

Results by Location

UC Berkeley - staff

What do you think works best to advance the careers of women at UC Berkeley?

- Professional development (22)
- Mentorship and internship programs (6)
- Managers who support and develop staff (5)
- Career Centers/Ombuds Offices/Employee Assistance/Clubs/Committees/Associations (5)
- Internal communications network (5)
- Employment opportunities (3)
- Work-life balance and family friendly policies (3)
- Professional development opportunities systemwide (3)
- Positive female role models (including Chancellors) (2)
- Self empowerment (2)

What do you think most inhibits the advancement of women at UC Berkeley?

- Lack of supervisor support and poor management expertise (15)
- Limited opportunities for advancement (9)
- UC culture perceived as inequitable (8)
- Limited training and professional development opportunities (7)
- Limited family-friendly practices and policies/Child Care (6)
- Lack of support among and between women (3)
- Lack of role models who are female and/or women of color (3)
- Need for self-empowerment (2)
- Limited mentoring opportunities for women (1)
- Salary inequity (1)
- Limited networking opportunities (1)
- Staff/faculty dichotomy (1)

What suggestions do you have to improve opportunities for advancement for women at UC Berkeley?

- Provide mentoring, coaching and networking opportunities (17)
- Provide professional development opportunities (15)
- Provide support for staff through Human Resource policies and practices (8)
- Supervisory training (6)
- Provide child care/family friendly policies and practices (6)
- Create UC climate change to value all staff contributions and rectify inequities (5)
- Communicate opportunities (4)
- Self empowerment (3)

The comments are organized by frequency of responses, with the exact number listed at the end of each category

Results by Location

UC Berkeley - faculty

What do you think most inhibits the advancement of women faculty at UC Berkeley?

- Limited family friendly policies and practices (5)
- Administrative issues (5)
- Limited mentoring/professional development opportunities (1)
- Practice of outside job offers (1)
- Inadequate financial compensation (1)
- Lack of role models who are female (1)
- UC culture perceived as inequitable (1)

What suggestions do you have to improve opportunities for advancement for women faculty at UC Berkeley?

- Institutional support for hiring/retention/advancement (4)
- Family friendly policies and practices (3)
- Data tracking for accountability and reporting of demographics (1)
- Create UC climate change to promote equitable practices (1)