

CAMPUS CLIMATE INTERGROUP RELATIONS (CCIR) RECOMMENDATIONS

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Recommendation: Regular campus-wide climate survey

Overview

In order to regularly assess our strengths and weaknesses in the areas of diversity, equity, and inclusion, PSU must conduct a regular campus wide climate survey that is valid, reliable, and shown to have positively impacted EDI efforts at other universities with similar characteristics. The university could consider two types of surveys: one which addresses overall workplace climate such as “Modern Think” and another which specifically assesses campus EDI efforts. For example, campusclimatesurveys.com lists several instruments that can be considered. See:

<http://campusclimatesurveys.com/compare-viewfinder/>. The university might also consider a tool such as the “Equity Scorecard” which draws on a mixed methods approach to assess an institution’s readiness to effectively support BIPOC students.

Motivating Rationale, Conditions And Concerns

- Proposal motivations:
 - PSU needs to continually assess its overall climate while systematically determining the impact of it’s EDI efforts, at multiple levels.
 - The university must determine whether its compliance-oriented approach in OGD I is effective and align it’s practices to those determined to be most effective.
 - ASPSU President says we need to “build a better system” of communication. OGD I can coordinate survey dissemination. Needs to be more centralized and coordinated. Need a strategic communication system at PSU..
- Concerns generating proposal:
 - The use of unreliable and inconsistent measures in the past have contributed to the lack of direction in this area.
 - Transformation initiatives must be supported by strong evidence. Survey results can provide important information and data that ultimately drives transformation at multiple levels in an open and transparent manner that is aligned to both the needs and concerns of the overall community.

Primary Activities, Efforts Or Strategies Anticipated

- Assessment and selection of campus wide climate surveys
- Administration of survey and communication of findings linked to action steps and campus metrics
- Possible additional summit style conversations, interviews or focus groups
- Other mechanisms for conversation

Primary Goals or Objectives

- The primary goal will be to regularly and consistently assess the overall campus climate and determine the effectiveness of campus EDI efforts.
- Actions: OGD I would form a campus group to review nationally-available climate surveys and select one that most closely meets PSU's needs. Responsibility for coordination of survey administration would be shared between OGD I and OIRP. OGD I would receive preliminary reports from survey vendors and then be responsible for campus communication of findings, as well as supporting faculty researchers to conduct additional analysis, or collect interview, focus-group, or summit-style conversation data to supplement survey findings. Reports to campus would contain action steps and reports of progress. Recommend surveying on a regular schedule: for example, every two to three years to allow time for actions in response to findings and to see change reflected in following years' surveys.

Resources Likely Needed To Undertake This Work

May require significant resources for both survey and ongoing conversations. (Maximum of \$10,000 per year)

Requires funds to pay for participation in nationally-available survey from approved vendor.

Requires lead coordinator to work with survey vendor, staff in OIRP to pull survey population contact information and supplementary data, support for faculty researchers to conduct interviews or summit-style conversations and additional data analysis, support for university-wide and public communication of results and subsequent actions.

Suggested Home Base For This Initiative

GDI or individual units

OGDI or President's Office (which includes OIRP).

Additional Information

Many campus climate surveys are available nationally, some at low or no cost. Participation in one of these surveys would provide systematic data collection with nationally-normed data available for gauging status and progress. Vetting of findings and subsequent actions steps would be part of a transparent process that includes participation of the campus community.

Recommendation: Additional Recommendations

Overview

These recommendations were informed by prior recommendations and summit outcomes. We spent time reviewing the data from the previous campus climate surveys and distilled a set of recommendations from there to present to the full CCIR task force in a Google form (<https://forms.gle/hBzi13h9X8n57Hj29>). From here, we asked task force members to provide us with a ranked order of priorities that they would like to see the CCIR task force undertake for the next couple of years. The following priorities are the result of this crowdsourced process:

- Update, Operationalize, and Adopt Diversity, Equity, and Inclusion Plan (DEIP)
- Create institutional shared language around Diversity, Equity, and Inclusion (DEI)
- Create an institutional equity scorecard and dashboard

Motivating Rationale, Conditions And Concerns

We believe that these three recommendations will have the greatest impact because:

- They will generate and evolve a cohesive and coherent strategic roadmap defining and generating a structural foundation for the work to come, with ongoing measurable milestones accountable to institutional stakeholders.
- This would not increase the net workload of individuals involved, but rather the hours required will come from the strategic evaluation and redistribution of existing work that can be shifted elsewhere, optimized or eliminated to align with current institutional priorities.
- Net new funding would support students in general, prioritizing students whose focus of study relates directly to this work, such as, but not limited to, students from the School of Gender, Race, and Nations.
- An equity informed mode of operation would weave these values and practices throughout the institution, making equity-informed decision making practices and culture an ongoing constituent part of the institution rather than a discrete additive layer or series of ad hoc projects that are more costly and less efficient to pitch, fund, staff, spin up, execute and implement.

