

## CACQI

### Data Collection Wish List

#### **Why do we want to collect data?**

CACQI is requesting access to existing and future data about the LGBTQ+ population at UC Merced. This data will help CACQI, and by extension, the Chancellor, to have an accurate understanding of the size and diversity of our LGBTQ+ community.

In particular, we are interested in finding out about gaps in support for our queer population, and thus places where we can direct our efforts. At the present stage, we are particularly interested in gathering information about the present LGBTQ+ population across campus. It has been difficult for CACQI to obtain this information in the past, as we note in more detail in the below sections. With an eye to the future, we are also interested in data on hiring, promotion, service, in support of the LGBTQ+ population.

#### **What data?**

- Identity
  - Gender identity for students, staff and faculty.
  - Sexual identity for students, staff and faculty.
- Sensitivity Training
  - Who is taking diversity training programs? (e.g., Queer Ally training)
  - Who is taking implicit bias trainings?
- Employment processes
  - An analysis of the language that is used in hiring and searches, i.e., what is the diversity language used across schools and departments, does it include LGBTQ+ language?
  - What information is being communicated to hiring committees across all levels of campus (Senate, Non-Senate, Staff, etc).
  - Gender identity/sexual identity of job applicants for faculty and staff positions.
- Climate
  - Incidents of harassment based on race, ethnicity, gender, and sexual orientation.
  - Qualitative assessment of diversity efforts as a part of the annual review of faculty, administrators and staff.
  - # of diverse (LGBTQ+) organizations on campus.
  - # of course syllabi that include a diversity, inclusion or campus climate statement.
  - #of LGBTQ+ related articles in campus communications.
  - Attitudes toward members of diverse groups.
  - Feelings of belonging among ethnically and racially diverse groups on campus.

- Intergroup relations and behaviors on campus.
- Climate survey specific to LGBTQ+ issues.
- Structured employee feedback.

**Some comments on data acquisition:**

- # of LGBTQ+ are usually low in various units. As a result, these numbers are sometimes not reported for reasons of privacy and anonymity. When these numbers are too low to be reported statistically, it would help if the results can at least be “highlighted”, rather than being registered as “not shown” or “not reported” in unit statistics. When these figures are left out completely, it gives the appearance that there are no relevant issues here which is not the case.
- LGBTQ+ data should be also available for all units to draft their diversity plan. If there is no LGBTQ+ data available to these campus units, LGBTQ+ (including non-binary) will not be considered in their diversity plan. Making LGBTQ+ data available to all campus units is a critical step to making the LGBTQ+ community more visible on the campus.
- Timely availability. We need the most up-to-date data, in the past a lag on access has been problematic.

**Review of existing data collection systems**

- Is there a non-binary option when applying for staff and/or academic positions?
- UC Path and Banner for students: Differences across these systems has resulted in non-preferred names being disclosed and used for students and student employees who have changed their names.
- “Non-binary” should be reported on in gender statistics of all the campus units.