

Results by Location

UCLA - staff

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

- Self empowerment (7)
- Professional development opportunities systemwide (6)
- Professional development (5)
- Work-life balance and family friendly policies (5)
- Managers who support and develop staff (3)
- Employment opportunities (2)
- Mentorship and internship programs (1)
- Benefits (1)
- Positive female role models (including Chancellors) (1)

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

- UC culture perceived as inequitable (8)
- Limited family-friendly practices and policies/Child Care (7)
- Lack of supervisor support and poor management expertise (6)
- Limited training and professional development opportunities (5)
- Limited mentoring opportunities for women (3)
- Limited opportunities for advancement (3)
- Staff/faculty dichotomy (2)
- Lack of role models who are female and/or women of color (2)
- Need for self-empowerment (1)
- Lack of support among and between women (1)
- Salary inequity (1)

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

- Provide mentoring, coaching and networking opportunities (5)
- Provide child care/family friendly policies and practices (5)
- Communicate opportunities (4)
- Create UC climate change to value all staff contributions and rectify inequities (2)
- Provide support for staff through Human Resource policies and practices (1)
- Provide professional development opportunities (1)

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

Results by Location

UCLA - faculty

What do you think works best to advance the careers of women faculty at UCLA?

- Child care (4)
- Mentoring/Professional development (3)
- Create UC climate change to promote equitable practices (2)
- Family friendly policies and procedures (1)
- Positive female role models (1)
- Department Chair training – supportive Chairs (1)

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

- UC culture perceived as inequitable (10)
- Administrative issues (7)
- Limited family friendly policies and practices (3)
- Need for mentoring/professional development (3)
- Inadequate child care (2)
- Internal barriers (1)

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

- Create UC climate change to promote equitable practices (11)
- Institutional support for hiring/retention/advancement (5)
- Child care (5)
- Redress (4)
- Mentoring/Professional development (4)
- Family friendly policies and practices (3)
- Networking (1)