

Q: What are BruinX Dashboards?

BruinX Dashboards are interactive visualizations that help us see important information about UCLA, such as the diversity of its students and faculty. The Dashboards can zoom in to provide department-specific data and zoom out to division-wide or University-wide data in easy-to-read interactive charts. Because these charts provide concrete, quantitative measures, they offer a common reference point for measuring crucial features of the University.

Q: Why did BruinX create the BruinX Dashboards?

Not everything that is important can be measured quantitatively, and dashboards are only one way to present quantitative information. That said, it's also true that without quantitative measures, it's hard to track and, more importantly, motivate improvement. In this way, BruinX Dashboards are internal diagnostic tools, similar in purpose to the health trackers that so many of us now wear. By constructing good measures, based on high-quality data, the Dashboards offer us fundamental facts necessary to make better decisions on equity, diversity, and inclusion at UCLA. By sharing these results publicly, we increase transparency and promote institutional accountability.

Q: How often will BruinX Dashboards be updated?

BruinX and the entire Office of Equity, Diversity and Inclusion embrace an attitude of fast iteration: try something, learn from mistakes, do better, repeat. Dashboards are part of that fast iteration process, which means that they will always be works-in-progress. The first iteration of Dashboards focuses on student and faculty demographics (what we call "Diversity Dashboards") and will be published on the EDI website by Friday, January 20, 2017. Expect different kinds of dashboards, measuring different aspects of UCLA, in the future with prominent updates annually.

Q: Why are there no Dashboards on School of Medicine faculty or UCLA staff?

BruinX is currently working on Dashboards for School of Medicine faculty and UCLA staff and will publish those data in the spring quarter. Fast iteration means never letting the perfect be the enemy of the good. So, we wanted to share student and faculty data when we had it, instead of waiting.

Q: What are BruinX's policies for collecting and disseminating student, staff, and faculty data?

BruinX takes seriously UCLA's and UC's longstanding commitments to privacy, transparency, academic freedom, and fairness. BruinX's policies and practices in collecting, maintaining, analyzing, visualizing, and disseminating data comply with all relevant UCLA, UC, state, and federal laws, regulations, guidelines, and policies.

A list of relevant laws, regulations, guidelines, and policies can be found at <https://privacy.ucla.edu/policies/> (UCLA guide) and <http://www.ucop.edu/ethics-compliance-audit-services/compliance/privacy/privacy-policies-and-references.html> (UCOP guide).

Q: Who has access to BruinX Dashboards?

Standard BruinX Dashboards, which contain aggregate demographic information, are available to the public via the EDI website.

Internal Dashboards, which contain more comprehensive and granular data, are available exclusively to UCLA senior administrators (e.g., Chancellor, Provost, Vice Chancellors/Provosts, Deans).

Q: How does BruinX report race/ethnicity for students?

The categories used to report race/ethnicity have changed over time and vary by institution and context. To maintain consistency with other UCLA reporting offices (e.g., http://www.aim.ucla.edu/tables/enrollment_demographics_fall.aspx), student race/ethnicity is reported only for U.S. Citizens or Permanent Residents. These “Domestic” students are categorized as follows:

- American Indian or Alaska Native;
- Asian or Pacific Islander;
- Black Non-Hispanic;
- Hispanic;
- White Non-Hispanic; or
- Unstated/Unknown/Other.

All students who are neither U.S. Citizens nor Permanent Residents are reported as “International.”

Q: How does BruinX report race/ethnicity for faculty?

Federal law requires us to maintain records in a particular way. Consistent with these requirements, faculty race/ethnicity is reported as:

- American Indian or Alaska Native;
- Asian/Asian-American;
- Black/African-American;
- Latina(o)/Chicana(o)/Hispanic;
- Two or More Races (available beginning 2015);
- White; and
- Unknown.

No distinction is made between Domestic and International faculty. We recognize that the categories used for students do not line up perfectly with the categories used for faculty.

Q: Why does BruinX only report gender as a male/female binary?

Prior to fall 2015, student admissions applications for the UC system contained one gender item that prompted a binary response. But now, admissions applications ask two gender-related items:

1. How do you describe yourself? (Choose from male, female, trans male/trans man, trans female/trans woman, genderqueer/gender non-conforming, or different identity (please specify))

2. What sex were you assigned at birth, such as on an original birth certificate? (Choose from male, female, or decline to state)

Once we acquire sufficient data for these new gender items, the Dashboards will report that aggregate information for students.

Faculty gender is currently collected in binary terms.

Q: Why isn't there information regarding sexual orientation?

Prior to fall 2015, student admissions applications did not include a question on sexual orientation. But now, admissions applications ask:

Do you consider yourself to be: (Choose from heterosexual or straight, gay or lesbian, bisexual, not listed above (please specify))

Once we acquire sufficient data on this new sexual orientation item, the Dashboards will report that aggregate information for students.

Sexual orientation is not currently collected for faculty.

Q: How disaggregated and intersectional are the Dashboards?

In any counting strategy, one has to decide how big the categories are. If the category is large and includes very different kinds of people, the aggregation may provide misleading information. For example, consider how many different ethnic groups fall into the category "Asian." Or consider the challenge of putting a Spanish citizen who never lived in the United States into the same "Hispanic" category as a second-generation Chicana. These issues may call for further disaggregation of data. Unfortunately, further disaggregation may not be possible because of the way that the data were initially collected.

Also, there is the challenge of addressing intersectionality – the fact that sometimes we are interested in expressly reporting on gender and race (or race and sexual orientation, etc.) as a *combined* category. For example, data about all African Americans or all women might miss an important story about the status of African American women. Some, but not all, BruinX Data Dashboards report data in intersectional terms. For example, student dashboards allow the user to drill down to African American women. Faculty Dashboards, however, report data on African Americans and women, but not on African American women.

With each subsequent iteration of BruinX Dashboards, we will strive for greater intersectionality and granularity, without making the visualizations overwhelmingly complex. Along the way, we will always account for, and prioritize, concerns about privacy, anonymity, and methodological integrity and rigor.

Q: How do I Navigate the Dashboards?

Brief instructions on how to navigate the dashboards, including guidance on how to select your department, filter data, limit reporting years, and download charts are available in the *BruinX Dashboard User Guide* on the BruinX Dashboards page.

Q: Can I provide feedback on the Dashboards, including suggestions for changes?

Yes. BruinX welcomes any and all comments on the Dashboards and will take them into account as we revise the Dashboards each year. You may provide your feedback by emailing

WeListen@equity.ucla.edu. Please include "Dashboard Feedback" in the subject line.