Primary Activities, Efforts Or Strategies Anticipated

Each of the priorities will have measurable, meaningful impact as follows:

- Update, Operationalize, and Adopt Diversity, Equity, and Inclusion Plan (DEIP)
 - PSU has not adopted a formal plan that strategically guides how the institution will achieve its equity and inclusion goals. There was a significant amount of time and work that went into the creation of the DEIP that we must honor and thus we anticipate that updating, operationalizing, and adopting the DEIP would create institutional buy-in for the work that all GDI task forces will undertake in the next couple of years. Consider, for example, that without the adoption of such a plan by the campus and by the Board of Trustees, there is an ongoing perception that budget decisions and allocation are often made in a way that do not reflect the kind of institutional climate and intergroup relationships that we want to foster.
- Create institutional shared language around Diversity, Equity, and Inclusion (DEI)
 - Faculty, staff, and students have expressed a need to develop a shared language/glossary around DEI work in order to bridge conversation, operationalize DEI, improve campus climate, and assist in the development of future initiatives. In creating shared language at a campus level, we help to ensure equity is at the center of our campus priorities from the moment students, faculty, and staff step foot on our campus and/or virtual campus, as well as assist in campus communications when responding and providing support-related to national incidents in moments of unrest and injustice.
- Create an institutional equity scorecard and dashboard
 - The creation of an institutional equity scorecard/dashboard will provide PSU with an opportunity to create baseline data on a variety of important issues. One such issue is the tracking of metrics for the recruitment and retention of minoritized students, faculty, and staff. We anticipate that there will be other important metrics for the campus to determine our overall climate. Once the baseline data is collected, which will foster transparency, we will be able to use this as an ongoing data stream and progress monitoring to track future progress (accountability work) in the areas outlined in the DEIP, for example.

Resources Likely Needed To Undertake This Work

In order to accomplish these priorities, the following will be required:

- Update, Operationalize, and Adopt Diversity, Equity, and Inclusion Plan (DEIP)
 - Given that several of the members of the DEIP are still at PSU, including the fact that one of the Co-Chairs of that DEIP process is now the PSU President, we felt that it was important to reconstitute this committee to understand historical and current context that led to it not being adopted by the campus. To identify what information is still relevant for institutional strategy and for pieces that need implementation, we suggest updating the plan and operationalizing it so that it is ready for a formal adoption by the Board of Trustees.
- Create institutional shared language around Diversity, Equity, and Inclusion (DEI)
 - To ensure that this is done properly, we believe that the Director for Diversity Education & Learning, housed within GDI, must own this process. However, we recognize that there are inherent capacity issues with entrusting this work to only one person and therefore would argue that GDI needs to hire additional FTE that directly supports the Director.
 - PSU should create a JEDI (Justice, Equity, Diversity, and Inclusion) Leadership Collaborative with representatives from each unit/College/School, as recommended in the DEIP (2016), that work in concert together to share resources, to align and support institutional training efforts, and to create strategic communications around JEDI work.
 - An online wiki will also provide an opportunity for growth and learning as it relates to foundational anti-oppressive and EDI training for all faculty, staff, and students. This glossary can be updated annually to ensure the most up to date information is provided. Training can be tailored to assist in on-going growth and development across campus based on this shared foundational knowledge.
- Create an institutional equity scorecard and dashboard
 - In creating a new scorecard/dashboard, we may want to consult with experts in the field doing this kind of work, such as USC Race and Equity Center (<https://race.usc.edu/>). The cost of consulting and adopting one of their tools may result in net new funding for the scorecard. The initial

funding could be paid out of PSU's 1.5 million dollar racial equity fund. We also anticipate that both the Office of Information Technology (OIT) and the Office of Institutional Research and Planning (OIRP) would have a role in maintaining the dashboard.