

# Results by Location

## UC Irvine – staff

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

- Professional development (6)
- Professional development opportunities systemwide (2)
- Mentorship and internship programs (1)
- Work-life balance and family friendly policies (1)
- Networking opportunities (1)
- Benefits (1)
- Career Centers/Ombuds Offices/Employee Assistance/Clubs/Committees/Associations (1)

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

- Limited opportunities for advancement (10)
- UC culture perceived as inequitable (6)
- Lack of supervisor support and poor management expertise (5)
- Limited family-friendly practices and policies/Child Care (2)
- Salary inequity (2)
- Limited mentoring opportunities for women (1)
- Limited training and professional development opportunities (1)
- Need for self-empowerment (1)
- Staff/faculty dichotomy (1)

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

- Provide support for staff through Human Resource policies and practices (7)
- Provide professional development opportunities (5)
- Supervisory training (4)
- Provide mentoring, coaching and networking opportunities (3)
- Create UC climate change to value all staff contributions and rectify inequities (3)
- Self empowerment (3)
- Salary equity (2)
- Provide child care/family friendly policies and practices (1)
- More female role models in leadership (1)

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

# Results by Location

## UC Irvine – faculty

**What do you think works best to advance the careers of women faculty at UC Irvine?**

- Create UC climate change to promote equitable practices (1)
- Mentoring/Professional development (1)
- Tracking data for accountability and reporting of demographics (1)

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

- UC culture perceived as inequitable (6)
- Limited family friendly policies and practices (1)

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

- Create UC climate change to promote equitable practices (5)
- Redress (3)
- Family friendly policies and practices (2)
- Institutional support for hiring/retention/advancement 2)
- Mentoring/Professional development (1)
- Support for women of color (1)