Institutional Actions
Many Faculty respondents thought the following positively influenced the climate:

- Providing access to counseling for people who have experienced harassment
- Providing a clear and fair process to resolve conflict
Many Faculty respondents thought the following POSITIVELY INFLUENCED the climate:

- Providing flexibility for computing the probationary period for tenure
- Providing mentorship for new faculty
Many Faculty respondents thought the following WOULD POSITIVELY INFLUENCE the climate:

- Providing career-span development opportunities for faculty
- Providing equity and diversity training to search, promotion & tenure committees
- Providing recognition and rewards for including diversity issues in courses across the curriculum
Less Faculty respondents thought the following POSITIVELY INFLUENCED or WOULD POSITIVELY INFLUENCE the climate:

- Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty
- Providing diversity and equity training for faculty
Qualitative Themes
Institutional Actions - Faculty

Diversity resources and training

Mixed perspectives
Many Staff/Administration respondents thought the following POSITIVELY INFLUENCED the climate:

- Providing diversity and equity training for staff
- Providing access to counseling for people who have experienced harassment
Many Staff/Administration respondents thought the following POSITIVELY INFLUENCED the climate:

- Providing a clear and fair process to resolve conflicts
- Providing career development opportunities for staff
Many Staff/Administration respondents thought the following WOULD POSITIVELY INFLUENCE the climate:

- Providing mentorship for new staff
Less Staff/Administration respondents thought the following POSITIVELY INFLUENCED or WOULD POSITIVELY INFLUENCE the climate:

Considering diversity-related professional experiences as one of the criteria for hiring of staff/faculty
Qualitative Themes

Institutional Actions - Staff/Administration

Diversity training (mixed views)
Many Student respondents thought the following POSITIVELY INFLUENCED the climate:

- Providing diversity and equity training for staff, faculty, and student staff
- Providing effective faculty mentorship of students
- Providing effective academic advisement
Campus Initiatives

STUDENT RESPONDENTS

Student respondents thought the following WOULD POSITIVELY INFLUENCE the climate:

- Providing a person to address student complaints of classroom inequality
- Increasing opportunities for cross-cultural dialogue among students, and between faculty, staff, and students
- Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum
Less Student respondents thought the following POSITIVELY INFLUENCED or WOULD POSITIVELY INFLUENCE the climate:

- Providing diversity and equity training for students
Qualitative Themes
Institutional Actions - Students

Diversity training (mixed views)

Academic advising