

Institutional Actions



Campus Initiatives

FACULTY RESPONDENTS

Many Faculty respondents thought the following
POSITIVELY INFLUENCED the climate:

```
graph TD; A[Many Faculty respondents thought the following POSITIVELY INFLUENCED the climate:] --- B[Providing access to counseling for people who have experienced harassment]; A --- C[Providing a clear and fair process to resolve conflict];
```

Providing access
to counseling for
people who have
experienced
harassment

Providing a
clear and fair
process to
resolve conflict

Campus Initiatives

FACULTY RESPONDENTS

Many Faculty respondents thought the following
POSITIVELY INFLUENCED the climate:

```
graph TD; A[Many Faculty respondents thought the following POSITIVELY INFLUENCED the climate:] --- B[Providing flexibility for computing the probationary period for tenure]; A --- C[Providing mentorship for new faculty];
```

Providing flexibility for computing the probationary period for tenure

Providing mentorship for new faculty

Campus Initiatives

FACULTY RESPONDENTS

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

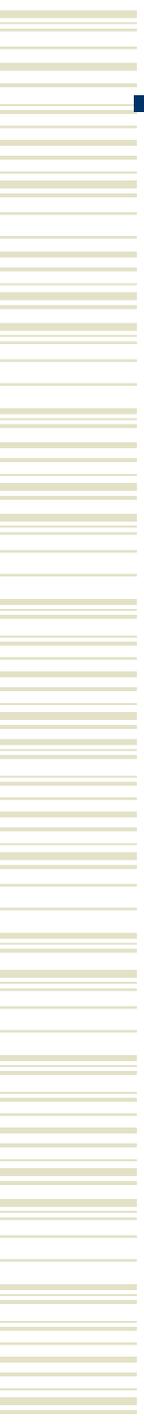
Campus Initiatives

FACULTY RESPONDENTS

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

Campus Initiatives

STAFF/ADMINISTRATION RESPONDENTS

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



Campus Initiatives

STAFF/ADMINISTRATION RESPONDENTS

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

```
graph TD; A[ ] --- B[Providing a clear and fair process to resolve conflicts]; A --- C[Providing career development opportunities for staff];
```

Providing a clear and fair process to resolve conflicts

Providing career development opportunities for staff

Campus Initiatives

STAFF/ADMINISTRATION RESPONDENTS

Many Staff/Administration respondents thought the following **WOULD POSITIVELY INFLUENCE** the climate:

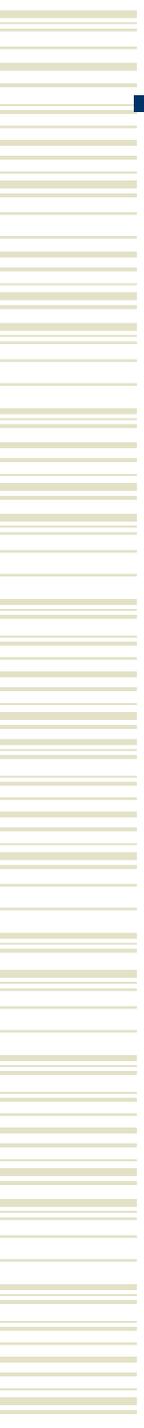
Providing
mentorship for
new staff

Campus Initiatives

STAFF/ADMINISTRATION RESPONDENTS

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)

Campus Initiatives

STUDENT RESPONDENTS

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

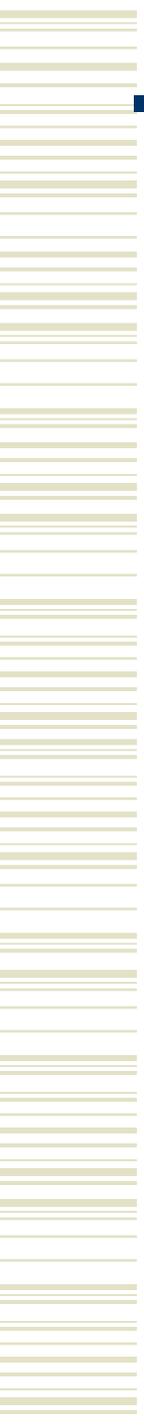
Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum

Campus Initiatives

STUDENT RESPONDENTS

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