td>18%</td>
<td>9%</td>
</tr>
</tbody>
</table>

* Professional excludes Law (JD) and all Health Sciences
FIGURE 21: Graduate Academic Enrollment by Race/Ethnicity and Gender, Fall 2008

Graduate Academic Enrollment by Race/Ethnicity and Gender
Universitywide, 2006-07

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>660</td>
<td>168</td>
<td>728</td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>1,075</td>
<td>936</td>
<td>2,061</td>
</tr>
<tr>
<td>Asian American</td>
<td>3,894</td>
<td>3,197</td>
<td>4,091</td>
</tr>
<tr>
<td>White</td>
<td>12,315</td>
<td>10,785</td>
<td>13,140</td>
</tr>
</tbody>
</table>
FIGURE 22: PhDs Awarded by Race/Ethnicity, Gender and Discipline, 2006-07

PhDs Awarded by Race/Ethnicity, Gender and Discipline
Universitywide, 2006-07

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>22%</td>
<td>18%</td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>28%</td>
<td>43%</td>
</tr>
<tr>
<td>Asian American</td>
<td>48%</td>
<td>23%</td>
</tr>
</tbody>
</table>
| Physical Sciences, Math &
  Engineering                    | 55%    | 22%  |
| Life Sciences (STEM)            | 33%    | 32%  |
| Social Sciences & Interdisciplinary | 18%    | 18%  |
| Arts & Humanities               | 21%    | 18%  |
| **Total**                       | **23%**| **17%**|
Graduate Professional Enrollment by Race/Ethnicity and Gender
Universitywide Fall 2008

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>663</td>
<td></td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>1,708</td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td>6,070</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>9,057</td>
<td></td>
</tr>
</tbody>
</table>
FIGURE 24: Graduate Professional Degrees Awarded by Race/Ethnicity, Gender and Discipline, 2006-07

Graduate Professional Degrees by Race/Ethnicity, Gender and Discipline, Universitywide, 2006-07

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>15%</td>
<td>21%</td>
<td>13%</td>
<td>20%</td>
<td>13%</td>
<td>26%</td>
<td>15%</td>
<td>12%</td>
<td>13%</td>
<td>15%</td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>10%</td>
<td>12%</td>
<td>17%</td>
<td>9%</td>
<td>17%</td>
<td>12%</td>
<td>15%</td>
<td>12%</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>Asian American</td>
<td>12%</td>
<td>21%</td>
<td>13%</td>
<td>13%</td>
<td>5%</td>
<td>11%</td>
<td>8%</td>
<td>11%</td>
<td>5%</td>
<td>11%</td>
</tr>
<tr>
<td>Education</td>
<td>32%</td>
<td>22%</td>
<td>25%</td>
<td>34%</td>
<td>50%</td>
<td>18%</td>
<td>41%</td>
<td>13%</td>
<td>41%</td>
<td>22%</td>
</tr>
<tr>
<td>Business</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

N = 1,622

Other Professional: 11%
Other Health: 15%
Medicine: 27%
Law: 8%
Education: 13%
Business: 13%
FIGURE 25: Undergraduate Enrollment by Race/Ethnicity – UC and Comparison Institutions, Fall 2007

May 2009 Accountability Report Indicator 4.3

Note: Universitywide data exclude San Francisco, which has no undergraduates. The Association of American Universities (AAU) is a nonprofit association of 60 U.S. and two Canadian preeminent public and private research universities; six UC campuses are members (Berkeley, Davis, Irvine, Los Angeles, San Diego and Santa Barbara).
FIGURE 26: Undergraduate Enrollment by Gender – UC and Comparison Institutions, Fall 2007

May 2009 Accountability Report Indicator 4.5
FIGURE 27: Undergraduate Freshman Enrollment by Race/Ethnicity and Gender, Fall 2008
FIGURE 28: Undergraduate Transfer Enrollment from California Community Colleges by Race/Ethnicity and Gender, Fall 2008

Undergraduate Transfer Enrollment from California Community Colleges by Race/Ethnicity and Gender, Universitywide, Fall 2008

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>334</td>
<td></td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>1,997</td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td>3,520</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>4,481</td>
<td></td>
</tr>
</tbody>
</table>

N = 334, 1,997, 3,520, 4,481
FIGURE 29: The Gap Between California High School Graduates and New UC Freshmen for Underrepresented Minorities, Fall 1989 to 2009

The Gap Between California High School Graduates and New UC Freshmen for Underrepresented Minorities
Fall 1989 to 2009

Percentage of California Public High School Graduates that are Underrepresented Minorities

Percentage of New UC Freshmen from California Public Schools that are Underrepresented Minorities

The Gap (difference)

May Accountability Report Indicator 3.2
FIGURE 30: The Gap Between California High School Graduates and New UC Freshmen African American Students, Fall 1989 to 2009
FIGURE 31: The Gap Between California High School Graduates and New UC Freshmen Chicano/Latino Students, Fall 1989 to 2009

The Gap Between California High School Graduates and New UC Freshmen for Chicano/Latino Students
Fall 1989 to 2009

The Gap (difference)
FIGURE 32: Six-Year Graduation Rates for Entering Freshmen by Race/Ethnicity and Gender, Fall 2002

Graduation Rates for Entering Freshmen by Race/Ethnicity and Gender, Universitywide Fall 2002

