

## Campus Climate Study: Past Initiatives and Next Steps

### INTRODUCTION

The University of California seeks to create and nurture an ethos of respect and inclusion for all. Only with the constant attention and commitment of the entire UC community will we achieve this goal.

This systemwide campus climate study constitutes a starting point, not a finish line, in this ongoing work. The task ahead is to dig through this data at each locale, identifying what has worked and can be replicated, and determining what deficiencies need to be addressed head-on.

Make no mistake: The UC was not waiting for the study to be complete before taking actions to address these issues. Every UC location has already taken steps to address campus climate issues, including the hiring of dedicated diversity and inclusion staff, programs that address unconscious bias in hiring and promotions, targeted staff and student trainings, and resource centers for particular groups. We will use the study results to continue to build on these efforts.

### ADMINISTRATIVE INITIATIVES ALREADY UNDERWAY

- Many UC campuses have hired staff focused on campus climate issues, such as vice chancellors for equity and inclusion; a director of campus dialogue and deliberation; graduate diversity officers; and divisional diversity coordinators.
- Programs are offered to reduce the impact of unconscious bias in hiring and promotions, and to identify and remove institutional barriers to inclusion and career development.
- Many UC locations have programs focused on attracting/retaining individuals from diverse communities (such as veterans, women, underrepresented minorities, people with disabilities, low-income students, or first generation college students).
- Resource and student service centers have been established at some campuses for certain populations (such as undocumented students, veteran students, parenting students, transfer students, LGBT students, or Middle Eastern students).
- Administrative and faculty groups focused on campus climate issues or certain populations are already in place throughout UC. These include Academic Senate committees; Advisory Councils on Campus Climate, Culture, and Inclusion; ombuds offices; Office for the Prevention of Harassment and Discrimination; Women Scientists & Engineers Council; and Equal Opportunity Advisory Committee.
- Local surveys and data analyses have been conducted at various UC locations.
- Campuses hold regular town hall meetings with administrators, including chancellors, to discuss issues that are important to the campus community. Many send or post regular communications from administrators to the campus/location community via email, social media, mail, or other avenues.

# UNIVERSITY OF CALIFORNIA

- Three campuses are designated as “Hispanic-Serving Institutions,” and a fourth will likely be designated as such soon.

## EDUCATIONAL PROGRAMS

- Student internships related to campus climate, and staff scholarships and workshops focused on staff development and professional services, have been established.
- Several campuses offer academic courses, trainings, or facilitated dialogues that focus on campus climate, diversity, and inclusion issues.
- Anti-hate initiatives, such as Davis’s Hate-Free Campus Initiative (HFCI) and Merced’s “Love Love. Hate Hate.” have launched. Programs like Irvine’s Olive Tree Initiative and the Black Student Leadership conference are also available.

## STUDENT-LED AND CULTURAL ACTIVITIES

- Multicultural education programs, including workshops, coaching sessions, and interactive theater performances, are available, sometimes focused on a particular group (such as the African American community).
- Some campuses offer multicultural-themed housing.
- Speaker and film series, as well as social justice events, are regularly held at UC.

## NEXT STEPS

The systemwide campus climate survey is a part of UC’s ongoing efforts to address campus climate issues. The resulting data will be further analyzed by each location, and used to formulate action plans that will reinforce what is working and address what is not.

- **Berkeley** will launch an outreach and engagement effort in April 2014, during which the Vice Chancellor’s staff will meet with campus organizations and offices to present findings, discuss next steps, and get feedback on recommended actions. Action recommendations will be developed by summer 2014.
- **Davis** will re-constitute the Local Campus Climate Work Group to develop and implement an action plan. Existing committees focused on campus climate will assist the work group in identifying issues, establishing priorities, and creating action plans.
- **Irvine** will launch an outreach and engagement effort in April 2014. The Chancellor’s Advisory Council on Campus Climate will lead the development and implementation of a plan addressing issues identified in the survey. The council will deliver a report and recommendations to the chancellor in fall 2014, with implementation planned for 2015.

# UNIVERSITY OF CALIFORNIA

- **Los Angeles'** Council on Diversity & Inclusion (CODI) will lead the development of action plans to address key issues identified in the survey results.
- **Merced** will expand the Advisory Council on Campus Climate, Culture, and Inclusion, which will create an action plan based on the survey results.
- **Riverside's** chancellor will augment the local campus climate work group, which will review the report and make recommendations to the chancellor about how to proceed. The committee is expected to carry out its charge by the end of the 2014 spring quarter.
- **San Diego's** Vice Chancellor for Equity, Diversity, and Inclusion has convened a Climate Survey Committee that will review the survey results. The committee will work with the Climate Council, Diversity Council, and other Chancellor's Advisory Committees to formulate recommendations for the Vice Chancellor, who will then develop an action plan, metrics, and timelines to address key issues.
- **San Francisco** will use survey findings to identify key areas of focus and develop action items. A Campus Climate Council will provide initial guidance on the findings to the chancellor and staff. Feedback will also be sought from campus constituencies.
- **Santa Barbara** will convene a committee of administrators, faculty, staff, and students to analyze local survey results. The campus will identify areas that need improvement and hold a series of workshops for faculty, staff, administrators, and students to address those areas, as well as to solicit feedback and possible solutions.
- **Santa Cruz** will formulate an action plan based on survey findings, with input from the Advisory Committee on Campus Climate, Culture, and Inclusion and other campus constituencies. Implementation is expected by winter 2015.
- **The Office of the President** will reconvene its Climate Council to study the survey results, taking into consideration feedback from various UCOP groups and the results of the UCOP staff engagement survey conducted in 2012. The council will identify important issues and create action plans that will be presented to the UC president.
- **The Agriculture and Natural Resources Division** will form a work group of ANR academics and staff to create an action plan. The work group will share the results of the study with all ANR employees, and ensure multiple opportunities for input as the action plan is developed. The team will also coordinate with other councils and committees.
- **Lawrence Berkeley National Laboratory:** A committee of the Diversity & Inclusion Council will analyze the data from this survey and other data from a previous internal survey. The committee will recommend an action plan for the Lab as a whole, and possibly for individual divisions.