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

Data Source for Staff, Housestaff, and Postdocs: UCPayroll 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.