- **African American**: Male 68%, Female 78%
- **Chicano/Latino**: Male 71%, Female 76%
- **Asian American**: Male 82%, Female 87%
- **White**: Male 81%, Female 85%
FIGURE 33: Four-Year Graduation Rates - Entering Upper Division California Community College Transfer Students by Race/Ethnicity and Gender, Fall 2004

Graduation Rates for Entering Upper Division California Community College Transfer Students by Race/Ethnicity and Gender, Universitywide Fall 2004

- **African American**
  - Male: 77%
  - Female: 83%

- **Asian American**
  - Male: 84%
  - Female: 89%

- **Chicano/Latino**
  - Male: 80%
  - Female: 85%

- **White**
  - Male: 86%
  - Female: 87%
FIGURE 34: Undergraduate Degrees Awarded by Race/Ethnicity, Gender and Discipline, Universitywide, 2006-07
FIGURE 35: Students of My Ethnicity are Respected on this Campus, Percentage Responding “Somewhat Agree,” or “Strongly Agree,” UCUES 2008
FIGURE 35 (continued): Students of My Ethnicity are Respected on this Campus, Percentage Responding “Somewhat Agree,” or “Strongly Agree,” UCUES 2008

Berkeley Campus

Students of My Ethnicity are Respected on this Campus
Percentage Responding “Somewhat Agree,” or “Strongly Agree”

Davis Campus

Students of My Ethnicity are Respected on this Campus
Percentage Responding “Somewhat Agree,” or “Strongly Agree”

Irvine Campus

Students of My Ethnicity are Respected on this Campus, Percentage Responding “Somewhat Agree,” or “Strongly Agree”

Los Angeles Campus

Students of My Ethnicity are Respected on this Campus
Percentage Responding “Somewhat Agree,” or “Strongly Agree”

International Total

Male

Female
FIGURE 35 (continued): Students of My Ethnicity are Respected on this Campus, Percentage Responding “Somewhat Agree,” or “Strongly Agree,” UCUES 2008

- Riverside Campus
  - African American: 83%, 86%
  - Chicano/Latino: 91%
  - Asian American: 89%, 90%
  - White: 86%, 82%
  - Other/Unknown: 76%
  - International: 81%
  - Total: 85%, 88%

- San Diego Campus
  - African American: 65%
  - Chicano/Latino: 79%
  - Asian American: 88%, 71%
  - White: 87%, 81%
  - Other/Unknown: 74%
  - International: 83%, 81%
  - Total: 66%

- Santa Barbara Campus
  - African American: 58%
  - Chicano/Latino: 69%
  - Asian American: 72%
  - White: 67%
  - Other/Unknown: 88%
  - International: 60%
  - Total: 65%

- Santa Cruz Campus
  - African American: 2.35
  - Chicano/Latino: 2.18
  - Asian American: 2.27
  - White: 2.36
  - Other/Unknown: 1.91
  - International: 2.45
  - Total: 2.09

- Male, Female
FIGURE 36: Tolerant/Intolerant of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008

Campus Climate: Undergraduate Tolerance/Intolerance of Diversity
Average Rating by Ethnicity and Gender
Universitywide 2008

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>2.45</td>
<td>2.49</td>
</tr>
<tr>
<td>Chicano/Latino</td>
<td>2.24</td>
<td>2.15</td>
</tr>
<tr>
<td>Asian American</td>
<td>2.16</td>
<td>2.03</td>
</tr>
<tr>
<td>White</td>
<td>2.04</td>
<td>1.95</td>
</tr>
<tr>
<td>Other/Unknown</td>
<td>2.21</td>
<td>2.11</td>
</tr>
<tr>
<td>International</td>
<td>2.26</td>
<td>2.11</td>
</tr>
<tr>
<td>Total</td>
<td>2.14</td>
<td>2.04</td>
</tr>
</tbody>
</table>
FIGURE 36 (continued): Tolerant/Intolerant of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008

Campus Climate: Undergraduate Tolerance/Intolerance of Diversity
Berkeley Campus

Campus Climate: Undergraduate Tolerant/Intolerant of Diversity
Davis Campus

Campus Climate: Undergraduate Tolerance/Intolerance of Diversity
Irvine Campus

Campus Climate: Undergraduate Tolerant/Intolerant of Diversity
Los Angeles Campus
FIGURE 36 (continued): Tolerant/Intolerant of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008

- Riverside Campus
  - Average Ratings:
    - African American: 2.39
    - Chicano/Latino: 2.01
    - Asian American: 1.90
    - White: 2.33
    - Other/Unknown: 2.56
    - International: 1.89
    - Total: 1.99
  - Male: 2.33
  - Female: 2.56

- San Diego Campus
  - Average Ratings:
    - African American: 2.48
    - Chicano/Latino: 2.30
    - Asian American: 2.42
    - White: 2.22
    - Other/Unknown: 2.49
    - International: 2.26
    - Total: 2.42
  - Male: 2.42
  - Female: 2.22

- Santa Barbara Campus
  - Average Ratings:
    - African American: 2.52
    - Chicano/Latino: 2.59
    - Asian American: 2.14
    - White: 2.27
    - Other/Unknown: 2.50
    - International: 2.67
    - Total: 2.29
  - Male: 2.59
  - Female: 2.67

- Santa Cruz Campus
  - Average Ratings:
    - African American: 2.35
    - Chicano/Latino: 2.22
    - Asian American: 2.36
    - White: 1.92
    - Other/Unknown: 2.04
    - International: 2.07
    - Total: 2.09
  - Male: 2.36
  - Female: 2.04