

The size and diversity of University of California campus police departments vary by location and staff category.

- UC campus police departments are staffed at different levels based on the individual campus needs. The following tables show the headcount of employees working at various UC campus police departments:

Staff category	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	Grand Total
Police officers	46	47	45	61	18	27	34	50	34	24	386
Administrative staff	48	25	64	36	15	9	39	16	12	17	281
Student staff	27	48	29	52	14	25	44	0	10	2	251
<b>Grand Total</b>	<b>121</b>	<b>120</b>	<b>138</b>	<b>149</b>	<b>47</b>	<b>61</b>	<b>117</b>	<b>66</b>	<b>56</b>	<b>43</b>	<b>918</b>

Staff category	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	Grand Total
Police officers	38%	39%	33%	41%	38%	44%	29%	76%	61%	56%	42%
Administrative staff	40%	21%	46%	24%	32%	15%	33%	24%	21%	40%	31%
Student staff	22%	40%	21%	35%	30%	41%	38%	0%	18%	5%	27%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

- Men employees make up more than half of the police officers and student staff.

Staff category	Gender	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	Grand Total
Police officers	Women	17%	23%	20%	11%	28%	7%	6%	6%	21%	29%	16%
	Men	72%	70%	69%	66%	67%	70%	74%	80%	59%	58%	69%
	Unknown	11%	6%	11%	23%	6%	22%	21%	14%	21%	13%	15%
	<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Administrative staff	Women	31%	60%	42%	47%	60%	*Fewer than 10	33%	75%	58%	35%	45%
	Men	54%	36%	56%	39%	33%		54%	25%	42%	24%	45%
	Unknown	15%	4%	2%	14%	7%		13%	0%	0%	41%	10%
	<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Student staff	Women	19%	40%	52%	31%	64%	8%	36%	*Fewer than 10	30%	*Fewer than 10	34%
	Men	78%	50%	45%	60%	36%	80%	59%		60%		58%
	Unknown	4%	10%	3%	10%	0%	12%	5%		10%		8%
	<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>

- Three out of every ten police officers are from underrepresented groups (URG). In addition, one out of every two administrative and student staff is from underrepresented groups (URG).

Staff category	Ethnic origin group	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	Grand Total
Police officers	URG	26%	21%	29%	39%	61%	41%	24%	20%	15%	42%	30%
	Non-URG	67%	72%	62%	61%	33%	59%	74%	78%	74%	54%	66%
	No information	7%	6%	9%	0%	6%	0%	3%	2%	12%	4%	5%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Administrative staff	URG	56%	40%	63%	61%	47%	*Fewer than 10	41%	19%	17%	29%	48%
	Non-URG	35%	60%	30%	36%	40%		56%	81%	83%	65%	47%
	No information	8%	0%	8%	3%	13%		3%	0%	0%	6%	5%
	Total	100%	100%	100%	100%	100%		100%	100%	100%	100%	100%
Student staff	URG	41%	50%	62%	48%	57%	40%	57%	*Fewer than 10	50%	*Fewer than 10	50%
	Non-URG	37%	35%	24%	44%	29%	40%	43%		50%		38%
	No information	22%	15%	14%	8%	14%	20%	0%		0%		12%
	Total	100%	100%	100%	100%	100%	100%	100%		100%		100%

Data notes:

- Data source: Corporate Personnel System (CPS) data warehouse, April 2021 snapshot
- Campus police departments are identified using the home department codes associated with the primary appointment.
- \*Cell sizes with fewer than 10 employees are not displayed in the tables above to mask personally identifiable data.
- The underrepresented groups (URG) include Hispanic/Latinx, African American/Black, American Indian, and Native Hawaiian. The non-URG category includes Asian, White, and two or more races. The data follows federal reporting (IPEDS) guidelines and definitions for employees of two or more races. For more information, visit <https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-definitions>
- The staff category of police officers covers the employees in job titles like officer, captain, chief, lieutenant, sergeant, and trainee. The administrative job titles include public safety dispatchers, security officers, financial analysts, administrative assistants, administrative officers, project policy analysts, etc.
- For more information, refer to the following resources:
  - UC employee headcount: <https://www.universityofcalifornia.edu/infocenter/uc-employee-headcount>
  - UC workforce diversity: <https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity>

# UCSF Committee Diversity Tool

Date: December 20, 2021

Number of Committee Members: **139**

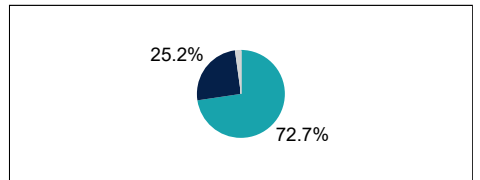
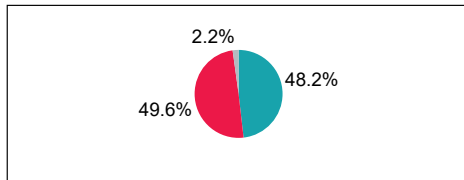
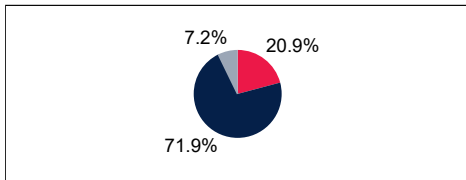
All committees appointed by the Chancellor or members of the Chancellor's Cabinet shall comprise 50% women and **underrepresented minorities (URM)**, i.e., committees must include both women and URM members, together totaling at least 50% of the membership. Efforts should be made to include other marginalized groups, such as individuals with disabilities, members of the LGBTQ+ community, and veterans.

