

WORK GROUP 6 – FOSTERING EQUITY AND DIVERSITY

Climate (Internal & External) Subcommittee

Subcommittee Members: Kimberly Barrett, Jennifer Brockpahler, Ray French, David Gessner, Mike Rindo, Dwight Watson, Marty Wood

Alignment with 4 A's: Affirmation

Charge: Develop strategies to (a) regularly assess the campus climate as it relates to issues of equity and diversity, (b) improve areas that are identified as being problematic, and (c) provide input in assessing and improving the climate in the Eau Claire community where relevant to the university.

Outcomes/Measurements

Immediate:

Members of the campus community representing a variety of constituencies (e.g.) students, faculty, staff, people of color, people with disabilities and the LGBTQ community) share information regarding their perception of the UW-Eau Claire campus climate related to diversity and equity. People report that they perceive their input is encouraged and will be used to influence future activities related to improving the climate.

1. Campus Community provides input (measured by how many and who participates,
2. Campus community perceives that their input in process is encouraged (measured by self reports; word of mouth and focus group question/survey),
3. Campus community perceives their input will influence future action (measured by self reports; word of mouth and focus group question/survey).

Actions

Compile and review results of listening sessions
Conduct focus groups

Include items about campus climate on community forums of the HLC and Strategic Planning.

Responsible

Chancellor's Advisory Committee on Diversity

Strategic Planning Work Group 3: Serving the Public Good

Short Term:

Development of an assessment instrument for campus climate that is valid and reliable (as measured by expert peer review on campus and results of a pilot of the survey).

Review other campus climate survey instruments (national models, UW System work) and results of listening sessions, focus groups, and forums. Develop campus climate survey instrument.

Assistant to the Chancellor for Affirmative Action

Incorporate Campus Climate Survey into the strategic plan.

Special Assistant to the Chancellor for Strategic Planning

Long-Term:

Implementation of a process for monitoring campus climate that informs strategic initiatives across campus on an ongoing basis in order to decrease discrimination on campus and to create environment that values the unique contributions of each individual to the campus community.

Incorporate Campus Climate indicators within annual report and unit reviews. (Have a specific item on annual reports.)

Chancellor and Provost

1. Climate monitored/assessed.
2. Findings influence development of university, departmental and unit planning (measured by presence of climate issues in plans and annual reports),
3. Decrease in reports of discrimination (measured by campus climate assessment),
4. All (or increasing numbers of) members of the campus community believe they are valued (measured by campus climate assessment).

Conduct Campus Climate Survey every 2 to 3 years.

Assistant to the Chancellor for Affirmative Action