

Diversity Dashboards Overview & Data Definitions

Overview

The David Geffen School of Medicine diversity dashboards provide multiple years of data inclusive of gender, race and ethnicity of the following groups:

1. **Faculty**
2. **Staff**
3. **Housestaff**
4. **Postdocs**

Users have the option to filter the data in the following ways:

- **Faculty:** by Academic Rank, Academic Series (Adjunct, Clinical X, Health Sciences Clinical, In Residence, and Regular), Location Type (On or Off Campus*), Department and Year
- **Staff, Housestaff, Postdocs:** Department

Data Source for Faculty:

- *2019 – Present:* UCPATH Payroll System and DGSOM Supplemental Data Collection Tool
- *2015 – 2018 (Prior to UCPATH):* UCLA Personnel Payroll System (PPS) and DGSOM Academic Database (ADB)

Data Source for Staff, Housestaff, and Postdocs: UCPATH Payroll System

Data Definitions

URM Definition:

Underrepresented groups (Defined for purposes of this report as Black or African American, American Indian/Alaska Native, Chicana(o)/Latina(o)/Hispanic, and Two or More Races - URM).

Race/Ethnicity:

The following racial/ethnic categories are reported:

- American Indian or Alaskan Native
- Asian/Asian-American
- Black or African American
- Chicana(o)/Latina(o)/Hispanic
- Two or More Races - URM
- Two or More Races – Non-URM
- White
- Unknown

Individuals listed under the category of **American Indian or Alaskan Native** identified as one of the following: American Indian or Alaskan Native.

Individuals listed under the category of **Asian/Asian-American** identified as one of the following: Asian, Chinese/Chinese American, Filipino/Pilipino, Japanese/Japanese American, Korean/Korean American, Native Hawaiian or other Pacific Islander, Pakistani/East Indian, Vietnamese/Vietnamese American, or Other Asian.

Individuals listed under the category of **Black or African American** identified as one of the following: Black/African American (Not of Hispanic Origin) or Black/African American.

Individuals listed under the category **Chicana(o)/Latina(o)/Hispanic** identified as one of the following: Hispanic, Latin American/Latino, Mexican/Mexican-American/Chicano, or other Spanish/Spanish American.

Individuals listed under **Two or More Races – URM** identified as multiple races/ethnicities, with at least one being a URM designated race/ethnicity.

Individuals listed under **Two or More Races – Non-URM** identified as multiple races/ethnicities, none defined as URM.

Individuals listed under the category of **White** identified as one of the following: European, Middle Eastern, North African, White (Not of Hispanic Origin), or White.

Unknown –Includes no data entered and declines to state

On/Off Campus:

- **On Campus** is defined as having their primary appointment at: UCLA Center for the Health Sciences, Doheny UCLA, Les Kelley, Northridge, Orthopedic Hospital, SAMO 16th ST3, Santa Monica Medical Center, Thousand Oaks, or Venice Fam Clinic
- **Off Campus** is defined as having their primary appointment at: Cedars-Sinai Medical Center, Charles R Drew University, Drew plus MLK, Edelman, Harbor-UCLA MC, Kaiser, Kern County, Oliver View MC, Other, St. Mary's, Torrance, Veterans Affairs (Brentwood, Sepulveda, Wadsworth), or Ventura