This requirement applies to search committees, task forces, steering committees, award/honors committees, endowed chair committees, training program selection committees, intramural grant committees and any other committees responsible for, or who influence through their advisory capacity, the allocation of resources (e.g., financial, space, etc.) or of honorific awards.

<https://chancellor.ucsf.edu/leadership/chancellors-committees/composition>

Total % URM or Female	Total % Minority or Female
56.8%	77.0%

Gender	UCSF URM	UCSF Minority
Female 20.9%	URM 49.6%	Minority 72.7%
Male 71.9%	Non-URM 48.2%	Non-Minority 25.2%
Unk/Declined to State 7.2%	Unknown 2.2%	Unknown 2.2%



### Underrepresented Minorities Definitions:

UCSF Office of Diversity and Outreach: At UCSF our working definition of an underrepresented minority (URM) is someone whose racial or ethnic makeup is from one of the following:

- African American / Black
- Asian: Filipino, Hmong\*, or Vietnamese only
- Hispanic / Latinx
- Native American / Alaskan Native
- Native Hawaiian / Other Pacific Islander
- Two or more races, when one or more are from the preceding racial and ethnic categories in this list

\*Hmong is not an explicit option on the UC employment forms at this time.

This dashboard follows the Office of Diversity and Outreach's guidelines on sharing data on workforce diversity. Employee-level Personally Identifiable Information (PII) will remain protected. Data about employees by Race/Ethnicity, gender, disability, protected veteran status, age, or underrepresented minority status are presented in aggregation. Even in aggregation, employee-level PII will remain protected.

Leaders who find they need an exception to these guidelines must direct requests to the Office of Diversity and Outreach. Exceptions will require approval from Vice Chancellor Navarro, UCSF's Chief Diversity Officer.

# UCSF Committee Diversity Tool

Date: December 20, 2021

Number of Committee Members: **54**

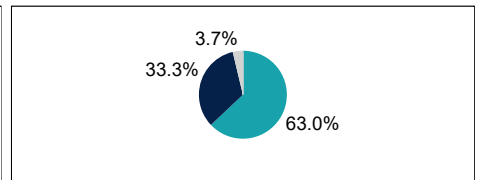
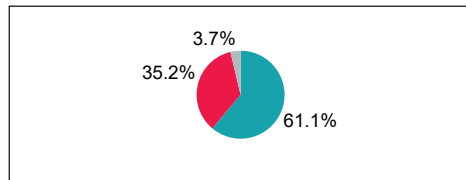
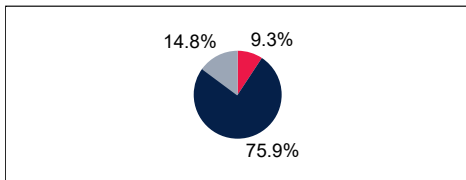
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<https://chancellor.ucsf.edu/leadership/chancellors-committees/composition>

Total % URM or Female	Total % Minority or Female
40.7%	66.7%

Gender	UCSF URM	UCSF Minority
Female 9.3%	URM 35.2%	Minority 63.0%
Male 75.9%	Non-URM 61.1%	Non-Minority 33.3%
Unk/Declined to State 14.8%	Unknown 3.7%	Unknown 3.7%



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# UCSF Committee Diversity Tool

Date: December 20, 2021

Number of Committee Members: **85**

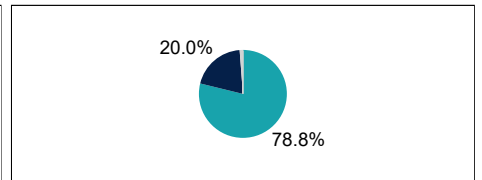
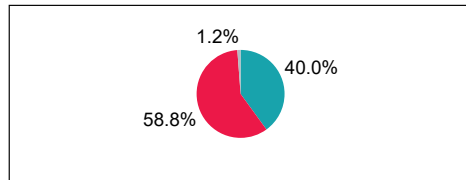
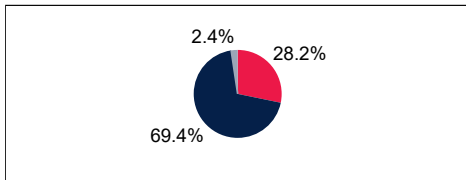
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<https://chancellor.ucsf.edu/leadership/chancellors-committees/composition>

Total % URM or Female	Total % Minority or Female
67.1%	83.5%

Gender	UCSF URM	UCSF Minority
Female 28.2%	URM 58.8%	Minority 78.8%
Male 69.4%	Non-URM 40.0%	Non-Minority 20.0%
Unk/Declined to State 2.4%	Unknown 1.2%	Unknown 1.2%



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